



May 2024

## **Executive Summary First Quarter 2024**

Arkansas Public Employees  
Retirement System

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**Brianne Weymouth, CAIA**  
Senior Vice President

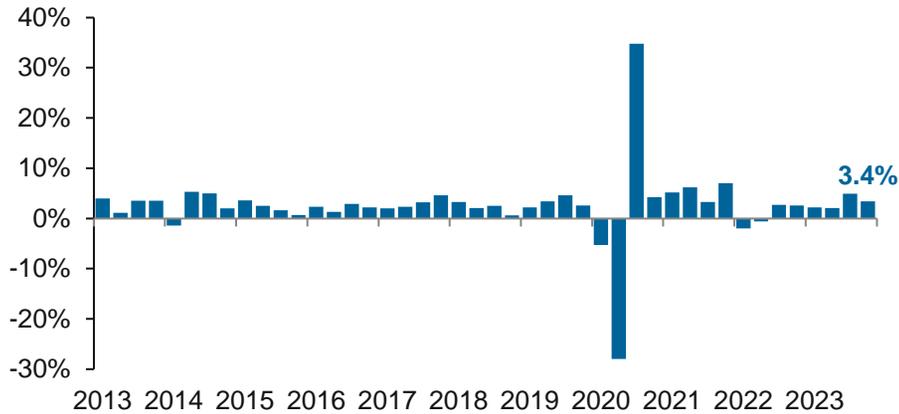
**John Jackson, CFA**  
Senior Vice President

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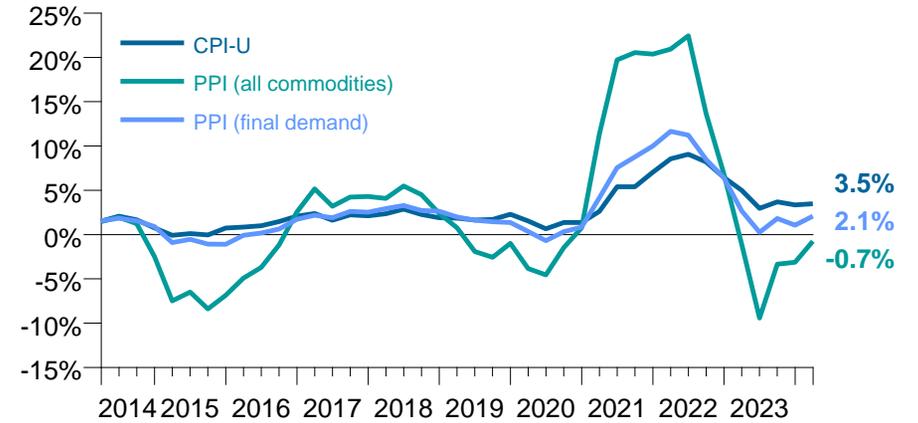
# U.S. Economy—Summary

For periods ended 3/31/24 (except GDP, which is as of 12/31/23)

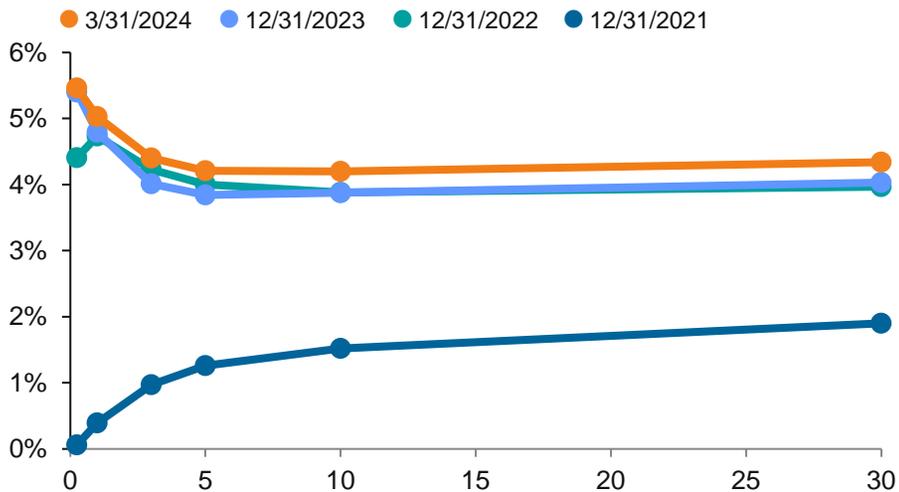
Quarterly Real GDP Growth



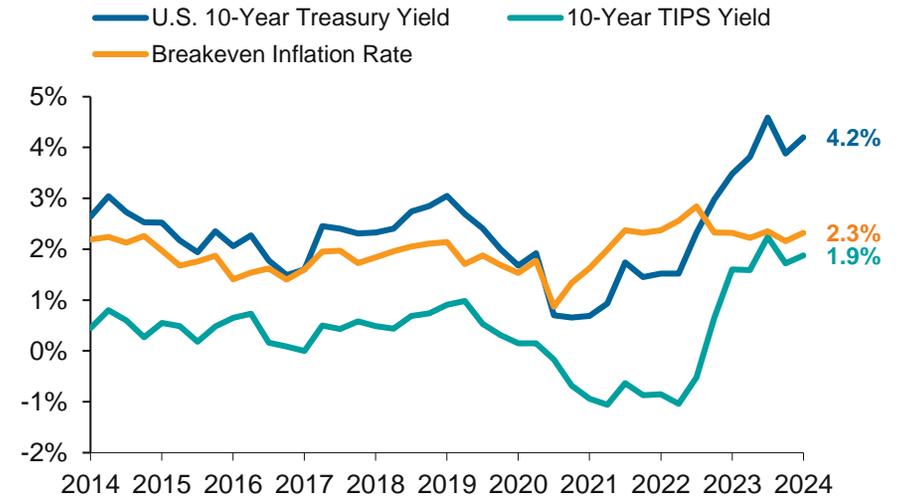
Inflation Year-Over-Year



U.S. Treasury Yield Curves



Historical 10-Year Yields



Sources: Bloomberg, Bureau of Labor Statistics, Callan

# Market Snapshot

## Returns for Periods ended 3/31/24

	Q1 2024	FYTD	1 Year	5 Years	10 Years	25 Years
<b>U.S. Equity</b>						
S&P 500	10.56	19.44	29.88	15.05	12.96	7.78
Russell 1000 Growth	11.41	23.21	39.00	18.52	15.98	8.00
Russell 1000 Value	8.99	15.56	20.27	10.32	9.01	7.40
Russell 2000	5.18	13.79	19.71	8.10	7.58	8.37
Russell 2000 Growth	7.58	12.42	20.35	7.38	7.89	7.14
Russell 2000 Value	2.90	15.09	18.75	8.17	6.87	9.15
Russell 3000	10.02	19.29	29.29	14.34	12.33	8.01
<b>Global ex-U.S. Equity</b>						
MSCI World ex USA	5.59	11.90	15.29	7.48	4.81	4.78
MSCI:EAFE	5.78	12.01	15.32	7.33	4.80	4.61
MSCI Emerging Markets	2.37	7.19	8.15	2.22	2.95	--
MSCI ACWI ex USA Small Cap	2.11	10.54	12.80	6.24	4.74	7.20
<b>Fixed Income</b>						
Bloomberg Aggregate	-0.78	2.56	1.70	0.36	1.54	3.84
90-day T-Bill	1.29	4.03	5.24	2.02	1.38	1.91
Bloomberg Long Gov/Credit	-2.41	0.15	-1.15	-0.62	2.32	5.25
Bloomberg Global Agg ex-US	-3.21	1.48	-0.71	-2.49	-1.38	2.34
<b>Real Estate</b>						
NCREIF Property*	-3.02	-7.24	-9.07	3.33	6.19	7.79
NCREIF NFI ODCE Eq Wt Net	-2.39	-9.58	-12.34	2.98	6.15	6.38
FTSE Nareit Equity	-0.20	7.72	10.54	4.15	6.61	9.48
<b>Alternatives</b>						
HFRI Fund Weighted	4.52	9.30	11.68	6.92	4.93	6.35
Cambridge Private Equity*	-0.42	1.18	4.17	14.59	14.27	13.87
<b>Inflation - CPI-U</b>						
	1.82	2.37	3.48	4.20	2.83	2.58

