



*Investment Program*

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## PUBLIC EQUITY REVIEW

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City of San Jose Police and Fire Department Retirement Plan  
Investment Committee

# Contents

Objective and Process Review .....	3
Public Equity Summary .....	9
Market Update .....	15
Fees .....	20
Manager Review .....	23
Current Priorities .....	35
Appendix .....	37

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## Objective and Process Review

# Objective

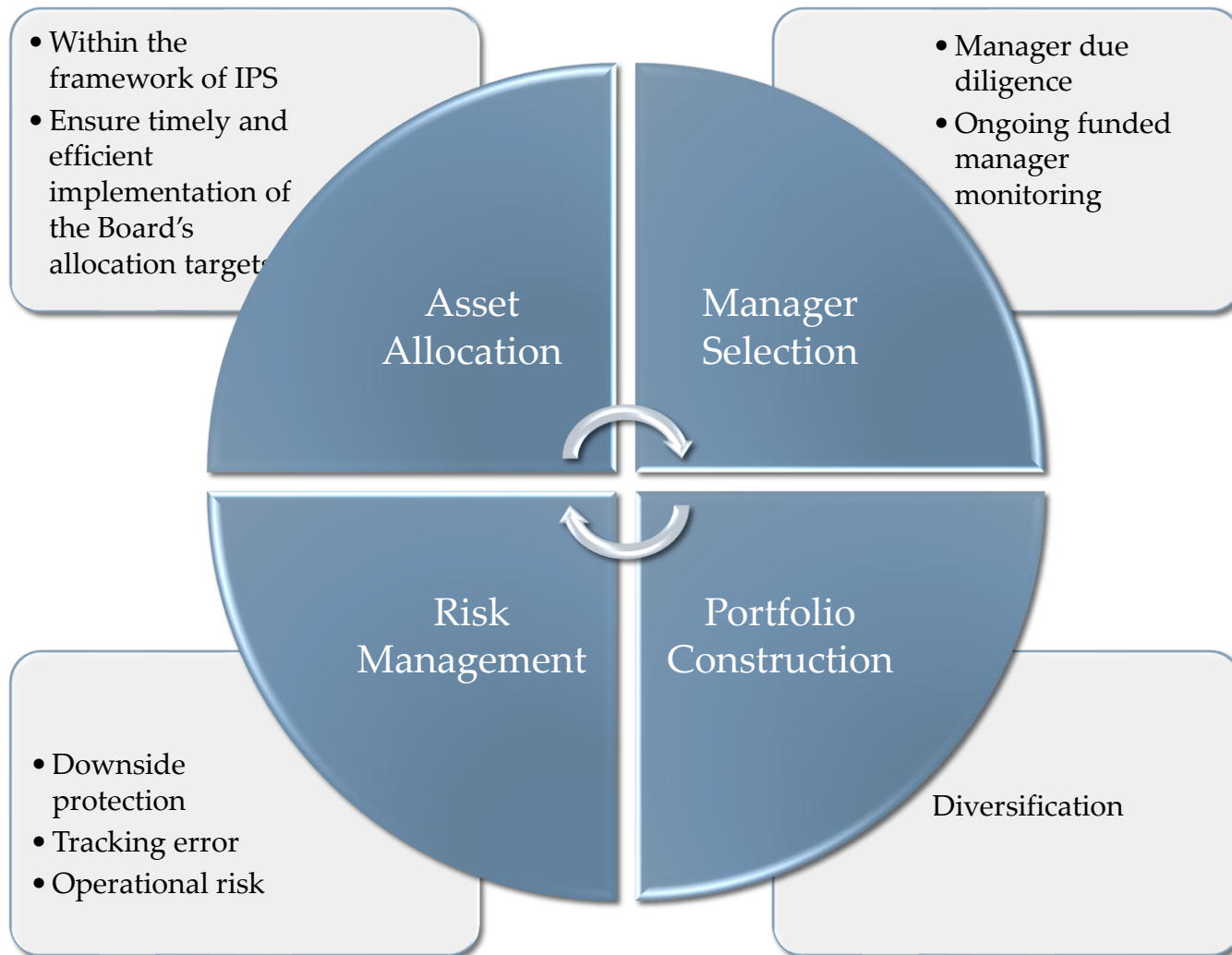
The purpose of Public Equity is to provide the Plan exposure to the total return due to equity capital owners, including exposure to capital appreciation from economic growth, while managing volatility relative to the equity market. -- IPS

Return Objective: To maximize excess return compared to the public equity weighted benchmark\* on a net of fees basis.

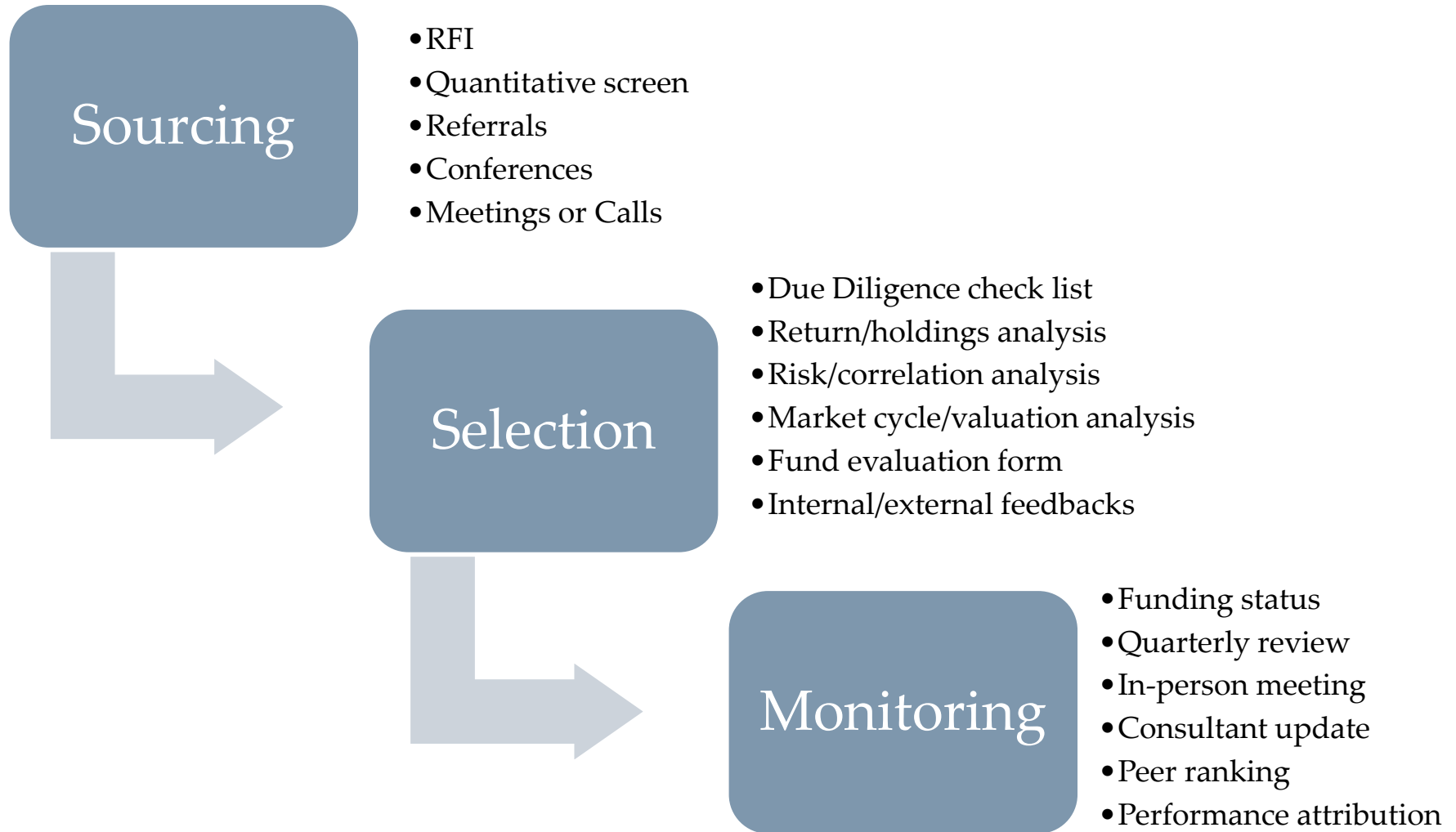
Risk Objective: To minimize volatility to the public equity weighted benchmark.

\* Current public equity weighted benchmark: 54% MSCI USA IMI Index + 26% MSCI World ex USA IMI Index Net+ 20% MSCI EM IMI Index Net

