



*3<sup>rd</sup> Quarter 2025*

## **Forest Preserve Fund**

Investment Performance Review

---

**Ann O’Bradovich**

Senior Vice President

**John Jackson, CFA**

Senior Vice President

Important Disclosures regarding the use of this document are included at the end of this document. These disclosures are an integral part of this document and should be considered by the user.

# Forest Preserve Fund

## 3<sup>rd</sup> Quarter 2025

- Total Fund assets stood at \$221.4 million at the end of the third quarter, an increase of approximately \$5.3 million from the prior quarter ending value of \$216.1 million.
- Asset allocation of the Fund is in line with expectations. The largest overweights are to International Equity and Domestic Equity, which exceed their target weights by 3.7% and 3.5%, respectively. These overweights are offset by underweights to Private Equity and Private Credit. Managers have been selected, and these allocations are in the process of being implemented.
- For the quarter, Total Fund returned 4.75% (NOF) versus the benchmark return of 5.23%. Over the last year, the Total Fund returned 10.37% and underperformed the benchmark return of 11.56%.
  - Domestic Equity returned 7.70% for the quarter and underperformed the benchmark return of 8.18%. Over the last year, the Domestic Equity allocation (14.29%) underperformed the benchmark return (17.41%).
  - International Equity returned 4.83% for the quarter and underperformed the benchmark return of 6.89%. Over the last year, the International Equity allocation (14.22%) underperformed the benchmark return (16.45%).
  - Fixed Income returned 1.94% for the quarter, in line with the benchmark return of 1.95%. Over the last year, the Fixed Income allocation (2.97%) performed in line with the benchmark return (3.00%).
  - Real Estate returned 1.29% for the quarter and outperformed the benchmark return of 0.52%. Over the last year, the Real Estate allocation (4.77%) outperformed the benchmark return (3.19%).
  - Private Equity returned 16.09% for the quarter. The allocation was initially funded in 1Q25.
  - Hedge Funds returned 1.99% for the quarter and underperformed the benchmark return of 2.07%. Over the last year, the Hedge Funds allocation (9.73%) outperformed the benchmark return (8.76%).
  - Private Credit initial funding occurred in 3Q25. The first full quarter of performance will be in 4Q25.
- Three-year period: Total Fund returned 13.71% (NOF) and underperformed the benchmark return of 14.36%.
- Five-year period: Total Fund returned 9.01% (NOF) and outperformed the benchmark return of 8.79%.
- Ten-year period: Total Fund returned 8.32% (NOF) and underperformed the benchmark return of 8.54%.
- Total Fund ranked in the top half of peers over the trailing one- and five-year periods and ranked just below median over the trailing three- and ten-year periods.

Note: Returns greater than one year are annualized; Returns presented are net of management fees (NOF)

# Global Equity Markets Continue to Run in 3Q25

U.S. markets lead developed ex-U.S. markets; emerging markets continue strength from 1Q and 2Q

## Big gains for global stocks

- S&P 500 rose 8.1% in 3Q25, while U.S. small caps jumped 12.4%. Global markets are looking past the impact of U.S. tariffs and show confidence in the absence of a recession in the U.S. economy.

## Modest 3Q returns for core fixed income

- The Bloomberg Aggregate rose 2.0%, up from 1.2% in 2Q. Long duration rose 3.2% as long rates came down.
- CPI-U rose 3.0% (year-over-year) through September. The core index also rose 3.0%. Both figures are up from June but below economist estimates of 3.1%. There were some signs that tariffs are lifting prices in smaller categories, but modest shelter inflation weighed down the overall index at both the core and headline levels.

## Dislocation in economic growth measures

- Job growth slowed and the unemployment rate climbed to 4.3%, its highest level in four years.
- Consumer spending has surprised on the upside, while much of the business spending has paused..

Returns for Periods ended 9/30/25

	Quarter	1 Year	3 Years	5 Years	10 Years	25 Years
<b>U.S. Equity</b>						
Russell 3000	8.18	17.41	24.12	15.74	14.71	8.35
S&P 500	8.12	17.60	24.94	16.47	15.30	8.36
Russell 2000	12.39	10.76	15.21	11.56	9.77	7.80
<b>Global ex-U.S. Equity</b>						
MSCI World ex USA	5.33	16.03	21.60	11.60	8.41	5.18
MSCI Emerging Markets	10.64	17.32	18.21	7.02	7.99	--
MSCI ACWI ex USA Small Cap	6.68	15.93	19.36	9.97	8.37	7.62
<b>Fixed Income</b>						
Bloomberg Aggregate	2.03	2.88	4.93	-0.45	1.84	3.90
90-day T-Bill	1.08	4.38	4.77	2.98	2.08	1.86
Bloomberg Long Gov/Credit	3.16	-1.28	3.96	-4.57	1.88	5.25
Bloomberg Global Agg ex-US	-0.59	1.87	5.75	-2.54	0.48	3.12
<b>Real Estate</b>						
NCREIF Property	1.19	4.65	-2.55	3.79	5.03	7.39
FTSE Nareit Equity	4.77	-1.98	10.80	9.33	6.61	9.17
<b>Alternatives</b>						
Cambridge Private Equity*	3.86	9.29	5.02	14.24	12.80	10.45
Cambridge Senior Debt*	4.20	9.74	9.42	8.97	7.92	4.88
HFRI Fund Weighted	5.44	11.08	9.97	8.76	6.41	5.61
Bloomberg Commodity	3.65	8.88	2.76	11.53	3.96	1.73
Gold Spot Price	17.10	45.64	32.32	15.36	13.26	11.13
<b>Inflation: CPI-U</b>	0.69	3.01	3.05	4.53	3.16	2.54

\*Cambridge Private Equity and Cambridge Senior Debt data as of 2Q25.

Returns greater than one year are annualized.

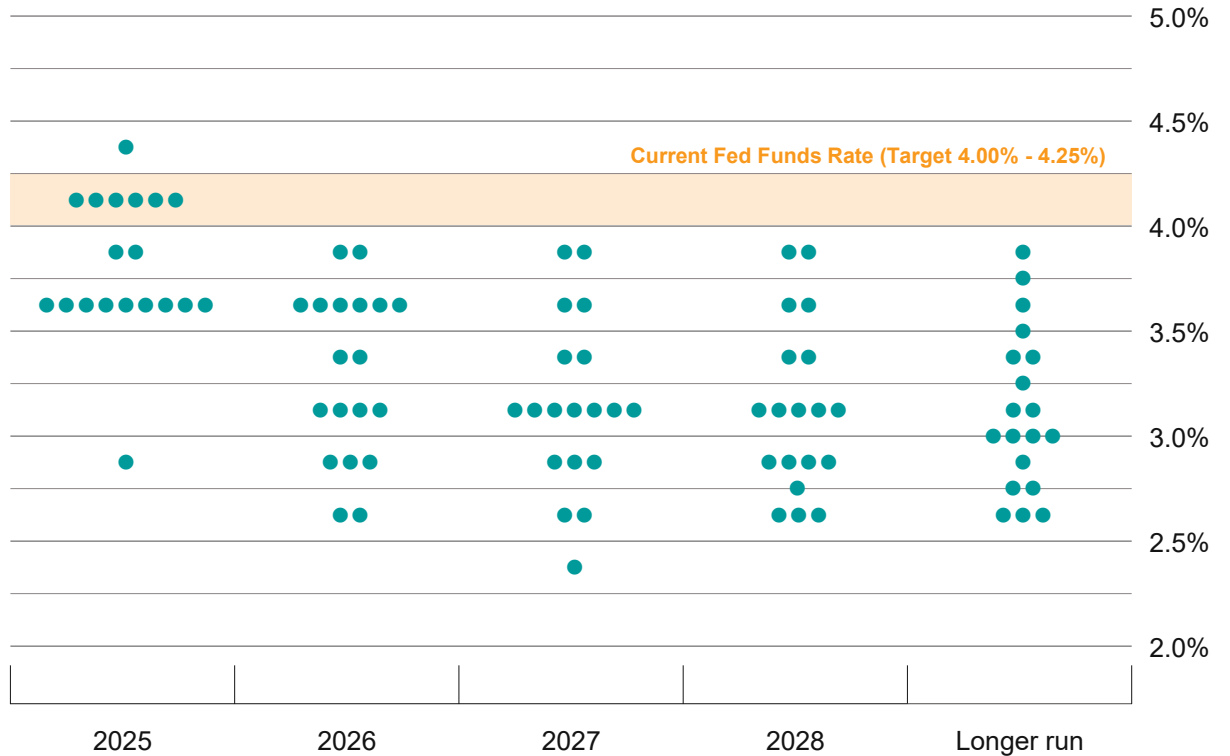
Sources: Bloomberg, Callan, Cambridge, FTSE Russell, HFRI, MSCI, NCREIF, S&P Dow Jones Indices

# The Fed's 'Dot Plot'

## Federal Open Market Committee (FOMC) participants' assessments of appropriate monetary policy

### Most project 3.5%-4.5% for 2025

- Median year-end in 2025 = 3.6% (down from 3.9% in June).
- "Longer run" median held at 3.0%
  - Bias is toward higher rates; lower bound is 2.6% but higher bound is 3.6%.
- Most participants project between 3.5% and 4.5% for 2025 but one member projected just below 3%.
  - Dispersion of views among all participants widens in 2026 and beyond.



Source: Federal Reserve; as of 9/17/25

# Callan Periodic Table of Investment Returns

As of September 30, 2025

Calendar Year Returns					Quarterly Returns				Monthly Returns		
2020	2021	2022	2023	2024	4Q24	1Q25	2Q25	3Q25	Jul	Aug	Sep
Small Cap Equity 19.96%	Large Cap Equity 28.71%	Private Real Estate 6.55%	Large Cap Equity 26.29%	Large Cap Equity 25.02%	Hedge Funds 3.07%	Dev Non-U.S. Equity 6.86%	EM Equity 11.99%	Small Cap Equity 12.39%	Large Cap Equity 2.24%	Small Cap Equity 7.14%	EM Equity 6.01%
Large Cap Equity 18.40%	REITS 26.09%	Hedge Funds -5.32%	Dev Non-U.S. Equity 18.24%	Small Cap Equity 11.54%	Large Cap Equity 2.41%	EM Equity 2.93%	Dev Non-U.S. Equity 11.78%	EM Equity 10.64%	EM Equity 1.95%	REITS 4.37%	Small Cap Equity 5.44%
EM Equity 18.31%	Private Real Estate 21.02%	U.S. Fixed Income -13.01%	Small Cap Equity 16.93%	Hedge Funds 11.38%	Private Real Estate 0.96%	U.S. Fixed Income 2.78%	Large Cap Equity 10.94%	Large Cap Equity 8.12%	Small Cap Equity 1.73%	Dev Non-U.S. Equity 4.26%	Large Cap Equity 5.09%
Hedge Funds 8.65%	Small Cap Equity 14.82%	Dev Non-U.S. Equity -14.45%	EM Equity 9.83%	EM Equity 7.50%	Small Cap Equity 0.33%	REITS 1.59%	Small Cap Equity 8.50%	Dev Non-U.S. Equity 4.77%	Hedge Funds 1.56%	Large Cap Equity 2.03%	Dev Non-U.S. Equity 2.20%
Dev Non-U.S. Equity 7.82%	Dev Non-U.S. Equity 11.26%	Large Cap Equity -18.11%	REITS 9.67%	Dev Non-U.S. Equity 3.82%	U.S. Fixed Income -3.06%	Hedge Funds 0.88%	REITS 4.41%	REITS 4.07%	Private Real Estate 0.17%	EM Equity 1.28%	U.S. Fixed Income 1.54%
U.S. Fixed Income 7.51%	Hedge Funds 9.74%	EM Equity -20.09%	U.S. Fixed Income 5.53%	U.S. Fixed Income 1.25%	EM Equity -8.01%	Private Real Estate 0.85%	U.S. Fixed Income 1.21%	Hedge Funds 3.97%	U.S. Fixed Income -0.26%	U.S. Fixed Income 1.20%	Hedge Funds 1.37%
Private Real Estate 0.34%	U.S. Fixed Income -1.54%	Small Cap Equity -20.44%	Hedge Funds 4.24%	REITS 0.94%	Dev Non-U.S. Equity -8.11%	Large Cap Equity -4.27%	Private Real Estate 0.81%	U.S. Fixed Income 2.03%	REITS -1.17%	Hedge Funds 0.84%	REITS 0.88%
REITS -9.04%	EM Equity -2.54%	REITS -25.10%	Private Real Estate -12.73%	Private Real Estate -2.27%	REITS -9.69%	Small Cap Equity -9.48%	Hedge Funds 0.35%	Private Real Estate 0.52%	Dev Non-U.S. Equity -1.40%	Private Real Estate 0.17%	Private Real Estate 0.27%

