



Vermont State Teachers Retirement System 403(b) Plan 940010 (Exclusive) 940060 (Non Exclusive)

Plan Summary

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Vice President and Managing Director

As of: **March 31, 2020**

*Report contains information up
through the last business day of
the period end.*

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Section I: Plan Summary

Plan Summary and Benchmark Trends

Plan Demographics Summary

	1/1/2019- 3/31/2019	1/1/2020- 3/31/2020
Total Participants*	2,651	2,791
Active Participants	2,317	2,434
Terminated Participants	307	331
Multiple Status Participants***	27	26
Average Participant Balance	\$41,650	\$37,950
Average Account Balance for Active Participants	\$42,923	\$38,557
Median Participant Balance	\$17,703	\$15,652
Median Participant Balance for Active Participants	\$18,288	\$16,108
Participants Age 50 and Over	1,372	1,452
Total Assets for Participants Age 50 and Over	\$79,490,421	\$78,824,198
Total (Contributions + Rollovers In)	\$3,094,088	\$3,160,177
Employee Contributions	\$2,286,327	\$2,529,791
Employer Contributions	\$151,598	\$146,891
Rollovers In	\$656,163	\$483,495
Total Distributions	(\$640,937)	(\$2,200,563)
Percentage of Assets Distributed	0.6%	2.1%
Market Value Gain / Loss****	\$6,117,964	(\$4,969,727)
Total Participant Balances	\$110,413,096	\$105,919,488

*Participant(s) with an account balance greater than \$0.

*** Participant(s) with an account balance greater than \$0 in more than one participant status category (e.g. Active status in one subplan but Terminated status in another subplan).

****This is not the equivalent of a plan level return on investment due to the timing of additions, distributions and underlying investment performance.

Rollovers In is the total dollars credited to participant accounts within the period defined that originated in other qualified retirement plan accounts.

Plan Features

GoalMaker	3/31/2019	3/31/2020
Plan Assets for Participants in GoalMaker	\$6,202,342	\$9,202,965
% of Plan Assets for GoalMaker Participants	5.6%	8.7%
# of Participants in GoalMaker	313	542
Participation Rate in GoalMaker	11.8%	19.4%
Prudential % of Participants in GoalMaker - As of 12/31/2019	52.3%	

Roth	3/31/2019	3/31/2020
Roth Assets	\$3,110,084	\$3,361,776
# of Participants in Roth	358	365
Participation Rate in Roth	13.5%	13.1%
Prudential % of Participants in Roth - As of 12/31/2019	13.6%	

Stable Value	3/31/2019	3/31/2020
Participation Rate in Stable Value	48.1%	48.6%
% of Plan Assets in Stable Value	10.8%	13.1%
Prudential % of Plan Assets in Stable Value - As of 12/31/2019	22.1%	

Transaction Summary

Transactions	1/1/2019 - 3/31/2019	1/1/2020 - 3/31/2020
Total Enrollees*	53	49
Contribution Rate Increases for Active Participants**	5	8
Contribution Rate Decreases for Active Participants**	1	7
Total Contribution Rate Changes**	6	15
Number of Participants with Transfers	305	585
Loan Initiations	6	4
Distributions	64	96

*Number of participants that were enrolled into the plan within the reporting period. This can include those individuals who self enrolled or auto enrolled, if applicable on the plan. Rehires may not be included if their original enrollment date falls outside the reporting period.

**Sum of month over month contribution rate (% and \$) changes are for active participants during the reporting period. This excludes any terminations, enrollments or auto enrollments (if applicable on the plan) during the respective months in which contribution rate changes occurred.

Participant Activity

Call Center	1/1/2019 - 3/31/2019	1/1/2020 - 3/31/2020
Total Call Volume	179	149

Loans	1/1/2019 - 3/31/2019	1/1/2020 - 3/31/2020
Amount of New Loans Taken	\$70,152	\$27,569
# of New Loans	6	4
# of Outstanding Active Loans	29	32
% of Participants have Outstanding Active Loans	1.1%	1.2%
Prudential % of Participants have Outstanding Active Loans - As of 12/31/2019	13.6%	

Enrollment by Age Group

	1/1/2020-3/31/2020						Grand Total
	Less than 25	25-34	35-44	45-54	55-64	65+	
Total	1	14	12	13	8	1	49

Asset Allocation/Net Activity By Age

January 1, 2020 to March 31, 2020

	Less than 25	25-34	35-44	45-54	55-64	65+	Total
Total Participant Balances	\$126,114	\$2,598,764	\$12,033,934	\$30,238,855	\$42,365,176	\$18,556,645	\$105,919,488
% Assets	0.1%	2.5%	11.4%	28.5%	40.0%	17.5%	100.0%
Average Contribution Rate (\$)	\$75	\$61	\$141	\$231	\$243	\$327	\$200
Average Contribution Rate (%)	8.5%	6.6%	6.3%	9.5%	32.7%	0.0%	10.6%
<i>Prudential Avg. Contribution Rate (%) as of 12/31/2019</i>	<i>5.0%</i>	<i>6.0%</i>	<i>6.8%</i>	<i>8.0%</i>	<i>9.6%</i>	<i>11.3%</i>	<i>7.6%</i>
Contributions	\$11,526	\$192,535	\$457,151	\$919,572	\$941,772	\$154,127	\$2,676,682
Rollovers In*	\$0	\$1,914	\$180,844	\$133,986	\$166,750	\$0	\$483,495
Total (Contributions + Rollovers In)	\$11,526	\$194,449	\$637,995	\$1,053,558	\$1,108,522	\$154,127	\$3,160,177
Cash Distributions	\$0	\$0	(\$38,533)	(\$10,311)	(\$10,113)	(\$50,450)	(\$109,408)
Rollovers Out	\$0	\$0	(\$91,827)	(\$115,784)	(\$1,154,459)	(\$729,085)	(\$2,091,155)
Total (Cash Distributions + Rollovers Out)	\$0	\$0	(\$130,360)	(\$126,095)	(\$1,164,572)	(\$779,535)	(\$2,200,563)
Net Activity	\$11,526	\$194,449	\$507,635	\$927,463	(\$56,050)	(\$625,408)	\$959,614
Total Participants**	27	374	581	736	750	325	2,793
Average Account Balance	\$4,671	\$6,949	\$20,712	\$41,085	\$56,487	\$57,097	\$37,923
<i>Prudential Avg. Account Balance as of 12/31/2019</i>	<i>\$3,645</i>	<i>\$16,118</i>	<i>\$46,246</i>	<i>\$89,262</i>	<i>\$123,641</i>	<i>\$125,460</i>	<i>\$73,876</i>
Median Account Balance	\$1,380	\$3,059	\$10,675	\$21,038	\$29,629	\$27,576	\$15,652
<i>Prudential Median Account Balance as of 12/31/2019</i>	<i>\$4,531</i>	<i>\$11,969</i>	<i>\$31,729</i>	<i>\$52,216</i>	<i>\$78,108</i>	<i>\$116,384</i>	<i>\$70,895</i>

*Rollovers In is the total dollars credited to participant accounts within the period defined that originated in other qualified retirement plan accounts.

