



**FCI
ADVISORS**

***SINGING RIVER HEALTH SYSTEM
EMPLOYEES' RETIREMENT PLAN & TRUST***

Investment Report

December 31, 2023

FCI Advisors created this report. We strongly encourage you to compare your account information with your custodian statements on a regular basis and bring any questions or concerns to our attention.



**FCI
ADVISORS**

First Quarter 2024

Market Environment

This publication is intended for use by clients of FCI Advisors and investment professionals.

CURRENT DISCLOSURES

Factual materials obtained from sources believed to be reliable but cannot be guaranteed. Past performance is not indicative of future results. Investing in the securities markets involves the potential risk of loss. These investment risks are described in our disclosure brochure (ADV), which can be found on our website: www.fciadvisors.com. Specific securities may be referenced in order to demonstrate a point; these are not investment recommendations. For further information please contact FCI at 800-615-2536 or SourceNotes@fciadvisors.com.

Market Strengths

- Better than expected GDP, easing inflation and optimism of a soft landing
- The strong labor market and wealth effect partly from housing prices should bolster consumer spending in 2024
- The Federal Reserve changed its tone and has indicated they are prepared to cut rates during 2024
- Fixed income yields remain relatively attractive and valuations for the majority of stocks present opportunities

Market Challenges

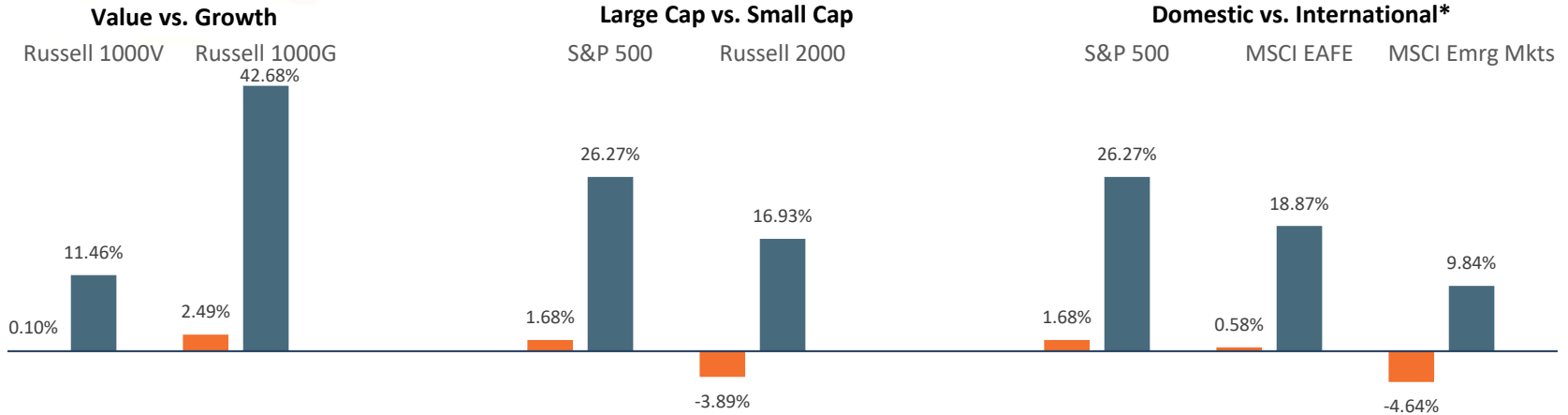
- While 2023 exceeded expectations, 2024 faces more challenges with fundamentals expected to drive the markets
- In contrast to the soft-landing narrative, recession risks remain as the economy slows
- Budget challenges in Washington may prevent additional stimulus in 2024 even in the face of a slowing economy
- Increased challenges and risks from rising geopolitical tensions, election uncertainty and higher real policy rates

What to Watch For ...

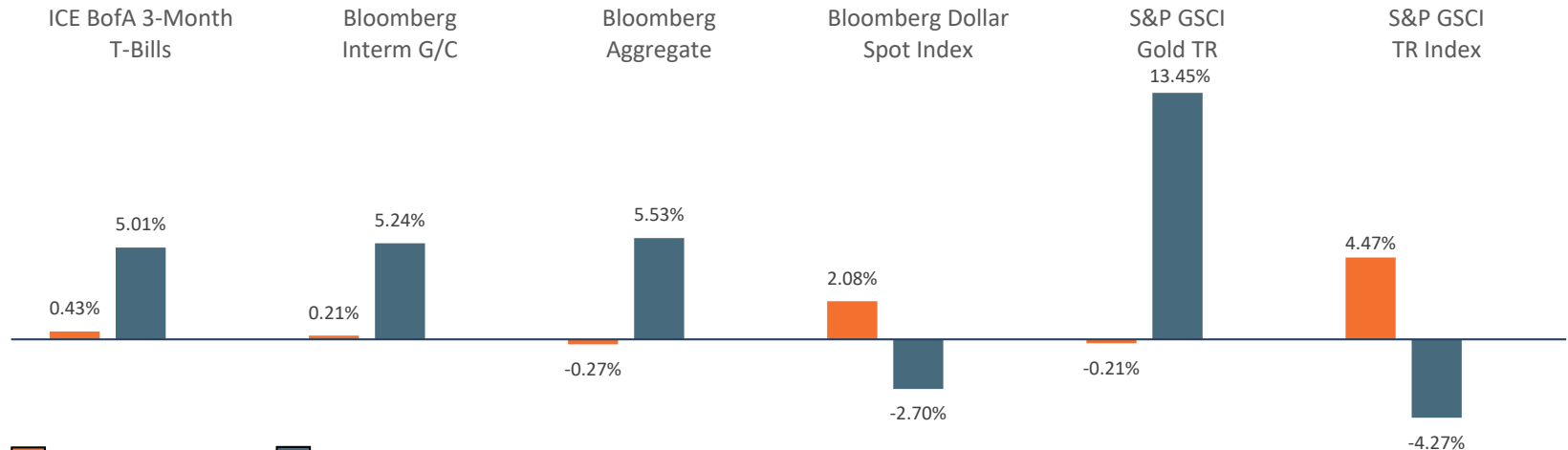
- Future comments from the Fed regarding timing of first rate cut and its focus on specific economic numbers
- Geopolitical tensions and events and their impact on traditional global relationships and alliances
- Signs of a recession from changes in the labor market, as well as consumer and corporate default statistics and GDP growth trends

Market Returns – 1st QTD 2024 and Year 2023

Equity Markets



Bonds, Commodities and Cash

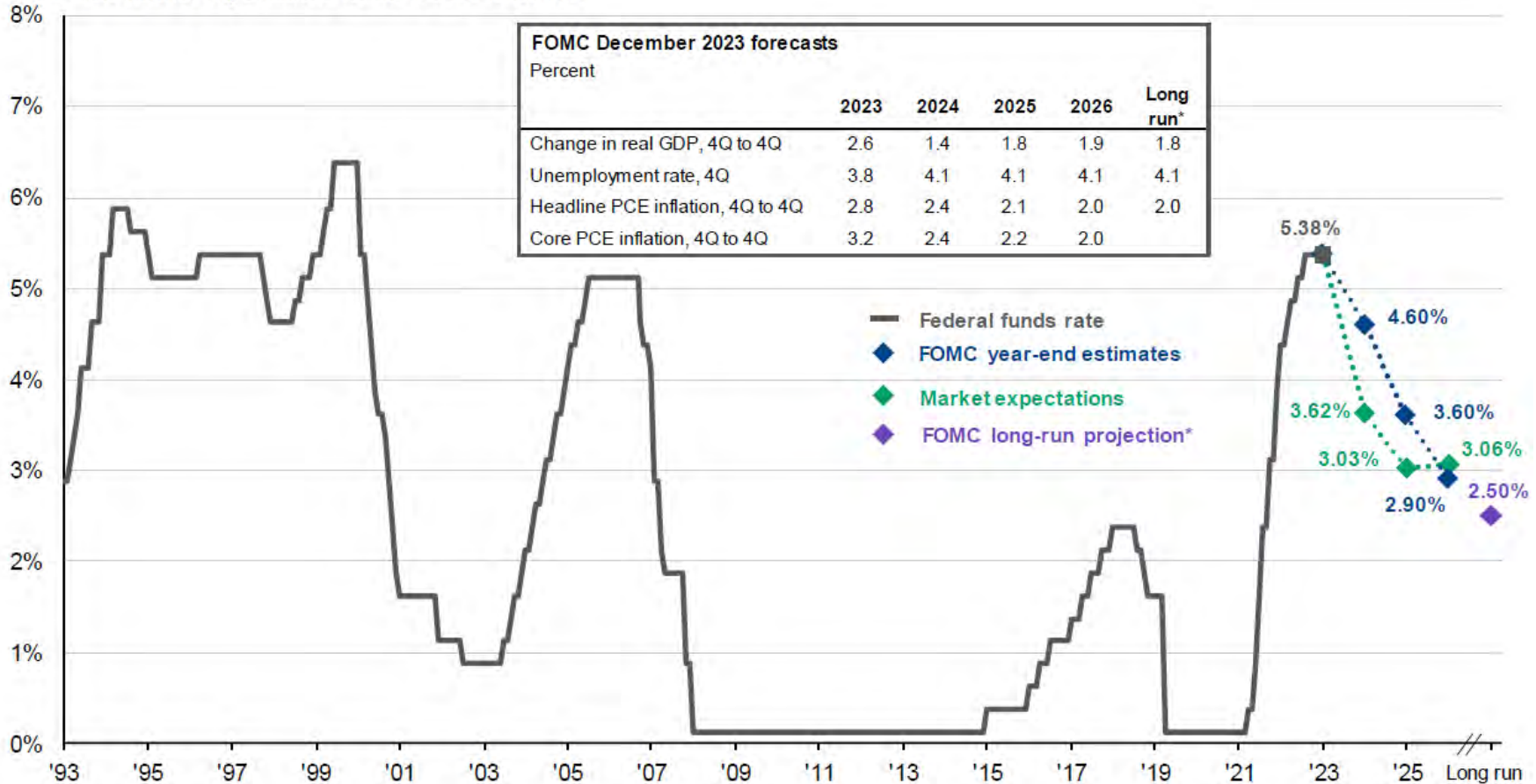


■ 1st QTD 2024
 ■ Year 2023

*US Dollars
 Data source: IDC, Bloomberg and MSCI
 Data as of 01/31/2024

Federal funds rate expectations

FOMC and market expectations for the federal funds rate



Source: Bloomberg, FactSet, Federal Reserve, J.P. Morgan Asset Management.