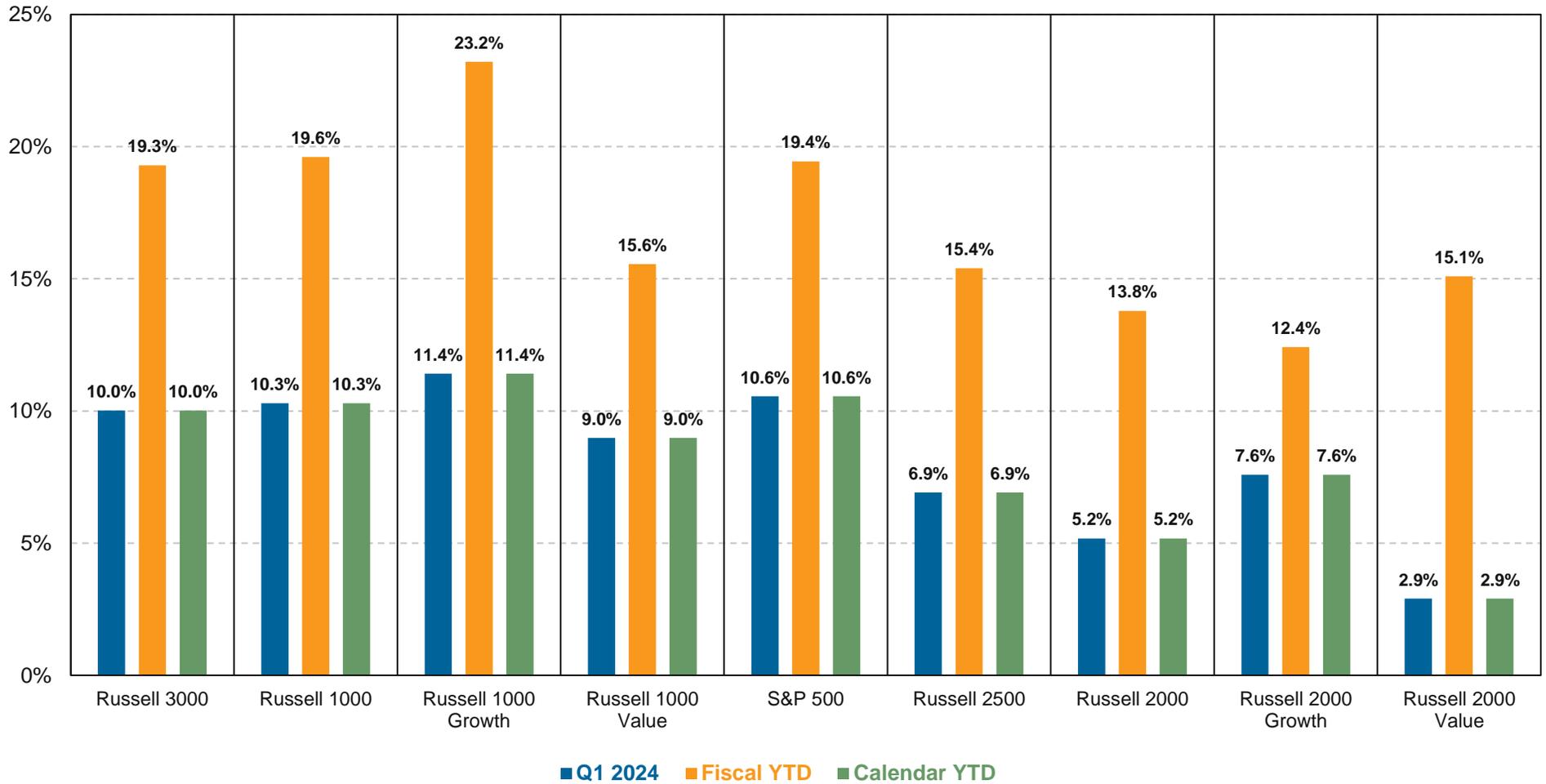
\*Cambridge PE data as of 9/30/23; NCREIF Property data as of 12/31/23

Sources: Bloomberg, Callan, Cambridge, FTSE Russell, HFRI, MSCI, NCREIF, S&P Dow Jones Indices

