



FIDUCIARY
INVESTMENT ADVISORS

Strategic thinking. Customized solutions.

Avon, CT Employee Plans

Executive Summary - Second Quarter 2019

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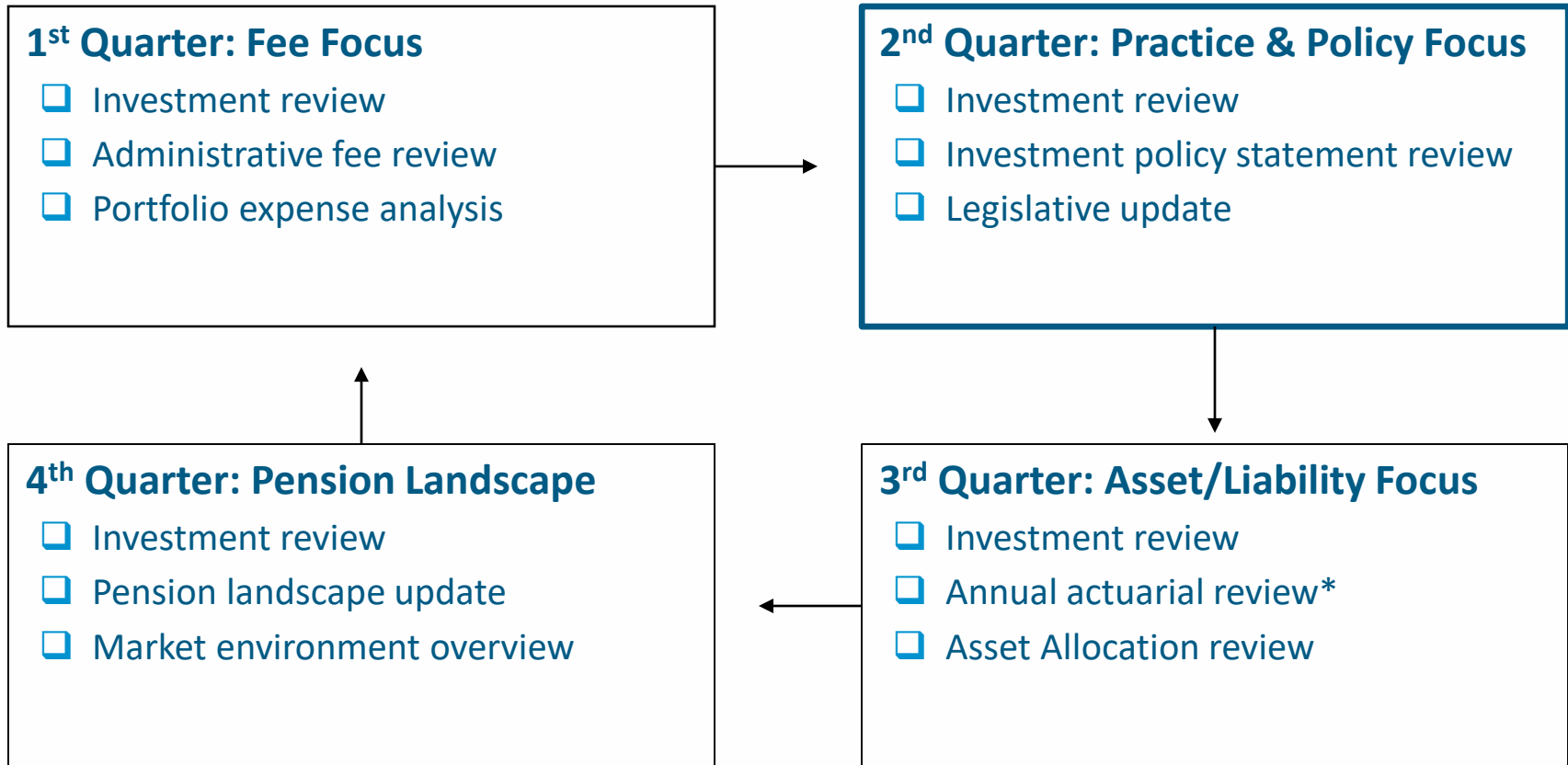
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* Timing of actuarial and liability review dependent on client's individual plan and /or fiscal year and actuarial input.

Investment Policy Statement Considerations

An Investment Policy Statement provides the first step in establishing the FIDUCIARY TRAIL™.

- A well-written IPS is broad enough to allow flexibility, but detailed enough to provide appropriate oversight.
- The essential components of an effective IPS are outlined below:

Component	Included in Avon Municipal Plan's Investment Policy Statement?
Contains the detail to define, implement and manage a specific investment strategy.	Yes
Defines the duties and responsibilities of <u>all</u> parties involved.	Yes
Defines diversification and rebalancing guidelines consistent with the client's risk profile and time horizon.	Yes
Defines due diligence criteria for selecting investment options.	Yes
Defines monitoring criteria for investment options.	Yes

In the following pages, you will find the most recent IPS on file for the Town of Avon Consolidated Retirement Plan and the Board of Education Pension Plan. The body of the IPS and the asset allocation table in Appendix A are as of September 2018. There are no recommendations for change at this point in time.

**Consolidated Retirement Plan for Police Offices, Non-Organized Employees,
Public Works Employees, and Dispatchers of Town of Avon**

INVESTMENT POLICY STATEMENT

September 2018

Introduction & Purpose

The Consolidated Retirement Plan for Police Offices, Non-Organized Employees, Public Works Employees, and Dispatchers of Town of Avon (the “Plan”) has been established to provide retirement benefits to those individuals eligible to receive them. This policy statement outlines the goals and investment objectives for the Plan. This document is intended to provide guidelines for managing the Plan, and to outline specific investment policies that will govern how those goals are to be achieved. This statement:

- Describes the investment objectives of the Plan;
- Defines the responsibilities of the Ad Hoc Pension Investment Advisory Committee (the “Committee”) and other parties responsible for the management of the Plan;
- Establishes investment guidelines regarding the selection of investment managers and diversification of assets;
- Specifies the criteria for evaluating the performance of the investment managers and of the Plan as a whole.

Investment Objective

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

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

Assignment of Responsibilities

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

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

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

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

Asset Allocation

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

Rebalancing

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

Selection Criteria for Investment Managers

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

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

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

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

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

Securities Guidelines

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

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

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

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

Proxy Voting

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

Investment Monitoring and Reporting

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

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

Watch list criteria may include the following:

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

Termination of an Investment Manager or Fund

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

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

There are no hard and fast rules for manager termination. However, if the

investment manager has consistently failed to adhere to one or more of the above conditions, termination may be considered. Failure to remedy the circumstances of unsatisfactory performance by the manager/fund, within a reasonable time, may be grounds for termination.

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

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

Approval

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

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Name: _____

Signature: _____

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Appendix A

Target Asset Allocation Table

Asset Class	Min Weight	Target Weight	Max Weight	Benchmark Index
Cash & Equivalents	0.0%	0.0%	0.0%	90-Day US T Bill
Fixed Income	25.0%	37.5%	50.0%	Bloomberg Barclays Aggregate Index
Domestic Equities	20.0%	36.7%	50.0%	Russell 3000 Index
International Equities	10.0%	22.5%	35.0%	MSCI ACWI ex-U.S. Index
Inflation Protection	0.0%	3.3%	7.0%	Custom Blend

Retirement Plan for Board of Education of Town of Avon

INVESTMENT POLICY STATEMENT

September 2018

Introduction & Purpose

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

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Appendix A

Target Asset Allocation Table

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Domestic Equities	20.0%	36.7%	50.0%	Russell 3000 Index
International Equities	10.0%	22.5%	35.0%	MSCI ACWI ex-U.S. Index
Inflation Protection	0.0%	3.3%	7.0%	Custom Blend

Legislative Update

In January 2019, the Society of Actuaries (SOA) published mortality tables specifically for U.S. public pension plans for the first time ever.

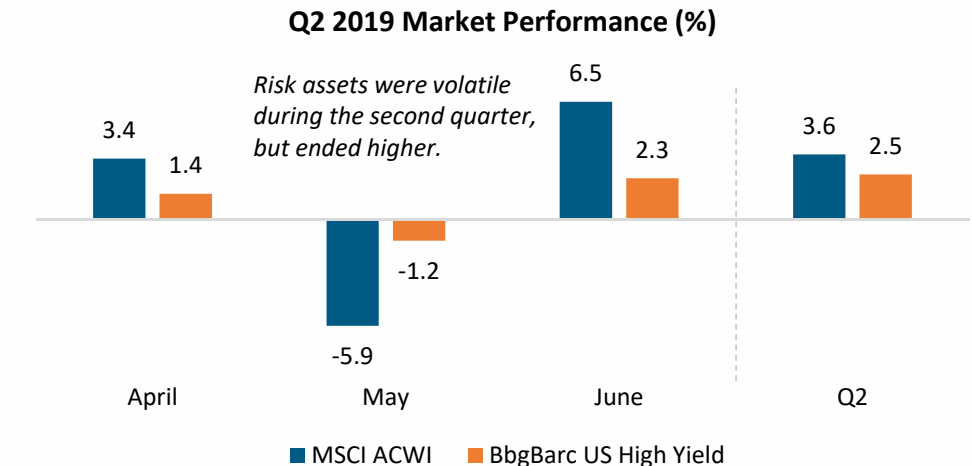
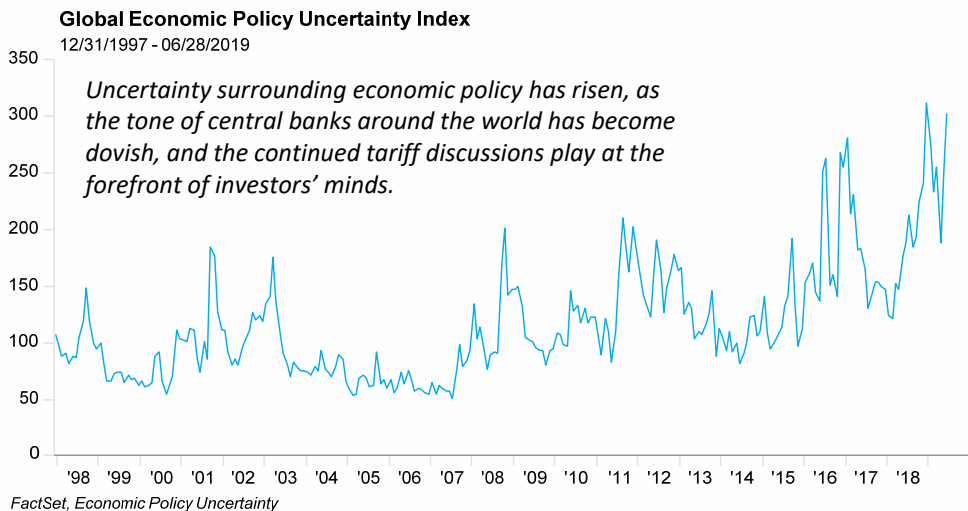
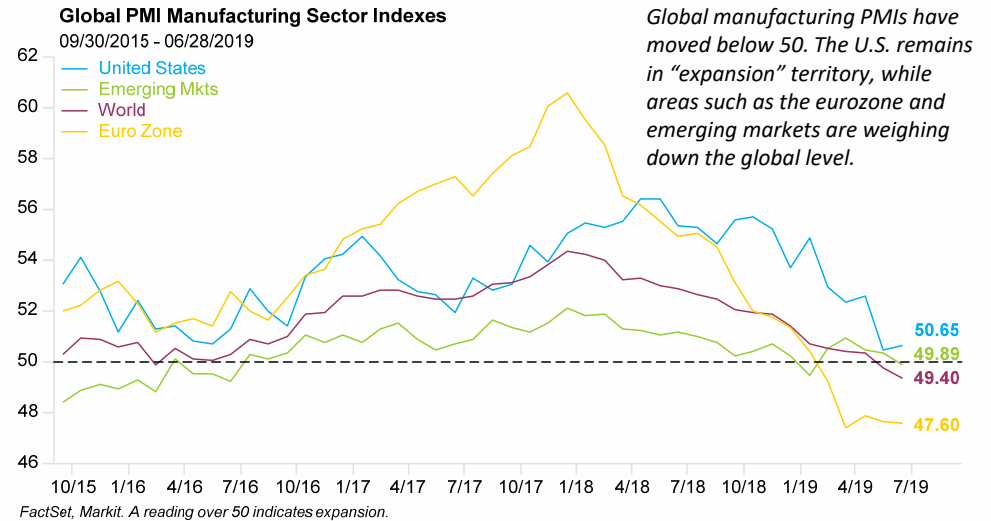
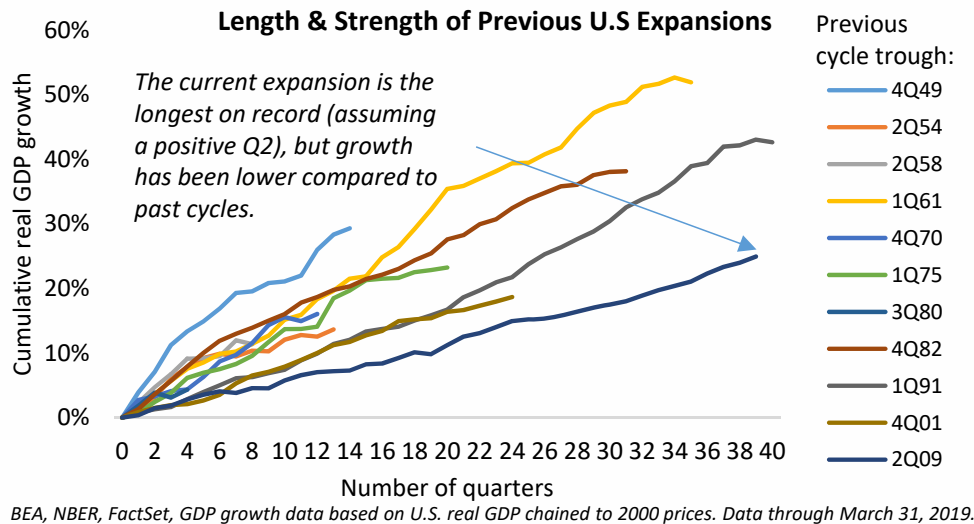
- The widely used RP-2014 mortality tables included data only from private pension plans so the SOA initiated a study of public plans only.
- The study was based on 46 million life-years of exposure data and 580,000 deaths from 78 public pension plans and 35 public pension systems in the U.S.
- New tables include individual mortality assumptions for teachers, public safety professionals, and general employees allowing plans the ability to use a variation tailored to their actual demographic experience.
- New tables reflect today's longer life expectancies, but the actual impact on each plan's liabilities will vary based on each plan's demographics.

Actuarial Standards of Practice No. 51 (ASOP 51), Assessment and Disclosure of Risk Associated with Measuring Pension Obligations and Determining Pension Plan Contributions

- Requires the actuary to identify risks that may reasonably be anticipated to significantly affect the pension plan's future financial condition, including investment risk, interest rate risk, asset/liability mismatch risk, longevity and other demographic risk, and contribution risk.
- Effective for measurement dates on or after November 1, 2018

Market Review

- The current U.S. expansion is now the longest on record, but its magnitude may shelter typical late cycle imbalances.
- Dovish central bank postures and trade policy headway buoyed markets despite mounting economic uncertainty.
- Markets ended the quarter higher, but it was not a linear path to the finish.



Morningstar Direct

Index Results

U.S. EQUITY	QUARTER	YTD	1 YEAR	3 YEAR	5 YEAR	10 YEAR
S&P 500	4.3	18.5	10.4	14.2	10.7	14.7
Russell 1000	4.2	18.8	10.0	14.1	10.5	14.8
Russell 1000 Value	3.8	16.2	8.5	10.2	7.5	13.2
Russell 1000 Growth	4.6	21.5	11.6	18.1	13.4	16.3
Russell Mid Cap	4.1	21.3	7.8	12.2	8.6	15.2
Russell Mid Cap Value	3.2	18.0	3.7	8.9	6.7	14.6
Russell Mid Cap Growth	5.4	26.1	13.9	16.5	11.1	16.0
Russell 2000	2.1	17.0	(3.3)	12.3	7.1	13.4
Russell 2000 Value	1.4	13.5	(6.2)	9.8	5.4	12.4
Russell 2000 Growth	2.7	20.4	(0.5)	14.7	8.6	14.4
Russell 3000	4.1	18.7	9.0	14.0	10.2	14.7
FTSE NAREIT Equity REITs Index	1.2	17.8	11.2	4.2	7.9	15.5
INTERNATIONAL EQUITY	QUARTER	YTD	1 YEAR	3 YEAR	5 YEAR	10 YEAR
MSCI ACWI ex-US	3.0	13.6	1.3	9.4	2.2	6.5
MSCI EAFE	3.7	14.0	1.1	9.1	2.2	6.9
MSCI EAFE Value	1.5	9.6	(2.1)	8.5	0.1	5.5
MSCI EAFE Growth	5.7	18.5	4.2	9.7	4.4	8.2
MSCI EAFE Small Cap	1.7	12.5	(6.3)	9.1	4.4	9.7
MSCI EM (Emerging Markets)	0.6	10.6	1.2	10.7	2.5	5.8
FIXED INCOME	QUARTER	YTD	1 YEAR	3 YEAR	5 YEAR	10 YEAR
Barclays U.S. Aggregate Bond	3.1	6.1	7.9	2.3	2.9	3.9
Barclays U.S. Gov/Credit Bond	3.5	6.9	8.5	2.4	3.1	4.1
Barclays Gov/Credit Long Bond	6.6	13.5	13.8	3.8	5.7	7.6
Barclays U.S. Corp High Yield	2.5	9.9	7.5	7.5	4.7	9.2
Barclays Municipal Bond	2.1	5.1	6.7	2.6	3.6	4.7
Barclays U.S. TIPS	2.9	6.2	4.8	2.1	1.8	3.6
BofA Merrill 3-Month T-Bill	0.6	1.2	2.3	1.4	0.9	0.5
NON-TRADITIONAL	QUARTER	YTD	1 YEAR	3 YEAR	5 YEAR	10 YEAR
Bloomberg Commodity Index	(1.2)	5.1	(6.8)	(2.2)	(9.1)	(3.7)
HFRI Fund of Funds Index	1.6	6.3	1.3	4.3	2.2	3.2
NCREIF Property Index (3/31/2019)	1.8	1.8	6.8	7.1	9.1	8.5
CPI (3/31/2019)	0.6	0.6	1.9	2.2	1.5	1.8

Sources: Morningstar Direct, Standard & Poor's, Russell, FTSE, MSCI, Barclays Capital, BofA Merrill Lynch, Bloomberg, HFRI, NCREIF. Data as of 06/30/2019 unless otherwise noted.

Equity & Fixed Income Review

U.S. Equity Size and Style Returns

QTR				1-Year		
Value	Blend	Growth		Value	Blend	Growth
3.8	4.2	4.6	Large	8.5	10.0	11.6
3.2	4.1	5.4	Mid	3.7	7.8	13.9
1.4	2.1	2.7	Small	-6.2	-3.3	-0.5

U.S. equities moved higher during the quarter, as the Federal Reserve's more dovish tone buoyed markets, and seemingly forward progress on trade negotiations with China eased some of the tension. Large-cap stocks generally outperformed small-cap, and growth stocks outshined value. Energy was the lone sector posting a negative return during the quarter on the back of falling oil prices.

