AGENDA
RETIREE HEALTH CARE BOARD OF TRUSTEES
REGULAR MEETING

MONDAY, MAY 8, 2023 – 3:00 P.M.
125 EAST SECOND STREET — MONROE, MI 48161
(734) 240-7003

I. CALL TO ORDER

II. ROLL CALL

III. PLEDGE OF ALLEGIANCE

IV. APPROVAL OF AGENDA (05/08/2023)

V. APPROVAL OF MINUTES (02/13/2023 Organizational Meeting)

VI. PUBLIC COMMENT

VII. COMMUNICATIONS

VIII. OLD BUSINESS

IX. NEW BUSINESS

1. Q1 2023 Performance Report

2. Monroe County Retiree Health Care Consolidated Report as of March 31, 2023 from $5^{th}/3^{rd}$ Bank allocated market values of the RHC Trust among the County, Road Commission and Mental Health Authority.

3. Asset Allocation Discussion

4. Market Value Update/Liquidity Plan

X. PUBLIC COMMENT

XI. MEMBERS TIME

XII. INFORMATION

1. AndCo's updated form ADV Part 2A

XIII. NEXT MEETING –August 14, 2023 at 3:00 p.m.

XIV. ADJOURNMENT

RETIREE HEALTH CARE BOARD OF TRUSTEES MINUTES
February 13, 2023 Organizational Meeting

An Organizational Meeting of the Monroe County Retiree Health Care Board of the Trustees was held in the City of Monroe on Monday, February 13, 2023.

Deputy Clerk, Lisa Sanders called the meeting to order at 3:00 p.m.

I. ROLL CALL
Roll call by taken as follows:

Trustees Present: Dawn Asper (arrived 3:12 p.m.), Michael Bosanac, Bob Neely and Steve Goodman

Trustees Absent: Sue Maier

Brian Green of AndCo also attended.

A quorum being present, the Board proceeded to conduct business.

II. PLEDGE OF ALLEGIANCE
Deputy Clerk, Lisa Sanders led the Pledge of Allegiance.

III. ELECTION OF CHAIRPERSON
Deputy Clerk, Lisa Sanders, asked for nominations for Chairperson.

Michael Bosanac nominated Bob Neely for Chairperson.

No other nominations were offered and Deputy Clerk closed the nominations.

Motion by Michael Bosanac, supported by Steve Goodman to cast a unanimous vote for Bob Neely as Chairperson.

Roll call vote by Deputy Clerk as follows:

AYE	NAY	ABSTAIN	EXCUSED
			Dawn Asper arrived at 3:12 p.m.
Michael Bosanac			
Steve Goodman			
			Sue Maier
Bob Neely			

Motion carried.

Chairman Neely presided over the meeting from this point.

IV. ELECTION OF VICE-CHAIRPERSON

Chairman Bob Neely asked for nominations for Vice-Chairperson.

Michael Bosanac nominated Steve Goodman for Vice-Chairperson.

No other nominations were offered. Chairman Neely closed the nominations.

Motion by Michael Bosanac, supported by Bob Neely to cast a unanimous vote for Steve Goodman as Vice-Chairperson.

Voice vote taken. Motion carried.

V. APPROVAL OF AGENDA (02/13/2023 Organizational Meeting)

Motion by Michael Bosanac, supported by Steve Goodman to approve the February 13, 2023 Organizational Meeting Agenda as presented.

Voice vote taken. Motion carried.

VI. APPROVAL OF MINUTES (11/07/2022 Regular Meeting)

Motion by Steve Goodman, supported by Michael Bosanac to approve the November 7, 2022, Regular Meeting minutes as presented and waive the reading thereof.

Voice vote taken. Motion carried.

VII. PUBLIC COMMENT – None

VIII. COMMUNICATIONS—None

IX. OLD BUSINESS—None

X. NEW BUSINESS

1. 2023 Conflict of Interest Statements—2023 Conflict of Interest Statements—All members in attendance reviewed and executed the 2023 Conflict of Interest Statements and gave them to the Deputy Clerk to put on file.
2. December 31, 2022 Performance Report—
   Brian Green discussed the report. Values as of December 31, 2022 = -3.29% MTD, 7.22% QTD; -13.93% YTD; $99,725,467 market value.

Discussion commenced and there may be a Special Meeting called between now and the next meeting.

Motion by Michael Bosanac, supported by Steve Goodman to accept the report and place it on file.

Voice vote taken. Motion carried.

3. December 31, 2022 Investment Management Fee Review

Brian Green explained the report.

Motion by Dawn Asper, supported by Michael Bosanac to accept the report and place it on file.

Voice vote taken. Motion carried.

4. Market Update Report/Rebalance Discussion

Brian Green explained the report and made the following recommendation for a portfolio rebalance:

- Move $1,130,000 from Fidelity S&P Index
- Move $770,000 from Ancora Small/Mid
- Move $950,000 from Clarkston Small/Mid
- Move $686,000 from Vanguard Developed Markets
- Move $300,000 from Cash
- Move $3,836,000 to Boyd Watterson Fixed Income

Motion by Michael Bosanac, supported by Steve Goodman to accept the Market Update Report, place it on file and follow the advice of Investment Consultant with regard to the rebalance recommendation above.

Voice vote taken. Motion carried.

5. Investment Policy Statement Review

Brian Green explained that there are no changes to the Investment Policy Statement but periodically it needs to be reviewed and approved by the County Board of Commissioners. A letter drafted by Chairman Neely and Brian Green will be drafted and submitted to the Board of Commissioners.

Motion by Michael Bosanac, supported by Dawn Asper to accept the Investment Policy Statement, place if on file and approve it as presented. Additionally authorize it to be brought before the County Board of Commissioners for its approval.

Voice vote taken. Motion carried.

6. February 2023 Update – Includes an update on values through the end of February and YTD performance. Also includes an update on the current cost structure for the RHC Trust. Discuss any planned topics / items for the remainder of the year.

   Motion by Michael Bosanac, supported by Dawn Asper, to hold a Special Meeting with our Investment Consultant to review the portfolio with an eye towards any changes that may be needed going forward.

   Voice vote taken. Motion carried.

   Special Meeting to be held early to mid-April per Brian Green. Bob Neely will be unavailable from April 18-May 11. Brian Green can be ready for a meeting in March.

7. Preliminary 2023 RHC Fund Activity—Summary of the County's retiree health care Fund for 2023.

   Michael Bosanac explained that these are the contributions to the Trust Fund but they will not be making any contributions into the Trust. The reason is that we have greatly reduced our contributions into the Fund so we are just meeting our Retiree Health Care obligations and we won't be at a point where we will have residual. We have reduced the amount because our funded ratio is almost 100% so we don't have residual. Discussion commenced. Last year we didn't do this because it's a change in strategy for this year.

   Motion by Dawn Asper, supported by Michael Bosanac to accept the Summary of the County's RHC Fund for 2023 and place it on file.

   Voice vote taken. Motion carried.

8. RHC Cash Flow Worksheet—demonstrates the work that we do on the backside of the Fund.

   Motion by Michael Bosanac, supported by Steve Goodman to accept the worksheet and place it on file.

Voice vote taken. Motion carried.

XI. PUBLIC COMMENT—None

XII. MEMBERS TIME—
Dawn Asper—Passed

Steve Goodman—likes the way the portfolio is constructed.

Michael Bosanac—commented on the Agenda and the actions have been added to give it more structure by voting on items to accept them and place them on file.

Bob Neely—MAPERS has a 1-day conference in March and a 3-day conference in May.

XIII. NEXT MEETING—May 8, 2023 at 3:00 p.m.

XIV. ADJOURNMENT
With no additional business to come before the Retiree Health Care Board of Trustees, Chairman Neely adjourned the meeting at 4:13 p.m.

Investment Performance Review
Period Ending March 31, 2023

Monroe County Retiree Health Care Trust Board

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

Equities	Index Returns (%) Month	3 M	YTD	1 Year	3 Yr Ann	5 Yr Ann
S&P 500 Total Return	3.67	7.50	7.50	(7.73)	18.60	11.19
Russell Midcap Index	(1.53)	4.06	4.06	(8.78)	19.20	8.05
Russell 2000 Index	(4.78)	2.74	2.74	(11.61)	17.51	4.71
Russell 1000 Growth Index	6.84	14.37	14.37	(10.90)	18.58	13.66
Russell 1000 Value Index	(0.46)	1.01	1.01	(5.91)	17.93	7.50
Russell 3000 Index	2.67	7.18	7.18	(8.58)	18.48	10.45
MSCI EAFE NR	2.48	8.47	8.47	(1.38)	12.99	3.52
MSCI EM NR	3.03	3.96	3.96	(10.70)	7.83	(0.91)

Russell Indices Style Returns

YTD	V	B	G
L	1.0	7.4	14.4
M	1.3	4.0	9.1
S	-0.7	2.7	6.1

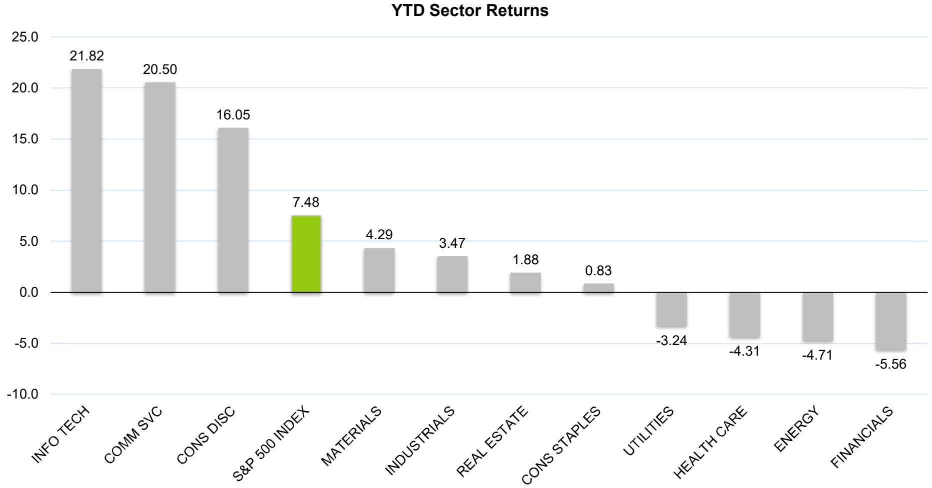
2022	V	B	G
L	-7.6	-19.1	-29.1
M	-12.1	-17.3	-26.7
S	-14.5	-20.5	-26.4

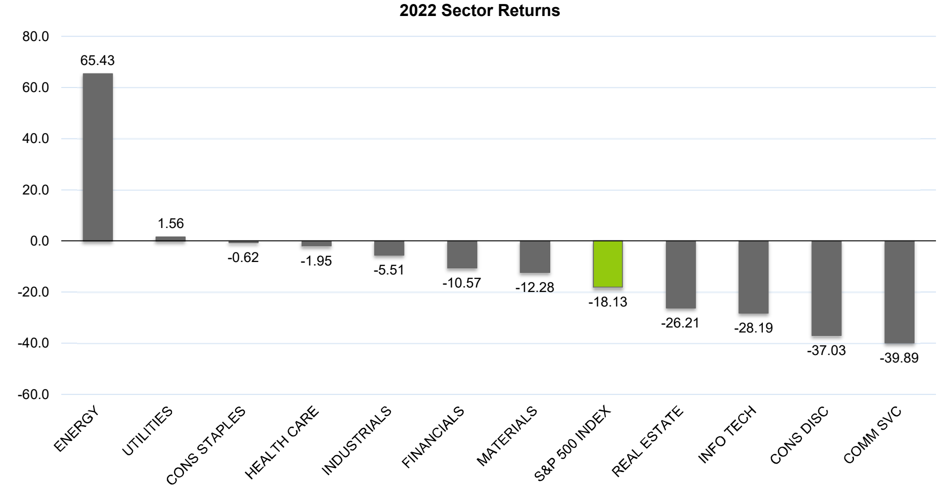
Fixed Income	Index Returns (%) Month	3 M	YTD	1 Year	Mod. Adj. Duration	Yield to Worst
U.S. Aggregate	2.54	2.96	2.96	(4.78)	6.33	4.40
U.S. Corporate Investment Grade	2.78	3.50	3.50	(5.55)	7.25	5.17
U.S. Corporate High Yield	1.07	3.57	3.57	(3.34)	3.69	8.52
Global Aggregate	3.16	3.01	3.01	(8.07)	6.81	3.54

Currencies	Levels 03/31/23	12/31/22	12/31/21
Euro Spot	1.08	1.07	1.14
British Pound Spot	1.23	1.21	1.35
Japanese Yen Spot	132.86	131.12	115.08
Swiss Franc Spot	0.92	0.92	0.91

Key Rates	Levels (%) 03/31/23	12/31/22	12/31/21	12/31/20	12/31/19
US Generic Govt 3 Mth	4.69	4.34	0.03	0.06	1.54
US Generic Govt 2 Yr	4.03	4.43	0.73	0.12	1.57
US Generic Govt 10 Yr	3.47	3.87	1.51	0.91	1.92
US Generic Govt 30 Yr	3.65	3.96	1.90	1.64	2.39
ICE LIBOR USD 3M	5.19	4.77	0.21	0.24	1.91
Euribor 3 Month ACT/360	3.04	2.13	(0.57)	(0.55)	(0.38)
Bankrate 30Y Mortgage Rates Na	6.81	6.66	3.27	2.87	3.86
Prime	8.00	7.50	3.25	3.25	4.75

Commodities	Levels 03/31/23	12/31/22	12/31/21
Oil	75.67	80.45	67.42
Gasoline	3.50	3.21	3.29
Natural Gas	2.22	3.93	3.04
Gold	1,986.20	1,857.70	1,187.30
Silver	24.16	24.21	16.50
Copper	409.45	381.45	437.85
Corn	660.50	678.00	556.50
BBG Commodity TR Idx	232.71	245.89	211.80





Source: Bloomberg & Investment Metrics. For informational purposes only and should not be regarded as investment advice. Information is based on sources and data believed to be reliable, but AndCo Consulting cannot guarantee the accuracy, adequacy or completeness of the information. The material provided herein is valid only as of the date of distribution and not as of any future date.
*Heat maps are displayed utilizing a 9-color scale, with green as the highest return for the time period noted and red as the lowest return for the time period noted. Color scales within each time period are mutually exclusive.

	Month Progress	YTD Progress	Notes
Total Fund	-	+	YTD and long term outperformance vs. benchmark. YTD performance driven by lack of EM exposure in the International Equity portfolio. Expect numbers to be revised down slightly once Real Estate posts returns that will be slightly into negative territory (meaning single digit negative return for Real Estate).
Fidelity Institutional / Extended Market / Vanguard Developed Markets Index	=	=	Performed inline with expectations for index fund.
Clarkston Small / Mid	-	-	No concerns over near term underperformance in 2023. Long term remains strong.
Ancora Small / Mid	-	+	Outperformance across the board.
Boyd Watterson Fixed Income	-	+	Outperformance across the board.
Boyd GSA Real Estate	+	+	Outperform for the quarter given specific government office focus. Long term performance remains solid.
American Realty Strategic Value	+	+	Outperform for quarter due to office underweight. Long term performance remains solid.

