

401(k) / 457 ADVISORY COMMITTEE

**ADMINISTRATION BUILDING
SMALL TRAINING ROOM**

**WEDNESDAY
FEBRUARY 17, 2016
9:00 A.M.**



EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: February 17, 2016
MEMO TO: EBMUD 401(k)/457 Advisory Committee
FROM: Lisa Sorani, Manager of Employee Services L.S.
SUBJECT: Agenda for the February 17, 2016 Advisory Committee Meeting

The next EBMUD 401(k)/457 Advisory Committee Meeting is on Wednesday, February 17, 2016 at 9:00 a.m. in the Small Training Room of the Administration Building.

Attached is the Agenda for the meeting. As required by the Brown Act, the Agenda has been posted at least 72 hours prior to the meeting. Interested members of the public may attend the meeting.

If you have any questions, please contact me at (510) 287-0713.

LS/dd

Attachment

AGENDA
EBMUD 401(k)/457 ADVISORY COMMITTEE
ADMINISTRATION BUILDING – SMALL TRAINING ROOM
WEDNESDAY, FEBRUARY 17, 2016 – 9:00A.M.

ROLL CALL:

PUBLIC COMMENT: The 401(k)/457 Advisory Committee is limited by State Law to providing a brief response, asking questions for clarification, or referring a matter to staff when responding to items that are not listed on the agenda.

CONSENT CALENDAR:

1. Approval of Minutes – 401(k)/457 Advisory Committee Meeting of December 2, 2015

DISCUSSION:

2. Introduction of new Local 21 Representative, Catherine Humphrey and of the new temporary Local 444 Representative, Eddie Cheung – Lisa Sorani (Staff)
3. Fidelity Investments Quarterly Service Report – Tony Frankovich (Fidelity Investments)
4. Staff Report – Lisa Sorani (Staff)
 - a. Plan Administration Fees and Revenue Share Credit
 - b. Project Updates – Lisa Sorani (Staff)
 - i. 401(k) Roth In-Plan Conversion
 - ii. Hardship Withdrawal Suspension Tracking
 - iii. Online Beneficiary
 - c. Annual Meeting Dates
5. Regulatory Update – Greg Settle (Hyas Group)
6. Financial Markets and Economic Report – Greg Settle (Hyas Group)
7. Investment Performance – Greg Settle (Hyas Group)

ACTION:

8. Large Cap Value Fund Manager Search – Greg Settle (Hyas Group)
9. Determination of Zero Revenue Share Model – Greg Settle (Hyas Group)
 - a. Move to “100% Allocation to Participant Accounts” Model
 - b. Method for crediting ongoing Revenue Share Credits: pro rata, per capita, or fund level pro rata
 - c. Method for collecting participant funds: pro rata, per capita, or hybrid
 - d. Timeline for transaction
10. Revenue Share Allocation

ITEMS TO BE CALENDARED: Fiduciary education and Lifetime Income Products

MEETING ADJOURNMENT: *The next regular meeting of the 401(k)/457 Advisory Committee will be held at 9:00 a.m. on May 18, 2016.*

ITEM #1

Approval of Minutes

MEETING MINUTES
EBMUD 401(K)/457 ADVISORY COMMITTEE
Wednesday, December 2, 2015

A regular meeting of the 401(k)/457 Advisory Committee convened on Wednesday, December 2, 2015 at 9:03am in the Boardroom Annex of the Administration Building. The meeting was called to order by Committee Chairperson Laura Brunson.

ROLL CALL

The following 401(k)/457 Advisory Committee Members were present: Dave Beyer, Laura Brunson, David Correa, Dean DiGiovanni, Ken Minn, Sophia Skoda, David Valenzuela and Curtis Woodring. The following Staff members were present: Lisa Sorani, Elizabeth Grasseti and Dhanyale Dunbar.

PUBLIC COMMENT

Keith Beckwith asked the Committee to defer voting on the Zero Revenue Share Model item and to consider a hybrid model with a fixed fee for all participants so participants with large accounts wouldn't be charged more than others. He presented a memorandum with issues for the Committee to address: (1) Provide information and forums for exchange of information; (2) Implement a more fair method of collecting funds to pay for plan administration cost; (3) Lower Plan administration costs; (4) Work to retain retirees in the Plan; (5) Add retiree representation to the Committee; (6) Ensure that our Committee representatives are upholding their fiduciary responsibilities and vigorously working to make the Plan better for all members; (7) Provide complete transparency; (8) Meet more frequently; (9) Add an issue of the Committees choosing; (10) Add an issue from the general Plan membership; (11) Add another issue from the general Plan membership.

CONSENT CALENDAR

1. **Approval of Minutes** – A motion was made by David Correa and seconded by Dean DiGiovanni to approve the September 2, 2015 minutes. The motion carried (8-0) by the following voice votes: AYES (Beyer, Brunson, Correa, DiGiovanni, Minn, Skoda, Valenzuela, Woodring), NOES (none), ABSTAIN (none), ABSENT (Hunter).

DISCUSSION

2. **Introductions and Farewell** – Lisa Sorani introduced Ken Minn as the new Local 2019 Committee Member (replacing Cynthia Adkisson). She announced that Sophia Skoda (Management Representative) was the new Director of Finance. Dean DiGiovanni announced that he was retiring.
3. **Service Report** – Tony Frankovich provided 3Q2015 Plan information. Total Plan assets were \$333,791,992 with a total of 3,105 participants. Average account balance was \$107,501 compared to \$64,305 for industry peers, and \$66,635 for same-size peers. Contributions to the Plans were \$13,570,088. Loan withdrawals were \$2,427,008 compared to \$2,540,610 in 3Q2014. The top four investments by total assets were Vanguard Institutional Index, Fidelity Blue Chip Growth, BrokerageLink®, and Vanguard Target Retirement 2020. For the 12-month period ending 9/30/15, 12,123 participants contacted Fidelity by phone and 157,194 online via NetBenefits®.

Ken Minn commented that fund performance (e.g., cost, yield, etc.) was not clear on the website. Tony responded that the website focuses more on retirement readiness versus fund performance, the site does have an Investment Performance and Research for each account a participants has, and that he could show and discuss with him directly.

4. **Staff Report** – Lisa Sorani informed the Committee of the following:

- a. The July 2015 payment to Fidelity was updated in September to reflect \$42,995.96 from the \$105,500 account and \$418.43 from the Liability Account. Travel for the annual NAGDCA conference was reimbursed from the Liability Account for \$3,673 (\$190 less than projected). Third and fourth quarter payments of \$11,500 each were made to Hyas Group. The Plans received \$54,940.68 in Revenue Share Credit combined.
- b. Effective December 16, 2015, Morgan Stanley would be closed and mapped to the MFS Fund.
- c. Both the 401(k) Roth In-Plan Conversion and Hardship Account Suspension Tracking would be effective December 21, 2015.
- d. Due to conflicting Plan Document language, the Online Beneficiary project was deferred.

5. Regulatory Update & Market Overview – Greg Settle provided information to the Committee:

- Highlights from the 2015 NAGDCA Annual Conference
 - Lobbying efforts in several states to remove legal obstacles to allow “Automatic Enrollment” and “Automatic Increase” features in deferred compensation plans.
 - More major firms willing to record keep other firms’ lifetime income products, which enables portability of such products.
- Importance of Educating Fiduciaries
- Department of Labor (DOL) restated official guidance on socially responsive investing to consider economically targeted investments.
- A recent study showed that many plan sponsors do not prohibit loans – 40% allowed 2 loans at a time and more than 50% of participants were such plans.
- The S&P 500 index’s -6.44% for the quarter is not cause for concern because historical performance has shown 22 quarters over the last 45 years worse than 3Q2015.

6. Financial Markets and Economic Report – Greg Settle provided information to the Committee:

- GDP growth for the third quarter of 2015 was 2.1%, up from the estimated 1.5%.
- China’s slowed economy and feared impact of high US dollar on US exports and corporate profitability lead to third quarter stock volatility. China and issues in Europe and the Middle East lead to foreign stock volatility.
- Commodity prices remained low. The price of beef cattle dropped after years of high prices.
- Primarily in the West, residential real estate values reached new highs in urban markets.
- Unemployment rate fell to 5.0% and wage growth numbers increased – both factors contributed to the expectation of higher interest rates in December.

7. Investment Performance – Greg Settle of Hyas Group presented the quarterly performance report. The 401(k) Plan lost (14.6%) in assets due to market performance. Dodge & Cox continued to perform well while T. Rowe Price lagged. Huber Small Cap Value Fund underperformed. Hyas Group met with the fund’s portfolio manager and is confident the fund will rebound, as it did substantially after 2008.

ACTION

8. Proposed Combination of Dodge & Cox with T. Rowe Price Equity – Hyas Group provided an analysis comparing the funds. Considering the superior performance of the Dodge & Cox Fund over the past few years and its lower expense ratio, Hyas Group recommended consolidating T. Rowe Price Fund into the Dodge & Cox Fund. This would solve the T. Rowe Price underperformance issues and eliminate duplication in this asset class. The Committee asked Hyas Group to prepare a large value manager search to be sure that the large value fund offered by the Plans is the best available. Sophia Skoda moved for Hyas Group to perform a large value manager search to possibly replace the current option. The motion was seconded by Ken Minn and carried (9-0) by the following voice votes: AYES (Beyer, Brunson, Correa, DiGiovanni, Hunter, Minn, Skoda, Valenzuela, Woodring), NOES (none), ABSTAIN (none), ABSENT (none).

9. **Determination of Zero Revenue Share Model** – The Committee revisited the topic of revenue sharing and the idea of changing to a “zero revenue share” fee model with a uniform administration fee paid by all participants. Greg Settle gave history of industry practices for revenue sharing and use of plan assets to pay for plan expenses. Lisa Sorani provided history of DC fees, Plan assets, TPA revenue share intake and fees earned. Greg Settle noted that plan fees went down throughout the industry due to technology. Public commented that it was unfair to distribute excess revenue share to participants who did not contribute to it, the need for the Committee to make wise decisions, and questioned the absence of counsel at the meeting. After discussion, the Committee agreed there was not ample time for a sub-committee to present options at the next meeting and that the Committee had discussed the issues for over a year and needed to make a decision. For the next meeting, Hyas Group will present survey information of what other government plans did. Hyas will also find out if Fidelity could offer fund level pro rata allocation, hybrid model, and split the revenue share credit between administration fees and participant allocation. Dean DiGiovanni moved the Committee defer action of this item until the February 17, 2016 meeting. The motion was seconded by Curtis Woodring and carried (9-0) by the following voice votes: AYES (Beyer, Brunson, Correa, DiGiovanni, Hunter, Minn, Skoda, Valenzuela, Woodring), NOES (none), ABSTAIN (none), ABSENT (none).
10. **Approve Proposed 2016 Plan Administration Budget** – Sophia moved the Committee approve the 2016 Plan Budget. The motion was seconded by Gerald Hunter and carried (9-0) by the following voice votes: AYES (Beyer, Brunson, Correa, DiGiovanni, Hunter, Minn, Skoda, Valenzuela, Woodring), NOES (none), ABSTAIN (none), ABSENT (none).
11. **Comments**– Sophia Skoda suggested a brown bag to show what the Committee is doing. Dean DiGiovanni requested the removal of “no admin fee” verbiage at bottom of the DC Plan Comparison Sheet. Gerald Hunter announced that he was retiring at the end of April and the February 17, 2016 would be his last meeting. There was a public comment commending Dean DiGiovanni for his efforts to get EBUD to pay the first \$105,500 of the Plan administration fees and raising other issues for the Committee to address.

ITEMS CALENDARED FOR FUTURE MEETINGS

- Large Value manager search (Hyas Group)
- Revisit Zero Revenue Share model – study of public sector DC plans with explicit fee structure (flat dollar, percentage of assets, or hybrid); study of public sector DC plans allocation of excess revenue (flat dollar per participant, pro-rata, or other); examples of hybrid fee models for review (Hyas Group)
- Allocation of excess revenue share credit
- Fiduciary education and Lifetime Income Products (Hyas Group)

ADJOURNMENT

A motion was made by Gerald Hunter and seconded by Dean DiGiovanni to adjourn. The motion carried (9-0) by the following voice votes: AYES (Beyer, Brunson, Correa, DiGiovanni, Hunter, Minn, Skoda, Valenzuela, Woodring), NOES (none), ABSTAIN (none), ABSENT (none). The meeting adjourned at 12:27pm.

ITEM #2

Introduction of New Committee Members

General Manager

JAN 25 2016

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: January 21, 2016

MEMO TO: Alexander R. Coate, General Manager

THROUGH: Laura Brunson, Manager of Human Resources

FROM: Lisa Sorani, Manager of Employee Services

SUBJECT: Appointment of Local 21 Representative, Catherine Humphrey,
to the 401(k)/457/401(a) Advisory Committees

*OK ALK
01/25/16
[Signature]
L.S.*

Local 21 President, Antonio Martinez, has informed Human Resources that Catherine Humphrey will be the Local 21 union representative on the 401(k)/457/401(a) Advisory Committees, replacing Dean DiGiovanni.

Please initial this memorandum to officially appoint Catherine Humphrey as the Local 21 representative on the 401(k)/457/401(a) Advisory Committees replacing Dean DiGiovanni effective January 1, 2016.

Thank you.

Attachment

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FEB 09 2016

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: February 8, 2016

MEMO TO: Alexander R. Coate, General Manager

THROUGH: Laura Brunson, Manager of Human Resources

FROM: Lisa Sorani, Manager of Employee Services

SUBJECT: Appointment of Local 444 Representative, Eddie Cheung, to the 401(k)/457 Advisory Committee

over mail
02/10/16
LAB
LS.

Local 444 President, John Briceno, has informed Human Resources that Eddie Cheung will be the temporary Local 444 union representative on the 401(k)/457 Advisory Committee, replacing Gerald Hunter.

Please initial this memorandum to officially appoint Eddie Cheung as the Local 444 representative on the 401(k)/457 Advisory Committee replacing Gerald Hunter effective February 5, 2016.

Thank you.

Attachment

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FEBRUARY 5, 2016

EBMUD 401(k) / 457 / 401(a) Advisory Committee Members

NAME	REPRESENTATION	TELEPHONE	MAIL SLOT	E-MAIL
Laura Brunson	Chairperson	287-0383	MS# 601	lbrunson@ebmud.com
David Beyer	Local 21	287-1144	MS# 205	dbeyer@ebmud.com
Eddie Cheung *	Local 444	287-0426	MS# 80	echeung@ebmud.com
David Correa *	Local 444	287-0426	MS# 80	dcorrea@ebmud.com
Catherine Humphrey	Local 21	287-1983	MS# 809	chumphre@ebmud.com
Ken Minn	Local 2019	287-0668	MS# 407	kminn@ebmud.com
Scott Klein (acting)	Management	287-0271	MS# 402	sklein@ebmud.com
Sophia Skoda	Management	287-1542	MS #801	sskoda@ebmud.com
David Valenzuela	Local 2019	287-0588	MS# 302	dvalenzu@ebmud.com
Curtis Woodring	Local 39	925-284-1649	MS# 71	dwoodrin@ebmud.com

Advisory Committee Staff

NAME	JOB TITLE	TELEPHONE	MAIL SLOT	E-MAIL
Lisa Sorani	Employee Services Mgr	287-0713	MS# 601	lsorani@ebmud.com
Elizabeth Grasseti	Sr. HR Analyst	287-0760	MS# 601	egrasset@ebmud.com
Dhanyale Dunbar	HR Technician	287-0714	MS# 601	ddunbar@ebmud.com

*Not on the 401(a) Advisory Committee

ITEM #3

Fidelity Investments Quarterly Service Report



East Bay Municipal Utility District

2015 Year End Retirement Plan Review

Prepared by
Tony Frankovich
February 17, 2015

This document was originally prepared for plan sponsor use only



East Bay Municipal Utility District Year In Review



East Bay Municipal Utility District and Fidelity have worked together successfully to build your workplace savings plan as a competitive benefit that helps you to attract and retain key personnel within your organization. Fidelity values and appreciates the trust you have placed in us and we look forward to working with you in the year ahead as you maximize the value of this important benefit.

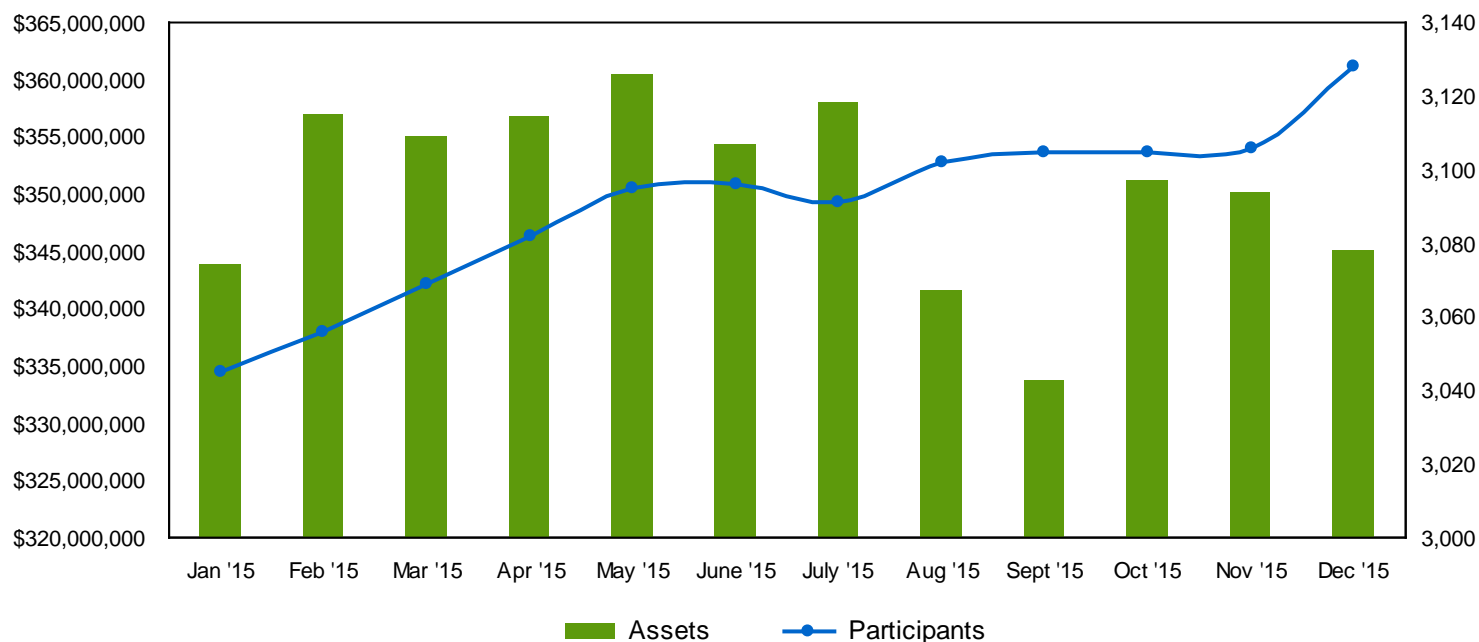
Plan Statistics	12/2015	12/2014	12/2013	Industry Peers*	Same-size Peers*
Total assets	\$345,193,230	\$347,609,149	\$322,181,569	\$107,711,074	\$109,856,943
Total participants	3,128	3,037	2,930	1,613	1,576
YTD Employee contributions	\$17,370,284	\$16,215,158	\$15,178,387	\$5,273,047	\$5,439,446
YTD Rollover contributions**	\$2,020,596	\$1,988,662	\$805,040	\$1,941,436	\$4,279,073
YTD Withdrawals	\$18,687,068	\$14,001,702	\$16,811,101	\$8,027,144	\$9,165,047
YTD Net cash flow	\$1,147,613	\$4,147,557	(\$1,075,037)	(\$219,335)	\$2,520,933
Average balance	\$110,356	\$114,458	\$109,960	\$66,748	\$81,041
# single fund holders (excl. Lifecycle Fund)	419	424	452	309	149

* Please see "Important Additional Information" for information regarding plan peer size and industry comparisons. Peer size and industry comparisons are based on 12 month period ending 12/31/2014.

** YTD Employer contributions include rollover into the plan



Asset and Participant Count Trends

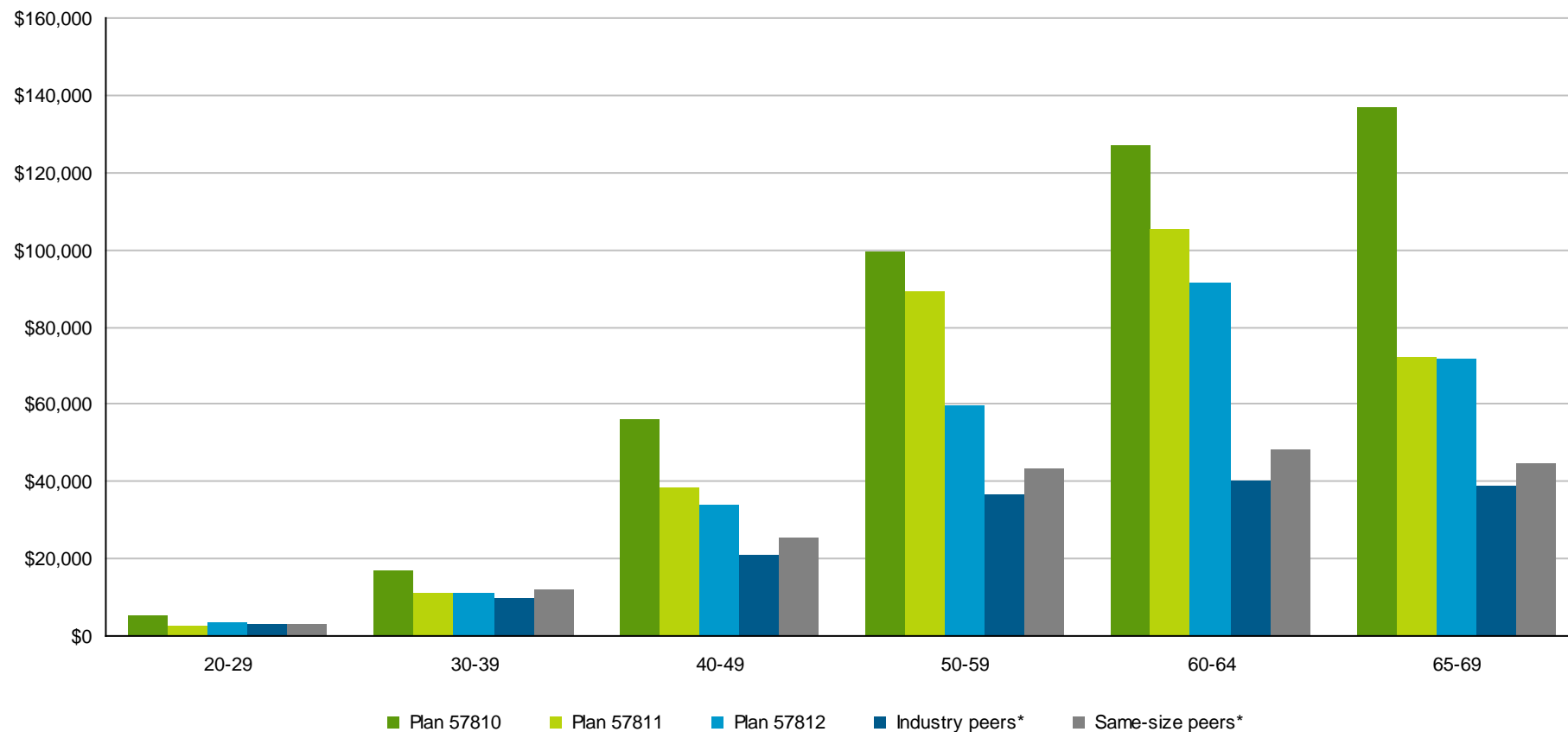


As of 12/31/2015	Plan 401(k)	Plan 401(a)	Plan 457(b)
Total Participants	1,732	464	932
Active Participants	1,315	346	679
Participants Terminated with Balances	417	118	253
Total Plan Assets	\$228,029,406	\$37,953,023	\$79,210,801

Participant Balances



Median Balance Per Participant, as of 12/31/2015

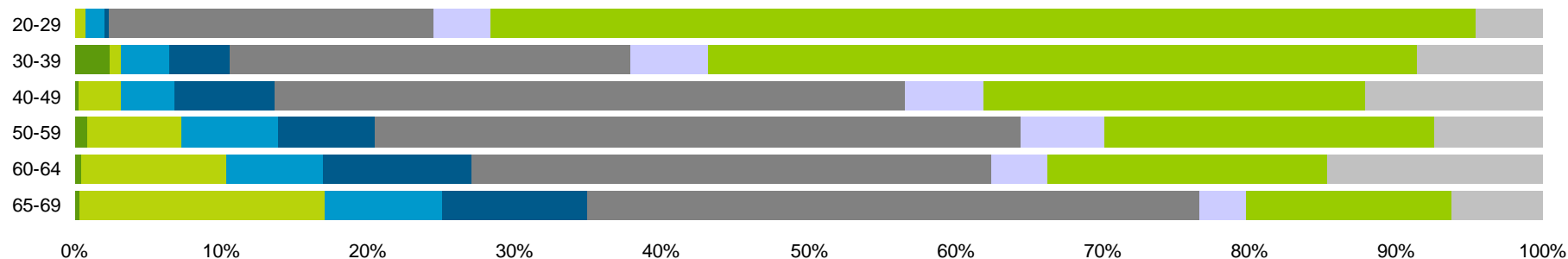


* Please see "Important Additional Information" for information regarding plan peer size and industry comparisons.

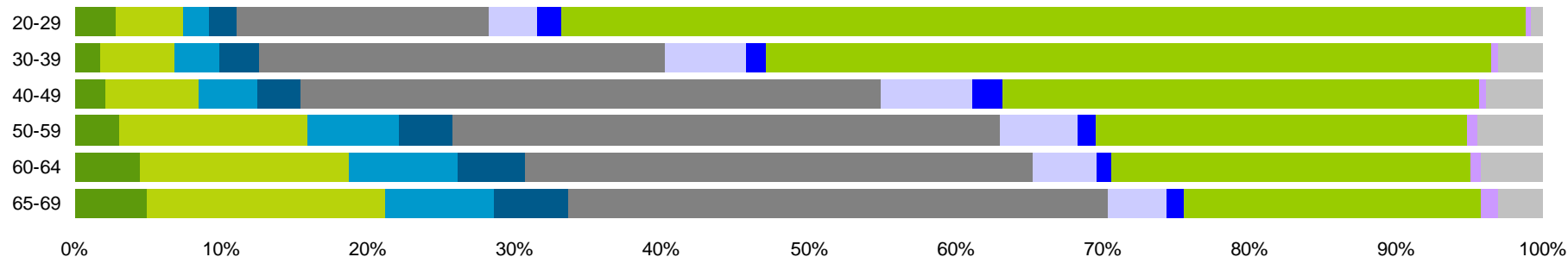
Plan Asset Allocation Analysis



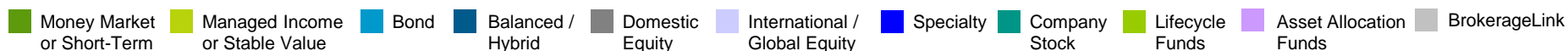
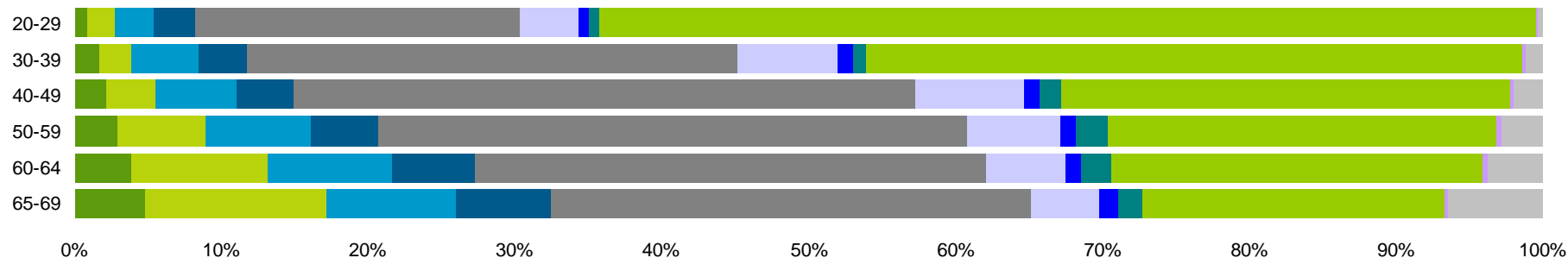
Asset Allocation, by Age Group for Your Plans (as of 12/31/2015)



Industry Peers (Public Sector)



Same-size Peers (1000-2499)

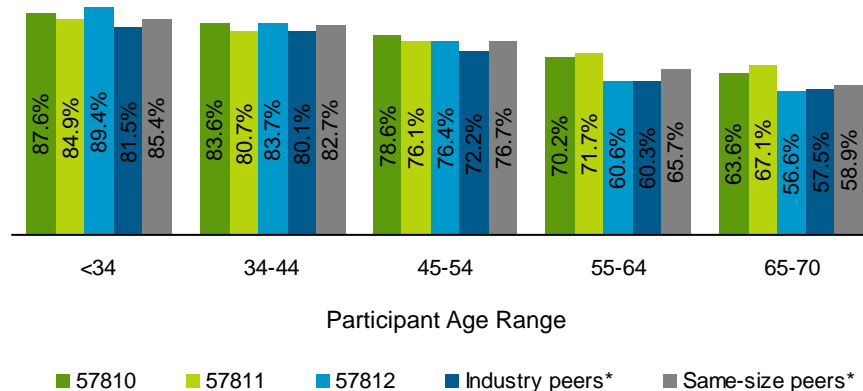


* Please see "Important Additional Information" for information regarding plan peer size and industry comparisons.

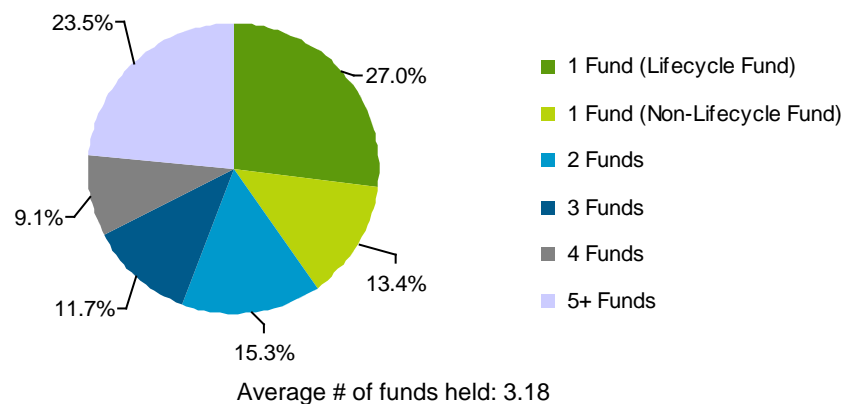
Help Drive Your Employees' Retirement Readiness



Asset Allocation: % of Equities as of 12/31/2015



Participant Holdings as of 12/31/2015

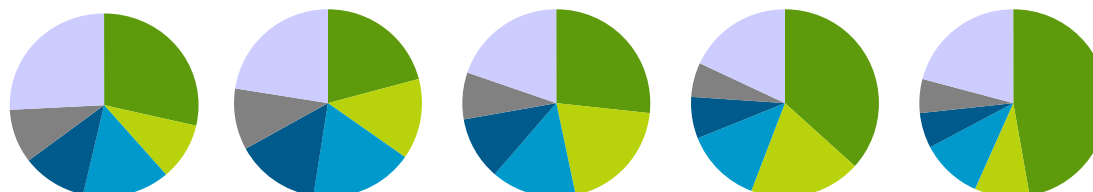


* Please see "Important Additional Information" for information regarding plan peer size and industry comparisons.

Single-Investment Option Holders



Information as of 12/31/2015



How many participants hold:	Plan 401(k)	Plan 401(a)	Plan 457(b)	Industry peers*	Same-size peers*
1 Fund (Lifecycle Fund)	28.7%	20.9%	26.7%	36.6%	47.2%
1 Fund (Non-Lifecycle Fund)	9.8%	13.8%	19.8%	19.1%	9.5%
2 Funds	15.0%	17.9%	14.7%	13.1%	10.6%
3 Funds	11.3%	14.4%	10.9%	7.1%	6.2%
4 Funds	9.4%	10.3%	8.0%	5.9%	5.8%
5 or more Funds	25.8%	22.6%	19.7%	18.1%	20.8%
Average # of Funds Held	3.3 funds	3.3 funds	2.9 funds	2.9 funds	2.9 funds

Funds held as a single investment	Asset class	Participants holding this fund			
		401(k)	401(a)	457(b)	Total
TRP STABLE VALUE A	Managed Income or Stable Value	0	0	75	75
TRP STABLE VALUE A	Managed Income or Stable Value	63	0	0	63
VANGUARD INST INDEX	Domestic Equity	21	9	21	51
FID BLUE CHIP GR K	Domestic Equity	11	7	11	29
SCOUT CORE PLUS I	Bond	4	6	9	19
Plus 13 other funds	-	39	31	39	109
Lifecycle Funds	-	497	97	249	843
BrokerageLink	-	32	11	30	73

For plans that offer Fidelity BrokerageLink, it will appear as a fund (rather than a product offering) for purposes of providing plan data.

* Please see "Important Additional Information" for information regarding plan peer size and industry comparisons.

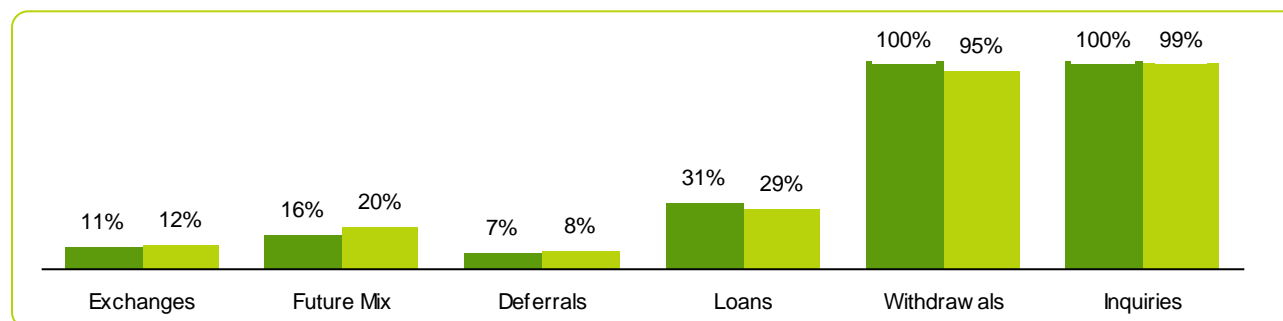


Customer Transactions by Channel

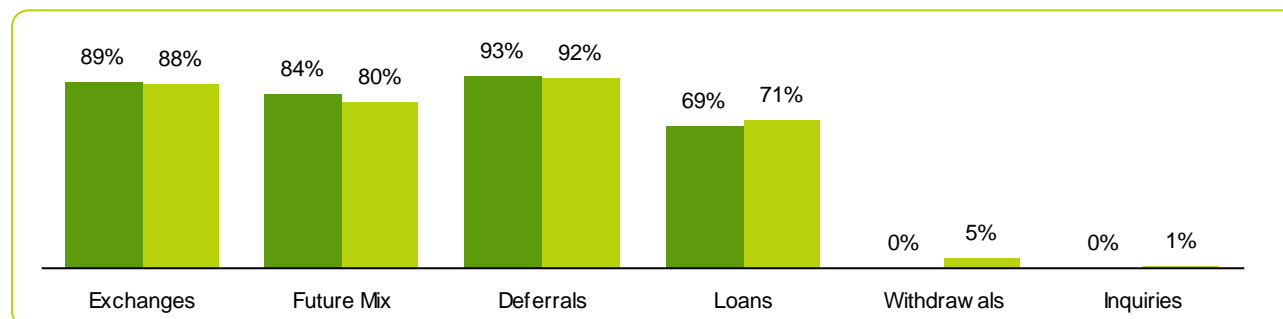


For the 12-month period ending 12/31/2015

Phone Representatives	Plan	Total Unique SSNs
	401(k)	594 (34% of participants)
	401(a)	105 (23% of participants)
	457(b)	256 (27% of participants)
	Total contacts	12,841



NetBenefits® (Web)	Plan	Total Unique SSNs
	401(k)	936 (54% of participants)
	401(a)	285 (61% of participants)
	457(b)	543 (58% of participants)
	Total contacts***	151,928



■ Your Plan* ■ Industry Peers** (Public Sector)

* Percentages based on (Plan 401(k): 1,732 participants), (Plan 401(a): 464 participants), (Plan 457(b): 932 participants)

** Please see "Important Additional Information" for information regarding plan peer size and industry comparisons.

*** Total contact counts for the web channel, NetBenefits®, are calculated at the plan level. It is the total number of times participants accessed this channel. For any participants that have more than one plan with Fidelity, the count will be overstated. The measure of Total Unique SSN, expressed as a percentage, is not impacted by this issue.

Plan Assets by Fund



As of 12/31/2015

Fund	# of Participants Holding Fund	% of Participants Holding Fund	Total Assets	% of Plan Assets
VANGUARD INST INDEX	972	31.07%	\$47,021,798	13.62%
FID BLUE CHIP GR K	998	31.91%	\$35,730,768	10.35%
BROKERAGELINK	321	10.26%	\$33,666,748	9.75%
VANG TARGET RET 2020	351	11.22%	\$24,687,106	7.15%
DODGE & COX STOCK	640	20.46%	\$19,333,841	5.60%
SCOUT CORE PLUS I	583	18.64%	\$18,398,785	5.33%
TRP STABLE VALUE A	370	11.83%	\$17,708,687	5.13%
FID BALANCED K	522	16.69%	\$17,648,681	5.11%
AF EUROPAC GROWTH R6	724	23.15%	\$15,413,691	4.47%
HUBER SM CAP VAL IS	571	18.25%	\$10,514,125	3.05%
H & W MID CAP VAL I	432	13.81%	\$10,326,447	2.99%
VANG TARGET RET 2025	217	6.94%	\$10,179,366	2.95%
VANG TARGET RET 2015	155	4.96%	\$10,127,979	2.93%
VANG WELLESLEY ADM	284	9.08%	\$9,691,011	2.81%
TRP STABLE VALUE A	233	7.45%	\$9,093,330	2.63%
VANG TARGET RET 2030	250	7.99%	\$8,673,803	2.51%

Plan Assets by Fund



As of 12/31/2015

Fund	# of Participants Holding Fund	% of Participants Holding Fund	Total Assets	% of Plan Assets
MFS MID CAP GRTH R4	377	12.05%	\$7,477,594	2.17%
VANG TARGET RET 2010	106	3.39%	\$6,148,279	1.78%
TRP EQUITY INCOME	286	9.14%	\$5,804,238	1.68%
VANG TARGET RET 2040	215	6.87%	\$5,790,625	1.68%
ARTISAN SMALL CAP IS	368	11.76%	\$3,542,272	1.03%
VANG TARGET RET 2035	172	5.50%	\$3,298,222	0.96%
VANG TOT BD MKT ADM	173	5.53%	\$3,244,108	0.94%
FMMT RETIRE GOV II	83	2.65%	\$2,532,186	0.73%
TRP STABLE VALUE A	79	2.53%	\$2,118,205	0.61%
VANG TARGET RET 2045	124	3.96%	\$2,081,316	0.60%
VANG TARGET RET 2050	98	3.13%	\$1,685,730	0.49%
VANG TARGET RET INC	85	2.72%	\$1,658,041	0.48%
VANG TOT INTL STK AD	110	3.52%	\$1,211,193	0.35%
VANG TARGET RET 2055	37	1.18%	\$329,522	0.10%
VANG TARGET RET 2060	19	0.61%	\$55,536	0.02%
Total Market Value			\$345,193,230	100.00%

Cash Flow Summary



Cash Inflow	Year ending: 12/2015	Year ending: 12/2014
Contributions*	\$19,390,880	\$18,203,820
Loan Repayments	\$2,275,028	\$1,972,771
Interest on Loans	\$241,425	\$230,035
Total Cash Inflow	\$21,907,333	\$20,406,626
Cash Outflow	Year ending: 12/2015	Year ending: 12/2014
Loan Withdrawals	\$2,267,686	\$2,400,747
Withdrawals	\$18,687,068	\$14,001,702
Transaction-based Fees <i>(Please see your plan recordkeeping agreement for details)</i>	(\$195,034)	(\$143,379)
Total Cash Outflow	\$20,759,720	\$16,259,069
Net Cash Flow	\$1,147,613	\$4,147,557

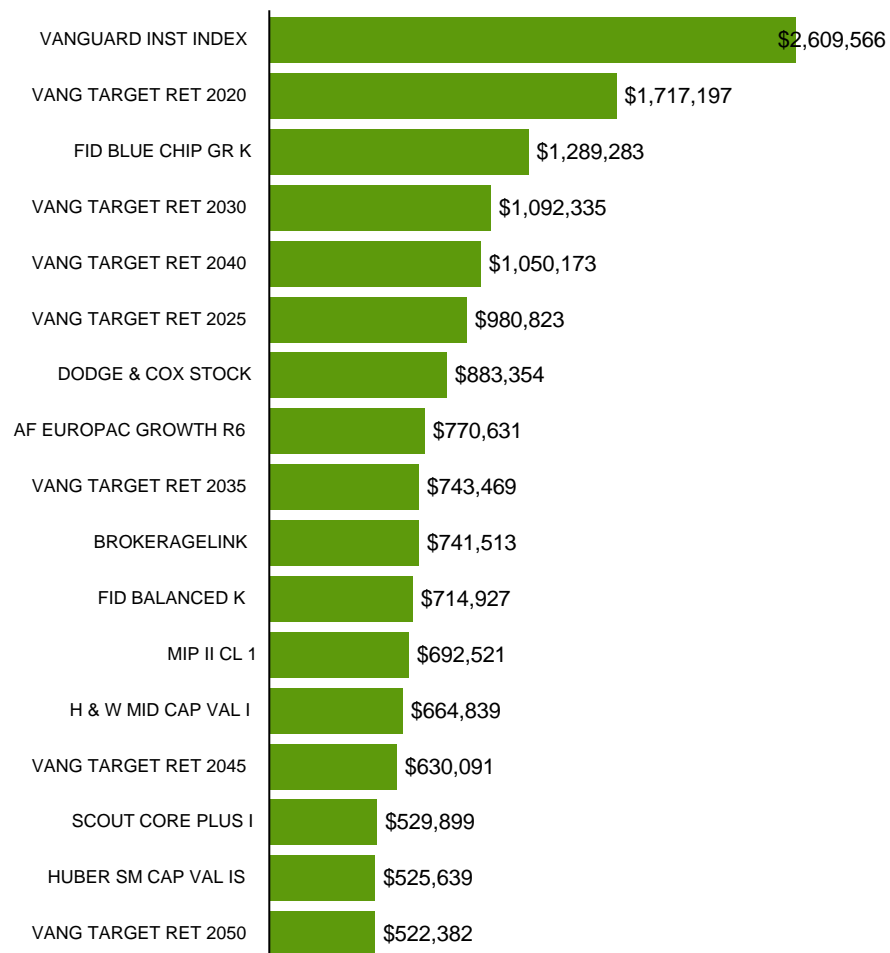
* Contributions are comprised of all employee and employer sources, including rollovers into the plan.

Contributions and Net Exchanges

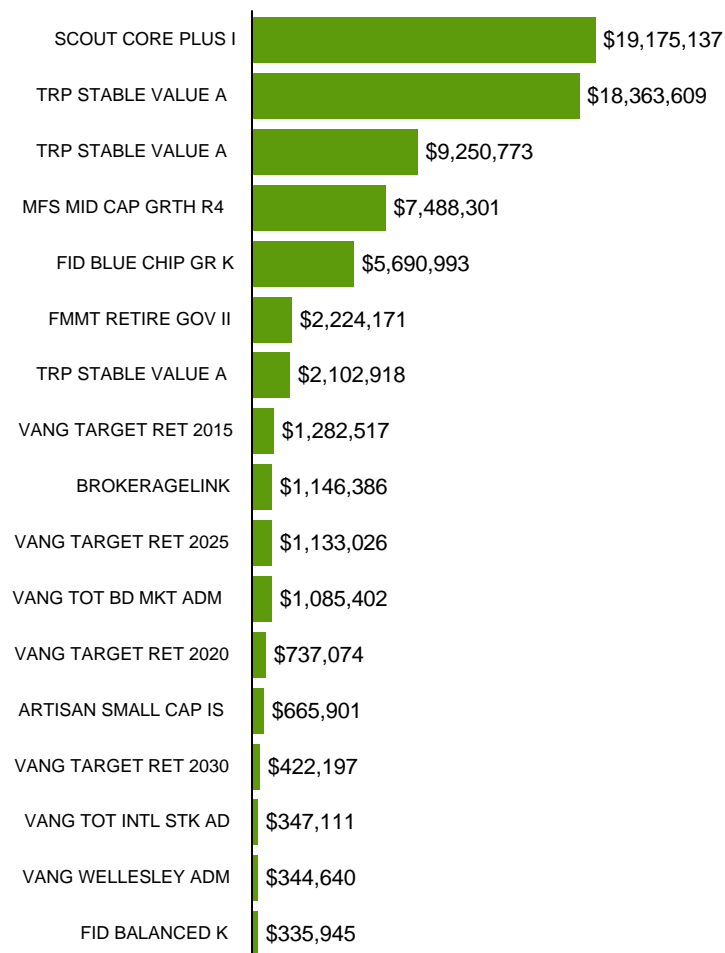


For the 12-month period ending 12/31/2015

Contributions by Fund



Net Exchanges by Fund



Contributions and Net Exchanges



For the 12-month period ending 12/31/2015

Contributions by Fund

VANG TARGET RET 2015	\$497,992
VANG WELLESLEY ADM	\$373,433
MSIF MID CAP GRTH I	\$369,750
TRP STABLE VALUE A	\$273,468
TRP EQUITY INCOME	\$224,471
PIM TOTAL RT INST	\$187,892
ARTISAN SMALL CAP IS	\$175,108
VANG TARGET RET 2055	\$163,054
TRP STABLE VALUE A	\$159,444
VANG TOT BD MKT ADM	\$159,362
VANG TOT INTL STK AD	\$158,074
VANG TARGET RET 2010	\$148,829
VANG TARGET RET INC	\$101,877
FMMT RETIRE GOV II	\$98,935
AM CENT SELECT INST	\$55,778
TRP STABLE VALUE A	\$46,832
VANG TARGET RET 2060	\$20,954

Net Exchanges by Fund

VANG TARGET RET 2055	\$64,704
VANG TARGET RET 2045	\$45,582
VANG TARGET RET 2035	\$8,397
VANG TARGET RET 2060	(\$3,332)
VANG TARGET RET 2050	(\$19,277)
VANG TARGET RET 2040	(\$97,491)
VANG TARGET RET INC	(\$174,774)
AF EUROPAC GROWTH R6	(\$209,767)
VANG TARGET RET 2010	(\$601,010)
TRP EQUITY INCOME	(\$836,900)
VANGUARD INST INDEX	(\$1,010,143)
DODGE & COX STOCK	(\$1,666,727)
H & W MID CAP VAL I	(\$2,176,596)
HUBER SM CAP VAL IS	(\$2,704,200)
AM CENT SELECT INST	(\$3,717,284)
MSIF MID CAP GRTH I	(\$8,563,043)
PIM TOTAL RT INST	(\$19,755,844)

Contributions and Net Exchanges



For the 12-month period ending 12/31/2015

Contributions by Fund

MFS MID CAP GRTH R4	\$16,990
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Net Exchanges by Fund

MIP II CL 1	(\$30,378,395)
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Important Additional Information



Information on Industry and Same Size Peers is based on plans currently record kept by Fidelity. Industry assignments are based on industry classification from multiple sources.

The information contained herein is summarized plan data based upon a maximum of four retirement plans. The plans presented are selected by Fidelity.

Plan size ranges are broken out as follows:

Under 150 participants	150 – 249 participants	250 – 499 participants
500 – 999 participants	1,000 – 2,499 participants	2,500 – 4,999 participants
5,000 – 9,999 participants	10,000 – 24,999 participants	25,000+ participants

For plans that offer Fidelity BrokerageLink[®], it will appear listed as a fund (rather than a product offering) for purposes of providing plan data. A self-directed brokerage account may entail greater risk and is not appropriate for everyone. Additional fees apply to a BrokerageLink[®] account.

“Time-Weighted Cumulative Total Participant Return” is calculated using a Time Weighted Daily Valuation Method by geometrically linking the return of each of the sub-periods making up the entire return period. A new sub-period is considered to begin each time there is cash flow. For each sub-period, the beginning market value of the sub-period (which includes the cash flow) is subtracted from the ending market value of the sub-period and the difference is divided by the beginning market value. For purposes of this methodology, cash flow includes contributions, withdrawals, and plan fees. Exchanges, dividends and interest are not considered cash flows.

Retirement Income Planner, Portfolio Review, and Fidelity Income Strategy Evaluator are educational tools.

myPlan Snapshot is an educational calculator.

Portfolio Advisory Service at Work is a service of Strategic Advisers, Inc., a registered investment adviser and a Fidelity Investments company. This service provides discretionary money management for a fee.

Guidance provided by Fidelity is educational in nature, is not individualized and is not intended to serve as the primary or sole basis for your investment or tax-planning decisions.

Financial Engines is not affiliated with Fidelity Investments or its affiliates.

Asset Allocation does not ensure a profit or guarantee against loss.

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Recordkeeping and plan administrative services provided by Fidelity Investments Institutional Operations Company, Inc.

Before investing in any mutual fund, please carefully consider the investment objectives, risks, charges, and expenses. For this and other information, call or write Fidelity for a free prospectus or, if available, a summary prospectus. Read it carefully before you invest.

Fidelity Brokerage Services LLC, Member NYSE, SIPC, 900 Salem Street, Smithfield, RI 02917
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ITEM #4

Staff Report

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: February 17, 2016

MEMO TO: 401(k)/457 Advisory Committee

FROM: Lisa Sorani, Manager of Employee Services L.S.

SUBJECT: Staff Report

Plan Administration Fees and Revenue Share Credit:

As of January 31, 2016, the balance in Plan Administration accounts is as follows:

2016 District 105,500 Account:	\$105,500.00
Special Liability Account	\$77,786.00
Revenue Share Credit Account:	\$495,605.00

The District funds \$105,500 annually toward administration costs. In 2015, that amount was exhausted by mid-year. Remaining costs during 2015 were paid from the Special Liability Account. The attached worksheets have been updated for 2016 with January's opening balance equal to the balance of each account as of the end of December 2015.

Project Updates:

401(k) Roth In-Plan Conversion

The 401(k) Roth In-Plan Conversion project was completed and ready for participant use effective December 21, 2015. A communication plan has started to inform participants about this new Plan feature. The communications include a letter, email, and fact sheet. The total cost of this project was \$9,368.

Hardship Withdrawal Suspension Tracking

The set up to allow Fidelity to electronically suspend contributions to both 401(k) and 457 accounts for six months after a participant hardship withdrawal was completed December 21, 2015. The total cost of this project was \$4,025.

Online Beneficiary Service

This project ran into a complication related to our Plan administration. Staff is working with Fidelity on the issues and will return to the Committee when more information becomes available. As a reminder, Fidelity is not charging the Plan for this project.

Committee Business:

In an effort to schedule Committee meetings on regular dates that coincide with the consultant's and TPA's ability to gather quarterly reports and requested information, Committee Members are requested to make the scheduled meetings for 2017 a priority by clearing their calendars and accepting the meeting invitations. The meetings will be tentatively scheduled for a Wednesday morning every 2 months after the end of a quarter.

Attachments

LS/dd

CASH FLOW \$105,500

EBMUD 401(k), 457, and 401(a) Deferred Compensation Plans

Year Begins: Jan-16

[illegible]

CASH RECEIPTS

[illegible]

CASH PAID OUT

[illegible]**EXPECETED / BUDGETED EXPENSES 2016**[illegible]

Year Begins: Jan-16

[illegible]

CASH RECEIPTS

[illegible]

CASH PAID OUT

[illegible]

CASH FLOW - Rev Share Credit

EBMUD 401(k), 457, and 401(a) Deferred Compensation Plans

Year Begins: Jan-16

[illegible]

CASH RECEIPTS

[illegible]**CASH PAID OUT**[illegible]**EXPECETED/ BUDGETED EXPENSES 2016**[illegible]

EBMUD Deferred Compensation Investment Options	Expense Ratio	Revenue Share
American Funds EuroPacific Growth Fund Class R-6	0.49%	0.00%
Artisan Small Cap Institutional	1.00%	0.00%
Dodge & Cox Stock Fund	0.52%	0.10%
Fidelity Balanced Fund - Class K	0.46%	0.20%
Fidelity Blue Chip Growth Fund - Class K	0.68%	0.20%
Fidelity Retirement Money Market	0.42%	0.42%
Hotchkis & Wiley Mid-Cap Value Fund Class I	1.01%	0.25%
Huber Small Cap Value Institutional	1.35%	0.15%
MFS Mid Cap Growth - Class R4	0.95%	0.15%
Scout Core Plus Bond	0.40%	0.10%
T Rowe Price Equity Income Fund	0.66%	0.15%
T Rowe Price Stable Value Common Trust - Class A	0.31%	0.00%
Vanguard Target Retirement 2010	0.16%	0.00%
Vanguard Target Retirement 2015	0.16%	0.00%
Vanguard Target Retirement 2020	0.16%	0.00%
Vanguard Target Retirement 2025	0.17%	0.00%
Vanguard Target Retirement 2030	0.17%	0.00%
Vanguard Target Retirement 2035	0.18%	0.00%
Vanguard Target Retirement 2040	0.18%	0.00%
Vanguard Target Retirement 2045	0.18%	0.00%
Vanguard Target Retirement 2050	0.18%	0.00%
Vanguard Target Retirement 2055	0.18%	0.00%
Vanguard Target Retirement 2060	0.18%	0.00%
Vanguard Target Retirement Income	0.16%	0.00%
ALL VANGUARD TARGET RET FUNDS *		
Vanguard Institutional Index I	0.04%	0.00%
Vanguard Total Bond Market Index Admiral	0.07%	0.00%
Vanguard Total International Stock Index Admiral	0.14%	0.00%
Vanguard Wellesley Income Fund Admiral	0.18%	0.00%
BrokerageLink® Accounts	various	N/A
Revenue Share Funds		

ITEM #5

Hyas Group

Regulatory Update



THE 457 PLAN FIDUCIARY Advisor

Fourth Quarter 2015

Do You Know What Your TPA's Call Center Is Telling Plan Participants about Their Distribution Choices? - There are many reasons to consider this question in today's changing legal and regulatory environment. "Plan sponsors need to know what their service providers are saying to participants about distributions and rollovers. At the least, this is good risk management. But it may also be a fiduciary duty.... While that duty is not well-defined, at least in its details, it could include overseeing the communications between the recordkeeper and participants." Read more from the Plan Sponsor article by Fred Reish at: [Monitoring Call Centers: Is It a Fiduciary Duty to Know What They Tell Participants? \(PDF\)](#)

Taking a Broad Look at the Lifetime Income Product Question - This report, particularly the first three segments, provides a good perspective for Plan Fiduciaries: "Report issued in five components: [1] **Choices & Considerations** -- general retirement planning considerations. [2] **Product Comparisons** -- high-level perspective on a few key risks and aspects related to lifetime income products. [3] **Legislative and Regulatory Issues** -- approaches that emphasize financial literacy and education for prospective retirees, refocus plan design on lifetime income needs, and refocus federal retirement policies to support lifetime income needs. [4] **Actuarial Considerations for Financial Advisers**; and [5] **Information for Current and Future Retirees** -- how a retiree can use the concept of 'risk sharing' to help manage longevity risk through lifetime payout options and individual annuities, as well as other approaches to lessen risk." From- **Retiree Lifetime Income Initiative: Living Longer Without Income for Life** (*Pension Practice Council of the American Academy of Actuaries*)

Research Shows Keeping Retirement Assets in a Former Employer's Plan After Retirement Can Be Beneficial - Whether the Plan is a 401(k) Plan, a 457 Plan or a 401(a) Plan, the dynamics in this article show rolling out to an IRA may not be a wise choice: "Freedom of choice can feel like more of a burden than a benefit when figuring out what to do with a 401(k) after leaving a job or retiring. Do you let it stay at your old company (if an ex-employer lets you), roll it into a new company's plan, or stash it in an IRA? ... A recent study found that defined contribution plans such as 401(k)'s had higher long-term investment returns than IRAs [and] had an average geometric return of 3.1 percent from 2000 to 2012 ... A lot of money in 401(k)'s ... gets rolled over into IRAs, which had a return of 2.2 percent." (*Bloomberg*) Read the full article at: [Make Your Retirement Nest Egg Last Longer by Leaving It in Your 401\(k\)](#)

GASB Issues Several New Standards for Government Plans - The Governmental Accounting Standards Board (GASB) has made good [its promise to issue](#) Exposure Drafts proposing accounting and financial reporting guidance related to fiduciary activities, certain asset retirement obligations, and pension issues. The "Exposure Draft, Fiduciary Activities", would establish guidance regarding what constitutes fiduciary activities for financial reporting purposes, the recognition of liabilities to beneficiaries, and how fiduciary activities should be reported. The proposed Statement would apply to all state and local governments.

