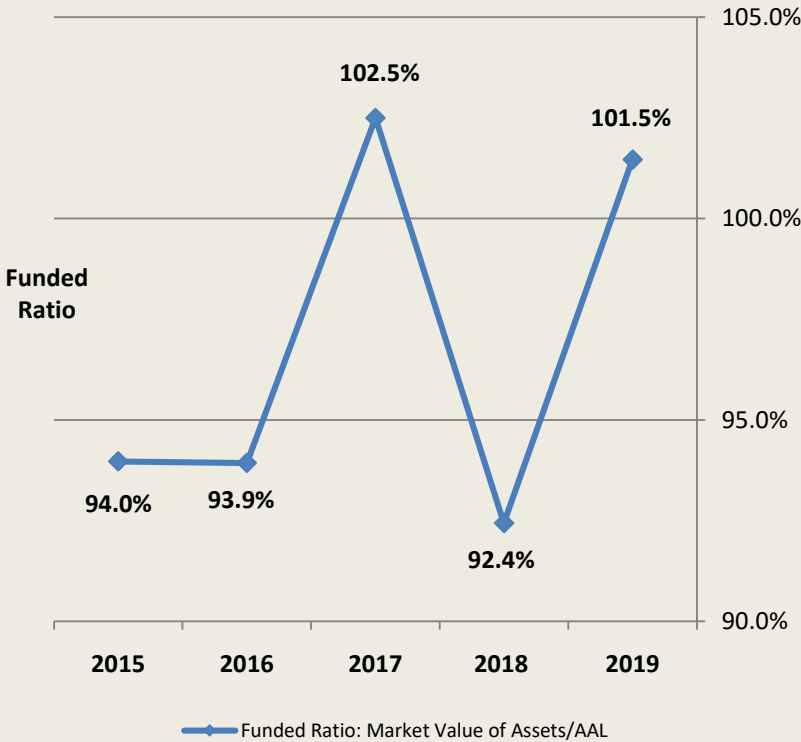


TERS Dashboard

December 2019

TERS FUNDED RATIO

KEY STATISTICS



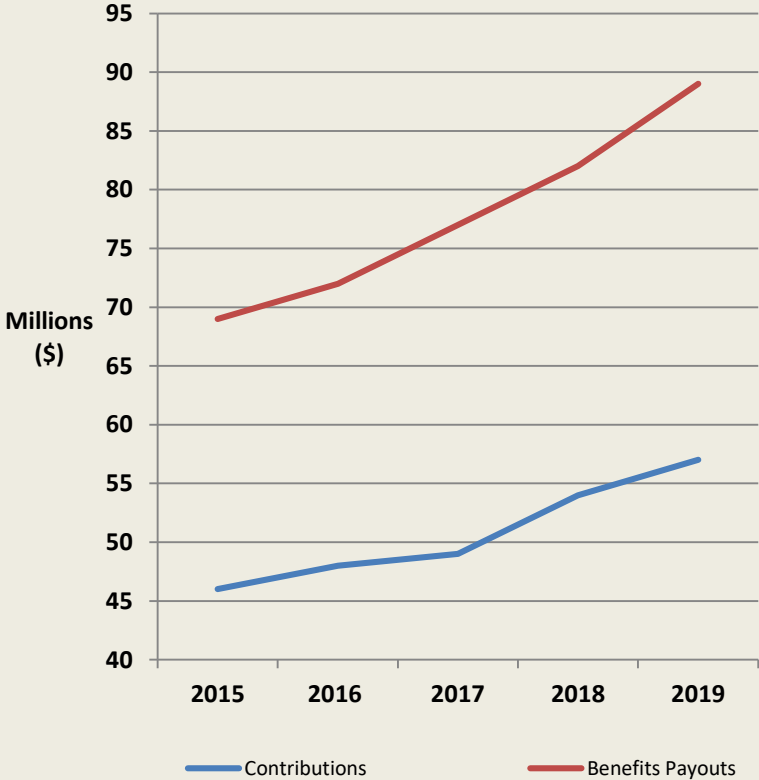
Actuarial Assumptions		1/1/19
		<u>Valuation</u>
• Expected Rate of Return		7.00%
• Wage Inflation		3.75%
• Price Inflation		2.75%
Interest Crediting Rate		6.13%
Normal Cost (as a percent of pay)		18.53%

	2015	2016	2017	2018	2019
Fair Value of Assets (\$billions)	1.449	1.548	1.723	1.626	1.868
AAL-actuarial accrued liability (\$billions)	1.542	1.648	1.681	1.759	1.841
Funded Ratio: Market Value of Assets/AAL	94.0%	93.9%	102.5%	92.4%	101.5%

