



# Notice of Public Meeting

**AMENDED**

## The Board of Retirement of the San Mateo County Employees' Retirement Association will meet on **Tuesday, December 3, 2024, at 10:00 A.M.**

**PUBLIC SESSION** – The Board will meet in Public Session at 10:00 a.m.

- 1. Call to Order, Roll Call and Miscellaneous Business**
- 2. Oral Communications**
  - 2.1 Oral Communications from the Board
  - 2.2 Oral Communications from the Public
- 3. Approval of the Minutes**
  - 3.1 Approval of Board Meeting Minutes from September 24, 2024
  - 3.2 Approval of Board Meeting Minutes from November 5, 2024
- 4. Approval of the Consent Agenda\***

4.1 Disability Retirements (2) <ul style="list-style-type: none"><li>• Cang, Joseph</li><li>• Giltz, Timothy</li></ul>	4.6 Member Account Refunds
4.2 Survivor Death Benefits	4.7 Member Account Rollovers
4.3 Service Retirements	4.8 Member Account Redeposits
4.4 Continuances	4.9 Approval to Issue Retirement Check
4.5 Deferred Retirements	4.10 Acceptance of Trustees' Reports of Educational Activities
	4.11 Reaffirm Education Policy
- 5. Benefit & Actuarial Services**
  - 5.1 Consideration of Agenda Items, if any, Removed from the Consent Agenda
  - 5.2 Review of Funding Dashboard
- 6. Investment Services**
  - 6.1 Report on Preliminary Monthly Portfolio Performance Report for the Period Ended October 31, 2024
  - 6.2 Report on Quarterly Investment Performance for the Period Ended September 30, 2024
  - 6.3 Report on Manager Review – Cash Flow Match
  - 6.4 Approval of Asset Allocation Policy Implementation
  - 6.5 Report on Investment Consultant Annual Review
- 7. Board & Management Support**
  - 7.1 Annual Review of SamCERA's Audit Firm, Brown Armstrong
  - 7.2 Discussion of Board Staff Retreat Topics
  - 7.3 Approval of Amendments to Travel Policy
  - 7.4 Approval of Resolution Moving the September 23, 2025, Board Meeting to September 30, 2025
  - 7.5 Approval of Resolution Authorizing the CEO to Negotiate and Execute a Memorandum of Understanding with the County of San Mateo for Supplemental Contributions

# Notice of Public Meeting

## Page 2 of 2

---

### 8. Management Reports

- 8.1 Chief Executive Officer's Report
- 8.2 Assistant Executive Officer's Reports
- 8.3 Chief Investment Officer's Report
- 8.4 Chief Legal Counsel's Report

**CLOSED SESSION** – The Board may meet in closed session prior to adjournment

- C1 Consideration of Disability Items, if any, removed from the Consent Agenda
- C2 Conference with Legal Counsel – Anticipated Litigation  
Initiation of litigation pursuant to California Government Code Section 54956.9(d)(4)  
Two cases

### 9. Report on Actions Taken in Closed Session

### 10. Adjournment in Memory of the Following Deceased Members:

Davis, Irma	October 10, 2024	Human Services
Salas, Andrew	October 28, 2024	Recorder's Office
Navas, Carlos	October 27, 2024	Public Works
Vondoepp, Christian	October 30, 2024	Mental Health
Escoffier, Barbara	November 3, 2024	Library
Sylvestri, Madeline	November 4, 2024	Courts



Scott Hood, Chief Executive Officer

Posted: November 29, 2024

(\* ALL ITEMS ON THE CONSENT AGENDA ARE APPROVED BY ONE ROLL CALL MOTION UNLESS A REQUEST IS MADE BY A BOARD MEMBER THAT AN ITEM BE WITHDRAWN OR TRANSFERRED TO THE REGULAR AGENDA. ANY ITEM ON THE REGULAR AGENDA MAY BE TRANSFERRED TO THE CONSENT AGENDA. ANY 4.1 ITEMS REMOVED FROM THE CONSENT AGENDA WILL BE TAKEN UP UNDER CLOSED SESSION; ALL OTHER ITEMS REMOVED FROM THE CONSENT AGENDA WILL BE TAKEN UP UNDER ITEM 5.1.)

**THE BOARD MEETS AT 100 MARINE PARKWAY, SUITE 160**, WHICH IS LOCATED ON THE SE CORNER OF TWIN DOLPHIN & MARINE PARKWAY IN REDWOOD CITY. Detailed directions are available on the "Contact Us" page of the website [www.samcera.org](http://www.samcera.org). *Free Parking is available in all lots in the vicinity of the building. A copy of the Board of Retirement's open session agenda packet is available for review at the SamCERA offices and on our website unless the writings are privileged or otherwise exempt from disclosure under the provisions of the California Public Records Act. Office hours are Monday through Thursday 7 a.m. – 6 p.m.*

IN COMPLIANCE WITH THE CALIFORNIA GOVERNMENT CODE AND THE AMERICANS WITH DISABILITIES ACT: SamCERA's facilities and board and committee meetings are accessible to individuals with disabilities. Contact SamCERA at (650) 599-1234 at least three business days prior to the meeting if (1) you need special assistance or a disability-related modification or accommodation, including auxiliary aids or services, in order to participate in this meeting; or (2) you have a disability and wish to receive the agenda, meeting notice, agenda packet or other writings that may be distributed at the meeting in an alternative format. Notification in advance of the meeting will enable SamCERA to make reasonable arrangements to ensure full accessibility to this meeting and the materials related to it.

**SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION  
SEPTEMBER 24, 2024 – REGULAR BOARD MEETING MINUTES**

**2409.1 Call to Order, Roll Call and Miscellaneous Business**

**Call to Order:** Alma Salas, Chair, called the Regular Meeting of the Board of Retirement to order at 9:59 a.m.

**Roll Call:**

Present: Sandie Arnott, April DeCarsky, Katherine O'Malley, Robert Raw, and Alma Salas.

Absent: Mark Battey, Kurt Hoefler, Kimathi Marangu, and Elaine Orr.

Alternates: Nicole McKay.

Staff: Michael Coultrip, Lili Dames, Scott Hood, Jenny Lukan, Doris Ng, Paul Okada, and Gladys Smith.

Consultants and speakers: Joe Abdou and John Nicolini (Verus); Nick Collier and Craig Glyde (Milliman)

**2409.2.1 Oral Communications from the Board:** None.

**2409.2.2 Oral Communications from the Public:** Ms. Smith introduced the Board to SamCERA's new Retirement Technology Office, Diane Webster.

**2409.3.1 Approval of Board Meeting Minutes from August 27, 2024:** Due to the absence of a quorum of voting members who attended the August meeting, this item was moved to the November Regular Meeting.

**2409.4.0 Approval of the Consent Agenda:** Ms. Salas asked if there were any items to be removed for discussion from the Consent Agenda. No items were removed.

Action: Ms. Arnott moved to approve the items on the Consent Agenda. The motion was seconded by Ms. DeCarsky and carried with a vote of 5-0-0, with trustees Arnott, DeCarsky, O'Malley, Raw, and Salas all in favor; none opposed; none abstained.

**2409.4.1 Disability Retirements:** None.

**2409.4.2 Survivor Death Benefits:** None.

**2409.4.3 Service Retirements:**

<b>Name</b>	<b>Effective Retirement Date</b>	<b>Department</b>
Alarcon, Cecilia	June 29, 2024	Deferred - Human Services Agency
Avery, Doreen	July 6, 2024	Mental Health
Borba, Christine	July 16, 2024	Probation
Brown, Jeanette	August 1, 2024	Probation
Charles, Christine	July 20, 2024	Probation
Clifford, Marcus	July 9, 2024	Probation
Cortez, Yolanda	July 27, 2024	San Mateo County Health
Dormandy, Douglas	July 23, 2024	Probation
Epler, Frances	July 16, 2024	Def'd - San Mateo County Health
Flores, Sandra	August 1, 2024	Human Services Agency
Forrester, Eric	July 31, 2024	Sheriff's Office
Gloria, Luis	July 6, 2024	Sheriff's Office
Gomez, Jose	July 6, 2024	County Executive's Office
Grivas, Gidion	July 27, 2024	San Mateo County Health

Heindel, Steven	July 4, 2024	Sheriff's Office
Keating, Ron	July 13, 2024	San Mateo County Health
Luis, Angela	July 6, 2024	Library
Mosely, Denise	July 13, 2024	Behavioral Health
Shipp, Glenn	August 1, 2024	San Mateo County Health
Torio, Cristina	August 1, 2024	Assessor's Office

2409.4.4 **Continuances:**

<b>Survivor's Name</b>	<b>Beneficiary of:</b>
Beaumont, Josephina	Beaumont, Graham
Bell, Donald	Bell, Gloria
Berg, Sima	Berg, Michael
Grant, Ardenah	Grant, Vernon
Myers, Michael	Myers, Karen

2409.4.5 **Deferred Retirements:**

<b>Name</b>	<b>Retirement Plan Type</b>
Amadi, Victor	S7/P7, Vested Auto Defer – Code 31700
Branch, Camille	G7, Vested Auto Defer – Code 31700
Calderon, Yesska	G5, Vested Auto Defer – Code 31700
Ceja, Luis	S7, Vested Auto Defer – Code 31700
Dunn, Travis	G7, Vested Auto Defer – Code 31700
Gurley, Kristin	G7, Vested Auto Defer – Code 31700
Hendrickson, Matthew	G5, Vested Auto Defer – Code 31700
Jung, Anna	G7, Vested Auto Defer – Code 31700
Latu, Lucianne	G4, Vested Auto Defer – Code 31700
Oakley, Sharla	P5, Vested – Reciprocity
Pryor, Russell	P4, Vested Auto Defer – Code 31700
Robinson, Shacoya	G7, Vested Auto Defer – Code 31700
Sharma, Neha	P4, Vested Auto Defer – Code 31700
Tinoco, Eric	S7, Vested Auto Defer – Code 31700
Vallecillo, Saradilia	G7, Vested
White, Andrew	G7, Vested Auto Defer – Code 31700

2409.4.6 **Member Account Refunds:**

<b>Name</b>	<b>Retirement Plan Type</b>
Dinh, Emily	G7, Non-vested
Esquivel, Svetlana	G4, Vested
Fang, Allison	G7, Vested
Knopp, Steven	G7, Non-vested
Koska, Sarah	P7, Vested
Langford, Lenaya	G7, Non-vested
Ramirez Barajas, Saul	G7, Non-vested
Sloan, Ivan	G7, Non-vested
Yeagly, Charles	S7, Non-vested

2409.4.7 **Member Account Rollovers:**

<b>Name</b>	<b>Retirement Plan Type</b>
Bissada, Phillip	G4, Vested
Chan, Navin	G7, Non-vested
Fang, Allison	G7, Vested
Fong, Mackenzie	G7, Non-vested
Gonzales, Jordan Anthony	G7, Non-vested
Scarlata, Karim	G7, Non-vested

2409.4.8 **Member Account Redeposits:** None

2409.4.9 **Acceptance of Trustees' Reports of Educational Activities:** None

2409.5.1 **Consideration of Agenda Items, if any, Removed from the Consent Agenda:** None

2409.5.2 **Presentation of the June 30, 2024, Actuarial Valuation Report:** Mr. Collier and Mr. Glyde, of Milliman, Inc. presented the results and recommendations of SamCERA's Actuarial Valuation Report as of June 30, 2024. The results included: a decrease in the Employer Statutory Contribution rate from 26.64% (effective July 1, 2024) to 26.50% (effective July 1, 2025); virtually no change in member contribution rates for all plans (effective July 1, 2025); a decrease in the funded ratio of the system from 88.3% as of June 30, 2023, to 87.6% as of June 30, 2024. This item was informational and for discussion only, no action was taken.

2409.5.3 **Approval of Resolution Accepting the 2025-2026 Employer and Employee Contribution Rates:** Ms. Salas called for a motion on the recommendations made for fiscal year 2025-2026 employer and member contribution rates.

**Action:** Ms. DeCarsky moved to approve a resolution accepting the 2025-2026 employer and employee contribution rates. The motion was seconded by Ms. O'Malley and carried with a vote of 5-0-0, with trustees Arnott, DeCarsky, O'Malley, Raw, and Salas all in favor; none opposed; none abstained.

2409.6.1 **Report on Preliminary Monthly Portfolio Performance for the Period Ended August 31, 2024:** Mr. Coultrip reported that SamCERA's preliminary return for August was 1.4%, bringing the preliminary trailing twelve-month net return ending August to 11.8%, which is below our benchmark return of 14.6% but above our assumed earnings rate of 6.25%. SamCERA's estimated market value as of August was \$6.73 billion, while the actuarial funded ratio as of June 30, 2024 was 87.6%.

2409.6.2 **Report on Opportunistic Credit Manager Annual Reviews:** Ms. Ng reported that SamCERA staff and consultant held an annual review meeting with opportunistic credit bond manager, BlackRock, on August 13<sup>th</sup>. The meeting lasted approximately 1.5 hours, and consisted of a firm/organizational update, investment process review, performance review and attribution, and current positioning/market outlook. Ms. Ng reviewed the meeting, stated there were no significant concerns and answered questions from the Board. This item was informational and for discussion only, no action was taken.

2409.7.1 **Approval of Resolution Moving the October 29<sup>th</sup> Board of Retirement Meeting to November 5<sup>th</sup>:** Mr. Hood reviewed the proposed change of date for the meeting.

**Action:** Mr. Raw moved to approve the resolution changing the October 29<sup>th</sup> Board Meeting to November 5<sup>th</sup>. The motion was seconded by Ms. O'Malley and carried with a vote of 5-0-0, with trustees Arnott, DeCarsky, O'Malley, Raw, and Salas all in favor; none opposed; none abstained.

2409.7.2 **Approval of Resolution Setting the Board Meeting Schedule for 2025:** Ms. Smith reviewed the proposed Board meeting schedule for 2025 with the Board.

**Action:** Ms. Arnott moved to approve the resolution setting the Board of Retirement’s regular meeting schedule for calendar year 2025. The motion was seconded by Ms. DeCarsky and carried with a vote of 5-0-0, with trustees Arnott, DeCarsky, O’Malley, Raw, and Salas all in favor; none opposed; none abstained.

2409.8.1 **Chief Executive Officer’s Report:** Mr. Hood reported to the Board that staff received a letter from a member’s family thanking staff for the assistance they’ve received. Mr. Hood read the letter aloud to the Board. Mr. Hood reported to the Board that the next Audit Committee Meeting will be held October 3<sup>rd</sup> and will be an organizational meeting that will include an update on the status of the audit. Mr. Hood reported to the Board that he will be attending the CALAPRS Administrators Institute in Carmel, September 25-27. Mr. Hood reported to the Board that he will be in and out of the office before the next Board meeting and will away on vacation for a portion of that time. Lastly, Mr. Hood reported to the Board that at the next Board meeting, topics will include the swearing in of new Board Trustee Rachel Perkel, the ACFR, and SACRS voting delegate.

2409.8.2 **Assistant Executive Officer’s Report:** Ms. Smith reported to the Board that she will be sending out to the Board and staff the annual performance survey for Milliman. Ms. Smith also reported that staff will bring an item regarding disability statistics to the Board in December. Ms. Lukan reported to the Board on upcoming education opportunities including CALAPRS Trustees In-Person Round Table on October 11 in San Jose and SACRS in Monterey in November. Ms. Lukan also gave the Board a heads-up regarding changes in IFEBP education opportunities for next year and the upcoming IFEBP education opportunities in February 2025 and she will send an email with all the information mentioned.

2409.8.3 **Chief Investment Officer’s Report:** Mr. Coultrip reported to the Board that staff will be bringing to the Board in the next month or two, the recommendation for the cash flow matching portfolio with three different options for the Board to consider. Mr. Coultrip also reported that at the next meeting staff will be bringing an item regarding the securities lending guidelines to the Board. Mr. Coultrip reported to the Board that based on comments from last meeting, staff has set up a meeting with Northern Trust to set up an educational session for the Board in either December or January. Lastly, Mr. Coultrip reported to the Board that staff is still working with Pimco regarding the compliance statements, and they will give another update.

2409.8.4 **Chief Legal Counsel’s Report:** Mr. Okada gave an update to the Board on two in-state litigation matters that he is closely tracking – LACERA v. County of Los Angeles and Fresno Police & Fire Retirement System v. City of Fresno. In the LACERA case, the appeal to the Supreme Court has been fully briefed and he expects that the Supreme Court will determine if they take this case by mid-November. Mr. Okada should have an update on this case in December. The Fresno Police & Fire litigation is currently in the Superior Court and will work its way through the system. Mr. Okada will continue to track both cases and make reports to the Board.

C1 **Consideration of Disability Items, if any, removed from the Consent Agenda:** None.

C2 **Conference with Legal Counsel – Anticipated Litigation  
Initiation of Litigation pursuant to California Government Code Section 54956.9(d)(4)  
One Case:**

The Board entered Closed Session at 11:08 a.m.

The Board met in closed session.

Regarding the potential initiation of litigation, upon the motion of Arnott, seconded by DeCarsky, the Board approved such action and the particulars of the case will be disclosed to any person upon inquiry once the action has been formally commenced unless doing so would jeopardize SamCERA's ability to effectuate service of process or jeopardize SamCERA's ability to conclude any settlement negotiations.

The Motion was approved 5 ayes - 0 nos – 0 abstentions.

No other matters were heard in Closed Session and the Board exited Closed Session at 11:20 a.m.

2409.9.0 **Reports on Actions Taken in Closed Session:** Mr. Okada reported on Item C2 above. There were no additional closed session items.

2409.10 **Adjournment:** Ms. Salas adjourned the meeting at 11:21 a.m. in memory of the deceased members listed below.

Monroe, Cheryl	August 6, 2024	Probation
Gerke, Carol	August 11, 2024	Behavioral Health
Savoca, Laury	August 14, 2024	Human Services
Dabney, John	August 17, 2024	Mental Health
Wuest, Laura	August 18, 2024	Sheriff's Office
Lira, Lillian	August 24, 2024	Aging & Adult Services
Acacio, Barbara	August 29, 2024	County Clerk's Office
Moore, Clifford	August 19, 2024	Public Works
Magett, Patricia	September 1, 2024	Courts
Analla, Gregg	September 2, 2024	Sheriff's Office

---

Alma R. Salas  
Board Chair

**SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION  
NOVEMBER 5, 2024 – REGULAR BOARD MEETING MINUTES**

**2411.1 Call to Order, Roll Call and Miscellaneous Business**

**Call to Order:** Alma Salas, Chair, called the Regular Meeting of the Board of Retirement to order at 10:00 a.m.

**Roll Call:**

Present: April DeCarsky, Kurt Hoefer, Kimathi Marangu, Katherine O'Malley, Rachel Perkel, Robert Raw, and Alma Salas.

Absent: Sandie Arnott and Elaine Orr.

Alternates: Nicole McKay.

Staff: Michael Coultrip, Lili Dames, Scott Hood, Jenny Lukan, Elizabeth LeNguyen, Doris Ng, Paul Okada, Gladys Smith, and Tat-Ling Chow.

Consultants and speakers: Joe Abdou and John Nicolini (Verus); Ashley Green (Brown Armstrong); Nick Collier and Craig Glyde (Milliman) via conference call.

**2411.1.1 Swearing in of New Trustee:** Mr. Raw administered the Oath of Office to Trustee Perkel, who was appointed by the Board of Supervisors to the Sixth Seat on the Board of Retirement on September 24, 2024.

**2411.2.1 Oral Communications from the Board:** None.

**2411.2.2 Oral Communications from the Public:** Ms. Smith reported to the Board that SamCERA received a notice from Redwood City Public Works Services Water Utilities Division regarding a possible risk of lead presence in the building water system. Ms. Smith reported that SamCERA is working with building management on testing the water for the presence of lead and a sample has been sent out for testing and that, in the interim, all staff have been provided with bottled water and the notice received from Redwood City has been posted.

**2411.3.1 Approval of Board Meeting Minutes from August 27, 2024:** Ms. Salas asked if there were any changes or corrections, or objections, to the minutes from the regular meeting held on August 27, 2024. There were no changes, corrections, or objections presented.

**Action:** Mr. Hoefer moved to approve the minutes from the August 27, 2024 regular Board meeting. The motion was seconded by Ms. O'Malley and carried with a vote of 5-0-2, with trustees DeCarsky, Hoefer, Marangu, O'Malley, and Salas all in favor; none opposed; Perkel and Raw abstained.

**Approval of Board Meeting Minutes from September 24, 2024:** Due to the absence of a quorum of voting members who attended the September meeting, this item was continued to the December Regular Meeting.

**2411.4.0 Approval of the Consent Agenda:** Ms. Salas asked if there were any items to be removed for discussion from the Consent Agenda. No items were removed.

**Action:** Mr. Hoefer moved to approve the items on the Consent Agenda. The motion was seconded by Mr. Marangu and carried with a vote of 7-0-0, with trustees DeCarsky, Hoefer, Marangu, O'Malley, Perkel, Raw, and Salas all in favor; none opposed; none abstained.



2411.4.1 **Disability Retirements:**

- a) The Board found that **Joan Szeto** (1) is permanently incapacitated from the performance of her usual and customary duties as a Benefits Analyst II, (2) found that her disability was not the result of an illness arising out of and in the course of her employment and (3) granted her application for a non-service-connected disability retirement.

2411.4.2 **Survivor Death Benefits:** None.

2411.4.3 **Service Retirements:**

<b>Name</b>	<b>Effective Retirement Date</b>	<b>Department</b>
Addison, Tito	August 7, 2024	Deferred - Probation
Ali, Tariq	August 6, 2024	Deferred - SamCERA
Argonza, Marie	August 12, 2024	San Mateo County Health
Atienza, Zorina	August 29, 2024	Human Services Agency
Clayton, Kenneth	August 3, 2024	Sheriff's Office
Cooper, Ondray	August 31, 2024	Probation
David, Al	August 31, 2024	Information Services
Espinoza Rogers, Regina	August 31, 2024	Probation
Gallagher, Sean	August 10, 2024	District Attorney's Office
Jones, Lawrence	June 27, 2024	Def'd - San Mateo County Health
Linares, Leticia	August 30, 2024	Human Services Agency
Maghami, Payman	August 31, 2024	Information Services
Marty, Michael	August 7, 2024	Deferred - Sheriff's Office
Modena, David	August 24, 2024	Public Works
Stebbins, Samuel	August 11, 2024	Deferred - Public Health
Weber, Paul	August 2, 2024	Mosquito & Vector Control
Zobell, Elizabeth	August 7, 2024	Deferred - Human Services Agency

2411.4.4 **Continuances:**

<b>Survivor's Name</b>	<b>Beneficiary of:</b>
Bundalian, Ismael	Bundalian, Clarita
Coudray, Gail	Coudray, Peter
Merkh, Victoria	Merkh, Ralph
Taiby, Farida	Taiby, Hussain

2411.4.5 **Deferred Retirements:**

<b>Name</b>	<b>Retirement Plan Type</b>
Bagtas, Zander	G7, Vested Auto Defer – Code 31700
Camano, Aimee	G5, Vested
Cobillas, Daniel	G7, Non-Vested - Reciprocity
Chin, Gregory	G7, Vested Auto Defer – Code 31700
Cortez, Jessica	S7/G7, Vested Auto Defer – Code 31700
Fernandez, Edwin	G4, Vested
Fisher, Mina	G4, Vested
Ghiassy, Fatma	G7, Vested Auto Defer – Code 31700
Higa, Sheryl	G7, Non-Vested – Reciprocity
Hyde, Angela	G7, Vested

Jia, Bei	G7, Vested – Reciprocity
Quan, Jennifer	G4, Vested - Reciprocity
Pothisamutyothin, Kanokwan	G7, Non-Vested – Reciprocity
Robb, Flor	G7, Vested - Reciprocity
Rodriguez, Juan	G7, Vested Auto Defer – Code 31700
Tubig, Ezra	G7, Vested
Vagts, Michael	G5/G3, Vested

2411.4.6 **Member Account Refunds:**

<b>Name</b>	<b>Retirement Plan Type</b>
Bor, Valerie	G4, Vested
Corral, Lilia	G7, Non-vested
Davies, Van	G4, Non-vested
Her, Daniel	G7, Non-vested
Medina, Rey Allen C	G7, Vested
Obedoza, Elvie	G7, Vested
Osazuwa, Chuksy	G7, Non-vested
Rupp, Matthew	G7, Non-vested
Santos, Anna Kristina Calleja	G7, Non-vested

2411.4.7 **Member Account Rollovers:**

<b>Name</b>	<b>Retirement Plan Type</b>
Basler-Cameron, Jennifer	G7, Non-vested
Beard, Billie	G7, Non-vested
Clifford, Jonathan Michael	G7, Non-vested
Dang, Chi Vy	G7, Non-vested
Lam, Wayne (4127824)	G7, Non-vested
Mollura, Kelsey	G7, Non-vested

2411.4.8 **Member Account Redeposits:** None.

2411.4.9 **Acceptance of Trustees’ Reports of Educational Activities:** None.

2411.5.1 **Consideration of Agenda Items, if any, Removed from the Consent Agenda:** None.

2411.5.2 **Annual Review of SamCERA’s Actuarial Services Firm, Milliman, Inc.:** Ms. Smith shared the results of Milliman, Inc.’s annual review which included high ratings from Board and staff. Ms. Smith and Mr. Hood thanked Mr. Collier and Mr. Glyde, who appeared via conference call, for their knowledge, professionalism, and partnership all these years. Ms. Salas and Mr. Okada also extended thanks. This item was informational and for discussion only, no action was taken.

2411.6.1 **Report on Preliminary Monthly Portfolio Performance for the Period Ended September 30, 2024:** Mr. Coultrip reported that SamCERA’s preliminary return for September was 1.6%, bringing the preliminary trailing twelve-month net return ending September 30 to 15.8%. SamCERA’s estimated market value as of September was \$6.81 billion, while the actuarial funded ratio as of June 30, 2024 was 87.6%.

2411.6.2 **Report on Inflation Hedge Manager Annual Reviews:** Ms. Ng reported that SamCERA staff and consultant held annual review meetings with real assets investment managers, Brookfield Asset Management and KKR on September 5, 2024, and with SSgA on September 25, 2024. Each

meeting lasted approximately 1 hour and consisted of a firm/organizational update, investment process review, performance review and attribution, and current positioning/market outlook. Ms. Ng reviewed the meeting and stated there were no significant concerns and answered questions from the Board. This item was informational and for discussion only, no action was taken.

2411.6.3 **Report on Opportunistic Credit Manager Annual Review:** Ms. Ng reported that SamCERA staff and consultant held annual review meetings with opportunistic credit bond managers, Brigade Capital Management on September 5, 2024, and TPG Angelo Gordon on September 10, 2024. Each meeting lasted approximately 1.5-2 hours and consisted of a firm/organizational update, investment process review, performance review and attribution, and current positioning/market outlook. Ms. Ng reviewed the meeting and stated there were no significant concerns and answered questions from the Board. This item was informational and for discussion only, no action was taken.

2411.6.4 **Report on Absolute Return Manager Annual Review:** Ms. Ng reported that SamCERA staff and consultant held annual review meetings with absolute return managers, Graham Capital Management on September 10, 2024, and with CFM and PIMCO on October 10, 2024. Each meeting lasted approximately 1 hour and consisted of a firm/organizational update, investment process review, performance review and attribution, and current positioning/market outlook. Ms. Ng reviewed the meeting and stated there were no significant concerns and answered questions from the Board. This item was informational and for discussion only, no action was taken.

2411.6.5 **Presentation on China Market Exposure Within SamCERA's International Equity Program:** Mr. Abdou of Verus presented an analysis of SamCERA's China exposure and answered questions from the Board. This item was informational and for discussion only, no action was taken.

2411.6.6 **Approval of Securities Lending Implementation Plan to New Guidelines:** Mr. Coultrip reviewed staff's recommendation to a temporarily replacement of SamCERA's 20% securities lending borrower limit with a \$100 million dollar-limit for a one-month period as SamCERA implements its new guidelines. Ms. Salas called for a motion to approve the temporary replacement.

**Action:** Mr. Hoefler moved to approve the temporary replacement of SamCERA's 20% securities lending borrower limit with a \$100 million dollar-limit for a one-month period as SamCERA implements its new guidelines. The motion was seconded by Mr. Marangu and carried with a vote of 7-0-0, with trustees DeCarsky, Hoefler, Marangu, O'Malley, Perkel, Raw, and Salas all in favor; none opposed; none abstained.

2411.6.7 **Approval of Cash Flow-Matching Replenishment Recommendation and Asset Allocation:** Mr. Coultrip reviewed staff's recommendation to partially replenish the cash flow match pool along with the resulting asset allocation. Ms. Salas called for a motion to approve the partial replenishment.

**Action:** Mr. Marangu moved to approve the partial replenishment for the cash flow match pool along with the resulting asset allocation. The motion was seconded by Ms. Perkel and carried with a vote of 7-0-0, with trustees DeCarsky, Hoefler, Marangu, O'Malley, Perkel, Raw, and Salas all in favor; none opposed; none abstained.

2411.7.1 **Presentation by Brown Armstrong of 2024 Financial Audit Management Reports:** Ms. Green presented the results of the independent financial audit for fiscal year ended June 30, 2024. Ms. Green reported that SamCERA received an unmodified (clean) opinion. Mr. Marangu (Audit

Committee Chair) reported that the Audit Committee met and reviewed the financial audit report and recommended that the Board accept the 2024 Financial Audit Management Report without any objection. Ms. Salas asked if there were any objections. Hearing none, the report was deemed accepted.

This item was heard after Item 5.2.

- 2411.7.2 **Approval of SamCERA's 2024 Annual Comprehensive Financial Report (ACFR):** Ms. Chow provided a summary of the Annual Comprehensive Financial Report for the fiscal year ended June 30, 2024. Ms. Chow discussed SamCERA's net position at fiscal year-end, the operating results for the fiscal year then ended, and the funding status as of June 30, 2024. Ms. Chow thanked Ms. Green and her audit team, Milliman, Inc., as well as SamCERA staff for their contributions in putting the ACFR together. Mr. Marangu (Audit Committee Chair) reported that the Audit Committee met and reviewed the financial report and recommended that the Board accept the 2024 Annual Comprehensive Financial Report (ACFR). Ms. Salas called for a motion to approve SamCERA's 2024 Annual Comprehensive Financial Report.

**Action:** Mr. Raw moved to approve SamCERA's 2024 Annual Comprehensive Financial Report (ACFR) for the fiscal year ended June 30, 2024. The motion was seconded by Ms. DeCarsky and carried with a vote of 7-0-0, with trustees DeCarsky, Hoefer, Marangu, O'Malley, Perkel, Raw, and Salas all in favor; none opposed; none abstained.

This item was heard after Item 7.1.

- 2411.7.3 **Approval of Voting Delegates and direction to delegates for Fall 2024 SACRS Business Meeting:** Mr. Hood discussed staff's recommendation to designate Robert Raw, Board Trustee, as the Voting Delegate and himself, as the Alternate Voting Delegate to cast SamCERA's votes at the SACRS business meeting on November 14, 2024. Ms. Salas called for a motion to approve staff's recommendation to designate Robert Raw, Board Trustee, as the Voting Delegate, and Scott Hood, CEO, as the Alternate Voting Delegate to cast SamCERA's votes at the SACRS business meeting on November 14, 2024.

**Action:** Ms. DeCarsky moved to approve staff's recommendation to designate Robert Raw, Board Trustee, as the Voting Delegate and Scott Hood, CEO, as the Alternate Voting Delegate to cast SamCERA's votes at the SACRS business meeting on November 14, 2024. The motion was seconded by Ms. O'Malley and carried with a vote of 7-0-0, with trustees DeCarsky, Hoefer, Marangu, O'Malley, Perkel, Raw, and Salas all in favor; none opposed; none abstained.

- 2411.8.1 **Chief Executive Officer's Report:** Mr. Hood thanked Ms. Chow and her team for their work on the audit and the ACFR. Mr. Hood reported to the Board that the following week he will be at the IFEBP conference in San Diego, followed by SACRS in Monterey. Mr. Hood recognized work anniversaries for two staff members – Elizabeth LeNguyen celebrating 20 years with SamCERA and Janet Nishimura celebrating 10 years with SamCERA. Mr. Hood reported to the Board that agenda items for the December Board Meeting will include education and reimbursement for travel policy updates, the funding dashboard, annual review for Brown Armstrong, topics for the Board/staff retreat, and disability statistics.

- 2411.8.2 **Assistant Executive Officer's Report:** Ms. Smith reported to the Board that the survey for the annual Brown Armstrong review will be sent out. Ms. Smith asked for appointed Board members that need a link for harassment prevention training to please let her know. The harassment training is a two-hour training that is required under AB 1825/2053. Ms. Smith reported to the Board that this training is available through the County if you are an employee, so Board

members that have already completed it, please send the certificate to her. Ms. Smith also reported to the Board that there will be a special election for the 3<sup>rd</sup> member seat, which was vacated by Mr. David. The election to fill the unexpired term plus the subsequent 3-year term will be held on January 13, 2025. The nomination period is November 12, 2024, through November 25, 2024.

Ms. Smith introduced to the Board Diane Webster, Chief Technology Officer. Ms. Webster provided an update to the Board regarding changes to country location restrictions for MySamCERA member access, upcoming password requirement changes, the security assessment conducted by Amazon Web Services and the implementation of multi-factor authentication. Additionally, Ms. Smith reported to the Board that information on the password requirement change will be put in the member newsletter.

Ms. Lukan reported to the Board on upcoming education opportunities including NCPERS Legislative Conference & Policy Day in January, IFEBP in February, and CALAPRS General Assembly in March, and she will send an email with all the information mentioned. Ms. Lukan also reported to the Board that pre-registration for the IFEBP Conference in November 2025 will be available during the IFEBP Conference happening next week and if they would like to attend, to please come see her after this meeting.

Lastly, Ms. Smith expressed condolences to Ms. Arnott and Ms. Lukan regarding losses in their families.

2411.8.3 **Chief Investment Officer's Report:** Mr. Coultrip reported to the Board that staff has sent out the Verus annual review survey and asked for responses by Friday, November 8<sup>th</sup>. Mr. Coultrip also reported that staff will be having their last annual review of the year, which will be the private equity and private real assets review on November 21<sup>st</sup> at 10:00 am.

2411.8.4 **Chief Legal Counsel's Report:** Mr. Okada reported to the Board on the educational requirement to complete 24 hours of education every two years, ending June 30, 2025, for some Trustees and June 30, 2026, for others and Ms. Lukan will be sending out the education hour updates in the next few weeks. Mr. Okada also reported on the ethics training requirement, which ends December 31, 2024, noting that there are several trustees that need to complete a second hour to fulfill the requirement (the first hour was completed with Mr. Okada earlier this year during the Board Retreat). Mr. Okada will be conducting the second part of the ethics training, which will include coverage of transparency laws, for these trustees after the December Board Meeting. Mr. Okada reported to the Board that the CEO Evaluation Committee, chaired by Ms. Arnott and includes Mr. Raw and Ms. McKay met and gave guidance to Mr. Okada as to some of the surveys. The surveys will be finalized and go out later this month to SamCERA employers, which includes the County, the Courts, and the Mosquito District, as well as the staff. Once the results are returned, the surveys to the Trustees will go out in December, after the December Board Meeting. The CEO evaluation itself where the Board meets with the CEO in closed session will be in January. Lastly, Mr. Okada reported that he will be conducting the Brown Act training for the CALAPRS Intermediate Course next week.

C1 **Consideration of Disability Items, if any, removed from the Consent Agenda:** None.

2411.9.0 **Reports on Actions Taken in Closed Session:** None.

2411.10 **Adjournment:** Ms. Salas adjourned the meeting at 12:12 p.m. in memory of the deceased members listed below.

Solis, Blanca	August 28, 2024	Courts
Buscher, Karin	September 17, 2024	San Mateo County Health
Flavetta, Elaine	September 20, 2024	Public Works
Casey, James	September 23, 2024	Probation
Kang, Andrew	October 10, 2024	ISD
Molinari, Andrew	October 2, 2024	Assessor's Office
Montero, Raisa	October 2, 2024	Aging & Adult Services
Carter, Raul	October 3, 2024	Mental Health
Bise, Eugene	October 11, 2024	San Mateo County Health

---

Alma R. Salas  
Board Chair

SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION  
**Board of Retirement**

December 3, 2024

Agenda Items 4.1- 4.10

**TO:** Board of Retirement

**FROM:** Elizabeth LeNguyen, Retirement Benefits Manager



**SUBJECT:** Approval of Consent Agenda Items 4.1 – 4.10

**4.1 Disability Retirements**

- a) The Board find that **Joseph Cang** (1) is permanently incapacitated from the performance of his usual and customary duties as a Sheriff's Sergeant, (2) find that his disability was the result of an injury arising out of and in the course of his employment and (3) grant his application for a service-connected disability retirement.
  
- b) The Board find that **Timothy Giltz** (1) is permanently incapacitated from the performance of his usual and customary duties as a Deputy Sheriff, (2) find that the heart presumption contained in Government Code section 31720.5 applies and that his disability was the result of an injury arising out of and in the course of his employment, and (3) grant his application for a service-connected disability retirement.

**4.2 Survivor Death Benefits**

None.

**4.3 Service Retirements**

The Board ratifies the service retirement for the individuals listed below as follows:

<b>Name</b>	<b>Effective Retirement Date</b>	<b>Department</b>
Benitez, Sara	September 28, 2024	Probation
Bustichi, Robert	September 27, 2024	Public Safety Communications
Coate, Stephanie	September 7, 2024	Mental Health
Dixon, Rochelle	September 4, 2024	Def'd - San Mateo County Health
Duran, Cara	October 1, 2024	Human Services Agency
Galan, Lisa	September 5, 2024	Deferred - Mental Health
Koch, Anna	September 27, 2024	Library
Larson, Erik	September 4, 2024	Information Services Department
Lin, Yunghui	September 28, 2024	San Mateo County Health
Marcussen, Tami	September 17, 2024	QDRO of Derron Sisneros

Mayberry, Harold	October 1, 2024	Probation
Powleson, Kimberly	October 1, 2024	Deferred - Environmental Planning
Ramirez, Silvia	September 3, 2024	Deferred - Mental Health
Sanchez, Patricia	September 28, 2024	Child Support Services

#### 4.4 Continuances

The Board ratifies the granting of a continuance to the following individuals:

Survivor's Name	Beneficiary of:
Analla, Pamela	Analla, Gregg
Johnson, Christine	Benedict, Kathleen
Moore, Ruth	Moore, Clifford

#### 4.5 Deferred Retirements

The Board ratifies the deferred retirements as listed below for the following individuals:

Name	Retirement Plan Type
Anguelouch, Amanda	G7, Vested
Boyd, Penny	G5, Vested - Reciprocity
Hefner, Kevin	G7, Vested – Reciprocity
Javed, Ramla	G7, Non-Vested - Reciprocity
Liang, Ya Cong	G7, Vested - Reciprocity
Ngo, Khathy	G7, Vested – Reciprocity
Thomas, Erin	G7, Vested - Reciprocity
Vallecillo, Saradilia	G7, Vested

#### 4.6 Member Account Refunds

The Board ratifies the refunds as listed below for the following individuals:

Name	Retirement Plan Type
Antonio, Monika E	G7, Non-vested
Bailey, Richard	G7, Non-vested
Buzo Marin, Ricardo D	G7, Non-vested
Day, Thomas	G7, Non-vested
Espinoza, Rudy	G7, Non-vested
Fajardo, Armando	S7, Non-vested



Gomez, Christina	G7, Non-vested
Madave, Foley	S7, Non-vested
Malik, Ganna	G7, Non-vested
Matta, George	G7, Non-vested
Moopnar, Neil	S7, Non-vested
Nardello, Theresa	G7, Non-vested
Perdomo, Emilio	G4, Vested
Tsolakis, Theofane	G5, Non-vested
Ueda, Stuart	G7, Non-vested

#### 4.7 Member Account Rollovers

The Board ratifies the rollovers as listed below for the following individuals:

Name	Retirement Plan Type
Buttolph, Rachael	G7, Non-vested
Day, Thomas	G7, Non-vested
Dean, Stephen	G7, Non-vested
Luo, Jenny	G7, Non-vested
Neblett, Ashlee	G7, Non-vested
Price, Tomika	G7, Non-vested

#### 4.8 Member Account Redeposits

The Board ratifies the redeposit as listed below for the following individuals:

Name	Retirement Plan Type
Biehler, Marie	G4

#### 4.9 Request of Payment by Check

The Board approves the payment by check for the following individual:

Name	Effective Date
Franco Lizardo	December 1, 2024

#### 4.10 Acceptance of Trustees' Reports of Educational Activities

See attached.

San Mateo County Employees' Retirement Association  
**Board of Retirement**

December 3, 2024

Agenda Item 4.9

**TO:** Board of Retirement

**FROM:** Elizabeth LeNguyen, Retirement Benefits Manager 

**SUBJECT:** Request for Payment by Check

**Date of Request**

November 19, 2024

**Recommendation**

Staff recommends that the Board approve the request by **Franco Lizardo** to receive a paper check per Section 5.5(C) of Article V of the Board Regulations regarding Required Documents for Retirement.

**5.5(C)** Documentation setting forth arrangement for the auto deposit of benefit payments. The Board may approve payment by check in cases where the Board's paying agent is unable to provide payment by auto deposit and in cases where the member has specifically requested payment by check.

SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION  
**Board of Retirement**

December 3, 2024

Agenda Item 4.10

**TO:** Board of Retirement

**FROM:** Jenny Lukan, Retirement Executive Secretary



**SUBJECT:** Trustees' Reports of Educational Activities

**Recommendation**

Accept the following report from Board of Retirement trustees who have recently attended educational events.

**Background**

SamCERA's Education Policy Section 1D states "Prior to the next regularly scheduled meeting of the Board following the Board member's participation in an educational activity, the Board member shall submit for inclusion on the Consent Agenda, a summary written report on the content of educational activities. The report shall substantially reflect the information contained in the attached sample report."

**Discussion**

Nicole McKay attended the following educational event and her report is attached:  
IFEBP New Trustee Institute and Annual Conference, November 9-13, 2024

Katherine O'Malley attended the following educational event and her report is attached:  
NCPERS NAF Modules 1&2, October 26-27, 2024

Robert Raw attended the following educational event and his report is attached:  
SACRS Fall Conference, November 12-25, 2024

Alma Salas attended the following educational event and her report is attached:  
IFEBP TMP Advanced Leadership Summit and Annual Conference, November 10-13, 2024

**Attachments**

Trustees' Education Proof of Participation Certificates and Summaries

SamCERA Board of Retirement Trustee Education  
Proof of Participation Certificate and Summary



<b>Trustee Name</b> Nicole McKay		<b>Date(s) of Event</b> 11/9-13/2024
<b>Education Event Name</b> IFEBP- New Trustee Institute and Employee Benefits Conference		
<b>Event Provider</b> IFEBP		
<b>Type of Participation:</b> Attended Event <input checked="" type="checkbox"/> Listened to Audio/Watched Video <input type="checkbox"/>		<b>Eligible Credit:</b> Total hours for sessions you participated in: <u>29.75</u> (Staff may adjust hours if the provider issues an education certificate that reflects different hours.)

This event satisfies the following requirements of the Board of Retirement's Education Policy and Government Code section 31522.8:

**Topic:** (Check all that apply)

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Fiduciary responsibilities                                 | <input checked="" type="checkbox"/> Disability evaluation        |
| <input type="checkbox"/> Ethics  | <input type="checkbox"/> Fair hearings                           |
| <input checked="" type="checkbox"/> Benefits administration                                    | <input checked="" type="checkbox"/> Pension fund governance      |
| <input checked="" type="checkbox"/> Actuarial matters  | <input checked="" type="checkbox"/> New board member orientation |
| <input checked="" type="checkbox"/> Pension funding  | <input type="checkbox"/> Other: _____                            |
| <input checked="" type="checkbox"/> Pension fund investments and investment program management |  |

**Summary Report**

What concepts or information did you learn about?

The Institute covered Trustee responsibilities and legal parameters, overview of types of plans, investing and asset management and Governance  
Sessions + Keynotes included Meacham's point of view (excellent!) communication, Disability Claims, Staying out of the news, Staying well funded and wrapped w/ Billy Beane - also excellent!

Would you recommend this event to other trustees?

- Yes       No       Maybe

You may provide additional comments to SamCERA's CEO.

By signing below, I certify that I participated in the activities described above and am entitled to claim the indicated amount of education credit hour(s).

<b>Trustee Signature (print this form and sign)</b> <i>Nicole McKay</i>	<b>Date</b> 11/16/2024
--	---------------------------

**NOTE:** Please return this completed form to SamCERA's Executive Secretary prior to the mailing of the Board packet, so it can be included in that month's Consent Agenda.

SamCERA Board of Retirement Trustee Education  
Proof of Participation Certificate and Summary



<b>Trustee Name</b> Katherine O'Malley		<b>Date(s) of Event</b> 10/26/24 - 10/27/24
<b>Education Event Name</b> NCPERS NAF Modules 1 & 2		
<b>Event Provider</b> NCPERS		
<b>Type of Participation:</b> Attended Event <input checked="" type="checkbox"/> Listened to Audio/Watched Video <input type="checkbox"/>		<b>Eligible Credit:</b> Total hours for sessions you participated in: <u>15</u> (Staff may adjust hours if the provider issues an education certificate that reflects different hours.)

This event satisfies the following requirements of the Board of Retirement's Education Policy and Government Code section 31522.8:

**Topic:** (Check all that apply)

- |  |   |
|--|---|
| <input checked="" type="checkbox"/> Fiduciary responsibilities                                 | <input type="checkbox"/> Disability evaluation              |
| <input type="checkbox"/> Ethics  | <input type="checkbox"/> Fair hearings                      |
| <input type="checkbox"/> Benefits administration   | <input checked="" type="checkbox"/> Pension fund governance |
| <input type="checkbox"/> Actuarial matters   | <input type="checkbox"/> New board member orientation       |
| <input checked="" type="checkbox"/> Pension funding  | <input type="checkbox"/> Other: _____                       |
| <input checked="" type="checkbox"/> Pension fund investments and investment program management |   |

**Summary Report**

What concepts or information did you learn about?

Board Governance, Board Performance, Role of the Board,  
Investment approaches, ESH, External Advisors,  
Alternative Investing.

Would you recommend this event to other trustees?

- Yes       No       Maybe

You may provide additional comments to SamCERA's CEO.

By signing below, I certify that I participated in the activities described above and am entitled to claim the indicated amount of education credit hour(s).

<b>Trustee Signature (print this form and sign)</b> Katherine O'Malley	<b>Date</b> 11/5/24
---	------------------------

**NOTE:** Please return this completed form to SamCERA's Executive Secretary prior to the mailing of the Board packet, so it can be included in that month's Consent Agenda.

SamCERA Board of Retirement Trustee Education  
 Proof of Participation Certificate and Summary



<b>Trustee Name</b> Robert Raw		<b>Date(s) of Event</b> November 12-15, 2024
<b>Education Event Name</b> SACRS Fall Conference		
<b>Event Provider</b> State Association of County Retirement Systems (SACRS)		
<b>Type of Participation:</b> Attended Event <input checked="" type="checkbox"/> Listened to Audio/Watched Video <input type="checkbox"/>		<b>Eligible Credit:</b> Total hours for sessions you participated in: <u>13</u> <i>(Staff may adjust hours if the provider issues an education certificate that reflects different hours.)</i>

This event satisfies the following requirements of the Board of Retirement’s Education Policy and Government Code section 31522.8:

**Topic:** *(Check all that apply)*

- |  |   |
|--|---|
| <input type="checkbox"/> Fiduciary responsibilities  | <input type="checkbox"/> Disability evaluation        |
| <input checked="" type="checkbox"/> Ethics   | <input type="checkbox"/> Fair hearings                |
| <input type="checkbox"/> Benefits administration   | <input type="checkbox"/> Pension fund governance      |
| <input type="checkbox"/> Actuarial matters   | <input type="checkbox"/> New board member orientation |
| <input checked="" type="checkbox"/> Pension funding  | <input checked="" type="checkbox"/> Other: See below  |
| <input checked="" type="checkbox"/> Pension fund investments and investment program management |   |

**Summary Report**

What concepts or information did you learn about?

Ethics for trustees, investing in energy, CIO panel, safety member breakout, affordable housing, interest rates, private credit, legislative update, corporate governance and the SACRS annual business meeting.

Would you recommend this event to other trustees?

- Yes       No       Maybe

*You may provide additional comments to SamCERA’s CEO.*

By signing below, I certify that I participated in the activities described above and am entitled to claim the indicated amount of education credit hour(s).

<b>Trustee Signature</b> <i>(print this form and sign)</i> 	<b>Date</b> November 18, 2024
--	----------------------------------

**NOTE:** Please return this completed form to SamCERA’s Executive Secretary prior to the mailing of the Board packet, so it can be included in that month’s Consent Agenda.

SamCERA Board of Retirement Trustee Education  
 Proof of Participation Certificate and Summary



<b>Trustee Name</b> Alma Salas		<b>Date(s) of Event</b>
<b>Education Event Name</b> 70 Annual Employee Benefits Conference		
<b>Event Provider</b> IFEBP		
<b>Type of Participation:</b> Attended Event <input type="checkbox"/> Listened to Audio/Watched Video <input type="checkbox"/>		<b>Eligible Credit:</b> Total hours for sessions you participated in: <u>15</u> <i>(Staff may adjust hours if the provider issues an education certificate that reflects different hours.)</i>

This event satisfies the following requirements of the Board of Retirement’s Education Policy and Government Code section 31522.8:

**Topic:** (Check all that apply)

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Fiduciary responsibilities                                 | <input checked="" type="checkbox"/> Disability evaluation                |
| <input checked="" type="checkbox"/> Ethics   | <input type="checkbox"/> Fair hearings                                   |
| <input checked="" type="checkbox"/> Benefits administration                                    | <input checked="" type="checkbox"/> Pension fund governance              |
| <input checked="" type="checkbox"/> Actuarial matters  | <input type="checkbox"/> New board member orientation                    |
| <input checked="" type="checkbox"/> Pension funding  | <input checked="" type="checkbox"/> Other: <u>Advance Trustee Summit</u> |
| <input checked="" type="checkbox"/> Pension fund investments and investment program management |  |

**Summary Report**

What concepts or information did you learn about?

History lessons from epic Presidential races, AI powered Organizations, working with professionals, Legislative Update,  
Risk Management, Actuarial dilemmas, Disability and Insurance

Would you recommend this event to other trustees?

- Yes                       No                       Maybe

*You may provide additional comments to SamCERA’s CEO.*

By signing below, I certify that I participated in the activities described above and am entitled to claim the indicated amount of education credit hour(s).

<b>Trustee Signature</b> ( <i>print this form and sign</i> ) 	<b>Date</b> 11/25/2024
--	---------------------------

**NOTE:** Please return this completed form to SamCERA’s Executive Secretary prior to the mailing of the Board packet, so it can be included in that month’s Consent Agenda.

SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION  
Board of Retirement

December 3, 2024

Agenda Item 4.11

**TO:** Board of Retirement  
**FROM:** Scott Hood, Chief Executive Officer  
**SUBJECT:** Education Policy



**Recommendation**

Reaffirm the Board's Education Policy.

**Background**

The current Education Policy was initially approved by the Board in December 2016, with revisions in December 2017 to reference the Board's ethics and anti-harassment training requirements. Since December 2017, the Board has reviewed and reaffirmed the education policy each year, and no additional substantive revisions were adopted until January 2024 when the Board made revisions concerning the approval of educational events that are out of the Bay Area and not on the Board's pre-approved list.

The Board's January 2024 revisions reflected discussion at its December 2023 meeting regarding its desire for additional information when approving special requests to attend out-of-area events requiring overnight stays. Such additional information included information regarding conference/event sponsors, the conference/event registration costs, whether any costs related to the conference or event were waived, and if so, which entities are covering such costs.

The policy presented for approval today has not been revised since January 2024 and staff recommends that the Board re-affirm the Education Policy in its current form.

**Discussion**

The Policy authorizes each Trustee to attend all of the following each fiscal year:

- Unlimited number of conferences and education programs within the Bay Area; and
- Any program sponsored by the State Association of County Retirement Systems (SACRS) and the California Association of Public Retirement Systems (CALAPRS) wherever located; and
- Up to two (2) approved out-of-Bay Area educational events requiring overnight stays.



With respect to the two out-of-Bay Area educational events referenced above, the Education Policy contains the following list of pre-approved providers:

- International Foundation of Employee Benefit Plans (IFEBP)
- Wharton investment management programs
- Chartered Financial Analyst (CFA) Institute
- National Conference on Public Employee Retirement Systems (NCPERS)
- Institutional Limited Partner Association (ILPA) Institute (Educational Programs)

The list of pre-approved providers is subject to annual review and revision by the Board. Requests to attend an event sponsored by an entity that is not on the above list can be made by a Trustee by completing a special request form that is placed on the regular agenda for approval. Since the adoption of this policy in 2016, only two event requests have been made and both requests were granted by the Board.

**Attachment**

Education Policy

# San Mateo County Employees' Retirement Association

## BOARD OF RETIREMENT EDUCATION POLICY

### SECTION 1. BOARD MEMBER EDUCATION IS REQUIRED

- A. **Fiduciary Duty.** Consistent with the Board's fiduciary responsibility to discharge its duties with respect to the system with care, skill, prudence, and diligence, the Board acknowledges the vital importance of making informed judgments on all matters which come before it and has determined that educational activities help provide the Board with knowledge and skills to make such informed decisions. Board members come to the Board with differing backgrounds, knowledge, and expertise and have a duty to receive the education that best fits their needs. Board member education should develop the individual knowledge of each Board member and, in turn, improve the knowledge of the Board as whole so that it may discharge its fiduciary duties.
- B. **Minimum Required Hours of Training.** Each Board member shall receive a minimum of 24 hours of Board member education in the topics listed in Section 3(A) within the first two years of assuming office and for every subsequent two-year period the Board member continues to hold membership, in accordance with Government Code §31522.8.
- C. **Posting of Policy and Board Member Compliance.** Staff shall maintain a record of Board member compliance with this policy, and both this policy and an annual report on Board member compliance will be posted on the Board's website which shall reflect the education completed for the prior fiscal year or calendar, depending upon when the Board member's term commences, in accordance with Government Code §31522.8.
- D. **Timely Report by Board Member of Educational Participation.** Following a Board member's participation in an educational activity, such Board member shall submit a summary written report on the content of that educational activity for inclusion on the Consent Agenda at the next regularly scheduled Board meeting. The written summary shall substantially reflect the information contained in the attached sample report.

## SECTION 2 COST EFFECTIVE EDUCATION

- A. **Limit for Attendance at Overnight Out-Of-Bay Area Educational Events.** Board member education should be obtained in a cost-efficient manner, minimizing costs wherever possible. Every Board member is authorized to attend conferences and education programs within the Bay Area, as well as programs sponsored by the State Association of County Retirement Systems (SACRS) and the California Association of Public Retirement Systems (CALAPRS). In addition, every Board member is authorized to attend up to two (2) approved out-of-Bay Area educational events requiring overnight stays per fiscal year. Board members shall make every effort to obtain their education within California in light of the fact that multiple education providers provide similar educational opportunities. As a general matter, Board members should not attend educational activities that conflict with regularly scheduled Board meetings.
- B. **Travel Expenses.** Travel expenses incurred by a Board member for education are subject to reimbursement by SamCERA in accordance with this policy and the Board's "Policy For Reimbursement of Travel and Other Official Expenses For Trustees and Staff." Any international travel by a Board member must be placed on the Board's regular agenda for the Board's pre-approval. Costs for attendance at educational events that are not consistent with both policies will not be subject to reimbursement without Board approval.
- C. **Education through Electronic Means.** The Board further encourages members to participate to the fullest extent possible in approved taped and/or electronically-delivered educational opportunities.
- D. **Education Given by SamCERA Staff and Consultants.** Training provided by or arranged by the Chief Executive Officer, Chief Investment Officer, Chief Legal Counsel, and other SamCERA staff, the Board's Medical Advisor, Actuary, Investment Consultant, and Investment Managers shall satisfy the required education for the subject matters presented at such training and the required educational hours for the length of the training.
- E. **Education from Publications.** Board members may count up to three hours towards their biannual education requirement by reading Pensions & Investments, the Public Retirement Journal, and/or the Wall Street Journal.
- F. **Education from Onsite Visits.** Board members may count up to three hours towards their biannual education requirement by accompanying staff on onsite visits to potential or existing investment consultants, managers, or other SamCERA providers. Visits outside of the Bay Area requiring an overnight stay will count as an approved trip in accordance with Section 2(A).

### SECTION 3. APPROVED EDUCATIONAL TOPIC AREAS AND PROGRAMS

A. **Educational Topic Areas.** Appropriate topics for Board member education shall include two hours of Ethics Training consistent with Government Code §53234, and two hours of Anti-Harassment Training consistent with Government Code §53237.1 in a manner approved by the Chief Legal Counsel and, in accordance with Government Code §31522.8, and may include but is not limited to, the following topics:

- (1) Fiduciary responsibilities
- (2) Ethics
- (3) Pension fund investments and investment program management
- (4) Actuarial matters
- (5) Pension funding
- (6) Benefits administration
- (7) Disability evaluation
- (8) Fair hearings
- (9) Pension fund governance
- (10) New board member orientation

B. **Approved Educational Programs and Activities.** In addition to the SACRS and CALAPRS conferences and educational programs referenced in Section 2(A), a Board member's attendance at and/or viewing or listening of recordings of one or more programs listed below shall satisfy the required education for the subject matters presented at such programs and the required educational hours for the length of the program. This list of programs is subject to annual review by the Board and shall be revised as determined by the Board.

- (1) International Foundation of Employee Benefit Plans (IFEBP)
- (2) Wharton investment management programs
- (3) Chartered Financial Analyst (CFA) Institute
- (4) National Conference on Public Employee Retirement Systems (NCPERS)
- (5) Institutional Limited Partner Association (ILPA) Institute (Educational Programs)

C. **Recommended Education for New Board members.** As part of a new Board member's orientation, staff will provide a recommended educational plan that best suits the Board member's educational needs for the member's first term.

D. **Special Request to Attend Education Activity.** In considering each request to attend a specified educational activity that is not listed in Section 2(B), the Board will consider if the overnight travel is appropriate and consistent with the intent of this policy and shall consider items such as:

- (1) Are the conference or event topics of current interest and importance to SamCERA?
- (2) Will the conference meet the specific educational needs of the attendee?
- (3) Can similar education be received from an already approved provider or that provider's on-line resources?
- (4) Does the cost of the event and overnight travel justify the benefits particularly if the conference is out of California?
- (5) Who is sponsoring the cost of the conference or event? If any of the registration or other conference/event costs for the Trustee will be waived, are any marketing companies, investment managers, or other potential service providers covering the cost of such waiver(s)?
- (6) How many overnight trips has the Board member attended and/or is planning on attending this fiscal year?
- (7) Have reports from previous attendees been favorable regarding the content of the conference and the continuing value of future attendance?

#### **SECTION 4. EDUCATIONAL EXPENSES FOR STAFF**

The Chief Executive Officer is authorized to approve the participation and associated travel of the Chief Executive Officer and staff in educational activities to the extent that the Chief Executive Officer finds that such participation will contribute to the staff member's ability to perform the staff member's duties and the budget provides funds for such activities.

**SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION**  
**Board of Retirement**

December 3, 2024

Agenda Item 5.2

**TO:** Board of Retirement

**FROM:** Scott Hood, Chief Executive Officer



**SUBJECT:** Report on Quarterly Funding Progress for the Period Ended September 30, 2024

**Recommendation**

Accept the quarterly funding update report for the period ended September 30, 2024.

**Discussion**

Milliman Inc developed a funding dashboard by which two data points could be projected for the coming fiscal year based on the fund's assumptions, investment performance and certain economic and demographic data for the period measured. The two data points that can be projected are the funded ratio and the employer contribution rate. Subsequent to the initial dashboard, Milliman added the ability to project out for the next nine years for the same data points.

Attached is the Q1 FY 24-25 dashboard showing the projected funded status and employer contribution rate utilizing current data and assuming all assumptions are met for the remainder of the fiscal year. The second page shows a ten-year projection utilizing the same data.

After the first quarter, the funded status is projected to increase by .5%. This is due largely to the portfolio return being greater than assumed for the first quarter and by the UAAL contributions being made by the employer. The employer contribution rate is projected to remain steady due to the adoption of the minimum contribution rate policy. The factor that impacts the funding ratio the most are the employer UAAL contributions followed by the positive investment return for the first quarter. The biggest detractors impacting the projected funded status are salary increases and prior year investment losses being recognized.

Below the graphs are charts of the factors that impact each of the data points and the amount each factor has on the projection.

**Attachment**

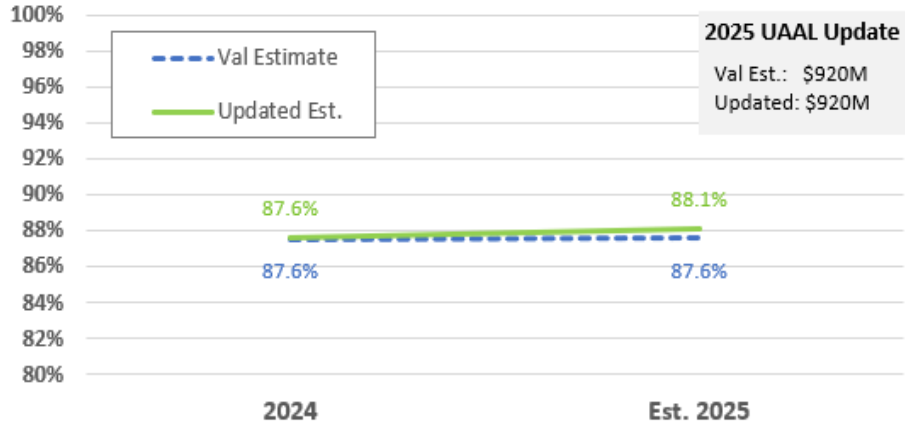
Funding Dashboard

# SamCERA Funding Dashboard

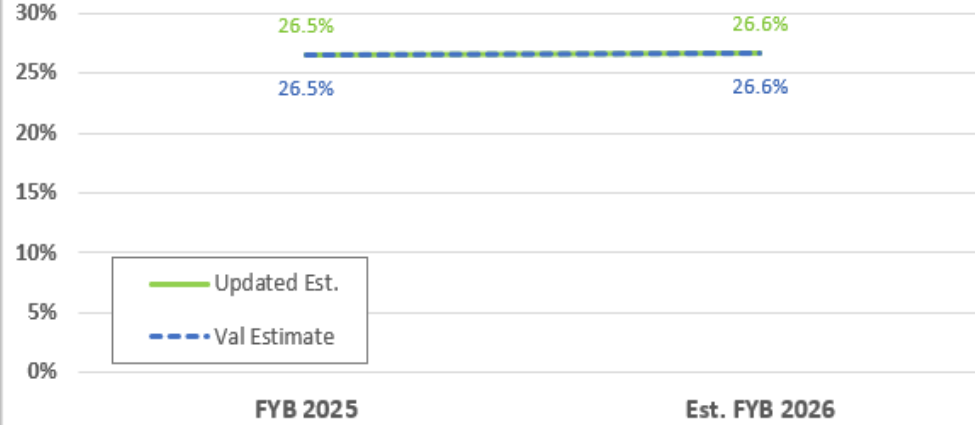
Update Graph Formats

## SamCERA Projected Funding for June 30, 2025 Valuation (based on Information as of September 30, 2024)

### Projected Funded Ratio



### Projected Employer Contribution Rate



Estimates are subject to the variance of a regular projection; **actual results will vary** from those shown.

Store Results Hide / Show Prior

#### Input

Completed Quarter	9/30
Est. Return FYTD	4.60%
Est. Return (1st Quarter)	4.60%
Service Retirements to Date	48
Active Member Count	5,532

#### CPI 2024

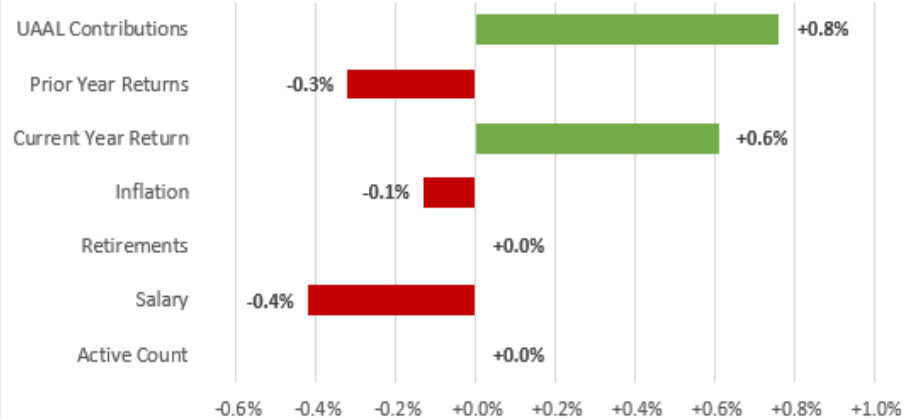
Aug	Oct	Dec	Annual
349.29	349.37	NA	NA

Investment Return Assumption	6.25%
Supplemental Contrib (\$mil.)	-

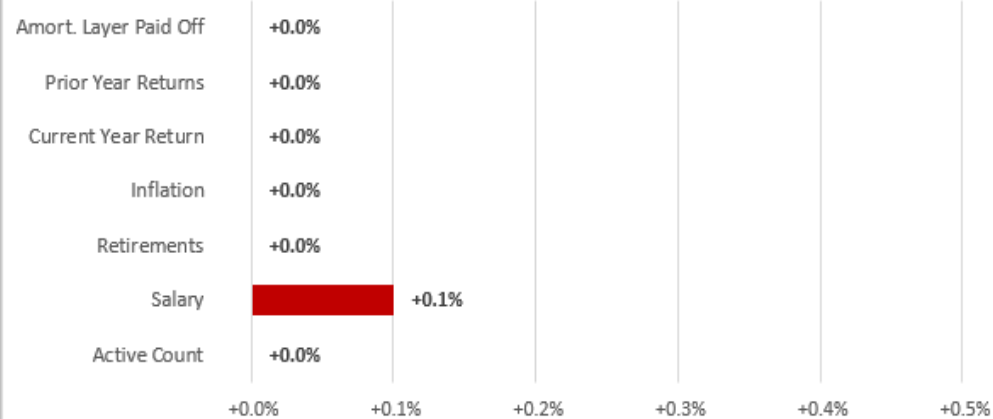
#### Post-Valuation Data

<b>Return</b>	
Fiscal Year - First Quarter	4.60%
Fiscal Year- Full Year (Est.)	9.48%
<b>Inflation for 2024</b>	
Assumed	2.50%
Est.	3.09%
<b>Service Retirements in Fiscal Year</b>	
Assumed	265
Est.	267
<b>Salary Increase</b>	
Assumed	3.25%
Est.	4.22%
<b>Active Members</b>	
Assumed	5,528
Est.	5,532

### Factors Expected to Affect Funded Ratio



### Factors Expected to Affect Employer Rate

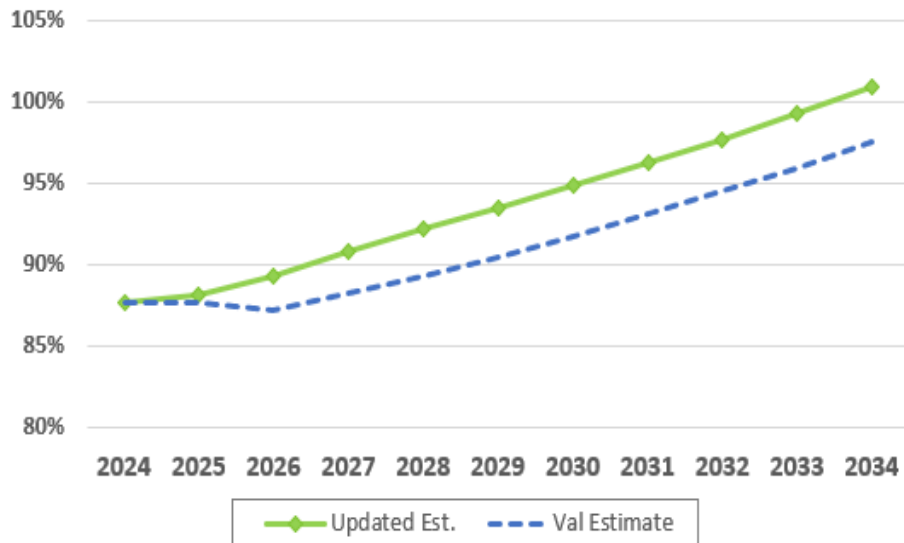


# SamCERA Funding Dashboard, cont

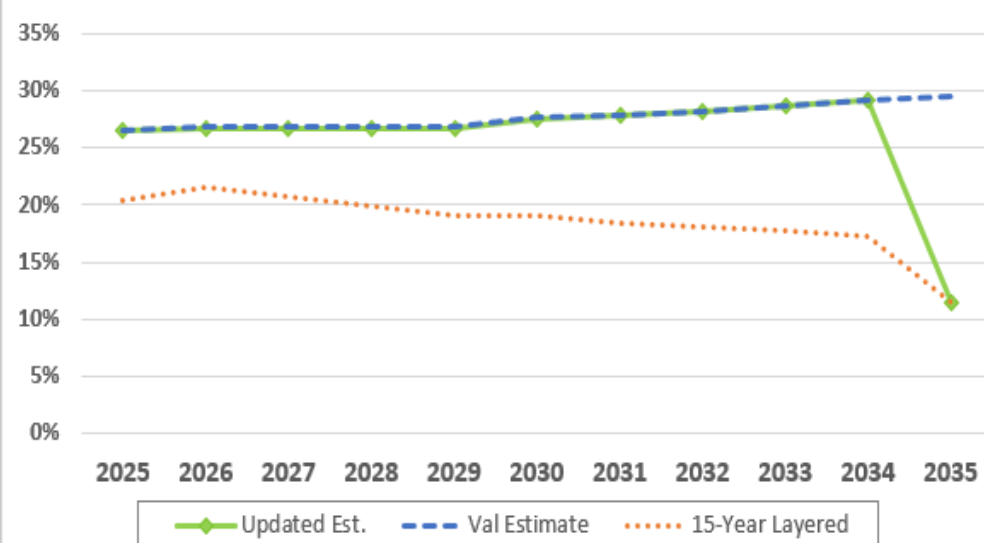
## 10-Year Projection

Show/Hide 15-Year Layered Line

### Projected Funded Ratio



### Projected Employer Contribution Rate



## 10-Year Projection Input

	Return	Ann. CPI
FYE2025	9.48%	3.09%
FYE2026	6.25%	2.75%
FYE2027	6.25%	2.75%
FYE2028	6.25%	2.75%
FYE2029	6.25%	2.75%

All estimates shown are based on the June 30, 2023 actuarial valuation and the post-valuation data shown below. Please see Milliman's June 30, 2023 actuarial valuation for SamCERA for additional caveats and limitations.

These estimates are subject to the variance of a regular projection and actual results will vary from those shown.

Year UAAL is projected to be fully paid off:

Valuation Estimate: **2036**

Updated Estimate: **2034**




**SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION**  
**Board of Retirement**

December 3, 2024

Agenda Item 6.1

**TO:** Board of Retirement

**FROM:** Michael Coultrip, Chief Investment Officer 

**SUBJECT:** Preliminary Monthly Portfolio Performance Report for the Period Ended October 31, 2024

**Recommendation**

Accept the preliminary performance report dated October 31, 2024.

**Background**

This preliminary report is intended to provide a high-level view of the portfolio and its trends. It is not intended to provide short-term performance upon which the Board would act. The quarterly performance metrics are not yet available for our private equity, private credit, private real asset, and real estate portfolios. The performance for these portfolios will be reflected in the quarterly performance report generated by Verus.

The fund's preliminary return for October was -1.5%, bringing the preliminary trailing twelve-month net return ending October to 16.2%. SamCERA's estimated market value as of October was \$6.69 billion, while the actuarial funded ratio as of June 30, 2024 was 87.6%.

**Discussion**

Most assets were lower in October. Market expectations for higher interest rates built up during the month as relatively strong U.S. economic prospects, sticky inflation, and increased prospects for a Trump victory in November led rates higher.

The U.S. equity market (as measured by the S&P 500 Index) was down 0.9% while the equal-weight index was down 1.6%, and small-capitalization stocks were down 1.4%. Developed international equity (as measured by MSCI EAFE) was down 5.4%, while emerging markets were down 4.4%.

U.S. economic activity was mixed in October. Third quarter U.S. Real Gross Domestic Product rose a solid 2.8%, which was a tad below the 2.9% estimate. U.S. manufacturing continued being weak in October and fell to a 15-month low. In addition, the labor market underperformed expectations by only adding 12,000 jobs in October, although hurricane impacts and the Boeing strike impacted the numbers. The headline unemployment rate remained steady at 4.1%. Inflation (as measured by the Consumer Price Index - All Urban Consumers) increased 2.6% for the 12-months ending October, which was in-line with expectations and but higher than September levels.

The general U.S. fixed income market was down 2.5% in October as interest rates rose across the yield curve. The 10-year U.S. Treasury yield was higher by 50 basis points during the month and ended at 4.28% by month-end. Commodities were down 1.9% in October.