Domestic Equity / International Equity:	Fidelity S&P 500			Fidelity Ext Mkt			Clarkston Small Mid			Ancora Small Mid			Vanguard Dev Mkt		
	Yes	No	N/A	Yes	No	N/A	Yes	No	N/A	Yes	No	N/A	Yes	No	N/A
1. Three out of four (4) consecutive quarters of relative under-performance versus the benchmark.	●			●			●			●			●		
2. Three (3) year trailing return below the top 50th percentile and underperformance vs. benchmark.			●			●	●				●				●
3. Five (5) year trailing return below the top 50th percentile and underperformance vs. benchmark.			●			●			●			●			●
4. Three (3) year downside volatility less than the index (lower than 100), as measured by down market captu			●			●	●				●				●
5. Five (5) year downside volatility less than the index (lower than 100), as measured by down market capture			●			●			●			●			●
6. No investigation of the firm by the Securities and Exchange Commission (SEC).	●			●			●			●			●		
7. No merger or sale of firm.	●			●			●			●			●		
8. No qualitative changes (style, purity drift, mgmt turnover, asset flows, 314 / IPS compliance)	●			●			●			●			●		
9. No fee increases without prior written consent.	●			●			●			●			●		

Fixed Income / Real Estate:	Boyd Watterson FI			Boyd Watterson GSA			American Realty		
	Yes	No	N/A	Yes	No	N/A	Yes	No	N/A
1. Three out of four (4) consecutive quarters of relative under-performance versus the benchmark.	●			●			●		
2. Three (3) year trailing return below the top 50th percentile and underperformance vs. benchmark.	●				●		●		
3. Five (5) year trailing return below the top 50th percentile and underperformance vs. benchmark.	●			●					●
4. Three (3) year downside volatility less than the index (lower than 100), as measured by down market captu	●			●			●		
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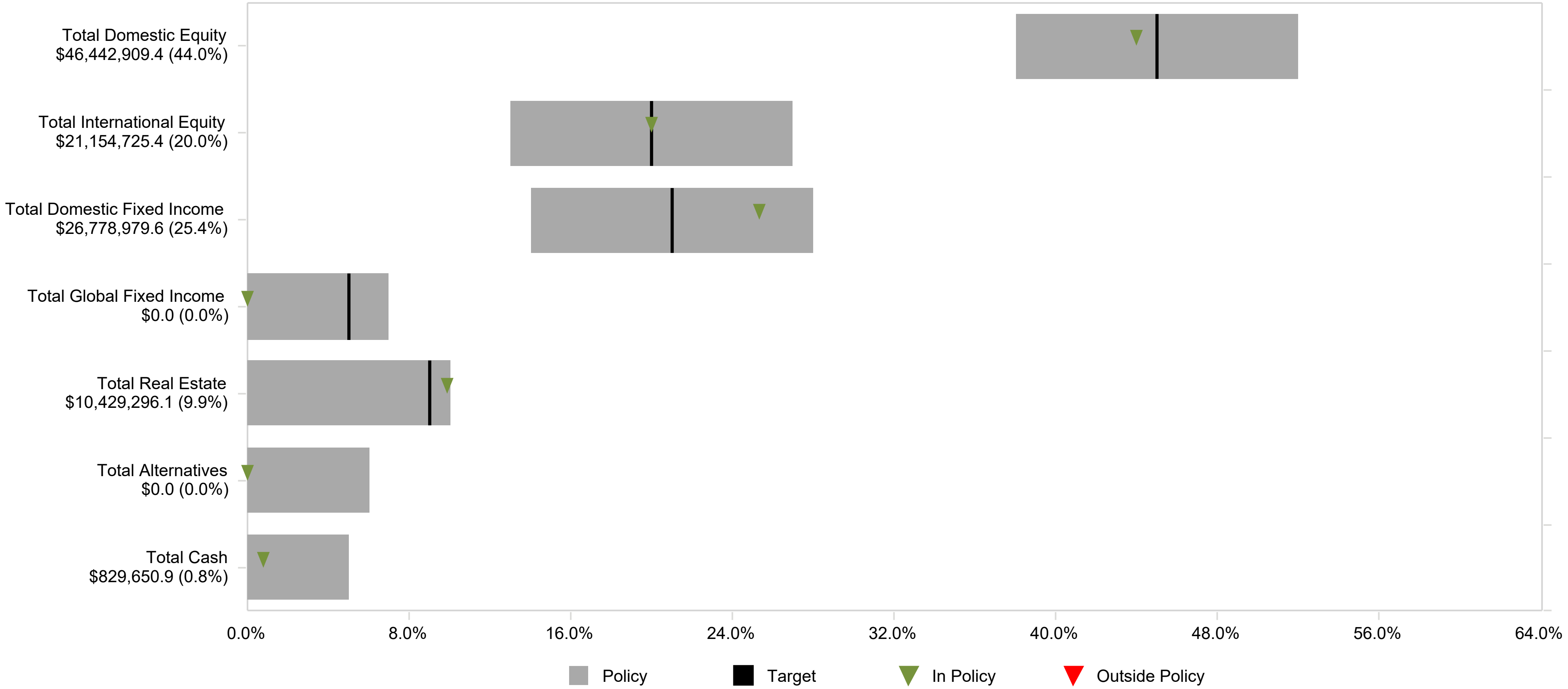
6. No investigation of the firm by the Securities and Exchange Commission (SEC).	●			●			●		
7. No merger or sale of firm.	●			●			●		
8. No qualitative changes (style, purity drift, mgmt turnover, asset flows, 314 / IPS compliance)	●			●			●		
9. No fee increases without prior written consent.	●			●			●		

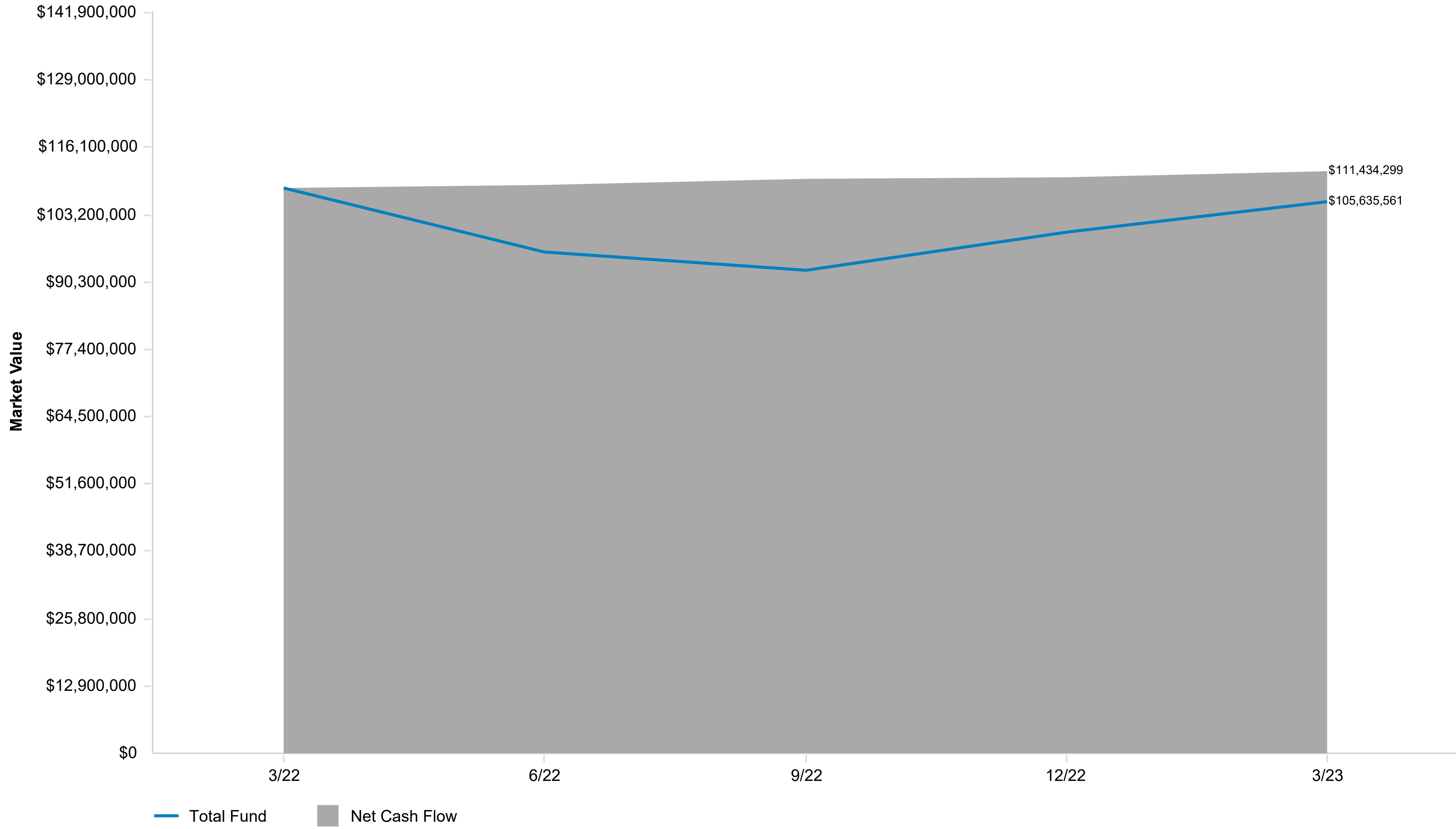
Executive Summary



Asset Allocation Compliance

	Asset Allocation $	Current Allocation (%)	Minimum Allocation (%)	Target Allocation (%)	Maximum Allocation (%)	Min. Rebal. ($000)	Target Rebal. ($000)	Max. Rebal. ($000)
Total Fund	**105,635,561**	**100.0**	**N/A**	**100.0**	**N/A**	**-**	**-**	**-**
Total Domestic Equity	46,442,909	44.0	38.0	45.0	52.0	-6,301,396	1,093,093	8,487,583
Total International Equity	21,154,725	20.0	13.0	20.0	27.0	-7,422,102	-27,613	7,366,876
Total Domestic Fixed Income	26,778,980	25.4	14.0	21.0	28.0	-11,990,001	-4,595,512	2,798,978
Total Global Fixed Income	-	0.0	0.0	5.0	7.0	-	5,281,778	7,394,489
Total Real Estate	10,429,296	9.9	0.0	9.0	10.0	-10,429,296	-922,096	134,260
Total Alternatives	-	0.0	0.0	0.0	6.0	-	-	6,338,134
Total Cash	829,651	0.8	0.0	0.0	5.0	-829,651	-829,651	4,452,127

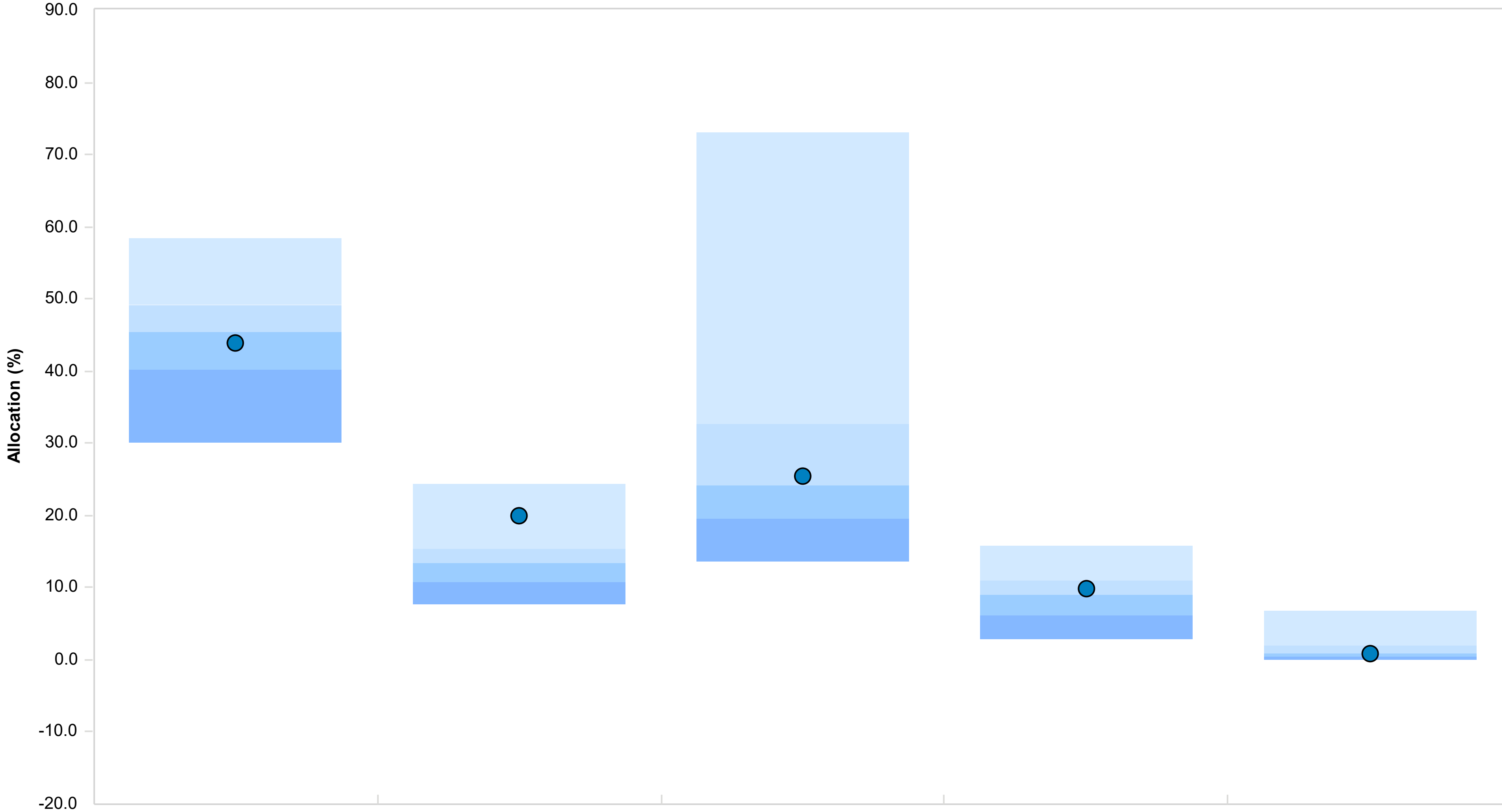
Schedule of Investable Assets



Schedule of Investable Assets

Periods Ending	Beginning Market Value $	Net Cash Flow $	Gain/Loss $	Ending Market Value $	%Return
1 YR	108,329,273	3,105,026	-5,798,738	105,635,561	-5.44

Plan Sponsor TF Asset Allocation vs. All Public Plans - $50.0M to $99.9M



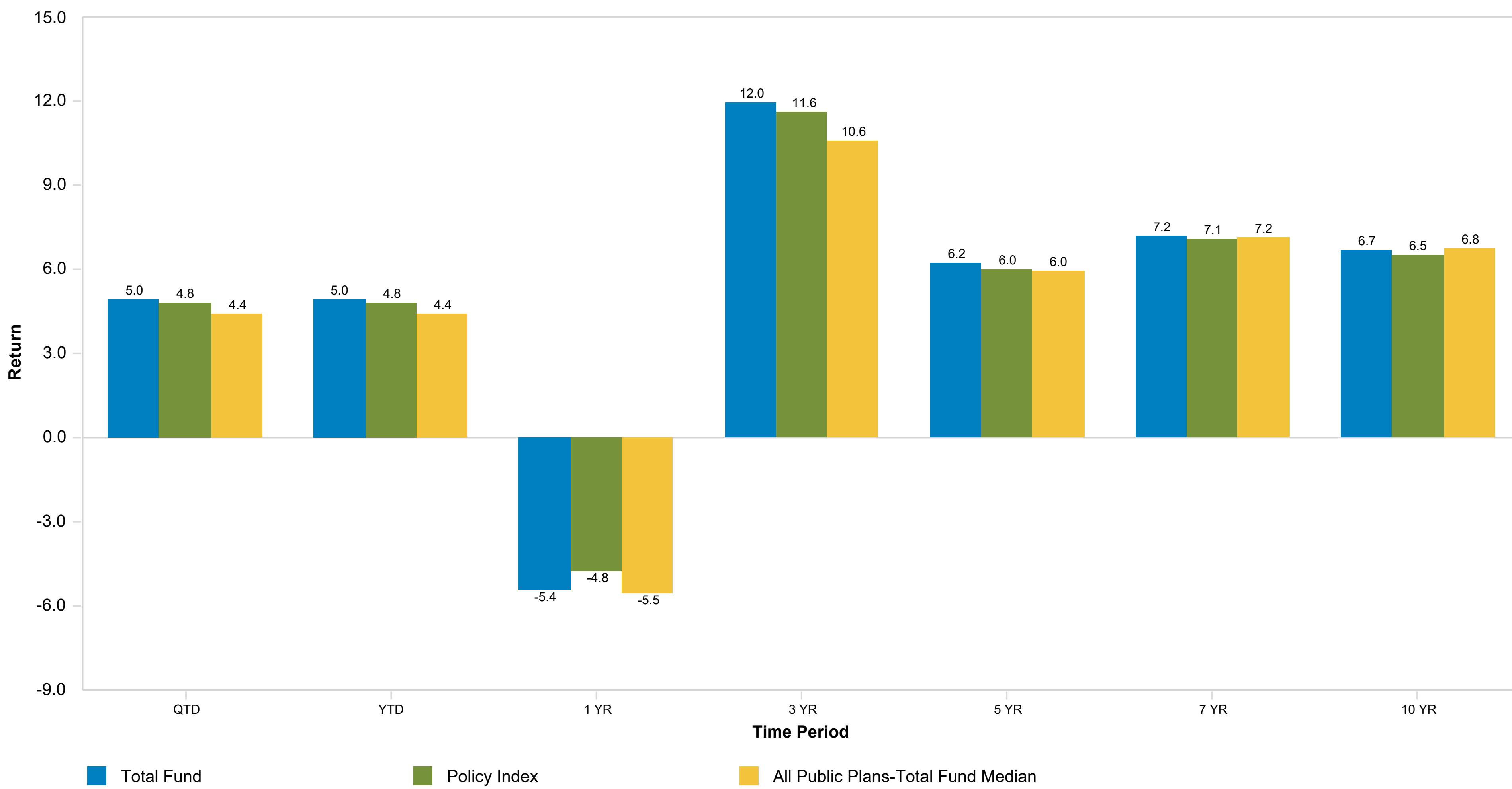
	US Equity	Global ex-US Equity	US Fixed	Total Real Estate	Cash & Equivalents
● Total Fund	43.97 (57)	20.03 (10)	25.35 (46)	9.87 (39)	0.79 (56)
5th Percentile	58.44	24.33	73.14	15.74	6.86
1st Quartile	49.26	15.32	32.73	11.00	2.03
Median	45.50	13.35	24.17	8.96	0.90
3rd Quartile	40.13	10.83	19.51	6.08	0.31
95th Percentile	30.08	7.61	13.59	2.75	0.05

Parentheses contain percentile rankings.
Calculation based on quarterly periodicity.