Stakeholders can review and provide comments on the Exposure Drafts by the following dates:

Pension Issues—February 12, 2016;
Fiduciary Activities—March 31, 2016; and
Certain Asset Retirement Obligations—March 31, 2016.

The Exposure Drafts are available for viewing at this address:

http://www.gasb.org/jsp/GASB/Document_C/GASBDocumentPage?cid=1176167745133&acceptedDisclaimer=true

Proposed New Fiduciary Definition and Conflict of Interest Rules Discussion

Continues - The industry and observers continue to debate the impacts of the proposed new definition of fiduciaries, conflict of interest rules and the "Best Interest Contract Exemption" (BICE). Some questions addressed here are: "[1] What's going on with ERISA in regards to rollover abuses with cross-selling and capturing rollover assets? ... [2] Under BICE, doesn't the advisor have to report the [investment performance] returns to the SEC? ... [3] How do you feel the BICE exemption is going to impact professional trusted advisors that represent a captive insurance carrier who must sell proprietary products that are commission-based? ... [4] Would complex annuities or structured notes be [included in the] complex products ban?" Read more at: [More Fiduciary Rule Questions Answered, Part 3 \(fi360\)](#)

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ITEM #6

Hyas Group

**Financial Markets
and
Economic Report**



Financial Markets and Economic Commentary February 2016

- The first estimate for GDP growth in the fourth quarter of 2015 was reported at 0.7%. The third quarter 2015 GDP number was revised down from 2.1% to 2.0%. Concerns about the U.S. economy are on the rise due to continued weak global economic growth and low commodity prices.
- In the fourth quarter, domestic equity markets rebounded, with the S&P 500 Index returning 7.04%. The DJ Select REIT index led the way gaining 7.54%, followed by the Russell 1000 Growth Index up 7.32%. However, the first quarter has begun with a sharp downturn. As of February 8th, the S&P 500 Index was down -7.85% YTD and the tech-heavy NASDAQ was down -12.76%.
- Most foreign equity markets experienced a rebound in the fourth quarter as well, with the exception of energy-dependent Canada and many emerging markets. Similar to domestic markets, the start of 2016 has been disappointing for international stocks as well. As of February 8th, the MSCI EAFE Index is down 8.63% and the MSCI Emerging Markets index is down -6.80 YTD.
- The Ten-Year U.S. Treasury Note ended 2015 yielding 2.17%, following the Federal Reserve's mid-December rate hike. However, investors' flight from equities and slower growth expectations have pushed rates lower. As of February 8th, the Ten-Year Note was trading at a yield of 1.75% and higher quality investment grade bonds have actually seen their valuations rise (yields decline) as well. In contrast, lower quality corporate bonds have trended down with equities. The yield on high yield bonds had increased to 9.78% as of February 8th, with a corresponding drop in value of -2.71% YTD.
- Commodity prices continue to come under pressure with exceptionally high levels of price volatility. Oil has declined below \$30 per barrel on several occasions since year-end and agricultural products, with the exception of sugar, remain at or near their recent lows. Gold and silver have posted modest rebounds off the bottom as global investors seek out perceived safe havens against slowing economic growth.
- The Bureau of Labor Statistics reported that the U.S. unemployment rate fell to 4.9% in January and hourly wage growth was reported at 0.5%, the highest monthly number in years. On a trailing year basis, wage growth was up a robust 2.5%. This enthusiasm was curbed somewhat by the new job creation numbers for January which reported at 151,000, significantly less than was expected. The U.S. labor participation rate remains little changed at 62.7%, near its low in recent times.

ITEM #7

Hyas Group

Investment Performance



February 2, 2016

Sent Via Email

To: East Bay Municipal Utilities District Deferred Compensation Plans Committee

From: Hyas Group, LLC

RE: Vanguard Cost Reduction and Management Change

Dear Committee:

With its prospectus update on January 28, 2016, the Vanguard Group (Vanguard) announced two changes to its Target Retirement Fund Series (Series). First, Vanguard announced that it will be reducing the expenses of the funds in the Investor share class of the Series by 2 to 3 basis points per fund. In relative terms, expenses will be 12% lower on average. This change comes on the back of Vanguard benefitting from the industry trend towards the utilization of target date funds (the Series received nearly \$37 billion in inflows in 2015 for example). No change is being made to the asset allocation of the Series. Vanguard has communicated to us that the expenses of the underlying funds held within the Series can be expected to drop as their prospectuses are updated in the coming months. Expense reductions of the Series are shown in the table below.

Expense Change per Vanguard Target Retirement Fund

	Income	2010	2015	2020	2025	2030
Previous	0.16%	0.16%	0.16%	0.16%	0.17%	0.17%
New	0.14%	0.14%	0.14%	0.14%	0.15%	0.15%
Change	-0.02%	-0.02%	-0.02%	-0.02%	-0.02%	-0.02%
	2035	2040	2045	2050	2055	2060
Previous	0.18%	0.18%	0.18%	0.18%	0.18%	0.18%
New	0.15%	0.16%	0.16%	0.16%	0.16%	0.16%
Change	-0.03%	-0.02%	-0.02%	-0.02%	-0.02%	-0.02%

Separately, Vanguard concurrently announced a rotation in management of the Series. Vanguard's approach to passive investing includes rotating managers across multiple strategies to provide them with development potential, bring in fresh perspective, and also identify strong leadership candidates. The Hyas Group views these changes simply as a continuation of that process (a similar change occurred in February 2013 without disruption). In this instance, lead manager Michael Buek will rotate out of Series management, but will retain a leadership role in the Vanguard Equity Index Group. William Coleman and Walter Nejman, who have been managing the Series since 2013, will remain in their current roles.

Overall we view these developments positively and do not believe they warrant investment action. We will discuss any questions you may have specific to these changes at upcoming meetings. In the interim, please do not hesitate to contact me if you have any questions or concerns.

Sincerely,

A handwritten signature in black ink, appearing to read "Greg Settle", with a stylized flourish at the end.

Greg Settle
Senior Consultant
(971) 634-1505
gsettle@hyasgroup.com

INVESTMENT OPTIONS LOG

EBMUD 401(a), 401(k) and 457 Plans

Meeting Date	Effective Date	Fund Action	Fund Mapping	Other Significant Action
12/2/15	12/2/15	WATCH CONTINUED: T. Rowe Price Equity Income Fund		
9/2/15	12/16/15	WATCH CONTINUED: T. Rowe Price Equity Income Fund ADD: MFS Mid Cap Growth Fund Class R4 CLOSE: Morgan Stanley Inst Fund Trust Mid Cap Growth I	MAP TO: MFS Mid Cap Growth Fund Class R4	
6/3/15	6/3/15	WATCH: T. Rowe Price Equity Income Fund WATCH CONTINUED: Morgan Stanley		
3/4/15	3/4/15 6/2/15 6/2/15	WATCH CONTINUED: Morgan Stanley ADD: T. Rowe Price Stable Value Common Trust Class A CLOSE: Fidelity Managed Income Portfolio II Class I	MAP TO: T. Rowe Price Stable Value Common Trust	
N/A	2/24/15	LIQUIDATION OPTION: Extended one-year “put” clock to June 2, 2015 allow possible liquidation of the Fidelity Managed Income Portfolio II Class I stable value fund.		
2/3/15 Special Meeting	2/3/15	CONTRACT RENEWAL: Hyas Group consultant contract was renewed.		
12/3/14	12/3/14 3/27/15 3/27/15	WATCH: Morgan Stanley ADD: Scout Core Plus Bond Institutional Class CLOSE: American Century Select Institutional Class PIMCO Total Return Institutional Class	MAP TO: Fidelity Blue Chip Growth Class K Scout Core Plus Bond Institutional Class	Add Roth 457 and Roth In-Plan Conversion for both 457 and 401(k) Plans. Rescind previous motion to combine the Committees. Instead, add 2019, 21, 39 Committee Members to the 401(a) Committee and conduct the Committee meetings simultaneously.

EBMUD Deferred Compensation Investment Options Activity - 4th Quarter of 2015

401(k) PLAN	Expense Ratio	Revenue Share	Number of Participants	12/31/2014	3/31/2015	6/30/2015	9/30/2015	12/31/2015
American Century Select Fund Institutional	N/A	N/A	0	1,442,072	-	-	-	-
American Funds EuroPacific Growth Fund Class R-6	0.49%	0.00%	440	10,122,163	10,668,208	11,141,295	9,960,880	10,136,208
Artisan Small Cap Institutional	1.00%	0.00%	217	1,755,685	1,816,001	2,327,472	2,157,164	2,215,493
Dodge & Cox Stock Fund	0.52%	0.10%	350	14,323,409	13,633,586	13,035,211	11,396,275	11,835,604
Fidelity Balanced Fund - Class K	0.46%	0.20%	301	11,759,385	12,097,125	12,308,845	11,500,770	12,125,025
Fidelity Blue Chip Growth Fund - Class K	0.68%	0.20%	610	22,530,567	25,675,770	25,913,062	24,054,028	26,144,878
Fidelity Retirement Money Market	0.42%	0.42%	49	592,313	606,400	785,677	1,238,156	1,367,681
Hotchkis & Wiley Mid-Cap Value Fund Class I	1.01%	0.25%	253	9,363,696	9,421,700	8,666,058	7,171,190	6,813,764
Huber Small Cap Value Institutional	1.35%	0.15%	355	10,154,270	9,397,101	9,242,353	7,614,638	7,222,716
Managed Income Portfolio II - Class 1	N/A	N/A	0	18,996,986	18,106,392	-	-	-
MFS Mid Cap Growth - Class R4	0.95%	0.15%	206	-	-	-	-	4,559,389
Morgan Stanley Institutional Mid-Cap Growth - Class I	N/A	N/A	0	5,267,620	5,201,814	5,067,063	4,523,957	-
PIMCO Total Return Fund Institutional Class	N/A	N/A	0	12,697,876	-	-	-	-
Scout Core Plus Bond	0.40%	0.10%	327	-	12,178,264	12,107,634	11,827,928	11,606,342
T Rowe Price Equity Income Fund	0.66%	0.15%	178	5,283,307	5,098,643	4,984,312	4,360,462	4,333,406
T Rowe Price Stable Value Common Trust - Class A	0.31%	0.00%	371	-	-	18,149,043	18,150,282	17,708,687
Vanguard Target Retirement 2010	0.16%	0.00%	58	3,668,555	3,628,391	3,530,609	3,350,906	3,314,438
Vanguard Target Retirement 2015	0.16%	0.00%	90	6,548,244	7,026,395	6,307,084	6,509,073	6,569,768
Vanguard Target Retirement 2020	0.16%	0.00%	218	15,989,622	16,686,803	16,713,370	16,722,445	17,709,409
Vanguard Target Retirement 2025	0.17%	0.00%	122	4,546,530	5,074,976	5,326,151	5,324,545	6,011,161
Vanguard Target Retirement 2030	0.17%	0.00%	149	5,221,302	5,616,318	5,670,612	5,443,776	6,061,682
Vanguard Target Retirement 2035	0.18%	0.00%	85	1,599,192	1,823,025	1,931,977	1,820,155	1,935,015
Vanguard Target Retirement 2040	0.18%	0.00%	122	3,336,084	3,747,113	3,838,653	3,776,310	3,787,631
Vanguard Target Retirement 2045	0.18%	0.00%	60	910,724	1,111,326	1,204,651	1,122,270	1,233,395
Vanguard Target Retirement 2050	0.18%	0.00%	55	873,513	1,050,691	1,121,411	1,112,371	1,227,492
Vanguard Target Retirement 2055	0.18%	0.00%	26	82,335	122,370	134,179	227,464	260,211
Vanguard Target Retirement 2060	0.18%	0.00%	10	24,756	28,776	32,584	31,048	35,025
Vanguard Target Retirement Income	0.16%	0.00%	40	1,070,424	925,547	864,497	911,211	927,572
ALL VANGUARD TARGET RET FUNDS *			1035	43,871,283	46,841,731	46,675,778	46,351,572	49,072,800
Vanguard Institutional Index I	0.04%	0.00%	609	32,504,607	33,668,640	33,786,879	31,215,716	33,095,774
Vanguard Total Bond Market Index Admiral	0.07%	0.00%	89	1,321,415	1,417,967	1,536,830	1,968,601	2,055,357
Vanguard Total International Stock Index Admiral	0.14%	0.00%	52	536,785	578,181	709,124	700,147	814,470
Vanguard Wellesley Income Fund Admiral	0.18%	0.00%	152	5,382,838	5,625,994	5,412,711	5,270,266	5,531,736
BrokerageLink® Accounts	various	N/A	196	21,036,471	21,430,952	21,650,628	20,599,969	21,390,077
Total			5790	228,942,750	233,464,470	233,499,976	220,062,001	228,029,406
Dollar Change				6,254,415	4,521,720	35,506	(13,437,975)	7,967,405
Percentage Change				2.81%	1.98%	0.02%	-5.76%	3.62%
Total Participants				1,690	1,705	1,717	1,723	1,732
Roth 401(k)			272	5,446,374	5,801,706	5,965,605	5,788,679	6,056,349
401(k) Loans			468	4,968,511	4,873,354	5,016,438	4,818,746	4,679,726
401(k) Hardship / Safe Harbor Withdrawals			3	73,750	37,118	11,562	49,150	44,383
Revenue Share Funds								

EBMUD Deferred Compensation Investment Options Activity - 4th Quarter of 2015

457 PLAN	Expense Ratio	Revenue Share	Number of Participants	12/31/2014	3/31/2015	6/30/2015	9/30/2015	12/31/2015
American Century Select Fund Institutional	N/A	N/A	0	1,526,976	-	-	-	-
American Funds EuroPacific Growth Fund Class R-6	0.49%	0.00%	170	3,031,860	3,348,975	3,483,564	3,057,620	3,142,009
Artisan Small Cap Institutional	1.00%	0.00%	105	798,477	758,907	922,490	1,007,526	933,234
Dodge & Cox Stock Fund	0.52%	0.10%	185	6,209,384	5,936,867	5,762,823	5,163,902	5,348,243
Fidelity Balanced Fund - Class K	0.46%	0.20%	142	4,043,864	4,103,109	4,156,089	3,714,240	4,038,068
Fidelity Blue Chip Growth Fund - Class K	0.68%	0.20%	231	4,026,199	6,154,262	5,960,209	5,409,717	5,623,681
Fidelity Retirement Money Market	0.42%	0.42%	22	124,236	184,413	516,000	688,899	956,519
Hotchkis & Wiley Mid-Cap Growth - Class I	1.01%	0.25%	116	3,342,239	3,545,963	2,983,652	2,615,343	2,446,873
Huber Small Cap Value Institutional	1.35%	0.15%	140	3,153,828	2,695,623	2,678,595	2,256,291	2,152,638
Managed Income Portfolio II - Class 1	N/A	N/A	0	9,293,261	9,110,454	-	-	-
MFS Mid Cap Growth - Class R4	0.95%	0.15%	110	-	-	-	-	1,864,233
Morgan Stanley Institutional Mid-Cap Growth - Class I	N/A	N/A	0	2,191,382	2,248,382	2,141,220	1,883,611	-
PIMCO Total Return Fund Institutional Class	N/A	N/A	0	4,626,035	-	-	-	-
Scout Core Plus Bond	0.40%	0.10%	152	-	4,720,576	4,539,946	4,472,244	4,136,740
T Rowe Price Equity Income Fund	0.66%	0.15%	66	1,317,225	1,266,173	1,260,614	1,099,540	1,076,687
T Towe Price Stable Value Common Trust - Class A	0.31%	0.00%	234	-	-	9,001,304	9,086,579	9,093,330
Vanguard Target Retirement 2010	0.16%	0.00%	40	2,778,844	2,790,328	2,626,051	2,541,958	2,320,234
Vanguard Target Retirement 2015	0.16%	0.00%	46	2,832,720	3,050,124	2,728,057	2,502,133	2,859,385
Vanguard Target Retirement 2020	0.16%	0.00%	101	5,045,322	5,330,870	5,570,060	5,242,891	5,481,913
Vanguard Target Retirement 2025	0.17%	0.00%	68	2,109,456	2,225,728	2,277,991	2,274,127	2,508,829
Vanguard Target Retirement 2030	0.17%	0.00%	66	1,435,047	1,569,361	1,626,551	1,725,857	1,851,720
Vanguard Target Retirement 2035	0.18%	0.00%	54	485,422	527,350	570,252	578,894	646,821
Vanguard Target Retirement 2040	0.18%	0.00%	52	1,121,696	1,202,162	1,171,435	1,121,478	1,170,617
Vanguard Target Retirement 2045	0.18%	0.00%	38	428,205	474,195	523,682	521,162	588,378
Vanguard Target Retirement 2050	0.18%	0.00%	26	244,298	257,069	308,495	308,241	330,295
Vanguard Target Retirement 2055	0.18%	0.00%	8	22,425	29,867	38,409	44,993	56,043
Vanguard Target Retirement 2060	0.18%	0.00%	7	15,332	17,259	21,564	20,814	17,743
Vanguard Target Retirement Income	0.16%	0.00%	27	501,249	463,329	467,464	472,625	482,809
ALL VANGUARD TARGET RET FUNDS *			533	17,020,017	17,937,641	17,930,011	17,355,173	18,314,786
Vanguard Institutional Index I	0.04%	0.00%	34	7,949,118	7,951,705	7,876,993	7,339,395	267,961
Vanguard Total Bond Market Index Admiral	0.07%	0.00%	214	553,489	531,779	575,978	673,602	7,869,577
Vanguard Total International Stock Index Admiral	0.14%	0.00%	46	210,985	256,499	354,604	246,028	566,589
Vanguard Wellesley Income Fund Admiral	0.18%	0.00%	76	2,810,895	3,005,554	3,023,517	2,907,711	3,238,723
BrokerageLink® Accounts	various	N/A	96	8,801,626	9,315,282	9,226,317	8,233,325	8,140,911
Total			2672	81,031,096	83,072,164	82,393,924	77,210,746	79,210,802
Dollar Change				1,973,918	2,041,068	(678,240)	(5,183,178)	2,000,056
Percentage Change				2.50%	2.52%	-0.82%	-6.29%	2.59%
Total Participants				901	910	922	924	932
457 Hardship Withdrawals			1	-	56,000.00	-	-	2,000.00
Revenue Share Funds								

EBMUD Deferred Compensation Investment Options Activity - 4th Quarter of 2015

401(a) PLAN	Expense Ratio	Revenue Share	Number of Participants	12/31/2014	3/31/2015	6/30/2015	9/30/2015	12/31/2015
American Century Select Fund Institutional	N/A	N/A	0	598,224	-	-	-	-
American Funds EuroPacific Growth Fund Class R-6	0.49%	0.00%	114	2,088,522	2,075,698	2,339,602	2,073,687	2,135,474
Artisan Small Cap Institutional	1.00%	0.00%	46	293,599	295,261	362,176	370,159	393,545
Dodge & Cox Stock Fund	0.52%	0.10%	105	2,386,445	2,356,142	2,292,369	2,047,555	2,149,994
Fidelity Balanced Fund - Class K	0.46%	0.20%	79	1,365,363	1,556,683	1,512,967	1,410,013	1,485,589
Fidelity Blue Chip Growth Fund - Class K	0.68%	0.20%	157	2,506,168	3,687,009	3,832,468	3,635,032	3,962,209
Fidelity Retirement Money Market	0.42%	0.42%	18	31,819	64,491	119,964	126,240	207,986
Hotchkis & Wiley Mid-Cap Value Fund Class I	1.01%	0.25%	63	1,886,690	1,869,479	1,442,084	1,228,455	1,065,810
Huber Small Cap Value Institutional	1.35%	0.15%	76	1,514,710	1,367,270	1,357,977	1,134,489	1,138,771
Managed Income Portfolio II - Class 1	N/A	N/A	0	2,055,355	2,081,596	-	-	-
MFS Mid Cap Growth - Class R4	0.95%	0.15%	61	-	-	-	-	1,053,972
Morgan Stanley Institutional Mid-Cap Growth - Class I	N/A	N/A	0	1,378,698	1,167,848	1,170,638	1,021,207	-
PIMCO Total Return Fund Institutional Class	N/A	N/A	0	2,552,388	-	-	-	-
Scout Core Plus Bond	0.40%	0.10%	104	-	2,911,528	2,682,936	2,673,573	2,655,703
T Rowe Price Equity Income Fund	0.66%	0.15%	42	593,690	419,269	420,873	385,057	394,145
T Rowe Price Stable Value Common Trust - Class A	0.31%	0.00%	79	-	-	2,053,150	2,104,793	2,118,205
Vanguard Target Retirement 2010	0.16%	0.00%	8	532,351	533,214	522,343	508,377	513,607
Vanguard Target Retirement 2015	0.16%	0.00%	19	927,034	922,912	689,669	675,044	698,825
Vanguard Target Retirement 2020	0.16%	0.00%	32	1,642,822	1,643,748	1,504,670	1,446,645	1,495,784
Vanguard Target Retirement 2025	0.17%	0.00%	27	1,603,812	1,400,697	1,623,928	1,575,170	1,659,376
Vanguard Target Retirement 2030	0.17%	0.00%	35	755,069	799,818	724,895	708,890	760,401
Vanguard Target Retirement 2035	0.18%	0.00%	33	614,574	646,007	671,012	667,787	716,386
Vanguard Target Retirement 2040	0.18%	0.00%	41	835,379	890,819	954,339	912,768	832,377
Vanguard Target Retirement 2045	0.18%	0.00%	26	193,680	207,618	217,185	257,520	259,543
Vanguard Target Retirement 2050	0.18%	0.00%	17	128,465	139,801	145,851	143,886	127,942
Vanguard Target Retirement 2055	0.18%	0.00%	3	3,371	5,716	7,950	10,146	13,268
Vanguard Target Retirement 2060	0.18%	0.00%	2	-	-	1,009	1,707	2,769
Vanguard Target Retirement Income	0.16%	0.00%	18	183,738	186,478	190,342	239,106	247,659
ALL VANGUARD TARGET RET FUNDS *			149	7,420,296	7,376,827	7,253,193	7,147,047	7,327,937
Vanguard Institutional Index I	0.04%	0.00%	149	5,874,722	5,862,842	5,839,432	5,482,798	6,056,447
Vanguard Total Bond Market Index Admiral	0.07%	0.00%	38	267,246	368,905	627,299	636,676	622,162
Vanguard Total International Stock Index Admiral	0.14%	0.00%	24	51,994	80,120	125,547	123,441	128,762
Vanguard Wellesley Income Fund Admiral	0.18%	0.00%	56	860,990	887,021	881,785	885,769	920,552
BrokerageLink® Accounts	various	N/A	42	3,908,385	4,009,475	4,062,413	4,033,256	4,135,760
Total			1,514	37,635,304	38,437,463	38,376,869	36,519,245	37,953,023
Dollar Change				1,126,948	802,159	(60,594)	(1,857,624)	1,433,777
Percentage Change				3.09%	2.13%	-0.16%	-4.84%	3.93%
Total Participants				446	454	457	458	464
401(a) Loans			61	539,884	518,422	525,613	497,663	572,192
Revenue Share Funds								

ALL PLANS COMBINED 401(k), 457, 401(a)	Expense Ratio	Revenue Share	Number of Participants	12/31/2014	3/31/2015	6/30/2015	9/30/2015	12/31/2015
American Century Select Fund Institutional	N/A	N/A	0	3,567,272	-	-	-	-
American EuroPacific Growth Fund Class R-6	0.49%	0.00%	724	15,242,545	16,092,881	16,964,460	15,092,188	15,413,691
Artisan Small Cap Institutional	1.00%	0.00%	368	2,847,761	2,870,169	3,612,138	3,534,849	3,542,272
Dodge & Cox Stock Fund	0.52%	0.10%	640	22,919,238	21,926,595	21,090,403	18,607,731	19,333,841
Fidelity Balanced Fund - Class K	0.46%	0.20%	522	17,168,611	17,756,918	17,977,900	16,625,024	17,648,681
Fidelity Blue Chip Growth Fund - Class K	0.68%	0.20%	998	29,062,935	35,517,041	35,705,738	33,098,778	35,730,768
Fidelity Retirement Money Market	0.42%	0.42%	89	748,368	855,305	1,421,641	2,053,294	2,532,186
Hotchkis & Wiley Mid-Cap Value Fund Class I	1.01%	0.25%	432	14,592,625	14,837,142	13,091,794	11,014,987	10,326,447
Huber Small Cap Value Institutional	1.35%	0.15%	571	14,822,808	13,459,994	13,278,925	11,005,417	10,514,125
Managed Income Portfolio II - Class 1	N/A	N/A	0	30,345,602	29,298,442	-	-	-
MFS Mid Cap Growth - Class R4	0.95%	0.15%	377	-	-	-	-	7,477,594
Morgan Stanley Institutional Mid-Cap Growth - Class I	N/A	N/A	0	8,837,699	8,618,044	8,378,921	7,428,774	-
PIMCO Total Return Fund Institutional Class	N/A	N/A	0	19,876,299	-	-	-	-
Scout Core Plus Bond	0.40%	0.10%	583	-	19,810,367	19,330,516	18,973,745	18,398,785
T Rowe Price Equity Income Fund	0.66%	0.15%	286	7,194,223	6,784,084	6,665,799	5,845,059	5,804,238
T Rowe Price Stable Value Common Trust - Class A	0.31%	0.00%	684	-	-	29,203,497	29,341,653	28,920,221
Vanguard Target Retirement 2010	0.16%	0.00%	106	6,979,750	6,951,934	6,679,003	6,401,241	6,148,279
Vanguard Target Retirement 2015	0.16%	0.00%	155	10,307,998	10,999,430	9,724,811	9,686,250	10,127,979
Vanguard Target Retirement 2020	0.16%	0.00%	351	22,677,766	23,661,420	23,788,100	23,411,980	24,687,106
Vanguard Target Retirement 2025	0.17%	0.00%	217	8,259,799	8,701,401	9,228,071	9,173,842	10,179,366
Vanguard Target Retirement 2030	0.17%	0.00%	250	7,411,419	7,985,497	8,022,058	7,878,522	8,673,803
Vanguard Target Retirement 2035	0.18%	0.00%	172	2,699,189	2,996,383	3,173,241	3,066,837	3,298,222
Vanguard Target Retirement 2040	0.18%	0.00%	215	5,293,159	5,840,094	5,964,426	5,810,556	5,790,625
Vanguard Target Retirement 2045	0.18%	0.00%	124	1,532,610	1,793,139	1,945,518	1,900,953	2,081,316
Vanguard Target Retirement 2050	0.18%	0.00%	98	1,246,277	1,447,561	1,575,758	1,564,498	1,685,730
Vanguard Target Retirement 2055	0.18%	0.00%	37	108,130	157,953	180,538	282,603	329,522
Vanguard Target Retirement 2060	0.18%	0.00%	19	40,088	46,035	55,156	53,569	55,536
Vanguard Target Retirement Income	0.16%	0.00%	85	1,755,411	1,575,354	1,522,303	1,622,942	1,658,041
ALL VANGUARD TARGET FUNDS *			1717	68,311,597	72,156,199	71,858,983	70,853,792	74,715,523
Vanguard Institutional Index I	0.04%	0.00%	792	46,328,446	47,483,187	47,503,304	44,037,909	39,420,183
Vanguard Total Bond Market Index Admiral	0.07%	0.00%	341	2,142,150	2,318,652	2,740,106	3,278,880	10,547,096
Vanguard Total International Stock Index Admiral	0.14%	0.00%	122	799,765	914,800	1,189,274	1,069,616	1,509,822
Vanguard Wellesley Income Fund Admiral	0.18%	0.00%	284	9,054,723	9,518,569	9,318,014	9,063,747	9,691,011
BrokerageLink® Accounts	various	N/A	334	33,746,482	34,755,708	34,939,357	32,866,549	33,666,748
Grand Total			9,976	347,609,149	354,974,097	354,270,769	333,791,992	345,193,230
Dollar Change				9,355,281	7,364,948	(703,327)	(20,478,778)	11,401,239
Percentage Change				2.77%	2.12%	-0.20%	-5.78%	3.42%
Total Participants				3,037	3,069	3,096	3,105	3,128
Revenue Share Funds								

East Bay MUD

457, 401(a), and 401(k) Retirement Plans

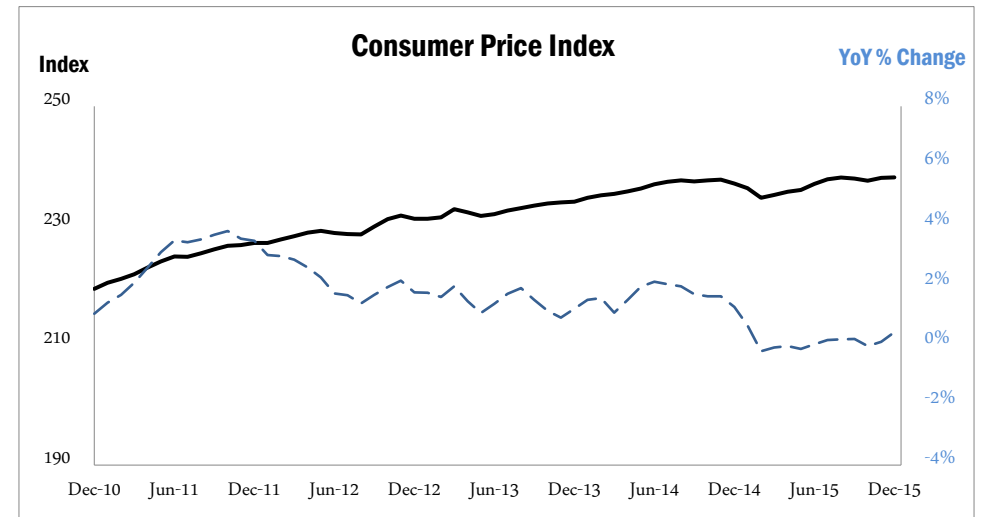
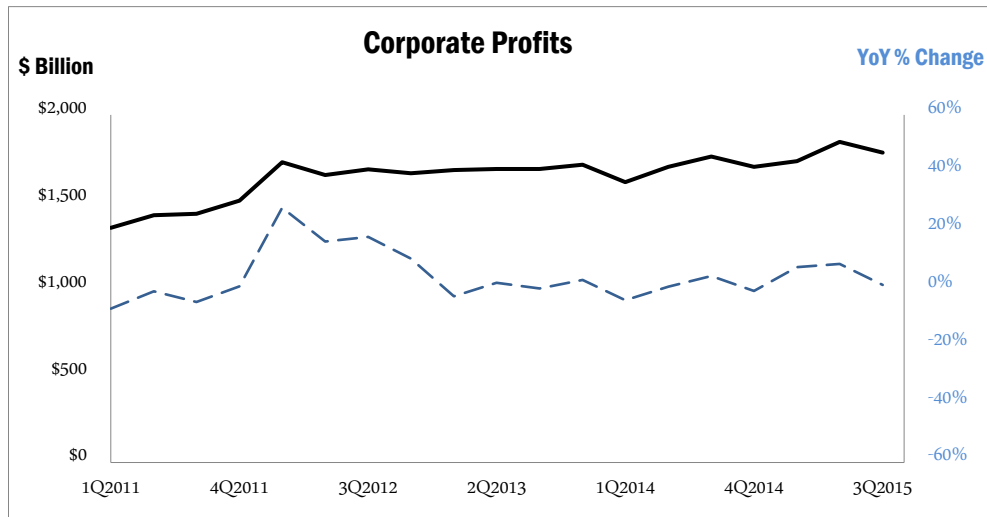
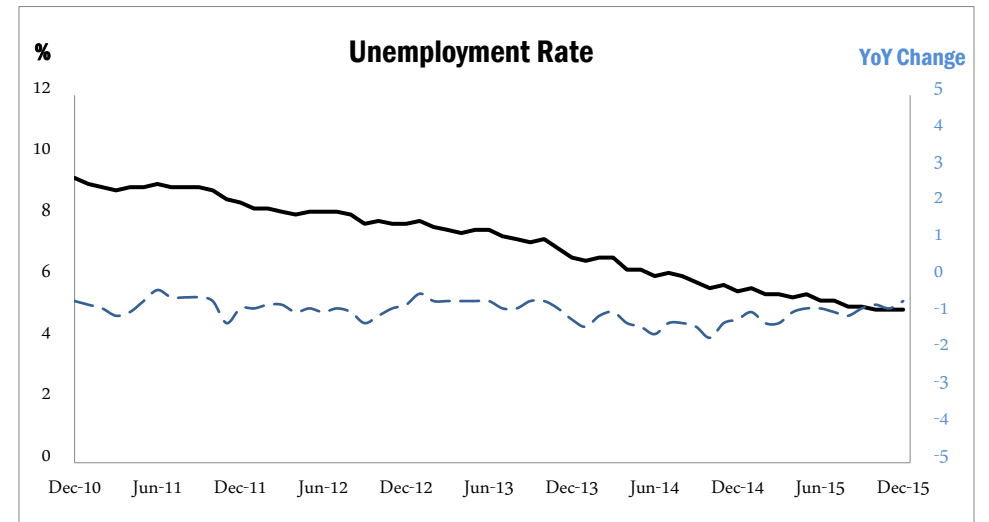
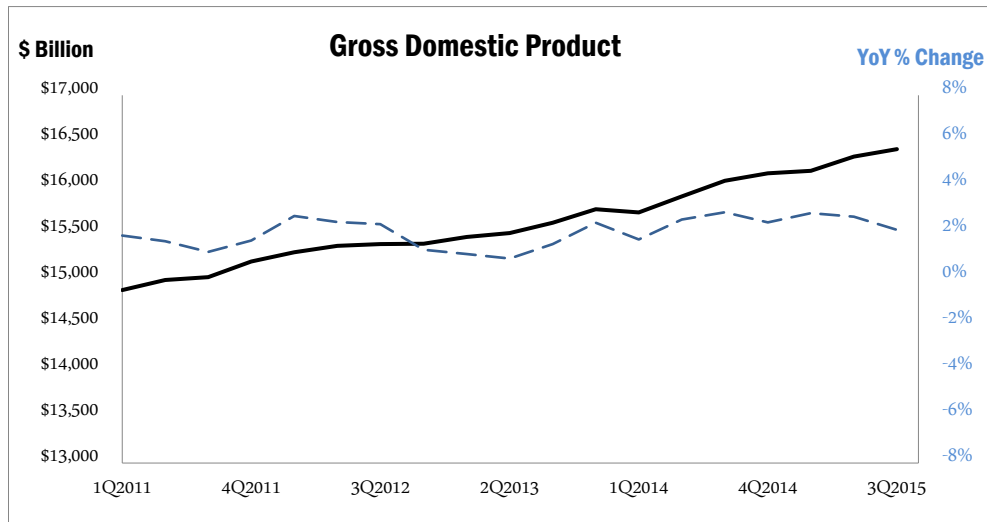
Fourth Quarter 2015 Performance Report

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Section 1

4Q2015 Economic Data



Labor Market Statistics (Monthly)					
Category	Recent	5-Yr High	5-Yr Low	5-Yr Avg.	Date
Jobs Added/Lost Monthly	292,000	423,000	35,000	208,183	Dec-15
Unemployment Rate	5.0%	9.3%	5.0%	7.2%	Dec-15
Median Unemployment Length (Weeks)	10.9	24.3	9.4	16.6	Dec-15
Average Hourly Earnings	\$25.24	\$25.25	\$22.86	\$23.99	Dec-15

Source: Federal Reserve Bank of St. Louis and Bureau of Labor Statistics

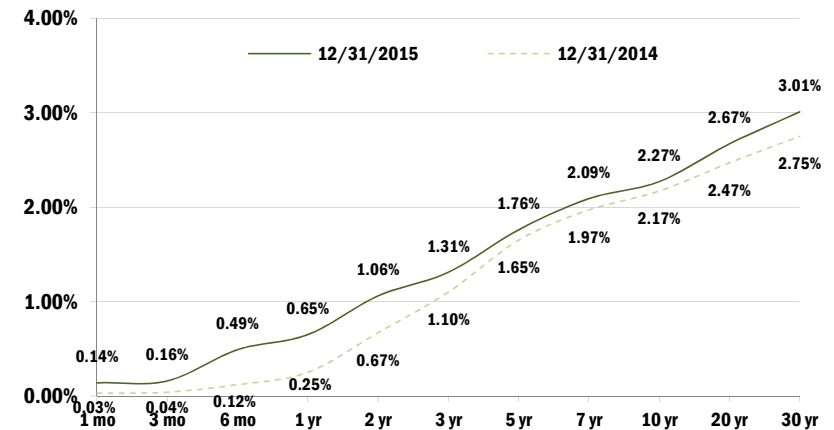
Other Prices and Indexes (Monthly)					
Category	Recent	5-Yr High	5-Yr Low	% Off Peak	Date
Gas: Price per Gallon	\$2.05	\$3.90	\$2.05	-47.4%	Dec-15
Spot Oil	\$42.39	\$109.53	\$42.39	-61.3%	Nov-15
Case-Shiller Home Price Index	181.1	181.1	136.9	32.3%*	Oct-15
Medical Care CPI	452.4	452.4	393.6	14.9%*	Nov-15

*% Off Low

4Q2015 Bond Market Data

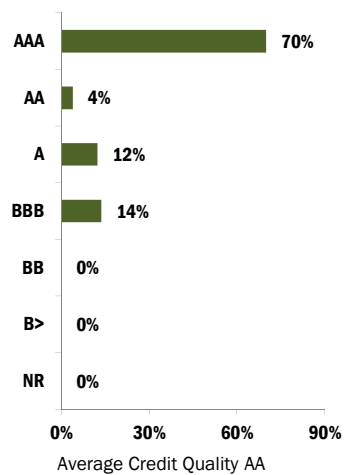
Index	QTR	YTD	1 yr.	3 yrs.	5 yrs.	10 yrs.
90-Day T-Bill	-0.01%	0.03%	0.03%	0.05%	0.06%	1.21%
Barclays US Aggregate	-0.57%	0.55%	0.55%	1.44%	3.25%	4.51%
Barclays Short US Treasury	-0.03%	0.13%	0.13%	0.12%	0.15%	1.40%
Barclays Int. US Treasury	-0.86%	1.18%	1.18%	0.79%	2.11%	3.75%
Barclays Long US Treasury	-1.38%	-1.21%	-1.21%	2.57%	7.74%	6.73%
Barclays US TIPS	-0.64%	-1.44%	-1.44%	-2.27%	2.55%	3.93%
Barclays US Credit	-0.52%	-0.77%	-0.77%	1.49%	4.38%	5.18%
Barclays US Mortgage-Backed	-0.10%	1.51%	1.51%	2.01%	2.96%	4.64%
Barclays US Asset-Backed	-0.57%	1.25%	1.25%	0.95%	2.31%	3.29%
Barclays US High Yield	-2.07%	-4.47%	-4.47%	1.69%	5.04%	6.96%
Barclays Global	-0.92%	-3.15%	-3.15%	-1.74%	0.90%	3.74%
Barclays International	-1.26%	-6.02%	-6.02%	-4.07%	-0.83%	3.10%
Barclays Emerging Market	0.98%	1.29%	1.29%	0.57%	5.12%	6.72%

US Treasury Yield Curve



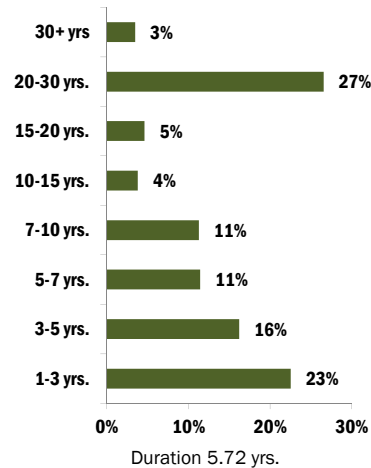
Source: Department of US Treasury

Barclays US Aggregate Index Credit Quality



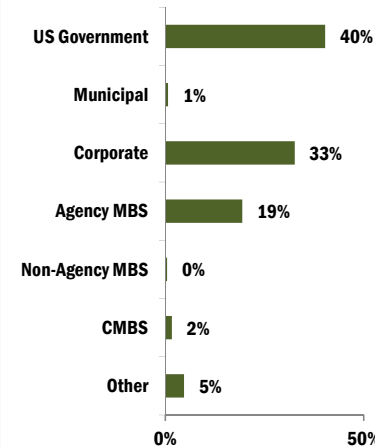
Source: Morningstar

Barclays US Aggregate Index Maturity Breakdown



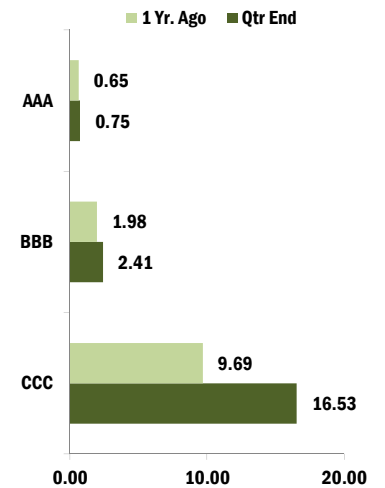
Source: Morningstar

Barclays US Aggregate Index Sector Breakdown



Source: Morningstar

US Corporate Credit Spreads



Source: Federal Reserve / Bank of America

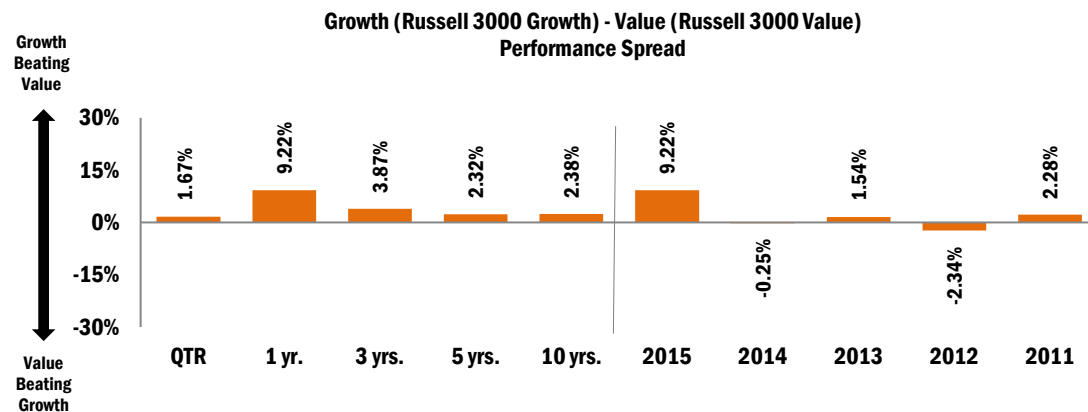
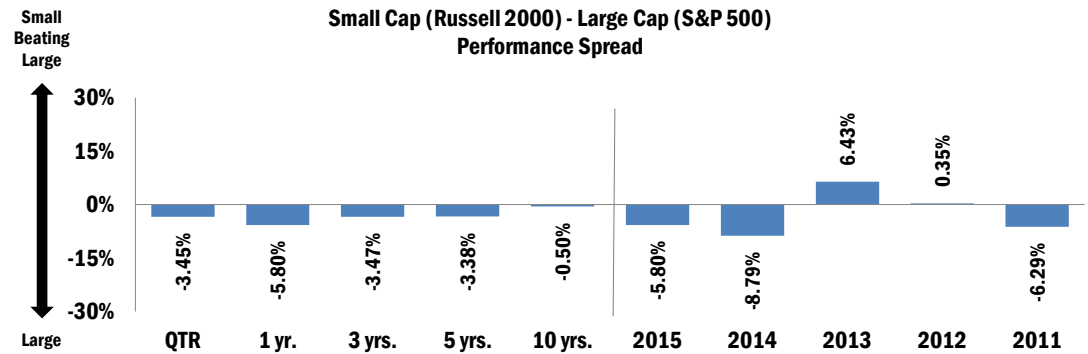
4Q2015 US Equity Market Data

Sectors Weights/Returns (ranked by quarter performance)

S&P 500 Index	Wgt.	Sector	QTR	1 Yr.
	3%	Materials	9.69%	-8.38%
	15%	Health Care	9.22%	6.89%
	21%	Information Technology	9.17%	5.92%
	10%	Industrials	8.00%	-2.53%
	10%	Consumer Staples	7.64%	6.60%
	2%	Telecom Services	7.61%	3.40%
	16%	Financials	5.96%	-1.53%
	13%	Consumer Discretionary	5.79%	10.11%
	3%	Utilities	1.07%	-4.85%
	6%	Energy	0.20%	-21.12%
S&P Midcap 400 Index	Wgt.	Sector	QTR	1 Yr.
	6%	Materials	5.46%	-12.74%
	17%	Information Technology	5.17%	0.61%
	10%	Health Care	5.00%	9.22%
	27%	Financials	4.66%	5.13%
	15%	Industrials	4.33%	-3.13%
	0%	Telecom Services	4.28%	-11.09%
	5%	Utilities	3.98%	-5.94%
	4%	Consumer Staples	-0.89%	-3.57%
	13%	Consumer Discretionary	-5.79%	-8.17%
	3%	Energy	-9.14%	-33.01%
S&P Smallcap 600 Index	Wgt.	Sector	QTR	1 Yr.
	1%	Telecom Services	17.06%	2.45%
	14%	Health Care	10.56%	20.73%
	17%	Information Technology	8.13%	4.65%
	4%	Utilities	6.92%	7.50%
	17%	Industrials	4.25%	-5.28%
	24%	Financials	2.28%	0.36%
	3%	Consumer Staples	0.85%	0.72%
	4%	Materials	0.53%	-25.64%
	2%	Energy	-3.35%	-47.27%
	14%	Consumer Discretionary	-4.05%	-8.74%

Index Performance Data

Index	QTR	YTD	1 yr.	Annualized		
				3 yrs.	5 yrs.	10 yrs.
S&P 500	7.04%	1.38%	1.38%	15.13%	12.57%	7.31%
Russell 1000 Value	5.64%	-3.83%	-3.83%	13.08%	11.27%	6.16%
Russell 1000 Growth	7.32%	5.67%	5.67%	16.83%	13.53%	8.53%
Russell Mid Cap	3.62%	-2.44%	-2.44%	14.18%	11.44%	8.00%
Russell Mid Cap Value	3.12%	-4.78%	-4.78%	13.40%	11.25%	7.61%
Russell Mid Cap Growth	4.12%	-0.20%	-0.20%	14.88%	11.54%	8.16%
Russell 2000	3.59%	-4.41%	-4.41%	11.65%	9.19%	6.80%
Russell 2000 Value	2.88%	-7.47%	-7.47%	9.06%	7.67%	5.57%
Russell 2000 Growth	4.32%	-1.38%	-1.38%	14.28%	10.67%	7.95%
Russell 3000	6.27%	0.48%	0.48%	14.74%	12.18%	7.35%
DJ US Select REIT	7.54%	4.48%	4.48%	11.76%	12.32%	7.20%

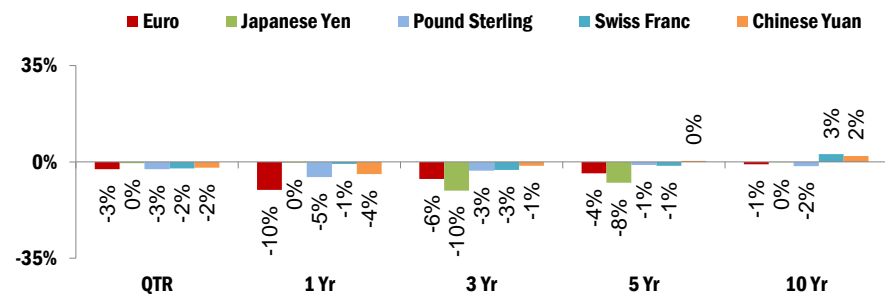


4Q2015 International Market Data

Index Performance Data (net)

Index (US\$)	QTR	YTD	1 yr.	3 yrs.	5 yrs.	10 yrs.
MSCI ACWI ex-US	3.24%	-5.66%	-5.66%	1.50%	1.06%	2.92%
MSCI EAFE	4.71%	-0.81%	-0.81%	5.01%	3.60%	3.03%
Europe	2.49%	-2.84%	-2.84%	4.51%	3.88%	3.36%
United Kingdom	0.73%	-7.56%	-7.56%	1.81%	3.46%	3.05%
Germany	7.70%	-1.89%	-1.89%	4.93%	4.38%	5.28%
France	1.67%	-0.11%	-0.11%	4.36%	2.77%	2.27%
Pacific	9.00%	2.96%	2.96%	5.82%	3.18%	2.37%
Japan	9.34%	9.57%	9.57%	10.17%	4.38%	0.91%
Hong Kong	6.01%	-0.54%	-0.54%	5.10%	4.57%	8.29%
Australia	9.96%	-9.95%	-9.95%	-3.24%	-0.31%	5.12%
Canada	-5.11%	-24.16%	-24.16%	-6.66%	-4.99%	1.94%
MSCI EM	0.66%	-14.92%	-14.92%	-6.76%	-4.81%	3.61%
MSCI EM Latin America	-2.70%	-31.04%	-31.04%	-19.38%	-14.41%	1.16%
MSCI EM Asia	3.46%	-9.79%	-9.79%	-1.18%	-0.76%	5.76%
MSCI EM Eur/Mid East	-6.29%	-15.14%	-15.14%	-16.74%	-11.35%	-3.52%
MSCI ACWI Value ex-US	1.43%	-10.06%	-10.06%	-0.61%	-0.06%	2.11%
MSCI ACWI Growth ex-US	5.00%	-1.25%	-1.25%	3.55%	2.13%	3.68%
MSCI AC World Sm Cap ex-US	5.28%	2.60%	2.60%	5.64%	2.63%	4.97%

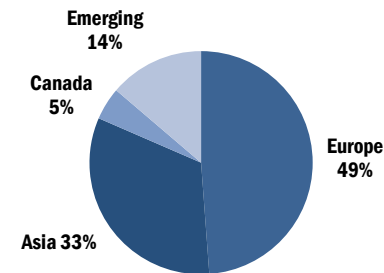
Foreign Currency v. US\$ Returns



Exchange Rates	4Q15	3Q15	2Q15	1Q15	4Q14	3Q14
Japanese Yen	120.27	119.81	122.10	119.96	119.85	109.66
Euro	0.92	0.89	0.90	0.93	0.83	0.79
British Pound	0.68	0.66	0.64	0.67	0.64	0.62
Swiss Franc	1.00	0.98	0.93	0.97	0.99	0.96
Chinese Yuan	6.48	6.36	6.20	6.20	6.20	6.14

Regional Exposure

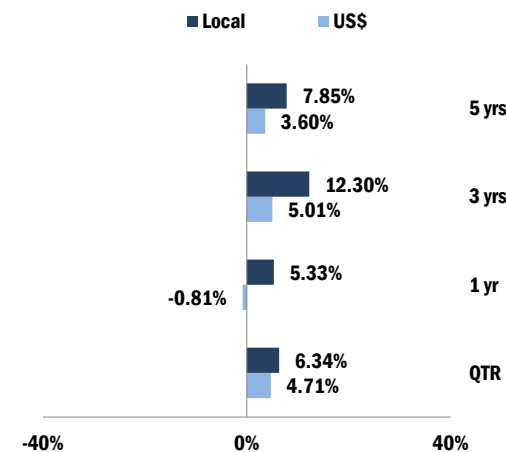
MSCI ACWI ex-USA



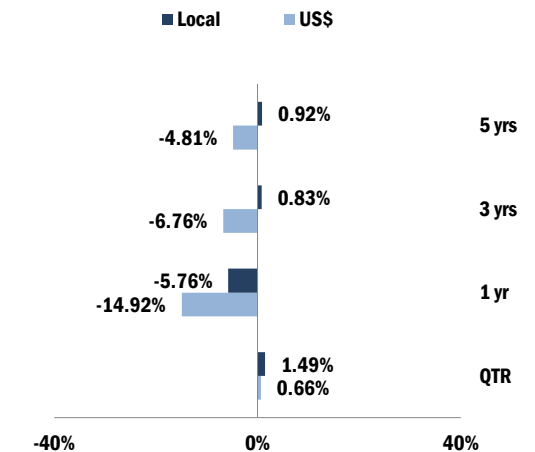
Top 10 Countries (MSCI AC World ex-USA)

Japan	18%
UK	13%
France	7%
Germany	7%
Switzerland	7%
Canada	6%
China	5%
Australia	5%
South Korea	3%
Hong Kong	3%

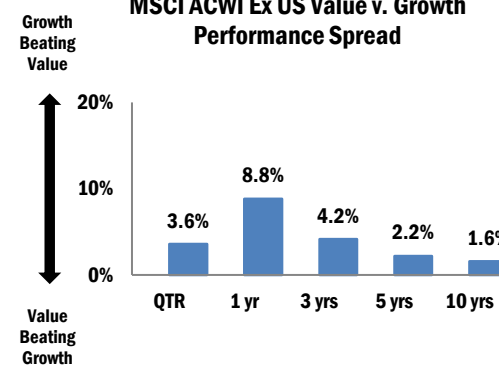
MSCI EAFE Index Return



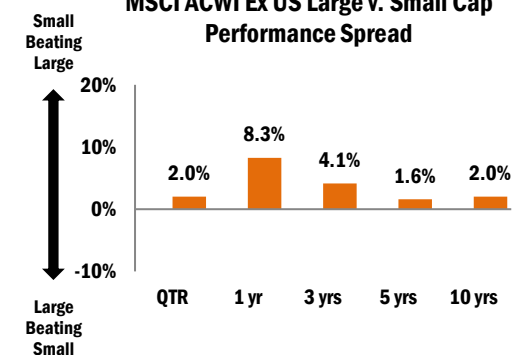
MSCI Emerging Index Return



MSCI ACWI Ex US Value v. Growth Performance Spread



MSCI ACWI Ex US Large v. Small Cap Performance Spread



Historical Market Returns

Ranked by Performance

2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	YTD	4Q15
US Bonds 8.44%	Commod. 25.91%	Emerging Markets 55.82%	Emerging Markets 25.55%	Emerging Markets 34.00%	Emerging Markets 32.14%	Emerging Markets 39.42%	US Bonds 5.24%	Emerging Markets 78.51%	Small Cap 26.85%	Core Real Estate 14.96%	Emerging Markets 18.22%	Small Cap 38.82%	Large Cap 13.68%	Core Real Estate 13.95%	Large Cap 7.04%
TIPS 7.90%	TIPS 16.57%	Small Cap 47.25%	Intl 20.91%	Commod. 21.36%	Intl 26.65%	Intl 16.65%	Global Bonds 4.79%	High Yield 58.21%	Mid Cap 25.48%	TIPS 13.56%	Mid Cap 17.28%	Mid Cap 34.76%	Mid Cap 13.21%	Large Cap 1.38%	Mid Cap 3.62%
High Yield 5.28%	Global Bonds 16.52%	Intl 40.83%	Mid Cap 20.22%	Core Real Estate 20.15%	Small Cap 18.37%	Commod. 16.23%	Cash 1.39%	Intl 41.45%	Emerging Markets 18.88%	US Bonds 7.84%	Intl 16.83%	Large Cap 32.39%	Core Real Estate 11.44%	US Bonds 0.55%	Small Cap 3.59%
Core Real Estate 4.61%	US Bonds 10.26%	Mid Cap 40.06%	Small Cap 18.33%	Intl 16.62%	Large Cap 15.79%	Core Real Estate 14.84%	TIPS -2.35%	Mid Cap 40.48%	Commod. 16.83%	Global Bonds 5.64%	Small Cap 16.35%	Intl 15.29%	US Bonds 5.97%	Cash 0.03%	Intl 3.24%
Cash 3.34%	Core Real Estate 4.58%	High Yield 28.97%	Global Balanced 12.18%	Mid Cap 12.65%	Core Real Estate 15.27%	TIPS 11.64%	Core Real Estate -10.70%	Small Cap 27.17%	Core Real Estate 15.26%	High Yield 4.98%	Large Cap 16.00%	Global Balanced 14.46%	Small Cap 4.89%	TIPS -1.43%	Core Real Estate 3.11%
Small Cap 2.49%	Cash 1.63%	Large Cap 28.68%	Core Real Estate 12.00%	Large Cap 4.91%	Mid Cap 15.26%	Global Bonds 9.48%	Global Balanced -24.51%	Large Cap 26.46%	High Yield 15.12%	Large Cap 2.11%	High Yield 15.81%	Core Real Estate 12.95%	TIPS 3.64%	Global Balanced -1.45%	Global Balanced 2.98%
Global Bonds 1.57%	High Yield -1.41%	Global Balanced 24.27%	High Yield 11.13%	Small Cap 4.55%	Global Balanced 14.53%	Global Balanced 9.07%	High Yield -26.16%	Global Balanced 20.49%	Large Cap 15.06%	Cash 0.06%	Global Balanced 11.06%	High Yield 7.44%	Global Balanced 3.17%	Mid Cap -2.43%	Emerging Markets 0.66%
Emerging Markets -2.62%	Emerging Markets -6.17%	Commod. 23.93%	Large Cap 10.88%	Global Balanced 4.16%	High Yield 11.85%	US Bonds 6.97%	Small Cap -33.79%	Commod. 18.91%	Intl 11.15%	Global Balanced -0.97%	Core Real Estate 9.76%	Cash 0.07%	High Yield 2.45%	Global Bonds -3.15%	Cash 0.00%
Mid Cap -5.62%	Global Balanced -6.58%	Global Bonds 12.51%	Global Bonds 9.27%	Cash 3.25%	Global Bonds 6.64%	Mid Cap 5.60%	Commod. -35.65%	TIPS 11.41%	Global Balanced 9.40%	Mid Cap -1.55%	TIPS 6.98%	US Bonds -2.02%	Global Bonds 0.59%	Small Cap -4.41%	US Bonds -0.56%
Global Balanced -9.04%	Intl -14.95%	TIPS 8.40%	Commod. 9.15%	TIPS 2.84%	Cash 4.85%	Large Cap 5.49%	Large Cap -37.00%	Global Bonds 6.93%	US Bonds 6.54%	Small Cap -4.18%	Global Bonds 4.32%	Global Bonds -2.60%	Cash 0.04%	High Yield -4.46%	TIPS -0.63%
Large Cap -11.89%	Mid Cap -16.19%	Core Real Estate 8.28%	TIPS 8.46%	High Yield 2.74%	US Bonds 4.33%	Cash 4.44%	Mid Cap -41.46%	US Bonds 5.93%	TIPS 6.31%	Commod. -13.32%	US Bonds 4.21%	Emerging Markets -2.60%	Emerging Markets -2.18%	Intl -5.66%	Global Bonds -0.92%
Commod. -19.51%	Small Cap -20.48%	US Bonds 4.10%	US Bonds 4.34%	US Bonds 2.43%	Commod. 2.07%	High Yield 1.87%	Intl -45.53%	Cash 0.16%	Global Bonds 5.54%	Intl -13.71%	Cash 0.08%	TIPS -8.61%	Intl -3.86%	Emerging Markets -14.90%	High Yield -2.06%
Intl -19.73%	Large Cap -22.10%	Cash 1.03%	Cash 1.44%	Global Bonds -4.49%	TIPS 0.41%	Small Cap -1.57%	Emerging Markets -53.33%	Core Real Estate -30.40%	Cash 0.15%	Emerging Markets -18.42%	Commod. -1.06%	Commod. -9.52%	Commod. -17.00%	Commod. -24.60%	Commod. -10.50%

Global Balanced is composed of 60% MSCI World Stock Index, 35% Barclays Global Aggregate Bond Index, and 5% US 90-Day T-Bills.