**Attachments**

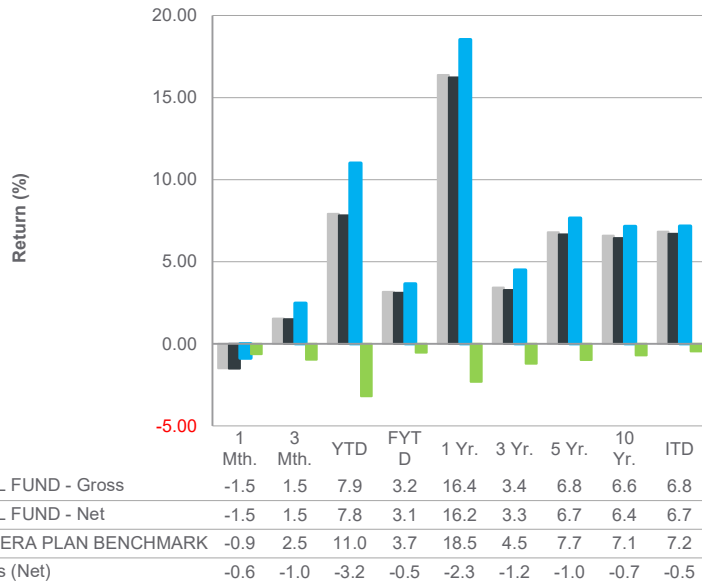
Northern Trust Monthly Preliminary Performance Report  
Verus Capital Market Update

# San Mateo County Composite Return Summary

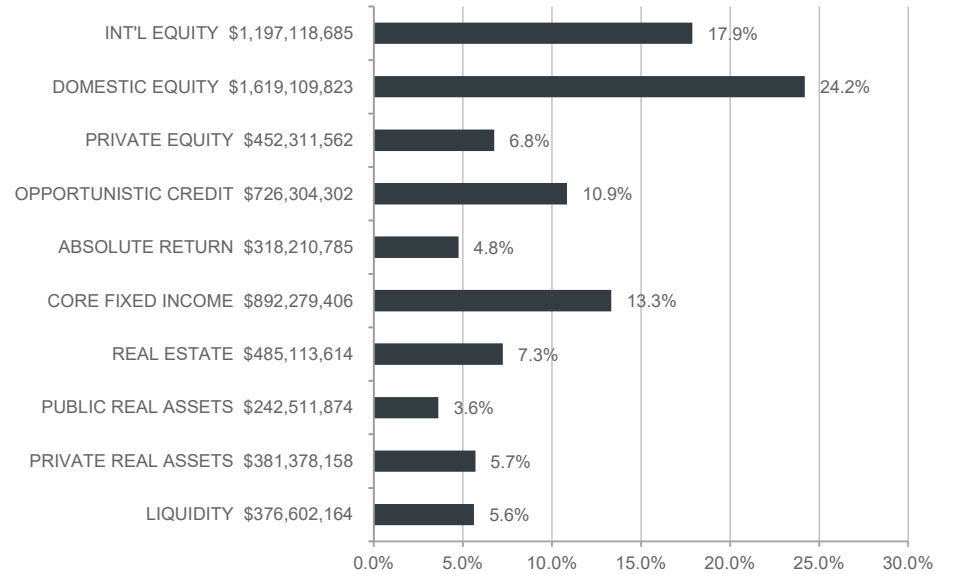
October 31, 2024



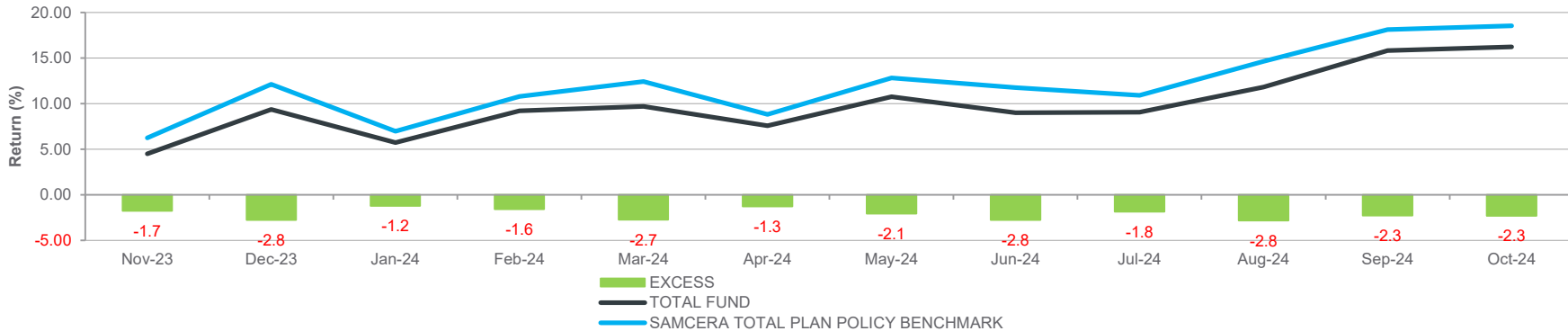
**Total Fund Performance**



**Asset Allocation**

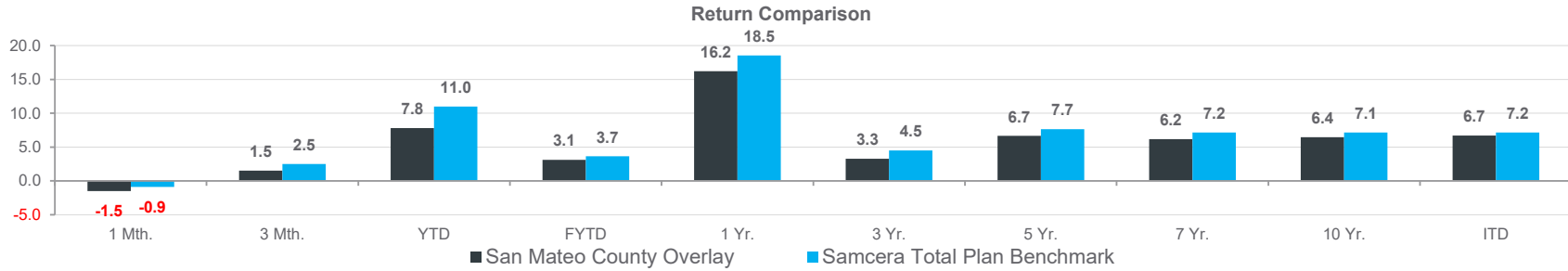


**Rolling Month End Annual Returns**



# San Mateo County Composite Return Summary

October 31, 2024



Composite Returns (Net of Manager Fees)	Market Value (\$)	1 Mth.	3 Mth.	YTD	FYTD	1 Yr.	3 Yr.	5 Yr.	7 Yr.	10 Yr.	ITD
San Mateo County Overlay	6,690,940,375	-1.5	1.5	7.8	3.1	16.2	3.3	6.7	6.2	6.4	6.7
Samcera Total Plan Benchmark		-0.9	2.5	11.0	3.7	18.5	4.5	7.7	7.2	7.1	7.2
Excess		-0.6	-1.0	-3.2	-0.5	-2.3	-1.2	-1.0	-1.0	-0.7	-0.5
San Mateo Ex-Clifton Overlay	6,675,720,955	-1.5	1.5	7.8	3.1	16.1	3.2	6.6	6.1	6.4	6.6
Samcera Total Plan Benchmark		-0.9	2.5	11.0	3.7	18.5	4.5	7.7	7.2	7.1	7.2
Excess		-0.6	-1.0	-3.3	-0.6	-2.4	-1.3	-1.0	-1.1	-0.8	-0.5
Growth	3,994,844,373	-1.7	2.3	12.4	4.4	24.3	--	--	--	--	13.6
Samcera Growth Portfolio BM		-1.1	3.2	16.2	4.4	27.9	--	--	--	--	18.0
Excess		-0.7	-0.9	-3.8	-0.0	-3.6	--	--	--	--	-4.4
Diversifying	1,210,490,191	-2.3	-0.6	1.8	1.2	8.6	--	--	--	--	4.1
SamCera Diversifying Port BM		-1.9	0.7	3.0	2.7	11.1	--	--	--	--	4.8
Excess		-0.4	-1.2	-1.2	-1.5	-2.5	--	--	--	--	-0.6
Inflation Hedge	1,109,003,646	-0.4	0.8	-0.2	1.1	1.8	2.8	3.7	3.5	--	4.8
SamCERA Inflation Hedge Index		0.7	2.3	4.8	2.6	0.7	3.2	5.5	5.2	--	--
Excess		-1.1	-1.5	-5.0	-1.4	1.1	-0.4	-1.8	-1.8	--	--
Liquidity	376,602,164	0.1	1.4	4.5	2.2	6.3	3.9	--	--	--	2.7
Liquidity Composite Benchmark		-0.4	1.2	3.9	2.3	6.1	--	--	--	--	--
Excess		0.5	0.2	0.6	-0.1	0.2	--	--	--	--	--



# San Mateo County Composite Return Summary

October 31, 2024



Composite Returns (NET)	Market Value (\$)	1 Mth.	3 Mth.	YTD	FYTD	1 Yr.	3 Yr.	5 Yr.	7 Yr.	10 Yr.	ITD
Public Equity	2,816,228,508	-2.4	2.5	14.9	5.1	30.6	5.4	10.3	9.0	9.0	8.2
Samcera Total Equity BM		-1.8	2.2	15.8	4.1	31.9	6.1	11.5	9.8	10.0	8.9
Excess		-0.6	0.3	-0.9	1.0	-1.3	-0.7	-1.2	-0.9	-1.0	-0.7
Domestic Equity	1,619,109,823	-0.7	3.7	20.0	6.8	37.1	8.8	13.5	12.3	11.8	9.5
Samcera Dom. Equity Benchmark		-0.7	3.5	19.7	5.4	37.9	7.6	14.6	13.3	12.4	10.0
Excess		0.1	0.2	0.2	1.3	-0.8	1.2	-1.1	-1.0	-0.6	-0.5
Large Cap Equity	1,478,318,790	-0.6	4.2	20.8	6.6	37.3	8.9	13.6	12.6	12.3	10.2
Russell 1000		-0.7	3.8	20.3	5.3	38.1	8.1	15.0	13.7	12.8	10.7
Excess		0.1	0.4	0.4	1.2	-0.8	0.8	-1.4	-1.1	-0.5	-0.5
Blackrock Russell 1000	947,024,770	-0.7	3.8	20.3	5.4	38.1	8.2	15.1	13.8	--	14.4
Russell 1000		-0.7	3.8	20.3	5.3	38.1	8.1	15.0	13.7	--	14.3
Excess		-0.0	-0.0	-0.0	0.0	0.0	0.0	0.1	0.1	--	0.1
DE Shaw Commingled Fund	257,521,610	-0.5	5.8	28.0	8.4	45.0	10.3	14.9	13.2	--	13.1
Russell 1000		-0.7	3.8	20.3	5.3	38.1	8.1	15.0	13.7	--	12.7
Excess		0.2	1.9	7.7	3.1	7.0	2.2	-0.1	-0.5	--	0.4
Panagora Defuseq -SL	273,772,410	-0.5	4.0	16.0	9.3	27.6	7.2	9.2	--	--	12.2
Russell 1000		-0.7	3.8	20.3	5.3	38.1	8.1	15.0	--	--	16.9
Excess		0.2	0.2	-4.3	3.9	-10.5	-0.9	-5.8	--	--	-4.7
Small Cap Equity	132,734,468	-1.2	-1.5	10.8	8.4	33.8	5.7	10.1	7.4	7.1	6.9
Russell 2000		-1.4	-2.2	9.6	7.7	34.1	-0.0	8.5	7.0	7.9	7.8
Excess		0.2	0.7	1.3	0.7	-0.2	5.8	1.6	0.4	-0.8	-0.9
QMA US Small Cap	132,734,468	-1.2	-1.5	10.8	8.4	33.8	5.7	10.1	7.4	--	9.2
Russell 2000		-1.4	-2.2	9.6	7.7	34.1	-0.0	8.5	7.0	--	8.7
Excess		0.2	0.7	1.3	0.7	-0.2	5.8	1.6	0.4	--	0.5
Domestic Equity Overlay	8,056,565	-0.8	7.4	28.0	14.1	46.4	64.4	--	--	--	80.0
ICE BofAML US 3-Month Treasury Bill		0.4	1.3	4.4	1.8	5.4	3.6	--	--	--	2.4
Excess		-1.2	6.1	23.5	12.4	41.0	60.8	--	--	--	77.6
International Equity	1,197,118,685	-4.6	0.9	8.7	3.0	22.8	1.4	6.5	5.1	5.5	5.6
SamCERA Custom Hedge Intl		-3.3	0.5	10.9	2.5	24.5	4.0	7.6	5.7	5.8	5.4
Excess		-1.4	0.4	-2.1	0.5	-1.7	-2.6	-1.1	-0.5	-0.3	0.2



# San Mateo County Composite Return Summary

October 31, 2024



Composite Returns (NET)	Market Value (\$)	1 Mth.	3 Mth.	YTD	FYTD	1 Yr.	3 Yr.	5 Yr.	7 Yr.	10 Yr.	ITD
Developed Markets Equity	1,196,193,185	-4.6	0.9	8.7	3.0	22.8	-0.1	6.0	4.9	5.5	4.8
Dev Mrkts Equity Curr Hedge	3,537,488	--	--	--	--	--	--	--	--	--	--
Dev Mrkts Equity Ex Curr Hedge	1,192,655,697	-5.4	0.6	7.9	3.3	24.0	-0.6	5.8	4.7	5.4	4.7
MS AC WldxUS IMI Nt		-5.0	0.3	8.3	2.8	24.2	1.2	5.8	4.4	4.9	5.0
Excess		-0.4	0.3	-0.4	0.5	-0.2	-1.8	-0.1	0.3	0.5	-0.3
Baillie Gifford	300,102,700	-5.8	1.4	6.4	3.2	25.3	-7.6	3.8	3.6	5.1	6.2
MSCI ACWI ex USA Growth		-5.1	0.5	8.5	1.5	25.5	-1.6	5.5	5.0	5.8	--
Excess		-0.8	0.9	-2.1	1.7	-0.2	-6.0	-1.7	-1.4	-0.7	--
Blackrock MSCI ACWI ex US IMI	589,957,693	-5.0	0.2	8.2	2.6	24.1	1.4	--	--	--	7.6
MS AC WldxUS IMI Nt		-5.0	0.3	8.3	2.8	24.2	1.2	--	--	--	7.5
Excess		0.0	-0.1	-0.0	-0.2	-0.2	0.1	--	--	--	0.1
Mondrian Investment Partners	302,595,304	-5.7	0.7	8.5	4.9	22.9	3.7	5.0	3.8	4.2	5.2
MSCI ACWI xUSA Value		-4.6	0.6	9.8	4.3	24.5	6.0	6.8	4.6	4.6	5.4
Excess		-1.1	0.1	-1.3	0.5	-1.6	-2.3	-1.8	-0.8	-0.4	-0.3
Int'l Equity Overlay	925,500	-3.5	2.4	12.1	6.8	25.6	--	--	--	--	--
ICE BofAML US 3-Month Treasury Bill		0.4	1.3	4.4	1.8	5.4	--	--	--	--	5.4
Excess		-3.9	1.1	7.6	5.0	20.2	--	--	--	--	--
Private Equity	452,311,562	-0.4	1.2	5.9	0.9	8.2	0.2	17.3	17.0	16.0	-4.5
Samcera PE Benchmark		2.0	10.5	32.1	5.9	24.1	11.2	17.3	15.7	15.1	16.5
Excess		-2.4	-9.3	-26.3	-4.9	-15.8	-10.9	-0.0	1.3	0.9	-21.0
Opportunistic Credit	726,304,302	0.2	2.4	6.7	3.4	11.8	3.1	4.6	4.6	5.2	7.4
Samcera Opp Credit Bench		-0.2	2.5	7.6	4.2	14.8	3.2	4.5	4.6	4.8	6.4
Excess		0.4	-0.1	-0.9	-0.7	-3.0	-0.1	0.2	-0.0	0.4	1.0
Public Credit	523,453,587	0.3	3.0	7.3	4.5	13.9	--	--	--	--	10.2
BBG US Corp High Yield		-0.5	2.7	7.4	4.7	16.5	--	--	--	--	11.5
Excess		0.8	0.3	-0.1	-0.2	-2.6	--	--	--	--	-1.3
Beach Point Select Fund	118,685,436	0.5	2.8	7.6	4.3	13.5	4.8	8.5	7.6	--	8.1
BBG US Corp High Yield		-0.5	2.7	7.4	4.7	16.5	3.0	4.5	4.6	--	5.2
Excess		1.0	0.1	0.2	-0.4	-3.0	1.8	3.9	3.1	--	2.9



# San Mateo County Composite Return Summary

October 31, 2024



Composite Returns (NET)	Market Value (\$)	1 Mth.	3 Mth.	YTD	FYTD	1 Yr.	3 Yr.	5 Yr.	7 Yr.	10 Yr.	ITD
Brigade Cap Mngmt	106,525,151	0.7	4.5	9.7	6.8	14.6	3.1	5.9	4.9	5.0	6.1
BBG US Corp High Yield		-0.5	2.7	7.4	4.7	16.5	3.0	4.5	4.6	4.9	6.1
Excess		1.3	1.8	2.3	2.1	-1.9	0.1	1.3	0.3	0.1	-0.1
Eaton Vance EM	64,096,065	1.7	4.1	--	3.9	--	--	--	--	--	6.8
BBG US Corp High Yield		-0.5	2.7	--	4.7	--	--	--	--	--	7.4
Excess		2.3	1.4	--	-0.8	--	--	--	--	--	-0.6
Golden Tree Select PA	60,000,000	0.0	--	--	--	--	--	--	--	--	--
BBG US Corp High Yield		-0.5	--	--	--	--	--	--	--	--	1.1
Excess		0.5	--	--	--	--	--	--	--	--	--
One William Street	68,622,456	1.0	2.3	9.0	3.2	11.4	--	--	--	--	--
BBG US Corp High Yield		-0.5	2.7	7.4	4.7	16.5	--	--	--	--	10.7
Excess		1.5	-0.4	1.6	-1.5	-5.1	--	--	--	--	--
PIMCO Div. Income Fund	105,524,478	-1.3	1.8	5.7	3.7	15.2	0.3	1.6	2.7	--	2.8
BBG US Corp High Yield		-0.5	2.7	7.4	4.7	16.5	3.0	4.5	4.6	--	4.6
Excess		-0.7	-0.9	-1.7	-1.0	-1.2	-2.7	-2.9	-1.9	--	-1.8
Private Credit	202,850,716	0.0	0.8	5.1	0.8	5.9	--	--	--	--	6.0
Credit Suisse Lev Loan 1 QTR L		0.7	1.9	8.2	2.6	10.4	--	--	--	--	11.3
Excess		-0.7	-1.1	-3.1	-1.9	-4.5	--	--	--	--	-5.3
AG CREDIT SOL FU LP	6,184,634	0.1	0.2	8.0	0.3	11.0	5.6	--	--	--	13.2
Credit Suisse Lev Loan 1 QTR L		0.7	1.9	8.2	2.6	10.4	--	--	--	--	--
Excess		-0.6	-1.7	-0.3	-2.3	0.6	--	--	--	--	--
AG CSF ADF II	3,074,125	0.0	-2.4	7.9	-2.4	10.4	--	--	--	--	--
Credit Suisse Lev Loan 1 QTR L		0.7	1.9	8.2	2.6	10.4	--	--	--	--	--
Excess		-0.7	-4.3	-0.3	-5.0	0.0	--	--	--	--	--
AG CSF II	23,398,769	0.1	1.4	9.8	1.5	13.4	--	--	--	--	6.3
Credit Suisse Lev Loan 1 QTR L		0.7	1.9	8.2	2.6	10.4	--	--	--	--	--
Excess		-0.7	-0.5	1.6	-1.1	3.0	--	--	--	--	--
Blackrock Direct Lending Feede	38,963,155	0.0	0.3	3.8	0.0	3.5	5.9	4.5	--	--	4.2
Credit Suisse Lev Loan 1 QTR L		0.7	1.9	8.2	2.6	10.4	--	--	--	--	--
Excess		-0.7	-1.6	-4.4	-2.6	-6.9	--	--	--	--	--



# San Mateo County Composite Return Summary

October 31, 2024



Composite Returns (NET)	Market Value (\$)	1 Mth.	3 Mth.	YTD	FYTD	1 Yr.	3 Yr.	5 Yr.	7 Yr.	10 Yr.	ITD
Comvest Credit Partners VII	10,049,695	0.0	-7.5	--	-7.5	--	--	--	--	--	-7.5
Credit Suisse Lev Loan 1 QTR L		0.7	1.9	--	2.6	--	--	--	--	--	--
Excess		-0.7	-9.4	--	-10.1	--	--	--	--	--	--
Pimco Private Income	49,710,901	0.0	1.3	5.2	1.3	7.0	4.8	7.6	--	--	6.9
Credit Suisse Lev Loan 1 QTR L		0.7	1.9	8.2	2.6	10.4	--	--	--	--	--
Excess		-0.7	-0.6	-3.0	-1.3	-3.4	--	--	--	--	--
TCP Direct Lending VIII	9,739,114	0.3	2.2	3.9	2.2	5.9	5.2	5.6	5.8	--	--
Credit Suisse Lev Loan 1 QTR L		0.7	1.9	8.2	2.6	10.4	--	--	--	--	--
Excess		-0.5	0.3	-4.3	-0.4	-4.5	--	--	--	--	--
White Oak Yield Spec	29,812,350	0.0	1.9	5.3	1.9	5.9	4.8	5.3	6.2	--	--
Credit Suisse Lev Loan 1 QTR L		0.7	1.9	8.2	2.6	10.4	--	--	--	--	--
Excess		-0.7	0.0	-2.9	-0.7	-4.5	--	--	--	--	--
White Oak YSF V	31,917,973	0.0	-0.1	1.7	-0.1	2.2	1.7	--	--	--	1.3
Credit Suisse Lev Loan 1 QTR L		0.7	1.9	8.2	2.6	10.4	--	--	--	--	--
Excess		-0.7	-2.0	-6.5	-2.7	-8.2	--	--	--	--	--
Absolute Return	318,210,785	-0.6	-2.3	2.3	-2.7	0.2	3.8	0.6	-1.5	1.0	1.7
--		--	--	--	--	--	--	--	--	--	--
Excess		--	--	--	--	--	--	--	--	--	--
CFM SYS Global Macro Fund	115,301,758	1.4	4.1	5.4	5.5	10.4	6.7	--	--	--	8.2
Samcera SOFR +4%		0.7	2.2	7.9	3.0	9.5	7.8	--	--	--	6.8
Excess		0.7	1.8	-2.5	2.4	0.9	-1.1	--	--	--	1.4
Graham Global Investment	94,044,742	-3.5	-9.8	-1.0	-13.3	-6.8	4.4	--	--	--	3.6
Samcera SOFR +4%		0.7	2.2	7.9	3.0	9.5	7.8	--	--	--	6.5
Excess		-4.2	-12.1	-8.8	-16.3	-16.3	-3.4	--	--	--	-2.9
PIMCO MAARS Fund L.P.	108,864,285	0.0	-1.5	7.8	-0.4	5.7	10.7	--	--	--	8.8
Samcera SOFR +4%		0.7	2.2	7.9	3.0	9.5	7.8	--	--	--	6.5
Excess		-0.7	-3.7	-0.1	-3.5	-3.8	2.9	--	--	--	2.3
Core Fixed Income	892,279,406	-2.9	0.0	1.3	2.6	12.3	-2.3	-0.0	1.1	1.7	4.2
BBG US Aggregate		-2.5	0.2	1.9	2.6	10.5	-2.2	-0.2	1.1	1.5	3.9
Excess		-0.4	-0.2	-0.6	0.0	1.7	-0.1	0.2	-0.0	0.2	0.3





# San Mateo County Composite Return Summary

October 31, 2024



Composite Returns (NET)	Market Value (\$)	1 Mth.	3 Mth.	YTD	FYTD	1 Yr.	3 Yr.	5 Yr.	7 Yr.	10 Yr.	ITD
Core Fixed Income ex Overlay	879,304,109	-2.9	0.1	1.4	2.7	12.4	-2.2	0.1	1.1	1.8	4.3
BBG US Aggregate		-2.5	0.2	1.9	2.6	10.5	-2.2	-0.2	1.1	1.5	3.9
Excess		-0.4	-0.2	-0.5	0.1	1.8	-0.0	0.3	0.0	0.3	0.3
DoubleLine	267,790,216	-2.5	0.4	3.3	2.8	12.0	-2.0	--	--	--	-0.3
BBG US Aggregate		-2.5	0.2	1.9	2.6	10.5	-2.2	--	--	--	-1.0
Excess		-0.0	0.1	1.4	0.2	1.5	0.2	--	--	--	0.7
FIAM B Core Bond	189,657,004	-2.4	0.3	2.4	2.7	11.4	-1.9	0.6	1.8	--	2.3
BBG US Aggregate		-2.5	0.2	1.9	2.6	10.5	-2.2	-0.2	1.1	--	1.4
Excess		0.1	0.0	0.6	0.1	0.9	0.3	0.9	0.7	--	0.9
NISA Core Bond	288,890,868	-2.4	0.3	2.1	2.7	10.8	-1.9	--	--	--	-0.9
BBG US Aggregate		-2.5	0.2	1.9	2.6	10.5	-2.2	--	--	--	-1.3
Excess		0.1	0.0	0.2	0.1	0.2	0.3	--	--	--	0.4
NISA Long Treasury	132,966,022	-5.2	-1.3	-3.0	2.2	15.1	--	--	--	--	-2.6
Bloomberg US Long Tsy		-5.2	-1.3	-2.9	2.2	15.1	--	--	--	--	-2.7
Excess		0.0	-0.0	-0.1	-0.0	0.0	--	--	--	--	0.0
Core Fixed Income Overlay	12,975,297	-3.0	-0.8	-5.4	0.5	-0.4	--	--	--	--	--
ICE BofAML US 3-Month Treasury Bill		0.4	1.3	4.4	1.8	5.4	3.6	--	--	--	2.4
Excess		-3.4	-2.1	-9.8	-1.2	-5.8	--	--	--	--	--
Real Estate	485,113,614	-0.2	-0.6	-8.0	-1.0	-8.3	-0.5	2.3	3.8	--	4.8
Samcera NCREIF ODCE (gross)		0.0	0.2	-2.6	0.2	-7.3	-0.2	2.9	4.1	--	4.7
Excess		-0.2	-0.9	-5.5	-1.2	-1.0	-0.3	-0.6	-0.3	--	0.0
Beach Point Cap	20,563,231	7.8	--	--	--	--	--	--	--	--	2.4
Samcera NCREIF ODCE (gross)		0.0	--	--	--	--	--	--	--	--	0.2
Excess		7.8	--	--	--	--	--	--	--	--	2.2
Harrison Street Core Property	89,549,103	-0.1	-0.1	-5.7	-1.2	-5.7	1.1	--	--	--	2.8
Samcera NCREIF ODCE (gross)		0.0	0.2	-2.6	0.2	-7.3	-0.2	--	--	--	2.7
Excess		-0.1	-0.4	-3.1	-1.5	1.6	1.3	--	--	--	0.0
Invesco Core Real Estate	221,046,338	-1.1	-1.1	-10.4	-1.2	-10.4	-2.2	1.3	3.1	5.3	6.2
Samcera NCREIF ODCE (gross)		0.0	0.2	-2.6	0.2	-7.3	-0.2	2.9	4.1	6.1	6.6
Excess		-1.1	-1.3	-7.9	-1.4	-3.2	-2.1	-1.6	-1.0	-0.8	-0.4



# San Mateo County Composite Return Summary

October 31, 2024



Composite Returns (NET)	Market Value (\$)	1 Mth.	3 Mth.	YTD	FYTD	1 Yr.	3 Yr.	5 Yr.	7 Yr.	10 Yr.	ITD
Invesco US Val IV	99,531	-0.2	-0.2	-31.6	-6.6	-57.6	-41.1	-25.0	-15.3	--	-10.3
Samcera NCREIF ODCE (gross)		0.0	0.2	-2.6	0.2	-7.3	-0.2	2.9	4.1	--	5.2
Excess		-0.2	-0.5	-29.1	-6.8	-50.3	-40.9	-27.9	-19.4	--	-15.5
Invesco US VAL V	22,961,470	-0.7	-0.7	-26.2	-2.2	-26.2	-10.0	-0.6	--	--	-0.3
Samcera NCREIF ODCE (gross)		0.0	0.2	-2.6	0.2	-7.3	-0.2	2.9	--	--	--
Excess		-0.7	-1.0	-23.6	-2.4	-18.9	-9.8	-3.6	--	--	--
Invesco Value-Add Fund	25,645,075	0.0	-2.1	-11.8	-2.1	-14.2	--	--	--	--	-7.8
Samcera NCREIF ODCE (gross)		0.0	0.2	-2.6	0.2	-7.3	--	--	--	--	-8.8
Excess		0.0	-2.3	-9.2	-2.3	-6.9	--	--	--	--	1.0
PGIM Real Estate US Debt Fund	72,369,736	0.4	1.7	5.0	1.7	6.4	6.2	5.8	5.8	--	5.5
Samcera NCREIF ODCE (gross)		0.0	0.2	-2.6	0.2	-7.3	-0.2	2.9	4.1	--	4.2
Excess		0.4	1.5	7.5	1.5	13.7	6.4	2.8	1.6	--	1.3
Stockbridge VAL FD V	6,670,812	0.0	-7.6	--	-7.6	--	--	--	--	--	-7.6
Samcera NCREIF ODCE (gross)		0.0	0.2	-2.6	0.2	-7.3	-0.2	2.9	4.1	--	4.2
Excess		0.0	-7.9	--	-7.9	--	--	--	--	--	-11.8
Stockbridge Value IV	26,208,318	0.0	-3.8	-3.6	-3.8	-8.8	8.3	--	--	--	3.6
Samcera NCREIF ODCE (gross)		0.0	0.2	-2.6	0.2	-7.3	-0.2	--	--	--	2.8
Excess		0.0	-4.1	-1.1	-4.1	-1.6	8.5	--	--	--	0.8
Public Real Assets	242,511,874	-2.0	2.6	6.8	3.7	12.2	3.8	2.9	1.9	--	--
SamCera Liquid Real Asset Inde		-2.0	2.4	6.5	3.5	12.2	3.7	5.5	4.2	--	6.0
Excess		0.0	0.2	0.3	0.2	-0.1	0.1	-2.6	-2.3	--	--
SSGA CST REAL ASSET NL	242,511,874	-2.0	2.6	6.8	3.7	12.2	3.8	5.4	4.2	--	--
SamCera Liquid Real Asset Inde		-2.0	2.4	6.5	3.5	12.2	3.7	5.5	4.2	--	5.3
Excess		0.0	0.2	0.3	0.2	-0.1	0.1	-0.0	-0.0	--	--
Private Real Assets	381,378,158	0.5	1.4	7.0	2.3	11.5	7.6	11.1	6.1	--	9.6
SamCERA Private Real Asset Idx		3.7	5.8	17.1	6.1	8.4	8.5	8.0	7.7	--	10.4
Excess		-3.3	-4.4	-10.1	-3.8	3.1	-0.8	3.1	-1.6	--	-0.8
Liquidity	376,602,164	0.1	1.4	4.5	2.2	6.3	3.9	--	--	--	2.7
Liquidity Composite Benchmark		-0.4	1.2	3.9	2.3	6.1	--	--	--	--	--
Excess		0.5	0.2	0.6	-0.1	0.2	--	--	--	--	--



# San Mateo County Composite Return Summary

October 31, 2024



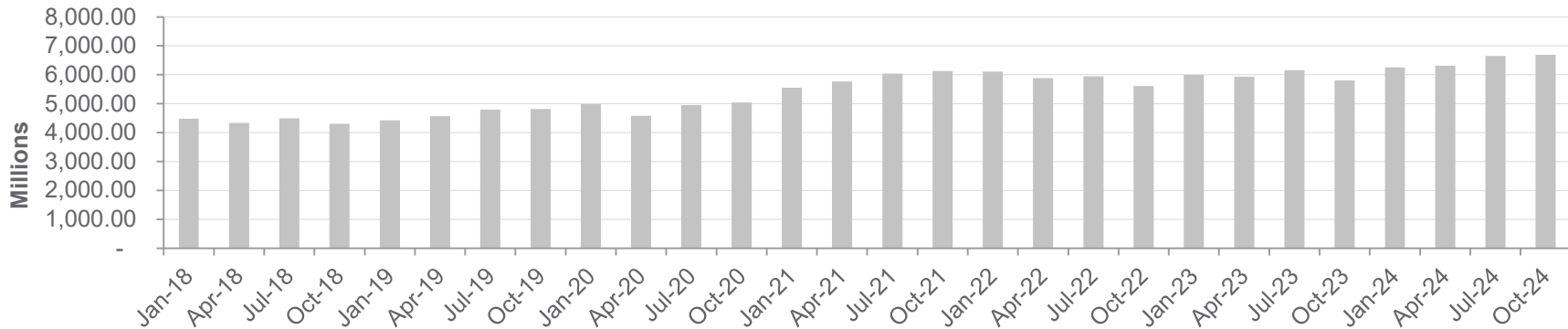
Composite Returns (NET)	Market Value (\$)	1 Mth.	3 Mth.	YTD	FYTD	1 Yr.	3 Yr.	5 Yr.	7 Yr.	10 Yr.	ITD
Cash Flow - Match Liquidity	278,588,323	-0.1	1.2	4.2	2.2	6.2	--	--	--	--	4.3
BBG US Agg Govt Credit 1-3		-0.6	1.2	3.8	2.4	6.2	--	--	--	--	3.3
Excess		0.5	0.1	0.4	-0.2	-0.1	--	--	--	--	0.9
County Treasury Pool	6,473,998	1.5	1.5	3.6	1.9	3.6	2.9	2.3	2.2	1.8	2.6
91 Day T-Bill		0.4	1.3	4.4	1.8	5.4	3.6	2.4	2.3	--	--
Excess		1.1	0.2	-0.8	0.1	-1.8	-0.7	-0.1	-0.1	--	--
Insight Investment	272,114,325	-0.2	1.2	4.2	2.2	6.3	--	--	--	--	4.0
BBG US Credit 1-3 Yrs		-0.5	1.4	4.4	2.6	7.3	--	--	--	--	4.1
Excess		0.3	-0.1	-0.3	-0.5	-1.0	--	--	--	--	-0.1
Cash & Cash Overlay	119,971,203	0.4	1.3	4.6	1.8	5.6	--	--	--	--	--
91 Day T-Bill		0.4	1.3	4.4	1.8	5.4	3.6	2.4	2.3	--	--
Excess		0.0	0.0	0.2	0.0	0.2	--	--	--	--	--
Cash Overlay	15,219,420	0.4	1.3	4.5	1.8	5.6	3.3	--	--	--	2.2
ICE BofAML US 3-Month Treasury Bill		0.4	1.3	4.4	1.8	5.4	3.6	--	--	--	2.4
Excess		0.0	0.0	0.1	0.0	0.2	-0.3	--	--	--	-0.2
General Account	104,751,783	0.4	1.3	4.6	1.8	5.6	3.8	2.5	2.4	1.8	2.1
Transition Account	0	--	--	--	--	--	--	--	--	--	--
Futures Offsets	21,957,362	-0.0	0.0	0.0	0.0	0.1	-0.1	--	--	--	-0.0
ICE BofAML US 3-Month Treasury Bill		0.4	1.3	4.4	1.8	5.4	3.6	--	--	--	2.4
Excess		-0.4	-1.3	-4.4	-1.7	-5.3	-3.8	--	--	--	-2.4



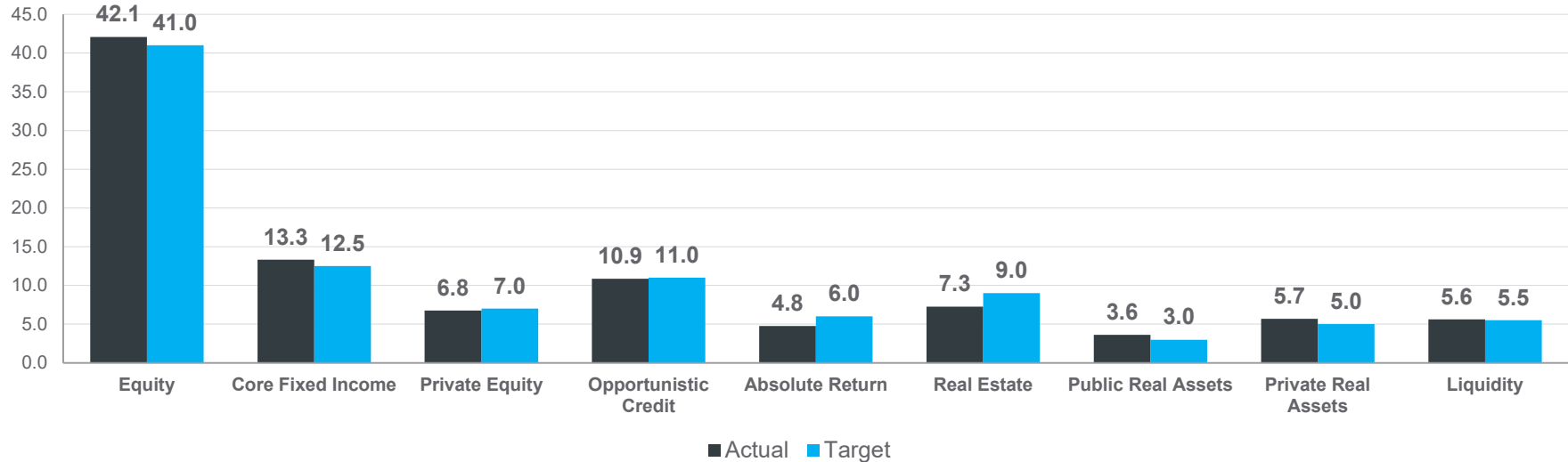
**Record of Asset Growth**

	Three Months	One Year
<b>TOTAL FUND</b>		
Beginning Market Value	6,649,040,207	5,804,929,454
Contributions	25,365,273	265,040,316
Withdrawals	-85,662,551	-328,377,196
Income Received	32,354,763	128,083,769
Gain/Loss	69,938,129	821,598,471
Ending Market Value	6,690,940,375	6,690,940,375

**Net Asset Values Over Time (\$000)**

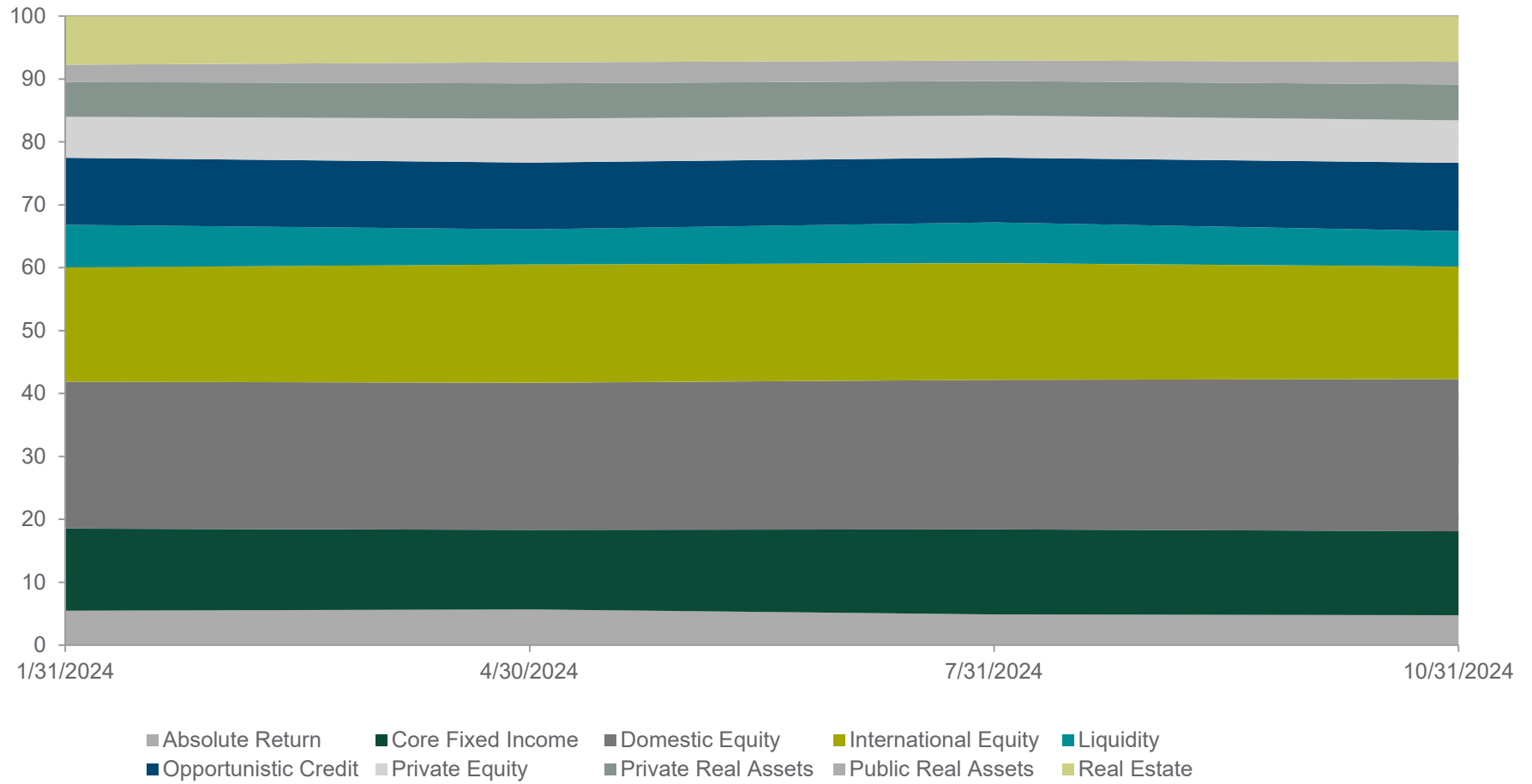


**Actual vs Target Weights**



	Min	Actual	Target	Deviation	Max
<b>Equity</b>	38.0	42.1	41.0	1.1	44.0
<b>Core Fixed Income</b>	10.5	13.3	12.5	0.8	14.5
<b>Private Equity</b>	5.0	6.8	7.0	-0.2	9.0
<b>Opportunistic Credit</b>	9.0	10.9	11.0	-0.1	13.0
<b>Absolute Return</b>	4.0	4.8	6.0	-1.2	8.0
<b>Real Estate</b>	7.0	7.3	9.0	-1.7	11.0
<b>Public Real Assets</b>	1.0	3.6	3.0	0.6	5.0
<b>Private Real Assets</b>	3.0	5.7	5.0	0.7	7.0
<b>Liquidity</b>		5.6	5.5	0.1	

Asset Allocation over Time



## Disclaimer(s)

The Global Industry Classification Standard ("GICS") was developed by and is the exclusive property and a service mark of Morgan Stanley Capital International Inc. ("MSCI") and Standard & Poor's, a division of The McGraw-Hill Companies, Inc. ("S&P") and is licensed for use by The Northern Trust Corporation and its wholly owned subsidiaries. Neither MSCI, S&P, nor any other party involved in making or compiling the GICS or any GICS classifications makes any express or implied warranties or representations with respect to such standard or classification (or the results to be obtained by the use thereof), and all such parties hereby expressly disclaim all warranties of originality, accuracy, completeness, merchantability and fitness for a particular purpose with respect to any of such standard or classification. Without limiting any of the foregoing, in no event shall MSCI, S&P, any of their affiliates or any third party involved in making or compiling the GICS or any GICS classifications have any liability for any direct, indirect, special, punitive, consequential or any other damages (including lost profits) even if notified of the possibility of such damages.

The Dow Jones Wilshire Indexes are calculated, distributed and marketed by Dow Jones & Company, Inc. pursuant to an agreement between Dow Jones and Wilshire and have been licensed for use. All content of the Dow Jones Wilshire Indexes © 2005 Dow Jones & Company, Inc. & Wilshire Associates Incorporated.

Standard and Poor's including its subsidiary corporations ("S&P") is a division of the McGraw-Hill Companies, Inc. Reproduction of S&P Index Alerts in any form is prohibited except with the prior written permission of S&P. Because of the possibility of human or mechanical error by S&P sources, S&P or others, S&P does not guarantee the accuracy, adequacy, completeness or availability of any information and is not responsible for any errors or omissions or for the results obtained from the use of such information. S&P gives not express or implied warranties, including, but not limited to, any warranties or merchantability or fitness for a particular purpose or use. In no event shall S&P be liable for any indirect, special or consequential damages in connection with subscriber's or others' use of S&P Index Alerts.

All MSCI equity characteristic results except for Dividend Yield, Price to Book Value, Price to Cash Earnings and Price Earnings Ratio were calculated by The Northern Trust Company. FTSE ® is a trade mark of London Stock Exchange Plc and The Financial Times Limited and is used by FTSE under license. All rights in the FTSE Indices vest in FTSE and/or its licensors. Neither FTSE nor its licensors accept any liability for any errors or omissions in the FTSE Indices or underlying data.

The Merrill Lynch Indices are used with permission. Copyright 2007, Merrill Lynch, Pierce, Fenner & Smith Incorporated. All rights reserved. The Merrill Lynch Indices may not be copied, used, or distributed without Merrill Lynch's prior written approval.

The Citi Index data is provided to you on an "AS IS" basis and you agree that use of the index data is at your sole risk. Citi Index makes no representations or warranties, express or implied, to you or any other person or entity, including without limitation any warranty of merchantability, originality, suitability or fitness for a particular purpose of the index data or any other matter and no warranty is given that the index data will conform to any description thereof or be free of omissions, errors, interruptions or defects. 4. In no event shall Citi Index be liable to you or any other person or entity for any direct, incidental, indirect, special or consequential damages (including, without limitation,

lost profits or revenues, loss of data, loss of use or claims of third parties), arising out of or in any manner in connection with your use of (or inability to use) the index data, whether or not you have been advised of, or otherwise might have anticipated the possibility of, such damages. Without limitation on the foregoing, you acknowledge that the index data may be incomplete or condensed, is for information purposes only and is not intended as, and shall not be construed to be, an offer or solicitation with respect to the purchase or sale of any security. All opinions and estimates provided constitute judgments as of their respective dates and are subject to change without notice. Such data, information, opinions and estimates are furnished as part of a general service, without regard to your particular circumstances, and Citi Index shall not be liable for any damages in connection therewith. Citi Index is not undertaking to manage money or act as a fiduciary with respect to your accounts or any of your managed or fiduciary accounts and you acknowledge and agree that the index data does not and shall not serve as the primary basis for any investment decisions made with respect to such accounts.

iShares® and BlackRock® are registered trademarks of BlackRock, Inc. and its affiliates ("BlackRock") and are used under license. BlackRock has licensed certain trademarks and trade names of BlackRock to The Northern Trust Company. The Northern Trust Company's products and services are not sponsored, endorsed, sold, or promoted by BlackRock, and BlackRock makes no representations or warranties related to such products or services either to The Northern Trust Company or any other person or entity, including but not limited to the advisability of investing in the products of The Northern Trust Company. BlackRock has no obligation or liability in connection with the operation, marketing, trading or sale of the products or services from The Northern Trust Company.

Please note that this report has been prepared using best available data. This report may also contain information provided by third parties, derived by third parties or derived from third party data and/or data that may have been categorized or otherwise reported based upon client direction - Northern Trust assumes no responsibility for the accuracy, timeliness or completeness of any such information. If you have questions regarding third party data or direction as it relates to this report, please contact your Northern Trust relationship team.

**INVESTMENT ADVICE NOTICE:** The data and analysis contained in this report is for informational purposes only. In providing the information contained herein, The Northern Trust Company is not undertaking to provide "investment advice" or to give advice in a fiduciary capacity for purposes of the Employee Retirement Income Security Act of 1974, as amended. Nothing in this report is intended as, or should be understood as, a recommendation to hire, retain, or terminate an investment manager or engage in any purchase or sale transaction with such a manager or any fund that it manages. The Northern Trust Company and/or its affiliates may have business relationships with one or more investment managers or funds for included in this report, and may receive compensation for providing custody, administration, banking, brokerage, foreign exchange or other services to such investment managers or funds. The Northern Trust Company and its affiliates shall have no responsibility for the consequences of investment decisions made in reliance on information contained in this report.

A decorative geometric pattern of overlapping triangles in shades of blue and green is overlaid on the left side of the image. A prominent white triangle is positioned to the left of the main title text.

**PERSPECTIVES  
THAT DRIVE  
ENTERPRISE  
SUCCESS**

OCTOBER 2024  
Capital Markets Update



# Market commentary

## U.S. ECONOMICS

- Headline CPI rose +0.2% in September, bringing year-over-year inflation lower to 2.4%, closer to the Fed's 2% target. Core CPI increased to 3.3% year-over-year, exceeding estimates of 3.2%. Higher-than-expected inflation data likely contributed to the market bracing for a slower path of interest rate cuts.
- October nonfarm payrolls significantly missed expectations, coming in at 12,000, which was 88,000 below expectations of 100,000 new additions. The BLS outlined two contributing factors to the sharp decline: the impact of the Boeing strike on transportation equipment manufacturing, and hurricanes Helene and Milton shortening the collection period for the survey.
- The ISM Services Survey rose +1.1% to 56, the highest reading since 2022, while the ISM Manufacturing Survey fell -0.7% to 46.5.

## U.S. EQUITIES

- The S&P 500 reversed course from the prior month, falling -0.9%. Equities posted slow but steady gains in the first few days of the month as weakening employment data and strong earnings from big banks appeared to add to investor excitement around a *soft landing*. However, on the last day of the month the index fell -1.9% and pushed returns into the red.
- The Magnificent 7 continued to move markets throughout October. On the final day of the month, Meta and Microsoft reported capital expenditures above analyst expectations, largely driven by spending on artificial intelligence. These high expenditures, along with low returns (so far) from AI investments, were received poorly by markets.
- Implied volatility (VIX) spiked from 19 to 23 on October 31<sup>st</sup> – marking the highest end of day implied volatility level since August 8<sup>th</sup>.

## U.S. FIXED INCOME

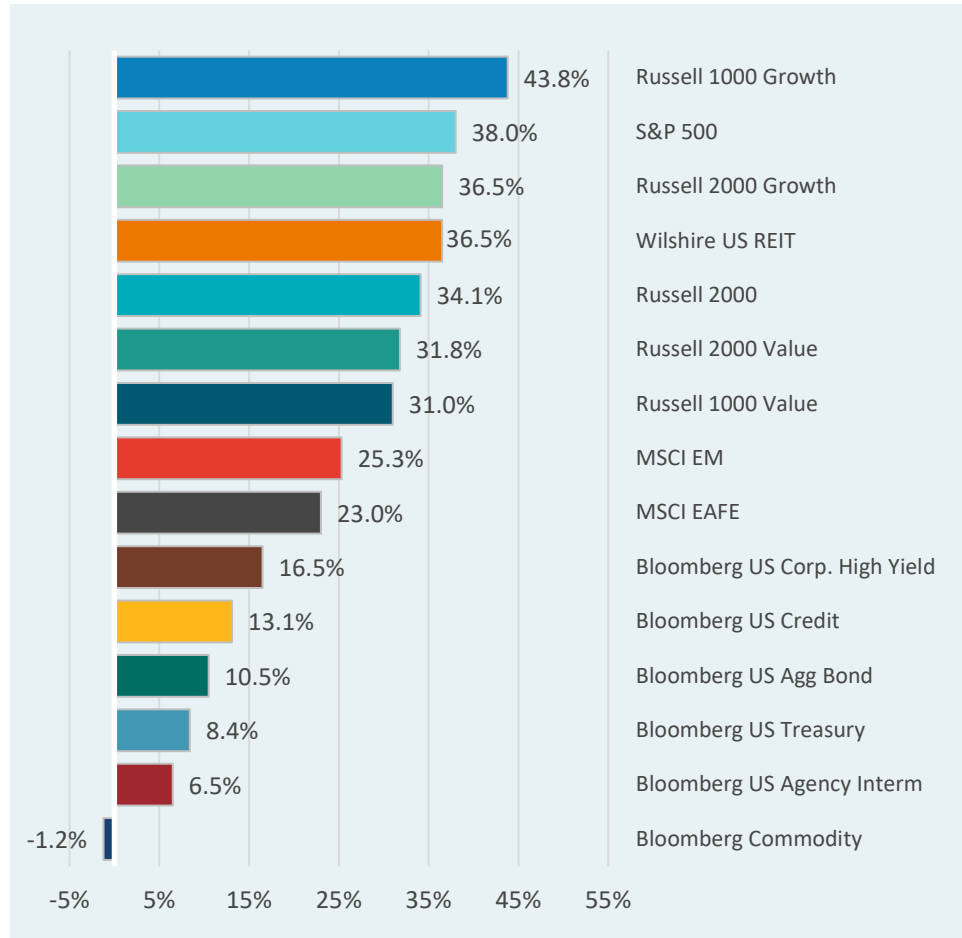
- Market expectations for rate cuts changed materially during the month. In early October, investors were assuming two Federal Reserve rate cuts by the end of 2024—one in November and another in December. However, by the end of the month investors remained confident in a November rate cut but expected rates to remain steady in December. Shifting rate expectations appear to have been fueled by stronger-than-expected U.S. economic growth trends, stickier inflation, and shifting odds around the U.S. election outcome.
- Yields increased as interest rate expectations shifted. Yields for 10- and 2-year treasuries ended the month +47 bps and +50 bps higher, respectively. Yield curve shape remained upward sloping.
- Fixed income indexes fell as yields rose. Longer-dated treasuries, considered to be more sensitive to yield changes, performed the worst. The only major fixed income asset class to gain ground in October was cash (Bloomberg U.S. Treasury Bills Index), which returned +0.4%.

## INTERNATIONAL MARKETS

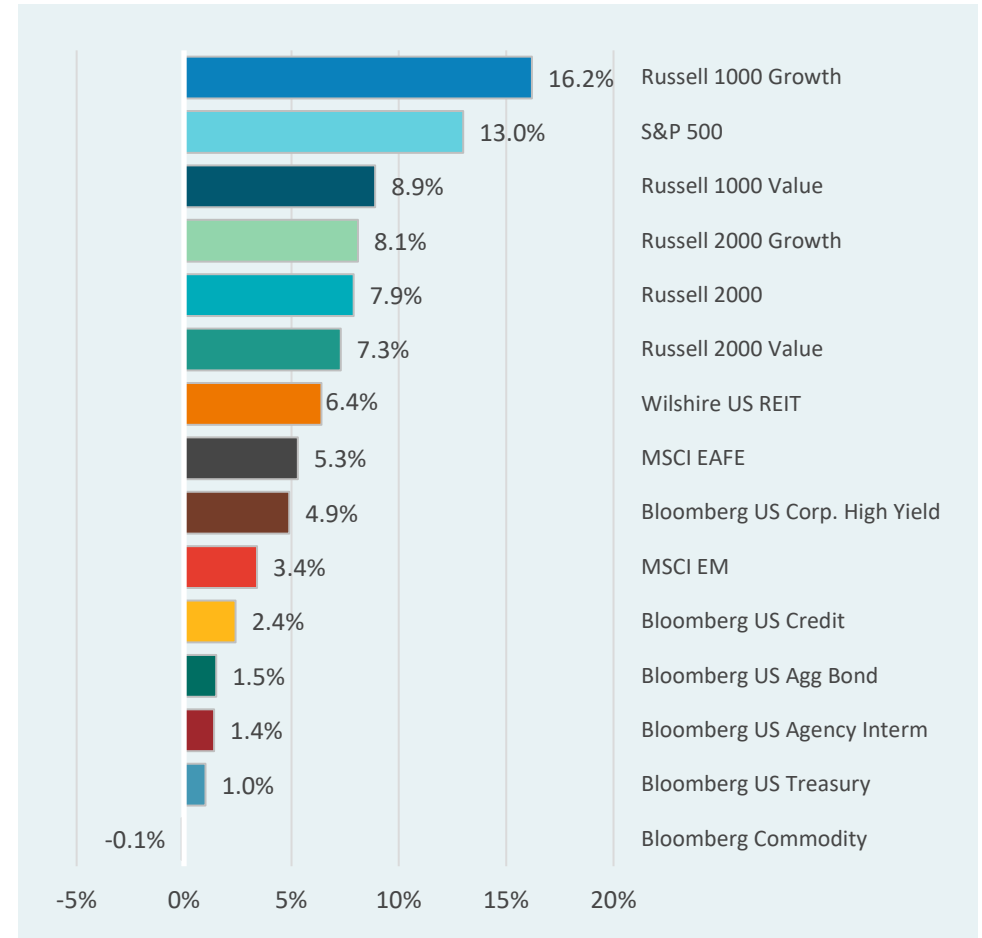
- The European Central bank cut rates by -25 bps to 3.25%. This cut happened amid the drop in Eurozone inflation to 1.7%. ECB policymakers predict that inflation will pick up during the fourth quarter before neutralizing to 2.0% next year.
- The Bank of Japan held its benchmark interest rate unchanged at 0.25%. Governor Kazuo Ueda stated that the political situation in Japan would not prevent him from hiking rates if economic and price growth remained in line with forecasts.
- China's Ministry of Finance announced a series of government stimulus packages aimed at alleviating the country's disinflationary trends. Despite an initial jump in sentiment, investors appear skeptical.

# Major asset class returns

ONE YEAR ENDING OCTOBER



TEN YEARS ENDING OCTOBER



\*Only publicly traded asset performance is shown here. Performance of private assets is typically released with a 3- to 6-month delay.

Source: Morningstar, as of 10/31/24

Source: Morningstar, as of 10/31/24

# U.S. large cap equities

- The S&P 500 (-0.9%) ended October slightly negative, bringing year-to-date returns to +21.0%. Early in the month, investors brushed off a hotter-than-expected September inflation print and continued to favor the Magnificent 7. On the last day of October, investors pulled back from certain big tech names, perhaps less impressed by high capital expenditures and low returns from AI investments so far. This left Magnificent 7 performance roughly in line with the broader index return of -0.9%.
- As of November 8<sup>th</sup>, 91% of S&P 500 companies had reported earnings. In aggregate, reported numbers were above estimates by +4.3%, but below the 5-year earnings growth average of 8.5%.
- S&P sector performance was broadly negative by month end, following five consecutive months of gains. Financials were the top performing sector (+2.7%), boosted by big bank earnings that beat expectations. Healthcare (-4.6%), Materials (-3.5%) and Real Estate (-3.3%) lagged the index.

**S&P 500 PRICE INDEX**



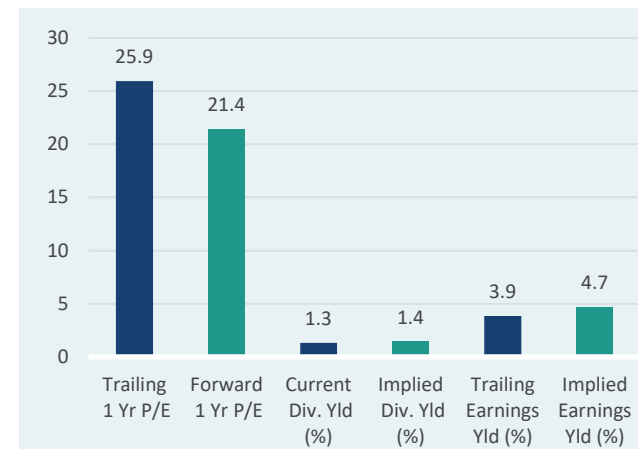
Source: S&P, as of 10/31/24

**IMPLIED VOLATILITY (VIX INDEX)**



Source: Cboe, based on closing price, as of 10/31/24

**S&P 500 VALUATION SNAPSHOT**

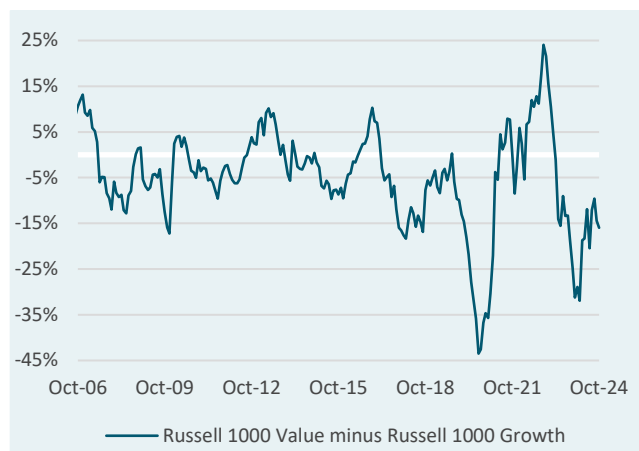


Source: S&P, as of 10/31/24

# Domestic equity size and style

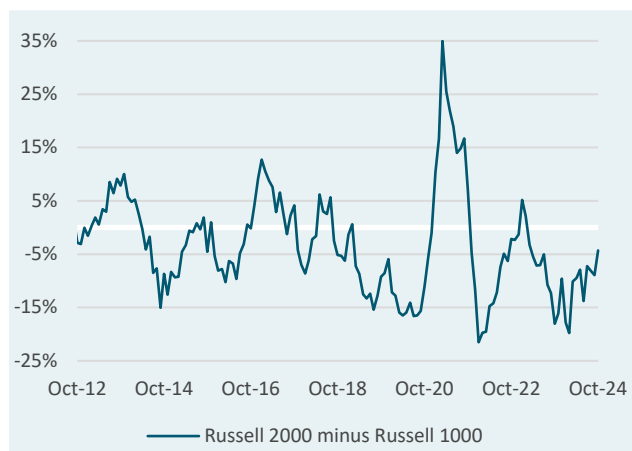
- Large caps (Russell 1000 -0.7%) outperformed small caps (Russell 2000 -1.4%). Year-to-date, large cap indexes (+20.3%) have returned more than double that of small cap indexes (+9.6%), primarily led by trending mega cap names.
- For the second month in a row, large growth indexes (Russell 1000 Growth -0.3%) have outperformed all other styles across *size* and *value*. Year-over-year large growth indexes have returned +43.8%.
- Valuations for large caps fell in October but remained well above long-term averages. The forward price-to-earnings ratio of the Russell 1000 Growth decreased to 28.1x – still 23% above the 10-year average and 46% above the 20-year average. The Russell 1000 Value ended the month 9% above the 10-year average of 15.2x forward earnings and 20% above the 20-year average of 13.8x forward earnings.
- The difference in year-to-date performance between the cap-weighted and equal-weighted S&P 500 index grew to 7.7% in October.

**VALUE VS. GROWTH 1-YR ROLLING RELATIVE PERFORMANCE**



Source: FTSE Russell, as of 10/31/24

**SMALL VS. LARGE 1-YR ROLLING RELATIVE PERFORMANCE**



Source: FTSE Russell, as of 10/31/24

**1-YEAR SIZE & STYLE PERFORMANCE**

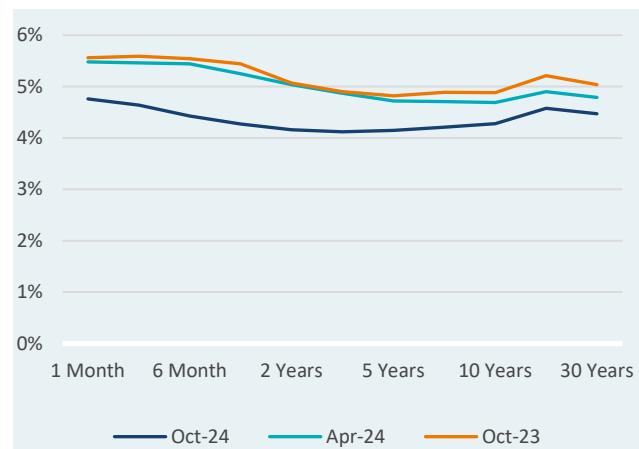
	Value	Core	Growth
Large Cap	31.0%	38.1%	43.8%
Mid Cap	34.0%	35.4%	38.7%
Small Cap	31.8%	34.1%	36.5%

Source: FTSE Russell, as of 10/31/24

# Fixed income

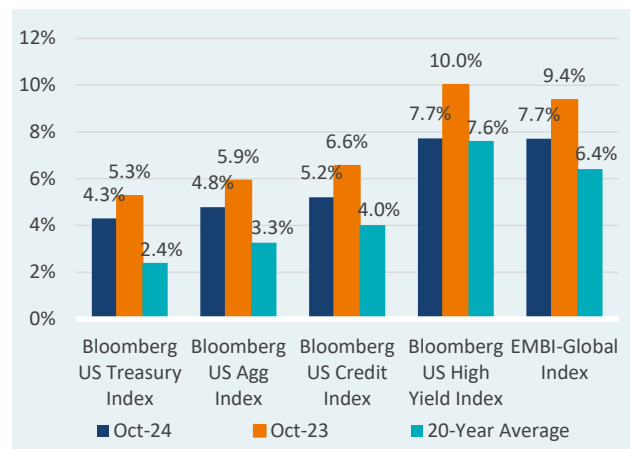
- Yields rose sharply across the curve in October on strong reported third quarter GDP growth, slightly hotter-than-expected inflation, and uncertainty surrounding the outcome of the U.S. election. In a reversal of the past five months, U.S. core bonds fell in value (Bloomberg U.S. Aggregate Index -2.5%).
- Investor expectations for the path of interest rates changed throughout the month. At the beginning of October, markets predicted that the Federal Reserve would cut rates twice by the end of 2024. Later in the month, the market was pricing in one full cut at the November meeting and a rate hold in December.
- As interest rate expectations shifted, the *higher for longer* narrative appeared to gain traction among investors. The 2-year yield climbed +66 bps from September lows to end the month at 4.15%. The 10-year yield bottomed at 3.63% in September but rose to 4.28% by the end of October. The 10/2 curve remains uninverted, with the 10-year yield +12 bps higher than the 2-year yield.
- Option-adjusted spreads and default rates for high yield corporate debt remain low. Spreads fell to 2.88% in October, 8 bps above the past 10-year low. The annual default rate fell 39 bps to 0.55%, well below the 10-year median of 1.89%.

U.S. TREASURY YIELD CURVE



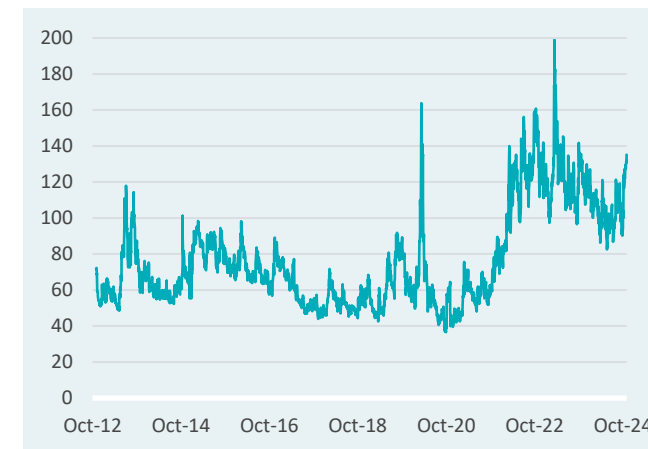
Source: U.S. Treasury, as of 10/31/24

NOMINAL YIELDS



Source: Morningstar, as of 10/31/24

U.S. TREASURY IMPLIED VOL (“MOVE” INDEX)

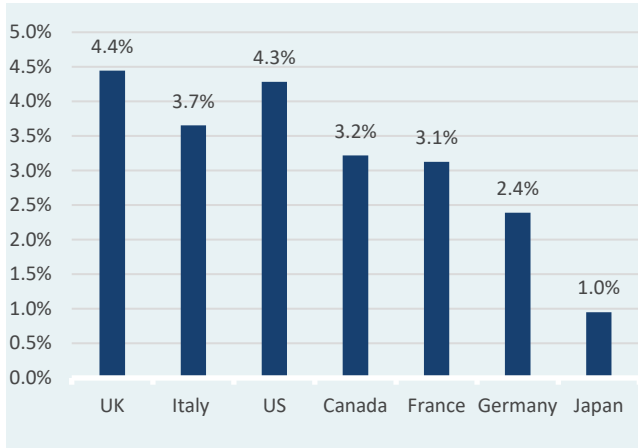


Source: BofA, as of 10/31/24

# Global markets

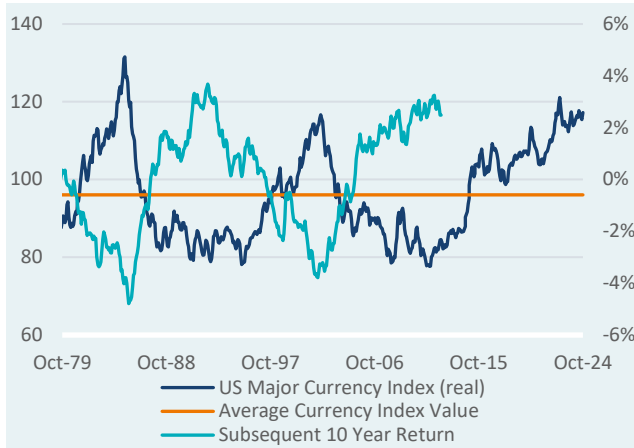
- International equities (MSCI ACWI ex U.S. -4.9%) underperformed the MSCI ACWI by -2.7%. The United Kingdom (-5.5%), Europe (-6.1%), and Latin America (-5.1%) were top detractors of the index.
- MSCI Japan (-3.9%) outperformed the MSCI EAFE index by +1.5%. Markets gained momentum anticipating expansionary policy direction amid the results of a general election. The Bank of Japan chose to hold interest rates at 0.25% at their October meeting. Rate hikes could be on the horizon if economic growth conditions continue to match forecasts.
- At the October meeting, the ECB cut interest rates by 25 bps, in line with market expectations. ECB policy makers expressed confidence in the path to 2% inflation, amidst sluggish economic growth in Germany and France, and an already achieved +1.7% inflation print in September. MSCI Europe ended the month down -6.1%.
- Chinese equities rallied early in the month as the Chinese Communist Party announced government stimulus totaling two trillion yuan (\$284 billion USD). Equity markets fell later in the month as investor skepticism around underlying economic issues made an impact. The MSCI China Index closed the month -5.9%.

**GLOBAL SOVEREIGN 10-YEAR YIELDS**



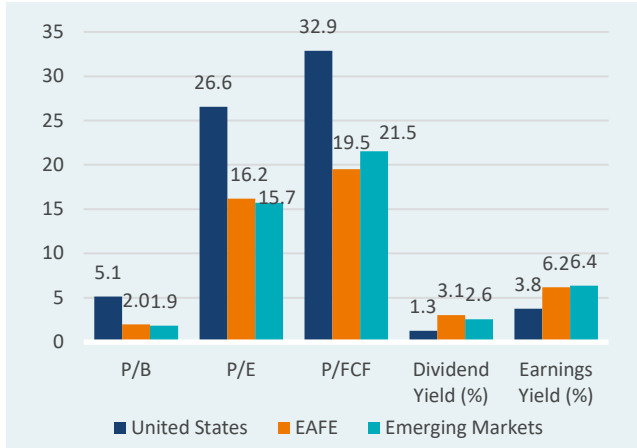
Source: Bloomberg, as of 10/31/24

**U.S. DOLLAR MAJOR CURRENCY INDEX**



Source: Federal Reserve, as of 10/31/24

**MSCI VALUATION METRICS (3-MONTH AVG)**

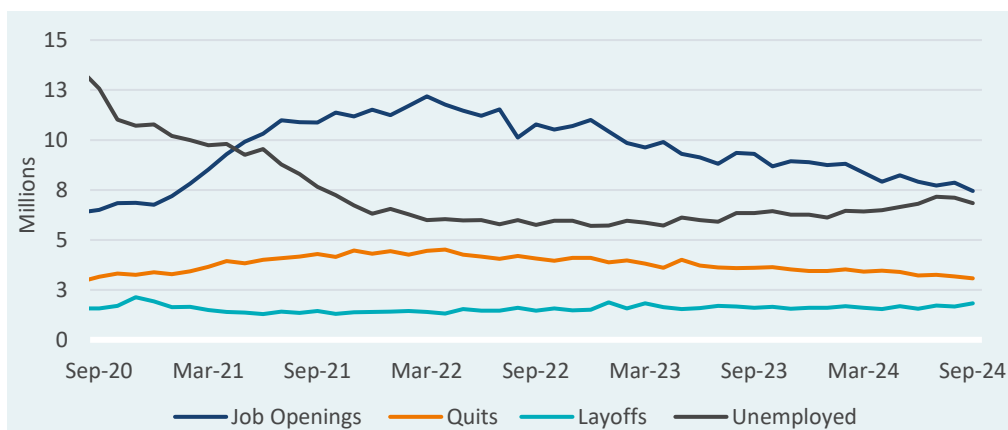


Source: MSCI, as of 10/31/24

# U.S Economic Review

Data Print	Period	Prior	Estimate	Actual
Change in Nonfarm Payrolls	Oct	223,000	100,000	12,000
Unemployment Rate	Oct	4.1%	4.1%	4.1%
CPI MoM	Oct	0.2%	0.1%	0.2%
CPI YoY	Oct	2.5%	2.3%	2.4%
CPI Ex Food and Energy MoM	Oct	0.3%	0.2%	0.3%
ISM Manufacturing	Oct	47	48	47
ISM Services Index	Oct	55	54	56
Conf. Board Consumer Confidence	Oct	99	100	109
S&P Global US Manufacturing PMI	Oct	48	48	49
S&P Global US Composite PMI	Oct	54	54	54
S&P Global US Services PMI	Oct	55	55	55
U. of Mich. Sentiment	Oct	69	69	71

## LABOR MARKET METRICS



Source: FRED, as of 10/31/24

## Labor Market

— October’s jobs report may suggest a slight weakening of the labor economy. Nonfarm payroll jobs increased but came in far below expectations. Much of the sharp decline was driven by extreme weather events and ongoing strike activity. Analysts underscored the temporary distortion these events can have on labor data, pointing to the steady unemployment rate of 4.1% and the upward trends in healthcare and government employment as supportive metrics.

## Consumers

— Consumer confidence figures increased to 108.7. The Conference Board reported that all five components of the index had improved. University of Michigan Consumer Sentiment Index was 70.5, the highest reading since April 2024. Survey analysis indicates that consumers welcomed the recent rate cuts and its moderate effect on buying conditions for durable goods, but the concern over high prices remained at the forefront of their minds.

## Looking Ahead

— Investors remain very focused on the labor market for signs of notable weakness. Further labor deterioration could lead to a faster pace of interest rate cuts while stabilization and continued economic strength could lead the Fed to slow their path to lower rates.

# Appendix



# Periodic table of returns

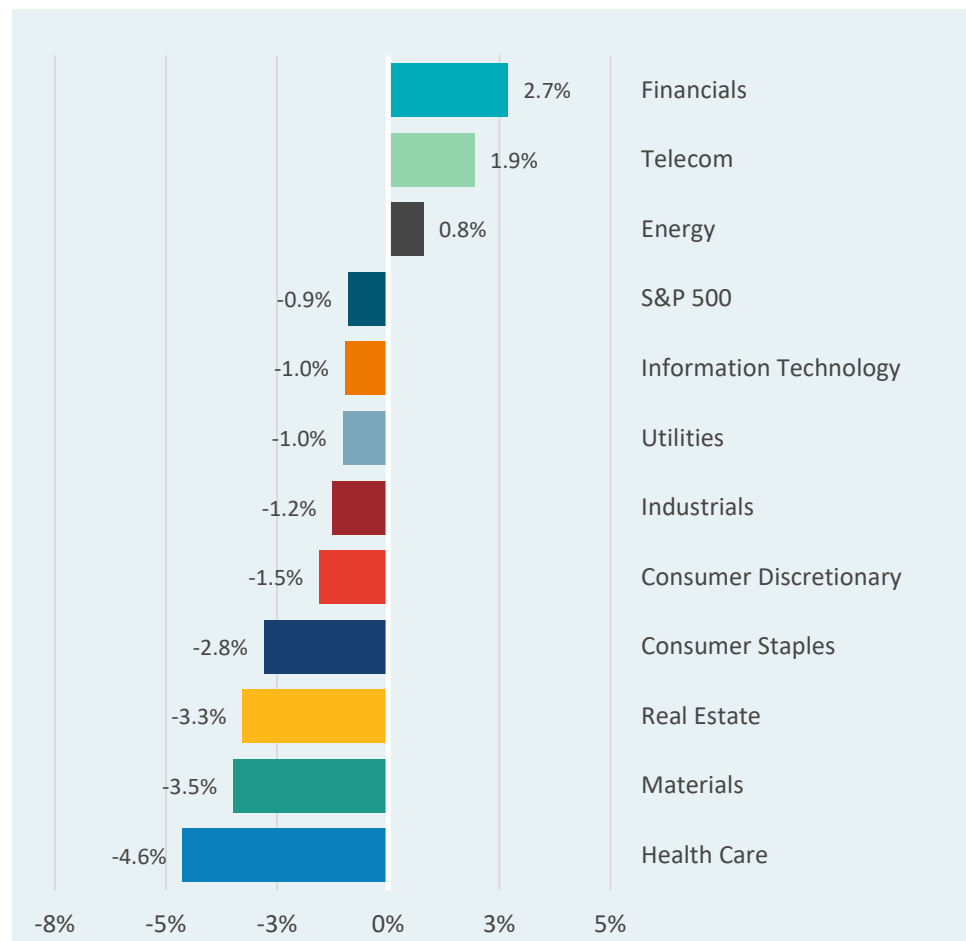
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	YTD	5-Year	10-Year
Large Cap Growth	26.0	34.5	32.6	39.8	5.2	79.0	29.1	14.3	18.6	43.3	13.5	13.3	31.7	37.3	6.7	36.4	38.5	28.3	16.1	42.7	24.1	19.0	16.2
Large Cap Equity	22.2	21.4	26.9	16.2	1.4	37.2	26.9	7.8	18.1	38.8	13.2	5.7	21.3	30.2	1.9	31.4	34.6	27.6	9.4	26.5	20.3	15.0	12.8
Large Cap Value	20.7	20.1	23.5	15.8	-6.5	34.5	24.5	2.6	17.9	34.5	13.0	0.9	17.3	25.0	0.0	28.5	21.0	27.1	1.5	18.7	15.4	10.1	8.9
Small Cap Growth	18.3	14.0	22.2	11.8	-21.4	32.5	19.2	1.5	17.5	33.5	11.8	0.6	12.1	22.2	-1.5	26.5	20.0	26.5	-4.7	18.2	11.7	8.5	8.1
Emerging Markets Equity	16.5	7.5	18.4	11.6	-25.9	28.4	16.8	0.4	16.4	33.1	6.0	0.0	11.8	21.7	-3.5	25.5	18.3	25.2	-7.5	16.9	11.7	8.4	7.9
Small Cap Equity	14.5	7.1	16.6	10.9	-28.9	27.2	16.7	0.1	16.3	32.5	5.6	-0.4	11.3	17.1	-4.8	22.4	14.0	17.7	-13.0	15.4	9.6	7.9	7.3
60/40 Global Portfolio	14.3	6.3	15.5	10.3	-33.8	23.3	16.1	-2.1	15.3	23.3	4.9	-0.8	11.2	14.6	-6.0	22.0	10.3	14.8	-14.5	14.6	9.4	7.0	5.9
Small Cap Value	12.9	5.3	15.1	7.0	-35.6	20.6	15.5	-2.9	14.6	12.1	4.2	-1.4	8.0	13.7	-8.3	18.6	7.8	11.3	-14.5	11.5	7.5	6.2	5.7
International Equity	11.4	4.7	13.3	7.0	-36.8	19.7	13.1	-4.2	11.5	11.0	3.4	-2.5	7.1	7.8	-9.3	18.4	7.5	8.9	-17.3	9.8	6.8	6.1	5.3
Hedge Funds of Funds	9.1	4.6	10.4	5.8	-37.6	18.9	10.2	-5.5	10.5	9.0	2.8	-3.8	5.7	7.7	-11.0	8.7	4.6	6.5	-19.1	6.3	6.4	5.2	3.7
Cash	6.9	4.6	9.1	4.4	-38.4	11.5	8.2	-5.7	4.8	0.1	0.0	-4.4	2.6	7.0	-11.2	7.8	2.8	2.8	-20.1	5.5	4.4	3.9	3.4
Commodities	6.3	4.2	4.8	-0.2	-38.5	5.9	6.5	-11.7	4.2	-2.0	-1.8	-7.5	1.0	3.5	-12.9	7.7	0.5	0.0	-20.4	5.0	3.9	3.3	1.7
US Bonds	4.3	3.2	4.3	-1.6	-43.1	0.2	5.7	-13.3	0.1	-2.3	-4.5	-14.9	0.5	1.7	-13.8	6.4	0.5	-1.5	-26.4	-7.9	1.9	2.3	1.5
Real Estate	1.4	2.4	2.1	-9.8	-53.2	-16.9	0.1	-18.2	-1.1	-9.5	-17.0	-24.7	0.3	0.9	-14.6	2.1	-3.1	-2.5	-29.1	-7.9	-0.5	-0.2	-0.1



Source Data: Morningstar, Inc., Hedge Fund Research, Inc. (HFR), National Council of Real Estate Investment Fiduciaries (NCREIF). Indices used: Russell 1000, Russell 1000 Value, Russell 1000 Growth, Russell 2000, Russell 2000 Value, Russell 2000 Growth, MSCI EAFE, MSCI EM, Bloomberg US Aggregate, T-Bill 90 Day, Bloomberg Commodity, NCREIF Property, HFRI FOF, MSCI ACWI, Bloomberg Global Bond. NCREIF Property Index performance data as of 9/30/24.

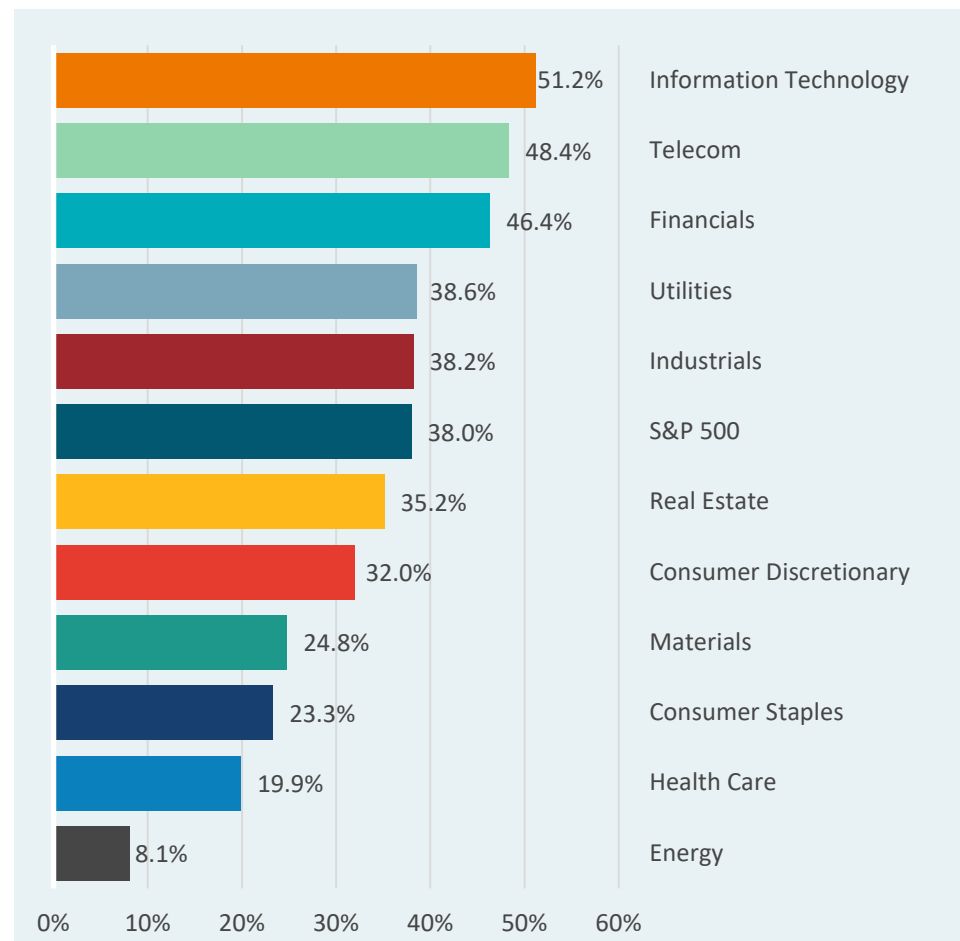
# S&P 500 sector returns

QTD



Source: Morningstar, as of 10/31/24

ONE YEAR ENDING OCTOBER



Source: Morningstar, as of 10/31/24

# Detailed index returns

## DOMESTIC EQUITY

	Month	QTD	YTD	1 Year	3 Year	5 Year	10 Year
<b>Core Index</b>							
S&P 500	(0.9)	(0.9)	21.0	38.0	9.1	15.3	13.0
S&P 500 Equal Weighted	(1.6)	(1.6)	13.3	32.1	5.7	12.2	10.6
DJ Industrial Average	(1.3)	(1.3)	12.5	28.9	7.4	11.4	11.7
Russell Top 200	(0.7)	(0.7)	22.4	38.9	9.7	16.4	13.8
Russell 1000	(0.7)	(0.7)	20.3	38.1	8.1	15.0	12.8
Russell 2000	(1.4)	(1.4)	9.6	34.1	(0.0)	8.5	7.9
Russell 3000	(0.7)	(0.7)	19.7	37.9	7.6	14.6	12.4
Russell Mid Cap	(0.5)	(0.5)	14.0	35.4	3.5	10.9	9.8
<b>Style Index</b>							
Russell 1000 Growth	(0.3)	(0.3)	24.1	43.8	8.8	19.0	16.2
Russell 1000 Value	(1.1)	(1.1)	15.4	31.0	6.8	10.1	8.9
Russell 2000 Growth	(1.3)	(1.3)	11.7	36.5	(2.3)	7.9	8.1
Russell 2000 Value	(1.6)	(1.6)	7.5	31.8	1.9	8.4	7.3

## INTERNATIONAL EQUITY

	Month	QTD	YTD	1 Year	3 Year	5 Year	10 Year
<b>Broad Index</b>							
MSCI ACWI	(2.2)	(2.2)	16.0	32.8	5.5	11.1	9.1
MSCI ACWI ex US	(4.9)	(4.9)	8.6	24.3	1.6	5.8	4.8
MSCI EAFE	(5.4)	(5.4)	6.8	23.0	2.7	6.2	5.3
MSCI EM	(4.4)	(4.4)	11.7	25.3	(1.4)	3.9	3.4
MSCI EAFE Small Cap	(6.3)	(6.3)	4.1	23.0	(3.0)	4.1	5.7
<b>Style Index</b>							
MSCI EAFE Growth	(6.2)	(6.2)	5.3	23.3	(1.3)	5.6	6.0
MSCI EAFE Value	(4.7)	(4.7)	8.4	22.8	6.6	6.5	4.3
<b>Regional Index</b>							
MSCI UK	(5.5)	(5.5)	9.1	21.6	6.3	6.1	3.8
MSCI Japan	(3.9)	(3.9)	8.0	22.3	2.5	5.3	6.1
MSCI Euro	(6.1)	(6.1)	5.8	23.1	3.0	7.0	5.4
MSCI EM Asia	(4.6)	(4.6)	16.0	28.9	(1.2)	5.3	5.0
MSCI EM Latin American	(5.1)	(5.1)	(17.0)	2.4	7.2	0.1	0.1

## FIXED INCOME

	Month	QTD	YTD	1 Year	3 Year	5 Year	10 Year
<b>Broad Index</b>							
Bloomberg US TIPS	(1.8)	(1.8)	3.0	8.6	(1.5)	2.2	2.3
Bloomberg US Treasury Bills	0.4	0.4	4.5	5.5	3.6	2.4	1.7
Bloomberg US Agg Bond	(2.5)	(2.5)	1.9	10.5	(2.2)	(0.2)	1.5
Bloomberg US Universal	(2.3)	(2.3)	2.5	11.2	(1.8)	0.2	1.8
<b>Duration</b>							
Bloomberg US Treasury 1-3 Yr	(0.6)	(0.6)	3.5	5.8	1.2	1.3	1.3
Bloomberg US Treasury Long	(5.2)	(5.2)	(2.9)	15.1	(10.5)	(5.1)	0.3
Bloomberg US Treasury	(2.4)	(2.4)	1.4	8.4	(2.5)	(0.7)	1.0
<b>Issuer</b>							
Bloomberg US MBS	(2.8)	(2.8)	1.5	11.4	(2.1)	(0.6)	1.0
Bloomberg US Corp. High Yield	(0.5)	(0.5)	7.4	16.5	3.0	4.5	4.9
Bloomberg US Agency Interm	(0.9)	(0.9)	3.3	6.5	0.3	0.8	1.4
Bloomberg US Credit	(2.4)	(2.4)	2.7	13.1	(2.0)	0.5	2.4

## OTHER

	Month	QTD	YTD	1 Year	3 Year	5 Year	10 Year
<b>Index</b>							
Bloomberg Commodity	(1.9)	(1.9)	3.9	(1.2)	2.1	7.0	(0.1)
Wilshire US REIT	(2.5)	(2.5)	12.0	36.5	1.1	4.7	6.4
CS Leveraged Loans	0.8	0.8	7.5	10.5	6.5	5.9	4.9
S&P Global Infrastructure	(1.3)	(1.3)	16.5	33.3	7.8	6.3	6.0
Alerian MLP	(1.2)	(1.2)	18.5	22.4	22.7	13.7	1.9
<b>Regional Index</b>							
JPM EMBI Global Div	(1.7)	(1.7)	6.8	18.2	(1.0)	0.5	2.9
JPM GBI-EM Global Div	(4.6)	(4.6)	0.1	8.8	(0.5)	(0.9)	(0.1)
<b>Hedge Funds</b>							
HFRI Composite	(0.7)	(0.7)	6.5	12.7	3.0	7.0	5.0
HFRI FOF Composite	0.4	0.4	6.4	11.0	1.9	5.2	3.7
<b>Currency (Spot)</b>							
Euro	(2.7)	(2.7)	(1.7)	2.7	(2.1)	(0.5)	(1.4)
Pound Sterling	(4.2)	(4.2)	0.9	5.9	(2.1)	(0.1)	(2.2)
Yen	(6.1)	(6.1)	(7.4)	(0.6)	(9.2)	(6.6)	(3.0)

Source: Morningstar, HFRI, as of 10/31/24

# Detailed private market returns

## Comparison to public market index returns

Private Equity Pooled IRRs	1 Year	3 Year	5 Year	10 Year
Global Private Equity FoFs & Secondary Funds	2.7	7.4	14.9	12.4
<i>MSCI World Index (PME)</i>	25.2	9.0	12.4	9.1
Global Private Equity Direct Funds <sup>1</sup>	4.9	6.9	15.3	14.0
<i>MSCI World Index (PME)</i>	25.1	9.2	12.4	9.6
U.S. Private Equity Direct Funds <sup>1</sup>	6.2	8.3	17.0	15.3
<i>Russell 3000 Index (PME)</i>	29.2	10.4	14.6	12.5
Europe Private Equity Direct Funds <sup>1</sup>	4.3	8.2	14.8	12.5
<i>MSCI Europe Index (PME)</i>	14.4	7.0	8.6	4.8
Asia Private Equity Direct Funds <sup>1,4</sup>	(1.1)	(0.7)	8.2	11.1
<i>MSCI AC Asia Pacific Index (PME)</i>	11.7	(1.9)	4.4	4.9

Private Credit Pooled IRRs	1 Year	3 Year	5 Year	10 Year
U.S. All Private Debt <sup>2,4</sup>	8.0	12.1	12.2	10.8
<i>Morningstar LSTA U.S. Leveraged Loan 100 Index (PME)</i>	12.1	5.9	5.6	4.8

Private Real Estate Pooled IRRs	1 Year	3 Year	5 Year	10 Year
U.S. All Private Real Estate	(4.0)	8.4	7.6	10.3
<i>FTSE NAREIT Equity REIT Index (PME)</i>	10.8	5.2	5.0	7.6

Private Real Assets Pooled IRRs	1 Year	3 Year	5 Year	10 Year
Global Natural Resources <sup>3,4</sup>	6.6	17.9	6.1	3.4
<i>S&amp;P Global Natural Resources Index (PME)</i>	4.6	9.1	8.5	5.7
Global Infrastructure <sup>4</sup>	8.2	10.3	10.2	10.2
<i>S&amp;P Global Infrastructure Index (PME)</i>	3.5	4.6	4.3	4.6

Source: Pooled IRRs and Public Market Equivalents (PMEs) are both from Refinitiv C/A, as of March 31<sup>st</sup>, 2024. All returns in U.S. dollars.

1. Includes Buyout, Growth Equity and Venture Capital.

2. Includes Control-Oriented Distressed, Credit Opportunities, Senior Debt and Subordinated Capital.

3. Includes Private Equity Energy, Timber and Upstream Energy & Royalties.

4. Due to limited history of the PME, only the funds with the same vintage years as PMEs are included.

# Notices & disclosures

**Past performance is no guarantee of future results.** This document is provided for informational purposes only and is directed to institutional clients and eligible institutional counterparties only and is not intended for retail investors. Nothing herein constitutes investment, legal, accounting or tax advice, or a recommendation to buy, sell or hold a security or pursue a particular investment vehicle or any trading strategy. This document may include or imply estimates, outlooks, projections and other “forward-looking statements.” No assurance can be given that future results described or implied by any forward looking information will be achieved. Investing entails risks, including possible loss of principal. Additional information about Verus Advisory, Inc. is available on the SEC’s website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov).


Verus – also known as Verus Advisory™.

**SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION**  
**Board of Retirement**

December 3, 2024

Agenda Item 6.2

**TO:** Board of Retirement

**FROM:** Michael Coultrip, Chief Investment Officer 

**SUBJECT:** Report on Quarterly Investment Performance Report for the Period Ended September 30, 2024

**Recommendation**

Accept Verus Advisory's quarterly performance report for the period ended September 30, 2024.

**Discussion**

The 3rd quarter net total return for the SamCERA portfolio was 4.4%, which was 10 bps lower than the 4.5% policy benchmark return. As can be seen on pages 23 and 24, the diversifying portfolio (absolute return) was the main detractor to relative performance, while the growth portfolio (U.S. equity) contributed.

John Nicolini and Joe Abdou will present the report to the Board and will be available for questions.

**Attachment**

Verus Quarterly Performance Report Ending 9/30/2024



**PERSPECTIVES  
THAT DRIVE  
ENTERPRISE  
SUCCESS**



**PERIOD ENDING: September 30, 2024**

Investment Performance Review for

**San Mateo County Employees' Retirement Association**

# Table of Contents



---

[VERUSINVESTMENTS.COM](http://VERUSINVESTMENTS.COM)

SEATTLE 206.622.3700

CHICAGO 312.815.5228

PITTSBURGH 412.784.6678

LOS ANGELES 310.297.1777

SAN FRANCISCO 415.362.3484

---

Market Environment

TAB I

---

Diversifying

TAB IV

---

Total Fund

TAB II

---

Inflation Hedge

TAB V

---

Growth

TAB III

---

Appendix

TAB VI



# 3<sup>rd</sup> quarter summary

## THE ECONOMY

- On September 18th, the Federal Reserve cut interest rates by 50 basis points, bringing the target rate from 5.25-5.50% to 4.75-5.00%. This larger cut surprised many investors who still see inflation risks on the horizon and the economy as generally strong. This move likely kicks off a multi-year period of cuts as the Fed brings interest rates towards what they see as a more neutral level.
- U.S. inflation (CPI) fell to 2.4% year-over-year in September, moving closer to the Fed's 2% target. However, risks remain that inflation moderates above the Fed target, as shelter inflation is still elevated and food prices accelerated in September. Core inflation (ex-Food & Energy) has not budged from Q2 levels—at 3.3% year-over-year.