International Equity Size and Region Returns (USD)

QTR				1-Year		
Small	Mid	Large		Small	Mid	Large
1.7	3.0	3.9	Dev	-6.3	-2.6	2.1
-1.0	1.3	0.5	EM	-5.1	0.5	1.3

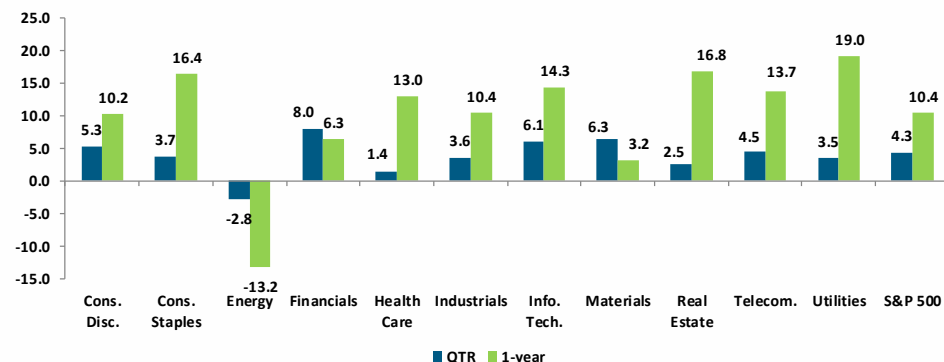
The ECB also showed signs that it may soon reduce interest rates, helping foster positive returns among international developed equities. Emerging market equities lagged developed markets, stemming from weakness in China, which was negatively impacted by uncertainty surrounding trade policy as well as concerns about a slowing economy.

Fixed Income Term and Quality Returns (USD)

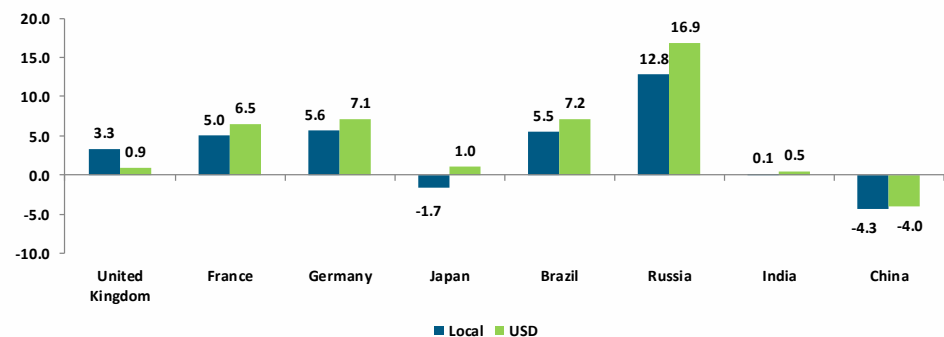
QTR				1-Year		
Short	Interm	Long		Short	Interm	Long
1.5	2.3	6.0	Gov't	4.0	6.2	12.3
1.6	3.1	7.2	Corp	4.9	8.6	15.2

Interest rates moved lower during the period and thus sent bond prices higher, as the potential for an interest rate cut by the Federal Reserve later in the year grew. Corporate bonds outpaced their government counterparts as the demand for yield persisted, while other spread sectors had mixed results. Longer duration securities outperformed due to their greater interest rate sensitivity.

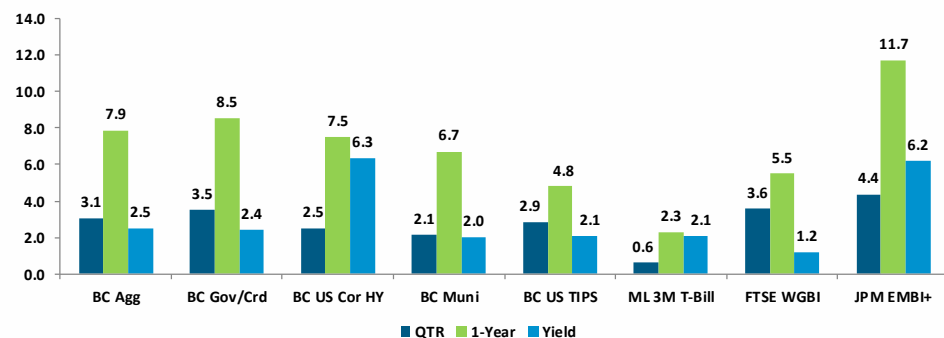
S&P 500 Sector Returns



MSCI Country Results 2Q 2019



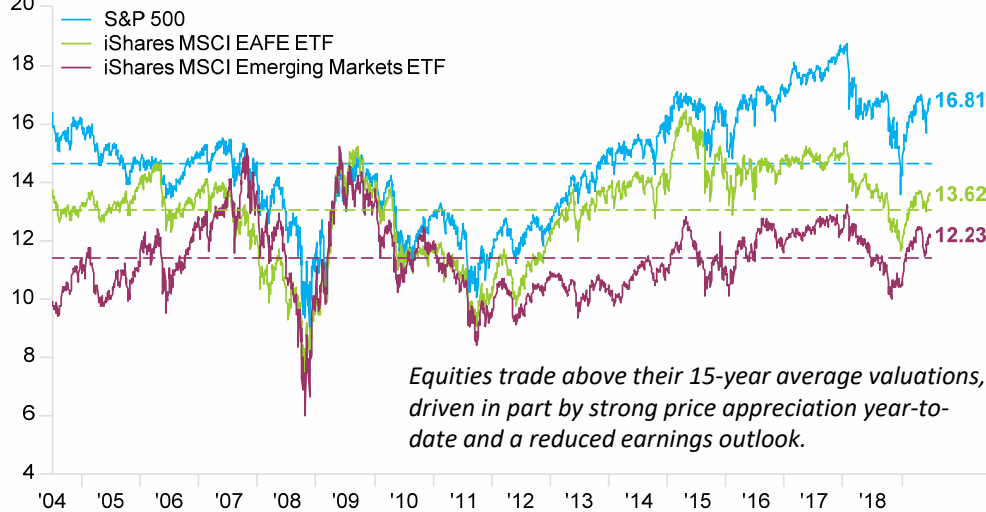
Fixed Income Returns and Yields (%)



Equity Market Review

Equity Valuations - Forward P/E

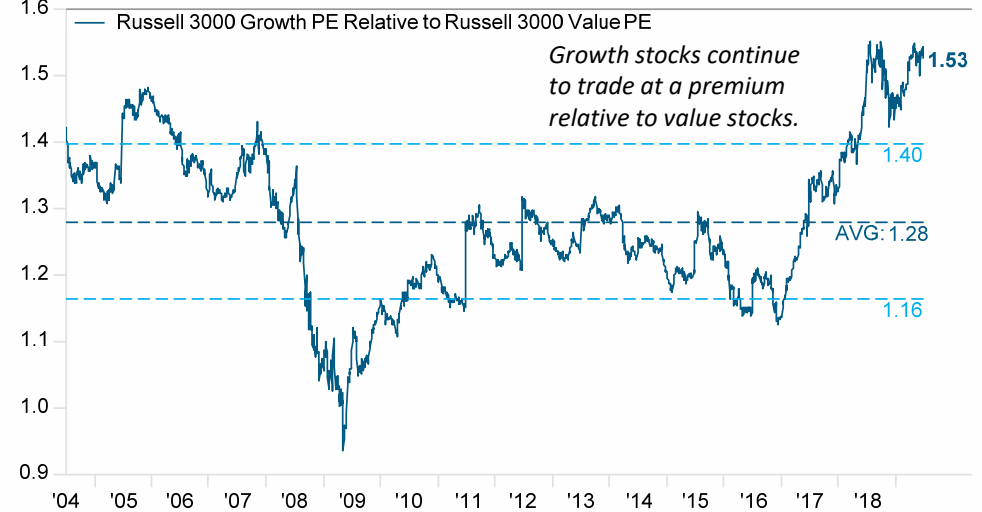
06/30/2004 - 06/28/2019



FactSet, S&P, iShares

Relative Forward P/E

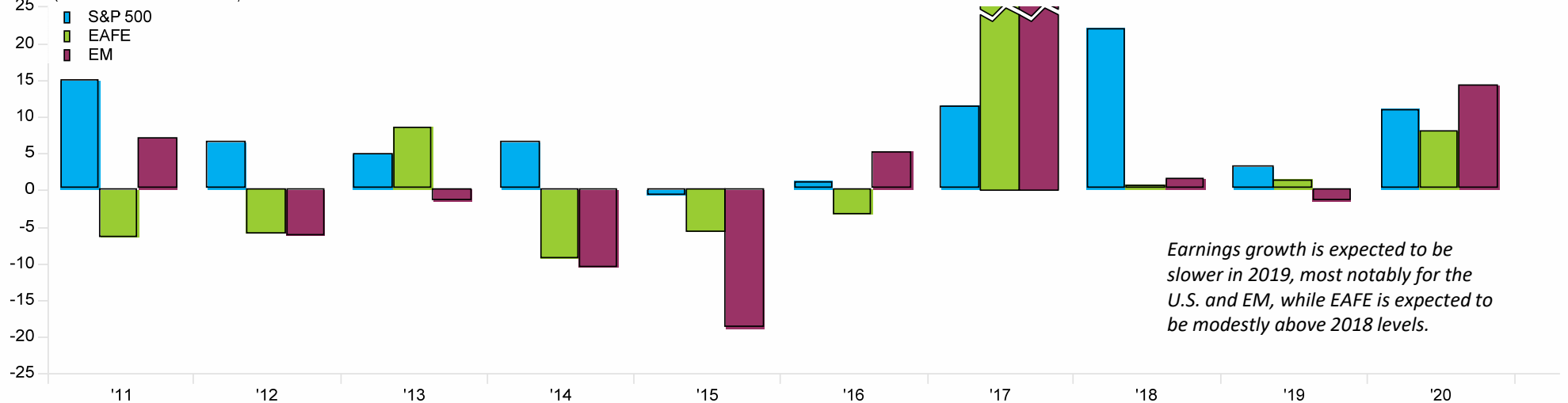
06/30/2004 - 06/28/2019



FactSet, Russell

Global Earnings Growth

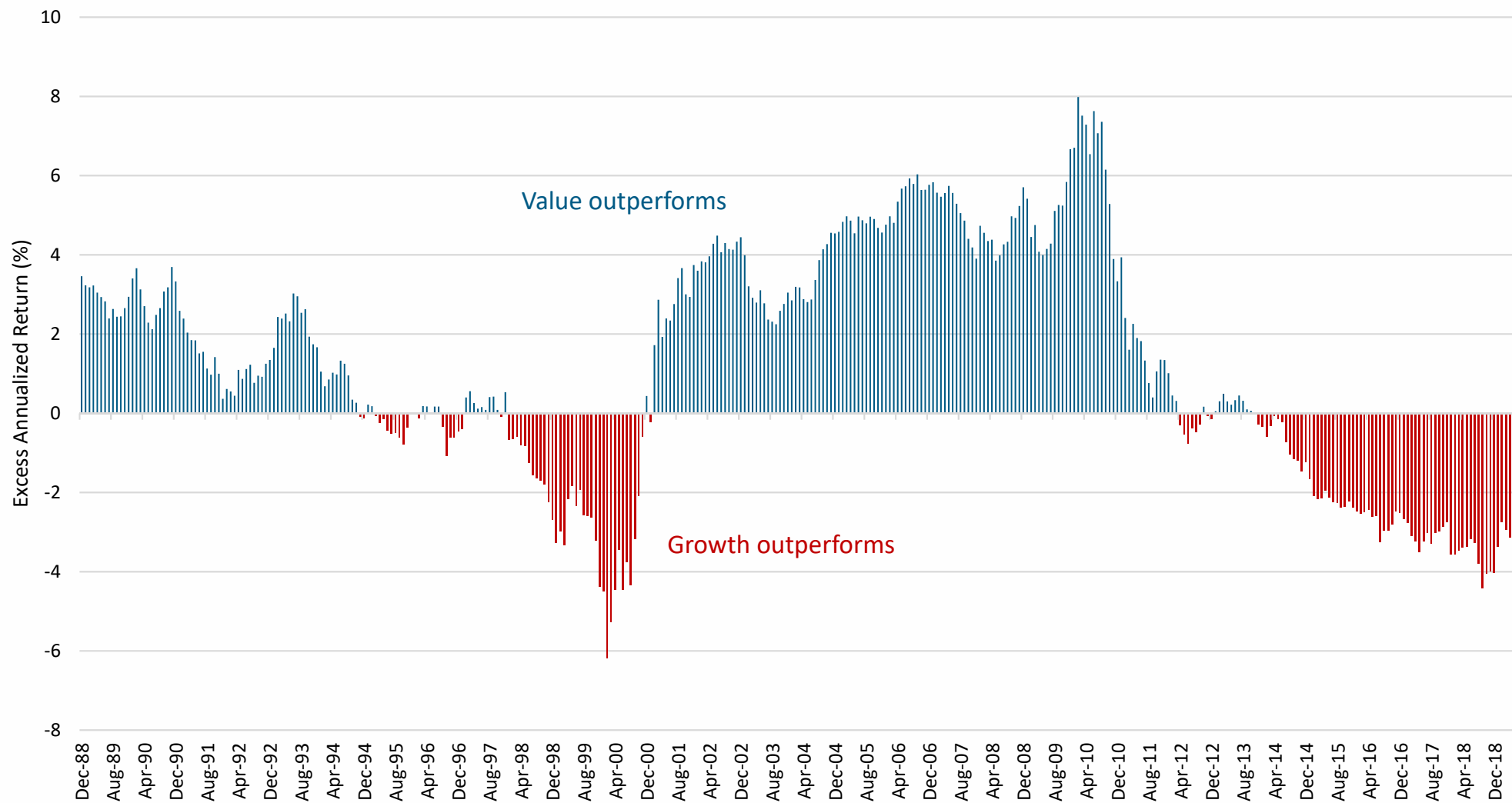
(2019-2020 are estimates)



FactSet. EAFE and EM data based on iShares ETFs

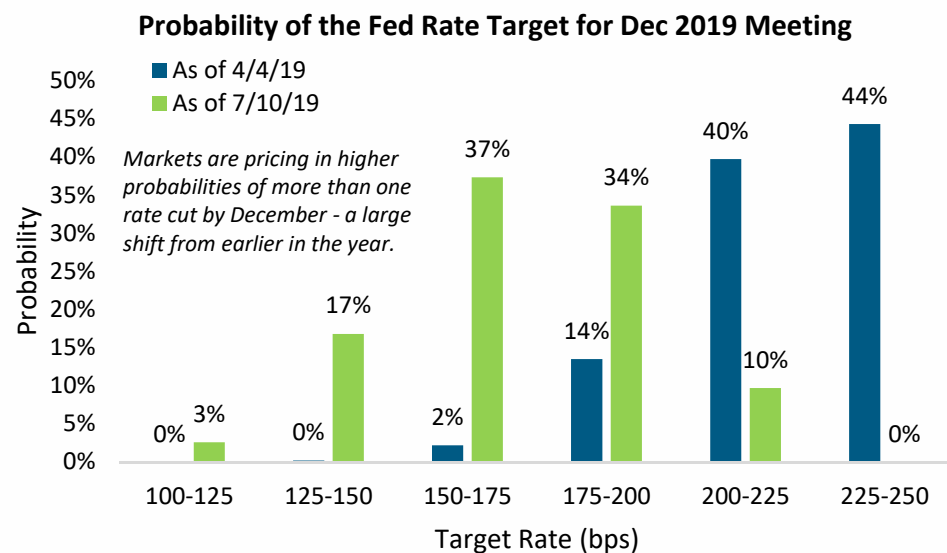
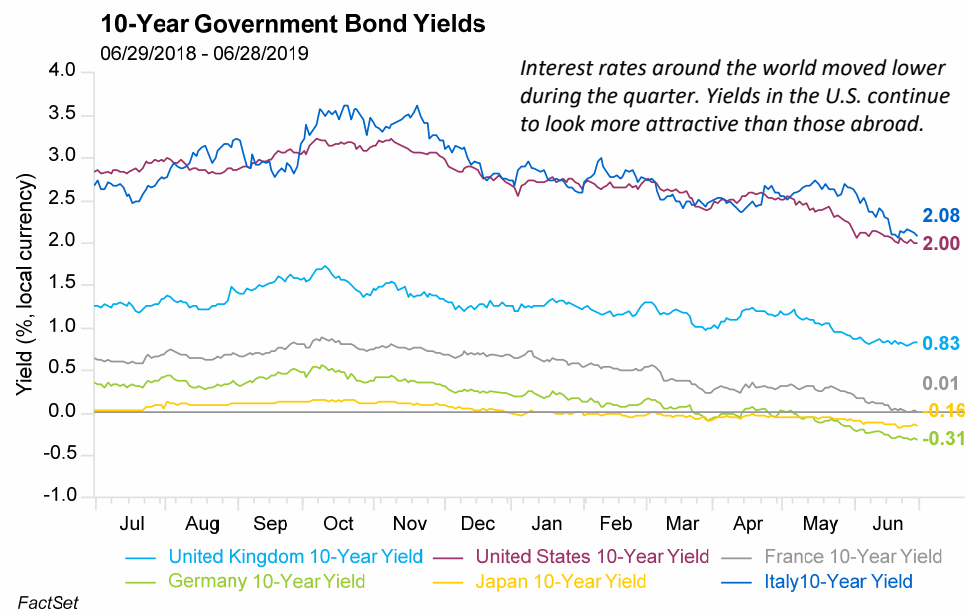
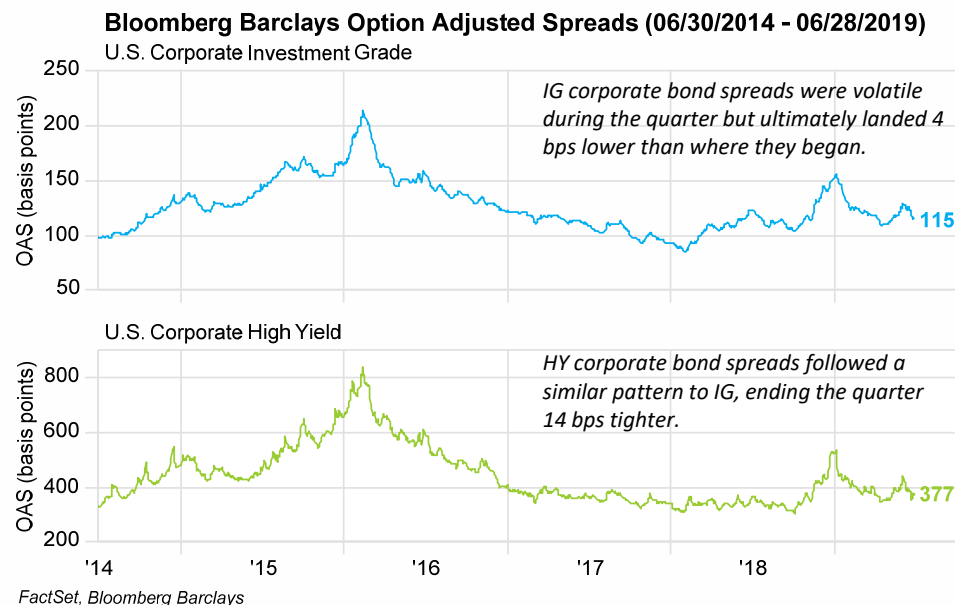
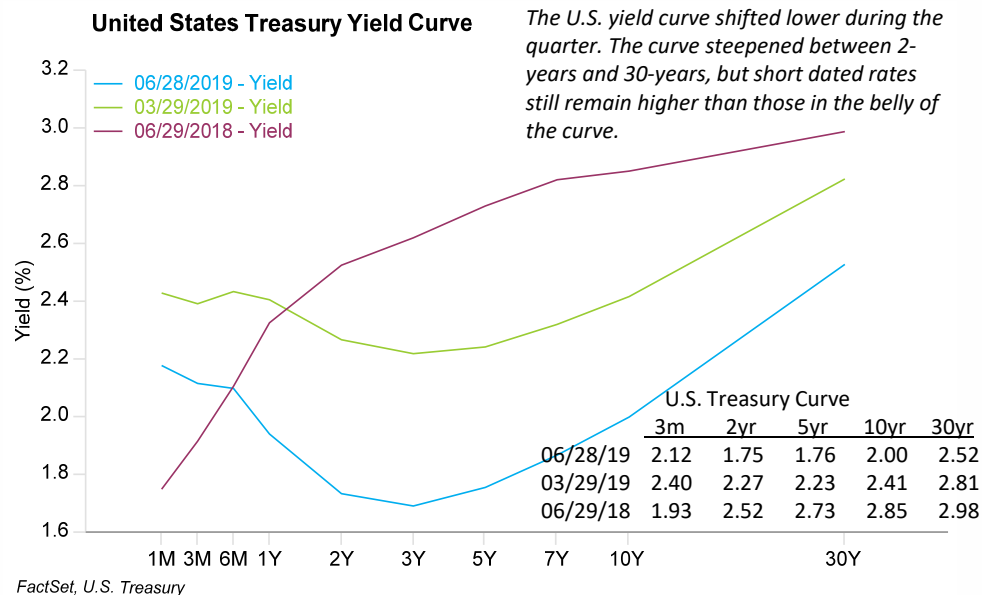
Value vs. Growth

