

Investment Performance Review
Period Ending January 31, 2022

Employees' Retirement System of the City of Norfolk





Equities	Index Returns (%)					
	Month	3 M	YTD	1 Year	3 Yr Ann	5 Yr Ann
S&P 500 Total Return	(5.17)	(1.61)	(5.17)	23.29	20.71	16.78
Russell Midcap Index	(7.37)	(6.94)	(7.37)	13.85	16.15	12.81
Russell 2000 Index	(9.63)	(11.46)	(9.63)	(1.21)	11.99	9.69
Russell 1000 Growth Index	(8.58)	(6.08)	(8.58)	17.52	26.44	22.28
Russell 1000 Value Index	(2.33)	0.17	(2.33)	23.37	13.84	10.48
Russell 3000 Index	(5.88)	(3.67)	(5.88)	18.80	19.93	16.11
MSCI EAFE NR	(4.83)	(4.62)	(4.83)	7.03	9.34	7.85
MSCI EM NR	(1.89)	(4.13)	(1.89)	(7.23)	7.19	8.30

Fixed Income	Index Returns (%)					
	Month	3 M	YTD	1 Year	Mod. Adj. Duration	Yield to Worst
U.S. Aggregate	(2.15)	(2.12)	(2.15)	(2.97)	6.57	2.11
U.S. Corporate Investment Grade	(3.37)	(3.38)	(3.37)	(3.13)	8.42	2.78
U.S. Corporate High Yield	(2.73)	(1.87)	(2.73)	2.06	4.05	5.27
Global Aggregate	(2.05)	(2.47)	(2.05)	(5.83)	7.40	1.55

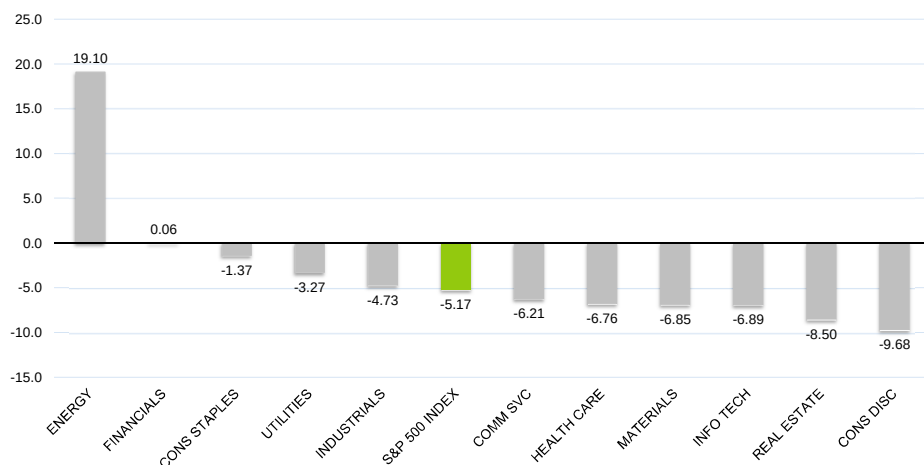
Key Rates	Levels (%)				
	01/31/22	12/31/21	12/31/20	12/31/19	12/31/18
US Generic Govt 3 Mth	0.18	0.03	0.06	1.54	2.35
US Generic Govt 2 Yr	1.18	0.73	0.12	1.57	2.49
US Generic Govt 10 Yr	1.78	1.51	0.91	1.92	2.68
US Generic Govt 30 Yr	2.11	1.90	1.64	2.39	3.01
ICE LIBOR USD 3M	0.31	0.21	0.24	1.91	2.81
Euribor 3 Month ACT/360	(0.55)	(0.57)	(0.55)	(0.38)	(0.31)
Bankrate 30Y Mortgage Rates Na	3.78	3.27	2.87	3.86	4.51
Prime	3.25	3.25	3.25	4.75	5.50

Russell Indices Style Returns *						
YTD			2021			
V	B	G		V	B	G
-2.3	-5.6	-8.6	L	25.1	26.4	27.6
-4.3	-7.4	-12.9	M	28.3	22.6	12.7
-5.8	-9.6	-13.4	S	28.2	14.8	2.8