## EQUITY

- Global markets delivered strong performance, with consistent results across regions. Emerging markets (MSCI EM +8.7%) led, followed by international developed (MSCI EAFE +7.3%) and lastly the U.S. market (S&P 500 +5.9%). U.S. dollar weakness provided particular benefits to investors in international developed equities.
- Small cap and value style investing reversed their run of underperformance during the second quarter. Small cap led large cap by +3.2% (-8.9% over the past year), while value also outperformed by +6.2% (-14.4% over the past year). Despite this improvement, the market environment has been incredibly difficult for these style factors.

## FIXED INCOME

- The 10-year U.S. Treasury yield fell from 4.36% to 3.79% during the quarter, alongside a series of economic data releases that suggested inflation is moving further towards the Fed's 2% target, and that the labor market is softening. Interestingly, yields moved slightly higher in late September after the Fed's aggressive 50 bps rate cut.
- Default activity remained low, given economic strength. High yield bond default rates continued to decline, falling to 1.4%, well below the long-term annual average of 3.4%. However, distressed exchange activity was high. Total distressed exchange volume was roughly \$13.5 billion, the second largest quarter on record (since Q4 2008).

## ASSET ALLOCATION ISSUES

- China announced an aggressive stimulus program in the form of both fiscal and monetary support. Those moves followed a People's Bank of China rate cut from 2.3% to 2.0%. Chinese equities rallied more than 30% in late September. It is not yet clear whether these efforts will help solve any of China's deep and structural issues.
- On August 5th, volatility spiked 42 points to 66, marking the largest one day jump in volatility in modern market history. This was widely attributed to the unwinding of carry trade positions (one popular carry trade involved borrowing in Yen to invest in equities) following a weak labor market data release and an unexpected interest rate hike from the Bank of Japan.

In September, the Fed enacted the first of likely a series of interest rate cuts.

*A soft landing appears very possible for the U.S. economy.*

# U.S. economics summary

- On September 18<sup>th</sup>, the Federal Reserve cut interest rates by 50 basis points, bringing the target rate from 5.25-5.50% to 4.75-5.00%. This larger cut surprised many investors who still see inflation risks on the horizon and see the economy as generally strong. This move likely kicks off a multi-year period of cuts as the Fed brings interest rates towards what they see as a more neutral level.
- U.S. inflation (CPI) fell to 2.4% year-over-year in September, moving closer to the Fed's 2% target. However, risks remain that inflation remains above the Fed target, as shelter inflation is still high and food prices accelerated in September. Core inflation (ex-Food & Energy) has not budged from Q2 levels—at 3.3% year-over-year.
- Since earlier in 2024, unemployment had been ticking higher, but in August and September this trend reversed, with unemployment ending the quarter at 4.1%. The September nonfarm employment report reflected a 254,000

gain in jobs, dramatically outperforming expectations. The impacts of unlawful immigration on official employment statistics have continued to cause discrepancies in data and confusion regarding true labor conditions. We believe analyzing jobs data requires careful analysis.

- Multiple labor strikes have been occurring around the country, including Boeing and the International Longshoremen's Association (ILA). As organized labor fights for higher wages and benefits, disruptions to production and trade could contribute to inflation flareups.
- Consumer sentiment improved slightly during the third quarter, as illustrated by the University of Michigan Consumer Sentiment survey. Households expressed further frustration about high prices, but optimism has grown around the economy and the inflation outlook. According to the survey, expectations have brightened for Americans across the economic and political spectrum.

	Most Recent	12 Months Prior
Real GDP (YoY)	2.7% 9/30/24	2.4% 6/30/23
Inflation (CPI YoY, Core)	3.3% 9/30/24	3.7% 9/30/23
Expected Inflation (5yr-5yr forward)	2.3% 9/30/24	2.5% 9/30/23
Fed Funds Target Range	4.75–5.00% 9/30/24	5.25–5.50% 9/30/23
10-Year Rate	3.79% 9/30/24	4.59% 9/30/23
U-3 Unemployment	4.1% 9/30/24	3.8% 9/30/23
U-6 Unemployment	7.7% 9/30/24	7.0% 9/30/23

# International economics summary

- The Eurozone faces slowing growth, with recession potentially imminent for Germany. A global shift in consumer purchase patterns towards *services* and away from *goods* has likely had a major impact on manufacturing-heavy economies. These effects are biting especially hard in export-heavy economies such as Germany and Japan. China's struggling economy is having widespread impacts on global growth, as well as energy and other commodity prices.
- Falling inflation and moderating economic growth creates conditions central banks may see as conducive to interest rate cuts. The European Central Bank and Federal Reserve kicked off a rate cutting cycle during the quarter. The Bank of Japan stands out from the crowd, deciding earlier this year to raise rates modestly. The bank sees Japan's economy growing faster than potential and wishes to normalize rates carefully.
- One year has passed since the Hamas attack on Israel, and the beginning of

the Israel-Hamas war. The conflict has now broadened out as Israel engages with the Iranian-backed militia Hezbollah, which is designated a terrorist group by much of the western world. Over the past month, Israel and Iran have clashed directly, substantially increasing risks of widespread war in the Middle East.

- China announced an aggressive economic stimulus program in the form of fiscal and monetary support. Those moves followed a People's Bank of China rate cut from 2.3% to 2.0%. Chinese equities rallied more than 30% in the last few weeks of September. It is not yet clear whether these developments will be sufficient to help turnaround the Chinese economy, which faces serious structural issues.
- India continues to be the fastest-growing major economy in the world, posting strong real GDP growth (+6.7%) on the back of a rapidly growing manufacturing sector and large investments in public infrastructure.

Area	GDP (Real, YoY)	Inflation (CPI, YoY)	Unemployment
United States	2.7% 9/30/24	2.4% 9/30/24	4.1% 9/30/24
Eurozone	0.6% 6/30/24	1.7% 9/30/24	6.4% 8/31/24
Japan	(1.0%) 6/30/24	2.2% 9/30/24	2.5% 8/31/24
BRICS Nations	4.8% 6/30/24	2.0% 9/30/24	5.3% 12/31/23
Brazil	3.3% 6/30/24	4.4% 9/30/24	6.6% 8/31/24
Russia	4.1% 6/30/24	8.6% 9/30/24	2.4% 8/31/24
India	6.7% 6/30/24	5.5% 9/30/24	7.8% 9/30/24
China	4.6% 9/30/24	0.4% 9/30/24	5.1% 9/30/24

NOTE: India lacks reliable government unemployment data. Unemployment rate shown above is estimated from the Centre for Monitoring Indian Economy. The Chinese unemployment rate represents the monthly surveyed urban unemployment rate in China.

# Equity environment

- Global markets delivered strong performance during the quarter, with fairly consistent results across broad regions. Emerging markets (MSCI EM +8.7%) led, followed by international developed equities (MSCI EAFE +7.3%), and lastly the domestic market (S&P 500 +5.9%). Dollar weakness provided particular benefits to investors in international developed equities.
- Market expectations for Federal Reserve rate cuts became aggressive, after the Fed cut by 50 basis points on September 18<sup>th</sup>. This likely contributed to dollar weakness, since expectations for lower rates make U.S. dollar holdings less attractive.
- S&P 500 blended year-over-year earnings growth was +3.4%, as of October 18th. Once again, technology companies led the way on earnings, providing growth of +15.2%, while Healthcare ranked second at +10.9%. Materials (-2.7%) and Energy (-20.9%) both

acted as a drag on overall index earnings.

- Small cap and value reversed their run of underperformance. Small cap led large cap by +3.2% (Russell 2000 +9.3% vs. Russell 1000 +6.1%) in Q3, while value outperformed growth by +6.2% (Russell 1000 Value +9.4% vs. Russell 1000 Growth +3.2%). Despite size and style factors performing well during Q3, both have done poorly over the past full year, with small cap and value underperforming by -8.9% and -14.4%, respectively.
- On August 5th, volatility spiked 42 points to 66, marking the largest one day jump in volatility in modern market history. This was widely attributed to significant investor unwinding of carry trade positions (borrowing in Yen to purchase U.S. equities) following a weak labor market data release and an unexpected interest rate hike from the Bank of Japan.

	QTD TOTAL RETURN		1 YEAR TOTAL RETURN	
	(unhedged)	(hedged)	(unhedged)	(hedged)
U.S. Large Cap (S&P 500)	5.9%		36.4%	
U.S. Small Cap (Russell 2000)	9.3%		26.8%	
U.S. Equity (Russell 3000)	6.2%		35.2%	
U.S. Large Value (Russell 1000 Value)	9.4%		27.8%	
US Large Growth (Russell 1000 Growth)	3.2%		42.2%	
Global Equity (MSCI ACWI)	6.6%	5.1%	31.8%	30.8%
International Large (MSCI EAFE)	7.3%	1.5%	24.8%	20.9%
Eurozone (EURO STOXX 50)	6.6%	2.9%	29.4%	25.1%
U.K. (FTSE 100)	8.0%	1.9%	23.5%	12.9%
Japan (TOPIX)	(4.9%)	(4.0%)	21.7%	22.2%
Emerging Markets (MSCI Emerging Markets)	8.7%	6.7%	26.1%	25.2%

Source: Standard & Poor's, FTSE, MSCI, STOXX, JPX, as of 9/30/24

# Domestic equity

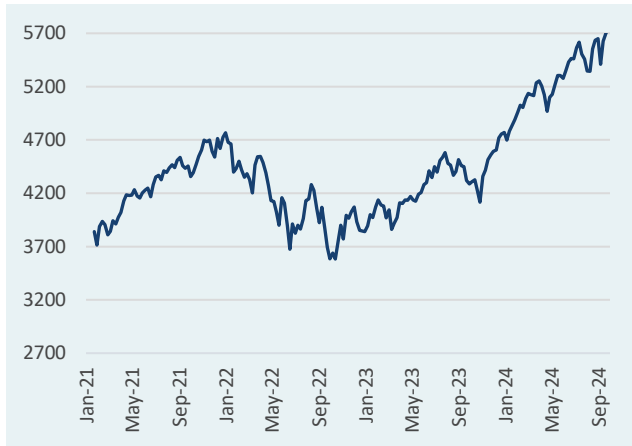
U.S. equities underperformed both international and emerging market shares—the S&P 500 ended Q3 up +5.9%. Market momentum was fueled by strengthening earnings expectations and a solid macro environment. Easing inflation and a normalizing labor market allowed for the Fed to kick off its rate cutting cycle on September 18<sup>th</sup> with a 50 bps cut. Many other central banks have also pivoted towards lower interest rates.

S&P 500 blended year-over-year earnings growth was +3.4%, as of October 18<sup>th</sup>. If earnings growth remains positive, it will mark a fifth straight quarter of positive earnings growth for large cap domestic equities. Once again, the Technology sector has led the way in earnings,

providing gains of +15.6%, year-over-year. The Communication Services sector was close behind at a +10.6% pace. Industrials (-8.4%) and Energy (-26.0%) both acted as a drag on the index.

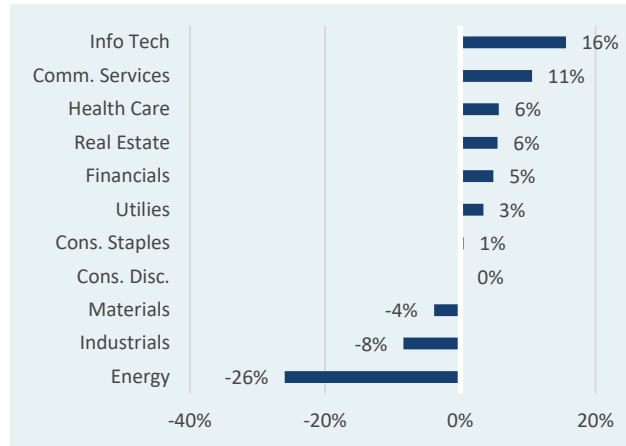
Robust price gains have continued to push valuations higher for the S&P 500, further generating concerns that U.S. equities are *priced for perfection*. Despite this, a resilient economy, interest rate cuts, and decreasing inflation risks arguably provide some fundamental justification for richer prices. Investors will be looking for these conditions to persist, specifically the trajectory of earnings and a path to profitability for recent substantial investments into artificial intelligence capabilities.

**S&P 500 PRICE INDEX**



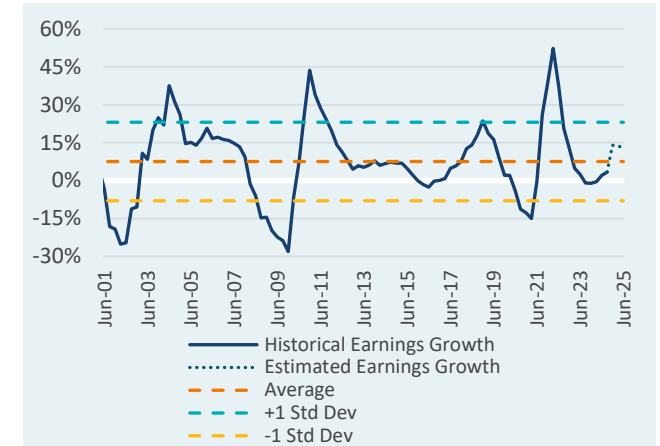
Source: Standard & Poor's, as of 9/30/24

**S&P 500 BLENDED EPS GROWTH (YOY)**



Source: Factset, as of 9/30/24

**S&P 500 EPS GROWTH (YEAR-OVER-YEAR)**



Source: Factset, Verus, as of 10/18/24

# Domestic equity size & style

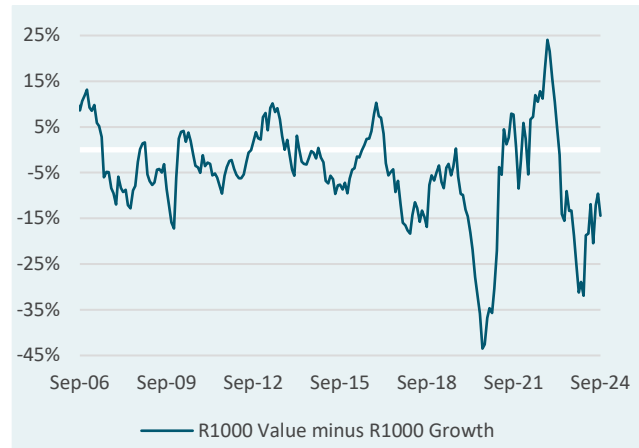
Small cap and value reversed their run of underperformance. Small cap led large cap by +3.2% (Russell 2000 +9.3% vs. Russell 1000 +6.1%) in Q3, while value outperformed growth by +6.2% (Russell 1000 Value +9.4% vs. Russell 1000 Growth +3.2%). Despite size and style factors performing well during the quarter, both have done poorly over the past year, with small cap and value underperforming by -8.9% and -14.4%, respectively.

Sector performance differences continue to fuel significant volatility across size and style factors. The Information

Technology sector, which has a much greater concentration to Growth stocks, has delivered outside performance. Mega cap technology companies have led other S&P 500 constituents during the past year. On the other hand, the Energy sector which has a much greater concentration of Value stocks, has lagged the overall index considerably over the same time period. For investors who engage in tactical factor timing, the current environment has likely proved particularly difficult to do so profitably.

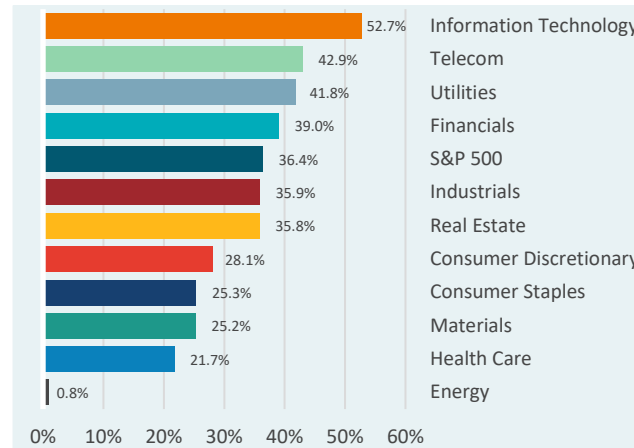
Despite a strong showing in Q3, small cap and value underperformed by -8.9% and -14.4% over the past year, respectively

VALUE VS. GROWTH 1-YR ROLLING



Source: FTSE, as of 9/30/24

S&P 500 SECTOR RETURNS (PAST 1 YEAR)



Source: Standard & Poor's, as of 9/30/24

1-YEAR SIZE & STYLE PERFORMANCE

	Value	Core	Growth
Large Cap	27.8%	35.7%	42.2%
Mid Cap	29.0%	29.3%	29.3%
Small Cap	25.9%	26.8%	27.7%

Source: FTSE, as of 9/30/24

# International developed equity

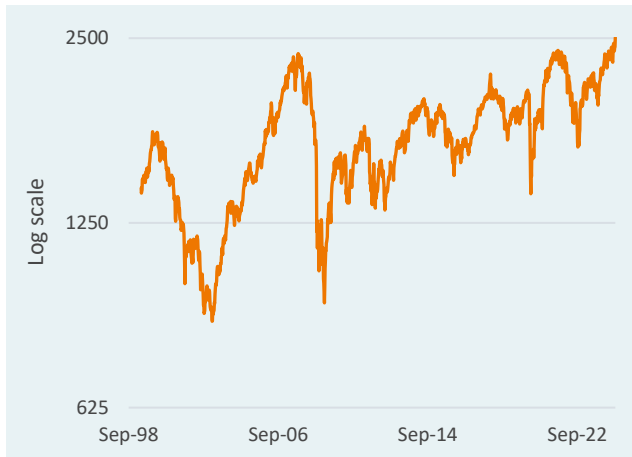
International developed shares (MSCI EAFE +7.3%) outperformed the U.S. market (S&P 500 +5.9%) during the quarter, but trailed emerging market equities (MSCI EM +8.7%). It should be noted that most of this performance was due to currency movements, rather than equity market performance. Unhedged currency exposure contributed +5.8% of the +7.3% index total return.

On a hedged basis, the international developed equity market underperformed the rest of the world (MSCI EAFE Hedged +1.5%). Many developed economies face more sluggish growth, with Europe's largest economy, Germany, now expected to contract -0.2% this year. High energy prices and increased competition with China have weighed on

European manufacturing. The European Union announced duties on these foreign exports with the goal of protecting their manufacturing sector. The European Central Bank has also implemented an accelerated rate cutting cycle in comparison to the U.S., where inflation is under the 2% target, and rate cuts may be necessary to stimulate growth.

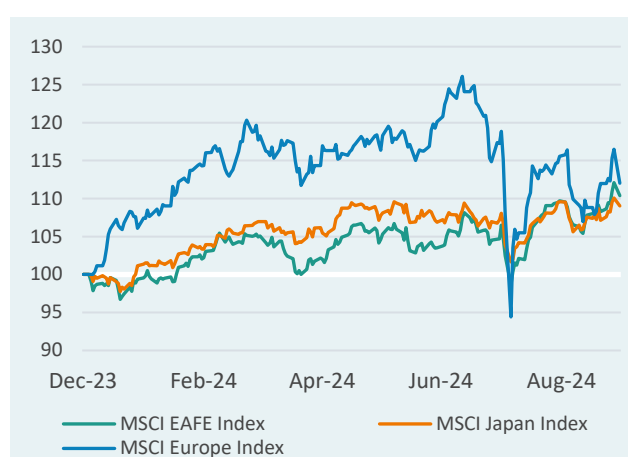
Japanese equities saw significant volatility in Q3, as an unexpected rate hike followed by weak U.S. economic data triggered what appeared to be the unwinding of a carry trade, triggering a sharp sell-off. Japanese equities recovered most of these losses, but the MSCI Japan (hedged) ended the quarter down -4.0%.

INTERNATIONAL DEVELOPED EQUITY



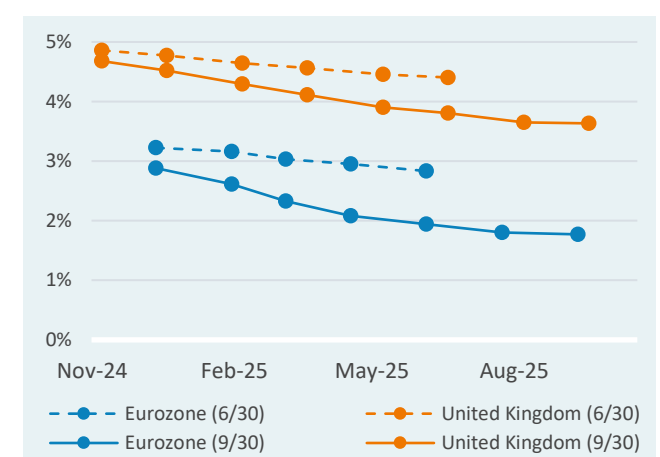
Source: MSCI, as of 9/30/24

MSCI EAFE PERFORMANCE



Source: MSCI, as of 9/30/24

ECB & BOE RATE EXPECTATIONS VS Q2



Source: Bloomberg, as of 9/30/24

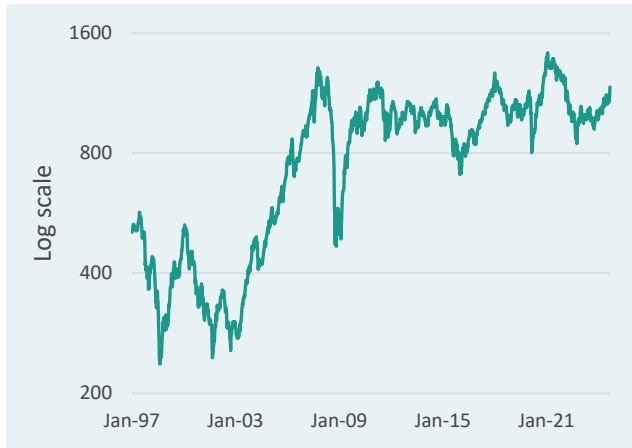
# Emerging market equity

Emerging market equities (MSCI EM +8.7%) outperformed both international developed (MSCI EAFE +7.3%) and domestic equities (S&P 500 +5.9%) over the quarter. After dragging the index lower for multiple years, Chinese equities delivered an aggressive rally in September on government stimulus news, though in early October this reversed and much of those gains were lost.

China announced an aggressive economic stimulus program in September, with President Xi pledging both fiscal and

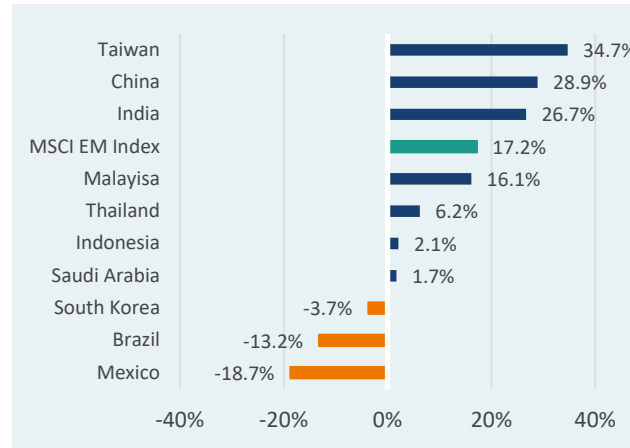
monetary support. Spending was specifically aimed at the ailing real estate market, and at mitigating the downward trajectory of the stock market. Those moves followed the People's Bank of China rate cut from 2.3% to 2.0%. It is not yet clear whether these developments will be sufficient to help turn around the Chinese economy, which faces serious structural issues such as a declining population, shrinking workforce, and a real estate crisis due to substantial excess inventory.

EMERGING MARKET EQUITY



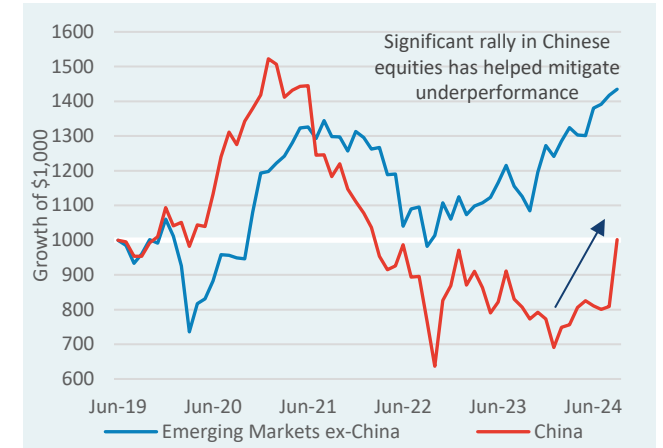
Source: MSCI, as of 9/30/24

MSCI EM 2024 SECTOR RETURNS YTD (USD)



Source: MSCI, J.P. Morgan, as of 9/30/24

CHINA UNDERPERFORMANCE PARTLY REVERSED



Source: MSCI, as of 9/30/24



# Fixed income environment

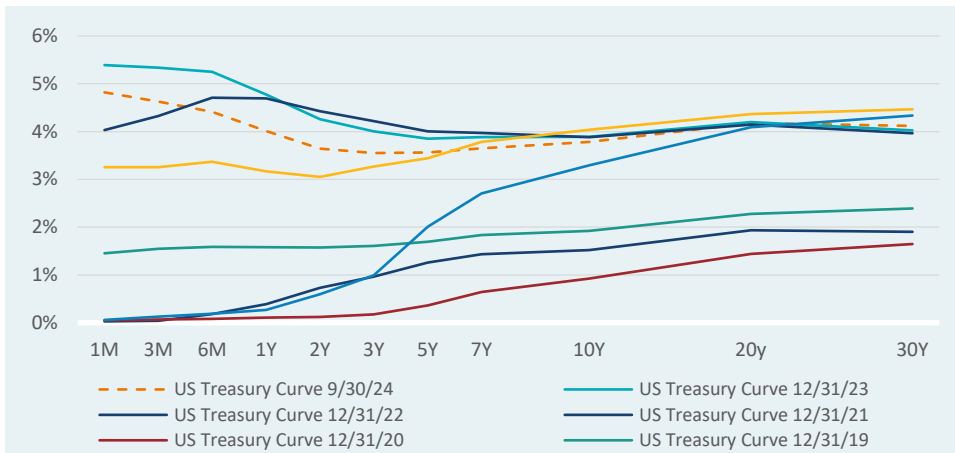
- On September 18<sup>th</sup>, the Federal Reserve cut interest rates by 50 bps, bringing the target rate from 5.25-5.50% to 4.75-5.00%. This larger cut surprised many investors who still see inflation risks and a generally strong economy. This move likely kicks off a multi-year period of cuts as the Fed brings interest rates towards what they believe to be a more neutral level. Investors have now focused sharply on what the neutral interest rate level, or “R-star”, might be today.
- The 10-year U.S. Treasury yield fell from 4.36% to 3.79% during the quarter, alongside a series of economic data releases that suggested inflation is moving further towards the Fed’s 2% target, and that the labor market is softening. Interestingly, yields moved slightly higher in late September after the Fed rate cut.
- Most credit indices saw positive returns, rising with the rest of the fixed income universe. However, greater credit risk only provided marginally higher returns, with high yield outperforming investment grade by +0.1%. Bank Loans (S&P/LSTA Leveraged Loan) underperformed other major fixed income indices, as the floating rate nature (and ultra-low duration) of bank loans meant these bonds did not benefit from the decline in yields.
- The U.S. yield curve *uninverted* during the quarter, indicated by the 10-year minus the 2-year Treasury yield, as shorter-term interest rates dropped along with more aggressive Federal Reserve rate cut expectations. This ended more than two years of yield curve inversion.
- Default activity remained low in Q3 as the economy remained strong. High yield bond default rates continued to decline, falling to 1.4%, down from 2.2% a year ago and well below the long-term annual average of 3.4%. However, distressed exchange activity was high. Total distressed credit volume was roughly \$13.5 billion, the second largest quarterly total on record (since Q4 2008).

	QTD Total Return	1 Year Total Return
Core Fixed Income (Bloomberg U.S. Aggregate)	5.2%	11.6%
Core Plus Fixed Income (Bloomberg U.S. Universal)	5.2%	12.1%
U.S. Treasuries (Bloomberg U.S. Treasury)	4.7%	9.7%
U.S. Treasuries: Long (Bloomberg U.S. Treasury 20+)	8.0%	15.2%
U.S. High Yield (Bloomberg U.S. Corporate HY)	5.3%	15.7%
Bank Loans (S&P/LSTA Leveraged Loan)	2.1%	9.6%
Emerging Market Debt Local (JPM GBI-EM Global Diversified)	9.0%	13.4%
Emerging Market Debt Hard (JPM EMBI Global Diversified)	6.2%	18.6%
Mortgage-Backed Securities (Bloomberg MBS)	5.5%	12.3%

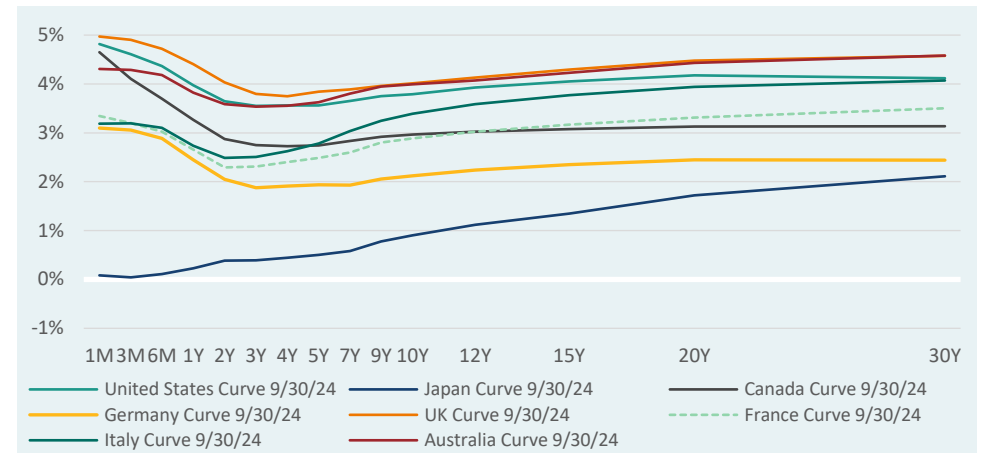
Source: Standard & Poor’s, J.P. Morgan, Bloomberg, as of 9/30/24

# Yield environment

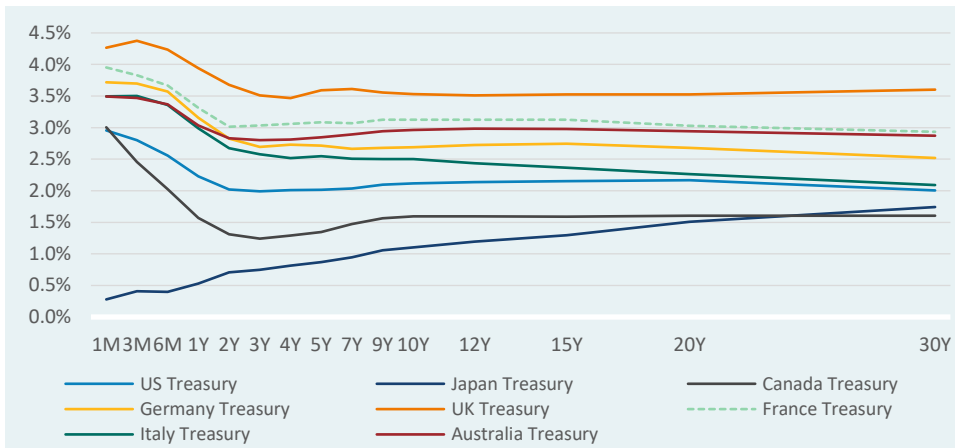
U.S. YIELD CURVE



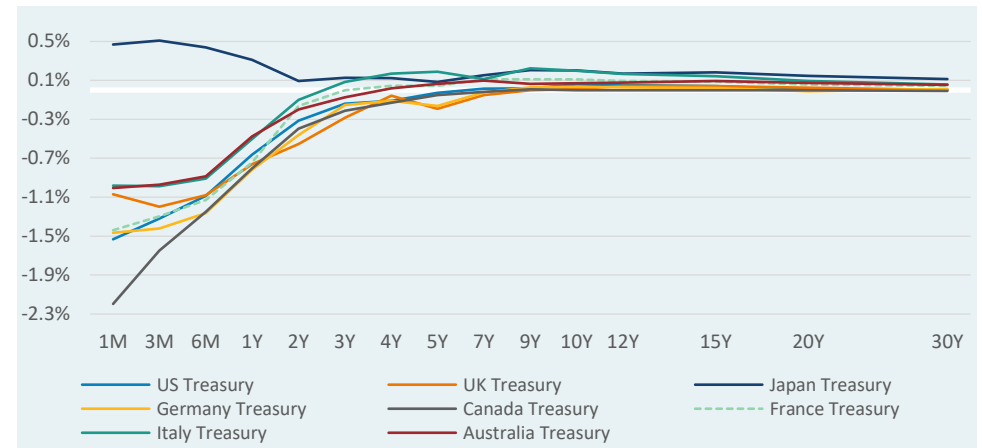
GLOBAL GOVERNMENT YIELD CURVES



YIELD CURVE CHANGES OVER LAST FIVE YEARS



IMPLIED CHANGES OVER NEXT YEAR



Source: Bloomberg, as of 9/30/24

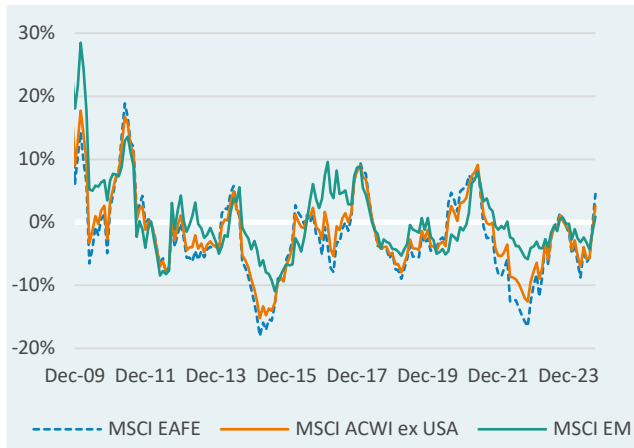
# Currency

U.S. dollar weakness resulted in gains for investors with unhedged foreign currency exposure. Market expectations for Federal Reserve rate cuts have become fairly aggressive over the past month, following the surprise 50 basis point cut on September 18<sup>th</sup>. This has contributed to dollar weakness— expectations for lower rates in the future make holding the U.S. dollars less attractive.

Investors without a currency hedging program gained +5.8% from their international developed equity exposure (MSCI EAFE) during the quarter due to currency movements, and +3.9% over the past year. The return impact from unhedged Japanese currency exposure, which has delivered extreme losses in recent quarters, sharply reversed direction and resulted in a +10.9% gain (represented by the TOPIX Index).

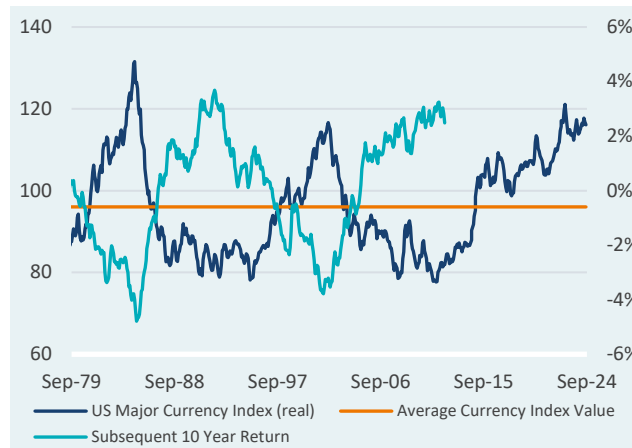
A more thoughtful portfolio approach to currency exposure has provided the dual benefit of lower portfolio volatility and also higher returns—a rare proposition in markets. This approach involves reducing the uncompensated risk of unhedged foreign currency exposure, and instead of unhedged exposure, making a passive investment in the currency market by investing in currencies with higher interest rates, currencies that are undervalued, and currencies that are showing positive price momentum. This approach, represented by the MSCI Currency Factor Mix Index—has offered a positive one-year rolling return over most periods with far lower volatility than the unhedged currency exposure that many investors hold. The past year of intense currency market volatility is testament to this approach.

**EFFECT OF CURRENCY (1-YEAR ROLLING)**



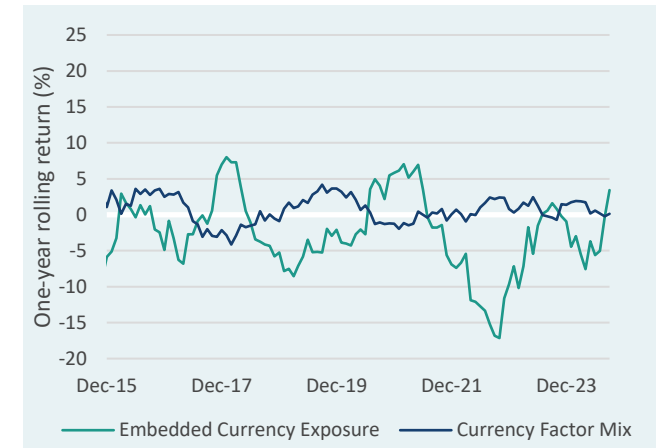
Source: MSCI, Verus, as of 9/30/24

**U.S. DOLLAR MAJOR CURRENCY INDEX**



Source: FRED, Verus, as of 9/30/24

**EMBEDDED CURRENCY VS CURRENCY FACTORS**



Source: MSCI, Verus, as of 9/30/24 "Embedded Currency Exposure" is the currency return impact from not hedging currency risk

# Detailed index returns

## DOMESTIC EQUITY

	Month	QTD	YTD	1 Year	3 Year	5 Year	10 Year
<b>Core Index</b>							
S&P 500	2.1	5.9	22.1	36.4	11.9	16.0	13.4
S&P 500 Equal Weighted	2.3	9.6	15.2	28.8	8.2	12.8	11.1
DJ Industrial Average	2.0	8.7	13.9	28.8	10.0	11.8	12.0
Russell Top 200	2.1	5.2	23.3	37.7	12.6	17.2	14.1
Russell 1000	2.1	6.1	21.2	35.7	10.8	15.6	13.1
Russell 2000	0.7	9.3	11.2	26.8	1.8	9.4	8.8
Russell 3000	2.1	6.2	20.6	35.2	10.3	15.3	12.8
Russell Mid Cap	2.2	9.2	14.6	29.3	5.8	11.3	10.2
<b>Style Index</b>							
Russell 1000 Growth	2.8	3.2	24.5	42.2	12.0	19.7	16.5
Russell 1000 Value	1.4	9.4	16.7	27.8	9.0	10.7	9.2
Russell 2000 Growth	1.3	8.4	13.2	27.7	(0.4)	8.8	8.9
Russell 2000 Value	0.1	10.2	9.2	25.9	3.8	9.3	8.2

## INTERNATIONAL EQUITY

	Month	QTD	YTD	1 Year	3 Year	5 Year	10 Year
<b>Broad Index</b>							
MSCI ACWI	2.3	6.6	18.7	31.8	8.1	12.2	9.4
MSCI ACWI ex US	2.7	8.1	14.2	25.4	4.1	7.6	5.2
MSCI EAFE	0.9	7.3	13.0	24.8	5.5	8.2	5.7
MSCI EM	6.7	8.7	16.9	26.1	0.4	5.7	4.0
MSCI EAFE Small Cap	2.6	10.5	11.1	23.5	(0.4)	6.4	6.2
<b>Style Index</b>							
MSCI EAFE Growth	0.4	5.7	12.3	26.5	1.9	7.7	6.6
MSCI EAFE Value	1.4	8.9	13.8	23.1	8.9	8.3	4.6
<b>Regional Index</b>							
MSCI UK	0.3	7.9	15.4	23.3	9.8	7.9	4.1
MSCI Japan	(0.6)	5.7	12.4	21.6	2.7	7.1	6.4
MSCI Euro	1.8	6.9	12.8	27.3	6.7	9.1	5.7
MSCI EM Asia	8.0	9.5	21.6	29.7	0.8	7.2	5.6
MSCI EM Latin American	0.1	3.7	(12.5)	2.8	7.2	2.1	0.6

## FIXED INCOME

	Month	QTD	YTD	1 Year	3 Year	5 Year	10 Year
<b>Broad Index</b>							
Bloomberg US TIPS	1.5	4.1	4.9	9.8	(0.6)	2.6	2.5
Bloomberg US Treasury Bills	0.5	1.4	4.1	5.6	3.5	2.3	1.7
Bloomberg US Agg Bond	1.3	5.2	4.4	11.6	(1.4)	0.3	1.8
Bloomberg US Universal	1.4	5.2	4.9	12.1	(1.1)	0.7	2.2
<b>Duration</b>							
Bloomberg US Treasury 1-3 Yr	0.8	2.9	4.1	6.8	1.3	1.5	1.4
Bloomberg US Treasury Long	2.0	7.8	2.4	15.4	(8.4)	(4.3)	1.1
Bloomberg US Treasury	1.2	4.7	3.8	9.7	(1.8)	(0.2)	1.3
<b>Issuer</b>							
Bloomberg US MBS	1.2	5.5	4.5	12.3	(1.2)	0.0	1.4
Bloomberg US Corp. High Yield	1.6	5.3	8.0	15.7	3.1	4.7	5.0
Bloomberg US Agency Interm	0.9	3.1	4.2	7.5	0.5	1.1	1.5
Bloomberg US Credit	1.7	5.7	5.2	13.8	(1.1)	1.1	2.8

## OTHER

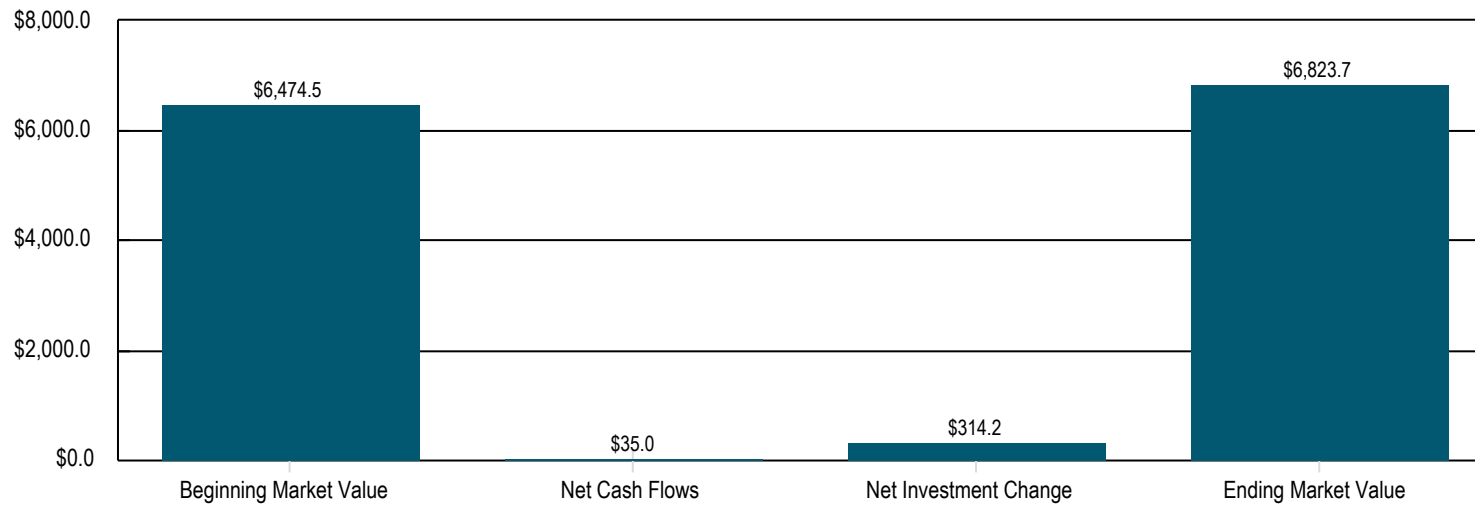
	Month	QTD	YTD	1 Year	3 Year	5 Year	10 Year
<b>Index</b>							
Bloomberg Commodity	4.9	0.7	5.9	1.0	3.7	7.8	0.0
Wilshire US REIT	2.6	15.2	14.9	33.6	4.6	5.4	7.8
CS Leveraged Loans	0.7	2.1	6.6	9.7	6.3	5.6	4.9
S&P Global Infrastructure	3.8	13.4	18.0	30.9	9.6	6.9	6.3
Alerian MLP	(0.4)	0.7	20.0	23.6	25.3	12.5	1.6
<b>Regional Index</b>							
JPM EMBI Global Div	1.8	6.2	8.6	18.6	(0.4)	0.9	3.3
JPM GBI-EM Global Div	3.4	9.0	4.9	13.4	0.6	0.6	0.6
<b>Hedge Funds</b>							
HFRI Composite	0.3	1.3	6.2	10.7	3.4	7.0	4.9
HFRI FOF Composite	0.2	1.1	6.0	9.3	2.3	5.3	3.6
<b>Currency (Spot)</b>							
Euro	0.8	4.1	1.0	5.4	(1.3)	0.5	(1.2)
Pound Sterling	2.1	6.1	5.2	9.9	(0.2)	1.7	(1.9)
Yen	1.8	12.5	(1.4)	4.3	(8.0)	(5.5)	(2.6)

Source: Morningstar, HFRI, as of 9/30/24

Portfolio Reconciliation

	3 Mo	1 Yr
Beginning Market Value	\$6,474,493,630	\$5,924,747,612
Net Cash Flows	\$34,974,448	-\$68,212,934
Net Investment Change	\$314,210,176	\$967,143,576
<b>Ending Market Value</b>	<b>\$6,823,678,255</b>	<b>\$6,823,678,255</b>

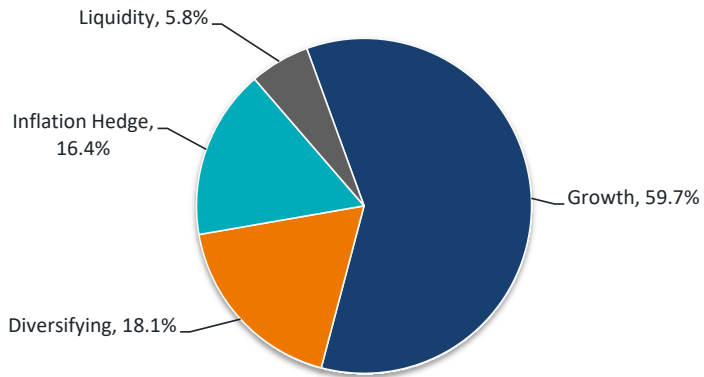
Change in Market Value  
Last Three Months



Total Fund  
Asset Allocation Analysis

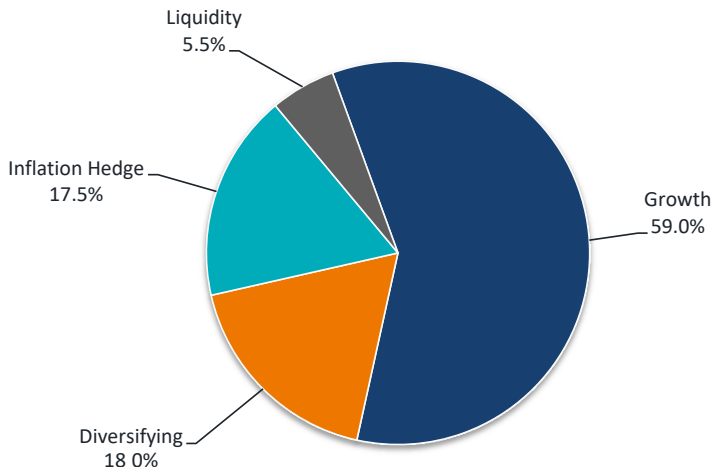
San Mateo County Employees' Retirement Association  
Period Ending: September 30, 2024

Current w/ Overlay



ASSET ALLOCATION	MARKET VALUE W/	W/ OVERLAY	W/O OVERLAY
Growth	4,071,321,231	59.7%	58.9%
Diversifying	1,238,245,988	18.1%	18.3%
Inflation Hedge	1,119,941,910	16.4%	16.2%
Liquidity	394,169,125	5.8%	6.6%
<b>TOTAL</b>	<b>6,823,678,255</b>	<b>100.0%</b>	<b>100.0%</b>

Target



ASSET ALLOCATION	W/ OVERLAY	TARGET	DIFF
Growth	59.7%	59.0%	0.7%
Diversifying	18.1%	18.0%	0.1%
Inflation Hedge	16.4%	17.5%	-1.1%
Liquidity	5.8%	5.5%	0.3%
<b>TOTAL</b>	<b>100.0%</b>	<b>100.0%</b>	<b>0.0%</b>

Total Fund  
Risk vs. Return

San Mateo County Employees' Retirement Association  
Period Ending: September 30, 2024

Statistics Summary  
3 Years

	Anlzd Return	Anlzd Standard Deviation	Sharpe Ratio	Information Ratio	Tracking Error
Total Fund	4.3 (60)	7.4 (16)	0.1 (57)	-0.6 (80)	2.1 (5)
Policy Index	5.5 (17)	8.6 (32)	0.3 (15)	-	0.0
Policy Index II	5.2 (30)	9.0 (45)	0.2 (27)	-0.5 (78)	0.6 (1)
InvMetrics Public DB > \$1B Median	4.6	9.2	0.2	-0.3	2.7

Statistics Summary  
5 Years

	Anlzd Return	Anlzd Standard Deviation	Sharpe Ratio	Information Ratio	Tracking Error
Total Fund	7.0 (89)	8.4 (18)	0.6 (52)	-0.5 (94)	2.3 (5)
Policy Index	8.1 (47)	9.0 (25)	0.7 (26)	-	0.0
Policy Index II	7.9 (61)	9.3 (32)	0.6 (35)	-0.3 (88)	0.5 (1)
InvMetrics Public DB > \$1B Median	8.0	9.9	0.6	0.0	3.0

Statistics Summary  
10 Years

	Anlzd Return	Anlzd Standard Deviation	Sharpe Ratio	Information Ratio	Tracking Error
Total Fund	6.7 (66)	7.4 (21)	0.7 (37)	-0.4 (84)	1.8 (1)
Policy Index	7.4 (27)	7.9 (33)	0.7 (25)	-	0.0
Policy Index II	-	-	-	-	-
InvMetrics Public DB > \$1B Median	7.0	8.3	0.7	-0.1	2.4

**SamCERA**  
**September 30, 2024**

- The Total Fund, net of manager fees, returned 4.4% in the third quarter of 2024 and in the ranked 68<sup>th</sup> percentile among other public plans greater than \$1 billion (median of 4.7%). It lagged the policy index return of 4.5%. The Total Fund ex Overlay returned 4.3% for the quarter. The Total Fund one-year return of 15.9% lagged the policy index return of 18.1% and ranked in the 67<sup>th</sup> percentile of its peer universe. The three-year return of 4.3% (60<sup>th</sup> percentile) lagged the median large public plan (4.6%) and lagged the policy index (5.5%).
  
- Third quarter results were enhanced by the following factors:
  1. PanAgora Low Vol outperformed the Russell 1000 Index (9.8% vs 6.1%) due to a shift in market sentiment from growth stocks to low volatility/value stocks.
  2. Mondrian gained 11.2% outperforming the MSCI World ex US Value (9.4%), and ranked in the 7<sup>th</sup> percentile of peers. Mondrian's value approach was a tailwind due to the shift in market preference towards value stocks.
  
- Third quarter results were hindered by the following factors:
  1. Absolute return managers lagged during the third quarter. Quantitative managers underperformed due to the volatility in the markets, particularly when the Bank of Japan raised rates in August.



Total Fund  
Performance Summary (Net of Fees)

San Mateo County Employees' Retirement Association  
Period Ending: September 30, 2024

	Market Value	% of Portfolio	3 Mo Rank	YTD	Fiscal YTD	1 Yr Rank	2 Yrs Rank	3 Yrs Rank	5 Yrs Rank	10 Yrs Rank
<b>Total Fund**</b>	<b>6,823,678,255</b>	<b>100.0</b>	<b>4.4 (68)</b>	<b>9.8 (57)</b>	<b>4.4 (68)</b>	<b>15.9 (67)</b>	<b>11.7 (79)</b>	<b>4.3 (60)</b>	<b>7.0 (89)</b>	<b>6.7 (66)</b>
Policy Index			4.5 (60)	11.9 (13)	4.5 (60)	18.1 (34)	14.2 (34)	5.5 (17)	8.1 (47)	7.4 (27)
Simple Benchmark			5.2 (29)	10.9 (26)	5.2 (29)	18.8 (27)	13.9 (40)	4.2 (63)	7.8 (64)	7.1 (46)
InvMetrics Public DB > \$1B			4.7	9.9	4.7	17.5	13.7	4.6	8.0	7.0
<b>Total Fund ex Overlay</b>	<b>6,807,928,178</b>	<b>99.8</b>	<b>4.3 (69)</b>	<b>9.7 (58)</b>	<b>4.3 (69)</b>	<b>15.8 (68)</b>	<b>11.5 (79)</b>	<b>4.2 (62)</b>	<b>7.0 (90)</b>	<b>6.6 (69)</b>
Policy Index			4.5 (60)	11.9 (13)	4.5 (60)	18.1 (34)	14.2 (34)	5.5 (17)	8.1 (47)	7.4 (27)
Simple Benchmark			5.2 (29)	10.9 (26)	5.2 (29)	18.8 (27)	13.9 (40)	4.2 (63)	7.8 (64)	7.1 (46)
InvMetrics Public DB > \$1B			4.7	9.9	4.7	17.5	13.7	4.6	8.0	7.0
<b>Growth Portfolio</b>	<b>4,071,321,231</b>	<b>59.7</b>	<b>5.7</b>	<b>13.8</b>	<b>5.7</b>	<b>22.7</b>	<b>18.7</b>	<b>-</b>	<b>-</b>	<b>-</b>
Blended Growth Index			5.4	17.3	5.4	26.8	22.8	8.1	11.9	-
<b>US Equity</b>	<b>1,629,707,063</b>	<b>23.9</b>	<b>7.5 (4)</b>	<b>20.8 (10)</b>	<b>7.5 (4)</b>	<b>34.1 (36)</b>	<b>25.3 (64)</b>	<b>11.0 (9)</b>	<b>13.7 (73)</b>	<b>11.9 (64)</b>
Blended US Equity Index			6.2 (51)	20.6 (14)	6.2 (51)	35.2 (16)	27.6 (19)	10.3 (23)	15.3 (20)	12.8 (19)
Russell 3000 Index			6.2 (51)	20.6 (14)	6.2 (51)	35.2 (16)	27.6 (19)	10.3 (23)	15.3 (20)	12.8 (20)
BlackRock Russell 1000	953,703,281	14.0	6.1 (40)	21.2 (43)	6.1 (40)	35.7 (39)	28.3 (33)	10.8 (46)	15.6 (29)	-
DE Shaw	258,659,706	3.8	8.9 (8)	28.6 (3)	8.9 (8)	41.2 (7)	28.7 (28)	12.9 (15)	15.6 (31)	13.4 (14)
PanAgora Defuseq	275,176,857	4.0	9.8 (3)	16.6 (77)	9.8 (3)	25.6 (88)	16.3 (99)	8.7 (78)	9.0 (97)	-
Russell 1000 Index			6.1 (40)	21.2 (43)	6.1 (40)	35.7 (39)	28.2 (33)	10.8 (46)	15.6 (29)	13.1 (24)
eV US Large Cap Core Equity Median			5.7	20.3	5.7	34.1	26.5	10.5	14.4	12.2
PGIM Quant Solutions	134,356,232	2.0	9.8 (26)	12.2 (44)	9.8 (26)	26.4 (39)	22.3 (21)	7.6 (21)	11.0 (54)	-
Russell 2000 Index			9.3 (39)	11.2 (55)	9.3 (39)	26.8 (37)	17.5 (66)	1.8 (80)	9.4 (78)	8.8 (74)
eV US Small Cap Core Equity Median			8.5	11.6	8.5	25.3	19.4	5.0	11.1	9.5
<b>International Equity</b>	<b>1,286,635,700</b>	<b>18.9</b>	<b>6.0 (81)</b>	<b>11.9 (86)</b>	<b>6.0 (81)</b>	<b>21.4 (93)</b>	<b>21.2 (81)</b>	<b>3.2 (59)</b>	<b>7.8 (55)</b>	<b>5.7 (36)</b>
Blended International Equity Index			5.9 (82)	14.6 (17)	5.9 (82)	23.7 (60)	21.7 (77)	5.9 (10)	8.9 (24)	6.2 (24)
<b>International Equity x Currency Overlay</b>	<b>1,292,309,024</b>	<b>18.9</b>	<b>9.2</b>	<b>14.0</b>	<b>9.2</b>	<b>25.3</b>	<b>22.1</b>	<b>3.7</b>	<b>8.1</b>	<b>5.9</b>
Blended International Equity Index			5.9	14.6	5.9	23.7	21.7	5.9	8.9	6.2
Baillie Gifford	318,710,768	4.7	9.7 (12)	12.9 (40)	9.7 (12)	25.7 (46)	19.1 (70)	-4.6 (77)	6.0 (83)	5.8 (80)
MSCI ACWI ex US			8.2 (28)	14.7 (22)	8.2 (28)	26.0 (41)	23.5 (26)	4.7 (11)	8.1 (44)	5.7 (82)
MSCI ACWI ex US Growth			7.0 (44)	14.3 (24)	7.0 (44)	27.1 (29)	21.5 (54)	1.1 (35)	7.4 (57)	6.3 (65)
Mondrian	320,835,532	4.7	11.2 (7)	15.1 (24)	11.2 (7)	25.5 (22)	26.0 (30)	6.3 (45)	7.3 (79)	4.6 (76)
MSCI AC World ex USA Value			9.4 (25)	15.1 (24)	9.4 (25)	24.9 (27)	25.5 (36)	8.2 (19)	8.5 (58)	4.9 (68)
MSCI AC World ex USA Index			8.2 (40)	14.7 (27)	8.2 (40)	26.0 (17)	23.5 (59)	4.7 (71)	8.1 (61)	5.7 (37)
BlackRock MSCI ACWI EX-US IMI	652,093,294	9.6	8.1 (28)	14.0 (32)	8.1 (28)	25.0 (41)	22.7 (45)	3.9 (49)	-	-
MSCI AC World ex USA IMI (Net)			8.2 (23)	13.9 (33)	8.2 (23)	25.1 (41)	22.6 (48)	3.7 (54)	7.7 (61)	5.3 (74)
Record Dynamic Currency Hedge	-5,673,324	-0.1	8.6	2,241.6	8.6	-1,198.0	-	-	-	-

\* Total Fund and asset class aggregates are ranked in InvMetrics universes. Managers are ranked in eVest (eA) manager universes.

\*\* Includes Parametric Minneapolis manager funded in August 2013  
See Appendix for Benchmark History

Total Fund  
Performance Summary (Net of Fees)

San Mateo County Employees' Retirement Association  
Period Ending: September 30, 2024

	Market Value	% of Portfolio	3 Mo Rank	YTD	Fiscal YTD	1 Yr Rank	2 Yrs Rank	3 Yrs Rank	5 Yrs Rank	10 Yrs Rank
<b>Private Equity***</b>	<b>450,610,461</b>	<b>6.6</b>	<b>1.7 (20)</b>	<b>7.5 (11)</b>	<b>1.7 (20)</b>	<b>9.5 (8)</b>	<b>6.4 (25)</b>	<b>-0.3 (82)</b>	<b>16.2 (15)</b>	<b>17.5 (4)</b>
<i>Blended Private Equity Index</i>			3.1 (3)	28.8 (1)	3.1 (3)	26.1 (1)	24.0 (1)	11.1 (2)	17.2 (10)	15.1 (12)
<b>Opportunistic Credit</b>	<b>704,368,007</b>	<b>10.3</b>	<b>3.4</b>	<b>6.1</b>	<b>3.4</b>	<b>10.3</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<i>Opportunistic Credit Index</i>			4.4	7.9	4.4	14.5	12.4	3.9	5.0	5.0
<b>Public Credit</b>	<b>503,435,391</b>	<b>7.4</b>	<b>4.5</b>	<b>7.3</b>	<b>4.5</b>	<b>13.0</b>	<b>10.2</b>	<b>3.9</b>	<b>5.0</b>	<b>5.3</b>
<i>Blmbg. U.S. Corp: High Yield Index</i>			5.3	8.0	5.3	15.7	13.0	3.1	4.7	5.0
Beach Point Select	118,274,631	1.7	4.0 (68)	7.3 (53)	4.0 (68)	12.1 (85)	11.0 (78)	5.6 (4)	8.2 (1)	-
Brigade Capital	115,717,668	1.7	6.0 (3)	8.9 (6)	6.0 (3)	12.3 (83)	9.6 (89)	3.1 (51)	5.7 (13)	4.7 (44)
One William Street	67,976,680	1.0	2.2 (99)	7.8 (28)	2.2 (99)	10.5 (93)	-	-	-	-
<i>Blmbg. U.S. Corp: High Yield Index</i>			5.3 (11)	8.0 (25)	5.3 (11)	15.7 (13)	13.0 (16)	3.1 (52)	4.7 (36)	5.0 (23)
<i>eV US High Yield Fixed Inc Median</i>			4.4	7.3	4.4	14.3	11.9	3.1	4.4	4.6
PIMCO Diversified	137,370,349	2.0	5.1 (23)	7.0 (75)	5.1 (23)	15.3 (40)	11.2 (84)	0.6 (100)	2.0 (100)	-
<i>Blmbg. U.S. Corp: High Yield Index</i>			5.3 (14)	8.0 (40)	5.3 (14)	15.7 (25)	13.0 (39)	3.1 (72)	4.7 (61)	5.0 (59)
Eaton Vance Emerging Markets Debt Opportunities Fund	64,096,064	0.9	4.1 (94)	-	4.1 (94)	-	-	-	-	-
<i>JPM EMB (JEMB) Hard Currency/Local Currency 50-50</i>			7.2 (32)	6.8 (68)	7.2 (32)	15.0 (79)	13.1 (74)	0.5 (72)	1.3 (83)	2.2 (69)
<i>eV Emg Mkts Fixed Inc - Blended Currency</i>			6.6	7.6	6.6	17.4	14.6	1.0	1.9	2.6
<b>Private Credit</b>	<b>200,932,616</b>	<b>2.9</b>	<b>0.8</b>	<b>3.0</b>	<b>0.8</b>	<b>3.1</b>	<b>4.5</b>	<b>4.1</b>	<b>5.4</b>	<b>-</b>
<i>Credit Suisse Leveraged Loan Index 1 Qtr Lag</i>			1.9	7.4	1.9	11.0	10.6	6.0	5.4	4.6
AG CSF ADF II	3,631,108	0.1	5.2	6.0	5.2	13.4	-	-	-	-
AG CSF II	24,026,997	0.4	4.0	8.4	4.0	14.2	14.0	-	-	-
Angelo Gordon Credit Solutions	6,455,317	0.1	3.1 (89)	5.6 (93)	3.1 (89)	10.6 (93)	8.8 (96)	4.9 (6)	-	-
Blackrock DL Feeder IX-U	39,185,628	0.6	0.0	1.5	0.0	3.7	6.1	5.4	-	-
Comvest Credit Partners VII	6,447,560	0.1	0.0	-	0.0	-	-	-	-	-
PIMCO Private Income	49,716,568	0.7	0.0	4.2	0.0	5.2	5.2	4.0	6.6	-
TCP Direct Lending VIII	9,739,114	0.1	2.1	3.6	2.1	5.6	6.3	5.0	5.5	-
White Oak Yield	29,812,350	0.4	0.0	4.4	0.0	5.3	3.8	4.6	5.0	-
White Oak YSF V	31,917,973	0.5	0.0 (100)	3.3 (100)	0.0 (100)	1.9 (100)	0.8 (100)	1.5 (96)	-	-
<i>Credit Suisse Leveraged Loan Index 1 Qtr Lag</i>			1.9 (100)	7.4 (48)	1.9 (100)	11.0 (91)	10.6 (84)	6.0 (3)	5.4 (18)	4.6 (52)
<i>eV US High Yield Fixed Inc Median</i>			4.4	7.3	4.4	14.3	11.9	3.1	4.4	4.6

See Appendix for Benchmark History

\*\*\*Returns are one-quarter lag, excludes EnCap Energy Capital Fund and Sheridan Production Partners.

White Oak, Blackrock DL Feeder IX-U, Comvest Credit Partners VII and PIMCO Private Income as of 6/30/2024 +/- cash flows.

Comvest Credit Partners VII initial capital call of \$2.3M on 4/25/2024.

Total Fund  
Performance Summary (Net of Fees)

San Mateo County Employees' Retirement Association  
Period Ending: September 30, 2024

	Market Value	% of Portfolio	3 Mo Rank	YTD	Fiscal YTD	1 Yr Rank	2 Yrs Rank	3 Yrs Rank	5 Yrs Rank	10 Yrs Rank
<b>Diversifying Portfolio</b>	<b>1,238,245,988</b>	<b>18.1</b>	<b>3.5</b>	<b>4.2</b>	<b>3.5</b>	<b>9.2</b>	<b>3.9</b>	<b>-</b>	<b>-</b>	<b>-</b>
<i>Blended Diversifying Index</i>			4.7	5.0	4.7	11.6	6.6	1.4	2.2	3.1
<b>Defensive Fixed Income</b>	<b>918,223,163</b>	<b>13.5</b>	<b>5.6</b>	<b>4.2</b>	<b>5.6</b>	<b>13.0</b>	<b>6.1</b>	<b>-1.4</b>	<b>0.7</b>	<b>2.1</b>
<i>Blended Defensive Fixed Income Benchmark</i>			5.8	4.0	5.8	12.6	5.3	-1.8	0.1	1.7
DoubleLine	274,670,494	4.0	5.4 (28)	5.9 (48)	5.4 (28)	12.9 (23)	6.6 (44)	-1.1 (76)	-	-
<i>Blmbg. U.S. Aggregate Index</i>			5.2 (39)	4.4 (88)	5.2 (39)	11.6 (68)	6.0 (68)	-1.4 (88)	0.3 (68)	1.8 (59)
<i>eV US Securitized Fixed Inc Median</i>			4.5	5.8	4.5	12.2	6.5	0.1	1.2	2.3
FIAM Bond	194,283,357	2.8	5.1 (54)	4.8 (49)	5.1 (54)	12.2 (31)	6.6 (24)	-0.9 (24)	1.3 (10)	2.5 (6)
NISA Core Bond	296,032,763	4.3	5.2 (40)	4.6 (75)	5.2 (40)	11.7 (64)	6.2 (63)	-1.1 (41)	-	-
<i>Blmbg. U.S. Aggregate Index</i>			5.2 (42)	4.4 (85)	5.2 (42)	11.6 (71)	6.0 (77)	-1.4 (72)	0.3 (85)	1.8 (78)
<i>eV US Core Fixed Inc Median</i>			5.2	4.8	5.2	11.9	6.3	-1.2	0.7	2.1
NISA Long Treasury	140,245,151	2.1	7.8	2.4	7.8	15.6	-	-	-	-
<i>Blmbg. U.S. Treasury: Long</i>			7.8	2.4	7.8	15.4	2.4	-8.4	-4.3	1.1
<b>Absolute Return</b>	<b>320,022,825</b>	<b>4.7</b>	<b>-2.2 (93)</b>	<b>2.8 (80)</b>	<b>-2.2 (93)</b>	<b>0.2 (89)</b>	<b>-1.1 (87)</b>	<b>3.6 (54)</b>	<b>1.0 (82)</b>	<b>1.2 (82)</b>
<i>Absolute Return Custom Index</i>			2.3 (26)	6.9 (54)	2.3 (26)	9.4 (60)	9.1 (49)	7.6 (11)	6.4 (44)	5.8 (12)
CFM Systematic Global Macro	113,693,468	1.7	4.0 (43)	3.9 (82)	4.0 (43)	9.3 (65)	-1.4 (94)	5.0 (52)	-	-
Graham Quant Macro	97,486,839	1.4	-10.1 (100)	2.5 (87)	-10.1 (100)	-6.1 (96)	-0.9 (94)	5.8 (46)	-	-
PIMCO MAARS Fund LP	108,842,518	1.6	-0.5 (88)	7.7 (55)	-0.5 (88)	6.3 (77)	3.2 (83)	10.8 (20)	-	-
<i>Absolute Return Custom Index</i>			2.3 (61)	6.9 (61)	2.3 (61)	9.4 (65)	9.1 (53)	7.6 (35)	6.4 (57)	5.8 (51)
<i>eV Alt All Multi-Strategy Median</i>			3.3	8.4	3.3	12.0	9.7	5.2	7.0	5.8
<b>Inflation Hedge</b>	<b>1,119,941,910</b>	<b>16.4</b>	<b>1.6</b>	<b>4.0</b>	<b>1.6</b>	<b>3.6</b>	<b>0.7</b>	<b>3.7</b>	<b>4.1</b>	<b>-</b>
<i>Blended Inflation Hedge Index</i>			1.8	4.0	1.8	0.6	-1.6	3.3	5.4	5.1
<b>Real Estate</b>	<b>465,534,714</b>	<b>6.8</b>	<b>-0.5 (82)</b>	<b>-2.5 (66)</b>	<b>-0.5 (82)</b>	<b>-6.6 (64)</b>	<b>-7.2 (61)</b>	<b>-0.1 (76)</b>	<b>2.6 (55)</b>	<b>6.1 (12)</b>
<i>NCREIF ODCE</i>			0.2 (61)	-2.6 (67)	0.2 (61)	-7.3 (68)	-9.7 (87)	-0.2 (80)	2.9 (43)	6.1 (12)
Harrison Street Core Property	90,318,057	1.3	-0.1	-1.5	-0.1	-4.9	-4.0	1.6	-	-
Invesco	222,848,719	3.3	-1.0	-5.8	-1.0	-10.2	-11.5	-2.1	1.4	5.4
Invesco US Val IV	99,531	0.0	-0.2	-15.0	-0.2	-31.6	-42.5	-41.0	-25.4	-
Invesco US Val V	22,961,470	0.3	-0.7	-3.2	-0.7	-26.2	-18.3	-10.1	-0.7	-
Invesco US Val VI	24,355,357	0.4	0.0	10.5	0.0	-3.4	-4.3	-	-	-
PGIM RE US Debt Fund	72,917,325	1.1	1.7	5.0	1.7	6.4	6.5	6.2	5.7	-
<i>NCREIF ODCE</i>			0.2	-2.6	0.2	-7.3	-9.7	-0.2	2.9	6.1
Stockbridge Value IV	25,426,593	0.4	-3.0	-6.6	-3.0	-6.5	-4.4	6.8	-	-
Stockbridge Value V	6,607,662	0.1	-0.9	-	-0.9	-	-	-	-	-
<i>NCREIF ODCE</i>			0.2	-2.6	0.2	-7.3	-9.7	-0.2	2.9	6.1

\*NISA Core Treasury funded 6/15/2023.  
See Appendix for Benchmark History  
Invesco Val VI as of 6/30/2024 +/- cashflows.  
Stockbridge V initial capital call of \$7.2M on 6/26/2024.

Total Fund  
Performance Summary (Net of Fees)

San Mateo County Employees' Retirement Association  
Period Ending: September 30, 2024

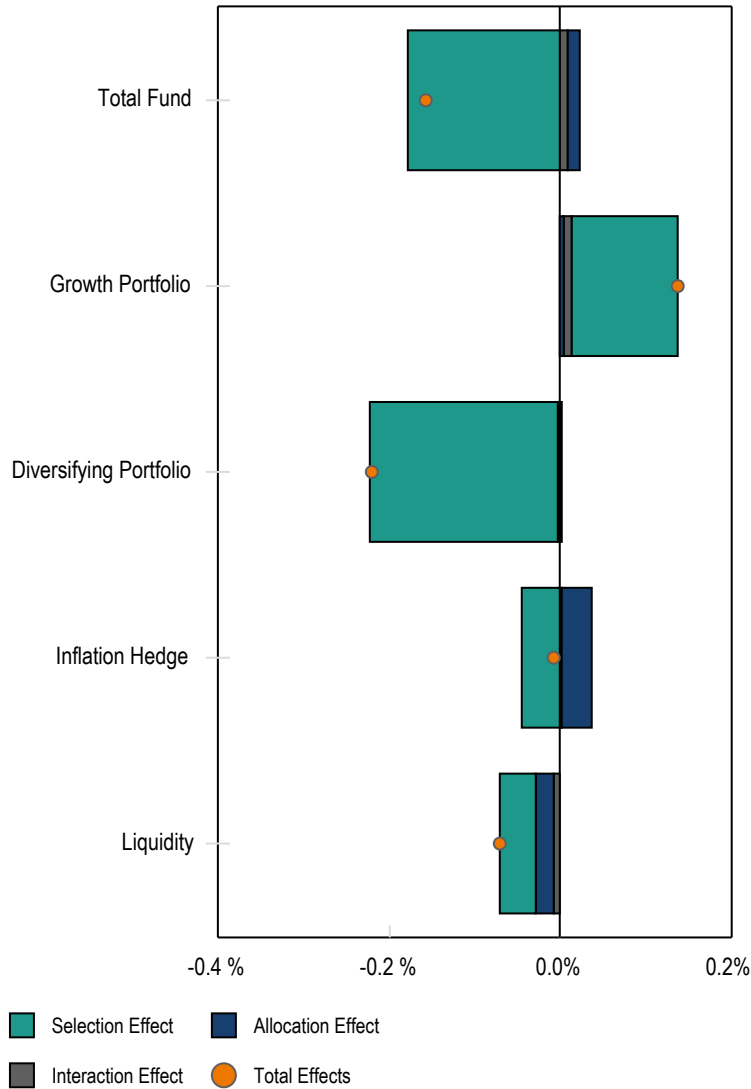
	Market Value	% of Portfolio	3 Mo Rank	YTD	Fiscal YTD	1 Yr Rank	2 Yrs Rank	3 Yrs Rank	5 Yrs Rank	10 Yrs Rank
<b>Private Real Assets</b>	<b>406,933,336</b>	<b>6.0</b>	<b>1.6</b>	<b>9.9</b>	<b>1.6</b>	<b>14.4</b>	<b>8.6</b>	<b>8.9</b>	<b>11.1</b>	<b>7.9</b>
<i>Blended Private Real Assets Index</i>			2.2	13.0	2.2	7.9	7.0	7.4	6.8	6.4
<i>Blended Secondary CA Private RA Index</i>			2.1	6.0	2.1	8.3	7.6	11.6	8.8	6.5
Private Real Asset***	277,272,367	4.1	1.5	8.8	1.5	13.2	8.0	8.5	10.9	-
Brookfield Super-Core Infrastructure Partners	66,770,054	1.0	1.9	8.2	1.9	10.1	8.9	-	-	-
KKR Diversified Core Infrastructure Fund	62,890,915	0.9	1.9	6.2	1.9	7.1	-	-	-	-
<b>Public Real Assets</b>	<b>247,473,860</b>	<b>3.6</b>	<b>5.7</b>	<b>8.7</b>	<b>5.7</b>	<b>11.7</b>	<b>7.9</b>	<b>5.4</b>	<b>3.5</b>	<b>-</b>
<i>Blended Public Real Assets Index</i>			5.7	8.7	5.7	12.0	8.0	5.5	6.1	5.6
SSgA Custom Real Assets	247,473,860	3.6	5.7	8.7	5.7	11.7	7.9	5.4	6.1	-
<i>SSgA Custom Real Assets Index</i>			5.7	8.7	5.7	12.0	8.0	5.5	6.1	-
<b>Liquidity</b>	<b>394,169,125</b>	<b>5.8</b>	<b>1.9</b>	<b>4.0</b>	<b>1.9</b>	<b>6.3</b>	<b>5.4</b>	<b>-</b>	<b>-</b>	<b>-</b>
<i>Blended Liquidity Index</i>			2.7	4.3	2.7	6.9	5.0	-	-	-
<b>Cash Flow-Matched Liquidity</b>	<b>300,620,132</b>	<b>4.4</b>	<b>2.1</b>	<b>4.1</b>	<b>2.1</b>	<b>6.6</b>	<b>5.3</b>	<b>-</b>	<b>-</b>	<b>-</b>
<i>Bloomberg U.S. Gov/Credit 1-3 Year Index</i>			3.0	4.4	3.0	7.2	5.0	1.5	1.7	1.6
<i>Bloomberg U.S. Credit 1-3 Year Index</i>			3.1	5.0	3.1	8.1	5.8	2.0	2.2	2.1
Insight Investment*	285,905,001	4.2	2.3	4.4	2.3	6.9	5.6	-	-	-
<i>Bloomberg U.S. Credit 1-3 Year Index</i>			3.1	5.0	3.1	8.1	5.8	2.0	2.2	2.1
County Treasury Pool**	14,715,131	0.2	0.0	1.7	0.0	2.8	3.3	2.5	2.1	2.1
<i>90 Day U.S. Treasury Bill</i>			1.4	4.0	1.4	5.5	5.0	3.5	2.3	1.6
<b>Cash &amp; Cash Overlay</b>	<b>115,020,809</b>	<b>1.7</b>	<b>1.4</b>	<b>4.2</b>	<b>1.4</b>	<b>5.7</b>	<b>5.4</b>	<b>3.9</b>	<b>2.6</b>	<b>1.8</b>
<i>90 Day U.S. Treasury Bill</i>			1.4	4.0	1.4	5.5	5.0	3.5	2.3	1.6
General Account	99,270,731	1.5	1.4	4.2	1.4	5.7	5.4	3.9	2.7	2.6
<i>90 Day U.S. Treasury Bill</i>			1.4	4.0	1.4	5.5	5.0	3.5	2.3	1.6

\*\*\*Returns are one-quarter lag, excludes EnCap Energy Capital Fund and Sheridan Production Partners  
See Appendix for Benchmark History

Total Fund  
Performance Attribution

San Mateo County Employees' Retirement Association  
Period Ending: September 30, 2024

Attribution Effects  
Last Three Months



Performance Attribution

	3 Mo
Wtd. Actual Return	4.4
Wtd. Index Return	4.5
<b>Excess Return</b>	<b>-0.2</b>
Selection Effect	-0.2
Allocation Effect	0.0
Interaction Effect	0.0

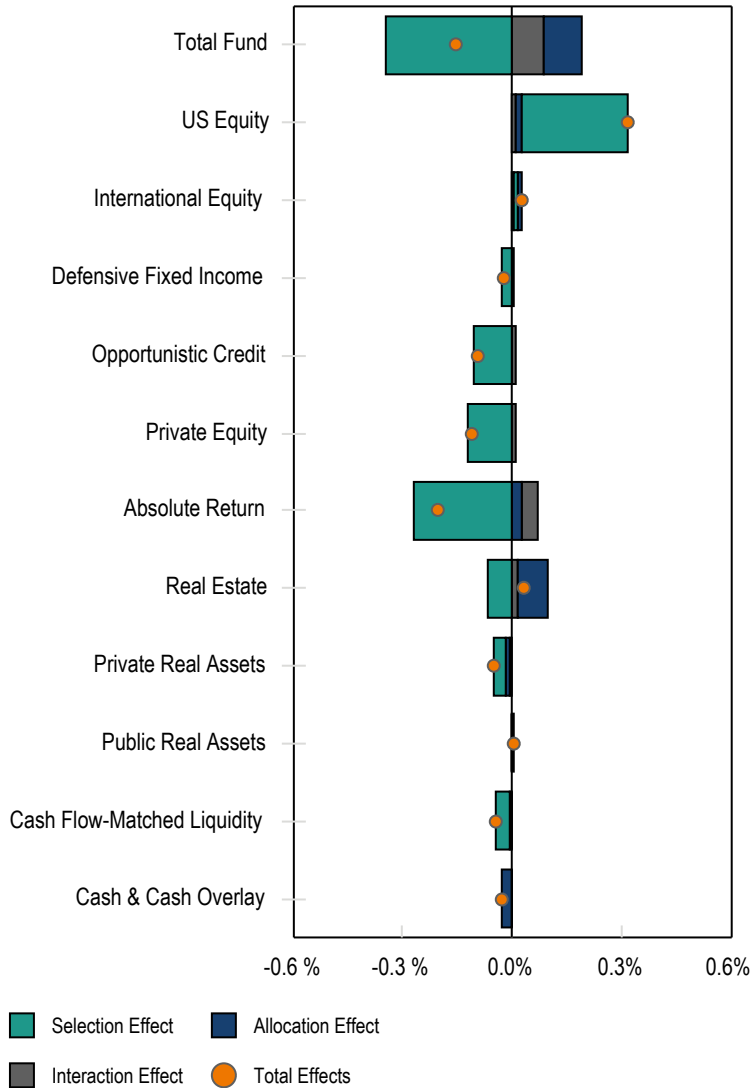
Attribution Summary  
Last Three Months

	Wtd. Actual Return	Wtd. Index Return	Excess Return	Selection Effect	Allocation Effect	Interaction Effects	Total Effects
Growth Portfolio	5.7	5.4	0.2	0.1	0.0	0.0	0.1
Diversifying Portfolio	3.5	4.7	-1.2	-0.2	0.0	0.0	-0.2
Inflation Hedge	1.6	1.8	-0.2	0.0	0.0	0.0	0.0
Liquidity	1.9	2.7	-0.8	0.0	0.0	0.0	-0.1
<b>Total Fund</b>	<b>4.4</b>	<b>4.5</b>	<b>-0.2</b>	<b>-0.2</b>	<b>0.0</b>	<b>0.0</b>	<b>-0.2</b>

# Total Fund Performance Attribution

San Mateo County Employees' Retirement Association  
Period Ending: September 30, 2024

Attribution Effects  
Last Three Months



Performance Attribution

	3 Mo
Wtd. Actual Return	4.4
Wtd. Index Return	4.5
<b>Excess Return</b>	<b>-0.2</b>
Selection Effect	-0.3
Allocation Effect	0.1
Interaction Effect	0.1

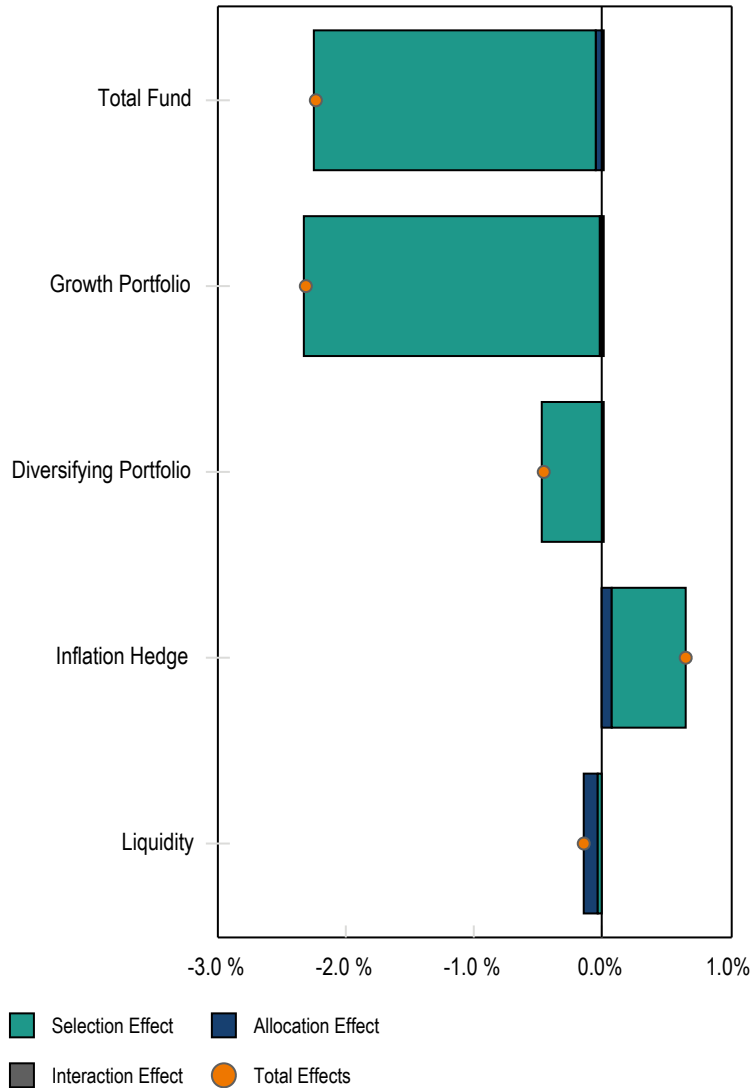
Attribution Summary  
Last Three Months

	Wtd. Actual Return	Wtd. Index Return	Excess Return	Selection Effect	Allocation Effect	Interaction Effects	Total Effects
US Equity	7.5	6.2	1.3	0.3	0.0	0.0	0.3
International Equity	6.0	5.9	0.0	0.0	0.0	0.0	0.0
Defensive Fixed Income	5.6	5.8	-0.2	0.0	0.0	0.0	0.0
Opportunistic Credit	3.4	4.4	-0.9	-0.1	0.0	0.0	-0.1
Private Equity	1.7	3.1	-1.4	-0.1	0.0	0.0	-0.1
Absolute Return	-2.2	2.3	-4.5	-0.3	0.0	0.0	-0.2
Real Estate	-0.5	0.2	-0.7	-0.1	0.1	0.0	0.0
Private Real Assets	1.6	2.2	-0.5	0.0	0.0	0.0	-0.1
Public Real Assets	5.7	5.7	0.0	0.0	0.0	0.0	0.0
Cash Flow-Matched Liquidity	2.1	3.0	-0.9	0.0	0.0	0.0	0.0
Cash & Cash Overlay	1.4	1.4	0.0	0.0	0.0	0.0	0.0
<b>Total Fund</b>	<b>4.4</b>	<b>4.5</b>	<b>-0.2</b>	<b>-0.3</b>	<b>0.1</b>	<b>0.1</b>	<b>-0.2</b>

