



Human Resources Committee Meeting

May 16, 2022 at 5:00 p.m.

Zoom Link: <https://fresnoeoc.zoom.us/j/83079398305>

Meeting ID: 830 7939 8305

1-669-900-6833



HUMAN RESOURCES COMMITTEE MEETING AGENDA

MAY 16, 2022 AT 5:00 PM

1. CALL TO ORDER

2. ROLL CALL

3. APPROVAL OF MARCH 1, 2022 MINUTES

A. March 1, 2022 Human Resources Meeting Minutes	Approve	3
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4. HR STAFF INTRODUCTIONS

A. HR Staff Introductions	Information	6
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5. HR METRICS

A. HR Scorecard – 1st Quarter 2022	Information	7
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6. LEGAL SUMMARY

A. Legal Recap – 1st Quarter 2022	Information	9
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7. PLAN FINANCIALS AND INVESTMENT REPORTS

A. Plan Financials and Investment Reports	Accept	10
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8. INVESTMENT FUND CHANGE

A. Investment Fund Change	Accept	15
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9. RETIREMENT PLAN DEMOGRAPHICS

A. Retirement Plan Demographics	Information	18
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10. INVESTMENT PERFORMANCE SUMMARY

A. Investment Performance Summary	Information	23
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11. OTHER BUSINESS

The next meeting is scheduled on Monday, August 15, 2022 at 5:00 p.m.

12. PUBLIC COMMENTS

(This portion of the meeting is reserved for persons wishing to address the Committee on items within jurisdiction but not on the agenda. Comments are limited to three minutes).

13. ADJOURNMENT



HUMAN RESOURCES COMMITTEE MEETING

March 1, 2022

5:00 PM

MINUTES

1. CALL TO ORDER

Committee Chair, Barigye McCoy, called the meeting to order at 5:03 PM.

2. ROLL CALL

Roll was called and a quorum was established.

Commissioners Barigye McCoy, Jewel Hurtado, Jimi Rodgers, Ruben Zarate,

Present: Robert Pimentel

Commissioners Linda Hayes

Absent:

Trustees: Emilia Reyes, Jim Rodriguez

Employee Baldev Birk, Guadalupe Zuniga

Representative:

Guest Presenter(s): Lloyd Engleman, Fred Hamsayeh

Staff Present: Melissa Soto, Steve Warnes, Jack Lazzarini, Michelle

Tutunjian,

Pa Vang

3. APPROVAL OF PREVIOUS MINUTES

A. November 15, 2021 Human Resources Meeting Minutes

B. November 18, 2021 Pension Meeting Minutes

Public Comment: None heard

Motion by: Rodgers **Second by:** McCoy to approve the November 15, 2021 Human Resource Meeting Minutes. All in favor.

Motion by: Rodgers **Second by:** Hurtado to approve the November 18, 2021 Pension Meeting Minutes. All in favor.

Abstain: Pimentel

Nayes: None

4. HR METRICS

A. HR Scorecard – 2021

Melissa Soto, Human Resources Director, provided the Committee a detailed presentation of the Human Resources Scorecard for 2021. An area of highlight is the Systems & Data information; since the launch of ADP Vaccine Tracker, 85% of staff are fully vaccinated.

Public comment: None heard.

No action required.

5. 2021 LEGAL SUMMARY

A. 2021 Legal Summary

Soto introduce, workers' compensation, a total of 21 cases. Two cases close in the 4th quarter and five determined to settle and close end of 1st quarter of 2022. Two active employee practice liability matters. (1) Former employee charge of discrimination. No response at the moment, waiting for EEOC to request for more information. (2) A worker compensation matter; a former employee file a 132a claim. Fresno EOC have made an offer twice, but no response. Reyes commented these are legal matters which cannot go further into discussion.

Public comment: None heard.

No action required.

6. PLAN FINANCIALS AND INVESTMENT REPORT

A. Plans Financials and Investment Report

Jim Rodriguez, Chief Financial Officer. presented three reports: Quarterly Activity Reconciliation, Annual Activity Reconciliation, and Plan Diversification. Each report shows the quarterly changes in the values from October through December. Changes are by differ plan contributions: 401A, 403B, and 457. Each plans contributions are increase by plan participates, Fresno EOC, withdraws, and administrative cost. The last 3 months there's been as increase of \$50,345,895 for all plans showing the types of distributions: after tax, Roth, and employer contributions. In total of \$39,887,681 contributions made by Fresno EOC. From January to December of last year, looking at the Annual Activity Reconciliation. Contributions and withdraws for each of the plans ending at 50,345,898. Rodriguez introduce the lineup and investment, known as target date funds following by the criteria based on age, length of employment, and retirement date. Each lineup are score by how high the number is in the ranking systems.

Public comment: None heard.

Motion by: McCoy, **Second by:** Pimentel

Ayes: McCoy, Hurtado, Rodgers, Zarate, Pimentel, Rodriguez, and Reyes.

Nays: None heard

7. RETIREMENT PLAN DEMOGRAPHICS

A. Retirement Plan Demographics

Rodriguez shared four different reports: Participant Information Report- Quarterly Comparison, Graph of Participants by Age, Graph of Participants by Account Balance, and 403(b) Savings Rate Chart with plan: 401(a), 403(b), and 457(b). Each plans has active, terminated, and individual with a balance but are not contributing. Compare to the previous quarter, there was an increase in the 401(a) and decrease in 403(b). Following by age group, from 41 -55 in both plans 401(a) and 403(b). There's ways to improve by starting them in their 20's when they're entering the workforce and see the increase over time. It be a great way to increase the balance and participates. In the past, plans ending with the \$100,000 balances was due to participates rolling over other plans with a previous employer. In the 4th quarter, an increase saving rates from 6.5% to 6.9% and hoping to see it at 10% or higher. Would like for staffs to move forward in career,

education, and engage with plan advisor therefor more contribution can be made in the long run. We encourage more participations in the 403(b) for those whom are saving as there is 29% saving under 5% and half are 23%.

Public comment: None heard.

No action required.

8. INVESTMENT PERFORMANCE SUMMARY

A. Investment Performance Summary

Lloyd Engleman, Managing Director from Accelerate Retirement introduce the return Analysis report, the funds from the year to date, each are benchmark. There not much of a difference in the funds and index, information can be provided to participate through Transamerica. Due to Covid, were working to increase participate by inviting them through video. In the past, the scoring systems is set up to a 12 point then to a 10 point scoring systems. The funds has to meet a criteria to run the statistic on where the data fail. If score at 9/10 is acceptable; 7/8 is average and anything below 6 will be questioned. And if fund managers are keeping a lookout, then will make a monitor the funds and make any recommendations to the committee. Would we like to discuss 321 and 328 in the agenda? Rodriguez commented, we can touch base internally. McCoy, no further questions.

Public comment: None heard.

No action required.

9. PUBLIC COMMENTS

No public comment

Emilia Reyes, Chief Executive Officer, announce an update on Covid positivity rate within the agency to be share by Jack Lazzarini, Chief Program Officer. Lazzarini shared the rates are dropping down, Fresno County; 7 day's average is down to 8.1% positivity and to compare, were recently in the 30%. Back in January, a 5.9 % positivity average in Fresno County as far as EOC employee goes. Last week and Monday went from 0 to 10% leading us in the 30-40%, the positivity rate has been low for the last 2 months. EOC will continue to monitor and refer staffs to the two sites; free of charge. Health Services and African American Coalition, which test on a daily basis including Saturday.

