

BEFORE THE DOWNERS GROVE
POLICE PENSION FUND BOARD OF TRUSTEES

REGULAR QUARTERLY BOARD MEETING

January 27, 2020

9:00 a.m.

REPORT OF PROCEEDINGS had and testimony
taken before the DOWNERS GROVE POLICE PENSION FUND
BOARD OF TRUSTEES, taken at the Downers Grove
Village Hall, 801 Burlington Avenue, Downers Grove,
Illinois, before PAMELA C. TAYLOR, CSR/RPR, License
#084-001184, a Notary Public qualified and
commissioned for the State of Illinois.

Quarterly Meeting
January 27, 2020

2

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22

PENSION BOARD MEMBERS PRESENT:

MR. ANDREW BLAYLOCK, President

MR. DENNIS BURKE, Secretary

MR. STEVE MILLER, Assistant Secretary

MR. WILLIAM NIENBURG, Trustee

ALSO PRESENT:

Ms. Judy Buttny, Treasurer

Mr. Doug Oest, Marquette & Associates

Mr. Eric Endriukaitis, Lauterbach & Amen

BY TELEPHONE:

ALLIANT INSURANCE,

BY: Mr. Bruno Amici and

Mr. Clayton Casale.

Quarterly Meeting
January 27, 2020

3

1 TRUSTEE BLAYLOCK: We will call to order
2 the Downers Grove Police Pension Board meeting on
3 January 27th, 2020. Roll call.

4 TRUSTEE BURKE: Burke, here.

5 TRUSTEE BLAYLOCK: Blaylock, here.

6 TRUSTEE MILLER: Miller, here.

7 TRUSTEE NIENBURG: Nienburg, here.

8 TRUSTEE BLAYLOCK: And Sidler is
9 unavailable today and will not be available by phone
10 either, so, we don't need a motion to have phone
11 electronic attendance?

12 TRUSTEE BURKE: Need for a motion for
13 electronic --

14 MS. BUTTNY: Are you going to have --

15 TRUSTEE BURKE: Yes, we -- I make a motion
16 we allow electronic attendance just for our
17 liability insurance.

18 TRUSTEE MILLER: Second.

19 TRUSTEE BLAYLOCK: Roll call.

20 TRUSTEE BURKE: Burke, aye.

21 TRUSTEE BLAYLOCK: Blaylock, aye.

22 TRUSTEE MILLER: Miller, aye.

Quarterly Meeting
January 27, 2020

4

1 TRUSTEE NIENBURG: Nienburg, aye.

2 TRUSTEE BLAYLOCK: So then we will move on
3 to, get a motion to adopt the minutes from the last
4 meeting.

5 TRUSTEE BURKE: I make a motion to accept
6 the minutes of the October 21, 2019 meeting.

7 TRUSTEE NIENBURG: Second.

8 TRUSTEE BLAYLOCK: Roll call.

9 TRUSTEE BURKE: Burke, aye.

10 TRUSTEE BLAYLOCK: Blaylock, aye.

11 TRUSTEE MILLER: Miller, aye.

12 TRUSTEE NIENBURG: Nienburg, aye.

13 TRUSTEE BLAYLOCK: All right, the big one,
14 Doug.

15 MR. OEST: Open the books, and this will
16 be the market environments, not even a tab, just
17 past the first page here and the economy is pretty
18 much the same since the last time we saw this. The
19 GDP is forecast to be a little above two percent,
20 unemployment is still at three and a half percent,
21 inflation is still just around that two percent
22 number.

1 The big things that happened between
2 meetings, phase one agreement with China was reached
3 in terms of the trade deal, that was widely
4 expected, the price in the market, you saw a lot of
5 optimism around the market. We did pretty well
6 during that time period.

7 Phase 2 is likely to be much more
8 difficult, as you all know.

9 The new one today, hitting the
10 coronavirus, there's some pretty major concerns over
11 the containment of that, and, you know, not to
12 mention the impact to people around the world, but
13 also the economic impact of it.

14 So, again the market is down a little bit
15 today just on that news.

16 TRUSTEE NIENBURG: USMCA?

17 MR. OEST: Well, there's some other things
18 that are going on that we don't mention here, but
19 these are the, I mean, even the impeachment hearings
20 aren't really impacting the market, really the trade
21 talks and coronavirus right now are the two that are
22 the top headlines, at least.

1 You know recession odds, the last time we
2 met this was spiking up because of the inversion of
3 the yield curve. You can see that it has dropped
4 back down on page 3, down to a little over
5 20 percent. That's again based on the yield curve.

6 So, page 4 and 5, look at fixed income.
7 That was a great year for fixed income, yields
8 dropped dramatically during the year, not only did
9 you see risk assets do well, you saw sovereign
10 assets, risk free assets, like government securities
11 do well, and that was because of the yield curve
12 during the yield drops quite a bit.

13 If you look at returns, you can see, the
14 broad market was up over eight percent;
15 intermediates was up almost over seven percent.
16 Look at long credit, was up, almost up 24 percent
17 for the year.

18 So, the more interest rate risk you had
19 last year, the better, and basically the more credit
20 risk you took, the better, so, it was an abnormally
21 strong year in the fixed income market.

22 If you look at the yield curve now on page

1 5, you can see the green line is where we're at at
2 the end of the year, that inversion that we saw
3 around August, I believe, in 2019, is all but gone,
4 as you can see, it's a pretty upward slope yield
5 curve.

6 As of today, the ten year now is down to
7 1.6, after the news this morning, so, you've seen
8 yields continue to drop during this year. The
9 thirty-year bond is now down to 207 for a
10 thirty-year treasury.

11 Page 6, the Fed not likely to move in the
12 near term, the market is not pricing any movements
13 until later this year. Again the next potential
14 chance, at least the way the market is pricing, is
15 in November, about 50 percent chance of a cut, so,
16 you know, I think I've mentioned this before, but
17 the Fed moved three times last year, they cut rates,
18 usually takes six to nine months for a rate cut or a
19 rate hike to trickle through to the economy, so,
20 they're mostly likely going to wait and see how
21 things play from an economic standpoint.

22 Page 7 is the equity markets, you can see

1 that the year to date and one-year columns, you
2 know, 31 percent for the Broad Market.

3 Trend wise, it's the same trends we have
4 been seeing for over the last few years. Large caps
5 outperform small caps, growth outperform value,
6 again, not too dramatic of a difference in terms of
7 kind of general themes that we have seen.

8 Going to page 8, 2019, was the fourth best
9 return that we have had in thirty years, not too
10 surprising after a really bad year in 2018.

11 If you look at the far left and the far
12 right of this chart, you'll see a lot of the worst
13 years followed by a lot of the best years, 2008,
14 2009, 2002, 2003, and 2018, 2019.

15 The risk on environment that we saw in
16 2019 was a big bounce back from what we saw in the
17 fourth quarter. This played particularly true in
18 some areas of the market, if you look on page 9,
19 tech and biotech really led a lot of the areas of
20 the market, particularly in small caps and large
21 caps.

22 53 percent of the return in the fourth

1 quarter came from those four segments of the market,
2 so, if you were not buying those companies, you did
3 not do well during that time period. You will see
4 that with Ziegler, but they don't own any biotech,
5 they don't own nonearning stocks, you know, they
6 focus on cash flow, and, so, when nonearning
7 companies are doing well, that is going to be a
8 pretty big headway for them, and you'll see that in
9 returns.

10 The other main thing in the equity market
11 on page 10. Two lines on this chart on page 10, the
12 orange one is the S&P 500 price, so, you can see
13 that it was a good year, the market continued to
14 move up overtime, pretty steadily.

15 The other one is earnings, so, prices
16 continue to rise, earnings continue to fall, and
17 that's what we call multiple expansion. The four
18 price to earnings ratio now is just under 20 times,
19 which is well above historical averages.

20 The likelihood of having two years in a
21 row of multiple expansion, driving the market, is
22 pretty low, so, that earnings part of this is really

1 important for 2020. The hope is that we start to
2 see earnings come back.

3 Non U.S. Equities are on page 11,
4 basically on par for the quarter with U.S. markets,
5 but overall in 2019, non U.S. lagged relative to the
6 U.S. market.

7 Manufacturing on page 12. You did start
8 to see, stabilize, so, globally manufacturing was
9 trending downwards from 2018 on, but late in 2019
10 you started seeing some signs of stabilization, and
11 then more importantly central banks became more
12 accommodative, and that's really what you saw impact
13 the markets in 2019, a big reversal from the
14 tightening that you had seen basically since 2016,
15 you saw that reversal back, everyone is cutting
16 rates and that usually is a good thing, not so much
17 from an economic standpoint, but more so from the
18 market standpoint.

19 Mentioned earnings on page 14, the S&P is
20 on the left here, so, the blue line is the
21 expectation for 2019, you can see that it's
22 basically flat. So, the expectation of earnings

1 really aren't going to change much in 2019, but
2 people are projecting that we're going to see a
3 bounce back in earnings in 2020.

4 If you don't see that, the likely is going
5 to be pretty difficult for the market to continue to
6 rise the way it has been. Earnings are most likely
7 going to be pretty important this year.

8 Now, real estate on page 15, moderate
9 5 percent return for the quarter, for the year,
10 rather, you know, from a return standpoint.
11 Industrial still the main area that's driving the
12 market. The laggards right now are retail, and
13 everybody knows the Amazon affect, that e-commerce
14 has had a pretty dramatic affect, particularly in
15 malls where you see breakdowns occur, so, that's
16 again the trend that's probably not going to stop in
17 the near term.

18 The other one, just to watch for, is rent
19 control policies, so, we have just a one page on
20 this in 17, but, as states pass, state live rent
21 control laws, if you own multi-family apartments and
22 they put a cap on how much you can increase rents,

1 that has an affect on how much you can appraise your
2 apartment for, so, that will have an affect in
3 states where you see that in place.

4 Any questions on anything in market or I
5 guess the report?

6 All right, Exhibit 1, if you go to page 3,
7 the market value page. So, you see a little over
8 59 million for the total market value, and, you
9 know, asset location wise we're pretty much in line
10 with targets, a little under weight to fixed income,
11 but by and large in line?

12 One of the action items for today is in
13 relation to Ziegler, they, we have a memo on this
14 Exhibit 4, you don't have to turn to it, but, this
15 is a trend we saw in the end of last year where you
16 saw a lot of ownership changes and Ziegler is going
17 through one right now.

18 There is a group called 1251 Capital,
19 that's going to be buying 80 percent of Ziegler.
20 Now, what 1251 Capital does is, they buy investment
21 management firms, and then just let them operate.
22 So, they're not going to come in and change the team

1 and the process or anything like that, what they
2 want to do, is provide back office support, things
3 of that nature.

4 So, we would recommend signing the consent
5 letter, but placing them on alert, you know, our
6 research team is going to be looking at them
7 constantly, so, if anything does change, we'll
8 certainly let you know, but at this point, we think
9 alert status is warranted, and again, to go ahead
10 and consent, given it's going to be the same team,
11 style, etc.

12 If you don't consent to it, then you'd
13 have to do a search or go to a place.

14 Any questions?

15 TRUSTEE NIENBURG: What kind of diligence
16 have you guys done with them?

17 MR. OEST: You can look on Exhibit 4, we
18 got a memo on it. I mean, we meet with them
19 probably on a quarterly basis, with the team, so --

20 TRUSTEE NIENBURG: Is the team going to be
21 stable?

22 MR. OEST: That's the expectation, key

1 employees are signing the operating agreement, you
2 got a non-solicit, non-compete, economic incentives,
3 etc.

4 So, they put the right things in place to
5 keep the team around. But the reason why we're
6 putting them on alert is, you never know, so, you
7 know, all we're hearing from the team that things
8 will be constant.