# U.S. Equity Market Snapshot: Q1 2024

Domestic equity markets exhibited a strong start to 2024

Returns for Periods Ended March 31, 2024

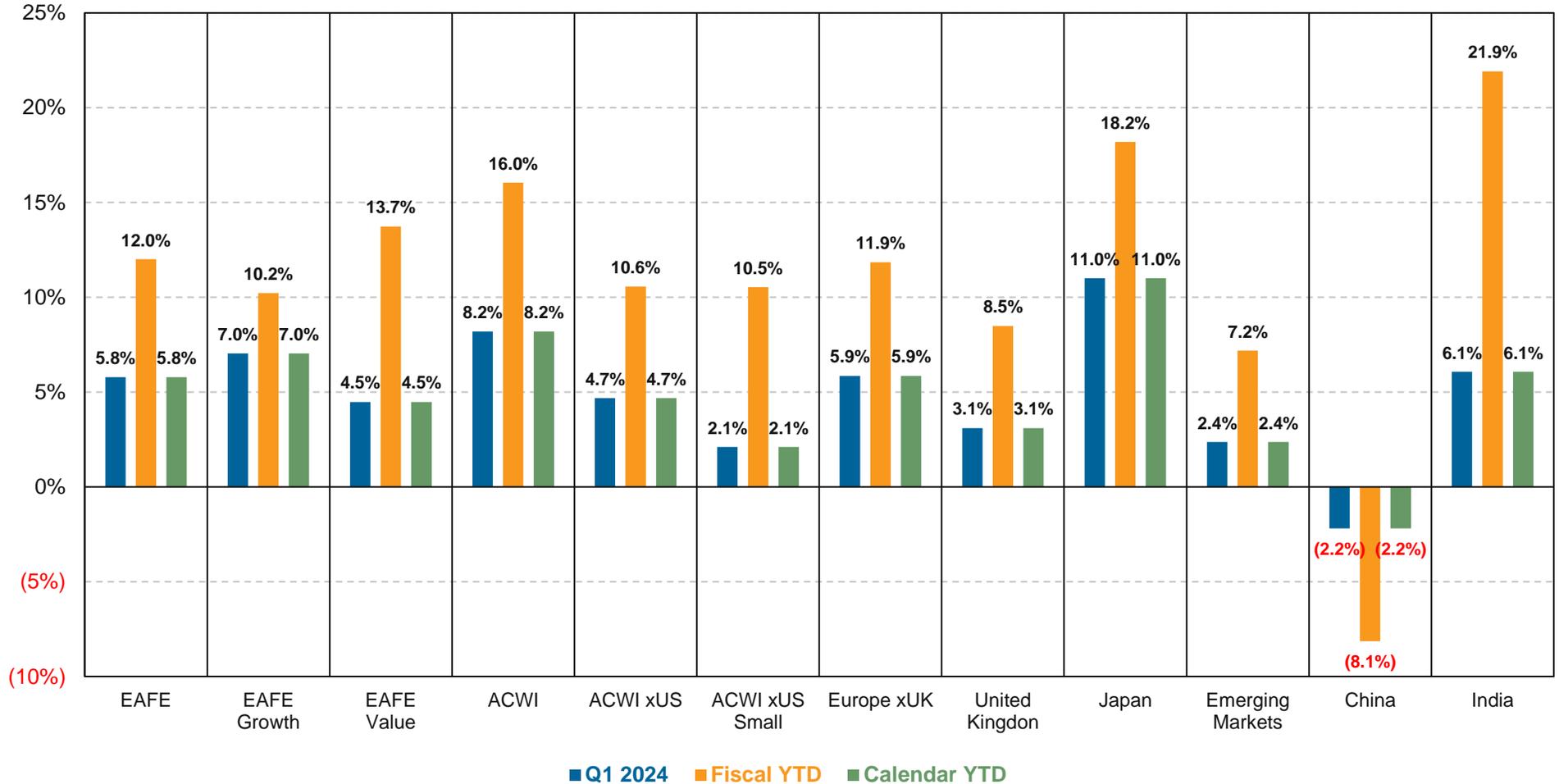


Sources: FTSE Russell, S&P Dow Jones Indices

# Global/Global ex-U.S. Equity Market Snapshot: Q1 2024

Non-U.S. equities posted gains but lagged domestic markets

Returns for Periods Ended March 31, 2024

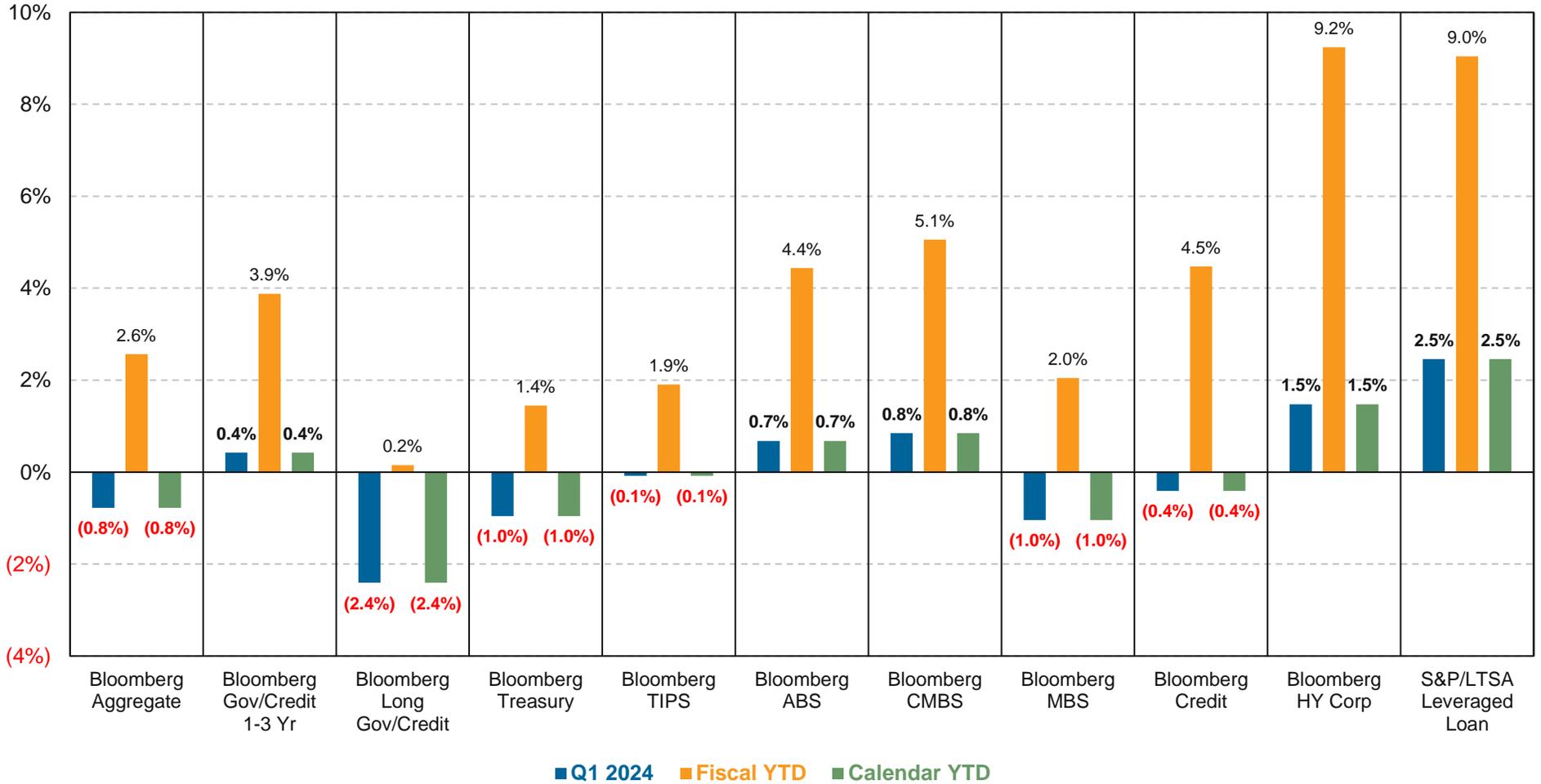


Source: MSCI

# U.S. Fixed Income Market Snapshot: Q1 2024

Treasury yields rose while risk appetite drove credit spreads tighter

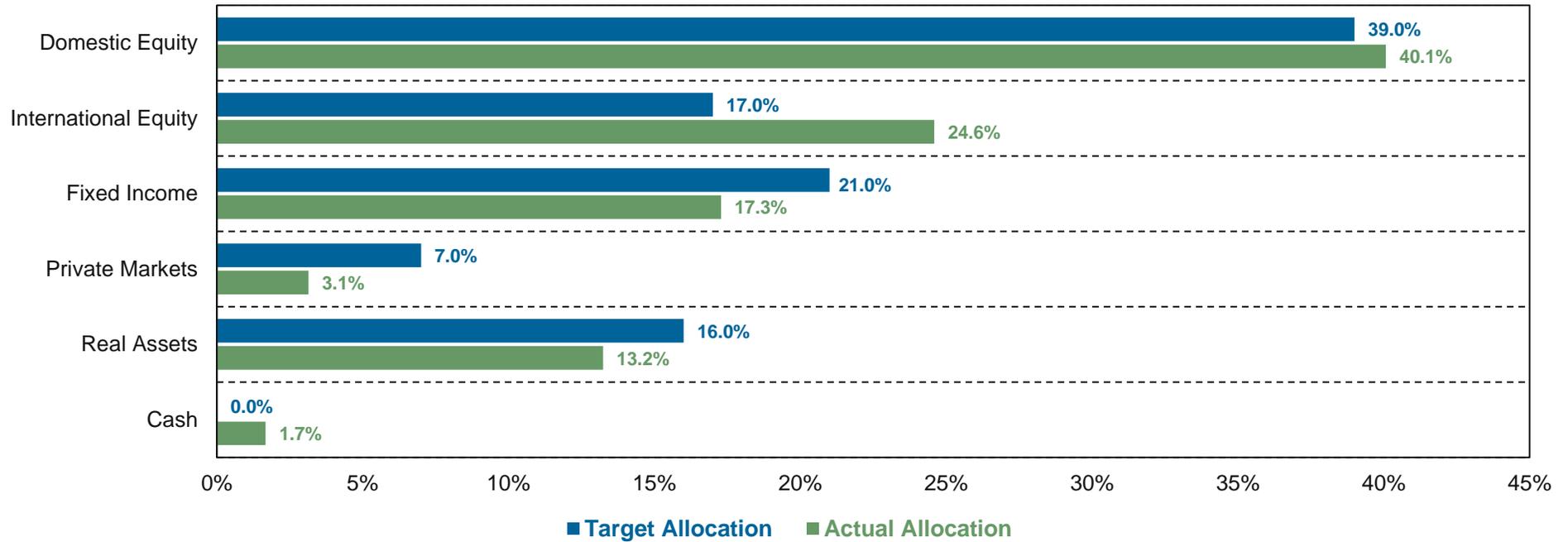
Returns for Periods Ended March 31, 2024



Sources: Bloomberg, Callan, S&P Dow Jones Indices

# Actual vs. Target Asset Allocation\*

March 31, 2024



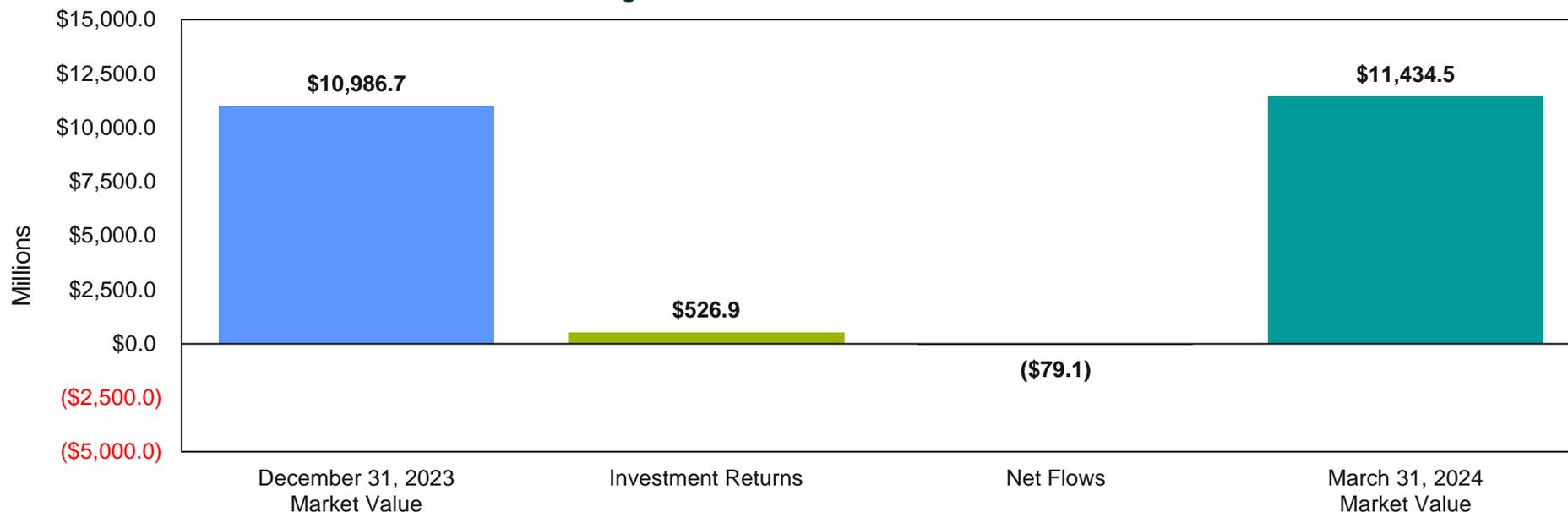
Asset Class	\$Millions Actual	Weight Actual	Min. Target	Target	Max. Target
Domestic Equity	4,582	40.1%	34.0%	39.0%	44.0%
International Equity	2,812	24.6%	12.0%	17.0%	22.0%
Fixed Income	1,976	17.3%	16.0%	21.0%	26.0%
Private Markets	360	3.1%	2.0%	7.0%	12.0%
Real Assets	1,514	13.2%	11.0%	16.0%	21.0%
Cash	191	1.7%	0.0%	0.0%	5.0%
<b>Total</b>	<b>11,434</b>	<b>100.0%</b>		<b>100.0%</b>	

\*The target asset allocation was approved in February 2023. The benchmark will be modified to reflect the new long-term targets when the Private Equity allocation has been implemented. Benchmark definitions can be found in the appendix.

# Total Fund Asset Summary

March 31, 2024

Changes in Total Fund Assets – Q1 2024



Changes in Total Fund Assets	Q1 2024	Fiscal YTD	1 Year
	(12/31/23 – 3/31/24)	(7/1/23 – 3/31/24)	(3/31/23 – 3/31/24)
Total Fund			
Beginning Market Value	\$10,986,656,389	\$10,691,261,784	\$10,457,095,250
+ Investment Returns	\$526,882,736	\$977,109,251	\$1,275,219,660
+ Net Flows	(\$79,051,343)	(\$233,883,253)	(\$297,827,128)
<b>= Ending Market Value</b>	<b>\$11,434,487,782</b>	<b>\$11,434,487,782</b>	<b>\$11,434,487,782</b>

# Total Fund Performance

March 31, 2024

Returns for Periods Ended March 31, 2024

Group: Callan Public Fund Spr DB

	Q1 2024	Last Year	Last 3 Years	Last 5 Years	Last 10 Years	Last 20 Years
10th Percentile:	6.69%	17.36%	6.74%	9.44%	8.25%	7.72%
25th Percentile:	6.18%	15.54%	5.71%	8.86%	7.69%	7.40%
Median	5.19%	13.85%	4.87%	8.26%	7.29%	7.09%
75th Percentile:	4.45%	12.11%	3.96%	7.48%	6.70%	6.68%
90th Percentile:	3.71%	10.76%	3.05%	6.77%	6.21%	6.35%
<b>Total Fund</b>	<b>4.85% (63)</b>	<b>12.51% (70)</b>	<b>4.11% (71)</b>	<b>8.21% (52)</b>	<b>7.23% (53)</b>	<b>7.34% (29)</b>
<b>Benchmark</b>	<b>4.72% (67)</b>	<b>14.15% (47)</b>	<b>4.97% (48)</b>	<b>8.42% (45)</b>	<b>7.28% (51)</b>	<b>7.32% (31)</b>
Peer Universe Constituents	321	321	318	318	306	227

Peer group ranking in parentheses.  
Benchmark definitions included in the Appendix.

