



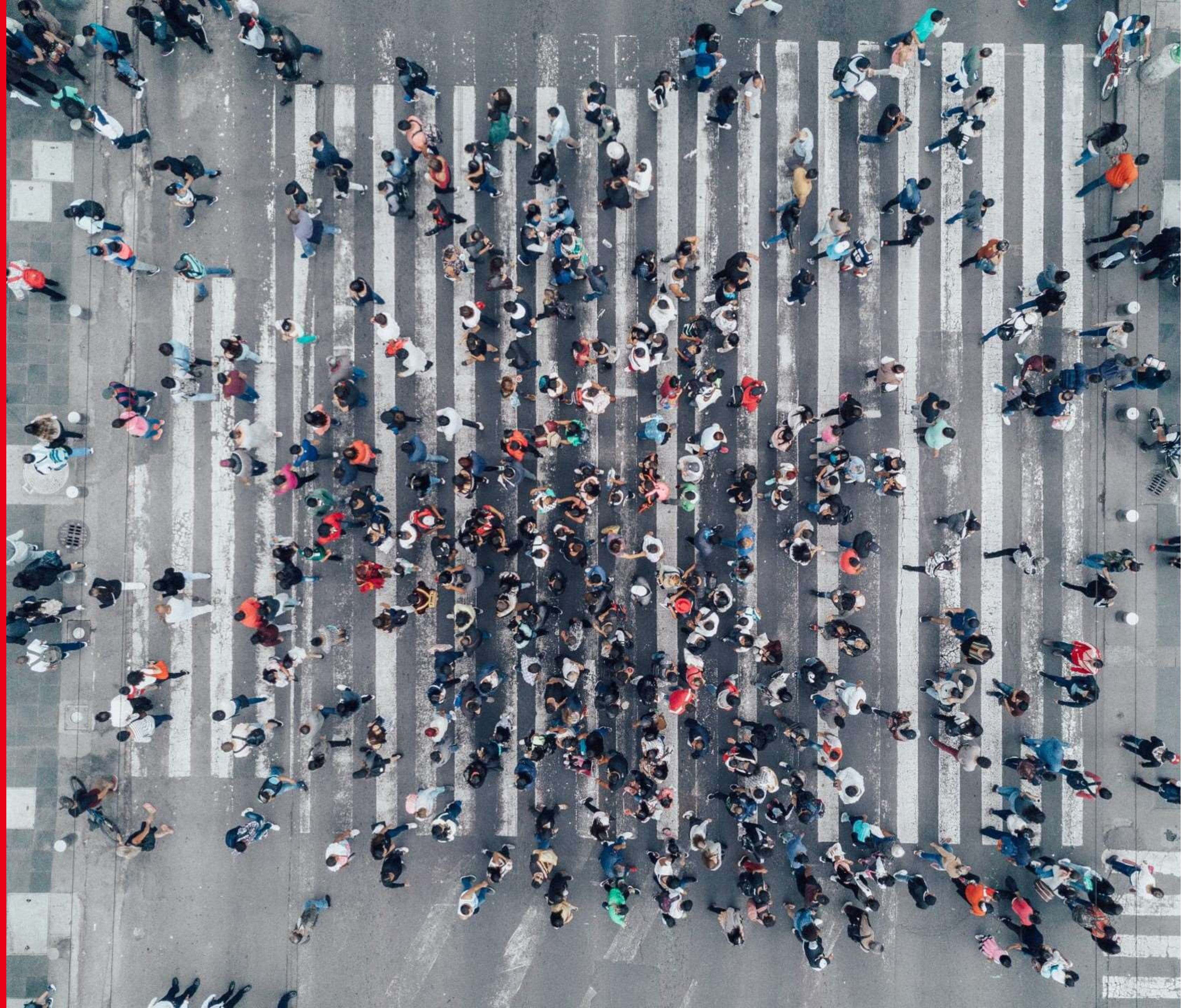
# Monthly Investment Review

Universities of Wisconsin  
March 2025

All information presented in this report should be considered preliminary. Finalized data will be available on the next Quarterly Investment Report after the close of the quarter.

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# Watch List

Tier I

Investment Option Line-Up Summary:

	1. Underperformed During Trailing 5 Years	2. Underperformed in 3 of 4 Trailing Calendar Quarters	3. Diverged from Strategy and/or Portfolio Characteristics	4. Adverse Change in Portfolio Manager	5. Weak Manager Research Rating	6. Significant Organizational Change	Watch List Status			
							1st Quarter 2025	4th Quarter 2024	3rd Quarter 2024	2nd Quarter 2024
Vanguard Target Retirement Income	No	No	No	No	No (Buy)	No				
Vanguard Target Retirement 2020	No	No	No	No	No (Buy)	No				
Vanguard Target Retirement 2025	No	No	No	No	No (Buy)	No				
Vanguard Target Retirement 2030	Yes	No	No	No	No (Buy)	No				
Vanguard Target Retirement 2035	No	No	No	No	No (Buy)	No				
Vanguard Target Retirement 2040	No	No	No	No	No (Buy)	No				
Vanguard Target Retirement 2045	No	No	No	No	No (Buy)	No				
Vanguard Target Retirement 2050	Yes	No	No	No	No (Buy)	No				
Vanguard Target Retirement 2055	Yes	No	No	No	No (Buy)	No				
Vanguard Target Retirement 2060	Yes	No	No	No	No (Buy)	No				
Vanguard Target Retirement 2065	Yes	No	No	No	No (Buy)	No				
Vanguard Target Retirement 2070*	No	No	No	No	No (Buy)	No				

**Notes on Table:** Changes in Watch List designations from the previous quarter are highlighted in red.

Negative tracking of greater than 0.2% constitutes underperformance for the Plan's target date retirement funds.

**Yellow-Level Watch List.** An investment fund goes on the Watch List with a yellow designation when two of the above occur, or when item numbers 4, 5, or 6 occur.

**Orange-Level Watch List.** An investment fund goes on the Watch List with an orange designation when it has been on the yellow watch list for two consecutive quarters or when three of the above occur.

**Red-Level Watch List.** An investment fund goes on the Watch List with a red designation when it has been on the orange watchlist for two consecutive quarters or when four of the above occur. When an investment fund is placed on the Watch List with a red designation, a formal fund review will be conducted and a recommendation for action will be made.

\* Since-inception returns were used since this fund does not have a trailing five-year return.

# Watch List

Tier II & III

Investment Option Line-Up Summary:

	1. Underperformed During Trailing 5 Years	2. Underperformed in 3 of 4 Trailing Calendar Quarters	3. Diverged from Strategy and/or Portfolio Characteristics	4. Adverse Change in Portfolio Manager	5. Weak Manager Research Rating	6. Significant Organizational Change	Watch List Status			
							1st Quarter 2025	4th Quarter 2024	3rd Quarter 2024	2nd Quarter 2024
Vanguard Total Bond Market Index Fund	No	No	No	No	No (Buy)	No				
Vanguard Short-Term Inflation-Protected Securities Fund	No	No	No	No	No (Buy)	No				
Vanguard Total Stock Market Index Fund	No	No	No	No	No (Buy)	No				
Vanguard Institutional Index Fund	No	No	No	No	No (Buy)	No				
Vanguard FTSE Social Index Fund	No	No	No	No	No (Buy)	No				
Vanguard Extended Market Index Fund	No	No	No	No	No (Buy)	No				
Vanguard Total International Stock Index Fund	No	No	No	No	No (Buy)	No				
Vanguard Developed Market Index Fund	No	No	No	No	No (Buy)	No				
Vanguard Emerging Markets Stock Index Fund	No	No	No	No	No (Buy)	No				
Vanguard Cash Reserves Federal Money Market Fund	No	No	No	No	No (Buy)	No				
New York Life Guaranteed Interest Account	No	No	No	No	Not Rated	No				
TIAA Traditional - RCP	No	No	No	No	No (Qualified)	No				
Baird Core Plus Bond	No	No	No	No	No (Buy)	No				
Dodge & Cox Stock Fund	No	No	No	No	No (Buy)	No				
T. Rowe Price Inst. Large Cap Growth Fund	Yes	Yes	No	No	No (Buy)	No				
Boston Trust SMID Cap Fund	No	No	No	No	No (Buy)	No				
Goldman Sachs GQG Partners Int. Opportunities Fund	No	No	No	No	No (Buy)	No				
Principal Real Estate Securities Inst Fund	No	No	No	No	No (Buy)	No				