9 TRUSTEE NIENBURG: No stated change in
10 investment strategy or policy?

11 MR. OEST: No, they just went to buy and
12 continue to operate it the same, that's the goal.

13 TRUSTEE BLAYLOCK: I assume we need to
14 make a motion? Somebody want to make a motion?

15 TRUSTEE BURKE: I make a motion that we
16 sign the consent order for Ziegler.

17 TRUSTEE MILLER: Miller second.

18 TRUSTEE BLAYLOCK: Roll call.

19 TRUSTEE BURKE: Burke, aye.

20 TRUSTEE BLAYLOCK: Blaylock, aye.

21 TRUSTEE MILLER: Miller, aye.

22 TRUSTEE NIENBURG: Point of order, do you

1 want that motion putting them on notice?

2 TRUSTEE BLAYLOCK: Signing the letter and
3 putting them on alert.

4 TRUSTEE BURKE: Amend it to signing the
5 letter and putting them on notice --alert.

6 TRUSTEE MILLER: Second that motion.

7 TRUSTEE BLAYLOCK: Roll call.

8 TRUSTEE BURKE: Burke, aye.

9 TRUSTEE BLAYLOCK: Blaylock, aye.

10 TRUSTEE MILLER: Miler, aye.

11 TRUSTEE NIENBURG: Nienburg, aye.

12 (Document being signed.)

13 MR. OEST: Page 5, just of note, you are
14 probably aware with 59 million, that's an all time
15 high from a market value standpoint, not too
16 surprising given the way the market has been.

17 Page 6, Returns. So, a real good quarter,
18 up 4.3 percent for the year, a little under 16
19 percent for the year. Start with the negative, that
20 U.S. Equity, if you look down that one-year column,
21 you'll see that 28.6 versus 31, that's Ziegler. So,
22 another one with small caps, a headwind, but when

1 you see their performance, they lag their Benchmark
2 on a relative basis, so, again, a lot of that had to
3 do with healthcare, which was just under 500 base
4 points under performance, just healthcare, and
5 that's really that biotech affect.

6 Other than that, you can see fixed income,
7 real strung out performance by Boyd Watterson, non
8 U.S. Equities index lined up with the Benchmark, you
9 see principle outperformed for the year, so, with
10 the exception of Ziegler, everybody else did very
11 well for the year, again, just under that 16 percent
12 number.

13 TRUSTEE BLAYLOCK: How much do we have
14 with Ziegler?

15 MR. OEST: Right now, it's going to change
16 a little bit, a little under seven and a half
17 percent right now, that's their target.

18 So, page 8 is the manager returns, again,
19 if you look down that one-year column, under U.S.
20 Equity, you'll see Zeigler relative to the Russell
21 2000, they were up 19 percent. Russell 2000 was up
22 25 and a half percent, and again 474 bases points of

1 that was from biotech in non-earners.

2 We spoke to them earlier this year, of
3 course they were happy to note that early in January
4 they were up 150 bases points on their Benchmark,
5 which again, 20 something days into the year, so,
6 but, they were anxious to let you guys know, at
7 least they're starting out 2020 on a better note.

8 But other than that, there is no real
9 major issues, performance has been good across most
10 of your managers, again, really the one lagger has
11 been Ziegler, but again, it's related to that
12 biotech non-earning phaenomenon that we have seen in
13 the market place.

14 Any questions on any of the managers or
15 performance?

16 I will go through the next couple of
17 things relatively quickly.

18 Exhibit 2 is the review of actuarial
19 assumptions. Now, I will caveat this with, as your
20 consultant, we don't have anything to do with the
21 actuarial assumption, so, we don't set that or
22 anything like that, but what I think we're doing

1 here, is just showing you at least our ten-year
2 projections in terms of your current asset
3 allocation, just to give you an expectation or a
4 look forward into what the market might look like
5 relative to what your actuarial rate is right now.

6 I will say that your actuarial rate is a
7 long-term assumption, so, the next ten years are
8 projected to be lower than what you have seen over
9 the last ten years, and that's not too surprising,
10 just come out of a huge ten-year market, you know,
11 fixed income rates are low, and it's probably not
12 too surprising that long term those numbers might
13 change if you ran this for a fifty-year study or
14 something like that.

15 So, page 2 just looks at your current
16 portfolio and, again this is behind Exhibit 2, if
17 you look on the bottom left, you can see the
18 average, so, again, what we're doing here, we're
19 running a micar (sic) assimilation, so we're just,
20 we're simulating as many different types of returns
21 as possible, and then what we're showing here on
22 page 2 is just the average of the simulations.

1 The average ten-year return here is about
2 5.9 percent, you can see it's a fairly low
3 volatility level given that the fund has got a
4 38 percent target to fixed income.

5 Probably more importantly on page 2 or on
6 the right side of page 2, the summary of downside
7 risk.

8 The top line there, downside probability,
9 your actuarial rate at 7 percent, what this is
10 saying is that over the next ten years, there's
11 about a 63 percent chance of not hitting your
12 target. Conversely, there's about a 37 percent
13 chance of hitting it. What we would like to do is
14 get that closer to 50/50, but, again given the way
15 the market is right now, think about it, the
16 ten-year treasury is at 1.6 percent. Where current
17 yields are at fixed income, that's a pretty strong
18 indicator of where future returns are going to be,
19 so, when yields are low, future returns are not
20 going to be low.

21 So, that's a pretty big headwind in terms
22 of the fund overall, but again, the page 3, the

1 distribution here on the top of page 3, while we
2 look at the average, there are a number of scenarios
3 where you exceed seven percent, but, on average, at
4 least over the next ten years, given where the
5 market is currently at, the likelihood --

6 TRUSTEE NIENBURG: The chart on page 2,
7 the summary of downside risk, downside probability,
8 I understand the 63.6 percent, it says, downside
9 risk, seven percent, 2.9, can you explain the rest
10 of that?

11 MR. OEST: Yes, so, downside risk
12 basically is, when you do miss your target. It's
13 essentially the standard deviation when you do miss,
14 so, you want that number to be as low as possible.
15 So, it's basically saying, when you don't hit your
16 target, what's clear, the deviation when you don't.

17 TRUSTEE NIENBURG: Okay. And then what
18 about the rest of the downside probability, zero
19 percent?

20 MR. OEST: So, that would be the odds over
21 ten years of not achieving zero percent. Very, very
22 unlikely over a ten-year period, it's pretty rare to

1 not actually be involved in a zero percent number.

2 TRUSTEE NIENBURG: And then that last
3 downsize risk one.

4 MR. OEST: Is exactly the same, but at a
5 zero percent. So, the top one is when you don't hit
6 seven percent. The downsize risk there, and then
7 the bottom is at zero percent.

8 TRUSTEE NIENBURG: I just have to ask,
9 everything that we look at and decisions that we
10 make, I mean, how it goes away when we send the
11 money.

12 MR. OEST: I mean, this is, I mean, we
13 have been talking about different restrictions that
14 you have in terms of fixed income, seem like
15 forever, so, yeah, the new entity, the new
16 consolidated entity will not be beholding to that,
17 and this is why everybody says, we want to get rid
18 of those restrictions because long term is a pretty
19 big headway.

20 MR. NIENBURG: The Downers fund is above
21 the threshold for any restrictions on any investment
22 portfolios?

1 MR. OEST: In terms of the allocation,
2 yeah, you're slightly above it.

3 MR. NIENBURG: Downers is not getting any
4 benefit from the policing constraint?

5 MR. OEST: You will.

6 TRUSTEE NIENBURG: How?

7 MR. OEST: Because chances are the
8 consolidated entity will go from like a 35 percent
9 allocation of fixed income down to like a 20 percent
10 allocation of fixed income.

11 TRUSTEE NIENBURG: I don't understand
12 that, we don't have a restriction on our allocation
13 based on the, the public --

14 MR. OEST: You have a restriction on how
15 much you can be in equities. You, right now, you
16 are restricted by state statute.

17 TRUSTEE NIENBURG: I have read the statute
18 for public pensions, we're above the threshold for
19 any restriction, so, is this a factor moving into
20 that with that other pension fund?

21 MR. OEST: No, so, Article 3 and 4 funds
22 are restricted at a 35 percent investment rate of

1 fixed income, they have to be at least 35 percent in
2 the investment rate fixed income.

3 TRUSTEE NIENBURG: Is there any public
4 pension fund above us?

5 MR. OEST: Yes.

6 TRUSTEE NIENBURG: What is that threshold?

7 MR. OEST: It's a different article. So,
8 you guys, Article 3 and Article 4 are kind of their
9 own separate area, and then, you know, state plans,
10 and things of that nature, are tied to a different
11 part of the statute.

12 TRUSTEE NIENBURG: Okay.

13 MR. OEST: And those do not --

14 TRUSTEE NIENBURG: Within our presiding
15 statute, we're not restricted moving to that other
16 sector of the statute that releases that 35 percent
17 restriction?

18 MR. OEST: Yes, so the consolidated plan
19 will not be restricted at 35 percent fixed income.

20 And this is, you know, we talked about IMF
21 and all those things, these are the differences when
22 you're not beholding to that, that's made a big

1 impact on returns over the long term.

2 MS. BUTTNY: Can I just throw in a
3 comment? What has happened is, the actuary that
4 Lauterbach had asked that we review these, because
5 they're getting ready to do their evaluation by the
6 next meeting, and they wanted to make sure that
7 everyone was comfortable with the seven percent, so.

8 TRUSTEE NIENBURG: One final comment on
9 the change in release of restrictions, just to get
10 it on the record, that could have been accomplished
11 by just releasing the constraint on our pension
12 fund, it would not have to move into --

13 MR. OEST: Yeah, they've done that, they
14 have done that in the past a couple of times where
15 they had, when it used to be like the small plans
16 where you have to have 90 percent fixed income, so,
17 overtime they had loosened the restrictions, but
18 yes, this could have been done.

19 TRUSTEE BLAYLOCK: Well, they have to make
20 it better, so they can go and say, hey, look, you
21 changed it, look how much better it's doing now that
22 we took it out of your hands.

1 TRUSTEE NIENBURG: This is nothing more
2 than window dressing and desperation, stay of
3 execution on our credit rating. Put that on the
4 record.

5 MR. OEST: So, that's the summary, again,
6 you know, the take away here is that from a modeling
7 standpoint, the next ten years are modeling out to
8 be worst than the last ten years, and the reason for
9 that is, you have just come out of a ten year plus
10 bull market and fixed income yields are very low,
11 just some headways in the market place right now.

12 Any questions on that?

13 The other two pages here to show some risk
14 and return statistics, and some stress testing, if
15 you're interested, I can go over it, otherwise I can
16 go to the next tab here.

17 Next tab.

18 TRUSTEE BLAYLOCK: Yes.

19 MR. OEST: All right, Exhibit 3, the
20 consolidation was probably the biggest, you know,
21 new legislative effort, but there was a Sustainable
22 Investing Act, that was passed effective January

1 1st, you know, boards have been mixed in terms of
2 adoption of this, but essentially what they're
3 trying to do here, is to get you to recognize ESG
4 language into your investment policy.

5 So, we put a sample of the investment
6 policy behind the next tab here, with some
7 recommended language, and really it's on page 6 of
8 the investment policy, just a red line version, so,
9 you can see it says, "Ensure material relevant and
10 decision useful sustainability factors, regularly
11 considered within the bounds of financial and
12 fiduciary prudence when you're looking at investment
13 decisions."

14 So, basically what that means is if in the
15 interim, let's say you wanted to terminate Zeigler
16 and we wanted to do a new search within the next
17 couple of years before they do consolidation, in
18 addition to the typical stuff that we would show
19 you, we would also show you some stuff around the
20 sustainability factors that they take into account,
21 and that will be another one of the things that you
22 could look at when you're looking at a manager.