Rodriguez commented the next meeting is scheduled for May the 16th at 5 p.m.

10. ADJOURNMENT

Meeting adjourned at 5:49 p.m.

Respectfully submitted,

Barigye McCoy
Chair



HUMAN RESOURCES COMMITTEE MEETING

Date: May 16, 2022	Program: Human Resources
Agenda Item #: 4	Director: Melissa Soto
Subject: HR Staff Introductions	Officer: Jim Rodriguez

Background

- Priscilla Stuebner – Employee Relations Manager.

On February 22, 2022, we welcomed new team member, Priscilla Stuebner to serve as Employee Relations Manager focused on human resources management for Head Start (0-5). Priscilla has served as a strategic and accomplished human resources partner with significant experience and success in employee relations, risk management, recruitment, employment law and compliance, policy development, and data management. She has over 17 years of human resources experience and is currently studying Business Administration with an emphasis in Human Resources at Capella University.

- Melissa Soto – Human Resources Director.

This past March, Melissa Soto was promoted to Director of Human Resources. Melissa previously served as HR Assistant Director, Senior Employee Relations Manager, and Employee Relations Manager at Fresno EOC. Melissa has a Master's in Business Administration with a specialization in Human Resources Leadership from Franklin University in Columbus, OH. In collaboration with the Equity and Impact team, Melissa will plan, lead, direct, develop, and coordinate the policies, activities, and staff of the Human Resource department, ensuring legal compliance and implementation of the organizations mission, vision, and talent strategy.

- Erica Reyes – Human Resources Manager.

On May 2, 2022, we welcomed new team member, Erica Reyes to serve as Human Resources Manager focused on employee benefits. Erica has a Master's in Business Administration from Fresno State University. Erica previously served in multiple HR roles with the City of Fresno and Madera County.



HUMAN RESOURCES COMMITTEE MEETING

Date: May 16, 2022	Program: Human Resources
Agenda Item #: 5	Director: Melissa Soto
Subject: HR Metrics	Officer: Jim Rodriguez

Background

The following information is intended to provide the Committee a high-level snapshot of Human Resources 2022 1st quarter activity. The information is broken down into the six strategic goal areas that the program has identified:

- Talent Acquisition
- New Hire Survey Highlights
- Separations & Turnover
- Employee Overview
- Benefits
- Safety & Worker's Compensation

This scorecard is meant to be a versatile tool that can adapt to present pertinent information to the HR Committee each month.

Fresno EOC Human Resources Scorecard—2022 Q1

Exceeded Goal

Met Goal

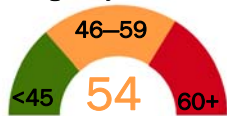
Below Goal

Talent Acquisition



50 Recruitment Hires

6 Agency Promotions

Avg. Days to Fill ¹Avg. Days to Hire ²

Director-Level Positions Filled:

Director of Equity and Impact
 - Internal Promotion 3/28/2022
 Human Resources Director
 - Internal Promotion 3/28/2022
 Marketing and Communications Director
 - Internal Promotion 1/17/2022

Job Fairs Attended: 4

New Hire Survey Highlights



11 Responses

Did New Hire Orientation (NHO) meet your expectations? **Yes—100%**

Did you have to contact HR after NHO for clarification? **No—81%**

Separations and Turnover

26 staff separated within first year

52 Separations

- 16 Accept Another Job
- 10 At Will
- 2 Attend School
- 2 Dissatisfied with Job
- 2 End Temp. Assignment
- 1 Moved out of Town
- 4 No Notice or Reason
- 12 Personal Reasons
- 1 Reduction in Force
- 2 Retirement



Net Loss: 2 staff

Turnover Tracker

Year	Fresno EOC	National Average ³
Q1—2021	4.38%	4.50%
Q1—2022	5.05%	3.03%

Employee Overview

As of March 31, 2022:

- Fresno EOC has 1039 employees
- Employees have an average of **9.8** years of service (vs. 2.9 years national average) ³
- 18.7% of employees have 20 or more years of service with Fresno EOC.

Staff Recognized for Years of Service Milestones

Years Achieved	5	10	20	30
# of Staff	12	6	7	1

Benefits

Benefit Eligible Enrollment Statistics

	Fresno EOC	National Average ³
Medical	75.3%	67%
Dental	78.8%	78%



92% of Fresno EOC jobs are benefit eligible.

Safety & Worker's Compensation



16 Injuries

- 7 required medical treatment of which 6 were preventable
- 9 required first aid only

Causes for Injuries requiring Medical Treatment:

1	Lack of Situational Awareness
1	Slip/Trip/Fall
1	Unruly Child
2	Improper Lifting Technique
2	Other



92% of Fresno EOC employees are fully vaccinated against COVID-19.

¹ Time to fill—posting date to hire date

² Time to hire—date applied to hire date

³ Bureau of Labor Statistics data for Private Industry employers



HUMAN RESOURCES COMMITTEE MEETING

Date: May 16, 2022	Program: Human Resources
Agenda Item #: 6	Director: Melissa Soto
Subject: Legal Summary	Officer: Jim Rodriguez

Background

The following information has been prepared for the Committee to provide an overview of litigated cases against the Agency.

The information is broken down into two categories:

- Open/pending cases - DFEH, EEOC Other
- Workers Compensation cases



HUMAN RESOURCES COMMITTEE MEETING

Date: May 16, 2022	Program: Retirement Benefits
Agenda Item #: 7	Trustee/ Officer: Jim Rodriguez
Subject: Plan Financials and Investment Reports	Trustee/ Officer: Emilia Reyes

Recommended Action

Trustees recommend Committee acceptance for full Board consideration of the retirement plan financial and investment reports for the period ending March 31, 2022.

Background

In accordance with the Agency's bylaws, the Committee will review and approve quarterly financial reports and investment performance reports of the retirement plans. Additionally, the Committee is to provide employees with a diversified slate of investment options and make changes to the funds offered as needed. As such, the below financial reports pertaining to the retirement plans are presented for acceptance.

Fiscal Impact

The following reports are compiled from information made available by Transamerica and RBG:

- A. Quarterly Activity Reconciliation
- B. Annual Activity Reconciliation
- C. Plan Diversification Report

Note: The interest rate for deposits received between 1/01/2022 and 3/31/2022 is 2.20% on an annualized basis for Standard Stable Asset Fund II, which is unchanged from the prior quarter.

Conclusion

The Committee's review of the financial reports and Investment summary is part of the Committee duties and with acceptance by the Committee, this item will move forward for full Board consideration at the May 25th Commission Meeting.