10-Year Rolling Excess Returns
Russell 3000 Value vs. Russell 3000 Growth



MPI Stylus. Data from 1/1/1979 – 6/30/2019

Fixed Market Review

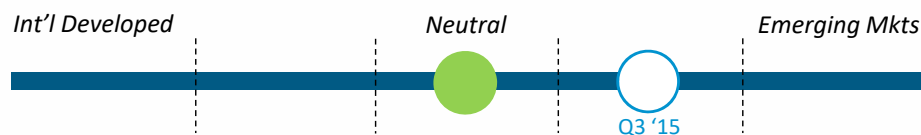
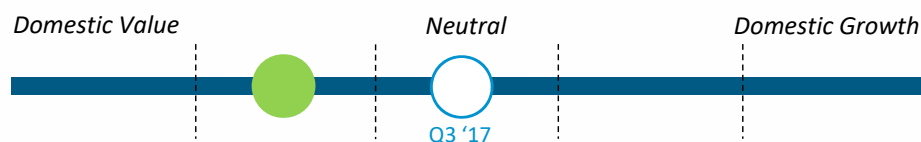
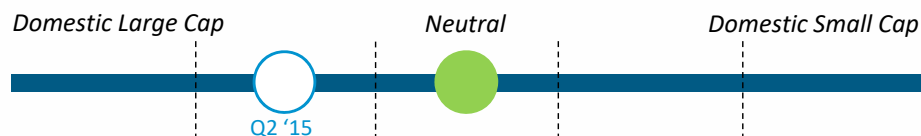
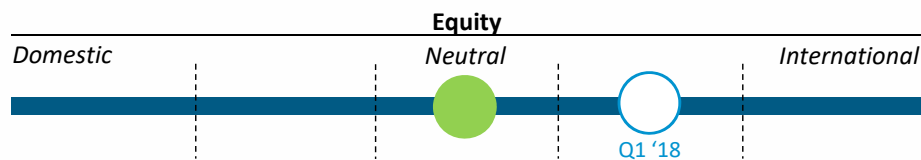
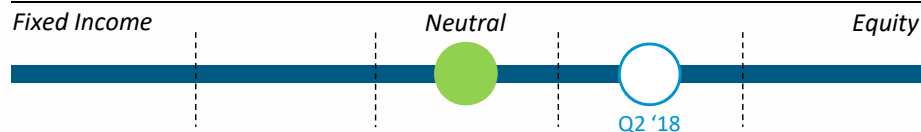


CME FedWatch Tool. The current Federal Funds rate target is 225-250 as of July 10, 2019.

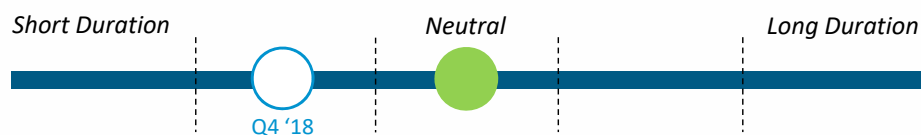
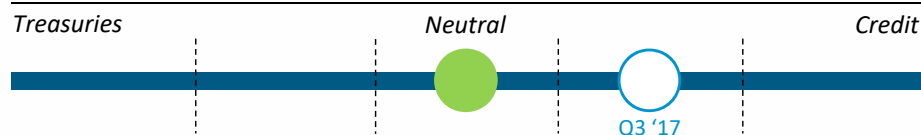
Market Viewpoints

● Current Stance
○ Previous Stance

Asset Allocation



Fixed Income



Rationale

The advanced age of the economic cycle and somewhat elevated risk asset valuations lend credibility to the notion of balanced asset allocation expressions, combined with the recognition that capital market returns may continue to garner additional support from central banks' renewed commitment to stimulus.

Valuation advantages overseas are largely extinguished by a more tepid economic backdrop and foreign equity markets' more direct linkages to the somewhat constrained prospects for global trade. Higher valuations in the U.S. offset the more resilient economic profile in place domestically.

Return disparities across the capitalization spectrum are likely to continue to result from investors' fluctuating appetite for risk and developments on the economic and trade fronts. Late cycle, developments on these fronts are likely to be uneven and varied, which informs our neutral stance.

The relative valuation advantage and return shortfall associated with value investing persist, which continue to set the table, in our opinion, for a reversion back to style parity. This reversal has the potential to unfold in an accelerated manner should equity markets become unsettled.

The valuation profile between developed and emerging markets remains in balance, and we expect the entirety of foreign equity markets, on balance, to react in a somewhat similar vein to the matters of global economic prospects, trade negotiations, and central bank policy developments. As such, we remain inclined to our neutral stance.

Spreads ended the quarter slightly tighter than where they began the period, and credit continues to garner support from investors' bid for yield and durable corporate financial health. Late cycle dynamics remain in play, however, and investors will likely be well served elevating selectivity in the credit arena.

We expect rates to be largely range-bound over our forecast period. Central bankers' efforts to transmit policy stances with elevated transparency mitigates rate surprises on the front-end of the yield curve, and the murkier global economic picture (combined with the appetite that remains for what yield is available further out the curve) should keep longer rates in check.

These viewpoints represent FIA's general assessment of the highlighted capital markets comparisons over the next 18 months. These opinions are subject to modification as conditions in the markets or forecasting periods change. Clients should utilize these rankings in conjunction with other considerations that may be relevant to their particular circumstances.

Asset Allocation - Town of Avon Retirement Plans

As of June 30, 2019

Investment	Town Retirement Plan Market Value (\$)	Board of Education Market Value (\$)	Consolidated Plan Market Value (\$)	Allocation (%)	Target (%)
<u>Short Term Liquidity</u>					
Dreyfus Treasury Prime Cash Mgmt	386,832	92,217	479,049	1.6%	0.0%
<u>Fixed Income</u>					
Vanguard Total Bond Market Index Adm	1,303,018	858,272	2,161,290	7.3%	7.5%
MetWest Total Return Bond Fund Plan	1,981,070	1,283,249	3,264,319	11.0%	11.3%
Western Asset Core Plus Bond Fund IS	1,988,544	1,292,795	3,281,339	11.0%	11.3%
BlackRock Strategic Income Opps Fund K	1,311,424	846,105	2,157,529	7.3%	7.5%
Total Fixed Income	6,584,055	4,280,421	10,864,476	36.6%	37.5%
<u>Domestic Equity</u>					
Vanguard 500 Index Fund Adm	2,575,936	1,641,079	4,217,015	14.2%	14.2%
John Hancock III Disciplined Value Fund R6	1,340,852	819,798	2,160,650	7.3%	7.5%
Harbor Capital Appreciation Ret	1,382,352	872,277	2,254,629	7.6%	7.5%
Neuberger Berman Genesis R6	1,362,842	886,352	2,249,194	7.6%	7.5%
Total Domestic Equity	6,661,982	4,219,506	10,881,488	36.6%	36.7%
<u>International Equity</u>					
American Funds EuroPacific Growth Fund R6	1,383,321	838,050	2,221,371	7.5%	7.5%
Vanguard International Value Investor	1,345,317	822,159	2,167,476	7.3%	7.5%
Vanguard International Growth Adm	1,341,175	808,486	2,149,661	7.2%	7.5%
Total International Equity	4,069,813	2,468,695	6,538,508	22.0%	22.5%
<u>Inflation Protection</u>					
Vanguard Short Term Inflation Protection Adm	288,972	193,006	481,978	1.6%	1.7%
Credit Suisse Commodity Return I	287,495	172,506	460,001	1.5%	1.7%
Total Inflation Protection	576,467	365,512	941,979	3.2%	3.3%
Totals	18,279,150	11,426,351	29,705,501	100.0%	100.0%

Balances provided by Webster Bank.

Total Plan Performance Summary

As of June 30, 2019

Account Reconciliation

	QTR	YTD	Since Inception	Inception Date
Consolidated Plan				04/01/1994
Beginning Market Value	29,767,111	28,176,758	2,429,000	
Net Contributions	-1,077,821	-1,981,150	1,897,153	
Total Gain/Loss	1,016,211	3,509,894	25,379,349	
Ending Market Value	29,705,502	29,705,502	29,705,502	

Blended Benchmark Composition

Allocation Mandate	Weight (%)
Blmbg. Barc. U.S. Aggregate Index	37.5
Russell 3000 Index	36.7
MSCI AC World ex USA (Net)	22.5
Bloomberg Barclays U.S. TIPS Index	1.7
Bloomberg Commodity Index Total Return	1.7

Trailing Performance Summary

	QTR	YTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Consolidated Plan	3.5	12.7	6.0	9.2	5.8	7.9	8.6	6.7	04/01/1994
Blended Benchmark	3.5	12.5	6.9	8.2	5.4	7.5	8.4	7.5	
Difference	0.0	0.2	-0.9	1.0	0.4	0.4	0.2	-0.8	

Calendar Year Performance Summary

	2018	2017	2016	2015	2014	2013	2012	2011
Consolidated Plan	-5.3	17.4	6.1	-0.1	3.9	15.6	13.3	-0.7
Blended Benchmark	-5.2	14.9	7.1	-1.1	5.7	13.8	11.6	0.3
Difference	-0.1	2.5	-1.0	1.0	-1.8	1.8	1.7	-1.0

Manager Performance Overview

As of June 30, 2019

	QTD	YTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Board of Education Retirement Plan	3.5	12.6	6.1	9.3	5.8	8.0	8.5	4.9	12/01/1998
Town Retirement Plan	3.5	12.8	6.1	9.2	5.8	8.0	8.6	5.4	
<i>Avon Attribution</i>	3.5	12.5	6.9	8.2	5.4	N/A	N/A	N/A	
BOE Fixed Income Composite	3.2	6.5	7.7	3.4	3.1	3.0	N/A	4.3	08/01/2009
<i>Blmbg. Barc. U.S. Aggregate Index</i>	3.1	6.1	7.9	2.3	2.9	2.6	N/A	3.8	
Vanguard Total Bond Market Index Adm (VBTLX)	3.1 (42)	6.1 (64)	7.9 (29)	2.2 (60)	2.9 (33)	2.5 (57)	3.8 (72)	4.3 (50)	12/01/2001
<i>Blmbg. Barc. U.S. Aggregate Index</i>	3.1	6.1	7.9	2.3	2.9	2.6	3.9	4.4	
IM U.S. Broad Market Core Fixed Income (MF) Median	3.0	6.3	7.6	2.4	2.7	2.6	4.3	4.3	
Metropolitan West Total Return Bond PI (MWT SX)	3.3 (36)	6.5 (60)	8.2 (29)	2.7 (69)	3.0 (47)	3.7 (23)	N/A	4.0 (22)	08/01/2011
<i>Blmbg. Barc. U.S. Aggregate Index</i>	3.1	6.1	7.9	2.3	2.9	2.6	N/A	3.0	
IM U.S. Broad Market Core+ Fixed Income (MF) Median	3.1	6.8	7.8	3.1	2.9	3.1	N/A	3.5	
Western Asset Core Plus Bond IS (WAP SX)	3.8 (5)	8.2 (5)	9.4 (6)	4.2 (9)	4.3 (3)	4.3 (7)	6.7 (4)	6.5 (1)	09/01/2008
<i>Blmbg. Barc. U.S. Aggregate Index</i>	3.1	6.1	7.9	2.3	2.9	2.6	3.9	4.1	
IM U.S. Broad Market Core+ Fixed Income (MF) Median	3.1	6.8	7.8	3.1	2.9	3.1	4.9	4.9	
BlackRock Strategic Income Opportunities K (BSIKX)	2.6 (15)	5.2 (39)	5.1 (29)	4.2 (43)	N/A	N/A	N/A	4.3 (50)	04/01/2016
<i>Libor (3 month)</i>	0.7	1.4	2.6	1.7	N/A	N/A	N/A	1.6	
<i>Blmbg. Barc. U.S. Aggregate Index</i>	3.1	6.1	7.9	2.3	N/A	N/A	N/A	2.8	
IM Alternative Credit Focus (MF) Median	1.7	4.6	3.9	3.9	N/A	N/A	N/A	4.3	
BOE Domestic Equity Composite	4.2	18.7	8.5	14.8	10.3	13.7	N/A	13.6	08/01/2009
<i>Russell 3000 Index</i>	4.1	18.7	9.0	14.0	10.2	13.8	N/A	13.9	
Vanguard 500 Index Fund Adm (VFIAX)	4.3 (45)	18.5 (38)	10.4 (34)	14.2 (27)	10.7 (15)	13.9 (17)	14.7 (13)	6.5 (31)	12/01/2000
<i>S&P 500 Index</i>	4.3	18.5	10.4	14.2	10.7	14.0	14.7	6.5	
IM U.S. Large Cap Core Equity (MF) Median	4.2	17.9	9.3	13.1	9.3	12.9	13.4	6.0	
J Hancock III Disciplined Value R6 (JDVWX)	3.0 (64)	12.5 (89)	4.2 (77)	11.1 (36)	6.9 (52)	N/A	N/A	11.7 (32)	08/01/2012
<i>Russell 1000 Value Index</i>	3.8	16.2	8.5	10.2	7.5	N/A	N/A	12.1	
IM U.S. Large Cap Value Equity (MF) Median	3.5	15.2	6.4	10.5	6.9	N/A	N/A	11.3	

Returns for periods less than one year are not annualized. Returns are net of fees unless otherwise noted.

Manager Performance Overview

As of June 30, 2019

	QTD	YTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Harbor Capital Appreciation Ret (HNACX)	3.0 (91)	21.2 (60)	8.1 (80)	20.3 (17)	N/A	N/A	N/A	18.1 (24)	04/01/2016
<i>Russell 1000 Growth Index</i>	4.6	21.5	11.6	18.1	N/A	N/A	N/A	16.8	
IM U.S. Large Cap Growth Equity (MF) Median	4.8	21.8	10.6	17.7	N/A	N/A	N/A	16.5	
Neuberger Berman Genesis R6 (NRGSX)	6.5 (1)	22.6 (2)	9.6 (1)	14.1 (5)	9.4 (3)	N/A	N/A	11.3 (5)	04/01/2013
<i>Russell 2000 Index</i>	2.1	17.0	-3.3	12.3	7.1	N/A	N/A	9.8	
IM U.S. Small Cap Core Equity (MF) Median	1.7	13.5	-6.1	10.1	6.3	N/A	N/A	8.9	
BOE International Equity Composite	3.2	16.0	0.4	11.7	4.2	8.6	N/A	7.2	08/01/2009
<i>MSCI AC World ex USA (Net)</i>	3.0	13.6	1.3	9.4	2.2	6.4	N/A	5.6	
American Funds EuroPacific Growth R6 (RERGX)	3.9 (33)	17.6 (11)	1.9 (17)	10.8 (9)	4.5 (1)	8.4 (2)	N/A	6.0 (1)	11/01/2010
<i>MSCI AC World ex USA (Net)</i>	3.0	13.6	1.3	9.4	2.2	6.4	N/A	4.1	
IM International Large Cap Core Equity (MF) Median	3.0	13.7	-0.4	8.3	1.1	6.1	N/A	4.1	
Vanguard International Value Inv (VTRIX)	2.4 (41)	12.1 (8)	-0.4 (14)	8.7 (1)	1.3 (1)	6.8 (1)	N/A	5.4 (6)	08/01/2009
<i>MSCI AC World ex USA Value (net)</i>	1.6	10.0	-0.1	8.9	0.3	5.2	N/A	4.4	
IM International Large Cap Value Equity (MF) Median	1.7	10.1	-5.4	6.2	-0.8	4.9	N/A	3.9	
Vanguard International Growth Adm (VWILX)	3.2 (85)	18.6 (33)	-0.4 (84)	15.4 (1)	6.8 (6)	10.4 (4)	N/A	9.1 (3)	08/01/2009
<i>MSCI AC World ex USA Growth (Net)</i>	4.4	17.2	2.6	9.8	4.0	7.5	N/A	6.7	
IM International Large Cap Growth Equity (MF) Median	4.4	17.8	2.1	9.6	3.1	6.9	N/A	6.4	
BOE Inflation Protection Composite	0.1	4.0	-1.9	-0.3	-4.0	-3.2	N/A	-1.9	10/01/2010
<i>Avon Inflation Benchmark</i>	0.9	5.7	-1.0	0.0	-3.7	-2.7	N/A	-1.3	
Vanguard Short Term Inflation Protection Adm (VTAPX)	1.6 (90)	3.3 (92)	3.1 (82)	1.6 (73)	0.9 (71)	N/A	N/A	0.7 (21)	11/01/2012
<i>Blmbg.Barcl. U.S. TIPS 0-5 Year</i>	1.6	3.3	3.2	1.6	0.9	N/A	N/A	0.8	
IM U.S. TIPS (MF) Median	2.5	5.8	4.1	1.8	1.1	N/A	N/A	0.4	
Credit Suisse Commodity Return Instl (CRSOX)	-1.4 (43)	4.8 (64)	-7.1 (29)	-2.3 (58)	-9.1 (50)	-6.8 (56)	-3.7 (42)	-2.9 (N/A)	01/01/2005
<i>Bloomberg Commodity Index Total Return</i>	-1.2	5.1	-6.8	-2.2	-9.1	-6.7	-3.7	-2.8	
IM Commodities General (MF) Median	-1.7	5.5	-8.7	-1.8	-9.1	-6.5	-4.5	N/A	

The inception date expressed on the Manager Performance Overview page(s) represents the first day of the first full month following the purchase of the investment. Performance figures shown at the fund level begin on this inception date. Inception dates for asset class composites reflect the start date at which these returns could be calculated using historical and existing system capabilities and may vary from the inception dates of underlying component strategies. Composite performance includes all funds held in the composite since inception.

