

RETIREMENT REPORT

Denver Public Schools | 403(b) and 457 Retirement Plans



Winter 2020

It's a Brand New Year – Make your Retirement Plan a Resolution

Use this checklist to help manage your financial priorities and goals

Do you remember what resolutions you made for 2020? More than likely, none of those turned out as expected, through no fault of your own. The stress and concerns created by the Coronavirus pandemic and other monumental events have many of us rethinking our priorities for 2021.

Recent polls indicate that as a result of the pandemic, many of you have taken a closer look at your finances, which makes this the perfect time to look at adding some financial resolutions to your 2021 list that are easy to make and even easier to keep.

1. **Participate in your Retirement Savings Plan** – If your employer's plan is voluntary and you are not participating, what are you waiting for? Time is a valuable asset and the younger you are when you start saving, the less you have to save to meet your retirement goals. The power of compounding really does matter. You cannot afford to wait, so dip your toe in the water, even if it is just 1% of your pay, and start saving today.
2. **Set Retirement Goals** – You need to consider several factors in order to set your goals. Does longevity run in your family? Will your house be paid off at retirement? Are you eligible for Social Security? Do you plan on working after retirement? Some experts think that you will need 70% to 80% of your pre-retirement income to support you during your retirement years. That number may vary depending on your spending goals. Do you plan on traveling the world or sitting on your deck and watching the world go by? Try using one of the online calculators to help project your
3. **Save Your Raise** – When you receive an increase in pay consider increasing your salary deferral contribution percentage by a portion of your salary increase. You are used to living on your current paycheck, so you won't miss those extra dollars, making it an ideal time to increase your retirement savings rate. It is a fairly painless way to increase the amount you save in your retirement plan each year. If your provider offers auto escalation, sign up and the increase will happen automatically at the time and amount you set each year. If the contribution rate in your employer sponsored



income needs in retirement. If you have already set goals, good for you, but you will need to hold yourself accountable by comparing your actual balances with your projected needs on an annual basis. No one has ever complained about saving too much.



plan is fixed, consider making additional contributions to any supplemental retirement plans that may be offered such as a 457 plan or an IRA.

4. **Take Advantage of the Match** – If your employer offers a matching contribution, make sure you are contributing at least as much as what is being matched. If your employer offers 25 cents on the dollar up to 3% of pay, make sure you are contributing at least 3% to take advantage of the full match, otherwise you are leaving money on the table. If you can't quite afford to contribute up to the match, use the idea in resolution 3 to help you get there.
5. **Recheck Your Investment Allocations** - Year end is a good time to revisit your investment mix to make sure that your choices still make sense in helping you meet your retirement goals. It is important to remember that as you age and your retirement time horizon shortens, your investment needs may change accordingly. The simplest solution may be choosing a target date fund. These funds take the mystery out of diversification and automatically become more conservative over time. Risk based portfolios are another option, but you will have to remember to move yourself into a more conservative

model as you get closer to retirement. If you do your own investing, be sure to review your strategy annually. You want to make sure your retirement savings dollars are not exposed to more risk than is appropriate for your age and tolerance.

6. **Rebalance Your Portfolio** – If you are doing your own investing, you need to maintain your target asset allocations in your portfolio. Funds in various asset classes grow at different rates over time due to market changes, causing the allocations to be out of balance. One of the keys to maintaining that portfolio is to regularly rebalance your portfolio back to the original investment allocations. The primary objective of rebalancing is to help mitigate risk. Most recordkeeping providers offer automatic rebalancing, but you will need to select the option and choose the frequency: quarterly, semi-annually or annually. If your provider does not offer this service, set a tickler to remind you to do it yourself, at least annually if not quarterly.
7. **Check your Beneficiary Designations** – Did you get married, divorced, have a baby, lose a loved one this year? Don't forget to check your beneficiary designation to make sure you have listed the appropriate person to receive your retirement account balance in the event of your death. Many plans offer this service online through their recordkeeping provider or HRIS system. It only takes a few minutes to make sure your wishes will be honored.

As you make your resolutions for 2021, try including some of these along with healthier eating and exercise. Your future self will thank you for making sure your wellness program included your retirement plan!