Gain/Loss Summary

	QTD	YTD	1 YR	3 YR	5 YR	7 YR	10 YR
Total Fund							
Beginning Market Value	**99,725,467**	**99,725,467**	**108,329,273**	**65,986,684**	**56,922,913**	**41,839,946**	**32,615,545**
Net Contributions	1,013,547	1,013,547	3,313,943	13,071,717	26,426,245	32,909,146	37,300,325
Gain/Loss	4,896,547	4,896,547	-6,007,654	26,577,160	22,286,404	30,886,469	35,719,692
Ending Market Value	**105,635,561**	**105,635,561**	**105,635,561**	**105,635,561**	**105,635,561**	**105,635,561**	**105,635,561**

Comparative Performance



Asset Allocation & Performance

	Allocation		Performance(%)									
	Market Value $	%	MTH	QTD	YTD	1 YR	3 YR	5 YR	7 YR	10 YR	Inception	Inception Date
Total Fund	**105,635,561**	**100.0**	**1.04 (76)**	**4.96 (26)**	**4.96 (26)**	**-5.44 (47)**	**12.00 (16)**	**6.22 (37)**	**7.22 (47)**	**6.69 (56)**	**5.30 (90)**	**01/01/1998**
Policy Index			1.17	4.80	4.80	-4.79	11.65	6.04	7.07	6.53	5.97	
6.0% Annualized Return			0.49	1.47	1.47	6.00	6.00	6.00	6.00	6.00	6.00	
All Public Plans-Total Fund Median			1.49	4.43	4.43	-5.54	10.64	5.96	7.17	6.77	6.14	
Total Fund (Net of Fees)	**105,635,561**	**100.0**	**1.01 (78)**	**4.92 (28)**	**4.92 (28)**	**-5.56 (51)**	**11.85 (20)**	**6.09 (43)**	**6.96 (62)**	**6.26 (73)**	**4.70 (97)**	**01/01/1998**
Policy Index			1.17	4.80	4.80	-4.79	11.65	6.04	7.07	6.53	5.97	
6.0% Annualized Return			0.49	1.47	1.47	6.00	6.00	6.00	6.00	6.00	6.00	
All Public Plans-Total Fund Median			1.49	4.43	4.43	-5.54	10.64	5.96	7.17	6.77	6.14	
Total Domestic Equity	**46,442,909**	**44.0**	**0.28**	**6.06**	**6.06**	**-8.13**	**19.24**	**9.41**	**-**	**-**	**9.18**	**10/01/2017**
Russell 3000 Index			2.67	7.18	7.18	-8.58	18.48	10.45	-	-	10.56	
Total International Equity	**21,154,725**	**20.0**	**2.64**	**7.93**	**7.93**	**-2.90**	**13.88**	**2.37**	**-**	**-**	**3.01**	**10/01/2017**
MSCI AC World ex USA			2.55	7.00	7.00	-4.56	12.32	2.97	-	-	3.42	
Total Domestic Fixed Income	**26,778,980**	**25.4**	**1.88**	**2.49**	**2.49**	**-1.69**	**-0.09**	**1.89**	**-**	**-**	**1.53**	**10/01/2017**
Barclays US Intermediate Gov/Credit Index			2.30	2.33	2.33	-1.66	-1.28	1.40	-	-	1.05	
Total Real Estate	**10,429,296**	**9.9**	**-0.83**	**-0.83**	**-0.83**	**2.06**	**7.89**	**8.23**	**-**	**-**	**8.36**	**10/01/2017**
NCREIF Property Index			-1.81	-1.81	-1.81	-1.63	7.15	6.71	-	-	6.75	
Total Cash	**829,651**	**0.8**										

* Prior to 12/31/2021 composite returns represent Ancora SMID (AATSX), after Ancora SMID Separate Account.

	Allocation		Performance(%)									
	Market Value $	**%**	**MTH**	**QTD**	**YTD**	**1 YR**	**3 YR**	**5 YR**	**7 YR**	**10 YR**	**Inception**	**Inception Date**
Domestic Equity												
Fidelity 500 Index (FXAIX)	26,561,808	25.1	3.67 (28)	7.50 (30)	7.50 (30)	-7.74 (50)	-	-	-	-	7.20 (25)	12/01/2020
S&P 500 Index			3.67	7.50	7.50	-7.73	18.60	11.19	12.42	12.24	7.22	
IM U.S. Large Cap Core Equity (MF) Median			3.12	6.60	6.60	-7.77	17.55	10.27	11.55	11.28	5.92	
Fidelity Extended Mkt Index (FSMAX)	10,058,675	9.5	-2.90 (65)	5.87 (7)	5.87 (7)	-14.09 (92)	-	-	-	-	-2.67 (99)	12/01/2020
S&P Completion Index			-2.90	5.80	5.80	-14.27	17.04	5.93	9.15	8.81	-2.78	
IM U.S. Mid Cap Core Equity (MF) Median			-2.37	2.31	2.31	-6.60	19.49	6.91	8.51	8.47	7.29	
Clarkston Partners (CISMX)	4,882,735	4.6	-5.04 (84)	0.00 (96)	0.00 (96)	-3.22 (11)	17.40 (57)	-	-	-	9.05 (23)	12/01/2018
Russell 2500 Index			-3.75	3.39	3.39	-10.39	19.42	6.65	9.46	9.07	7.38	
IM U.S. SMID Cap Equity (MF) Median			-2.63	4.02	4.02	-8.97	18.31	6.47	9.45	9.02	7.30	
Ancora Composite*	4,939,691	4.7	-4.87 (83)	4.23 (50)	4.23 (50)	-6.91 (52)	20.68 (55)	-	-	-	7.06 (77)	12/01/2018
Russell 2500 Index			-3.75	3.39	3.39	-10.39	19.42	6.65	9.46	9.07	7.38	
IM U.S. SMID Cap Equity (SA+CF) Median			-2.50	4.19	4.19	-6.74	20.87	8.28	10.31	10.11	9.18	
International Equity												
Vanguard FTSE Developed Markets (VEA)	9,577,576	9.1	2.64 (51)	8.02 (34)	8.02 (34)	-2.98 (36)	13.78 (27)	3.40 (25)	-	-	3.28 (28)	12/01/2017
FTSE Developed All Cap ex-U.S. Index			2.12	7.70	7.70	-3.80	13.86	3.73	6.64	5.38	3.55	
IM International Equity (MF) Median			2.68	6.91	6.91	-4.96	11.63	1.99	5.50	4.37	2.18	
Vanguard Developed Markets Inst (VTMNX)	11,577,150	11.0	2.64 (43)	7.79 (52)	7.79 (52)	-2.88 (58)	13.84 (25)	-	-	-	4.93 (25)	05/01/2019
Vanguard Spliced Developed ex U.S. Index (Net)			2.05	7.62	7.62	-4.10	13.54	3.43	6.32	5.22	4.90	
IM International Multi-Cap Core Equity (MF) Median			2.44	7.84	7.84	-2.43	12.94	2.53	5.79	4.61	4.12	
Domestic Fixed Income												
Boyd Watterson Asset Management	26,778,980	25.4	1.88 (50)	2.49 (63)	2.49 (63)	-1.69 (42)	-0.09 (57)	1.89 (46)	1.56 (65)	1.71 (68)	4.27 (55)	02/01/1998
Bloomberg Intermediate US Govt/Credit Idx			2.30	2.33	2.33	-1.66	-1.28	1.40	1.11	1.32	3.78	
IM U.S. Fixed Income (SA+CF) Median			1.85	2.89	2.89	-2.44	0.30	1.82	1.89	2.03	4.34	
Real Estate												
Boyd Watterson GSA Fund	7,881,384	7.5	-0.29 (-)	-0.29 (5)	-0.29 (5)	3.55 (13)	7.13 (76)	7.76 (63)	8.50 (37)	-	8.33 (-)	12/01/2013
NCREIF Property Index			-1.81	-1.81	-1.81	-1.63	7.15	6.71	6.85	8.34	8.34	
IM U.S. Private Real Estate (SA+CF) Median			-	-2.98	-2.98	-2.96	8.58	8.01	8.25	9.97	-	
American Realty Strategic Value	2,547,912	2.4	-2.45	-2.45	-2.45	-2.26	9.37	-	-	-	9.23	01/01/2019
NCREIF Fund Index-Open End Diversified Core (EW)			-3.31	-3.31	-3.31	-2.93	9.07	8.03	8.14	9.73	8.04	
Cash Account	**829,651**	**0.8**										

* Prior to 12/31/2021 composite returns represent Ancora SMID (AATSX), after Ancora SMID Separate Account.

Financial Reconciliation Year to Date	Market Value 01/01/2023	Net Transfers	Contributions	Distributions	Management Fees	Income	Apprec./ Deprec.	Market Value 03/31/2023
Total Fund	**99,725,467**	**-**	**1,013,547**	**-**	**-37,040**	**398,140**	**4,555,058**	**105,635,561**
Total Equity	**66,720,631**	**-3,535,914**	**-**	**-**	**-12,247**	**97,216**	**4,327,948**	**67,597,635**
Total Domestic Equity	**46,475,899**	**-2,849,914**	**-**	**-**	**-12,247**	**22,678**	**2,806,493**	**46,442,909**
Fidelity 500 Index (FXAIX)	25,767,716	-1,130,000	-	-	-	-	1,924,092	26,561,808
Fidelity Extended Mkt Index (FSMAX)	9,500,865	-	-	-	-	-	557,810	10,058,675
Ancora SMID Cap	5,451,714	-769,914	-	-	-12,247	22,678	247,459	4,939,691
Clarkston Partners (CISMX)	5,755,604	-950,000	-	-	-	-	77,131	4,882,735
Total International Equity	**20,244,732**	**-686,000**	**-**	**-**	**-**	**74,538**	**1,521,455**	**21,154,725**
Vanguard FTSE Developed Markets (VEA)	8,866,246	-	-	-	-	33,737	677,592	9,577,576
Vanguard Developed Markets Inst (VTMNX)	11,378,486	-686,000	-	-	-	40,801	843,863	11,577,150
Total Fixed Income	**22,341,498**	**3,826,879**	**-**	**-**	**-**	**204,986**	**405,616**	**26,778,980**
Total Domestic Fixed Income	**22,341,498**	**3,826,879**	**-**	**-**	**-**	**204,986**	**405,616**	**26,778,980**
Boyd Watterson Asset Management	22,341,498	3,826,879	-	-	-	204,986	405,616	26,778,980
Total Real Estate	**9,941,400**	**600,000**	**-**	**-**	**-24,793**	**91,195**	**-178,505**	**10,429,296**
Boyd Watterson GSA Fund	7,329,315	600,000	-	-	-24,707	91,195	-114,419	7,881,384
American Realty Strategic Value	2,612,085	-	-	-	-87	-	-64,086	2,547,912
Total Cash	**721,938**	**-890,966**	**1,013,547**	**-**	**-**	**4,742**	**-**	**829,651**
Cash Account	721,938	-890,966	1,013,547	-	-	4,742	-	829,651

Historical market value and performance data through September 2017 was provided by Morgan Stanley.

Market values, performance and cash flow information beginning October 2017 to date was prepared by AndCo from statements provided by Fifth Third Bank and the investment managers.

Total Fund Policy

Allocation Mandate	Weight (%)
Jan-1973	
S&P 500 Index	55.00
Bloomberg Intermediate US Govt/Credit Idx	40.00
90 Day U.S. Treasury Bill	5.00
Apr-1999	
S&P 500 Index	50.00
Bloomberg Intermediate US Govt/Credit Idx	45.00
90 Day U.S. Treasury Bill	5.00
Jan-2014	
S&P 500 Index	25.00
Russell 2000 Index	10.00
FTSE Developed All Cap ex-US Index (NET)	15.00
Bloomberg Intermediate US Govt/Credit Idx	25.00
FTSE NAREIT All REITs Index	2.00
Russell Midcap Index	10.00
90 Day U.S. Treasury Bill	3.00
FTSE World Government Bond Index	10.00
Oct-2017	
S&P 500 Index	23.00
Russell 2500 Index	20.00
FTSE Developed All Cap ex-US Index (NET)	20.00
Bloomberg Intermediate US Govt/Credit Idx	21.00
NCREIF Property Index	9.00
HFRI Fund of Funds Composite Index	0.00
Alerian MLP Index	2.00
FTSE World Government Bond Index	5.00
90 Day U.S. Treasury Bill	0.00
Mar-2019	
S&P 500 Index	23.00
Russell 2500 Index	22.00
FTSE Developed All Cap ex-US Index (NET)	20.00
Bloomberg Intermediate US Govt/Credit Idx	21.00
NCREIF Property Index	9.00
HFRI Fund of Funds Composite Index	0.00
Alerian MLP Index	0.00
FTSE World Government Bond Index	5.00
90 Day U.S. Treasury Bill	0.00

Allocation Mandate	Weight (%)
Nov-2020	
S&P 500 Index	25.00
Russell 2500 Index	20.00
MSCI EAFE (Net) Index	20.00
Bloomberg Intermediate US Govt/Credit Idx	21.00
NCREIF Property Index	9.00
FTSE World Government Bond Index	5.00

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

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

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FIFTH THIRD BANK
Charitable Management Services
Monroe County RHC-Mutual Fd

3/31/2023

Account Activity
March 1, 2023 - March 31, 2023

Fund		Market Value 3/1/2023	Cost Basis 3/1/2023	Units	Dividends	Interest	Fees	Additions	(Distributions)	Unit Change	Unit Balance	Realized Gains Or Losses	Ending Cost Basis 3/31/2023	Market Value 3/31/2023
Monroe County RHC	Principal	$75,830,878.59	$71,390,292.64	6,736,386.187				$0.00	$0.00	0.000	6,736,386.187	($98,957.21)	$71,291,335.43	$76,562,438.33
	Income	$8,272,112.24	$8,425,311.94	734,847.646	$114,035.49	$0.00	($1,502.55)	$0.00	$0.00	9,776.971	744,624.617	($10,938.50)	$8,526,906.38	$8,463,035.63
		$84,102,990.83	$79,815,604.58	7,471,233.833	$114,035.49	$0.00	($1,502.55)	$0.00	$0.00	9,776.971	7,481,010.804	($109,895.71)	$79,818,241.81	$85,025,473.96
Monroe Road Commission	Principal	$12,295,418.56	$12,502,119.51	1,092,255.415				$119,094.18	$0.00	10,347.018	1,102,602.433	($16,197.18)	$12,605,016.51	$12,531,634.68
	Income	$1,100,327.99	$1,120,577.00	97,746.913	$18,163.33	$0.00	($239.32)	$0.00	$0.00	1,557.255	99,304.168	($1,458.77)	$1,137,042.24	$1,128,642.13
		$13,395,746.55	$13,622,696.51	1,190,002.328	$18,163.33	$0.00	($239.32)	$119,094.18	$0.00	11,904.274	1,201,906.601	($17,655.95)	$13,742,058.75	$13,660,276.81
CMH RHC		$6,375,434.66	$6,517,556.37	566,357.542				$0.00	$0.00	0.000	566,357.542	($8,319.77)	$6,509,236.60	$6,436,940.10
		$383,431.97	$391,144.71	34,061.927	$9,164.37	$0.00	($120.75)	$0.00	$0.00	785.719	34,847.646	($511.91)	$399,676.42	$396,061.13
		$6,758,866.63	$6,908,701.08	600,419.469	$9,164.37	$0.00	($120.75)	$0.00	$0.00	785.719	601,205.188	($8,831.68)	$6,908,913.02	$6,833,001.23
	TOTAL	*104,257,604.02*	*100,347,002.25*	*9,261,655.630*	*$141,363.19*	*$0.00*	*($1,862.62)*	*$119,094.18*	*$0.00*	*22,466.964*	*9,284,122.593*	*($136,383.34)*	*$100,469,213.63*	*$105,518,752.00*
	Beginning Unit Price		*$11.51*										**Ending Unit Price**	*$11.37*

Capital Market and Asset Allocation Review
May 8, 2023

Monroe County Retiree Health Care Trust

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CAPITAL MARKETS

	World		U.S.		E.U.		U.K.		China		EM & DM	
Forecast Date	2021	2023	2021	2023	2021	2023	2021	2023	2021	2023	2021	2023
2019	2.8		2.3		2.0		1.4		6.0		3.7	
2020	-3.1		-3.4		-5.9		-9.9		2.3		-2.1	
2021*	5.9	6.2	6.0	5.9	5.1	5.3	6.8	7.6	8.0	8.4	6.4	6.7
2022	4.9	3.4	5.2	2.0	4.4	3.5	5.0	4.1	5.6	3.0	5.2	3.9
2023	3.6	2.9	2.2	1.4	2.3	0.7	1.9	-0.6	5.3	5.2	4.7	4.0
2024	3.4	3.1	1.7	1.0	1.9	1.6	1.6	0.9	5.3	4.5	4.5	4.2

- GDP rebounded sharply in 2021 as countries emerged from their abrupt shutdowns associated with COVID-19.
- Forecasts have been revised downward in 2022 and future years due to the impact of higher inflation rates and other factors.
- A return to pre-covid GDP levels is not predicted by the IMF for most major economies for the foreseeable future.

*Data for the 2021 year are estimates from the IMF World Economic Outlook Database, October 2021

Sources: IMF International Monetary Fund, World Economic Outlook Database, October 2021 and IMF International Monetary Fund, World Outlook Update, January 2023: Inflation Peaking amid Low Growth

	U.S.		U.K.		Germany		Japan		Canada	
Forecast Date	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
2019	1.8		1.8		1.4		0.5		2.0	
2020	1.3		0.9		0.4		0.0		0.7	
2021*	4.3	4.7	2.2	2.6	2.9	3.2	-1.2	-0.2	3.2	3.4
2022	3.5	8.1	2.6	9.2	1.5	8.5	0.5	2.0	2.6	6.9
2023	2.7	3.5	2.0	9.0	1.4	7.2	0.7	1.4	2.0	4.2
2024	2.6	2.2	2.0	3.7	1.6	3.5	0.8	1.0	2.2	2.4
2025	2.5	2.0	2.0	1.8	1.8	2.6	1.0	1.0	2.1	1.9

- Inflation rates surged in 2022, well above the IMF's forecasts from late 2021; the increase is attributed to monetary stimulus, higher energy prices, supply chain issues, and other factors.
- Inflation rates are projected to decline quicker in the U.S. and Canada than the U.K. and Germany. However, all inflation rates are forecasted to be above pre-covid levels for a considerable length of time.