# Public Equity Investment Process



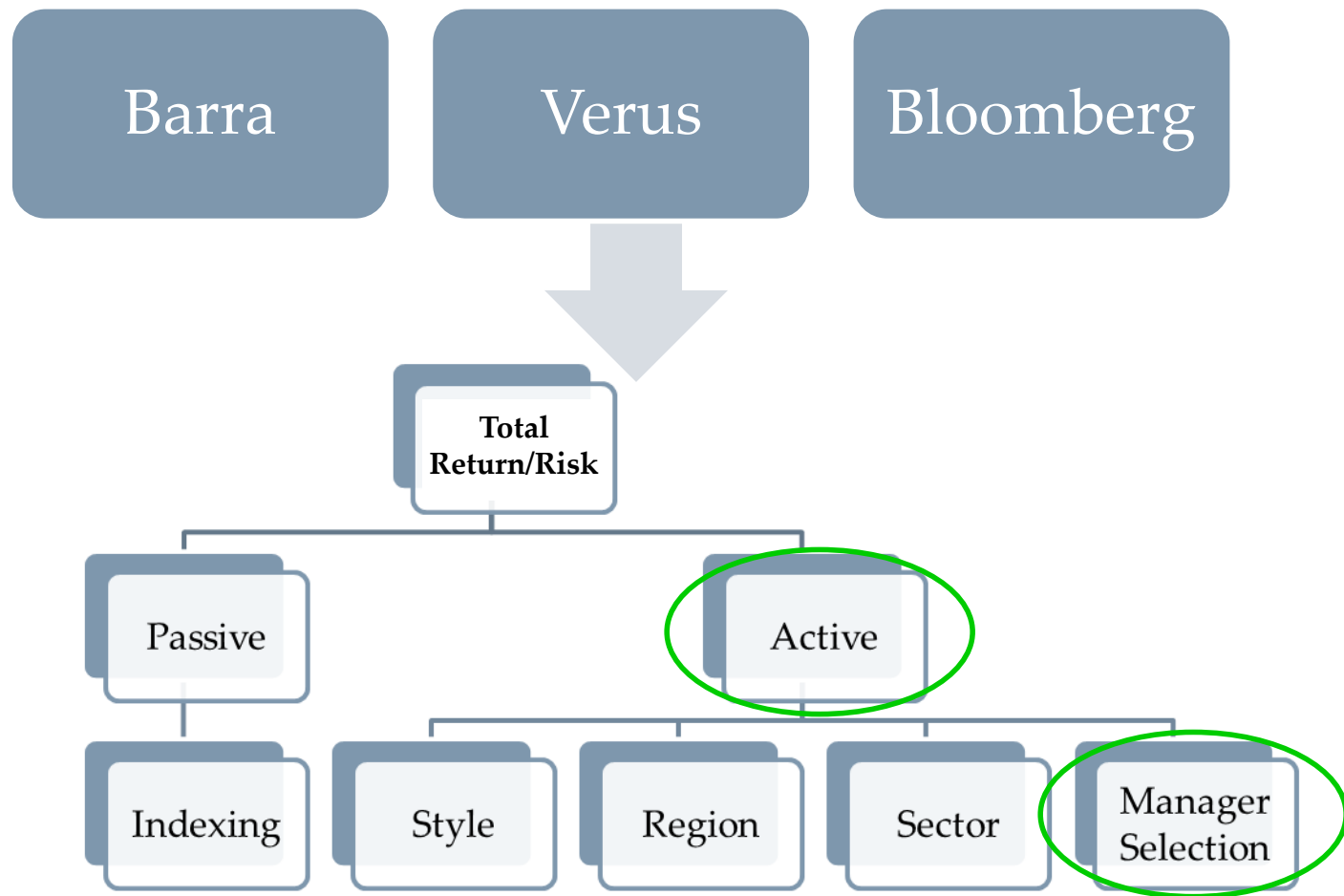
# Manager Selection and Monitoring Process



# Portfolio Construction



# Risk Management and Return Attribution

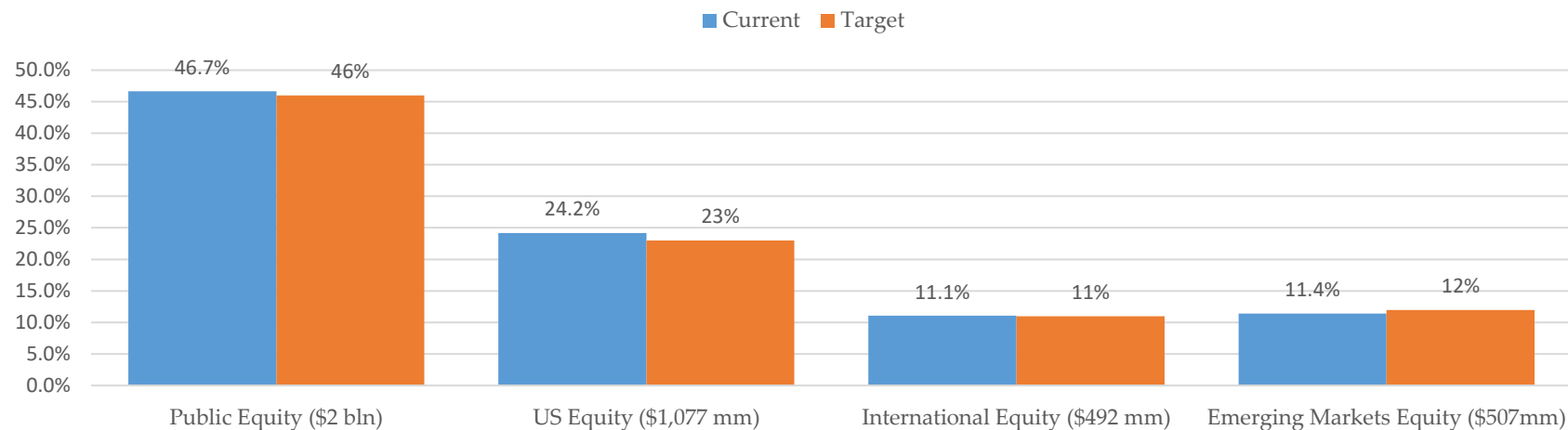


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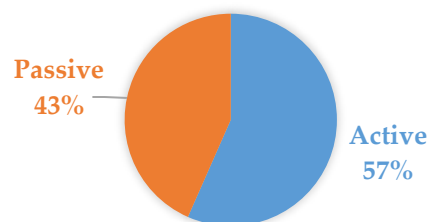
## Public Equity Summary

# Public Equity Summary

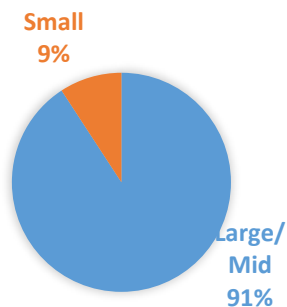
## Public Equity Regional Allocation - Current vs. Target 3/31/2021 Prelim



## ACTIVE VS. PASSIVE



## BY MARKET CAP



# Trailing Net Performance (As of February 28, 2021)

Structure	% of Total	1 Month	3 Months	Fiscal YTD	1 Year	3 Years	5 Years	ITD	Inception Date
Public Equity	46.17%	3.12	8.22	31.98	37.07	11.01	14.53	7.46	04/01/2008
Public Equity Benchmark		2.49	8.29	29.91	32.69	10.64	14.52	7.18	04/01/2008
Excess Return VS Public Equity Benchmark		0.63	(0.07)	2.07	4.38	0.38	0.01	0.28	04/01/2008
Global Equity	15.00%	3.28	6.21	30.72	37.41	13.23	16.88	13.06	07/01/2015
MSCI All Country World Investable Market Net Index		2.66	7.57	28.18	31.49	10.25	14.29	10.09	07/01/2015
Excess Return VS MSCI All Country World Investable Market Net Index		0.62	(1.37)	2.54	5.92	2.97	2.60	2.97	07/01/2015
US Equity	14.92%	3.48	8.20	29.80	39.65	15.61	17.61	10.37	06/01/1995
MSCI United States Investable Markets Index Net		3.01	7.15	28.18	34.89	14.44	16.84		06/01/1995
Excess Return VS MSCI United States Investable Markets Index Net		0.47	1.04	1.61	4.75	1.17	0.78		06/01/1995
International Equity	6.66%	2.42	6.59	29.32	35.16	7.27	11.87	8.00	06/01/1995
MSCI World Ex USA IMI Net Index		2.60	6.58	24.66	23.55	4.96	10.10	5.54	06/01/1995
Excess Return VS MSCI World Ex USA IMI Net Index		(0.18)	0.01	4.67	11.61	2.31	1.77	2.46	06/01/1995
Emerging Markets Equity	9.58%	2.81	12.68	39.61	39.12	4.76	12.50	9.75	09/01/2001
MSCI Emerging Markets Investable Market Index Net		1.31	11.78	37.07	36.63	6.11	14.74	10.60	09/01/2001
Excess Return VS MSCI Emerging Markets Investable Market Index Net		1.50	0.90	2.53	2.49	(1.35)	(2.24)	(0.85)	09/01/2001

# Trailing Net Performance (As of February 28, 2021)

Structure	% of Total	1 Month	3 Months	Fiscal YTD	1 Year	3 Years	5 Years	ITD	Inception Date
Global Equity	15.00%	3.28	6.21	30.72	37.41	13.23	16.88	13.06	07/01/2015
MSCI All Country World Investable Market Net Index		2.66	7.57	28.18	31.49	10.25	14.29	10.09	07/01/2015
Excess Return VS MSCI All Country World Investable Market Net Index		0.62	(1.37)	2.54	5.92	2.97	2.60	2.97	07/01/2015
Artisan Global Opportunities	6.85%	(0.19)	2.56	24.64	46.12	17.98	20.96	15.16	05/01/2013
MSCI All Country World Growth Net Index		0.19	5.18	26.74	42.08	16.59	18.67	13.24	05/01/2013
Excess Return VS MSCI All Country World Growth Net Index		(0.38)	(2.62)	(2.09)	4.05	1.39	2.29	1.92	05/01/2013
Artisan Global Value	8.15%	6.39	9.62	36.71	27.85	7.66	12.84	10.56	03/01/2013
MSCI All Country World Value Net Index		4.45	7.97	25.66	17.79	3.74	9.57	6.60	03/01/2013
Excess Return VS MSCI All Country World Value Net Index		1.94	1.65	11.04	10.06	3.91	3.27	3.97	03/01/2013
US Equity	14.92%	3.48	8.20	29.80	39.65	15.61	17.61	10.37	06/01/1995
MSCI United States Investable Markets Index Net		3.01	7.15	28.18	34.89	14.44	16.84		06/01/1995
Excess Return VS MSCI United States Investable Markets Index Net		0.47	1.04	1.61	4.75	1.17	0.78		06/01/1995
Northern Trust Russell 3000	14.13%	3.14	7.30	28.55	35.27	14.97	17.44	13.08	04/01/2014
Russell 3000 Index		3.13	7.29	28.58	35.33	14.97	17.41	13.03	04/01/2014
Excess Return VS Russell 3000 Index		0.02	0.01	(0.03)	(0.06)	0.00	0.04	0.04	04/01/2014
Cove Street Small Cap Value	0.79%	10.02	21.12	50.14	25.54	8.94		7.25	01/01/2018
Russell 2000 Value Index		9.39	24.27	57.49	41.06	10.14		8.24	01/01/2018
Excess Return VS Russell 2000 Value Index		0.62	(3.15)	(7.35)	(15.52)	(1.20)		(0.99)	01/01/2018
International Equity	6.66%	2.42	6.59	29.32	35.16	7.27	11.87	8.00	06/01/1995
MSCI World Ex USA IMI Net Index		2.60	6.58	24.66	23.55	4.96	10.10	5.54	06/01/1995
Excess Return VS MSCI World Ex USA IMI Net Index		(0.18)	0.01	4.67	11.61	2.31	1.77	2.46	06/01/1995
Northern Trust MSCI World x US	4.89%	2.46	6.24	23.47	21.90	5.43	10.21	4.71	04/01/2014
MSCI World Ex-USA Index		2.57	6.12	23.53	22.72	5.38	10.37	4.94	04/01/2014
Excess Return VS MSCI World Ex-USA Index		(0.10)	0.12	(0.06)	(0.82)	0.05	(0.16)	(0.23)	04/01/2014
Oberweis Intl Opportunities	1.78%	2.28	7.66	45.11	80.30	14.02	18.46	12.46	03/01/2014
MSCI World Ex US Small Cap Growth Net		1.20	7.98	31.25	40.75	8.76	13.90	8.63	03/01/2014
Excess Return VS MSCI World Ex US Small Cap Growth Net		1.08	(0.33)	13.86	39.54	5.26	4.56	3.83	03/01/2014

