BEFORE THE RETIREMENT BOARD FIREMEN'S ANNUITY AND BENEFIT FUND OF CHICAGO IN THE MATTER OF ) INVESTMENT COMMITTEE ) STENOGRAPHIC REPORT OF PROCEEDINGS had at the videoconference meeting of the above-entitled matter, held at 20 South Clark Street, Suite 300, in the City of Chicago, County of Cook, State of Illinois, on December 13, 2021, commencing at the hour of 2:30 p.m. DEBBIE TYRRELL REPORTING SERVICE (630) 292-1742

1 APPEARANCES 2 **BOARD MEMBERS:** 3 DANIEL FORTUNA, President and Annuitant Trustee 4 5 ROBERT TEBBENS, Active Trustee WILLIAM MURPHY, Secretary and Active Trustee 6 7 ANTHONY MARTIN, Active Trustee 8 MELISSA CONYEARS-ERVIN, City Treasurer 9 RESHMA SONI, City Comptroller 10 MARY SHERIDAN, Active Trustee 11 ATTORNEYS FOR THE BOARD: 12 BURKE, BURNS AND PINELLI, LTD. BY: MS. SARAH A. BOECKMAN 13 ALSO PRESENT: 14 KELLY WELLER, Executive Director LORNA SCOTT, Chief Investment Officer 15 MARK MYSLINSKI, City Treasurer's Office BRADY O'CONNELL, Callan Associates 16 17 18 19 20 21 22 23 24 DEBBIE TYRRELL REPORTING SERVICE (630) 292-1742

1 MEMBER MARTIN: Roll call of the 2 Committee members. 3 Trustee Fortuna MEMBER FORTUNA: Here. 4 5 MEMBER MARTIN: Trustee Sheridan. MEMBER SHERIDAN: I am present but not a 6 7 member of the committee. MEMBER MARTIN: 8 Trustee Murphy. 9 MEMBER MURPHY: Here. 10 MEMBER MARTIN: Trustee Tebbens. 11 MEMBER TEBBENS: Here but not a member of 12 the committee. 13 MEMBER MARTIN: Trustee Soni. She is 14 not present. 15 Trustee Conyears-Ervin. She is not 16 present. 17 Trustee Valencia. She is not present 18 either. We have a quorum for the Investment 19 20 Committee. 21 Public Act 101-0640 and the Governor's 22 recent Disaster Proclamation dated December 10, 23 2021 allows this meeting to be conducted by audio 24 and videoconference. The Act requires a roll call DEBBIE TYRRELL REPORTING SERVICE (630) 292-1742

1 vote on each matter acted upon. 2 We are proceeding by videoconference 3 because we continue to believe that due to the pandemic it is prudent to not be physically present 4 5 in the same space. 6 We have posted notice of this committee 7 meeting in accordance with the Open Meetings Act and the meeting is being recorded. A transcript of 8 9 the proceedings will be prepared and ultimately 10 after approved will be made available on the Fund's 11 website. 12 I would like to now turn things over to 13 Lorna to proceed to our agenda. 14 MS. SCOTT: On the Agenda today is a 15 review of the Asset Liability Study and the proposed asset allocation model and some additional 16 17 investment reporting related to December. 18 What I'd like to do is actually request that we go into Executive Session to discuss 19 20 specific investment contracts. 21 MEMBER FORTUNA: I make the motion to go 22 into Executive Session pursuant to Section 2(c)(7). 23 MEMBER TEBBENS: Second. 24 MS. SCOTT: Trustee Martin. DEBBIE TYRRELL REPORTING SERVICE

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1 MEMBER MARTIN: Yes. 2 MS. SCOTT: Trustee Murphy. 3 MEMBER MURPHY: Yes. MS. SCOTT: Trustee Fortuna. 4 5 MEMBER FORTUNA: Yes. 6 MS. SCOTT: Trustee Conyears-Ervin not 7 Trustee Soni not here. here. 8 MS. BOECKMAN: The motion passes to go 9 into Executive Session. 10 (Whereupon, the Board went into 11 Executive Session off the record. No action was taken in Executive 12 13 Session.) 14 MS. SCOTT: We are back in open session. 15 The record should reflect that Trustees 16 Conyears-Ervin and Soni joined the meeting while 17 the committee was in closed session. 18 MEMBER MARTIN: Sarah, could you frame the motion for me? 19 20 MS. BOECKMAN: It is a motion by the 21 Committee to recommend to the Board, consistent 22 with the recommendation from your CIO and your 23 investment consultant, approval of the revised 24 asset allocation, as presented.