Returns are net of fees unless otherwise stated. Mutual fund performance stated above may differ slightly from the current share class's historical performance due to share class exchanges.

Returns for periods less than one year are not annualized. Returns are net of fees unless otherwise noted.

Manager Commentary

As of June 30, 2019

Manager	Manager Status	Comments
Fixed Income		
Vanguard Total Bond Market Index Adm (VBTLX)	Maintain	In accordance with its objective, the Vanguard Total Bond Market Index Fund sufficiently tracked its index during the quarter.
Metropolitan West Total Return PI (MWT SX)	Maintain	2Q 2019 – The MetWest Total Return Bond Fund produced a positive return during the second quarter and performed in line with the Bloomberg Barclays U.S. Aggregate Bond Index. The Federal Reserve maintained its target rate level in June, but concerns of a slowing global economy have moved the market’s expectation for future rate cuts. The potential for rate cuts, as well as a subdued inflation outlook, put downward pressure on interest rates. Spread sectors performed reasonably well, with corporate bonds outpacing Treasuries. Duration positioning was modestly beneficial as the strategy began the quarter with a longer than benchmark duration posture. The team has moved to a neutral stance now given the move in interest rates. Sector allocation had a modestly negative impact due to the strategy’s defensive posture and underweight to corporate spread duration. Allocations to CMBS and non-agency MBS helped offset the corporate underweight. Issue selection had a positive impact due to strong results within financials and communications. The MetWest team continues to position the portfolio in a defensive posture, remaining underweight corporate spread duration and favoring up in quality securities.
Western Asset Core Plus Bond IS (WAP SX)	Maintain	2Q 2019 – The Western Asset Core Plus Bond Fund had a strong return during the quarter, outperforming the Bloomberg Barclays U.S. Aggregate Bond Index. The strategy benefited from both interest rate positioning and sector allocation. The portfolio’s longer than benchmark duration had a positive impact on relative results as interest rates fell during the period. Additionally, a preference for spread sectors, notably investment grade and high yield corporate bonds, emerging markets, and structured products, added to relative returns as spread sectors generally outperformed government bonds. The team at Western modestly trimmed the investment grade corporate bond exposure during the quarter on the back of strong performance and also added modestly to TIPS. The portfolio’s duration remains longer than the benchmark, ending the quarter at approximately 6.2 years.
BlackRock Strategic Income Opportunities K (BSIKX)	Maintain	2Q 2019 – The BlackRock Strategic Income Opportunities strategy produced a positive return during the second quarter but trailed the broader fixed income market. The largest headwind for the strategy was the declining interest rate environment. The portfolio ended the quarter with a duration of 2.9 years, approximately half that of the broader market. While this has been a headwind of late due to falling interest rates this profile has been beneficial in past rising rate environments. On the other hand, the portfolio’s exposure to diversifying segments of the fixed income market were beneficial, most notably exposures to emerging markets, investment grade and high yield corporates, non-agency MBS, and CMBS. Spread sectors generally outperformed government bonds during the quarter as investor demand for yield continues to be fueled by the low interest rate environment. Despite near-term underperformance, the team at BlackRock has produced a strong track record over the long-term and has done so with a lower volatility profile than the market, resulting in favorable risk adjusted returns.
Domestic Equity		
Vanguard 500 Index Fund Adm (VFIAX)	Maintain	In accordance with its objective, the Vanguard 500 Index Fund sufficiently tracked its index during the quarter.

Manager Commentary

As of June 30, 2019

Manager	Manager Status	Comments
J Hancock III Disciplined Value R6 (JDVWX)	Watch 1Q 2019	2Q 2019 – The John Hancock Disciplined Value Fund trailed the Russell 1000 Value Index in the second quarter. US equities continued to rally during the second quarter of 2019, building upon the continued progress in trade relations and expectations of accommodative monetary policy. Stock selection was mostly responsible for the strategy's underperformance in the quarter, led by holdings in the communication services, industrials and technology sectors. Within communication services, not owning Disney, which is already richly valued, weighed on performance as the stock was up 20% in the quarter. Offsetting some of these losses was stock selection in the financials and consumer staples sectors. Sector allocation also contributed to results led by an underweight to real estate which was among the worst performing sectors in the benchmark for the quarter. The strategy is on Watch due to underperformance relative to the benchmark and peers. The Fund went through a period of underperformance from mid-2014 to mid-2016 and has trailed the benchmark the last three quarters which is weighing on the strategy's longer-term track record.
Harbor Capital Appreciation Ret (HNACX)	Maintain	2Q 2019 – The Harbor Capital Appreciation Fund (sub-advised by Jennison Associates) advanced during the second quarter but underperformed the Russell 1000 Growth Index. Domestic equities ended a quarter of choppiness in positive territory, rallying in the concluding month on the back of a temporary halt to further tariff hikes, as well as indications of a more accommodative Fed. Portfolio underperformance was the result of a weak April and May during the heightened volatility, while June was a much stronger month for the Fund. The strategy is higher beta, higher P/E and higher growth relative to the index, so it is not uncommon that during sharp downturns the fund may underperform. Regarding attribution, technology and consumer discretionary sectors were the primary sources of weakness. Overweight stakes to Tesla, Google, Salesforce.com and Alibaba were this period's greatest detractors. The challenges to Tesla and Alibaba were tariff related, Google struggled due to anti-trust and privacy concerns, while Salesforce.com suffered after its acquisition of Tableau was poorly received by investors. The portfolio's trailing 1-year return now falls in the bottom quartile of the peer group after a challenging second half of 2018, when the selloff in the fourth quarter was again a detriment given the portfolio's higher beta exposure and underweights to the more defensive segments of the market that outperformed during that time.
Neuberger Berman Genesis R6 (NRGSX)	Maintain	2Q 2019 - Commentary not available at time of report production.

Manager Commentary

As of June 30, 2019

Manager	Manager Status	Comments
International Equity		
American Funds EuroPacific Growth R6 (RERGX)	Maintain	2Q 2019 – The American Funds EuroPacific Growth Fund advanced during the second quarter, outpacing its benchmark, the MSCI ACWI ex-US. Non-U.S. stocks closed a volatile quarter with solid gains, boosted by supportive comments from global central banks in June following heightened trade tensions the prior month. Stock selection drove the fund's outperformance in the period with positive contributions coming from the communications services, consumer discretionary, and financials sectors led by positions in Nintendo, MercadoLibre, and AIA. Meanwhile, the portfolio's exposures to energy and industrials hampered returns. A position in Reliance Industries was a top detractor as the energy sector was lower, tracking a decline in oil prices during the quarter. Within industrials, a number of European airlines were notable detractors as Brexit concerns weighed on investor sentiment. From a regional perspective, the fund's emerging markets companies, particularly those based in China and Brazil, collectively boosted results with strength from a number of technology and consumer-related companies.
Vanguard International Value Inv (VTRIX)	Maintain	2Q 2019 – The Vanguard International Value Fund rose during the second quarter and outperformed its benchmark, the MSCI ACWI ex-US Value, as international equity markets in aggregate advanced in the period despite heightened levels of volatility. Value stocks continued to significantly lag their growth counterparts in this market, but the fund's outperformance relative to its value benchmark was driven by positive stock selection led by the healthcare, consumer staples, information technology and industrials sectors. These relative gains were partially offset by unfavorable sector allocation including an underweight exposure to financials and overweights to healthcare and consumer staples. The Fund is sub-advised by Lazard, Edinburgh, and ARGA Investment Management.
Vanguard International Growth Adm (VWILX)	Maintain	2Q 2019 – The Vanguard International Growth Fund rose during the second quarter but underperformed its benchmark, the MSCI ACWI ex-US Growth. International equity markets were mixed and volatile in the period as U.S./China trade tensions heightened in May sparking fears of their impact on the global economy followed by central banks adopting more dovish stances in response. Growth stocks continued to significantly outpace value stocks in this market environment resulting in the largest dispersion of returns between growth and value stocks over a six-month period since the internet bubble. The portfolio's lagging returns relative to the growth benchmark were driven by weak stock selection, particularly within the communication services, consumer discretionary, and materials sectors where holdings in Baidu, Tesla, and Umicore were the top detractors. Conversely, the only notable contributor was healthcare led by a position in Illumina. The Fund is sub-advised by Baillie Gifford and Schroder Investment Management.
Inflation Protection		
Vanguard Short Term Inflation Protection Adm (VTAPX)	Maintain	In accordance with its objective, the Vanguard Short Term Inflation Protected Securities Index Fund sufficiently tracked its index during the quarter.
Credit Suisse Commodity Return Instl (CRSOX)	Maintain	2Q 2019 – The Credit Suisse Enhanced Commodity Index declined during the second quarter and trailed the Bloomberg Commodity Index. As measured by the BCOM, commodities fell during the period with 14 of the 23 index constituents posting losses. Livestock, industrial metals and energy served as the worst performing segments, while precious metals and agriculture both finished the period higher. Within energy, natural gas fell by over 16%, while WTI and Brent Crude contracts also traded lower on surging supplies from the U.S. and concerns on the demand outlook. Within industrial metals, rising Zinc inventories pressured prices lower, while the group more broadly faltered on continued demand concerns given uncertainty on how the US-China trade war will play out. Conversely, the trade speculation was a tailwind for precious metals, as investors sought out safe-haven assets with fears of slower global growth prospects. At the portfolio level, underperformance was primarily due to forward curve positioning in Agriculture contracts. Both roll and curve-based commodity strategies detracted, while management of cash contributed. In addition, forward positioning in industrial metals was a positive contributor in the period.

Plan Investment Gain/Loss Summary

Quarter Ending June 30, 2019

	Market Value As of 04/01/2019	Net Flows	Return On Investment	Market Value As of 06/30/2019
Consolidated Plan				
Town Retirement Plan	18,566,530	-918,979	631,598	18,279,150
Board of Education Retirement Plan	11,200,581	-158,842	384,613	11,426,352
Avon Consolidated Plan	29,767,111	-1,077,821	1,016,211	29,705,502

Manager Gain/Loss Summary

BOE Plan

Quarter Ending June 30, 2019

	Market Value As of 04/01/2019	Net Flows	Return On Investment	Market Value As of 06/30/2019
<u>Short Term Liquidity</u>				
Cash Portfolio	30,574	61,158	485	92,217
Total Short Term Liquidity	30,574	61,158	485	92,217
<u>Fixed Income</u>				
Vanguard Total Bond Market Index Adm	872,282	-40,000	25,990	858,272
Metropolitan West Total Return Bond Pl	1,164,964	80,000	38,285	1,283,249
Western Asset Core Plus Bond IS	1,167,479	80,000	45,316	1,292,795
BlackRock Strategic Income Opportunities K	1,120,266	-300,000	25,840	846,105
Total Fixed Income	4,324,991	-180,000	135,431	4,280,422
<u>Domestic Equity</u>				
Vanguard 500 Index Fund Adm	1,592,798	-20,000	68,281	1,641,079
John Hancock III Disciplined Value R6	796,247	-	23,550	819,798
Harbor Capital Appreciation Ret	865,856	-20,000	26,422	872,277
Neuberger Berman Genesis R6	832,345	-	54,007	886,352
Total Domestic Equity	4,087,246	-40,000	172,260	4,219,506
<u>International Equity</u>				
American Funds EuroPacific Growth R6	806,801	-	31,249	838,050
Vanguard International Value Inv	802,736	-	19,423	822,159
Vanguard International Growth Adm	783,194	-	25,292	808,486
Total International Equity	2,392,732	-	75,964	2,468,695
<u>Inflation Protection</u>				
Vanguard Short-Term Inflation Protection Adm	190,008	-	2,998	193,006
Credit Suisse Commodity Return Instl	175,031	-	-2,525	172,506
Total Inflation Protection	365,039	-	473	365,512
Board of Education Retirement Plan	11,200,581	-158,842	384,613	11,426,352

Manager Gain/Loss Summary

Town Plan

Quarter Ending June 30, 2019

	Market Value As of 04/01/2019	Net Flows	Return On Investment	Market Value As of 06/30/2019
<u>Short Term Liquidity</u>				
Cash Portfolio	104,181	281,021	1,629	386,832
Total Short Term Liquidity	104,181	281,021	1,629	386,832
<u>Fixed Income</u>				
Vanguard Total Bond Market Index Adm	1,362,041	-100,000	40,977	1,303,018
Metropolitan West Total Return Bond Pl	1,845,083	75,000	60,987	1,981,070
Western Asset Core Plus Bond IS	1,842,006	75,000	71,538	1,988,544
BlackRock Strategic Income Opportunities K	1,820,149	-550,000	41,274	1,311,424
Total Fixed Income	6,869,278	-500,000	214,777	6,584,055
<u>Domestic Equity</u>				
Vanguard 500 Index Fund Adm	2,639,854	-175,000	111,083	2,575,936
John Hancock III Disciplined Value R6	1,350,994	-50,000	39,859	1,340,852
Harbor Capital Appreciation Ret	1,414,154	-75,000	43,198	1,382,352
Neuberger Berman Genesis R6	1,379,837	-105,000	88,004	1,362,842
Total Domestic Equity	6,784,838	-405,000	282,144	6,661,982
<u>International Equity</u>				
American Funds EuroPacific Growth R6	1,404,860	-75,000	53,461	1,383,321
Vanguard International Value Inv	1,387,090	-75,000	33,227	1,345,317
Vanguard International Growth Adm	1,420,347	-125,000	45,828	1,341,175
Total International Equity	4,212,297	-275,000	132,516	4,069,814
<u>Inflation Protection</u>				
Vanguard Short-Term Inflation Protection Adm	304,232	-20,000	4,740	288,972
Credit Suisse Commodity Return Instl	291,703	-	-4,208	287,495
Total Inflation Protection	595,935	-20,000	532	576,467
Town Retirement Plan	18,566,530	-918,979	631,598	18,279,150

Market Value and Flow Summary

Consolidated Plan

Since Inception Ending June 30, 2019

Periods Ending	Beginning Market Value (\$)	Net Cash Flow (\$)	Gain/Loss (\$)	Ending Market Value (\$)	% Return
Mar-1994	-	-	-	2,429,000	N/A
Jun-1994	2,429,000	-	-6,000	2,423,000	-0.2
Sep-1994	2,423,000	1,208,000	66,000	3,697,000	2.7
Dec-1994	3,697,000	99,000	-16,000	3,780,000	-0.4
Mar-1995	3,780,000	227,000	173,000	4,180,000	4.6
Jun-1995	4,180,000	87,000	313,000	4,580,000	7.5
Sep-1995	4,580,000	163,000	240,000	4,983,000	5.3
Dec-1995	4,983,000	178,000	161,000	5,322,000	3.2
Mar-1996	5,322,000	152,000	178,000	5,652,000	3.3
Jun-1996	5,652,000	113,000	138,000	5,903,000	2.4
Sep-1996	5,903,000	113,000	171,000	6,187,000	3.0
Dec-1996	6,187,000	120,000	285,000	6,592,000	4.6
Mar-1997	6,592,000	92,000	18,000	6,702,000	0.2
Jun-1997	6,702,000	110,000	588,000	7,400,000	8.9
Sep-1997	7,400,000	134,000	526,000	8,060,000	7.1
Dec-1997	8,060,000	65,000	-6,000	8,119,000	-0.1
Mar-1998	8,119,000	2,431,000	662,000	11,212,000	8.2
Jun-1998	11,212,000	99,000	250,000	11,561,000	2.2
Sep-1998	11,561,000	-73,000	-618,000	10,870,000	-5.3
Dec-1998	10,870,000	622,000	1,133,743	12,625,743	10.4
Mar-1999	12,625,743	712,901	119,832	13,458,476	0.9
Jun-1999	13,458,476	34,859	388,665	13,882,000	2.9
Sep-1999	13,882,000	113,640	-176,568	13,819,072	-1.2
Dec-1999	13,819,072	397,998	1,333,729	15,550,799	9.7
Mar-2000	15,550,799	37,881	455,499	16,044,179	2.9
Jun-2000	16,044,179	74,812	-217,935	15,901,056	-1.4
Sep-2000	15,901,056	197,941	57,131	16,156,128	0.3
Dec-2000	16,156,128	255,551	-438,851	15,972,828	-2.8
Mar-2001	15,972,828	-39,768	-852,038	15,081,023	-5.4
Jun-2001	15,081,023	29,210	496,976	15,607,209	3.3

Market Value and Flow Summary

Consolidated Plan

Since Inception Ending June 30, 2019

Periods Ending	Beginning Market Value (\$)	Net Cash Flow (\$)	Gain/Loss (\$)	Ending Market Value (\$)	% Return
Sep-2001	15,607,209	174,056	-1,030,140	14,751,125	-6.7
Dec-2001	14,751,125	395,427	891,006	16,037,557	6.1
Mar-2002	16,037,557	-165,427	75,392	15,947,522	0.5
Jun-2002	15,947,522	-157,171	-810,588	14,979,762	-5.0
Sep-2002	14,979,762	147,164	-1,285,537	13,841,390	-8.6
Dec-2002	13,841,390	593,181	646,970	15,081,541	4.7
Mar-2003	15,081,541	-233,965	-222,387	14,625,190	-1.5
Jun-2003	14,625,190	-228,656	1,483,106	15,879,640	10.2
Sep-2003	15,879,640	241,919	235,463	16,357,022	1.5
Dec-2003	16,357,022	719,370	1,171,468	18,247,860	7.2
Mar-2004	18,247,860	-271,032	483,371	18,460,199	2.7
Jun-2004	18,460,199	-340,442	-123,936	17,995,822	-0.7
Sep-2004	17,995,822	116,220	72,879	18,184,921	0.4
Dec-2004	18,184,921	495,791	1,155,570	19,836,282	6.3
Mar-2005	19,836,282	-293,793	-143,649	19,398,840	-0.7
Jun-2005	19,398,840	-339,072	370,334	19,430,102	1.9
Sep-2005	19,430,102	-445,000	507,898	19,493,000	2.6
Dec-2005	19,493,000	642,000	259,000	20,394,000	1.3
Mar-2006	20,394,000	-407,000	584,000	20,571,000	2.9
Jun-2006	20,571,000	-233,541	-227,083	20,110,376	-1.2
Sep-2006	20,110,376	742,218	878,482	21,731,077	4.4
Dec-2006	21,731,077	-402,128	987,853	22,316,802	4.6
Mar-2007	22,316,802	-1,176,608	279,158	21,419,353	1.3
Jun-2007	21,419,353	73,954	738,720	22,232,027	3.4
Sep-2007	22,232,027	638,574	351,927	23,222,528	1.6
Dec-2007	23,222,528	-125,428	-32,739	23,064,361	-0.2
Mar-2008	23,064,361	-257,119	-1,383,712	21,423,530	-6.1
Jun-2008	21,423,530	-476,610	-18,362	20,928,559	-0.1
Sep-2008	20,928,559	1,036,990	-1,898,151	20,067,398	-9.0
Dec-2008	20,067,398	-362,954	-2,626,551	17,077,893	-13.2