# Trailing Net Performance (As of February 28, 2021)

Structure	% of Total	1 Month	3 Months	Fiscal YTD	1 Year	3 Years	5 Years	ITD	Inception Date
Emerging Markets Equity	9.58%	2.81	12.68	39.61	39.12	4.76	12.50	9.75	09/01/2001
MSCI Emerging Markets Investable Market Index Net		1.31	11.78	37.07	36.63	6.11	14.74	10.60	09/01/2001
Excess Return VS MSCI Emerging Markets Investable Market Index Net		1.50	0.90	2.53	2.49	(1.35)	(2.24)	(0.85)	09/01/2001
 GQG Global Emerging Markets	2.83%	0.60	9.29	38.73	48.52	10.85		15.05	07/01/2017
MSCI Emerging Markets Index		0.77	11.57	36.50	36.51	6.74		10.87	07/01/2017
Excess Return VS MSCI Emerging Markets Index		(0.17)	(2.28)	2.23	12.01	4.11		4.17	07/01/2017
 RWC Emerging Systematic	1.47%	4.98	18.93	55.90	60.19			37.96	09/01/2019
MSCI Emerging Markets Index		0.77	11.57	36.50	36.51			25.55	09/01/2019
Excess Return VS MSCI Emerging Markets Index		4.21	7.36	19.40	23.67			12.41	09/01/2019
 Wellington EM Systematic	1.87%	1.95	13.59	37.31	33.36			22.43	09/01/2019
MSCI Emerging Markets Index		0.77	11.57	36.50	36.51			25.55	09/01/2019
Excess Return VS MSCI Emerging Markets Index		1.18	2.02	0.81	(3.15)			(3.12)	09/01/2019
 Dimensional Fund ADV EM Value	1.98%	6.04	12.64	33.60	25.31	0.15	11.95	5.24	07/01/2015
MSCI Emerging Markets-Value Index		2.79	12.51	33.73	25.73	2.26	11.86	4.97	07/01/2015
Excess Return VS MSCI Emerging Markets-Value Index		3.25	0.13	(0.13)	(0.42)	(2.10)	0.09	0.27	07/01/2015
 Northern Trust MSCI EM IMI	1.43%	1.39	11.54	37.41	36.90			13.07	10/01/2018
MSCI Emerging Markets Investable Market Index Net		1.31	11.78	37.07	36.63			12.94	10/01/2018
Excess Return VS MSCI Emerging Markets Investable Market Index Net		0.08	(0.25)	0.34	0.27			0.12	10/01/2018

Source: BNYM

# Notable Changes FYD

- Decrease in Oberweis International Small Cap – 9/2020, 11/2020
- Decrease in Artisan Global Opportunities – 9/2020, 11/2020, 12/2020
- Decrease in GQG – 12/2020
- Increase in Artisan Global Value – 12/2020
- Increase in Cove Street US Small Value– 12/2020
- Increase in DFA EM Value – 12/2020
- Scheduled to trade into new public equity target in April 2021

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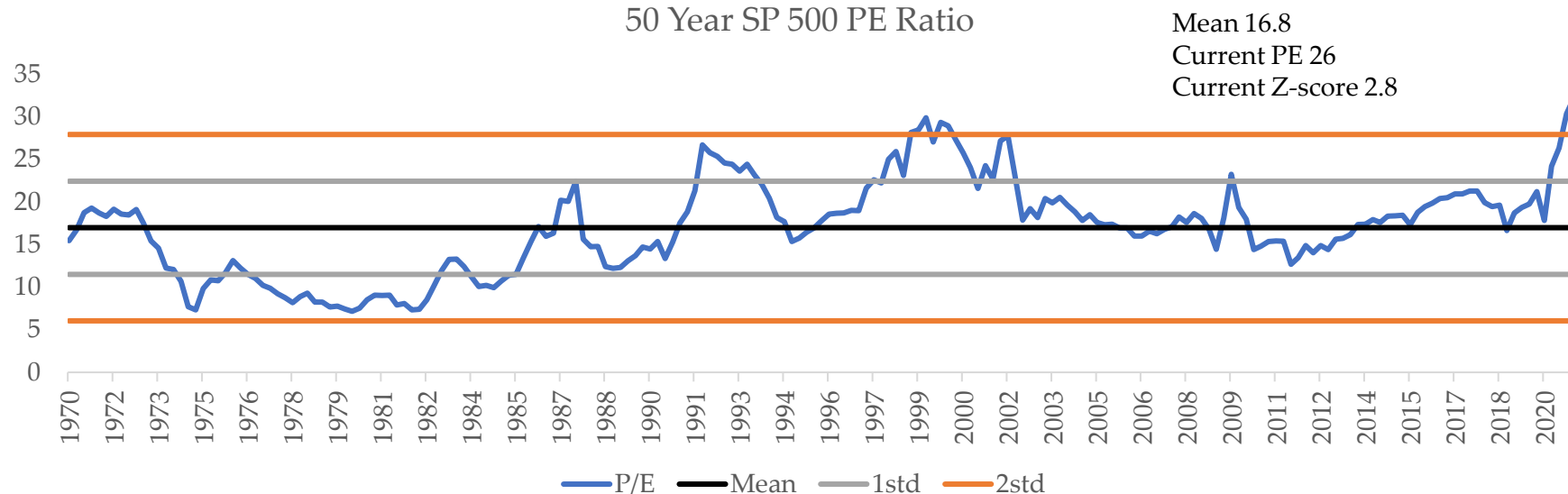
## Market Update

# Market Return & Valuation

## Calendar Year Return

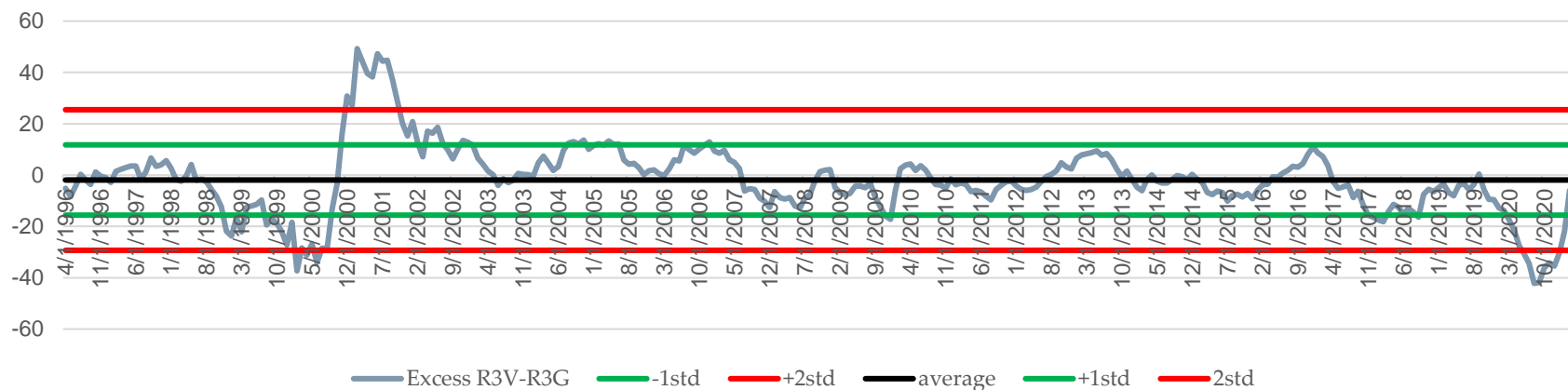
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
US Large Cap	-37.0	26.5	15.1	2.1	16.0	32.4	13.7	1.4	12.0	21.8	-4.4	31.4	2.6
US Small Cap	-33.8	27.2	26.9	-4.2	16.4	38.8	4.9	-4.4	21.3	14.7	-11.0	25.5	19.9
International Stock	-43.1	32.5	8.2	-11.7	17.9	23.3	-4.5	-0.4	1.5	25.6	-13.4	23.3	8.9
Emerging Markets	-53.2	79.0	19.2	-18.2	18.6	-2.3	-1.8	-14.6	11.6	37.8	-14.3	18.8	18.8
ACWI Growth	-42.7	38.1	15.6	-7.0	17.2	23.6	5.8	1.9	3.7	30.5	-7.8	32.7	34.0
ACWI Value	-41.0	32.8	11.0	-6.7	16.5	23.3	3.6	-5.5	13.5	19.1	-10.1	21.6	0.5
Cash	1.4	0.2	0.2	0.1	0.1	0.1	0.0	0.1	0.3	1.0	2.0	2.2	0.5