Total Fund  
Performance Attribution (1 Year)

San Mateo County Employees' Retirement Association  
Period Ending: September 30, 2024

Attribution Effects  
One Year



Performance Attribution

	1 Yr
Wtd. Actual Return	15.9
Wtd. Index Return	18.1
<b>Excess Return</b>	<b>-2.2</b>
Selection Effect	-2.2
Allocation Effect	0.0
Interaction Effect	0.0

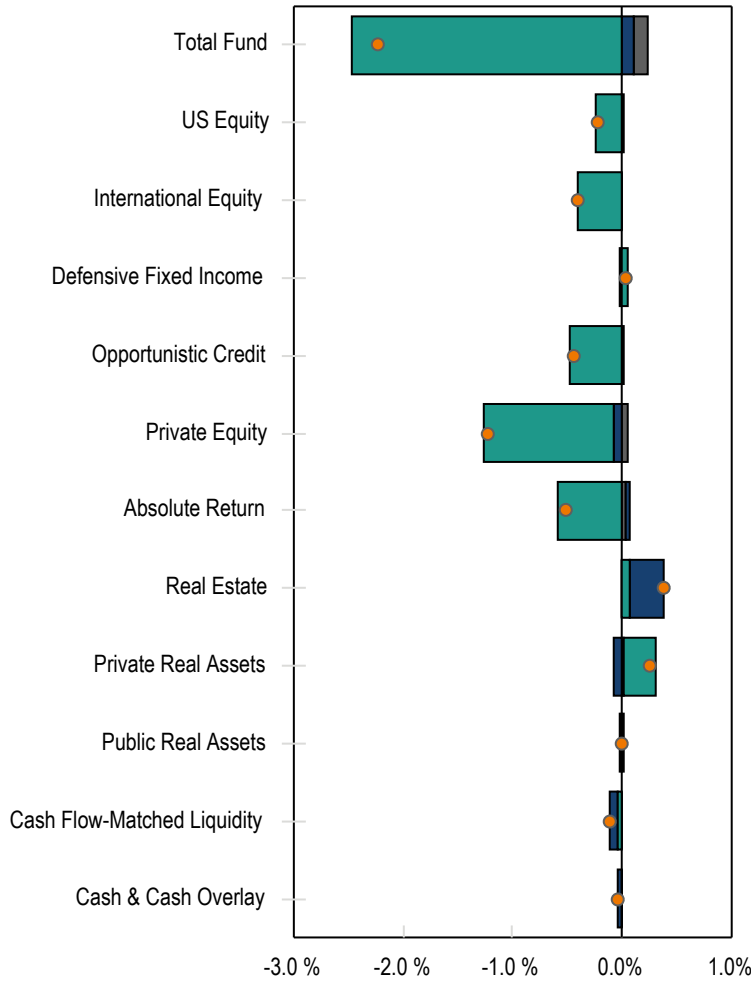
Attribution Summary  
One Year

	Wtd. Actual Return	Wtd. Index Return	Excess Return	Selection Effect	Allocation Effect	Interaction Effects	Total Effects
Growth Portfolio	22.7	26.8	-4.1	-2.3	0.0	0.0	-2.3
Diversifying Portfolio	9.2	11.6	-2.4	-0.5	0.0	0.0	-0.5
Inflation Hedge	3.6	0.6	3.0	0.6	0.1	0.0	0.7
Liquidity	6.3	6.9	-0.6	0.0	-0.1	0.0	-0.1
<b>Total Fund</b>	<b>15.9</b>	<b>18.1</b>	<b>-2.2</b>	<b>-2.2</b>	<b>0.0</b>	<b>0.0</b>	<b>-2.2</b>

# Total Fund Performance Attribution (1 Year)

San Mateo County Employees' Retirement Association  
Period Ending: September 30, 2024

Attribution Effects  
One Year



■ Selection Effect    ■ Allocation Effect  
■ Interaction Effect    ● Total Effects

Performance Attribution

	1 Yr
Wtd. Actual Return	15.9
Wtd. Index Return	18.1
<b>Excess Return</b>	<b>-2.2</b>
Selection Effect	-2.5
Allocation Effect	0.1
Interaction Effect	0.1

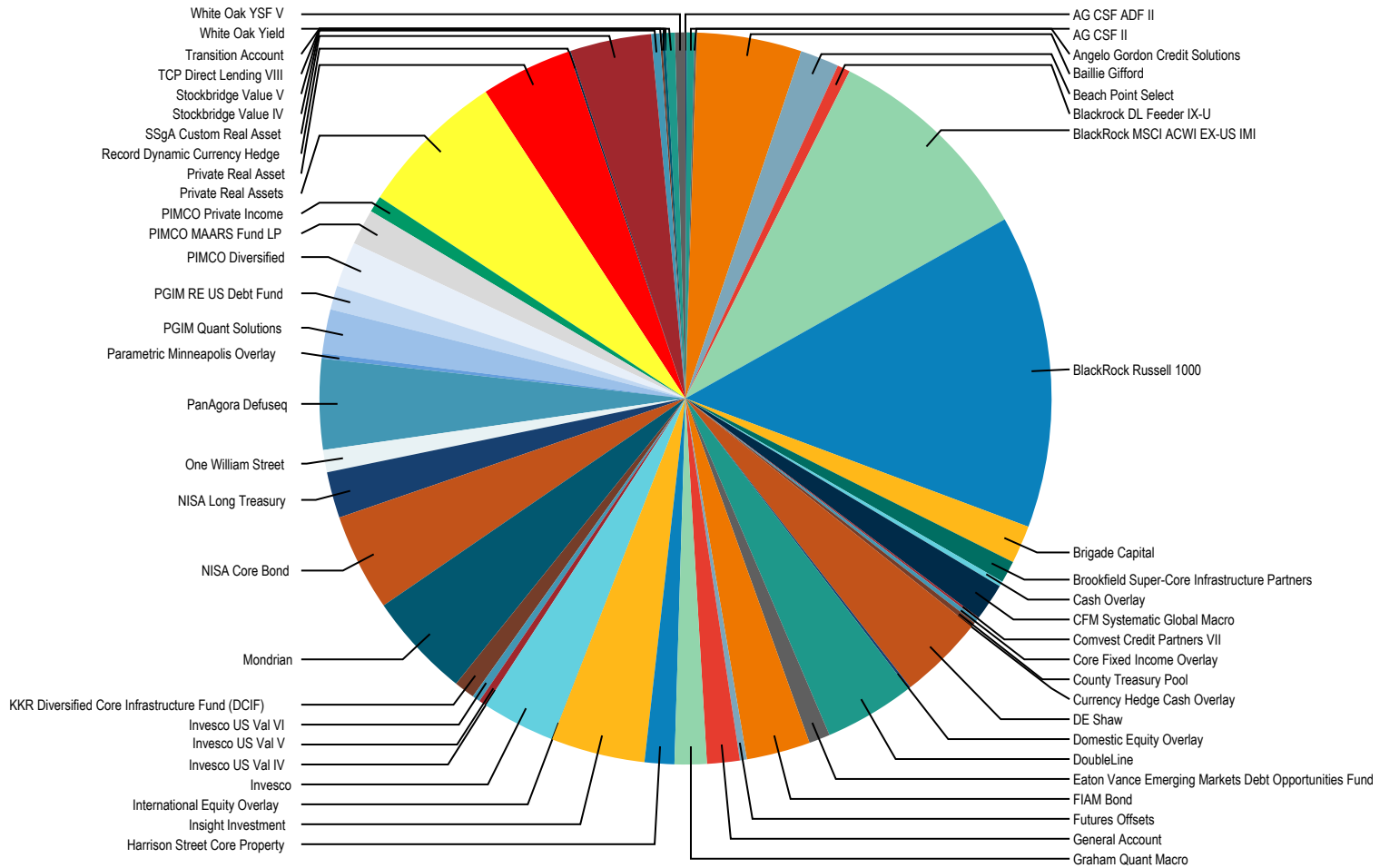
Attribution Summary  
One Year

	Actual Weight (%)	Policy Weight (%)	Wtd. Actual Return	Wtd. Index Return	Excess Return	Selection Effect	Allocation Effect	Interaction Effects	Total Effects
US Equity	23.4	23.0	34.1	35.2	-1.1	-0.2	0.0	0.0	-0.2
International Equity	18.3	18.0	21.4	23.7	-2.4	-0.4	0.0	0.0	-0.4
Defensive Fixed Income	12.8	12.5	13.0	12.6	0.4	0.1	0.0	0.0	0.0
Opportunistic Credit	10.7	11.0	10.3	14.5	-4.2	-0.5	0.0	0.0	-0.4
Private Equity	6.7	7.0	9.5	26.1	-16.7	-1.2	-0.1	0.1	-1.2
Absolute Return	5.5	6.0	0.2	9.4	-9.3	-0.6	0.0	0.0	-0.5
Real Estate	7.7	9.0	-6.6	-7.3	0.6	0.1	0.3	0.0	0.4
Private Real Assets	5.5	5.0	14.4	7.9	6.4	0.3	-0.1	0.0	0.3
Public Real Assets	3.1	3.0	11.7	12.0	-0.3	0.0	0.0	0.0	0.0
Cash Flow-Matched Liquidity	4.9	4.5	6.6	7.2	-0.6	0.0	-0.1	0.0	-0.1
Cash & Cash Overlay	1.5	1.0	5.7	5.5	0.2	0.0	0.0	0.0	0.0
<b>Total Fund</b>	<b>100.0</b>	<b>100.0</b>	<b>15.9</b>	<b>18.1</b>	<b>-2.2</b>	<b>-2.5</b>	<b>0.1</b>	<b>0.1</b>	<b>-2.2</b>



Total Fund  
 Manager Allocation Analysis

San Mateo County Employees' Retirement Association  
 Period Ending: September 30, 2024



Total Fund  
 Manager Allocation Analysis

San Mateo County Employees' Retirement Association  
 Period Ending: September 30, 2024

Name	Market Value	% of Portfolio
BlackRock Russell 1000	\$953,703,281	14.0
DE Shaw	\$258,659,706	3.8
PanAgora Defuseq	\$275,176,857	4.0
PGIM Quant Solutions	\$134,356,232	2.0
Domestic Equity Overlay	\$7,810,988	0.1
Baillie Gifford	\$318,710,768	4.7
Mondrian	\$320,835,532	4.7
BlackRock MSCI ACWI EX-US IMI	\$652,093,294	9.6
International Equity Overlay	\$669,430	0.0
DoubleLine	\$274,670,494	4.0
FIAM Bond	\$194,283,357	2.8
NISA Core Bond	\$296,032,763	4.3
NISA Long Treasury	\$140,245,151	2.1
Core Fixed Income Overlay	\$12,991,398	0.2
AG CSF ADF II	\$3,631,108	0.1
AG CSF II	\$24,026,997	0.4
Angelo Gordon Credit Solutions	\$6,455,317	0.1
Beach Point Select	\$118,274,631	1.7
Brigade Capital	\$115,717,668	1.7
PIMCO Diversified	\$137,370,349	2.0
Eaton Vance Emerging Markets Debt Opportunities Fund	\$64,096,064	0.9
Blackrock DL Feeder IX-U	\$39,185,628	0.6
Comvest Credit Partners VII	\$6,447,560	0.1
PIMCO Private Income	\$49,716,568	0.7
TCP Direct Lending VIII	\$9,739,114	0.1
White Oak Yield	\$29,812,350	0.4
White Oak YSF V	\$31,917,973	0.5
Private Equity	\$450,610,461	6.6

Total Fund  
 Manager Allocation Analysis

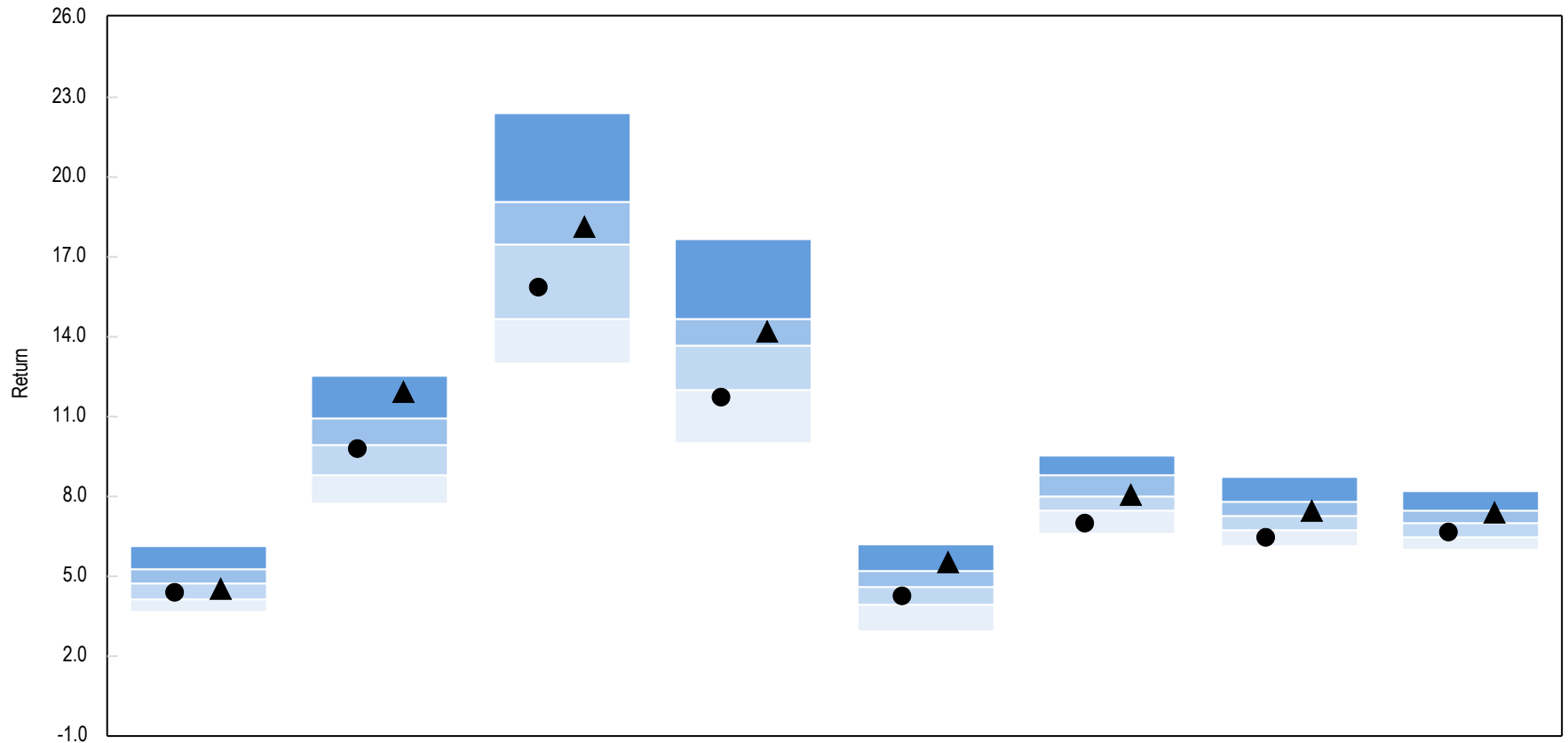
San Mateo County Employees' Retirement Association  
 Period Ending: September 30, 2024

Name	Market Value	% of Portfolio
CFM Systematic Global Macro	\$113,693,468	1.7
Graham Quant Macro	\$97,486,839	1.4
PIMCO MAARS Fund LP	\$108,842,518	1.6
Harrison Street Core Property	\$90,318,057	1.3
Invesco	\$222,848,719	3.3
Invesco US Val IV	\$99,531	0.0
Invesco US Val V	\$22,961,470	0.3
Invesco US Val VI	\$24,355,357	0.4
PGIM RE US Debt Fund	\$72,917,325	1.1
Stockbridge Value IV	\$25,426,593	0.4
Stockbridge Value V	\$6,607,662	0.1
Private Real Assets	\$277,272,367	4.1
Brookfield Super-Core Infrastructure Partners	\$66,770,054	1.0
KKR Diversified Core Infrastructure Fund	\$62,890,915	0.9
SSgA Custom Real Asset	\$247,473,860	3.6
Insight Investment	\$285,905,001	4.2
County Treasury Pool	\$14,715,131	0.2
General Account	\$99,270,731	1.5
Cash Overlay	\$15,750,076	0.2
Transition Account	-	0.0
Futures Offsets	-\$21,471,816	-0.3
<b>Total Fund</b>	<b>\$6,823,678,255</b>	<b>100.0</b>

Total Fund  
Peer Universe Comparison

San Mateo County Employees' Retirement Association  
Period Ending: September 30, 2024

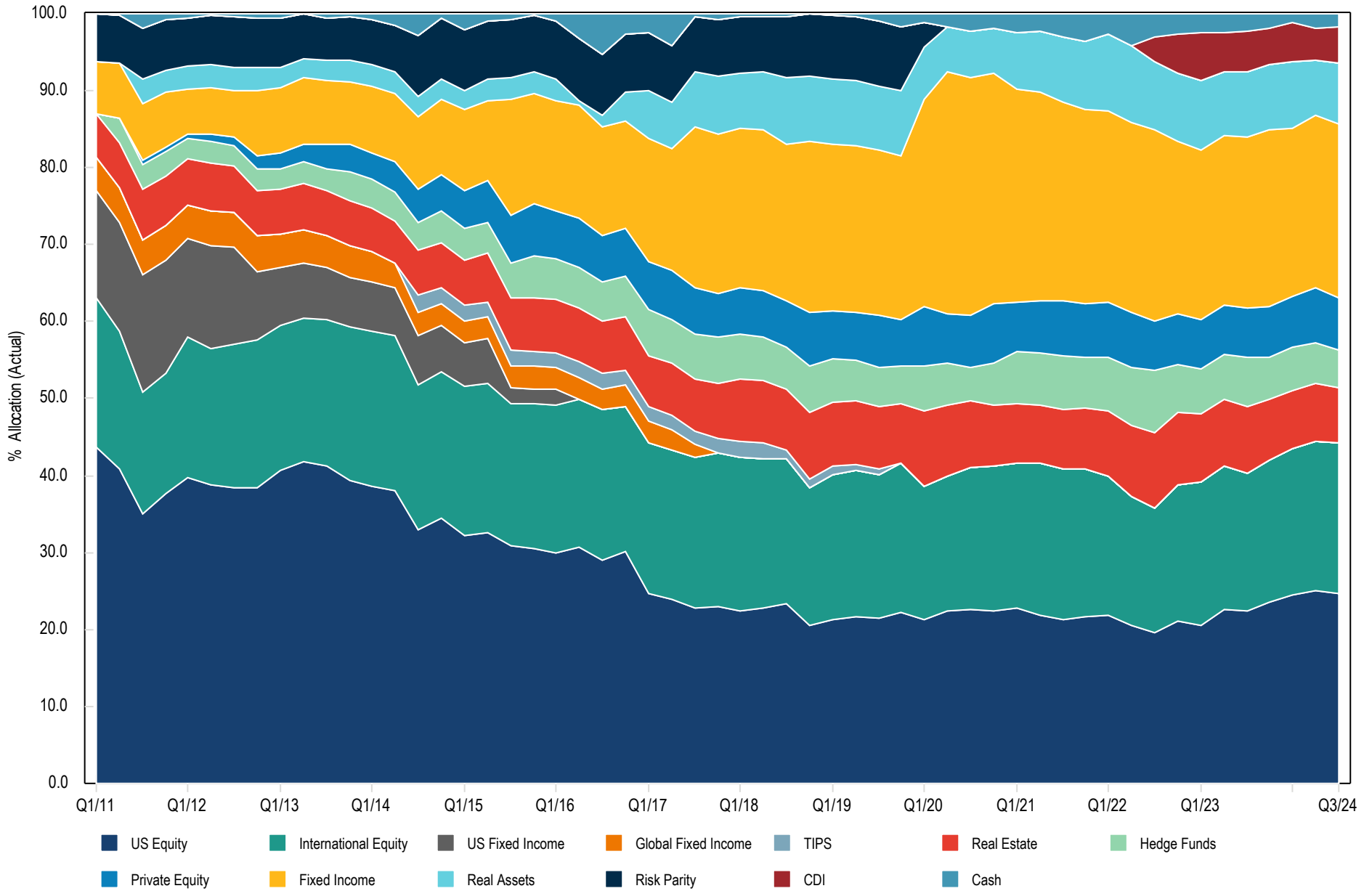
InvMetrics Public DB >\$1B Net Return Comparison

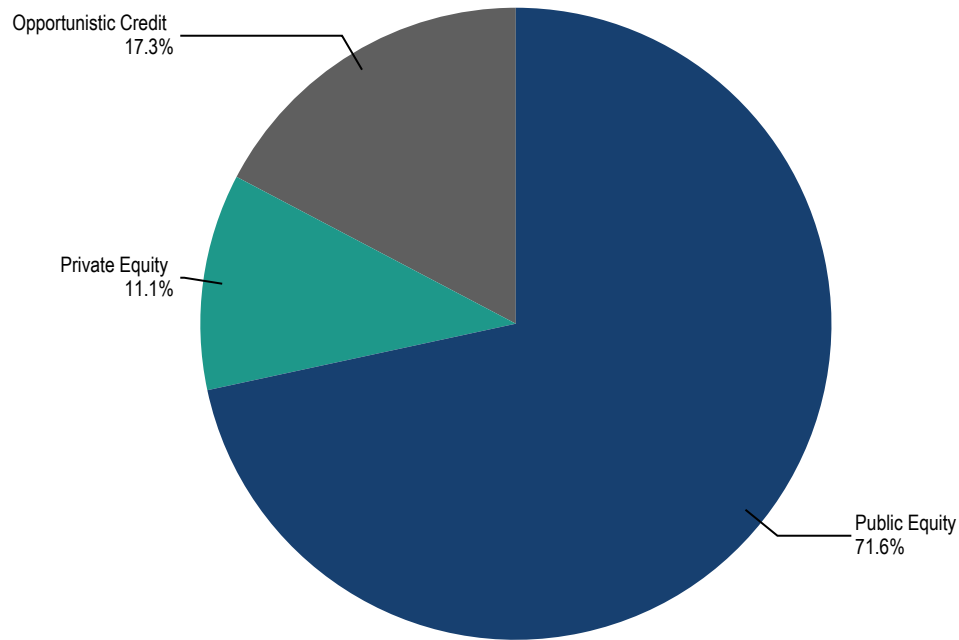


	3 Mo	YTD	1 Yr	2 Yrs	3 Yrs	5 Yrs	7 Yrs	10 Yrs
● Total Fund	4.4 (68)	9.8 (57)	15.9 (67)	11.7 (79)	4.3 (60)	7.0 (89)	6.5 (85)	6.7 (66)
▲ Policy Index	4.5 (60)	11.9 (13)	18.1 (34)	14.2 (34)	5.5 (17)	8.1 (47)	7.5 (39)	7.4 (27)
5th Percentile	6.1	12.6	22.4	17.7	6.2	9.5	8.7	8.2
1st Quartile	5.3	10.9	19.0	14.7	5.2	8.8	7.8	7.4
Median	4.7	9.9	17.5	13.7	4.6	8.0	7.3	7.0
3rd Quartile	4.1	8.8	14.7	12.0	4.0	7.5	6.7	6.5
95th Percentile	3.7	7.7	13.0	10.0	2.9	6.6	6.1	6.0
Population	104	104	104	103	101	100	98	96

Total Fund  
Asset Allocation History

San Mateo County Employees' Retirement Association  
Period Ending: September 30, 2024



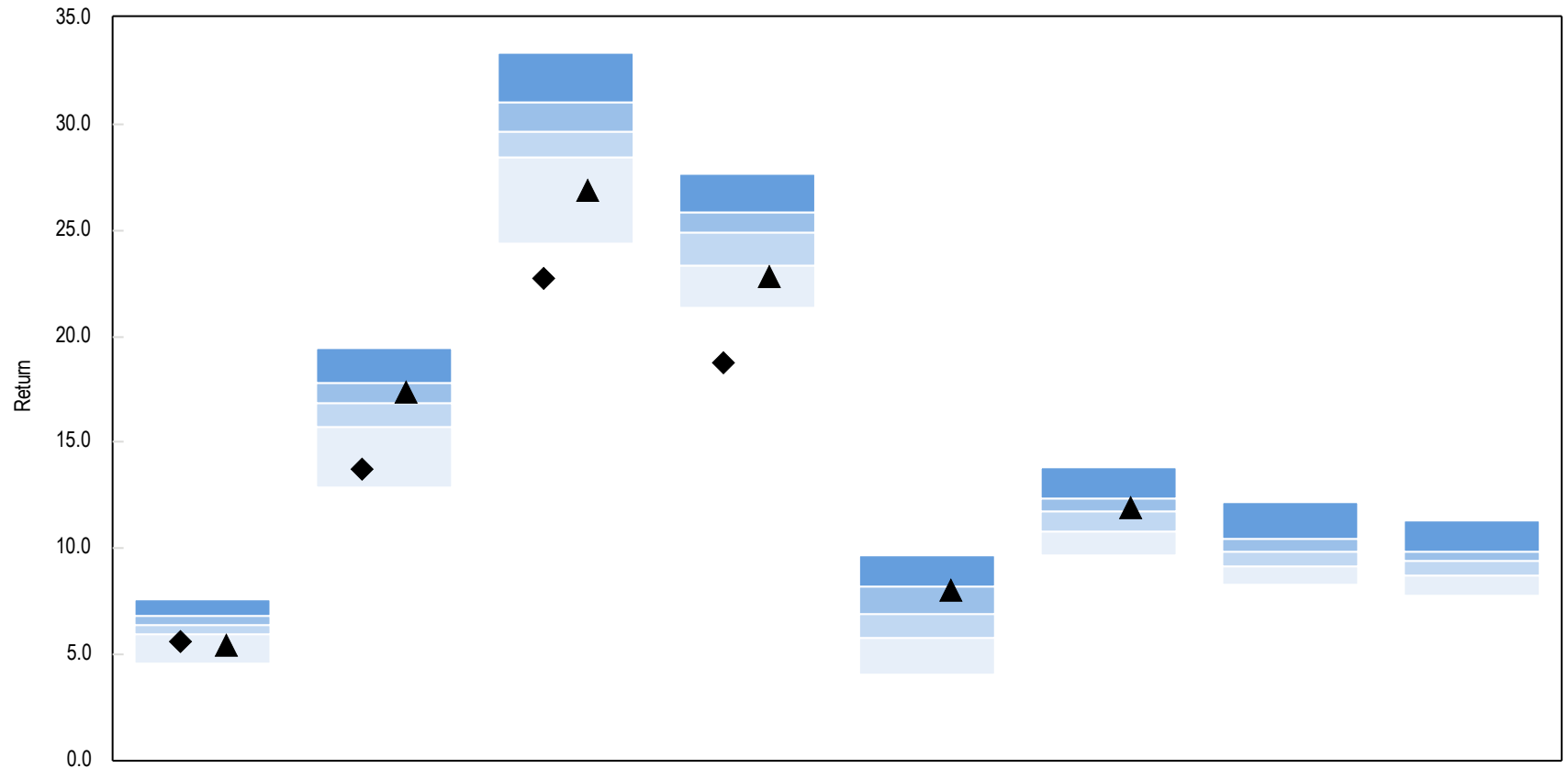


	Actual \$	Actual %	Manager Contribution to Excess Return %
US Equity	\$1,629,707,063	40.0%	0.5%
International Equity	\$1,286,635,700	31.6%	0.0%
Private Equity	\$450,610,461	11.1%	-0.2%
Opportunistic Credit	\$704,368,007	17.3%	-0.2%
Actual vs. Policy Weight Difference			0.1%
<b>Total</b>	<b>\$4,071,321,231</b>	<b>100.0%</b>	<b>0.3%</b>

Statistics Summary  
3 Years

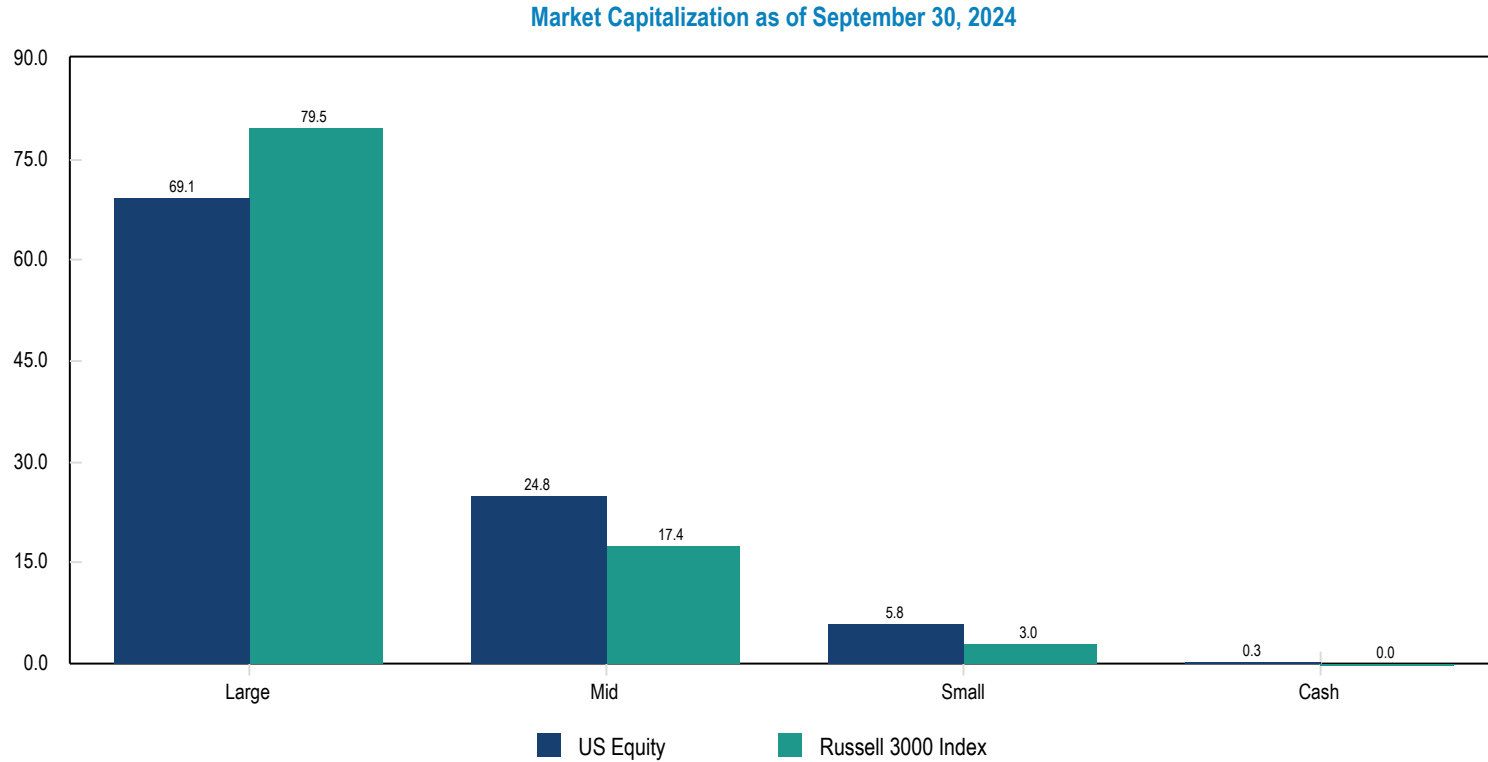
	Anlzd Return	Anlzd Standard Deviation	Sharpe Ratio	Information Ratio	Tracking Error
Growth Portfolio	22.7	7.5	2.1	-1.4	2.4
<i>Blended Growth Index</i>	26.8	8.1	2.4	-	0.0
US Equity	34.1	11.5	2.2	-0.6	1.5
<i>Blended US Equity Index</i>	35.2	12.1	2.2	-	0.0
International Equity	21.4	10.2	1.4	-1.1	1.8
<i>Blended International Equity Index</i>	23.7	9.6	1.7	-	0.0
Private Equity	9.5	7.4	0.5	-0.9	16.7
<i>Blended Private Equity Index</i>	26.1	14.4	1.3	-	0.0
Opportunistic Credit	10.3	3.3	1.4	-2.6	1.5
<i>Opportunistic Credit Index</i>	14.5	4.1	2.1	-	0.0

InvMetrics All DB US Eq Net Return Comparison



	3 Mo	YTD	1 Yr	2 Yrs	3 Yrs	5 Yrs	7 Yrs	10 Yrs
◆ Growth Portfolio	5.7 (85)	13.8 (94)	22.7 (99)	18.7 (100)	-	-	-	-
▲ Blended Growth Index	5.4 (88)	17.3 (36)	26.8 (90)	22.8 (86)	8.1 (29)	11.9 (45)	-	-
5th Percentile	7.6	19.4	33.3	27.7	9.7	13.8	12.2	11.3
1st Quartile	6.8	17.8	31.0	25.9	8.2	12.4	10.5	9.9
Median	6.4	16.8	29.6	24.9	6.9	11.8	9.9	9.4
3rd Quartile	6.0	15.7	28.5	23.4	5.8	10.8	9.2	8.7
95th Percentile	4.6	12.9	24.4	21.4	4.1	9.7	8.3	7.8
Population	110	110	110	109	107	104	94	82





US Equity  
Equity Only Summary Statistics

San Mateo County Employees' Retirement Association  
Period Ending: September 30, 2024

Characteristics

	Portfolio	Benchmark
Number of Stocks	2,063	2,987
Wtd. Avg. Mkt. Cap \$M	689,253.0	851,764.6
Median Mkt. Cap \$M	4,456.9	2,253.1
Price/Earnings ratio	24.9	26.9
Current Yield (%)	1.4	1.3
Beta (5 Years, Monthly)	0.9	1.0
Price/Book ratio	4.2	4.7
Return on Equity (%)	8.7	9.5

Top Holdings

Best Performers

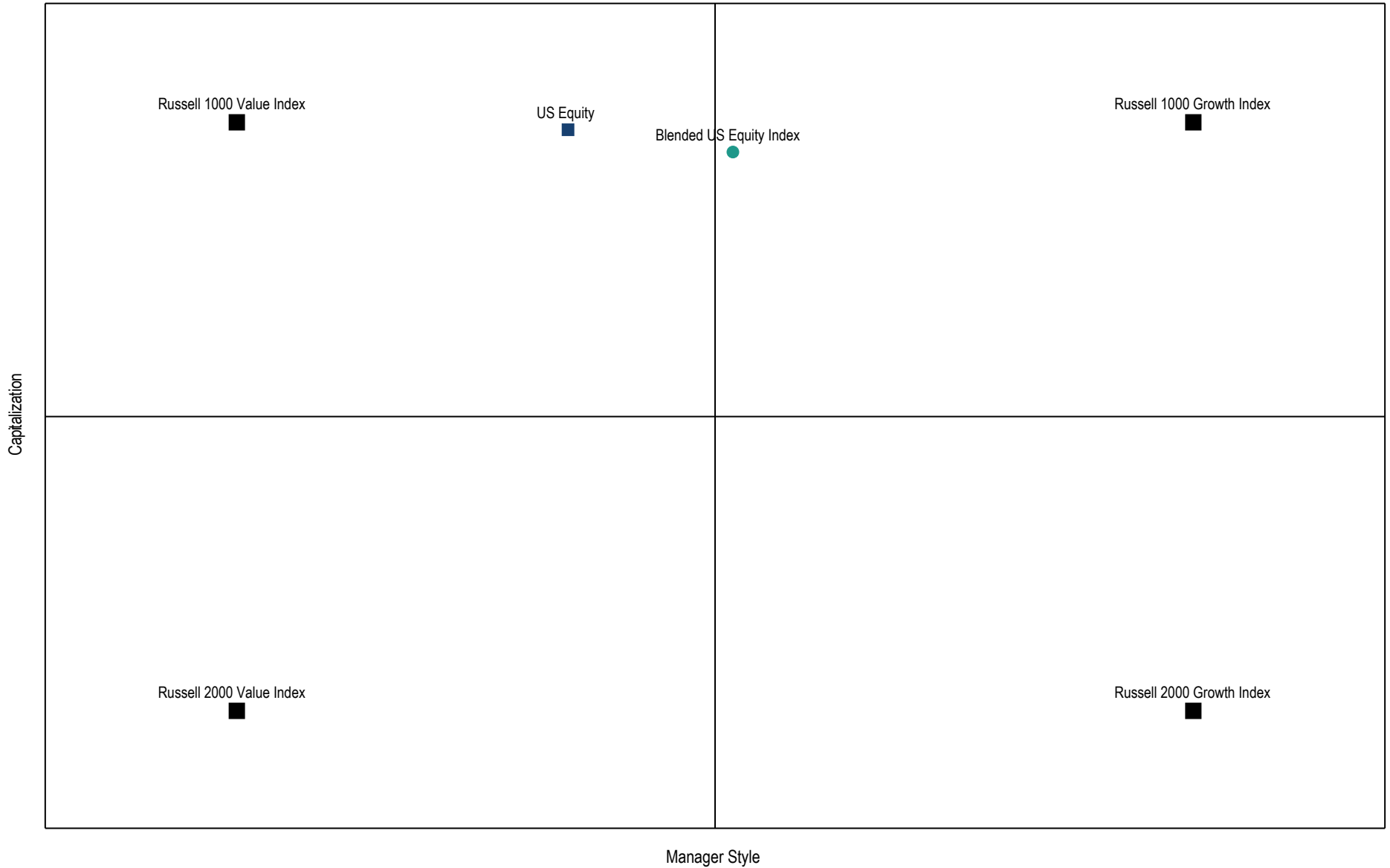
Worst Performers

	(%)		Return (%)		Return (%)
Microsoft Corp	5.0	Lumen Technologies Inc	545.5	LL Flooring Holdings Inc	-99.2
Apple Inc	4.9	CommScope Holding Co Inc	396.7	Vertex Energy Inc	-87.8
NVIDIA Corporation	3.9	Summit Therapeutics Inc	180.8	ALX Oncology Holdings Inc	-69.8
Amazon.com Inc	2.7	AST SpaceMobile Inc	125.2	Cardlytics Inc	-61.0
Meta Platforms Inc	1.5	Latham Group Inc	124.4	New Fortress Energy Inc	-58.3
Alphabet Inc	1.4	Trinseo PLC	122.3	Wolfspeed Inc	-57.4
Tesla Inc	1.2	Harrow Inc	115.2	Corbus Pharmaceuticals Holdings Inc	-54.4
Broadcom Inc	1.1	Aurora Innovation Inc	113.7	Mobileye Global Inc	-51.2
Berkshire Hathaway Inc	1.1	Redfin Corp	108.5	Trump Media & Technology Group Corp	-50.9
Alphabet Inc	0.9	Bioventus Inc	107.8	Super Micro Computer Inc	-49.2

US Equity Performance Attribution vs. Russell 3000 Index

	Attribution Effects				Performance		Sector Weights	
	Total Effects	Selection Effect	Allocation Effect	Interaction Effect	Portfolio	Benchmark	Portfolio	Benchmark
Energy	0.1	0.1	-0.1	0.0	0.7	-3.0	4.5	3.9
Materials	0.2	0.1	0.1	0.0	11.9	9.5	4.1	2.5
Industrials	-0.1	-0.1	0.0	0.0	9.8	11.0	9.6	9.4
Consumer Discretionary	0.1	0.1	0.0	0.0	9.1	8.2	11.3	10.1
Consumer Staples	0.2	0.1	0.0	0.0	10.4	8.5	6.7	5.5
Health Care	0.0	0.0	0.0	0.0	6.5	6.4	11.2	11.9
Financials	0.1	0.1	0.0	0.0	11.8	10.7	12.2	13.2
Information Technology	0.3	0.2	0.2	0.0	2.5	1.8	26.0	30.1
Communication Services	0.2	0.2	0.0	0.0	4.9	2.2	8.4	8.8
Utilities	0.1	0.0	0.2	0.0	17.2	18.7	3.6	2.2
Real Estate	0.0	0.0	0.0	0.0	18.3	17.2	2.4	2.6
Other	0.0	0.0	0.0	0.0	5.8	0.0	0.1	0.0
Cash	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0
<b>Total</b>	<b>1.2</b>	<b>0.9</b>	<b>0.4</b>	<b>0.0</b>	<b>7.5</b>	<b>6.2</b>	<b>100.0</b>	<b>100.0</b>

U.S. Effective Style Map



**Characteristics**

	Portfolio	Benchmark
Number of Stocks	1,013	1,010
Wtd. Avg. Mkt. Cap \$M	890,760.4	894,448.7
Median Mkt. Cap \$M	15,140.6	15,165.1
Price/Earnings ratio	27.4	27.4
Current Yield (%)	1.3	1.3
Beta (5 Years, Monthly)	1.0	1.0
Price/Book ratio	4.9	4.9
Return on Equity (%)	9.9	9.9

**Top Holdings**

**Best Performers**

**Worst Performers**

	(%)		Return (%)		Return (%)
Apple Inc	6.4	Exact Sciences Corporation	61.2	New Fortress Energy Inc	-58.3
Microsoft Corp	6.0	Inspire Medical Systems Inc	57.7	Wolfspeed Inc	-57.4
NVIDIA Corporation	5.4	AppLovin Corporation	56.9	Trump Media & Technology Group Corp	-50.9
Amazon.com Inc	3.3	Doximity Inc	55.8	Super Micro Computer Inc	-49.2
Meta Platforms Inc	2.4	Ubiquiti Inc	52.7	e l f Beauty Inc	-48.3
Alphabet Inc	1.8	Vornado Realty Trust	49.9	Celsius Holdings Inc	-45.1
Berkshire Hathaway Inc	1.6	GE Vernova Inc	48.7	Moderna Inc	-43.7
Alphabet Inc	1.6	V.F. Corp	48.5	DexCom Inc	-40.9
Broadcom Inc	1.5	Palantir Technologies Inc	46.9	Advance Auto Parts Inc.	-38.2
Tesla Inc	1.4	SharkNinja Inc	44.7	Dollar General Corporation	-35.7

**Characteristics**

	Portfolio	Benchmark
Number of Stocks	145	1,010
Wtd. Avg. Mkt. Cap \$M	126,399.5	894,448.7
Median Mkt. Cap \$M	28,937.0	15,165.1
Price/Earnings ratio	20.9	27.4
Current Yield (%)	2.3	1.3
Beta (5 Years, Monthly)	0.8	1.0
Price/Book ratio	3.0	4.9
Return on Equity (%)	5.8	9.9

**Top Holdings**

**Best Performers**

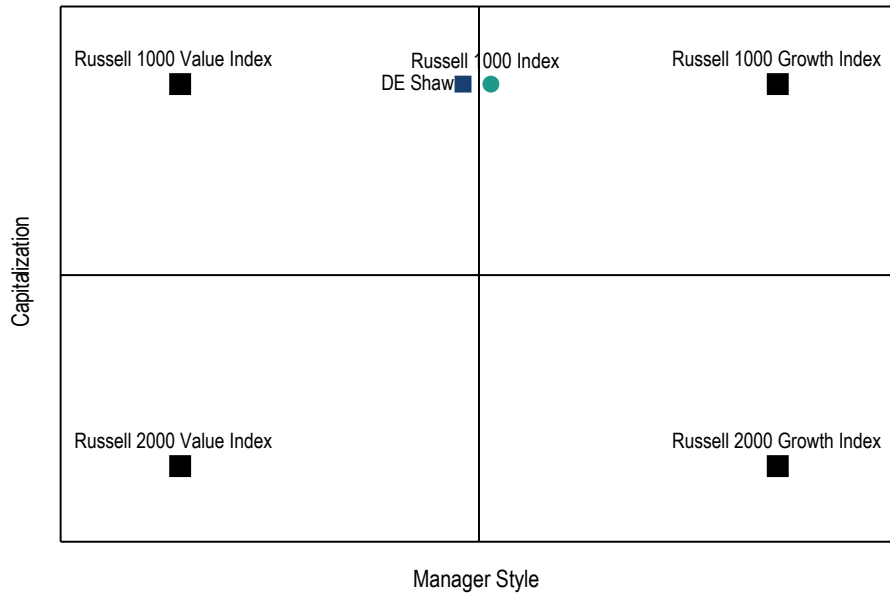
**Worst Performers**

	(%)		Return (%)		Return (%)
AT&T Inc	2.2	Kellanova	40.9	Trump Media & Technology Group Corp	-50.9
T-Mobile US Inc	2.0	Liberty Media Corp Liberty Live Group	32.0	Apellis Pharmaceuticals Inc	-24.8
Packaging Corp Of America	2.0	International Business Machines Corp	28.9	Matador Resources Co	-16.8
Amcor Plc	2.0	Bristol-Myers Squibb Co	26.5	BioMarin Pharmaceutical Inc	-14.6
AptarGroup Inc.	2.0	Cooper Cos Inc (The)	26.4	Permian Resources Corp	-14.5
Sonoco Products Co	1.8	Gilead Sciences Inc	23.3	Antero Resources Corporation	-12.2
OGE Energy Corp	1.8	Crown Castle Inc	23.0	Gentex Corporation	-11.6
Dominion Energy Inc	1.8	Progressive Corp (The)	22.2	Merck & Co Inc	-7.7
CMS Energy Corp	1.8	Fox Corp	22.0	Coty Inc	-6.3
Avangrid Inc	1.7	Public Service Enterprise Group Inc	21.9	MSA Safety Inc	-5.2

PanAgora Defuseq Performance Attribution vs. Russell 1000 Index

	Attribution Effects				Performance		Sector Weights	
	Total Effects	Selection Effect	Allocation Effect	Interaction Effect	Portfolio	Benchmark	Portfolio	Benchmark
Energy	0.3	0.3	-0.3	0.3	5.6	-2.3	7.2	3.7
Materials	0.6	0.1	0.2	0.3	13.8	9.5	9.0	2.3
Industrials	-0.7	-0.7	0.0	0.0	3.4	11.2	9.5	9.0
Consumer Discretionary	0.0	0.1	0.0	0.0	9.0	8.1	8.4	10.1
Consumer Staples	0.6	0.2	0.2	0.3	12.1	8.7	13.0	5.6
Health Care	0.3	0.3	0.0	0.0	8.5	6.1	10.8	11.7
Financials	0.0	0.2	-0.1	-0.1	12.0	10.4	9.8	13.0
Information Technology	1.3	1.2	0.9	-0.9	5.9	1.9	9.1	30.8
Communication Services	1.1	1.0	0.0	0.1	13.4	2.0	9.8	9.2
Utilities	1.1	0.0	1.3	-0.2	17.6	19.1	12.1	2.2
Real Estate	-0.1	0.0	-0.1	0.0	16.4	17.2	1.2	2.4
Cash	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0
<b>Total</b>	<b>4.4</b>	<b>2.7</b>	<b>2.0</b>	<b>-0.2</b>	<b>10.6</b>	<b>6.1</b>	<b>100.0</b>	<b>100.0</b>

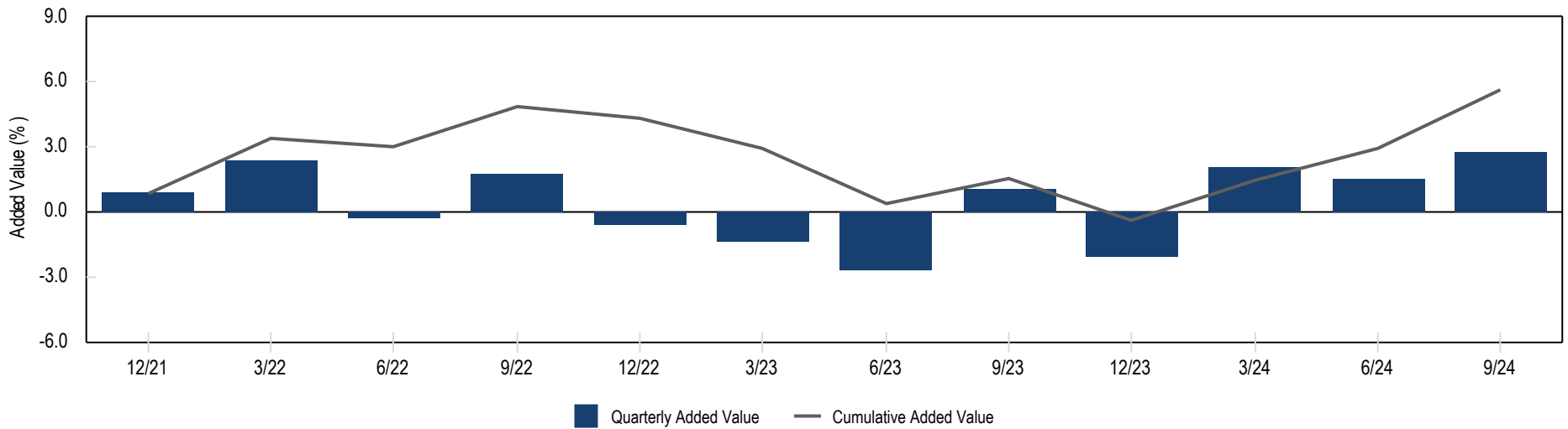
U.S. Effective Style Map



Growth of a Dollar

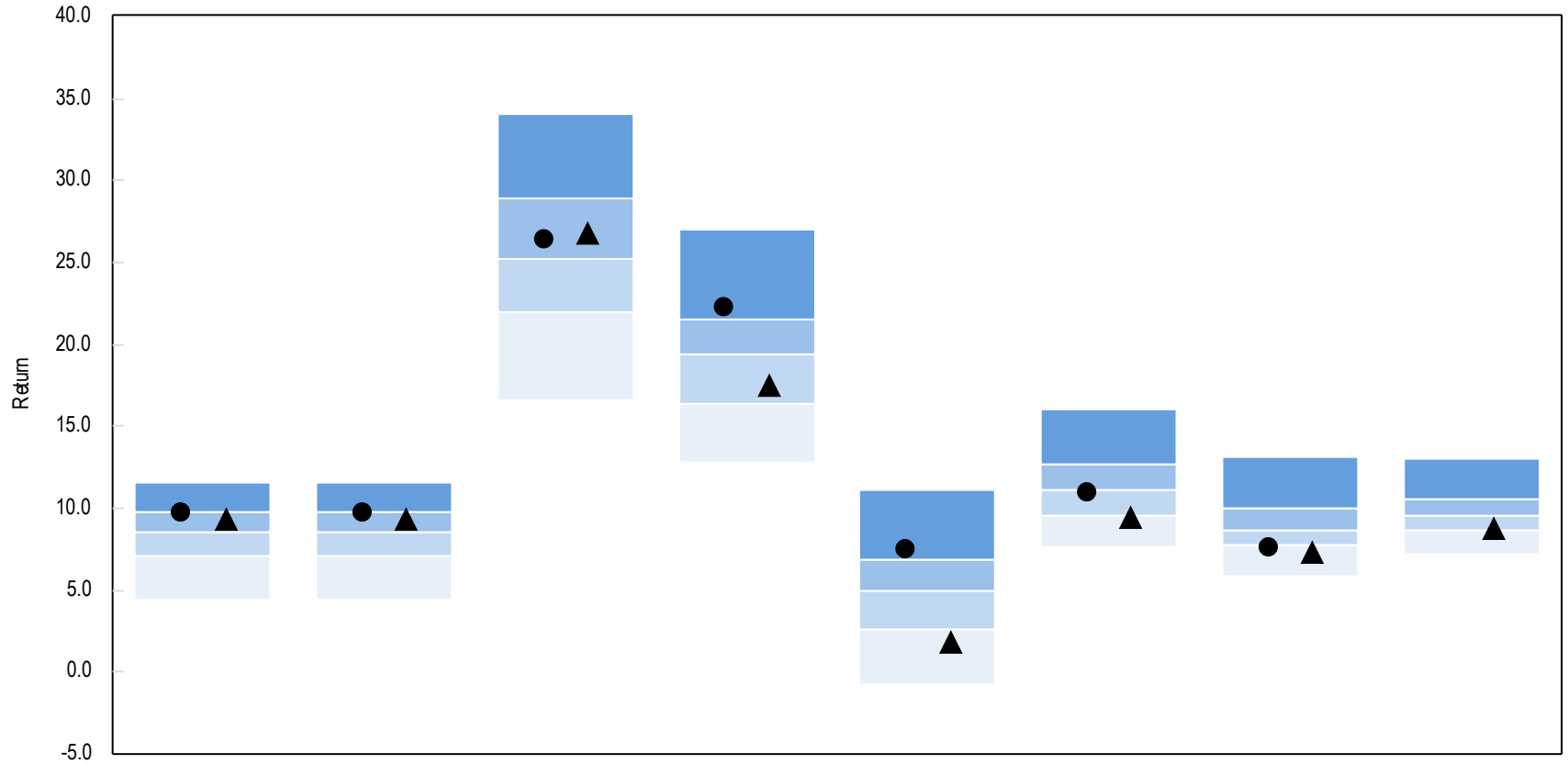


Quarterly and Cumulative Excess Performance





eV US Small Cap Core Equity Net Return Comparison



	3 Mo	Fiscal YTD	1 Yr	2 Yrs	3 Yrs	5 Yrs	7 Yrs	10 Yrs
● PGIM Quant Solutions	9.8 (26)	9.8 (26)	26.4 (39)	22.3 (21)	7.6 (21)	11.0 (54)	7.6 (78)	-
▲ Russell 2000 Index	9.3 (39)	9.3 (39)	26.8 (37)	17.5 (66)	1.8 (80)	9.4 (78)	7.4 (84)	8.8 (74)
5th Percentile	11.6	11.6	34.1	27.0	11.1	16.1	13.1	13.1
1st Quartile	9.8	9.8	28.9	21.5	6.8	12.7	10.0	10.6
Median	8.5	8.5	25.3	19.4	5.0	11.1	8.7	9.5
3rd Quartile	7.1	7.1	21.9	16.4	2.6	9.6	7.8	8.7
95th Percentile	4.4	4.4	16.7	12.8	-0.8	7.6	5.9	7.2
Population	192	192	192	186	178	170	163	144

**Characteristics**

	Portfolio	Benchmark
Number of Stocks	327	1,977
Wtd. Avg. Mkt. Cap \$M	3,214.5	3,494.1
Median Mkt. Cap \$M	2,423.4	962.6
Price/Earnings ratio	17.2	17.7
Current Yield (%)	1.2	1.4
Beta (5 Years, Monthly)	1.0	1.0
Price/Book ratio	2.3	2.5
Return on Equity (%)	-1.6	1.8

**Top Holdings**

**Best Performers**

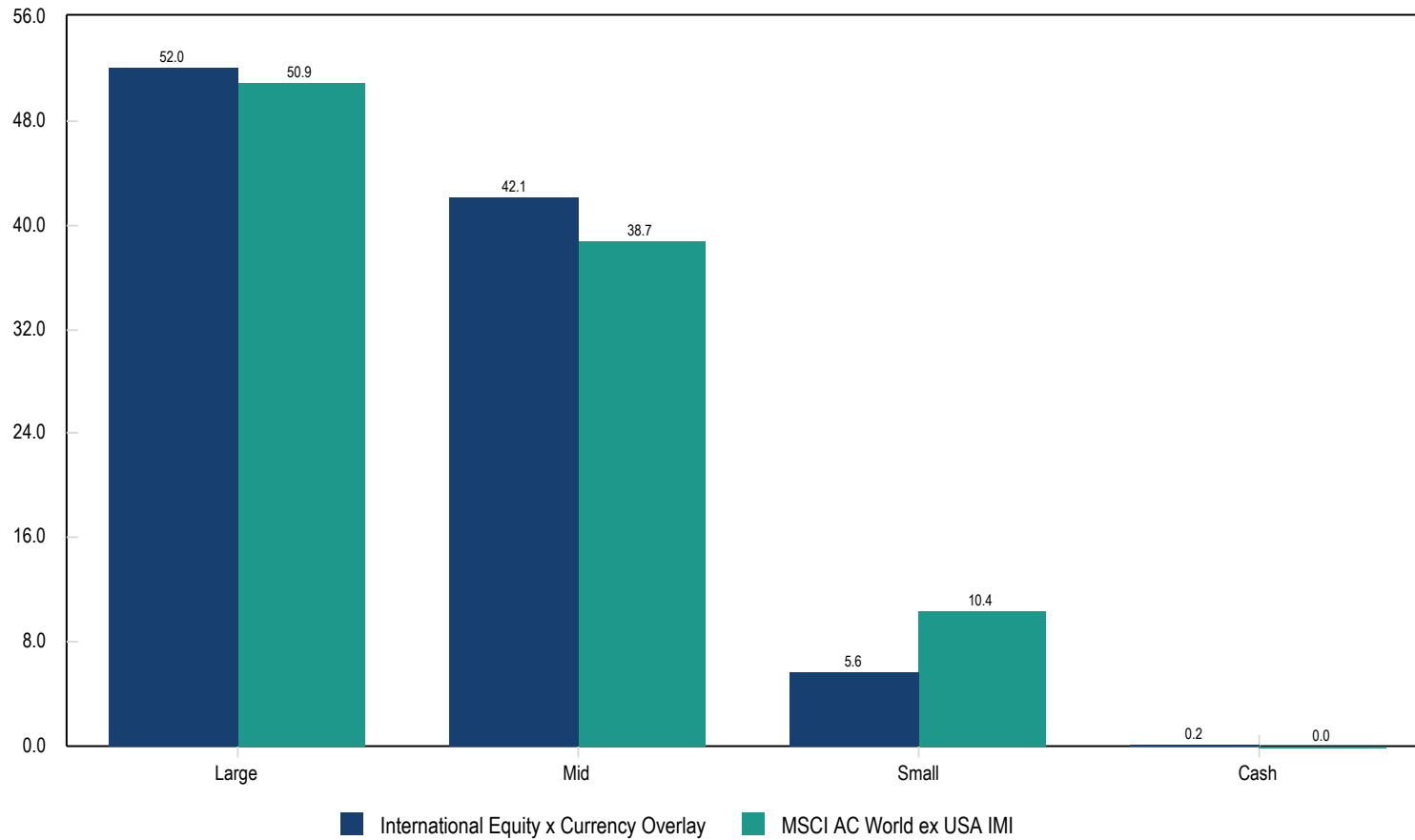
**Worst Performers**

	(%)		Return (%)		Return (%)
Carpenter Technology Corp	1.0	Rocket Lab USA Inc	102.7	Pacira BioSciences Inc	-47.4
ACI Worldwide Inc	1.0	CareDx Inc	101.1	ModivCare Inc	-45.6
Frontdoor Inc	0.9	Axogen Inc	93.6	Clearwater Paper Corp	-41.1
Fluor Corp	0.9	Uniti Group Inc	93.2	Bumble Inc	-39.3
Avient Corp	0.8	ADMA Biologics Inc	78.8	Solo Brands Inc	-38.2
Belden Inc	0.8	Traverse Therapeutics Inc	70.2	Integra LifeSciences Holdings Corp	-37.6
Primo Water Corp	0.8	Byrna Technologies Inc	70.0	PBF Energy Inc	-32.3
Box Inc	0.8	Compass Inc	69.7	iTeos Therapeutics Inc	-31.2
OUTFRONT Media Inc	0.7	Zeta Global Holdings Corp	69.0	Rambus Inc	-28.1
Tutor Perini Corp	0.7	Omniceil Inc	61.1	Kosmos Energy Ltd	-27.3

**PGIM Quant Solutions Performance Attribution vs. Russell 2000 Index**

	Attribution Effects				Performance		Sector Weights	
	Total Effects	Selection Effect	Allocation Effect	Interaction Effect	Portfolio	Benchmark	Portfolio	Benchmark
Energy	0.5	0.4	0.1	0.0	-4.9	-10.2	6.8	7.5
Materials	0.2	0.2	0.0	0.0	13.5	9.3	5.3	4.5
Industrials	0.0	0.0	0.0	0.0	8.9	8.8	17.7	17.2
Consumer Discretionary	0.1	0.1	0.0	0.0	11.7	10.8	10.8	10.4
Consumer Staples	0.2	0.2	0.0	0.0	8.7	3.3	4.4	3.5
Health Care	-0.1	-0.1	0.0	0.0	9.4	9.8	14.3	15.2
Financials	0.4	0.4	0.0	0.0	18.1	15.3	15.7	16.0
Information Technology	-0.2	-0.2	0.1	0.0	-3.3	-1.7	14.7	15.3
Communication Services	-0.3	-0.3	0.0	0.0	4.2	19.3	2.2	2.2
Utilities	0.1	0.0	0.0	0.0	13.6	12.8	3.2	2.6
Real Estate	0.2	0.3	-0.1	0.0	23.4	17.3	4.9	5.6
Cash	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total</b>	<b>1.2</b>	<b>1.1</b>	<b>0.1</b>	<b>0.0</b>	<b>9.0</b>	<b>7.8</b>	<b>100.0</b>	<b>100.0</b>

Market Capitalization as of September 30, 2024



See appendix for the market capitalization breakpoints.

**Characteristics**

	Portfolio	Benchmark
Number of Stocks	6,579	6,463
Wtd. Avg. Mkt. Cap \$M	99,335.5	94,861.9
Median Mkt. Cap \$M	2,124.5	2,117.0
Price/Earnings ratio	15.0	15.5
Current Yield (%)	2.8	2.9
Beta (5 Years, Monthly)	1.0	1.0
Price/Book ratio	2.7	2.6
Return on Equity (%)	4.4	4.5

**Top Holdings**

**Best Performers**

**Worst Performers**

	(%)		Return (%)		Return (%)
Taiwan Semiconductor Man.	3.2	PT Wijaya Karya	362.8	Huazhong In-Vehicle Holdings Co Ltd	-82.4
Tencent Holdings LTD	1.3	GDS Holdings Limited	135.4	Nykode Therapeutics AS	-69.7
United Overseas Bank Ltd	1.2	Sunac China Holdings Ltd	129.0	Kustur Kusadasi Turizm Endustrisi AS	-58.3
ASML Holding NV	1.2	Guotai Junan International Holdings Ltd	125.5	Star Plus Legend Holdings Limited	-57.5
Alibaba Group Holding Ltd	0.9	PCBL Chemical Ltd	124.3	emeis Societe anonyme	-49.0
Sony Group Corporation	0.8	Nuix Limited	121.2	UBI Soft Entertainment SA	-48.5
Lloyds Banking Group PLC	0.8	Edelweiss Financial Services Ltd	119.3	Hana Materials Inc	-48.3
Banco Santander SA	0.8	Hellofresh Se	111.9	Kempower Oyj	-46.5
Fujitsu Ltd	0.8	Voronoi Inc	109.0	Fusion Finance Limited	-45.3
Samsung Electronics Co Ltd	0.8	Ginlong Technologies Co Ltd	106.9	Simmtech Co Ltd	-43.9

International Equity x Currency Overlay  
Equity Sector Attribution

San Mateo County Employees' Retirement Association  
Period Ending: September 30, 2024

International Equity x Currency Overlay Performance Attribution vs. MSCI AC World ex USA IMI

	Attribution Effects				Performance		Sector Weights	
	Total Effects	Selection Effect	Allocation Effect	Interaction Effect	Portfolio	Benchmark	Portfolio	Benchmark
Energy	0.2	0.1	0.1	0.0	0.8	-1.7	4.6	5.3
Materials	0.0	0.0	0.0	0.0	9.9	9.4	6.3	7.7
Industrials	0.4	0.3	0.0	0.1	11.0	8.7	17.2	15.0
Consumer Discretionary	0.3	0.3	0.0	0.0	13.5	11.3	12.1	11.2
Consumer Staples	0.0	0.0	0.0	0.0	10.4	10.9	7.4	7.1
Health Care	0.4	0.4	0.0	0.0	11.1	7.1	9.3	9.0
Financials	0.0	0.1	-0.1	0.0	12.2	11.5	17.9	20.2
Information Technology	0.0	0.1	-0.1	0.0	-0.4	-1.4	15.2	13.7
Communication Services	0.1	0.1	0.0	0.0	14.8	13.6	5.1	5.0
Utilities	0.0	0.0	0.0	0.0	14.8	13.3	2.8	3.1
Real Estate	-0.1	0.0	-0.1	0.0	17.2	17.1	1.5	2.8
Cash	0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.0
<b>Total</b>	<b>1.3</b>	<b>1.5</b>	<b>-0.3</b>	<b>0.1</b>	<b>9.5</b>	<b>8.3</b>	<b>100.0</b>	<b>100.0</b>

International Equity x Currency Overlay vs. MSCI AC World ex USA IMI

	Weights		Performance		Attribution Effects			
	Portfolio	Benchmark	Portfolio	Benchmark	Selection Effects	Country Effects	Interaction Effects	Total Effects
Australia	3.1	4.7	10.9	11.6	0.0	-0.1	0.0	-0.1
Austria	0.4	0.2	12.4	6.9	0.0	0.0	0.0	0.0
Belgium	0.6	0.5	13.6	12.8	0.0	0.0	0.0	0.0
Brazil	1.6	1.2	6.2	8.5	0.0	0.0	0.0	0.0
Canada	5.3	7.3	14.2	11.9	0.2	-0.1	0.0	0.0
Chile	0.3	0.1	8.8	6.1	0.0	0.0	0.0	0.0
China	5.8	5.7	27.8	24.5	0.2	0.0	0.0	0.2
Colombia	0.0	0.0	-0.4	-0.4	0.0	0.0	0.0	0.0
Czech Republic	0.0	0.0	5.0	4.9	0.0	0.0	0.0	0.0
Denmark	1.5	2.4	-3.2	-9.0	0.1	0.2	-0.1	0.2
Egypt	0.0	0.0	17.3	17.6	0.0	0.0	0.0	0.0
Finland	0.4	0.7	8.8	8.8	0.0	0.0	0.0	0.0
France	5.6	6.0	5.5	7.9	-0.1	0.0	0.0	-0.1
Germany	5.0	5.0	11.5	10.2	0.1	0.0	0.0	0.1
Greece	0.1	0.1	9.9	9.9	0.0	0.0	0.0	0.0
Hong Kong	2.3	1.6	25.8	19.6	0.1	0.1	0.0	0.2
Hungary	0.0	0.1	6.4	6.4	0.0	0.0	0.0	0.0
India	5.1	6.2	6.0	7.6	-0.1	0.0	0.0	-0.1
Indonesia	0.5	0.5	13.3	15.8	0.0	0.0	0.0	0.0
Ireland	1.2	0.9	9.3	10.5	0.0	0.0	0.0	0.0
Israel	0.3	0.6	11.0	10.9	0.0	0.0	0.0	0.0
Italy	2.0	1.6	15.0	12.1	0.0	0.0	0.0	0.1
Japan	16.6	15.4	8.4	7.1	0.2	0.0	0.0	0.2
Korea	3.0	3.6	-6.1	-5.4	0.0	0.1	0.0	0.1
Kuwait	0.1	0.2	3.8	3.8	0.0	0.0	0.0	0.0
Malaysia	0.3	0.5	19.1	17.3	0.0	0.0	0.0	0.0
Malta	0.0	0.0	7.0	7.0	0.0	0.0	0.0	0.0
Mexico	1.0	0.6	-5.2	-4.4	0.0	0.0	0.0	-0.1
Netherlands	4.8	3.5	3.8	-3.7	0.3	-0.2	0.1	0.2
New Zealand	0.1	0.2	9.1	9.1	0.0	0.0	0.0	0.0
Norway	0.3	0.5	1.5	1.5	0.0	0.0	0.0	0.0
Peru	0.2	0.0	13.0	7.9	0.0	0.0	0.0	0.0
Philippines	0.1	0.2	20.9	20.9	0.0	0.0	0.0	0.0

International Equity x Currency Overlay  
Equity Performance Attribution

San Mateo County Employees' Retirement Association  
Period Ending: September 30, 2024

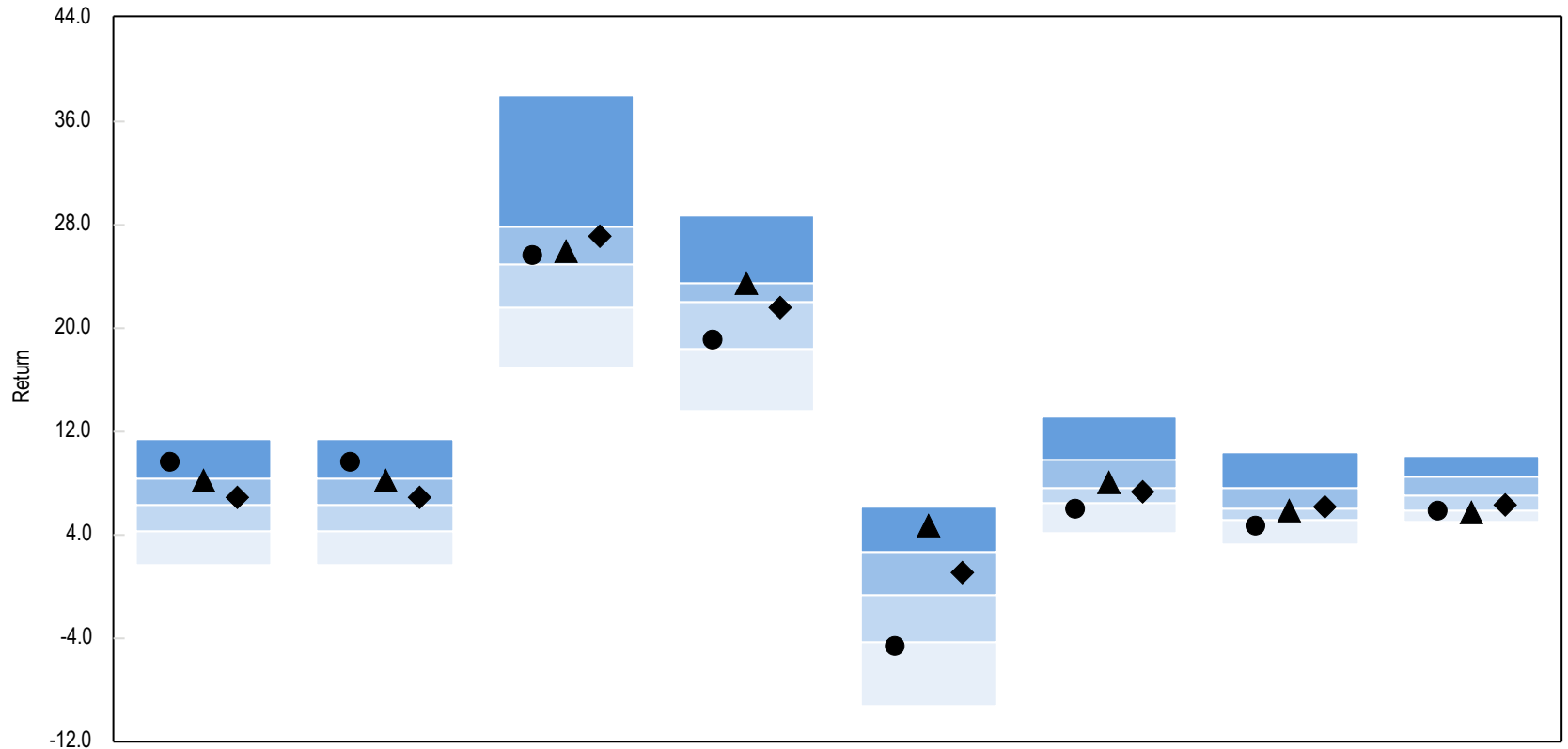
	Weights		Performance		Attribution Effects			Total Effects
	Portfolio	Benchmark	Portfolio	Benchmark	Selection Effects	Country Effects	Interaction Effects	
Poland	0.1	0.3	-1.6	-1.6	0.0	0.0	0.0	0.0
Portugal	0.5	0.1	1.6	7.5	0.0	0.0	0.0	0.0
Qatar	0.1	0.2	9.5	9.5	0.0	0.0	0.0	0.0
Saudi Arabia	0.9	1.1	4.7	5.7	0.0	0.0	0.0	0.0
Singapore	1.7	1.0	14.1	18.5	0.0	0.1	0.0	0.0
South Africa	0.4	0.8	17.5	17.5	0.0	0.0	0.0	0.0
Spain	1.5	1.6	12.1	13.3	0.0	0.0	0.0	0.0
Sweden	3.2	2.2	9.4	9.3	0.0	0.0	0.0	0.0
Switzerland	4.8	6.0	9.2	8.2	0.1	0.0	0.0	0.1
Taiwan	5.6	5.8	0.4	0.4	0.0	0.0	0.0	0.0
Thailand	0.3	0.4	20.7	28.4	0.0	0.0	0.0	0.0
Turkey	0.2	0.3	-13.0	-13.0	0.0	0.0	0.0	0.0
United Arab Emirates	0.4	0.3	11.3	11.1	0.0	0.0	0.0	0.0
United Kingdom	10.7	8.9	10.8	8.6	0.2	0.0	0.0	0.2
United States	0.4	0.1	6.8	4.2	0.0	0.0	0.0	0.0
Other	1.1	0.3	19.6	16.0	0.0	0.1	0.0	0.1
Cash	0.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>9.5</b>	<b>8.3</b>	<b>1.0</b>	<b>0.1</b>	<b>0.1</b>	<b>1.3</b>



International Equity x Currency Overlay vs. MSCI AC World ex USA IMI

	Weights		Performance		Attribution Effects			Total Effects
	Portfolio	Benchmark	Portfolio	Benchmark	Selection Effects	Region Effects	Interaction Effects	
Americas	8.8	9.5	10.0	10.2	0.0	0.0	0.0	0.0
Asia Pacific	44.5	45.8	10.2	9.1	0.5	0.0	0.0	0.5
EMEA	45.1	44.4	8.6	7.0	0.7	0.0	0.0	0.7
Other	1.1	0.3	19.6	16.0	0.0	0.1	0.0	0.1
Cash	0.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>9.5</b>	<b>8.3</b>	<b>1.3</b>	<b>0.0</b>	<b>0.0</b>	<b>1.3</b>

eV ACWI ex-US Growth Equity Net Return Comparison



	3 Mo	Fiscal YTD	1 Yr	2 Yrs	3 Yrs	5 Yrs	7 Yrs	10 Yrs
● Baillie Gifford	9.7 (12)	9.7 (12)	25.7 (46)	19.1 (70)	-4.6 (77)	6.0 (83)	4.8 (81)	5.8 (80)
▲ MSCI ACWI ex US	8.2 (28)	8.2 (28)	26.0 (41)	23.5 (26)	4.7 (11)	8.1 (44)	5.9 (52)	5.7 (82)
◆ MSCI ACWI ex US Growth	7.0 (44)	7.0 (44)	27.1 (29)	21.5 (54)	1.1 (35)	7.4 (57)	6.1 (49)	6.3 (65)
5th Percentile	11.4	11.4	38.1	28.8	6.2	13.2	10.4	10.2
1st Quartile	8.3	8.3	27.9	23.5	2.7	9.8	7.7	8.6
Median	6.4	6.4	24.9	22.1	-0.6	7.6	6.0	7.1
3rd Quartile	4.2	4.2	21.6	18.4	-4.2	6.5	5.2	5.9
95th Percentile	1.7	1.7	16.9	13.7	-9.2	4.2	3.2	5.1
Population	105	105	105	105	103	94	87	71

**Characteristics**

	Portfolio	Benchmark
Number of Stocks	85	2,094
Wtd. Avg. Mkt. Cap \$M	119,400.6	110,143.7
Median Mkt. Cap \$M	32,029.1	10,377.5
Price/Earnings ratio	18.3	15.6
Current Yield (%)	1.6	2.9
Beta (5 Years, Monthly)	1.1	1.0
Price/Book ratio	3.8	2.7
Return on Equity (%)	5.1	4.5

**Top Holdings**

**Best Performers**

**Worst Performers**

	(%)		Return (%)		Return (%)
Taiwan Semiconductor Man.	5.8	Alibaba Group Holding Ltd	56.8	Samsung Electronics Co Ltd	-20.6
United Overseas Bank Ltd	2.8	Centre Testing International Group Co Ltd	54.8	ASML Holding NV	-19.3
ASML Holding NV	2.7	Contemporary Amperex Technology Co Ltd	44.9	Tokyo Electron Ltd	-17.8
Investor AB publ	2.5	DSV A/S	35.0	Burberry Group PLC	-15.3
Auto Trader Group plc	2.5	Techtronic Industries Co Ltd	34.5	Wal-Mart de Mexico SAB de CV	-11.3
MercadoLibre Inc	2.4	Hong Kong Exchanges and Clearing Ltd	33.5	Soitec SA	-10.5
Experian Plc	2.1	AIA Group Ltd	33.2	Softcat PLC	-9.4
Cie Financiere Richemont	1.9	Adyen N.V	31.2	Fomento Economico Mexican	-7.5
Techtronic Industries Co Ltd	1.8	KK Cosmos Yakuhiin	29.8	Reliance Industries Ltd	-5.8
LONZA GROUP AG	1.8	IMCD NV	25.6	Smc Corp	-5.5

**Baillie Gifford Performance Attribution vs. MSCI AC World ex USA Index**

	Attribution Effects				Performance		Sector Weights	
	Total Effects	Selection Effect	Allocation Effect	Interaction Effect	Portfolio	Benchmark	Portfolio	Benchmark
Energy	0.3	-0.2	0.4	0.2	-5.8	-1.5	1.4	5.5
Materials	0.1	0.4	0.0	-0.2	14.4	9.4	3.4	7.1
Industrials	1.5	0.9	0.0	0.5	15.3	8.7	21.7	13.7
Consumer Discretionary	0.9	0.6	0.1	0.2	16.4	11.4	15.4	11.1
Consumer Staples	-0.4	-0.3	0.1	-0.2	6.4	10.5	11.1	7.2
Health Care	0.7	0.9	0.0	-0.3	16.2	6.4	6.8	9.5
Financials	0.2	0.7	-0.3	-0.2	14.9	11.7	14.3	21.7
Information Technology	-0.9	-0.3	-0.5	-0.1	-3.4	-1.5	19.5	14.0
Communication Services	0.2	0.3	0.0	0.0	18.6	13.8	5.0	5.3
Utilities	-0.2	0.0	-0.2	0.0	0.0	13.6	0.0	3.1
Real Estate	-0.2	0.0	-0.2	0.0	0.0	17.2	0.0	1.8
Cash	-0.1	0.0	-0.1	0.0	0.0	0.0	1.4	0.0
<b>Total</b>	<b>2.3</b>	<b>2.9</b>	<b>-0.6</b>	<b>0.0</b>	<b>10.5</b>	<b>8.2</b>	<b>100.0</b>	<b>100.0</b>

Baillie Gifford vs. MSCI AC World ex USA Index

	Weights		Performance		Attribution Effects			Total Effects
	Portfolio	Benchmark	Portfolio	Benchmark	Selection Effects	Country Effects	Interaction Effects	
Australia	1.1	4.6	15.0	11.3	0.2	-0.1	-0.1	-0.1
Austria	0.0	0.1	0.0	8.8	0.0	0.0	0.0	0.0
Belgium	1.3	0.5	14.3	13.5	0.0	0.0	0.0	0.1
Brazil	1.9	1.2	3.8	8.8	-0.1	0.0	0.0	-0.1
Canada	2.8	7.4	16.1	12.2	0.3	-0.2	-0.2	-0.1
Chile	0.7	0.1	11.8	5.3	0.0	0.0	0.0	0.0
China	3.8	6.4	41.4	24.7	1.1	-0.4	-0.4	0.2
Colombia	0.0	0.0	0.0	-0.4	0.0	0.0	0.0	0.0
Czech Republic	0.0	0.0	0.0	5.0	0.0	0.0	0.0	0.0
Denmark	0.8	2.5	35.0	-10.2	1.1	0.3	-0.8	0.7
Egypt	0.0	0.0	0.0	12.5	0.0	0.0	0.0	0.0
Finland	0.0	0.6	0.0	8.2	0.0	0.0	0.0	0.0
France	4.4	6.6	1.8	8.1	-0.4	0.0	0.1	-0.3
Germany	2.0	5.5	12.0	10.7	0.1	-0.1	0.0	-0.1
Greece	0.0	0.1	0.0	10.4	0.0	0.0	0.0	0.0
Hong Kong	3.5	1.7	33.8	20.7	0.2	0.2	0.2	0.7
Hungary	0.0	0.1	0.0	6.3	0.0	0.0	0.0	0.0
India	3.7	5.6	2.1	7.6	-0.3	0.0	0.1	-0.2
Indonesia	0.0	0.5	0.0	15.4	0.0	0.0	0.0	0.0
Ireland	2.9	1.0	8.6	10.5	0.0	0.0	0.0	0.0
Israel	0.0	0.5	0.0	11.7	0.0	0.0	0.0	0.0
Italy	0.0	1.5	0.0	13.2	0.0	-0.1	0.0	-0.1
Japan	16.0	14.4	7.0	5.8	0.2	0.0	0.0	0.2
Korea	0.0	3.5	0.0	-5.9	0.0	0.5	0.0	0.5
Kuwait	0.0	0.2	0.0	4.3	0.0	0.0	0.0	0.0
Malaysia	0.0	0.4	0.0	20.4	0.0	0.0	0.0	0.0
Mexico	1.7	0.6	-9.2	-3.4	0.0	-0.1	-0.1	-0.2
Netherlands	9.9	4.0	4.2	-4.2	0.3	-0.7	0.5	0.1
New Zealand	0.0	0.2	0.0	8.6	0.0	0.0	0.0	0.0
Norway	0.0	0.4	0.0	2.2	0.0	0.0	0.0	0.0
Peru	0.0	0.1	0.0	7.4	0.0	0.0	0.0	0.0
Philippines	0.0	0.1	0.0	21.8	0.0	0.0	0.0	0.0
Poland	0.0	0.3	0.0	-3.0	0.0	0.0	0.0	0.0

	Weights		Performance			Attribution Effects		
	Portfolio	Benchmark	Portfolio	Benchmark	Selection Effects	Country Effects	Interaction Effects	Total Effects
Portugal	1.2	0.1	0.7	6.1	0.0	0.0	-0.1	-0.1
Qatar	0.0	0.2	0.0	10.5	0.0	0.0	0.0	0.0
Saudi Arabia	0.0	1.1	0.0	5.9	0.0	0.0	0.0	0.0
Singapore	2.5	1.0	11.8	19.0	-0.1	0.2	-0.1	0.0
South Africa	0.0	0.8	0.0	16.7	0.0	-0.1	0.0	-0.1
Spain	0.0	1.6	0.0	13.9	0.0	-0.1	0.0	-0.1
Sweden	8.0	2.1	9.4	8.5	0.0	0.0	0.1	0.1
Switzerland	3.7	6.6	9.6	8.0	0.1	0.0	0.0	0.1
Taiwan	6.0	5.6	0.7	0.8	0.0	0.0	0.0	0.0
Thailand	0.0	0.4	0.0	29.7	0.0	-0.1	0.0	-0.1
Turkey	0.0	0.2	0.0	-12.2	0.0	0.0	0.0	0.0
United Arab Emirates	0.0	0.3	0.0	11.8	0.0	0.0	0.0	0.0
United Kingdom	16.3	8.9	13.7	8.0	0.5	0.0	0.4	0.9
United States	1.5	0.1	7.3	7.9	0.0	0.0	0.0	0.0
Other	2.8	0.2	23.1	20.8	0.0	0.3	0.1	0.4
Cash	1.4	0.0	0.0	0.0	0.0	-0.1	0.0	-0.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>10.5</b>	<b>8.2</b>	<b>3.2</b>	<b>-0.5</b>	<b>-0.4</b>	<b>2.3</b>

Baillie Gifford vs. MSCI AC World ex USA Index

	Weights		Performance		Attribution Effects			Total Effects
	Portfolio	Benchmark	Portfolio	Benchmark	Selection Effects	Region Effects	Interaction Effects	
Americas	8.7	9.6	6.5	10.6	-0.4	0.0	0.0	-0.4
Asia Pacific	36.6	44.2	12.2	9.1	1.4	-0.1	-0.2	1.1
EMEA	50.6	45.9	9.5	6.8	1.3	-0.1	0.1	1.3
Other	2.8	0.2	23.1	20.8	0.0	0.3	0.1	0.4
Cash	1.4	0.0	0.0	0.0	0.0	-0.1	0.0	-0.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>10.5</b>	<b>8.2</b>	<b>2.2</b>	<b>0.1</b>	<b>0.0</b>	<b>2.3</b>

