

Retirement Plan Investment Seminar

JUNE 15, 2022



INVESTMENT ADVISORS

spectruminvestor.com



Welcome Remarks

Manuel Rosado, MBA
President | Partner
Spectrum Investment Advisors, Inc.

Manuel Rosado, MBA



Manuel Rosado, MBA

President | Partner
Spectrum Investment Advisors, Inc.

Manuel is the president and a partner at Spectrum and is responsible for the general operations of the firm. He has been in the retirement plan and investment management industry since 1999 and presently holds the Investment Adviser Representative license (Series 65). He has been a speaker and panelist on retirement plan fiduciary and investment education topics at numerous industry conferences and is a member of the firm's investment committee.

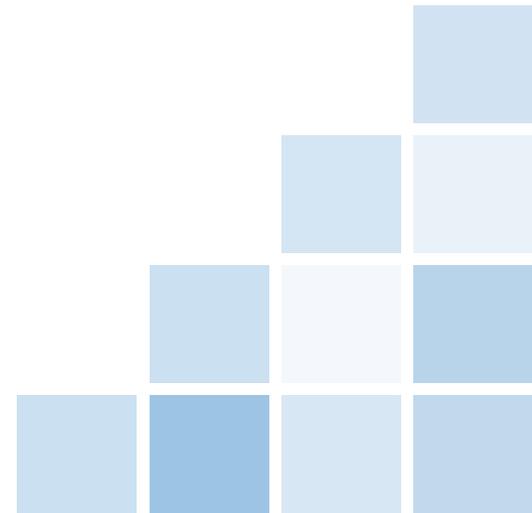
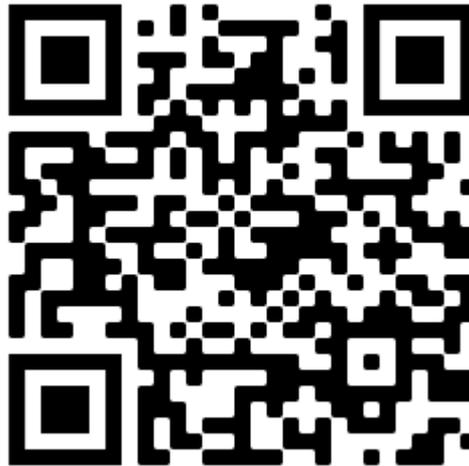


Wisconsin Institute of Certified Public Accountants



Access to Digital Materials

Digital materials can be accessed by scanning the QR code or by going to our website at www.spectruminvestor.com and selecting *Resources/Events*



Objectives for Today



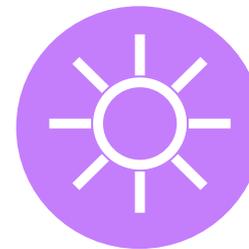
Information

Provide timely and actionable information to help you make informed decisions regarding investments and managing your retirement plans



Ideas

Offer ideas that will change the way you communicate with your clients and employees for more impactful relationships.



Hope

Insights on how to deal with change and solutions to reduce stress, eliminate fear, and increase performance.

Seminar Agenda

-  *Welcome*
Manuel Rosado, MBA
President, Spectrum Investment Advisors

-  *Fiduciary Best Practices*
Dave Sargent, CFA
Vice President, Fidelity Investments

-  **15 MINUTE BREAK**

-  *Speaker Introduction*
Jonathan Marshall, MBA
CIO & Partner, Spectrum Investment Advisors

-  *Economic & Financial Markets Review*
Emily Roland, CIMA
Co-Chief Investment Strategist, John Hancock Investment Management

-  **15 MINUTE BREAK**

-  *Detour: Developing the Mindset to Navigate Life's Turns*
Steve Gilliland
Personal & Professional Development Expert, Steve Gilliland, Inc.

-  *Closing Remarks*

Speaker Lineup



Dave Sargent, CFA
Fiduciary Best
Practices



Emily Roland, CIMA
Economic & Financial
Markets Review



Steve Gilliland
Detour: Developing
the Mindset to
Navigate Life's Turns

About Spectrum Investment Advisors

- Dedicated team
- Specialized services
- Empowering education
- 1 on 1 support
- \$3.65 billion in assets as of 3/31/2022*



Industry certifications held by members of our team:

CFP® · CFA® · AIF® · CEBS · CPFA · CPFC® · CRC® · GFS® · NQPA · Series 65

Industry Recognition & Awards



Please see important disclosures at the end of this review.



SPECTRUM SERVICES

Retirement Plans



Plan Design Consulting



Fiduciary Training



Investment Monitoring



401(k) – 403(b) - 457



Corporate – Non-Profit

Financial Wellness



Targeted Education



Individual Advice



Employee Engagement



Color Coded System



Customized Action Plans

Wealth Management



Holistic Planning



Asset Management



Income Strategies



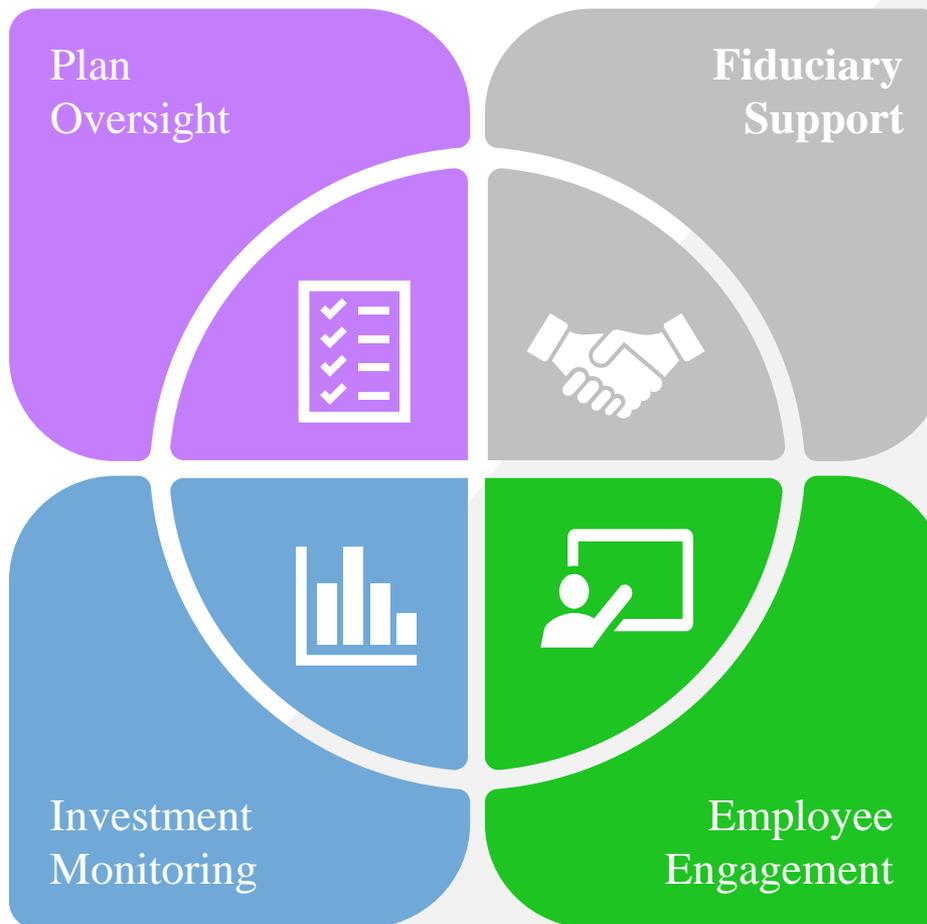
Rollovers – IRAs



Individual – Family - Trust

Comprehensive Plan Advisory Services

- Plan Provider “quarterback”
- Plan Design consulting
- Recordkeeping provider reviews & benchmarking
- Provider RFI/RFP every 3-5 years
- Periodic plan reviews
- Mergers & Acquisition services
- Provider management and issue resolution



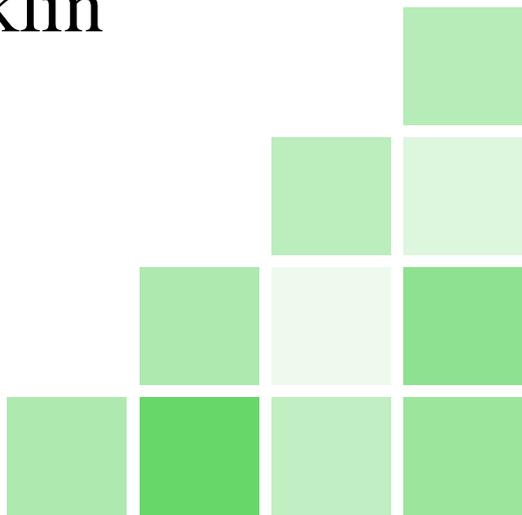
- IPS creation/monitoring
- Fund menu development
- Independent investment advice
- Performance monitoring
- Manager searches
- QDIA selection
- Custom investment models

- 3(21) advisor – plan level
- 3(21) advisor – participant level
- Fiduciary training for plan committee
- Regulatory updates
- Document plan decisions
- Document organization best practices
- Plan operational/compliance reviews
- Plan expense analysis & benchmarking

- Annual group and 1-on-1 meetings
- Advice through implementation
- 20 licensed advisors
- Support in English and Spanish
- Meetings in person, telephone, WebEx or video conferencing
- Financial Wellness
- Dedicated participant call center

**Tell me and I will forget;
Show me and I may remember;
Involve me and I'll understand.**

- Benjamin Franklin



Retirement Plan Fiduciary Series

Keeping Plan Sponsors Informed *Quarterly Webinars*

- Market Insights
- Retirement Plan Fiduciary Series
- Mental Health in the Workplace
- Financial Wellness Programs

Retirement Plan
Fiduciary Series
with Bradford Campbell
Partner

faegre
drinker

Hosted by



SPECTRUM

INVESTMENT ADVISORS



MacBook

Webinar recordings & newsletters available
at www.spectruminvestor.com

Employee Education Series

Keeping Plan Participants Informed *Quarterly Webinars*

- Make The Most Of Your Retirement Savings
- Do More Than Save for Education, Invest
- Emergency Savings and Debt Reduction
- Understanding Investments and Savings



Financial Wellness Webinar

Legacy & Estate Planning

with Mark Shiller
Attorney & Family Wealth Advisor
Certus Legal Group, Ltd.

You are invited to join us for a GuideSteps Financial Wellness webinar featuring Mark Shiller, Attorney & Family

WEBINAR DETAILS

 Estate Planning

Webinar recordings & newsletters available at www.spectruminvestor.com

Financial Wellness Programs

Financial stress takes a toll on employees.



Help employees meet financial objectives.



Improved Financial
Literacy



Debt Reduction



Increase in
Emergency Funds



Increased
Retirement
Balance/Deferrals

Financial Wellness Programs

Top Reasons Employers Offer Financial Wellness

84%

**To enhance the overall
employee experience**

82%

**It's the right thing
to do**

Financial Wellness Program



GuideSteps is an exclusive financial wellness program that provides employees with a guided approach to help **identify, prioritize, and take steps** to improve their financial picture.



How it works:

1. Company chooses to adopt the GuideSteps program.
2. Spectrum communicates with plan sponsors to schedule one-on-one consultations with employees.
3. Each employee that engages with a Spectrum Advisor will receive a Financial Wellness Report and ongoing reviews.
4. Program updates and engagement reports will be provided to help track success.

EMERGENCY SAVINGS

WORKPLACE RETIREMENT PLAN

DEBT REDUCTION

HEALTHCARE SAVINGS

EDUCATION SAVINGS

INSURANCE & PROTECTION NEEDS

LEGACY & ESTATE PLANNING

ADDITIONAL INVESTMENTS & SAVINGS

www.guidesteps.com

Introducing the Retirement Action Plan

We have recently adjusted our process to a significant technologically advanced investment program, as we continually work to create a better experience for our clients.

A More Impactful 1 on 1 Consultation



Your Spectrum advisors now have a powerful and secure process to help guide conversations and track employee progress through a digital format.

This helpful report is delivered to employees electronically after their one-on-one meeting to provide a recap of actions taken and next steps toward retirement readiness.

Retirement Plan Success Metrics



DOL and IRS Hot Buttons

- Cybersecurity practices/policies
- Terminated/Missing participants
- Lifetime Income Disclosures
- SECURE Act 2.0
- Cryptocurrency Ruling
- ESG Investments



Dave Sargent, CFA



Dave Sargent is a vice president at Fidelity Institutional (FI), the Fidelity Investments business that offers financial professionals and institutions access to the investment, technology, and platform solutions they need to service their clients and grow their businesses. Fidelity Investments is a leading provider of investment management, retirement planning, portfolio guidance, brokerage, benefits outsourcing, and other financial products and services to institutions, financial intermediaries, and individuals.

Dave earned his Bachelor of Science degree in Finance from Miami University (OH). He is also a CFA® charterholder and a member of CFA Society Chicago.

Dave holds the Financial Industry Regulatory Authority (FINRA) Series 7, 63, and 66 licenses.



FIDELITY INSTITUTIONAL INSIGHTS

Plan Sponsor Attitudes Survey

13th Edition

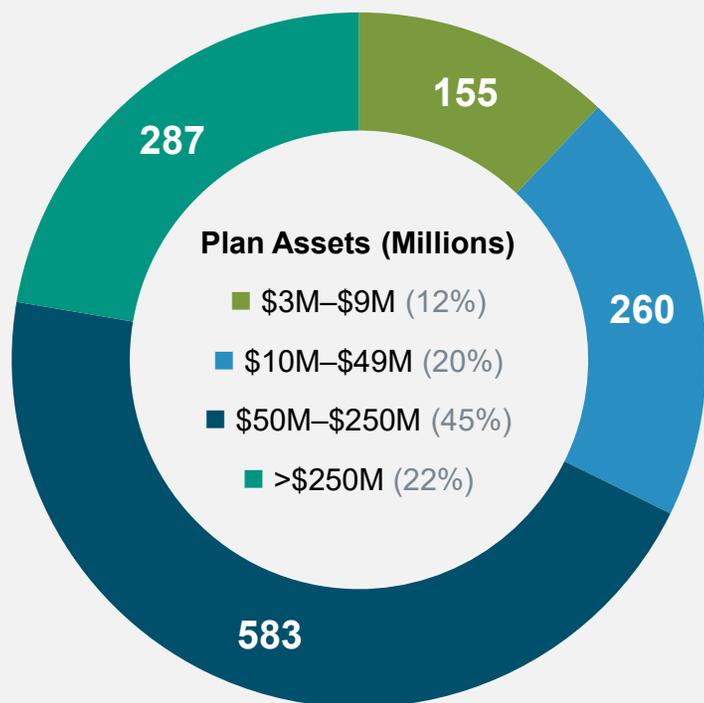
Not FDIC Insured • May Lose Value • No Bank Guarantee

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Survey Respondents: 1,285 Defined Contribution Plan Sponsors

Across many industries and recordkeepers



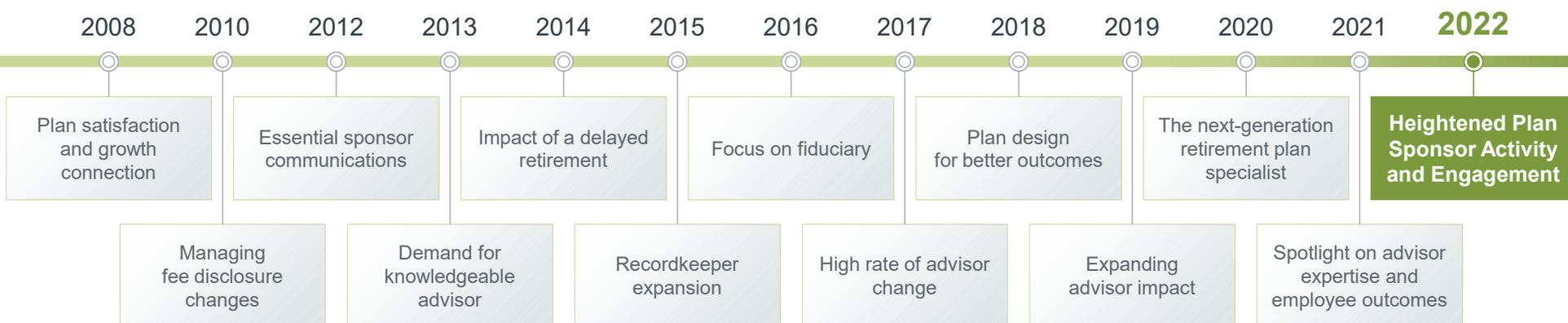
Respondents are key decision-makers for:

Recordkeeper/Administrator	77%
Managing Plan Costs	78%
Hiring Plan Advisor	79%
Plan Features and Design	69%
Investment Lineup	65%

2 See final slide for additional survey details. For investment professional and plan sponsor use only.



Fidelity's Plan Sponsor Attitudes Survey Has Tracked the Evolution of Our Industry



2021 RESEARCH FEATURED IN:

<i>Benefits Canada</i>	ThinkAdvisor	<i>Financial Advisor IQ</i>	NAPA Net	<i>401(k) Specialist</i>
<i>Financial Advisor Magazine</i>	<i>Ignites</i>	<i>Pensions & Investments</i>	RPA Convergence	401(k) TV

Third-party companies named are independent entities and are not affiliated with Fidelity Investments.

3 See final slide for additional survey details. For investment professional and plan sponsor use only.



Heightened Plan Sponsor Activity and Engagement

Highly competitive landscape for plan advisors

Plan sponsors considering a new advisor reaches an all-time high of **47%**

Plan sponsors are the most active in years

88% of sponsors are planning to make changes to plan design in 2022

Investment menu changes are on the rise

93% of sponsors expect to make changes to their investment lineups in 2022

Increased focus on financial wellness

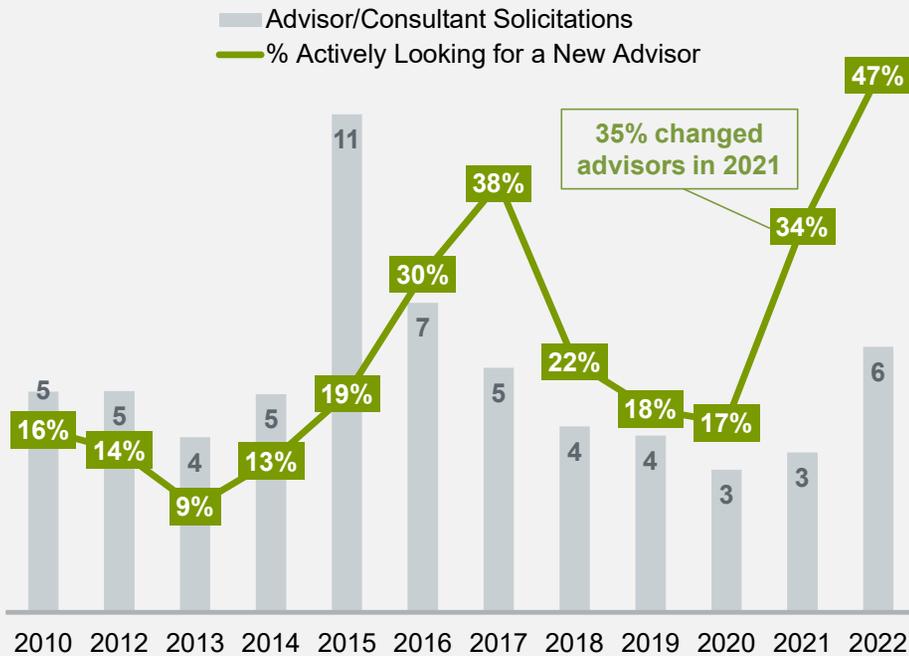
57% of sponsors implemented a financial wellness program in the past 2 years and **74%** find them very impactful

Significant increase in recordkeeper search activity

48% of sponsors are considering a change of recordkeeper

Sponsors Seeking New Advisors Hit Record Highs

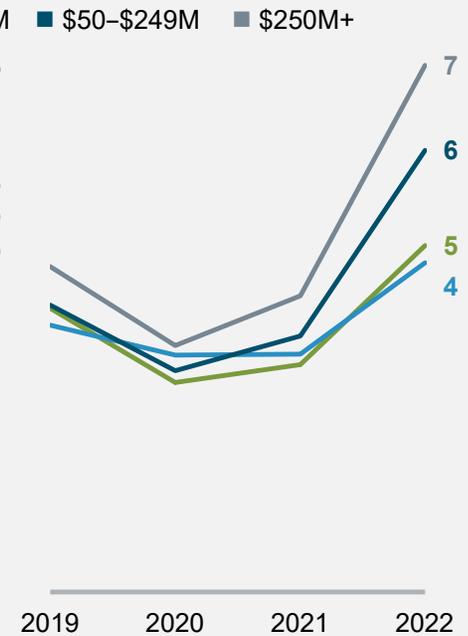
SPONSORS ACTIVELY LOOKING FOR A NEW ADVISOR (%) AND NUMBER OF SOLICITATIONS



BY PLAN SIZE: LOOKING FOR NEW ADVISOR



BY PLAN SIZE: SOLICITATIONS



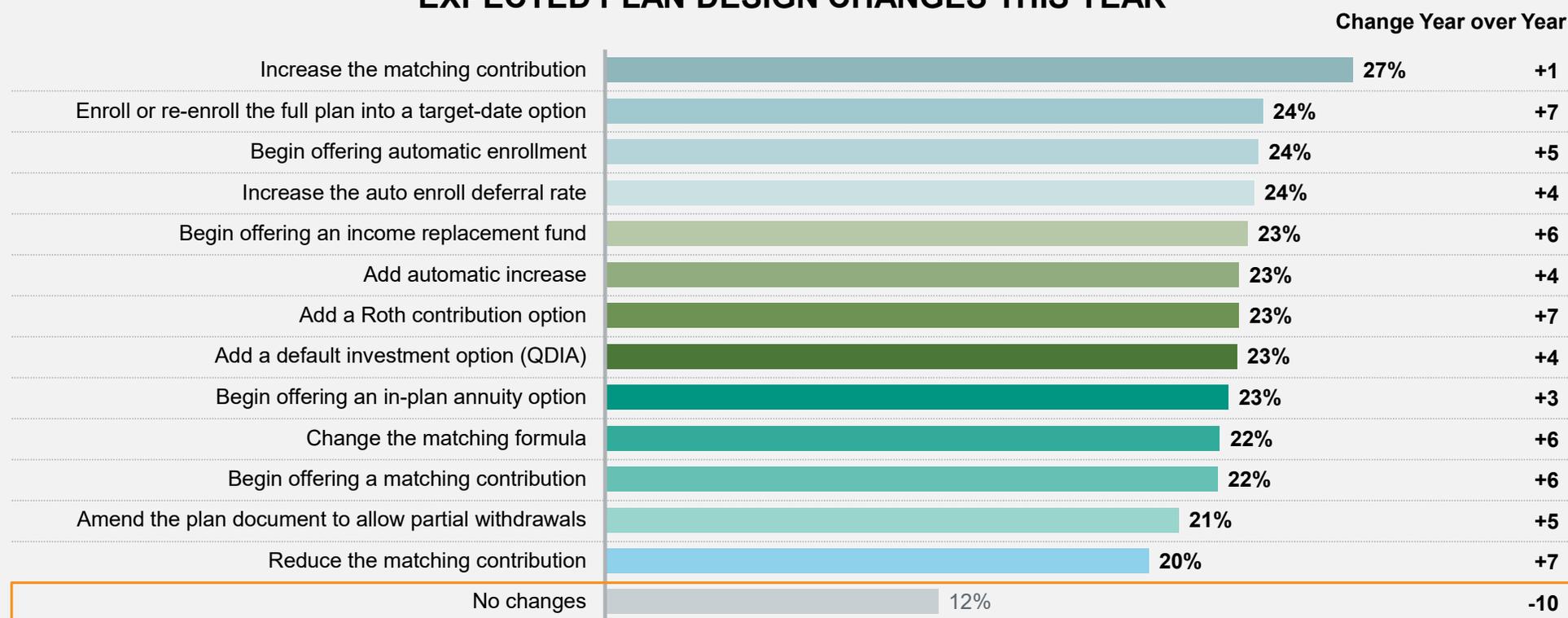
Note: Only considers \$10M plans and above for historical trended data.

