

SPRING 2021

INNOVIEWS



Making Retirement Work

Innovest's Latest Updates and Articles from Thought Leaders in the Firm

In This Issue

Bitcoin, SPACs, and Short Squeezes: Mania in the Markets?

Nonprofit Spotlight: That Others May Live Foundation

Who Will Pay for the Federal Debt? Part 2

Uncovering Advisor Conflicts: Don't Compromise the Effectiveness of Your Retirement Plan

Employee Spotlight: Kyli Soto

Around the Firm

New Clients

Christian Care Ministry

Federation of Chiropractic Licensing Boards

It is not known whether the listed clients approve or disapprove of the services provided. The new clients on page one are listed with their approval and permission.

Bitcoin, SPACs, and Short Squeezes: Mania in the Markets?



Sloan Smith, MBA, CAIA, CPWA®
Principal and Director



Steven Fraley, MBA, CFA
Vice President

Since the start of the Global COVID-19 pandemic we have seen historic events occur in the financial markets. Some of these incidents include the largest and quickest equity sell-off since the Great Depression, an economic stimulus package that equated to 50% of US GDP, historically low fixed income yields, and a rapid rebound in global equities. Along with these occurrences have emerged new trends that have led investors to question whether these are new opportunities or simply signs of market mania. The three areas that have generated the most intrigue are Bitcoin, Special Purpose

Acquisition Companies (SPACs), and short squeezes. Each has been newsworthy and created some disruptions in the financial marketplace. However, their suitability for portfolios going forward needs to be carefully evaluated, including their potential risks and rewards.

Bitcoin

While Bitcoin has been around for over a decade, it has significantly gained in popularity over the last couple years. Bitcoin and cryptocurrencies are digital currencies that use cryptography to process transactions over a blockchain – a transparent digital ledger. The primary benefits of blockchain technology are reduced costs, increased security, enhanced transparency, and improved traceability. Another important

factor in their popularity is that blockchains are decentralized, meaning banks and governments cannot manipulate their value like they can for traditional fiat currencies.

Like other disruptive technologies, the popularity and adoption of Bitcoin has increased significantly due to the COVID-19 pandemic. The fear of global economic turmoil created a perfect environment for the revival of cryptocurrencies, as global investors began viewing Bitcoin and other cryptocurrencies as alternatives to traditional asset classes. Like gold and other scarce assets, Bitcoin has a limited quantity in circulation, which can protect it against increased monetary supply. However, a major unknown with Bitcoin is how to determine its true value.

The jury is still out as to whether cryptocurrencies offer real world economic value. While there is no denying the increased attention and popularity of these decentralized financial instruments, many experts believe this could be another bubble in the making. It remains to be seen whether the continued adoption of cryptocurrency is here to stay or if it is just another “flash in the pan.”

Special Purpose Acquisition Companies (SPACs)

Historically, there have been two primary avenues for private companies to raise capital and list their shares on a public exchange. The most popular route has been through an initial public offering (IPO). The second major avenue has been through a direct listing of shares on a public exchange. A less well-known strategy is through a special purpose acquisition company (SPAC). This involves a company going public via a reverse merger, which is when a private company turns public by purchasing a publicly listed company.

The growth of SPACs has been in large part a direct result of the COVID-19 pandemic, which led to significant economic uncertainty. This environment made it difficult for companies to go public via more traditional routes, allowing the simplified process of a SPAC IPO to permit public listings to continue. There are three main parties involved in a SPAC: the sponsor, investors, and the target company. The sponsors are the creators of the SPAC and are incentivized by shares of the new public company, as well as the opportunity to provide strategic input and decision-making. Investors put their money behind a sponsor and management team in the hopes of finding an innovative company to provide strong returns on their capital. The final party is the private company or SPAC target. As fewer companies have gone public in recent years, reverse mergers have provided an attractive alternative to the more traditional methods. Reverse mergers have allowed companies to access public markets more quickly (i.e., in three to four months).

While SPACs have been enjoying increased popularity that may continue, they still represent a small portion of private companies looking to go public. As more clarity returns to the financial markets, we would expect the hype to settle down. Nonetheless, SPACs

certainly have enough compelling features for them to remain a viable option going forward.