**Characteristics**

	Portfolio	Benchmark
Number of Stocks	121	1,202
Wtd. Avg. Mkt. Cap \$M	89,231.6	73,910.3
Median Mkt. Cap \$M	32,523.9	10,661.6
Price/Earnings ratio	12.0	11.7
Current Yield (%)	4.0	4.2
Beta (5 Years, Monthly)	1.0	1.0
Price/Book ratio	2.0	1.9
Return on Equity (%)	3.7	3.5

**Top Holdings**

**Best Performers**

**Worst Performers**

	(%)		Return (%)		Return (%)
Lloyds Banking Group PLC	3.0	Alibaba Group Holding Ltd	56.8	Kering	-21.0
Fujitsu Ltd	2.9	Yum China Holdings Inc	46.7	Samsung Electronics Co Ltd	-20.6
Banco Santander SA	2.7	Ping An Insurance Group Co of China Ltd	46.5	Kia Corporation	-18.7
SSE plc	2.6	China Medical Sytem Holding Ltd	39.0	Joint Stock Company Kaspi kz	-16.7
Enel Ente Nazionale	2.6	Kingfisher PLC	37.3	PetroChina Company Limited	-15.9
Sony Group Corporation	2.6	Yibin Wuliangye Co Ltd	36.3	Samsung Electronics Co Ltd	-15.8
TC Energy Corp	2.5	Gree Electric Appliances Inc	34.4	Mediatek Incorporation	-12.1
Snam SPA	2.4	Fujitsu Ltd	31.8	BP plc	-11.3
Allianz SE	2.3	Koninklijke Philips NV	29.9	Grupo Financiero Banorte	-8.7
Taiwan Semiconductor Man.	2.3	TC Energy Corp	27.5	Shell Plc	-8.3



**Mondrian Performance Attribution vs. MSCI AC World ex USA Value**

	Attribution Effects				Performance		Sector Weights	
	Total Effects	Selection Effect	Allocation Effect	Interaction Effect	Portfolio	Benchmark	Portfolio	Benchmark
Energy	0.9	0.8	0.3	-0.2	7.6	-1.3	6.4	9.1
Materials	0.1	0.0	0.0	0.0	8.9	8.4	6.3	8.3
Industrials	0.1	0.1	0.0	0.1	9.8	8.9	17.9	9.5
Consumer Discretionary	0.5	0.3	0.0	0.1	14.5	10.4	10.7	8.1
Consumer Staples	0.2	0.5	-0.1	-0.2	21.3	13.7	4.0	6.3
Health Care	0.5	0.1	0.3	0.1	14.9	13.9	13.2	5.8
Financials	-0.3	0.1	-0.3	-0.1	11.6	11.3	16.3	33.2
Information Technology	0.5	0.7	-0.8	0.7	6.9	-2.9	13.7	6.7
Communication Services	0.0	0.0	0.0	0.0	13.6	13.1	5.5	5.0
Utilities	0.2	0.2	0.0	0.0	17.1	14.1	5.3	5.2
Real Estate	-0.2	0.0	-0.2	0.0	0.0	18.1	0.0	2.8
Cash	-0.1	0.0	-0.1	0.0	0.0	0.0	0.8	0.0
<b>Total</b>	<b>2.3</b>	<b>2.7</b>	<b>-0.9</b>	<b>0.5</b>	<b>11.6</b>	<b>9.4</b>	<b>100.0</b>	<b>100.0</b>

Mondrian vs. MSCI AC World ex USA Value

	Weights		Performance		Attribution Effects			
	Portfolio	Benchmark	Portfolio	Benchmark	Selection Effects	Country Effects	Interaction Effects	Total Effects
Australia	1.5	4.5	2.7	11.5	-0.4	-0.1	0.3	-0.2
Austria	1.3	0.2	14.6	9.5	0.0	0.0	0.1	0.1
Belgium	0.0	0.4	0.0	9.4	0.0	0.0	0.0	0.0
Brazil	2.3	1.2	5.4	7.3	0.0	0.0	0.0	-0.1
Canada	2.9	7.6	26.1	16.7	0.7	-0.3	-0.4	-0.1
Chile	0.2	0.1	2.3	1.6	0.0	0.0	0.0	0.0
China	8.3	6.1	26.4	25.3	0.1	0.3	0.0	0.4
Colombia	0.0	0.0	0.0	-0.8	0.0	0.0	0.0	0.0
Czech Republic	0.0	0.0	0.0	4.6	0.0	0.0	0.0	0.0
Denmark	0.0	0.4	0.0	7.8	0.0	0.0	0.0	0.0
Egypt	0.0	0.0	0.0	14.7	0.0	0.0	0.0	0.0
Finland	0.0	1.1	0.0	8.5	0.0	0.0	0.0	0.0
France	6.2	6.3	2.9	10.9	-0.5	0.0	0.0	-0.5
Germany	9.0	6.5	13.1	10.7	0.2	0.0	0.1	0.3
Greece	0.0	0.1	0.0	9.4	0.0	0.0	0.0	0.0
Hong Kong	2.4	1.8	23.2	18.4	0.1	0.1	0.0	0.2
Hungary	0.0	0.1	0.0	4.5	0.0	0.0	0.0	0.0
India	3.1	5.7	3.0	6.0	-0.2	0.1	0.1	0.0
Indonesia	1.3	0.4	11.0	18.9	0.0	0.1	-0.1	0.0
Ireland	0.0	0.5	0.0	4.8	0.0	0.0	0.0	0.0
Israel	0.0	0.5	0.0	13.6	0.0	0.0	0.0	0.0
Italy	5.3	2.0	17.1	13.6	0.1	0.1	0.1	0.3
Japan	20.2	14.5	12.3	4.9	1.1	-0.3	0.4	1.2
Korea	4.8	3.8	-7.3	-7.8	0.0	-0.2	0.0	-0.1
Kuwait	0.0	0.2	0.0	5.3	0.0	0.0	0.0	0.0
Malaysia	0.5	0.4	23.6	25.3	0.0	0.0	0.0	0.0
Mexico	1.0	0.6	2.0	-1.2	0.0	0.0	0.0	0.0
Netherlands	2.3	2.0	29.9	5.6	0.5	0.0	0.1	0.6
New Zealand	0.0	0.1	0.0	-3.5	0.0	0.0	0.0	0.0
Norway	0.0	0.7	0.0	0.3	0.0	0.1	0.0	0.1
Peru	0.6	0.1	14.0	14.0	0.0	0.0	0.0	0.0
Philippines	0.0	0.2	0.0	20.5	0.0	0.0	0.0	0.0
Poland	0.0	0.3	0.0	-5.3	0.0	0.0	0.0	0.0

Mondrian  
Equity Performance Attribution

San Mateo County Employees' Retirement Association  
Period Ending: September 30, 2024

	Weights		Performance			Attribution Effects		
	Portfolio	Benchmark	Portfolio	Benchmark	Selection Effects	Country Effects	Interaction Effects	Total Effects
Portugal	0.4	0.1	0.7	22.1	0.0	0.0	-0.1	-0.1
Qatar	0.0	0.2	0.0	9.2	0.0	0.0	0.0	0.0
Saudi Arabia	1.5	1.2	2.8	3.1	0.0	0.0	0.0	0.0
Singapore	2.2	1.0	11.8	17.7	-0.1	0.1	-0.1	0.0
South Africa	0.0	0.9	0.0	15.5	0.0	-0.1	0.0	-0.1
Spain	3.0	2.4	10.6	12.8	-0.1	0.0	0.0	0.0
Sweden	0.0	1.5	0.0	8.5	0.0	0.0	0.0	0.0
Switzerland	3.9	7.0	12.6	9.8	0.2	0.0	-0.1	0.1
Taiwan	4.6	4.9	-0.3	0.4	0.0	0.0	0.0	0.0
Thailand	0.0	0.4	0.0	26.0	0.0	-0.1	0.0	-0.1
Turkey	0.0	0.2	0.0	-11.4	0.0	0.0	0.0	0.0
United Arab Emirates	0.8	0.3	11.5	10.6	0.0	0.0	0.0	0.0
United Kingdom	8.7	11.0	10.4	8.3	0.2	0.0	0.0	0.2
Other	1.1	0.2	12.2	15.1	0.0	0.0	0.0	0.0
Cash	0.8	0.0	0.0	0.0	0.0	-0.1	0.0	-0.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>11.6</b>	<b>9.4</b>	<b>1.8</b>	<b>0.1</b>	<b>0.3</b>	<b>2.3</b>

Mondrian vs. MSCI AC World ex USA Value

	Weights		Performance		Attribution Effects			Total Effects
	Portfolio	Benchmark	Portfolio	Benchmark	Selection Effects	Region Effects	Interaction Effects	
Americas	7.0	9.7	14.3	14.1	0.0	-0.1	0.0	-0.1
Asia Pacific	48.8	43.8	11.3	8.4	1.3	-0.1	0.1	1.4
EMEA	42.3	46.3	11.8	9.3	1.1	0.0	-0.1	1.0
Other	1.1	0.2	12.2	15.1	0.0	0.0	0.0	0.0
Cash	0.8	0.0	0.0	0.0	0.0	-0.1	0.0	-0.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>11.6</b>	<b>9.4</b>	<b>2.4</b>	<b>-0.2</b>	<b>0.0</b>	<b>2.3</b>

**BlackRock MSCI ACWI EX-US IMI Performance Attribution vs. MSCI AC World ex USA IMI (Net)**

	Attribution Effects				Performance		Sector Weights	
	Total Effects	Selection Effect	Allocation Effect	Interaction Effect	Portfolio	Benchmark	Portfolio	Benchmark
Energy	0.0	0.0	0.0	0.0	-1.7	-1.7	5.4	5.3
Materials	0.0	0.0	0.0	0.0	9.3	9.4	7.7	7.7
Industrials	0.0	0.0	0.0	0.0	8.7	8.7	14.9	15.0
Consumer Discretionary	0.0	0.0	0.0	0.0	11.3	11.3	11.2	11.2
Consumer Staples	0.0	0.0	0.0	0.0	10.8	10.9	7.1	7.1
Health Care	0.0	0.0	0.0	0.0	7.0	7.1	8.9	9.0
Financials	0.0	0.0	0.0	0.0	11.4	11.5	20.2	20.2
Information Technology	0.0	0.0	0.0	0.0	-1.3	-1.4	13.8	13.7
Communication Services	0.0	0.0	0.0	0.0	13.6	13.6	5.0	5.0
Utilities	0.0	0.0	0.0	0.0	13.2	13.3	3.1	3.1
Real Estate	0.0	0.0	0.0	0.0	17.2	17.1	2.7	2.8
Cash	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0
<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>8.3</b>	<b>8.3</b>	<b>100.0</b>	<b>100.0</b>

**Characteristics**

	Portfolio	Benchmark
Number of Stocks	6,545	6,463
Wtd. Avg. Mkt. Cap \$M	94,270.0	94,861.9
Median Mkt. Cap \$M	2,112.7	2,117.0
Price/Earnings ratio	15.5	15.5
Current Yield (%)	2.9	2.9
Beta (3 Years, Monthly)	1.0	1.0
Price/Book ratio	2.6	2.6
Return on Equity (%)	4.5	4.5

**Top Holdings**

**Best Performers**

**Worst Performers**

	(%)		Return (%)		Return (%)
Taiwan Semiconductor Man.	2.3	PT Wijaya Karya	362.8	Huazhong In-Vehicle Holdings Co Ltd	-82.4
Novo Nordisk A/S	1.2	GDS Holdings Limited	135.4	Nykode Therapeutics AS	-69.7
Tencent Holdings LTD	1.2	Sunac China Holdings Ltd	129.0	Kustur Kusadasi Turizm Endustrisi AS	-58.3
ASML Holding NV	1.0	Guotai Junan International Holdings Ltd	125.5	Star Plus Legend Holdings Limited	-57.5
Nestle SA, Cham Und Vevey	0.7	PCBL Chemical Ltd	124.3	emeis Societe anonyme	-49.0
Astrazeneca PLC	0.7	Nuix Limited	121.2	UBI Soft Entertainment SA	-48.5
Samsung Electronics Co Ltd	0.7	Edelweiss Financial Services Ltd	119.3	Hana Materials Inc	-48.3
SAP SE	0.7	Hellofresh Se	111.9	Kempower Oyj	-46.5
Alibaba Group Holding Ltd	0.7	Voronoi Inc	109.0	Fusion Finance Limited	-45.3
LVMH Moet Hennessy Louis V	0.6	Ginlong Technologies Co Ltd	106.9	Simmtech Co Ltd	-43.9

**BlackRock MSCI ACWI EX-US IMI vs. MSCI AC World ex USA IMI (Net)**

	Weights		Performance		Attribution Effects			Total Effects
	Portfolio	Benchmark	Portfolio	Benchmark	Selection Effects	Country Effects	Interaction Effects	
Australia	4.7	4.7	11.6	11.6	0.0	0.0	0.0	0.0
Austria	0.2	0.2	6.8	6.9	0.0	0.0	0.0	0.0
Belgium	0.5	0.5	12.8	12.8	0.0	0.0	0.0	0.0
Brazil	1.2	1.2	8.5	8.5	0.0	0.0	0.0	0.0
Canada	7.4	7.3	11.9	11.9	0.0	0.0	0.0	0.0
Chile	0.1	0.1	6.1	6.1	0.0	0.0	0.0	0.0
China	5.7	5.7	24.5	24.5	0.0	0.0	0.0	0.0
Colombia	0.0	0.0	-0.4	-0.4	0.0	0.0	0.0	0.0
Czech Republic	0.0	0.0	5.0	4.9	0.0	0.0	0.0	0.0
Denmark	2.4	2.4	-9.0	-9.0	0.0	0.0	0.0	0.0
Egypt	0.0	0.0	17.3	17.6	0.0	0.0	0.0	0.0
Finland	0.7	0.7	8.8	8.8	0.0	0.0	0.0	0.0
France	6.0	6.0	7.9	7.9	0.0	0.0	0.0	0.0
Germany	4.8	5.0	10.1	10.2	0.0	0.0	0.0	0.0
Greece	0.1	0.1	9.9	9.9	0.0	0.0	0.0	0.0
Hong Kong	1.7	1.6	19.6	19.6	0.0	0.0	0.0	0.0
Hungary	0.1	0.1	6.4	6.4	0.0	0.0	0.0	0.0
India	6.5	6.2	7.6	7.6	0.0	0.0	0.0	0.0
Indonesia	0.5	0.5	15.8	15.8	0.0	0.0	0.0	0.0
Ireland	0.9	0.9	10.4	10.5	0.0	0.0	0.0	0.0
Israel	0.7	0.6	11.0	10.9	0.0	0.0	0.0	0.0
Italy	1.6	1.6	12.1	12.1	0.0	0.0	0.0	0.0
Japan	15.4	15.4	7.1	7.1	0.0	0.0	0.0	0.0
Korea	3.6	3.6	-5.4	-5.4	0.0	0.0	0.0	0.0
Kuwait	0.2	0.2	3.8	3.8	0.0	0.0	0.0	0.0
Malaysia	0.5	0.5	17.2	17.3	0.0	0.0	0.0	0.0
Malta	0.0	0.0	7.0	7.0	0.0	0.0	0.0	0.0
Mexico	0.6	0.6	-4.5	-4.4	0.0	0.0	0.0	0.0
Netherlands	3.5	3.5	-3.7	-3.7	0.0	0.0	0.0	0.0
New Zealand	0.2	0.2	9.1	9.1	0.0	0.0	0.0	0.0
Norway	0.5	0.5	1.5	1.5	0.0	0.0	0.0	0.0
Peru	0.0	0.0	7.9	7.9	0.0	0.0	0.0	0.0
Philippines	0.2	0.2	20.9	20.9	0.0	0.0	0.0	0.0

BlackRock MSCI ACWI EX-US IMI  
Equity Performance Attribution

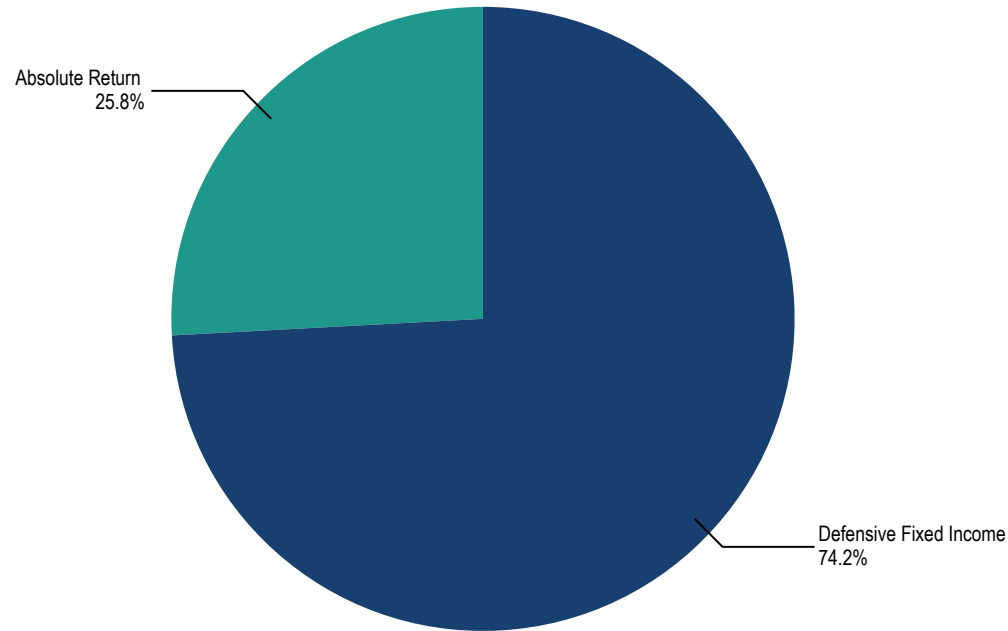
San Mateo County Employees' Retirement Association  
Period Ending: September 30, 2024

	Weights		Performance		Attribution Effects			Total Effects
	Portfolio	Benchmark	Portfolio	Benchmark	Selection Effects	Country Effects	Interaction Effects	
Poland	0.3	0.3	-1.6	-1.6	0.0	0.0	0.0	0.0
Portugal	0.1	0.1	7.6	7.5	0.0	0.0	0.0	0.0
Qatar	0.2	0.2	9.5	9.5	0.0	0.0	0.0	0.0
Saudi Arabia	1.2	1.1	5.7	5.7	0.0	0.0	0.0	0.0
Singapore	1.0	1.0	18.6	18.5	0.0	0.0	0.0	0.0
South Africa	0.8	0.8	17.5	17.5	0.0	0.0	0.0	0.0
Spain	1.6	1.6	13.3	13.3	0.0	0.0	0.0	0.0
Sweden	2.2	2.2	9.3	9.3	0.0	0.0	0.0	0.0
Switzerland	5.6	6.0	8.2	8.2	0.0	0.0	0.0	0.0
Taiwan	5.9	5.8	0.4	0.4	0.0	0.0	0.0	0.0
Thailand	0.6	0.4	20.7	28.4	0.0	0.0	0.0	0.0
Turkey	0.3	0.3	-13.0	-13.0	0.0	0.0	0.0	0.0
United Arab Emirates	0.3	0.3	11.1	11.1	0.0	0.0	0.0	0.0
United Kingdom	8.9	8.9	8.6	8.6	0.0	0.0	0.0	0.0
United States	0.1	0.1	4.2	4.2	0.0	0.0	0.0	0.0
Other	0.3	0.3	16.1	16.0	0.0	0.0	0.0	0.0
Cash	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>8.3</b>	<b>8.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>



**BlackRock MSCI ACWI EX-US IMI vs. MSCI AC World ex USA IMI (Net)**

	Weights		Performance		Attribution Effects			Total Effects
	Portfolio	Benchmark	Portfolio	Benchmark	Selection Effects	Region Effects	Interaction Effects	
Americas	9.5	9.5	10.2	10.2	0.0	0.0	0.0	0.0
Asia Pacific	46.4	45.8	9.1	9.1	0.0	0.0	0.0	0.0
EMEA	43.7	44.4	6.9	7.0	0.0	0.0	0.0	0.0
Other	0.3	0.3	16.1	16.0	0.0	0.0	0.0	0.0
Cash	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>8.3</b>	<b>8.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>



	Actual \$	Actual %	Manager Contribution to Excess Return %
Defensive Fixed Income	\$918,223,163	74.2%	-0.1%
Absolute Return	\$320,022,825	25.8%	-1.3%
Actual vs. Policy Weight Difference			0.2%
<b>Total</b>	<b>\$1,238,245,988</b>	<b>100.0%</b>	<b>-1.2%</b>

Diversifying Portfolio  
Risk vs. Return (1 Year)

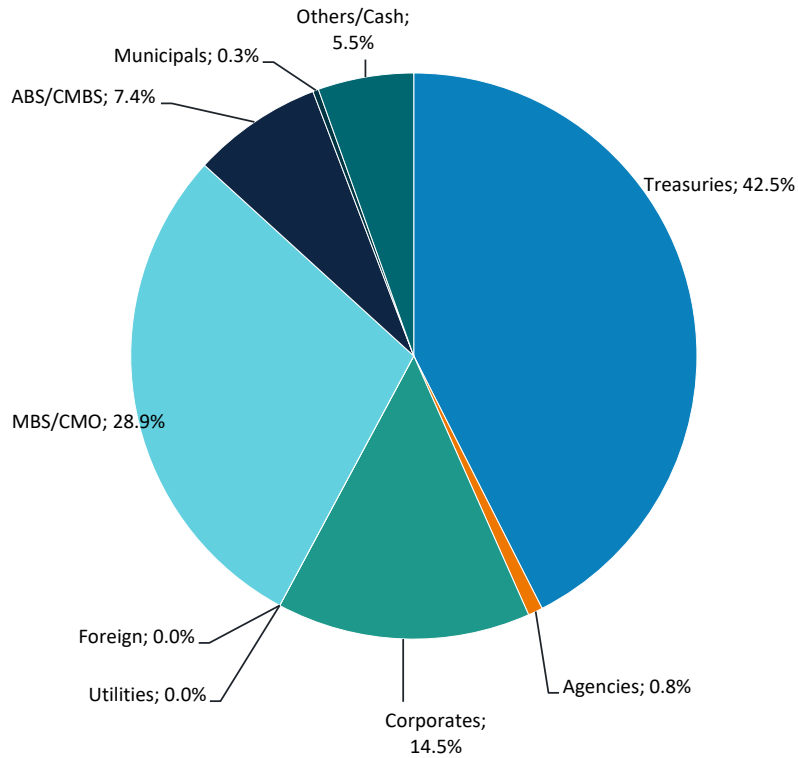
San Mateo County Employees' Retirement Association  
Period Ending: September 30, 2024

Statistics Summary  
3 Years

	Anlzd Return	Anlzd Standard Deviation	Sharpe Ratio	Information Ratio	Tracking Error
Diversifying Portfolio	9.2	5.6	0.7	-1.0	2.1
<i>Blended Diversifying Index</i>	11.6	6.1	1.0	-	0.0
Defensive Fixed Income	13.0	8.8	0.8	0.8	0.4
<i>Blended Core Fixed Income Benchmark</i>	12.6	9.1	0.8	-	0.0
Absolute Return	0.2	7.4	-0.7	-1.2	7.4
<i>Absolute Return Custom Index</i>	9.4	0.2	21.1	-	0.0

Defensive Fixed Income  
Bond Sector Allocation

San Mateo County Employees' Retirement Association  
Period Ending: September 30, 2024



Sector	Account Weight	Bloomberg Aggregate Weight	Difference
Treasuries	42.5%	43.4%	-0.8%
Agencies	0.8%	4.5%	-3.7%
Corporates	14.5%	24.4%	-9.9%
Utilities	0.0%	0.0%	0.0%
Foreign	0.0%	0.0%	0.0%
MBS/CMO	28.9%	25.2%	3.8%
ABS/CMBS	7.4%	2.0%	5.5%
Municipals	0.3%	0.0%	0.3%
Others/Cash	5.5%	0.6%	4.9%
<b>TOTAL</b>	<b>100.0%</b>	<b>100.0%</b>	<b>0.0%</b>

Portfolio Characteristics		Portfolio
Total Number of Securities		
Total Market Value	\$	905,231,765
Current Coupon		4.23
Yield to Maturity		4.69
Average Life		10.34
Duration		6.61
Quality		AA

Bloomberg Aggregate
3.35
4.21
8.39
6.05
AA

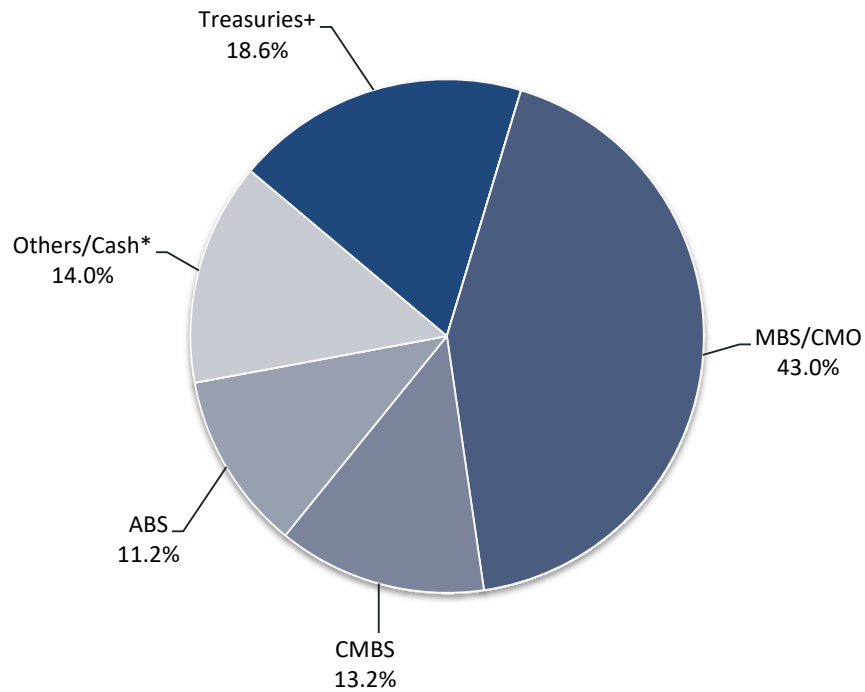
Yield to Maturity	
Range	% Held
0.0 - 5.0	78.9
5.0 - 7.0	17.5
7.0 - 9.0	2.5
9.0 - 11.0	0.4
11.0 - 13.0	0.1
13.0+	0.2
Unclassified	0.4

Average Life	
Range	% Held
0.0 - 1.0	7.9
1.0 - 3.0	11.1
3.0 - 5.0	14.6
5.0 - 10.0	36.4
10.0 - 20.0	13.7
20.0+	16.2
Unclassified	0.0

Duration	
Range	% Held
0.0 - 1.0	15.0
1.0 - 3.0	14.8
3.0 - 5.0	16.0
5.0 - 7.0	14.9
7.0 - 10.0	10.8
10.0+	28.5
Unclassified	0.0

Quality	
Range	% Held
Govt (10)	46.4
Aaa (10)	21.1
Aa (9)	10.8
A (8)	7.9
Baa (7)	11.4
Below Baa (6-1)	0.3
Other	2.1

Coupon	
Range	% Held
0.0 - 5.0	73.7
5.0 - 7.0	20.8
7.0 - 9.0	2.8
9.0 - 11.0	0.3
11.0 - 13.0	0.0
13.0+	0.0
Unclassified	2.5



Sector	Account Weight	Bloomberg Aggregate Weight	Difference
Treasuries+	18.6%	43.4%	-24.8%
Agencies	0.0%	4.5%	-4.5%
Corporates	0.0%	24.4%	-24.4%
Utilities	0.0%	0.0%	0.0%
Foreign	0.0%	0.0%	0.0%
MBS/CMO	43.0%	25.2%	17.9%
CMBS	13.2%	0.0%	13.2%
ABS	11.2%	2.0%	9.3%
Municipals	0.0%	0.0%	0.0%
Others/Cash*	14.0%	0.6%	13.5%
<b>TOTAL</b>	<b>100.0%</b>	<b>100.0%</b>	<b>0.0%</b>

+ May include TIPS allocation.

\* Includes CLOs.

Portfolio Characteristics		Portfolio	Bloomberg Aggregate
Total Number of Securities		262	
Total Market Value	\$	274,670,494	
Current Coupon		5.57	3.35
Yield to Maturity		5.27	4.21
Average Life		6.83	8.39
Duration		3.07	6.05
Quality		AA	AA

Yield to Maturity	
Range	% Held
0.0 - 5.0	55.9
5.0 - 7.0	35.4
7.0 - 9.0	7.4
9.0 - 11.0	0.7
11.0 - 13.0	0.1
13.0+	0.6
Unclassified	0.0

Average Life	
Range	% Held
0.0 - 1.0	18.1
1.0 - 3.0	7.4
3.0 - 5.0	14.2
5.0 - 10.0	43.7
10.0 - 20.0	11.8
20.0+	4.8
Unclassified	0.0

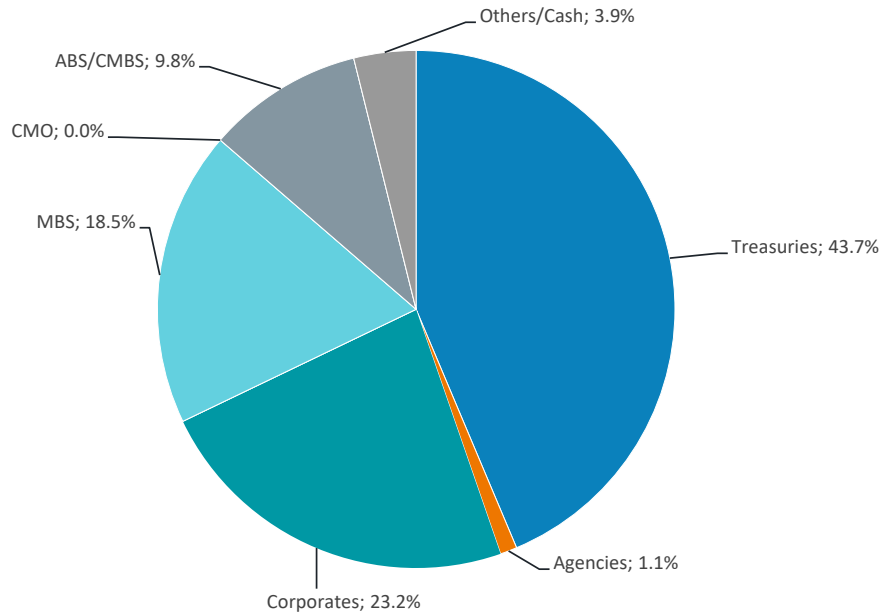
Duration	
Range	% Held
0.0 - 1.0	36.0
1.0 - 3.0	18.1
3.0 - 5.0	16.0
5.0 - 7.0	11.0
7.0 - 10.0	4.4
10.0+	14.6
Unclassified	0.0

Quality	
Range	% Held
Govt (10)	28.5
Aaa (10)	40.6
Aa (9)	4.4
A (8)	8.0
Baa (7)	10.9
Below Baa (6-1)	0.7
Other	6.9

Coupon	
Range	% Held
0.0 - 5.0	56.5
5.0 - 7.0	28.2
7.0 - 9.0	7.4
9.0 - 11.0	0.9
11.0 - 13.0	0.0
13.0+	0.0
Unclassified/Cash	6.9

FIAM Bond Duration Pool  
Bond Sector Allocation

San Mateo County Employees' Retirement Association  
Period Ending: September 30, 2024



Sector	Account Weight	Bloomberg Aggregate	
		Weight	Difference
Treasuries	43.7%	43.4%	0.3%
Agencies	1.1%	4.5%	-3.5%
Corporates	23.2%	24.4%	-1.3%
Utilities	0.0%	0.0%	0.0%
Foreign	0.0%	0.0%	0.0%
MBS	18.5%	25.2%	-6.7%
CMO	0.0%	0.0%	0.0%
ABS/CMBS	9.8%	2.0%	7.8%
Municipals	0.0%	0.0%	0.0%
Others/Cash	3.9%	0.6%	3.3%
<b>TOTAL</b>	<b>100.0%</b>	<b>100.0%</b>	<b>0.0%</b>



FIAM Bond Market Duration Pool  
Bond Summary Statistics

San Mateo County Employees' Retirement Association  
Period Ending: September 30, 2024

Portfolio Characteristics	
	Portfolio
Total Number of Securities	505
Total Market Value	\$ 194,283,357
Current Coupon	4.20
Yield to Maturity	4.80
Average Life	8.93
Duration	6.14
Quality	AA-

Bloomberg Aggregate
3.35
4.21
8.39
6.05
AA

Yield to Maturity	
Range	% Held
0.0 - 5.0	80.3
5.0 - 7.0	17.5
7.0 - 9.0	1.1
9.0 - 11.0	0.5
11.0 - 13.0	0.5
13.0+	0.1
Unclassified	0.0

Average Life	
Range	% Held
0.0 - 1.0	5.7
1.0 - 3.0	9.5
3.0 - 5.0	18.7
5.0 - 10.0	50.0
10.0 - 20.0	3.5
20.0+	12.5
Unclassified	0.13

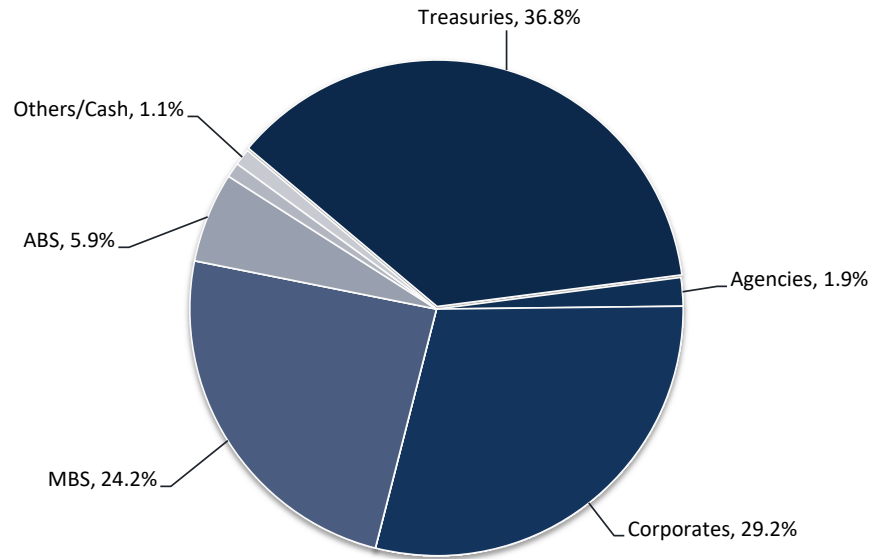
Duration	
Range	% Held
0.0 - 1.0	13.3
1.0 - 3.0	7.8
3.0 - 5.0	21.7
5.0 - 7.0	26.3
7.0 - 10.0	15.7
10.0+	14.9
Unclassified	0.13

Quality	
Range	% Held
Govt (10)	44.7
Aaa (10)	27.7
Aa (9)	2.9
A (8)	7.0
Baa (7)	17.4
Below Baa (6-1)	0.3
Other	0.00

Coupon	
Range	% Held
0.0 - 5.0	75.2
5.0 - 7.0	23.3
7.0 - 9.0	1.6
9.0 - 11.0	0.0
11.0 - 13.0	
13.0+	0.0
Unclassified	

NISA Core Bond Duration Pool  
Bond Sector Allocation

San Mateo County Employees' Retirement Association  
Period Ending: September 30, 2024



Sector	Account Weight	Bloomberg Aggregate	
		Weight	Difference
Treasuries	36.8%	43.4%	-6.5%
Agencies	1.9%	4.5%	-2.6%
Corporates	29.2%	24.4%	4.7%
Utilities	0.0%	0.0%	0.0%
Foreign	0.0%	0.0%	0.0%
MBS	24.2%	25.2%	-1.0%
CMO	0.0%	0.0%	0.0%
ABS	5.9%	2.0%	3.9%
Municipals	1.0%	0.0%	1.0%
Others/Cash	1.1%	0.6%	0.5%
<b>TOTAL</b>	<b>100.0%</b>	<b>100.0%</b>	<b>0.0%</b>

Portfolio Characteristics		
	Portfolio	
Total Number of Securities		604
Total Market Value	\$	296,032,763
Current Coupon		3.61
Yield to Maturity		4.32
Average Life		8.76
Duration		6.16
Quality		Aa2

Bloomberg Aggregate	
	3.35
	4.21
	8.39
	6.05
	AA

Yield to Maturity	
Range	% Held
0.0 - 5.0	89.5
5.0 - 7.0	9.2
7.0 - 9.0	0.0
9.0 - 11.0	0.3
11.0 - 13.0	0.0
13.0+	0.0
Unclassified*	1.1

Average Life	
Range	% Held
0.0 - 1.0	3.7
1.0 - 3.0	20.8
3.0 - 5.0	19.2
5.0 - 10.0	38.1
10.0 - 20.0	8.4
20.0+	9.8
Unclassified	0.0

Duration	
Range	% Held
< 1.0	3.7
1.0 - 3.0	23.4
3.0 - 5.0	19.8
5.0 - 7.0	18.1
7.0 - 10.0	18.2
10.0+	16.8
Unclassified	0.0

\*Unclassified includes a 0.65% cash position

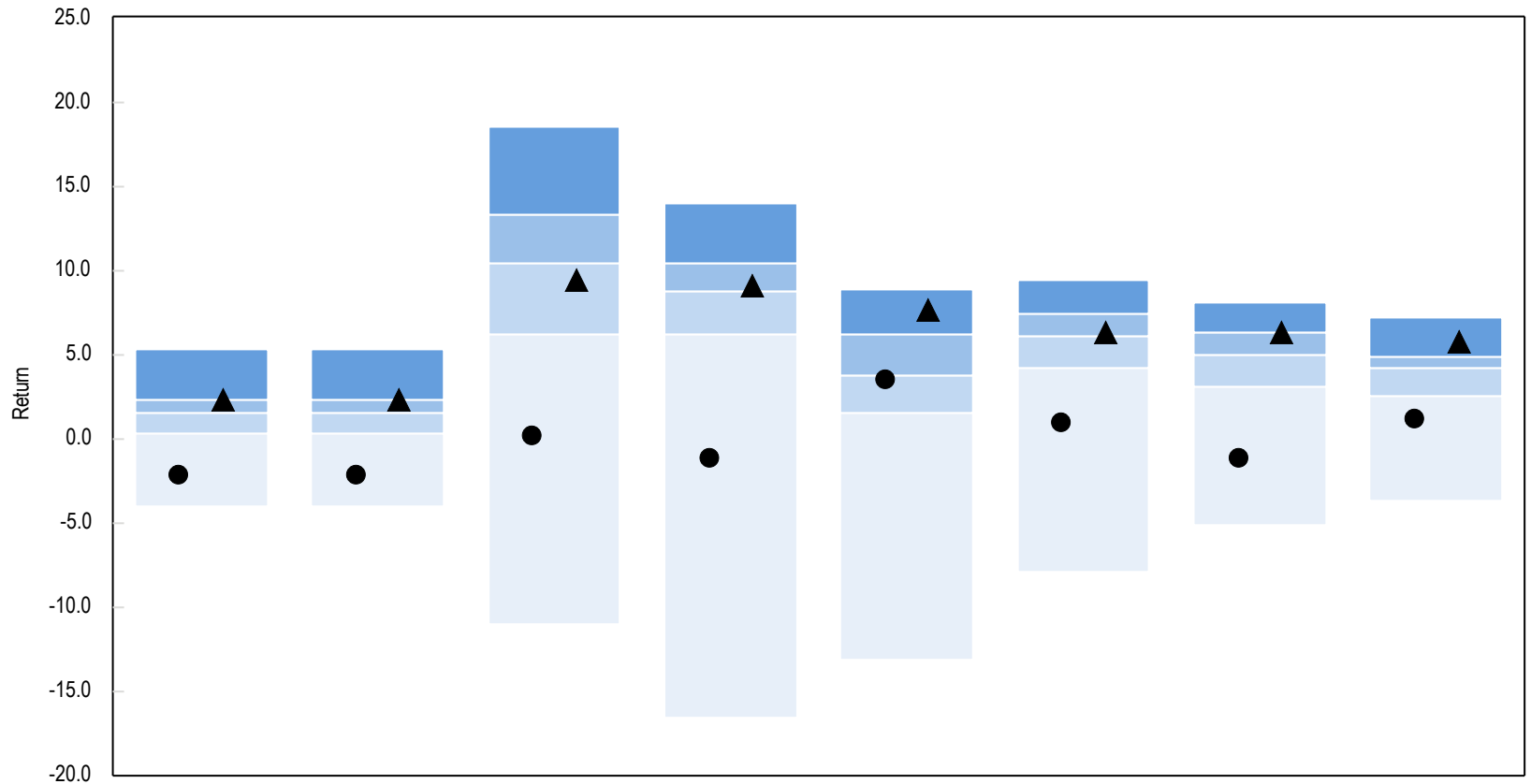
Quality	
Range	% Held
Govt* (10)	38.7
Aaa (10)	8.6
Aa (9)	27.2
A (8)	12.1
Baa (7)	13.3
Below Baa (6-1)	0.0
Other	0.0

Coupon	
Range	% Held
0.0 - 5.0	76.4
5.0 - 7.0	21.9
7.0 - 9.0	0.6
9.0 - 10.0	0.0
10.0+	0.0
Unclassified	1.1

Absolute Return  
Peer Universe Comparison

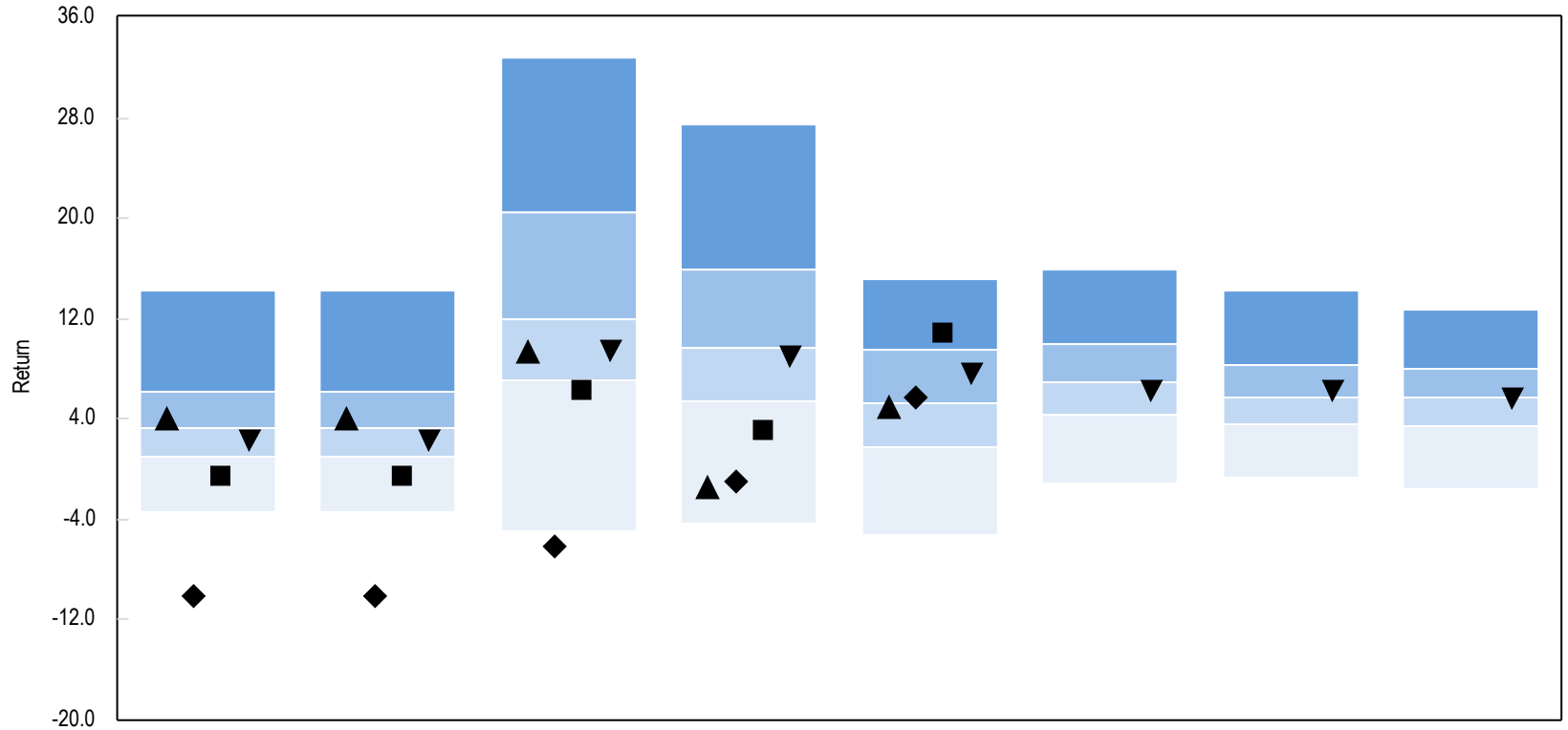
San Mateo County Employees' Retirement Association  
Period Ending: September 30, 2024

InvMetrics All DB Hedge Funds Net Return Comparison



	3 Mo	Fiscal YTD	1 Yr	2 Yrs	3 Yrs	5 Yrs	7 Yrs	10 Yrs
● Absolute Return	-2.2 (93)	-2.2 (93)	0.2 (89)	-1.1 (87)	3.6 (54)	1.0 (82)	-1.1 (85)	1.2 (82)
▲ Absolute Return Custom Index	2.3 (26)	2.3 (26)	9.4 (60)	9.1 (49)	7.6 (11)	6.4 (44)	6.3 (26)	5.8 (12)
5th Percentile	5.4	5.4	18.5	14.0	8.9	9.4	8.1	7.2
1st Quartile	2.4	2.4	13.4	10.4	6.2	7.4	6.3	4.8
Median	1.5	1.5	10.5	8.8	3.8	6.1	5.0	4.2
3rd Quartile	0.3	0.3	6.3	6.2	1.6	4.2	3.1	2.6
95th Percentile	-4.0	-4.0	-11.0	-16.6	-13.1	-7.9	-5.1	-3.6
Population	54	54	53	53	53	51	43	37

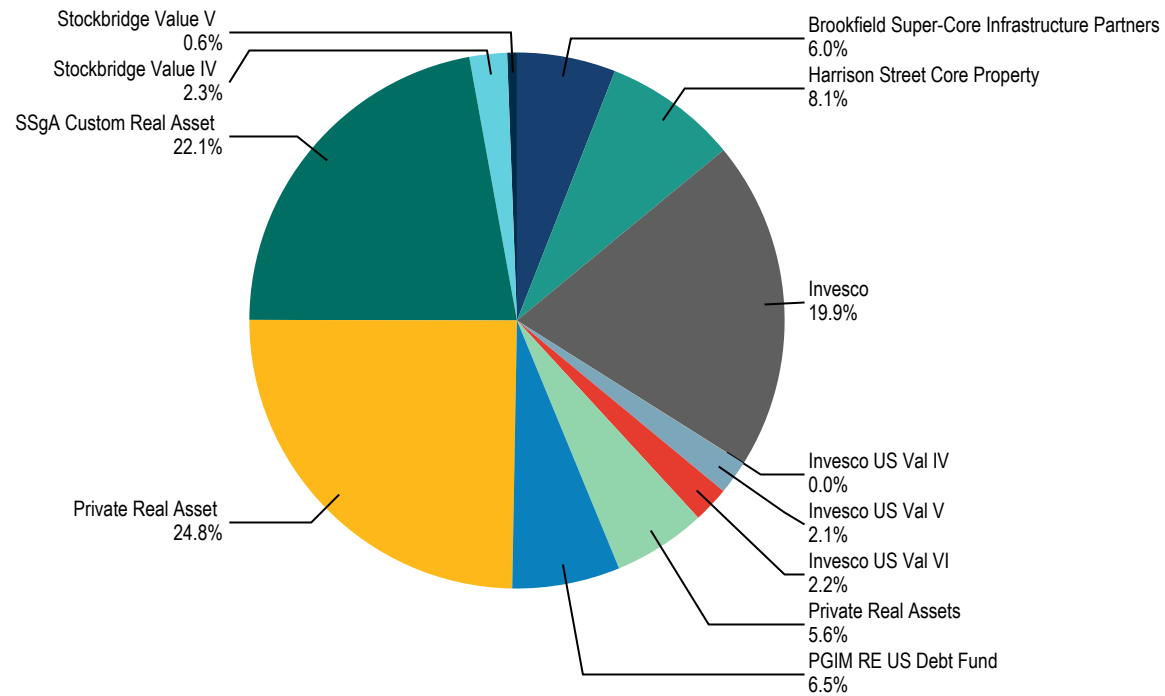
eV Alt All Multi-Strategy Net Return Comparison



	3 Mo	Fiscal YTD	1 Yr	2 Yrs	3 Yrs	5 Yrs	7 Yrs	10 Yrs
▲ CFM Systematic Global Macro	4.0 (43)	4.0 (43)	9.3 (65)	-1.4 (94)	5.0 (52)	-	-	-
◆ Graham Quant Macro	-10.1 (100)	-10.1 (100)	-6.1 (96)	-0.9 (94)	5.8 (46)	-	-	-
■ PIMCO MAARS Fund LP	-0.5 (88)	-0.5 (88)	6.3 (77)	3.2 (83)	10.8 (20)	-	-	-
▼ Absolute Return Custom Index	2.3 (61)	2.3 (61)	9.4 (65)	9.1 (53)	7.6 (35)	6.4 (57)	6.3 (46)	5.8 (51)
5th Percentile	14.2	14.2	32.8	27.5	15.2	15.9	14.2	12.7
1st Quartile	6.1	6.1	20.4	16.0	9.4	10.0	8.3	8.0
Median	3.3	3.3	12.0	9.7	5.2	7.0	5.6	5.8
3rd Quartile	1.1	1.1	7.1	5.4	1.8	4.3	3.6	3.4
95th Percentile	-3.4	-3.4	-4.9	-4.4	-5.2	-1.2	-0.6	-1.6
Population	283	283	276	265	250	214	191	160

Inflation Hedge  
 Manager Allocation Analysis

San Mateo County Employees' Retirement Association  
 Period Ending: September 30, 2024



	Actual \$	Actual %	Manager Contribution to Excess Return %
Harrison Street Core Property	\$90,318,057	8.1%	0.0%
Invesco	\$222,848,719	19.9%	-0.3%
Invesco US Val IV	\$99,531	0.0%	0.0%
Invesco US Val V	\$22,961,470	2.1%	0.0%
Invesco US Val VI	\$24,355,357	2.2%	0.0%
PGIM RE US Debt Fund	\$72,917,325	6.5%	0.1%
Stockbridge Value IV	\$25,426,593	2.3%	-0.1%
Stockbridge Value V	\$6,607,662	0.6%	0.0%
Private Real Asset	\$277,272,367	24.8%	-0.1%
Brookfield Super-Core Infrastructure Partners	\$66,770,054	6.0%	0.0%
KKR Diversified Core Infrastructure Fund	\$62,890,915	5.6%	0.0%
SSgA Custom Real Asset	\$247,473,860	22.1%	0.0%
Actual vs. Policy Weight Difference			2.0%
<b>Total</b>	<b>\$1,119,941,910</b>	<b>100.0%</b>	<b>1.5%</b>

Statistics Summary  
3 Years

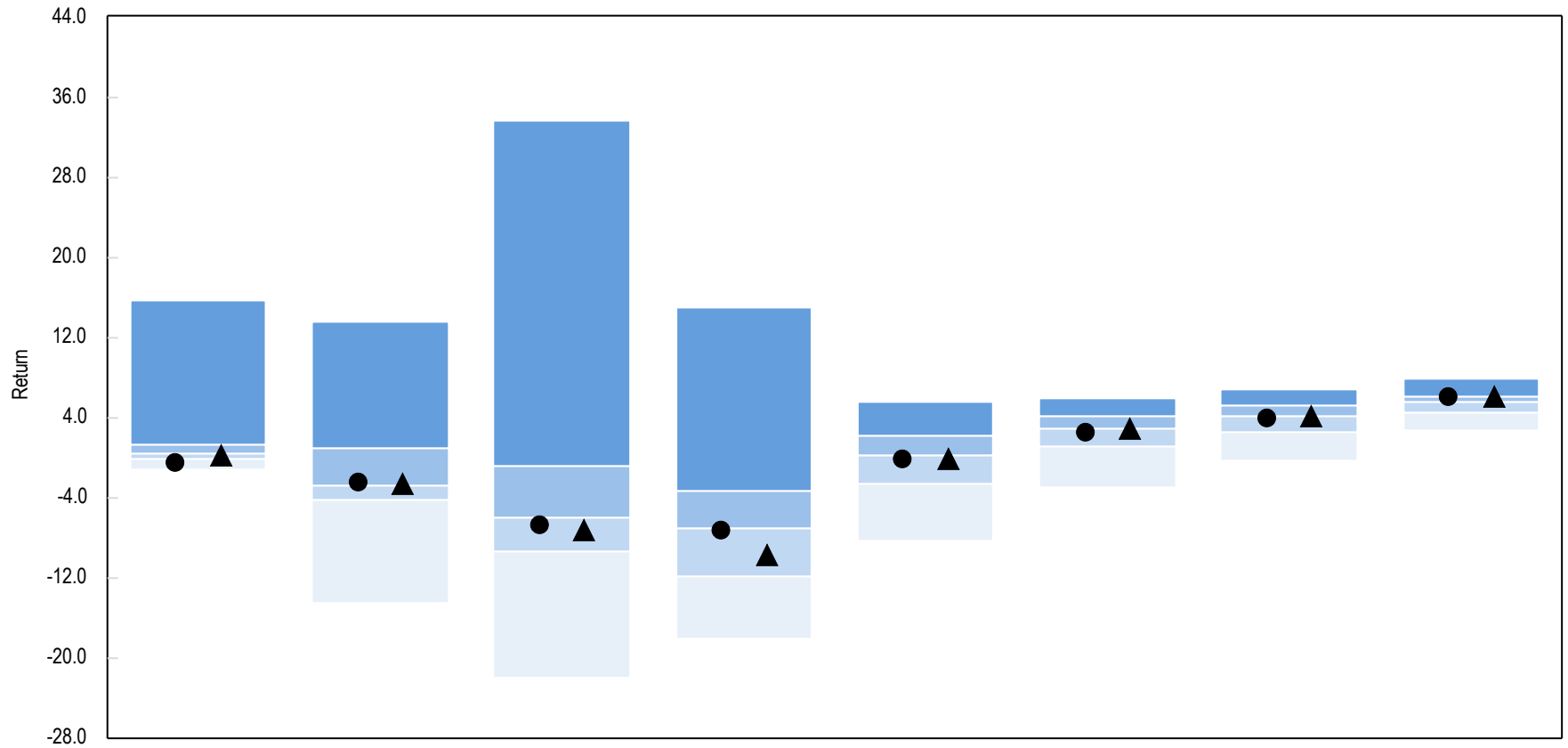
	Anlzd Return	Anlzd Standard Deviation	Sharpe Ratio	Information Ratio	Tracking Error
Inflation Hedge	3.7	5.0	0.1	0.0	5.2
Blended Inflation Hedge Index	3.3	7.7	0.0	-	0.0
Real Estate	-0.1	5.9	-0.5	0.0	3.1
NCREIF ODCE	-0.2	8.5	-0.4	-	0.0
Invesco	-2.1	7.9	-0.6	-1.1	1.9
NCREIF ODCE	-0.2	8.5	-0.4	-	0.0
Invesco US Val IV	-41.0	32.8	-1.5	-1.5	31.0
NCREIF ODCE	-0.2	8.5	-0.4	-	0.0
Invesco US Val V	-10.1	14.6	-0.9	-0.8	11.8
NCREIF ODCE	-0.2	8.5	-0.4	-	0.0
PGIM RE US Debt Fund	6.2	0.7	3.0	0.7	8.3
NCREIF ODCE	-0.2	8.5	-0.4	-	0.0
Private Real Assets	8.9	7.2	0.7	0.0	17.3
Blended Private Real Assets Index	7.4	16.4	0.3	-	0.0
Public Real Assets	5.4	12.5	0.2	-0.2	0.3
Blended Public Real Assets Index	5.5	12.5	0.2	-	0.0
SSgA Custom Real Asset	5.4	12.5	0.2	-0.2	0.3
SSgA Custom Real Asset Index	5.5	12.5	0.2	-	0.0

Statistics Summary  
5 Years

	Anlzd Return	Anlzd Standard Deviation	Sharpe Ratio	Information Ratio	Tracking Error
Inflation Hedge	4.1	6.4	0.3	-0.3	4.8
Blended Inflation Hedge Index	5.4	7.6	0.4	-	0.0
Real Estate	2.6	5.8	0.1	-0.2	2.5
NCREIF ODCE	2.9	7.5	0.1	-	0.0
Invesco	1.4	7.7	-0.1	-0.7	2.1
NCREIF ODCE	2.9	7.5	0.1	-	0.0
Invesco US Val IV	-25.4	26.7	-1.0	-1.1	25.0
NCREIF ODCE	2.9	7.5	0.1	-	0.0
PGIM RE US Debt Fund	5.7	1.1	2.7	0.3	7.4
NCREIF ODCE	2.9	7.5	0.1	-	0.0
Private Real Assets	11.1	10.5	0.8	0.1	20.5
Blended Private Real Assets Index	6.8	19.0	0.3	-	0.0
Public Real Assets	3.5	16.8	0.2	-0.7	3.3
Blended Public Real Assets Index	6.1	14.9	0.3	-	0.0
SSgA Custom Real Asset	6.1	14.7	0.3	-0.1	0.7
SSgA Custom Real Asset Index	6.1	14.9	0.3	-	0.0

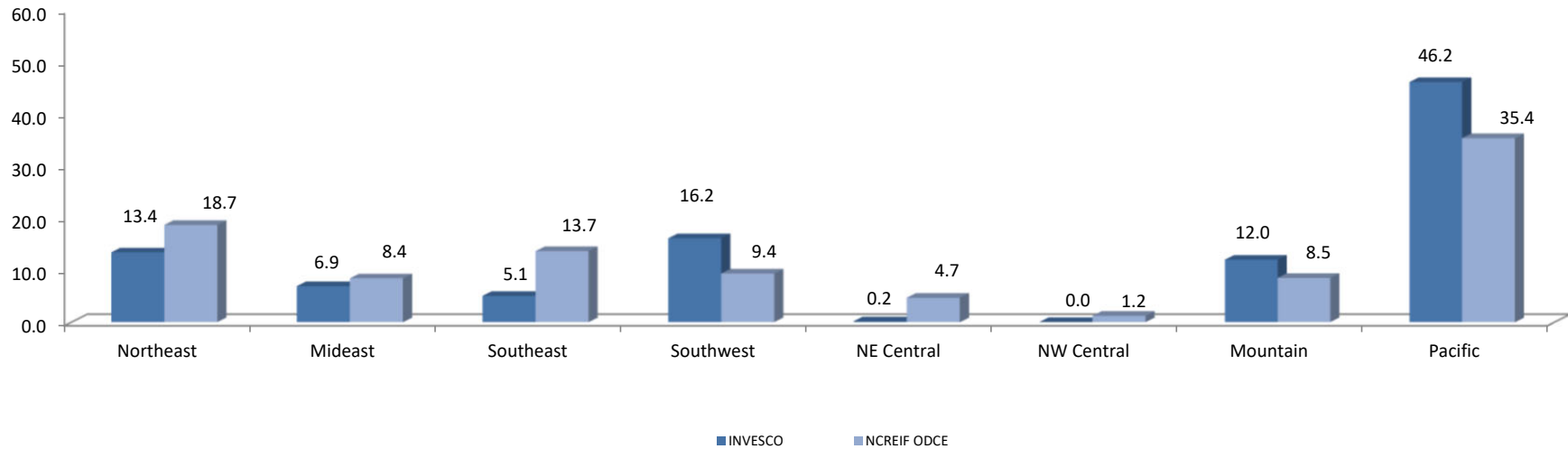


InvMetrics All DB All Real Estate Net Return Comparison

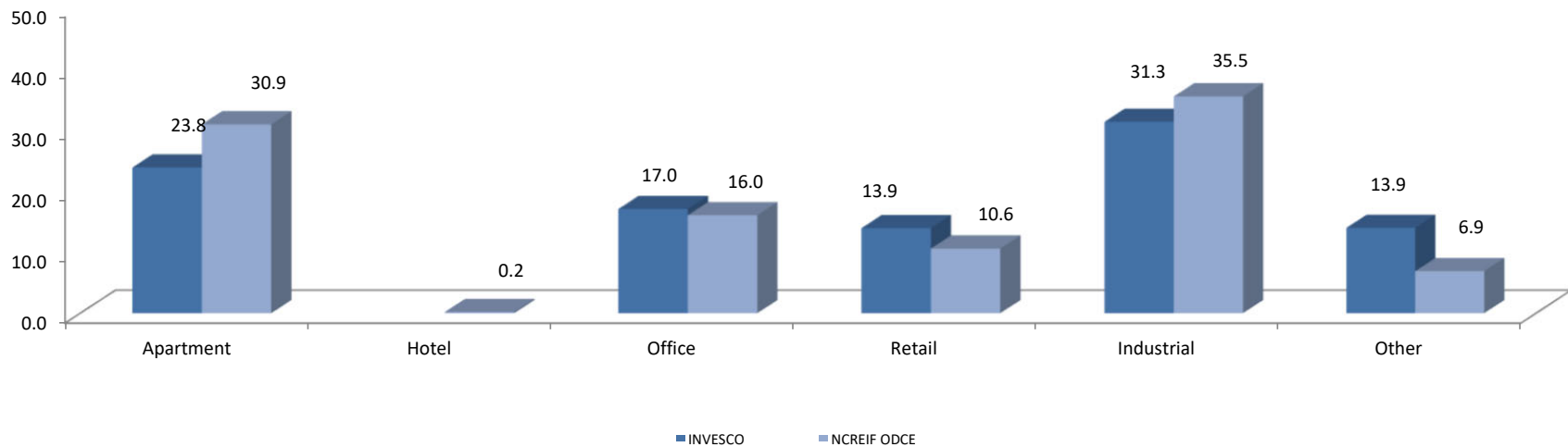


	3 Mo	YTD	1 Yr	2 Yrs	3 Yrs	5 Yrs	7 Yrs	10 Yrs
● Real Estate	-0.5 (87)	-2.5 (47)	-6.6 (54)	-7.2 (51)	-0.1 (53)	2.6 (54)	4.0 (53)	6.1 (26)
▲ NCREIF ODCE	0.2 (56)	-2.6 (47)	-7.3 (59)	-9.7 (63)	-0.2 (55)	2.9 (50)	4.1 (51)	6.1 (26)
5th Percentile	15.8	13.6	33.6	15.1	5.6	6.0	6.8	7.9
1st Quartile	1.4	1.0	-0.8	-3.3	2.2	4.3	5.2	6.1
Median	0.5	-2.8	-5.9	-7.0	0.2	2.9	4.2	5.6
3rd Quartile	0.0	-4.2	-9.2	-11.9	-2.5	1.1	2.6	4.5
95th Percentile	-1.2	-14.5	-22.0	-18.1	-8.3	-2.9	-0.3	2.8
Population	94	94	94	93	92	89	75	62

### Geographic Diversification



### Property Diversification



Cash & Cash Overlay  
Risk vs. Return

San Mateo County Employees' Retirement Association  
Period Ending: September 30, 2024

Statistics Summary  
3 Years

	Anlzd Return	Anlzd Standard Deviation	Sharpe Ratio	Information Ratio	Tracking Error
County Treasury Pool	2.5	1.8	-0.5	-0.5	1.9
90 Day U.S. Treasury Bill	3.5	0.6	-	-	0.0
Cash & Cash Overlay	3.9	0.7	2.1	2.1	0.2
90 Day U.S. Treasury Bill	3.5	0.6	-	-	0.0
General Account	3.9	0.6	3.2	3.2	0.1
90 Day U.S. Treasury Bill	3.5	0.6	-	-	0.0

### Acadian Asset Management – MAARS Fund

Acadian Multi-Asset Absolute Return (MAARS) strategy was inceptioned in November 2017. MAARS targets a volatility of 6%-8% and a return of cash plus 5%. This is a multi-factor strategy that aims to exploit behavioral inefficiencies within and across global markets and is designed to be diversifying, dynamic and defensive. It is market neutral, implemented using long and short positions across five primary asset classes (equity, fixed income, currency, commodities, and volatility) and over 100 underlying assets with a focus on liquid instruments. Return forecasts incorporate asset-specific and macroeconomic insights and are utilized to harvest active returns from within and across asset classes through market selection and directional positioning. The strategy integrates risk and return across asset classes. Avoidance of downside events is highlighted in the approach with a greater weighting in their models allocated to down market beneficiaries, such as quality factors, and asymmetric positioning which reduces positions when risk rises. Differentiated attributes of this are its approach and weighting to commodities and its volatility sleeve which can incorporate long volatility.

**Angelo, Gordon & Co. – Credit Solutions**

The Angelo Gordon (AG) Credit Solutions Fund (CSF) expects to hold concentrated positions of 5-8% of NAV (averaging 30 positions over the life of the Fund with recycling). The Fund is targeting a net 15% IRR with a 5-7% current yield. The Fund should be 70% concentrated in the U.S. with the balance in Europe. Finally, while the opportunities can be sourced from both the public markets and the private markets, AG is finding compelling sources of return at this time through structuring new privately placed secured term loans out of public investments made by the firm. CSF will address corporate credit-based opportunities created in three main areas: 1) trading-based price dislocations that reduce creation multiples (price through the debt that must be repaid before value accrues to other stakeholders) while generating high current income; 2) opportunities in issuers tied to industries directly impacted by COVID-19 where the market's perception of the impact differs from the actual impact; and 3) corporate debt issuers that will be materially impacted by the pandemic and will need to restructure, but whose creation value is materially lower than the issuer's intrinsic value.

**Angelo, Gordon & Co. – CSF (Annex) Dislocation II**

The Angelo Gordon Annex Dislocation Fund II (ADFII)'s investment aim is to target senior securities of world-class businesses with irreplaceable assets and strong cash flow profiles which, because of market stress, can be purchased at a material discount to what they believe is a company's long-term intrinsic value. ADFII will invest opportunistically in securities or claims of companies in North America and Europe for which prices have, in Angelo Gordon's view, dislocated from long term fundamentals due to situational market volatility and stress.

**Angelo, Gordon & Co. – Credit Solutions II**

Like its predecessor funds, the Angelo Gordon (AG) Credit Solutions Fund II (CSF II) is an all-weather, solutions-based strategy that targets net returns of 14+% with 5-7% current yield. The Fund will invest in single-name opportunities where price movements and credit documents afford creative financing solutions. This could include companies with upcoming debt maturities, working capital issues, or inefficient capital structures that are inflating financing costs. In these cases, AG will seek to work with management and other creditors to structure a bespoke transaction that avoids bankruptcy and solves the issue for the company in exchange for debt securities with conservative attachment points and healthy yield. While the opportunities are likely to be sourced 75% from the public markets and 25% from the private markets, the "solutions" will likely be private products. During periods of dislocation, the Fund can pivot towards trading-oriented strategies where there is not a need for additional financing, such as sourcing debt in the secondary markets at discounts to intrinsic value. CSF II expects to hold concentrated positions of 5-8% of NAV (averaging 30 positions over the life of the Fund with recycling). The fund should be 70% concentrated in the U.S. with the balance in Europe.

**Baillie Gifford – ACWI ex US Focus Equities**

ACWI ex US Focus is a fundamental growth strategy. Research is organized primarily by regional teams, with each member of the ACWI ex US Focus Portfolio Construction Group representing a regional team. Four global sector groups also contribute research. Baillie Gifford conducts approximately 2000 company meetings annually both in Edinburgh and onsite. Companies are evaluated on their growth opportunity relative to the average company, their ability to execute on that opportunity, and the degree to which probability of future success is already valued by the market. Baillie Gifford's basic philosophy is that share prices ultimately follow earnings. They believe that the stock market has a recurring tendency to under-appreciate the value of long-term compound growth. The process seeks to add value through use of proprietary fundamental research to identify companies exhibiting some combination of sustained above average growth, and attractive financial characteristics. The portfolio generally holds 60-90 stocks, with country and sector weights +/-10% relative to the index and stock weights +/- 5% relative to the index.

**Beach Point Capital Management, L.P. - Beach Point Select Fund**

Beach Point Select Fund is a commingled fund vehicle within the firm's Opportunistic Credit strategy. This fund focuses on off-the-run, complex, and less-liquid securities. It is a best ideas portfolio of distressed debt, special situations, private/direct loans, catalyst-driven high yield bonds and bank loans, and credit-informed equities with a North American and European focus. The Select Fund differs from other funds and accounts in the Opportunistic Credit strategy by pursuing a more concentrated portfolio and emphasizing a higher percentage of less-liquid/private investments. Beach Point invests up and down the entire capital structure and it constructs portfolios with a bottom-up, research-driven approach that also takes into account top-down macro considerations. Its investment process includes idea generation, detailed credit analysis, relative value decision making and investment selection, portfolio construction and on-going monitoring. The ultimate goal of its investment process is to produce a well-diversified investment portfolio with limited downside risk and substantial upside potential.

**BlackRock – MSCI ACWI ex US IMI Index**

The ACWI ex US IMI Index Fund seeks to replicate the return of the MSCI ACWI ex US IMI Index. This index represents the developed equity markets outside of North America, including small cap equity. BlackRock monitors their funds daily to ensure that additions and deletions to the indexes, mergers and acquisitions, restructurings and other capitalization changes are made to the fund in such a way as to minimize tracking error and transactions costs.

**BlackRock – Russell 1000 Index**

The Russell 1000 Index Fund tracks large U.S. companies and achieve broad diversification with low costs by fully replicating the Russell 1000 Index. BlackRock monitors their funds daily to ensure that additions and deletions to the indexes, mergers and acquisitions, restructurings and other capitalization changes are made to the fund in such a way as to minimize tracking error and transactions costs.

**BlackRock (formerly Tennenbaum Capital Partners) - Direct Lending Funds VIII and IX**

TCP Direct Lending Fund VIII is a private investment fund managed by Tennenbaum Capital Partners ("TCP"). The Fund is designed to continue TCP's successful strategy of investing in privately-originated, performing senior secured debt primarily in North America-based companies with target enterprise values between \$100 million and \$1.5 billion. The Fund will include positions in 1st lien, 2nd lien and unitranche debt, with a preference for floating-rate debt, which TCP believes provides better flexibility to adapt to market conditions. TCP's direct lending strategy has generated attractive investment opportunities across market cycles, as evidenced by the Firm's prior direct lending track record. Fund VIII targets an unlevered annual yield of approximately 9-12%, with its return primarily driven by current income. SamCERA committed \$35 million to DLF VIII in June 2016 in its unlevered fund sleeve and \$35 million to the DLF IX in June 2019.

**Brigade – Opportunistic Credit**

Opportunistic Credit is a fundamental, bottom-up strategy focused on high yield corporate bonds and bank loans with tactical allocations to structured securities, convertibles, and other sectors of the bond markets as they become attractive on a relative value basis. While performing credits represent the majority, Brigade will invest up to 35% of the portfolio in distressed securities and restructuring situations if these types of opportunities are attractive on a risk-adjusted basis and the timing is right with respect to the credit cycle. The portfolio is comprised of mostly North American issuers, but they are not restricted geographically and expect to have a moderate allocation to Europe over time. Although the portfolio is generally long-only, Brigade has the ability to implement a limited amount of tactical macro hedges.

**CFM - Systematic Global Macro**

Capital Fund Management (CFM) Systematic Global Macro (SCM) is a directional strategy that takes long and short positions in liquid future and forwards across 130+ markets and across equities, bonds, currencies, and commodities. It is a new strategy that draws on model signals from existing strategies at the firm – Discus (diversified CTA), CFM ISTrends (trend following) and CFM ISTrend Equity Capped (defensive trend following) - and SamCERA is a seed investor with an attractive fee. SGM's objective is to provide absolute returns that are uncorrelated with traditional asset classes over a long time horizon with an annualized volatility target between 8% and 12%. SGM uses a diverse set of trading strategies that are based on factors (momentum, value, carry, macro and sentiment) across asset classes. These technical and fundamental factors operate at different time scales and can have varying degrees of influence on performance depending on market and economic conditions. An additional global macro defensive overlay is combined with these outputs in constructing the final portfolio. CFM uses a form of portfolio construction known as agnostic risk parity to ensure that the SGM portfolio is diversified on an out-of-sample basis. The goal of SGM is to generate consistent returns while limiting drawdowns.

**DE Shaw – DE Shaw US Broad Market Core Alpha Extension Fund**

The D. E. Shaw group believes that there exist some market inefficiencies that may be identified through quantitative analysis, advanced technology, and the insight of practitioners. Identifying these inefficiencies involves a process of hypothesis formulation, testing, and validation. Importantly, to avoid data-mining, the hypothesis formulation precedes the analysis of the historical data. D.E. Shaw's Structured Equity strategies rely largely on quantitative and computational investment techniques developed by the D. E. Shaw over the last two decades in the course of research conducted for purposes of managing the firm's hedge funds. D.E. Shaw's investment process involves a suite of quantitative models, each designed to capitalize on a distinct and uncorrelated set of market inefficiencies. Some of these models are technical in nature and involve price and volume inputs. Other models rely on fundamental data, such as figures gleaned from corporate balance sheets or income statements. Still others, again quantitative, anticipate or react to a particular corporate event or set of events. These models typically operate with forecast horizons of a few weeks to many months. The ability to trade on shorter-term signals distinguishes D.E. Shaw from many of its long only and 130/30 peers. Portfolio construction involves the use of a proprietary optimizer which runs dynamically throughout the trading day. The portfolio is broadly diversified with several hundred long and short positions. Over- and under-weighting of sectors and industries relative to the benchmark will be quite modest, with the intention that most of the alpha be generated by security selection. The US Broad Market Core Alpha Extension Fund is a 130/30 strategy which maintains a beta that is approximately neutral to the Russell 1000 Index.

**DoubleLine – Securitized Income**

The DoubleLine Securitized Income strategy is an actively managed, liquid, long only, intermediate-term fixed income product. The primary objective of the strategy is to seek and maximize current income and total return by utilizing a combination of Agency MBS and structured credit. The DoubleLine Structured Products team aims to offer clients investment grade exposure to both interest rate duration and credit spread to provide a more attractive total return profile compared to the benchmark. Securitized Income seeks to maximize income and total return by investing across the structured products universe, focusing on agency mortgage-backed securities (MBS) and investment grade securitized credit. DoubleLine takes a barbelled approach to investing in the securitized market, and they will separate rates from credit and will adjust the allocations to both at the based on the economic cycle and opportunities. Duration positioning is achieved through Agency MBS, Agency CMBS, and treasuries while credit exposure is attained through all areas of structured credit.

**Eaton Vance – Emerging Markets Debt Opportunities Fund**

Eaton Vance's Emerging Market Debt Opportunities (EMDO) strategy utilizes a combination approach to build a portfolio of fixed income securities that is highly diversified across geographies, issuers, credit quality, and currencies to achieve a higher expected return relative to the benchmark with similar volatility.

**Fidelity (FIAM) – Broad Market Duration Separate Account**

Pyramis' Broad Market Duration (BMD) investment strategy seeks to achieve absolute and risk-adjusted returns in excess of the BC U.S. Aggregate Index, focusing its investment in US Treasuries, agencies, investment grade corporate bonds, mortgage-backed and asset-backed securities. The BMD commingled pool can also hold small, opportunistic positions in out-of-benchmark securities, such as inflation-linked bonds. The investable universe includes all US dollar denominated, investment grade debt securities. The BMD investment approach emphasizes issuer and sector valuation and individual security selection. Through the integration of fundamental and quantitative research and trading, the BMD strategy is implemented in a team environment. Risk management technology is utilized to explicitly quantify benchmark exposures on a daily basis, and Pyramis uses the same analytical framework to assess both index and portfolio risk. Tracking error should range between 40 and 60 basis points per annum over the benchmark, and stringent portfolio construction risk control rules are strictly adhered to.



**Graham – Quant Macro Fund**

Graham Quant Macro ("GQM") is a directional, long and short strategy that utilizes fundamental and price-based indicators to establish return forecasts across global interest rates, foreign exchange, stock indices and commodities. The strategy incorporates a variety of submodels that generate macro fundamental forecasts, assess yield and earnings differentials, compare current valuations relative to historic fair value, and analyze directional price trends across markets. Quantitative risk management and portfolio construction techniques are used to diversify risk across the portfolio and enhance risk-adjusted returns. Historically, the average holding period has been approximately eight to ten weeks, although the sub-models will make daily adjustments to positions. The strategy is designed to have low correlation to traditional markets and other alternative strategies and has the potential to provide significant portfolio diversification benefits.

**Harrison Street Core Property**

Based in Chicago, Harrison Street's exclusive focus since inception in 2005 has been investing in non-core property sectors of the real estate market. The Harrison Street Core Fund is an open-end fund that invests primarily in stabilized education, healthcare, and self-storage real estate assets in the United States using modest leverage with an emphasis on generating current income. The focus on these alternative property types is intended to concentrate on areas of the real estate market that are less GDP sensitive with demand drivers that are more demographic driven such as aging populations, education growth and healthcare delivery. Each of these areas tend to be less tied to the business cycle, have fragmented ownership and more operationally intensive. The fund acts as a diversifier within real estate portfolios with sector exposures that are not a typical focus of other core ODCE funds.

**INVESCO Realty Advisors – INVESCO Core Equity, LLC**

SamCERA is a founding member of INVESCO's open-end Core Equity real estate fund and rolled its separate account properties into the fund. INVESCO Core Equity, LLC (the "Fund") is a perpetual life, open-end vehicle which invests in a diversified portfolio of institutional quality office, retail, industrial and multifamily residential real estate assets. The Fund buys core properties that are located within the United States, typically requiring an investment of \$10 million or more. The portfolio cannot be more than 30% leveraged.

**INVESCO Realty Advisors – INVESCO US Val IV, V, & VI**

Invesco has provided SamCERA with Core Real Estate exposure since 2004 through the Invesco Core Equity Fund. The Invesco real estate team manages around \$62B in assets with investments and offices around the globe. Invesco Value Fund's looks to acquire fundamentally sound but broken "core" assets that can be repositioned into institutional-quality, income producing properties. Investments are limited to direct equity interests in office, multi-family, retail and industrial properties across the US. The Fund is expected to be geographically concentrated in U.S. gateway cities and top 25 Metropolitan Statistical Areas (MSA's). Invesco Value Fund's provide a complement to the more conservative Invesco Core Fund and offers the potential of enhanced returns to the SamCERA Real Estate portfolio.

**Insight Investments – Cash Flow Matched Liquidity**

Insight is the fixed income sleeve of Mellon Capital. The strategy seeks to invest in short duration fixed income securities that match the negative cash flows of the Plan (similar to an LDI plan). Insight receives estimates of three years of cash flows from the actuarial report. Once a year, if market conditions allow, SamCERA will re-invest "year 3" net cash flows. Insight uses their credit analysis team for analyzing all credits or potential investments to the fund.

**Mondrian Investment Partners – International Equity**

Mondrian is a value-oriented, defensive manager whose investment philosophy is based on the principle that investments must be evaluated for their fundamental long-term value. The firm's philosophy involves three stated investment objectives: 1) provide a rate of return meaningfully greater than the client's domestic rate of inflation, 2) structure client portfolios that preserve capital during protracted international market declines, and 3) provide portfolio performance that is less volatile than benchmark indices and other international managers. Mondrian applies typical value screening criteria to a universe of 1,500 stocks, from which 500 are selected for more detailed work. Through fundamental research, and the deliberations of the Investment Committee, the universe is further reduced to a list of 150 stocks. The investment team conducts detailed fundamental analysis on the remaining stocks, a process which includes applying the firm's dividend discount model consistently across all markets and industries. Mondrian also uses a purchasing power parity model to give an accurate currency comparison of the value of the stocks under consideration. The firm will only consider buying stocks in countries with good investor protection practices and relatively simple repatriation procedures. A computer-based optimization program is employed in the portfolio construction process. Mondrian's portfolio holds 80-125 issues.

**NISA – Core Bond**

NISA applies a risk-controlled approach to all of its fixed income portfolios. This approach does not permit large bets or positions that generate significant tracking error versus the benchmark. Instead, NISA invests in a large number of small, diversified, active positions which seek tight tracking error to the chosen benchmark. Benchmark weight is a significant consideration when constructing and managing portfolios. The investment strategy is comprised of strategic (top-down) and tactical (bottom-up) decisions. Strategic decisions include sector selection and yield curve positioning while tactical decisions include industry and security selection and trading activity. Review of both strategic and tactical decisions is continual. The amount of portfolio risk budget devoted to one aspect versus the other will change as market conditions warrant. In general, strategic decisions change relatively infrequently, while tactical decisions, especially security selection, will change fairly often as market conditions provide opportunities. Over a typical market cycle, the bottom-up is expected to contribute to 70% of value-added while top-down is roughly 30%.

**NISA – Long Treasury**

A passive implementation of long treasuries managed to the Bloomberg Long Treasury Index. This strategy seeks to replicate the characteristics of its benchmark.

**PanAgora Asset Management – Defensive U.S. Equity Low Volatility**

PanAgora's Defensive Equity strategy seeks to harness the 'low-volatility premium' through a systematic, factor-based investment approach focused on achieving market-like returns with less risk. This is accomplished by leveraging PanAgora's proprietary Risk Parity portfolio construction methodology, which seeks to efficiently capture the equity premium associated with low volatility, while taking minimal unintended risks. Since the firm's inception, PanAgora has been using quantitative techniques to integrate fundamental insights with large amounts of dynamic market data. They score individual securities on a factor basis and also on a diversification basis, in the context of a broadly diversified portfolio. The portfolio construction process optimizes the portfolio around the intended factor exposure (volatility) while maintaining equal risk contribution across sectors (ex., overweight utilities and consumer staples, underweight financials and technology). Shorter term volatility and longer term correlation analysis is combined in the approach. The result for the US Defensive Equity strategy is a portfolio expected to have lower volatility (beta around 0.65-0.75), and similar returns relative to the capitalization-weighted benchmark over a full market cycle. PanAgora expects the strategy to participate in approximately 75% of up markets and 55% in down markets.

**Parametric Overlay – Cash Overlay and Currency Hedge**

Parametric's cash overlay program is an efficient way for SamCERA to maintain its target asset allocation in a systematic fashion through cash securitization at the fund and manager level transition/reallocation support and asset class rebalancing back to target within defined bands. The cash overlay program is invested synthetically using liquid futures with cash balances reviewed daily. A combination of large and small cap futures implementation is the proxy for private equity. SamCERA's investment guidelines initially allowed only for cash overlay. Rebalancing was added to the SamCERA program in January 2014. Cash overlay and rebalancing is expected to add 10-20 bps to the portfolio over time. The purpose of the currency is first and foremost to lower portfolio risk and secondarily to add incremental performance.

**PIMCO Diversified**

PIMCO's Diversified Income (DI) Fund is a multi-sector strategy that invests across a broad spectrum of global credit market sectors, including investment grade and high yield corporate debt, as well as emerging markets. The allocation among these will vary based on PIMCO's assessment of global trends and relative valuations. This active and dynamic approach allows for increased responsiveness in asset allocation to changing economic and market conditions while remaining anchored by PIMCO's investment process and longer-term orientation. The ability to invest globally helps to improve diversification and may allow investors to benefit from differences in business cycles across regions and credit quality trends across credit sectors. PIMCO's DI investment strategy seeks to provide high yield-like returns with lower volatility against a blended index (1/3 Bloomberg Barclays Global Agg Credit ex-EM; 1/3 BofA Merrill Lynch BB-B rated Developed Markets High Yield; 1/3 JPMorgan EMBI Global). The fund allows for a duration band of 3-8 years. The team focuses its investments into these groups: credit strategies (investment grade, high yield, emerging markets and non-core credits including MBS, municipals and other govt-related sectors); duration strategies (U.S. and non-U.S. duration) and currencies (tactical non-USD exposure).

**PIMCO – MAARS**

PIMCO MAARS is an alternative risk premia strategy that looks for risks associated with: (1) Supply and Demand Constraints, (2) Behavioral Biases, and (3) Asymmetric Risks (event risk). As reflected in the design of the MAARS strategies, PIMCO believes that alternative risk premia strategies are best implemented using a systematic approach that minimizes the discretionary inputs in day-to-day portfolio management. MAARS places a greater emphasis and weighting on global interest rates, currencies and commodities and a lesser emphasis on equities than many of its Alt Beta peers. Relative to Alt Beta peers, the strategy's rates and currency (FX) models are particularly robust, reflective of PIMCO's core competency and long history managing these asset classes using derivative instruments.