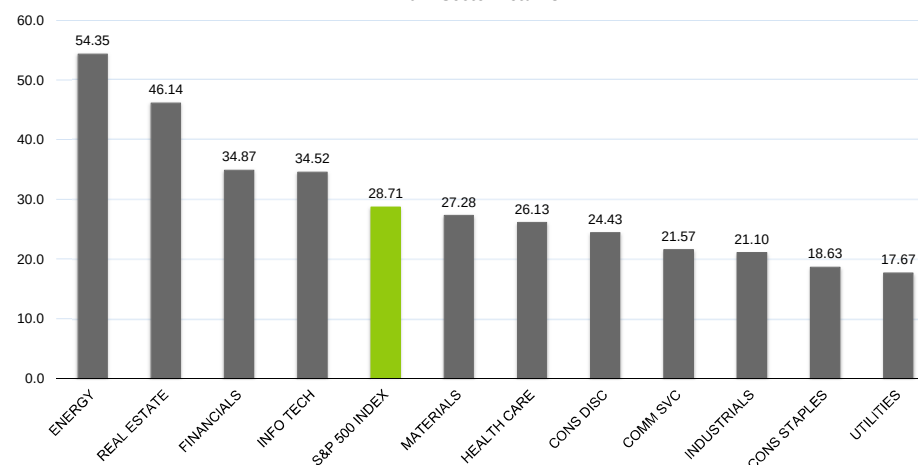
Currencies	Levels		
	01/31/22	12/31/21	12/31/20
Euro Spot	1.12	1.14	1.22
British Pound Spot	1.34	1.35	1.37
Japanese Yen Spot	115.11	115.08	103.25
Swiss Franc Spot	0.93	0.91	0.89

Commodities	Levels		
	01/31/22	12/31/21	12/31/20
Oil	88.15	74.88	47.15
Gasoline	3.38	3.29	2.25
Natural Gas	4.87	3.56	2.79
Gold	1,796.40	1,831.00	1,187.30
Silver	22.39	23.35	16.50
Copper	432.45	446.35	352.05
Corn	626.00	593.25	440.25
BBG Commodity TR Idx	230.40	211.80	166.63