1 TRUSTEE BLAYLOCK: Is it mandatory?

2 MR. OEST: It's not mandatory, there is
3 some confusion around the language, there is some
4 shalls and shoulds in that, a little bit
5 conflicting, but, the way that it's written here, at
6 least the way they written it into the proposal and
7 the guidelines, there's nothing in there that
8 requires you to do anything off of it, what it says
9 is that, you will basically have it at your hands.

10 TRUSTEE NIENBURG: Is this a moot point
11 given the consolidation?

12 MR. OEST: That's what I said, this is
13 basically anything within the time between now and
14 when things are consolidated.

15 TRUSTEE BLAYLOCK: Let's move on then.

16 MR. OEST: The memo then is behind Exhibit
17 4, Exhibit 5 is just the legislative updates with
18 the consolidation, which you can read at your
19 leisure. The -- probably the one point to look at,
20 if you're going to look at anything on it, is the
21 last part, which is the next steps part.

22 TRUSTEE NIENBURG: Point of clarification,

1 actuarials tend to stay with the local board,
2 correct?

3 MR. OEST: I believe the actuarial rate of
4 return is set by your actuary.

5 TRUSTEE NIENBURG: Recommended by the
6 actuary or set? The Consolidation Board will hire
7 their own actuary, so, that will set the actuarial
8 rate of return for each and every --

9 MS. BUTTNY: It will be the same for us.

10 TRUSTEE BLAYLOCK: So, it will probably go
11 up to like nine percent and they'll say, oh look,
12 our funds are hundred percent funded already.

13 MR. ENDRIUKAITIS: I don't think it will
14 get that high, I think it might be --

15 MR. OEST: The way that it works is that
16 the actuary is the one that is setting the number,
17 so, that most likely will be the way.

18 TRUSTEE NIENBURG: We have had flexibility
19 on our local board thinking of actuarial
20 recommendation.

21 MR. OEST: That's one of the things that's
22 in the regs. so, I don't know exactly how they're

1 going to work that out.

2 And then behind Exhibit 4 is another, a
3 lot of public acts today, the last one, we have to
4 show this every single year, so, that's behind the
5 last one, Exhibit 6, it's just a disclosure.

6 That's all I have today.

7 TRUSTEE BLAYLOCK: That's all I have to
8 say about that.

9 TRUSTEE BURKE: While you're here, let's
10 look at the calendar for April for a meeting, 6, 13,
11 or 27?

12 MR. GRAY: Six is out.

13 TRUSTEE BLAYLOCK: Thirteen works for me
14 since I'm working -- I'm on midnights, so being off
15 the night before would be a lot better. Probably
16 have to be the 13th or the 27th for me.

17 TRUSTEE BURKE: Steve?

18 MR. MILLER: Thirteenth is fine?

19 TRUSTEE BURKE: Bill?

20 TRUSTEE BLAYLOCK: Tentatively, because we
21 still have to let Norm know.

22 TRUSTEE BURKE: So, we'll tentatively

1 schedule the next meeting for April 13th, nine
2 o'clock.

3 TRUSTEE BLAYLOCK: Quickly though, how
4 long will you be able to work with us?

5 MR OEST: It depends on the speed. I
6 mean, we kind of outlined what they have to do here,
7 and the transition board is going to be appointed
8 probably in the next week, and they're going to go
9 through and start to identify the timeline that they
10 need to accomplish things by, so, I mean, there's a
11 lot that they have to do, there's a lot of
12 governance documents they have to start drafting,
13 they have to hire a bunch of people, get internal
14 staff, come up with a transition plan. There's a
15 lot of stuff that they have to do, but, the question
16 everybody is asking is, what does that timeline look
17 like, and the transition board doesn't know what
18 that timeline looks like, yet so.

19 TRUSTEE BURKE: Is there a transition
20 board yet, no?

21 MR. OEST: There's been names floated, but
22 have not been appointed, so, that will likely happen

1 in the next week.

2 TRUSTEE BURKE: Have the investors been
3 selected?

4 MR. OEST: No, no.

5 TRUSTEE BLAYLOCK: You got to wait until
6 you get the transition board in place.

7 TRUSTEE NIENBURG: Have other states gone
8 through this?

9 MR. OEST: Yes, so, we work, I work with
10 the Iowa Police and Fire, they went through
11 something kind of similar to this back in the 90's,
12 and you know, it took them a good three years to get
13 everything through, you know, they had hired an
14 executive director, hired an attorney to draft all
15 the documents, come up with a plan. There's quite a
16 few things you need to do, and that was maybe only
17 85 plants out of 640, so, it's going to take a while
18 and, its plans like your plan, which are not the
19 real reason that this is done, it's the small plans,
20 right, that are going to experience the most
21 benefit, but those are also the hardest to deal with
22 because they're invested in a lot of other stuff

1 that's going to make the transition a little more
2 tricky.

3 I mean, if we were doing this and doing
4 the transition, those would be the funds that you
5 would target first, because the whole idea here was
6 to get the biggest bang for your buck out of this.
7 If you're invested in 90 percent income and we can
8 switch that, that's your best case scenario and
9 those are the guys that are going to experience such
10 a big improvement in terms of expected return, but
11 those are also the ones that are going to be the
12 hardest and most tricky to move.

13 TRUSTEE BURKE: Are they really going to
14 be able to identify which fund is which in this?

15 MR. OEST: They should, yes, through a
16 master trust agreement, they should be able to do
17 that. It's done --

18 TRUSTEE BLAYLOCK: Downers Grove has their
19 own?

20 MS. BUTTNY: Yes.

21 MR. OEST: The thing that's going to be
22 tricky is just the transition process and just

1 making sure that that's all accounted for. We point
2 some of that out here, but the stuff that we will be
3 watching for you guys is that, as you do that, you
4 want to make sure that the transition is handled the
5 right way, they're going to send you a notice and
6 say, hey, in 30 days, we want your assets. The
7 question is going to be, how are they going to do
8 that, they're going to be tracking that and that's
9 your money throughout that process.

10 We don't want to have happen for them to
11 say in ten days, you're going to liquidate the cash
12 and then give us cash, and then we're going to
13 invest in what we want to invest in. It's your
14 assets and they're going to be tracking that during
15 that time period and that could be a lot of money
16 during that process.

17 TRUSTEE BURKE: Do you lose anything on
18 penalty?

19 MR. OEST: No, no, I mean you don't have
20 anything that's going to cost you anything beyond
21 transaction costs, and that's the big ole cost,
22 that's still a cost.

1 TRUSTEE NIENBURG: It's hard to send 60
2 million dollars to Springfield.

3 MR. OEST: I would say probably by the
4 next meeting, the transition board will be in place
5 and we'll have some more insight as to what they're
6 going to do.

7 TRUSTEE BLAYLOCK: This whole year,
8 though, we should be probably close to operating as
9 normal.

10 MR. OEST: I would assume so, but you
11 never know.

12 TRUSTEE BLAYLOCK: We'll plan on that for
13 now.

14 MR. OEST: You will save, I mean, think
15 about it, like our fees, for you guys, it's very,
16 very low, but, I mean, there are other groups out
17 there that are paying a lot more than that, and that
18 fee is now going to be shared amongst a lot of
19 people and that's bases points, not percentage, you
20 will save a little bit on fees.

21 TRUSTEE NIENBURG: I don't debate that
22 this was a smart move for some funds, I don't think

1 that it was smart for ours.

2 TRUSTEE BLAYLOCK: It should have been an
3 optional thing head first.

4 MR. NIENBURG: Or a fresh whole face.

5 MR. OEST: So, we'll keep you updated.

6 TRUSTEE BURKE: April 13th, 2020, nine
7 a.m. Thanks Tim.

8 MR. AMICI: Hi, hello.

9 MS. BUTTNY: Hi Bruno?

10 MR. AMICI: Yes.

11 MS. BUTTNY: Good morning, this is Judy
12 Buttny from Downers Grove Police pension Fund and --

13 MR. AMICI: Hi, how are you?

14 MS. BUTTNY: -- the board is here and they
15 are ready to hear your presentation?

16 MR. AMICI: Hi, hello, good morning all.
17 Clayton Casale will attend this meeting as well, so,
18 I just ask for one second, please.

19 MR. CASALE: Hi, this is Clayton Casale?

20 MS. BUTTNY: Hi Clayton, this is the
21 Downers Grove -- Judy and the pension board at the
22 Downers Grove Police Pension.

1 MR. CASALE: Hello all, how are you?

2 TRUSTEE BOARD: Hello, good you?

3 MR. CASALE: Very well, thank you.

4 Judy just to clarify, will this be for
5 both of the police as well as the firefighter's
6 pension?

7 MS. BUTTNY: No, the firefighters will be
8 at a separate board meeting in February.

9 MR. CASALE: Understood. All right, well,
10 thank you all for your time today, we're just going
11 to go over the fiduciary liability policy renewal,
12 for the Police Pension Fund, and we're just going to
13 get started right away.

14 I know you guys have a full schedule here,
15 so, we'll try and make this as quick as possible.
16 Obviously, feel free to jump in with any questions
17 whenever you have one.

18 So, the fiduciary liability pension fund,
19 currently the fiduciary liability policy is written
20 with Shelter Insurance Company, and what this policy
21 is designed to do is, it covers the fund itself, as
22 well as the past, present and future trustees and

1 fiduciaries of that fund.

2 MS. BUTTNY: Okay.

3 MR. CASALE: So, it's going to cover you
4 from any sort of wrongful act, and by you, I mean,
5 the fiduciaries of the fund, it's going to cover you
6 for any wrongful act in accordance with the fund,
7 so, any sort of misrepresentation, error, admission,
8 in violation of the Illinois Pension Code.

9 In addition, it's also going to cover
10 administrative employees through any sort of error
11 or admission on their part. This policy will
12 respond to those as well, so, it covers the fund
13 itself, and the reason this insurance is authorized
14 to be purchased is because there's a direct
15 financial benefit to the fund by purchasing this
16 insurance.

17 Additionally, as you may all know, the
18 Illinois Pension Code itself states that
19 fiduciaries, such as yourselves, maybe indemnified
20 by the fund.

21 Now, there is a bit of ambiguity around
22 the word, may, it does not say you shall be

1 indemnified by the fund, so, another reason,
2 incentive for purchasing this insurance is that you,
3 as fiduciaries are able to be indemnified for any
4 sort of actual or alleged wrongful act against you.

5 So, that's kind of the overall coverage of
6 the policy itself.

7 If you like, we can always go into, you
8 know, certain coverages. If you have any questions,
9 on coverages or exclusions, but that's kind of a
10 50,000-foot view of the fiduciary liability and what
11 it intends to cover.

12 Now, currently the police pension fund has
13 a policy written with Chubb Insurance Company, that
14 is the insurance carrier, the actual paper it is
15 written on, it's Federal Insurance Company, this
16 policy is written from April 16th, 2020, to
17 April 16th, 2021, and you currently have a one
18 million dollar limit of liability with a zero dollar
19 retention, so, it's zero dollar deductible, zero
20 dollar out of pocket expense, however you want to
21 look at it, essentially if there is a claim, the
22 policy will be first dollar defense.

1 Now, that current policy, last year, you
2 were purchasing it for a total of \$8,737. The next
3 year renewal or April 16th, 2020, to April 16th,
4 2021, is up 4.2 percent to a premium of \$9,107, that
5 again is for one million dollar limited liability,
6 that covers the fund, as well as the trustees and
7 employees, and that is again for a zero dollar
8 deductible, so, the limit and the retention
9 structure of the policy has not changed one bit, and
10 your terms and conditions of the policy have not
11 changed either.

