Location: Executive Boardroom

Date: Wednesday, August 10, 2022

Time: 10:30 am

Pension Committee Meeting Agenda

I. Roll Call

II. Presentation Items

a) January 1, 2022 Actuarial Valuation Report – Mitchell Bilbe, Rudd & Wisdom (5-10 mins)

b) 2022 Annual COLA for Eligible Pensioners – Mitchell Bilbe, Rudd & Wisdom (5 mins)

c) Executive Summary of June 2022 Market Performance and Second Half of 2022 Outlook Report - Kweku Obed, Marquette Associates, Inc (5-10 mins)

d) Asset Allocation Transition Plan – Kweku Obed, Marquette Associates, Inc (15-20 mins)

e) Announcement of Employee Trustee Election – Grey Lewis

III. Action Item

a) Resolution (R-097-2022) to Accept 2022 Contribution to the Employees' Retirement System of the Sewerage and Water Board of New Orleans

b) Resolution (R-098-2022) to Accept 2022 Cost of Living Adjustment for Board Pensioners

c) Resolution (R-099-2022) to Adopt the Restated Rules and Regulations of The Employees' Retirement System

d) Resolution (R-100-2022) to Allow for Virtual and Online Mandatory Continuing Education for the Board of Trustees of The Employees' Retirement System of the Sewerage and Water Board of New Orleans

IV. Information Items

a) June 2022 Supplemental Performance Report – Marquette Associates, Inc.

b) Redlined Draft of the Rules and Regulations of the Employees' Retirement System of the Sewerage and Water Board of New Orleans

c) Annual Seminar Flyer (September 18-20, 2022) - Louisiana Association of Public Employees' Retirement Systems (LAPERS) – The Louisiana Public Retirement 2022 Seminar

V. Public Comment

VI. Adjournment

Pension Committee Meeting: January 1, 2022 Actuarial Funding Valuation Results and COLA Update

R&W | Rudd and Wisdom, Inc.

August 10, 2022

Prepared for Sewerage & Water Board New Orleans

Mitchell L. Bilbe, FSA, EA

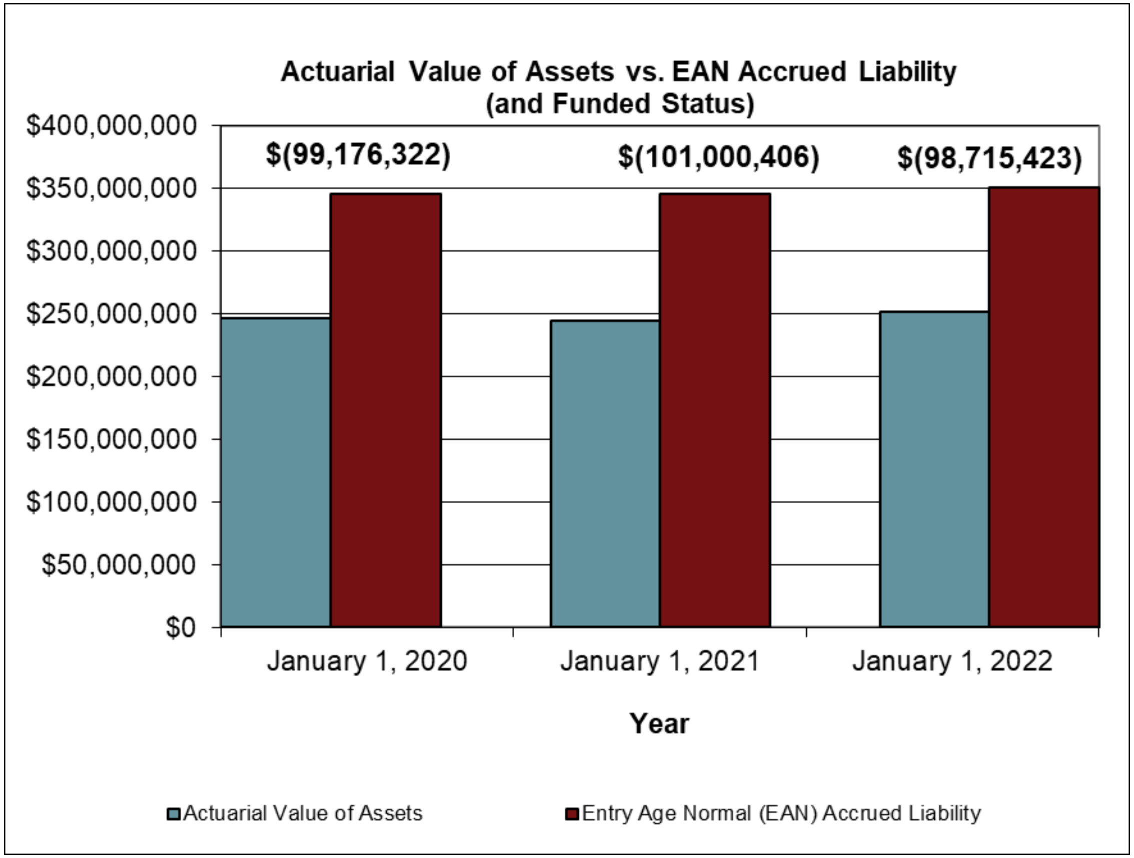
Agenda

R&W | Rudd and Wisdom, Inc.

- 2022 Pension Plan Valuation Results
- Recent ADC and Contribution History
- 2022 COLA
- Benefit Statements and What's Next?
- Q/A

UAL

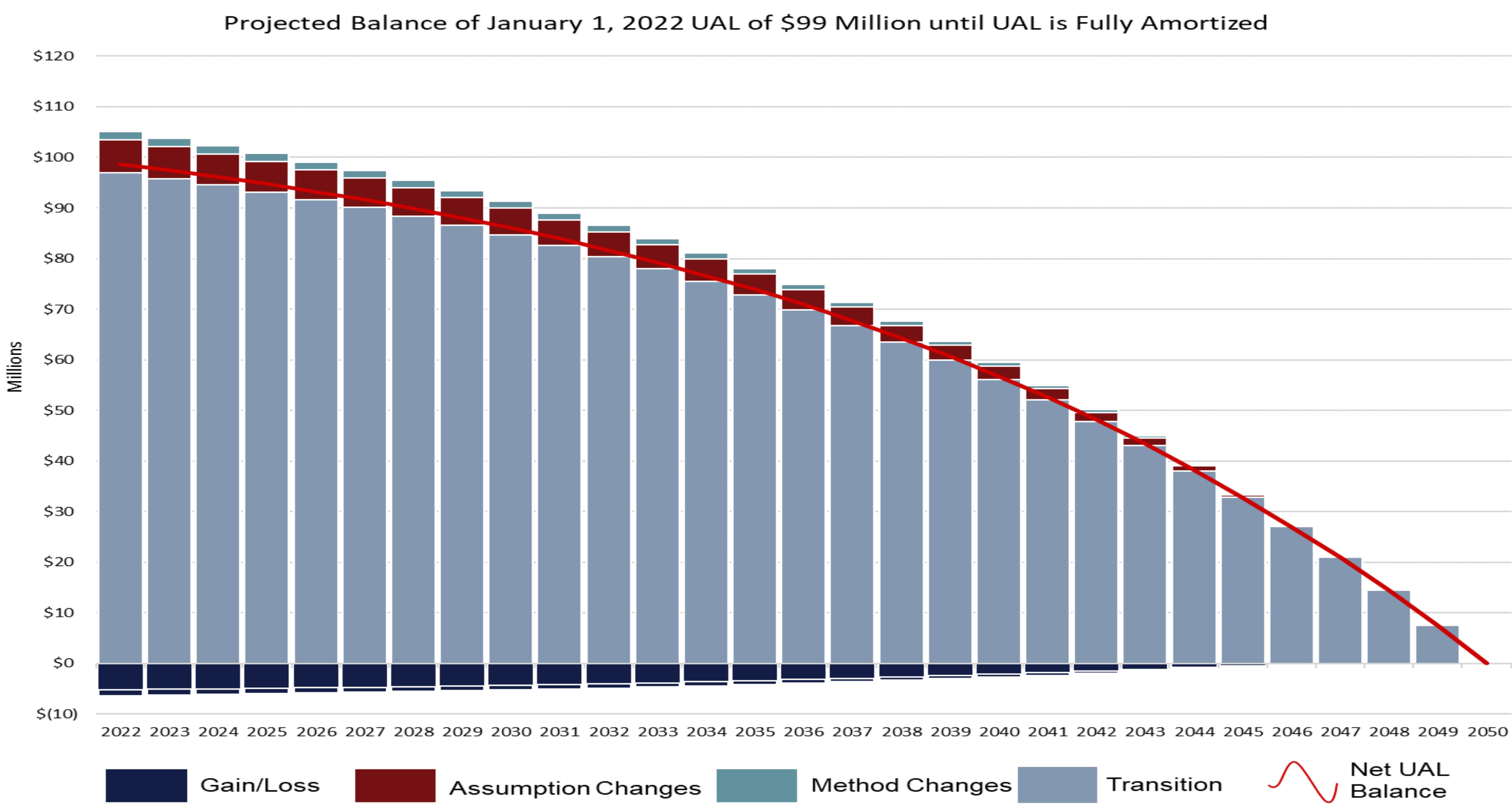
- Unfunded Accrued Liability (UAL or Funded Status)
  - Reduction of UAL in last year primarily driven by asset and liability gains



Funding Policy

R&W Rudd and Wisdom, Inc.

- Projection of Unfunded Accrued Liability (UAL)



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Pension Plan Funding Results

R&W | Rudd and Wisdom, Inc.

- Employer Contribution Comparison of 2021 to 2022
  - (*As presented on page II-1 of 2022 valuation report*):

	Annual Contribution		
	2021	2022	Increase / (Decrease)
1. Total Funding Policy Contribution			
a. Normal Cost	$ 5,582,000	$ 5,494,000	
b. UAL Amortization	7,965,000	7,872,000	
c. Total	$13,547,000	$13,366,000	
2. Employee Funding Policy Contribution[1]	(2,932,000)	(2,787,000)	
3. Employer Funding Policy Contribution	$10,615,000	$10,579,000	$(36,000)
4. Projected Pension Payroll for Valuation Year[2]	$48,877,000	$46,454,000	(5.0%)
5. Employer Funding Policy Contribution as a Percent of Payroll [(3.) / (4.)]	**21.717%**	**22.773%**	**1.056%**

1 The Employer's portion of the ADC is determined by offsetting the total ADC by the actual Employee Contributions of 6% of Earnable Compensation.

2 Number of covered employees reduced from 1,177 as of January 1, 2021 to 1,101 as of January 1, 2022, resulting in reduction to expected Pension Payroll. However, average payroll per covered member increased over that period.

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Plan Membership[1]

Member Category	Members as of January 1, 2021	Members as of January 1, 2022
Actives	1,177	1,101
Vested Terminated	41	57
Nonvested Terminated	165	198
Retirees and Beneficiaries[2]	901	910
Total	2,284	2,266

[1] See page VII-1 of 2022 valuation report for details of changes in membership from 1/1/2021 to 1/1/2022.
[2] Includes DROP Retirees.

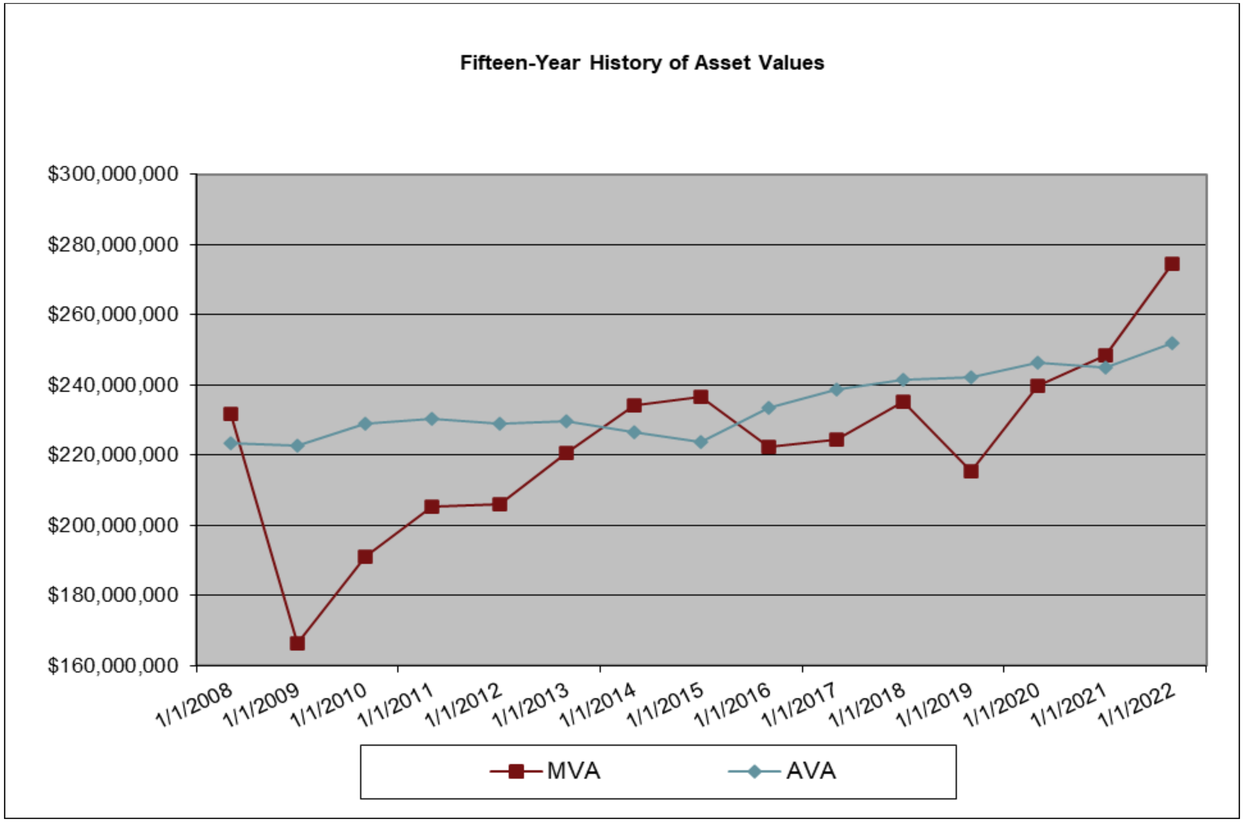
Pension Plan Assets

	2020 (in $millions)	2021 (in $millions)
1. Market Value of Assets at Beginning of Year	$239.7	$248.4
2. Employer Contributions	10.4	9.9
3. Employee Contributions	3.0	2.9
4. Net Investment Income	20.9	36.9
5. Benefit Payments	(26.3)	(24.1)
6. City and other Transfers	0.7	0.5
7. Market Value of Assets at End of Year	$248.4	$274.5
8. Rate of Return	8.9%	15.2%

Recent Asset History
Market Value vs. Actuarial Value

Rudd and Wisdom, Inc.

- As of 1/1/2022, Cumulative Asset Gains of $22.7M are deferred and not yet recognized in Actuarial Value of Assets (AVA) due to smoothing
  - (*As shown on page II-5 of 2022 valuation report.*)



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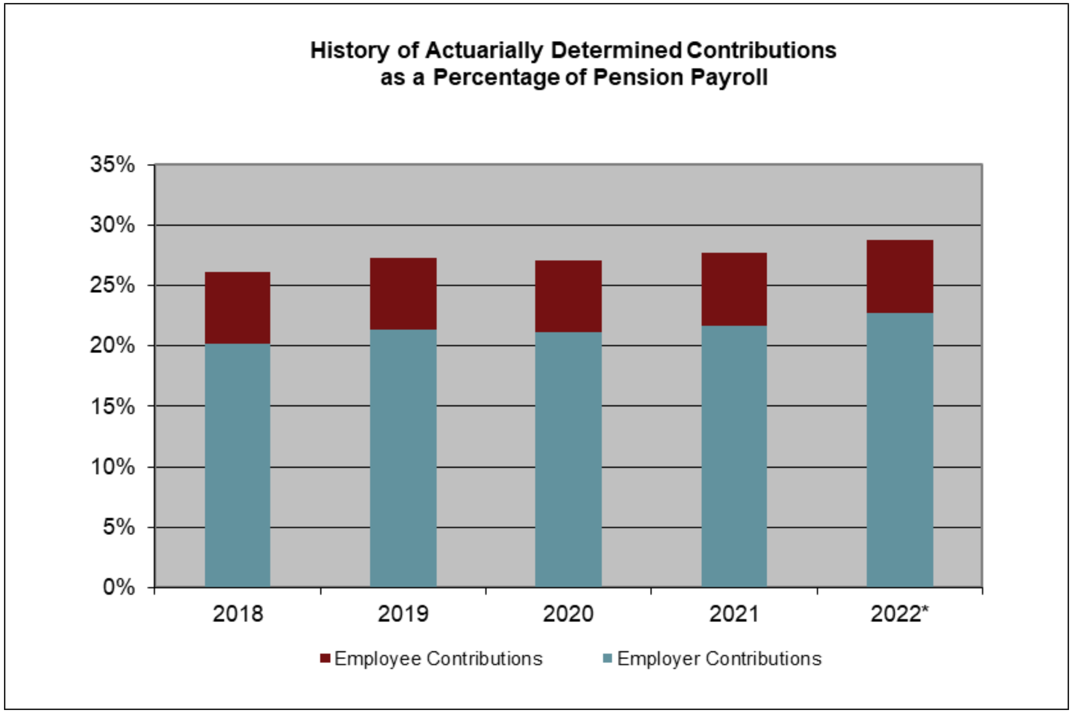
Pension Plan Funding History
(As shown on page II-2 of 2022 Valuation Report)

Rudd and Wisdom, Inc.

- From 2021 to 2022
  - Employer Contribution percent increased by 1.06% of payroll (increase due primarily to decrease in payroll due to smaller active population)
  - Expected total contribution decreased by $36,000 (decrease due primarily to asset and liability gains)



* Based on employer funding policy contribution of 22.773% of Pension Payroll for 2022 (estimated to be $10.6M based on estimated 2022 Pension Payroll).

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Recent History of ADC and Contributions

Rudd and Wisdom, Inc.

Year	Employer Portion of Actuarially Determined Contribution (ADC)[1] (in $millions)	Actual Employer Contribution[2] (in $millions)	Employee Contribution (in $millions)
2017	$7.2	$7.2	$2.1
2018	$8.4	$8.4	$2.5
2019	$10.2	$10.5	$2.8
2020	$10.3	$10.4	$3.0
2021	$10.6	$9.9	$3.0
2022	$10.6	$10.6[3]	$2.8[3]

1 Prior to 2021, based on 30-year open period, level dollar amortization of Unfunded Accrued Liability. For 2021+, based on Layered Closed Period Amortization (Layers over 15, 25 and 30 years). Amount determined based on estimated payroll each year.

2 Amount based on actual payroll each year.

3 Assumed contributions based on estimated payroll for 2022.

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COLA Description

Rudd and Wisdom, Inc.

- **Cost-of-Living Adjustment (COLA) defined in Sec. 6.1(d) of Rules and Regulations**
  - Inflation as measured by CPI for Urban Wage Earners (CPI-W)
    - Based on inflation for 12-month period ending in August preceding year of application
  - 2% maximum
    - If CPI exceeds 2% → COLA capped at 2%
  - 0% minimum
    - If CPI is negative → COLA is 0% (i.e., payments are not reduced)
  - Age 65+
    - Only available to Retirees and Surviving Optional Dependents who are over age 65*
    - Pro-rata COLA applied in year in which age 65 is reached
  - Only applied to first $10,000 of original annual annuity amount (Retirement Allowance) at retirement
    - Result is that there is no compound interest (i.e., COLA always based on original annuity amount at retirement)
  - Not applicable during DROP period
    - Commences after end of DROP period or when Retiree reaches age 65, if later

*Surviving spouses of Disabled Retirees receive COLA beginning at spouse's age 62 rather than spouse's age 65 per Sec. 6.3(b)(1).

COLA Examples

Rudd and Wisdom, Inc.

- For both examples assume Retiree is Age 65 at beginning of year, Year 1 CPI-W change is 2.5% and Year 2 CPI-W change is 1.0%
- Example 1 - Assume Annual Retirement Allowance is $9,000 at date of retirement
  - Year 1:
    - COLA capped at 2.0%
    - COLA is 2.0% x $9,000 = $180
    - Annuity increased to $9,000 + $180 = $9,180
  - Year 2:
    - COLA is 1.0% x $9,000 = $90 (i.e., COLA is not applied to $9,180)
    - Annuity increased to $9,180 + $90 = $9,270
- Example 2 - Assume Annual Retirement Allowance is $15,000 at date of retirement
  - Year 1:
    - COLA capped at 2.0% and COLA only applied to first $10,000 of annuity
    - COLA is 2.0% x $10,000 = $200
    - Annuity increased to $15,000 + $200 = $15,200
  - Year 2:
    - COLA is 1.0% x $10,000 = $100
    - Annuity increased to $15,200 + $100 = $15,300

COLA History

Rudd and Wisdom, Inc.

CPI Period	COLA Effective Date	CPI Change	COLA Percentage
8/2002 to 8/2003	January 1, 2004	2.095%	2.000%
8/2003 to 8/2004	January 1, 2005	2.607%	2.000%
8/2004 to 8/2005	January 1, 2006	3.894%	2.000%
8/2005 to 8/2006	January 1, 2007	3.904%	2.000%
8/2006 to 8/2007	January 1, 2008	2.140%	2.000%
8/2007 to 8/2008	January 1, 2009	5.930%	2.000%
8/2008 to 8/2009	January 1, 2010	-1.900%	0.000%
8/2009 to 8/2010	January 1, 2011	1.444%	1.444%
8/2010 to 8/2011	January 1, 2012	4.258%	2.000%
8/2011 to 8/2012	January 1, 2013	1.670%	1.670%
8/2012 to 8/2013	January 1, 2014	1.455%	1.455%
8/2013 to 8/2014	January 1, 2015	1.594%	1.594%
8/2014 to 8/2015	January 1, 2016	-0.284%	0.000%
8/2015 to 8/2016	January 1, 2017	0.659%	0.659%
8/2016 to 8/2017	January 1, 2018	1.934%	1.934%
8/2017 to 8/2018	January 1, 2019	2.877%	2.000%
8/2018 to 8/2019	January 1, 2020	1.533%	1.533%
8/2019 to 8/2020	January 1, 2021	1.393%	1.393%
8/2020 to 8/2021	**January 1, 2022**	**5.832%**	**2.000%**

COLA Application as of January 1, 2022

Rudd and Wisdom, Inc.

As of January 1, 2022	Number	Annual Benefits in effect before COLA	2.000% COLA	Annual Benefits in effect after COLA
1. Annuitants Under Age 65	188	$6,001,793	$0	$6,001,793
2. DROP Annuitants of any age	84	$3,223,134	$0	$3,223,134
3. Annuitants Over Age 65				
a. Annuity < $10,000	143	$895,256	$15,123	$910,379
b. Annuity ≥ $10,000	501	$14,030,324	$96,364	$14,126,688
4. Total	916	$24,150,507	$111,487*	$24,261,994

*For comparison, 2021 COLA at 1.393% was $74,046.

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Next Steps

- Historically,
  - Pension Committee recommends that the Board of Trustees adopts
    - Annual Employer Contribution
    - COLA increase
  - Annual Resolutions are adopted by Board of Trustees
- Annual Employer Contribution for 2022
  - Resolution R-097-2022
  - Increases Employer Contribution Percentage to 22.773% and ensures such percentage is contributed for 2022 plan year
- COLA that becomes effective January 1, 2022
  - Resolution R-098-2022
  - COLA increase paid retroactively to beginning of year based on number of bi-weekly payments year-to-date
  - Bi-weekly payments increased prospectively

Benefit Statements and What's Next

- July 2022 – issued annual employee benefit statements with various benefit projection dates for each active member
- Next on the horizon
  - Pension Portal?
    - Web-based pension benefit calculation tool for both administrators and Members
    - Portal discussions ongoing
  - Next Experience Study not scheduled until 2024

MarquetteAssociates

June 2022
Executive Summary

This presentation is furnished on a confidential basis to the recipient for informational purposes only. For disclosure information, please refer to the end of this presentation.

U.S. Economy

Commodities continue to outperform

2022 YTD	2021	2020	2019	2018	2017	2016	2015	2014	2013	5yr	10yr
Commodities 35.8%	Commodities 40.4%	Broad U.S. Equities 20.9%	Large Cap 31.5%	Real Estate 6.7%	Emerging Markets 37.3%	Small Cap 21.3%	Real Estate 13.3%	Large Cap 13.7%	Small Cap 38.8%	Large Cap 12.0%	Large Cap 13.0%
Real Estate 5.3%	Large Cap 28.7%	Small Cap 20.0%	Broad U.S. Equities 31.0%	Hedge Funds 4.8%	Intl Small Cap 33.0%	High Yield 17.1%	Intl Small Cap 9.6%	Mid Cap 13.2%	Mid Cap 34.8%	Broad U.S. Equities 11.3%	Broad U.S. Equities 12.6%
Hedge Funds -2.9%	Broad U.S. Equities 25.7%	Large Cap 18.4%	Mid Cap 30.5%	Bank Loans 1.1%	Broad Intl Equities 27.2%	Mid Cap 13.8%	Large Cap 1.4%	Broad U.S. Equities 12.6%	Broad U.S. Equities 33.6%	Commodities 9.5%	Mid Cap 11.0%
Bank Loans -4.4%	Mid Cap 22.6%	Emerging Markets 18.3%	Small Cap 25.5%	Core Bond 0.0%	Intl Large Cap 25.0%	Broad U.S. Equities 12.7%	Core Bond 0.5%	Real Estate 11.8%	Large Cap 32.4%	Real Estate 8.9%	Real Estate 9.9%
Core Bond -10.3%	Real Estate 17.7%	Mid Cap 17.1%	Intl Small Cap 25.0%	High Yield -2.1%	Large Cap 21.8%	Large Cap 12.0%	Broad U.S. Equities 0.5%	Core Bond 6.0%	Intl Small Cap 29.3%	Mid Cap 8.5%	Small Cap 9.2%
High Yield -14.2%	Small Cap 14.8%	Intl Small Cap 12.3%	Intl Large Cap 22.0%	Large Cap -4.4%	Broad U.S. Equities 21.1%	Commodities 11.4%	Bank Loans -0.4%	Small Cap 4.9%	Intl Large Cap 22.8%	Hedge Funds 6.2%	Intl Small Cap 6.2%
Emerging Markets -17.6%	Intl Large Cap 11.3%	Hedge Funds 11.8%	Broad Intl Equities 21.5%	Broad U.S. Equities -5.2%	Mid Cap 18.5%	Emerging Markets 11.2%	Intl Large Cap -0.8%	Hedge Funds 3.0%	Broad Intl Equities 15.3%	Small Cap 5.7%	Hedge Funds 5.2%
Broad Intl Equities -18.4%	Hedge Funds 10.2%	Broad Intl Equities 10.7%	Emerging Markets 18.4%	Mid Cap -9.1%	Small Cap 14.6%	Bank Loans 9.9%	Hedge Funds -1.1%	High Yield 2.5%	Real Estate 11.0%	Broad Intl Equities 4.2%	High Yield 4.6%
Intl Large Cap -19.6%	Intl Small Cap 10.1%	Intl Large Cap 7.8%	Commodities 17.6%	Small Cap -11.0%	Hedge Funds 8.6%	Real Estate 8.0%	Mid Cap -2.4%	Bank Loans 2.1%	Hedge Funds 9.1%	Intl Large Cap 4.0%	Intl Large Cap 4.6%
Large Cap -20.0%	Broad Intl Equities 7.8%	Core Bond 7.5%	High Yield 14.3%	Intl Large Cap -13.8%	High Yield 7.5%	Hedge Funds 5.4%	Small Cap -4.4%	Emerging Markets -2.2%	High Yield 7.4%	Emerging Markets 3.9%	Bank Loans 4.1%
Broad U.S. Equities -21.1%	Bank Loans 5.4%	High Yield 7.1%	Hedge Funds 10.5%	Commodities -13.8%	Real Estate 7.0%	Broad Intl Equities 4.5%	High Yield -4.5%	Broad Intl Equities -3.9%	Bank Loans 6.2%	Intl Small Cap 3.7%	Broad Intl Equities 3.9%
Mid Cap -21.6%	High Yield 5.3%	Bank Loans 2.8%	Core Bond 8.7%	Broad Intl Equities -14.2%	Commodities 5.8%	Core Bond 2.6%	Broad Intl Equities -5.7%	Intl Large Cap -4.9%	Commodities -1.2%	Bank Loans 3.1%	Emerging Markets 1.8%
Small Cap -23.4%	Core Bond -1.5%	Real Estate 1.6%	Bank Loans 8.2%	Emerging Markets -14.6%	Bank Loans 4.2%	Intl Small Cap 2.2%	Emerging Markets -14.9%	Intl Small Cap -4.9%	Core Bond -2.0%	High Yield 2.5%	Core Bond 1.7%
Intl Small Cap -24.7%	Emerging Markets -2.5%	Commodities -23.7%	Real Estate 6.4%	Intl Small Cap -17.9%	Core Bond 3.5%	Intl Large Cap 1.0%	Commodities -32.9%	Commodities -33.1%	Emerging Markets -2.6%	Core Bond 1.2%	Commodities -3.3%

Source: Bloomberg as of June 30, 2022. Please see end of document for benchmark information.

Asset class outlook

		CHANGE	HEADWINDS		NEUTRAL	TAILWINDS	
Fixed Income	Core bonds		□	■	□	□	□
	Bank loans		□	□	■	□	□
	High yield		□	□	■	□	□
	EMD		□	□	□	■	□
U.S. Equities	Large-cap		□	□	■	□	□
	Mid-cap		□	□	■	□	□
	Small-cap	▼	□	■	□	□	□
	Value	▼	□	■	□	□	□
	Growth		□	■	□	□	□
Non-U.S. Equities	Developed large-cap	▼	□	■	□	□	□
	Developed small-cap	▼	□	■	□	□	□
	Emerging markets	▲	□	□	■	□	□
Real Assets	Core real estate	▼	□	□	■	□	□
	Value-add real estate		□	□	□	■	□
	Infrastructure		□	□	□	■	□
Hedge Funds	Equity long/short		□	□	□	■	□
	Credit		□	■	□	□	□
	VRP		□	□	■	□	□
Private Equity	Buyout		□	□	□	■	□
	Venture Capital		□	□	□	■	□
Private Credit	Direct lending		□	□	□	□	■
	Distressed/opportunistic		□	■	□	□	□

TAKEAWAYS

- **Fixed Income**: TBD
- **U.S.**: Amid slowing growth, tightening financial conditions, and elevated recession risk, cyclical value and long-duration growth stocks are likely to face headwinds in the coming months, particularly those whose earnings are at risk from a pivot from goods spending towards services spending. More defensive-oriented sectors of the market, along with high-quality growers with stable cash flow streams, may be poised for relative outperformance. Earnings could come under pressure more broadly if growth cools and recession fears are realized and, with limited scope for valuations to rebound against a backdrop of higher real rates, this potential drop in earnings could weigh heavily on equity prices. If yields stabilize and sentiment returns to some of the mega-cap Information Technology and Consumer names, U.S. equities will likely perform well on a relative basis
- **Non-U.S.**: Persistently high inflation, geopolitical uncertainty, and the risk of a recession loom over markets. Currently, developed markets are more impacted by these market threats compared to emerging markets. Recession probabilities for the U.S. and Eurozone have climbed year-to-date. Additionally, DM central banks are faced with the challenging environment of high inflation and slowed growth. The Chinese government's pivot towards stimulus and away from regulation serves as a catalyst for EM equities. An additional positive; non-U.S. equity valuations have reached March 2020 lows, making medium-term return potential enticing.
- **Real Assets**: Core-plus and value-add investors may be well positioned to enter property deals at lower levered price points. However, rising inflation and interest rate hikes may eventually exert downward pressure on valuations. Infrastructure should serve as an effective inflation hedge and a dependable source of yield as uncertainty lingers.
- **Hedge Funds**: High equity dispersion, ongoing uncertainty, and earnings revisions creates opportunities for stock pickers to add alpha. Event driven funds are supported by a robust opportunity set, while credit opportunities remain limited with low default rates and relatively tight credit spreads.
- **Private Equity:** Small buy-out and early-stage venture sectors are particularly attractive; we are cautious on late-stage venture. Risks to monitor: increasing competition for assets and the impact of macro risks on the asset class, including rising rates, wage pressures, and inflation.
- **Private Credit**: Direct lending is attractive against the backdrop of increased inflation and rising rates, given a majority of loans contain floating interest rates linked to LIBOR. Investors benefit from a strong structure and yield premium relative to traditional fixed income. Distressed and opportunistic investment opportunities are challenged in the current market and do not exhibit strong risk/reward dynamics.

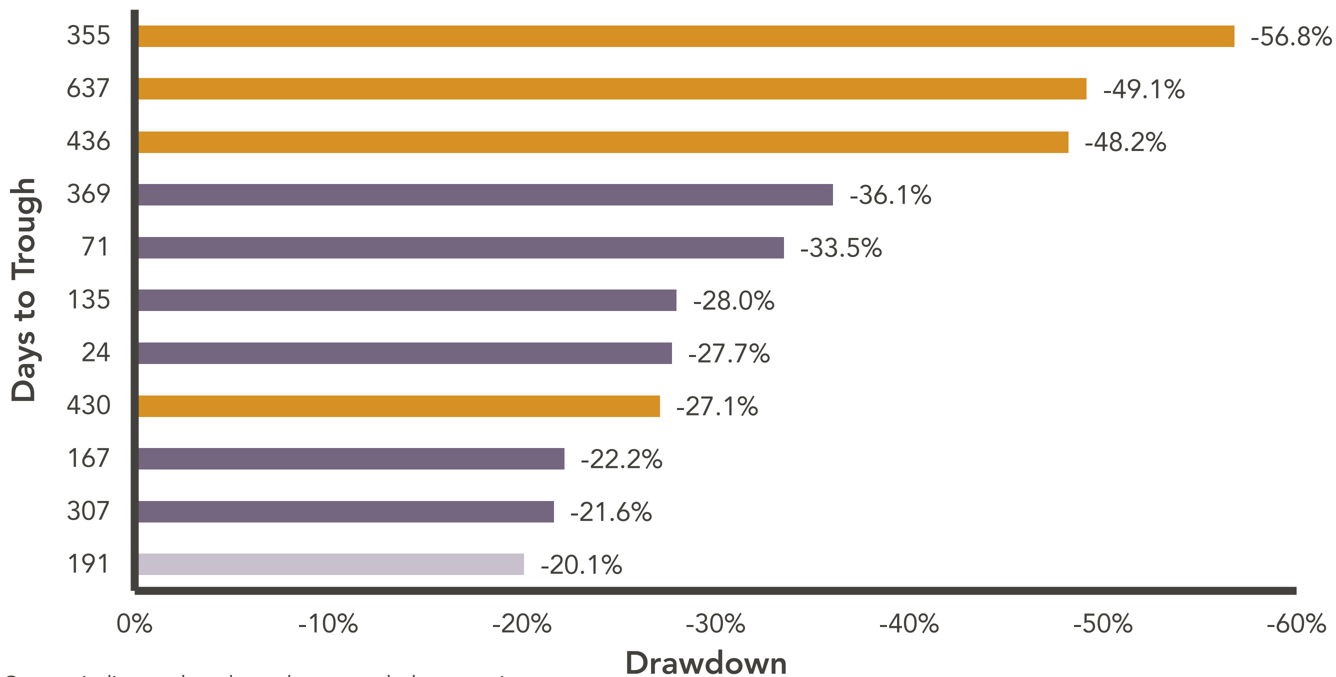
For illustration only, as of June 30, 2022. These views apply to a 6- to 12-month horizon; arrows in Change column represent change in view since last quarter. This summary of individual asset class views shows relative direction and strength of conviction but is independent of portfolio construction considerations. These views should not be construed as a recommended portfolio or investment advice. Past performance does not imply future returns.

History of drawdowns

Historically, the length of drawdowns preceding recessions have been far longer than those that did not

Length of historical drawdowns in trading days of the S&P 500 (1956–Present)

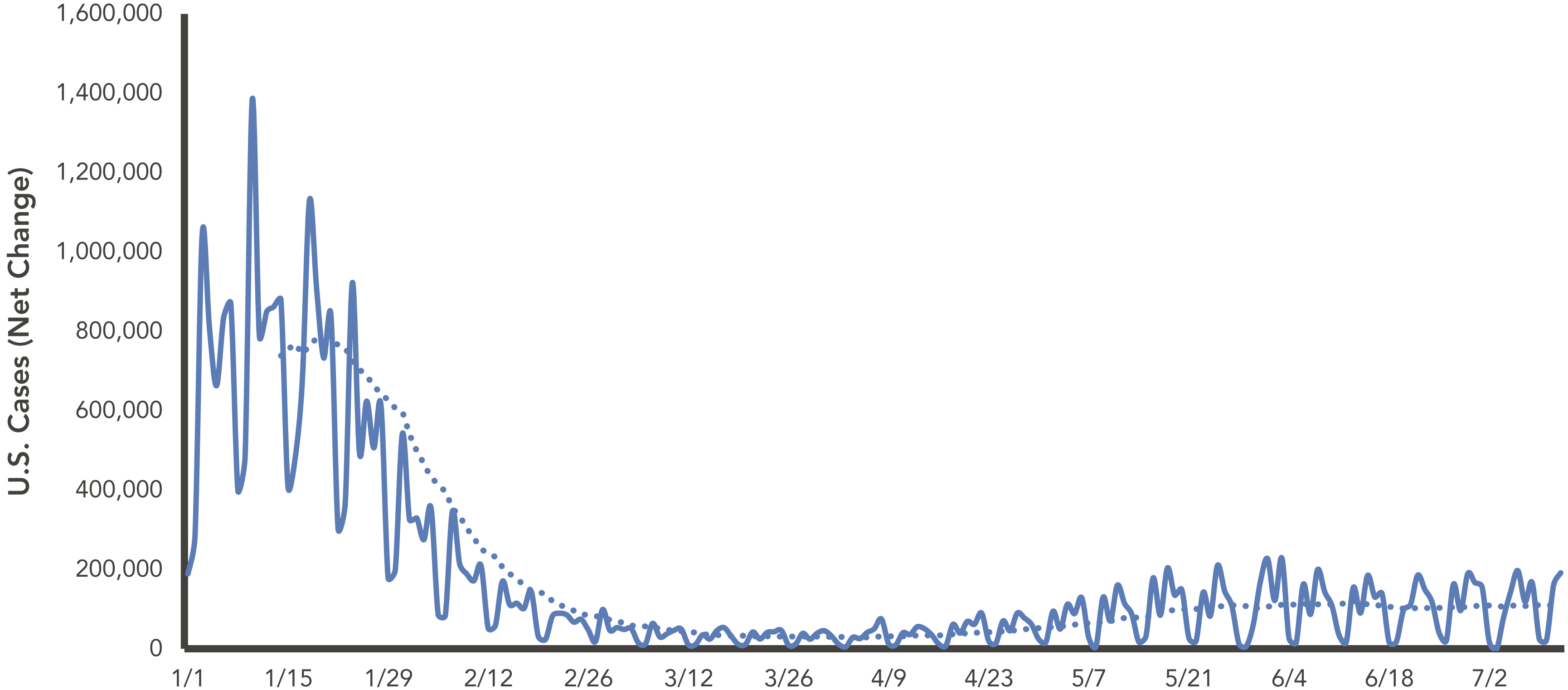
Bear Start (Peak)	Bear End (Trough)	Days to Trough	Drawdown
10/9/2007	3/9/2009	355	-56.8%
3/24/2000	10/9/2002	637	-49.1%
1/11/1973	10/3/1974	436	-48.2%
11/29/1968	5/26/1970	369	-36.1%
8/25/1987	12/4/1987	71	-33.5%
12/12/1961	6/26/1962	135	-28.0%
2/19/2020	3/24/2020	24	-27.7%
11/28/1980	8/12/1982	430	-27.1%
2/9/1966	10/7/1966	167	-22.2%
8/2/1956	10/22/1957	307	-21.6%
1/3/2022	Current	191	-20.1%



Source: Bloomberg as of July 12, 2022. Orange indicates drawdown that preceded a recession.