5 See final slide for additional survey details. For investment professional and plan sponsor use only.



88% of Sponsors Expect to Make Plan Design Changes in 2022

EXPECTED PLAN DESIGN CHANGES THIS YEAR



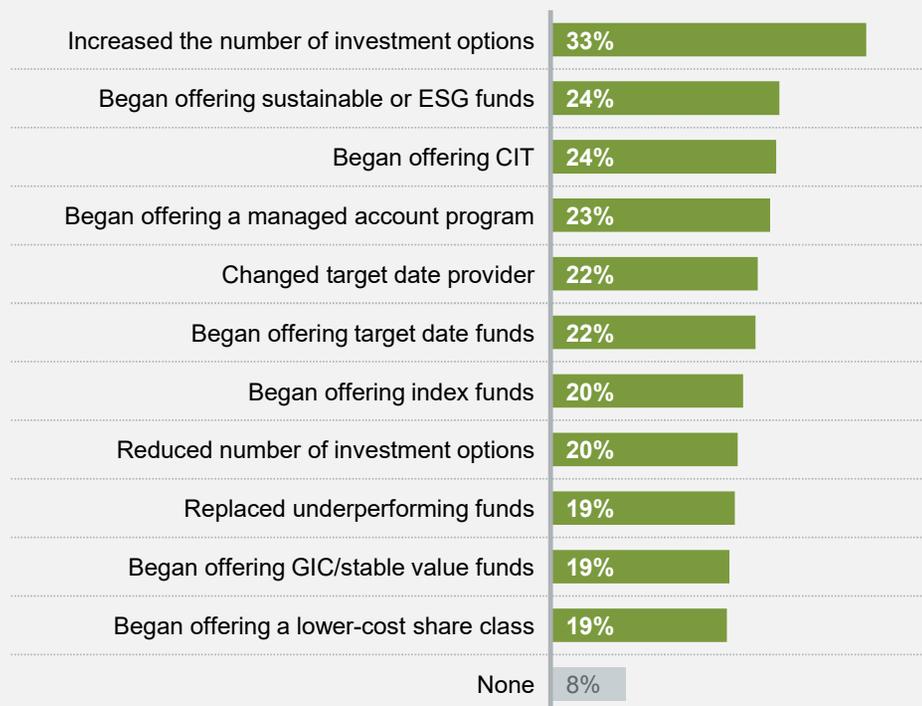
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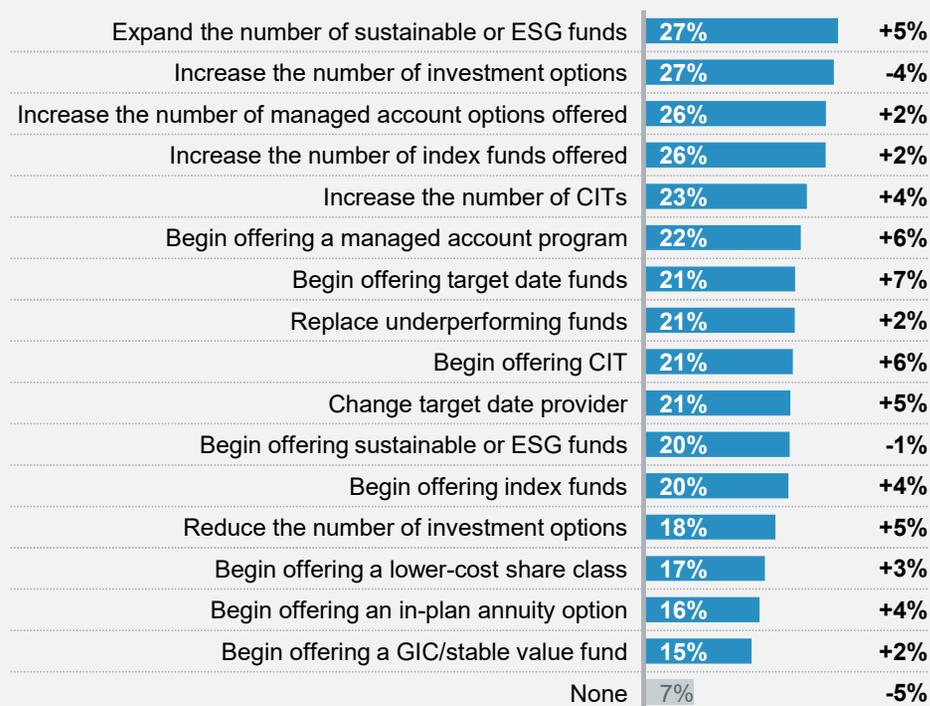
Investment Menu Changes Are on the Rise

93% of plan sponsors plan to make changes to their investment lineups in 2022

CHANGES MADE IN THE PAST TWO YEARS



CHANGES PLANNED IN THE NEXT YEAR



7 See final slide for additional survey details. For investment professional and plan sponsor use only.

Important Information

Savings Factor Research

Fidelity has developed age-based retirement savings factors to help participants plan amid uncertainty. We estimate that saving 10x (times) a participant's preretirement income by age 67, together with other steps, may help ensure that participants have enough income to maintain their current lifestyle in retirement. Our savings factors are based on the assumption that a person saves 15% of their income annually beginning at age 25, invests more than 50% on average of their savings in stocks over their lifetime, retires at age 67, and plans to maintain their preretirement lifestyle in retirement. We have applied a "strong plan" framework to our analysis, stress-testing these guidelines to be successful in 9 out of 10 market conditions across a broad range of investment mixes.

Fidelity has developed a series of salary multipliers in order to provide participants with one measure of how their current retirement savings might be compared to potential income needs in retirement. The salary multiplier suggested is based solely on a participant's current age. In developing the series of salary multipliers corresponding to age, Fidelity assumed age-based asset allocations consistent with the equity glide path of a typical target date retirement fund, a 15% savings rate, a 1.5% constant real wage growth, a retirement age of 67 and a planning age through 93. The replacement annual income target is defined as 45% of pre-retirement annual income and assumes no pension income. This target is based on Consumer Expenditure Survey (BLS), preretirement Statistics of Income Tax Stat, IRS tax brackets and Social Security Benefit Calculators. Fidelity developed the salary multipliers through multiple market simulations based on historical market data, assuming poor market conditions to support a 90% confidence level of success. These simulations take into account the volatility that a typical target date asset allocation might experience under different market conditions. Volatility of the stocks, bonds, and short-term asset classes is based on the historical annual data from 1926 through the most recent year-end data available from Ibbotson Associates, Inc. Stocks (domestic and foreign) are represented by Ibbotson Associates SBBI S&P 500 Total Return Index, bonds are represented by Ibbotson Associates SBBI US Intermediate Term Government Bonds Total Return Index, and short term are represented by Ibbotson Associates SBBI 30-day US Treasury Bills Total Return Index, respectively. It is not possible to invest directly in an index. All indices include reinvestment of dividends and interest income. All calculations are purely hypothetical and a suggested salary multiplier is not a guarantee of future results; it does not reflect the return of any particular investment or take into consideration the composition of a participant's particular account. The salary multiplier is intended only to be one source of information that may help you assess your retirement income needs. Remember, past performance is no guarantee of future results. Performance returns for actual investments will generally be reduced by fees or expenses not reflected in these hypothetical calculations. Returns also will generally be reduced by taxes.

Fidelity's suggested total pretax savings goal of 15% of annual income (including employer contributions) is based on our research, which indicates that most people would need to contribute this amount from an assumed starting age of 25 through an assumed retirement age of 67 to potentially support a replacement annual income rate equal to 45% of preretirement annual income (assuming no pension income) through age 93.

The savings factor, savings rate, and withdrawal rate targets are based on simulations based on historical market data. These simulations take into account the volatility that a variety of asset allocations might experience under different market conditions. Given the above assumptions for retirement age, planning age, wage growth, and income replacement targets, the results were successful in 9 out of 10 hypothetical market conditions where the average equity allocation over the investment horizon was more than 50% for the hypothetical portfolio. Remember, past performance is no guarantee of future results. Performance returns for actual investments will generally be reduced by fees or expenses not reflected in these hypothetical calculations. Returns will also generally be reduced by taxes.



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Keep in mind that investing involves risk. The value of your investment will fluctuate over time and you may gain or lose money.

The information provided herein is general and educational in nature and should not be construed as legal advice or opinion.

You must make a determination whether an investment in any particular security or securities is consistent with your client's investment objectives, risk tolerance, and overall financial situation.

IMPORTANT: All data and information are from the following sources unless otherwise specified:

Survey summary: Harris Insights and Analytics, an independent market research company, conducted an online survey of 1,285 plan sponsors on behalf of Fidelity. Fidelity Investments was not identified as the survey sponsor. The survey was conducted during the month of March 2022. Respondents were identified as the primary person responsible for managing their organization's 401(k) plan. All plan sponsors confirmed their plans had at least 25 participants and at least \$3 million in plan assets. Though the survey is broad in scope the experiences of the plan sponsors participating in the survey may not be representative of all plan sponsors.

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Market & Economic Update

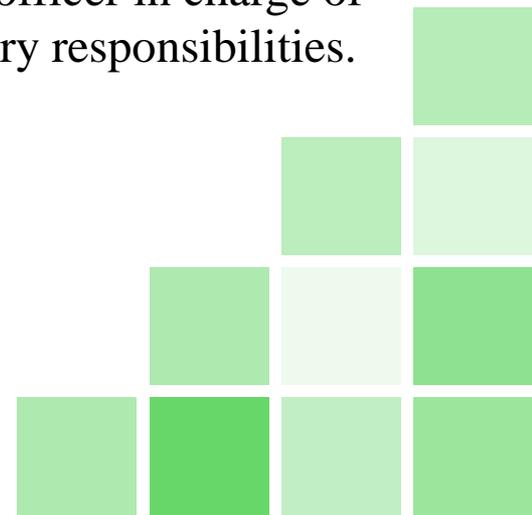
Jonathan Marshall, MBA



Jonathan Marshall, MBA

CIO | Partner
Spectrum Investment Advisors, Inc.

Jon is a partner and chief investment officer of the firm, as well as the lead designer of the retirement plan educational materials. He is responsible for the analytical research of investments, which includes underlying research for the firm's model portfolios. Jon is also the chief compliance officer in charge of overseeing all the firm's regulatory responsibilities.



Keeping Plan Sponsors Informed

Quarterly Newsletters & Webinars

Newsletters available at
www.spectruminvestor.com



Woodstock of Capitalism

Berkshire Hathaway - April 2022 Annual Shareholders Meeting

Jon Marshall, MBA | Thomas Shide, CFA | James Marshall
Chief Investment Officer | Sr. Investment Analyst | Chairman/Founder

For the 17th consecutive year, Jonathan and I, along with Mike McDonald, Tom Shide, Sue Weedon and Katalina Fawon from our office, in addition to Steve Schneider (CEO) and his son James (President) of Post Washington State Bank, attended the annual Berkshire Hathaway Shareholder meeting on April 30, 2022. The first 14 meetings were live with the last two years being virtual due to COVID. As Warren Buffett said, after a three-year wait, it's great to be live in person at the CHI Health Center in downtown Omaha, Nebraska.

The meeting featured Warren Buffett (91), Charlie Munger (98) and Vice-Chairmen Greg Abel (90) and Ajit Jain (70) at the same table. As usual, the meeting opened with a 25-minute Berkshire Hathaway video Executive Produced by Warren's daughter Susie Buffett. The video was preceded by Alicia Keys' great song, "New York", with the word "Berkshire" inserted instead. Hearing the song made the audience of 30,000 electric. This year's attendance was down about 25% from previous years of 40,000, due to COVID, and was once again available to watch via live-stream.

After the video, Warren, Charlie, Greg and Ajit appeared on stage to a 45-second "rapt" standing ovation. Berkshire did an excellent job protecting against the spread of COVID by requiring all attendees to register for a CLEAR Health Pass on their cell phone, verifying that attendees had been vaccinated.

The format was different than in year's past, with Becky Quick from CNBC being the only member of the media asking questions that were previously emailed to Berkshire. On an alternating basis, after Becky's question was asked, a question from an attendee was asked.

Warren began the meeting by mentioning that Berkshire Hathaway is being run by two guys whose combined age is approaching 190. Warren joked that shareholders deserve a chance to see them in person, just to be sure they are still alive and functioning, a chance they were denied the last two years due to COVID. As Warren was talking, Charlie immediately began munching on an almost two-pound box of See's Candies, washed down with a can of Coke. Berkshire owns See's Candies and 9.2% of Coca-Cola. The sugar high kept Charlie going for hours.

Warren and Charlie had a humorous exchange regarding their age. Warren joked that Charlie likes to say, "All I want to know is where I'm going to die so I don't go there." Warren said that was pretty good thinking to which Charlie replied, "It's worked so far." Charlie loves to say, "Oh, to be 90 again." Warren was clearly in all his glory to be speaking live again in front of 30,000 people. Warren and Charlie proceeded to hold court for six hours, followed by the Berkshire Hathaway annual meeting. Greg and Ajit were only on stage until the lunch break at noon.

It continues to be remarkable how two guys at the ages of 91 and 98 can be so sharp and witty, when the average 90-year old would rather go golfing or fishing if they could. The meeting also included visiting the convention hall adjacent to the meeting room where there were over 40 display booths of Berkshire's 80 companies (operating subsidiaries). The convention hall includes Warren's favorite Berkshire stock where we could pick up a few new books on the life and philosophy of Warren and Charlie. Our collection in Spectrum's office of Warren and Charlie books now exceeds 50.

Warren always likes to present a lesson on the history of investing before the question and answer session begins. I doubt if there is anyone more well read than Warren on that topic. From the age of 6 to 11 he read every investment book in his father Howard's investment office in Omaha. Charlie is likely a close second in reading investment literature and he also likes to reflect on history as they answer questions. They are not only avid readers, but have the amazing ability to retain what they have read. Even at 91, Warren continues to read four to five hours per day.

Warren displayed that he still has physical endurance and mental capacity by readily recalling names, events and data from over time, such as that the interest rate on savings bonds during WWII was 2.75% or that 15 years ago the Federal Reserve's currency in circulation was \$400 billion. Today, the Fed's currency in circulation amounts to \$2.2 trillion. At 130 million people, that's almost \$7000 for every man, woman and child in the country. A staggering number. No wonder we have inflation.

Warren, however, did defend Fed Chairman Jerome Powell for flooding the economy with cash coming off of COVID to prevent deflation, which is harder to cure than inflation. For example, Japan has been fighting deflation for more than two decades. Warren called Jerome Powell his hero. Warren was so sharp that he only answered seven questions at the morning session, while elaborating for 30 minutes on each topic. Warren and Charlie usually answer between 30 and 40 questions over a six-hour period. Below are the answers to some of our favorite questions.

Q: Warren was asked about two recent investments in Insource Allogamy (a P&C Insurance company) and in Occidental Petroleum. Both acquisitions came shortly after Berkshire's annual letter in mid February of this year stating that he and Charlie had very little investment opportunities to get excited about.

WB: Warren noted that the CEO of Allogamy had sent him an annual report that Warren read over the weekend. The report got Warren interested in a company that he had followed for over 50 years. The decision to buy Allogamy was made in a period of two weeks, with Charlie's blessing, for a price of \$11.6 billion, Berkshire's biggest acquisition in six years. Berkshire also bought millions of shares of Hewlett-Packard (HP), Occidental Petroleum and Chevron in the second half of the first quarter, 2022. Berkshire owns 9.8% of Occidental Petroleum. The total investment in the four companies exceeded \$40 billion, including repurchasing Berkshire Hathaway shares, or about 25% of Berkshire's \$160 billion cash position. On May 2, 2022 Berkshire bought \$600 million of Apple stock.

Q: Can you explain the inflationary period our country is currently going through?

WB: Warren said that "inflation erodes almost everybody's" extraordinary amount of money the Federal Government has pumped into our economy due to the pandemic's sudden impact on people and businesses. If the Fed had not done it, our lives would be a whole lot worse. Berkshire is built to withstand inflationary conditions, just as it proved it could ride out the economic downturn periods of 2001 and 2008. One of the reasons Berkshire was able to ride out those periods is its consistently strong cash position. Berkshire generally stays below 75% invested in individual stocks. The stocks Berkshire owns are all consistently "brand name" stocks, with few exceptions, that tend to hold up better in down markets. The message here is that in today's volatile market, Berkshire is buying, not selling. In the last 60 days, Berkshire has bought stock in two energy companies, an insurance company (value stocks) and two technology companies (growth stocks). Berkshire's stock portfolio is primarily energy, financials, consumer stocks and technology.

Spectrum InvestorSM Historical Analysis

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25 ANNUAL RETURNS for key indices (1997-2022) ranked in order of performance (Best to Worst)

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	5.31.2022	
BEST	Large Cap Growth	Large Cap Growth	Small Cap Growth	Real Estate	Small Cap Value	Int.-Term Bonds	Small Cap Growth	Real Estate	Natural Resources	Real Estate	Natural Resources	Int.-Term Bonds	Natural Resources	Small Cap Growth	Real Estate	Small Cap Value	Small Cap Growth	Real Estate	Large Cap Growth	Small Cap Value	Large Cap Growth	Int.-Term Bonds	Large Cap Value	Small Cap Growth	Real Estate	Natural Resources	
	36.53%	42.16%	43.09%	31.04%	14.02%	10.25%	48.54%	33.16%	36.61%	35.97%	34.44%	5.24%	37.54%	29.03%	9.37%	18.05%	43.30%	32.00%	5.52%	31.74%	27.44%	0.01%	31.93%	34.63%	45.91%	37.86%	
	Large Cap Blend	Large Cap Blend	Large Cap Growth	Small Cap Value	Real Estate	Real Estate	Small Cap Blend	Natural Resources	Real Estate	International	International	Small Cap Value	Mid Cap Blend	Real Estate	Int.-Term Bonds	Mid Cap Blend	Small Cap Blend	Large Cap Growth	Real Estate	Natural Resources	International	Large Cap Growth	Large Cap Blend	Large Cap Growth	Natural Resources	Large Cap Value	
	33.36%	28.58%	28.25%	22.83%	12.35%	3.58%	47.25%	24.59%	13.82%	26.34%	11.17%	-28.92%	37.38%	28.07%	7.84%	17.88%	38.82%	14.89%	4.48%	30.87%	25.03%	-0.01%	31.49%	33.47%	39.94%	-3.46%	
	Mid Cap Blend	International	Natural Resources	Mid Cap Blend	Int.-Term Bonds	Small Cap Value	Small Cap Value	Small Cap Value	International	Small Cap Value	Large Cap Growth	Small Cap Blend	Small Cap Growth	Small Cap Blend	Large Cap Growth	Large Cap Value	Small Cap Value	Large Cap Blend	Large Cap Blend	Small Cap Blend	Small Cap Growth	Real Estate	Large Cap Growth	Small Cap Blend	Large Cap Growth	Small Cap Value	
	32.25%	20.00%	27.23%	17.51%	8.44%	-11.43%	46.03%	22.25%	13.54%	23.48%	9.13%	-33.79%	34.47%	26.85%	4.65%	17.68%	34.52%	13.69%	1.38%	21.31%	22.47%	-4.22%	31.13%	19.96%	32.01%	-8.25%	
	Small Cap Value	Mid Cap Blend	International	Natural Resources	Small Cap Blend	Natural Resources	International	International	Mid Cap Blend	Large Cap Value	Mid Cap Blend	Large Cap Growth	International	Mid Cap Blend	Large Cap Blend	International	Mid Cap Blend	Large Cap Value	Int.-Term Bonds	Mid Cap Blend	Large Cap Blend	Large Cap Blend	Small Cap Growth	Large Cap Blend	Large Cap Blend	Large Cap Blend	Int.-Term Bonds
	31.78%	19.12%	26.97%	15.79%	2.49%	-12.99%	38.59%	20.25%	12.56%	20.80%	7.98%	-34.92%	31.78%	26.64%	2.11%	17.32%	33.50%	12.36%	0.55%	20.74%	21.83%	-4.38%	28.48%	18.40%	28.71%	-8.92%	
	Large Cap Value	Large Cap Value	Small Cap Blend	Int.-Term Bonds	Mid Cap Blend	Mid Cap Blend	Real Estate	Small Cap Blend	Large Cap Value	Small Cap Blend	Small Cap Growth	Mid Cap Blend	Large Cap Growth	Small Cap Value	Large Cap Value	Real Estate	Large Cap Growth	Mid Cap Blend	International	Large Cap Value	Mid Cap Blend	Large Cap Value	Mid Cap Blend	Mid Cap Blend	Small Cap Value	Mid Cap Blend	
	29.98%	14.67%	21.26%	11.63%	-0.61%	-14.53%	36.18%	18.33%	6.33%	18.37%	7.05%	-36.23%	31.57%	24.50%	-0.48%	17.12%	32.75%	9.77%	-0.81%	17.40%	16.24%	-8.95%	26.20%	13.66%	28.27%	-10.98%	
Small Cap Blend	Int.-Term Bonds	Large Cap Blend	Large Cap Value	Small Cap Growth	International	Mid Cap Blend	Mid Cap Blend	Large Cap Blend	Natural Resources	Int.-Term Bonds	Large Cap Blend	Real Estate	Natural Resources	Mid Cap Blend	Small Cap Blend	Large Cap Blend	Int.-Term Bonds	Small Cap Growth	Large Cap Blend	Large Cap Value	Small Cap Growth	Small Cap Blend	International	Large Cap Value	International		
22.36%	8.69%	21.04%	6.08%	-9.23%	-15.94%	35.62%	16.48%	4.91%	16.85%	6.97%	-37.00%	28.46%	23.88%	-1.73%	16.35%	32.39%	5.97%	-1.38%	11.96%	15.36%	-9.31%	25.52%	7.82%	24.90%	-11.34%		
Real Estate	Small Cap Growth	Mid Cap Blend	Small Cap Blend	Large Cap Value	Small Cap Blend	Natural Resources	Large Cap Value	Small Cap Value	Large Cap Blend	Large Cap Blend	Small Cap Growth	Small Cap Blend	Large Cap Value	Small Cap Growth	Small Cap Growth	Large Cap Blend	Large Cap Value	Small Cap Growth	Mid Cap Blend	Small Cap Growth	Small Cap Blend	Small Cap Blend	Real Estate	Int.-Term Bonds	Mid Cap Blend	Large Cap Blend	
19.66%	1.23%	14.72%	-3.02%	-11.71%	-20.48%	34.40%	15.71%	4.71%	15.79%	5.49%	-38.54%	27.17%	15.10%	-2.91%	16.00%	31.99%	5.60%	-2.18%	11.32%	14.65%	-11.01%	23.10%	7.51%	24.76%	-12.76%		
Natural Resources	Small Cap Blend	Large Cap Value	Large Cap Blend	Large Cap Blend	Large Cap Value	Large Cap Value	Small Cap Growth	Small Cap Blend	Small Cap Growth	Large Cap Value	Real Estate	Large Cap Blend	Large Cap Blend	Small Cap Blend	Large Cap Growth	International	Small Cap Blend	Large Cap Value	Large Cap Growth	Large Cap Growth	Small Cap Value	Mid Cap Blend	Small Cap Value	Small Cap Value	Small Cap Blend	Real Estate	
16.94%	-2.55%	12.72%	-9.10%	-11.89%	-20.85%	31.79%	14.31%	4.55%	13.35%	1.99%	-39.20%	26.46%	15.06%	-4.18%	14.61%	22.78%	4.89%	-3.13%	6.89%	7.84%	-11.08%	22.39%	4.63%	14.82%	-14.51%		
Small Cap Growth	Small Cap Value	Int.-Term Bonds	International	Large Cap Growth	Large Cap Blend	Large Cap Blend	Large Cap Blend	Small Cap Growth	Large Cap Growth	Small Cap Blend	Large Cap Value	Large Cap Value	Large Cap Growth	Small Cap Value	Small Cap Growth	Natural Resources	Small Cap Value	Small Cap Blend	Real Estate	Real Estate	Small Cap Value	International	Large Cap Value	International	Small Cap Blend		
12.95%	-6.45%	-0.82%	-14.17%	-12.73%	-22.10%	28.68%	10.88%	4.15%	11.01%	-1.57%	-39.22%	21.18%	15.05%	-5.50%	14.59%	16.49%	4.22%	-4.41%	6.68%	3.76%	-12.86%	22.01%	1.36%	11.26%	-16.57%		
Int.-Term Bonds	Natural Resources	Small Cap Value	Large Cap Growth	Natural Resources	Large Cap Growth	Large Cap Growth	Large Cap Growth	Large Cap Growth	Mid Cap Blend	Small Cap Value	Natural Resources	Small Cap Value	Small Cap Value	International	Natural Resources	Int.-Term Bonds	Real Estate	International	Small Cap Value	Int.-Term Bonds	Int.-Term Bonds	International	Natural Resources	Real Estate	Small Cap Growth	Large Cap Growth	
9.65%	-14.19%	-1.49%	-22.08%	-15.59%	-23.59%	25.66%	6.13%	3.46%	10.32%	-9.78%	-42.55%	20.58%	7.75%	-7.35%	4.21%	1.22%	-4.90%	-7.47%	2.65%	3.54%	-13.79%	17.63%	-11.20%	2.83%	-21.09%		
International	Real Estate	Real Estate	Small Cap Growth	International	Small Cap Growth	Int.-Term Bonds	Int.-Term Bonds	Int.-Term Bonds	Int.-Term Bonds	Real Estate	International	Int.-Term Bonds	Int.-Term Bonds	International	Natural Resources	Int.-Term Bonds	Natural Resources	Natural Resources	International	Natural Resources	Natural Resources	Int.-Term Bonds	Natural Resources	Int.-Term Bonds	Small Cap Growth		
1.78%	-17.01%	-2.58%	-22.43%	-21.44%	-30.26%	4.10%	4.34%	2.43%	4.33%	-17.56%	-43.38%	5.93%	6.54%	-12.14%	2.20%	-2.02%	-9.77%	-24.28%	1.00%	1.23%	-21.07%	8.72%	-19.01%	-1.54%	-24.79%		