1 MEMBER FORTUNA: I will make that motion. 2 MEMBER MURPHY: Second. 3 MS. SCOTT: Trustee Martin. MEMBER MARTIN: 4 Yes. 5 MS. SCOTT: Trustee Murphy. MEMBER MURPHY: 6 Yes. 7 MS. SCOTT: Trustee Fortuna. MEMBER FORTUNA: 8 Yes. 9 Trustee Conyears-Ervin. MS. SCOTT: 10 MEMBER CONYEARS-ERVIN: Yes. 11 MS. SCOTT: Trustee Soni. MEMBER SONI: 12 Yes. 13 MS. SCOTT: Motion carries. 14 As part of the investment report, Brady, 15 do you want to cover the third-party review really 16 quickly? Maybe a couple of highlights. 17 MR. O'CONNELL: The third quarter of 2021 18 was fairly tame compared to the past year, so if 19 you look on the left-hand side of the page, the 20 returns from the capital markets were very modest 21 compared to the past year. 22 I think there is one slide that speaks to 23 the question that came up earlier. For the 24 quarter, our plan was up over 80 basis points, 0.81

1	percent. The benchmark was up .32. For the past
2	12 months, we were up over 26 percent.
3	This is me speculating about the answer
4	to the question about how we performed relative to
5	when the Fund changed the discount rate. I think
6	it is going to be somewhere between the two and
7	three year number here, which is either 15 or 10.78
8	percent.
9	We really had a strong long-term track
10	record. The Fund has benefitted from being in
11	risky investments.
12	If we go back, as long as we have
13	numbers, the returns are a little more modest and
14	close to the actuarial discount rate.
15	I would remind you that this includes the
16	full global financial crisis as well as the Covid
17	market drop. There were a couple of bear markets
18	as well as one big bull market during the time
19	period.
20	So the Fund has done well. Lately,
21	active management has done well. The one number I
22	did want to reiterate is at the bottom of the
23	report. For the past year, we were up over 26
24	percent. The benchmark was about 22. Active

1 management within domestic equity, fixed income and 2 international really drove that outperformance. 3 This plan uses more active management 4 than peers and we have been rewarded over the past 5 12 months for that active management. 6 MS. SCOTT: I will pick it up with more 7 investment reports. I am going to start with the extra 8 9 reports that I create quarterly. These reports are 10 really linked to the Callan quarterly report and 11 they are really designed to answer two questions. 12 One question is on the manager peer universe chart. 13 It is how much is each asset class invested with 14 top quartile managers. Those managers that are 15 outperforming their peer groups. 16 Whereas Callan's reports look at each individual manager versus their peer group, I like 17 18 to sum up those individual managers and look at the asset class as a whole. 19 20 Dark green are the managers at the very 21 top of their peer group all the way to dark red 22 that are the managers at the bottom of their peer 23 group. 24 Of course, we want to see a lot of green.

1 With U.S. equities, we do see a lot of green, particularly over the longer term time period. 2 3 It is not unusual to have managers in the 4 red because of different market cycles. They favor 5 different approaches, but longer term we do want to 6 see and we do expect our managers to outperform 7 their peers. 8 In this one, it is nice to see the 9 managers who are ranking high in their peer group for the longer term. In the U.S. equity space, we 10 have Neuberger and Mellon that are kind of 11 continuously up there over the three, five and ten 12 year time periods. 13 14 The next slide is the international 15 equity. Here we are generally fine as well. There 16 is no dark red. The black boxes are the assets of 17 current managers where we don't have a longer time 18 period with us. I would say it is William Blair's account 19 20 ranking high against the peer group consistently 21 over the longer term. Again, a lot of green. 22 The next slide is fixed income. Here you 23 can see our core managers are also ranking very 24 well against their peer groups. That is Loomis and