Section 2

East Bay MUD
457 Retirement Plan

PLAN ASSET ALLOCATION
Fourth Quarter 2015

Fixed Income	Ticker	Assets	%
T. Rowe Price Stable Value	-	\$9,093,330	11.5%
Scout Core Plus Bond	SCPZX	\$4,136,740	5.2%
Vanguard Total Bond Market Index Adm	VBTLX	\$566,589	0.7%
Total		\$13,796,659	17.4%

Large Cap	Ticker	Assets	%
Dodge & Cox Stock	DODGX	\$5,348,243	6.8%
T. Rowe Price Equity Income	PRFDX	\$1,076,687	1.4%
Vanguard Institutional Index I	VINIX	\$7,869,577	9.9%
Fidelity Blue Chip Growth K	FBGKX	\$5,623,681	7.1%
Total		\$19,918,189	25.1%

Mid Cap	Ticker	Assets	%
Hotchkis & Wiley Mid-Cap Value I	HWMIX	\$2,446,873	3.1%
MFS Mid Cap Growth	OTCJX	\$1,864,233	2.4%
Total		\$4,311,106	5.4%

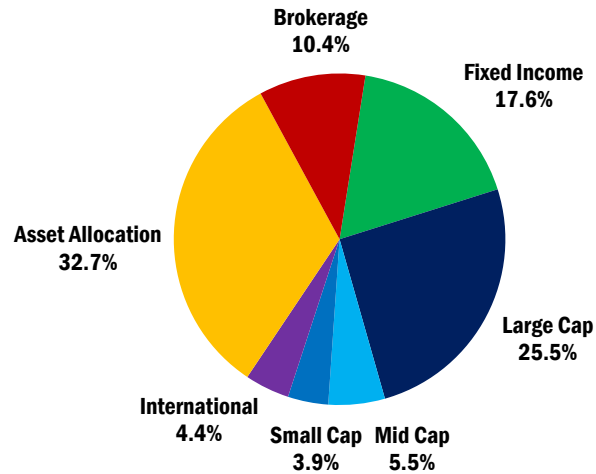
Small Cap	Ticker	Assets	%
Artisan Small Cap IS	APHSX	\$933,234	1.2%
Huber Small Cap Value IS	HUSEX	\$2,152,638	2.7%
Total		\$3,085,872	3.9%

International	Ticker	Assets	%
American Funds EuroPacific Gr R6	REGRX	\$3,142,009	4.0%
Vanguard Total Intl Stock Index Adm	VTIAX	\$267,961	0.3%
Total		\$3,409,970	4.3%

Asset Allocation	Ticker	Assets	%
Fidelity Balanced K	FBAKX	\$4,038,068	5.1%
Vanguard Wellesley Income Adm	VWIAK	\$3,238,723	4.1%
Vanguard Target Retirement Income	VTINX	\$482,810	0.6%
Vanguard Target Retirement 2010	VTENX	\$2,320,234	2.9%
Vanguard Target Retirement 2015	VTXVX	\$2,859,385	3.6%
Vanguard Target Retirement 2020	VTWNX	\$5,481,913	6.9%
Vanguard Target Retirement 2025	VTTVX	\$2,508,829	3.2%
Vanguard Target Retirement 2030	VTHR3	\$1,851,720	2.3%
Vanguard Target Retirement 2035	VTT35	\$646,821	0.8%
Vanguard Target Retirement 2040	VFORX	\$1,170,617	1.5%
Vanguard Target Retirement 2045	VTIVX	\$588,378	0.7%
Vanguard Target Retirement 2050	VFIFX	\$330,295	0.4%
Vanguard Target Retirement 2055	VFFVX	\$56,043	0.1%
Vanguard Target Retirement 2060	VTT60	\$17,743	0.0%
Total		\$25,591,577	32.3%

Brokerage Assets	\$8,140,911	10.3%
Fidelity Retiree Money Market	\$956,519	1.2%
Total	\$79,210,802	100.0%

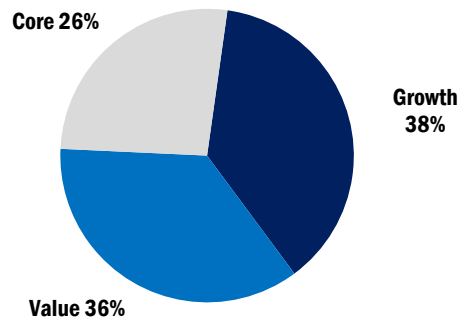
PLAN COMPOSITION



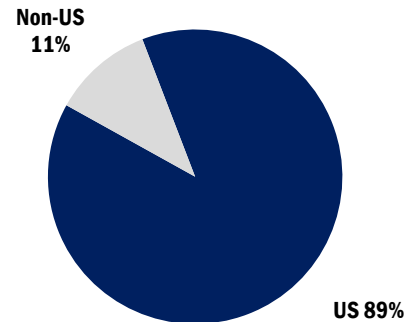
HISTORICAL PLAN ALLOCATION

Asset Class	4Q15	3Q15	2Q15	1Q15	4Q14	3Q14	2Q14	1Q14
Fixed Income	17.6%	18.6%	17.2%	17.3%	17.9%	17.9%	17.6%	18.2%
Large Cap	25.5%	24.8%	25.5%	25.7%	26.0%	25.8%	25.7%	25.2%
Mid Cap	5.5%	5.9%	6.3%	7.0%	6.8%	6.9%	7.3%	6.8%
Small Cap	3.9%	4.3%	4.4%	4.2%	4.9%	5.1%	5.7%	5.9%
International	4.4%	4.3%	4.7%	4.3%	4.0%	4.1%	4.4%	4.4%
Asset Allocation	32.7%	31.3%	30.7%	30.2%	29.5%	29.2%	28.2%	27.5%
Brokerage	10.4%	10.8%	11.3%	11.2%	10.9%	11.0%	11.2%	12.1%
Total	100%	100%	100%	100%	100%	100%	100%	100.0%

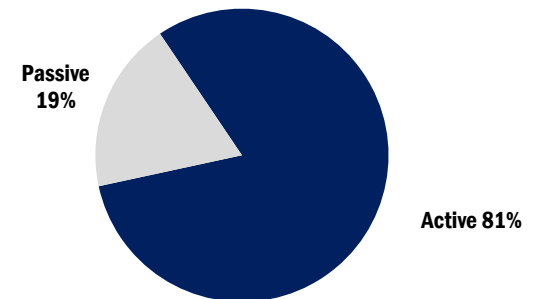
By Equity Style *



By Equity Region *



By Investment Type **



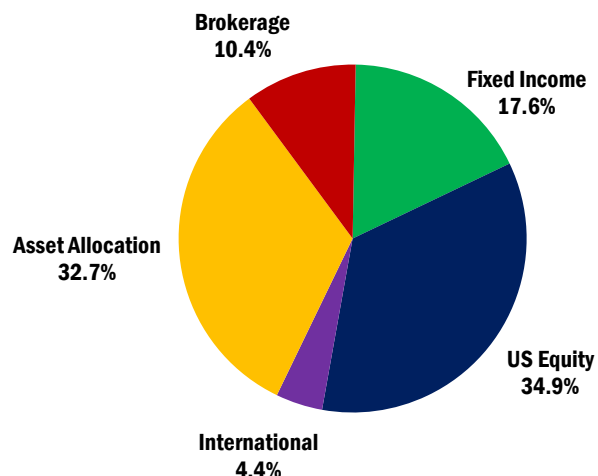
*Excludes Fixed Income, Asset Allocation, and Brokerage assets

**Excludes Asset Allocation and Brokerage assets

East Bay MUD 457 Retirement Plan

PLAN ASSET ALLOCATION Fourth Quarter 2015

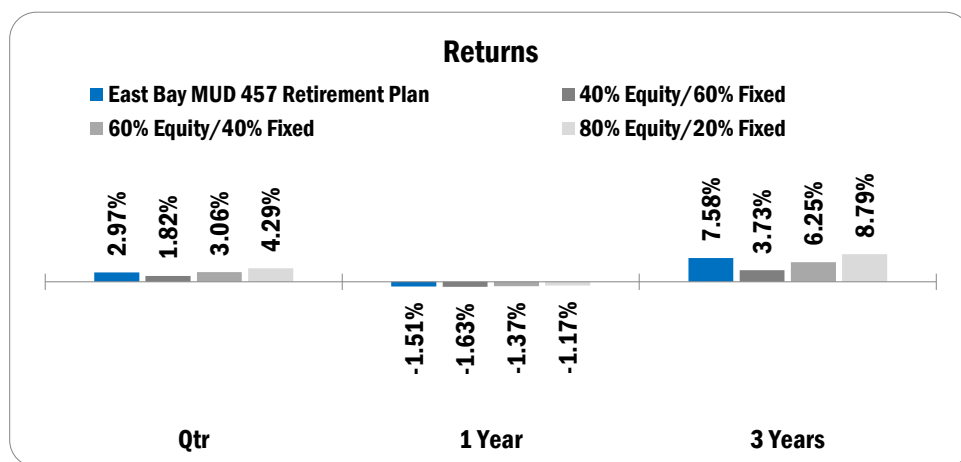
BROAD PLAN ALLOCATION



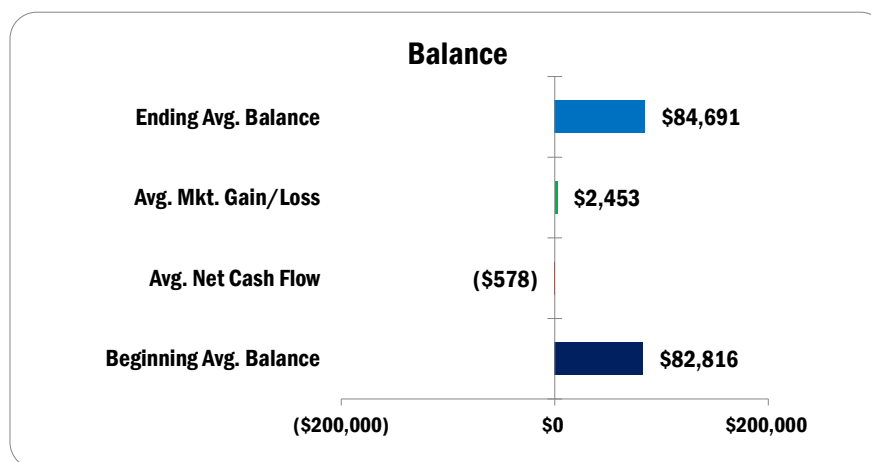
PLAN LEVEL CASH-FLOW

Asset Class	Beginning Market Value	Net Cash Flow	Market Gain/(Loss)	Ending Market Value	Estimated Qtr Return
Fixed Income	\$14,232,425	(\$428,526)	(\$7,240)	\$13,796,659	-0.05%
Large Cap	\$19,012,554	(\$294,544)	\$1,200,178	\$19,918,189	6.36%
Mid Cap	\$4,498,953	(\$261,321)	\$73,474	\$4,311,106	1.68%
Small Cap	\$3,263,817	(\$250,779)	\$72,834	\$3,085,872	2.32%
International	\$3,303,648	\$7,994	\$98,328	\$3,409,970	2.97%
Asset Allocation	\$23,977,124	\$905,700	\$708,752	\$25,591,577	2.90%
Brokerage	\$8,233,325	(\$212,343)	\$119,929	\$8,140,911	1.48%
Total	\$76,521,847	(\$533,819)	\$2,266,255	\$78,254,283	2.97%

PLAN LEVEL RETURN



AVERAGE PARTICIPANT BALANCE



Equity Indices: Russell 3000, MSCI ACWI ex USA; Fixed Indices: US Treasury 90 Day T-Bill, Barclays Global Aggregate Bond (rebalanced quarterly)

Section 3

East Bay MUD
401(a) Retirement Plan

PLAN ASSET ALLOCATION
Fourth Quarter 2015

Fixed Income	Ticker	Assets	%
T. Rowe Price Stable Value	-	\$2,118,205	5.6%
Scout Core Plus Bond	SCPZX	\$2,655,703	7.0%
Vanguard Total Bond Market Index Adm	VBTLX	\$622,162	1.6%
Total		\$5,396,070	14.2%

Large Cap	Ticker	Assets	%
Dodge & Cox Stock	DODGX	\$2,149,994	5.7%
T. Rowe Price Equity Income	PRFDX	\$394,145	1.0%
Vanguard Institutional Index I	VINIX	\$6,056,447	16.0%
Fidelity Blue Chip Growth K	FBGKX	\$3,962,209	10.4%
Total		\$12,562,795	33.1%

Mid Cap	Ticker	Assets	%
Hotchkis & Wiley Mid-Cap Value I	HWMIX	\$1,065,810	2.8%
MFS Mid Cap Growth	OTCJX	\$1,053,972	2.8%
Total		\$2,119,782	5.6%

Small Cap	Ticker	Assets	%
Artisan Small Cap IS	APHSX	\$393,545	1.0%
Huber Small Cap Value IS	HUSEX	\$1,138,771	3.0%
Total		\$1,532,316	4.0%

International	Ticker	Assets	%
American Funds EuroPacific Gr R6	RERGX	\$2,135,474	5.6%
Vanguard Total Intl Stock Index Adm	VTIAX	\$128,762	0.3%
Total		\$2,264,236	6.0%

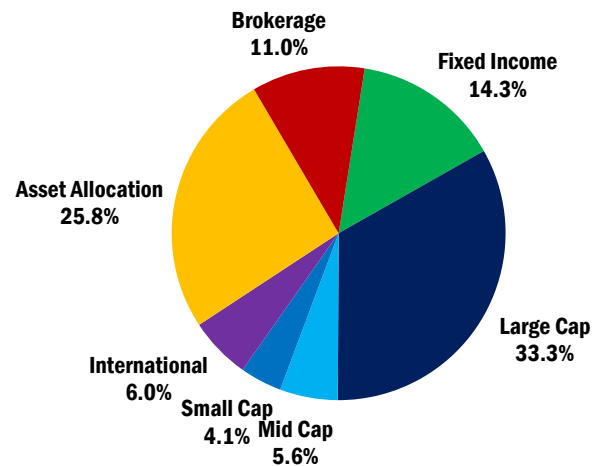
Asset Allocation	Ticker	Assets	%
Fidelity Balanced K	FBAKX	\$1,485,589	3.9%
Vanguard Wellesley Income Adm	VWIAX	\$920,552	2.4%
Vanguard Target Retirement Income	VTINX	\$247,659	0.7%
Vanguard Target Retirement 2010	VTENX	\$513,607	1.4%
Vanguard Target Retirement 2015	VTXVX	\$698,825	1.8%
Vanguard Target Retirement 2020	VTWNX	\$1,495,784	3.9%
Vanguard Target Retirement 2025	VTTVX	\$1,659,376	4.4%
Vanguard Target Retirement 2030	VTHRXX	\$760,401	2.0%
Vanguard Target Retirement 2035	VTTHX	\$716,386	1.9%
Vanguard Target Retirement 2040	VFORX	\$832,377	2.2%
Vanguard Target Retirement 2045	VTIVX	\$259,543	0.7%
Vanguard Target Retirement 2050	VFIFX	\$127,942	0.3%
Vanguard Target Retirement 2055	VFFVX	\$13,268	0.0%
Vanguard Target Retirement 2060	VTTSX	\$2,769	0.0%
Total		\$9,734,078	25.6%

Brokerage Assets	\$4,135,760	10.9%
Fidelity Retiree Money Market	\$207,986	0.5%
Total	\$37,953,023	100.0%

East Bay MUD 401(a) Retirement Plan

PLAN ASSET ALLOCATION Fourth Quarter 2015

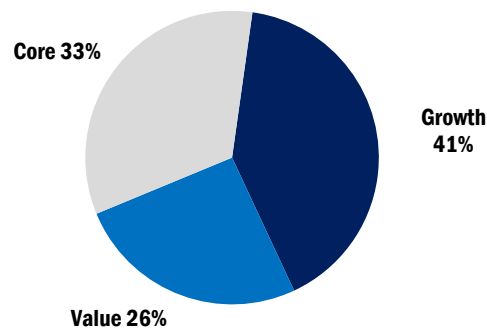
PLAN COMPOSITION



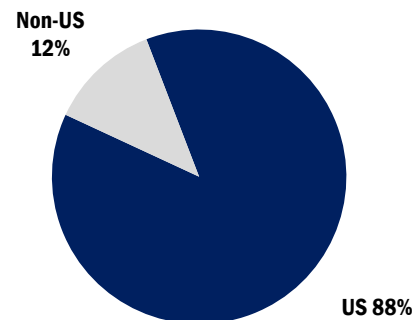
HISTORICAL PLAN ALLOCATION

Asset Class	4Q15	3Q15	2Q15	1Q15	4Q14	3Q14	2Q14	1Q14
Fixed Income	14.3%	14.9%	14.0%	14.0%	13.0%	12.5%	12.4%	12.9%
Large Cap	33.3%	31.7%	32.4%	32.1%	31.8%	31.8%	30.5%	30.1%
Mid Cap	5.6%	6.2%	6.8%	7.9%	8.7%	8.6%	8.9%	9.1%
Small Cap	4.1%	4.1%	4.5%	4.3%	4.8%	5.3%	6.4%	6.5%
International	6.0%	6.0%	6.4%	5.6%	5.7%	6.0%	6.3%	6.3%
Asset Allocation	25.8%	25.9%	25.2%	25.6%	25.7%	25.2%	25.1%	24.5%
Brokerage	11.0%	11.1%	10.6%	10.4%	10.4%	10.5%	10.4%	10.6%
Total	100%	100%	100%	100%	100%	100%	100%	100.0%

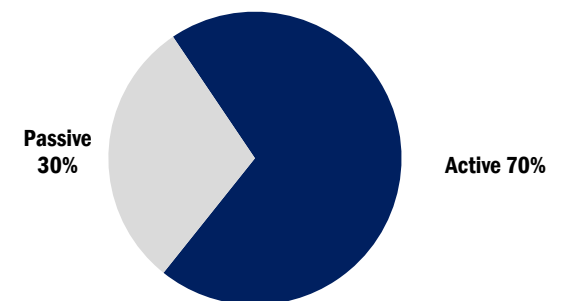
By Equity Style *



By Equity Region *



By Investment Type **



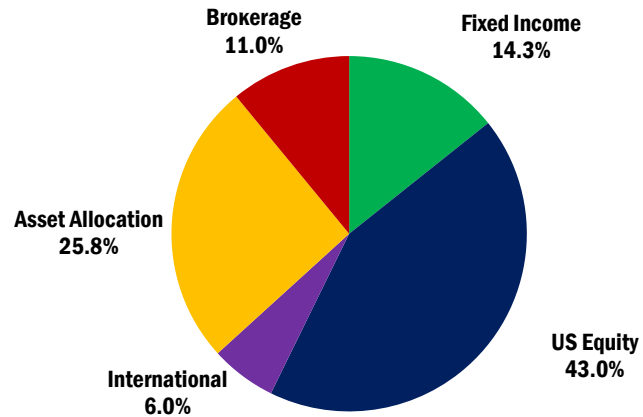
*Excludes Fixed Income, Asset Allocation and Brokerage assets

**Excludes Asset Allocation and Brokerage assets

East Bay MUD 401(a) Retirement Plan

PLAN ASSET ALLOCATION Fourth Quarter 2015

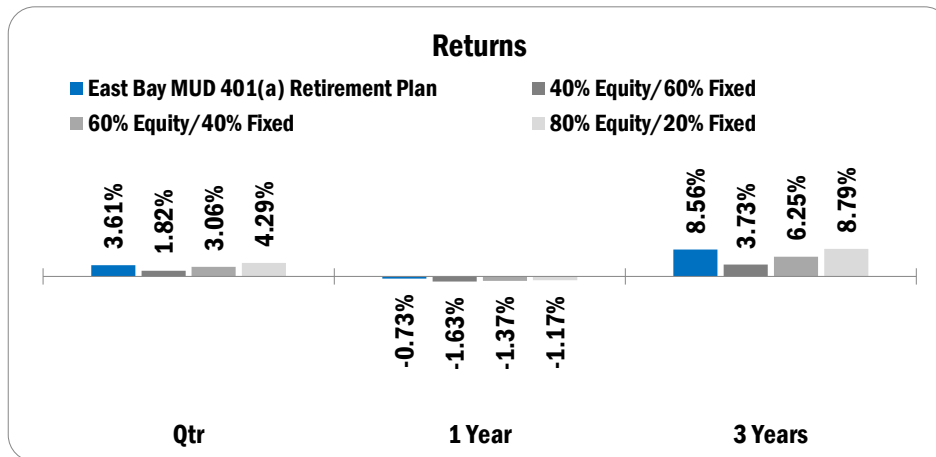
BROAD PLAN ALLOCATION



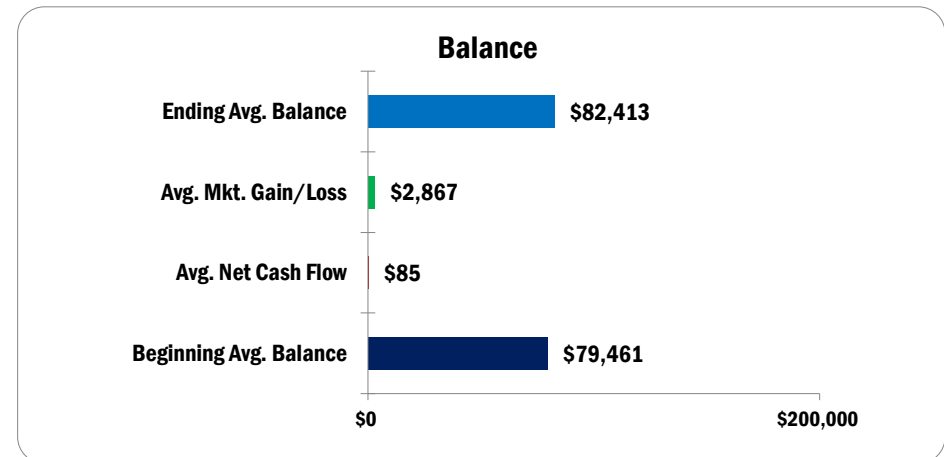
PLAN LEVEL CASH-FLOW

Asset Class	Beginning Market Value	Net Cash Flow	Market Gain/(Loss)	Ending Market Value	Estimated Qtr Return
Fixed Income	\$5,415,042	\$4,680	(\$23,652)	\$5,396,070	-0.44%
Large Cap	\$11,550,442	\$243,029	\$769,324	\$12,562,795	6.59%
Mid Cap	\$2,249,661	(\$176,180)	\$46,300	\$2,119,782	2.15%
Small Cap	\$1,504,647	(\$286)	\$27,955	\$1,532,316	1.86%
International	\$2,197,128	\$2,847	\$64,260	\$2,264,236	2.92%
Asset Allocation	\$9,442,830	(\$17,013)	\$308,262	\$9,734,078	3.27%
Brokerage	\$4,033,256	(\$18,167)	\$120,672	\$4,135,760	3.00%
Total	\$36,393,005	\$38,910	\$1,313,121	\$37,745,036	3.61%

PLAN LEVEL RETURN



AVERAGE PARTICIPANT BALANCE



Equity Indices: Russell 3000, MSCI ACWI ex USA; Fixed Indices: US Treasury 90 Day T-Bill, Barclays Global Aggregate Bond (rebalanced quarterly)

Section 4

East Bay MUD
401(k) Retirement Plan

PLAN ASSET ALLOCATION
Fourth Quarter 2015

Fixed Income	Ticker	Assets	%
T. Rowe Price Stable Value	-	\$17,708,687	7.8%
Scout Core Plus Bond	SCPZX	\$11,606,342	5.1%
Vanguard Total Bond Market Index Adm	VBTLX	\$2,055,357	0.9%
Total		\$31,370,385	13.8%

Large Cap	Ticker	Assets	%
Dodge & Cox Stock	DODGX	\$11,835,604	5.2%
T. Rowe Price Equity Income	PRFDX	\$4,333,406	1.9%
Vanguard Institutional Index I	VINIX	\$33,095,774	14.5%
Fidelity Blue Chip Growth K	FBGKX	\$26,144,878	11.5%
Total		\$75,409,662	33.1%

Mid Cap	Ticker	Assets	%
Hotchkis & Wiley Mid-Cap Value I	HWMIX	\$6,813,764	3.0%
MFS Mid Cap Growth	OTCJX	\$4,559,389	2.0%
Total		\$11,373,153	5.0%

Small Cap	Ticker	Assets	%
Artisan Small Cap IS	APHSX	\$2,215,493	1.0%
Huber Small Cap Value IS	HUSEX	\$7,222,716	3.2%
Total		\$9,438,209	4.1%

International	Ticker	Assets	%
American Funds EuroPacific Gr R6	RERGX	\$10,136,208	4.4%
Vanguard Total Intl Stock Index Adm	VTIAX	\$814,470	0.4%
Total		\$10,950,678	4.8%

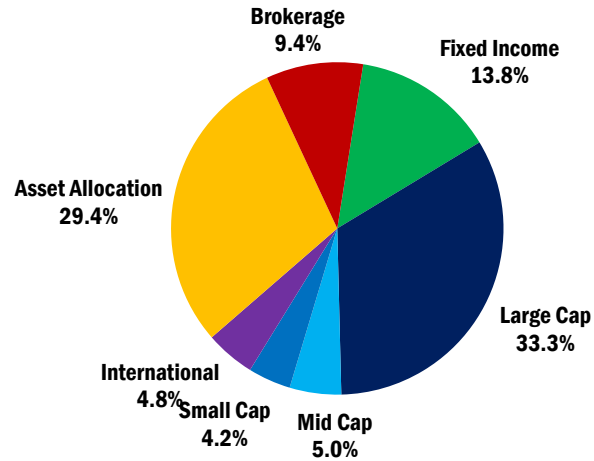
Asset Allocation	Ticker	Assets	%
Fidelity Balanced K	FBAKX	\$12,125,025	5.3%
Vanguard Wellesley Income Adm	VWIAX	\$5,531,736	2.4%
Vanguard Target Retirement Income	VTINX	\$927,572	0.4%
Vanguard Target Retirement 2010	VTENX	\$3,314,438	1.5%
Vanguard Target Retirement 2015	VTXVX	\$6,569,768	2.9%
Vanguard Target Retirement 2020	VTWNX	\$17,709,409	7.8%
Vanguard Target Retirement 2025	VTTVX	\$6,011,161	2.6%
Vanguard Target Retirement 2030	VTHRXX	\$6,061,682	2.7%
Vanguard Target Retirement 2035	VTTHX	\$1,935,015	0.8%
Vanguard Target Retirement 2040	VFORX	\$3,787,631	1.7%
Vanguard Target Retirement 2045	VTIVX	\$1,233,395	0.5%
Vanguard Target Retirement 2050	VFIFX	\$1,227,492	0.5%
Vanguard Target Retirement 2055	VFFVX	\$260,211	0.1%
Vanguard Target Retirement 2060	VTTSX	\$35,025	0.0%
Total		\$66,729,562	29.3%

Brokerage Assets	\$21,390,077	9.4%
Fidelity Retiree Money Market	\$1,367,681	0.6%
Total	\$228,029,406	100.0%

East Bay MUD 401(k) Retirement Plan

PLAN ASSET ALLOCATION Fourth Quarter 2015

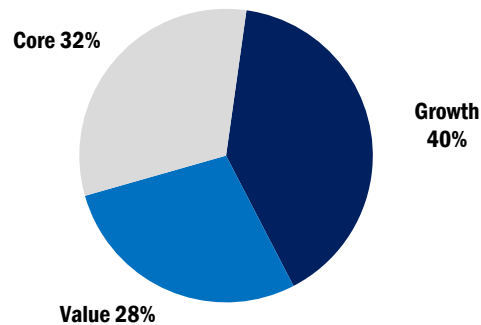
PLAN COMPOSITION



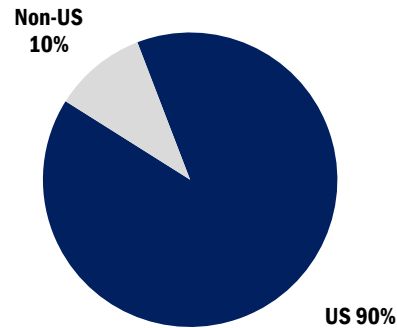
HISTORICAL PLAN ALLOCATION

Asset Class	4Q15	3Q15	2Q15	1Q15	4Q14	3Q14	2Q14	1Q14
Fixed Income	13.8%	14.6%	13.7%	13.6%	14.5%	14.9%	14.7%	15.0%
Large Cap	33.3%	32.5%	33.4%	33.5%	33.3%	32.5%	31.9%	31.6%
Mid Cap	5.0%	5.3%	5.9%	6.3%	6.4%	6.4%	6.7%	6.5%
Small Cap	4.2%	4.5%	5.0%	4.8%	5.2%	5.5%	6.2%	6.5%
International	4.8%	4.9%	5.1%	4.8%	4.7%	5.0%	5.2%	5.1%
Asset Allocation	29.4%	28.8%	27.7%	27.7%	26.7%	26.4%	25.8%	25.4%
Brokerage	9.4%	9.4%	9.3%	9.2%	9.2%	9.2%	9.5%	9.8%
Total	100%	100%	100%	100%	100%	100%	100%	100%

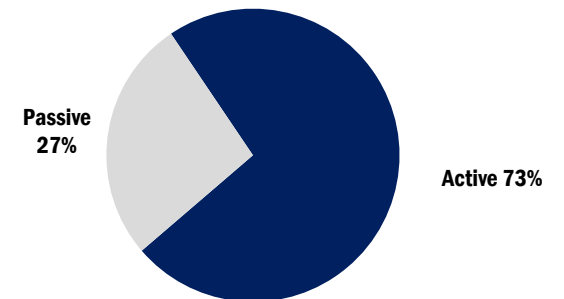
By Equity Style *



By Equity Region *



By Investment Type **



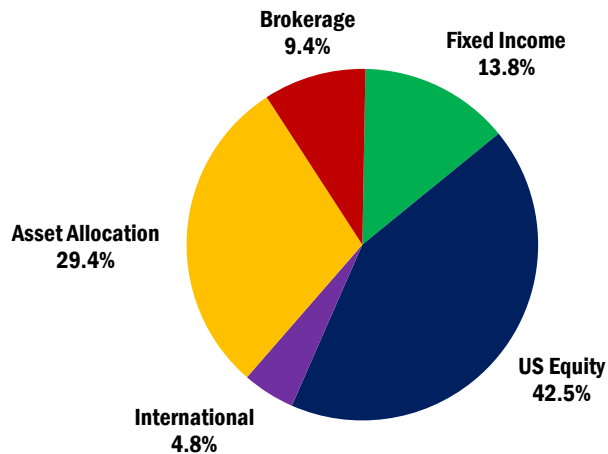
*Excludes Fixed Income, Asset Allocation and Brokerage assets

**Excludes Asset Allocation and Brokerage assets

East Bay MUD 401(k) Retirement Plan

PLAN ASSET ALLOCATION Fourth Quarter 2015

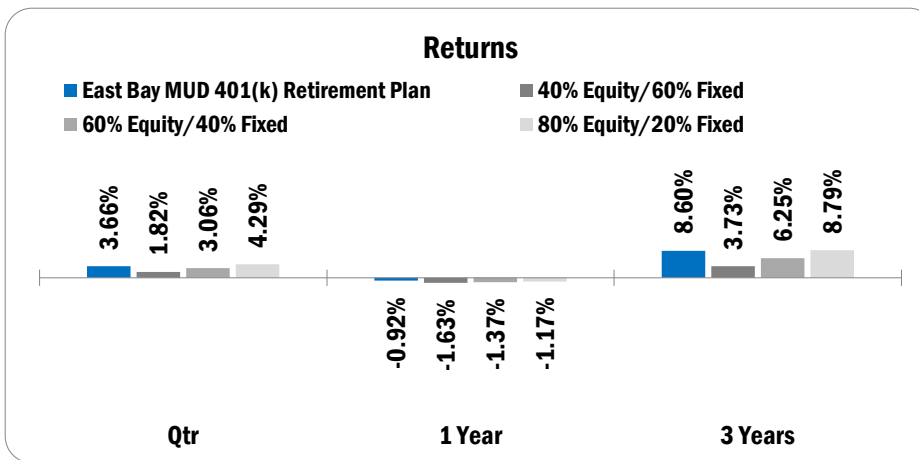
BROAD PLAN ALLOCATION



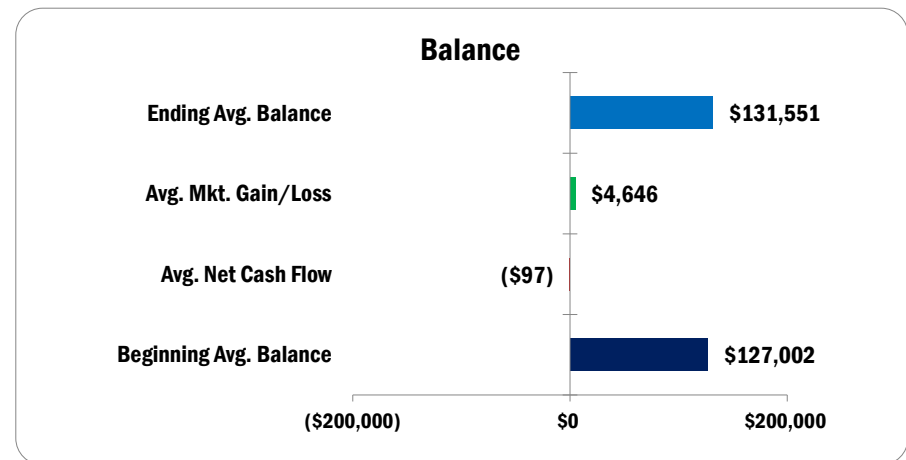
PLAN LEVEL CASH-FLOW

Asset Class	Beginning Market Value	Net Cash Flow	Market Gain/(Loss)	Ending Market Value	Estimated Qtr Return
Fixed Income	\$31,946,811	(\$519,103)	(\$57,323)	\$31,370,385	-0.18%
Large Cap	\$71,026,481	(\$373,453)	\$4,756,635	\$75,409,662	6.71%
Mid Cap	\$11,695,147	(\$492,556)	\$170,562	\$11,373,153	1.49%
Small Cap	\$9,771,802	(\$537,070)	\$203,477	\$9,438,209	2.14%
International	\$10,661,028	(\$28,804)	\$318,454	\$10,950,678	2.99%
Asset Allocation	\$63,122,609	\$1,637,926	\$1,969,027	\$66,729,562	3.08%
Brokerage	\$20,599,969	\$145,397	\$644,712	\$21,390,077	3.12%
Total	\$218,823,845	(\$167,664)	\$8,005,543	\$226,661,725	3.66%

PLAN LEVEL RETURN



AVERAGE PARTICIPANT BALANCE





























Equity Indices: Russell 3000, MSCI ACWI ex USA; Fixed Indices: US Treasury 90 Day T-Bill, Barclays Global Aggregate Bond (rebalanced quarterly)

Section 5

Investment Policy Status

Key:  Pass /  Fail

	Performance Factors	Qualitative Factors	On-Watch Date Initiated	Notes
T.Rowe Price Stable Value Fund			-	
Scout Core Plus Bond			-	
Vanguard Total Bond Market Index Signal			-	
Dodge & Cox Stock			-	
T. Rowe Price Equity Income			1Q2015	Currently lagging benchmark over the 5-year period and below median peer ranking
Vanguard Institutional Index I			-	
Fidelity Blue Chip Growth K			-	
Hotchkis and Wiley Mid-Cap Value I			-	
MFS Mid Cap Growth R4			-	
Artisan Small Cap IS			-	
Huber Small Cap Value IS			-	Currently lagging benchmark over the 5-year period and below median peer ranking
American Funds EuroPacific Gr R6			-	
Vanguard Total Intl Stock Index Signal			-	

Investment Policy Status				
Key: Ⓟ Pass / ● Fail	Performance Factors	Qualitative Factors	On-Watch Date Initiated	Notes
Fidelity Balanced K	Ⓟ	Ⓟ	-	
Vanguard Wellesley Income Adm	Ⓟ	Ⓟ	-	
Vanguard Target Retirement Income	Ⓟ	Ⓟ	-	
Vanguard Target Retirement 2010	Ⓟ	Ⓟ	-	
Vanguard Target Retirement 2015	Ⓟ	Ⓟ	-	
Vanguard Target Retirement 2020	Ⓟ	Ⓟ	-	
Vanguard Target Retirement 2025	Ⓟ	Ⓟ	-	
Vanguard Target Retirement 2030	Ⓟ	Ⓟ	-	
Vanguard Target Retirement 2035	Ⓟ	Ⓟ	-	
Vanguard Target Retirement 2040	Ⓟ	Ⓟ	-	
Vanguard Target Retirement 2045	Ⓟ	Ⓟ	-	
Vanguard Target Retirement 2050	Ⓟ	Ⓟ	-	
Vanguard Target Retirement 2055	Ⓟ	Ⓟ	-	
Vanguard Target Retirement 2060	Ⓟ	Ⓟ	-	Does not have 5-year track record

East Bay MUD

457, 401(a), and 401(k) Retirement Plans

PERFORMANCE REVIEW

Fourth Quarter 2015

	QTR	YTD	1 yr	3 yrs	5 yrs	10 yrs	2014	2013	2012	2011	2010	2009
T. Rowe Price Stable Value	0.55	2.27	2.27	2.37	2.70	3.61	2.30	2.48	2.81	3.60	4.31	4.33
5 Yr Constant Maturity US Treasury Yield	0.39	1.53	1.53	1.44	1.32	2.25	1.64	0.43	0.76	1.52	1.93	2.19
90 day US Treasury	0.03	0.05	0.05	0.05	0.06	1.11	0.03	0.06	0.08	0.06	0.15	0.16
+/- Index	0.16	0.74	0.74	0.92	1.38	1.35	0.66	2.05	2.05	2.08	2.38	2.14
US SA Stable Value	10	9	9	8	8	9	10	22	33	33	19	18
	QTR	YTD	1 yr	3 yrs	5 yrs	10 yrs	2014	2013	2012	2011	2010	2009
Scout Core Plus Bond	-1.11	0.10	0.10	0.68	3.95	6.55	2.32	-0.36	9.85	8.28	10.06	35.19
Barclays Capital US Aggregate Bond Index	-0.57	0.55	0.55	1.44	3.25	4.51	5.97	-2.02	4.21	7.84	6.54	5.93
+/- Index	(0.54)	(0.45)	(0.45)	(0.76)	0.71	2.03	(3.65)	1.66	5.64	0.44	3.52	29.26
US OE Intermediate-Term Bond	92	44	44	75	16	1	95	18	15	6	13	3
	QTR	YTD	1 yr	3 yrs	5 yrs	10 yrs	2014	2013	2012	2011	2010	2009
Vanguard Total Bond Market Index Admiral	-0.60	0.40	0.40	1.33	3.13	4.47	5.89	-2.15	4.15	7.69	6.54	6.04
Barclays Capital US Aggregate Bond Index	-0.57	0.55	0.55	1.44	3.25	4.51	5.97	-2.02	4.21	7.84	6.54	5.93
+/- Index	(0.03)	(0.15)	(0.15)	(0.12)	(0.11)	(0.05)	(0.07)	(0.13)	(0.06)	(0.15)	0.00	0.11
US OE Intermediate-Term Bond	46	28	28	39	56	43	30	67	83	12	71	89
	QTR	YTD	1 yr	3 yrs	5 yrs	10 yrs	2014	2013	2012	2011	2010	2009
Dodge & Cox Stock	4.54	-4.49	-4.49	14.01	11.64	5.69	10.40	40.55	22.01	-4.08	13.49	31.27
Russell 1000 Value Index	5.64	-3.83	-3.83	13.08	11.27	6.16	13.45	32.53	17.51	0.39	15.51	19.69
+/- Style Index	(1.09)	(0.66)	(0.66)	0.93	0.37	(0.47)	(3.05)	8.02	4.50	(4.47)	(2.02)	11.58
US OE Large Value	61	62	62	11	14	49	54	2	2	74	47	14
	QTR	YTD	1 yr	3 yrs	5 yrs	10 yrs	2014	2013	2012	2011	2010	2009
T. Rowe Price Equity Income	5.67	-6.66	-6.66	9.19	8.67	5.65	7.49	29.75	17.25	-0.72	15.15	25.62
Russell 1000 Value Index	5.64	-3.83	-3.83	13.08	11.27	6.16	13.45	32.53	17.51	0.39	15.51	19.69
+/- Style Index	0.03	(2.84)	(2.84)	(3.89)	(2.61)	(0.50)	(5.97)	(2.78)	(0.26)	(1.11)	(0.36)	5.93
US OE Large Value	26	82	82	86	75	50	86	69	20	48	26	35

East Bay MUD
457, 401(a), and 401(k) Retirement Plans

PERFORMANCE REVIEW
Fourth Quarter 2015

	QTR	YTD	1 yr	3 yrs	5 yrs	10 yrs	2014	2013	2012	2011	2010	2009
Vanguard Institutional Index I	7.05	1.37	1.37	15.10	12.54	7.31	13.65	32.35	15.98	2.09	15.05	26.63
S&P 500 Index	7.04	1.38	1.38	15.13	12.57	7.31	13.69	32.39	16.00	2.11	15.06	26.46
+/- Index	0.00	(0.01)	(0.01)	(0.03)	(0.03)	0.00	(0.04)	(0.04)	(0.02)	(0.02)	(0.01)	0.17
US OE Large Blend	14	20	20	17	13	20	18	42	35	17	29	52
	QTR	YTD	1 yr	3 yrs	5 yrs	10 yrs	2014	2013	2012	2011	2010	2009
Fidelity Blue Chip Growth K	7.41	6.40	6.40	19.57	14.46	9.52	14.74	40.03	17.95	-2.56	19.80	45.31
Russell 1000 Growth Index	7.32	5.67	5.67	16.83	13.53	8.53	13.05	33.48	15.26	2.64	16.71	37.21
+/- Style Index	0.10	0.73	0.73	2.74	0.93	0.98	1.69	6.55	2.69	(5.20)	3.09	8.10
US OE Large Growth	38	27	27	4	7	6	6	10	21	55	15	13
	QTR	YTD	1 yr	3 yrs	5 yrs	10 yrs	2014	2013	2012	2011	2010	2009
Hotchkis and Wiley Mid-Cap Value I	0.12	-12.53	-12.53	11.84	10.88	6.87	12.18	42.55	31.09	-8.60	34.41	56.49
Russell Mid Cap Value Index	3.12	-4.78	-4.78	13.40	11.25	7.61	14.75	33.46	18.51	-1.38	24.75	34.21
+/- Style Index	(3.00)	(7.75)	(7.75)	(1.56)	(0.37)	(0.73)	(2.57)	9.09	12.58	(7.22)	9.66	22.28
US OE Mid-Cap Value	93	93	93	53	19	42	24	7	2	91	1	3
	QTR	YTD	1 yr	3 yrs	5 yrs	10 yrs	2014	2013	2012	2011	2010	2009
MFS Mid Cap Growth R4	4.63	4.48	4.48	15.99	11.34	5.56	8.90	37.15	16.46	-5.85	28.91	42.06
Russell Mid Cap Growth Index	4.12	-0.20	-0.20	14.88	11.54	8.16	11.90	35.74	15.81	-1.65	26.38	46.29
+/- Index	0.51	4.68	4.68	1.12	(0.20)	(2.60)	(3.00)	1.41	0.65	(4.20)	2.53	(4.23)
US OE Mid-Cap Growth	23	9	9	12	21	81	32	30	25	64	20	41
	Qtr	YTD	1 yr	3 yrs	5 yrs	10 yrs	2014	2013	2012	2011	2010	2009
Artisan Small Cap IS	3.35	0.58	0.58	12.69	12.54	6.86	-0.57	43.11	17.90	6.99	20.51	44.14
Russell 2000 Growth Index	4.32	-1.38	-1.38	14.28	10.67	7.95	5.60	43.30	14.59	-2.91	29.09	34.47
+/- Style Index	(0.97)	1.96	1.96	(1.59)	1.87	(1.09)	(6.18)	(0.19)	3.31	9.90	(8.58)	9.67
US OE Small Growth	39	20	20	43	7	60	77	38	11	2	95	21

East Bay MUD
457, 401(a), and 401(k) Retirement Plans

PERFORMANCE REVIEW
Fourth Quarter 2015

	Qtr	YTD	1 yr	3 yrs	5 yrs	10 yrs	2014	2013	2012	2011	2010	2009
Huber Small Cap Value IS	1.39	-12.77	-12.77	2.32	6.12	-	-8.91	34.82	28.85	-2.52	37.92	85.80
Russell 2000 Value Index	2.88	-7.47	-7.47	9.06	7.67	5.57	4.22	34.52	18.05	-5.50	24.50	20.58
+/- Style Index	(1.49)	(5.30)	(5.30)	(6.74)	(1.56)	-	(13.13)	0.30	10.80	2.98	13.42	65.22
US OE Small Value	76	91	91	96	81	-	97	63	2	27	2	3
	QTR	YTD	1 yr	3 yrs	5 yrs	10 yrs	2014	2013	2012	2011	2010	2009
American Funds EuroPacific Gr R6	2.97	-0.48	-0.48	5.45	3.99	4.84	-2.29	20.58	19.64	-13.31	9.76	39.35
MSCI AC World ex USA (Net)	3.24	-5.66	-5.66	1.50	1.06	2.92	-3.87	15.29	16.83	-13.71	11.15	41.45
+/- Index	(0.27)	5.18	5.18	3.95	2.93	1.91	1.57	5.29	2.81	0.40	(1.39)	(2.10)
US OE Foreign Large Blend	72	39	39	19	16	10	27	40	26	40	54	16
	QTR	YTD	1 yr	3 yrs	5 yrs	10 yrs	2014	2013	2012	2011	2010	2009
Vanguard Total Intl Stock Index Admiral	2.74	-4.26	-4.26	1.84	1.31	2.86	-4.17	15.14	18.21	-14.52	11.06	36.73
Vanguard Total International Stock Index	3.61	-4.29	-4.29	2.29	1.43	2.97	-3.39	15.29	16.83	-13.71	11.15	41.45
+/- Index	(0.87)	0.03	0.03	(0.45)	(0.12)	(0.12)	(0.79)	(0.15)	1.38	(0.81)	(0.09)	(4.72)
US OE Foreign Large Blend	79	79	79	82	82	43	33	83	49	60	41	26
	QTR	YTD	1 yr	3 yrs	5 yrs	10 yrs	2014	2013	2012	2011	2010	2009
Fidelity Balanced K	4.37	0.50	0.50	10.25	9.04	6.55	10.52	20.64	13.04	1.76	13.92	28.29
US Balanced Index	4.00	1.20	1.20	9.62	9.02	6.59	10.56	17.73	11.37	4.98	12.19	18.46
+/- Index	0.38	(0.70)	(0.70)	0.63	0.02	(0.04)	(0.04)	2.91	1.67	(3.22)	1.73	9.83
US OE Moderate Allocation	10	12	12	5	5	13	5	14	28	24	16	21
	QTR	YTD	1 yr	3 yrs	5 yrs	10 yrs	2014	2013	2012	2011	2010	2009
Vanguard Wellesley Income Adm	2.58	1.35	1.35	6.20	7.67	7.05	8.15	9.27	10.10	9.74	10.71	16.14
US Conservative Index	2.48	1.03	1.03	6.88	7.15	6.02	9.02	10.85	9.01	6.12	10.47	14.34
+/- Index	0.10	0.32	0.32	(0.68)	0.52	1.03	(0.87)	(1.58)	1.09	3.62	0.24	1.80
US OE Conservative Allocation	5	1	1	5	2	1	6	31	43	1	39	78

East Bay MUD
457, 401(a), and 401(k) Retirement Plans

PERFORMANCE REVIEW
Fourth Quarter 2015

	QTR	YTD	1 yr	3 yrs	5 yrs	10 yrs	2014	2013	2012	2011	2010	2009
Vanguard Target Retirement Income	1.16	-0.17	-0.17	3.71	4.91	4.99	5.54	5.87	8.23	5.25	9.39	14.28
Vanguard Target Income Composite Index	1.40	0.12	0.12	3.93	5.09	5.05	5.76	6.01	8.42	5.30	9.42	14.32
+/- Index	(0.24)	(0.30)	(0.30)	(0.23)	(0.18)	(0.05)	(0.23)	(0.14)	(0.19)	(0.05)	(0.03)	(0.04)
US OE Retirement Income	34	7	7	22	10	12	19	56	67	9	42	80
	QTR	YTD	1 yr	3 yrs	5 yrs	10 yrs	2014	2013	2012	2011	2010	2009
Vanguard Target Retirement 2010	1.42	-0.20	-0.20	4.87	5.60	-	5.93	9.10	10.12	3.37	11.43	19.32
Vanguard Target 2010 Composite Index	1.63	0.03	0.03	5.09	5.72	-	6.13	9.54	10.28	3.20	11.62	19.44
+/- Index	(0.21)	(0.23)	(0.23)	(0.22)	(0.13)	-	(0.20)	(0.45)	(0.16)	0.18	(0.19)	(0.12)
US OE Target Date 2000-2010	70	8	8	27	23	-	7	48	45	8	33	82
	QTR	YTD	1 yr	3 yrs	5 yrs	10 yrs	2014	2013	2012	2011	2010	2009
Vanguard Target Retirement 2015	2.14	-0.46	-0.46	6.22	6.31	5.36	6.56	13.00	11.37	1.71	12.47	21.30
Vanguard Target 2015 Composite Index	2.43	-0.22	-0.22	6.47	6.44	5.39	6.77	13.43	11.50	1.48	12.60	21.38
+/- Index	(0.29)	(0.24)	(0.24)	(0.24)	(0.13)	(0.03)	(0.21)	(0.43)	(0.14)	0.23	(0.13)	(0.08)
US OE Target Date 2000-2010	30	11	11	10	12	10	3	21	34	19	34	76
	QTR	YTD	1 yr	3 yrs	5 yrs	10 yrs	2014	2013	2012	2011	2010	2009
Vanguard Target Retirement 2020	2.71	-0.68	-0.68	7.21	6.85	-	7.11	15.85	12.35	0.60	13.12	23.10
Vanguard Target 2020 Composite Index	3.01	-0.40	-0.40	7.52	7.14	-	7.37	16.33	12.51	0.94	13.28	23.41
+/- Index	(0.30)	(0.28)	(0.28)	(0.30)	(0.29)	-	(0.26)	(0.48)	(0.16)	(0.34)	(0.16)	(0.32)
US OE Target Date 2000-2010	21	23	23	5	8	-	1	18	36	32	35	66
	QTR	YTD	1 yr	3 yrs	5 yrs	10 yrs	2014	2013	2012	2011	2010	2009
Vanguard Target Retirement 2025	3.08	-0.85	-0.85	7.88	7.22	5.55	7.17	18.14	13.29	-0.37	13.84	24.81
Vanguard Target 2025 Composite Index	3.43	-0.58	-0.58	8.18	7.51	5.69	7.45	18.64	13.44	0.02	13.96	25.26
+/- Index	(0.35)	(0.27)	(0.27)	(0.31)	(0.29)	(0.15)	(0.28)	(0.50)	(0.14)	(0.39)	(0.12)	(0.45)
US OE Target Date 2021-2025	28	24	24	9	14	8	4	24	43	16	37	78

East Bay MUD
457, 401(a), and 401(k) Retirement Plans

PERFORMANCE REVIEW
Fourth Quarter 2015

	QTR	YTD	1 yr	3 yrs	5 yrs	10 yrs	2014	2013	2012	2011	2010	2009
Vanguard Target Retirement 2030	3.49	-1.03	-1.03	8.52	7.59	-	7.17	20.49	14.24	-1.27	14.43	26.72
Vanguard Target 2030 Composite Index	3.84	-0.80	-0.80	8.84	7.87	-	7.51	21.01	14.36	-0.94	14.61	27.13
+/- Index	(0.35)	(0.23)	(0.23)	(0.32)	(0.29)	-	(0.34)	(0.52)	(0.12)	(0.33)	(0.17)	(0.41)
US OE Target Date 2026-2030	29	31	31	10	12	-	5	25	38	22	33	74
	QTR	YTD	1 yr	3 yrs	5 yrs	10 yrs	2014	2013	2012	2011	2010	2009
Vanguard Target Retirement 2035	3.93	-1.26	-1.26	9.16	7.92	5.75	7.24	22.82	15.16	-2.24	15.14	28.17
Vanguard Target 2035 Composite Index	4.25	-1.02	-1.02	9.49	8.22	5.89	7.57	23.38	15.28	-1.91	15.27	28.62
+/- Index	(0.32)	(0.24)	(0.24)	(0.33)	(0.29)	(0.14)	(0.33)	(0.56)	(0.12)	(0.33)	(0.14)	(0.45)
US OE Target Date 2031-2035	31	37	37	13	16	12	10	23	40	19	26	64
	QTR	YTD	1 yr	3 yrs	5 yrs	10 yrs	2014	2013	2012	2011	2010	2009
Vanguard Target Retirement 2040	4.26	-1.59	-1.59	9.46	8.11	-	7.15	24.37	15.56	-2.55	15.17	28.32
Vanguard Target 2040 Composite Index	4.66	-1.25	-1.25	9.86	8.45	-	7.61	24.78	15.57	-2.11	15.33	28.62
+/- Index	(0.40)	(0.34)	(0.34)	(0.40)	(0.34)	-	(0.46)	(0.40)	(0.01)	(0.44)	(0.15)	(0.30)
US OE Target Date 2036-2040	34	43	43	14	13	-	12	15	31	19	35	77
	QTR	YTD	1 yr	3 yrs	5 yrs	10 yrs	2014	2013	2012	2011	2010	2009
Vanguard Target Retirement 2045	4.30	-1.57	-1.57	9.47	8.13	5.93	7.16	24.37	15.58	-2.51	15.19	28.15
Vanguard Target 2045 Composite Index	4.70	-1.25	-1.25	9.86	8.45	6.09	7.61	24.78	15.57	-2.11	15.33	28.62
+/- Index	(0.40)	(0.32)	(0.32)	(0.40)	(0.32)	(0.15)	(0.45)	(0.41)	0.01	(0.41)	(0.13)	(0.47)
US OE Target Date 2041-2045	38	42	42	15	18	18	12	26	43	14	40	83
	QTR	YTD	1 yr	3 yrs	5 yrs	10 yrs	2014	2013	2012	2011	2010	2009
Vanguard Target Retirement 2050	4.31	-1.58	-1.58	9.47	8.12	-	7.18	24.34	15.58	-2.54	15.20	28.31
Vanguard Target 2050 Composite Index	4.70	-1.25	-1.25	9.86	8.45	-	7.61	24.78	15.57	-2.11	15.33	28.62
+/- Index	(0.39)	(0.32)	(0.32)	(0.40)	(0.33)	-	(0.43)	(0.44)	0.01	(0.43)	(0.13)	(0.31)
US OE Target Date 2046-2050	43	45	45	19	19	-	16	30	44	14	37	89