Fresno EOC
Retirement Plan Employer Report -- Quarterly Activity Reconciliation
as of March 31, 2022

Category	401(a)	403(b)	457(b)	All Plans
BEGINNING BALANCE January 1, 2022	\$41,941,095	\$7,515,640	\$889,163	\$50,345,898
CONTRIBUTION	411,006	294,780	3,750	\$709,536
CHANGE IN VALUE	(2,234,231)	(377,175)	(45,482)	(\$2,656,888)
WITHDRAWAL	(1,844,867)	(587,394)	(13,816)	(\$2,446,077)
DISTRIBUTION FEES	(790)	(340)		(\$1,130)
HARDSHIP WITHDRAWAL FEE				\$0
LOAN SETUP & MAINTENANCE FEE		(100)		(\$100)
LOAN PRINCIPAL		5,507		\$5,507
LOAN INTEREST PAID		153		\$153
LOAN ISSUED		(2,688)		(\$2,688)
ADMINISTRATIVE FEES	(54,027)	(10,138)	(602)	(\$64,766)
CONVERSION ASSETS				\$0
MANAGED ADVICE FEE	(1,786)	(582)		(\$2,367)
EMPLOYER ADVANCED				\$0
ENDING BALANCE March 31, 2022	\$38,216,400	\$6,837,663	\$833,014	\$45,887,077
# Distributions within Quarter	83	28	7	118
Plan Balance by Source:				
Employee After-Tax/Roth Contribution	\$1,865,746	\$889,352	\$0	\$2,755,098
Employee Pre-Tax Contribution / Deferred	-	5,423,988	660,378	6,084,366
Employer Contributions	36,350,654	-	172,636	36,523,290
Rollover	-	524,324	-	524,324
Total	\$38,216,400	\$6,837,663	\$833,014	\$45,887,077

Fresno EOC
Retirement Plan Employer Report – Annual Activity Reconciliation
as of March 31, 2022

Category	401(a)	403(b)	457(b)	All Plans
BEGINNING BALANCE April 1, 2021	\$ 40,527,811	\$ 6,708,820	\$ 929,873	\$ 48,166,504
CONTRIBUTION	1,741,084	1,178,827	19,121	2,939,032
CHANGE IN VALUE	1,844,750	336,514	13,440	2,194,705
WITHDRAWAL	(5,724,974)	(1,329,426)	(121,262)	(7,175,662)
DISTRIBUTION FEES	(3,214)	(1,694)	-	(4,908)
LOAN SETUP & MAINTENANCE FEE	-	(481)	-	(481)
LOAN PRINCIPAL	-	9,585	-	9,585
LOAN INTEREST PAID	-	490	-	490
LOAN ISSUED	-	(17,688)	-	(17,688)
ADMINISTRATIVE FEES	(162,032)	(44,784)	(8,158)	(214,974)
CONVERSION ASSETS	(1,849)	(670)	-	(2,519)
MANAGED ADVICE FEE	(5,176)	(1,830)	-	(7,006)
ENDING BALANCE March 31, 2022	\$ 38,216,400	\$ 6,837,663	\$ 833,014	\$ 45,887,077

Fresno EOC
Retirement Plan Summary Report
as of March 31, 2022

Fund Name	Ticker Symbol	401(a) Pension			403(b)			457(b)			Ranking (10 point maximum)
		Fund Amount	Percentage	Participant Count	Fund Amount	Percentage	Participant Count	Fund Amount	Percentage	Participant Count	
State Street Instl US Govt Money Market Premier	GVMXX	\$55.51	0.00%	0	\$596.09	0.00%	0	\$0.00	0.00%	0	
Standard Stable Asset Fund II		\$481,631.56	1.26%	69	\$597,315.27	8.73%	39	\$132,488.52	15.90%	1	
Fidelity Total Bond	FTBFX	\$388,851.10	1.01%	59	\$141,575.98	2.07%	62	\$0.00	0.00%	0	9
PIMCO Income Instl	PIMIX	\$78,895.12	0.20%	38	\$31,714.42	0.46%	35	\$82,691.89	9.92%	2	9
Eaton Vance High Income Opportunities I	EIHIX	\$3,697.96	0.00%	2	\$1,885.25	0.02%	9	\$0.00	0.00%	0	10
PIMCO International Bond (USD Hedged) Instl	PFORX	\$20,885.98	0.05%	33	\$4,711.45	0.06%	23	\$0.00	0.00%	0	9
American Funds American Balanced R6	RLBGX	\$256,822.41	0.67%	43	\$72,885.98	1.06%	36	\$0.00	0.00%	0	9
Vanguard Equity-Income Adm	VEIRX	\$399,449.12	1.04%	55	\$155,014.88	2.26%	60	\$0.00	0.00%	0	10
Calvert US Large Cap Core Rspnb Idx I	CISIX	\$20,825.61	0.05%	3	\$32,461.81	0.47%	11	\$0.00	0.00%	0	9
Vanguard 500 Index Admiral	VFIAX	\$354,419.38	0.92%	58	\$266,825.29	3.90%	66	\$0.00	0.00%	0	10
Vanguard Growth Index Adm	VIGAX	\$111,435.16	0.29%	7	\$116,666.10	1.70%	16	\$0.00	0.00%	0	10
Vanguard Mid-Cap Value Index Admiral	VMVAX	\$137,769.49	0.36%	47	\$50,645.09	0.74%	58	\$0.00	0.00%	0	9
Vanguard Strategic Equity Inv	VSEQX	\$97,575.05	0.25%	52	\$27,006.22	0.39%	55	\$0.00	0.00%	0	3
JPMorgan Mid Cap Growth R6	JMGMX	\$242,796.88	0.63%	57	\$108,653.34	1.58%	63	\$90,698.23	10.88%	1	10
Vanguard Small Cap Value Index Admiral	VSIAX	\$134,683.45	0.35%	55	\$69,067.10	1.01%	61	\$0.00	0.00%	0	10
Calvert Small Cap I	CSVIX	\$323.48	0.00%	1	\$4,767.10	0.06%	8	\$0.00	0.00%	0	8
PIMCO StocksPLUS Small Institutional	PSCSX	\$33,404.90	0.08%	7	\$4,036.38	0.05%	10	\$0.00	0.00%	0	7
T. Rowe Price QM U.S. Smll-Cap Grth Eqty	PRDSX	\$53,574.89	0.14%	6	\$22,874.74	0.33%	10	\$0.00	0.00%	0	7
American Beacon Intl Equity R5	AAIEX	\$162,402.80	0.42%	54	\$79,577.17	1.16%	60	\$0.00	0.00%	0	7
American Funds New Perspective R6	RNPGX	\$437,810.32	1.14%	58	\$187,619.29	2.74%	62	\$0.00	0.00%	0	10
Pax World Global Envrnmntl Markets Instl	PGINX	\$1,397.42	0.00%	3	\$14,092.14	0.20%	11	\$0.00	0.00%	0	6
Vanguard Total Intl Stock Index Admiral	VTIAX	\$365,525.06	0.95%	57	\$136,271.28	1.99%	61	\$0.00	0.00%	0	9
Goldman Sachs Intl Sm Cap Insights Instl	GICIX	\$520.80	0.00%	1	\$6,531.69	0.09%	7	\$0.00	0.00%	0	5
American Funds New World R6	RNWGX	\$741.76	0.00%	1	\$7,657.03	0.11%	7	\$0.00	0.00%	0	9

