Retirement Board

Monday, July 20, 2026, 9:30 AM, Bushor Conference Room, 149 Church Street, 1st Floor

Join from PC, Mac, iPad, or Android:

https://zoom.us/j/93029131426

Phone one-tap:

+13092053325, 93029131426# US

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Webinar ID: 930 2913 1426

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1. Agenda

Subject	**1.1. Motion to adopt agenda**
Meeting	July 20, 2026 - Retirement Board Meeting - Monday, July 20, 2026, 9:30 AM, Bushor Conference Room, 149 Church Street, 1st Floor
Category	1. Agenda
Department	Retirement Administration
Type	Action Procedural
Recommended Action	Motion to adopt agenda

2. Introduction of Board Members

3. Public Forum

4. Minutes

Subject	**4.1. June 15, 2026 Retirement Board Meeting Minutes**

Meeting	July 20, 2026 - Retirement Board Meeting - Monday, July 20, 2026, 9:30 AM, Bushor Conference Room, 149 Church Street, 1st Floor
Category	4. Minutes
Department	Department of Finance and Administration
Type	Action Information Minutes
Recommended Action	approve the minutes

5. Approve Return of Contributions

Subject	**5.1. Nicholas J. Andrade, Class B $28,216.70; Effective Date of Benefit: 06/01/26**
Meeting	July 20, 2026 - Retirement Board Meeting - Monday, July 20, 2026, 9:30 AM, Bushor Conference Room, 149 Church Street, 1st Floor
Category	5. Approve Return of Contributions
Department	Retirement Administration
Type	Action
Recommended Action	approve return of contribution for Nicholas J. Andrade
Subject	**5.2. Kimberly A. Rojas Cepeda, Class B $3,658.22; Effective Date of Benefit: 06/01/26**
Meeting	July 20, 2026 - Retirement Board Meeting - Monday, July 20, 2026, 9:30 AM, Bushor Conference Room, 149 Church Street, 1st Floor
Category	5. Approve Return of Contributions
Department	Retirement Administration
Type	Action
Recommended Action	approve return of contribution for Kimberly A. Rojas Cepeda
Subject	**5.3. Erik D. Ramakrishnan, Class B $10,937.58; Effective Date of Benefit: 07/01/26**
Meeting	July 20, 2026 - Retirement Board Meeting - Monday, July 20, 2026, 9:30 AM, Bushor Conference Room, 149 Church Street, 1st Floor
Category	5. Approve Return of Contributions
Department	Retirement Administration
Type	Action
Recommended Action	approve return of contribution for Erik D. Ramakrishnan

Subject	**5.4. Ann C. Reading, Class B $13,080.99; Effective Date of Benefit: 08/01/26**
Meeting	July 20, 2026 - Retirement Board Meeting - Monday, July 20, 2026, 9:30 AM, Bushor Conference Room, 149 Church Street, 1st Floor
Category	5. Approve Return of Contributions
Department	Retirement Administration
Type	Action
Recommended Action	approve return of contribution for Ann C. Reading

6. Approve Retirement Applications

Subject	**6.1. Natalie Grant, Class B $24.60; Effective Date of Benefit: 07/01/26; Payment Date: 07/15/26**
Meeting	July 20, 2026 - Retirement Board Meeting - Monday, July 20, 2026, 9:30 AM, Bushor Conference Room, 149 Church Street, 1st Floor
Category	6. Approve Retirement Applications
Department	Retirement Administration
Type	Action
Recommended Action	approve retirement application for Natalie Grant

Subject	**6.2. Andrew A. Awhaitey, Class B $1,139.62; Effective Date of Benefit: 07/01/26; Payment Date: 07/15/26**
Meeting	July 20, 2026 - Retirement Board Meeting - Monday, July 20, 2026, 9:30 AM, Bushor Conference Room, 149 Church Street, 1st Floor
Category	6. Approve Retirement Applications
Department	Retirement Administration
Type	Action
Recommended Action	approve retirement application for Andrew A. Awhaitey

7. Administrative Update

Subject	**7.1. Actuarial Valuation Report GASB 68 Disclosure June 30, 2026**
Meeting	July 20, 2026 - Retirement Board Meeting - Monday, July 20, 2026, 9:30 AM, Bushor Conference Room, 149 Church Street, 1st Floor
Category	7. Administrative Update
Department	Retirement Administration
Type	Information Report

8. Fiducient

Subject	**8.1. City of Burlington Employees Retirement System Monthly Performance Update — June 2026**
Meeting	July 20, 2026 - Retirement Board Meeting - Monday, July 20, 2026, 9:30 AM, Bushor Conference Room, 149 Church Street, 1st Floor
Category	8. Fiducient
Department	Retirement Administration
Type	Information Report

9. Executive Session

Subject	**9.1. Executive Session Re: Contract Terms For Actuarial Services**
Meeting	July 20, 2026 - Retirement Board Meeting - Monday, July 20, 2026, 9:30 AM, Bushor Conference Room, 149 Church Street, 1st Floor
Category	9. Executive Session
Department	Retirement Administration
Type	Action Procedural
Recommended Action	1. Move to make a specific finding that premature general public knowledge of contract terms for actuarial services would clearly place the City at a substantial disadvantage; 2. Based upon that finding move to enter into executive session pursuant to 1 VSA 313(1)(A).

10. Election of Chair and Vice Chair

11. Adjournment

Subject	**11.1. Motion to adjourn**
Meeting	July 20, 2026 - Retirement Board Meeting - Monday, July 20, 2026, 9:30 AM, Bushor Conference Room, 149 Church Street, 1st Floor
Category	11. Adjournment
Department	Retirement Administration
Type	Action Procedural
Recommended Action	Motion to adjourn

BURLINGTON RETIREMENT BOARD
BUSHOR CONFERENCE ROOM, 149 CHURCH STREET, 1ST FLOOR
MINUTES OF MEETING
June 15, 2026

1. Agenda

1. Agenda

Acting Chair Kasti convened the meeting at 9:33 am.
Members present: Munir Kasti, Katherine Schad, Paul Olsen, David Mount, Eric Dalla Mura and Kyle Blake (all in person); Matt Dow (online)
Others present: Brad Kukenberger, Lynn Reagan, Hayley McClenahan, Rob Lessard, Rich Sych (all in person); Kate Pizzi and Chris Rowlins (both online)

Subject	**1.1. Motion to adopt agenda**
Meeting	June 15, 2026 - Retirement Board Meeting - Monday, June 15, 2026, 9:30 AM, Bushor Conference Room, 149 Church Street, 1st Floor
Category	1. Agenda
Department	Retirement Administration
Type	Action Procedural
Recommended Action	Motion to adopt agenda

1.1. Motion to adopt agenda
Motion made by Board Member Dalla Mura, seconded by Board Member Blake, to adopt the agenda as presented. Motion passed unanimously.

2. Class B Board Member Nominations

2. Class B Board Member Nominations

Subject	**2.1. Open nominations for one (1) Class B Retirement Board member seat**
Meeting	June 15, 2026 - Retirement Board Meeting - Monday, June 15, 2026, 9:30 AM, Bushor Conference Room, 149 Church Street, 1st Floor
Category	2. Class B Board Member Nominations
Department	Retirement Administration
Type	Action Procedural

Recommended Action	Open the floor for nominations for one (1) Class B member seat. Class B membership consists of all system members who are not police officers or firefighters. One Class B seat is currently held by a member from Burlington Electric Department; under City ordinance no two Class A or Class B members may be employed by the same department, so nominees must be from a different City department. Each nomination requires a nominating Class B employee and a second from another Class B employee. Nominations may be made by Class B members present (in person or via Zoom), and nominations submitted in writing in advance will be accepted and read into the record. Nominations received at this meeting will be placed on the ballot for the Class B election to be held June 23–25, 2026.

2.1. Open nominations for one (1) Class B Retirement Board member seat

Ashley Parker (DFA) nominated herself; Nicole Losch (DFA) seconded the nomination. Motion made by Board Member Mount, seconded by Board Member Blake, to close the nominations. Motion passed unanimously.

3. Public Forum

3. Public Forum

None.

4. Minutes

4. Minutes

Subject	**4.1. May 5, 2026 Retirement Board Meeting Minutes - C/T**
Meeting	June 15, 2026 - Retirement Board Meeting - Monday, June 15, 2026, 9:30 AM, Bushor Conference Room, 149 Church Street, 1st Floor
Category	4. Minutes
Department	Department of Finance and Administration
Type	Action Information Minutes

4.1. May 5, 2026 Retirement Board Meeting Minutes - C/T

Motion made by Board Member Olsen, seconded by Board Member Blake, to approve the May 5, 2026 Retirement Board Meeting Minutes. Motion passed unanimously.

5. Approve Return of Contributions

5. Approve Return of Contributions

Motion made by Board Member Blake, seconded by Board Member Olsen, to approve the return of contributions as presented. Motion passed unanimously.

Subject	**5.1. Nusret Mustafic, Class B $71.50; Effective Date of Benefit: 06/01/26**
Meeting	June 15, 2026 - Retirement Board Meeting - Monday, June 15, 2026, 9:30 AM, Bushor Conference Room, 149 Church Street, 1st Floor
Category	5. Approve Return of Contributions
Department	Retirement Administration

Type	Action
Recommended Action	approve return of contribution for Nusret Mustafic

5.1. Nusret Mustafic, Class B $71.50; Effective Date of Benefit: 06/01/26

Subject	**5.2. Joanna E. Robinson, Class B $7,449.14; Effective Date of Benefit: 06/01/26**
Meeting	June 15, 2026 - Retirement Board Meeting - Monday, June 15, 2026, 9:30 AM, Bushor Conference Room, 149 Church Street, 1st Floor
Category	5. Approve Return of Contributions
Department	Retirement Administration
Type	Action
Recommended Action	approve return of contribution for Joanna E. Robinson

5.2. Joanna E. Robinson, Class B $7,449.14; Effective Date of Benefit: 06/01/26

Subject	**5.3. Bleonard Ademi, Class B $5,644.57; Effective Date of Benefit: 06/01/26**
Meeting	June 15, 2026 - Retirement Board Meeting - Monday, June 15, 2026, 9:30 AM, Bushor Conference Room, 149 Church Street, 1st Floor
Category	5. Approve Return of Contributions
Department	Retirement Administration
Type	Action
Recommended Action	approve return of contribution for Bleonard Ademi

5.3. Bleonard Ademi, Class B $5,644.57; Effective Date of Benefit: 06/01/26

Subject	**5.4. Jacob S. Baldwin, Class B $3,510.11; Effective Date of Benefit: 06/01/26**
Meeting	June 15, 2026 - Retirement Board Meeting - Monday, June 15, 2026, 9:30 AM, Bushor Conference Room, 149 Church Street, 1st Floor
Category	5. Approve Return of Contributions
Department	Retirement Administration
Type	Action
Recommended Action	approve return of contribution for Jacob S. Baldwin

5.4. Jacob S. Baldwin, Class B $3,510.11; Effective Date of Benefit: 06/01/26

Subject	**5.5. Gwendolyn Marquis, Class B $5,521.88; Effective Date of Benefit: 05/01/26**
Meeting	June 15, 2026 - Retirement Board Meeting - Monday, June 15, 2026, 9:30 AM, Bushor Conference Room, 149 Church Street, 1st Floor
Category	5. Approve Return of Contributions
Department	Retirement Administration
Type	Action
Recommended Action	approve return of contribution for Gwendolyn Marquis

5.5. Gwendolyn Marquis, Class B $5,521.88; Effective Date of Benefit: 05/01/26

Subject	**5.6. Jonathan M. Sumner, Class B $20,923.91; Effective Date of Benefit: 05/01/26**
Meeting	June 15, 2026 - Retirement Board Meeting - Monday, June 15, 2026, 9:30 AM, Bushor Conference Room, 149 Church Street, 1st Floor
Category	5. Approve Return of Contributions
Department	Retirement Administration
Type	Action
Recommended Action	approve return of contribution for Jonathan M. Sumner

5.6. Jonathan M. Sumner, Class B $20,923.91; Effective Date of Benefit: 05/01/26

Subject	**5.7. Jenal E. Dumas, Class B $5,944.95; Effective Date of Benefit: 05/01/26**
Meeting	June 15, 2026 - Retirement Board Meeting - Monday, June 15, 2026, 9:30 AM, Bushor Conference Room, 149 Church Street, 1st Floor
Category	5. Approve Return of Contributions
Department	Retirement Administration
Type	Action
Recommended Action	approve return of contribution for Jenal E. Dumas

5.7. Jenal E. Dumas, Class B $5,944.95; Effective Date of Benefit: 05/01/26

Subject	**5.8. Jacob Alfar, Class B $711.87; Effective Date of Benefit: 06/01/26**
Meeting	June 15, 2026 - Retirement Board Meeting - Monday, June 15, 2026, 9:30 AM, Bushor Conference Room, 149 Church Street, 1st Floor

Category	5. Approve Return of Contributions
Department	Retirement Administration
Type	Action
Recommended Action	approve return of contribution for Jacob Alfar

5.8. Jacob Alfar, Class B $711.87; Effective Date of Benefit: 06/01/26

6. Approve Retirement Application

6. Approve Retirement Application

Motion made by Board Member Mount, seconded by Board Member Olsen, to approve the retirement application as presented. Motion passed unanimously.

Subject	**6.1. Laurie A. Buker, Class B $561.71; Effective Date of Benefit: 05/01/26; Payment Date: 05/15/26**
Meeting	June 15, 2026 - Retirement Board Meeting - Monday, June 15, 2026, 9:30 AM, Bushor Conference Room, 149 Church Street, 1st Floor
Category	6. Approve Retirement Application
Department	Retirement Administration
Type	Action
Recommended Action	approve retirement application for Laurie A. Buker

6.1. Laurie A. Buker, Class B $561.71; Effective Date of Benefit: 05/01/26; Payment Date: 05/15/26

7. Presentation By USI On FY25 Valuation

7. Presentation By USI On FY25 Valuation

Subject	**7.1. Presentation By USI On FY25 Valuation**
Meeting	June 15, 2026 - Retirement Board Meeting - Monday, June 15, 2026, 9:30 AM, Bushor Conference Room, 149 Church Street, 1st Floor
Category	7. Presentation By USI On FY25 Valuation
Department	Retirement Administration
Type	Presentation Information Discussion

7.1. Presentation By USI On FY25 Valuation

8. Administrative Update

8. Administrative Update

9. Fiducient

9. Fiducient

Subject	**9.1. Monthly Performance Update - May 2026**
Meeting	June 15, 2026 - Retirement Board Meeting - Monday, June 15, 2026, 9:30 AM, Bushor Conference Room, 149 Church Street, 1st Floor
Category	9. Fiducient
Department	Retirement Administration
Type	Report Information

9.1. Monthly Performance Update - May 2026
Motion made by Board Member Blake, seconded by Board Member Dalla Mura, to move $5.8 million to cash as recommended by Fiducient and be ready to reimburse the City when needed. Motion passed unanimously.

10. Adjournment

10. Adjournment

Subject	**10.1. Motion to adjourn**
Meeting	June 15, 2026 - Retirement Board Meeting - Monday, June 15, 2026, 9:30 AM, Bushor Conference Room, 149 Church Street, 1st Floor
Category	10. Adjournment
Department	Retirement Administration
Type	Action Procedural
Recommended Action	Motion to adjourn

10.1. Motion to adjourn
Motion made by Board Member Blake, seconded by Board Member Olsen, to adjourn the meeting. Motion passed unanimously.

USICG Participant Service Center
95 Glastonbury Blvd. STE 102
Glastonbury, CT 06033-4456

Nicholas J. Andrade

June 12, 2026

Re: Burlington Employees' Retirement System - Refund of Employee Contributions

Dear Nicholas J. Andrade:

We have received your completed election forms regarding your pension benefit under the Burlington Employees' Retirement System. As outlined in the original cover letter, because your completed forms were received after the benefit commencement date shown on the forms package, your benefit amount must be recalculated for a current payment date. We have now calculated your final benefit amount. Your benefit payable as a return of employee contributions under Class A as of June 1, 2026 is $28,216.70. You will receive this amount, less any withholding.

The Participant Service Center is ready to assist you with any questions you may have.

Call the Participant Service Center at 1.866.495.3548 between
8:30 am and 4:30 pm ET, Monday – Friday. (Multilingual Services are available)

Send an email to **ServiceCenter@pensionedge.com**. Please note "City of Burlington, VT" in your subject line. **If emailing confidential information**, please contact the Participant Service Center first to receive a secure email link.

Send by mail to USI Consulting Group, ATTN: USICG Participant Service Center,
95 Glastonbury Blvd, STE 102, Glastonbury, CT 06033

IMPORTANT: City of Burlington reserves the right to correct any errors in the Calculation of Benefit Options. If it is determined at any time that the information provided in this Pension Distribution Kit conflicts with the terms of the Plan, the terms of the Plan will govern. Under the law, a plan must be operated in accordance with its terms and errors must be corrected. As a Plan participant, you may have made post-tax contributions to the Plan. As a result, a portion of your benefit may be non-taxable. **Consult with your tax advisor if you have any questions.**

Information Used in Determination

Participant Name:	**Kimberly A. Rojas Cepeda**	Class:	B
Date of Birth:		Department:	AFSCME Local 1343
Date of Hire:	12/02/2024	Post-Tax Employee Contributions:	$0.00
Date of Termination:	05/13/2026	Normal Retirement Date (NRD):	10/26/2061
Beneficiary Date of Birth:	N/A	Payment Start Date:	08/01/2026
		Vesting Percentage:	0.0000%

Determination of Employee Contribution Balance with Interest

Period Ending	Description	Transaction	Balance at End of Period
06/30/2025	Contributions	$1,345.60	$1,345.60
06/30/2025	Interest at 2%	$0.00	$1,345.60
05/13/2026	Contributions	$2,279.68	$3,625.28
06/30/2026	Interest at 2%	$26.91	$3,652.19
07/31/2026	Interest at 2%	$6.03	$3,658.22

(1) Pre-Tax Employee Contributions (Taxable): $3,625.28

(2) Interest Accrued on Employee Contributions (5.5% through 12/31/2017, 2% thereafter): $32.94

(3) Total Return of Employee Contributions with Interest: $\boxed{\$3,658.22}$

Determination of Taxable Portion of Benefit

Form of Payment	Total Benefit	Taxable Portion	Non-Taxable Portion
Return of Contributions	$3,658.22	$3,658.22	0.00

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Information Used in Determination

Participant Name:	**Erik D. Ramakrishnan**	Class:	B
Date of Birth:		Department:	Non-Union
Date of Hire:	01/02/2024	Post-Tax Employee Contributions:	$0.00
Date of Termination:	04/14/2026	Normal Retirement Date (NRD):	03/07/2043
Beneficiary Date of Birth:	N/A	Payment Start Date:	07/01/2026
		Vesting Percentage:	0.0000%

Determination of Employee Contribution Balance with Interest

Period Ending	Description	Transaction	Balance at End of Period
06/30/2024	Contributions	$1,858.76	$1,858.76
06/30/2024	Interest at 2%	$0.00	$1,858.76
06/30/2025	Contributions	$4,642.30	$6,501.06
06/30/2025	Interest at 2%	$37.18	$6,538.24
04/14/2026	Contributions	$4,268.58	$10,806.82
06/30/2026	Interest at 2%	$130.76	$10,937.58

(1)	Pre-Tax Employee Contributions (Taxable):	$10,769.64
(2)	Interest Accrued on Employee Contributions (5.5% through 12/31/2017, 2% thereafter):	$167.94
(3)	Total Return of Employee Contributions with Interest:	$\boxed{\$10,937.58}$

Determination of Taxable Portion of Benefit

Form of Payment	Total Benefit	Taxable Portion	Non-Taxable Portion
Return of Contributions	$10,937.58	$10,937.58	0.00

IMPORTANT: City of Burlington reserves the right to correct any errors in the Calculation of Benefit Options. If it is determined at any time that the information provided in this Pension Distribution Kit conflicts with the terms of the Plan, the terms of the Plan will govern. Under the law, a plan must be operated in accordance with its terms and errors must be corrected. As a Plan participant, you may have made post-tax contributions to the Plan. As a result, a portion of your benefit may be non-taxable. **Consult with your tax advisor if you have any questions.**

Information Used in Determination

Participant Name:	**Ann C. Reading**	Class:	B
Date of Birth:		Department:	IBEW Local 300
Date of Hire:	05/09/2022	Post-Tax Employee Contributions:	$0.00
Date of Termination:	03/24/2026	Normal Retirement Date (NRD):	02/11/2029
Beneficiary Date of Birth:		Payment Start Date:	08/01/2026
		Vesting Percentage:	0.0000%

Determination of Employee Contribution Balance with Interest

Period Ending	Description	Transaction	Balance at End of Period
06/30/2022	Contributions	$426.23	$426.23
06/30/2022	Interest at 2%	$0.00	$426.23
06/30/2023	Contributions	$3,095.28	$3,521.51
06/30/2023	Interest at 2%	$8.52	$3,530.03
06/30/2024	Contributions	$2,721.26	$6,251.29
06/30/2024	Interest at 2%	$70.60	$6,321.89
06/30/2025	Contributions	$3,515.39	$9,837.28
06/30/2025	Interest at 2%	$126.44	$9,963.72
03/24/2026	Contributions	$2,896.43	$12,860.15
06/30/2026	Interest at 2%	$199.27	$13,059.42
07/31/2026	Interest at 2%	$21.57	$13,080.99

(1)	Pre-Tax Employee Contributions (Taxable):	$12,654.59
(2)	Interest Accrued on Employee Contributions (5.5% through 12/31/2017, 2% thereafter):	$426.40
(3)	Total Return of Employee Contributions with Interest:	$13,080.99

Determination of Taxable Portion of Benefit

Form of Payment	Total Benefit	Taxable Portion	Non-Taxable Portion
Return of Contributions	$13,080.99	$13,080.99	0.00

Calculation of Benefit Options — Form A

Burlington Employees' Retirement System, Class B - Other — Natalie Grant

IMPORTANT: City of Burlington reserves the right to correct any errors in the Calculation of Benefit Options. If it is determined at any time that the information provided in this Pension Distribution Kit conflicts with the terms of the Plan, the terms of the Plan will govern. Under the law, a plan must be operated in accordance with its terms and errors must be corrected.