East Bay MUD

457, 401(a), and 401(k) Retirement Plans

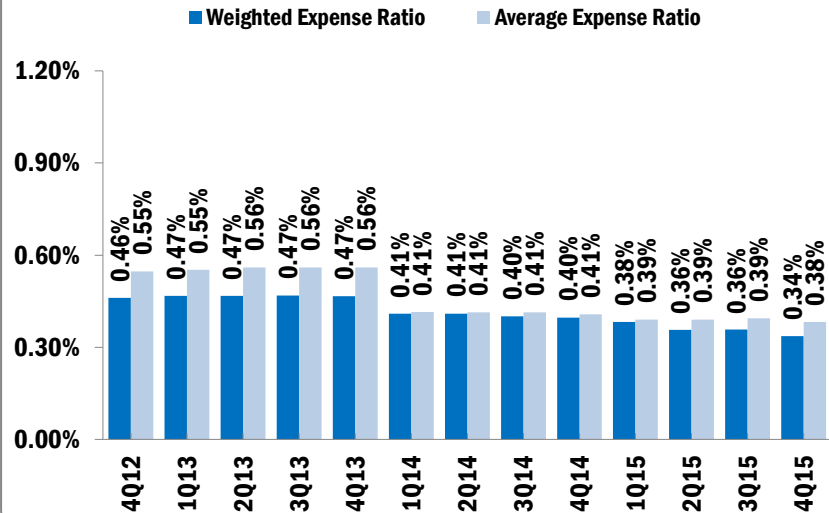
PERFORMANCE REVIEW

Fourth Quarter 2015

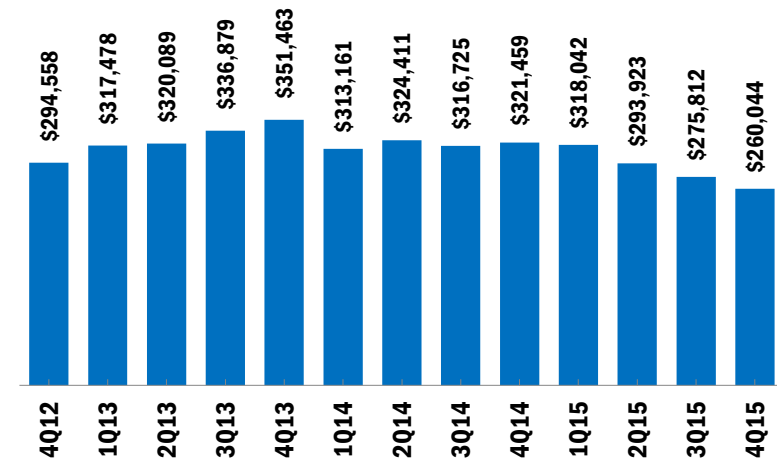
	QTR	YTD	1 yr	3 yrs	5 yrs	10 yrs	2014	2013	2012	2011	2010	2009
Vanguard Target Retirement 2055	4.28	-1.72	-1.72	9.41	8.15	-	7.19	24.33	15.58	-2.27	-	-
Vanguard Target 2055 Composite Index	4.70	-1.25	-1.25	9.86	8.45	-	7.61	24.78	15.57	-2.11	-	-
+/- Index	(0.42)	(0.46)	(0.46)	(0.45)	(0.30)	-	(0.42)	(0.45)	0.01	(0.16)	-	-
US OE Target Date 2051+	47	53	53	25	23	-	16	36	48	9	-	-
	QTR	YTD	1 yr	3 yrs	5 yrs	10 yrs	2014	2013	2012	2011	2010	2009
Vanguard Target Retirement 2060	4.31	-1.68	-1.68	9.42	-	-	7.16	24.35	-	-	-	-
Vanguard Target 2060 Composite Index	4.70	-1.25	-1.25	9.86	-	-	7.61	24.78	-	-	-	-
+/- Index	(0.39)	(0.43)	(0.43)	(0.44)	-	-	(0.45)	(0.43)	-	-	-	-
US OE Target Date 2051+	43	50	50	24	-	-	16	34	-	-	-	-

Section 6

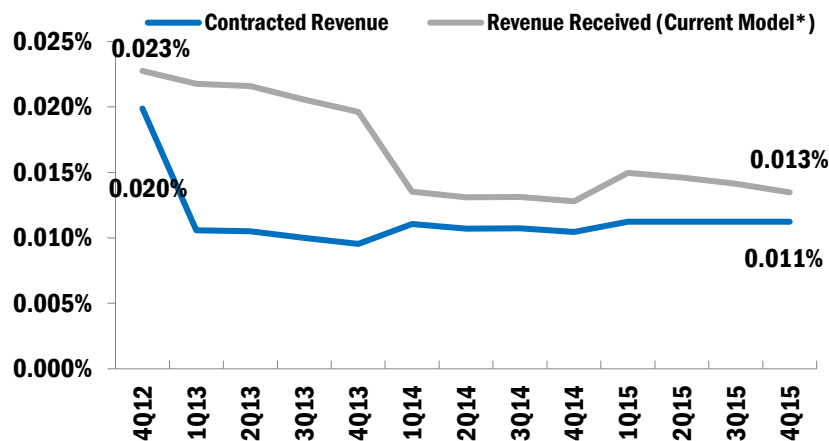
Annualized Investment Costs



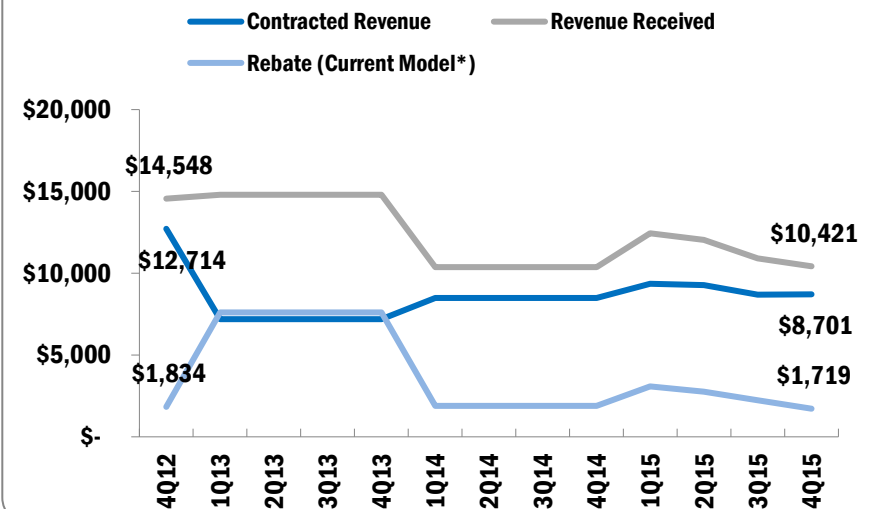
Annualized Investment Costs



**Quarterly Contracted Revenue v. Revenue Received
(as a % of total assets)**

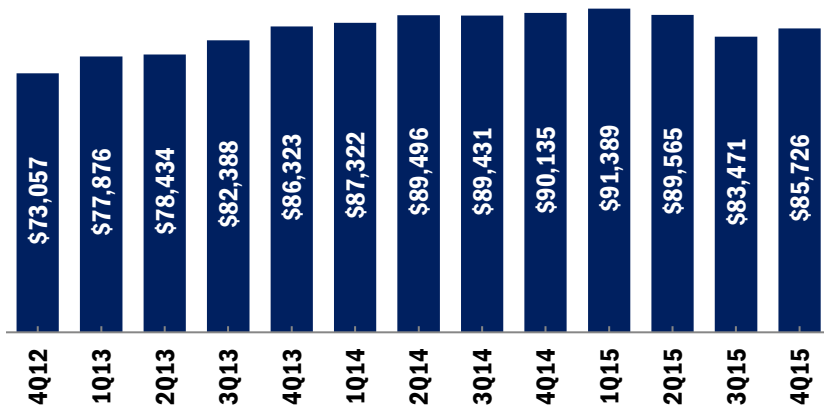


Quarterly Revenue Analysis

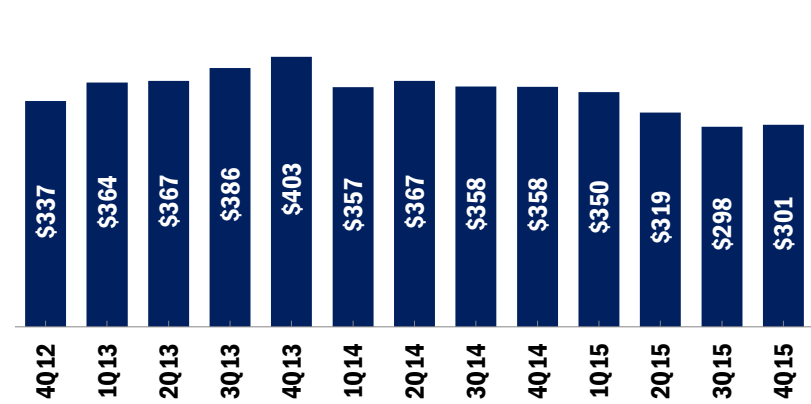


* - As of 1Q15 East Bay Mud changed to the quarterly model.

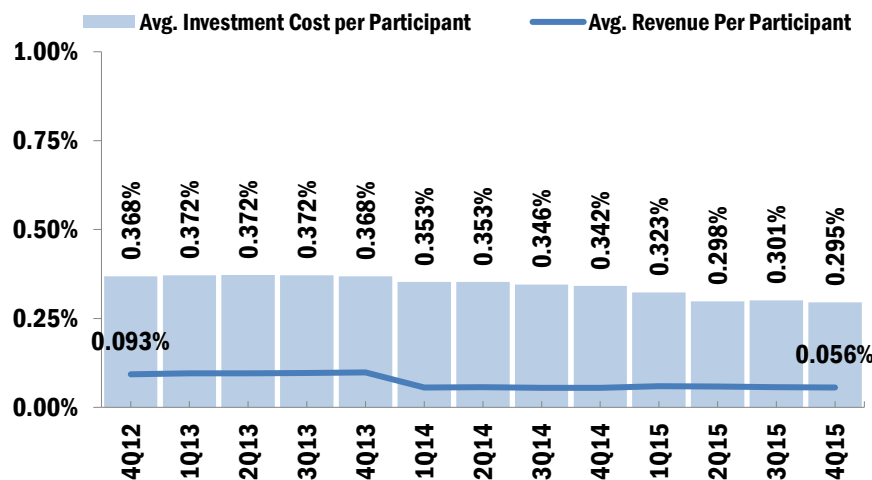
Average Participant Balance



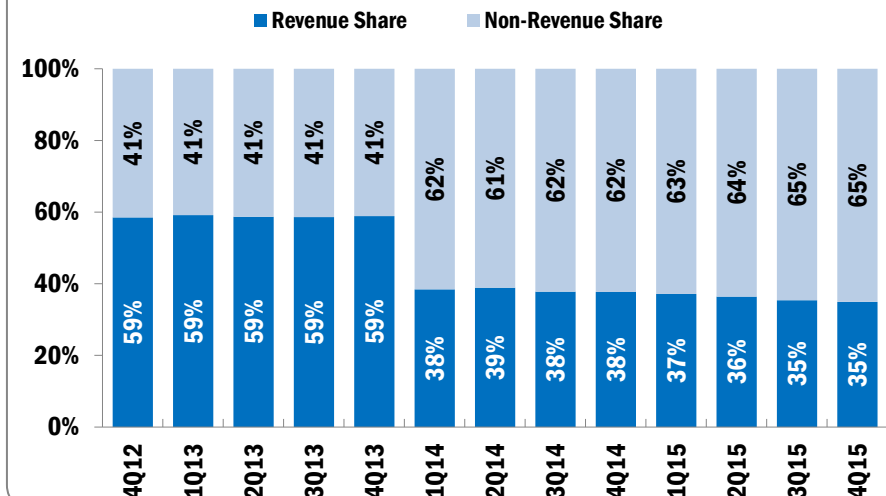
Average Annualized Participant Cost



Annualized Investment Cost Summary



Revenue Share v. Non Revenue Share Funds



East Bay Municipal Utility District 457 Retirement Plan

Estimated 4Q2015 Revenue Reconciliation Report

Name (# of participants)	Annual Expense Ratio	Annual Revenue Share	End-of-Quarter Assets	Revenue Share	Total Investment Expenses
T. Rowe Price Stable Value (234)	0.31%	0.00%	\$9,093,330	\$0	\$28,189
Scout Core Plus Bond (152)	0.40%	0.10%	\$4,136,740	\$4,137	\$16,547
Vanguard Total Bond Market Index Adm (46)	0.07%	0.00%	\$566,589	\$0	\$397
Dodge & Cox Stock (185)	0.52%	0.10%	\$5,348,243	\$5,348	\$27,811
T. Rowe Price Equity Income (66)	0.66%	0.15%	\$1,076,687	\$1,615	\$7,106
Vanguard Institutional Index I (214)	0.04%	0.00%	\$7,869,577	\$0	\$3,148
Fidelity Blue Chip Growth K (231)	0.78%	0.20%	\$5,623,681	\$11,247	\$43,865
Hotchkis & Wiley Mid-Cap Value I (116)	1.00%	0.25%	\$2,446,873	\$6,117	\$24,469
MFS Mid Cap Growth (110)	0.97%	0.15%	\$1,864,233	\$2,796	\$18,083
Artisan Small Cap IS (105)	1.00%	0.00%	\$933,234	\$0	\$9,332
Huber Small Cap Value IS (140)	1.35%	0.15%	\$2,152,638	\$3,229	\$29,061
American Funds EuroPacific Gr R6 (170)	0.49%	0.00%	\$3,142,009	\$0	\$15,396
Vanguard Total Intl Stock Index Adm (34)	0.14%	0.00%	\$267,961	\$0	\$375
Fidelity Balanced K (142)	0.46%	0.20%	\$4,038,068	\$8,076	\$18,575
Vanguard Wellesley Income Adm (76)	0.16%	0.00%	\$3,238,723	\$0	\$5,182
Vanguard Target Retirement Income (27)	0.14%	0.00%	\$482,810	\$0	\$676
Vanguard Target Retirement 2010 (40)	0.14%	0.00%	\$2,320,234	\$0	\$3,248
Vanguard Target Retirement 2015 (46)	0.14%	0.00%	\$2,859,385	\$0	\$4,003
Vanguard Target Retirement 2020 (101)	0.14%	0.00%	\$5,481,913	\$0	\$7,675
Vanguard Target Retirement 2025 (68)	0.15%	0.00%	\$2,508,829	\$0	\$3,763
Vanguard Target Retirement 2030 (66)	0.15%	0.00%	\$1,851,720	\$0	\$2,778
Vanguard Target Retirement 2035 (54)	0.15%	0.00%	\$646,821	\$0	\$970
Vanguard Target Retirement 2040 (52)	0.16%	0.00%	\$1,170,617	\$0	\$1,873
Vanguard Target Retirement 2045 (38)	0.16%	0.00%	\$588,378	\$0	\$941
Vanguard Target Retirement 2050 (26)	0.16%	0.00%	\$330,295	\$0	\$528
Vanguard Target Retirement 2055 (8)	0.16%	0.00%	\$56,043	\$0	\$90
Vanguard Target Retirement 2060 (7)	0.16%	0.00%	\$17,743	\$0	\$28
Brokerage Assets (96)	-	-	\$8,140,911	-	-
Fidelity Retiree Money Market (22)	0.42%	0.20%	\$956,519	\$1,913	\$4,017
Total			\$79,210,802	\$44,479	\$278,127

Weighted Plan Revenue
Weighted Expense Ratio
of Participants

Qtr	Annualized
0.014%	0.056%
0.088%	0.351%
924	

Annual Required Revenue
Annual Revenue Received
Net Excess / Deficit

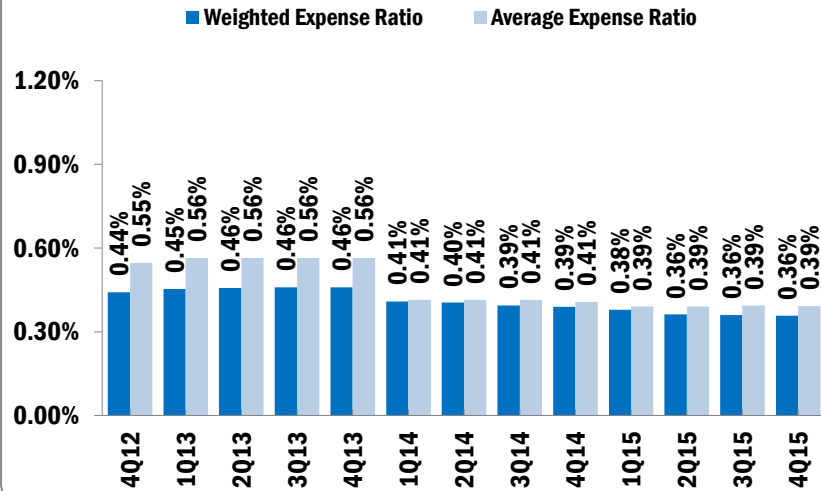
%	\$
0.045%	\$35,645
0.056%	\$44,479
0.011%	\$8,834

Section 7

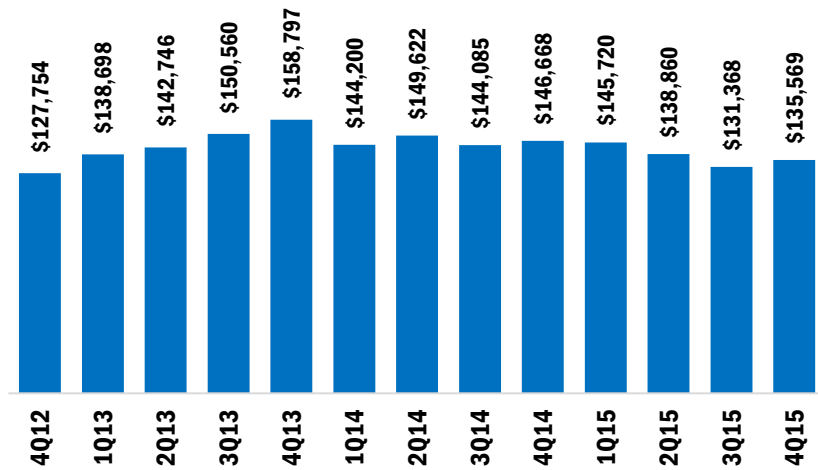
East Bay MUD 401(a) Retirement Plan

Plan Participant Cost and Revenue Analysis Fourth Quarter 2015

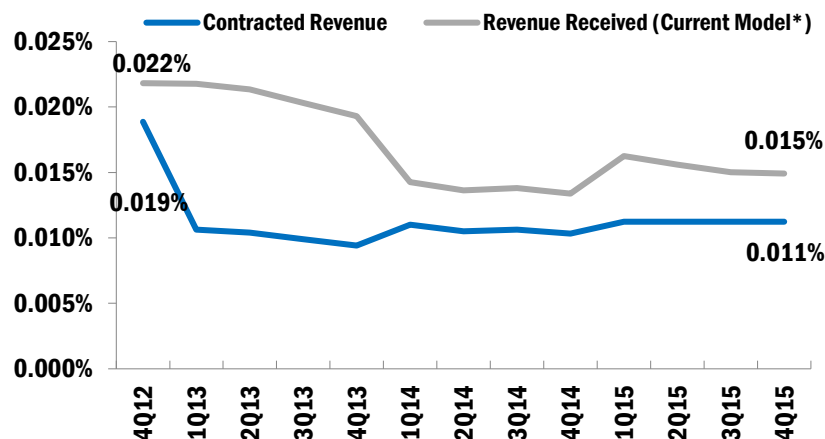
Annualized Investment Costs



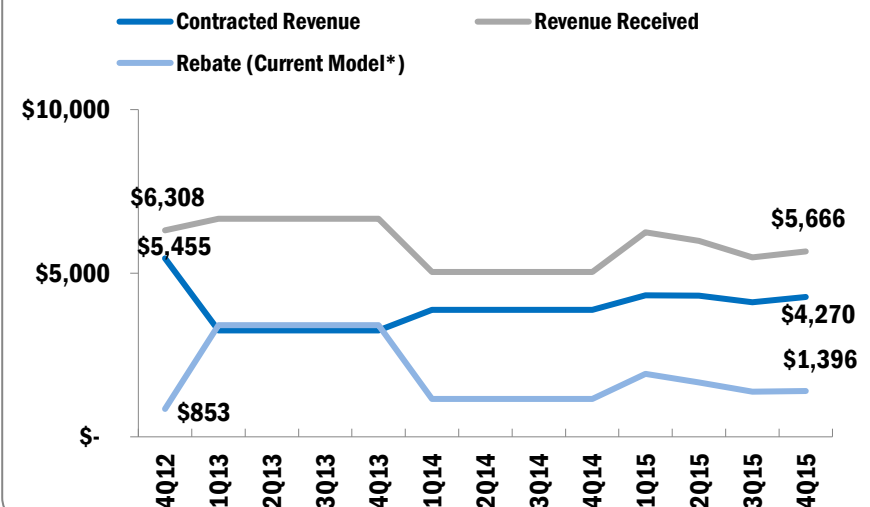
Annualized Investment Cost



Quarterly Contracted Revenue v. Revenue Received (as a % of total assets)



Quarterly Revenue Analysis



* - As of 1Q15 East Bay Mud changed to the quarterly model.

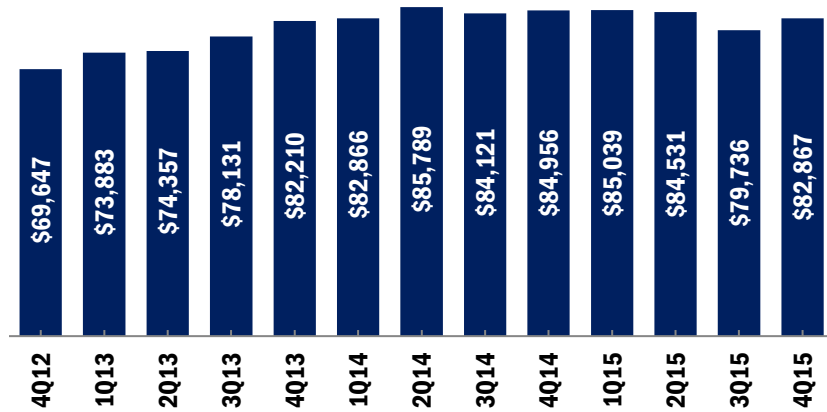
East Bay MUD

401(a) Retirement Plan

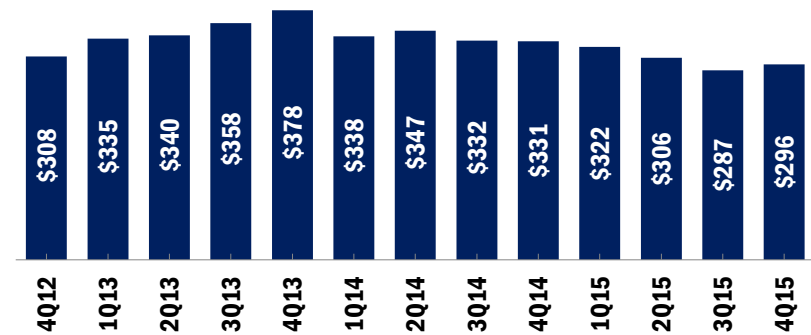
Plan Participant Cost and Revenue Analysis

Fourth Quarter 2015

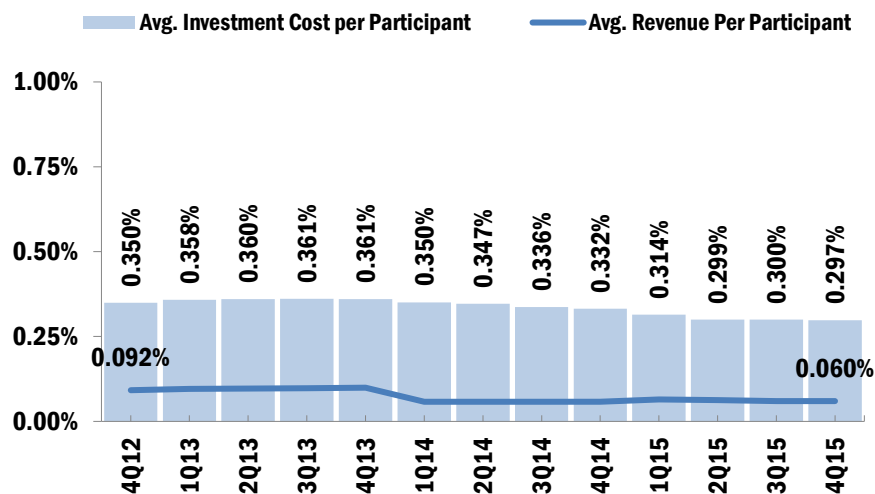
Average Participant Balance



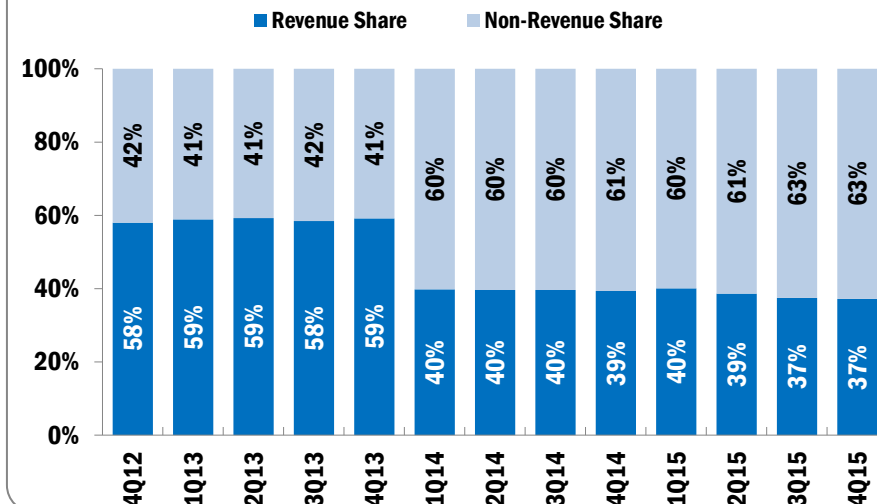
Average Annualized Participant Cost



Annualized Investment Cost Summary



Revenue Share v. Non Revenue Share Funds



East Bay Municipal Utility District 401(a) Retirement Plan

Estimated 4Q2015 Revenue Reconciliation Report

Name (# of participants)	Annual Expense Ratio	Annual Revenue Share	End-of-Quarter Assets	Revenue Share	Total Investment Expenses
T. Rowe Price Stable Value (79)	0.31%	0.00%	\$2,118,205	\$0	\$6,566
Scout Core Plus Bond (104)	0.40%	0.10%	\$2,655,703	\$2,656	\$10,623
Vanguard Total Bond Market Index Adm (38)	0.07%	0.00%	\$622,162	\$0	\$436
Dodge & Cox Stock (105)	0.52%	0.10%	\$2,149,994	\$2,150	\$11,180
T. Rowe Price Equity Income (42)	0.66%	0.15%	\$394,145	\$591	\$2,601
Vanguard Institutional Index I (149)	0.04%	0.00%	\$6,056,447	\$0	\$2,423
Fidelity Blue Chip Growth K (157)	0.78%	0.20%	\$3,962,209	\$7,924	\$30,905
Hotchkis & Wiley Mid-Cap Value I (63)	1.00%	0.25%	\$1,065,810	\$2,665	\$10,658
MFS Mid Cap Growth (61)	0.97%	0.15%	\$1,053,972	\$1,581	\$10,224
Artisan Small Cap IS (46)	1.00%	0.00%	\$393,545	\$0	\$3,935
Huber Small Cap Value IS (76)	1.35%	0.15%	\$1,138,771	\$1,708	\$15,373
American Funds EuroPacific Gr R6 (114)	0.49%	0.00%	\$2,135,474	\$0	\$10,464
Vanguard Total Intl Stock Index Adm (24)	0.14%	0.00%	\$128,762	\$0	\$180
Fidelity Balanced K (79)	0.46%	0.20%	\$1,485,589	\$2,971	\$6,834
Vanguard Wellesley Income Adm (56)	0.16%	0.00%	\$920,552	\$0	\$1,473
Vanguard Target Retirement Income (18)	0.14%	0.00%	\$247,659	\$0	\$347
Vanguard Target Retirement 2010 (8)	0.14%	0.00%	\$513,607	\$0	\$719
Vanguard Target Retirement 2015 (19)	0.14%	0.00%	\$698,825	\$0	\$978
Vanguard Target Retirement 2020 (32)	0.14%	0.00%	\$1,495,784	\$0	\$2,094
Vanguard Target Retirement 2025 (27)	0.15%	0.00%	\$1,659,376	\$0	\$2,489
Vanguard Target Retirement 2030 (35)	0.15%	0.00%	\$760,401	\$0	\$1,141
Vanguard Target Retirement 2035 (33)	0.15%	0.00%	\$716,386	\$0	\$1,075
Vanguard Target Retirement 2040 (41)	0.16%	0.00%	\$832,377	\$0	\$1,332
Vanguard Target Retirement 2045 (26)	0.16%	0.00%	\$259,543	\$0	\$415
Vanguard Target Retirement 2050 (17)	0.16%	0.00%	\$127,942	\$0	\$205
Vanguard Target Retirement 2055 (3)	0.16%	0.00%	\$13,268	\$0	\$21
Vanguard Target Retirement 2060 (2)	0.16%	0.00%	\$2,769	\$0	\$4
Brokerage Assets (42)	-	-	\$4,135,760	-	-
Fidelity Retiree Money Market (18)	0.42%	0.20%	\$207,986	\$416	\$874
Total			\$37,953,023	\$22,662	\$135,569

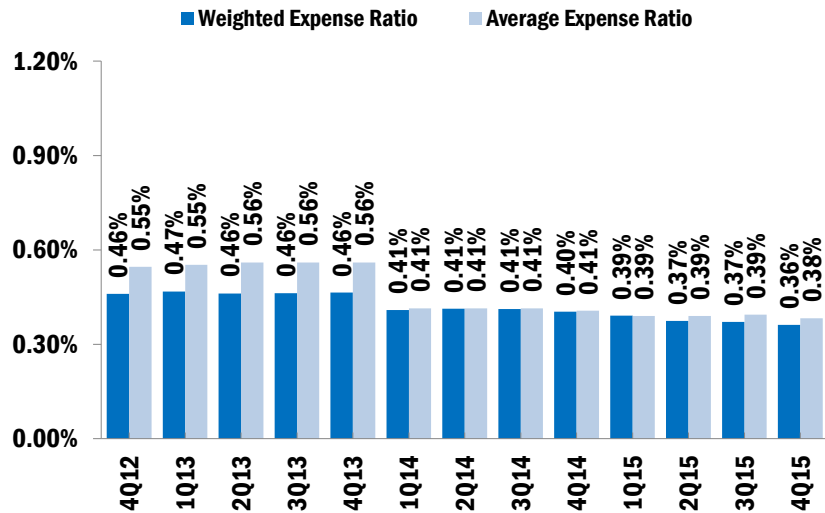
	Qtr	Annualized		%	\$
Weighted Plan Revenue	0.015%	0.060%	Annual Required Revenue	0.045%	\$17,079
Weighted Expense Ratio	0.089%	0.357%	Annual Revenue Received	0.060%	\$22,662
# of Participants	458		Net Excess / Deficit	0.015%	\$5,583

Section 8

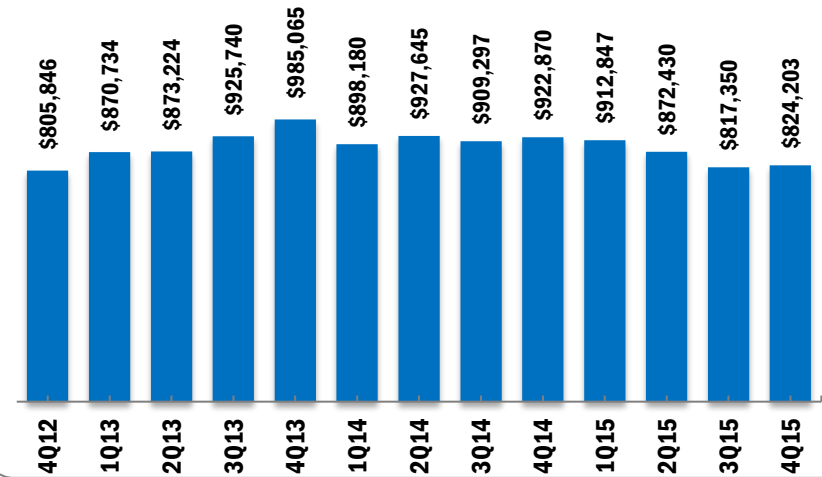
East Bay MUD 401(k) Retirement Plan

Plan Participant Cost and Revenue Analysis Fourth Quarter 2015

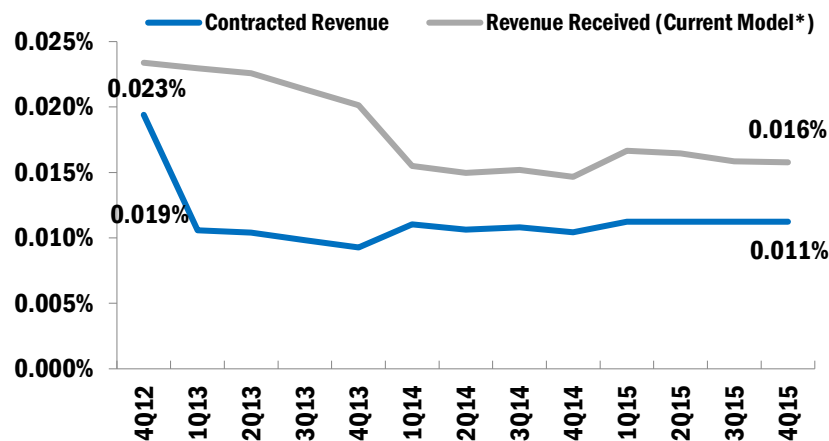
Annualized Investment Costs



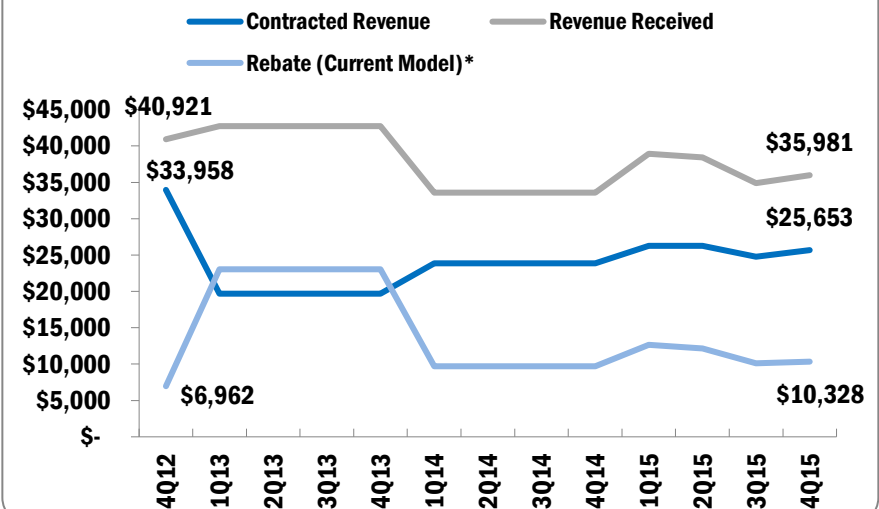
Annualized Investment Cost



Quarterly Contracted Revenue v. Revenue Received (as a % of total assets)



Quarterly Revenue Analysis

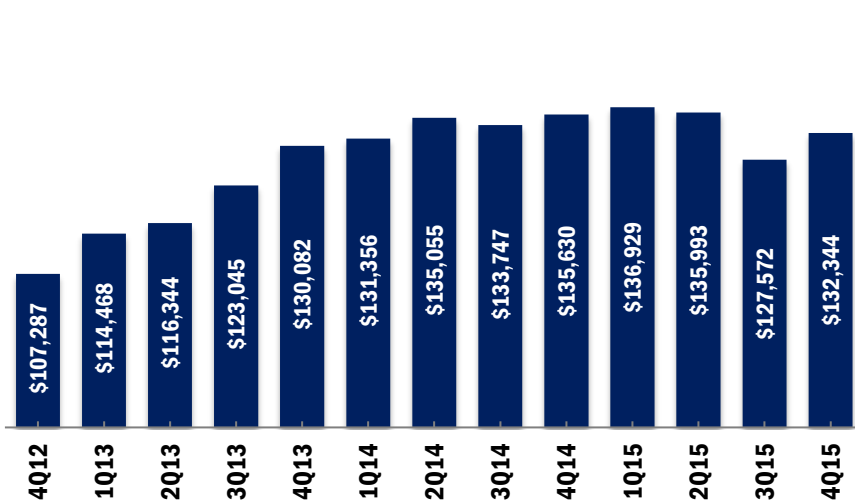


* - As of 1Q15 East Bay Mud changed to the quarterly model.

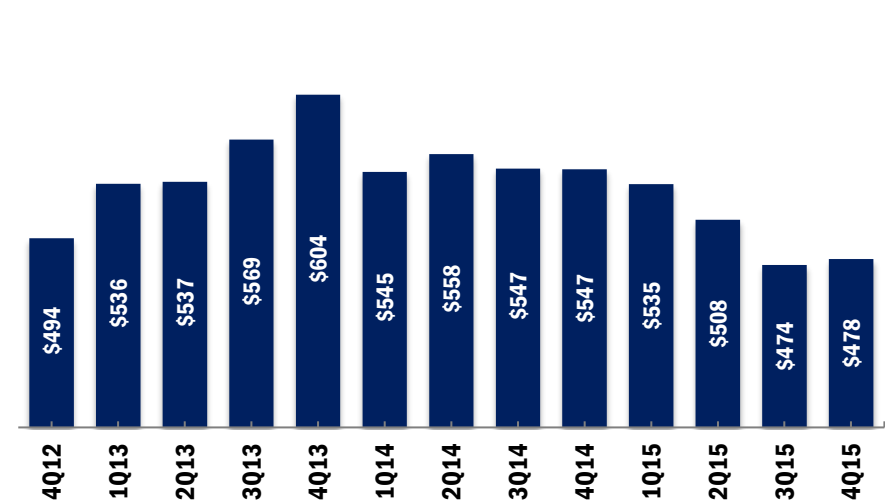
East Bay MUD 401(k) Retirement Plan

Plan Participant Cost and Revenue Analysis Fourth Quarter 2015

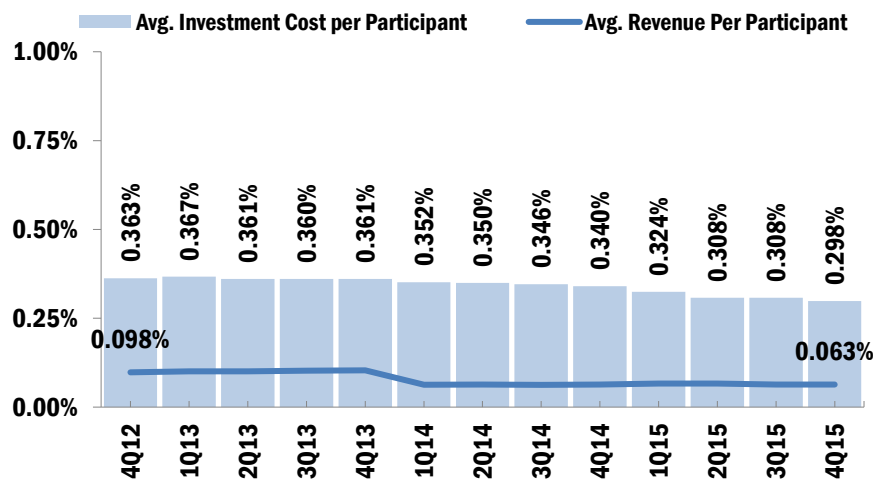
Average Participant Balance



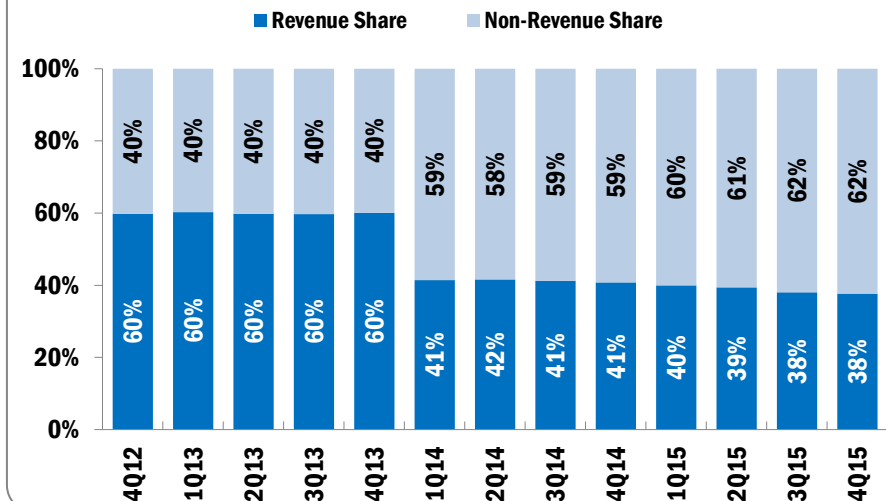
Annualized Investment Cost



Annualized Investment Cost Summary



Revenue Share v. Non Revenue Share Funds



East Bay Municipal Utility District 401(k) Retirement Plan

Estimated 4Q2015 Revenue Reconciliation Report

Name	Annual Expense Ratio	Annual Revenue Share	End-of-Quarter Assets	Revenue Share	Total Investment Expenses
T. Rowe Price Stable Value (371)	0.31%	0.00%	\$17,708,687	\$0	\$54,897
Scout Core Plus Bond (327)	0.40%	0.10%	\$11,606,342	\$11,606	\$46,425
Vanguard Total Bond Market Index Adm (89)	0.07%	0.00%	\$2,055,357	\$0	\$1,439
Dodge & Cox Stock (350)	0.52%	0.10%	\$11,835,604	\$11,836	\$61,545
T. Rowe Price Equity Income (178)	0.66%	0.15%	\$4,333,406	\$6,500	\$28,600
Vanguard Institutional Index I (609)	0.04%	0.00%	\$33,095,774	\$0	\$13,238
Fidelity Blue Chip Growth K (610)	0.78%	0.20%	\$26,144,878	\$52,290	\$203,930
Hotchkis & Wiley Mid-Cap Value I (253)	1.00%	0.25%	\$6,813,764	\$17,034	\$68,138
MFS Mid Cap Growth (206)	0.74%	0.15%	\$4,559,389	\$6,839	\$33,739
Artisan Small Cap IS (217)	1.00%	0.00%	\$2,215,493	\$0	\$22,155
Huber Small Cap Value IS (355)	1.35%	0.15%	\$7,222,716	\$10,834	\$97,507
American Funds EuroPacific Gr R6 (440)	0.49%	0.00%	\$10,136,208	\$0	\$49,667
Vanguard Total Intl Stock Index Adm (52)	0.14%	0.00%	\$814,470	\$0	\$1,140
Fidelity Balanced K (301)	0.46%	0.20%	\$12,125,025	\$24,250	\$55,775
Vanguard Wellesley Income Adm (152)	0.16%	0.00%	\$5,531,736	\$0	\$8,851
Vanguard Target Retirement Income (40)	0.14%	0.00%	\$927,572	\$0	\$1,299
Vanguard Target Retirement 2010 (58)	0.14%	0.00%	\$3,314,438	\$0	\$4,640
Vanguard Target Retirement 2015 (90)	0.14%	0.00%	\$6,569,768	\$0	\$9,198
Vanguard Target Retirement 2020 (218)	0.14%	0.00%	\$17,709,409	\$0	\$24,793
Vanguard Target Retirement 2025 (122)	0.15%	0.00%	\$6,011,161	\$0	\$9,017
Vanguard Target Retirement 2030 (149)	0.15%	0.00%	\$6,061,682	\$0	\$9,093
Vanguard Target Retirement 2035 (85)	0.15%	0.00%	\$1,935,015	\$0	\$2,903
Vanguard Target Retirement 2040 (122)	0.16%	0.00%	\$3,787,631	\$0	\$6,060
Vanguard Target Retirement 2045 (58)	0.16%	0.00%	\$1,233,395	\$0	\$1,973
Vanguard Target Retirement 2050 (60)	0.16%	0.00%	\$1,227,492	\$0	\$1,964
Vanguard Target Retirement 2055 (26)	0.16%	0.00%	\$260,211	\$0	\$416
Vanguard Target Retirement 2060 (10)	0.16%	0.00%	\$35,025	\$0	\$56
Brokerage Assets (196)	-	-	\$21,390,077	-	-
Fidelity Retiree Money Market (49)	0.42%	0.20%	\$1,367,681	\$2,735	\$5,744
Total			\$228,029,406	\$143,925	\$824,203

Weighted Plan Revenue
Weighted Expense Ratio
of Participants

Qtr	Annualized
0.016%	0.063%
0.090%	0.361%
1,723	

Annual Required Revenue
Annual Revenue Received
Net Excess / Deficit

%	\$
0.045%	\$102,613
0.063%	\$143,925
0.018%	\$41,312

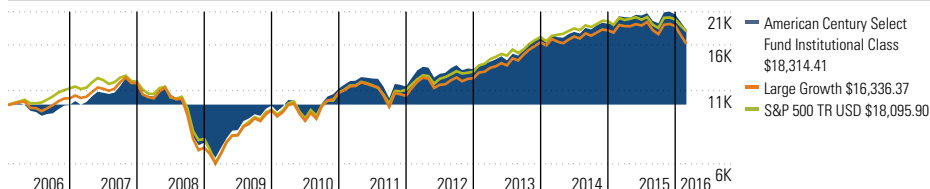
Section 9

American Century Select Fund Institutional Class TWSIX

Morningstar Analyst Rating

NAV \$	NAV Day Change %	Yield TTM %	Total Assets \$ Bil	Status	Min. Inv.	Load	Expenses	Morningstar Rating™	Category	Investment Style
50.84	↑0.15 0.30	0.64	2.2	Open	\$5 mil	None	0.79%	★★★★	Large Growth	Large Growth

Growth of 10,000 02-09-2006 - 02-09-2016



Investment Strategy

The investment seeks long-term capital growth. The fund normally invests in stocks of companies that the adviser believes will increase in value over time. The portfolio managers make their investment decisions based primarily on their analysis of individual companies, rather than on broad economic forecasts. The portfolio managers use a variety of analytical research tools and techniques to identify the stocks of larger-sized companies that meet their investment criteria. Under normal market conditions, the fund's portfolio will primarily consist of securities of companies whose earnings or revenues are not only growing, but growing at an accelerating pace.

Performance 02-09-2016

	YTD	1 Mo	1 Yr	3Yr Ann	5Yr Ann	10Yr Ann
Growth of 10,000	8,823	9,420	9,310	13,062	15,097	18,319
Fund	-11.77	-5.80	-6.90	9.31	8.59	6.24
+/- S&P 500 TR USD	-2.58	-2.31	0.66	0.19	-0.71	0.12
+/- Category	1.70	1.57	3.72	1.75	1.16	0.62
% Rank in Cat	29	30	14	24	27	34
# of Funds in Cat	1,752	1,752	1,656	1,524	1,307	920

* Currency is displayed in BASE

Top Holdings 12-31-2015

	Weight %	Last Price	Day Chg %	52 Week Range
Apple Inc	8.17	95.19 BASE	0.19 ↑	92.00 - 134.54
Amazon.com Inc	3.71	497.49 BASE	3.20 ↑	365.65 - 696.44
⊖ UnitedHealth Group Inc	3.34	113.10 BASE	1.70 ↑	95.00 - 126.21
⊕ Alphabet Inc C	3.34	692.79 BASE	2.40 ↑	515.18 - 789.87
⊕ Alphabet Inc A	3.31	715.95 BASE	2.19 ↑	529.00 - 810.35
% Assets in Top 5 Holdings	21.86			

⊕ Increase ⊖ Decrease ✱ New to Portfolio

Top Sectors 12-31-2015

	Fund	3 Yr High	3 Yr Low	Cat Avg	Fund	Cat Avg
Technology	24.60	27.48	24.60	25.72	24.60	25.72
Consumer Cyclical	22.96	22.96	16.41	18.51	22.96	18.51
Healthcare	18.09	18.09	13.59	19.56	18.09	19.56
Industrials	11.64	12.28	11.64	9.56	11.64	9.56
Consumer Defensive	10.09	11.11	10.09	6.89	10.09	6.89

Dividend and Capital Gains Distributions

Distribution Date	Distribution NAV	Long-Term Capital Gain	Long-Term Short Gain	Return of Capital	Dividend Income	Distribution Total
12-22-2015	57.51	3.5000	0.0000	0.0000	0.3700	3.8700
12-16-2014	54.79	5.3400	0.0700	0.0000	0.3600	5.7800
12-17-2013	54.49	0.2200	0.0000	0.0000	0.3500	0.5600
12-18-2012	44.72	0.0000	0.0000	0.0000	0.3300	0.3300
12-20-2011	38.41	0.0000	0.0000	0.0000	0.1800	0.1800

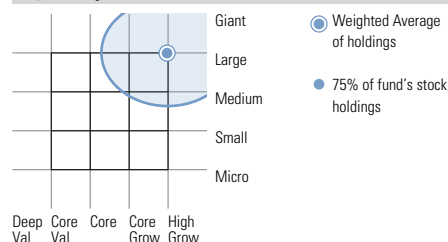
3 Year Average Morningstar Risk Measures

Risk vs. Category (1546)	Avg			
Return vs. Category (1546)	Avg			
		Low	Avg	High

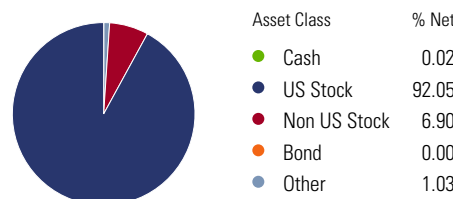
Pillars

Process	—	—
Performance	—	—
People	—	—
Parent	—	—
Price	—	—
Rating	—	—

Style Map



Asset Allocation



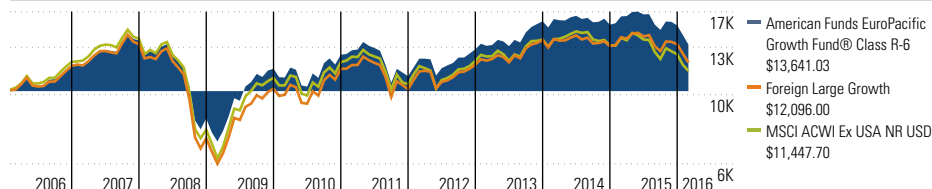
Management

	Start Date
Keith Lee	10-31-2001
Michael Li	07-31-2003
Christopher J. Krantz	12-31-2006

American Funds EuroPacific Growth Fund® Class R-6 RERGX

Morningstar Analyst Rating
Gold

NAV \$	NAV Day Change %	Yield TTM %	Total Assets \$ Bil	Status	Min. Inv.	Load	Expenses	Morningstar Rating™	Category	Investment Style
39.90	↓-0.43 -1.07	2.24	108.9	Open	\$250	None	0.49%	★★★	Foreign Large Growth	Large Growth Growth

Growth of 10,000 02-09-2006 - 02-09-2016

Investment Strategy

The investment seeks long-term growth of capital. The fund invests primarily in common stocks of issuers in Europe and the Pacific Basin that the investment adviser believes have the potential for growth. Growth stocks are stocks that the investment adviser believes have the potential for above-average capital appreciation. It normally invests at least 80% of its net assets in securities of issuers in Europe and the Pacific Basin. The fund may invest a portion of its assets in common stocks and other securities of companies in emerging markets.

Performance 02-09-2016

	YTD	1 Mo	1 Yr	3Yr Ann	5Yr Ann	10Yr Ann
Growth of 10,000	8,804	9,371	8,648	9,980	10,493	13,549
Fund	-11.96	-6.29	-13.52	-0.07	0.97	3.08
+/- MSCI ACWI Ex USA NR USD	-1.44	-1.78	3.21	3.19	2.69	1.82
+/- Category	-0.46	-0.75	-1.64	0.23	0.07	0.93
% Rank in Cat	50	54	68	43	45	—
# of Funds in Cat	378	378	361	320	286	191

* Currency is displayed in BASE

Top Holdings 12-31-2015

	Weight %	Last Price	Day Chg %	52 Week Range
⊖ Novo Nordisk A/S B	4.87	326.20 BASE	6.46 ↑	275.90 - 415.00
⊕ Novartis AG	2.28	71.90 BASE	2.13 ↑	70.00 - 103.20
⊖ SoftBank Group Corp	2.05	— BASE	-3.50 ↓	4,463.00 - 7,827.00
⊕ Prudential PLC	2.02	— BASE	4.40 ↑	1,045.99 - 1,761.50
⊕ Baidu Inc ADR	1.93	145.60 BASE	3.41 ↑	100.00 - 223.95
% Assets in Top 5 Holdings	13.15			

⊕ Increase ⊖ Decrease ★ New to Portfolio

Top Sectors 12-31-2015

	Fund	3 Yr High	3 Yr Low	Cat Avg
Financial Services	20.32	21.40	20.32	17.59
Technology	16.40	16.40	15.07	13.11
Healthcare	13.21	15.30	13.21	13.74
Consumer Cyclical	12.76	13.22	11.23	16.91
Industrials	10.30	10.30	9.14	10.70

■ Fund ▼ Cat Avg

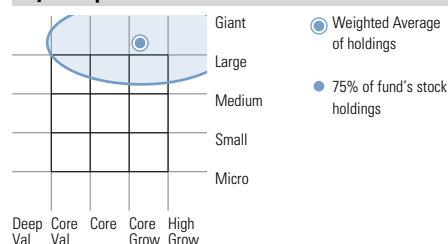
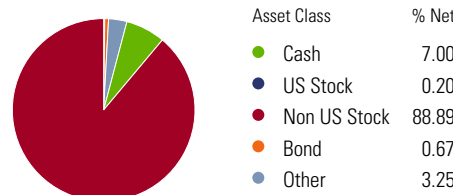
Dividend and Capital Gains Distributions

Distribution Date	Distribution NAV	Long-Term Capital Gain	Long-Term Short Gain	Return of Capital	Dividend Income	Distribution Total
12-23-2015	45.72	0.0000	0.0000	0.0000	0.9700	0.9700
12-26-2014	47.56	0.0000	0.0000	0.0000	0.8200	0.8200
12-26-2013	48.37	0.0000	0.0000	0.0000	0.6100	0.6100
12-26-2012	40.90	0.0000	0.0000	0.0000	0.8400	0.8400
12-27-2011	35.13	0.0000	0.0000	0.0000	0.7400	0.7400

3 Year Average Morningstar Risk Measures

Pillars

Process	⊕ Positive
Performance	⊕ Positive
People	⊕ Positive
Parent	⊕ Positive
Price	⊕ Positive
Rating	★ Gold

Style Map

Asset Allocation

Management

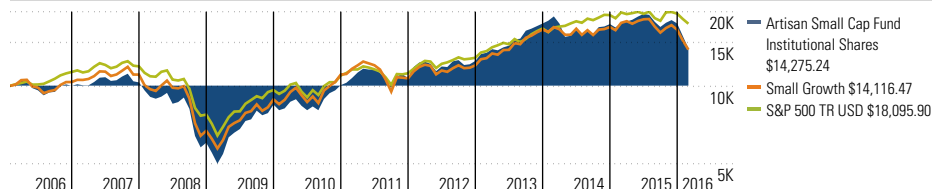
	Start Date
Mark E. Denning	12-31-1991
Carl M. Kawaja	06-01-2001
Nicholas J. Grace	06-01-2002
Sung Lee	06-01-2002
Jesper Lyckeus	06-01-2004
Jonathan Knowles	06-01-2006
Andrew B. Suzman	06-01-2007
Christopher M. Thomsen	06-01-2008
Lawrence Kymisis	06-01-2014

Artisan Small Cap Fund Institutional Shares APHSX

Morningstar Analyst Rating
Silver

NAV \$	NAV Day Change %	Yield TTM %	Total Assets \$ Bil	Status	Min. Inv.	Load	Expenses	Morningstar Rating™	Category	Investment Style
21.26	↓-0.07 -0.33	0.00	1.3	Limited	\$1 mil	None	1.02%	★★★	Small Growth	Small Growth

Growth of 10,000 02-09-2006 - 02-09-2016



Investment Strategy

The investment seeks maximum long-term capital growth. The fund invests no less than 80% of its net assets plus any borrowings for investment purposes at market value at the time of purchase in the common stocks of small companies. It defines a small company as one with a market capitalization less than three times the weighted average market capitalization of companies in the Russell 2000® Index.