1	Western, our Core Plus managers. Earnest is
2	consistently at the bottom. They are lagging their
3	peer group. That makes a lot of sense because
4	Earnest doesn't take a lot of risk and they are a
5	nice compliment to the Loomis and Western
6	portfolios so they serve a purpose.
7	That report covers the manager peer
8	universes and that was my question there. The next
9	question relates more to securities and holding.
10	That says from a holdings perspective, do
11	we really look different from the benchmark or have
12	we have combined a bunch of managers who is active
13	that is all offset looking at the index but paying
14	for active managers.
15	By looking at the holdings, we can get an
16	answer to that and the answer is for U.S. equity,
17	no, we don't look like the index. We definitely
18	are positioned differently than the index and at
19	the end of the day your active managers are not all
20	looking the same way.
21	So here you can see that we are
22	overweight in small and mid-cap versus the index.
23	Then on the next slide, from a sector
24	perspective, you can see that we have got
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1 overweight to healthcare, more industrial, more 2 underweight technology which is more of a growth 3 sector. Again, positioned differently than the 4 index. 5 Then the next slide is international. Again, you are seeing that same overweight to small 6 7 and mid-cap. Again, different than the index. Next slide looks at our sectors. 8 9 Overweights in health care, technology. 10 Underweights in financials and consumer 11 discretionary. 12 Next slide actually shows from a country perspective. You can see that we have got more in 13 14 Europe, United Kingdom, overweight in emerging 15 markets. With underweights to Japan and Pacific 16 ex-Japan and underweights to Asia. 17 Lastly, on fixed income, this is just 18 looking at the holdings and various kinds of bonds that we are invested in. 19 You can see we have a sizable allocation 20 21 to corporate bonds and then from a country 22 perspective we have got a large amount invested in 23 North America but we do have some exposure to 24 foreign markets and some exposure to emerging

1 markets. 2 At the end of the day, looking at the 3 holdings, the take away is, yes, we are different 4 than the index and we are paying for active 5 management and we're getting active management. So those are kind of the extra quarterly 6 7 reports that I prepare that are tied to the Callan 8 report. 9 Now let's move straight into the December 10 reporting. This first slide is the summary slide. 11 We are going to jump right into details. 12 We start by looking at the market. Here 13 we are looking at 11 months year-to-date index returns for the asset classes where we are 14 15 invested. 16 Really despite a very rough November, 17 these year-to-date returns for 2021 are looking 18 very, very strong. You have some themes you can can see 19 20 here. You have commodities doing very well. U.S. 21 equity, on the left-hand side of the chart, also 22 very strong. Within U.S. equities, you can see 23 that growth stocks are outperforming value. Large 24 cap is outperforming small. We just talked about

1 our overweights to small cap. This kind of 2 outperformance at an index level is going to impact 3 us. In other areas, just within the middle of 4 5 the chart there, you can see the non-U.S. developed 6 markets are outperforming emerging. Emerging is 7 negative. I talked about our overweight to 8 emerging markets as well. 9 Again, using this chart for broad themes 10 that are coming out of the market, because what the markets are doing is how we are going to perform as 11 well. 12 13 Looking at the next chart is our fund performances. Like I said, a rough November. 14 The 15 fund was down 2.6 percent. We did underperform the 16 benchmark but year-to-date we are up 11 percent but 17 we are now underperforming the benchmark which is 18 up 11.5. The next slide kind of digs into that 19 20 underperformance and explains why. I talk about we 21 are underperforming by 0.5. From this slide you 22 can see most of that underperformance is coming 23 from this asset allocation a minus 0.6. 24 This is really having weights different DEBBIE TYRRELL REPORTING SERVICE