Type of Calculation

Regular Service

Information Used in Benefit Determination

Participant Name:	**Natalie Grant**	Class:	B
Date of Birth:		Department:	Other
Date of Hire:	05/01/1989	Vesting Percentage:	26.6667%
Date of Termination:	09/14/1992	Normal Retirement Date (NRD):	06/11/2026
Beneficiary Date of Birth:	N/A	Payment Start Date:	07/01/2026

Earnings

Average Final Compensation*: $25,285.09

Determination of Benefit Amount

(1)	Years of Creditable Service (CS)	3.33333
(2)	Years of CS on or prior to 06/30/2006 [(2) + (3) is not to exceed 25 years]	3.33333
(3)	Years of CS after 06/30/2006 [(2) + (3) is not to exceed 25 years]	0.00000
(4)	Years of CS in excess of 25 years	N/A
	COLA Option	Full COLA
(5)	Accrual Rate on or prior to 06/30/2006 (not to exceed 25 years)	1.200%
(6)	Accrual Rate after 06/30/2006 (not to exceed 25 years)	1.200%
(7)	Accrual Rate in excess of 25 years	0.500%
(8)	Retirement Accrual Percentage = [(2) x (5)] + [(3) x (6)] + [(4) x (7)]	4.0000%
(9)	Monthly Vested Benefit Payable at Payment Start Date *= (8) x Average Final Compensation/12 x Vesting Percentage*	$22.48
(10)	Early Retirement Reduction Factor	1.0000
(11)	Monthly Vested Benefit Payable at Payment Start Date = (9) x (10)	$22.48

Benefit Options Available

Form of Payment	Option Factor	Full COLA Initial Benefit	Full COLA Survivor's Benefit[1]
Straight Life Annuity	1.0941	$24.60	N/A
10 Year Certain & Life Annuity	1.0000	$22.48	$22.48
100% Joint & Survivor Annuity	N/A	N/A	N/A
50% Joint & Survivor Annuity	N/A	N/A	N/A
100% Joint & Survivor Pop-Up Annuity	N/A	N/A	N/A
50% Joint & Survivor Pop-Up Annuity	N/A	N/A	N/A

(1) **Survivor Benefits**: for the Joint and Survivor Annuity payments, the survivor's benefit is only payable if the chosen survivor is alive upon the participant's death. If the chosen survivor is not alive, then no additional benefit is payable upon participant death. The choice of survivor may not be changed after benefit payments have commenced.

** Average is of the three highest years of pensionable earnings*

Calculation of Benefit Options — Form A

Burlington Employees' Retirement System, Class B - School — Andrew A. Awhaitey

IMPORTANT: City of Burlington reserves the right to correct any errors in the Calculation of Benefit Options. If it is determined at any time that the information provided in this Pension Distribution Kit conflicts with the terms of the Plan, the terms of the Plan will govern. Under the law, a plan must be operated in accordance with its terms and errors must be corrected.

Type of Calculation

Late Service

Information Used in Benefit Determination

Participant Name:	**Andrew A. Awhaitey**	Class:	B
Date of Birth:		Department:	School
Date of Hire:	11/22/2010	Vesting Percentage:	100.0000%
Date of Termination:	06/15/2026	Normal Retirement Date (NRD):	03/05/2021
Beneficiary Date of Birth:		Payment Start Date:	07/01/2026
		Employee Contribution Balance w/ Interest as of 07/01/2026:	$27,259.70

Earnings

Average Final Compensation*: $43,883.04

Determination of Benefit Amount

(1)	Years of Creditable Service (CS)	15.58333
(2)	Years of CS on or prior to 06/30/2006 [(2) + (3) is not to exceed 25 years]	0.00000
(3)	Years of CS after 06/30/2006 [(2) + (3) is not to exceed 25 years]	15.58333
(4)	Years of CS in excess of 25 years	N/A
	COLA Option	Full COLA
(5)	Accrual Rate on or prior to 06/30/2006 (not to exceed 25 years)	1.400%
(6)	Accrual Rate after 06/30/2006 (not to exceed 25 years)	1.400%
(7)	Accrual Rate in excess of 25 years	0.500%
(8)	Retirement Accrual Percentage = [(2) x (5)] + [(3) x (6)] + [(4) x (7)]	21.8167%
(9)	Monthly Vested Benefit Payable at Payment Start Date *= (8) x Average Final Compensation/12 x Vesting Percentage*	$797.82
(10)	Monthly Vested Benefit at NRD: *= {[Years of CS on or prior to 06/30/2006 and prior to NRD (0.00000) x (5)] + [Years of CS after 06/30/2006 and prior to NRD (10.25000) x (6)] + [Years of CS in excess of 25 years and prior to NRD (0.00000) x (7)]} x Average Final Compensation/12 x Vesting Percentage*	$524.77
(11)	Month Vested Benefit Payable as of your Payment Start Date: *= [Greater of (10)] x 1.863604 Late Adjustment Factor or (9)*	$977.96

Benefit Options Available

Form of Payment	Option Factor	Full COLA Initial Benefit	Full COLA Survivor's Benefit(1)
Straight Life Annuity	1.1653	$1,139.62	**
10 Year Certain & Life Annuity	1.0000	$977.96	$977.96
100% Joint & Survivor Annuity	N/A	N/A	N/A
50% Joint & Survivor Annuity	0.9067	$886.72	$443.36
100% Joint & Survivor Pop-Up Annuity	N/A	N/A	N/A
50% Joint & Survivor Pop-Up Annuity	0.9037	$883.78	$441.89
Return of Employee Contributions	N/A	$27,259.70	N/A

(1) **Survivor Benefits**: for the Joint and Survivor Annuity payments, the survivor's benefit is only payable if the chosen survivor is alive upon the participant's death. If the chosen survivor is not alive, then no additional benefit is payable upon participant death. The choice of survivor may not be changed after benefit payments have commenced.

** Average is of the three highest years of pensionable earnings*

***Amount in excess (if any) of accumulated employee contributions, with interest, over payments made*

City of Burlington, VT

Burlington Employees' Retirement System

Actuarial Valuation Report

GASB 68 Disclosure

June 30, 2026

(Measurement Date: June 30, 2025)

USI CONSULTING GROUP

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All the items listed below are required by GASB 67 and GASB 68 but are not included in this report:

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Statement of Fiduciary Net Position

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Pension Board Composition

Authority to Amend Plan

Report Prepared By:

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Certification

This report presents the results of the June 30, 2025 GASB 68 Disclosure for the Burlington Employees' Retirement System (the Plan). The report is intended to satisfy the requirements of GASB 68. This report may not be appropriate for any other purpose.

The report has been performed in accordance with generally accepted actuarial principles and practices. It is intended to comply with the Actuarial Standards Board Standards of Practice.

As required under Part II, Section 24-61 of the Burlington Code of Ordinances, experience studies are performed at least one in every five-year period. The assumptions in this report were based on an experience study covering the period July 1, 2017 to June 30, 2022.

In our opinion, the actuarial assumptions used in this report are reasonably related to the experience of the Plan and to reasonable long-term expectations.

In preparing this disclosure report, I have relied on employee data provided by the Plan Sponsor, and on asset and contribution information provided by the Plan Sponsor or Trustee. I have audited neither the employee data nor the financial information, although I have reviewed them for reasonableness.

The results in this disclosure report are based on the Plan as summarized in the Summary of Plan Provisions section of this report and the actuarial methods and assumptions detailed in the Description of Actuarial Methods and Procedures and Description of Actuarial Assumptions sections of this report.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to factors such as, but not limited to, the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the plan's funded status); and changes in plan provisions or applicable law. Due to the limited scope of this report, an analysis of the potential range of such future measurements has not been performed.

I have no relationship with the employer or the Plan that would impair, or appear to impair, my objectivity in performing the work presented in this report. I am a member of the American Academy of Actuaries and meet its Qualification Standards to render the actuarial opinion contained herein.

Richard S. Sych

Richard S. Sych, FSA, MAAA
Enrolled Actuary 26-05065

Robert P. Lessard

Robert P. Lessard, ASA, MAAA
Enrolled Actuary 26-08801

July 15, 2026

Contributions Compared to ADEC and Payroll
Schedule of Contributions Last 10 Fiscal Years

	2025	2024	2023	2022	2021
Actuarially determined employer contribution (ADEC)	$ 13,103,013	$ 11,716,667	$ 11,254,693	$ 10,821,716	$ 10,236,862
Contributions in relation to the ADEC	13,103,013	11,716,667	11,254,693	10,821,716	10,236,862
Contribution deficiency (excess)	$ -	$ -	$ -	$ -	$ -
Covered payroll	$ 68,049,609	$ 64,019,663	$ 58,652,428	$ 51,361,810	$ 51,634,214
Contributions as a % of covered payroll	19.26%	18.30%	19.19%	21.07%	19.83%

	2020	2019	2018	2017	2016
Actuarially determined employer contribution (ADEC)	$ 9,715,892	$ 9,516,913	$ 9,172,822	$ 9,219,098	$ 9,149,159
Contributions in relation to the ADEC	9,715,892	9,516,913	9,172,822	9,219,098	9,149,159
Contribution deficiency (excess)	$ -	$ -	$ -	$ -	$ -
Covered payroll	$ 50,603,498	$ 49,218,437	$ 49,012,028	$ 45,650,372	$ 48,107,717
Contributions as a % of covered payroll	19.20%	19.34%	18.72%	20.20%	19.02%

Discount Rate Calculation

The long-term expected rate of return on investments may be used to discount liabilities to the extent that the plan's fiduciary net position and future contributions are projected to be sufficient to cover expected benefit payments and administrative expenses for current plan members. Projections of the plan's fiduciary net position incorporate all cash flows for contributions from the employer and employee and administrative expenses. Professional judgment should be applied to the projections of contributions in circumstances where (a) contribution amounts are established by statute or contract or (b) a formal written policy exists. Consideration should also be given to the most recent five-year contribution history as key indicators of future contributions. It should not include cash flows for future plan members.

If the amount of the plan's fiduciary net position is projected to be greater than or equal to the benefit payments and administrative expenses made in that period, the actuarial present value of payments should be discounted using the long-term expected rate of return on those investments. A 20-year, high quality (AA/Aa or higher), tax-exempt municipal bond yield or index rate must be used to discount benefit payments for periods where the fiduciary net position is not projected to cover expected benefit payments and administrative expenses.

Plans that are projected to have sufficient fiduciary net position indefinitely will use the long-term expected return on investments to determine liabilities but will have to substantiate their projected solvency.

GASB permits alternative methods to evaluate the sufficiency of the plan's net fiduciary position. Based on the plan's current net pension liability and current contribution policy, the plan's projected fiduciary net position will be sufficient to cover projected benefit payments and administrative expenses indefinitely. Therefore, since the fund is not projected to run out of money, we have used the 7.10% interest rate assumption to discount plan liabilities.

Target Allocation and Expected Rate of Return

Actuarial Valuation as of June 30, 2025

Asset Class	Target Allocation	Long-Term Expected Nominal Rate of Return*	Weighting
U.S. Core Fixed Income	20.00%	5.20%	1.04%
U.S. Bonds - Dynamic	7.00%	5.30%	0.37%
Domestic Large Cap Equity	33.00%	6.60%	2.18%
Domestic Small Cap Equity	10.00%	6.40%	0.64%
International Developed Equity	18.00%	7.50%	1.35%
Emerging Markets Equity	7.50%	8.60%	0.65%
Private Real Estate	3.00%	8.10%	0.24%
Broad Real Assets	1.50%	7.60%	0.11%
	100.00%		6.58%
Interaction Effect			0.90%
Long-Term Expected Nominal Return			7.48%

**Long-Term Real Returns are provided by Fiducient Advisors. The supporting information was provided by Fiducient Advisors and reflects the Capital Market Assumptions as of January 1, 2025. The returns are geometric means.*

The long-term expected rate of return on pension plan investments was determined using a building block method in which best-estimate ranges of expected future real rates of return are developed. Best estimates of the real rates of return for each major asset class are included in the pension plan's target asset allocation.

The information above is based on geometric means and does not reflect additional returns through investment selection, asset allocation and rebalancing. An expected rate of return of 7.10% was used.

The June 30, 2025 Actuarial Valuation directly calculated the June 30, 2025 Total Pension Liability (TPL).

Schedule of Changes in Net Pension Liability and Related Ratios
Last 10 Fiscal Years

	2025	2024	2023	2022	2021
Total pension liability					
Service cost	$ 7,857,234	$ 7,402,863	$ 6,545,615	$ 6,776,297	$ 6,676,008
Interest	25,660,233	24,409,872	22,851,695	22,134,729	21,228,650
Changes of benefit terms	(231,287)	-	-	62,740	3,888,992
Differences between expected and actual experience	2,442,081	7,963,694	10,227,799	3,296,513	604,166
Changes of assumptions	-	-	3,190,981	3,383,942	3,621,746
Benefit payments, including refunds of member contributions	(23,176,877)	(22,082,080)	(21,384,228)	(20,615,115)	(18,411,850)
Net change in total pension liability	12,551,384	17,694,349	21,431,862	15,039,106	17,607,712
Total pension liability - beginning	364,944,227	347,249,878	325,818,016	310,778,910	293,171,198
Total pension liability - ending: (a)	$ 377,495,611	$ 364,944,227	$ 347,249,878	$ 325,818,016	$ 310,778,910
Plan fiduciary net position					
Contributions - employer	$ 13,103,013	$ 11,716,667	$ 11,254,693	$ 10,821,716	$ 10,236,862
Contributions - member	4,621,956	3,992,236	4,075,840	3,957,281	3,522,346
Net investment income (loss)	30,561,521	28,289,170	21,190,350	(32,688,208)	59,811,708
Benefit payments, including refunds of member contributions	(23,176,877)	(22,082,080)	(21,384,228)	(20,615,115)	(18,411,850)
Administrative expenses	(637,548)	(648,900)	(722,335)	(935,694)	(762,205)
Other	-	-	(184,884)	(50,100)	(50,100)
Net change in plan fiduciary net position	24,472,065	21,267,093	14,229,436	(39,510,120)	54,346,761
Plan fiduciary net position - beginning	244,921,331	223,654,238	209,424,802	248,934,922	194,588,161
Plan fiduciary net position - ending: (b)	269,393,396	244,921,331	223,654,238	209,424,802	248,934,922
Net pension liability - ending: (a) - (b)	$ 108,102,215	$ 120,022,896	$ 123,595,640	$ 116,393,214	$ 61,843,988
Plan fiduciary net position as a % of total pension liability	71.36%	67.11%	64.41%	64.28%	80.10%
Covered payroll	$ 68,049,609	$ 64,019,663	$ 58,652,428	$ 51,361,810	$ 51,634,214
Net pension liability as a % of covered payroll	158.86%	187.48%	210.73%	226.61%	119.77%

	2020	2019	2018	2017	2016
Total pension liability					
Service cost	$ 6,513,321	$ 6,374,840	$ 6,670,326	$ 5,939,730	$ 5,327,448
Interest	20,435,116	19,718,409	19,961,295	19,571,180	18,268,523
Changes of benefit terms	-	-	(138,534)	-	(414,295)
Differences between expected and actual experience	3,175,481	1,831,931	(1,453,843)	(4,272,574)	6,852,487
Changes of assumptions	2,234,083	2,147,915	(7,508,856)	10,370,856	-
Benefit payments, including refunds of member contributions	(17,337,994)	(16,617,928)	(15,616,191)	(14,770,644)	(13,971,175)
Net change in total pension liability	15,020,007	13,455,167	1,914,197	16,838,548	16,062,988
Total pension liability - beginning	278,151,191	264,696,024	262,781,827	245,943,279	229,880,291
Total pension liability - ending: (a)	$ 293,171,198	$ 278,151,191	$ 264,696,024	$ 262,781,827	$ 245,943,279
Plan fiduciary net position					
Contributions - employer	$ 9,715,892	$ 9,516,913	$ 9,172,822	$ 9,219,098	$ 9,149,159
Contributions - member	3,458,775	3,630,844	3,624,939	2,712,823	2,304,971
Net investment income (loss)	4,500,109	9,561,727	16,762,760	21,882,460	(2,088,531)
Benefit payments, including refunds of member contributions	(17,337,994)	(16,617,928)	(15,616,191)	(14,770,644)	(13,971,175)
Administrative expenses	(411,980)	(338,039)	(385,309)	(361,811)	(320,908)
Other	(50,100)	(50,100)	(20,278)	-	-
Net change in plan fiduciary net position	(125,298)	5,703,417	13,538,743	18,681,926	(4,926,484)
Plan fiduciary net position - beginning	194,713,459	189,010,042	175,471,299	156,789,373	161,715,857
Plan fiduciary net position - ending: (b)	194,588,161	194,713,459	189,010,042	175,471,299	156,789,373
Net pension liability - ending: (a) - (b)	$ 98,583,037	$ 83,437,732	$ 75,685,982	$ 87,310,528	$ 89,153,906
Plan fiduciary net position as a % of total pension liability	66.37%	70.00%	71.41%	66.77%	63.75%
Covered payroll	$ 50,603,498	$ 49,218,437	$ 49,012,028	$ 45,650,372	$ 48,107,717
Net pension liability as a % of covered payroll	194.81%	169.53%	154.42%	191.26%	185.32%

Schedule of Net Pension Liability
Last 10 Fiscal Years

	2025	2024	2023	2022	2021
Total pension liability	$ 377,495,611	$ 364,944,227	$ 347,249,878	$ 325,818,016	$ 310,778,910
Plan fiduciary net position	269,393,396	244,921,331	223,654,238	209,424,802	248,934,922
Net pension liability (asset)	$ 108,102,215	$ 120,022,896	$ 123,595,640	$ 116,393,214	$ 61,843,988
Plan fiduciary net position as a % of total pension liability	71.36%	67.11%	64.41%	64.28%	80.10%
Covered payroll	$ 68,049,609	$ 64,019,663	$ 58,652,428	$ 51,361,810	$ 51,634,214
Net pension liability as a % of covered payroll	158.86%	187.48%	210.73%	226.61%	119.77%

	2020	2019	2018	2017	2016
Total pension liability	$ 293,171,198	$ 278,151,191	$ 264,696,024	$ 262,781,827	$ 245,943,279
Plan fiduciary net position	194,588,161	194,713,459	189,010,042	175,471,299	156,789,373
Net pension liability (asset)	$ 98,583,037	$ 83,437,732	$ 75,685,982	$ 87,310,528	$ 89,153,906
Plan fiduciary net position as a % of total pension liability	66.37%	70.00%	71.41%	66.77%	63.75%
Covered payroll	$ 50,603,498	$ 49,218,437	$ 49,012,028	$ 45,650,372	$ 48,107,717
Net pension liability as a % of covered payroll	194.81%	169.53%	154.42%	191.26%	185.32%

Disclosure Overview as of June 30, 2025

	Plan's Funded Status			Deferred Outflows/(Inflows) of Resources				
	Total Pension Liability	Plan Fiduciary Net Position	Net Pension Liability	Experience (Gains)/ Losses	Assumption Changes	Investment (Gains)/ Losses	Recognized in Net Pension Liability	Recognized in Total Pension Expense
Balances -- prior year disclosure	(364,944,227)	244,921,331	(120,022,896)	8,718,396	1,063,661	(3,074,684)	(120,022,896)	
Changes in net pension liability:								
Service cost	(7,857,234)		(7,857,234)					7,857,234
Interest	(25,660,233)		(25,660,233)					25,660,233
Net investment income		30,561,521	30,561,521					(30,561,521)
Contributions - employer		13,103,013	13,103,013				13,103,013	
Contributions - member		4,621,956	4,621,956					(4,621,956)
Changes of benefit terms	231,287		231,287					(231,287)
Benefit payments, including refunds of member contributions	23,176,877	(23,176,877)	-					
Administrative expense		(637,548)	(637,548)					637,548
Other		-	-					-
Recognized in total pension expense								
Differences between expected and actual experience				(6,877,859)			6,877,859	6,877,859
Changes of assumptions					(1,063,661)		1,063,661	1,063,661
Differences between projected and actual earnings on pension plan investments						5,607,179	(5,607,179)	(5,607,179)
Deferred outflows/inflows of resources								
Differences between expected and actual experience	(2,442,081)		(2,442,081)	2,442,081			(2,442,081)	
Changes of assumptions	-		-		-		-	
Differences between projected and actual earnings on pension plan investments						(13,384,575)	13,384,575	13,384,575
Total pension expense							(14,459,167)	14,459,167
Balances -- end of year	(377,495,611)	269,393,396	(108,102,215)	4,282,618	-	(10,852,080)	(108,102,215)	

Changes in the Net Pension Liability

	Increase (Decrease)		
	Total Pension Liability (a)	**Plan Fiduciary Net Position (b)**	**Net Pension Liability (a) - (b)**
Balances as of June 30, 2024	$ 364,944,227	$ 244,921,331	$ 120,022,896
Changes for the year:			
Service cost	7,857,234		7,857,234
Interest	25,660,233		25,660,233
Differences between expected and actual experience	2,442,081		2,442,081
Changes of benefit terms	(231,287)		(231,287)
Changes of assumptions	-		-
Contributions - employer		13,103,013	(13,103,013)
Contributions - member		4,621,956	(4,621,956)
Net investment income		30,561,521	(30,561,521)
Benefit payments, including refunds of member contributions	(23,176,877)	(23,176,877)	-
Administrative expense		(637,548)	637,548
Other		-	-
Net changes	12,551,384	24,472,065	(11,920,681)
Balances at June 30, 2025	$ 377,495,611	$ 269,393,396	$ 108,102,215

Components of the Pension Expense for the Fiscal Year Ended June 30, 2025

Description	Amount
Service cost	$ 7,857,234
Interest on the total pension liability	25,660,233
Differences between expected and actual experience	6,877,859
Changes of assumptions	1,063,661
Changes of benefit terms	(231,287)
Member contributions	(4,621,956)
Projected earnings on pension plan investments	(17,176,946)
Differences between projected and actual earnings on plan investments	(5,607,179)
Pension plan administrative expense	637,548
Other changes in fiduciary net position	-
Total pension expense	$ 14,459,167

Increase (Decrease) in Pension Expense from the Recognition of the Effects of Differences Between Expected and Actual Experience