Investment Style	Intermediate-Term Bonds	Large Cap Value	Large Cap Blend	Large Cap Growth	Mid Cap Blend	Small Cap Value	Small Cap Blend	Small Cap Growth	International	Real Estate	Natural Resources
Representative Index	Barclays US Agg Bond Index	S&P 500 Value Index	S&P 500 Index	S&P 500 Growth Index	S&P MidCap 400 Index	Russell 2000 Value Index	Russell 2000 Index	Russell 2000 Growth Index	MSCI EAFE NR Index	DJ US Select REIT Index	S&P North American Natural Resources
Correlation to S&P*	-0.02	0.95	-	0.96	0.92	0.83	0.86	0.85	0.85	0.65	0.76

Past Performance is not necessarily an indication of future results. You cannot invest directly in an index. Source Fidelity Investments/Morningstar

*Correlation is based on the past 120 monthly returns from 1-1-12 to 12-31-21 and provides a measurement of diversification by indicating whether or not two different investments have moved in the same direction in the past.

A correlation of 1.0 means the returns move in the same direction. A correlation of -1.0 indicates the returns move in opposite directions. A correlation of 0.0 suggests that the investment returns of two different investments are completely independent of one another.

The returns on this page represent returns of indices and do not represent the results of any model or actual performance results derived from SIA, Inc. services.

SIA, Inc. does not manage models or actual accounts, except for those clients who have elected to use SIA, Inc.'s management by entering into a separate service agreement with the firm.

Please see important disclosures at the end of this review.

	<u>Fund Name</u>	<u>Category</u>	<u>3 Month</u> <u>3/31/2022</u>	<u>YTD</u> <u>3/31/2022</u>	<u>2021</u> <u>Return</u>	<u>1 Year</u> <u>Return</u>	<u>3 Year</u> <u>Return</u>	<u>5 Year</u> <u>Return</u>	<u>10 Year</u> <u>Return</u>	<u>Beta</u>	<u>Net Expense</u> <u>Ratio</u>	<u>Comments/Manager</u>
1	Stable Value	Stable Value	0.34%	0.34%	1.49%	1.45%	1.73%	1.70%	1.45%	-	0.63%	Management Team
2	Intermediate Core-Plus Bond	Intermediate-Core Plus Bond	-6.58%	-6.58%	-1.57%	-3.64%	1.82%	2.57%	3.13%	1.29	0.76%	Management Team
3	Inflation-Protected Bond	Inflation-Protected Bond	-2.74%	-2.74%	5.68%	4.21%	6.13%	4.30%	2.61%	0.85	0.10%	Management Team
4	Nontraditional Bond	World Bond	1.14%	1.14%	-5.06%	-1.20%	-3.22%	-1.75%	0.90%	-0.30	0.92%	Management Team
5	30% to 50% Equity	Allocation--30% to 50% Equity	-4.42%	-4.42%	9.07%	1.65%	5.91%	5.62%	6.00%	0.88	0.75%	Management Team
6	50% to 70% Equity	Allocation--50% to 70% Equity	-3.73%	-3.73%	21.55%	6.13%	11.73%	8.86%	8.51%	1.33	0.84%	Management Team
7	World Allocation	World Allocation	-6.72%	-6.72%	6.73%	-2.16%	9.66%	7.38%	6.29%	1.07	0.82%	Management Team
8	Large Value	Large Value	0.12%	0.12%	24.82%	14.17%	13.66%	11.93%	12.07%	0.93	0.96%	Management Team
9	Mid-Cap Value	Mid-Cap Value	-0.33%	-0.33%	27.75%	9.83%	15.59%	9.62%	11.46%	1.30	0.32%	Management Team
10	Large Blend	Large Blend	-4.61%	-4.61%	28.66%	15.60%	18.89%	15.95%	14.60%	1.00	0.04%	Management Team
11	Large Growth	Large Growth	-8.91%	-8.91%	21.89%	8.58%	25.14%	22.67%	17.83%	1.07	1.04%	Management Team
12	Small Value	Small Value	-2.92%	-2.92%	32.63%	5.25%	13.37%	8.11%	10.21%	1.18	0.99%	Management Team
13	Mid-Cap Blend	Mid-Cap Blend	-4.94%	-4.94%	24.50%	4.34%	13.86%	10.85%	11.96%	1.15	0.20%	Management Team
14	Mid-Cap Growth	Mid-Cap Growth	-14.25%	-14.25%	16.53%	-1.89%	19.07%	19.48%	13.76%	1.13	1.20%	Management Team
15	World Large Stock	World Large-Stock Value	-2.25%	-2.25%	15.52%	3.18%	10.16%	8.28%	9.65%	1.17	1.29%	Management Team
16	Foreign Large Growth	Foreign Large Blend	-9.75%	-9.75%	8.03%	-5.66%	9.42%	9.22%	8.58%	1.14	0.94%	Management Team
17	Diversified Emerging Markets	Diversified Emerging Markets	-15.72%	-15.72%	-7.25%	-22.47%	0.53%	4.11%	3.22%	1.00	0.95%	Justin M. Leverenz
18	Real Estate	Real Estate	-7.22%	-7.22%	42.53%	22.72%	11.64%	10.48%	9.73%	0.85	0.99%	Management Team
19	Natural Resources	Natural Resources	8.11%	8.11%	25.33%	22.65%	11.02%	7.54%	4.26%	1.28	0.72%	Management Team

Source: Morningstar Principia. The information presented has been obtained from sources which we believe to be reliable; however, we do not guarantee the accuracy, completeness or timeliness of the information or data obtained from outside sources. The Net Expense Ratio is the percentage of fund assets paid for operating expenses and management fees. It typically includes the following types of fees: accounting, administrator, advisor, auditor, board of directors, custodial distribution (12b-1), legal, professional, registration, sub-advisor, and transfer agency. It does not reflect the fund's brokerage costs or any investor sales charges. It does reflect fee waivers in effect during the time period, if applicable. Additional plan administration, recordkeeping and investment advisor fees may apply. Various funds, including some shown above, may impose a charge when the fund's shares are sold within a short period after being purchased. For a description of such charges and the time periods they apply to, please review the prospectus of the fund whose shares you are considering purchasing. Past performance is no guarantee of future results. Beta: Measure of risk. The fund's representative benchmark index is defined to have a Beta of 1.00. Therefore, funds with a Beta of less than 1.00 are considered to be less volatile than the benchmark index and vice versa. Beta is based on a rolling 36 month period. Marshall's Spectrum Investing Concept® uses colors to communicate investments by helping identify asset classes and market cycles. It does not guarantee a gain or loss.

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Spectrum Investor® Model Portfolios

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ABC Company		Conservative Est. 25/75	Conservative Moderate Est. 40/60	Moderate Est. 50/50	Moderate Est. 60/40	Moderately Aggressive Est. 70/30	Moderately Aggressive Est. 80/20	Aggressive Est. 95/5
Stable Value		26%	17%	12%	6%	4%	-	-
Intermediate-Core Plus Bond		26%	22%	19%	17%	15%	9%	-
Inflation-Protected Bond		6%	5%	4%	3%	-	-	-
Multisector Bond		6%	5%	4%	3%	-	-	-
Allocation--30% to 50% Equity		10%	10%	10%	10%	10%	10%	5%
Allocation--50% to 70% Equity		10%	10%	10%	10%	10%	10%	5%
World Allocation		10%	10%	10%	10%	10%	10%	5%
Large Value		-	2%	3%	3%	3%	4%	6%
Mid-Cap Value		-	2%	2%	3%	3%	4%	5%
Large Blend		3%	5%	6%	8%	10%	11%	17%
Large Growth		-	4%	7%	9%	9%	11%	16%
Small Value		-	-	2%	3%	3%	3%	5%
Mid-Cap Blend		-	-	-	2%	3%	4%	5%
Mid-Cap Growth		-	-	-	-	-	-	-
Foreign Large Value		-	4%	4%	5%	6%	7%	9%
Foreign Large Blend		3%	4%	5%	6%	7%	8%	10%
Diversified Emerging Markets		-	-	2%	2%	3%	3%	4%
Real Estate		-	-	-	-	2%	3%	4%
Equity Energy		-	-	-	-	2%	3%	4%
		100%	100%	100%	100%	100%	100%	100%



Model Portfolio illustrations are estimated and may not reflect the actual allocation of any specific model. For illustrative purposes only.

Example: 60/40=60% Stocks and 40% Bonds + Cash This is an investor example to be used as a guideline only and is not intended to be a recommendation by Spectrum Investment Advisors or the Plan Sponsor. Past Performance is not an indication of future results. Please read your prospectus carefully before investing.

Please see important disclosures at the end of this review and refer to Spectrum Investor® Historical Analysis for explanation of colors.

Fund Name	Historical Performance						Category Rank %			Spectrum SIRR Score®	Replacement Score Quarters*	Beta	Net Expense Ratio**	Mgr Tenure (Yrs.)***
	YTD Return	1 Year Return	3 Year Return	3/31/2022		# of Funds @ 5 years	1 = Best	100 = Worst						
				5 Year Return	10 Year Return		3 Yr.	5 Yr.	10 Yr.					
Stable Value	0.34%	1.45%	1.73%	1.70%	1.45%	NR	NR	NR	NR	-	-	-	0.63%	-
<i>Average 90 Day U.S. Treasury Bill</i>	<i>0.08%</i>	<i>0.11%</i>	<i>0.65%</i>	<i>1.05%</i>	<i>0.59%</i>									
Intermediate Core-Plus Bond	-6.58%	-3.64%	1.82%	2.57%	3.13%	502	66	39	25	88	9	1.29	0.76%	19.5
<i>Average Intermediate Core-Plus Bond</i>	<i>-5.72%</i>	<i>-4.00%</i>	<i>2.13%</i>	<i>2.39%</i>	<i>2.61%</i>							<i>1.00</i>	<i>0.75%</i>	
Inflation-Protected Bond	-2.74%	4.21%	6.13%	4.30%	2.61%	184	29	35	22	14	-	0.85	0.10%	10.7
<i>Average Inflation-Protected Bond</i>	<i>-1.92%</i>	<i>3.99%</i>	<i>5.72%</i>	<i>4.03%</i>	<i>2.27%</i>							<i>0.77</i>	<i>0.60%</i>	
Nontraditional Bond	1.14%	-1.20%	-3.22%	-1.75%	0.90%	164	98	98	47	45	10	-0.30	0.92%	20.3
<i>Average World Bond</i>	<i>-5.21%</i>	<i>-6.00%</i>	<i>0.42%</i>	<i>1.20%</i>	<i>0.57%</i>							<i>0.88</i>	<i>0.87%</i>	
30% to 50% Equity	-4.42%	1.65%	5.91%	5.62%	6.00%	415	69	60	28	70	9	0.88	0.75%	14.9
<i>Average Allocation--30% to 50% Equity</i>	<i>-4.69%</i>	<i>1.43%</i>	<i>6.65%</i>	<i>5.75%</i>	<i>5.53%</i>							<i>0.81</i>	<i>0.96%</i>	
50% to 70% Equity	-3.73%	6.13%	11.73%	8.86%	8.51%	603	21	39	36	82	16	1.33	0.84%	26.4
<i>Average Allocation--50% to 70% Equity</i>	<i>-4.63%</i>	<i>4.55%</i>	<i>9.85%</i>	<i>8.47%</i>	<i>7.89%</i>							<i>1.05</i>	<i>1.03%</i>	
World Allocation	-6.72%	-2.16%	9.66%	7.38%	6.29%	361	20	28	35	21	-	1.07	0.82%	5.3
<i>Average World Allocation</i>	<i>-3.14%</i>	<i>4.03%</i>	<i>7.38%</i>	<i>6.28%</i>	<i>5.59%</i>							<i>1.09</i>	<i>1.15%</i>	
Large Value	0.12%	14.17%	13.66%	11.93%	12.07%	1047	48	28	27	14	-	0.93	0.96%	17.7
<i>Average Large Value</i>	<i>-0.19%</i>	<i>12.90%</i>	<i>13.55%</i>	<i>10.82%</i>	<i>11.24%</i>							<i>1.00</i>	<i>0.92%</i>	
Mid-Cap Value	-0.33%	9.83%	15.59%	9.62%	11.46%	354	20	51	38	62	9	1.30	0.32%	17.2
<i>Average Mid-Cap Value</i>	<i>-0.86%</i>	<i>10.87%</i>	<i>13.61%</i>	<i>9.74%</i>	<i>10.91%</i>							<i>1.16</i>	<i>0.99%</i>	
Large Blend	-4.61%	15.60%	18.89%	15.95%	14.60%	1116	19	16	9	19	-	1.00	0.04%	6.0
<i>Average Large Blend</i>	<i>-5.23%</i>	<i>12.10%</i>	<i>16.78%</i>	<i>14.09%</i>	<i>13.04%</i>							<i>0.99</i>	<i>0.81%</i>	
Large Growth	-8.91%	8.58%	25.14%	22.67%	17.83%	1025	6	6	4	6	-	1.07	1.04%	20.3
<i>Average Large Growth</i>	<i>-10.76%</i>	<i>5.75%</i>	<i>18.74%</i>	<i>17.65%</i>	<i>14.65%</i>							<i>1.02</i>	<i>0.97%</i>	
Small Value	-2.92%	5.25%	13.37%	8.11%	10.21%	395	42	55	43	40	-	1.18	0.99%	11.4
<i>Average Small Value</i>	<i>-2.01%</i>	<i>6.19%</i>	<i>13.19%</i>	<i>8.46%</i>	<i>9.92%</i>							<i>1.22</i>	<i>1.16%</i>	
Mid-Cap Blend	-4.94%	4.34%	13.86%	10.85%	11.96%	318	47	52	36	49	-	1.15	0.20%	7.3
<i>Average Mid-Cap Blend</i>	<i>-5.05%</i>	<i>5.63%</i>	<i>13.50%</i>	<i>10.72%</i>	<i>11.25%</i>							<i>1.10</i>	<i>0.93%</i>	
Mid-Cap Growth	-14.25%	-1.89%	19.07%	19.48%	13.76%	503	9	8	23	19	-	1.13	1.20%	21.2
<i>Average Mid-Cap Growth</i>	<i>-12.35%</i>	<i>-4.00%</i>	<i>15.34%</i>	<i>14.79%</i>	<i>12.63%</i>							<i>1.08</i>	<i>1.06%</i>	
World Large Stock	-2.25%	3.18%	10.16%	8.28%	9.65%	151	47	39	19	63	2	1.17	1.29%	14.3
<i>Average World Large-Stock Value</i>	<i>-1.76%</i>	<i>6.56%</i>	<i>9.73%</i>	<i>7.84%</i>	<i>7.84%</i>							<i>1.01</i>	<i>1.05%</i>	
Foreign Large Growth	-9.75%	-5.66%	9.42%	9.22%	8.58%	610	14	5	3	15	-	1.14	0.94%	23.6
<i>Average Foreign Large Blend</i>	<i>-7.05%</i>	<i>-1.61%</i>	<i>7.23%</i>	<i>6.26%</i>	<i>5.85%</i>							<i>0.99</i>	<i>0.94%</i>	
Diversified Emerging Markets	-15.72%	-22.47%	0.53%	4.11%	3.22%	625	93	77	49	65	1	1.00	0.95%	14.9
<i>Average Diversified Emerging Mkts</i>	<i>-8.66%</i>	<i>-10.91%</i>	<i>5.33%</i>	<i>5.58%</i>	<i>3.34%</i>							<i>1.01</i>	<i>1.18%</i>	
Real Estate	-7.22%	22.72%	11.64%	10.48%	9.73%	205	46	33	31	37	-	0.85	0.99%	17.6
<i>Average Real Estate</i>	<i>-5.09%</i>	<i>21.77%</i>	<i>10.99%</i>	<i>9.23%</i>	<i>9.18%</i>							<i>0.95</i>	<i>1.05%</i>	
Natural Resources	8.11%	22.65%	11.02%	7.54%	4.26%	100	93	89	67	69	14	1.28	0.72%	8.6
<i>Average Natural Resources</i>	<i>8.48%</i>	<i>25.31%</i>	<i>18.43%</i>	<i>11.80%</i>	<i>6.07%</i>							<i>1.25</i>	<i>1.06%</i>	

Target Score - 35 or under for both 3 Yr. and 5 Yr., 25 or under for 10 Yr.; SIRR 35 or under

Replacement Score - Over 50 for both 3 Yr. and 5 Yr. and/or a SIRR score over 50 for two consecutive years with few exceptions

*Number of consecutive quarters where both 3 Yr. and 5 Yr. and/or SIRR scores were over 50

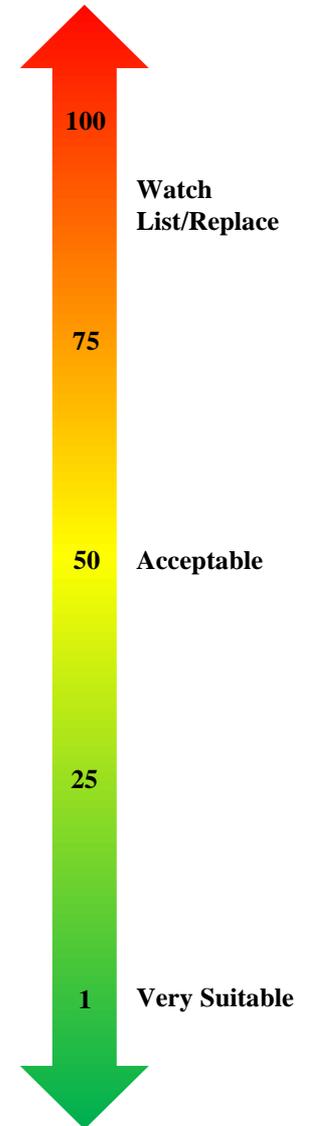
Watch List Score - 60 or over for either 3 Yr. or 5 Yr. and/or a SIRR of 60 or over

**Net Expense Ratio - May include 12b-1 fee

***Portfolio Manager Target - Min. 3 Yr. Tenure with few exceptions

Spectrum Investor[®] Relative Risk and Performance (SIRRP) Score[®]

Factor		Weight in SIRRP [®]	How it is measured
Risk Factors (50%)	Standard Deviation	16.7% <small>(5% →3-yr, 5% →5-yr, 6.7% →10-yr)</small>	Measures the fund's ability to mitigate volatility. Funds with lower standard deviations rank more favorably.
	Beta	16.7% <small>(5% →3-yr, 5% →5-yr, 6.7% →10-yr)</small>	Measures volatility relative to the market. Funds with lower beta (volatility) rank more favorably.
	Up-Less-Down Capture	16.7% <small>(5% →3-yr, 5% →5-yr, 6.7% →10-yr)</small>	Funds that are able to capture gains in an up-market and mitigate losses in a down-market will rank more favorably.
Performance (30%)	Total Return	30% <small>(9% →3 Yr, 9% →5-yr, 12% →10-yr)</small>	Funds with higher returns over 3, 5, and 10 year periods will rank more favorably.
Qualitative Factors (20%)	Information Ratio	4% <small>(1.2% →3-yr, 1.2% →5-yr, 1.6% →10-yr)</small>	Managers with the ability to add excess return, relative to the fund's category benchmark, will rank more favorably.
	R-Squared	4% <small>(1.2% →3-yr, 1.2% →5-yr, 1.6% →10-yr)</small>	Funds with consistent style and market capitalization will rank more favorably.
	Alpha	4% <small>(1.2% →3-yr, 1.2% →5-yr, 1.6% →10-yr)</small>	Managers with the ability to add excess return, relative to the market, will rank more favorably.
	Manager Tenure	4%	Managers with longer tenures will rank more favorably.
	Net Expense Ratio	4%	Funds with lower expense ratio rank more favorably.
TOTAL		100%	The factor scores are summed up to give a final score which is placed on a scale of 1 to 100, 1 is the best, 100 the worst.