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1	than the benchmark. Being off policy is costing us					
2	performance-wise 0.6 percent return.					
3	Normally asset allocation wouldn't be a					
4	big part of performance differentials because it is					
5	so small but going to the next slide we can look at					
6	why and how.					
7	Column number 3, the Fund is up 11.					
8	Column number 4, the policy is up 11.5 percent.					
9	What we want to do is look at that					
10	allocation column where you can see the minus					
11	.6.					
12	We can see on that column that line is					
13	coming from private equity. If we look over, we					
14	can see that we have 1.8 percent as a weight in					
15	private equity versus the policy which has 4					
16	percent. But then we can look at the returns, we					
17	can see our fund return is 50 percent versus the					
18	policy return of 39 percent. These are really,					
19	really outsized returns but we were underweight					
20	this asset class. We didn't have nearly as much as					
21	the policy target. Not having enough of something					
22	in a very, very strong market, with these strong					
23	returns, is going to cost us.					
24	So that is what it is. Being underweight					
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1	is really, really high performing assets hurt us
2	versus the policy benchmark.
3	MEMBER CONYEARS-ERVIN: That is why we
4	are having these discussions now because we
5	recognize that we need to make a change in the
6	allocation.
7	MS. SCOTT: It is a reminder that we
8	actually do have commitments for private equity.
9	We did those searches. We were committed to get
10	our allocation up but right now we are waiting for
11	that capital to be called.
12	Meanwhile, when you have these kind of
13	returns, we are waiting, we can carefully calculate
14	what is this costing us from a relative performance
15	prospective.
16	The other thing I want to highlight on
17	this chart is the negative 1.2 at the top next to
18	U.S. equities and that cost is really due to the
19	small cap allocation. It is due to the allocation
20	to value. And, if you recall, you saw those
21	performance differences versus the policy benchmark
22	on the first slide.
23	We did have some manager underperformance
24	as well from Brown, from Neuberger, and Jackson
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1	Square.
2	I will end on a positive note here and
3	say, well, look at the 1 percent, that is the
4	global ex-U.S. equity contribution positive
5	1 percent and that is due to strong outperformance
6	by our emerging market LSV.
7	At the end of the day, the manager
8	selection and outperformance that Brady highlighted
9	at the end of September, it kind of went away with
10	October and November. We'll see where it goes from
11	here.
12	The next slide is our MWDBE allocation.
13	No changes here. Also, we have discussed we are
14	underweight in our goals for emerging managers and
15	we're exceeding our targets on a total basis and we
16	will be looking at these allocations as we
17	structure the U.S. equity and restructure fixed
18	income under the new asset allocation model.
19	The next slide performance. I always
20	include these reports for granular for more detail.
21	I did want to perform a little more background on
22	them today.
23	Number one, these returns are calculated
24	by Northern Trust so that is an independent
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1	third-party calculation of the performance numbers						
2	that are coming from our managers.						
3	What is important, too, is what do we do						
4	to make sure these returns are good numbers? That						
5	is where Brady and I do have a process to review						
6	around the Northern Trust calculated returns.						
7	What I do, the managers send me monthly						
8	performance reports and accounting reconciliations						
9	every month.						
10	If I see performance discrepancies						
11	between Northern and what the manager has, I can						
12	look at that accounting to help identify why I am						
13	getting differences.						
14	In U.S. equity, I really don't feel a lot						
15	of performance difference. The pricing is all						
16	good. It is all matching. I will say this year						
17	there were a couple of mispriced corporate actions,						
18	which created some weird flows, which created some						
19	performance differences. That required restating						
20	and rerunning performance. The accounting was						
21	fixed and then Northern's performance numbers were						
22	good.						
23	On the international side, I pick up a						
24	little more differences on pricing sources. On FX						
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1 rates that are used, the timing of when those FX 2 rates are pooled. I also see difference in tax 3 reclaims but the managers don't always reflect those. All that will create performance 4 5 differences but they are small. Also in fixed income, there is pricing 6 7 differences there that will create slight performance differences. 8 9 I will say the one other area that can 10 create performance differences between Northern and 11 the managers are really due to cash flows and the 12 timing around when they are processed. Normally 13 returns are close. 14 The other thing I would say is private 15 markets. I do have to stay on Northern to get 16 those valuations updated. If the accounting isn't 17 updated, then my performance isn't good. 18 I spend a lot of time with them to try to get the valuations updated to make sure that we 19 20 have cash flows and that they are processed. 21 Brady also has a process on top of this. 22 Callan gets the monthly numbers as well and Callan 23 reviews what Northern has calculated and then 24 Callan does another review at guarter end when they

1 are doing the quarterly report. We crosscheck 2 everything again. 3 My point being these numbers are here and they are thoroughly vetted and reviewed. 4 5 That is kind of the background on the 6 I would say this format, yes, this format numbers. 7 is mine and this report is really designed to be a very quick reference on what is going on 8 9 performance in the portfolio. 10 For example, the three year number, you can see 12.7 is the Fund. The target is 12.9. 11 We 12 are underperforming. 13 Maybe your question is well why are we underperforming? So what is highlighted in yellow 14 15 are the largest allocations of the fund. 80 16 percent of the fund is invested in the highlighted 17 asset classes. And performance on these asset 18 classes will primarily drive the performance of the fund. 19 20 When you see that end of performance, you can start by looking at the yellow highlighted 21 asset classes. You start at fixed income. 6.3 to 22 23 5.5. Fixed income is outperforming so that is not 24 why we are underperforming at the three year mark.