Year	Differences between Expected and Actual Experience	Recognition Period (Years)	2025	2026	2027
2023	$ 10,227,799	3.0	$ 3,409,267		
2024	7,963,694	3.0	2,654,565	$ 2,654,564	
2025	2,442,081	3.0	814,027	814,027	$ 814,027
Net increase (decrease) in pension expense			$ 6,877,859	$ 3,468,591	$ 814,027

Increase (Decrease) in Pension Expense from the Recognition of the Effects of Changes of Assumptions

Year	Changes of Assumptions	Recognition Period (Years)	2025	2026	2027
2023	$ 3,190,981	3.0	$ 1,063,661		
2024	-	3.0	-	$ -	
2025	-	3.0	-	-	$ -
Net increase (decrease) in pension expense			$ 1,063,661	$ -	$ -

Increase (Decrease) in Pension Expense from the Recognition of Differences Between Projected and Actual Earnings on Pension Plan Investments

Year	Differences between Projected and Actual Earnings on Pension Plan Investments	Recognition Period (Years)	2025	2026	2027	2028	2029
2021	$ (45,802,729)	5	$ (9,160,545)				
2022	50,370,201	5	10,074,040	$ 10,074,041			
2023	(6,564,064)	5	(1,312,813)	(1,312,813)	$ (1,312,812)		
2024	(12,654,728)	5	(2,530,946)	(2,530,946)	(2,530,946)	$ (2,530,944)	
2025	(13,384,575)	5	(2,676,915)	(2,676,915)	(2,676,915)	(2,676,915)	$ (2,676,915)
Net increase (decrease) in pension expense			$ (5,607,179)	$ 3,553,367	$ (6,520,673)	$ (5,207,859)	$ (2,676,915)

Interest on the Total Pension Liability Recognized in Expense

	Amount for Period	Portion of Period	Interest Rate	Interest on the Total Pension Liability
Beginning total pension liability	$ 364,944,227	100%	7.10%	$ 25,911,040
Service cost	7,857,234	100	7.10	557,864
Benefit payments, including refunds of member contributions	(23,176,877)	50	7.10	(808,671)
Total interest on the pension liability				$ 25,660,233

Projected Earnings on Pension Plan Investments Recognized in Expense

	Amount for Period	Portion of Period	Projected Rate of Return	Projected Earnings
Beginning plan fiduciary net position	$ 244,921,331	100%	7.10%	$ 17,389,415
Contributions - employer	13,103,013	50	7.10	457,181
Contributions - member	4,621,956	50	7.10	161,266
Benefit payments, including refunds of member contributions	(23,176,877)	50	7.10	(808,671)
Administrative expense and other	(637,548)	50	7.10	(22,245)
Total projected earnings				$ 17,176,946

Pension Expense and Deferred Outflows and Inflows of Resources Related to Pensions

For the fiscal year ended June 30, 2025, the recognized pension expense is $14,459,167. As of June 30, 2025, deferred outflows and inflows of resources related to pensions are reported as follows:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	$ 4,282,618	
Changes of assumptions	-	
Net difference between projected and actual earnings on pension plan investments		$ (10,852,080)
Total	$ 4,282,618	$ (10,852,080)

Amounts reported as deferred outflows and inflows of resources related to pensions will be recognized in the pension expense as follows:

Year Ended June 30:	
2026	$ 7,021,958
2027	(5,706,646)
2028	(5,207,859)
2029	(2,676,915)
2030	-
Thereafter	-

Deferred Outflows and Inflows of Resources from Differences Between Expected and Actual Experience

				Balances at June 30, 2025	
Year	Experience Losses (a)	Experience Gains (b)	Amounts Recognized in Pension Expense through June 30, 2025 (c)	Deferred Outflows of Resources (a) - (c)	Deferred Inflows of Resources (b) - (c)
2024	$ 7,963,694		$ 5,309,130	$ 2,654,564	
2025	2,442,081		814,027	1,628,054	
				$ 4,282,618	$ -

Deferred Outflows and Inflows of Resources from Changes of Assumptions

				Balances at June 30, 2025	
Year	Increases in the Total Pension Liability (a)	Decreases in the Total Pension Liability (b)	Amounts Recognized in Pension Expense through June 30, 2025 (c)	Deferred Outflows of Resources (a) - (c)	Deferred Inflows of Resources (b) - (c)
2025			$ -		
				$ -	$ -

Deferred Outflows and Inflows of Resources from Differences Between Projected and Actual Earnings on Pension Plan Investments

				Balances at June 30, 2025	
Year	Investment Earnings Less Than Projected (a)	Investment Earnings Greater Than Projected (b)	Amounts Recognized in Pension Expense through June 30, 2025 (c)	Deferred Outflows of Resources (a) - (c)	Deferred Inflows of Resources (b) - (c)
2022	$ 50,370,201		$ 40,296,160	$ 10,074,041	
2023		$ (6,564,064)	(3,938,439)		$ (2,625,625)
2024		(12,654,728)	(5,061,892)		(7,592,836)
2025		(13,384,575)	(2,676,915)		(10,707,660)
				$ 10,074,041	$ (20,926,121)

Sensitivity of the Net Pension Liability to Changes in the Discount Rate

	Current Discount Rate (7.10%)	1% Decrease (6.10%)	1% Increase (8.10%)
Net pension liability as of June 30, 2025	$ 108,102,215	$ 151,782,351	$ 71,690,305

Participant Breakdown as of June 30, 2025

	Participant Count
Inactive plan members or beneficiaries currently receiving benefits	925
Inactive plan members entitled to but not yet receiving benefits	824
Active plan members	944
Total members	2,693

Description of Significant Changes Prior to Year End

There were no significant plan changes since the last published valuation.

DROP Balances

Currently, there is no Deferred Retirement Option Plan (DROP). Therefore, the DROP balances are $0.

Valuation Date and Roll Forward Process

The Plan Sponsor uses the June 30, 2023 Actuarial Valuation to calculate the ADEC for the fiscal year ending 2025.

The June 30, 2025 Actuarial Valuation directly calculated the June 30, 2025 Total Pension Liability (TPL). The TPL as of June 30, 2025 was also adjusted to reflect any material plan changes after the valuation, if applicable.

Funding Policy

The Plan Sponsor uses the Entry Age Normal Actuarial Cost Method to calculate the plan liabilities. The Funding Policy has two parts.

1. Normal Cost
2. Amortization of the Unfunded Actuarial Liability (UAL)

Each year the Plan Sponsor pays the Normal Cost plus an amortization of the plan's UAL. Unfunded accrued liabilities as of June 30, 2023 were amortized over a closed 20-year period. Future changes in the unfunded accrued liability will be amortized separately, assuming a new 20-year amortization each valuation.

Assumption Selection

The selections of all assumptions used in determining the total pension liability were made in conformity with Actuarial Standards of Practice issued by the Actuarial Standards Board.

The actuarial assumptions used in the valuation were based on the results of an actuarial experience study for the period July 1, 2017 through June 30, 2022.

Description of Actuarial Methods

Asset Valuation Method

The Actuarial Value of assets used in the development of plan contributions phases in the recognition of differences between the actual return on Market Value and expected return on Market Value over a 5-year period at 20% per year.

Actuarial Cost Method

Entry Age Normal (level percentage of salary)

Normal Cost: Under this method, the total normal cost is the sum of amounts necessary to fund each active member's normal retirement benefit if paid annually from entry age to assumed retirement age. Entry age is the age at which the employee would have been first eligible for the plan, if it had always been in effect. The normal cost for each participant is expected to remain a level percentage of the employee's salary. The normal cost for the plan is the difference between the total normal cost for the year and the anticipated member contributions for that year.

Past Service Liability: The present value of future benefits that relates to service before the valuation date is the total past service liability. The unfunded past service liability is the difference between the total past service liability and any assets (including accumulated member contributions). Unfunded accrued liabilities as of June 30, 2023 were amortized over a closed 20-year period. Future changes in the unfunded accrued liability will be amortized separately, assuming a new 20-year amortization each valuation.

Experience Gains and Losses: All experience gains and losses (the financial effect of the difference between the actual experience during the prior period and the result expected by the actuarial assumptions for that prior period) appear directly in the past service liability and are amortized at the same rate the plan is amortizing the remaining unfunded past service liability.

Description of Actuarial Assumptions

Changes in Actuarial Assumptions

The valuation reflects changes in the actuarial assumptions listed below. (The assumptions used before and after these changes are more fully described in the next section.)

- Retirement age

The assumptions indicated were changed to better reflect the Enrolled Actuary's current best estimate of anticipated experience of the plan.

Investment rate of return (net of investment-related and administrative expenses)

7.10%.

Rate of compensation increase (including inflation)

Class A - Fire

Completed Years of Service	Rate*
<1	11.0%
1	9.0%
2	8.0%
3	7.0%
4	6.5%
5	6.0%
6	5.5%
7	5.0%
8	5.0%
9	5.0%
10	4.8%
11	4.7%
12	4.6%
13	4.5%
14	4.4%
15	4.3%
16	4.2%
17	4.0%
18	3.8%
19	3.7%
20+	3.6%

* Inflation: 2.70%

Class A - Police

Completed Years of Service	Rate*
<1	9.0%
1	8.0%
2	7.2%
3	6.2%
4	6.0%
5	5.7%
6	5.5%
7	5.3%
8	5.2%
9	5.1%
10	4.9%
11	4.7%
12	4.6%
13	4.5%
14	4.4%
15	4.3%
16	4.2%
17	4.0%
18	3.8%
19	3.7%
20+	3.6%

* Inflation: 2.70%

Class B

Completed Years of Service	Rate*
<1	6.5%
1	6.2%
2	6.0%
3	5.1%
4	4.9%
5	4.8%
6	4.7%
7	4.6%
8	4.5%
9	4.4%
10	4.3%
11	4.2%
12	4.1%
13	4.1%
14	4.0%
15	3.9%
16	3.9%
17	3.9%
18	3.8%
19	3.7%
20+	3.6%

* Inflation: 2.70%

The actuarial assumption in regards to rate of compensation increases shown above are based on the results of an actuarial experience study for the period July 1, 2017 through June 30, 2022.

Inflation

2.70%.

This assumption is based on long-term historical inflation numbers. While near term averages have been higher, we do not believe this trend will continue indefinitely and expect that there will be a reversion to the long-term average.

Mortality

Class A:

Retirees – Pub-2010 Public Retirement Plans Amount-Weighted Mortality Tables for Public Safety Employees, for non-annuitants and annuitants, projected to the valuation date with Scale MP-2021, set forward 2 years.

Disabled – Pub-2010 Public Retirement Plans Amount-Weighted Mortality Tables for Public Safety Disabled Retirees, projected to the valuation date with Scale MP-2021.

Survivors – Pub-2010 Public Retirement Plans Amount-Weighted Mortality Tables for Public Safety Contingent Survivors, projected to the valuation date with Scale MP-2021.

Class B:

Retirees – Pub-2010 Public Retirement Plans Amount-Weighted Mortality Tables for General Employees, for non-annuitants and annuitants, projected to the valuation date with Scale MP-2021, set forward 2 years.

Disabled – Pub-2010 Public Retirement Plans Amount-Weighted Mortality Tables for General Disabled Retirees, projected to the valuation date with Scale MP-2021, set forward 3 years.

Survivors – Pub-2010 Public Retirement Plans Amount-Weighted Mortality Tables for General Contingent Survivors, projected to the valuation date with Scale MP-2021, set forward 3 years.

Mortality improvement

Projected to date of decrement using Scale MP-2021 (generational).

We have selected this mortality assumption because it is based on a recently published public retirement mortality study released by the Society of Actuaries.

Retirement age

Class A - Fire

Completed Years of Service	Rate
<15	0%
15-18	2.5%
19	5%
20-23	20%
24	50%
25	85%
26-29	60%
30+	100%

Compulsory retirement is assumed at age 63.

Prior: Compulsory retirement is assumed at age 60.

Class A - Police

Completed Years of Service	Rate
<15	0%
15-16	2.5%
17-18	7.5%
19	20%
20-24	40%
25	85%
26-29	60%
30+	100%

Compulsory retirement is assumed at age 63.

Prior: Compulsory retirement is assumed at age 60.

Retirement age (cont.)

Class B

Age	Rate
55-57	3%
58-59	8%
60-61	10%
62	16%
63-64	20%
65-69	30%
70-74	50%
75+	100%

Termination prior to retirement

Class A - Fire

Completed Years of Service	Rate
<3	10.0%
3	9.0%
4	8.0%
5	7.0%
6	6.0%
7	5.0%
8	4.5%
9	4.0%
10+	0.0%

Class A - Police

Completed Years of Service	Rate
<2	12.0%
2	11.0%
3	10.0%
4	9.0%
5	7.0%
6	6.0%
7	5.0%
8	4.0%
9	3.0%
10+	0.0%

Termination prior to retirement (cont.)

Class B – 110% of the Vaughn Select & Ultimate Withdrawal Table for service prior to 3 years, and 140% of the Vaughn Select & Ultimate Withdrawal Table thereafter.

Sample rates

	Completed Years of Service			
Age	**0**	**1**	**2**	**3+**
20	32.8%	27.5%	23.1%	26.0%
25	30.6%	24.8%	20.4%	19.0%
30	28.4%	22.0%	17.6%	14.1%
35	26.2%	19.6%	15.2%	11.1%
40	24.0%	17.4%	13.0%	9.1%
45	21.8%	15.5%	11.1%	7.7%
50	19.6%	13.9%	9.5%	6.3%
55	0.0%	0.0%	0.0%	0.0%

Disability

Class A Fire: 1985 Pension Disability Study Class 3 Table for Males and Females.

Class A Police: 1985 Pension Disability Study Class 2 Table for Males and Females.

Class B: 60% of 1985 Pension Disability Study Class 1 Table for Males and Females.

The actuarial assumptions in regards to rates of decrement shown above are based on the results of an actuarial experience study for the period July 1, 2017 through June 30, 2022.

Administrative expenses

Currently, there is no expense load assumed for administrative expenses.

Cost of living increases

2.60%.

Accrual rate election

Class A: 80% of retiring members are assumed to elect the no COLA accrual rate and 20% of retiring members are assumed to elect the full COLA accrual rate.

Class B: 70% of retiring members are assumed to elect the no COLA accrual rate and 30% of retiring members are assumed to elect the full COLA accrual rate.

Payroll growth

3.10% per year.

Percent of active employees married

80%.

Spouse's age

Husbands are assumed to be 2 years older than wives.

Summary of Plan Provisions

This exhibit summarizes the major provisions of the Plan. It is not intended to be, nor should it be interpreted as a complete statement of all plan provisions. To the extent that this summary does not accurately reflect the plan provisions, then the results of this disclosure may not be accurate.

Plan identification

Single-employer pension plan.

Effective date

July 1, 1954.

Average Final Compensation (AFC)

For Class A Police non-union employees, Class A Police employees hired after January 10, 2011, Class A Fire employees hired after October 7, 2011 Class B AFSCME Local 1343 employees hired after June 7, 2011, Class B IBEW Local 300 employees hired after October 30, 2012 or any employees hired on or after January 1, 2018, it is the average earnable compensation during the highest 5 non-overlapping 12-month periods. For all others, it is the average earnable compensation during the highest 3 non-overlapping 12-month periods.

Membership eligibility

Regular employees of the City of Burlington excluding elective officers other than the mayor and excluding teachers other than certain teachers employed prior to July 1, 1947.

Membership classification

Class A

Members of the Fire and Police Departments not including clerical employees.

Class B

All other members.

Service retirement

Eligibility

Class A

For Police employees hired before July 1, 2006, age 42 and 5 years of creditable service. For Police employees hired after January 10, 2011, age 40 and 20 years of creditable service. For other Police Union employees, age 45 and 5 years of creditable service. For Fire employees hired after January 10, 2011, age 45 and 20 years of creditable service. For Fire Union employees hired on or before January 10, 2011, age 45 and 5 years of creditable service. For all others, age 42 and 5 years of creditable service. Compulsory at age 63.

Class B

Age 55 and 5 years of creditable service.

Service retirement (continued)

Amount of Benefit

Class A

For Fire employees hired before January 1, 2007 and Police employees hired before July 1, 2006, 2.75% of AFC times creditable service not in excess of 25 years plus 0.50% of AFC times creditable service between 25 and 35 years. For Police employees hired after January 10, 2011, 2.50% of AFC times creditable service not in excess of 20 years plus 5.00% of AFC times creditable service between 20 and 25 years. For Fire employees hired after January 10, 2011, 3.00% of AFC times creditable service not in excess of 25 years plus 0.50% of AFC times creditable service between 25 and 35 years. For all others, 2.65% of AFC times creditable service not in excess of 25 years plus 0.50% of AFC times creditable service between 25 and 35 years. Benefit increased by Cost of Living Adjustment detailed below.

In lieu of this benefit, at the time of retirement, a member may choose either (i) an accrual rate of 3.25% for the first 25 years of creditable service, plus an accrual of 0.50% for creditable service between 25 and 35 years, and a Cost of Living Adjustment equal to one half of the Cost of Living Adjustment detailed below, or (ii) an accrual rate of 3.80% for all years of service prior to June 30, 2006 for the first 25 years, an accrual rate of 3.60% for all years of service commencing July 1, 2006 for the first 25 years, plus an accrual rate of 0.50% for creditable service between 25 and 35 years, and no Cost of Living Adjustment.

A Fire employee hired on or after January 1, 2007 or a Police employee hired on or after July 1, 2006 may only select a benefit with a full Cost of Living Adjustment. Any Fire employee hired after October 5, 2015 cannot receive a pension that exceeds 90% of the employee’s average final compensation.

For Police employees hired after January 10, 2011, the above benefits based on AFC and creditable service at retirement are reduced actuarially for the period of time by which retirement precedes age 50.

For all other Police employees, prior to age 55, the above benefit based on AFC and creditable service at retirement is reduced actuarially for the period of time by which retirement precedes the earlier of 25 years of creditable service and age 55. For employees who terminate with 20 to 25 years of creditable service the above benefit based on AFC and creditable service at retirement is reduced by 1.82% for each year that creditable service is less than 25 years.

For Fire employees hired on or after January 10, 2011, who are at least age 45 with 20 years of creditable service, the normal retirement benefit is reduced actuarially for the period of time by which retirement precedes age 50. For employees who terminate with 20 to 25 years of creditable service who retire at age 50 or later, the above benefit based on AFC and creditable service at retirement is reduced by 1.82% for each year that creditable service is less than 25 years. Employees that retiree at age 50 with at least 25 years of creditable service receive an unreduced benefit.

For Fire employees hired on or after January 1, 2007 but before January 10, 2011, the normal retirement benefit is reduced actuarially for the period to time by which retirement precedes age 55. For employees who terminate with 20 to 25 years of creditable service and have attained age 48, the above benefit based on AFC and creditable service at retirement is reduced by 1.82% for each year that creditable service is less than 25 years. Employees that retire at age 50 with at least 20 years of creditable service or at age 45 with at least 25 years of creditable service receive an unreduced benefit.

For Fire employees hired before January 1, 2007, the normal retirement benefit is reduced actuarially for the period of time by which retirement precedes the earlier of age 55 or 25 years of creditable service. For employees who terminate with 20 to 25 years of creditable service, the above benefit based on AFC and creditable service at retirement is reduced by 1.82% for each year that creditable service is less than 25 years. Employees that retire at age 45 with at least 25 years of creditable service receive an unreduced benefit.

Service retirement (continued)

Class B

For employees hired prior to July 1, 2006 (on or before May 4, 2008 for IBEW): Age 65 and older, the greater of (i) 1.60% of AFC (at age 65) times creditable service not in excess of 25 years plus 0.50% of AFC (at age 65) times creditable service in excess of 25 years or (ii) the actuarial equivalent of the benefit determined at age 65. This benefit will be increased by the Cost of Living Adjustment detailed below.

In lieu of this benefit, at the time of retirement, an IBEW member may choose (i) an accrual rate of 1.90% for all years of service prior on or before May 4, 2008 and an accrual rate of 1.80% for all years of service after May 4, 2008, and a Cost of Living Adjustment equal to one-half of the Cost of Living Adjustment detailed below, or (ii) an accrual rate of 2.20% for all years of service on or before May 4, 2008 and an accrual rate of 2.00% for all years of service after May 4, 2008, and no Cost of Living Adjustment.

In lieu of this benefit, at the time of retirement, a member not in IBEW may choose (i) an accrual rate of 1.90% for all years of service prior to June 30, 2006 for the first 25 years, an accrual rate of 1.80% for all years of service on or after July 1, 2006 for the first 25 years, plus an accrual of 0.50% for creditable service in excess of 25 years, and a Cost of Living Adjustment equal to one-half of the Cost of Living Adjustment detailed below, or (ii) an accrual rate of 2.20% for all years of service prior to June 30, 2006 (on or before May 4, 2008 for IBEW) for the first 25 years, an accrual rate of 2.00% for all years of service on or after July 1, 2006 for the first 25 years, plus an accrual of 0.50% for creditable service in excess of 25 years, and no Cost of Living Adjustment.

For employees hired on or after July 1, 2006 (after May 4, 2008 for IBEW): Age 65 and older, the greater of (i) 1.40% of AFC (at age 65) times creditable service not in excess of 25 years plus 0.50% of AFC (at age 65) times creditable service in excess of 25 years or (ii) the actuarial equivalent of the benefit determined at age 65. This benefit will be increased by the Cost of Living Adjustment detailed below.

An employee hired on or after July 1, 2006 (after May 4, 2008 for IBEW) may only select a benefit with a full Cost of Living Adjustment.

Except for employees detailed below, prior to age 65, the above benefit based on AFC and creditable service at retirement reduced by 2% for each year that retirement precedes age 65. For IBEW employees hired before May 4, 2008, who elect a contribution rate of 4% is elected the early reduction factor is 2% for each year the retirement precedes age 65. For IBEW employees hired before May 4, 2008, who elect a contribution rate of 3% the benefit is reduced by a factor which varies with age. The factor equals 1 at 65 and .4 at 50.

For IBEW employees hired after May 4, 2008, the benefit is reduced by a factor which varies by age. The factor equals 1 at 65 but is equal to .356 at age 55.

