FELRA and UFCW Pension Fund

Masters Consulting Services Report

Period Ended
March 31, 2020

TABLE OF CONTENTS

Page 03	**Market Commentary**
Page 24	**MCS Commentary, Recommendations, and Compliance Summary**
Page 41	**Preliminary May Performance Update**
Page 49	**Glossary of Investment Terminology**

Market Discussion 1Q | 2020

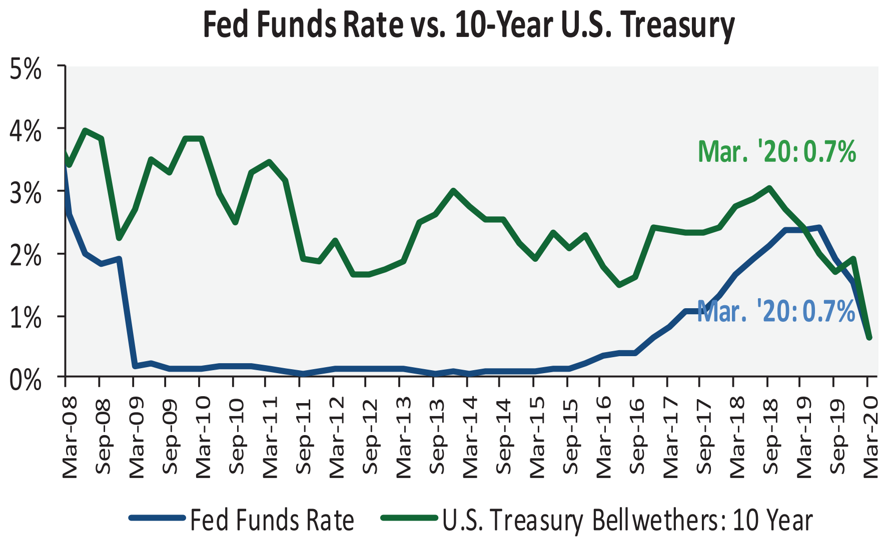
INVESTMENT PERFORMANCE SERVICES, LLC

Financial Market Performance

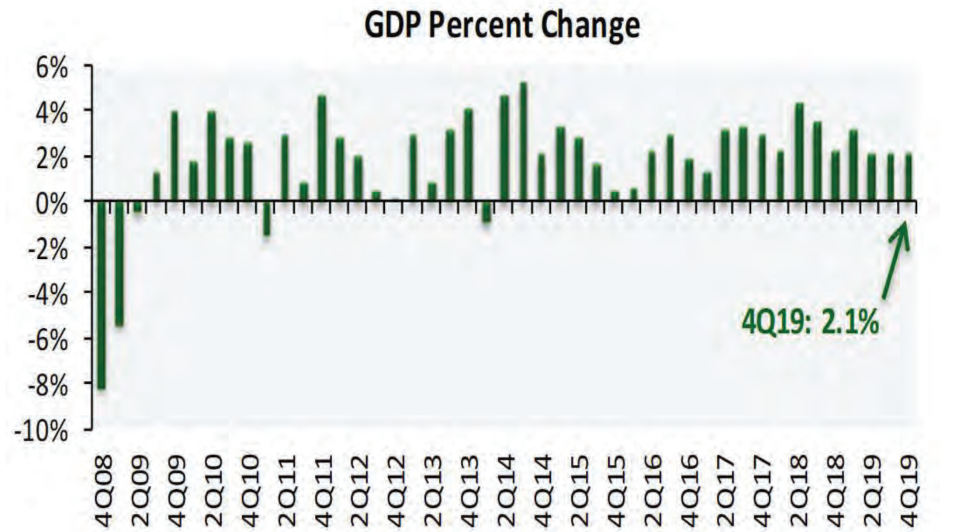
Periods Ending March 31, 2020

Strategy	Sector	Index	QTR	YTD	2019	2018	2017	2016	2015	1-Yr	3-Yr	5-Yr	10-Yr	20-Yr
Stocks	**US Large Cap**	S&P 500	-19.6	-19.6	31.5	-4.4	21.8	12.0	1.4	-7.0	5.1	6.7	10.5	4.8
	US Small Cap	Russell 2000	-30.6	-30.6	25.5	-11.0	14.7	21.3	-4.4	-24.0	-4.6	-0.3	6.9	5.3
	All Country	MSCI All Country World (net)	-21.4	-21.4	26.6	-9.4	24.0	7.9	-2.4	-11.3	1.5	2.9	5.9	-
	Non-US Developed	MSCI EAFE (net)	-22.8	-22.8	22.0	-13.8	25.0	1.0	-0.8	-14.4	-1.8	-0.6	2.7	2.0
	Emerging Markets	MSCI EM (net)	-23.6	-23.6	18.4	-14.6	37.3	11.2	-14.9	-17.7	-1.6	-0.4	0.7	5.1
	Int'l Small Cap	MSCI EAFE Small Cap (net)	-27.5	-27.5	25.0	-17.9	33.0	2.2	9.6	-18.2	-2.9	1.0	4.8	5.6
Bonds	**Treasury**	Bloomberg Barclays US Govt	8.1	8.1	6.8	0.9	2.3	1.1	0.9	13.1	5.8	3.6	3.7	4.8
	Broad Market	Bloomberg Barclays Aggregate	3.2	3.2	8.7	0.0	3.5	2.7	0.6	8.9	4.8	3.4	3.9	5.1
	Intermediate	Bloomberg Barclays Gov/Credit Int.	2.4	2.4	6.8	0.9	2.1	2.1	1.1	6.9	3.8	2.8	3.1	4.5
	High Yield	Bloomberg Barclays HY BaB 2% IC	-11.4	-11.4	15.2	-1.9	6.9	14.1	-2.7	-4.9	1.5	3.0	5.7	6.4
	Short Duration HY	BofA ML HY Cash Pay BB 1-3 YR	-7.8	-7.8	8.7	1.4	3.6	8.5	1.2	-3.4	1.4	2.6	4.3	-
	Global Bonds	FTSE WGBI	2.0	2.0	5.9	-0.8	7.5	1.6	-3.6	6.2	4.3	3.0	2.2	4.3
GTAA	**Unconstrained**	65% MSCI World /35% FTSE WGBI	-13.0	-13.0	19.8	-5.7	17.0	5.6	-1.6	-4.1	3.2	3.5	5.4	4.1
Real Estate	**Core**	NCREIF ODCE Equal Weighted (net)	0.7	0.7	5.2	7.3	6.9	8.4	14.2	4.4	6.2	7.8	10.6	6.9
Hedge Fund of Funds	**Diversified FOFs**	HFRI FOF Composite	-7.3	-7.3	8.4	-4.0	7.8	0.5	-0.3	-3.9	0.5	0.3	1.9	2.7
	Equity Long-Short	HFRI Equity Hedge	-12.9	-12.9	13.7	-7.1	13.3	5.5	-1.0	-8.0	0.1	1.3	3.0	3.7
Commodities	**Commodities**	Goldman Sachs Commodity	-42.3	-42.3	17.6	-13.8	5.8	11.4	-32.9	-41.0	-13.3	-12.8	-10.4	-3.6

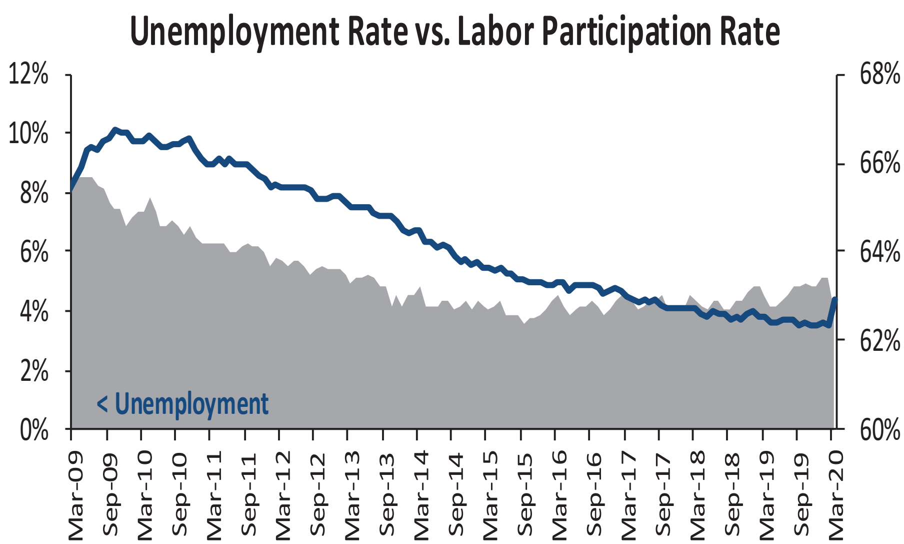
U.S. Economy



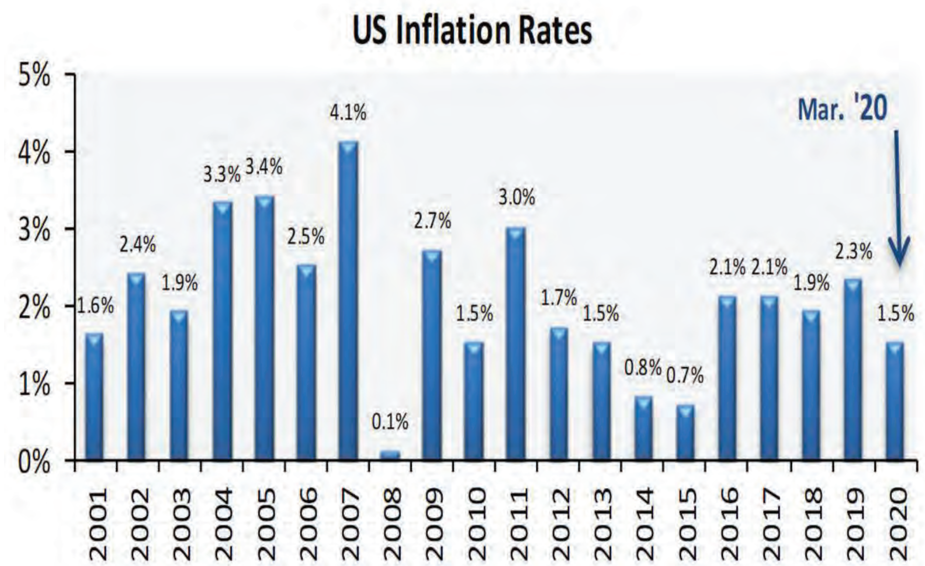
Fed Funds Rate vs. 10-Year U.S. Treasury
5%
4%
3%
2%
1%
0%
Mar. '20: 0.7%
Mar. '20: 0.7%
Mar-08 Sep-08 Mar-09 Sep-09 Mar-10 Sep-10 Mar-11 Sep-11 Mar-12 Sep-12 Mar-13 Sep-13 Mar-14 Sep-14 Mar-15 Sep-15 Mar-16 Sep-16 Mar-17 Sep-17 Mar-18 Sep-18 Mar-19 Sep-19 Mar-20
Fed Funds Rate
U.S. Treasury Bellwethers: 10 Year



GDP Percent Change
6%
4%
2%
0%
-2%
-4%
-6%
-8%
-10%
4Q19: 2.1%
4Q08 2Q09 4Q09 2Q10 4Q10 2Q11 4Q11 2Q12 4Q12 2Q13 4Q13 2Q14 4Q14 2Q15 4Q15 2Q16 4Q16 2Q17 4Q17 2Q18 4Q18 2Q19 4Q19

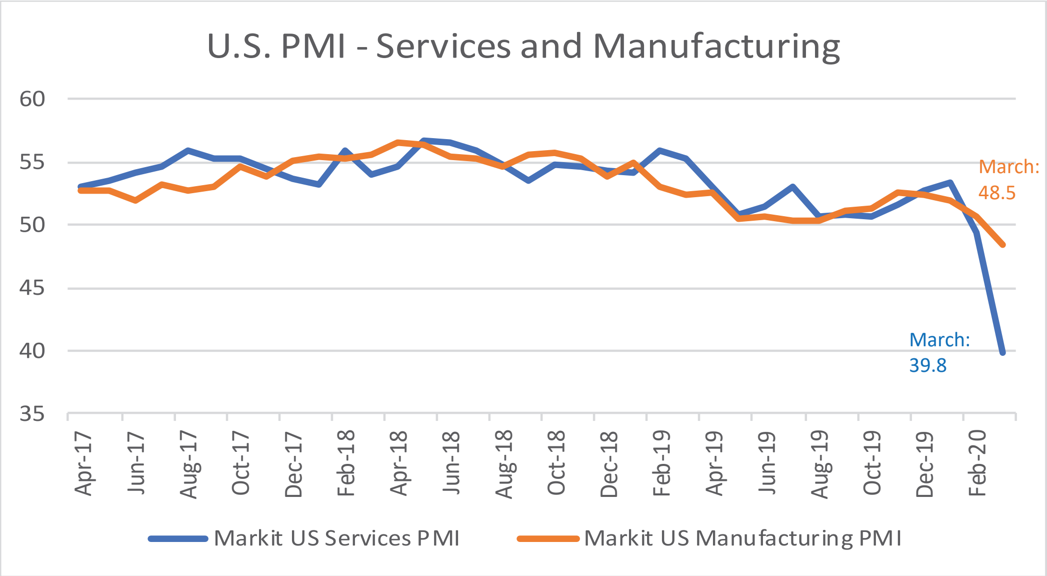


Unemployment Rate vs. Labor Participation Rate
12%
10%
8%
6%
4%
2%
0%
68%
66%
64%
62%
60%
< Unemployment
Mar-09 Sep-09 Mar-10 Sep-10 Mar-11 Sep-11 Mar-12 Sep-12 Mar-13 Sep-13 Mar-14 Sep-14 Mar-15 Sep-15 Mar-16 Sep-16 Mar-17 Sep-17 Mar-18 Sep-18 Mar-19 Sep-19 Mar-20



US Inflation Rates
5%
4%
3%
2%
1%
0%
Mar. '20
1.6% 2.4% 1.9% 3.3% 3.4% 2.5% 4.1% 0.1% 2.7% 1.5% 3.0% 1.7% 1.5% 0.8% 0.7% 2.1% 2.1% 1.9% 2.3% 1.5%
2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020