1 Globeflex ex-U.S. 11.8 to 10.3, that is 2 not why we are underperforming. But you see it in 3 U.S. equity, right. You can say we are 4 underperforming for the three year return primarily 5 due to our U.S. equity investments. Then you can use this report to dig a little deeper. 6 7 If the benchmark is at 20.2, you can look at the underlying categories and pick out which 8 9 categories are actually underperforming that 20.2. 10 Russell 1000 value is 11.5. That is under 20.2 but 11 our active managers are at 14. Better than the benchmark so active management was great but large 12 13 value as a whole was under the policy so that hurt 14 us. 15 But then you can look at growth. The 16 index, Russell 1000 gross, is up 29. 29 versus 20 17 being in large growth was a good thing, right, that 18 was a good allocation. Then our asset active managers were 28.3. Our active managers 19 20 underperformed. Active management didn't help us 21 there. 22 That is a way to use this report. But, 23 of course, you can always just call me, too. Ι 24 will gladly walk you through any of this. DEBBIE TYRRELL REPORTING SERVICE

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1 This report is designed around major 2 themes and looking at what categories were 3 contributing to performances. Actually, I will point out on the next 4 5 page, my policy benchmarks, the policy changed over 6 It is customary to link those changes time. 7 together to create a linked benchmark. Thev are totally footnoted here as to what is composed in 8 9 each of those policy benchmarks. 10 The next report really steps away from 11 the assets classes and looks more at the manager 12 performances. This report is really designed to 13 highlight over/under performance versus the 14 managers. The managers versus their benchmark. 15 It is really the green is good, the red 16 is not so good. 17 If you look at, for instance, we were 18 just talking about the three year number for large growth, our two large growth managers are Logan 19 20 Capital and Brown Advisory. 21 If you look at the three year number, you 22 can see that Logan was outperforming, but Brown 23 actually was underperforming. 24 You can kind of say, okay, the three year DEBBIE TYRRELL REPORTING SERVICE

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1	number is underperforming primarily due to U.S.
2	equity and we can come in here and say, okay, Brown
3	Advisory was underperforming. They were part of
4	that underperformance.
5	What is interesting also on this report,
6	though, just looking at large growth over the
7	long-term, you can see both of these managers since
8	inception have been underperforming the Russell
9	1000 growth. That is one of those questions that
10	Brady and I will be looking at as we restructure
11	the U.S. equity portfolio is reevaluating does
12	asset management makes sense in large growth, for
13	example.
14	If you want to page on down, I want to
15	highlight the private markets as well. With our
16	private equity performance, what is reported here
17	is IRR, Internal Rate of Return. The IRR is really
18	the industry standard in the reporting of private
19	market returns. It is a return calculation that
20	captures the timing of the cash flows and it is the
21	manager that determines those cash flows like we
22	talked about. They are the ones that initiate the
23	draws.
24	Here I am also really focusing on the

1 since inception number because some of the returns 2 get a little bit wonky in the short-term. The 3 valuations and the cash flows don't always line up They do self-correct by the end of the 4 early-on. 5 fund's term. I just want to highlight it is a 6 little bit different for private equity. That 7 covers performance. The next slide is the rebalancing slide, 8 9 which is also our asset allocation review. The 10 first column shows our position as of December 7th. We are not expecting any rebalancing in December so 11 this is how we can now just compare against our 12 13 targets. 14 We look at the last column and that shows 15 our variance versus our policy. Within equities, 16 you can see we are overweight. Overweight 17 primarily -- or U.S. equities. Overweight small 18 cap and then slight overweight small cap but 19 underweight private, which gives us a total overall 20 equity allocation of 0.4 versus policy. Very close 21 to policy. 22 And then looking on down, we are under 23 real assets under fixed income, under liquid 24 diversifying, that is offset by an overweight in DEBBIE TYRRELL REPORTING SERVICE

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1	cash.
2	The takeaway here we're very close to
3	policy and these differences are very small and
4	they are all within range.
5	The next report this is just a lookback.
6	This is our report card for 2021. This is designed
7	to be a one-page summary reminder of what we do,
8	what the Board does, to monitor our investments.
9	What we do we look at the market. We
10	look at fund performance. We look at attribution.
11	We raise cash, if we need to. We consider any
12	manager issues that came up. As a reminder, we did
13	have three happen in 2021. We had a PM retire, we
14	had a PM depart and then we had a reorganization.
15	We do monthly and then on quarterly we
16	add in the extras. We add in the MWDBE broker
17	utilizations. We look at the private market cash
18	flows. We look at security lending exposures. We
19	look at our income. And then Callan provides a
20	quarterly review as well that covers the peer
21	comparisons of the managers as well as the fund.
22	Annually, we review the investment policy
23	statement and we look at the required exposures for
24	Callan. My point is there is structure around what