Emily Roland, CIMA



Emily leads the investment research function for John Hancock Investment Management. She and her team are responsible for leveraging capital markets and industry research to help set the firm's product and business strategy. Emily joined the company's investments division in 2004 and has held a number of positions in product management, marketing, and competitive intelligence over the past decade. Prior to joining the firm, she held roles at GMO and the Boston Stock Exchange. Emily earned an M.B.A. from Boston College and a B.B.A. in Marketing from James Madison University and holds the Certified Investment Management Analyst designation.

Midquarter 2022 Outlook

Market *Intelligence*

The latest thinking from our network

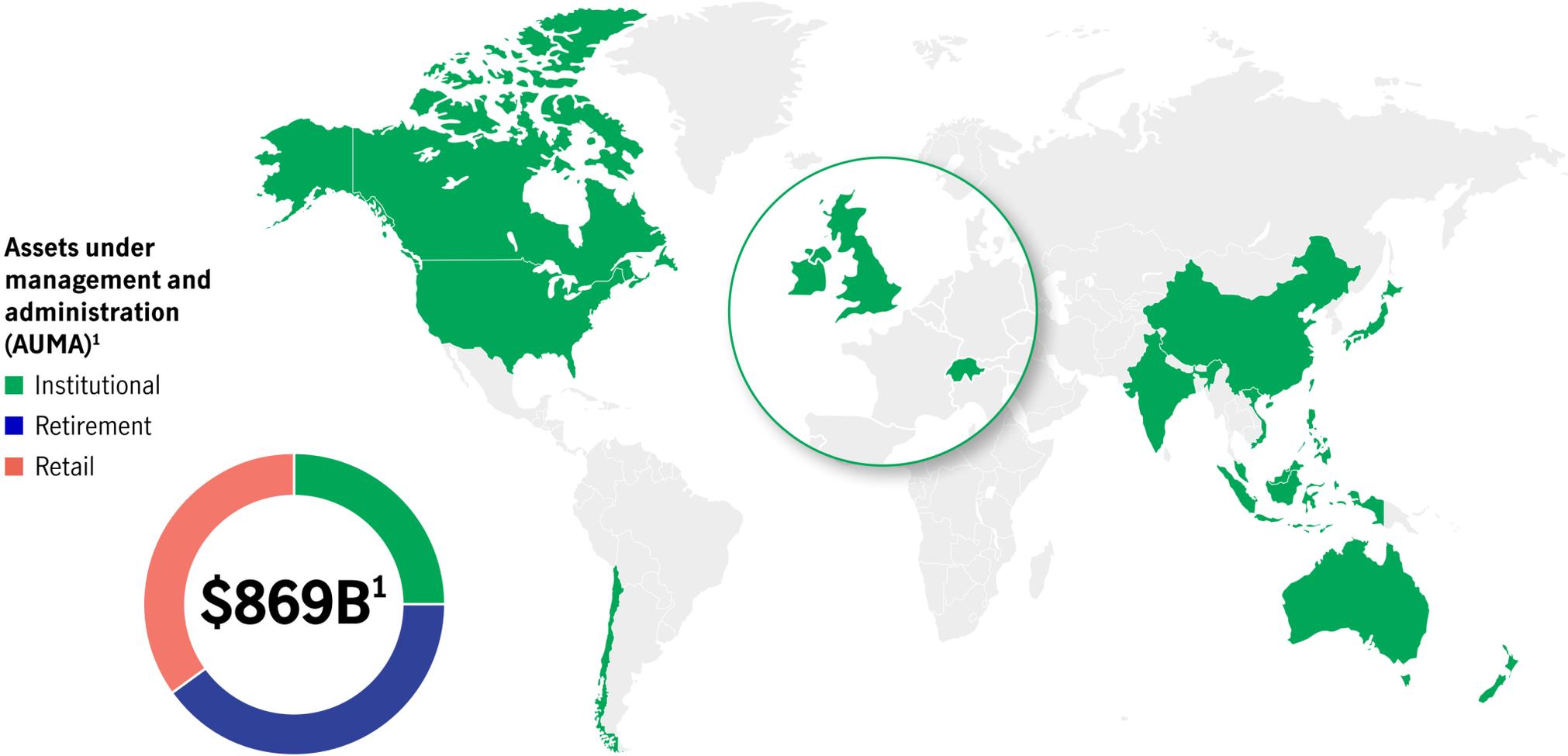
A company of  **Manulife** Investment Management

What you'll find

Combining local insight with global scale

As part of Manulife Investment Management, we draw on more than a century of financial stewardship and the full resources of our parent company to serve individuals, institutions, and retirement plan members worldwide. Our leading capabilities in public and private markets are strengthened by an investment footprint that spans five continents. We're committed to investing responsibly across our businesses, and we believe in supporting financial well-being through our workplace retirement plans.

Manulife Investment Management



¹ MFC statistical package, assets under management and administration, as of 12/31/21. ² Manulife Investment Management, as of 12/31/21.

At a glance

Manulife's global wealth and asset management business²

600+
investment professionals

5
continents

120+
years operating in Asia and North America

250K
retirement plans globally

15M
customers globally



2021 signatory

Complementing in-house capabilities with specialized expertise

While our in-house asset management teams offer a range of world-class capabilities, leveraging those talents is just the beginning of the story. We scour the world for specialized expertise at unaffiliated managers whose skill sets we can tap to complement our own. The result is that we're able to offer investors a variety of options in each category, a unique approach that we believe truly serves the best interests of our investors.

Equity		Fixed income	Liquid alts	ESG focused	ESG integrated
				Asset allocation	Private assets

Mutual funds | SMAs | ETFs | Model portfolios | Private assets | 529 plans | CITs | UCITS

Representative sampling of subadvisors. All logos are the property of their respective owners. Manulife Investment Management is an affiliated asset manager. Not all strategies incorporate environmental, social, and governance (ESG) factors to the same degree.

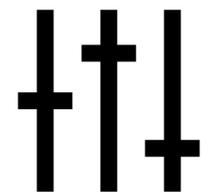
Insight that leverages the best thinking from across our network

A natural by-product of our manager research is timely investment insight from across the industry. Leveraging the intellectual capital from our in-house asset management teams at Manulife Investment Management along with our network of unaffiliated asset managers allows us to uncover real-time opportunities and risks. We then combine that bottom-up input with top-down perspective from global macro research firms to deliver a focused collection of actionable investment ideas.

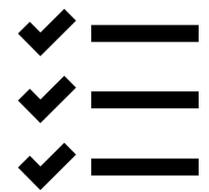
How we formulate our 12- to 18-month outlook



We conduct a quantitative assessment of asset manager, broker-dealer, and asset allocation and macro research provider views across 17 distinct asset classes.

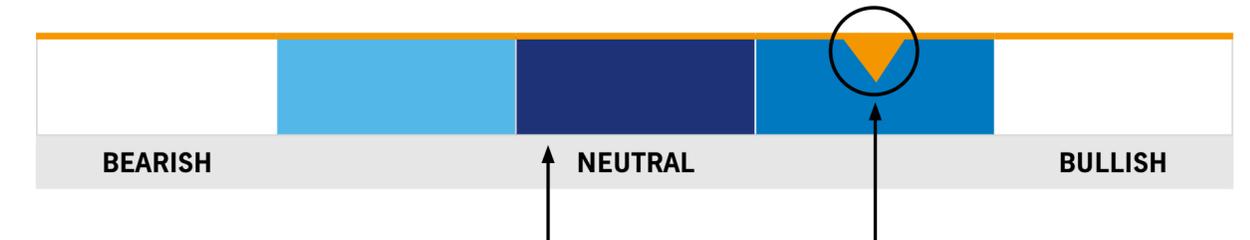


We analyze, evaluate, and weight these views in light of manager biases, market fundamentals, and global macroeconomic factors.



We develop our asset class views in the context of a global multi-asset portfolio, highlighting our most compelling ideas for clients while focusing on risk management.

How to read our views



Darker shading indicates a greater concentration of views within our network.

A golden caret indicates our current 12- to 18-month outlook for the asset class.

Looking for *more*?

Visit our *Market Intelligence* page for weekly video updates, related blog posts, and more from our investment strategists.

U.S. equity: quality and value for a midcycle environment

Fundamentals will come back into the spotlight as economic growth normalizes.

Our position

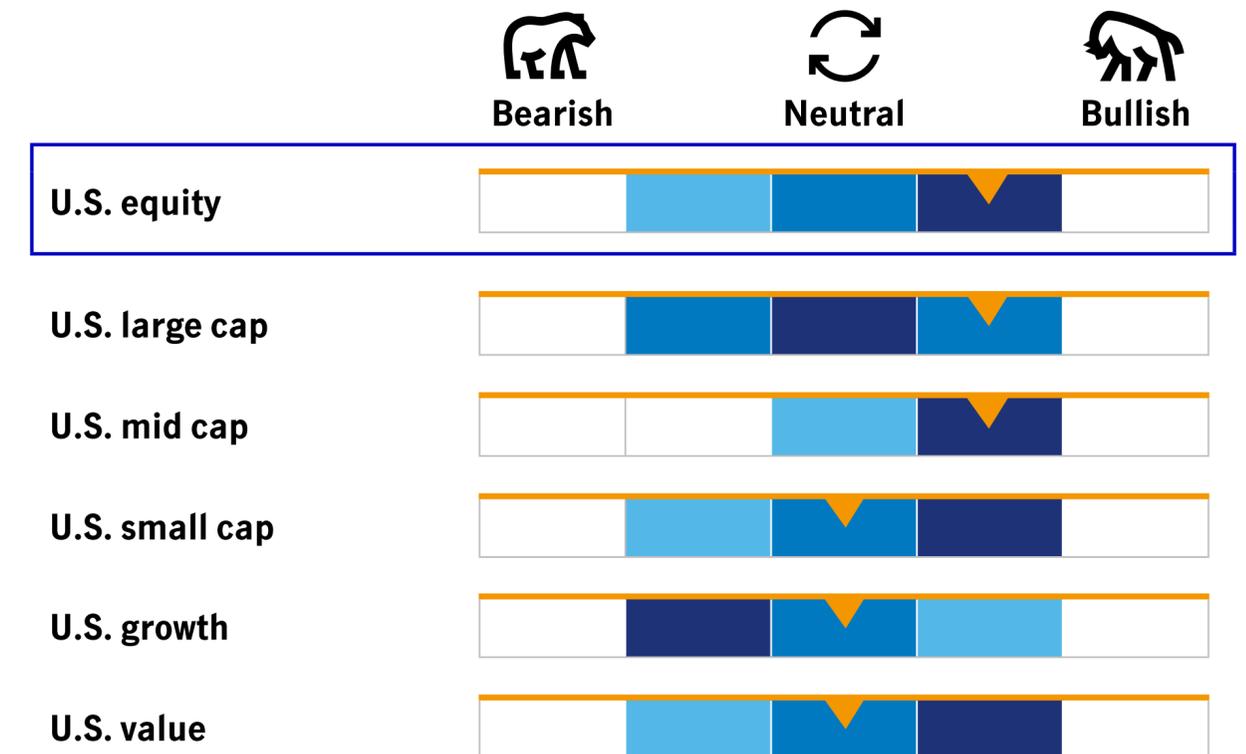
Our 12–18 month view: **SLIGHTLY BULLISH**

We've been slightly bullish on U.S. large- and mid-cap equities since mid-2019 and currently see mid-cap stocks as the best opportunity for offense within U.S. equities. We've been bullish on the quality factor since the third quarter of 2018 and began pairing that with the value factor in Q1 2021.

What's inside

Range of views from our network

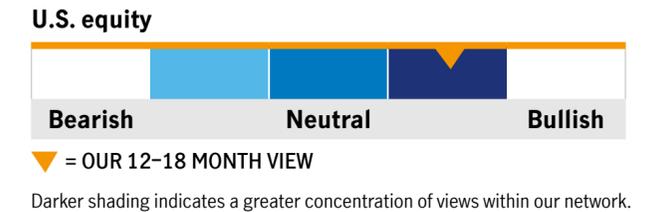
Darker shading indicates a greater concentration of views within our network.



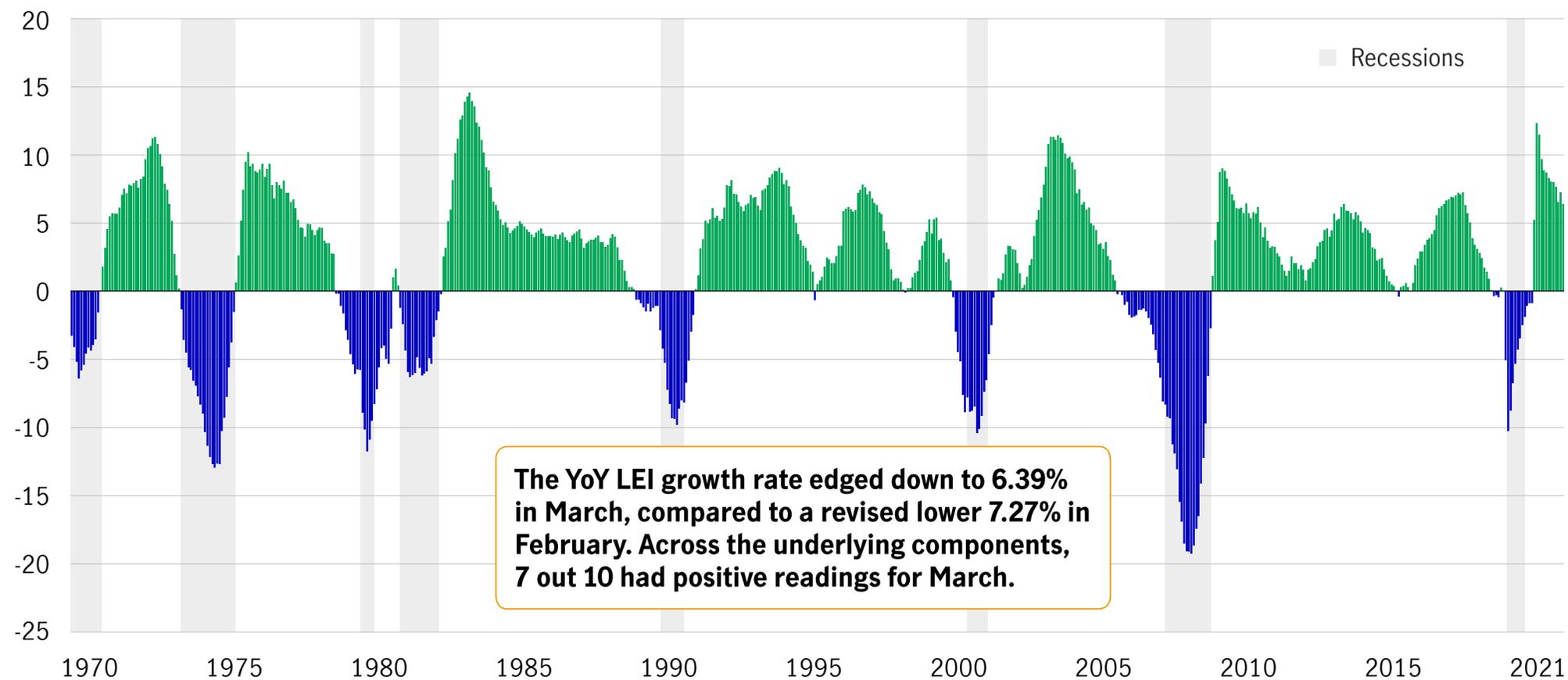
Changes to network views: The first quarter saw a continued preference for U.S. over non-U.S. equities. Within the United States, our network still favors value over growth and smaller size. Mid-cap stocks remain the largest overweight within global equities.

The year-over-year growth rate of the LEI likely peaked in 2021, but it's still in positive territory

"Economic growth is likely to continue through 2022 despite volatile stock prices and weakening business and consumer expectations."



YoY change in the LEI (%)



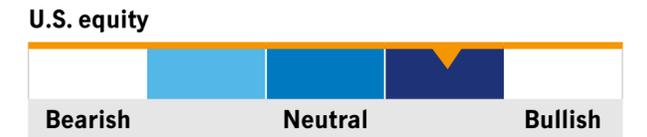
LEI (ranked by weighting in the index)

Weekly manufacturing hours worked	24%	▲
ISM index of new orders	17%	▼
Consumer expectations	16%	▼
Yield spread	12%	▲
Leading credit index	9%	▲
New orders of consumer goods and materials	8%	▲
New orders of nondefense capital goods	5%	▲
Stock prices	4%	▼
Building permits	3%	▲
Weekly unemployment claims (inverted)	2%	▲

Source: The Conference Board, as of 3/31/22. The Composite Index of Leading Indicators (LEI) is published monthly by The Conference Board and tracks 10 economic components whose changes tend to precede changes in the overall economy. It is not possible to invest directly in an index. YoY refers to year over year. Past performance does not guarantee future results.

U.S. earnings growth estimates are continuing their upward trend

“The corporate profit outlook has stayed upbeat despite the moderation in economic growth, helping to mute periodic bumps in global risk asset markets.”



▼ = OUR 12-18 MONTH VIEW
 Darker shading indicates a greater concentration of views within our network.



Stock prices and earnings estimates have moved higher nearly in lockstep over time

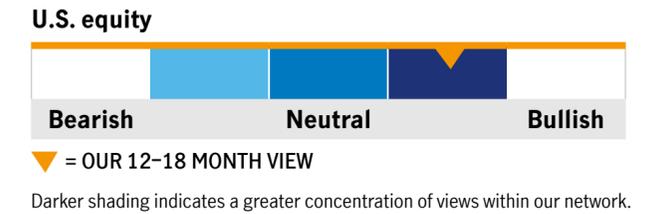


EPS growth estimates YoY (%)

	2022
Energy	96.30
Industrials	34.67
Materials	13.50
Information technology	12.01
Real estate	10.44
S&P 500 Index	9.89
Consumer discretionary	6.88
Healthcare	5.49
Consumer staples	4.00
Communication services	3.19
Utilities	1.12
Financials	-10.65

Source: FactSet, as of 4/30/22. The S&P 500 Index tracks the performance of 500 of the largest publicly traded companies in the United States. It is not possible to invest directly in an index. Earnings per share (EPS) is a measure of how much profit a company has generated calculated by dividing the company's net income by its total number of outstanding shares. YoY refers to year over year. Past performance does not guarantee future results.

Overweight sectors with attractive quality and value characteristics



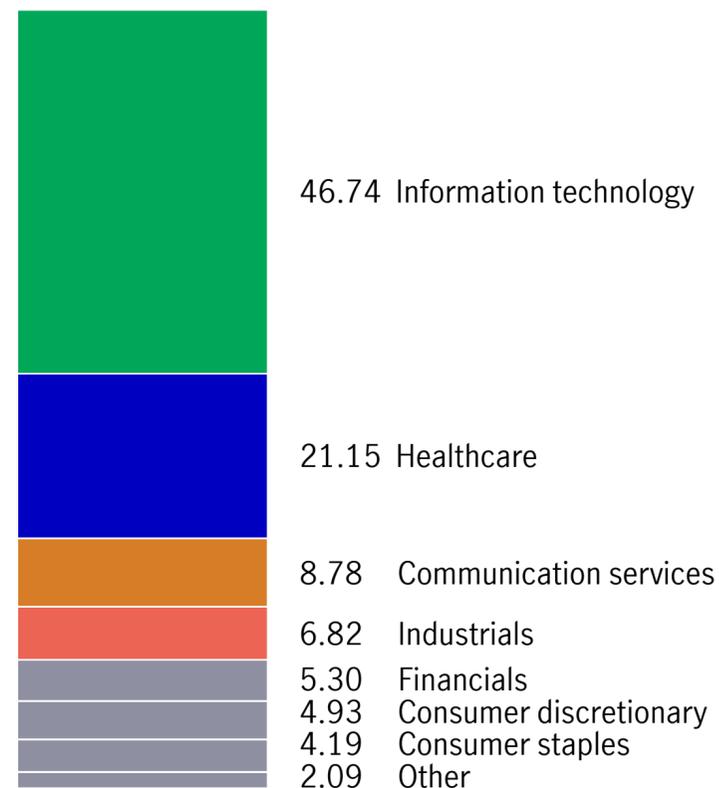
“We expect a return to quality growth leadership in 2022 as economic growth slows.”

PIPER | SANDLER

With economic growth decelerating and inflation still elevated, we’re emphasizing a combination of quality and value factors

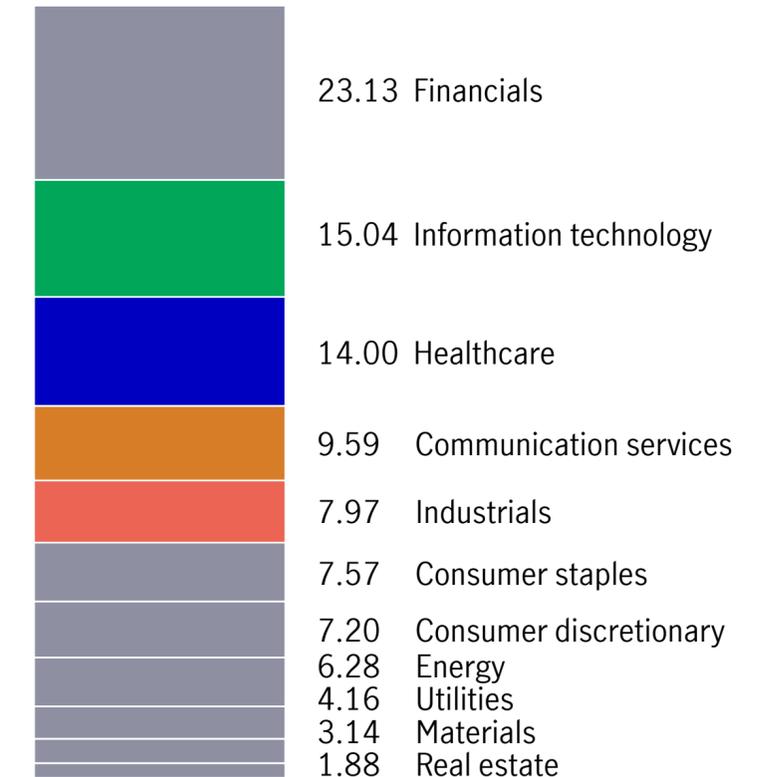
MSCI USA Quality Sector Weights

In our view, earnings growth is likely to slow as margins come under pressure. We look to top-quality sectors for strong ROE and better balance sheets.



The value factor is overweight sectors that offer greater operating leverage and strong pricing power, which should offer a degree of inflation protection.

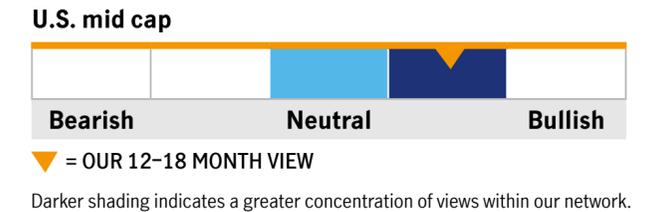
MSCI USA Value Factor Sector Weights



Source: FactSet, as of 4/30/22. Return on equity (ROE) is a measure of profitability that calculates how many dollars of profit a company generates with each dollar of shareholders’ equity. The MSCI USA Quality Index tracks the performance of large- and mid-cap stocks displaying higher-quality characteristics. The MSCI USA Value Index tracks the performance of large- and mid-cap U.S. stocks exhibiting overall value style characteristics. It is not possible to invest directly in an index. Past performance does not guarantee future results.