**Notes on Table:** Changes in Watch List designations from the previous quarter are highlighted in **red**.  
Negative tracking of greater than 0.1% for fixed income, 0.2% for domestic equities, and 0.3% for international equities constitutes underperformance for the Plan's index funds.  
**Yellow-Level Watch List.** An investment fund goes on the Watch List with a yellow designation when two of the above occur, or when item numbers 4, 5, or 6 occur.  
**Orange-Level Watch List.** An investment fund goes on the Watch List with an orange designation when it has been on the yellow watch list for two consecutive quarters or when three of the above occur.  
**Red-Level Watch List.** An investment fund goes on the Watch List with a red designation when it has been on the orange watchlist for two consecutive quarters or when four of the above occur. When an investment fund is placed on the Watch List with a red designation, a formal fund review will be conducted and a recommendation for action will be made.

\* Since-inception returns were used since this fund does not have a trailing five-year return.

# Asset Allocation

## As of March 31, 2025

Fidelity		
	Total Fund (\$)	%
Total Plan (Fidelity)	1,344,809,297	100.0
Tier I	844,041,492	62.8
Vanguard Target Retirement Income - Inv.	98,579,780	7.3
Vanguard Target Retirement 2020 - Inv.	67,994,942	5.1
Vanguard Target Retirement 2025 - Inv.	122,443,088	9.1
Vanguard Target Retirement 2030 - Inv.	141,734,295	10.5
Vanguard Target Retirement 2035 - Inv.	146,455,558	10.9
Vanguard Target Retirement 2040 - Inv.	95,640,926	7.1
Vanguard Target Retirement 2045 - Inv.	76,841,523	5.7
Vanguard Target Retirement 2050 - Inv.	56,983,380	4.2
Vanguard Target Retirement 2055 - Inv.	23,277,267	1.7
Vanguard Target Retirement 2060 - Inv.	9,173,064	0.7
Vanguard Target Retirement 2065 - Inv.	4,331,999	0.3
Vanguard Target Retirement 2070 - Inv.	585,668	0.0
Tier II	216,821,580	16.1
Vanguard Total Bond Market Index Fund	16,228,330	1.2
Vanguard Short-Term Inflation-Protected Securities Fund	7,080,787	0.5
Vanguard Total Stock Market Index Fund	48,672,737	3.6
Vanguard Institutional Index Fund	87,268,697	6.5
Vanguard FTSE Social Index Fund	17,763,949	1.3
Vanguard Extended Market Index Fund	13,665,232	1.0
Vanguard Total International Stock Index Fund	11,890,158	0.9
Vanguard Developed Market Index Fund	9,251,728	0.7
Vanguard Emerging Markets Stock Index Fund	4,999,962	0.4
Tier III	131,824,102	9.8
Vanguard Cash Reserves Federal Money Market Fund	24,725,811	1.8
New York Life Guaranteed Interest Account	5,037,510	0.4
Baird Core Plus Bond	14,357,605	1.1
Dodge & Cox Stock Fund	25,916,097	1.9
T. Rowe Price Large Cap Growth Fund	40,557,531	3.0
Boston Trust SMID Cap Fund	9,313,213	0.7
Goldman Sachs GQG Partners Int. Opportunities Fund	7,767,282	0.6
Principal Real Estate Securities Fund - R6	4,149,054	0.3

TIAA		
	Total Fund (\$)	%
Total Plan (TIAA)	1,993,283,232	100.0
Tier I	509,207,088	25.5
Vanguard Target Retirement Income - Inv.	56,572,201	2.8
Vanguard Target Retirement 2020 - Inv.	62,603,274	3.1
Vanguard Target Retirement 2025 - Inv.	67,749,076	3.4
Vanguard Target Retirement 2030 - Inv.	99,142,247	5.0
Vanguard Target Retirement 2035 - Inv.	81,834,387	4.1
Vanguard Target Retirement 2040 - Inv.	59,598,608	3.0
Vanguard Target Retirement 2045 - Inv.	44,568,532	2.2
Vanguard Target Retirement 2050 - Inv.	25,250,145	1.3
Vanguard Target Retirement 2055 - Inv.	7,940,966	0.4
Vanguard Target Retirement 2060 - Inv.	2,174,474	0.1
Vanguard Target Retirement 2065 - Inv.	1,296,014	0.1
Vanguard Target Retirement 2070 - Inv.	477,164	0.0
Tier II	221,685,933	11.1
Vanguard Total Bond Market Index Fund - Inst.	32,746,701	1.6
Vanguard Short-Term Inflation-Protected Sec. Fund - Inst.	13,555,026	0.7
Vanguard Total Stock Market Index Fund - Inst.	41,569,445	2.1
Vanguard Institutional Index Fund	58,811,890	3.0
Vanguard FTSE Social Index Fund - Inst.	6,580,029	0.3
Vanguard Extended Market Index Fund - Inst.	16,517,783	0.8
Vanguard Total International Stock Index Fund - Inst.	3,165,353	0.2
Vanguard Developed Market Index Fund - Inst.	34,029,356	1.7
Vanguard Emerging Markets Stock Index Fund - Inst.	14,710,349	0.7
Tier III	138,808,881	7.0
Vanguard Cash Reserves Federal Money Market Fund	4,429,277	0.2
TIAA Traditional - RCP	82,443,389	4.1
Baird Core Plus Bond - Inst.	8,502,470	0.4
Dodge & Cox Stock Fund	16,329,958	0.8
T. Rowe Price Large Cap Growth Fund	8,769,207	0.4
Boston Trust SMID Cap Fund	7,662,451	0.4
Goldman Sachs GQG Partners Int. Opp. Fund - R6	3,850,279	0.2
Principal Real Estate Securities Fund - R6	6,821,850	0.3

Total		
	Total Fund (\$)	%
Total Plan	3,338,092,530	100.0
Tier I	1,353,248,580	40.5
Vanguard Target Retirement Income - Inv.	155,151,981	4.6
Vanguard Target Retirement 2020 - Inv.	130,598,216	3.9
Vanguard Target Retirement 2025 - Inv.	190,192,164	5.7
Vanguard Target Retirement 2030 - Inv.	240,876,542	7.2
Vanguard Target Retirement 2035 - Inv.	228,289,946	6.8
Vanguard Target Retirement 2040 - Inv.	155,239,534	4.7
Vanguard Target Retirement 2045 - Inv.	121,410,055	3.6
Vanguard Target Retirement 2050 - Inv.	82,233,526	2.5
Vanguard Target Retirement 2055 - Inv.	31,218,234	0.9
Vanguard Target Retirement 2060 - Inv.	11,347,537	0.3
Vanguard Target Retirement 2065 - Inv.	5,628,013	0.2
Vanguard Target Retirement 2070 - Inv.	1,062,832	0.0
Tier II	438,507,513	13.1
Vanguard Total Bond Market Index Fund	48,975,031	1.5
Vanguard Short-Term Inflation-Protected Securities Fund	20,635,813	0.6
Vanguard Total Stock Market Index Fund	90,242,182	2.7
Vanguard Institutional Index Fund	146,080,587	4.4
Vanguard FTSE Social Index Fund	24,343,978	0.7
Vanguard Extended Market Index Fund	30,183,015	0.9
Vanguard Total International Stock Index Fund	15,055,511	0.5
Vanguard Developed Market Index Fund	43,281,084	1.3
Vanguard Emerging Markets Stock Index Fund	19,710,312	0.6
Tier III	270,632,984	8.1
Vanguard Cash Reserves Federal Money Market Fund	29,155,088	0.9
New York Life Guaranteed Interest Account	5,037,510	0.2
TIAA Traditional - RCP	82,443,389	2.5
Baird Core Plus Bond	22,860,075	0.7
Dodge & Cox Stock Fund	42,246,055	1.3
T. Rowe Price Large Cap Growth Fund	49,326,738	1.5
Boston Trust SMID Cap Fund	16,975,664	0.5
Goldman Sachs GQG Partners Int. Opportunities Fund	11,617,561	0.3
Principal Real Estate Securities Fund - R6	10,970,904	0.3