U.S. Economy



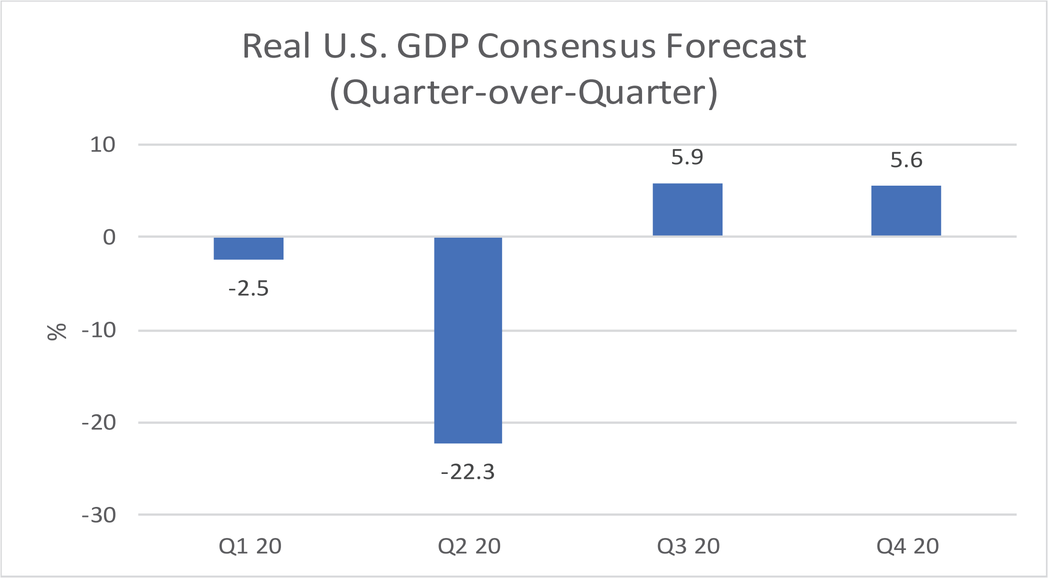
Source: Bloomberg

Significant Declines in Economic Activity

- With large portions of the global population under quarantine, economic activity has significantly declined
- In the U.S., the IHS Markit Services PMI fell to 39.8 in March from 49.4 in February, reflecting the adverse impact the COVID-19 pandemic is having on service sector businesses such as restaurants, travel, and tourism
- While manufacturing has not been as impacted as services, the Manufacturing PMI did fall into contraction territory (below 50) in March

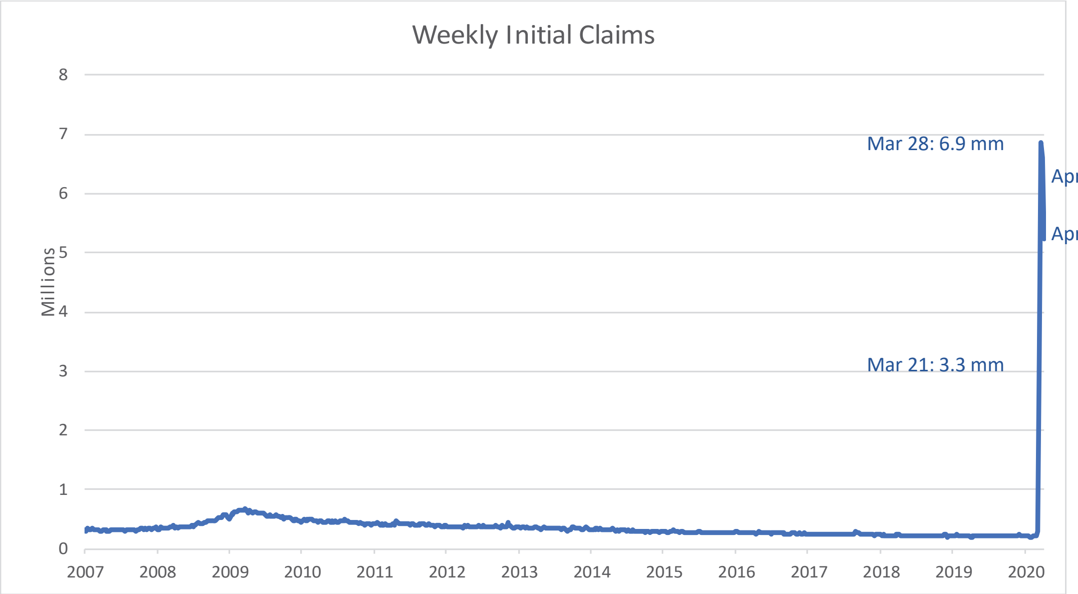
GDP Projections Reflect Severe Slowdown

- The pullback in the service sector will be crippling, as services account for nearly 70% of U.S. GDP growth, while leisure & hospitality accounts for 11% of U.S. employment
- Consensus estimates show a dramatic contraction in GDP in the second quarter of 2020 followed by a rebound in the second half of the year
- The International Monetary Fund (IMF) recently cut global growth projections for 2020 from +3.3% to -3.0%



Source: Bloomberg as of April 13, 2020

U.S. Economy



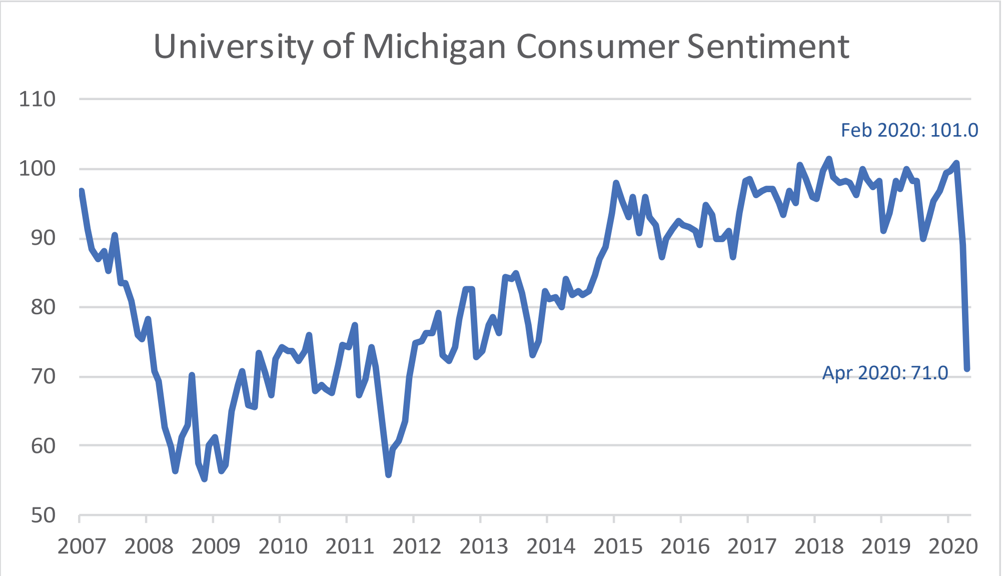
Source: U.S. Employment and Training Administration, Initial Claims [ICSA], retrieved from FRED, Federal Reserve Bank of St. Louis

Record Number of Unemployment Claims

- The shutdown caused by the COVID-19 pandemic has resulted in a record number of unemployment claims
- Over 22 million workers, representing over 13% of the work force, filed initial unemployment claims over a four-week period
- The 6.9 million claims filed the week of March 28th was almost 10 times the previous most severe week for initial jobless claims of 695,000 in 1982

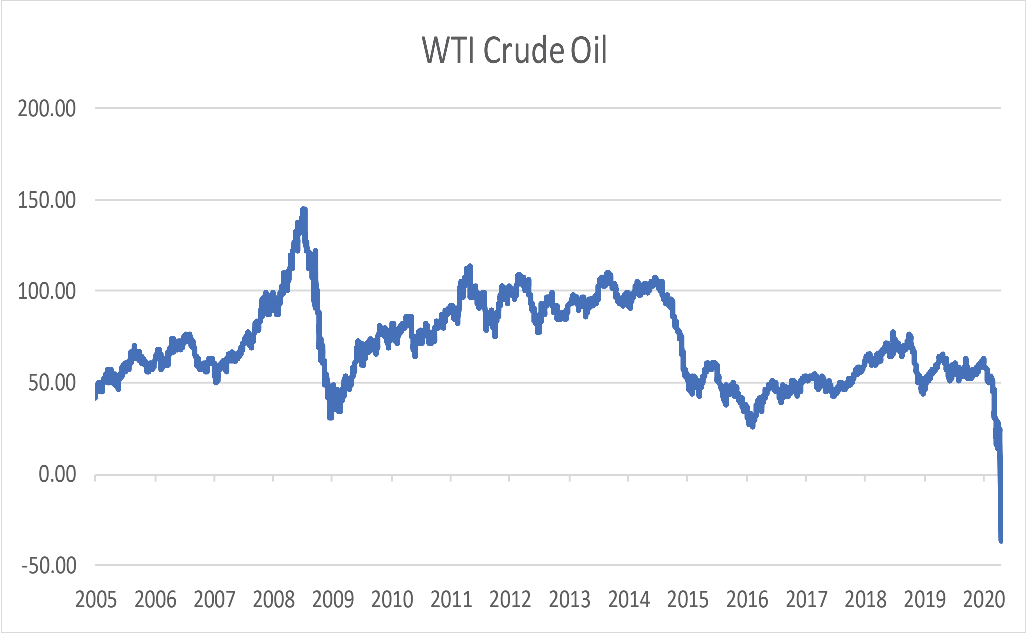
Consumer Confidence Dives

- Prior to the onset of the COVID-19 pandemic, a strong consumer had supported the U.S. economy
- As uncertainty regarding the spread and containment of the pandemic has grown and millions of workers have lost their jobs, consumer sentiment has dropped dramatically
- The most recent reading of the University of Michigan Consumer Sentiment Index was 71.0, the lowest reading since December 2011 and down from 101 prior to the pandemic outbreak



Source: University of Michigan, University of Michigan: Consumer Sentiment [UMCSENT], retrieved from FRED, Federal Reserve Bank of St. Louis

U.S. Economy



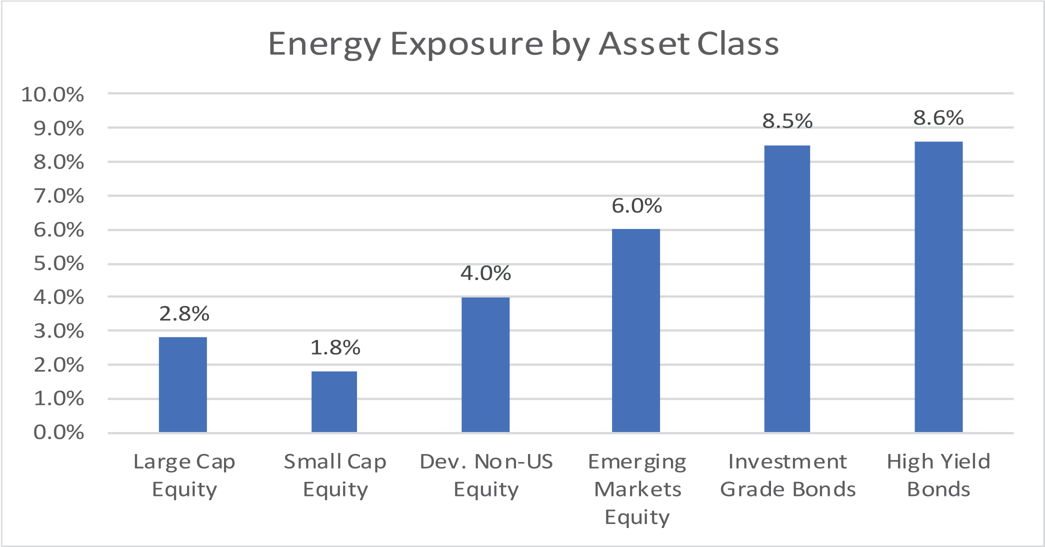
Source: U.S. Energy Information Administration, Crude Oil Prices: West Texas Intermediate (WTI) - Cushing, Oklahoma [DCOILWTICO], retrieved from FRED, Federal Reserve Bank of St. Louis; as of 4/21/20

Oil Prices Collapse

- Oil prices have declined significantly year to date as shelter-in-place measures across the globe have caused demand destruction for the use of oil
- The demand drop is being intensified by Saudi Arabia and Russia pumping as much crude oil as they can in a fierce battle for market share
- Oil prices, based on the expiring front end futures contract, turned negative on April 20th as the over supply of oil resulted in owners of the futures contract being paid to accept delivery of the commodity

Energy Represents a Small Percent of U.S. Equity Market

- Energy represents a relatively small percentage of exposure for U.S. large and small cap stocks at 2.8% and 1.8%, respectively
- Prior to the Global Financial Crisis (“GFC”), energy made up over 15% of the S&P 500
- A prolonged period of low oil prices may negatively impact corporate bonds, particularly below investment grade exploration and production companies



Fiscal and Monetary Intervention

Governments and central banks around the world have unleashed unprecedented fiscal and monetary stimulus measures in response to the COVID-19 pandemic. Below is a summary of activity through March 25th.

EXHIBIT 2: MONETARY POLICY SUMMARY

Central banks globally have responded quickly and in significant size.

Central Bank	Measure
Federal Reserve	3/3: Cut policy rate 50 basis points (bps) 3/12: Increased reverse repo operations $1.5 trillion 3/15: Cut policy rate 100 bps to 0%-0.25% range 3/16: Increased reverse repo operations by $500 billion 3/17: Commercial Paper Funding Facility (CPFF) 3/20: Primary Dealer Credit Facility (PDCF) 3/23: Money Market Mutual Fund Lending Facility (MMLF) 3/23: Term Asset-Backed Securities Loan Facility (TALF) 3/23: Primary Market Corporate Credit Facility (PMCCF) 3/23: Secondary Market Corporate Credit Facility (SMCCF)
European Central Bank	3/12: €120 billion bond purchase program 3/19: €750 billion bond purchase program
Bank of England	3/11: Cut policy rate 50 bps 3/11: £300 billion stimulus plan 3/19: Offers unlimited QE for large company financing
People's Bank of China	3/13: Cut policy rate 50 bps
Bank of Japan	3/13: Ample liquidity to financial firms
Reserve Bank of Australia	3/3: Cut policy rate 25 bps

Source: Northern Trust Asset Management.

EXHIBIT 3: FISCAL POLICY SUMMARY

The U.S. leads the way; Europe becomes more aggressive.

Country/Entity	Measure
European Commission	3/14: Coronavirus Response Investment Initiative, directing €37 B to help affected sectors
IMF	3/16: Ready to mobilize $1 T lending capacity
France	3/17: France is releasing emergency budget including €45 B of spending plus €300 B of loan guarantees
Spain	3/17: Will allocate €200 B to offset coronavirus impact
Netherlands	3/17: Government announces tax exemptions to paying 90% of wages
Canada	3/18: $54 B emergency response funding for Canadians
U.S.	3/19: Government announces paid leave for the sick, unemployment insurance and free testing 3/25: $2 T stimulus package
Germany	3/21: €150 B in debt spending
Japan	3/23: Spending of $137 B
China	Feb/Mar: $1.3 T in stimulus through credit, monetary, and fiscal measures.

Source: Northern Trust Asset Management, Cornerstone Macro. Data through 3/25/2020.

On April 9th, the U.S. Federal Reserve (the "Fed") announced $2.3 trillion of additional measures aimed at supporting local governments and small to mid-sized businesses. The Fed also expanded its backstop of funding markets to include below investment grade debt.

Potential Behavioral Changes Due to COVID-19 Pandemic

There is much speculation about how behaviors will change once the global economy reopens. Many speculate these behavioral changes are the reason why there will not be a V-shaped recovery.