Innovest is a Registered Investment Adviser registered with the US Securities and Exchange Commission. Unless explicitly stated to the contrary, the material herein is not intended to provide and should not be relied on for investment advice. Under no circumstances are we ever providing tax, accounting or legal advice.

Past performance is no guarantee of future results. Investing involves the risk of loss.

This document may contain returns and valuations from outside sources. While the information contained herein is believed to be true and accurate, Innovest assumes no responsibility for the accuracy of these valuations or return methodologies.

Whom do I call for help?

Account Information

Balances • Investment changes • Personal info

Contact: AIG

800.448.2542

www.aigrs.com

Plan's Investment Consultant

Innovest Portfolio Solutions

4643 S. Ulster St., Suite 1040

Denver, CO 80237

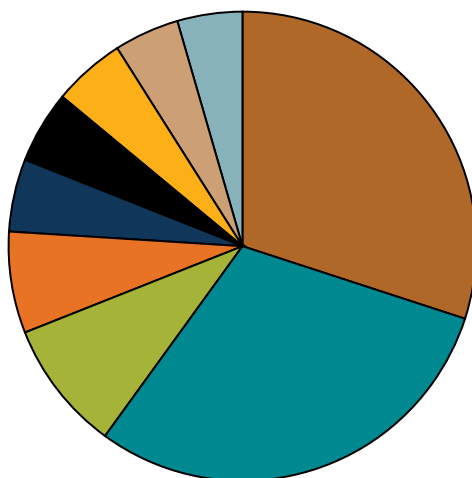
303.694.1900 | www.innovestinc.com

Who typically uses this portfolio?

Current Age: Over 60
Risk Level: Low
Expected Return: Low
Time Horizon:
Years to Age 65: Under 5
Years to Age 85: Under 25

Portfolio Allocation (%)

Dodge & Cox Stock (DODGX)	4.5
Vanguard 500 Idx;Adm (VFIAX)	9.0
T Rowe Price BC Gro;l (TBCIX)	4.5
Vanguard Md-Cp I;Adm (VIMAX)	0.0
Vanguard S-C Id;Adm (VSMAX)	7.0
Oakmark Internat;l;Inst (OANIX)	5.0
Vanguard Tot I S;Adm (VTIAX)	5.0
Vanguard Intl Gro;Adm (VWILX)	5.0
MetWest:Total Rtn;Plan (MWT SX)	30.0
Vanguard Tot Bd;Adm (VBT LX)	30.0



Expense Ratio (%) 0.25

Past Performance (%)*

	Last Quarter	YTD	1 Year	3 Years	5 Years	10 Years
Denver Public Schools Conservative Portfolio	8.42	14.20	14.20	8.27	8.49	N/A

Understanding The Conservative Portfolio

Who typically uses this portfolio?

Current Age: The age (today) of an average investor with time horizon, risk level, and return expectations of the Conservative Portfolio.

Time Horizon: Indicates the number of years (time horizon) to the average retirement age of 65, when the investor will begin spending the money in their account, and the number of years to assumed life expectancy of age 85.

Risk Level: The amount of expected risk in the Conservative Portfolio. Risk is measured by the potential loss over a 12-month period that an investor might expect in the Conservative Portfolio, and is calculated via a statistical process consistent with 95% probability.

Low: -8% to -14%

Expected Return: The level of expected investment return from the Conservative Portfolio. The range of returns shown below indicates the potential gain that an investor might expect each year, on average, over a 5-year period. This is also referred to as the "mean" return, and is calculated using a statistical process to determine a range of probabilities.

Low: 3% to 5%

Past Performance

Investment performance results shown above represent past performance and are not indicative of future results. Please read the information contained in the applicable fund prospectuses carefully before investing money.

How is the portfolio diversified?

The pie chart and accompanying data shown for each portfolio illustrates the percentage allocated to each fund.

*Innovest relies on 3rd party data for these returns. Periods greater than one year are annualized. Different share classes are used for the T. Rowe Price Blue Chip Growth and Oakmark International funds in order to show longer performance history for the total portfolio allocation.

Who typically uses this portfolio?