Sources: ● S&P 500 ● Russell 2000 ● MSCI EAFE ● MSCI Emerging Markets ● Bloomberg U.S. Aggregate ● HFRI Fund of Funds Index\*

● NCREIF ODCE Value Weight Net ● FTSE EPRA/NAREIT Developed

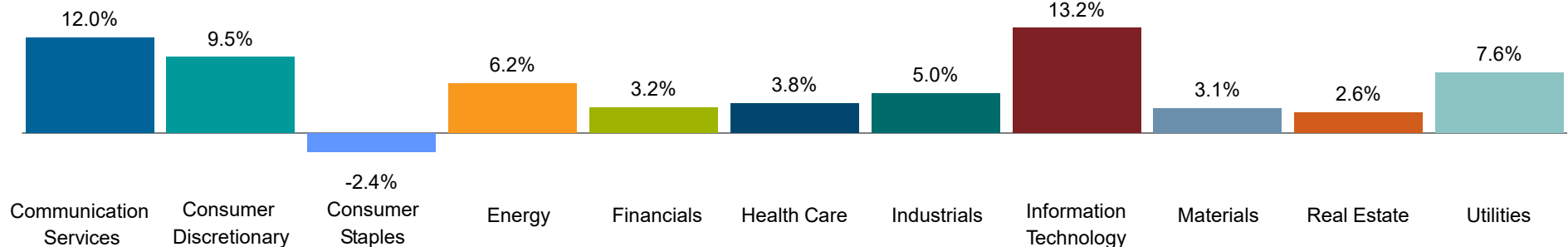
\*Returns are lagged one month

# U.S. Equity Performance: 3Q25

Another strong quarter for U.S. equity, particularly for small cap indices

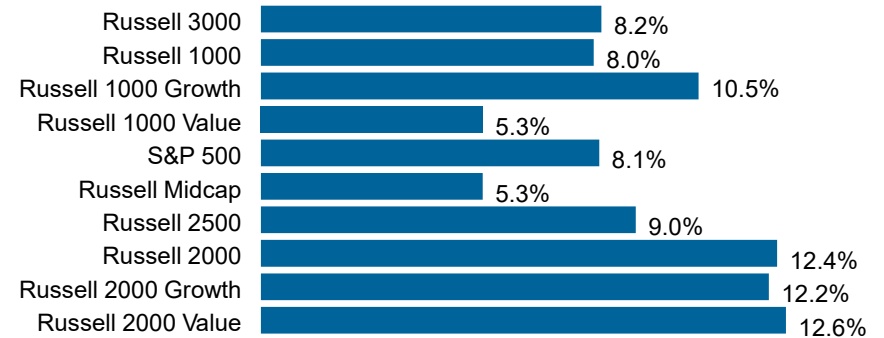
- The S&P 500 Index jumped 8% in 3Q25, supported by strong corporate earnings growth and guidance.
- 10 out of the 11 S&P sectors posted positive returns. Information Technology (+13%), Communication Services (+12%), and Consumer Discretionary (+10%) led the pack, supported by the continued strength of the AI ecosystem. Consumer Staples was down (-2%) after tough July and September results. Its typical defensive posturing, combined with softened consumer spending trends, caused it to struggle in a highly risk-on market environment.
- Small cap indices outperformed large cap indices, a reversal in performance patterns observed during 2Q25.
- Style leadership was mixed. Growth outperformed value in large cap while value slightly outpaced growth in small cap.

Industry Sector Quarterly Performance (S&P 500) as of 9/30/25

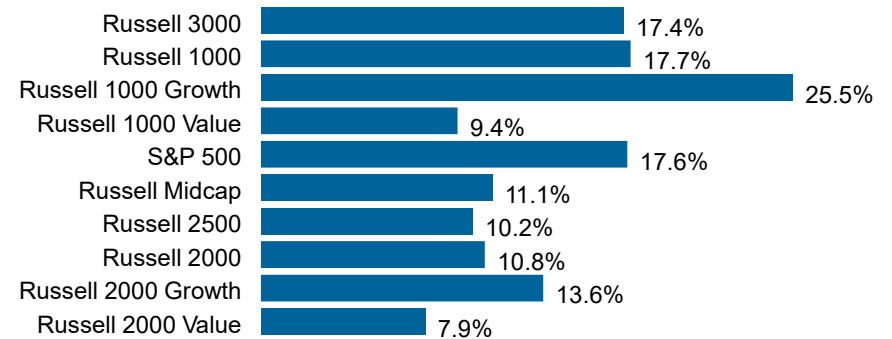


Sources: FTSE Russell, S&P Dow Jones Indices

U.S. Equity: Quarter Ended 9/30/25



U.S. Equity: One Year Ended 9/30/25



# Global/Global ex-U.S. Equity Performance: 3Q25

Lagged U.S. stocks in 3Q but maintained YTD lead

## Broad market

- Global ex-U.S. equities modestly underperformed the U.S. in 3Q25 but remained ahead year-to-date.
- Emerging markets led developed markets higher.
- Accommodative monetary policy in emerging markets, fiscal support in China, and a U.S.-Japan trade deal supported ex-U.S. performance.
- Global ex-U.S. small caps kept pace with global ex-U.S. large caps while U.S. small caps outpaced their large cap counterparts.
- China was the clear leader, supported by government intervention and easing trade tensions with the U.S.

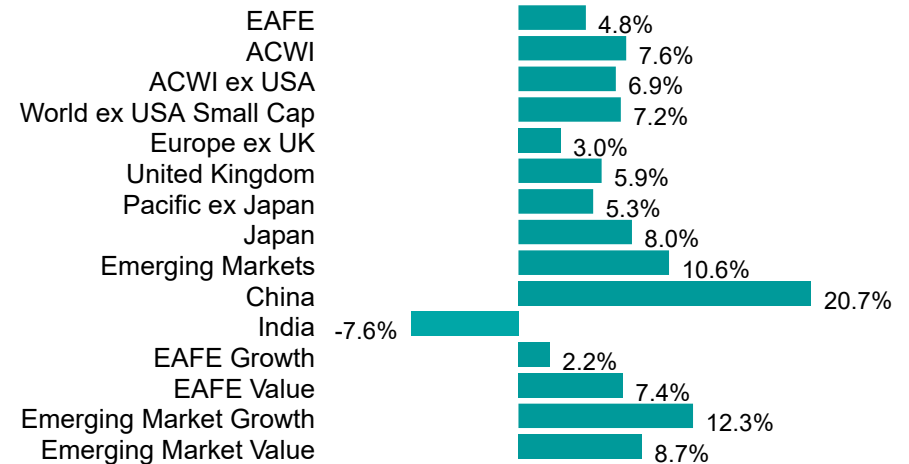
## Growth vs. value

- Value outperformed growth in developed ex-U.S. markets while growth outperformed value in emerging markets.
- Technology companies, semiconductors, and European banks led markets while health care stocks were laggards.

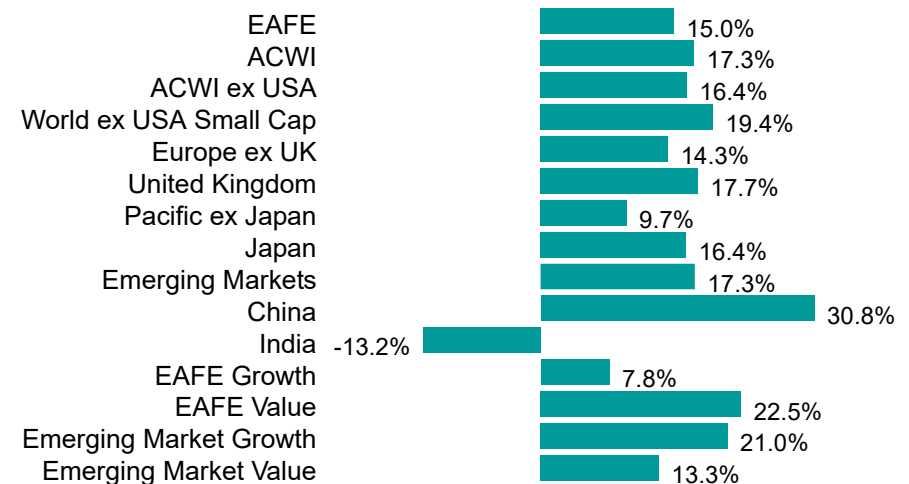
## U.S. dollar

- The U.S. dollar stabilized (+0.9%) after a sharp decline in the first half of the year (-10%), reducing the currency tailwind for non-U.S. markets.

## Global Equity Returns: Quarter Ended 9/30/25



## Global Equity Returns: One Year Ended 9/30/25



Source: MSCI

# U.S. Fixed Income Performance: 3Q25

The Fed cut rates; Aggregate gains 2.0%

## Macro environment

- The Fed cut rates at the September meeting, with long-end rates moving higher, pricing in the potential for continued upward inflation pressures.
- Despite long-end upward movement post-meeting, yields eventually fell across the curve, amid weakening economic sentiment.
- The yield curve steepened modestly, with the 2s/10s spread widening as much as 65 bps—before ending at 55 bps, up from 52 bps at the end of 2Q.

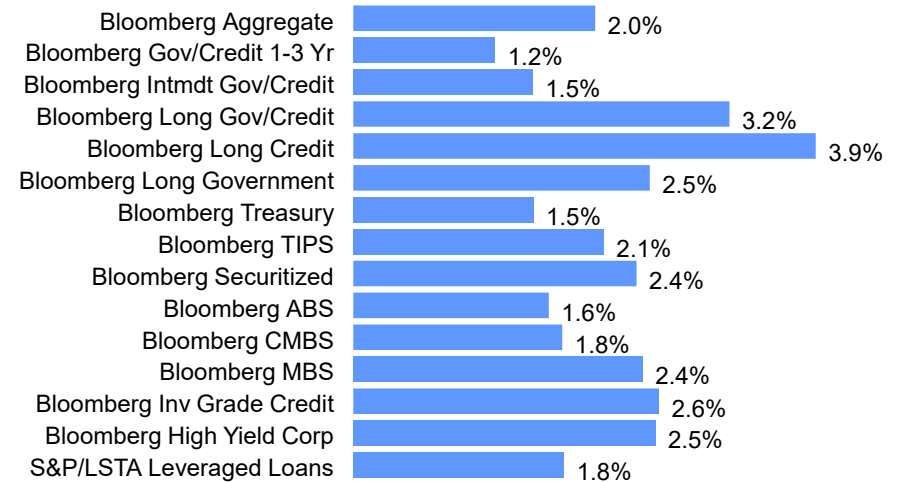
## Performance and drivers

- The Bloomberg US Aggregate Bond Index rose 2.0%, supported by declining Treasury yields.
- IG corporates outperformed Treasuries amid continued spread tightening, as did securitized credit.
- High yield outperformed floating rate bank loans as yields declined.