YTD Sector Returns



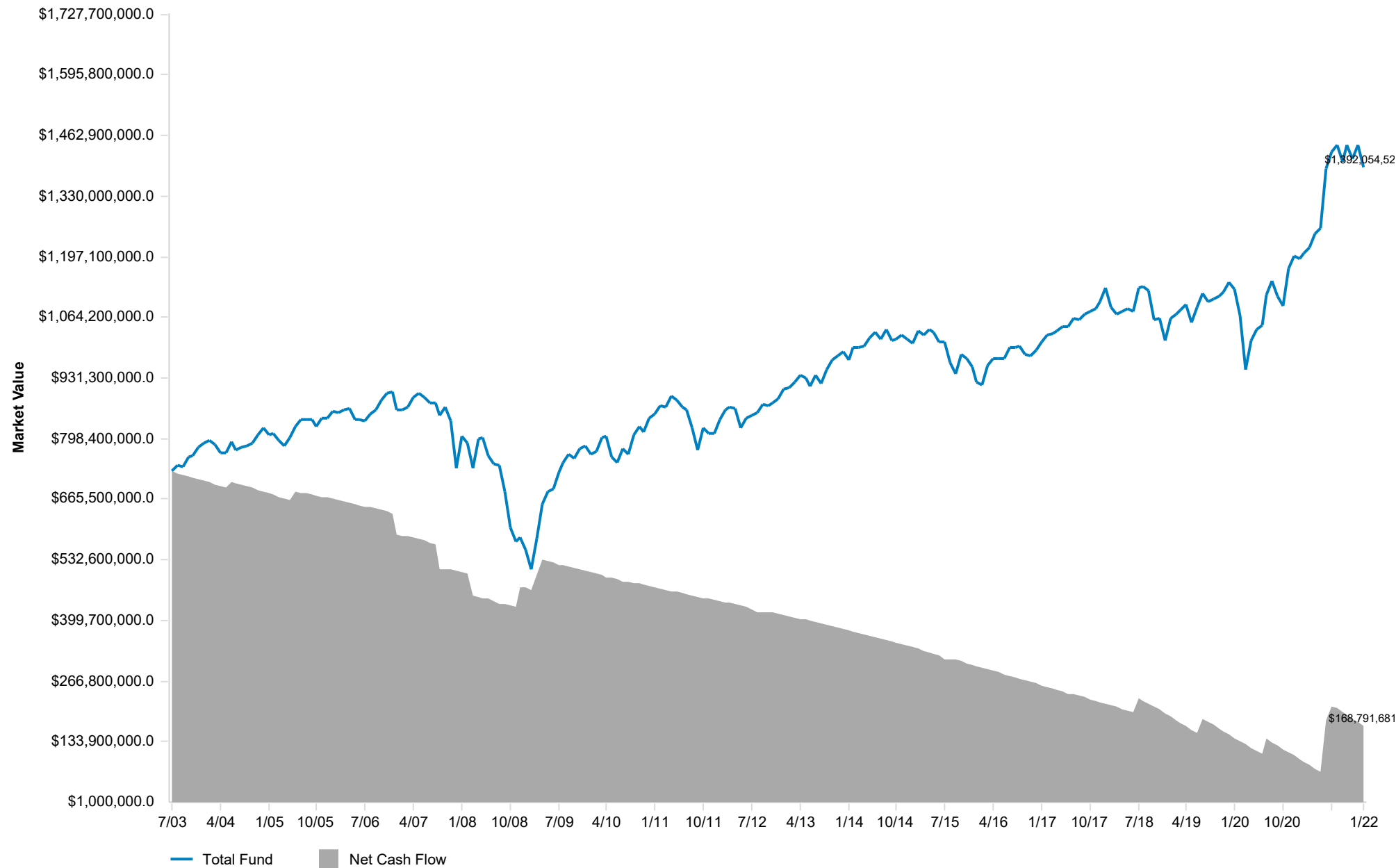
2021 Sector Returns



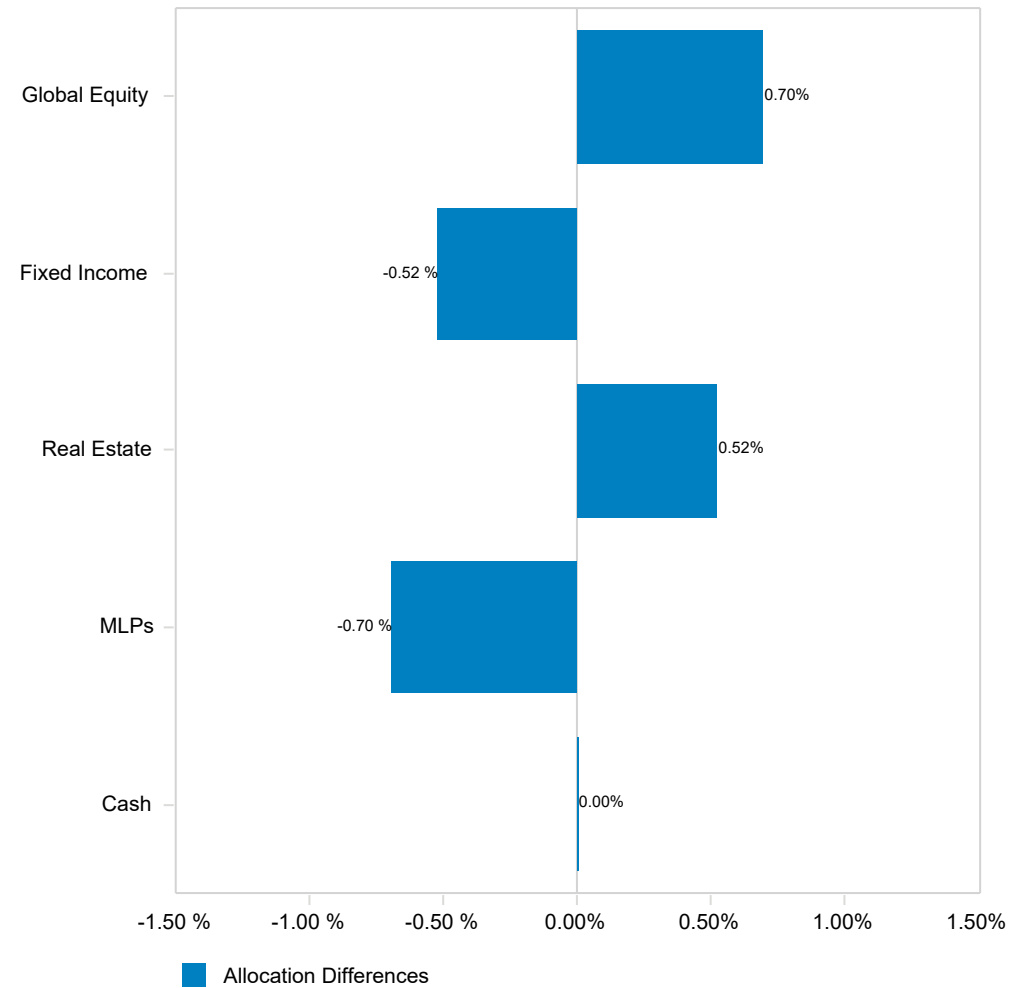
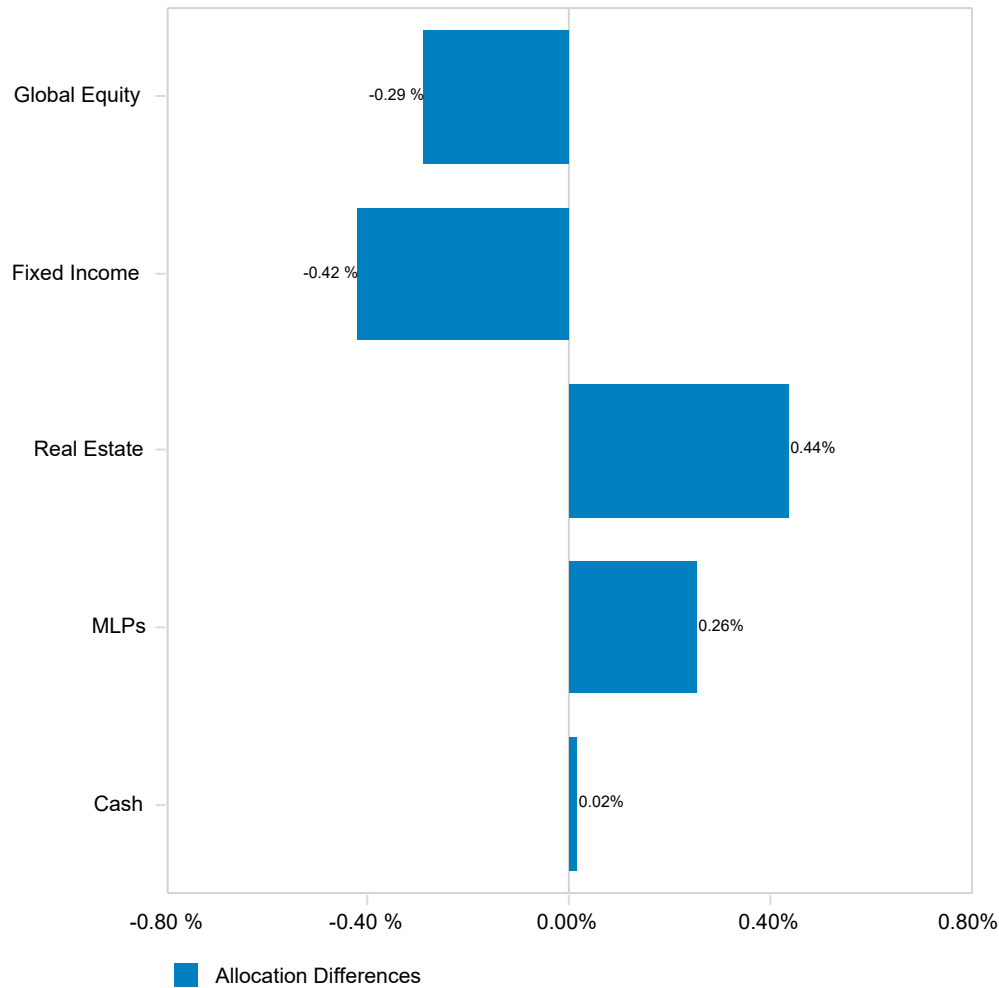
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*Heat maps are displayed utilizing a 9-color scale, with green as the highest return for the time period noted and red as the lowest return for the time period noted. Color scales within each time period are mutually exclusive.