12 The only change here is going to be the
13 increase in premium, and the reason being for that,
14 it's not so much tied into the increase in assets or
15 any sort of exposure change, but it's really going
16 to have to do with the state of the market right
17 now.

18 And for the past, I would say about seven
19 years, we have been seeing depressed rates in the
20 entirety of the insurance market, especially within
21 the directors and officers or management liability
22 phase of what fiduciary liability would be a part

1 of, so, again, we have been seeing depressed rates,
2 decreased rates, and 2019 was the first year in
3 which we started to see rates go up, so, on these
4 lines of coverage, we have been seeing anywhere
5 between 85 percent and ten percent increase, whether
6 it be on our fiduciary liability pension fund
7 clients, or even other clients that just purchased
8 the management liability itself.

9 So, it's really industry wide, and that
10 is, those increase in rates are without any sort of
11 material exposure change, so, you know, even if
12 there are substantial claims involved with the
13 account, even if there are no material increases in
14 the asset, we have been seeing anywhere from a five
15 to ten percent increase.

16 So, 4.2 percent increase is a little bit
17 below what we have been seeing, we are very happy
18 with the renewal here, and, that really is the
19 entirety of the fiduciary liability program.

20 In order to move forward, I don't believe
21 there's any outstanding subjectivities, I believe we
22 would just need an email from yourselves stating

1 that you want to move forward with the policy.

2 TRUSTEE NIENBURG: What if we don't, what
3 if we want to shop around?

4 MR. CASALE: We can absolutely do that.
5 You can either have us shop around for you, there
6 are a small handful of carriers within this space,
7 so, typically Chubb, being one of the larger ones
8 that we write with themselves, there's another
9 company called Markel Insurance Company as well as
10 Euclid Insurance Company, so, all three of these are
11 considered our top markets for fiduciary liability
12 and pension fund space.

13 Carriers sort of ebb and flow within the
14 fiduciary liability space. AIG previously was
15 involved in a lot of clients and had written a lot
16 of premiums for pension funds and, you know, after
17 around 2011, they started to pull out, more recently
18 started to pull out of the actual pension fund
19 space, so, AIG has been out and is not really an
20 insurance company that we focus on, but more
21 companies have come into the space, such as our
22 Alliant Insurance Company.

1 So, right now, we can absolutely go to
2 some of those additional insurance companies and see
3 if they would be interested in your program. We
4 don't need anymore information, we have the
5 actuarial evaluation, we have the financial
6 statements, we have your application, so, we could
7 send this to those carriers and see what they could
8 do.

9 Currently with your limit of one million
10 dollars and the zero dollar retention, it's, you
11 know, I don't believe that will find one of these
12 carriers to pay at the same or lower premium than
13 what Chubb is doing currently, but, again, we can
14 firm up those beliefs by sending this to Euclid as
15 well as Markel and maybe a couple of other carriers,
16 if you would like us to do so.

17 TRUSTEE NIENBURG: Is there a cost per
18 unit to do that for us?

19 MR. CASALE: No, not at all.

20 TRUSTEE BURKE: I got to say that during
21 the time that I had to, used to buy insurance on the
22 Risk Program, and I still see that Chubb is part of

1 the program for Risk, they're unique, they're
2 usually the lowest price offering, like you said,
3 one million with zero dollar deductible. I don't
4 think you're going to beat that, I mean, that's been
5 my experience.

6 I talked to Shanay (ph sp), it's been her
7 experience, although I understand why you're
8 thinking about wanting to do that with a four
9 percent increase, but --

10 TRUSTEE NIENBURG: Four percent increase
11 when we have had no claims against the policy.

12 TRUSTEE BURKE: Well, we had our best year
13 in risk, in 2019, and our cost went up four percent.

14 I understand where you're coming from, I
15 personally, I think, we're in good hands with Chubb,
16 I think -- I mean, if the board wants to do that, go
17 ahead, but, I think that we're holding a good
18 policy.

19 TRUSTEE NIENBURG: Clayton, is it your
20 experience that these insurance companies compete
21 against each other, would they be motivated to --

22 MR. CASALE: That's a great question, I'm

1 sorry, go ahead.

2 TRUSTEE NIENBURG: Would they be motivated
3 in terms of the rates or the premiums to win the
4 business.

5 MR. CASALE: So, at this level of rate, I
6 can't say they, you know, they would be especially
7 motivated, considering Chubb is writing with a zero
8 dollar retention, so, I think if we were to possibly
9 move up that retention, then carriers would find
10 more of a motivation to write the insurance with a
11 zero dollar retention, they're paying first dollar
12 defense, there's a little less motivation there.

13 TRUSTEE NIENBURG: What kind of retention
14 would we have to bump up to if we wanted to pull up
15 some significant savings?

16 MR. CASALE: Oh, most likely start at
17 about 25,000 to find any sort of significant
18 savings.

19 TRUSTEE BLAYLOCK: All right.

20 TRUSTEE BURKE: Do we have a motion?

21 TRUSTEE BLAYLOCK: I don't know if we have
22 to have a motion.

1 MS. BUTTNY: I'll get back to you, thank
2 you very much for your presentation, and I'll call
3 you or email you with a decision of the board.

4 MR. CASALE: All right sounds good, thank
5 you trustees for your time.

6 TRUSTEE BLAYLOCK: Discussing, it's \$400
7 on a \$8,700 policy, so, I'm fine with.

8 TRUSTEE BURKE: I like Chubb, you're not
9 going to get a better deal with Chubb.

10 TRUSTEE NIENBURG: Yep.

11 TRUSTEE BURKE: So, I make a motion that
12 we accept the quote from Chubb for the fiduciary
13 liability insurance.

14 TRUSTEE BLAYLOCK: Of \$9,100.

15 TRUSTEE BURKE: Of \$9,100.

16 MS. BUTTNY: 9107.

17 MR. MILLER: Second that motion.

18 TRUSTEE BLAYLOCK: Roll call.

19 TRUSTEE BURKE: Burke, aye.

20 TRUSTEE BLAYLOCK: Blaylock, aye.

21 TRUSTEE MILLER: Miller, aye.

22 TRUSTEE NIENBURG: Nienburg, aye.

1 TRUSTEE BLAYLOCK: Okay, we'll move on to
2 Eric from Lauterbach.

3 MR. ENDRIUKAITIS: Sounds good. I think I
4 gave everybody a December financial packet. I'll be
5 quick.

6 Page 2-1 of your report, so, it's your
7 balance sheet. As of December 31, 2019, as Doug
8 mentioned, it's all cash investments for the fund is
9 at 58,945,442. Your current interest on the fixed
10 income proposal side was at 163,191. Net position
11 held in trust, 59,098,512.

12 Any questions regarding redemption?

13 If you flip over to the next page, 2-2,
14 this is your income statement for the physical year
15 the village contributions and member contributions
16 at 4,044,000, and investment growth at just under
17 eight million, for a total additions to the fund of
18 12,025,000, deductions paid out so far for a full
19 year was at 5.3 million, so, the fund was positive
20 6.7 million for the year.

21 Everything else is supplementary, this is
22 no doubt a couple of weeks before.

1 TRUSTEE BLAYLOCK: We'll be keeping
2 Lauterbach with the transition, correct?

3 TRUSTEE BURKE: I was talking to Allison
4 last week about something else, and I said, is this
5 going to affect, and she said no, we will we stay in
6 business.

7 TRUSTEE BLAYLOCK: The actuary won't do
8 our actuary anymore after that.

9 MR. ENDRIUKAITIS: It will be a little
10 different type of reporting, but still come out for
11 the meetings.

12 TRUSTEE BLAYLOCK: Treasurer report, paid
13 bills.

14 MS. BUTTNY: Right, we have, we got two,
15 so if you look at the last two pages of the report,
16 presented by Eric, you need to approve all these
17 invoices in the amount of \$227,076.51. Ask for a
18 motion to approve invoices.

19 TRUSTEE BURKE: I make a motion to pay the
20 invoices.

21 TRUSTEE MILLER: Second the motion.

22 TRUSTEE BLAYLOCK: Roll call.

1 TRUSTEE BURKE: Burke, aye.

2 TRUSTEE BLAYLOCK: Blaylock, aye.

3 TRUSTEE MILLER: Miller, aye.

4 TRUSTEE NIENBURG: Nienburg, aye.

5 TRUSTEE BLAYLOCK: I missed the approval
6 for the COLAs for retirees under No. 6 with
7 Lauterbach, which we have the two sheets here. So
8 basically, we're going to need a motion.

9 TRUSTEE BURKE: I make a motion to accept
10 COLAs for 2020 for retirees.

11 TRUTEER MILLER: Second that motion.

12 TRUSTEE BLAYLOCK: Roll call.

13 TRUSTEE BURKE: Burke, aye.

14 TRUSTEE BLAYLOCK: Blaylock, aye.

15 TRUSTEE MILLER: Miller, aye.

16 TRUSTEE NIENBURG: Nienburg, aye.

17 TRUSTEE BLAYLOCK: Judy, we're good with
18 you now, so we have new business, two retirements
19 and two sheets that were done, these were done by
20 Lauterbach?

21 MR. ENDRIUKAITIS: Yes.

22 TRUSTEE BLAYLOCK: Have to read in the

1 specific amounts?

2 MR. ENDRIUKAITIS: Yeah.

3 TRUSTEE BLAYLOCK: So.

4 TRUSTEE BURKE: You want me to do it?

5 TRUSTEE BLAYLOCK: Sure Mr. Burke, go
6 ahead.

7 TRUSTEE BURKE: First retiree, James
8 Edwards, he retires with 28 years of credible
9 service with an ending salary at 116,557, his years
10 of service earned him 70 percent of that salary for
11 pension. His original -- his amount original
12 monthly pension will be 6,799,16.

13 MS. BUTTNY: Dennis is 116,577.

14 TRUSTEE BURKE: I am sorry, 577.

15 TRUSTEE BLAYLOCK: Our sheets says 557.

16 MR. ENDRIUKAITIS: There's two sheets
17 here.

18 TRUSTEE BLAYLOCK: Are you looking at
19 Madison?

20 MR. ENDRIUKAITIS: You said it was 577.

21 MS. BUTTNY: Let me pull the contract.

22 It's 577.

1 TRUSTEE BLAYLOCK: So, we have to fix
2 that.

3 TRUSTEE BURKE: So, make an amendment in
4 the pension calculation sheet for Jim Edwards, main
5 salary, 116,577.

6 MS. BUTTNY: I think what happened, if I
7 remember correctly, it came through and I reviewed
8 it, it set it off, we fixed it and maybe you just
9 have the old one.

10 TRUSTEE BLAYLOCK: Is the original amount
11 the correct number, the 6799.16?

12 MR. ENDRIUKAITIS: 6,800.33, so it's just
13 a slight.

14 TRUSTEE BLAYLOCK: Where is the sheet, so
15 we have a new sheet, so Dennis can read that one.

16 MS. BUTTNY: I gave it to him.

17 TRUSTEE BLAYLOCK: Read the new one and
18 we'll go from there.

19 TRUSTEE BURKE: Well, it says 116,577,
20 salary, 70 percent, it says 6,800.33.

21 MR. ENDRIUKAITIS: Correct.

22 TRUSTEE BURKE: Then we have Joe Matysik,

1 Joe Matysik retired, last day is 12/27/19, effective
2 date of pension, 12/28/19, 28 years of service,
3 ending salary at 103,690, he earned 70 percent of
4 pension, and his initial monthly pension will be
5 6,048.58.