Fund Name	Ticker Symbol	401(a) Pension			403(b)			457(b)			Ranking (10 point maximum)
		Fund Amount	Percentage	Participant Count	Fund Amount	Percentage	Participant Count	Fund Amount	Percentage	Participant Count	
PIMCO RealPath Blend 2025 Institutional	PPZRX	\$4,901,416.47	12.82%	96	\$569,594.05	8.32%	32	\$0.00	0.00%	0	9
PIMCO RealPath Blend 2030 Institutional	PBPNX	\$5,652,582.36	14.79%	116	\$724,414.10	10.59%	46	\$0.00	0.00%	0	9
PIMCO RealPath Blend 2035 Institutional	PDGZX	\$5,386,338.14	14.09%	133	\$833,742.18	12.19%	51	\$0.00	0.00%	0	9
PIMCO RealPath Blend 2040 Institutional	PVPNX	\$4,470,595.37	11.69%	127	\$849,159.66	12.41%	43	\$44,892.68	5.38%	1	9
PIMCO RealPath Blend 2045 Institutional	PVQNX	\$2,685,409.45	7.02%	122	\$416,186.93	6.08%	45	\$0.00	0.00%	0	9
PIMCO RealPath Blend 2050 Institutional	PPQZX	\$1,148,281.32	3.00%	97	\$308,211.19	4.50%	38	\$0.00	0.00%	0	9
PIMCO RealPath Blend 2055 Institutional	PRQZX	\$493,901.31	1.29%	76	\$152,583.24	2.23%	28	\$0.00	0.00%	0	9
PIMCO RealPath Blend 2060 Institutional	PRBMX	\$100,115.25	0.26%	36	\$0.00	0.00%	0	\$0.00	0.00%	0	9
PIMCO RealPath Blend Income Institutional	PBRNX	\$9,475,553.26	24.79%	112	\$811,783.02	11.87%	33	\$473,255.44	56.81%	3	9
T. Rowe Price Spectrum Moderate Gr Allocation	TRSGX	\$462.05	0.00%	2	\$164.70	0.00%	2	\$0.00	0.00%	0	9
Vanguard LifeStrategy Cnsv Gr Inv	VSCGX	\$116,305.56	0.30%	3	\$31,968.95	0.46%	3	\$8,987.01	1.07%	1	7
Total		\$ 38,216,455.75	100%		\$ 6,838,259.11	100%		\$ 833,013.77	100%		

% of Participants at least partially invested in
Target Date Funds

92%

84%

67%

If an investment fails to meet the criteria standards, as determined by its score, it may be placed on a "watch list". If the investment maintains a watch list score for four consecutive quarters, or five out of eight quarters, the investment may be considered for further action. In the event an investment receives a score which is below that of "watch list" status, or experiences extraordinary circumstances which may render it imprudent to maintain, it may be considered for action at the earliest administratively practicable date.

An investment may be removed when the Committee has lost confidence in the investment manager's ability to: 1) Achieve performance, style, allocation and/or risk objectives; 2) Maintain acceptable qualitative standards (e.g., stable organization, compliance guidelines). If the investment manager has failed to adhere to and/or remedy one or both above conditions, the investment may be considered for removal from the Plan. The Committee may also remove an investment option for any reason it deems necessary and prudent.



HUMAN RESOURCES COMMITTEE MEETING

Date: May 16, 2022	Program: Retirement Benefits
Agenda Item #: 8	Trustee/ Officer: Jim Rodriguez
Subject: Investment Fund Change	Trustee/ Officer: Emilia Reyes

Recommended Action

Trustees recommend acceptance for full Board consideration for the replacement of Vanguard Strategic Equity Inv – VSEQX with iShares Russell Smart/Mid-Cap Idx K - BSMKX.

Background

Our investment advisors routinely monitor and evaluate the various investment options contained within the retirement plan fund lineup. This review is shared with the Agency on a quarterly basis. This review uses a scoring matrix to compare each fund's management and performance against industry benchmarks.

Fiscal Impact

Fund lineup selection is a critical fiduciary duty for our retirement plans. Funds are being recommended for replacement based on constant monitoring by our contracted investment advisory advisors, with the goal of including funds with a documented history of strong and stable performance over time that are appropriate for the demographics of our plan participants.

Due to consistently low rankings and underperformance against its peer, Vanguard Strategic Equity Inv – VSEQX is being recommended for removal and replacement by iShares Russell Smart/Mid-Cap Idx K - BSMKX.

The Consideration report identifies four other funds that are on the Watch List.

Once approved, Transamerica will be notified of this change in investment fund. Then, all employees will be notified about the pending change in the investment funds. Funds will be transferred over into the designated replacement funds. A participant may also opt, at their discretion, to move their assets in this fund elsewhere within the plan.


Conclusion

The Committee's review of the funds offered to the participants is part of the core duties. With acceptance by the Committee his item will move forward for full Board consideration at the May 25th Commission Meeting.



Considerations


Watchlist															
Active	Asset Class	Ticker/ ID	Style			Risk/Return			Peer Group		Qual	Score			
			Style	Style Drift	R ²	Risk/ Return	Up/ Down	Info Ratio	Return Rank	Info Ratio Rank	2pt Max	Q1 2022	Q4 2021	Q3 2021	Q2 2021
Goldman Sachs Intl Sm Cp Insights Instl 	ISMB	GICIX	1	1	1	0	0	0	0	0	2	5	7	7	7
			9.7/ -98.3	11.8	95.2	17.1/ 6.4	102.6/ 104.5	-0.09	51.0	52.0		ISMB	ISMB	ISMB	ISMB


Watchlist															
Active	Asset Class	Ticker/ ID	Style			Risk/Return			Peer Group		Qual	Score			
			Style	Style Drift	R ²	Risk/ Return	Up/ Down	Info Ratio	Return Rank	Info Ratio Rank	2pt Max	Q1 2022	Q4 2021	Q3 2021	Q2 2021
Pax Global Environmental Markets Instl 	GE	PGINX	1	0	1	0	0	0	1	1	2	6	9	9	10
			38.0/ 38.5	29.1	87.6	17.3/ 11.4	108.1/ 112.4	-0.03	27.0	31.0		GE	GE	GE	GE

Watchlist															
Active	Asset Class	Ticker/ ID	Style			Risk/Return			Peer Group		Qual	Score			
			Style	Style Drift	R ²	Risk/ Return	Up/ Down	Info Ratio	Return Rank	Info Ratio Rank	2pt Max	Q1 2022	Q4 2021	Q3 2021	Q2 2021
Eaton Vance High Income Opportunities I 	HY	EIHIX	1	1	1	1	1	1	1	1	2	10	7	6	6
			99.8/ -99.8	0.7	97.1	7.8/ 4.9	99.7/ 94.6	0.23	30.0	42.0		HY	HY	HY	HY

Summary of Considerations

Watchlist	Asset Class	Fund	Score
	SCG	T. Rowe Price QM US Small-Cap Gr Eq	7
	ISMB	Goldman Sachs Intl Sm Cp Insights Instl	5
	GE	Pax Global Environmental Markets Instl	6
	HY	Eaton Vance High Income Opportunities I	10

Add	Asset Class	Fund	Score
	SMCB-P	iShares Russell Small/Mid-Cap Idx K	10

Eliminate	Asset Class	Fund	Score	Action	Asset Class	Fund	Score
	SMCB	Vanguard Strategic Equity Inv	3	map to	SMCB-P	iShares Russell Small/Mid-Cap Idx K	10

Considerations:  Add  Delete  Watchlist



HUMAN RESOURCES COMMITTEE MEETING

Date: May 16, 2022	Program: Retirement Benefits
Agenda Item #: 9	Trustee/ Officer: Jim Rodriguez
Subject: Retirement Plan Demographics	Trustee/ Officer: Emilia Reyes

Background

The information presented below is intended to keep the Board apprised on the demographics of the participants within the various retirement plans as of the quarter ending March 31, 2022.