Behavioral changes slowing growth over the coming quarters

Household sector
- Increase in precautionary savings for households, similar to what we saw after the Great Depression in the 1930s
- More space between seats at restaurants, cinemas, sport events, concerts, conferences, trains, busses, and airplanes
- Fewer people traveling on vacation and going out until we have a vaccine, all contributing to lower consumer spending
- Older generations staying at home until a vaccine is released, less willingness to put parents in retirement homes
- Limits on the number of people in supermarkets at the same time, more online shopping, more online doctor visits
- Fewer people going to fitness centers, doing group sports
- More people driving their own car to avoid public transportation
- Health insurance premiums going up

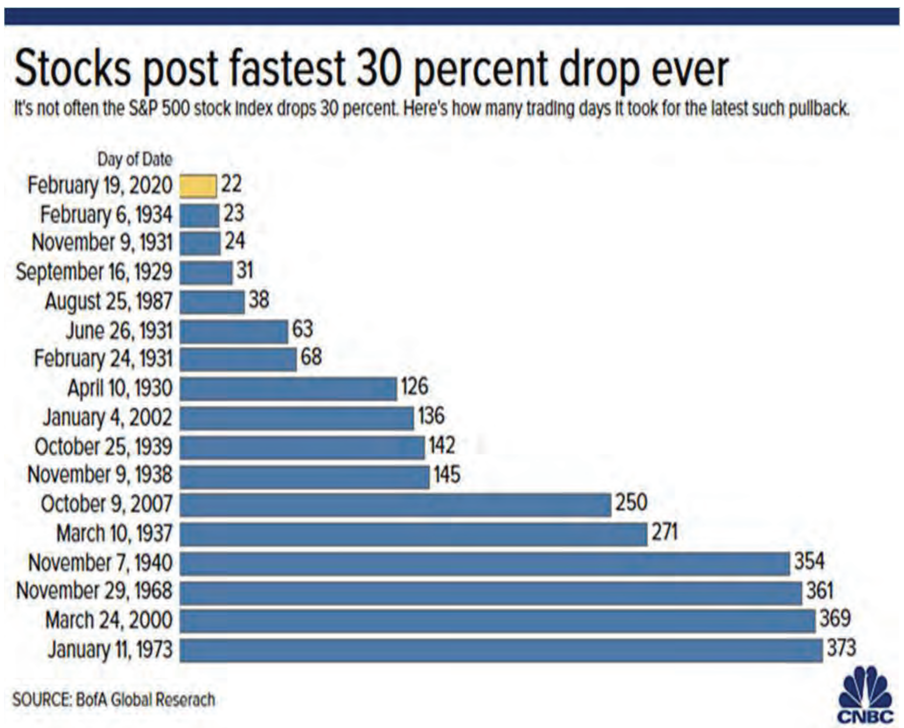
Corporate sector
- Less business travel globally, more video conferencing
- Staggered work schedules, more distance between seats in offices, fewer cubicles
- More permanent work from home solutions, more disaster planning
- Fewer buybacks, lower dividend payouts
- Health insurance costs going up, higher insurance premiums
- Increased pressure for paid sick leave, health benefits, labor protection, including for gig workers

Government sector
- Global restrictions on travel to and from high-risk areas, more fever scanners at airports, borders
- More regulation forcing households and corporates to hold, say, three months of cash in emergency savings
- More regulation and spending to ensure health care system is better prepared, a global covid-19 immunity registry
- Increased health safety regulations for retirements homes
- Stocking of medical supplies, including ventilators, domestically, a desire to be less dependent on other countries
- More systematic planning and preparedness, perhaps introduce better automatic stabilizers
- More supply of government bonds, increasing risk of a debt crisis

Source: Deutsche Bank

U.S. Equity Market

Sector	Index	1Q 20	YTD	2019	2018	2017	2016	2015	1-Year	3-Year	5-Year	10-Year
Large Cap	S&P 500	(19.6)	(19.6)	31.5	(4.4)	21.8	12.0	1.4	(7.0)	5.1	6.7	10.5
	Russell 1000	(20.2)	(20.2)	31.4	(4.8)	21.7	12.1	0.9	(8.0)	4.6	6.2	10.4
	Russell 1000 Value	(26.7)	(26.7)	26.5	(8.3)	13.7	17.3	(3.8)	(17.2)	(2.2)	1.9	7.7
	Russell 1000 Growth	(14.1)	(14.1)	36.4	(1.5)	30.2	7.1	5.7	0.9	11.3	10.4	13.0
Mid Cap	Russell Mid-Cap	(27.1)	(27.1)	30.5	(9.1)	18.5	13.8	(2.4)	(18.3)	(0.8)	1.9	8.8
	Russell Mid-Cap Value	(31.7)	(31.7)	27.1	(12.3)	13.3	20.0	(4.8)	(24.1)	(6.0)	(0.8)	7.2
	Russell Mid-Cap Growth	(20.0)	(20.0)	35.5	(4.8)	25.3	7.3	(0.2)	(9.5)	6.5	5.6	10.9
Small Cap	Russell 2000	(30.6)	(30.6)	25.5	(11.0)	14.7	21.3	(4.4)	(24.0)	(4.6)	(0.3)	6.9
	Russell 2000 Value	(35.7)	(35.7)	22.4	(12.9)	7.8	31.7	(7.5)	(29.6)	(9.5)	(2.4)	4.8
	Russell 2000 Growth	(25.8)	(25.8)	28.5	(9.3)	22.2	11.3	(1.4)	(18.6)	0.1	1.7	8.9
Total Market	Wilshire 5000	(20.7)	(20.7)	31.0	(5.3)	21.0	13.4	0.7	(8.9)	4.1	6.0	10.2
	Russell 3000	(20.9)	(20.9)	31.0	(5.2)	21.1	12.7	0.5	(9.1)	4.0	5.8	10.2

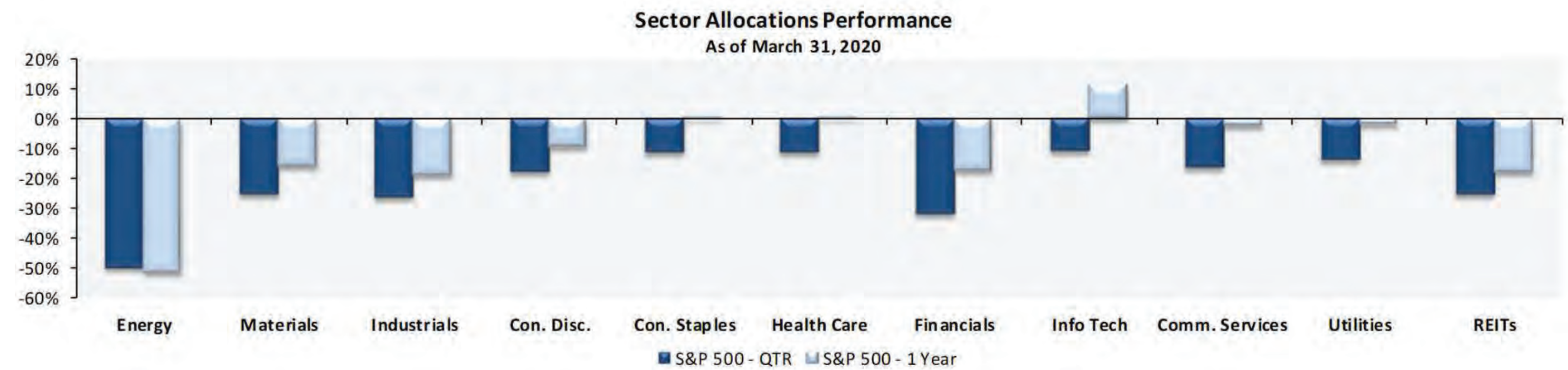


- For U.S. equities, 1Q20 was marked by drastic declines, triggering multiple exchange circuit breakers, and erasing much of the gains accumulated over the last several years
- After reaching an all-time high on February 19th, the S&P 500 Index fell 30% over the next 22 trading days, the swiftest decline in market history
- Equities staged a partial rebound in late March, with the S&P 500 closing the quarter with a return of -19.6%
- As measured by the Russell 2000 Index, small cap U.S. equities (-30.6%) lagged large caps, which tend to have stronger balance sheets
- Growth stocks maintained their domination over value, with the Russell 1000 Growth Index returning -14.1% while the Russell 1000 Value Index returned -26.7%

U.S. Equity Market

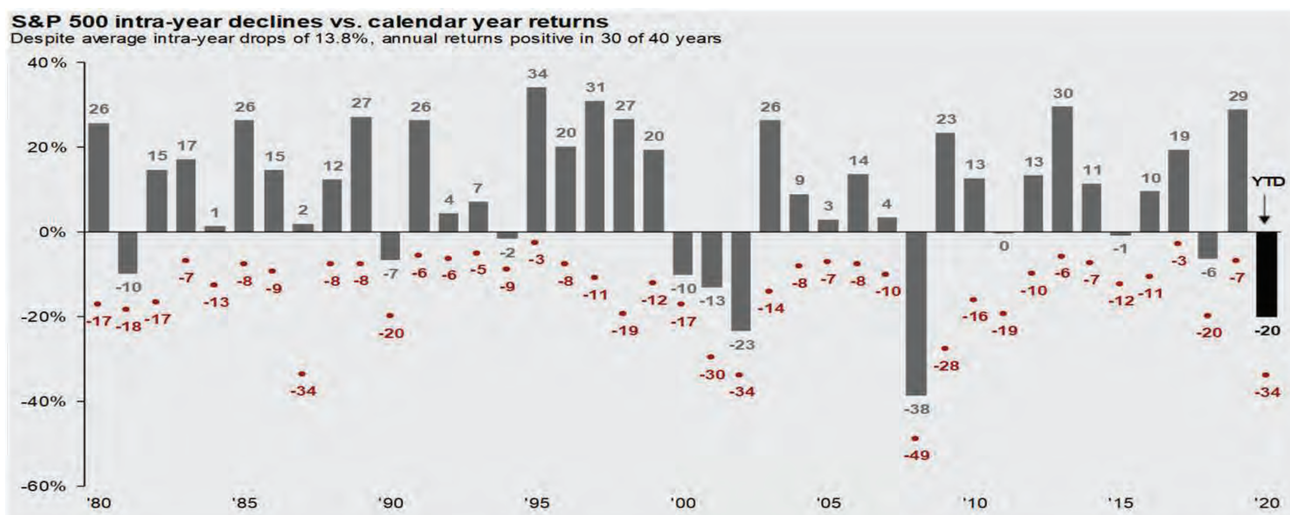
Nowhere to Hide

- No sectors were spared from the equity sell-off in 1Q20
- The energy sector was hardest hit, down 50% for the quarter, as oil prices fell dramatically on concerns of over supply and slowing demand
- Defensive sectors such as consumer staples (-12%), health care (-12%), and utilities (-14%) held up relatively well while information technology (-11%) was the best performing sector



2020 Intra Year Decline Largest Since 2008

- On average, the S&P 500 has experienced a 13.8% intra-year decline since 1980
- The 34% intra-year decline in 2020 is greater than all other intra-year declines since 1980 except 2008



Source: FactSet, Standard & Poor's, J.P. Morgan Asset Management. Returns are based on price index only and do not include dividends. Intra-year drops refers to the largest market drops from a peak to a trough during the year. For illustrative purposes only. Returns shown are calendar year returns from 1980 to 2019, over which time period the average annual return was 8.9%.

U.S. Equity Market

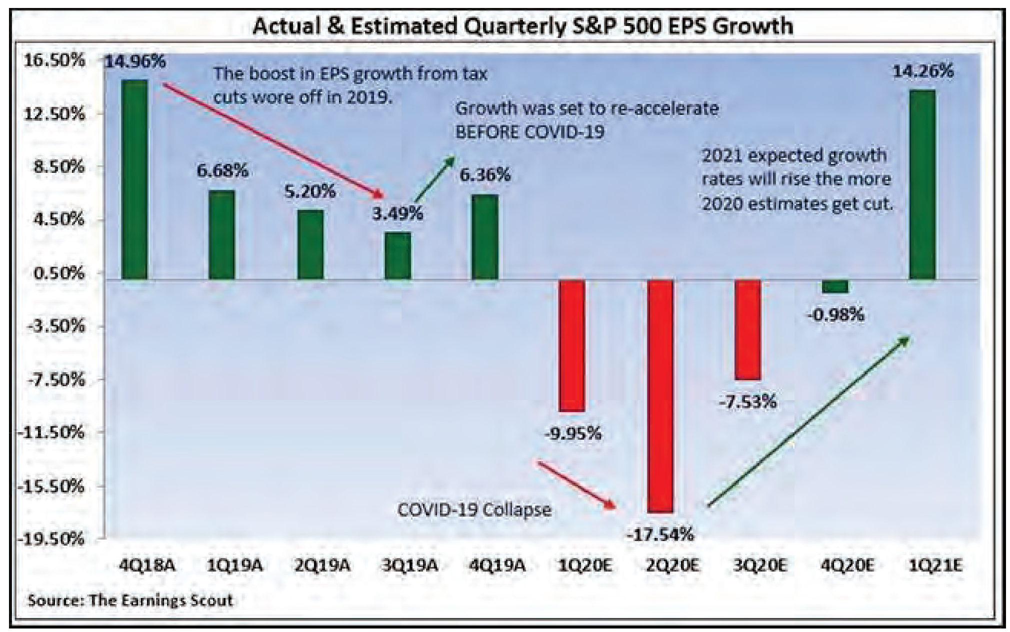
Source: J.P. Morgan Asset Management

Are Stocks Cheap?

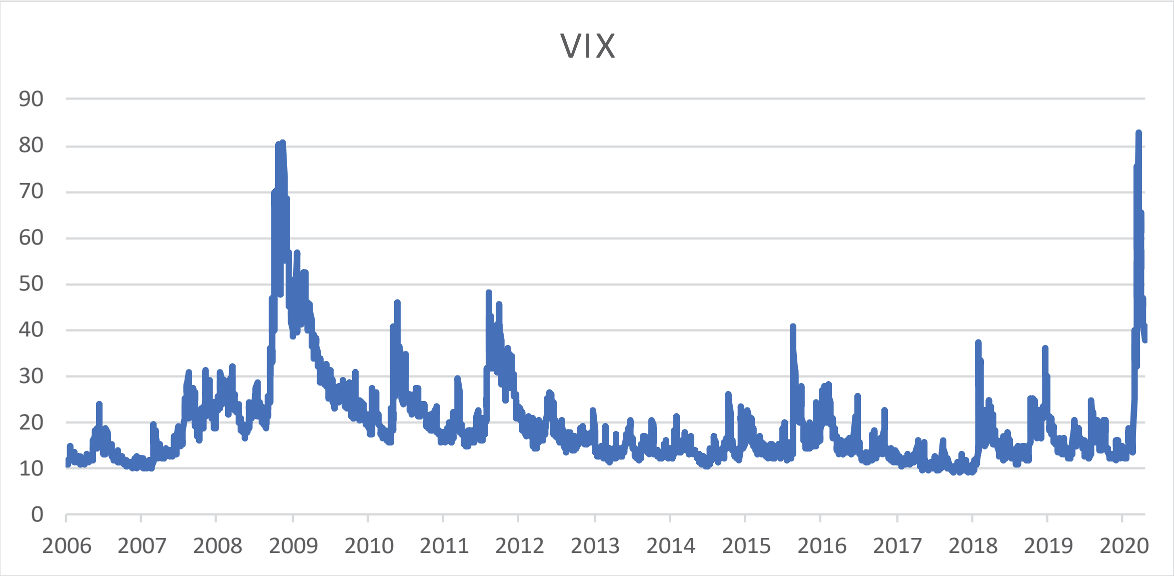
- The forward P/E of the S&P 500 declined from 18.2x at the start of the year to 15.4x at the end of 1Q20
- While it appears stocks became much cheaper due to the market sell-off, there is very little visibility into company earnings, calling into the validity of the "E" in P/E
- Entering first quarter earnings season, the unpredictable economic environment has forced many companies to pull earnings guidance and suspend dividends and share buyback programs