# Asset Allocation

## As of March 31, 2025

	Total Fund (\$)	%
Tier IV	148,337,111	11.0
Brokerage Link	148,337,111	11.0
Other Assets	3,785,012	0.3
Loans	3,785,012	0.3

	Total Fund (\$)	%
Tier IV	2,182,724	0.1
Self Directed Brokerage Window	2,182,724	0.1
Other Assets	1,756,345	0.1
Loans	1,756,345	0.1
Orphan Accounts	1,119,642,262	56.2
TIAA Orphan Account	1,119,642,262	56.2

	Total Fund (\$)	%
Tier IV	150,519,835	4.5
Brokerage Link	148,337,111	4.4
Self Directed Brokerage Window	2,182,724	0.1
Other Assets	5,541,356	0.2
Loans (Fidelity)	3,785,012	0.1
Loans (TIAA)	1,756,345	0.1
Orphan Accounts	1,119,642,262	33.5
TIAA Orphan Account	1,119,642,262	33.5



# Asset Allocation & Performance

As of March 31, 2025

	Market Value \$	%	Performance %							
			1 Month	Year to Date	1 Year	3 Years	5 Years	10 Years	Since Inception	Inception Date
<b>Total Plan</b>	<b>3,338,092,530</b>	<b>100.0</b>								
<b>Tier I</b>	<b>1,353,248,580</b>	<b>40.5</b>								
<b>Vanguard Target Retirement Income - Inv.</b>	<b>155,151,981</b>	<b>4.6</b>	<b>-0.9 (38)</b>	<b>1.4 (93)</b>	<b>5.8 (56)</b>	<b>3.1 (48)</b>	<b>5.1 (80)</b>	<b>4.1 (36)</b>	<b>4.9 (-)</b>	<b>Nov-2003</b>
<i>Vanguard Target Income Composite Index (Net)</i>			<i>-1.0 (44)</i>	<i>1.2 (95)</i>	<i>5.7 (56)</i>	<i>3.2 (46)</i>	<i>5.3 (76)</i>	<i>4.4 (33)</i>	<i>5.1 (-)</i>	
<b>Vanguard Target Retirement 2020 - Inv.</b>	<b>130,598,216</b>	<b>3.9</b>	<b>-1.2 (12)</b>	<b>1.1 (67)</b>	<b>6.0 (24)</b>	<b>3.5 (37)</b>	<b>7.4 (60)</b>	<b>5.5 (36)</b>	<b>5.9 (16)</b>	<b>Jul-2006</b>
<i>Vanguard Target 2020 Composite Index (Net)</i>			<i>-1.3 (18)</i>	<i>1.0 (81)</i>	<i>5.9 (28)</i>	<i>3.6 (30)</i>	<i>7.6 (44)</i>	<i>5.7 (10)</i>	<i>6.1 (7)</i>	
<b>Vanguard Target Retirement 2025 - Inv.</b>	<b>190,192,164</b>	<b>5.7</b>	<b>-1.8 (63)</b>	<b>0.6 (85)</b>	<b>6.1 (20)</b>	<b>4.1 (16)</b>	<b>8.8 (31)</b>	<b>6.2 (19)</b>	<b>6.6 (-)</b>	<b>Nov-2003</b>
<i>Vanguard Target 2025 Composite Index (Net)</i>			<i>-1.8 (75)</i>	<i>0.4 (91)</i>	<i>6.0 (24)</i>	<i>4.2 (8)</i>	<i>9.0 (12)</i>	<i>6.5 (6)</i>	<i>6.8 (-)</i>	
<b>Vanguard Target Retirement 2030 - Inv.</b>	<b>240,876,542</b>	<b>7.2</b>	<b>-2.2 (74)</b>	<b>0.2 (85)</b>	<b>6.0 (25)</b>	<b>4.5 (21)</b>	<b>9.9 (31)</b>	<b>6.7 (25)</b>	<b>6.6 (10)</b>	<b>Jul-2006</b>
<i>Vanguard Target 2030 Composite Index (Net)</i>			<i>-2.3 (84)</i>	<i>0.0 (93)</i>	<i>6.0 (28)</i>	<i>4.7 (16)</i>	<i>10.2 (17)</i>	<i>7.0 (9)</i>	<i>6.8 (5)</i>	
<b>Vanguard Target Retirement 2035 - Inv.</b>	<b>228,289,946</b>	<b>6.8</b>	<b>-2.4 (35)</b>	<b>0.0 (73)</b>	<b>6.3 (20)</b>	<b>5.0 (29)</b>	<b>11.2 (57)</b>	<b>7.3 (34)</b>	<b>7.4 (-)</b>	<b>Nov-2003</b>
<i>Vanguard Target 2035 Composite Index (Net)</i>			<i>-2.5 (51)</i>	<i>-0.2 (86)</i>	<i>6.1 (25)</i>	<i>5.1 (25)</i>	<i>11.4 (42)</i>	<i>7.6 (17)</i>	<i>7.6 (-)</i>	
<b>Vanguard Target Retirement 2040 - Inv.</b>	<b>155,239,534</b>	<b>4.7</b>	<b>-2.7 (18)</b>	<b>-0.2 (46)</b>	<b>6.4 (14)</b>	<b>5.5 (43)</b>	<b>12.4 (62)</b>	<b>7.8 (35)</b>	<b>7.4 (16)</b>	<b>Jul-2006</b>
<i>Vanguard Target 2040 Composite Index (Net)</i>			<i>-2.8 (32)</i>	<i>-0.5 (67)</i>	<i>6.3 (18)</i>	<i>5.5 (38)</i>	<i>12.6 (48)</i>	<i>8.1 (19)</i>	<i>7.6 (5)</i>	
<b>Vanguard Target Retirement 2045 - Inv.</b>	<b>121,410,055</b>	<b>3.6</b>	<b>-2.9 (21)</b>	<b>-0.4 (41)</b>	<b>6.6 (12)</b>	<b>5.9 (33)</b>	<b>13.6 (42)</b>	<b>8.3 (25)</b>	<b>8.1 (-)</b>	<b>Nov-2003</b>
<i>Vanguard Target 2045 Composite Index (Net)</i>			<i>-3.0 (28)</i>	<i>-0.7 (59)</i>	<i>6.4 (15)</i>	<i>6.0 (28)</i>	<i>13.8 (26)</i>	<i>8.6 (11)</i>	<i>8.3 (-)</i>	
<b>Vanguard Target Retirement 2050 - Inv.</b>	<b>82,233,526</b>	<b>2.5</b>	<b>-3.1 (27)</b>	<b>-0.6 (42)</b>	<b>6.7 (11)</b>	<b>6.2 (24)</b>	<b>13.8 (35)</b>	<b>8.4 (23)</b>	<b>7.7 (1)</b>	<b>Jul-2006</b>
<i>Vanguard Target 2050 Composite Index (Net)</i>			<i>-3.2 (37)</i>	<i>-0.9 (58)</i>	<i>6.6 (15)</i>	<i>6.3 (19)</i>	<i>14.1 (19)</i>	<i>8.7 (11)</i>	<i>7.9 (1)</i>	
<b>Vanguard Target Retirement 2055 - Inv.</b>	<b>31,218,234</b>	<b>0.9</b>	<b>-3.1 (21)</b>	<b>-0.6 (41)</b>	<b>6.7 (13)</b>	<b>6.2 (25)</b>	<b>13.8 (43)</b>	<b>8.4 (29)</b>	<b>10.2 (40)</b>	<b>Sep-2010</b>
<i>Vanguard Target 2055 Composite Index (Net)</i>			<i>-3.2 (33)</i>	<i>-0.9 (55)</i>	<i>6.6 (15)</i>	<i>6.3 (22)</i>	<i>14.1 (26)</i>	<i>8.7 (13)</i>	<i>10.5 (17)</i>	
<b>Vanguard Target Retirement 2060 - Inv.</b>	<b>11,347,537</b>	<b>0.3</b>	<b>-3.1 (20)</b>	<b>-0.6 (38)</b>	<b>6.7 (11)</b>	<b>6.2 (30)</b>	<b>13.8 (53)</b>	<b>8.4 (-)</b>	<b>9.6 (-)</b>	<b>Feb-2012</b>
<i>Vanguard Target 2060 Composite Index (Net)</i>			<i>-3.2 (34)</i>	<i>-0.9 (56)</i>	<i>6.6 (14)</i>	<i>6.3 (27)</i>	<i>14.1 (38)</i>	<i>8.7 (-)</i>	<i>9.9 (-)</i>	
<b>Vanguard Target Retirement 2065 - Inv.</b>	<b>5,628,013</b>	<b>0.2</b>	<b>-3.1 (20)</b>	<b>-0.5 (36)</b>	<b>6.7 (11)</b>	<b>6.2 (29)</b>	<b>13.8 (53)</b>	<b>-</b>	<b>8.7 (-)</b>	<b>Aug-2017</b>
<i>Vanguard Target 2065 Composite Index (Net)</i>			<i>-3.2 (34)</i>	<i>-0.9 (56)</i>	<i>6.6 (14)</i>	<i>6.3 (27)</i>	<i>14.1 (38)</i>	<i>-</i>	<i>9.0 (-)</i>	
<b>Vanguard Target Retirement 2070 - Inv.</b>	<b>1,062,832</b>	<b>0.0</b>	<b>-3.1 (23)</b>	<b>-0.6 (37)</b>	<b>6.6 (12)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>13.0 (45)</b>	<b>Jul-2022</b>
<i>Vanguard Target 2070 Composite Index (Net)</i>			<i>-3.2 (34)</i>	<i>-0.9 (56)</i>	<i>6.6 (14)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>13.2 (35)</i>	