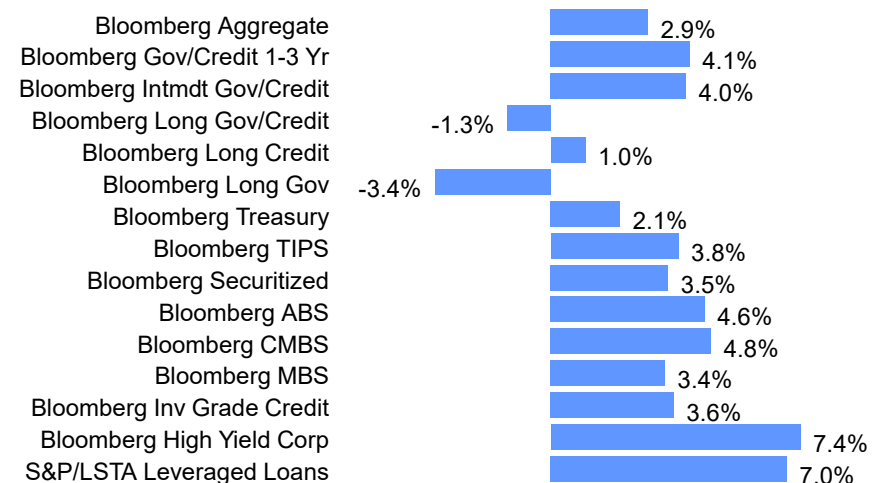
## Valuations

- Corporate credit spreads continue to grind tighter amid high demand from market participants.
- New issuance across both IG and HY ticked up in September after the typical summer lull.

## U.S. Fixed Income Returns: Quarter Ended 9/30/25



## U.S. Fixed Income Returns: One Year Ended 9/30/25



Sources: Bloomberg, Callan, SIFMA Research, S&P Dow Jones Indices, U.S. Treasury



# U.S. Private Real Estate Performance: 3Q25

Sector appreciation mostly turns positive, outside of Office and Retail

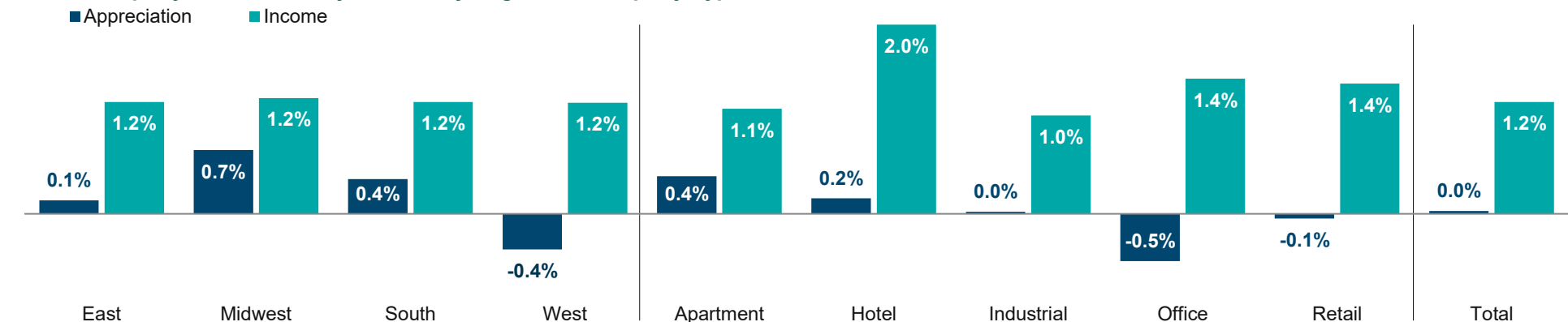
## Valuations reflect higher interest rates

- Valuations appear to have bottomed and are in the very early stages of a recovery.
- Income returns were positive across sectors and regions.
- Property sectors were mixed; Office and Retail experienced negative appreciation, while the remaining sectors had positive or flat appreciation.
- West region underperformance was driven by repricing of industrial in Southern California.
- Return dispersion by manager within the ODCE Index was due to the composition of underlying portfolios.

	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 10 Years
NCREIF ODCE	0.5%	3.2%	-6.1%	2.6%	4.1%
Income	0.8%	3.2%	3.0%	3.0%	3.2%
Appreciation	-0.3%	-0.1%	-8.9%	-0.4%	1.0%
NCREIF Property Index	1.2%	4.6%	-2.6%	3.8%	5.0%
Income	1.2%	4.8%	4.5%	4.4%	4.5%
Appreciation	0.0%	-0.1%	-6.9%	-0.6%	0.5%

Returns are geometrically linked

## NCREIF Property Index Quarterly Returns by Region and Property Type



Source: NCREIF; ODCE return is net

# Hedge Fund Performance: 3Q25

Surge in performance to end the quarter

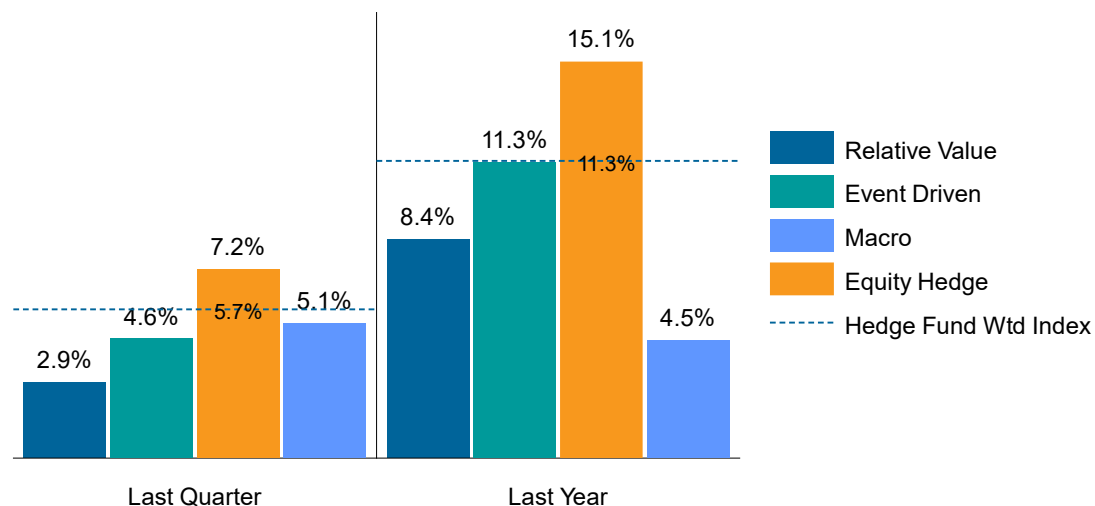
## Equities drove hedge fund performance

- Equity hedge again led all hedge fund strategies, as the AI-boom continued to push up “growthier” names.
- Macro strategies performed well, driven by positioning in gold, equities, and interest rates.
- Event-driven strategies saw positive momentum as M&A activity picked up along with AI-related deals.
- Relative value strategies ended higher, as managers profited from the Fed rate cut.

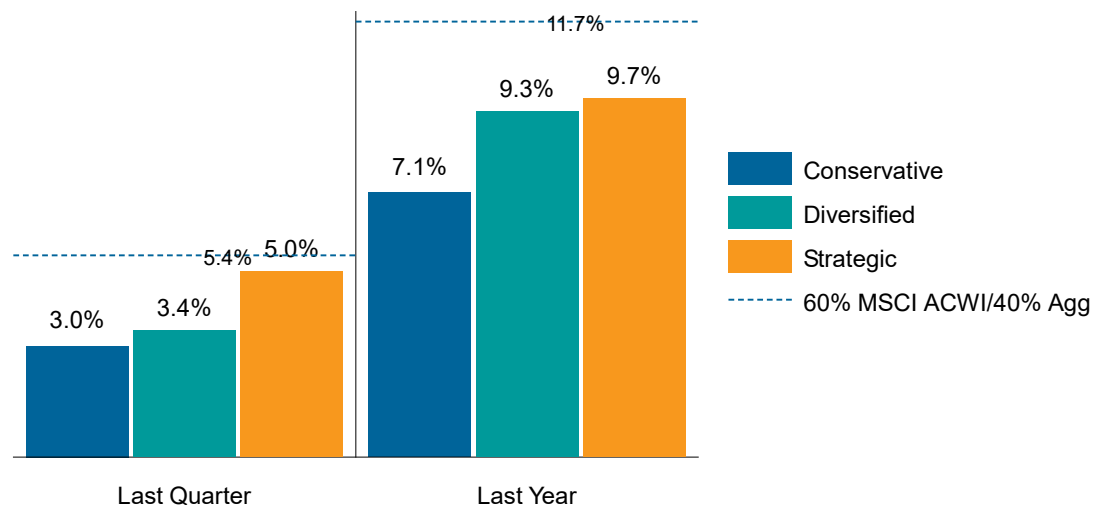
## FOFs saw continued strong performance

- Fund-of-funds (FOFs) with more exposure to equity hedge and macro strategies performed better.
- FOFs with more diversification across credit strategies, in addition to less equity beta, lagged slightly on the quarter.