COVID cases steadily rising amidst new variant

While COVID is now lower on consumers' list of concerns, the latest surge in cases – likely vastly underreported – could present a risk to economic growth



Sources: CDC, HHS as of July 13, 2022

Fixed Income

Fixed income: Fed takes more aggressive stance on inflation

High inflation has continued to push interest rates higher, which was negative for performance. In addition, spreads were weaker in the second quarter.

		MTD (%)	QTD (%)	YTD (%)	1 Yr (%)	3 Yr (%)	5 Yr (%)	10 Yr (%)
Broad Market Indices	Blm BC Aggregate	-1.57	-4.69	-10.35	-10.29	-0.93	0.88	1.54
Intermediate Indices	Blm BC Int. Gov./Credit	-1.11	-2.37	-6.77	-7.28	-0.16	1.13	1.45
Government Only Indices	Blm BC Long Gov.	-1.48	-11.89	-21.20	-18.42	-2.94	0.50	1.65
	Blm BC Int. Gov.	-0.74	-1.65	-5.77	-6.32	-0.30	0.87	0.97
	Blm BC 1-3 Year Gov.	-0.63	-0.52	-3.01	-3.50	0.18	0.91	0.78
	Blm BC U.S. TIPS	-3.16	-6.08	-8.92	-5.14	3.04	3.21	1.73
Credit Indices	Blm BC U.S. Long Credit	-4.15	-12.59	-22.40	-21.36	-2.44	1.05	3.17
	Blm BC High Yield	-6.73	-9.83	-14.19	-12.81	0.21	2.10	4.47
	CS Leveraged Loan Index	-2.06	-4.35	-4.45	-2.68	2.03	2.97	3.90
Securitized Bond Indices	Blm BC MBS	-1.60	-4.01	-8.78	-9.03	-1.44	0.36	1.18
	Blm BC ABS	-0.46	-0.91	-3.77	-4.27	0.52	1.38	1.43
	Blm BC CMBS	-0.78	-2.88	-8.28	-8.90	-0.22	1.60	2.43
Non-U.S. Indices	Blm BC Global Aggregate Hedged	-1.52	-4.30	-9.06	-8.94	-1.13	1.16	2.23
	JPM EMBI Global Diversified	-6.21	-11.43	-20.31	-21.22	-5.22	-1.19	2.21
	JPM GBI-EM Global Diversified	-4.45	-8.63	-14.53	-19.28	-5.80	-2.31	-1.49
Municipal Indices	Blm BC Municipal 5 Year	-0.31	-0.42	-5.50	-5.34	0.15	1.17	1.62
	Blm BC HY Municipal	-3.19	-5.61	-11.77	-10.40	1.15	3.63	4.42

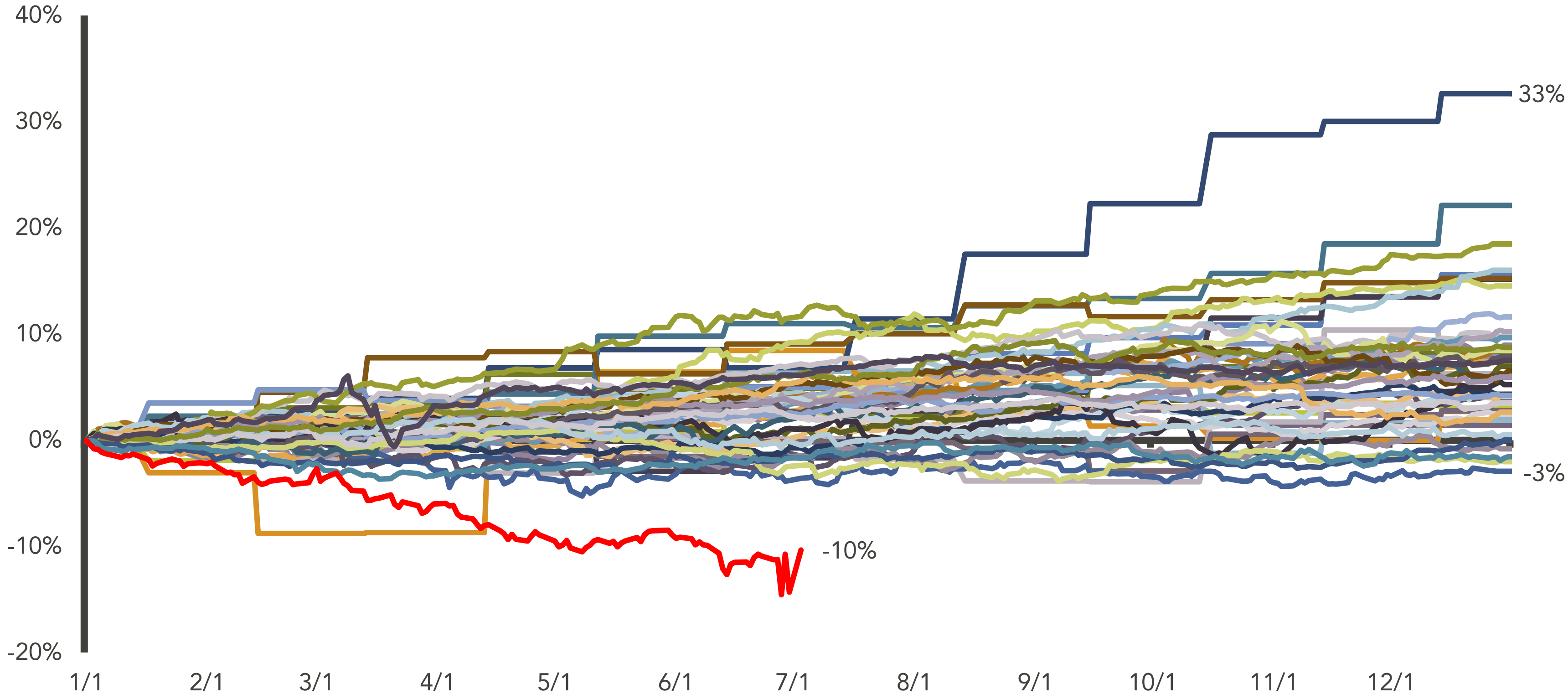
Note: The local currency GBI index is hedged and denominated in U.S. dollars. Sources: Bloomberg, Credit Suisse, JPMorgan, as of June 30, 2022

Themes for the quarter

- **The rout of fixed income continues:** The Bloomberg Aggregate Index returned over -10%, its start to the year ever
- **Yield curve:** Inflationary pressures have pushed Treasury rates higher during the quarter. The benchmark 10-year note was up 68bps for the quarter to close at 3.02%. The more policy sensitive 2-year note was up 62 bps to close at 2.96%
- **Spreads:** Credit spreads had continued weakness on recessionary fears
  - Agg's OAS widening from 40bps to 55bps
  - Bloomberg IG OAS widened from 108bps to 144bps
  - CS Lev Loan 3yr discount margin from 449bps to 658bps
  - Bloomberg HY OAS widened from 325bps to 569bps
  - JPMorgan EMBI Global Diversified (hard currency sovereign EMD) spreads widened from 400bps to 542bps
- **Federal Reserve Action**
  - After raising rates 50bps in June, the Fed increased interest rates 75bps in June on strong inflationary pressures. Another 75bps is expected in July.
  - The market is pricing in more than seven moves for the rest of 2022 and an implied policy near 3.50%
  - Rate cuts are now expected in 2023

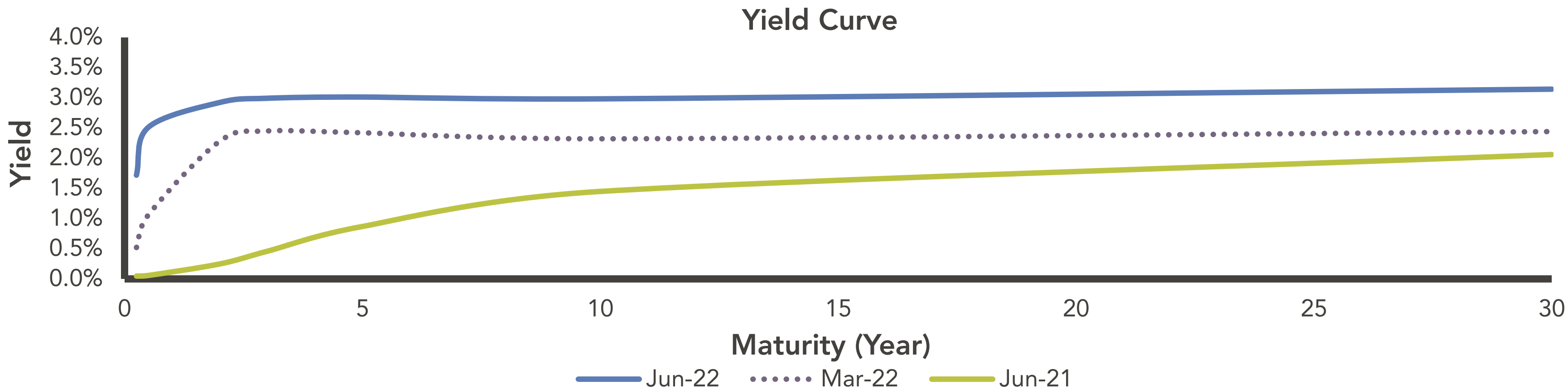
Worst start to the year…ever

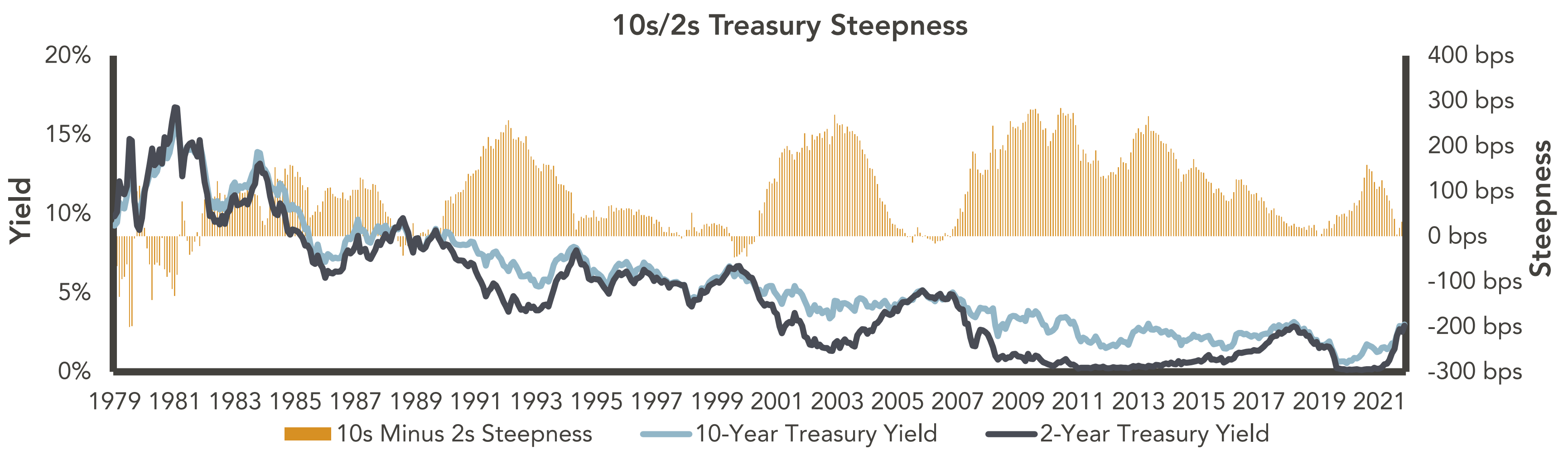
The rapid drop of the Aggregate Index is unprecedented



Source: Bloomberg as of June 30, 2022

The yield curve is very flat as inflation fears have moderated, but the Fed is still pursuing aggressive action





Source: Federal Reserve as of June 30, 2022

Opportunities and risks for fixed income

Opportunities

Spread valuations are compelling
After a long period of tight spreads, the recent period of underperformance has created a good entry point. Spreads in many sectors are trade at long-term averages or wider.

Fundamentals remain strong
Credit metrics are slowing, but still remain strong. Investment grade and high yield companies are in a good position to service their debt.

Agency MBS starting to get interesting
As the Fed starts to exit the mortgage market, spreads on Agency mortgages are widening. In addition, higher rate will slow prepayments.

Inflation breakevens have fallen
TIPS can be an option now that inflation expectations have waned .

Risks

Slowing global growth
The Fed has taken aggressive steps to curb inflation. Prices are beginning to fall as a result of the action. The concern is now whether it does too much and pushes the economy into recession. Volatility of spread sectors should be heightened during this period.

Geopolitical
Russia's invasion of the Ukraine remains a significant headwind. In addition, Covid and government policies remain risks to global growth.

Takeaways: The end of fixed income in a low-rate environment?

LOOKING BACK

- The first half of 2022 was the worst ever. Rising Treasury rates and widening spreads lead the Bloomberg Aggregate Index to return over -10%
- Treasuries rose over the quarter. High inflation forced the Federal Reserve to act agressively, which drove short-term rates higher and flattened the curve
- Spreads widened over increased fears that the Federal Reserve can successfully execute a soft landing.

LOOKING AHEAD

- While fixed income returns appear bleak, the future outlook is much improved. The low-rate environment has eased
- Inflation appears to be under control after the Fed hikes, which has moderated interest rates
- Spreads are now fairly valued to wide relative to long-term averages. Fundamentals are strong, but are starting to show signs of decline
- Key risks are over-tapering and/or over-hiking from the Fed and geopolitical uncertainty. We expect volatility to remain elevated

U.S. Equities

U.S. stocks post worst first half of a year in over five decades

The second quarter of 2022 saw a continued sell-off of risk assets within the U.S. equity space, with growth-oriented stocks exhibiting the most pronounced pullbacks; asset price drops were largely consistent across the market capitalization spectrum during the period

		MTD (%)	QTD (%)	YTD (%)	1 Yr (%)	3 Yr (%)	5 Yr (%)	10 Yr (%)
Broad Market Indices	Dow Jones	-6.6	-10.8	-14.4	-9.1	7.2	10.0	11.7
	Wilshire 5000	-8.4	-16.8	-20.9	-13.2	10.2	10.8	12.7
	Russell 3000	-8.4	-16.7	-21.1	-13.9	9.8	10.6	12.6
Large-Cap Market Indices	S&P 500	-8.3	-16.1	-20.0	-10.6	10.6	11.3	13.0
	Russell 1000	-8.4	-16.7	-20.9	-13.0	10.2	11.0	12.8
	Russell 1000 Value	-8.7	-12.2	-12.9	-6.8	6.9	7.2	10.5
	Russell 1000 Growth	-7.9	-20.9	-28.1	-18.8	12.6	14.3	14.8
Mid-Cap Market Indices	Russell Mid-Cap	-10.0	-16.8	-21.6	-17.3	6.6	8.0	11.3
	Russell Mid-Cap Value	-11.0	-14.7	-16.2	-10.0	6.7	6.3	10.6
	Russell Mid-Cap Growth	-7.5	-21.1	-31.0	-29.6	4.3	8.9	11.5
Small-Cap Market Indices	Russell 2000	-8.2	-17.2	-23.4	-25.2	4.2	5.2	9.4
	Russell 2000 Value	-9.9	-15.3	-17.3	-16.3	6.2	4.9	9.1
	Russell 2000 Growth	-6.2	-19.3	-29.5	-33.4	1.4	4.8	9.3

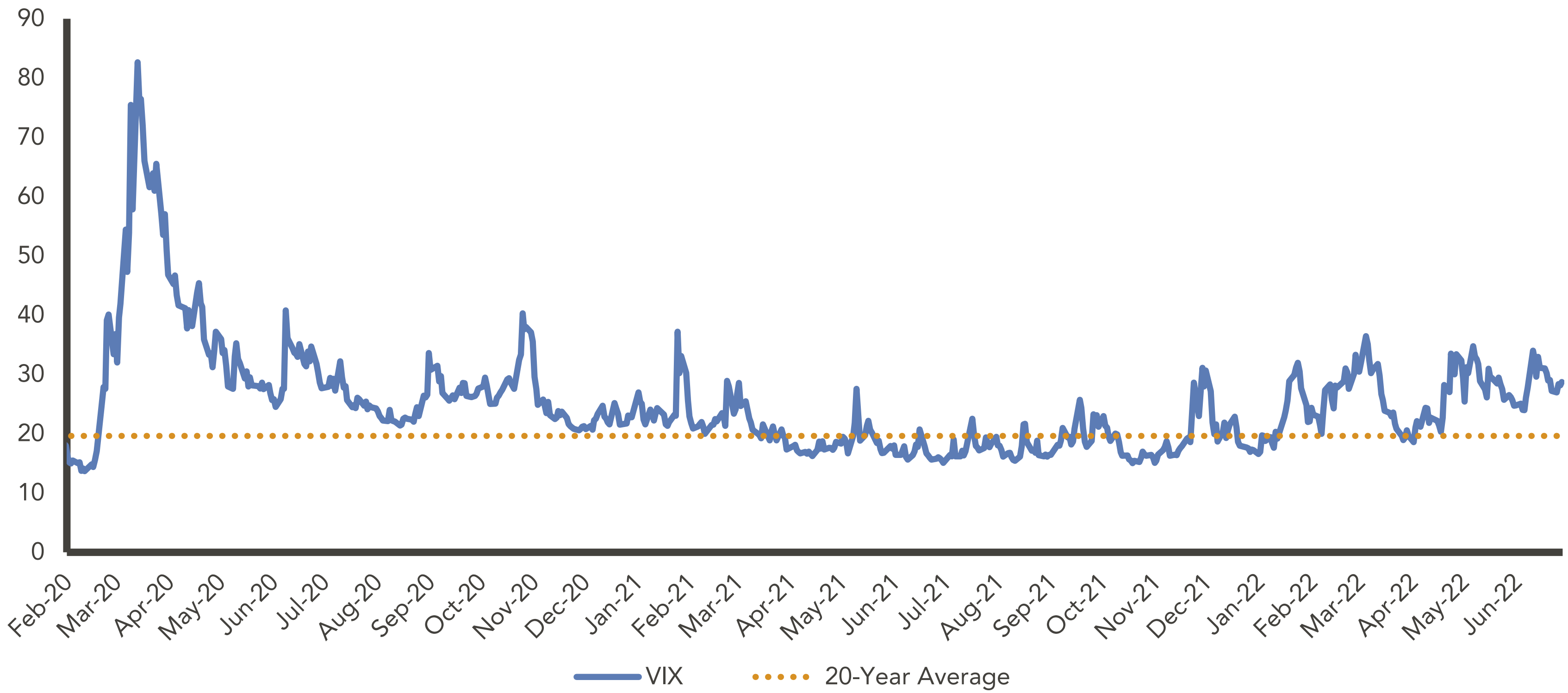
Source: Morningstar Direct as of June 30, 2022

Themes for the quarter

- The -20.0% return for the S&P 500 index in the first two quarters of 2022 represents the worst start to a year for the benchmark in more than 50 years
  - There was no significant dispersion between U.S. large- and small-cap equity performance during the quarter, though larger stocks lead slightly on a year-to-date basis
  - Growth-oriented stocks continued to struggle during the second quarter amid rate increases and shifting investor sentiment; value-style equities, while still negative on an absolute basis, have notched positive returns relative to the broad market in the last several months
  - Valuation compression has largely driven the poor performance of U.S. equities in recent months, with the multiple on the S&P 500 compressing by roughly 24% since the start of the year
- The VIX remained elevated throughout the second quarter amid the sharp sell-off of risk assets and currently sits above its 20-year average
- Full-year 2022 earnings estimates for the broad S&P 500 index remain positive and have remained largely consistent since the end of the first quarter, though there have been significant revisions of estimates on a sector basis
  - Growth-oriented sectors have seen full-year estimates revised downward in recent months, while the opposite holds true for value-oriented segments of the market

Volatility remains above trend for most of the second quarter

The VIX exhibited elevated levels during the second quarter amid continued equity market turbulence, and the Wall Street fear gauge ended the period above its 20-year average



Source: Bloomberg as of June 30, 2022

Takeaways

LOOKING BACK

- The first two quarters of 2022 proved challenging for U.S. equities, with the S&P 500 posting its worst six-month start to a year since 1970
- Longer-duration, growth-oriented equities have exhibited the most pronounced repricing since the start of the year, while more defensive, value-style stocks held up relatively well during the recent broad market drawdown
- Valuation contraction largely explains the decline in stocks so far this year (the multiple on the S&P 500 has dropped roughly 25% since the start of the year) while earnings expectations have barely started to fall
- The VIX remained above trend throughout most of the second quarter given turmoil within equity markets, and the Wall Street fear gauge currently sits above its long-term average

LOOKING AHEAD

- Prolonged inflation and increasingly restrictive monetary policy could lead to further performance headwinds for longer-duration, growth-oriented stocks, particularly those within the Consumer Discretionary space given changing consumer habits in the wake of elevated price levels
- Earnings growth may slow in the coming months due to rising wages, higher commodity and input costs, higher interest rates, and slowing nominal sales growth; firms in certain cyclical sectors like Energy, however, may continue to benefit from high margins
- With limited scope for valuations to rebound against a backdrop of higher real rates, a fall in margins and earnings forecasts that could be exhibited in the second half of 2022 may weigh directly on equity prices
- U.S. stocks remain attractive relative to fixed income securities due to a positive equity risk premium, though continued increases in interest rates could lead to a narrower premium in 2022

Non-U.S. Equities

Global equities produce double digit losses in 2Q

The second quarter was unkind to equity investors as the market continues to grapple with high inflation, geopolitical risks, and recession concerns

		MTD (%)	QTD (%)	YTD (%)	1 Yr (%)	3 Yr (%)	5 Yr (%)	10 Yr (%)
Global Equity Market Indices	MSCI ACWI	-8.4	-15.7	-20.2	-15.8	6.2	7.0	8.8
	MSCI ACWI ex. U.S.	-8.6	-13.7	-18.4	-19.4	1.4	2.5	4.8
Developed Markets Indices	MSCI EAFE	-9.3	-14.5	-19.6	-17.8	1.1	2.2	5.4
	MSCI EAFE Local	--6.3	-7.8	-11.3	-6.6	4.4	4.3	8.3
Emerging Markets Indicies	MSCI Emerging Markets	-6.6	-11.4	-17.6	-25.3	0.6	2.2	3.1
	MSCI EM Local	-4.6	-8.1	-13.7	-20.2	3.3	4.4	6.0
Small-Cap Market Indices	MSCI EAFE Small-Cap	-11.0	-17.7	-24.7	-24.0	1.1	1.7	7.2
	MSCI EM Small-Cap	-10.5	-16.4	-20.0	-20.7	5.8	3.5	4.3
Frontier Markets Index	MSCI Frontier	-5.3	-13.8	-20.6	-17.3	0.6	1.6	5.1

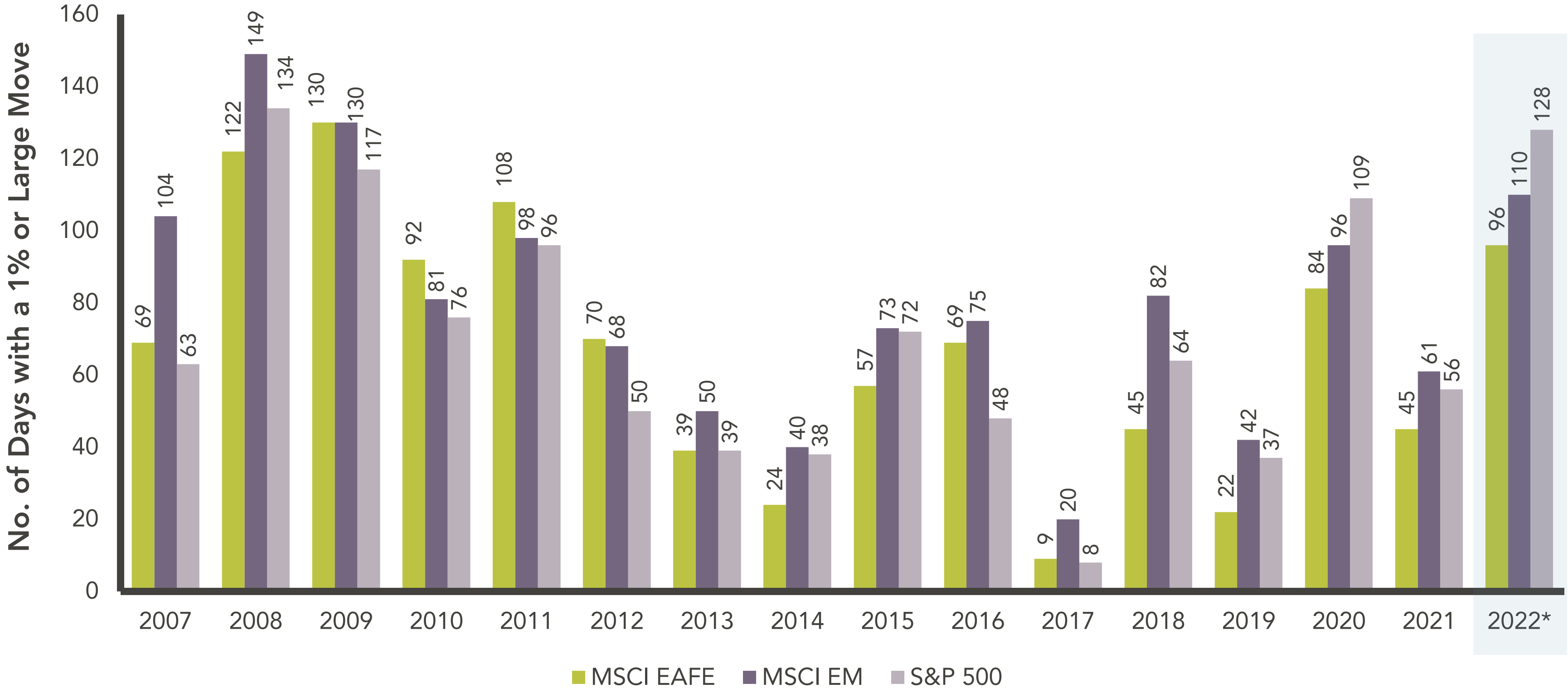
Source: Bloomberg as of June 30, 2022

Themes for the quarter

- Global equities continue sell-off in the face of higher inflation, recessionary fears, and geopolitical uncertainty
- Volatility is on pace to reach 2009 levels
- Inflation concerns persist and central banks now must navigate a slow down in economic activity
- Experts view the Eurozone as especially susceptible to a recession
- U.S. dollar strengthens as Fed continues its rate increases
- Chinese equities rebound as the government implements new stimulus measures

2022 is off to a volatile start

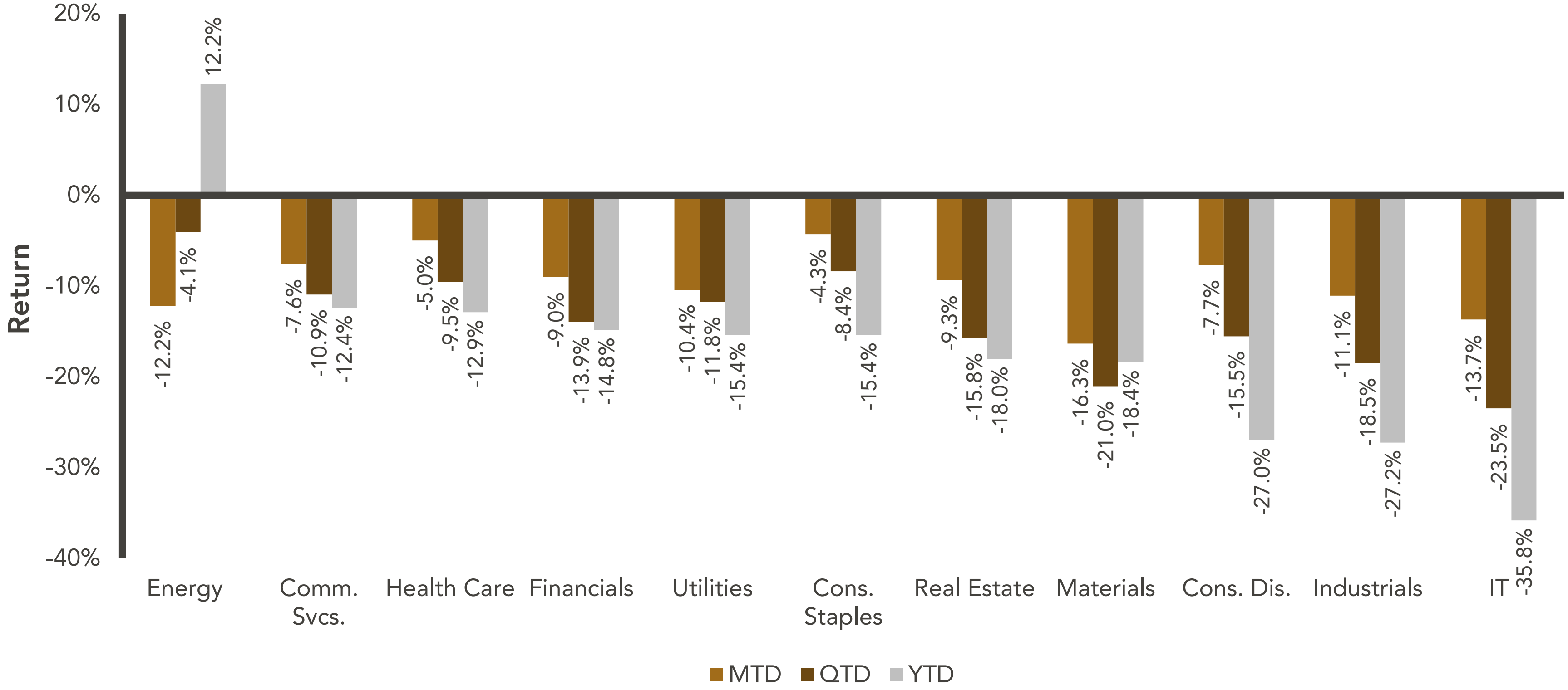
Equity markets are on pace for the most volatile years since 2009.



Source: Bloomberg as of June 30, 2022. 2022* forecasted; calculated by doubling the current data.

MSCI EAFE: No place to hide in 2Q

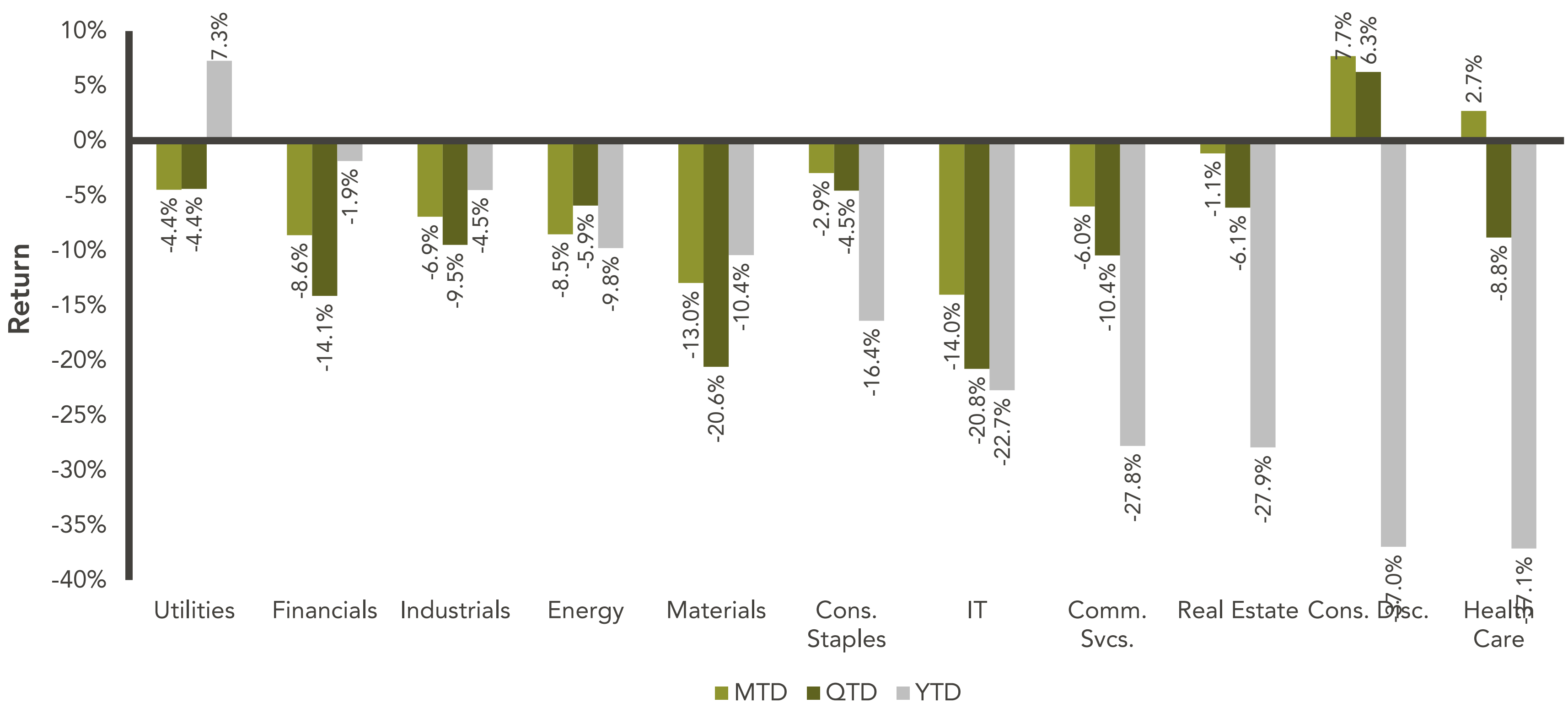
All sectors produced negative returns in the month of June. Despite monthly losses Energy remains positive year-to-date



Source: Bloomberg as of June 30, 2022

MSCI EM: Cons. Disc. and Health Care Rebound

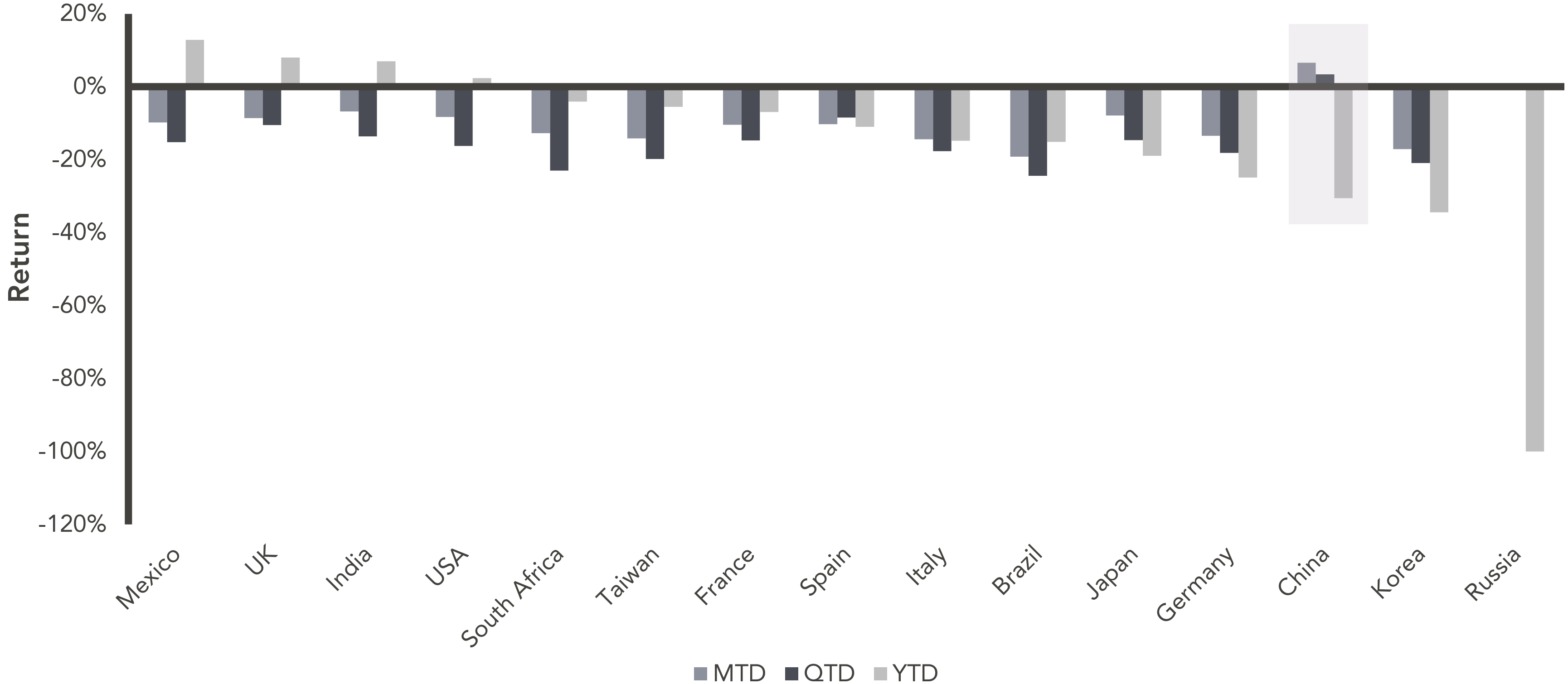
The two worst performing sectors in emerging markets rebounded in June buoyed by Chinese equities



Source: Bloomberg as of June 30, 2022

China submits its first positive quarter since 2Q21

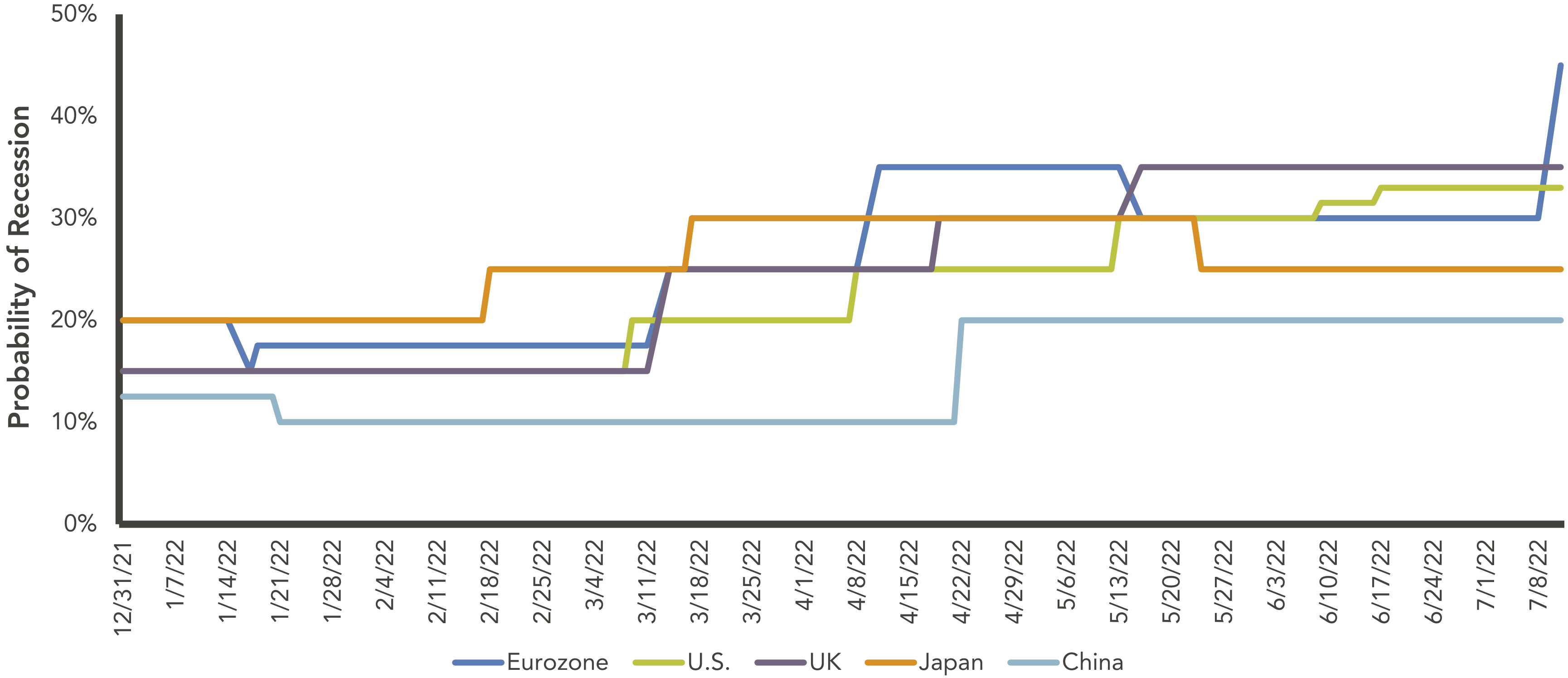
Investor sentiment in China changed in May as the government announced stimulus measures



Source: Bloomberg as of June 30, 2022

Eurozone leads rising recession fears

Since the start of the year recession odds have increased across the globe. Experts believe the Eurozone is particularly prone to an economic downturn



Source: Bloomberg as of June 30, 2022

Opportunities and risks for non-U.S. equities

Opportunities

China bounce back?
After outperforming in 2020, Chinese equities sold off over the next 5 quarters as investors reacted to a constricting regulatory environment. In the second quarter 2022, sentiment shifted with China's pivot to a more supportive stance. Given the relative underperformance since 2020, Chinese equities may outperform with more stimulus and less regulations serving as key catalysts.