Market Value and Flow Summary

Consolidated Plan

Since Inception Ending June 30, 2019

Periods Ending	Beginning Market Value (\$)	Net Cash Flow (\$)	Gain/Loss (\$)	Ending Market Value (\$)	% Return
Mar-2009	17,077,893	-872,469	-1,370,454	14,834,970	-8.2
Jun-2009	14,834,970	-598,040	1,523,293	15,760,223	10.4
Sep-2009	15,760,223	458,175	1,913,823	18,132,220	10.5
Dec-2009	18,132,220	-440,785	658,651	18,350,086	3.7
Mar-2010	18,350,086	-676,940	620,622	18,293,768	3.5
Jun-2010	18,293,768	-767,993	-1,058,260	16,467,515	-5.9
Sep-2010	16,467,515	1,089,351	1,430,097	18,986,962	8.3
Dec-2010	18,986,962	-554,251	979,176	19,411,888	5.2
Mar-2011	19,411,888	-676,081	628,463	19,364,269	3.3
Jun-2011	19,364,269	-790,503	218,112	18,791,878	1.1
Sep-2011	18,791,878	1,310,428	-2,028,551	18,073,755	-10.0
Dec-2011	18,073,755	-398,931	1,021,540	18,696,364	5.7
Mar-2012	18,696,364	-261,857	1,482,066	19,916,573	7.9
Jun-2012	19,916,573	-717,978	-385,781	18,812,815	-1.9
Sep-2012	18,812,815	-746,057	935,923	19,002,681	5.1
Dec-2012	19,002,681	1,397,368	394,204	20,794,253	1.9
Mar-2013	20,794,253	-875,005	897,613	20,816,861	4.4
Jun-2013	20,816,861	-764,501	-137,109	19,915,251	-0.7
Sep-2013	19,915,251	2,056,030	1,217,407	23,188,688	5.7
Dec-2013	23,188,688	-800,234	1,271,710	23,660,164	5.5
Mar-2014	23,660,164	-838,675	244,423	23,065,912	1.1
Jun-2014	23,065,912	-824,049	687,131	22,928,994	3.0
Sep-2014	22,928,994	-456,061	-333,918	22,139,015	-1.5
Dec-2014	22,139,015	-535,675	291,172	21,894,511	1.3
Mar-2015	21,894,511	2,037,203	548,704	24,480,418	2.6
Jun-2015	24,480,418	-843,017	35,716	23,673,116	0.1
Sep-2015	23,673,116	2,181,930	-1,421,398	24,433,649	-5.3
Dec-2015	24,433,649	-803,504	674,408	24,304,553	2.7
Mar-2016	24,304,553	-825,696	48,193	23,527,051	0.3
Jun-2016	23,527,051	-830,917	392,359	23,088,493	1.7

Market Value and Flow Summary

Consolidated Plan

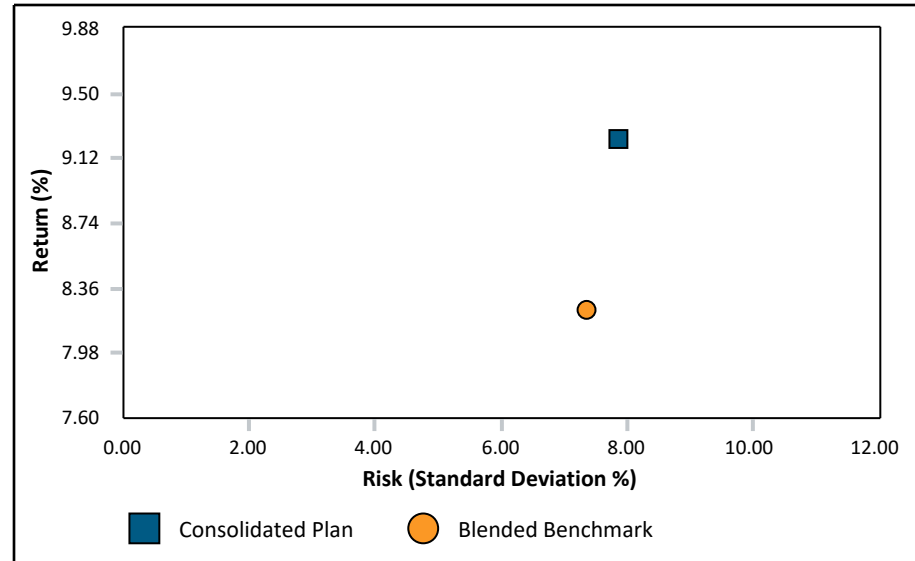
Since Inception Ending June 30, 2019

Periods Ending	Beginning Market Value (\$)	Net Cash Flow (\$)	Gain/Loss (\$)	Ending Market Value (\$)	% Return
Sep-2016	23,088,493	-841,047	906,450	23,153,895	4.0
Dec-2016	23,153,895	2,276,456	40,664	25,471,015	0.1
Mar-2017	25,471,015	-901,377	1,220,938	25,790,576	4.8
Jun-2017	25,790,576	-870,416	920,841	25,841,001	3.6
Sep-2017	25,841,001	2,025,964	1,149,412	29,016,377	4.2
Dec-2017	29,016,377	-345,210	1,076,560	29,747,727	3.7
Mar-2018	29,747,727	-918,325	50,653	28,880,055	0.1
Jun-2018	28,880,055	-982,021	161,836	28,059,870	0.6
Sep-2018	28,059,870	2,889,833	770,879	31,720,581	2.5
Dec-2018	31,720,581	-942,764	-2,601,059	28,176,758	-8.3
Mar-2019	28,176,758	-903,330	2,493,684	29,767,111	8.9
Jun-2019	29,767,111	-1,077,821	1,016,211	29,705,502	3.5

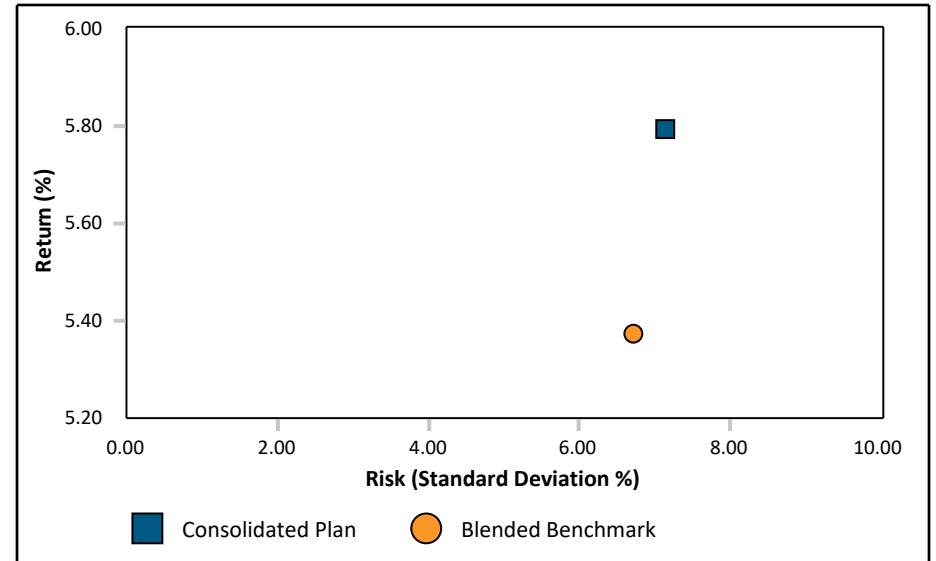
Risk vs. Return

As of June 30, 2019

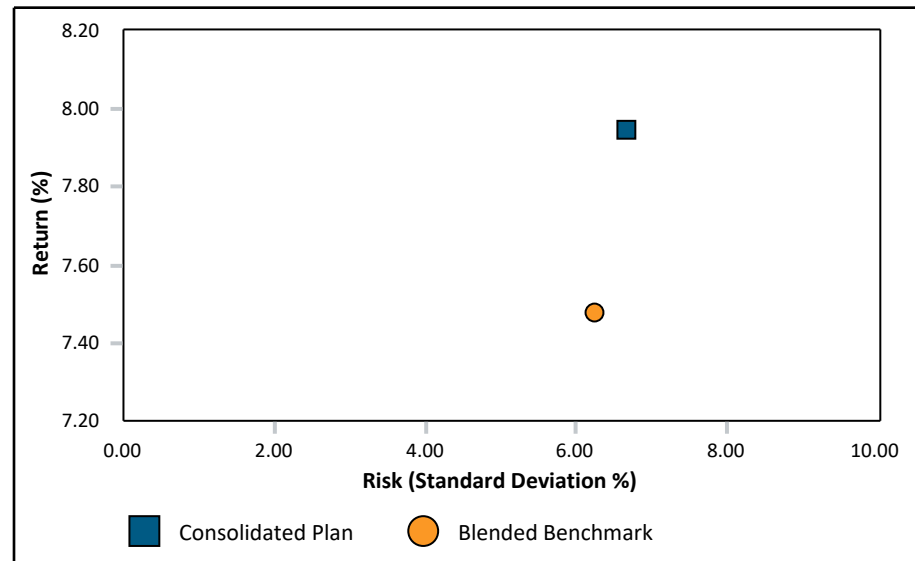
3 Year Risk and Return



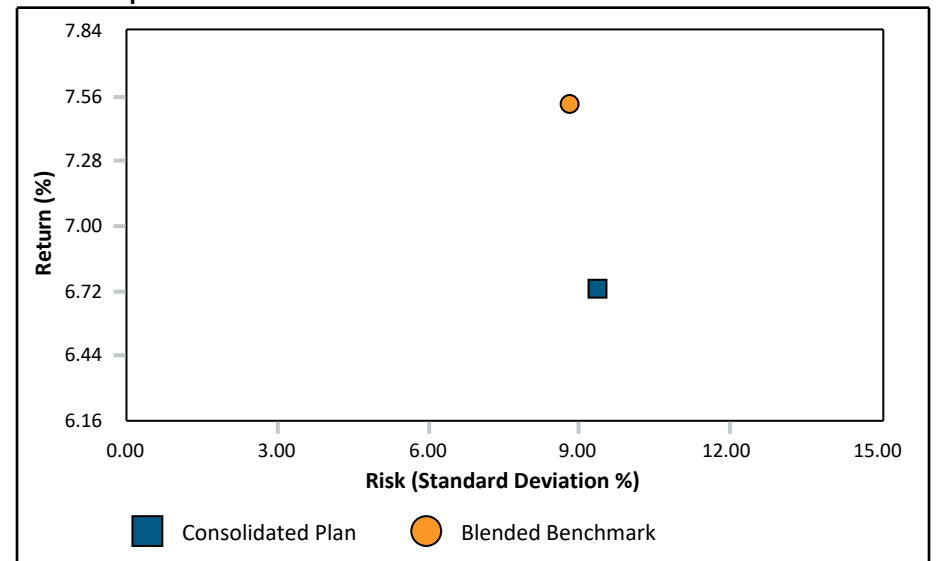
5 Year Risk and Return



7 Year Risk and Return



Since Inception Risk and Return



MPT Statistical Data

As of June 30, 2019

3 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Consolidated Plan	9.23	7.89	4.79	0.99	0.92	1.07	0.98	1.06	0.47
Blended Benchmark	8.23	7.37	4.35	0.93	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	1.37	0.40	0.00	N/A	-0.93	7.41	0.01	0.00	1.41

5 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Consolidated Plan	5.79	7.16	4.46	0.71	0.39	1.12	0.98	1.05	0.14
Blended Benchmark	5.37	6.72	4.16	0.70	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	0.85	0.44	0.00	N/A	-0.70	6.67	0.02	0.01	0.80

7 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Consolidated Plan	7.94	6.68	3.78	1.09	0.41	1.14	0.97	1.05	0.08
Blended Benchmark	7.47	6.26	3.53	1.09	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	0.63	0.41	0.00	N/A	-1.09	6.27	0.00	0.00	0.63

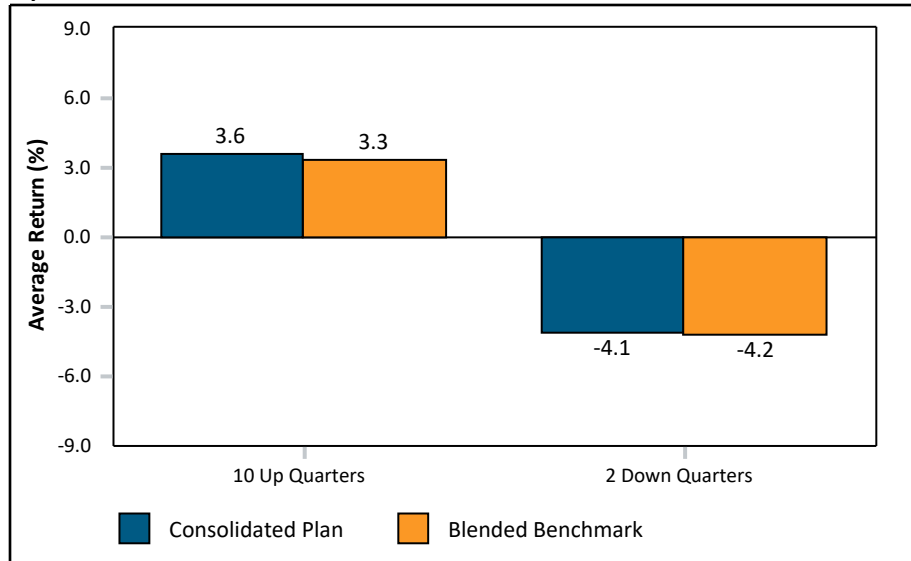
Since Inception Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha	Inception Date
Consolidated Plan	6.73	9.38	5.68	0.48	-0.41	1.71	0.97	1.04	-1.03	04/01/1994
Blended Benchmark	7.52	8.84	4.87	0.59	N/A	0.00	1.00	1.00	0.00	04/01/1994
90 Day U.S. Treasury Bill	2.50	1.11	0.00	N/A	-0.59	8.84	0.00	0.01	2.45	04/01/1994

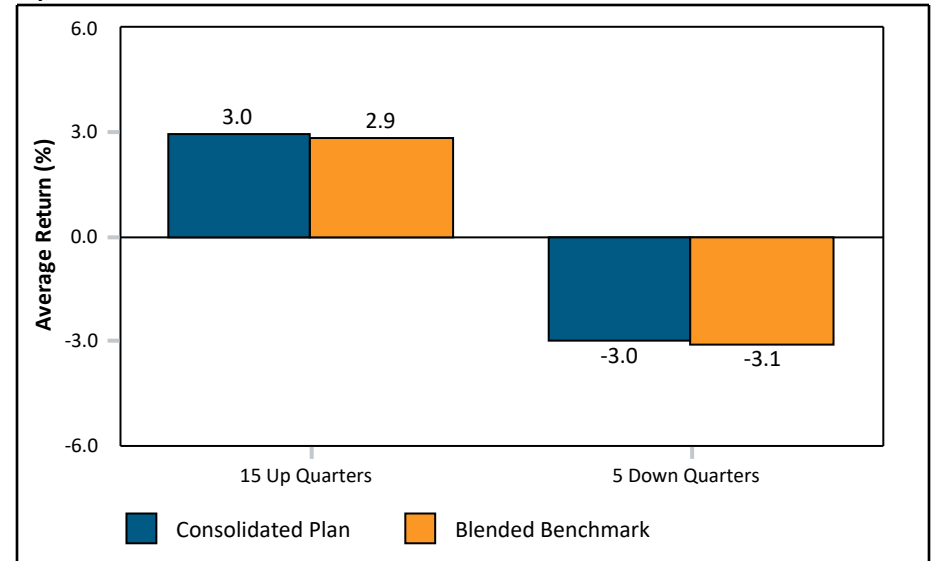
Market Capture Report

As of June 30, 2019

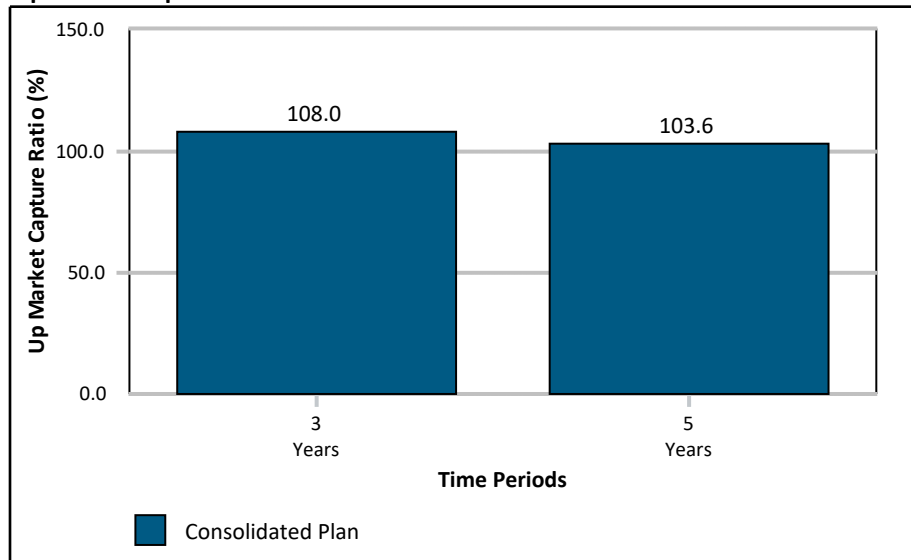
Up/Down Markets - 3 Years



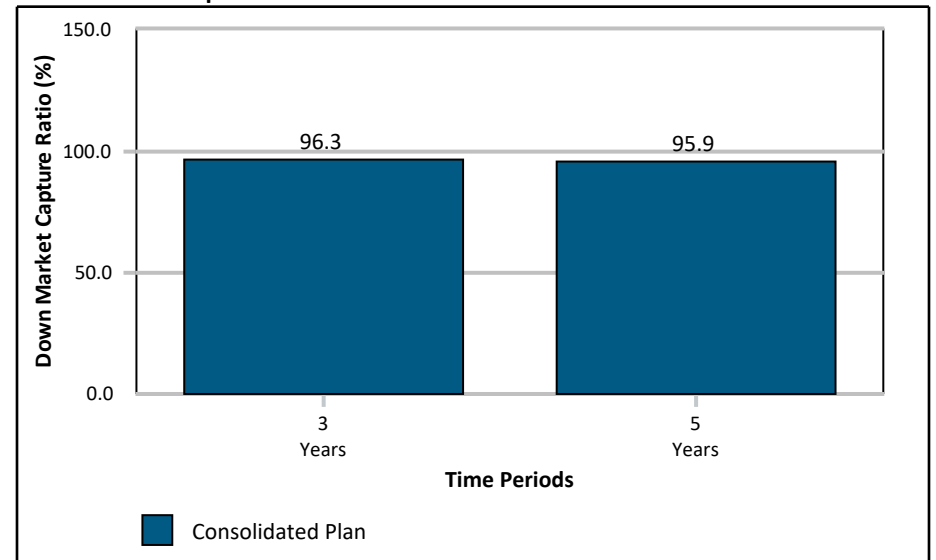
Up/Down Markets - 5 Years



Up Market Capture Ratio



Down Market Capture Ratio



Estimated Fee Analysis - Town and Board of Education Plans

As of June 30, 2019

MANAGER	TARGET ALLOCATION	FEE SCHEDULE
Vanguard Total Bond Index Adm	7.5%	0.04%
Met West Total Return Plan	11.3%	0.37%
Western Asset Core Plus IS	11.3%	0.42%
BlackRock Strategic Income Opps Fund K	7.5%	0.74%
Vanguard 500 Index Adm	14.2%	0.04%
John Hancock III Disciplined Value Fund R6	7.5%	0.70%
Harbor Capital Appreciation R	7.5%	0.58%
Neuberger Berman Genesis Fund R6	7.5%	0.75%
American Funds Europacific Growth R6	7.5%	0.49%
Vanguard International Value Inv	7.5%	0.38%
Vanguard International Growth Adm	7.5%	0.32%
Vanguard Short Term Inflation Protection Adm	1.7%	0.06%
Credit Suisse Commodity Return I	1.7%	0.78%
WEIGHTED AVERAGE FEE		0.41%

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

Benchmark Composition

Blended Benchmark

As of June 30, 2019

Allocation Mandate	Weight (%)
Nov-2010	
Blmbg. Barc. U.S. Aggregate Index	37.5
Russell 3000 Index	36.7
MSCI AC World ex USA (Net)	22.5
Bloomberg Barclays U.S. TIPS Index	1.7
Bloomberg Commodity Index Total Return	1.7
Aug-2009	
Blmbg. Barc. U.S. Aggregate Index	40.0
Russell 3000 Index	45.0
MSCI AC World ex USA (Net)	15.0
Jan-1979	
S&P 500 Index	45.0
Russell 2500 Index	5.0
Blmbg. Barc. U.S. Aggregate Index	45.0
MSCI EAFE (Net) Index	5.0

Benchmark Composition

Avon Inflation Hybrid

As of June 30, 2019

Allocation Mandate	Weight (%)
Mar-1997	
Bloomberg Barclays U.S. TIPS Index	50.0
Bloomberg Commodity Index Total Return	50.0



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Quarterly Investment Review - Second Quarter 2019

Asset Allocation

OPEB Trust

As of June 30, 2019

	Asset Allocation (\$)	Asset Allocation (%)	Target Allocation (%)	Differences (%)
OPEB Trust	2,285,604	100.0	100.0	0.0
Money Market Funds	1,241	0.1	0.0	0.1
iShares Barclays Aggregate Index	705,098	30.8	30.0	0.8
iShares Barclays TIPS Index	229,093	10.0	10.0	0.0
iShares S&P 500 Index	566,778	24.8	25.0	-0.2
iShares Russell Midcap Index	134,075	5.9	6.0	-0.1
iShares Russell 2000 Index	80,025	3.5	4.0	-0.5
iShares MSCI EAFE Index	394,147	17.2	17.5	-0.3
iShares MSCI Emerging Market Index	116,099	5.1	5.0	0.1
iShares Cohen & Steers Majors Index	29,842	1.3	1.3	0.1
iShares S&P Developed Ex-US Prop Index	29,206	1.3	1.3	0.0

Investments with a zero balance were held in the plan during the reporting period and will be removed once they no longer impact plan performance.