Performance 02-09-2016

	YTD	1 Mo	1 Yr	3Yr Ann	5Yr Ann	10Yr Ann
Growth of 10,000	7,871	8,542	8,001	10,453	13,426	14,291
Fund	-21.29	-14.58	-19.99	1.49	6.07	3.63
+/- S&P 500 TR USD	-12.10	-11.10	-12.43	-7.63	-3.23	-2.49
+/- Category	-3.98	-4.42	-0.94	-1.18	1.68	-0.78
% Rank in Cat	88	91	57	68	—	—
# of Funds in Cat	757	757	722	655	584	422

* Currency is displayed in BASE

Top Holdings 12-31-2015

	Weight %	Last Price	Day Chg %	52 Week Range
⊖ Acuity Brands Inc	6.37	183.72 BASE	2.06 ↑	157.05 - 241.90
⊖ DexCom Inc	5.03	58.72 BASE	10.00 ↑	47.92 - 103.29
⊖ AthenaHealth Inc	4.05	118.56 BASE	0.23 ↑	110.68 - 170.42
⊖ CoStar Group Inc	3.65	157.32 BASE	2.15 ↑	146.53 - 223.49
⊖ Guidewire Software Inc	3.51	45.35 BASE	3.28 ↑	42.40 - 64.78
% Assets in Top 5 Holdings	22.60			

⊕ Increase ⊖ Decrease ☆ New to Portfolio

Top Sectors 12-31-2015

	Fund	3 Yr High	3 Yr Low	Cat Avg	Fund	Cat Avg
Technology	45.32	45.32	40.70	24.13	15	30
Healthcare	18.27	21.80	16.53	18.33	15	30
Consumer Cyclical	16.03	18.67	16.03	16.04	15	30
Industrials	12.62	12.62	9.38	16.59	15	30
Real Estate	3.85	3.85	2.92	3.51	15	30

Dividend and Capital Gains Distributions

Distribution Date	Distribution NAV	Long-Term Capital Gain	Long-Term Short Gain	Return of Capital	Dividend Income	Distribution Total
11-19-2015	27.44	2.7100	0.0000	0.0000	0.0000	2.7100

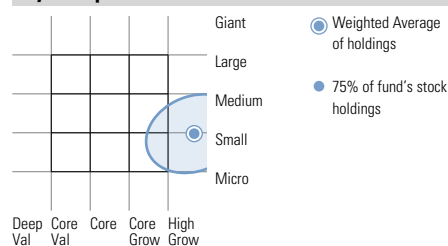
3 Year Average Morningstar Risk Measures

Risk vs. Category (660)	Avg	Low	Avg	High
Return vs. Category (660)	Avg	Low	Avg	High

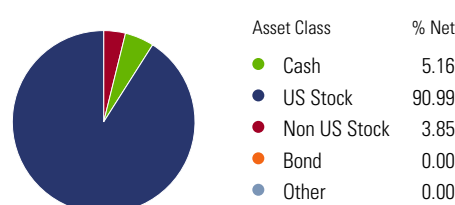
Pillars

Process	⊕ Positive
Performance	⊕ Positive
People	⊕ Positive
Parent	⊕ Positive
Price	⊖ Neutral
Rating	Silver

Style Map



Asset Allocation



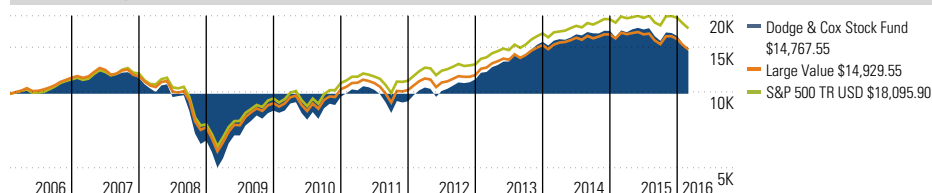
Management

	Start Date
Craig A. Cepukenas	09-27-2004
James D. Hamel	10-01-2009
Matthew H. Kamm	01-13-2010
Jason L. White	01-28-2011

Dodge & Cox Stock Fund DODGX

Morningstar Analyst Rating
Gold

NAV \$	NAV Day Change %	Yield TTM %	Total Assets \$ Bil	Status	Min. Inv.	Load	Expenses	Morningstar Rating™	Category	Investment Style
142.27	↓-0.76 -0.53	1.55	50.9	Open	\$2,500	None	0.52%	★★★	Large Value	Large Blend

Growth of 10,000 02-09-2006 - 02-09-2016

Investment Strategy

The investment seeks long-term growth of principal and income; a secondary objective is to achieve a reasonable current income. The fund invests primarily in a diversified portfolio of equity securities. It will invest at least 80% of its total assets in equity securities, including common stocks, depository receipts evidencing ownership of common stocks, preferred stocks, securities convertible into common stocks, and securities that carry the right to buy common stocks. The fund may invest up to 20% of its total assets in U.S. dollar-denominated securities of non-U.S. issuers traded in the United States that are not in the S&P 500.

Performance 02-09-2016

	YTD	1 Mo	1 Yr	3Yr Ann	5Yr Ann	10Yr Ann
Growth of 10,000	8,741	9,369	8,486	12,079	14,223	14,801
Fund	-12.59	-6.31	-15.14	6.50	7.30	4.00
+/- S&P 500 TR USD	-3.41	-2.82	-7.58	-2.62	-2.00	-2.13
+/- Category	-3.48	-2.94	-2.95	0.83	0.66	-0.35
% Rank in Cat	91	92	77	36	38	58
# of Funds in Cat	1,458	1,461	1,349	1,171	1,027	741

* Currency is displayed in BASE

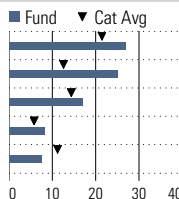
Top Holdings 12-31-2015

	Weight %	Last Price	Day Chg %	52 Week Range
Wells Fargo & Co	4.16	46.57 BASE	0.24 ↑	45.35 - 58.76
Microsoft Corp	3.98	50.13 BASE	1.73 ↑	39.72 - 56.85
Capital One Financial Corp	3.92	62.87 BASE	0.72 ↑	58.49 - 92.10
Time Warner Cable Inc	3.87	179.52 BASE	-0.41 ↓	145.02 - 194.22
Charles Schwab Corp	3.71	23.11 BASE	-0.77 ↓	22.79 - 35.72
% Assets in Top 5 Holdings	19.64			

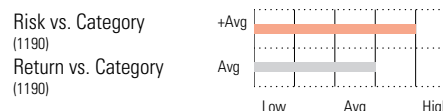
⊕ Increase ⊖ Decrease ✱ New to Portfolio

Top Sectors 12-31-2015

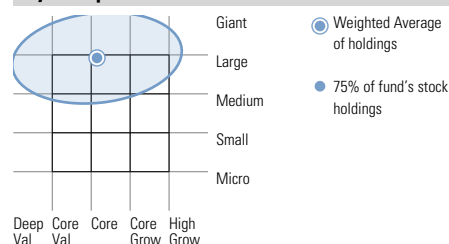
	Fund	3 Yr High	3 Yr Low	Cat Avg
Financial Services	26.99	26.99	22.19	20.53
Technology	25.07	25.07	22.74	11.65
Healthcare	16.87	19.18	16.87	13.45
Communication Services	8.09	8.28	6.93	4.86
Energy	7.48	8.77	7.48	10.29


Dividend and Capital Gains Distributions

Distribution Date	Distribution NAV	Long-Term Capital Gain	Long-Term Short Gain	Return of Capital	Dividend Income	Distribution Total
12-21-2015	160.33	6.2100	0.0000	0.0000	0.4900	6.7000
09-25-2015	162.73	0.0000	0.0000	0.0000	0.5100	0.5100
06-25-2015	183.96	0.0000	0.0000	0.0000	0.6100	0.6100
03-26-2015	175.66	1.3700	0.0000	0.0000	0.8500	2.2200
12-19-2014	181.48	2.5600	0.0000	0.0000	0.3800	2.9400

3 Year Average Morningstar Risk Measures

Pillars

Process	⊕ Positive
Performance	⊕ Positive
People	⊕ Positive
Parent	⊕ Positive
Price	⊕ Positive
Rating	Gold

Style Map

Asset Allocation

	% Net	% Short	% Long	Bench mark	Cat Avg
Cash	2.30	0.00	2.30	0.00	1.99
US Stock	88.70	0.00	88.70	99.10	91.28
Non US Stock	9.14	0.00	9.14	0.90	5.53
Bond	0.00	0.00	0.00	0.00	0.24
Other	-0.14	0.14	0.00	0.00	0.95

Management

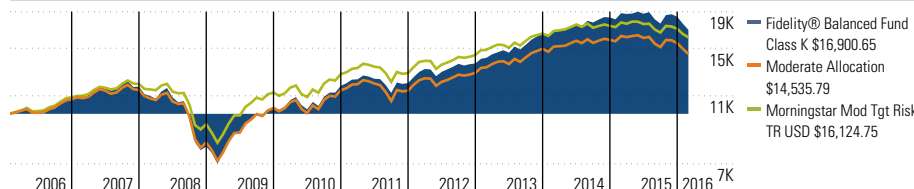
	Start Date
John A. Gunn	01-01-1977
C. Bryan Cameron	01-01-1992
Charles F. Pohl	01-01-1992
Gregory R. Serrurier	01-01-1996
Wendell W. Birkhofer	01-01-2002
David C. Hoeft	01-01-2002
Diana S. Strandberg	01-01-2005
Steven C. Voorhis	05-01-2006
Philippe Barret, Jr.	02-01-2013

Fidelity® Balanced Fund Class K FBAKX

Morningstar Analyst Rating
Bronze

NAV \$	NAV Day Change %	Yield TTM %	Total Assets \$ Bil	Status	Min. Inv.	Load	Expenses	Morningstar Rating™	Category	Investment Style
19.54	↓0.00 0.00	1.80	26.6	Open	—	None	0.46%	★★★★★	Moderate Allocation	Large Growth

Growth of 10,000 02-09-2006 - 02-09-2016



Performance 02-09-2016

	YTD	1 Mo	1 Yr	3Yr Ann	5Yr Ann	10Yr Ann
Growth of 10,000	9,208	9,616	9,246	11,862	13,777	16,936
Fund	-7.92	-3.84	-7.54	5.86	6.62	5.41
+/- Morningstar Mod Tgt Risk TR USD	-2.68	-1.94	-0.27	3.28	2.40	0.53
+/- Category	-1.36	-0.81	1.25	2.60	2.13	1.05
% Rank in Cat	81	77	33	10	9	—
# of Funds in Cat	981	981	928	853	739	499

* Currency is displayed in BASE

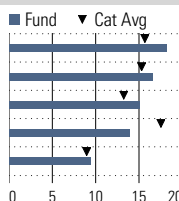
Top Holdings 12-31-2015

	Weight %	Last Price	Day Chg %	52 Week Range
Fidelity Cent Invnt Portfolios	2.38	—	—	—
⊕ Alphabet Inc C	2.01	692.79 BASE	2.40 ↑	515.18 - 789.87
⚡ US Treasury Note 0.875%	1.85	—	—	—
⊖ Apple Inc	1.70	95.20 BASE	0.20 ↑	92.00 - 134.54
⊖ Danaher Corp	1.60	85.76 BASE	0.76 ↑	81.25 - 97.62
% Assets in Top 5 Holdings	9.54			

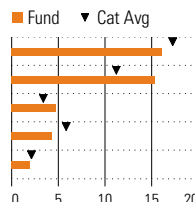
⊕ Increase ⊖ Decrease ⚡ New to Portfolio

Top Sectors 12-31-2015

	Fund	3 Yr High	3 Yr Low	Cat Avg
Technology	18.16	19.47	18.16	15.22
Healthcare	16.51	16.51	13.19	14.84
Consumer Cyclical	15.06	15.06	9.83	12.78
Financial Services	13.92	15.71	13.92	17.07
Consumer Defensive	9.40	11.59	9.40	8.50



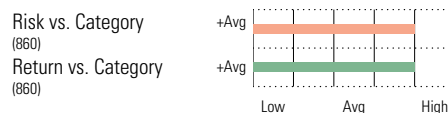
	Fund	BMark	Cat Avg
Government	16.10	36.58	16.83
Agency Mortgage-Backed	15.37	30.72	10.78
Commercial MBS	4.74	0.08	2.96
Government-Related	4.29	0.97	5.41
Non-Agency Residential MBS	1.96	0.03	1.69



Dividend and Capital Gains Distributions

Distribution Date	Distribution NAV	Long-Term Capital Gain	Long-Term Short Gain	Return of Capital	Dividend Income	Distribution Total
12-11-2015	21.05	0.0500	0.0000	0.0000	0.0900	0.1400
10-09-2015	21.17	1.0600	0.1600	0.0000	0.1100	1.3300
07-01-2015	23.20	0.0000	0.0000	0.0000	0.0800	0.0800
04-01-2015	23.16	0.0000	0.0000	0.0000	0.1000	0.1000
12-12-2014	22.33	0.3600	0.0900	0.0000	0.0900	0.5300

3 Year Average Morningstar Risk Measures



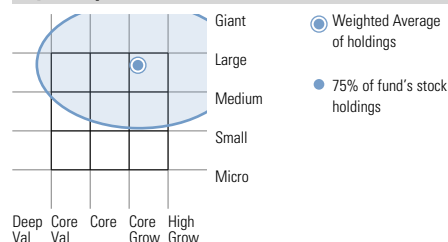
Pillars

Process	Neutral
Performance	Positive
People	Positive
Parent	Positive
Price	Positive
Rating	Bronze

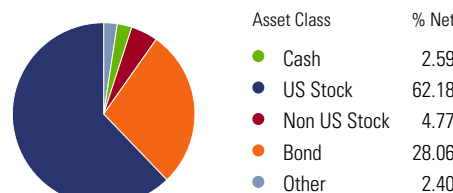
Investment Strategy

The investment seeks income and capital growth consistent with reasonable risk. The fund invests approximately 60% of assets in stocks and other equity securities and the remainder in bonds and other debt securities, including lower-quality debt securities (those of less than investment-grade quality, also referred to as high yield debt securities or junk bonds), when its outlook is neutral. It invests at least 25% of total assets in fixed-income senior securities (including debt securities and preferred stock).

Style Map




Asset Allocation



Fidelity® Balanced Fund Class K FBAKX

Morningstar Analyst Rating
 Bronze

NAV \$	NAV Day Change %	Yield TTM %	Total Assets \$ Bil	Status	Min. Inv.	Load	Expenses	Morningstar Rating™	Category	Investment Style
19.54	↓0.00 0.00	1.80	26.6	Open	—	None	0.46%	★★★★★	Moderate Allocation 	Large Growth

Management

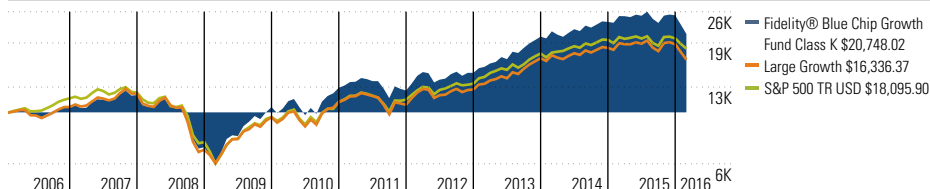
	Start Date
Steven Kaye	09-30-2008
Robert Lee	09-30-2008
Douglas Simmons	09-30-2008
Pierre Sorel	09-30-2008
Robert E. Stansky	09-30-2008
Tobias W. Welo	11-14-2011
Brian Lempel	04-25-2013
Jonathan Kasen	07-16-2013
Monty Kori	07-16-2013
Ford E. O'Neil	07-31-2015
Peter Dixon	11-16-2015

Fidelity® Blue Chip Growth Fund Class K FBGKX

Morningstar Analyst Rating
Bronze

NAV \$	NAV Day Change %	Yield TTM %	Total Assets \$ Bil	Status	Min. Inv.	Load	Expenses	Morningstar Rating™	Category	Investment Style
57.99	↑0.07 0.12	0.10	19.2	Open	—	None	0.77%	★★★★	Large Growth	Large Growth

Growth of 10,000 02-09-2006 - 02-09-2016



Investment Strategy

The investment seeks growth of capital over the long term. The fund invests primarily in common stocks of well-known and established companies. It normally invests at least 80% of assets in blue chip companies. The fund invests in companies that Fidelity Management & Research Company (FMR) believes have above-average growth potential (stocks of these companies are often called "growth" stocks). It invests in securities of domestic and foreign issuers. The fund uses fundamental analysis of factors such as each issuer's financial condition and industry position, as well as market and economic conditions, to select investments.

Performance 02-09-2016

	YTD	1 Mo	1 Yr	3Yr Ann	5Yr Ann	10Yr Ann
Growth of 10,000	8,396	9,047	8,872	13,508	15,680	20,791
Fund	-16.04	-9.53	-11.28	10.54	9.41	7.59
+/- S&P 500 TR USD	-6.85	-6.04	-3.72	1.42	0.11	1.47
+/- Category	-2.57	-2.16	-0.66	2.98	1.99	1.97
% Rank in Cat	82	81	61	8	13	—
# of Funds in Cat	1,752	1,752	1,656	1,524	1,307	920

* Currency is displayed in BASE

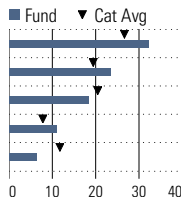
Top Holdings 12-31-2015

	Weight %	Last Price	Day Chg %	52 Week Range
⊕ Alphabet Inc A	5.24	715.95 BASE	2.19 ↑	529.00 - 810.35
⊕ Amazon.com Inc	4.94	497.49 BASE	3.20 ↑	365.65 - 696.44
⊖ Apple Inc	4.36	95.24 BASE	0.24 ↑	92.00 - 134.54
⊖ Facebook Inc A	3.35	102.74 BASE	3.27 ↑	72.00 - 117.59
⊖ Alphabet Inc C	2.27	692.79 BASE	2.40 ↑	515.18 - 789.87
% Assets in Top 5 Holdings	20.17			

⊕ Increase ⊖ Decrease ✱ New to Portfolio

Top Sectors 12-31-2015

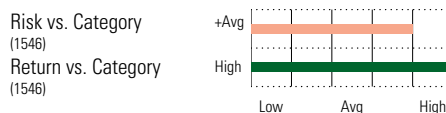
	Fund	3 Yr High	3 Yr Low	Cat Avg
Technology	32.15	32.15	27.73	25.72
Consumer Cyclical	23.49	23.49	20.13	18.51
Healthcare	18.24	18.24	13.89	19.56
Consumer Defensive	10.91	12.30	10.18	6.89
Financial Services	6.33	7.60	6.33	10.83



Dividend and Capital Gains Distributions

Distribution Date	Distribution NAV	Long-Term Capital Gain	Long-Term Short Gain	Return of Capital	Dividend Income	Distribution Total
12-11-2015	67.71	0.1900	0.0000	0.0000	0.0000	0.1900
09-11-2015	67.55	3.4400	0.0000	0.0000	0.0700	3.5100
12-12-2014	67.02	0.5700	0.0000	0.0000	0.0600	0.6300
09-05-2014	66.87	3.1700	0.2500	0.0000	0.1100	3.5300
12-13-2013	60.79	1.2900	0.0000	0.0000	0.1300	1.4200

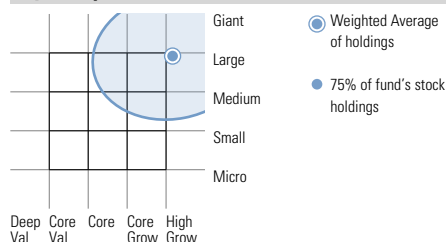
3 Year Average Morningstar Risk Measures



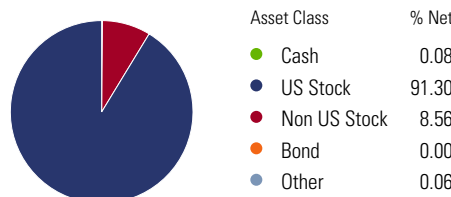
Pillars

Process	Neutral
Performance	Positive
People	Positive
Parent	Positive
Price	Positive
Rating	Bronze

Style Map



Asset Allocation



Management

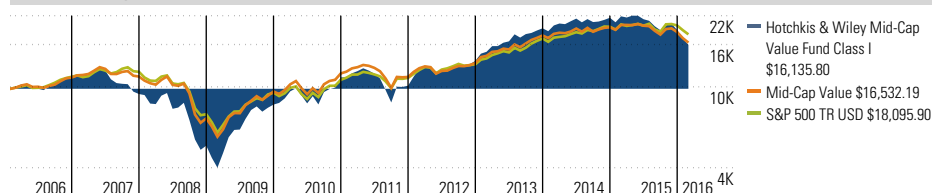
Start Date
Sonu Kalra
07-01-2009

Hotchkis & Wiley Mid-Cap Value Fund Class I HWMIX

Morningstar Analyst Rating

NAV \$	NAV Day Change %	Yield TTM %	Total Assets \$ Bil	Status	Min. Inv.	Load	Expenses	Morningstar Rating™	Category	Investment Style
26.63	↓-0.31 -1.15	0.47	2.0	Limited	\$1 mil	None	1.00%	★★	Mid-Cap Value	Mid Value

Growth of 10,000 02-09-2006 - 02-09-2016



Investment Strategy

The investment seeks capital appreciation. The fund normally invests at least 80% of its net assets plus borrowings for investment purposes in equity securities of mid-capitalization companies. Hotchkis & Wiley Capital Management, LLC (the "Advisor") currently considers mid-cap companies to be those with market capitalizations like those found in the Russell Midcap® Index.

Performance 02-09-2016

	YTD	1 Mo	1 Yr	3Yr Ann	5Yr Ann	10Yr Ann
Growth of 10,000	8,511	9,250	7,523	10,773	13,791	16,136
Fund	-14.89	-7.50	-24.77	2.51	6.64	4.90
+/- S&P 500 TR USD	-5.71	-4.02	-17.21	-6.61	-2.66	-1.22
+/- Category	-4.01	-2.56	-8.89	-1.83	1.12	-0.11
% Rank in Cat	95	92	95	81	30	56
# of Funds in Cat	480	480	461	399	336	231

* Currency is displayed in BASE

Top Holdings 12-31-2015

	Weight %	Last Price	Day Chg %	52 Week Range
Calpine Corp	3.92	14.47 BASE	-0.72 ↓	11.74 - 23.50
⊖ Arris Grp Inc Ne	3.63	—	—	—
⊖ Popular Inc	3.61	24.97 BASE	2.55 ↑	22.40 - 35.83
⊖ Citizens Financial Group Inc	3.49	19.11 BASE	-2.20 ↓	18.89 - 28.71
⊖ Ophir Energy PLC	3.46	77.50 BASE	-1.59 ↓	74.64 - 171.20
% Assets in Top 5 Holdings	18.12			

⊕ Increase ⊖ Decrease ☆ New to Portfolio

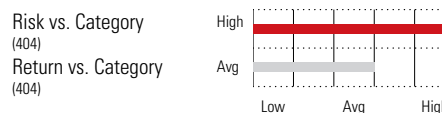
Top Sectors 12-31-2015

	Fund	3 Yr High	3 Yr Low	Cat Avg	
Financial Services	28.61	30.87	27.11	20.73	
Technology	19.72	19.72	15.45	12.52	
Energy	16.40	16.40	7.88	7.71	
Consumer Cyclical	14.94	19.81	14.94	13.90	
Utilities	9.45	13.91	8.95	6.41	

Dividend and Capital Gains Distributions

Distribution Date	Distribution NAV	Long-Term Capital Gain	Long-Term Short Gain	Return of Capital	Dividend Income	Distribution Total
12-11-2015	30.93	3.7300	0.7000	0.0000	0.1600	4.5900
12-12-2014	38.90	3.6000	0.3700	0.0000	0.2700	4.2400
12-13-2013	38.99	0.0000	0.0000	0.0000	0.1300	0.1300
12-14-2012	28.12	0.0000	0.0000	0.0000	0.1300	0.1300
12-16-2011	20.87	0.0000	0.0000	0.0000	0.0200	0.0200

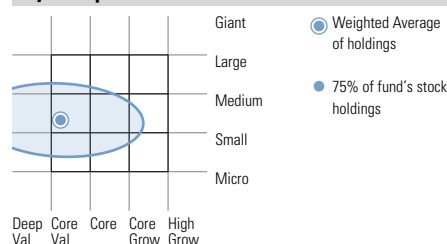
3 Year Average Morningstar Risk Measures



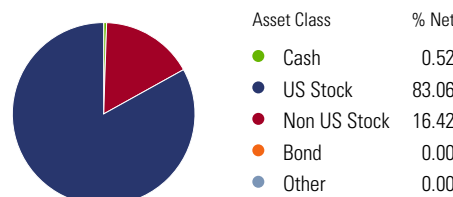
Pillars

Process	—	—
Performance	—	—
People	—	—
Parent	—	—
Price	—	—
Rating	—	—

Style Map



Asset Allocation



Management

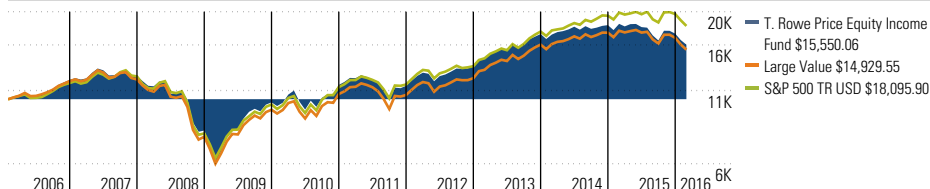
	Start Date
Stanley Majcher	12-31-1997
James B. Miles	01-02-1997
George H. Davis, Jr.	12-31-1997

T. Rowe Price Equity Income Fund PRFDX

Morningstar Analyst Rating
Bronze

NAV \$	NAV Day Change %	Yield TTM %	Total Assets \$ Bil	Status	Min. Inv.	Load	Expenses	Morningstar Rating™	Category	Investment Style
26.03	↓-0.11 -0.42	2.28	21.1	Open	\$2,500	None	0.66%	★★★	Large Value	Large Value

Growth of 10,000 02-09-2006 - 02-09-2016



Investment Strategy

The investment seeks a high level of dividend income and long-term capital growth primarily through investments in stocks. The fund will normally invest at least 80% of its net assets (including any borrowings for investment purposes) in common stocks, with an emphasis on large-capitalization stocks that have a strong track record of paying dividends or that are believed to be undervalued. It generally seeks investments in large-capitalization companies and the fund's yield, which reflects the level of dividends paid by the fund, is expected to normally exceed the yield of the S&P 500 Stock Index.

Performance 02-09-2016

	YTD	1 Mo	1 Yr	3Yr Ann	5Yr Ann	10Yr Ann
Growth of 10,000	9,146	9,771	8,581	11,179	13,142	15,550
Fund	-8.54	-2.29	-14.19	3.78	5.62	4.51
+/- S&P 500 TR USD	0.65	1.20	-6.63	-5.34	-3.68	-1.61
+/- Category	0.57	1.08	-2.00	-1.89	-1.02	0.16
% Rank in Cat	38	28	69	82	71	44
# of Funds in Cat	1,458	1,461	1,349	1,171	1,027	741

* Currency is displayed in BASE

Top Holdings 12-31-2015

	Weight %	Last Price	Day Chg %	52 Week Range
⊖ General Electric Co	3.43	28.57 BASE	0.99 ↑	19.37 - 31.49
⊖ JPMorgan Chase & Co	3.34	56.16 BASE	-0.12 ↓	50.07 - 70.61
⊕ Exxon Mobil Corporation	2.31	80.15 BASE	0.03 ↑	66.55 - 93.45
⊕ Microsoft Corp	2.25	50.23 BASE	1.93 ↑	39.72 - 56.85
Johnson & Johnson	2.10	102.21 BASE	0.22 ↑	81.79 - 105.49
% Assets in Top 5 Holdings	13.43			

⊕ Increase ⊖ Decrease ✱ New to Portfolio

Top Sectors 12-31-2015

	Fund	3 Yr High	3 Yr Low	Cat Avg	
Financial Services	23.40	23.40	19.58	20.53	■ Fund ▼ Cat Avg
Industrials	13.08	15.90	13.07	10.81	
Energy	10.99	14.91	10.99	10.29	
Technology	10.90	10.90	9.02	11.65	
Consumer Cyclical	10.70	13.62	10.70	8.63	

Dividend and Capital Gains Distributions

Distribution Date	Distribution NAV	Long-Term Capital Gain	Long-Term Short Gain	Return of Capital	Dividend Income	Distribution Total
12-11-2015	27.99	1.4800	0.0000	0.0000	0.1900	1.6700
09-28-2015	27.97	0.0000	0.0000	0.0000	0.1800	0.1800
06-26-2015	32.64	0.0000	0.0000	0.0000	0.1700	0.1700
03-27-2015	32.10	0.0000	0.0000	0.0000	0.1100	0.1100
12-11-2014	32.17	1.7800	0.0000	0.0000	0.1700	1.9500

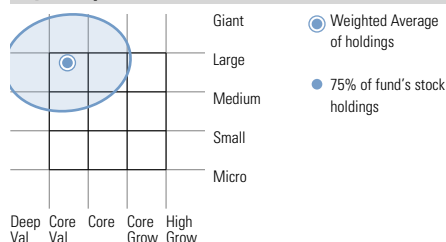
3 Year Average Morningstar Risk Measures

Risk vs. Category (1190)	Avg			
Return vs. Category (1190)	Avg			
		Low	Avg	High

Pillars

Process	⊖ Neutral
Performance	⊖ Neutral
People	⊕ Positive
Parent	⊕ Positive
Price	⊕ Positive
Rating	Bronze

Style Map



Asset Allocation

	% Net	% Short	% Long	Bench mark	Cat Avg
● Cash	2.16	0.00	2.16	0.00	1.99
● US Stock	90.79	0.00	90.79	99.10	91.28
● Non US Stock	5.22	0.00	5.22	0.90	5.53
● Bond	0.59	0.00	0.59	0.00	0.24
● Other	1.25	0.00	1.25	0.00	0.95

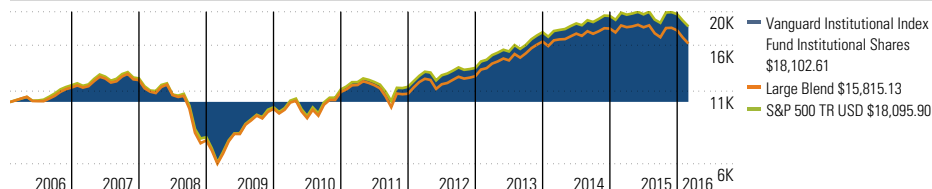
Management

John D. Linehan	Start Date 11-01-2015
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Vanguard Institutional Index Fund Institutional Shares VINIX

Morningstar Analyst Rating
Gold

NAV \$	NAV Day Change %	Yield TTM %	Total Assets \$ Bil	Status	Min. Inv.	Load	Expenses	Morningstar Rating™	Category	Investment Style
169.47	↓-0.08 -0.05	2.58	185.5	Open	\$5 mil	None	0.04%	★★★★	Large Blend	Large Blend

Growth of 10,000 02-09-2006 - 02-09-2016

Investment Strategy

The investment seeks to track the performance of a benchmark index that measures the investment return of large-capitalization stocks. The fund employs an indexing investment approach designed to track the performance of the Standard & Poor's 500 Index, a widely recognized benchmark of U.S. stock market performance that is dominated by the stocks of large U.S. companies. It attempts to replicate the target index by investing all, or substantially all, of its assets in the stocks that make up the index, holding each stock in approximately the same proportion as its weighting in the index.

Performance 02-09-2016

	YTD	1 Mo	1 Yr	3Yr Ann	5Yr Ann	10Yr Ann
Growth of 10,000	9,081	9,651	9,243	12,984	15,582	18,128
Fund	-9.19	-3.49	-7.57	9.09	9.28	6.13
+/- S&P 500 TR USD	0.00	0.00	-0.01	-0.03	-0.03	0.00
+/- Category	0.61	0.58	2.85	2.13	1.83	0.97
% Rank in Cat	30	29	18	11	10	17
# of Funds in Cat	1,676	1,676	1,585	1,388	1,226	885

* Currency is displayed in BASE

Top Holdings 12-31-2015

	Weight %	Last Price	Day Chg %	52 Week Range
Apple Inc	3.27	95.50 BASE	0.52 ↑	92.00 - 134.54
Microsoft Corp	2.47	50.02 BASE	1.50 ↑	39.72 - 56.85
Exxon Mobil Corporation	1.81	80.39 BASE	0.32 ↑	66.55 - 93.45
General Electric Co	1.64	28.48 BASE	0.65 ↑	19.37 - 31.49
Johnson & Johnson	1.58	102.26 BASE	0.27 ↑	81.79 - 105.49
% Assets in Top 5 Holdings	10.76			

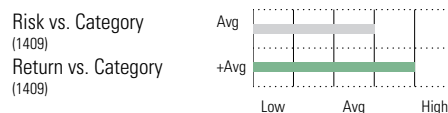
⊕ Increase ⊖ Decrease ✱ New to Portfolio

Top Sectors 12-31-2015

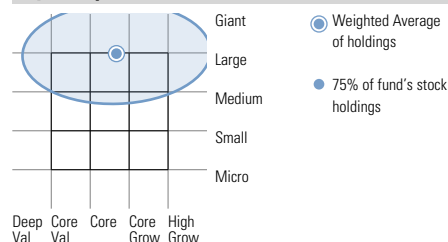
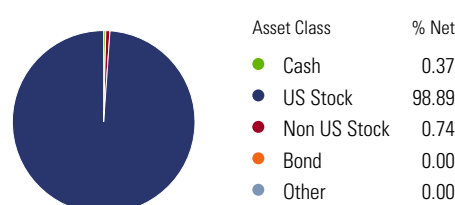
	Fund	3 Yr High	3 Yr Low	Cat Avg
Technology	18.57	18.57	16.77	17.64
Healthcare	15.66	15.66	12.80	15.17
Financial Services	15.17	15.33	15.17	16.32
Consumer Cyclical	11.25	11.25	10.58	11.97
Industrials	10.83	11.68	10.83	11.46

Dividend and Capital Gains Distributions

Distribution Date	Distribution NAV	Long-Term Capital Gain	Long-Term Short Gain	Return of Capital	Dividend Income	Distribution Total
12-18-2015	183.00	0.0000	0.0000	0.0000	1.1200	1.1200
09-18-2015	178.79	0.0000	0.0000	0.0000	0.9700	0.9700
06-19-2015	192.67	0.0000	0.0000	0.0000	0.8800	0.8800
03-26-2015	187.70	0.0000	0.0000	0.0000	1.6000	1.6000
12-19-2014	189.65	0.0000	0.0000	0.0000	1.0500	1.0500

3 Year Average Morningstar Risk Measures

Pillars

Process	Positive
Performance	Positive
People	Positive
Parent	Positive
Price	Positive
Rating	Gold

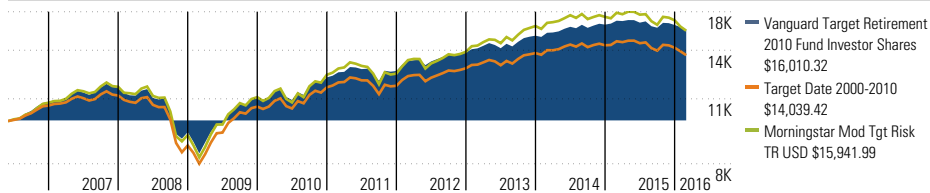
Style Map

Asset Allocation

Management

Donald M. Butler	Start Date
	12-31-2000

Vanguard Target Retirement 2010 Fund Investor Shares VTENX

Morningstar Analyst Rating
Gold

NAV \$	NAV Day Change %	Yield TTM %	Total Assets \$ Bil	Status	Min. Inv.	Load	Expenses	Morningstar Rating™	Category	Investment Style
24.26	↓-0.05 -0.21	1.87	5.7	Open	\$1,000	None	0.14%	★★★★	Target Date 2000-2010	Large Blend

Growth of 10,000 06-07-2006 - 02-09-2016

Performance 02-09-2016

	YTD	1 Mo	1 Yr	3Yr Ann	5Yr Ann	10Yr Ann
Growth of 10,000	9,751	9,922	9,654	11,017	12,610	—
Fund	-2.49	-0.78	-3.46	3.28	4.75	—
+/- Morningstar Mod Tgt Risk TR USD	2.75	1.12	3.81	0.71	0.53	—
+/- Category	1.28	0.83	2.09	1.30	1.29	—
% Rank in Cat	12	21	11	9	9	—
# of Funds in Cat	137	137	126	91	82	41

* Currency is displayed in BASE

Top Holdings 12-31-2015

	Weight %	Last Price	Day Chg %	52 Week Range
⊖ Vanguard Total Bond Market II Idx Inv	35.58	10.80 BASE	0.00 ↓	10.58 - 10.99
⊖ Vanguard Total Stock Mkt Idx Inv	20.41	45.57 BASE	-0.13 ↓	45.57 - 53.86
⊖ Vanguard Total Intl Bd Idx Investor	15.39	10.74 BASE	0.00 ↓	10.41 - 10.84
⊖ Vanguard Shrt-Term Infl-Prot Sec Idx Inv	15.08	24.17 BASE	-0.12 ↓	24.07 - 24.46
⊖ Vanguard Total Intl Stock Index Inv	13.51	12.97 BASE	-1.14 ↓	12.87 - 17.27
% Assets in Top 5 Holdings	99.96			

⊕ Increase ⊖ Decrease ☆ New to Portfolio

Top Sectors 12-31-2015

	Fund	3 Yr High	3 Yr Low	Cat Avg
Financial Services	17.51	17.51	16.82	17.32
Technology	14.44	15.03	13.94	15.95
Healthcare	12.98	12.98	11.01	13.44
Consumer Cyclical	12.18	12.18	11.30	12.31
Industrials	11.49	12.12	11.49	11.17

	Fund	BMark	Cat Avg
Government	55.07	46.49	31.69
Agency Mortgage-Backed	10.94	18.44	12.47
Government-Related	3.89	0.72	3.51
Commercial MBS	1.62	0.07	3.18
Asset-Backed	0.40	0.00	2.09

Dividend and Capital Gains Distributions

Distribution Date	Distribution NAV	Long-Term Capital Gain	Long-Term Short Gain	Return of Capital	Dividend Income	Distribution Total
12-29-2015	24.99	0.9000	0.0100	0.0000	0.4800	1.3900
12-29-2014	26.42	0.3000	0.0400	0.0000	0.4600	0.8000
12-26-2013	25.54	0.3000	0.0000	0.0000	0.4200	0.7200
12-28-2012	24.02	0.0000	0.0400	0.0000	0.5300	0.5700
12-29-2011	22.44	0.0000	0.0400	0.0000	0.6000	0.6300

3 Year Average Morningstar Risk Measures

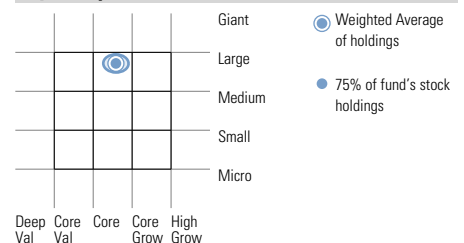
Risk vs. Category (91)	None
Return vs. Category (91)	None
	Low Avg High

Pillars

Process	⊕ Positive
Performance	⊕ Positive
People	⊕ Positive
Parent	⊕ Positive
Price	⊕ Positive
Rating	Gold

Investment Strategy

The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2010 (the target year). Its asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Style Map

Asset Allocation

	% Net	% Short	% Long	Bench mark	Cat Avg
Cash	4.58	0.00	4.58	4.83	8.58
US Stock	20.37	0.00	20.37	26.64	25.89
Non US Stock	13.27	0.00	13.27	10.17	11.16
Bond	61.42	0.00	61.43	53.95	53.12
Other	0.36	0.00	0.36	4.40	1.25

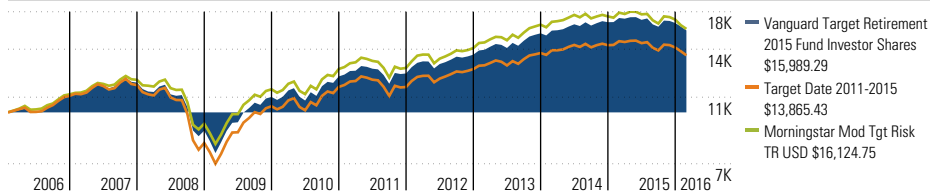
Management

	Start Date
William Coleman	02-22-2013
Walter Nejman	02-22-2013

Vanguard Target Retirement 2015 Fund Investor Shares VTXVX

Morningstar Analyst Rating
Gold

NAV \$	NAV Day Change %	Yield TTM %	Total Assets \$ Bil	Status	Min. Inv.	Load	Expenses	Morningstar Rating™	Category	Investment Style
13.64	↓-0.04 -0.29	2.04	17.5	Open	\$1,000	None	0.14%	★★★★★	Target Date 2011-2015	Large Blend

Growth of 10,000 02-09-2006 - 02-09-2016

Performance 02-09-2016

	YTD	1 Mo	1 Yr	3Yr Ann	5Yr Ann	10Yr Ann
Growth of 10,000	9,585	9,848	9,473	11,171	12,737	15,976
Fund	-4.15	-1.52	-5.27	3.76	4.96	4.80
+/- Morningstar Mod Tgt Risk TR USD	1.09	0.39	1.99	1.19	0.74	-0.09
+/- Category	0.26	0.44	1.00	1.73	1.35	1.06
% Rank in Cat	34	22	24	6	8	10
# of Funds in Cat	175	175	156	117	90	11

* Currency is displayed in BASE

Top Holdings 12-31-2015

	Weight %	Last Price	Day Chg %	52 Week Range
⊖ Vanguard Total Bond Market II Idx Inv	30.03	10.80 BASE	0.00 ↓	10.58 - 10.99
⊖ Vanguard Total Stock Mkt Idx Inv	29.28	45.57 BASE	-0.13 ↓	45.57 - 53.86
⊖ Vanguard Total Intl Stock Index Inv	19.06	12.97 BASE	-1.14 ↓	12.87 - 17.27
⊖ Vanguard Total Intl Bd Idx Investor	12.90	10.74 BASE	0.00 ↓	10.41 - 10.84
⊖ Vanguard Shrt-Term Infl-Prot Sec Idx Inv	8.74	24.17 BASE	-0.12 ↓	24.07 - 24.46

% Assets in Top 5 Holdings 100.00

⊕ Increase ⊖ Decrease ☆ New to Portfolio

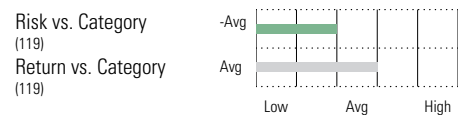
Top Sectors 12-31-2015

	Fund	3 Yr High	3 Yr Low	Cat Avg
Financial Services	17.48	17.48	16.79	17.45
Technology	14.47	15.06	13.95	15.80
Healthcare	13.00	13.00	11.02	13.49
Consumer Cyclical	12.18	12.18	11.30	12.51
Industrials	11.49	12.12	11.49	11.07

	Fund	BMark	Cat Avg
Government	52.91	45.06	30.59
Agency Mortgage-Backed	11.79	18.30	12.02
Government-Related	4.19	0.71	3.67
Commercial MBS	1.74	0.09	2.93
Asset-Backed	0.43	0.00	2.51

Dividend and Capital Gains Distributions

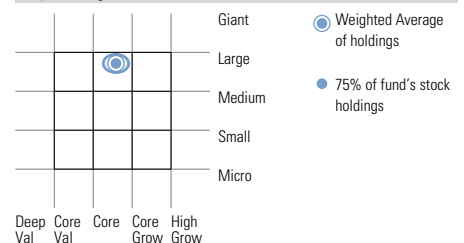
Distribution Date	Distribution NAV	Long-Term Capital Gain	Long-Term Short Gain	Return of Capital	Dividend Income	Distribution Total
12-29-2015	14.33	0.6900	0.0100	0.0000	0.3000	1.0000
12-29-2014	15.38	0.1400	0.0300	0.0000	0.2800	0.4500
12-26-2013	14.73	0.0900	0.0000	0.0000	0.2600	0.3500
12-28-2012	13.29	0.0000	0.0200	0.0000	0.3000	0.3200
12-29-2011	12.31	0.0000	0.0200	0.0000	0.3100	0.3300

3 Year Average Morningstar Risk Measures

Pillars

Process	⊕ Positive
Performance	⊕ Positive
People	⊕ Positive
Parent	⊕ Positive
Price	⊕ Positive
Rating	★★★★★ Gold

Investment Strategy

The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2015 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Style Map

Asset Allocation

	% Net	% Short	% Long	Bench mark	Cat Avg
Cash	3.19	0.00	3.19	3.75	6.05
US Stock	29.22	0.00	29.22	29.79	31.07
Non US Stock	18.73	0.00	18.73	12.09	15.06
Bond	48.53	0.00	48.54	49.99	45.32
Other	0.33	0.00	0.33	4.38	2.50

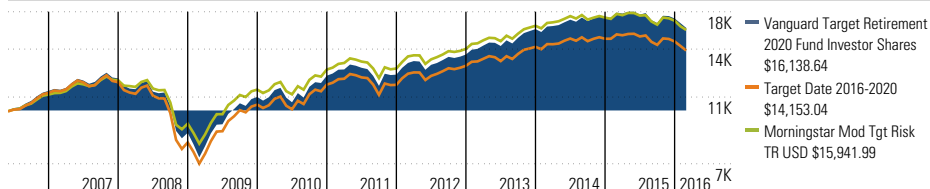
Management

	Start Date
William Coleman	02-22-2013
Walter Nejman	02-22-2013

Vanguard Target Retirement 2020 Fund Investor Shares VTWNX

Morningstar Analyst Rating
Gold

NAV \$	NAV Day Change %	Yield TTM %	Total Assets \$ Bil	Status	Min. Inv.	Load	Expenses	Morningstar Rating™	Category	Investment Style
25.71	↓-0.08 -0.31	2.19	25.4	Open	\$1,000	None	0.14%	★★★★★	Target Date 2016-2020	Large Blend

Growth of 10,000 06-07-2006 - 02-09-2016

Performance

YTD 1 Mo 1 Yr 3Yr Ann 5Yr Ann 10Yr Ann

* Currency is displayed in BASE

Top Holdings 12-31-2015

	Weight %	Last Price	Day Chg %	52 Week Range
⊖ Vanguard Total Stock Mkt Idx Inv	35.58	45.57 BASE	-0.13 ↓	45.57 - 53.86
⊖ Vanguard Total Bond Market II Idx Inv	28.24	10.80 BASE	0.00 ↓	10.58 - 10.99
⊖ Vanguard Total Intl Stock Index Inv	23.10	12.97 BASE	-1.14 ↓	12.87 - 17.27
⊖ Vanguard Total Intl Bd Idx Investor	12.13	10.74 BASE	0.00 ↓	10.41 - 10.84
⊕ Vanguard Shrt-Term Infl-Prot Sec Idx Inv	0.92	24.17 BASE	-0.12 ↓	24.07 - 24.46

% Assets in Top 5 Holdings 99.96

⊕ Increase ⊖ Decrease ☆ New to Portfolio

Top Sectors 12-31-2015

	Fund	3 Yr High	3 Yr Low	Cat Avg	
Financial Services	17.48	17.48	16.80	17.07	■ Fund ▼ Cat Avg
Technology	14.48	15.04	13.96	15.29	
Healthcare	13.01	13.01	11.02	13.12	
Consumer Cyclical	12.18	12.18	11.30	12.44	
Industrials	11.49	12.12	11.49	11.00	

	Fund	BMark	Cat Avg	
Government	47.76	43.66	31.26	■ Fund ▼ Cat Avg
Agency Mortgage-Backed	13.86	18.15	14.45	
Government-Related	4.93	0.69	4.28	
Commercial MBS	2.05	0.10	3.00	
Asset-Backed	0.51	0.00	2.43	

Dividend and Capital Gains Distributions

Distribution Date	Distribution NAV	Long-Term Capital Gain	Long-Term Short Gain	Return of Capital	Dividend Income	Distribution Total
12-29-2015	27.40	0.4800	0.0500	0.0000	0.5900	1.1300
12-29-2014	28.67	0.0000	0.0400	0.0000	0.5400	0.5800
12-26-2013	27.00	0.0100	0.0000	0.0000	0.4800	0.4900
12-28-2012	23.63	0.0000	0.0300	0.0000	0.5100	0.5300
12-29-2011	21.71	0.0000	0.0300	0.0000	0.5100	0.5400

3 Year Average Morningstar Risk Measures

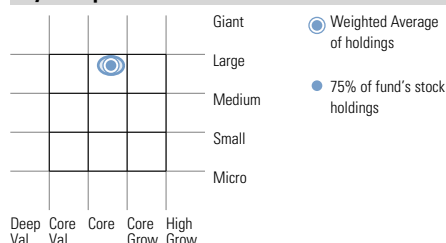
Risk vs. Category (186)	None				
Return vs. Category (186)	None				
	Low	Avg	High		

Pillars

Process	⊕ Positive
Performance	⊕ Positive
People	⊕ Positive
Parent	⊕ Positive
Price	⊕ Positive
Rating	★★★★★ Gold

Investment Strategy

The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2020 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Style Map

Asset Allocation

	% Net	% Short	% Long	Bench mark	Cat Avg
● Cash	1.72	0.00	1.72	2.71	6.21
● US Stock	35.50	0.00	35.50	34.01	34.66
● Non US Stock	22.70	0.00	22.70	14.64	15.60
● Bond	39.75	0.00	39.75	44.28	41.25
● Other	0.33	0.00	0.33	4.36	2.28

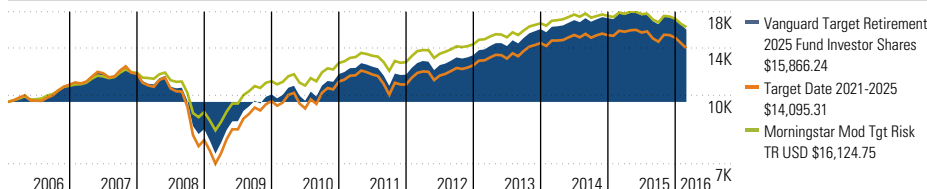
Management

	Start Date
William Coleman	02-22-2013
Walter Nejman	02-22-2013

Vanguard Target Retirement 2025 Fund Investor Shares VTTVX

Morningstar Analyst Rating
Gold

NAV \$	NAV Day Change %	Yield TTM %	Total Assets \$ Bil	Status	Min. Inv.	Load	Expenses	Morningstar Rating™	Category	Investment Style
14.64	↓-0.06 -0.41	2.20	28.8	Open	\$1,000	None	0.15%	★★★★	Target Date 2021-2025	Large Blend

Growth of 10,000 02-09-2006 - 02-09-2016

Performance 02-09-2016

	YTD	1 Mo	1 Yr	3Yr Ann	5Yr Ann	10Yr Ann
Growth of 10,000	9,373	9,753	9,237	11,324	12,893	15,866
Fund	-6.27	-2.47	-7.63	4.23	5.21	4.72
+/- Morningstar Mod Tgt Risk TR USD	-1.04	-0.56	-0.36	1.66	1.00	-0.16
+/- Category	0.24	0.49	0.94	1.66	1.13	1.15
% Rank in Cat	48	26	34	6	11	12
# of Funds in Cat	224	224	202	158	115	27

* Currency is displayed in BASE

Top Holdings 12-31-2015

	Weight %	Last Price	Day Chg %	52 Week Range
⊖ Vanguard Total Stock Mkt Idx Inv	40.19	45.57 BASE	-0.13 ↓	45.57 - 53.86
⊖ Vanguard Total Intl Stock Index Inv	26.37	12.97 BASE	-1.14 ↓	12.87 - 17.27
⊖ Vanguard Total Bond Market II Idx Inv	23.42	10.80 BASE	0.00 ↓	10.58 - 10.99
⊖ Vanguard Total Intl Bd Idx Investor	9.97	10.74 BASE	0.00 ↓	10.41 - 10.84
% Assets in Top 5 Holdings	99.95			

⊕ Increase ⊖ Decrease ☆ New to Portfolio

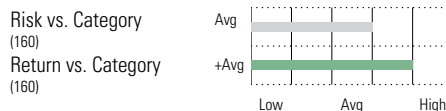
Top Sectors 12-31-2015

	Fund	3 Yr High	3 Yr Low	Cat Avg
Financial Services	17.49	17.49	16.80	17.02
Technology	14.46	15.05	13.96	15.43
Healthcare	12.99	12.99	11.02	13.29
Consumer Cyclical	12.18	12.18	11.30	12.37
Industrials	11.49	12.12	11.49	11.04

	Fund	BMark	Cat Avg
Government	46.74	42.29	29.68
Agency Mortgage-Backed	14.16	18.01	14.40
Government-Related	5.02	0.68	3.86
Commercial MBS	2.09	0.11	2.32
Asset-Backed	0.52	0.01	1.74

Dividend and Capital Gains Distributions

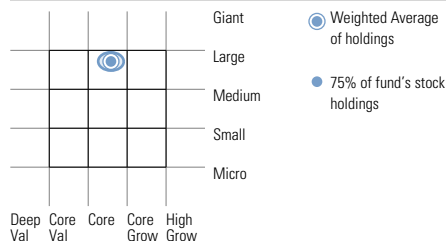
Distribution Date	Distribution NAV	Long-Term Capital Gain	Long-Term Short Gain	Return of Capital	Dividend Income	Distribution Total
12-29-2015	15.79	0.4000	0.0400	0.0000	0.3400	0.7800
12-29-2014	16.67	0.0100	0.0200	0.0000	0.3200	0.3500
12-26-2013	15.68	0.0000	0.0200	0.0000	0.2900	0.3000
12-28-2012	13.46	0.0000	0.0100	0.0000	0.3000	0.3100
12-29-2011	12.28	0.0000	0.0100	0.0000	0.2900	0.3000

3 Year Average Morningstar Risk Measures

Pillars

Process	⊕ Positive
Performance	⊕ Positive
People	⊕ Positive
Parent	⊕ Positive
Price	⊕ Positive
Rating	★★★★ Gold

Investment Strategy

The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2025 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Style Map

Asset Allocation

	% Net	% Short	% Long	Bench mark	Cat Avg
Cash	1.41	0.00	1.41	1.71	5.61
US Stock	40.10	0.00	40.10	39.95	41.26
Non US Stock	25.91	0.00	25.91	18.22	19.29
Bond	32.28	0.00	32.28	35.80	31.51
Other	0.30	0.00	0.30	4.32	2.33

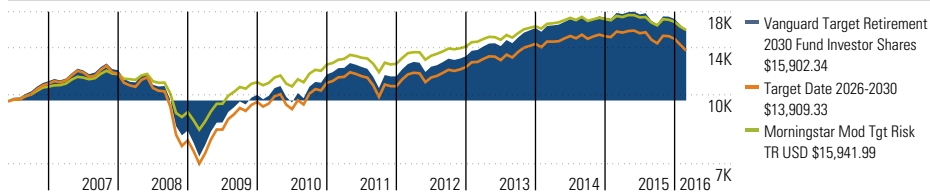
Management

	Start Date
William Coleman	02-22-2013
Walter Nejman	02-22-2013

Vanguard Target Retirement 2030 Fund Investor Shares VTHR

Morningstar Analyst Rating
Gold

NAV \$	NAV Day Change %	Yield TTM %	Total Assets \$ Bil	Status	Min. Inv.	Load	Expenses	Morningstar Rating™	Category	Investment Style
25.73	↓-0.10 -0.39	2.20	21.8	Open	\$1,000	None	0.15%	★★★★	Target Date 2026-2030	Large Blend

Growth of 10,000 06-07-2006 - 02-09-2016

Performance 02-09-2016

	YTD	1 Mo	1 Yr	3Yr Ann	5Yr Ann	10Yr Ann
Growth of 10,000	9,282	9,713	9,133	11,366	12,937	—
Fund	-7.18	-2.87	-8.67	4.36	5.29	—
+/- Morningstar Mod Tgt Risk TR USD	-1.94	-0.97	-1.41	1.79	1.07	—
+/- Category	0.32	0.52	1.06	1.93	1.45	—
% Rank in Cat	36	22	31	7	9	—
# of Funds in Cat	255	255	235	186	158	64

* Currency is displayed in BASE

Top Holdings 12-31-2015

	Weight %	Last Price	Day Chg %	52 Week Range
⊖ Vanguard Total Stock Mkt Idx Inv	44.72	45.57 BASE	-0.13 ↓	45.57 - 53.86
⊖ Vanguard Total Intl Stock Index Inv	29.23	12.97 BASE	-1.14 ↓	12.87 - 17.27
⊖ Vanguard Total Bond Market II Idx Inv	18.26	10.80 BASE	0.00 ↓	10.58 - 10.99
⊖ Vanguard Total Intl Bd Idx Investor	7.71	10.74 BASE	0.00 ↓	10.41 - 10.84
% Assets in Top 5 Holdings	99.93			

⊕ Increase ⊖ Decrease ☆ New to Portfolio

Top Sectors 12-31-2015

	Fund	3 Yr High	3 Yr Low	Cat Avg
Financial Services	17.49	17.49	16.81	16.61
Technology	14.46	15.03	13.96	15.07
Healthcare	13.00	13.00	11.02	12.93
Consumer Cyclical	12.18	12.18	11.30	12.24
Industrials	11.49	12.12	11.49	10.90

	Fund	BMark	Cat Avg
Government	46.35	40.94	27.78
Agency Mortgage-Backed	14.08	17.86	14.48
Government-Related	4.98	0.67	4.30
Commercial MBS	2.07	0.12	2.59
Asset-Backed	0.52	0.01	2.15

Dividend and Capital Gains Distributions

Distribution Date	Distribution NAV	Long-Term Capital Gain	Long-Term Short Gain	Return of Capital	Dividend Income	Distribution Total
12-29-2015	28.04	0.3800	0.0500	0.0000	0.6000	1.0300
12-29-2014	29.32	0.0000	0.0300	0.0000	0.5600	0.5900
12-26-2013	27.51	0.0000	0.0300	0.0000	0.4900	0.5300
12-28-2012	23.13	0.0000	0.0100	0.0000	0.5000	0.5100
12-29-2011	20.94	0.0000	0.0200	0.0000	0.4700	0.4900