**Total column for participant count is a sum of participants across each age group. Eg. If a participant has both a main account and beneficiary account within different age groups (decedent's date of birth), that participant will be counted twice.

Plan Activity

Contributions by Fund

INVESTMENT OPTIONS	1/1/2019 - 3/31/2019	%	1/1/2020 - 3/31/2020	%	Change	%
VANGUARD INSTITUTIONAL INDEX FUND INSTITUTIONAL SHARES	\$493,991	20.3%	\$561,431	21.0%	\$67,440	13.7%
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND INSTITUTIONAL SHARES	\$350,271	14.4%	\$397,662	14.9%	\$47,391	13.5%
VANGUARD TOTAL BOND MARKET INDEX FUND INSTITUTIONAL SHARES	\$236,074	9.7%	\$256,024	9.6%	\$19,950	8.5%
VANGUARD MID-CAP INDEX FUND INSTITUTIONAL SHARES	\$210,035	8.6%	\$244,573	9.1%	\$34,538	16.4%
T. ROWE PRICE RETIREMENT 2030 FUND CLASS	\$197,668	8.1%	\$231,800	8.7%	\$34,132	17.3%
GUARANTEED LONG-TERM FUND	\$228,268	9.4%	\$226,499	8.5%	(\$1,769)	-0.8%
VANGUARD SMALL-CAP INDEX FUND INSTITUTIONAL SHARES	\$199,400	8.2%	\$215,772	8.1%	\$16,372	8.2%
T. ROWE PRICE RETIREMENT 2020 FUND CLASS	\$157,352	6.5%	\$162,229	6.1%	\$4,877	3.1%
T. ROWE PRICE RETIREMENT 2040 FUND CLASS	\$108,040	4.4%	\$113,146	4.2%	\$5,106	4.7%
PIMCO TOTAL RETURN ESG FUND INSTITUTIONAL CLASS	\$96,327	4.0%	\$87,707	3.3%	(\$8,620)	-8.9%
T. ROWE PRICE RETIREMENT BALANCED FUND CLASS	\$45,289	1.9%	\$44,276	1.7%	(\$1,013)	-2.2%
CALVERT EQUITY FUND CLASS I	\$39,893	1.6%	\$42,923	1.6%	\$3,030	7.6%
LORD ABBETT SHORT DURATION INCOME FUND CLASS I	\$31,220	1.3%	\$40,543	1.5%	\$9,323	29.9%
T. ROWE PRICE RETIREMENT 2050 FUND CLASS	\$16,736	0.7%	\$23,126	0.9%	\$6,391	38.2%
T. ROWE PRICE RETIREMENT 2010 FUND CLASS	\$13,363	0.6%	\$13,120	0.5%	(\$243)	-1.8%
T. ROWE PRICE RETIREMENT 2060 FUND CLASS	\$8,014	0.3%	\$8,297	0.3%	\$283	3.5%
PAX GLOBAL ENVIRONMENTAL MARKETS FUND INSTITUTIONAL CLASS	\$5,985	0.3%	\$7,553	0.3%	\$1,568	26.2%
Total Assets Contributed	\$2,437,925	100.0%	\$2,676,682	100.0%	\$238,757	9.8%

Interfund Transfers

1/1/2020 to 3/31/2020

INVESTMENT OPTIONS	IN	OUT	NET
GUARANTEED LONG-TERM FUND	\$1,394,864	(\$215,677)	\$1,179,187
LORD ABBETT SHORT DURATION INCOME FUND CLASS I	\$119,905	(\$19,120)	\$100,785
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND INSTITUTIONAL SHARES	\$228,068	(\$130,342)	\$97,727
VANGUARD SMALL-CAP INDEX FUND INSTITUTIONAL SHARES	\$152,433	(\$64,625)	\$87,808
PIMCO TOTAL RETURN ESG FUND INSTITUTIONAL CLASS	\$111,071	(\$57,139)	\$53,931
T. ROWE PRICE RETIREMENT I 2060 FUND I CLASS	\$41,309	(\$8,346)	\$32,963
VANGUARD TOTAL BOND MARKET INDEX FUND INSTITUTIONAL SHARES	\$300,966	(\$294,035)	\$6,930
T. ROWE PRICE RETIREMENT I 2010 FUND I CLASS	\$748	\$0	\$748
T. ROWE PRICE RETIREMENT I 2050 FUND I CLASS	\$10	(\$16)	(\$6)
PAX GLOBAL ENVIRONMENTAL MARKETS FUND INSTITUTIONAL CLASS	\$10	(\$13,916)	(\$13,907)
CALVERT EQUITY FUND CLASS I	\$20	(\$26,564)	(\$26,544)
VANGUARD MID-CAP INDEX FUND INSTITUTIONAL SHARES	\$105,747	(\$133,057)	(\$27,311)
T. ROWE PRICE RETIREMENT I 2040 FUND I CLASS	\$0	(\$59,360)	(\$59,360)
T. ROWE PRICE RETIREMENT BALANCED I FUND I CLASS	\$0	(\$145,726)	(\$145,726)
T. ROWE PRICE RETIREMENT I 2030 FUND I CLASS	\$5,067	(\$174,083)	(\$169,016)
T. ROWE PRICE RETIREMENT I 2020 FUND I CLASS	\$0	(\$209,337)	(\$209,337)
VANGUARD INSTITUTIONAL INDEX FUND INSTITUTIONAL SHARES	\$206,164	(\$1,115,038)	(\$908,874)
TOTAL	\$2,666,381	(\$2,666,381)	\$0