Emerging markets over developed markets
EM is farther ahead of DM in this current rate hike cycle, providing better tools to navigate an economic downturn. Recession probabilities for Eurozone and U.S. have climbed year-to-date.

Attractive valuations for non-U.S. equities
The recent downturn has led to valuation levels similar to March 2020.

Risks

Early signs of economic slowdown
Due to inflationary pressures, particularly higher energy costs, technical recession risk is elevated for a handful of developed countries.

DM central bank policy
Central banks must navigate a high inflation environment and rate hikes are the go-to tool. Higher rates also dampen economic activity so many central banks may face a lose-lose situation.

Flight to quality
In heightened periods of global volatility, investors tend to allocate more to U.S. as it seen has a safer-haven than non-U.S. markets.

Geopolitical grappling
Give the high volatility levels, the market remains sensitive to uncertainty.

Summary: Inflation remains high, recession probability increases, China bounces back

LOOKING BACK

- Global equities suffer double digit losses in the second quarter
- There was no place to hide as most sectors produced negative returns
- Volatility is on pace to reach 2009 levels
- Dollar strength has led to currency losses for non-U.S. equity investors
- Chinese equities rebounded boosted by stimulus and supportive stance by leadership

LOOKING AHEAD

- The risk of recession has increased through the year and the Eurozone is especially prone to a slowdown
- Can developed markets navigate the high inflation environment without dipping into a recession?
- Chinese equities are set-up to outperform given the 2021 sell-off and the change in investor sentiment. However, China's zero-COVID policy still looms as a risk.
- While there are likely more losses ahead this year for developed markets given recession concerns, valuations are attractive, making future medium-term returns enticing.

Real Estate

Real estate valuations continue at record pace

Commercial real estate continued to outperform the first half of 2022, driven by double digit returns in the industrial sector

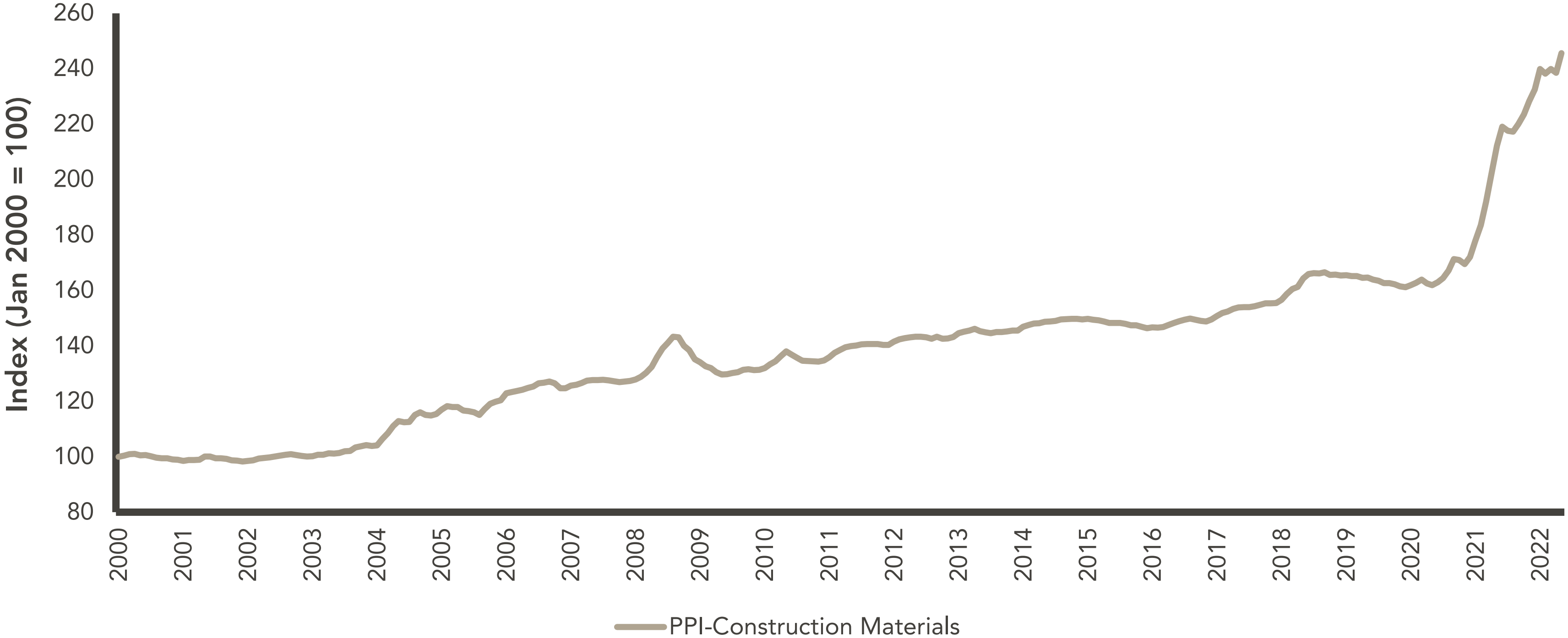
Indices	1Q22 (%)	YTD (%)	1 Yr (%)	3 Yr (%)	5 Yr (%)	10 Yr (%)
NPI	**5.3**	**5.3**	**21.9**	**9.6**	**8.5**	**9.6**
Income	1.0	1.0	4.2	4.3	4.4	4.8
Appreciation	4.3	4.3	17.2	5.2	4.0	4.6
NFI-ODCE*	**7.4**	**7.4**	**28.5**	**11.3**	**10.0**	**10.9**
Income	0.9	0.9	4.0	4.0	4.1	4.5
Appreciation	6.4	6.4	23.8	7.1	5.6	6.2
FTSE NAREIT All Eq. REITs	**-5.3**	**-5.3**	**23.6**	**11.7**	**10.6**	**10.5**
Property Type						
NPI Apartment	5.3	5.3	24.1	10.2	8.6	9.2
NPI Office	1.6	1.6	6.8	4.7	5.5	7.6
NPI Industrial	11.0	11.0	51.9	25.1	20.4	16.5
NPI Retail	2.3	2.3	7.1	-0.4	1.3	6.6
NPI Hotel	1.8	1.8	9.1	-6.3	-1.3	3.5
Geographic Sectors						
NPI East	3.6	3.6	15.9	7.2	6.4	7.6
NPI Midwest	3.5	3.5	14.8	5.4	5.1	7.5
NPI South	6.3	6.3	25.2	10.5	9.1	10.2
NPI West	6.5	6.5	26.2	11.9	10.7	11.5

Source: NCREIF Performance data as of March 31, 2022

Continued hedge against inflation?

Persistent year over year increases in construction costs, labor, and land, have raised the question if real estate investors can pass on higher costs in rents to existing tenants

Producer Price Index For Construction Materials, 2000–2022



Sources: Bloomberg, Bureau of Labor Statistics, Federal Reserve Bank of St. Louis, CBRE-EA, Clarion Partners Investment Research, June 2022

Opportunities and risks in real estate

Opportunities

Value-add and opportunistic deals as alpha drivers
Real estate transaction activity is expected to gain continued traction as a surplus of available "dry powder" and favorable entry points should allow investors to move up the risk spectrum into core-plus, value-add and opportunistic deal flow. Despite the fact that valuations may be challenged from a potential uptick in cap rates, investors are expected to enter property deals at lower-levered price points in the medium term.

Shorter duration leases used as inflation hedges
As inflationary patterns continue to drive an increase in construction materials and replacement costs, investors will look to utilize shorter duration lease structures in multifamily and hospitality as a means to mark rents to market and pass incremental expenses to tenants.

Distressed and niche Investments provide flexibility
Amidst a market environment of higher interest rates, inflationary concerns, labor shortages and supply chain disruptions, real estate should remain a favored asset class for institutional investors. A more active monetary policy in 2022 and a sustained level of healthy fundamentals should drive allocations towards the alternative sectors and distressed opportunity sets.

Risks

Inflation challenging real estate fundamentals
As the cost of construction materials, labor, and land (particularly industrial) continues to rise, investors question whether real estate has the pricing power as an adequate inflation hedge, given budget overruns and project delays. Healthy supply and demand fundamentals should afford the optionality to pass these incremental costs to tenants, especially in multifamily and industrial sectors.

Fed hikes set focus on cap rates and valuations
Focused on taming inflation, the Fed has implemented and alluded to multiple interest rate hikes this year, exerting upward pressure on cap rates in the short-term. However, historically, a high interest rate environment have led to a stronger demand for commercial real estate and higher NOI growth, offsetting the negative impact on valuations.

Office uncertainty lingers as tenant demand pivots
The future of office continues to be a question mark, with hybrid work strategies and higher capital expenditures potentially an ongoing drag on tenant demand and utilization rates. Strong office-using job growth and a flight to quality is expected to drive leasing activity for tech and innovation companies going forward.

Takeaways: Fed hikes, inflation, muted geopolitical risks

LOOKING BACK

- Bolstered by a strong job market, the subsiding of Covid variants, and the muted impact from the Russia-Ukraine crisis, commercial real estate has experienced a year of historic recovery and continued its positive pace in the first half of 2022.
- Given the recent volatility in the capital markets, real estate target allocations may be susceptible to the "denominator effect", where overweight positions may seem temporarily exaggerated in the eyes of institutional investors.
- Heightened inflation trends and anticipated rate hikes have highlighted the favorable income attributes and the pricing power of real estate relative to other asset classes, especially fixed income.
- Strong demographic drivers and household formation trends have been some of the major drivers of resilient fundamentals across property types, especially industrial and multifamily where occupancy and utilization rates reached record highs.

LOOKING AHEAD

- As the Fed looks to raise short-term rates in the next year, cap rates may exert downward pressure on valuations, forcing real estate investors to put an added emphasis on shorter duration leases and mark to market NOI growth.
- As the cost of capital becomes more elevated and inflation less transient, monetary policy, along with favorable "mark to market" leasing structures in industrial and multifamily, should curtail the potential impact of higher rates in 2022.
- Consistent e-commerce penetration, supply chain reconfiguration, and rising transportation costs should align with elevated levels of consumer spending to drive demand for modern warehouse and logistics assets in the Industrials sector.
- While return to office initiatives were temporarily derailed by the surge in variant cases and companies reassessing their physical footprint needs, accelerated leasing velocity and strong employment growth should add to a gradual recovery in office in technology and innovation markets.

Private Equity

Private equity outperformance

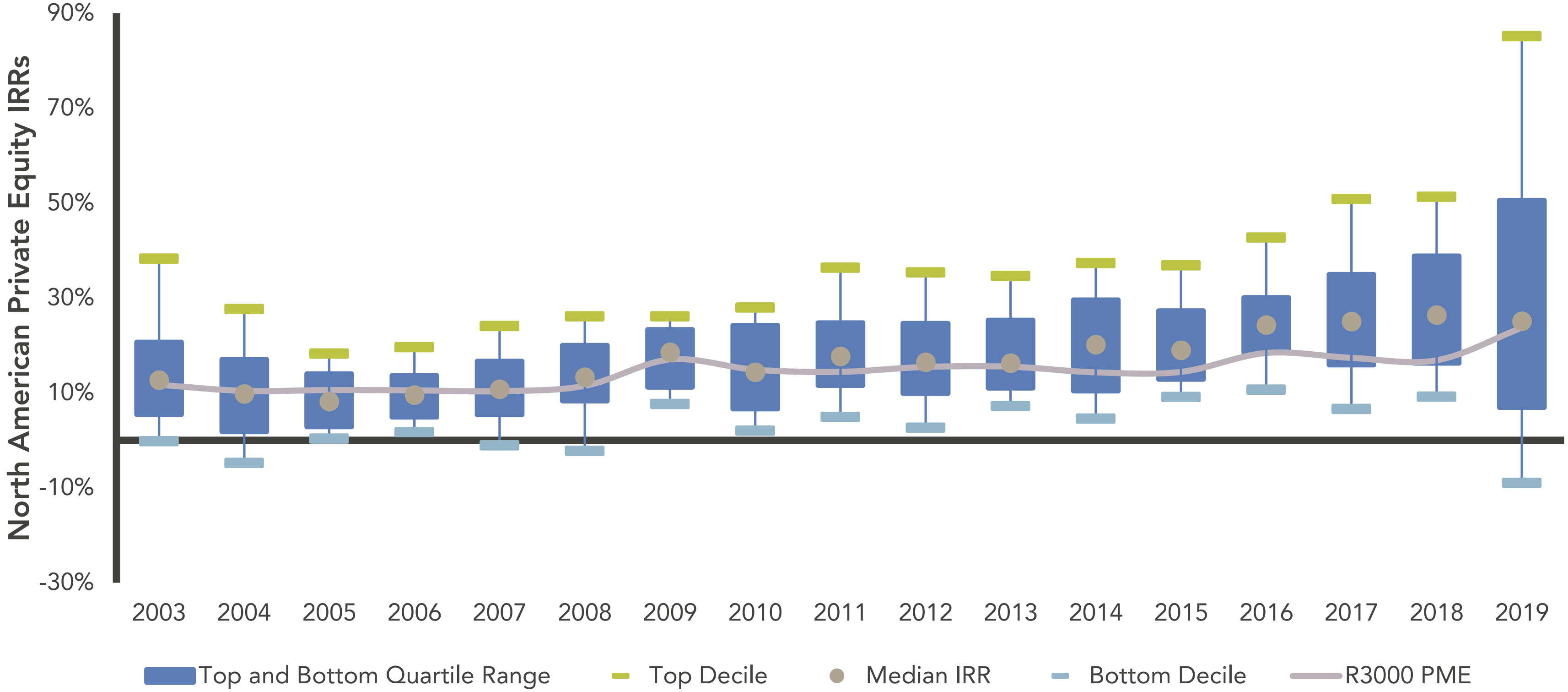
Performance across the private equity market continues to outpace public market indices with outperformance widening in Q3 2021 ahead of a pullback across public markets

	3Q21 (%)	1 Yr (%)	3 Yr (%)	5 Yr (%)	10 Yr (%)	15 Yr (%)	20 Yr (%)
Global Private Equity	6.8	46.5	24.2	21.1	17.0	13.6	14.3
North America Private Equity	7.6	48.5	25.1	21.6	18.0	14.1	14.5
Europe Private Equity	6.4	49.8	25.7	22.7	15.4	12.0	14.2
Rest of World Private Equity	1.3	28.9	15.7	14.7	12.8	12.7	12.3
Global VC	8.7	59.9	30.5	23.2	17.0	13.0	9.8
North America VC	8.4	63.8	32.1	24.1	17.4	13.1	9.7
Europe VC	9.4	36.1	19.1	16.6	13.8	11.6	9.4
Rest of World VC	11.5	38.0	21.0	17.3	13.8	12.0	10.4
MSCI All Country World Index	-1.0	28.0	13.1	13.8	12.5	7.8	8.7
S&P 500	0.6	30.0	16.0	16.9	16.6	10.4	9.5
Russell 3000	-0.1	31.9	16.0	16.9	16.6	10.4	9.9
Russell 2000 Growth	-5.7	33.3	11.7	15.3	15.7	10.6	10.5

Source: Pitchbook as of September 30, 2021

U.S. private equity vintage performance

Private equity performance continues to be very strong with industry median performance exceeding public market returns. Manager selection and access to top performing funds continues to provide robust outperformance potential.



Source: Pitchbook as of September 30, 2021

Focus remains on quality and inefficiency

Opportunities

Relative value opportunity
Private equity transactions continue to occur at significantly lower valuations than public equity valuations, but the spread has narrowed with a public market pullback

Small buyouts remain attractive
Small buyouts continue to benefit from inefficiencies and growing demand from capital raised by larger funds creating a strong exit environment and multiple expansion opportunities

Early-stage venture also remains attractive
With more late-stage capital being raised and deployed, venture-backed businesses can remain private for longer, generating more value within the private market and creating large early-stage returns

Risks

Valuation pressures at upper end of market
Large private equity and late-stage venture valuations are most aligned with declining public market valuations, which experienced minor pressure in Q4, and are currently under more pressure as private equity firms consider their business valuations for Q1 2022

Underperformance expanding
As many new managers and investors enter the private equity market the quality, operational, and performance risks continue to increase which is likely to lead to a broadening return spread across the market within 2020-2022 vintages

Takeaways: Opportunities persist but with caution

LOOKING BACK

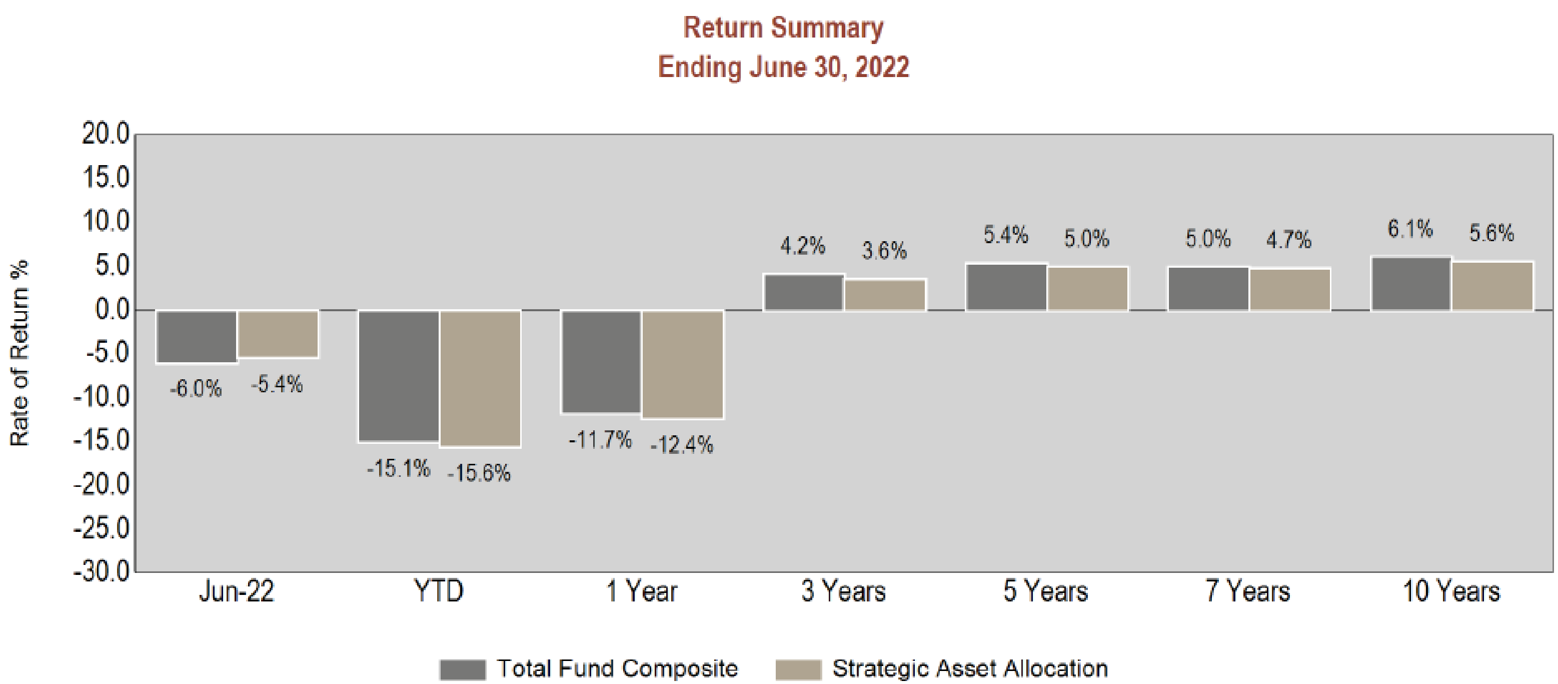
- Private equity fundraising and deployment have been robust throughout 2021 despite an elevated valuation environment as investors continue to increase exposure to private markets
- Venture capital has been the best performing area within private markets as the asset class has really expanded and become more institutionalized with record capital being raised as companies stay private for longer with the help of very large late-stage/opportunities funds being raise.

LOOKING AHEAD

- Private business pressures are mounting due to continued wage pressures and supply challenges, and with a rising cost of debt from floating rate loans utilized within levered transactions.
- Public market volatility and valuation pressures on public companies are likely to continue to pressure the valuations of large private equity and late-stage venture capital companies.
- Competition at the upper-end of the private equity market remains significant as investors continue to drive more capital into larger private market funds. This structural dynamic should continue to benefit the small buyout, lower-middle market, and early-stage venture funds as they benefit from multiple expansion driven by the growing demand for their businesses.

Portfolio Review

Return Summary (June 30, 2022)



- The Equity composite added to the Plan.
- The Fixed Income composite detracted from the benchmark.

* Composite performance is compared against its benchmark on a one-month basis ending June 30, 2022.

Annualized Performance (Net of Fees)

	Ending June 30, 2022									
	1 Mo	3 Mo	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs	Inception	Inception Date
Total Fund Composite	**-6.0%**	**-11.1%**	**-15.1%**	**-11.7%**	**4.2%**	**5.4%**	**5.0%**	**6.1%**	**6.2%**	**Jul-02**
Strategic Asset Allocation	*-5.4%*	*-11.0%*	*-15.6%*	*-12.4%*	*3.6%*	*5.0%*	*4.7%*	*5.6%*	*5.8%*	*Jul-02*
Fixed Income Composite	**-2.2%**	**-5.6%**	**-10.8%**	**-10.5%**	**0.2%**	**--**	**--**	**--**	**1.7%**	**Jan-18**
Fixed Income Balanced Index	*-1.6%*	*-4.7%*	*-10.3%*	*-10.3%*	*-0.9%*	*--*	*--*	*--*	*1.0%*	*Jan-18*
Equity Composite	**-9.0%**	**-15.3%**	**-18.9%**	**-15.0%**	**7.9%**	**10.5%**	**9.3%**	**11.5%**	**7.9%**	**Jun-06**
Equity Balanced Index	*-9.2%*	*-15.3%*	*-19.3%*	*-15.5%*	*8.1%*	*8.7%*	*9.2%*	*11.7%*	*8.5%*	*Jun-06*
Alternative Asset Composite	**0.0%**	**0.2%**	**1.4%**	**0.9%**	**5.3%**	**4.2%**	**2.7%**	**4.1%**	**3.3%**	**May-07**
HFRI Fund of Funds Composite Index	*-0.9%*	*-3.6%*	*-6.3%*	*-5.2%*	*4.1%*	*3.7%*	*2.7%*	*3.8%*	*1.8%*	*May-07*
Real Estate Composite	**-7.5%**	**-15.4%**	**-20.6%**	**-8.1%**	**5.0%**	**5.8%**	**7.2%**	**7.6%**	**8.9%**	**Apr-10**
MSCI US REIT	*-7.5%*	*-17.2%*	*-20.7%*	*-7.3%*	*2.9%*	*4.1%*	*5.4%*	*6.0%*	*7.4%*	*Apr-10*

SWBNO Manager Contribution – YTD Performance

Top Performers	Strategy	Absolute Performance	Benchmark Performance
Barrow, Hanley, Mewhinney, & Strauss	Equity	-11.1%	-12.9%
Earnest Partners	Equity	-16.0%	-18.4%

Bottom Performers	Strategy	Absolute Performance	Benchmark Performance
Fidelity (Pyramis Global Advisors)	Fixed Income	-10.8%	-10.3%
NewSouth Capital	Equity	-20.0%	-16.7%

* Year-to-date performance as of June 30, 2022

Actions Taken

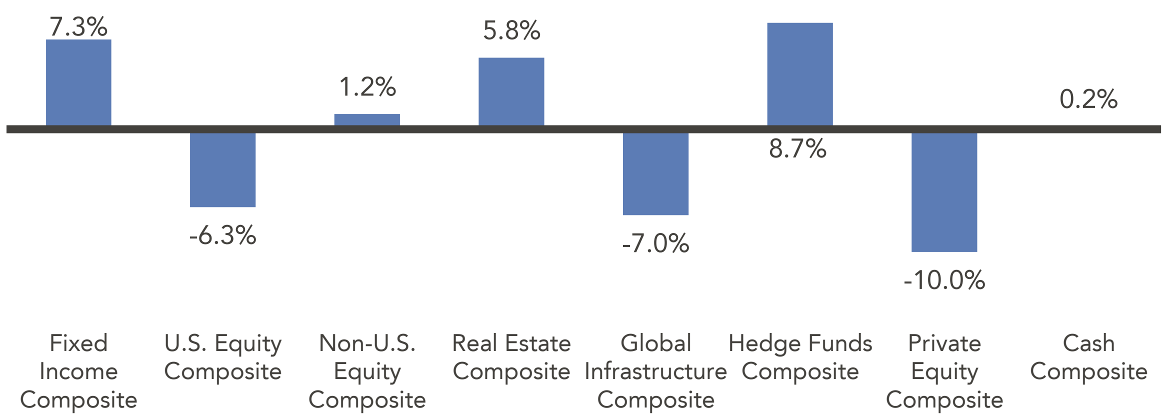
Action	Event	Date	Amount
Education Seminar	Investing 101	October 2021	
Approved	Asset Allocation	November 2021	
Approved	IPS Updated	February 2022	
Terminated	iShares S&P 500 Growth ETF	June 2022	$19,490,438.73
Hired	BlackRock Russell 1000 Growth	June 2022	$19,490,438.73

Current Asset Allocation vs. Target Allocation

Current Allocation

Target Allocation

Composite	Current Allocation	Target Allocation
Fixed Income	$70,603,242	$54,594,303
U.S. Equity	$60,424,338	$74,248,252
Non-U.S. Equity	$48,563,911	$45,859,214
Real Estate	$19,296,096	$6,551,316
Global Infrastructure	$0	$15,286,405
Hedge Funds	$18,963,507	$0
Private Equity	$0	$21,837,721
Cash	$516,632	$0



*Data ending June 30, 2022

Purpose:

Empower our clients to meet their investment objectives

Vision
Be a trusted partner to our clients through effective investment programs

Mission
Provide independent and thoughtful investment guidance

Why Marquette?
- ✓ Our people
- ✓ Independent expertise
- ✓ Focused client service
- ✓ Careful research

Periodic table benchmarks

Core Bond	Barclays Aggregate
High Yield	Barclays High Yield
Bank Loans	CS Leverage Loan
Broad U.S. Equities	Russell 3000
Large Cap	S&P 500
Mid Cap	Russell Mid Cap
Small Cap	Russell 2000
Broad Intl Equities	ACWI ex-U.S.
Intl Large Cap	EAFE
Intl Small Cap	EAFE Small Cap
Emerging Markets	MSCI EM
Commodities	S&P GSCI
Hedge Funds	HFRI Fund Weighted Composite
Real Estate	NCREIF

Based on quarterly returns for real estate and monthly returns for the rest

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Forward-looking statements, including without limitation any statement or prediction about a future event contained in this presentation, are based on a variety of estimates and assumptions by Marquette, including, but not limited to, estimates of future operating results, the value of assets and market conditions. These estimates and assumptions, including the risk assessments and projections referenced, are inherently uncertain and are subject to numerous business, industry, market, regulatory, geopolitical, competitive, and financial risks that are outside of Marquette's control. There can be no assurance that the assumptions made in connection with any forward-looking statement will prove accurate, and actual results may differ materially.

The inclusion of any forward-looking statement herein should not be regarded as an indication that Marquette considers forward-looking statements to be a reliable prediction of future events. The views contained herein are those of Marquette and should not be taken as financial advice or a recommendation to buy or sell any security. Any forecasts, figures, opinions or investment techniques and strategies described are intended for informational purposes only. They are based on certain assumptions and current market conditions, and although accurate at the time of writing, are subject to change without prior notice. Opinions, estimates, projections, and comments on financial market trends constitute our judgment and are subject to change without notice. Marquette expressly disclaims all liability in respect to actions taken based on any or all of the information included or referenced in this document**. The information is being provided based on the understanding that each recipient has sufficient knowledge and experience to evaluate the merits and risks of investing.**

About Marquette Associates

Marquette was founded in 1986 with the sole objective of providing investment consulting at the highest caliber of service. Our expertise is grounded in our commitment to client service — our team aims to be a trusted partner and as fiduciaries, our clients' interests and objectives are at the center of everything we do. Our approach brings together the real-world experience of our people and our dedication to creativity and critical thinking in order to empower our clients to meet their goals. For more information, please visit www.MarquetteAssociates.com.

MarquetteAssociates

Transition Plan

August 2022

Transition Outline

Task	Short-Term (Tentative: 3Q21-1Q22)	Medium-Term (Tentative: 2Q22-3Q22)	Long-Term (Tentative: 4Q22-2Q23)
Systems Review	✓		
Asset Allocation Study	✓		
Investment Policy Update	✓	✓	
Passive Placeholders		✓	
Fixed Income Search			✓
Equity Searches			✓
Real Estate Search			✓
Infrastructure Search			✓
Private Equity Search			✓

- None of these transitions will affect the current relationship with Hancock Whitney

Approved Allocation

Asset Class	Legacy	Approved	
Broad Fixed Income	35.0%	25.0%	
91 Day T-Bills	1.0%	0.0%	
Total Fixed Income	36.0%	25.0%	▼
Broad U.S. Equity (All Cap Core)	27.0%	0.0%	
US Large-Cap Core	0.0%	25.0%	
US Mid-Cap Core	0.0%	4.0%	
US Small-Cap Core	0.0%	5.0%	
Total U.S. Equity	27.0%	34.0%	▲
Broad Non-US Equity	20.0%	0.0%	
Developed Large-Cap	0.0%	15.0%	
Non-US Small-Cap	0.0%	3.0%	
Emerging Market	0.0%	3.0%	
Total Non-U.S. Equity	20.0%	21.0%	▲
Hedge Fund - FOF	8.0%	0.0%	
Total Hedge Funds	8.0%	0.0%	▼
Real Estate - Core	0.0%	3.0%	
Public REITs	9.0%	0.0%	
Total Real Assets	9.0%	3.0%	▼
Global Infrastructure	0.0%	7.0%	
Private Equity - Fund of Funds	0.0%	10.0%	
Total Illiquid Assets	0.0%	17.0%	▲

	Legacy	Approved
Avg. Annualized 10 Yr. Return	5.91%	7.01%
Avg. Annualized 10 Yr. Volatility	9.42%	11.61%

Fixed Income

- Use fixed income as a source of liquidity opposed to a source of return, given the current market conditions
- Align fixed income exposure with annual cash needs

Equities

- Global equity mix of 60% U.S. and 40% non-U.S. for better expected risk-adjusted returns
- Increase passive allocation in large cap core and add a U.S. small- and mid-cap allocation
- Establish allocation to non-U.S. small-cap
- Establish allocation to emerging markets

Hedge Funds

- Eliminate hedge funds due to structural headwinds that have resulted in disappointing annualized returns and high fees

Real Estate

- Eliminate Public REITs (an equity "proxy" for real estate)
- Add a core open ended private real estate strategy that focuses on yield and a lower correlation to traditional asset classes

Global Infrastructure

- Consider adding private global infrastructure to improve portfolio diversification and enhance returns to have an additional inflation protection component in the portfolio

Private Equity

- Consider private equity to high quality small buyout FOFs and lower-middle market direct exposure

Source: Marquette Associates Asset Allocation Study; as of March 31, 2021. Blue highlighting depicts new asset classes.