The following reports are compiled and generated from information made available by Transamerica and by RBG:

- A. Participant Information Report – Quarterly Comparison
- B. Graph of Participants by Age
- C. Graph of Participants by Account Balance
- D. 403(b) Savings Rate

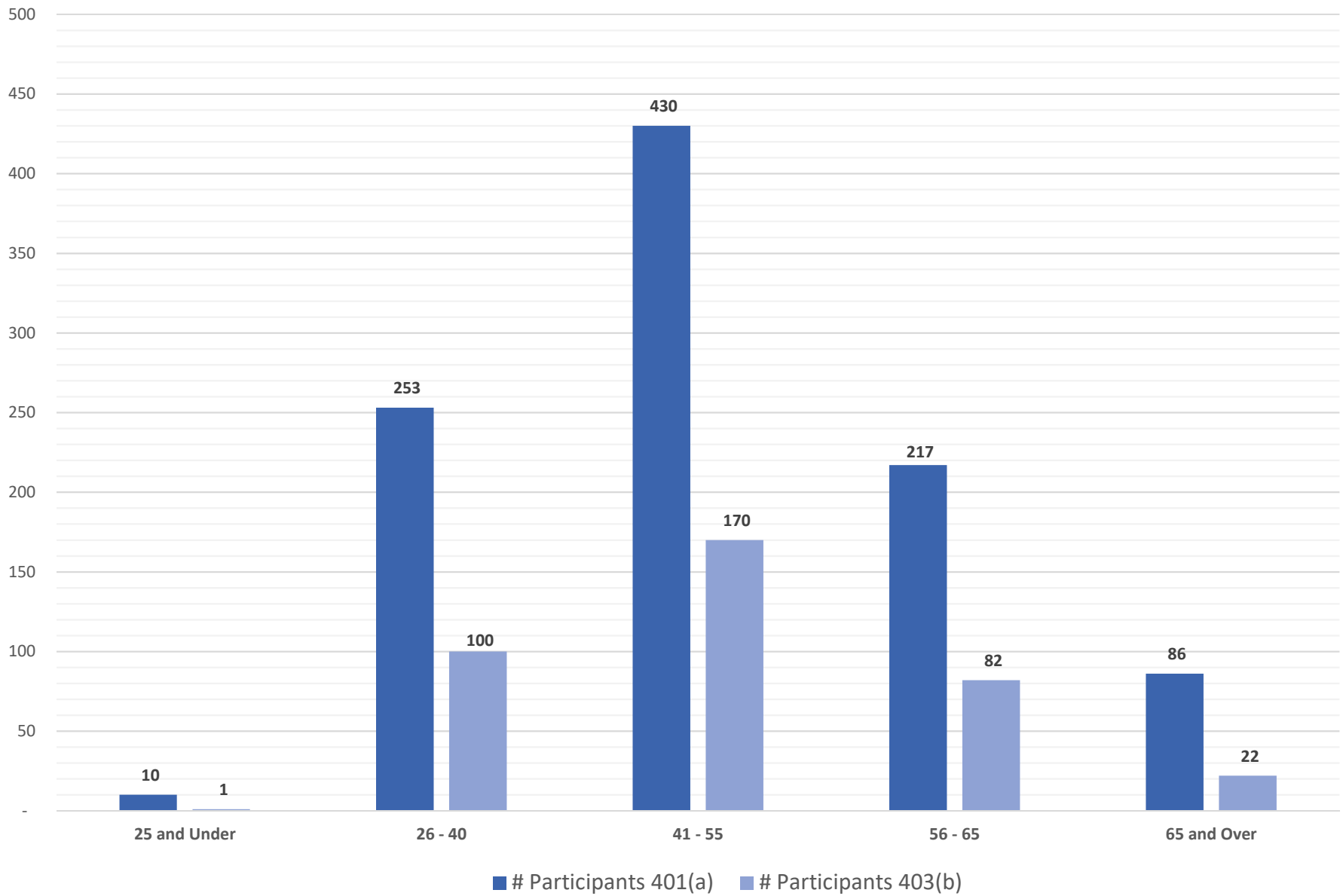
Fresno EOC
Retirement Plan Employer Report – Participant Information
as of March 31, 2022

Participant Count Report @ 3/31/2022	401(a) Pension	403(b)	457(b)
Participants With Balance	996	375	6
Non-Terminated Participants With Balance	748	324	1
Terminated Participants With Balance	248	51	5
Terminated Participants With Balance < \$5000	36	3	-
Auto Increase	n/a	44	-
# Employees with Active Loans	n/a	5	n/a
Managed Advice	52	51	-

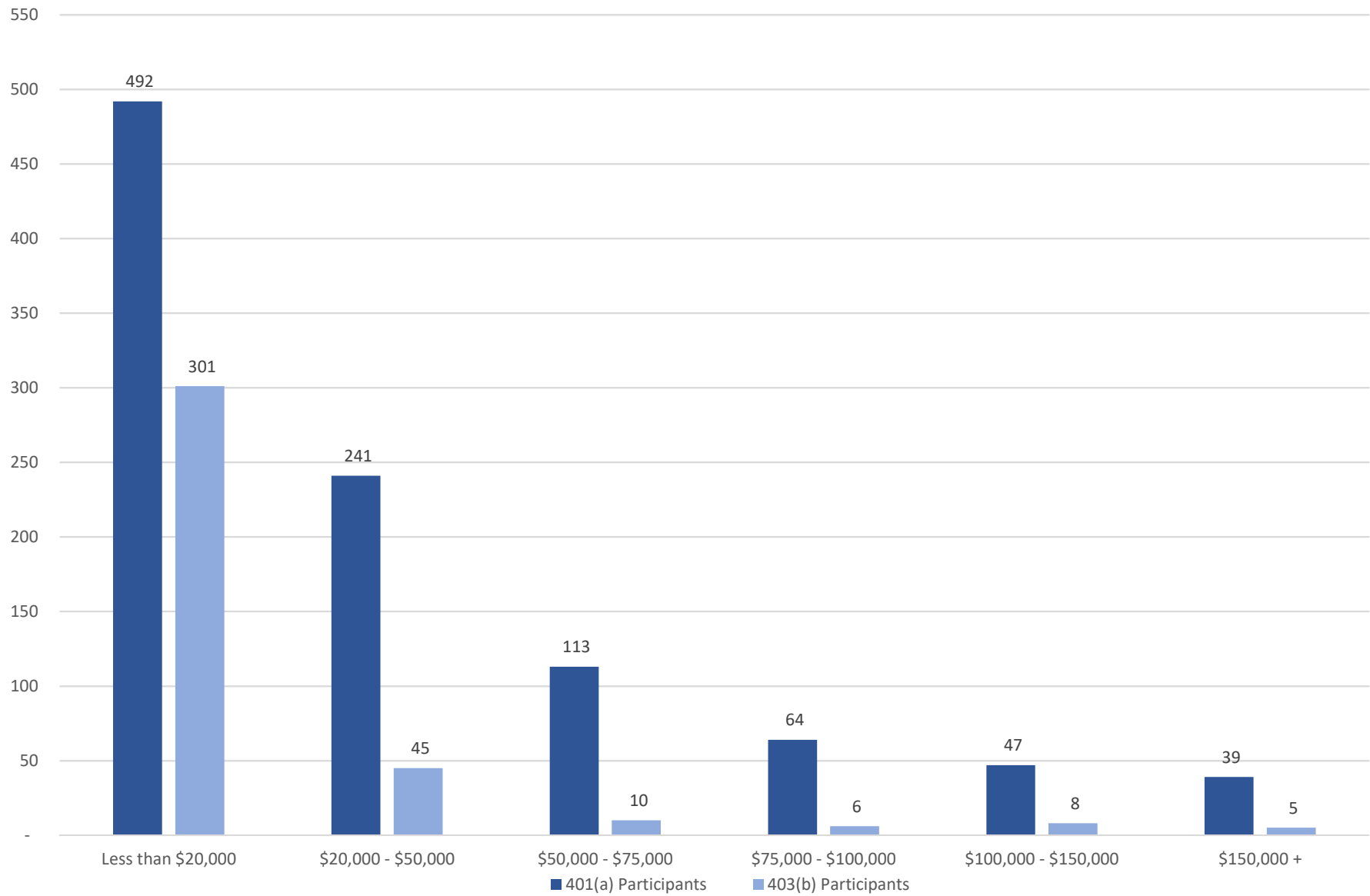
Participant Count Report @ 12/31/2021	401(a) Pension	403(b)	457(b)
Participants With Balance	1,017	386	6
Non-Terminated Participants With Balance	749	321	1
Terminated Participants With Balance	268	65	5
Terminated Participants With Balance < \$5000	37	12	-
Auto Increase	n/a	44	-
# Employees with Active Loans	n/a	5	n/a
Managed Advice	54	51	-