Market expectations are based off of USD Overnight Index Swaps. *Long-run projections are the rates of growth, unemployment and inflation to which a policymaker expects the economy to converge over the next five to six years in absence of further shocks and under appropriate monetary policy. Forecasts are not a reliable indicator of future performance. Forecasts, projections and other forward-looking statements are based upon current beliefs and expectations. They are for illustrative purposes only and serve as an indication of what may occur. Given the inherent uncertainties and risks associated with forecasts, projections or other forward-looking statements, actual events, results or performance may differ materially from those reflected or contemplated.

Guide to the Markets – U.S. Data are as of December 31, 2023.

U.S. Treasury yield curve



Source: FactSet, Federal Reserve, J.P. Morgan Asset Management.
Guide to the Markets – U.S. Data are as of December 31, 2023.

2009-2023		2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Ann.	Vol.																
Large Cap	Small Cap	Fixed Income	EM Equity	RETs	RETs	RETs	Small Cap	RETs	RETs	Small Cap	EM Equity	Cash	Large Cap	Small Cap	RETs	Comdty.	Large Cap
14.0%	21.9%	5.2%	79.0%	27.9%	8.3%	19.7%	38.8%	28.0%	2.8%	21.3%	37.8%	1.8%	31.5%	20.0%	41.3%	16.1%	26.3%
Small Cap	RETs	Cash	High Yield	Small Cap	Fixed Income	High Yield	Large Cap	Large Cap	Large Cap	High Yield	DM Equity	Fixed Income	RETs	EM Equity	Large Cap	Cash	DM Equity
11.3%	21.2%	1.8%	59.4%	26.9%	7.8%	19.6%	32.4%	13.7%	1.4%	14.3%	25.6%	0.0%	28.7%	18.7%	28.7%	1.5%	18.9%
RETs	EM Equity	Asset Alloc.	DM Equity	EM Equity	High Yield	EM Equity	DM Equity	Fixed Income	Fixed Income	Large Cap	Large Cap	RETs	Small Cap	Large Cap	Comdty.	High Yield	Small Cap
10.9%	20.3%	-25.4%	32.5%	19.2%	3.1%	18.6%	23.3%	6.0%	0.5%	12.0%	21.8%	-3.0%	25.5%	18.4%	27.1%	-12.7%	16.9%
High Yield	DM Equity	High Yield	RETs	Comdty.	Large Cap	DM Equity	Asset Alloc.	Asset Alloc.	Cash	Comdty.	Small Cap	High Yield	DM Equity	Asset Alloc.	Small Cap	Fixed Income	Asset Alloc.
8.6%	18.4%	-26.9%	28.0%	16.8%	2.1%	17.9%	14.9%	5.2%	0.0%	11.8%	14.6%	-4.1%	22.7%	10.6%	14.8%	-13.0%	14.1%
Asset Alloc.	Comdty.	Small Cap	Small Cap	Large Cap	Cash	Small Cap	High Yield	Small Cap	DM Equity	EM Equity	Asset Alloc.	Large Cap	Asset Alloc.	DM Equity	Asset Alloc.	Asset Alloc.	High Yield
8.1%	16.6%	-33.8%	27.2%	15.1%	0.1%	16.3%	7.3%	4.9%	-0.4%	11.6%	14.6%	-4.4%	19.5%	8.3%	13.5%	-13.9%	14.0%
DM Equity	Large Cap	Comdty.	Large Cap	High Yield	Asset Alloc.	Large Cap	RETs	Cash	Asset Alloc.	RETs	High Yield	Asset Alloc.	EM Equity	Fixed Income	DM Equity	DM Equity	RETs
7.4%	16.1%	-35.6%	26.5%	14.8%	-0.7%	16.0%	2.8%	0.0%	-2.0%	8.6%	10.4%	-5.8%	18.9%	7.5%	11.8%	-14.0%	11.4%
EM Equity	High Yield	Large Cap	Asset Alloc.	Asset Alloc.	Small Cap	Asset Alloc.	Cash	High Yield	High Yield	Asset Alloc.	RETs	Small Cap	High Yield	High Yield	High Yield	Large Cap	EM Equity
6.9%	11.5%	-37.0%	25.0%	13.3%	-4.2%	12.2%	0.0%	0.0%	-2.7%	8.3%	8.7%	-11.0%	12.6%	7.0%	1.0%	-18.1%	10.3%
Fixed Income	Asset Alloc.	RETs	Comdty.	DM Equity	DM Equity	Fixed Income	Fixed Income	EM Equity	Small Cap	Fixed Income	Fixed Income	Comdty.	Fixed Income	Cash	Cash	EM Equity	Fixed Income
2.7%	11.5%	-37.7%	18.9%	8.2%	-11.7%	4.2%	-2.0%	-1.8%	-4.4%	2.6%	3.5%	-11.2%	8.7%	0.5%	0.0%	-19.7%	5.5%
Cash	Fixed Income	DM Equity	Fixed Income	Fixed Income	Comdty.	Cash	EM Equity	DM Equity	EM Equity	DM Equity	Comdty.	DM Equity	Comdty.	Comdty.	Fixed Income	Small Cap	Cash
0.8%	4.5%	-43.1%	5.9%	6.5%	-13.3%	0.1%	-2.3%	-4.5%	-14.6%	1.5%	1.7%	-13.4%	7.7%	-3.1%	-1.5%	-20.4%	5.1%
Comdty.	Cash	EM Equity	Cash	Cash	EM Equity	Comdty.	Comdty.	Comdty.	Comdty.	Cash	Cash	EM Equity	Cash	RETs	EM Equity	RETs	Comdty.
-0.2%	0.7%	-53.2%	0.1%	0.1%	-18.2%	-1.1%	-9.5%	-17.0%	-24.7%	0.3%	0.8%	-14.2%	2.2%	-5.1%	-2.2%	-24.9%	-7.9%

Source: Bloomberg, FactSet, MSCI, NAREIT, Russell, Standard & Poor's, J.P. Morgan Asset Management.

Large cap: S&P 500, Small cap: Russell 2000, EM Equity: MSCI EME, DM Equity: MSCI EAFE, Comdty: Bloomberg Commodity Index, High Yield: Bloomberg Global HY Index, Fixed Income: Bloomberg US Aggregate, REITs: NAREIT Equity REIT Index, Cash: Bloomberg 1-3m Treasury. The "Asset Allocation" portfolio assumes the following weights: 25% in the S&P 500, 10% in the Russell 2000, 15% in the MSCI EAFE, 5% in the MSCI EME, 25% in the Bloomberg US Aggregate, 5% in the Bloomberg 1-3m Treasury, 5% in the Bloomberg Global High Yield Index, 5% in the Bloomberg Commodity Index and 5% in the NAREIT Equity REIT Index. Balanced portfolio assumes annual rebalancing. Annualized (Ann.) return and volatility (Vol.) represents period from 12/31/2007 to 12/31/2022. Please see disclosure page at end for index definitions. All data represents total return for stated period. The "Asset Allocation" portfolio is for illustrative purposes only. Past performance is not indicative of future returns.

Guide to the Markets – U.S. Data are as of December 31, 2023.

The Plan finished the calendar year with a gross return of 12.11% and increased in value by 8.23% for the 1st quarter of the new fiscal year.

Slightly increased the allocation to the S&P 500 Index on market weakness.

Trimmed International equities and public REITs.