Total Fund Composite (Marquette Proposed)

Placeholder Exposure | Desired Exposure | Partial or Full Redemption

Market Values

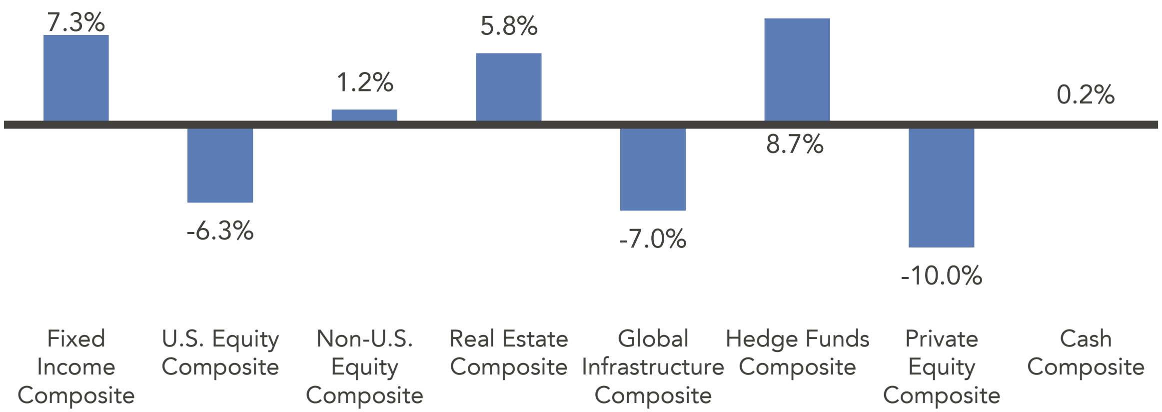
As of 6/30/2022

	Asset Class	Current Market Value	Current % of Portfolio	Current Policy	Proposed Changes	Proposed Market Value	Proposed % of Portfolio	Current Policy
Total Fund Composite		**$218,367,726**	**100.0%**	**100.0%**	**$0**	**$218,367,726**	**100.0%**	**100.0%**
Fixed Income Composite		**$70,603,242**	**32.3%**	**25.0%**	**$0**	**$70,603,242**	**32.3%**	**25.0%**
Fidelity (Pyramis Global Advisors)	Core Plus Fixed Income	$70,603,242	32.3%			$70,603,242	32.3%	0.0%
Core Fixed Income Search	Core Fixed Income	$0	0.0%			$0	0.0%	25.0%
U.S. Equity Composite		**$60,424,338**	**27.7%**	**34.0%**	**$0**	**$60,424,338**	**27.7%**	**34.0%**
Barrow, Hanley, Mewhinney, & Strauss	Large-Cap Value	$13,870,589	6.4%			$13,870,589	6.4%	0.0%
BlackRock Russell 1000 Growth	Large-Cap Growth	$18,117,234	8.3%			$18,117,234	8.3%	0.0%
Large Cap Core Passive	Large-Cap Core	$0	0.0%			$0	0.0%	25.0%
NewSouth Capital	Smid-Cap Value	$28,436,515	13.0%			$28,436,515	13.0%	0.0%
Mid Cap Core Passive	Mid Cap Core	$0	0.0%			$0	0.0%	0.0%
Mid Cap Core Search	Mid Cap Core	$0	0.0%			$0	0.0%	4.0%
Small Cap Core Passive	Small Cap Core	$0	0.0%			$0	0.0%	0.0%
Small Cap Core Search	Small Cap Core	$0	0.0%			$0	0.0%	5.0%
Non-U.S. Equity Composite		**$48,563,911**	**22.2%**	**21.0%**	**$0**	**$48,563,911**	**22.2%**	**21.0%**
Earnest Partners	Non-U.S. Large-Cap Core	$48,563,911	22.2%	15.0%		$48,563,911	22.2%	15.0%
Non-U.S. Small-Cap Core Search	Non-U.S. Small-Cap Core	$0	0.0%	3.0%		$0	0.0%	3.0%
Emerging Market Equity Search	Emerging Market Equity	$0	0.0%	3.0%		$0	0.0%	3.0%
Alternative Asset Composite		**$18,963,507**	**8.7%**	**0.0%**	**$0**	**$18,963,507**	**8.7%**	**0.0%**
1 Prisma Capital Partners LP	Multi-Strat. Hedge FoF	$18,963,507	8.7%	0.0%		$18,963,507	8.7%	0.0%
Real Assets Composite		**$19,296,096**	**8.8%**	**10%**	**$0**	**$19,296,096**	**8.8%**	**10.0%**
Infrastructure Composite		**$0**	**0.0%**	**7.0%**	**$0**	**$0**	**0.0%**	**7.0%**
Global Listed Infrastructure	Global Listed Infrastructure	$0	0.0%	0.0%		$0	0.0%	0.0%
Global Infrastructure Search	Global Infrastructure	$0	0.0%	7.0%		$0	0.0%	7.0%
Real Estate Composite		**$19,296,096**	**8.8%**	**3.0%**	**$0**	**$19,296,096**	**8.8%**	**3.0%**
Vanguard Real Estate ETF	U.S. REIT	$19,296,096	8.8%	0.0%		$19,296,096	8.8%	0.0%
Core Real Estate Search	Core Real Estate	$0	0.0%	3.0%		$0	0.0%	3.0%
Private Equity Composite		**$0**	**0.0%**	**10.0%**	**$0**	**$0**	**0.0%**	**10.0%**
Private Equity Passive	Private Equity	$0	0.0%			$0	0.0%	0.0%
Private Equity Search	Private Equity	$0	0.0%			$0	0.0%	10.0%
Cash Equivalents		**$516,632**	**0.2%**	**0.0%**	**$0**	**$516,632**	**0.2%**	**0.0%**
Cash	Cash & Equivalents	$516,632	0.2%	0.0%		$516,632	0.2%	

1 As of May 31, 2022

Current Asset Allocation vs. Target Allocation

Composite	Current Allocation	Target Allocation
Fixed Income	$70,603,242	$54,594,303
U.S. Equity	$60,424,338	$74,248,252
Non-U.S. Equity	$48,563,911	$45,859,214
Real Estate	$19,296,096	$6,551,316
Global Infrastructure	$0	$15,286,405
Hedge Funds	$18,963,507	$0
Private Equity	$0	$21,837,721
Cash	$516,632	$0



*Data ending June 30, 2022

U.S. Large Cap

Current Exposure	Vehicle	Style	Fees
Barrow, Hanley, Mewhinney & Strauss	Mutual Fund (BVOIX)	Active	71bps
BlackRock Russell 1000 Growth	Commingled Fund	Passive	1.5bps

Interim Exposure Options	Vehicle	Style	Fees
SSgA Russell 1000 Index	Commingled Fund	Passive	3bps
BlackRock Russell 1000 Index	Commingled Fund	Passive	1bp
BNYM Mellon AFL-CIO SL Large Cap Index	Commingled Fund	Passive	1bp
Northern Trust Russell 1000 Index	Commingled Fund	Passive	1.5bps
Vanguard Russell 1000 Index	Mutual Fund (VRNIX)	Passive	7bps
Calvert US Large-Cap Core Responsible Index	Mutual Fund (CSXRX)	Passive	19bps
Parametric, Crossmark, or Aperio Custom Index	Separate Account	Passive	TBD

Desired Exposure	Target Allocation	Mandate Size
Passive	25%	$55 million

U.S. Mid Cap

Current Exposure	Vehicle	Style	Fees
New South Capital Smid-Cap Value	Separate Account	Active	89bps

Interim Exposure Options	Vehicle	Style	Fees
SSgA S&P 400 Mid Cap Index	Commingled Fund	Passive	3bps
LGIM S&P 400 Index	Commingled Fund	Passive	1.75bps
BNYM Mellon AFL-CIO SL Mid Cap Index	Commingled Fund	Passive	1bp
BlackRock Mid-Cap Index	Commingled Fund	Passive	1bp
Vanguard Mid Cap Index	Mutual Fund (VSPMX)	Passive	8bps
Calvert US Mid-Cap Core Responsible Index	Mutual Fund (CMCRX)	Passive	20bps
Parametric, Crossmark, or Aperio Custom Index	Separate Account	Passive	TBD

Desired Exposure	Target Allocation	Mandate Size
Mid Cap Search	4%	$9 million

U.S. Small Cap

Current Exposure	Vehicle	Style	Fees
New South Capital Smid-Cap Value	Separate Account	Active	89bps

Interim Exposure Options	Vehicle	Style	Fees
SSgA Russell 2000 Small Cap Index	Commingled Fund	Passive	3bps
BlackRock Russell 2000 Index	Commingled Fund	Passive	1.5bps
Northern Trust Russell 2000	Commingled Fund	Passive	1bp
BNYM Mellon AFL-CIO SL Small Cap Index	Commingled Fund	Passive	1bp
Fidelity Small Cap Index	Mutual Fund (FSSNX)	Passive	3bps
Vanguard Small Cap Index	Mutual Fund (VRTIX)	Passive	8bps
Parametric, Crossmark, or Aperio Custom Index	Separate Account	Passive	TBD

Desired Exposure	Target Allocation	Mandate Size
Small Cap Search	5%	$11 million

Global Infrastructure

Current Exposure	Vehicle	Style	Fees
No Exposure			

Interim Exposure Options	Vehicle	Style	Fees
Cohen & Steers Global Listed Infrastructure	Mutual Fund (CSUIX)	Active	89bps
Lazard Global Listed Infrastructure	Mutual Fund (GLIFX)	Active	96bps
Nuveen Global Infrastructure	Mutual Fund (FGIWX)	Active	88bps

Desired Exposure	Target Allocation	Mandate Size	Timeline
Global Infrastructure Search	7%	$16 million	

Real Estate

Current Exposure	Vehicle	Style	Fees
Vanguard Real Estate Index	ETF (VNQ)	Passive	12bps

Interim Exposure Options	Vehicle	Style	Fees
Vanguard Real Estate Index	ETF (VNQ)	Passive	12bps
Fidelity Real Estate Index	Mutual Fund (FSRNX)	Passive	7bps

Desired Exposure	Target Allocation	Mandate Size	Timeline
Real Estate Search	3%	$7 million	

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R-097-2022

2022 CONTRIBUTION TO THE EMPLOYEES' RETIREMENT SYSTEM OF THE SEWERAGE AND WATER BOARD OF NEW ORLEANS

WHEREAS, the Employees' Retirement System of the Sewerage and Water Board of New Orleans ("Plan") is an actuarially funded qualified governmental defined benefit pension plan under the Internal Revenue Code; and

WHEREAS, an annual 2022 Actuarial Valuation report of the Plan was presented as of August 10, 2022; and

WHEREAS, the report reflects an actuarial valuation using the Entry Age Normal funding method; and

WHEREAS, the adopted "minimum contribution" for a plan year equals the Normal Cost plus the amount necessary to amortize the Unfunded Actuarial Liability over 15-year to 30-year closed period amortization layers; and

WHEREAS, the Normal Cost for the plan year beginning January 1, 2022 is $5,494,013; and

WHEREAS, the Actuarial Valuation report includes the required "amortization" contribution for the Plan to amortize the January 1, 2022 Unfunded Actuarial Liability of $98,715,423 over 15-year to 30-year closed period amortization layers at a 7% annual effective interest rate, with the longest amortization period as of January 1, 2022 being a 28-year amortization period; and

WHEREAS, the net annual charge required for amortization of the Unfunded Actuarial Liability in such layers beginning January 1, 2022 is $7,872,239; and

WHEREAS, the total Plan contribution as of January 1, 2022 is $13,366,252 (Normal Cost - $5,494,013 plus amortization of Unfunded Actuarial Liability - $7,872,239), which is 28.773% of the projected Earnable Compensation of $46,454,896; and

WHEREAS, the annual estimated employee plan contribution as of January 1, 2022 is $2,787,294, which is 6% of the projected Earnable Compensation based on Board Resolution R-140-2020; and

WHEREAS, the annual Employer Contribution reflecting the continued utilization of the Entry Age Normal funding method less the Plan determined employee contribution is estimated to be $10,578,958 for 2022, which is 22.773% of the projected Earnable Compensation; and

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of the Sewerage & Water Board of New Orleans hereby approves the employer contribution of 22.773% of Earnable Compensation for the Plan Year beginning January 1, 2022, where the projected contribution is $10,578,958 based on projected Earnable Compensation for 2022; and

BE IT FURTHER RESOLVED, that the employer contribution will be determined through active payroll based on a percentage of 22.773% of Earnable Compensation for the remainder of Plan Year 2022 plus a one-time catch-up contribution equal to the difference between 22.773% of year-to-date

Earnable Compensation and the actual year-to-date employer contribution of 21.717% of year-to-date Earnable Compensation; and

BE IT FURTHER RESOLVED, the Employees' Retirement System of the Sewerage and Water Board of New Orleans accepts the 2022 Actuarial Valuation Report as submitted by Rudd & Wisdom, the Retirement System's actuary, in the presentation to the Pension Committee on August 10, 2022.

I, Ghassan Korban, Executive Director,
Sewerage and Water Board of New Orleans, do hereby
certify that the above and foregoing is a true and
correct copy of a resolution adopted at the Regular
Monthly Meeting of said Board of Trustees duly called and held,
according to law, on August 17, 2022.

GHASSAN KORBAN, EXECUTIVE DIRECTOR
SEWERAGE AND WATER BOARD OF NEW ORLEANS

R-098-2022

JANUARY 1, 2022 COST OF LIVING ADJUSTMENT FOR BOARD PENSIONERS

WHEREAS, Article VI, Section 6.1(d)(1) of the Rules and Regulations of the Employees' Retirement System of the Sewerage and Water Board of New Orleans provides for a Cost of Living Adjustment to pensioners over age 65 based on the change in inflation for the 12-month period ending in August of the preceding year, with a maximum increase of no more than 2%; and

WHEREAS, the change in inflation Consumer Price Index (CPI) for Urban Wage Earners for the period of August 2020 to August 2021 was 5.832%; and

WHEREAS, the total annual increase to the Pension Fund of the Sewerage and Water Board of New Orleans to implement the January 1, 2022 Cost of Living Adjustment to 916 eligible pensioners is $111,487.32; and

WHEREAS, such funds to provide for a Cost of Living Adjustment to eligible pensioners are to be made available by the Pension Fund of the Sewerage and Water Board of New Orleans; and

NOW, THEREFORE, BE IT RESOLVED, by the Board of Trustees, that the Pension Fund of the Sewerage and Water Board of New Orleans implement a 2.000% Cost of Living Adjustment increase on the first ten-thousand dollars ($10,000) of eligible pensioners' original Retirement Allowance (that is, the annual pension benefit paid at the time of retirement), effective January 1, 2022, for eligible pensioners who attained age 65 on or before December 31, 2021. The Cost of Living Adjustment increase for a partial year of retirement after age 65 shall be pro-rated based on the actual number of days retired and over age 65 during the twelve-month period ending December 31, 2021 (that is, the number of days elapsed between attainment of age 65 and December 31, 2021).

I, Ghassan Korban, Executive Director,
Sewerage and Water Board of New Orleans, do hereby
certify that the above and foregoing is a true and
correct copy of a resolution adopted at the Regular
Monthly Meeting of said Board of Trustees duly called and held,
according to law, on August 17, 2022.

GHASSAN KORBAN, EXECUTIVE DIRECTOR
SEWERAGE AND WATER BOARD OF NEW ORLEANS

R-099-2022

RESOLUTION OF THE BOARD OF TRUSTEES OF THE EMPLOYEES' RETIREMENT SYSTEM OF THE SEWERAGE AND WATER BOARD ADOPTING THE RESTATED RULES AND REGULATIONS OF THE EMPLOYEES' RETIREMENT SYSTEM

WHEREAS, the Rules and Regulations of the Employees' Retirement System of the Sewerage and Water Board of New Orleans are to be restated effective July 1, 2022 (hereinafter the "Restatement"); and

WHEREAS, the purpose of the Restatement is to restate the Rules and Regulations in one document and include all amendments made to the Rules and Regulations through August 17, 2022; and

WHEREAS, the Board of Trustees of the Sewerage and Water Board of New Orleans Employees' Retirement System wishes to adopt the Restatement;

NOW THEREFORE, BE IT RESOLVED:

That the Board of Trustees of the Employees' Retirement System of the Sewerage and Water Board of New Orleans adopt the restated Rules and Regulations of the Employees' Retirement System as set forth in the Restatement and presented at this meeting and the Restatement is to be executed by the members of the Board of Trustees.

Furthermore, that the Restatement includes all amendments made to the Rules and Regulations through August 17, 2022.

Furthermore, that the Restatement is to be effective August 17, 2022.

I, Ghassan Korban, Executive Director,
Sewerage and Water Board of New Orleans, do hereby
certify that the above and foregoing is a true and
correct copy of a resolution adopted at the Regular
Meeting of said Board of Trustees duly called and held,
according to law, on August 17, 2022.

GHASSAN KORBAN, EXECUTIVE DIRECTOR
SEWERAGE AND WATER BOARD OF NEW ORLEANS

R-100-2022

ALLOWANCE FOR VIRTUAL AND ONLINE MANDATORY CONTINUING EDUCATION FOR THE BOARD OF TRUSTEES OF THE EMPLOYEES' RETIREMENT SYSTEM OF SWBNO

WHEREAS, on August 21, 2019, the Board of Trustees of the Employees' Retirement System of Sewerage and Water Board of New Orleans (the "Board of Trustees") approved Resolution No. 129-2019 that established the total number of hours of continuing education or professional development training that must be completed annually for Board of Trustees members at five (5) hours, consisting of: two (2) hours of investment training, one (1) hour of actuarial science information education, one (1) hour of education regarding the laws, rules, and regulations applicable to his system, and one hour of instruction on fiduciary duty and ethics; and

WHEREAS, on October 21, 2020, the Board of Trustees approved Resolution No. 126-2020 establishing that each Trustee member must report their continuing education hours by category to the Chairperson of the Pension Committee by December 31, 2020, who will then report the aggregate hours of each category of education/training to the full Board of Trustees at its January 2021 meeting, and annually thereafter; and

WHEREAS, during 2019-2020 there existed throughout the state of Louisiana and the city of New Orleans, a public health emergency due to the COVID-19 coronavirus, declared by official proclamations issued by both the Mayor of New Orleans (Proclamation 2020-02449) and the Governor of the State of Louisiana (Proclamations Nos. 25 JBE 2020, JBE 2020-30, 33 JBE 2020 and extended through the end of the COVID-19 pandemic by Emergency Proclamation 110 JBE 2020 signed by Governor John Bel Edwards August 26, 2020) ; and

WHEREAS, this public health emergency and best practices in response to it require avoidance of large gatherings and the maintenance of personal distance from one another, and thereby necessitated major adjustments in the work and public environments; and

WHEREAS, as a result of the public health emergency, and with no policies or provisions for the allowance of virtual and/or online mandatory continuing education, Trustee members were unable to attend seminars and trainings in order to timely and satisfactorily complete their 2020 continuing education requirements.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Trustees of the Employees' Retirement System of Sewerage and Water Board of New Orleans hereby authorizes and makes allowance for virtual and online mandatory continuing education.

I, Ghassan Korban, Executive Director,
Sewerage and Water Board of New Orleans, do hereby
certify that the above and foregoing is a true and
correct copy of a Resolution adopted at the
Meeting of said Board of Trustees, duly called and held,
according to law, on August 17, 2022.

GHASSAN KORBAN, EXECUTIVE DIRECTOR
SEWERAGE AND WATER BOARD OF NEW ORLEANS

(Preliminary, Subject to Change)

Employees' Retirement System

The Sewerage & Water Board of New Orleans

Employees' Retirement System

Monthly Performance Report

June 30, 2022

Total Fund Composite

Manager Status

Market Value: $218.4 Million and 100.0% of Fund

Investment Manager	Asset Class	Status	Reason
Fidelity (Pyramis Global Advisors)	Core Plus Fixed Income	In Compliance	---
Barrow, Hanley, Mewhinney, & Strauss	Large-Cap Value	In Compliance	---
BlackRock Russell 1000 Growth	Large-Cap Growth	In Compliance	---
NewSouth Capital	Smid-Cap Value	In Compliance	---
Earnest Partners	Non-U.S. Large-Cap Core	In Compliance	---
Prisma Capital Partners LP	Multi-Strat. Hedge FoF	Termination	No longer in Approved Asset Allocation
Vanguard Real Estate ETF	U.S. REIT	In Compliance	---

Investment Manager Evaluation Terminology

The following terminology has been developed by Marquette Associates to facilitate efficient communication among the Investment Manager, Investment Consultant, and the Plan Sponsor. Each term signifies a particular status with the Fund and any conditions that may require improvement. In each case, communication is made only after consultation with the Trustees and/or the Investment Committee of the Plan.

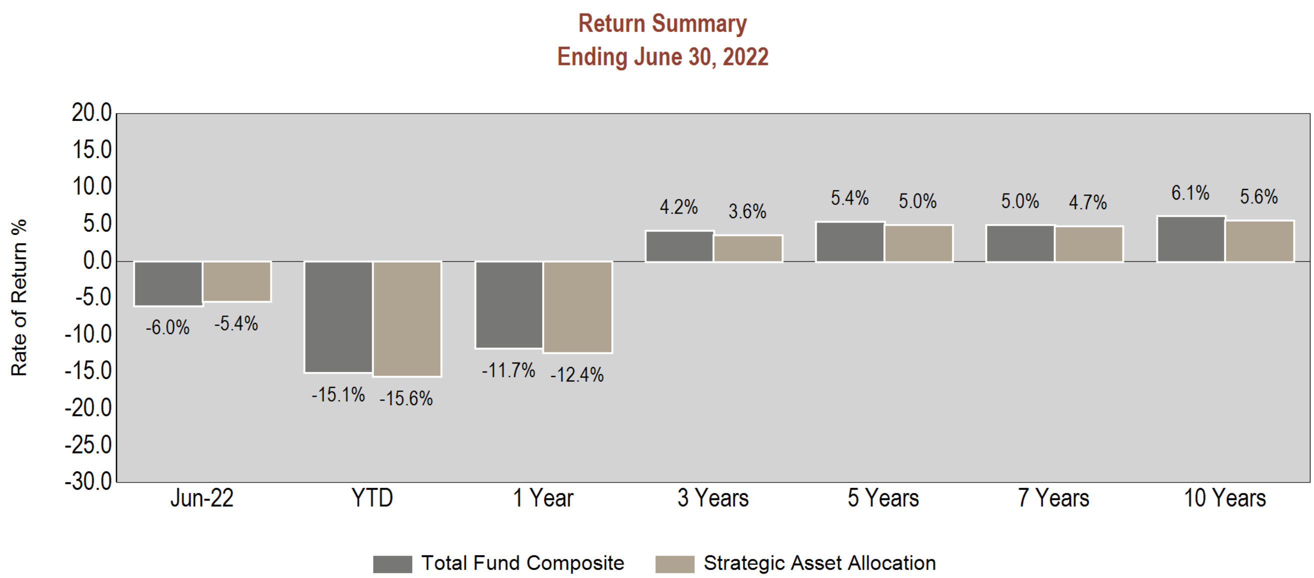
In Compliance – The investment manager states it is acting in accordance with the Investment Policy Guidelines.

Alert – The investment manager is notified of a problem in performance (usually related to a benchmark or volatility measure), a change in investment characteristics, an alteration in management style or key investment professionals, and/or any other irregularities.

On Notice – The investment manager is notified of continued concern with one or more Alert issues. Failure to improve upon stated issues within a specific time frame justifies termination.

Termination – The Trustees have decided to terminate the investment manager. The investment manager is notified and transition plans are in place.

Total Fund Composite



Return Summary - 1 Year

	Total Return
Total Fund Composite	-11.7%
Fixed Income Composite	-10.5%
Equity Composite	-15.0%
Alternative Asset Composite	0.9%
Real Estate Composite	-8.1%

Asset Allocation vs. Target

	Current	Current	Policy	Policy 2	Difference	%
Fixed Income	$70,603,242	32.3%	35.0%	25.0%	$16,008,939	7.3%
U.S. Equity	$60,424,337	27.7%	27.0%	34.0%	-$13,823,915	-6.3%
Non-U.S. Equity	$48,563,911	22.2%	20.0%	21.0%	$2,704,697	1.2%
Hedge Funds	$18,972,994	8.7%	8.0%	0.0%	$18,972,994	8.7%
Real Assets	$19,296,096	8.8%	9.0%	10.0%	-$2,541,625	-1.2%
Private Equity	--	--	0.0%	10.0%	-$21,837,721	-10.0%
Other	$516,632	0.2%	1.0%	0.0%	$516,632	0.2%
Total	**$218,377,211**	**100.0%**	**100.0%**	**100.0%**		

Summary of Cash Flows

	Last Month	Last Three Months	Year-To-Date	One Year
Beginning Market Value	$232,264,549	$248,677,168	$263,358,963	$259,606,179
Net Cash Flow	-$36,797	-$3,107,312	-$6,301,794	-$12,916,365
Net Investment Change	-$13,850,541	-$27,192,645	-$38,679,958	-$28,312,603
Ending Market Value	$218,377,211	$218,377,211	$218,377,211	$218,377,211

Total Fund Composite

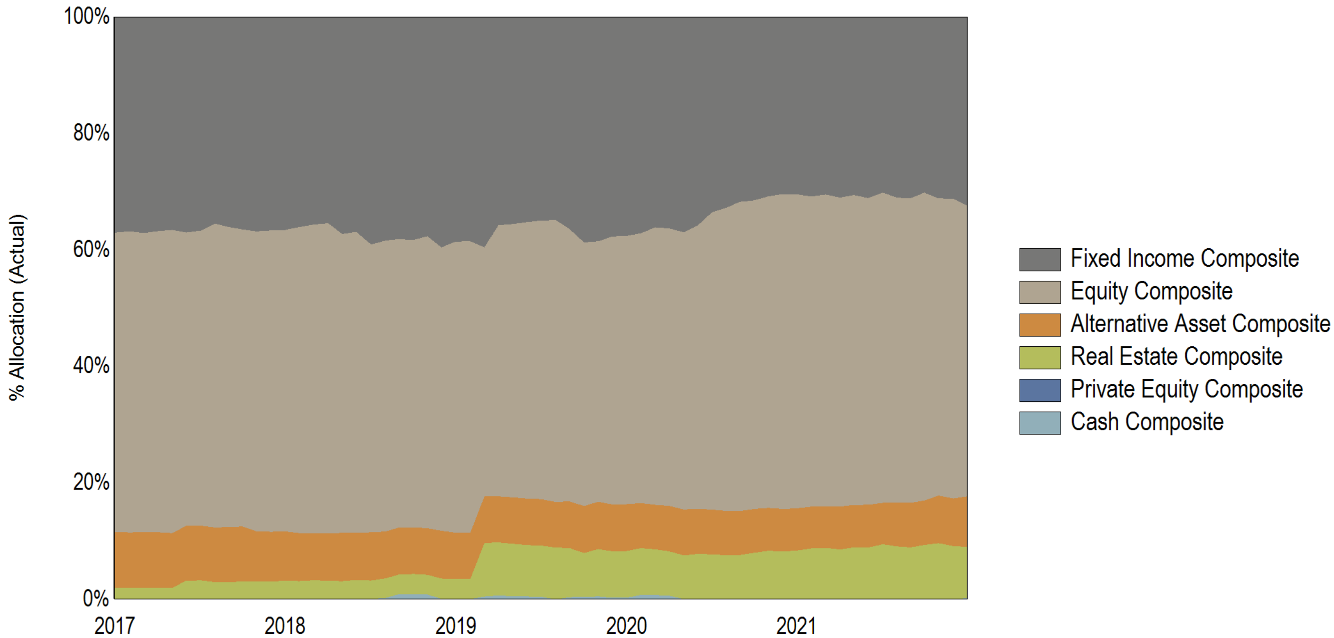
Market Value: $218.4 Million and 100.0% of Fund

Ending June 30, 2022

	Asset Class	Market Value ($)	3 Mo Net Cash Flows ($)	% of Portfolio	Policy %	Policy Difference ($)
Total Fund Composite		**218,377,211**	**-3,107,312**	**100.0**	**100.0**	**0**
Fixed Income Composite		**70,603,242**	**0**	**32.3**	**35.0**	**-5,828,782**
Fidelity (Pyramis Global Advisors)	Core Plus Fixed Income	70,603,242	0	32.3		
Equity Composite		**108,988,248**	**-3,014,214**	**49.9**	**47.0**	**6,350,959**
Barrow, Hanley, Mewhinney, & Strauss	Large-Cap Value	13,870,589	0	6.4		
BlackRock Russell 1000 Growth	Large-Cap Growth	18,117,234	19,490,439	8.3		
NewSouth Capital	Smid-Cap Value	28,436,515	0	13.0		
Earnest Partners	Non-U.S. Large-Cap Core	48,563,911	0	22.2		
iShares S&P 500 Growth ETF	Large-Cap Growth	0	-22,504,653	0.0		
Alternative Asset Composite		**18,972,994**	**-18,057**	**8.7**	**8.0**	**1,502,817**
Prisma Capital Partners LP	Multi-Strat. Hedge FoF	18,963,507	-18,057	8.7		
Real Estate Composite		**19,296,096**	**-120,663**	**8.8**	**9.0**	**-357,853**
Vanguard Real Estate ETF	U.S. REIT	19,296,096	-120,614	8.8		
Cash Composite		**516,632**	**45,573**	**0.2**	**1.0**	**-1,667,140**
Cash	Cash & Equivalents	516,632	45,573	0.2		

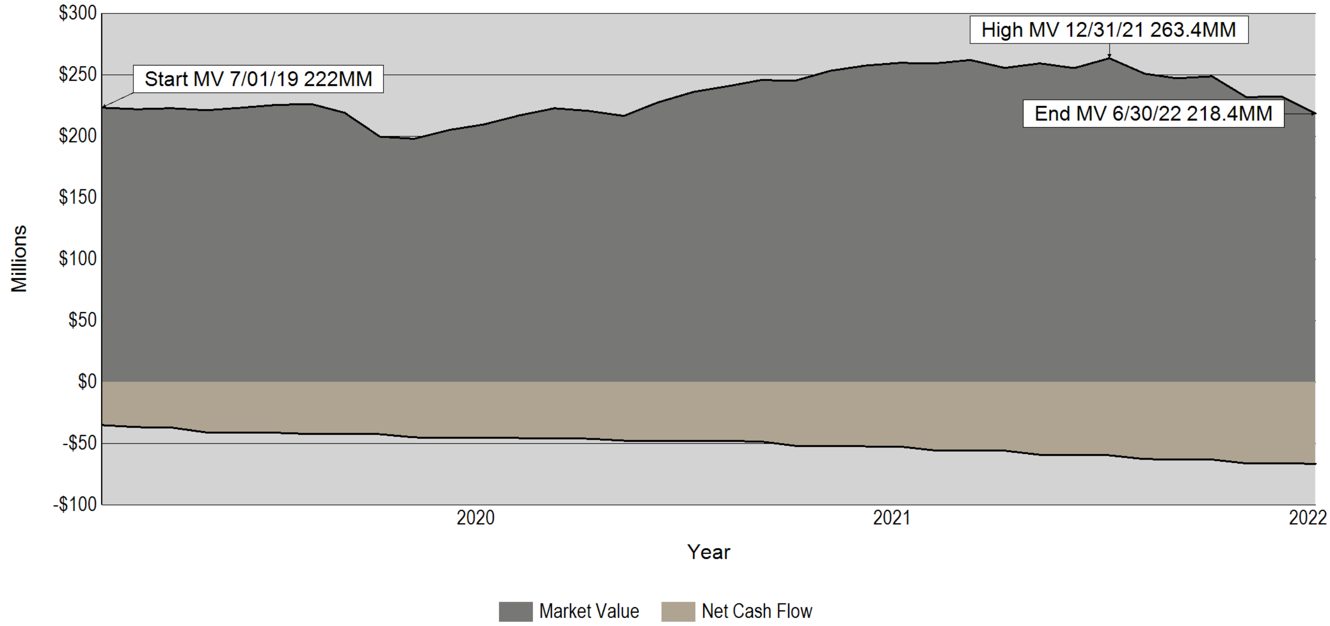
Market Value: $218.4 Million and 100.0% of Fund

Historic Asset Allocation



	Current	Policy	Difference	%
Fixed Income	$70,603,242	$76,432,024	-$5,828,782	-2.7%
U.S. Equity	$60,424,337	$58,961,847	$1,462,490	0.7%
Non-U.S. Equity	$48,563,911	$43,675,442	$4,888,469	2.2%
Hedge Funds	$18,972,994	$17,470,177	$1,502,817	0.7%
Real Assets	$19,296,096	$19,653,949	-$357,853	-0.2%
Private Equity	--	$0	$0	0.0%
Other	$516,632	$2,183,772	-$1,667,140	-0.8%
Total	**$218,377,211**	**$218,377,211**		

Market Value: $218.4 Million and 100.0% of Fund



Summary of Cash Flows

	Last Month	Last Three Months	Year-To-Date	One Year
Beginning Market Value	$232,264,549	$248,677,168	$263,358,963	$259,606,179
Net Cash Flow	-$36,797	-$3,107,312	-$6,301,794	-$12,916,365
Net Investment Change	-$13,850,541	-$27,192,645	-$38,679,958	-$28,312,603
Ending Market Value	$218,377,211	$218,377,211	$218,377,211	$218,377,211

Total Fund Composite

Annualized Performance (Gross of Fees)

Market Value: $218.4 Million and 100.0% of Fund

Ending June 30, 2022

	1 Mo	3 Mo	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs	Inception	Inception Date
Total Fund Composite	**-5.9%**	**-11.0%**	**-14.9%**	**-11.3%**	**4.6%**	**5.7%**	**5.2%**	**6.3%**	**6.3%**	**Jul-02**
Strategic Asset Allocation	*-5.4%*	*-11.0%*	*-15.6%*	*-12.4%*	*3.6%*	*5.0%*	*4.7%*	*5.6%*	*5.8%*	*Jul-02*
Fixed Income Composite	**-2.2%**	**-5.5%**	**-10.7%**	**-10.3%**	**0.4%**	**--**	**--**	**--**	**1.9%**	**Jan-18**
Fixed Income Balanced Index	*-1.6%*	*-4.7%*	*-10.3%*	*-10.3%*	*-0.9%*	*--*	*--*	*--*	*1.0%*	*Jan-18*
Equity Composite	**-9.0%**	**-15.1%**	**-18.6%**	**-14.5%**	**9.6%**	**10.0%**	**9.0%**	**11.3%**	**7.8%**	**Jun-06**
Equity Balanced Index	*-9.2%*	*-15.3%*	*-19.3%*	*-15.5%*	*8.1%*	*8.7%*	*9.2%*	*11.7%*	*8.5%*	*Jun-06*
Alternative Asset Composite	**0.0%**	**0.3%**	**1.7%**	**1.8%**	**5.7%**	**4.5%**	**2.9%**	**4.3%**	**3.4%**	**May-07**
HFRI Fund of Funds Composite Index	*-0.9%*	*-3.6%*	*-6.3%*	*-5.2%*	*4.1%*	*3.7%*	*2.7%*	*3.8%*	*1.8%*	*May-07*
Real Estate Composite	**-7.5%**	**-15.4%**	**-20.6%**	**-8.1%**	**5.0%**	**5.8%**	**7.2%**	**7.6%**	**8.9%**	**Apr-10**
MSCI US REIT	*-7.5%*	*-17.2%*	*-20.7%*	*-7.3%*	*2.9%*	*4.1%*	*5.4%*	*6.0%*	*7.4%*	*Apr-10*

Please note: Returns through inception for the alternative asset composite were calculated and verified using information from the investment manager rather than the Plan's custodian.

Total Fund Composite

Calendar Performance (Gross of Fees)

Market Value: $218.4 Million and 100.0% of Fund

	Calendar Year										
	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011
Total Fund Composite	**14.6%**	**10.9%**	**19.1%**	**-3.3%**	**11.6%**	**6.4%**	**-1.7%**	**5.6%**	**11.0%**	**11.7%**	**3.5%**
Strategic Asset Allocation	*11.8%*	*11.0%*	*18.9%*	*-3.8%*	*12.8%*	*6.4%*	*-2.8%*	*4.2%*	*11.5%*	*10.5%*	*2.2%*
Fixed Income Composite	**0.3%**	**9.7%**	**10.2%**	**--**	**--**	**--**	**--**	**--**	**--**	**--**	**--**
Fixed Income Balanced Index	*-1.5%*	*7.6%*	*9.3%*	*-0.3%*	*--*	*--*	*--*	*--*	*--*	*--*	*--*
Equity Composite	**21.5%**	**21.1%**	**29.2%**	**-5.6%**	**19.0%**	**11.0%**	**-0.3%**	**9.0%**	**23.8%**	**16.9%**	**0.0%**
Equity Balanced Index	*19.7%*	*20.0%*	*28.6%*	*-7.6%*	*17.3%*	*16.0%*	*0.5%*	*12.6%*	*33.6%*	*16.4%*	*1.0%*
Alternative Asset Composite	**4.7%**	**8.9%**	**8.0%**	**-4.6%**	**7.0%**	**-1.1%**	**0.0%**	**2.3%**	**11.0%**	**7.5%**	**-3.3%**
HFRI Fund of Funds Composite Index	*6.2%*	*10.9%*	*8.4%*	*-4.0%*	*7.8%*	*0.5%*	*-0.3%*	*3.4%*	*9.0%*	*4.8%*	*-5.7%*
Real Estate Composite	**40.4%**	**-4.4%**	**29.3%**	**-5.8%**	**4.7%**	**8.4%**	**2.6%**	**30.5%**	**2.4%**	**17.7%**	**8.3%**
MSCI US REIT	*41.7%*	*-8.7%*	*24.3%*	*-5.8%*	*3.7%*	*7.1%*	*1.3%*	*28.8%*	*1.3%*	*16.5%*	*7.5%*

Annualized Performance (Gross of Fees)

Market Value: $218.4 Million and 100.0% of Fund

Ending June 30, 2022

	1 Mo	3 Mo	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs	Inception	Inception Date
Total Fund Composite	**-5.9%**	**-11.0%**	**-14.9%**	**-11.3%**	**4.6%**	**5.7%**	**5.2%**	**6.3%**	**6.3%**	**Jul-02**
Strategic Asset Allocation	*-5.4%*	*-11.0%*	*-15.6%*	*-12.4%*	*3.6%*	*5.0%*	*4.7%*	*5.6%*	*5.8%*	*Jul-02*
Fixed Income Composite	**-2.2%**	**-5.5%**	**-10.7%**	**-10.3%**	**0.4%**	**--**	**--**	**--**	**1.9%**	**Jan-18**
Fixed Income Balanced Index	*-1.6%*	*-4.7%*	*-10.3%*	*-10.3%*	*-0.9%*	*--*	*--*	*--*	*1.0%*	*Jan-18*
Fidelity (Pyramis Global Advisors)	-2.2%	-5.5%	-10.7%	-10.3%	0.4%	1.9%	2.5%	2.7%	4.2%	Apr-07
Bloomberg US Aggregate TR	*-1.6%*	*-4.7%*	*-10.3%*	*-10.3%*	*-0.9%*	*0.9%*	*1.4%*	*1.5%*	*3.2%*	*Apr-07*
Equity Composite	**-9.0%**	**-15.1%**	**-18.6%**	**-14.5%**	**9.6%**	**10.0%**	**9.0%**	**11.3%**	**7.8%**	**Jun-06**
Equity Balanced Index	*-9.2%*	*-15.3%*	*-19.3%*	*-15.5%*	*8.1%*	*8.7%*	*9.2%*	*11.7%*	*8.5%*	*Jun-06*
Barrow, Hanley, Mewhinney, & Strauss	-8.7%	-11.1%	-10.9%	-5.5%	8.7%	8.8%	8.8%	11.3%	7.8%	Sep-06
Russell 1000 Value	*-8.7%*	*-12.2%*	*-12.9%*	*-6.8%*	*6.9%*	*7.2%*	*7.7%*	*10.5%*	*6.7%*	*Sep-06*
BlackRock Russell 1000 Growth	-7.3%	--	--	--	--	--	--	--	--	Jun-22
Russell 1000 Growth	*-7.9%*	*-20.9%*	*-28.1%*	*-18.8%*	*12.6%*	*14.3%*	*13.5%*	*14.8%*	*--*	*Jun-22*
NewSouth Capital	-9.1%	-16.2%	-19.6%	-16.9%	5.6%	8.9%	7.2%	11.2%	10.8%	Aug-11
Russell 2500 Value	*-10.9%*	*-15.4%*	*-16.7%*	*-13.2%*	*6.2%*	*5.5%*	*6.5%*	*9.5%*	*9.9%*	*Aug-11*
Earnest Partners	-9.5%	-13.5%	-15.6%	-14.9%	5.2%	4.9%	5.2%	7.1%	6.9%	Jun-10
MSCI ACWI ex USA	*-8.6%*	*-13.7%*	*-18.4%*	*-19.4%*	*1.4%*	*2.5%*	*2.9%*	*4.8%*	*4.9%*	*Jun-10*
iShares S&P 500 Growth ETF	-0.1%	-13.8%	-21.2%	-9.2%	14.9%	15.3%	--	--	15.2%	Mar-16
S&P 500 Growth	*-8.3%*	*-20.8%*	*-27.6%*	*-16.4%*	*11.6%*	*13.5%*	*12.9%*	*14.3%*	*14.0%*	*Mar-16*
Russell 1000	*-8.4%*	*-16.7%*	*-20.9%*	*-13.0%*	*10.2%*	*11.0%*	*10.8%*	*12.8%*	*12.1%*	*Mar-16*
Alternative Asset Composite	**0.0%**	**0.3%**	**1.7%**	**1.8%**	**5.7%**	**4.5%**	**2.9%**	**4.3%**	**3.4%**	**May-07**
HFRI Fund of Funds Composite Index	*-0.9%*	*-3.6%*	*-6.3%*	*-5.2%*	*4.1%*	*3.7%*	*2.7%*	*3.8%*	*1.8%*	*May-07*
Prisma Capital Partners LP	0.0%	0.3%	1.8%	1.5%	5.6%	4.4%	2.9%	4.2%	3.4%	May-07
HFRI Fund of Funds Composite Index	*-0.9%*	*-3.6%*	*-6.3%*	*-5.2%*	*4.1%*	*3.7%*	*2.7%*	*3.8%*	*1.8%*	*May-07*
Real Estate Composite	**-7.5%**	**-15.4%**	**-20.6%**	**-8.1%**	**5.0%**	**5.8%**	**7.2%**	**7.6%**	**8.9%**	**Apr-10**
MSCI US REIT	*-7.5%*	*-17.2%*	*-20.7%*	*-7.3%*	*2.9%*	*4.1%*	*5.4%*	*6.0%*	*7.4%*	*Apr-10*
Vanguard Real Estate ETF	-7.5%	-15.4%	-20.6%	-8.1%	5.0%	5.8%	7.2%	7.6%	8.9%	Apr-10
MSCI US REIT	*-7.5%*	*-17.2%*	*-20.7%*	*-7.3%*	*2.9%*	*4.1%*	*5.4%*	*6.0%*	*7.4%*	*Apr-10*

Calendar Performance (Gross of Fees)