6 MS. BUTTNY: I think you have the old one.

7 TRUSTEE BURKE: That's what I got.

8 MS. BUTTNY: I check them before they get
9 approved.

10 TRUSTEE BLAYLOCK: Same guy. Everything
11 is the same with the exception of the salary, right?

12 TRUSTEE BURKE: Salary, 103,689 and the
13 70 percent pension is 6,048.53.

14 MS. BUTTNY: Yes.

15 TRUSTEE BLAYLOCK: Somebody going to make
16 a motion for both of those?

17 TRUSTEE NIENBURG: Appreciation for their
18 years of service, a motion to accept the pension
19 calculation worksheets for Joe Matysik and James
20 Edwards.

21 TRUSTEE MILLER: Second.

22 TRUSTEE BLAYLOCK: Roll call.

1 TRUSTEE BURKE: Burke, aye.

2 TRUSTEE BLALOCK: Blaylock, aye.

3 TRUSTEE MILLER: Miller, aye.

4 TRUSTEE NIENBURG: Nienburg, aye.

5 TRUSTEE BLAYLOCK: So then also under new
6 business is, we have three new police officers that
7 have made application to the pension fund, Bilal
8 Judeh, Robert Pinter and Patrick Wrodarczk.

9 TRUSTEE BURKE: President, they are in
10 good standing, they are currently attending the
11 police academy, and I make a motion that we accept
12 them into the fund.

13 TRUSTEE MILLER: Second that motion.

14 TRUSTEE BLAYLOCK: Roll call.

15 TRUSTEE BURKE: Burke, aye.

16 TRUSTEE BLAYLOCK: Blaylock, aye.

17 TRUSTEE MILLER: Miller, aye.

18 TRUSTEE NIENBURG: Nienburg, aye.

19 TRUSTEE BLAYLOCK: Okay, do we have any
20 old business? We already set a meeting, any public
21 comments? None. So, can I get a motion to adjourn?

22 TRUSTEE BURKE: Hold on, see if there's

1 something that we have to sign. Yes, we do.

2 TRUSTEE BLAYLOCK: What is it?

3 TRUSTEE BURKE: It's the application to
4 the pension board, that they were approved.

5 I now, make a motion to adjourn.

6 TRUSTEE MILLER: I second the motion.

7 TRUSTEE BLAYLOCK: Roll call.

8 TRUSTEE BURKE: Burke, aye.

9 TRUSTEE BLAYLOCK: Blaylock, aye.

10 TRUSTEE MILLER: Miller, aye.

11 TRUSTEE NIENBURG: Nienburg, aye.

12 TRUSTEE BLAYLOCK: We're done.

13 (Which were all the proceedings
14 had in the above-entitled
15 cause.)

16

17

18

19

20

21

22

Quarterly Meeting
January 27, 2020

1 STATE OF ILLINOIS)

) SS:

2 COUNTY OF DU PAGE)

3

4 I, PAMELA C. TAYLOR, CSR/RPR, a Notary
5 Public duly qualified and commissioned for the State
6 of Illinois, County of DuPage, do hereby certify
7 that I reported in machine shorthand the proceedings
8 had and the testimony taken at the Downers Grove
9 Pension Board meeting, and that this transcript is a
10 true and accurate transcription of my machine
11 shorthand notes, so, taken to the best of my
12 ability.

13

14

15

16

Pamela C. Taylor



17 CSR #084-001184

18

19

20 Dated this 10th day

21 of February, 2020

22

A	37:17	apartment 12:2	August 7:3	40:20,21 42:11
a.m 1:7 35:7	additions 46:17	apartments	authorized	Benchmark 16:1
ability 54:12	adjourn 52:21	11:21	37:13	16:8 17:4
able 30:4 32:14	53:5	application 42:6	available 3:9	benefit 22:4
32:16 38:3	administrative	52:7 53:3	Avenue 1:14	31:21 37:15
abnormally 6:20	37:10	appointed 30:7	average 18:18	best 8:8,13 32:8
above-entitled	admission 37:7	30:22	18:22 19:1	43:12 54:11
53:14	37:11	appraise 12:1	20:2,3	better 6:19,20
absolutely 41:4	adopt 4:3	Appreciation	averages 9:19	17:7 24:20,21
42:1	adoption 26:2	51:17	aware 15:14	29:15 45:9
academy 52:11	affect 11:13,14	approval 48:5	aye 3:20,21,22	beyond 33:20
accept 4:5 45:12	12:1,2 16:5	approve 47:16	4:1,9,10,11,12	big 4:13 5:1 8:16
48:9 51:18	47:5	47:18	14:19,20,21	9:8 10:13
52:11	agreement 5:2	approved 51:9	15:8,9,10,11	19:21 21:19
accommodative	14:1 32:16	53:4	45:19,20,21,22	23:22 32:10
10:12	ahead 13:9	April 29:10 30:1	48:1,2,3,4,13	33:21
accomplish	43:17 44:1	35:6 38:16,17	48:14,15,16	biggest 25:20
30:10	49:6	39:3,3	52:1,2,3,4,15	32:6
accomplished	AIG 41:14,19	area 11:11 23:9	52:16,17,18	Bilal 52:7
24:10	alert 13:5,9 14:6	areas 8:18,19	53:8,9,10,11	Bill 29:19
account 26:20	15:3,5	article 22:21		bills 47:13
40:13	alleged 38:4	23:7,8,8	B	biotech 8:19 9:4
accounted 33:1	Alliant 2:17	asked 24:4	back 6:4 8:16	16:5 17:1,12
accurate 54:10	41:22	asking 30:16	10:2,15 11:3	bit 5:14 6:12
achieving 20:21	Allison 47:3	asset 12:9 18:2	13:2 31:11	16:16 27:4
act 25:22 37:4,6	allocation 18:3	40:14	45:1	34:20 37:21
38:4	22:1,9,10,12	assets 6:9,10,10	bad 8:10	39:9 40:16
action 12:12	allow 3:16	33:6,14 39:14	balance 46:7	BLALOCK 52:2
acts 29:3	Amazon 11:13	assimilation	bang 32:6	Blaylock 2:4 3:1
actual 38:4,14	ambiguity 37:21	18:19	banks 10:11	3:5,5,8,19,21
41:18	Amen 2:14	Assistant 2:6	base 16:3	3:21 4:2,8,10
actuarial 17:18	Amend 15:4	Associates 2:13	based 6:5 22:13	4:10,13 14:13
17:21 18:5,6	amendment	assume 14:13	bases 16:22 17:4	14:18,20,20
19:9 28:3,7,19	50:3	34:10	34:19	15:2,7,9,9
42:5	Amici 2:18 35:8	assumption	basically 6:19	16:13 24:19
actuarials 28:1	35:10,13,16	17:21 18:7	10:4,14,22	25:18 27:1,15
actuary 24:3	amount 47:17	assumptions	20:12,15 26:14	28:10 29:7,13
28:4,6,7,16	49:11 50:10	17:19	27:9,13 48:8	29:20 30:3
47:7,8	amounts 49:1	attend 35:17	basis 13:19 16:2	31:5 32:18
addition 26:18	ANDREW 2:4	attendance 3:11	beat 43:4	34:7,12 35:2
37:9	anxious 17:6	3:16	beholding 21:16	44:19,21 45:6
additional 42:2	anymore 42:4	attending 52:10	23:22	45:14,18,20,20
Additionally	47:8	attorney 31:14	beliefs 42:14	46:1 47:1,7,12
			believe 7:3 28:3	

<p>47:22 48:2,2,5 48:12,14,14,17 48:22 49:3,5 49:15,18 50:1 50:10,14,17 51:10,15,22 52:2,5,14,16 52:16,19 53:2 53:7,9,9,12 blue 10:20 board 1:2,5,13 2:1 3:2 28:1,6 28:19 30:7,17 30:20 31:6 34:4 35:14,21 36:2,8 43:16 45:3 53:4 54:9 boards 26:1 bond 7:9 books 4:15 bottom 18:17 21:7 bounce 8:16 11:3 bounds 26:11 Boyd 16:7 breakdowns 11:15 broad 6:14 8:2 Bruno 2:18 35:9 buck 32:6 bull 25:10 bump 44:14 bunch 30:13 Burke 2:5 3:4,4 3:12,15,20,20 4:5,9,9 14:15 14:19,19 15:4 15:8,8 29:9,17 29:19,22 30:19 31:2 32:13 33:17 35:6 42:20 43:12</p>	<p>44:20 45:8,11 45:15,19,19 47:3,19 48:1,1 48:9,13,13 49:4,5,7,14 50:3,19,22 51:7,12 52:1,1 52:9,15,15,22 53:3,8,8 Burlington 1:14 business 44:4 47:6 48:18 52:6,20 Buttny 2:12 3:14 24:2 28:9 32:20 35:9,11 35:12,14,20 36:7 37:2 45:1 45:16 47:14 49:13,21 50:6 50:16 51:6,8 51:14 buy 12:20 14:11 42:21 buying 9:2 12:19</p> <hr/> <p style="text-align: center;">C</p> <hr/> <p>C 1:15 54:4 calculation 50:4 51:19 calendar 29:10 call 3:1,3,19 4:8 9:17 14:18 15:7 45:2,18 47:22 48:12 51:22 52:14 53:7 called 12:18 41:9 cap 11:22 Capital 12:18,20 caps 8:4,5,20,21 15:22 carrier 38:14</p>	<p>carriers 41:6,13 42:7,12,15 44:9 Casale 2:19 35:17,19,19 36:1,3,9 37:3 41:4 42:19 43:22 44:5,16 45:4 case 32:8 cash 9:6 33:11 33:12 46:8 cause 53:15 caveat 17:19 central 10:11 certain 38:8 certainly 13:8 certify 54:6 chance 7:14,15 19:11,13 chances 22:7 change 11:1 12:22 13:7 14:9 16:15 18:13 24:9 39:12,15 40:11 changed 24:21 39:9,11 changes 12:16 chart 8:12 9:11 20:6 check 51:8 China 5:2 Chubb 38:13 41:7 42:13,22 43:15 44:7 45:8,9,12 claim 38:21 claims 40:12 43:11 clarification 27:22 clarify 36:4</p>	<p>Clayton 2:19 35:17,19,20 43:19 clear 20:16 clients 40:7,7 41:15 close 34:8 closer 19:14 Code 37:8,18 COLAs 48:6,10 column 15:20 16:19 columns 8:1 come 10:2 12:22 18:10 25:9 30:14 31:15 41:21 47:10 comfortable 24:7 coming 43:14 comment 24:3,8 comments 52:21 commissioned 1:17 54:5 companies 9:2,7 41:21 42:2 43:20 company 36:20 38:13,15 41:9 41:9,10,20,22 compete 43:20 concerns 5:10 conditions 39:10 conflicting 27:5 confusion 27:3 consent 13:4,10 13:12 14:16 considered 26:11 41:11 considering 44:7 consolidated 21:16 22:8 23:18 27:14</p>	<p>consolidation 25:20 26:17 27:11,18 28:6 constant 14:8 constantly 13:7 constraint 22:4 24:11 consultant 17:20 containment 5:11 continue 7:8 9:16,16 11:5 14:12 continued 9:13 contract 49:21 contributions 46:15,15 control 11:19,21 Conversely 19:12 coronavirus 5:10,21 correct 28:2 47:2 50:11,21 correctly 50:7 cost 33:20,21,22 42:17 43:13 costs 33:21 County 54:2,6 couple 17:16 24:14 26:17 42:15 46:22 course 17:3 cover 37:3,5,9 38:11 coverage 38:5 40:4 coverages 38:8,9 covers 36:21 37:12 39:6 credible 49:8 credit 6:16,19 25:3</p>
---	--	--	--	--