The Magnitude of Earnings Declines is Uncertain

- It is likely that analysts have not fully adjusted earnings expectations to account for the impact of the pandemic
- While 1Q20 earnings were likely somewhat negatively affected, 2Q20 earnings will be impacted to a greater degree
- An earnings recovery in the second half of 2020 is likely only possible if the shutdown is lifted



U.S. Equity Market



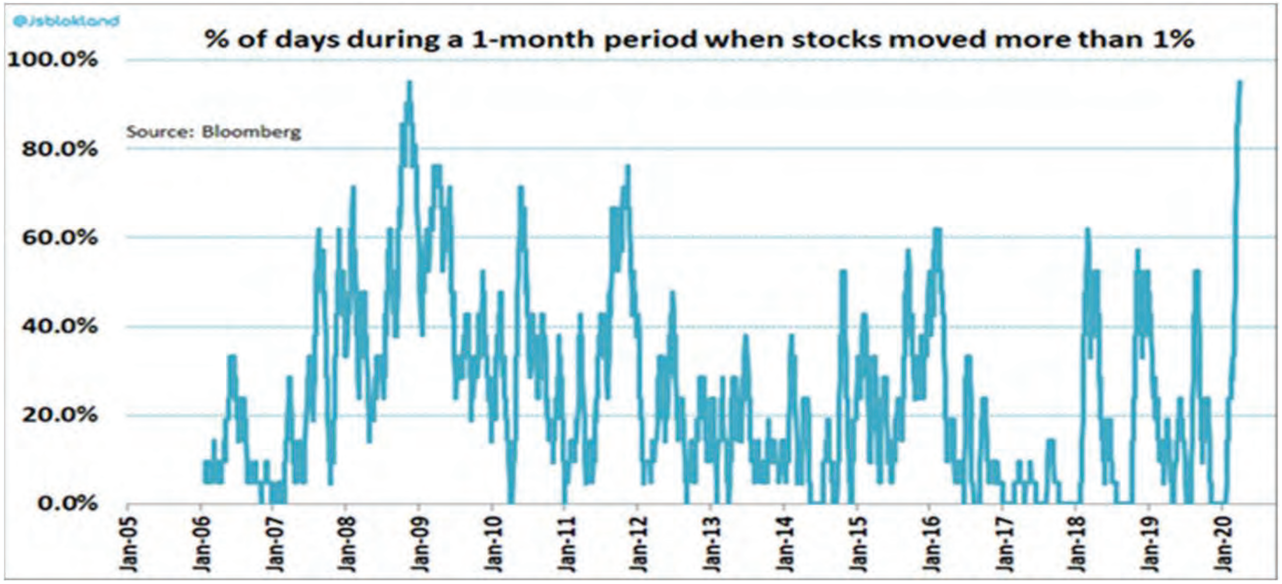
Chicago Board Options Exchange, CBOE Volatility Index: VIX [VIXCLS], retrieved from FRED, Federal Reserve Bank of St. Louis; as of 4/16/20

Equity Market Volatility Spikes

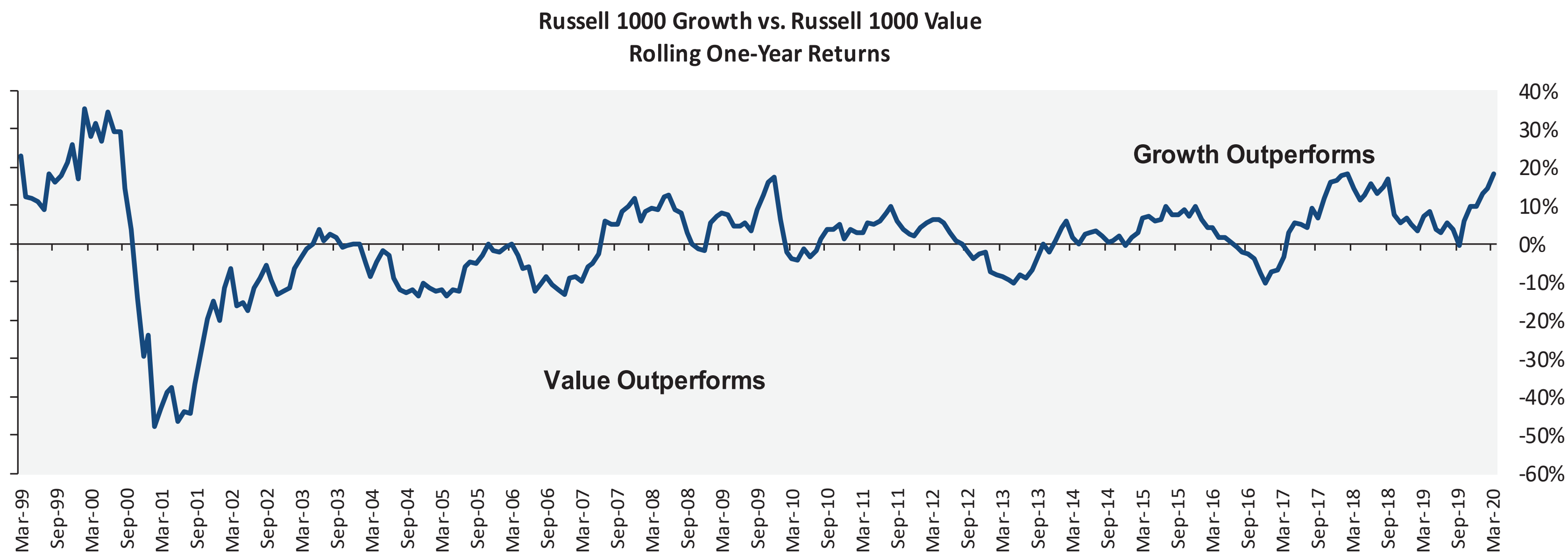
- Equity market volatility, as measured by the VIX, spiked during 1Q20 to levels not experienced since the GFC
- The VIX, which began the year at 13.8, peaked at 82.7 on March 16th before retreating to 40.1 on April 16th
- During the GFC, the VIX reached a closing high of 81 in November 2008

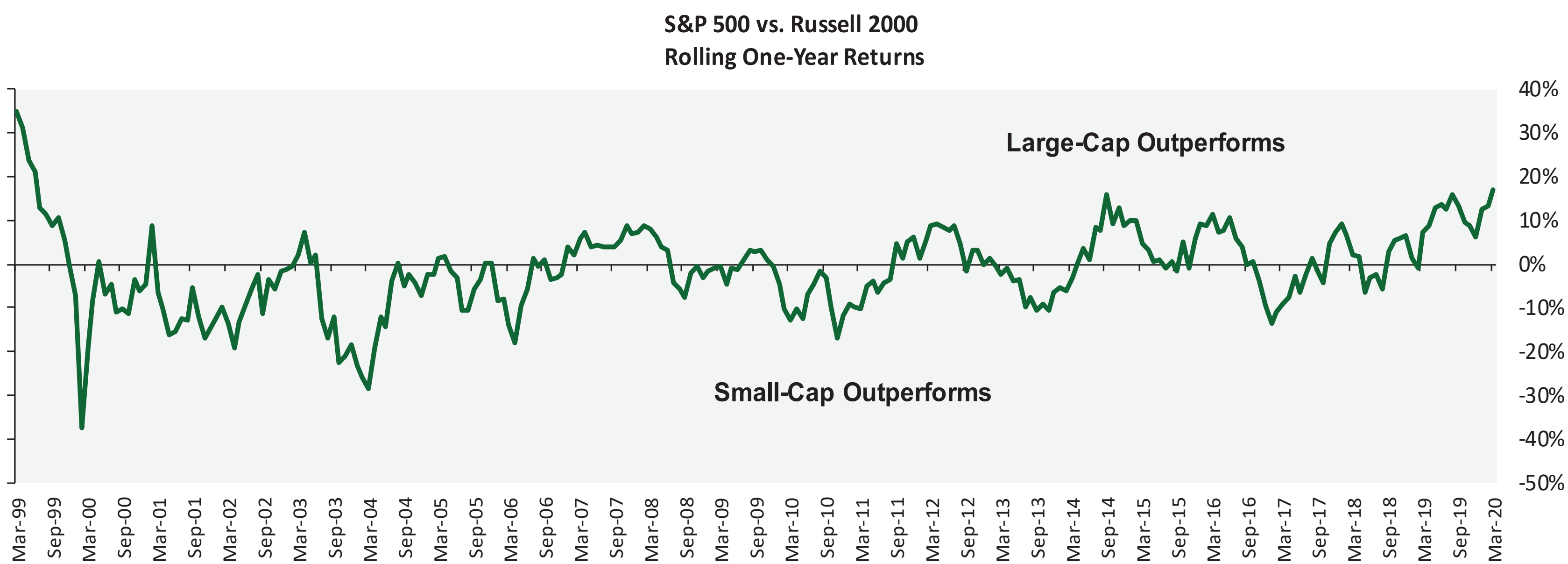
Historic Volatility in March

- By many measures, March was the most volatile month for equities – ever!
- For the month, there was only one day in which the S&P 500 did not move by more than +/-1%
- The average daily move for the S&P 500 for the month was an astounding 4.8%



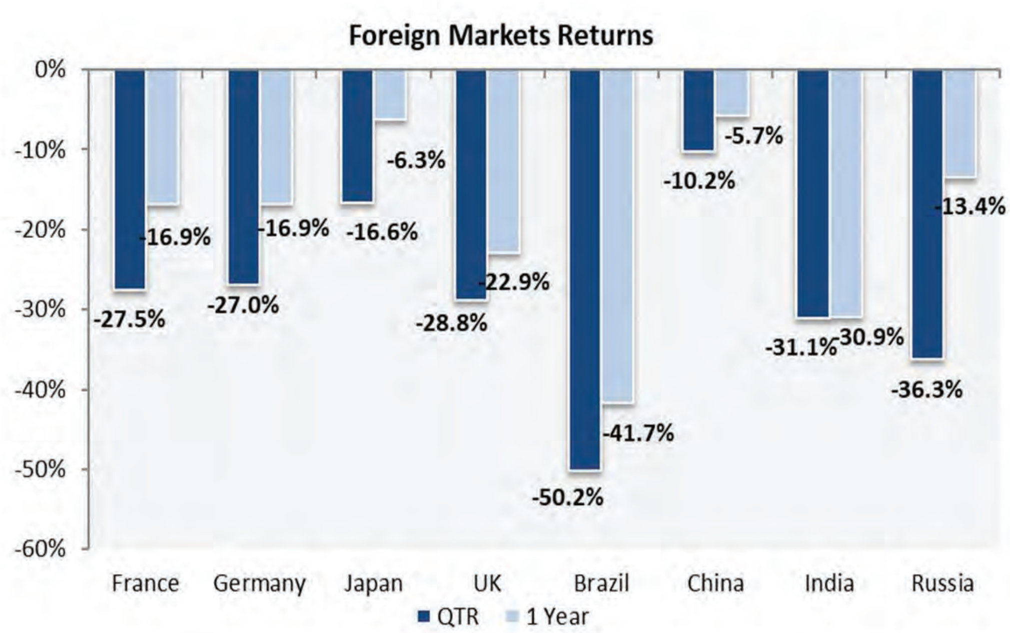
U.S. Equity Market





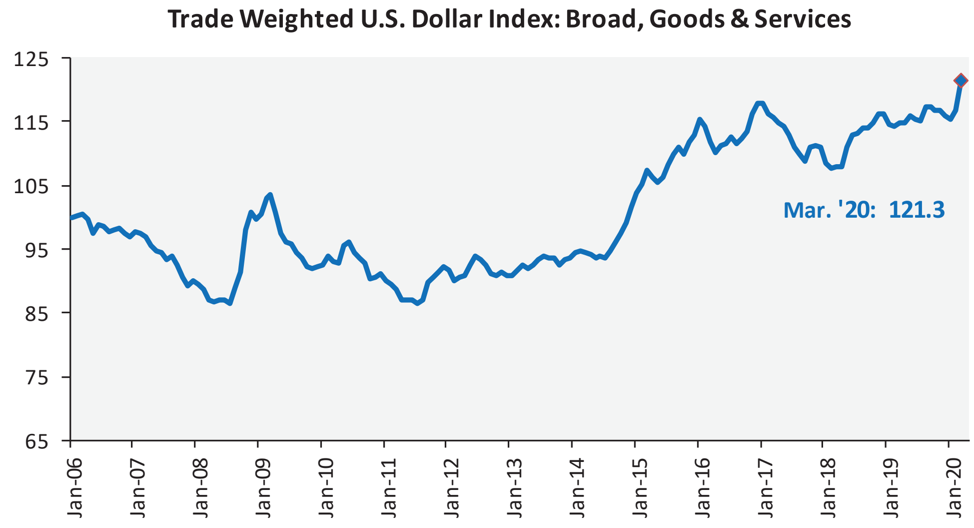
International Equity Market

Sector	Index	1Q 20	YTD	2019	2018	2017	2016	2015	1-Year	3-Year	5-Year	10-Year
Global	MSCI AC World Index (net)	(21.4)	(21.4)	26.6	(9.4)	24.0	7.9	(2.4)	(11.3)	1.5	2.9	5.9
	MSCI World Small Cap (net)	(30.2)	(30.2)	24.7	(14.4)	23.8	11.6	(1.0)	(23.1)	(4.6)	(0.5)	5.1
	MSCI World ex US (net)	(23.4)	(23.4)	21.5	(14.2)	27.2	4.5	(5.7)	(15.6)	(2.0)	(0.6)	2.1
	MSCI World ex US Small Cap (net)	(29.0)	(29.0)	22.4	(18.2)	31.6	3.9	2.6	(21.2)	(4.9)	(0.8)	2.8
Developed ex US	MSCI EAFE (net)	(22.8)	(22.8)	22.0	(13.8)	25.0	1.0	(0.8)	(14.4)	(1.8)	(0.6)	2.7
	MSCI EAFE Value (net)	(28.2)	(28.2)	16.1	(14.8)	21.4	5.0	(5.7)	(22.8)	(6.7)	(3.8)	0.6
	MSCI EAFE Growth (net)	(17.5)	(17.5)	27.9	(12.8)	28.9	(3.0)	4.1	(5.8)	3.0	2.5	4.7
	MSCI EAFE Small Cap (net)	(27.5)	(27.5)	25.0	(17.9)	33.0	2.2	9.6	(18.2)	(2.9)	1.0	4.8
Emerging Markets	MSCI Emerging Markets (net)	(23.6)	(23.6)	18.4	(14.6)	37.3	11.2	(14.9)	(17.7)	(1.6)	(0.4)	0.7



- Similarly to the U.S. Federal Reserve, central banks across the globe unleashed massive levels of stimulus to combat the impact of the pandemic on their economies
- International equities again underperformed vs. U.S. markets in 1Q20
- Developed non-U.S. markets returned -22.8% as measured by the MSCI EAFE Index while emerging markets returned -23.6% as measured by MSCI Emerging Market Index
- Similarly to the U.S., small cap trailed large cap and growth outperformed value
- China was among the stronger performing countries for the quarter, down 10%, as they were the first country to attempt to restart their economy