Market Value: $218.4 Million and 100.0% of Fund

	Calendar Year										
	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011
Total Fund Composite	**14.6%**	**10.9%**	**19.1%**	**-3.3%**	**11.6%**	**6.4%**	**-1.7%**	**5.6%**	**11.0%**	**11.7%**	**3.5%**
Strategic Asset Allocation	*11.8%*	*11.0%*	*18.9%*	*-3.8%*	*12.8%*	*6.4%*	*-2.8%*	*4.2%*	*11.5%*	*10.5%*	*2.2%*
Fixed Income Composite	**0.3%**	**9.7%**	**10.2%**	**--**	**--**	**--**	**--**	**--**	**--**	**--**	**--**
Fixed Income Balanced Index	*-1.5%*	*7.6%*	*9.3%*	*-0.3%*	--	--	--	--	--	--	--
Fidelity (Pyramis Global Advisors)	0.3%	9.7%	10.2%	-0.3%	4.7%	5.6%	0.1%	6.2%	-0.7%	7.6%	7.8%
Bloomberg US Aggregate TR	*-1.5%*	*7.5%*	*8.7%*	*0.0%*	*3.5%*	*2.6%*	*0.6%*	*6.0%*	*-2.0%*	*4.2%*	*7.8%*
Equity Composite	**21.5%**	**21.1%**	**29.2%**	**-5.6%**	**19.0%**	**11.0%**	**-0.3%**	**9.0%**	**23.8%**	**16.9%**	**0.0%**
Equity Balanced Index	*19.7%*	*20.0%*	*28.6%*	*-7.6%*	*17.3%*	*16.0%*	*0.5%*	*12.6%*	*33.6%*	*16.4%*	*1.0%*
Barrow, Hanley, Mewhinney, & Strauss	26.1%	4.2%	26.8%	-4.6%	15.2%	14.2%	-1.3%	12.8%	32.4%	15.2%	2.6%
Russell 1000 Value	*25.2%*	*2.8%*	*26.5%*	*-8.3%*	*13.7%*	*17.3%*	*-3.8%*	*13.5%*	*32.5%*	*17.5%*	*0.4%*
BlackRock Russell 1000 Growth	--	--	--	--	--	--	--	--	--	--	--
Russell 1000 Growth	*27.6%*	*38.5%*	*36.4%*	*-1.5%*	*30.2%*	*7.1%*	*5.7%*	*13.0%*	*33.5%*	*15.3%*	*2.6%*
NewSouth Capital	25.8%	8.9%	29.7%	-0.4%	12.2%	10.2%	-0.5%	12.2%	28.8%	16.8%	--
Russell 2500 Value	*27.8%*	*4.9%*	*23.6%*	*-12.4%*	*10.4%*	*25.2%*	*-5.5%*	*7.1%*	*33.3%*	*19.2%*	*-3.4%*
Earnest Partners	12.9%	13.9%	23.3%	-15.7%	31.6%	5.5%	-5.5%	-1.6%	13.5%	19.5%	-9.7%
MSCI ACWI ex USA	*7.8%*	*10.7%*	*21.5%*	*-14.2%*	*27.2%*	*4.5%*	*-5.7%*	*-3.9%*	*15.3%*	*16.8%*	*-13.7%*
iShares S&P 500 Growth ETF	31.7%	33.8%	31.1%	-0.1%	26.9%	--	--	--	--	--	--
S&P 500 Growth	*32.0%*	*33.5%*	*31.1%*	*0.0%*	*27.4%*	*6.9%*	*5.5%*	*14.9%*	*32.8%*	*14.6%*	*4.7%*
Russell 1000	*26.5%*	*21.0%*	*31.4%*	*-4.8%*	*21.7%*	*12.1%*	*0.9%*	*13.2%*	*33.1%*	*16.4%*	*1.5%*
Alternative Asset Composite	**4.7%**	**8.9%**	**8.0%**	**-4.6%**	**7.0%**	**-1.1%**	**0.0%**	**2.3%**	**11.0%**	**7.5%**	**-3.3%**
HFRI Fund of Funds Composite Index	*6.2%*	*10.9%*	*8.4%*	*-4.0%*	*7.8%*	*0.5%*	*-0.3%*	*3.4%*	*9.0%*	*4.8%*	*-5.7%*
Prisma Capital Partners LP	4.4%	8.9%	8.0%	-4.7%	7.0%	-1.1%	0.0%	2.3%	11.0%	7.5%	-3.3%
HFRI Fund of Funds Composite Index	*6.2%*	*10.9%*	*8.4%*	*-4.0%*	*7.8%*	*0.5%*	*-0.3%*	*3.4%*	*9.0%*	*4.8%*	*-5.7%*
Real Estate Composite	**40.4%**	**-4.4%**	**29.3%**	**-5.8%**	**4.7%**	**8.4%**	**2.6%**	**30.5%**	**2.4%**	**17.7%**	**8.3%**
MSCI US REIT	*41.7%*	*-8.7%*	*24.3%*	*-5.8%*	*3.7%*	*7.1%*	*1.3%*	*28.8%*	*1.3%*	*16.5%*	*7.5%*
Vanguard Real Estate ETF	40.4%	-4.4%	29.3%	-5.8%	4.7%	8.4%	2.6%	30.5%	2.4%	17.7%	8.3%
MSCI US REIT	*41.7%*	*-8.7%*	*24.3%*	*-5.8%*	*3.7%*	*7.1%*	*1.3%*	*28.8%*	*1.3%*	*16.5%*	*7.5%*

Total Fund Composite

Annualized Performance (Net of Fees)

Market Value: $218.4 Million and 100.0% of Fund

Ending June 30, 2022

	1 Mo	3 Mo	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs	Inception	Inception Date
Total Fund Composite	**-6.0%**	**-11.1%**	**-15.1%**	**-11.7%**	**4.2%**	**5.4%**	**5.0%**	**6.1%**	**6.2%**	**Jul-02**
Strategic Asset Allocation	*-5.4%*	*-11.0%*	*-15.6%*	*-12.4%*	*3.6%*	*5.0%*	*4.7%*	*5.6%*	*5.8%*	*Jul-02*
Fixed Income Composite	**-2.2%**	**-5.6%**	**-10.8%**	**-10.5%**	**0.2%**	**--**	**--**	**--**	**1.7%**	**Jan-18**
Fixed Income Balanced Index	*-1.6%*	*-4.7%*	*-10.3%*	*-10.3%*	*-0.9%*	*--*	*--*	*--*	*1.0%*	*Jan-18*
Equity Composite	**-9.0%**	**-15.3%**	**-18.9%**	**-15.0%**	**7.9%**	**10.5%**	**9.3%**	**11.5%**	**7.9%**	**Jun-06**
Equity Balanced Index	*-9.2%*	*-15.3%*	*-19.3%*	*-15.5%*	*8.1%*	*8.7%*	*9.2%*	*11.7%*	*8.5%*	*Jun-06*
Alternative Asset Composite	**0.0%**	**0.2%**	**1.4%**	**0.9%**	**5.3%**	**4.2%**	**2.7%**	**4.1%**	**3.3%**	**May-07**
HFRI Fund of Funds Composite Index	*-0.9%*	*-3.6%*	*-6.3%*	*-5.2%*	*4.1%*	*3.7%*	*2.7%*	*3.8%*	*1.8%*	*May-07*
Real Estate Composite	**-7.5%**	**-15.4%**	**-20.6%**	**-8.1%**	**5.0%**	**5.8%**	**7.2%**	**7.6%**	**8.9%**	**Apr-10**
MSCI US REIT	*-7.5%*	*-17.2%*	*-20.7%*	*-7.3%*	*2.9%*	*4.1%*	*5.4%*	*6.0%*	*7.4%*	*Apr-10*

Total Fund Composite

Calendar Performance (Net of Fees)

Market Value: $218.4 Million and 100.0% of Fund

	Calendar Year										
	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011
Total Fund Composite	**14.0%**	**10.5%**	**18.8%**	**-3.6%**	**11.6%**	**6.4%**	**-1.7%**	**5.6%**	**11.0%**	**11.7%**	**3.5%**
Strategic Asset Allocation	*11.8%*	*11.0%*	*18.9%*	*-3.8%*	*12.8%*	*6.4%*	*-2.8%*	*4.2%*	*11.5%*	*10.5%*	*2.2%*
InvMetrics Public DB Net Rank	*44*	*81*	*60*	*30*	*95*	*78*	*78*	*47*	*85*	*53*	*6*
Fixed Income Composite	**0.0%**	**9.5%**	**10.0%**	**--**	**--**	**--**	**--**	**--**	**--**	**--**	**--**
Fixed Income Balanced Index	*-1.5%*	*7.6%*	*9.3%*	*-0.3%*	*--*	*--*	*--*	*--*	*--*	*--*	*--*
InvMetrics Public DB US Fix Inc Net Rank	*13*	*15*	*9*	*--*	*--*	*--*	*--*	*--*	*--*	*--*	*--*
Equity Composite	**20.8%**	**21.1%**	**24.3%**	**1.2%**	**19.0%**	**11.0%**	**-0.3%**	**9.0%**	**23.8%**	**16.9%**	**0.0%**
Equity Balanced Index	*19.7%*	*20.0%*	*28.6%*	*-7.6%*	*17.3%*	*16.0%*	*0.5%*	*12.6%*	*33.6%*	*16.4%*	*1.0%*
InvMetrics Public DB Total Eq Net Rank	*37*	*7*	*96*	*1*	*97*	*7*	*16*	*19*	*88*	*44*	*13*
Alternative Asset Composite	**3.8%**	**8.9%**	**8.0%**	**-4.7%**	**7.0%**	**-1.1%**	**0.0%**	**2.3%**	**11.0%**	**7.5%**	**-3.3%**
HFRI Fund of Funds Composite Index	*6.2%*	*10.9%*	*8.4%*	*-4.0%*	*7.8%*	*0.5%*	*-0.3%*	*3.4%*	*9.0%*	*4.8%*	*-5.7%*
InvMetrics Public DB Hedge Funds Net Rank	*77*	*47*	*48*	*81*	*40*	*93*	*45*	*85*	*59*	*46*	*70*
Real Estate Composite	**40.4%**	**-4.4%**	**29.2%**	**-5.8%**	**4.7%**	**8.4%**	**2.6%**	**30.5%**	**2.4%**	**17.7%**	**8.3%**
MSCI US REIT	*41.7%*	*-8.7%*	*24.3%*	*-5.8%*	*3.7%*	*7.1%*	*1.3%*	*28.8%*	*1.3%*	*16.5%*	*7.5%*
InvMetrics Public DB Real Estate Pub Net Rank	*--*	*61*	*1*	*50*	*77*	*11*	*48*	*12*	*99*	*15*	*79*

Investment Manager

Annualized Performance (Net of Fees)

Market Value: $218.4 Million and 100.0% of Fund

Ending June 30, 2022

	1 Mo	3 Mo	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs	Inception	Inception Date
Total Fund Composite	**-6.0%**	**-11.1%**	**-15.1%**	**-11.7%**	**4.2%**	**5.4%**	**5.0%**	**6.1%**	**6.2%**	**Jul-02**
Strategic Asset Allocation	*-5.4%*	*-11.0%*	*-15.6%*	*-12.4%*	*3.6%*	*5.0%*	*4.7%*	*5.6%*	*5.8%*	*Jul-02*
Fixed Income Composite	**-2.2%**	**-5.6%**	**-10.8%**	**-10.5%**	**0.2%**	**--**	**--**	**--**	**1.7%**	**Jan-18**
Fixed Income Balanced Index	*-1.6%*	*-4.7%*	*-10.3%*	*-10.3%*	*-0.9%*	*--*	*--*	*--*	*1.0%*	*Jan-18*
Fidelity (Pyramis Global Advisors)	-2.2%	-5.6%	-10.8%	-10.5%	0.2%	1.8%	2.4%	2.7%	4.1%	Apr-07
Bloomberg US Aggregate TR	*-1.6%*	*-4.7%*	*-10.3%*	*-10.3%*	*-0.9%*	*0.9%*	*1.4%*	*1.5%*	*3.2%*	*Apr-07*
Equity Composite	**-9.0%**	**-15.3%**	**-18.9%**	**-15.0%**	**7.9%**	**10.5%**	**9.3%**	**11.5%**	**7.9%**	**Jun-06**
Equity Balanced Index	*-9.2%*	*-15.3%*	*-19.3%*	*-15.5%*	*8.1%*	*8.7%*	*9.2%*	*11.7%*	*8.5%*	*Jun-06*
Barrow, Hanley, Mewhinney, & Strauss	-8.7%	-11.2%	-11.1%	-6.1%	8.0%	8.1%	8.1%	10.6%	7.1%	Sep-06
Russell 1000 Value	*-8.7%*	*-12.2%*	*-12.9%*	*-6.8%*	*6.9%*	*7.2%*	*7.7%*	*10.5%*	*6.7%*	*Sep-06*
BlackRock Russell 1000 Growth	-7.3%	--	--	--	--	--	--	--	--	Jun-22
Russell 1000 Growth	*-7.9%*	*-20.9%*	*-28.1%*	*-18.8%*	*12.6%*	*14.3%*	*13.5%*	*14.8%*	*--*	*Jun-22*
NewSouth Capital	-9.2%	-16.4%	-20.0%	-17.6%	4.6%	7.9%	6.3%	10.2%	9.8%	Aug-11
Russell 2500 Value	*-10.9%*	*-15.4%*	*-16.7%*	*-13.2%*	*6.2%*	*5.5%*	*6.5%*	*9.5%*	*9.9%*	*Aug-11*
Earnest Partners	-9.6%	-13.7%	-16.0%	-15.7%	4.3%	4.0%	4.3%	6.2%	6.0%	Jun-10
MSCI ACWI ex USA	*-8.6%*	*-13.7%*	*-18.4%*	*-19.4%*	*1.4%*	*2.5%*	*2.9%*	*4.8%*	*4.9%*	*Jun-10*
iShares S&P 500 Growth ETF	-0.1%	-13.8%	-21.2%	-9.2%	14.9%	15.3%	--	--	15.2%	Mar-16
S&P 500 Growth	*-8.3%*	*-20.8%*	*-27.6%*	*-16.4%*	*11.6%*	*13.5%*	*12.9%*	*14.3%*	*14.0%*	*Mar-16*
Russell 1000	*-8.4%*	*-16.7%*	*-20.9%*	*-13.0%*	*10.2%*	*11.0%*	*10.8%*	*12.8%*	*12.1%*	*Mar-16*
Alternative Asset Composite	**0.0%**	**0.2%**	**1.4%**	**0.9%**	**5.3%**	**4.2%**	**2.7%**	**4.1%**	**3.3%**	**May-07**
HFRI Fund of Funds Composite Index	*-0.9%*	*-3.6%*	*-6.3%*	*-5.2%*	*4.1%*	*3.7%*	*2.7%*	*3.8%*	*1.8%*	*May-07*
Prisma Capital Partners LP	0.0%	0.3%	1.4%	1.0%	5.3%	4.2%	2.7%	4.1%	3.3%	May-07
HFRI Fund of Funds Composite Index	*-0.9%*	*-3.6%*	*-6.3%*	*-5.2%*	*4.1%*	*3.7%*	*2.7%*	*3.8%*	*1.8%*	*May-07*
Real Estate Composite	**-7.5%**	**-15.4%**	**-20.6%**	**-8.1%**	**5.0%**	**5.8%**	**7.2%**	**7.6%**	**8.9%**	**Apr-10**
MSCI US REIT	*-7.5%*	*-17.2%*	*-20.7%*	*-7.3%*	*2.9%*	*4.1%*	*5.4%*	*6.0%*	*7.4%*	*Apr-10*
Vanguard Real Estate ETF	-7.5%	-15.4%	-20.6%	-8.1%	5.0%	5.8%	7.2%	7.6%	8.9%	Apr-10
MSCI US REIT	*-7.5%*	*-17.2%*	*-20.7%*	*-7.3%*	*2.9%*	*4.1%*	*5.4%*	*6.0%*	*7.4%*	*Apr-10*

Calendar Performance (Net of Fees)

Market Value: $218.4 Million and 100.0% of Fund

	Calendar Year										
	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011
Total Fund Composite	**14.0%**	**10.5%**	**18.8%**	**-3.6%**	**11.6%**	**6.4%**	**-1.7%**	**5.6%**	**11.0%**	**11.7%**	**3.5%**
Strategic Asset Allocation	*11.8%*	*11.0%*	*18.9%*	*-3.8%*	*12.8%*	*6.4%*	*-2.8%*	*4.2%*	*11.5%*	*10.5%*	*2.2%*
InvMetrics Public DB Net Rank	*44*	*81*	*60*	*30*	*95*	*78*	*78*	*47*	*85*	*53*	*6*
Fixed Income Composite	**0.0%**	**9.5%**	**10.0%**	**--**	**--**	**--**	**--**	**--**	**--**	**--**	**--**
Fixed Income Balanced Index	*-1.5%*	*7.6%*	*9.3%*	*-0.3%*	*--*	*--*	*--*	*--*	*--*	*--*	*--*
InvMetrics Public DB US Fix Inc Net Rank	*13*	*15*	*9*	*--*	*--*	*--*	*--*	*--*	*--*	*--*	*--*
Fidelity (Pyramis Global Advisors)	0.0%	9.7%	10.2%	-0.3%	4.7%	5.6%	0.1%	6.2%	-0.7%	7.6%	7.8%
Bloomberg US Aggregate TR	*-1.5%*	*7.5%*	*8.7%*	*0.0%*	*3.5%*	*2.6%*	*0.5%*	*6.0%*	*-2.0%*	*4.2%*	*7.8%*
eV US Core Plus Fixed Inc Net Rank	*30*	*24*	*34*	*34*	*52*	*28*	*44*	*26*	*45*	*69*	*19*
Equity Composite	**20.8%**	**21.1%**	**24.3%**	**1.2%**	**19.0%**	**11.0%**	**-0.3%**	**9.0%**	**23.8%**	**16.9%**	**0.0%**
Equity Balanced Index	*19.7%*	*20.0%*	*28.6%*	*-7.6%*	*17.3%*	*16.0%*	*0.5%*	*12.6%*	*33.6%*	*16.4%*	*1.0%*
InvMetrics Public DB Total Eq Net Rank	*37*	*7*	*96*	*1*	*97*	*7*	*16*	*19*	*88*	*44*	*13*
Barrow, Hanley, Mewhinney, & Strauss	25.2%	3.4%	25.9%	-5.2%	14.5%	13.6%	-1.9%	12.1%	31.6%	14.5%	2.0%
Russell 1000 Value	*25.2%*	*2.8%*	*26.5%*	*-8.3%*	*13.7%*	*17.3%*	*-3.8%*	*13.5%*	*32.5%*	*17.5%*	*0.4%*
Large Value MStar MF Rank	*68*	*45*	*48*	*18*	*71*	*66*	*26*	*30*	*56*	*67*	*26*
BlackRock Russell 1000 Growth	--	--	--	--	--	--	--	--	--	--	--
Russell 1000 Growth	*27.6%*	*38.5%*	*36.4%*	*-1.5%*	*30.2%*	*7.1%*	*5.7%*	*13.0%*	*33.5%*	*15.3%*	*2.6%*
eV US Large Cap Growth Equity Net Rank	*--*	*--*	*--*	*--*	*--*	*--*	*--*	*--*	*--*	*--*	*--*
NewSouth Capital	24.6%	8.0%	28.5%	-1.3%	11.2%	9.2%	-1.4%	11.1%	27.7%	15.8%	--
Russell 2500 Value	*27.8%*	*4.9%*	*23.6%*	*-12.4%*	*10.4%*	*25.2%*	*-5.5%*	*7.1%*	*33.3%*	*19.2%*	*-3.4%*
eV US Small-Mid Cap Value Equity Net Rank	*74*	*32*	*29*	*1*	*61*	*97*	*24*	*12*	*94*	*41*	*--*
Earnest Partners	12.0%	12.9%	22.2%	-16.4%	30.5%	4.6%	-6.3%	-2.5%	12.5%	18.5%	-10.5%
MSCI ACWI ex USA	*7.8%*	*10.7%*	*21.5%*	*-14.2%*	*27.2%*	*4.5%*	*-5.7%*	*-3.9%*	*15.3%*	*16.8%*	*-13.7%*
eV ACWI ex-US Large Cap Core Eq Net Rank	*22*	*49*	*56*	*61*	*21*	*15*	*86*	*28*	*97*	*39*	*7*
iShares S&P 500 Growth ETF	31.7%	33.8%	31.0%	-0.1%	26.9%	--	--	--	--	--	--
S&P 500 Growth	*32.0%*	*33.5%*	*31.1%*	*0.0%*	*27.4%*	*6.9%*	*5.5%*	*14.9%*	*32.8%*	*14.6%*	*4.7%*
Russell 1000	*26.5%*	*21.0%*	*31.4%*	*-4.8%*	*21.7%*	*12.1%*	*0.9%*	*13.2%*	*33.1%*	*16.4%*	*1.5%*
Large Growth MStar MF Rank	*3*	*54*	*67*	*37*	*64*	*--*	*--*	*--*	*--*	*--*	*--*

Calendar Performance (Net of Fees)

Market Value: $218.4 Million and 100.0% of Fund

	Calendar Year										
	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011
Alternative Asset Composite	**3.8%**	**8.9%**	**8.0%**	**-4.7%**	**7.0%**	**-1.1%**	**0.0%**	**2.3%**	**11.0%**	**7.5%**	**-3.3%**
HFRI Fund of Funds Composite Index	*6.2%*	*10.9%*	*8.4%*	*-4.0%*	*7.8%*	*0.5%*	*-0.3%*	*3.4%*	*9.0%*	*4.8%*	*-5.7%*
InvMetrics Public DB Hedge Funds Net Rank	*77*	*47*	*48*	*81*	*40*	*93*	*45*	*85*	*59*	*46*	*70*
Prisma Capital Partners LP	3.8%	8.9%	8.0%	-4.7%	7.0%	-1.1%	0.0%	2.3%	11.0%	7.5%	-3.3%
HFRI Fund of Funds Composite Index	*6.2%*	*10.9%*	*8.4%*	*-4.0%*	*7.8%*	*0.5%*	*-0.3%*	*3.4%*	*9.0%*	*4.8%*	*-5.7%*
InvMetrics Public DB Hedge Funds Net Rank	*77*	*47*	*48*	*81*	*40*	*93*	*45*	*85*	*59*	*46*	*70*
Real Estate Composite	**40.4%**	**-4.4%**	**29.2%**	**-5.8%**	**4.7%**	**8.4%**	**2.6%**	**30.5%**	**2.4%**	**17.7%**	**8.3%**
MSCI US REIT	*41.7%*	*-8.7%*	*24.3%*	*-5.8%*	*3.7%*	*7.1%*	*1.3%*	*28.8%*	*1.3%*	*16.5%*	*7.5%*
InvMetrics Public DB Real Estate Pub Net Rank	*--*	*61*	*1*	*50*	*77*	*11*	*48*	*12*	*99*	*15*	*79*
Vanguard Real Estate ETF	40.4%	-4.4%	29.2%	-5.8%	4.7%	8.4%	2.6%	30.5%	2.4%	17.7%	8.3%
MSCI US REIT	*41.7%*	*-8.7%*	*24.3%*	*-5.8%*	*3.7%*	*7.1%*	*1.3%*	*28.8%*	*1.3%*	*16.5%*	*7.5%*
Real Estate MStar MF Rank	*72*	*55*	*37*	*48*	*61*	*19*	*67*	*36*	*36*	*38*	*54*

Total Fund Composite

Fee Schedule

Market Value: $218.4 Million and 100.0% of Fund

Asset Class	Investment Manager	Fee Schedule	Expense Ratio & Estimated Annual Fee [1]	Industry Median [2]
Core Plus Fixed Income	Fidelity (Pyramis Global Advisors)	0.25% on the first $50 million 0.22% on the next $50 million 0.20% on the next $100 million 0.17% on the balance	0.24% $170,327	0.30%
Large-Cap Value	Barrow, Hanley, Mewhinney, & Strauss	0.71% on the balance	0.71% $98,481	0.72%
Large-Cap Growth	BlackRock Russell 1000 Growth	0.015% on the balance	0.015% $2,718	0.06%
Smid-Cap Value	NewSouth Capital	0.90% on the first $25 million 0.85% on the next $25 million	0.89% $254,210	0.88%
Non-U.S. Large-Cap Core	Earnest Partners	0.85% on the balance	0.85% $412,793	0.75%
Multi-Strat. Hedge FoF	Prisma Capital Partners LP	1.00% on the balance	1.00% $189,635	1.00%
U.S. REIT	Vanguard Real Estate ETF	0.12% on the balance	0.12% $23,155	1.19%
Total Investment Management Fees			**0.53%** **$1,151,320**	**0.62%**

[1] Expense Ratio & Estimated Annual Fee are Based on Market Value at Quarter End.
[2] Source: 2019 Marquette Associates Investment Management Fee Study.

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*** Proposed Revised and Restated Rules and Regulations of the Employees' Retirement System of the Sewerage and Water Board of New Orleans to be presented to the Sewerage and Water Board for adoption upon approval by the Internal Revenue Service.

RULES AND REGULATIONS OF THE
EMPLOYEES' RETIREMENT SYSTEM OF THE
SEWERAGE AND WATER BOARD OF NEW ORLEANS

****

AUTHORIZED BY ACT NO. 551 OF 1956
AS AMENDED THROUGH BY ACT NO. 683 OF 1995,

****

ORIGINALLY ADOPTED BY THE SEWERAGE AND WATER BOARD

OF

NEW ORLEANS

ON

NOVEMBER 14, 1956

****

ORIGINALLY EFFECTIVE: JANUARY 1, 1957

RESTATED THROUGH ____________________, 202~~1~~2

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~~Last Restated Through January 28, 2016~~Revised: __________ ____, 202~~1~~2

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ARTICLE I
NAME AND DATE OPERATIVE

1.1 Statutory Authority. The Employees' Retirement System of the Sewerage & Water Board of New Orleans (the "Retirement System") was mandated pursuant to Act No. 551 of 1956, as amended from time to time (La. Rev. Stat. § 11:3821-23 (the "Act")) and shall be operated and administered in accordance with the provisions of that Act or successor provisions as they may be amended from time to time.

1.2 Establishment and Operation. In accordance with the Act, the Retirement System was established effective January 1, 1957 and placed under the management of the Pension Committee for the purpose of providing Retirement Allowances and death and other benefits according to the terms of these Rules and Regulations for all officers and Employees of the Board. The funds of the Retirement System shall be held in trust for the exclusive benefit of the Members of the Retirement System and their beneficiaries, as applicable. These Rules and Regulations shall serve as both the plan document and the trust document for the Retirement System.

ARTICLE II
DEFINITIONS

"**Accrued Benefit**" means a Retirement Allowance based on the Member's Average Compensation and Credited Service as of the date for which the calculation is made.

"**Accumulated Contributions**" means the sum of all the amounts deducted from the compensation of a Member plus Credited Interest.

"**Active Duty Military Service**" means "military service" as defined in 5 U.S.C. § 8331(13)), and shall not include routine practical instruction, field training, or other exercises performed by a Member for the National Guard or other reserve component of the Armed Forces of the United States, unless that service is performed during a period in which the Member had been called to federal service or active duty within the meaning of 10 U.S.C. § 12401, *et seq.*

"Active Member" means a Member who has not terminated employment with the Board prior to Retirement.

"**Actuarial Equivalent**" or the terms of similar import, whenever used in these Rules and Regulations, means a benefit of equivalent actuarial value as computed by the actuary, based on the 1971 Group Annuity Mortality Table (The male Table being used for all Participants, and the female Table for their Beneficiaries, regardless of the actual sex of the Member or Beneficiary) at six percent (6%).

"**Annual Additions**" means the sum of the following amounts credited to a Member's account for the Limitation Year.

(a) Employer Contributions;

(b) Member Contributions;

(c) forfeitures;

(d) amounts allocated after March 31, 1984, to an individual medical account that is part of a pension or annuity plan maintained by the Employer are treated as Annual Additions to a defined contribution plan. Also, amounts derived from contributions paid or accrued after December 31, 1985, in taxable years ending after such date that are attributable to post-retirement medical benefits allocated to the separate account of a key employee (as defined in Code Section 419A(d)(3)) under a welfare benefit fund are treated as Annual Additions to a defined contribution plan; and

(e) allocations under a simplified employee pension.

"Applicable Mortality Table" shall mean the table or tables prescribed in Code Section 415(b)(2)(E)(v).

"Average Compensation" means:

(a) For an Employee who becomes eligible for Retirement on or before December 31, 2014, regardless of whether the Employee Retires before or after December 31, 2014, the average Earnable Compensation of an Employee at Retirement is determined by reference to the period of thirty-six (36) consecutive months of service as an Employee during which the Earnable Compensation was the highest. If during a thirty-six (36) month calculation period, an Employee is not receiving any Compensation from the Sewerage and Water Board, the period during which no Compensation is received shall not be considered in determining an Employee's Average Compensation. The Employee's average Earnable Compensation shall be based on a period of thirty-six (36) successive months of service during which the Employee received Compensation. The Employee must delete any months during which the Employee received no Compensation. If those months fall within the thirty-six (36) successive months of service, additional months shall be added, to either end, so that, for all purposes, a thirty-six (36) successive month period of service is used to calculate Average Compensation. The Pension Committee's decision as to this calculation shall be final and conclusive.

(b) For an Employee who becomes eligible for Retirement on or after January 1, 2015 and retires on or after January 1, 2015, but before January 1, 2017, the average Earnable Compensation of an Employee at Retirement is determined by reference to the period of thirty-six (36) consecutive months of service as an Employee during which the Earnable Compensation was the highest. If during a thirty-six (36) month calculation period, an Employee is not receiving any Compensation from the Sewerage and Water Board, the period during which no Compensation is received shall not be considered in determining an Employee's Average Compensation. The Employee's average Earnable Compensation shall be based on a period of thirty-six (36) successive months of service during which the Employee received Compensation. The Employee must delete any months during which the Employee received no Compensation. If those months fall within the thirty-six (36) successive months of service, additional months shall be added, to either end, so that, for all purposes, a thirty-six (36) successive month period of service is used to calculate Average Compensation. The Pension Committee's decision as to this calculation shall be final and conclusive.

(c) For an Employee who becomes eligible for Retirement on or after January 1, 2015 and retires on or after January 1, 2017, but before January 1, 2018, the average Earnable Compensation of an Employee is determined by reference to the period of forty-eight (48) consecutive months of service as an Employee during which the Earnable Compensation was the highest. If during a forty-eight (48) month calculation period, an Employee is not receiving any Compensation from the Sewerage and Water Board, the period during which no Compensation is received shall not be considered in determining an Employee's Average Compensation. The Employee's average Earnable Compensation shall be based on a period of forty-eight (48) successive months of service during which the Employee received Compensation. The Employee must delete any months during which the Employee received no Compensation. If those months fall within the forty-eight (48) successive months of service, additional months shall be added, to either end, so that, for all purposes, a forty-eight (48) successive month period of service is used to calculate Average Compensation. The Pension Committee's decision as to this calculation shall be final and conclusive.

(d) For an Employee who becomes eligible for Retirement on or after January 1, 2015, and Retires on or after January 1, 2018, the average Earnable Compensation of an Employee is determined by reference to the period of sixty (60) consecutive months of service as an Employee during which the Earnable Compensation was the highest. If during the sixty (60) month calculation period, an Employee is not receiving any Compensation from the Sewerage and Water Board, the period during which no Compensation is received shall not be considered in determining an Employee's Average Compensation. The Employee's average Earnable Compensation shall be based on a period of sixty (60) successive months of service during which the Employee received Compensation. The Employee must delete any months during which the Employee received no Compensation. If those months fall within the sixty (60) successive months of service, additional months shall be added, to either end, so that, for all purposes, a sixty (60) successive month period of service is used to calculate Average Compensation. The Pension Committee's decision as to this calculation shall be final and conclusive.

"**Beneficiary**" means the person or persons designated in writing by the Member, to receive benefits on the Member's death in accordance with these Rules and Regulations. Each Member shall have the right to designate and from time to time change the designation of such Beneficiary, but no such designation or change of designation shall be effective unless the same is in writing and filed with the Personnel Department. If a Member dies and does not have a designated beneficiary or if his designation has been determined to be invalid by the Pension Committee, the Pension Committee shall direct the benefit to be paid to the member(s) of the first of the following classes in which there is at least one member living at the time of the Member's death: (1) the spouse of the Member, providing he or she is not legally separated from the Member at the time of his or her death, (2) children, including legally adopted children, (3) parents, (4) brothers and/or sisters, or (5) the estate of the Member. Where there are two or more members in a class entitled to benefits, then each such member shall share the benefit equally. If a minor child or children is determined to be the beneficiary, all benefits to which they are entitled shall be paid to the legally appointed guardian.

"**Board**" means the Sewerage and Water Board of the City of New Orleans.

"**Board of Trustees**" means the members of the Board, the three (3) elected Employee Members of the Pension Committee, and the one (1) Retiree member of the Pension Committee.

"**Code**" means the Internal Revenue Code of 1986, as amended.

"**Credited Interest**" means interest at such percentage rate compounded annually as is determined from time to time by the Board. Such rate shall be two percent (2%) compounded annually until it is changed by the Board.

"**Credited Service**" means service for which a Member is entitled to receive a Retirement Allowance, Disability Retirement Allowance, or separation retirement allowance, as defined in Article VI.

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"**Direct Rollover**" means a payment by the Retirement System to the Eligible Retirement Plan specified by the Distributee.

"**Disabled**" means having a "**Disability**", i.e., a physical or mental impairment that may be expected to result in death or to be of a permanent and continuous duration, and which renders the individual totally incapacitated for the further performance of his present job or any other job duty for which he is reasonably suited and/or trained to perform. A dependent child who is not employed or self-employed will be considered Disabled if, because of injury or sickness, the individual is unable to engage in the normal activities of a person of the same age and sex. However, an individual will not be considered Disabled if the impairment was in no way contracted or incurred as the direct or indirect result of:

(a) Service the armed forces of any country,

(b) Engaging in a felony,

(c) The illegal use of narcotics or other controlled or illegal substances, or

(d) An intentional self-inflicted injury or attempted suicide.

Disability is determined by in the opinion of a licensed physician selected by the Pension Committee. The date of Disability shall be the earliest date from which the Pension Committee can determine that such Disabled condition has continuously existed to the date of application for Disability benefits.

"**Disability Retirement Allowance**" means the retirement benefit to which a Member is entitled under Section 6.2.

"**Distributee**" includes an Employee or former Employee. In addition, the Employee's or former Employee's surviving spouse and the Employee's or former Employee's spouse or former spouse who is the alternate payee under a qualified domestic relations order, as defined in Code Section 414(p), are "Distributees" with regard to the interest of the spouse or former spouse. For distributions after December 31, 2009, a distributee also includes the participant's non-spouse beneficiary who is a "designated beneficiary" under Internal Revenue Code Section 401(a)(9)(E).

"**Distribution Calendar Year**" means a calendar year for which a minimum distribution is required. For distributions beginning before the Member's death, the first Distribution Calendar Year is the calendar year immediately preceding the calendar year which contains the Member's Required Beginning Date. For distributions beginning after the Member's death, the first Distribution Calendar Year is the calendar year in which distributions are required to begin pursuant to Subsection 6.9(d).

"**DROP**" means the Deferred Retirement Option Plan set forth in Article VII.

"**Earnable Compensation**" means:

(a) The regular annual compensation paid to an Employee, which shall not include on-call pay, stand-by pay, or over-time. For computing Retirement benefits only, Earnable Compensation includes shift differential pay and longevity pay as part of an Employee's base pay.

(b) Notwithstanding the foregoing, effective January 1, 1996, Earnable Compensation of each Member taken into account for determining all benefits provided under the Retirement System for any determination period shall not exceed the limits set forth under Code Section 401(a)(17) as adjusted each year and as applicable to governmental plans. Such limit shall be $150,000 for the Plan Year beginning January 1, 1996 and shall be adjusted annually in accordance with Code Section 401(a)(17), as applicable to governmental plans. The determination period is the calendar year. If the determination period includes a fraction of a calendar year, the annual compensation limit is the otherwise applicable annual limit multiplied by a fraction, the numerator of which is the number of months in the short year and the denominator of which is twelve (12).

Notwithstanding the foregoing, for any Plan Year beginning after December 31, 2001, Earnable Compensation of each Member shall not exceed $200,000, as adjusted for cost-of-living increases in accordance with Code Section 401(a)(17), as applicable to governmental plans.

"**Eligible Dependent**" means a dependent who is a child of a Member, either natural or adopted, and who is under age eighteen (18) (age 25 if the child attends school full-time) or who is mentally or physically disabled, as determined by the Pension Committee in its sole discretion, provided such disability occurred before the date the child reached age eighteen (18).

"**Eligible Rollover Distribution**" means any distribution of all or any portion of the balance to the credit of the Distributee, except that an Eligible Rollover Distribution does not include: any distribution that is one of a series of substantially equal periodic payments (not less frequently than annually) made for the life (or life expectancy) of the Distributee or the joint lives (or joint life expectancies) of the Distributee and the Distributee's designated Beneficiary, or for a specified period of ten (10) years or more; any distribution to the extent such distribution is required under Code Section 401(a)(9); and the portion of any distribution that is not includible in gross income. For distributions made after December 31, 2001, a portion of a distribution shall not fail to be an Eligible Rollover Distribution merely because the portion consists of after-tax contributions which are not includible in gross income. However, such portion may be transferred only to an individual retirement account or annuity described in Code Section 408(a) or (b) or to a qualified defined contribution plan described in Code Section 401(a) or 403(a) that agrees to separately account for amounts so transferred, including separately accounting for the portion of such distribution which is includible in gross income and the portion of such distribution which is not so includible. In the case of a non-spouse beneficiary, the direct rollover may be made only to an individual retirement account or annuity described in Internal Revenue Code Sections 408(a) or 408(b) ("IRA") that is established on behalf of the designated beneficiary and that will be treated as an inherited IRA pursuant to the provisions of Internal Revenue Code 402(c)(11). Also, in this case, the determination of any required minimum distribution under Internal Revenue Code 401(a)(9) that is ineligible for rollover shall be made in accordance with Notice 2007-7, Q&A 17 and 18, 2007-5 I.R.B. 395.

"**Eligible Retirement Plan**" means an individual retirement account described in Code Section 408(a), an individual retirement annuity described in Code Section 408(b), an annuity plan described in Code Section 403(a), or a qualified trust described in Code Section 401(a), that accepts the Distributees Eligible Rollover Distribution. However, in the case of an Eligible Rollover Distribution to the surviving spouse, an Eligible Retirement Plan is an individual retirement account or individual retirement annuity**.** For distributions made after December 31, 2001, Eligible Retirement Plan also shall mean an annuity contract described in Code Section 403(b) and an eligible plan under Code Section 457(b) which is maintained by a state, political subdivision of a state, or an agency or instrumentality of a state or political subdivision of a state and which agrees to separately account for amounts transferred into such plan from this Retirement System. This definition also shall apply in the case of a distribution to a surviving spouse or to a spouse or former spouse who is the “alternate payee” under a qualified domestic relations order, as defined in Code Section 414(p).

"**Employee**" means any officer or other individual who the Personnel Department classifies as an Employee of the Board. The term Employee for purposes of the Retirement System does not include an individual who the Personnel Department classifies as an individual who regularly works less than 17.5 hours per week, a contract employee, a transient employee, a temporary employee (no matter how long the individual works with the Board), an emergency appointment, an independent contractor, or an employee of a contractor or independent contractor. In all cases of doubt, the Pension Committee shall have the authority to decide who is an "Employee" for purposes of this Retirement System, and its decision shall be final. These groups of individuals are excluded from the Retirement System based on the Pension Committee's classification even if the Internal Revenue Service or any other agency or court determine that the Pension Committee's classification was incorrect or reclassified that individual as an employee for employment tax or any other purpose.

"**Fund**" means the assets of the Retirement System, which are held in trust pursuant to the terms of these Rules and Regulations for the exclusive benefit of the Retirement System, its Members and their Beneficiaries.

"**Inactive Member**" means a Member who terminated employment with the Board and whose Accumulated Contributions remain on deposit with the Retirement System.

"**Life Expectancy**" means the life expectancy (or joint and last survivor expectancy) calculated using the attained age of the Member (or designated Beneficiary) as of the Member's (or designated Beneficiary's) birthday in the applicable calendar year. The applicable calendar year shall be the first distribution calendar year. If annuity payments commence before the Required Beginning Date, the applicable year is the year such payments commence. Life Expectancy and joint and last survivor expectancy are computed by use of the expected return multiples in Tables V and VI of Section 1.72-9 of the Income Tax Regulations.

"**Limitation Year**" means the calendar year.

"**Member**" means any person included in the membership of the Retirement System as provided in Sections 4.1 and 4.2.

"**Normal Retirement Age**" means age 65.

"**Pension Accumulation Account**" means the bookkeeping account reflecting all contributions and income other than contributions by Members.

"**Pension Committee**" means the Pension Committee provided for in Article III to administer the Retirement System.

"**Personnel Department**" means the Personnel Department of the Board.