CSR 54:17	20:16	dramatic 8:6	2:14 28:13	18:16 25:19
CSR/RPR 1:15	difference 8:6	11:14	46:3 47:9	27:16,17 29:2
54:4	differences	dramatically 6:8	48:21 49:2,16	29:5
current 18:2,15	23:21	dressing 25:2	49:20 50:12,21	expansion 9:17
19:16 39:1	different 18:20	driving 9:21	Ensure 26:9	9:21
46:9	21:13 23:7,10	11:11	entirety 39:20	expectation
currently 20:5	47:10	drop 7:8	40:19	10:21,22 13:22
36:19 38:12,17	difficult 5:8 11:5	dropped 6:3,8	entity 21:15,16	18:3
42:9,13 52:10	diligence 13:15	drops 6:12	22:8	expected 5:4
curve 6:3,5,11	direct 37:14	DU 54:2	environment	32:10
6:22 7:5	director 31:14	duly 54:5	8:15	expense 38:20
cut 7:15,17,18	directors 39:21	DuPage 54:6	environmets	experience
cutting 10:15	disclosure 29:5		4:16	31:20 32:9
	Discussing 45:6		equities 10:3	43:5,7,20
	distribution	E	16:8 22:15	explain 20:9
	20:1	e-commerce	equity 7:22 9:10	exposure 39:15
D	Document 15:12	11:13	15:20 16:20	40:11
date 8:1 51:2	documents	earlier 17:2	Eric 2:14 46:2	
Dated 54:20	30:12 31:15	early 17:3	47:16	F
day 51:1 54:20	doing 9:7 17:22	earned 49:10	error 37:7,10	face 35:4
days 17:5 33:6	18:18 24:21	51:3	ESG 26:3	factor 22:19
33:11	32:3,3 42:13	earnings 9:15,16	especially 39:20	factors 26:10,20
deal 5:3 31:21	dollar 38:18,18	9:18,22 10:2	44:6	fairly 19:2
45:9	38:19,20,22	10:19,22 11:3	essentially 20:13	fall 9:16
debate 34:21	39:5,7 42:10	11:6	26:2 38:21	far 8:11,11
December 46:4	43:3 44:8,11	ebb 41:13	estate 11:8	46:18
46:7	44:11	economic 5:13	Euclid 41:10	February 36:8
decision 26:10	dollars 34:2	7:21 10:17	42:14	54:21
45:3	42:10	14:2	evaluation 24:5	Fed 7:11,17
decisions 21:9	doubt 46:22	economy 4:17	42:5	Federal 38:15
26:13	Doug 2:13 4:14	7:19	everybody 11:13	fee 34:18
decreased 40:2	46:7	Edwards 49:8	16:10 21:17	feel 36:16
deductible 38:19	Downers 1:1,12	50:4 51:20	30:16 46:4	fees 34:15,20
39:8 43:3	1:13,14 3:2	effective 25:22	exactly 21:4	fiduciaries 37:1
deductions	21:20 22:3	51:1	28:22	37:5,19 38:3
46:18	32:18 35:12,21	effort 25:21	exceed 20:3	fiduciary 26:12
defense 38:22	35:22 54:8	eight 6:14 46:17	exception 16:10	36:11,18,19
44:12	downside 19:6,8	either 3:10	51:11	38:10 39:22
Dennis 2:5 49:13	20:7,7,8,11,18	39:11 41:5	exclusions 38:9	40:6,19 41:11
50:15	downsize 21:3,6	electronic 3:11	execution 25:3	41:14 45:12
depends 30:5	downwards 10:9	3:13,16	executive 31:14	fifty-year 18:13
depressed 39:19	draft 31:14	email 40:22 45:3	Exhibit 12:6,14	final 24:8
40:1	drafting 30:12	employees 14:1	13:17 17:18	financial 26:11
designed 36:21		37:10 39:7		37:15 42:5
desperation 25:2		Endriukaitis		
deviation 20:13				

46:4	24:12 32:14	33:5,7,7,8,11	33:10	Illinois 1:15,17
find 42:11 44:9	35:12 36:12,18	33:12,14,20	happened 5:1	37:8,18 54:1,6
44:17	36:21 37:1,5,6	34:6,18 36:10	24:3 50:6	IMF 23:20
fine 29:18 45:7	37:12,15,20	36:12 37:3,5,9	happy 17:3	impact 5:12,13
Fire 31:10	38:1,12 39:6	39:12,15 43:4	40:17	10:12 24:1
firefighter's	40:6 41:12,18	45:9 47:5 48:8	hard 34:1	impacting 5:20
36:5	46:8,17,19	51:15	hardest 31:21	impeachment
firefighters 36:7	52:7,12	good 9:13 10:16	32:12	5:19
firm 42:14	funded 28:12	15:17 17:9	head 35:3	important 10:1
firms 12:21	funds 22:21	31:12 35:11,16	headlines 5:22	11:7
first 4:17 32:5	28:12 32:4	36:2 43:15,17	headway 9:8	importantly
35:3 38:22	34:22 41:16	45:4 46:3	21:19	10:11 19:5
40:2 44:11	future 19:18,19	48:17 52:10	headways 25:11	improvement
49:7	36:22	governance	headwind 15:22	32:10
five 40:14		30:12	19:21	incentive 38:2
fix 50:1	G	government	healthcare 16:3	incentives 14:2
fixed 6:6,7,21	GDP 4:19	6:10	16:4	income 6:6,7,21
12:10 16:6	general 8:7	GRAY 29:12	hear 35:15	12:10 16:6
18:11 19:4,17	getting 22:3 24:5	great 6:7 43:22	hearing 14:7	18:11 19:4,17
21:14 22:9,10	give 18:3 33:12	green 7:1	hearings 5:19	21:14 22:9,10
23:1,2,19	given 13:10	group 12:18	held 46:11	23:1,2,19
24:16 25:10	15:16 19:3,14	groups 34:16	hello 35:8,16	24:16 25:10
46:9 50:8	20:4 27:11	Grove 1:1,12,13	36:1,2	32:7 46:10,14
flat 10:22	globally 10:8	1:14 3:2 32:18	hey 24:20 33:6	increase 11:22
flexibility 28:18	go 12:6 13:9,13	35:12,21,22	Hi 35:8,9,13,16	39:13,14 40:5
flip 46:13	17:16 22:8	54:8	35:19,20	40:10,15,16
floated 30:21	24:20 25:15,16	growth 8:5	high 15:15 28:14	43:9,10
flow 9:6 41:13	28:10 30:8	46:16	hike 7:19	increases 40:13
focus 9:6 41:20	36:11 38:7	guess 12:5	hire 28:6 30:13	indemnified
followed 8:13	40:3 42:1	guidelines 27:7	hired 31:13,14	37:19 38:1,3
forecast 4:19	43:16 44:1	guy 51:10	historical 9:19	index 16:8
forever 21:15	49:5 50:18	guys 13:16 17:6	hit 20:15 21:5	indicator 19:18
forward 18:4	goal 14:12	23:8 32:9 33:3	hitting 5:9 19:11	Industrial 11:11
40:20 41:1	goes 21:10	34:15 36:14	19:13	industry 40:9
four 9:1,17 43:8	going 3:14 5:18		Hold 52:22	inflation 4:21
43:10,13	7:20 8:8 9:7	H	holding 43:17	information
fourth 8:8,17,22	11:1,2,4,7,16	half 4:20 16:16	hope 10:1	42:4
free 6:10 36:16	12:16,19,22	16:22	huge 18:10	initial 51:4
fresh 35:4	13:6,10,20	Hall 1:14	hundred 28:12	insight 34:5
full 36:14 46:18	16:15 19:18,20	handful 41:6		insurance 2:17
fund 1:2,12 19:3	27:20 29:1	handled 33:4	I	3:17 36:20
19:22 21:20	30:7,8 31:17	hands 24:22	idea 32:5	37:13,16 38:2
22:20 23:4	31:20 32:1,9	27:9 43:15	identify 30:9	38:13,14,15
	32:11,13,21	happen 30:22	32:14	

39:20 41:9,10 41:20,22 42:2 42:21 43:20 44:10 45:13 intends 38:11 interest 6:18 46:9 interested 25:15 42:3 interim 26:15 intermediates 6:15 internal 30:13 inversion 6:2 7:2 invest 33:13,13 invested 31:22 32:7 Investing 25:22 investment 12:20 14:10 21:21 22:22 23:2 26:4,5,8 26:12 46:16 investments 46:8 investors 31:2 invoices 47:17 47:18,20 involved 21:1 40:12 41:15 Iowa 31:10 issues 17:9 items 12:12	35:21 36:4 48:17 jump 36:16 <hr/> K <hr/> keep 14:5 35:5 keeping 47:1 key 13:22 kind 8:7 13:15 23:8 30:6 31:11 38:5,9 44:13 know 5:8,11 6:1 7:16 8:2 9:5 11:10 12:9 13:5,8 14:6,7 17:6 18:10 23:9,20 25:6 25:20 26:1 28:22 29:21 30:17 31:12,13 34:11 36:14 37:17 38:8 40:11 41:16 42:11 44:6,21 knows 11:13	18:17 legislative 25:21 27:17 leisure 27:19 let's 26:15 27:15 29:9 letter 13:5 15:2 15:5 level 19:3 44:5 liability 3:17 36:11,18,19 38:10,18 39:5 39:21,22 40:6 40:8,19 41:11 41:14 45:13 License 1:15 likelihood 9:20 20:5 limit 38:18 39:8 42:9 limited 39:5 line 7:1 10:20 12:9,11 19:8 26:8 lined 16:8 lines 9:11 40:4 liquidate 33:11 little 4:19 5:14 6:4 12:7,10 15:18 16:16,16 27:4 32:1 34:20 40:16 44:12 47:9 live 11:20 local 28:1,19 location 12:9 long 6:16 18:12 21:18 24:1 30:4 long-term 18:7 look 6:6,13,16 6:22 8:11,18 13:17 15:20	16:19 18:4,4 18:17 20:2 21:9 24:20,21 26:22 27:19,20 28:11 29:10 30:16 38:21 47:15 looking 13:6 26:12,22 49:18 looks 18:15 30:18 loosened 24:17 lose 33:17 lot 5:4 8:12,13 8:19 12:16 16:2 29:3,15 30:11,11,15 31:22 33:15 34:17,18 41:15 41:15 low 9:22 18:11 19:2,19,20 20:14 25:10 34:16 lower 18:8 42:12 lowest 43:2	manufacturing 10:7,8 Markel 41:9 42:15 market 4:16 5:4 5:5,14,20 6:14 6:21 7:12,14 8:2,18,20 9:1 9:10,13,21 10:6,18 11:5 11:12 12:4,7,8 15:15,16 17:13 18:4,10 19:15 20:5 25:10,11 39:16,20 markets 7:22 10:4,13 41:11 Marquette 2:13 master 32:16 material 26:9 40:11,13 Matysik 50:22 51:1,19 mean 5:19 13:18 21:10,12,12 30:6,10 32:3 33:19 34:14,16 37:4 43:4,16 means 26:14 meet 13:18 meeting 1:5 3:2 4:4,6 24:6 29:10 30:1 34:4 35:17 36:8 52:20 54:9 meetings 5:2 47:11 member 46:15 MEMBERS 2:1 memo 12:13 13:18 27:16 mention 5:12,18
<hr/> J <hr/> James 49:7 51:19 January 1:6 3:3 17:3 25:22 Jim 50:4 Joe 50:22 51:1 51:19 Judeh 52:8 Judy 2:12 35:11	<hr/> L <hr/> lag 16:1 lagged 10:5 lagger 17:10 ladders 11:12 language 26:4,7 27:3 large 8:4,20 12:11 larger 41:7 late 10:9 Lauterbach 2:14 24:4 46:2 47:2 48:7,20 laws 11:21 led 8:19 left 8:11 10:20	6:4 12:7,10 15:18 16:16,16 27:4 32:1 34:20 40:16 44:12 47:9 live 11:20 local 28:1,19 location 12:9 long 6:16 18:12 21:18 24:1 30:4 long-term 18:7 look 6:6,13,16 6:22 8:11,18 13:17 15:20	<hr/> M <hr/> machine 54:7,10 Madison 49:19 main 9:10 11:11 50:4 major 5:10 17:9 making 33:1 malls 11:15 management 12:21 39:21 40:8 manager 16:18 26:22 managers 17:10 17:14 mandatory 27:1 27:2	