For AFSCME Local 1343 employees hired before January 1, 2006 that meet the Rule of 82 by December 7, 2011 but retire later than December 7, 2011, the reduction is 4% per year at ages 55 to 59 for each year under age 65, and the standard 2% per year reduction for ages 60 to 65. For other AFSCME Local 1343 employees retiring after December 7, 2011, there will be full actuarial reduction from ages 55 to 59 and the standard 2% per year reduction for ages 60 to 65.

Cost of Living Adjustment

Benefits increase annually by changes in the Consumer Price Index of more than 1%. For Class A Fire employees retiring after October 5, 2015, Class A Police employees retiring after August 29, 2016, Class B AFSCME employees retiring after October 30, 2015, Class B IBEW employees retiring after March 9, 2016, and all employees retiring after July 1, 2017, the maximum annual increase is 2.75%. For all other members, the maximum annual increase is 5%. Increases are not applicable to deferred vested benefit prior to commencement, survivor income benefit, disability benefit prior to normal retirement age or members who choose to have no cost of living adjustment. For Class B employees that retire after July 1, 2018, the retirement COLA will be determined annually by the BERS Board equal to the CPI-U Northeast Region, with a maximum COLA increase of 2.75%, except that if the funding level of the BERS falls below 81%, the BERS Board may reduce or vote for no COLA for payees prior to age 65 for the upcoming year. For Class A Police employees who retire after February 1, 2019 and Fire employees who retire after March 28, 2019, the retirement COLA will be determined annually by the BERS Board equal to the CPI-U Northeast Region, with a maximum COLA of 2.75%, except that if the Class A funding level of the BERS falls below 73%, the BERS Board may reduce or vote for no COLA for the upcoming year.

Service Adjustment

Class A service for calculation of benefits shall be adjusted such that any Class A employee shall be granted 1.07 years of credit for each year in which the employee worked prior to July 1, 1996, and 1.17 years thereafter, in a position regularly assigned a workweek consisting on average of fifty-three or more hours of work per week.

Disability Retirement

Eligibility

All Members. Permanently disabled. Class B AFSCME Local 1343 employees must have 2 years of creditable service to be eligible for disabilities that are not work-related. Class A Fire employees hired after October 7, 2011 must have 1 year of creditable service to be eligible for disabilities that are not work-related. All other employees are immediately eligible.

Amount of Benefit

A benefit payable until normal service retirement eligibility (Class A - age 55 and 5 years of creditable service, Class B - age 65 and 5 years of creditable service). For Class A Fire employees hired after October 7, 2011, it is equal to 66 2/3% of the member's earnable compensation less workmen's compensation. For Class B IBEW employees hired after October 20, 2012 and Class B AFSCME employees, it is equal to 66 2/3% of the member's earnable compensation less workmen's compensation and Social Security. For all others, it is equal to 75% of the member's earnable compensation less workmen's compensation and, in the case of Class B, less Social Security.

After normal service retirement eligibility, a service retirement benefit based on AFC at retirement and creditable service at normal service retirement eligibility, including the period while permanently disabled and receiving a disability benefit from the System.

Accidental Death

Eligibility

Class A only. Death due to accident while in the performance of duty.

Amount of Benefit

A benefit to the spouse until death or remarriage of the greater of (i) 55% of AFC, and (ii) the participant's current accrued retirement benefit. Upon death or remarriage of the spouse, the benefit will be payable to children until age 21.

Survivor Income

Eligibility

All members. Death in active service.

Amount of Benefit

Class A

30% of compensation during the July preceding death payable to spouse until earlier of death or 2nd anniversary of remarriage. An additional 5% per unmarried child under 21 (maximum additional 10%) is payable until benefits cease or children no longer eligible. If there is no spouse or spouse dies, the benefit is payable to unmarried children under age 21 until earlier of death, marriage or age 21.

Class B

30% of compensation during the July preceding death payable to spouse until earlier of death, 2nd anniversary of remarriage or age 62. Upon the spouse's attainment of age 62 (if not remarried) a benefit based on the 50% Joint and Survivor form of payment will be paid to the spouse for life. If there is no spouse or spouse dies, the benefit is payable to unmarried children under age 21 until earlier of death, marriage or age 21.

Return of Contributions

Accumulated contributions returned upon separation with no vested benefits under the plan or upon death with no accidental death benefit payable. Interest will accrue on these contributions at a rate of 5.5% until December 31, 2017 and 2.0% thereafter, or at a higher rate as may be set by the Retirement Board. Interest will only accrue on contributions made after June 30, 1980.

Upon death of a retired member, the excess of his contribution at retirement over the benefits paid will be paid to his beneficiary or estate.

Vested Retirement

Eligibility

5 years of creditable service.

Vesting percentage.

100% after 5 years. Prior to July 1, 2017, several groups had a graded vesting schedule of 20% after completion of 3 years of creditable service to 100% after completion of 7 years of creditable service.

Amount of Benefit

Class A

Vesting percentage times the benefit calculated using AFC and creditable service at termination. The benefit is payable commencing at age 55. Member may elect early receipt with reduction as for service retirement prior to age 55.

Class B

Vesting percentage times the benefit calculated using AFC and creditable service at termination. The benefit is payable commencing at age 65. Member may elect early receipt with reduction as for service retirement prior to age 65.

Survivor Spouse's Pension

Eligibility

All members. Death of a terminated member entitled to a vested retirement benefit prior to commencement of such benefit.

Amount of Benefit

50% of reduced accrued benefit reflecting the 50% Joint and Survivor form of payment (ages as of date payments commence) payable at member's early retirement date. Spouse may elect to receive payments later than member's early retirement date with no reduction for receipt at member's 65th birthday.

Offsets on Benefits

Disability and accidental death benefits are offset by workmen's compensation paid for the same disability or death.

Employee Contributions

Class A

11.0% of earnable compensation for Class A employees for the first 35 years of creditable service, and none thereafter.

Class A employees shall contribute to the BERS a percentage of their salary. The total contribution required from both the City and employees will be based on the annual system valuation prepared by the City’s actuaries. Effective retroactive to July 1, 2018, employees shall contribute a percentage so that all employees are contributing 28% (and the City is contributing 72%) of the total contribution required. For Fiscal Year 2019, this means that each Class A employee contributed 12.69% of the employee’s base pay. The individual employee contribution for each subsequent fiscal year will be determined prior to the beginning of the fiscal year.

Effective July 1, 2020, employees shall contribute a percentage so that all employees are contributing 29% (and the City is contributing 71%) of the total contribution required.

Effective July 1, 2021, employees shall contribute a percentage so that all employees are contributing 30% (and the City is contributing 70%) of the total contribution required.

Class B

Member contributions for Class B employees, who elected to continue to be eligible for early retirement benefits at 2% per year deduction between ages 55 and 65, in accordance with the 2006-2009 collective bargaining agreement will be 4.8% in fiscal year 2016-2017, and 5.2% beginning with fiscal year 2017-2018. Member contributions for all other Class B employees will be will be 3.8% in fiscal year 2016-2017, and 4.2% beginning with fiscal year 2017-2018.

Class B employees shall contribute to the BERS a percentage of their annual salary. The total contribution required from both the City and employees will be based on the annual system valuation prepared by the City’s actuaries.

Effective retroactive to July 1, 2018, employees shall contribute a percentage so that all employees are contributing 28% (and the City is contributing 72%) of the total contribution required. For Fiscal Year 2019, this shall mean that the contribution rate for a Class B employee was 4.41% of the employee’s base pay.

Employee Contributions (continued)

Effective July 1, 2022, employees shall contribute a percentage so that all employees are contributing 30% (and the City is contributing 70%) of the total contribution required.

Notwithstanding the above, an individual Class A Fire employee's contribution shall not exceed 14% of their eligible wages in Fiscal Years 2026, 2027, and 2028.

Notwithstanding the above, an individual Class B employee's contribution shall not exceed 7% of their eligible wages in Fiscal Years 2023, 2024, 2025, and 2026.

Supplemental Allocation Exhibits

Exhibit A – Employers' Allocation of Net Pension Liability as of June 30, 2025

Employer Name	FY 2025 Employer Contributions	Employer Proportion	Total Pension Liability	Plan Fiduciary Net Position	Net Pension Liability	Total Deferred Outflows	Total Deferred Inflows	Plan Fiduciary Net Position as % of Total Pension Liability	Covered Payroll	Net Pension Liability as % of Covered Payroll	Net Pension Liability 1% Increase (8.10%) in Discount Rate	Net Pension Liability 1% Decrease (6.10%) in Discount Rate
Airport	346,014	2.3254%	8,778,366	6,264,533	2,513,833	383,288	(580,337)				1,601,909	3,610,339
Electric Department	1,770,403	17.9303%	67,686,222	48,303,134	19,383,088	2,574,197	(4,637,925)				13,600,836	26,164,937
General Fund	9,471,497	67.8655%	256,189,278	182,825,171	73,364,107	10,799,813	(14,201,616)				47,779,781	104,254,670
School	1,128,153	9.7156%	36,676,053	26,173,249	10,502,804	1,532,511	(2,168,865)				7,043,396	14,623,435
Waste Water	144,294	0.8901%	3,360,122	2,397,895	962,227	146,232	(324,737)				708,397	1,253,936
Water	242,652	1.2730%	4,805,570	3,429,414	1,376,156	255,867	(347,890)				955,986	1,875,034
Total	13,103,013	100.0000%	377,495,611	269,393,396	108,102,215	15,691,908	(22,261,370)	71.36%	68,049,609	158.86%	71,690,305	151,782,351

Exhibit B – Employers' Allocation of Pension Amounts as of June 30, 2025

Employer Name	Net Pension Liability	Employer Proportion	Difference Between Expected and Actual Experience	Changes in Assumptions	Difference Between Projected and Actual Investment Earnings	Changes in Proportion and Differences Between Employer Contributions and Proportionate Share of Contributions	Total Deferred Outflows
Airport	2,513,833	2.33%	99,589	-	234,264	49,435	383,288
Electric Department	19,383,088	17.93%	767,888	-	1,806,309	-	2,574,197
General Fund	73,364,107	67.87%	2,906,420	-	6,836,798	1,056,595	10,799,813
School	10,502,804	9.72%	416,083	-	978,756	137,672	1,532,511
Waste Water	962,227	0.89%	38,120	-	89,670	18,442	146,232
Water	1,376,156	1.27%	54,518	-	128,244	73,105	255,867
Total	108,102,215	100.00%	4,282,618	-	10,074,041	1,335,249	15,691,908

Employer Name	Difference Between Expected and Actual Experience	Changes in Assumptions	Difference Between Projected and Actual Investment Earnings	Changes in Proportion and Differences Between Employer Contributions and Proportionate Share of Contributions	Total Deferred Inflows	Proportionate Share of Pension Plan Expense	Net Amortization of Deferred Amounts from Changes in Proportion and Differences Between Employer Contributions and Proportionate Share of Contributions	Total
Airport	-	-	(486,622)	(93,715)	(580,337)	336,237	(744)	335,493
Electric Department	-	-	(3,752,123)	(885,802)	(4,637,925)	2,592,577	(763,970)	1,828,607
General Fund	-	-	(14,201,616)	-	(14,201,616)	9,812,786	829,061	10,641,847
School	-	-	(2,033,103)	(135,762)	(2,168,865)	1,404,798	(2,878)	1,401,920
Waste Water	-	-	(186,265)	(138,472)	(324,737)	128,702	(45,814)	82,888
Water	-	-	(266,392)	(81,498)	(347,890)	184,067	(15,655)	168,412
Total	-	-	(20,926,121)	(1,335,249)	(22,261,370)	14,459,167	-	14,459,167

Exhibit B – Employers' Allocation of Pension Amounts as of June 30, 2025 (continued)

Employer Name	Beginning Net Pension Liability	FYE 2025 Employer Contributions	Expense	Change in Deferred Outflows	Change in Deferred Inflows	Ending Net Pension Liability	Total Deferrals
Airport	2,939,932	(346,014)	335,493	(415,018)	(560)	2,513,833	(197,049)
Electric Department	22,032,125	(1,770,403)	1,828,607	(2,919,959)	212,718	19,383,088	(2,063,728)
General Fund	80,699,125	(9,471,497)	10,641,847	(9,917,913)	1,412,545	73,364,107	(3,401,803)
School	11,443,041	(1,128,153)	1,401,920	(1,337,551)	123,547	10,502,804	(636,354)
Waste Water	1,251,283	(144,294)	82,888	(195,498)	(32,152)	962,227	(178,505)
Water	1,657,390	(242,652)	168,412	(215,149)	8,155	1,376,156	(92,023)
Total	120,022,896	(13,103,013)	14,459,167	(15,001,088)	1,724,253	108,102,215	(6,569,462)

Exhibit C – Employers' Allocation of Recognition of Deferred Outflows and Inflows as of June 30, 2025

Employer Name	FYE 2026	FYE 2027	FYE 2028	FYE 2029	FYE 2030	Thereafter
Airport	152,096	(165,789)	(121,105)	(62,251)	-	-
Electric Department	727,270	(1,377,231)	(933,786)	(479,981)	-	-
General Fund	5,391,452	(3,442,216)	(3,534,339)	(1,816,700)	-	-
School	663,848	(534,148)	(505,976)	(260,078)	-	-
Waste Water	(9,173)	(99,150)	(46,356)	(23,826)	-	-
Water	96,465	(88,112)	(66,297)	(34,079)	-	-
Total	7,021,958	(5,706,646)	(5,207,859)	(2,676,915)	-	-

Exhibit D – Employer Contribution History

Employer Name	FYE 2025	FYE 2024	FYE 2023	FYE 2022	FYE 2021
Airport	346,014	307,241	237,931	263,244	248,981
Electric Department	1,770,403	1,728,654	1,530,804	1,436,777	1,234,417
General Fund	9,471,497	8,391,605	8,083,438	7,716,789	7,408,254
School	1,128,153	999,560	1,102,512	1,119,077	1,074,750
Waste Water	144,294	107,996	111,875	101,392	93,045
Water	242,652	181,611	188,133	184,437	177,415
Total	13,103,013	11,716,667	11,254,693	10,821,716	10,236,862

Exhibit E – Summary Status of BERS (Pre-GASB 67 Basis)

The Burlington Employees' Retirement System became effective as of July 1, 1954, and covers virtually all City employees, except the majority of teachers who are eligible for the Vermont Teachers Retirement System. The Vermont Teachers Retirement System is funded by employee contributions of 5% of the teacher's contract and the remainder is funded from the Annual State of Vermont budget. Membership in the Burlington Employees Retirement System (the pension plan) is divided into two classes. Class A consists of members of the Fire and Police Departments not including clerical employees. Class B represents the remainder of Burlington's City work force.

The contribution by the City, excluding operation expenses, consists of two parts. The first part is a normal contribution to cover the cost of benefits expected to accrue under the Plan during the fiscal year following the valuation date, reduced by required Class A member contributions equal to 11.0% of compensation and required Class B member contributions equal to 4.2% of compensation. Effective retroactive to July 1, 2022, employees shall contribute a percentage such that all employees are contributing 30% (and the City is contributing 70%) of the total contribution required. For Fiscal 2025, this means that each Class A member contributes no more than 14.0% of base pay, and each Class B member contributes no more than 7.0% of base pay. The second part is a past service contribution to liquidate unfunded past service costs over a 20-year period in accordance with the policy adopted by the Retirement Board. Unfunded past service costs are amortized over 20 years and per the BERS Report Actuarial Valuation totaled $118.9 million at June 30, 2025. The City's contribution under the plan as of FY 2025 totaled $13.1 million. The pension is 68.5% funded on June 30, 2025 (pre-GASB 67).

The City's share of the system is funded partially on an annual funding basis by a special government tax levy. This retirement portion of the tax rate is determined by the City's Retirement Board through the yearly budget preparation process and subject to appropriation in the annual budget approved by the City Council and is not subject to limit.

Governmental Accounting Standards Board ("GASB") Statement No. 68, approved on June 25, 2012 ("GASB 68"), requires governments that provide defined pension benefits to recognize their long-term obligation for pension benefits as a liability for the first time, and to more comprehensively and comparably measure the annual costs of pension benefits. GASB Statement 68 is effective for fiscal years beginning after July 1, 2014.

For further information regarding the City's pension fund, refer to Note 25 of the Notes to Financial Statements contained in Appendix A to this Official Statement.

The following table sets forth the historical funding ratios of the Retirement System as of the actuarial valuation dates listed below including among other things, the unfunded actuarial accrued liability. The schedule below is pre-GASB 67 per the Actuarial Valuation for June 30, 2025.

Valuation Date (June 30)	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL)(b)	Excess of Assets over AAL (a-b)	Funded Ratio (a/b)	Covered Payroll (c)	Excess as a % of Covered Payroll
2019	$202,509,768	$278,151,191	$(75,641,423)	72.81%	$51,602,304	-146.59%
2020	209,861,722	293,171,198	(83,309,476)	71.58%	52,984,543	-157.23%
2021	219,377,787	310,788,910	(91,401,123)	70.59%	53,775,322	-169.97%
2022	227,048,886	325,818,016	(98,769,130)	69.69%	55,392,895	-178.31%
2023	232,271,118	347,249,878	(114,978,760)	66.89%	65,752,934	-174.86%
2024	241,858,948	364,944,227	(123,085,279)	66.27%	67,595,783	-182.09%
2025	258,547,677	377,495,611	(118,947,934)	68.49%	72,413,354	-164.26%

Schedule of Net Pension Liability for June 30, 2025 (measurement date for June 30, 2026 financial statements) is as follows:

Total pension liability	$ 377,495,611
Plan fiduciary net position	$ (269,393,396)
Net pension liability (asset)	$ 108,102,215

Plan fiduciary net position as a percentage of the total pension liability is 71.36%.

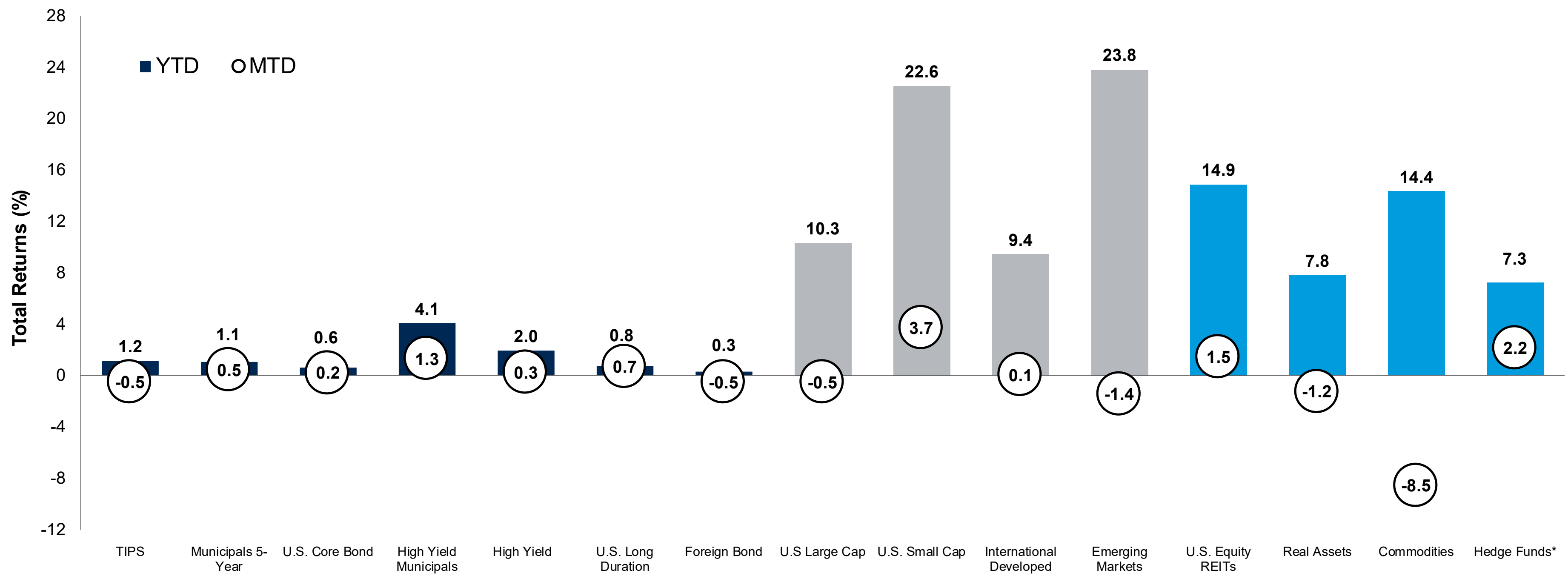
The following table sets forth the historical employer contributions.

Year Ended (June 30)	Annual Required Contribution	Actual Contribution	Percentage Contributed
2019	$9,516,913	$9,516,913	100.00%
2020	9,715,892	9,715,892	100.00%
2021	10,236,862	10,236,862	100.00%
2022	10,821,716	10,821,716	100.00%
2023	11,254,693	11,254,693	100.00%
2024	11,716,667	11,716,667	100.00%
2025	13,103,013	13,103,013	100.00%

City of Burlington Employees Retirement System

Monthly Performance Update - June 2026

Asset Class Performance



Source: Morningstar Direct. As of June 30, 2026. *Hedge fund returns are as of May 31, 2026.

Fixed Income (June)

+ The Federal Reserve held its target rate steady in June, the first meeting led by new Chair Warsh. Despite the hold in rates, the Fed's dot plot proved to be more hawkish. Core bonds delivered a slight gain for the month.

+ Credit fared well during June. Continued demand and a solid fundamental backdrop helped high yield bonds deliver a positive return despite a modest rise in spreads.

- Falling breakeven rates were a headwind for TIPS as inflation expectations receded during June.

Equity (June)

- Concerns about valuations and the sustainability of AI spending pushed mega cap companies lower and U.S. large cap stocks declined in June.

+ Small cap stocks led the way in June, led by strength in financials and healthcare and supported by a strong economic backdrop.

+/- International markets were flat to negative during June. Europe saw a positive return, while China declined. U.S. dollar strength was an additional headwind.

Real Asset / Alternatives (June)

+ U.S. equity REITs experienced a positive month as markets grew more comfortable that the current economy can continue to grow.

- Commodities were a weak spot in June, driven primarily by declining energy prices and weaker precious metals.