# Asset Class Performance and Market Values

March 31, 2024

	Market Value \$(Dollars)	Ending Weight	Q1 2024	Fiscal YTD	Last Year	Last 3 Years	Last 5 Years	Last 10 Years
<b>Domestic Equity</b> <i>Russell:3000 Index</i>	\$4,582,279,727	40.07%	9.10 10.02	17.16 19.29	24.69 29.29	7.53 9.78	13.03 14.34	11.25 12.33
<b>International Equity</b> <i>Int'l Equity Benchmark</i>	\$2,812,094,193	24.59%	4.70 4.33	10.18 10.56	13.06 13.20	2.11 1.72	7.79 5.49	5.57 3.90
<b>Private Markets</b>	\$359,549,134	3.14%	11.51	16.60	18.34	7.02	7.18	6.27
<b>Private Equity</b> <i>Private Equity Benchmark</i>	\$120,686,208	1.06%	34.12 12.60	--	--	--	--	--
<b>Hedge Fund of Funds</b> <i>HFRI FOF Index</i>	\$238,862,926	2.09%	4.65 4.13	9.74 7.66	11.39 9.94	7.24 6.81	6.67 6.15	6.48 5.45
<b>Fixed Income</b> <i>Blmbg:Aggregate</i>	\$1,976,029,667	17.28%	0.30 (0.78)	4.82 2.56	4.69 1.70	(1.26) (2.46)	1.53 0.36	2.53 1.54
<b>Real Assets</b> <i>Real Assets Benchmark</i>	\$1,513,824,389	13.24%	(1.78) (0.98)	(6.45) (5.29)	(8.01) (3.36)	5.66 5.84	4.93 5.93	5.51 5.70
<b>REITS</b> <i>S&amp;P DJ US Select REIT</i>	\$12,464,614	0.11%	(0.40) (0.39)	7.28 7.32	10.41 10.45	3.69 3.69	2.72 2.99	-- 5.91
<b>Core Real Estate</b> <i>NFI-ODCE Eq Wt Net</i>	\$848,103,019	7.42%	(2.70) (2.38)	(8.91) (9.57)	(10.77) (12.33)	3.84 2.81	3.16 2.98	6.30 6.15
<b>Value Add Real Estate</b> <i>NCREIF Total Index</i>	\$454,753,274	3.98%	(1.02) (2.38)	(6.08) (9.57)	(10.24) (12.33)	11.75 2.81	11.18 2.98	12.33 6.15
<b>Farmland</b> <i>NCREIF Farmland Index</i>	\$101,310,123	0.89%	0.44 0.74	1.43 2.76	3.42 3.58	-- 7.36	-- 6.02	-- 7.11
<b>Timber</b> <i>NCREIF Timberland Index</i>	\$97,193,359	0.85%	0.38 2.12	5.56 8.00	16.04 9.85	13.23 10.99	7.21 7.04	3.68 5.83
<b>Cash</b>	\$190,710,672	1.67%	1.22	3.76	4.97	2.63	2.02	(0.24)
<b>Total Fund</b> <i>Total Fund Benchmark</i>	\$11,434,487,782	100.00%	4.85 4.72	9.36 9.72	12.51 14.15	4.11 4.97	8.21 8.42	7.23 7.28

Benchmark definitions included in the Appendix.

# Investment Manager Returns and Peer Group Rankings

March 31, 2024

	Q1 2024		Fiscal YTD		Last Year		Last 3 Years		Last 5 Years	
<b>Domestic Equity</b>	<b>9.10%</b>	<b>72</b>	<b>17.16%</b>	<b>81</b>	<b>24.69%</b>	<b>82</b>	<b>7.53%</b>	<b>81</b>	<b>13.03%</b>	<b>70</b>
Russell 3000 Index	10.02%	15	19.29%	20	29.29%	11	9.78%	28	14.34%	21
Pub Pln- Dom Equity	9.57%		18.31%		27.47%		9.16%		13.76%	
Lazard Asset Mgmt.	3.70%	96	5.30%	98	10.60%	94	4.49%	87	9.40%	95
Russell 3000 Index	10.02%	60	19.29%	50	29.29%	38	9.78%	44	14.34%	38
Callan All Cap Broad	10.42%		19.27%		28.02%		9.50%		13.32%	
CastleArk	14.99%	1	24.99%	10	36.80%	15	12.15%	20	18.05%	9
Russell 3000 Growth Index	11.23%	36	22.66%	27	37.95%	14	11.54%	22	17.82%	10
Callan All Cap Broad	10.42%		19.27%		28.02%		9.50%		13.32%	
Mellon S&P 500 Index Fd	10.55%	71	19.43%	82	29.87%	72	11.49%	54	14.72%	60
S&P 500 Index	10.56%	71	19.44%	82	29.88%	72	11.49%	54	15.05%	57
Callan Large Cap Core	11.78%		21.86%		31.68%		11.52%		15.23%	
Horrell Capital - Passive	9.21%	75	17.70%	71	23.26%	79	10.64%	40	13.88%	45
Bloomberg Arkansas Index	2.68%	97	14.36%	87	24.60%	66	16.57%	5	18.08%	9
S&P 500 Index	10.56%	48	19.44%	49	29.88%	36	11.49%	22	15.05%	32
Callan All Cap Broad	10.42%		19.27%		28.02%		9.50%		13.32%	
Mellon Large Cap Growth	11.41%	68	23.27%	60	-	-	-	-	-	-
Russell 1000 Growth Index	11.41%	68	23.21%	60	39.00%	54	12.50%	18	18.52%	10
Callan Large Cap Growth	12.52%		24.50%		40.04%		10.44%		16.35%	
Wellington Management	9.51%	52	17.03%	70	22.07%	62	10.39%	45	11.88%	59
Russell 1000 Value Index	8.99%	63	15.56%	79	20.27%	76	8.11%	86	10.32%	87
Callan Large Cap Value	9.78%		18.23%		22.81%		10.14%		12.15%	
LSV Asset Management	3.94%	80	17.87%	44	24.15%	26	9.18%	20	11.81%	34
Russell 2000 Value Index	2.90%	92	15.09%	65	18.75%	71	2.22%	88	8.17%	89
Callan Small Cap Value	5.02%		17.04%		20.63%		6.24%		10.91%	
Stephens Investment Mgmt.	9.97%	36	18.09%	12	24.38%	20	2.49%	18	10.56%	44
Russell 2000 Growth Index	7.58%	49	12.42%	44	20.35%	39	(2.68%)	66	7.38%	89
Callan Small Cap Growth	7.48%		11.92%		18.48%		(0.48%)		10.07%	
Froley Revy Investment	3.48%	30	7.50%	31	10.71%	34	(2.78%)	91	9.41%	28
ML All Conv	2.34%	69	6.41%	52	11.34%	22	(0.98%)	70	10.28%	11
Callan Convert Bonds DB	2.90%		6.56%		10.22%		0.80%		7.49%	

Benchmark definitions included in the Appendix.

# Investment Manager Returns and Peer Group Rankings

March 31, 2024

	Q1 2024		Fiscal YTD		Last Year		Last 3 Years		Last 5 Years	
<b>International Equity</b>	<b>4.70%</b>	<b>50</b>	<b>10.18%</b>	<b>54</b>	<b>13.06%</b>	<b>58</b>	<b>2.11%</b>	<b>51</b>	<b>7.79%</b>	<b>29</b>
Benchmark*	4.33%	72	10.56%	46	13.20%	56	1.72%	56	5.49%	80
Pub Pln- Intl Equity	4.70%		10.38%		13.45%		2.16%		6.94%	
Artisan Partners	4.61%	68	12.62%	30	17.30%	24	9.95%	1	12.66%	1
MSCI EAFE	5.78%	48	12.01%	34	15.32%	43	4.78%	35	7.33%	63
Callan NonUS Eq	5.71%		10.79%		14.52%		3.85%		7.90%	
Mellon ACWI ex US Fund	4.60%	68	10.49%	54	13.34%	62	2.16%	73	6.25%	82
MSCI ACWI ex US	4.69%	67	10.56%	53	13.26%	62	1.94%	76	5.97%	87
Callan NonUS Eq	5.71%		10.79%		14.52%		3.85%		7.90%	
Baillie Gifford Overseas	3.90%	78	4.09%	97	4.39%	98	(6.86%)	99	5.30%	94
MSCI ACWIxUS Gross	4.81%	67	10.87%	49	13.83%	59	2.44%	71	6.48%	78
Callan NonUS Eq	5.71%		10.79%		14.52%		3.85%		7.90%	
Lazard Asset Mgmt.	6.40%	31	11.81%	39	16.33%	32	3.12%	62	6.90%	72
MSCI ACWIxUS Gross	4.81%	67	10.87%	49	13.83%	59	2.44%	71	6.48%	78
Callan NonUS Eq	5.71%		10.79%		14.52%		3.85%		7.90%	
Acadian ACW ex US SmallCap	5.95%	30	14.90%	31	16.02%	30	5.54%	9	-	
MSCI ACWI ex US Small Cap	2.11%	71	10.54%	53	12.80%	45	0.38%	52	6.24%	52
Callan Intl Small Cap	4.82%		10.81%		11.50%		1.00%		6.53%	
Franklin Templeton Intl SmallCap	0.46%	84	7.32%	72	8.50%	73	(1.20%)	63	-	
MSCI ACWI ex US Small Cap	2.11%	71	10.54%	53	12.80%	45	0.38%	52	6.24%	52
Callan Intl Small Cap	4.82%		10.81%		11.50%		1.00%		6.53%	

Benchmark definitions included in the Appendix.

# Investment Manager Returns and Peer Group Rankings

March 31, 2024

	Q1 2024		Fiscal YTD		Last Year		Last 3 Years		Last 5 Years	
<b>Fixed Income</b>	<b>0.30%</b>	<b>13</b>	<b>4.82%</b>	<b>11</b>	<b>4.69%</b>	<b>14</b>	<b>(1.26%)</b>	<b>47</b>	<b>1.53%</b>	<b>45</b>
Blmbg Aggregate Index	(0.78%)	92	2.56%	85	1.70%	85	(2.46%)	93	0.36%	96
Pub Pln- Dom Fixed	(0.24%)		3.55%		3.06%		(1.40%)		1.44%	
DoubleLine Capital	0.14%	20	3.90%	47	3.81%	38	(1.30%)	24	0.93%	86
MacKay Shields	0.56%	5	5.52%	4	5.19%	4	(1.23%)	21	2.02%	14
PGIM	0.18%	17	4.99%	11	5.01%	7	(1.29%)	23	1.58%	35
Blmbg Aggregate Index	(0.78%)	94	2.56%	96	1.70%	96	(2.46%)	89	0.36%	99
Callan Core Plus FI	(0.11%)		3.87%		3.41%		(1.71%)		1.46%	
<b>Private Markets</b>	<b>11.51%</b>		<b>16.60%</b>		<b>18.34%</b>		<b>7.02%</b>		<b>7.18%</b>	
<b>Private Equity</b>	<b>34.12%</b>		-		-		-		-	
Benchmark**	12.60%		-		-		-		-	
HarbourVest Dover XI	36.61%		-		-		-		-	
Benchmark**	12.60%		-		-		-		-	
<b>Hedge Fund of Funds</b>	<b>4.65%</b>		<b>9.74%</b>		<b>11.39%</b>		<b>7.24%</b>		<b>6.67%</b>	
HFRI FOF: Diversified Index***	4.08%		7.60%		9.88%		6.79%		6.14%	
Blackstone Alt. Asset Mgmt.	4.65%	16	9.74%	8	11.39%	19	7.24%	8	6.67%	20
HFRI FOF: Diversified Index***	4.08%	45	7.60%	61	9.88%	57	6.79%	9	6.14%	34
Callan Core Diversif FoF	4.04%		8.32%		10.21%		4.32%		5.57%	

Benchmark definitions included in the Appendix.