Participant Distribution Statistics

Distribution Type	Amount of Withdrawals Taken				# of Withdrawals			
	1/1/2019 - 3/31/2019	1/1/2020 - 3/31/2020	Change	% Change	1/1/2019 - 3/31/2019	1/1/2020 - 3/31/2020	Change	% Change
Termination	\$442,048	\$1,850,260	\$1,408,212	319%	21	38	17	81%
Direct Transfer	\$101,417	\$77,564	(\$23,853)	-24%	3	2	(1)	-33%
In-Service Withdrawal	\$21,693	\$142,208	\$120,516	556%	6	4	(2)	-33%
QDRO	\$48,079	\$0	(\$48,079)	-100%	1	0	(1)	-100%
Death Distribution	\$2,550	\$91,727	\$89,177	3497%	3	7	4	133%
Installment Payment	\$8,537	\$20,827	\$12,290	144%	21	37	16	76%
Required Minimum Distribution	\$11,245	\$14,976	\$3,731	33%	6	7	1	17%
Hardship Withdrawal	\$5,174	\$3,000	(\$2,174)	-42%	2	1	(1)	-50%
Return of Excess Deferrals/Contributions	\$194	\$0	(\$194)	-100%	1	0	(1)	-100%
Grand Total	\$640,937	\$2,200,563	\$1,559,626	243%	64	96	32	50%

1/1/2020 - 3/31/2020						
Distribution Sub-Type	Amount of Withdrawals Taken			# of Withdrawals		
	Age < 50	Age >= 50	Total	Age < 50	Age >= 50	Total
Rollover	\$122,048	\$1,969,107	\$2,091,155	9	20	29
Cash	\$38,533	\$70,875	\$109,408	4	63	67
Grand Total	\$160,581	\$2,039,982	\$2,200,563	13	83	96

Termination - A withdrawal that is taken when the participant is active and terminating from employment or is already in a 'Terminated' status.

Direct Transfer - Non-taxable transfer of participant assets from one type of tax-deferred retirement plan or account to another.

In-Service Withdrawal - A distribution that is taken while the participant is still active, before termination from employment.

QDRO - Distribution taken by the recipient of a QDRO. This could include required minimum distributions, installment payments, etc.

Death Distribution - Distribution taken by a beneficiary. This could include required minimum distributions, installment payments, etc.

Installment Payment - An installment distribution is a payment option that disburses funds over time (i.e. monthly, quarterly, yearly).

Required Minimum Distribution - Minimum amounts that a participant must withdraw annually upon reaching a certain age or retirement. This would exclude any beneficiary or QDRO accounts.

Hardship Withdrawal - A distribution which is requested by a participant because of an immediate and heavy financial need that cannot be satisfied from other resources.

Return of Excess Deferrals/Contributions - Could include Actual Contribution Percentage (ACP), Actual Deferral Percentage (ADP), Excess Deferrals, Excess Annual Editions and/or Ineligible Contributions.

Participant Loan Statistics

Loan Initiations	Amount of Loans Taken				# of Active Loans			
	1/1/2019-3/31/2019	1/1/2020-3/31/2020	Change	% Change	as of 3/31/2019	as of 3/31/2020	Change	% Change
General Purpose	\$70,152	\$27,569	(\$42,582)	(61%)	28	31	3	11%
Residential	\$0	\$0	\$0	0%	1	1	0	0%
Grand Total	\$70,152	\$27,569	(\$42,582)	(61%)	29	32	3	10%

	1/1/2019-3/31/2019	1/1/2020-3/31/2020
# of Outstanding Active Loans	29	32
# of New Loans	6	4
Average Loan Balance	\$8,505	\$8,125
Total Outstanding Loan Balance	\$246,641	\$260,002

Participant Transaction Statistics

	7/1/2019 - 9/30/2019	10/1/2019 - 12/31/2019	1/1/2020 - 3/31/2020
Call Center			
Unique Callers	125	103	104
Total Call Volume	186	144	149
Participant Website			
Unique Web Logins	705	650	759
Total Web Logins	9,457	10,256	11,426

Call Center Reason Category	7/1/2019 - 9/30/2019	10/1/2019 - 12/31/2019	1/1/2020 - 3/31/2020
Account Explanations	61	42	48
Allocation Changes & Exchange	5	0	3
Contributions	8	4	6
Disbursements	72	63	53
Enrollments	2	1	1
Forms	2	0	0
Fund Information	2	0	3
Hardships	2	1	3
IFX	0	0	0
IVR or Web Assistance	7	9	5
Loans	6	6	5
Other	7	4	3
Payment Questions	0	0	0
Plan Explanations	3	7	2
Regen Reg Letter	0	0	2
Status of Research	1	0	1
Tax Information	0	0	2
Website Processing	8	7	12
Total	186	144	149

Definitions:

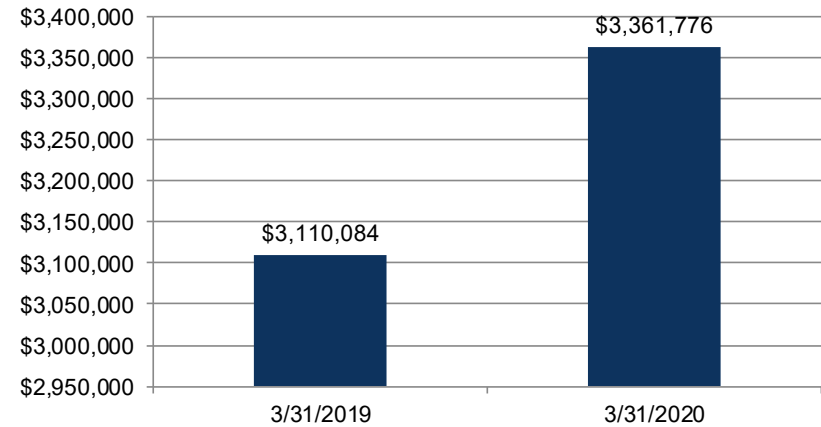
Unique Callers – The number of individuals that spoke to a Participant Service Center Representative during the reporting period (e.g., If the same individual called five times during the reporting period, they would only be counted once).

Total Call Volume – The number of calls to a Participant Service Center Representative during the reporting period (e.g., If the same individual called five times during the reporting period, they would be counted five times).