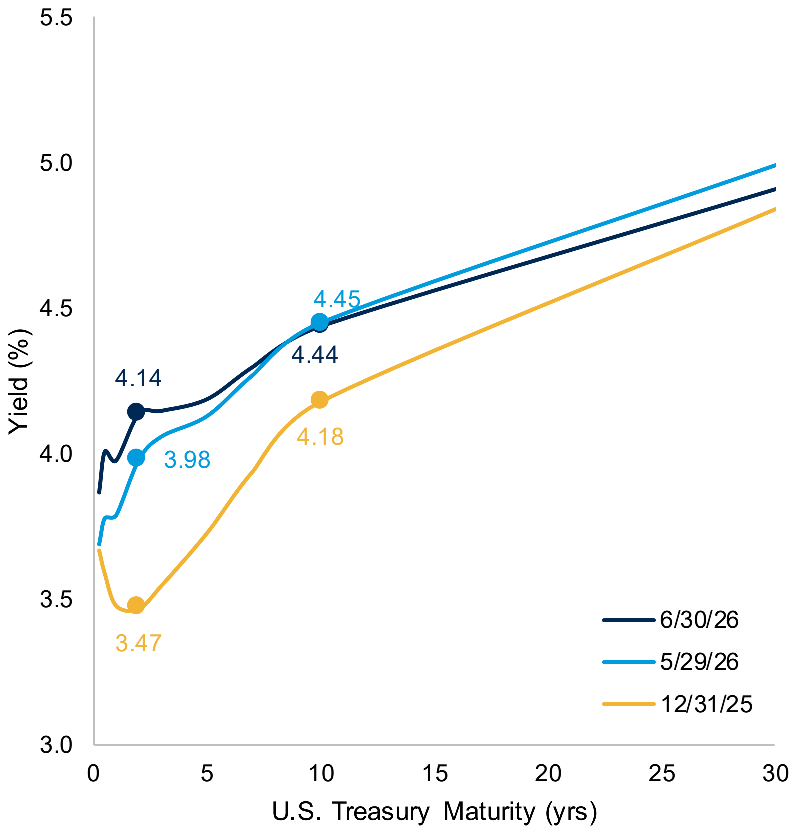
+ Hedge funds, reported on a month lag, had a favorable May and have generated favorable results amidst the market volatility year to date.

See disclosures for list of indices representing each asset class. Past performance does not indicate future performance and there is a possibility of loss. Indices cannot be invested in directly. Please refer to Material Risk disclosure for important information associated with market volatility.

Fixed Income Market Update

U.S. Treasury Yield Curve

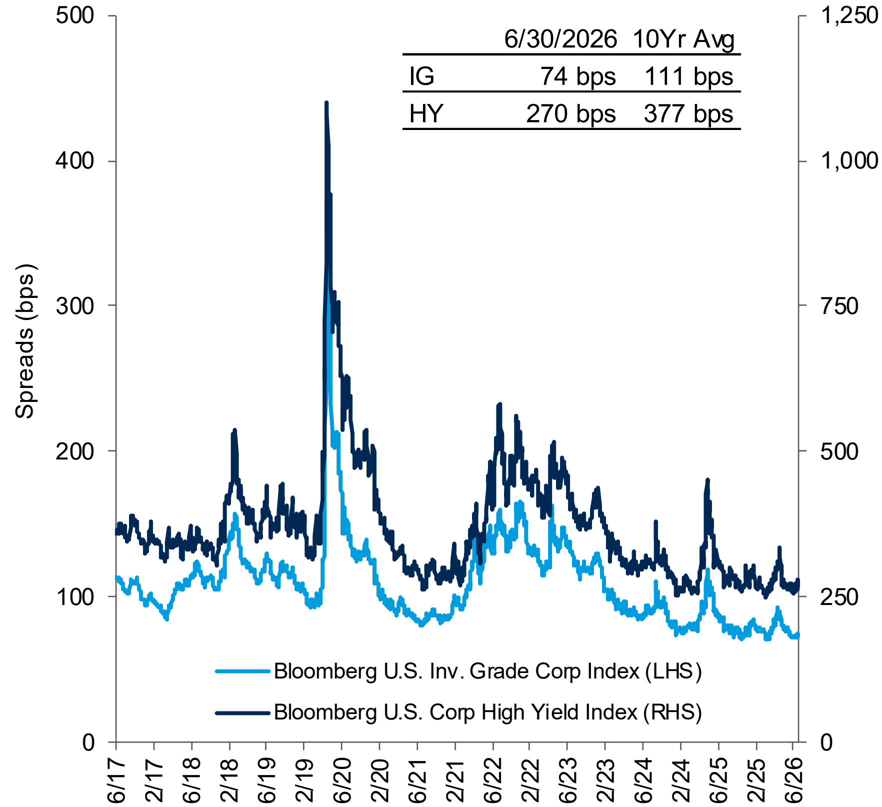
The Federal Reserve held its policy rate steady at the June meeting. However, a hot inflation print coupled with a favorable economic backdrop pushed rates higher on the front end of the curve as market expectations for a possible rate hike by the end of 2026 rose.



Source: FactSet. As of June 30, 2026.

Corporate Credit Spreads – Trailing 5 Years (June)

Despite a favorable fundamental backdrop and a solid earnings season, corporate credit spreads widened modestly in June amidst the risk-off sentiment in some markets. Even with the modest move higher, spreads within the corporate credit market remain tight by historical standards.



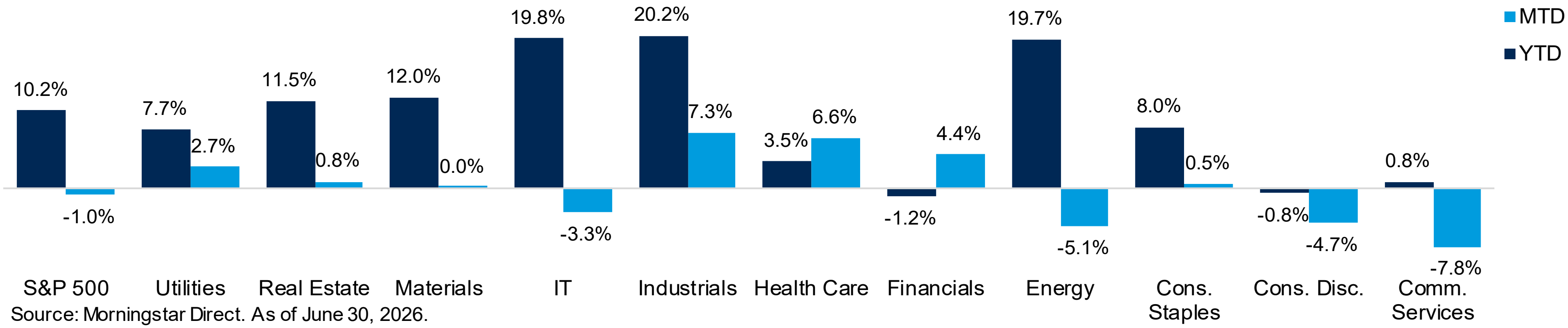
Source: FactSet. As of June 30, 2026.

See disclosures for list of indices representing each asset class. Past performance does not indicate future performance and there is a possibility of loss. Indices cannot be invested in directly. Please refer to Material Risk disclosure for important information associated with market volatility.

Equity Market Update

U.S. Equities – Returns by Sector (June)

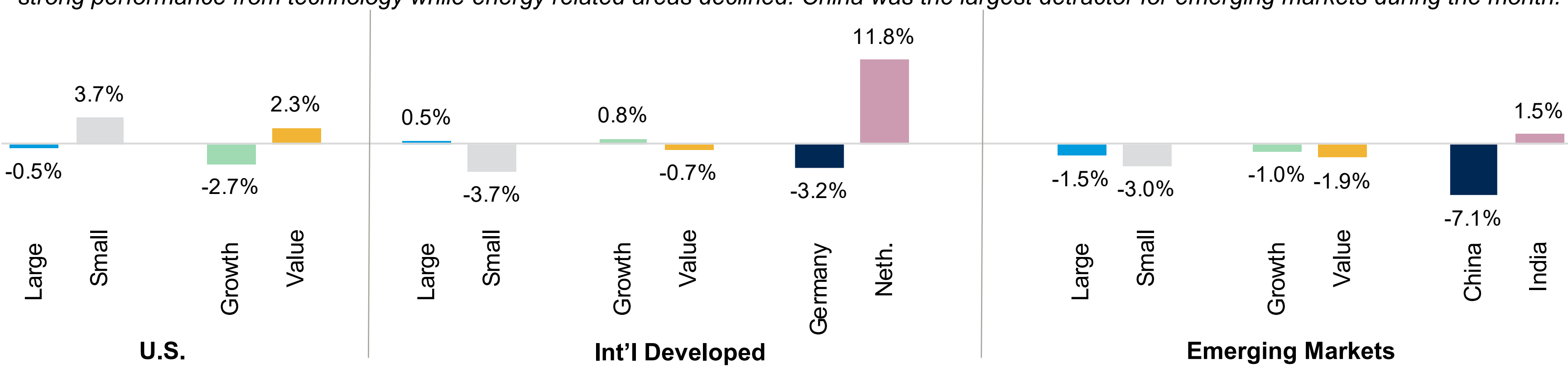
The S&P 500 fell during June, but has risen over 10% year-to-date. Mega cap growth names were the main source of weakness during the month, particularly within information technology and communications, as the market remains uneasy about the AI buildout and CAPEX of the "hyperscalers." The energy sector was also in negative territory. Easing tensions in the Middle East sent oil prices lower, with WTI oil ending the month below $70/barrel.



Source: Morningstar Direct. As of June 30, 2026.

Market Capitalization, Style, and Select Country Performance (June)

Equity markets were mixed around the world from a market cap and style perspective. Value outpaced growth within domestic markets as mega cap technology and communication names sold off and investors favored smaller cap companies. Abroad, however, growth outpaced value, on the back of strong performance from technology while energy related areas declined. China was the largest detractor for emerging markets during the month.



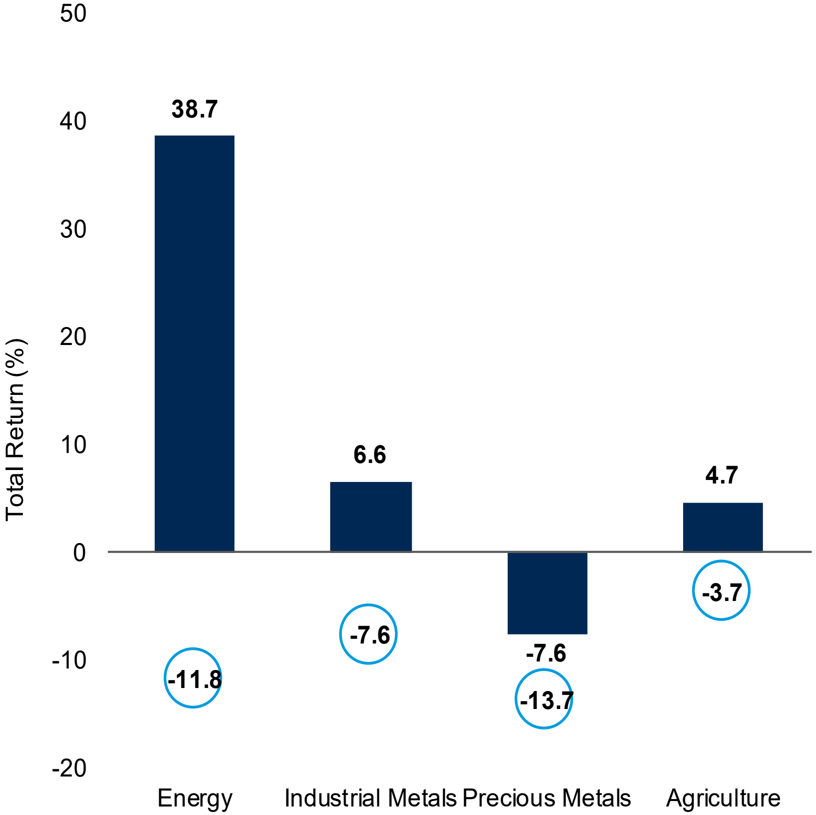
Source: Morningstar Direct. As of June 30, 2026.

See disclosures for list of indices representing each asset class. Past performance does not indicate future performance and there is a possibility of a loss. Indices cannot be invested in directly. Please refer to Material Risk disclosure for important information associated with market volatility.

Real Asset Market Update

Commodity Performance (June)

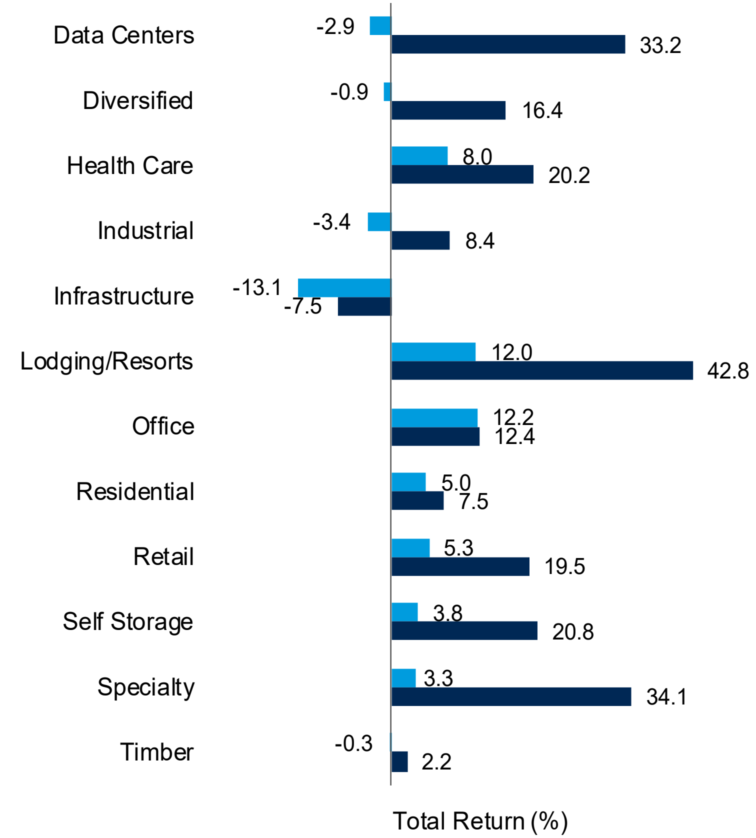
Commodities pulled back in June after tensions eased in the Middle East. Oil prices fell sharply after the U.S. and Iran reached an agreement on a partial reopening of the Strait of Hormuz. Increased expectations for a rate hike put negative pressure on precious metal prices, as the space generally has an inverse relationship with interest rates.



Source: FactSet. As of June 30, 2026.

REIT Sector Performance (June)

REITs continued to advance in June. Investors looked past elevated interest rates and focused on improving property fundamentals, while easing inflation concerns supported sentiment toward rate-sensitive assets. Strength was particularly evident in office, lodging, and retail properties, reflecting increased confidence that commercial real estate fundamentals may be stabilizing.



Source: FactSet. As of June 30, 2026.

See disclosures for list of indices representing each asset class. Past performance does not indicate future performance and there is a possibility of loss. Indices cannot be invested in directly. Please refer to Material Risk disclosure for important information associated with market volatility.

Financial Markets Performance

Financial Markets Performance

Total Return as of June 30, 2026

Periods greater than one year are annualized

All returns are in U.S. dollar terms

Global Fixed Income Markets	MTD	YTD	1YR	3YR	5YR	7YR	10YR	15YR
Bloomberg 1-3-Month T-Bill	0.3%	1.8%	4.0%	4.7%	3.6%	2.8%	2.3%	1.6%
Bloomberg U.S. TIPS	-0.5%	1.2%	3.4%	4.0%	1.0%	2.8%	2.6%	2.6%
Bloomberg Municipal Bond (5 Year)	0.5%	1.1%	3.8%	3.4%	1.2%	1.7%	1.8%	2.2%
Bloomberg High Yield Municipal Bond	1.3%	4.1%	7.0%	5.8%	1.8%	3.4%	4.0%	5.2%
Bloomberg U.S. Aggregate	0.2%	0.6%	3.8%	4.2%	0.1%	1.2%	1.5%	2.3%
Bloomberg U.S. Corporate High Yield	0.3%	2.0%	5.9%	8.9%	4.2%	5.1%	5.8%	5.8%
Bloomberg Global Aggregate ex-U.S. Hedged	0.5%	1.6%	2.6%	4.6%	1.4%	1.6%	2.1%	3.2%
Bloomberg Global Aggregate ex-U.S. Unhedged	-1.5%	-0.9%	-1.9%	2.7%	-2.9%	-1.3%	-0.7%	-0.3%
Bloomberg U.S. Long Gov / Credit	0.7%	0.8%	3.9%	1.9%	-3.8%	-0.6%	0.7%	3.5%
Global Equity Markets	**MTD**	**YTD**	**1YR**	**3YR**	**5YR**	**7YR**	**10YR**	**15YR**
S&P 500	-1.0%	10.2%	22.3%	20.6%	13.4%	16.1%	15.5%	14.4%
Dow Jones Industrial Average	2.7%	9.8%	20.6%	17.1%	10.8%	12.4%	13.7%	12.6%
NASDAQ Composite	-2.8%	13.1%	29.5%	24.7%	13.4%	19.4%	19.4%	17.3%
Russell 3000	-0.3%	10.9%	22.8%	20.4%	12.3%	15.5%	15.1%	13.9%
Russell 1000	-0.5%	10.3%	22.0%	20.5%	12.7%	15.8%	15.3%	14.1%
Russell 1000 Growth	-2.7%	5.3%	17.7%	22.6%	13.7%	18.8%	18.6%	16.5%
Russell 1000 Value	2.3%	16.3%	27.1%	17.8%	11.2%	12.1%	11.5%	11.5%
Russell Mid Cap	3.1%	15.3%	21.6%	16.5%	8.5%	11.9%	12.0%	11.6%
Russell Mid Cap Growth	2.7%	7.3%	6.2%	15.6%	6.0%	11.6%	13.0%	12.0%
Russell Mid Cap Value	3.0%	17.6%	26.6%	16.5%	9.5%	11.4%	10.6%	11.0%
Russell 2000	3.7%	22.6%	40.8%	18.6%	7.0%	11.3%	11.6%	10.5%
Russell 2000 Growth	3.6%	22.2%	38.7%	18.4%	5.6%	10.8%	12.0%	10.8%
Russell 2000 Value	4.0%	23.0%	43.0%	18.7%	8.2%	11.4%	10.9%	10.0%
MSCI ACWI	-0.8%	11.2%	23.7%	19.7%	11.0%	13.3%	12.8%	10.3%
MSCI ACWI ex. U.S.	-0.6%	13.7%	27.7%	18.8%	8.8%	10.2%	9.9%	6.5%
MSCI EAFE	0.1%	9.4%	20.2%	16.4%	9.0%	9.9%	9.7%	6.9%
MSCI EAFE Growth	0.8%	9.1%	13.7%	11.5%	4.9%	8.2%	8.6%	6.8%
MSCI EAFE Value	-0.7%	9.6%	27.0%	21.5%	13.2%	11.3%	10.5%	6.9%
MSCI EAFE Small Cap	-3.7%	7.6%	17.4%	15.7%	5.4%	8.5%	8.6%	7.4%
MSCI Emerging Markets	-1.4%	23.8%	43.5%	23.0%	7.2%	9.8%	10.1%	5.2%
Alternatives	**MTD**	**YTD**	**1YR**	**3YR**	**5YR**	**7YR**	**10YR**	**15YR**
FTSE NAREIT All Equity REITs	1.5%	14.9%	15.4%	10.1%	3.7%	5.9%	5.9%	8.0%
S&P Real Assets	-1.2%	7.8%	13.2%	10.3%	5.1%	5.9%	5.7%	5.1%
FTSE EPRA NAREIT Developed	1.0%	10.2%	14.4%	10.7%	2.7%	3.8%	4.3%	5.7%
FTSE EPRA NAREIT Developed ex U.S.	-2.8%	-1.6%	3.3%	8.6%	-1.5%	0.3%	2.4%	3.2%
Bloomberg Commodity Total Return	-8.5%	14.4%	25.5%	11.7%	9.4%	9.5%	5.8%	0.0%
HFRI Fund of Funds Composite*	2.2%	7.3%	17.2%	10.7%	5.7%	6.8%	5.8%	4.3%
HFRI Asset Weighted Composite*	1.4%	5.8%	14.7%	9.4%	6.0%	6.1%	5.6%	4.6%
Alerian MLP	0.0%	18.5%	21.5%	23.1%	20.5%	13.6%	9.2%	7.2%

*Sources: Morningstar, FactSet. As of June 30, 2026. *HFRI indexes as of May 31, 2026.*

See disclosures for list of indices representing each asset class. Past performance does not indicate future performance and there is a possibility of loss. Indices cannot be invested in directly. Please refer to Material Risk disclosure for important information associated with market volatility.

Asset Allocation

Total Plan | **As of June 30, 2026**

	Asset Allocation ($)	Asset Allocation (%)	Target Allocation (%)	Differences (%)
Total Plan	**316,275,510**	**100.0**	**100.0**	**0.0**
Pension Benefits Payable to the City	-5,808,892	-1.8	0.0	-1.8
Total Invested Assets	**322,084,402**	**101.8**	**100.0**	**1.8**
Short Term Liquidity	**6,138,292**	**1.9**	**0.0**	**1.9**
Key Bank Cash Portfolio	331,086	0.1	0.0	0.1
First American Govt Oblig Fund Z	5,807,206	1.8	0.0	1.8
Fixed Income	**85,078,961**	**26.9**	**27.0**	**-0.1**
JIC Core Bond Fund I	62,885,149	19.9	20.0	-0.1
BlackRock Strategic Income Opportunities K	22,193,812	7.0	7.0	0.0
Equity	**217,243,722**	**68.7**	**68.5**	**0.2**
Domestic Equity	**136,646,528**	**43.2**	**43.0**	**0.2**
BNYM Mellon DB NSL Stock Index Fund	104,682,156	33.1	33.0	0.1
BNYM Mellon DB SL SMID Cap Stock Index Fund	31,964,372	10.1	10.0	0.1
International Equity	**80,500,838**	**25.5**	**25.5**	**0.0**
BNYM Mellon DB NSL International Stock Index Fund	56,781,940	18.0	18.0	0.0
BNYM Mellon DB NSL Emerging Markets Stock Index Fund	23,718,898	7.5	7.5	0.0
Private Equity	**96,356**	**0.0**	**0.0**	**0.0**
Hamilton Lane VII A	27,591	0.0	-	-
Hamilton Lane VII B	68,765	0.0	-	-
Real Assets	**13,623,427**	**4.3**	**4.5**	**-0.2**
UBS Trumbull Property Fund	7,654,212	2.4	3.0	-0.6
DWS RREEF Real Assets R6	5,969,214	1.9	1.5	0.4

Valuations data as of:

Hamilton Lane VII - 12/31/2025
UBS Trumbull Property Fund - 3/31/2026

All private equity and real estate assets are adjusted for any subsequent capital activity.