HFRI Strategy Index Returns vs. Broad Hedge Fund Universe as of 9/30/25



HFRI Fund-of-Funds Returns vs. 60% Stock/40% Bond Mix as of 9/30/25



Source: Hedge Fund Research

---

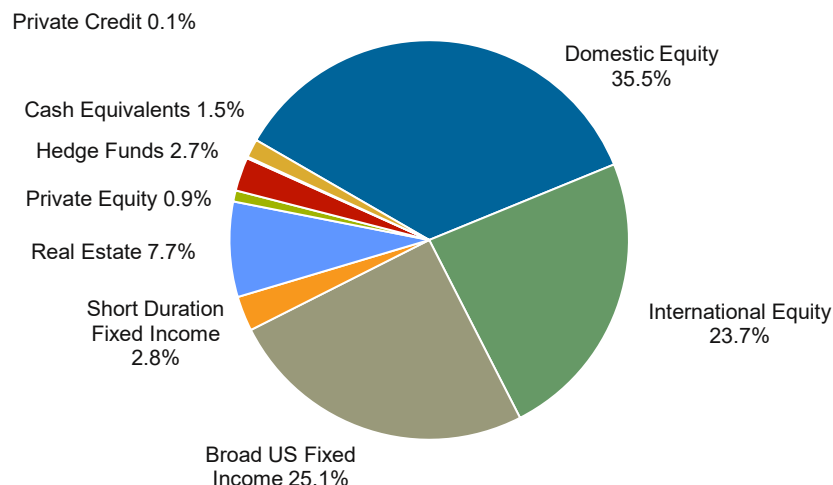
## **Forest Preserve Fund**

3<sup>rd</sup> Quarter Investment Performance

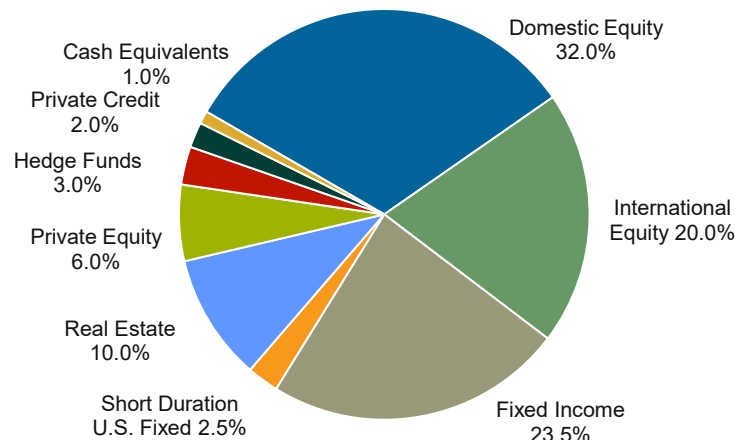
# Asset Allocation vs Policy Target\*

As of September 30, 2025

Actual Asset Allocation



Target Asset Allocation



Asset Class	\$000s Actual	Weight Actual	Min Target	Target	Max Target	Percent Difference	\$000s Difference
Domestic Equity	78,575	35.5%	28.0%	32.0%	36.0%	3.5%	7,734
International Equity	52,364	23.7%	16.0%	20.0%	24.0%	3.7%	8,089
Broad US Fixed Income	55,525	25.1%	19.5%	23.5%	27.5%	1.6%	3,501
Short Duration Fixed Income	6,265	2.8%	0.0%	2.5%	4.5%	0.3%	730
Real Estate	17,053	7.7%	6.0%	10.0%	14.0%	(2.3%)	(5,084)
Private Equity	1,990	0.9%	0.0%	6.0%	10.0%	(5.1%)	(11,293)
Hedge Funds	6,026	2.7%	0.0%	3.0%	6.0%	(0.3%)	(615)
Private Credit	294	0.1%	0.0%	2.0%	4.0%	(1.9%)	(4,133)
Cash Equivalents	3,285	1.5%	0.0%	1.0%	5.0%	0.5%	1,072
Total	221,377	100.0%		100%			

- The Forest Preserve Fund's largest overweights are to International Equity (+3.7%) and Domestic Equity (+3.5). These are offset by the underweights to Private Equity (-5.1%) and Private Credit (-1.9%). Managers have been selected, and the allocations are in the process of being implemented.

\*The target allocation was approved in September 2023. The Total Fund benchmark will be modified in accordance with the actual implementation. This process reflects the practical implementation of non-publicly traded investments.

# Total Fund Asset Summary (\$)

As of September 30, 2025

## Last Quarter

	September 30, 2025				June 30, 2025	
	Market Value	Weight	Net Cash Activity	Inv. Return	Market Value	Weight
Domestic Equity	\$78,574,540	35.49%	(\$4,646,000)	\$5,901,223	\$77,319,317	35.78%
International Equity	\$52,364,006	23.65%	(\$2,859,195)	\$2,495,904	\$52,727,296	24.40%
Domestic Fixed Income	\$61,789,397	27.91%	\$2,000,000	\$1,134,559	\$58,654,839	27.14%
Real Estate	\$17,053,363	7.70%	(\$387,289)	\$254,641	\$17,186,011	7.95%
Hedge Funds	\$6,026,121	2.72%	(\$15,080)	\$132,862	\$5,908,339	2.73%
Private Equity	\$1,990,110	0.90%	\$830,000	\$240,110	\$920,000	0.43%
Private Credit	\$294,400	0.13%	\$294,400	\$0	-	-
Miscellaneous Assets	\$0	0.00%	(\$577)	\$577	\$0	0.00%
Cash Equivalents	\$3,285,388	1.48%	(\$116,036)	\$14,830	\$3,386,595	1.57%
<b>Total Forest Preserve Fund</b>	<b>\$221,377,326</b>	<b>100.00%</b>	<b>(\$4,899,777)</b>	<b>\$10,174,705</b>	<b>\$216,102,398</b>	<b>100.00%</b>

## Last Year

	September 30, 2025				September 30, 2024	
	Market Value	Weight	Net Cash Activity	Inv. Return	Market Value	Weight
<b>Total Forest Preserve Fund</b>	<b>\$221,377,326</b>	<b>100.00%</b>	<b>(\$8,212,946)</b>	<b>\$21,537,730</b>	<b>\$208,052,542</b>	<b>100.00%</b>

Real Estate, Hedge Fund, and Private Equity information represents trailing data..

NOTE: Net Cash Activity column includes contributions, withdrawals, transfers, and manager fee payments.

# Asset Class Performance Returns (NOF)

As of September 30, 2025

	Market Value \$(Dollars)	Ending Weight	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 10 Years
<b>Domestic Equity</b>	<b>\$78,574,540</b>	<b>35.49%</b>	<b>7.70%</b>	<b>14.29%</b>	<b>22.22%</b>	<b>15.04%</b>	<b>13.75%</b>
Domestic Equity Benchmark (2)	-	-	8.18%	17.41%	24.12%	15.74%	14.70%
<b>International Equity</b>	<b>\$52,364,006</b>	<b>23.65%</b>	<b>4.83%</b>	<b>14.22%</b>	<b>20.16%</b>	<b>10.20%</b>	<b>8.34%</b>
International Equity Bnmk (4)	-	-	6.89%	16.45%	20.67%	10.26%	8.23%
<b>Fixed Income</b>	<b>\$61,789,397</b>	<b>27.91%</b>	<b>1.94%</b>	<b>2.97%</b>	<b>4.85%</b>	<b>0.24%</b>	<b>1.99%</b>
Fixed Income Benchmark (3)	-	-	1.95%	3.00%	4.92%	(0.22%)	1.92%
<b>**Real Estate</b>	<b>\$17,053,363</b>	<b>7.70%</b>	<b>1.29%</b>	<b>4.77%</b>	<b>(5.73%)</b>	<b>2.89%</b>	<b>4.71%</b>
NFI-ODCE Value Weight Net	-	-	0.52%	3.19%	(6.15%)	2.59%	4.13%
<b>**Hedge Funds</b>	<b>\$6,026,121</b>	<b>2.72%</b>	<b>1.99%</b>	<b>9.73%</b>	<b>8.34%</b>	<b>7.63%</b>	<b>5.43%</b>
90-Day Average SOFR + 4% (5)	-	-	2.07%	8.76%	9.01%	7.25%	6.38%
HFRI Fund of Funds Index (6)	-	-	3.97%	8.48%	6.81%	5.73%	4.23%
<b>**Private Equity</b>	<b>\$1,990,110</b>	<b>0.90%</b>	<b>16.09%</b>	-	-	-	-
<b>*Private Credit</b>	<b>\$292,400</b>	<b>0.13%</b>	-	-	-	-	-
<b>Cash Equivalents</b>	<b>\$3,285,388</b>	<b>1.48%</b>	<b>1.10%</b>	<b>4.54%</b>	<b>4.92%</b>	<b>3.08%</b>	<b>2.35%</b>
3-month Treasury Bill	-	-	1.08%	4.38%	4.77%	2.98%	2.08%
<b>Total Forest Preserve Fund</b>	<b>\$221,377,326</b>	<b>100.00%</b>	<b>4.75%</b>	<b>10.37%</b>	<b>13.71%</b>	<b>9.01%</b>	<b>8.32%</b>
Total Fund Benchmark (1)	-	-	5.23%	11.56%	14.36%	8.79%	8.54%

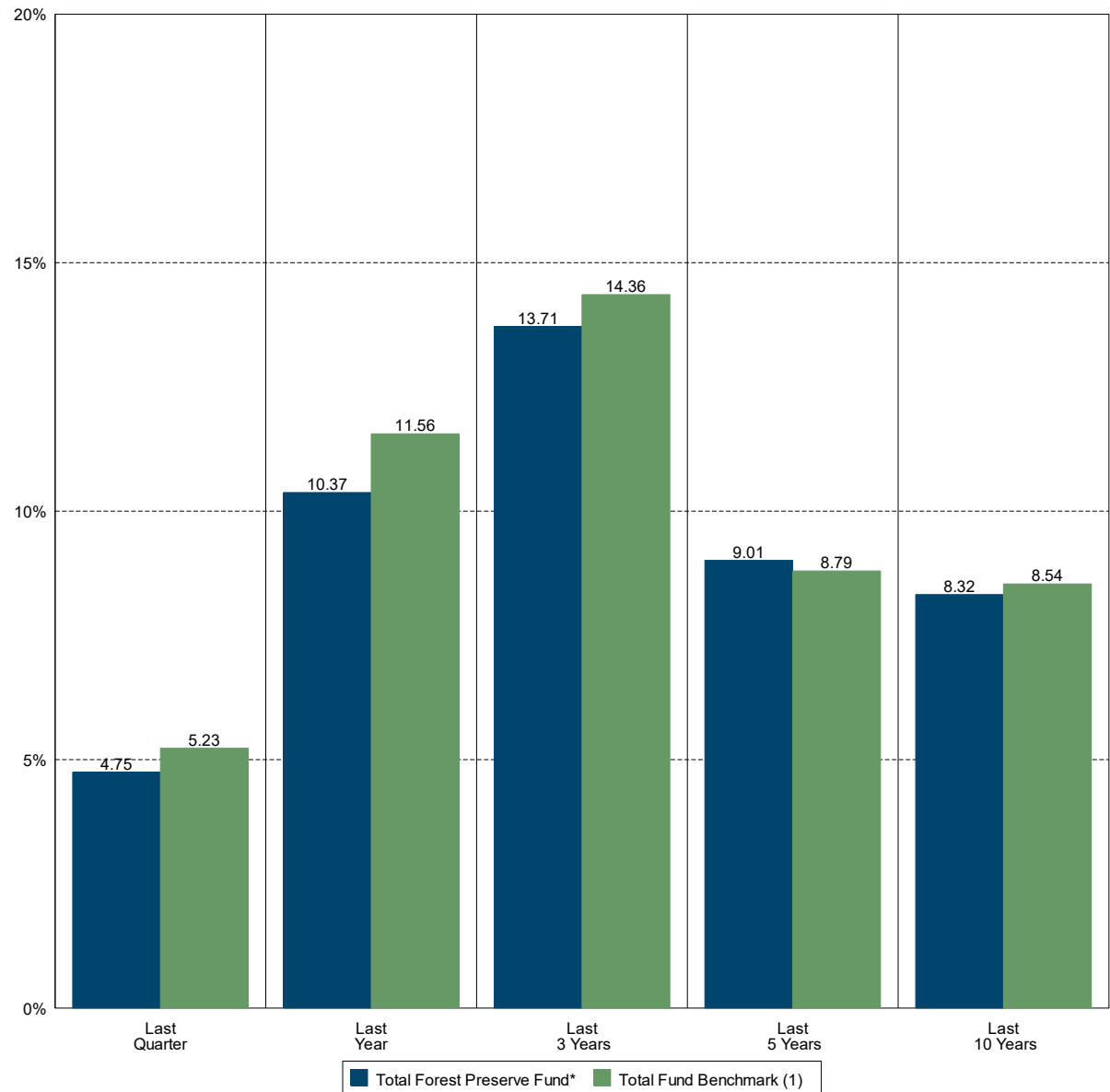
\*Private Credit investment approved by the Board in September 2023. Managers have been selected, and the allocation is in the process of being implemented. Initial funding occurred during 3Q25 and the first full quarter of performance will be in 4Q25.