# Investment Manager Returns and Peer Group Rankings

March 31, 2024

	Q1 2024		Fiscal YTD		Last Year		Last 3 Years		Last 5 Years	
<b>Real Assets</b>	<b>(1.78%)</b>		<b>(6.45%)</b>		<b>(8.01%)</b>		<b>5.66%</b>		<b>4.93%</b>	
NCREIF Total Index****	(0.98%)		(5.29%)		(3.36%)		5.83%		5.93%	
<b>REITS</b>	<b>(0.40%)</b>		<b>7.28%</b>		<b>10.41%</b>		<b>3.69%</b>		<b>2.72%</b>	
S&P DJ US Select REIT	(0.39%)		7.32%		10.45%		3.69%		2.99%	
MCM EB DV Non-SL REIT Fd	(0.40%)	30	7.28%	40	10.41%	37	3.69%	54	2.72%	93
S&P DJ US Select REIT	(0.39%)	29	7.32%	37	10.45%	34	3.69%	54	2.99%	89
Callan Real Estate REIT	(0.83%)		7.07%		9.85%		3.72%		5.29%	
<b>Core Real Estate</b>	<b>(2.70%)</b>		<b>(8.91%)</b>		<b>(10.77%)</b>		<b>3.84%</b>		<b>3.16%</b>	
NCREIF NFI-ODCE Eq Wt Net	(2.38%)		(9.57%)		(12.33%)		2.81%		2.98%	
Invesco Real Estate	(3.40%)	98	(9.32%)	67	(11.53%)	66	2.93%	54	2.81%	70
Heitman Real Estate Trust LP*****	(1.56%)	29	(8.25%)	56	(9.54%)	44	5.33%	30	3.78%	45
NCREIF NFI-ODCE Eq Wt Net	(2.38%)	85	(9.57%)	68	(12.33%)	72	2.81%	56	2.98%	67
Callan OE Core Cmngld RE	(1.80%)		(7.94%)		(9.67%)		3.01%		3.38%	
<b>Value Add Real Estate</b>	<b>(1.02%)</b>		<b>(6.08%)</b>		<b>(10.24%)</b>		<b>11.75%</b>		<b>11.18%</b>	
NCREIF Total Index	(0.98%)		(5.29%)		(7.16%)		3.63%		3.76%	
Carlyle Property Investors	(3.71%)		-		-		-		-	
Clarion Lion Industrial Trust	0.30%		(1.76%)		(2.64%)		-		-	
Harrison Street Fund VIII	0.19%		0.21%		0.28%		-		-	
Heitman Value Partners IV	(0.18%)		11.02%		3.24%		14.20%		13.46%	
LaSalle Inc & Growth VI LP	(8.00%)		(9.73%)		(9.07%)		(13.40%)		(10.06%)	
LaSalle Inc & Growth VII LP	(12.34%)		(43.89%)		(54.41%)		(15.50%)		(8.62%)	
Starwood SOF XII	8.85%		6.89%		3.65%		-		-	
TA Realty XI	19.38%		(12.61%)		(27.75%)		2.80%		7.28%	
TA Realty XII	(1.82%)		(8.98%)		(8.65%)		17.77%		-	
TA Realty XIII	(6.86%)		-		-		-		-	
NCREIF Total Index	(0.98%)		(5.29%)		(7.16%)		3.63%		3.76%	
<b>Farmland</b>	<b>0.44%</b>		<b>1.43%</b>		<b>3.42%</b>		<b>-</b>		<b>-</b>	
IFC Core Farmland Fund	1.52%		4.85%		8.08%		-		-	
PGIM Agriculture	(0.86%)		(3.02%)		(2.66%)		-		-	
NCREIF Farmland Index	0.74%		2.76%		3.58%		7.36%		6.02%	
<b>Timber</b>	<b>0.38%</b>		<b>5.56%</b>		<b>16.04%</b>		<b>13.23%</b>		<b>7.21%</b>	
Pinnacle	0.38%		5.56%		16.04%		13.23%		7.21%	
NCREIF Timberland Index	2.12%		8.00%		9.85%		10.99%		7.04%	
<b>Cash</b>	<b>1.22%</b>		<b>3.76%</b>		<b>4.97%</b>		<b>2.63%</b>		<b>2.02%</b>	
<b>Total Fund</b>	<b>4.85%</b>	<b>63</b>	<b>9.36%</b>	<b>70</b>	<b>12.51%</b>	<b>70</b>	<b>4.11%</b>	<b>71</b>	<b>8.21%</b>	<b>52</b>
Benchmark*	4.72%	67	9.72%	64	14.15%	47	4.97%	48	8.42%	45
Callan Public Fund Spr DB	5.19%		10.32%		13.85%		4.87%		8.26%	

Benchmark definitions included in the Appendix.

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## Organizational Developments

*1<sup>st</sup> Quarter 2024*

### **MacKay Shields – Domestic Fixed Income**

In March 2024, MacKay Shields announced that CEO Jeff Phlegar had retired and is now serving as a Senior Advisor through June 30, 2024. Phlegar had been with MacKay for 12 years and he has been in the industry for 30; personal reasons were cited for Phlegar's retirement. Naim Abou-Joaude was named interim CEO and a search is being conducted for Phlegar's replacement. Abou-Joaude is also CEO of New York Life Investment Management (NYLIM), a role that he assumed last May after serving as CEO at one of the NYLIM boutiques, Candriam. He will continue to be CEO at NYLIM as well as interim CEO of MacKay and is in the process of relocating from London to New York City. There are no plans to consolidate NYLIM's six investment management boutiques as they all have very different areas of focus but there is collaboration/sharing of legal/compliance/distribution. Investment teams and decisions will not be directly impacted as the CEO has no portfolio management duties and is responsible for business strategy, governance, and other non-investment related areas. John Loffredo remains Vice Chairman of MacKay Shields and will report to Abou-Joaude.

### **Lazard Asset Management – Domestic Equity**

On April 8, 2024, Lazard announced that after serving as Portfolio Manager and Analyst at Lazard for the last 29 years, Chris Blake has decided to leave the firm. Blake was the lead portfolio manager for the US Equity Concentrated Strategy and played a significant role in building the strategy over the years. Sean Gallagher, who serves as Global Head of Lazard's Small Cap Equity platform, will take over lead PM, working closely with existing portfolio managers on US Equity Concentrated, Jay Levy and Marty Flood, who have been working at Lazard for the past 7 and 28 years, respectively. Prior to Lazard, Sean was Founder and Chief Investment Officer (CIO) of Connacht Asset Management, and was a Partner at GSAM, spending nearly 18 years in various leadership roles, including as CIO of GSAM's Value Equity Business, and later as Co-CIO of GSAM's US Equity team.

# Work Plan Update

## Annual Work Plan

Agenda Item	Frequency	Last Completed	Scheduled Review
Performance Measurement Reports	Quarterly	05/2024	08/2024
Quarterly Board Meetings	Quarterly	05/2024	08/2024
Customized Board Education Sessions	As Needed	5/2023	As Needed
Investment Policy Statement Review	Annual	11/2023	11/2024

## Multi-Year Work Plan

Agenda Item	Frequency	Last Completed	Scheduled Review
Asset/Liability Study	5-7 years	2/2019	2024 – 2026
Asset Allocation Analysis	3 years	12/2023	2026 – 2029
Domestic Equity Structure Review	3-5 years	8/2022	2025 – 2027
Non-U.S. Equity Structure Review	3-5 years	11/2020	2023 – 2025
Fixed Income Structure Review	3-5 years	11/2023	2026 – 2028
Real Assets Structure & Pacing Analysis	1-3 years	5/2021	2022 – 2024
Private Equity Structure & Pacing Analysis	1-3 years	5/2023	2024 – 2026

Callan

 **Appendix**

# Benchmark Definitions

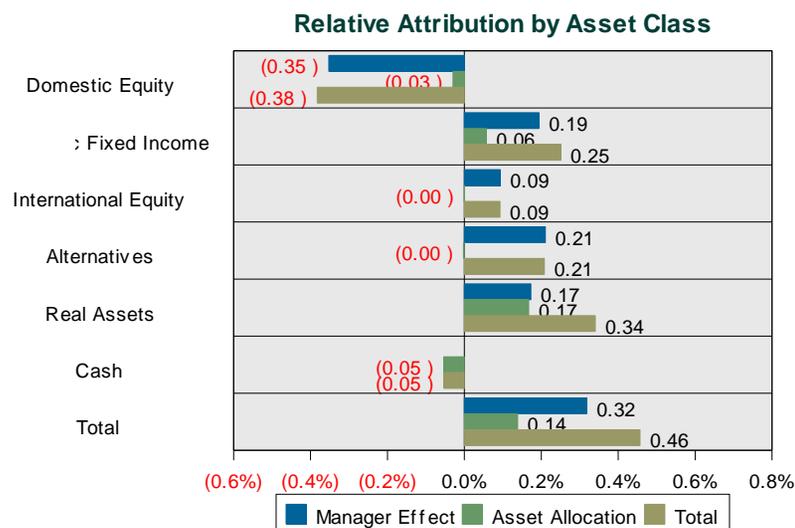
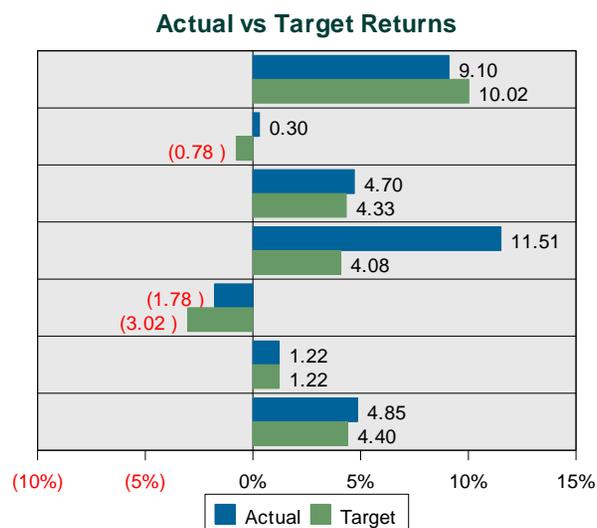
1. **Total Fund Benchmark (Target):** Blend of asset class benchmarks at policy weights. The Long-Term Target was established in July 2023; however, the benchmark will be modified in accordance with the actual implementation. This process reflects the practical implementation of the strategic long-term asset allocation.