**PIMCO Private Income Fund**

PIMCO Private Income Fund (PIF) uses an opportunistic and flexible approach to global private credit. PIF provides a total return oriented global credit exposure utilizing both top-down sector relative value and bottom up security selection. The strategy invests across private residential, commercial, corporate and specialty finance markets. PIMCO's Private Income Fund (PIF) is targeting 8-12% net returns with income providing most of the fund's returns. The Private Income Investment Committee (IC) identifies market themes and direction for their relative value framework, and sector specialists provide recommendations to the PM team within that construct. PIF has the ability to invest throughout the capitalization structure. The fund can use a moderate amount of leverage to enhance portfolio returns (1.5 times with a hard cap of 2 times).

**PGIM RE Debt**

PGIM Real Estate US Debt Fund (PREDS) focuses on a loan origination strategy with a mix of 20% senior long duration loans on stable assets, 60% senior short/medium duration loans on stable and transitional assets, and 20% mezzanine mid/long duration debt. SamCERA was a founding investor in the PREDS strategy which invests in US commercial real estate debt in an open-ended vehicle with a return target of 7-8% (gross) coming from stable current income. The fund makes investments in first lien mortgages and mezzanine debt. First lien mortgages can be floating rate or fixed rate, but only floating rate loans will use leverage. Subordinate investments (mezzanine debt and preferred equity) will be limited by design. The fund can source and invest in secondary loans through a variety of Prudential real estate professionals, but the primary focus will be on direct origination through the real estate finance team.

**PGIM Quantitative Solutions – Small-Cap Core**

Quantitative Management Associates (QMA) utilizes a bottom-up quantitative framework in order provide a diversified exposure to core U.S. small-cap stocks, while attempting to produce consistent outperformance versus the benchmark with moderate tracking error levels. QMA uses an adaptive, systematic investment process to exploit opportunities created by mispriced securities to consistently add value over long time periods. Bottom-up stock selection drives exposure to key sources of alpha (valuation, growth, and quality). The QMA stock selection model adapts to changes in company growth rates and market environments by putting more emphasis on valuation for slowly growing companies, and more emphasis on future growth projections for companies with higher projected growth rates.

**Record Dynamic Currency**

Record is one of the world's largest and longest standing currency managers. The Record Dynamic Currency Hedging program uses a systematic process which exploits inefficiencies in the FX markets. The strategy focuses on currencies' tendency to trend, in an explicable, repeatable way.

**State Street Global Advisors (SSgA) Custom Real Asset**

SSgA Custom Real Asset portfolio uses a portfolio of liquid real assets to proxy private real assets. The portfolio is comprised of equal weightings of the Bloomberg Roll Select Commodity Index, S&P Global Mid-Large Cap Natural Resources Index, S&P Global Infrastructure Index, and Bloomberg Barclays TIPS Index. SSgA provides beta exposure through these underlying liquid components which can be customized to changing client needs (ex., TIPS was added in May 2020 with the other three parts of the portfolio reduced pro-rata). The portfolio is used to fund upcoming private real asset mandates.

**Stockbridge Value IV**

Stockbridge Value IV will implement a value-added strategy that will seek to own assets that are undervalued, underutilized, and/or not operating to their full potential. The manager will add value with their internal asset management team through active strategies including additional capital investment, leasing, recapitalization, renovation and/or development. The fund will target three to five year holding periods for investments, with disposition taking place after the completion of the value-add strategy. The fund will target 15 to 25 mid-sized investments, diversified by geography and property type. The strategy will target 21 markets in the United States in which the firm has boots on the ground coverage with dedicated acquisitions professionals and asset managers responsible for knowing each market extensively with a vast network of relationships.

**White Oak - White Oak Yield Spectrum Fund/Fund V**

The White Oak Yield Spectrum Fund's objective is to earn substantial current income by originating, extending, and/or investing in a diversified portfolio of primarily senior secured corporate credit and debt instruments consisting of term loans, asset-based loans and equipment leases and loans issued by small to middle-market companies located primarily in the United States and Canada. It focuses on providing self-originated deals for predominantly non-sponsored, privately-held borrowers.

Total Plan Policy Index	As of															
	7/1/23	3/1/23	10/1/22	7/1/22	2/1/21	1/1/21	7/1/20	4/1/20	10/1/19	7/1/19	4/1/19	1/1/19	10/1/18	4/1/18	10/1/17	
60/40 MSCI World/Bloomberg Global Aggregate (RP)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.0%	8.0%	8.0%	8.0%	8.0%	8.0%	8.0%	8.0%	
91 Day T-Bills	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Blended Opportunistic Index	11.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Bloomberg US Govt/Credit 1-3 Yr. TR	4.5%	4.5%	4.5%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Bloomberg Aggregate	9.5%	12.5%	13.5%	16.5%	18.0%	21.0%	21.0%	18.0%	14.0%	14.0%	14.0%	14.0%	14.0%	14.0%	14.0%	
Bloomberg BA Intermediate HY	0.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	8.0%	8.0%	7.0%	7.0%	7.0%	7.0%	7.0%	7.0%	
Bloomberg Long Treasury	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Bloomberg TIPS	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	
Blended Public Real Assets	3.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	6.0%	6.0%	6.0%	6.0%	6.0%	6.0%	6.0%	0.0%	
Blended Private Real Assets	5.0%	5.0%	4.0%	4.0%	4.0%	3.0%	3.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	8.0%	
Libor +4% (HF)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.0%	6.0%	6.0%	6.0%	6.0%	6.0%	6.0%	6.0%	6.0%	
SOFR +4% (HF)	6.0%	7.0%	7.0%	7.0%	7.0%	6.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
MSCI ACWI ex US IMI 100% Hedged (Net)	9.0%	9.5%	9.5%	9.5%	9.5%	9.0%	9.0%	9.0%	9.0%	7.6%	5.7%	3.8%	1.9%	0.0%	0.0%	
MSCI ACWI ex-US IMI (Net)	9.0%	9.5%	9.5%	9.5%	9.5%	9.0%	9.0%	9.0%	9.0%	11.4%	13.3%	15.2%	17.1%	19.0%	19.0%	
NCREIF ODCE	9.0%	9.0%	9.0%	9.0%	9.0%	10.0%	10.0%	9.0%	8.0%	8.0%	8.0%	8.0%	8.0%	8.0%	8.0%	
Russell 3000	23.0%	21.0%	21.0%	21.0%	22.0%	21.0%	21.0%	22.0%	22.0%	22.0%	22.0%	22.0%	22.0%	21.0%	21.0%	
Russell 3000 +3% (PE)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.0%	
Russell 3000 +3% 1Q Lag (PE)	7.0%	7.0%	7.0%	7.0%	6.0%	6.0%	6.0%	6.0%	6.0%	6.0%	6.0%	6.0%	6.0%	7.0%	0.0%	
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Simple Benchmark	As of			
	7/1/23	3/1/23	10/1/22	7/1/22
MSCI ACWI IMI	59.0%	57.0%	57.0%	57.0%
Bloomberg US Aggregate	18.5%	19.5%	20.5%	23.5%
NFI ODCE	17.0%	18.0%	17.0%	17.0%
Bloomberg 1-3 Yr Govt/Credit Index	5.5%	5.5%	5.5%	2.5%
	100.0%	100.0%	100.0%	100.0%

Public Equity Benchmark	As of:																				
	7/1/23	7/1/22	2/1/21	7/1/20	10/1/19	7/1/19	4/1/19	1/1/19	10/1/18	10/1/17	2/1/17	10/1/16	9/1/16	1/1/16	1/1/14	10/1/10	5/1/07	6/1/00	3/1/99	9/1/98	1/1/96
MSCI ACWI ex-US	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	34.0%	31.3%	23.1%	0.0%	0.0%	0.0%
MSCI ACWI ex US IMI 100% Hedged (Net)	22.0%	23.8%	23.2%	23.1%	22.5%	18.5%	13.9%	9.3%	4.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MSCI ACWI ex-US IMI	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	47.5%	45.2%	40.4%	41.7%	41.7%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MSCI ACWI ex US IMI (Net)	22.0%	23.8%	23.2%	23.1%	22.5%	27.8%	32.4%	37.0%	41.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MSCI EAFE	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Russell 1000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	48.0%	52.8%	55.2%	61.5%	35.5%	33.3%	33.3%
Russell 1000 Value	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.0%	8.4%	0.0%
Russell 2000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.3%	12.0%	13.2%	13.5%	15.4%	24.2%	25.0%	25.0%
Russell 3000	56.1%	52.5%	53.7%	53.9%	55.0%	53.7%	53.7%	53.7%	53.7%	52.5%	54.8%	59.6%	58.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
S&P 500	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

US Equity Benchmark	As of:						
	9/1/16	1/1/16	6/1/00	3/1/99	9/1/98	7/1/96	1/1/95
Russell 1000	0.0%	85.7%	80.0%	52.0%	50.0%	50.0%	69.0%
Russell 1000 Value	0.0%	0.0%	0.0%	12.0%	12.5%	0.0%	0.0%
Russell 2000	0.0%	14.3%	20.0%	36.0%	37.5%	37.5%	14.0%
Russell 3000	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
S & P 500	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	17.0%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

International Equity Benchmark	As of:								
	10/1/19	7/1/19	4/1/19	1/1/19	10/1/18	10/1/17	1/1/14	6/1/00	1/1/96
MSCI ACWI ex US	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
MSCI ACWI ex US IMI 100% Hedged (Net)	50.0%	40.0%	30.0%	20.0%	10.0%	0.0%	0.0%	100.0%	0.0%
MSCI ACWI ex US IMI	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%
MSCI ACWI ex US IMI (Net)	50.0%	60.0%	70.0%	80.0%	90.0%	100.0%	0.0%	0.0%	0.0%
MSCI EAFE	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Defensive Fixed Income Benchmark	As of:	
	7/1/23	7/1/22
Bloomberg U.S. Aggregate Index	76.0%	100.0%
Bloomberg U.S. Treasury Long Index	24.0%	0.0%
	100.0%	100.0%

Opportunistic Credit Benchmark	As of:	
	7/1/23	7/1/22
Bloomberg US Corporate HY	73.0%	0.0%
Credit Suisse Leveraged Loan Index 1 Qtr Lag	27.0%	0.0%
Bloomberg BA Intermediate HY	0.0%	100.0%
	100.0%	100.0%

Public Credit Benchmark	As of:		
	7/1/23	1/1/14	12/1/09
Bloomberg US Corporate HY	100.0%	0.0%	100.0%
Bloomberg BA Intermediate HY	0.0%	100.0%	0.0%
Bloomberg Credit BAA	0.0%	0.0%	100.0%
	100.0%	100.0%	100.0%

Private Credit Benchmark	As of:		
	7/1/23	1/1/14	12/1/09
Credit Suisse Leveraged Loan Index 1 Qtr Lag	100.0%	0.0%	0.0%
Bloomberg US Corporate HY	0.0%	0.0%	100.0%
Cliffwater Direct Lending Index	0.0%	100.0%	0.0%
Bloomberg Credit BAA	0.0%	0.0%	100.0%
	100.0%	100.0%	100.0%

Private Equity Benchmark		As of:	
	4/1/18	10/1/10	
Russell 3000 +3% 1Q Lag	100.0%	0.0%	
Russell 3000 +3%	0.0%	100.0%	
	100.0%	100.0%	

Absolute Return Benchmark		As of:	
	1/1/21	10/1/10	
Libor +4%	0.00%	100.00%	
SOFR +4%	100.0%	0.0%	
	100.0%	0.0%	

Inflation Hedge Benchmark		As of:								
	3/1/23	2/1/21	7/1/20	4/1/20	10/1/19	4/1/18	2/1/17	10/1/16	4/1/16	
Bloomberg TIPS	0.00%	0.00%	0.00%	0.00%	5.88%	11.1%	12.5%	14.3%	14.3%	
Bloomberg Commodity	0.00%	0.00%	0.00%	0.00%	0.00%	0.0%	0.0%	0.0%	21.4%	
CPI + 5% (RA)	0.00%	0.00%	0.00%	0.00%	0.00%	0.0%	0.0%	0.0%	14.3%	
Blended Public Real Assets	22.22%	23.53%	23.53%	35.29%	35.29%	33.3%	0.0%	0.0%	0.0%	
Blended Private Real Assets	27.78%	23.53%	17.65%	11.77%	11.77%	11.1%	43.8%	35.7%	0.0%	
NCREIF ODCE	50.00%	52.94%	58.82%	52.94%	47.06%	44.4%	43.8%	50.0%	50.0%	
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Public Real Assets Benchmark		As of:		
	5/1/20	10/1/16	1/1/14	
Bloomberg Roll Select Commodity	25.0%	34.0%	0.0%	
S&P Global Large-MidCap Commodity and Resources	25.0%	33.0%	0.0%	
S&P Global Infrastructure	25.0%	33.0%	0.0%	
CPI + 5%	0.0%	0.0%	100.0%	
Bloomberg TIPS	25.0%	0.0%	0.0%	
	100.0%	100.0%	100.0%	

Private Real Assets Benchmark		As of:			
	1/1/21	4/1/18	10/1/16	1/1/14	
Bloomberg Roll Select Commodity	0.00%	0.00%	34.00%	0.0%	
S&P Global Large-MidCap Commodity and Resources	0.00%	0.00%	33.00%	0.0%	
S&P Global Infrastructure	0.00%	0.00%	33.00%	0.0%	
50/50 S&P Global Infra & Lrg-MidCap Com & Resources +2% 1QL	0.00%	100.00%	0.00%	0.0%	
75/25 S&P Global Infra & Lrg-MidCap Com & Resources +2% 1QL	100.00%	0.00%	0.00%	0.0%	
CPI + 5%	0.00%	0.00%	0.00%	100.0%	
	100.0%	100.0%	100.0%	100.0%	

Private RA Secondary Benchmark		As of:	
	9/1/14		
Cambridge Associates Private Natural Resources 1 Qtr Lag	50.0%		
Cambridge Associates Private Infrastructure 1 Qtr Lag	50.0%		
	100.0%		

Real Estate Benchmark		As of:		
	1/1/09	6/1/00	7/1/96	
10 Year Treasury +2%	0.0%	0.0%	100.0%	
NCREIF ODCE	100.0%	0.0%	0.0%	
NCREIF Property	0.0%	100.0%	0.0%	
	100.0%	100.0%	100.0%	

Liquidity Benchmark		As of:	
	10/1/22	7/1/22	
Bloomberg US Govt/Credit 1-3 Yr. TR	81.8%	60.0%	
91 Day T-Bills	18.2%	40.0%	
	100.0%	100.0%	



Baillie Gifford Benchmark	As of:	
	1/1/14	5/1/12
MSCI ACWI ex-US	100.0%	0.0%
MSCI EAFE	0.0%	100.0%
	<b>100.0%</b>	<b>100.0%</b>

Baillie Gifford Secondary Benchmark	As of:	
	1/1/14	5/1/12
MSCI ACWI ex-US Growth	100.0%	0.0%
MSCI EAFE Growth	0.0%	100.0%
	<b>100.0%</b>	<b>100.0%</b>

Brigade Secondary Benchmark	As of:	
	8/1/10	
Bloomberg High Yield	50.0%	
Credit Suisse Leveraged Loans	50.0%	
	<b>100.0%</b>	

PIMCO Diversified	As of:	
	9/1/17	
JPMorgan EMBI Global	33.333%	
BofAMLBB-BRatedDvlpdMktsHYHdgUSD	33.333%	
Global Agg Credit Ex EM USD hedged	33.334%	
	<b>100.0%</b>	

SSgA Custom Real Assets	As of:	
	5/1/20	11/1/16
Bloomberg Roll Select Commodity	25.00%	33.33%
S&P Global Large-MidCap Commodity and Resources	25.00%	33.33%
S&P Global Infrastructure	25.00%	33.34%
Bloomberg TIPS	25.00%	0.00%
	<b>100.0%</b>	<b>100.0%</b>

**Baillie Gifford**

First \$25 million:	0.60% per annum
Next \$75 million:	0.50% per annum
Next \$300 million:	0.40% per annum
Thereafter:	0.30% per annum

**BlackRock-Russell 1000 Index Fund**

On All Assets:	0.01% per annum
----------------	-----------------

**BlackRock-MSCI ACWI ex US IMI Index Fund**

On All Assets:	0.045% per annum
----------------	------------------

**DoubleLine**

On All Assets:	0.30% per annum
----------------	-----------------

**NISA**

First \$500 million:	0.15% per annum
Next \$1 billion:	0.125% per annum
Next \$1 billion:	0.105% per annum
Next \$1.5 billion	0.085% per annum
Thereafter:	0.065% per annum

**Eaton Vance**

On All Assets:	0.54% per annum
----------------	-----------------

**FIAM Bond**

First \$50 million:	0.25% per annum
Next \$50 million:	0.20% per annum
Next \$100 million:	0.125% per annum
Thereafter:	0.10% per annum

**PanAgora Asset Management**

First \$50 million:	0.25% per annum
Next \$50 million:	0.15% per annum
Thereafter:	0.10% per annum

**Parametric Overlay**

First \$50 million:	0.12% per annum
Next \$100 million:	0.10% per annum
Thereafter:	0.05% per annum
Plus monthly reporting fee of \$1500	

**PIMCO Diversified**

On All Assets:	0.75% per annum
----------------	-----------------

**PGIM Quantitative Solutions**

First \$100 million:	0.55% per annum
Next \$100 million:	0.53% per annum
Thereafter:	0.49% per annum

**Mondrian Investment Partners**

First \$50 million:	1.00% per annum
Next \$150 million:	0.19% per annum
Thereafter:	0.33% per annum

**Insight Investment**

First \$200 million:	0.09% per annum
Next \$300 million:	0.08% per annum
Thereafter:	0.06% per annum

## Manager Compliance (Net)

Fund Name	Benchmark	Rule 1	Rule 2	Rule 3
Acadian US MGD V	Russell 1000 Index	-	-	-
DE Shaw	Russell 1000 Index	✘	✔	✘
PanAgora Defuseq	Russell 1000 Index	✘	✘	✘
PGIM Quant Solutions	Russell 2000 Index	✔	✘	✔
Baillie Gifford	MSCI ACWI ex US	✘	✘	✘
Mondrian	MSCI AC World ex USA Value	✘	✘	✘
DoubleLine	Blmbg. U.S. Aggregate Index	-	-	-
FIAM Bond	Blmbg. U.S. Aggregate Index	✔	✔	✔
NISA Core Bond	Blmbg. U.S. Aggregate Index	-	-	-
NISA Long Treasury	Blmbg. U.S. Treasury: Long	-	-	-
AG CSF ADF II	Blmbg. U.S. Corp: High Yield Index	-	-	-
AG CSF II	Blmbg. U.S. Corp: High Yield Index	-	-	-
Angelo Gordon Credit Solutions	Blmbg. U.S. Corp: High Yield Index	-	-	-
Beach Point Select	Blmbg. U.S. Corp: High Yield Index	✔	✔	✔
Brigade Capital	Blmbg. U.S. Corp: High Yield Index	✔	✔	✔
PIMCO Diversified	Blmbg. U.S. Corp: High Yield Index	-	✘	-
Eaton Vance Emerging Markets Debt Opportunities Fund	JPM EMB (JEMB) Hard Currency/Local Currency 50-50	-	-	-
CFM Systematic Global Macro	Absolute Return Custom Index	-	-	-
Graham Quant Macro	Absolute Return Custom Index	-	-	-
PIMCO MAARS Fund LP	Absolute Return Custom Index	-	-	-

Rule 1 - Manager has underperformed the benchmark index for the five year period.

Rule 2 - Manager has underperformed the 50th percentile in the appropriate style universe for the five year period

Rule 3 - Excess 5 Year Sharpe Ratio vs. Benchmark is positive.

Manager Compliance (Gross)

Fund Name	Benchmark	Rule 1	Rule 2	Rule 3
Acadian US MGD V	Russell 1000 Index	-	-	-
DE Shaw	Russell 1000 Index	✓	✓	✓
PanAgora Defuseq	Russell 1000 Index	✗	✗	✗
PGIM Quant Solutions	Russell 2000 Index	✓	✗	✓
Baillie Gifford	MSCI ACWI ex US	✗	✗	✗
Mondrian	MSCI AC World ex USA Value	✗	✗	✗
DoubleLine	Blmbg. U.S. Aggregate Index	-	-	-
FIAM Bond	Blmbg. U.S. Aggregate Index	✓	✓	✓
NISA Core Bond	Blmbg. U.S. Aggregate Index	-	-	-
NISA Long Treasury	Blmbg. U.S. Treasury: Long	-	-	-
AG CSF ADF II	Blmbg. U.S. Corp: High Yield Index	-	-	-
AG CSF II	Blmbg. U.S. Corp: High Yield Index	-	-	-
Angelo Gordon Credit Solutions	Blmbg. U.S. Corp: High Yield Index	-	-	-
Beach Point Select	Blmbg. U.S. Corp: High Yield Index	✓	✓	✓
Brigade Capital	Blmbg. U.S. Corp: High Yield Index	✓	✓	✓
PIMCO Diversified	Blmbg. U.S. Corp: High Yield Index	-	✗	-
Eaton Vance Emerging Markets Debt Opportunities Fund	JPM EMB (JEMB) Hard Currency/Local Currency 50-50	-	-	-
CFM Systematic Global Macro	Absolute Return Custom Index	-	-	-
Graham Quant Macro	Absolute Return Custom Index	-	-	-
PIMCO MAARS Fund LP	Absolute Return Custom Index	-	-	-

Rule 1 - Manager has underperformed the benchmark index for the five year period.

Rule 2 - Manager has underperformed the 50th percentile in the appropriate style universe for the five year period

Rule 3 - Excess 5 Year Sharpe Ratio vs. Benchmark is positive.

Total Fund  
Performance Summary (Gross of Fees)

San Mateo County Employees' Retirement Association  
Period Ending: September 30, 2024

	Market Value	% of Portfolio	3 Mo Rank	Fiscal YTD	1 Yr Rank	2 Yrs Rank	3 Yrs Rank	5 Yrs Rank	10 Yrs Rank
<b>Total Fund**</b>	<b>6,823,678,255</b>	<b>100.0</b>	<b>4.4 (60)</b>	<b>4.4 (60)</b>	<b>16.0 (63)</b>	<b>11.9 (76)</b>	<b>4.5 (57)</b>	<b>7.2 (82)</b>	<b>6.9 (63)</b>
Policy Index			4.5 (54)	4.5 (54)	18.1 (35)	14.2 (39)	5.5 (21)	8.1 (55)	7.4 (44)
Simple Benchmark			5.2 (28)	5.2 (28)	18.8 (26)	13.9 (47)	4.2 (68)	7.8 (67)	7.1 (55)
<b>Total Fund ex Overlay</b>	<b>6,807,928,178</b>	<b>99.8</b>	<b>4.4 (61)</b>	<b>4.4 (61)</b>	<b>15.9 (64)</b>	<b>11.6 (80)</b>	<b>4.4 (58)</b>	<b>7.1 (83)</b>	<b>6.8 (68)</b>
Policy Index			4.5 (54)	4.5 (54)	18.1 (35)	14.2 (39)	5.5 (21)	8.1 (55)	7.4 (44)
Simple Benchmark			5.2 (28)	5.2 (28)	18.8 (26)	13.9 (47)	4.2 (68)	7.8 (67)	7.1 (55)
<b>Growth Portfolio</b>	<b>4,071,321,231</b>	<b>59.7</b>	<b>5.7</b>	<b>5.7</b>	<b>22.8</b>	<b>18.9</b>	<b>-</b>	<b>-</b>	<b>-</b>
Blended Growth Index			5.4	5.4	26.8	22.8	8.1	11.9	-
<b>US Equity</b>	<b>1,629,707,063</b>	<b>23.9</b>	<b>7.5 (4)</b>	<b>7.5 (4)</b>	<b>34.3 (41)</b>	<b>25.5 (68)</b>	<b>11.1 (10)</b>	<b>13.8 (76)</b>	<b>12.1 (71)</b>
Blended US Equity Index			6.2 (55)	6.2 (55)	35.2 (17)	27.6 (26)	10.3 (29)	15.3 (27)	12.8 (33)
Russell 3000 Index			6.2 (55)	6.2 (55)	35.2 (17)	27.6 (26)	10.3 (29)	15.3 (27)	12.8 (34)
BlackRock Russell 1000	953,703,281	14.0	6.1 (46)	6.1 (46)	35.7 (43)	28.3 (40)	10.8 (56)	15.7 (39)	-
DE Shaw	258,659,706	3.8	8.9 (9)	8.9 (9)	41.6 (8)	29.1 (31)	13.2 (16)	15.9 (35)	14.0 (15)
PanAgora Defuseq	275,176,857	4.0	9.9 (4)	9.9 (4)	25.8 (90)	16.5 (98)	8.9 (85)	9.2 (98)	-
Russell 1000 Index			6.1 (46)	6.1 (46)	35.7 (44)	28.2 (40)	10.8 (56)	15.6 (40)	13.1 (42)
PGIM Quant Solutions	134,356,232	2.0	9.9 (25)	9.9 (25)	27.1 (36)	22.9 (18)	8.2 (16)	11.6 (45)	-
Russell 2000 Index			9.3 (39)	9.3 (39)	26.8 (37)	17.5 (66)	1.8 (80)	9.4 (78)	8.8 (74)
<b>International Equity</b>	<b>1,286,635,700</b>	<b>18.9</b>	<b>6.0 (83)</b>	<b>6.0 (83)</b>	<b>21.6 (96)</b>	<b>21.5 (86)</b>	<b>3.5 (67)</b>	<b>7.7 (75)</b>	<b>5.9 (63)</b>
Blended International Equity Index			5.9 (84)	5.9 (84)	23.7 (74)	21.7 (84)	5.9 (13)	8.9 (39)	6.2 (45)
Baillie Gifford	318,710,768	4.7	9.8 (12)	9.8 (12)	26.2 (47)	19.6 (73)	-4.2 (81)	6.5 (89)	6.3 (94)
MSCI ACWI ex US			8.2 (34)	8.2 (34)	26.0 (50)	23.5 (38)	4.7 (14)	8.1 (65)	5.7 (98)
MSCI ACWI ex US Growth			7.0 (47)	7.0 (47)	27.1 (39)	21.5 (63)	1.1 (40)	7.4 (77)	6.3 (93)
Mondrian	320,835,532	4.7	11.3 (8)	11.3 (8)	25.9 (28)	26.5 (37)	6.7 (58)	7.7 (87)	5.0 (78)
MSCI AC World ex USA Value			9.4 (25)	9.4 (25)	24.9 (35)	25.5 (46)	8.2 (37)	8.5 (68)	4.9 (78)
MSCI AC World ex USA Index			8.2 (40)	8.2 (40)	26.0 (28)	23.5 (78)	4.7 (81)	8.1 (81)	5.7 (65)
BlackRock MSCI ACWI EX-US IMI	652,093,294	9.6	8.1 (32)	8.1 (32)	25.0 (50)	22.8 (68)	4.0 (61)	-	-
MSCI AC World ex USA IMI (Net)			8.2 (31)	8.2 (31)	25.1 (50)	22.6 (72)	3.7 (65)	7.7 (79)	5.3 (93)
Record Dynamic Currency Hedge	-5,673,324	-0.1	9.4	9.4	-1,209.0	-	-	-	-

Total Fund  
Performance Summary (Gross of Fees)

San Mateo County Employees' Retirement Association  
Period Ending: September 30, 2024

	Market Value	% of Portfolio	3 Mo Rank	Fiscal YTD	1 Yr Rank	2 Yrs Rank	3 Yrs Rank	5 Yrs Rank	10 Yrs Rank
<b>Private Equity***</b>	<b>450,610,461</b>	<b>6.6</b>	<b>1.7 (24)</b>	<b>1.7 (24)</b>	<b>9.5 (10)</b>	<b>6.4 (26)</b>	<b>-0.3 (83)</b>	<b>16.2 (22)</b>	<b>17.5 (6)</b>
<i>Blended Private Equity Index</i>			3.1 (3)	3.1 (3)	26.1 (1)	24.0 (1)	11.1 (5)	17.2 (14)	15.1 (15)
<b>Opportunistic Credit</b>	<b>704,368,007</b>	<b>10.3</b>	<b>3.4</b>	<b>3.4</b>	<b>10.4</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<i>Opportunistic Credit Index</i>			4.4	4.4	14.5	12.4	3.9	5.0	5.0
<b>Public Credit</b>	<b>503,435,391</b>	<b>7.4</b>	<b>4.5</b>	<b>4.5</b>	<b>13.0</b>	<b>10.2</b>	<b>3.9</b>	<b>5.0</b>	<b>5.6</b>
<i>Blmbg. U.S. Corp: High Yield Index</i>			5.3	5.3	15.7	13.0	3.1	4.7	5.0
Beach Point Select	118,274,631	1.7	4.0 (76)	4.0 (76)	12.1 (88)	11.0 (85)	5.6 (5)	8.2 (2)	-
Brigade Capital	115,717,668	1.7	6.0 (3)	6.0 (3)	12.3 (88)	9.6 (95)	3.1 (72)	5.7 (18)	4.9 (66)
One William Street	67,976,680	1.0	2.2 (99)	2.2 (99)	10.5 (96)	-	-	-	-
<i>Blmbg. U.S. Corp: High Yield Index</i>			5.3 (14)	5.3 (14)	15.7 (25)	13.0 (39)	3.1 (72)	4.7 (61)	5.0 (59)
PIMCO Diversified	137,370,349	2.0	5.1 (23)	5.1 (23)	15.3 (40)	11.2 (84)	0.6 (100)	2.0 (100)	-
<i>Blmbg. U.S. Corp: High Yield Index</i>			5.3 (14)	5.3 (14)	15.7 (25)	13.0 (39)	3.1 (72)	4.7 (61)	5.0 (59)
Eaton Vance Emerging Markets Debt Opportunities Fund	64,096,064	0.9	4.1 (94)	4.1 (94)	-	-	-	-	-
<i>JPM EMB (JEMB) Hard Currency/Local Currency 50-50</i>			7.2 (32)	7.2 (32)	15.0 (79)	13.1 (74)	0.5 (72)	1.3 (83)	2.2 (69)
<b>Private Credit</b>	<b>200,932,616</b>	<b>2.9</b>	<b>0.8</b>	<b>0.8</b>	<b>3.1</b>	<b>4.5</b>	<b>4.1</b>	<b>5.4</b>	<b>-</b>
<i>Credit Suisse Leveraged Loan Index 1 Qtr Lag</i>			1.9	1.9	11.0	10.6	6.0	5.4	4.6
AG CSF ADF II	3,631,108	0.1	5.2	5.2	13.4	-	-	-	-
AG CSF II	24,026,997	0.4	4.0	4.0	14.2	14.0	-	-	-
Angelo Gordon Credit Solutions	6,455,317	0.1	3.1 (89)	3.1 (89)	10.6 (93)	8.8 (96)	4.9 (6)	-	-
<i>Credit Suisse Leveraged Loan Index 1 Qtr Lag</i>			1.9 (100)	1.9 (100)	11.0 (91)	10.6 (84)	6.0 (3)	5.4 (18)	4.6 (52)
Blackrock DL Feeder IX-U	39,185,628	0.6	0.0	0.0	3.7	6.1	5.4	-	-
Comvest Credit Partners VII	6,447,560	0.1	0.0	0.0	-	-	-	-	-
PIMCO Private Income	49,716,568	0.7	0.0	0.0	5.2	5.2	4.0	6.6	-
TCP Direct Lending VIII	9,739,114	0.1	2.1	2.1	5.6	6.3	5.0	5.5	-
White Oak Yield	29,812,350	0.4	0.0	0.0	5.3	3.8	4.6	5.0	-
White Oak YSF V	31,917,973	0.5	0.0 (100)	0.0 (100)	1.9 (100)	0.8 (100)	1.5 (98)	-	-
<i>Credit Suisse Leveraged Loan Index 1 Qtr Lag</i>			1.9 (100)	1.9 (100)	11.0 (94)	10.6 (89)	6.0 (4)	5.4 (28)	4.6 (82)

See Appendix for Benchmark History

\*\*\*Returns are one-quarter lag, excludes EnCap Energy Capital Fund and Sheridan Production Partners.

White Oak, Blackrock DL Feeder IX-U, Comvest Credit Partners VII and PIMCO Private Income as of 6/30/2024 +/- cash flows.

Comvest Credit Partners VII initial capital call of \$2.3M on 4/25/2024.

Total Fund  
Performance Summary (Gross of Fees)

San Mateo County Employees' Retirement Association  
Period Ending: September 30, 2024

	Market Value	% of Portfolio	3 Mo Rank	Fiscal YTD	1 Yr Rank	2 Yrs Rank	3 Yrs Rank	5 Yrs Rank	10 Yrs Rank
<b>Diversifying Portfolio</b>	<b>1,238,245,988</b>	<b>18.1</b>	<b>3.5</b>	<b>3.5</b>	<b>9.4</b>	<b>4.0</b>	<b>-</b>	<b>-</b>	<b>-</b>
<i>Blended Diversifying Index</i>			4.7	4.7	11.6	6.6	1.4	2.2	3.1
<b>Defensive Fixed Income</b>	<b>918,223,163</b>	<b>13.5</b>	<b>5.7</b>	<b>5.7</b>	<b>13.2</b>	<b>6.3</b>	<b>-1.2</b>	<b>0.9</b>	<b>2.3</b>
<i>Blended Core Fixed Income Benchmark</i>			5.8	5.8	12.6	5.3	-1.8	0.1	1.7
DoubleLine	274,670,494	4.0	5.5 (30)	5.5 (30)	13.2 (24)	7.0 (45)	-0.9 (72)	-	-
<i>Blmbg. U.S. Aggregate Index</i>			5.2 (44)	5.2 (44)	11.6 (75)	6.0 (78)	-1.4 (97)	0.3 (83)	1.8 (71)
FIAM Bond	194,283,357	2.8	5.2 (61)	5.2 (61)	12.4 (38)	6.8 (32)	-0.8 (32)	1.4 (16)	2.7 (13)
NISA Core Bond	296,032,763	4.3	5.2 (49)	5.2 (49)	11.9 (70)	6.3 (75)	-1.0 (57)	-	-
<i>Blmbg. U.S. Aggregate Index</i>			5.2 (57)	5.2 (57)	11.6 (82)	6.0 (89)	-1.4 (90)	0.3 (95)	1.8 (98)
NISA Long Treasury	140,245,151	2.1	7.8	7.8	15.6	-	-	-	-
<i>Blmbg. U.S. Treasury: Long</i>			7.8	7.8	15.4	2.4	-8.4	-4.3	1.1
<b>Absolute Return</b>	<b>320,022,825</b>	<b>4.7</b>	<b>-2.2 (93)</b>	<b>-2.2 (93)</b>	<b>0.2 (90)</b>	<b>-1.1 (87)</b>	<b>3.6 (56)</b>	<b>1.0 (82)</b>	<b>1.2 (81)</b>
<i>Absolute Return Custom Index</i>			2.3 (25)	2.3 (25)	9.4 (59)	9.1 (54)	7.6 (14)	6.4 (53)	5.8 (13)
CFM Systematic Global Macro	113,693,468	1.7	4.0 (48)	4.0 (48)	9.3 (76)	-1.4 (94)	5.0 (55)	-	-
Graham Quant Macro	97,486,839	1.4	-10.1 (99)	-10.1 (99)	-6.1 (95)	-0.9 (94)	5.8 (47)	-	-
PIMCO MAARS Fund LP	108,842,518	1.6	-0.5 (85)	-0.5 (85)	6.3 (86)	3.2 (88)	10.8 (18)	-	-
<i>Absolute Return Custom Index</i>			2.3 (68)	2.3 (68)	9.4 (76)	9.1 (61)	7.6 (29)	6.4 (53)	5.8 (40)
<b>Inflation Hedge</b>	<b>1,119,941,910</b>	<b>16.4</b>	<b>1.7</b>	<b>1.7</b>	<b>3.9</b>	<b>1.0</b>	<b>4.1</b>	<b>4.5</b>	<b>-</b>
<i>Blended Inflation Hedge Index</i>			1.8	1.8	0.6	-1.6	3.3	5.4	5.1
<b>Real Estate</b>	<b>465,534,714</b>	<b>6.8</b>	<b>-0.3 (81)</b>	<b>-0.3 (81)</b>	<b>-6.1 (63)</b>	<b>-6.7 (53)</b>	<b>0.5 (75)</b>	<b>3.2 (65)</b>	<b>6.6 (22)</b>
<i>NCREIF ODCE</i>			0.2 (74)	0.2 (74)	-7.3 (73)	-9.7 (89)	-0.2 (84)	2.9 (70)	6.1 (37)
Harrison Street Core Property	90,318,057	1.3	0.1	0.1	-3.9	-3.0	2.6	-	-
Invesco	222,848,719	3.3	-0.9	-0.9	-9.9	-11.2	-1.8	1.8	5.8
Invesco US Val IV	99,531	0.0	-0.2	-0.2	-31.3	-41.8	-40.2	-24.5	-
Invesco US Val V	22,961,470	0.3	-0.4	-0.4	-25.4	-17.4	-9.2	0.3	-
Invesco US Val VI	24,355,357	0.4	0.0	0.0	-2.8	-3.6	-	-	-
PGIM RE US Debt Fund	72,917,325	1.1	1.9	1.9	7.2	7.4	7.0	6.4	-
<i>NCREIF ODCE</i>			0.2	0.2	-7.3	-9.7	-0.2	2.9	6.1
Stockbridge Value IV	25,426,593	0.4	-2.6	-2.6	-5.3	-3.0	8.8	-	-
Stockbridge Value V	6,607,662	0.1	-0.9	-0.9	-	-	-	-	-
<i>NCREIF ODCE</i>			0.2	0.2	-7.3	-9.7	-0.2	2.9	6.1

\*NISA Core Treasury funded 6/15/2023.  
See Appendix for Benchmark History

Total Fund  
Performance Summary (Gross of Fees)

San Mateo County Employees' Retirement Association  
Period Ending: September 30, 2024

	Market Value	% of Portfolio	3 Mo Rank	Fiscal YTD	1 Yr Rank	2 Yrs Rank	3 Yrs Rank	5 Yrs Rank	10 Yrs Rank
<b>Private Real Assets***</b>	<b>406,933,336</b>	<b>6.0</b>	<b>1.6</b>	<b>1.6</b>	<b>14.4</b>	<b>8.6</b>	<b>8.9</b>	<b>11.1</b>	<b>8.6</b>
<i>Blended Private Real Assets Index</i>			2.2	2.2	7.9	7.0	7.4	6.8	6.4
<i>Blended Secondary CA Private RA Index</i>			2.1	2.1	8.3	7.6	11.6	8.8	6.5
Private Real Asset	277,272,367	4.1	1.5	1.5	13.2	8.0	8.5	10.9	-
Brookfield Super-Core Infrastructure Partners	66,770,054	1.0	1.9	1.9	10.1	8.9	-	-	-
KKR Diversified Core Infrastructure Fund (DCIF)	62,890,915	0.9	1.9	1.9	7.1	-	-	-	-
<b>Public Real Assets</b>	<b>247,473,860</b>	<b>3.6</b>	<b>5.8</b>	<b>5.8</b>	<b>11.9</b>	<b>8.1</b>	<b>5.6</b>	<b>3.7</b>	<b>-</b>
<i>Blended Public Real Assets Index</i>			5.7	5.7	12.0	8.0	5.5	6.1	5.6
SSgA Custom Real Assets	247,473,860	3.6	5.8	5.8	11.9	8.1	5.6	6.3	-
<i>SSgA Custom Real Assets Index</i>			5.7	5.7	12.0	8.0	5.5	6.1	-
<b>Liquidity</b>	<b>394,169,125</b>	<b>5.8</b>	<b>1.9</b>	<b>1.9</b>	<b>6.4</b>	<b>5.5</b>	<b>3.7</b>	<b>2.5</b>	<b>-</b>
<i>Blended Liquidity Index</i>			2.7	2.7	6.9	5.0	-	-	-
<b>Cash Flow-Matched Liquidity</b>	<b>300,620,132</b>	<b>4.4</b>	<b>2.1</b>	<b>2.1</b>	<b>6.6</b>	<b>5.4</b>	<b>-</b>	<b>-</b>	<b>-</b>
<i>Bloomberg U.S. Gov/Credit 1-3 Year Index</i>			3.0	3.0	7.2	5.0	1.5	1.7	1.6
<i>Bloomberg U.S. Credit 1-3 Year Index</i>			3.1	3.1	8.1	5.8	2.0	2.2	2.1
Insight Investment*	285,905,001	4.2	2.3	2.3	7.0	5.7	-	-	-
<i>Bloomberg U.S. Credit 1-3 Year Index</i>			3.1	3.1	8.1	5.8	2.0	2.2	2.1
County Treasury Pool**	14,715,131	0.2	0.0	0.0	2.8	3.3	2.5	2.1	2.1
<i>90 Day U.S. Treasury Bill</i>			1.4	1.4	5.5	5.0	3.5	2.3	1.6
<b>Cash &amp; Cash Overlay</b>	<b>115,020,809</b>	<b>1.7</b>	<b>1.4</b>	<b>1.4</b>	<b>5.8</b>	<b>5.5</b>	<b>4.0</b>	<b>2.7</b>	<b>1.9</b>
<i>90 Day U.S. Treasury Bill</i>			1.4	1.4	5.5	5.0	3.5	2.3	1.6
General Account	99,270,731	1.5	1.4	1.4	5.8	5.5	4.0	2.8	2.6
<i>90 Day U.S. Treasury Bill</i>			1.4	1.4	5.5	5.0	3.5	2.3	1.6

\*\*\*Returns are one-quarter lag, excludes EnCap Energy Capital Fund and Sheridan Production Partners  
See Appendix for Benchmark History



# Glossary

---

**Allocation Effect:** An attribution effect that describes the amount attributable to the managers' asset allocation decisions, relative to the benchmark.

**Alpha:** The excess return of a portfolio after adjusting for market risk. This excess return is attributable to the selection skill of the portfolio manager. Alpha is calculated as:  $\text{Portfolio Return} - [\text{Risk free Rate} + \text{Portfolio Beta} \times (\text{Market Return} - \text{Risk free Rate})]$ .

**Benchmark R squared:** Measures how well the Benchmark return series fits the manager's return series. The higher the Benchmark R squared, the more appropriate the benchmark is for the manager.

**Beta:** A measure of systematic, or market risk; the part of risk in a portfolio or security that is attributable to general market movements. Beta is calculated by dividing the covariance of a security by the variance of the market.

**Book to Market:** The ratio of book value per share to market price per share. Growth managers typically have low book to market ratios while value managers typically have high book to market ratios.

**Capture Ratio:** A statistical measure of an investment manager's overall performance in up or down markets. The capture ratio is used to evaluate how well an investment manager performed relative to an index during periods when that index has risen (up market) or fallen (down market). The capture ratio is calculated by dividing the manager's returns by the returns of the index during the up/down market, and multiplying that factor by 100.

**Correlation:** A measure of the relative movement of returns of one security or asset class relative to another over time. A correlation of 1 means the returns of two securities move in lock step, a correlation of -1 means the returns of two securities move in the exact opposite direction over time. Correlation is used as a measure to help maximize the benefits of diversification when constructing an investment portfolio.

**Excess Return:** A measure of the difference in appreciation or depreciation in the price of an investment compared to its benchmark, over a given time period. This is usually expressed as a percentage and may be annualized over a number of years or represent a single period.

**Information Ratio:** A measure of a manager's ability to earn excess return without incurring additional risk. Information ratio is calculated as: excess return divided by tracking error.

**Interaction Effect:** An attribution effect that describes the portion of active management that is contributable to the cross interaction between the allocation and selection effect. This can also be explained as an effect that cannot be easily traced to a source.

**Portfolio Turnover:** The percentage of a portfolio that is sold and replaced (turned over) during a given time period. Low portfolio turnover is indicative of a buy and hold strategy while high portfolio turnover implies a more active form of management.

**Price to Earnings Ratio (P/E):** Also called the earnings multiplier, it is calculated by dividing the price of a company's stock into earnings per share. Growth managers typically hold stocks with high price to earnings ratios whereas value managers hold stocks with low price to earnings ratios.

**R Squared:** Also called the coefficient of determination, it measures the amount of variation in one variable explained by variations in another, i.e., the goodness of fit to a benchmark. In the case of investments, the term is used to explain the amount of variation in a security or portfolio explained by movements in the market or the portfolio's benchmark.

**Selection Effect:** An attribution effect that describes the amount attributable to the managers' stock selection decisions, relative to the benchmark.

**Sharpe Ratio:** A measure of portfolio efficiency. The Sharpe Ratio indicates excess portfolio return for each unit of risk associated with achieving the excess return. The higher the Sharpe Ratio, the more efficient the portfolio. Sharpe ratio is calculated as:  $\text{Portfolio Excess Return} / \text{Portfolio Standard Deviation}$ .

**Sortino Ratio:** Measures the risk adjusted return of an investment, portfolio, or strategy. It is a modification of the Sharpe Ratio, but penalizes only those returns falling below a specified benchmark. The Sortino Ratio uses downside deviation in the denominator rather than standard deviation, like the Sharpe Ratio.

**Standard Deviation:** A measure of volatility, or risk, inherent in a security or portfolio. The standard deviation of a series is a measure of the extent to which observations in the series differ from the arithmetic mean of the series. For example, if a security has an average annual rate of return of 10% and a standard deviation of 5%, then two thirds of the time, one would expect to receive an annual rate of return between 5% and 15%.

**Style Analysis:** A return based analysis designed to identify combinations of passive investments to closely replicate the performance of funds

**Style Map:** A specialized form or scatter plot chart typically used to show where a Manager lies in relation to a set of style indices on a two dimensional plane. This is simply a way of viewing the asset loadings in a different context. The coordinates are calculated by rescaling the asset loadings to range from -1 to 1 on each axis and are dependent on the Style Indices comprising the Map.

## Disclaimer

---

This report contains confidential and proprietary information and is subject to the terms and conditions of the Consulting Agreement. It is being provided for use solely by the customer. The report may not be sold or otherwise provided, in whole or in part, to any other person or entity without written permission from Verus Advisory, Inc., (hereinafter Verus) or as required by law or any regulatory authority. The information presented does not constitute a recommendation by Verus and cannot be used for advertising or sales promotion purposes. This does not constitute an offer or a solicitation of an offer to buy or sell securities, commodities or any other financial instruments or products.

The information presented has been prepared using data from third party sources that Verus believes to be reliable. While Verus exercised reasonable professional care in preparing the report, it cannot guarantee the accuracy of the information provided by third party sources. Therefore, Verus makes no representations or warranties as to the accuracy of the information presented. Verus takes no responsibility or liability (including damages) for any error, omission, or inaccuracy in the data supplied by any third party. Nothing contained herein is, or should be relied on as a promise, representation, or guarantee as to future performance or a particular outcome. Even with portfolio diversification, asset allocation, and a long-term approach, investing involves risk of loss that the investor should be prepared to bear.

The information presented may be deemed to contain forward-looking information. Examples of forward looking information include, but are not limited to, (a) projections of or statements regarding return on investment, future earnings, interest income, other income, growth prospects, capital structure and other financial terms, (b) statements of plans or objectives of management, (c) statements of future economic performance, and (d) statements of assumptions, such as economic conditions underlying other statements. Such forward-looking information can be identified by the use of forward looking terminology such as believes, expects, may, will, should, anticipates, or the negative of any of the foregoing or other variations thereon comparable terminology, or by discussion of strategy. No assurance can be given that the future results described by the forward-looking information will be achieved. Such statements are subject to risks, uncertainties, and other factors which could cause the actual results to differ materially from future results expressed or implied by such forward looking information. The findings, rankings, and opinions expressed herein are the intellectual property of Verus and are subject to change without notice. The information presented does not claim to be all-inclusive, nor does it contain all information that clients may desire for their purposes. The information presented should be read in conjunction with any other material provided by Verus, investment managers, and custodians.

Verus will make every reasonable effort to obtain and include accurate market values. However, if managers or custodians are unable to provide the reporting period's market values prior to the report issuance, Verus may use the last reported market value or make estimates based on the manager's stated or estimated returns and other information available at the time. These estimates may differ materially from the actual value. Hedge fund market values presented in this report are provided by the fund manager or custodian. Market values presented for private equity investments reflect the last reported NAV by the custodian or manager net of capital calls and distributions as of the end of the reporting period. These values are estimates and may differ materially from the investments actual value. Private equity managers report performance using an internal rate of return (IRR), which differs from the time-weighted rate of return (TWRR) calculation done by Verus. It is inappropriate to compare IRR and TWRR to each other. IRR figures reported in the illiquid alternative pages are provided by the respective managers, and Verus has not made any attempts to verify these returns. Until a partnership is liquidated (typically over 10-12 years), the IRR is only an interim estimated return. The actual IRR performance of any LP is not known until the final liquidation.


Verus receives universe data from InvMetrics, eVestment Alliance, and Morningstar. We believe this data to be robust and appropriate for peer comparison. Nevertheless, these universes may not be comprehensive of all peer investors/managers but rather of the investors/managers that comprise that database. The resulting universe composition is not static and will change over time. Returns are annualized when they cover more than one year. Investment managers may revise their data after report distribution. Verus will make the appropriate correction to the client account but may or may not disclose the change to the client based on the materiality of the change.

**SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION**  
**Board of Retirement**

December 3, 2024

Agenda Item 6.3

**TO:** Board of Retirement

**FROM:** Doris Ng, Investment Analyst 

**SUBJECT:** Report on Cash-Flow Matching Manager Annual Review

**Recommendation**

Review the report on the annual review of SamCERA's cash-flow matched liquidity manager, Insight Investment.

**Background**

On October 15<sup>th</sup>, SamCERA staff and consultant held annual review meeting with Insight Investment.

The meeting lasted approximately 1 hour, and consisted of a firm/organizational update, investment process review, performance review and attribution, and current positioning/market outlook.

**Discussion**

SamCERA's cash-flow matched liquidity mandate with Insight Investment invests in short-duration fixed income securities to match SamCERA's projected near-term net benefit payments (net liability cashflows) over the next 3-4 years. The mandate utilizes a "buy and maintain" strategy, where credit selection is the primary focus to minimize the risk of default as interest payments and principal repayments are utilized to meet projected liability cashflows.

There were no significant concerns identified during the meeting. Attached you will find meeting notes from Verus summarizing the findings from the annual review.

**Attachment**

Insight Investment Annual Review Meeting Notes

Date of meeting: 10/15/2024

Location: SamCERA Office

Manager Representative(s)

Carl Mastroianni (Client Service)  
Sweta Vaidya (Solutions Design)  
Shivin Kwatra (Head of LDI)

Verus Representative(s)

Joe Abdou

Account Assets

\$289 mm (9/30/2024)

Client Representative(s)

Mike Coultrip (CIO), Doris Ng (Investment Analyst)

**Product Description**

One of Insight's core competencies is Liability Driven Investing and Cash Flow Driven Investing (CDI). SamCERA is utilizing Insight for its CDI strategy. The strategy implements a risk-controlled approach by matching SamCERA's 3-year negative cash flows with short-term liquid securities with the timing of cash flows from investments matching the projected cash flows of SamCERA. Annually, following the actuarial review, Investment Staff will discuss adding the subsequent years' worth of cashflows to the mandate. In 2023, SamCERA opted to increase the cash flow matching program from 3-years to 4-years (which due to market conditions didn't involve adding to the mandate). In 2024, the Board decided to prefund nearly 3.5-years' worth of cashflows. Insight has 2 teams that work in conjunction with each other for this strategy. The Solutions design team is in charge of liability modeling and implementation. The Portfolio Management team is responsible for working with Insight's Credit Analyst Team to

**Meeting Notes****Organization**

Founded in 2002, Insight Investment Management has 274 investment professionals worldwide and 91 in the US. Insight has offices in London, New York, Boston, San Francisco, Dublin, Frankfurt, Manchester, Sydney and Tokyo. In November 2009, Insight became part of The Bank of New York Mellon Corporation (BNY Mellon). In 2013, currency risk management specialist, Pareto Investment Management, became part of Insight, and in 2015, US fixed income boutique, Cutwater Asset Management (Cutwater), was acquired by BNY Mellon. Today, these businesses operate as Insight Investment. BNY Mellon Investment Management and Insight announced in February 2021 that the specialized fixed income investment teams within affiliate Mellon Investments (Mellon) would be moving to Insight as the center of fixed income. Insight continues to run autonomously from BNY Mellon; however, BNY Mellon holds two Insight Board of Director seats. There are also independent Board members on the Insight Board. Insight manages \$838 billion in assets of which \$128 billion is in cash flow aware and LDI strategies.

**Investment Team**

Two teams are responsible for the creation of the CDI Portfolio.

Solution design: Sweta Vaidya former Head of Solution Design North America departed in November 2023, the roll was filled by Justin Demino who worked with Sweta as a Solutions Designer. Erik Thoren, Head of LDI Quantitative Analytics, and Michael DeSimone, Pension Solutions Analyst would be responsible for understanding SamCERA's objectives, overseeing liability modeling and quantitative analysis, investment solution design and working with the broader team on market strategy, implementation and ensuring the solution is executed in line with SamCERA requirements on an ongoing basis.

Portfolio management: Shivin Kwatra, Head of LDI Portfolio Management – North America, would be responsible for portfolio management. Shivin will work closely with Gerard Berrigan, Head of US Strategic Credit, and broader fixed income credit research and portfolio management teams across corporates, securitized, municipal and EM. Additional support will be provided by Julien Perron, Quantitative Analyst and Kevin Loescher, Portfolio Implementation Specialist.

Shivin Kwatra, the head of LDI, will be responsible for SamCERA's portfolio. He is assisted by the solutions team, and credit research team, all located in the New York office. Insight was unique in having a two-team approach, the solutions design team which is responsible for customizing CDI and LDI portfolios, and a separate research/credit team.

### **Investment Strategy**

The Credit Analysis Team is responsible for analyzing companies which are issuers of investment grade, non-investment grade corporate bonds and leveraged loans. Analysts specialize in industry sectors where they determine the key business drivers of that sector and how these drivers will impact the individual companies within it. For each company, cashflow modeling forms a key element of an analyst's work, as does a detailed assessment of the things which can typically lead to a sharp change in credit quality, such as the ability of a company to service debt when capital markets are shut. Each analyst is responsible for formulating a clear fundamental credit opinion of the companies they cover, as well as understanding the specifics of the supporting bond or loan documentation. Using this information, they make an assessment of the relative valuation to generate buy/sell recommendations to the portfolio managers.

All of the ratings and issuers are loaded into AYLA, which is Insight's proprietary cashflow optimization system. Cash flows and guideline limitations are also loaded into the system. From this portfolio managers will review the output and make changes to the portfolio as needed.

AYLA allows for various outputs including sector breakout, quality, and other factors buy maturity date (which is ultimately matched to SamCERA's cash flows.) Portfolio construction is a collaborative process between the portfolio manager and solutions team. It is done repeatedly until the optimal portfolio is created. Once created, AYLA is typically used once a year when updated cash flow projections are available. AYLA allows for a tight buy and maintain portfolio, as well as a higher risk solution, should SamCERA desire one in the future. This modeling is the basis for Insight's ability to create a buy and maintain portfolio.

### **Performance & Positioning**


SamCERA funded the Insight CDI portfolio on July 5<sup>th</sup>, 2022. The portfolio holds a mix of treasuries, corporates, ABS, agencies and cash. Since inception, the portfolio has gained 4.18% as of August 31, 2024. As of August 2024, the portfolio is yielding 4.7% with an effective duration of 1.2. In November, the Board established a - CDI portfolio of nearly 3.5 years adding roughly \$35M to the portfolio.

**SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION**  
**Board of Retirement**

December 3, 2024

Agenda Item 6.4

**TO:** Board of Retirement

**FROM:** Michael Coultrip, Chief Investment Officer 

**SUBJECT:** Approval of Asset Allocation Policy Portfolio Implementation

**Recommendation**

Approve the public equity implementation for the new asset allocation policy.

**Background**

At the November meeting, the Board approved a new asset allocation policy. The new policy has no allocation changes at the primary performance driver composite level (Growth, Diversifying, Inflation Hedge, and Liquidity). However, within the Growth category, there are two policy changes within public equity. First, low volatility target allocation will be removed, and second, the U.S. equity/International equity split has been adjusted so that U.S. Equity comprises 60% of total public equity (up from the current 55%).

**Discussion**

Verus will present the public equity implementation plan and will be able to answer any questions from the Board.

**Attachment**

Verus Memo on Public Equity Asset Allocation Implementation

# Memorandum

**To:** SamCERA  
**From:** Verus  
**Date:** December 3, 2024  
**RE:** Asset Allocation Implementation

---

## Executive Summary

Pursuant to the asset allocation review presented at the November Board meeting. Verus and Staff discussed how to implement the changes to the asset allocation. This memo summarizes our recommendations for implementing the new asset allocation, specifically with regards to the public equity portfolio. We believe the low volatility strategy should be liquidated over a 6-month period in order to dollar cost average out of the strategy into the Blackrock Russell 1000 passive strategy). In international equity, we recommend an allocation of 8% passive and 4% to both active managers. We will review the international structure in more detail in early 2025.

## New Asset Allocation

Current Policy		New Policy		
<b>Total Fund</b>		<b>Total Fund</b>		
<b>Growth</b>	<b>59.0%</b>	<b>Growth</b>	<b>59.0%</b>	
Dom Equity	23.0%	Dom Equity	25.0%	+2%
Passive	14%	Passive	19%	+5%
Active	5%	Active	6%	+1%
Low Vol	4%	Low Vol	0%	-4%
Intl Equity	18.0%	Intl Equity	16.0%	-2%
Passive	9%	Passive	8%	-1%
Active	9%	Active	8%	-1%
Private Equity	7.0%	Private Equity	7.0%	
Opportunistic Credit	11.0%	Opportunistic Credit	11.0%	
<b>Diversifying 18.5%</b>		<b>Diversifying 18.5%</b>		
Defense Fixed	12.5%	Defense Fixed	12.5%	
Absolute Return	6.0%	Absolute Return	6.0%	
<b>Inflation Hedge 17.0%</b>		<b>Inflation Hedge 17.0%</b>		
Liquid Pool	3.0%	Liquid Pool	3.0%	
Real Estate	9.0%	Real Estate	9.0%	
Private Real Assets	5.0%	Private Real Assets	5.0%	
<b>Liquidity 5.5%</b>		<b>Liquidity 5.5%</b>		
Cash Flow Match	4.5%	Cash Flow Match	4.5%	
Cash & Cash Overlay	1.0%	Cash & Cash Overlay	1.0%	

### **Next steps**

Should the Board approve this implementation, staff will have discretion on timing to liquidate the PanAgora portfolio (within a 6-month time period). This will allow staff to be opportunistic in redeeming from PanAgora.

Verus will conduct a structure analysis for international equity in early 2025 to review the passive/active allocation and overall structure of the asset class. In the meantime, Verus recommends reducing the allocation to international equity to be in line with the newly approved allocation by redeeming, 1% from active managers and 1% from passive managers. This reduction will correspond with adding 1% each to the U.S. Equity large-cap active core and the U.S. Equity large-cap passive core policy weights.

---

*Past performance is no guarantee of future results. This document is provided for informational purposes only and is directed to institutional clients and eligible institutional counterparties only and is not intended for retail investors. Nothing herein constitutes investment, legal, accounting or tax investment vehicle or any trading strategy. This document may include or imply estimates, outlooks, projections and other "forward-looking statements." No assurance can be given that future results described or implied by any forward looking information will be achieved. Investing entails risks, including possible loss of principal. Verus – also known as Verus Advisory™.*




**SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION**  
**Board of Retirement**

December 3, 2024

Agenda Item 6.5

**TO:** Board of Retirement

**FROM:** Doris Ng, Investment Analyst 

**SUBJECT:** Report on Investment Consultant Annual Review

**Recommendation**

Review the information below summarizing Verus' annual performance evaluation and comment accordingly during the agenda item.

**Background**

The annual evaluation of SamCERA's investment consultant has three parts:

1. A survey completed by trustees and staff
2. Responses to an annual questionnaire completed by consultant
3. A discussion at the Board meeting to present the findings of the survey and questionnaire responses

The survey was provided online, and results were collected from 6 trustees and 3 staff members. There was a total of 25 questions in the survey with 21 of the questions scored on a scale from 1 to 5, with 5 being the highest rating (High). Questions were asked about the general consulting team, the private equity consulting team, and the real assets consulting team. In addition, the survey prompted the Board to provide strategic and educational topics that they would like Jeff MacLean from Verus to cover in 2025.

**Discussion**

Please refer to the summary of the survey scores below. For each question, the responses are broken out and grouped by trustee and staff scores. The minimum, maximum, and average scores are presented for each question as well. Both the Board and staff generally marked the components of the evaluation as above average/high.

In addition, the Board and Staff provided the following strategic and educational topics they would like Jeff MacLean from Verus to cover with the Board in year 2025:

- 1) "Is Verus leveraging AI tools and platforms to help create portfolio recommendations for SamCERA and other clients? If so, please explain how this will potentially affect the way we look at investment opportunities and make informed decisions."
- 2) "Climate change, US election implications upon democracy and relations with China and Russia/Ukraine"

3) “Compare our investment policy to other public pensions. Are we too conservative given our demographics and the economic environment of San Mateo County, or is our posture reasonable?”

4) “Increased fiscal deficits and impacts on portfolio construction/asset allocation”

2024 Survey		Trustees			Staff		
Question		Min	Avg	Max	Min	Avg	Max
<b>General Consulting</b>							
2	How would you rate the general consulting team's ability to effectively convey concise and useful information during Board meetings?	4	4.7	5	4	4.7	5
3	How would you rate the general consulting team's responsiveness to questions and requests?	4	4.8	5	4	4.7	5
4	How would you rate the general consulting team's analytical sophistication?	4	4.5	5	4	4.0	4
5	How would you rate the effectiveness of the general consulting team's ability to lead strategic initiatives/projects and provide strategic advice (e.g. Asset-Liability Studies, Asset Allocation Reviews, Risk Management)?	4	4.6	5	4	4.0	4
6	How would you rate the effectiveness of the general consulting team's ability to assist and guide the Board on "big-picture" total Fund investment policy and structure on an on-going basis?	4	4.6	5	4	4.7	5
7	Do you believe Verus adapts well to changing market conditions and economic environments?	3	4.4	5	4	4.3	5
8	How proactive do you believe they are in exploring new investment opportunities and strategies?	4	4.6	5	4	4.3	5
9	How would you rate the quality and/or clarity of the general consulting team's reports (e.g. Monthly Capital Markets Updates, Quarterly Performance Reports, Manager Review Notes, New Manager Investment Recommendations, etc.)?	4	4.7	5	4	4.3	5
10	How would you rate the effectiveness of the general consulting team's educational presentations (e.g. Investment Leverage, Liquidity Analysis, Plan Maturity, etc.)?	4	4.7	5	4	4.7	5
11	How would you rate the general consulting team's knowledge of institutional investment practices?	4	4.8	5	4	4.7	5
<b>Private Equity</b>							
13	How would you rate the private equity consulting team's ability to effectively convey concise and useful information during Board meetings?	3	4.5	5	4	4.7	5
14	How would you rate the private equity consulting team's responsiveness to questions and requests?						
15	How would you rate the quality and/or clarity of the private equity program's reports (e.g. Semi-Annual Private Equity Performance Reports, Private Equity Investment Recommendations, Educational Presentations)?	4	4.7	5	4	4.7	5
16	How would you rate the private equity consulting team's analytical sophistication?	4	4.7	5	4	4.7	5
17	How would you rate the overall effectiveness of the firm's private equity program?	4	4.3	5	4	4.7	5
<b>Real Assets</b>							
18	How would you rate the real asset consulting team's ability to effectively convey concise and useful information during Board meetings?	3	4.3	5	4	4.7	5
19	How would you rate the real asset consulting team's responsiveness to questions and requests?						
20	How would you rate the quality and/or clarity of the real asset program's reports (e.g. Semi-Annual Private Real Asset Performance Reports, Real Asset Investment Recommendations, Educational Presentations)?	3	4.3	5	4	4.7	5
21	How would you rate the real asset consulting team's analytical sophistication?	4	4.5	5	4	4.7	5
22	How would you rate the overall effectiveness of the firm's real assets program?	3	4.3	5	4	4.7	5

## Attachment

### Verus Annual Review Questionnaire



**PERSPECTIVES**  
**THAT DRIVE**  
**ENTERPRISE**  
**SUCCESS**

2024 Annual Review Questionnaire

## San Mateo County Employees' Retirement Association

[VERUSINVESTMENTS.COM](https://www.verusinvestments.com)  
SEATTLE 206-622-3700  
LOS ANGELES 310-297-1777  
SAN FRANCISCO 415-362-3484  
PITTSBURGH 412-784-6678

**Mr. John Nicolini**  
Managing Director and Senior Consultant

**Mr. Joseph Abdou, CFA**  
Consultant

# Table of Contents



---

Organizational Update	PAGE 1
Performance	PAGE 12
Investment Consulting Philosophy	PAGE 16
Outlook	PAGE 21
Conclusion	PAGE 25

---

## Annual Review Questionnaire

### Organizational Update

1) Provide an update on Verus’s organization, with particular emphasis on:

(a) changes to your structure

We do not anticipate significant changes in the next twelve months. The number of employee shareholders has stayed steady over the last 12 months.

The history of our firm has been a steady movement towards broadening the breadth of ownership among our key employees, with the number of shareholders increasing from seven in 2006 to 35 today. We will continue to use equity ownership as a means for attracting and retaining talent and, more importantly, for aligning the interests of our employees with those of our clients.

(b) growth of assets/accounts under consultation

	2023	2024
Accounts (Clients)	156	156*
Assets	\$952B	\$1,148B

\* As of 6/31/24

(c) breakdown by client type, and

Corporate	20	\$8,165,794,670
Public	28	\$1,032,404,792,479
Private	4	\$1,462,627,409
Taft-Hartley	56	\$31,313,485,615
Non-Profit	48	\$75,283,942,969
<b>Total</b>	<b>156</b>	<b>\$1,148,630,643,145</b>

(d) clients gained or lost in the past year. All significant changes should be accompanied by an explanation.

Clients Gained since the last Due Diligence Questionnaire in ('000):

#### 2023

Public	\$18,000,000	9/1/2023
Public	\$18,000,000	10/1/2023

#### 2024

Taft-Hartley	\$602,000	4/1/2024
Taft-Hartley	\$527,000	5/1/2024
Non-Profit	\$750,000	5/21/2024
Non-Profit	\$320,000	7/1/2024
Non-Profit	\$295,000	8/6/2024

Clients lost since the last Due Diligence Questionnaire:

<b>2023</b>			
Non-Profit	\$342,000	Acquired	12/31/2023
Taft-Hartley	\$19,000	Terminated consultant due to fee costs	12/31/2023
<b>2024</b>			
Corporate	\$646,000	Consolidated into legacy investment consultant	1/31/2023
Public	\$11,000	Chose another provider	2/29/2024
Public	\$6,000	Chose another provider	3/31/2024

- 2) Please provide a breakdown of the number of clients (and \$AUM) for the past 5 years by the type of service provided (i.e., general consulting, special consulting, OCIO, or other). If any clients have increased or narrowed scope of services, please explain.

	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024*</b>
Non-Discretionary (\$M)	\$433,895	\$653,326	\$671,736	\$948,191	\$1,139
Number	148	145	146	143	134
Discretionary (i.e., OCIO) (\$M)	\$4,044	\$5,264	\$5,020	\$4,423	\$9,196
Number	15	16	17	20	22

\*Starting in 2024, we are no longer double counting clients that are using both discretionary and non-discretionary services.

- 3) What services does your firm offer in addition to pension fund investment consulting?

Verus offers the full range of consulting services to pension plans in the DB and DC arenas. Most of our business is in non-discretionary investment consulting as shown in the table in Question 2 above, and our AUA for public pension plans is significant. Three specialty services offered by Verus, which are backed by dedicated resources, specialists and research teams, are not offered by some of our competitors, and are distinguishing capabilities of our firm. These include:

- Private markets consulting
- Risk advisory and monitoring
- Outsourced CIO discretionary services

- 4) How does your firm manage these services, such as discretionary management (OCIO), to avoid conflicts of interest with its consulting business?

While Verus' OCIO business may present perceived and potential conflicts to our non-discretionary clients, we believe through the application of appropriate policies, they can be managed. Below, we list what we believe to be two key potential or perceived conflicts and how we manage them.

A potential conflict exists because OCIO services generate higher fees than general consulting services. The OCIO model involves a substantial change in scope of services that materially affects how a Board conducts business. The decision to employ an OCIO provider is fundamentally a governance decision, one that is

outside the scope of our advice to clients. Therefore, we would never recommend to a client to change from one form of service to another. This view is codified as firm policy.

Additionally, it may be perceived that our OCIO relationships could receive preference over our traditional non-discretionary clients with regards to capacity-constrained investment opportunities. OCIO clients, by the nature of the model, are nimbler than traditional non-discretionary clients and can act faster on investment opportunities than Trustees governing a non-discretionary investment program. Our opinion is that such opportunities rarely occur. Furthermore, this potential conflict exists even within consulting firms that do not have OCIO services as their clients maintain different meeting cycles and investment policies. That said, we have implemented an allocation procedure for limited capacity opportunities to ensure all clients are treated fairly. Following is our process for allocating capacity:

### **Approval Process**

Verus maintains a formal process for review and approval of external investment managers and their investment opportunities related to traditional asset classes and alternative asset classes. Only approved external managers and their particular investment opportunities may be recommended by Verus Consultants or utilized by Verus Portfolio Managers for non-discretionary and discretionary clients, respectively. Verus has expanded its roster of approved managers in recent years, with a particular focus on ensuring that all client external managers have been fully vetted using our approval process.

External investment managers are approved by the Verus Investment Committee (IC) for traditional asset classes or the Alternatives Investment Committee (AIC) for alternative asset classes. Detailed information regarding operational due diligence and investment due diligence with recommendations for consideration is provided to the IC and the AIC by the manager research team and due diligence professionals within Verus.

### **Capacity Allocation**

We follow a multi-step process for allocating capacity in oversubscribed funds:

1. Verus informs the external investment manager (typically a general partner) that Verus does not allocate fund capacity between Verus clients and confirms that the GP has its own processes and procedures for allocating limited investment opportunities (typically an investment committee).
2. Verus determines from the external investment manager any limitations on client types it is accepting (public or corporate pensions, endowments/foundations, or other); size of client legal limitations; and the investor due diligence processes.
3. The approved external manager/product is disseminated to Verus consultants and portfolio managers for clients whose investment policies permit the type of investment presented. The information provided includes, among other items: (a) the fund/GP name, size (target and cap), (b) a brief description (c) fundraising update including amounts closed to date, planned closing dates, and open date for current available allocation (d) target date to inform external investment manager with indications of interest and levels.
4. Client feedback is solicited and based on such feedback clients interest levels/ranges, together with client profiles, size, key steps of investment process, and other pertinent issues such as

specific FOIA requirements is summarized internally for presentation to the external investment manager.

5. If the total desire/claimed capacity is within the total amount of capacity, the Verus consultants and portfolio managers are informed that the claims are within capacity and that these claims for capacity will be presented to the external investment manager for consideration.

5) What percentage of your firm's income comes from pension fund investment consulting (provide breakdown between general, discretionary/OCIO and specialty)?

	<b>% of Total Revenue</b>
Non-Discretionary	85%
Discretionary	15%

6) Describe your plans for managing the future growth of your firm.

a) Do you have limitations on the number of clients you intend to accept?

With respect to client loads, the assignment of new client responsibilities is determined primarily by the fit of the client with the consultant and the consultant’s capacity to take on new relationships. Firm leadership manages consultant workload and maintains excess capacity for new relationships. We do not set limits on consultants’ books of business but assess capacity individually. On average, consultants maintain about seven to ten client relationships. Consultants servicing large, sophisticated clients with complex portfolios and monthly meetings tend to have fewer relationships.

b) What is the number of clients for the lead and secondary general consultant?

John Nicolini has four clients as lead general consultant, and Joseph Abdou has three clients as lead consultant and four clients as secondary consultant.

c) Provide the number of clients for the specialty consultants, Faraz Shooshani and John Nicolini, for the past 5 years. Describe your policies for controlling the workload of Faraz Shooshani and John Nicolini.

During the past five years, Faraz Shooshani has served as private markets consultant to six clients. John Nicolini serves as general and/or real assets consultant to six clients. Verus added another analyst to the real assets team since SamCERA’s last review. Marc Gesell, who is a generalist consultant with a risk specialty, serves as co-consultant or secondary to nine clients.

Firm leadership is primarily responsible for managing consultants’ workloads. Although we do not set limits on a consultant’s book of business, workload is managed by factors that include (1) a consultants seniority and level of experience, (2) the complexity of services required by his or her client accounts, and (3) overall capacity for new relationships. The current client-to-consultant ratio is 5-to-1 for larger clients with complex portfolios. Verus’ firm infrastructure supports the firm’s consultants and consulting clients with resources across all asset classes. Faraz Shooshani heads the firm’s private markets consulting practice and has a team of nine assisting him with research resources across the



private market spectrum (venture, buyout, debt-related, real assets, private credit). The private markets team also has dedicated reporting analysts to assist in performance reporting. John Nicolini has a senior real estate analyst and a real assets analyst supporting him, and has an open position for another member of the team.

7) Please specify the individuals (up to five) who you feel are key to the success of your firm.

Jeffrey MacLean (CEO)  
 Ian Toner, CFA (CIO)  
 Kraig McCoy, CFA (CFO, COO & President)  
 Faraz Shooshani (Managing Director and Senior Private Markets Consultant)

8) Please specify the individuals (up to five) who you feel are key to the success of Verus' account relationship with SamCERA.

John Nicolini - Lead consultant  
 Faraz Shooshani - Private markets consultant  
 Joe Abdou, CFA - Backup Consultant  
 Marc Gesell, CFA - Risk specialist/Backup Consultant

9) Has your firm been involved in any regulatory or litigation events in the past year?

No

10) Summarize the coverage for errors and omissions, professional liability, fiduciary insurance or fidelity bonds held by your firm (i.e., amounts and respective carriers) and e-mail the certificates of insurance to [investments@samcera.org](mailto:investments@samcera.org).

Following is our current coverage applied to the firm as a whole. We will email the certificates of insurance as instructed.

Type of Insurance	Coverage Amount	Company	Rating
Fiduciary Liability	\$5m (\$25k deductible)	Allianz Underwriters Insurance Co.	A+ by A.M Best
Errors & Omissions	\$10m (\$500k deductible)	Allianz Underwriters Insurance Co.	A+ by A.M Best
Directors & Officer Liability	\$10m (\$500k deductible)	Allianz Underwriters Insurance Co.	A+ by A.M Best
Cyber Policy	\$5m (100k deductible)	Coalition Insurance Solutions, Inc.	A+ by A.M Best
Employment Practices Liability	\$7.5m (100k deductible)	Allianz Underwriters Insurance Co.	A+ by A.M Best
Financial Institution / Crime Bond	\$1m (\$50k deductible)	Federal Insurance Company	A+ by A.M Best
ERISA Fidelity Bond	10% plan assets or \$500k	Federal Insurance Company	A+ by A.M Best
Commercial General Liability	\$1m per occurrence	Phoenix Insurance Company	A++ by A.M Best

11) Update all personnel changes to the Verus team. Indicate the turnover of professional staff (senior management and key professionals) over the past two years.

Date Hired	Employee Gained	Title
12/29/23	Adam Babson	Director   Portfolio Manager

2/1/2024	Mamane Yaou	Performance Analyst
3/2/2024	Joe Radcliff	Performance Analyst

Position	Final Day	Departure Reason
Public Markets Research Analyst	1/2023	Voluntary
Senior Analyst	4/2023	Voluntary
Managing Director Senior Consultant Bus. Dev*	6/2023	Involuntary
Managing Director Senior Consultant*	7/2023	Voluntary
Director   Portfolio Management*	7/2023	Voluntary
Senior Consulting Associate	8/2023	Involuntary
Senior Consulting Associate	8/2023	Involuntary
Senior Performance Analyst	9/2023	Involuntary
Project Manager Strategic Research	3/1/24	Involuntary
President	9/27/24	New Opportunity

\*Senior investment professionals denoted with an asterisk.

Year	Turnover % (All Employees)
2023	8%
2024	1%

12) Describe any new potential services/improvements to your existing services being considered.

Verus does not have any new service/improvements that SamCERA is not aware of since the last review.

13) Describe the relative strength and longevity of your back-office (performance and risk analytics) staff. Please provide a list of the Support Personnel for general consulting and specialty consulting services.

Verus' 18-person Performance Analytics Group is dedicated to data calculation, reconciliation, and performance evaluation. The group is supervised by Mr. Justin Hatley, Director of Performance Analytics, who reports to the President of the firm. Mr. Hatley has 20 years of experience. SamCERA's performance analyst, Phillip Thomas, has 9 years of investment experience and has been with Verus for nine years. The risk advisory team, led by the chief investment officer, Ian Toner, provides risk analytics, monitoring and education, and delivers end-to-end services to help clients develop a comprehensive framework for risk management that analyzes and communicates risk in every aspect of their investment program. Mr. Toner has over 30 years of industry experience and sits on the Verus investment committee and management committee. Marc Gesell is the consultant responsible for risk analytics for SamCERA. Marc originally joined Verus in 2000 via predecessor Strategic Investment Solutions. He rejoined in 2019 focused on risk-related client support.

14) What are the current technologies utilized in supporting the back-office processes? What performance measurement system do you use? Also what risk systems do you utilize in producing ex-post and ex-ante risk reports for clients? Please summarize your maintenance and upgrade policy/plan.

**Performance measurement resources**

Verus’ main tool for performance analytics and source of peer universe data is Investment Metrics’ Portfolio Analytics Reporting platform (PARis). PARis enables institutional investors and advisors to aggregate, analyze, optimize, and report on investment portfolios across plan types, plan sizes, asset classes, styles, and universes. PARis is built on a single, integrated platform, aggregating data from custodians, market indexes, managers, and clients and covering over \$14 trillion in assets under advisement for over 20,000 institutional plans and 900,000 portfolios. The solution provides over 200 standard reports with built-in analytics and the flexibility to create branded, customized reports for institutional investment portfolios with confidence, differentiation, and efficiency. The universe aggregates data submitted by institutional investment consulting organizations using institutional and custodial statements for separate accounts, and investment managers for privately held or commingled funds. The databases contain at least twenty-five years of performance data on each of the major asset classes and are updated monthly.

The PARis platform is distinguished by how it drives greater operational efficiencies in data aggregation, performance calculation, real-time analysis into client, manager and market movement, and timely, automated production of performance reports.

Investment Metrics is continually maintaining its system and upgrading its platform to respond to clients’ needs. A Consultant’s Collaborative of Investment Metrics clients meet periodically to discuss initiatives that would help guide the platform’s improvements and development. This is mutually beneficial in that it saves Investment Metrics time tapping each client individually to learn about needs; instead they receive the information from the Collaborative. The Collaborative streamlines and consolidates client requests to enable Investment Metrics to focus on the most critical improvements and respond more quickly. Verus is an active participant in the Consultant Collaborative.

We supplement this platform with the following tools that we use for alternative investments, style analysis, risk analysis, and other types of portfolio analytics:

eVestment	Alliance Public markets database
MPI Stylus	Returns-based style analysis, regression analysis
MSCI BarraOne	Risk analysis
Morningstar Direct	Mutual fund information, analytics, index information
Aksia	Hedge fund database
Addepar	Private markets analytics and performance platform
Pitchbook	Private markets database
Thomson Reuter Cambridge Associates	Private markets database
Thomson One VentureXpert	Private equity database
Private Informant	Private equity database
Pitchbook	Private equity database

**Risk monitoring and analysis**

We evaluate risk/return characteristics of the total portfolio using our proprietary risk allocation system, which interacts with MSCI BarraOne, and the Risk modules built into the Investment Metrics platform. Our standard performance reporting delivers deep returns-based risk analytics, which includes ex-post risk metrics at the total fund, asset class composite, and individual manager level, such as standard deviation, tracking error, up-side/down-side capture, alpha, beta, r-squared, information ratio, and Sharpe ratio. In addition, we can offer a full suite of ex-ante, holdings-based risk analytics through our Risk Team.

15) What are your mission critical systems?

Technology is an integral part of our consulting practice. We have an in-house IT group composed of three technology specialists who assist our consulting staff in monitoring, testing and evaluating the tools of our trade. We have spent, on average, 10% of revenue on systems and technology in the last three years and anticipate technology investments to stay roughly between 9-12% of revenue over the next three years. We evaluate all IT systems on an annual basis for feature deficiency. We use automated software to apply operating system security patches as soon as they are available from the manufacturer, and continuously upgrade all internal IT systems to insure we maintain long-term support availability with our various vendors and partners.

Our technology infrastructure is a Linux and Windows-based network that allows for secure centralized management of all firewalls, switches and IPS devices as well as endpoint protection. It includes built-in fail over clustering as well as redundant data replication to safeguard data sets as well as the overall infrastructure that personnel utilize to accomplish necessary business tasks.

- Infrastructure Items
- Redundant Internet Service Providers
- Centrally managed Cisco Firewalls
- Intrusion Prevention System at all points of entry
- Centrally-managed Network Switches
- Centrally-managed Video Security Cameras
- Application and Management Servers
- Linux and Windows based operating system (OS)
- Virtual environment with built in clustering for fail over redundancy
- Fully replicated data sets for additional fail over redundancy
- Fully encrypted cloud-based storage for additional layer of redundancy
- Network Attached Storage (NAS)

We currently employ the following software and databases in aid of our consulting practice:

Investment Metrics	Performance measurement platform
PARis	Performance measurement platform
Portfolio Risk Dashboard	Internally developed risk management system
Asset allocation modeling tools	Proprietary stochastic model, scenario, stress test and risk factor evaluation tools
eVestment Alliance	Public markets database
MPI Stylus	Returns-based style analysis, regression analysis, risk analysis
Morningstar Direct	Mutual fund information, analytics, index information
Aksia	Hedge funds database
Addepar	Private markets analytics and performance
Pitchbook	Private markets database
Cambridge Associates	Private markets database
Thomson One VentureXpert	Private equity database
Private Informant	Private equity database
October Three	Liability simulation software
Pitchbook	Private equity database

We maintain a secured web portal that allows retrieval of our performance reports and research documents. The portal includes access to daily market value information (if the client’s custodian bank participates) and the ability for clients to run some basic on-the-fly reporting such as performance-to-date at the total fund or individual manager level. This portal will also provide an archive of reports and presentations.

With respect to leveraging information resources across the firm and with our clients, Verus employs several key technologies to drive communication capabilities which include but are not limited to the following:

Microsoft Teams	Integrated directly into Office 365 applications, Teams allows for a robust platform which includes many communications features for a team. The Teams platform runs as an “always on” application on Verus employees’ computers and allows for connectivity across multiple hardware device platforms. Committee work and many departments utilize Teams for more efficient collaboration on work products, reducing the use of email.
Skype for Business	Utilized largely for its capabilities which include recording meetings, the sharing of co-worker’s screens and ability to annotate PowerPoint for real-time collaboration among Verus employees. The Skype for Business technologies also include whiteboarding, polling, and built in Instant Messaging for fast and efficient instant collaboration capabilities across all offices. This technology is also largely utilized for its ability to support HD quality video/audio feeds for fast and efficient communications amongst teams and co-workers.
Email	Industry standard email housed in the Office 365 platform is utilized for many day-to-day communications between Verus Investment employees as well as for outside company communications.
SharePoint	Various internal company SharePoint portals are utilized for the collection and distribution of company related content, including finalized marketing and research materials.
VPN	Verus has incorporated key security technology that allows for both point-to-point VPN connectivity between all offices and further allows for client VPN connectivity to all offices. The Virtual Private Network protocols allow for an always available secure communications between all offices. This also allows approved employees to securely connect to any/all offices via a secure communications channel.
VOIP	Voice over IP has been implemented through all Verus Investments offices to allow for instant and seamless voice communications via 3-digit dial and directory lookup. Although offices are geographically dispersed the integrated VOIP technology allows internal phone calls to route and handle as though all offices act as a single office.
CRM	Microsoft Dynamics CRM is utilized as a robust tool for managing client, prospect and manager communications amongst other available tooling. Verus Investments utilizes CRM Online which is a secure cloud-based offering where all backend processes are managed by Microsoft. This also allows for greater flexibility for remote availability and support of multiple hardware devices such as different mobile devices and tablets.
Conference Rooms	Each Verus office has multiple conference rooms of varying sizes that support video conferencing, audio conferencing, Skype, Zoom.us as well as GoToMeeting.

Each conference room is outfitted with large format HDTVs, high quality external microphones as well as VOIP enabled conference phones.