Short Squeezes

A short squeeze is when the price of a stock appreciates significantly due to a large number of short-sellers, or those betting against a particular stock, trying to cover their position. A short squeeze forces investors who had felt that a stock’s price would fall, to buy it back in order to prevent large losses. This item was front-page news after typically underwhelming equity names like Gamestop and AMC Theatres saw significant price appreciation over the course of a few trading days. Though these short squeezes may have at first seemed like a tremendous investment opportunity, there were also numerous concerns about the ability of these stocks to trade at such elevated levels.

These short squeezes were mainly driven by traders collaborating on Reddit, a social news aggregation and discussion website. The traders attempted to target large institutional funds (e.g., hedge funds) which held short positions in these particular stocks. Ultimately, the short squeezes in these stocks was short-lived, and the stock prices returned to more rational levels. These short squeezes serve to remind investors to avoid strategies that thrive on short-term mania and euphoria in the markets.

Conclusion

Bitcoin, SPACs, and short squeezes have all become popular topics in the financial markets, especially during the COVID-19 pandemic. Bitcoin and SPACs continue to evolve and may potentially be viewed as viable investments, but their volatility profiles remain very high. Short squeezes, on the other hand, are a trend that has created significant gains in some underappreciated stocks, but over the long term short squeezes are not a sustainable investment strategy. Each of these investment opportunities continue to evolve and require thoughtful and prudent due diligence. Their uncertainties and risks need to be carefully evaluated before determining if they have a potential place in a portfolio, including investors’ tolerance for substantial volatility.

Figure 1 (Bitcoin Price from September 2013 to March 2021)'

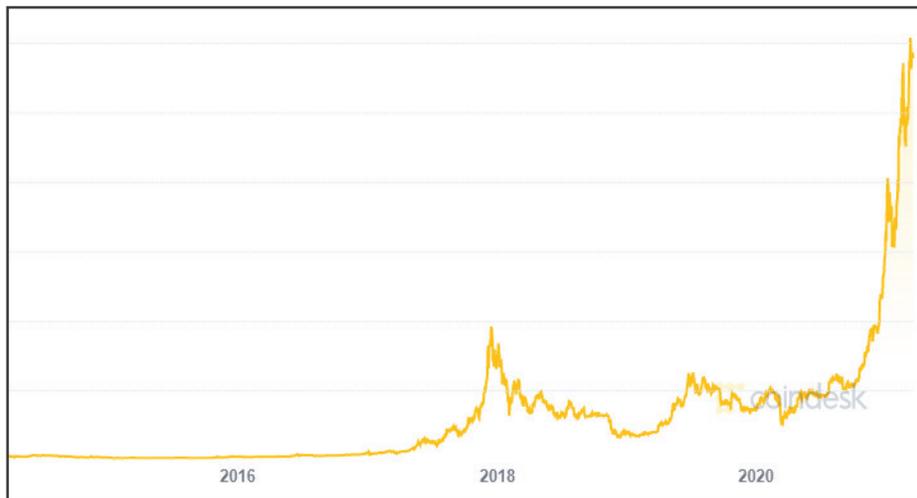
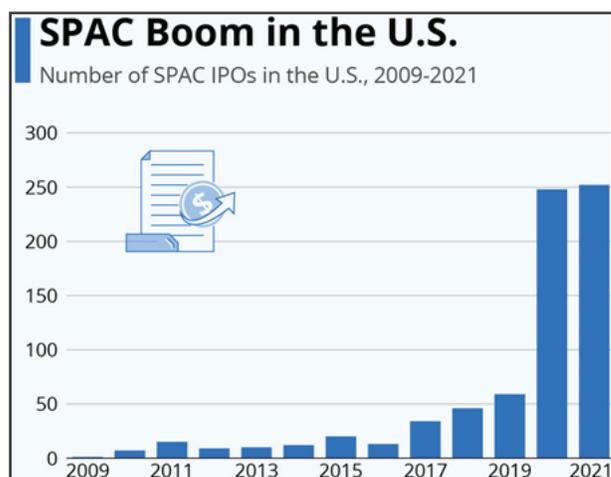
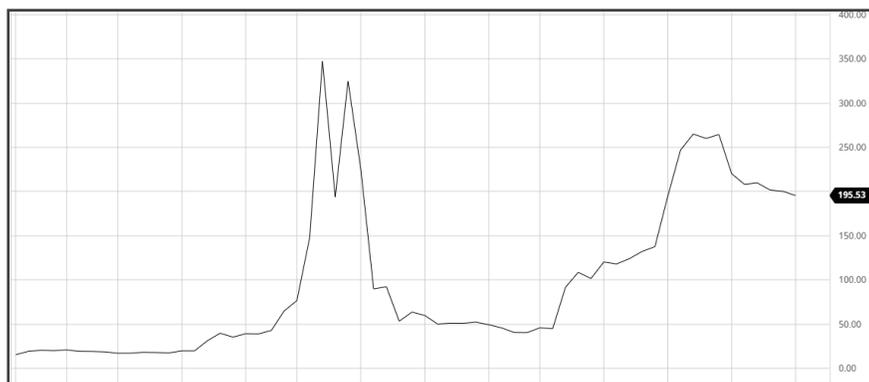