1	we are doing in investments.
2	Then just a recap of what we did in 2021.
3	2021 we conducted an investment consultant search.
4	We issued an RFP. We heard finalist presentations.
5	We hired Callan.
6	After that we launched the Asset
7	Liability Study. We had education sessions on
8	private credit and infrastructure. Then we have
9	been hearing the results of the study as well.
10	Also one thing to mention is as part of
11	the monitoring, we do try to have time to hear
12	directly from the managers. This is what we call
13	our investment symposium and the form of the
14	symposiums has varied over time.
15	It went from manager presentations at
16	board meetings to offsite multiday events. To in
17	2019, you recall we had a half day event at
18	Northern Trust, a local venue. We missed
19	presentations in 2020 but this year in 2021 we made
20	an effort to get back and have those managers come
21	back and present for us. We had some manager
22	presentations in real estate and fixed income via
23	Zoom.
24	Trustee Martin has indicated that we need
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1	to revisit the form of this and it is important for
2	the trustees to hear from the managers so we will
3	be discussing what the best way to do that is going
4	forward. That is 2021 in a nutshell.
5	The next report is really just in case
6	anyone is curious. I do answer a lot of FOIA's.
7	In 2021, I answered 39. So this is just a short
8	report to share with the Board on who is asking for
9	the data and the kind of data they are asking for.
10	You can see there is a lot of data requests from
11	the data suppliers, the Bloombergs, there is
12	requests from news providers. So I store all these
13	reports in a centralized document management
14	system. It is easily accessible by anyone who
15	wants to look at them. It is easy to sort and it
16	is easy to review what historical requests have
17	been asked and how they are answered.
18	Of course, it is easy to create a report
19	for the Board and share who is exactly asking for
20	what data and the frequency.
21	One more report. The last report is the
22	2021 emerging manager and diversity report. That
23	is in BoardPac so I didn't even give it to Brady.
24	That report is due January 1st and it is in
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1	BoardPac for anyone that wants to see it.
2	That covers performance and attribution.
3	We reviewed the asset allocation and I recapped
4	2021 for you. That concludes the investment piece,
5	Trustee Martin.
6	MEMBER MARTIN: Can I have a motion to
7	recommend approving the investment report by our
8	Chief Investment Officer? Do I have a motion?
9	MEMBER SONI: I can make the motion.
10	MS. BOECKMAN: There is no real actions
11	surrounding the investment report. If you want to
12	just note it to the Board and spread it on the
13	record, I am fine what that.
14	MEMBER MARTIN: Just spread it on the
15	record, so we can do it Wednesday.
16	MS. BOECKMAN: Exactly.
17	MEMBER MARTIN: Under Item 4, Public
18	Comment. We have to provide an opportunity for
19	public comment.
20	MR. WELLER: If there is public comment
21	please hit star six on your phone.
22	MEMBER MARTIN: Seeing that there is no
23	public comment, I would move to Item 5. Old
24	business/new business? Is there any old business
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/new business that we need to discuss? I don't see any. Given that, I'd like a motion to adjourn. MEMBER MURPHY: Motion to adjourn. MEMBER SONI: Second. MEMBER MARTIN: Seconded by Trustee Soni. All in favor? (Chorus of ayes.) MEMBER MARTIN: Everyone have a great day and we will see you on Wednesday. (WHICH WERE ALL THE PROCEEDINGS IN THE ABOVE-ENTITLED MEETING AT THIS DATE AND TIME.) DEBBIE TYRRELL REPORTING SERVICE (630) 292-1742

1 STATE OF ILLINOIS ) ) SS. COUNTY OF DU PAGE 2 ) 3 4 5 6 DEBORAH TYRRELL, being a Certified Shorthand 7 Reporter, on oath says that she is a court reporter 8 doing business in the County of DuPage and State of 9 Illinois, that she reported in shorthand the 10 proceedings given at the taking of said cause and 11 that the foregoing is a true and correct transcript of her shorthand notes so taken as aforesaid; and 12 13 contains all the proceedings given at said cause. 14 15 16 Debbie Lyrrell 17 DEBBIE TYRRELL, CSR 18 License No. 084-001078 19 20 21 22 23 24 DEBBIE TYRRELL REPORTING SERVICE (630) 292-1742