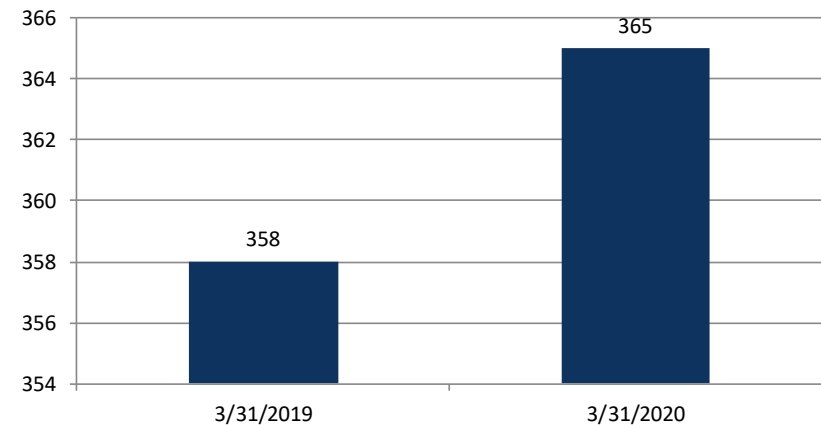
Roth Summary

Sub Plan Name	Sub Plan	Total
Addison Northwest SD	006503	\$414,690
Champlain Valley School District	006514	\$113,443
Colchester School District	006515	\$414,312
Caledonia Central SU	006516	\$17,628
Essex North SU	006517	\$10,022
Essex Westford Unified SD	006518	\$2,872
Maple Run Unified	006519	\$334,415
Lamoille South SU	006526	\$136
North Country SU	006529	\$1,480
Orleans Central SU	006534	\$45
Orleans Southwest SU	006535	\$25,571
Greater Rutland Central SU	006537	\$118,554
South Burlington Sd	006544	\$697,881
Washington West SU	006551	\$99,965
Windham Southeast SU	006554	\$0
Windham Southwest SU	006555	\$930
Windsor Central Modfd Unfd Un SD	006556	\$58,832
Winooski SD	006560	\$162,059
Patricia A Hannaford Career Cen.	006561	\$34,778
Two Rivers Supervisory Union	006562	\$35,947
Concord School District	016516	\$11,067
Town of Lowell SD	16529	\$2,885
Quarry Valley Unified Union SD	016537	\$241,574
Twin Valley Unified Union SD	016555	\$2,902
Barnard Academy	016556	\$82,837
Green Mtn USD	016562	\$96,126
Lunenburg School District	026516	\$41,902
Southern Valley Unified Union SD	026555	\$808
Windsor Central Mod Unif Un SD	026556	\$271,282
Ludlow Mt Holly Union USD	026562	\$413
Rutland Town SD	036537	\$61,807
South Hero Town SD	056523	\$273
Champlain Island UUSD	066523	\$4,340
Windham Southeast SD	076554	\$0
Total		\$3,361,776

Roth Assets



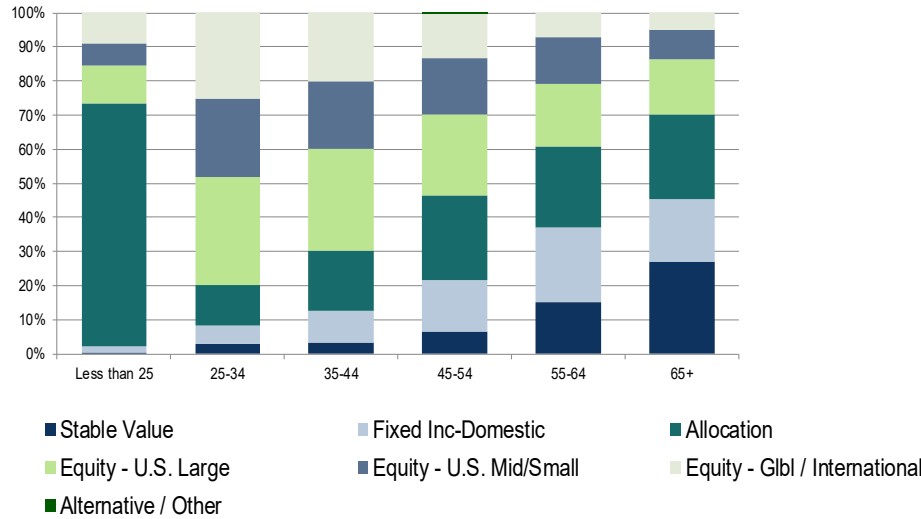
Roth Participants



	3/31/2019	3/31/2020
Roth Assets	\$3,110,084	\$3,361,776
# of Participants in Roth	358	365
Participation Rate in Roth	13.5%	13.1%
Prudential % of Participants in Roth - As of 12/31/2019	13.6%	

Investment Diversification

Assets by Asset Class and Age as of March 31, 2020



Asset Allocation

Asset Class	Your Plan Assets as of 3/31/2020	Your Plan % as of 3/31/2020
Stable Value	\$13,836,830	13.1%
Fixed Inc-Domestic	\$18,535,868	17.5%
Allocation	\$24,755,462	23.4%
Equity - U.S. Large	\$22,374,433	21.1%
Equity - U.S. Mid/Small	\$15,422,939	14.6%
Equity - Gbl / International	\$10,833,640	10.2%
Alternative / Other	\$160,316	0.2%
Total Participant Balances	\$105,919,488	100.0%

Fund Utilization By Age as of March 31, 2020

	Less than 25	25-34	35-44	45-54	55-64	65+	Total
Participants Invested in Only One Fund	5	51	77	126	189	112	560
Average # of Funds per Participant	4.3	5.0	5.3	5.2	4.6	3.9	4.9
<i>Prudential Participants Avg. # of Funds per Participant as of 12/31/2019</i>	5.5	5.5	5.5	5.5	5.3	4.2	5.3
% of Plan Assets in Stable Value	0.3%	2.9%	3.2%	6.4%	15.2%	26.9%	13.1%
<i>Prudential % of Plan Assets in Stable Value as of 12/31/2019</i>	9.0%	8.2%	10.3%	14.8%	25.3%	41.4%	22.1%