3 Year Average Morningstar Risk Measures

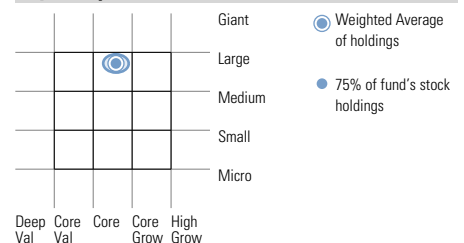
Risk vs. Category (186)	None
Return vs. Category (186)	None
	Low Avg High

Pillars

Process	⊕ Positive
Performance	⊕ Positive
People	⊕ Positive
Parent	⊕ Positive
Price	⊕ Positive
Rating	Gold

Investment Strategy

The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2030 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Style Map

Asset Allocation

	% Net	% Short	% Long	Bench mark	Cat Avg
Cash	1.28	0.00	1.28	0.90	4.74
US Stock	44.63	0.00	44.63	46.77	47.46
Non US Stock	28.73	0.00	28.73	22.58	22.99
Bond	25.10	0.00	25.11	25.48	22.21
Other	0.26	0.00	0.26	4.28	2.60

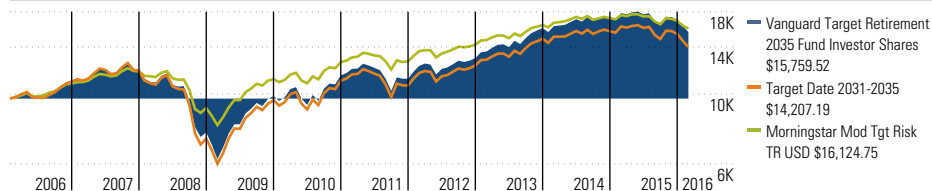
Management

	Start Date
William Coleman	02-22-2013
Walter Nejman	02-22-2013

Vanguard Target Retirement 2035 Fund Investor Shares VTTHX

Morningstar Analyst Rating
Gold

NAV \$	NAV Day Change %	Yield TTM %	Total Assets \$ Bil	Status	Min. Inv.	Load	Expenses	Morningstar Rating™	Category	Investment Style
15.47	↓-0.07 -0.45	2.25	21.8	Open	\$1,000	None	0.15%	★★★★	Target Date 2031-2035	Large Blend

Growth of 10,000 02-09-2006 - 02-09-2016

Performance 02-09-2016

	YTD	1 Mo	1 Yr	3Yr Ann	5Yr Ann	10Yr Ann
Growth of 10,000	9,186	9,669	9,026	11,398	12,956	15,772
Fund	-8.14	-3.31	-9.74	4.46	5.32	4.66
+/- Morningstar Mod Tgt Risk TR USD	-2.90	-1.41	-2.48	1.88	1.10	-0.22
+/- Category	0.59	0.69	1.13	1.71	1.11	1.06
% Rank in Cat	33	18	28	11	14	12
# of Funds in Cat	224	224	202	158	115	27

* Currency is displayed in BASE

Top Holdings 12-31-2015

	Weight %	Last Price	Day Chg %	52 Week Range
⊖ Vanguard Total Stock Mkt Idx Inv	49.18	45.57 BASE	-0.13 ↓	45.57 - 53.86
⊖ Vanguard Total Intl Stock Index Inv	32.42	12.97 BASE	-1.14 ↓	12.87 - 17.27
⊖ Vanguard Total Bond Market II Idx Inv	12.94	10.80 BASE	0.00 ↓	10.58 - 10.99
⊖ Vanguard Total Intl Bd Idx Investor	5.42	10.74 BASE	0.00 ↓	10.41 - 10.84
% Assets in Top 5 Holdings	99.96			

⊕ Increase ⊖ Decrease ☆ New to Portfolio

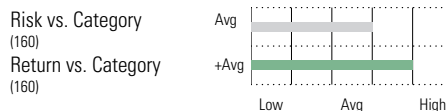
Top Sectors 12-31-2015

	Fund	3 Yr High	3 Yr Low	Cat Avg
Financial Services	17.50	17.50	16.80	16.82
Technology	14.45	15.04	13.96	15.32
Healthcare	12.99	12.99	11.02	13.22
Consumer Cyclical	12.18	12.18	11.30	12.41
Industrials	11.49	12.12	11.49	10.98

	Fund	BMark	Cat Avg
Government	45.78	39.60	25.97
Agency Mortgage-Backed	13.96	17.70	12.74
Government-Related	4.93	0.65	2.95
Commercial MBS	2.06	0.13	2.59
Asset-Backed	0.51	0.01	1.72

Dividend and Capital Gains Distributions

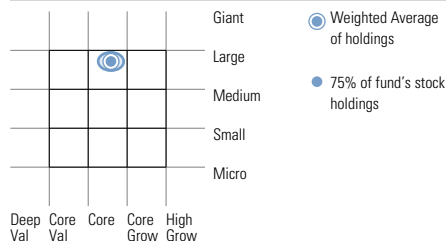
Distribution Date	Distribution NAV	Long-Term Capital Gain	Long-Term Short Gain	Return of Capital	Dividend Income	Distribution Total
12-29-2015	17.06	0.3900	0.0300	0.0000	0.3700	0.7900
12-29-2014	18.03	0.0000	0.0100	0.0000	0.3700	0.3700
12-26-2013	16.89	0.0000	0.0000	0.0000	0.3200	0.3200
12-28-2012	13.92	0.0000	0.0100	0.0000	0.3100	0.3100
12-29-2011	12.52	0.0000	0.0100	0.0000	0.2800	0.2900

3 Year Average Morningstar Risk Measures

Pillars

Process	⊕ Positive
Performance	⊕ Positive
People	⊕ Positive
Parent	⊕ Positive
Price	⊕ Positive
Rating	★★★★ Gold

Investment Strategy

The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2035 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Style Map

Asset Allocation

	% Net	% Short	% Long	Bench mark	Cat Avg
Cash	1.10	0.00	1.10	0.37	4.21
US Stock	49.08	0.00	49.08	52.45	53.18
Non US Stock	31.86	0.00	31.86	26.77	26.83
Bond	17.74	0.00	17.75	16.17	13.53
Other	0.22	0.00	0.22	4.24	2.25

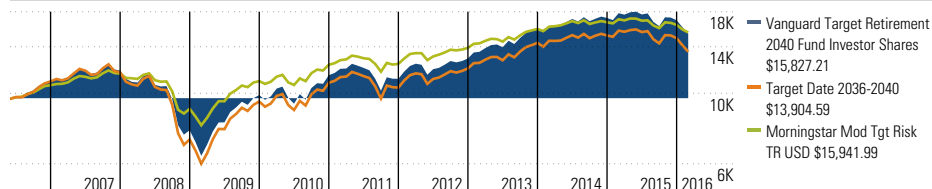
Management

	Start Date
William Coleman	02-22-2013
Walter Nejman	02-22-2013

Vanguard Target Retirement 2040 Fund Investor Shares VFORX

Morningstar Analyst Rating
Gold

NAV \$	NAV Day Change %	Yield TTM %	Total Assets \$ Bil	Status	Min. Inv.	Load	Expenses	Morningstar Rating™	Category	Investment Style
25.90	↓-0.12 -0.46	2.25	14.9	Open	\$1,000	None	0.16%	★★★★	Target Date 2036-2040	Large Blend

Growth of 10,000 06-07-2006 - 02-09-2016

Performance 02-09-2016

	YTD	1 Mo	1 Yr	3Yr Ann	5Yr Ann	10Yr Ann
Growth of 10,000	9,104	9,632	8,917	11,361	12,946	—
Fund	-8.96	-3.68	-10.83	4.35	5.30	—
+/- Morningstar Mod Tgt Risk TR USD	-3.73	-1.78	-3.56	1.77	1.08	—
+/- Category	0.17	0.48	0.65	1.85	1.46	—
% Rank in Cat	38	19	34	11	12	—
# of Funds in Cat	255	255	235	186	158	64

* Currency is displayed in BASE

Top Holdings 12-31-2015

	Weight %	Last Price	Day Chg %	52 Week Range
⊖ Vanguard Total Stock Mkt Idx Inv	53.60	45.57 BASE	-0.13 ↓	45.57 - 53.86
⊖ Vanguard Total Intl Stock Index Inv	35.25	12.97 BASE	-1.14 ↓	12.87 - 17.27
⊕ Vanguard Total Bond Market II Idx Inv	7.82	10.80 BASE	0.00 ↓	10.58 - 10.99
⊖ Vanguard Total Intl Bd Idx Investor	3.26	10.74 BASE	0.00 ↓	10.41 - 10.84
% Assets in Top 5 Holdings	99.92			

⊕ Increase ⊖ Decrease ☆ New to Portfolio

Top Sectors 12-31-2015

	Fund	3 Yr High	3 Yr Low	Cat Avg
Financial Services	17.50	17.50	16.84	16.54
Technology	14.45	15.00	13.96	15.14
Healthcare	12.99	12.99	11.03	13.01
Consumer Cyclical	12.18	12.18	11.30	12.37
Industrials	11.49	12.12	11.49	10.83

	Fund	BMark	Cat Avg
Government	44.43	38.29	21.44
Agency Mortgage-Backed	13.58	17.54	9.64
Government-Related	4.79	0.64	3.82
Commercial MBS	2.00	0.14	2.77
Asset-Backed	0.50	0.01	1.58

Dividend and Capital Gains Distributions

Distribution Date	Distribution NAV	Long-Term Capital Gain	Long-Term Short Gain	Return of Capital	Dividend Income	Distribution Total
12-29-2015	28.86	0.1900	0.0400	0.0000	0.6100	0.8500
12-29-2014	30.11	0.0000	0.0200	0.0000	0.5700	0.5900
12-26-2013	28.15	0.0100	0.0000	0.0000	0.5000	0.5100
12-28-2012	22.88	0.0000	0.0100	0.0000	0.5000	0.5000
12-29-2011	20.53	0.0000	0.0100	0.0000	0.4400	0.4500

3 Year Average Morningstar Risk Measures

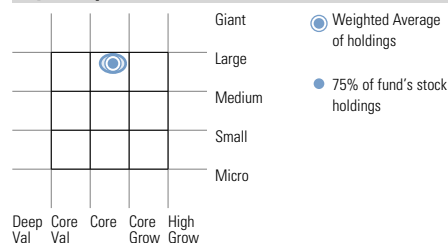
Risk vs. Category (186)	None
Return vs. Category (186)	None
	Low Avg High

Pillars

Process	⊕ Positive
Performance	⊕ Positive
People	⊕ Positive
Parent	⊕ Positive
Price	⊕ Positive
Rating	Gold

Investment Strategy

The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2040 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Style Map

Asset Allocation

	% Net	% Short	% Long	Bench mark	Cat Avg
Cash	0.98	0.00	0.98	0.12	3.79
US Stock	53.49	0.00	53.49	55.43	56.87
Non US Stock	34.64	0.00	34.64	29.87	28.58
Bond	10.71	0.00	10.71	10.37	8.16
Other	0.19	0.00	0.19	4.21	2.61

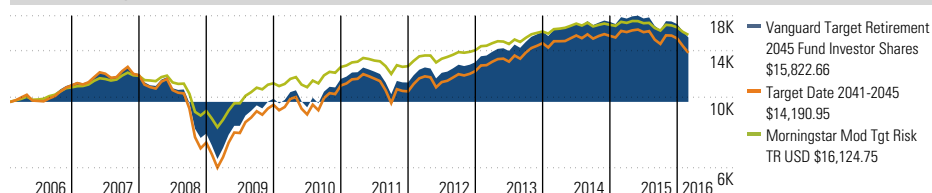
Management

	Start Date
William Coleman	02-22-2013
Walter Nejman	02-22-2013

Vanguard Target Retirement 2045 Fund Investor Shares VTIVX

Morningstar Analyst Rating
Gold

NAV \$	NAV Day Change %	Yield TTM %	Total Assets \$ Bil	Status	Min. Inv.	Load	Expenses	Morningstar Rating™	Category	Investment Style
16.16	↓-0.08 -0.49	2.26	13.7	Open	\$1,000	None	0.16%	★★★★	Target Date 2041-2045	Large Blend

Growth of 10,000 02-09-2006 - 02-09-2016

Performance 02-09-2016

	YTD	1 Mo	1 Yr	3Yr Ann	5Yr Ann	10Yr Ann
Growth of 10,000	9,089	9,619	8,903	11,346	12,926	15,835
Fund	-9.11	-3.81	-10.97	4.30	5.27	4.70
+/- Morningstar Mod Tgt Risk TR USD	-3.87	-1.91	-3.70	1.72	1.05	-0.18
+/- Category	0.63	0.67	0.95	1.52	1.02	0.85
% Rank in Cat	25	19	27	14	18	18
# of Funds in Cat	224	224	202	158	114	18

* Currency is displayed in BASE

Top Holdings 12-31-2015

	Weight %	Last Price	Day Chg %	52 Week Range
⊖ Vanguard Total Stock Mkt Idx Inv	54.05	45.57 BASE	-0.13 ↓	45.57 - 53.86
⊖ Vanguard Total Intl Stock Index Inv	35.75	12.97 BASE	-1.14 ↓	12.87 - 17.27
⊖ Vanguard Total Bond Market II Idx Inv	7.10	10.80 BASE	0.00 ↓	10.58 - 10.99
⊖ Vanguard Total Intl Bd Idx Investor	3.01	10.74 BASE	0.00 ↓	10.41 - 10.84
% Assets in Top 5 Holdings	99.90			

⊕ Increase ⊖ Decrease ☆ New to Portfolio

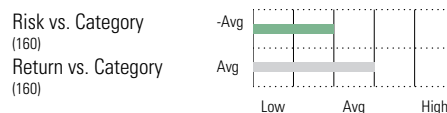
Top Sectors 12-31-2015

	Fund	3 Yr High	3 Yr Low	Cat Avg
Financial Services	17.51	17.51	16.82	17.06
Technology	14.44	15.02	13.97	15.16
Healthcare	12.98	12.98	11.03	13.56
Consumer Cyclical	12.18	12.18	11.30	12.63
Industrials	11.49	12.13	11.49	10.98

	Fund	BMark	Cat Avg
Government	44.16	37.01	19.23
Agency Mortgage-Backed	13.40	17.38	9.02
Government-Related	4.74	0.63	2.10
Commercial MBS	1.97	0.15	2.30
Asset-Backed	0.49	0.01	1.77

Dividend and Capital Gains Distributions

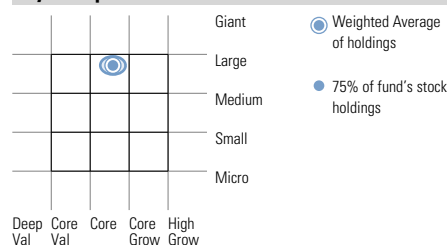
Distribution Date	Distribution NAV	Long-Term Capital Gain	Long-Term Short Gain	Return of Capital	Dividend Income	Distribution Total
12-29-2015	18.04	0.1800	0.0200	0.0000	0.3900	0.5900
12-29-2014	18.87	0.0000	0.0000	0.0000	0.3800	0.3900
12-26-2013	17.66	0.0000	0.0000	0.0000	0.3300	0.3300
12-28-2012	14.37	0.0000	0.0100	0.0000	0.3200	0.3200
12-29-2011	12.89	0.0000	0.0100	0.0000	0.2900	0.2900

3 Year Average Morningstar Risk Measures

Pillars

Process	⊕ Positive
Performance	⊕ Positive
People	⊕ Positive
Parent	⊕ Positive
Price	⊕ Positive
Rating	★★★★ Gold

Investment Strategy

The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2045 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Style Map

Asset Allocation

	% Net	% Short	% Long	Bench mark	Cat Avg
Cash	0.98	0.00	0.98	0.00	3.68
US Stock	53.94	0.00	53.94	55.85	58.49
Non US Stock	35.13	0.00	35.13	31.77	29.75
Bond	9.76	0.00	9.77	8.17	6.18
Other	0.19	0.00	0.19	4.21	1.91

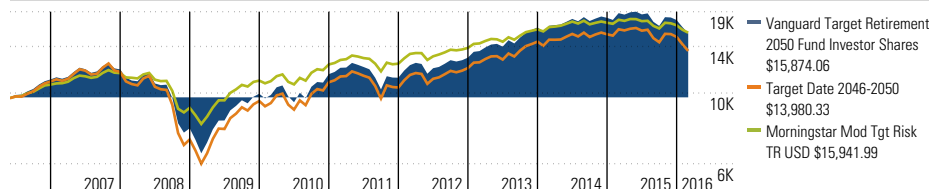
Management

	Start Date
William Coleman	02-22-2013
Walter Nejman	02-22-2013

Vanguard Target Retirement 2050 Fund Investor Shares VFIFX

Morningstar Analyst Rating
Gold

NAV \$	NAV Day Change %	Yield TTM %	Total Assets \$ Bil	Status	Min. Inv.	Load	Expenses	Morningstar Rating™	Category	Investment Style
25.89	↓-0.12 -0.46	2.15	7.8	Open	\$1,000	None	0.16%	★★★★	Target Date 2046-2050	Large Blend

Growth of 10,000 06-07-2006 - 02-09-2016

Performance 02-09-2016

	YTD	1 Mo	1 Yr	3Yr Ann	5Yr Ann	10Yr Ann
Growth of 10,000	9,087	9,621	8,905	11,345	12,932	—
Fund	-9.13	-3.79	-10.95	4.30	5.28	—
+/- Morningstar Mod Tgt Risk TR USD	-3.89	-1.89	-3.68	1.72	1.06	—
+/- Category	0.48	0.59	1.03	1.70	1.35	—
% Rank in Cat	25	21	26	13	16	—
# of Funds in Cat	244	244	224	174	133	16

* Currency is displayed in BASE

Top Holdings 12-31-2015

	Weight %	Last Price	Day Chg %	52 Week Range
⊕ Vanguard Total Stock Mkt Idx Inv	54.23	45.57 BASE	-0.13 ↓	45.57 - 53.86
⊖ Vanguard Total Intl Stock Index Inv	35.56	12.97 BASE	-1.14 ↓	12.87 - 17.27
⊖ Vanguard Total Bond Market II Idx Inv	7.06	10.80 BASE	0.00 ↓	10.58 - 10.99
⊖ Vanguard Total Intl Bd Idx Investor	3.02	10.74 BASE	0.00 ↓	10.41 - 10.84
% Assets in Top 5 Holdings	99.87			

⊕ Increase ⊖ Decrease ☆ New to Portfolio

Top Sectors 12-31-2015

	Fund	3 Yr High	3 Yr Low	Cat Avg
Financial Services	17.49	17.49	16.84	17.00
Technology	14.46	14.99	13.97	15.09
Healthcare	12.99	12.99	11.03	13.26
Consumer Cyclical	12.18	12.18	11.30	12.51
Industrials	11.49	12.13	11.49	11.06

	Fund	BMark	Cat Avg
Government	48.82	38.96	25.55
Corporate	24.76	47.15	28.09
Securitized	16.39	13.81	13.51
Cash & Equivalents	9.40	0.05	31.68
Municipal	0.64	0.04	0.37

Dividend and Capital Gains Distributions

Distribution Date	Distribution NAV	Long-Term Capital Gain	Long-Term Short Gain	Return of Capital	Dividend Income	Distribution Total
12-29-2015	28.90	0.0400	0.0500	0.0000	0.5800	0.6700
12-29-2014	29.97	0.0000	0.0000	0.0000	0.6000	0.6000
12-26-2013	28.03	0.0000	0.0000	0.0000	0.5200	0.5200
12-28-2012	22.79	0.0000	0.0100	0.0000	0.4900	0.4900
12-29-2011	20.44	0.0000	0.0100	0.0000	0.4400	0.4500

3 Year Average Morningstar Risk Measures

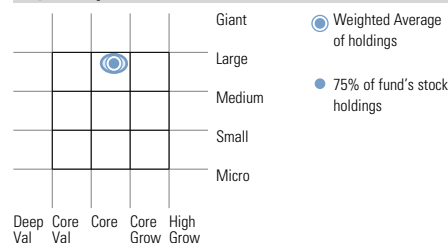
Risk vs. Category (175)	None
Return vs. Category (175)	None
	Low Avg High

Pillars

Process	⊕ Positive
Performance	⊕ Positive
People	⊕ Positive
Parent	⊕ Positive
Price	⊕ Positive
Rating	★★★★ Gold

Investment Strategy

The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2050 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Style Map

Asset Allocation

	% Net	% Short	% Long	Bench mark	Cat Avg
Cash	1.01	0.00	1.01	0.00	3.02
US Stock	54.12	0.00	54.12	55.15	57.27
Non US Stock	34.95	0.00	34.95	33.08	30.67
Bond	9.74	0.00	9.74	7.57	7.10
Other	0.19	0.00	0.19	4.21	1.95

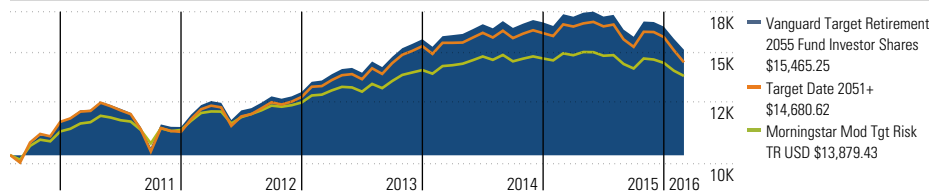
Management

	Start Date
William Coleman	02-22-2013
Walter Nejman	02-22-2013

Vanguard Target Retirement 2055 Fund Investor Shares VFFVX

Morningstar Analyst Rating
Gold

NAV \$	NAV Day Change %	Yield TTM %	Total Assets \$ Bil	Status	Min. Inv.	Load	Expenses	Morningstar Rating™	Category	Investment Style
28.02	↓-0.13 -0.46	2.02	2.4	Open	\$1,000	None	0.16%	★★★★	Target Date 2051+	Large Blend

Growth of 10,000 08-18-2010 - 02-09-2016

Performance 02-09-2016

	YTD	1 Mo	1 Yr	3Yr Ann	5Yr Ann	10Yr Ann
Growth of 10,000	9,089	9,622	8,893	11,329	12,942	—
Fund	-9.11	-3.78	-11.07	4.25	5.29	—
+/- Morningstar Mod Tgt Risk TR USD	-3.88	-1.88	-3.80	1.67	1.08	—
+/- Category	0.79	0.78	0.92	1.05	0.87	—
% Rank in Cat	14	12	23	20	21	—
# of Funds in Cat	323	323	236	120	59	0

* Currency is displayed in BASE

Top Holdings 12-31-2015

	Weight %	Last Price	Day Chg %	52 Week Range
⊕ Vanguard Total Stock Mkt Idx Inv	53.91	45.57 BASE	-0.13 ↓	45.57 - 53.86
⊕ Vanguard Total Intl Stock Index Inv	35.83	12.97 BASE	-1.14 ↓	12.87 - 17.27
⊖ Vanguard Total Bond Market II Idx Inv	7.04	10.80 BASE	0.00 ↓	10.58 - 10.99
⊖ Vanguard Total Intl Bd Idx Investor	3.00	10.74 BASE	0.00 ↓	10.41 - 10.84
% Assets in Top 5 Holdings	99.79			

⊕ Increase ⊖ Decrease ☆ New to Portfolio

Top Sectors 12-31-2015

	Fund	3 Yr High	3 Yr Low	Cat Avg
Financial Services	17.51	17.51	16.84	16.65
Technology	14.43	15.00	13.97	14.57
Healthcare	12.97	12.97	11.07	12.74
Consumer Cyclical	12.18	12.18	11.30	12.02
Industrials	11.49	12.11	11.49	10.95

	Fund	BMark	Cat Avg
Government	43.71	39.59	22.22
Agency Mortgage-Backed	13.23	9.94	9.07
Government-Related	4.69	0.68	3.99
Commercial MBS	1.95	0.16	1.52
Asset-Backed	0.49	0.01	1.18

Dividend and Capital Gains Distributions

Distribution Date	Distribution NAV	Long-Term Capital Gain	Long-Term Short Gain	Return of Capital	Dividend Income	Distribution Total
12-29-2015	31.28	0.0100	0.0000	0.0000	0.5900	0.6100
12-29-2014	32.35	0.0000	0.0100	0.0000	0.5500	0.5600
12-26-2013	30.18	0.0000	0.0000	0.0000	0.4800	0.4800
12-28-2012	24.48	0.0100	0.0100	0.0000	0.4500	0.4600
12-29-2011	21.89	0.0000	0.0100	0.0000	0.3900	0.4000

3 Year Average Morningstar Risk Measures

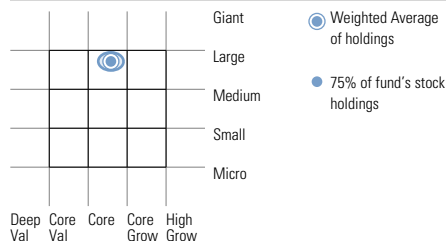
Risk vs. Category (120)	None
Return vs. Category (120)	None
	Low Avg High

Pillars

Process	⊕ Positive
Performance	⊕ Positive
People	⊕ Positive
Parent	⊕ Positive
Price	⊕ Positive
Rating	Gold

Investment Strategy

The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2055 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Style Map

Asset Allocation

	% Net	% Short	% Long	Bench mark	Cat Avg
Cash	1.09	0.00	1.09	0.00	3.15
US Stock	53.80	0.00	53.80	54.19	57.75
Non US Stock	35.21	0.00	35.21	34.25	32.08
Bond	9.71	0.00	9.71	7.35	6.05
Other	0.19	0.00	0.19	4.20	0.97

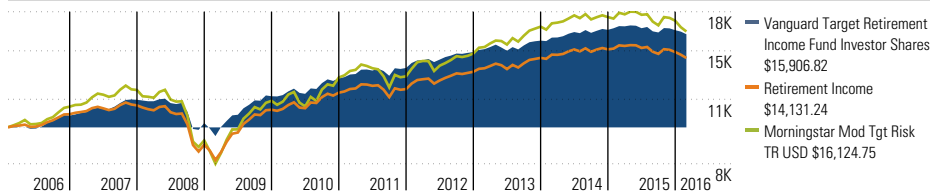
Management

	Start Date
William Coleman	02-22-2013
Walter Nejman	02-22-2013

Vanguard Target Retirement Income Fund Investor Shares VTINX

Morningstar Analyst Rating
Gold

NAV \$	NAV Day Change %	Yield TTM %	Total Assets \$ Bil	Status	Min. Inv.	Load	Expenses	Morningstar Rating™	Category	Investment Style
12.20	↓-0.02 -0.16	1.82	10.1	Open	\$1,000	None	0.14%	★★★★	Retirement Income	Large Blend

Growth of 10,000 02-09-2006 - 02-09-2016

Performance 02-08-2016

	YTD	1 Mo	1 Yr	3Yr Ann	5Yr Ann	10Yr Ann
Growth of 10,000	9,815	9,959	9,708	10,806	12,415	15,933
Fund	-1.85	-0.41	-2.92	2.62	4.42	4.77
+/- Morningstar Mod Tgt Risk TR USD	3.11	1.21	4.28	-0.05	0.18	-0.16
+/- Category	0.83	0.64	2.02	1.45	1.54	1.34
% Rank in Cat	13	13	6	9	5	10
# of Funds in Cat	188	188	173	144	131	64

* Currency is displayed in BASE

Top Holdings 12-31-2015

	Weight %	Last Price	Day Chg %	52 Week Range
⊖ Vanguard Total Bond Market II Idx Inv	37.31	10.80 BASE	0.00 ↓	10.58 - 10.99
⊖ Vanguard Total Stock Mkt Idx Inv	17.83	45.57 BASE	-0.13 ↓	45.57 - 53.86
⊖ Vanguard Shrt-Term Infl-Prot Sec Idx Inv	16.91	24.17 BASE	-0.12 ↓	24.07 - 24.46
⊖ Vanguard Total Intl Bd Idx Investor	15.99	10.74 BASE	0.00 ↓	10.41 - 10.84
⊕ Vanguard Total Intl Stock Index Inv	11.96	12.97 BASE	-1.14 ↓	12.87 - 17.27
% Assets in Top 5 Holdings	100.00			

⊕ Increase ⊖ Decrease ☆ New to Portfolio

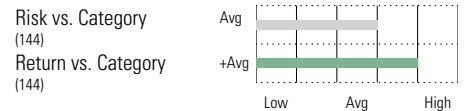
Top Sectors 12-31-2015

	Fund	3 Yr High	3 Yr Low	Cat Avg
Financial Services	17.53	17.53	16.78	16.71
Technology	14.41	15.07	13.99	15.41
Healthcare	12.96	12.96	11.04	12.98
Consumer Cyclical	12.18	12.18	11.30	12.31
Industrials	11.49	12.13	11.49	11.14

	Fund	BMark	Cat Avg
Government	55.51	49.43	31.76
Agency Mortgage-Backed	10.80	18.73	12.98
Government-Related	3.84	0.75	5.03
Commercial MBS	1.59	0.05	2.29
Asset-Backed	0.40	0.00	1.65

Dividend and Capital Gains Distributions

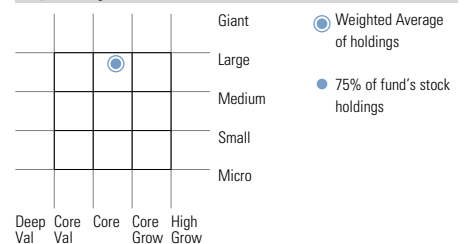
Distribution Date	Distribution NAV	Long-Term Capital Gain	Long-Term Short Gain	Return of Capital	Dividend Income	Distribution Total
12-29-2015	12.50	0.2000	0.0100	0.0000	0.0800	0.2900
09-24-2015	12.59	0.0000	0.0000	0.0000	0.0500	0.0500
06-25-2015	12.97	0.0000	0.0000	0.0000	0.0600	0.0600
03-26-2015	13.06	0.0000	0.0000	0.0000	0.0500	0.0500
12-29-2014	12.95	0.0300	0.0200	0.0000	0.0800	0.1300

3 Year Average Morningstar Risk Measures

Pillars

Process	⊕ Positive
Performance	⊕ Positive
People	⊕ Positive
Parent	⊕ Positive
Price	⊕ Positive
Rating	★★★★ Gold

Investment Strategy

The investment seeks to provide current income and some capital appreciation. The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors currently in retirement. Its indirect bond holdings are a diversified mix of short-, intermediate-, and long-term U.S. government, U.S. agency, and investment-grade U.S. corporate bonds; inflation-protected public obligations issued by the U.S. Treasury; mortgage-backed and asset-backed securities; and government, agency, corporate, and securitized investment-grade foreign bonds issued in currencies other than the U.S. dollar.

Style Map

Asset Allocation

	% Net	% Short	% Long	Bench mark	Cat Avg
Cash	4.93	0.00	4.93	7.01	10.97
US Stock	17.80	0.00	17.80	22.79	21.59
Non US Stock	11.75	0.00	11.75	7.67	9.22
Bond	65.16	0.00	65.16	58.11	56.49
Other	0.37	0.00	0.37	4.41	1.74

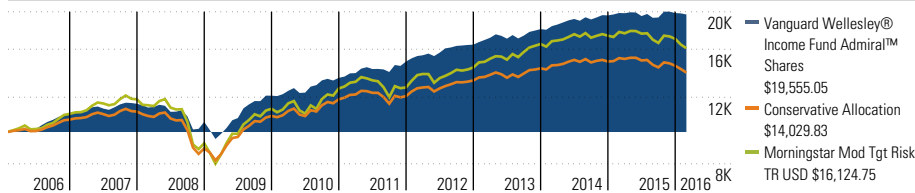
Management

	Start Date
William Coleman	02-22-2013
Walter Nejman	02-22-2013

Vanguard Wellesley® Income Fund Admiral™ Shares VWIAX

Morningstar Analyst Rating
Gold

NAV \$	NAV Day Change %	Yield TTM %	Total Assets \$ Bil	Status	Min. Inv.	Load	Expenses	Morningstar Rating™	Category	Investment Style
58.92	↓-0.06 -0.10	3.11	40.9	Open	\$50,000	None	0.16%	★★★★★	Conservative Allocation	Large Value

Growth of 10,000 02-09-2006 - 02-09-2016

Performance 02-09-2016

	YTD	1 Mo	1 Yr	3Yr Ann	5Yr Ann	10Yr Ann
Growth of 10,000	9,919	10,068	10,003	11,670	14,216	19,521
Fund	-0.81	0.68	0.03	5.28	7.29	6.92
+/- Morningstar Mod Tgt Risk TR USD	4.43	2.59	7.29	2.71	3.07	2.04
+/- Category	3.04	2.63	6.81	4.20	4.14	3.28
% Rank in Cat	2	1	1	2	1	1
# of Funds in Cat	907	907	832	733	565	351

* Currency is displayed in BASE

Top Holdings 09-30-2015

	Weight %	Last Price	Day Chg %	52 Week Range
US Treasury Note 1.75%	1.73	—	—	—
⊕ Microsoft Corp	1.64	50.22 BASE	1.91 ↑	39.72 - 56.85
⊕ Wells Fargo & Co	1.61	46.54 BASE	0.17 ↑	45.35 - 58.76
US Treasury Note 1.375%	1.59	—	—	—
US Treasury Note 1%	1.42	—	—	—
% Assets in Top 5 Holdings	7.98			

⊕ Increase ⊖ Decrease ☆ New to Portfolio

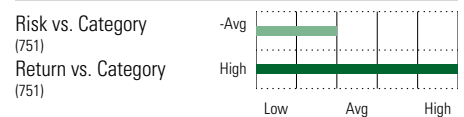
Top Sectors 09-30-2015

	Fund	3 Yr High	3 Yr Low	Cat Avg
Financial Services	15.12	15.46	14.09	16.31
Technology	14.59	14.59	12.29	13.56
Healthcare	14.48	16.69	14.48	12.81
Consumer Defensive	13.54	14.77	12.54	8.01
Industrials	11.35	11.87	10.65	10.97

	Fund	BMark	Cat Avg
Government	17.11	43.54	16.52
Agency Mortgage-Backed	3.70	19.44	9.37
Government-Related	2.81	1.30	11.73
Commercial MBS	2.80	0.08	4.08
Asset-Backed	2.44	0.00	3.66

Dividend and Capital Gains Distributions

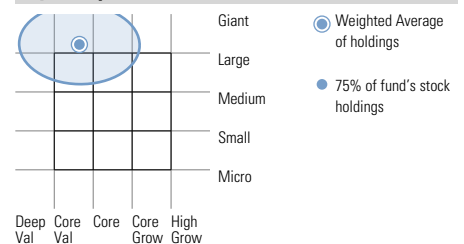
Distribution Date	Distribution NAV	Long-Term Capital Gain	Long-Term Short Gain	Return of Capital	Dividend Income	Distribution Total
12-16-2015	59.58	1.4400	0.0400	0.0000	0.5500	2.0200
09-18-2015	59.84	0.0000	0.0000	0.0000	0.4700	0.4700
06-19-2015	61.59	0.0000	0.0000	0.0000	0.4500	0.4500
03-26-2015	61.97	0.0000	0.0000	0.0000	0.4300	0.4300
12-17-2014	61.39	1.0400	0.0600	0.0000	0.5400	1.6400

3 Year Average Morningstar Risk Measures

Pillars

Process	⊕ Positive
Performance	⊕ Positive
People	⊕ Positive
Parent	⊕ Positive
Price	⊕ Positive
Rating	Gold

Investment Strategy

The investment seeks to provide long-term growth of income and a high and sustainable level of current income, along with moderate long-term capital appreciation. The fund invests approximately 60% to 65% of its assets in investment-grade corporate, U.S. Treasury, and government agency bonds, as well as mortgage-backed securities. The remaining 35% to 40% of fund assets are invested in common stocks of companies that have a history of above-average dividends or expectations of increasing dividends.

Style Map

Asset Allocation

	% Net	% Short	% Long	Bench mark	Cat Avg
Cash	1.97	0.00	1.97	4.04	8.89
US Stock	30.17	0.00	30.17	27.04	25.59
Non US Stock	5.96	0.00	5.96	9.75	7.33
Bond	61.36	1.06	62.42	56.68	55.86
Other	0.54	0.00	0.54	2.49	2.33

Management

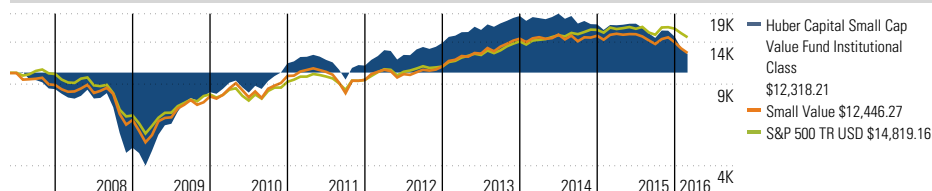
	Start Date
John C. Keogh	02-14-2008
W. Michael Reckmeyer	01-01-2007

Huber Capital Small Cap Value Fund Institutional Class HUSEX

Morningstar Analyst Rating

NAV \$	NAV Day Change %	Yield TTM %	Total Assets \$ Mil	Status	Min. Inv.	Load	Expenses	Morningstar Rating™	Category	Investment Style
11.72	↓-0.16 -1.35	1.36	140.1	Open	\$1 mil	None	1.35%	★	Small Value	Small Value

Growth of 10,000 06-29-2007 - 02-09-2016



Investment Strategy

The investment seeks capital appreciation. The fund invests at least 80% of its net assets (plus borrowings for investment purposes) in common stocks of small capitalization U.S. companies whose stocks are considered by the Adviser to be undervalued. The Adviser currently considers small cap companies to be those with market capitalizations of \$3.0 billion or less and/or those with market capitalizations in the range of those found in the Russell 2000® Value Index. It will invest primarily in domestic U.S. securities but reserves the right to invest up to 20% of its net assets in ADRs, dollar-denominated foreign securities, or directly in foreign securities.

Performance 02-09-2016

	YTD	1 Mo	1 Yr	3Yr Ann	5Yr Ann	10Yr Ann
Growth of 10,000	8,254	9,071	7,319	8,190	10,408	—
Fund	-17.46	-9.29	-26.81	-6.44	0.80	—
+/- S&P 500 TR USD	-8.28	-5.80	-19.24	-15.56	-8.50	—
+/- Category	-6.21	-4.60	-10.40	-9.01	-3.57	—
% Rank in Cat	99	99	96	98	—	—
# of Funds in Cat	476	476	430	371	322	208

* Currency is displayed in BASE

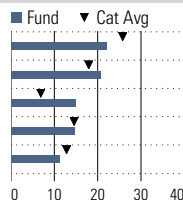
Top Holdings 12-31-2015

	Weight %	Last Price	Day Chg %	52 Week Range
⊖ KBR Inc	6.55	12.34 BASE	0.45 ↑	12.00 - 20.77
⊖ Innospec Inc	6.10	48.18 BASE	0.99 ↑	41.08 - 59.52
Arris Grp Inc Ne	6.02	—	—	—
⊖ CNO Financial Group Inc	5.56	15.79 BASE	2.10 ↑	15.33 - 20.88
⊕ Granite Real Estate Inc Shs of Granite Real Estate Inc + 1 TU Granite REIT	5.56	36.62 BASE	1.53 ↑	35.95 - 45.78
% Assets in Top 5 Holdings	29.78			

⊕ Increase ⊖ Decrease ★ New to Portfolio

Top Sectors 12-31-2015

	Fund	3 Yr High	3 Yr Low	Cat Avg
Financial Services	22.01	26.77	22.01	24.86
Industrials	20.77	20.77	13.95	17.02
Basic Materials	14.85	14.85	11.52	5.96
Consumer Cyclical	14.59	21.32	11.89	13.64
Technology	11.27	11.27	6.17	11.90



Dividend and Capital Gains Distributions

Distribution Date	Distribution NAV	Long-Term Capital Gain	Long-Term Short Gain	Return of Capital	Dividend Income	Distribution Total
12-08-2015	14.55	0.0000	0.0000	0.0000	0.1700	0.1700
12-16-2014	15.52	0.0000	0.0100	0.0000	0.0200	0.0300
12-17-2012	13.15	0.0000	0.0000	0.0000	0.0400	0.0400

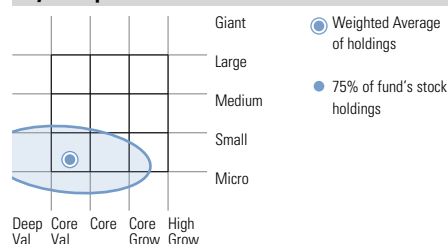
3 Year Average Morningstar Risk Measures

Risk vs. Category (372)	None
Return vs. Category (372)	None
	Low Avg High

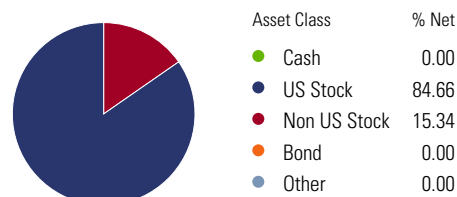
Pillars

Process	—	—
Performance	—	—
People	—	—
Parent	—	—
Price	—	—
Rating	—	—

Style Map



Asset Allocation



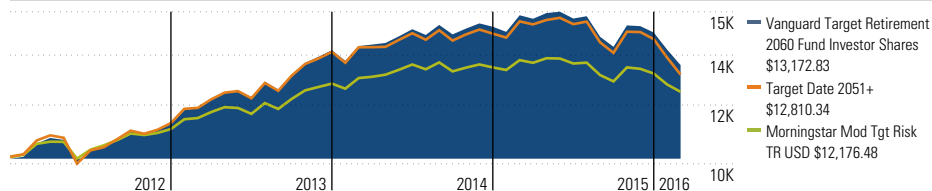
Management

Joseph R. Huber
Start Date 06-29-2007

Vanguard Target Retirement 2060 Fund Investor Shares VTTSX

Morningstar Analyst Rating
Gold

NAV \$	NAV Day Change %	Yield TTM %	Total Assets \$ Mil	Status	Min. Inv.	Load	Expenses	Morningstar Rating™	Category	Investment Style
24.72	↓-0.12 -0.48	1.94	801.8	Open	\$1,000	None	0.16%	★★★★	Target Date 2051+	Large Blend

Growth of 10,000 01-19-2012 - 02-09-2016

Performance 02-09-2016

	YTD	1 Mo	1 Yr	3Yr Ann	5Yr Ann	10Yr Ann
Growth of 10,000	9,085	9,619	8,891	11,331	—	—
Fund	-9.15	-3.81	-11.09	4.25	—	—
+/- Morningstar Mod Tgt Risk TR USD	-3.91	-1.91	-3.82	1.68	—	—
+/- Category	0.75	0.74	0.90	1.06	—	—
% Rank in Cat	20	18	25	19	—	—
# of Funds in Cat	323	323	236	120	59	0

* Currency is displayed in BASE

Top Holdings 12-31-2015

	Weight %	Last Price	Day Chg %	52 Week Range
⊕ Vanguard Total Stock Mkt Idx Inv	53.81	45.57 BASE	-0.13 ↓	45.57 - 53.86
⊕ Vanguard Total Intl Stock Index Inv	35.92	12.97 BASE	-1.14 ↓	12.87 - 17.27
⊕ Vanguard Total Bond Market II Idx Inv	7.05	10.80 BASE	0.00 ↓	10.58 - 10.99
⊕ Vanguard Total Intl Bd Idx Investor	3.01	10.74 BASE	0.00 ↓	10.41 - 10.84
% Assets in Top 5 Holdings	99.80			

⊕ Increase ⊖ Decrease ☆ New to Portfolio

Top Sectors 12-31-2015

	Fund	3 Yr High	3 Yr Low	Cat Avg
Financial Services	17.52	17.52	16.83	16.65
Technology	14.42	15.01	13.97	14.57
Healthcare	12.97	12.97	11.07	12.74
Consumer Cyclical	12.18	12.18	11.30	12.02
Industrials	11.49	12.10	11.49	10.95

	Fund	BMark	Cat Avg
Government	43.76	39.59	22.22
Agency Mortgage-Backed	13.24	9.94	9.07
Government-Related	4.70	0.68	3.99
Commercial MBS	1.95	0.16	1.52
Asset-Backed	0.49	0.01	1.18

Dividend and Capital Gains Distributions

Distribution Date	Distribution NAV	Long-Term Capital Gain	Long-Term Short Gain	Return of Capital	Dividend Income	Distribution Total
12-29-2015	27.60	0.0100	0.0100	0.0000	0.5000	0.5200
12-29-2014	28.53	0.0000	0.0100	0.0000	0.4600	0.4700
12-26-2013	26.59	0.0000	0.0000	0.0000	0.3700	0.3700
12-28-2012	21.53	0.0000	0.0100	0.0000	0.3200	0.3200

3 Year Average Morningstar Risk Measures

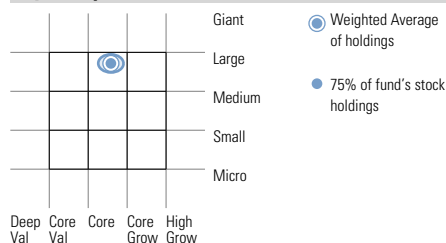
Risk vs. Category (120)	None				
Return vs. Category (120)	None				
	Low	Avg	High		

Pillars

Process	⊕ Positive
Performance	⊕ Positive
People	⊕ Positive
Parent	⊕ Positive
Price	⊕ Positive
Rating	★★★★ Gold

Investment Strategy

The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2060 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Style Map

Asset Allocation

	% Net	% Short	% Long	Bench mark	Cat Avg
Cash	1.08	0.00	1.08	0.00	3.15
US Stock	53.71	0.00	53.71	54.19	57.75
Non US Stock	35.30	0.00	35.30	34.25	32.08
Bond	9.73	0.00	9.73	7.35	6.05
Other	0.19	0.00	0.19	4.20	0.97

Management

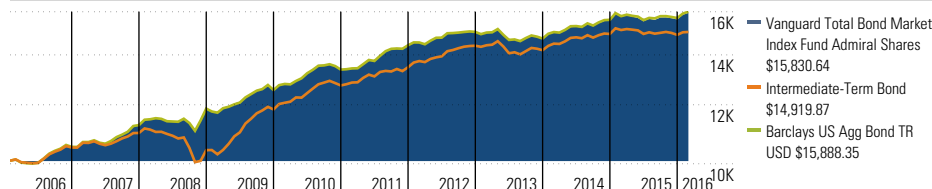
	Start Date
William Coleman	02-22-2013
Walter Nejman	02-22-2013

Vanguard Total Bond Market Index Fund Admiral Shares VBTX

Morningstar Analyst Rating
Silver

NAV \$	NAV Day Change %	Yield TTM %	Total Assets \$ Bil	Status	Min. Inv.	Load	Expenses	Morningstar Rating™	Category	Investment Style
10.83	↓-0.01 -0.09	2.46	151.4	Open	\$10,000	None	0.07%	★★★	Intermediate-Term Bond	

Growth of 10,000 02-09-2006 - 02-09-2016



Investment Strategy

The investment seeks the performance of a broad, market-weighted bond index. The fund employs an indexing investment approach designed to track the performance of the Barclays U.S. Aggregate Float Adjusted Index. This index represents a wide spectrum of public, investment-grade, taxable, fixed income securities in the United States-including government, corporate, and international dollar-denominated bonds, as well as mortgage-backed and asset-backed securities-all with maturities of more than 1 year. All of the fund's investments will be selected through the sampling process, and at least 80% of the fund's assets will be invested in bonds held in the index.

Performance 02-09-2016

	YTD	1 Mo	1 Yr	3Yr Ann	5Yr Ann	10Yr Ann
Growth of 10,000	10,207	10,126	10,137	10,677	12,025	15,813
Fund	2.07	1.26	1.37	2.21	3.76	4.69
+/- Barclays US Agg Bond TR USD	0.07	-0.09	-0.11	-0.11	-0.08	-0.04
+/- Category	1.17	0.88	1.74	0.65	0.27	0.38
% Rank in Cat	3	7	13	21	35	37
# of Funds in Cat	1,093	1,093	1,026	938	818	585

* Currency is displayed in BASE

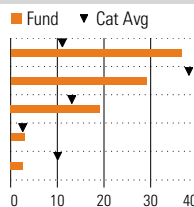
Top Holdings 12-31-2015

	Weight %	Maturity Date	Amount Mil	Value Mil
✱ Govt Natl Mtg Asso 3.5%	0.96	01-15-2044	1,389.73	1,448.79
⊕ US Treasury Note 2.25%	0.62	11-15-2025	932.35	929.87
US Treasury Note 2.125%	0.55	05-15-2025	841.20	829.77
US Treasury Note 1%	0.53	09-15-2018	808.89	803.32
US Treasury Note 3.625%	0.52	08-15-2019	735.17	789.27
% Assets in Top 5 Holdings	3.18			

⊕ Increase ⊖ Decrease ✱ New to Portfolio

Top Sectors 12-31-2015

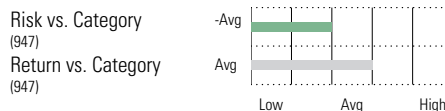
	Fund	BMark	Cat Avg	
U.S. Treasury	36.62	—	10.22	
Corporate Bond	29.10	—	37.35	
Agency MBS Pass-Through	19.13	—	12.25	
U.S. Agency	2.94	—	1.74	
Commercial MBS	2.61	—	9.22	



Dividend and Capital Gains Distributions

Distribution Date	Distribution NAV	Long-Term Capital Gain	Long-Term Short Gain	Return of Capital	Dividend Income	Distribution Total
01-29-2016	10.77	0.0000	0.0000	0.0000	0.0200	0.0200
12-31-2015	10.64	0.0000	0.0000	0.0000	0.0200	0.0200
12-22-2015	10.66	0.0100	0.0000	0.0000	0.0000	0.0100
11-30-2015	10.71	0.0000	0.0000	0.0000	0.0200	0.0200
10-30-2015	10.76	0.0000	0.0000	0.0000	0.0200	0.0200

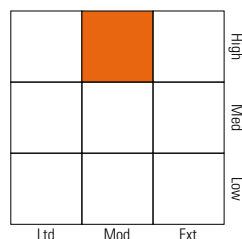
3 Year Average Morningstar Risk Measures



Pillars

Process	+	Positive
Performance	○	Neutral
People	+	Positive
Parent	+	Positive
Price	+	Positive
Rating		Silver

Style Map 12-31-2015



Bond Statistics

	Value
Average Effective Duration (Years)	5.79
Average Effective Maturity (Years)	8.00
Average Credit Quality	AA
Average Weighted Coupon	3.25
Average Weighted Price	103.94

Asset Allocation

	% Net	% Short	% Long	Bench mark	Cat Avg
Cash	2.55	0.00	2.55	—	11.20
US Stock	0.00	0.00	0.00	—	0.11
Non US Stock	0.00	0.00	0.00	—	-0.05
Bond	97.42	0.01	97.43	—	87.34
Other	0.03	0.00	0.03	—	1.41

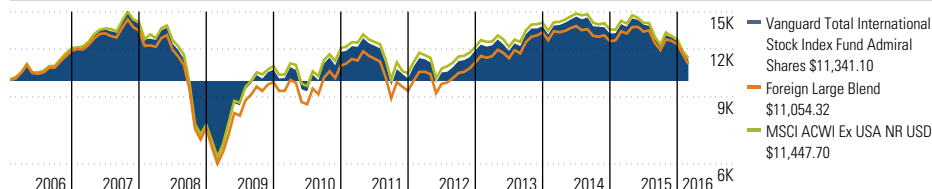
Management

	Start Date
Joshua C. Barrickman	02-22-2013

Vanguard Total International Stock Index Fund Admiral Shares VTIAX Morningstar Analyst Rating **Gold**

NAV \$	NAV Day Change %	Yield TTM %	Total Assets \$ Bil	Status	Min. Inv.	Load	Expenses	Morningstar Rating™	Category	Investment Style
21.69	↓-0.26 -1.19	3.01	183.4	Open	\$10,000	None	0.12%	★★	Foreign Large Blend	Large Blend

Growth of 10,000 02-09-2006 - 02-09-2016



Investment Strategy

The investment seeks to track the performance of a benchmark index that measures the investment return of stocks issued by companies located in developed and emerging markets, excluding the United States. The fund employs an indexing investment approach designed to track the performance of the FTSE Global All Cap ex US Index, a float-adjusted market-capitalization-weighted index designed to measure equity market performance of companies located in developed and emerging markets, excluding the United States. The index includes approximately 5,550 stocks of companies located in 46 countries.

Performance 02-09-2016

	YTD	1 Mo	1 Yr	3Yr Ann	5Yr Ann	10Yr Ann
Growth of 10,000	8,948	9,563	8,424	9,199	9,293	11,296
Fund	-10.52	-4.37	-15.76	-2.74	-1.46	1.23
+/- MSCI ACWI Ex USA NR USD	0.00	0.15	0.98	0.51	0.26	-0.03
+/- Category	0.61	0.84	-1.78	-1.40	-0.93	0.14
% Rank in Cat	32	27	73	77	75	—
# of Funds in Cat	890	891	779	688	601	344

* Currency is displayed in BASE

Top Holdings 12-31-2015

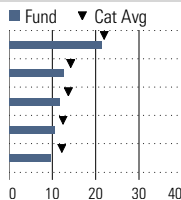
	Weight %	Last Price	Day Chg %	52 Week Range
⊕ Nestle SA	1.21	72.85 BASE	1.60 ↑	65.70 - 77.00
⊕ Roche Holding AG Dividend Right Cert.	1.03	245.50 BASE	1.53 ↑	240.10 - 283.90
⊕ Novartis AG	0.95	71.90 BASE	2.13 ↑	70.00 - 103.20
⊕ Toyota Motor Corp	0.90	— BASE	-0.44 ↓	6,020.00 - 8,783.00
⊕ HSBC Holdings PLC	0.80	440.02 BASE	1.74 ↑	428.80 - 674.57

% Assets in Top 5 Holdings 4.88

⊕ Increase ⊖ Decrease ★ New to Portfolio

Top Sectors 12-31-2015

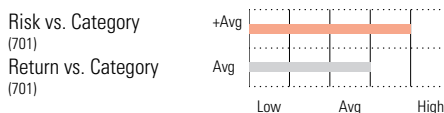
	Fund	3 Yr High	3 Yr Low	Cat Avg
Financial Services	21.35	22.42	21.35	21.04
Consumer Cyclical	12.50	12.50	11.43	13.32
Industrials	11.68	11.68	10.74	12.77
Consumer Defensive	10.46	10.46	9.21	11.55
Healthcare	9.52	9.52	7.74	11.28



Dividend and Capital Gains Distributions

Distribution Date	Distribution NAV	Long-Term Capital Gain	Long-Term Short Gain	Return of Capital	Dividend Income	Distribution Total
12-18-2015	23.87	0.0000	0.0000	0.0000	0.1900	0.1900
09-24-2015	23.59	0.0000	0.0000	0.0000	0.1200	0.1200
06-25-2015	27.80	0.0000	0.0000	0.0000	0.2900	0.2900
03-24-2015	27.54	0.0000	0.0000	0.0000	0.0800	0.0800
12-19-2014	26.11	0.0000	0.0000	0.0000	0.2100	0.2100

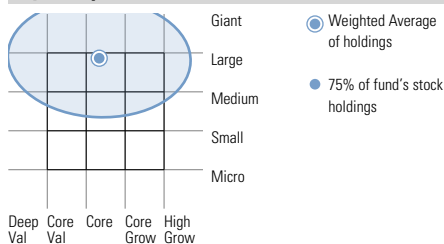
3 Year Average Morningstar Risk Measures



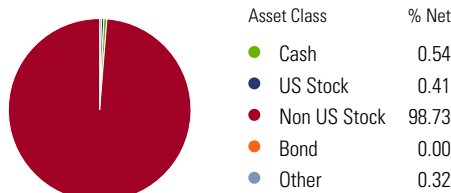
Pillars

Process	⊕ Positive
Performance	⊕ Positive
People	⊕ Positive
Parent	⊕ Positive
Price	⊕ Positive
Rating	Gold

Style Map



Asset Allocation



Management

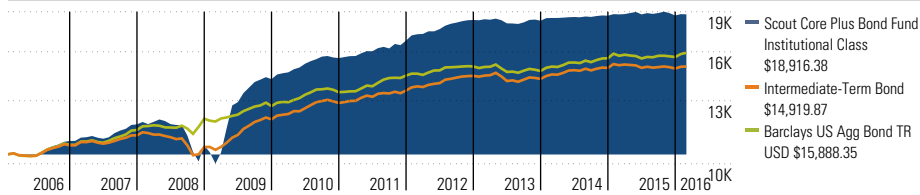
Michael Perre Start Date
08-05-2008

Scout Core Plus Bond Fund Institutional Class SCPZX

Morningstar Analyst Rating
Silver

NAV \$	NAV Day Change %	Yield TTM %	Total Assets \$ Mil	Status	Min. Inv.	Load	Expenses	Morningstar Rating™	Category	Investment Style
31.49	↓-0.06 -0.19	1.28	804.5	Open	\$100,000	None	0.40%	★★★★	Intermediate-Term Bond	

Growth of 10,000 02-09-2006 - 02-09-2016



Investment Strategy

The investment seeks a high level of total return consistent with the preservation of capital. Under normal circumstances, the fund invests at least 80% of its net assets in bonds of varying maturities, including mortgage- and asset-backed securities. The bonds in which the fund may invest also include other fixed income instruments such as debt securities, to-be-announced securities and other similar instruments issued by various U.S. and non-U.S. public- or private-sector entities.