An outlook for elevated levels of inflation bodes well for mid-cap stocks

“Mid-cap stocks often combine the growth potential of a young firm with the financial stability of a company that has survived beyond its early years.”



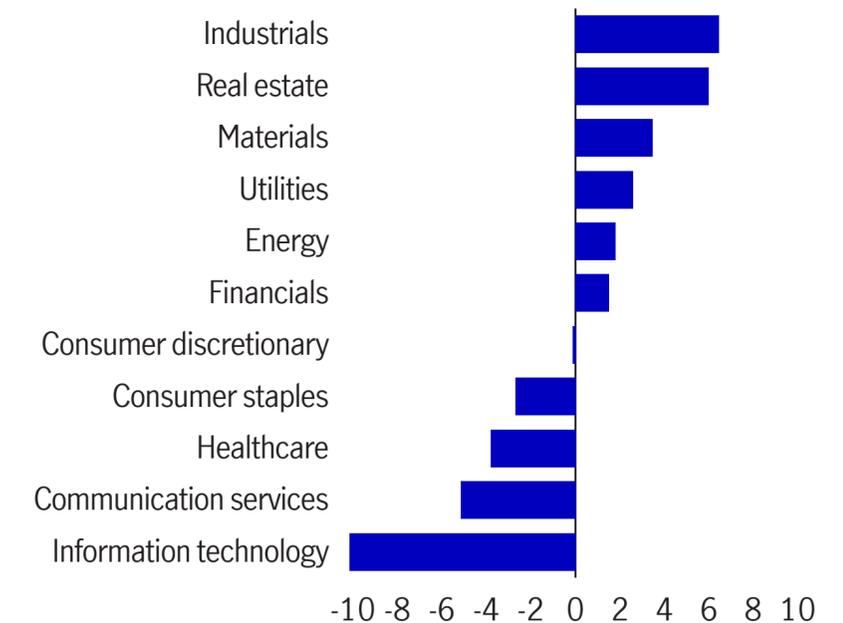
U.S. equities—and mid caps in particular—have tended to perform well during periods of higher inflation

Average rolling 12-month total return across headline CPI (%)

	<1	1-2	2-3	3-4	>4
Russell 1000 Value Index	-8.19	13.30	17.97	14.54	10.78
Russell 1000 Growth Index	-0.57	16.21	18.03	12.92	10.70
Russell Midcap Index	-6.11	14.55	19.39	17.79	10.78
Russell 2000 Index	-7.57	11.70	19.55	15.09	8.09

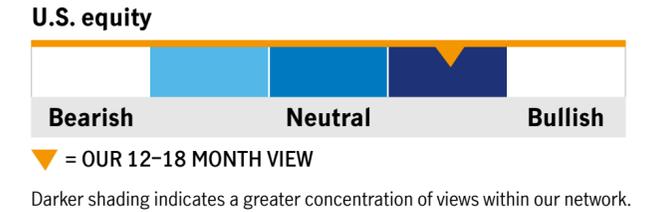
Industrials can be an important return driver in periods of strong growth and higher inflation

Mid-cap vs. large-cap sector weights (%)



Source: FactSet, Federal Reserve Bank of St. Louis, as of 4/30/22. The Consumer Price Index (CPI) tracks the average change of prices over time by urban consumers for a market basket of goods and services. The Russell 1000 Value Index tracks the performance of publicly traded large-cap companies in the United States with lower price-to-book ratios and lower forecasted growth values. The Russell 1000 Growth Index tracks the performance of publicly traded large-cap companies in the United States with higher price-to-book ratios and higher forecasted growth values. The Russell 2000 Index tracks the performance of 2,000 publicly traded small-cap companies in the United States. The Russell Midcap Index tracks the performance of approximately 800 publicly traded mid-cap companies in the United States. It is not possible to invest directly in an index. Past performance does not guarantee future results.

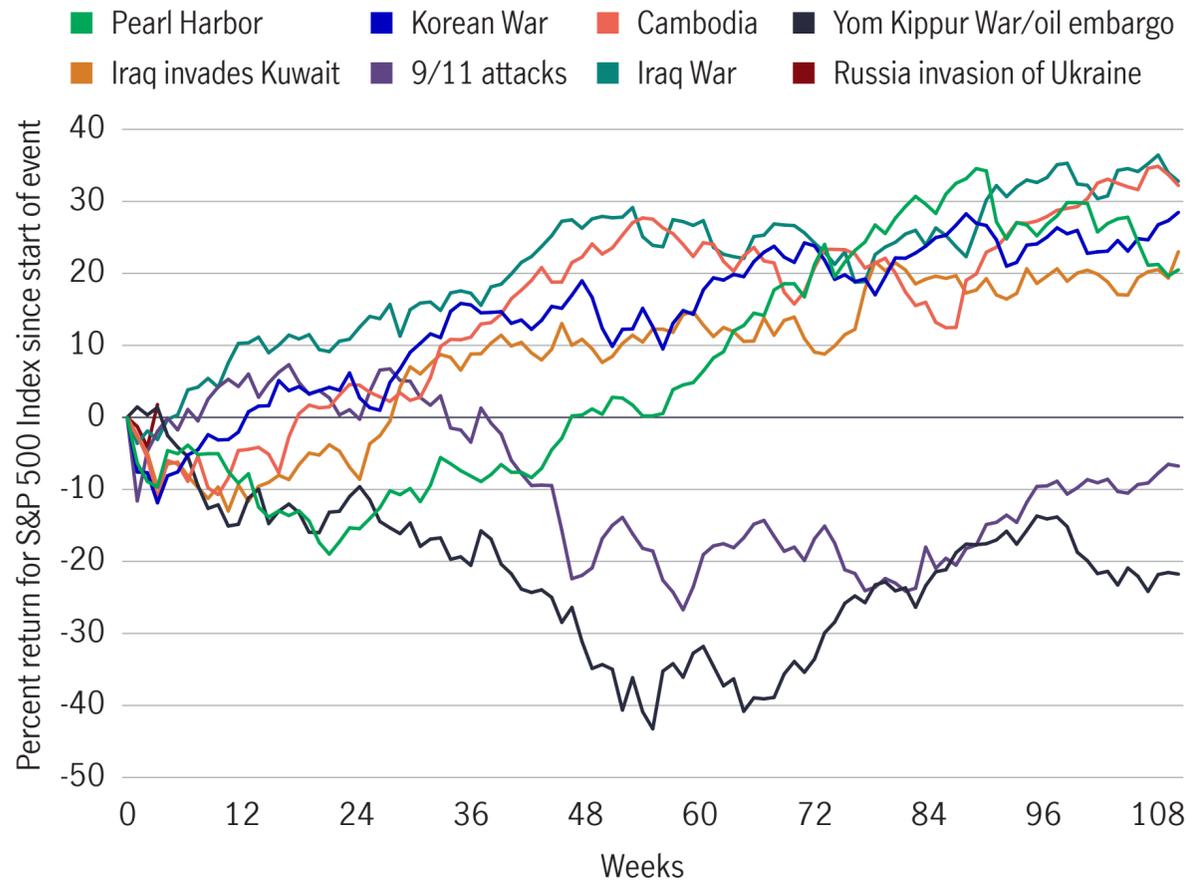
Markets have looked past geopolitical turmoil, particularly when the economy is solid



“The U.S. economy has enough momentum that it will be able to grow well above trend despite intensified inflation pressures from the Ukraine conflict.”

Manulife Investment Management

Although geopolitical turmoil has often had negative short-term consequences, markets tend to bounce back fairly quickly



Event	Start date	Weeks to trough	Drawdown %	1 year after event (% cumulative return)	2 years after event (% cumulative return)
Pearl Harbor	12/7/41	21	-18.99	0.21	20.49
Korean War	6/25/50	4	-11.86	12.59	28.47
Invasion of Cambodia (Vietnam War)	4/29/70	4	-11.28	27.53	32.21
Yom Kippur War/oil embargo	10/6/73	53	-40.88	-43.25	-21.76
Iraq invades Kuwait	8/2/90	11	-13.00	12.27	23.01
9/11 attacks	9/11/01	56	-11.60	-18.56	-6.76
Iraq War	3/20/03	2	-3.60	23.89	32.80
Russia invasion of Ukraine	2/24/22	?	?	?	?
Average		22	-15.89	2.10	15.50

Source: FactSet, 4/30/22. Drawdown is a measure of stock market declines from a peak to a subsequent trough. Stock market performance is reflected by the S&P 500 Index, which tracks the performance of 500 of the largest publicly traded companies in the United States. It is not possible to invest in an index. Past performance does not guarantee future results.

International equity: emphasizing secular growth with cyclical upside

A staggered economic recovery abroad calls for an emphasis on bottom-up fundamentals.

Our position

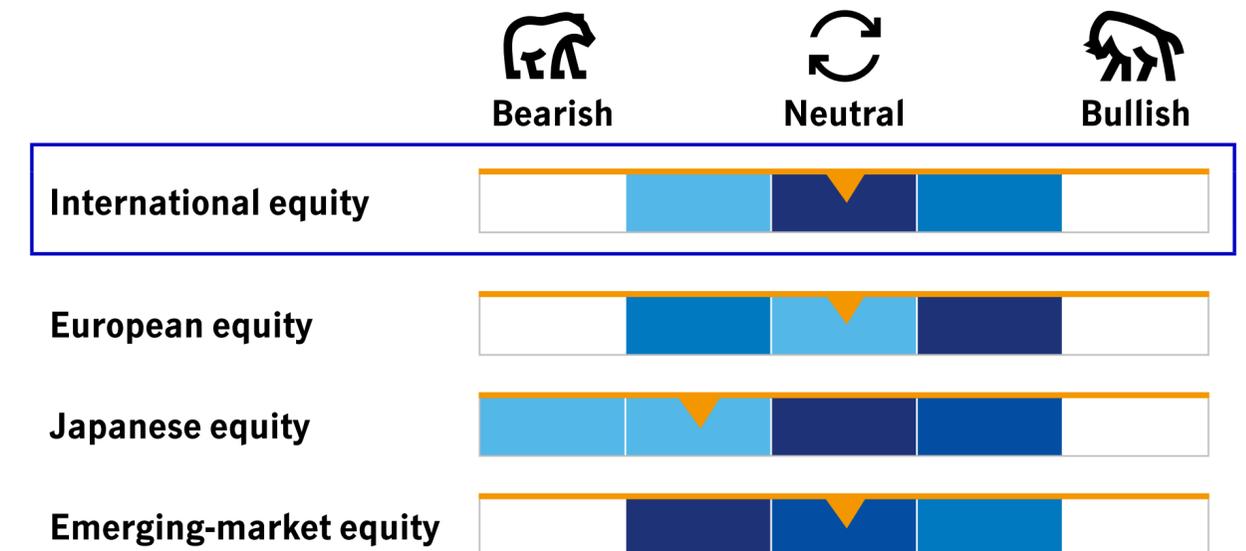
Our 12–18 month view: NEUTRAL

In Q3 2021, we moved both European equities and emerging-market equities to neutral. Instead of having a geographic view, we're emphasizing longer-term secular growth companies that have cyclical upside. We've been underweight in Japan since mid-2018 due to its more defensive profile.

What's inside

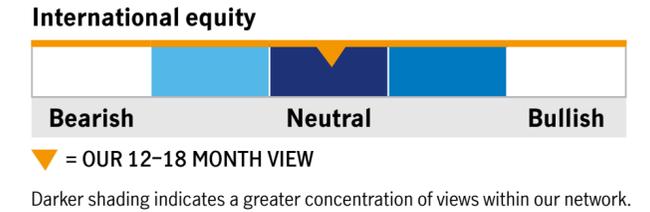
Range of views from our network

Darker shading indicates a greater concentration of views within our network.



Changes to network views: During the first quarter, the consensus view on non-U.S. developed equities remained neutral; however, our network became incrementally more positive on Europe and more negative on emerging-market equities.

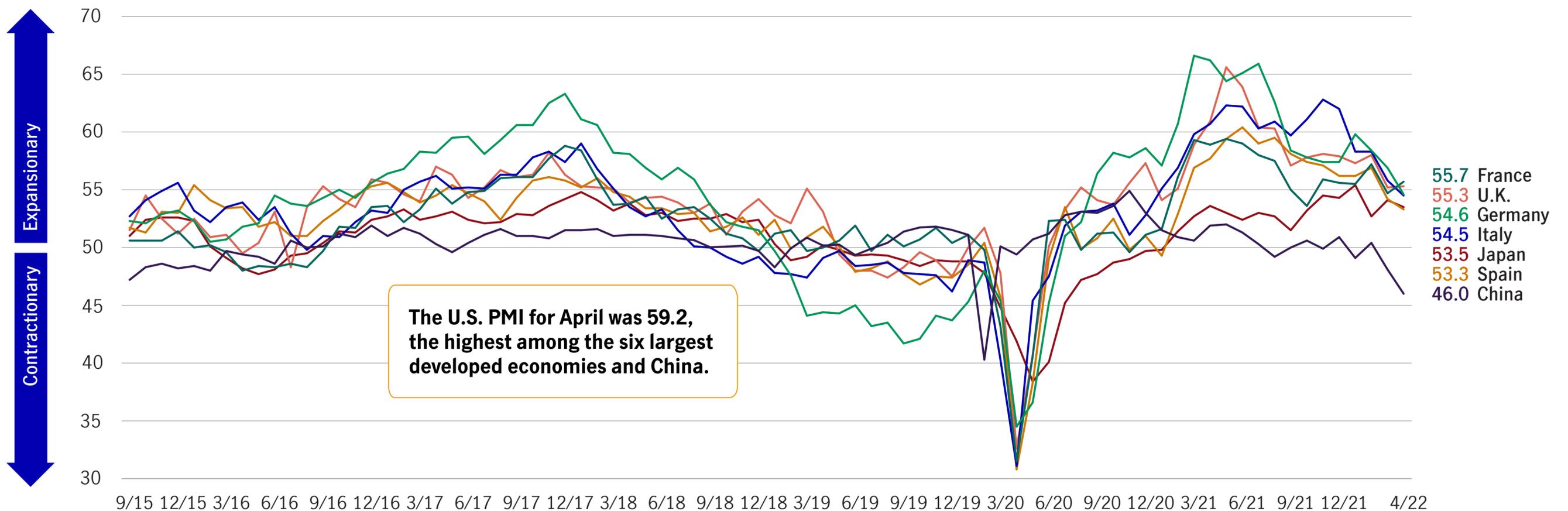
Manufacturing PMIs abroad remain largely in expansionary territory but are decelerating



“Europe faces a strong inflationary and sentiment shock as a consequence of the conflict in Ukraine.”



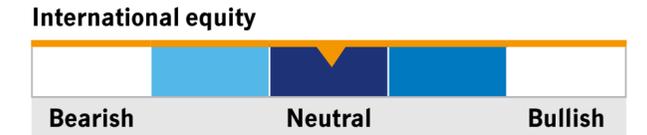
Manufacturing PMIs abroad are trending lower



Source: Markit, World Bank, FactSet, as of 4/30/22. The Purchasing Managers' Index (PMI) tracks the economic activity of the manufacturing sector in the United States. It is not possible to invest directly in an index. Past performance does not guarantee future results.

Non-U.S. developed-market earnings estimates have recently turned lower

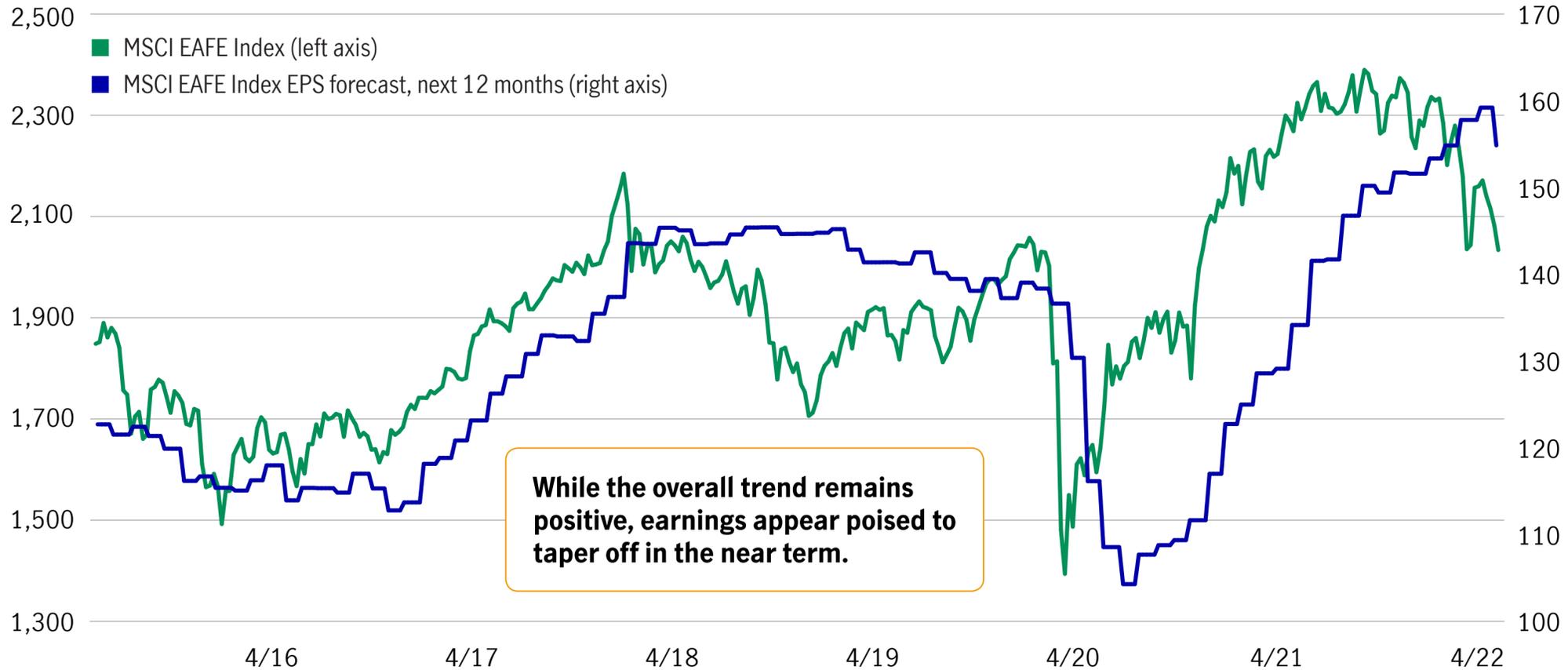
“Rising relative earnings continue to underpin U.S. relative outperformance.”



▼ = OUR 12-18 MONTH VIEW
 Darker shading indicates a greater concentration of views within our network.



MSCI EAFE Index prices have followed earnings over time

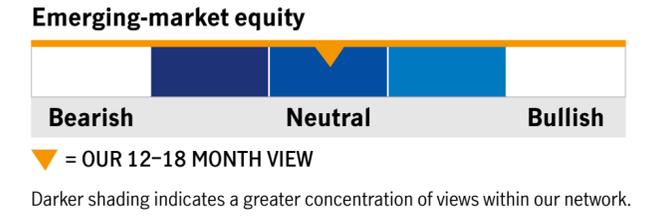


EPS growth estimates YoY (%)

	2022
Energy	76.13
Industrials	24.93
Utilities	14.12
Information technology	12.80
MSCI EAFE Index	11.39
Healthcare	9.47
Consumer staples	8.33
Consumer discretionary	5.35
Real estate	4.05
Materials	-2.33
Financials	-5.15
Communication services	-7.11

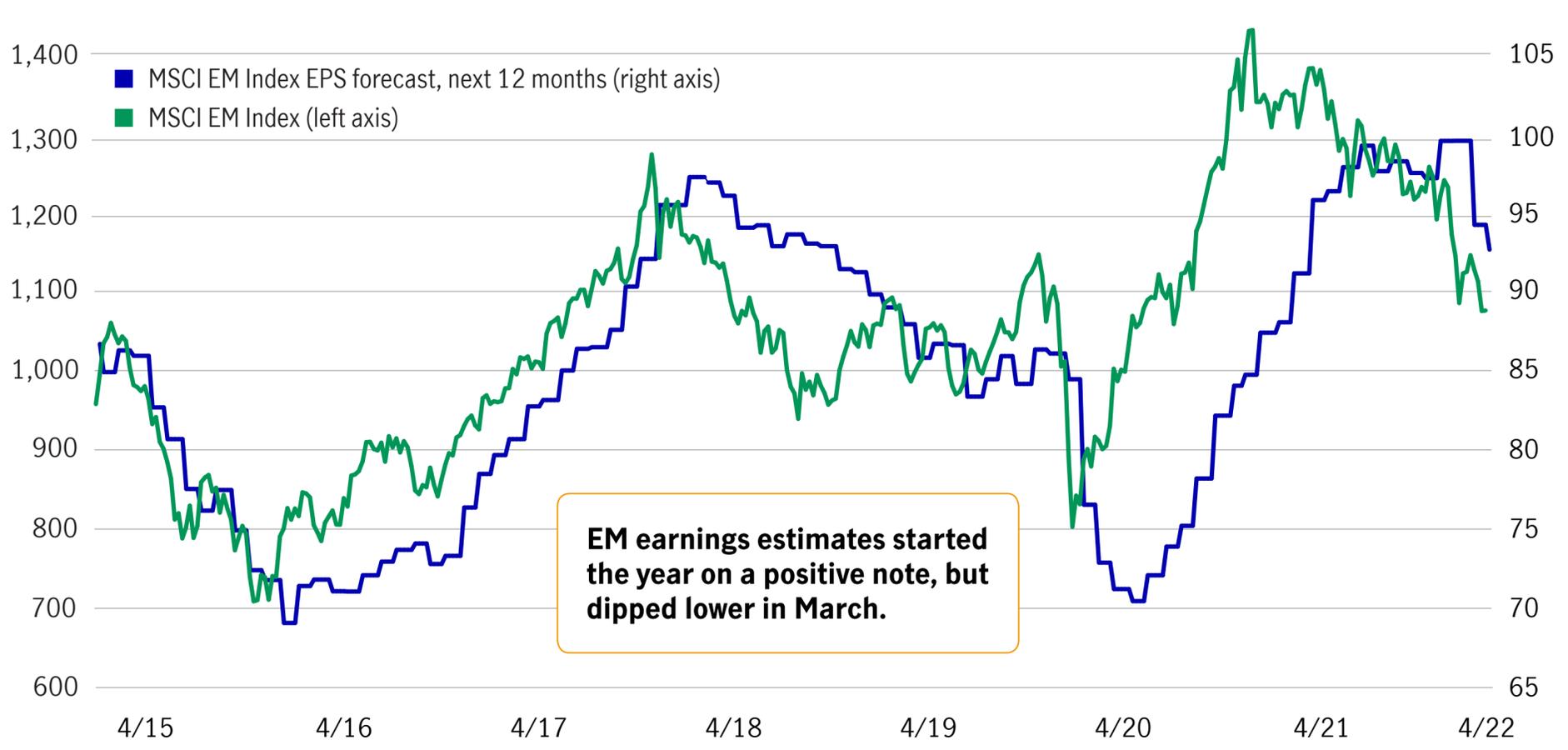
Source: FactSet, as of 4/30/22. Earnings per share (EPS) is a measure of how much profit a company has generated calculated by dividing the company's net income by its total number of outstanding shares. YoY refers to year over year. The MSCI Europe, Australasia, and Far East (EAFE) Index tracks the performance of publicly traded large- and mid-cap stocks of companies in those regions. It is not possible to invest directly in an index. Past performance does not guarantee future results.