# Asset Allocation & Performance

As of March 31, 2025

	Market Value \$	%	Performance %							
			1 Month	Year to Date	1 Year	3 Years	5 Years	10 Years	Since Inception	Inception Date
<b>Tier II</b>	<b>438,507,513</b>	<b>13.1</b>								
<b>Vanguard Total Bond Market Index Fund - Inst.</b>	<b>48,975,031</b>	<b>1.5</b>	<b>0.0 (27)</b>	<b>2.8 (29)</b>	<b>4.9 (58)</b>	<b>0.5 (44)</b>	<b>-0.4 (81)</b>	<b>1.5 (54)</b>	<b>3.4 (60)</b>	<b>Dec-2001</b>
<i>Vanguard Spliced Total Bond Market Index</i>			<i>0.1 (17)</i>	<i>2.8 (34)</i>	<i>4.9 (60)</i>	<i>0.6 (40)</i>	<i>-0.4 (79)</i>	<i>1.5 (51)</i>	<i>3.5 (50)</i>	
<b>Vanguard Short-Term Inflation-Protected Securities Fund - Inst.</b>	<b>20,635,813</b>	<b>0.6</b>	<b>1.0 (24)</b>	<b>3.0 (92)</b>	<b>7.0 (19)</b>	<b>3.3 (4)</b>	<b>4.1 (18)</b>	<b>2.8 (12)</b>	<b>2.1 (7)</b>	<b>Nov-2012</b>
<i>Blmbg. U.S. TIPS 0-5 Year</i>			<i>1.0 (22)</i>	<i>3.0 (92)</i>	<i>7.0 (23)</i>	<i>3.2 (5)</i>	<i>4.1 (17)</i>	<i>2.8 (11)</i>	<i>2.1 (7)</i>	
<b>Vanguard Total Stock Market Index Fund - Inst.</b>	<b>90,242,182</b>	<b>2.7</b>	<b>-5.9 (59)</b>	<b>-4.8 (51)</b>	<b>7.1 (26)</b>	<b>8.1 (24)</b>	<b>18.1 (24)</b>	<b>11.7 (18)</b>	<b>8.4 (30)</b>	<b>Dec-2000</b>
<i>Vanguard Spliced Total Stock Market Index (Net)</i>			<i>-5.9 (59)</i>	<i>-4.8 (51)</i>	<i>7.1 (26)</i>	<i>8.1 (24)</i>	<i>18.1 (24)</i>	<i>11.7 (18)</i>	<i>8.4 (30)</i>	
<b>Vanguard Institutional Index Fund - Inst. Plus</b>	<b>146,080,587</b>	<b>4.4</b>	<b>-5.6 (10)</b>	<b>-4.3 (7)</b>	<b>8.2 (5)</b>	<b>9.0 (4)</b>	<b>18.6 (5)</b>	<b>12.5 (3)</b>	<b>8.2 (1)</b>	<b>Dec-2000</b>
<i>S&amp;P 500 Index</i>			<i>-5.6 (9)</i>	<i>-4.3 (1)</i>	<i>8.3 (2)</i>	<i>9.1 (1)</i>	<i>18.6 (1)</i>	<i>12.5 (1)</i>	<i>8.2 (2)</i>	
<b>Vanguard FTSE Social Index Fund - Inst.</b>	<b>24,343,978</b>	<b>0.7</b>	<b>-6.7 (60)</b>	<b>-6.2 (60)</b>	<b>7.2 (31)</b>	<b>8.4 (43)</b>	<b>18.2 (28)</b>	<b>12.6 (28)</b>	<b>10.6 (46)</b>	<b>Feb-2003</b>
<i>FTSE U.S. Choice Index</i>			<i>-6.7 (60)</i>	<i>-6.2 (60)</i>	<i>7.4 (30)</i>	<i>8.6 (40)</i>	<i>18.4 (25)</i>	<i>12.7 (27)</i>	<i>-</i>	
<i>S&amp;P 500 Index</i>			<i>-5.6 (41)</i>	<i>-4.3 (43)</i>	<i>8.3 (19)</i>	<i>9.1 (30)</i>	<i>18.6 (21)</i>	<i>12.5 (30)</i>	<i>11.0 (32)</i>	
<b>Vanguard Extended Market Index Fund - Inst.</b>	<b>30,183,015</b>	<b>0.9</b>	<b>-7.9 (78)</b>	<b>-8.9 (69)</b>	<b>-0.5 (19)</b>	<b>2.7 (41)</b>	<b>15.2 (41)</b>	<b>7.9 (34)</b>	<b>8.6 (44)</b>	<b>Dec-2000</b>
<i>Vanguard Spliced Extended Market Index (Net)</i>			<i>-7.9 (78)</i>	<i>-8.9 (70)</i>	<i>-0.5 (20)</i>	<i>2.5 (43)</i>	<i>15.0 (43)</i>	<i>7.8 (38)</i>	<i>8.4 (48)</i>	
<b>Vanguard Total International Stock Index Fund - Inst.</b>	<b>15,055,511</b>	<b>0.5</b>	<b>0.3 (37)</b>	<b>5.5 (63)</b>	<b>6.4 (42)</b>	<b>4.7 (61)</b>	<b>11.5 (52)</b>	<b>5.2 (48)</b>	<b>5.3 (68)</b>	<b>Dec-2010</b>
<i>Vanguard Spliced Total Intl Stock Index (Net)</i>			<i>-0.1 (43)</i>	<i>4.5 (73)</i>	<i>5.7 (50)</i>	<i>4.2 (68)</i>	<i>11.3 (55)</i>	<i>5.2 (49)</i>	<i>5.3 (69)</i>	
<b>Vanguard Developed Market Index Fund - Inst.</b>	<b>43,281,084</b>	<b>1.3</b>	<b>-0.1 (53)</b>	<b>6.9 (40)</b>	<b>4.7 (57)</b>	<b>5.3 (46)</b>	<b>12.2 (38)</b>	<b>5.6 (33)</b>	<b>4.9 (49)</b>	<b>Feb-2001</b>
<i>Vanguard Spliced Developed ex U.S. Index (Net)</i>			<i>-0.4 (59)</i>	<i>5.8 (53)</i>	<i>4.1 (62)</i>	<i>4.8 (53)</i>	<i>11.9 (43)</i>	<i>5.5 (38)</i>	<i>4.7 (54)</i>	
<b>Vanguard Emerging Markets Stock Index Fund - Inst.</b>	<b>19,710,312</b>	<b>0.6</b>	<b>1.4 (31)</b>	<b>2.1 (57)</b>	<b>11.2 (12)</b>	<b>2.8 (29)</b>	<b>9.4 (33)</b>	<b>4.0 (35)</b>	<b>4.7 (35)</b>	<b>Jul-2006</b>
<i>Vanguard Spliced Emerging Markets Index (Net)</i>			<i>0.8 (55)</i>	<i>1.2 (70)</i>	<i>10.7 (14)</i>	<i>2.6 (32)</i>	<i>9.5 (31)</i>	<i>4.1 (32)</i>	<i>4.8 (32)</i>	