*Data for the 2021 year are estimates from the IMF World Economic Outlook Database, October 2021

Sources: IMF International Monetary Fund, World Economic Outlook Database, October 2021 and IMF International Monetary Fund, World Economic Outlook Database, October 2022

- In an attempt to reduce inflationary pressures, central banks around the globe hiked rates aggressively, causing interest rates to rise sharply in 2022.
- The intervention by the central banks led to sharp declines in fixed income values and resulted in one of the worst years for bond investors in the past century.
- The dollar strengthened versus most major currencies during the year, further magnifying losses for US investors.
- Yields in the major bond markets have significantly risen in the past twelve months, improving the outlook for fixed income strategies.

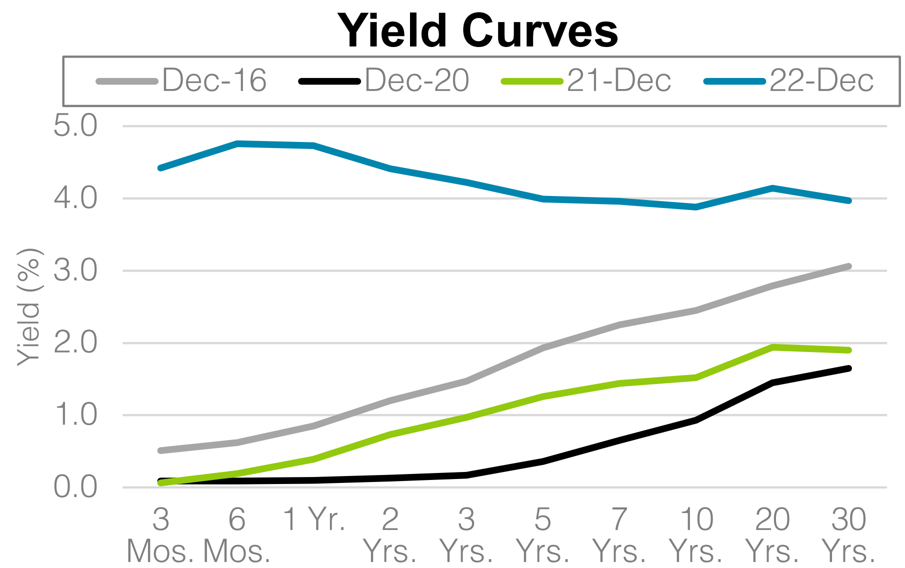
Global Fixed Income

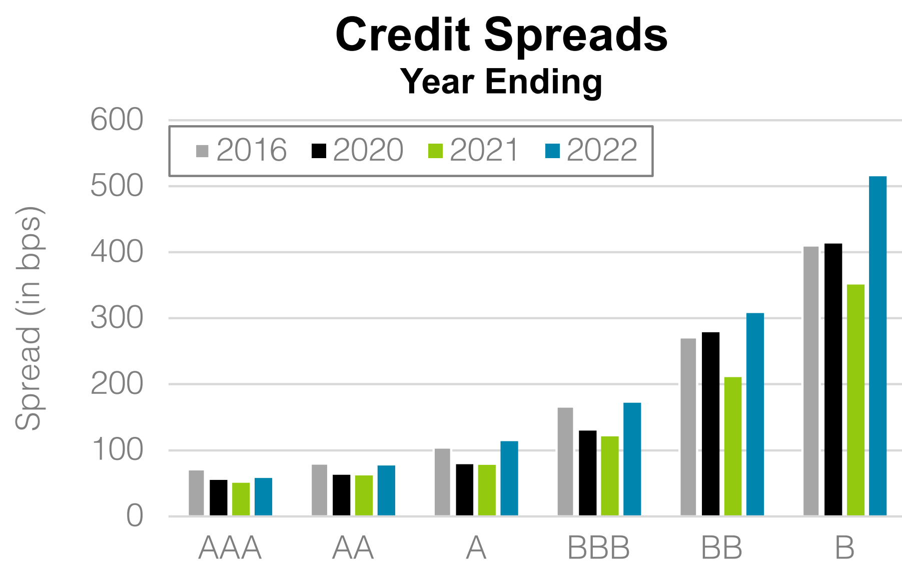
Market Characteristics as of Year End

Aggregates	Yields			Duration (yrs.)	2022 Return (in $)
	2020	2021	2022	2022	
U.S.	1.1%	1.8%	4.7%	6.2	-13.0%
U.K.	0.6%	1.2%	4.3%	8.3	-29.4%
Germany	-0.3%	0.1%	3.2%	6.1	-20.7%
Japan	0.1%	0.2%	0.8%	9.2	-17.1%
EMD ($)	4.9%	5.3%	8.6%	6.0	-17.8%
EMD (lcl)	5.2%	5.7%	6.9%	4.9	-11.7%

Sources: J.P. Morgan Asset Management, Guide to the Markets, 1Q 2022 (as of December 31, 2021) and J.P. Morgan Asset Management, Guide to the Markets, 1Q 2023 (as of December 31, 2022)..

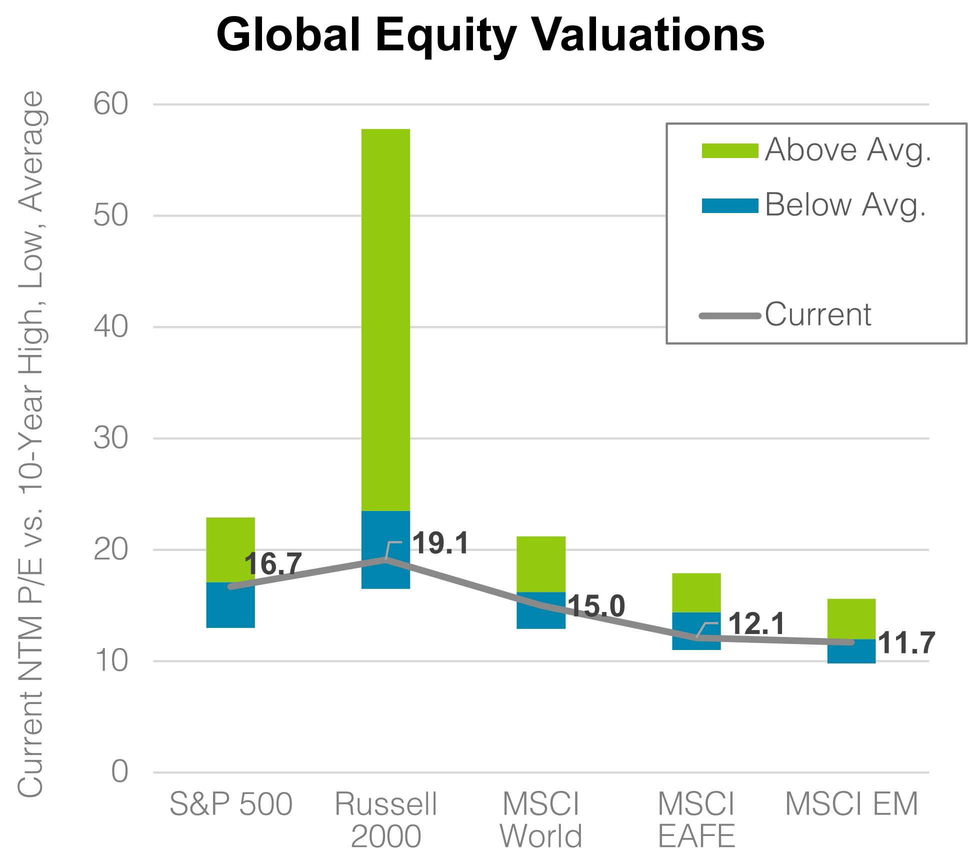
- The Federal Reserve increased the Fed Funds Rate seven times in 2022, raising the rate by 4.25%. These hikes drove the front end of the yield curve higher (to levels we have not seen in many years).
- Yields for shorter maturity issues rose much faster than those of longer dated securities, causing the yield curve to invert during the second half of the year.
- Spreads widened during the year as recessionary fears increased, particularly for lower credit quality issues.
- Fixed income investors appreciate the higher yields; however, there are concerns about the ability of issuers to repay or refinance their debts in the higher rate environment.





Sources: Yield Curves: U.S. Department of the Treasury (https://www.treasury.gov/resource-center/data-chart-center/interest-rates/Pages/TextView.aspx?data=yield). Option Adjusted Spreads: Federal Reserve of St. Louis (https://fred.stlouisfed.org).

- After last year's dismal returns, the majority of equity markets trade at a discount to their historical forward P/E ratios.
- The S&P 500 trades just below its 10-year historical average (16.7 vs 17.1).
- The Russell 2000 Index (U.S. small cap) and MSCI EAFE Index (international developed markets) trade well below their historical averages, implying relative value in these asset classes.



NTM P/E is market price per share divided by expected earnings per share over the next twelve months (NTM).

Sources: Eaton Vance Monthly Market Monitor, January 2023; Factset as of 12/31/22.

- The value indexes lost significantly less than their growth counterparts in 2022 (Russell 3000 Value -8.0%; Russell 3000 Growth -29.0%). The performance gap narrowed as the capitalizations decreased, but value out performed.
- The P/E ratios contracted due to the decline in prices (P) last year without a corresponding decline in earnings (E). Five of the nine style boxes are currently below their long-term average.
- In 2022 the S&P 500 Price Index experienced a gain or loss of over a 1% in nearly half of the trading days (the historical average is below 25%). The volatility is attributed to the uncertainty in the markets (Fed policy, inflation, war …).
- Based on the valuations of the asset classes, small cap stocks appear the most attractive. However, these simple statistics do not incorporate the impact a recession may have on the earnings of these companies.

U.S. Equity Valuations

Current P/E vs. 20-Year Average
Current P/E as Percentage of 20-Year Average

	Value	Blend	Growth
Large	13.9 / 13.7 **101.5%**	16.7 / 15.5 **107.7%**	21.1 / 18.6 **113.4%**
Mid	13.4 / 14.4 **93.1%**	15.3 / 16.3 **93.9%**	21.0 / 20.3 **103.4%**
Small	15.3 / 16.8 **91.1%**	19.1 / 21.3 **89.7%**	25.3 / 35.6 **71.1%**

Sources: J.P. Morgan Asset Management, Guide to the Markets, Market Insights, 12/31/22.

Notes: The price-to-earnings is a bottom-up calculation based on the most recent index price, divided by consensus estimates for earnings in the next 12 months (NTM), and is provided by FactSet Market Aggregates and JP Morgan Asset Management. Large Blend is represented by the S&P 500 and all other segments are represented by the Russell Style Indexes.

Sources: J.P. Morgan Asset Management, Guide to the Markets, 1Q 2022 (as of December 31, 2021).

ASSET ALLOCATION

Set Objectives
- Assess liquidity needs - current and future cash flows
- Assess investment time horizon
- Assess return target

Determine Risk Level
- Assess risk tolerance

Select Asset Classes
- Determine appropriate asset classes

Model Portfolio
- Historical model
- Forecasting model
- Monte Carlo simulations
- Human overlay

Provide AA Recommendations
- Select an appropriate asset allocation target model

Fixed Income:

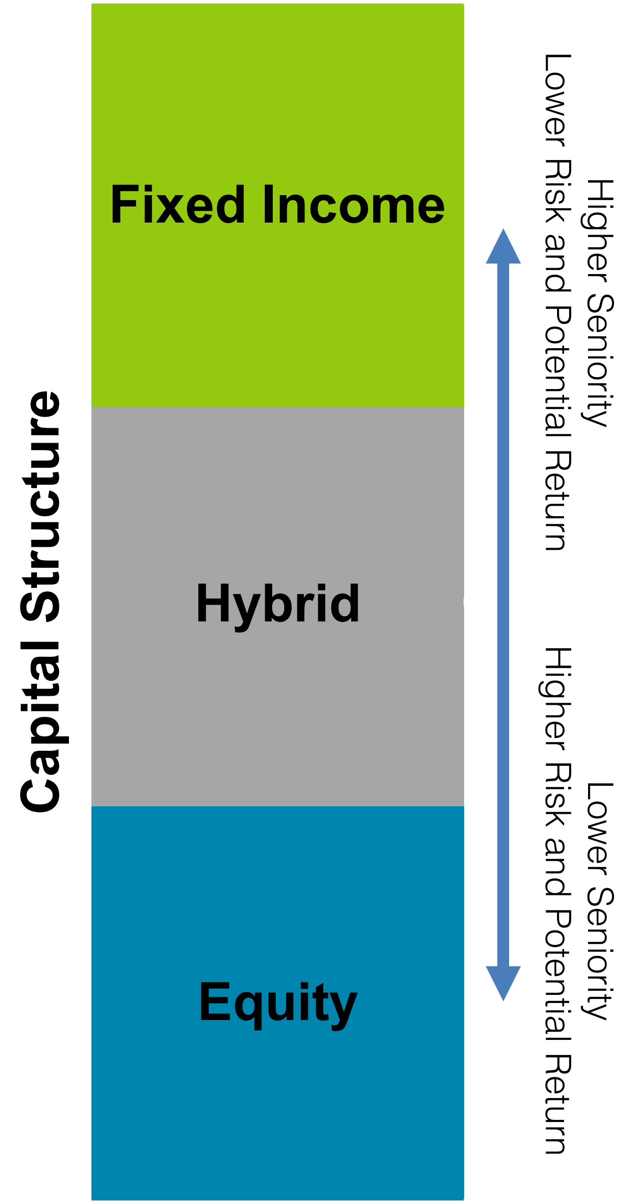
- A contractual obligation by a borrower to pay the lender principal with interest.
- Fixed income investors have seniority to the assets of the issuer in the event of a default.
- Examples: Bonds, Loans, Mortgages, Collateralized Securities (CLOs, CDOs, CMOs…), Private Credit…

Hybrid:

- An investment that offers both fixed income and equity characteristics.
- Hybrid investors typically fall between fixed income and equity investors in seniority of an issuer's assets.
- Examples: Convertible Bonds, Preferred Stock, Mezzanine…

Equity:

- An ownership position in an enterprise (company, property…) with the potential to participate in the distribution of profits and increasing value of the enterprise.
- The equity holder has the lowest claim to assets of in the event of a bankruptcy.
- Examples: Common Stock, Private Equity…



Mean / Variance optimization using forecast capital market assumptions:

Asset Allocation model inputs include:

- Expected Risk – the arithmetic average expected return (mean) of each asset class
- Expected Risk – the variability (standard deviation) of each asset class around its mean return
- Correlation - the degree of co-movement (correlation coefficient) of each asset class relative to other asset classes

Understanding asset allocation model limitations:

- Output is based on forecasts (guesses) of each capital market assumption. Accurately predicting the expected return, expected risk (standard deviation), and correlation coefficients for each asset class is not a science, it's an economic methodology that varies by organization and forecast timeframe.
- Assumes asset class returns are normally distributed (bell-shape curve). However, many asset classes exhibit non- normal (kurtosis - fat-tails and/or skewness) return distributions.
- Assumes correlations between asset class pairs are static. However, since correlation coefficients can and do change over time, diversification and/or stability benefits of combining different asset classes may be overstated. Even historically stable correlation relationships may break down during periods of market stress.
- Alternative asset classes introduce a variety of important risk factors that are not captured in their standard deviation measures.
- Despite its shortcomings, asset allocation modeling provides a foundational framework for making sound portfolio decisions.

The return, risk, and correlation forecasts utilized in this report were developed by JPMorgan Asset Management.* These projections are based on its expectations over the next 10 to 15 years.

*Please note that all references to the JPMorgan Capital Market Assumptions within this document contain projections and estimates which are inherently speculative as they are based on assumptions which may involve known and unknown risks and uncertainties. Actual results, performance, or events may differ materially from those expressed or implied in such statements.