## 50 Year SP 500 PE Ratio

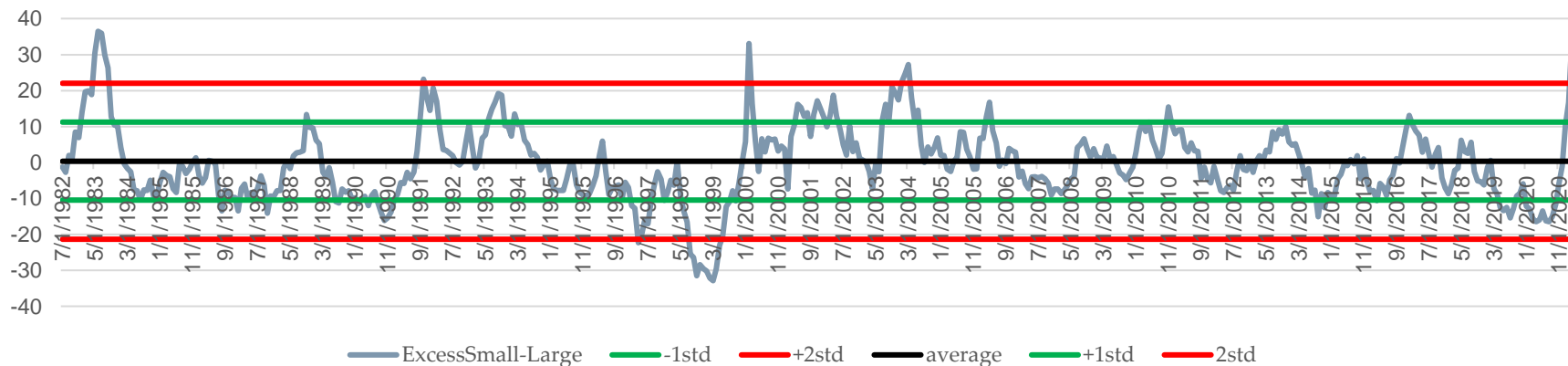


# Style and Market Cap

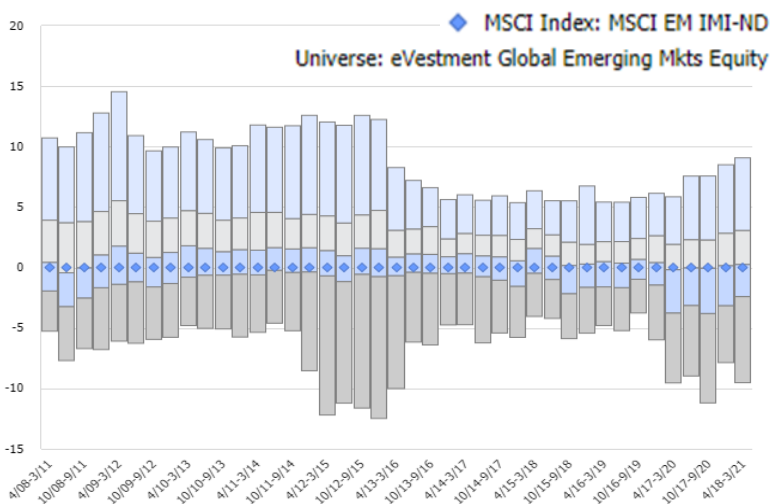
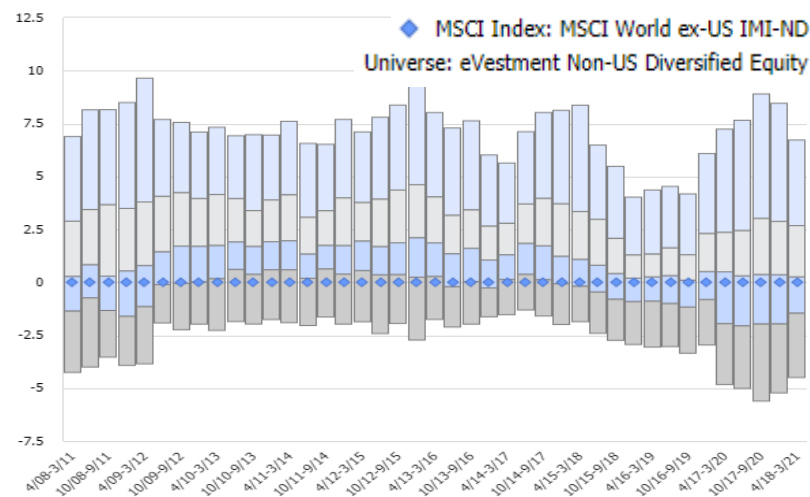
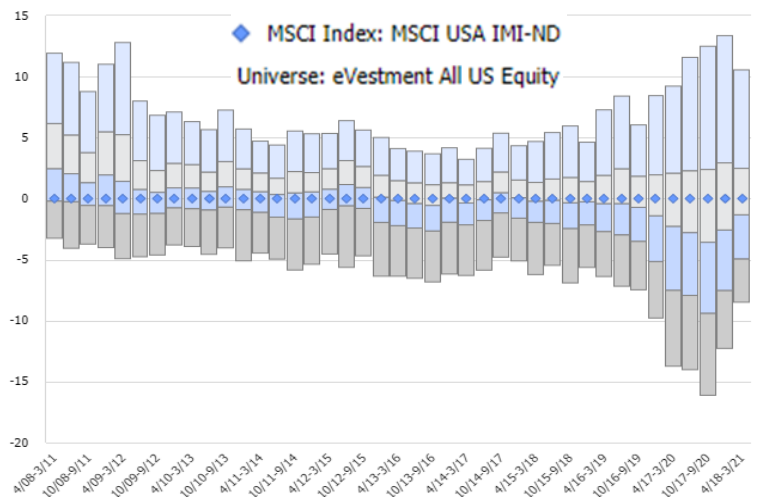
R3V and R3G



Small to Large Excess Return



# Index Returns Relative to Manager Ranking – Debate of Active vs. Passive



- The lower index ranks in the manager universe, the better for active managers.
- Historically, International and Emerging Markets show better excess return opportunities.
- Since this shows net of fees return, fees do make a difference in terms of index ranking

# COVID-19 Update

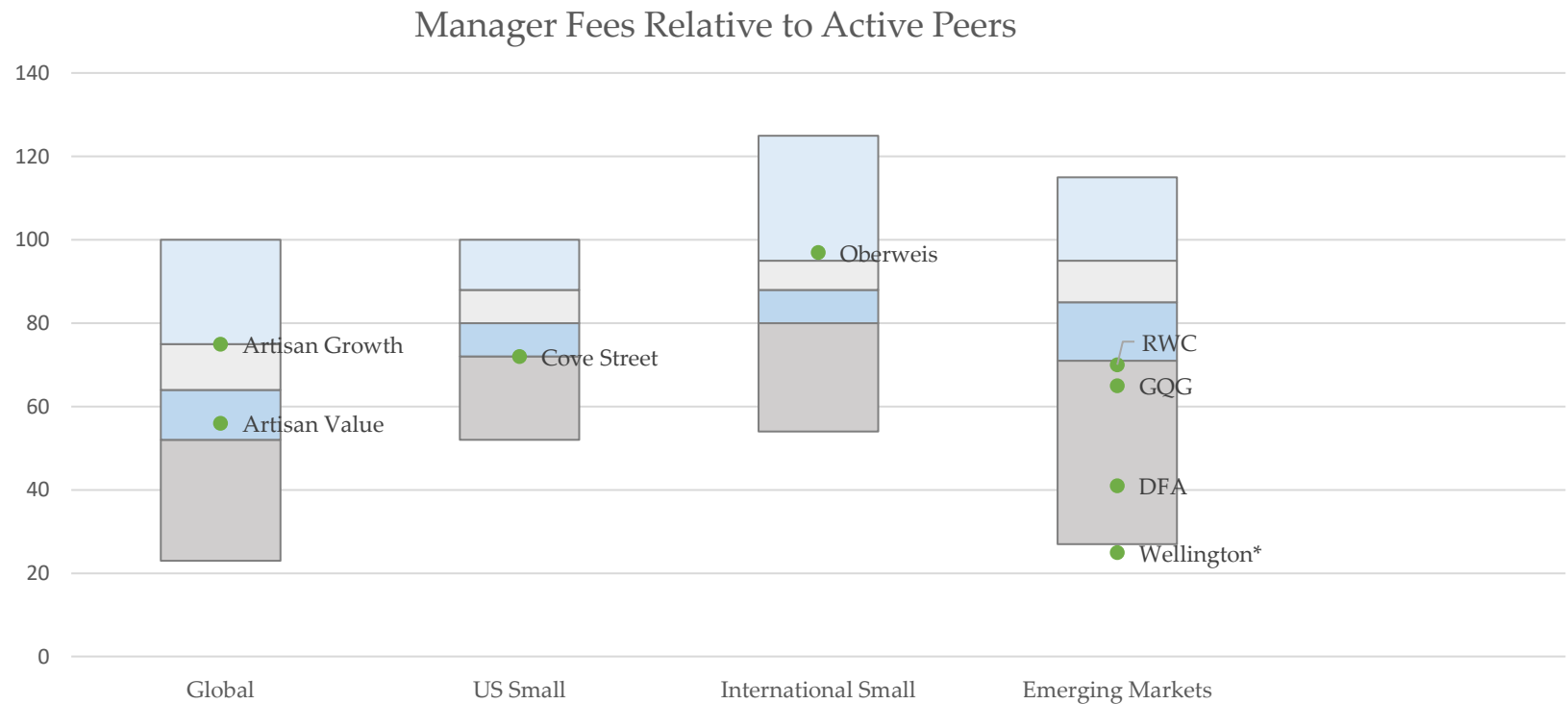
## Team and Manager Update

- Regular virtual meetings or calls with managers
- Review of business continuity plan and disaster recovery policy
- Remote company research (some part of Asia has reopened)
- Managers timely reposition of the portfolios in response to the pandemic

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Fees

# Active Manager Base Fee Schedule

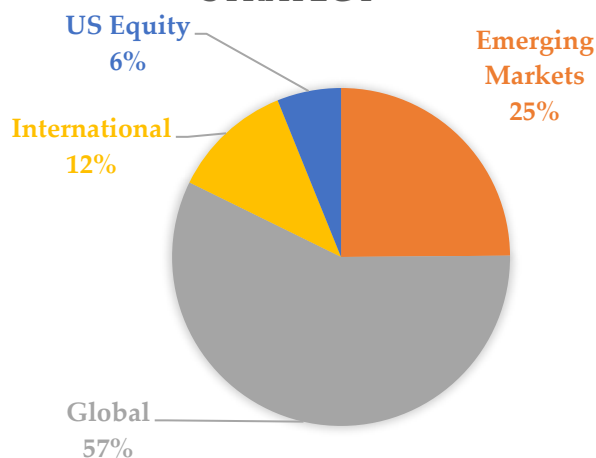


\* Performance based fee when excess return is above 50 bps on a 3- year rolling basis with a cap.