\*Dodge & Cox Stock Fund performance reflects X class shares beginning July 2022 and I class shares prior to extended historical performance.

# Asset Allocation & Performance

As of March 31, 2025

	Market Value \$	%	Performance %							
			1 Month	Year to Date	1 Year	3 Years	5 Years	10 Years	Since Inception	Inception Date
<b>Tier III</b>	<b>270,632,984</b>	<b>8.1</b>								
<b>Vanguard Cash Reserves Federal Money Market Fund</b>	<b>29,155,088</b>	<b>0.9</b>	<b>0.4 (37)</b>	<b>1.1 (38)</b>	<b>5.0 (24)</b>	<b>4.3 (22)</b>	<b>2.6 (22)</b>	<b>1.8 (16)</b>	<b>3.9 (20)</b>	<b>Aug-1981</b>
<i>90 Day U.S. Treasury Bill</i>			<i>0.3 (86)</i>	<i>1.0 (72)</i>	<i>5.0 (18)</i>	<i>4.2 (48)</i>	<i>2.6 (37)</i>	<i>1.9 (13)</i>	<i>4.0 (1)</i>	
<b>New York Life Guaranteed Interest Account</b>	<b>5,037,510</b>	<b>0.2</b>	<b>0.4 (10)</b>	<b>1.1 (13)</b>	<b>5.0 (13)</b>	<b>3.6 (6)</b>	<b>2.8 (8)</b>	<b>2.5 (3)</b>	<b>2.6 (7)</b>	<b>Jul-2009</b>
<i>Morningstar Stable Value Index</i>			<i>0.2 (28)</i>	<i>0.7 (30)</i>	<i>3.0 (27)</i>	<i>2.7 (23)</i>	<i>2.4 (20)</i>	<i>2.2 (18)</i>	<i>2.3 (28)</i>	
<b>TIAA Traditional - RCP</b>	<b>82,443,389</b>	<b>2.5</b>	<b>0.3 (15)</b>	<b>0.9 (15)</b>	<b>3.8 (16)</b>	<b>3.9 (5)</b>	<b>3.2 (3)</b>	<b>3.3 (1)</b>	<b>3.3 (1)</b>	<b>Jun-2006</b>
<i>Morningstar Stable Value Index</i>			<i>0.2 (28)</i>	<i>0.7 (30)</i>	<i>3.0 (27)</i>	<i>2.7 (23)</i>	<i>2.4 (20)</i>	<i>2.2 (18)</i>	<i>2.6 (24)</i>	
<b>Baird Core Plus Bond - Inst.</b>	<b>22,860,075</b>	<b>0.7</b>	<b>-0.1 (45)</b>	<b>2.6 (59)</b>	<b>5.4 (37)</b>	<b>1.4 (18)</b>	<b>1.1 (41)</b>	<b>2.2 (19)</b>	<b>4.8 (9)</b>	<b>Oct-2000</b>
<i>Blmbg. U.S. Aggregate Index</i>			<i>0.0 (13)</i>	<i>2.8 (34)</i>	<i>4.9 (67)</i>	<i>0.5 (60)</i>	<i>-0.4 (91)</i>	<i>1.5 (66)</i>	<i>3.8 (78)</i>	
<b>Dodge &amp; Cox Stock Fund - X</b>	<b>42,246,055</b>	<b>1.3</b>	<b>-3.2 (52)</b>	<b>3.6 (14)</b>	<b>9.4 (19)</b>	<b>8.7 (25)</b>	<b>20.9 (7)</b>	<b>11.4 (8)</b>	<b>11.2 (-)</b>	<b>Feb-1965</b>
<i>Russell 1000 Value Index</i>			<i>-2.8 (31)</i>	<i>2.1 (32)</i>	<i>7.2 (48)</i>	<i>6.6 (68)</i>	<i>16.1 (61)</i>	<i>8.8 (63)</i>	<i>-</i>	
<b>T. Rowe Price Large Cap Growth Fund</b>	<b>49,326,738</b>	<b>1.5</b>	<b>-7.9 (34)</b>	<b>-7.9 (25)</b>	<b>6.8 (27)</b>	<b>9.6 (26)</b>	<b>17.9 (33)</b>	<b>14.6 (11)</b>	<b>11.6 (3)</b>	<b>Nov-2001</b>
<i>Russell 1000 Growth Index</i>			<i>-8.4 (49)</i>	<i>-10.0 (64)</i>	<i>7.8 (17)</i>	<i>10.1 (19)</i>	<i>20.1 (6)</i>	<i>15.1 (5)</i>	<i>10.5 (13)</i>	
<b>Boston Trust SMID Cap Fund</b>	<b>16,975,664</b>	<b>0.5</b>	<b>-2.9 (5)</b>	<b>-2.2 (3)</b>	<b>-0.4 (18)</b>	<b>4.4 (22)</b>	<b>15.2 (40)</b>	<b>9.2 (13)</b>	<b>11.4 (22)</b>	<b>Feb-2010</b>
<i>Russell 2500 Index</i>			<i>-6.3 (54)</i>	<i>-7.5 (51)</i>	<i>-3.1 (46)</i>	<i>1.8 (54)</i>	<i>14.9 (45)</i>	<i>7.5 (45)</i>	<i>10.8 (41)</i>	
<b>Goldman Sachs GQG Partners Int. Opportunities Fund - R6</b>	<b>11,617,561</b>	<b>0.3</b>	<b>1.7 (14)</b>	<b>8.2 (28)</b>	<b>0.2 (86)</b>	<b>8.7 (12)</b>	<b>13.3 (24)</b>	<b>10.4 (1)</b>	<b>8.5 (1)</b>	<b>Aug-1990</b>
<i>MSCI AC World ex USA (Net)</i>			<i>-0.2 (51)</i>	<i>5.2 (66)</i>	<i>6.1 (46)</i>	<i>4.5 (63)</i>	<i>10.9 (61)</i>	<i>5.0 (58)</i>	<i>-</i>	
<b>Principal Real Estate Securities Inst Fund - R6</b>	<b>10,970,904</b>	<b>0.3</b>	<b>-2.0 (15)</b>	<b>3.6 (5)</b>	<b>11.3 (13)</b>	<b>-0.7 (23)</b>	<b>10.2 (36)</b>	<b>-</b>	<b>7.3 (8)</b>	<b>Dec-2016</b>
<i>MSCI U.S. REIT Index (Net)</i>			<i>-3.8 (85)</i>	<i>0.8 (71)</i>	<i>9.0 (55)</i>	<i>-1.8 (48)</i>	<i>10.0 (39)</i>	<i>-</i>	<i>4.9 (75)</i>	

\*Dodge & Cox Stock Fund performance reflects X class shares beginning July 2022 and I class shares prior to extended historical performance.