Asset Allocation weightings may not add up to 100% due to rounding.

Total Plan Performance Summary

OPEB Trust

As of June 30, 2019

Account Reconciliation

	QTR	YTD	Since Inception	Inception Date
OPEB Trust				09/01/2009
Beginning Market Value	2,216,343	2,042,173	653,772	
Net Contributions	-	-	525,131	
Total Gain/Loss	69,262	243,431	1,106,701	
Ending Market Value	2,285,604	2,285,604	2,285,604	

OPEB Trust Benchmark Composition

Allocation Mandate	Weight (%)
Bloomberg Barclays U.S. TIPS Index	30.0
Blmbg. Barc. U.S. Aggregate Index	10.0
Russell 3000 Index	35.0
MSCI EAFE (Net) Index	17.5
MSCI Emerging Markets (Net) Index	5.0
FTSE EPRA/NAREIT Developed Index	2.5

Trailing Performance Summary

	QTR	YTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
OPEB Trust	3.1	11.9	6.5	7.5	5.1	6.9	N/A	7.4	09/01/2009
OPEB Trust Benchmark	3.4	12.5	5.9	7.2	4.9	6.7	N/A	7.5	
Difference	-0.3	-0.6	0.6	0.3	0.2	0.2	N/A	-0.1	

Calendar Year Performance Summary

	2018	2017	2016	2015	2014	2013	2012	2011
OPEB Trust	-5.0	14.1	6.7	-1.0	5.7	10.4	12.3	2.0
OPEB Trust Benchmark	-5.9	13.6	6.6	-0.7	5.8	10.1	12.5	2.1
Difference	0.9	0.5	0.1	-0.3	-0.1	0.3	-0.2	-0.1

Mananger Gain/Loss Summary

OPEB Trust

Quarter Ending June 30, 2019

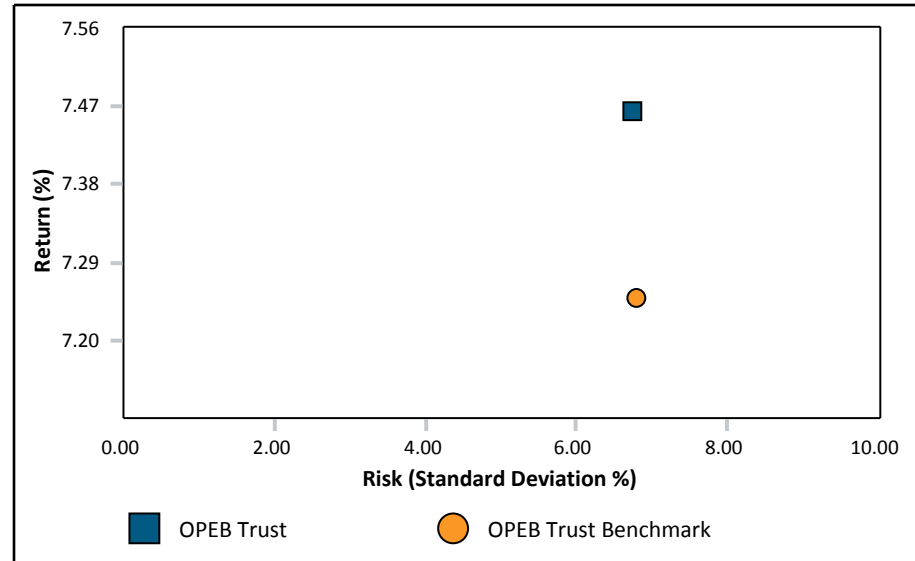
	Market Value As of 04/01/2019	Net Flows	Return On Investment	Market Value As of 06/30/2019
<u>Short Term Liquidity</u>				
Money Market Funds	1,237	-	4	1,241
<u>Fixed Income</u>				
iShares Barclays Aggregate Index	685,734	-	19,364	705,098
iShares Barclays TIPS Index	222,983	-	6,110	229,093
Total Fixed Income	908,718	-	25,474	934,191
<u>Domestic Equity</u>				
iShares S&P 500 Index	543,916	-	22,862	566,778
iShares Russell Midcap Index	129,023	-	5,053	134,075
iShares Russell 2000 Index	78,513	-	1,512	80,025
Total Domestic Equity	751,452	-	29,427	780,878
<u>International Equity</u>				
iShares MSCI EAFE Index	380,912	-	13,234	394,147
iShares MSCI Emerging Market Index	115,286	-	813	116,099
Total International Equity	496,198	-	14,047	510,246
<u>Real Estate</u>				
iShares Cohen & Steers Majors Index	29,279	-	562	29,842
iShares S&P Developed Ex-US Prop Index	29,459	-	-253	29,206
Total Real Estate	58,738	-	310	59,048
OPEB Trust	2,216,343	-	69,262	2,285,604

Risk vs. Return

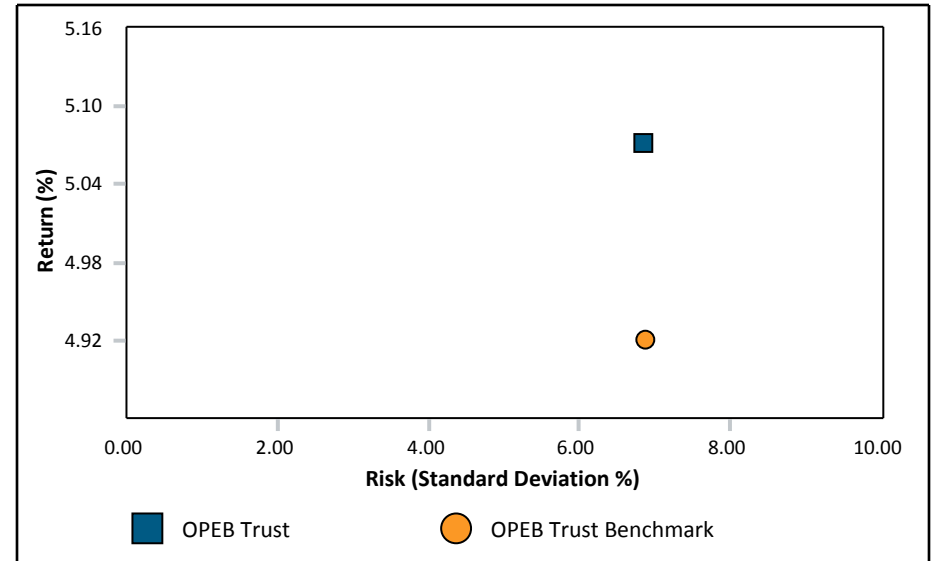
OPEB Trust

As of June 30, 2019

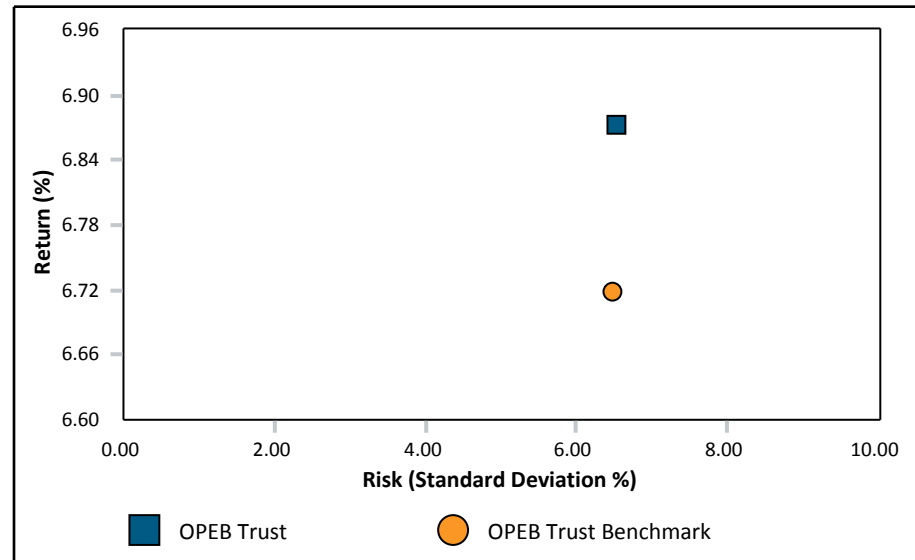
3 Year Risk and Return



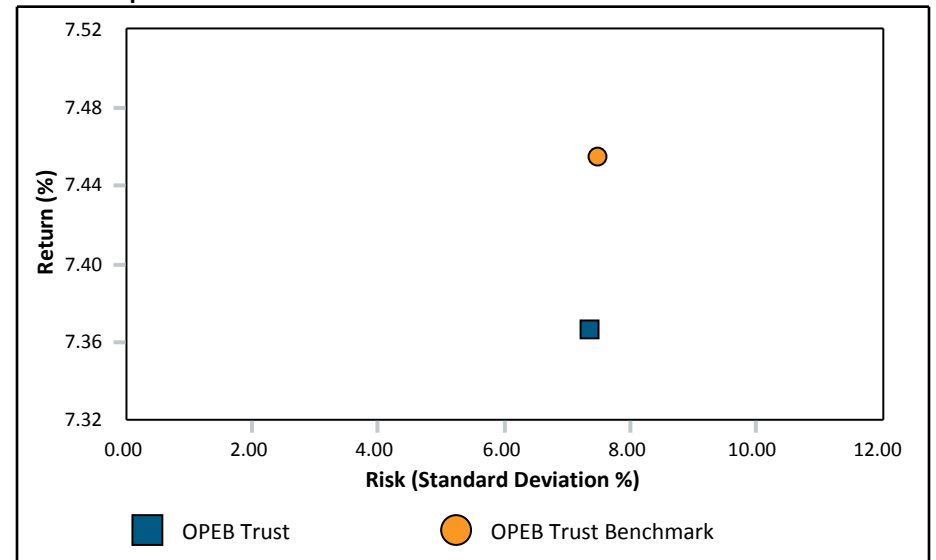
5 Year Risk and Return



7 Year Risk and Return



Since Inception Risk and Return



MPT Statistical Data

OPEB Trust

As of June 30, 2019

3 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
OPEB Trust	7.46	6.75	4.46	0.90	0.33	0.60	0.99	0.99	0.28
OPEB Trust Benchmark	7.25	6.80	4.45	0.87	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	1.37	0.23	0.00	N/A	-0.87	6.81	0.00	0.00	1.37

5 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
OPEB Trust	5.07	6.85	4.44	0.64	0.24	0.61	0.99	0.99	0.18
OPEB Trust Benchmark	4.92	6.88	4.42	0.61	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	0.85	0.26	0.01	N/A	-0.61	6.86	0.01	0.00	0.83

7 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
OPEB Trust	6.87	6.55	4.06	0.96	0.22	0.68	0.99	1.01	0.11
OPEB Trust Benchmark	6.72	6.48	3.98	0.94	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	0.63	0.24	0.01	N/A	-0.94	6.48	0.00	0.00	0.62

Since Inception Historical MPT Statistics

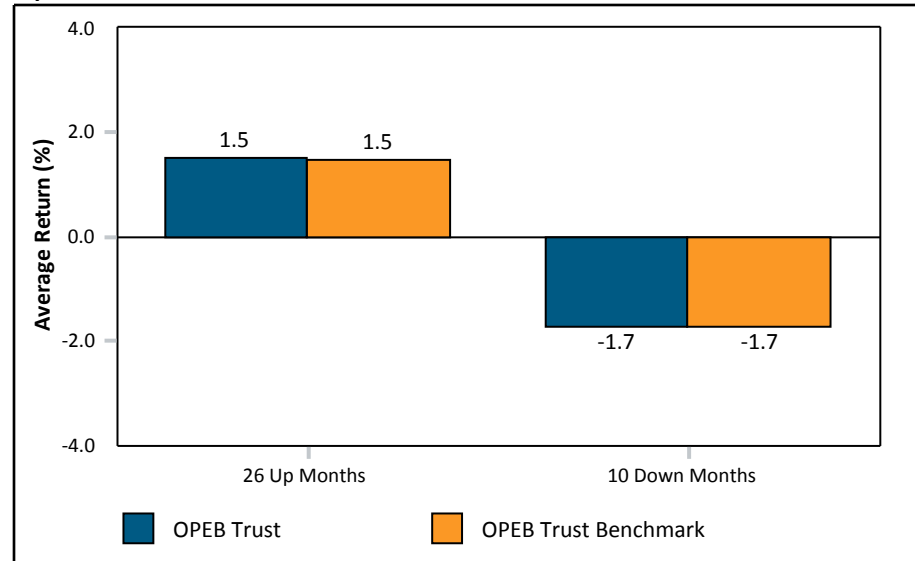
	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha	Inception Date
OPEB Trust	7.37	7.38	4.44	0.94	-0.11	0.84	0.99	0.98	0.08	09/01/2009
OPEB Trust Benchmark	7.46	7.51	4.47	0.93	N/A	0.00	1.00	1.00	0.00	09/01/2009
90 Day U.S. Treasury Bill	0.47	0.22	0.01	N/A	-0.93	7.51	0.00	0.00	0.48	09/01/2009

Market Capture Report

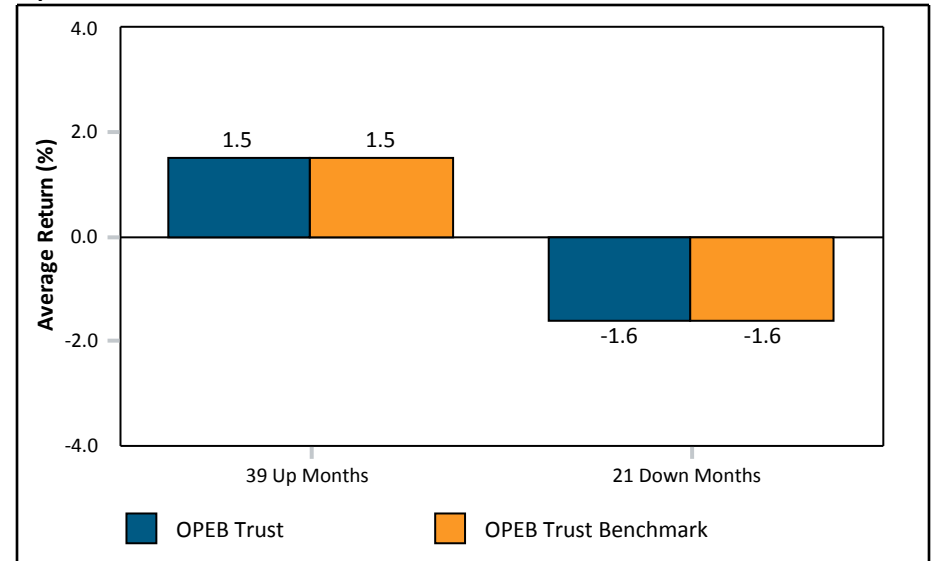
OPEB Trust

As of June 30, 2019

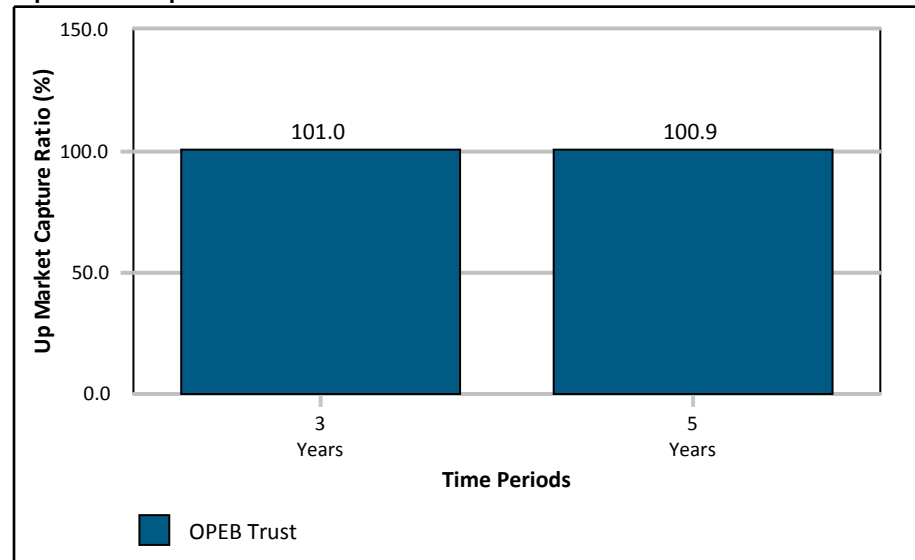
Up/Down Markets - 3 Years



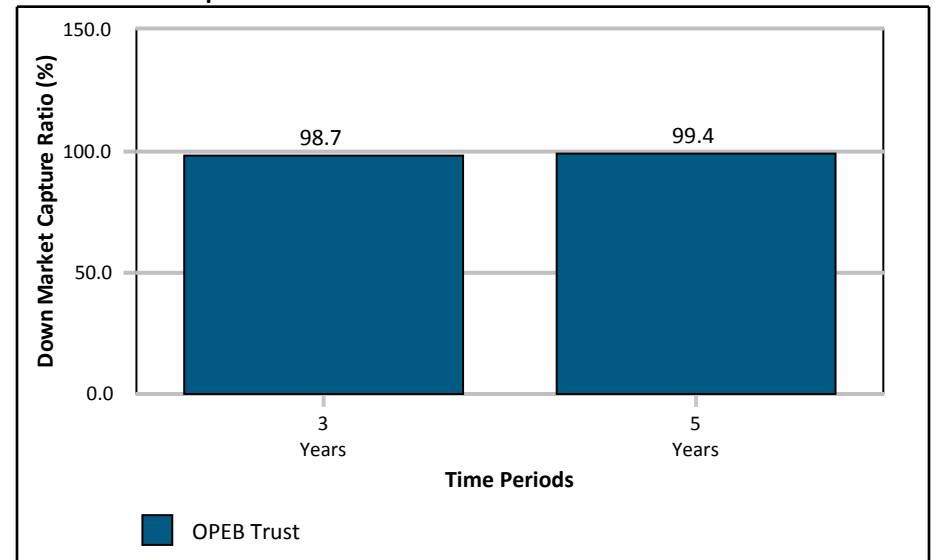
Up/Down Markets - 5 Years



Up Market Capture Ratio



Down Market Capture Ratio



Estimated Fee Analysis - Town of Avon OPEB Trust

As of June 30, 2019

MANAGER	TARGET ALLOCATION	FEE SCHEDULE
iShares Barclays Aggregate Index	30.0%	0.05%
iShares Barclays TIPS Fund	10.0%	0.19%
iShares Core S&P 500 Index Fund	25.0%	0.04%
iShares Russell MidCap Index Fund	6.0%	0.19%
iShares Russell 2000 Index Fund	4.0%	0.19%
iShares MSCI EAFE Index Fund	17.5%	0.31%
iShares MSCI Emerging Markets Index Fund	5.0%	0.67%
iShares Cohen & Steers Realty Majors Index Fund	1.3%	0.34%
iShares International Developed Property Fund	1.3%	0.48%
WEIGHTED AVERAGE FEE		0.16%