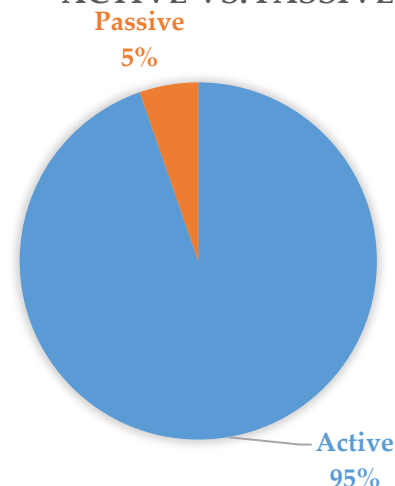
# Fee Projection for Public Equity

- Projected Fees for 2020 based on current asset allocation is estimated to be \$7.4 mm, up from actual expense of \$6 mm in management and incentive fees in calendar year 2019. Management & incentive fee ratio is expected to come down to 35 bps vs. 50 bps in 2019.
- Staff continue to negotiate with new and existing managers, and explore innovative fee models.

PROJECTED FEE BREAK-DOWN BY  
STRATEGY



PROJECTED FEE BREAK-DOWN BY  
ACTIVE VS. PASSIVE



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## Manager Review

# Funded Manager Summary

Manager	Strategy/Style	P&F AUM \$mm (2/28/2021)	P&F Weight (2/28/2021)	P&F Inception Date	Current Status
Active Managers		1,137	26%		
Artisan Global Opportunities	Global Growth	303	6.9%	May-13	
Artisan Global Value	Global Value	360	8.1%	Mar-13	
Cove Street Small Cap Value	US Small Cap Value	35	0.8%	Jan-18	Watch List
Dimensional EM Value	EM All Cap Value	87	2.0%	Jul-15	Watch List
GQG Partners Global EM	EM Large Growth	125	2.8%	Jul-17	
Oberweis International Opportunities	Intl Small Growth	79	1.8%	Mar-14	
RWC Emerging Markets	EM All Cap	65	1.5%	Sep-20	
Wellington Emerging Markets	EM Core	83	1.9%	Sep-20	
Passive Managers		903	20%		
Northern Trust Russell 3000	US All Cap	624	14.1%	Apr-20	
Northern Trust World ex USA	Intl All Cap	216	4.9%	Apr-14	
Norther Trust EM IMI	EM All Cap	63	1.4%	Oct-18	

# Watch List Managers

A “**Watch List**” will be established for underperforming managers and managers under extraordinary review for qualitative reasons, and will be maintained by the General Consultant.

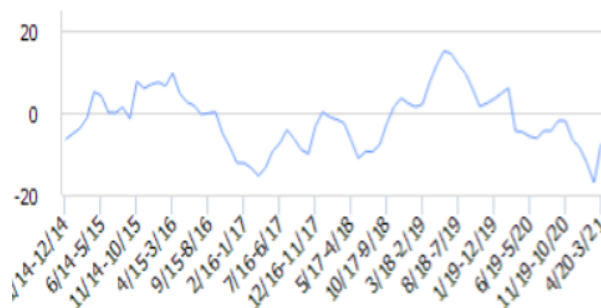
1. Quantitative criteria for underperformance which would trigger placement on the Watch List includes manager underperformance versus the appropriate benchmark over a three and/or five year period.
2. Potential actions resulting from placement on the Watch List include finding appropriate resolution of outstanding issues, renewed confidence in the manager or strategy, or determination that the termination of the manager or strategy is appropriate.
3. Investment staff will identify underperforming managers in conjunction with consultants.
4. As necessary, nuanced investment strategies or fund types may require customized review.

## Summary

Location	El Segundo, CA
Firm Founded	2011
Product Inception Date	1/1994
Firm AUM	\$630 mm
Product AUM	\$494 mm
Investment Team Size	5
Fees	0.8%
# of stocks	34
Turnover	35%
Active Share	98
Context of Funding	Deep Value

## Historical Net Performance (eVestment)

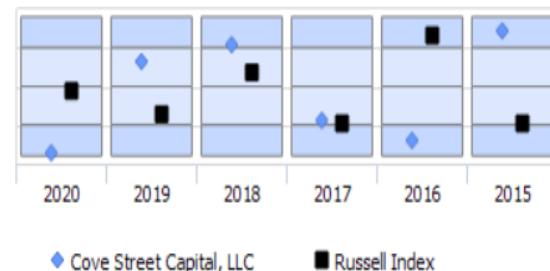
## Rolling 12 Month Excess Return



## Annualized Returns

	YTD	1 Year	3 Years	5 Years	10 Years	Since Inception
Product	19.69	89.50	10.41	9.50	11.10	11.64
Benchmark	21.17	97.05	11.57	13.56	10.06	10.16
Product - Excess Returns	-1.47	-7.55	-1.16	-4.06	1.04	1.48

## Calendar Year Returns



## Characteristics - 5 Year and Since Inception

	Tracking Error	Batting Average	Info Ratio	UMC	DMC	Beta	Sharpe Ratio
5 Year	6.77	0.48	-0.60	84.95	98.20	0.97	0.37
Since Inception	8.91	0.52	0.17	95.33	90.19	0.94	0.48

## Lead PM Background

Jeff Bronchick is the PM and Founder of Cove Street. Prior to founding Cove Street, he was the CIO and lead principal of Reed Conner & Birdwell. Mr. Bronchick also previously worked in equity research, sales, and trading roles at Neuberger Berman, Bankers Trust, and First Boston. He attended the London School of Economics and graduated from the University of Pennsylvania with a BA in Economics.

## Investment Philosophy

Cove Street applies a fundamental, bottom-up stock selection process within a universe of approximately 3500 US companies with a market capitalization below \$3 billion, as well as a relevant universe of non-US companies. It identifies statistically cheap securities and highly desirable business models.

Cove Street "team tackles" fundamental business model drivers and establishes intrinsic value targets with a multivariate approach, incorporating discounted cash flow, historical valuation metrics and private market and asset-based valuations. They pay careful attention to "management" and quantitatively review historical capital allocation decisions as well as Board composition and compensation structure.

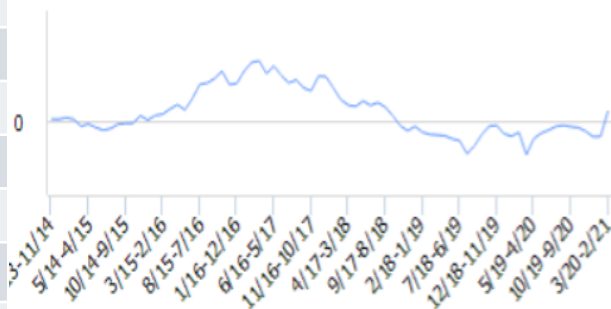
# Dimensional Fund Advisors LP, Emerging Markets All Cap Value(As of Feb 28, 2021)<sup>27</sup>

## Summary

Location	Austin, TX
Firm Founded	1981
Product Inception Date	4/1994
Firm AUM	\$600 billion
Product AUM	\$20.8 billion
Investment Team Size	70
Fees	41 bps
# of stocks	2,792
Turnover	34%
Active Share	52
Context of Funding	Smart Beta

## Historical Net Performance (eVestment)

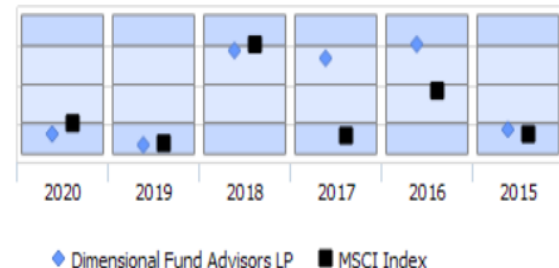
### Rolling 12 Month Excess Return



### Annualized Returns

	YTD	1 Year	3 Years	5 Years	10 Years	Since Inception
Product	5.71	26.53	0.90	12.58	2.11	11.93
Benchmark	3.56	25.12	1.74	11.31	1.53	9.83
Product - Excess Returns	2.16	1.41	-0.85	1.28	0.57	2.10

### Calendar Year Returns



### Characteristics - 5 Year and Since Inception

	Tracking Error	Batting Average	Info Ratio	UMC	DMC	Beta	Sharpe Ratio
5 Year	3.54	0.60	0.36	109.10	103.92	1.07	0.58
Since Inception	4.59	0.57	0.46	110.45	102.16	1.07	0.46

## Lead PM Background

The Emerging Markets product takes a team approach. Jed Fogdall is the Head of Global Portfolio Management and Chair of the Investment Committee. Jed oversees the global Portfolio management team. He is involved in the design and marketing of new products and strategies. Jed joined Dimensional in 2004 as a portfolio manager on the International Equity team. Jed earned his MBA from UCLA. He graduated from Purdue University in 1997 with a BS in electrical engineering.