Schedule of Investable Assets



Employees' Retirement System of the City of Norfolk
Asset Allocation vs. Target Allocation
As of January 31, 2022



January 31, 2022				December 31, 2021			
	Market Value \$	Allocation (%)	Target (%)		Market Value \$	Allocation (%)	Target (%)
Global Equity	761,589,464	54.7	55.0	Global Equity	802,843,392	55.7	55.0
Fixed Income	411,728,005	29.6	30.0	Fixed Income	424,934,237	29.5	30.0
Real Estate	110,525,973	7.9	7.5	Real Estate	115,605,758	8.0	7.5
MLPs	107,976,681	7.8	7.5	MLPs	98,085,692	6.8	7.5
Cash	234,397	0.0	0.0	Cash	4,899	0.0	0.0
Total Fund	1,392,054,521	100.0	100.0	Total Fund	1,441,473,978	100.0	100.0



Employees' Retirement System of the City of Norfolk

Asset Allocation & Performance - (net of fees)

As of January 31, 2022

Asset Allocation & Performance													
	Allocation		Performance(%)										
	Market Value \$	%	1 Month	3 Month	FYTD	1 Year	2 YR	3 Year	5 Year	7 Year	10 Year	Since Inception	Inception Date
Total Fund	1,392,054,521	100.0	-2.91	-2.02	0.85	10.54	10.46	10.54	8.69	7.44	8.23	8.20	Oct-1990
Total Fund Policy (62.5% ACWI/37.5% Agg)			-4.05	-3.30	-1.03	6.45	9.89	11.04	9.07	7.53	8.00	8.29	
Excess Return			1.14	1.28	1.88	4.09	0.57	-0.50	-0.38	-0.09	0.23	-0.09	
Total Fund Strategy Index			-2.67	-1.76	0.73	10.67	11.13	11.04	8.78	7.42	8.01	8.30	
Excess Return			-0.24	-0.26	0.12	-0.13	-0.67	-0.50	-0.09	0.02	0.22	-0.10	
Composite Returns													
Global Equity	761,589,464	54.7	-5.14	-3.98	-0.36	12.94	15.56	15.62	12.82	10.76	11.49	9.48	Oct-1990
Global Equity Policy			-5.19	-4.07	-0.52	12.29	14.91	15.04	12.31	10.28	11.11	9.70	
Excess Return			0.05	0.09	0.16	0.65	0.65	0.58	0.51	0.48	0.38	-0.22	
Fixed Income	411,728,005	29.6	-2.05	-1.99	-1.87	-2.83	1.27	3.82	3.33	2.62	2.89	5.72	Oct-1990
Blmbg. U.S. Aggregate Index			-2.15	-2.12	-2.09	-2.97	0.80	3.67	3.08	2.38	2.58	5.65	
Excess Return			0.10	0.13	0.22	0.14	0.47	0.15	0.25	0.24	0.31	0.07	
Real Estate	110,525,973	7.9	-1.58	4.64	11.30	15.64	6.51	4.41	5.13	6.44	7.74	8.21	Apr-2011
NCREIF Fund Index-ODCE (VW) (Net)			0.00	7.66	14.56	21.02	10.20	8.23	7.74	8.61	9.43	9.71	
Excess Return			-1.58	-3.02	-3.26	-5.38	-3.69	-3.82	-2.61	-2.17	-1.69	-1.50	
MLPs	107,976,681	7.8	10.08	6.31	11.04	46.75	8.99	2.89	-0.14	-1.81	-	1.88	Mar-2013
Alerian MLP Index			11.07	6.38	5.31	47.09	8.45	1.65	-1.58	-3.19	-	-1.07	
Excess Return			-0.99	-0.07	5.73	-0.34	0.54	1.24	1.44	1.38	-	2.95	
Cash	234,397	0.0											



Employees' Retirement System of the City of Norfolk
Asset Allocation & Performance - (net of fees)
As of January 31, 2022

Asset Allocation & Performance													
	Allocation		Performance(%)										
	Market Value \$	%	1 Month	3 Month	FYTD	1 Year	2 YR	3 Year	5 Year	7 Year	10 Year	Since Inception	Inception Date
Global Equity													
SSgA MSCI ACWI IMI Index Fund	761,589,464	54.7	-5.14	-3.98	-0.36	12.68	15.43	15.53	12.77	-	-	12.79	May-2016
MSCI AC World IMI (Net)			-5.19	-4.07	-0.52	12.29	14.91	15.04	12.31	-	-	12.33	
Excess Return			0.05	0.09	0.16	0.39	0.52	0.49	0.46	-	-	0.46	
Fixed Income													
PIMCO Total Return	204,065,662	14.7	-1.97	-1.88	-1.66	-2.71	1.65	3.94	3.55	2.84	3.30	6.05	Jan-1991
Blmbg. U.S. Aggregate Index			-2.15	-2.12	-2.09	-2.97	0.80	3.67	3.08	2.38	2.58	5.53	
Excess Return			0.18	0.24	0.43	0.26	0.85	0.27	0.47	0.46	0.72	0.52	
SSgA Bond Market Index	207,662,343	14.9	-2.13	-2.11	-2.09	-2.94	0.84	3.70	3.10	2.39	2.60	3.59	Jan-2009
Blmbg. U.S. Aggregate Index			-2.15	-2.12	-2.09	-2.97	0.80	3.67	3.08	2.38	2.58	3.58	
Excess Return			0.02	0.01	0.00	0.03	0.04	0.03	0.02	0.01	0.02	0.01	
Real Estate													
JP Morgan Asset Management Strategic Property Fund	52,594,016	3.8	0.96	7.83	15.96	20.65	10.27	7.97	7.44	8.30	9.41	9.79	Apr-2011
NCREIF Fund Index-ODCE (VW) (Net)			0.00	7.66	14.56	21.02	10.20	8.23	7.74	8.61	9.43	9.71	
Excess Return			0.96	0.17	1.40	-0.37	0.07	-0.26	-0.30	-0.31	-0.02	0.08	
UBS Trumbull Property Fund	32,229,907	2.3	0.00	4.82	11.09	15.23	4.71	2.09	3.53	5.01	6.32	6.27	Jan-2012
NCREIF Fund Index-ODCE (VW) (Net)			0.00	7.66	14.56	21.02	10.20	8.23	7.74	8.61	9.43	9.35	
Excess Return			0.00	-2.84	-3.47	-5.79	-5.49	-6.14	-4.21	-3.60	-3.11	-3.08	
Vanguard Real Estate Index (VGSNX)	25,702,050	1.8	-8.18	-1.42	6.26	-	-	-	-	-	-	6.26	Jul-2021
Vanguard Spliced REIT Index			-8.17	-1.42	6.29	-	-	-	-	-	-	6.29	
Excess Return			-0.01	0.00	-0.03	-	-	-	-	-	-	-0.03	
MLPs													
Harvest MLP	54,543,606	3.9	10.04	6.71	12.67	49.20	11.39	5.05	1.00	-1.20	-	2.44	Mar-2013
Alerian MLP Index			11.07	6.38	5.31	47.09	8.45	1.65	-1.58	-3.19	-	-1.07	
Excess Return			-1.03	0.33	7.36	2.11	2.94	3.40	2.58	1.99	-	3.51	
Tortoise Capital Advisors	53,433,075	3.8	10.13	5.82	9.10	44.96	6.78	0.89	-1.20	-2.40	-	0.78	Apr-2013
Alerian MLP Index			11.07	6.38	5.31	47.09	8.45	1.65	-1.58	-3.19	-	-1.66	
Excess Return			-0.94	-0.56	3.79	-2.13	-1.67	-0.76	0.38	0.79	-	2.44	