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

Asset Allocation

BOE OPEB Trust

As of June 30, 2019

	Asset Allocation (\$)	Asset Allocation (%)	Target Allocation (%)	Differences (%)
Avon BOE OPEB Trust	3,544,303	100.0	100.0	0.0
Money Market Funds	1,062	0.0	0.0	0.0
iShares Barclays Aggregate Index	1,092,965	30.8	30.0	0.8
iShares Barclays TIPS Index	354,028	10.0	10.0	0.0
iShares S&P 500 Index	881,689	24.9	25.0	-0.1
iShares Russell Midcap Index	207,531	5.9	6.0	-0.1
iShares Russell 2000 Index	127,214	3.6	4.0	-0.4
iShares MSCI EAFE Index	609,379	17.2	17.5	-0.3
iShares MSCI Emerging Market Index	179,335	5.1	5.0	0.1
iShares Cohen & Steers Majors Index	47,363	1.3	1.3	0.1
iShares S&P Developed Ex-US Prop Index	43,737	1.2	1.3	0.0

Investments with a zero balance were held in the plan during the reporting period and will be removed once they no longer impact plan performance.

Asset Allocation weightings may not add up to 100% due to rounding.

Total Plan Performance Summary

BOE OPEB Trust

As of June 30, 2019

Account Reconciliation

	QTR	YTD	Since Inception	Inception Date
Avon BOE OPEB Trust				09/01/2011
Beginning Market Value	3,436,822	3,166,387	25,362	
Net Contributions	-	-	3,231,960	
Total Gain/Loss	107,481	377,916	286,981	
Ending Market Value	3,544,303	3,544,303	3,544,303	

OPEB Trust Benchmark Composition

Allocation Mandate	Weight (%)
Bloomberg Barclays U.S. TIPS Index	30.0
Blmbg. Barc. U.S. Aggregate Index	10.0
Russell 3000 Index	35.0
MSCI EAFE (Net) Index	17.5
MSCI Emerging Markets (Net) Index	5.0
FTSE EPRA/NAREIT Developed Index	2.5

Trailing Performance Summary

	QTR	YTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Avon BOE OPEB Trust	3.1	11.9	5.8	6.9	4.7	6.6	N/A	6.5	09/01/2011
OPEB Trust Benchmark	3.4	12.5	5.9	7.2	4.9	6.7	N/A	6.8	
Difference	-0.3	-0.6	-0.1	-0.3	-0.2	-0.1	N/A	-0.3	

Calendar Year Performance Summary

	2018	2017	2016	2015	2014	2013	2012	2011
Avon BOE OPEB Trust	-5.8	13.9	6.0	-1.0	5.6	10.3	12.2	N/A
OPEB Trust Benchmark	-5.9	13.6	6.6	-0.7	5.8	10.1	12.5	2.1
Difference	0.1	0.3	-0.6	-0.3	-0.2	0.2	-0.3	N/A

Manager Gain/Loss Summary

Avon BOE OPEB Trust

Quarter Ending June 30, 2019

	Market Value As of 04/01/2019	Net Flows	Return On Investment	Market Value As of 06/30/2019
Money Market Funds	1,059	-	4	1,062
<u>Fixed Income</u>				
iShares Barclays Aggregate Index	1,062,949	-	30,016	1,092,965
iShares Barclays TIPS Index	344,587	-	9,441	354,028
Total Fixed Income	1,407,536	-	39,457	1,446,993
<u>Domestic Equity</u>				
iShares S&P 500 Index	846,124	-	35,565	881,689
iShares Russell Midcap Index	199,710	-	7,821	207,531
iShares Russell 2000 Index	124,810	-	2,403	127,214
Total Domestic Equity	1,170,645	-	45,789	1,216,434
<u>International Equity</u>				
iShares MSCI EAFE Index	588,918	-	20,461	609,379
iShares MSCI Emerging Market Index	178,079	-	1,256	179,335
Total International Equity	766,997	-	21,717	788,714
<u>Real Estate</u>				
iShares Cohen & Steers Majors Index	46,470	-	893	47,363
iShares S&P Developed Ex-US Prop Index	44,116	-	-378	43,737
Total Real Estate	90,585	-	515	91,100
Avon BOE OPEB Trust	3,436,822	-	107,481	3,544,303

Manager Performance Overview

BOE/OPEB Trust

As of June 30, 2019

	QTD	YTD	1 Year	3 Years	5 Years	10 Years	Since Inception	Inception Date
<u>Fixed Income</u>								
iShares Barclays Aggregate Index (AGG)	3.1 (43)	6.1 (65)	7.8 (30)	2.3 (57)	2.9 (31)	3.8 (74)	3.9 (51)	10/01/2003
<i>Blmbg. Barc. U.S. Aggregate Index</i>	3.1	6.1	7.9	2.3	2.9	3.9	4.1	
IM U.S. Broad Market Core Fixed Income (MF) Median	3.0	6.3	7.6	2.4	2.7	4.3	3.9	
iShares Barclays TIPS Index (TIP)	2.8 (18)	6.0 (39)	4.6 (25)	1.9 (40)	1.6 (21)	3.5 (20)	3.9 (12)	01/01/2004
<i>Bloomberg Barclays U.S. TIPS Index</i>	2.9	6.2	4.8	2.1	1.8	3.6	4.1	
IM U.S. TIPS (MF) Median	2.5	5.8	4.1	1.8	1.1	3.0	3.6	
<u>Domestic Equity</u>								
iShares S&P 500 Index (IVV)	4.3 (46)	18.5 (38)	10.4 (34)	14.1 (27)	10.7 (15)	14.6 (14)	5.9 (41)	06/01/2000
<i>S&P 500 Index</i>	4.3	18.5	10.4	14.2	10.7	14.7	5.9	
IM U.S. Large Cap Core Equity (MF) Median	4.2	17.9	9.3	13.1	9.3	13.4	5.5	
iShares Midcap Index (IWR)	4.1 (51)	21.2 (19)	7.7 (19)	12.0 (27)	8.5 (19)	15.0 (8)	9.3 (12)	08/01/2001
<i>Russell Midcap Index</i>	4.1	21.3	7.8	12.2	8.6	15.2	9.5	
IM U.S. Mid Cap Core Equity (MF) Median	4.1	18.9	4.2	9.7	6.0	12.6	8.0	
iShares Russell 2000 Index (IWM)	2.1 (30)	16.9 (21)	-3.4 (15)	12.3 (12)	7.1 (39)	13.5 (43)	7.8 (70)	06/01/2000
<i>Russell 2000 Index</i>	2.1	17.0	-3.3	12.3	7.1	13.4	7.9	
IM U.S. Small Cap Core Equity (MF) Median	1.7	13.5	-6.1	10.1	6.3	13.2	8.3	
<u>International Equity</u>								
iShares MSCI EAFE Index (EFA)	3.7 (34)	14.1 (45)	1.0 (31)	9.0 (32)	2.2 (10)	6.8 (30)	5.3 (58)	09/01/2001
<i>MSCI EAFE (Net) Index</i>	3.7	14.0	1.1	9.1	2.2	6.9	5.4	
IM International Large Cap Core Equity (MF) Median	3.0	13.7	-0.4	8.3	1.1	6.2	5.5	
iShares MSCI Emerging Market Index (EEM)	0.5 (79)	10.3 (71)	0.7 (52)	10.0 (40)	1.9 (53)	4.9 (71)	10.3 (53)	05/01/2003
<i>MSCI Emerging Markets (Net) Index</i>	0.6	10.6	1.2	10.7	2.5	5.8	10.8	
IM Emerging Markets Equity (MF) Median	1.6	12.2	0.9	9.2	2.1	5.7	10.4	

Returns for periods less than one year are not annualized. Returns are net of fees unless otherwise noted.

Manager Performance Overview

BOE/OPEB Trust

As of June 30, 2019

	QTD	YTD	1 Year	3 Years	5 Years	10 Years	Since Inception	Inception Date
<u>Real Estate</u>								
iShares Cohen & Steers Majors Index (ICF)	2.0 (53)	19.3 (31)	16.0 (3)	4.7 (40)	8.8 (13)	15.8 (15)	10.1 (43)	02/01/2001
<i>Cohen Steers Realty Majors Index</i>	<i>2.1</i>	<i>19.5</i>	<i>16.4</i>	<i>5.0</i>	<i>9.2</i>	<i>16.1</i>	<i>10.5</i>	
IM Real Estate Sector (MF) Median	2.0	18.4	10.6	4.0	7.2	14.7	10.0	
iShares S&P Developed Ex-US Prop Index (WPS)	-0.6 (64)	12.2 (85)	4.2 (71)	6.3 (72)	3.7 (52)	8.8 (36)	2.0 (30)	08/01/2007
<i>S&P Developed Ex-U.S. Property</i>	<i>-0.3</i>	<i>12.7</i>	<i>5.0</i>	<i>7.1</i>	<i>4.4</i>	<i>9.6</i>	<i>2.6</i>	
IM International Real Estate (MF) Median	-0.1	13.3	5.5	7.1	3.9	8.2	1.7	

** The above stated performance is sourced from iShares Funds. Actual investment performance achieved for each product may deviate due to differing pricing methodologies employed by the plan custodian and iShares.

The inception date expressed on the Manager Performance Overview page(s) represents the first day of the first full month following the purchase of the investment. Performance figures shown at the fund level begin on this inception date. Your performance may differ slightly if the fund was purchased during the previous month. Actual performance is captured at the total plan level.

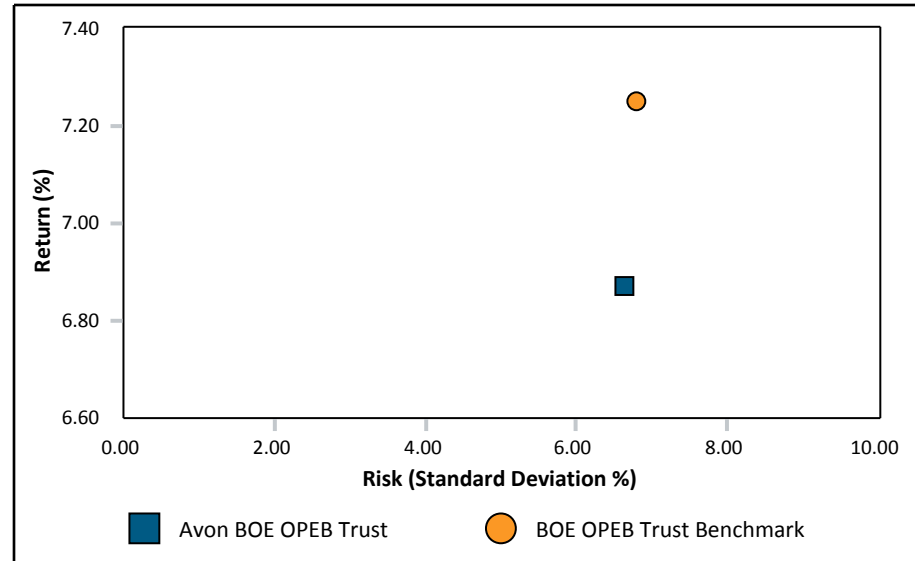
Investment returns are derived from custodian valuations and may deviate slightly from fund level returns displayed in other pages in your report which can result in minor differences in universe rankings. Mutual fund performance may differ from the current share class's historical performance due to share class exchanges.

Risk vs Return

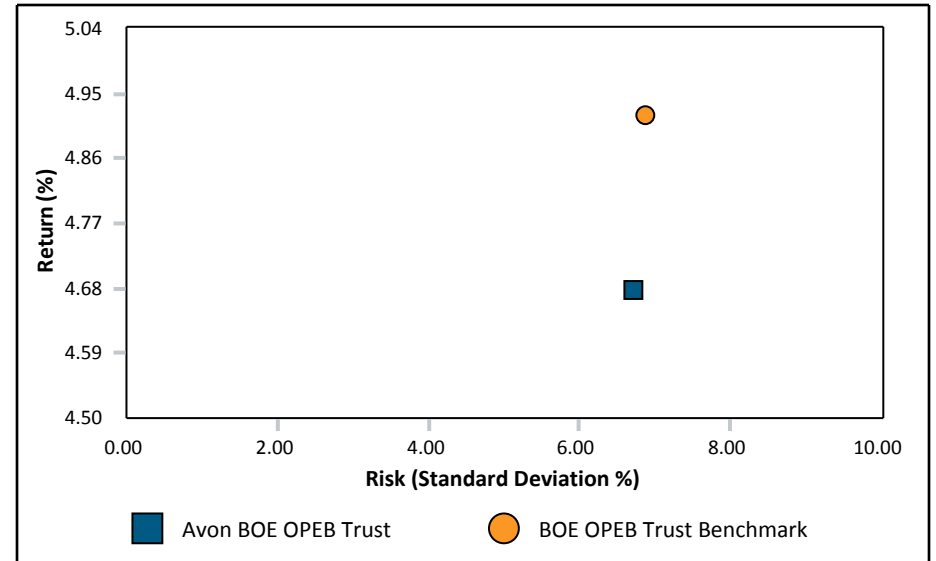
BOE OPEB Trust

As of June 30, 2019

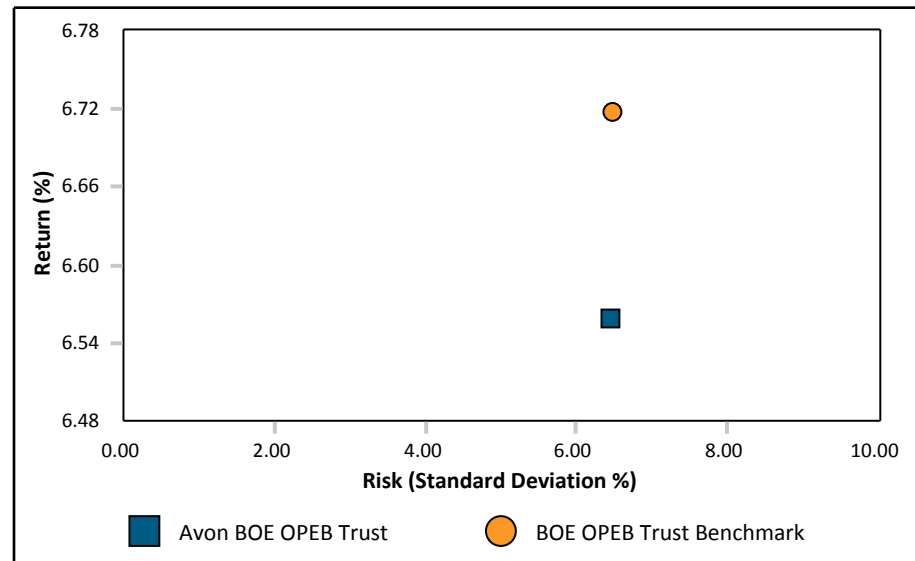
3 Year Risk and Return



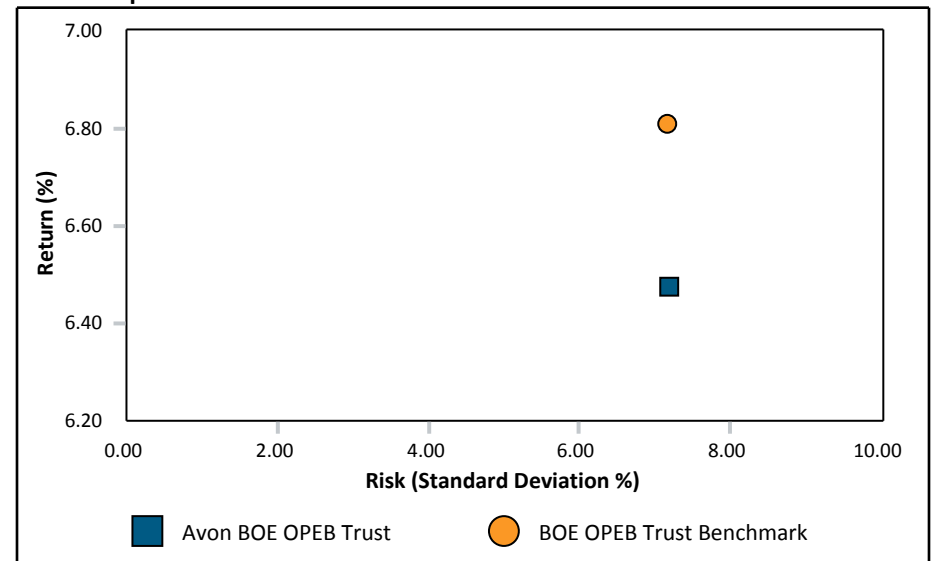
5 Year Risk and Return



7 Year Risk and Return



Since Inception Risk and Return



MPT Statistical Data

BOE OPEB Trust

As of June 30, 2019

3 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Avon BOE OPEB Trust	6.87	6.65	4.43	0.83	-0.63	0.58	0.99	0.97	-0.18
BOE OPEB Trust Benchmark	7.25	6.80	4.45	0.87	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	1.37	0.23	0.00	N/A	-0.87	6.81	0.00	0.00	1.37

5 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Avon BOE OPEB Trust	4.68	6.72	4.39	0.59	-0.39	0.62	0.99	0.97	-0.11
BOE OPEB Trust Benchmark	4.92	6.88	4.42	0.61	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	0.85	0.26	0.01	N/A	-0.61	6.86	0.01	0.00	0.83