Current Age: 40 - 60

Risk Level: Moderate

Expected Return: Moderate

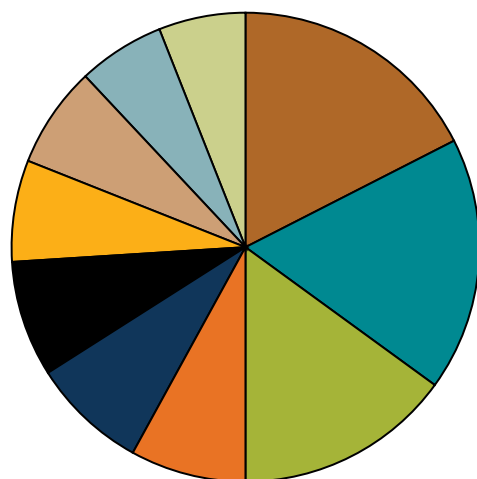
Time Horizon:

Years to Age 65: 5 - 25

Years to Age 85: 25 - 45

Expense Ratio (%): 0.26

Portfolio Allocation (%)



Dodge & Cox Stock (DODGX)	7.0
Vanguard 500 Idx;Adm (VFIAX)	15.0
T Rowe Price BC Gro;l (TBCIX)	7.0
Vanguard Md-Cp I;Adm (VIMAX)	6.0
Vanguard S-C Id;Adm (VSMAX)	6.0
Oakmark Internat;l;Inst (OANIX)	8.0
Vanguard Tot I S;Adm (VTIAX)	8.0
Vanguard Intl Gro;Adm (VWILX)	8.0
MetWest:Total Rtn;Plan (MWT SX)	17.5
Vanguard Tot Bd;Adm (VBT LX)	17.5

Past Performance (%)*

	Last Quarter	YTD	1 Year	3 Years	5 Years	10 Years
Denver Public Schools Moderate Portfolio	12.56	18.66	18.66	10.25	10.93	N/A

Understanding The Moderate Portfolio

Who typically uses this portfolio?

Current Age: : The age (today) of an average investor with time horizon, risk level, and return expectation of the Moderate Portfolio.

Time Horizon: Indicates the number of years (time horizon) to the average retirement age of 65, when the investor will begin spending the money in their account, and the number of years to assumed life expectancy of age 85.

Risk Level: The amount of expected risk in the Moderate Portfolio. Risk is measured by the potential loss over a 12-month period that an investor might expect in the Moderate Portfolio, and is calculated via a statistical process consistent with 95% probability.

Moderate: -13% to -19%

Expected Return: The level of expected investment return from the Moderate Portfolio. The range of returns shown below indicates the potential gain that an investor might expect each year, on average, over a 5-year period. This is also referred to as the "mean" return, and is calculated using a statistical process to determine a range of probabilities.

Moderate: 4% to 6%

Past Performance

Investment performance results shown above represent past performance and are not indicative of future results. Please read the information contained in the applicable fund prospectuses carefully before investing money.

How is the portfolio diversified?

The pie chart and accompanying data shown for each portfolio illustrates the percentage allocated to each fund.

*Innovest relies on 3rd party data for these returns. Periods greater than one year are annualized. Different share classes are used for the T. Rowe Price Blue Chip Growth and Oakmark International funds in order to show longer performance history for the total portfolio allocation.

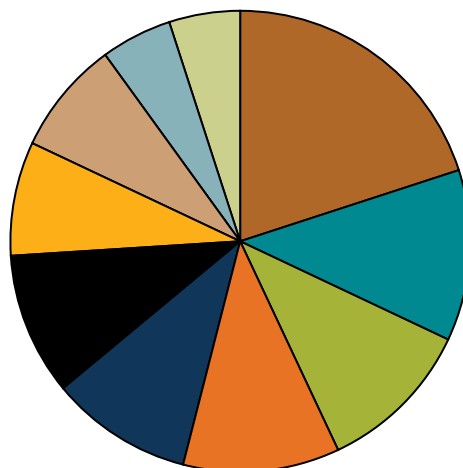
Denver Public Schools Aggressive Portfolio

12/31/20

Who typically uses this portfolio?