Investments with a zero balance were held in the portfolio during the reporting period and will be removed once they no longer impact portfolio performance.
Asset Allocation weightings may not add up to 100% due to rounding.

Asset Allocation

Total Invested Assets | As of June 30, 2026

	Asset Allocation ($)	Asset Allocation (%)	Target Allocation (%)	Differences (%)
Total Invested Assets	**322,084,402**	**100.0**	**100.0**	**0.0**
Short Term Liquidity	**6,138,292**	**1.9**	**0.0**	**1.9**
Key Bank Cash Portfolio	331,086	0.1	0.0	0.1
First American Govt Oblig Fund Z	5,807,206	1.8	0.0	1.8
Fixed Income	**85,078,961**	**26.4**	**27.0**	**-0.6**
JIC Core Bond Fund I	62,885,149	19.5	20.0	-0.5
BlackRock Strategic Income Opportunities K	22,193,812	6.9	7.0	-0.1
Equity	**217,243,722**	**67.4**	**68.5**	**-1.1**
Domestic Equity	**136,646,528**	**42.4**	**43.0**	**-0.6**
BNYM Mellon DB NSL Stock Index Fund	104,682,156	32.5	33.0	-0.5
BNYM Mellon DB SL SMID Cap Stock Index Fund	31,964,372	9.9	10.0	-0.1
International Equity	**80,500,838**	**25.0**	**25.5**	**-0.5**
BNYM Mellon DB NSL International Stock Index Fund	56,781,940	17.6	18.0	-0.4
BNYM Mellon DB NSL Emerging Markets Stock Index Fund	23,718,898	7.4	7.5	-0.1
Private Equity	**96,356**	**0.0**	**0.0**	**0.0**
Hamilton Lane VII A	27,591	0.0	-	-
Hamilton Lane VII B	68,765	0.0	-	-
Real Assets	**13,623,427**	**4.2**	**4.5**	**-0.3**
UBS Trumbull Property Fund	7,654,212	2.4	3.0	-0.6
DWS RREEF Real Assets R6	5,969,214	1.9	1.5	0.4

Valuations data as of:

Hamilton Lane VII - 12/31/2025
UBS Trumbull Property Fund - 3/31/2026

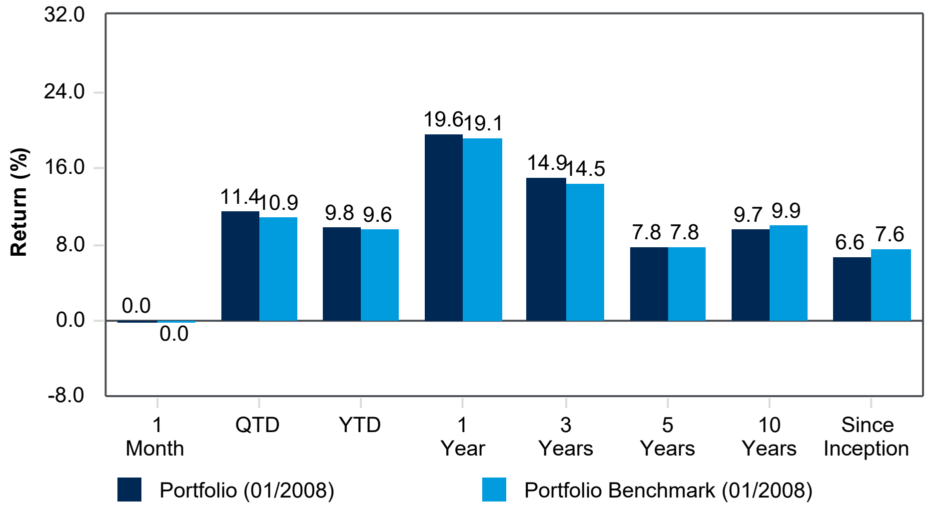
All private equity and real estate assets are adjusted for any subsequent capital activity.

Investments with a zero balance were held in the portfolio during the reporting period and will be removed once they no longer impact portfolio performance.
Asset Allocation weightings may not add up to 100% due to rounding.

Portfolio Dashboard

Total Invested Assets — **As of June 30, 2026**

Historical Performance



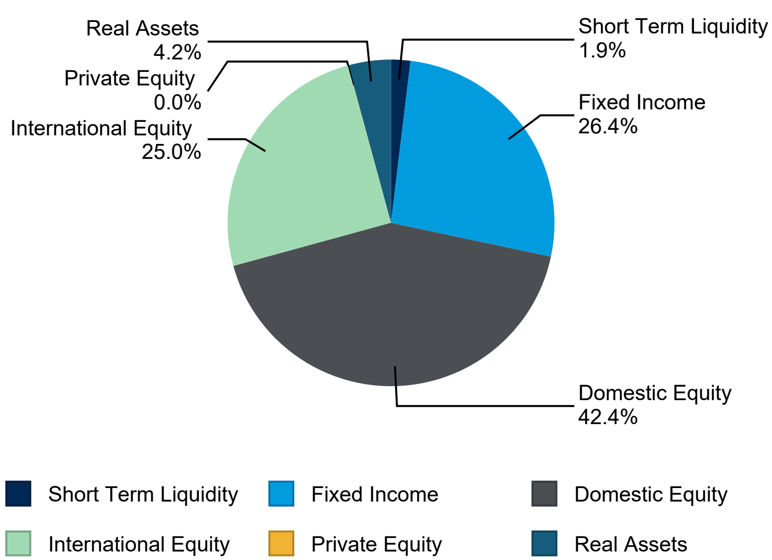
Summary of Cash Flows

	1 Month	QTD	YTD	1 Year
Total Invested Assets				
Beginning Market Value	322,065,506	289,059,332	293,197,767	275,006,808
Net Contributions	-	-	-	-5,736,573
Gain/Loss	18,895	33,025,070	28,886,634	52,814,166
Ending Market Value	322,084,402	322,084,402	322,084,402	322,084,402

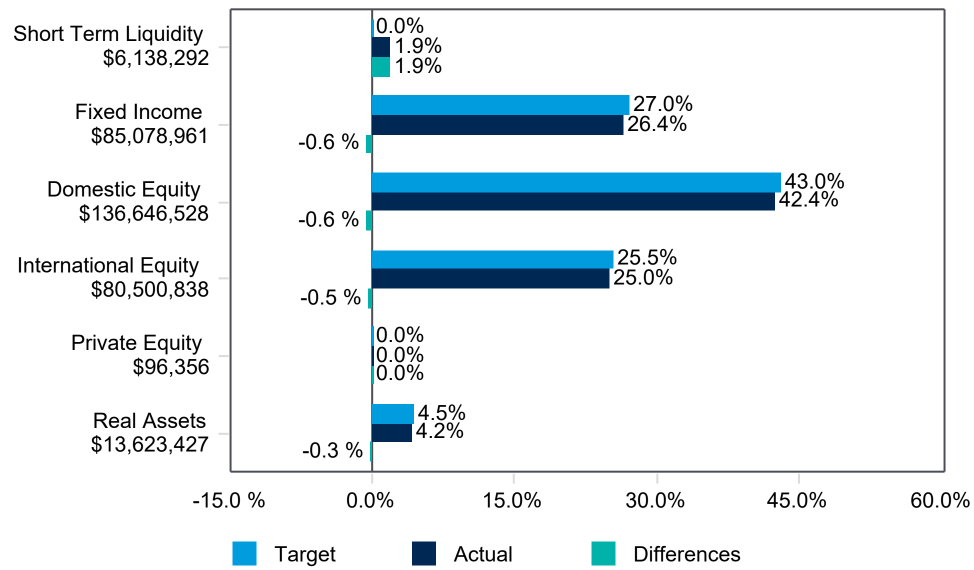
Current Benchmark Composition

From Date	To Date	
04/2025	Present	27.00% Blmbg. U.S. Aggregate, 33.00% S&P 500, 10.00% Russell 2500 Index, 18.00% MSCI EAFE (Net), 7.50% MSCI Emerging Markets (Net), 3.00% NCREIF Fund Index - ODCE (net), 1.50% DWS Real Assets Benchmark

Portfolio Allocation

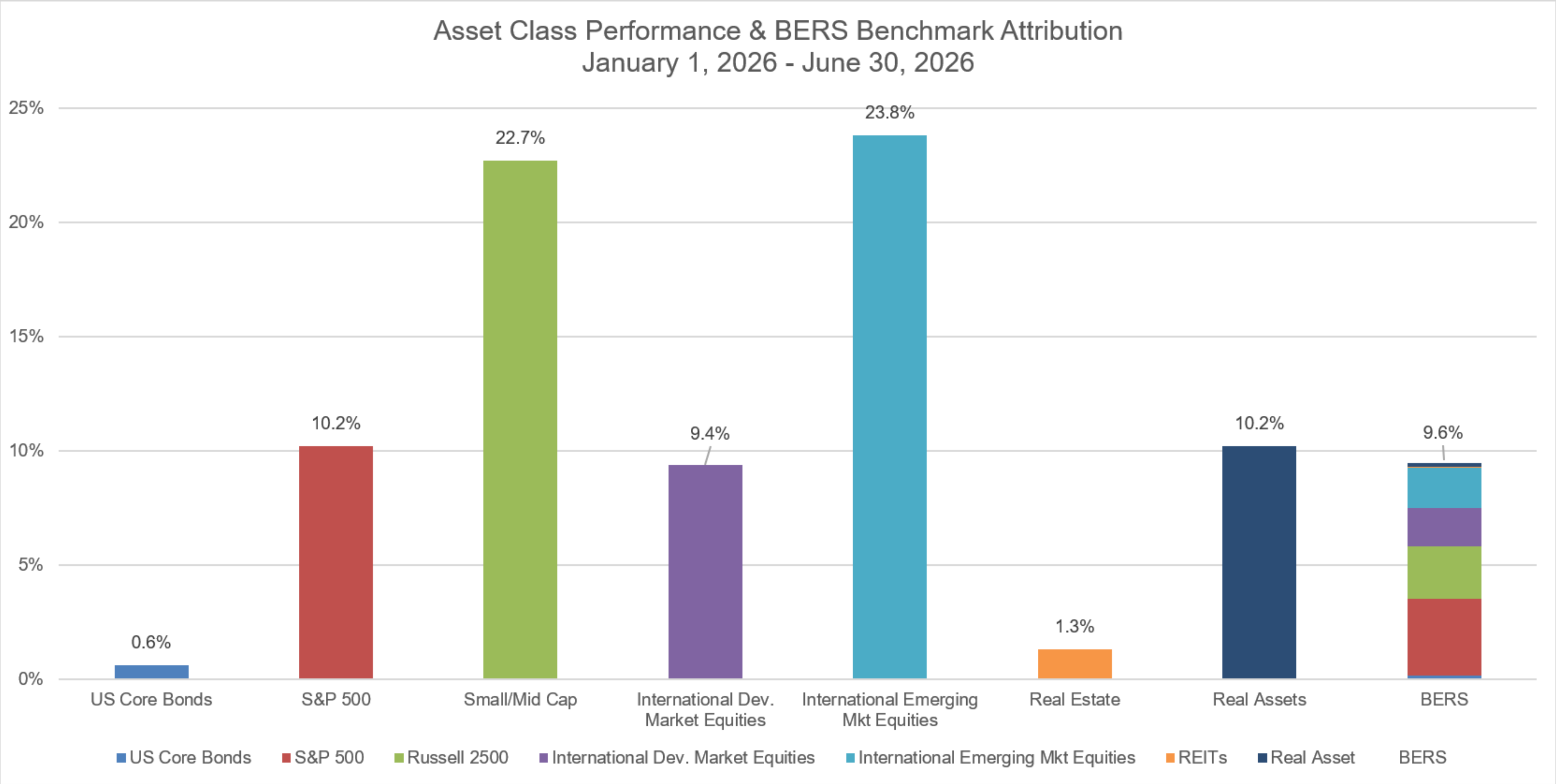


Actual vs. Target Allocations



Client portfolio performance is presented net of underlying investment manager fees but gross of Fiducient Advisors' fees.

Asset Class Performance & BERS Benchmark Attribution



BERS Benchmark Composition: 27.0% Blmbg. U.S. Aggregate, 33.0% S&P 500, 10.0% Russell 2500 Index, 18.0% MSCI EAFE (Net), 7.5% MSCI Emerging Markets (Net), 3.0% NCREIF Fund Index - ODCE (net), 1.5% DWS Real Assets Benchmark

Recent Portfolio Activities

Quarter	Cash Flow
3Q 2026	• July 7, 2026: $46,139.87 UBS Trumbull Property Fund LP redemption.
2Q 2026	• May 20, 2026: Rebalancing to strategic targets completed in May 2026. • April 6, 2026: $92,320.64 UBS Trumbull Property Fund LP redemption. • April 28, 2026: $58,801.13 UBS Trumbull Property Fund LP distribution.
1Q 2026	• January 28, 2026: $57,549.45 UBS Trumbull Property Fund LP distribution.
4Q 2025	• October 3, 2025: $22,939.07 UBS Trumbull Property Fund LP redemption. • October 27, 2025: $57,768.34 UBS Trumbull Property Fund LP distribution.
3Q 2025	• July 7, 2025: $3,689,564 cash raised to reimburse the General Fund. • July 25, 2025: $57,987.44 UBS Trumbull Property Fund LP distribution. • August 19,2025: $1,031,535.48 invested excess cash.
2Q 2025	• April 14, 2025: Funded DWS RREEF Real Asset Fund. • April 28, 2025: $58,224.58 UBS Trumbull Property Fund LP distribution. • June 23, 2025: $3,000,000 cash raised to reimburse the General Fund.
1Q 2025	• January 6, 2025: $266,147.78 UBS Trumbull Property Fund LP redemption. • January 27, 2025: $60,043.52 UBS Trumbull Property Fund LP distribution.
4Q 2024	• October 10, 2024: $386,628.34 UBS Trumbull Property Fund LP redemption. • October 25, 2024: $70,575.75 UBS Trumbull Property Fund LP distribution.
3Q 2024	• July 5, 2024: $124,974.45 UBS Trumbull Property Fund LP redemption. • July 26, 2024: $67,506.43 UBS Trumbull Property Fund LP distribution.

UBS Trumbull Property Fund LP July redemption not reflected in report

Performance Overview

Total Invested Assets — As of June 30, 2026

Trailing Performance Summary

	1 Month	YTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Total Invested Assets	**0.0**	**9.8**	**19.6**	**14.9**	**7.8**	**9.8**	**9.7**	**6.6**	**01/2008**
Policy Benchmark	*0.0*	*9.6*	*19.1*	*14.5*	*7.8*	*10.0*	*9.9*	*7.6*	*01/2008*

Calendar Year Performance Summary

	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
Total Invested Assets	**17.7**	**11.2**	**15.0**	**-15.4**	**14.6**	**12.7**	**19.1**	**-5.2**	**17.0**	**8.7**
Policy Benchmark	*17.4*	*10.7*	*14.9*	*-14.7*	*14.3*	*14.5*	*20.6*	*-5.2*	*16.9*	*9.0*

Plan Reconciliation

	1 Month	YTD	1 Year	3 Years	5 Years	10 Years	Since Inception	Inception Date
Total Invested Assets								**01/2008**
Beginning Market Value	322,065,506	293,197,767	275,006,808	221,367,949	246,544,733	155,410,683	126,047,968	
Net Contributions	-	-	-5,736,573	-11,122,149	-24,862,427	-44,536,383	-57,163,323	
Gain/Loss	18,895	28,886,634	52,814,166	111,838,603	100,402,096	211,210,102	253,199,757	
Ending Market Value	322,084,402	322,084,402	322,084,402	322,084,402	322,084,402	322,084,402	322,084,402	

Benchmark Composition

	Weight (%)
Apr-2025	
Blmbg. U.S. Aggregate	27.0
S&P 500	33.0
Russell 2500 Index	10.0
MSCI EAFE (Net)	18.0
MSCI Emerging Markets (Net)	7.5
NCREIF Fund Index - ODCE (net)	3.0
DWS Real Assets Benchmark	1.5

Client portfolio performance is presented net of underlying investment manager fees but gross of Fiducient Advisors' fees.

Manager Performance

As of June 30, 2026

	Allocation		Performance(%)								
	Market Value ($)	%	1 Month	QTD	YTD	1 Year	3 Years	5 Years	10 Years	Since Inception	Inception Date
Total Invested Assets	**322,084,402**	**100.0**	**0.0**	**11.4**	**9.8**	**19.6**	**14.9**	**7.8**	**9.7**	**6.6**	**01/2008**
Policy Benchmark			*0.0*	*10.9*	*9.6*	*19.1*	*14.5*	*7.8*	*9.9*	*7.6*	
Secondary Benchmark			*0.0*	*10.9*	*9.5*	*19.1*	*14.5*	*7.7*	*9.7*	*7.5*	
Short Term Liquidity	**6,138,292**	**1.9**	**0.3**	**0.5**	**0.6**	**1.3**	**2.1**	**1.4**	**-**	**1.3**	**01/2021**
90 Day U.S. Treasury Bill			*0.3*	*0.9*	*1.7*	*3.8*	*4.6*	*3.5*	*2.3*	*3.2*	
Key Bank Cash Portfolio	**331,086**	**0.1**									
First American Govt Oblig Fund Z	**5,807,206**	**1.8**	**0.3**	**0.9**	**1.8**	**3.8**	**4.6**	**3.5**	**2.2**	**4.0**	**02/2022**
90 Day U.S. Treasury Bill			*0.3*	*0.9*	*1.7*	*3.8*	*4.6*	*3.5*	*2.3*	*4.0*	
Fixed Income	**85,078,961**	**26.4**	**0.3**	**1.3**	**1.2**	**4.7**	**5.2**	**0.7**	**-**	**0.3**	**01/2021**
Blmbg. U.S. Aggregate			*0.2*	*0.7*	*0.6*	*3.8*	*4.2*	*0.1*	*1.5*	*-0.2*	
JIC Core Bond Fund I	**62,885,149**	**19.5**	**0.3**	**0.6**	**0.6**	**3.8**	**4.3**	**-0.1**	**1.8**	**0.4**	**03/2020**
Blmbg. U.S. Aggregate			*0.2*	*0.7*	*0.6*	*3.8*	*4.2*	*0.1*	*1.5*	*0.4*	
Intermediate Core Bond Median			0.2	0.7	0.6	3.7	4.2	0.0	1.6	0.4	
JIC Core Bond Fund I Rank			38	77	58	35	40	59	32	50	
BlackRock Strategic Income Opportunities K	**22,193,812**	**6.9**	**0.5**	**2.7**	**2.3**	**6.2**	**7.2**	**3.5**	**4.1**	**4.2**	**02/2022**
Blmbg. U.S. Aggregate			*0.2*	*0.7*	*0.6*	*3.8*	*4.2*	*0.1*	*1.5*	*0.6*	
Nontraditional Bond Median			0.2	1.7	1.4	4.4	6.2	2.9	3.5	3.5	
BlackRock Strategic Income Opportunities K Rank			16	18	23	21	24	28	24	28	

Client portfolio performance is presented net of underlying investment manager fees but gross of Fiducient Advisors' fees. Manager performance for mutual funds and ETFs is based on NAV and provided by Morningstar. Performance for non-mutual fund or ETF investments is based on the returns provided by managers, calculations based on a manager statement, or calculations based on a statement or data from the client's custodian. Funds may include returns of an equivalent share class with a longer return history if period includes dates prior to the fund's inception. Returns are net of fees unless otherwise stated. The fund's inception date represents the first month the client made the investment. Composite performance includes all funds held in the composite since inception. Inception dates for asset class composites reflect the start date at which these returns could be calculated using historical and existing system capabilities and may vary from the inception dates of underlying component strategies.