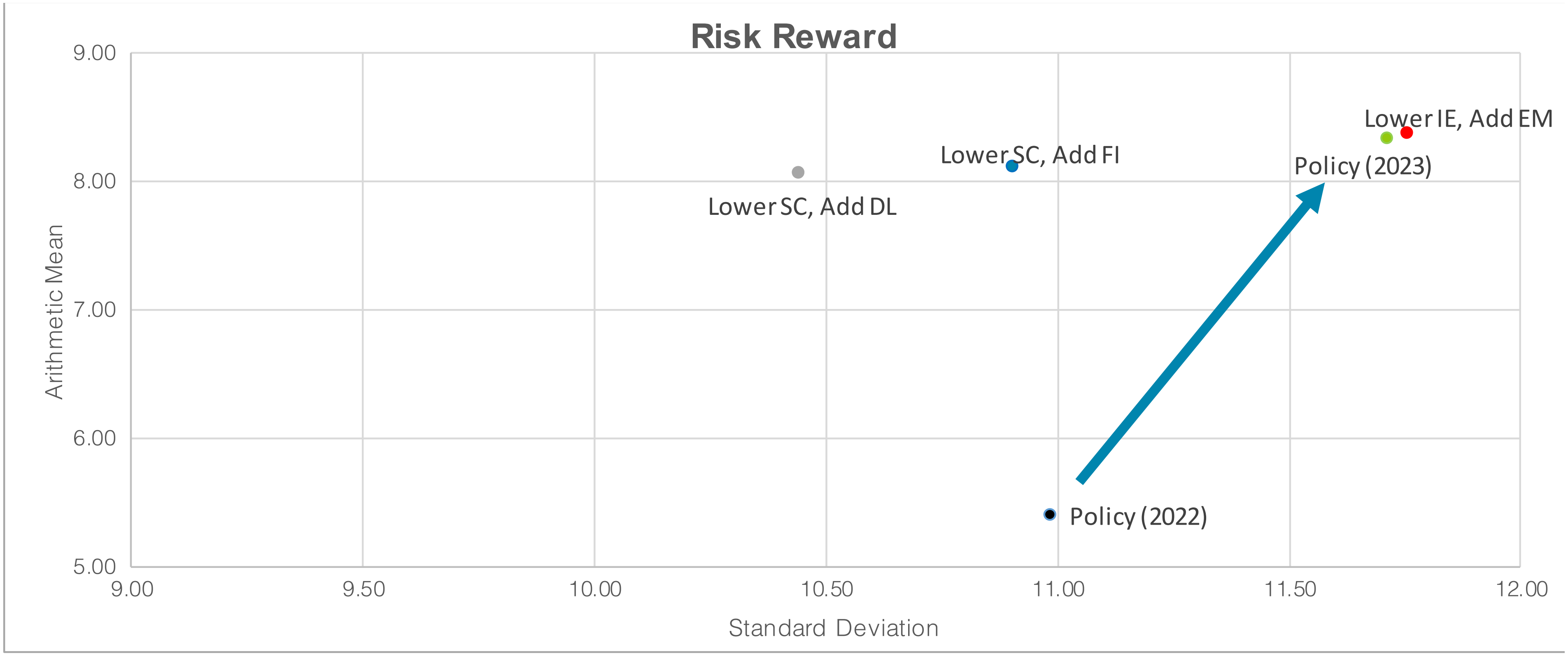
	Historic Capital Market Assumptions						Change (2023 - 2022)	
	2020 Arith. Mean	2021 Arith. Mean	2022 Arith. Mean	2022 Std. Dev.	2023 Arith. Mean	2023 Std. Dev.	Arithmetic Mean	Standard Deviation
U.S. Cash	1.60	1.10	1.30	0.42	2.40	0.50	1.10	0.08
U.S. Aggregate Bonds	2.86	2.16	2.66	3.48	4.68	4.09	2.02	0.61
U.S. Short Duration Government/Credit	2.62	1.71	2.11	1.50	3.61	1.63	1.50	0.13
U.S. High Yield Bonds	7.21	5.13	4.22	8.24	7.14	8.53	2.92	0.29
U.S. Leveraged Loans	5.57	5.40	5.00	7.89	6.50	7.96	1.50	0.07
World ex-U.S. Government Bonds	2.91	2.09	2.69	7.69	4.94	8.51	2.25	0.82
Emerging Markets Sovereign Debt	7.03	5.57	5.57	8.92	7.58	10.23	2.01	1.31
U.S. Large Cap	8.41	5.13	5.16	15.02	9.07	16.13	3.91	1.11
U.S. Mid Cap	7.91	5.73	5.65	17.06	9.46	18.04	3.81	0.98
U.S. Small Cap	8.81	6.33	6.17	19.61	9.94	20.37	3.77	0.76
EAFE Equity	10.46	7.80	7.82	17.04	11.14	17.40	3.32	0.36
Emerging Markets Equity	12.43	9.19	8.86	20.92	11.96	20.65	3.10	-0.27
Global Equity	9.18	6.25	6.17	15.91	9.74	16.63	3.57	0.72
U.S. Core Real Estate	7.17	6.46	6.32	10.58	6.22	10.57	-0.10	-0.01
U.S. Value-Added Real Estate	10.02	9.48	8.92	16.65	9.09	17.58	0.17	0.93
U.S. REITs	9.07	7.58	6.75	15.11	7.94	15.84	1.19	0.73
Private Equity	11.58	9.36	9.66	10.68	11.64	19.96	1.98	9.28
Global Core Infrastructure	7.21	6.64	6.64	10.74	6.84	10.82	0.20	0.08
Diversified Hedge Funds	5.26	3.52	3.82	6.84	5.22	6.89	1.40	0.05
Direct Lending	9.37	7.67	7.71	13.26	8.65	13.65	0.94	0.39
Commodities	5.71	3.53	3.86	16.36	4.60	17.88	0.74	1.52

Source: JPMorgan Capital Market Assumptions 2020 - 2023

Asset Allocation (%)	Policy (2022)	Policy (2023)	Lower IE, Add EM	Lower SC, Add FI	Lower SC, Add DL	6.5 Traditional
U.S. Large Cap	25.00	25.00	25.00	25.00	25.00	42.00
U.S. Mid Cap	10.00	10.00	10.00	7.50	5.00	0.00
U.S. Small Cap	10.00	10.00	10.00	7.50	5.00	0.00
EAFE Equity	20.00	20.00	15.00	15.00	15.00	0.00
Emerging Markets Equity	0.00	0.00	5.00	5.00	5.00	0.00
U.S. Aggregate Bonds	26.00	26.00	26.00	31.00	31.00	57.00
U.S. Cash	0.00	0.00	0.00	0.00	0.00	1.00
U.S. Core Real Estate	4.50	4.50	4.50	4.50	4.50	0.00
U.S. Value-Added Real Estate	4.50	4.50	4.50	4.50	4.50	0.00
Direct Lending	0.00	0.00	0.00	0.00	5.00	0.00

Single Year Expectations (%)	Policy (2022)	Policy (2023)	Lower RE	Lower SC, IE	Lower SC, Add DL	6.5 Traditional
Arithmetic Mean	5.41	8.34	8.38	8.13	8.08	6.50
Standard Deviation	10.98	11.71	11.75	10.90	10.44	7.58
Long Term Horizon Return	4.86	7.71	7.75	7.58	7.58	6.24

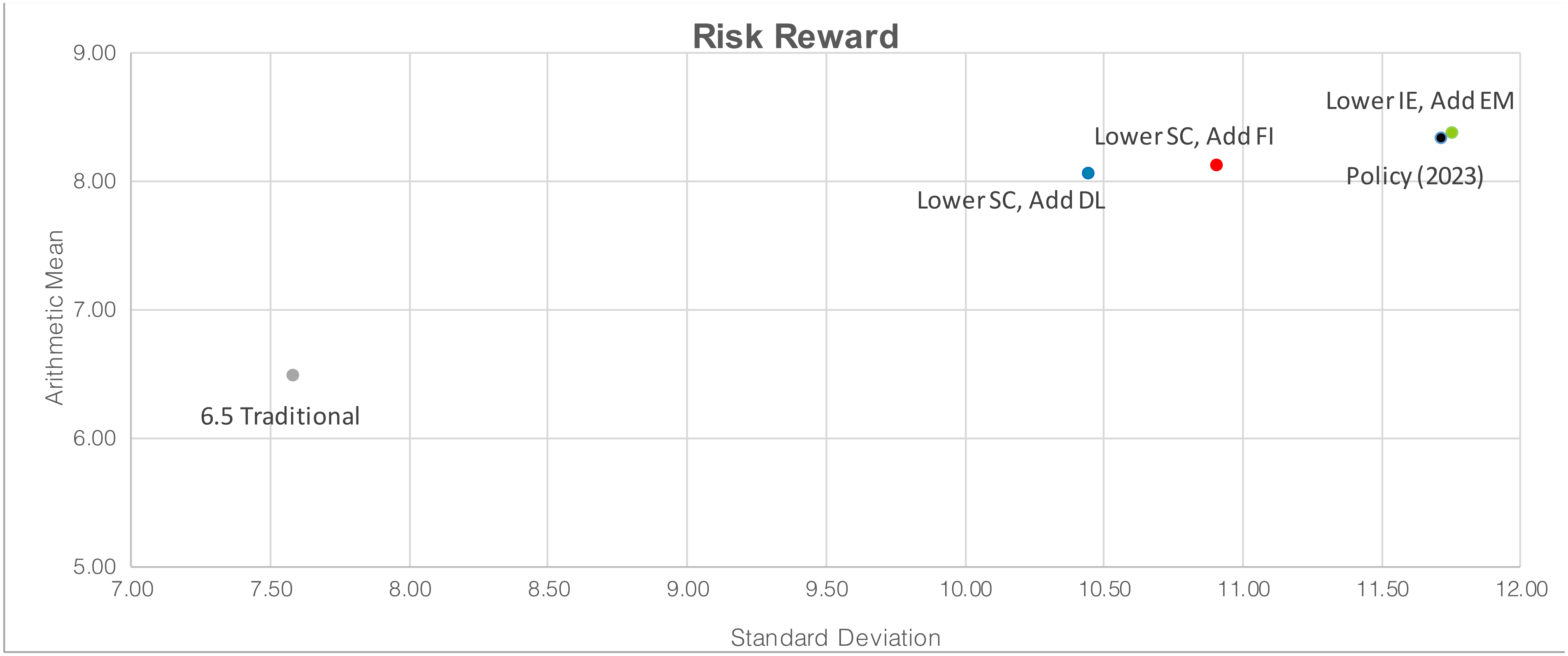
Source: JPMorgan Capital Market Assumptions 2022 - 2023



Single Year Expectations (%)					
	Policy (2022)	Policy (2023)	Lower IE, Add EM	Lower SC, Add FI	Lower SC, Add DL
Arithmetic Mean	5.41	8.34	8.38	8.13	8.08
Standard Deviation	10.98	11.71	11.75	10.90	10.44
Long Term Horizon Return	4.86	7.71	7.75	7.58	7.58

Source: Morningstar, expected returns are based on the Monte Carlo output.

Single Year Risk / Reward Forecasts



Single Year Expectations (%)

	Policy (2023)	Lower IE, Add EM	Lower SC, Add FI	Lower SC, Add DL	6.5 Traditional
Arithmetic Mean	8.34	8.38	8.13	8.08	6.50
Standard Deviation	11.71	11.75	10.90	10.44	7.58
Long Term Horizon Return	7.71	7.75	7.58	7.58	6.24

Source: Morningstar, expected returns are based on the Monte Carlo output.

Asset Mix	Project Year	99th	95th	75th	50th	25th	5th	1th
Policy Index	1	39.11	28.38	16.16	7.31	-0.24	-10.26	-15.51
Policy Index	5	21.06	16.45	11.35	7.61	4.24	-0.32	-3.30
Policy Index	10	16.58	14.16	10.22	7.76	5.41	1.79	-0.59
Policy Index	20	14.27	12.22	9.58	7.82	5.94	3.68	2.01
Lower IE, Add EM	1	38.45	28.75	16.38	7.30	-0.26	-10.25	-15.25
Lower IE, Add EM	5	20.99	16.53	11.39	7.65	4.25	-0.31	-3.39
Lower IE, Add EM	10	16.75	14.21	10.27	7.78	5.44	1.78	-0.67
Lower IE, Add EM	20	14.31	12.34	9.63	7.84	5.96	3.66	1.96
Lower SC Add FI	1	36.25	27.44	15.81	7.14	0.13	-8.92	-13.95
Lower SC Add FI	5	19.80	15.67	10.97	7.49	4.34	0.14	-2.88
Lower SC Add FI	10	16.03	13.60	9.92	7.59	5.36	2.01	-0.24
Lower SC Add FI	20	13.66	11.83	9.31	7.68	5.92	3.73	2.23
Lower SC, Add DL	1	34.87	26.73	15.19	7.19	0.38	-8.51	-12.68
Lower SC, Add DL	5	19.35	15.32	10.83	7.53	4.44	0.47	-2.46
Lower SC, Add DL	10	15.50	13.34	9.79	7.60	5.44	2.24	0.20
Lower SC, Add DL	20	13.32	11.58	9.23	7.65	6.00	3.92	2.41
6.50	1	25.99	19.86	11.96	6.17	0.83	-5.19	-9.23
6.50	5	14.55	12.13	8.68	6.20	3.99	0.93	-1.23
6.50	10	11.73	10.39	8.02	6.24	4.70	2.41	0.74
6.50	20	10.51	9.20	7.44	6.28	5.12	3.54	2.46

Asset Mix	Project Year	99th	95th	75th	50th	25th	5th	1th
6.50	1	25.99	19.86	11.96	6.17	0.83	-5.19	-9.23
Policy Index	1	39.11	28.38	16.16	7.31	-0.24	-10.26	-15.51
Lower IE, Add EM	1	38.45	28.75	16.38	7.30	-0.26	-10.25	-15.25
Lower SC Add FI	1	36.25	27.44	15.81	7.14	0.13	-8.92	-13.95
Lower SC, Add DL	1	34.87	26.73	15.19	7.19	0.38	-8.51	-12.68
6.50	5	14.55	12.13	8.68	6.20	3.99	0.93	-1.23
Policy Index	5	21.06	16.45	11.35	7.61	4.24	-0.32	-3.30
Lower IE, Add EM	5	20.99	16.53	11.39	7.65	4.25	-0.31	-3.39
Lower SC Add FI	5	19.80	15.67	10.97	7.49	4.34	0.14	-2.88
Lower SC, Add DL	5	19.35	15.32	10.83	7.53	4.44	0.47	-2.46
6.50	10	11.73	10.39	8.02	6.24	4.70	2.41	0.74
Policy Index	10	16.58	14.16	10.22	7.76	5.41	1.79	-0.59
Lower IE, Add EM	10	16.75	14.21	10.27	7.78	5.44	1.78	-0.67
Lower SC Add FI	10	16.03	13.60	9.92	7.59	5.36	2.01	-0.24
Lower SC, Add DL	10	15.50	13.34	9.79	7.60	5.44	2.24	0.20
6.50	20	10.51	9.20	7.44	6.28	5.12	3.54	2.46
Policy Index	20	14.27	12.22	9.58	7.82	5.94	3.68	2.01
Lower IE, Add EM	20	14.31	12.34	9.63	7.84	5.96	3.66	1.96
Lower SC Add FI	20	13.66	11.83	9.31	7.68	5.92	3.73	2.23
Lower SC, Add DL	20	13.32	11.58	9.23	7.65	6.00	3.92	2.41

Asset Mix	Project Year	Target:0.0%	Target:5.5%	Target:6.5%
Policy Index	1	73.50	56.20	53.05
Policy Index	5	94.15	66.45	59.05
Policy Index	10	98.50	74.05	63.55
Policy Index	20	99.90	79.85	68.25
Lower IE, Add EM	1	73.95	56.45	52.55
Lower IE, Add EM	5	94.05	67.10	59.05
Lower IE, Add EM	10	98.50	74.30	63.70
Lower IE, Add EM	20	99.95	80.20	68.70
Lower SC Add FI	1	75.40	56.25	52.85
Lower SC Add FI	5	95.55	66.80	58.40
Lower SC Add FI	10	98.85	74.10	62.80
Lower SC Add FI	20	100.00	80.40	67.40
Lower SC, Add DL	1	76.25	56.65	52.55
Lower SC, Add DL	5	96.25	67.45	58.90
Lower SC, Add DL	10	99.05	74.60	63.80
Lower SC, Add DL	20	100.00	81.35	68.15
6.50	1	78.50	53.35	48.05
6.50	5	97.55	58.00	46.60
6.50	10	99.70	62.35	45.90
6.50	20	100.00	67.10	44.95

Asset Mix	Project Year	Target:0.0%	Target:5.5%	Target:6.5%
6.50	1	78.50	53.35	48.05
Policy Index	1	73.50	56.20	53.05
Lower IE, Add EM	1	73.95	56.45	52.55
Lower SC Add FI	1	75.40	56.25	52.85
Lower SC, Add DL	1	76.25	56.65	52.55
6.50	5	97.55	58.00	46.60
Policy Index	5	94.15	66.45	59.05
Lower IE, Add EM	5	94.05	67.10	59.05
Lower SC Add FI	5	95.55	66.80	58.40
Lower SC, Add DL	5	96.25	67.45	58.90
6.50	10	99.70	62.35	45.90
Policy Index	10	98.50	74.05	63.55
Lower IE, Add EM	10	98.50	74.30	63.70
Lower SC Add FI	10	98.85	74.10	62.80
Lower SC, Add DL	10	99.05	74.60	63.80
6.50	20	100.00	67.10	44.95
Policy Index	20	99.90	79.85	68.25
Lower IE, Add EM	20	99.95	80.20	68.70
Lower SC Add FI	20	100.00	80.40	67.40
Lower SC, Add DL	20	100.00	81.35	68.15

Observations:

- The global surge in inflation rates and resulting actions from central banks forced a repricing in the capital markets in 2022 (the repricing may not be over). This sharp decline in asset prices offers the potential for more attractive returns in the future.
- Recessionary fears have replaced inflation issues for many investors. Weak economic growth is forecasted for many of the major economies in the coming years, raising the probability of recessions.
- The valuations within the private markets (private credit, private equity, real estate…) tend to lag the public markets, implying weaker performance in the coming quarters. However, these asset classes are less efficient and may offer better opportunities to mitigate broad losses.

Conclusions:

- The projected long-term return for the current investment policy has risen from 5.41% to 8.34% (+2.93%) with a modest increase in expected volatility. The higher expected return is due to the increase in fixed income yields and lower equity valuations.

Recommendations:

- AndCo is comfortable with the current target allocations but recommends a deeper discussion around adopting either of the three presented asset mixes. Notable changes would be:

- Mix Lower IE / Add EM (reduce Developed International, add dedicated Emerging Markets)
- Mix Lower SC / Add FI (Lower Small Cap, Increase Fixed Income)
- Mix Lower Small Cap / Add Direct Lending (lowers small cap, adds direct lending)

- The increase in Fixed Income (and subsequent reduction in risk assets) provides for a more defensive position in the current market environment.
- AndCo recommends the Board consider the following actions in the coming quarters:
    - Review developed international allocation to add an active strategy.
    - Review dedicated emerging market equity to add an active strategy.
    - Review direct lending / private credit strategies based on market opportunities.