Performance 02-09-2016

	YTD	1 Mo	1 Yr	3Yr Ann	5Yr Ann	10Yr Ann
Growth of 10,000	10,052	10,020	10,026	10,262	12,233	18,898
Fund	0.52	0.20	0.26	0.87	4.11	6.57
+/- Barclays US Agg Bond TR USD	-1.48	-1.15	-1.22	-1.45	0.27	1.84
+/- Category	-0.38	-0.18	0.62	-0.69	0.63	2.26
% Rank in Cat	71	64	42	83	17	1
# of Funds in Cat	1,093	1,093	1,026	938	818	585

* Currency is displayed in BASE

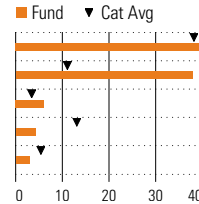
Top Holdings 12-31-2015

	Weight %	Maturity Date	Amount Mil	Value Mil
⊖ US Treasury Note 1.375%	16.43	09-30-2020	130.53	128.28
⚡ US Treasury Note 2.25%	9.61	11-15-2025	75.19	75.02
⊖ US Treasury Note 1.75%	7.60	09-30-2022	60.58	59.37
⚡ US Treasury Bond 3%	4.33	11-15-2045	33.94	33.83
US Treasury Note 2%	3.62	08-15-2025	29.01	28.29
% Assets in Top 5 Holdings	41.59			

⊕ Increase ⊖ Decrease ⚡ New to Portfolio

Top Sectors 12-31-2015

	Fund	BMark	Cat Avg
Corporate Bond	39.65	—	37.35
U.S. Treasury	37.88	—	10.22
Agency MBS CMO	6.08	—	2.58
Agency MBS Pass-Through	4.22	—	12.25
Asset-Backed	2.99	—	4.56



Dividend and Capital Gains Distributions

Distribution Date	Distribution NAV	Long-Term Capital Gain	Long-Term Short Gain	Return of Capital	Dividend Income	Distribution Total
01-29-2016	31.53	0.0000	0.0000	0.0000	0.0000	0.0000
12-31-2015	31.34	0.0000	0.0000	0.0000	0.0500	0.0500
12-18-2015	31.35	0.1100	0.3600	0.0000	0.0000	0.4700
11-30-2015	32.20	0.0000	0.0000	0.0000	0.0600	0.0600
10-30-2015	32.47	0.0000	0.0000	0.0000	0.0600	0.0600

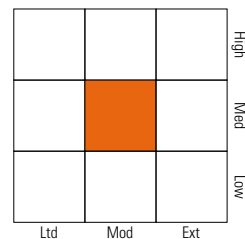
3 Year Average Morningstar Risk Measures

Risk vs. Category (947)	High
Return vs. Category (947)	High
	Low Avg High

Pillars

Process	⊕ Positive
Performance	⊕ Positive
People	⊕ Positive
Parent	⊕ Neutral
Price	⊕ Positive
Rating	Silver

Style Map 12-31-2015



Bond Statistics

	Value
Average Effective Duration (Years)	4.40
Average Effective Maturity (Years)	7.40
Average Credit Quality	BBB
Average Weighted Coupon	2.52
Average Weighted Price	97.05

Asset Allocation

	% Net	% Short	% Long	Bench mark	Cat Avg
● Cash	6.29	0.14	6.44	—	11.20
● US Stock	0.00	0.00	0.00	—	0.11
● Non US Stock	0.00	0.00	0.00	—	-0.05
● Bond	92.21	0.02	92.23	—	87.34
● Other	1.50	0.00	1.50	—	1.41

Management

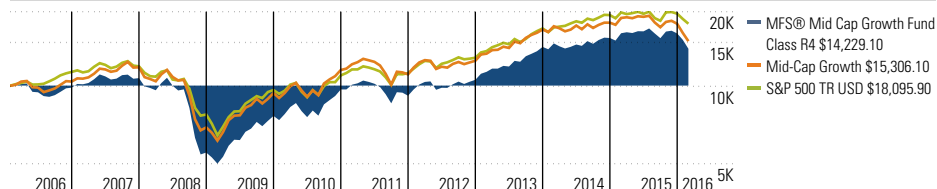
	Start Date
Mark M. Egan	11-25-1996
Thomas M. Fink	12-31-2000
Todd C. Thompson	07-01-2001
Stephen T. Vincent	10-30-2009
Clark W. Holland	10-31-2014

MFS® Mid Cap Growth Fund Class R4 OTCJX

Morningstar Analyst Rating

NAV \$	NAV Day Change %	Yield TTM %	Total Assets \$ Bil	Status	Min. Inv.	Load	Expenses	Morningstar Rating™	Category	Investment Style
12.36	↑0.01 0.08	0.00	1.6	Open	—	None	0.98%	★★★	Mid-Cap Growth	Mid Growth

Growth of 10,000 02-09-2006 - 02-09-2016



Investment Strategy

The investment seeks capital appreciation. The fund invests at least 80% of the fund's net assets in issuers with medium market capitalizations. MFS generally defines medium market capitalization issuers as issuers with market capitalizations similar to those of issuers included in the Russell Midcap® Growth Index over the last 13 months at the time of purchase.

Performance 02-09-2016

	YTD	1 Mo	1 Yr	3Yr Ann	5Yr Ann	10Yr Ann
Growth of 10,000	8,631	9,203	9,044	12,460	14,244	14,334
Fund	-13.69	-7.97	-9.56	7.61	7.33	3.67
+/- S&P 500 TR USD	-4.50	-4.48	-2.00	-1.52	-1.97	-2.46
+/- Category	1.59	1.07	6.87	3.45	2.28	-1.25
% Rank in Cat	34	38	9	11	16	77
# of Funds in Cat	742	742	727	640	576	432

* Currency is displayed in BASE

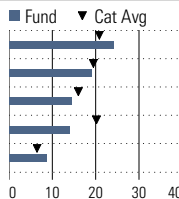
Top Holdings 12-31-2015

	Weight %	Last Price	Day Chg %	52 Week Range
⊕ Bright Horizons Family Solutions Inc	2.39	61.98 BASE	0.18 ↑	48.22 - 70.59
⊕ Ross Stores Inc	2.35	54.55 BASE	0.04 ↑	43.47 - 57.19
⊕ Roper Technologies Inc	2.32	162.08 BASE	0.27 ↑	150.91 - 195.93
⊕ Gartner Inc Class A	2.31	82.47 BASE	1.92 ↑	74.39 - 94.82
⊕ Henry Schein Inc	2.12	157.06 BASE	6.42 ↑	126.17 - 161.62
% Assets in Top 5 Holdings	11.49			

⊕ Increase ⊖ Decrease ✱ New to Portfolio

Top Sectors 12-31-2015

	Fund	3 Yr High	3 Yr Low	Cat Avg
🏠 Consumer Cyclical	24.22	24.55	24.22	19.93
⚙️ Industrials	19.15	19.38	17.36	18.55
🏥 Healthcare	14.32	16.19	14.32	15.08
💻 Technology	14.07	14.10	13.71	19.26
🛒 Consumer Defensive	8.61	8.61	2.94	5.55



Dividend and Capital Gains Distributions

Distribution Date	Distribution NAV	Long-Term Capital Gain	Long-Term Short Gain	Return of Capital	Dividend Income	Distribution Total
12-15-2015	14.19	0.4000	0.0000	0.0000	0.0000	0.4000
12-16-2014	13.45	0.9800	0.0000	0.0000	0.0000	0.9800

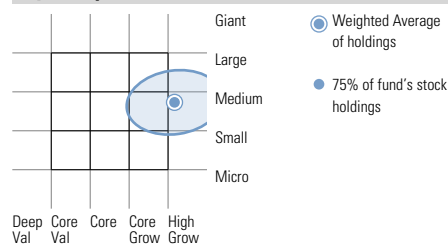
3 Year Average Morningstar Risk Measures



Pillars

Process	—	—
Performance	—	—
People	—	—
Parent	—	—
Price	—	—
Rating	—	—

Style Map



Asset Allocation

	% Net	% Short	% Long	Bench mark	Cat Avg
● Cash	2.75	0.39	3.13	0.00	2.79
● US Stock	93.76	0.00	93.76	98.69	93.26
● Non US Stock	2.59	0.00	2.59	1.31	3.77
● Bond	0.00	0.00	0.00	0.00	0.01
● Other	0.91	0.00	0.91	0.00	0.17

Management

	Start Date
Eric B. Fischman	11-20-2008
Paul J. Gordon	05-26-2011
Matthew D. Sabel	04-30-2014

ITEM #8

Hyas Group

**Large Cap Value
Fund Manager Search**



East Bay MUD

Large Cap Value Manager Search Report
February 2016

Greg Settle
Senior Consultant
gsettle@hyasgroup.com

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Section 2	Description of Funds
Section 3	Performance, Risk, and Style Summary
Section 4	Expense Summary
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Section 7	Glossary

Section 1

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Large Cap Value Manager Search Report February 2016

Section 1: Background and Search Criteria

This document has been prepared to provide analysis of several potential replacement fund candidates in the Large Cap Value asset class. A manager search has been assembled to review alternative options.

The Hyas Group seeks to evaluate managers over a full market cycle, during which time a manager are expected to have adequate opportunities to add value through their specific investment approach. In the case of the current option, we believe the trailing five-year period incorporates a broad enough range of market environments to be considered representative of a market cycle over which to evaluate the current fund and replacement candidates.

The replacement candidates presented include management teams that have generally satisfied the following Investment Policy criteria:

- 1) Investment track record of no less than five years
- 2) Five-year returns above peer group median
- 3) Reasonable portfolio diversification and risk (volatility) characteristics
- 4) Investment style consistency over evaluation period

We have provided three alternative candidates in the Large Cap Value asset class category along with the incumbent investment option for review. We have also provided a summary of current expense ratios for the current option and each of the replacement candidates.

All performance-related information is as of 4Q15 unless stated otherwise.

Section 2

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Large Cap Value Manager Search Report February 2016

Section 2: Description of Funds

Current Option

Fund Name: T. Rowe Price Equity Income

Prospectus Objective: Equity-Income

Strategy: Large Deep Value

Commentary: The T. Rowe Price Equity Income fund takes a classic approach to value investing by targeting companies which trade cheaply relative to the market, industry, and/or historic averages. The funds seeks to add value through stock selection and typically holds blue-chip names with some dividend yield to add to the potential price appreciation, however it is not uncommon for the fund to have a position which doesn't pay any dividends. This usually leads to a yield shy of other equity-income large cap value funds. Historically, the fund has held around, or above, 100 positions and generally won't allow any position to be larger than 3% of the overall portfolio.

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Large Cap Value Manager Search Report February 2016

Replacement Candidates

Fund Name: Dodge & Cox Stock

Prospectus Objective: Growth and Income

Strategy: Large Core Value

Commentary: Dodge & Cox Stock seeks to add value through in-depth fundamental research and targeting companies with good management and solid competitive advantages with potential for future growth. Management will sell when valuation become high, fundamentals deteriorate, or if better opportunities present themselves. Additionally, if valuations decline, management will often take advantage of the opportunity and add to their position if they have high conviction in the company. The fund's managers have been disciplined with their long-term perspective and adherence to their strategy and have been rewarded with strong returns over longer periods.

This fund is currently in the existing investment lineup.

Fund Name: Becker Large Value I

Prospectus Objective: Growth of Capital

Strategy: Large Deep Value

Commentary: Becker Value follows a traditional approach towards value-style investing. Management emphasizes healthy companies that have relatively low debt and have exhibited an ability to provide attractive returns on invested capital over longer periods. Companies such as these tend to provide organic growth and fare well in many business climates. As such, the fund has tended to provide its strongest performance in periods where markets have been either tepid or trending downwards in conjunction with fears of economic weakness. Likewise the fund has tended to lag to the upside when distressed companies tend to rally sharply relative to healthier firms. Senior management has been executing this approach with consistency over longer periods, allowing the fund to establish itself as a leader among traditional value options.

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Replacement Candidates (continued)

Fund Name: Jhancock Disciplined Value R6

Prospectus Objective: Growth and Income

Strategy: Large Core Value

Commentary: Like many of its peers, the Jhancock Disciplined Value fund favors firms with attractive valuations and strong or improving fundamentals. The fund's management seeks to add value through their bottom-up stock selection, combined with a quantitative overlay which assesses companies based on their business momentum using data points such as earnings surprises or product cycles. The managers tend to focus on the companies' free cash flow, returns on invested capital, along with their assessment of the companies ability to allocate capital efficiently. Despite their typical bottom-up approach, management has been known to take small sector bets when they identify particularly good opportunities.

Section 3

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Large Cap Value Manager Search Report February 2016

Section 3: Performance, Risk, and Style Summary

Peer Group Rankings

	4Q15	YTD	1YR	3YR	5YR	10YR	2015	2014	2013	2012	2011	2010
T. Rowe Price Equity Income	26	82	82	87	76	53	82	87	71	23	53	28
Dodge & Cox Stock	61	62	62	12	15	52	62	57	3	3	77	48
Becker Large Value I	79	84	84	43	41	25	84	37	10	39	52	72
Jhancock Disciplined Value R6	58	66	66	30	16	10	66	45	13	5	44	54

Fund rankings in **red** lag the 50th percentile of the peer group

Returns

	4Q15	YTD	1YR	3YR	5YR	10YR	2015	2014	2013	2012	2011	2010
T. Rowe Price Equity Income	5.67	-6.66	-6.66	9.19	8.67	5.65	-6.66	7.49	29.75	17.25	-0.72	15.15
Dodge & Cox Stock	4.54	-4.49	-4.49	14.01	11.64	5.69	-4.49	10.40	40.55	22.01	-4.08	13.49
Becker Large Value I	3.74	-6.88	-6.88	12.37	10.33	6.75	-6.88	11.45	36.72	15.95	-0.65	12.17
Jhancock Disciplined Value R6	4.61	-4.81	-4.81	12.85	11.62	7.55	-4.81	11.04	35.97	20.08	0.41	13.12
Russell 1000 Value	5.64	-3.83	-3.83	13.08	11.27	6.16	-3.83	13.45	32.53	17.51	0.39	15.51
Avg. Large Value	4.70	-4.08	-4.08	11.49	9.50	5.23	-4.08	10.15	31.15	14.55	-0.84	13.59

Returns longer than one year is annualized.

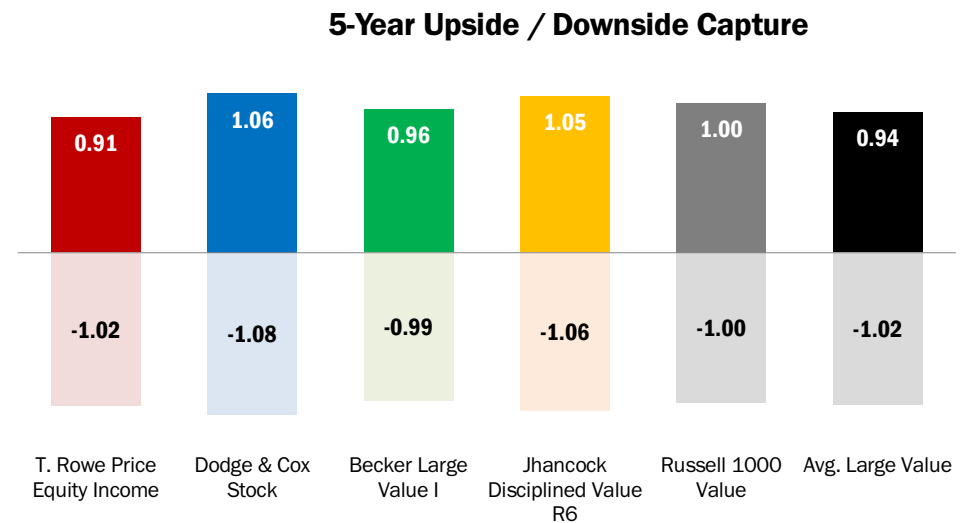
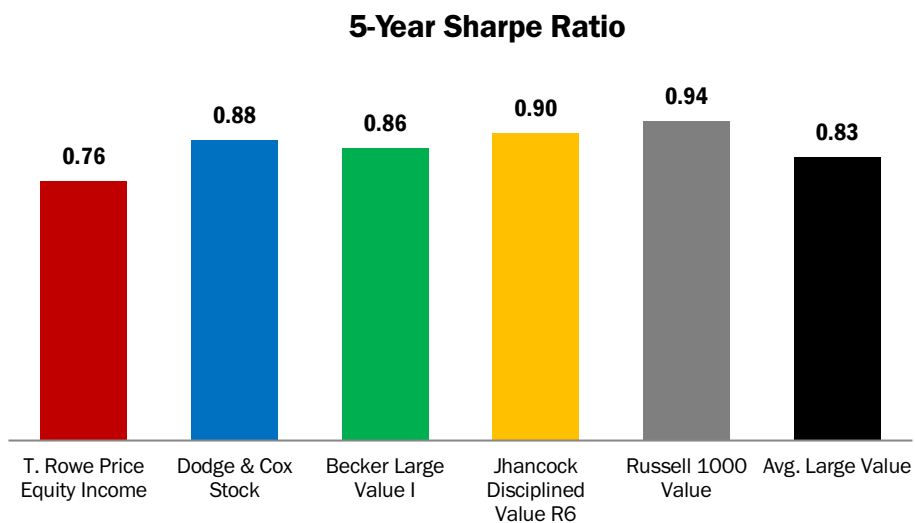
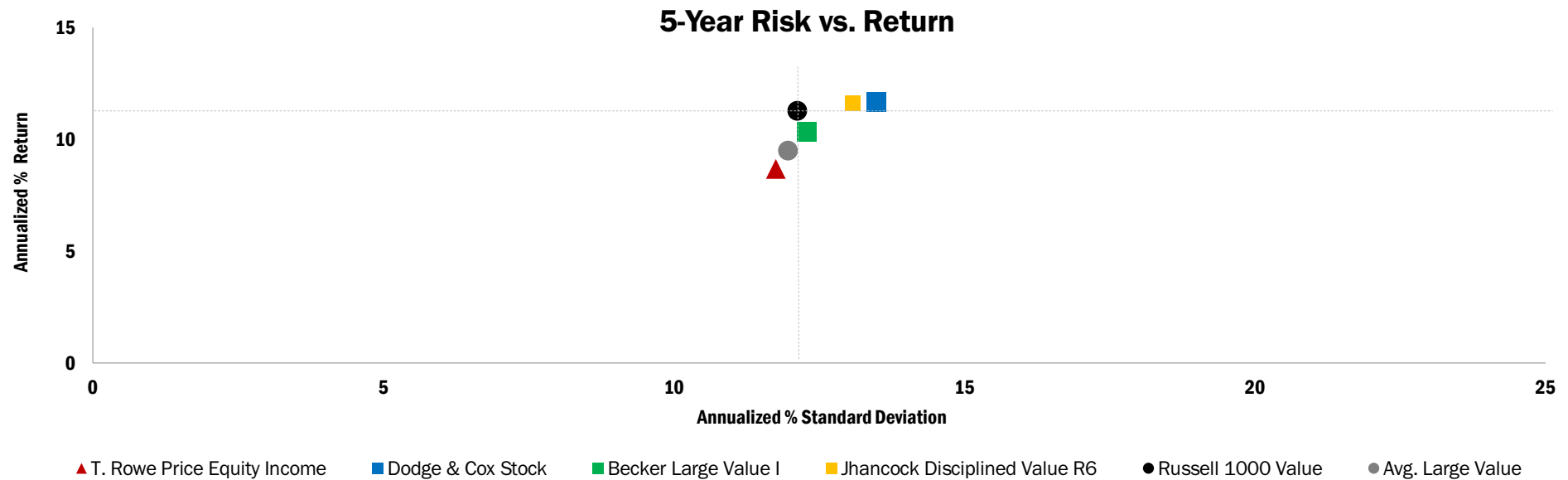
Returns +/- Index

	4Q15	YTD	1YR	3YR	5YR	10YR	2015	2014	2013	2012	2011	2010
T. Rowe Price Equity Income	0.03	(2.84)	(2.84)	(3.89)	(2.61)	(0.50)	(2.84)	(5.97)	(2.78)	(0.26)	(1.11)	(0.35)
Dodge & Cox Stock	(1.09)	(0.66)	(0.66)	0.93	0.37	(0.47)	(0.66)	(3.05)	8.02	4.51	(4.47)	(2.02)
Becker Large Value I	(1.90)	(3.05)	(3.05)	(0.71)	(0.95)	0.59	(3.05)	(2.00)	4.19	(1.55)	(1.04)	(3.33)
Jhancock Disciplined Value R6	(1.02)	(0.99)	(0.99)	(0.23)	0.35	1.40	(0.99)	(2.41)	3.45	2.57	0.02	(2.38)

Fund returns in **red** lag the Index

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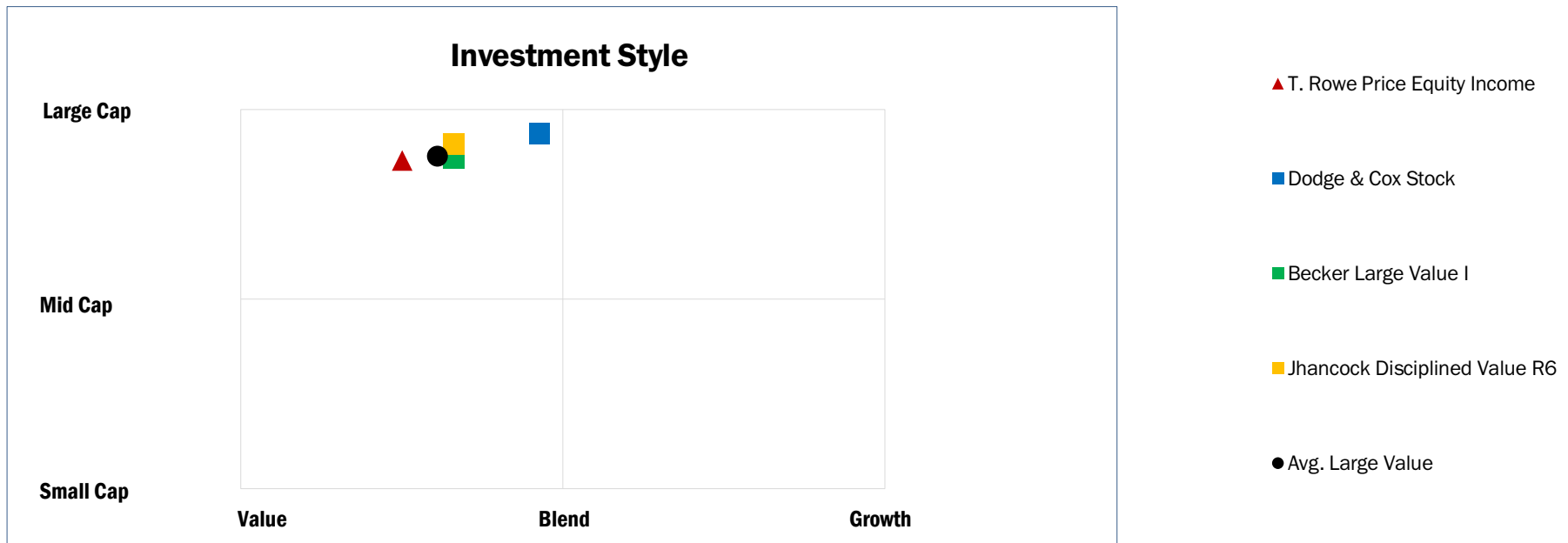
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Volatility and Investment Style

	Beta	R ²	Tracking Error		Batting Averages				
			vs. Idx	vs. Avg.	% > 0	vs. Idx	vs. Avg.	vs. Idx or Avg.	vs. Idx and Avg.
T. Rowe Price Equity Income	0.96	0.98	1.71	1.54	62%	33%	42%	50%	25%
Dodge & Cox Stock	1.08	0.95	3.17	2.79	60%	52%	65%	65%	52%
Becker Large Value I	0.99	0.96	2.55	2.03	62%	47%	53%	55%	45%
Jhancock Disciplined Value R6	1.06	0.96	2.58	2.31	62%	52%	62%	65%	48%
Russell 1000 Value	1.00	1.00	-	2.75	65%	-	68%	68%	-
Avg. Large Value	0.98	0.99	3.45	-	65%	32%	-	32%	-

Based on the trailing 5-year period ending 4Q15.



Based on the most recently available holdings data

Section 4

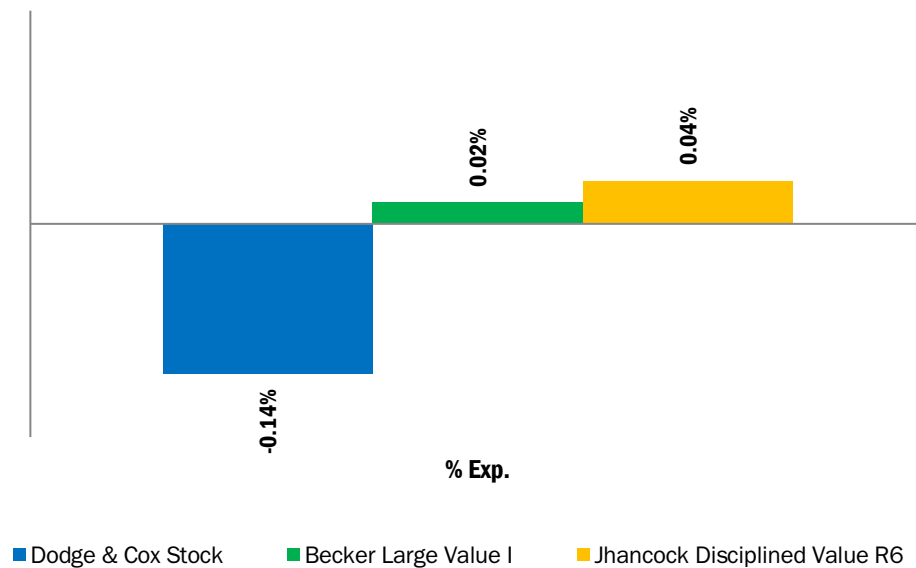
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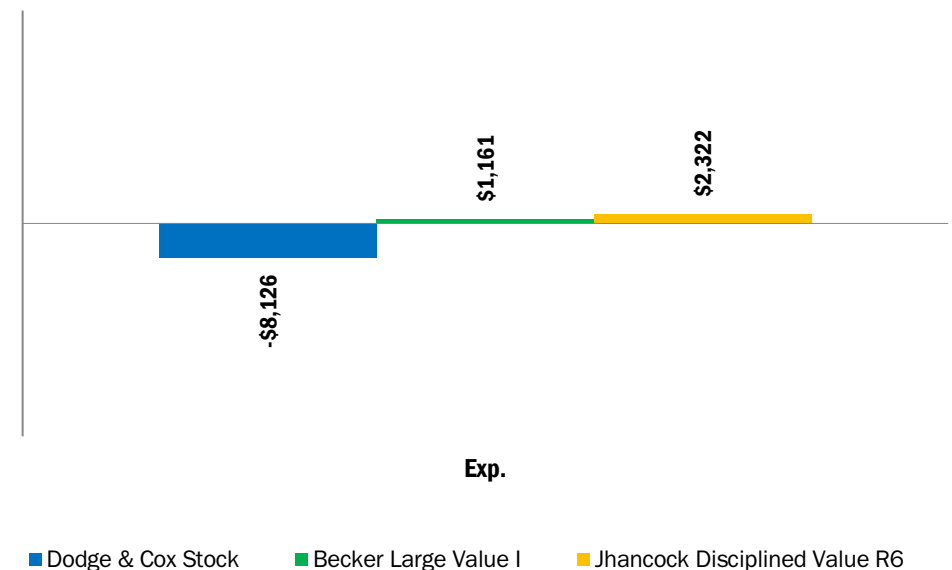
Section 4: Revenue, Expenses, and Operations

	Ticker	Share Class	Estimated Annual Expenses			Total Plan Assets	Revenue Share
			% Exp.	as % of Plan	\$	\$345,193,231	
T. Rowe Price Equity Income	PRFDX	No Load	0.66%	0.011%	\$38,308	Fund Assets	0.15%
Dodge & Cox Stock	DODGX	No Load	0.52%	0.009%	\$30,182	\$5,804,238	0.10%
Becker Large Value I	BVEIX	Inst	0.68%	0.011%	\$39,469	as of 4Q15	0.00%
Jhancock Disciplined Value R6	JDVWX	Retirement	0.70%	0.012%	\$40,630		0.00%
Avg. Large Value	-	-	1.12%	0.019%	\$64,775		

Estimated Impact on Annual Expenses (%)



Estimated Impact on Annual Expenses (\$)



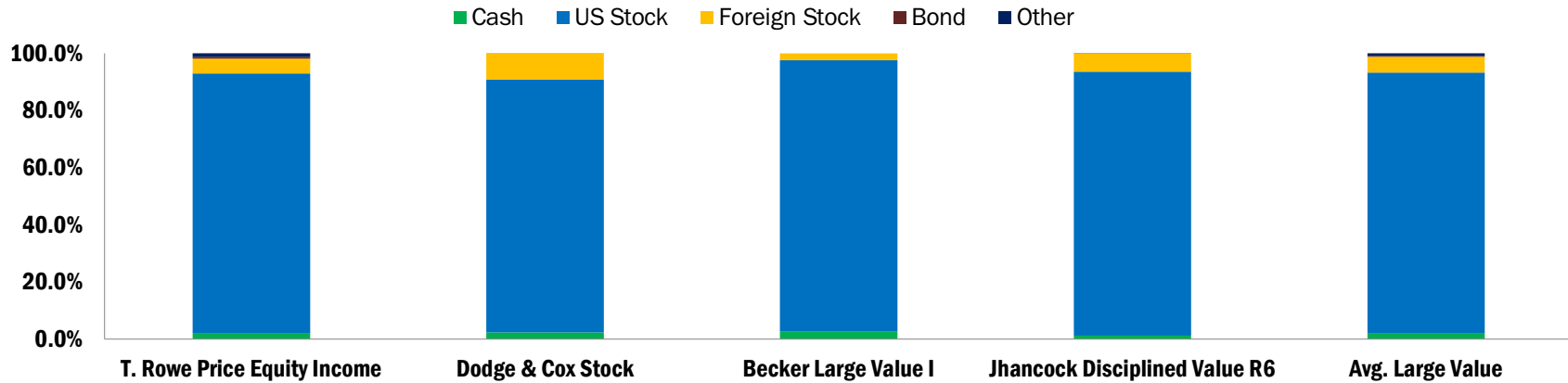
Section 5

East Bay MUD

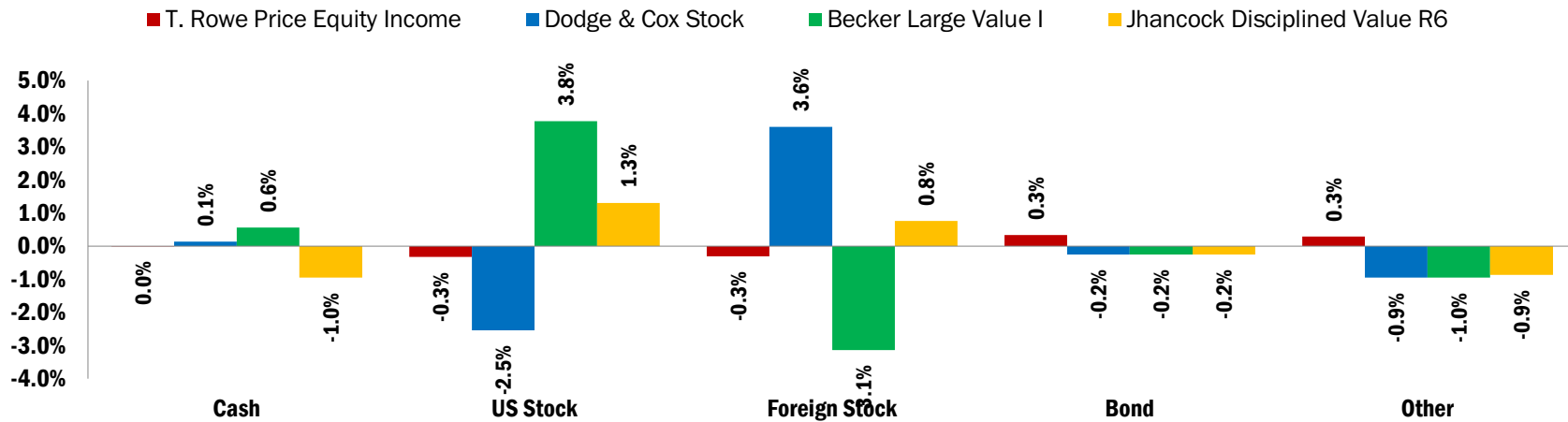
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Section 5: Composition

Asset Allocations



Asset Allocations +/- Category Average



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Large Cap Value Manager Search Report February 2016

Sector Weights

	Utilities	Telecom	Info. Tech.	Financials	Healthcare	Cons. Stpls.	Cons. Disc.	Industrials	Materials	Energy
T. Rowe Price Equity Income	7.9%	3.2%	10.9%	25.5%	9.8%	3.9%	10.2%	13.1%	4.7%	11.0%
Dodge & Cox Stock	0.0%	0.7%	25.2%	27.0%	16.9%	2.1%	15.5%	4.3%	0.9%	7.4%
Becker Large Value I	0.0%	2.6%	16.5%	24.0%	13.9%	5.8%	12.1%	11.7%	2.4%	10.9%
Jhancock Disciplined Value R6	1.0%	2.0%	13.7%	29.7%	17.4%	1.8%	9.2%	10.8%	4.3%	10.1%
Russell 1000 Value	6.8%	3.1%	11.4%	29.0%	12.2%	7.9%	4.6%	10.2%	2.4%	12.6%
Avg. Large Value	4.8%	3.6%	11.5%	23.0%	11.7%	11.7%	9.0%	10.6%	3.8%	10.3%

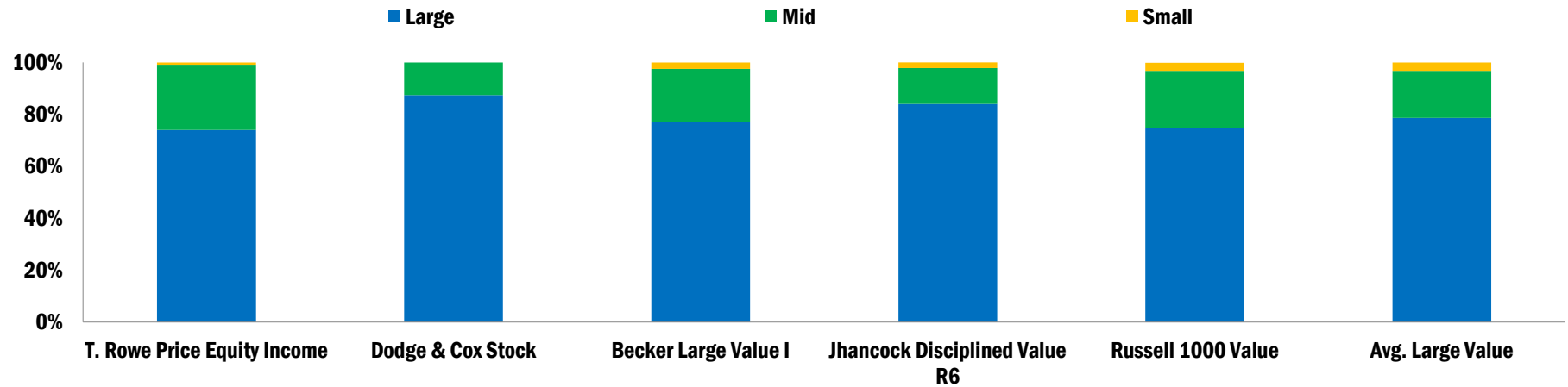
+/- Sector Weights

	Utilities	Telecom	Info. Tech.	Financials	Healthcare	Cons. Stpls.	Cons. Disc.	Industrials	Materials	Energy
T. Rowe Price Equity Income	1.1%	0.1%	-0.5%	-3.5%	-2.4%	-4.1%	5.6%	2.8%	2.2%	-1.6%
Dodge & Cox Stock	-6.8%	-2.3%	13.8%	-2.0%	4.7%	-5.8%	10.9%	-5.9%	-1.5%	-5.1%
Becker Large Value I	-6.8%	-0.4%	5.1%	-5.0%	1.7%	-2.1%	7.5%	1.5%	0.0%	-1.6%
Jhancock Disciplined Value R6	-5.8%	-1.0%	2.3%	0.7%	5.2%	-6.2%	4.6%	0.6%	1.8%	-2.5%
Russell 1000 Value	-	-	-	-	-	-	-	-	-	-
Avg. Large Value	-2.0%	0.6%	0.2%	-6.0%	-0.4%	3.8%	4.4%	0.3%	1.3%	-2.3%

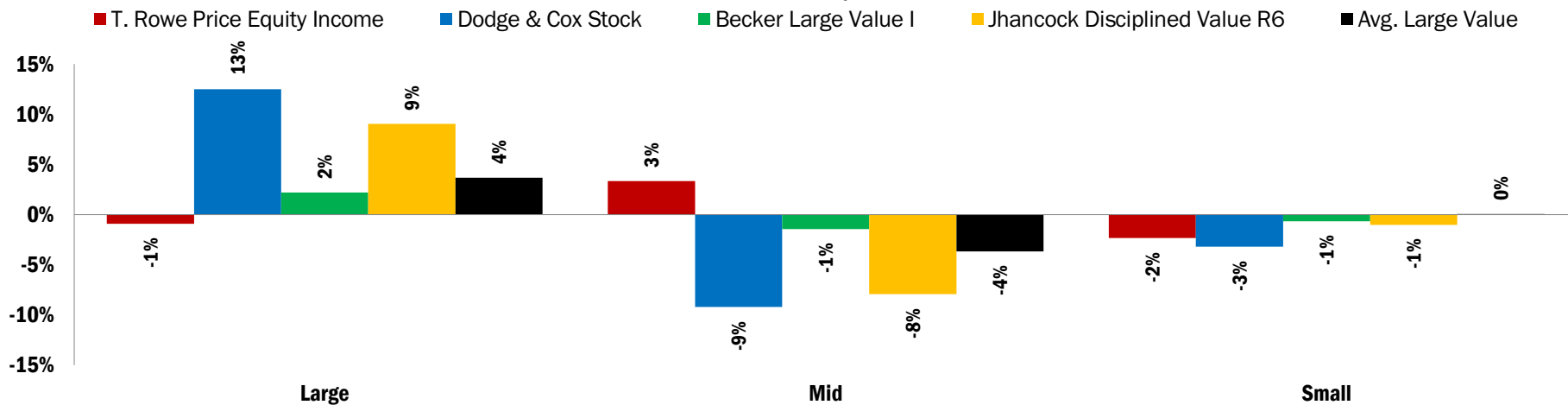
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Size Allocations as % of Stock



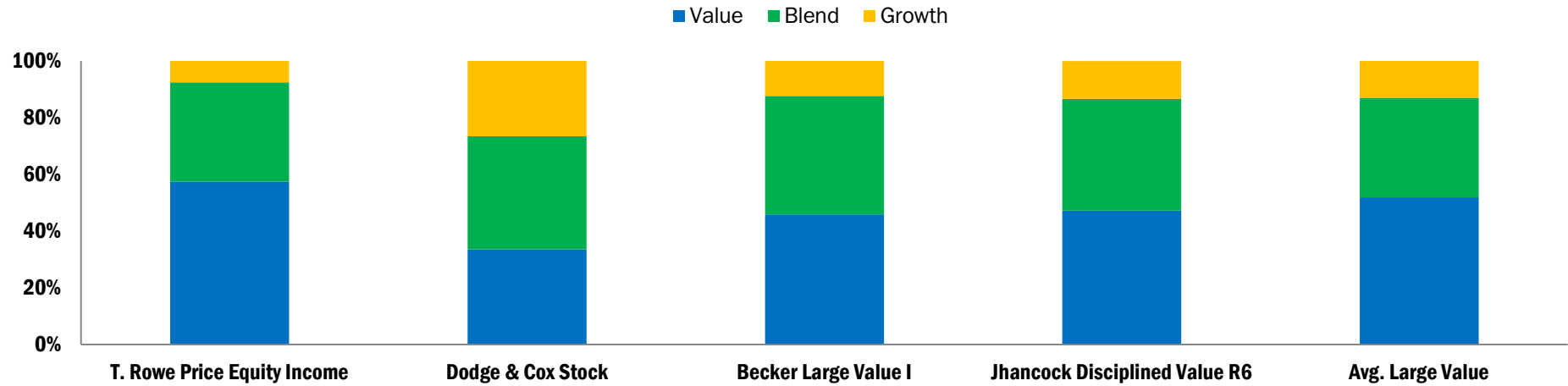
Size Allocations +/- Index



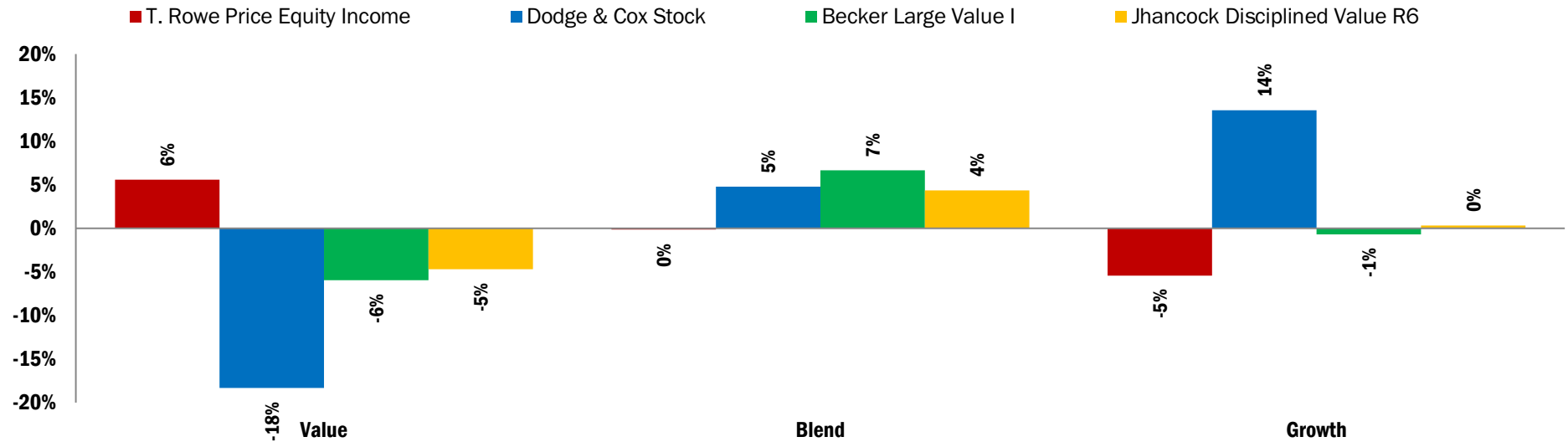
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Large Cap Value Manager Search Report February 2016

Style Allocations as % of Stock



Style Allocations +/- Category Average



Section 6

T. Rowe Price Equity Income

Fund Fact Sheet - December 31, 2015

Operations	
Ticker:	PRFDX
CUSIP:	0
Share Class:	No Load
Legal Structure:	Open Ended Investment Company
Investment Type:	Open-End Fund
Management	
Advisor:	T. Rowe Price Associates, Inc.
Sub-Advisor:	None
Senior Manager:	John D. Linehan
Year Started:	2015
Expenses	
Prospectus Net Exp. Ratio:	0.66%
Annual Report Exp. Ratio:	0.66%
Management Fee:	0.52%
12b-1:	0.00%
Redemption Fee %:	0.00%
Size & Flows (\$m)	
Fund Size:	\$21,126
Est. 1-Year Flows:	(\$5,364)
as % of Current Size:	-25%
x Management Fee:	(\$28)
Est. 3-Year Flows:	(\$9,132)
as % of Current Size:	-43%
x Management Fee:	(\$47)
# of Holdings:	117
% in Top 10 Holdings:	22%
# of Stocks:	111
Est. \$m per Stock:	\$190
< 5% of Company	\$3,806

Performance						
	Qtr	YTD	1Yr	3Yr	5Yr	10 Yr
T. Rowe Price Equity Income	5.67	-6.66	-6.66	9.19	8.67	5.65
Russell 1000 Value	5.64	-3.83	-3.83	13.08	11.27	6.16
+/- Index	0.03	(2.84)	(2.84)	(3.89)	(2.61)	(0.50)
Ranking	26	82	82	87	76	53
	2015	2014	2013	2012	2011	2010
T. Rowe Price Equity Income	-6.66	7.49	29.75	17.25	-0.72	15.15
Russell 1000 Value	-3.83	13.45	32.53	17.51	0.39	15.51
+/- Index	(2.84)	(5.97)	(2.78)	(0.26)	(1.11)	(0.35)
Ranking	82	87	71	23	53	28
Risk-Adjusted Performance (Sharpe Ratio)						
Composition						
<div>Asset Allocation</div> <div>Foreign Stock 5%</div> <div>Cash 2%</div> <div>US Stock 91%</div>	Sector	+/- Idx.	Size/Style		+/- Idx.	
	Energy	11%	-2%	Large Value	38%	38%
	Materials	5%	2%	Large Blend	30%	30%
	Industrials	13%	3%	Large Growth	6%	6%
	Cons. Disc.	10%	6%	Mid Value	19%	19%
	Cons. Stpls.	4%	-4%	Mid Blend	4%	4%
	Healthcare	10%	-2%	Mid Growth	2%	2%
	Financials	25%	-4%	Small Value	0%	0%
	Info. Tech.	11%	0%	Small Blend	0%	0%
	Telecom	3%	0%	Small Growth	0%	0%
	Utilities	8%	1%	Total Large	74%	74%
	Total:	100%	0%	Total Value	57%	57%

Dodge & Cox Stock

Fund Fact Sheet - December 31, 2015

Operations	
Ticker:	DODGX
CUSIP:	0
Share Class:	No Load
Legal Structure:	Open Ended Investment Company
Investment Type:	Open-End Fund
Management	
Advisor:	Dodge & Cox
Sub-Advisor:	None
Senior Manager:	John A. Gunn
Year Started:	1977
Expenses	
Prospectus Net Exp. Ratio:	0.52%
Annual Report Exp. Ratio:	0.52%
Management Fee:	0.50%
12b-1:	0.00%
Redemption Fee %:	0.00%
Size & Flows (\$m)	
Fund Size:	\$50,943
Est. 1-Year Flows:	(\$2,784)
as % of Current Size:	-5%
x Management Fee:	(\$14)
Est. 3-Year Flows:	(\$4,169)
as % of Current Size:	-8%
x Management Fee:	(\$21)
# of Holdings:	68
% in Top 10 Holdings:	34%
# of Stocks:	65
Est. \$m per Stock:	\$784
< 5% of Company	\$15,675

Performance						
	Qtr	YTD	1Yr	3Yr	5Yr	10 Yr
Dodge & Cox Stock	4.54	-4.49	-4.49	14.01	11.64	5.69
Russell 1000 Value	5.64	-3.83	-3.83	13.08	11.27	6.16
+/- Index	(1.09)	(0.66)	(0.66)	0.93	0.37	(0.47)
Ranking	61	62	62	12	15	52
	2015	2014	2013	2012	2011	2010
Dodge & Cox Stock	-4.49	10.40	40.55	22.01	-4.08	13.49
Russell 1000 Value	-3.83	13.45	32.53	17.51	0.39	15.51
+/- Index	(0.66)	(3.05)	8.02	4.51	(4.47)	(2.02)
Ranking	62	57	3	3	77	48
Risk-Adjusted Performance (Sharpe Ratio)						
<div><div><div><div></div><div>2.00</div></div><div><div></div><div>1.00</div></div><div><div></div><div>0.00</div></div></div><div><div><div>1.17</div><div>1.19</div><div>1.06</div></div><div><div>0.88</div><div>0.94</div><div>0.83</div></div></div><div><div>3-Yr</div><div>5-Yr</div></div><div><div>Dodge & Cox Stock</div><div>Russell 1000 Value</div><div>Avg. Large Value</div></div></div>						
Composition						
<div><div>Asset Allocation</div><div><div><div>Foreign Stock 9%</div><div>Cash 2%</div><div>US Stock 89%</div></div></div></div>	Sector		+/- Idx.	Size/Style		+/- Idx.
	Energy	7%	-5%	Large Value	27%	27%
	Materials	1%	-2%	Large Blend	35%	35%
	Industrials	4%	-6%	Large Growth	26%	26%
	Cons. Disc.	15%	11%	Mid Value	6%	6%
	Cons. Stpls.	2%	-6%	Mid Blend	5%	5%
	Healthcare	17%	5%	Mid Growth	1%	1%
	Financials	27%	-2%	Small Value	0%	0%
	Info. Tech.	25%	14%	Small Blend	0%	0%
	Telecom	1%	-2%	Small Growth	0%	0%
	Utilities	0%	-7%	Total Large	87%	87%
	Total:	100%	0%	Total Value	34%	34%

Becker Large Value I

Fund Fact Sheet - December 31, 2015

Operations	
Ticker:	BVEIX
CUSIP:	0
Share Class:	Inst
Legal Structure:	Open Ended Investment Company
Investment Type:	Open-End Fund

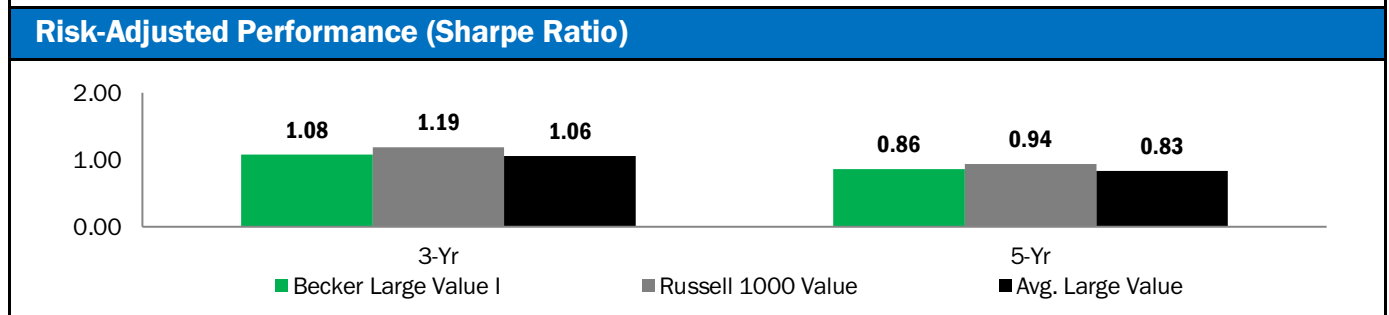
Management	
Advisor:	Team
Sub-Advisor:	None
Senior Manager:	Team
Year Started:	2003

Expenses	
Prospectus Net Exp. Ratio:	0.68%
Annual Report Exp. Ratio:	0.68%
Management Fee:	0.55%
12b-1:	0.00%
Redemption Fee %:	1.00%

Size & Flows (\$m)	
Fund Size:	\$308
Est. 1-Year Flows:	\$1
as % of Current Size:	0%
x Management Fee:	\$0
Est. 3-Year Flows:	\$132
as % of Current Size:	43%
x Management Fee:	\$1
# of Holdings:	57
% in Top 10 Holdings:	26%
# of Stocks:	56
Est. \$m per Stock:	\$6
< 5% of Company	\$110

	Qtr	YTD	1Yr	3Yr	5Yr	10 Yr
Becker Large Value I	3.74	-6.88	-6.88	12.37	10.33	6.75
Russell 1000 Value	5.64	-3.83	-3.83	13.08	11.27	6.16
+/- Index	(1.90)	(3.05)	(3.05)	(0.71)	(0.95)	0.59
Ranking	79	84	84	43	41	25

	2015	2014	2013	2012	2011	2010
Becker Large Value I	-6.88	11.45	36.72	15.95	-0.65	12.17
Russell 1000 Value	-3.83	13.45	32.53	17.51	0.39	15.51
+/- Index	(3.05)	(2.00)	4.19	(1.55)	(1.04)	(3.33)
Ranking	84	37	10	39	52	72



Composition				
Asset Allocation		Sector	+/- Idx.	Size/Style +/- Idx.
<p>Foreign Stock 2% Cash 3% US Stock 95%</p>	Energy	11%	-2%	Large Value 36% 36%
	Materials	2%	0%	Large Blend 33% 33%
	Industrials	12%	2%	Large Growth 8% 8%
	Cons. Disc.	12%	8%	Mid Value 9% 9%
	Cons. Stpls.	6%	-2%	Mid Blend 7% 7%
	Healthcare	14%	2%	Mid Growth 4% 4%
	Financials	24%	-5%	Small Value 1% 1%
	Info. Tech.	16%	5%	Small Blend 2% 2%
	Telecom	3%	0%	Small Growth 0% 0%
	Utilities	0%	-7%	Total Large 77% 77%
	Total:	100%	0%	Total Value 46% 46%

Jhancock Disciplined Value R6

Fund Fact Sheet - December 31, 2015

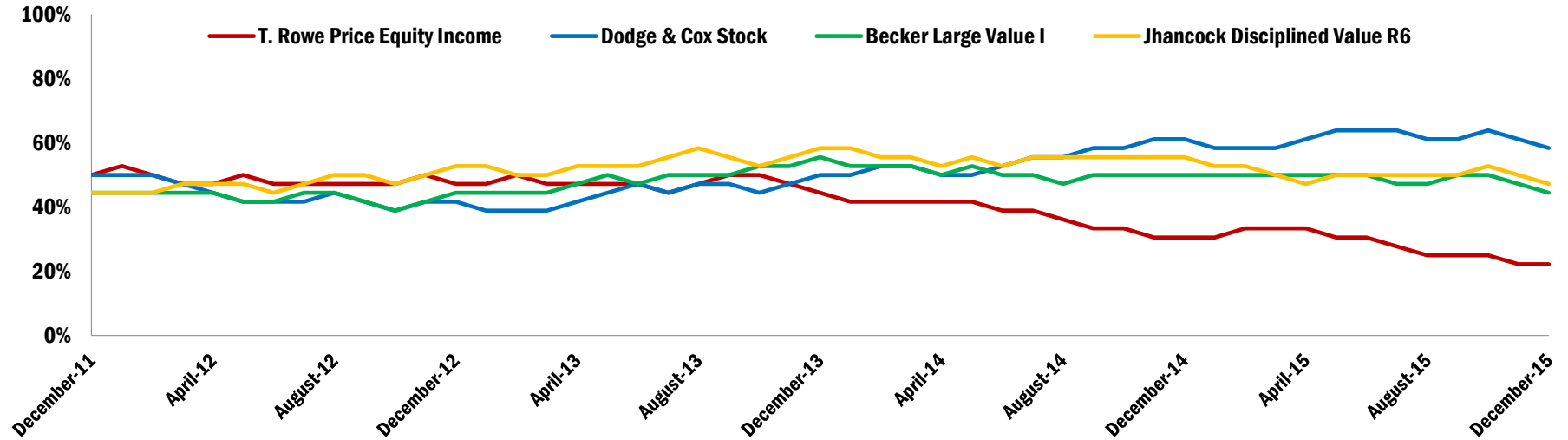
Operations	
Ticker:	JDVWX
CUSIP:	0
Share Class:	Retirement
Legal Structure:	Open Ended Investment Company
Investment Type:	Open-End Fund
Management	
Advisor:	John Hancock Advisers, LLC
Sub-Advisor:	Robeco Investment Management, Inc.
Senior Manager:	Mark E. Donovan
Year Started:	1997
Expenses	
Prospectus Net Exp. Ratio:	0.70%
Annual Report Exp. Ratio:	0.69%
Management Fee:	0.66%
12b-1:	0.00%
Redemption Fee %:	0.00%
Size & Flows (\$m)	
Fund Size:	\$11,753
Est. 1-Year Flows:	\$686
as % of Current Size:	6%
x Management Fee:	\$5
Est. 3-Year Flows:	\$7,672
as % of Current Size:	65%
x Management Fee:	\$51
# of Holdings:	90
% in Top 10 Holdings:	32%
# of Stocks:	87
Est. \$m per Stock:	\$135
< 5% of Company	\$2,702