,	<b>32</b> [1] - 7:1	agenda [1] - 4:13	benchmark [12] - 7:1,	<b>Callan</b> [9] - 2:15, 8:10,
/	<b>39</b> [2] - 14:18, 26:7	Agenda [1] - 4:13	7:24, 10:11, 13:16,	12:7, 18:22, 18:24,
ha 00 4	<b>39</b> [2] - 14.10, 20.7			
<b>/new</b> [1] - 28:1		ALL [1] - 28:12	13:17, 14:1, 15:2,	24:19, 24:24, 25:5
	4	allocation [16] - 4:16,	15:21, 20:7, 20:12,	<b>Callan's</b> [1] - 8:16
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$\begin{array}{c} \text{contributing [1] - 21:3} \\ \text{contribution [1] - 16:4} \\ \text{Conyears [4] - 3:15,} \\ 5:6, 5:16, 6:9 \\ \text{CONYEARS [3] - 2:8,} \\ 6:10, 15:3 \\ \text{Conyears-Ervin [4] -} \\ 3:15, 5:6, 5:16, 6:9 \\ \text{CONYEARS-ERVIN} \\ [3] - 2:8, 6:10, 15:3 \\ \text{Cook [1] - 1:13} \\ \text{core [1] - 9:23} \\ \text{Core [1] - 10:1} \\ \text{corporate [2] - 11:21,} \end{array}$	$\begin{array}{c} 3:22,4:17,12:9,\\ 23:10,23:11\\ \textbf{deeper}[1]-20:6\\ \textbf{definitely}[1]-10:17\\ \textbf{depart}[1]-24:14\\ \textbf{designed}[5]-8:11,\\ 19:7,21:1,21:12,\\ 24:6\\ \textbf{despite}[1]-12:16\\ \textbf{detail}[1]-16:20\\ \textbf{details}[1]-12:11\\ \textbf{determines}[1]-22:21\\ \textbf{developed}[1]-13:5\\ \textbf{difference}[2]-17:15,\\ \end{array}$	early [1] - 23:4 early-on [1] - 23:4 Earnest [2] - 10:1, 10:4 easily [1] - 26:14 easy [3] - 26:15, 26:16, 26:18 education [1] - 25:7 effort [1] - 25:20 either [2] - 3:18, 7:7 emerging [8] - 11:14, 11:24, 13:6, 13:8,	$\label{eq:fairly_1} \begin{array}{c} \text{fairly_1} = 6:18 \\ \textbf{favor_2} = 9:4, 28:7 \\ \textbf{finalist_1} = 25:4 \\ \textbf{financial_1} = 7:16 \\ \textbf{financial_1} = 7:16 \\ \textbf{financial_1} = 11:10 \\ \textbf{fine_2} = 9:15, 27:13 \\ \textbf{FIREMEN'S_1} = 1:3 \\ \textbf{first_3} = 12:10, 15:2 \\ 23:10 \\ \textbf{five_1} = 9:12 \\ \textbf{fixed_1} = 9:12 \\ \textbf{fixed_1} = 8:1, 9:22, \\ 11:17, 16:17, 17:2 \\ \end{array}$
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$\begin{array}{c} \text{contributing [1] - 21:3} \\ \text{contribution [1] - 16:4} \\ \text{Conyears [4] - 3:15,} \\ 5:6, 5:16, 6:9 \\ \text{CONYEARS [3] - 2:8,} \\ 6:10, 15:3 \\ \text{Conyears-Ervin [4] -} \\ 3:15, 5:6, 5:16, 6:9 \\ \text{CONYEARS-ERVIN} \\ [3] - 2:8, 6:10, 15:3 \\ \text{Cook [1] - 1:13} \\ \text{core [1] - 9:23} \\ \text{Core [1] - 10:1} \\ \text{corporate [2] - 11:21,} \\ 17:17 \\ \text{correct [2] - 23:4,} \\ \end{array}$	$\begin{array}{c} 3:22,4:17,12:9,\\ 23:10,23:11\\ \textbf{deeper} [1] - 20:6\\ \textbf{definitely} [1] - 10:17\\ \textbf{depart} [1] - 24:14\\ \textbf{designed} [5] - 8:11,\\ 19:7,21:1,21:12,\\ 24:6\\ \textbf{despite} [1] - 12:16\\ \textbf{detail} [1] - 16:20\\ \textbf{details} [1] - 16:20\\ \textbf{details} [1] - 12:11\\ \textbf{determines} [1] - 22:21\\ \textbf{developed} [1] - 13:5\\ \textbf{difference} [2] - 17:15,\\ 18:2\\ \textbf{differences} [9] - \end{array}$	$\begin{array}{c} \textbf{early} \texttt{[1]} - \texttt{23:4} \\ \textbf{early-on} \texttt{[1]} - \texttt{23:4} \\ \textbf{Earnest} \texttt{[2]} - \texttt{10:1}, \\ \texttt{10:4} \\ \textbf{easily} \texttt{[1]} - \texttt{26:14} \\ \textbf{easy} \texttt{[3]} - \texttt{26:15}, \\ \texttt{26:16}, \texttt{26:18} \\ \textbf{education} \texttt{[1]} - \texttt{25:7} \\ \textbf{effort} \texttt{[1]} - \texttt{25:20} \\ \textbf{either} \texttt{[2]} - \texttt{3:18}, \texttt{7:7} \\ \textbf{emerging} \texttt{[8]} - \texttt{11:14}, \\ \texttt{11:24}, \texttt{13:6}, \texttt{13:8}, \\ \texttt{16:6}, \texttt{16:14}, \texttt{26:22} \\ \textbf{end} \texttt{[8]} - \texttt{10:19}, \texttt{12:2}, \end{array}$	$\begin{array}{l} \textbf{fairly}[1]-6:18\\ \textbf{favor}[2]-9:4,28:7\\ \textbf{finalist}[1]-25:4\\ \textbf{financial}[1]-7:16\\ \textbf{financials}[1]-11:10\\ \textbf{fine}[2]-9:15,27:13\\ \textbf{FIREMEN'S}[1]-1:3\\ \textbf{first}[3]-12:10,15:2\\23:10\\ \textbf{five}[1]-9:12\\ \textbf{fixed}[10]-8:1,9:22,\\11:17,16:17,17:2\\18:6,19:22,19:23,\\23:23,25:22\\ \end{array}$
$\begin{array}{c} \text{contributing [1] - 21:3} \\ \text{contribution [1] - 16:4} \\ \text{Conyears [4] - 3:15,} \\ 5:6, 5:16, 6:9 \\ \text{CONYEARS [3] - 2:8,} \\ 6:10, 15:3 \\ \text{Conyears-Ervin [4] -} \\ 3:15, 5:6, 5:16, 6:9 \\ \text{CONYEARS-ERVIN} \\ [3] - 2:8, 6:10, 15:3 \\ \text{Cook [1] - 1:13} \\ \text{core [1] - 9:23} \\ \text{Core [1] - 10:1} \\ \text{corporate [2] - 11:21,} \\ 17:17 \\ \text{correct [2] - 23:4,} \\ 29:11 \\ \end{array}$	$\begin{array}{c} 3:22,4:17,12:9,\\ 23:10,23:11\\ \textbf{deeper}[1]-20:6\\ \textbf{definitely}[1]-10:17\\ \textbf{depart}[1]-24:14\\ \textbf{designed}[5]-8:11,\\ 19:7,21:1,21:12,\\ 24:6\\ \textbf{despite}[1]-12:16\\ \textbf{detail}[1]-16:20\\ \textbf{details}[1]-12:11\\ \textbf{determines}[1]-22:21\\ \textbf{developed}[1]-13:5\\ \textbf{difference}[2]-17:15,\\ 18:2\\ \textbf{differences}[9]-\\ 15:21,17:13,17:19,\\ \end{array}$	$\begin{array}{l} \textbf{early} \texttt{[1]} - \texttt{23:4} \\ \textbf{early-on} \texttt{[1]} - \texttt{23:4} \\ \textbf{Earnest} \texttt{[2]} - \texttt{10:1}, \\ \texttt{10:4} \\ \textbf{easily} \texttt{[1]} - \texttt{26:14} \\ \textbf{easy} \texttt{[3]} - \texttt{26:15}, \\ \texttt{26:16}, \texttt{26:18} \\ \textbf{education} \texttt{[1]} - \texttt{25:7} \\ \textbf{effort} \texttt{[1]} - \texttt{25:20} \\ \textbf{either} \texttt{[2]} - \texttt{3:18}, \texttt{7:7} \\ \textbf{emerging} \texttt{[8]} - \texttt{11:14}, \\ \texttt{11:24}, \texttt{13:6}, \texttt{13:8}, \\ \texttt{16:6}, \texttt{16:14}, \texttt{26:22} \\ \textbf{end} \texttt{[8]} - \texttt{10:19}, \texttt{12:2}, \\ \texttt{16:2}, \texttt{16:7}, \texttt{16:9}, \\ \end{array}$	fairly [1] - 6:18 favor [2] - 9:4, 28:7 finalist [1] - 25:4 financial [1] - 7:16 financials [1] - 11:10 fine [2] - 9:15, 27:13 FIREMEN'S [1] - 1:3 first [3] - 12:10, 15:2 23:10 five [1] - 9:12 fixed [10] - 8:1, 9:22, 11:17, 16:17, 17:2 18:6, 19:22, 19:23, 23:23, 25:22 flows [7] - 17:18,
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