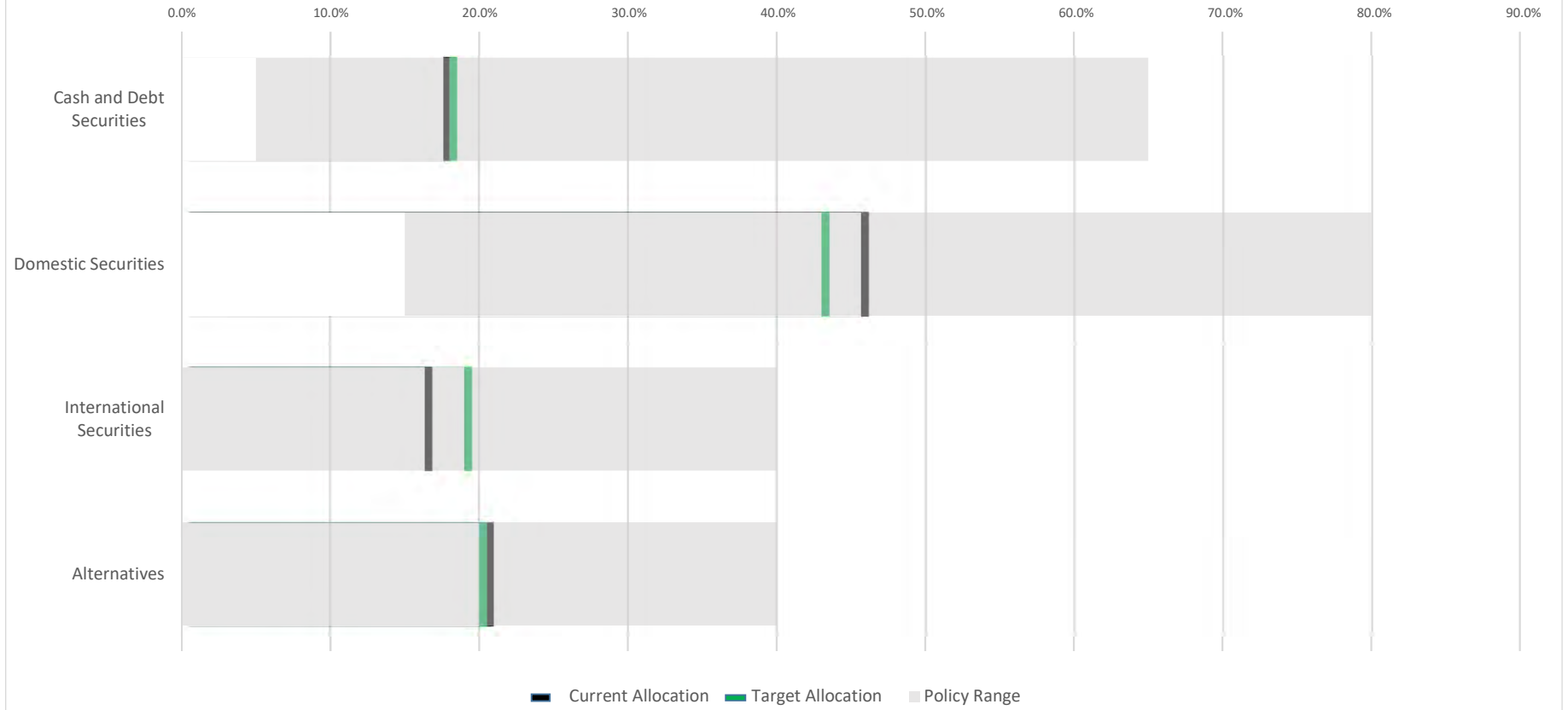
COHO Large Cap Value strategy remains on the source of funds list.

Received final distribution for Regiment Capital and the asset has been liquidated.

Anticipate Invesco Mortgage Recovery to be fully liquidated in the first half of 2024.

Should continue to receive distributions from Eastern Timberland Opp II over the next 12 plus months as they liquidate assets.

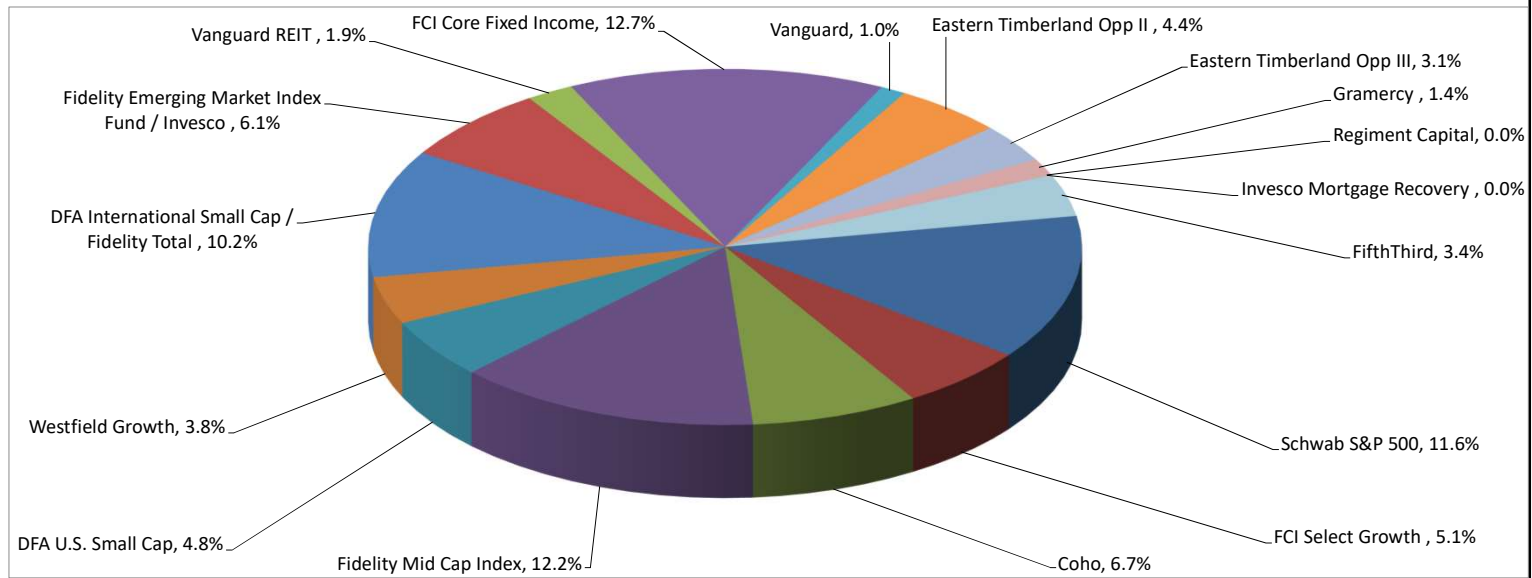
Asset Allocation Compliance



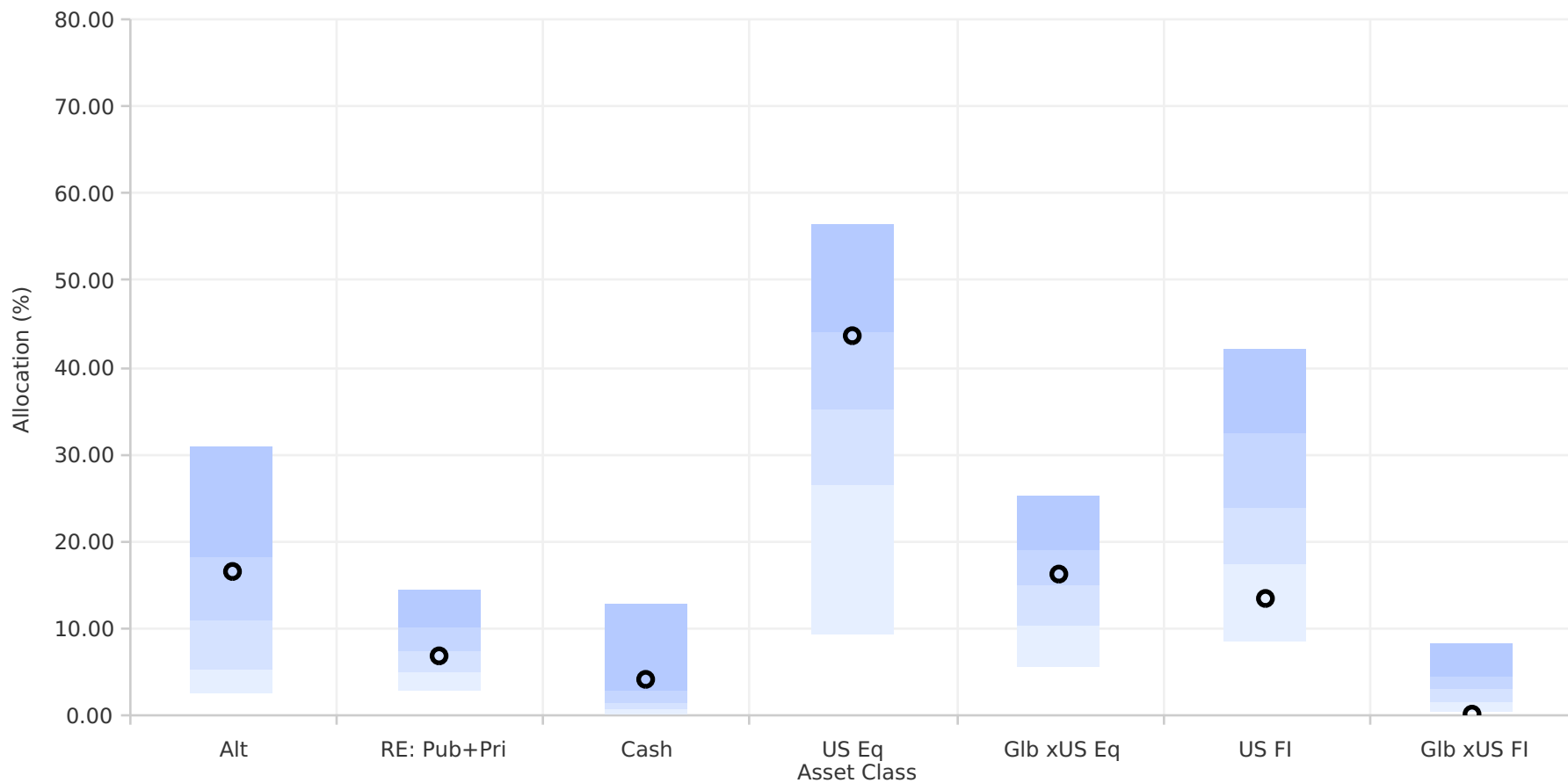
	Market Value	Current Allocation	Target	Variance
Total Plan	98,962,209	100.0%	100.0%	0.0%
Debt Securities/Money Market	17,385,458	17.6%	18.0%	-0.4%
Domestic Securities	45,171,941	45.6%	43.0%	2.6%
International Securities	16,164,135	16.3%	19.0%	-2.7%
Alternatives	20,240,676	20.5%	20.0%	0.5%