International Equity Market



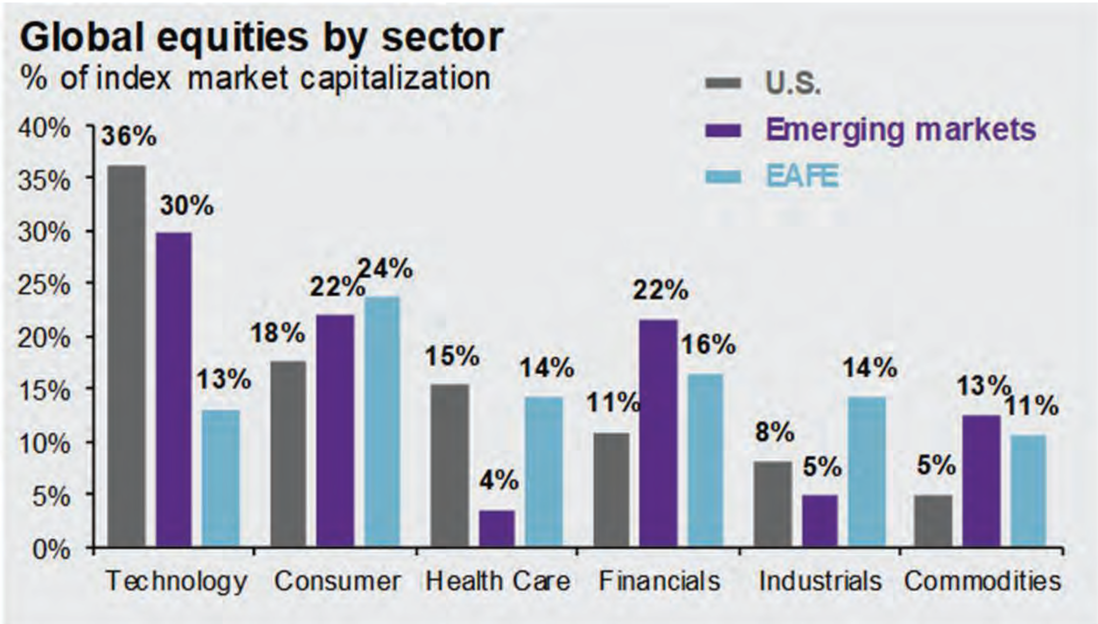
Source: Board of Governors of the Federal Reserve System (US)

U.S. Dollar at Multi-year High

- In 1Q20, the U.S. Dollar appreciated against most other currencies with the Traded Weighted U.S. Dollar Index as most investors sought safety and liquidity during the quarter
- The Dollar reached a multi-year high of 121 at quarter end, up from 116 at the start of the year
- Non-U.S. equity returns for U.S. Dollar investors were negatively impacted by the strength of the currency with emerging markets impacted to a greater degree

Composition of International Equity Indices Differ Significantly from U.S.

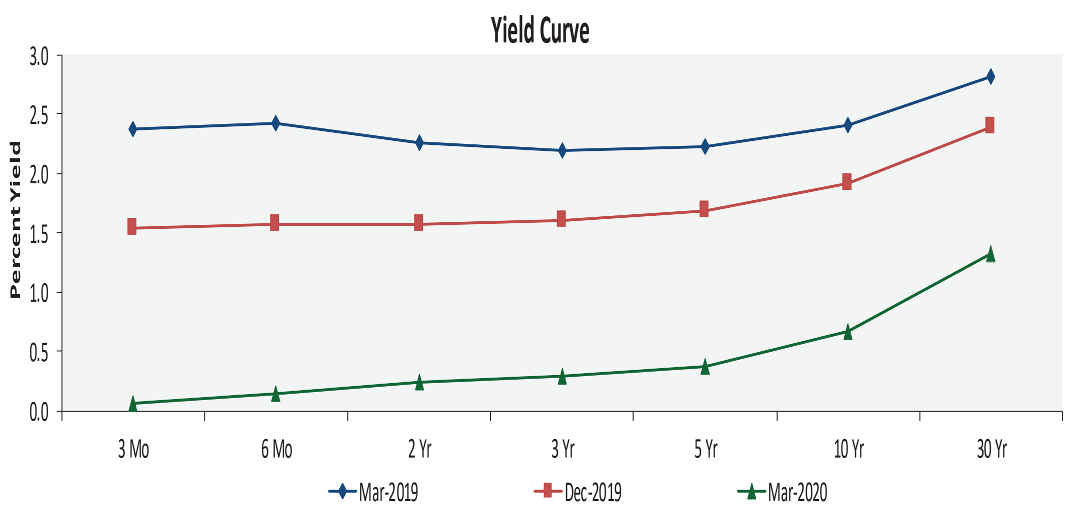
- One reason why international equity markets have underperformed, and trade at a discount to, U.S. markets is the significant difference in sector composition
- Technology, which has been a positive driver of equity performance, represents only 13% of the EAFE index compared to 36% for the U.S. market
- Conversely, lagging sectors such as financials and commodities represent a larger percentage of non-U.S. markets



Source: J.P. Morgan Asset Management

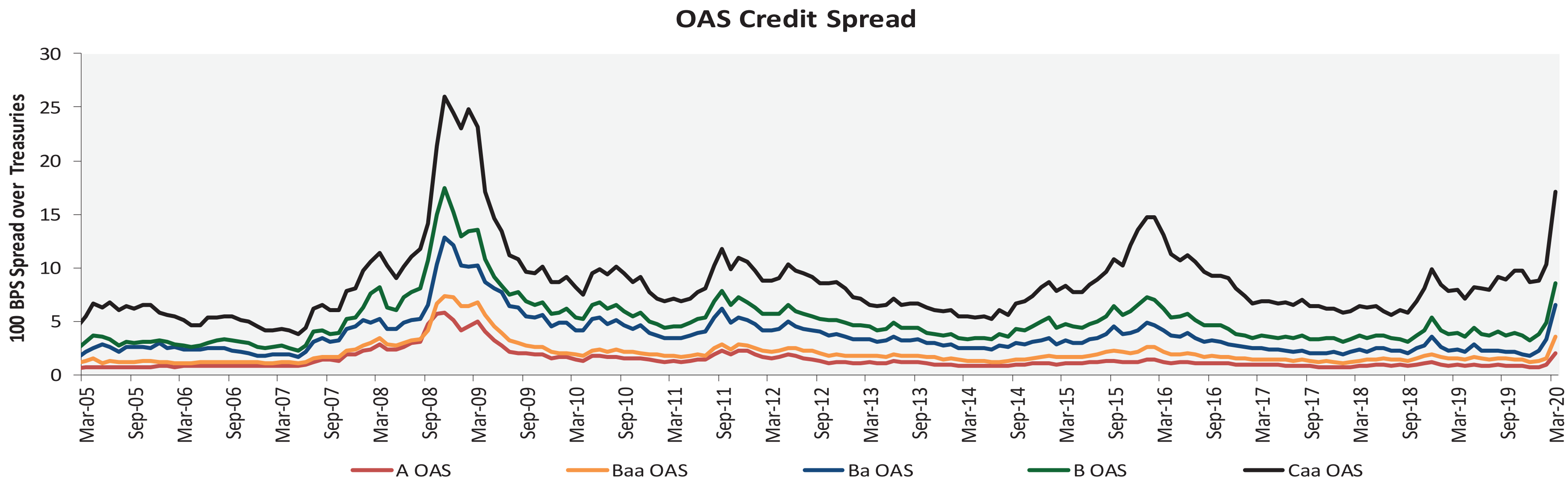
Bond Market

Index	Yield	Duration	1Q 20	YTD	2019	2018	2017	2016	2015	1-Year	3-Year	5-Year	10-Year
Bloomberg Barclays Aggregate	1.59	6.0	3.2	3.2	8.7	0.0	3.5	2.7	0.6	8.9	4.8	3.4	3.9
Bloomberg Barclays Govt/Credit	1.66	7.2	3.4	3.4	9.7	(0.4)	4.0	3.1	0.2	9.8	5.2	3.5	4.1
Bloomberg Barclays Int Agg	1.33	3.7	2.5	2.5	6.7	0.9	2.3	2.0	1.2	6.9	3.9	2.8	3.2
Bloomberg Barclays Int Govt/Credit	1.28	3.9	2.4	2.4	6.8	0.9	2.1	2.1	1.1	6.9	3.8	2.8	3.1
Bloomberg Barclays U.S. Corporate	3.43	8.0	(3.6)	(3.6)	14.5	(2.5)	6.4	6.1	(0.7)	5.0	4.2	3.4	4.9
Bloomberg Barclays HY Ba/B 2% IC	8.03	4.6	(11.4)	(11.4)	15.2	(1.9)	6.9	14.1	(2.7)	(4.9)	1.5	3.0	5.7
BofA ML HY Cash Pay BB 1-3 Yr.	10.78	1.7	(7.8)	(7.8)	8.7	1.4	3.6	8.5	1.2	(3.4)	1.4	2.6	4.3
Bloomberg Barclays Mortgage	1.34	3.1	2.8	2.8	6.4	1.0	2.5	1.7	1.5	7.0	4.0	2.9	3.3
Bloomberg Barclays Treasury	0.58	6.9	8.2	8.2	6.9	0.9	2.3	1.0	0.8	13.2	5.8	3.6	3.8
Bloomberg Barclays US TIPS	0.93	7.8	1.7	1.7	8.4	(1.3)	3.0	4.7	(1.4)	6.9	3.5	2.7	3.5
BofA ML 91 day T-Bills	0.08	0.3	0.6	0.6	2.3	1.9	0.9	0.3	0.1	2.3	1.8	1.2	0.6



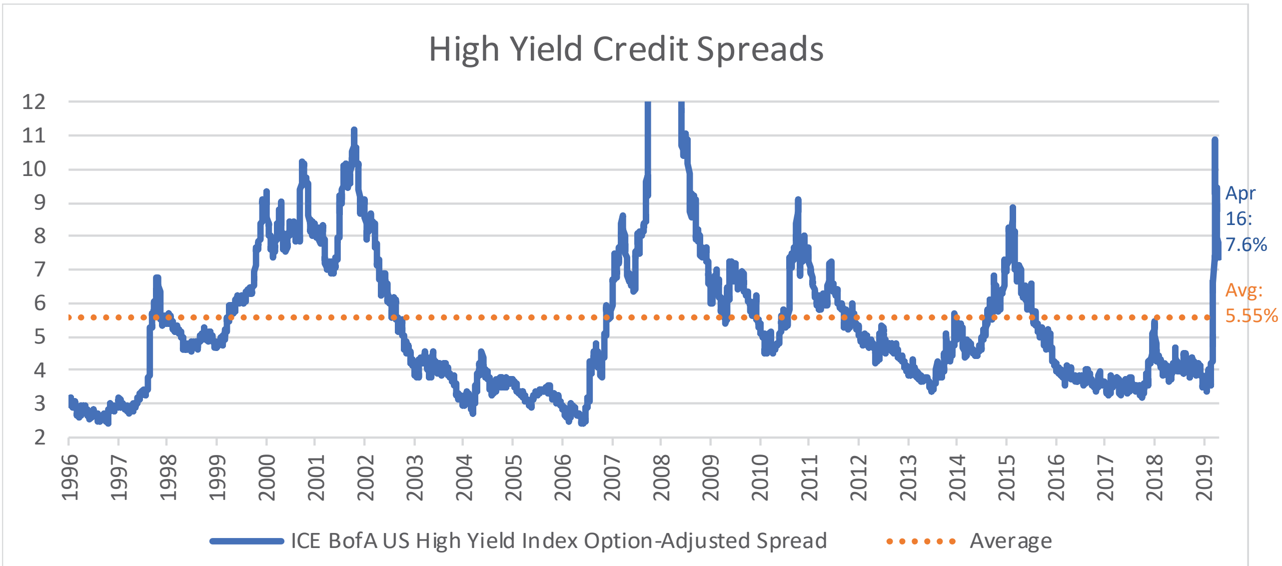
- Yields across the curve fell dramatically in 1Q20 as the Federal Reserve cut the Fed Funds Rate by 150 bps in March to a range of 0 – 0.25% and investors eschewed credit risk in favor of the safety of government bonds
- As a result, Treasuries were the best performing segment of the fixed income market for the quarter, returning 8.2%
- Conversely, credit sectors underperformed as investors fled riskier asset, causing credit spreads to widen
- Lower credit quality securities were the worst performers as investment grade corporates returned -3.6% while high yield returned -12.7%

Bond Market



High Yield Spreads Widest Since GFC

- Recession fears and declining oil prices resulted in high yield spreads widening to a level not seen since the GFC
- Lower quality issues (CCC) returned -20.6% for the quarter compared to -10.2% for BB-rated bonds



Ice Data Indices, LLC, ICE BofA US High Yield Index Option-Adjusted Spread [BAMLH0A0HYM2], retrieved from FRED, Federal Reserve Bank of St. Louis; https://fred.stlouisfed.org/series/BAMLH0A0HYM2, April 17, 2020.

Bond Market

Interest Rate Sensitivity

12 Month Holding Period - Annualized Returns as of 3/31/2020							
Yield Change (bps)	10 Year Treasury	Bloomberg Barclays Aggregate US Aggregate	Bloomberg Barclays Int Govt/Credit US Int Govt/Credit	ML Gov/Corp Master	ML 1-3 yr Gov/Corp	Defensive ML US HY BB/B ND	Short Duration ML US HY BB/B 1-3 yr
-150	14.50	10.62	7.19	12.45	3.70	14.16	13.30
-100	9.90	7.61	5.22	8.87	2.80	11.94	12.46
-50	5.30	4.60	3.25	5.30	1.90	9.72	11.62
-25	3.00	3.10	2.27	3.51	1.45	8.61	11.20
0	0.70	1.59	1.28	1.72	1.00	7.50	10.78
25	-1.60	0.09	0.30	-0.07	0.55	6.39	10.36
50	-3.90	-1.42	-0.69	-1.86	0.10	5.28	9.94
100	-8.50	-4.43	-2.66	-5.43	-0.80	3.06	9.10
150	-13.10	-7.44	-4.63	-9.01	-1.70	0.84	8.26
200	-17.70	-10.45	-6.60	-12.58	-2.60	-1.38	7.42
250	-22.30	-13.46	-8.57	-16.16	-3.50	-3.60	6.58
300	-26.90	-16.47	-10.54	-19.73	-4.40	-5.82	5.74
350	-31.50	-19.48	-12.51	-23.31	-5.30	-8.04	4.90
400	-36.10	-22.49	-14.48	-26.88	-6.20	-10.26	4.06
450	-40.70	-25.50	-16.45	-30.46	-7.10	-12.48	3.22
500	-45.30	-28.51	-18.42	-34.03	-8.00	-14.70	2.38
Duration	9.20	6.02	3.94	7.15	1.80	4.44	1.68

FOR ILLUSTRATIVE PURPOSES ONLY: For each index the current yield to worst as of 3/31/2020 was used as the base case annualized return. The annualized return sensitivity to a uniform increase or decrease in the yield curve was calculated by taking the index's Macaulay's (Modified) Duration to Worst as of 3/31/2020 multiplied by the percentage point change in the yield curve (basis point change divided by 100) and then appropriately adding or subtracting this implied percentage change in the value of the index (due to the shift in the yield curve) to the base case annualized return. This is a rough approximation of the annual return sensitivity to parallel shifts in the yield curve.
SOURCE: PENN Capital Internal Research.