"**Plan Year**" means the calendar year beginning each January 1 and ending the following December 31.

"**Projected Annual Benefit**" means the Annual Benefit to which the Member would be entitled under the Rules and Regulations assuming:

(a) The Member will continue employment until Normal Retirement Age (or current age, if later), and

(b) The Member's Compensation for the current Limitation Year and all other relevant factors used to determine benefits under the Retirement System will remain constant for all future Limitation Year.

"Regular Employee" means any Employee as defined in this Plan, other than (i) an Employee that has elected to participate in the Deferred Retirement Option Plan as described in Article VII or (ii) an individual that does meet the definition of Retiree.

"**Required Beginning Date**" means the first day of April of the calendar year following the calendar year in which the Member retires or reaches age seventy and one-half (70 ½), whichever is later.

"**Retire**" means the Member terminates employment and begins to receive a Retirement Allowance or Disability Retirement Allowance.

"**Retiree**" means an individual who is receiving a Retirement Allowance or Disability Retirement Allowance.

"**Retirement**" means that the Member terminates employment with the Board and commences receiving a ~~Normal~~ Retirement Allowance or Disability Retirement Allowance.

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"**Retirement Allowance**" means the retirement benefit to which a Member is entitled under Section 6.1.

"**Retirement System**" means the Employees' Retirement System of the Sewerage and Water Board of New Orleans, as defined in Article 1.

"**Rules and Regulations**" means this document, which establishes the plan of benefits and the rules governing the Retirement System and which also serves the trust document for the Retirement System.

"**Vested**" means the ~~earlier of the date that the Member (i) has five or more years of Credited Service or (ii) has attained Normal Retirement Age~~completion by a Member of 5 or more years of Credited Service.

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ARTICLE III
ADMINISTRATION - PENSION COMMITTEE AND TRUSTEE

3.1 Pension Committee's Authority. The responsibility for the proper operation and administration of the Retirement System and for making effective the provisions of these Rules and Regulations is vested in the Pension Committee, which is the Plan Administrator.

(a) The Pension Committee shall administer the Retirement System in accordance with these Rules and Regulations.

(b) The Pension Committee shall have all powers necessary to carry out the provisions of these Rules and Regulations.

(c) The Pension Committee shall act solely in the interest of the Retirement System's Members and Beneficiaries, and exclusively to provide benefits to the Members and Beneficiaries.

(d) If there is an ambiguity or any interpretation necessary, the Pension Committee shall have the sole and exclusive discretion and power to construe that part needing construction. Such discretionary authority shall include, but not be limited to, the power to construe and interpret any disputed or doubtful terms as well to interpret these Rules and Regulations as well as any additional rules and regulations adopted by the Board of Trustees to effect the intended purposes of this Retirement System.

(e) The Pension Committee shall have the discretionary authority to determine all questions of eligibility for participation in and for benefits under the Retirement System.

(f) No finding, decision, and/or determination of any type made by the Pension Committee shall be disturbed unless the Pension Committee has acted in an arbitrary and/or capricious manner. Any such determination by the

Committee shall be conclusive and binding on all persons except as otherwise provided in these Rules and Regulations.

(g) Nothing in these Rules and Regulations shall be deemed to prevent the Pension Committee from exercising its powers within such limits or discretion as would be applied by reasonable and prudent individuals under similar circumstances.

3.2 Pension Committee Composition. The Pension Committee shall be composed of:

(a) The Chairperson of the Executive Committee;

(b) The Chairperson of the Finance Committee;

(c) Three (3) other members of the Board to be appointed by the President or the President Pro Tem of the Board;

(d) Three (3) Members of the Retirement System who are Regular Employees elected by their fellow Regular Employees; and

(e) One (1) Retiree from the Retirement System who is elected by his fellow Retirees and by Employees who have elected to participate in the DROP Program.

The members of the Pension Committee shall serve without compensation but they shall be reimbursed by the Board for all necessary expenses that they may incur through service on the Pension Committee.

3.3 Terms of Members of the Pension Committee. The terms of the three (3) Employee and the one (1) Retiree member of the Pension Committee shall be four years at staggered one-year intervals beginning on each September 1. The term of an Employee or Retiree Member of the Pension Committee shall expire before the end of the term for which he or she is elected, if he or she resigns or dies. In the case an Employee member of the Pension Committee, ceases to be a Regular Employee of the Board and either retires, or elects to participate in the DROP Program, he or she shall serve his or her full elected term. If that Member wishes to stand for election subsequent to the completion of his or her term, he or she can only stand for election for the category corresponding to the employment position on the Pension Committee that he or she holds at the time of election. This is also true for all individuals standing for election for a position on the Pension Committee. Should the term of an Employee or Retiree member of the Pension Committee cease before the end of the term for which he or she is elected, a successor shall be elected for the remainder of the term for which that former member of the Pension Committee was elected.

3.4 Pension Committee Officers and Meetings.

(a) The Chairperson of the Executive Committee and the Chairperson of the Finance Committee of the Board shall be Chairperson and Vice-Chairperson, respectively, of the Pension Committee.

(b) Five (5) members shall constitute a quorum of the Pension Committee.

(c) The regular monthly meeting of the Pension Committee shall be fixed by the Pension Committee.

(d) Special meetings:

(1) May be called by the Chairperson; or

(2) Shall be called on the written request of three (3) members of the Pension Committee.

(e) A written notice stating the object, the time, and the place of every meeting of the Pension Committee shall be served on each member of the Pension Committee by the Executive Director of the Board.

(f) Each member of the Pension Committee shall be entitled to one (1) vote. A majority vote by those present at any meeting of the Pension Committee shall be necessary for a decision.

(g) The Pension Committee shall prepare on a calendar year basis an annual report which shall show fiscal transactions of the Retirement System for the preceding year, the Fund's assets, and the actuarial valuation of the liabilities of the Fund.

3.5 Retirement System Officers and Duties.

(a) The Executive Director of the Board (or his delegee) shall be the Secretary-Treasurer of the Retirement System.

(b) Such data as shall be necessary for actuarial valuation of the assets and liabilities of the Fund and for checking the actuarial experience of the Fund shall be kept in convenient form by the Secretary-Treasurer of the Retirement System (or his delegee).

(c) The Special Counsel of the Board shall be the Attorney for the Retirement System; however, the Board shall have the right to retain legal counsel, as well as any other legal personnel that may be necessary for the administration of the Retirement System. The Board of Trustees shall have the right to select and retain legal counsel or other legal personnel involving issues beyond the normal administration of the Retirement System and may obtain the recommendation of the Pension Committee with respect to the need for and selection of legal counsel or other legal personnel.

3.6 Authority and Responsibilities of the Board of Trustees.

(a) The Board of Trustees may employ such personnel as may be necessary for the proper administration of this Retirement System. The Board of Trustees may obtain the recommendation of the Pension Committee with respect to this provision but shall not be bound to follow any such recommendation.

(b) Subject to the limitations in these Rules and Regulations, the Board of Trustees may establish such rules and regulations as may be necessary for the administration of the Retirement System. The Board of Trustees may obtain the recommendation of the Pension Committee with respect to this provision but shall not be bound to follow any such recommendation.

(c) The Board of Trustees shall designate an actuary who shall be the technical advisor of the Board of Trustees in matters regarding the cost to maintain the Retirement System on a sound actuarial basis, and who shall perform such other duties as are required in connection therewith.

(1) Annually, the actuary shall make an actuarial valuation of the Retirement System and shall make the necessary investigation of the mortality, service and compensation experience of the Members, and on the basis of such investigation shall recommend to the Board of Trustees such tables and such rates as are required for the proper operation of the Retirement System.

(2) The Board of Trustees shall adopt such mortality, service and other tables for the Retirement System as shall be deemed necessary, and certify the rates of contribution payable under the provisions of these Rules and Regulations. On the basis of such tables, the actuary shall make annually an actuarial valuation of the assets and liabilities of the Retirement System.

3.7 Reliance. The Board of Trustees shall be entitled to rely on:

(a) all tables, valuations, certificates and reports furnished by the actuary,

(b) all certificates and reports made by any accountant selected by the Board of Trustees, and

(c) all opinions given by Special Counsel of the Board and any legal counsel selected by the Board or the Board of Trustees.

3.8 Claims and Appeals. All applications, claims, or notices of whatever nature shall be in writing. If the Personnel Department or Pension Committee has prescribed a form for an application, claim or notice, then the application, claim or notice must be on such form. This Section 3.8 shall apply to applications, claims and appeals filed by any Employee, Retiree, or Beneficiary for Retirement Allowances and Death Benefits. Section 6.2 of this Plan shall apply to any applications and appeals for Disability Retirement Allowances.

(a) Applications and Claims. The Personnel Department shall furnish notice of the disposition of an application or other claim within 90 days after the application or claim is presented in writing. If the application or claim is denied, the reasons for such denial shall be communicated to the claimant.

(b) Appeals. Any Employee, Member, former Employee, Retiree or Beneficiary, who has been denied a benefit, shall be entitled, on written request to the Pension Committee, to appeal the denial of an application or claim. The individual's appeal must be filed in writing no later than sixty (60) days after the individual receives notice of the disposition of his claim or application under Section 3.8(a) and the individual's appeal must be accompanied by a written statement of the claimant's position. A claimant may also request to appear before the Pension Committee to present his position. The Pension Committee shall schedule a full and fair hearing of the issue. The Pension Committee's decision shall be made within sixty (60) days after the hearing.

No legal action related to the Retirement System to recover benefits or with respect to any other matter related to the Retirement System may be commenced before the claimant has timely exhausted the claim and appeal procedures described above. In no event may any such action be brought more than three (3) years after the claim was first incurred, after the occurrence of the event on which the claim is based, or the first day on which the claimant had notice of the circumstances giving rise to the claim, whichever is earlier.

3.9 Board of Trustees. The Board of Trustees of the Retirement System shall have the authority and powers granted trustees under Louisiana law to the extent that such powers and authority are not inconsistent with the terms of this Retirement System.

3.10 Continuing Education. Effective August 21, 2019, the total number of hours of continuing education or professional development training that must be completed annually is five (5) hours, consisting of two hours of investment training, one hour of actuarial science information education, one hour of education regarding the laws, rules, and regulations applicable to this system, and one hour of instruction on fiduciary duty and ethics. Each Trustee will report their continuing education hours by category to the Chairperson of the Pension Committee who will report the aggregate hours of each category of education/training to the full Board of Trustees at the October 2019 meeting and annually thereafter.

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ARTICLE IV
MEMBERSHIP

4.1 Membership Mandatory. Any person who is or becomes an Employee of the Board shall be a Member of the Retirement System as a condition of his employment, except as provided in Section 7.10.

4.2 Termination of Membership. Membership in the Retirement System shall cease when an Employee is separated from service of the Board or enters the DROP program in accordance with Section 7.4, except:

(a) If a terminated Member leaves his Accumulated Contributions on deposit with the Retirement System and becomes an Inactive Member as provided for in Section 6.5, or

(b) If an Employee leaves the service of the Board because he joins the uniformed services, provided that such Employee returns to service with the Board within the time set forth in Section 5.3(b).

ARTICLE V
CREDITED SERVICE

5.1 General. A Member of the Retirement System shall be entitled to receive a Retirement Allowance based on the total of the following types of service. For Retirement Allowance purposes, all Credited Service shall be combined and rounded to the nearest full day.

5.2 Amount of Credited Service. Credited Service is granted for all service an Employee of the Board renders and on account of which all contributions have been made as required under these Rules and Regulations, subject to the following restrictions:

(a) Leave Without Pay. Service credit shall not be granted for any time a Member is on a leave without pay unless it is to perform service in the uniformed services, as described in Section 5.2(b), or unless it is compensable under the workers compensation laws. In either case, the Member shall be allowed Credited Service only for the time during which he contributed the amount he would have paid as an active Employee. Except as required by applicable federal laws concerning employees returning from service in the uniformed services, no Credited Service will be granted for any pay period if the Member's contribution is not made by the time such contributions would have been paid if the Member were actively at work.

(b) Service in the Uniformed Services. An Employee who was granted a leave of absence in order to join the armed forces of the United States, shall be given Credited Service for the full time he was on such leave of absence, provided that he returns to the service of the Board within five (5) years (unless a different time period would apply under the federal laws governing veteran's reemployment rights), and provided such Employee returns to the service of the Board within the applicable periods of time as specified in the following subparagraphs (1) through (4) of Section 5.2(b) after a separation from the military service (unless federal law provides for a shorter or longer time period):

(1) If the individual was in the uniformed services less than 31 days, he must report to the Board:

(i) not later than the beginning of the first full regularly scheduled work period on the first full calendar day following the completion of the period of service and the expiration of eight hours after a period allowing for the safe transportation of the individual from the place of that service to the individual's residence; or

(ii) as soon as possible after the expiration of the eight-hour period referred to in Subsection 5.2(b)(1)(i) above, if reporting within the period referred to in such subsection is impossible or unreasonable through no fault of the individual.

(2) In the case of an individual who is absent from the Board for a period of any length for the purpose of an examination to determine the person's fitness to perform service in the uniformed services, by reporting in the manner and time referred to Section 5.2(b)(1) above.

(3) In the case of an individual whose period of service in the uniformed services was for more than 30 days but less than 181 days, by submitting an application for reemployment with the Board not later than

14 days after the completion of the period of service or if submitting such application within such period is impossible or unreasonable through no fault of the individual, the next first full calendar day when submission of such application becomes possible.

(4) In the case of an individual whose period of service in the uniformed services was for more than 180 days, by submitting an application for reemployment with the Board not later than 90 days after completion of the period of service.

(c) Contribution for Credited Service. In order to obtain Credited Service under this Section 5.2, a Member shall be required to make a contribution of the amount he would have paid as an active Employee. For the period of a leave of absence while serving in the Armed Forces of the United States prior to January 1, 2013, a Member shall be required to contribute four percent (4%) of his Earnable Compensation for the period of time for which the Member will receive credit under Section 5.2. For the period of a leave of absence while serving in the Armed Forces of the United States after December 31, 2012, a Member shall be required to contribute five percent (5%) of his Earnable Compensation for the period of time for which the Member will receive credit under Section 5.2. Earnable Compensation, for this purpose, being the "Earnable Compensation" as defined under these Rules and Regulations which the Member was receiving prior to commencing the leave of absence in order to join the Armed Forces of the United States. The Member shall not be required to pay any interest on the Member contribution made pursuant to this Section 5.2(c).

(d) Time in which to make Contributions. The Member who is required to make a contribution pursuant to Section 5.2(c) of these Rules and Regulations in order to obtain Credited Service shall make those contributions within the time period starting with the date of re-employment and continuing for up to three (3) times the length of the Employee's immediate past period of uniformed service in the Armed Forces of the United States, with the repayment period not to exceed five (5) years. If the contribution is not made within the applicable time period specified in Section 5.2(c), no Credited Service shall be given under this Section 5.2, but a Member may be able to purchase Credited Service pursuant to Section 5.10 after the applicable time period has expired.

(e) If the Member has met all the terms and conditions of Section 5.2 of these Rules and Regulations, the Member's service while in the

Armed Forces of the United States shall for all purposes be considered as continuous and uninterrupted Credited Service with the Employer.

5.3 Unused Sick Leave. A Member shall receive credit in the Retirement System for the number of days of unused sick leave on the Member's record at his date of Retirement or prior separation from employment, subject to the following conditions:

(a) Amount. Credit is granted on a proportional basis of one (1) year of Credited Service for each two hundred fifty (250) days of unused sick leave. Such credit is used in computing the Member's Retirement Allowance, and can be used to satisfy eligibility requirements for Retirement benefits (except for the requirements to become Vested).

(b) Transfer to Retirement System. At the time Credited Service is granted (and as a condition for the grant) in the Retirement System for such unused sick leave, the Member shall transfer from his accumulated sick leave the cash equivalent (as determined by the Pension Committee) of the accumulated days credited in the Retirement System.

(c) Requirement to Utilize Unused Sick Leave. In applying for a Retirement Allowance under Section 6.1(a)(5), a Member shall be required to use all of his unused sick leave towards meeting the eligibility requirements of the Credited Service component of Section 6.1(a)(5).

5.4 Unused Annual Leave. A Member shall receive credit in the Retirement System for the number of days of unused annual leave on the Member's record at his date of Retirement or prior separation from employment, subject to a maximum of one hundred eleven (111) days of unused leave and provided the Member is Vested prior to purchase, and subject to the following conditions:

(a) Amount. Credit is granted on a basis of one (1) year of Credited Service for each two hundred fifty (250) days of unused annual leave. Such credit is used in computing the Member's Retirement Allowance, and can be used to satisfy eligibility requirements for Retirement benefits (except for the requirements to become Vested).

(b) Transfer to Retirement System. At the time Credited Service is granted (and as a condition for the grant) in the Retirement System for such unused annual leave, the Member shall transfer from his accumulated annual leave the cash equivalent (as determined by the Pension Committee) of the accumulated days credited in the Retirement System.

5.5 Military Service. A Member who has not yet Retired from the Board (and who has not yet elected to participate in the DROP program) may purchase one or more additional days of Credited Service in the Retirement System (up to and not to exceed four (4) years total) for each day of Active Duty Military Service, subject to all of the following conditions:

(a) Honorable Discharge Required. The Member must have been honorably discharged from the Armed Services of the United States of America.

(b) Proof of Military Service. The Member must have furnished proof satisfactory to the Pension Committee of his or her Active Duty Military Service, including the dates of that Active Duty Military Service.

(c) Vesting Required. Before purchasing the additional days of Credited Service under this Section 5.5, the Member must be Vested, as that term is defined in these Rules and Regulations (not including service created under this Section, but including any Credited Service transferred from the City of New Orleans or other State systems as permitted under these Rules and Regulations).

(d) Member Contributions. For each day of Credited Service purchased for Active Duty Military Service prior to January 1, 2013, the Member must pay into the Retirement System, in a lump sum at any time before Retirement, an amount equal to the sum of: (i) four percent (4%) of the Member's daily base pay (defined below) that was in effect at the time the Member first became employed by the Board, plus (ii) interest on the amount computed under item (i) above at seven percent (7%) compounded annually from the date of the Member's entrance into the Retirement System until the date of the Member's purchase of Credited Service for his or her Active Duty Military Service. For each day of Credited Service purchased for Active Duty Military Service after December 31, 2012, the Member must pay into the Retirement System, in a lump sum at any time before Retirement, an amount equal to the sum of: (i) five percent (5%) of the Member's daily base pay (defined below) that was in effect at the time the Member first became employed by the Board, plus (ii) interest on the amount computed under item (i) above at seven percent (7%) compounded annually from the date of the Member's entrance into the Retirement System until the date of the Member's purchase of Credited Service for his or her Active Duty Military Service. For purposes of this Section 5.5(d), if the Member was paid on an hourly basis, "daily base pay" means the Member’s average base hourly rate (excluding overtime pay, on-call pay, and stand-by pay) in effect on the applicable date times 7 or 8, as applicable; if the Member was paid on a salaried basis, "daily base pay" means the Member’s annualized base pay (excluding overtime, on-call pay, and stand-by pay) in effect on the applicable date divided by 365.

(e) Coordination with Other Systems. No day of Active Duty Military Service may serve as the basis for purchasing additional days of Credited Service as provided in this Section if that day of Active Duty Military Service was previously used to purchase additional credited service under any other federal, state or other governmental retirement system and if the Member’s credited service under that other governmental retirement system has been or can be transferred to the Retirement System.

(f) No Double Credit. No day of Active Duty Military Service may serve as the basis for purchasing additional days of Credited Service as provided in this Section if the Member has received Credited Service for that day of Active Duty Military Service under Section 5.2(b).

(g) Compliance with Federal Law. Effective as of December 12, 1994, contributions, benefits, and service credit with respect to qualified military service shall be provided in accordance with Code Section 414(u).

5.6 Transfers Between Systems. Pursuant to La. R.S. 11:141-43, to the extent it does not conflict with La. R.S. 11:3822 (the "Transfer Statues"), transfer of credits and funds between the Retirement System and any other retirement system for which transfers are authorized under the Transfer Statutes shall be allowed under the rules in the Transfer Statutes, with any interest computed at 7%. In addition, transfers between the Retirement System and the retirement system of the City of New Orleans (the "City System") shall be governed by the following rules to the extent they are consistent with the Transfer Statutes:

(a) Applicability and Eligibility. Any employee, in either system, not yet retired, who is transferring from employment covered by one system to employment covered by the other system, may transfer his service credits and be given credit in the system to which he transfers for all his creditable service in the previous system, provided he meets the eligibility requirements specified in the Transfer Statutes and provided all of the reserves necessary to fund his prior service credit and membership credit plus all allowable interest on these reserves are transferred from the system to which he is being transferred.

(b) Amount of Funds Transferred. The amount to be transferred shall be calculated as of the date of credit transfer based on the GASB #5 value of accumulated benefits with seven percent (7%) annual interest, five percent (5%) annual salary scale, and the remaining actuarial assumptions in use by the sending system for determining GASB #5 liability at the time of transfer. Such amount shall not include a reserve for future cost-of-living benefits. The salary history and benefit structure of the employee under the sending system will be used in this calculation.

(c) Repayment of Withdrawals. Where a Member withdrew his contributions from either system and wishes to receive credit for all past service in either system, he can repay all contributions withdrawn plus allowable interest thereon to the system from which he transferred, after which such past service credits can be transferred, to his current service in accordance with the rules of the system from which he withdrew; after which such service credit and funds can be transferred in accordance with the provisions of Subsections 5.6(a) and (b) above.

(d) Unpaid Employee Contributions. No membership service credits, that is, service as an employee rendered after the date of the establishment of the system from which the employee is transferring, shall be allowed for those periods in which there were no employee contributions, unless the transferring employee pays for such uncontributed periods those funds which would have been the contributions for said periods plus all allowable interest thereon, after which such service credit and funds can be transferred in accordance with the provisions of Subsection 5.6(a) and (b) above.

(e) Effective Date; Amendments. The reciprocity with the Retirement System of the City of New Orleans and this Retirement System (the "Agreement") shall be effective as of October 17, 1988. This Agreement can be modified or amended only with consent of the Pension Committee and the Pension Board of the City together with ratification by the City Council (for the City) and the Board. Any modification or amendment of the Agreement shall not affect in any way the rights of any employee who has previously effected a transfer under this Agreement or who has initiated an application for transfer under the provisions of the Agreement.

(f) Termination of Reciprocity. If the Board of the Employees' Retirement System of the City of New Orleans (the "City Board") or the Pension Committee of the Employees' Retirement System of the Sewerage and Water Board (the "Pension Committee") seeks to terminate the Agreement, the party seeking termination shall follow the following provisions:

(1) If the City Board wishes to terminate the Agreement, it shall:

(i) Provide the Pension Committee thirty (30) days written notice before it meets to consider such action;

(ii) After proper notice has been given, the City Board shall meet to discuss and vote on resolution to terminate;

(iii) If said vote is affirmative, the City Board shall provide the Pension Committee a written notice of not less than thirty (30) days, that it intends to seek approval from the City Council to terminate the agreement; and

(iv) If the City Council grants the City Board the authority to terminate the Agreement, said termination shall not become effective until after the City Board provides the Pension Committee with a ninety (90) day written notice of termination.

(2) If the Pension Committee wishes to terminate the Agreement, it shall:

(i) Provide the City Board thirty (30) days written notice before it meets to consider such action.

(ii) After proper notice has been given, the Pension Committee shall meet to discuss and vote on resolution to terminate;

(iii) If said vote is affirmative, the Pension Committee shall provide the City Board a written notice of not less than thirty (30) days, that it intends to seek approval from the Sewerage and Water Board of New Orleans to terminate the agreement; and

(iv) If the Board of Trustees grants the Pension Committee the authority to terminate the Agreement, said termination shall not become effective until after the Pension Committee provides the City Board with a ninety (90) day written notice of termination.

(3) Termination shall not affect in any way the rights of any employee who has previously effected a transfer under the Agreement or who has initiated an application for transfer under or pursuant to the Agreement. Transfers of credits and funds between the Retirement System and the City System shall not be permitted unless a reciprocity agreement is in effect.

(4) The Board of Trustees may establish such rules and regulations for the transfer of creditable service and contributions to or from another public retirement system in Louisiana other than the City

System. Such rules and regulations shall be consistent with funding the Retirement System on a sound actuarial basis.

(5) No portion of any transfers to this Retirement System pursuant to this Section 5.6 shall be considered an Annual Addition to the account of any Member as that term is defined in Section 6.10(c)(1).

5.7 Repayment After Reemployment. If a former Member who elected to be paid his Accumulated Contributions becomes reemployed by the Board and remains employed by the Board for at least eighteen (18) months thereafter, he may repay in a single lump sum to the Retirement System the amount he had previously received as a refund together with interest:

(a) at a rate of four percent (4%) with respect to the portion of his repayment attributable to his years of Creditable Service before 1970, and

(b) at a rate of seven percent (7%) with respect to the portion of his repayment attributable to his years of Creditable Service on or after January 1, 1970.

In all cases, interest is compounded annually to the date of repayment. Repayment may only be made by the Employee while he is an active Member. On such repayment, the Member will be restored the entire period of Creditable Service covered by the repayment.

5.8 Purchase of Credited Service through a direct transfer from Section 4.03(b) annuity and Section 457 Plan. Any Member who may purchase Credited Service under the provisions of this Retirement System, including, but not limited to, Sections 5.5, 5.6(c) and 5.7 may purchase such Credited Service in the Retirement System through a direct transfer from a Member's account balance in an Internal Revenue Code Section 403(b) annuity or Internal Revenue Code Section 457 Plan. The Retirement System will accept such direct transfers as payment for Credited Service purchased under the Retirement System.

5.9 Purchase of Credited Service for Hurricane Katrina Affected Members. Any member who was placed on "disaster leave" by the employer starting October 1, 2005 because of hurricane Katrina and who returned to work for the employer, prior to April 1, 2006, may purchase days of credited service in the Retirement System for the period October 1, 2005 through the date that the member returned to full time employment with the Sewerage & Water Board, but for a period no greater than October 1, 2005 through March 31, 2006. For each day of credited service purchased, the member must pay into the Retirement System, in a lump sum at any time before retirement, an amount equal to the sum of: (i) four percent (4%) of the member's daily base pay, as defined in Section

5.5(d) of this document that was in effect on October 1, 2005; plus, (ii) interest on the amount compounded under item (i) above at seven percent (7%) compounded annually from October 4, 2005 until the date of the member's purchase of credited service under this section.

5.10 Purchase of Credited Service for Service in the Armed Forces while on Unpaid Military Leave after the time specified in Section 5.2(d). A Member who was granted a leave of absence in order to the serve in the armed forces and has not yet Retired from the Board (and who has not yet elected to participate in the DROP program) and who has met all the requirements of Section 5.2(b) and 5.2(c), but not the time period specified in Section 5.2(d), may purchase one or more additional days of Credited Service in the Retirement System (up to and not exceeding four (4) years total) for each day of unpaid military leave after meeting the requirements of Section 5.5(a) through 5.5(g) of these Rules and Regulations.

(a) The seven (7%) percent compounded annual interest that the Member must pay as specified in Section 5.5(d) shall be computed from the initial date of unpaid military leave in order to join the United States Armed Forces until the date of the Member's purchase of Credited Service.

ARTICLE VI
BENEFITS

6.1 Retirement Allowance.

(a) Eligibility. Any Active Member who:

(1) has thirty (30) or more years of Credited Service, regardless of the Member's age, or

(2) ~~is Vested and has reached age sixty (60)~~has reached age sixty (60) and has ten (10) or more years of Credited Service, or

(3) effective January 1, 1996, has reached age sixty-five (65), and has five (5) or more years of Credited Service, or

(4) reached age seventy (70), regardless of the number of years of Credited Service, or

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(5) whose age and years of Credited Service equals or exceeds eighty (80),

may Retire after submitting his written application to the Personnel Department, setting forth the day (not less than ninety (90) days nor more than one hundred twenty (120) days subsequent to the execution and filing thereof; however, this requirement may be waived by the Personnel Department) he desires to Retire, provided that, at the time so specified for his Retirement, he has or will have attained the applicable minimum age and/or service requirement provided above, or in accordance with other applicable terms and conditions set forth in this Article VI.

(b) Retirement Allowance at age sixty-two (62), thirty (30) years of Credited Service, or when age and Credited Service equal eighty (80). Any Active Member who at his retirement has (1) reached age sixty-two (62), (2) has thirty (30) years of Credited Service or (3) whose age and Years of Credited Service equal eighty (80), shall receive a Retirement Allowance payable in the form of an annuity for the Member's life (i.e., a straight life annuity, which is the normal form of benefit). If an Optional Allowance is selected, pursuant to Section 6.1(e), the amount of any Optional Allowance will be the Actuarial Equivalent of the Member's straight life annuity. The Retirement Allowance shall be equal to the sum of:

(1) Two and one-half percent (2.5%) of the Member's Average Compensation multiplied by the number of years of Credited Service, not to exceed twenty-five (25) years; and

(2) Four percent (4%) of his Average Compensation multiplied by the number of years of Credited Service in excess of twenty-five (25) years.

(3) But, in no event shall the total Retirement Allowance of a Member, including the supplemental Retirement Allowance earned on rehiring, exceed one hundred percent (100%) of a Member's Average Compensation.

(c) Reduction for Early Retirement. Notwithstanding the above, any Active Member who at his Retirement is under age sixty-two (62) and (1) has less than thirty (30) years of Credited Service or (2) whose age and Years of Credited Service do not equal or exceed eighty (80), shall have his Retirement Allowance reduced by three percent (3%) for each year that his age at his Retirement (rounded to the nearest day) is below age sixty-two (62).

(d) Cost of Living Adjustment.

(1) Over Age Sixty-Five (65) Retirees. The Retirement Allowance for Members over age sixty-five (65) shall be subject to a cost-of-living adjustment each January 1. The adjustment each year shall not be compounded, but shall be computed only on the Member's original Retirement Allowance. It shall be based on the increase in the consumer price index (CPI) for all urban wage earners as published by the U.S. Department of Labor. The yearly increase shall be at least equal to the twelve (12) month change in the CPI, utilizing the prior August index as published in "Economic Indicators". If the change in the CPI is negative, or zero, then no cost-of-living increase shall be given. If the CPI increase is in excess of 2%, then the cost-of-living increase shall be limited to 2%. The yearly cost-of-living increase can be any percentage amount between the CPI increase and 2%. The CPI increase shall only be applied to the first $10,000 of a Member's annual Retirement Allowance, in order to calculate the annual cost-of-living increase. A Member's annual Retirement Allowance in excess of $10,000 shall not be considered in computing the annual cost-of-living increase. Adjustments for partial years of retirement after age sixty-five (65) shall be prorated, based on the actual number of days retired and over age sixty-five (65) during the twelve(12) month period ending December 31.

(2) Dependent Benefits. Optional dependent benefits shall be subject to the same cost of living adjustments as described above, beginning the first day of the year after the dependent reaches age sixty-five (65).

(e) Optional Allowance. On application for a Retirement Allowance, any Member may elect to receive an Optional Allowance. An "Optional Allowance" means a joint and survivor annuity that is the Actuarial Equivalent of the Member's Retirement Allowance and that pays a reduced monthly benefit to the Member for his or her life and then, after the Member's death, pays a percentage of that Member's Retirement Allowance to the Member's surviving spouse for the spouse's life. A Member may elect the Optional Allowance subject to the following conditions:

(1) Deadline and Election. The Member must elect the Optional Allowance before the first payment of the Member's Retirement Allowance becomes payable. The Member's election must be in a written application, duly acknowledged and filed with the Personnel Department before the Member Retires. The written election must specify the percentage of the Member's reduced monthly benefit that will be payable to the Member's surviving spouse, which percentage must be a multiple of five percent (5%), subject to a maximum of one hundred percent (100%).

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(2) Benefit to Surviving Spouse. After the death of a Member who elected an Optional Allowance, if the spouse survives the Member, the spouse shall be entitled to receive for the spouse's life the chosen percentage of the Member's reduced Retirement Allowance after adjustment for post-retirement cost-of-living benefit increases, if any.

(3) Prior Plan Rules. If a Member Retired under the rules and regulations in effect before the adoption of the 1995 amendment and restatement of the Rules and Regulations and elected:

(i) Percentage Election. A specific percentage (e.g., seventy-five percent (75%)) to be payable to his surviving spouse, such percentage shall be applicable to the Member's Retirement Allowance after adjustment for post-retirement cost-of-living benefit increases, if any, when determining the initial benefit due the spouse at the Member's death.

(ii) Dollar Amount Elected. A specific dollar amount (e.g., one hundred dollars ($100)) to be payable to the surviving spouse, such amount shall be converted to a percent of the Member's Retirement Allowance and such percentage shall be applicable to Member's Retirement Allowance after adjustment for post-retirement cost-of-living benefit increases, if any, when determining the initial benefit due the spouse at the Member's death.

(4) "Pop-Up" Elections if Spouse Predeceases Retiree. Once payments have begun, the Optional Allowance election may not be revoked for any reason, including, but not limited to the Member's subsequent divorce from the Member's Spouse. However, if a Retiree has elected an Optional Allowance with a "pop-up" feature and the Retiree's spouse dies before the Retiree, the monthly benefit payable to the Retiree shall increase (or "pop-up") to the monthly payment that would have been paid to the Retiree if the Retiree had not elected the Optional Allowance (taking into account cost of living adjustments and other adjustments that would have been made to the Retiree's monthly benefit since payment commenced to the Retiree). The increase shall be effective as of the first of the month after the month in which the Personnel Department receives written notice and proof of the spouse's death. If the Member elects this "pop-up" feature to the Optional Allowance, the actuarial reduction to the Member's benefit will be greater than if the "pop-up" feature had not been elected.

6.2 Disability Retirement Allowances.

(a) Eligibility and Application. On written application, a Member that has attained 10 years of Credited Service or more may retire on a Disability Retirement Allowance, provided that the Pension Committee approves the application. The Member must submit a written application to the Personnel Department, which written application must be supported by written detailed medical information provided by a Louisiana licensed physician. The Personnel Department shall investigate and verify all medical information submitted along with any written application submitted by a Member. The Personnel Department shall submit any verified written application together with supporting medical information to the Pension Committee for consideration. Any written application for a Disability Retirement Allowance shall be considered and acted on by the Pension Committee within ninety (90) days from receipt thereof. The Pension Committee may require that the Member be examined by a licensed physician selected by the Pension Committee for the purpose of determining whether the Member is Disabled. The decision of the Pension Committee as to eligibility for Disability Retirement Allowance shall be final and conclusive.

(b) Amount. On Retirement for Disability a Member shall receive a Disability Retirement Allowance equal to the greater of:

(1) A monthly annuity that is the Actuarial Equivalent of the Member's Accumulated Contributions (with interest) at the time of Retirement, or

(2) A monthly annuity based on seventy-five (75%) of the Disabled Member's Accrued Benefit determined by crediting the Disabled Member with years and days of Credited Service that would have been credited to the Member had he worked until age sixty-two (62).

(c) Workers Compensation Offset. The benefits provided in Section 6.2(b) above shall be offset by any worker's compensation benefits which the Member may be receiving in accordance with the provisions of Section 6.7.

(d) Annual Submission of Medical Information. Any Retiree receiving a Disability Retirement Allowance must annually submit to the Personnel Department written detailed medical information provided by a Louisiana licensed physician supporting that the Retiree is still Disabled. Should any Disabled Retiree fail or refuse to submit such medical information, the Disability Retirement Allowance may be suspended, and at the expiration of six (6) months, all his rights in and to a Disability Retirement Allowance, including that portion previously suspended, shall be revoked by the Pension Committee.

(e) Cost of Living Adjustment. For any Member who becomes Disabled on or after January 1, 1984, the Disability Retirement Allowance shall be subject to the same cost of living adjustment after age sixty-five (65) described in Section 6.1(d).

(f) Medical Re-examination. Re-examination of Employees Retired on Account of Disability:

(1) Frequency. Once each year, the Pension Committee may require any Disabled Employee who has not attained age sixty (60) to undergo a medical examination by a physician selected by the Pension Committee.

(2) Failure or Refusal. Should any Disabled Employee fail or refuse to submit to such medical examination, the Disability Retirement Allowance may be suspended, and at the expiration of six (6) months, all his rights in and to a Disability Retirement Allowance, including that portion previously suspended, shall be revoked by the Pension Committee.

(3) Not Disabled. Should it appear from a medical examination that a Disabled Employee is able to return to the position from which he was pensioned, then his Disability Retirement Allowance shall be discontinued, and he shall be returned to his former position, but the Disability Retirement Allowance shall continue until said Employee is restored to his former position or to one for which he is reasonably suited and/or trained to perform.

6.3 Death Benefits.

(a) Death of a Regular Retiree. Should a Retiree who is receiving a Retirement Allowance (not Disabled) die, his spouse shall be entitled to receive the Optional Allowance, if any, chosen at Retirement. Such amount shall be subject to cost of living adjustments as set forth in Section 6.1(d).

(1) Failure to Elect Option Allowance. If the Retiree has not elected an Optional Allowance, then the Retiree's Beneficiary, shall only be entitled to receive the value of the Retiree's Accumulated Contributions at the time of his Retirement less the Retirement Allowance payments the Retiree received before his death, if any.

(2) Death Within 30 Days. If a Retiree does not elect the Optional Allowance and dies within thirty (30) days after Retirement, his spouse at the time of death shall be entitled to the death benefit or refund of contributions as provided in Section 6.3(c).

(b) Death of Disabled Retiree. Should a person who is receiving a Disability Retirement Allowance die, his spouse and/or Eligible Dependents (if any) shall be entitled to receive the following benefits:

(1) Regular Spousal Benefit. The spouse is entitled to receive eighty percent (80%) of the former Member's Disability Retirement Allowance. Such benefit shall commence at the later of:

(i) The former Member's death, or

(ii) The spouse's attainment of age sixty-two (62).

The spouse's benefit shall be subject to the cost of living adjustment after attaining age sixty-two (62) as set forth in Section 6.1(d).

(2) Reduced Early Spousal Benefit. If a Disabled former Member dies before his spouse reaches age sixty-two (62), the spouse may elect to receive, in lieu of the benefit in Section 6.3(b)(1), the Actuarial Equivalent of the Member's Accrued Benefit at Disability commencing at any time after the former Member's death.

(3) Spouse with Eligible Dependents. If a Disabled former Member dies before his spouse reaches age sixty-two (62) and there are Eligible Dependents, then if the Member's spouse does not elect to receive the benefit under Section 6.3(b)(2) above, sixty-five percent (65%) of the Disability Retirement Allowance will continue to the spouse until the last child ceases to be an Eligible Dependent, until the spouse attains age sixty-two (62), or until the spouse commences receiving or applies for benefits under Section 6.3(b)(2) above, whichever occurs first.

(4) Eligible Dependents, No Spouse. If there is no spouse, the surviving Eligible Dependents (or their legal representatives) shall have the option of selecting:

(i) The benefit in Section 6.3(b)(3), or

(ii) Twenty-five percent (25%) of the Member's Earnable Compensation for the last full calendar year before his Retirement (both of which are payable from the Fund) plus the Member's Accumulated Contributions (with interest).

To effect this option, there must be a notarized unanimous agreement signed by each of the surviving Eligible Dependents (or their legal representatives), and it must be filed with the Personnel Department before the commencement of the benefit.