As of 12/31/2023

Singing River Health System Employees' Retirement Plan & Trust
Asset Class Summary
12/31/2023



STYLE	MANAGER	ENDING MARKET VALUE	CURRENT PORTFOLIO ALLOCATION	PERCENTAGE OF EQUITIES
EQUITY		\$ 61,805,382	62.5%	
Large Cap Core	Schwab S&P 500	\$ 11,520,089	11.6%	18.6%
Large Cap Growth	FCI Select Growth	\$ 5,064,144	5.1%	8.2%
Large Cap Value	Coho	\$ 6,618,097	6.7%	10.7%
Mid Cap Core	Fidelity Mid Cap Index	\$ 12,081,630	12.2%	19.5%
Small Cap Value	DFA U.S. Small Cap	\$ 4,724,674	4.8%	7.6%
Small Cap Growth	Westfield Growth	\$ 3,762,211	3.8%	6%
International	DFA International Small Cap / Fidelity Total	\$ 10,137,332	10.2%	16.4%
Emerging Market Equity	Fidelity Emerging Market Index Fund / Invesco	\$ 6,026,803	6.1%	9.8%
Public REIT	Vanguard REIT	\$ 1,870,402	1.9%	3.0%
FIXED INCOME		\$ 13,570,861	13.7%	100.0%
Core Fixed Income	FCI Core Fixed Income	\$ 12,566,913	12.7%	
High Yield	Vanguard	\$ 1,003,948	1.0%	
ALTERNATIVE		\$ 20,240,674	20.5%	
Global Hedge Fund	Elliott	\$ 6,640,544	6.7%	
Private	Invesco US Income	\$ 4,847,898	4.9%	
Timber	Eastern Timberland Opp II	\$ 4,344,936	4.4%	
Timber	Eastern Timberland Opp III	\$ 3,042,233	3.1%	
Emerging Market Debt	Gramercy	\$ 1,350,371	1.4%	
Liquidating	Regiment Capital	\$ -	0.0%	
Mortgage Loans	Invesco Mortgage Recovery	\$ 14,692	0.0%	
CASH		\$ 3,345,293	3.4%	
Money Market	FifthThird	\$ 3,345,293	3.4%	
TOTAL PORTFOLIO		\$ 98,962,209	100.0%	



○ SRHS Retirement Plan

Name	Alt	RE: Pub+Pri	Cash	US Eq	Glb xUS Eq	US FI	Glb xUS FI
5th Percentile	30.70	14.21	12.67	56.23	25.18	41.98	8.01
25th Percentile	17.96	9.95	2.63	43.97	18.74	32.34	4.44
50th Percentile	10.73	7.36	1.46	34.97	14.78	23.61	2.84
75th Percentile	5.25	4.95	0.67	26.48	10.21	17.23	1.48
95th Percentile	2.46	2.60	0.08	9.09	5.30	8.32	0.17
Observations	188	221	287	269	278	276	43
○ SRHS Retirement Plan	16.40 (31)	6.70 (55)	4.00 (17)	43.50 (28)	16.10 (39)	13.30 (86)	-- (99)

PERFORMANCE SUMMARY
SINGING RIVER HEALTH SYSTEM EMPLOYEES' RETIREMENT PLAN & TRUST
As of 12-31-23

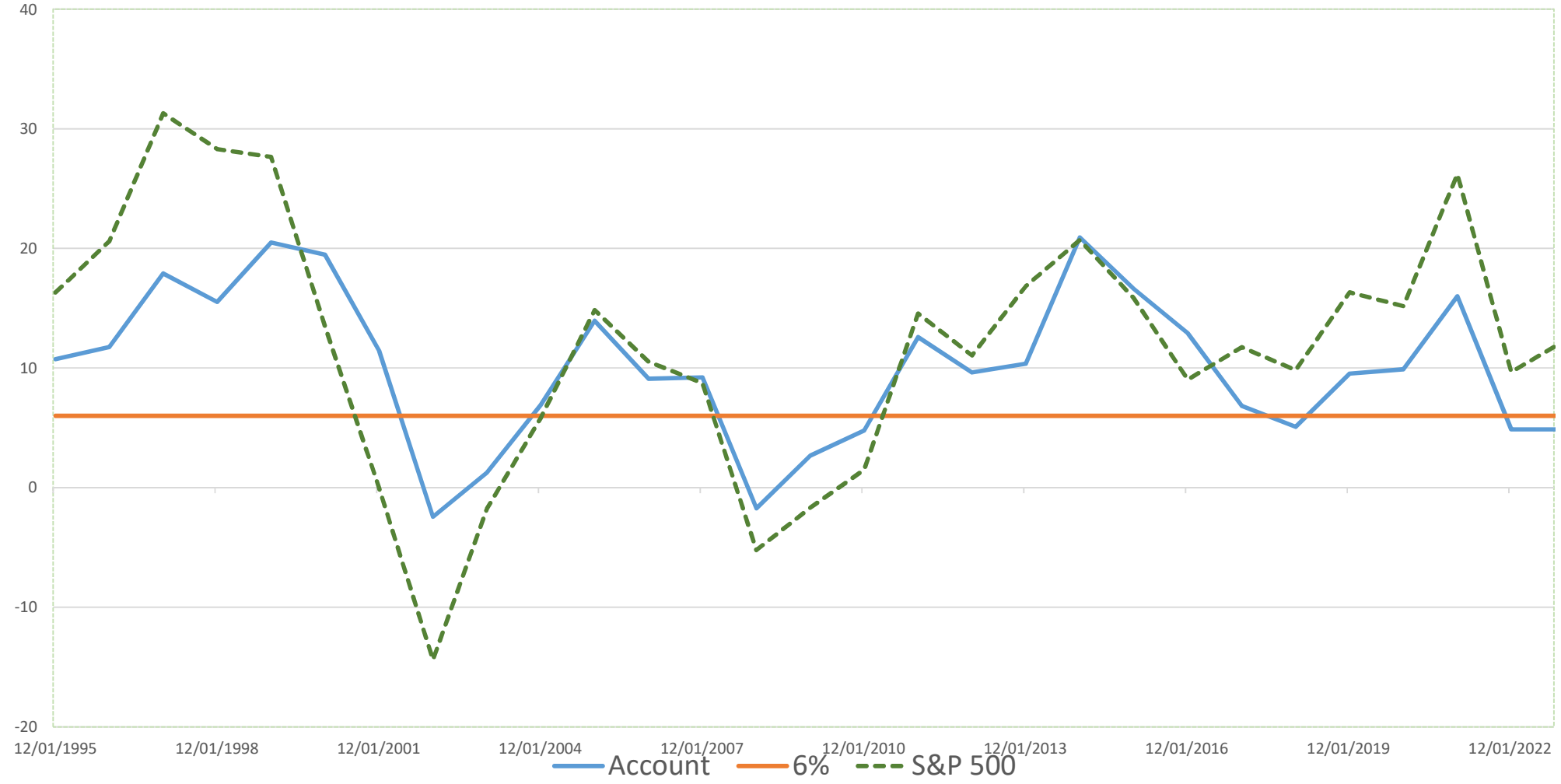
Asset Class	Target %	QTD Return	YTD Return	1 Year	3 Year	Since 09/30/2022
Cash and Equivalents	0.00%	1.28%	4.71%	4.71%	1.99%	4.45%
Fixed Income	18.00%	7.02%	6.44%	6.44%	-0.95%	7.40%
FCI CORE FIXED INCOME		6.89%	6.01%	6.01%	-3.42%	6.80%
<i>BBG Govt/Credit (US)</i>		<i>6.63%</i>	<i>5.72%</i>	<i>5.72%</i>	<i>-3.53%</i>	<i>6.04%</i>
VANGUARD HIGH-YIELD CORPORATE ADM		7.30%	12.02%	12.02%		13.74%
<i>BBG Corp High Yield (US)</i>		<i>7.16%</i>	<i>13.45%</i>	<i>13.45%</i>		<i>14.27%</i>
Equities	62.00%	11.50%	18.91%	18.91%	3.86%	23.52%
Large Cap						
FCI SELECT GROWTH EQUITY		13.98%	50.20%	50.20%		35.31%
<i>Russell 1000 Growth TR</i>		<i>14.16%</i>	<i>42.68%</i>	<i>42.68%</i>		<i>35.15%</i>
SCHWAB S&P 500 INDEX		11.76%	26.33%	26.33%	10.04%	27.85%
<i>S&P 500 TR</i>		<i>11.69%</i>	<i>26.27%</i>	<i>26.27%</i>	<i>10.00%</i>	<i>27.71%</i>
COHO		10.16%	2.81%	2.81%	5.86%	11.41%
<i>Russell 1000 Value Tr</i>		<i>9.50%</i>	<i>11.46%</i>	<i>11.46%</i>	<i>8.86%</i>	<i>19.74%</i>
Mid Cap						
FIDELITY MID CAP INDEX FD		12.79%	17.21%	17.21%		21.80%
<i>Russell Midcap TR</i>		<i>12.82%</i>	<i>17.23%</i>	<i>17.23%</i>		<i>21.79%</i>
Small Cap						
WESTFIELD		13.11%	22.97%	22.97%	0.96%	22.73%
<i>Russell 2000 Growth TR</i>		<i>12.75%</i>	<i>18.66%</i>	<i>18.66%</i>	<i>-3.50%</i>	<i>18.41%</i>
DFA US SMALL CAP I		13.67%				
<i>Russell 2000 Value TR</i>		<i>14.03%</i>				