Monroe County Retiree Health Care 5/1/2023											Lower IE, Add EM	
	Current Market Value and Allocation		Recommended Rebalance	Target Market Value and Allocation		Market Value After Rebalance		IPS Limits		Variance from Target	
Name	$	(%)		$	(%)	$	%	Min	Max	$	%
Total Fund	**$106,590,817**	**100.00%**	**$0**	**$106,590,817**	**100.0%**	**$106,590,817**	**100.0%**			**($0)**	**0.0%**
Domestic Equities											
Fidelity S&P 500 Index	$26,964,333	25.3%	$0	$26,647,704	25.0%	$26,964,333	25.3%			$316,629	0.3%
Fidelity Extended Market Index	$9,846,914	9.2%	$0	$10,659,082	10.0%	$9,846,914	9.2%			($812,168)	-0.8%
Ancora Small / Mid	$4,908,339	4.6%	$0	$5,329,541	5.0%	$4,908,339	4.6%			($421,202)	-0.4%
Clarkston Small / Mid	$4,987,006	4.7%	$0	$5,329,541	5.0%	$4,987,006	4.7%			($342,535)	-0.3%
Sub-Total Domestic Equities	**$46,706,592**	**43.8%**	**$0**	**$47,965,868**	**45.0%**	**$46,706,592**	**43.8%**	**25%**	**51%**	**($1,259,276)**	**-1.2%**
International Equities											
Vanguard Developed Markets	$21,669,468	20.3%	($5,300,000)	$15,988,623	15.0%	$16,369,468	15.4%			$380,845	0.4%
NEW Emerging Markets	$0	0.0%	$5,300,000	$5,329,541	5.0%	$5,300,000	5.0%			($29,541)	0.0%
Sub-Total International Equities	***$21,669,468***	***20.3%***	***$0***	***$21,318,163***	***20.0%***	***$21,669,468***	***20.3%***	***13%***	***27%***	***$351,305***	***0.3%***
Sub-Total Global Equities		***64.1%***	***$0***	***$69,284,031***	***65.0%***	***$68,376,060***	***64.1%***	***50%***	***70%***	***($907,971)***	***-0.9%***
Fixed Income				$0							
Boyd Watterson - Int Fixed	$26,842,418	25.2%	$0	$27,713,612	26.0%	$26,842,418	25.2%	*14%*	28%	($871,194)	-0.8%
Placeholder	$0	0.0%	$0	$0	0.0%	$0	0.0%	*0%*	7%	$0	0.0%
Sub-Total Fixed Income	***$26,842,418***	***25.2%***	***$0***	***$27,713,612***	***26.0%***	***$26,842,418***	***25.2%***			***($871,194)***	***-0.8%***
Real Estate											
Boyd Watterson GSA	$7,881,384	7.4%	$0	$7,045,262	6.6%	$7,881,384	7.4%	*0%*	10%	$836,122	0.8%
American Realty Value	$2,547,912	2.4%	$0	$2,547,912	2.4%	$2,547,912	2.4%			$0	0.0%
Sub-Total Real Estate	***$10,429,296***	***9.8%***	***$0***	***$9,593,174***	***9.0%***	***$10,429,296***	***9.8%***			***$836,122***	***0.8%***
Cash											
Cash Account	***$943,043***	***0.9%***	***$0***	***$0***	***0.0%***	***$943,043***	***0.9%***	*0%*	*5%*	$943,043	***0.9%***

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Monroe County Retiree Health Care 5/1/2023										Lower SC, Add FI	
	Current Market Value and Allocation		Recommended Rebalance	Target Market Value and Allocation		Market Value After Rebalance		IPS Limits		Variance from Target	
Name	$	(%)		$	(%)	$	%	Min	Max	$	%
Total Fund	**$106,590,817**	**100.00%**	**$0**	**$106,590,817**	**100.0%**	**$106,590,817**	**100.0%**			**$0**	**0.0%**
Domestic Equities											
Fidelity S&P 500 Index	$26,964,333	25.3%	$0	$26,647,704	25.0%	$26,964,333	25.3%			$316,629	0.3%
Fidelity Extended Market Index	$9,846,914	9.2%	($1,800,000)	$7,994,311	7.5%	$8,046,914	7.5%			$52,603	*0.0%*
Ancora Small / Mid	$4,908,339	4.6%	($900,000)	$3,997,156	3.8%	$4,008,339	3.8%			$11,183	*0.0%*
Clarkston Small / Mid	$4,987,006	4.7%	($1,000,000)	$3,997,156	3.8%	$3,987,006	3.7%			($10,150)	*0.0%*
Sub-Total Domestic Equities	**$46,706,592**	**43.8%**	**($3,700,000)**	**$42,636,327**	**40.0%**	**$43,006,592**	**40.3%**	**25%**	**51%**	**$370,265**	**0.3%**
International Equities											
Vanguard Developed Markets	$21,669,468	20.3%	($5,300,000)	$15,988,623	15.0%	$16,369,468	15.4%			$380,845	0.4%
NEW Emerging Markets	$0	0.0%	$5,300,000	$5,329,541	5.0%	$5,300,000	5.0%			($29,541)	0.0%
Sub-Total International Equities	***$21,669,468***	***20.3%***	***$0***	***$21,318,163***	***20.0%***	***$21,669,468***	***20.3%***	***13%***	***27%***	***$351,305***	***0.3%***
Sub-Total Global Equities		***64.1%***	***($3,700,000)***	***$63,954,490***	***60.0%***	***$64,676,060***	***60.7%***	***50%***	***70%***	***$721,570***	***0.7%***
Fixed Income				$0							
Boyd Watterson - Int Fixed	$26,842,418	25.2%	$3,700,000	$33,043,153	31.0%	$30,542,418	28.7%	*14%*	28%	($2,500,735)	-2.3%
Placeholder	$0	0.0%	$0	$0	0.0%	$0	0.0%	*0%*	7%	$0	0.0%
Sub-Total Fixed Income	***$26,842,418***	***25.2%***	***$3,700,000***	***$33,043,153***	***31.0%***	***$30,542,418***	***28.7%***			***($2,500,735)***	***-2.3%***
Real Estate											
Boyd Watterson GSA	$7,881,384	7.4%	$0	$7,045,262	6.6%	$7,881,384	7.4%	*0%*	10%	$836,122	0.8%
American Realty Value	$2,547,912	2.4%	$0	$2,547,912	2.4%	$2,547,912	2.4%			$0	0.0%
Sub-Total Real Estate	***$10,429,296***	***9.8%***	***$0***	***$9,593,174***	***9.0%***	***$10,429,296***	***9.8%***			***$836,122***	***0.8%***
Cash											
Cash Account	***$943,043***	***0.9%***	***$0***	***$0***	***0.0%***	***$943,043***	***0.9%***	*0%*	*5%*	$943,043	***0.9%***

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Monroe County Retiree Health Care 5/1/2023										Lower SC, Add DL	
	Current Market Value and Allocation		Recommended Rebalance	Target Market Value and Allocation		Market Value After Rebalance		IPS Limits		Variance from Target	
Name	$	(%)		$	(%)	$	%	Min	Max	$	%
Total Fund	**$106,590,817**	**100.00%**	**$0**	**$106,590,817**	**100.0%**	**$106,590,817**	**100.0%**			**($0)**	**0.0%**
Domestic Equities											
Fidelity S&P 500 Index	$26,964,333	25.3%	$0	$26,647,704	25.0%	$26,964,333	25.3%			$316,629	0.3%
Fidelity Extended Market Index	$9,846,914	9.2%	($4,500,000)	$5,329,541	5.0%	$5,346,914	5.0%			$17,373	*0.0%*
Ancora Small / Mid	$4,908,339	4.6%	($2,200,000)	$2,664,770	2.5%	$2,708,339	2.5%			$43,569	*0.0%*
Clarkston Small / Mid	$4,987,006	4.7%	($2,300,000)	$2,664,770	2.5%	$2,687,006	2.5%			$22,236	*0.0%*
Sub-Total Domestic Equities	**$46,706,592**	**43.8%**	**($9,000,000)**	**$37,306,786**	**35.0%**	**$37,706,592**	**35.4%**	**25%**	**51%**	**$399,806**	**0.4%**
International Equities											
Vanguard Developed Markets	$21,669,468	20.3%	($5,300,000)	$15,988,623	15.0%	$16,369,468	15.4%			$380,845	0.4%
NEW Emerging Markets	$0	0.0%	$5,300,000	$5,329,541	5.0%	$5,300,000	5.0%			($29,541)	0.0%
Sub-Total International Equities	***$21,669,468***	***20.3%***	***$0***	***$21,318,163***	***20.0%***	***$21,669,468***	***20.3%***	***13%***	***27%***	***$351,305***	***0.3%***
Sub-Total Global Equities		***64.1%***	***($9,000,000)***	***$58,624,949***	***55.0%***	***$59,376,060***	***55.7%***	***50%***	***70%***	***$751,111***	***0.7%***
Fixed Income				$0							
Boyd Watterson - Int Fixed	$26,842,418	25.2%	$3,700,000	$33,043,153	31.0%	$30,542,418	28.7%	*14%*	28%	($2,500,735)	-2.3%
Direct Lending / Private Fixed	$0	0.0%	$5,300,000	$5,329,541	5.0%	$5,300,000	5.0%	*0%*	*7%*	($29,541)	0.0%
Sub-Total Fixed Income	***$26,842,418***	***25.2%***	***$9,000,000***	***$38,372,694***	***36.0%***	***$35,842,418***	***33.6%***			***($2,530,276)***	***-2.4%***
Real Estate											
Boyd Watterson GSA	$7,881,384	7.4%	$0	$7,045,262	6.6%	$7,881,384	7.4%	*0%*	10%	$836,122	0.8%
American Realty Value	$2,547,912	2.4%	$0	$2,547,912	2.4%	$2,547,912	2.4%			$0	0.0%
Sub-Total Real Estate	***$10,429,296***	***9.8%***	***$0***	***$9,593,174***	***9.0%***	***$10,429,296***	***9.8%***			***$836,122***	***0.8%***
Cash											
Cash Account	***$943,043***	***0.9%***	***$0***	***$0***	***0.0%***	***$943,043***	***0.9%***	*0%*	*5%*	$943,043	***0.9%***

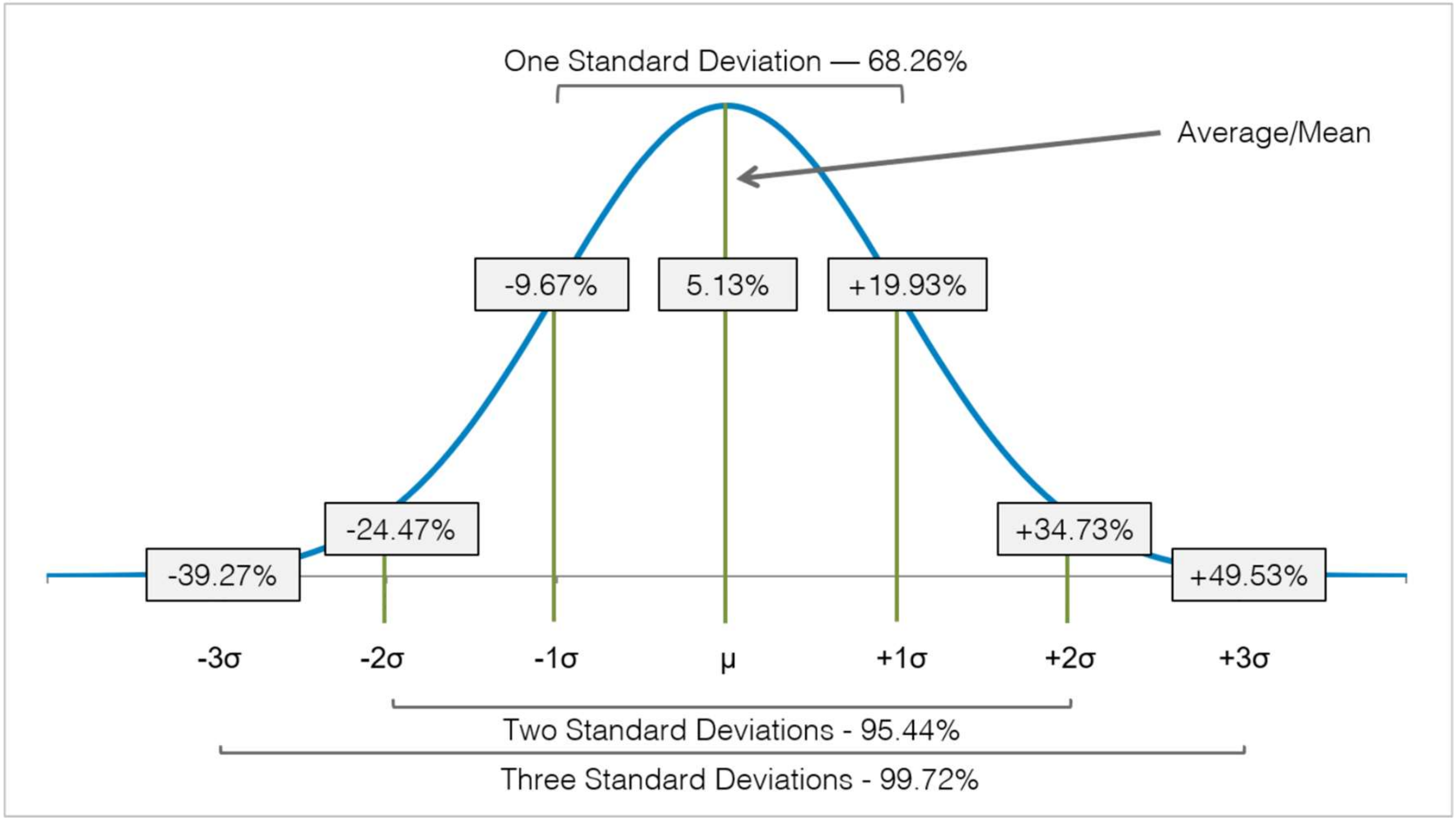
This summary page is not an official statement. Please refer to your custodial statements. Past performance is not indicative of future returns.

APPENDIX

Risk = Variability Around Mean = Standard Deviation

Variability of return around its arithmetic average

Large Cap Equity Average Expected Return of 5.13% with a Standard Deviation of 14.80%



Source: JPMorgan Capital Market Assumptions 2021

FOR ILLUSTRATIVE PURPOSES ONLY

Allocation Ranges- the range a specific asset class' allocation must fall between.

Arithmetic Mean- the average of annual returns.

Asset Allocation- the process of determining how investment fund should be distributed among asset classes to optimize the balance between risk and reward based on investment needs.

Asset Classes- a grouping of investments that exhibit similar characteristics and behave similarly in the marketplace. Examples include equities, fixed income, cash equivalent or money market instruments, and alternatives.

Capital Market Assumptions- expected returns, standard deviations, and correlation estimates that represent the long-term risk/return forecasts for various asset classes.

Correlation- statistical measurement of the relationship between two variables. Possible correlations range from +1 to -1. A zero correlation indicates that there is no relationship between the variables. A correlation of -1 indicates a perfect negative correlation and +1 indicates a perfect positive correlation.

Diversification- the process of owning different investments that tend to perform well at different times in order to reduce the effects of volatility in a portfolio, and also increase the potential for increasing returns.

Efficient Frontier- a representation of potential portfolios that offer the highest expected return for a specific level of risk (standard deviation).

Expected Return- the arithmetic average (mean) of each asset class.

Geometric Mean- the average of annual returns compounded over multiple periods.

Kurtosis- indicates the peakedness of a distribution. For normal distribution, Kurtosis is 3.

Monte Carlo Simulation- a model used to predict the probability of different outcomes and used to understand the impact of risk and uncertainty in prediction and forecasting models.

Optimized Portfolio- a portfolio that lies along the efficient frontier and is determined by target risk/return objectives. The underlying exposures are dependent on forecasted asset class expectations.

Risk Tolerance- the degree of uncertainty that an investor can handle in regard to a negative change in the value of the portfolio.

Skewness- reflects the degree of asymmetry of a distribution. If the distribution has a longer left tail, the function has negative skewness. Otherwise, it has positive skewness. A normal distribution is symmetric with skewness 0.

Sharpe Ratio- In this report, a reward-to-variability ratio and a measure of the return per unit of risk in an investment asset or a trading strategy. This is based on methodology used by Morningstar, whose software was used to create these charts. This definition differs from the ratio that Dr. William Sharpe created in that the risk-free rate has not been deducted in Morningstar's calculations.

Standard Deviation- A measure of the dispersion of a set of data from its mean. Calculated by the square-root of the variance.

Target Return- the specific return the investor is modeling to reach, usually sent in place by the actuary.

Time Horizon- the total length of time that an investor expects to hold a security or a portfolio before it is liquidated.

Volatility- the amount and frequency an investment fluctates in value.

IMPORTANT DISCLOSURE INFORMATION

This presentation represents AndCo Consulting's proprietary material and has been prepared for use solely by the recipient. This document is not intended to be reproduced or distributed to the public. This presentation is provided for educational and informational purposes only. It should not be regarded as investment advice or as a recommendation regarding any particular course of action and is not intended to provide legal, tax, actuarial or accounting advice.

This presentation contains hypothetical examples and case studies which are intended solely for illustrative purposes. They should neither be viewed as a guarantee nor relied upon when making a specific decision applicable to a particular fund or plan.