## Investment Philosophy

Dimensional employs a disciplined systematic investment process to find value stocks across all market capitalizations within emerging markets and offers broad diversification across and within countries. Within the value universe, securities with smaller market caps or higher profitability trading at lower relative prices are emphasized.

# Watch List Manager Review

Manager	Cove Street US Small Cap Value	Dimensional EM All Cap Value
Staff Recommendation	Hold	Hold
Meketa Recommendation	Hold	Hold
Investment Style	Deep Value	Deep value, small cap, low PB
Source of Underperformance	<ul style="list-style-type: none"> <li>• Consumer discretionary holdings that were highly exposed to the COVID risk (Six Flags and Cinemark)</li> <li>• Lack of exposure to banks</li> <li>• Sizable underperformance from its largest holdings</li> </ul>	<p>In 2020, the style was out of favor:</p> <ul style="list-style-type: none"> <li>• Small cap underperformed large cap</li> <li>• Value underperformed growth</li> <li>• Lack of exposure to large cap tech names such as Samsung and Infosys.</li> <li>• Underweight in China which is 35% of the benchmark</li> <li>• Stock selection in China faced political headwinds</li> </ul>
Staff Monitoring Areas	<ul style="list-style-type: none"> <li>• Organization stability</li> <li>• Risk management</li> <li>• Active US small cap opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Evaluate necessity of exposure to deep value, small cap names</li> <li>• Manager style consistency</li> <li>• Manager country allocation decisions</li> </ul>

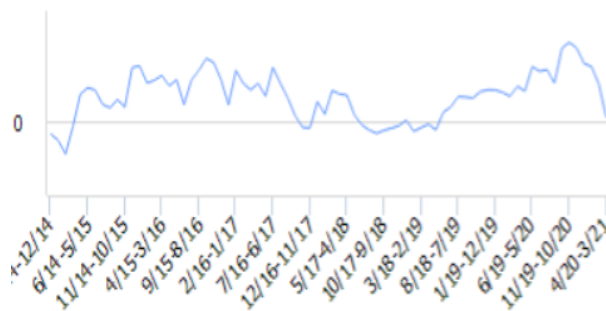
# Artisan Partners Limited Partnership, Global Opportunities (As of March 31, 2021) <sup>29</sup>

## Summary

Location	Milwaukee, IL
Firm Founded	1994
Product Inception Date	2/1/2007
Firm AUM	\$158 billion
Product AUM	\$26 billion
Investment Team Size	14
Fees	0.75%
# of stocks	46
Turnover	51%
Active Share	90
Context of Funding	Global Growth

## Historical Net Performance (eVestment)

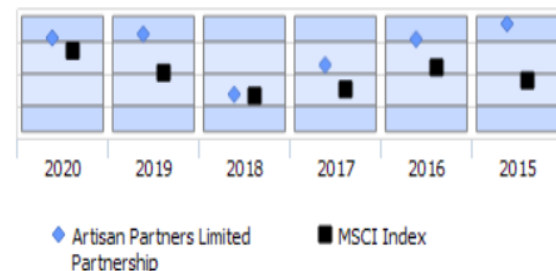
### Rolling 12 Month Excess Return



### Annualized Returns

	YTD	1 Year	3 Years	5 Years	10 Years	Since Inception
Product	-1.58	59.48	19.41	19.83	15.07	12.78
Benchmark	0.28	58.95	17.51	17.08	11.70	8.68
Product - Excess Returns	-1.87	0.53	1.90	2.75	3.37	4.10

### Calendar Year Returns



### Characteristics - 5 Year and Since Inception

	Tracking Error	Batting Average	Info Ratio	UMC	DMC	Beta	Sharpe Ratio
5 Year	4.48	0.48	0.61	103.50	89.20	0.94	1.29
Since Inception	5.53	0.59	0.74	111.72	94.19	1.01	0.67

## Lead PM Background

James Hamel is the lead portfolio manager on Artisan Global Opportunities fund. He also serves as portfolio manager for the Artisan US Mid-Cap Growth, US Small-Cap Growth and Global Discovery Strategies. Prior to joining Artisan Partners in May 1997, Mr. Hamel was a financial associate, cost analyst and operations manager of Kimberly-Clark Corporation from March 1990 through May 1997. He began his career at Carlson, Posten & Associates. Mr. Hamel holds a bachelor's degree in finance from the University of Minnesota-Minneapolis where he was a three-time Academic All-American.

## Investment Philosophy

Artisan's Global Opportunities strategy employs a fundamental investment process to construct a diversified global equity portfolio of companies across a broad capitalization range. The team attempts to identify companies that possess franchise characteristics that are selling at attractive valuations and benefiting from an accelerating profit cycle.

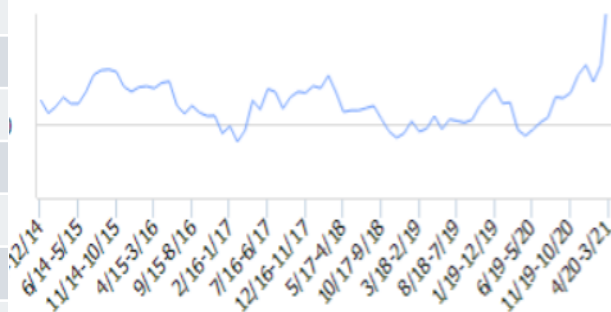
The portfolio is diversified with three components: 1) Garden – Smaller positions at an early stage in the profit cycle; 2) Crop – Companies which are moving into the strongest part of the profit cycles; and 3) Harvest – reduced positions with near full valuation

## Summary

Location	Milwaukee, IL
Firm Founded	1994
Product Inception Date	6/2007
Firm AUM	\$158 billion
Product AUM	\$22 billion
Investment Team Size	6
Fees	0.56%
# of stocks	36
Turnover	35%
Active Share	93
Context of Funding	Global Value

## Historical Net Performance (eVestment)

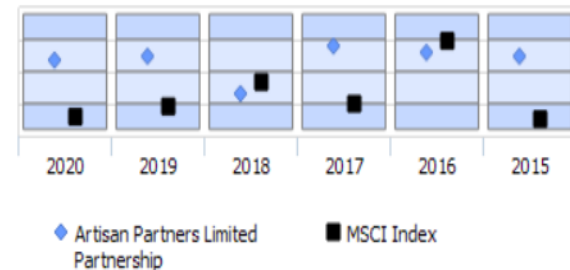
### Rolling 12 Month Excess Return



### Annualized Returns

	YTD	1 Year	3 Years	5 Years	10 Years	Since Inception
Product	9.81	67.53	9.96	12.05	11.71	9.21
Benchmark	8.87	48.82	6.23	9.04	6.41	3.61
Product - Excess Returns	0.95	18.71	3.73	3.00	5.29	5.59

### Calendar Year Returns



### Characteristics - 5 Year and Since Inception

	Tracking Error	Batting Average	Info Ratio	UMC	DMC	Beta	Sharpe Ratio
5 Year	4.16	0.60	0.72	120.06	106.01	1.13	0.62
Since Inception	5.05	0.64	1.11	104.41	82.46	0.92	0.51

## Lead PM Background

Daniel O'Keefe, MD and founding partner of the Global Value team.

2007- Current Lead PM; Artisan Global Value

2006 – 2018 Co-PM; Artisan Non-US Value

2002-2006 Analyst; Artisan Global Value

1997-2002 Analyst; Harris Associates LP

1995-1997 Associate; Banc America Associates

1993-1995 Analyst; Morningstar

Bachelor's in philosophy Northwestern University

## Investment Philosophy

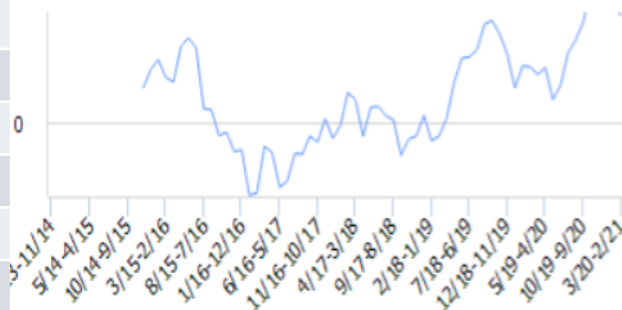
Artisan's Global Value strategy employs a fundamental investment process to construct a diversified portfolio of securities of undervalued U.S. and non-U.S. companies. The team focuses on companies with discounted valuation, high business quality with strong free cash flow, financial strength and shareholder-oriented management.

## Summary

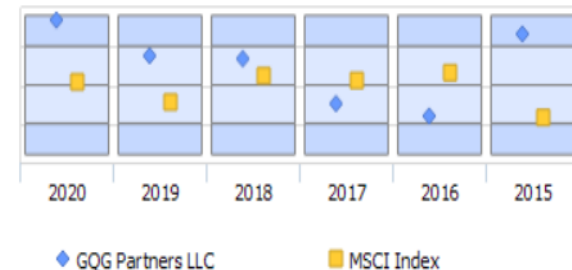
Location	Fort Lauderdale, FL
Firm Founded	2016
Product Inception Date	6/2016
Firm AUM	\$67 billion
Product AUM	\$20 billion
Investment Team Size	13
Fees	57 bps
# of stocks	50
Turnover	96%
Active Share	72
Context of Funding	EM Growth

## Historical Net Performance (eVestment)

### Rolling 12 Month Excess Return



### Calendar Year Returns



### Annualized Returns

	YTD	1 Year	3 Years	5 Years	10 Years	Since Inception
Product	2.41	50.52	11.98	17.77	---	10.45
Benchmark	3.85	36.05	6.35	15.24	4.41	7.15
Product - Excess Returns	-1.44	14.47	5.63	2.54	---	3.30

### Characteristics - 5 Year and Since Inception

	Tracking Error	Batting Average	Info Ratio	UMC	DMC	Beta	Sharpe Ratio
5 Year	7.28	0.57	0.35	94.65	82.41	0.82	1.06
Since Inception	7.88	0.57	0.42	91.74	80.37	0.79	0.61

## Lead PM Background

Rajiv Jain is the Chairman and CIO of GQG and also serves as the sole portfolio manager. Previously, Rajiv served as Co-CEO, CIO and Head of Equities at Vontobel Asset management. At Vontobel, he built the business from less than \$400 mm under management to just under \$50 billion in 2016. Prior to that, he was an International Equity Analyst at Swiss Bank Corporation. Rajiv earned an MBA in Finance and International Business from the University of Miami. He also has a master's degree from the University of Ajmer and an undergraduate degree in accounting with honors

## Investment Philosophy

GQG pursues a bottom-up fundamental research process and invest in companies that can sustain superior earnings growth with a reasonable price. The most important factors are high and sustainable return on equity, low leverage and growth potential. They look for well-managed companies that benefit from barriers to entry and pricing power. They also emphasize on reasonable valuations.