Emerging-market earnings estimates have hooked lower

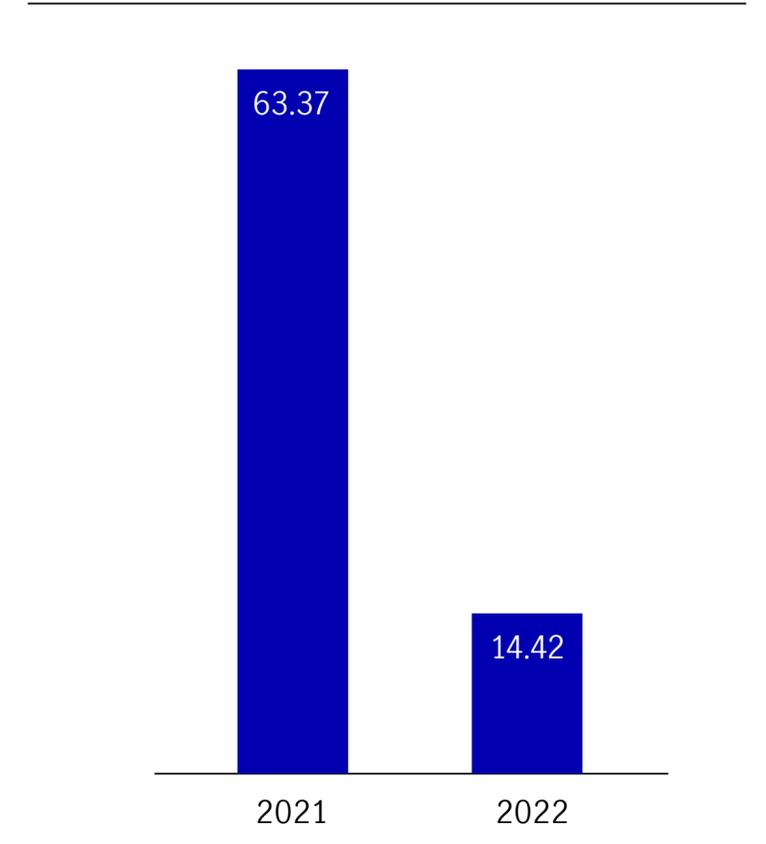


"China is still the biggest risk to global corporate profits." **PIPER SANDLER**

EM earnings estimates declined meaningfully in March

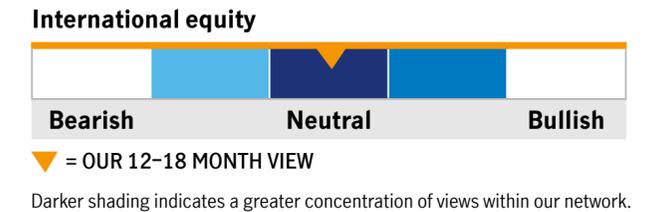


MSCI EM Index—earnings growth estimates YoY (%)



Source: FactSet, as of 4/30/22. Earnings per share (EPS) is a measure of how much profit a company has generated calculated by dividing the company's net income by its total number of outstanding shares. YoY refers to year over year. The MSCI Emerging Markets (EM) Index tracks the performance of publicly traded large- and mid-cap EM stocks. It is not possible to invest directly in an index. Past performance does not guarantee future results.

Overweight growth-oriented sectors with strong earnings potential

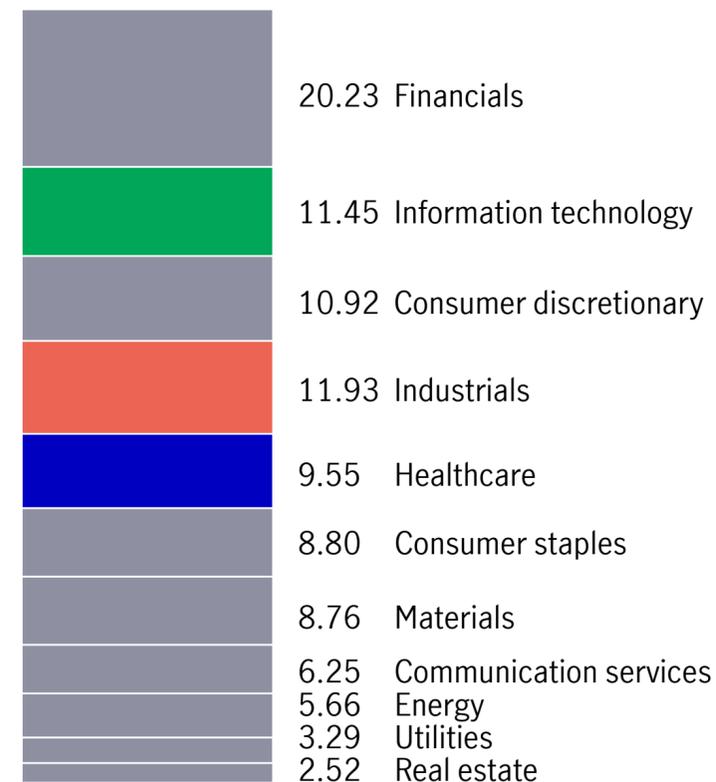


“Given higher inflation and interest rates, as well as a reduction in monetary support from central banks, we believe the rate of global growth is likely to slow and are emphasizing the quality factor.”

**WELLINGTON
MANAGEMENT®**

Given financials’ limited earnings growth prospects, we’d consider emphasizing other sectors

MSCI ACWI ex USA Index sector weights (%)



Industrials—The sector has the second-highest 2022 earnings estimates. We see a continued recovery in capex sectorwide and in the aerospace industry, in particular.

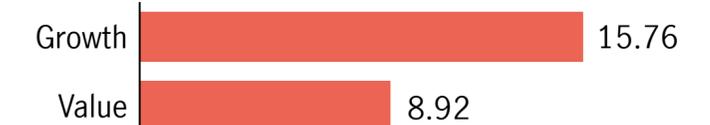
Information technology—This sector has the third-highest earnings estimates for 2022. We see innovation as a key driver of productivity as margins get squeezed on higher input costs; capex is likely to remain strong.

Healthcare—This is a top sector for quality based on 26% ROE.

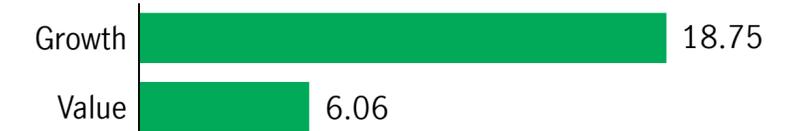
These sectors are biased toward growth in international

Sector weights in MSCI ACWI ex USA Growth Index vs. MSCI ACWI ex USA Value Index (%)

Industrials



Information technology

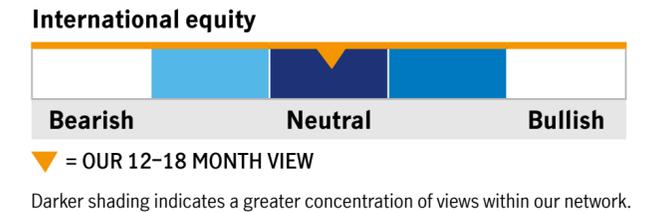


Healthcare



Source: FactSet, as of 4/30/22. The MSCI All Country World Index (ACWI) ex USA Index tracks the performance of publicly traded large- and mid-cap stocks of companies in both developed markets and emerging markets, excluding the United States. The MSCI ACWI ex USA Growth Index tracks the performance of growth stocks in the developed and emerging markets, excluding the United States. The MSCI ACWI ex USA Value Index tracks large- and mid-cap securities exhibiting overall value style characteristics across both developed and emerging markets, excluding the United States. It is not possible to invest directly in an index. Capital expenditure (capex) is funds used by a company to acquire, upgrade, and maintain physical assets such as property, industrial buildings, or equipment. There is no guarantee that any investment strategy will achieve its objectives. Past performance does not guarantee future results.

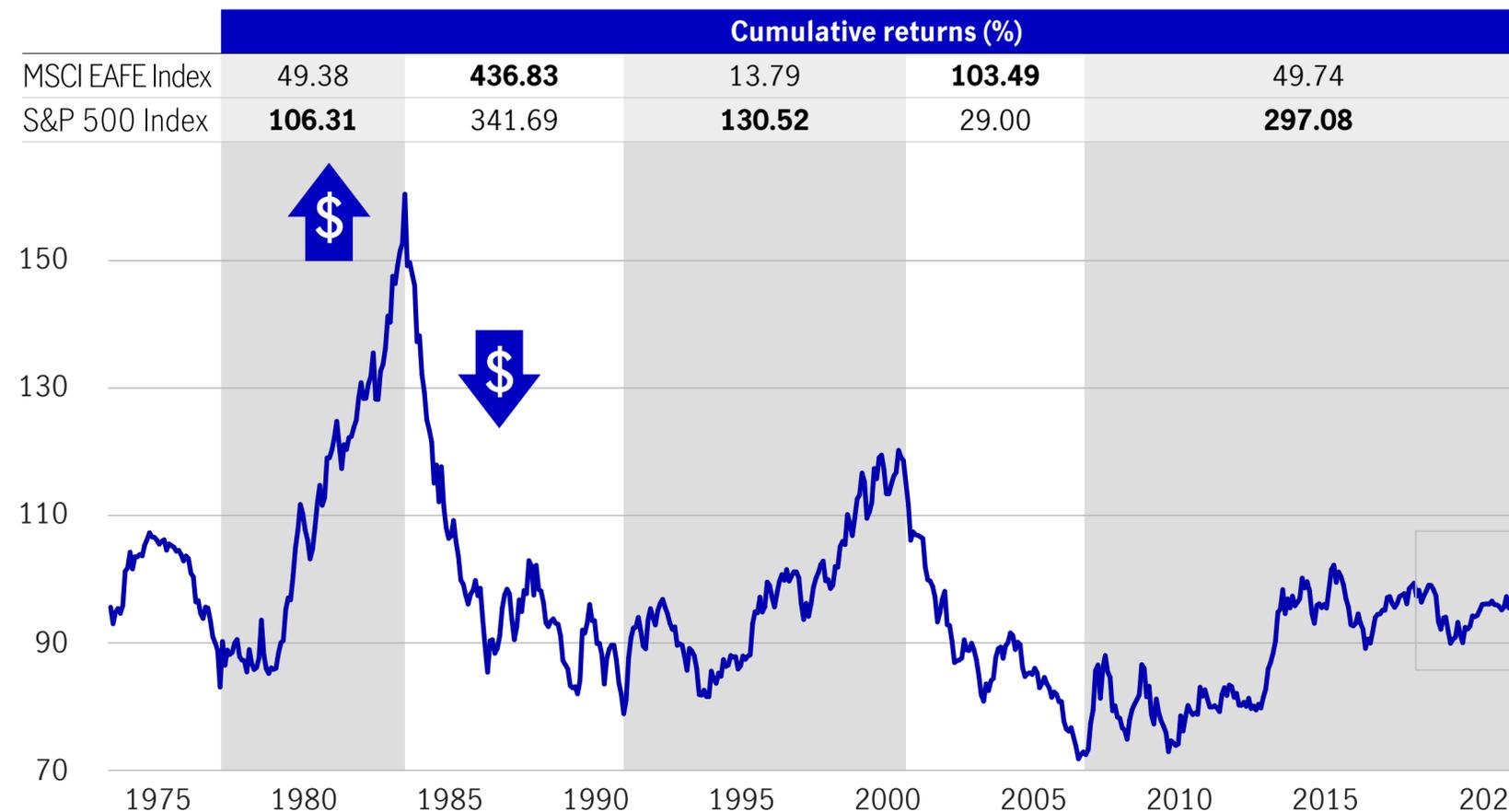
The U.S. dollar's direction may have key cross-asset implications in 2022



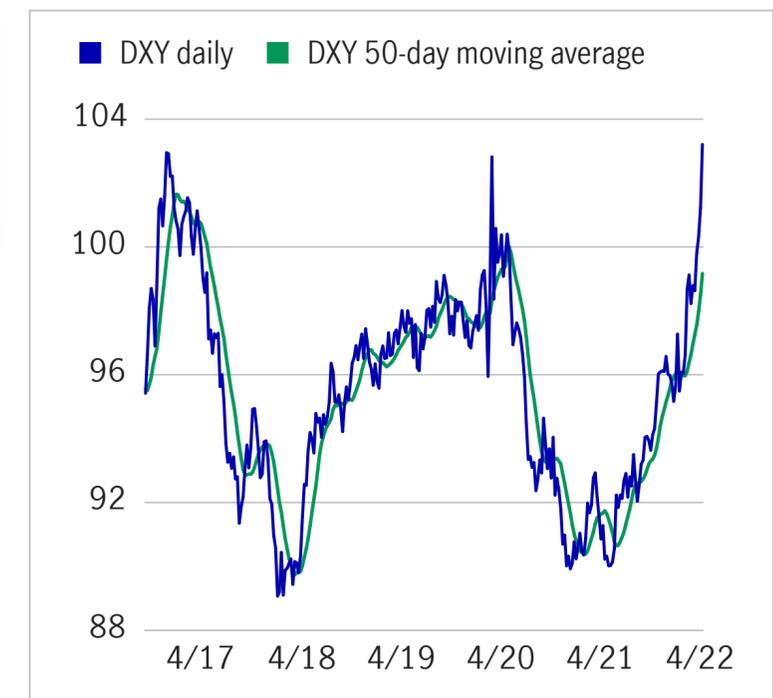
“There is an almost decade-by-decade pattern of U.S. outperformance alternating with U.S. underperformance. Except for the late 1980s, this has also neatly corresponded to multi-year U.S. dollar fluctuations.”



International stocks have been comparatively weak when the USD rises—and comparatively strong when it falls



The USD has surged in 2022.



Source: FactSet, as of 4/30/22. The U.S. Dollar Index (DXY) tracks the performance of the U.S. dollar relative to the value of a basket of world currencies. International equities are represented by the MSCI Europe, Australasia, and Far East (EAFE) Index, which tracks the performance of publicly traded large- and mid-cap stocks of companies in those regions. U.S. equities are represented by the S&P 500 Index, which tracks the performance of 500 of the largest publicly traded companies in the United States. It is not possible to invest directly in an index. Past performance does not guarantee future results.

Fixed income: using a risk-managed approach to credit markets

With government bond yields likely to remain rangebound, a selective allocation to credit is important to generate adequate income.

Our position

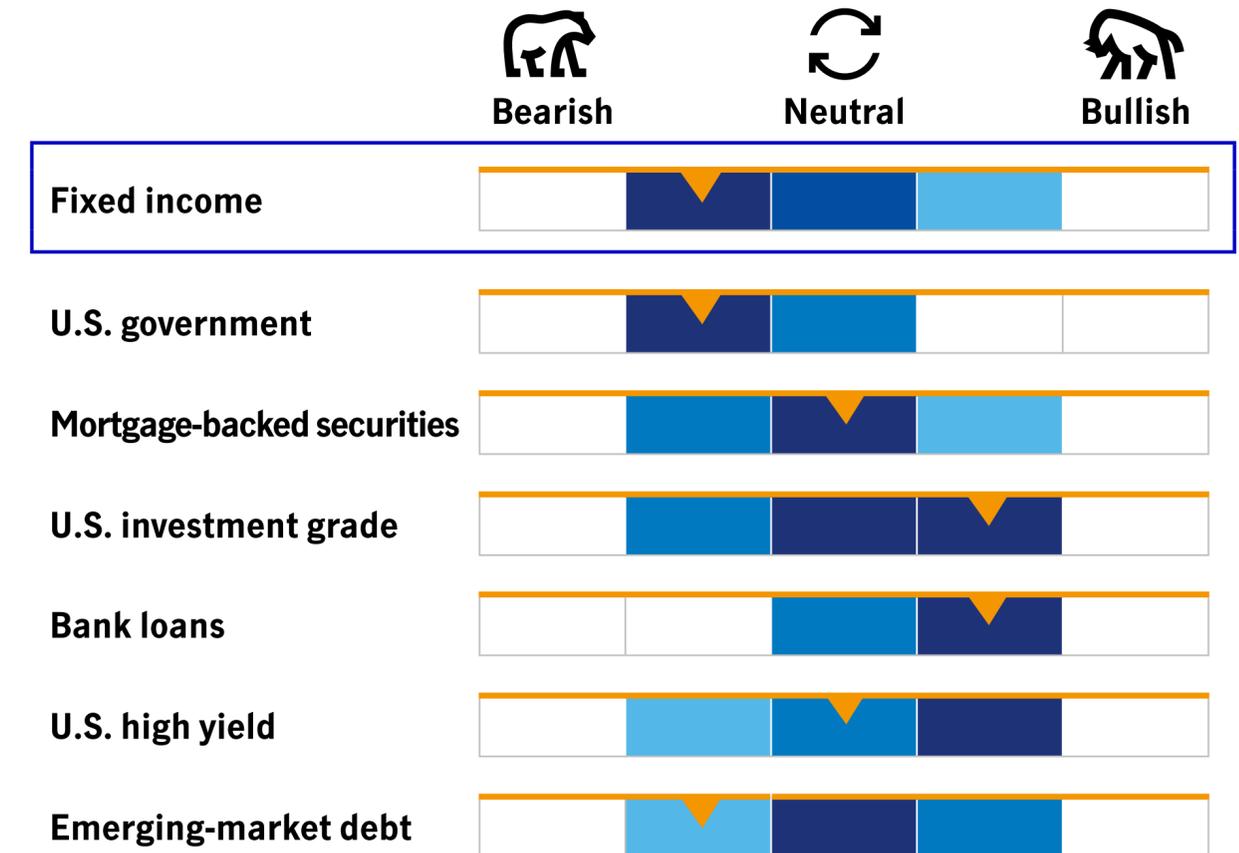
Our 12–18 month view: SLIGHTLY BEARISH

In early 2021, we downgraded our fixed-income view to slightly bearish, where it remains. In Q3 2021, we moved mortgage-backed securities from slightly positive to neutral as we saw persistently low yields limiting return potential. We continue to emphasize a mix of investment-grade corporate bonds, high-yield bonds, and bank loans.

What's inside

Range of views from our network

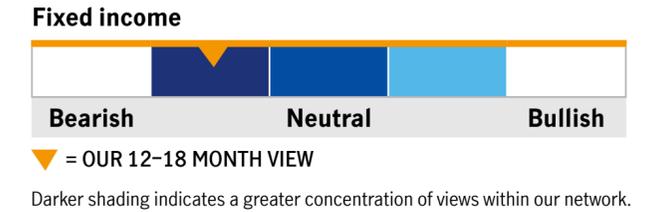
Darker shading indicates a greater concentration of views within our network.



Changes to network views: Our network continues to prefer credit risk over duration risk. High-yield bonds and bank loans remain the highest-conviction overweights. We saw some members of our network downgrading their views on emerging-market debt in the first quarter.

Bank loans and core-plus strategies have proven resilient in past tightening cycles

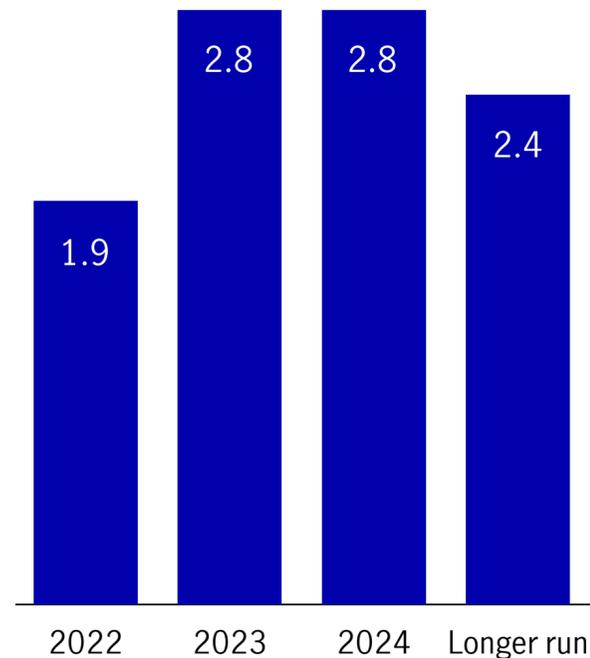
“Broad improvement in both corporate and consumer balance sheets, coupled with low default rates, should remain supportive of credit markets.”



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Fed projections on the fed funds rate (%)

The Fed is likely to raise rates multiple times in 2022.

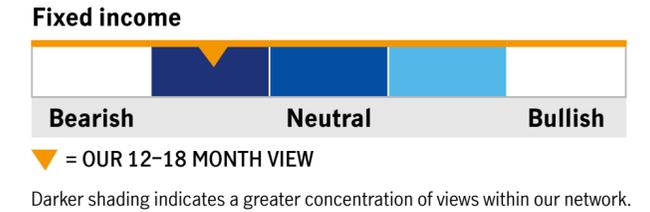


Fixed-income market performance through periods of Fed tightening (month prior to month after)

Morningstar fund category	Annualized return 5/31/04 to 6/30/06 (%)	Annualized return 11/30/15 to 12/31/18 (%)	Average of last two tightening cycles (%)
High yield bond	7.30	4.49	5.90
Multisector bond	5.75	3.18	4.46
Bank loan	4.93	3.62	4.28
Intermediate core-plus bond	3.15	2.21	2.68
Intermediate core bond	2.67	1.93	2.30
Ultrashort bond	2.66	1.39	2.02
Short-term bond	1.91	1.38	1.64
Intermediate government	2.25	0.93	1.59

Source: Morningstar Direct, as of 4/30/22. The federal funds rate is the interest rate at which a depository institution lends funds maintained at the U.S. Federal Reserve (Fed) to another depository institution overnight. Past performance does not guarantee future results.

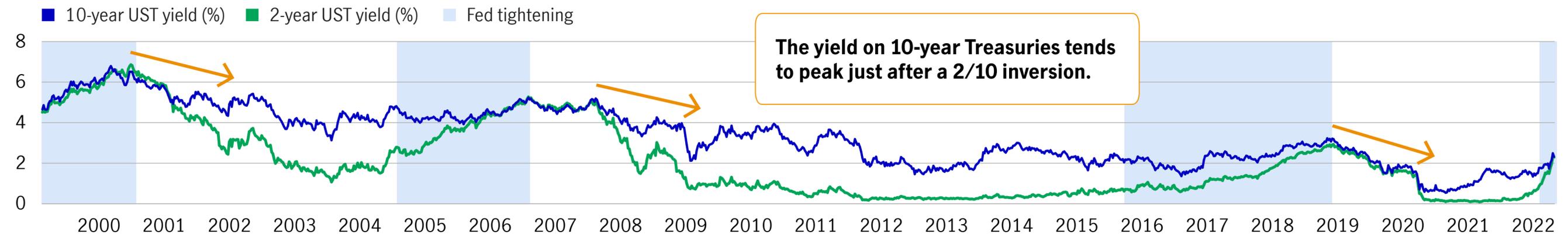
A flat or inverted yield curve usually signals a peak in U.S. Treasury yields



"Fixed-income assets always appreciated between inversions and recessions in the post-Volcker years."