Employees' Retirement System of the City of Norfolk

Financial Reconciliation

1 Month Ending January 31, 2022

Financial Reconciliation								
	Market Value 01/01/2022	Net Transfers	Contributions	Distributions	Management Fees	Income	Apprec./ Deprec.	Market Value 01/31/2022
Total Fund	1,441,473,978	-	-	-7,600,000	-119,686	1,398,831	-43,098,602	1,392,054,521
Global Equity	802,843,392	-	-	-	-	-	-41,253,928	761,589,464
SSgA MSCI ACWI IMI Index Fund	802,843,392	-	-	-	-	-	-41,253,928	761,589,464
Fixed Income	424,934,237	-4,530,000	-	-	-	412,702	-9,088,933	411,728,005
PIMCO Total Return	212,759,090	-4,530,000	-	-	-	412,702	-4,576,130	204,065,662
SSgA Bond Market Index	212,175,147	-	-	-	-	-	-4,512,804	207,662,343
Real Estate	115,605,758	-3,289,284	-	-	-119,686	366,462	-2,037,277	110,525,973
JP Morgan Asset Management Strategic Property Fund	52,095,003	-5	-	-	-119,686	148,187	470,517	52,594,016
UBS Trumbull Property Fund	35,519,186	-3,289,279	-	-	-	218,275	-218,275	32,229,907
Vanguard Real Estate Index (VGSNX)	27,991,569	-	-	-	-	-	-2,289,519	25,702,050
MLPs	98,085,692	-	-	-	-	609,437	9,281,552	107,976,681
Harvest MLP	49,568,773	-	-	-	-	263,520	4,711,313	54,543,606
Tortoise Capital Advisors	48,516,920	-	-	-	-	345,917	4,570,238	53,433,075
Cash	4,899	7,819,284	-	-7,600,000	-	10,230	-16	234,397