# Asset Allocation & Performance

As of March 31, 2025

	Market Value \$	%	Performance %							Inception Date
			1 Month	Year to Date	1 Year	3 Years	5 Years	10 Years	Since Inception	
Tier IV	150,519,835	4.5								
Brokerage Link (Fidelity)	148,337,111	4.4								
Self Directed Brokerage Window (TIAA)	2,182,724	0.1								
Loans	5,541,356	0.2								
Loans (Fidelity)	3,785,012	0.1								
Loans (TIAA)	1,756,345	0.1								
Orphan Accounts	1,119,642,262	33.5								
TIAA Orphan Account	1,119,642,262	33.5								



\*Dodge & Cox Stock Fund performance reflects X class shares beginning July 2022 and I class shares prior to extended historical performance.



# Fee Analysis

## As of March 31, 2025

	Vehicle Type <sup>1</sup>	Ticker	Universe Name <sup>3</sup>	Net Expense Ratio (%) <sup>2</sup>	Revenue Share (%)	Effective Net Expense (%)	Peer Group Fee Range (%)			
							25th	50th	75th	Population
Tier I - Target Date Funds							-	-	-	-
Vanguard Target Retirement Income - Inv.	MF	VTINX	Aon Target Date Today Passive (MF)	0.080	0.000	0.080	0.10	0.16	0.34	6
Vanguard Target Retirement 2020 - Inv.	MF	VTWNX	Aon Target Date 2020 Passive (MF)	0.080	0.000	0.080	0.08	0.09	0.12	5
Vanguard Target Retirement 2025 - Inv.	MF	VTTVX	Aon Target Date 2025 Passive (MF)	0.080	0.000	0.080	0.09	0.12	0.30	7
Vanguard Target Retirement 2030 - Inv.	MF	VTHRX	Aon Target Date 2030 Passive (MF)	0.080	0.000	0.080	0.09	0.12	0.30	7
Vanguard Target Retirement 2035 - Inv.	MF	VTTHX	Aon Target Date 2035 Passive (MF)	0.080	0.000	0.080	0.09	0.12	0.30	7
Vanguard Target Retirement 2040 - Inv.	MF	VFORX	Aon Target Date 2040 Passive (MF)	0.080	0.000	0.080	0.09	0.12	0.30	7
Vanguard Target Retirement 2045 - Inv.	MF	VTIVX	Aon Target Date 2045 Passive (MF)	0.080	0.000	0.080	0.09	0.12	0.30	7
Vanguard Target Retirement 2050 - Inv.	MF	VFIFX	Aon Target Date 2050 Passive (MF)	0.080	0.000	0.080	0.09	0.12	0.30	7
Vanguard Target Retirement 2055 - Inv.	MF	VFFVX	Aon Target Date 2055 Passive (MF)	0.080	0.000	0.080	0.09	0.12	0.30	7
Vanguard Target Retirement 2060 - Inv.	MF	VTTSX	Aon Target Date 2060+ Passive (MF)	0.080	0.000	0.080	0.08	0.12	0.30	15
Vanguard Target Retirement 2065 - Inv.	MF	VLXVX	Aon Target Date 2060+ Passive (MF)	0.080	0.000	0.080	0.08	0.12	0.30	15
Vanguard Target Retirement 2070 - Inv.	MF	VSVNX	Aon Target Date 2060+ Passive (MF)	0.080	0.000	0.080	0.08	0.12	0.30	15
Tier II - Passive Funds							-	-	-	-
Vanguard Total Bond Market Index Fund - Inst.	MF	VBTIX	eA US Passive Core Fixed Income (MF)	0.025	0.000	0.025	0.04	0.10	0.11	14
Vanguard Short-Term Inflation-Protected Securities Fund - Inst.	MF	VTSPX	eA US Passive TIPS / Inflation Fixed Income (MF)	0.030	0.000	0.030	0.05	0.18	0.20	12
Vanguard Total Stock Market Index Fund - Inst.	MF	VITSX	eA US Passive Equity (MF)	0.030	0.000	0.030	0.07	0.13	0.20	190
Vanguard Institutional Index Fund - Inst. Plus	MF	VIIIX	eA US Passive S&P 500 Equity (MF)	0.020	0.000	0.020	0.05	0.10	0.15	24
Vanguard FTSE Social Index Fund - Inst.	MF	VFTNX	eA US Passive Large Cap Equity (MF)	0.070	0.000	0.070	0.07	0.13	0.20	105
Vanguard Extended Market Index Fund - Inst.	MF	VIEIX	eA US Passive Mid Cap Equity (MF)	0.050	0.000	0.050	0.05	0.13	0.19	26
Vanguard Total International Stock Index Fund - Inst.	MF	VTSNX	eA ACWI ex-US Passive Equity (MF)	0.060	0.000	0.060	0.11	0.17	0.28	16
Vanguard Developed Market Index Fund - Inst.	MF	VTMNX	eA ACWI ex-US Passive Equity (MF)	0.030	0.000	0.030	0.11	0.17	0.28	16
Vanguard Emerging Markets Stock Index Fund - Inst.	MF	VEMIX	eA Global Emerging Mkts Passive Equity (MF)	0.090	0.000	0.090	0.20	0.30	0.44	29
Tier III - Active Funds							-	-	-	-
Vanguard Cash Reserves Federal Money Market - Adm.	MF	VMRXX	IM U.S. Taxable Money Market (MF)	0.100	0.000	0.100	0.14	0.20	0.35	165
New York Life Guaranteed Interest Account	SG		Aon Stable Value Peer Group – Total Fee including Wrap Fees	0.100	0.000	0.100	0.36	0.47	0.60	16
TIAA Traditional - RCP	SG		Aon Stable Value Peer Group – Total Fee including Wrap Fees	0.000	0.150	-0.150	0.36	0.47	0.60	16
Baird Core Plus Bond Fund - Inst.	MF	BCOIX	eA US Core Plus Fixed Income (MF)	0.300	0.020	0.280	0.40	0.45	0.50	96
Dodge & Cox Stock Fund	MF	DOXGX	eA US Large Cap Value Equity (MF)	0.410	0.000	0.410	0.57	0.70	0.81	196
T. Rowe Price Inst. Large Cap Growth Fund	MF	TRLGX	eA US Large Cap Growth Equity (MF)	0.560	0.000	0.560	0.60	0.70	0.82	163
Boston Trust SMID Cap Fund	MF	BTSMX	eA US Small-Mid Cap Equity (MF)	0.750	0.000	0.750	0.78	0.87	1.00	97
Goldman Sachs GQG Partners Int. Opportunities Fund - R6	MF	GSIYX	eA ACWI ex-US All Cap Equity (MF)	0.740	0.000	0.740	0.70	0.85	0.97	55
Principal Real Estate Securities Inst. Fund - R6	MF	PFRSX	IM Real Estate Sector (MF)	0.810	0.000	0.810	0.37	0.60	0.83	78

Important Note: The investment fee analysis reported in the table above measures only the relative fee level of your current plan offerings as compared to fee medians from style, size, and vehicle-specific peer universes, which Aon Investments believes is an appropriate comparison. Determining whether an investment's expense is reasonable depends on a variety of factors including the level of returns achieved and the method with which administration and operational expenses are paid. Understanding and evaluating the total cost of plan operations, including both investment and administration fees is a critical analysis that should be completed periodically.