(5) Disabled Spouse with No Eligible Dependents. If a Disabled former Member dies before his spouse reaches age sixty-two (62), if the spouse is Disabled, and if there are no Eligible Dependents, then if the spouse does not elect to receive the benefit under Section 6.3(b)(2) above, sixty-five percent (65%) of the Disability Retirement Allowance will continue to the spouse until the spouse reaches age sixty-two (62) or until the spouse commences receiving or applies for benefits under Section 6.3(b)(2), whichever occurs first. If the spouse is able to return to gainful employment, the benefit being paid to such spouse due to Disability shall be discontinued.

(6) Non-Disabled Spouse with No Eligible Dependents. If there are no Eligible Dependents, the spouse may elect to receive in lieu of the benefits above, the Member's Accumulated Contributions (with interest) plus twenty-five percent (25%) of the Member's Earnable Compensation for the last full calendar year before his Retirement (both of which are payable from the Fund).

(7) No Spouse, No Eligible Dependents. If there is no spouse or Eligible Dependents, the Member's Beneficiary shall be entitled to receive the Member's Accumulated Contributions (with interest) in excess of Disability Retirement Allowance payments the Member received before his death, if any.

(8) Pre-1984 Disabilities. If a Member became Disabled before January 1, 1984 and died, the Member's Beneficiary shall only be entitled to receive the Member's Accumulated Contributions (with interest) in excess of Disability Retirement Allowance payments the Member received before his death, if any.

(c) Death While Eligible for Retirement. If a Member dies while the Member is eligible to begin receiving a Retirement Allowance but before he commences receiving such benefit (whether or not the Member is actively at work at his death) and if the Member leaves a spouse, the spouse shall be entitled to elect to receive Retirement benefits equal to the amount that would have been paid had the Member Retired on the date he or she died and elected an Optional Allowance with one hundred percent (100%) of the reduced Retirement Allowance continued to the spouse (i.e., one hundred percent (100%) Option). If this benefit is elected by the spouse, there shall be no refund of the Member's Accumulated Contributions.

(1) Eligible Dependents, No Spouse. If there is no spouse, the surviving Eligible Dependents (or their legal representative) shall have the option of selecting:

(i) the benefits under Section 6.3(d)(3), or

(ii) twenty-five percent (25%) of the Member's prior calendar year's Earnable Compensation plus the Member's Accumulated Contributions (with interest) (both of which are payable from the Fund).

To effect this option, there must be a notarized unanimous agreement signed by each of the surviving Eligible Dependents (or their legal representatives), and it must be filed with the Personnel Department before commencement of the benefit.

(d) Death with Ten Years of Service. If a Member dies while he is still an Employee of the Board but before he is eligible for a Retirement Allowance and if the Member has at least ten (10) years of Credited Service, his spouse at the time of death and/or Eligible Dependents shall be entitled to receive the following benefits:

(1) Regular Spousal Benefit. The spouse is entitled to receive eighty percent (80%) of the Member's Accrued Benefit determined at death. Such benefit shall commence at the later of:

(i) The Member's death, or

(ii) Attainment of age sixty-two (62) by the spouse.

(2) Reduced Early Spousal Benefit. If the Member dies before his spouse reaches age sixty-two (62), the spouse may elect to receive, in lieu of the benefit in Section 6.3(d)(1), the Actuarial Equivalent of the Member's Accrued Benefit at death commencing at any time after the former Member's death.

(3) Spouse with Eligible Dependents. If a Member dies before the spouse reaches age sixty-two (62), if there are Eligible Dependents, and if the spouse does not elect to receive the benefits under 6.3(d)(2) above, then sixty-five percent (65%) of the Disability Retirement Allowance which would have been payable had the Member Retired on Disability before his death shall be paid to the spouse until the last child ceases to be an Eligible Dependent, until the spouse attains age sixty-two (62), or until the spouse commences receiving or applies for benefits under Section 6.3(d)(2) above, whichever comes first.

(4) Eligible Dependents, No Spouse. If there is no spouse, the surviving Eligible Dependents (or their legal representatives) shall have the option of selecting:

(i) the benefit under Section 6.3(d)(3), or

(ii) twenty-five percent (25%) of the Member's prior calendar year's Earnable Compensation plus the Member's Accumulated Contributions (with interest) (both of which are payable from the Fund).

To effect this option, there must be a notarized unanimous agreement signed by each of the surviving Eligible Dependents (or their legal representatives), and it must be filed with the Personnel Department before commencement of the benefit.

(5) Disabled Spouse with No Eligible Dependents. If the Member's spouse is Disabled and there are no Eligible Dependents, then if the spouse does not elect to receive the benefit under Section 6.3(d)(2) above, sixty-five percent (65%) of the Disability Retirement Allowance which would have been payable had the Member Retired on Disability before his death, will be payable to the spouse until the spouse attains age sixty-two (62) or the spouse commences receiving or applies for benefits under Section 6.3(d)(2) above, whichever comes first. If the spouse is able to return to gainful employment, the benefit being paid to such spouse due to Disability shall be discontinued.

(6) No Spouse, No Eligible Dependents. If there is no spouse or Eligible Dependents, the Member's Beneficiary shall be entitled to receive the Member's Accumulated Contributions (with interest) plus twenty-five percent (25%) of the Member's prior calendar year's Earnable Compensation (both of which are payable from the Fund).

(e) Death with Between Three and Ten Years of Service. If a Member dies while he is still an Employee of the Board but before he is eligible for a Retirement Allowance and if the Member has at least three (3) but less than ten (10) years of Credited Service, the Member's Beneficiary shall receive a refund of the Member's Accumulated Contributions (with interest) plus twenty-five percent (25%) of the Member's prior calendar year's Earnable Compensation (both of which are payable from the Fund).

(f) Death with Less Than Three Years of Service. If a Member dies while he is still an Employee of the Board but with less than three (3) years of Credited Service, the Member's Beneficiary shall receive a refund of the Member's Accumulated Contributions (with interest).

(g) Death While on Active Military Duty. In the case of a death occurring on or after January 1, 2007, if an Employee who was granted a leave of absence in order to join the armed forces of the United States dies while performing qualified military service (as defined in Internal Revenue Code Section 414(u)) and the Employee would be entitled to reemployment under Chapter 48, Title 38 of the United States Code, and to the extent required by Internal Revenue Code Section 401(a)(37), the Employee's spouse at the time of death, eligible dependents and/or beneficiary will be entitled to any benefits provided under this Section 6.3 of the Plan as if the Employee had resumed employment on the day before his or her death and then terminated employment on account of death. The Employee's qualified military service will be counted as additional years of Credited Service for purposes of vesting. However, the Employee shall not be credited with additional years of Credited Service under this Section 6.3(g) for purposes of calculating his or her Accrued Benefit.

6.4 Separation Retirement Allowance. Any Member with five (5) or more years of service who terminated employment with the Board before August 1, 2012, other than by Retirement, and before attaining age sixty (60) and remained an Inactive Member of the Retirement System by permitting his/her Accumulated Contributions to remain on deposit with the Retirement System shall be entitled to receive a Retirement Allowance beginning when he/she reaches age sixty (60) (or at any age after sixty (60) which he may elect), subject to the reductions applicable to Retirement before age sixty-two (62). Any Member with five (5) or more years of service who terminated employment with the Board after July 31, 2012, other than by Retirement, and before attaining age sixty (60) and remained an Inactive Member of the Retirement System by permitting his/her Accumulated Contributions to remain on deposit with the Retirement System shall be entitled to receive a Retirement Allowance beginning when he/she reaches age sixty-five (65). The amount of this Retirement Allowance shall be based on the Member's Accrued Benefit on the date he/she terminated employment with the Board.

6.5 Refund of Contributions. A Member who terminates employment with the Board may elect to be paid the amount of his Accumulated Contributions (with interest). If a terminating Member makes this election, he shall not be entitled to receive a Retirement Allowance unless he repays his Accumulated Contributions as provided in Section 5.7, subject to the terms of that Section.

(a) Not Vested. On termination of his employment with the Board, a Member who is not Vested may remain an Inactive Member of the Retirement System by permitting his Accumulated Contributions to remain on deposit with the Retirement System for a period of up to five (5) years after the Member's termination. If the Inactive Participant does not become reemployed by the Board before the end of this five year period, the Retirement System will pay him his Accumulated Contributions, with interest.

(b) Vested. Any Vested Member who terminates employment with the Board may remain an Inactive Member of the Retirement System by permitting his Accumulated Contributions to remain on deposit with the Retirement System.

(c) At Death. If an Inactive Member dies before he is eligible to receive a Retirement Allowance (whether or not he is Vested) or if a Member was not an Employee of the Board at his death, his Accumulated Contributions (with interest) shall be paid to his Beneficiary, and no other benefits described in Section 6.3 shall be payable.

6.6 Re-Employment Provisions.

(a) Retirees. Any Retiree receiving a Retirement Allowance shall again become a Member of the Retirement System on re-employment by the Board.

(1) Retirement Allowance Suspended. During re-employment, the Member shall receive no Retirement Allowance payments, but shall be one hundred percent (100%) vested in the amount and form of his prior Retirement Allowance and may return to a Retired status by a reapplication for Retirement, with the amount and form of his prior Retirement Allowance frozen at the original calculation.

(2) Additional Benefit. On reapplication for a Retirement Allowance, the Member shall be entitled to an additional separate Retirement Allowance based on the additional years of Credited Service during re-employment and his Average Compensation during his re-employment. In applying the percentage factors in Section 6.1(b) to the Member's additional Credited Service after his reemployment, the additional Credited Service shall be multiplied by the percentage factors in Section 6.1(b) at the levels that apply after the Retiree's prior Credit Service had been applied.

(3) Death While Re-Employed. If a Member dies while re-employed, the spouse shall be entitled to the Optional Allowance, if any, previously selected by the Member at his original Retirement plus any additional benefits as specified in Section 6.3 and Section 6.1(g) based on the Member's Accumulated Contributions (with interest) since re-employment and the additional Retirement Allowance as specified above.

(b) Other Reemployments. Any Member who terminates employment with the Board without Retiring shall become a Member on his re-employment with the Board. If the period of non-employment is at least two (2) years (five (5) years if such employment was involuntarily terminated due to a Civil Service mandated layoff) and the Member is rehired after attaining age fifty (50), then his Retirement Allowance at Retirement shall not exceed the sum of:

(1) the benefit based on the Credited Service <u>and</u> his Average Compensation before re-employment (provided he repays any Accumulated Contribution he previously received as provided in Section 5.7), plus

(2) the benefit based on the Credited Service <u>and</u> the Average Compensation since re-employment.

In applying the percentage factors in Section 6.1(b) to the Member's additional Credited Service after his re-employment, the additional Credited Service shall be multiplied by the percentage factors in Section 6.1(b) at the levels that apply after the Member's prior Credited Service had been applied. Nothing in this Section shall abrogate the requirement that the Member must remain in service for at least eighteen (18) months before he can buy back Credited Service by repaying any Accumulated Contributions he previously received as provided in Section 5.7.

(c) Pension Supplement. Any additions to the percentage factors accrued during the period of re-employment, as described in Section 6.6(b), shall also be applied to the supplemental benefit provided in Section 6.1(d) when the provisions thereof are applicable.

6.7 Worker's Compensation Offset.

(a) Applicability. Any amounts which may be paid or payable under the provisions of any worker's compensation statute or similar law to a Member or to the dependents of a Member on account of any accidental disability or accidental death shall be offset on a dollar by dollar basis against and payable in lieu of any benefits payable out of funds provided by the Retirement System on account of any accidental disability or on account of death, expressly including any benefit paid under the provisions of Section 6.1(b). This Subsection shall not deprive the Member or his Beneficiary of the right to a refund of Accumulated Contributions made by the Member.

(b) Administrative Discretion. The Pension Committee shall have complete discretion and authority to determine the extent and application of this provision and shall have authority to terminate the Retirement Allowance if the Employee fails to furnish full and complete information regarding Worker's Compensation. The decision of the Pension Committee shall be final.

6.8 Direct Rollovers. This Section applies to distributions made on or after January 1, 1994. Notwithstanding any provision of these Rules and Regulations to the contrary that would otherwise limit a Distributee's election under this part, a Distributee may elect, at the time and in the manner prescribed by the Pension Committee, to have any portion of an Eligible Rollover Distribution paid directly to an eligible retirement plan specified by the Distributee in a direct rollover.

6.9 Minimum Required Distributions.

(a) Required Beginning Date. The entire interest of a Member must be distributed or begin to be distributed no later than the Member's Required Beginning Date. Notwithstanding the foregoing, Members who attained age 70½ and who have not Retired by the end of the calendar year in which the Member attained age 70½ may choose each year whether (1) to receive a distribution as of April 1 of each calendar year following the calendar year in which the Member reaches age 70½ or (2) to delay commencement of distributions until no later than April 1 following the calendar year in which the Member retires.

(b) Limits on Distribution Periods. As the first Distribution Calendar Year, distributions, if not made in a single-sum, may only be made over one the following periods (or a combination thereof):

(1) The life of the Member,

(2) The life of the Member and a designated Beneficiary,

(3) a period certain not extending beyond the life expectancy of the Member, or

(4) a period certain not extending beyond the joint and last survivor expectancy the Member and a designated Beneficiary.

(c) Amount. Determination of amount to be distributed each year.

(1) Annuity Requirements. If the Member's interest is to be paid in the form of annuity distributions under the Rules and Regulations, payments under the annuity shall satisfy the following requirements:

(i) the annuity distributions must be paid in periodic payments made at intervals not longer than one (1) year;

(ii) the distribution period must be over a life (or lives) or over a period certain not longer than a life expectancy (or joint life and last survivor expectancy) described in Code Sections 401(a)(9)(A)(ii) or 401(a)(9)(B)(iii), whichever is applicable.

(iii) the Life Expectancy (or joint life and last survivor expectancy) for purposes of determining the period certain shall be determined without recalculation of Life Expectancy;

(iv) once payments have begun over a period certain, the period certain may not be lengthened even if the period certain is shorter than the maximum permitted;

(v) payments must either be increasing or increase only as follows:

(A) with any percentage increase in a specified and generally recognized cost-of living index;

(B) to the extent of the reduction of the amount of the Member's payments to provide for a survivor benefit on death, but only if the Beneficiary whose life was being used to determine the distribution period described in Subsection 6.9(b) above dies and the payments continue otherwise in accordance with that Subsection over the life of the Member;

(C) to provide cash refunds of Employee contributions on the Member's death; or

(D) because of an increase in benefits under the Retirement System.

(vi) If the annuity is a life annuity (or a life annuity with a period certain not exceeding twenty (20) years), the amount which must be distributed on or before the Member's Required Beginning Date (or, in the case of distributions after the death of the Member, the date distributions are required to begin pursuant to Subsection 6.9(d) below) shall be the payment which is required for one payment interval. The second payment need not be made until the end of the next payment interval even if that payment interval ends in the next calendar year. Payment intervals are the periods for which payments are received, e.g., bimonthly, monthly, semi-annually, or annually.

(vii) If the annuity is a period certain annuity without a life contingency (or is a life annuity with a period certain exceeding twenty (20) years), periodic payments for each Distribution Calendar Year shall be combined and treated as an annual amount. The amount which must be distributed by the Member's Required Beginning date (or, in the case of distributions after the death of the Member, the date of distributions are required to begin pursuant to Subsection 6.9(d) below) is the annual amount for the first Distribution Calendar Year. The annual amount for other Distribution Calendar Years, including the annual amount for the calendar year in which the Member's Required Beginning Date (or the date distributions are required to begin pursuant to Subsection 6.9(d) below) must be distributed on or before December 31 of the calendar year for which the distribution is required.

(2) Post-1995 Additional Conditions. Annuities commencing after December 31, 1995, are subject to the following additional conditions:

(i) Unless the Member's spouse is the designated Beneficiary, if the Member's interest is being distributed in the form of a period certain annuity without a life contingency, the period certain as of the beginning of the first Distribution Calendar Year may not exceed the applicable period determined using the table set forth in Q&A A-5 of Section 1.401(a)(9)-2 of the Proposed Income Tax Regulations.

(ii) If the Member's interest is being distributed in the form of a joint and survivor annuity for the joint lives of the Member and a non-spouse Beneficiary, annuity payments to be made on or after the Member's Required Beginning Date to the designated Beneficiary after the Member's death must not at any time exceed the applicable percentage of the annuity payment for such period that would have been payable to the Member using the table set forth in Q&A A-6 of Section 1.401(a)(9)-2 of the proposed Income Tax Regulations.

(3) Transitional Rule. If payments under an annuity which complies with Section 6.9(c)(2)(i) above begin before January 1, 1989, the minimum distribution requirements in effect as of July 27, 1987, shall apply to distributions from this Retirement System, regardless of whether the annuity form of payment is irrevocable. This transitional rule also applies to deferred annuity contracts distributed to or owned by the Member before January l, 1989, unless additional contributions are made under the Retirement System by the Board with respect to such annuity.

(4) Additional Accruals. If the form of distribution is an annuity made in accordance with this Subsection 6.9(c), any additional benefits accruing to the Member after his or her Required Beginning Date shall be distributed as a separate and identifiable component of the annuity beginning with the first payment interval ending in the calendar year immediately following the calendar year in which such amount accrues.

(5) Individual Account Benefits. Any part of the Member's interest which is in the form of an individual account shall be distributed in a manner satisfying the requirements of Code Section 401(a)(9), the proposed regulations thereunder.

(d) Death Distribution Provisions.

(1) Distribution Beginning Before Death. If the Member dies after distribution of his or her interest has begun, the remaining portion of such interest will continue to be distributed at least as rapidly as under the method of distribution being used before the Member's death.

(2) Distribution Beginning After Death. If the Member dies before distribution of his or her interest begins, distribution of the Member's entire interest shall be completed by December 31 of the calendar year containing the fifth (5th) anniversary of the Member's death except to the extent that an election is made to receive distributions in accordance with (i) or (ii) below:

(i) if any portion of the Member's interest is payable to a designated Beneficiary, distributions may be made over the life or over a period certain not greater than the Life Expectancy of the designated Beneficiary commencing on or before December 31 of the calendar year immediately following the calendar year in which the member died;

(ii) if the designated Beneficiary is the Member's surviving spouse, the date distributions are required to be in accordance with (i) above shall not be earlier than the later of (A) December 31 of the calendar year immediately following the calendar year in which the Member died and (B) December 31 of the calendar year in which the Member would have attained age seventy and one-half (70 ½).

The Member's designated Beneficiary must elect the method of distribution no later than the earlier of (I) December 31 of the calendar year in which distributions would be required to begin under this section, or (II) December 31 of the calendar year which contains the fifty (5th) anniversary of the date of death of the Member. If the designated Beneficiary does not elect a method of distribution, distribution of the Member's entire interest must be completed by December 31 of the calendar year containing the fifth (5th) anniversary of the Member's death.

(3) For purposes of Subsection 6.9(d)(2) above, if the surviving spouse dies after the Member, but before payments to such spouse begin, the provisions of Subsection 6.9(d)(2) with the exception of Section

6.9(d)(2)(ii) therein, shall be applied as if the surviving spouse were the Member.

(4) For purposes of this Subsection 6.9(d), any amount paid to a child of the Member will be treated as if it had been paid to the surviving spouse if the amount becomes payable to the surviving spouse when the child reaches the age of majority.

(5) For the purpose of this Subsection 6.9(d), distribution of a Member's interest is considered to begin on the Member's Required Beginning Date (or, if Subsection 6.9(d)(3) above is applicable, the date distribution is required to begin to the surviving spouse pursuant to Subsection 6.9(d)(2) above). If distribution in the form of an annuity described in Subsection 6.9(c)(1) above irrevocably commences to the Member before the Required Beginning Date, the date distribution is considered to begin is the date distribution actually commences.

6.10 Limitations on Annual Benefits.

(a) Effective Date. The limitations of this article shall apply in limitation years beginning on or after July 1, 2007, except as otherwise provided herein.

(b) Amount. The Annual Benefit otherwise payable to a Member under these Rules and Regulations at any time shall not exceed the Maximum Permissible Benefit. If the benefit the Member would otherwise accrue in a Limitation Year would produce an Annual Benefit in excess of the Maximum Permissible Benefit, the benefit shall be limited (or the rate of accrual reduced) to a benefit that does not exceed the Maximum Permissible Benefit.

(c) Participation in another Qualified Defined Benefit Plan. If the Member is, or has ever been, a Member in another qualified defined benefit plan (without regard to whether the plan has been terminated) maintained by the Employer or a predecessor employer, the sum of the Member's Annual Benefits from all such plans may not exceed the Maximum Permissible Benefit.

(d) Limitation. The application of the provisions of this article shall not cause the Maximum Permissible Benefit for any Member to be less than the Member's accrued benefit under all the defined benefit plans of the Employer or a predecessor employer as of the end of the last

Limitation Year beginning before July 1, 2007 under provisions of the plans that were both adopted and in effect before April 5, 2007. The preceding sentence applies only if the provisions of such defined benefit plans that were both adopted and in effect before April 5, 2007 satisfied the applicable requirements of statutory provisions, regulations, and other published guidance relating to § 415 of the Internal Revenue Code in effect as of the end of the last Limitation Year beginning before July 1, 2007, as described in § 1.415(a)-1(g)(4) of the Income Tax Regulations.

(e) Combined Limit. For Limitation Year beginning before January 1, 2000, the sum of the Member's Defined Contribution Fraction and Defined Benefit Fraction will not exceed 1.0 in any Limitation Year, and the pension otherwise payable to the Member under this Retirement System will be limited so as not to exceed these limits. The amount of a Member's Accumulated Contributions before January 1, 1994 is treated as an Annual Addition to a qualified defined contribution plan, for purposes of this Section 6.10(e).

(f) Other Rules. The limitations of this article shall be determined and applied taking into account the following rules.

(1) Benefits Under Terminated Plans. If a defined benefit plan maintained by the Employer has terminated with sufficient assets for the payment of benefit liabilities of all plan Members and a Member in the plan has not yet commenced benefits under the plan, the benefits provided pursuant to the annuities purchased to provide the Member's benefits under the terminated plan at each possible annuity starting date shall be taken into account in applying the limitations of this article. If there are not sufficient assets for the payment of all Members' benefit liabilities, the benefits taken into account shall be the benefits that are actually provided to the Member under the terminated plan.

(2) Benefits Transferred From the Plan. If a Member's benefits under a defined benefit plan maintained by the Employer are transferred to another defined benefit plan maintained by the Employer and the transfer is not a transfer of distributable benefits pursuant § 1.411(d)-4, Q&A-3(c), of the Income Tax Regulations, the transferred benefits are not treated as being provided under the transferor plan (but are taken into account as benefits provided under the transferee plan). If a Member's benefits under a defined benefit plan maintained by the Employer are transferred to another defined benefit plan that is not maintained by the Employer and the transfer is not a transfer of distributable benefits pursuant § 1.411(d)-4, Q&A-3(c), of the Income Tax Regulations, the transferred benefits are treated by the Employer's plan as if such benefits were provided under annuities purchased to provide benefits under a plan maintained by the Employer that terminated immediately prior to the transfer with sufficient assets to pay all Members' benefit liabilities under the plan. If a Member's benefits under a defined benefit plan maintained by the Employer are transferred to another defined benefit plan in a transfer of distributable benefits pursuant § 1.411(d)-4, Q&A-3(c), of the Income Tax Regulations, the amount transferred is treated as a benefit paid from the transferor plan.

(3) Formerly Affiliated Plans of the Employer. A formerly affiliated plan of an Employer shall be treated as a plan maintained by the Employer, but the formerly affiliated plan shall be treated as if it had terminated immediately prior to the cessation of affiliation with sufficient assets to pay Members' benefit liabilities under the plan and had purchased annuities to provide benefits.

(4) Plans of a Predecessor Employer. If the Employer maintains a defined benefit plan that provides benefits accrued by a Member while performing services for a predecessor employer, the Member's benefits under a plan maintained by the predecessor employer shall be treated as provided under a plan maintained by the Employer. However, for this purpose, the plan of the predecessor employer shall be treated as if it had terminated immediately prior to the event giving rise to the predecessor employer relationship with sufficient assets to pay Members' benefit liabilities under the plan, and had purchased annuities to provide benefits; the Employer and the predecessor employer shall be treated as if they were a single employer immediately prior to such event and as unrelated employers immediately after the event; and if the event giving rise to the predecessor relationship is a benefit transfer, the transferred benefits shall be excluded in determining the benefits provide under the plan of the predecessor employer.

(5) Special Rules. The limitations of this article shall be determined and applied taking into account the rules in § 1.415(f)-1(d), (e) and (h) of the Income Tax Regulations.

(g) Definitions.

(1) Annual Benefit: A benefit under these Rules and Regulations that is payable annually in the form of a straight life annuity. Except as provided below, where a benefit is payable in a form other than a straight life annuity, the benefit shall be adjusted to an actuarially equivalent straight life annuity that begins at the same time as such other form of benefit and is payable on the first day of each month, before applying the limitations of Section 6.10. For a Member who has or will have distributions commencing at more than one annuity starting date, the Annual Benefit shall be determined as of each such annuity starting date (and shall satisfy the limitations of Section 6.10 as of each such date), actuarially adjusting for past and future distributions of benefits commencing at the other annuity starting dates. For this purpose, the determination of whether a new starting date has occurred shall be made without regard to § 1.401(a)-20, Q&A 10(d), and with regard to § 1.415(b)1(b)(1)(iii)(B) and (C) of the Income Tax Regulations.

No actuarial adjustment to the benefit shall be made for (a) survivor benefits payable to a surviving spouse under a qualified joint and survivor annuity to the extent such benefits would not be payable if the Member's benefit were paid in another form; (b) benefits that are not directly related to retirement benefits (such as a qualified disability benefits and death benefits); or (c) the inclusion in the form of benefit of an automatic benefit increase feature, provided the form of benefit is not subject to § 417(e)(3) of the Internal Revenue Code and would otherwise satisfy the limitations of Section 6.10, and the Rules and Regulations provide that the amount payable under the form of benefit in any Limitation Year shall not exceed the limits of Section 6.10 applicable at the annuity starting date, as increased in subsequent years pursuant to § 415(d). For this purpose, an automatic benefit increase feature is included in a form of benefit if the form of benefit provides for automatic, periodic increases to the benefits paid in that form.

The determination of the Annual Benefit shall take into account social security supplements described in § 411(a)(9) of the Internal Revenue Code and benefits transferred from another defined benefit plan, other than transfers of distributable benefits pursuant § 1.411(d)-4, Q&A-3(c), of the Income Tax Regulations, but shall disregard benefits attributable to employee contributions or rollover contributions.

Effective for distributions in Plan Years beginning after December 31, 2003, the determination of actuarial equivalence of forms of benefit other than a straight life annuity shall be made in accordance with (a) or (b) below.

(i) Benefit Forms Not Subject to § 417(e)(3): The straight life annuity that is actuarially equivalent to the Member's form of benefit shall be determined under this section (a) if the form of the Member's benefit is either (1) a nondecreasing annuity (other than a straight life annuity) payable for a period of not less than the life of the Member (or, in the case of a qualified pre-retirement survivor annuity, the life of the surviving spouse), or (2) an annuity that decreases during the life of the Member merely because of (a) the death of the survivor annuitant (but only if the reduction is not below 50% of the benefit payable before the death of the survivor annuitant), or (b) the cessation or reduction of Social Security supplements or qualified disability payments (as defined in § 401(a)(11)).

(A) Limitation Years beginning before July 1, 2007. For Limitation Years beginning before July 1, 2007, the actuarially equivalent straight life annuity is equal to the annual amount of the straight life annuity commencing at the same annuity starting date that has the same actuarial present value as the Member's form of benefit computed using whichever of the following produces the greater annual amount: (I) the Actuarial Equivalent specified in Article II; and (II) a 5 percent interest rate assumption and the Applicable Mortality Table defined in Article II for that annuity starting date.

(B) Limitation Years beginning on or after July 1, 2007. For Limitation Years beginning on or after July 1, 2007, the actuarially equivalent straight life annuity is equal to the greater of (1) the annual amount of the straight life annuity (if any) payable to the Member under these Rules and Regulations commencing at the same annuity starting date as the Member's form of benefit; and (2) the annual amount of the straight life annuity commencing at the same annuity starting date that has the same actuarial present value as the Member's form of benefit, computed using a 5 percent interest rate assumption and the Applicable Mortality Table defined in Article II for that annuity starting date.

(ii) Benefit Forms Subject to § 417(e)(3): The straight life annuity that is actuarially equivalent to the Member's form of benefit shall be determined under this paragraph if the form of the Member's benefit is other than a benefit form described in Section (i) above. In this case, the actuarially equivalent straight life annuity shall be determined as follows:

(A) Annuity Starting Date in Plan Years Beginning After 2005. If the annuity starting date of the Member's form of benefit is in a plan year beginning after 2005, the actuarially equivalent straight life annuity is equal to the greatest of (I) the annual amount of the straight life annuity commencing at the same annuity starting date that has the same actuarial present value as the Member's form of computed using the Actuarial Equivalent specified in Article II; (II) the annual amount of the straight life annuity commencing at the same annuity starting date that has the same actuarial present value as the Member's form of benefit, computed using a 5.5 percent interest rate assumption and the Applicable Mortality Table defined in Article II; and (III) the annual amount of the straight life annuity commencing at the same annuity starting date that has the same actuarial present value as the Member's form of benefit, computed using the Applicable Interest Rate defined in Article II and the Applicable Mortality Table defined in Article II, divided by 1.05.

(B) Annuity Starting Date in Plan Years Beginning in 2004 or 2005. If the annuity starting date of the Member's form of benefit is in a plan year beginning in 2004 or 2005, the actuarially equivalent straight life annuity is equal to the annual amount of the straight life annuity commencing at the same annuity starting date that has the same actuarial present value as the Member's form of benefit, computed using whichever of the following produces the greater annual amount: (I) the Actuarial Equivalent specified in Article II; and (II) a 5.5 percent interest rate assumption and the Applicable Mortality Table defined in Article II.

If the annuity starting date of the Member's benefit is on or after the first day of the first plan year beginning in 2004 and before December 31, 2004, the application of this Section (ii)(B) shall not cause the amount payable under the Member's form of benefit to be less than the benefit calculated under these Rules and Regulations, taking into account the limitations of Section 6.10, except that the actuarially equivalent straight life annuity is equal to the annual amount of the straight life annuity commencing at the same annuity starting date that has the same actuarial present value as the Member's form of benefit, computed using whichever of the following produces the greatest annual amount:

(I) the Actuarial Equivalent defined in Article II;

(II) the Applicable Interest Rate defined in Article II and the Applicable Mortality Table defined in Article II; and

(III) the Applicable Interest Rate defined in Article II (as in effect on the last day of the last plan year beginning before January 1, 2004, under provisions of these Rules and Regulations then adopted and in effect) and the Applicable Mortality Table defined in Article II.

(2) Applicable Interest Rate: The rate of interest on 30 year Treasury securities (or any subsequent rate used under Section 417(e) of the Internal Revenue Code) as specified by the Internal Revenue Service for the lookback month. The lookback month applicable to the stability period is the second calendar month preceding the first day of the stability period. The stability period is the Plan Year that contains the annuity starting date for the distribution and for which the applicable interest rate remains constant.

(3) Compensation: For purposes of this Section 6.10, Compensation is defined as wages, as defined in Code Section 3401(a), and all other payments of compensation to a Member by the Employer (in the course of the Employer's trade or business) for which the Employer is required to furnish the Member a written statement under Code Sections 6041(d) and 6051(a)(3). Compensation must be determined without regard to any rules under Code Section 3401(a) that limit the remuneration included in wages based on the nature or location of the employment or the services performed (such as the exception for agricultural labor in Code Section 3401(a)(2)). For Limitation Years beginning after December 31, 1997, compensation paid or made available during such Limitation Year shall include amounts that would otherwise be included in compensation but for an election under § 125(a), §402(e)(3), § 402(h)(1)(B), § 402(k), or § 457(b).

Except as provided herein, for Limitation Years beginning after December 31, 1991, compensation for a Limitation Year is the compensation actually paid or made available during such Limitation Year.

For Limitation Years beginning on or after July 1, 2007, compensation for a Limitation Year shall also include compensation paid by the later of 2 ½ months after an employee's severance from employment with the Employer maintaining these Rules and Regulations or the end of the Limitation Year that includes the date of the employee's severance from employment with the Employer maintaining these Rules and Regulations, if:

(i) the payment is regular compensation for services during the employee's regular working hours, or compensation for services outside the employee's regular working hours (such as overtime or shift differential), commissions, bonuses, or other similar payments, and, absent a severance from employment, the payments would have been paid to the employee while the employee continued in employment with the Employer;

(ii) the payment is for unused accrued bona fide sick, vacation or other leave that the employee would have been able to use if employment had continued; or

(iii) the payment is received by the employee pursuant to a nonqualified unfunded deferred compensation plan and would have been paid at the same time if employment had continued, but only to the extent includible in gross income.

Any payments not described above shall not be considered compensation if paid after severance from employment, even if they are paid by the later of 2 ½ months after the date of severance from employment or the end of the Limitation Year that includes the date of severance from employment. Back pay, within the meaning of § 1.415(c)-2(g)(8), shall be treated as compensation for the Limitation Year to which the back pay relates to the extent the back pay represents wages and compensation that would otherwise be included under this definition.

For Limitation Years beginning after December 31, 2000, Compensation shall also include any elective amounts that are not includible in the gross income of the employee by reason of Internal Revenue Code Section 132(f)(4).

(4) **Defined Benefit Compensation Limitation:** 100 percent of a Participant's High Three-Year Average Compensation, payable in the form of a straight life annuity.

In the case of a Member who is rehired after a severance from employment, the Defined Benefit Compensation Limitation is the greater of 100 percent of the Member's Highest Average Compensation, as determined prior to the severance from employment or 100 percent of the Member's Highest Average Compensation, as determined after the severance from employment.

(5) **Defined Benefit Dollar Limitation**: Effective for Limitation Years ending after December 31, 2001, the Defined Benefit Dollar Limitation is $160,000, automatically adjusted under § 415(d) of the

Internal Revenue Code, effective January 1 of each year, as published in the Internal Revenue Bulletin, and payable in the form of a straight life annuity. The new limitation shall apply to Limitation Years ending with or within the calendar year of the date of the adjustment, but a Participant's benefits shall not reflect the adjusted limit prior to January 1 of that calendar year.

(6) Employer: For purposes of this section 6.10, Employer shall mean the employer that adopts this plan, and all members of a controlled group of corporations, as defined in § 414(b) of the Internal Revenue Code, as modified by § 415(h)), all commonly controlled trades or businesses (as defined in § 414(c), as modified, except in the case of a brother-sister group of trades or businesses under common control, by § 415(h)), or affiliated service groups (as defined in § 414(m)) of which the adopting employer is a part, and any other entity required to be aggregated with the employer pursuant to § 414(o) of the Internal Revenue Code.

(7) Formerly Affiliated Plan of the Employer: A plan that, immediately prior to the cessation of affiliation, was actually maintained by the Employer and, immediately after the cessation of affiliation, is not actually maintained by the Employer. For this purpose, cessation of affiliation means the event that causes an entity to no longer be considered the employer, such as the sale of a member controlled group of corporations, as defined in § 414(b) of the Internal Revenue Code, as modified by § 415(h), to an unrelated corporation, or that causes a plan to not actually be maintained by the employer, such as transfer of plan sponsorship outside a controlled group.

(8) High Three-Year Average Compensation: The average compensation for the three consecutive calendar years of service (or, if the Member has less than three calendar years of service, the Member's longest consecutive period of service, including fractions of years, but not less than one year) with the Employer that produces the highest average. In the case of a Member who is rehired by the Employer after a severance from employment, the Member's highest average compensation shall be calculated by excluding all years for which the Member performs no services for and receives no compensation from the Employer (the break period) and by treating the calendar years immediately preceding and following the break period as consecutive. A Member's compensation for a calendar year shall not include compensation in excess of the limitation under § 401(a)(17) of the Internal Revenue Code that is in effect for the calendar year in which such year of service begins.

(9) Limitation Year: The Limitation Year is a calendar year. All qualified plans maintained by the Employer must use the same Limitation Year. If the Limitation Year is amended to a different 12-consecutive month period, the new Limitation Year must begin on a date within the Limitation Year in which the amendment is made.

(10) Maximum Permissible Amount: The lesser of the Defined Benefit Dollar Limitation or the Defined Benefit Compensation Limitation (both adjusted where required, as provided below).

(i) Adjustment for Less Than 10 Years of Participation or Service: If the Member has less than 10 years of participation, the Defined Benefit Dollar Limitation shall be multiplied by a fraction -- (i) the numerator of which is the number of Years (or part thereof, but not less than one year) of Participation, and (ii) the denominator of which is 10. In the case of a Member who has less than ten Years of Service with the Employer, the Defined Benefit Compensation Limitation shall be multiplied by a fraction -- (i) the numerator of which is the number of Years (or part thereof, but not less than one year) of Service with the Employer, and (ii) the denominator of which is 10.

(ii) Adjustment of Defined Benefit Dollar Limitation for Benefit Commencement Before Age 62 or after Age 65: Effective for benefits commencing in Limitation Years ending after December 31, 2001, the Defined Benefit Dollar Limitation shall be adjusted if the annuity starting date of the Member's benefit is before age 62 or after age 65. If the annuity starting date is before age 62, the Defined Benefit Dollar Limitation shall be adjusted under section (ii)(A), as modified by section (ii)(C). If the annuity starting date is after age 65, the Defined Benefit Dollar Limitation shall be adjusted under section (ii)(B), as modified by section (ii)(C).

(A) Adjustment of Defined Benefit Dollar Limitation for Benefit Commencement Before Age 62:

(I) Limitation Years Beginning Before July 1, 2007. If the annuity starting date for the Member's benefit is prior to age 62 and occurs in a Limitation Year beginning before July 1, 2007, the Defined Benefit Dollar Limitation for the Member's annuity starting date is the annual amount of a benefit payable in the form of a straight life annuity commencing at the Member's annuity starting date that is the actuarial equivalent of the Defined Benefit Dollar Limitation (adjusted under (i) above for years of participation less than 10, if required) with actuarial equivalence computed using whichever of the following produces the smaller annual amount: (1) the Actuarial Equivalent specified in Article II; or (2) a 5-percent interest rate assumption and the Applicable Mortality Table as defined in Article II.

(II) Limitation Years Beginning on or After July 1, 2007.

(a) Plan Does Not Have Immediately Commencing Straight Life Annuity Payable at Both Age 62 and the Age of Benefit Commencement. If the annuity starting date for the Member's benefit is prior to age 62 and occurs in a Limitation Year beginning on or after July 1, 2007, and the plan does not have an immediately commencing straight life annuity payable at both age 62 and the age of benefit commencement, the Defined Benefit Dollar Limitation for the Member's annuity starting date is the annual amount of a benefit payable in the form of a straight life annuity commencing at the Member's annuity starting date that is the actuarial equivalent of the Defined Benefit Dollar Limitation (adjusted for years of Participation less than 10, if required) with actuarial equivalence computed using a 5 percent interest rate assumption and the Applicable Mortality Table for the annuity starting date as defined in Article II (and expressing the Member's age based on completed calendar months as of the annuity starting date).