Current Age:	30 - 50
Risk Level:	High
Expected Return:	High
Time Horizon:	
Years to Age 65:	15 - 35
Years to Age 85:	35 - 55
Expense Ratio (%)	0.28

Portfolio Allocation (%)



Dodge & Cox Stock (DODGX)	10.0
Vanguard 500 Idx;Adm (VFIAX)	20.0
T Rowe Price BC Gro;l (TBCIX)	10.0
Vanguard Md-Cp I;Adm (VIMAX)	8.0
Vanguard S-C Id;Adm (VSMAX)	8.0
Oakmark Internat;l;Inst (OANIX)	11.0
Vanguard Tot I S;Adm (VTIAX)	12.0
Vanguard Intl Gro;Adm (VWILX)	11.0
MetWest:Total Rtn;Plan (MWTSX)	5.0
Vanguard Tot Bd;Adm (VBTLX)	5.0

Past Performance (%)*

	Last Quarter	YTD	1 Year	3 Years	5 Years	10 Years
Denver Public Schools Aggressive Portfolio	16.99	20.40	20.40	11.45	13.54	N/A

Understanding The Aggressive Portfolio

Who typically uses this portfolio?

Current Age: : The age (today) of an average investor with time horizon, risk level, and return expectation of the Aggressive Portfolio.

Time Horizon: Indicates the number of years (time horizon) to the average retirement age of 65, when the investor will begin spending the money in their account, and the number of years to assumed life expectancy of age 85.

Risk Level: The amount of expected risk in the Aggressive Portfolio. Risk is measured by the potential loss over a 12-month period that an investor might expect in the Aggressive Portfolio, and is calculated via a statistical process consistent with 95% probability.

High: -17% to -23%

Expected Return: The level of expected investment return from the Aggressive Portfolio. The range of returns shown below indicates the potential gain that an investor might expect each year, on average, over a 5-year period. This is also referred to as the "mean" return, and is calculated using a statistical process to determine a range of probabilities.

High: 5% to 7%

Past Performance

Investment performance results shown above represent past performance and are not indicative of future results. Please read the information contained in the applicable fund prospectuses carefully before investing money.

How is the portfolio diversified?

The pie chart and accompanying data shown for each portfolio illustrates the percentage allocated to each fund.

*Innovest relies on 3rd party data for these returns. Periods greater than one year are annualized. Different share classes are used for the T. Rowe Price Blue Chip Growth and Oakmark International funds in order to show longer performance history for the total portfolio allocation.

Comparison of Plan Expenses for the Denver Public Schools Retirement Plans

Plan Expenses - Expenses for your retirement plan include investment record-keeping (accounting and reporting), customer service, participant education, trust and custody. The table below provides a comparison between annual plan expenses for the average 401(k) retirement plan (as a percentage of assets) and the actual expenses for the DPS Retirement Plan. Source: 401(k) Source Data.

Average 401(k) Plan Expenses

1.17%

Denver Public Schools Plan Expense Estimate

0.45%

Your retirement plan offers many different mutual fund investment options that cover a broad range of risk and investment opportunities. Each fund charges fees for management and operating expenses. These fees are referred to as the expense ratio. This is the percentage of fund assets paid for operating expenses and management fees. The expense ratio typically includes the following types of fees: accounting, administrator, advisor, auditor, board of directors, custodial, distribution (12b-1), legal, organizational, professional, registration, shareholder reporting, sub-advisor, and transfer agency. The table below provides a comparison between the median category expense ratio and the actual expense ratio of funds offered through the DPS Retirement Plan. Source: Innovest Portfolio Solutions LLC.