<sup>1</sup>Vehicle Type Definitions: "MF" = Mutual Fund, "CF" = Collective Investment Trust, "SA" = Separate Account, "SG" = Group Annuity

<sup>2</sup>Expense Ratio is intended to represent a fund's total expense ratio which may include investment management fees, 12b-1 fees, custodial fees, trustee fees, revenue sharing components and/or charges for fund or plan administration.

<sup>3</sup>Fee universes are provided and calculated by eVestment Alliance, as of July 31, 2023. Fund expense information has been sourced from eVestment for all asset classes except the stable value and target date fund universes, which uses Morningstar databases. Since fund expense ratios do not change frequently, Aon Investments believes this study to be a relevant comparison for up to a year, at which time it will be updated. For complete information on methodologies, contact your Aon Investments consultant.





# TIAA Traditional Additional Notes

TIAA Traditional is a uniquely-structured fixed rate annuity contract in which participants earn a personalized rate of return based on their individual cash flow experience. This product can act as both a capital preservation option during a participant's savings phase and as an optional immediate income annuity during the spending phase.

The performance within TIAA Traditional is determined in 2 key ways:

- On a monthly basis, a new money crediting rate is issued by TIAA
- On an annual basis, contributions are grouped together based on timing and TIAA declares new crediting rates for these groups of "vintage" contributions

The resulting performance is a dollar-weighted average of the returns being earned by a participant's contributions, simultaneously, over time. As such, the performance in this report is illustrative of the aggregate performance of TIAA Traditional investors and does not reflect any one participant- or even plan-level experience in the product.

For participants that are interested in converting all or some of their TIAA Traditional balance into lifetime income at retirement, there are contractual minimum annuitization rates associated with the product. That said, participants who are invested in TIAA Traditional for longer periods also earn a "loyalty bonus," where the monthly benefit is higher than that of an annuitant who transfers the same account balance into the product at the point-of-retirement.

Plan fiduciaries do not have control over assets in TIAA's Retirement Annuity (RA), Group Retirement Annuity (GRA), Supplemental Retirement Annuity (SRA), or Group Supplemental Retirement Annuity (GSRA) annuity contracts. This is due to the individual nature of these annuity contracts. Balances in these contracts are under participant control.



# Benchmark and Universe Descriptions

## Vanguard Target Retirement Funds - Inv.

**Benchmark:** The performance benchmarks for the Vanguard Retirement Funds are derived by applying the fund's target asset allocation to the results of the following benchmarks: for international stocks of developed markets, the MSCI EAFE Index through December 15, 2010, the MSCI ACWI ex USA IMI Index through June 2, 2013, and the FTSE Global All Cap ex US Index thereafter; for emerging-market stocks, the Select Emerging Markets Index through August 23, 2006, the MSCI Emerging Markets Index through December 15, 2010, the MSCI ACWI ex USA IMI Index through June 2, 2013, and the FTSE Global All Cap ex US Index thereafter; for U.S. bonds, the Bloomberg U.S. Aggregate Bond Index through December 31, 2009, and the Bloomberg U.S. Aggregate Float Adjusted Index thereafter, as well as the Bloomberg U.S. Treasury Inflation Protected Securities Index through June 2, 2013, and the Bloomberg U.S. Treasury Inflation-Protected Securities (TIPS) 0-5 Year Index thereafter; for short-term reserves, the Citigroup Three-Month Treasury Bill Index through June 2, 2013; for international bonds, the Bloomberg Global Aggregate ex-USD Float Adjusted RIC Capped Index beginning June 2, 2013; and for U.S. stocks, the MSCI US Broad Market Index through June 2, 2013, and the CRSP US Total Market Index thereafter. International stock benchmark returns are adjusted for withholding taxes.

**Universe:** Each respective Vanguard Retirement Fund uses a universe of similar target-dated funds who also employ an equity roll-down that becomes more conservative as participants become older. Respective universes are listed:

**Vanguard Target Retirement Income:** *IM Retirement Income (MF)*

**Vanguard Target Retirement 2020:** *IM Mixed-Asset Target 2020 (MF)*

**Vanguard Target Retirement 2025:** *IM Mixed-Asset Target 2025 (MF)*

**Vanguard Target Retirement 2030:** *IM Mixed-Asset Target 2030 (MF)*

**Vanguard Target Retirement 2035:** *IM Mixed-Asset Target 2035 (MF)*

**Vanguard Target Retirement 2040:** *IM Mixed-Asset Target 2040 (MF)*

**Vanguard Target Retirement 2045:** *IM Mixed-Asset Target 2045 (MF)*

**Vanguard Target Retirement 2050:** *IM Mixed-Asset Target 2050 (MF)*

**Vanguard Target Retirement 2055:** *IM Mixed-Asset Target 2055 (MF)*

**Vanguard Target Retirement 2060:** *IM Mixed-Asset Target 2060+ (MF)*

**Vanguard Target Retirement 2065:** *IM Mixed-Asset Target 2060+ (MF)*

**Vanguard Target Retirement 2070:** *IM Mixed-Asset Target 2060+ (MF)*

# Benchmark and Universe Descriptions

## Vanguard Total Bond Market Index – Inst.

**Benchmark:** Performance Benchmark - Represents the Bloomberg U.S. Aggregate Float Adjusted Index. Prior to December 31, 2009 it was the Bloomberg Aggregate Bond Index.

**Universe:** IM U.S. Broad Market Core Fixed Income (MF) - Funds that invest in investment grade securities with average durations similar to the Bloomberg Capital Aggregate index.

## Vanguard Short-Term Inflation Protected Securities Fund – Inst.

**Benchmark:** Bloomberg Bloomberg U.S. TIPS 0-5 Years - Includes inflation-protected public obligations issued by the U.S. Treasury with remaining maturities of less than five years.

**Universe:** IM U.S. TIPS (MF) - Funds that primarily invest in inflation indexed fixed income securities issued in the U.S. Inflation indexed bonds are fixed income securities that are structured to provide protection against inflation.

## Vanguard Total Stock Market Index Fund – Inst.

**Benchmark:** Performance Benchmark - Dow Jones U.S. Total Stock Market Index (formerly known as the Dow Jones Wilshire 5000 Index) through April 22, 2005; MSCI US Broad Market Index through June 2, 2013; and CRSP US Total Market Index thereafter.

**Universe:** IM U.S. Equity (MF) - Universe includes all U.S. equity mutual funds, excluding funds that primarily invest in commodities.

## Vanguard Institutional Index – Inst. Plus

**Benchmark:** S&P 500 Index - A capitalization-weighted index representing stocks chosen by Standard & Poor's, Inc. for their size, liquidity, stability and industry group representation. The companies in the S&P 500 Index are generally among the largest in their industries.

**Universe:** IM S&P 500 Index (MF) - Funds that are passively managed and commit to replicate the performance of the S&P 500 Index (including reinvested dividends). Most of the funds in this category are index funds.



# Benchmark and Universe Descriptions

## Vanguard FTSE Social Index Fund – Inst.

**Benchmark: FTSE 4Good U.S. Select Index** - A socially responsible investment (SRI) index of U.S. stocks that excludes companies with certain business activities such as weapons, tobacco, gambling, alcohol, nuclear power, and adult entertainment.

**Benchmark (secondary): S&P 500 Index** - A capitalization-weighted index representing stocks chosen by Standard & Poor's, Inc. for their size, liquidity, stability and industry group representation. The companies in the S&P 500 Index are generally among the largest in their industries.

**Universe: IM U.S. Large Cap Equity (MF)** - Universe includes U.S. equity mutual funds in the following peer groups: U.S. Large Cap Core, U.S. Large Cap Growth and U.S. Large Cap Value Equity.

## Vanguard Extended Market Index – Inst.

**Benchmark: Performance Benchmark** - Dow Jones Wilshire 4500 Index through June 17, 2005; S&P Transitional Completion Index through September 16, 2005; S&P Completion Index thereafter.