Performance						
	Qtr	YTD	1Yr	3Yr	5Yr	10 Yr
Jhancock Disciplined Value R6	4.61	-4.81	-4.81	12.85	11.62	7.55
Russell 1000 Value	5.64	-3.83	-3.83	13.08	11.27	6.16
+/- Index	(1.02)	(0.99)	(0.99)	(0.23)	0.35	1.40
Ranking	58	66	66	30	16	10
	2015	2014	2013	2012	2011	2010
Jhancock Disciplined Value R6	-4.81	11.04	35.97	20.08	0.41	13.12
Russell 1000 Value	-3.83	13.45	32.53	17.51	0.39	15.51
+/- Index	(0.99)	(2.41)	3.45	2.57	0.02	(2.38)
Ranking	66	45	13	5	44	54
Risk-Adjusted Performance (Sharpe Ratio)						
<div><div><div><div></div><div>2.00</div></div><div><div></div><div>1.00</div></div><div><div></div><div>0.00</div></div></div><div><div><div>1.12</div><div>1.19</div><div>1.06</div></div><div>3-Yr</div></div><div><div><div>0.90</div><div>0.94</div><div>0.83</div></div><div>5-Yr</div></div><div><div>Jhancock Disciplined Value R6</div><div>Russell 1000 Value</div><div>Avg. Large Value</div></div></div>						
Composition						
<div><div>Asset Allocation</div><div><div><div>Foreign Stock 6%</div><div>Cash 1%</div><div>US Stock 92%</div></div></div></div>	Sector	+/- Idx.	Size/Style		+/- Idx.	
	Energy	10%	-2%	Large Value	36%	36%
	Materials	4%	2%	Large Blend	37%	37%
	Industrials	11%	1%	Large Growth	12%	12%
	Cons. Disc.	9%	5%	Mid Value	10%	10%
	Cons. Stpls.	2%	-6%	Mid Blend	3%	3%
	Healthcare	17%	5%	Mid Growth	2%	2%
	Financials	30%	1%	Small Value	2%	2%
	Info. Tech.	14%	2%	Small Blend	0%	0%
	Telecom	2%	-1%	Small Growth	0%	0%
	Utilities	1%	-6%	Total Large	84%	84%
	Total:	100%	0%	Total Value	47%	47%

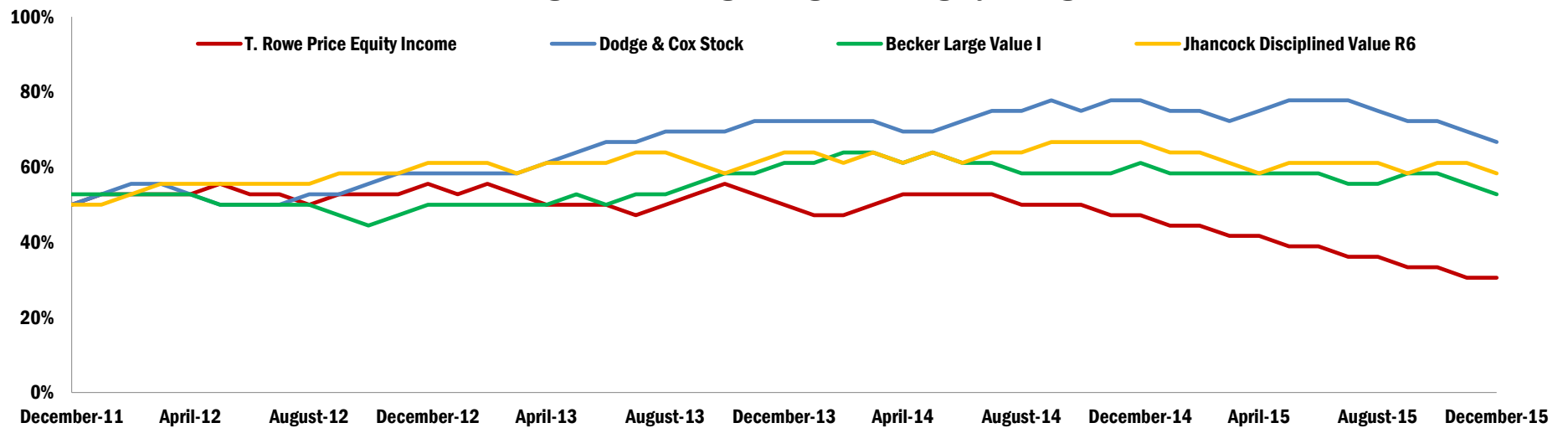
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Large Cap Value Manager Search Report February 2016

Rolling 3-Year Batting Average vs. Index



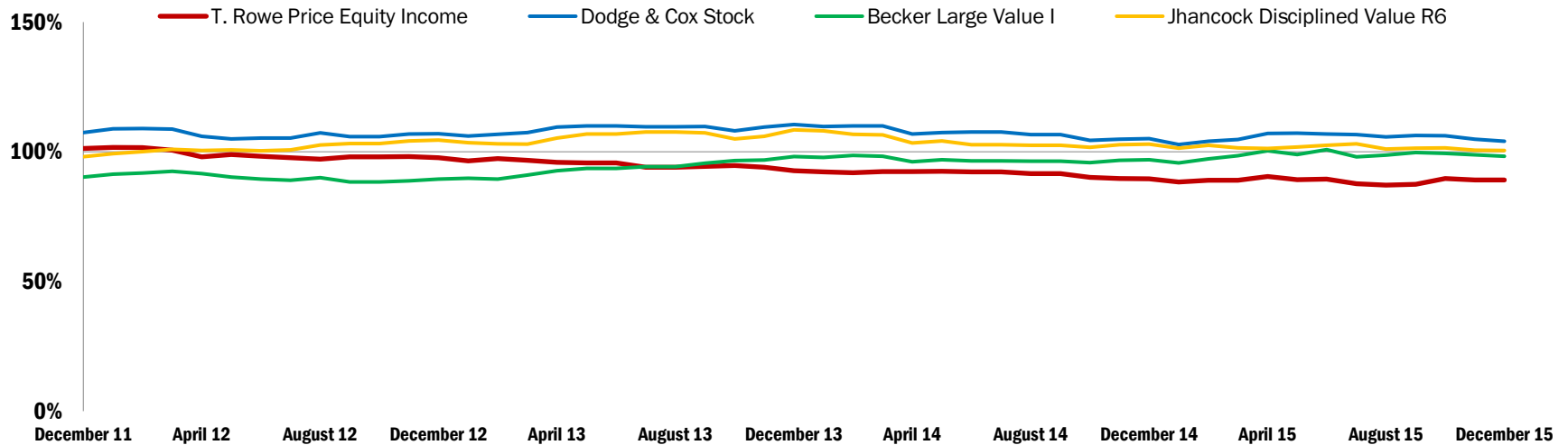
Rolling 3-Year Batting Average vs. Category Average



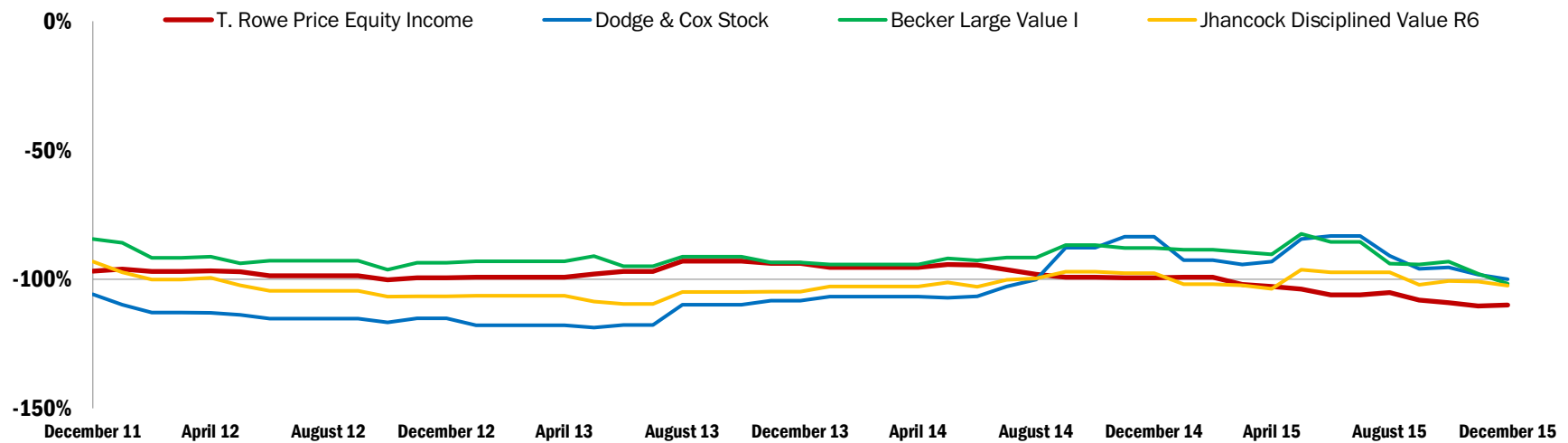
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Rolling 3-Year Up-Capture



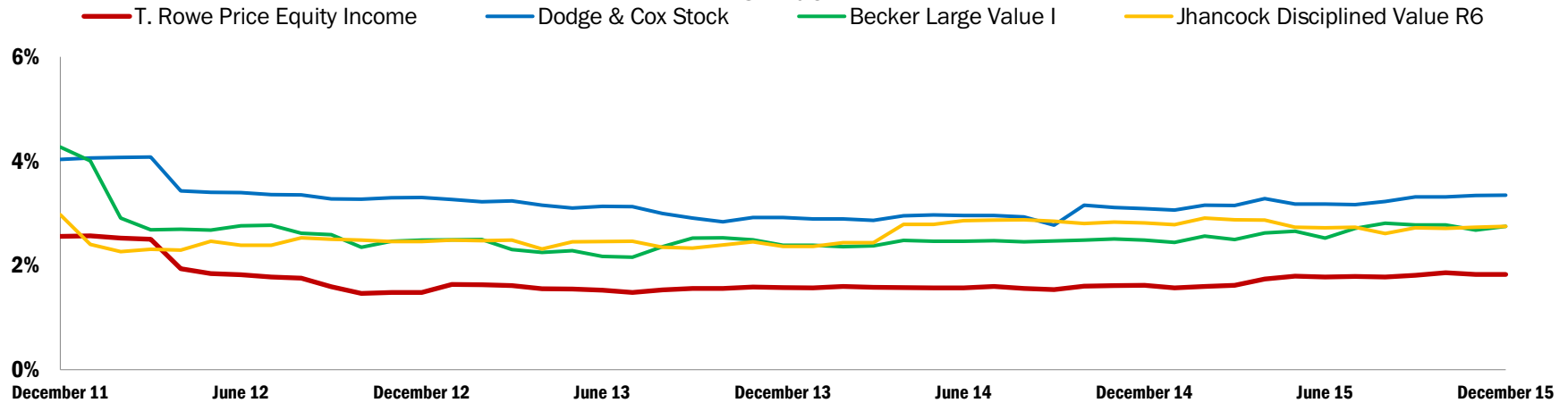
Rolling 3-Year Down-Capture



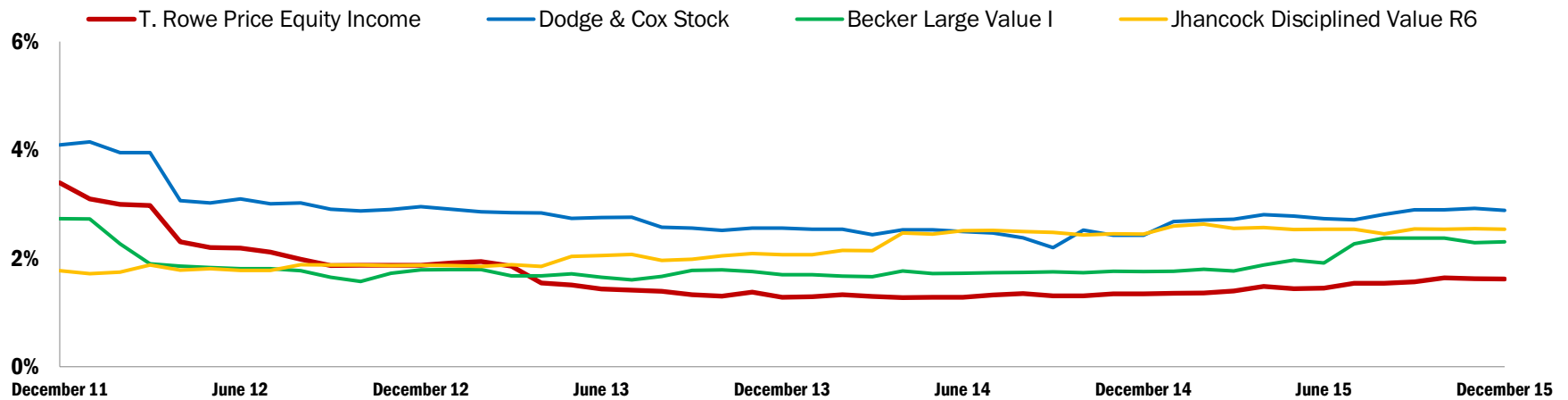
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Rolling 3-Year Tracking Error vs. Index



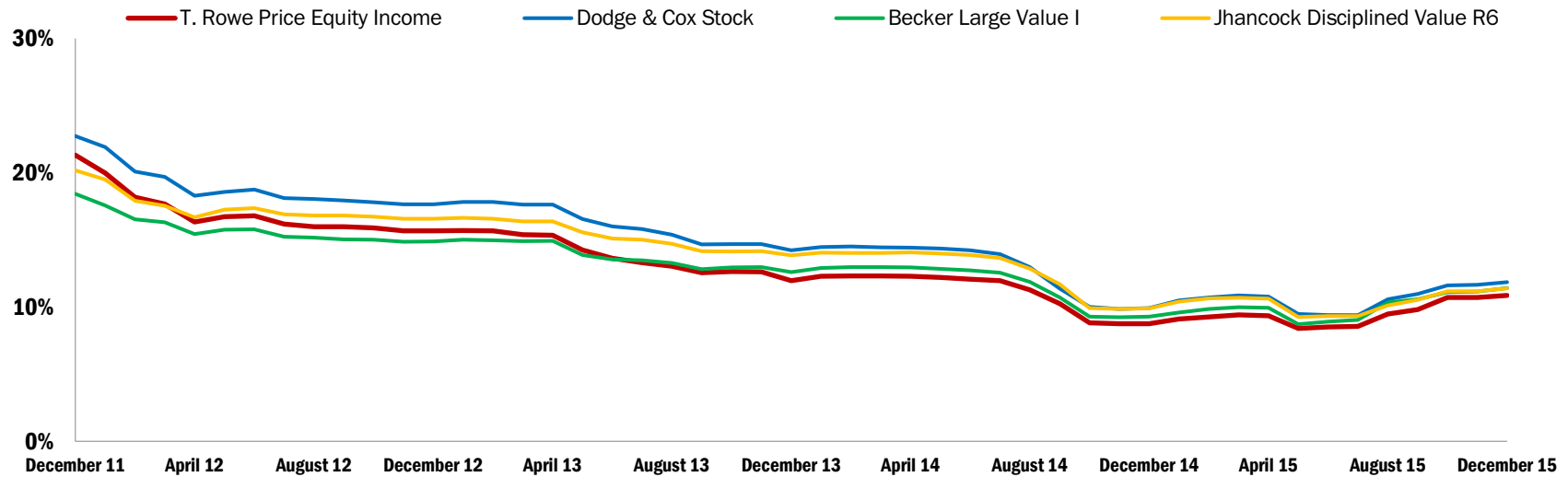
Rolling 3-Year Tracking Error vs. Category Average



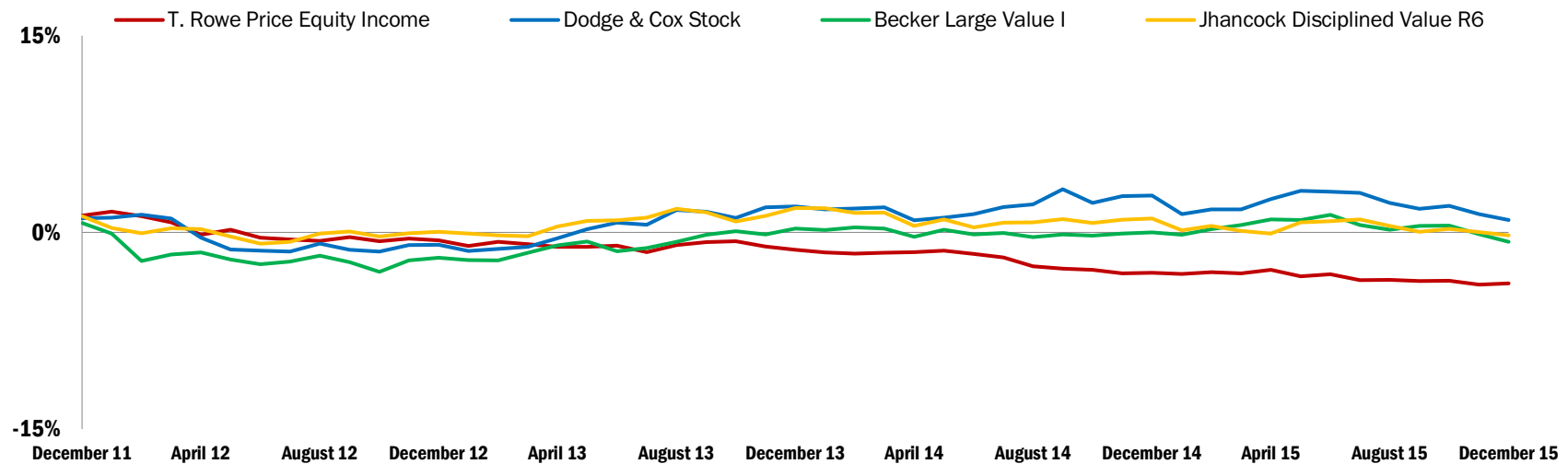
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Rolling 3-Year Standard Deviation



Rolling 3-Year Excess Return



Section 7

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Section 7: Glossary

Investment Terms

Fixed Income:

A fund that invests primarily in bonds and other fixed-income securities, often to provide shareholders with current income. Peer groups within this asset class may include, but are not limited to, Intermediate-Term, Money Market, Stable Value, Inflation-Protected, High Yield, Global, and others.

Large Cap:

A fund that invests in stocks of companies with large market capitalizations, typically starting at \$10 billion. Large Caps tend to be well-established companies, so their stocks typically entail less volatility and more current income than Small Caps, but also offer less potential for dramatic growth. A Large Cap fund may pursue an investment style such as growth, value, or a combination of the two (often referred to as Core or Blend) and be placed within a corresponding peer group.

Mid Cap:

A fund that invests in stocks of companies with medium market capitalizations, typically ranging between \$2 billion and \$10 billion. Mid Caps are often considered to offer more growth potential than Large Caps (but less than Small Caps) and less risk than Small Caps (but more than Large Caps). A Mid Cap fund may pursue an investment style such as Growth, Value, or a combination of the two (often referred to as Core or Blend) and be placed within a corresponding peer group.

Small Cap:

A fund that invests in stocks of companies with small market capitalizations, typically no higher than \$2 billion. Small Caps are often considered to offer more growth potential, but less current income than Large Caps and Mid Caps, and with more risk. A Small Cap fund may pursue an investment style such as Growth, Value, or a combination of the

International Stock:

A fund that invests primarily in the stocks of companies located, or with revenues derived from, outside of the United States. An International fund may pursue an investment style such as Growth, Value, or a combination of the two (often referred to as Core or Blend) and be placed within a corresponding peer group. Additional peer groups may include, but are not limited to, Global, Emerging Markets, and others.

Asset Allocation:

A fund that pursues a method of investing by which the manager include a range of different investment classes such as bonds, stocks, cash, alternative investments, and others in their portfolios. Peer groups within this asset class may include, but are not limited to Conservative Allocation, Moderate Allocation, Aggressive Allocation, Target Date, Life Cycle and others.

Growth (investment style):

A fund that invests primarily in the stocks of companies appearing to have relatively high growth prospects relative to their asset class. These companies often pay relatively low current income as most earnings are reinvested in the pursuit of higher future growth. These companies may also trade at relatively high valuations (such as price-to-earnings or price-to-sales) as investors may be willing to pay a “premium” to benefit from the company’s expected future growth.

Value (investment style):

A fund that invests primarily in the stocks of companies appearing be attractively priced by assorted metrics (such as price-to-earnings, price-to-sales, dividend yield, and others). These companies typically distribute a greater portion of their cash flows to shareholders than growth companies and as such will typically pay higher current income.

Blend/Core (investment style):

A fund that incorporates a comparable amount of Growth and Value investment styles into its investment management.

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Operational Terms

CUSIP:

A nine character code that represents most securities, including the type of security. A CUSIP can be used to expedite settlement of securities transactions.

Expense Ratio:

A measure of what it costs to operate an investment, expressed as a percentage of its assets or in basis points. These are costs the investor pays through a reduction in the investment's value.

Mutual Fund:

An investment company that gathers money from individual investors for the purchase of securities, such as stocks, bonds, or cash equivalents. Investors own shares of the mutual funds but do not own the underlying securities. Shares of mutual funds can typically be redeemed on an end-of-day basis for the net asset value of the underlying securities, minus any applicable fees.

Redemption Fee:

A fee collected by an investment company for selling out of a fund within a specified time period, typically 30 days. The fee is established to discourage short-term trading and is redistributed to any remaining fund investors.

Revenue Share:

A portion of a fund's expense ratio that may be used to pay plan expenses for certain retirement plans.

Share Class:

Some investment funds and companies offer more than one type or group of shares, each of which is considered a class (e.g., "Class A," "Advisor" or "Institutional" shares). For most investment funds each class has different fees and expenses but all of the classes invest in the same pool of securities and share the same investment objectives.

Ticker:

A five-letter code, often used for trading purposes, that represents a particular mutual fund.

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Statistical Terms

Batting Average:

How frequently a fund outperformed its benchmark given a certain time period and periodicity of returns.

Beta:

A statistical measure of an investment's volatility and degree of co-movement relative to its benchmark. A beta of 1.0 implies that an investment has, or has exhibited the same degree of volatility as its benchmark and has tended to closely track the performance of its benchmark. A beta that is above (below) 1 implies that an investment has exhibited higher (lower) overall volatility than its benchmark. Beta is often viewed as indicative of an investment's sensitivity to "systematic" or market risk.

R-Squared (R^2):

A statistical measurement of how much of an investment's returns are explained by another set of returns, typically that of a benchmark. An R^2 of 1.0 (0.0) implies that 100% (0%) of an investment's returns are explained by its benchmark and provides an indication as to what degree the investment might be expected to move in step with its benchmark.

Sharpe Ratio:

A measure of risk-adjusted returns. The Sharpe Ratio is the ratio of an investment's excess return (typically versus its index or a "risk-free" investment such as Treasury Bills) relative to its standard deviation for the corresponding period. A high (low) Sharpe Ratio indicates that an investment has provided a high (low) amount of excess return relative to the amount of risk it has incurred in doing so.

Standard Deviation:

A statistical measurement of how an investment's returns have tended to fluctuate around their average. A higher standard deviation implies a broader range of returns relative to an average and thereby a higher degree of investment risk. Assuming a normal distribution, approximately 95% of an investment's returns should fall within two standard deviations of its average for the corresponding time period and periodicity.

Tracking Error:

Tracking error is a measurement of the volatility of the difference between an investment's returns versus those of its benchmark. Given a certain periodicity of returns (such as monthly or quarterly), tracking error measures the volatility of the difference of the investment's and the benchmark's periodic returns within a specified time period. Annualized tracking error above 6% is generally viewed as high.

Up (Down) Capture Ratio:

Up (down) capture compares an investment's upside (downside) performance relative to that of its benchmark when the benchmark was returning positive (negative). Up (down) capture is expressed in percentage terms. For example, an investment with 120% Up Capture has, in relative terms, provided 20% more returns than the benchmark in periods of rising markets.

ITEM #9

Hyas Group

Determination of Zero Revenue Share Model

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: February 17, 2016

MEMO TO: 401(k)/457 Advisory Committee

FROM: Lisa Sorani, Manager of Employee Services

SUBJECT: Paying for Plan Administration – Determine future use of Revenue Share Credits for Plan Administration vs. explicit Participant fees

At the December 2, 2015 Advisory Committee meeting, the vote to move to a Zero-Revenue Share Model for paying Plan administration fees was postponed.

The Committee requested our investment consultant, Hyas Group, do a survey of other government agencies to provide some guidance about possible alternatives that could be used for collection of fees and potential allocation of any future revenue share credits earned. The Committee also asked staff to work with Fidelity to determine the availability of several different administrative options related to collecting participant level fees and allocating revenue credit to participants.

Employee Service Staff, Hyas Group, and Fidelity Investments worked together to answer most of the questions asked of Fidelity by the Committee at the last meeting.

If the Committee elects a Zero Revenue share model:

- 1) Will Fidelity allow the District to amend the contract to allow the District to change from the Revenue Share Credit Program of “Assetized in a Plan-Level Suspense Account” to the “100% Allocation to Participant Accounts Model”?
 - a) Fidelity will allow this change without further changes to the contract on a go-forward basis – meaning once transitioned, at the end of each quarter any revenue earned would go directly to participant’s accounts based on the District’s preferred method. No future funds would collect in a Plan Level Revenue Credit Account.
- 2) Will Fidelity be able to collect participant fees using a Hybrid Model?
 - a) Yes, but not a Hybrid Model that includes collecting new revenue share credits. Once we transition to the “100% Allocation to Participant Accounts Model”, all revenue share credits earned in a quarter would be allocated to participants each quarter.
 - b) Fidelity can collect fees using a Hybrid Model that collects fees in part using a “flat fee” and in part using a “pro-rata percentage fee”.
- 3) Can Fidelity collect fees from participant funds in brokerage accounts?
 - a) When collecting fees from participants, they would first collect from assets that are not in BrokerageLink®. If there are no funds available in the regular core account, they would collect from any balance of the cash account in BrokerageLink®. If there were still no funds, the District could direct Fidelity to liquidate investments in BrokerageLink® to cover the fees.

- b) A move to the collection of fees would require a good deal of participant communication. There would need to be a special set of communications to those participants in BrokerageLink® and possibly an adjustment of the rules about how much money must be left in the core accounts vs. brokerage accounts.

In today's meeting after Hyas' presentation, the Committee should take a vote on whether or not to move to a Zero-Revenue Share Model. If the Committee decides to move to a Zero-Revenue Share Model, then the Committee also needs to consider:

- A move to transition to the "100% Allocation to Participant Accounts Model" language in our Fidelity contract';
- How revenue share credits would be credited each quarter (pro rata, per capita, fund level pro rata);
- The method of collecting participant funds – the Hyas report attached reviews in-depth several approaches and suggests a hybrid of per capita and pro-rata may be best; and
- A timeline for this transition – Fidelity and District staff suggest a minimum of six months to roll out changes and begin collecting participant fees. This would also require a robust communication plan.

Recommendations:

Staff has worked to answer all the questions and provide survey results the Committee has requested to allow an informed decision on this topic. Staff recommends that the Committee make a decision during today's meeting to either:

- a) transition to a zero-revenue strategy, where plan administrative fees will be paid via District \$105,500 and participant fees; or
- b) continue with the current status wherein revenue is collected from those funds sharing revenue and deposited into a Revenue Share Credit account, and Plan Administration is paid via the Revenue Share Credit account and the District's \$105,500.

If a transition to a Zero-Revenue Share Model is approved, Staff also recommends that the Committee take time today to take action on the sub-questions above that need to be answered.

A lack of decisions today will continue to postpone our ability to communicate with participants about Plan administration costs and how fees are collected. It will also make it difficult to make a decision about whether or not to allocate amounts in the current Revenue Share Credit account to participants, which is the next agenda item in today's meeting.

Attachments:

- 1) Hyas presentation – Discussion of Models for Allocating Accrued Revenue and Study of Fee Model Utilization
- 2) Fidelity Revenue Credit Program Overview

EBMUD
Deferred Compensation Plan Committee
Discussion of Models for Allocating Accrued Revenue and
Study of Fee Model Utilization

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*The information provided in this document is strictly for demonstrative purposes only and does not reflect any legal obligations of either the participants or the District

HYAS GROUP

I. Review of Options for Allocation of Accrued Revenue

Methods for Allocation of Accrued Revenue Account Assets to Plan Participants: Industry Practice

■ Method 1: Pro-Rata Distribution

- Assets are distributed to participants based on the percentage of Plan assets that they hold; high balance participants receive a higher proportion
- The percentage may be calculated by using a “snapshot” in time, or by calculating an average of participant balances over a period of time, such as “past three years”

■ Method 2: Fund-Level Pro-Rata Distribution*

- Assets are distributed to participants based upon their investment history in each fund that shares revenue
- Difficult, if not impossible to allocate, especially with a multiple year history

■ Method 3: Equal Dollar Amount Distribution*

- Assets are distributed with the amount being the same for all participants
- New and low balance participants receive the same amount as long-term and high balance participants

■ Hyas Group Research: What model is more commonly chosen?

- No Hyas Group client has yet used the “Equal Dollar Amount” model or the Fund-Level” model
- Many have used the “Pro-Rata” model
- Hyas Group professionals have not observed any non-client governmental DC plans using the “Equal Dollar Amount” or the “Fund-Level” model in the past five years

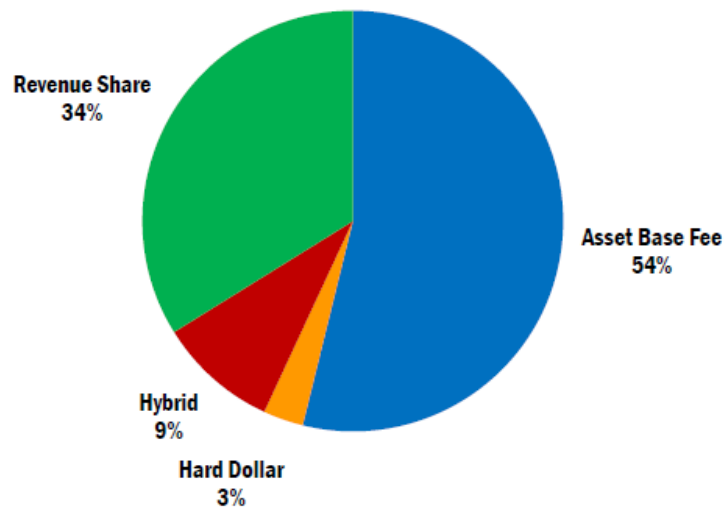
* The current contract with Fidelity does not allow for this methodology

II. Review of Hyas Group Study of Fee Assessment Model Utilization Among Governmental Defined Contribution Retirement Plans

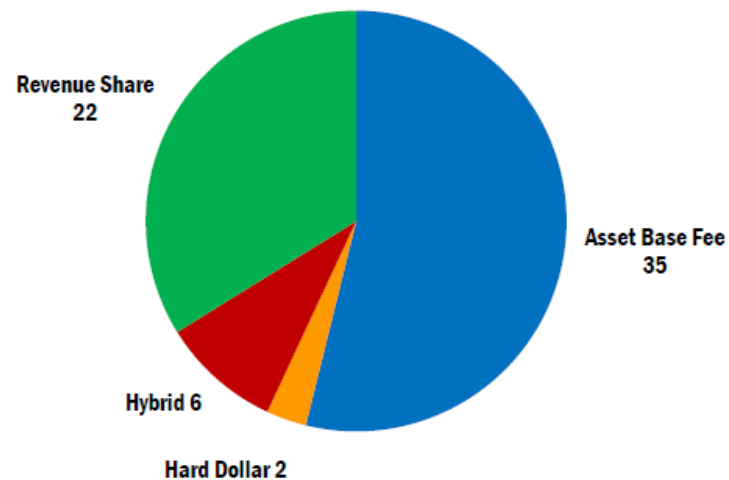
Plan Recordkeeping and Administration Fee Assessment Method

February 2016

Fee Assessment Method (%)



Fee Assessment Method (n)



Plan Recordkeeping and Administration Fee Assessment Method

February 2016

Plan			Assessment Method		
1	Benton County PUD	Asset Based	34	Tri-Met	Asset Based
2	Central Lincoln PUD	Asset Based	35	City of Los Angeles	Asset Based w/Cap
3	City and Borough of Juneau	Asset Based	36	King County	Hard Dollar
4	City of Buena Park	Asset Based	37	Santa Clara Valley Transit	Hard Dollar
5	City of Corvallis	Asset Based	38	CA Savings Plus	Hybrid
6	City of Galt	Asset Based	39	City of Burbank	Hybrid
7	City of Kent	Asset Based	40	City of Phoenix	Hybrid
8	City of Long Beach	Asset Based	41	City of San Diego	Hybrid
9	City of Oakland	Asset Based	42	City of San Francisco	Hybrid
10	City of Pasadena	Asset Based	43	Port of Seattle	Hybrid
11	City of Portland	Asset Based	44	Alaska Railroad Corporation	Revenue Share
12	City of Renton	Asset Based	45	City of Arlington	Revenue Share
13	City of Richland	Asset Based	46	City of Carrollton	Revenue Share
14	City of Shoreline	Asset Based	47	City of Elk Grove	Revenue Share
15	City of Spokane	Asset Based	48	City of Eugene	Revenue Share
16	City of Tacoma	Asset Based	49	City of Santa Monica	Revenue Share
17	City of Wichita	Asset Based	50	City of Seattle	Revenue Share
18	Clackamas Fire District #1	Asset Based	51	City of Tucson	Revenue Share
19	Clark County	Asset Based	52	Clark County PUD	Revenue Share
20	Eastern Municipal Water District	Asset Based	53	Clean Water Services	Revenue Share
21	Franklin PUD	Asset Based	54	County of Santa Barbara	Revenue Share
22	Grays Harbor PUD	Asset Based	55	Irvine Ranch and Water District	Revenue Share
23	Lane County	Asset Based	56	Lane Council of Governments	Revenue Share
24	McMinnville Power & Light	Asset Based	57	Marin County	Revenue Share
25	Metro Oregon	Asset Based	58	Napa County	Revenue Share
26	Metropolitan Water Authority	Asset Based	59	Orange County Fire Authority	Revenue Share
27	Port of Tacoma	Asset Based	60	SAIF Corporation	Revenue Share
28	Richmond Retirement System	Asset Based	61	San Joaquin County	Revenue Share
29	San Diego Water District	Asset Based	62	Sonoma County	Revenue Share
30	Santa Cruz County	Asset Based	63	Sound Transit	Revenue Share
31	Sedgwick County	Asset Based	64	Stanislaus County	Revenue Share
32	Solano County	Asset Based	65	Yolo County	Revenue Share
33	State of Oregon	Asset Based			

Hyas Group Fee Assessment Study: Observations

- The study includes both Hyas Group clients and non-Hyas Group clients
- Of the 22 employers that are still using revenue sharing today, 9 are newer clients to the Hyas Group that are presently evaluating their plan designs and considering alternatives; 3 are not clients of the Hyas Group at this time
- Six years ago, this study would have shown perhaps only one or two employers NOT using the revenue sharing model
- While only 6 employers are shown to be using a hybrid model at this time, interest in it growing as awareness of this fee administration model increases
- The more seldom used “Asset Based Fee with a \$ Cap” is labor intensive to maintain
 - Each quarter the amount of the asset-based fee to be charged must be re-calculated and applied, as more participants reach the hard-dollar cap amount
 - This can be mitigated by setting the asset-based fee higher than is presently needed, so that an excess can accrue and then be used up as more participants reach the \$ cap amount.

III. Discussion of Fee Model Selection Considerations

Fee Model Selection Decision Points

- Which basic Fee Model to select?
 - Asset-Based?
 - \$ Per Account?
 - Combination of Asset-Based and \$ Per Account (Hybrid)?

- If a Hybrid Model is selected:
 - How much of the cost to allocate to Asset-Based vs. \$Per Account?
 - Do all accounts in each Plan pay the same per account fee, or are some higher than others? If they differ, how is that difference calculated, and why?

- How to protect against market changes decreasing revenue below costs?
 - Combined Plan assets are invested 84.5% in equities, so sensitivity is high
 - Add “X %” to the cost and revenue model?
 - Maintain a substantial balance in the Admin Account for “rainy days”?
 - Combination of the two?

EBMUD Fee Model Formula Development

- Key Plan Data: TPA Fees, Admin Costs and Employer Cost Sharing
 - Fidelity fee is 0.045% of assets per year (\$150,030 with \$334 million in assets)
 - EBMUD Admin costs are \$63,000 per year (per the Committee Budget)
 - Total cost is \$208,030 (at \$334 million in assets)
 - EBMUD contributes \$105,500 per year to pay Plan costs and fees
 - The remaining participant share of cost is \$108,030 (at \$334 million in assets)
- Key Plan Data: Assets and Participants (as of 9/30/15)
 - Three Plans with a combined \$334 million in assets and 3,125 participant accounts
 - 401(k) with \$220 million and 1,735 accounts
 - 457(b) with \$77 million and 930 accounts
 - 401(a) with \$37 million and 460 accounts
- Participant Expense Allocation Model Mathematics
 - 100% Asset Fee Based: Requires .0323% of assets to equal \$108,030
 - 100% Dollar Fee: Requires \$34.57 per account per year (3,125 accounts)
 - Hybrid Fee Model #1- 65/35: Asset Fee = 65% of cost, Dollar Fee = 35% of cost
 - > Asset Fee is 0.021% of assets per year
 - > Dollar Fee is \$13 per year (rounding up from \$12.15 to provide a slight cushion)

Hybrid Fee Model 1: 65%Asset/35%Dollar

Participant Balance	Cost Inputs		
	0.032%	\$35	0.021% +\$13
	Cost in (\$)		
	Asset Based Fee	Per Head Fee	Hybrid Fee
\$10,000	\$3	\$35	\$15
\$50,000	\$16	\$35	\$24
\$100,000	\$32	\$35	\$34
\$200,000	\$64	\$35	\$55

Participant Balance	Cost in (%) of Assets		
	Asset Based Fee	Per Head Fee	Hybrid Fee
\$10,000	0.032%	0.350%	0.151%
\$50,000	0.032%	0.070%	0.047%
\$100,000	0.032%	0.035%	0.034%
\$200,000	0.032%	0.018%	0.028%

Assumptions:

- \$334,000,000 in total assets for all three plans.
- 3,125 total participants
- Fidelity's fee is 0.045%
- EBMUD's administration expense is \$63,000 per year
- \$105,000 subsidy provided by EBMUD

Hyas Group Fee Modeling Example: Comments

- As can be seen, the hybrid model can provide a narrower spread between high and low dollar amounts compared to the “asset based” model, while also providing a narrower spread between high and low percentage of account values, compared to the “\$ Per Account Fee” model
- It should be noted that the nature of the fees charged by the TPA impact which model is more “high maintenance”
 - Because the TPA fee is asset-based, a \$ per-head fee will need to be occasionally adjusted to reflect changing asset values
 - If the TPA fee were per-head, an asset-based fee will need to be adjusted for the same reason

Hybrid Fee Model 1: 65%Asset/35%Dollar

Sensitivity to Asset Value Changes

- What happens when the value of the Plans decreases or increases?
 - Because the TPA fee is higher than the proposed asset-based fee component (0.045% vs. 0.021%), decreases in asset values cause revenue to exceed costs, and increases in asset values cause revenue to fall below costs
 - The higher the proportion of the fee that is dollar-based, the bigger the impact of this factor; a 50% Asset/50% Dollar model would generate bigger excesses or deficits
- Example: 65/35 Model with Asset Values Increasing
 - At \$334 million in assets, annual revenue roughly equals annual cost
 - At \$367 million in assets (10% increase) revenue falls about \$5,400 below cost
 - At \$400 million in assets (20% increase) revenue falls about \$13,900 below cost
- Example: 65/35 Model with Asset Values Decreasing
 - At \$334 million in assets, annual revenue equals annual cost
 - At \$300 million in assets (10% decrease) revenue increases about \$10,600 above cost
 - At \$267 million in assets (20% decrease) revenue increases about \$18,500 above cost



East Bay Municipal Utility District

Fidelity Revenue Credit Program Overview

Prepared by
Tony Frankovich
February 17, 2016

This document was originally prepared for plan sponsor use only



Overview of Fidelity's Revenue Credit Program

TWO CREDITING OPTIONS AVAILABLE	
Assetized in a Plan-Level Suspense Account	100% Allocation to Participant Accounts
Bill-Pay is available for Plan-Level Expenses OR Reimbursement to Plan Sponsor	Bill Pay Unavailable
<u>2 Allocation Options</u> <ul style="list-style-type: none"> Plan-level Pro-Rata Plan-level Per Capita <p>(Allocation of remaining credit based on plan-sponsor direction)</p>	<u>3 Allocation Methods</u> <ul style="list-style-type: none"> Plan-level Pro-Rata Plan-level Per Capita Fund-level Pro-Rata (Fixed Pricing only) <p>(Quarterly allocations to participants via standing direction)</p>
No Expiration (Plan Sponsor should consider IRS Guidance regarding allocation of suspense accounts)	No Expiration
Tracked as a Credit on Invoice; (Account Information Available in Plan Sponsor Webstation)	Tracked as a Credit on Invoice

ELIGIBILITY

The Crediting Program is available to clients with AUA* > \$20M

PRICING MODELS

Available with Bundled and Fixed Pricing as noted

* Assets Under Administration

Fidelity's Revenue Credit (RC) offering

RC	DESCRIPTION
Overview	<ul style="list-style-type: none"> A program which affords the plan sponsor flexibility in the use of revenue credit to pay expenses or to allocate credit to participant accounts
Guidelines	<ul style="list-style-type: none"> Credit is assetized and deposited in a plan-level suspense account on a quarterly basis Credit can be fully utilized each year Unused credit can be allocated to participants Any remaining credit will carry over to following year Fidelity can pay third party providers directly and/or reimburse the plan sponsor
Allocations	<ul style="list-style-type: none"> Pro-Rata Per Capita Fund Level Pro-Rata (available only with 100% participant allocation in a fixed pricing model)
Eligibility*	<ul style="list-style-type: none"> Minimum requirement of \$20M in total DC funded assets at a client relationship level Determination based upon characteristics and economics of client relationship
How it works	<ul style="list-style-type: none"> Credit is invested in an investment option within the plan-level suspense account Plan sponsor submits a service request to initiate payment of plan-level expenses or allocate credit to participants Credit is allocated to participants based on the size of their account balance at a point in time Revenue credit can be spread: <ul style="list-style-type: none"> Across future mixes and sources Current fund holdings and sources Single investment and a single source

*Fidelity reserves the right to re-evaluate RC offering if a client's DC recordkept assets fall meaningfully below \$20M.
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Revenue Credit Allocation Methods

Hypothetical Scenario

Most Commonly Used Method




Example based on total eligible revenue credit: \$100




Plan-Level Pro-Rata




Plan-Level Per Capita

Fund-Level Pro-Rata

ALLOCATION METHODOLOGY

Participant 1	Participant 2	Participant 3
		
Acct Balance: \$25K	Acct Balance: \$60K	Acct Balance: \$15K
\$25	\$60	\$15

Participant 1	Participant 2	Participant 3
		
Acct Balance: \$25K	Acct Balance: \$60K	Acct Balance: \$15K
\$33.33	\$33.33	\$33.33

Participant 1	Participant 2	Participant 3
		
Acct Holdings: • Contra K: \$12.5K (20 bps) • VGA Sm. Cap: \$12.5K (0 bps)	Acct Holdings: • MFS Value: \$50K (10 bps) • PIMCO Tot Ret.: \$10K (25bps)	Acct Holdings: • S&P 500 Idx: \$15K (0 bps)
\$25	\$75	\$0

KEY CONSIDERATIONS

- Efficient method to allocate revenue credit (single allocation per plan)
- Easy to explain to participants
- Agnostic to sources of compensation
- Consistent with DOL guidance on allocation of fees to participants

- Aligns most closely to the way clients allocate administrative charges today
- Consistent with DOL guidance on fee allocation to participants
- Simple to explain to participants

- Available only with Fixed Pricing Models
- Directs revenue credit only to participants with assets in revenue share funds at a point in time
- Participants pay expense ratio of investment option, not revenue sharing
- Requires disclosure of revenue sharing rates to participants
- Complicates the investment selection process for participants
- Does not account for compensation from non-fund sources (float)

Plan Sponsor considerations when allocating revenue credits to plan participants

A Allocation Method Should Be Set Forth In Plan Document

- DOL guidance provides that the method for allocating plan expenses and revenue credits may be set forth in the plan document and, if so, the selection of the method will constitute a *non-fiduciary* plan design decision
- Moreover, DOL guidance makes clear that a plan's fiduciary meets its obligations by following the terms of the plan document
- DOL guidance and testimony explains that "a plan sponsor ... has considerable discretion in determining the method of expense allocation" under plan document
- Several legally permissible allocation methods exist, including:
 - Plan-level *pro rata*
 - Plan-level *per capita*
 - Fund-specific *pro rata*

B Advantages of Plan-Level Allocation Methods

- Over 90% of Fidelity clients have selected plan-level *pro rata* allocation method
- Simple to explain to participants (e.g., do not need to disclose fund-specific revenue credit rates)
- Consistent with long standing methods of expense sharing
 - Bundled pricing models do not credit or debit participant accounts based on fund revenue sharing
 - Buy-down of fixed recordkeeping fee also inconsistent with fund-specific allocations
- Plan-level allocations support both asset-based and non-asset-based (e.g., float) revenue credits

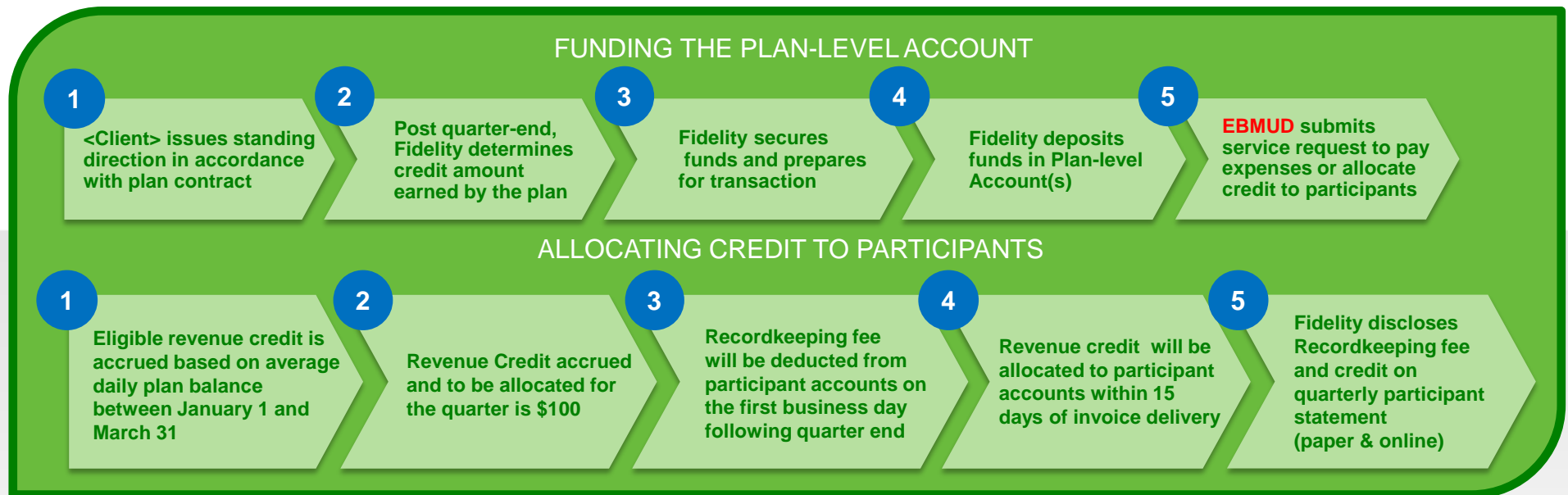
C Considerations with Fund-Specific Allocation Method

- Complicates participant investment decisions
 - Calls for disclosure of each fund's crediting rate to participants so they can adequately assess investments
- Claims that fund-specific allocation method is "more fair" are unfounded
 - Participants do not pay the revenue sharing associated with the funds in which they invest
 - Generally not a component of fund's expense ratio
 - No evidence to suggest that expense ratios of lowest cost share class would further decrease in the absence of revenue sharing
 - Even if above were true, fund-specific allocation method, coupled with separately charged recordkeeping fee, does not ensure "fairer" allocation of recordkeeping costs
 - Recordkeeping services used by participants in widely differing ways
 - Separate *pro rata* or *per capita* recordkeeping charge, while reasonable and sensible, does not reflect actual usage of recordkeeping services and thus is not more fair than other methods not aligned with actual usage

Tax considerations relevant to all allocation methods

- No explicit guidance exists; Fidelity believes that the above allocation methods should not constitute annual additions under the Internal Revenue Code and therefore, would not affect the Code's limits on contributions or nondiscrimination rules
- Plan sponsor must ultimately determine tax status of revenue credits

Revenue Credit offering: process to credit accounts and allocate credit to participants



KEY PARAMETERS

- **Allocation Method:** Plan-level pro-rata, plan-level per-capita, fund level pro-rata
- **Allocation Frequency:** Based on plan sponsor direction but no more frequently than quarterly
- **Participant Eligibility:** Plan sponsors may choose to allocate credit to: <a> all participants with an account balance OR b) select participants by specifying status codes to exclude participant groups
- **Where to Allocate:** A) current investment elections and pro-rata to all sources or single source B) current investment holdings and pro-rata to all sources OR c) single investment and single source>
- **Investment Option for Revenue Credit Account:** most '40 Act funds available – the most commonly used are plan level money market default funds
- **Outstanding Loan Balances:** Excluded from calculation & allocation process

PARTICIPATION CALCULATION & CREDITING DETAILS

- **Billing Cycle:** Client invoice creation occurs during billing cycle (within 30-60 days after quarter-end)
- **Allocation Trigger:** Issuance of quarterly invoice triggers transfer of credit to the plan-level account, which generally spans 15 business days after delivery of the invoice
- **Allocation Basis:** Fidelity takes point in time snapshot of participant account balances to determine credit due to each participant
- **Timing of Allocation:** Credit calculation and allocation typically occurs within the same business day

Important Additional Information

Before investing, consider the funds' investment objectives, risks, charges, and expenses. Contact Fidelity for a prospectus or, if available, a summary prospectus containing this information. Read it carefully.

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Age appropriate equity allocation is defined as the participant's current age and equity holdings in a retirement portfolio compared with an example table containing age-based equity holding percentages based on an equity glide path. The Fidelity Equity Glide Path is an example we use for this measure and is a range of equity allocations that may be generally appropriate for many investors saving for retirement and planning to retire around ages 65 to 67. It is designed to become more conservative as participants approach retirement and beyond. The glide path begins with 90% equity holdings within a retirement portfolio at age 25 continuing down to 24% equity holdings at age 93. Equities are defined as domestic equity, international equity, company stock, and the equity portion of blended investment options. Age appropriate equity allocations are capped at 95% of the retirement portfolio.

"OnPlan" represents active participants who have contributions of a total minimum savings rate of 10%, and/or invested in an appropriate age-based equity allocation, or at least 80% invested in a single target date fund, or enrolled in a managed account.

Peer data is based on clients in similar Fidelity market segment and participant count.

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The Savings Planner (Planner) is an educational calculator.

Fidelity Guided Portfolio SummarySM (Fidelity GPSSM) is an enhanced analytical capability provided for educational purposes only.

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Important Additional Information

Retirement Quick Check and Retirement Income Planner illustrations result from running a minimum of 250 hypothetical market simulations. The market return data used to generate the illustration is intended to provide you with a general idea of how asset mixes have performed historically. Our analysis assumes a level of diversity within each asset class consistent with a market index benchmark that may differ from the diversity of your own portfolio. Please note that the projections do not reflect the impact of any transaction costs or management and servicing fees (except variable annuities); if these had been included, the projected account balances would have been lower.

IMPORTANT: The projections or other information generated by Fidelity's Retirement Quick Check regarding the likelihood of various investment outcomes are hypothetical in nature, do not reflect actual investment results and are not guarantees of future results. Results may vary with each use and over time.

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Stock markets, especially foreign markets, are volatile and can decline significantly in response to adverse issuer, political, regulatory, market, or economic developments.

Foreign securities are subject to interest-rate, currency-exchange-rate, economic, and political risks, all of which are magnified in emerging markets. These risks are particularly significant for funds that focus on a single country or region.

Because of their narrow focus, sector funds may be more volatile than funds that diversify across many sectors.

Investments in mid-sized companies may involve greater risks than those in larger, more well known companies, but may be less volatile than investments in smaller companies.

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ITEM #10

Revenue Share Allocation

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: February 17, 2016

MEMO TO: 401(k)/457Advisory Committee

THROUGH: Lisa Sorani, Manager of Employee Services

FROM: Elizabeth Grassetti, Senior HR Analyst - Retirement

SUBJECT: Allocation of Revenue Share Credit Account funds

In accordance with the Revenue Share Policy adopted in 2014, the Committee must authorize the distribution of balances in the Revenue Share Credit Account while ensuring that there is funding provided for Plan Administration costs.

The allocation of revenue share credit balances also depends on whether the Committee chooses to go to a Zero Revenue Share fee structure, or continues with the current Revenue Share structure. If the decision is made to go to a Zero Revenue Share fee structure, then a portion of the funds will need to be maintained to fund Plan Administration costs during a transition period until participant fees are collected sufficient to pay for expenses.

At the December 2, 2015 Committee meeting, an annual budget for 2016 was approved. The total annual expenditure for Plan Administration costs is approximately \$225,000 for the year. Below is an accounting of the Revenue Share Account funds available for allocation under the current revenue share structure and the Zero Revenue Share structure:

	Revenue Share	Zero-Revenue Share
Budgeted Expenditures	\$225,000	\$225,000
District Contribution	\$105,500	\$105,500
Special Liability Account Balance	\$77,000	\$77,000
Current Revenue Credit Balance	\$495,000	\$495,000
1-Year Reserve for Zero Revenue Share Transition	N/A	\$225,000
Balance Available for Allocation:	\$452,500	\$227,500

The current Fidelity contract allows for allocation of the available balance using a participant level pro rata allocation. To consider what that looks like at a participant level, Hyas' report uses 3,125 individual accounts as a baseline.

	Revenue Share Model	Zero Revenue Share Model
Pro Rata	\$452K / \$3338M Balance Available	\$227K / \$3338M Balance Available
Per a thousand Balance	.1354	.0680
Average account balance (\$106K)	\$143.52	\$72.08
Small Account Balance (- \$5K)	\$67.70	\$34.00
Large Account Balance (\$500K)	\$677.00	\$340.00

Allocation of Revenue Share Credit account funds

February 17, 2016

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Recommendation:

The Committee vote on item #5 will inform the Committee's likely proposal for this decision. The 2014 Revenue Share Policy suggests that Staff will work with Fidelity to make the allocation to participant accounts, as directed by the Committee, by the end of the second quarter of the current calendar year.

Attachment (Revenue Share Policy)

EG:LS:eg

**REVENUE SHARING AND EXPENSE PAYMENT POLICY FOR THE
EAST BAY MUNICIPAL UTILITY DISTRICT 401(K) TAX DEFERRED SAVINGS PLAN, 457
DEFERRED COMPENSATION PLAN AND TRUST, AND 401(A) PLAN (“THE PLAN”)**

Revenue Sharing Compensation

The agreements entered into between the East Bay Municipal Utility District (EBMUD) and Service Providers may state that a portion of revenue sharing amounts paid to the provider (such as “12b-1 fees”) that are attributable to assets held or services provided under the Plan will be remitted by the providers to the Plan. Any such revenue sharing remittances received by the Plan shall be held in *unallocated trust asset accounts* (“*Revenue Share Credit Account*”) maintained under the Plan, and thereafter shall be used by Plan Sponsor exclusively for the benefit of Participants and their Beneficiaries and to defray the reasonable expenses of administering and managing the Plan.

Payment of Expenses

In accordance with Plan Documents, expenses incidental to the administration or protection of the Plan, and the management of the assets of the Plan, shall be paid from the assets of the Plan or by the Plan participants; unless the Plan Sponsor chooses to pay such expenses directly. To the extent permitted by law, the Plan Sponsor may be reimbursed from the Plan for any direct expenses properly and actually incurred in connection with the performance of services for the Plan.

Expenses may be paid or reimbursed from the Revenue Share Credit Account within the guidelines set forth in this policy.

The expenses that may be paid from, or which may be reimbursed to the Plan Sponsor for its payment of, include and are not limited to, the following:

- (a) Ongoing Plan administration expenses, such as record keeping, legal, auditing, annual reporting, claims processing and similar administrative expenses;
- (b) Investment advisory, administration investment or service fees and expenses;
- (c) Costs incurred in preparing, printing and distributing Plan-related documents and other Participant communication materials;
- (d) Costs associated with benefit distributions and transactions;
- (e) Expenses to provide investment assistance and education to Participants;
- (f) Costs for providing on-going education, including the costs of attending seminars and conferences, for members of the Committee, fiduciaries, and staff with respect to the Plan as necessary or appropriate to assist in the discharge of their responsibilities to the Plan; and
- (g) Request for Proposal process, to be done every 3-5 years.

Allocation of Excess Revenue Share Credit

Excess revenue (amounts in excess of reasonable Plan expenses referenced above) remaining in the Revenue Share Credit Account may be distributed to Plan participants.

Each quarter, the Deferred Compensation Advisory Committee will review all amounts remaining in the Revenue Share Credit Account and will assess such amounts in light of expenditures under the annual Plan Budget. If allocation to participants will be made it will be determined at the first quarter meeting in a calendar year and allocations will be made by the end of the second quarter of that calendar year. Each instance of Plan participant allocation must be recommended by a majority vote of the Deferred Compensation Advisory Committee. The allocation method used for participant allocation will be pro-rata as recommended by a majority vote of the Deferred Compensation Advisory Committee. Allocation timeframes and methods may be dictated in part by Service Provider contracts. Contracts should be reviewed and written to meet preferences of Deferred Compensation Advisory Committee as related to participant allocation methods.

Any amounts allocated will only be done for active Plan participants as of the specific selected date that allocation calculations are made.

This is a general Deferred Compensation Advisory Committee policy, and the Advisory Committee reserves the right to change this policy at any time to handle a change in service providers or terms available under current service provider, financial emergency or unforeseen circumstances.