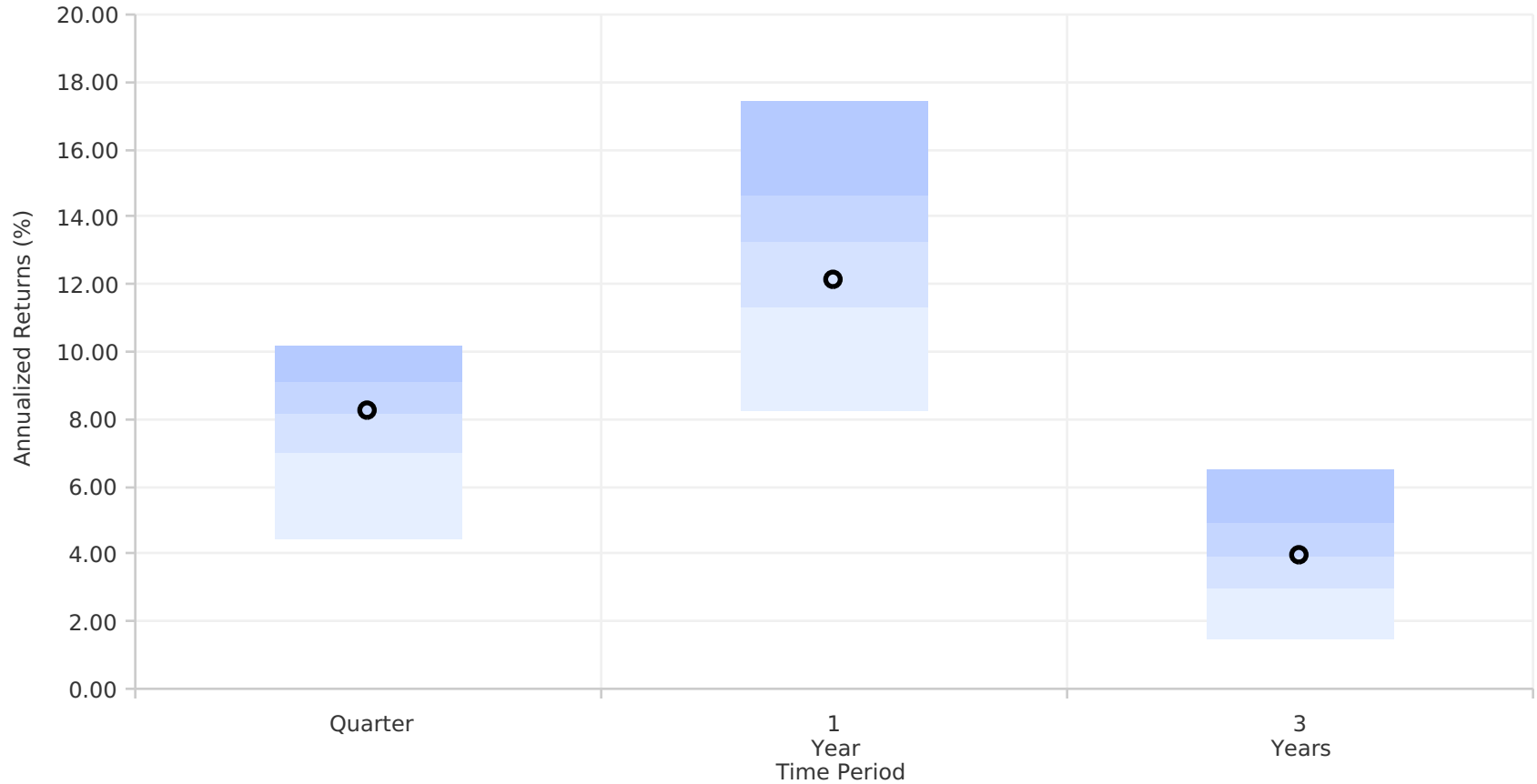
PERFORMANCE SUMMARY
SINGING RIVER HEALTH SYSTEM EMPLOYEES' RETIREMENT PLAN & TRUST
As of 12-31-23

Asset Class	Target %	QTD Return	YTD Return	1 Year	3 Year	Since 09/30/2022
International						
DFA INTERNATIONAL SMALL CAP VALUE I		9.34%	17.58%	17.58%	7.00%	31.02%
FIDELITY TOTAL INTERNATIONAL INDEX FUND		9.97%	15.51%	15.51%	1.61%	25.26%
<i>MSCI EAFE</i>		<i>10.47%</i>	<i>18.87%</i>	<i>18.87%</i>	<i>4.42%</i>	<i>30.51%</i>
FIDELITY EMERGING MARKET INDEX FUND		7.67%	9.54%	9.54%	-5.28%	15.90%
INVESCO DEVELOPING MARKETS R6		7.04%	11.54%	11.54%	-7.96%	18.96%
<i>MSCI Emerg Mkts TR</i>		<i>7.86%</i>	<i>9.84%</i>	<i>9.84%</i>	<i>-5.09%</i>	<i>15.96%</i>
ALTERNATIVES	20.00%	2.32%	2.20%	2.20%	5.77%	3.35%
VANGUARD REIT INDEX ADM		18.13%	11.81%	11.81%	5.06%	13.07%
<i>NAREIT Index</i>		<i>14.66%</i>	<i>8.56%</i>	<i>8.56%</i>	<i>2.95%</i>	<i>10.18%</i>
INTERNAL RATE OF RETURN						
ELLIOTT INTERNATIONAL LIMITED		0.36%	7.60%	7.60%	10.41%	4.85%
INVESCO US INCOME FUND, LP		-5.59%	-10.24%	-10.24%	8.03%	-11.26%
EASTERN TIMBERLAND OPPORTUNITIES II, LP		2.45%	7.35%	7.35%	9.25%	5.23%
EASTERN TIMBERLAND OPPORTUNITIES III, LP		6.21%	9.56%	9.56%	11.42%	11.91%
GRAMERCY DISTRESSED OPPORTUNITY FUND II, LP		-6.52%	-13.16%	-13.16%	-4.97%	-11.01%
SINGING RIVER - REGIMENT CAPITAL		-16.20%	-16.20%	-16.20%		-13.17%
SINGING RIVER - INVESCO MORTGAGE RECOVERY FUND-LOANS		0.00%	0.00%	0.00%		0.00%
Total Gross of Fee		8.23%	12.11%	12.11%	3.94%	14.63%
<i>SRHS Blended Index</i>		<i>8.74%</i>	<i>13.24%</i>	<i>13.24%</i>	<i>3.04%</i>	<i>16.01%</i>

Rolling 3 year Returns

As of 12/31/2023





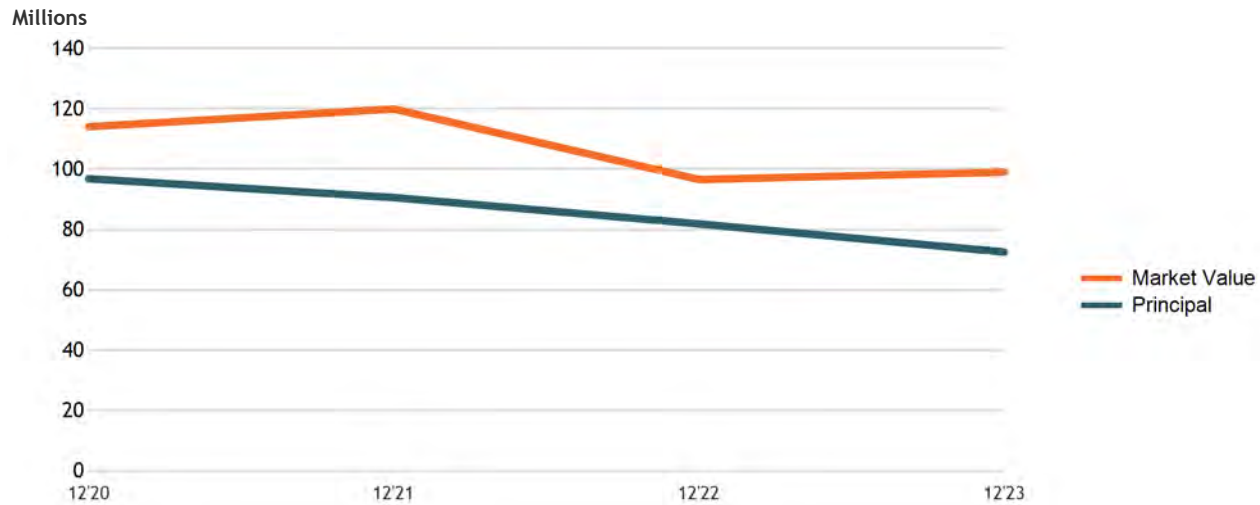
○ SRHS Retirement Plan

Name	Quarter	1 Year	3 Years
5th Percentile	10.16	17.41	6.51
25th Percentile	9.05	14.59	4.89
50th Percentile	8.14	13.21	3.91
75th Percentile	7.00	11.26	2.98
95th Percentile	4.36	8.23	1.41
Observations	369	364	355
○ SRHS Retirement Plan	8.23 48	12.11 67	3.94 49