mentioned 7:16 10:19 46:8	48:8,9,11 51:16,18 52:11	14:22 15:11,11 20:6,17 21:2,8	numbers 18:12	order 3:1 14:16 14:22 40:20
met 6:2	52:13,21 53:5	21:20 22:3,6	<hr/> O <hr/>	original 49:11 49:11 50:10
micar 18:19	53:6	22:11,17 23:3	o'clock 30:2	outlined 30:6
midnights 29:14	motivated 43:21	23:6,12,14	Obviously 36:16	outperform 8:5 8:5
Miler 15:10	44:2,7	24:8 25:1	occur 11:15	outperformed 16:9
Miller 2:6 3:6,6 3:18,22,22	motivation 44:10,12	27:10,22 28:5	October 4:6	outstanding 40:21
4:11,11 14:17	move 4:2 7:11	28:18 31:7	odds 6:1 20:20	overall 10:5 19:22 38:5
14:17,21,21	9:14 24:12	34:1,21 35:4	Oest 2:13 4:15	overtime 9:14 24:17
15:6,10 29:18	27:15 32:12	41:2 42:17	5:17 13:17,22	ownership 12:16
45:17,21,21	27:15 32:12	43:10,19 44:2	14:11 15:13	<hr/> P <hr/>
47:21 48:3,3	34:22 40:20	44:13 45:10,22	16:15 20:11,20	packet 46:4
48:11,15,15	41:1 44:9 46:1	45:22 48:4,4	21:4,12 22:1,5	page 4:17 6:4,6 6:22 7:11,22
51:21 52:3,3	moved 7:17	48:16,16 51:17	22:7,14,21	8:8,18 9:11,11
52:13,17,17	movements 7:12	52:4,4,18,18	23:5,7,13,18	10:3,7,19 11:8
53:6,10,10	moving 22:19	53:11,11	24:13 25:5,19	11:19 12:6,7
million 12:8	23:15	night 29:15	27:2,12,16	15:13,17 16:18
15:14 34:2	multi-family 11:21	nine 7:18 28:11	28:3,15,21	18:15,22 19:5
38:18 39:5	multiple 9:17,21	30:1 35:6	30:5,21 31:4,9	19:6,22 20:1,6
42:9 43:3	<hr/> N <hr/>	non 10:3,5 16:7	32:15,21 33:19	26:7 46:6,13 54:2
46:17,19,20	names 30:21	non-compete 14:2	34:3,10,14	pages 25:13 47:15
minutes 4:3,6	nature 13:3	non-earners 17:1	35:5	paid 46:18 47:12
misrepresenta... 37:7	23:10	non-earning 17:12	offering 43:2	PAMELA 1:15 54:4
missed 48:5	near 7:12 11:17	non-solicit 14:2	office 13:2	paper 38:14
mixed 26:1	need 3:10,12	nonearning 9:5	officers 39:21	par 10:4
modeling 25:6,7	14:13 30:10	9:6	52:6	part 9:22 23:11 27:21,21 37:11
moderate 11:8	31:16 40:22	Norm 29:21	oh 28:11 44:16	39:22 42:22
money 21:11	42:4 47:16	normal 34:9	Okay 20:17	particularly 8:17,20 11:14
33:9,15	48:8	Notary 1:16	23:12 37:2	pass 11:20
monthly 49:12	negative 15:19	54:4	46:1 52:19	passed 25:22
51:4	Net 46:10	note 15:13 17:3	old 50:9 51:6	Patrick 52:8
months 7:18	never 14:6 34:11	17:7	52:20	
moot 27:10	new 5:9 21:15	notes 54:11	ole 33:21	
morning 7:7	21:15 25:21	notice 15:1,5	one-year 8:1 15:20 16:19	
35:11,16	26:16 48:18	33:5	ones 32:11 41:7	
motion 3:10,12	50:15,17 52:5	November 7:15	Open 4:15	
3:15 4:3,5	52:6	number 4:22	operate 12:21 14:12	
14:14,14,15	news 5:15 7:7	16:12 20:2,14	operating 14:1 34:8	
15:1,6 44:20	Nienburg 2:7	21:1 28:16	optimism 5:5	
44:22 45:11,17	3:7,7 4:1,1,7	50:11	optional 35:3	
47:18,19,21	4:12,12 5:16		orange 9:12	
	13:15,20 14:9			

pay 42:12 47:19	ph 43:6	positive 46:19	projected 18:8	ran 18:13
paying 34:17	phaenomenon	possible 18:21	projecting 11:2	rare 20:22
44:11	17:12	20:14 36:15	projections 18:2	rate 6:18 7:18,19
penalty 33:18	phase 5:2,7	possibly 44:8	proposal 27:6	18:5,6 19:9
pension 1:2,12	39:22	potential 7:13	46:10	22:22 23:2
2:1 3:2 22:20	phone 3:9,10	premium 39:4	provide 13:2	28:3,8 44:5
23:4 24:11	physical 46:14	39:13 42:12	prudence 26:12	rates 7:17 10:16
35:12,21,22	Pinter 52:8	premiums 41:16	public 1:16	18:11 39:19
36:6,12,18	place 12:3 13:13	44:3	22:13,18 23:3	40:1,2,3,10
37:8,18 38:12	14:4 17:13	present 2:1,10	29:3 52:20	44:3
40:6 41:12,16	25:11 31:6	36:22	54:5	rating 25:3
41:18 49:11,12	34:4	presentation	pull 41:17,18	ratio 9:18
50:4 51:2,4,4	placing 13:5	35:15 45:2	44:14 49:21	reached 5:2
51:13,18 52:7	plan 23:18 30:14	presented 47:16	purchased 37:14	read 22:17 27:18
53:4 54:9	31:15,18 34:12	President 2:4	40:7	48:22 50:15,17
pensions 22:18	plans 23:9 24:15	52:9	purchasing	ready 24:5 35:15
people 5:12 11:2	31:18,19	presiding 23:14	37:15 38:2	real 11:8 15:17
30:13 34:19	plants 31:17	pretty 4:17 5:5	39:2	16:7 17:8
percent 4:19,20	play 7:21	5:10 7:4 9:8,14	put 11:22 14:4	31:19
4:21 6:5,14,15	played 8:17	9:22 11:5,7,14	25:3 26:5	really 5:20,20
6:16 7:15 8:2	please 35:18	12:9 19:17,21	putting 14:6	8:10,19 9:22
8:22 11:9	plus 25:9	20:22 21:18	15:1,3,5	10:12 11:1
12:19 15:18,19	pocket 38:20	previously 41:14		16:5 17:10
16:11,17,21,22	point 13:8 14:22	price 5:4 9:12,18	Q	26:7 32:13
19:2,4,9,11,12	27:10,19,22	43:2	qualified 1:16	39:15 40:9,18
19:16 20:3,8,9	33:1	prices 9:15	54:5	41:19
20:19,21 21:1	points 16:4,22	pricing 7:12,14	quarter 8:17 9:1	reason 14:5 25:8
21:5,6,7 22:8,9	17:4 34:19	principle 16:9	10:4 11:9	31:19 37:13
22:22 23:1,16	police 1:2,12 3:2	probability 19:8	15:17	38:1 39:13
23:19 24:7,16	31:10 35:12,22	20:7,18	quarterly 1:5	recession 6:1
28:11,12 32:7	36:5,12 38:12	probably 11:16	13:19	recognize 26:3
39:4 40:5,5,15	52:6,11	13:19 15:14	question 30:15	recommend
40:16 43:9,10	policies 11:19	18:11 19:5	33:7 43:22	13:4
43:13 49:10	policing 22:4	25:20 27:19	questions 12:4	recommendati...
50:20 51:3,13	policy 14:10	28:10 29:15	13:14 17:14	28:20
percentage	26:4,6,8 36:11	30:8 34:3,8	25:12 36:16	recommended
34:19	36:19,20 37:11	proceedings	38:8 46:12	26:7 28:5
performance	38:6,13,16,22	1:11 53:13	quick 36:15 46:5	record 24:10
16:1,4,7 17:9	39:1,9,10 41:1	54:7	quickly 17:17	25:4
17:15	43:11,18 45:7	process 13:1	30:3	red 26:8
period 5:6 9:3	portfolio 18:16	32:22 33:9,16	quite 6:12 31:15	redemption
20:22 33:15	portfolios 21:22	program 40:19	quote 45:12	46:12
personally 43:15	position 46:10	42:3,22 43:1		regarding 46:12
			R	

regs 28:22	11:9,10 19:1	sample 26:5	segments 9:1	simulations
REGULAR 1:5	25:14 28:4,8	save 34:14,20	selected 31:3	18:22
regularly 26:10	32:10	savings 44:15,18	send 21:10 33:5	single 29:4
related 17:11	returns 6:13 9:9	saw 4:18 5:4 6:9	34:1 42:7	six 7:18 29:12
relation 12:13	15:17 16:18	7:2 8:15,16	sending 42:14	slight 50:13
relative 10:5	18:20 19:18,19	10:12,15 12:15	separate 23:9	slightly 22:2
16:2,20 18:5	24:1	12:16	36:8	slope 7:4
relatively 17:17	reversal 10:13	saying 19:10	service 49:9,10	small 8:5,20
release 24:9	10:15	20:15	51:2,18	15:22 24:15
releases 23:16	review 17:18	says 20:8 21:17	set 17:21 28:4,6	31:19 41:6
releasing 24:11	24:4	26:9 27:8	28:7 50:8	smart 34:22
relevant 26:9	reviewed 50:7	49:15 50:19,20	52:20	35:1
remember 50:7	rid 21:17	scenario 32:8	setting 28:16	Somebody 14:14
renewal 36:11	right 4:13 5:21	scenarios 20:2	seven 6:15 16:16	51:15
39:3 40:18	8:12 11:12	schedule 30:1	20:3,9 21:6	sorry 44:1 49:14
rent 11:18,20	12:6,17 14:4	36:14	24:7 39:18	sort 37:4,7,10
rents 11:22	16:15,17 18:5	search 13:13	shalls 27:4	38:4 39:15
report 1:11 12:5	19:6,15 22:15	26:16	Shanay 43:6	40:10 41:13
46:6 47:12,15	25:11,19 31:20	second 3:18 4:7	shared 34:18	44:17
reported 54:7	33:5 36:9,13	14:17 15:6	sheet 46:7 50:4	sounds 45:4 46:3
reporting 47:10	39:16 42:1	35:18 45:17	50:14,15	sovereign 6:9
requires 27:8	44:19 45:4	47:21 48:11	sheets 48:7,19	sp 43:6
research 13:6	47:14 51:11	51:21 52:13	49:15,16	space 41:6,12,14
respond 37:12	rise 9:16 11:6	53:6	Shelter 36:20	41:19,21
rest 20:9,18	risk 6:9,10,18,20	Secretary 2:5,6	shop 41:3,5	specific 49:1
restricted 22:16	8:15 19:7 20:7	sector 23:16	shorthand 54:7	speed 30:5
22:22 23:15,19	20:9,11 21:3,6	securities 6:10	54:11	spiking 6:2
restriction 22:12	25:13 42:22	see 6:3,9,13 7:1	shoulds 27:4	spoke 17:2
22:14,19 23:17	43:1,13	7:4,20,22 8:12	show 25:13	Springfield 34:2
restrictions	Robert 52:8	9:3,8,12 10:2,8	26:18,19 29:4	SS 54:1
21:13,18,21	Roll 3:3,19 4:8	10:21 11:2,4	showing 18:1,21	stabilization
24:9,17	14:18 15:7	11:15 12:3,7	sic 18:19	10:10
retail 11:12	45:18 47:22	15:21 16:1,6,9	side 19:6 46:10	stabilize 10:8
retention 38:19	48:12 51:22	16:20 18:17	Sidler 3:8	stable 13:21
39:8 42:10	52:14 53:7	19:2 26:9 40:3	sign 14:16 53:1	staff 30:14
44:8,9,11,13	row 9:21	42:2,7,22	signed 15:12	standard 20:13
retired 51:1	running 18:19	52:22	significant 44:15	standing 52:10
retiree 49:7	Russell 16:20,21	seeing 8:4 10:10	44:17	standpoint 7:21
retirees 48:6,10		39:19 40:1,4	signing 13:4	10:17,18 11:10
retirements	S	40:14,17	14:1 15:2,4	15:15 25:7
48:18	S&P 9:12 10:19	seen 7:7 8:7	signs 10:10	start 10:1,7
retires 49:8	salary 49:9,10	10:14 17:12	similar 31:11	15:19 30:9,12
return 8:9,22	50:5,20 51:3	18:8	simulating 18:20	44:16
	51:11,12			