\*\*Real Estate, Private Equity, and Hedge Fund information reflects trailing market values. Benchmark detail included in the Appendix.

# Total Fund Performance\*

As of September 30, 2025

- 3<sup>rd</sup> Quarter: The Total Fund underperformed its benchmark. Active management in International Equity was the primary detractor.
- One Year: The Total Fund underperformed its benchmark. Active management in Domestic Equity was the largest detractor.
- Three Years: The Total Fund underperformed its benchmark. Active management in Domestic Equity was the largest detractor.
- Five Years: The Total Fund outperformed its benchmark. An underweight to Fixed Income and active management in Real Estate and Hedge Funds were the largest contributors.
- Ten Years: The Total Fund lagged its benchmark over the trailing ten-year period. International Equity, Fixed Income, and Real Estate outperformed their respective benchmarks, while Domestic Equity, and Hedge Funds underperformed.



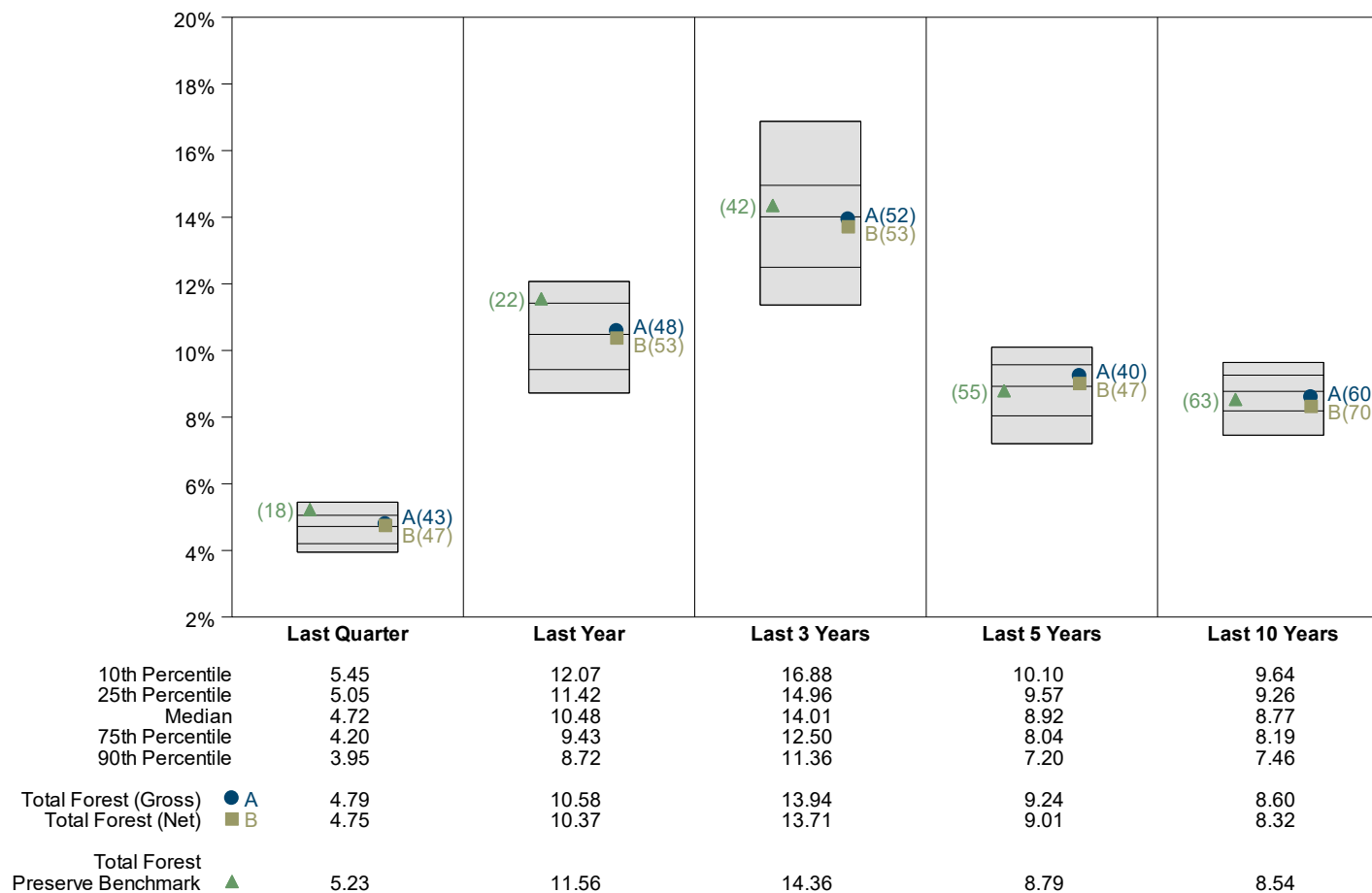
\*Net of Fee Returns

(1) Benchmark detail included in the Appendix

# Total Fund Performance vs. Peers\*

As of September 30, 2025

Performance vs Callan Public Fund Spons- Mid (100M-1B) (Gross)



- Over the trailing one-year period, the Fund underperformed its benchmark but ranked in the top half of peers.
- Over the trailing five-year period, the Fund outperformed its benchmark and ranked in the top half of peers.
- Over the trailing three- and ten-year periods, the Fund underperformed its benchmark and ranked below its peer group median.

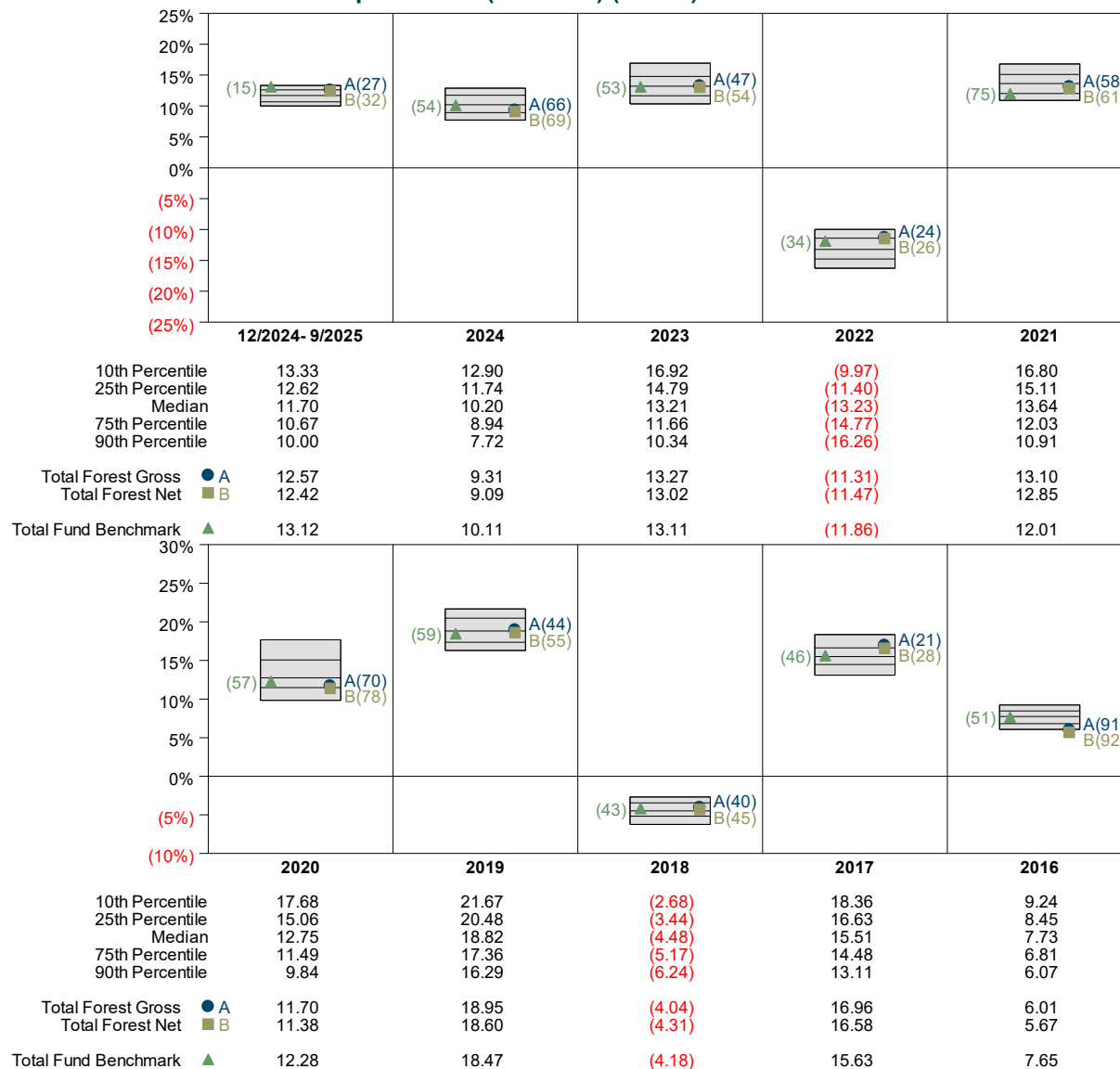
\*Peer Group ranking: 1st percentile = best; 100th percentile = worst. The peer universe is Gross of Fees. Benchmark detail included in the Appendix.



# Total Fund Calendar Year Performance vs Peers\*

As of September 30, 2025

## Performance vs Callan Public Fund Spons - Mid (100M-1B) (Gross)



\*Peer Group ranking: 1st percentile = best; 100th percentile = worst. The peer universe is Gross of Fees. Benchmark detail included in the Appendix.