**Universe: IM U.S. SMID Cap Equity (MF)** - Universe includes equity mutual funds in the following peer groups: U.S. SMID Cap Core, U.S. SMID Cap Growth and U.S. SMID Cap Value Equity.

## Vanguard Total International Stock Market Index – Inst.

**Benchmark: Performance Benchmark** - Total International Composite Index through August 31, 2006; MSCI EAFE + Emerging Markets Index through December 15, 2010; MSCI ACWI ex USA IMI Index through June 2, 2013; and FTSE Global All Cap ex US Index thereafter. Benchmark returns are adjusted for withholding taxes.

**Universe: IM International Equity Markets (MF)** - Funds where the investment strategy focuses on both international growth and value securities across a variety of cap ranges.

## Vanguard Developed Market Index – Inst.

**Benchmark: Performance Benchmark** - MSCI EAFE Index through May 28, 2013; FTSE Developed ex North America Index through December 20, 2015; FTSE Developed All Cap ex US Transition Index through May 31, 2016; FTSE Developed All Cap ex US Index thereafter. Benchmark returns are adjusted for withholding taxes.

**Universe: IM International Equity Developed Markets (MF)** - Universe includes all international equity mutual funds in the IM International Equity Large Cap, Multi Cap, SMID Cap and regionally focused peer groups, excluding emerging markets.

# Benchmark and Universe Descriptions

## Vanguard Emerging Markets Stock Index – Inst.

**Benchmark: Performance Benchmark** - Select Emerging Markets Index through August 23, 2006; MSCI Emerging Markets Index through January 9, 2013; FTSE Emerging Transition Index through June 27, 2013; and FTSE Emerging Index through November 1, 2015; FTSE Emerging Markets All Cap China A Transition Index through September 18, 2016; and FTSE Emerging Markets All Cap China A Inclusion Index thereafter. Benchmark returns are adjusted for withholding taxes.

**Universe: IM Emerging Markets Equity (MF)** - Funds that seek long-term capital appreciation by investing at least 65% of total assets in emerging market equity securities, where an emerging market is defined by a country's GNP per capita or other economic measures.

## Vanguard Federal Money Market Fund – Inv.

**Benchmark: FTSE 3 Month T-Bill** - An index that measures the average return of the last three-month U.S. Treasury Bill issues.

**Universe: IM U.S. Taxable Money Market (MF)** - Funds that invest in high quality financial instruments which are rated within the top two grades and have dollar-weighted average maturities of less than 90 days.

## New York Life Guaranteed Interest Account

**Benchmark: Hueler Stable Value Index** - The Hueler Analytics Stable Value Pooled Fund Comparative Universe represents investment strategies of \$96 billion in stable value assets, across 24 pooled funds, invested in contracts universe across a universe of 16 general account issuers and 14 synthetic wrap providers. The allocation of pooled fund assets is dominated by synthetic contracts issued by insurance companies and banks.

**Universe: IM U.S. GIC/Stable Value (SA+CF)** - Products where the primary investments are in traditional or synthetic guaranteed investment contracts (GICs).

## TIAA Traditional – RCP

**Benchmark: Hueler Stable Value Index** - The Hueler Analytics Stable Value Pooled Fund Comparative Universe represents investment strategies of \$96 billion in stable value assets, across 24 pooled funds, invested in contracts universe across a universe of 16 general account issuers and 14 synthetic wrap providers. The allocation of pooled fund assets is dominated by synthetic contracts issued by insurance companies and banks.

**Universe: IM U.S. GIC/Stable Value (SA+CF)** - Products where the primary investments are in traditional or synthetic guaranteed investment contracts (GICs).



# Benchmark and Universe Descriptions

## Baird Core Plus Bond Fund – Inst.

**Benchmark:** *Bloomberg U.S. Aggregate* - A market value-weighted index consisting of government bonds, SEC-registered corporate bonds and mortgage-related and asset-backed securities with at least one year to maturity and an outstanding par value of \$250 M or greater. This index is a broad measure of the performance of the investment grade U.S. fixed income market.

**Universe:** *IM U.S. Broad Market Core+ Fixed Income (MF)* - Products where the portfolio weighted average duration is greater than or equal to 4 years and less than 6 years. The average maturity can be between 3 and 8 years. The allocation to high yield bonds or emerging market debt is greater than 5%.

## Dodge & Cox Stock Fund

**Benchmark:** *Russell 1000 Value Index* - An index that measures the performance of those stocks included in the Russell 1000 Index with lower price-to-book ratios and lower I/B/E/S earnings growth forecasts.

**Universe:** *IM U.S. Large Cap Value Equity (MF)* - Funds where the investment strategy focuses on U.S. large cap value securities. Funds typically have below average price-to-earnings ratios, price- to-book ratio, and three-year sales-per-share growth values, compared to the S&P 500 Index.

## T. Rowe Price Inst. Large Cap Growth

**Benchmark:** *Russell 1000 Growth Index* - An index that measures the performance of those Russell 1000 companies with higher price-to-book ratios and higher I/B/E/S growth forecasts.

**Universe:** *IM U.S. Large Cap Growth Equity (MF)* - Funds where the investment strategy focuses on U.S. large cap growth securities. funds typically have above-average price-to-earnings ratios, price-to-book ratios, and three-year sales-per-share growth values, compared to the S&P 500 Index.

## Boston Trust SMID Cap Fund

**Benchmark:** *Russell 2500 Index* - The index is constructed by first identifying the 3,000 largest capitalization U.S. stocks and ranking them by market capitalizations, choosing the bottom 2,500 names on the list.

**Universe:** *IM U.S. SMID Cap Equity (MF)* - Universe includes equity mutual funds in the following peer groups: U.S. SMID Cap Core, U.S. SMID Cap Growth and U.S. SMID Cap Value Equity.

# Benchmark and Universe Descriptions

## Goldman Sachs GQG Partners International Opportunities Fund – R6

**Benchmark:** MSCI All Country World ex USA Index (Net) - A capitalization-weighted index of stocks representing 44 stock markets in Europe, Australia, the Far East, the Middle East, Latin America, and North America. The index consists of 23 developed and 21 emerging countries, but excludes the U.S.

**Universe:** IM International Equity Markets (MF) - Funds where the investment strategy focuses on both international growth and value securities across a variety of cap ranges.

## Principal Real Estate Securities Institutional Fund – R6.

**Benchmark:** MSCI USA REIT Index (Net) - A broad index that fairly represents the equity REIT opportunity set with proper investability screens to ensure that the index is investable and replicable. The index represents approximately 85% of the U.S. REIT universe.

**Universe:** IM Real Estate Sector (MF) - Funds that invest at least 65% of their portfolios in equity securities of domestic and foreign companies engaged in the real estate industry.



# Notes

The rates of return contained in this report are shown on an after-fee basis unless otherwise noted. They are geometric and time weighted. Returns for periods longer than one year are annualized.

Universe percentiles are based upon ordering system in which 1 is the best ranking and 100 is the worst ranking.

Due to rounding throughout the report, percentage totals displayed may not sum up to 100.0%. Additionally, individual fund totals in dollar terms may not sum up to the plan totals.

# Disclaimer

## **Past performance is not necessarily indicative of future results.**

Unless otherwise noted, performance returns presented reflect the respective fund's performance as indicated. Returns may be presented on a before-fees basis (gross) or after-fees basis (net). After-fee performance is net of each respective sub-advisors' investment management fees and include the reinvestment of dividends and interest as indicated on the notes page within this report or on the asset allocation and performance summary pages. Actual returns may be reduced by Aon Investments' investment advisory fees or other trust payable expenses you may incur as a client. Aon Investments' advisory fees are described in Form ADV Part 2A. Portfolio performance, characteristics and volatility also may differ from the benchmark(s) shown.

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Aon Investments USA Inc.  
200 East Randolph Street  
Suite 700  
Chicago, IL 60601  
ATTN: Aon Investments Compliance Officer