Manager Performance

As of June 30, 2026

	Allocation		Performance(%)								
	Market Value ($)	%	1 Month	QTD	YTD	1 Year	3 Years	5 Years	10 Years	Since Inception	Inception Date
Equity	**217,243,722**	**67.4**	**0.0**	**15.8**	**13.3**	**26.1**	**19.5**	**10.7**	**-**	**12.3**	**01/2021**
MSCI AC World Index (Net)			*-0.8*	*14.9*	*11.2*	*23.7*	*19.7*	*11.0*	*12.8*	*12.3*	
Domestic Equity	**136,646,528**	**42.4**	**0.1**	**16.3**	**12.9**	**25.4**	**20.2**	**12.2**	**-**	**14.1**	**01/2021**
Domestic Equity Benchmark			*0.1*	*16.4*	*13.0*	*25.6*	*20.3*	*12.3*	*14.7*	*14.2*	
BNYM Mellon DB NSL Stock Index Fund	**104,682,156**	**32.5**	**-1.0**	**15.2**	**10.2**	**22.3**	**20.6**	**13.4**	**15.5**	**15.3**	**04/2016**
S&P 500			*-1.0*	*15.2*	*10.2*	*22.3*	*20.6*	*13.4*	*15.5*	*15.4*	
Large Blend Median			-0.5	14.6	9.6	20.5	19.3	12.0	14.4	14.3	
BNYM Mellon DB NSL Stock Index Fund Rank			69	38	37	29	25	20	15	14	
BNYM Mellon DB SL SMID Cap Stock Index Fund	**31,964,372**	**9.9**	**3.7**	**20.2**	**22.6**	**36.7**	**18.5**	**8.4**	**12.4**	**12.4**	**04/2016**
Russell 2500 Index			*3.7*	*20.3*	*22.7*	*36.7*	*18.4*	*8.3*	*12.2*	*12.3*	
U.S. SMID Cap Equity (MF) Median			5.5	18.1	19.8	29.7	15.6	7.7	11.1	11.1	
BNYM Mellon DB SL SMID Cap Stock Index Fund Rank			80	36	35	30	26	40	27	27	
International Equity	**80,500,838**	**25.0**	**-0.3**	**15.0**	**14.1**	**27.6**	**18.8**	**8.7**	**-**	**9.4**	**01/2021**
International Equity Benchmark			*-0.4*	*14.7*	*13.6*	*26.9*	*18.5*	*8.8*	*10.2*	*9.5*	
BNYM Mellon DB NSL International Stock Index Fund	**56,781,940**	**17.6**	**0.1**	**11.0**	**9.7**	**20.6**	**16.8**	**9.4**	**10.1**	**9.7**	**04/2016**
MSCI EAFE (Net)			*0.1*	*10.8*	*9.4*	*20.2*	*16.4*	*9.0*	*9.7*	*9.3*	
Foreign Large Blend Median			0.5	10.5	10.4	21.4	16.7	8.4	9.6	9.2	
BNYM Mellon DB NSL International Stock Index Fund Rank			61	46	64	55	49	28	31	36	
BNYM Mellon DB NSL Emerging Markets Stock Index Fund	**23,718,898**	**7.4**	**-1.2**	**24.4**	**24.7**	**44.8**	**23.2**	**7.1**	**10.0**	**9.8**	**04/2016**
MSCI Emerging Markets (Net)			*-1.4*	*24.1*	*23.8*	*43.5*	*23.0*	*7.2*	*10.1*	*9.9*	
Diversified Emerging Mkts Median			0.1	22.3	25.3	43.7	22.1	6.7	9.8	9.7	
BNYM Mellon DB NSL Emerging Markets Stock Index Fund Rank			76	33	54	47	43	42	45	49	

Client portfolio performance is presented net of underlying investment manager fees but gross of Fiducient Advisors' fees. Manager performance for mutual funds and ETFs is based on NAV and provided by Morningstar. Performance for non-mutual fund or ETF investments is based on the returns provided by managers, calculations based on a manager statement, or calculations based on a statement or data from the client’s custodian. Funds may include returns of an equivalent share class with a longer return history if period includes dates prior to the fund's inception. Returns are net of fees unless otherwise stated. The fund’s inception date represents the first month the client made the investment. Composite performance includes all funds held in the composite since inception. Inception dates for asset class composites reflect the start date at which these returns could be calculated using historical and existing system capabilities and may vary from the inception dates of underlying component strategies.

Manager Performance

As of June 30, 2026

	Allocation		Performance(%)								
	Market Value ($)	%	1 Month	QTD	YTD	1 Year	3 Years	5 Years	10 Years	Since Inception	Inception Date
Private Equity	96,356	0.0	0.0	0.0	0.0	-33.6	-22.0	-16.0	-	-12.3	01/2021
Hamilton Lane VII A	27,591	0.0	0.0	0.0	0.0	-34.5	-22.8	-16.2	-0.9	3.1	07/2011
Hamilton Lane VII B	68,765	0.0	0.0	0.0	0.0	-30.9	-19.2	-14.1	-2.6	2.2	07/2011
Real Assets	13,623,427	4.2	-1.2	-1.1	2.6	5.6	0.0	0.2	-	0.7	01/2021
UBS Trumbull Property Fund	7,654,212	2.4	0.0	0.0	1.0	3.2	-0.9	0.2	1.1	1.1	07/2016
NCREIF Fund Index - ODCE (net)			*0.0*	*0.0*	*1.3*	*2.5*	*-1.8*	*1.6*	*3.6*	*3.6*	
DWS RREEF Real Assets R6	5,969,214	1.9	-2.6	-1.8	7.9	13.0	10.3	5.2	6.9	13.3	05/2025
DWS Real Assets Benchmark			*-2.3*	*-0.1*	*10.2*	*16.4*	*10.9*	*6.0*	*6.1*	*16.6*	

Valuations data as of:

Hamilton Lane VII - 12/31/2025
UBS Trumbull Property Fund - 3/31/2026

All private equity and real estate assets are adjusted for any subsequent capital activity.

UBS Trumbull Property Fund and NCREIF Fund Index - ODCE (net) one month & QTD return is N/A.

Client portfolio performance is presented net of underlying investment manager fees but gross of Fiducient Advisors' fees. Manager performance for mutual funds and ETFs is based on NAV and provided by Morningstar. Performance for non-mutual fund or ETF investments is based on the returns provided by managers, calculations based on a manager statement, or calculations based on a statement or data from the client's custodian. Funds may include returns of an equivalent share class with a longer return history if period includes dates prior to the fund's inception. Returns are net of fees unless otherwise stated. The fund's inception date represents the first month the client made the investment. Composite performance includes all funds held in the composite since inception. Inception dates for asset class composites reflect the start date at which these returns could be calculated using historical and existing system capabilities and may vary from the inception dates of underlying component strategies.

Reconciliation of BERS Pension Benefits Payable to the City

	Funds Received by the City for BERS*	Expenses & Benefits Paid by the City for BERS*	Misc. Adjustment*	Monthly Amount due To/(From) BERS	Balance Due To/(From) BERS	Payment From BERS to the City
Beginning Balance, 7/1/2025					**(5,737,200)**	
July	366,642	(2,067,536)		(1,700,894)	(7,438,094)	
August	412,171	(2,167,097)		(1,754,926)	(3,455,820)	5,737,200
September	931,747	(2,102,352)	6,153	(1,164,452)	(4,620,272)	
October	2,277,565	(4,397,794)		(2,120,229)	(6,740,502)	
November	280,319	(102,583)	(4,719)	173,017	(6,567,485)	
December	1,054,852	(2,287,198)	(52)	(1,232,397)	(7,799,882)	
January	439,977	(2,202,278)		(1,762,301)	(9,562,183)	
February	8,655,288	(2,356,695)		6,298,594	(3,263,589)	
March	2,115,798	(2,571,553)		(455,755)	(3,719,344)	
April	1,518,942	(2,197,077)		(678,135)	(4,397,479)	
May	1,428,005	(2,373,460)		(945,454)	(5,342,933)	
FYE June 2026	1,701,878	(2,167,838)		(465,960)	(5,808,892)	
Total	**21,183,186**	**(26,993,461)**	**1,382**	**(5,808,892)**	**(5,808,892)**	**5,737,200**

Actuarially Determined Employer Contribution (FYE 2026):	15,478,508
Administrative Fees:	648,000
Additional Employer Contribution per union contracts:	367,840
Total required from the City Depts to BERS:	**16,494,348**
Remaining Balance until Fully Funded:	(4,688,838)

Note: COB Department changes will be billed and booked before Jan 1, 2026

Amounts are provided by the City of Burlington, VT on a monthly basis. The actual amounts recorded by the City each month may vary from the information shown above as additional funds are received by the City and allocated to previous periods. This exhibit does not reflect adjustments to previous periods, however the cumulative impact of any changes is reflecting in the "Balance Due To/(From) BERS".

Benchmark History

Total Invested Assets | **As of June 30, 2026**

Account Name	From Date	To Date	Benchmark
Total Invested Assets	**04/2025**	**Present**	**27.0% Blmbg. U.S. Aggregate, 33.0% S&P 500, 10.0% Russell 2500 Index, 18.0% MSCI EAFE (Net), 7.5% MSCI Emerging Markets (Net), 3.0% NCREIF Fund Index - ODCE (net), 1.5% DWS Real Assets Benchmark**
	04/2024	03/2025	27.0% Blmbg. U.S. Aggregate, 33.5% S&P 500, 9.5% Russell 2500 Index, 19.0% MSCI EAFE (Net), 7.0% MSCI Emerging Markets (Net), 4.0% NCREIF Fund Index - ODCE (net)
	01/2023	03/2024	25.0% Blmbg. U.S. Aggregate, 32.5% S&P 500, 9.0% Russell 2500 Index, 20.5% MSCI EAFE (Net), 7.0% MSCI Emerging Markets (Net), 6.0% NCREIF Fund Index - ODCE (net)
	09/2022	12/2022	25.0% Blmbg. U.S. Aggregate, 31.5% S&P 500, 9.0% Russell 2500 Index, 20.5% MSCI EAFE (Net), 7.0% MSCI Emerging Markets (Net), 6.0% NCREIF Fund Index - ODCE (net), 1.0% NCREIF Timberland Index
	05/2021	08/2022	18.0% Blmbg. U.S. Aggregate, 31.5% S&P 500, 10.5% Russell 2500 Index, 23.0% MSCI EAFE (Net), 10.0% MSCI Emerging Markets (Net), 6.0% NCREIF Fund Index - ODCE (net), 1.0% NCREIF Timberland Index
	12/2019	04/2021	20.0% Blmbg. U.S. Aggregate, 32.0% S&P 500, 18.0% Russell 2500 Index, 10.0% MSCI EAFE (Net), 10.0% MSCI Emerging Markets (Net), 8.0% NCREIF Fund Index - ODCE (net), 2.0% NCREIF Timberland Index
	06/2017	11/2019	20.0% Blmbg. Intermed. U.S. Government/Credit, 30.0% S&P 500, 18.0% Russell 2500 Index, 2.0% S&P Completion Index, 10.0% MSCI EAFE (Net), 10.0% MSCI Emerging Markets (Net), 8.0% NCREIF Fund Index - ODCE (net), 2.0% NCREIF Timberland Index
	01/2016	05/2017	28.0% Blmbg. Intermed. U.S. Government/Credit, 30.0% S&P 500, 18.0% Russell 2500 Index, 2.0% S&P Completion Index, 10.0% MSCI EAFE (Net), 10.0% MSCI Emerging Markets (Net), 2.0% NCREIF Timberland Index
	01/2008	12/2015	20.0% Blmbg. U.S. Aggregate, 32.0% S&P 500, 18.0% Russell 2500 Index, 10.0% MSCI EAFE (Net), 10.0% MSCI Emerging Markets (Net), 8.0% NCREIF Fund Index - ODCE (net), 2.0% NCREIF Timberland Index
Secondary Benchmark	**04/2025**	**Present**	**27.0% Blmbg. U.S. Aggregate, 33.0% S&P 500, 10.0% Russell 2500 Index, 18.0% MSCI EAFE (Net), 7.5% MSCI Emerging Markets (Net), 3.0% UBS Trumbull Property Fund, 1.5% DWS Real Assets Benchmark**
	04/2024	03/2025	27.0% Blmbg. U.S. Aggregate, 33.5% S&P 500, 9.5% Russell 2500 Index, 19.0% MSCI EAFE (Net), 7.0% MSCI Emerging Markets (Net), 4.0% UBS Trumbull Property Fund
	01/2023	03/2024	25.0% Blmbg. U.S. Aggregate, 32.5% S&P 500, 9.0% Russell 2500 Index, 20.5% MSCI EAFE (Net), 7.0% MSCI Emerging Markets (Net), 6.0% UBS Trumbull Property Fund
	09/2022	12/2022	25.0% Blmbg. U.S. Aggregate, 31.5% S&P 500, 9.0% Russell 2500 Index, 20.5% MSCI EAFE (Net), 7.0% MSCI Emerging Markets (Net), 6.0% UBS Trumbull Property Fund, 1.0% Molpus SWF II
	05/2021	08/2022	18.0% Blmbg. U.S. Aggregate, 31.5% S&P 500, 10.5% Russell 2500 Index, 23.0% MSCI EAFE (Net), 10.0% MSCI Emerging Markets (Net), 6.0% UBS Trumbull Property Fund, 1.0% Molpus SWF II
	12/2019	04/2021	20.0% Blmbg. U.S. Aggregate, 32.0% S&P 500, 18.0% Russell 2500 Index, 10.0% MSCI EAFE (Net), 10.0% MSCI Emerging Markets (Net), 8.0% UBS Trumbull Property Fund, 2.0% Molpus SWF II
	06/2017	11/2019	20.0% Blmbg. Intermed. U.S. Government/Credit, 30.0% S&P 500, 18.0% Russell 2500 Index, 2.0% S&P Completion Index, 10.0% MSCI EAFE (Net), 10.0% MSCI Emerging Markets (Net), 8.0% UBS Trumbull Property Fund, 2.0% Molpus SWF II
	07/2016	05/2017	28.0% Blmbg. Intermed. U.S. Government/Credit, 30.0% S&P 500, 18.0% Russell 2500 Index, 2.0% S&P Completion Index, 10.0% MSCI EAFE (Net), 10.0% MSCI Emerging Markets (Net), 2.0% Molpus SWF II
	01/2016	06/2016	28.0% Blmbg. Intermed. U.S. Government/Credit, 30.0% S&P 500, 18.0% Russell 2500 Index, 2.0% S&P Completion Index, 10.0% MSCI EAFE (Net), 10.0% MSCI Emerging Markets (Net), 2.0% Molpus SWF II
	03/2009	12/2015	20.0% Blmbg. U.S. Aggregate, 32.0% S&P 500, 18.0% Russell 2500 Index, 10.0% MSCI EAFE (Net), 10.0% MSCI Emerging Markets (Net), 8.0% NCREIF Fund Index - ODCE (net), 2.0% Molpus SWF II

Benchmark History

Total Invested Assets — **As of June 30, 2026**

Account Name	From Date	To Date	Benchmark
	01/2008	02/2009	20.0% Blmbg. U.S. Aggregate, 32.0% S&P 500, 18.0% Russell 2500 Index, 10.0% MSCI EAFE (Net), 10.0% MSCI Emerging Markets (Net), 8.0% NCREIF Fund Index - ODCE (net), 2.0% NCREIF Timberland Index

Definitions & Disclosures

Please note: Due to rounding methodologies of various data providers, certain returns in this report might differ slightly when compared to other sources

REGULATORY DISCLOSURES

Offer of ADV Part 2A: Rule 204-3 under the Investment Advisers Act of 1940 requires that we make an annual offer to clients to send them, without charge, a written disclosure statement meeting the requirements of such rule. We will be glad to send a copy of our ADV Part 2A to you upon your written request to compliance@fiducient.com.

INDEX DEFINITIONS

- **Citigroup 3 Month T-Bill** measures monthly return equivalents of yield averages that are not marked to market. The Three-Month Treasury Bill Indexes consist of the last three three-month Treasury bill issues.
- **Ryan 3 Yr. GIC** is an arithmetic mean of market rates of $1 million Guaranteed Interest Contracts held for three years.
- **Bloomberg Treasury U.S. T-Bills-1-3 Month Index** includes aged U.S. Treasury bills, notes and bonds with a remaining maturity from 1 up to (but not including) 3 months. It excludes zero coupon strips.
- **Bloomberg Capital US Treasury Inflation Protected Securities Index** consists of Inflation-Protection securities issued by the U.S. Treasury.
- **Bloomberg Muni Index** is a rules-based, market-value-weighted index engineered for the long-term tax-exempt bond market. Bonds must be rated investment-grade by at least two ratings agencies.
- **Bloomberg Muni 1 Year Index** is the 1-year (1-2) component of the Municipal Bond index.
- **Bloomberg Muni 3 Year Index** is the 3-year (2-4) component of the Municipal Bond index.
- **Bloomberg Muni 5 Year Index** is the 5-year (4-6) component of the Municipal Bond index.
- **Bloomberg Muni 7 Year Index** is the 7-year (6-8) component of the Municipal Bond index.
- **Bloomberg Intermediate U.S. Gov't/Credit** is the Intermediate component of the U.S. Government/Credit index, which includes securities in the Government and Credit Indices. The Government Index includes treasuries and agencies, while the credit index includes publicly issued U.S. corporate and foreign debentures and secured notes that meet specified maturity, liquidity, and quality requirements.
- **Bloomberg U.S. Aggregate Index** covers the U.S. investment grade fixed rate bond market, with index components for government and corporate securities, mortgage pass-through securities, and asset-backed securities.
- **Bloomberg Global Aggregate ex. USD Indices** represent a broad-based measure of the global investment-grade fixed income markets. The two major components of this index are the Pan-European Aggregate and the Asian-Pacific Aggregate Indices. The index also includes Eurodollar and Euro-Yen corporate bonds and Canadian government, agency and corporate securities.
- **Bloomberg U.S. Corporate High Yield Index** covers the universe of fixed rate, non-investment grade debt. Eurobonds and debt issues from countries designated as emerging markets (sovereign rating of Baa1/BBB+/BBB+ and below using the middle of Moody's, S&P, and Fitch) are excluded, but Canadian and global bonds (SEC registered) of issuers in non-EMG countries are included.
- **JP Morgan Government Bond Index-Emerging Market (GBI-EM) Index** is a comprehensive, global local emerging markets index, and consists of regularly traded, liquid fixed-rate, domestic currency government bonds to which international investors can gain exposure.
- **The S&P 500** is a capitalization-weighted index of 500 stocks designed to measure performance of the broad domestic economy through changes in the aggregate market value of 500 stocks representing all major industries.
- **The Dow Jones Industrial Index** is a price-weighted average of 30 blue-chip stocks that are generally the leaders in their industry.
- **The NASDAQ** is a broad-based capitalization-weighted index of stocks in all three NASDAQ tiers: Global Select, Global Market and Capital Market.
- **Russell 3000** is a market-cap-weighted index which consists of roughly 3,000 of the largest companies in the U.S. as determined by market capitalization. It represents nearly 98% of the investable U.S. equity market.
- **Russell 1000** consists of the largest 1000 companies in the Russell 3000 Index.
- **Russell 1000 Growth** measures the performance of those Russell 1000 companies with higher P/B ratios and higher forecasted growth values.
- **Russell 1000 Value** measures the performance of those Russell 1000 companies with lower P/B ratios and lower forecasted growth values.
- **Russell Mid Cap** measures the performance of the 800 smallest companies in the Russell 1000 Index.
- **Russell Mid Cap Growth** measures the performance of those Russell Mid Cap companies with higher P/B ratios and higher forecasted growth values.
- **Russell Mid Cap Value** measures the performance of those Russell Mid Cap companies with lower P/B ratios and lower forecasted growth values.
- **Russell 2000** consists of the 2,000 smallest U.S. companies in the Russell 3000 index.
- **Russell 2000 Growth** measures the performance of the Russell 2000 companies with higher P/B ratios and higher forecasted growth values.
- **Russell 2000 Value** measures the performance of those Russell 2000 companies with lower P/B ratios and lower forecasted growth values.
- **Russell 2500** consists of the 2,500 smallest U.S. companies in the Russell 3000 index.
- **Russell 2500 Growth** measures the performance of the Russell 2500 companies with higher P/B ratios and higher forecasted growth values.
- **Russell 2500 Value** measures the performance of those Russell 2500 companies with lower P/B ratios and lower forecasted growth values.
- **MSCI World** captures large and mid-cap representation across 23 Developed Markets countries. With 1,645 constituents, the index covers approximately 85% of the free float-adjusted market capitalization in each country.
- **MSCI ACWI (All Country World Index) ex. U.S. Index** captures large and mid-cap representation across 22 of 23 Developed Markets countries (excluding the United States) and 23 Emerging Markets countries. With 1,859 constituents, the index covers approximately 85% of the global equity opportunity set outside the US.
- **MSCI ACWI (All Country World Index) ex. U.S. Small Cap Index** captures small cap representation across 22 of 23 Developed Markets countries (excluding the US) and 23 Emerging Markets countries. With 4,368 constituents, the index covers approximately 14% of the global equity opportunity set outside the US.
- **MSCI EAFE** is an equity index which captures large and mid-cap representation across Developed Markets countries around the world, excluding the US and Canada. With 930 constituents, the index covers approximately 85% of the free float-adjusted market capitalization in each country.