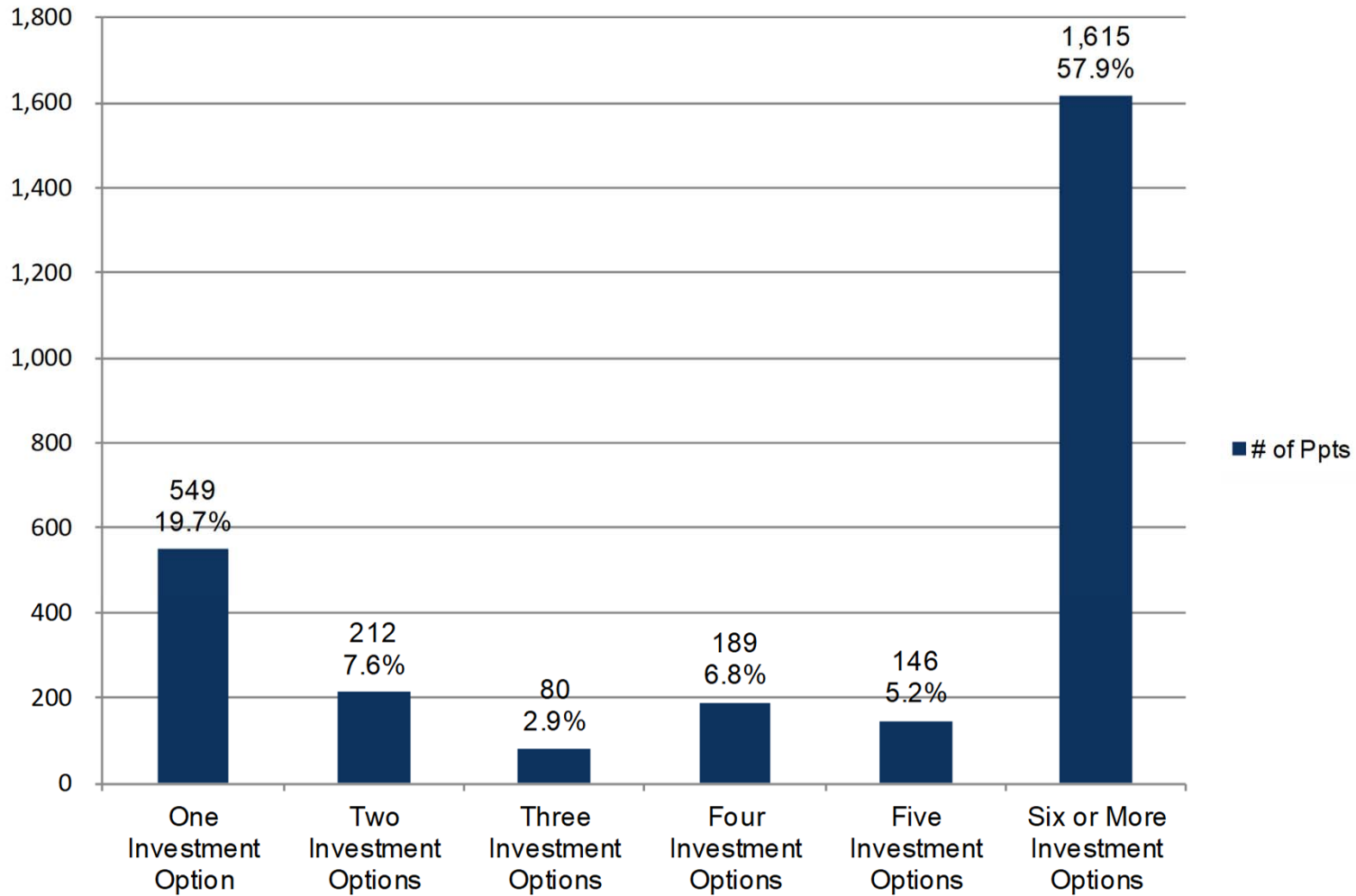
Utilization by Fund

as of March 31, 2020

INVESTMENT OPTIONS	Balance	% Invested in Fund	# of Ppts
VANGUARD INSTITUTIONAL INDEX FUND INSTITUTIONAL SHARES	\$19,990,226	18.9%	1,986
GUARANTEED LONG-TERM FUND	\$13,836,830	13.1%	1,356
VANGUARD TOTAL BOND MARKET INDEX FUND INSTITUTIONAL SHARES	\$11,657,052	11.0%	1,749
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND INSTITUTIONAL SHARES	\$10,690,526	10.1%	1,927
VANGUARD MID-CAP INDEX FUND INSTITUTIONAL SHARES	\$8,496,469	8.0%	1,992
T. ROWE PRICE RETIREMENT 2030 FUND CLASS	\$8,251,221	7.8%	196
T. ROWE PRICE RETIREMENT 2020 FUND CLASS	\$7,806,863	7.4%	170
VANGUARD SMALL-CAP INDEX FUND INSTITUTIONAL SHARES	\$6,926,470	6.5%	1,958
PIMCO TOTAL RETURN ESG FUND INSTITUTIONAL CLASS	\$4,734,419	4.5%	1,200
T. ROWE PRICE RETIREMENT 2040 FUND CLASS	\$4,019,656	3.8%	158
CALVERT EQUITY FUND CLASS I	\$2,384,207	2.3%	143
T. ROWE PRICE RETIREMENT BALANCED I FUND CLASS	\$2,256,366	2.1%	203
LORD ABBETT SHORT DURATION INCOME FUND CLASS I	\$2,144,397	2.0%	370
T. ROWE PRICE RETIREMENT 2010 FUND CLASS	\$1,927,920	1.8%	56
T. ROWE PRICE RETIREMENT 2050 FUND CLASS	\$399,789	0.4%	39
SELF DIRECTED BROKERAGE ACCOUNT	\$160,316	0.2%	3
PAX GLOBAL ENVIRONMENTAL MARKETS FUND INSTITUTIONAL CLASS	\$143,114	0.1%	47
T. ROWE PRICE RETIREMENT 2060 FUND CLASS	\$93,647	0.1%	19
Total	\$105,919,488	100.0%	

The funds in **bold** type denote inclusion in the GoalMaker® product.