DPS 403b and 457 Plans Fund Name	Fund Objective/Category	Ticker	Category Median Expense Ratio	Category Annual Expense For Each \$1,000	Mutual Fund Expense Ratio	Mutual Fund Annual Expense For Each \$1,000
Dodge & Cox Stock	Lg Cap Value	DODGX	0.87%	\$ 8.70	0.52%	\$ 5.20
Vanguard 500 Index Admiral	Lg Cap Core	VFIAX	0.30%	\$ 3.00	0.04%	\$ 0.40
T. Rowe Price Blue Chip Growth I	Lg Cap Growth	TBCIX	0.90%	\$ 9.00	0.56%	\$ 5.60
Vanguard Selected Value Inv	Mid Cap Value	VASVX	0.92%	\$ 9.20	0.33%	\$ 3.30
Vanguard Mid Cap Index Admiral	Mid Cap Broad	VIMAX	1.03%	\$ 10.30	0.05%	\$ 0.50
Hartford MidCap Y	Mid Cap Growth	HMDYX	1.05%	\$ 10.50	0.79%	\$ 7.90
Boston Partners Small Cap Value II I	Sm Cap Value	BPSIX	1.12%	\$ 11.20	0.99%	\$ 9.90
Vanguard Small Cap Index Adm	Sm Cap Core	VSMAX	1.08%	\$ 10.80	0.05%	\$ 0.50
Brown Advisory Small-Cap Growth Inst	Sm Cap Growth	BAFSX	1.16%	\$ 11.60	0.99%	\$ 9.90
Oakmark International Institutional	International Lg Cap Value	OANIX	0.98%	\$ 9.80	0.78%	\$ 7.80
Vanguard Total Intl Stock Index Admiral	International Lg Cap Core	VTIAX	0.90%	\$ 9.00	0.11%	\$ 1.10
Vanguard International Growth Adm	International Lg Cap Growth	VWILX	1.04%	\$ 10.40	0.32%	\$ 3.20
Metropolitan West Total Return Bd Plan	General Fixed Income	MWTSX	0.57%	\$ 5.70	0.38%	\$ 3.80
Vanguard Total Bond Market Index Adm	General Fixed Income	VBTLX	0.57%	\$ 5.70	0.05%	\$ 0.50
VALIC Fixed Interest	Fixed Interest	N/A	0.73%	\$ 7.30	0.00%	\$ -
Vanguard Target Retirement Income Inv	Target Date	VTINX	0.62%	\$ 6.20	0.12%	\$ 1.20
Vanguard Target Retirement 2015 Inv	Target Date 2015	VTXVX	0.56%	\$ 5.60	0.13%	\$ 1.30
Vanguard Target Retirement 2020 Inv	Target Date 2020	VTWNX	0.65%	\$ 6.50	0.13%	\$ 1.30
Vanguard Target Retirement 2025 Inv	Target Date 2025	VTTVX	0.65%	\$ 6.50	0.13%	\$ 1.30
Vanguard Target Retirement 2030 Inv	Target Date 2030	VTHRX	0.68%	\$ 6.80	0.14%	\$ 1.40
Vanguard Target Retirement 2035 Inv	Target Date 2035	VTTX	0.66%	\$ 6.60	0.14%	\$ 1.40
Vanguard Target Retirement 2040 Inv	Target Date 2040	VFORX	0.69%	\$ 6.90	0.14%	\$ 1.40
Vanguard Target Retirement 2045 Inv	Target Date 2045	VTIVX	0.68%	\$ 6.80	0.15%	\$ 1.50
Vanguard Target Retirement 2050 Inv	Target Date 2050	VFIFX	0.70%	\$ 7.00	0.15%	\$ 1.50
Vanguard Target Retirement 2055 Inv	Target Date 2055	VFFVX	0.68%	\$ 6.80	0.15%	\$ 1.50
Vanguard Target Retirement 2060 Inv	Target Date 2060	VTTSX	0.68%	\$ 6.80	0.15%	\$ 1.50
Vanguard Target Retirement 2065 Inv	Target Date 2060	VLXVX	0.68%	\$ 6.80	0.15%	\$ 1.50

Innovest is a Registered Investment Adviser registered with the US Securities and Exchange Commission. Unless explicitly stated to the contrary, the material herein is not intended to provide and should not be relied on for investment advice. Under no circumstances are we ever providing tax, accounting or legal advice. Past performance is no guarantee of future results. Investing involves the risk of loss. This document may contain returns and valuations from outside sources. While the information contained herein is believed to be true and accurate, Innovest assumes no responsibility for the accuracy of these valuations or return methodologies.