started 10:10 36:13 40:3 41:17,18	support 13:2	29:22	22:18 23:6	32:22
starting 17:7	sure 24:6 33:1,4 49:5	term 7:12 11:17 18:12 21:18 24:1	throw 24:2	true 8:17 54:10
state 1:17 11:20 22:16 23:9 39:16 54:1,5	surprising 8:10 15:16 18:9,12	terminate 26:15	tied 23:10 39:14	trust 32:16 46:11
stated 14:9	sustainability 26:10,20	terms 5:3 8:6 18:2 19:21 21:14 22:1 26:1 32:10 39:10 44:3	tightening 10:14	Trustee 2:7 3:1 3:4,5,6,7,8,12 3:15,18,19,20 3:21,22 4:1,2,5 4:7,8,9,10,11 4:12,13 5:16 13:15,20 14:9 14:13,15,17,18 14:19,20,21,22 15:2,4,6,7,8,9 15:10,11 16:13 20:6,17 21:2,8 22:6,11,17 23:3,6,12,14 24:8,19 25:1 25:18 27:1,10 27:15,22 28:5 28:10,18 29:7 29:9,13,17,19 29:20,22 30:3 30:19 31:2,5,7 32:13,18 33:17 34:1,7,12,21 35:2,6 36:2 41:2 42:17,20 43:10,12,19 44:2,13,19,20 44:21 45:6,8 45:10,11,14,15 45:18,19,20,21 45:22 46:1 47:1,3,7,12,19 47:21,22 48:1 48:2,3,4,5,9,12 48:13,14,15,16 48:17,22 49:3 49:4,5,7,14,15 49:18 50:1,3 50:10,14,17,19
statement 46:14	Sustainable 25:21	testimony 1:11 54:8	Tim 35:7	
statements 42:6	switch 32:8	testing 25:14	time 4:18 5:6 6:1 9:3 15:14 27:13 33:15 36:10 42:21 45:5	
states 11:20 12:3 31:7 37:18	T	thank 36:3,10 45:1,4	timeline 30:9,16 30:18	
stating 40:22	tab 4:16 25:16 25:17 26:6	Thanks 35:7	times 7:17 9:18 24:14	
statistics 25:14	take 25:6 26:20 31:17	themes 8:7	today 3:9 5:9,15 7:6 12:12 29:3 29:6 36:10	
status 13:9	taken 1:12,13 54:8,11	thing 9:10 10:16 32:21 35:3	top 5:22 19:8 20:1 21:5 41:11	
statute 22:16,17 23:11,15,16	takes 7:18	things 5:1,17 7:21 13:2 14:4 14:7 17:17 23:10,21 26:21 27:14 28:21 30:10 31:16	total 12:8 39:2 46:17	
stay 25:2 28:1 47:5	talked 23:20 43:6	think 7:16 13:8 17:22 19:15 28:13,14 34:14 34:22 43:4,15 43:16,17 44:8 46:3 50:6 51:6	tracking 33:8,14	
steadily 9:14	talking 21:13 47:3	thinking 28:19 43:8	trade 5:3,20	
steps 27:21	talks 5:21	Thirteen 29:13	transaction 33:21	
Steve 2:6 29:17	target 16:17 19:4,12 20:12 20:16 32:5	Thirteenth 29:18	transcript 54:9	
stocks 9:5	targets 12:10	thirty 8:9	transcription 54:10	
stop 11:16	TAYLOR 1:15 54:4	thirty-year 7:9 7:10	transition 30:7 30:14,17,19 31:6 32:1,4,22 33:4 34:4 47:2	
strategy 14:10	team 12:22 13:6 13:10,19,20 14:5,7	three 4:20 7:17 31:12 41:10 52:6	transcript 54:9 54:10	
stress 25:14	tech 8:19	threshold 21:21	transcription 54:10	
strong 6:21 19:17	TELEPHONE 2:16		transcript 54:9 54:10	
structure 39:9	ten 7:6 18:7,9 19:10 20:4,21 25:7,8,9 33:11 40:5,15		transcript 54:9 54:10	
strung 16:7	Taylor 1:15 54:4		transcript 54:9 54:10	
study 18:13	ten-year 18:1,10 19:1,16 20:22		transcript 54:9 54:10	
stuff 26:18,19 30:15 31:22 33:2	tend 28:1		transcript 54:9 54:10	
style 13:11	tentatively 29:20		transcript 54:9 54:10	
subjectivities 40:21			transcript 54:9 54:10	
substantial 40:12			transcript 54:9 54:10	
summary 19:6 20:7 25:5			transcript 54:9 54:10	
supplementary 46:21			transcript 54:9 54:10	

50:22 51:7,10 51:12,15,17,21 51:22 52:1,2,3 52:4,5,9,13,14 52:15,16,17,18 52:19,22 53:2 53:3,6,7,8,9,10 53:11,12 trustees 1:2,13 36:22 39:6 45:5 TRUTEE 48:11 try 36:15 trying 26:3 turn 12:14 two 4:19,21 5:21 9:11,20 25:13 47:14,15 48:7 48:18,19 49:16 type 47:10 types 18:20 typical 26:18 typically 41:7	value 8:5 12:7,8 15:15 version 26:8 versus 15:21 view 38:10 village 1:14 46:15 violation 37:8 volatility 19:3	weight 12:10 went 14:11 31:10 43:13 wide 40:9 widely 5:3 WILLIAM 2:7 win 44:3 window 25:2 wise 8:3 12:9 word 37:22 work 29:1 30:4 31:9,9 working 29:14 works 28:15 29:13 worksheets 51:19 world 5:12 worst 8:12 25:8 write 41:8 44:10 writing 44:7 written 27:5,6 36:19 38:13,15 38:16 41:15 Wrodarczk 52:8 wrongful 37:4,6 38:4	8:13 9:20 18:7 18:9 19:10 20:4,21 25:7,8 26:17 31:12 39:19 49:8,9 51:2,18 Yep 45:10 yield 6:3,5,11,12 6:22 7:4 yields 6:7 7:8 19:17,19 25:10	1251 12:18,20 13 29:10 13th 29:16 30:1 35:6 14 10:19 15 11:8 150 17:4 16 15:18 16:11 163,191 46:10 16th 38:16,17 39:3,3 17 11:20 19 16:21 1st 26:1
<hr/> U <hr/> U.S 10:3,4,5,6 15:20 16:8,19 unavailable 3:9 understand 20:8 22:11 43:7,14 Understood 36:9 unemployment 4:20 unique 43:1 unit 42:18 updated 35:5 updates 27:17 upward 7:4 useful 26:10 USMCA 5:16 usually 7:18 10:16 43:2	<hr/> W <hr/> wait 7:20 31:5 want 13:2 14:14 15:1 20:14 21:17 33:4,6 33:10,13 38:20 41:1,3 49:4 wanted 24:6 26:15,16 44:14 wanting 43:8 wants 43:16 warranted 13:9 watch 11:18 watching 33:3 Watterson 16:7 way 7:14 11:6 15:16 19:14 27:5,6 28:15 28:17 33:5 we'll 13:7 29:22 34:5,12 35:5 36:15 46:1 47:1 50:18 we're 7:1 11:2 12:9 14:5,7 17:22 18:18,18 18:19,20,21 22:18 23:15 33:12 36:10,12 43:15,17 48:8 48:17 53:12 week 30:8 31:1 47:4 weeks 46:22	<hr/> X <hr/> <hr/> Y <hr/> yeah 21:15 22:2 24:13 49:2 year 6:7,8,17,19 6:21 7:2,6,8,13 7:17 8:1,10 9:13 11:7,9 12:15 15:18,19 16:9,11 17:2,5 25:9 29:4 34:7 39:1,3 40:2 43:12 46:14,19 46:20 years 8:4,9,13	<hr/> Z <hr/> Zeigler 16:20 26:15 zero 20:18,21 21:1,5,7 38:18 38:19,19 39:7 42:10 43:3 44:7,11 Ziegler 9:4 12:13,16,19 14:16 15:21 16:10,14 17:11	<hr/> 2 <hr/> 2 5:7 17:18 18:15,16,22 19:5,6 20:6 2-1 46:6 2-2 46:13 2.9 20:9 20 6:5 9:18 17:5 22:9 2000 16:21,21 2002 8:14 2003 8:14 2008 8:13 2009 8:14 2011 41:17 2016 10:14 2018 8:10,14 10:9 2019 4:6 7:3 8:8 8:14,16 10:5,9 10:13,21 11:1 40:2 43:13 46:7 2020 1:6 3:3 10:1 11:3 17:7 35:6 38:16 39:3 48:10 54:21 2021 38:17 39:4

207 7:9	53 8:22		
21 4:6	557 49:15		
227,076.51 47:17	577 49:14,20,22		
24 6:16	58,945,442 46:9		
25 16:22	59 12:8 15:14		
25,000 44:17	59,098,512 46:11		
27 1:6 29:11			
27th 3:3 29:16	6		
28 49:8 51:2	67:11 15:17		
28.6 15:21	26:7 29:5,10		
	48:6		
3	6,048.53 51:13		
3 6:4 12:6 19:22	6,048.58 51:5		
20:1 22:21	6,799,16 49:12		
23:8 25:19	6,800.33 50:12		
30 33:6	50:20		
31 8:2 15:21	6.7 46:20		
46:7	60 34:1		
35 22:8,22 23:1	63 19:11		
23:16,19	63.6 20:8		
37 19:12	640 31:17		
38 19:4	6799.16 50:11		
4	7		
4 6:6 12:14	77:22 19:9		
13:17 22:21	70 49:10 50:20		
23:8 27:17	51:3,13		
29:2			
4,044,000 46:16	8		
4.2 39:4 40:16	8 8:8 16:18		
4.3 15:18	8,700 45:7		
400 45:6	8,737 39:2		
474 16:22	80 12:19		
	801 1:14		
	85 31:17 40:5		
5			
5 6:6 7:1 11:9			
15:13 27:17	9		
5.3 46:19	9 8:18		
5.9 19:2	9,100 45:14,15		
50 7:15	9,107 39:4		
50,000-foot	9:00 1:7		
38:10	90 24:16 32:7		
50/50 19:14	90's 31:11		
500 9:12 16:3	9107 45:16		