Investment Utilization as of March 31, 2020



Due to rounding, bar graph may not equal 100%

GoalMaker® Participation

as of 3/31/2020

	6/30/2019	9/30/2019	12/31/2019	3/31/2020
Plan Assets for Participants in GoalMaker	\$7,170,286	\$7,766,882	\$9,949,111	\$9,202,965
# of Participants in GoalMaker	347	406	499	542
Participation Rate in GoalMaker	13.1%	15.0%	18.0%	19.4%
% of Plan Assets for GoalMaker Participants	6.2%	6.7%	8.0%	8.7%

Prudential Book of Business For Plans Offering GoalMaker – As of 12/31/2019

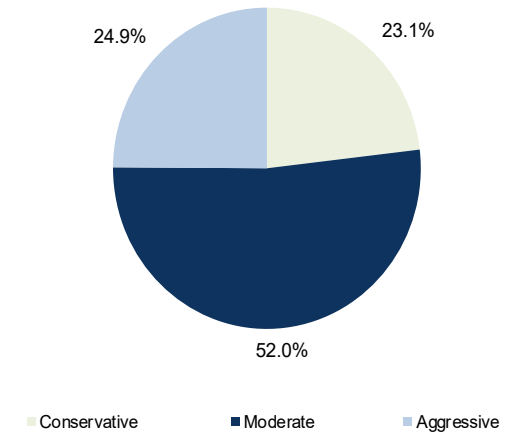
The participation rate in GoalMaker is 52.3%.

The percentage of plan assets for GoalMaker participants is 21.7%.

Participant Age Range	Conservative		Moderate		Aggressive		Total
	Active/Suspended	Terminated	Active/Suspended	Terminated	Active/Suspended	Terminated	
Less than 25	1	0	6	0	6	1	14
25-34	12	0	61	2	48	0	123
35-44	11	0	86	1	43	0	141
45-54	14	0	88	2	35	0	139
55-64	23	2	57	4	21	0	107
65+	6	0	9	1	2	0	18
Total	67	2	307	10	155	1	542

Participant Age Range	Conservative		Moderate		Aggressive		Total
	Active/Suspended	Terminated	Active/Suspended	Terminated	Active/Suspended	Terminated	
Less than 25	\$443	\$0	\$14,787	\$0	\$7,331	\$3,673	\$26,234
25-34	\$22,038	\$0	\$191,183	\$30,812	\$230,467	\$0	\$474,500
35-44	\$144,280	\$0	\$1,081,463	\$654	\$501,371	\$0	\$1,727,768
45-54	\$180,921	\$0	\$2,075,480	\$37,894	\$1,034,608	\$0	\$3,328,903
55-64	\$1,227,731	\$299,590	\$1,016,879	\$79,115	\$450,091	\$0	\$3,073,407
65+	\$254,426	\$0	\$205,971	\$48,003	\$63,754	\$0	\$572,154
Total	\$1,829,839	\$299,590	\$4,585,764	\$196,479	\$2,287,622	\$3,673	\$9,202,965

Percentage of Assets by GoalMaker® Participation Portfolio - As of 3/31/2020



10.0%

average contribution rate (%) for active GoalMaker participants

Due to rounding, pie chart may not equal 100%

1.1 Years

average length of time GoalMaker participants have been enrolled in GoalMaker

19.4%

GoalMaker participation rate for those who actively elected GoalMaker

Rep Stats

	4/1/2019- 6/30/2019	7/1/2019- 9/30/2019	10/1/2019- 12/31/2019	1/1/2020- 3/31/2020	Total
Group Presentations	0	6	4	2	12
Individual Participant Meetings	92	101	157	172	522
New Enrollments as a result of Group/Individual Meeting*	22	63	70	34	189
GoalMaker as a result of Group/Individual Meeting*	30	54	74	33	191
Contribution Rate Increases	18	25	67	49	159
Number of Rollovers	17	5	4	8	34
Rollover Dollars	\$237,005	\$636,623	\$82,287	\$192,923	\$1,148,838

*Enrollments above obtained by TDA Education Representatives

ESG Funds

Plan # - Plan Name	Fund	Ticker	AUM as of 3/31/2020	# of PPT	% of AUM of the Plan
940010 - 940060 - 403(b) Exclusive & Non-Exclusive					
	Calvert Equity Fund Class I	CEYIX	\$2,624,696	146	
	PIMCO Total Return ESG Institutional	PTSAX	\$4,862,365	1,215	
	Pax Global Environmental Mkts Instl	PGINX	\$154,272	48	

School Districts / Supervisory Unions 403b Plan Balance

Addison Northwest SD (006503)	\$1,985,822.48
Champlain Valley School District (006514)	\$13,575,314.92
Colchester School District (006515)	\$8,162,728.49
Caledonia Central SU (006516)	\$377,019.35
Essex North SU (006517)	\$707,569.67
Essex Westford Unified SD (006518)	\$27,782,283.13
Maple Run Unified SD (006519)	\$6,585,018.49
Grand Isle Supervisory Union (006523)	\$583,863.01
Lamoille South SU (006526)	\$6,181,728.75
Greater Rutland Central SU (006537)	\$942,565.78
South Burlington Sd (006544)	\$16,785,466.00
Windsor Central Modfd Unfd Un SD (006556)	\$2,081,569.11
Concord School District (016516)	\$94,844.52
Alburgh Town SD (016523)	\$855,171.49

Quarry Valley Unified Union SD (016537)	\$1,175,322.70
Barnard Academy (016556)	\$322,882.13
Lunenburg School District (026516)	\$507,650.20
Windsor Central Mod Unif Un SD (026556)	\$2,516,882.61
Rutland Town SD (036537)	\$829,562.59
South Hero Town SD (056523)	\$232,189.39
Champlain Islands UUSD (066523)	\$746,134.09
Wt. Abraham Unified School Distr (006502)	\$122,892.96
Burlington SD (006509)	\$483,395.89
Kingdom East SD District (006511)	\$1,783,181.97

School Districts / Supervisory Unions 403b Plan Balance

Franklin Northeast SU (006520)	\$2,008,178.60
Lamoille North SU (006525)	\$612,283.17
Milton Town SD (006527)	\$77,973.93
North Country SU (006529)	\$3,501.98
Orleans Central SU (006534)	\$243,084.14
Orleans Southwest SU (006535)	\$120,096.35
Washington Northeast SU (006550)	\$619.20
Washington West SU (006551)	\$2,489,729.28

Windham Southwest SU (006555)	\$113,700.28
Winooski SD (006560)	\$1,199,643.41
Patricia A Hannaford Career Cen. (006561)	\$188,284.48
Two Rivers Supervisory Union (006562)	\$358,144.58

Winoosburgh-Richford UUSD (016520)	\$1,418,890.14
Lamoille North Mod Unif Union SD (016525)	\$689,971.93
Town of Lowell SD (016529)	\$15,111.78

Twin Valley Unified Union SD (016555)	\$324,808.37
Green Mtn USD (016562)	\$331,816.93

Mount Mansfield UUSD (026513)	\$4,319,472.62
Northern Mountain Valley UUSD (026521)	\$365,468.65
Cambridge School District (026525)	\$27,354.71
Jay Westfield Joint Elem School (026529)	\$18,731.29

Southern Valley Unified Union SD (026555)	\$102,738.75
Ludlow Mt Holly Union USD (026562)	\$218,620.48

Windsor School District (066554)	\$10,811.40
Windham Southeast SD (076554)	\$1,921,545.47

Assets and contributions reflect actual participant account balances and do not include outstanding loan balances, forfeitures, and / or expense account assets.