Bond Ratings

	Standard & Poor's	Moody's
Investment Grade	AAA	Aaa
	AA	Aa
	A	A
	BBB	Baa
High Quality High Yield	BB	Ba
	B	B
Low Quality High Yield	CCC	Caa
	CC	Ca
	C	C

Real Estate Market

Sector	Index	1Q 20	YTD	2019	2018	2017	2016	2015	1-Year	3-Year	5-Year	10-Year
US Private	NCREIF ODCE Equal Weighted (net)	0.7	0.7	5.2	7.3	6.9	8.4	14.2	4.4	6.2	7.8	10.6
	NCREIF ODCE Income Index	1.0	1.0	4.3	4.3	5.1	4.7	4.8	4.3	4.3	4.6	5.0
	NCREIF ODCE Appreciation Index	(0.1)	(0.1)	1.6	3.9	3.2	4.5	10.0	1.0	2.6	4.1	6.2

PREA Consensus Forecast Return
Pre COVID-19 vs. COVID-19 Adjusted

	Pre-COVID-19		COVID-19 Adjusted	
	Total return (incl. income) 2020	Total return (incl. income) 2021	Total return (incl. income) 2020	Total return (incl. income) 2021
National, All Property Types (NPI)	6.3%	5.1%	-3.3%	3.7%
Office	6.3%	4.7%	-1.2%	3.7%
Retail	2.6%	3.3%	-5.9%	-0.8%
Industrial	9.9%	7.3%	0.8%	6.3%
Apartment	6.3%	5.3%	-1.5%	3.5%

Source: Pension Real Estate Association (PREA) Consensus Forecast Survey and PREA Consensus Forecast Survey Interim Edition, Conducted March 26 - April 2. Average of 22 respondents' forecasts of the NCREIF Property Index (NPI) and sub-indices by property type. Interim Survey included 12 respondents.

Real Estate Market Performance Review

- Private real estate, as measured by the NCREIF ODCE Equal Weighted Index, returned 0.9% (0.7% net) in 1Q20
- Consistent with the recent past, income was the primary driver of return, generating 1%, while depreciation accounted for -0.1%
- While the COVID-19 pandemic had a minimal impact on real estate returns in 1Q20, investors expect property values and income generation to be negatively impacted in the coming quarters
- As shown in the table to the left, the retail and apartment sectors are expected to be most impacted

Real Estate Market

There is much speculation regarding how the COVID-19 pandemic will impact real estate investments. Below are an assessment of the major property types and how they may be impacted going forward[1]

Retail

- Regional malls have continued to be impacted by reduced demand and in many cases have shuttered.
- Return of foot traffic will be slow as long as risks of contagion continue.
- Experiential retail will see major near-term impacts. Newer concepts may close entirely.
- Retail tenants are requesting rent relief at high levels.
- Grocery and other necessity-anchored properties should continue to outperform discretionary and mall retail, although shop stores and services at these centers will be impacted.
- April rent collections are down materially nationwide. Government bailout money may provide some relief, but unlikely to be of help until May.
- The impacts are felt across the spectrum of shop and small mom and pop tenants in grocery anchored centers.
- Eviction moratoriums will impact owners in their ability to work through these rent issues

Multi-family

- Renewal rates may increase as tenants remain in place, but this will be mitigated by those who are losing their jobs.
- This may translate into renewal rental rate increases for certain markets but is not an anticipated outcome of this crisis.
- Increased renewal rates are being offset by significantly reduced new traffic and leasing, which is impactful at this time as this is now peak leasing season in many rental markets.
- Credit loss and delinquencies across subtypes and markets should rise in 2020.
- Local regulations to protect tenants from eviction may adversely impact real estate owners.

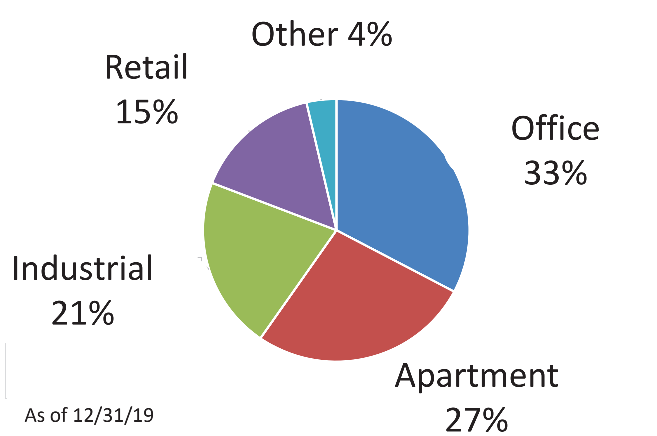
Industrial

- Increased online shopping due to social distancing should increase industrial demand.
- Inability to tour spaces may make leasing more challenging.
- Long term, U.S. companies may move away from "just-in-time" models and build larger inventories which would translate into more industrial demand.
- On-shoring of foreign manufacturing would increase demand for industrial space.
- Few requests for rent relief to-date other than smaller tenant flex and business park product.

Office

- Few will commit to long-term leases without seeing space, significantly reducing new leasing demand.
- Co-working consolidation of operator space is expected.
- As longer shelter-in-place orders remain, some companies may adapt to remote working with others making permanent adjustments to the way they use office space.
- We expect office occupancy rates to decline in most markets in 2020.

ODCE Equal Weight Index by Property Type

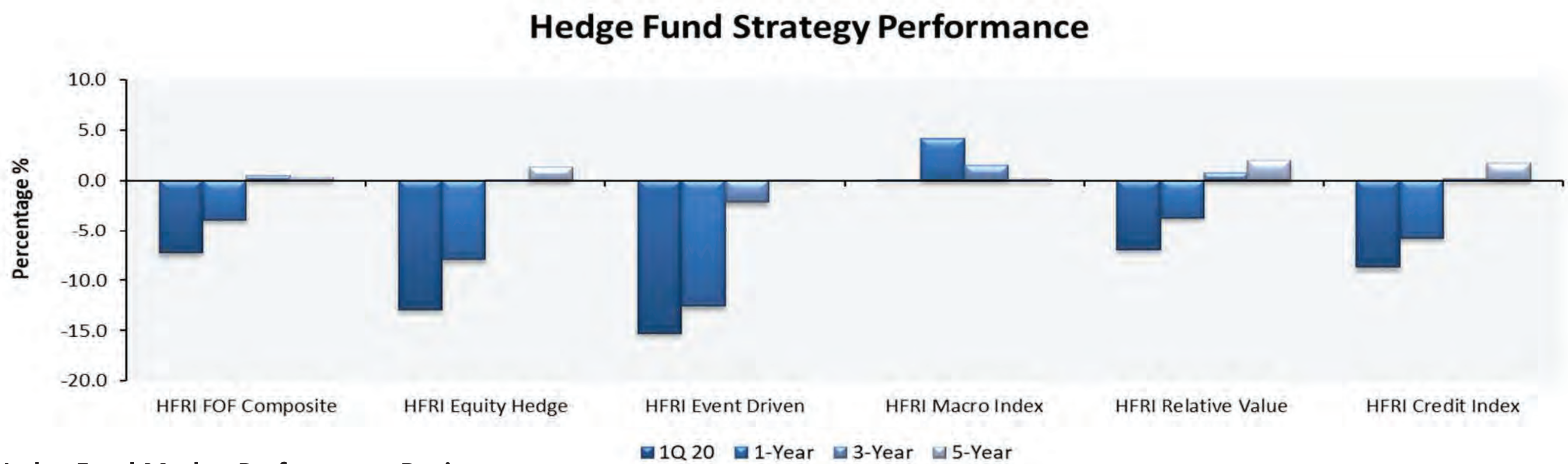


As of 12/31/19

1 Source: American Realty Advisors

Hedge Fund Market

Strategy	Index	1Q 20	YTD	2019	2018	2017	2016	2015	1-Year	3-Year	5-Year	10-Year
Fund of Funds	HFRI FOF Composite	(7.3)	(7.3)	8.4	(4.0)	7.8	0.5	(0.3)	(3.9)	0.5	0.3	1.9
Equity Long-Short	HFRI Equity Hedge	(12.9)	(12.9)	13.7	(7.1)	13.3	5.5	(1.0)	(8.0)	0.1	1.3	3.0
Event Driven	HFRI Event Driven	(15.3)	(15.3)	7.5	(2.1)	7.6	10.6	(3.6)	(12.6)	(2.2)	0.1	2.7
Global Macro	HFRI Macro Index	0.1	0.1	6.5	(4.1)	2.2	1.0	(1.3)	4.2	1.5	0.2	1.3
Relative Value	HFRI Relative Value	(7.0)	(7.0)	7.4	(0.4)	5.1	7.7	(0.3)	(3.8)	0.8	2.0	4.1
Credit	HFRI Credit Index	(8.7)	(8.7)	6.5	(0.0)	6.0	8.6	(1.0)	(5.8)	0.2	1.7	4.0



Hedge Fund Market Performance Review

- Most hedge fund strategies sustained losses during Q1, with historic dispersion of hedge fund returns occurring in March: the top decile of HFRI constituents gained 18.5% on average, while the bottom decile declined 30% on average
- Equity hedge funds generally protected capital during the downturn, but did not capture as much upside when the market rallied in late March, as equity hedge funds were net sellers of stocks in the last few days of March and many added to short positions in anticipation of further declines
- Hedged equity and event-driven strategies saw large declines in March on equity market losses and arbitrage spread widening; the HFRI Equity Hedge Index fell 9.3% in March and 12.9% in Q1, while the HFRI Event Driven Index declined 12.8% percent in March, its largest monthly decline in history, to close the quarter at -15.3%
- Credit-oriented hedge funds posted wide dispersion during the quarter; high yield spreads widened to a level not seen since the GFC and the HFRI Credit Index closed the quarter down 8.7%
- Macro strategies were the lone bright spot during the quarter, as the HFRI Macro Index rose 1% in March to offset losses in February and close the quarter in positive territory, up 0.1%

FELRA and UFCW Pension Fund

Master Consulting Services Report

Period Ended

March 31, 2020

Total Fund Growth of Assets

	Fiscal Year-To-Date	One Year	Three Years	Five Years	Seven Years	Ten Years
Beginning Market Value	$105,667,131	$170,826,184	$353,530,441	$525,045,041	$608,246,166	$674,350,747
Net Cash Flow	-$24,855,060	-$96,088,431	-$309,539,346	-$517,997,497	-$705,559,463	-$930,271,204
Net Investment Change	-$999,229	$5,075,089	$35,821,747	$72,765,298	$177,126,138	$335,733,299
Ending Market Value	$79,812,842	$79,812,842	$79,812,842	$79,812,842	$79,812,842	$79,812,842

- The Fund's fiscal year end is December 31st.
- The present assumed actuarial rate effective January 1, 2016 as determined by the plan actuary is 7.0%.

Performance Summary (Gross of Fees) - Annualized

			Ending March 31, 2020					
	Market Value	% of Portfolio	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
Total Fund	**$79,812,842**	**100.0%**	**-1.2%**	**2.9%**	**5.0%**	**5.2%**	**6.6%**	**7.3%**
Total Investment Grade Fixed Income	**$75,907,666**	**95.1%**	**-1.3%**	**1.4%**	**1.9%**	**1.8%**	**1.8%**	**3.3%**
Total Cash Equivalents	**$2,016,657**	**2.5%**	**0.5%**	**1.9%**	**1.3%**	**0.9%**	**0.7%**	**0.5%**
Total Other	**$1,888,519**	**2.4%**						

	Fiscal Year Ends December 31st										
	Fiscal YTD	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010
Total Fund	**-1.2%**	**10.2%**	**-1.6%**	**12.0%**	**8.1%**	**3.0%**	**6.0%**	**14.9%**	**12.5%**	**0.6%**	**13.6%**

Current vs. Policy

	Current	Current	Policy	Policy Range	Difference	Difference
Domestic Equity	--	--	20.0%	0.0% - 40.0%	-20.0%	-$15,962,568
International Equity	--	--	0.0%	0.0% - 0.0%	0.0%	$0
Emerging Markets Equity	--	--	0.0%	0.0% - 0.0%	0.0%	$0
Investment Grade Fixed Income	$75,907,666	95.1%	45.0%	0.0% - 100.0%	50.1%	$39,991,887
Opportunistic Fixed Income	--	--	10.0%	0.0% - 20.0%	-10.0%	-$7,981,284
Short Duration High Yield Fixed Income	--	--	5.0%	0.0% - 10.0%	-5.0%	-$3,990,642
Real Estate	--	--	0.0%	0.0% - 0.0%	0.0%	$0
Hedge Fund of Funds	--	--	0.0%	0.0% - 0.0%	0.0%	$0
Global Tactical Asset Allocation	--	--	15.0%	0.0% - 30.0%	-15.0%	-$11,971,926
Cash Equivalents / Other	$3,905,176	4.9%	5.0%	0.0% - 20.0%	-0.1%	-$85,466
Total	**$79,812,842**	**100.0%**	**100.0%**			

- The Policy is effective September 25, 2019.
- Cash Equivalents / Other includes PNC STIF and EnTrust Capital Diversified Peru Class X.

FELRA and UFCW Pension Fund – Asset Allocation

- Asset allocation and glide path reviews were presented and discussed with the Board of Trustees at the following meetings: April 27, 2016, August 3, 2016, January 26, 2017, March 5, 2017, May 31, 2017, July 13, 2017, January 10, 2018, March 3, 2018, June 4, 2018, and July 18, 2019.
- At the January 26, 2017 meeting, IPS recommended: 1) Eliminate the hedge fund of funds investments with EnTrust and Mesirow as soon as possible; 2) Submit a redemption schedule with JPM real estate to fully liquidate by December 31, 2018. Rebalance to the 15.0% policy ASAP, to 10.0% at December 31, 2017, and fully redeem by December 31, 2018. Recommendations were not approved at that time. Additional cash flow analysis and asset allocation information was sent to the Administrator and co-counsel. The Trustees elected to eliminate the Policy to reflect the ongoing liquidation of the Fund's assets. The effective date is January 1, 2017.
- On March 5, 2017, IPS sent a follow-up memo to the Board of Trustees regarding cash flow analysis and what order the Fund's portfolios should be liquidated so there is sufficient cash to pay benefits and administrative expenses.
- At the May 31, 2017 meeting, the Trustees voted to rebalance to the January 2017 recommended policy shown on page 3 of the report. To rebalance to those targets, terminate Gryphon (liquidated March 2018) and Vanguard EM (liquidated February 2018). Proceeds were used for cash flow needs. On approximately a quarterly basis, discuss additional potential changes to the asset allocation.
- At the January 10, 2018 meeting, the Trustees elected to adopt the Policy labeled January 1, 2018 (effective January 1, 2018). The only change compared to the current policy allocation was a further reduction to real estate (from 15.0% to 10.0%). In addition, the Trustees approved to fully liquidate the real estate allocation effective December 31, 2018. The liquidation of the approximately $38.0M was completed in four installments (3/31, 6/30, 9/30, 12/31). Any proceeds from the liquidation of real estate not needed for cash needs could be invested with investment grade fixed income (SBH).
- At the December 12, 2018 meeting, the recommendations to liquidate global bonds (Franklin Templeton) and short duration high yield fixed income (Chartwell) were approved. The portfolios were liquidated in January 2019 and February 2019 respectively.
- At the July 18, 2019 meeting, the Trustees elected to amend the Policy and Policy Ranges as follows: domestic equity – decrease Policy from 30.0% to 20.0% (no change to range of 20–40%) and investment grade fixed income – increase Policy from 25.0% to 45.0% (0–100%).
- At the September 25, 2019 meeting, the Trustees elected to liquidate: domestic equity (Wedge Capital), domestic equity (Vanguard), and global tactical asset allocation (First Eagle) and utilize the proceeds for cash needs. The Trustees also elected to modify the Policy Range for domestic equity to 0 – 40%.
- At the April 16, 2020 meeting, the Trustees approved: (1) The request from SBH to change the maximum of 20.0% to 75.0% for the amount of the portfolio that may be invested in non-rated bonds and bonds rated below A-. (2) The termination of Marco's proxy voting service, given the Fund does not own any separately managed equities.