This document uses assumptions from the most current JPMorgan Long Term Capital Market Assumptions . Accordingly, there are statements of future expectations, estimates, projections, and other forward-looking statements that are based on available information and views as of the time of those statements. Such forward-looking statements are inherently speculative as they are based on assumptions which may involve known and unknown risks and uncertainties. Actual results, performance or events may differ materially from those expressed or implied in such statements.

Return data presented is provided for historical and informational purposes only. Past performance is no guarantee of future results.

Information and data are based on authoritative sources we believe to be accurate and reliable, but AndCo cannot guarantee the accuracy, adequacy or completeness of the information. There may be instances with direct sourcing not explicitly stated, whereby sourcing information is available upon request. Otherwise, the source for all data, charts and graphs is generally AndCo Consulting unless otherwise stated.

AndCo Consulting is an investment adviser registered with the U.S. Securities and Exchange Commission ("SEC"). Registration as an investment adviser does not constitute an endorsement for the firm by securities regulators nor does it indicate that the adviser has attained a particular level of skill or ability.

Clients first.

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

ADV Part 2A

ITEM 1 – COVER PAGE

March 28, 2023

531 W Morse Blvd, Suite 200
Winter Park, FL 32789
Phone: 844.442.6326
www.AndCoConsulting.com

This brochure provides information about the qualifications and business practices of AndCo Consulting ("AndCo"). If you have any questions about the contents of this brochure, please contact us at 844.442.6326, or by email at compliance@AndCoConsulting.com. The information contained in this brochure has not been approved or verified by the United States Securities and Exchange Commission or by any state securities authority. Additional information about AndCo is available at the SEC's website at www.advisorinfo.sec.gov.

ITEM 2 - MATERIAL CHANGES

The following items have materially changed from our last annual brochure, dated March 29, 2022:

ITEM 4 – ADVISORY BUSINESS

In January 2023, three additional employees were named partners at AndCo (Jon Breth, Tyler Grumbles and Brooke Wilson). Additionally, one partner (Donna Sullivan) retired in December 2022. Jon has been with AndCo for 11-years and Tyler has been with AndCo for 15-years. Jon and Tyler are both members of our Consulting Department. Brooke was recently promoted to Executive Director of our Performance & Reporting Department and has been with AndCo 7-years. With Donna's retirement and the addition of Jon, Tyler and Brooke, AndCo's ownership structure is as follows:

Ownership

Outlined below is the current ownership structure at AndCo and the specific associated ownership percentages for each owner[1].

- 89.5% Welker Family Estates[2]
- 3% Bryan Bakardjiev, CFA®
- 3% Troy Brown, CFA®
- 3% Steve Gordon
- 1.5% Kim Spurlin, CPA

Partnership

Additionally, AndCo has a partnership program which provides employees the rights to distributions along with the ability to participate if the company sells the majority units either externally or internally. This partnership (or equity program) is structured in two distinct ways to help mitigate tax consequences for our employees. AndCo provides employee equity via C units as well as access to phantom units in a unit appreciation program. Our current partners are:

- Mike Welker, CFA®
- Bryan Bakardjiev, CFA®
- Troy Brown, CFA®
- Steve Gordon
- Kim Spurlin, CPA
- Jason Purdy
- Dan Johnson
- Evan Scussel, CFA®, CAIA®
- Jacob Peacock CPFA
- Dan Osika, CFA®

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[1] Ownership figures are approximate, based on the firm's Operating Agreement, and current as of November 18, 2021.

[2] As outlined within AndCo's Form ADV (Part 1a, Schedule A), the principal owners within the Welker Family Estates (i.e., those with 25% or more ownership) are as follows:

- 49.5% - Michael F. Welker and Kristen M. Welker, as Co-Trustees of the Michael F. Welker Revocable Trust u/a dated July 6, 2009, as amended
- 36% - Robert McCabe Traditional IRA
- An additional 4% minority ownership is held by two other Welker family accounts.

- Brian Green
- Kerry Richardville, CFA®
- Jonathan Breth, CFP
- Brooke Wilson, CIPM®
- Tyler Grumbles, CFA®, CAIA®, CIPM®

OTHER CHANGES TO THIS BROCHURE

Additionally, we have made certain other changes, some of which may clarify or enhance existing disclosures, but we do not consider these other changes to be material. These changes can be found under Items 4, 5, 7 and 11, and seek to clarify our advisory business, our mission, fees, code of ethics policies, and ownership surrounding AndCo's corporate headquarters.

ITEM 3 - TABLE OF CONTENTS

ITEM 4 - ADVISORY BUSINESS

Who We Are
AndCo is an independent institutional investment and retirement plan consulting firm. We are structured as a Limited Liability Company, and we are a 100% employee-managed and operated full-service registered investment advisor[3] offering a broad range of independent investment and fiduciary consulting services to all types of institutional clients.

Our History
AndCo was organized in September 2000 as a Florida Limited Liability Company offering investment consulting services to primarily institutional clients under the leadership of Joseph R. Bogdahn. In a milestone for the firm, in 2015, Mike Welker purchased the majority ownership from Joseph Bogdahn in order to transition equity back into the company and migrate from a family-owned and family managed firm to a 100% employee managed and operated firm. As a milestone of the ownership transition from the firm's founder to the next generation of leadership, along with a continued commitment in seeking to put clients first by striving for independence, transparency and objectivity, The Bogdahn Group was rebranded as AndCo Consulting in 2017. Additionally, from 2017 to 2022, employee ownership was expanded and a partnership program was put in place.

Today, we have a team of talented professionals with diverse business backgrounds and offices in strategic locations throughout the United States.

Owners
AndCo's ownership structure is as follows:

Ownership

Outlined below is the current ownership structure at AndCo and the specific associated ownership percentages for each owner[4].

- 89.5% Welker Family Estates[5]
- 3% Bryan Bakardjiev, CFA®
- 3% Troy Brown, CFA®
- 3% Steve Gordon
- 1.5% Kim Spurlin, CPA

---

[3] The term "registered investment advisor" is not intended to imply that AndCo has attained a certain level of skill or training. It is used strictly to reference the fact that we are "Registered" as an "Investment Advisor" with the United States Securities & Exchange Commission – and "Notice Filed" with such other State Regulatory Agencies that may have limited regulatory jurisdiction over our business practices.

[4] Ownership figures are approximate, based on the firm's Operating Agreement, and current as of November 18, 2021.
[5] As outlined within AndCo's Form ADV (Part 1a, Schedule A), the principal owners within the Welker Family Estates (i.e., those with 25% or more ownership) are as follows:
- 49.5% - Michael F. Welker and Kristen M. Welker, as Co-Trustees of the Michael F. Welker Revocable Trust u/a dated July 6, 2009, as amended.
- 36% - Robert McCabe Traditional IRA
- An additional 4% minority ownership is held by two other Welker family accounts

Partnership

Additionally, AndCo has a partnership program which provides employees the rights to distributions along with the ability to participate if the company sells the majority units either externally or internally. This partnership (or equity program) is structured in two distinct ways to help mitigate tax consequences for our employees. AndCo provides employee equity via C units as well as access to phantom units in a unit appreciation program. Our current partners are:

- Mike Welker, CFA®
- Bryan Bakardjiev, CFA®
- Troy Brown, CFA®
- Steve Gordon
- Kim Spurlin, CPA
- Jason Purdy
- Dan Johnson
- Evan Scussel, CFA®, CAIA®
- Jacob Peacock CPFA
- Dan Osika, CFA®
- Brian Green
- Kerry Richardville, CFA®
- Jonathan Breth, CFP
- Brooke Wilson, CIPM®
- Tyler Grumbles, CFA®, CAIA®, CIPM®

Mission, Vision and Values

MISSION
To represent the sole interest of our clients by redefining independence.

VISION
To be a transformational organization viewed as the leader in our industry.

VALUES
Service – Put the needs of our clients, co-workers and community above our own

Excellence – Always pursue perfection

Humility – Demonstrate modesty, respect and introspection

Integrity – Be honest and ethical in all circumstances

Positive Attitude – Disposition of optimism and encouragement

THE ANDCO DIFFERENCE

As a truly independent firm, we strive to make all recommendations in our clients' best interests. We seek to prevent conflicts of interest that could cloud our objectivity, including avoiding and being free from the following external financial approaches and arrangements:

- Holding licenses to sell products for a commission.
- Having an affiliation with a broker/dealer.
- Receiving direct or indirect manager compensation.
- Accepting payments from investment managers for AndCo-sponsored events.
- Receiving referral or solicitation fees.
- Engaging in soft dollar[6] programs.

WHAT WE DO

Institutional Investment and Fiduciary Consulting Services:
AndCo is an independent institutional consulting firm that provides investment and retirement plan advisory services, always acting in a fiduciary capacity for every client without exception or caveat. We offer a full range of investment consulting services for all types of institutional plans (i.e., those sponsored by public and government entities, public and private educational institutions, unions (Taft-Hartley), endowments, foundations, corporations, hospitals, healthcare systems and self-insurance funds) AndCo also services a limited number of retail accounts (e.g., high-net worth individuals), primarily from legacy relationships or acquisitions. We help clients construct and manage portfolio performance and risk factors that aim to efficiently and effectively achieve their objectives. Our typical services include:

- Investment Policy Development and Review
- Strategic Asset Allocation and Portfolio Structure
- Investment Manager/Strategy Identification, Evaluation, and Recommendation
- Customized Monthly, Quarterly, and Special Request Investment Reports
- Quarterly Economic Summary
- Board/Investment Committee Education
- Ongoing Investment Manager Due Diligence
- Professional Service Provider Evaluation – Custody, Transition, etc.
- Special Project Coordination and Execution

We strive to deliver our services in a customized and user-friendly format based on each client's unique needs. Using a combination of data, general education, frequent presentations and various communication tools, we attempt to provide our clients with the resources and actionable recommendations that will allow them to make informed decisions.

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[6] Soft dollars are a way for a plan sponsor to receive services (through commission revenue) without having to directly pay for them. These arrangements can lack transparency and AndCo accepts only hard-dollar ("cash") payments for our services as outlined in a service agreement between AndCo and the plan sponsor.

Simplified Approach:
We believe in simplifying investment and fiduciary decisions. We have found that the most effective way to accomplish this objective is to build client “partnerships” based on understanding and trust. By taking time to meet and understand our clients on a personal level, we are able to provide them with meaningful and actionable investment guidance that aims to produce sustainable, solid results that are specific to each plan.

While our recommendations are based on a wealth of experience and in-depth analysis, we strive to present client information in a format that is understandable and intuitive. As a result, we do not structure our presentations or communications to impress the client with our technical knowledge, but rather to allow clients to easily recall the reasoning behind each of the recommendations we make for their portfolio.

Definitive Recommendations & Guidance:
One of the greatest criticisms of the consulting industry as a whole is that firms are “long on theory and short on execution.” We continuously work to provide our clients with what we believe to be definitive recommendations and efficient implementation of portfolio structures and strategies.

Although most portfolio decisions are ultimately implemented at the direction of the client, our process is focused on identifying and quantifying investment themes that allow for the realistic assessment of risk and the establishment of return expectations. The presentation and communication of this information is structured toward allowing clients to make informed investment and fiduciary decisions they can trust.

Straight Forward Solutions:
In today’s investment and regulatory environment, client needs, portfolio and plan design strategies are increasingly complex. Despite these challenges, we continuously work to tailor our information and recommendations using a “straight forward” approach that aims to result in actionable, cost-efficient client solutions.

We encourage any prospect to communicate with our clients and other industry professionals to evaluate their opinion of our services and professionalism. We believe you may quickly discern that there is a significant difference between consulting firms and that AndCo has a unique and enviable position in the industry.

Client Service Approach:
Each client will be assigned a primary consultant who is accountable and responsible for coordinating the relationship and understanding that client’s specific needs. However, to maximize the effectiveness of our recommendations, AndCo utilizes a team- based approach to client service providing dedicated resources designed to further meet and help exceed our client needs. This client service approach is based on the belief that the formulation of an investment plan or participant outcome strategy, coupled with prudent implementation and performance evaluation, is essential to the oversight of investment assets.

Our primary objective is to serve as the client’s advocate and guide in implementing effective strategies to reach their unique goals. At AndCo, we focus on creating partnerships, not customers. Our investment and fiduciary consulting services are specifically tailored to meet each client’s distinctive needs. From return requirements, risk tolerance, cash flow, and liquidity needs, to plan design and participant outcomes, we work with each client to implement dynamic strategies based on their goals through time.

Additionally, we will work with our clients to help customize investment guidelines within their Investment Policy Statement, including imposing certain restrictions or limitations relative to investing in certain securities or types of securities.

Through careful research and collaboration, our focused consultants and dedicated service teams provide the key ingredients necessary for fostering and maintaining strong client-centered relationships across all plan types. In short, we work to meet all the needs and demands of our clients by establishing a framework that simplifies their investment and fiduciary decisions.

Asset Value:
As of December 31, 2022, our approximate assets consisted of the following:

AMOUNT OF APPROXIMATE ASSETS	
Discretionary*	$718,800,000
Assets Under Advisement**	$89,942,400,000
Total	$90,661,200,000

** This is equivalent to the regulatory assets under management disclosed in Item 5.F of Adviser's Form ADV Part 1A. Please note that AndCo has no non-discretionary regulatory assets under management. All its non-discretionary assets are assets under advisement as further explained below.*

***Assets under advisement represent our Pension Consulting assets, for which we have neither discretionary authority nor responsibility for arranging or effecting the purchase or sale of recommendations provided to and accepted by the ultimate client. We simply provide recommendations. Inclusion of these assets will make our total assets number different from regulatory assets under management disclosed in Item 5.F of Adviser's Form ADV Part 1A due to specific calculation instructions for Regulatory Assets Under Management.*

ITEM 5 - FEES & COMPENSATION

We are not affiliated with any investment manager, insurance company, brokerage firm, custodian, administrator, or other 3rd party service provider. We do not engage in any soft-dollar fee arrangements or other revenue generating programs. 100% of our fee is generated from the annual retainer advisory fee the client pays directly to us for our services. These fees are hard-dollar only and may be fixed or variable. Invoices are sent directly to the client or their designated representative and payment is rendered to us.

This singular "fee for services" model has allowed us to help mitigate potential conflicts of interest regarding our recommendations. We do not typically provide unbundled or a la carte pricing options because we believe such arrangements can lead to constrained investment or fiduciary decision processes. We also believe these arrangements may cause Committees to withhold decision making (e.g., manager searches, benchmarking, etc.) because of the cost. As a result, this model gives clients the confidence and trust that our sole focus is on providing the highest level of independent and objective investment consulting possible.

Our hard dollar fees vary depending on the complexity of the engagement. Fees are negotiated directly with clients prior to entering into each new engagement. We do not have a minimum plan size that we will accept, nor do we have a minimum stated fee. All fees are fully disclosed and negotiated with the client in advance. Most clients' fees are billed quarterly in arrears, however some are billed for services quarterly in advance. In these instances, any unearned fee would be returned to the client in the event the relationship was terminated. Some clients request to have their fees deducted from their accounts, which we honor on an exception basis. While some clients elect to base our fee on a stated percentage of assets under advisement, under no circumstances are our fees based on participating in a share of capital gains or appreciation of funds beyond the stated percentage of assets. Clients can terminate our advisory services at any time upon written notice.

Any other fees incurred to manage or custody client assets are the result of, and are billed by, other service providers under their separate agreements directly with the client. Such fees could include investment manager fees, brokerage fees and custody fees, among others, and should all be disclosed under those separate agreements.

All fees paid to us for investment consulting and advisory services are separate from the fees and expenses charged to shareholders of mutual fund shares or ETFs by their respective managers. A complete explanation of these expenses charged by the mutual funds or ETFs is contained in each strategy's prospectus. Also, all fees paid to us for consulting and advisory services are separate from the fees and expenses which may be charged by other third-party investment managers, custodian fees and other service providers.

In addition, for our traditional non-discretionary clients, we do not trade clients' accounts and therefore receive no brokerage or other transaction fees (see Item 12). For our discretionary clients, although we also do not receive any brokerage or other transaction fees, we do however support portfolio administration (e.g., rebalancing) and accordingly will facilitate trades for their designated accounts. These activities have an additional level of oversight within AndCo and actual execution of trades is always carried out by the client's qualified custodian. Accordingly, even in a discretionary capacity, we still receive no brokerage or other transaction fees.

As indicated above, we do not have a set fee schedule. Rather, our annual consulting fee varies depending on the engagement. Based on the services requested and plan complexity, fees could range from approximately $25,000 to over $1,000,000 annually. Moreover, for clients deemed not to be "qualified purchasers" as defined in Section 2(a)(51)(A) of the Investment Company Act of 1940, our fees generally range from $5,000 to $40,000 annually depending on the size and complexity of the client.

ITEM 6 - PERFORMANCE-BASED FEES & SIDE-BY-SIDE MANAGEMENT

We do not charge fees based on participating in a share of capital gains or the capital appreciation of client assets under advisement.

ITEM 7 - TYPES OF CLIENTS

AndCo works with many different types of institutional plans sponsored by public and government entities, public and private educational institutions, unions (Taft-Hartley), endowments, foundations, corporations, hospitals, healthcare systems and self-insurance funds.) AndCo also services a limited number of retail accounts (e.g., high-net worth individuals), primarily from legacy relationships or acquisitions. Our firm is structured to be able to consult and advise any institutional pool of assets. Some of the plan types we work with include:

- Retirement plans, including defined benefit pension, cash balance, defined contribution, ESOP and money purchase plans
- Post retirement and benefit plans, such as health and welfare, OPEB, VEBA and other retiree health plans
- Endowments and foundations
- Other asset pools, such as operational, liquid reserve, insurance, and risk pools

The table below lists our types of clients by assets:

Client Type	Approx. Assets in Billions (12/31/2022)
Public	$55.6
Taft-Hartley	$15.1
Corporate	$11.4
Non-Profit	$8.1
Other[7]	$0.5
Total	**$90.7**

As stated in "**Item 5 – Fees & Compensation**," we do not have minimum plan size requirements, nor a stated minimum fee for establishing a new client relationship for investment consulting services.