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Section II: Economic Outlook



by **Robert F. DeLucia, CFA**
Consulting Economist

Summary and Major Conclusions:

The basic mission of monetary policy is to unfreeze dysfunctional credit markets and to ensure the continuous availability and flow of credit within the financial system. The \$2 trillion fiscal package passed by Congress last week is designed to provide a bridge for individuals and small businesses to survive the disruption in cash flow that resulted from the shutdown of the economy. The basic objectives are to provide cash to small businesses, minimize layoffs, and prevent widespread bankruptcies.

- ◆ Investors face four crucial unknowns: Timing the peak in the number of new coronavirus cases; estimating the duration of the current recession; projecting the pace at which the economy recovers from recession; and analyzing the ease at which the economy is restored to normal functioning.
- ◆ The public health crisis continues to worsen on numerous fronts, including rapid increases in the number of new infections and shortages of vital supplies. Conditions will likely worsen in coming weeks before reaching a peak during late April.
- ◆ The US faces a deep but brief self-induced recession, which can be attributed to the decision by government officials to endure a temporary shutdown of the economy in order to suppress transmission of the virus.
- ◆ The recession will end when economic output and spending hit bottom, which occur during June or July. This should be followed by a gradual acceleration in GDP growth during the remainder of this year, and a more robust recovery in 2021.
- ◆ The economy is fighting both a demand and supply shock: Consumer and business spending has been curtailed while production has been slashed and supply chains disrupted, with many workers homebound and businesses closed.
- ◆ Comparisons with the 2008 financial crisis are misguided on fundamental grounds. The 2008 recession was caused by massive economic imbalances — most notably two colossal bubbles in housing and credit — along with an insolvent banking sector.
- ◆ Conversely, the US economy entered the current recession in excellent health, with solid growth momentum and strong household and banking sector balance sheets.
- ◆ The basic mission of monetary policy is to unfreeze dysfunctional credit markets and to ensure the continuous availability and uninterrupted flow of credit.
- ◆ The \$2 trillion fiscal package passed by Congress last week is designed to provide a bridge for individuals and small businesses to survive the temporary cash flow crisis that has resulted from the shutdown of the economy.
- ◆ The basic objectives of the plan are to provide cash to small businesses, minimize layoffs, and prevent widespread bankruptcies. The commitment on the part of policymakers is open-ended, which implies that additional funds will be forthcoming beyond the next month.

- ◆ In terms of an economic recovery, the highest priority of policymakers is to flatten the curve of new COVID-19 cases. The US will be entering a period of maximum new infections during the next two or three weeks, with a potential trend reversal by late April or early May.
- ◆ The good news on the medical front is that the FDA gave emergency approval to a COVID-19 diagnostic test that yields results in only five minutes. There is also medical progress on the therapeutic front, with the strong possibility of an anti-viral drug by the summer.
- ◆ The next highest priority is the stabilization of credit, by way of massive liquidity injections by the Federal Reserve. Following several days of profound weakness, credit markets have calmed since the Fed's bold actions of last week, although risk spreads remain unusually wide.
- ◆ Another prerequisite for economic stabilization will be concrete evidence of cooperation among companies in retaining workers as a quid pro quo for receiving emergency cash infusions from the government.
- ◆ The equity market is the quintessential leading indicator, discounting future trends well in advance of the news. Historically, the timeframe between the end of recessions and the onset of new bull markets has averaged three or four months.
- ◆ While it is impossible at this time to know whether the stock market bottomed on March 23, an analysis of previous cyclical bear markets strongly suggests that a bottoming process has begun, which could persist for another several weeks.
- ◆ A timeline of key developments over the next several months would include a peak in the number of new infections during April and a cyclical bottom in the US economy by June. Stock prices should anticipate the end of recession during April.
- ◆ There remain significant divergences in the equity market. Economically sensitive stock market sectors — such as industrials, materials, financials, and transportation stocks — offer far greater relative value versus defensive safe-haven groups.

The outlook for both the economy and the global pandemic worsened last week, most notably in Europe and the US. The domestic economy is already in recession, with GDP expected to decline in the next two quarters. World financial markets are likely to remain volatile and dysfunctional until there is better news regarding COVID-19. This week's *Economic Perspective* provides an update of developments on the economic, financial, policy, and public health fronts.

- Continued high levels of uncertainty resulted in further volatility in financial markets last week, although stocks staged a spectacular “relief rally” from deeply oversold conditions. Equity investors responded positively to very aggressive policy measures from the Federal Reserve and a \$2 trillion spending/relief package approved by Congress.
- Both the economic and medical news worsened last week. The number of confirmed new cases in the US is approaching 175,000, while worldwide infections are approaching 700,000. Conversely, health conditions within China and most of Asia continue to improve.

