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DOCUMENTS REVIEWED:

- ✓ **Investment Management Agreements**
- ✓ **Confirmation Emails of Current Fee Agreements**

Figure 3.1: Current Managers and Investment Management Fees as of December 31, 2019

PUBLIC MARKETS MANDATES

Mandate	Effective Annual Fee (bps)	Universe Median Fee (bps)	Percentile Rank (1= least costly)
Aberdeen Fixed Income Total Return	28	27	55
Frontier Capital Appreciation	75	79	33
Garcia Hamilton Fixed Income	19	25	13
Harvest Fund Advisors MLP Alpha	75	75	50
Loomis, Sayles & Company High Yield	40	50	6
NTAM ACWI Diversified Multi-Factor Index	2	7	1
NTAM ACWI IMI	1.5	7	1
Nuveen Real Asset Income	81	85	32
PIMCO Core Plus	15	27	1
Stone Harbor Emerging Markets Debt	71	75	39
Templeton	83	85	48
Wellington International Horizons	60	68	27
Westwood Small Cap Value	88	82	68
William Blair EM Small Cap Growth	125	133	28
William Blair EM Leaders	78	86	28