Recommendation: None.

FELRA and UFCW Pension Fund – Recent Portfolio Activity

2019 - 2Q

- On April 4, 2019, $5.0M transferred from global tactical asset allocation (First Eagle) to cash (PNC STIF).
- On April 17, 2019, Meridian distributed $5,113 in part of the ongoing liquidation.
- On May 29, 2019, $3.0M transferred from investment grade fixed income (SBH) to cash (PNC STIF).
- On June 26, 2019, $12.0M transferred from investment grade fixed income (SBH) to cash (PNC STIF).

2019 - 3Q

- On July 30, 2019, $10.0M transferred from investment grade fixed income (SBH) to cash (PNC STIF).
- On August 29, 2019, $6.0M transferred from investment grade fixed income (SBH - $3.0M) and domestic equity (WEDGE - $3.0M) to cash (PNC STIF).
- On September 27, 2019, proceeds of the domestic equity (Vanguard) termination totaling $12,784,123 transferred to cash (PNC STIF). Of those proceeds, $1.2M was reinvested with investment grade fixed income (SBH).

2019 - 4Q

- On October 31, 2019, $10.0M transferred from domestic equity (WEDGE) to cash (PNC STIF).
- On November 26, 2019, Wedge was terminated, with all assets (approximately $9.6M) transferred to cash (PNC STIF).
- Effective November 31, 2019, $12.0M was redeemed from global tactical asset allocation (First Eagle) to cash (PNC STIF).

2020 - 1Q

- In January 2020, $13,841,901 was transferred from global tactical asset allocation (First Eagle) to cash to complete the full redemption.

Performance Detail (Gross of Fees) - Annualized

	Market Value	% of Portfolio	Ending March 31, 2020 Fiscal YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs	Inception	Inception Date
Total Fund	**$79,812,842**	**100.0%**	**-1.2%**	**2.9%**	**5.0%**	**5.2%**	**6.6%**	**7.3%**	**6.2%**	**Jan-97**
Total Investment Grade Fixed Income	**$75,907,666**	**95.1%**	**-1.3%**	**1.4%**	**1.9%**	**1.8%**	**1.8%**	**3.3%**	**3.2%**	**Jun-07**
Segall Bryant & Hamill	$75,907,666	95.1%	-1.3%	1.4%	1.9%	1.8%	1.7%	2.9%	3.6%	Jan-09
Custom Benchmark Segall			*1.7%*	*4.5%*	*2.6%*	*2.1%*	*1.8%*	*2.9%*	*3.3%*	*Jan-09*
Total Cash Equivalents	**$2,016,657**	**2.5%**	**0.5%**	**1.9%**	**1.3%**	**0.9%**	**0.7%**	**0.5%**	**--**	**Jul-06**
PNC STIF	$2,016,657	2.5%	0.5%	1.9%	1.3%	0.9%	0.6%	0.5%	1.6%	Jul-06
Total Other	**$1,888,519**	**2.4%**								
EnTrust Capital Diversified Peru Class X	$1,888,519	2.4%								

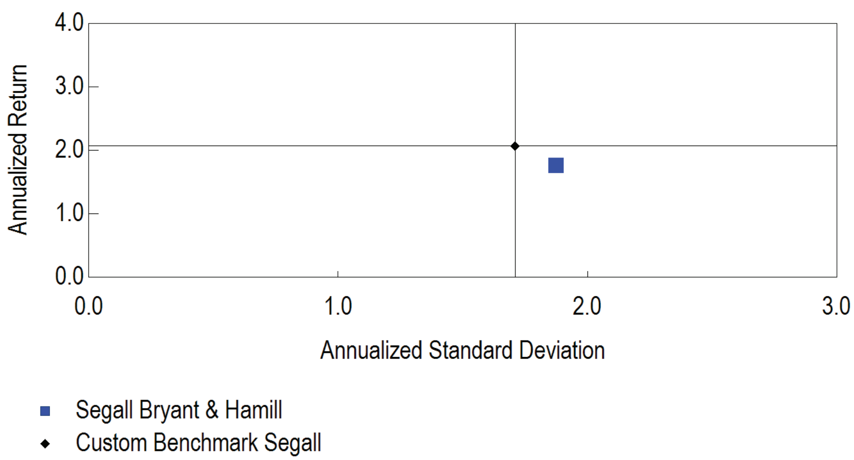
Account Information

Account Name	**Segall Bryant & Hamill**
Account Structure	**Separate Account**
Investment Style	**Active**
Inception Date	**1/01/09**
Account Type	**US Fixed Income Core**
Benchmark	**Custom Benchmark Segall**
Universe	

Segall Bryant & Hamill
Ending March 31, 2020

	First Quarter	Inception 1/1/09
Beginning Market Value	$80,444,572	$41,048,647
Net Cash Flow	-$3,500,000	$22,717,964
Net Investment Change	-$1,036,906	$12,141,055
Ending Market Value	$75,907,666	$75,907,666

Annualized Return vs. Annualized Standard Deviation
5 Years Ending March 31, 2020



3 Years Ending March 31, 2020

	Anlzd Return	Anlzd Standard Deviation	Up Mkt Capture Ratio	Down Mkt Capture Ratio
Segall Bryant & Hamill	1.9%	1.7%	65.1%	45.9%
Custom Benchmark Segall	2.6%	1.3%	100.0%	100.0%

5 Years Ending March 31, 2020

	Anlzd Return	Anlzd Standard Deviation	Up Mkt Capture Ratio	Down Mkt Capture Ratio
Segall Bryant & Hamill	1.8%	1.9%	78.5%	71.8%
Custom Benchmark Segall	2.1%	1.7%	100.0%	100.0%

	2020 Q1	1 Yr	3 Yrs	5 Yrs	Calendar Years 2019	2018	2017	2016	2015	Inception	Inception Date
Segall Bryant & Hamill	-1.3%	1.4%	1.9%	1.8%	4.2%	1.1%	2.6%	2.4%	1.3%	3.6%	Jan-09
Custom Benchmark Segall	*1.7%*	*4.5%*	*2.6%*	*2.1%*	*4.0%*	*0.8%*	*2.1%*	*2.1%*	*1.1%*	*3.3%*	*Jan-09*

Note: Returns are gross of fees.

FELRA & UFCW Pension Fund - Segall Bryant & Hamill

Manager Summary

- IPS conducted due diligence meetings with Segall Bryant and Hamill on August 28, 2018, January 11, 2019, April 24, 2019 and March 24, 2020.

Recommendation: None.

Compliance Summary

Exception #1: Policy Addendum states - Fixed Income securities in an individual company's portfolio are required to have credit ratings limited to BBB- or Baa3 and above as established by at least two of the three bond rating agencies.

Three inherited bonds held as of March 31, 2020, are currently below investment grade with a total market value of $804.10 (0.001% of the portfolio) and two bonds are in default with a total market value of $800.10 (0.001% of the portfolio).

Manager Response Summary: The manager provided a table with the inherited bonds that are currently below investment grade and in default in the 1Q20 compliance checklist. The manager noted ESC Lehman Brothers holdings Security is in liquidation and recovery is uncertain. Twin Reefs Pass-Securities are under strategic reorganization and the status of the securities is uncertain. The manager noted they received DPS 144 A Washington Mutual stock out of escrow and have sold the shares. The manager also noted they may receive additional shares.

Action to be taken: Based on comments provided by the manager, no action is required.

Exception #2: Policy Addendum states - Fixed Income securities in an individual company's portfolio are required to have credit ratings limited to BBB- or Baa3 and above as established by at least two of the three bond rating agencies.

Security: Occidental Petroleum (OXY), 4.850% due on 3/15/2021, cusip #674599CZ6. Units - 1,538,000. Cost - $1,586,122.22. Mkt value as of 03/31/2020 - $1,291,135.62 (1.71% of the portfolio). Dowgraded to BB+ by S&P on 03/25/2020. Current rating BB+.

Manager Response Summary: Segall Bryant & Hamill stated that the portfolio holds a position in Occidental Petroleum (OXY) bonds. These bonds were downgraded to below invstment grade, making the holding inconsistent with the fixed income strategy and out of compliance guidelines. The current holding represents less than 1% of the overall portfolio. Oxy was in the midst of executing the acquisition of Anadarko when the combination of reduced demand from the negative economic effects of the Coronavirus and increase supply from the price war between Saudi Arabia and Russia pushed oil prices down from $54 a barrel to $20 a barrel. Adding further to the selling pressure in the bonds were the actions of the rating agencies, which downgraded the bonds to below investment grade. Segall Bryant & Hamill believe the company has enough sources of near-term liquidity to provide time to work through the issues facing them in the new oil environment. They also believe the bonds are selling at depressed prices because of forced liquidations. The manager confirms that they are awaiting more appropriate levels to exit the position.

Action to be taken: Based on comments provided by the manager, no action is required.

Compliance Summary

Exception #3: Policy Addendum states - Investments in bonds rated below A- (Standard & Poor's/Fitch), A3 (Moody's) and non-rated bonds shall not exceed 20% of fixed income investments measured at market.

As of March 31, 2020, the manager held a total market value of $43,684,861.72 (57.55% of the portfolio) in bonds rated below A-.

Manager Response Summary: In a letter dated March 3, 2020, the manager requested a change from a maximum of 20% to 75% for the amount of the portfolio that may be invested in non-rated bonds and bonds rated below A-. On March 30, 2020, an addendum was signed allowing the manager to be invested in a maximum of 75% of non-rated and below A- rated bonds.

Action to be taken: Based on the revised addendum, no action is required.

Items of Interest: IPS recently contacted all investment managers that manage separate account mandates on behalf of our clients to remind them, per the investment policy statement they previously signed, they can propose any change(s) they believe necessary to prudently invest the assets of the Fund under its management. To be proactive, given the current market environment, we felt a reminder was necessary.

The IPS Investment Committee reviewed each of the manager's requests and we are communicating details of the request of one of your Fund's managers and our recommendation. Segall Bryant Hamill (intermediate investment grade fixed income manager) inquired about adding the ability to purchase or hold securities that are below investment grade to take advantage of the current market dislocations. The IPS Investment Committee discussed this request and suggests clients not approve the manager's request, noting that the manager should maintain an investment grade strategy and new purchases should be investment grade only. As the communication section of client's investment policies reads, downgrades should be communicated to the client and held or sold at the manager's discretion.

IPS contacted the manager to advise we believe that all holdings, at the time of purchase, should be investment grade only. If the Trustees are in agreement, no action is required.

Reconciliation - The manager stated they reconcile positions and cash. All their prices are downloaded daily from their pricing source, ICE. **Form ADV -** The manager stated the following material changes other than the last annual amendment update filed on March 30, 2019 are: Lower Wacker Small Cap Investment Fund LLC was converted from a private fund to a registered mutual fund under Segall Bryant & Hamill Trust to the Segall Bryant & Hamill Small Cap Core Fund on January 2, 2020. Also, Micro Cap strategy is no longer being offered.

Commission Recapture Provider

- Cowen and Company, LLC.
- On April 3, 2017, Cowen Group announced the signing of a definitive agreement to acquire ConvergEx Group. IPS contacted John Seyler at ConvergEx to discuss the transaction. Per ConvergEx, there will be no impact to existing ConvergEx clients and a consent to assignment is not required. The transaction closed on June 1, 2017. Following the acquisition, the name changed to Cowen Execution Services, LLC.
- As a result of this transaction, CovergEx's Plan Sponsor Division, renamed Cowen Execution Services, LLC, will be moved into Cowen and Company, LLC. You may have received correspondence from Cowen regarding "assignment" of your current agreement with Cowen Execution Services to Cowen and Company . IPS has been in contact with Cowen and recommends that you agree to the assignment. The notice sent by Cowen is structured as a negative consent; therefore, agreeing to the assignment requires no action.

Custody Bank

- The current custodian is PNC Bank.

Investment Policy Statement

- Investment policy statement was adopted in August 2014.

Commingled Funds

- Commingled Fund: Due to the commingled fund structure, IPS does not monitor the holdings within the commingled fund for compliance with the client's investment policy statement. The commingled fund is governed by its own investment policy.

Proxy Voting

- Pursuant to its Agreement with the Fund, responsibility for the exercise of ownership rights including the right to vote proxies is delegated to Marco Consulting Group, which is expected to vote all proxies in accordance with applicable law and the fiduciary responsibility provisions of ERISA. To enable the Trustees to monitor proxy voting, the Investment Managers shall submit to Marco any proxies for the Fund, on a monthly basis.

FELRA and UFCW Pension Fund

Appendix

FELRA and UFCW Pension Fund - Cash Flow Analysis

Quarter Ending	Beginning Market Value	Net Contributions / Withdrawals	Appreciation / Depreciation	Ending Market Value
Jun-08	$927,883,998	($22,279,057)	$3,761,688	$909,366,629
Sep-08	$909,366,629	($20,509,818)	($80,014,998)	$808,841,813
Dec-08	$808,841,813	($20,711,188)	($113,094,795)	$675,035,830
Mar-09	$675,035,830	($20,585,950)	($39,228,598)	$615,221,281
Jun-09	$615,221,281	($20,646,824)	$46,554,642	$641,129,099
Sep-09	$641,129,099	($15,477,240)	$51,866,729	$677,518,587
Dec-09	$677,518,587	($20,301,671)	$16,291,888	$673,508,804
Mar-10	$673,508,804	($23,964,727)	$24,806,670	$674,350,747
Jun-10	$674,350,747	($14,607,147)	($28,805,278)	$630,938,322
Sep-10	$630,938,322	($18,531,935)	$48,030,080	$660,436,468
Dec-10	$660,436,468	($19,020,364)	$39,663,596	$681,079,700
Mar-11	$681,079,700	($19,226,978)	$23,472,595	$685,325,318
Jun-11	$685,325,317	($19,226,221)	$7,939,126	$674,038,223
Sep-11	$674,038,223	($17,543,142)	($54,950,333)	$601,544,748
Dec-11	$601,544,748	($17,996,347)	$26,652,623	$610,201,024
Mar-12	$610,201,024	($18,424,045)	$41,651,407	$633,428,386
Jun-12	$633,428,386	($19,565,191)	($12,196,300)	$601,666,895
Sep-12	$601,666,895	($19,502,528)	$27,990,815	$610,155,182
Dec-12	$610,155,182	($19,736,735)	$13,322,360	$603,740,808
Mar-13	$603,740,808	($21,331,110)	$25,836,469	$608,246,166
Jun-13	$608,246,166	($22,971,241)	($3,558,977)	$581,715,949
Sep-13	$581,715,949	($22,792,009)	$29,121,566	$588,045,505
Dec-13	$588,045,505	($23,020,041)	$29,768,336	$594,793,801
Mar-14	$594,793,801	($22,948,172)	$11,617,817	$583,463,445
Jun-14	$583,463,445	($23,781,419)	$20,935,774	$580,617,800
Sep-14	$580,617,800	($23,973,486)	($7,324,690)	$549,319,624
Dec-14	$549,319,624	($24,616,981)	$6,603,834	$531,306,478
Mar-15	$531,306,478	($23,458,617)	$17,197,180	$525,045,041
Jun-15	$525,045,041	($24,143,915)	$5,472,944	$506,374,069
Sep-15	$506,374,069	($24,112,722)	($22,853,704)	$459,407,643
Dec-15	$459,407,643	($27,542,185)	$12,993,637	$444,859,095
Mar-16	$444,859,095	($26,773,145)	$1,631,135	$419,717,085
Jun-16	$419,717,085	($26,381,540)	$6,603,058	$399,938,603
Sep-16	$399,938,603	($36,893,297)	$12,191,625	$375,236,931
Dec-16	$375,236,931	($16,095,723)	$8,021,326	$367,162,534
Mar-17	$367,162,534	($26,515,622)	$12,883,529	$353,530,441
Jun-17	$353,530,441	($26,489,842)	$5,533,760	$332,574,360
Sep-17	$332,574,360	($26,197,063)	$8,419,541	$314,796,838
Dec-17	$314,796,838	($25,843,977)	$9,214,416	$298,167,277
Mar-18	$298,167,277	($25,673,057)	($709,162)	$271,785,057
Jun-18	$271,785,057	($23,495,940)	$2,668,486	$250,957,604
Sep-18	$250,957,604	($27,227,771)	$7,572,457	$231,312,290
Dec-18	$231,312,290	($24,743,983)	($13,372,282)	$193,196,024
Mar-19	$193,196,024	($33,290,012)	$11,059,732	$170,826,184
Jun-19	$170,826,184	($18,391,427)	$3,651,995	$156,086,751
Sep-19	$156,086,751	($25,879,043)	$901,985	$131,109,693
Dec-19	$131,109,693	($26,962,901)	$1,520,339	$105,667,131
Mar-20	$105,667,131	($24,855,060)	($999,229)	$79,812,842
		($1,094,258,410)	$246,316,813	