Change in Participant Count from Prior Quarter	401(a) Pension	403(b)	457(b)
Participants With Balance	(21)	(11)	-
Non-Terminated Participants With Balance	(1)	3	-
Terminated Participants With Balance	(20)	(14)	-
Terminated Participants With Balance < \$5000	(1)	(9)	-

Fresno EOC Plan Participants by Age
as of 3/31/22



Fresno EOC Plan Participants by Account Balance
as of 3/31/22



Fresno EOC
403(b) Plan Saving Rates
For the Quarter Ending March 31, 2022

	2020 Q4	2021 Q1	2021 Q2	2021 Q3	2021 Q4	2022 Q1
Average Deferral						
% of pay	5.9%	6.0%	6.3%	6.5%	6.9%	6.9%
by amount	\$ 142	\$ 158	\$ 170	\$ 185	\$ 168	\$ 172

Participation by Deferral Rate

Under 5%	33%	34%	32%	30%	29%	33%
At 5%	23%	23%	21%	22%	23%	20%
Over 5%	44%	43%	47%	48%	48%	47%



HUMAN RESOURCES COMMITTEE MEETING

Date: May 16, 2022	Program: Retirement Benefits
Agenda Item #: 10	Trustee/ Officer: Jim Rodriguez
Subject: Investment Performance Summary	Trustee/ Officer: Emilia Reyes

Background

The information presented below is intended to keep the Board apprised on the investment performance summary for the investment funds within the retirement plans and to receive an update of the current investment market, in accordance with the Committee's responsibilities as outlined in the Agency's bylaws.

The Performance Summary report is provided by our investment advisors as an excerpt from their full quarterly review report on the plans, investments, regulations, and economic environment. This detailed report provides information on the ranking of each fund against its peer group, on historic performance, on expense ratios, on rankings, and on the amount of funds being held.

Representatives from Accelerate Retirement and PensionMark will be available to response to any questions, to highlight any significant items, and to provide an update of the current investment market.

Scorecard™

Total Plan Assets: \$38,216,455.75 as of 3/31/2022

Risk-based Series

Asset Allocation	Assets	Asset Class	Risk Index	Allocation Score (Series Funds)		Selection Score (Underlying Funds)		Blended Score			
				# of Funds	Avg Score	# of Funds	Avg Score	Q1 2022	Q4 2021	Q3 2021	Q2 2021
Vanguard LifeStrategy Risk-Based Series Inv	\$116,305.56	N/A	N/A	4	5.3	4	8.5	7	8	8	8

Selection (Underlying Funds)

Passive	Asset Class	Ticker/ ID	Style				Peer Group				Qual	Score			
			Style	Style Drift	R ²	Tracking Error	TE Rank	Expense Rank	Return Rank	SR Rank		Q1 2022	Q4 2021	Q3 2021	Q2 2021
Vanguard Total Stock Mkt Idx Inv	LCB-P	VTSMX	1	1	1	1	1	1	1	1	2	10	10	10	10
			5.1/ 84.0	2.3	99.8	0.8	12.0	23.0	59.0	71.0		LCB-P	LCB-P	LCB-P	LCB-P
Vanguard Total Intl Stock Index Inv	IE-P	VGTSX	1	1	1	1	0	1	1	1	2	9	10	9	9
			-2.1/ 40.5	11.1	98.7	2.0	94.0	43.0	21.0	26.0		IE-P	IE-P	IE-P	IE-P
Vanguard Total Bond Market II Idx Inv	CFI-P	VTBIX	1	0	1	1	0	1	1	1	2	8	8	8	9
			14.1/ 60.2	13.0	99.4	0.4	77.0	26.0	33.0	35.0		CFI-P	CFI-P	CFI-P	CFI-P
Vanguard Total Intl Bd Idx Investor	GFI-P	VTIBX	1	0	0	1	0	1	1	1	2	7	8	7	8
			-52.3/ 47.6	11.0	60.2	3.2	78.0	32.0	36.0	38.0		GFI-P	GFI-P	GFI-P	GFI-P

Scorecard™

Risk-based Series

Asset Allocation	Assets	Asset Class	Risk Index	Allocation Score (Series Funds)		Selection Score (Underlying Funds)		Blended Score			
				# of Funds	Avg Score	# of Funds	Avg Score	Q1 2022	Q4 2021	Q3 2021	Q2 2021
T. Rowe Price Personal Risk-Based Series	\$462.05	N/A	N/A	3	10.0	7	7.2	9	9	9	9

Selection (Underlying Funds)

Asset Allocation	Asset Class	Ticker/ ID	Style			Risk/Return			Peer Group		Qual	Score			
			Risk Level	Style Diversity	R ²	Risk/ Return	Up/ Down	Info Ratio	Return Rank	SR Rank	2pt Max	Q1 2022	Q4 2021	Q3 2021	Q2 2021
T. Rowe Price Dynamic Global Bond I	MSB	RPEIX	1	0	0	1	1	1	0	1	1	6	5	6	6
			3.4	99.5/ 0.5	0.0	3.4/ 2.6	211.9/ -1,476.1	0.43	69.0	26.0	S	MSB	MSB	MSB	MSB

Active	Asset Class	Ticker/ ID	Style			Risk/Return			Peer Group		Qual	Score			
			Style	Style Drift	R ²	Risk/ Return	Up/ Down	Info Ratio	Return Rank	Info Ratio Rank	2pt Max	Q1 2022	Q4 2021	Q3 2021	Q2 2021
T. Rowe Price Instl Emerging Mkts Eq	EME	IEMFX	1	1	1	0	0	0	0	1	0	4	5	7	10
			16.0/ -96.2	10.5	94.2	17.5/ 4.8	99.7/ 104.9	-0.28	53.0	50.0	T	EME	EME	EME	EME
T. Rowe Price Instl High Yield	HY	TRHYX	1	1	1	1	0	0	1	1	1	7	7	7	7
			90.1/ -90.1	4.3	98.1	7.6/ 4.3	96.8/ 98.4	-0.22	22.0	24.0	T	HY	HY	HY	HY
T. Rowe Price Instl Floating Rate	BL	RPIFX	1	1	1	1	1	0	1	1	2	9	9	9	9
			-72.9/ -73.2	4.2	97.9	5.8/ 3.7	86.5/ 82.2	-0.25	8.0	8.0		BL	BL	BL	BL