PIPER | SANDLER

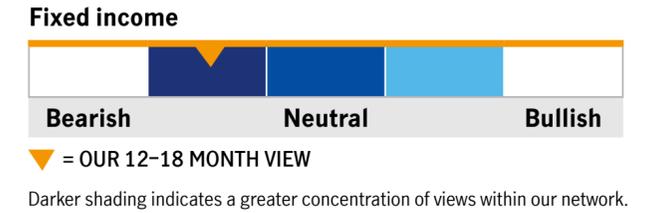
Fed tightening cycles typically conclude with an inverted yield curve



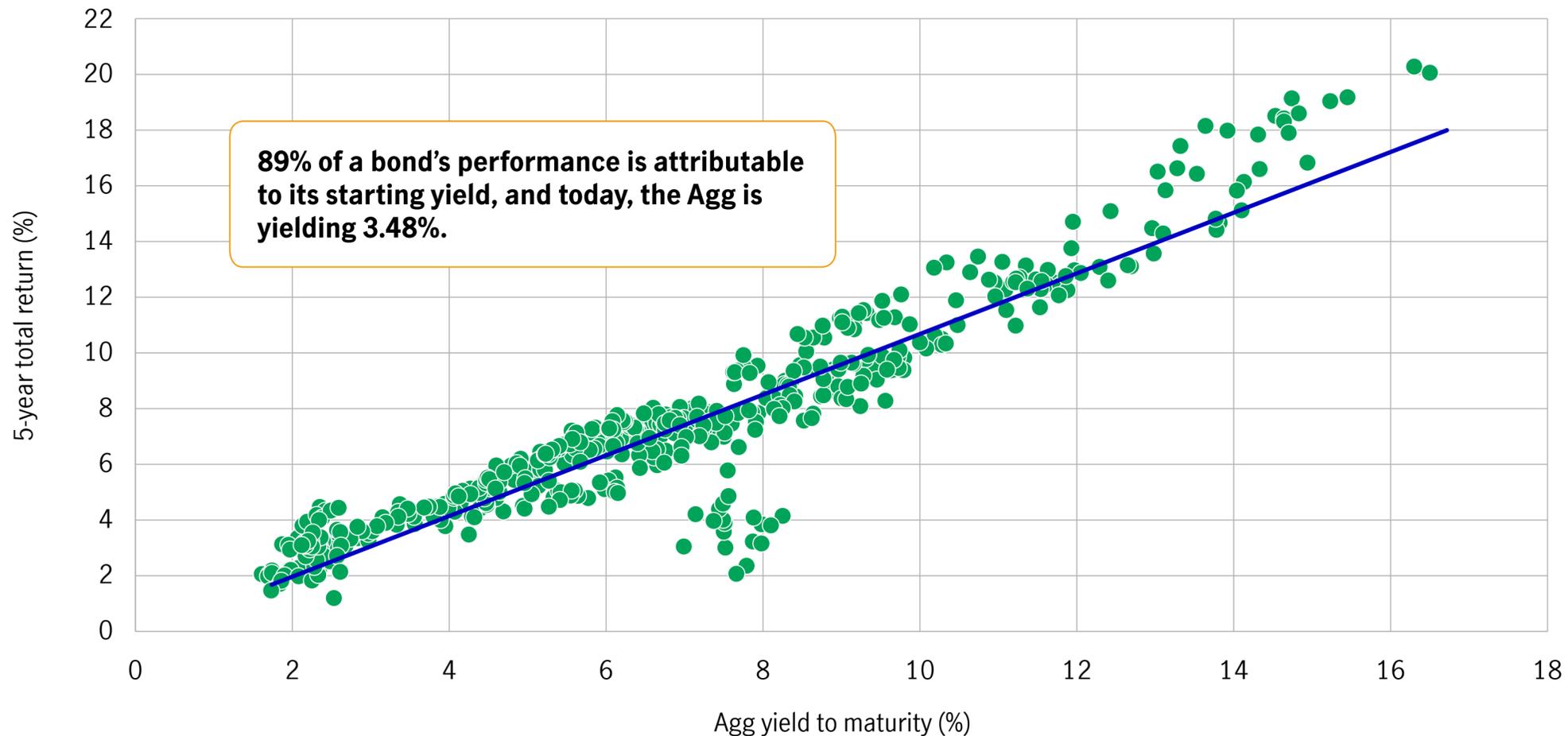
Source: FactSet, as of 4/30/22. The U.S. Treasury (UST) yield curve describes the yields on U.S. Treasury bills, notes, and bonds plotted on a graph. An inverted curve predicts a recession. Fed refers to U.S. Federal Reserve. Past performance does not guarantee future results.

Holding bonds to maturity has typically earned initial yield despite paper losses

“We don’t want to catch a falling knife, but eventually yields will look attractive enough for us to increase our recommended portfolio duration.”



Over the last 40 years, there’s been a strong relationship between starting bond yields and subsequent 5-year annualized returns

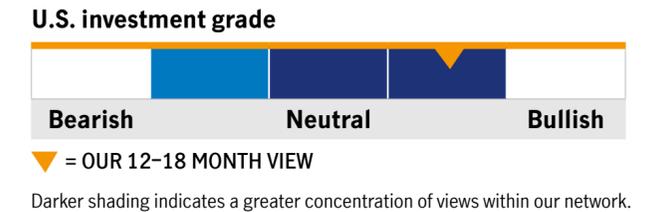


Largest Agg drawdowns

Month ended	Drawdown (%)
11/30/16	-3.28
7/31/03	-3.55
3/31/21	-3.56
8/31/13	-3.67
10/31/08	-3.83
5/31/84	-4.88
9/30/87	-4.90
6/30/94	-5.15
4/30/22	-7.57
2/29/80	-12.74

Source: FactSet, as of 4/30/22. The Bloomberg U.S. Aggregate Bond Index (Agg) tracks the performance of U.S. investment-grade bonds in government, asset-backed, and corporate debt markets. It is not possible to invest directly in an index. Drawdown is a measure of market declines from a peak to a subsequent trough. Month of trough is shown. Past performance does not guarantee future results.

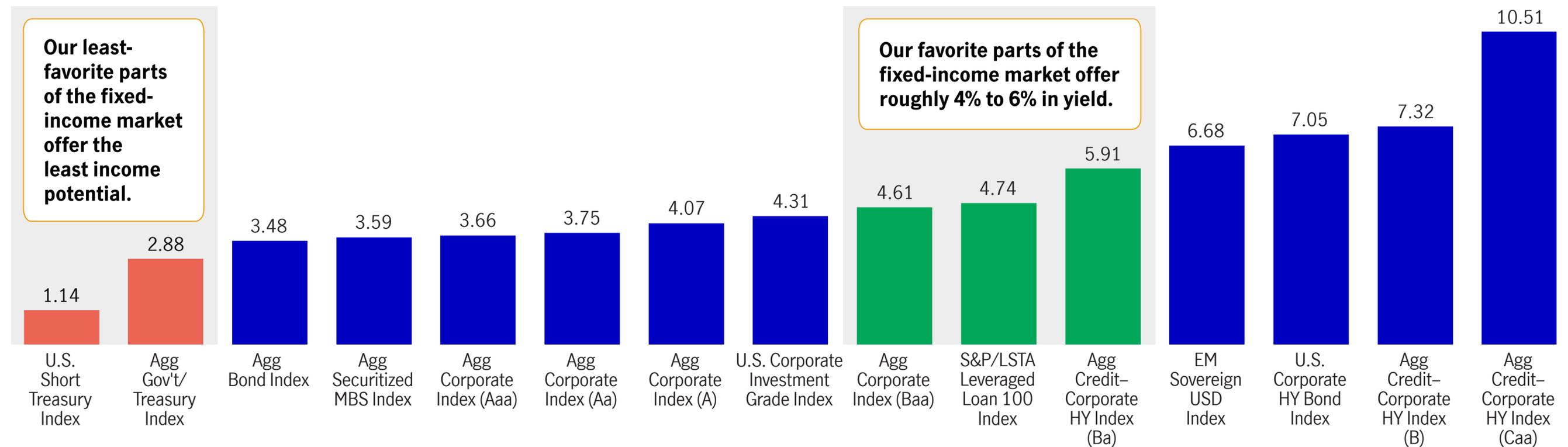
Careful asset class selection in credit may lead to favorable risk/reward trade-offs



“Corporate credit keeps outperforming similar-duration government bonds, and we continue to recommend an overweight stance against a backdrop of improving corporate finances as the economic recovery solidifies.”



Yield to maturity (%)

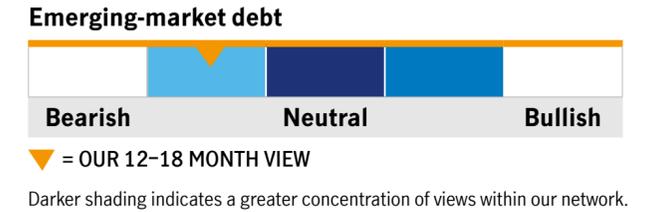


All indexes are Bloomberg except S&P/LSTA Leveraged Loan 100 Index.

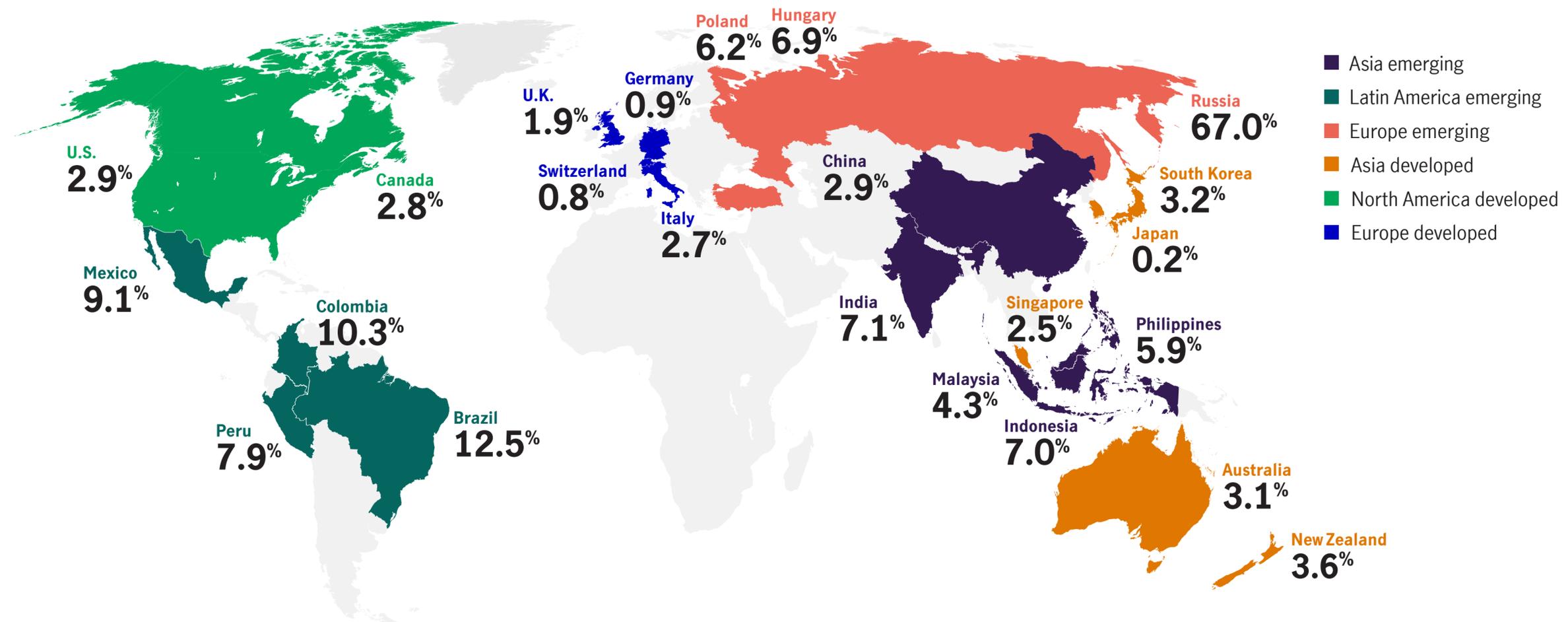
Source: FactSet, Moody's, as of 4/30/22. The U.S. Short Treasury Index tracks the performance of the U.S. Treasury bills, notes, and bonds under one year to maturity. The Aggregate (Agg) Government/Treasury Index tracks public obligations of the U.S. Treasury comprising U.S. Treasury bonds and notes across maturities ranging from one to thirty years. The Agg Bond Index tracks the performance of U.S. investment-grade bonds in government, asset-backed, and corporate debt markets. The Agg Securitized Mortgage-Backed Securities (MBS) Index tracks the performance of investment-grade U.S. securitized MBS. The Agg Corporate Index tracks the performance of the investment-grade, U.S. dollar-denominated, fixed-rate, taxable corporate bond market. The U.S. Corporate Investment Grade Index tracks the investment-grade, fixed-rate, taxable corporate bond market. The Agg Credit-Corporate High Yield (HY) Index is a broad-based benchmark that tracks the HY, U.S. dollar-denominated, fixed-rate, taxable corporate bond market. The S&P/LSTA Leveraged Loan 100 Index tracks the market-weighted performance of the largest U.S. dollar-denominated institutional leveraged loans. The Emerging Markets (EM) Sovereign U.S. Dollar (USD) Index tracks the performance of USD-denominated government bonds from more than 60 emerging markets. The U.S. Corporate HY Bond Index tracks the performance of the USD-denominated, HY, fixed-rate corporate bond market. It is not possible to invest directly in an index. Past performance does not guarantee future results.

While there is extra income potential, EM debt can have greater duration and currency risk

“Currently we are cautious on EM corporate debt. We recommend that investors focus on EM sovereign issuers that provide a significant yield pickup over U.S. bonds with comparable credit ratings and that are less likely to default than their corporate counterparts.”



10-year government bond yields



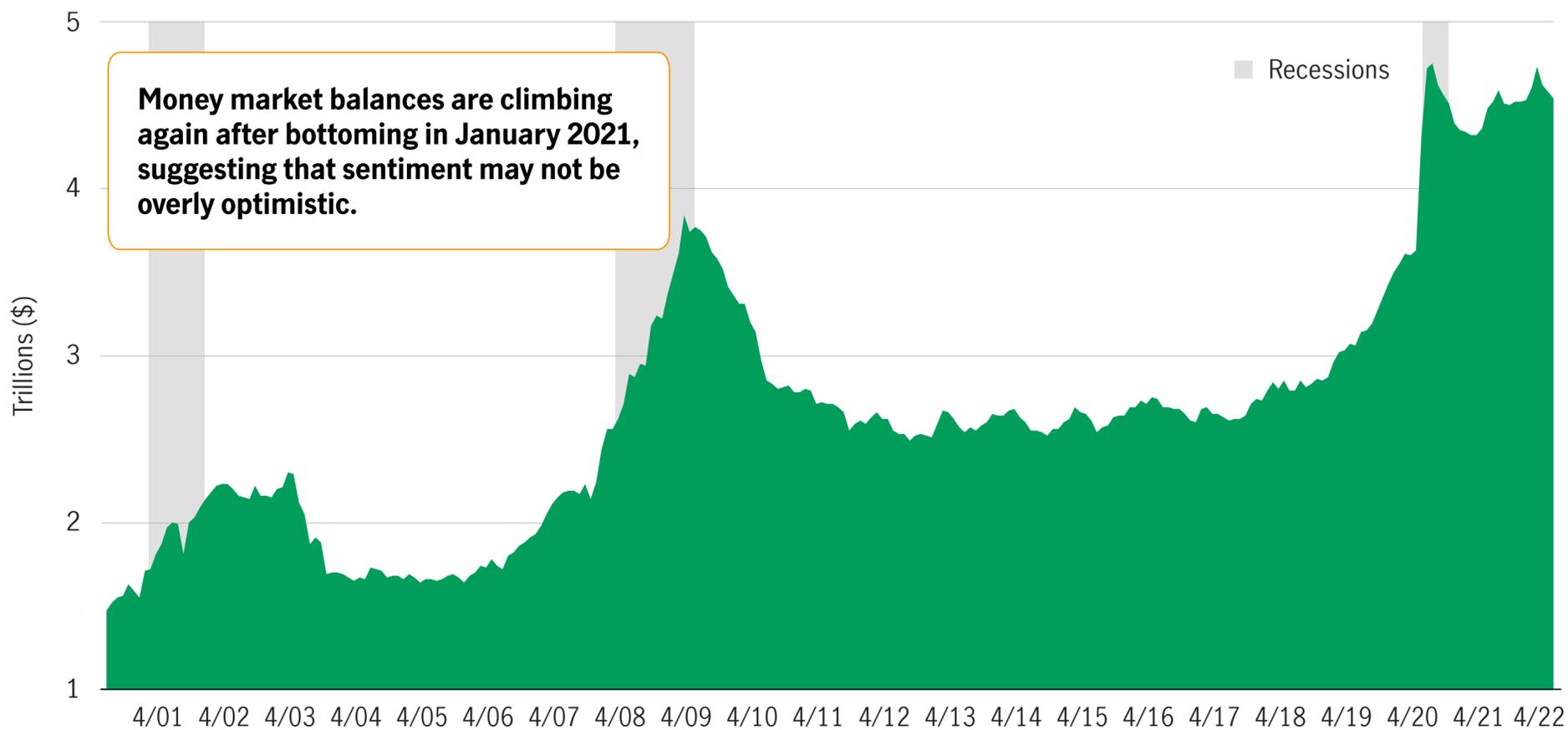
Source: FactSet, as of 4/30/22. Foreign investing, especially in emerging markets, has additional risks, such as currency and market volatility and political and social instability. Past performance does not guarantee future results.

Cash on the sidelines has fallen slightly but is still near an all-time high

“If equity markets stabilize, a balanced portfolio allows for participation in up markets and, if volatility continues, the portfolio’s bond allocation may act as a buffer.”

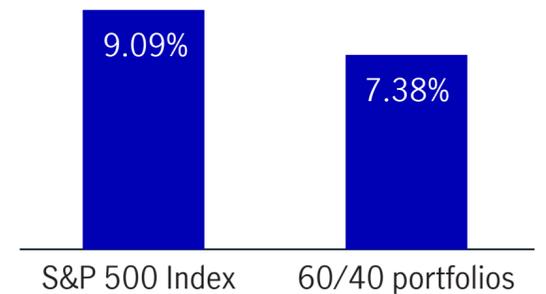
Manulife Investment Management

Money market assets have soared in the pandemic

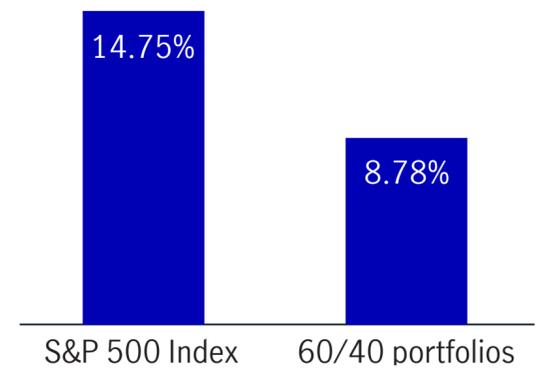


A 60/40 portfolio has provided long-term investors with a similar return to stocks, but with less risk

20-year returns



20-year standard deviation



Source: FactSet, as of 4/30/22. The S&P 500 Index tracks the performance of 500 of the largest publicly traded companies in the United States. It is not possible to invest directly in an index. Standard deviation is a statistical measure of the historic volatility of a portfolio. It measures the fluctuation of a fund’s periodic returns from the mean or average. The larger the deviation, the larger the standard deviation and the higher the risk. Past performance does not guarantee future results.

Our top portfolio ideas to consider now

U.S. quality and value

A combination of value, which offers significant catch-up potential, and quality, which exhibits strong fundamentals, should benefit as midcycle dynamics unfold in the United States.

U.S. mid caps

Mid-cap stocks tend to perform well during periods of higher inflation and may also be helped by a relative overweight in industrials—historically, a powerhouse sector in periods of economic growth.

International cyclical growth

In international equities, we have a preference for growth-oriented sectors with strong earnings potential: technology, consumer discretionary, and industrials.

U.S. corporate credit

Investors may have a better chance to overcome inflation while still managing credit risk in Baa and Ba corporate bonds and bank loans than in short duration securities and U.S. Treasuries.

Diversification does not guarantee a profit or eliminate the risk of a loss.

Our investment strategists

As co-chief investment strategists, Emily and Matt are responsible for developing and delivering timely market and economic insight to financial professionals and institutional investors across the country. Together, they lead the development of John Hancock Investment Management's flagship quarterly market outlook, *Market Intelligence*. In doing so, they combine insight from the firm's global network of asset managers, independent research firms, broker-dealers, and banks with top-down fundamental and macro analysis. They're featured regularly on CNBC and Bloomberg TV and are quoted frequently in the financial press.



Emily R. Roland, CIMA

Co-Chief Investment Strategist

 [@emilyrroland](https://twitter.com/emilyrroland)

Emily has over 20 years of industry experience. She joined the company's investments division in 2004 and has held several positions in product management, competitive intelligence, and market and industry research. Prior to joining John Hancock, she held roles at GMO and the Boston Stock Exchange. Emily earned an M.B.A. from Boston College and a B.B.A. from James Madison University, and she holds the Certified Investment Management Analyst designation.



Matthew D. Miskin, CFA

Co-Chief Investment Strategist

 [@matthew_miskin](https://twitter.com/matthew_miskin)

Matt has over 15 years of industry experience. Prior to joining the company's investments division in 2014, he was a manager due diligence analyst at LPL Financial Research, where he was responsible for manager and asset allocation changes related to the firm's recommended list and discretionary models. Matt earned a B.S. in Finance from Elon University and an M.B.A. from Babson College, and he holds the Chartered Financial Analyst designation.

Views are those of Emily R. Roland, CIMA, and Matthew D. Miskin, CFA, of John Hancock Investment Management Distributors LLC and are subject to change. No forecasts are guaranteed. The commentary is provided for informational purposes only, is subject to change as market and other conditions warrant, and is not an endorsement of any security, mutual fund, sector, or index. Any economic or market performance is historical and is not indicative of future results. Investing involves risks, including the potential loss of principal.

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Asset manager views are compiled throughout the preceding calendar quarter through in-person discussions, reviewed research, and on-site visits. These inputs are complemented by third-party research collected during the calendar quarter. Our views reflect John Hancock Investment Management's proprietary weighting of these inputs.

A bearish reading indicates the potential for an asset to underperform its class or subclass on a risk-adjusted basis. A bullish reading indicates the potential for an asset to outperform its class or subclass on a risk-adjusted basis. A neutral reading indicates the potential for performance in line with the asset's historical averages.

Stocks and bonds can decline due to adverse issuer, market, regulatory, or economic developments; foreign investing, especially in emerging markets, has additional risks, such as currency and market volatility and political and social instability; value stocks may decline in price; growth stocks may be more susceptible to earnings disappointments; the securities of small companies are subject to higher volatility than those of larger, more established companies; and high-yield bonds are subject to additional risks, such as increased risk of default. Fixed-income investments are subject to interest-rate and credit risk; their value will normally decline as interest rates rise or if an issuer is unable or unwilling to make principal or interest payments. Liquidity—the extent to which a security may be sold or a derivative position closed without negatively affecting its market value, if at all—may be impaired by reduced trading volume, heightened volatility, rising interest rates, and other market conditions. Hedging and other strategic transactions may increase volatility and result in losses if not successful. Currency transactions are affected by fluctuations in exchange rates. This material is not intended to be, nor shall it be interpreted or construed as, a recommendation or providing advice, impartial or otherwise. John Hancock Investment Management and its representatives and affiliates may receive compensation derived from the sale of and/or from any investment made in its products and services.