7 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Avon BOE OPEB Trust	6.56	6.47	4.03	0.92	-0.22	0.68	0.99	0.99	-0.11
BOE OPEB Trust Benchmark	6.72	6.48	3.98	0.94	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	0.63	0.24	0.01	N/A	-0.94	6.48	0.00	0.00	0.62

Since Inception Historical MPT Statistics

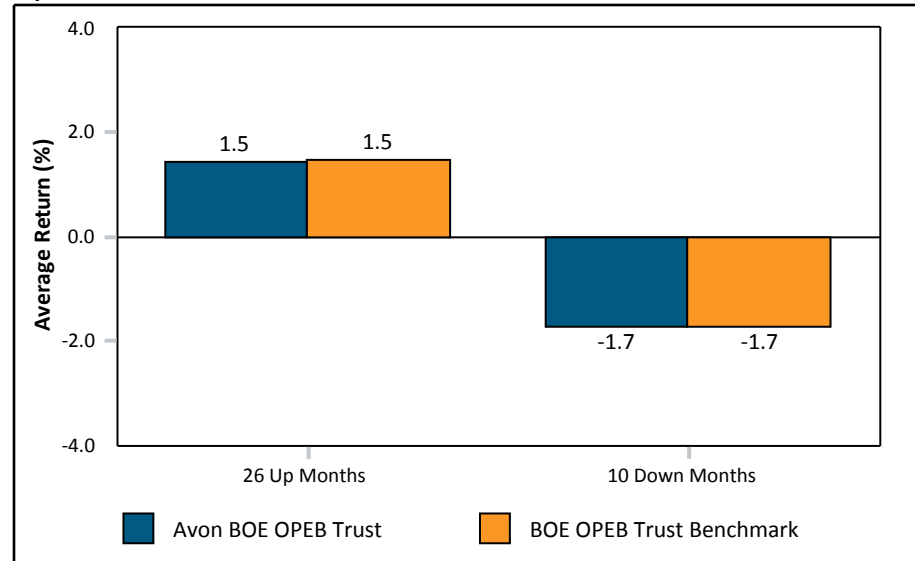
	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha	Inception Date
Avon BOE OPEB Trust	6.47	7.19	4.51	0.83	-0.45	0.69	0.99	1.00	-0.28	09/01/2011
BOE OPEB Trust Benchmark	6.81	7.19	4.41	0.88	N/A	0.00	1.00	1.00	0.00	09/01/2011
90 Day U.S. Treasury Bill	0.56	0.23	0.01	N/A	-0.88	7.19	0.00	0.00	0.56	09/01/2011

Market Capture Report

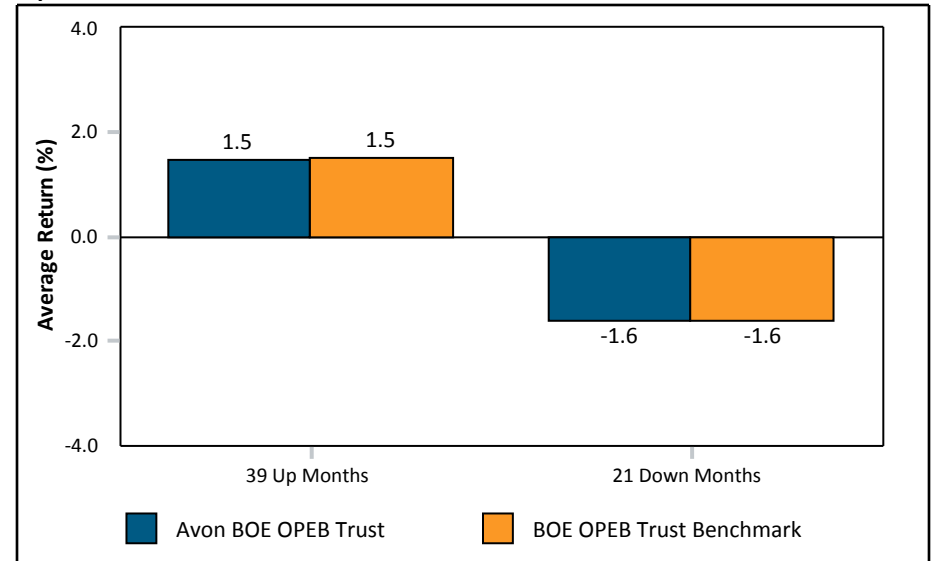
BOE OPEB Trust

As of June 30, 2019

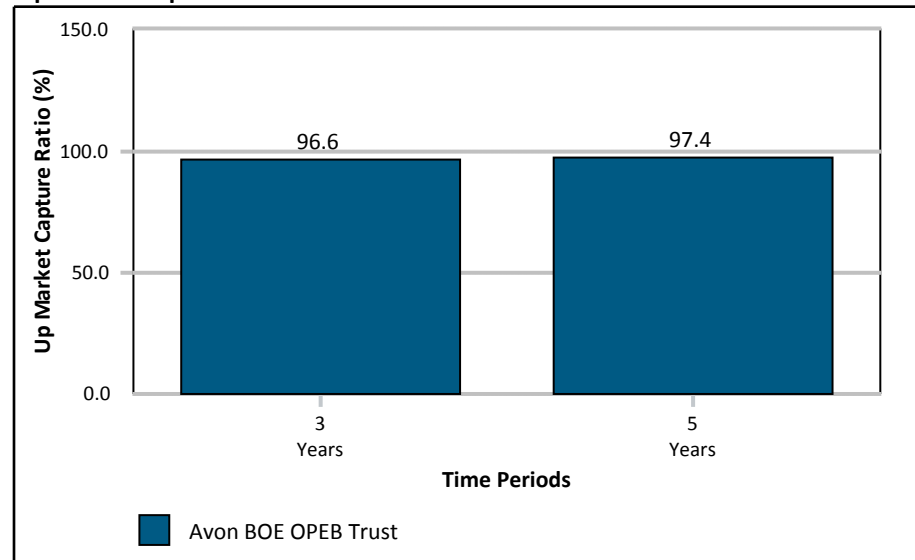
Up/Down Markets - 3 Years



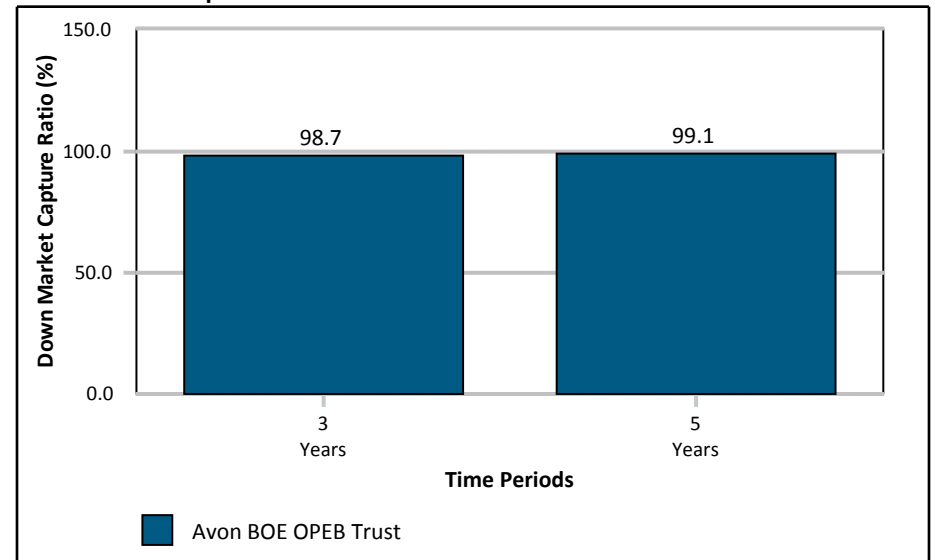
Up/Down Markets - 5 Years



Up Market Capture Ratio



Down Market Capture Ratio



Estimated Fee Analysis - Town of Avon BOE OPEB Trust

As of June 30, 2019

MANAGER	TARGET ALLOCATION	FEE SCHEDULE
iShares Barclays Aggregate Index	30.0%	0.05%
iShares Barclays TIPS Fund	10.0%	0.19%
iShares Core S&P 500 Index Fund	25.0%	0.04%
iShares Russell MidCap Index Fund	6.0%	0.19%
iShares Russell 2000 Index Fund	4.0%	0.19%
iShares MSCI EAFE Index Fund	17.5%	0.31%
iShares MSCI Emerging Markets Index Fund	5.0%	0.67%
iShares Cohen & Steers Realty Majors Index Fund	1.3%	0.34%
iShares International Developed Property Fund	1.3%	0.48%
WEIGHTED AVERAGE FEE		0.16%

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

Asset Allocation

Retiree Medical Plan

As of June 30, 2019

	Asset Allocation (\$)	Asset Allocation (%)	Target Allocation (%)	Differences (%)
Retiree Medical Plan	1,357,094	100.0	100.0	0.0
Money Market Funds	1,357,094	100.0	100.0	0.0

Investments with a zero balance were held in the plan during the reporting period and will be removed once they no longer impact plan performance.

Asset Allocation weightings may not add up to 100% due to rounding.

Total Plan Performance Summary

Retiree Medical Plan

As of June 30, 2019

Account Reconciliation

	QTR	YTD	Since Inception	Inception Date
Retiree Medical Plan				02/01/2005
Beginning Market Value	1,352,323	1,347,820	1,157,998	
Net Contributions	-	-	-434,551	
Total Gain/Loss	4,770	9,274	633,647	
Ending Market Value	1,357,094	1,357,094	1,357,094	

Retiree Medical Plan Benchmark Composition

Allocation Mandate	Weight (%)
90 Day U.S. Treasury Bill	100.0

Trailing Performance Summary

	QTR	YTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Retiree Medical Plan	0.4	0.7	1.3	-0.5	1.4	2.7	4.5	4.0	02/01/2005
Retiree Medical Plan Benchmark	0.6	1.2	2.5	0.0	1.6	3.0	4.9	4.1	
Difference	-0.2	-0.5	-1.2	-0.5	-0.2	-0.3	-0.4	-0.1	

Calendar Year Performance Summary

	2018	2017	2016	2015	2014	2013	2012	2011
Retiree Medical Plan	-0.9	2.2	1.6	1.1	6.1	5.5	7.0	5.4
Retiree Medical Plan Benchmark	-0.2	2.3	1.6	1.1	6.2	5.3	7.6	5.9
Difference	-0.7	-0.1	0.0	0.0	-0.1	0.2	-0.6	-0.5

*Data displayed in Since Inception column is as of a start date of 10/1/2005. Historical market value and flow information prior to 10/1/2005 was not available from prior consultant. The stated inception date of 2/1/2005 is the plan's performance inception date.

Manager Gain/Loss Summary

Retiree Medical Plan

Quarter Ending June 30, 2019

	Market Value As of 04/01/2019	Net Flows	Return On Investment	Market Value As of 06/30/2019
Money Market Funds	1,352,323	-	4,770	1,357,094
Retiree Medical Plan	1,352,323	-	4,770	1,357,094

Manager Commentary

As of June 30, 2019

Manager	Manager Status
Fixed Income	
iShares Barclays Aggregate Index (AGG)	Maintain
iShares Barclays TIPS Index (TIP)	Maintain
Domestic Equity	
iShares S&P 500 Index (IVV)	Maintain
iShares Russell Midcap Index (IWR)	Maintain
iShares Russell 2000 Index (IWM)	Maintain
International Equity	
iShares MSCI EAFE Index (EFA)	Maintain
iShares MSCI Emerging Market Index (EEM)	Maintain
Real Estate	
iShares Cohen & Steers Majors Index (ICF)	Maintain
iShares S&P Developed Ex-US Prop Index (WPS)	Maintain

Benchmark Composition

Retiree Medical Plan

As of June 30, 2019

Allocation Mandate	Weight (%)	Allocation Mandate	Weight (%)
Sep-2018		Sep-2010	
90 Day U.S. Treasury Bill	100.0	Blmbg. Barc. U.S. Treasury: 1-3 Year	30.0
		Blmbg. Barc. U.S. Treasury: 7-10 Year	30.0
Jul-2016		iBoxx \$ Liquid Investment Grade Index	10.0
Blmbg. Barc. U.S. Treasury: 1-3 Year	43.0	Russell 3000 Index	25.0
Blmbg. Barc. U.S. Treasury: 7-10 Year	43.0	MSCI EAFE (Net) Index	5.0
iBoxx \$ Liquid Investment Grade Index	14.0		
		Jan-1999	
Jul-2015		Blmbg. Barc. U.S. Treasury: 7-10 Year	26.3
Blmbg. Barc. U.S. Treasury: 1-3 Year	39.8	Blmbg. Barc. U.S. Treasury: 1-3 Year	26.3
Blmbg. Barc. U.S. Treasury: 7-10 Year	39.8	iBoxx \$ Liquid Investment Grade Index	10.0
iBoxx \$ Liquid Investment Grade Index	13.0	Russell 3000 Index	30.0
Russell 3000 Index	6.3	MSCI EAFE (Net) Index	7.5
MSCI EAFE (Net) Index	1.3		
Jul-2014			
Blmbg. Barc. U.S. Treasury: 1-3 Year	36.5		
Blmbg. Barc. U.S. Treasury: 7-10 Year	36.5		
iBoxx \$ Liquid Investment Grade Index	12.0		
Russell 3000 Index	12.5		
MSCI EAFE (Net) Index	2.5		
Jul-2013			
Blmbg. Barc. U.S. Treasury: 1-3 Year	33.3		
Blmbg. Barc. U.S. Treasury: 7-10 Year	33.3		
iBoxx \$ Liquid Investment Grade Index	11.0		
Russell 3000 Index	18.8		
MSCI EAFE (Net) Index	3.8		

Benchmark Composition

OPEB Trust

As of June 30, 2019

Allocation Mandate	Weight (%)
Oct-2018	
Bloomberg Barclays U.S. TIPS Index	30.0
Blmbg. Barc. U.S. Aggregate Index	10.0
Russell 3000 Index	35.0
MSCI EAFE (Net) Index	17.5
MSCI Emerging Markets (Net) Index	5.0
FTSE EPRA/NAREIT Developed Index	2.5
Sep-2009	
Bloomberg Barclays U.S. TIPS Index	22.5
Blmbg. Barc. U.S. Aggregate Index	22.5
Russell 3000 Index	30.0
MSCI EAFE (Net) Index	15.0
MSCI Emerging Markets (Net) Index	5.0
FTSE EPRA/NAREIT Developed Index	5.0

Benchmark Composition

BOE OPEB Trust

As of June 30, 2019

Allocation Mandate	Weight (%)
Oct-2018	
Bloomberg Barclays U.S. TIPS Index	30.0
Blmbg. Barc. U.S. Aggregate Index	10.0
Russell 3000 Index	35.0
MSCI EAFE (Net) Index	17.5
MSCI Emerging Markets (Net) Index	5.0
FTSE EPRA/NAREIT Developed Index	2.5
Jan-2001	
Bloomberg Barclays U.S. TIPS Index	22.5
Blmbg. Barc. U.S. Aggregate Index	22.5
Russell 3000 Index	30.0
MSCI EAFE (Net) Index	15.0
MSCI Emerging Markets (Net) Index	5.0
FTSE EPRA/NAREIT Developed Index	5.0

Prospectus Links

As of June 30, 2019

<u>FUND FAMILY</u>	<u>WEB SITE</u>
Vanguard	www.vanguard.com
MetWest	www.tcw.com
Western Asset	www.leggmason.com
BlackRock	www.blackrock.com
John Hancock	www.jhfunds.com
Harbor Capital	www.harborfunds.com
Neuberger Berman	www.nb.com
American Funds	www.americanfunds.com
Credit Suisse	www.creditsuisse.com
iShares* (includes Cohen & Steers ETF)	www.ishares.com

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Investment Statistics – Descriptions

Statistic	Description
Active Return	Arithmetic difference between the manager's return and the benchmark return over a specified period.
Excess Return	Arithmetic difference between the manager's return and the risk-free return over a specified period.
Standard Deviation	Represents the degree of variation, or dispersion, of a portfolio's return in relation to its mean return. It is a measure of volatility or investment risk.
Downside Risk	A measure of the standard deviation, or volatility, of a portfolio's negative returns in relation to the mean of the negative returns over a specified period. The higher the figure, the riskier the portfolio in negative performance environments.
Sharpe Ratio	Represents the excess return over the risk-free return divided by the standard deviation of the portfolio's return. The ratio shows how well a portfolio performs versus a risk-free investment. The higher the value, the better the portfolio's historical risk-adjusted performance.
Tracking Error	A measure of the standard deviation of a portfolio's excess return over the return of appropriate market benchmark. Tracking error measures how closely a portfolio follows or tracks the index to which it is benchmarked.
Information Ratio	A measure of a portfolio's active return over its benchmark divided by the tracking error. A higher ratio indicates a manager's ability to consistently add active return relative to a benchmark.
Beta	A measure of the sensitivity of a portfolio to the movements in the market. It is a measure of a portfolio's non-diversifiable or systematic risk. A beta of 1.0 implies a portfolio is perfectly correlated to the market.
Alpha	A measure of the portfolio's value added relative to a benchmark, given its level of systematic risk as measured by beta. It is a measure of the portfolio's historical performance not explained by movements of the market, or a portfolio's non-systematic return.
Consistency	Also known as batting average, the percentage of quarters that a portfolio achieved a rate of return higher than that of its benchmark. The higher the consistency figure, the more value a manager has contributed to the portfolio's active performance.
R-Squared	Also known as the coefficient of determination, R-Squared (R^2) represents the percentage of a portfolio's performance explained by the behavior of the appropriate benchmark. A high R^2 means a higher correlation of the portfolio's performance to that of the appropriate benchmark.
Up Market Capture	The ratio of a portfolio's average return over the benchmark during periods of positive benchmark return. Higher values indicate better performance in positive markets compared to the benchmark.
Down Market Capture	The ratio of a portfolio's average return over the benchmark during periods of negative benchmark return. Lower values indicate better performance (and better protection of capital) in down markets compared to the benchmark.
Style Map	Using returns-based style analysis, the style map gauges the adherence of a portfolio to its style mandate. The trend of the style plots identifies style drift, or lack thereof.
Private Equity Investments	
Internal Rate of Return (IRR)	An annualized money weighted return used primarily to measure performance of private equity investments. It represents the discount rate that makes the present value of the since inception paid-in capital and distributions associated with an investment equal to zero.
Investment Multiple (TVPI)	Also known as the total value paid-in capital. Multiple is calculated by dividing the fund's cumulative distributions and net asset value by the paid-in capital. The TVPI shows an investor the fund's total value as a multiple of its cost basis since inception.
Realization Multiple (DPI)	Also known as the distributions to paid-in capital (DPI) multiple. This is calculated by dividing the cumulative distributions by paid-in capital. It represents how much of an investor's invested capital has been returned to investors. A fund has broken even when multiple is greater than 1.0.
RVPI Multiple (RVPI)	Calculated by dividing residual value, or net asset value, by paid-in capital including fees paid and other expenses incurred. It measures how much of the fund's return is unrealized and dependent on the market value of its investments.
PIC Multiple (PIC)	Calculated by dividing paid-in capital by committed capital. This ratio allows a potential investor to see the percentage of a fund's committed capital that has been drawn down to date.

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