## Performance Detail (NOF)

As of September 30, 2025

	Market Value \$(Dollars)	Ending Weight	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 10 Years
<b>Domestic Equity</b>	<b>\$78,574,540</b>	<b>35.49%</b>	<b>7.70%</b>	<b>14.29%</b>	<b>22.22%</b>	<b>15.04%</b>	<b>13.75%</b>
Domestic Equity Benchmark (2)	-	-	8.18%	17.41%	24.12%	15.74%	14.70%
Rhumbline Large Cap Core	62,262,253	28.12%	8.14%	17.62%	24.52%	16.38%	15.19%
S&P 500 Index	-	-	8.12%	17.60%	24.94%	16.47%	15.30%
<b>Small/Mid Cap</b>	<b>\$16,312,287</b>	<b>7.37%</b>	<b>6.00%</b>	<b>2.16%</b>	<b>13.19%</b>	<b>9.04%</b>	<b>8.95%</b>
William Blair Small/Mid Cap	7,846,136	3.54%	5.63%	(0.51%)	12.23%	5.81%	10.29%
Russell 2500 Growth Index	-	-	10.73%	12.62%	15.97%	7.76%	10.93%
Channing Small/Mid Cap	8,466,150	3.82%	6.34%	4.78%	14.11%	12.58%	7.39%
Russell 2500 Value Index	-	-	8.17%	9.00%	15.39%	14.96%	9.68%
<b>International Equity</b>	<b>\$52,364,006</b>	<b>23.65%</b>	<b>4.83%</b>	<b>14.22%</b>	<b>20.16%</b>	<b>10.20%</b>	<b>8.34%</b>
International Equity Bnmk (4)	-	-	6.89%	16.45%	20.67%	10.26%	8.23%
Lazard Asset Mgmt	33,314,187	15.05%	3.70%	12.86%	19.79%	10.06%	8.30%
SSGA MSCI ACWI ex US	19,049,819	8.61%	6.98%	16.91%	20.87%	10.44%	-
MSCI ACWI ex US	-	-	6.89%	16.45%	20.67%	10.26%	8.23%
<b>Fixed Income</b>	<b>\$61,789,397</b>	<b>27.91%</b>	<b>1.94%</b>	<b>2.97%</b>	<b>4.85%</b>	<b>0.24%</b>	<b>1.99%</b>
Fixed Income Benchmark (3)	-	-	1.95%	3.00%	4.92%	(0.22%)	1.92%
<b>Broad US Fixed Income</b>	<b>\$55,524,561</b>	<b>25.08%</b>	<b>2.03%</b>	<b>2.88%</b>	<b>4.91%</b>	<b>(0.49%)</b>	<b>1.77%</b>
Mellon Capital	55,524,561	25.08%	2.03%	2.88%	4.91%	(0.49%)	1.77%
Bloomberg Aggregate Index	-	-	2.03%	2.88%	4.93%	(0.45%)	1.84%
<b>Short Duration</b>	<b>\$6,264,836</b>	<b>2.83%</b>	<b>1.16%</b>	<b>4.03%</b>	<b>4.68%</b>	<b>2.02%</b>	<b>-</b>
Garcia Hamilton	6,264,836	2.83%	1.16%	4.03%	4.68%	2.02%	-
Blmbg Gov/Cred 1-3 Yr	-	-	1.19%	4.12%	4.68%	1.78%	1.94%

Benchmark detail included in the Appendix.

## Performance Detail (NOF)

As of September 30, 2025

	Market Value \$(Dollars)	Ending Weight	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 10 Years
<b>**Real Estate</b>	<b>\$17,053,363</b>	<b>7.70%</b>	<b>1.29%</b>	<b>4.77%</b>	<b>(5.73%)</b>	<b>2.89%</b>	<b>4.71%</b>
Clarion Lion Industrial Trust	2,455,570	1.11%	0.80%	2.30%	(0.52%)	-	-
JP Morgan Strategic Property Fd	5,427,975	2.45%	0.88%	5.18%	(7.37%)	1.48%	3.44%
Prudential PRISA	9,169,818	4.14%	1.67%	5.17%	(5.73%)	2.78%	-
NCREIF NFI-ODCE Val Wt Nt	-	-	0.52%	3.19%	(6.15%)	2.59%	4.13%
<b>**Hedge Funds</b>	<b>\$6,026,121</b>	<b>2.72%</b>	<b>1.99%</b>	<b>9.73%</b>	<b>8.34%</b>	<b>7.63%</b>	<b>5.43%</b>
Blackstone Burnham Fd	6,026,121	2.72%	1.99%	9.73%	8.34%	7.63%	5.43%
90-Day Average SOFR + 4% (5)	-	-	2.07%	8.76%	9.01%	7.25%	6.38%
HFRI Fund of Funds Index (6)	-	-	3.97%	8.48%	6.81%	5.73%	4.23%
<b>**Private Equity</b>	<b>\$1,990,110</b>	<b>0.90%</b>	<b>16.09%</b>	-	-	-	-
<b>*Private Credit</b>	<b>\$292,400</b>	<b>0.13%</b>	-	-	-	-	-
<b>Cash Equivalents</b>	<b>\$3,285,388</b>	<b>1.48%</b>	<b>1.10%</b>	<b>4.54%</b>	<b>4.92%</b>	<b>3.08%</b>	<b>2.35%</b>
3-month Treasury Bill	-	-	1.08%	4.38%	4.77%	2.98%	2.08%
<b>Total Forest Preserve Fund</b>	<b>\$221,377,326</b>	<b>100.00%</b>	<b>4.75%</b>	<b>10.37%</b>	<b>13.71%</b>	<b>9.01%</b>	<b>8.32%</b>
Total Fund Benchmark (1)	-	-	5.23%	11.56%	14.36%	8.79%	8.54%

\*Private Credit investment approved by the Board in September 2023. Managers have been selected, and the allocation is in the process of being implemented. Initial funding occurred during 3Q25 and the first full quarter of performance will be in 4Q25.

\*\*Real Estate, Private Equity, and Hedge Fund information reflects trailing market values. Benchmark detail included in the Appendix.

---

## Manager Updates

### *3<sup>rd</sup> Quarter 2025*

#### **Lazard Asset Management – International Equity**

September 2025 – Lazard announced that Chris Hogbin has been appointed Chief Executive Officer of Lazard Asset Management (“LAM”), effective December 2025. He will succeed Evan Russo, who has served as the firm’s CEO since 2022 and will transition into an advisory role when Hogbin assumes the CEO position. Hogbin brings over 30 years of industry experience, including 20 years at AllianceBernstein, where he was most recently the Global Head of Investments and a member of the Executive Leadership Team. Evan Russo will remain involved in an advisory capacity to support a smooth transition, and LAM’s existing leadership team will continue to manage day-to-day operations. No immediate changes to the investment teams or process are anticipated.

**The Forest Preserve Fund has approximately \$33 million invested in the Lazard International Equity Plus strategy.**

*Callan views the announcement as notable, but not actionable at this time.*

---

---

## Appendix

## Performance Detail (GOF)

As of September 30, 2025

	Market Value \$(Dollars)	Ending Weight	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 10 Years
<b>Domestic Equity</b>	<b>\$78,574,540</b>	<b>35.49%</b>	<b>7.73%</b>	<b>14.47%</b>	<b>22.37%</b>	<b>15.19%</b>	<b>13.97%</b>
Domestic Equity Benchmark (2)	-	-	8.18%	17.41%	24.12%	15.74%	14.70%
Rhumbline Large Cap Core	62,262,253	28.12%	8.14%	17.63%	24.54%	16.39%	15.20%
S&P 500 Index	-	-	8.12%	17.60%	24.94%	16.47%	15.30%
<b>Small/Mid Cap</b>	<b>\$16,312,287</b>	<b>7.37%</b>	<b>6.14%</b>	<b>2.88%</b>	<b>13.88%</b>	<b>9.71%</b>	<b>9.65%</b>
William Blair Small/Mid Cap	7,846,136	3.54%	5.81%	0.37%	13.03%	6.59%	11.11%
Russell 2500 Growth Index	-	-	10.73%	12.62%	15.97%	7.76%	10.93%
Channing Small/Mid Cap	8,466,150	3.82%	6.46%	5.32%	14.69%	13.15%	7.97%
Russell 2500 Value Index	-	-	8.17%	9.00%	15.39%	14.96%	9.68%
<b>International Equity</b>	<b>\$52,364,006</b>	<b>23.65%</b>	<b>4.87%</b>	<b>14.35%</b>	<b>20.32%</b>	<b>10.36%</b>	<b>8.51%</b>
International Equity Bnmk (4)	-	-	6.89%	16.45%	20.67%	10.26%	8.23%
Lazard Asset Mgmt	33,314,187	15.05%	3.74%	13.03%	20.00%	10.27%	8.51%
SSGA MSCI ACWI ex US	19,049,819	8.61%	7.00%	16.97%	20.93%	10.49%	-
MSCI ACWI ex US	-	-	6.89%	16.45%	20.67%	10.26%	8.23%
<b>Fixed Income</b>	<b>\$61,789,397</b>	<b>27.91%</b>	<b>1.95%</b>	<b>2.99%</b>	<b>4.87%</b>	<b>0.26%</b>	<b>2.03%</b>
Fixed Income Benchmark (3)	-	-	1.95%	3.00%	4.92%	(0.22%)	1.92%
<b>Broad US Fixed Income</b>	<b>\$55,524,561</b>	<b>25.08%</b>	<b>2.04%</b>	<b>2.90%</b>	<b>4.93%</b>	<b>(0.47%)</b>	<b>1.80%</b>
Mellon Capital	55,524,561	25.08%	2.04%	2.90%	4.93%	(0.47%)	1.80%
Bloomberg Aggregate Index	-	-	2.03%	2.88%	4.93%	(0.45%)	1.84%
<b>Short Duration</b>	<b>\$6,264,836</b>	<b>2.83%</b>	<b>1.18%</b>	<b>4.10%</b>	<b>4.78%</b>	<b>2.14%</b>	<b>-</b>
Garcia Hamilton	6,264,836	2.83%	1.18%	4.10%	4.78%	2.14%	-
Blmbg Gov/Cred 1-3 Yr	-	-	1.19%	4.12%	4.68%	1.78%	1.94%

Benchmark detail included in the Appendix.

## Performance Detail (GOF)

As of September 30, 2025

	Market Value \$(Dollars)	Ending Weight	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 10 Years
<b>**Real Estate</b>	<b>\$17,053,363</b>	<b>7.70%</b>	<b>1.50%</b>	<b>5.66%</b>	<b>(4.98%)</b>	<b>3.51%</b>	<b>5.36%</b>
Clarion Lion Industrial Trust	2,455,570	1.11%	1.05%	3.33%	0.45%	-	-
JP Morgan Strategic Property Fd	5,427,975	2.45%	1.10%	6.09%	(6.66%)	2.03%	4.16%
Prudential PRISA	9,169,818	4.14%	1.87%	6.01%	(5.00%)	3.42%	-
NCREIF NFI-ODCE Val Wt Nt	-	-	0.52%	3.19%	(6.15%)	2.59%	4.13%
<b>**Hedge Funds</b>	<b>\$6,026,121</b>	<b>2.72%</b>	<b>2.25%</b>	<b>10.85%</b>	<b>9.44%</b>	<b>8.73%</b>	<b>6.50%</b>
Blackstone Burnham Fd	6,026,121	2.72%	2.25%	10.85%	9.44%	8.73%	6.50%
90-Day Average SOFR + 4% (5)	-	-	2.07%	8.76%	9.01%	7.25%	6.38%
HFRI Fund of Funds Index (6)	-	-	3.97%	8.48%	6.81%	5.73%	4.23%
<b>**Private Equity</b>	<b>\$1,990,110</b>	<b>0.90%</b>	<b>16.09%</b>	-	-	-	-
<b>*Private Credit</b>	<b>\$292,400</b>	<b>0.13%</b>	-	-	-	-	-
<b>Cash Equivalents</b>	<b>\$3,285,388</b>	<b>1.48%</b>	<b>1.10%</b>	<b>4.54%</b>	<b>4.92%</b>	<b>3.08%</b>	<b>2.35%</b>
3-month Treasury Bill	-	-	1.08%	4.38%	4.77%	2.98%	2.08%
<b>Total Forest Preserve Fund</b>	<b>\$221,377,326</b>	<b>100.00%</b>	<b>4.79%</b>	<b>10.58%</b>	<b>13.94%</b>	<b>9.24%</b>	<b>8.60%</b>
Total Fund Benchmark (1)	-	-	5.23%	11.56%	14.36%	8.79%	8.54%

\*Private Credit investment approved by the Board in September and is in the process of being implemented.

\*\*Real Estate, Private Equity, and Hedge Funds information reflects trailing market values. Benchmark detail included in the Appendix.