Employees' Retirement System of the City of Norfolk

Financial Reconciliation

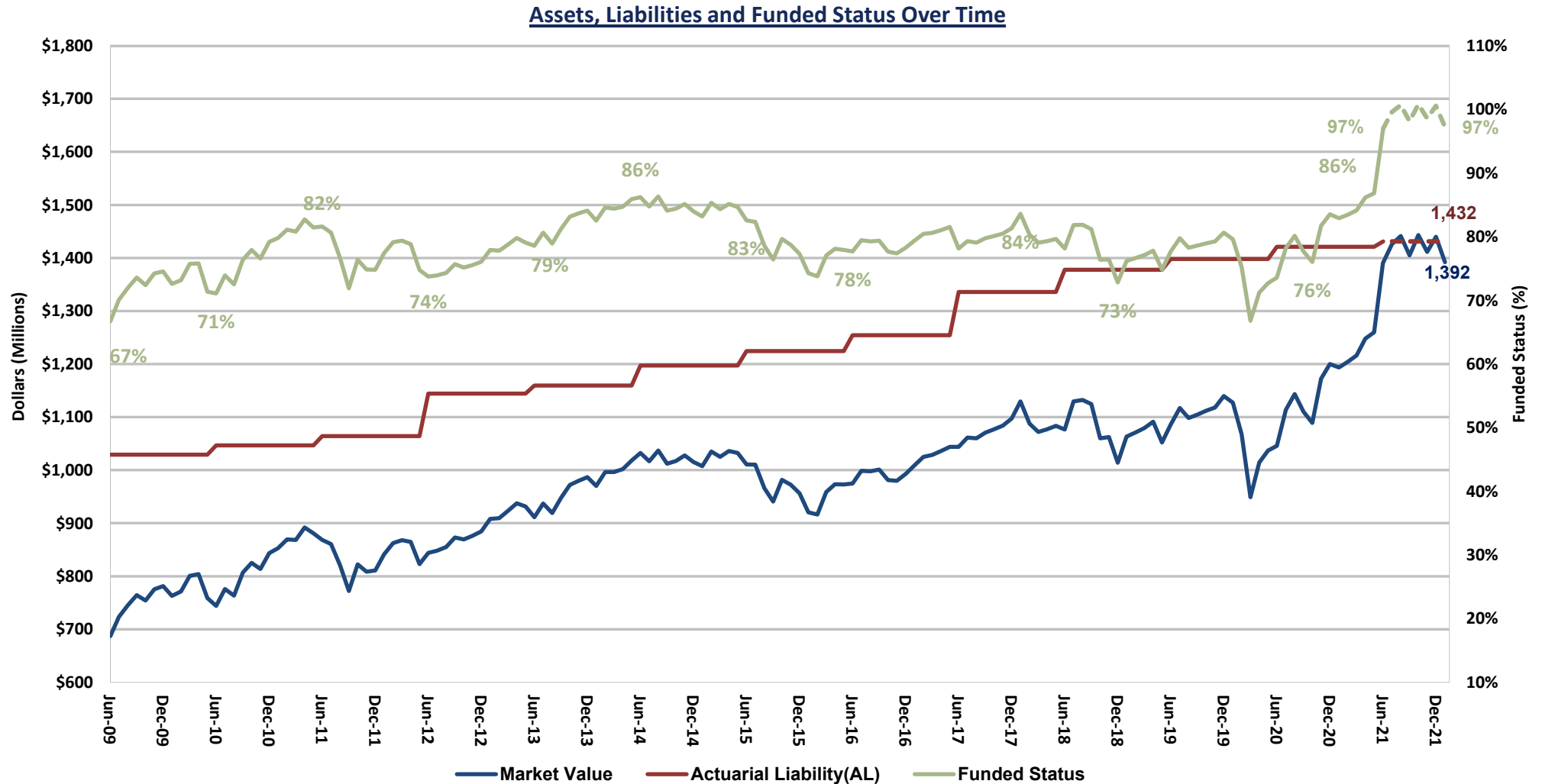
July 1, 2021 To January 31, 2022

Financial Reconciliation								
	Market Value 07/01/2021	Net Transfers	Contributions	Distributions	Management Fees	Income	Apprec./ Deprec.	Market Value 01/31/2022
Total Fund	1,390,335,588	-	31,265,240	-41,949,000	-966,552	8,587,377	4,781,869	1,392,054,521
Global Equity	779,940,629	-15,898,000	-	-	-158,275	-	-2,294,889	761,589,464
SSgA MSCI ACWI IMI Index Fund	779,940,629	-15,898,000	-	-	-158,275	-	-2,294,889	761,589,464
Fixed Income	428,086,879	-8,589,000	97,289	-	-117,190	2,602,630	-10,352,603	411,728,005
PIMCO Total Return	215,989,678	-8,589,000	97,289	-	-97,289	2,602,630	-5,937,646	204,065,662
SSgA Bond Market Index	212,097,201	-	-	-	-19,901	-	-4,414,957	207,662,343
Real Estate	81,594,793	17,355,134	-	-	-616,206	2,051,426	10,140,825	110,525,973
JP Morgan Asset Management Strategic Property Fund	45,356,339	-11	-	-	-454,701	863,775	6,828,614	52,594,016
UBS Trumbull Property Fund	36,238,454	-7,644,854	-	-	-150,921	777,106	3,010,122	32,229,907
Vanguard Real Estate Index (VGSNX)	-	25,000,000	-	-	-10,584	410,545	302,089	25,702,050
MLPs	100,706,225	-3,940,000	74,882	-	-74,882	3,920,136	7,290,319	107,976,681
Harvest MLP	51,807,422	-3,940,000	-	-	-	1,982,379	4,693,804	54,543,606
Tortoise Capital Advisors	48,898,803	-	74,882	-	-74,882	1,937,757	2,596,515	53,433,075
Cash	7,062	11,071,866	31,093,069	-41,949,000	-	13,185	-1,784	234,397



Employees' Retirement System for the City of Norfolk

Asset Liability Scorecard Net of Fees*



*The dashed liability line and dashed funded status line are not actuarial calculations and are for projections purposes only.