	<b>Long-Term Target</b>	<b>1Q 2024 Target</b>
<b>Russell 3000</b>	<b>39.0%</b>	<b>39.0%</b>
<b>MSCI ACWI xUS IMI</b>	<b>17.0</b>	<b>24.0</b>
<b>Bloomberg Aggregate</b>	<b>21.0</b>	<b>19.0</b>
<b>Real Assets</b>	<b>16.0</b>	<b>16.0</b>
<b>Private Markets</b>	<b>7.0</b>	<b>2.0</b>
- Private Equity	5.0	0.0
- Hedge Funds	2.0	2.0
<b>Total Target</b>	<b>100.0%</b>	<b>100.0%</b>

2. **Domestic Equity Benchmark:** Russell 3000 Index
3. **International Equity Benchmark:** MSCI ACWI xUS IMI Index; Prior to 12/31/2020 MSCI EAFE Index
4. **Fixed Income Benchmark:** Bloomberg Aggregate Index
5. **Real Assets:** NCREIF Property Index; Prior to 7/1/2023 CPI All Urban Consumers + 4%
6. **Private Equity:** Russell 3000 Index +3%
7. **Hedge Funds:** HFRI Diversified Index; Prior to 7/1/2023 60% MSCI World and 40% Bloomberg Aggregate.

# Total Fund Relative Attribution – Q1 2024

March 31, 2024



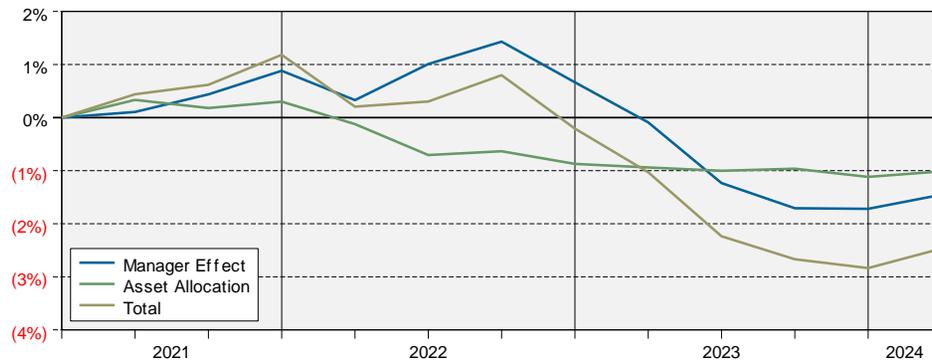
Asset Class	Effective Actual Weight	Effective Target Weight	Actual Return	Target Return	Manager Effect	Asset Allocation	Total Relative Return
Domestic Equity	38%	39%	9.10%	10.02%	(0.35%)	(0.03%)	(0.38%)
Fixed Income	18%	19%	0.30%	(0.78%)	0.19%	0.06%	0.25%
International Equity	25%	24%	4.70%	4.33%	0.09%	(0.00%)	0.09%
Private Markets	3%	2%	11.51%	4.08%	0.21%	(0.00%)	0.21%
Real Assets	14%	16%	(1.78%)	(3.02%)	0.17%	0.17%	0.34%
Cash	2%	0%	1.22%	1.22%	0.00%	(0.05%)	(0.05%)
<b>Total</b>			<b>4.85%</b>	<b>4.40%</b>	<b>+ 0.32%</b>	<b>+ 0.14%</b>	<b>0.46%</b>

Benchmark definitions included in the Appendix.

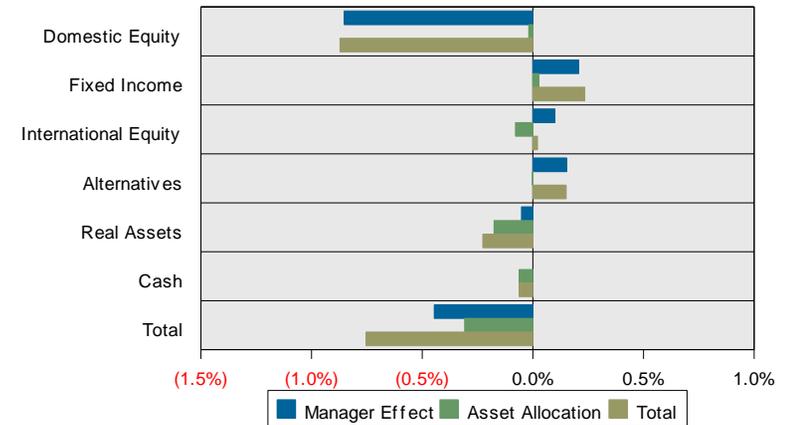
# Total Fund Relative Attribution – 3 Years

March 31, 2024

Cumulative Relative Attribution Effects



3-Year Annualized Relative Attribution Effects



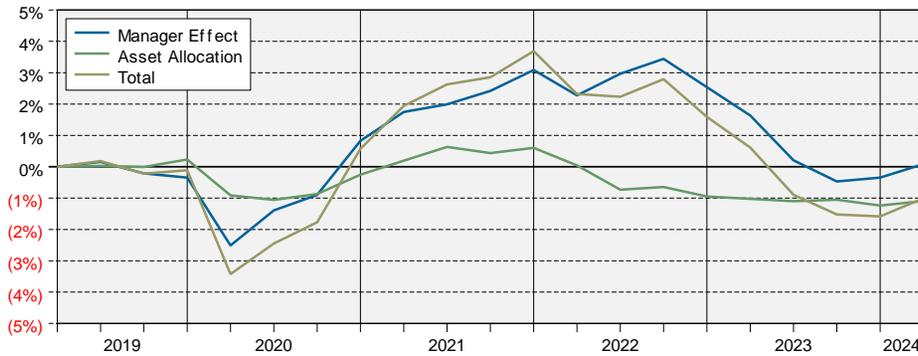
Asset Class	Effective Actual Weight	Effective Target Weight	Actual Return	Target Return	Manager Effect	Asset Allocation	Total Relative Return
Domestic Equity	39%	37%	7.53%	9.78%	(0.85%)	(0.02%)	(0.87%)
Fixed Income	18%	18%	(1.26%)	(2.46%)	0.21%	0.03%	0.23%
International Equity	25%	24%	2.11%	1.72%	0.10%	(0.08%)	0.02%
Private Markets	4%	4%	7.02%	3.19%	0.15%	(0.00%)	0.15%
Real Assets	14%	16%	5.66%	5.83%	(0.05%)	(0.18%)	(0.23%)
Cash	1%	0%	2.63%	2.63%	0.00%	(0.06%)	(0.06%)
<b>Total</b>			<b>4.11%</b>	<b>4.86%</b>	<b>+ (0.45%)</b>	<b>+ (0.31%)</b>	<b>(0.75%)</b>

Benchmark definitions included in the Appendix.

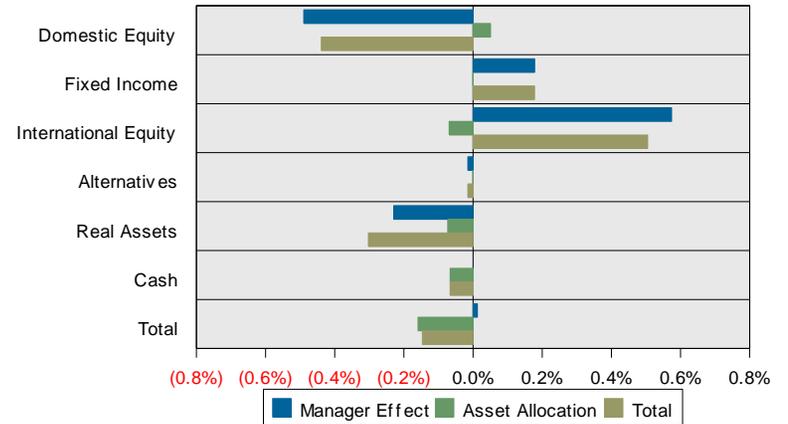
# Total Fund Relative Attribution – 5 Years