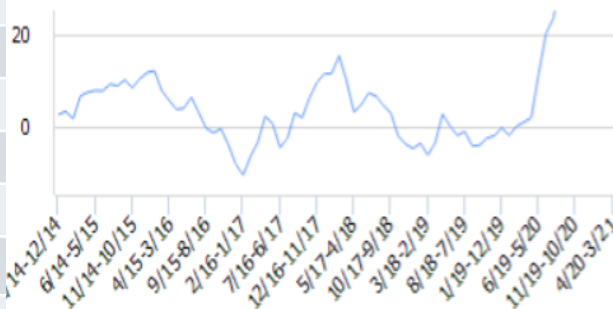
# Oberweis Asset Management, Inc., International Opportunities (As of March 31, 2021)<sup>32</sup>

## Summary

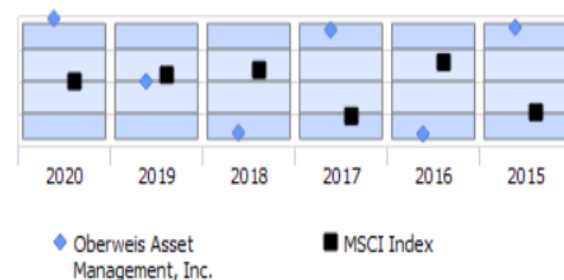
Location	Lisle, IL
Firm Founded	1989
Product Inception Date	2/2007
Firm AUM	\$3.7 billion
Product AUM	\$3.3 billion
Investment Team Size	13
Fees	97 bps
# of stocks	64
Turnover	123%
Active Share	92
Context of Funding	Small Growth

## Historical Net Performance (eVestment)

### Rolling 12 Month Excess Return



### Calendar Year Returns



### Annualized Returns

	YTD	1 Year	3 Years	5 Years	10 Years	Since Inception
Product	-0.27	117.12	15.85	17.06	16.05	13.41
Benchmark	4.88	65.17	6.89	10.55	7.14	5.14
Product - Excess Returns	-5.15	51.95	8.96	6.51	8.91	8.27

### Characteristics - 5 Year and Since Inception

	Tracking Error	Batting Average	Info Ratio	UMC	DMC	Beta	Sharpe Ratio
5 Year	8.85	0.53	0.74	122.97	95.54	1.06	0.79
Since Inception	9.50	0.62	0.87	131.50	95.57	1.06	0.55

## Lead PM Background

Ralf Scherschmidt joined Oberweis in November 2006 and is the lead Portfolio Manager for the International Opportunities strategy. Previously, he was an International Equity Analyst at Jetstream Capital, LLC. Ralf has also worked for Aragon Global Management, LLC, a global hedge fund affiliated with Tiger Management. Previously, he was an investment banker at NM Rothschild & Sons Limited, advising on global M&A and LBO transactions.

He earned his MBA from Harvard Business School and a BSBA, summa cum laude, in Finance, Accounting and Chinese from Georgetown University.

## Investment Philosophy

Oberweis applies a fundamental, bottom-up stock selection process to identify investment opportunities offered by smaller companies outside of the United States. They take advantage of “Post-Earnings Announcement Drift” (PEAD), which exists when investors systematically under-react to changes in company business fundamentals when these changes are contrary to their existing prior beliefs and forecasts.

## Summary

Location	Miami, FL
Firm Founded	2000
Product Inception Date	8/2012
Firm AUM	\$23 billion
Product AUM	\$10 billion
Investment Team Size	19
Fees	65 bps
# of stocks	63
Turnover	70%
Active Share	84
Context of Funding	GEM

## Historical Net Performance (eVestment)

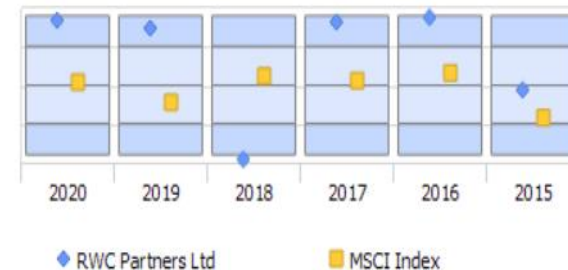
## Rolling 12 Month Excess Return



## Annualized Returns

	YTD	1 Year	3 Years	5 Years	10 Years	Since Inception
Product	5.61	61.32	8.84	21.93	---	12.86
Benchmark	3.85	36.05	6.35	15.24	4.41	6.49
Product - Excess Returns	1.76	25.28	2.49	6.69	---	6.37

## Calendar Year Returns



## Characteristics - 5 Year and Since Inception

	Tracking Error	Batting Average	Info Ratio	UMC	DMC	Beta	Sharpe Ratio
5 Year	8.25	0.55	0.81	133.39	109.50	1.20	0.95
Since Inception	7.60	0.56	0.84	131.56	101.15	1.15	0.61

## Lead PM Background

John Malloy, Portfolio Manager for RWC's EM strategy. John also serves as a member of the investment committee for the RWC Emerging and Frontier Markets strategies. He has 26 years of experience in international investment management and commodity, debt and equity research analysis. John previously held the position of Senior Managing Director, Director of Investments at Everest Capital where he worked since 1996. Prior to this he was an investment manager at Baring Asset Management focused on Latin American and US high yield markets. John holds a BS in Management from Norwich University and an MBA from the Boston University Graduate School of Management. John speaks Spanish.

## Investment Philosophy

RWC's Emerging Markets team combine both top-down and bottom-up research to identify the countries, themes and companies with the highest return potential. RWC targets growth opportunities trading at reasonable prices and pursues an idea-focused rather than index approach.

The Investment Committee forms the macro views across all regions and sectors. Macro factors considered include strength of the business cycle, inflation management, foreign exchange reserves, current account balance, fiscal policy, fiscal balance, GDP growth prospects, and monetary policies, etc.

The analyst team have regional and industry coverage. Through quantitative and on-the ground research, the team look for companies that have low forward PEG ratio, strong revenue and earnings growth, and

# Wellington Management Company LLP – EM Systematic Equity (As of March 31, 2021)<sup>4</sup>

## Summary

Location	Boston, MA
Firm Founded	1928
Product Inception Date	9/2009
Firm AUM	\$1,291 billion
Product AUM	\$2.8 billion
Investment Team Size	20 (product)
Fees	25 bps+Incentive
# of stocks	200
Turnover	86%
Active Share	64
Context of Funding	GEM Beta

## Historical Net Performance (eVestment)

### Rolling 12 Month Excess Return



### Calendar Year Returns



### Annualized Returns

	YTD	1 Year	3 Years	5 Years	10 Years	Since Inception
Product	7.26	62.03	6.56	13.56	5.59	7.96
Benchmark	2.29	58.39	6.48	12.07	3.65	5.67
Product - Excess Returns	4.97	3.65	0.09	1.50	1.94	2.29

### Characteristics - 5 Year and Since Inception

	Tracking Error	Batting Average	Info Ratio	UMC	DMC	Beta	Sharpe Ratio
5 Year	2.44	0.55	0.61	103.83	97.81	1.01	0.74
Since Inception	2.34	0.60	0.98	106.23	96.78	1.00	0.41

## Lead PM Background

David Elliott, CFA, FRM is director of portfolio management and co-director of quantitative investments. He is responsible for overseeing the investment processes for the Quantitative Investment Group's global suite of products. He oversees the development of the group's portfolio construction platform and related analytical tools. He also contributes to research, particularly in the areas of portfolio construction and risk management. Prior to joining Wellington in 1995, David served as an independent information technology consultant to health care and financial service firms, focusing on applying business intelligence techniques to large databases.

David received dual BS degrees in mathematics and computer and information sciences, Phi Beta Kappa, from the University of Massachusetts at Amherst (1989). Subsequently, he was admitted to the doctoral program at the MIT and completed all but his dissertation in the field of computational neuroscience. He holds the CFA designation and is a member of the CFA society of Boston. He is also certified by the Global Association of Risk Professionals as Financial Risk Manager (FRM).

## Investment Philosophy

Wellington Emerging Markets Systematic Equity Portfolio is a bottom-up approach that seeks to capitalize on market inefficiencies using a highly systematic and risk-controlled process. The team score each company using a proprietary quantitative equity model, which includes a library with over 50 factors from six primary categories: Fair Value, Pure Value, Management Behavior, Earnings Quality, Short-Term and Long-Term Momentum. The investment process also employs a proprietary transaction cost model in order to avoid illiquid names and to systematically incorporate the likely implementation costs into the decision process. The investment team utilizes a proprietary risk model along with third-party models to monitor and control differences from the benchmark in terms of factors.