ITEM 8 - METHODS OF ANALYSIS, INVESTMENT STRATEGIES & RISK OF LOSS

The focus of our strategic asset allocation is the development of "collective manager intelligence" by our research team leading to manager recommendations that aim to be consistent and repeatable. Our dedicated research team's sole responsibility is to conduct due diligence on current and prospective management strategies that can be utilized by clients in accordance with their Investment Policy Statement.

The open and ongoing manager due diligence process, which includes both qualitative and quantitative aspects, is focused on identifying managers and strategies that we believe maintain a sustainable competitive advantage relative to their peers.

Risk Control

Risk control is central to manager evaluation, performance measurement processes and investment consulting in general. While a portfolio's standard deviation over time represents the most visible component of investment risk, it is certainly not the only risk to be considered. There are several

[7] "Other" includes the aforementioned limited retail clients and any other clients whose categorization is otherwise not listed.

quantitative and qualitative factors that should be considered when assessing both portfolio and manager risk such as governance and operational procedures, regulatory history, compliance practices, portfolio construction, style consistency, and professional experience.

Each clients' consulting team is responsible for the evaluation and mitigation of risk management at the portfolio and manager level. Each consulting team is further supported by our Research Department's evaluation of strategic asset allocation structures and ongoing manager evaluation and due diligence. Our Consulting and Research Departments are effectively integrated and overseen from an investment risk perspective by our Investment Policy Committee that reviews and approves individual manager strategies for client portfolios.

We believe multi-layered risk management is central to investment consulting and extends well beyond the observable measurement of portfolio or manager volatility. Risks can appear in a variety of forms and consultants must use different tools and assessments to effectively mitigate them.

Philosophy on Risk

- Risk extends beyond systematic market risk (standard deviation of index returns).
- Other types of risk such as manager risk, litigation risk, liquidity risk, interest rate risk, headline risk, political risk and default risk must be recognized and mitigated.
- Risk mitigation is essential to each of our services: investment policy development, asset allocation development, manager research, and performance analysis.
- The client must understand both qualitative and quantitative risk factors.

Risk Management at the Total Portfolio Level

The number one factor driving the risk of an investment portfolio is arguably the asset allocation decision. Thus, we believe it is extremely important to educate our clients on the importance of asset allocation in order to assist them in making informed and sound decisions. In addition to education we use a combination of mean variance and stochastic modeling tools to help clients understand the risks that might exist with different asset allocation structures. The goal is to build a portfolio with a diversified mix of asset classes that are not highly correlated with each other.

When the desired asset allocation structure has been determined, we then generally define the target allocation structure in the client's investment policy statement. Risk at the total portfolio level is managed by keeping the client's asset allocation structure in compliance with its investment policy statement. We assist the client in staying compliant using our various monitoring, analytical, and reporting tools.

Risk Management at the Individual Manager Level

The individual managers employed by a client are the building blocks of the investment program, and they must fit within the client's asset allocation structure as determined above. To further mitigate risk, we believe it is essential to build a roster of managers that are also not highly correlated with each other within an asset class. As such, it is important to fully understand the factors driving a manager's performance and risk profile. To gain such an understanding of each manager, we evaluate many financial and risk characteristics, including, but not limited to, the following:

- MPT statistics: Alpha, Batting Average, Beta, Correlation Coefficient, Downside/Upside Market Capture Ratio, Down/Up Market Return, Downside Risk, Information Ratio, Max Drawdown, Number of Negative/Positive Periods, R-Squared, Sharpe Ratio, Sortino Ratio, Standard Deviation, Treynor Ratio, Tracking Error, etc.

- Portfolio Characteristics: Price/Earnings Ratio, Price/Book Ratio, Price/Cash Flow Ratio, Dividend Yield, Earnings Growth Rate, etc.
- Portfolio turnover
- Portfolio concentration/number of holdings
- Sector/country allocations
- Holdings and returns-based style analysis
- Holdings-based attribution
- Cross holdings analysis between strategies

We make ongoing quantitative and qualitative assessments of managers to gauge their success and failure. This allows us to detect risk at the manager level and to judge if such risks are appropriate within the client's portfolio structure. The factors considered include but are not necessarily limited to the following:

Quantitative factors:

- Annualized, calendar year and market cycle return vs. appropriate industry benchmarks and peer groups
- Various risk-based analysis (Sharpe, Sortino, Information ratios, etc.)
- Factor analysis (value, growth, size, momentum, quality, social & governance, etc.)

Qualitative factors:

Our qualitative analysis focus on the stability of the investment manager's organization and staff, adherence to their stated investment philosophy and process, asset/client turnover, and the quality of client service.

- Professional turnover
- Investment policy statement compliance issues
- Regulatory or legal issues
- Significant loss or gain of clients, including asset outflows/inflows
- Change in firm ownership
- Change in investment process
- Risk management approach (within the investment team or driven externally)
- Style drift from mandate
- Fee structure change
- Poor client service
- Loss of client confidence

There are no automatic triggers that place a strategy on a watch list or to terminate. We assess each situation independently and aim to make thoughtful, reasonable decisions in a timely manner.

Other Risks

Our clients should be aware that there are numerous other risk factors related to the market in general associated with implementing investment strategies. Such risks can affect actual results and have a risk of loss that clients should be prepared to bear and should carefully consider before investing in any strategy. There are also additional risks that our clients should be aware of, including but not limited to: pandemics, technology, cybersecurity and legal and regulatory matters, as further described below.

Pandemic Risks: The outbreak of the coronavirus resulted in disruptions to the economies of many nations, individual companies, and the markets in general, the long-term impact of which cannot necessarily be foreseen at the present time. Health crises caused by the recent coronavirus outbreak or future infectious diseases may exacerbate other pre-existing political, social, and economic risks in certain countries. This pandemic and other epidemics and pandemics that may arise in the future could result in volatility in the financial markets and could have a negative impact on investment performance.

Legal and Regulatory Risks: Legal developments, such as changes and other developments concerning foreign, US federal, state and local laws and regulations as well as changes in enforcement or interpretation of existing laws and regulations by governmental regulatory authorities and self-regulatory organizations, can occur at any time and may adversely impact investing and investment-related activities.

Technology and System Risks: AndCo's day to day operations rely on multiple forms of technology, many of which are provided by third parties and are therefore beyond our direct control. System failures across various technologies could occur due to natural disasters, power interruptions and other events. We seek to mitigate these risks and aim to reduce the impact a system failure may have by backing up technology where possible, periodically evaluating our disaster recovery systems, and by conducting testing. However, we cannot guarantee that disruptions or other issues may not still occur, and should such a material event take place, the firm would promptly assess and seek to remediate.

Cybersecurity Risk: Client portfolios and information are susceptible to operational and information security risks due to broad reliance on web-based technology and the internet. In general, cyber incidents can result from deliberate attacks or unintentional events and include, but are not limited to, infection by computer viruses or other malicious software code, gaining unauthorized access to systems, networks, or devices through "hacking" or other means for the purpose of misappropriating assets or sensitive information, corrupting data, or causing operational disruption. While AndCo has established a business continuity plan and risk management systems designed to help prevent and reduce such incidents, inherent limitations and everchanging technology and cyberattack tactics nonetheless present risks (e.g., financial losses, hindrance on business operations, or legal/regulatory implications).

ITEM 9 - DISCIPLINARY INFORMATION

AndCo Consulting has no legal or disciplinary information to report.

ITEM 10 - OTHER FINANCIAL INDUSTRY ACTIVITIES & AFFILIATIONS

We are a fee for service registered investment advisor. None of our supervised persons who hold investment advisory licenses are affiliated with any broker/dealer or insurance company and thus are not able to generate and be paid commissions. The licenses are only held as required by regulatory authorities to be able to advise clients within those states where the licenses are required.

As part of our services provided to clients, we recommend other registered investment advisors to clients. However, AndCo is never compensated in any form by the recommended investment advisors or any 3rd party for those recommendations.

ITEM 11 - CODE OF ETHICS, PARTICIPATION OR INTEREST IN CLIENT TRANSACTIONS & PERSONAL TRADING

Code of Ethics
AndCo has adopted a Code of Ethics for all supervised persons of the firm describing its high standard of business conduct and fiduciary duty to its clients. The Code of Ethics includes, among many things, provisions relating to the confidentiality of client information, a prohibition on insider trading, a prohibition of rumor mongering, restrictions on the acceptance of significant gifts and the reporting of certain gifts and business entertainment items, and personal securities trading procedures. All supervised persons at AndCo must sign and promise to abide by the terms of the Code of Ethics annually, or as amended.

The Code of Ethics is designed to help ensure that the personal securities transactions, activities and interests of the employees of AndCo will not interfere with (i) making decisions in the best interest of advisory clients and (ii) implementing such decisions while, at the same time, allowing employees to invest for their own accounts. Under the Code, certain classes of securities have been designated as exempt transactions, based upon a determination that these would materially not interfere with the best interest of AndCo's clients.

In addition, the Code requires pre-clearance of certain transactions, namely private securities transactions. With respect to private securities transactions, there is the potential for conflicts of interest to the extent that an employee wishes to invest in a private investment that clients are also invested in and/or could be recommended by the firm for client use. Accordingly, all such requests must be reviewed and approved by Compliance to help mitigate for such potential conflicts (e.g., ensure such private investment is not oversubscribed {i.e., the employee is benefiting ahead of a client}, that potential related recommendations of such investments remain objective, and the likewise).

Accordingly, because the Code of Ethics in some circumstances would permit employees to invest in the same securities as clients, there is a possibility that employees might gain a personal financial benefit from the market activity surrounding a client's investment activities with regard to said securities. To that end, employee trading is monitored under the Code of Ethics to help minimize the potential for conflicts of interest between AndCo and its clients. AndCo's clients or prospective clients may request a copy of the firm's Code of Ethics by contacting the Compliance Department at compliance@andcoconsulting.com.

Charitable Contributions
From time to time, AndCo donates to charitable organizations that are affiliated with clients, are supported by clients, and/or are supported by an individual employed by one of our clients. In general, such donations are made in response to requests from clients or their personnel. Because our contributions could possibly result in the recommendation of AndCo or its services, such contributions may raise a potential conflict of interest. As a result, we maintain procedures that limit the dollar amount and frequency of charitable contributions and require that all contributions are tracked and made directly to the charitable organization (normally a 501(c)(3) organization). No contribution will be made if the contribution implies that continued or future business with AndCo depends on making such contribution.

O'Tay LLC
The commercial building which houses AndCo's corporate headquarters at 531 W Morse Blvd, Winter Park, FL is owned by the entity O'Tay LLC. O'Tay LLC's members consist of several AndCo owners and/or partners. This commercial building leases to several different tenants, with AndCo being one such tenant. Other tenants may consist of businesses related to financial services. Several layers of oversight exist in order to help mitigate for any potential conflicts of interest. First, the rent AndCo pays to O'Tay LLC for its lease is market rate, thereby helping to ensure AndCo's financial condition is not negatively impacted. Secondly, tenants who rent space in this commercial building are vetted by AndCo leadership and AndCo Compliance to help identify any potential conflicts or mitigants. Lease agreements address allowable activities and periodic outreach is conducted to help ensure tenant activities have not changed. Lastly, AndCo does not derive financial benefit from the lease payments made to O'Tay LLC. Our financial auditor, BDO, annually reviews all such arrangements to ensure they are appropriate.

ITEM 12 - BROKERAGE PRACTICES

We do not maintain a custodial, or any other relationship with any licensed broker-dealer because we do not execute trades on publicly traded individual securities. Any purchases or redemptions we direct on behalf of a client are executed by the client's independent custodian.

However, from time to time, we are asked to recommend custodial options for our clients. If there is a need for custody services, and depending on the circumstances and needs, we may recommend several custodians, provided such custodians can meet their fiduciary obligation of best execution. Factors we consider when making any recommendations may include, but are not limited to: the custodian's ability to provide professional services, our experience with the firm(s), their reputation, and the firms' quality of execution services and costs for such services, among other factors. We do not consider whether we or a related person receive client referrals, nor do we have any soft dollar relationships as we do not execute individual securities trades and receive no direct services from any custodian we may recommend. Clients are under no obligation to accept any of our recommendations and are free to select any custodian they may choose.

ITEM 13 - REVIEW OF ACCOUNTS

Performance Reports
On a periodic basis, we will provide clients with a performance evaluation of the investment(s) (hereinafter called the Performance Report). The Performance Report reviews the performance of the clients' assets, expressed by various modern portfolio statistics that compare the performance of the investment managers to the guidelines called for by the Investment Policy Statement. The Performance Report provides historical and comparative information and is not to be relied upon as a forecast or predictor of future performance returns. Performance Reports are reviewed with the client by the Consultant who works with that Client on all matters pertaining to the relationship.

From time to time, client circumstances, securities market movements, or other external events may necessitate a review of a client's portfolio outside of a normal review cycle. In such cases the Consultant will work closely with the client to ensure that all questions and concerns are addressed and make any appropriate recommendations for client action.

Investment Manager Reports

For most of our clients, we will review the fund's investment managers on at least a quarterly basis with respect to their overall performance in achieving the desired objectives of the Investment Policy Statement. For all clients, we provide support based on the specific needs of each client.

The review is directed to whether the investment manager's performance and discipline is consistent with the intent and objectives of the Investment Policy Statement. We will provide information to facilitate comparisons of the investment manager's overall performance benchmarks described in the plan's Investment Policy Statement.

The client is responsible for reviewing and understanding the information and analysis we provide and assessing the adequacy of any particular investment manager's overall performance. We will assist the client in fulfilling this responsibility.

ITEM 14 - CLIENT REFERRALS & OTHER COMPENSATION

We do not receive any economic benefit from an independent party for our investment consulting services. In addition, we do not compensate persons/firms for client referrals.

ITEM 15 - CUSTODY

We do not take possession of or maintain custody of any funds or securities, but simply monitor the holdings within the portfolio. Possession and custody of the funds and/or securities is maintained by an independent custodian selected by the client.

ITEM 16 - INVESTMENT DISCRETION

Most of our services under ERISA are provided as a 3(21)-limited scope fiduciary. Under this arrangement we are a fiduciary to the plan but do not have discretionary authority to make investment selections or replace investment options within the plan. We provide extensive investment tools to the trustees and/or administrators of the plan to guide them in their duty to implement, maintain, administer and provide fiduciary oversight of their investment programs.

We do, however, take on the role of a discretionary fiduciary for some clients. In these instances, we do not execute any trades for publicly traded securities. Mutual fund trades are executed by the client's independent custodian. If a separately managed account is employed, the investment discretion and securities trading for that portfolio is further delegated to an investment manager vetted by our Research Department and Investment Policy Committee.

ITEM 17 - VOTING CLIENT SECURITIES

Proxy voting for any separately managed account is delegated to the investment manager retained by the client at our direction. We do not vote proxies of any kind for non-discretionary clients.

However, occasionally, AndCo is hired as a discretionary advisor. Under these circumstances and within this capacity as a discretionary advisor, it is the policy of AndCo to vote all proxies over which it has voting authority solely in the interests of the client and with the goal of maximizing the value of the client's investments. AndCo will not, however, take responsibility for voting proxies on securities or investments that AndCo does not have discretionary authority over in the client's portfolio. AndCo will also not take responsibility for voting proxies for securities or investments purchased and held by investment managers that AndCo did not recommend. These proxies will be voted by the manager according to their proxy voting guidelines or guidelines designated by the client and agreed to by the manager.

As an investment advisor representing an ongoing client investment shareholder, AndCo will generally vote for recommended proxy proposals unless it is judged the proposal is not in the best interest of ongoing client shareholders. AndCo will not take responsibility to vote proxies according to a specific set of published organizational guidelines. If a client desires to have their proxies voted according to a specific set of non-AndCo guidelines, the client must take responsibility to vote proxies or retain a third-party proxy voting service to assume this responsibility.

All proxies are reviewed and voted by AndCo according to the firm's Discretionary Services Proxy Voting Policy. Absent special circumstances, this policy generally covers proxy proposals for matters of routine business, reorganization, reincorporation, compensation, matters related to the board of directors, shareholder rights and other matters found in proxy proposals.

AndCo believes that it is unlikely serious conflicts of interest will arise in the context of AndCo's proxy voting because AndCo does not engage in investment banking or the management of public companies. However, AndCo is sensitive to conflicts of interest that may nevertheless arise in the proxy decision-making process. In those instances when a proxy vote involves a potential for a conflict of interest, the firm may resolve the conflict in any of following ways: (1) contacting the client and voting pursuant to their direction; (2) abstaining; (3) voting according to the Proxy Policy Guidelines; or (4) following the vote recommendation of an independent fiduciary appointed for that purpose.

Clients wishing to review AndCo's Discretionary Services Proxy Voting Policy may receive a copy upon request by email at compliance@andcoconsulting.com. Furthermore, clients with a particular interest in reviewing the firm's proxy voting records for their account may also do so upon request.

ITEM 18 - FINANCIAL INFORMATION

We are not required to include financial information in our Disclosure Brochure since we will not take custody of client funds or securities or bill client accounts six (6) months or more in advance for more than $1,200.

END OF DISCLOSURE BROCHURE