Scorecard™

continued

Active	Asset Class	Ticker/ ID	Style			Risk/Return			Peer Group		Qual	Score			
			Style	Style Drift	R ²	Risk/ Return	Up/ Down	Info Ratio	Return Rank	Info Ratio Rank	2pt Max	Q1 2022	Q4 2021	Q3 2021	Q2 2021
T. Rowe Price Intl Bd (USD Hdgd) I	GFI	TNBMX										-	-	-	-
												-	-	-	-
T. Rowe Price Instl Emerging Mkts Bond	SFI	TREBX										-	-	-	-
												-	-	-	-

Passive	Asset Class	Ticker/ ID	Style				Peer Group				Qual	Score			
			Style	Style Drift	R ²	Tracking Error	TE Rank	Expense Rank	Return Rank	SR Rank	2pt Max	Q1 2022	Q4 2021	Q3 2021	Q2 2021
T. Rowe Price US Trs Long- Term Idx I	LOG-P	PRUUX	1	1	1	1	1	1	1	1	2	10	10	10	10
			100.0/ 100.0	0.0	99.7	0.9	15.0	58.0	21.0	18.0		LOG-P	LOG-P	LOG-P	LOG-P

Target Date Series

Asset Allocation	Assets	Asset Class	Risk Index	Allocation Score (Series Funds)		Selection Score (Underlying Funds)		Blended Score			
				# of Funds	Avg Score	# of Funds	Avg Score	Q1 2022	Q4 2021	Q3 2021	Q2 2021
PIMCO RealPath Blend Target Date Series Instl	\$34,314,192.93	AGG	72	9	9.6	12	8.6	9	9	9	8

Selection (Underlying Funds)

Asset Allocation	Asset Class	Ticker/ ID	Style			Risk/Return			Peer Group		Qual	Score			
			Risk Level	Style Diversity	R ²	Risk/ Return	Up/ Down	Info Ratio	Return Rank	SR Rank	2pt Max	Q1 2022	Q4 2021	Q3 2021	Q2 2021
PIMCO Income Instl	MSB	PIMIX	1	0	1	1	1	1	1	1	2	9	9	9	9
			4.8	45.8/ 54.2	89.4	4.8/ 3.6	105.1/ 71.9	0.88	27.0	14.0		MSB	MSB	MSB	MSB

Scorecard™

continued

Active	Asset Class	Ticker/ ID	Style			Risk/Return			Peer Group		Qual	Score			
			Style	Style Drift	R ²	Risk/ Return	Up/ Down	Info Ratio	Return Rank	Info Ratio Rank	2pt Max	Q1 2022	Q4 2021	Q3 2021	Q2 2021
PIMCO Total Return Instl	CFI	PTTRX	1	1	1	1	1	1	1	1	2	10	10	10	10
			3.8/ 48.6	18.7	91.8	3.7/ 2.5	102.2/ 94.2	0.33	34.0	22.0		CFI	CFI	CFI	CFI
PIMCO Long-Term Real Return Instl	UGT	PRAIX	0	0	1	1	0	1	1	1	1	6	6	6	6
			30.8/ 90.2	41.0	82.0	10.1/ 7.6	209.8/ 237.5	0.46	1.0	1.0	T	UGT	UGT	UGT	UGT
PIMCO Real Return Instl	UGT	PRRIX	1	1	1	1	1	1	1	1	1	9	9	9	9
			-86.3/ 85.4	1.2	95.6	3.9/ 4.5	100.2/ 98.4	0.09	7.0	7.0	T	UGT	UGT	UGT	UGT
PIMCO High Yield Instl	HY	PHIYX	1	1	1	1	0	0	1	1	2	8	9	8	8
			83.8/ -93.0	6.0	98.2	6.8/ 4.1	91.6/ 93.2	-0.35	19.0	19.0		HY	HY	HY	HY
PIMCO International Bond (USD-Hdg) Instl	GFI	PFORX	1	1	0	1	1	1	1	1	2	9	8	8	8
			-54.9/ 24.4	6.0	52.6	3.1/ 2.6	55.7/ 25.2	0.39	10.0	10.0		GFI	GFI	GFI	GFI
PIMCO Emerging Mkts Lcl Ccy and Bd Instl	SFI	PELBX										-	-	-	-
													-	-	-
PIMCO Long-Term US Government Instl	LOG	PGOVX	1	1	1	1	0	0	0	0	2	6	6	5	5
			100.0/ 100.0	0.0	99.4	11.5/ 3.8	98.7/ 99.1	-0.1	77.0	77.0		LOG	LOG	LOG	LOG
Passive	Asset Class	Ticker/ ID	Style				Peer Group				Qual	Score			
			Style	Style Drift	R ²	Tracking Error	TE Rank	Expense Rank	Return Rank	SR Rank	2pt Max	Q1 2022	Q4 2021	Q3 2021	Q2 2021
Vanguard Institutional Index I	LCB-P	VINIX	1	1	1	1	1	1	1	1	2	10	10	10	10
			4.3/ 97.3	2.1	99.7	1.2	40.0	12.0	15.0	14.0		LCB-P	LCB-P	LCB-P	LCB-P

Scorecard™

continued

Passive	Asset Class	Ticker/ ID	Style				Peer Group				Qual	Score			
			Style	Style Drift	R ²	Tracking Error	TE Rank	Expense Rank	Return Rank	SR Rank	2pt Max	Q1 2022	Q4 2021	Q3 2021	Q2 2021
Vanguard Small Cap Index I	SCB-P	VSCIX	1	0	1	1	1	1	1	1	2	9	8	8	9
			-11.6/ -51.5	7.1	97.4	3.9	72.0	7.0	9.0	2.0		SCB-P	SCB-P	SCB-P	SCB-P
Vanguard Developed Markets Index Instl	ILCB-P	VTMNX	1	1	1	1	0	1	1	1	2	9	9	9	9
			-6.3/ 42.4	19.5	98.3	2.4	80.0	12.0	5.0	6.0		ILCB-P	ILCB-P	ILCB-P	ILCB-P
Vanguard Emerging Mkts Stock Idx Instl	EME-P	VEMIX	1	1	1	1	1	1	1	1	2	10	10	10	10
			19.0/ -80.6	11.0	97.1	3.1	70.0	9.0	10.0	11.0		EME-P	EME-P	EME-P	EME-P

Core Lineup



Asset Allocation	Assets	Asset Class	Ticker/ ID	Style			Risk/Return			Peer Group		Qual	Score			
				Risk Level	Style Diversity	R ²	Risk/ Return	Up/ Down	Info Ratio	Return Rank	SR Rank		Q1 2022	Q4 2021	Q3 2021	Q2 2021
American Funds American Balanced R6	\$256,822.41	MOD	RLBGX	1	0	1	1	1	1	1	1	2	9	9	9	9
				9.3	59.5/ 40.5	96.8	9.3/ 10.0	103.7/ 96.6	0.57	7.0	6.0		MOD	MOD	MOD	MOD
PIMCO Income Instl	\$78,895.12	MSB	PIMIX	1	0	1	1	1	1	1	1	2	9	9	9	9
				4.8	45.8/ 54.2	89.4	4.8/ 3.6	105.1/ 71.9	0.88	27.0	14.0		MSB	MSB	MSB	MSB