- Investors face four crucial unknowns: (1) Timing the peak in the number of new COVID-19 cases in the US and Europe; (2) Estimating the duration of the current recession; (3) Projecting the pace at which the economy is able to restart and recover from recession; and (4) Analyzing the ease at which the economy is restored to normal functioning.
- The public health crisis continues to worsen on numerous fronts. The number of new infections is increasing at an exponential rate, while vital medical supplies remain in short supply. These include diagnostic test kits, masks, gloves, face shields, ventilators, respirators, and health care professionals. Conditions will likely worsen before peaking in late April.
- The number of cases in the New York City area could peak during the next two weeks, but outbreaks have begun in other major cities such as Philadelphia, Miami, Detroit, Los Angeles, Chicago, and New Orleans. The epidemic in Italy may be approaching a peak, with a possible flattening of the new infection curve in coming weeks.
- There is some good news on the medical front. The FDA gave emergency approval to a COVID-19 diagnostic test that yields results in only five minutes and can be used almost anywhere. Abbott Laboratories, the manufacturer of the test, said it plans to supply 50,000 tests a day starting on April 1. There is also progress on the therapeutic front, with the strong possibility of an anti-viral drug by this summer.
- The economic news was alarming on several fronts and is also set to worsen in April and May. Initial unemployment claims surged to an all-time high, implying a spike in the unemployment rate in coming months.
- The US faces a deep but brief ***self-induced*** recession, which can be attributed to the decision by government officials to temporarily shut down the economy in order to minimize risks to public health.
- The recession will end when economic output and spending hit bottom, which could be in June or July. This should be followed by a *gradual* acceleration in GDP growth during the remainder of this year, and a *more robust recovery in 2021*.
- The economy is fighting both a demand and supply shock: Consumer and business spending has been curtailed while production has been slashed, with many workers homebound and businesses closed. The result is a classic Keynesian ***demand gap*** that will widen before it begins to shrink during the second half of this year.

- Comparisons to the 2008 financial crisis are misguided on fundamental grounds. The 2008 recession was caused by massive economic and financial imbalances — most notably colossal bubbles in housing and credit — along with an insolvent banking sector. The 2008 downturn was a classic **balance sheet recession**. The current downturn is a classic cash flow-induced recession.
- Conversely, the US economy entered the current recession in excellent health, with both solid economic momentum and strong balance sheets. The implication is that a repeat of the vicious **deleveraging cycle** that suppressed GDP growth in the aftermath of the 2008 recession will not be necessary following the current recession.
- The basic mission of monetary policy is to unfreeze dysfunctional credit markets and to ensure the continuous availability and flow of credit within the financial system. The Federal Reserve is determined to prevent the current liquidity crisis from morphing into a solvency crisis.
- The \$2 trillion fiscal package passed by Congress last week is designed to provide a bridge for individuals and small businesses to survive the disruption in cash flow that resulted from the shutdown of the economy. The basic objectives are to provide cash to small businesses, minimize layoffs, and prevent widespread bankruptcies.
- The commitment of policymakers is **open-ended**, which means continued cash infusions from the Treasury and the Fed for as long as necessary to keep individuals and small businesses afloat until economic growth resumes.
- In terms of the economic outlook, the highest priority of policymakers is to flatten the curve of new COVID-19 cases, followed by a plateauing of total cases and a gradual decline in each. The US will be entering a period of maximum new infections during the next two or three weeks, with a trend reversal possible by late April or early May.
- Investors should also monitor public health and economic news in China and the rest of Asia as a possible guide to future developments in the West. This incorporates both good news — a successful restarting of Asian economies — but also confirming evidence that the pandemic has not entered a second phase.
- The next highest priority is stabilization of credit markets and a return to normal functioning, supported by massive liquidity injections by the Federal Reserve. The ultimate damage to the real economy is predicated upon a return to stability in the credit markets.

- Following several days of profound weakness, credit markets have calmed since the Fed's bold actions announced last Monday. That said, risk spreads in the corporate bond, commercial paper, and mortgage markets remain unusually wide, although down from their peak on March 23.
- Government injections of trillions of dollars into the economy and financial system are necessary but not sufficient conditions for economic stabilization. It is important to closely monitor the effectiveness of government agencies in ensuring that funds are distributed to those small businesses in desperate need. It is also highly likely that there will be a need for additional funds in coming weeks and months.
- Another prerequisite for economic stabilization is concrete evidence of a positive response by companies in retaining workers, as a *quid pro quo* for emergency cash infusions from the government. Minimization of layoffs is crucial in preventing a vicious downward spiral as rising unemployment reduces consumption, which then further increases the number of layoffs.
- The equity market is a forward-looking indicator that discounts future trends in advance of the actual news. Historically, the timeframe between the end of recessions and the beginning of new bull markets has averaged three to four months.
- The 2009 equity bull market began in March, three months before the economic bottom in June 2009. In other words, stock prices recovered in early 2009 at a time when GDP was in the midst of a steep decline.
- While it is impossible to know at this time whether the stock market bottomed on March 23, an analysis of previous cyclical bear markets strongly suggests that a bottoming process may have already begun. A bottoming process is necessary for creating a durable foundation for the next bull market.
- The combination of gargantuan policy support along with extremely oversold conditions suggest that periodic equity market rallies could occur in coming weeks. However, the onset of a sustained stock market rally awaits evidence of a peaking in the public health crisis and easing of self-containment measures.
- In terms of a plausible timeline of developments over the next several months, I would envision a peak in the number of new infections during April and a cyclical bottom in the US economy in June. As a reliable leading economic indicator, the stock market should anticipate the end of recession — and a sustained economic recovery — during April. The implication is that a new equity bull market could begin within the next month.



Robert F. DeLucia, CFA, was formerly Senior Economist and Portfolio Manager for Prudential Retirement. Prior to that role, he spent 25 years at CIGNA Investment Management, most recently serving as Chief Economist and Senior Portfolio Manager. He currently serves as the Consulting Economist for Prudential Retirement. Bob has 45 years of investment experience.

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CBOE Volatility Index: An index of implied equity market volatility, reflecting the market estimate of future volatility for the S&P 500 Stock Index over the next 30 days, using options.

MSCI Emerging Market Index: An index of equity market performance for developing markets, primarily in Asia, Latin America, and Eastern Europe. The index tracks both large-cap and small-cap stocks and is weighted by market capitalization.

MSCI World Ex US Index: Measures the performance of the large and mid-cap segments of world, excluding US equity securities. It is free float-adjusted market-capitalization weighted.

Russell 2000 Small-Cap Index: Is an index measuring the performance of approximately 2,000 small-cap companies within the United States.

S&P 500® Index: Measures the performance of 500 widely held stocks in US equity market. Standard and Poor's chooses member companies for the index based on market size, liquidity and industry group representation. Included are the stocks of industrial, financial, utility, and transportation companies. Since mid-1989, this composition has been more flexible and the number of issues in each sector has varied. It is market capitalization-weighted.

State Street Investor Confidence Index: measures investor confidence or risk appetite quantitatively by compiling actual buying and selling patterns of institutional investors.

US Trade-Weighted Dollar Index: An index that measures the value of the US dollar in relationship with other currencies, statistically weighted on the basis of importance to the US as trading partners.

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