SINGING RIVER HEALTH SYSTEM EMPLOYEES' RETIREMENT PL

Period	Beginning Market Value	Additions Withdrawals Expenses	Interest Dividends	Gain Losses	Ending Market Value
12/31/19 to 12/31/20	111,217,621.69	-9,633,173.94	1,235,048.64	11,189,905.26	114,009,401.65
12/31/20 to 12/31/21	114,009,401.65	-8,975,947.18	2,006,773.53	12,859,661.58	119,899,889.58
12/31/21 to 12/31/22	119,899,889.58	-9,721,118.80	1,719,438.81	-15,370,175.53	96,528,034.06
12/31/22 to 12/31/23	96,528,034.06	-9,455,332.34	2,488,740.58	9,400,766.61	98,962,208.91
	111,217,621.69	-37,785,572.26	7,450,001.57	18,080,157.91	98,962,208.91

Market Value



Singing River Health System Profit Sharing Plan - Fee Analysis

12/31/2023

Asset Class	Asset	Ticker	Portfolio Weight	Portfolio Dollars	Expenses	Fee Amount	Fee Payment Method	Liquidity
CASH			3%					
Money Market	FifthThird		3%	\$3,345,292	N/A	Included Below		Daily
FIXED INCOME			14%					
US Gov/Credit	FCI Govt / Credit		13%	\$12,566,913	0.00%	Included Below		
High Yield	Vanguard High Yield Fund	VWEAX	1%	\$1,003,948	0.13%	\$1,305	NA-Included in NAV	Daily
EQUITY			61%					
Large Cap Core Equity	Schwab S&P 500 Index	SWPPX	12%	\$11,520,089	0.020%	\$2,304	NA-Included in NAV	Daily
Large Cap Value Equity	COHO - Separate Account		7%	\$6,618,097	0.600%	\$39,709		Daily
Large Cap Growth Equity	FCI Select Growth		5%	\$5,064,144	0.000%	Included Below		Daily
Mid Cap Core Equity	Fidelity Mid Cap Index	FSMDX	12%	\$12,081,630	0.025%	\$3,020	NA-Included in NAV	Daily
Smal Cap Value Equity	DFA U.S. Small Cap	DFSTX	5%	\$4,724,674	0.270%	\$12,757		Monthly
Small Cap Growth Equity	Westfield Capital - Separate Account		4%	\$3,762,211	0.750%	\$28,217		Daily
International	Fidelity Total International Index Fund	FTIHX	9%	\$8,587,464	0.060%	\$5,152	NA-Included in NAV	Daily
International	DFA International Small Cap Value I	DISVX	2%	\$1,549,868	0.440%	\$6,819	NA-Included in NAV	Daily
Emerging Market Equity	Fidelity Emerging Market Index	FPADX	3%	\$3,306,321	0.075%	\$2,480	NA-Included in NAV	Daily
Emerging Market Equity	Invesco Developing Market Fund	ODVIX	3%	\$2,720,482	0.840%	\$22,852	NA-Included in NAV	Daily
Public REITS	Vanguard REIT Index	VGSLX	2%	\$1,870,402	0.120%	\$2,244	NA-Included in NAV	Daily
ALTERNATIVES			23%					
Hedge Fund	Elliott International LP		7%	\$6,640,544	1.500%	\$99,608		Quarterly
Private Real Estate	Invesco US Income LP		5%	\$4,847,898	1.000%	\$48,479		Quarterly
Timber	Eastern Timberland Opp II LP		4%	\$4,344,936	0.900%	\$39,104		Illiquid
Timber	Eastern Timberland Opp III LP		3%	\$3,042,233	0.850%	\$25,859		Illiquid
Distressed Debt	Gramercy Distressed Opp Fund II LP		1%	\$1,350,371	1.000%	\$13,504		Illiquid
Mortgage Recovery	Invesco Mortgage Recovery Fund LP		0%	\$14,692	0.000%	\$0		Illiquid
Bank Loans	Regiment Capital LP		0%	\$0	0.000%	\$0		Illiquid
Total Estimated Investment Fees - Subtotal for Outside Managers (Direct & Indirect)					\$98,962,209	0.36%	\$353,414	
			100%	\$98,962,209				
Total Annual Estimated Administrative Expenses						\$336,416		
Total Annual Estimated Investment Management Expenses (FCI)						\$185,276		
Total Annual Estimated Custody & Benefit Expense (FifthThird)						\$45,290		
Total Estimated Plan Expenses						\$566,982		
TOTAL ESTIMATED ANNUAL COSTS						0.93%	\$920,396	

Investment fees are direct investment management fees paid to separate account managers and indirect investment fees from mutual funds and ETF's.

Costs as a percent of assets includes both estimated plan expenses and estimated investment fees.



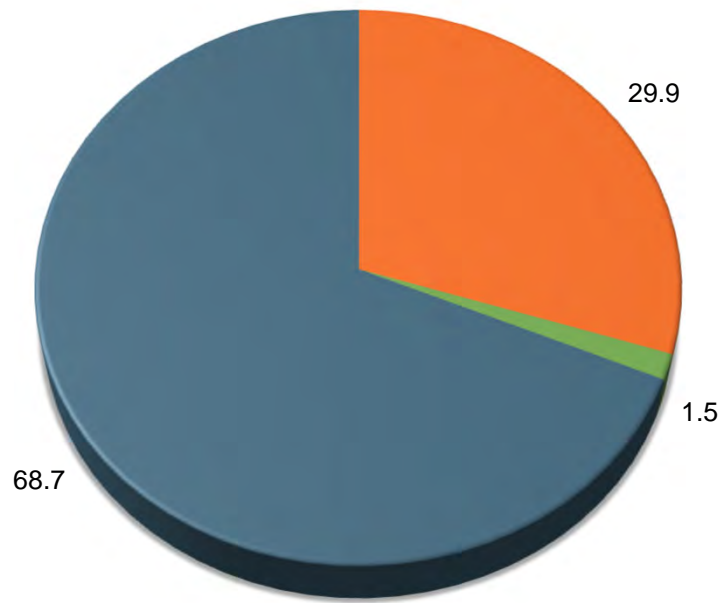
Singing River Health Systems – 12/31/2023

Singing River Health Systems

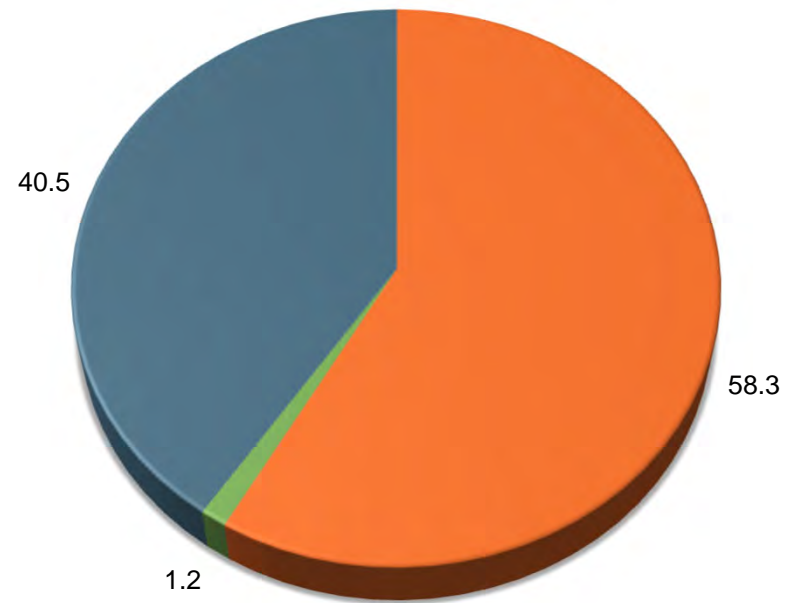
Yield to Worst	4.56
Average Coupon	3.32
Current Yield	3.59
Average Maturity	7.96 Years
Effective Duration	6.22

Bloomberg's Intermediate G/C

Yield to Worst	4.45
Average Coupon	3.10
Current Yield	3.35
Average Maturity	8.93 Years
Effective Duration	6.46



■ Treasury ■ Cash ■ Corporates



■ Treasury ■ Agency ■ Corporates

Investment Policy
of the
Singing River Health System Employees'
Retirement Plan and Trust

Investment Policy Contents

- I. Introduction**
- II. Plan Overview**
- III. Roles and Responsibilities**
- IV. Investment Goals**
- V. Asset Allocation Strategy**
- VI. Investment Performance Evaluation and Review**
- VII. Policy Adoption**

Appendix

Exhibit A: Specific Portfolio Constraints

Exhibit B: Asset Allocation and Allowable Ranges around Target

Exhibit C: Manager Supplement

Introduction

This document refers to the Singing River Health System Employees' Retirement Plan and Trust (the Plan and Trust) and the fund from which benefits are paid to its beneficiaries. The Trust was established in 1983 to provide retirement benefits for employees of the Singing River Health System (SRHS). Originally, the plan was an employer-directed defined benefit plan. The SRHS Board of Trustees appointed Plan Trustees to oversee the Plan and Trust. On October 19, 2015, by order of the Chancery Court of Jackson County, Mississippi (the Court), a Special Fiduciary was appointed to take possession of the Trust property and to administer the Trust, including all plan assets and property. The Special Fiduciary is the Plan's sole trustee and is granted all power and authority prescribed by the Trust and consistent with the *Mississippi Uniform Trust Code, Miss Code Ann. § 91-8-101, et seq.*

This document is intended to serve as a reference tool, operating investment guidelines, and a communications link between the Plan and Plan Trustee and:

- The Plan's investment managers,
- The Plan's investment advisor and
- The Plan's other professional advisors

This document records the Special Fiduciary's logical and diligent process of study, examination, evaluation and conclusions about the most suitable combination of investment risk level and rate of return objectives which will satisfy both the Plan's present and future benefits obligations and the Trust's ongoing ability to fund them.