Scorecard™

Active	Assets	Asset Class	Ticker/ ID	Style			Risk/Return			Peer Group		Qual	Score			
				Style	Style Drift	R ²	Risk/ Return	Up/ Down	Info Ratio	Return Rank	Info Ratio Rank		Q1 2022	Q4 2021	Q3 2021	Q2 2021
Vanguard Equity-Income Adm	\$399,449.12	LCV	VEIRX	1	1	1	1	1	1	1	1	2	10	10	10	10
				-86.6/ 87.1	1.4	97.6	14.6/ 11.9	94.2/ 83.8	0.53	26.0	26.0		LCV	LCV	LCV	LCV
JPMorgan Mid Cap Growth R6	\$242,796.88	MCG	JMGMX	1	1	1	1	1	1	1	1	2	10	10	10	10
				96.7/ -13.1	7.8	97.4	18.9/ 18.2	106.4/ 94.8	1.02	9.0	4.0		MCG	MCG	MCG	MCG
Calvert Small-Cap I	\$323.48	SCB	CSVIX	0	0	1	1	1	1	1	1	2	8	8	9	8
				-13.7/ -31.9	34.9	90.6	17.3/ 11.2	84.5/ 76.6	0.21	19.0	17.0		SCB	SCB	SCB	SCB
PIMCO StocksPLUS Small Institutional	\$33,404.90	SCB	PSCSX	1	1	1	0	0	0	1	1	2	7	10	10	10
				-2.7/ -100.0	3.2	99.4	22.9/ 9.4	104.5/ 106.0	-0.13	30.0	33.0		SCB	SCB	SCB	SCB
T. Rowe Price QM US Small-Cap Gr Eq	\$53,574.89	SCG	PRDSX	0	1	1	1	1	1	0	0	2	7	6	7	6
				48.2/ -21.0	19.0	92.7	18.8/ 11.5	87.0/ 80.7	0.19	70.0	70.0		SCG	SCG	SCG	SCG
Vanguard Strategic Equity Inv	\$97,575.05	SMCB	VSEQX	0	1	1	1	0	0	0	0	0	3	2	4	5
				-31.0/ -31.0	22.0	96.8	20.1/ 11.5	99.4/ 99.7	-0.03	63.0	75.0	T	SMCB	SMCB	SMCB	SMCB
American Beacon International Eq R5	\$162,402.80	ILCV	AAIEX	1	1	1	0	0	0	1	1	2	7	9	9	9
				-93.3/ 45.6	15.2	95.4	18.5/ 3.9	103.2/ 104.1	-0.06	38.0	35.0		ILCV	ILCV	ILCV	ILCV
Goldman Sachs Intl Sm Cp Insights Instl	\$520.80	ISMB	GICIX	1	1	1	0	0	0	0	0	2	5	7	7	7
				9.7/ -98.3	11.8	95.2	17.1/ 6.4	102.6/ 104.5	-0.09	51.0	52.0		ISMB	ISMB	ISMB	ISMB
American Funds New World R6	\$741.76	EME	RNWGX	0	1	1	1	1	1	1	1	2	9	9	9	9
				46.4/ 11.8	10.6	85.3	15.6/ 9.9	99.5/ 82.3	0.61	8.0	12.0		EME	EME	EME	EME

Scorecard™

continued

Active	Assets	Asset Class	Ticker/ ID	Style			Risk/Return			Peer Group		Qual	Score			
				Style	Style Drift	R ²	Risk/ Return	Up/ Down	Info Ratio	Return Rank	Info Ratio Rank		Q1 2022	Q4 2021	Q3 2021	Q2 2021
American Funds New Perspective R6	\$437,810.32	GE	RNPGX	1	1	1	1	1	1	1	1	2	10	10	10	10
				59.6/ 48.8	18.8	94.7	16.5/ 15.6	115.3/ 99.6	1.02	7.0	0.0		GE	GE	GE	GE
Pax Global Environmental Markets Instl 	\$1,397.42	GE	PGINX	1	0	1	0	0	0	1	1	2	6	9	9	10
				38.0/ 38.5	29.1	87.6	17.3/ 11.4	108.1/ 112.4	-0.03	27.0	31.0		GE	GE	GE	GE
Fidelity Total Bond Fund	\$388,851.10	CFI	FTBFX	1	1	0	1	1	1	1	1	2	9	9	9	9
				-19.2/ 30.0	6.0	78.1	3.9/ 3.0	110.4/ 93.6	0.47	17.0	15.0		CFI	CFI	CFI	CFI
Eaton Vance High Income Opportunities I 	\$3,697.96	HY	EIHIX	1	1	1	1	1	1	1	1	2	10	7	6	6
				99.8/ -99.8	0.7	97.1	7.8/ 4.9	99.7/ 94.6	0.23	30.0	42.0		HY	HY	HY	HY
PIMCO International Bond (USD-Hdg) Instl	\$20,885.98	GFI	PFORX	1	1	0	1	1	1	1	1	2	9	8	8	8
				-54.9/ 24.4	6.0	52.6	3.1/ 2.6	55.7/ 25.2	0.39	10.0	10.0		GFI	GFI	GFI	GFI
The Standard Stable Asset Fund II	\$481,631.56	SV	SSAFII.Stan										-	-	-	-
													-	-	-	-
State Street Instl US Govt MMkt Premier	\$55.51	MM	GVMXX										-	-	-	-
													-	-	-	-

Scorecard™

Passive	Assets	Asset Class	Ticker/ ID	Style				Peer Group				Qual	Score			
				Style	Style Drift	R ²	Tracking Error	TE Rank	Expense Rank	Return Rank	SR Rank		Q1 2022	Q4 2021	Q3 2021	Q2 2021
Vanguard 500 Index Admiral	\$354,419.38	LCB-P	VFIAX	1	1	1	1	1	1	1	1	2	10	10	10	10
				4.3/ 97.3	2.1	99.7	1.2	30.0	12.0	17.0	15.0		LCB-P	LCB-P	LCB-P	LCB-P
Calvert US Large Cap Core Rspnb Idx I	\$20,825.61	LCB-P	CISIX	1	1	1	1	0	1	1	1	2	9	9	9	9
				22.4/ 91.8	2.5	99.3	1.6	79.0	33.0	2.0	2.0		LCB-P	LCB-P	LCB-P	LCB-P
Vanguard Growth Index Admiral	\$111,435.16	LCG-P	VIGAX	1	1	1	1	1	1	1	1	2	10	10	10	10
				97.4/ 95.8	1.6	99.6	1.2	55.0	10.0	33.0	38.0		LCG-P	LCG-P	LCG-P	LCG-P
Vanguard Mid-Cap Value Index Admiral	\$137,769.49	MCV-P	VMVAX	1	0	1	1	1	1	1	1	2	9	10	10	10
				-96.8/ 15.9	13.7	99.0	2.2	17.0	1.0	14.0	7.0		MCV-P	MCV-P	MCV-P	MCV-P
Vanguard Small Cap Value Index Admiral	\$134,683.45	SCV-P	VSIAX	1	1	1	1	1	1	1	1	2	10	10	9	9
				-97.6/ -55.4	4.8	97.7	3.9	67.0	7.0	11.0	12.0		SCV-P	SCV-P	SCV-P	SCV-P
iShares Russell Small/Mid-Cap Idx K		SMCB-P	BSMKX	1	1	1	1	1	1	1	1	2	10	10	9	10
				-12.4/ -57.3	5.6	100.0	0.2	19.0	49.0	58.0	5.0		SMCB-P	SMCB-P	SMCB-P	SMCB-P
Vanguard Total Intl Stock Index Admiral	\$365,525.06	IE-P	VTIAX	1	1	1	1	0	1	1	1	2	9	9	9	9
				-1.8/ 41.3	11.2	98.7	2.0	89.0	30.0	8.0	14.0		IE-P	IE-P	IE-P	IE-P