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## Current Priorities

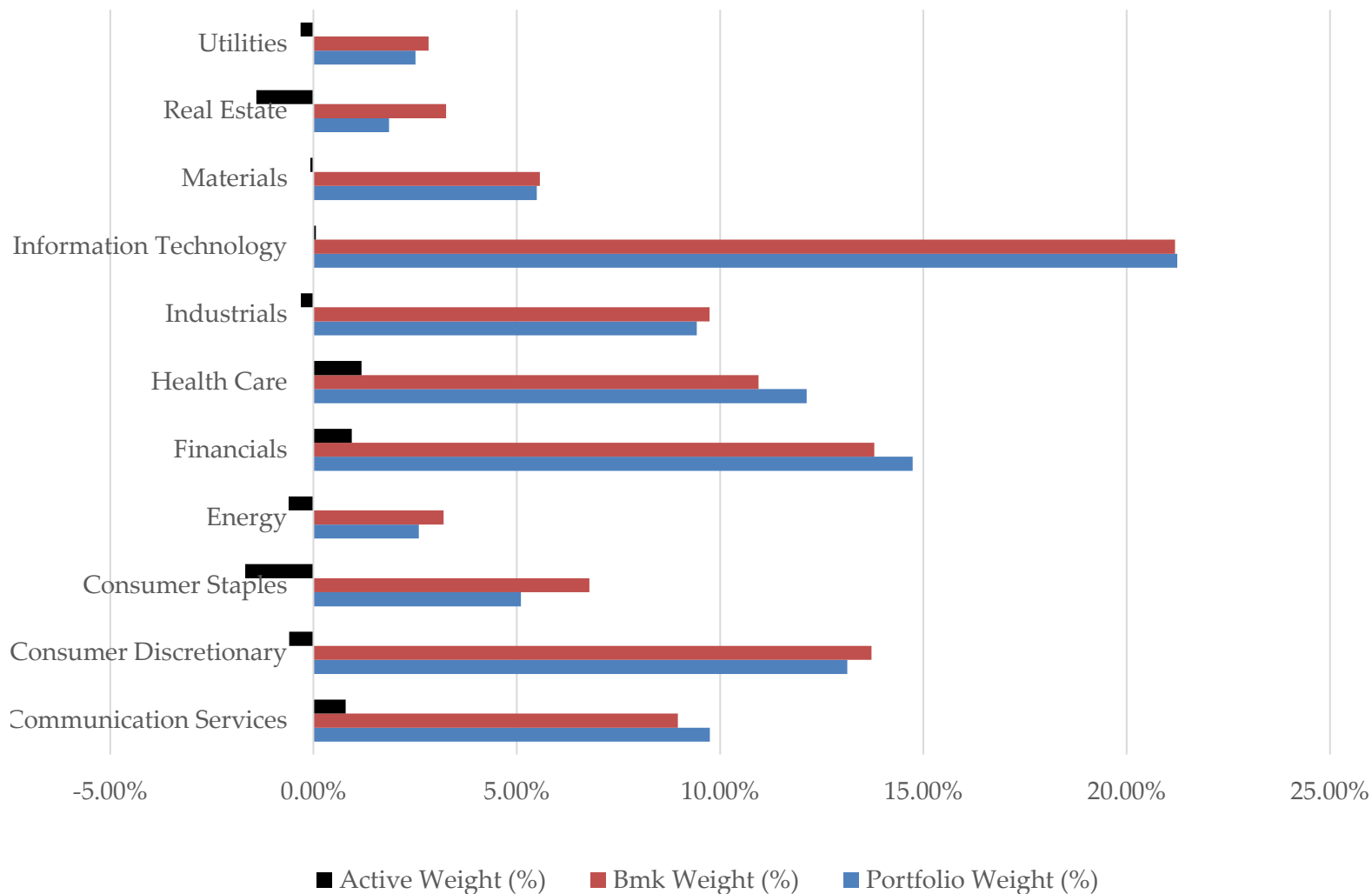
# Current Priorities

- Implementation of new asset allocation target
- Evaluate International Large Cap Value and Emerging Markets Country specific opportunities
- Given the increased allocation in our US Equity, closely evaluate active small cap equity managers
- Continue to explore ways to reduce fees or make manager fees more aligned with client interest. Examine performance fee models
- Collaborate with consultants and vendors to enhance analytic system and reporting while explore ways to save on costs
- Review security lending program with BNYM

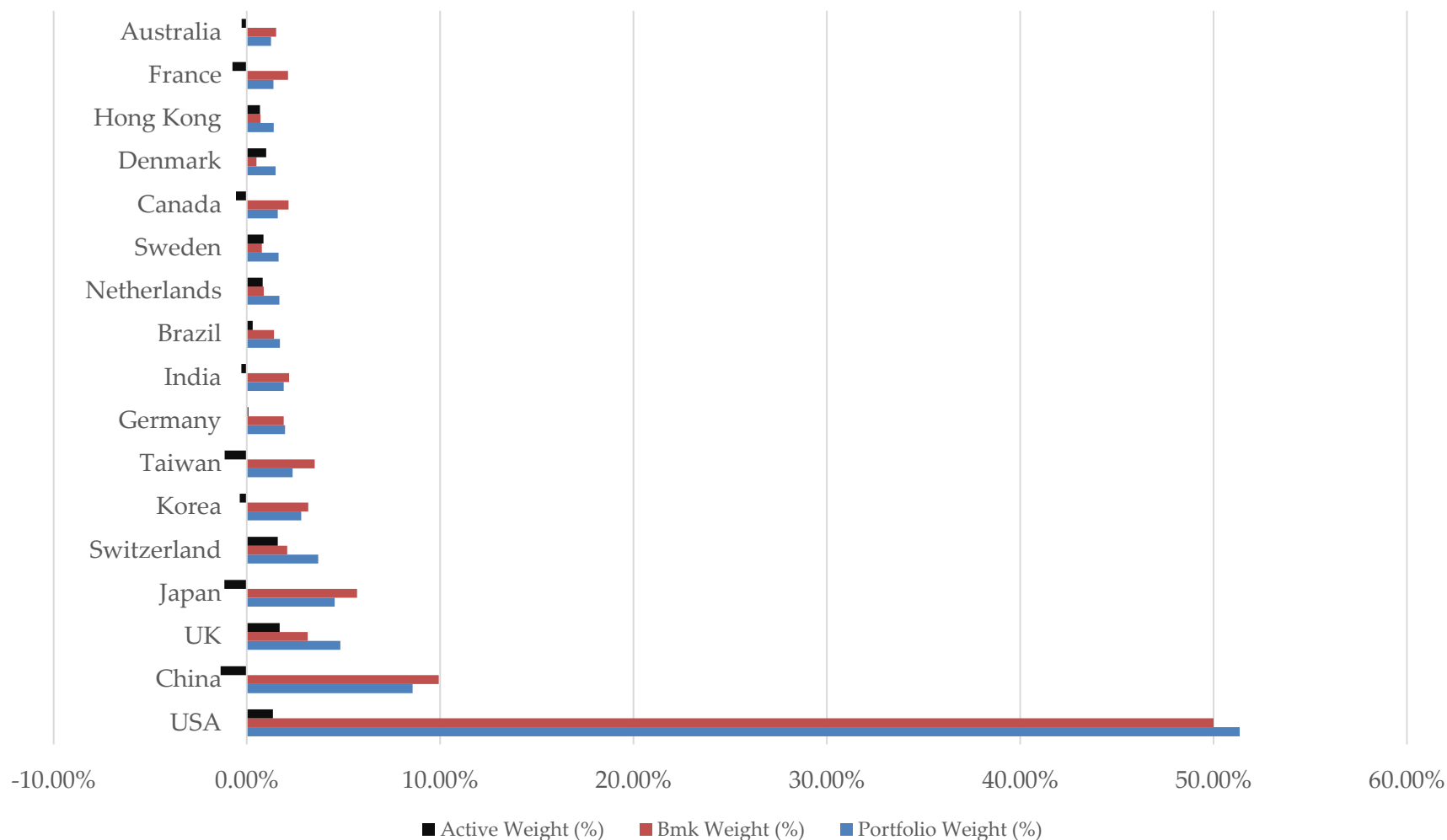
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## Appendix

# Portfolio Sector Allocation (As of December 31, 2020)



# Portfolio Country Allocation (As of December 31, 2020)



Source: MSCI Barra. Countries with 1% or higher weight in the portfolio are shown

# Portfolio Risk Profile (As of December 31, 2020)

Asset ID	Mkt Value	Weight (%)	Active Total Risk	Total Risk	%CR to Total Risk	Active Risk Contribution	Portfolio Risk Contribution	MC to Total Tracking Error	Beta
<b>Public Equity Total Portfolio</b>	<b>2,100,702,390</b>	<b>100.0%</b>	<b>1.38</b>	<b>21.2</b>	<b>100.000%</b>	<b>1.34</b>	<b>21.2</b>	<b>0.013</b>	<b>1.00</b>
ARTISAN GLOBAL OPPORTUNITIES	306,177,784	14.6%	7.83	18.7	12.2%	0.55	2.6	0.049	0.82
ARTISAN GLOBAL VALUE	345,713,064	16.5%	6.06	24.0	18.155%	0.30	3.8	0.022	1.10
COVE STREET SMALL CAP VALUE	30,789,440	1.5%	16.31	32.0	2.0%	0.01	0.4	0.006	1.35
DIMENSIONAL FUND ADV EM VALUE	82,891,820	3.9%	9.38	23.8	4.0%	0.01	0.9	-0.026	1.03
GQG GLOBAL EMERGING MARKETS	122,452,891	5.8%	8.65	20.8	5.2%	0.05	1.1	0.011	0.90
NORTHERN TRUST MSCI EM IMI	84,409,925	4.0%	8.64	21.5	3.7%	0.20	0.8	-0.025	0.93
NORTHERN TRUST MSCI WORLD EX US	223,134,737	10.6%	6.46	21.0	10.0%	0.05	2.1	0.000	0.94
NORTHERN TRUST RUSSELL 3000	686,523,445	32.7%	5.69	22.9	34.3%	-0.02	7.3	0.011	1.05
OBERWEIS INTL OPPORTUNITIES	79,014,886	3.8%	13.02	24.4	3.7%	0.18	0.8	0.050	0.97
RWC EMERGING MARKETS	61,462,182	2.9%	10.60	25.2	3.2%	-0.01	0.7	-0.008	1.08
WELLINGTON EM SYSTEMATIC	78,132,217	3.7%	8.79	22.0	3.5%	0.03	0.7	-0.031	0.95

## Fundamental Factor Exposure