Has your firm experienced any problems with these systems in the past eighteen months?

Outside of normal maintenance and sporadic and minimal vendor outages, no significant problems have occurred in the last 18 months.

When were these systems implemented and when were they last upgraded?

Microsoft's Office 365 is the technology driving most of our communication resources. We implemented O365 in the spring of 2014, since then Microsoft has upgraded these systems on a consistent and reliable basis.

Our internal database system was implemented in the summer of 2013 and has been upgraded to stay current with the vendors long term support release.

Our server infrastructure has gone through a complete overhaul that was completed in the fall of 2015. All internal systems are hosted and run on a virtual machine and clustered system with local and offsite redundancy. The specific hardware stack is built upon Dell's VRTX framework.

Do you anticipate any changes to these systems in the next eighteen months?

We review and update our systems on a regular basis.

**16) Provide an overview of your firm's business continuity plan.**

Verus maintains a Business Continuity and Disaster Recovery Plan (BCDR). Forensic review is conducted annually by the compliance department. Third-party audits of the plan were completed in July 2024. Verus retained a third party, COMPLY, to do an extensive compliance program review, which included Business Continuity and Disaster Recovery. No issues were noted. IT security testing is done continuously, with outside third-party penetration testing provided on a regular basis.

The plan provides for alternative work sites, geographic and service provider diversity, remote access to critical systems, secure laptops with VPN access, and data retention enforcement for data recovery. We conduct DR/BCP testing exercises regularly to ensure validity, viability, and timely execution. The BCDR has been live-tested successfully during a massive power outage in Seattle and, like many businesses right now, Verus employees are predominantly working hybrid since COVID-19 using many elements of the BCDR. The BCDR has been expanded to incorporate the new office in Pittsburgh where a similar set of procedures has been implemented.

**Performance**

**17) Detail your perspective of SamCERA's performance expectations, as spelled out in the contract and SamCERA's Investment Policy Statement, and how your firm is doing relative to those expectations.**

Within the Investment Policy Statement SamCERA lists 3 objectives, which are all a form of risk management. During the last Asset Liability and Enterprise Risk Tolerance study the Board reiterated its conservative stance. For these reasons along with a lower than peer actuarial return, SamCERA's implementation has been more conservative than peer public funds. During strong equity rallies, SamCERA will lag; however, in drawdowns we expect the portfolio to outperform. Fiscal Year 2024 was a strong year in the markets, as a result, SamCERA ranked in the 59<sup>th</sup> percentile of peers. Outperformance in the Inflation Hedge, and Diversifying asset categories were more than offset by the conservative implementation of the Growth portfolio (Low Vol). Private Equity was also a lag on 1-year returns due to the lagging nature of the asset class versus a public market equivalent benchmark. Verus believes the portfolio is working as intended despite trailing its benchmark and the median peer for the 1-year time period ended June 30, 2024.

### 18) Discuss the domestic equity, international equity, fixed income, alternatives, real assets and real estate markets and SamCERA's relative success or failure in the current market.

#### **US Equity**

Domestic shares expanded upon the previous year's outperformance during the first half of 2024, beating both developed and emerging market equities. The S&P 500 index advanced +24.6% over the past year as U.S. equities prove to be the best performing asset class. Concerns have bubbled up over increasing absolute and relative valuations, leading to some fears of a correction. However, domestic stocks have climbed further as investment in artificial intelligence (AI) boosted earnings expectations, and lower inflation has led to expectations for a handful of interest rate cuts in the fall.

Index concentration remains an important story in U.S. equity markets, with the S&P 500 Equal Weighted Index significantly lagging the flagship index, returning just +11.8% over the last year. However, there appears to have been a split within the "Magnificent Seven", with some notable companies outperforming the rest. Nvidia is still the headline story of the AI investment boom, returning +192.1% over the last year, while delivering earnings growth of +629%. While none of the other companies have matched the success of Nvidia, Meta (+76.1%), Google (+52.3%), Amazon (+48.2%) and Microsoft (+32.3%) have all outperformed the index while delivering strong earnings growth. Apple (+9.2%) and Tesla (-24.4%) have both lagged after reporting revenue declines in Q1.

These Magnificent Seven movements have had substantial implications on size and style investing, which have both seen significantly widening gaps from the previous year. Over the last year, Growth has returned +33.5%, significantly outperforming the +13.1% gain from Value. Small cap (Russell 2000 Index) has also failed to deliver excess returns, gaining just +10.1% over the last year, lagging the +23.9% gain posted by the large cap Russell 1000 Index.

Investors will be watching earnings closely, especially those of technology companies that have gained due to rosy expectations around artificial intelligence. With forward valuations hovering around one standard deviation above the 10-year average, markets are pricing in double-digit earnings growth over the next couple years. Markets are hoping for earnings to meet these expectations, and for companies involved in AI investment to start showing strong profitability across those products and services.

#### **International Equity**

International equities posted gains in the first half of 2024, although these markets were unable to match the remarkable performance of U.S. equities. Emerging markets barely outperformed international developed shares, which benefitted from higher exposure to semiconductor stocks, and a more growth-oriented set of companies. The MSCI EM Index has returned +12.5% over the last year, just over the +11.6% gain of the MSCI EAFE Index.

International developed shares performed well, despite some very material weaknesses in the macroeconomic picture. Japanese equities, the largest country weight in the MSCI EAFE index, saw the strongest performance, with the TOPIX returning +12.7% in unhedged currency terms, and +32.5% in hedged currency terms. The Japanese Yen has declined -10.2% relative to the dollar over the past six months, which played a part in boosting exports that become cheaper with a weakening currency. High earnings growth, as well as the end of negative interest rate policy and deflation, have provided a tailwind to Japanese equity markets over the last year. In Europe, falling inflation and an interest rate cut in June lifted an equity market that had otherwise been held back by very low growth. In the past year, the Euro Stoxx 50 returned +12.0% in unhedged currency terms, and +16.3% in hedged currency terms.

Emerging market equities narrowly outperformed international developed equities, while lagging the United States, returning +12.5% in unhedged currency terms, and +15.8% in hedged currency terms, over the last year. Technology exposure is responsible for much of the growth in emerging markets. Taiwan, the second-largest weight in the MSCI EM Index, holds a 70% weight in Information Technology. This provided a substantial tailwind, since the MSCI Taiwan Index returned +41.4% over the past year as TSMC (who alone makes up 50% of the MSCI Taiwan Index) is the world's largest manufacturer of semiconductors, producing chips for companies including Nvidia and Apple. India has also performed well, with the MSCI India Index posting a +34.9% gain. India's GDP has been growing on an average pace of 6-7% per year, with policies supportive of economic growth and strong positioning within global supply chains.

### **Fixed Income**

Fed policy expectations continued to dominate risk asset behavior over the past year. One year ago, markets were expecting four interest rate cuts by the end of 2024. At the end of 2023, the market expected four rate cuts to occur in the first half of 2024, with two more in the second half of the year. Instead, there have been no rate cuts, with just two or three priced in before the end of 2024. Interest rates staying higher for longer has been a headwind for long-duration assets over the past year (Bloomberg U.S. Treasury Long -5.6%), as the two-year yield moved from 4.90% to 4.77%, and the ten-year yield moved from 3.84% to 4.40%.

As of June, it had been 11 months since the Federal Reserve implemented its final interest rate hike. Comments made by FOMC members have suggested that higher interest rates have had a material impact on economic activity and have been effective at slowing inflation. With inflation down to 3.0% for CPI and 2.6% for Core PCE (the Fed's preferred inflation gauge), and cooling labor market numbers, investors are looking to the Fed's July meeting to guide rate cut expectations for September, which markets are fully pricing in a cut for.

Core fixed income (Bloomberg U.S. Aggregate) has risen just +2.6% over the past year, as yield increases have outweighed the benefits of the higher rate environment. The shorter end of the curve fared much



better than the long end, returning +4.5% throughout the same period. Investors were compensated by taking credit risk, as emerging market debt in hard currency terms (+9.2%), high yield (+10.4%), and Bank Loans (+11.1%) all provided excess returns to investors as spreads have contracted throughout much of the last year. Emerging market debt in local currency terms gained just +0.7%, the only major credit sub-index to underperform treasuries, which gained +5.5%.

Credit conditions have held up surprisingly well over the past year, with default activity slowing down as fears around weaker economic growth have been fading. Spreads continued to contract, with high-yield and investment grade option adjusted spreads moving from 390 bps to 309 bps and 123 bps to 94 bps, respectively. More recently, default activity has slowed down to \$37B in default/distressed exchanges taking place in the first half of 2024, which was -14% lower than the same period last year. Eighty percent of that default activity has come from bank loans, which is the largest gap between the two asset classes in the last ten years. High yield default rates are down to 1.8%, materially lower than the long-term average of 3.4%.

### Real Assets

- Infrastructure fundraising continued its downward trajectory after a high watermark in 2021. More than 80% of the capital raised was in core or core-related funds, and extending a trend that emerged out of COVID, capital continued to be raised predominately by large managers. The five largest funds in 2023 accounted for ~70% of all capital raised in the space. For many institutions, large infrastructure managers are a foundation of an infrastructure portfolio, but the ability to build satellite positions with potentially higher returning funds is a challenge if the industry continues to concentrate around a handful of large GPs.
- Following the last two years of slower fundraises, dry powder has been depleted proportionally, down to an estimated \$244 billion. While liquidity in the sector is not an immediate concern, given the amount of capital on the sidelines, pent-up demand has the potential to quickly burn through asset classes' overhang if fundraising trends were to continue.
- Particularly for pensions and sovereign capital, we believe infrastructure will remain in favor with allocators given strong performance. Slowing fundraising is all relative given the post-Covid boom in capital raising for the asset class. The trend we find more concerning is the manager concentration and lack of attractive middle market opportunities.
- Commodities experienced a pullback in 2023, falling around 8.0%, led by declines in the energy commodity sector. Year to date, the asset class is up mid-single digits as oil-related commodities have moved higher.
- The roll return component of the index is modestly positive, though that has seen a sharp reversal from peaks set in late 2022. Oil is still trading in contango but has flattened out from levels seen in 2022 and 2023.

### U.S. Real Estate

- Core real estate was negative in 2023. The unlevered NPI Index was down 7.9%, with the levered NFI-ODCE Index down 12.0%. 1<sup>st</sup> quarter of 2024 was also negative for both indices at -1.0% and -2.4%, respectively.

- Since late 2022, core real estate has experienced six consecutive quarters of write-downs, totaling negative 11.3% for the unlevered NPI Index and negative 18.4% for the levered NFI-ODCE Index.
- In 2023, every core sector was negative, ranging from office at -17.6% to retail at -0.9%. After years of performance headwinds and capital flight, retail assets that survived obsolescence are experiencing renewed interest.
- Non-core real estate vintage funds have historically outperformed during recessionary years and early recovery periods (e.g., 2000-2003 and 2009-2011) as market dislocations created attractive entry valuations. Given the recent stress in the market, current non-core vintages could be attractive, especially opportunistic strategies with a focus on distress.

### **Private Equity**

- Although deal activity has declined compared to recent years, especially from the highs of 2021, it is on track to return to pre-COVID levels, with \$72 million in aggregate deal value across 622 companies for the quarter.
- U.S. middle market buyout multiples have rebounded from their gradual decline between 2021 and 2023 (from 14.6x to 11.0x, now at 12.7x), likely driven by a combination of public market expansion and pressures to deploy capital and generate liquidity. Anecdotally, some sponsors have brought top-performing portfolio assets to market, contributing to increased aggregate valuations and a narrowing of bid-ask spreads.
- Despite rising debt costs, purchase price multiples have not adjusted accordingly, increasing the need to find value during acquisitions. The middle market may present more opportunities where complexity risks lead to perceived discounts, such as in carve-outs, take-private transactions, bankruptcies, and founder-led or fundless-sponsor-owned companies facing financial distress.
- The current environment may inhibit value creation through valuation expansion and leverage, prompting GPs to focus more on improving operating metrics to generate returns. Opportunities to drive revenue growth or optimize costs are more prevalent in small-cap and middle-market companies, which tend to be less professionalized compared to their larger-cap counterparts.
- Valuations rebounded, mitigating the downward pressures from elevated interest rates. Average deal sizes reached record highs, surpassing even those of 2021 (\$23M compared to \$19M). The 10-year average stands at \$13M.
- While the year over year increase in valuations is most significant in AI, other sectors also saw substantial gains. For example, AI valuations rose from \$48M to \$65M, Fintech from \$45M to \$53M, and SaaS from \$35M to \$53M.

### **Investment Consulting Philosophy**

19) Describe your investment consulting philosophy, including (a) what are your firm's consulting specialties, strengths and limitations (b) your assessment of the value added by your

investment philosophy and (c) what sets your services apart from other pension consultants' services?

Our investment advice follows a consistent and research-driven approach that is governed by the following principles:

- Enterprise objectives and risk tolerance guide all decisions.
- Asset allocation and risk exposures drive portfolio results.
- Economic factors and valuations drive long-term asset class returns. This is the rationale behind the tremendous resources that we invest in scenario analyses, macroeconomic research, capital market valuations, and risk and trend analysis.
- Risk and diversification must be viewed through multiple lenses. We view strategic allocation beyond mean variance analysis, and account for the many facets of portfolio risk in our asset allocation modeling.
- Fees and costs impact on long-term performance and must be minimized and justified.
- We act as a true extension of our clients' staff and an advocate for their interests.

We serve as an ERISA §3(21) fiduciary to our non-discretionary clients and an ERISA §3(38) fiduciary to our discretionary clients. We view our role as an extension of our client's staff in the service of the Board or Investment Committee. With respect to investment managers, brokers and other third-party providers, we act as an advocate on behalf of our clients ensuring that providers perform in accordance with guidelines and charge competitive fees.

Risk-based services permeate our entire service offering, an approach that differentiates us from the rest of the industry. Our professional teams have decades of experience applying risk management techniques to create thoughtful, targeted, and customized results. We believe that risk management is a culture, not a system. We, therefore, emphasize education, improved communication, enterprise risk tolerance, policy development; and seek a level of commitment from all parties to enhance the traditional returns seeking approach with a risk-aware mindset.

Lastly, we believe that among independently-owned, generalist consulting firms, Verus has an especially experienced and tenured private markets team which has been in place since 1994. Current Verus clients who incorporate private markets into their retainer relationships work closely and directly with senior professionals on the private markets team.

As far as limitations, Verus is 100% focused on consulting. For clients who are looking for a variety of services under one roof (e.g., actuarial, recordkeeping), larger, multi-service firms are a better solution.

**20) Describe and explain your firm's brokerage relationships, money management activities, fee relationships and soft dollar relationships. Include the amount of income derived in the last calendar year from investment managers.**

Verus does not have any brokerage arrangement and does not accept soft dollars.

**21) Provide your assessment of the risks associated with SamCERA's portfolio and describe your firm's risk management capabilities and the tools employed in risk assessment.**

The most important risk to pension funds is unfunded liability. The plan's number one priority is to ensure future obligations are met. The two levers that can be pulled to reduce the unfunded liability are:

increasing contributions and changing the risk/return profile of the investment portfolio. Comprehensive risk management and careful determination of an appropriate risk level is especially important in the current low return environment. Chasing returns can result in a risk level that is beyond a Plan's enterprise risk tolerance.

SamCERA's portfolio is structured in alignment with its risk tolerance and considers important factors such as the MOU (County's overfunding) and the financial strength of San Mateo County which enables the Plan to have 6.25% actuarial expected return and a relatively conservative strategic asset allocation compared with many peers. Verus conducted an Enterprise Risk Tolerance study on behalf of SamCERA in 2022, one of the predominant risks that arose was a permanent loss of capital. Verus and Staff have continually worked to limit this risk by diversifying the portfolio's target allocation, and through implementation of a CDI portfolio to ensure the Plan has enough liquidity to avoid liquidating risk assets during inopportune times.

Verus has a risk advisory team that is dedicated to research and delivery of risk advisory services and portfolio analytics. The Risk Advisory Group is composed of professionals who dedicate 100% of their time to risk analysis and monitoring activities. We use MSCI BarraOne software as the backbone of our risk platform and deliver risk analysis through Verus' proprietary Risk Dashboards. This is combined with tools that we have developed to accurately load daily holdings into BarraOne, and efficiently pull risk analytics out of BarraOne for our reporting. The risk team has also developed tools for trend line analysis and daily portfolio risk monitoring. We also use RiskManager, FINCAD, and MPI Stylus Pro. Portfolio construction is driven by our Risk Allocation system, which interacts with MSCI BarraOne, to construct index-based portfolios and download risk data to evaluate the risk and return characteristics of various asset allocation decisions. We can also employ R scripts to power risk-based rebalancing and optimization algorithms.

Verus' Risk Advisory Service has the capability to consolidate all underlying positions and quantify where concentrated risks lie in the portfolio. Our risk advisory service pulls data from custodians and loads it into MPI's risk system. We work directly with MSCI to monitor and direct the implementation and ongoing maintenance of data in the risk system, and provide monthly Risk Dashboard reports, if desired by the client. At this time, SamCERA has opted for index-based analysis which is a cost-effective means of disaggregating risk across the portfolio.

**22) What are your recommendation(s) regarding categories of managers appropriate to implement SamCERA's Investment Policy Statement?**

We believe the categories of managers currently in the portfolio, both public and private, are appropriate and capable of implementing objectives and expectations outlined in SamCERA's Investment Policy Statement. Verus has worked with SamCERA to add or change managers as appropriate as market conditions have evolved. We may consider reviewing the number of managers within discrete asset classes that have overlapping strategies that could be consolidated in order to reduce fees, reduce administrative complexity and potentially maximize alpha.

SamCERA completed an Asset Liability study in 2023 which set the strategic direction of the Plan. Verus has implemented changes to the asset allocation in accordance with the results of the AL Study. In February and November 2024 Verus worked with staff to tweak the asset allocation based on current market environment or the evolving needs of the Fund.

23) Please provide your philosophy around incorporating ESG issues in the management of the pension plan. Do any of your clients currently incorporate ESG issues in their investment process? If so, how?

Customization is at the heart of how we approach ESG, SRI, and other mission-related investing considerations of our clients. Our role as a consultant is to ensure that the ESG/SRI-related decisions that a client would make on behalf of its portfolios are implemented effectively instead of imposing a single solution based on our own values and norms. ESG/SRI efforts are integrated across all our investment teams, who play a role in ESG/SRI policy setting and implementation.



Verus currently consults to several clients that incorporate ESG, SRI and/or labor-friendly goals within their investment programs. To assist these clients, Verus utilizes an integrated approach to following ESG strategies which encompasses designated consultants and consulting associates, and research professionals. Using an integrated approach harnesses the maximum resources available to build expertise in this area. In addition, an integrated approach broadens the firm’s proactive outreach and individual networks to create a more robust pipeline of ESG strategies to consider in our due diligence process. All of the firm’s resources are employed in ESG strategy identification and monitoring. Thus, we tap into our manager research group and our performance analytics group in addition to the focused ESG resources.

Verus helps clients accomplish their ESG objectives through the following process:

1. Strategic planning: clarification of ESG beliefs, values and objectives through discussion with and/or survey of committee/board members and staff with goal of building consensus view
2. ESG policy development
  - a. clarification of roles and responsibilities related to ESG implementation
  - b. ESG benchmarking
  - c. ESG implementation approach (i.e., specific asset classes vs. total portfolio level; funding sources, exposure limits, etc.)
  - d. ESG risk tolerance (i.e., tracking error vs. traditional market benchmarks, risk of shortfall vs. objectives, etc.)
3. Identification and implementation of ESG managers and strategies (will focus on highly rated strategies via MSCI ratings) appropriate for client given their objectives
4. Negotiation and establishment of ESG manager guidelines

5. Performance and risk measurement/monitoring of ESG exposures
6. Ad hoc activities which may incorporate the unique objectives and risk tolerance of clients implementing ESG

Verus’ role is as facilitator, educator and resource to clients to enable them to identify and establish their strategic objectives and approach to ESG investing. Additionally, Verus will assist clients in defining specific ESG metrics that are relevant with their respective implementation of ESG investing. Verus supports clients in implementing their respective ESG objectives in several key areas as follow.

1. Positive/negative screening
2. Themed investing (e.g., climate change (reduced carbon footprint), diversity (pay/opportunity equality), etc.)
3. Impact investing

Verus subscribes to the MSCI ESG Ratings, which is considered a best practices standard for rating ESG mandates. We can employ these ratings in our ESG mandate selection and monitoring activities on clients’ behalf. Verus can identify ESG strategies across both public and private markets and multiple asset classes given the tools we regularly employ. All of our approved strategies are also assigned an ESG rating, based on an assessment of ESG integration into the investment strategy, alongside an investment rating.

24) Please discuss any enhancements currently under research or contemplation, such as in the areas of asset liability studies or risk management.

Topic of the Research	Research Title	Date published
We first lay out the market environment of the past decade and its impact on hedge fund behavior. Then, we discuss the current market environment and what this may suggest for the hedge fund opportunity set going forward. Finally, we present two effective methods of hedge fund implementation and the characteristics of each.	Hedge Funds in 2023: How has the environment changed?	October 2023
In the 2023 Private Equity Outlook, we focus on the impact of a “higher rate for longer” scenario on the asset class. We also examine how the rising-rate environment has affected private markets so far.	Private Equity Outlook	October 2023
The quickly rising interest rate environment has changed the landscape for commercial real estate so much that investors are questioning how the appraised values of their private real estate assets might change in the future.	The rising rate environment’s impact on real estate cap rates	September 2023
This TOI is intended to help investors understand why the yield curve inversion has been an accurate predictor of recession by examining the macroeconomic factors during each historical period of inversion.	Yield curve inversion: recession signal, but why?	August 2023
Fixed income investors seeking higher return potential and increased portfolio diversification often choose to allocate to credit as a solution. An investor’s approach to taking on credit exposure, and the type of exposure that is appropriate, should take into account current credit conditions and the investor’s market outlook.	Credit, distress, default & the long term	August 2023
Taft-Hartley pension funds in the United States often make allocations to private real estate with the dual objectives of generating robust returns and supporting union workers by investing in “labor-friendly” real estate strategies.	Private real estate in Taft-Hartley portfolios	July 2023
Coming into 2023, it appeared as though inflation would continue to retreat lower, but unexpected price increases have complicated the picture. There are now banking	2023 Real Assets Outlook	June 2023

Topic of the Research	Research Title	Date published
instability issues, geopolitics, a softening economy, and a dozen other headline issues weighing on investors' minds.		
We examine the causes of index concentration, the levels of concentration relative to global markets, and how this environment affects the success of active managers.	U.S. Equity Index Concentration	March 2023
Each January we consider the year just gone and the year ahead.	The Return of Simplicity	February 2023
Low interest rates over the last few years have caused investors significant asset allocation problems. The 2022 market reversal has begun to reverse these challenges.	Is Painless Diversification Back?	January 2023
We further explain this reasoning and conclude by offering approaches for Plans to reduce any mismatch between ER and AARR to a reasonable level, which we generally believe to be less than 0.5%.	Minding the Gap: Insights into actuarial assumed rate of return	October 2022
In the 2022 Private Equity Outlook, we focus attention on the rise of GP-led continuation funds and what investors should consider when evaluating such opportunities.	2022 Private Equity Outlook	October 2022
Revisiting the small cap premium thesis and a discussion of active management opportunities in small caps	Opportunities in Small Caps	September 2022
Investing in Chinese assets: overview, potential opportunities and threats	A Closer Look at China	July 2022
Investment thesis and Verus' outlook on timberland and agriculture in the current market environment	A Primer: Timberland & Farmland	June 2022
Inflation & Recession	2022 Real Assets Outlook	May 2022
Introduction to mortgage income and its strategic role in portfolios	Primer on Mortgage Income	May 2022
Active manager dispersion has been very wide recently, as the pandemic-induced global recession and subsequent fast-paced recovery resulted in considerable economic divergence.	2022 Active Management Environment	March 2022
In the 2022 Private Equity Outlook, we focus attention on the rise of GP-led continuation funds and what investors should consider when evaluating such opportunities.	2022 Private Equity Outlook	October 2022
Revisiting the small cap premium thesis and a discussion of active management opportunities in small caps	Opportunities in Small Caps	September 2022

25) Given SamCERA's current plan governance structure, do you recommend any changes in the way the Board/staff/consultant work together in managing and overseeing the plan assets?

We do not recommend any changes to the current governance structure.

## Outlook

26) What is Verus' outlook for the capital markets? Provide your firm's Capital Market Assumptions.

Following are our current 10-year return and risk assumptions for 45 asset classes for 2024. Note that we will be updating our capital market assumptions this month for use in asset allocation studies the coming year.

# SAMCERA 2024 ANNUAL REVIEW QUESTIONNAIRE

Asset Class	Index Proxy	Ten Year Return Forecast		Standard Deviation Forecast	Sharpe Ratio Forecast (g)	Sharpe Ratio Forecast (a)	10-Year Historical Sharpe Ratio (g)	10-Year Historical Sharpe Ratio (a)
		Geometric	Arithmetic					
<b>Equities</b>								
U.S. Large	S&P 500	5.9%	7.0%	15.5%	0.12	0.19	0.72	0.75
U.S. Small	Russell 2000	6.2%	8.2%	21.4%	0.10	0.19	0.28	0.37
International Developed	MSCI EAFE	8.1%	9.5%	17.6%	0.23	0.31	0.18	0.25
International Small	MSCI EAFE Small Cap	8.8%	10.9%	21.7%	0.22	0.31	0.20	0.27
Emerging Markets	MSCI EM	8.8%	11.4%	24.6%	0.19	0.30	0.06	0.14
Global Equity	MSCI ACWI	6.9%	8.2%	16.7%	0.17	0.25	0.44	0.50
Global Equity ex USA	MSCI ACWI ex USA	8.5%	10.2%	19.5%	0.23	0.31	0.15	0.22
Private Equity	CA Private Equity	8.0%	10.9%	25.6%	0.15	0.27	-	-
Private Equity Direct	CA Private Equity	9.0%	11.8%	25.6%	0.19	0.30	-	-
Private Equity (FoF)	CA Private Equity	7.0%	9.9%	25.6%	0.11	0.23	-	-
<b>Fixed Income</b>								
Cash	30 Day T-Bills	4.1%	4.1%	1.1%	-	-	-	-
U.S. TIPS	Bloomberg U.S. TIPS 5-10	4.7%	4.8%	5.5%	0.11	0.13	0.13	0.15
Non-U.S. Inflation Linked Bonds	Bbg World Govt. Inflation Linked Bond ex U.S.	3.9%	4.2%	7.4%	(0.03)	0.01	(0.15)	(0.11)
U.S. Treasury	Bloomberg Treasury 7-10 Year	4.6%	4.8%	7.1%	0.07	0.10	(0.05)	(0.02)
Long U.S. Treasury	Bloomberg Treasury 20+ Year	4.7%	5.5%	13.2%	0.05	0.11	0.00	0.25
Global Sovereign ex U.S.	Bloomberg Global Treasury ex U.S.	2.7%	3.2%	9.9%	(0.14)	(0.09)	(0.40)	(0.36)
Global Aggregate	Bloomberg Global Aggregate	4.1%	4.3%	6.6%	0.00	0.03	(0.27)	(0.24)
Core Fixed Income	Bloomberg U.S. Aggregate Bond	4.9%	5.0%	4.8%	0.17	0.19	0.00	0.02
Core Plus Fixed Income	Bloomberg U.S. Universal	5.2%	5.3%	4.5%	0.24	0.27	0.07	0.09
Investment Grade Corp. Credit	Bloomberg U.S. Corporate Investment Grade	5.7%	6.0%	8.4%	0.19	0.23	0.17	0.20
Short-Term Gov't/Credit	Bloomberg U.S. Gov't/Credit 1-3 Year	4.7%	4.8%	3.6%	0.17	0.19	(0.07)	(0.07)
Short-Term Credit	Bloomberg Credit 1-3 Year	5.1%	5.2%	3.6%	0.28	0.31	0.23	0.24
Long-Term Credit	Bloomberg Long U.S. Credit	5.7%	6.3%	10.9%	0.15	0.20	0.15	0.20
High Yield Corp. Credit	Bloomberg U.S. Corporate High Yield	6.6%	7.2%	11.0%	0.23	0.28	0.42	0.44
Bank Loans	Morningstar LSTA Leveraged Loan	8.0%	8.4%	9.0%	0.43	0.48	0.58	0.59
Global Credit	Bloomberg Global Credit	5.1%	5.4%	7.7%	0.13	0.17	0.01	0.04
Emerging Markets Debt (Hard)	JPM EMBI Global Diversified	8.7%	9.2%	10.6%	0.43	0.48	0.15	0.20
Emerging Markets Debt (Local)	JPM GBI-EM Global Diversified	6.5%	7.2%	12.2%	0.20	0.25	(0.17)	(0.12)
Private Credit	Morningstar LSTA Leveraged Loan	9.2%	9.8%	11.9%	0.43	0.48	-	-
Private Credit (Direct Lending - Unlevered)	Morningstar LSTA Leveraged Loan	8.0%	8.4%	9.0%	0.43	0.48	-	-
Private Credit (Direct Lending - Levered)	Morningstar LSTA Leveraged Loan	9.5%	10.2%	12.6%	0.43	0.48	-	-
Private Credit (Credit Opportunities)	Morningstar LSTA Leveraged Loan	9.6%	10.3%	12.8%	0.43	0.48	-	-
Private Credit (Junior Capital / Mezzanine)	Morningstar LSTA Leveraged Loan	9.0%	9.6%	11.4%	0.43	0.48	-	-
Private Credit (Distressed)	Morningstar LSTA Leveraged Loan	9.1%	12.7%	29.1%	0.17	0.30	-	-

Asset Class	Index Proxy	Ten Year Return Forecast		Standard Deviation Forecast	Sharpe Ratio Forecast (g)	Sharpe Ratio Forecast (a)	10-Year Historical Sharpe Ratio (g)	10-Year Historical Sharpe Ratio (a)
		Geometric	Arithmetic					
<b>Other</b>								
Commodities	Bloomberg Commodity	6.6%	7.8%	16.1%	0.16	0.23	(0.13)	(0.06)
Hedge Funds	HFRI Fund Weighted Composite	4.3%	4.6%	7.5%	0.03	0.07	0.48	0.49
Hedge Fund of Funds	HFRI Fund of Funds Composite	3.3%	3.6%	7.5%	(0.11)	(0.07)	-	-
Hedge Funds (Equity Style)	Custom HFRI Benchmark Mix*	7.2%	8.1%	14.1%	0.22	0.28	-	-
Hedge Funds (Credit Style)	Custom HFRI Benchmark Mix*	7.3%	7.7%	9.4%	0.34	0.38	-	-
Hedge Funds (Asymmetric Style)	Custom HFRI Benchmark Mix*	5.4%	5.6%	6.4%	0.20	0.23	-	-
Real Estate Debt	Bloomberg CMBS IG	7.4%	7.7%	7.5%	0.44	0.48	0.14	0.15
Core Real Estate	NCREIF Property	6.8%	7.5%	12.5%	0.22	0.27	-	-
Value-Add Real Estate	NCREIF Property + 200bps	8.8%	9.9%	15.4%	0.31	0.38	-	-
Opportunistic Real Estate	NCREIF Property + 300bps	9.8%	11.7%	21.1%	0.27	0.36	-	-
REITs	Wilshire REIT	6.8%	8.5%	19.2%	0.14	0.23	0.35	0.42
Global Infrastructure	S&P Global Infrastructure	8.4%	9.7%	16.9%	0.25	0.33	0.20	0.28
Risk Parity**	S&P Risk Parity 10% Vol Index	7.2%	7.8%	10.0%	0.31	0.37	-	-
Currency Beta	MSCI Currency Factor Index	2.3%	2.4%	3.4%	(0.52)	(0.49)	(0.06)	0.21
Inflation		2.5%	-	-	-	-	-	-



Following are our current correlation assumptions for 2024:

	Cash	US Large	US Small	Intl Large	Intl Small	EM	Global Equity	PE	US TIPS	US Treasury	Global Sovereign ex-US	US Core	Core Plus	Short-Term Gov't/Credit	Short-Term Credit	Long-Term Credit	US HY	Bank Loans	Global Credit	EMD USD	EMD Local	Commodities	Hedge Funds	Real Estate	REITs	Infrastructure	Currency Beta	Risk Parity	
Cash	1.0																												
US Large	-0.1	1.0																											
US Small	-0.2	0.9	1.0																										
Intl Large	-0.1	0.9	0.8	1.0																									
Intl Small	-0.1	0.9	0.8	1.0	1.0																								
EM	-0.1	0.7	0.6	0.8	0.8	1.0																							
Global Equity	-0.1	1.0	0.9	0.9	0.9	0.8	1.0																						
PE	-0.2	0.7	0.7	0.6	0.6	0.6	0.7	1.0																					
US TIPS	-0.1	0.4	0.3	0.4	0.4	0.4	0.5	0.2	1.0																				
US Treasury	0.0	0.1	-0.1	0.0	0.0	0.1	0.1	-0.1	0.7	1.0																			
Global Sovereign ex-US	0.1	0.3	0.2	0.4	0.4	0.5	0.4	0.1	0.7	0.6	1.0																		
US Core	0.0	0.3	0.2	0.3	0.3	0.4	0.3	0.0	0.8	0.9	0.7	1.0																	
Core Plus	0.0	0.4	0.3	0.4	0.4	0.5	0.4	0.1	0.8	0.8	0.8	1.0	1.0																
Short-Term Gov't/Credit	0.2	0.2	0.0	0.2	0.2	0.3	0.2	0.0	0.7	0.8	0.6	0.8	0.8	1.0															
Short-Term Credit	0.2	0.4	0.3	0.4	0.4	0.4	0.4	0.2	0.6	0.5	0.7	0.7	0.8	0.7	1.0														
Long-Term Credit	0.0	0.5	0.4	0.5	0.5	0.5	0.6	0.2	0.8	0.7	0.7	0.9	0.9	0.6	0.8	1.0													
US HY	-0.1	0.8	0.8	0.8	0.8	0.7	0.8	0.5	0.6	0.1	0.5	0.4	0.6	0.3	0.6	0.7	1.0												
Bank Loans	-0.1	0.6	0.6	0.6	0.7	0.6	0.6	0.5	0.3	-0.2	0.2	0.1	0.3	0.0	0.5	0.4	0.8	1.0											
Global Credit	0.0	0.7	0.5	0.7	0.7	0.7	0.7	0.3	0.7	0.5	0.8	0.8	0.9	0.6	0.8	0.9	0.8	0.6	1.0										
EMD USD	-0.1	0.7	0.6	0.7	0.7	0.7	0.7	0.4	0.6	0.3	0.6	0.6	0.7	0.4	0.6	0.8	0.8	0.7	0.9	1.0									
EMD Local	0.0	0.5	0.4	0.7	0.6	0.8	0.7	0.4	0.4	0.2	0.6	0.4	0.5	0.4	0.5	0.6	0.7	0.5	0.8	0.8	1.0								
Commodities	-0.1	0.4	0.4	0.5	0.5	0.5	0.5	0.3	0.2	-0.2	0.2	0.0	0.1	0.0	0.2	0.1	0.5	0.5	0.3	0.4	0.4	1.0							
Hedge Funds	-0.1	0.8	0.9	0.8	0.9	0.8	0.9	0.6	0.3	-0.2	0.3	0.2	0.3	0.0	0.4	0.5	0.8	0.8	0.6	0.7	0.6	0.6	1.0						
Real Estate	-0.3	0.6	0.6	0.5	0.5	0.5	0.6	0.4	0.2	0.0	-0.1	0.1	0.2	0.0	-0.2	0.2	0.4	0.4	0.3	0.4	0.4	0.2	0.5	1.0					
REITs	-0.2	0.7	0.7	0.6	0.6	0.5	0.7	0.5	0.6	0.3	0.3	0.5	0.5	0.2	0.3	0.6	0.7	0.5	0.6	0.6	0.5	0.3	0.6	0.7	1.0				
Infrastructure	-0.2	0.8	0.7	0.8	0.8	0.7	0.8	0.6	0.5	0.1	0.5	0.4	0.5	0.2	0.5	0.6	0.8	0.7	0.7	0.8	0.7	0.6	0.8	0.6	0.7	1.0			
Currency Beta	-0.1	0.0	0.0	-0.2	-0.2	-0.2	-0.1	0.1	-0.2	-0.1	-0.3	-0.2	-0.2	-0.1	-0.3	-0.2	-0.1	-0.1	-0.3	-0.2	-0.2	-0.2	-0.1	0.1	0.0	-0.1	1.0		
Risk Parity	0.0	0.7	0.6	0.7	0.7	0.6	0.7	0.7	0.4	0.4	0.0	0.5	0.5	0.7	0.3	0.7	0.7	0.7	0.7	0.5	0.7	0.6	0.5	0.5	0.4	0.0	0.7	-0.2	1.0

Include an explanation of how Verus arrives at its Capital Market Assumptions.

We use a fundamental building block approach based on several inputs, including historical data and academic research to create asset class return forecasts. For most asset classes, we use the long-term historical volatility after adjusting for autocorrelation. Correlations between asset classes are calculated based on the last 10 years. For illiquid assets, such as private equity and private real estate, we use BarraOne correlation estimates.

Asset	Return Methodology	Volatility Methodology*
Inflation	25% weight to the University of Michigan Survey 5-10 year ahead inflation expectation and the Survey of Professional Forecasters (Fed Survey), and the remaining 50% to the market's expectation for inflation as observed through the 10-year TIPS breakeven rate	-
Cash	75% * current federal funds rate + 25% * U.S. 10-year Treasury yield	Long-term volatility
Bonds	Nominal bonds: current yield; Real bonds: real yield + inflation forecast	Long-term volatility
International Bonds	Current yield	Long-term volatility
Credit	Current option-adjusted spread + U.S. 10-year Treasury – effective default rate	Long-term volatility
International Credit	Current option-adjusted spread + foreign 10-year Treasury – effective default rate	Long-term volatility
Private Credit	Levered gross return (LIBOR + spread + original issuance discounts) – management fees – carried interest	Estimated volatility
Equity	Current yield + real earnings growth (historical average) + inflation on earnings (inflation forecast) + expected P/E change	Long-term volatility
Intl Developed Equity	Current yield + real earnings growth (historical average) + inflation on earnings (intl. inflation forecast) + expected P/E change	Long-term volatility
Private Equity	US large cap domestic equity forecast * 1.85 beta adjustment	1.2 * Long-term volatility of U.S. small cap
Commodities	Collateral return (cash) + spot return (inflation forecast) + roll return (assumed to be zero)	Long-term volatility
Hedge Funds	Return coming from traditional betas + 15-year historical idiosyncratic return	Long-term volatility
Core Real Estate	Cap rate + real income growth – capex + inflation forecast	65% of REIT volatility
REITs	Core real estate	Long-term volatility
Value-Add Real Estate	Core real estate + 2%	Volatility to produce Sharpe Ratio (g) equal to core real estate
Opportunistic Real Estate	Core real estate + 3%	Volatility to produce Sharpe Ratio (g) equal to core real estate
Infrastructure	Current yield + real income growth + inflation on earnings (inflation forecast)	Long-term volatility
Risk Parity	Expected Sharpe Ratio * target volatility + cash rate	Target volatility

\*Long-term historical volatility data is adjusted for autocorrelation (see Appendix)

## 27) What is Verus’ outlook with regards to trends, challenges, and opportunities in the investment consulting industry?

The pension fund landscape is ever changing, and there are numerous trends, including legal and regulatory trends, of which Boards should remain aware. The set of discussion points below is not designed to be comprehensive, but rather is a compendium of notable trends we are currently following, listed in no particular order.

**Changing Demographics and Retirement Age:** As people live longer, pension funds may face challenges in sustaining payouts over extended periods. This has led to legislative discussions surrounding the aging population and increased life expectancy and has prompted considerations for adjusting retirement ages and benefit structures.

**Data Privacy and Security:** With the increasing reliance on technology for fund management, data privacy and security have become critical concerns. The Board should ensure that the fund complies with evolving data protection regulations and implements robust cybersecurity measures to safeguard sensitive information.

**Governance Structure and Accountability:** Regularly reviewing the fund’s governance structure and internal controls is an important aspect of ensuring the implementation of governance best practices. The Board should ensure fiduciary responsibilities are clearly defined, and accountability mechanisms are in place to maintain transparency and trust among stakeholders.

**Interest Rates:** Fluctuations in interest rates can significantly impact investment returns, and the regime change to higher rates has made sources of “contractual income” more attractive than at any time since the Global Financial Crisis. An evaluation of asset allocations, including scenario analysis and stress testing of alternative investment portfolios can help the Board assess whether adjustments to the fund’s strategic asset allocation could lead to better expected outcomes, given the current and future expected environment.

**Private Markets Investments:** In recent years, there has been a trend toward diversifying into alternative investment strategies, such as private equity, private credit, and private real assets, to enhance returns. These strategies come with different risks from public markets investments (e.g., leverage, illiquidity), which should be thoroughly evaluated and fully understood prior to inclusion in a diversified institutional investment portfolio. Further, potential changes to the tax treatment of carried interest may impact the structure and prospective attractiveness of these investments.

**ESG and China Divestment:** ESG (Environmental, Social & Governance) has become an issue which has forced boards to consider their stance on certain issues. In addition, the issue of divesting from China has become a policy concern for many public funds over geopolitical concerns. Verus' role with respect to these issues is to help boards express their perspectives consistent with our fiduciary responsibility.

**Technology and Data Management:** Advances in technology, including artificial intelligence and data analytics, have the potential to enhance the efficiency and effectiveness of pension fund management. Embracing these technologies can help funds make better-informed investment decisions and improve operational processes, and we as institutional investors are in the very early stages of understanding how these technologies may change the way public pension funds are managed.

28) Given the current environment, what portfolio changes (if any) are Verus considering or recommending to clients?

The most important risk to a public pension fund is unfunded liability. The number one priority is to ensure that future obligations can be met. The two levers that can be pulled to reduce the unfunded liability are: increasing contributions and changing the risk/return profile of the investment portfolio. The goal of most public fund Boards is to provide maximum asset growth at minimal risk to funded status and contribution rates. Comprehensive risk management and careful determination of an appropriate risk level is especially important given many large asset classes are expected to provide returns below their respective long-term historical averages. Chasing returns can result in a risk level that is beyond a plan's enterprise risk tolerance as downside risk threatens both surplus and contribution rate volatility. Other key issues include: (1) the risk of not understanding what the underlying factors are which drive the plan's policy benchmark returns; and (2) the risk of not understanding the potential impact of large drawdowns. Public funds face issues throughout the overall administration of the plan, including risks associated with portfolio construction at the asset class and individual manager levels.

In terms of opportunities, one area of potential opportunity may be structured credit where seasoned asset-based issues may be somewhat insulated from losses due to accumulated equity. Another area where Verus sees opportunities is in 'alternative' real estate properties (i.e., non-core). Elevated inflation puts pressure on earnings and multiples so opportunities may lie in taking a slightly risk-off posture in riskier public markets asset classes and sub-asset classes relative to target allocations. Opportunities exist in all bond market segments with the possible exception of emerging markets debt. High yield may offer competitive returns with private debt and public market equities.

29) What other issues or concerns have been brought up by your other clients in regards to products, markets, risk management, education and governance?

Our Quarterly Investment Landscape research, which analyzes current macroeconomic and geopolitical developments, addresses systemic risks as an integral part of our review. The Quarterly Investment Landscape is presented through a client webinar hosted by our CIO, with an accompanying, more detailed version, circulated across our clients. We also conduct timely client presentations to address issues of a more urgent nature as they occur. For example, CIO Ian Toner conducted a series of client webinars during the Covid-19 pandemic and during the collapse of Silicon Valley Bank to discuss how these disruptions could potentially impact portfolios.

Following are two recent examples of research conducted to address client concerns:

**Risk concentration in equity market.** In February 2024, as the market cap of the “Magnificent 7” approached 30% of the weight of the S&P 500, clients grew concerned about concentration risks and a natural question was whether an equal-weighted index was a solution to this risk. Our analysis concluded that this type of active management results in arbitrary allocations with no clear benefits over market cap indexing. Also, the tracking error that has resulted is substantial.

**Israel-Hamas conflict.** As the Israel-Hamas conflict started to unfold after October 7<sup>th</sup>, potential risks as a result of this conflict were atop client’s minds. As far as markets are concerned, the biggest risk was a shock to oil prices. Our analysis concluded that of the 11 previous Middle East conflicts that included Israel, only one of those conflicts sent oil prices higher in 1973 (partially due to a Saudi oil embargo by the US). The biggest risk in the current conflict would be a direct conflict with Iran; Iran controls the Strait of Hormuz, the world’s largest shipping channel (~20% of daily global oil consumption). While closure of this channel is of low probability, it is a high impact risk as it would result in a massive shock to oil prices, potentially resulting in tail risk events.

## Conclusion

### 30) Is there any information that would be timely per SamCERA's Investment Policy Statement or relative to this review?

On November 5<sup>th</sup>, Verus conducted an asset allocation review, in which a new allocation was identified. Following implementation of the new allocation, we suggest revising the IPS to incorporate the changes.

### 31) Are your clients making significant changes in their asset mixes? Please describe these changes. Do you see any trends in asset allocation?

Verus' has a diverse client base of institutional, long-term investors. As such, clients maintain their asset mixes for an extended period of time with incremental changes. Portfolios are built to achieve specific goals, yet all are diversified in order to weather various market environments. Overall, we have seen minor tweaks to our clients asset mixes based on their unique circumstances, but no general trend among our clients.

The credit market is undergoing an interesting shift as more traditional credit hedge funds move into private credit and private credit funds find opportunities in liquid markets. That has opened up opportunities for clients to consider a single "credit" allocation where clients can pivot to public or private market strategies and not be as bound by separate public credit and private credit buckets that need filling.

As fewer opportunities emerge in natural resources, we are increasingly focused on infrastructure funds in real assets. Awareness of the concentration of infrastructure exposure within real assets and how to benchmark the asset class will need to be discussed.

### 32) What market opportunities should SamCERA be considering?

SamCERA has been implementing opportunities as they arise throughout the year. We intend to review potential changes to the portfolio in early 2025 following an asset allocation presentation in the first quarter. Most recently, Verus recommended investing in a second Real Estate Debt manager to take advantage of dislocations in the lending market for real estate. Hedge funds have seen a notable resurgence in performance as the risk-free rate has moved higher. There are some interesting opportunities to further diversify your absolute return portfolio with strategies in multi-strategy, market neutral and event driven.

### 33) Please provide a preliminary recommendation of what your work plan for the next 12 months should look like given SamCERA's current plan structure and long-term policy targets.


In conjunction with SamCERA staff, Verus will develop the 2025 work plan in December 2024. Verus will provide education at the March Board retreat, conduct an asset allocation study in early 2025, and work on ad hoc projects as necessary.

SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION  
Board of Retirement

December 3, 2024

Agenda Item 7.1

**TO:** Board of Retirement

**FROM:** Gladys Smith, Assistant Executive Officer 

**SUBJECT:** Annual Review of Independent Auditor, Brown Armstrong

**Recommendation**

Accept the annual performance report of Brown Armstrong Accountancy Corporation.

**Background**

Each year an evaluation is conducted of SamCERA's independent auditor. The evaluation consists of three parts: (1) A survey completed by trustees, staff, and the auditor; (2) the auditor's responses to approved questions; and (3) a discussion at the Board meeting to present the results of the responses.

**Discussion**

This year's annual survey was completed by six Board members and three staff members. Brown Armstrong received high ratings overall from both the Board and staff for the services they provided to SamCERA. The ratings ranged from above average to high. No concerns or issues were raised by the Board or staff.

Ashley Green will be available to respond to any questions or comments regarding her firm's audit services.

**Attachment**

Brown Armstrong Questionnaire Response  
New Client List 2024  
Inactive Clients 2024  
Brown Armstrong Press Release

SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION  
**Board of Retirement**

**Questions for Annual Auditor Consultant Evaluation**

Please provide information about the following events and activities and whether they occurred during Fiscal Year 2023-24.

**Organizational Update**

- 1) Provide an update on your firm's organization, with particular emphasis on changes to your management structure over the past twelve months. All significant changes should be accompanied by an explanation. An updated organizational chart should accompany this response.

[See organizational chart below.](#) During the year, Brooke Baird was promoted to partner effective 1/1/2024. We have also done a press release as attached on our upcoming appointment of Ryan Nielsen as Managing Partner effective 1/1/2025.



- 2) Update all significant personnel changes or expected changes to the "SamCERA Team." [There were no significant changes in personnel during the year and there are no expected changes for the FY24/25.](#)

3) Has your firm or any of its employees been involved in regulatory or litigation actions related to your business in the past twelve months? **No**

4) Has a peer review been performed on any of your firm's audit products? If yes, discuss the review and the findings. Any material findings or recommendations must be accompanied by an explanation.

Our latest peer review was performed in the fiscal year ending 2022 and there were no material findings or recommendations. Our next peer review is planned for 2025.

5) Are any of your operations outsourced? If the answer is yes, provide details regarding the firm(s) with which your firm has contracted. **No, currently we are looking into possibly outsourcing some of our tax and bookkeeping services.**

6) Please describe how your firm monitors and manages cyber security risks as they relate to confidential SamCERA data/information.

Our policy is that all confidential information is exchanged via secured, encrypted communications (see <https://support.citrix.com/article/CTX208317> for more details on our file transfer service). Internally our client data is stored on servers in a locked server room with a discrete alarm system. Servers are kept updated and patched against security vulnerabilities and reside behind a network firewall with an Intrusion Protection System. Data on employee computers is protected by Microsoft's BitLocker encryption system and Sentinel One antimalware. Employee passwords must comply with industry standard complexity requirements and change quarterly. Employee's computers and their M365 accounts are protected by DUO Multi-factor Authentication. Additionally, we do quarterly security training for all employees to keep them up to date on the most recent attack vectors and exploits. We're also implementing a SOC (Security Operations Center) monitoring service on our computers to proactively find any potential problems in our system so we can attempt to address them before they become a problem.

Has your firm experienced any problems with cyber security in the past 18 months?

Yes, our security system detected a breach in June 2023, we responded by locking down the system to address the vulnerability and our investigation has indicated that none of SamCERA's information was affected.

What is your cyber security breach policy?

We have a draft of a cyber security breach policy that we are in the process of refining and finalizing with the help of a contracted Managed Service Provider.

What procedures do you have in place for a cyber security breach?



We will be following this outline of procedures:

- Make an initial assessment.
- Communicate the incident.
- Contain the damage and minimize the risk.
- Identify the type and severity of the compromise.
- Protect evidence.
- Notify external agencies, if appropriate.
- Recover systems.
- Compile and organize incident documentation.
- Assess incident damage and cost.
- Review the response and update policies

### **Client Update**

- 7) What is your firm's philosophy and current policy regarding new business?  
We engage only new clients that have the highest ethical standards, and only after we are certain we can provide high quality, timely service. Any potential clients will be subject to review and due diligence of our Audit Marketing Committee.
- 8) Please list all clients gained or lost in the past eighteen months.  
See attached.

### **Outlook Beyond Fiscal Year 2023-24**

- 9) What issues are other clients concerned with regarding products, services, education and governance that your staff has not addressed with SamCERA?  
Nothing SamCERA hasn't already implemented or considered.
- 10) Should SamCERA be made aware of significant changes that your clients are making?  
Nothing SamCERA hasn't already implemented or considered.
- 11) Relative to your expertise, what trends are occurring in the retirement industry that SamCERA should be tracking?  
Nothing SamCERA hasn't already implemented or considered.

### **Conclusion**

- 12) How can SamCERA better assist you in accomplishing the goals it has established for your firm?

We have a very good relationship with SamCERA and consideration of the trial balance being final prior to starting the yearend fieldwork could help improve our efficiencies in performing the audit. Any feedback about staff service will be helpful in performing our performance reviews and accomplishing our goals established.

13) How can we better utilize your firm's capabilities?

We provide continuing education for our clients and our staff about new Governmental Accounting Standards established. SamCERA could take advantage of the resources and training for a reduced cost of attending we provide to all clients. We typically have our continuing education scheduled in January and May/June. We will provide more information to Tat-Ling once the agendas have been established.

As always if there is any specialized testing you would like to see performed we can perform agreed upon procedures, if necessary.

14) Is there any information that would be timely pursuant to SamCERA's annual review? None noted.

15) What audit related changes should SamCERA consider that were not mentioned in your audit or audit presentation?

As mentioned in the discussion at the presentation you can establish an audit committee entrance meeting to go over the scope of services with the auditor which will provide and discuss any concerns the committee has or further considerations they would like to see addressed during the audit year.

**Brown Armstrong Accountancy Corporation**  
**Client List**  
**Active Date From 5/1/2023 To 10/31/2024**

Active Date Client City	Client Sort Name	Client Num.Eng	Primary Partner
10/2/2023 SCOTTSDALE	321 GANG, LLC	77627.002	Paulden 002
2/29/2024 BAKERSFIELD	4G ENTERPRISES LLC DBA DOGTOPIA OF B	28496.001	Paulden 002
10/2/2023 BAKERSFIELD	618 VENTURES LLC	79987.001	Baird 018
8/10/2023 ELK GROVE	ABED, LUTFI & RIMAH	00211.001	McCarthy 067
8/1/2023 BAKERSFIELD	ACKER, JOE & LINDSAY	00740.001	Baird 018
3/4/2024 SANTA BARBARA	ACTIVE LIFE SCIENTIFIC, INC	00993.001	Zimmerman 079
10/1/2024 CALIENTE	ADAMS, PAUL D & CATHERINE L	01002.001	Paulden 002
5/12/2023 BAKERSFIELD	AIMES CONSULTING, INC	03100.002	Nielsen 022
5/12/2023 BAKERSFIELD	AIMES HOMES, INC	03100.001	Nielsen 022
3/25/2024 BAKERSFIELD	ALBRAY MAXWELL COMMUNITY INTEGRATI	03227.001	McCarthy 067
3/14/2024 BAKERSFIELD	AMBER BLISS, LLC	11320.001	McCarthy 067
7/25/2023 TEHACHAPI	APPLING, VICTORIA	03868.001	McCarthy 067
8/23/2023 NORTHRIDGE	ARIZONA HEALTH ADVANTAGE, INC	04725.001	Xin 011
5/12/2023 BAKERSFIELD	AS ONE, INC	03100.003	Nielsen 022
10/15/2024 BAKERSFIELD	ASSOCIATION OF PETROLEUM WOMEN	05378.001	Roberts 107
6/7/2023 BAKERSFIELD	BAKERSFIELD CABINETS AND WOODWORK	07971.001	Nielsen 022
12/6/2023 BAKERSFIELD	BAKERSFIELD CITY - BSCC GRANT AUDIT	07934.002	Xin 011
2/26/2024 BAKERSFIELD	BAKERSFIELD POLICE OFFICER FOUNDATIO	08010.001	McCarthy 067
1/12/2024 BAKERSFIELD	BAKERSFIELD SMOOTH DANCERS	07963.001	Krausse 005
4/22/2024 BAKERSFIELD	BARMAN INC	08051.001	McCarthy 067
4/23/2024 OAKLAND	BART LAM	08065.001	McCarthy 067
8/30/2023 3/6/2024 BAKERSFIELD	BERRY PETROLEUM CORPORATION BLAIR, DAVID & KANDICE	11463.001 11310.001	Baird 018 Baird 018
6/19/2023 SHAFTER	BLAND, CHANCE & ADRIANA	11315.001	McCarthy 067
2/16/2024 BAKERSFIELD	BLOOM 30 VITALITY TRAINING LLC	11473.001	McCarthy 067
3/25/2024 ARVIN	BLOOM, KATHLEEN	11486.001	McCarthy 067
2/13/2024 BAKERSFIELD	BOOTH, CHRIS & CAT	11710.001	Moring III 257
4/24/2024 BAKERSFIELD	BOWCOR, INC (REVIEW)	11869.002	Baird 029
2/29/2024 BAKERSFIELD	BOWMAN EXEMPTION TRUST	11875.001	Paulden 002
3/26/2024 LOS ANGELES	BOYKIN, JERILYN	11947.001	Moring III 257

**Brown Armstrong Accountancy Corporation**  
**Client List**  
**Active Date From 5/1/2023 To 10/31/2024**

Active Date Client City	Client Sort Name	Client Num.Eng	Primary Partner
5/2/2023 BAKERSFIELD	BRANSON RENTALS, CHRIS	12000.001	Zimmerman 079
9/13/2024 LAS VEGAS	BRAUNSTEIN, MICHAEL	12018.001	Moring III 257
7/21/2023 BAKERSFIELD	BUFFALO CAPITAL LLC	07997.003	Nielsen 022
6/26/2023 LAGUNA BEACH	BYPASS TRUST UNDER THE TEITSWORTH F	79708.001	Paulden 002
8/1/2023 BAKERSFIELD	CALIFORNIA CARDIOVASCULAR INSTITUTE	14463.001	Paulden 002
3/22/2024 SACRAMENTO	CALIFORNIA COALITION ON WORKERS' COM	14465.001	Green 040
2/29/2024 TAFT	CAMPOS, EMMANUEL & CELIA	14805.001	Nielsen 022
2/5/2024 BAKERSFIELD	CAPITAL STEEL FABRICATION & WELDING, L	14801.001	Baird 018
2/5/2024 BAKERSFIELD	CAPITAL STEEL FABRICATORS, LLC	14800.001	Baird 018
4/12/2024 BAKERSFIELD	CASTANEDA, ROBERT	14938.001	Baird 018
5/28/2024 AUSTIN	CAVE LANDING LLC	16016.001	Paulden 002
1/31/2024 BAKERSFIELD	CECIL, JACK & DANIELLE	16015.001	Nielsen 022
5/10/2024 OXNARD	CHANNEL ISLANDS BEACH COMMUNITY SE	16112.001	Baird 029
11/7/2023 BAKERSFIELD	CHAOS SIXSIXONE	16117.001	Nielsen 022
6/26/2023 SACRAMENTO	CIVIL JUSTICE ASSOCIATION OF CALIFORNI	16189.001	Green 040
5/28/2024 AUSTIN	CODE RANCH LLC	16943.001	Paulden 002
1/26/2024 WESTLAKE VILLAGE	COMMUNE RESOP REIT LLC	69881.001	Datta 024
1/30/2024 BAKERSFIELD	CONGREGATION B'NAI JACOB OF KERN CO	18601.001	Baird 018
2/14/2024 BAKERSFIELD	COUNTY LINE LOGISTICS CORP	19645.001	McCarthy 067
5/11/2023 BAKERSFIELD	CRESTMONT LOFT (REVIEW)	19780.002	Nielsen 022
10/18/2024 BAKERSFIELD	CRYOTECH INDUSTRIAL SOLUTIONS	20370.001	McCarthy 067
2/20/2024 BAKERSFIELD	D POON ENTERPRISES, LLC	63296.001	Paulden 002
3/7/2024 BERKLEY	DALLDORF, JEFF & PILAR STILLWATER	21718.001	McCarthy 067
11/7/2023 CLAREMONT	DECASTRO, SERGIO & LINA OLANO	22142.001	Baird 018
10/18/2024	DEFUNCT - REUSE	57182.001	No Selection 0
10/3/2023 BAKERSFIELD	DELANO, JUNIUS MORRILL JR	22330.001	Baird 018
3/6/2024 REDWOOD CITY	DESIGNED BY PREETI MOVIE LLC	23252.001	McCarthy 067
9/30/2024 WOFFORD HEIGHTS	DILTS, KIERSTEN	23550.001	McCarthy 067
4/3/2024 BAKERSFIELD	DIRTY BIRD INDUSTRIES	23610.001	Nielsen 022
2/28/2024 BAKERSFIELD	DOGGY PAWS LLC	59407.002	Baird 018

**Brown Armstrong Accountancy Corporation**  
**Client List**  
**Active Date From 5/1/2023 To 10/31/2024**

Active Date Client City	Client Sort Name	Client Num.Eng	Primary Partner
2/20/2024 BAKERSFIELD	DOUGLASS, BROOKS & CINDY	24183.001	Nielsen 022
2/28/2024 BAKERSFIELD	DOUGLASS, BROOKS A	24184.001	Nielsen 022
9/11/2023 SANTA MONICA	DRMAC CORP	24310.001	Baird 018
10/30/2023 REDWOOD CITY	DSIGNED BY PREETI MOVIE, LLC	21665.001	McCarthy 067
3/8/2024 BAKERSFIELD	EL SHAARI, NABIL & SABAH ABEIDI	25729.001	McCarthy 067
1/2/2024 BAKERSFIELD	EXCEPTIONAL FAMILY CENTER	25958.001	Xin 011
3/18/2024 BAKERSFIELD	FAMILY BYPASS TRUST UNDER THE BENE O	26684.001	McCarthy 067
2/27/2024 BAKERSFIELD	FARWELL, CHRIS	26857.001	Baird 018
4/11/2024 BAKERSFIELD	FERNANDEZ-MERCADO, ELSA	52268.001	Moring III 257
10/18/2024 BAKERSFIELD	FLAGSHIP HOLDINGS LLC	27910.001	Nielsen 022
3/6/2024 FRESNO	FRESNO AB 939 SURCHARGE COMPONENT,	29029.018	Zimmerman 079
7/13/2023 BANDERA	FRIESEN, CARSON	29039.003	Baird 018
7/13/2023 BANDERA	FRIESEN, MASON	29039.004	Baird 018
10/17/2024 CHULA VISTA	FUENTES, MARLYN	29661.001	McCarthy 067
6/30/2023 BAKERSFIELD	FURROW ENTERPRISES, LLC	29016.001	Paulden 002
3/18/2024 BRAINTREE	GABRIEL, SHAWN	74593.001	McCarthy 067
2/14/2024 BAKERSFIELD	GARCIA, MIGUEL & LORE	29879.001	McCarthy 067
12/6/2023 BOISE	GASSER TRUST, THE	29905.002	McCarthy 067
4/8/2024 SHAFTER	GE ENERGY CORPORATION	30027.001	McCarthy 067
2/8/2024 EL SOBRANTE	GELBER, DAVID & BIRDI, SUMEENA	30046.001	McCarthy 067
4/11/2024 BAKERSFIELD	GOLLEHER, KAYLEE	32390.001	McCarthy 067
4/11/2024 BAKERSFIELD	GOLLEHER, OLYVIA	32391.001	McCarthy 067
10/17/2024 CHULA VISTA	GONZALEZ REALTY INC, MARLYN	69883.001	McCarthy 067
3/4/2024 BAKERSFIELD	GONZALEZ, ALMA	32443.001	Moring III 257
2/27/2024 BAKERSFIELD	GONZALEZ, EMILIO & SUSIE	32451.001	Baird 018
10/13/2023 TEHACHAPI	GONZALEZ, HECTOR	32450.001	Nielsen 022
6/8/2023 BAKERSFIELD	GR8HERITAGE LLC	32588.001	Nielsen 022
11/1/2023 SHAFTER	GRANADOS, EDGAR & ROSI	32730.001	Baird 018
6/26/2023 LAGUNA BEACH	GST EXEMPT MARITAL TRUST UNDER THE T	79706.001	Paulden 002
10/15/2024 BAKERSFIELD	GST EXEMPT TRUST FBO ALEXANDRA VAU	33540.001	Paulden 002

**Brown Armstrong Accountancy Corporation**  
**Client List**  
**Active Date From 5/1/2023 To 10/31/2024**

Active Date Client City	Client Sort Name	Client Num.Eng	Primary Partner
10/15/2024 SAN RAFAEL	GST EXEMPT TRUST FBO CAROLYN KAY VA	33542.001	Paulden 002
10/15/2024 BAKERSFIELD	GST EXEMPT TRUST FBO JACKSON VAUGH	33544.001	Paulden 002
10/15/2024 BAKERSFIELD	GST EXEMPT TRUST FBO JEFFREY KEITH V	33546.001	Paulden 002
6/26/2023 LAGUNA BEACH	GST NONEXEMPT MARITAL TRUST UNDER T	79707.001	Paulden 002
7/26/2024 BAKERSFIELD	GUINN, CAMERON & CHRYSAL	33795.001	Matteucci 190
4/11/2024 BAKERSFIELD	HALLING PAINTING, INC	34441.001	Baird 018
4/11/2024 BAKERSFIELD	HALLING, MARC & KATHRYN	34448.001	Baird 018
3/8/2024 BAKERSFIELD	HANSON CONSTRUCTION AND DESIGN, INC	34481.001	Nielsen 022
9/12/2023 BAKERSFIELD	HARGRAVES, KELLY	34546.001	McCarthy 067
4/17/2024 SANTA MONICA	HARVELLE'S SANTA MONICA	34566.001	Zimmerman 079
8/11/2023 BAKERSFIELD	HIGHLAND HIGH SCHOOL APS BOOSTER CL	35473.001	Baird 018
10/4/2023 BAKERSFIELD	HOFFMANN HOSPICE OF THE VALLEY	35443.003	Datta 024
5/13/2024 BAKERSFIELD	HOPPLE TRUST DTD 03/08/2020, THE MERI	36366.001	Roberts 107
9/7/2023 BAKERSFIELD	HOYT ENERGY, LLC (AUP)	36570.002	Nielsen 022
7/26/2023 SALT LAKE CITY	HUBBARD, IRISHIA	36586.001	McCarthy 067
5/14/2024 SCOTTSDALE	HUTTON, HAILEE C IRREVOCALBE TRUST D	36748.001	Paulden 002
5/14/2024 SCOTTSDALE	HUTTON, MICHAEL JAMES OWENS IRREVOC	36750.001	Paulden 002
6/19/2023 SHAFTER	IKONDIUM DESIGN, LLC	36851.001	McCarthy 067
8/15/2023 RANCHO CORDOVA	INDUSTRIAL ELECTRONIC SYSTEMS, INC	32714.001	McCarthy 067
9/26/2023 BAKERSFIELD	JIMINEZ, ESTATE OF MARY	25853.002	McCarthy 067
12/20/2023 BAKERSFIELD	JOE'S HOME INC	39665.001	McCarthy 067
6/12/2023 BAKERSFIELD	JOSE'S ORNAMENTAL SUPPLY PROPERTIES	33700.002	McCarthy 067
3/21/2024 BAKERSFIELD	KACH, ADAM	40188.001	Baird 018
1/11/2024 BAKERSFIELD	KCHSD - AVERTEST LLC	42470.013	Xin 011
1/11/2024 BAKERSFIELD	KCHSD - GBLA	42470.014	Xin 011
1/11/2024 BAKERSFIELD	KCHSD - THE OPEN DOOR NETWORK	42470.015	Xin 011
4/11/2024 BAKERSFIELD	KEENE, HAYDEN	42266.001	Baird 018
4/29/2024 BAKERSFIELD	KERN BLACK CHAMBER FOUNDATION	42427.001	McCarthy 067
2/12/2024 BAKERSFIELD	KERN COUNTY 999 FOUNDATION	42390.001	Baird 018
7/18/2024 BAKERSFIELD	KERN COUNTY BAR ASSOCIATION - DEPEND	42422.003	McCarthy 067

**Brown Armstrong Accountancy Corporation**  
**Client List**  
**Active Date From 5/1/2023 To 10/31/2024**

Active Date Client City	Client Sort Name	Client Num.Eng	Primary Partner
4/29/2024 BAKERSFIELD	KERN COUNTY BLACK CHAMBER OF COMM	42426.001	McCarthy 067
7/2/2024 BAKERSFIELD	KERN COUNTY HUMAN SERVICES DEPARTM	42470.016	Xin 011
4/9/2024 BAKERSFIELD	KERN DANCE ALLIANCE (AUDIT)	42368.002	Zimmerman 079
12/28/2023 BAKERSFIELD	KERN LITERACY COUNCIL	42888.001	McCarthy 067
7/19/2024 BAKERSFIELD	KERN MEDICAL SURGERY CENTER LLC	42878.001	Datta 024
2/26/2024 BAKERSFIELD	LA ORGANIZACION DE BORICAUS UNIDOS I	47075.001	McCarthy 067
4/25/2024 BAKERSFIELD	LAMASCUS, NORMA	47084.001	Moring III 257
10/30/2023 RIVERSIDE	LARSEN ESTATE OF MICHELLE	47324.001	Moring III 257
12/22/2023 BAKERSFIELD	LEACH, G JUSTIN & JAMIE	47396.001	Baird 018
2/14/2024 THE DALLES	LEE-VALKOV, PAULA M	82598.001	McCarthy 067
3/4/2024 BAKERSFIELD	LEVEL ONE CAPITAL MANAGEMENT	47801.001	Nielsen 022
11/29/2023 NEWPORT BEACH	LEWIS, THOMAS & MARY	47799.001	Baird 018
3/4/2024 BAKERSFIELD	LEYBA, PRESCOTT & ALEXANDRA MEDELLIN	51920.001	Baird 018
4/4/2024 BAKERSFIELD	LITTLE, LEAH	48035.001	McCarthy 067
1/22/2024 BERKELY	LIVE OAK LAW OFFICE, LLP	48042.001	McCarthy 067
3/26/2024 RENO	Longbow, LLC	48930.002	Baird 018
10/2/2023 TEHACHAPI	LOPEZ, ELISA	48934.001	McCarthy 067
9/5/2023 BAKERSFIELD	LOPEZ, PABLO & MONICA	48940.001	McCarthy 067
8/21/2023 SANTA MONICA	MACPHERSON ERM JV ABANDONMENT TRU	50395.003	Baird 018
8/21/2023 SANTA MONICA	MACPHERSON RMIII LLC ABANDONMENT TR	50395.004	Baird 018
4/11/2024 GRANITE BAY	MANDAVA ENTERPRISES, LLC	50869.002	Nielsen 022
4/11/2024 BAKERSFIELD	MAYORGA, ERVING & MONICA	57002.001	Moring III 257
5/28/2024 AUSTIN	MCCARTHY, ROB	51772.001	Paulden 002
2/13/2024 BAKERSFIELD	MCCLANAHAN, DAVID & LYNN	51775.001	Baird 018
10/18/2024 BAKERSFIELD	MCCLINTOCK, KYLE & MALLORIE	51782.001	McCarthy 067
3/6/2024 BAKERSFIELD	MCCULLEN, BILL & LOU	51771.001	Baird 018
1/24/2024 BAKERSFIELD	MCELWRATH, DEBBIE	51770.001	Baird 018
6/19/2024 BAKERSFIELD	MCSSR PROPERTIES LLC	51780.001	Baird 018
3/21/2024 BAKERSFIELD	MERCADO AND ASSOCIATES REAL ESTATE I	52267.001	Moring III 257
6/6/2024 BAKERSFIELD	METROPOLITAN BAKERSFIELD HABITAT CO	52500.001	Xin 011

**Brown Armstrong Accountancy Corporation**  
**Client List**  
**Active Date From 5/1/2023 To 10/31/2024**

Active Date Client City	Client Sort Name	Client Num.Eng	Primary Partner
2/22/2024 BAKERSFIELD	MEYERS, MICHAEL AND LINA CHARITABLE R	52550.002	Baird 018
2/26/2024 BAKERSFIELD	MILLER, KEITH & KARA	53535.001	Moring III 257
3/25/2024 KERRVILLE	MIRO, RAFAEL AND MARY	53800.001	Baird 018
8/21/2023 SANTA MONICA	MOC LLC RMU PARTICIPANT ABANDONMEN	50395.005	Baird 018
11/9/2023 BAKERSFIELD	MOERKE, BRETT & MEHREGON	54223.002	Nielsen 022
11/7/2023 BAKERSFIELD	MOERKE, BRETT PC	54223.001	Nielsen 022
8/15/2024 SALINAS	MONTEREY COUNTY PROBATION DEPARTM	54262.001	Baird 029
4/29/2024 MONTEREY	MONTEREY-SALINAS TRANSIT DISTRICT	54264.001	Nielsen 022
8/1/2023 NEWPORT	MOODY MOON RIDGE LLC	54380.001	Moring III 257
6/7/2023 BAKERSFIELD	MORALES, RODRIGO & JORDAN	54414.001	Nielsen 022
6/20/2024 BAKERSFIELD	MR. BOX INC	56634.001	Baird 018
6/19/2024 BAKERSFIELD	MR. BOX INTERNATIONAL	56635.001	Baird 018
3/27/2024 BAKERSFIELD	NACHTIGALL, BRYANT & JULIE	57185.001	Zimmerman 079
3/4/2024 BAKERSFIELD	NAFZIGER, MARK	57199.002	McCarthy 067
5/2/2023 BAKERSFIELD	NATIVE OIL PRODUCERS AND EMPLOYEES	57230.001	Nielsen 022
9/1/2023 BAKERSFIELD	NELSON-BURKERT, LINDSAY	13717.001	Moring III 257
5/13/2024 BAKERSFIELD	NIKOU EYE SURGICAL AND MEDICAL CENTE	57660.001	Nielsen 022
3/11/2024 BAKERSFIELD	NORIEGA, ESTATE OF DANNY	57664.001	Krause 005
10/6/2023 BAKERSFIELD	NUNEZ, VICTOR & KATIE	57886.001	Paulden 002
11/29/2023 NEWPORT BEACH	OAK GROVE HOLDINGS, LP	58020.001	Baird 018
11/29/2023 NEWPORT BEACH	OAK GROVE OPERATING COMPANY, LLC	58021.001	Baird 018
3/7/2024 BAKERSFIELD	OH MY ENTERPRISES, LLC	58600.001	Paulden 002
7/21/2023 RANCHO CORDOVA	ON DEMAND INC	59381.001	McCarthy 067
2/27/2024 BAKERSFIELD	O'NEAL, RYAN AND JULIA	59407.001	Baird 018
12/4/2023 BAKERSFIELD	O'NEIL, LINDA	59408.001	Krause 005
3/7/2024 BAKERSFIELD	O'NESKY, ESTATE OF YOLANDA	59406.001	Moring III 257
2/6/2024 DPO	OTT, RICKY	59500.001	Zimmerman 079
3/25/2024 LIVERMORE	OUTFRONT GROWTH PARTNERS, INC	59700.001	Baird 018
2/22/2024 BAKERSFIELD	OWENS, DAVID & CAROL	60404.001	Baird 018
2/21/2024 SCOTTSDALE	OWENS, MICHAEL L IRREVOCABLE INSURAN	60468.002	Paulden 002



**Brown Armstrong Accountancy Corporation**  
**Client List**  
**Active Date From 5/1/2023 To 10/31/2024**

Active Date Client City	Client Sort Name	Client Num.Eng	Primary Partner
3/7/2024 BAKERSFIELD	OWENS-CHANDLER, MELANIE	16105.001	Paulden 002
3/4/2024 SANTA CRUZ	PAJARO REGIONAL FLOOD MANAGEMENT A	74055.017	Zimmerman 079
10/17/2024 SHAFTER	PARK PLACE GRILL LLC	61561.001	Baird 018
12/8/2023 BREA	PATEL, MANJARI	61646.001	McCarthy 067
6/14/2023 BAKERSFIELD	PEREZ, JONNY	32588.002	Nielsen 022
8/14/2024 PERRIS	PERRIS VALLEY CEMETERY	70625.023	Zimmerman 079
3/18/2024 LA JOLLA	PETERSON, RACHEL	61820.001	Baird 018
3/12/2024 NEWPORT BEACH	PETRA, LLC	61823.001	Baird 018
9/5/2023 BAKERSFIELD	PFETTSCHER, SUSAN	61893.001	Baird 018
6/10/2024 BAKERSFIELD	PINNACLE EMERGENCY PHYSICIANS, APC	62808.001	Zimmerman 079
7/22/2024 BLAIRSDEN	PLUMAS EUREKA COMMUNITY SERVICES DI	62970.001	Green 040
2/7/2024 SANTEE	POOL LOGIC, LLC	63295.001	McCarthy 067
6/5/2024 PORTERVILLE	PORTERVILLE SHELTERED WORKSHOP	63310.001	Datta 024
10/2/2023 BAKERSFIELD	POTTER, MARILYN	63359.001	McCarthy 067
3/18/2024 ROCKLIN	PRANGE, JAY & KATHRYN	63397.001	Moring III 257
8/29/2024 TEHACHAPI	PRESTON EMPOWERMENT INC	62630.001	McCarthy 067
10/31/2023 BAKERSFIELD	PURPOSE DRIVEN FOUNDATION	64313.001	McCarthy 067
2/22/2024 SANTA ROSA	QBC MECHANICAL INC	14336.001	Moring III 257
2/5/2024 BAKERSFIELD	RAM OIL COMPANY LLC	66846.001	Baird 018
2/5/2024 BAKERSFIELD	RAMIREZ, JONATHAN & KARLY	66852.001	Baird 018
4/11/2024 PALM DESERT	RAY, CRYSTALINDA RENTERIA	68062.001	McCarthy 067
12/13/2023 BAKERSFIELD	RBE, INC	68070.001	McCarthy 067
3/14/2024 PRESCOTT VALLEY	RED CANYON MANAGEMENT, LLC	69898.001	McCarthy 067
12/31/2023	RE-USE	78597.001	No Selection 0
2/7/2024 BAKERSFIELD	RIO BRAVO-GREELEY SWIM TEAM	70521.001	McCarthy 067
10/25/2023 RIVERSIDE	RIVERSIDE COUNTY TRANSPORTATION CO	70593.044	Xin 011
10/25/2023 RIVERSIDE	RIVERSIDE COUNTY TRANSPORTATION CO	70593.045	Xin 011
3/4/2024 RIVERSIDE	RIVERSIDE RIVERSIDE SUCCESSOR AGENC	70625.022	Zimmerman 079
9/5/2023 TEHACHAPI	RIZZO, ANTHONY & LINDSEY	70652.001	McCarthy 067
9/5/2023 TEHACHAPI	RIZZO'S DRILLING SOLUTIONS	70653.001	McCarthy 067

**Brown Armstrong Accountancy Corporation**  
**Client List**  
**Active Date From 5/1/2023 To 10/31/2024**

Active Date Client City	Client Sort Name	Client Num.Eng	Primary Partner
7/19/2023 BAKERSFIELD	RM CONSTRUCTION	54414.002	Nielsen 022
6/7/2023 BAKERSFIELD	RM CONSTRUCTION DESIGN & BUILD, LLC	64317.001	Nielsen 022
1/5/2024 BAKERSFIELD	ROBERSON, REGGIE & ANDREA	70974.001	McCarthy 067
7/19/2023 SURPRISE	ROBINSON, LOUISE	70994.001	McCarthy 067
4/1/2024 IRVINE	RODRIGUEZ, MARIA	71108.001	McCarthy 067
4/3/2024 BAKERSFIELD	ROGERS, TYLER	71109.001	Moring III 257
4/15/2024 ALISO VIEJO	ROUSE, MICHAEL & NILOFAR	72413.001	Roberts 107
4/17/2024 BAKERSFIELD	RUBY, DORANN	72560.001	Krausse 005
6/19/2024 BAKERSFIELD	RUNDLE, MIKE & CAROL	72660.001	Baird 018
6/19/2024 BAKERSFIELD	RUNDLE, SEAN & CORIE	72661.001	Baird 018
3/28/2024 SAN FRANCISCO	RUSTAGI, AMBIKA	72752.001	McCarthy 067
3/7/2024 BAKERSFIELD	RYDER, JUDY	72800.001	Paulden 002
8/28/2023 SAN BERNARDINO	SAN BERNARDINO COUNTY TRANS AUTHOR	73940.002	Xin/Zimmerman 326
8/28/2023 SAN BERNARDINO	SAN BERNARDINO COUNTY TRANS AUTHOR	73940.001	Xin/Zimmerman 326
8/1/2023 BAKERSFIELD	SANCHEZ, NELLY	74016.001	Roberts 107
9/17/2024 SANTA BARBARA	SANTA BARBARA CO PROP 64 GRANT COMP	74048.020	Zimmerman 079
6/7/2023 BAKERSFIELD	SCOTTIE'S POWER SUPPLY LLC	74187.001	Nielsen 022
3/18/2024 SHERIDAN	SG INNOVATIVE ENTERPRISES, LLC	74592.001	McCarthy 067
11/3/2023 TEHACHAPI	SIGSTON, JOSHUA N	77628.001	McCarthy 067
3/6/2024 BAKERSFIELD	SISU REAL ESTATE HOLDINGS, LLC	77672.001	Nielsen 022
11/27/2023 LAS VEGAS	SMITH, MILES K	78171.001	Paulden 002
12/22/2023 TOLUCA LAKE	SMITH, ZACHARY & STANLEY, LANE	78241.001	McCarthy 067
8/15/2023 SANTA BARBARA	SODERMAN SUSAN FAMILY COUNSELING IN	77618.001	Baird 018
3/25/2024 SANTA BARBARA	SODERMAN, MICHAEL & SUSAN	77618.002	Baird 018
10/2/2023 ROYAL OAK	SODIUS CORP	77627.001	Paulden 002
10/31/2024 FAIRFIELD	SOLANO COUNTY DISTRICT ATTORNEY'S OF	78243.001	Green 040
10/2/2023 BAKERSFIELD	SOLANSEVAN, LLC	77635.001	Baird 018
4/2/2024 BAKERSFIELD	SOTTILE, RICK MEMORIAL FUND	78242.001	Nielsen 022
10/15/2024 BAKERSFIELD	SPRENGER DECEDENTS TRUST, JOSEPH P	78258.001	Paulden 002
3/26/2024 BAKERSFIELD	STAMPER, MARK	78270.002	Baird 018

**Brown Armstrong Accountancy Corporation**  
**Client List**  
**Active Date From 5/1/2023 To 10/31/2024**

Active Date Client City	Client Sort Name	Client Num.Eng	Primary Partner
2/7/2024 BAKERSFIELD	STEELE, THOMAS & MARIA	78596.001	Nielsen 022
6/7/2023 BAKERSFIELD	STRUCTURE DESIGN & BUILD, INC	78797.001	Nielsen 022
3/26/2024 TEHACHAPI	TEHACHAPI-CUMMINGS COUNTY WATER DI	79667.001	Paulden 002
2/5/2024 BAKERSFIELD	THE CAPITAL COMPANY, LLC	14802.001	Baird 018
7/3/2023 BAKERSFIELD	THE CENTER FOR SEXUALITY & GENDER DI	29996.002	McCarthy 067
3/18/2024 CASTAIC	THE IRENE HELOISE PFEIFFER REVOCABLE	33037.001	Baird 018
4/11/2024 BAKERSFIELD	THE KEELING GROUP	34448.002	Baird 018
9/1/2023 BAKERSFIELD	THE MAIN ASCENT LLC	13717.002	Moring III 257
2/7/2024 BAKERSFIELD	THE STEELE FAMILY TRUST DTD 4/16/07	78596.002	Nielsen 022
1/26/2024 PACIFIC PALISADES	THE STRAND ENERGY COMPANY-WASHBUR	12032.002	Baird 018
8/9/2023 NORTH HIGHLANDS	TLC MEDTRANSPORTATION, LLC	80800.001	McCarthy 067
5/30/2024 BAKERSFIELD	TOP HAT ENTERPRISES, LLC	81135.001	Roberts 107
10/8/2024 VISALIA	TULARE COUNTY REGIONAL TRANSIT AGEN	82137.001	Datta 024
1/2/2024 TURLOCK	TURLOCK - ABANDONED VEHICLE ABATEME	82282.007	Xin 011
1/2/2024 TURLOCK	TURLOCK - ACFR, CITY OF	82282.001	Xin 011
1/2/2024 TURLOCK	TURLOCK - ANNUAL REPORT OF FINANCIAL	82282.004	Xin 011
1/2/2024 TURLOCK	TURLOCK - GANN LIMIT AUP, CITY OF	82282.003	Xin 011
1/2/2024 TURLOCK	TURLOCK - GASB 75, CITY OF	82282.002	Xin 011
1/2/2024 TURLOCK	TURLOCK - PUBLIC FINANCING AUTHORITY,	82282.006	Xin 011
1/2/2024 TURLOCK	TURLOCK - SINGLE AUDIT, CITY OF	82282.005	Xin 011
1/2/2024 TURLOCK	TURLOCK - STANISLAUS REGIONAL WATER	82282.009	Xin 011
1/2/2024 TURLOCK	TURLOCK - TRANSPORTATION DEVELOPME	82282.008	Xin 011
1/5/2024 BAKERSFIELD	UNITED FOUNDATION FOR GLOBAL DEVELO	29930.001	McCarthy 067
3/14/2024 BAKERSFIELD	UNSOMNIA MASSAGE	82481.001	Baird 018
4/5/2024 BAKERSFIELD	URSERY, KYLE & LINDSAY	82491.001	Baird 018
7/26/2023 HOUSTON	VAQUERO ENERGY INC 401K PLAN	82759.003	Nielsen 022
4/8/2024 BAKERSFIELD	VAUGHAN 1996 IRREVOCABLE TRUST	82752.001	Paulden 002
12/26/2023 LOS ANGELES	VELO GROUP	82753.001	Moring III 257
8/9/2023 SAN FRANCISCO	VENTSAFE, INC	47840.001	McCarthy 067
6/5/2024 BAKERSFIELD	VICKERS LAND, LLC	82821.001	Nielsen 022