TERS Dashboard

December 2019

Yearly Total Contributions & Benefit Payouts



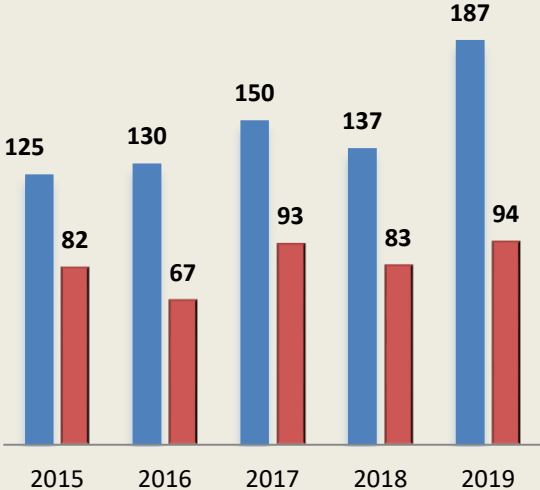
TERS Contribution Rates

Time Period	Total	Employer	Employee
1980-1996	19.33 %	10.44%	8.89%
1997-2000	16.7	9.02	7.68
2001-2008	14.0	7.56	6.44
2009	16.0	8.64	7.36
2010	18.0	9.72	8.28
2011	19.0	10.26	8.74
2012 - 2017	20.0	10.80	9.20
2018 - present	21.0	11.34	9.66

TERS Dashboard

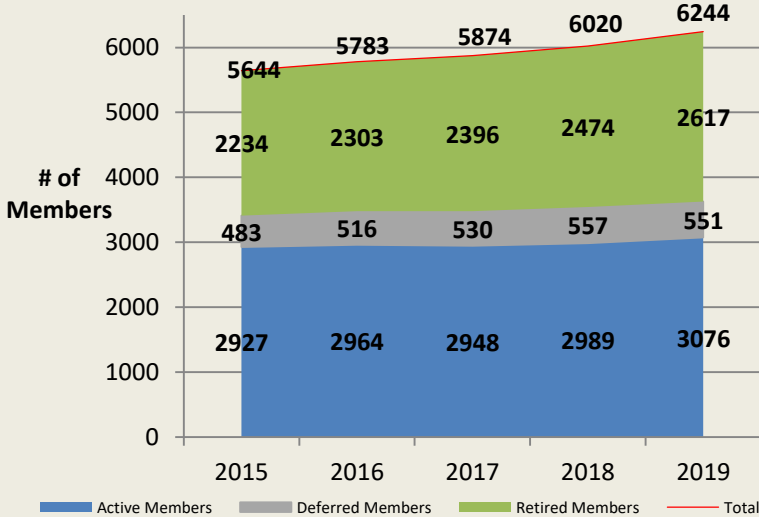
December 2019

Yearly Retirements & Contribution Withdrawals



■ Number of retirements ■ Number of contribution withdrawals

TERS Members



Retirement Payments (December 31, 2019)

Pension/ Month	Percentile
\$6,434	95%
3,981	75%
2,523	Median
1,464	25%
507	5%

TERS Dashboard

December 2019

Annualized Net-of-Fee Returns ended December 31, 2019

	<u>1-Year</u>	<u>3-Year</u>	<u>5-Year</u>	<u>10-Year</u>
TERS Portfolio	16.83%	8.63%	6.90%	8.73%
Custom Benchmark	17.41%	9.05%	6.91%	8.52%
Actuarial Assumed Rate of Return	7.00%			

Asset Allocation as of December 31, 2019

	<u>\$ Millions</u>	<u>% Percent</u>
Global Equity	\$ 821.6	43.9
Private Equity	141.1	7.6
Fixed Income	637.6	34.1
Real Estate	164.2	8.8
Real Assets	97.2	5.2
Cash	5.8	0.4
Total	\$1,867.5	100.0%

TERS Dashboard

December 2019

Board Member Fiduciary Duties

Duty of loyalty – The obligation to act for the exclusive benefit of the plan participants and beneficiaries. The trustees must put the interest of all plan participants and beneficiaries above their own interests or those of any third parties. Regardless of their selection process, fiduciaries must be reminded that they do not represent a specific constituency or interest group.

Duty of care – The responsibility to administer the plan efficiently and properly. The duty of care includes consideration and monitoring of the financial sustainability of the plan design and funding practices.

Duty of prudence – The obligation to act prudently in exercising power or discretion over the interests that are the subject of the fiduciary relationship. The general standard is that a trustee should act in a way that a reasonable or prudent person acts in a similar situation or in the conduct of his or her own affairs.