- **MSCI EAFE Value** captures large and mid-cap securities exhibiting overall value style characteristics across Developed Markets countries around the world, excluding the US and Canada. The value investment style characteristics for index construction are defined using three variables: book value to price, 12-month forward earnings to price and dividend yield. With 507 constituents, the index targets 50% coverage of the free float- adjusted market capitalization of the MSCI EAFE Index.
- **MSCI EAFE Growth** captures large and mid-cap securities exhibiting overall growth style characteristics across Developed Markets countries around the world, excluding the US and Canada. The growth investment style characteristics for index construction are defined using five variables: long-term forward EPS growth rate, short-term forward EPS growth rate, current internal growth rate and long-term historical EPS growth trend and long-term historical sales per share growth trend. With 542 constituents, the index targets 50% coverage of the free float-adjusted market capitalization of the MSCI EAFE Index.
- **MSCI Emerging Markets** captures large and mid-cap representation across 23 Emerging Markets countries. With 836 constituents, the index covers approximately 85% of the free-float adjusted market capitalization in each country.
- **Consumer Price Index** is a measure of prices paid by consumers for a market basket of consumer goods and services. The yearly (or monthly) growth rates represent the inflation rate.
- **FTSE NAREIT Equity REITs Index** contains all Equity REITs not designed as Timber REITs or Infrastructure REITs.
- **S&P Developed World Property** defines and measures the investable universe of publicly traded property companies domiciled in developed markets. The companies in the index are engaged in real estate related activities, such as property ownership, management, development, rental and investment.
- **S&P Developed World Property x U.S.** defines and measures the investable universe of publicly traded property companies domiciled in developed countries outside of the U.S. The companies included are engaged in real estate related activities, such as property ownership, management, development, rental and investment.
- **Fund Specific Broad Real Asset Benchmarks:**
  - **DWS Real Assets:** 30%: Dow Jones Brookfield Infrastructure Index, 30%: FTSE EPRA/NAREIT Developed Index,15%: Bloomberg Commodity Index, 15%: S&P Global Natural Resources Index, 10%: U.S. Treasury Inflation Notes Total Return Index
  - **PIMCO Inflation Response Multi Asset Fund:** 45% Bloomberg U.S. TIPS, 20% Bloomberg Commodity Index, 15% JP Morgan Emerging Local Markets Plus, 10% Dow Jones Select REIT, 10% Bloomberg Gold Subindex Total Return
  - **Principal Diversified Real Assets:** 35% BBgBarc U.S. Treasury TIPS Index, 20% S&P Global Infrastructure Index NTR, 20% S&P Global Natural Resources Index NTR, 15% Bloomberg Commodity Index, and 10% FTSE EPRA/NAREIT Developed Index NTR
  - **Wellington Diversified Inflation H:** 50% MSCI ACWI Commodity Producers Index, 25% Bloomberg Commodity Index, and 25% Bloomberg Bloomberg US TIPS 1 – 10 Year Index
- **Bloomberg Commodity Index** is calculated on an excess return basis and reflects commodity futures price movements. The index rebalances annually weighted 2/3 by trading volume and 1/3 by world production and weight-caps are applied at the commodity, sector and group level for diversification.
- **HFRI Fund Weighted Composite Index** is a global, equal-weighted index of over 2,000 single-manager funds that report to HFR Database. Constituent funds report monthly net of all fees performance in US Dollar and have a minimum of $50 Million under management or a twelve (12) month track record of active performance. The HFRI Fund Weighted Composite Index does not include Funds of Hedge Funds.
- **The Alerian MLP Index** is the leading gauge of energy Master Limited Partnerships (MLPs). The float adjusted, capitalization-weighted index, whose constituents represent approximately 85% of total float-adjusted market capitalization, is disseminated real-time on a price-return basis (AMZ) and on a total-return basis.
- **The Adjusted Alerian MLP Index** is commensurate with 65% of the monthly returns of the Alerian MLP Index to incorporate the effect of deferred tax liabilities incurred by MLP entities.
- **Cambridge Associates U.S. Private Equity Index** is based on data compiled from more than 1,200 institutional-quality buyout, growth equity, private equity energy, and mezzanine funds formed between 1986 and 2015.
- **Cambridge Associates U.S. Venture Capital Index** is based on data compiled from over 1,600 institutional-quality venture capital funds formed between 1986 and 2015.
- **Vanguard Spliced Bloomberg US1-5Yr Gov/Cr Flt Adj Index:** Bloomberg U.S. 1–5 Year Government/Credit Bond Index through December 31, 2009; Bloomberg U.S. 1–5 Year Government/Credit Float Adjusted Index thereafter.
- **Vanguard Spliced Bloomberg US5-10Yr Gov/Cr Flt Adj Index:** Bloomberg U.S. 5–10 Year Government/Credit Bond Index through December 31, 2009; Bloomberg U.S. 5–10 Year Government/Credit Float Adjusted Index thereafter.
- **Vanguard Spliced Bloomberg US Agg Flt Adj Index:** Bloomberg U.S. Aggregate Bond Index through December 31, 2009; Bloomberg U.S. Aggregate Float Adjusted Index thereafter.
- **Vanguard Spliced Bloomberg US Long Gov/Cr Flt Adj Index:** Bloomberg U.S. Long Government/Credit Bond Index through December 31, 2009; Bloomberg U.S. Long Government/Credit Float Adjusted Index thereafter.
- **Vanguard Balanced Composite Index:** Made up of two unmanaged benchmarks, weighted 60% Dow Jones U.S. Total Stock Market Index (formerly the Dow Jones Wilshire 5000 Index) and 40% Bloomberg U.S. Aggregate Bond Index through May 31, 2005; 60% MSCI US Broad Market Index and 40% Bloomberg U.S. Aggregate Bond Index through December 31, 2009; 60% MSCI US Broad Market Index and 40% Bloomberg U.S. Aggregate Float Adjusted Index through January 14, 2013; and 60% CRSP US Total Market Index and 40% Blomberg U.S. Aggregate Float Adjusted Index thereafter.
- **Vanguard Spliced Intermediate-Term Tax-Exempt Index:** Bloomberg 1–15 Year Municipal Bond Index.
- **Vanguard Spliced Extended Market Index:** Dow Jones Wilshire 4500 Index through June 17, 2005; S&P Transitional Completion Index through September 16, 2005; S&P Completion Index thereafter.
- **Vanguard Spliced Value Index:** S&P 500 Value Index (formerly the S&P 500/Barra Value Index) through May 16, 2003; MSCI US Prime Market Value Index through April 16, 2013; CRSP US Large Cap Value Index thereafter.
- **Vanguard Spliced Large Cap Index:** Consists of MSCI US Prime Market 750 Index through January 30, 2013, and the CRSP US Large Cap Index thereafter.
- **Vanguard Spliced Growth Index:** S&P 500 Growth Index (formerly the S&P 500/Barra Growth Index) through May 16, 2003; MSCI US Prime Market Growth Index through April 16, 2013; CRSP US Large Cap Growth Index thereafter.
- **Vanguard Spliced Mid Cap Value Index:** MSCI US Mid Cap Value Index through April 16, 2013; CRSP US Mid Cap Value Index thereafter.
- **Vanguard Spliced Mid Cap Index:** S&P MidCap 400 Index through May 16, 2003; the MSCI US Mid Cap 450 Index through January 30, 2013; and the CRSP US Mid Cap Index thereafter.
- **Vanguard Spliced Mid Cap Growth Index:** MSCI US Mid Cap Growth Index through April 16, 2013; CRSP US Mid Cap Growth Index thereafter.
- **Vanguard Spliced Total Stock Market Index:** Dow Jones U.S. Total Stock Market Index (formerly known as the Dow Jones Wilshire 5000 Index) through April 22, 2005; MSCI US Broad Market Index through June 2, 2013; and CRSP US Total Market Index thereafter.
- **Vanguard Spliced Small Cap Value Index:** SmallCap 600 Value Index (formerly the S&P SmallCap 600/Barra Value Index) through May 16, 2003; MSCI US Small Cap Value Index through April 16, 2013; CRSP US Small Cap Value Index thereafter.

- **Vanguard Spliced Small Cap Index:** Russell 2000 Index through May 16, 2003; the MSCI US Small Cap 1750 Index through January 30, 2013; and the CRSP US Small Cap Index thereafter.
- **Vanguard Spliced Small Cap Growth Index:** S&P SmallCap 600 Growth Index (formerly the S&P SmallCap 600/Barra Value Index) through May 16, 2003; MSCI US Small Cap Growth Index through April 16, 2013; CRSP US Small Cap Growth Index thereafter.
- **Vanguard Spliced Total International Stock Index:** Consists of the Total International Composite Index through August 31, 2006; the MSCI EAFE + Emerging Markets Index through December 15, 2010; the MSCI AC USA IMI Index through June 2, 2013; and FTSE Global All Cap ex US Index thereafter. Benchmark returns are adjusted for withholding taxes.
- **Vanguard Spliced Developed Markets Index:** MSCI EAFE Index through May 28, 2013; FTSE Developed ex North America Index through December 20, 2015; FTSE Developed All Cap ex US Transition Index through May 31, 2016; FTSE Developed All Cap ex US Index thereafter. Benchmark returns are adjusted for withholding taxes.
- **Vanguard Spliced Emerging Markets Index:** Select Emerging Markets Index through August 23, 2006; MSCI Emerging Markets Index through January 9, 2013; FTSE Emerging Transition Index through June 27, 2013; FTSE Emerging Index through November 1, 2015; and FTSE Emerging Markets All Cap China A Transition Index thereafter. Benchmark returns are adjusted for withholding taxes.
- **Vanguard REIT Spliced Index:** MSCI US REIT Index adjusted to include a 2% cash position (Lipper Money Market Average) through April 30, 2009; MSCI US REIT Index through January 31, 2018; MSCI US Investable Market Real Estate 25/50 Transition Index through July 24, 2018; MSCI US Investable Market Real Estate 25/50 Index thereafter.

Additional:

- Equity sector returns are calculated by Russell and MSCI for domestic and international markets, respectively. MSCI sector definitions correspond to the MSCI GICS® classification (Global Industry Classification System); Russell uses its own sector and industry classifications.
- MSCI country returns are calculated by MSCI and are free float-adjusted market capitalization indices that are designed to measure equity market performance in each specific country.
- Currency returns are calculated using Bloomberg's historical spot rate indices and are calculated using the U.S. dollar as the base currency.
- The Index of Leading Economic Indicators, calculated by The Conference Board, is used as a barometer of economic activity over a range of three to six months. The index is used to determine the direction and stability of the economy. The composite index of leading indicators, which is derived from 10 leading indicators, helps to signal turning points in the economy and forecast economic cycles. The leading indicators are the following: average weekly hours, average weekly initial claims, manufacturers' new orders, both consumer and non-defense capital goods, vendor performance, building permits, stock prices, money supply (M2), the interest rate spread and the index of consumer expectations.
- S&P Target Date Indexes are constructed using a survey method of current target date investments with $100 million or more in assets under management. Allocations for each vintage are comprised of exchange-traded- funds that represent respective asset classes used in target date portfolios. The indexes are designed to represent a market consensus glide path.

DEFINITION OF KEY STATISTICS AND TERMS

- **Returns:** A percentage figure used when reporting historical average compounded rate of investment return. All returns are annualized if the period for which they are calculated exceeds one year.
- **Universe Comparison:** The universe compares the fund's returns to a group of other investment portfolios with similar investment strategies. The returns for the fund, the index and the universe percentiles are displayed. A percentile ranking of 1 is the best, while a percentile ranking of 100 is the worst. For example, a ranking of 50 indicates the fund outperformed half of the universe. A ranking of 25 indicates the fund was in the top 25% of the universe, outperforming 75%.
- **Returns In Up/Down Markets:** This measures how the fund performed in both up and down markets. The methodology is to segregate the performance for each time period into the quarters in which the market, as defined by the index, was positive and negative. Quarters with negative index returns are treated as down markets, and quarters with positive index returns are treated as up markets. Thus, in a 3 year or 12 quarter period, there might be 4 down quarters and 8 up quarters. A simple arithmetic average of returns is calculated for the fund and the index based on the up quarters. A simple arithmetic average of returns is calculated for the fund and the index based on the down quarters. The up market capture ratio is the ratio of the fund's return in up markets to the index. The down market capture ratio is the ratio of the fund's return in down markets to the index. Ideally, the fund would have a greater up market capture ratio than down market capture ratio.
- **Standard Deviation:** Standard deviation is a statistical measure of the range of performance within which the total returns of a fund fall. When a fund has a high standard deviation, the range of performance is very wide, meaning there is a greater volatility. Approximately 68% of the time, the total return of any given fund will differ from the average total return by no more than plus or minus the standard deviation figure. Ninety-five percent of the time, a fund's total return will be within a range of plus or minus two times the standard deviation from the average total return. If the quarterly or monthly returns are all the same the standard deviation will be zero. The more they vary from one another, the higher the standard deviation. Standard deviation can be misleading as a risk indicator for funds with high total returns because large positive deviations will increase the standard deviation without a corresponding increase in the risk of the fund. While positive volatility is welcome, negative is not.
- **R-Squared**: This reflects the percentage of a fund's movements that are explained by movements in its benchmark index. An R-squared of 100 means that all movements of a fund are completely explained by movements in the index. Conversely, a low R-squared indicates very few of the fund's movements are explained by movements in the benchmark index. R-squared can also be used to ascertain the significance of a particular beta. Generally, a higher R-squared will indicate a more reliable beta figure. If the R-squared is lower, then the beta is less relevant to the fund's performance. A measure of diversification, R-squared indicates the extent to which fluctuations in portfolio returns are explained by market. An R-squared = 0.70 implies that 70% of the fluctuation in a portfolio's return is explained by the fluctuation in the market. In this instance, overweighting or underweighting of industry groups or individual securities is responsible for 30% of the fund's movement.
- **Beta**: This is a measure of a fund's market risk. The beta of the market is 1.00. Accordingly, a fund with a 1.10 beta is expected to perform 10% better than the market in up markets and 10% worse that the market in down markets. It is important to note, however, a low fund beta does not imply the fund has a low level of volatility; rather, a low beta means only that the fund's market-related risk is low. Because beta analyzes the market risk of a fund by showing how responsive the fund is to the market, its usefulness depends on the degree to which the markets determine the fund's total risk (indicated by R-squared).
- **Alpha:** The Alpha is the nonsystematic return, or the return that can't be attributed to the market. It can be thought of as how the <u>manager</u> performed if the market's return was zero. A <u>positive</u> alpha implies the manager added value to the return of the portfolio over that of the market. A <u>negative</u> alpha implies the manager did not contribute any value over the performance of the market.
- **Sharpe Ratio:** The Sharpe ratio is the excess return per unit of total risk as measured by standard deviation. Higher numbers are better, indicating more return for the level of risk experienced. The ratio is a fund's return minus the risk-free rate of return (30-day T-Bill rate) divided by the fund's standard deviation. The <u>higher</u> the Sharpe ratio, the more reward you are receiving per unit of total risk. This measure can be used to rank the performance of mutual funds or other portfolios.
- **Treynor Ratio:** The Treynor ratio measures returns earned in excess of that which could have been earned on a riskless investment per each unit of market risk. The ratio relates excess return over the risk-free rate to the additional risk taken; however, systematic risk is used instead of total risk. The Treynor ratio is similar to the Sharpe ratio, except in the fact that it uses the beta to evaluate the returns rather than the standard deviation of portfolio returns. High values mean better return for risk taken.

- **Tracking Error:** Tracking error measures the volatility of the difference in annual returns between the manager and the index. This value is calculated by measuring the standard deviation of the difference between manager and index returns. For example, a tracking error of +/- 5 would mean there is about a 68% chance (1 standard deviation event) that the manager's returns will fall within +/- 5% of the benchmark's an return.
- **Information Ratio:** The information ratio is a measure of the consistency of excess return. This value is determined by taking the annualized excess return over a benchmark (style benchmark by default) and dividin the standard deviation of excess return.
- **Consistency:** Consistency shows the percent of the periods the fund has beaten the index and the percent of the periods the index has beat the fund. A high average for the fund (e.g., over 50) is desirable, indicating the fund has beaten the index frequently.
- **Downside Risk:** Downside risk is a measure similar to standard deviation but focuses only on the negative movements of the return series. It is calculated by taking the standard deviation of the negative quarterly set of returns. The higher the factor, the riskier the product.
- **M-Squared:** M-squared, or the Modigliani risk-adjusted performance measure is used to characterize how well a portfolio's return rewards an investor for the amount of risk taken, relative to that of some benchmark portfolio and to the risk-free rate.

DEFINITION OF KEY PRIVATE EQUITY TERMS

- **PIC (Paid in Capital):** The amount of committed capital that has been transferred from the limited partner to the general partner.
- **TVPI (Total Value to Paid in Capital):** Money returned to limited partners plus the fund's unrealized investments, divided by money paid-in to the partnership. The TVPI should equal RVPI plus DPI.
- **DPI (Distribution to Paid In Capital):** Money returned (distributions) to limited partners divided by money paid in to the partnership. Also called cash-on-cash multiple.
- **RVPI (Residual Value to Paid In Capital):** The value of a fund's unrealized investments divided by money paid-in to the partnership.
- **Internal rate of return (IRR):** This is the most appropriate performance benchmark for private equity investments. It is a time-weighted return expressed as a percentage. IRR uses the present sum of cash drawdowns (money invested), the present value of distributions (money returned from investments) and the current value of unrealized investments and applies a discount.
- **Commitment:** Every investor in a private equity fund commits to investing a specified sum of money in the fund partnership over a specified period of time. The fund records this as the limited partnership's capital commitment. The sum of capital commitments is equal to the size of the fund.
- **Capital Distribution:** These are the returns that an investor in a private equity fund receives. It is the income and capital realized from investments less expenses and liabilities. Once a limited partner has had their cost of investment returned, further distributions are actual profit. The partnership agreement determines the timing of distributions to the limited partner. It will also determine how profits are divided among the limited partners and general partner.
- **Carried Interest:** The share of profits that the fund manager is due once it has returned the cost of investment to investors. Carried interest is normally expressed as a percentage of the total profits of the fund.
- **Co-Investment**: Co-Investments are minority investments made alongside a private equity investor in an LBO, a recapitalization, or an expansion capital transaction. It is a passive, non-controlling investment, as the private equity firm involved will typically exercise control and perform monitoring functions.
- **General Partner (GP):** This can refer to the top-ranking partners at a private equity firm as well as the firm managing the private equity fund.
- **GP Commitments:** It is normal practice for the GP managing a private equity fund to also make a financial commitment to the fund on the same basis as the LPs in the fund, and this is seen as an important factor driving the alignment of GP and LP interests. The historic benchmark for GP commitments has been 1% of the total fund size, but this is by no means universal, and many GPs commit significantly larger amounts. Furthermore, there has been a marked trend towards GPs making larger commitments to their funds over recent years.
- **Leveraged Buy-Out (LBO):** The acquisition of a company using debt and equity finance.
- **Limited Partner (LP):** Institutions or high-net-worth individuals/sophisticated investors that contribute capital to a private equity fund.
- **Public Market Equivalent (PME):** Performance measure used to evaluate performance relative to the market. It is calculated as the ratio of the discounted value of the LP's inflows divided by the discounted value of outflows, with the discounting performed using realized market returns.
- **Primaries:** An original investment vehicle that invests directly into a company or asset.

VALUATION POLICY

Fiducient Advisors does not engage an independent third-party pricing service to value securities. Our reports are generated using the security prices provided by custodians used by our clients. Our custodial pricing hierarchy is available upon request. If a client holds a security not reported by the first custodian within the hierarchy, the valuation is generated from the next custodian within the hierarchy, and so forth. Each custodian uses pricing services from outside vendors, where the vendors may generate nominally different prices. Therefore, this report can reflect minor valuation differences from those contained in a custodian's report. In rare instances where FA overrides a custodial price, prices are taken from Bloomberg.

REPORTING POLICY

This report is intended for the exclusive use of the client listed within the report. Content is privileged and confidential. Any dissemination or distribution is strictly prohibited. Information has been obtained from a variety of sources believed to be reliable though not independently verified. Any forecast represents median expectations and actual returns, volatilities and correlations will differ from forecasts. Please note each client has customized investment objectives and constraints and the investment strategy for each portfolio is based on a client-specific asset allocation model. Past performance does not indicate future performance and there is a possibility of a loss. Performance calculated net of investment fees. Certain portfolios presented may be gross of Fiducient Advisors' fees and actual performance would be reduced by investment advisory fees. This report does not represent a specific investment recommendation. Please consult with your advisor, attorney, and accountant, as appropriate, regarding specific advice.

Custodian reports are the reports that govern the account. There will be different account values between Fiducient Advisors' reports and the custodian reports based on whether the report utilizes trade date or date to calculate value. Additionally, difference between values contained on reports may be caused by different accrued income values. Any forecasts represent future expectations and actual returns, volatilities and will differ from forecasts. This report does not represent a specific investment recommendation. Please consult with your advisor, attorney, and accountant, as appropriate, regarding specific advice. Past perfor not indicate future performance and there is a possibility of a loss.

Manager performance for mutual funds and ETFs is based on NAV and provided by Morningstar. Performance for non-mutual fund or ETF investments is based on the returns provided by managers, calculations based on a manager statement, or calculations based on a statement or data from the client's custodian. Unless specified otherwise, all returns are net of individual manager fees, represent total returns and are annualized for periods greater than one year. The deduction of fees produces a compounding effect that reduces the total rate of return over time. As an example, the effect of investment management fees on the total value of a client's portfolio assuming (a) quarterly fee assessment, (b) $1,000,000 investment, (c) portfolio return of 8% a year, and (d) 0.50% annual investment advisory fee would be $5,228 in the first year, and cumulative effects of $30,342 over five years and $73,826 over ten years. Additional information on advisory fees charged by Fiducient Advisors are described in Part 2 of the Form ADV.

MATERIAL RISKS & LIMITATIONS

Fixed Income securities are subject to interest rate risks, the risk of default and liquidity risk. U.S. investors exposed to non-U.S. fixed income may also be subject to currency risk and fluctuations.
-Liability Driven Investing (LDI) Assets

Cash may be subject to the loss of principal and over longer period of time may lose purchasing power due to inflation.
-Short Term Liquidity

Domestic Equity can be volatile. The rise or fall in prices take place for a number of reasons including, but not limited to changes to underlying company conditions, sector or industry factors, or other macro events. These may happen quickly and unpredictably.

International Equity can be volatile. The rise or fall in prices take place for a number of reasons including, but not limited to changes to underlying company conditions, sector or industry impacts, or other macro events. These may happen quickly and unpredictably. International equity allocations may also be impact by currency and/or country specific risks which may result in lower liquidity in some markets.

Real Assets can be volatile and may include asset segments that may have greater volatility than investment in traditional equity securities. Such volatility could be influenced by a myriad of factors including, but not limited to overall market volatility, changes in interest rates, political and regulatory developments, or other exogenous events like weather or natural disaster.

Private Equity involves higher risk and is suitable only for sophisticated investors. Along with traditional equity market risks, private equity investments are also subject to higher fees, lower liquidity and the potential for leverage that may amplify volatility and/or the potential loss of capital.

Private Credit involves higher risk and is suitable only for sophisticated investors. These assets are subject to interest rate risks, the riskof default and limited liquidity. U.S. investors exposed to non-U.S. private credit may also be subject to currency risk and fluctuations.

Private Real Estate involves higher risk and is suitable only for sophisticated investors. Real estate assets can be volatile and may include unique risks to the asset class like leverage and/or industry, sector or geographical concentration. Declines in real estate value may take place for a number of reasons including, but are not limited to economic conditions, change in condition of the underlying property or defaults by the borrow.

Marketable Alternatives involves higher risk and is suitable only for sophisticated investors. Along with traditional market risks, marketable alternatives are also subject to higher fees, lower liquidity and the potential for leverage that may amplify volatility or the potential for loss of capital. Additionally, short selling involved certain risks including, but not limited to additional costs, and the potential for unlimited loss on certain short sale positions.

OTHER

By regulation, closed-end funds utilizing debt for leverage must report their interest expense, as well as their income tax expense, as part of their total expense ratio. To make for a useful comparison between closed-end funds and both open-end funds and exchange-traded funds, adjusted expense ratios excluding interest and income tax expenses are utilized for closed-end funds within this report. See disclosure on closed-end fund fact sheets for information regarding the total expense ratio of each closed-end fund.

Please advise us of any changes in your objectives or circumstances.

CUSTODIAN STATEMENTS

Please remember to review the periodic statements you receive from you custodian. If you do not receive periodic statements from your custodian or notice issues with the activity reported in those statements, please contact FA or your custodian immediately.