## Performance Attribution (GOF) – 3<sup>rd</sup> Quarter

As of September 30, 2025

### Relative Attribution Effects for Quarter ended September 30, 2025

Asset Class	Effective Actual Weight	Effective Target Weight	Actual Return	Target Return	Manager Effect	Asset Allocation	Total Relative Return
Domestic Equity	36%	36%	7.73%	8.18%	(0.16%)	0.01%	(0.15%)
International Equity	24%	22%	4.87%	6.89%	(0.49%)	0.03%	(0.45%)
Broad US Fixed Income	24%	24%	2.04%	2.03%	0.00%	0.00%	0.01%
Short Duration	3%	3%	1.18%	1.19%	(0.00%)	(0.02%)	(0.02%)
Real Estate	8%	10%	1.50%	0.52%	0.08%	0.10%	0.18%
Private Equity	1%	1%	16.09%	16.09%	0.00%	(0.02%)	(0.02%)
Private Credit	0%	0%	0.00%	0.00%	0.00%	(0.00%)	(0.00%)
Hedge Funds	3%	3%	2.25%	2.07%	0.01%	0.01%	0.01%
Cash Equivalents	1%	1%	1.10%	1.08%	0.00%	(0.00%)	(0.00%)
<b>Total</b>			<b>4.79%</b>	<b>5.23%</b>	<b>+ (0.56%)</b>	<b>+ 0.12%</b>	<b>(0.43%)</b>

- **Total Fund Return:** The Fund returned 4.79% for the quarter and underperformed the benchmark by 0.43%.

- + Private Equity posted the highest absolute return.
- + Real Estate added the largest relative contribution.

- **Manager Effect:** Active management was negative overall for the quarter.

- + Real Estate and Hedge Funds
- International Equity and Domestic Equity

- **Allocation Effect:** Variance from target policy weights contributed positively to relative performance.

- + Underweights Real Estate; Overweights to Domestic Equity and International Equity
- Overweight to Short Duration; Underweight to Private Equity



## Performance Attribution (GOF) – One Year

As of September 30, 2025

### One Year Relative Attribution Effects

Asset Class	Effective Actual Weight	Effective Target Weight	Actual Return	Target Return	Manager Effect	Asset Allocation	Total Relative Return
Domestic Equity	36%	36%	14.47%	17.41%	(1.02%)	0.01%	(1.01%)
International Equity	24%	23%	14.35%	16.45%	(0.47%)	0.11%	(0.36%)
Broad US Fixed Income	24%	24%	2.90%	2.88%	0.00%	(0.02%)	(0.01%)
Short Duration	3%	2%	4.10%	4.12%	0.00%	(0.04%)	(0.04%)
Real Estate	8%	10%	5.66%	3.19%	0.22%	0.19%	0.41%
Hedge Funds	3%	3%	10.85%	8.76%	0.06%	0.00%	0.06%
Cash Equivalents	1%	1%	4.54%	4.38%	0.00%	0.00%	0.00%
Private Equity	0%	0%	-	-	0.00%	(0.02%)	(0.02%)
Private Credit	0%	0%	-	-	0.00%	(0.00%)	(0.00%)
Total			10.58% = 11.55% + (1.20%) + 0.23%				(0.97%)

- **Total Fund Return:** The Fund returned 10.58% and underperformed the benchmark by 0.77%.
  - + Domestic Equity posted the highest absolute return.
  - + Real Estate added the largest relative contribution.
- **Manager Effect:** Active management was negative overall over the last year.
  - + Real Estate and Hedge Funds
  - Domestic Equity and International Equity
- **Allocation Effect:** Variance from target policy weights contributed positively to relative performance.
  - + Underweight to Real Estate; Overweight to International Equity
  - Overweight to Fixed Income

## Performance Attribution (GOF) – Three Years

As of September 30, 2025

### Three Year Annualized Relative Attribution Effects

Asset Class	Effective Actual Weight	Effective Target Weight	Actual Return	Target Return	Manager Effect	Asset Allocation	Total Relative Return
Domestic Equity	36%	35%	22.37%	24.12%	(0.60%)	0.04%	(0.56%)
International Equity	26%	24%	20.32%	20.67%	(0.09%)	0.10%	0.02%
Broad US Fixed Income	22%	24%	4.93%	4.93%	(0.00%)	0.16%	0.16%
Short Duration	2%	2%	4.78%	4.68%	0.01%	0.02%	0.03%
Real Estate	10%	10%	(4.98%)	(6.15%)	0.16%	(0.17%)	(0.01%)
Hedge Funds	4%	3%	9.44%	9.01%	(0.00%)	(0.02%)	(0.02%)
Cash Equivalents	1%	1%	4.92%	4.77%	0.00%	(0.02%)	(0.02%)
Private Equity	0%	0%	-	-	0.00%	(0.01%)	(0.01%)
Private Credit	0%	0%	-	-	0.00%	(0.00%)	(0.00%)
Total			13.94% = 14.36% + (0.52%) + 0.10%				(0.42%)

- **Total Fund Return:** The Fund returned 13.94% and underperformed the benchmark by 0.42%.
  - + Domestic Equity posted the highest absolute return.
  - + Broad US Fixed Income added the largest relative contribution.
- **Manager Effect:** Active management was negative overall over the last three years.
  - + Real Estate
  - Domestic Equity and International Equity
- **Allocation Effect:** Variance from target policy weights contributed positively to relative performance.
  - + Overweight to Domestic Equity and International Equity; Underweight to Fixed Income
  - Overweight Real Estate

## Performance Attribution (GOF) – Five Years

As of September 30, 2025

### Five Year Annualized Relative Attribution Effects

Asset Class	Effective Actual Weight	Effective Target Weight	Actual Return	Target Return	Manager Effect	Asset Allocation	Total Relative Return
Domestic Equity	36%	34%	15.19%	15.74%	(0.21%)	0.10%	(0.11%)
International Equity	27%	25%	10.36%	10.26%	0.04%	0.06%	0.10%
Broad US Fixed Income	19%	22%	(0.47%)	(0.45%)	(0.00%)	0.26%	0.26%
Short Duration	3%	2%	2.14%	1.78%	0.02%	0.08%	0.10%
Real Estate	9%	10%	3.51%	2.59%	0.14%	(0.00%)	0.14%
Hedge Funds	6%	6%	8.73%	7.25%	0.11%	(0.13%)	(0.02%)
Cash Equivalents	1%	1%	3.08%	2.98%	0.00%	(0.02%)	(0.02%)
Private Equity	0%	0%	-	-	0.00%	(0.00%)	(0.00%)
Private Credit	0%	0%	-	-	0.00%	(0.00%)	(0.00%)
Total			9.24% =	8.79% +	0.10% +	0.34%	0.44%

- **Total Fund Return:** The Fund returned 9.24% and outperformed the benchmark by 0.44%.
  - + Domestic Equity posted the highest absolute return.
  - + Broad US Fixed Income added the largest relative contribution.
- **Manager Effect:** Active management was positive overall over the last five years.
  - + Real Estate, Hedge Funds, and International Equity
  - Domestic Equity
- **Allocation Effect:** Variance from target policy weights contributed positively to relative performance.
  - + Overweights to Domestic Equity and International Equity; Underweight to Fixed Income
  - Overweight to Hedge Funds

# Benchmark Definitions

1. **Total Fund Benchmark:** Blend of asset class benchmarks at policy weights. The target allocation was approved in September 2023; however, the benchmark will be modified in accordance with the actual implementation. This process reflects the practical implementation of non-publicly traded investments.

	<u>Target</u>
Domestic Equity	32.0%
International Equity	20.0
Broad US Fixed Income	23.5
Short Duration Fixed Income	2.5
Real Estate	10.0
Private Equity*	6.0
Hedge Funds	3.0
Private Credit*	2.0
Cash (90 day T-Bill)	1.0
Total Target	100.0%

2. **Domestic Equity Benchmark:** Russell 3000 Index; Prior to 6/30/2016 Blend of 70% S&P 500 and 30% Russell 2500 Index; Prior to 12/31/2012 Blend of 55.6% S&P 500, 11.0% Russell 2000 Value, 16.7% Russell 1000 Growth, and 16.7% Russell 1000 Value.
3. **Fixed Income Benchmark:** Blend of 90% Bloomberg Aggregate Index, and 10% Bloomberg Gov/Credit 1-3 Year Index; Prior to 12/31/2019 BloomBarc Aggregate Index; Prior to 12/31/2012 Blend of 75% Bloomberg Aggregate Index, and 25% Bloomberg Gov/Credit Intermediate Index.
4. **International Equity Benchmark:** MSCI ACWI ex U.S.
5. **Hedge Funds Benchmark:** (1) 90-Day Average SOFR + 4% (prior to 12/31/2022 - LIBOR + 4%; (2) HFRI Fund of Funds Composite Index (returns lagged one month)
6. **Real Estate Benchmark:** NCREIF NFI-ODCE Val Wt Nt

\*Private Equity and Private Credit investment approved by the Board in September 2023 to be implemented at a future date. The appropriate benchmark will be determined at that time.

Current Quarter Target = 35.9% Russell 3000 Index, 24.5% Blmbg:Aggregate, 22.6% MSCI ACWI xUS (Net), 10.0% NCREIF NFI-ODCE Val Wt Nt, 3.0% 90-Day Avg. SOFR +4%, 2.5% Bloomberg Gov/Cred 1-3 Yr, 1.0% 3-Month T-Bill, 0.9% Private Equity and 0.1% Private Credit Actual Returns

## Benchmark Definitions

- Russell: 1000 Index is comprised of the top 1000 domestic equities, representing 88% of the U.S. equity market capitalization.
- Russell: 2000 Index is comprised of the 2000 smallest stocks in the Russell 3000 Index, representing approximately 11% of the U.S. equity market capitalization.
- MSCI: EAFE Index is comprised of stocks traded in the developed markets of Europe, Asia, and the Far East. The index tries to capture at least 60% of investable capitalization in said markets subject to constraints governed by industry representation, maximum liquidity, maximum float, and minimum cross-ownership (companies with exposure in multiple countries). The index is capitalization weighted.
- MSCI: EM Index is comprised of stocks traded in the emerging markets of the world that are open to foreign investment. Emerging markets are defined to be countries that exhibit low GDP levels, limitations on foreign investment, lax regulation, irregular trading hours, less sophisticated back office operations, greater perceived risk, restrictions on repatriation of initial capital, dividends, interest, and/or capital gains, and a general perception of the investment community that a country should be considered emerging. The index tries to capture at least 60% of investable capitalization in said markets subject to constraints governed by industry representation, maximum liquidity, maximum float, and minimum cross-ownership (companies with exposure in multiple countries). The index is capitalization weighted.
- Bloomberg Barclays Aggregate Index includes fixed rate debt issues rated investment grade or higher by Moody's Investors Service, Standard and Poor's, or Fitch Investor's Service, in that order. All issues must have at least 1 year left to maturity and have an outstanding par value of at least \$100 million. The Aggregate Index is comprised of the Government/Credit, the Mortgage-Backed Securities, and the Asset-Backed Securities indices.
- NCREIF: NFI-ODCE Val Wt Index is a time-weighted return Index with an inception date of 12/31/1977. The Index is comprised of 33 open-end commingled funds, in which 23 are still actively investing. Inclusion within the Index requires (a) minimum of 80% of net fund assets invested in the multifamily, retail, industrial, office, or hotel property type, (b) maximum of 20% of net fund assets invested in real estate debt or private/public company equity, (c) at least 80% of net assets invested in properties with a minimum occupancy of 60%, (d) no more than 70% of real estate net assets invested in a single property type or region, (e) maximum of 40% leverage, and (f) at least 95% of net real estate assets invested within the U.S. market.
- HFRI Fund of Funds Index invest with multiple managers through funds or managed accounts. The strategy designs a diversified portfolio of managers with the objective of significantly lowering the risk (volatility) of investing with an individual manager. The Fund of Funds manager has discretion in choosing which strategies to invest in for the portfolio. A manager may allocate funds to numerous managers within a single strategy, or with numerous managers in multiple strategies. The minimum investment in a Fund of Funds may be lower than an investment in an individual hedge fund or managed account. The investor has the advantage of diversification among managers and styles with significantly less capital than investing with separate managers.