March 31, 2024

Cumulative Relative Attribution Effects



5-Year Annualized Relative Attribution Effects

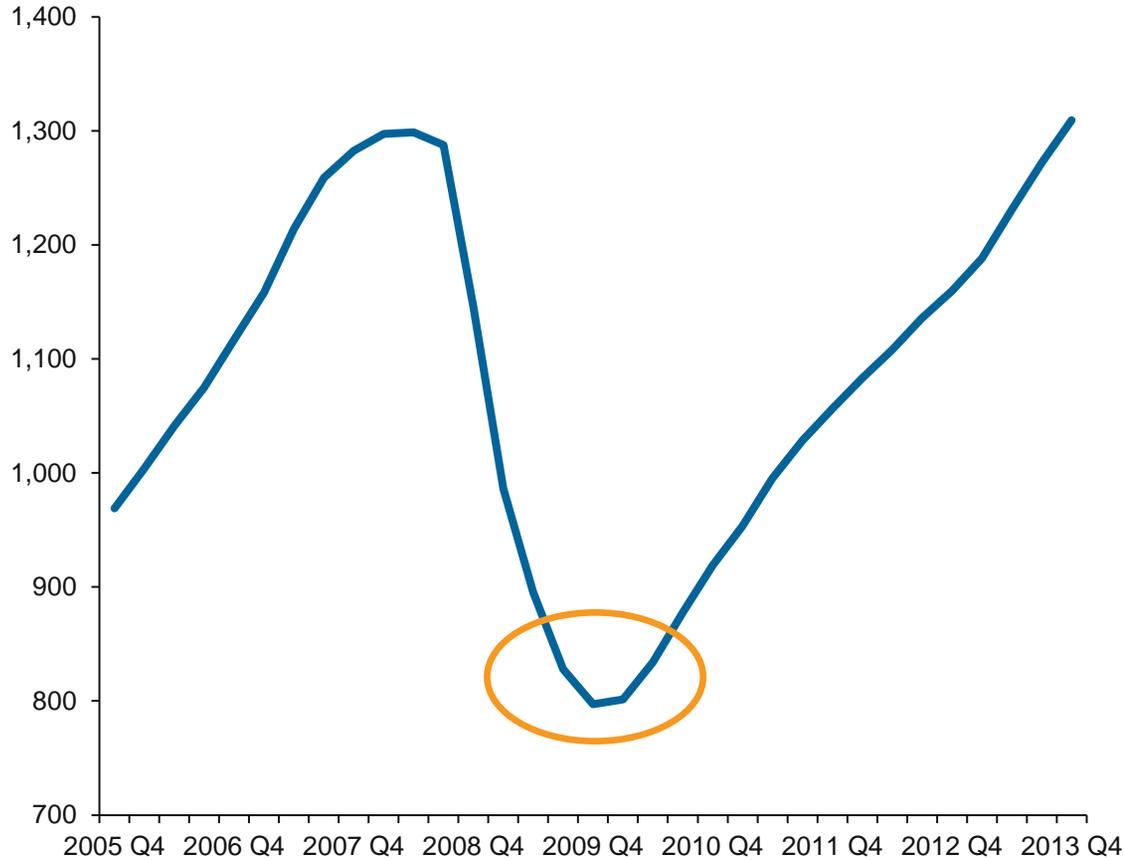


Asset Class	Effective Actual Weight	Effective Target Weight	Actual Return	Target Return	Manager Effect	Asset Allocation	Total Relative Return
Domestic Equity	39%	37%	13.03%	14.34%	(0.49%)	0.05%	(0.44%)
Fixed Income	17%	18%	1.53%	0.36%	0.18%	(0.00%)	0.18%
International Equity	25%	24%	7.79%	5.49%	0.57%	(0.07%)	0.51%
Private Markets	4%	5%	7.18%	7.03%	(0.01%)	(0.00%)	(0.02%)
Real Assets	14%	16%	4.93%	5.93%	(0.23%)	(0.07%)	(0.30%)
Cash	1%	0%	2.02%	2.02%	0.00%	(0.07%)	(0.07%)
<b>Total</b>			<b>8.21%</b>	<b>8.35%</b>	<b>+ 0.01%</b>	<b>+ (0.16%)</b>	<b>(0.15%)</b>

Benchmark definitions included in the Appendix.

# Long Term Investors Don't Need to Call the Bottom

ODCE Total Return Index during Global Financial Crisis (GFC) Index = 100 in 1977 Q4



Early 1990s	5-Year Return
1995 Q2	11.92%
1995 Q3	12.30%
<b>Trough</b> 1995 Q4	<b>12.99%</b>
1996 Q1	12.97%
1996 Q2	12.69%

Tech Crash	5-Year Return
2002 Q1	12.68%
2002 Q2	13.51%
<b>Trough</b> 2002 Q3	<b>14.01%</b>
2002 Q4	14.04%
2003 Q1	12.50%

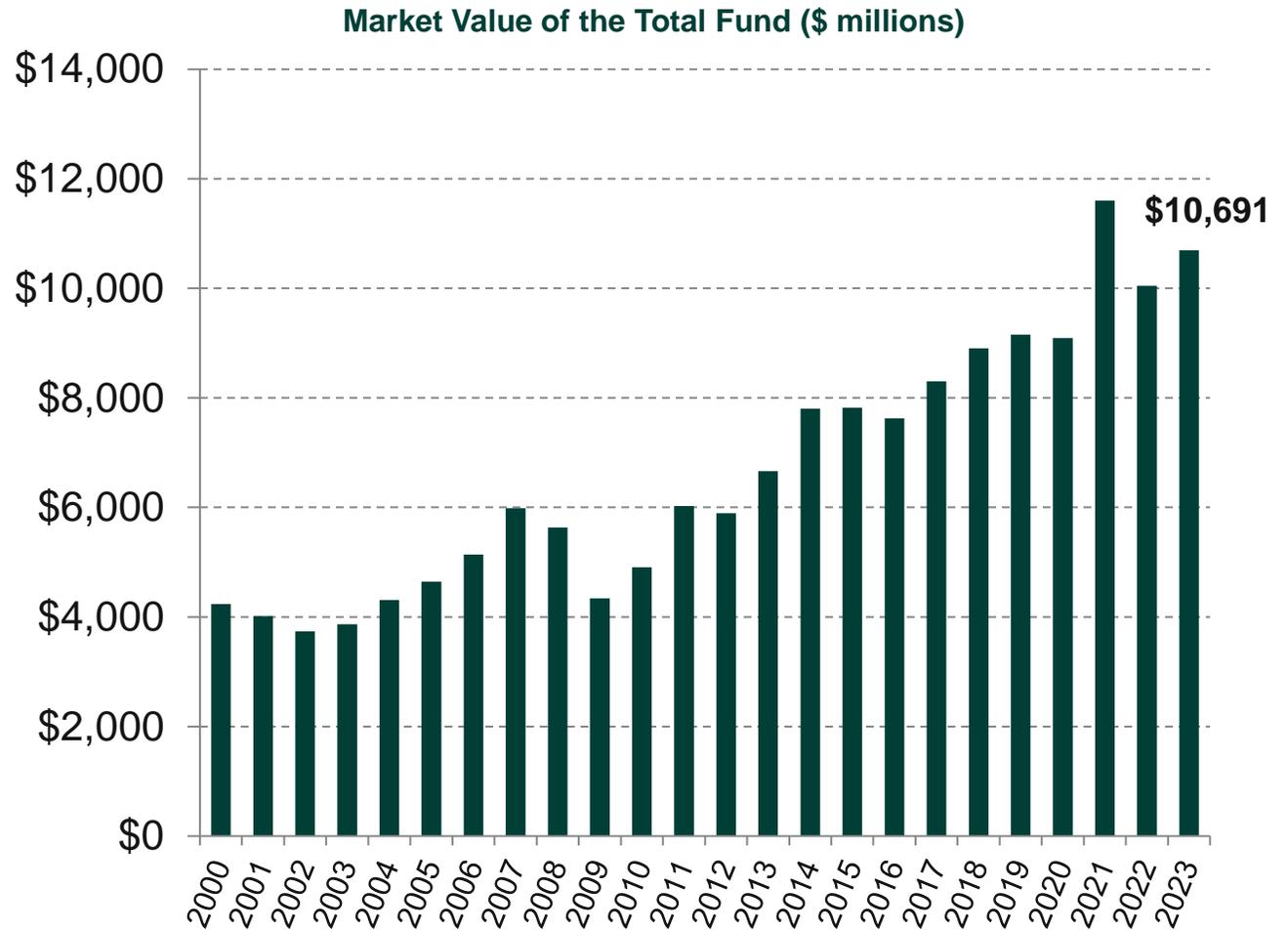
Financial Crisis	5-Year Return
2009 Q3	11.34%
2009 Q4	12.85%
<b>Trough</b> 2010 Q1	<b>13.44%</b>
2010 Q2	13.33%
2010 Q3	12.94%

Source: NCREIF, AEW

# Historical Market Values of the Total Fund

## Fiscal Year-End Market Values

Fiscal Year Ending	Market Value
2000	\$4,236,749,732
2001	\$4,012,745,608
2002	\$3,739,381,695
2003	\$3,869,787,673
2004	\$4,307,589,827
2005	\$4,642,924,118
2006	\$5,136,985,259
2007	\$5,985,111,493
2008	\$5,633,155,289
2009	\$4,341,419,711
2010	\$4,907,734,835
2011	\$6,022,965,592
2012	\$5,896,862,618
2013	\$6,662,631,673
2014	\$7,800,291,923
2015	\$7,820,289,128
2016	\$7,624,665,446
2017	\$8,301,352,120
2018	\$8,904,393,859
2019	\$9,153,121,783
2020	\$9,093,497,703
2021	\$11,602,695,185
2022	\$10,042,629,672
2023	\$10,691,261,784



# Investment Manager Returns – Net of Fees

March 31, 2024

	Q1 2024	Fiscal YTD	Last Year	Last 3 Years	Last 5 Years
<b>Domestic Equity</b>	<b>9.02%</b>	<b>16.90%</b>	<b>24.31%</b>	<b>7.18%</b>	<b>12.66%</b>
Russell 3000 Index	10.02%	19.29%	29.29%	9.78%	14.34%
Pub Pln- Dom Equity	9.57%	18.31%	27.47%	9.16%	13.76%
Lazard Asset Mgmt.	3.62%	5.06%	10.27%	4.18%	9.08%
Russell 3000 Index	10.02%	19.29%	29.29%	9.78%	14.34%
Callan All Cap Broad	10.42%	19.27%	28.02%	9.50%	13.32%
CastleArk	14.90%	24.64%	36.30%	11.78%	17.66%
Russell 3000 Growth Index	11.23%	22.66%	37.95%	11.54%	17.82%
Callan All Cap Broad	10.42%	19.27%	28.02%	9.50%	13.32%
Mellon S&P 500 Index Fd	10.55%	19.42%	29.86%	11.48%	14.71%
S&P 500 Index	10.56%	19.44%	29.88%	11.49%	15.05%
Callan Large Cap Core	11.78%	21.86%	31.68%	11.52%	15.23%
Horrell Capital - Passive	9.17%	17.56%	23.07%	10.47%	13.69%
Bloomberg Arkansas Index	2.68%	14.36%	24.60%	16.57%	18.08%
S&P 500 Index	10.56%	19.44%	29.88%	11.49%	15.05%
Callan All Cap Broad	10.42%	19.27%	28.02%	9.50%	13.32%
Mellon Large Cap Growth	11.37%	23.22%	-	-	-
Russell 1000 Growth Index	11.41%	23.21%	39.00%	12.50%	18.52%
Callan Large Cap Growth	12.52%	24.50%	40.04%	10.44%	16.35%
Wellington Management	9.43%	16.77%	21.71%	10.07%	11.55%
Russell 1000 Value Index	8.99%	15.56%	20.27%	8.11%	10.32%
Callan Large Cap Value	9.78%	18.23%	22.81%	10.14%	12.15%
LSV Asset Management	3.79%	17.37%	23.45%	8.57%	11.19%
Russell 2000 Value Index	2.90%	15.09%	18.75%	2.22%	8.17%
Callan Small Cap Value	5.02%	17.04%	20.63%	6.24%	10.91%
Stephens Investment Mgmt.	9.80%	17.51%	23.58%	1.84%	9.87%
Russell 2000 Growth Index	7.58%	12.42%	20.35%	(2.68%)	7.38%
Callan Small Cap Growth	7.48%	11.92%	18.48%	(0.48%)	10.07%
Froley Revy Investment	3.38%	7.18%	10.27%	(3.17%)	8.97%
ML All Conv	2.34%	6.41%	11.34%	(0.98%)	10.28%
Callan Convert Bonds DB	2.90%	6.56%	10.22%	0.80%	7.49%

Benchmark definitions included in the Appendix.