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MIBOOK 5/22



Detour: Developing the Mindset to Navigate Life's Turns

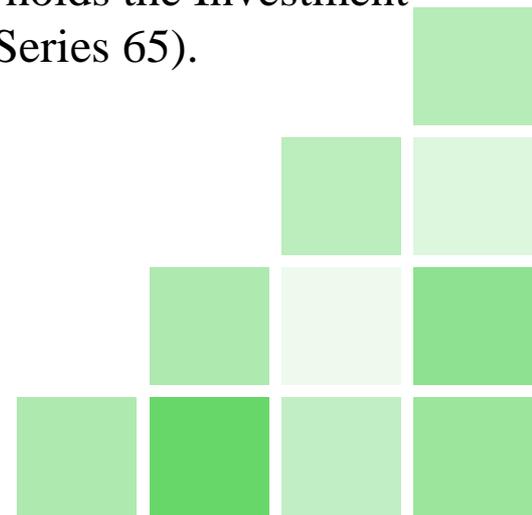
Steve Gilliland

Scott Schwartz, NQPA



Scott Schwartz, NQPA
Senior Relationship Manager
Spectrum Investment Advisors, Inc.

Scott is responsible for assisting plan sponsors with their fiduciary duties by conducting retirement plan investment reviews, plan design discussions, employee educational meetings and one-on-one investment consultation. He has been in the retirement services industry since 1994 and holds the Investment Adviser Representative license (Series 65).



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Retirement Plan Investment Seminar

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<u>Seminar Content</u>	Strongly agree (4)	Agree (3)	Disagree (2)	Strongly disagree (1)	Does not apply
The speaker was clear, effective, and engaging:					
Dave Sargent, CFA	<input type="checkbox"/>				
Emily Roland, CIMA	<input type="checkbox"/>				
Steve Gilliland	<input type="checkbox"/>				
The content was meaningful and relevant to me.	<input type="checkbox"/>				
I would recommend this seminar to a friend or coworker.	<input type="checkbox"/>				
<u>Seminar Experience</u>	Strongly agree (4)	Agree (3)	Disagree (2)	Strongly disagree (1)	Does not apply
I was very satisfied with:					
the location and venue	<input type="checkbox"/>				
the food and refreshments	<input type="checkbox"/>				
the overall experience	<input type="checkbox"/>				

Seminar Comments

What was the highlight of the event?

What was your least favorite aspect of the event?

How do you think this event could have been improved?

Additional Comments:

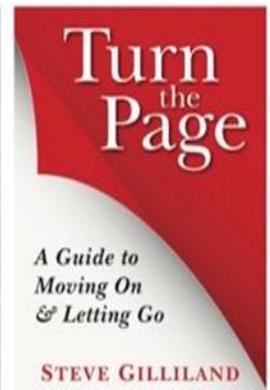
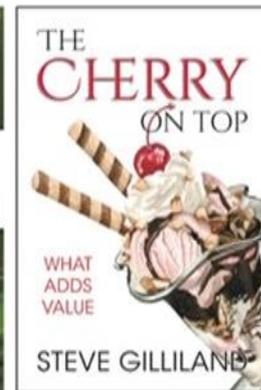
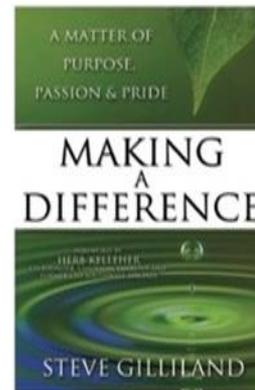
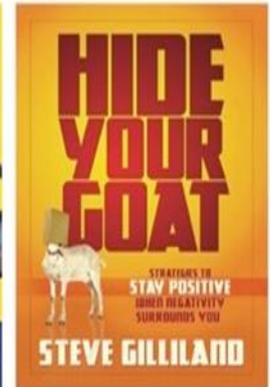
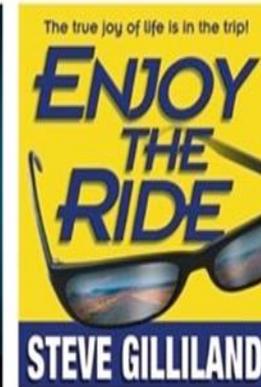
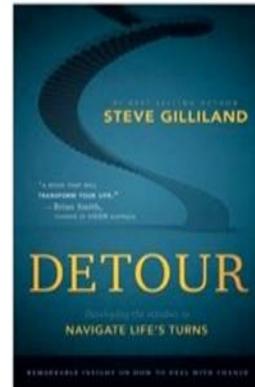
Steve Gilliland



A member of the Speaker Hall of Fame, Steve Gilliland is one of the most in-demand and top-rated speakers in the world. Recognized as a master storyteller and brilliant comedian, he can be heard on SiriusXM Radio's Laugh USA and Blue Collar Radio. With an appeal that transcends barriers of age, culture and occupation— plus an interactive and entertaining style—Steve shows audiences how to open doors to success in their careers, their relationships and their lives. Presenting to over 250,000 people a year, more than two million have now heard him speak, with audiences encompassing over dozen industries. eSpeakers named him one of the Top 10 Motivational Speakers in the world from over 9,000 candidates.

In addition to his speaking career, Steve is a prolific, accomplished author, evidenced by six of his books— Enjoy The Ride, Making a Difference, Hide Your Goat, Detour, The Cherry on Top, and Turn The Page— perennially making the publisher's bestseller list and his being named Author of the Year.

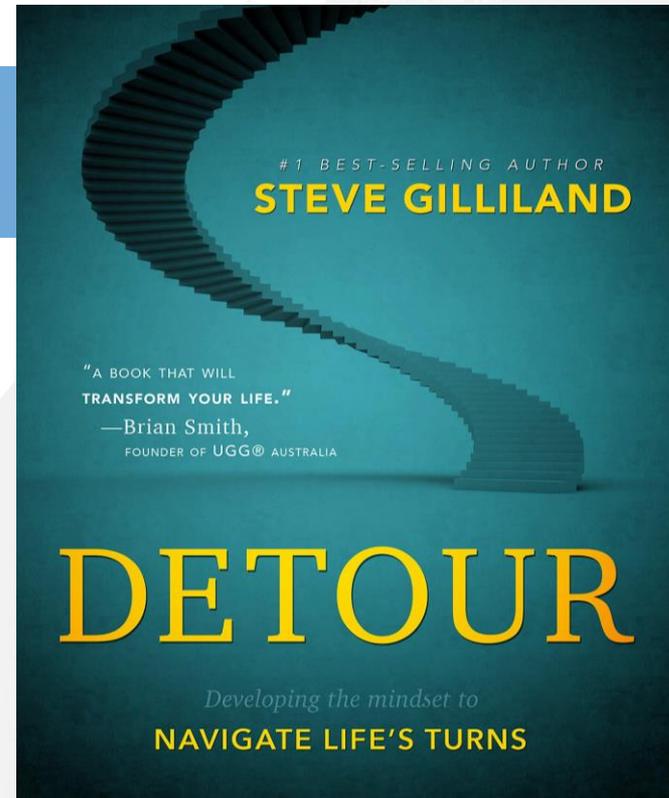
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Retirement Plan Investment Seminar

JUNE 15, 2022



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- Investment scores are intended to help plan sponsors identify suitable products and are not meant to be predictive of future performance.
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- Benchmark Disclosures: Morningstar Category Averages: Morningstar classifies mutual funds into peer groups based on their holdings. The Category Average calculates the average return of mutual funds that fall within the category during the given time period. The following indexes and their definitions provide an approximate description of the type of investments held by mutual funds in each respective Morningstar Category. One cannot invest directly in an index or category average. **10-Year Treasury Note** is a loan to the US government. Its yield is its rate of return and guides other interest rates. **90 day US T-Bill** – The total return of the benchmark 90-day US Treasury Bill. This figure is calculated by Morningstar using the average weekly auction rates for 90-day T-bills during the month. **Stable Value** – Stable value funds are capital preservation investment options available in 401(k) plans and other types of savings plans. They are invested in a high quality, diversified fixed income portfolio that are protected against interest rate volatility by contracts from banks and insurance companies. **Real Estate: DJ US Select REIT Index** – Measures the performance of publicly traded real estate trusts (REITs) and REIT-like securities to serve as proxy for direct real estate investment. **Large Cap Growth: S&P 500 Growth Index** – Measures the performance of growth stocks drawn from the S&P 500 index by dividing it into growth and value segments by using three factors: sales growth, the ratio of earnings change to price and momentum. **Intermediate-Term Bonds: Bloomberg Barclays US Agg Bond Index** – Measures the performance of investment grade, US dollar-denominated, fixed-rate taxable bond market, including Treasuries, government-related and corporate securities, MBS, ABS and CMBS. **Large Cap Blend: S&P 500 Index** – A market capitalization-weighted index composed of the 500 most widely held stocks whose assets and/or revenue are based in the US.
- Large Cap Value: S&P 500 Value Index** – Measures the performance of value stocks of the S&P 500 index by dividing into growth and value segments by using three factors: sales growth, the ratio of earnings change to price and momentum. **Mid Cap Value/Mid Cap Growth: S&P MidCap 400 Index** - A market cap weighted index that covers the complete market cap of the S&P 400 Index. All S&P 400 index stocks are represented in both and/or each Growth and Value index. **Mid Cap Blend: S&P MidCap 400 Index** – Measures the performance of mid-sized US companies, reflecting the distinctive risk and return characteristics of this market segment. **Small Cap Blend: Russell 2000 Index** – Measures the performance of the small-cap segment of the US equity universe. It includes approximately 2000 of the smallest securities based on a combination of their market cap and current index membership. **Small Cap Value: Russell 2000 Value Index** – Measures the performance of small-cap value segment of Russell 2000 companies with lower price-to-book ratios and lower forecasted growth values. **Small Cap Growth: Russell 2000 Growth Index** – Measures the performance of small-cap growth segment of Russell 2000 companies with higher price-to-value ratios and higher forecasted growth values. **S&P 1500 Composite Index** – Combines three leading indices, the S&P 500, the S&P MidCap 400 and the S&P SmallCap 600 to cover approximately 90% of the US market capitalization. **Foreign Large Cap Blend (International): MSCI EAFE NR Index** – This Europe, Australasia, and Far East index is a market-capitalization-weighted index of 21 non-US, developed country indexes. **Health: S&P 1500 Health Care Index** – Measures the performance of health care (sector) segment of US equity securities. It comprises those companies included in the S&P Composite 1500 that are classified as members of the Global Industry Classification Standard (GICS) Health Care (sector). **Natural Resources: S&P North American Natural Resources Index** – Measures the performance of US traded securities classified by the Global Industry Classification Standard (GICS) as energy and materials excluding the chemicals industry and steel but including energy companies, forestry services, producers of pulp and paper and plantations. **Equity Precious Metals: FTSE Gold Mines Index** – Measures the performance of the worldwide market in the shares of companies whose principal activity is the mining of gold.
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- Investing in mutual funds involves risk, including the possible loss of principal.
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Important Disclosures

- Spectrum was named a 2022 Best Places to work for Financial Advisers by InvestmentNews. To qualify, a firm must have at least 15 employees and have been in business for one year. There is no charge to register. Winners are selected, in partnership with Best Companies Group, from a two-part survey completed by employers and employees. Scores from the employee survey represent three-quarters of the weight of final rankings.
- Spectrum was named a winner by the National Association for Business Resources for the 2021 Milwaukee's Best and Brightest Companies to Work For®. Spectrum is one of 47 winners. An independent research firm evaluates each company's entry based on key measures in various categories.
- Spectrum Investment Advisors was named a winner for the Milwaukee Business Journal's 2019 Fastest Growing Firms. To be selected, a company must have revenue between \$3 million and \$500 million and have recorded a profit for the past three years. The 26 firms with the highest percentage of growth from 2016 to 2018 were selected as winners. Accounting firm CliftonLarsonAllen LLP, was used in the verification process.
- Spectrum was selected as a winner for 2019 OED Business of the Year in the medium category. Winners were selected by the Business Development Committee, made up of business and government leaders throughout Ozaukee County, at Ozaukee Economic Development (OED). The program recognizes companies that have seen significant business and job growth over the past five years and are strong community partners.
- Spectrum was listed among 607 Registered Investment Advisors on Financial Advisor Magazine's 2021 RIA Survey and Ranking. To be eligible for the ranking, firms must be independent registered investment advisors, file their own ADV statement with the SEC, and provide financial planning and related services to individual clients.
- Spectrum was given honorable mention for the MMAC's 2021 Focus on the Future Awards in the Talent category. The program honors businesses for their contributions to the Milwaukee region's economy. To apply, businesses and organizations must write a 250-word essay describing its success in the category of their choice.
- Spectrum Investment Advisors was named a winner in the micro category for the Milwaukee Business Journal's 2020 Best Places to Work. Eligible firms are located in the Milwaukee area and have 10 or more full time employees. Of the Business Journal's 180 firm nominations, 63 winners were selected in five categories. Participating firms had a large percentage of employees complete an online survey created and scored by the Business Journal's program partner, Quantum Workplace. Winners were chosen based on highest scores in areas such as: personal engagement, communication and resources, teamwork, retention, alignment with goals, trust with co-workers and senior leaders, manager effectiveness and job satisfaction.
- Spectrum was named to PLANADVISER's 2018 Top 100 Retirement Plan Advisers List. The list is compiled from responses to the PLANADVISER Retirement Plan Adviser Survey. The list is drawn solely from a set of quantitative variables and information in the survey supplied by the advisers themselves. For an adviser to be eligible for recognition in the Top 100, he or she had to submit a completed entry to the annual Retirement Plan Adviser Survey. A sub-segment of the questions was used to determine eligibility for the Top 100. Respondents are allocated into a category in which they are evaluated—these categories are defined by the number of advisers, plus support staff, in the practice. Spectrum is one of 29 advisers in the Large Teams category. A large team is a practice with 11-35 advisers and support staff, at least 150 plans, or at least \$3.5 billion in AUA.
- Spectrum was named a 2021 Top DC Advisor Team by the National Association of Plan Advisors (NAPA), which is a compilation of leading individual advisor teams, ranked by self-reported defined contribution assets under advisement. The 2021 list is made up of 332 teams with more than \$100 million in DC assets under advisement. NAPA was created by and for retirement plan advisors and is the only advocacy group exclusively focused on the issues that matter to retirement plan advisors.
- Spectrum was named a Best Place to Work in Money Management for 2021 by Pensions & Investments (P&I). The 7th survey and recognition program is dedicated to identifying and recognizing the best employers in the money management industry. P&I partnered with Best Companies Group to conduct a two-part survey process of employers and their employees. To be eligible for consideration, companies must be a for-profit or not-for-profit business or public agency, have a facility in the US, have a minimum of 20 full and/or part-time employees working in the US, be in business a minimum of 1 year and have at least \$100 million of discretionary AUM.
- Spectrum Investment Advisors has been chosen as a finalist for 401(k) Specialist's 2017 Top Advisors by Participant Outcomes (TAPO) for the month of July. 401(k) Specialist magazine and website are specifically focused on providing retirement plan advisors with the information needed to assist the retirement plan sponsors and participants they serve. The 401(k) Specialists Top Advisors by Participant Outcomes finalists are selected monthly out of the advisors who chose to respond to the survey. An independent panel of industry experts is then convened annually to select the one overall winner from the monthly finalists. The rating is not indicative of the advisors' future performance.
- Registration with the SEC does not imply a certain level of skill or training.
- AIF®, Accredited Investment Fiduciary, certifies that the recipient has specialized knowledge of fiduciary standards of care and their application to the investment management process.
- CFA®, Chartered Financial Analyst, designation is globally recognized and attests to a charterholder's success in a rigorous and comprehensive study program in the field of investment management and research analysis.
- CFP®, CERTIFIED FINANCIAL PLANNER™, administered by CFP Board, identifies to the public those individuals who have met rigorous professional standards and have agreed to adhere to the principles of integrity, objectivity, competence, fairness, confidentiality, professionalism and diligence when dealing with clients.
- CEBS, Certified Employee Benefit Specialist, certifies that the recipient has a comprehensive understanding of compensation and employee benefit principles and concepts.
- CPFA, Certified Plan Fiduciary Advisor, certifies that the recipient has the expertise required to act as a plan fiduciary or help plan fiduciaries manage their roles and responsibilities.
- CPA, Certified Public Accountant, a designation given by the American Institute of CPAs
- CRC®, Certified Retirement Counselor®, a professional development program accredited by the National Commission for Certifying Agencies that enables financial professionals to address the challenges facing today's retirees.
- GFS®, Global Financial Steward, the financial service industry's first leadership and stewardship designation. Designees undergo training in a new body of research called LeaderMetrics®, which is a framework that is used to evaluate the effectiveness of a decision-maker who is serving in a critical leadership role.
- QPA, Qualified Pension Administrator, a credential created by the American Society of Pension Professionals and Actuaries (ASPPA) to recognize professionals who are qualified to perform the technical and administrative functions of qualified plan administration.
- QKA, Qualified 401(k) Administrator, a credential offered for retirement plan professionals who work primarily with 401(k) plans.
- CPFC®, The Certified Personal Finance Counselor® provides professional development and training for those working with consumers in a one-on-one setting. Certification ensures that individuals have been trained and tested in counseling skills and the fundamentals of personal finance management.
- NQPA, Nonqualified Plan Advisor, a credential offered by the National Association of Plan Advisors certifying proficiency in Nonqualified plans.
- Series 65 certification is achieved by passing the North American Securities Administrators Association Series 65 exam, which qualifies candidates to be investment adviser representatives.
- An officer of Spectrum Investment Advisors, Inc. is a member of Retirement Advisor Council (RAC). This advertisement is not an endorsement by RAC of the products or services offered by Spectrum Investment Advisors, Inc. The Retirement Advisor Council advocates for successful qualified plan and participant retirement outcomes through the collaborative efforts of experienced, qualified retirement plan advisors, investment firms and asset managers, and defined contribution plan service providers.
- The WICPA, Wisconsin Institute of Certified Public Accountants, is the premier professional organization for Wisconsin CPAs, with nearly 8,000 members working in public accounting, industry, government, nonprofit and education.
- The WICPA is not affiliated with Spectrum Investment Advisors, Inc. and this presentation is not an endorsement by WICPA of the products or services offered by Spectrum Investment Advisors.
- Past performance is no guarantee of future results. Returns shown for periods longer than one year are annualized.
- Morningstar®, a leading provider of independent investment research in North America, Europe, Australia & Asia.
- ASPPA, the American Society of Pension Professionals & Actuaries, is a national organization for career retirement plan professionals. The membership consists of the many disciplines supporting retirement income management and benefits policy.
- planadviser and PLANSPONSOR magazines are the trusted information and solutions resource for America's retirement benefits decision makers.
- Spectrum has the ability to be an ERISA 3(21) Investment Advisor and 3(38) Investment Manager. A 3(21) Investment Advisor provides counsel and guidance, including one-on-one investment advice, but does not have discretionary authority and control to make investment decisions including the selection, monitoring and replacement of plan investment options.
- Spectrum may be compensated based on the assets in 401(k) plans, which Spectrum advises upon and, as such, may have a financial incentive to recommend employees' rollover their assets into those plans.



Spectrum Investor® Relative Risk and Performance (SIRRP) Score®

Investors have a challenging task of prudently selecting and monitoring the investment options made available to them. By utilizing a systematic process that provides investment fiduciaries with the tools they need to select, evaluate, and monitor funds in a prudent manner, the Spectrum Investor® Relative Risk and Performance (SIRRP) Score® can help make this task easier.

The SIRRP Score® is Spectrum Investment Advisors, Inc. proprietary mutual fund scoring system that is based on various quantitative measurements of a fund's risk and performance, while also including qualitative factors such as manager tenure and expenses. Using time-tested statistical theory, the system ranks each component relative to that of other funds in the same category. Collectively, the components are weighted and combined together to make a single scalable score representative of the fund's overall relative quality.

Investment Selection and Monitoring Simplified

A fiduciary's task of fund selection and monitoring is simplified by looking at the SIRRP Score® for each investment to help determine the quality of that investment relative to its category, and to the alternate fund options. The SIRRP Score® weighs risk more heavily to show the importance of volatility in long-term investing. In combination with the Morningstar® percentile rankings that Spectrum Investment Advisors Inc. has been using, which are solely performance based, the SIRRP Score® is a valuable complement to the Spectrum Investor® process.

While the advantage of the SIRRP Score® is that it is simple and easy to understand, the methodology that goes into arriving at the SIRRP Score® is built on complex investment principles, which help achieve fiduciary objectives. Below is a detailed explanation of how the SIRRP Score® works. By using long-term (10-year) measures and also weighting them more heavily than short-term measures, it is able to better focus on the fund's performance through multiple market cycles and helps prevent investors from making decisions based on short-term anomalies or results.

SIRRP Score® Methodology

The SIRRP Score® weighs risk at 50%, performance at 30% and qualitative factors at 20%. Each qualitative component is ranked on a 100-point scale using the arithmetic mean as the midpoint of all the funds in its Morningstar® Category. The best performing funds will be near one and the worst performing funds will be near 100. Scores of 30 or below are very suitable; 30-60 are acceptable and 60 or over are placed onto the watch list. All of the components are then weighted accordingly and summed together. This final number is ranked against all the funds in its Morningstar® Category and the percentile rank is the fund's SIRRP Score®.

All of the components (with exception to Management Tenure and Net Expense Ratio) are defined by three, five, and ten-year statistics. The SIRRP Score® places more weight on long-term results than short-term results. It weights three-year statistics at 30%, five-year at 30%, and ten-year at 40%. Funds with less than three-year track records are not included in the category. Funds that do not have a five- or ten-year track record are adjusted to account for the impact of short-term anomalies by reducing its weighted score.

Please refer to the chart below for the full depiction of the components and the SIRRP Score® methodology. Glossary definitions follow the description chart.

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Spectrum Investor® Relative Risk and Performance (SIRRP) Score®

Glossary of Terms

Risk Factors

Standard Deviation is a statistical measure of the volatility of the fund's return.

Beta is a measure of a fund's sensitivity to market movements. A portfolio with a beta greater than 1 is more volatile than the market, and a portfolio with a beta of less than 1 is less volatile than the market.

Up-Less-Down Capture: The Up Capture reflects how the investment has historically performed relative to the benchmark index in an Up market. Similarly, the Down Capture statistic measures the investments historical relative performance in Down Markets. The score measures Up Capture relative to Down Capture, giving a favorable score if Up Capture is greater than Down Capture.

Performance

Total Return reflects performance without adjusting for sales charges or the effects of taxation, but is adjusted to reflect all actual ongoing fund expenses and assumes reinvestment of dividends and capital gains.

Qualitative Factors

Information Ratio measures a portfolio manager's ability to generate excess returns to a benchmark.

R-Squared reflects the percentage of a fund's movements that is explained by movements in its benchmark index, showing the degree of correlation between the fund and the benchmark. This figure is also helpful in assessing how likely it is that alpha and beta are statistically significant.

Alpha measures the difference between a fund's actual returns and its expected performance, given its level of risk (as measured by beta). Alpha is often seen as a measure of the value added or subtracted by a portfolio manager.

Manager Tenure is the length of time the lead manager or management team has been managing the fund.

Net Expense Ratio (prospectus net expense ratio) reflects actual expenses paid by the fund as well as any voluntary waivers, reductions from brokerage service arrangements and any other expense offset arrangements.