This policy document establishes the specific guidelines for action, and also conveys the philosophical foundations for those guidelines.

Plan Overview

The Plan is a defined benefit pension plan, which bases its benefits upon an employee's highest average quarterly compensation from SRHS for the 19 consecutive quarters, plus the last quarter of employment during the last 40 consecutive quarters of employment. An employee's number of years of service also determines his or her retirement benefit. Accrued benefits in the Plan were frozen effective December 5, 2014. No new benefits will be earned after that date. All benefits under the Plan were reduced by 25% in May of 2018 by order of the Court. The Court has further ordered that the funded status of the Plan remain within a corridor of 90% to 110% funded. Benefit amounts may be further revised under order of the Court if the funded status of the Plan falls outside of this range.

Taxation

The Plan has qualified for exemption pursuant to Section 401(a) of the Internal Revenue Code as a governmental plan. As such, the Plan's investment returns are not subject to current income taxation.

Funding Resources and Obligations

The Plan's contribution resources previously came from employer contributions made by SRHS and from mandatory employee contributions of 3% of annual compensation, up to the limits established by Federal regulations. Currently SRHS is making annual contributions to the Plan in accordance with the finalized legal settlement.

Liquidity Needs

The Special Fiduciary and the professional advisors expect to periodically review and update their understanding of the Plan's forecasts of cash disbursement for Plan benefits and expenses, so that the elements and time horizon(s) of the Plan's investment program can be adjusted, as needed and appropriate for that context.

Roles and Responsibilities

The Court has delegated certain responsibilities, as outlined in the Plan document, for the Plan described here to the Special Fiduciary, who recommends and implements the investment policy with regard to asset allocation, manager and custodian selection and portfolio supervision. The Special Fiduciary reports to the Court regarding the status of the Trust. The Special Fiduciary shall act as a prudent investor respecting that individual assets of the Trust must not be evaluated in isolation, but in the context of the Trust portfolio as a whole and as part of the overall investment strategy having risk and return objectives reasonably suited to the Plan.

Special Fiduciary Duties with respect to Plan operations and administration

- Ensure the Trust is operated for the exclusive benefit of participants and their beneficiaries taking into account the interest of both the current and future beneficiaries.
- Ensure expenses paid out of the Trust are appropriate and reasonable.
- Ensure Trust assets as accounted for and periodically audited.
- Ensure Trust reports are maintained and periodically reviewed.
- Ensure Trust operation complies with all state and federal laws, and the Plan and Trust documents.
- Refrain from conflicts of interest and prohibited transactions.

Special Fiduciary Duties with respect to Plan Investments

- Hire and fire investment advisor and/or investment manager(s).
- Establish and maintain the Investment Policy Statement.
- Diversify the investments of the Trust unless the Special Fiduciary determines that the Trust and the beneficiaries would be better served without diversifying.
- Establish and maintain minimum quality and diversification standards for employing investment managers as listed in **Exhibit A**.
- Select, monitor and replace (as necessary) investment managers, insurance contracts and/or any unmanaged investments.
- Approve contracts with investment managers.
- Review performance of investment funds and investment managers, relative to their benchmarks, and appropriate peers at least annually.

- Monitor all fees being paid on plan investments.
- Refrain from conflicts of interest in selecting investment managers.

Investment Goals

The overall objective of the investment program is to achieve a rate of return in the Trust that, over the long term, will fund the liabilities and provide for the required benefits in a manner that satisfies the fiduciary requirements of the Plan.

The Special Fiduciary recognizes that financial markets are cyclical and that:

- the beginning points, ending points and magnitude of market cycles cannot be predicted; and
- there is no relationship between market cycles and calendar or other time periods commonly used for performance measurement and evaluation.

The long-range goals (greater than 5 years) of this investment plan are to:

1. Meet the pension benefit obligations to the Plan participants
2. Exceed the return of a Policy Benchmark comprised of the appropriate market indexes reflecting the Plan's asset allocation (see **Exhibit B**)
3. Perform in line with comparable pension plans on a risk-adjusted basis
4. Match or exceed the assumed discount rate used by the plan's actuary

Total fund, asset class, and individual investment manager performance will be compared to appropriate passive market indices and a universe of peers. The performance benchmarks used may differ from those outlined in **Exhibit B**. Investment performance is reviewed and analyzed over multiple time periods allowing for greater variance from this policy's objectives over periods shorter than three years for each investment fund and over five years for the total fund.

Asset Allocation Strategy

Please see **Exhibit B** for Asset Allocation Targets and Allowable Ranges Around Target Allocations.

Using asset allocation studies based on long-term historical capital market performance, the Special Fiduciary finds the target mixture of asset classes in **Exhibit B** appropriate to produce the desired performance at acceptable fluctuation levels over time for the portfolio.

The Asset Allocation schedule shown in **Exhibit B** of this Investment Policy provides for allowable ranges within each asset class, or strategy, in order to provide investment managers some flexibility in asset allocation to meet the goals of this Investment Policy.

The Special Fiduciary recognizes that a rigid asset allocation would be both impractical and, to some extent, undesirable under various potential market conditions. Therefore, the allocation of the Trust's total assets may vary from time to time within the ranges listed in **Exhibit B**, without being considered an exception to these operating guidelines.

The Special Fiduciary, with the counsel of the investment advisor, may engage active investment managers, whose goals over time are to outperform respective indices, or passive managers who seek to replicate the return of corresponding indices.

Investing Strategies and Vehicles

The Trust may invest in the following investment vehicles:

- Separately managed accounts
- Mutual funds
- Exchange-Traded Funds (ETFs)
- Commingled funds
- Collective investment trusts
- Limited Partnerships
- Foreign exempted companies

Rebalancing

Because different asset classes will perform at different rates, the Special Fiduciary will closely watch the asset allocation shifts caused by performance in the Trust. The Special Fiduciary will review the relative market values of the asset segments and will generally rebalance the asset classes which are farthest short of their target allocations in this Policy. Rebalancing will typically occur as of any quarter-end at which the allocations reach a point where they are out of target ranges.

Unallocated Cash

Investment managers performing under this Policy are not expected to accumulate a significant cash position without prior approval of the Special Fiduciary. If the basic investing style of a particular manager includes a routine, temporary use of instruments having a maturity of less than one year, they must inform the Special Fiduciary and agree to the use of that investing style in advance.

Investment Performance Evaluation and Review

Frequency of Measurement

The Special Fiduciary will measure investment performance quarterly, or more often, as deemed appropriate.

Expected Interim Progress Toward Multi-Year Objectives

The Special Fiduciary will generally follow the time horizons set forth in this policy, when making judgments about performance. However, Investment Managers for the Trust should be advised that the Special Fiduciary intends to track their interim progress toward multi-year goals. If the Special Fiduciary finds (or is professionally advised) that performance is sub-standard, then the Special Fiduciary's reviews of such a manager may disregard the time horizon concept for purposes of considering possible actions.

Investment Managers hired by the Special Fiduciary shall generally be expected to outperform an appropriate market benchmark and perform well against a universe of their peers over multi-year time periods.

Corrective Action Guidelines

Corrective action should be taken as a result of an ongoing investment manager review process. The following are instances where corrective action or termination may be in order:

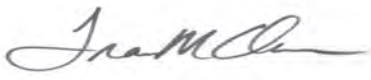
1. Major organizational changes in a firm, including any changes in portfolio managers, may require a new contract and interview process. Failure on the part of the Investment Manager to notify the Special Fiduciary of such changes is grounds for termination. At all times, communication with the managers should be open and informative. Investment Managers should be willing and able to meet at least annually with the Special Fiduciary.
2. Violation of terms of contract constitutes grounds for termination.
3. Surges in portfolio trading volume.
4. As part of its overall asset allocation strategy, the Special Fiduciary will choose managers with certain styles and approaches to provide portfolio diversification. Therefore, it is critical that managers adhere to the original intent of the Special Fiduciary at the time they are engaged. Any significant changes in investment approach may be grounds for termination.

5. Performance patterns not logically explainable in terms of the published style, or performance out-of-step with manager's style peer group.
6. The manager's performance will be viewed in light of the management firm's assigned investment style and approach, keeping in mind at all times the Trust's diversification strategy as well as other organizational and relationship issues. Decisions to terminate managers are solely within the discretion of the Special Fiduciary.
7. Investment managers may be replaced at any time as part of the overall restructuring of the Plan.
8. Other events or circumstances that are deemed to be in the best interest of Trust, its participants and beneficiaries, or the Plan.