# Investment Manager Returns – Net of Fees

March 31, 2024

	Q1 2024	Fiscal YTD	Last Year	Last 3 Years	Last 5 Years
<b>International Equity</b>	<b>4.61%</b>	<b>9.87%</b>	<b>12.65%</b>	<b>1.75%</b>	<b>7.43%</b>
Benchmark*	4.33%	10.56%	13.20%	1.72%	5.49%
Pub Pln- Intl Equity	4.70%	10.38%	13.45%	2.16%	6.94%
Artisan Partners	4.47%	12.18%	16.68%	9.38%	12.07%
MSCI EAFE	5.78%	12.01%	15.32%	4.78%	7.33%
Callan NonUS Eq	5.71%	10.79%	14.52%	3.85%	7.90%
Mellon ACWI ex US Fund	4.59%	10.45%	13.28%	2.10%	6.19%
MSCI ACWI ex US	4.69%	10.56%	13.26%	1.94%	5.97%
Callan NonUS Eq	5.71%	10.79%	14.52%	3.85%	7.90%
Baillie Gifford Overseas	3.79%	3.78%	3.97%	(7.23%)	4.89%
MSCI ACWixUS Gross	4.81%	10.87%	13.83%	2.44%	6.48%
Callan NonUS Eq	5.71%	10.79%	14.52%	3.85%	7.90%
Lazard Asset Mgmt.	6.32%	11.56%	15.97%	2.81%	6.56%
MSCI ACWixUS Gross	4.81%	10.87%	13.83%	2.44%	6.48%
Callan NonUS Eq	5.71%	10.79%	14.52%	3.85%	7.90%
Acadian ACW ex US SmallCap	5.80%	14.38%	15.32%	4.89%	-
MSCI ACWI ex US Small Cap	2.11%	10.54%	12.80%	0.38%	6.24%
Callan Intl Small Cap	4.82%	10.81%	11.50%	1.00%	6.53%
Franklin Templeton Intl SmallCap	0.30%	6.79%	7.79%	(1.85%)	-
MSCI ACWI ex US Small Cap	2.11%	10.54%	12.80%	0.38%	6.24%
Callan Intl Small Cap	4.82%	10.81%	11.50%	1.00%	6.53%

Benchmark definitions included in the Appendix.

# Investment Manager Returns – Net of Fees

March 31, 2024

	Q1 2024	Fiscal YTD	Last Year	Last 3 Years	Last 5 Years
<b>Fixed Income</b>	<b>0.25%</b>	<b>4.67%</b>	<b>4.49%</b>	<b>(1.45%)</b>	<b>1.34%</b>
Blmbg Aggregate Index	(0.78%)	2.56%	1.70%	(2.46%)	0.36%
Pub Pln- Dom Fixed	(0.24%)	3.55%	3.06%	(1.40%)	1.44%
DoubleLine Capital	0.10%	3.75%	3.62%	(1.48%)	0.75%
MacKay Shields	0.51%	5.37%	4.98%	(1.43%)	1.82%
PGIM	0.14%	4.83%	4.80%	(1.49%)	1.38%
Blmbg Aggregate Index	(0.78%)	2.56%	1.70%	(2.46%)	0.36%
Callan Core Plus FI	(0.11%)	3.87%	3.41%	(1.71%)	1.46%
<b>Private Markets</b>	<b>10.27%</b>	<b>14.75%</b>	<b>16.18%</b>	<b>5.81%</b>	<b>6.12%</b>
<b>Private Equity</b>	<b>29.02%</b>	-	-	-	-
HarbourVest Dover XI	31.06%	-	-	-	-
<b>Hedge Fund of Funds</b>	<b>4.38%</b>	<b>8.91%</b>	<b>10.27%</b>	<b>6.15%</b>	<b>5.60%</b>
HFRI FOF: Diversified Index**	4.08%	7.60%	9.88%	6.79%	6.14%
Blackstone Alt. Asset Mgmt.	4.38%	8.91%	10.27%	6.15%	5.60%
HFRI FOF: Diversified Index**	4.08%	7.60%	9.88%	6.79%	6.14%
Callan Core Diversif FoF	4.04%	8.32%	10.21%	4.32%	5.57%

Benchmark definitions included in the Appendix.

# Investment Manager Returns – Net of Fees

March 31, 2024

	Q1 2024	Fiscal YTD	Last Year	Last 3 Years	Last 5 Years
<b>Real Assets</b>	<b>(1.90%)</b>	<b>(6.79%)</b>	<b>(8.47%)</b>	<b>4.71%</b>	<b>4.04%</b>
NCREIF Total Index***	(0.98%)	(5.29%)	(3.36%)	5.83%	5.93%
<b>REITS</b>	<b>(0.42%)</b>	<b>7.24%</b>	<b>10.34%</b>	<b>3.63%</b>	<b>2.66%</b>
S&P DJ US Select REIT	(0.39%)	7.32%	10.45%	3.69%	2.99%
MCM EB DV Non-SL REIT Fd	(0.40%)	7.28%	10.41%	3.69%	2.72%
S&P DJ US Select REIT	(0.39%)	7.32%	10.45%	3.69%	2.99%
Callan Real Estate REIT	(0.83%)	7.07%	9.85%	3.72%	5.29%
<b>Core Real Estate</b>	<b>(2.82%)</b>	<b>(9.20%)</b>	<b>(11.22%)</b>	<b>3.36%</b>	<b>2.66%</b>
NCREIF NFI-ODCE Eq Wt Net	(2.38%)	(9.57%)	(12.33%)	2.81%	2.98%
Invesco Real Estate	(3.49%)	(9.58%)	(11.86%)	2.57%	2.45%
Heitman Real Estate Trust LP	(1.74%)	(8.58%)	(10.17%)	4.64%	3.05%
NFI-ODCE Equal Weight Net	(2.38%)	(9.57%)	(12.33%)	2.81%	2.98%
Callan OE Core Cmnlgd RE	(1.80%)	(7.94%)	(9.67%)	3.01%	3.38%
<b>Value Add Real Estate</b>	<b>(0.95%)</b>	<b>(6.17%)</b>	<b>(10.23%)</b>	<b>8.81%</b>	<b>8.34%</b>
NCREIF Total Index	(0.98%)	(5.29%)	(7.16%)	3.63%	3.76%
Carlyle Property Investors	(3.95%)	-	-	-	-
Clarion Lion Industrial Trust	0.00%	(2.64%)	(3.80%)	-	-
Harrison Street Fund VIII	2.46%	1.64%	1.26%	-	-
Heitman Value Partners IV	(0.37%)	10.34%	2.61%	13.34%	12.44%
LaSalle Inc & Growth VI LP	(8.00%)	(9.73%)	(9.43%)	(13.72%)	(10.58%)
LaSalle Inc & Growth VII LP	(12.71%)	(44.52%)	(55.04%)	(16.43%)	(9.68%)
Starwood SOF XI	8.16%	4.08%	(0.42%)	-	-
TA Realty XI	19.37%	(8.26%)	(21.36%)	2.97%	6.30%
TA Realty XII	(1.54%)	(7.37%)	(6.98%)	14.29%	-
TA Realty XIII	(7.82%)	-	-	-	-
NCREIF Total Index	(0.98%)	(5.29%)	(7.16%)	3.63%	3.76%
<b>Farmland</b>	<b>(0.41%)</b>	<b>(0.62%)</b>	<b>0.82%</b>	<b>-</b>	<b>-</b>
IFC Core Farmland Fund	0.16%	1.78%	4.17%	-	-
PGIM Agriculture	(1.11%)	(3.82%)	(3.67%)	-	-
NCREIF Farmland Index	0.74%	2.76%	3.58%	7.36%	6.02%
<b>Timber</b>	<b>0.16%</b>	<b>4.85%</b>	<b>15.01%</b>	<b>12.21%</b>	<b>6.25%</b>
Pinnacle	0.16%	4.85%	15.01%	12.21%	6.25%
NCREIF Timberland Index	2.12%	8.00%	9.85%	10.99%	7.04%
<b>Cash</b>	<b>1.22%</b>	<b>3.76%</b>	<b>4.97%</b>	<b>2.63%</b>	<b>2.02%</b>
<b>Total Fund</b>	<b>4.74%</b>	<b>9.06%</b>	<b>12.10%</b>	<b>3.68%</b>	<b>7.78%</b>
Callan Public Fund Spr DB	5.19%	10.32%	13.85%	4.87%	8.26%
<b>Total Fund ex Cash</b>	<b>4.77%</b>	<b>9.11%</b>	<b>12.18%</b>	<b>3.71%</b>	<b>7.81%</b>
Benchmark*	4.72%	9.72%	14.15%	4.97%	8.42%

Benchmark definitions included in the Appendix.

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