## Published Research Highlights: 3Q25

**Style, Trend, Analysis & Research (STAR) Report: Mid-Year 2025**



**Research Café: Impact Investing in Fixed Income**



**New Feature: The Callan Botcast (AI-generated podcasts)**



**Research Café: Modeling Returns and Managing Market Cap Weights**



### Recent Blog Posts

**What Investors Need to Know about the 2025 Russell Reconstitution**

Nicole Wubbena

**New Tax on Endowments Will Likely Lead to Portfolio Management Changes**

Evan Williams

**A Framework for Evaluating Risk-Mitigating Strategies**

Sean Lee

### Additional Reading

Active vs. Passive quarterly charts

*Capital Markets Review* quarterly newsletter

Monthly Updates to the Periodic Table

*Market Pulse Flipbook* quarterly markets update

Market Intelligence (clients-only)

*Real Estate Indicators* market outlook

# Callan Institute Events

Upcoming conferences, workshops, and virtual events

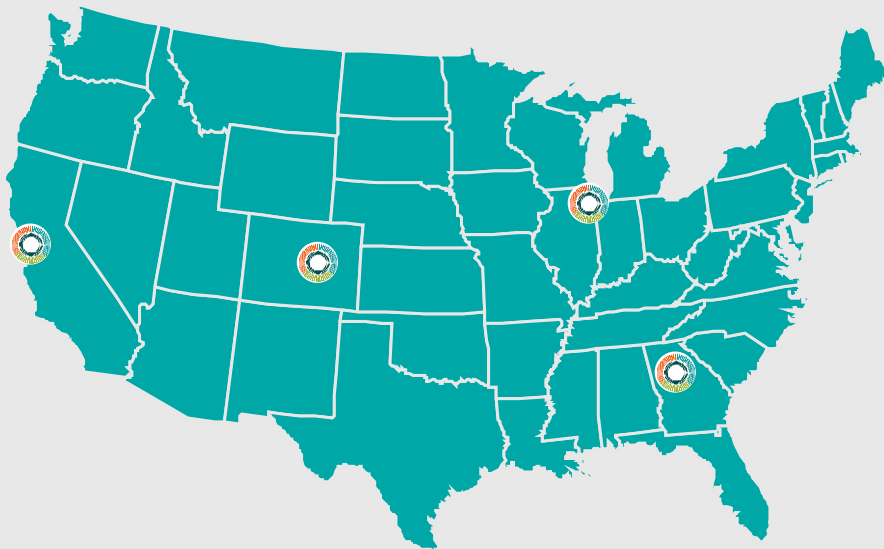
## 2026 Regional Workshop Dates

### Workshop Dates

- ▶ June 16, 2026 – Denver
- ▶ June 18, 2026 – Chicago
- ▶ October 20, 2026 – Atlanta
- ▶ October 22, 2026 – San Francisco

### Workshop Agenda

- ▶ 8:00 - 9:00 AM  
Continental Breakfast
- ▶ 9:00 - 10:15 AM  
Workshop and Q&A
- ▶ 10:15 - 11:00 AM  
Roundtable Discussions



## Mark Your Calendar

### 2026 National Conference

April 20-22, 2026 – Scottsdale, Arizona

*Watch your email for further details and an invitation.*



## Upcoming Virtual Events

### November 5, 2025

2025 Asset Manager Sustainable Investment Practices  
Study Webinar

### January 21, 2026

Capital Markets Assumptions Webinar

# Introducing Callan On-Demand Education (CODE)

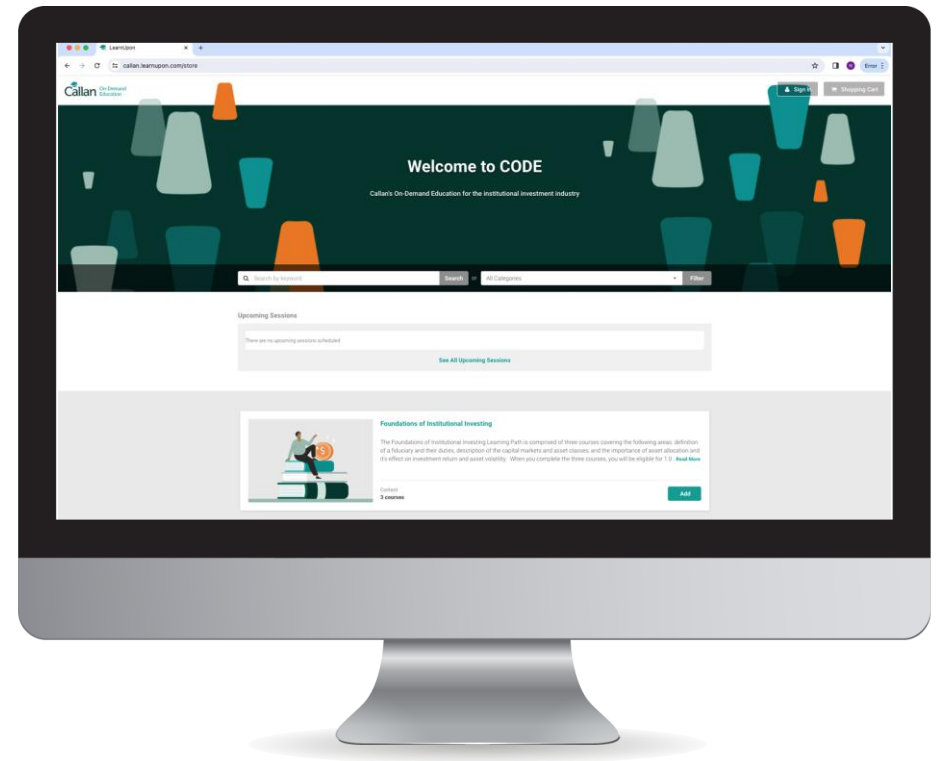


- ▶ Variety of educational courses
- ▶ Interactive and engaging
- ▶ Self-guided modules
- ▶ Eligible for continuing education credits
- ▶ Learning at your own pace

**CODE** courses are designed for investment professionals of all levels—and they're self-guided. Access them anytime, from anywhere, and get continuing education credits for each completed course.

**CODE** is for you, your colleagues, your new hires, and your interns. It's for anyone interested in learning about institutional investing.

[callan.com/code](https://callan.com/code)



## 3 Reasons to Take CODE Courses

- 1 Become a better fiduciary
- 2 Showcase your skills and knowledge
- 3 Learn from Callan's investment experts



---

## Important Disclosures

Information contained in this document may include confidential, trade secret and/or proprietary information of Callan and the client. It is incumbent upon the user to maintain such information in strict confidence. Neither this document nor any specific information contained herein is to be used other than by the intended recipient for its intended purpose.

The content of this document is particular to the client and should not be relied upon by any other individual or entity. There can be no assurance that the performance of any account or investment will be comparable to the performance information presented in this document.

Certain information herein has been compiled by Callan from a variety of sources believed to be reliable but for which Callan has not necessarily verified for accuracy or completeness. Information contained herein may not be current. Callan has no obligation to bring current the information contained herein.

Callan's performance, market value, and, if applicable, liability calculations are inherently estimates based on data available at the time each calculation is performed and may later be determined to be incorrect or require subsequent material adjustment due to many variables including, but not limited to, reliance on third party data, differences in calculation methodology, presence of illiquid assets, the timing and magnitude of unrecognized cash flows, and other data/assumptions needed to prepare such estimated calculations. In no event should the performance measurement and reporting services provided by Callan be used in the calculation, deliberation, policy determination, or any other action of the client as it pertains to determining amounts, timing or activity of contribution levels or funding amounts, rebalancing activity, benefit payments, distribution amounts, and/or performance-based fee amounts, unless the client understands and accepts the inherent limitations of Callan's estimated performance, market value, and liability calculations.

Callan's performance measurement service reports estimated returns for a portfolio and compares them against relevant benchmarks and peer groups, as appropriate; such service may also report on historical portfolio holdings, comparing them to holdings of relevant benchmarks and peer groups, as appropriate ("portfolio holdings analysis"). To the extent that Callan's reports include a portfolio holdings analysis, Callan relies entirely on holdings, pricing, characteristics, and risk data provided by third parties including custodian banks, record keepers, pricing services, index providers, and investment managers. Callan reports the performance and holdings data as received and does not attempt to audit or verify the holdings data. Callan is not responsible for the accuracy or completeness of the performance or holdings data received from third parties and such data may not have been verified for accuracy or completeness.

Callan's performance measurement service may report on illiquid asset classes, including, but not limited to, private real estate, private equity, private credit, hedge funds and infrastructure. The final valuation reports, which Callan receives from third parties, for of these types of asset classes may not be available at the time a Callan performance report is issued. As a result, the estimated returns and market values reported for these illiquid asset classes, as well as for any composites including these illiquid asset classes, including any total fund composite prepared, may not reflect final data, and therefore may be subject to revision in future quarters.

The content of this document may consist of statements of opinion, which are made as of the date they are expressed and are not statements of fact. The opinions expressed herein may change based upon changes in economic, market, financial and political conditions and other factors. Callan has no obligation to bring current the opinions expressed herein.

The information contained herein may include forward-looking statements regarding future results. The forward-looking statements herein: (i) are best estimations consistent with the information available as of the date hereof and (ii) involve known and unknown risks and uncertainties. Actual results may vary, perhaps materially, from the future results projected in this document. Undue reliance should not be placed on forward-looking statements.

Callan is not responsible for reviewing the risks of individual securities or the compliance/non-compliance of individual security holdings with a client's investment policy guidelines.

This document should not be construed as legal or tax advice on any matter. You should consult with legal and tax advisers before applying any of this information to your particular situation.

Reference to, or inclusion in this document of, any product, service or entity should not necessarily be construed as recommendation, approval, or endorsement of such product, service or entity by Callan. This document is provided in connection with Callan's consulting services and should not be viewed as an advertisement of Callan, or of the strategies or products discussed or referenced herein.

---

## Important Disclosures (continued)

The issues considered and risks highlighted herein are not comprehensive and other risks may exist that the user of this document may deem material regarding the enclosed information. Please see any applicable full performance report or annual communication for other important disclosures.

Unless Callan has been specifically engaged to do so, Callan does not conduct background checks or in-depth due diligence of the operations of any investment manager search candidate or investment vehicle, as may be typically performed in an operational due diligence evaluation assignment and in no event does Callan conduct due diligence beyond what is described in its report to the client.

Any decision made on the basis of this document is sole responsibility of the client, as the intended recipient, and it is incumbent upon the client to make an independent determination of the suitability and consequences of such a decision.

Callan undertakes no obligation to update the information contained herein except as specifically requested by the client.

Past performance is no guarantee of future results.