**Brown Armstrong Accountancy Corporation**  
**Client List**  
**Active Date From 5/1/2023 To 10/31/2024**

Active Date Client City	Client Sort Name	Client Num.Eng	Primary Partner
6/5/2024 BAKERSFIELD	VICKERS MINERALS, LLC	82818.001	Nielsen 022
10/18/2023 MIAMI	VOLT MOBILE INC	82933.001	McCarthy 067
2/5/2024 SAN DIEGO	VOSSMEYER, RALPH	82934.001	Baird 018
9/22/2023 BAKERSFIELD	WDC BIOTECH FUND I	83121.001	Paulden 002
9/22/2023 BAKERSFIELD	WDC CREDIT FUND	83122.001	Paulden 002
10/9/2024 BAKERSFIELD	WDC GENESIS, LP	83119.001	Paulden 002
9/22/2023 BAKERSFIELD	WDC QUALIFIED CREDIT FUND	83123.001	Paulden 002
9/22/2023 BAKERSFIELD	WDC SPACE X	83124.001	Paulden 002
3/27/2024 BAKERSFIELD	WEGNER, JOAN TRUST	83204.001	Nielsen 022
3/8/2024 BAKERSFIELD	WELLBORE SOLUTIONS LLC	83203.001	McCarthy 067
11/13/2023 VENTURA	WHEELAN, BROGAN	83280.002	Baird 018
3/4/2024 TAFT	WHITE, BILLY & TERI	83308.001	McCarthy 067
10/29/2024 GLENDDORA	WILSON MARITAL TRUST, RICHARD AND TE	84162.001	McCarthy 067
2/26/2024 GLENDDORA	WILSON, ESTATE OF RICHARD W	84161.001	McCarthy 067
2/12/2024 SAN DIEGO	WILSON, JACOB	83990.002	Nielsen 022
2/9/2024 SAN DIEGO	WILSON, JAMES M & CHRISTI J	83990.001	Nielsen 022
10/18/2023 BAKERSFIELD	YOUNG, RYAN M	85630.001	Paulden 002
8/13/2024 ELK GROVE	ZAHRIYA, ISAID	85840.001	McCarthy 067
1/4/2024 BAKERSFIELD	ZIMMERMAN, AYA	85885.001	Baird 018
5/30/2024 BAKERSFIELD	ZULAUF AND MARY F ZULAUF LIVING TRUST	85891.001	Zimmerman 079
3/27/2024 BAKERSFIELD	ZULAUF, JAMES SPECIAL NEEDS TRUST DT	85889.001	Zimmerman 079

**GrandTotal:**

-----  
**Report Parameters**  
 -----

REPORT NAME: New Client List  
 FIRM NAME: Brown Armstrong Accountancy Corporation

**Brown Armstrong Accountancy Corporation**  
**InActive Client List**  
**InActive Date From 5/1/2023 To 10/31/2024**

InActive Date	Client Sort Name	Client Name	Client Num.Eng	Primary Partner
10/27/2023	ABA PROPERTIES, LLC	ABA PROPERTIES, LLC	00207.001	Paulden 002
2/13/2024	ABLP REIT, LLC	ABLP REIT, LLC	00215.001	Datta 024
6/11/2024	ACTIVE 20/30 CLUB OF	ACTIVE 20/30 CLUB OF BAKERS	00995.001	Nielsen 022
6/14/2023	ALEXANDER, CLIFTON	CLIFTON ALEXANDER	85081.002	Moring III 257
4/15/2024	ALLEN, BARBARA	BARBARA ALLEN	03380.001	Baird 018
12/14/2023	ALLEN, ZACH	ZACH ALLEN	03375.003	Baird 018
8/16/2024	ALLIANCE GRAPHICS & PRINTING	ALLIANCE GRAPHICS & PRINTI	11063.001	Ragus-Wines 228
10/10/2023	AMERS, JACOB & ASHLEY	JACOB & ASHLEY AMERS	03433.001	Moring III 257
9/28/2023	ANTELOPE VALLEY EAST KERN WATER AGE	ANTELOPE VALLEY EAST KERN	03537.001	Young 012
12/14/2023	ARECHIGA, DIANE	DIANE ARECHIGA	04000.001	Baird 018
6/14/2023	ARELLANO, JESSICA	JESSICA ARELLANO	04051.001	Moring III 257
12/14/2023	ARMSTRONG, BURTON H	BURTON H ARMSTRONG	04740.001	Baird 018
10/10/2023	BALDERRAMA, BENJAMIN JR	BENJAMIN BALDERRAMA JR	08009.001	Moring III 257
4/15/2024	BALDWIN, BRAD & CARLA COOPER	BRAD BALDWIN & CARLA COO	07993.001	Moring III 257
9/18/2023	BANSAL PSYCHIATRIC INC	BANSAL PSYCHIATRIC INC	08022.002	McCarthy 067
10/10/2023	BANSAL, RAGHUNATH & INDU GOYAL	RAGHUNATH BANSAL & INDU G	08022.001	McCarthy 067
12/14/2023	BANSAL, RUCHI	RUCHI BANSAL	08027.001	Baird 018
2/1/2024	BEARD (COMPILATION), JOHN R & PARTICIA	JOHN R & PATRICIA L BEARD (	09110.002	McCarthy 067
12/14/2023	BEENE, P LAMOYNE	P LAMOYNE BEENE	09300.001	Baird 018
4/15/2024	BENGARD, LINDA	LINDA BENGARD	09552.001	Moring III 257
2/22/2024	BLC FARMLANDS LLC (TAX)	BLC FARMLANDS, LLC (TAX)	06105.002	Krausse 005
10/14/2024	BLUHM, NATHAN & SHANNON	NATHAN & SHANNON BLUHM	11469.001	McCarthy 067
2/22/2024	BRIDGEMARK CORPORATION (TAX)	BRIDGEMARK CORPORATION (	12057.002	Baird 018
2/22/2024	BRIDGEMARK TEXAS, LLC	BRIDGEMARK TEXAS, LLC	12057.004	Baird 018
3/8/2024	BROWN HEAGSTEDT, INC	BROWN HEAGSTEDT, INC	12997.001	Paulden 002
4/30/2024	C & R PEST CONTROL, INC	C & R PEST CONTROL, INC	13975.001	McCarthy 067
4/17/2024	CAGLE, BOBBY C & DORINDA R	BOBBY C & DORINDA R CAGLE	14050.001	Baird 018
9/17/2024	CALIFORNIA CARDIOVASCULAR INSTITUTE	CALIFORNIA CARDIOVASCULA	14463.001	Paulden 002
4/17/2024	CAMPOS, EMMANUEL & CELIA	EMMANUEL & CELIA CAMPOS	14805.001	Nielsen 022
10/10/2023	CASTEEN, CAROLE	CAROLE CASTEEN	14951.001	McCarthy 067
6/14/2023	CATES, COLBY	COLBY CATES	16183.002	Moring III 257
12/14/2023	CHAMAS, KEVIN	KEVIN CHAMAS	16139.001	Baird 018
12/14/2023	CHASTON, CHRISTOPHER	CHRISTOPHER & SUSAN CHAS	16134.001	Baird 018
3/18/2024	CHRISTOPHER, ERIC	ERIC CHRISTOPHER	16183.001	Moring III 257
12/14/2023	COBOS, CHRISTOPHER	CHRISTOPHER COBOS	16937.002	Baird 018
4/15/2024	COBOS, EVERARDO & WON-SUN	EVERARDO & WON-SUN COBO	16937.001	Baird 018
11/28/2023	COLLINS, SHERRY LEE ATTORNEY AT LAW	SHERRY LEE COLLINS, ATTOR	17243.001	Moring III 257
4/4/2024	COMM. ACTION PARTNERSHIP OF SAN LUIS	COMMUNITY ACTION PARTNER	17660.004	Baird 029
3/7/2024	COMM. ACTION PARTNERSHIP OF SAN LUIS	COMMUNITY ACTION PARTNER	17660.002	Baird 029
3/7/2024	COMM. ACTION PARTNERSHIP OF SAN LUIS	COMM. ACTION PARTNERSHIP	17660.005	Baird 029
3/7/2024	COMM. ACTION PARTNERSHIP OF SAN LUIS	COMMUNITY ACTION PARTNER	17660.003	Baird 029
10/10/2023	CORTEZ, ALEX & CASIE	ALEX & CASIE CORTEZ	19501.001	McCarthy 067
2/22/2024	CRIDER CONSTRUCTION, INC.	CRIDER CONSTRUCTION, INC.	19889.001	Roberts 107
4/17/2024	DEASON, DALANI	DALANI DEASON	22121.001	Nielsen 022
4/17/2024	DECKER, JUSTIN & ANGIE	JUSTIN & ANGIE DECKER	22145.001	Nielsen 022
3/12/2024	DELMARTER & ASSOCIATES	DELMARTER & ASSOCIATES	22420.001	Paulden 002
1/5/2024	DEMPSEY'S CARPET CLEANING SERVICE	DEMPSEY'S CARPET CLEANIN	22465.001	Baird 018
7/19/2023	DESERT HAVEN ENTERPRISES, INC.	DESERT HAVEN ENTERPRISES	23801.001	Nielsen 022
6/12/2023	DESERT HAVEN ENTERPRISES, INC. 401(k) P	DESERT HAVEN ENTERPRISES	23801.002	Nielsen 022
8/16/2024	DESTEFANO, JOHN & ARLEEN	JOHN & ARLEEN DESTEFANO	23312.001	Paulden 002
4/1/2024	DONALDSON, BARBARA	BARBARA DONALDSON	24150.001	Baird 018
10/10/2023	DUNBAR, POLLIE	POLLIE DUNBAR	24518.001	Moring III 257
6/26/2023	DUNLAP, MICHAEL	MICHAEL DUNLAP	24533.001	Moring III 257
4/15/2024	EBERTS, MADDISON	MADDISON EBERTS	25600.002	Baird 018
3/25/2024	EDGERLE, CAMERON	CAMERON EDGERLE	25650.001	Baird 018
3/25/2024	EDGERLE, CHANDLER	CHANDLER EDGERLE	25650.002	Baird 018
4/12/2024	EDWARDS, DONALD & NATALIE	DONALD & NATALIE EDWARDS	25747.001	Ragus-Wines 228
4/15/2024	EGAN, TERESA	TERESA EGAN	25676.001	Moring III 257
9/18/2023	EHSAN, AMIRPASHA	AMIRPASHA EHSAN	25682.001	Roberts 107

**Brown Armstrong Accountancy Corporation**  
**InActive Client List**  
**InActive Date From 5/1/2023 To 10/31/2024**

InActive Date	Client Sort Name	Client Name	Client Num.Eng	Primary Partner
9/18/2023	EHSAN, AMIRPASHA M.D., INC.	AMIRPASHA EHSAN M.D., INC.	25681.001	Roberts 107
1/5/2024	EYLER, DEMPSEY	DEMPSEY EYLER	26081.001	Baird 018
10/11/2024	FIELDS, LILIANA	LILIANA FIELDS	27035.001	Paulden 002
4/15/2024	FLAJOLE, JUDITH	JUDITH FLAJOLE	27930.001	Baird 018
8/16/2024	FOOTHILL ENERGY PARTNERS LP	FOOTHILL ENERGY PARTNERS	28281.001	Baird 018
4/15/2024	FRANZ, ANTHONY	ANTHONY FRANZ	28843.002	Moring III 257
6/12/2024	FURLONG, IAN	IAN FURLONG	29024.001	Baird 018
2/22/2024	G W RESOURCES CORPORATION	G W RESOURCES CORPORATI	34234.001	Baird 018
8/17/2023	G W TURLOCK LEASING, LLC	G W TURLOCK LEASING, LLC	34229.001	Baird 018
2/26/2024	G.O.B. ENTERPRISES L	G.O.B. ENTERPRISES LTD.	29660.001	Baird 018
10/10/2023	GARCIA, SALVADOR M.	SALVADOR M. GARCIA	29882.001	Krausse 005
4/15/2024	GARRETT, RICHARD & SHANDRA	RICHARD & SHANDRA GARRET	29920.001	Nielsen 022
8/17/2023	GATCHELL DRILLING, LLC (POST-BANKRUPT	GATCHELL DRILLING, LLC (POS	29991.002	Baird 018
4/15/2024	GAYLORD, CYRIS	CYRIS GAYLORD	29993.002	Moring III 257
2/29/2024	GENERAL SHAFTER COMMUNITY CLUB	GENERAL SHAFTER COMMUNI	30061.001	Baird 018
2/22/2024	GOLDMAN, DAVID & KEREN	DAVID GOLDMAN & KEREN EN	32372.001	Baird 018
3/8/2024	GONG BROTHERS BUILDING	GONG BROTHERS BUILDING	32466.001	Roberts 107
3/8/2024	GONG BROTHERS BUILDING, LLC	GONG BROTHERS BUILDING, L	32465.001	Roberts 107
4/17/2024	GR8HERITAGE LLC	GR8HERITAGE LLC	32588.001	Nielsen 022
2/1/2024	GRANT CONSTRUCTION (AUDIT)	GRANT CONSTRUCTION, INC. (	32750.002	McCarthy 067
4/15/2024	GROSS, GREGGORY & SARA	GREGGORY & SARA GROSS	33072.001	Baird 018
10/10/2023	HALL ADMINISTRATIVE TRUST, HARVEY L.	HARVEY L. HALL ADMINISTRATI	34514.001	Paulden 002
3/7/2024	HANSEN, IRENE E	IRENE E HANSEN	34487.001	Krausse 005
12/14/2023	HARDY, ERIN	ERIN HARDY	12025.003	Baird 018
4/15/2024	HARGIS, ROGER E	ROGER E HARGIS	34530.001	McCarthy 067
4/17/2024	HAZARD, EDWARD S	EDWARD S HAZARD	35402.001	Nielsen 022
4/17/2024	HERNDON, DEREK & MELINDA	DEREK & MELINDA HERNDON	35381.001	Nielsen 022
10/4/2023	HOFFMANN HOSPICE OF THE VALLEY	HOFFMANN HOSPICE OF THE V	35443.003	Datta 024
9/25/2023	HOLBROOK, JOSH	JOSH HOLBROOK	35547.001	Baird 018
12/14/2023	HOLBROOK, TODD	TODD HOLBROOK	35548.001	Baird 018
4/15/2024	HOME CARE HEROES, LLC	HOME CARE HEROES, LLC	36391.001	McCarthy 067
11/28/2023	HOVSEPIAN, SAM & MEGERDOM, ALINA	SAM HOVSEPIAN & ALINA MEG	36413.001	Moring III 257
8/16/2024	ILIZIROV, JONATHAN	JONATHAN ILIZIROV	36846.002	Ragus-Wines 228
2/22/2024	IMPACT STREETWEAR, INC	IMPACT STREETWEAR, INC	36900.001	Baird 018
7/14/2023	INDIAN WELLS VALLEY GROUND WATER AU	INDIAN WELLS VALLEY GROUND	32711.001	Young 012
5/10/2023	INLAND EMPIRE UNITED WAY - TAX	INLAND EMPIRE UNITED WAY -	82571.004	McCarthy 067
5/10/2023	INLAND SOUTHERN CALIFORNIA 211+ - TAX	INLAND SOUTHERN CALIFORNI	82571.005	McCarthy 067
5/10/2023	INLAND SOUTHERN CALIFORNIA UNITED WA	INLAND SOUTHERN CALIFORNI	82571.006	McCarthy 067
2/26/2024	INTERNATIONAL PETROLEUM	INTERNATIONAL PETROLEUM	37417.001	Baird 018
3/11/2024	J & S PLANK TRANSPORT	J & S PLANK TRANSPORT	38102.001	Paulden 002
4/15/2024	JIMINEZ, ESTATE OF MARY	ESTATE OF MARY JIMINEZ	25853.002	McCarthy 067
11/9/2023	JONES, COURTNEY	COURTNEY JONES	39961.001	Paulden 002
2/22/2024	KAGI	KAGI	40200.001	Baird 018
3/8/2024	KAIA, A PROF. CORP.	MICHAEL A. KAIA, A PROFESSI	42005.001	Paulden 002
2/23/2024	KALHA, ISHAAN, MD, INC	ISHAAN KALHA, MD, INC	42102.001	Baird 018
9/24/2024	KAUR, HARSIMRAN, DDS, DENTAL CORPOR	HARSIMRAN KAUR, DDS, DENT	42215.001	Paulden 002
3/11/2024	KERN PRECISION EXCAVATION LLC	KERN PRECISION EXCAVATION	42905.001	McCarthy 067
3/14/2024	KETTLEMAN LAND, LLC	KETTLEMAN LAND, LLC	43340.001	Baird 018
6/14/2023	KHAN, AMER & HORIYA AMEEN	AMER KHAN & HORIYA AMEEN	43902.001	Moring III 257
4/12/2024	KHAN, MASOOD & NAJMA	MASOOD & NAJMA KHAN	43901.001	Ragus-Wines 228
10/21/2024	KILGORE, LOGAN & BROOKEY	LOGAN & BROOKEY KILGORE	43543.001	Roberts 107
6/14/2023	KILLMAN, JACOB	JACOB KILLMAN	43560.002	Moring III 257
6/14/2023	KILLMAN, WILLIAM & MINDI	WILLIAM & MINDI KILLMAN	43560.001	Moring III 257
12/14/2023	KNICKERBOCKER, BRADFORD	BRADFORD KNICKERBOCKER	44500.001	Baird 018
3/28/2024	KNICKERBOCKER, BRADFORD TRUST DTD 1	BRADFORD KNICKERBOCKER	44500.002	Baird 018
3/28/2024	KNICKERBOCKER, CALVIN ANDREW TRUST	CALVIN ANDREW KNICKERBOC	44501.001	Baird 018
3/28/2024	KNICKERBOCKER, CHARLES REAGAN TRUS	CHARLES REAGAN KNICKERBO	44502.001	Baird 018
3/28/2024	KNICKERBOCKER, NATHAN OLIVER TRUST	NATHAN OLIVER KNICKERBOC	44503.001	Baird 018
3/28/2024	KNICKERBOCKER, RYAN WILLIAM TRUST	RYAN WILLIAM KNICKERBOCK	44504.001	Baird 018

**Brown Armstrong Accountancy Corporation**  
**InActive Client List**  
**InActive Date From 5/1/2023 To 10/31/2024**

InActive Date	Client Sort Name	Client Name	Client Num.Eng	Primary Partner
2/22/2024	KUHS AND PARKER	KUHS AND PARKER	46980.001	Baird 018
3/8/2024	LA FIESTA APARTMENTS (TAX)	LA FIESTA APARTMENTS (TAX)	47034.002	McCarthy 067
10/10/2023	LA ROCHE, DAVID & JERIE	DAVID & JERIE LA ROCHE	47035.001	McCarthy 067
8/15/2024	LAGUNA, RACHEL & ANTHONY	RACHEL & ANTHONY LAGUNA	03375.002	Baird 018
8/16/2024	LATTICE ENERGY PARTNERS, LLC	LATTICE ENERGY PARTNERS,	47389.001	Baird 018
11/9/2023	LAYTON, DEBRA	DEBRA LAYTON	47329.001	Nielsen 022
4/15/2024	LEINIUS, ETHAN	ETHAN LEINIUS	49420.004	Baird 018
2/22/2024	LELAND, KYLE	KYLE LELAND	47493.001	Krausse 005
2/22/2024	LELAND, RYAN	RYAN LELAND	47494.001	Krausse 005
4/17/2024	LEYBA, PRESCOTT & ALEXANDRA MEDELLIN	PRESCOTT LEYBA & ALEXAND	51920.001	Baird 018
2/22/2024	LOS ALAMOS PROSPECT	LOS ALAMOS PROSPECT	48955.001	Baird 018
4/25/2024	LUERA, KRISTINA	KRISTINA LUERA	49417.002	Moring III 257
9/21/2023	MACKINNON GROUP, INC.	THE MACKINNON GROUP, INC.	50394.001	McCarthy 067
9/17/2024	MACPHERSON ENERGY CORP	MACPHERSON ENERGY CORP	50395.001	Baird 018
9/14/2024	MACPHERSON LAND CO LP	MACPHERSON LAND COMPAN	50391.001	Baird 018
10/17/2023	MACPHERSON OIL COMPA	MACPHERSON OIL COMPANY	50400.001	Baird 018
9/14/2024	MACPHERSON OPERATI L	MACPHERSON OPERATING CO	50398.001	Baird 018
9/14/2024	MACPHERSON POWER COM, LP	MACPHERSON POWER COMME	50404.001	Baird 018
9/14/2024	MACPHERSON POWER LP	MACPHERSON POWER COMPA	50402.001	Baird 018
4/15/2024	MACPHERSON, MAYA	MAYA MACPHERSON	50418.001	Baird 018
9/20/2023	MARIN COUNTY TRANSIT DISTRICT	MARIN COUNTY TRANSIT DIST	50882.001	Nielsen 022
12/14/2023	MARKS, PAUL M.	PAUL M. MARKS	50916.001	Baird 018
4/15/2024	MARTINEZ, ALFREDO & ANN	ALFREDO & ANN MARTINEZ	50957.001	Moring III 257
4/15/2024	MATTOX, RODNEY & MARIA	RODNEY & MARIA MATTOX	50969.001	McCarthy 067
11/9/2023	MCDUFFIE, DANIEL	DANIEL MCDUFFIE	51730.001	Nielsen 022
2/26/2024	MCKNIGHT, MICHAEL	MICHAEL MCKNIGHT	51701.001	Ragus-Wines 228
4/15/2024	MCQUIN, THOMAS	THOMAS MCQUIN	51792.001	McCarthy 067
2/22/2024	MEC SOLAR, LLC	MEC SOLAR, LLC	51901.001	Baird 018
2/22/2024	MEC SOLAR, LP	MEC SOLAR, LP	51902.001	Baird 018
6/14/2023	MODELO, STEPHANIE	STEPHANIE MODELO	54204.001	Moring III 257
12/14/2023	MOLINA, CHRISTOPHER	CHRISTOPHER MOLINA	54232.002	Baird 018
4/17/2024	MONTALVO, RICHARD JR & GRACE	RICHARD JR & GRACE MONTAL	77626.002	Nielsen 022
3/15/2024	MULLINS, RUBY J RVOC TR	RUBY J MULLINS RVOC TR DAT	57044.004	Moring III 257
4/25/2024	MULVIHILL FAMILY TRUST	MULVIHILL FAMILY TRUST	56812.001	Moring III 257
2/22/2024	MURRIN, JULIAN M	JULIAN M MURRIN	50946.001	Roberts 107
9/17/2024	NEW PROGRESSIVE INVESTMENTS, LLC	NEW PROGRESSIVE INVESTME	57615.001	Paulden 002
8/16/2024	NUNEZ, VICTOR & KATIE	VICTOR & KATIE NUNEZ	57886.001	Paulden 002
2/13/2024	OHANNESON CRT, THE JOHN & JEAN	THE JOHN & JEAN OHANNESO	58615.001	Paulden 002
2/13/2024	OHANNESON, JG EXEMPT QTIP TRUST	JG OHANNESON EXEMPT QTIP	58621.001	Paulden 002
2/13/2024	OHANNESON, JG NON-EXEMPT QTIP TRUST	JG OHANNESON NON-EXEMPT	58622.001	Paulden 002
2/13/2024	OHANNESON, JOHN G BYPASS TRUST	JOHN G OHANNESON BYPASS	58623.001	Paulden 002
2/22/2024	OLIVER, JONATHAN	JONATHAN OLIVER	59372.003	Baird 018
2/22/2024	OLIVER, JUSTIN	JUSTIN OLIVER	59372.002	Baird 018
8/16/2024	OPTILIFE PROPERTIES, LLC	OPTILIFE PROPERTIES, LLC	59401.001	Ragus-Wines 228
2/1/2024	ORENDER (URQUHART), ETTA MAY	ETTA MAY ORENDER (URQUHA	59434.001	McCarthy 067
4/17/2024	OTT, RICKY	RICKY OTT	59500.001	Zimmerman 079
5/16/2024	OWENS, THE M K FOUNDATION	THE M K OWENS FOUNDATION	60490.001	Paulden 002
8/16/2024	PEREZ, (BURRELL) FRANCIS EILEEN	FRANCIS EILEEN PEREZ (BURR	61771.001	Ragus-Wines 228
9/25/2023	PHILLIPS, ANTHONY &	ANTHONY & KAYCEE PHILLIPS	61999.001	Baird 018
4/12/2024	POTTER, MARILYN	MARILYN POTTER	63359.001	McCarthy 067
10/1/2024	PR3 SOFTWARE, LLC	PR3 SOFTWARE, LLC	63390.001	Xin 011
10/1/2024	PR3 SOFTWARE, LLC (TAX)	PR3 SOFTWARE, LLC (TAX)	63390.003	Baird 018
10/10/2023	PRENDEZ, BRIAN & DEBORAH	BRIAN & DEBORAH PRENDEZ	63604.001	Moring III 257
10/1/2024	PROPHET NORTH AMERICA (TAX)	PROPHET NORTH AMERICA (T	63390.002	Baird 018
2/22/2024	PYXIS MINERAL AND LAND	PYXIS MINERAL AND LAND	64350.001	Baird 018
4/15/2024	RAMOS, JACKELYN	JACKELYN RAMOS	66895.004	Moring III 257
4/15/2024	RDS CONSULTING, INC.	RDS CONSULTING, INC.	68125.001	McCarthy 067
6/14/2023	REISERT, KATHY	KATHY REISERT	70073.001	Moring III 257
2/12/2024	RIPPLE ROYALTY COMPANY LLC	RIPPLE ROYALTY COMPANY LL	36691.002	Nielsen 022

**Brown Armstrong Accountancy Corporation**  
**InActive Client List**  
**InActive Date From 5/1/2023 To 10/31/2024**

InActive Date	Client Sort Name	Client Name	Client Num.Eng	Primary Partner
4/15/2024	RIVERA, JERRY	JERRY RIVERA	70596.001	Moring III 257
4/12/2024	ROBINSON, LOUISE	LOUISE ROBINSON	70994.001	McCarthy 067
11/28/2023	RODRIGUEZ, ANTHONY & GINA	ANTHONY & GINA RODRIGUEZ	71107.001	Moring III 257
11/28/2023	RODRIGUEZ, GENESIS	GENESIS RODRIGUEZ	71107.002	Moring III 257
2/13/2024	ROSEDALE FARRIER SUPPLY, INC.	ROSEDALE FARRIER SUPPLY, I	71085.001	Baird 018
3/14/2024	RUSTAGI, PRADIP K, MD, INC	PRADIP K RUSTAGI, MD, INC	72747.001	McCarthy 067
4/30/2024	RYAN, PATRICIA O. LIVING TRUST	PATRICIA O. RYAN LIVING TRU	17243.003	Moring III 257
4/15/2024	SABALONI, AUBREY A	AUBREY A SABALONI	11299.002	McCarthy 067
4/15/2024	SABALONI, MICHAEL	MICHAEL SABALONI	11299.003	McCarthy 067
4/15/2024	SAFLEY, BRAD	BRAD SAFLEY	73576.001	Baird 018
4/15/2024	SAFLEY, MARY	MARY SAFLEY	73578.001	Baird 018
4/17/2024	SALAZAR, ROBERT & PATRICIA	ROBERT & PATRICIA SALAZAR	73568.001	Nielsen 022
6/14/2023	SANCHEZ, NATALIE	NATALIE SANCHEZ	74019.001	Moring III 257
9/17/2024	SANDHU MD, APC, RASHAM DEEP	RASHAM DEEP SANDHU MD, A	74021.001	Paulden 002
9/17/2024	SANTA BARBARA CO PROP 64 GRANT COMP	SANTA BARBARA CO PROP 64	74048.020	Zimmerman 079
5/11/2023	SANTA CRUZ - DEPARTMENT OF JUS	COUNTY OF SANTA CRUZ - DE	74055.009	Zimmerman 079
5/11/2023	SANTA CRUZ - OES/OCJP, CO - CAFR	COUNTY OF SANTA CRUZ - OE	74055.008	Zimmerman 079
4/15/2024	SCHNELL, RON	RON SCHNELL	74171.001	McCarthy 067
11/9/2023	SHIRKEY, ALAN	ALAN SHIRKEY & CHARMAINE	76935.001	Paulden 002
6/26/2023	SIEMENS, ALAYA	ALAYA SIEMENS	77546.001	Moring III 257
3/14/2024	SIGNAL HILL MAINTENANCE SERVICES	SIGNAL HILL MAINTENANCE SE	77626.001	Nielsen 022
4/26/2024	SILFA, ERIN & ENOILIO	ERIN & ENOILIO SILFA	12048.001	Zimmerman 079
4/17/2024	SKRACIC, JOSEPH	JOSEPH SKRACIC	78060.001	Paulden 002
3/8/2024	SKYWAY APARTMENTS (TAX)	SKYWAY APARTMENTS (TAX)	78075.002	McCarthy 067
4/29/2024	SOCIEDAD EDAD DE ORO	SOCIEDAD EDAD DE ORO	78201.001	McCarthy 067
3/12/2024	SOLAR POWERED LLC	SOLAR POWERED LLC	77619.002	McCarthy 067
5/10/2024	SOUTHWEST CONTRACTORS (AUDIT)	SOUTHWEST CONTRACTORS, I	78220.002	Paulden 002
12/14/2023	SPLONICK, CATHY	CATHY SPLONICK	78291.001	Baird 018
12/31/2023	ST HELENA, CITY OF	CITY OF ST HELENA	57196.006	Zimmerman 079
2/22/2024	STABLE RE INVESTMENTS, LLC	STABLE RE INVESTMENTS, LLC	78401.001	Baird 018
4/15/2024	STEPHENS IRREVOCABLE TRUST DTD 04-09	ARTHUR GLYNN STEPHENS IR	78632.002	McCarthy 067
4/15/2024	STEPHENS, ARTHUR GLYNN	ARTHUR GLYNN STEPHENS	78632.001	McCarthy 067
3/12/2024	STRATTON, JONATHON & JORDAN	JONATHON & JORDAN STRATT	77619.001	McCarthy 067
11/28/2023	STRONGIN, PETER & MARILYN	PETER & MARILYN STRONGIN	78790.001	Moring III 257
3/15/2024	STRUCTURE DESIGN & BUILD, INC	STRUCTURE DESIGN & BUILD, I	78797.001	Nielsen 022
8/9/2023	SUMMITT, STEPHEN	STEPHEN SUMMITT	79003.001	Baird 018
3/8/2024	SUNSET APARTMENTS (TAX)	SUNSET APARTMENTS (TAX)	79230.002	McCarthy 067
4/15/2024	SVENSON, KRISTY	KRISTY SVENSON	79316.001	Baird 018
5/16/2023	SWAFFORD M.D., INC., ALBERT R.	ALBERT R. SWAFFORD M.D., IN	79322.001	Baird 018
8/9/2023	SWAFFORD, ALBERT R.	ALBERT R. SWAFFORD	79319.001	Baird 018
3/8/2024	TAMARACK OIL AND GAS	TAMARACK OIL AND GAS LLC	79651.001	Baird 018
8/16/2024	TECHNOLOGY IN PRACTICE	TECHNOLOGY IN PRACTICE	79631.001	Baird 018
8/17/2023	TEMBLOR LOS ALAMOS, LLC (POST-BANKRU	TEMBLOR LOS ALAMOS, LLC (P	79891.002	Baird 018
8/17/2023	TEMBLOR PETROLEUM COMPANY, LLC (POS	TEMBLOR PETROLEUM COMPA	79672.002	Baird 018
4/25/2024	THOMAS, TAYLOR	TAYLOR THOMAS	35553.002	Moring III 257
4/15/2024	TREMAINE, SHAWN & STACIE	SHAWN & STACIE TREMAINE	81610.001	Baird 018
10/15/2024	TULARE CITY OF	CITY OF TULARE	82135.001	Young 012
3/12/2024	UNLOCKED HOME PROJECT LLC	UNLOCKED HOME PROJECT LL	82480.001	McCarthy 067
9/8/2023	UPTAMIN LLC	UPTAMIN LLC	82486.001	Baird 018
4/15/2024	URQUHART, BOB RESIDUAL TRUST	BOB URQUHART RESIDUAL TR	82490.001	McCarthy 067
9/25/2023	VALENCIA, JESSE & GISELA	JESSE & GISELA VALENCIA	82596.001	Baird 018
12/14/2023	VALLEJO, DREW	DREW VALLEJO	82620.002	Baird 018
3/6/2024	VALLEJO, RUSSELL & SHAWNA	RUSSELL & SHAWNA VALLEJO	82620.001	Baird 018
9/12/2024	VARSITY PACKING, INC	VARSITY PACKING, INC	82748.002	Zimmerman 079
3/12/2024	VAST STAR CORPORATION	VAST STAR CORPORATION	82764.001	Baird 018
9/12/2024	VIRDI PROFESSIONALS, INC	VIRDI PROFESSIONALS, INC	82907.001	Paulden 002
9/12/2024	VIRDI, MAHEEP S, MD	MAHEEP S VIRDI, MD	82909.001	Paulden 002
3/8/2024	WALNUT APARTMENTS (TAX)	WALNUT APARTMENTS (TAX)	83050.002	McCarthy 067
2/23/2024	WASHBURN FAMILY CORPORATION	WASHBURN FAMILY CORPORA	83156.001	Baird 018



**Brown Armstrong Accountancy Corporation**  
**InActive Client List**  
**InActive Date From 5/1/2023 To 10/31/2024**

InActive Date	Client Sort Name	Client Name	Client Num.Eng	Primary Partner
4/15/2024	WASHBURN, CHANCE	CHANCE WASHBURN	83143.005	Baird 018
4/15/2024	WASHBURN, SULLIVAN	SULLIVAN WASHBURN	83143.003	Baird 018
8/16/2024	WEST COAST DRYWALL CONSTRUCTION, IN	WEST COAST DRYWALL CONS	83198.001	Nielsen 022
4/15/2024	WEST, CELESTE	CELESTE WEST	83193.001	Moring III 257
5/11/2023	WESTERN RIVERSIDE COUNTY RCA - AUP	WESTERN RIVERSIDE COUNTY	83212.002	Xin 011
5/11/2023	WESTERN RIVERSIDE COUNTY RCA - AUP	WESTERN RIVERSIDE COUNTY	83212.003	Xin 011
5/11/2023	WESTERN RIVERSIDE COUNTY RCA - BANNI	WESTERN RIVERSIDE COUNTY	83212.004	Xin 011
5/11/2023	WESTERN RIVERSIDE COUNTY RCA - BEAU	WESTERN RIVERSIDE COUNTY	83212.005	Xin 011
5/11/2023	WESTERN RIVERSIDE COUNTY RCA - CALIM	WESTERN RIVERSIDE COUNTY	83212.006	Xin 011
5/11/2023	WESTERN RIVERSIDE COUNTY RCA - CANY	WESTERN RIVERSIDE COUNTY	83212.007	Xin 011
5/11/2023	WESTERN RIVERSIDE COUNTY RCA - CITY O	WESTERN RIVERSIDE COUNTY	83212.018	Xin 011
5/11/2023	WESTERN RIVERSIDE COUNTY RCA - CORO	WESTERN RIVERSIDE COUNTY	83212.008	Xin 011
5/11/2023	WESTERN RIVERSIDE COUNTY RCA - EASTV	WESTERN RIVERSIDE COUNTY	83212.009	Xin 011
5/11/2023	WESTERN RIVERSIDE COUNTY RCA - HEME	WESTERN RIVERSIDE COUNTY	83212.010	Xin 011
5/11/2023	WESTERN RIVERSIDE COUNTY RCA - JURUP	WESTERN RIVERSIDE COUNTY	83212.011	Xin 011
5/11/2023	WESTERN RIVERSIDE COUNTY RCA - LAKE	WESTERN RIVERSIDE COUNTY	83212.012	Xin 011
5/11/2023	WESTERN RIVERSIDE COUNTY RCA - MENIF	WESTERN RIVERSIDE COUNTY	83212.013	Xin 011
5/11/2023	WESTERN RIVERSIDE COUNTY RCA - MORE	WESTERN RIVERSIDE COUNTY	83212.014	Xin 011
5/11/2023	WESTERN RIVERSIDE COUNTY RCA - MURRI	WESTERN RIVERSIDE COUNTY	83212.015	Xin 011
5/11/2023	WESTERN RIVERSIDE COUNTY RCA - NORC	WESTERN RIVERSIDE COUNTY	83212.016	Xin 011
5/11/2023	WESTERN RIVERSIDE COUNTY RCA - PERRI	WESTERN RIVERSIDE COUNTY	83212.017	Xin 011
5/11/2023	WESTERN RIVERSIDE COUNTY RCA - SAN J	WESTERN RIVERSIDE COUNTY	83212.019	Xin 011
5/11/2023	WESTERN RIVERSIDE COUNTY RCA - TEME	WESTERN RIVERSIDE COUNTY	83212.020	Xin 011
5/11/2023	WESTERN RIVERSIDE COUNTY RCA - WILDO	WESTERN RIVERSIDE COUNTY	83212.021	Xin 011
4/15/2024	WHEELAN, BROGAN	BROGAN WHEELAN	83280.002	Baird 018
2/22/2024	WHITE TRUST, FRED F.	FRED F. & JOANNE A. WHITE T	83307.001	Baird 018
12/14/2023	WHITE, JOANNE A	JOANNE A WHITE	83306.001	Baird 018
11/9/2023	WILSON, CHERISH	CHERISH WILSON	84126.001	Paulden 002
2/22/2024	WONDERLUST EVENTS LLC	WONDERLUST EVENTS LLC	85250.001	Krausse 005
7/25/2023	WORTHINGTON, ESTATE OF BEVERLY C	ESTATE OF BEVERLY C WORT	85400.001	Baird 018
5/11/2023	WRCRCA - COUNTY OF RIVERSIDE - EDA	WRCRCA - COUNTY OF RIVERS	83212.025	Xin 011
5/11/2023	WRCRCA - COUNTY OF RIVERSIDE - FLOOD	WRCRCA - COUNTY OF RIVERS	83212.023	Xin 011
5/11/2023	WRCRCA - COUNTY OF RIVERSIDE - REGION	WRCRCA - COUNTY OF RIVERS	83212.022	Xin 011
5/11/2023	WRCRCA - COUNTY OF RIVERSIDE - TLMA	WRCRCA - COUNTY OF RIVERS	83212.024	Xin 011
4/15/2024	YONAKI, EIKO	EIKO YONAKI	85620.001	McCarthy 067
10/10/2023	YOUNG, ANTHONY	ANTHONY YOUNG	85638.001	McCarthy 067
2/23/2024	YOUTH CONNECTION	YOUTH CONNECTION	85800.001	Krausse 005
12/14/2023	YUZON, LICELLE	LICELLE YUZON	85830.002	Baird 018

**GrandTotal:**

-----  
**Report Parameters**  
 -----

REPORT NAME: Inactive Clients  
 FIRM NAME: Brown Armstrong Accountancy Corporation

FILTERED BY:

InActive Date BETWEEN '5/1/2023' AND '10/31/2024'

**FOR IMMEDIATE RELEASE:**

Contact: Ryan Nielsen

October 9, 2024

(661) 324-4971, [rnielsen@ba.cpa](mailto:rnielsen@ba.cpa)



### **Brown Armstrong Appoints 20-Year Veteran Ryan Nielsen as Managing Partner**

**Bakersfield, CA** – Brown Armstrong, a leading full-service public accounting firm with offices in Bakersfield, Fresno, and Stockton, is pleased to announce the appointment of Ryan Nielsen as Managing Partner, effective January 1, 2025. Peter C. Brown started the firm 50 years ago on April 1, 1974, and served as managing partner until 2005, when Andrew J. Paulden took the reins.

Nielsen’s career with Brown Armstrong began in 2003 as a tax intern while he pursued his business degree from California State University, Bakersfield. Since joining the partner group in 2012, Nielsen has held several leadership roles, including Personnel Partner, Audit Department head, and Oil and Gas practice leader.

“It’s been a pleasure to watch Ryan grow into a strong and capable leader over the past 20 years. I couldn’t be more excited about the partners’ choice to pass the reins to him, and I’m confident he’ll guide the firm with the same dedication and commitment we’ve seen throughout his career,” said Paulden. “As I shift my focus more towards client service, I look forward to continuing to work with our incredible clients and helping them achieve their goals.”

In addition to his work in the Oil and Gas industry, Ryan has expanded his practice to include various specialties such as services for real estate, non-profit organizations, and public transit agencies.

His involvement in professional organizations such as the California Society of Certified Public Accountants, where he served as Bakersfield Chapter President, and his role as Economic Policy and Taxation Chairman for the California Independent Petroleum Association, (CIPA) solidify his leadership in the industry.

As a lifelong resident of Kern County, Ryan takes pride in serving the local community. He is the past Treasurer for the Kern Energy Foundation, Wounded Heroes Fund, and the National Association of Royalty Owners-California chapter. He also sits on the board of R.M. Pyles Boys Camp.

“It is an honor to be selected by my peers to lead the next generation of accounting professionals,” said Nielsen. “I look forward to continuing to exceed client expectations of exceptional service while providing opportunities to our staff and community partners.”

Ryan’s appointment as Managing Partner underscores Brown Armstrong’s commitment to providing clients with comprehensive tax, audit, and accounting services across diverse industries.

Owners of the firm besides Paulden and Nielsen include Eric Xin, Clint Baird, Lindsey Zimmerman, Neeraj Datta, Charlie McCarthy, Ashley Green, and Brooke Baird.

To learn more about Brown Armstrong, visit <https://www.ba.cpa/>.

###

SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION  
Board of Retirement

December 3, 2024

Agenda Item 7.2

**TO:** Board of Retirement  
**FROM:** Scott Hood, Chief Executive Officer  
**SUBJECT:** 2025 Board-Staff Retreat Topics



**Recommendation**

Provide direction for staff regarding the topics and schedule for the March 25, 2025, Board-Staff Retreat.

**Background**

The annual Board retreat is scheduled for March 25, 2025. The Board assists on setting the topics to be addressed at the retreat and provides input regarding the proposed presenters. This agenda item gives trustees its first opportunity to discuss retreat topics. We will bring this item back to the Board again prior to finalizing the agenda.

**Discussion**

The Board has approved a start time of 8:30 a.m. for March 25th and we are proposing this one-day retreat to occur in addition and after the regular Board meeting. The retreat portion would have 4 major topics and time for discussion between topics.

Some suggested topics are included in the following list:


- Artificial Intelligence (AI) in Investing
- High level-look at the economy, post election
- Post Election -China and Russia/Ukraine relations
- Peer Portfolio Comparisons; are we too conservative?
- Deep Dive into the portfolio
- Impact of increased fiscal deficits on portfolio construction/asset allocation
- Inflation- "Higher for Longer"
- Climate Change
- Cybersecurity

**SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION**  
**Board of Retirement**

December 3, 2024

Agenda Item 7.3

**TO:** Board of Retirement

**FROM:** Scott Hood, Chief Executive Officer 

**SUBJECT:** Amendment of Travel Expense Policy

**Recommendation**

Approve a resolution amending the Board's "Policy for Reimbursement of Travel and Other Official Expenses for Trustees and Staff" (the "Travel Expense Policy").

**Background**

The Board's Travel Expense Policy sets forth the policy and procedure for reimbursing business expenses incurred in the performance of the official duties of SamCERA's trustees and staff. Because five of the Trustees are either a County officer or employee and the performance of their Board duties is part of their regular employment, and, as SamCERA staff members are County employees, the Policy is generally in line with the County's ordinance and administrative memoranda governing the reimbursement of employee travel expenses.

In December 2021, the Board approved minor revisions to the Travel Expense Policy for clarity and readability. Subsequently, corrections were brought to staff's attention and these additional revisions were approved by the Board at its January 2022 meeting.

**Discussion**

In keeping with the Board's fiduciary duty and applicable IRS guidelines, reimbursement is made only for actual and necessary expenses. Additionally, reimbursement for travel-related meals are contingent on an overnight stay outside the "local commuting area," which consists of the counties of Alameda, Contra Costa, San Francisco, San Mateo, and Santa Clara.

Pursuant to resolutions adopted by the County's Board of Supervisors, certain officials and management personnel are eligible to receive a transportation allowance in lieu of being reimbursed for transportation in the five counties listed above. Such individuals are not reimbursed for alternative forms of transportation such as a taxi, ride sharing (*i.e.*, Uber or Lyft), or public transportation within the above-referenced areas, but are reimbursed for parking expenses. The proposed amendments clarify that the Policy authorizes the reimbursement of alternative transportation expenses to the extent such expenses are less than the cost of the parking expenses which would otherwise be incurred by the individual utilizing their own vehicle.

**Attachments**

Resolution Amending Travel Expense Policy  
Travel Expense Policy (Clean)  
Travel Expense Policy (Redline)

**SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION**

**RESOLUTION 2024-\_\_\_**

**RESOLUTION AMENDING THE BOARD OF RETIREMENT'S POLICY FOR REIMBURSEMENT OF TRAVEL AND OTHER OFFICIAL EXPENSES FOR TRUSTEES AND STAFF**

**WHEREAS**, California Constitution Article XVI, § 17 provides that the Board of Retirement has fiduciary responsibility for investment of the Retirement Fund moneys and administration of retirement system; and

**WHEREAS**, the Board's Policy for Reimbursement of Travel and Other Official Expenses for Trustees and Staff (the "Travel Expense Policy") sets forth the policy and procedure for reimbursing business expenses incurred in the performance of the official duties of SamCERA's trustees and staff; and

**WHEREAS**, in keeping with the Board's fiduciary duty and applicable IRS guidelines, reimbursement is made only for actual and necessary expenses and reimbursement for travel-related meals are contingent on an overnight stay outside the "local commuting area," which consists of the counties of Alameda, Contra Costa, San Francisco, San Mateo, and Santa Clara; and

**WHEREAS**, pursuant to resolutions adopted by the County's Board of Supervisors, certain SamCERA officials and management personnel who are County employees are eligible to receive a transportation allowance in lieu of being reimbursed for transportation in the local commuting area; and

**WHEREAS**, such individuals are not therefore reimbursed for alternative forms of transportation such as a taxi, ride sharing (*i.e.*, Uber or Lyft), or public transportation within the local commuting area, but are reimbursed for parking expenses; and

**WHEREAS**, the proposed amendments to the Travel Expense Policy clarify that the Policy authorizes the reimbursement of the aforementioned alternative transportation expenses to the extent such expenses are less than the cost of the parking expenses which would otherwise be incurred by the individual utilizing their own vehicle;

**WHEREAS**, staff has drafted potential amendments to the Travel Expense Policy for the Board's consideration and the Board has reviewed such amendments and considered the same and desires to approve them;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Retirement hereby approves the attached amended Board of Retirement Policy for Reimbursement of Travel and Other Official Expenses for Trustees and Staff.

*Regularly passed and adopted, by the San Mateo County Employees' Retirement Association, Board of Retirement, on December 3, 2024.*

*Ayes, Trustees:*

*Noes, Trustees:*

*Absent, Trustees:*

*Abstain, Trustees:*

---

*Sandie Arnott, Board Secretary*  
*SamCERA*

# San Mateo County Employees' Retirement Association

## BOARD OF RETIREMENT

### POLICY FOR REIMBURSEMENT OF TRAVEL AND OTHER OFFICIAL EXPENSES FOR TRUSTEES AND STAFF

#### **SECTION 1. TRAVEL-RELATED EXPENSES.**

Whenever any Trustee of the Board of Retirement (“Trustee”) or any SamCERA employee in the service of SamCERA is required to travel, such person shall be allowed, in addition to any salary or compensation, certain actual and necessary travel expenses, as set forth below. Occurrences that would require a Trustee or a SamCERA employee to travel include, but are not limited to, official business of the retirement association at conferences, education, due diligence, appearances before local, state, and federal administrative agencies, legislative bodies, and judicial proceedings, or when otherwise serving in their official capacity or representing SamCERA. Claims for reimbursement shall be made in accordance with Section 4 - “Claims for Expenses.”

**(a) Transportation.** Actual cost incurred for transportation by any carrier services shall be reimbursed. Reimbursement for travel by any privately-owned automobile shall be in accordance with the provisions of Section 1(c) below except that it shall not be more than the cost of common carrier services where the one-way distance required to be traveled is 200 miles or more, and in such event the reimbursement for such travel shall not exceed the cost of air travel regardless of the mode of transportation used. The cost of air travel shall be based on economy fares, unless economy service is not available, or unless otherwise authorized by the Chief Executive Officer. Government and group rates offered by a provider of transportation services shall be used when available.

**(b) Meals, Lodging, and Incidentals.** For official business travel with an overnight stay, there shall be direct payment by SamCERA or reimbursement for the actual costs that are incurred only outside the local commuting area for meals, lodging, and incidentals, including baggage transfer, tips, and other actual and necessary incidental expenses. Direct payment or reimbursement for meals, either without an overnight stay and/or within the local commuting area, and lodging within the local commuting area, shall be made only if such costs are not included in the set conference or tuition fee. Exceptions based upon unique circumstances can be made for reimbursement for meals (either without an overnight stay and/or within the local commuting area), lodging, and incidentals incurred within the local commuting area, if authorized by (i) the Board Chair for Trustees and the Chief Executive Officer; (ii) the Board Vice Chair for the Board Chair; and (iii) the Chief Executive Officer for employees. The local commuting area is defined as within the five counties of Alameda, Contra Costa, San Francisco, San Mateo, and Santa Clara. The maximum reimbursement for the actual cost of meals will be limited to the applicable Continental United States (CONUS) or Outside the Continental United States (OCONUS) current



rate, as set forth in the Code of Federal Regulations, except that for those areas which have a separate CONUS or OCONUS rate, the maximum reimbursement rate shall be limited to double the amount of the CONUS or OCONUS current rate for those areas. Government and group rates offered by a provider of lodging services shall be used when available. If such rate is not available, the maximum reimbursement rate shall be limited to double the amount of the CONUS or OCONUS current rate for that location. If the lodging is in connection with a conference or organized educational activity, lodging reimbursement for lodging costs shall not exceed the maximum group rate published by the conference or activity sponsor, provided that lodging at the group rate is available at the time of booking. If such rate is not available, the maximum reimbursement rate shall be limited to double the amount of the applicable CONUS or OCONUS rate or the group rate, whichever is higher. If it is necessary to secure lodging in excess of double the CONUS or OCONUS rates, that expenditure must be approved in advance by (i) the Board Chair for Trustees and the Chief Executive Officer; (ii) the Board Vice Chair for the Board Chair; and (iii) the Chief Executive Officer for employees.

**(c) Privately-Owned Automobile.** The costs of parking actually incurred and mileage actually traveled shall be reimbursed. Mileage shall be reimbursed at the rate determined by the County Executive for the County of San Mateo, provided that such amount is at least that amount established by the Internal Revenue Service as the allowable business deduction rate for such travel. Trustees or alternates who are using vehicles belonging to their SamCERA employer shall not receive mileage reimbursement under this section. Trustees, alternates, or employees who are receiving a travel allowance from their SamCERA employer shall not receive mileage reimbursement under this section for travel that is within the geographic area covered by the travel allowance; provided, however, that expenses for taxis, ride sharing, or public transportation within the geographic area may be reimbursed to the extent that such expenses are less than the parking expenses that would have been incurred had the individual driven their privately-owned vehicle.

**(d) Other Transportation.** Travel expenses may be paid directly by SamCERA to the supplier of the transportation where the mode of transportation is other than by a privately owned motor vehicle. In other instances, travel shall be claimed by the individual employee.

**(e) Automobile Insurance.** No Trustee or employee shall engage in any travel in connection with the performance of official business of SamCERA in a privately owned conveyance, either their own, or that belonging to another, unless the same is insured in such manner as to comply with any applicable County of San Mateo Administrative Memoranda and the County's Driving Policy and Safe Driving Program.

**(f) Course or Meeting Registration Fees.** Required registration fees for educational courses, conferences, or other meetings may be paid by SamCERA directly to the organization or association conducting such course, conference, or other meeting and the officer or employee shall not be required to advance the funds therefore.

**(g) Non-Reimbursable Travel Expenses.** Not all travel expenses incurred are reimbursable. Examples of such non-reimbursable expenses include, but are not limited to: Trustee educational or conference expenses which were not approved by the Board in accordance with the Education Policy, non SamCERA related expenses, transportation, lodging, and meal expenses which exceed or are outside of the limits set forth in this policy, alcoholic beverages, personal entertainment, additional costs for additional person(s) who are not either SamCERA Trustees or employees, extra baggage charges for personal items, traffic citations, and parking tickets.

## **SECTION 2. MEETINGS OF THE BOARD AND BOARD COMMITTEES.**

**(a) Stipend for Meetings.** Pursuant to the resolution adopted by the Board of Supervisors and in accordance with Government Code section 31521, Trustees in the fourth, fifth, sixth, eighth (and alternate), and ninth seats shall receive compensation for attendance at a rate of \$100 a meeting of the Board or for a meeting of a committee authorized by the Board, up to 3 meetings a month.

**(b) Mileage Reimbursement.** All members of the Board shall receive mileage reimbursement for personal attendance at any meeting of the Board or for a meeting of a committee authorized by the Board for up to three meetings a month. Mileage for Trustees in the fourth, fifth, sixth, eighth (and eighth alternate), and ninth seats shall be calculated to and from the Trustee's place of residence. For the Trustees in the first, second, third, and seventh (and seventh alternate) seats, the mileage shall be calculated to and from the Trustee's SamCERA employer worksite. Trustees or alternates who are using vehicles belonging to, or are receiving a travel allowance from, their SamCERA employer shall not receive mileage reimbursement under this section.

## **SECTION 3. OTHER OFFICIAL DUTY RELATED EXPENSES.**

**(a) Expenses Incurred by Trustees:** Trustees are entitled to reimbursement of the actual cost of expenses, including meals, that are necessary, appropriate, and reasonably incurred in the performance of official duties within or outside of the local commuting area, unless otherwise specified by this policy.

**(b) Expenses Incurred by Staff:** All staff expenditures must be pre-approved by the supervising manager or the Chief Executive Officer. The supervising manager will ensure that the proper procedures are being followed, funds are available, expenses are reasonable and appropriate, and the cost is not excessive. Employees are encouraged to use the corporate credit card for necessary online purchases. Employees must submit original detailed receipts and should note the purpose or recipient of the expense items on the Claim Form as applicable.

**(c) Staff Expenses under \$50.** Employees may request immediate reimbursement of approved expenditures under \$50 from the Petty Cash Fund upon submission of a completed and approved Petty Cash Voucher accompanied by the original itemized invoice. Reimbursement of petty cash expenditures would include, but is not limited to: refreshments for meetings, kitchen supplies, postage stamps, and certified mailings. The Petty Cash Custodian will obtain approval from the Chief Executive Officer prior to reimbursing the employee.

**(d) Tuition Reimbursement for Continuing Education:** Permanent SamCERA employees are eligible to participate in the County's Tuition Reimbursement Program to enhance work performance and career mobility. College level courses may be taken at accredited educational institutions. Requests must be submitted and approved by the supervising manager at least two weeks before the beginning date of the course. The County Human Resources Department will have the final approval for this program.

#### **SECTION 4. CLAIMS FOR EXPENSES.**

**(a) Claim Form.** A claim for expenses shall be submitted within sixty (60) days after incurring the expense. Before any expenses are allowed or paid, the claimant shall file a claim in the manner provided by law for reimbursement claims to be filed with SamCERA, duly certified as correct by the claimant and approved by SamCERA's Chief Executive Officer. The Board Chair is authorized to approve the Chief Executive Officer's claims. When submitting a joint receipt for multiple Trustees and employees, the names of the other participants must be listed on the claim and receipt.

**(b) Itemized receipts:** The claimant shall attach to the claim all itemized receipts showing the moneys expended by the claimant. If a receipt includes non-SamCERA expenses such as personal expenses, the claim shall reflect only the portion of the expense that pertains to SamCERA. Receipts are required for all expenditures in excess of \$25. If a receipt is lost, the claimant must detail the expenditure to the best of their ability and attest to its accuracy by affixing their signature to the reimbursement expense.

**(c) Expenses Must Be Actually Incurred.** SamCERA Trustees or employees shall not submit a claim to SamCERA except for those expenses actually incurred in connection with the performance of official business of the retirement association.

**(d) Approval by the Board.** All reimbursable expenses for Trustees that do not fall within the above provisions may be approved by the Board of Retirement at a public meeting before the expense is incurred.

#### **SECTION 5. ADVANCE PAYMENTS FOR EXPENSES.**

Whenever it appears to be in the best interests of SamCERA that any Trustee or employee of SamCERA travel outside of the County of San Mateo on official business, and where prior authorization for such travel has been given by the Board of Retirement, and it appears that it is necessary that such Trustee or employee be allowed a sum of money not in excess of two thousand five hundred dollars (\$2,500) for such travel expenses in advance, a claim for such advance showing the emergency requiring such advance shall be made out in the regular form and approved by the Chief Executive Officer and thereafter SamCERA shall draw their warrant in favor of such Trustee or employee. The Trustee or employee receiving such advance shall file with SamCERA after their return from such trip an itemized account, together with proper

vouchers of their expenses and shall pay to SamCERA any balance remaining unexpended for SamCERA business purposes. SamCERA shall attach such statement to the original claim for such advance and shall immediately make the proper adjustment of the account from which the advance was drawn.

**SECTION 6.     REPORTING BY TRUSTEES OF THE BOARD OF RETIREMENT**

Trustees shall provide a brief report, either orally or in writing, on meetings attended at the expense of SamCERA at the next attended regular meeting of the Board.

## San Mateo County Employees' Retirement Association

### BOARD OF RETIREMENT

#### POLICY FOR REIMBURSEMENT OF TRAVEL AND OTHER OFFICIAL EXPENSES FOR TRUSTEES AND STAFF

##### SECTION 1. TRAVEL-RELATED EXPENSES.

Whenever any Trustee of the Board of Retirement ("Trustee") or any SamCERA employee in the service of SamCERA is required to travel, such person shall be allowed, in addition to any salary or compensation, certain actual and necessary travel expenses, as set forth below. Occurrences that would require a Trustee or a SamCERA employee to travel include, but are not limited to, official business of the retirement association at conferences, education, due diligence, appearances before local, state, and federal administrative agencies, legislative bodies, and judicial proceedings, or when otherwise serving in their official capacity or representing SamCERA. Claims for reimbursement shall be made in accordance with Section 4 - "Claims for Expenses."

**(a) Transportation.** Actual cost incurred for transportation by any carrier services shall be reimbursed. Reimbursement for travel by any privately-owned automobile shall be in accordance with the provisions of Section 1(c) below except that it shall not be more than the cost of common carrier services where the one-way distance required to be traveled is 200 miles or more, and in such event the reimbursement for such travel shall not exceed the cost of air travel regardless of the mode of transportation used. The cost of air travel shall be based on economy fares, unless economy service is not available, or unless otherwise authorized by the Chief Executive Officer. Government and group rates offered by a provider of transportation services shall be used when available.

**(b) Meals, Lodging, and Incidentals.** For official business travel with an overnight stay, there shall be direct payment by SamCERA or reimbursement for the actual costs that are incurred only outside the local commuting area for meals, lodging, and incidentals, including baggage transfer, tips, and other actual and necessary incidental expenses. Direct payment or reimbursement for meals, either without an overnight stay and/or within the local commuting area, and lodging within the local commuting area, shall be made only if such costs are not included in the set conference or tuition fee. Exceptions based upon unique circumstances can be made for reimbursement for meals (either without an overnight stay and/or within the local commuting area), lodging, and incidentals incurred within the local commuting area, if authorized by (i) the Board Chair for Trustees and the Chief Executive Officer; (ii) the Board Vice Chair for the Board Chair; and (iii) the Chief Executive Officer for employees. The local commuting area is defined as within the five counties of Alameda, Contra Costa, San Francisco, San Mateo, and Santa Clara. The maximum reimbursement for the actual cost of meals will be limited to the applicable Continental United States (CONUS) or Outside the Continental United States (OCONUS) current

rate, as set forth in the Code of Federal Regulations, except that for those areas which have a separate CONUS or OCONUS rate, the maximum reimbursement rate shall be limited to double the amount of the CONUS or OCONUS current rate for those areas. Government and group rates offered by a provider of lodging services shall be used when available. If such rate is not available, the maximum reimbursement rate shall be limited to double the amount of the CONUS or OCONUS current rate for that location. If the lodging is in connection with a conference or organized educational activity, lodging reimbursement for lodging costs shall not exceed the maximum group rate published by the conference or activity sponsor, provided that lodging at the group rate is available at the time of booking. If such rate is not available, the maximum reimbursement rate shall be limited to double the amount of the applicable CONUS or OCONUS rate or the group rate, whichever is higher. If it is necessary to secure lodging in excess of double the CONUS or OCONUS rates, that expenditure must be approved in advance by (i) the Board Chair for Trustees and the Chief Executive Officer; (ii) the Board Vice Chair for the Board Chair; and (iii) the Chief Executive Officer for employees.

**(c) Privately-Owned Automobile.** The costs of parking actually incurred and mileage actually traveled shall be reimbursed. Mileage shall be reimbursed at the rate determined by the County ~~Manager Executive for San Mateo County~~the County of San Mateo, provided that such amount is at least that amount established by the Internal Revenue Service as the allowable business deduction rate for such travel. Trustees or alternates who are using vehicles belonging to their SamCERA employer shall not receive mileage reimbursement under this section. Trustees, ~~or~~ alternates, or employees who are receiving a travel allowance from their SamCERA employer shall not receive mileage reimbursement under this section for travel that is within the geographic area covered by the travel allowance; provided, however, that expenses for taxis, ride sharing, or public transportation within the geographic area may be reimbursed to the extent that such expenses are less than the parking expenses that would have been incurred had the individual driven their privately-owned vehicle.

**(d) Other Transportation.** Travel expenses may be paid directly by SamCERA to the supplier of the transportation where the mode of transportation is other than by a privately owned motor vehicle. In other instances, travel shall be claimed by the individual employee.

**(e) Automobile Insurance.** No Trustee or employee shall engage in any travel in connection with the performance of official business of SamCERA in a privately owned conveyance, either their own, or that belonging to another, unless the same is insured in such manner as to comply with any applicable County of San Mateo Administrative Memoranda and the County's Driving Policy and Safe Driving Program.

**(f) Course or Meeting Registration Fees.** Required registration fees for educational courses, conferences, or other meetings may be paid by SamCERA directly to the organization or association conducting such course, conference, or other meeting and the officer or employee shall not be required to advance the funds therefore.

**(g) Non-Reimbursable Travel Expenses.** Not all travel expenses incurred are reimbursable. Examples of such non-reimbursable expenses include, but are not limited to: Trustee educational or conference expenses which were not approved by the Board in accordance with the Education Policy, non SamCERA related expenses, transportation, lodging, and meal expenses which exceed or are outside of the limits set forth in this policy, alcoholic beverages, personal entertainment, additional costs for additional person(s) who are not either SamCERA Trustees or employees, extra baggage charges for personal items, traffic citations, and parking tickets.

Formatted: French (Canada)

## **SECTION 2. MEETINGS OF THE BOARD AND BOARD COMMITTEES.**

**(a) Stipend for Meetings.** Pursuant to the resolution adopted by the Board of Supervisors and in accordance with Government Code section 31521, Trustees in the fourth, fifth, sixth, eighth (and alternate), and ninth seats shall receive compensation for attendance at a rate of \$100 a meeting of the Board or for a meeting of a committee authorized by the Board, up to 3 meetings a month.

**(b) Mileage Reimbursement.** All members of the Board shall receive mileage reimbursement for personal attendance at any meeting of the Board or for a meeting of a committee authorized by the Board for up to three meetings a month. Mileage for Trustees in the fourth, fifth, sixth, eighth (and eighth alternate), and ninth seats shall be calculated to and from the Trustee's place of residence. For the Trustees in the first, second, third, and seventh (and seventh alternate) seats, the mileage shall be calculated to and from the Trustee's SamCERA employer worksite. Trustees or alternates who are using vehicles belonging to, or are receiving a travel allowance from, their SamCERA employer shall not receive mileage reimbursement under this section.

## **SECTION 3. OTHER OFFICIAL DUTY RELATED EXPENSES.**

**(a) Expenses Incurred by Trustees:** Trustees are entitled to reimbursement of the actual cost of expenses, including meals, that are necessary, appropriate, and reasonably incurred in the performance of official duties within or outside of the local commuting area, unless otherwise specified by this policy.

**(b) Expenses Incurred by Staff:** All staff expenditures must be pre-approved by the supervising manager or the Chief Executive Officer. The supervising manager will ensure that the proper procedures are being followed, funds are available, expenses are reasonable and appropriate, and the cost is not excessive. Employees are encouraged to use the corporate credit card for necessary online purchases. Employees must submit original detailed receipts and should note the purpose or recipient of the expense items on the Claim Form as applicable.

**(c) Staff Expenses under \$50.** Employees may request immediate reimbursement of approved expenditures under \$50 from the Petty Cash Fund upon submission of a completed and approved Petty Cash Voucher accompanied by the original itemized invoice. Reimbursement of petty cash expenditures would include, but is not limited to: refreshments for meetings, kitchen supplies, postage stamps, and certified mailings. The Petty Cash Custodian will obtain approval from the Chief Executive Officer prior to reimbursing the employee.

**(d) Tuition Reimbursement for Continuing Education:** Permanent SamCERA employees are eligible to participate in the County's Tuition Reimbursement Program to enhance work performance and career mobility. College level courses may be taken at accredited educational institutions. Requests must be submitted and approved by the supervising manager at least two weeks before the beginning date of the course. The County Human Resources Department will have the final approval for this program.

#### **SECTION 4. CLAIMS FOR EXPENSES.**

**(a) Claim Form.** A claim for expenses shall be submitted within sixty (60) days after incurring the expense. Before any expenses are allowed or paid, the claimant shall file a claim in the manner provided by law for reimbursement claims to be filed with SamCERA, duly certified as correct by the claimant and approved by SamCERA's Chief Executive Officer. The Board Chair is authorized to approve the Chief Executive Officer's claims. When submitting a joint receipt for multiple Trustees and employees, the names of the other participants must be listed on the claim and receipt.

**(b) Itemized receipts:** The claimant shall attach to the claim all itemized receipts showing the moneys expended by the claimant. If a receipt includes non-SamCERA expenses such as personal expenses, the claim shall reflect only the portion of the expense that pertains to SamCERA. Receipts are required for all expenditures in excess of \$25. If a receipt is lost, the claimant must detail the expenditure to the best of their ability and attest to its accuracy by affixing their signature to the reimbursement expense.

**(c) Expenses Must Be Actually Incurred.** SamCERA Trustees or employees shall not submit a claim to SamCERA except for those expenses actually incurred in connection with the performance of official business of the retirement association.

**(d) Approval by the Board.** All reimbursable expenses for Trustees that do not fall within the above provisions may be approved by the Board of Retirement at a public meeting before the expense is incurred.

#### **SECTION 5. ADVANCE PAYMENTS FOR EXPENSES.**

Whenever it appears to be in the best interests of SamCERA that any Trustee or employee of SamCERA travel outside of the County of San Mateo on official business, and where prior authorization for such travel has been given by the Board of Retirement, and it appears that it is necessary that such Trustee or employee be allowed a sum of money not in excess of two thousand five hundred dollars (\$2,500) for such travel expenses in advance, a claim for such advance showing the emergency requiring such advance shall be made out in the regular form and approved by the Chief Executive Officer and thereafter SamCERA shall draw their warrant in favor of such Trustee or employee. The Trustee or employee receiving such advance shall file with SamCERA after their return from such trip an itemized account, together with proper



vouchers of their expenses and shall pay to SamCERA any balance remaining unexpended for SamCERA business purposes. SamCERA shall attach such statement to the original claim for such advance and shall immediately make the proper adjustment of the account from which the advance was drawn.

**SECTION 6.    REPORTING BY TRUSTEES OF THE BOARD OF RETIREMENT**


Trustees shall provide a brief report, either orally or in writing, on meetings attended at the expense of SamCERA at the next attended regular meeting of the Board.

**SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION**  
**Board of Retirement**

December 3, 2024

Agenda Item 7.4

**TO:** Board of Retirement

**FROM:** Scott Hood, Chief Executive Officer 

**SUBJECT:** Approval of Resolution Changing the September 23, 2025 Board Meeting to September 30, 2025

**Recommendation**

Approve a resolution changing the Board's regular meeting schedule, moving the September 23, 2025 meeting to September 30, 2025.

**Background**

The Board's regular meetings are generally scheduled on the fourth Tuesday of each month at 10:00 a.m. The Board is authorized by Article III, Section 3.4 of the Board's Regulations to change its meeting times and dates.

**"Regular Meetings:** Regular meetings of the Board shall be held on the Fourth Tuesday of each month. Meetings shall begin at 10:00 a.m. Meetings shall be held in SamCERA's offices. By resolution, the Board may add, cancel and/or approve a change in the date, time and/or location of meetings within the County, if the proposed change is included on the agenda of a regular meeting."

**Discussion**

At its September 24, 2024 meeting, the Board approved the regular meeting schedule for 2025. That schedule provides that the Board would meet on September 23, 2025, the fourth Tuesday of the month. Staff is requesting to change the meeting to one week later so that the actuary can use the additional time to prepare the annual valuation. The Board has met on the 5<sup>th</sup> Tuesday in September in the past for this same reason.

Staff recommends that Board formally change the date of the meeting so that staff can publish the meeting notice and reflect the new information on SamCERA's website.

**Attachment**

Resolution Changing the September 23, 2025, Board Meeting to September 30, 2025

**RESOLUTION RESCHEDULING THE SEPTEMBER 2025 BOARD OF RETIREMENT  
REGULAR MEETING**

RESOLUTION 2024-\_\_\_\_\_

RESOLVED, by the Board of Retirement, that

WHEREAS, Board of Retirement Regulation Article III, Section 3.4 "Regular Meetings" provides that regular meetings of the Board shall be held on the Fourth Tuesday of each month, and that meetings shall begin at 10:00 a.m. and shall be held in SamCERA's offices; and

WHEREAS, Regulation Section 3.4 further provides that by resolution, the Board may add, cancel, and/or change the date, time, and/or location of meetings within the County, if the proposed change is included on the agenda of a regular meeting; and

WHEREAS, this Board desires to reschedule its September 23, 2025 meeting to September 30, 2025 to provide an additional week for the completion of the annual actuarial valuation;

NOW, THEREFORE, IT IS HEREBY DETERMINED AND ORDERED that the Board of Retirement's regular meeting schedule for the calendar year 2025 shall be revised so that the Board's September 23, 2025 meeting shall be rescheduled to September 30, 2025.

Regularly passed and adopted, by the San Mateo County Employees' Retirement Association, Board of Retirement, on December 3, 2024.

Ayes, Trustees:

Noes, Trustees:

Absent, Trustees:

Abstain, Trustees:

---


Sandie Arnott, Board Secretary  
SamCERA

**SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION**  
**Board of Retirement**

December 3, 2024

Agenda Item 7.5

**TO:** Board of Retirement

**FROM:** Scott Hood, Chief Executive Officer 

**SUBJECT:** Approval of Resolution Authorizing the Chief Executive Officer to Negotiate and Execute a Memorandum of Understanding with the County of San Mateo for Supplemental Contributions

**Recommendation**

Approve a resolution authorizing the Chief Executive Officer to negotiate and execute a Memorandum of Understanding with the County of San Mateo for supplemental contributions.

**Background**

On November 19, 2013, SamCERA and the County of San Mateo (the County) entered into a Memorandum of Understanding (MOU) with the goal of reducing the County's unfunded actuarial accrued liability (UAAL) by making supplemental contributions beyond its statutory obligations. On August 13, 2014, the MOU was amended to clarify the earnings method for the funds in the County Supplemental Contribution Account (CSCA).

Under the terms of the 2013 MOU, the County would contribute a \$50 million initial contribution followed by \$10 million per year for the remaining term of the MOU. Additionally, the County would contribute as a percentage of pay, the difference between 38.14% of pay and the Statutory Contribution rate, each year. The 2013 MOU provided that the supplemental contributions were to be invested with other retirement assets, at SamCERA's discretion, and were subject to the same market risk with the earnings or losses impacting the UAAL reduction and required contributions. The funds in the CSCA were to be used solely for County member benefits and administrative costs and the County, in its sole discretion, could discontinue, increase, or decrease its planned supplemental contributions for any year.

Throughout the term of the MOU the County contributed in excess of \$266 million. The MOU expired on June 30<sup>th</sup> 2023.

**Discussion**

Staff recommends that the Board authorize the Chief Executive Officer, in consultation with the Chief Legal Counsel, to coordinate with County staff to prepare and enter into a new MOU.

The County desires to enter a new MOU for supplemental contributions with SamCERA in order to continue to reduce its pension liabilities and to stabilize the employer contribution rate. The County intends to make additional supplemental contributions to the CSCA of \$50 million in FY 2024-25 and \$50 million in FY 2029-30. The County also intends to pay a minimum rate of 27% of pay with any contributions made above the statutory contribution rate going into the CSCA.

The terms of the proposed MOU are substantially the same as the previous MOU and are as follows:

- All supplemental County contributions would be treated actuarially to benefit only the County. SamCERA's other employers (the Mosquito and Vector Control District and the Superior Court) will not see any positive or negative actuarial impact from the County's supplemental contributions.
- All supplemental funds would become part of SamCERA's invested assets and treated the same as all other funds for investment purposes.
- The County would always retain full discretion to provide a smaller or greater contribution than the planned 27% level, but never less than the minimum actuarially determined contributions consistent with Chapter 3 (commencing with Section 31450) of Part 3 of Division 1 of Title 3 of the Government Code ('37 Act") and the California Public Employees' Pension Reform Act of 2013 ("PEPRA") contained in Article 4 of Division 7, Title 1 (Commencing with Section 7522) Government Code, referred to in the 2013 MOU as the Statutory Contribution Rate (SCR). The County, in its sole discretion, would also be able to discontinue, increase, or decrease its planned supplemental contributions for any year.
- The MOU would be effective upon full execution by the parties and remain in effect through the end of Fiscal Year 2029-30.
- The MOU could be amended by mutual written agreement of the parties.

Based on current demographic and economic assumptions, the proposed MOU is anticipated to stabilize the County's contribution rate and reduce its pension liabilities in a manner similar to the attached rate projection sheet. The County's supplemental contributions do not guarantee such projected rates, however, and the County's actual contribution rates may be greater than projected if such assumptions are not met.

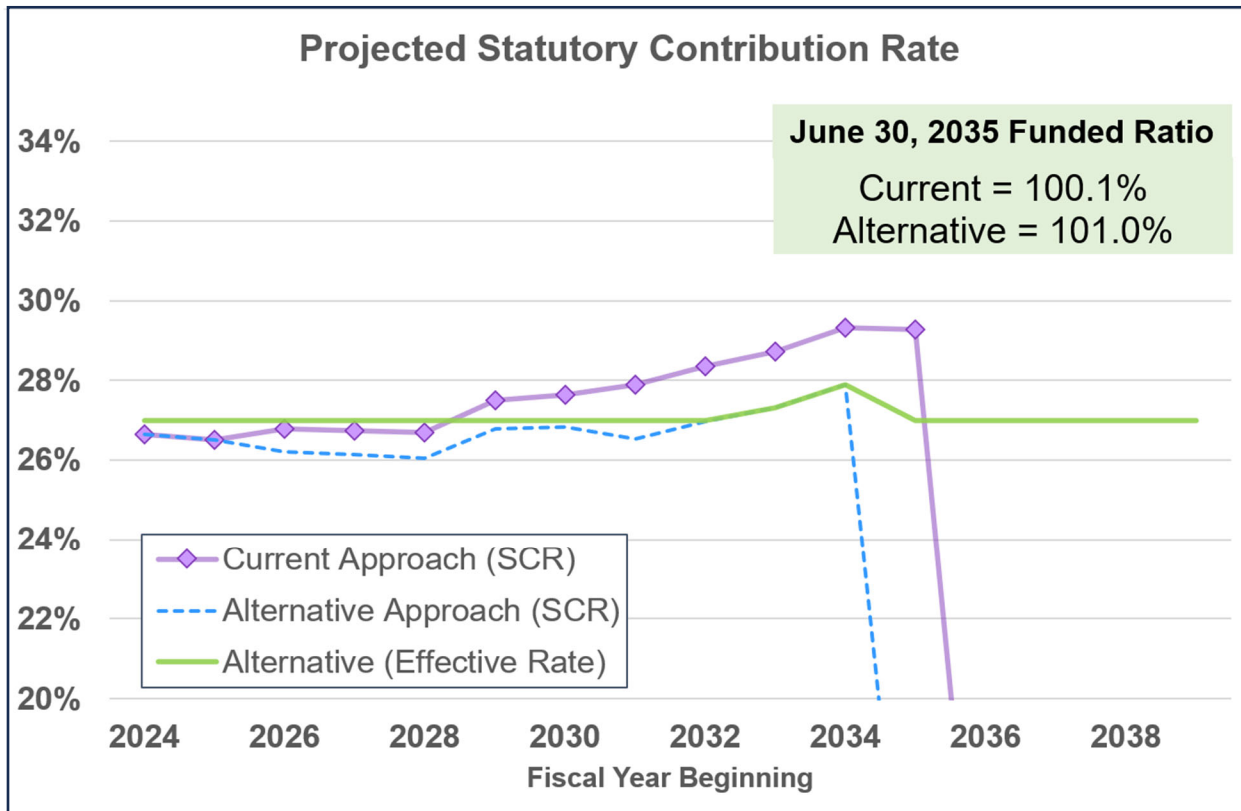
The Board of Supervisors are expected to take up this item at their meeting on December 10, 2024, and grant the County Executive the authority to negotiate and enter into an MOU with SamCERA.

#### **Attachments**

SamCERA Employer Rate Projection Sheet

Resolution Authorizing the CEO to Enter into MOU with San Mateo County for Supplemental Contributions

# SamCERA Employer Retirement Contribution Rate Scenario



This chart was prepared by SamCERA’s Actuary, Milliman, Inc after completing SamCERA’s 6/30/24 Valuation. The purple line projects the aggregate employer contribution rate and approximates the County contribution rate, using the assumptions set by SamCERA and assumes that all assumptions are met in every subsequent year. Note that the rate begins to rise in 2029 as credits from contributions to the County’s Supplemental Contribution Account (CSCA), which temporarily reduced the contribution rate, are fully recognized. The rate is projected to drop off significantly in 2035 from its high point of over 29% as the unfunded liability is projected to be paid off and the Statutory Contribution Rate (SCR) is reduced to only the normal cost, near 10.82%.

The green line represents the projected contribution rate assuming the same assumptions as used to generate the purple line are kept and the fund meets all those assumptions; except that the County would make two \$50 million dollar contributions into the CSCA, one in FY 25 and one in FY 30. The green line reflects a flat rate of 27% that the County elects to pay until the Statutory Contribution Rate is projected to be higher than 27%, estimated to be in 2033. Until that time, the difference between the 27% and the calculated SCR will be placed in the CSCA. A one-time payroll adjustment increase of 5% due to negotiated salaries being enacted above the salary assumption is factored in, which results in an additional \$125M added to the Actuarial Accrued Liability (AAL).

The blue dotted line represents the calculated SCR based on the County making the two \$50M contributions and paying the 27% contribution rate until the SCR goes above 27%.

**SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION**

**RESOLUTION 2024-\_\_\_**

**RESOLUTION AUTHORIZING THE CHIEF EXECUTIVE OFFICER TO NEGOTIATE AND EXECUTE A MEMORANDUM OF UNDERSTANDING WITH THE COUNTY OF SAN MATEO FOR SUPPLEMENTAL CONTRIBUTIONS**

**WHEREAS**, the Board has the power and duty to manage and administer a retirement system (the "System") for participating current and retired employees of the County of San Mateo ("County"), the Superior Court of San Mateo ("Court") and the San Mateo County Mosquito and Vector Control District ("District") under Chapter 3 (commencing with Section 31450) of Part 3 of Division 1 of Title 3 of the Government Code ('37 Act") and the California Public Employees' Pension Reform Act of 2013 ("PEPRA") contained in Article 4 of Division 7, Title 1 (Commencing with Section 7522) Government Code; and

**WHEREAS**, on November 19, 2013, SamCERA and the County entered into a Memorandum of Understanding (the "2013 MOU") with the goal of reducing the County's unfunded actuarial accrued liability ("UAAL") by making supplemental contributions beyond its statutory obligations, which 2013 MOU was subsequently amended to clarify the earnings method for the funds in the County Supplemental Contribution Account (the "CSCA"); and

**WHEREAS**, under the terms of the 2013 MOU, the County made a \$50 million initial contribution followed by \$10 million per year for the remaining term of the MOU and further contributed, as a percentage of pay, the difference between 38.14% of pay and the Statutory Contribution rate, each year; and

**WHEREAS**, the 2013 MOU provided that the supplemental contributions were to be invested with other retirement assets, at SamCERA's discretion, and were subject to the same market risk with the earnings or losses impacting the UAAL reduction and required contributions, and further provided that the funds in the CSCA were to be used solely for County member benefits and administrative costs and the County, in its sole discretion, could discontinue, increase, or decrease its planned supplemental contributions for any year; and

**WHEREAS**, throughout the term of the 2013 MOU, which expired on June 30, 2023, the County contributed in excess of \$266 million; and

**WHEREAS**, the County desires to enter a new MOU to be effective upon execution by the County and SamCERA which will remain in effect through the end of Fiscal Year 2029-30, and which provides for supplemental contributions by the County to the CSCA of \$50 million in

FY 2024-25 and \$50 million in FY 2029-30 with the intention of the County paying a minimum rate of 27% of pay with any contributions made above the statutory contribution rate going into the CSCA and with the remainder of the terms of such MOU to be substantially the same as the 2013 MOU; and

**WHEREAS**, the County understands that any such supplemental contributions shall be subject to the same investment risks as the other funds in the Retirement Fund and further understands that the Retirement Fund's investment gains or losses may be higher or lower than the expected rate of return, which in turn, will affect the reduction of the UAAL, other projected impacts of supplemental contributions, and the corresponding necessary Statutory Contribution Rate contribution amounts; and

**WHEREAS**, although based on current demographic and economic assumptions, the proposed MOU is anticipated to stabilize the County's contribution rate and reduce its pension liabilities, both parties understand that the County's supplemental contributions do not guarantee the rates projected and the County's actual contribution rates may be greater than projected if such assumptions are not met; and

**WHEREAS**, staff understands that the Board of Supervisors is anticipated to take up this item at their meeting on December 10, 2024, and grant the County Executive the authority to negotiate and enter into an MOU with SamCERA and therefore it is in SamCERA's best interest to delegate the authority to its Chief Executive Officer to negotiate and execute such MOU prior to the Board of Retirement's next regular meeting on January 28, 2025;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Retirement hereby authorizes the Chief Executive Officer to negotiate and execute a Memorandum of Understanding with the County of San Mateo for supplemental contributions with terms substantially the same as the 2013 MOU including, but not limited to, the following:

- The County intends to make additional supplemental contributions to the CSCA of \$50 million in FY 2024-25 and \$50 million in FY 2029-30 with the intention of paying a minimum rate of 27% of pay with any contributions made above the statutory contribution rate going into the CSCA;
- All supplemental County contributions will be treated actuarially to benefit only the County. SamCERA's other employers (the Mosquito and Vector Control District and the Superior Court) will not see any positive or negative actuarial impact from the County's supplemental contributions;
- All supplemental funds will become part of SamCERA's invested assets and treated the same as all other funds for investment purposes;



- The County will retain full discretion to provide a smaller or greater contribution than the planned 27% level, but never less than the minimum actuarially determined contributions consistent with Chapter 3 (commencing with Section 31450) of Part 3 of Division 1 of Title 3 of the Government Code ('37 Act") and the California Public Employees' Pension Reform Act of 2013 ("PEPRA") contained in Article 4 of Division 7, Title 1 (Commencing with Section 7522) Government Code, referred to in the 2013 MOU as the Statutory Contribution Rate (SCR);
- The County, in its sole discretion, will also be able to discontinue, increase, or decrease its planned supplemental contributions for any year;
- The MOU will be effective upon full execution by the parties and remain in effect through the end of Fiscal Year 2029-30; and
- The MOU may only be amended by mutual written agreement of the parties; and

**BE IT FURTHER RESOLVED**, that the Chief Executive Officer is hereby authorized and directed to execute any necessary subsequent amendments and minor modifications in order to implement and administer the Memorandum of Understanding.

*Regularly passed and adopted, by the San Mateo County Employees' Retirement Association, Board of Retirement, on December 3, 2024.*

*Ayes, Trustees:*

*Noes, Trustees:*

*Absent, Trustees:*

*Abstain, Trustees:*

---

*Sandie Arnott, Board Secretary*  
*SamCERA*