(b) Plan Has Immediately Commencing Straight Life Annuity Payable at Both Age 62 and the Age of Benefit Commencement. If the annuity starting date for the Member's benefit is prior to age 62 and occurs in a Limitation Year beginning on or after July 1, 2007, and the plan has an immediately commencing straight life annuity payable at both age 62 and the age of benefit commencement, the Defined Benefit Dollar Limitation for the Member's annuity starting date is the lesser of the limitation determined under (ii)(B)(II)(a) below and the Defined Benefit Dollar Limitation (adjusted under (i) above for years of participation less than 10, if required) multiplied by the ratio of the annual amount of the immediately commencing straight life annuity under the plan at the Member's annuity starting date to the annual amount of the immediately commencing straight life annuity under the plan at age 62, both determined without applying the limitations of this article.

(B) Adjustment of Defined Benefit Dollar Limitation for Benefit Commencement After Age 65:

(I) Limitation Years Beginning Before July 1, 2007. If the annuity starting date for the Member's benefit is after age 65 and occurs in a

Limitation Year beginning before July 1, 2007, the Defined Benefit Dollar Limitation for the Member's annuity starting date is the annual amount of a benefit payable in the form of a straight life annuity commencing at the Member's annuity starting date that is the actuarial equivalent of the Defined Benefit Dollar Limitation (adjusted under (A) above for years of participation less than 10, if required) with actuarial equivalence computed using whichever of the following produces the smaller annual amount: (1) the Actuarial Equivalent specified in Article II; or (2) a 5-percent interest rate assumption and the Applicable Mortality Table as defined in Article II.

(II) Limitation Years Beginning Before July 1, 2007.

(a) Plan Does Not Have Immediately Commencing Straight Life Annuity Payable at Both Age 65 and the Age of Benefit Commencement. If the annuity starting date for the Member's benefit is after age 65 and occurs in a Limitation Year beginning on or after July 1, 2007, and the plan does not have an immediately commencing straight life annuity payable at both age 65 and the age of benefit commencement, the Defined Benefit Dollar Limitation at the Member's annuity starting date is the annual amount of a benefit payable in the form of a straight life annuity commencing at the Member's annuity starting date that is the actuarial equivalent of the Defined Benefit Dollar Limitation (adjusted under (I) above for years of participation less than 10, if required), with actuarial equivalence computed using a 5 percent interest rate assumption and the Applicable Mortality Table for that annuity starting date as defined in Article II (and expressing the Member's age based on completed calendar months as of the annuity starting date).

(b) Plan Has Immediately Commencing Straight Life Annuity Payable at Both Age 65 and the Age of Benefit Commencement. If the annuity starting date for the Member's benefit is after age 65 and occurs in a Limitation Year beginning on or after July 1, 2007, and the plan has an immediately commencing straight life annuity payable at both age 65 and the age of benefit commencement, the Defined Benefit Dollar Limitation at the Member's annuity starting date is the lesser of the limitation determined under (b)(2)(ii)(A) above and the Defined Benefit Dollar Limitation (adjusted under (i) above for years of participation less than 10, if required) multiplied by the ratio of the annual amount of the adjusted immediately commencing straight life annuity under these Rules and Regulations at the Member's annuity starting date to the annual amount of the adjusted immediately commencing straight life annuity under these Rules and Regulations at age 65, both determined without applying the limitations of this article. For this purpose, the adjusted immediately commencing straight life annuity under these Rules and Regulations at the Member's annuity starting date is the annual amount of such annuity payable to the Member, computed disregarding the Member's accruals after age 65 but including actuarial adjustments even if those actuarial adjustments are used to offset accruals; and the adjusted immediately commencing straight life annuity under these Rules and Regulations at age 65 is the annual amount of such annuity that would be payable under these Rules and Regulations to a hypothetical Member who is age 65 and has the same accrued benefit as the Member.

(C) Notwithstanding the other requirements of this Section (ii), no adjustment shall be made to the Defined Benefit Dollar Limitation to reflect the probability of a Member's death between the annuity starting date and age 62, or between age 65 and the annuity starting date, as applicable, if benefits are not forfeited upon the death of the Member prior to the annuity starting date. To the extent benefits are forfeited upon death before the annuity starting date, such an adjustment shall be made. For this purpose, no forfeiture shall be treated as occurring upon the Member's death if the Rules and Regulations do not charge Members for providing a qualified preretirement survivor annuity, as defined in § 417(c) of the Internal Revenue Code, upon the Member's death.

(iii) Minimum benefit permitted: Notwithstanding anything else in this section to the contrary, the benefit otherwise accrued or payable to a Member under these Rules and Regulations shall be deemed not to exceed the Maximum Permissible Benefit if:

(A) the retirement benefits payable for a Limitation Year under any form of benefit with respect to such Member under these Rules and Regulations and under all other defined benefit plans (without regard to whether a plan has been terminated) ever maintained by the Employer do not exceed $10,000 multiplied by a fraction – (I) the numerator of which is the Member's number of Years (or part thereof, but not less than one year) of Service (not to exceed 10) with the Employer, and (II) the denominator of which is 10; and

(B) the Employer (or a predecessor employer) has not at any time maintained a defined contribution plan in which the Member participated (for this purpose, mandatory employee contributions under a defined benefit plan, individual medical accounts under § 401(h), and accounts for postretirement medical benefits established under § 419A(d)(1) are not considered a separate defined contribution plan).

(11) Predecessor Employer: If the Employer maintains a plan that provides a benefit which the Member accrued while performing services for a Former Employer, the Former Employer is a Predecessor Employer with respect to the Member. A former entity that antedates the Employer is also a Predecessor Employer with respect to a Member if, under the facts and circumstances, the Employer constitutes a continuation of all or a portion of the trade or business of the former entity.

(12) Severance from Employment: An employee has a severance from employment when the employee ceases to be an employee of the Employer. An employee does not have a severance from employment if, in connection with a change of employment, the employee's new employer maintains the plan with respect to the employee.

(13) Year of Participation: The Member shall be credited with a Year of Participation (computed to fractional parts of a year) for each accrual computation period for which the following conditions are met: (1) the Member is credited with at least the number of hours of service (or period of service if the elapsed time method is used) for benefit accrual purposes, required under the terms of the plan in order to accrue a benefit for the accrual computation period, and (2) the Member is included as a Member under the eligibility provisions of the plan for at least one day of the accrual computation period. If these two conditions are met, the portion of a year of participation credited to the Member shall equal the amount of benefit accrual service credited to the Member for such accrual computation period. A Member who is permanently and totally disabled within the meaning of § 415(c)(3)(C)(i) of the Internal Revenue Code for an accrual computation period shall receive a Year of Participation with respect to that period. In addition, for a Member to receive a Year of Participation (or part thereof) for an accrual computation period, the plan must be established no later than the last day of such accrual computation period. In no event shall more than one Year of Participation be credited for any 12-month period.

(14) Year of Service: For purposes of Section 6.10, the Member shall be credited with a Year of Service (computed to fractional parts of a year) for each accrual computation period for which the Member is credited with at least the number of hours of service (or period of service if the elapsed time method is used) for benefit accrual purposes, required under the terms of these Rules and Regulations in order to accrue a benefit for the accrual computation period, taking into account only service with the Employer or a predecessor employer.

6.11 Limits on Distributions to Top Twenty-Five (25) Employees.

(a) Termination Benefit Limit. If the Retirement System terminates, the benefit of any highly compensated active or former employee (as defined in Code Section 414(q)) is limited to a benefit that is nondiscriminatory under Code Section 401(a)(4).

(b) Distribution Limit. For Plan Years beginning on or after January 1, 1994, benefits distributed to any of the twenty-five (25) most highly compensated active and highly compensated former employees with the greatest compensation in the current or any prior year are restricted such that the annual payments are no greater than an amount equal to the payment that would be made on behalf of the Employee under a straight life annuity that is the Actuarial Equivalent of the sum of the Employee's Accrued Benefit.

(c) Exception. Subsection 6.11(b) shall not apply if: (1) after payment of the benefit to an Employee described in the preceding subsection, the value of Retirement System assets equals or exceeds one hundred ten percent (110%) of the value of current liabilities, as defined in Code Section 412(l)(7), (2) the value of the benefits for an Employee described above is less than one percent (1%) of the value of current liabilities before distribution, or (3) the value of the benefits payable under the Retirement System to an Employee described above does not exceed $3,500.

(d) Repayment Agreement. An Employee's otherwise restricted benefit may be distributed in full to the affected Employee if before receiving the restricted amount, the Employee enters into a written agreement with the Board of Trustees to secure repayment to the Retirement System of the restricted amount. The restricted amount is the excess of the amounts distributed to the Employee (accumulated with reasonable interest) over the amounts that could have been distributed to the Employee under the straight life annuity described in this Subsection 6.11 (accumulated with reasonable interest). The Employee may secure repayment of the restricted amount on distribution by:

(1) Entering into an agreement for promptly depositing in escrow with an acceptable depositary property having a fair market value equal to at least one hundred twenty-five percent (125%) of the restricted amount,

(2) Providing a bank letter of credit in an amount equal to at least one hundred percent (100%) of the restricted amount, or

(3) Posting a bond equal to at least one hundred percent (100%) of the restricted amount. If the Employee elects to post bond, the bond must be furnished by an insurance company, bonding company or other surety for federal bonds.

The escrow arrangement may provide that an Employee may withdraw amounts in excess of one hundred twenty-five percent (125%) of the restricted amount. If the market value of the property in an escrow account falls below one hundred ten percent (110%) of the remaining restricted amount, the Employee must deposit additional property to bring the value of the property held by the depositary up to one hundred twenty-five percent (125%) of the restricted amount. The escrow arrangement may provide that Employee may have the right to receive any income from the property placed in escrow, subject to the Employee's obligation to deposit additional property' as set forth in the preceding sentence. A surety or bank may release any liability on a bond or letter of credit in excess of one hundred percent (100%) of the restricted amount. If the Board of Trustees certifies to the depositary, surety or bank that the Employee (or the Employee's estate) is no longer obligated to repay any restricted amount, a depositary may redeliver to the Employee any property held under an escrow agreement, and a surety or bank may release any liability on an Employee's bond or letter of credit.

ARTICLE VII
DEFERRED RETIREMENT OPTION PLAN

7.1 Election. In lieu of terminating employment and accepting a Retirement Allowance under Section 6.1, any Member of the Retirement System who is eligible to receive a Retirement Allowance under Section 6.1 may elect to participate in the Deferred Retirement Option Plan ("DROP") program and defer the receipt of benefits in accordance with the provisions of this Section. A Member may participate in the DROP program only once.

7.2 Duration. The duration of participation in the DROP shall be elected by the Member, but shall not exceed five (5) years. Any Member in DROP, as of June 19, 2003, will be given the one time opportunity to extend participation in DROP from three (3) to five (5) years from date of initial entry. Once a Member elects his period of participation in the DROP program, that period may not later be increased.

7.3 Procedure. The Member's application to participate in the DROP program must be made at least ninety (90) days before the Member's commencement of participation in the DROP program. The Member must specify his period of participation and complete such forms and other elections as the Pension Committee may require. The Member shall be required to make the same type of elections as he would be required had he Retired and such elections shall be irrevocable.

7.4 Membership Ceases. On the effective date of the Member's commencement of participation in the DROP program, the DROP participant's membership in the Retirement System shall terminate and no further Employee or Board contributions shall be payable to the Retirement System on behalf of the DROP participant. For purposes of this Section, the DROP participant's Average Compensation and Credited Service shall remain as they existed on the effective date of the DROP participant's commencement of participation in the DROP program.

7.5 DROP Account. The Retirement Allowance that would have been payable had the Member elected to cease employment and receive a Retirement Allowance shall be paid into the DROP participant's DROP account. The calculation of this Retirement Allowance shall be made without regard to and shall not include any pension supplement under Section 6.1(d). Payments into the DROP participant's DROP account shall not be subject to any cost of living adjustments; however, cost of living adjustments made after the DROP participant's termination of participation in the DROP program shall be made in accordance with the regular rules of the Retirement System. The DROP participant's DROP account shall be credited with interest as provided in Section 7.6. When the DROP participant terminates employment, the DROP participant’s DROP benefits shall be payable as provided by Section 7.8.

7.6 Interest on the DROP Account.

(a) Before July 1, 2008. Each DROP participant's DROP account shall be credited with Credited Interest annually on the last day of each calendar year. Should any DROP participant or Beneficiary be entitled to a distribution of a DROP participant's DROP account, no Credited Interest shall be credited to the DROP account for the year in which the distribution is being made, unless it is made on the last day of the calendar year.

(b) After June 30, 2008. Each DROP participant's DROP account shall be credited with Credited Interest monthly only on the last day of each calendar month. Should any DROP participant or Beneficiary be entitled to a distribution of a DROP participant's DROP account, no Credited Interest shall be credited to the DROP account for the month in which the distribution is being made, unless the distribution is made on the last day of the calendar month.

(c) After January 31, 2011. Each DROP Participant's DROP account shall be credited the actual earnings earned on the DROP account only as of the last day of each calendar month. The earnings on a DROP participant's DROP account may be zero but shall never be negative. The Trustees shall have the authority to invest and re-invest amounts in each participant's DROP account pursuant to Section 8.6 of the Retirement System. Should any DROP participant or Beneficiary be entitled to a distribution of a DROP participants' DROP account, no earnings shall be credited to the DROP account for the month in which the distribution is being made, unless a distribution is made on the last day of the calendar month.

7.7 Fees or Charges. The DROP participant's DROP account shall not be subject to any fees, charges, etc., of any kind for any purpose.

7.8 Termination of Employment. On termination of employment at the end of the specified period of participation or for any reason including Disability before the end of the specified period of his DROP participation, the Retirement System shall pay to the DROP participant in a lump sum an amount equal to the then balance of his DROP account. The DROP participant's Retirement Allowance benefits shall cease being paid into the DROP account and shall instead begin to be paid to the Retiree.

7.9 Death. If a DROP participant dies during the period of his participation in the DROP program, a lump sum payment equal to his DROP account balance shall be paid to his DROP Beneficiary (which may differ from his Beneficiary for other purposes of the Retirement System). In addition, normal survivor benefits payable to Beneficiaries of Retirees shall be payable.

7.10 Employment After Drop Participation. A DROP Participant may request to continue employment with the Board beyond his elected period of participation in the DROP program by reapplying with the Board. If the DROP participant is rehired by the Board, the DROP participant will receive a lump sum distribution of his DROP account balance as if he had ~~Retired~~retired. For DROP participants rehired on a full-time basis after April 20, 2005, the Retirement Allowance that had been paid into the DROP participant's DROP ~~participation~~account~~,~~ shall be suspended while re-employed and the provisions of Section 6.6 shall be applicable. For DROP participants rehired on a part-time basis after April 20, 2005, the Retirement Allowance that had been paid into the DROP participant's DROP account shall not be suspended while re-employed and will be paid to the participant as if he had not been rehired. For purposes of this Section 7.10, full-time employment shall be defined as working 17.5 hours or more per week. For purposes of this Section 7.10, part-time employment shall be defined as working less than 17.5 hours per week.

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ARTICLE VIII
METHOD OF FINANCING

8.1 Trust. All of the assets of the Retirement System shall be held in trust and shall be administered solely in the interest of the Retirement System's Members and Beneficiaries, and exclusively to provide benefits to the Members and their Beneficiaries in accordance with the Retirement System. Notwithstanding anything to the contrary, no contributions paid under the Retirement System may be returned to the Board except such assets as remain in the trust after the satisfaction of all liabilities under the Retirement System if it terminates in accordance with the provisions of Section 9.7. The funds in this Retirement System shall be used for no other purpose than to pay pensions to Employees under the Rules and Regulations adopted by the Board. These Rules and Regulations shall also serve as the trust document for the Retirement System.

8.2 Member's Contributions.

(a) Amount. Each Member shall contribute to the Fund 4% of his/her Earnable Compensation paid before January 1, 2013. Each Member shall contribute to the Fund 5% of his/her Earnable Compensation paid after December 31, 2012 and before January 1, 2015. Each Member shall contribute to the Fund 6% of his/her Earnable Compensation paid after December 31, 2014.

(b) Contributions Non-elective. The deductions provided for in this Section shall be made notwithstanding that the minimum compensation provided for by the law shall be reduced thereby. As a condition of his employment with the Board, every Member shall be deemed to consent and agree to the deductions made and provided for in this Section. Payment of the Member's salary or compensation less said deduction shall be a full and complete discharge and acquittance of all claims and demands whatsoever for compensation for the services rendered by such person during the period covered by such payment, except as to the benefits provided under these Rules and Regulations.

(c) Repayment of Contributions. In addition to the contributions deducted from compensation as provided above, any Member may repay to the Retirement System in a single lump sum an amount equal to the Accumulated Contribution he previously withdrew plus interest as provided in Section 5.7.

(d) Maximum Contribution. Any Member who has accumulated thirty-four (34) years, four (4) months and fifteen (15) days of Credited Service shall no longer be obligated to contribute to the Retirement System and shall be exempt from the contribution requirement of Section 8.2(a). In all other respects, the rights, obligations and status of such Member shall remain as provided for in the Rules and Regulations, as amended.

(e) Pick-Up Contributions. Notwithstanding any reference in these Rules and Regulations to Accumulated Contributions as Member or Employee contributions, effective January 1, 1996, and subject to the approval by the Internal Revenue Service of the treatment of such contributions as "pick-up contributions" within the meaning of Code Section 414(h)(2), the Board and all other employers contributing to this Retirement System shall pay the Accumulated Contributions on behalf of the Members of the Retirement System as an employer contribution to the Retirement System through a reduction of salary, an offset against future salary, or both. Members shall have no right to receive the Accumulated Contributions directly in lieu of contribution to the Retirement System.

8.3 Board Contributions.

(a) Held in Trust. All contributions by the Board shall be held in trust for the Retirement System together with all earnings on Fund assets.

(b) Annual Contributions. On account of the Members there shall be paid annually by the Board to the trust a certain percentage of the Earnable Compensation which shall be fixed on the basis of the liabilities of the Retirement System as shown by actuarial valuation.

(c) Normal Cost. On the basis of interest and of such mortality and other tables as shall be adopted by the Board of Trustees after consultation with the Retirement System's actuary, the Board of Trustees shall determine the uniform and constant percentage of the Earnable Compensation of each Member which, if contributed on the basis of Compensation of such new entrant throughout his entire period of active service, would be sufficient to provide for the payment of any benefit payable on his account not provided by his own contributions. The rate percentum so determined shall be known as the "Normal Cost" rate. The Normal Cost rate of contributions shall be determined after each valuation.

(d) Accrued Liability Contribution Rate. Immediately succeeding the first valuation, the actuary shall compute the percentage of the total annual Earnable Compensation of all Members which will be sufficient to liquidate the accrued liability for the Retirement System over a period so determined. The percentage so determined shall be known as the "Accrued Liability Contribution" rate.

(e) Minimum Annual Contribution. ~~The total amount payable by the Board to the trust in each year on account of Members and beneficiaries shall be not less than a percentage of the total Earnable Compensation of all members during the preceding year equal to the sum of the Normal Cost rate and the Accrued Liability Contribution rate; provided, however, that the aggregate payment shall be sufficient, when combined with the amount in the Pension Accumulation Account, to provide the pensions and other benefits payable to Members and Beneficiaries during the year then current from the account~~The total amount payable by the Board to the trust in each year on account of Members and beneficiaries shall be not less than the amount determined under the terms of the separate stand-alone document entitled Funding Policy for the Employees' Retirement System of the Sewerage and Water Board of New Orleans, where such policy shall specify the methods and manner in which the Normal Cost rate and the Accrued Liability Contribution rate are determined.

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(f) Satisfaction of Accrued Liability. ~~The accrued liability contribution shall be discontinued as soon as the accumulated reserve in the Pension Accumulation Account shall equal the present value, as actuarially computed and approved by the Board of Trustees, of the total liabilities chargeable to the account on account of all Members and Beneficiaries less the present value of the normal contributions to be received at the normal rate then in force on account of persons who are at that time Members~~When the accrued liability becomes fully funded as determined by the plan actuary, the Accrued Liability Contribution rate shall be determined as prescribed under the terms of the separate stand-alone document entitled Funding Policy for the Employees' Retirement System of the Sewerage and Water Board of New Orleans.

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(g) Earnings and Gifts Credited to Trust. All interest, dividend and income earned or realized on the funds or property of the Retirement System shall be credited to the Fund, and there shall also be credited to the Fund all gifts, bequests or devises of money or property made for the benefit of the Retirement System.

(h) Member Contributions. Notwithstanding Section (g) above, each Member's Accumulated Contributions account shall be credited annually with Credited Interest as provided for in these Rules and Regulations.

8.4 Expenses. All third party administration expenses of the Retirement System shall be paid by the Retirement System.

8.5 Appropriations. The Board shall appropriate and pay out of the operating maintenance funds such amounts as shall be necessary to cover the administrative expenses of the Retirement System and the necessary contributions to fund retirement benefits accrued as determined by the plan actuary.

8.6 Management of Funds.

(a) Board of Trustees' Investment Authority. The Board of Trustees of the Fund shall have full power to invest and reinvest such funds, subject to all terms, conditions, limitations and restrictions imposed by law on the investments of trust funds. Subject to like terms, conditions, limitations and restrictions, the Board of Trustees shall have full power to hold, purchase, sell, assign, transfer and dispose of any of the securities and investments in which any of the funds created under these Rules and Regulations shall have been invested. When investing such funds, the Board of Trustees shall exercise the judgment and care under the circumstances then prevailing which a reasonable individual of ordinary prudence, discretion and intelligence exercises in the management of like enterprises. The Board of Trustees shall monitor the operations of the funds and shall have all powers necessary for such purpose, including but not limited to the power:

(1) to appoint or remove the custodian;

(2) to set the investment goals for the funds;

(3) to evaluate the performance of any investment manager; and

(4) to employ one or more persons to render advice with respect to any of its responsibilities under the Retirement System.

The Board of Trustees may enter into an agreement with one or more investment managers and financial consultants who shall serve at the pleasure of the Board of Trustees. In such case where an investment manager is appointed, the Board of Trustees shall determine the portion of assets of the different funds which are to be allocated to, or managed by, such investment manager(s). An investment manager shall manage the investment and reinvestment of that portion of the assets of the funds which have been allocated to such investment manager in accordance with the investment policy as established by the Board of Trustees. The financial consultants, employed to give advice to the Board of Trustees for this purpose, shall advise the Board of Trustees on the investment policy. An investment manager shall not have custody of any assets of the funds and shall have no responsibility with respect to the administration and operation of the Retirement System, the safekeeping of the assets of the funds, or the management of assets of the funds which have not been allocated to such investment manager.

(b) Cash Reserves. There shall be kept on deposit sufficient available cash for the purpose of meeting disbursements for annuities and other payments.

(c) No Ownership in Fund. Except as otherwise under these Rules and Regulations provided, no Member or Employee of the Board shall have any direct interest in the gains or profits of any investment made by the Retirement System, nor shall any member of the Board, as such, receive any pay or emolument for his services. No Member, Employee or fiduciary of the Retirement System shall, directly or indirectly, for himself, or as an agent, in any manner use the funds of the Retirement System, except to make such current and necessary payments as are authorized under the provisions of these Rules and Regulations.

(d) Bonding. The Board of Trustees shall prescribe which of its members and Board Employees shall be adequately bonded and in what amount, pursuant to regulations adopted by the Board of Trustees. The premiums of said bonds shall be paid by the Board.

(e) Agents, Attorneys. The fiduciaries of the Retirement System may execute any of the duties required of them by or through attorneys, agents, receivers or employees, and shall be entitled to the advice of counsel concerning all duties required; and the applicable fiduciary shall not be answerable for the default or misconduct of any such attorney, agent, or employee selected with reasonable care. To the extent legally permissible, the Pension Committee shall not be answerable for the exercise of any discretion or power under the Retirement System or for anything whatsoever in connection with the duties created in the Retirement System, except only for gross negligence, bad faith, and/or criminal misconduct. If a Trustee or a member of the Pension Committee believes it to be reasonably necessary to consult with counsel concerning any of that person's duties under the Retirement System, or if the person becomes involved in litigation on account of having received property owned by the Retirement System, then in either case the person's reasonable costs, expenses and reasonable attorney's fees shall be paid by the Board. The Board of Trustees may also provide, through the Retirement System's expenses, adequate insurance protection for its acts carried out in good faith.

ARTICLE IX
GENERAL PROVISIONS

9.1 Assignments Prohibited. The right of a person to a pension, an annuity or Retirement Allowance, to the return of contribution, the pension, annuity, or Retirement Allowance itself, death benefits, or any other right accrued or accruing to any person under the provisions of these Rules and Regulations shall not be assigned, and shall not be subject to execution, garnishment or attachment.

9.2 Protection Against Fraud. Whoever with intent to deceive or defraud the Retirement System, makes any false or untrue statements or reports or gives any false or untrue notices required under these Rules and Regulations or falsifies, or permits to be falsified, any record or records of this Retirement System, then, in addition to possible referral for criminal prosecution, the Pension Committee may impose such penalties as it determines, in its sole discretion, are appropriate, up to and including causing such individual to forfeit any benefits he may be entitled to receive from the Retirement System.

9.3 Errors. Should any error in the records, calculations, or payments be discovered that resulted in any Member or Beneficiary receiving from the Retirement System more or less than he would have been entitled to receive had the records, calculations, or payments been correct, then to the extent practicable, the Personnel Department shall correct such error retroactively as if such record, calculation or payment had originally been correct, in such manner that the Actuarial Equivalent of the benefit to which such Member or Beneficiary was correctly entitled shall be paid. If overpayment has occurred, the Personnel Department may in its discretion choose to remove the overpayment by reducing, rather than suspending, the payments to the individual.

9.4 Repealing Other Rules Inconsistent. All provisions of any rules and regulations inconsistent with the provisions of the Retirement System are repealed effective as of the date of this restatement of the Rules and Regulations.

9.5 Invalidity of Any Section. If any Section, Subsection, Paragraph or Clause of this Retirement System is declared to be invalid or contrary to applicable law for any reason, the fact of such invalidity or contradiction shall not affect any other provision.

9.6 Amendment to Rules and Regulations. These Rules and Regulations may be amended by the Board of Trustees at any regular monthly meeting on the recommendation of the Pension Committee; however, no amendment shall be adopted that will reduce the then Accrued Benefits of Members or Beneficiaries covered by accumulated reserves, which reserves shall constitute a trust fund for the payment of such benefits.

9.7 Termination of Retirement System. If the Retirement System terminates or partially terminates or if there is a complete discontinuance of contributions thereto, the rights of all affected Employees to benefits accrued to the date of such termination or partial termination (to the extent funded as of such date) shall be nonforfeitable. On such termination of the Retirement System, the funds of the Retirement System shall be allocated to members. If assets remain after providing each Member with one hundred percent (100%) of the present value of his or her Accrued Benefit up to the limits set forth in Section 6.1, the excess may be returned to the Board.

9.8 Gender and Number. The masculine pronoun shall include the feminine pronoun in all cases and the singular shall include the plural and vice versa in all cases as the context requires.

9.9 Notice of Address and Missing Persons. Each person entitled to benefits under the Rules and Regulations must file with the Personnel Department, in writing, his post office address and each change of post office address. Any communication, statement or notice addressed to such person at his latest reported post office address will be binding on him for all purposes of the Rules and Regulations and neither the Personnel Department, the Pension Committee, the Retirement System, nor the Board shall be obliged to search for or ascertain his whereabouts. If such person cannot be located, the Pension Committee may direct that such benefit and all further benefits with respect to such person shall be discontinued, all liability for the payment thereof shall terminate and the balance in such Member's Accumulated Contributions and/or Retirement Allowance shall be deemed a forfeiture. However, if the Member or Beneficiary subsequently reappears before the termination of the Retirement System, the Accumulated Contributions and/or Retirement Allowance that were due and payable and which such person missed shall be restored and the future benefits due such person shall be reinstated in full.

ARTICLE X
ADOPTION

The above amended and restated Rules and Regulations of the Employees' Retirement System of the Sewerage and Water Board of New Orleans is executed this ___ day of _________, ~~2016~~ 202~~1~~2 by the duly authorized undersigned representative of the Sewerage and Water Board of New Orleans to be effective _________________, ~~2016~~202~~1~~2.

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WITNESSES:

____

____

Sewerage and Water Board
of New Orleans

By:___________________________
~~Cedric S. Grant~~Ghassan Korban
Executive Director

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ACKNOWLEDGMENT

STATE OF LOUISIANA

PARISH OF ORLEANS

BE IT KNOWN, that on this ___ day of ____________, ~~2016~~ 202~~1~~2 before me, the undersigned authority, a duly commissioned and qualified Notary Public within and for the State of Louisiana, Parish of Orleans, personally came and appeared:

Ghassan Korban

who, being duly sworn, in the presence of the undersigned competent witnesses, declared and acknowledged unto me, Notary, that he is the identical person who signed and executed the attached amended and restated Rules and Regulations of the Employees' Retirement System of the Sewerage and Water Board of New Orleans; that he executed said agreement as his own free and voluntary act and deed, in the capacities indicated, for the uses, purposes, intents and benefits therein expressed.

WITNESSES:

___________________________________ ________________________________

~~Cedric S. Grant~~Ghassan Korban
Executive Director

____

____
NOTARY
My Commission is for Life.

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MEMBERS OF THE SEWERAGE AND WATER BOARD OF NEW ORLEANS

MAYOR LATOYA CANTRELL, PRESIDENT

FREDDIE KING, III~~JAY H. BANKS~~

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ROBIN BARNES

TAMIKA DUPLESSIS, PH.D.

ALEJANDRA GUZMAN

JANET HOWARD

~~RALPH JOHNSON~~CAROL MARKOWITZ

JOSEPH PEYCHAUD

LYNES R. "POCO" SLOSS

MAURICE G. SHOLAS, M.D., PH.D.

NICHELLE TAYLOR

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~~MAYOR MITCHELL J. LANDRIEU, PRESIDENT~~

~~SCOTT JACOBS~~

~~WM. RAYMOND MANNING, PRESIDENT PRO TEM~~

~~KERRI KANE~~

~~ALAN ARNOLD~~ ~~JOSEPH PEYCHAUD~~

~~ROBERT BARNES~~ ~~KIMBERLY THOMAS~~

~~MARION BRACY~~ ~~DR. TAMIKA DUPLESSIS~~

EMPLOYEE AND RETIREE MEMBERS OF THE BOARD OF TRUSTEES AND OF THE PENSION COMMITTEE OF THE SEWERAGE AND WATER BOARD OF NEW ORLEANS

KENNETH DAVIS, SR. ~~CHRISTOPHER BERGERON~~

LATRESSIA MATTHEWS

MUBASHIR MAQBOOL~~ADAM KAY~~

HAROLD HELLER

~~WM. RAYMOND MANNING~~ ~~HAROLD HELLER, JR.~~

~~JOSEPH PEYCHAUD~~ ~~MARVIN RUSSELL~~

~~ALAN ARNOLD~~ ~~GERALD TILTON~~

~~SCOTT JACOBS.~~ ~~JOHN WILSON~~

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PLEASE NOTE that the Saints are scheduled to play a home game at noon on Sunday, September 18. Traffic may be heavier than usual when arriving in New Orleans for the Pre-Conference Workshop.

LAPERS

Louisiana Association of Public Employees' Retirement Systems

SEPTEMBER 18-20, 2022

NEW ORLEANS MARRIOTT

555 Canal Street
New Orleans, LA 70130
504.581.1000

THE LOUISIANA PUBLIC RETIREMENT 2022 SEMINAR

PRESENTATIONS:

- Actuarial Funding & ASOP 4
- Private Equity Portfolio Construction
- Inflation: What's Behind It?
- Stress Testing & Active Management
- Navigating Fixed Income in a Rising Rate Environment

LAPERS

The Louisiana Public Retirement Seminar is a professional program designed for trustees and administrative staff of Louisiana public retirement systems as well as other interested persons owing a fiduciary duty to any state, statewide, or local retirement system or fund.

SPONSORED BY: Louisiana Association of Public Employees' Retirement Systems

SEMINAR INFORMATION

This seminar is open to all trustees and administrative staff of public retirement systems as well as other interested persons owing a fiduciary duty to any state, statewide, or local retirement system or fund. This seminar will serve as an educational forum for those attending, and will present an opportunity to network with peers.

SAZERAC HOUSE

Our Monday night reception will be held at The Sazerac House. Attendees will enjoy the reception in the fourth floor Imperial Cabinet Saloon and can tour all floors of the Sazerac House during the first hour of the reception.

The Sazerac cocktail gained fame in New Orleans in the 1850s and is served all around the world to this day. Now, it has its grandest home yet: The Sazerac House. This is your place to see how the Sazerac is part of the customs, traditions and culture of New Orleans. Discover the methods used in distilling Sazerac Rye, learn how we handcraft world famous Peychaud's Bitters and join us for special experiences steeped in the unique character of the city that inspires it all. During your tour you will discover the legacy and lore of your favorite drinks. Explore thoughtful exhibits in a beautiful setting with opportunities to talk with experts and enjoy complimentary samples during your visit.

MONDAY LUNCHEON SPEAKER: GERARD BRAUD

For more than 25 years, crisis communications expert Gerard Braud has helped leaders on five continents with their media interviews and media training.

Gerard's path into communications started when he was an award-winning television reporter, appearing on CBS, NBC, CNN, HLN, and The Weather Channel.

In 2020, he became the Founder of a new crisis communications software platform, known as SituationHub.com, which writes a perfect statement for a media interview.

His passion is helping companies protect their revenue, reputation, and brand by being prepared and always sending the right message to the media, employees, customers, and the community.

REGISTRATION FEES

The deadline for registration fees is September 2. Member registration fees are $100 per person for LAPERS member retirement systems/pension plan trustees and staff if received by the deadline. The pre-conference workshop registration fee is an additional $25. Late registration is $125 per person or $150 with pre-conference registration.

Non-member registration fees are $200 per person if received by the deadline. Late registration is $225 per person. This fee only applies to other organizations who have received prior approval from the treasurer of LAPERS to register using this category. Corporate attendees are not permitted to register under this category.

Spouse/Guest fees are $25, provided registration is received by the deadline. The guest fee is for the social events only and does NOT include conference meals.

Corporate (non-sponsoring firms/companies) registration fees are $1,000 per person attending, if received by the deadline. The late registration rate is $1,400 per person and NO EXCEPTIONS WILL BE MADE. Spouse/Guest fees are $25 for corporate attendees, but the guest must not be affiliated with the corporation or profession.

The registration fee includes all materials, break refreshments, meals, receptions, and entertainment. All checks should be made payable to Louisiana Public Retirement Seminar.

Name badges must be worn for all functions.

ACCOMMODATIONS

A block of rooms is being held at the conference site, New Orleans Marriott, located at 555 Canal Street. The room rates for the guest rooms are $185 single and double occupancy. Attendees should make room reservations directly with the hotel by calling 504.581.1000 or on the web link on the LAPERS website. The room block will be held until August 25. After this date, accommodations will be subject to availability of rooms and rates will increase. When reserving your room, please indicate that you will be attending the LAPERS Seminar. Hotel accommodations at the group rate are available for arrival on September 17 through departure on September 20. Room rates do not include applicable taxes or parking fees. The hotel is offering a discounted valet parking rate of $28/night plus tax, and will provide written confirmation of room reservations directly to attendees. Any cancellation, change in reservation, or special request should be directed to New Orleans Marriott. Parking for daily commuters is $18/day plus tax.

SPONSORS

We wish to express our sincere gratitude and appreciation to the corporate sponsors who are supporting LAPERS in the presentation of a seminar of quality and substance for Louisiana public retirement systems. Many of these sponsors have continued to support this program since its inception in 1989.

PROGRAM SCHEDULE*

SEPTEMBER 18-20, 2022

Times and titles of sessions subject to change.

SUNDAY | SEPTEMBER 18, 2022

10:00 a.m. – 5:00 p.m.	Registration
11:30 a.m. – Noon	Lunch
Noon – 1:00 p.m.	Actuarial Funding & ASOP 4
1:00 – 1:15 p.m.	Break
1:15 – 2:15 p.m.	Governmental Ethics
2:15 – 3:15 p.m.	Fundamentals of Investment Management
5:30 – 7:30 p.m.	Cocktail Reception at Marriott

MONDAY | SEPTEMBER 19, 2022

7:00 a.m.	Registration
7:30 – 8:30 a.m.	Breakfast
8:30 – 8:45 a.m.	Opening Prayer, National Anthem, Presentation of the Colors, & President's Remarks
8:45 – 9:45 a.m.	Economic Update
9:45 – 10:00 a.m.	Break
10:00 – 11:00 a.m.	Private Equity Portfolio Construction
11:00 a.m. – Noon	Inflation: What's Behind It?
Noon – 1:30 p.m.	Luncheon Speaker: Gerard Braud
1:30 – 2:30 p.m.	UAL 101
2:30 – 3:30 p.m.	Legislative/State Update & Title XI Panel Discussion
5:30 – 7:30 p.m.	Reception: Sazerac House

TUESDAY | SEPTEMBER 20, 2022

7:30 – 8:30 a.m.	Breakfast
8:30 – 8:45 a.m.	Opening Remarks
8:45 – 9:45 a.m.	Stress Testing & Active Management
9:45 – 10:00 a.m.	Break
10:00 – 11:00 a.m.	National/Federal Update
11:00 a.m. – Noon	Private Credit in a Rising Rate Environment
Noon – 1:00 p.m.	Lunch
1:00 – 2:00 p.m.	Navigating Fixed Income in a Rising Rate Environment
2:00 – 3:00 p.m.	TBD

LAPERS

Louisiana Association of Public Employees' Retirement Systems

NEW ORLEANS MARRIOTT

555 Canal Street
New Orleans, LA 70130
504.581.1000

QUESTIONS?

Contact Kelley Bourque: Phone: 225.644.7364 • Fax: 225.644.8840
Email: *kelleybourque@hotmail.com* • LAPERS Website: **www.lapers.org**

LAPERS
Louisiana Association of Public Employees' Retirement Systems
2022 SEMINAR

SEPTEMBER 18-20, 2022

NEW ORLEANS MARRIOTT

555 Canal Street
New Orleans, LA 70130
504.581.1000

REGISTRATION FORM

Please complete one form for each participant indicating the activities you plan to attend.

Name: ______________________________

Badge Nickname: ______________________________

Title: ______________________________

Spouse/Guest Name: ______________________________

System/Organization/Corporation: ______________________________

Work#: ______________________________ Fax#: ______________________________

Address: ______________________________

Email: ______________________________

FEES:

(Guest fee is for socials only, conference meals not included. Corporate spouse/guest must not be affiliated with the corporation or profession.)

MEMBER	
Conference & Pre-Conf. Workshop	☐ $125
Conference (Monday & Tuesday)	☐ $100
Guest/Spouse	☐ $25
Late Fee (after 9/2)	☐ $25
NON-MEMBER	
Registration	☐ $200
Guest/Spouse	☐ $25
Late Fee (after 9/2)	☐ $25
CORPORATE ATTENDEE *(non-sponsor)*	
Registration	☐ $1000
Guest/Spouse	☐ $25
Late Fee (after 9/2)	☐ $400

TOTAL FEE PAID: $__________

LUNCHEONS/SOCIALS:

Sunday Cocktail Reception	☐ yes	☐ no
Monday Luncheon with Speaker	☐ yes	☐ no
Monday Reception at the Sazerac House	☐ yes	☐ no
Tuesday Luncheon	☐ yes	☐ no

Please make hotel reservations quickly!
(Room Block released August 25)

LAPERS

Please make checks payable to:
Louisiana Public Retirement Seminar

P.O. Box 2321, Gonzales, LA 70707-2321
Phone: (225) 644-7364 | Fax: (225) 644-8840
Email: kelleybourque@hotmail.com | *www.lapers.org*