VII. Policy Adoption

Singing River Health System Employee's Retirement Plan and Trust Special Fiduciary

Executed the 21st day of May, 2021

Signature: 

Traci M. Christian

Title: Special Fiduciary

Exhibit A

Specific Portfolio Constraints

The following standards apply to all investment portfolios that are separately managed. The Special Fiduciary recognizes that any pooled investment vehicle or mutual fund cannot be subjected to these requirements, except to the extent these distinctions can be incorporated by the Special Fiduciary into their process of selecting such vehicles. Nevertheless, the Special Fiduciary will review investing activities in any pooled investment vehicles utilized, versus the investment policy and, if appropriate, the Special Fiduciary may accordingly decide that a particular pooled/mutual fund has ceased to be suitable.

Fixed Income

The purpose of domestic and international fixed income investments is to provide liquidity and a highly predictable, dependable source of income. Fixed instruments should reduce the overall volatility of the Trust's assets and provide a deflation hedge.

The following standards are for the separately managed fixed income accounts and are not monitored by the Special Fiduciary. Each manager is expected to confirm receipt of the standards in writing.

1. Quality Standards (not applicable to a portfolio which is specifically committed to invest in High Yield Bonds)

- Minimum: Must be rated investment-grade by at least one major rating agency
- Maximum: No manager's portfolio allocation to the lowest investment-grade category (BBB-rated) shall be greater than the bench index allocation plus 3%
- Weighted average (target) quality for each portfolio manager: A-rated or better

2. Duration Standards

- Maximum/Minimum: Portfolio modified duration should not be greater than (+/-) 25% of benchmark index

3. Diversification Standards

- Single security issue: Maximum 5%

- Single Sector Allocation (level 2): Maximum benchmark index allocation (+/-) 20% (except U.S. Government securities)
- Non-Index Sector Allocation (level 2): Maximum allocation to non-index sectors shall be limited to 30% of the manager's portfolio market value

4. Liquidity Standards

- Original issuance for corporate securities must be at least \$300 million, unless the Special Fiduciary approves the investment in advance.
- Securities that are thinly traded and therefore cannot be considered liquid are not permitted without prior specific permission from the Special Fiduciary.

5. Prohibited Categories for all investment managers, unless authorized by the Special Fiduciary

- Derivative instruments including, but not limited to options, futures, swaps, structured finance products, etc. in which either the inherent structure of the instrument or the nature of the transaction is leveraged, i.e. creates market exposure in excess of the market value of the underlying assets.
- Issuer affiliated with the investment manager

6. Frequency of Reporting to Special Fiduciary

- At least quarterly

Equities

1. Diversification Standards

Diversification for the total investment program is achieved through manager selection. The Special Fiduciary recognizes the value of including concentrated, high-conviction managers within the total equity allocation. Appropriately sizing each manager's allocation creates the desired diversification across the overall program.

Should any single manager's designated allocation be greater than 10% of the total program, they shall adhere to the following standards unless granted written exception

authorized by the Special Fiduciary. Such designated managers will be explicitly notified and will submit written acknowledgement of adherence to these standards.

- Market value of any single holding not to exceed 7.5% of the manager's allocation, without obtaining permission from the Special Fiduciary
- Maximum sector concentration: greater of 2.5x benchmark, or 20% of current portfolio market value

2. Liquidity Standards

- Traded on one or more national and/or international exchanges (NASDAQ, National Market, or quoted in the NASDAQ Bid/Asked section)
- \$100 million minimum market capitalization
- Managers should maintain appropriate procedures to determine their liquidity exposure to an individual security holding on a **firm wide basis**, i.e., awareness and documentation of what percent of normal trading volume is represented by their total holding for the Plan in a particular issue.

3. Proxy Voting

- Unless specifically directed by the Special Fiduciary, the managers have sole responsibility for voting proxies of shares of companies in the portfolio in a manner consistent with the best interests of the Plan.
- Managers are required to vote proxies on every issue that could be reasonably expected to have a significant impact on the value of the investment.
- Managers are required to keep a record of all proxy votes and upon request report to the Special Fiduciary at least annually.

4. Prohibited Categories for all Equity managers, unless authorized by the Special Fiduciary

- Issuer related to the investment manager,
- Restricted or letter stock,
- Private placement debt, and
- Derivative instruments that create or add leverage.

Alternatives

These apply only to investment managers that have been authorized by the Special Fiduciary or previous Plan Trustees and use these categories as inherent elements within their investment programs. Examples of investment managers that may qualify for this authorization include hedge funds, real estate managers, commodities managers, and private equity managers.

1. Short sales, or “naked” positions should be limited to only within investments in hedge funds.
2. Margin purchases, which create leverage or market exposure in excess of the market value of underlying assets, and which create asymmetric return patterns that could result in substantial losses, shall be limited to include only purchases made in hedge funds.
3. Real Estate investments shall be limited to pooled investments that are professionally managed to include REITs, timberland or other institutional classes of real estate portfolios.
4. Distressed debt securities that trade at a significant discount to the principal amount of the obligation shall be limited to include only specific investment manager mandates.
5. Private partnership investments shall be limited to include only investments in institutionally managed strategies that may include real estate, distressed debt, private equity, timberland and hedge funds.
6. Fully collateralized securities lending programs are not considered margin purchases and may be utilized, subject to a separate Supplemental Agreement approved by the Special Fiduciary.

Exhibit B

Asset Allocation and Allowable Ranges around Target

In Force as of: 3/1/2021

The Asset Class benchmarks will be used for the construction of the Policy Benchmark, but individual managers may be measured against a different benchmark.

Asset Class	Policy Benchmark	Policy Target	Min	Max
Cash Equivalent		2%	0%	10%
US Intermediate Fixed Income	Blmb. Barc. Govt/Credit	12%	5%	40%
Bank Loans / Direct Lending	S&P/LSTA Leveraged Loan	0%	0%	0%
High Yield	ICE BAML High Yield	4%	0%	15%
Total Debt Securities		18%		
US Large Cap Equities	S&P 500	15%	5%	25%
US Mid Cap Equities	Russell Midcap	13%	5%	25%
US Small Cap Equities	Russell 2000	11%	5%	20%
Real Estate Securities (REITs)	FTSE NAREIT All REITs	4%	0%	10%
International Developed	MSCI EAFE	9%	0%	15%
International Small Cap	MSCI World ex US Small Cap	3%	0%	10%
Emerging Markets Equities	MSCI Emerging Markets	7%	0%	15%
Total Equity Securities		62%		
Hedge Funds	DJCS Multi-Strategy	6%	0%	10%
Distressed Securities	HFN Distressed	0%	0%	0%
Global Macro	Barclay Global Macro	5%	0%	10%
Timberland	NCREIF Timber	5%	0%	10%
Direct Real Estate	NCREIF Property	4%	0%	10%
Total Alternative Securities		20%		
Total Portfolio		100%		

Historical Asset Allocation

Asset Class	<u>Amended Jul 19</u>	Amended Apr 18	Amended June 16	Amended June 14	Amended Dec 06	Amended Jan 01	Amended Jan 99	Amended Nov 96	Amended Jan 94	Original
Cash Equivalent	2%	2%								5%
US Intermediate Fixed Income	17%	17%	24%	15%	10%	30%	35%	40%	50%	60%
Bank Loans / Direct Lending	1%	1%	1%	5%						
High Yield	6%	6%	5%	5%	10%					
Total Debt Securities	26%	26%	30%	25%	20%	30%	35%	40%	50%	65%
US Large Cap Equities	12%	12%	10%	10%	10%	40%	40%	50%	50%	35%
US Mid Cap Equities	12%	12%	10%	10%	10%					
US Small Cap Equities	12%	12%	10%	10%	15%	15%	15%			
Real Estate Securities (REITs)	4%	4%	3%	3%						
International Developed	9%	9%	5%	5%	10%	10%	10%	10%		
Emerging Markets Equities	3%	3%	2%	2%	5%					
Total Equity Securities	52%	52%	40%	40%	50%	65%	65%	60%	50%	35%
Long / Short Equity			8%	8%	15%					
Hedge Funds	5%	5%	3%	8%						
Distressed Securities	2%	2%	3%	3%						
Commodities			4%	4%	5%	5%				
Global Macro	6%	6%	5%	5%						
Timberland	5%	5%	3%	3%						
Direct Real Estate	4%	4%	4%	4%	10%					
Total Alternative Securities	22%	22%	30%	35%	30%	5%	0%	0%	0%	0%
Total Portfolio	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Exhibit C Manager Supplement

Management Firm Name: _____

**Asset Class(es) Managed
Under This Policy:** _____

Product Name: _____

Type of Account Involved:

_____	_____
Actively Managed	Separate Portfolio
_____	_____
Passive	Pooled/Commingled Fund
_____	_____
Semi-Passive	Mutual Fund

Specific Exceptions to Portfolio Constraints which might be expected to occur, on occasion, unless actively prevented:

Section/ Page	Description of Exception	Expected Frequency	Expected Duration	Advance Policy Exception Approval Requested? [Yes/No]

Full copy of the Investment Policy has been received and reviewed. Terms of this Policy and Supplement are acceptable and believed to be realistic, subject to "Expected Exceptions" listed above.

Management Firm

By:

Signature

Name and Title

Date