As of the Plan's June 30, 2021 actuarial valuation report, the plan had a fiscal year end Actuarial Liability (AL) of \$1,431,515,000.

As of January 31, 2022, the Plan's current market value of assets (MVA) was \$1,392,054,521.

As of January 31, 2022, the Plan's market value funded ratio (current MVA/fiscal year end AL) was 97.2%



Employees' Retirement System of the City of Norfolk
Historical Hybrid Composition
As of January 31, 2022

Total Fund Policy	
Allocation Mandate	Weight (%)
May-2016	
MSCI AC World IMI (Net)	62.50
Blmbg. U.S. Aggregate Index	37.50

Total Fund Strategy Index	
Allocation Mandate	Weight (%)
Jul-2016	
MSCI AC World IMI (Net)	55.00
Blmbg. U.S. Aggregate Index	30.00
NCREIF Fund Index-ODCE (VW) (Net)	7.50
Alerian MLP Index	7.50

Strategy Index is comprised of the returns of the various broad market benchmarks assigned to each manager and weighted to reflect the System's target asset allocation.



Global Equity Policy	
Allocation Mandate	Weight (%)
Oct-1990	
S&P 500 Index	100.00
Jun-2006	
Russell 3000 Index	70.00
MSCI EAFE Index	30.00
Jun-2009	
Russell 3000 Index	70.00
MSCI AC World ex USA (Net)	30.00
Sep-2009	
Russell 3000 Index	60.00
MSCI AC World ex USA (Net)	40.00
May-2016	
MSCI AC World IMI (Net)	100.00

Active Return	- Arithmetic difference between the manager's performance and the designated benchmark return over a specified time period.
Alpha	- A measure of the difference between a portfolio's actual performance and its expected return based on its level of risk as determined by beta. It determines the portfolio's non-systemic return, or its historical performance not explained by movements of the market.
Beta	- A measure of the sensitivity of a portfolio to the movements in the market. It is a measure of the portfolio's systematic risk.
Consistency	- The percentage of quarters that a product achieved a rate of return higher than that of its benchmark. Higher consistency indicates the manager has contributed more to the product's performance.
Distributed to Paid In (DPI)	- The ratio of money distributed to Limited Partners by the fund, relative to contributions. It is calculated by dividing cumulative distributions by paid in capital. This multiple shows the investor how much money they got back. It is a good measure for evaluating a fund later in its life because there are more distributions to measure against.
Down Market Capture	- The ratio of average portfolio performance over the designated benchmark during periods of negative returns. A lower value indicates better product performance
Downside Risk	- A measure similar to standard deviation that utilizes only the negative movements of the return series. It is calculated by taking the standard deviation of the negative quarterly set of returns. A higher factor is indicative of a riskier product.
Excess Return	- Arithmetic difference between the manager's performance and the risk-free return over a specified time period.
Excess Risk	- A measure of the standard deviation of a portfolio's performance relative to the risk free return.
Information Ratio	- This calculates the value-added contribution of the manager and is derived by dividing the active rate of return of the portfolio by the tracking error. The higher the Information Ratio, the more the manager has added value to the portfolio.
Public Market Equivalent (PME)	- Designs a set of analyses used in the Private Equity Industry to evaluate the performance of a Private Equity Fund against a public benchmark or index.
R-Squared	- The percentage of a portfolio's performance that can be explained by the behavior of the appropriate benchmark. A high R-Squared means the portfolio's performance has historically moved in the same direction as the appropriate benchmark.
Return	- Compounded rate of return for the period.
Sharpe Ratio	- Represents the excess rate of return over the risk free return divided by the standard deviation of the excess return. The result is an absolute rate of return per unit of risk. A higher value demonstrates better historical risk-adjusted performance.
Standard Deviation	- A statistical measure of the range of a portfolio's performance. It represents the variability of returns around the average return over a specified time period.
Total Value to Paid In (TVPI)	- The ratio of the current value of remaining investments within a fund, plus the total value of all distributions to date, relative to the total amount of capital paid into the fund to date. It is a good measure of performance before the end of a fund's life
Tracking Error	- This is a measure of the standard deviation of a portfolio's returns in relation to the performance of its designated market benchmark.
Treynor Ratio	- Similar to Sharpe ratio but utilizes beta rather than excess risk as determined by standard deviation. It is calculated by taking the excess rate of return above the risk free rate divided by beta to derive the absolute rate of return per unit of risk. A higher value indicates a product has achieved better historical risk-adjusted performance.
Up Market Capture	- The ratio of average portfolio performance over the designated benchmark during periods of positive returns. A higher value indicates better product performance.

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