Performance Detail (Net of Fees) - Annualized

	Market Value	% of Portfolio	Ending March 31, 2020 Fiscal YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs	Inception	Inception Date
Total Fund	**$79,812,842**	**100.0%**	**-1.2%**	**2.7%**	**4.5%**	**4.7%**	**5.9%**	**6.6%**	**5.8%**	**Jan-97**
Total Investment Grade Fixed Income	**$75,907,666**	**95.1%**	**-1.3%**	**1.3%**	**1.7%**	**1.6%**	**1.6%**	**3.2%**	**3.0%**	**Jun-07**
Segall Bryant & Hamill	$75,907,666	95.1%	-1.3%	1.3%	1.7%	1.6%	1.5%	2.7%	3.4%	Jan-09
Custom Benchmark Segall			*1.7%*	*4.5%*	*2.6%*	*2.1%*	*1.8%*	*2.9%*	*3.3%*	*Jan-09*
Total Cash Equivalents	**$2,016,657**	**2.5%**	**0.5%**	**1.9%**	**1.3%**	**0.9%**	**0.7%**	**0.5%**	**--**	**Jul-06**
PNC STIF	$2,016,657	2.5%	0.5%	1.9%	1.3%	0.9%	0.6%	0.5%	1.6%	Jul-06
Total Other	**$1,888,519**	**2.4%**								
EnTrust Capital Diversified Peru Class X	$1,888,519	2.4%								

Account	Fee Schedule	Market Value As of 3/31/2020	% of Portfolio	Estimated Annual Fee ($)	Estimated Annual Fee (%)
Total Investment Grade Fixed Income	**-**	**$75,907,666**	**95.1%**	**--**	**--**
Segall Bryant & Hamill	0.15% of Assets	$75,907,666	95.1%	$113,861	0.15%
Total Cash Equivalents	**-**	**$2,016,657**	**2.5%**	**--**	**--**
PNC STIF	-	$2,016,657	2.5%	--	--
Total Other	**-**	**$1,888,519**	**2.4%**	**--**	**--**
EnTrust Capital Diversified Peru Class X	0.50% of Assets	$1,888,519	2.4%	$9,443	0.50%
Investment Management Fee		**$79,812,842**	**100.0%**	**$123,304**	**0.15%**

Benchmark History

Segall Bryant & Hamill		
4/1/2018	Present	BBgBarc US Govt/Credit 1-3 Yr. TR 100%
9/1/2013	3/31/2018	BBgBarc US Govt/Credit Int TR 100%
1/1/2009	8/31/2013	BBgBarc US Aggregate TR 100%

Footnotes

- Montag & Caldwell was terminated on August 1, 2006 and funds were transferred to Capital Management Associates.
- Fountain was terminated and assets moved to Lazard High Yield on July 2, 2007.
- Ark was terminated and assets moved to Westwood on August 1, 2007.
- The net of fees returns in this report are estimated. Fees do not include: the investment consulting fee paid to IPS, investment manager incentive fees, custodians fees, or other administrative costs.
- NOF calculations began 3rd Quarter 2004 and cannot be calculated for prior time periods.
- Gottex Fund Management Holdings Ltd. values, flows, and returns are provided by Gottex and cannot be independently verified.
- Segall Bryant & Hamill hired with initial funding from Logan Circle Partners on November 14, 2008 in the amount of $39,669,926.
- On December 16, 2016 Tremont Recovery amount of $215,947 was transferred to the cash account. The Tremont Recovery payment is reflected as a gain in the Hedge Fund of Funds group.

- The following composite returns prior to 1st quarter 2010 do not include cash in the calculation of returns.
    - Total Fund Domestic Equity
    - Total Fund International Equity
    - Total Domestic Fixed Investment Grade
    - Total Fixed High Yield
    - Total Fund Real Estate
    - Total Fund Hedge Fund of Fund
    - Total Fund GTAA/Risk Parity
- Separately managed account returns are calculated by IPS using custodian data.
- Values, flows, and returns for all commingled funds, mutual funds, partnerships, and all other alternative assets are provided by the firm managing the assets and cannot be independently verified by IPS.
- Total asset class inception returns may not be available if the performance history begins prior to December 2007.

FELRA and UFCW Pension Fund

Preliminary Monthly Performance Update

Period Ended

May 31, 2020

Total Fund Growth of Assets

	Last Month	Quarter-To-Date	Fiscal Year-To-Date
Beginning Market Value	$70,690,051	$79,812,842	$105,667,131
Net Cash Flow	-$3,953,807	-$14,354,106	-$39,209,166
Net Investment Change	$613,695	$1,891,203	$891,974
Ending Market Value	$67,349,939	$67,349,939	$67,349,939

- The Fund's fiscal year end is December 31st.

Current vs. Policy

	Current	Current	Policy	Policy Range	Difference	Difference
Domestic Equity	--	--	20.0%	0.0% - 40.0%	-20.0%	-$13,469,988
International Equity	--	--	0.0%	0.0% - 0.0%	0.0%	$0
Emerging Markets Equity	--	--	0.0%	0.0% - 0.0%	0.0%	$0
Investment Grade Fixed Income	$62,814,244	93.3%	45.0%	0.0% - 100.0%	48.3%	$32,506,771
Opportunistic Fixed Income	--	--	10.0%	0.0% - 20.0%	-10.0%	-$6,734,994
Short Duration High Yield Fixed Income	--	--	5.0%	0.0% - 10.0%	-5.0%	-$3,367,497
Real Estate	--	--	0.0%	0.0% - 0.0%	0.0%	$0
Hedge Fund of Funds	--	--	0.0%	0.0% - 0.0%	0.0%	$0
Global Tactical Asset Allocation	--	--	15.0%	0.0% - 30.0%	-15.0%	-$10,102,491
Cash Equivalents / Other	$4,535,696	6.7%	5.0%	0.0% - 20.0%	1.7%	$1,168,199
Total	**$67,349,939**	**100.0%**	**100.0%**			

- The Policy is effective September 25, 2019.
- Cash Equivalents / Other includes PNC STIF, and EnTrust Capital Diversified Peru Class X.

Performance Detail (Gross of Fees)

	Market Value	% of Portfolio	Ending May 31, 2020 1 Mo	QTD	Fiscal YTD
Total Fund	**$67,349,939**	**100.0%**	**0.9%**	**2.6%**	**1.4%**
Total Investment Grade Fixed Income	**$62,814,244**	**93.3%**	**1.0%**	**2.7%**	**1.4%**
Segall Bryant & Hamill	$62,814,244	93.3%	1.0%	2.7%	1.4%
Custom Benchmark Segall			*0.3%*	*1.0%*	*2.7%*
Total Cash Equivalents	**$2,663,802**	**4.0%**	**0.0%**	**0.1%**	**0.6%**
PNC STIF	$2,663,802	4.0%	0.0%	0.1%	0.6%
Total Other	**$1,871,893**	**2.8%**			
EnTrust Capital Diversified Peru Class X	$1,871,893	2.8%			

Performance Detail (Net of Fees)

	Market Value	% of Portfolio	Ending May 31, 2020		
			1 Mo	QTD	Fiscal YTD
Total Fund	**$67,349,939**	**100.0%**	**0.9%**	**2.5%**	**1.3%**
Total Investment Grade Fixed Income	**$62,814,244**	**93.3%**	**1.0%**	**2.7%**	**1.3%**
Segall Bryant & Hamill	$62,814,244	93.3%	1.0%	2.7%	1.3%
Custom Benchmark Segall			*0.3%*	*1.0%*	*2.7%*
Total Cash Equivalents	**$2,663,802**	**4.0%**	**0.0%**	**0.1%**	**0.6%**
PNC STIF	$2,663,802	4.0%	0.0%	0.1%	0.6%
Total Other	**$1,871,893**	**2.8%**			
EnTrust Capital Diversified Peru Class X	$1,871,893	2.8%			

Footnote

- In May 2020, $5.0M transferred from investment grade fixed income (SBH) to cash.

Disclaimer:

This report has been prepared by Investment Performance Services, LLC (“IPS”). Certain information, including information relating to market indices, was provided by sources external to IPS and may not have been verified. While IPS has exercised reasonable professional care in preparing this report, we cannot guarantee the accuracy of source information contained herein. Information provided in this report is as of the date of the report unless noted otherwise, and IPS is under no obligation to update the information or communicate that any updates have been made. If this report contains information regarding a matter that is outside of the description of services in the written agreement between IPS and the Fund, such information is included for informational purposes only and, the inclusion of such information does not alter or expand the scope of the services provided by IPS.

The Fund’s performance is attributable to factors other than the advice of IPS because, among other things, (a) IPS may act in an advisory capacity (i.e., IPS may not have discretion over Fund assets), (b) the Fund may or may not follow advice provided by IPS, and (c) returns may include investments made prior to the Fund’s relationship with IPS. Nothing contained herein constitutes investment, legal, accounting, actuarial, or tax advice, or a recommendation to buy, sell, or hold a security or pursue a particular investment vehicle or any trading strategy. Past performance is no guaranty of future results.

EPIC

April 30 - May 3, 2019

The following investment managers and providers attended and helped to defray the cost of IPS' annual conference EPIC. EPIC is an educational conference addressing various issues related to employee benefit plans. IPS does not give preferential treatment to investment managers or any other provider that pays to attend EPIC.

- Aberdeen Standard Investments
- Amalgamated Bank of Chicago
- American Realty Advisors
- ASB Real Estate Investments
- Atlanta Capital Management
- BlackRock Financial Management
- BNY Mellon Asset Management (Mellon)
- Boyd Watterson Asset Management
- Brown Advisory
- Capital Institutional Services, Inc. (CAPIS)
- Chartwell Investment Partners
- Christenson Investment Partners
- Corbin Capital Partners
- Corry Capital Advisors
- Eaton Vance Management
- EnTrust Global
- First Eagle Investment Mgmt.
- Foundry Partners
- Fred Alger Management
- GAMCO Asset Management
- GCM Grosvenor
- Gerding Edlen
- Glouston Capital Partners
- GoldenTree Asset Management
- Great Lakes Advisors
- Hamilton Lane Advisors
- HarbourVest Partners
- Hardman Johnston Global Advisors
- Intercontinental Real Estate Corp.
- Invesco Advisers, Inc.
- Janus Henderson Investors
- JP Morgan Asset Management
- Kearney Capital LLC
- Kelson Group
- Lazard Asset Management
- Loomis, Sayles & Company
- Lord Abbett & Co.
- LSV Asset Management
- MacKay Shields
- McMorgan & Company
- MEPT/Bentall Kennedy
- National Investment Services
- Neuberger Berman
- Nuveen
- Patriot Financial Partners
- PENN Capital Management
- Piedmont Investment Advisors
- PNC Capital Advisors
- Post Advisory Group
- Quantitative Management Associates
- Quest Investment Management
- Rothschild Asset Management
- Ryan Labs Asset Management
- Segall Bryant & Hamill
- Sierra Investment Partners
- Smith Graham & Co.
- Ullico Investment Company
- U.S. Bank
- Victory Capital Management
- Washington Capital Management
- WEDGE Capital Management
- Wellington Management Company
- Westfield Capital Management
- William Blair & Company

Glossary of Investment Terminology

Total Return	The annual return on an investment including appreciation, depreciation and income (interest, dividends, net operating income).
Alpha	The excess return (positive or negative) generated by active portfolio management and security selection, relative to a benchmark.
Beta	A historical measure of an investment's volatility relative to the market. The beta of the market is 1.0 (as represented by a benchmark such as the S&P 500 Index). A beta of greater than 1.0 indicates an investment with greater volatility than the benchmark. A beta of less than 1.0 indicates less volatility than the benchmark.
Standard Deviation	Standard deviation is a statistical measurement of the dispersion of a set of data from its mean. The more spread apart the data are, the greater the standard deviation.
Risk	For an investment portfolio, risk is typically defined as the volatility of the returns, as measured by calculating the standard deviation. The risk does not necessarily indicate the risk of loss, but does indicate the risk of inconsistent returns.
Capture Ratio	Calculates how well a manager performs in a rising or falling market as a percentage of a benchmark. In a rising market, a percentage of 100 or better is preferred, and indicates the manager exceeded the benchmark (upside capture ratio). In a falling market, a percentage of less than 100 is preferred, indicating that the manager lost less than the benchmark (downside capture ratio).
Correlation	A statistical measure of how two asset classes perform in relation to each other. Asset classes with a correlation of 1.0 have perfect positive correlation (exactly the same). Assets with perfect negative correlation of -1.0 will perform equally but in opposite directions.
Efficient Frontier	A series of portfolios with the maximum expected return for any level of risk, which is calculated based on assumptions of risk, return and correlation. These portfolios are shown graphically on a risk and return chart, and represent the most efficient tradeoff between risk and return.
Market Cap	The dollar value of a corporation, which is calculated by multiplying the share price and the number of outstanding shares.
Large Cap	Stocks which typically have a market capitalization of $10 billion or higher.
Mid Cap	Stocks which typically have a market capitalization of $2 to $10 billion.
Small Cap	Stocks which typically have a market capitalization of $2 billion or less.
Geometric Calculation	Geometric Calculations are used when determining an annualized investment return and tends to dampen the effect of very high or very low values. The result is a number that is smaller than (or equal to) the arithmetic average of the values.
Compound Annual Returns	Compound annual returns show the annual investment return, assuming the investment grew at a constant rate, and reflects the impact of the time in the calculation of an investment return.
Return/Risk Ratio	The return/risk ratio is the expected return of an investment divided by the expected standard deviation (risk). When comparing return/risk ratios a higher value is presumed to be better than a lower value