Figure 2 (SPAC Boomin the United States)²Figure 3 (Gamestop Percentage Price Change as of March 2021)³¹ <https://www.coindesk.com/price/bitcoin>² <https://www.statista.com/chart/24008/growth-in-us-spac-ipo/>³ <https://www.barchart.com/stocks/quotes/GME/interactive-chart>

NONPROFIT SPOTLIGHT

That Others May Live Foundation

As a provider of investment advice to numerous nonprofits, Innovest has the privilege of introducing you to some of our fantastic clients. This month we are proud to feature the That Others May Live Foundation.

That Others May Live Foundation (TOMLF) started when two independent assistance funds, created for children and families of Airmen who lost their lives in catastrophic accidents, joined forces to expand their resources and be more effective.

The War on Terror, spanning decades, is not ending any time soon. USAF Combat Rescue forces have maintained a rigorous deployment schedule and the mission has become more dangerous. These Rescue Warriors are deployed world-wide, putting their lives at risk to rescue and save others. When not deployed, they are constantly training to ensure they are ready for stressful combat and hazardous environments. This constant vigilance results in wounds that go beyond the battlefield, taking a huge toll on our Rescue community.

This is why the work at TOMLF is so vital. We know firsthand the impact that war has had on our Rescue Heroes and their families. Since its inception in 2002, TOMLF'S goal has been to "provide immediate tragedy assistance, scholarships for the children, and other critical support of United States Air Force (USAF) Rescue Heroes who are killed or severely wounded in operational or training missions." Recognizing that the suffering of the Service Member impacts the emotional well-being of the entire family, TOMLF has since expanded its mission to provide advocacy, critical

support and resources to USAF Rescue service members, veterans, and families affected by visible and invisible wounds.

With the loyal support of our donors, volunteers, corporate partners, and dedicated leadership and staff, TOMLF is committed to its mission to providing a college education for every child who has lost a parent during an operational or training Air Force Rescue mission, as well as merit-based scholarships, immediate tragedy assistance, and Warfighter support. Through these donations, we can offer our programs at no cost to the recipient.

Our foundation is funded through generous donations from the Rescue Community, and corporate and civilian supporters. These committed individuals are critical for building a strong capability to continue rescue warrior family support. To learn more about how you can give back to the USAF Rescue heroes, please visit www.thatothersmaylive.org.





Who Will Pay for the Federal Debt?

This article is part 2 of a 2-part series



Scott Middleton, CFA, CIMA®
Principal



Brooks Urich
Senior Analyst

The first part of this article reviewed the long-term issues of the U.S. government's current \$27.5 trillion of debt. Potential solutions to reducing the debt include cutting spending, raising taxes, and having economic growth sizeable enough to reduce the debt as a percentage of the economy. The large government indebtedness from WWII was reduced because of a booming economy in subsequent decades. However, the future stagnant growth of the U.S. working-age population restricts the government's ability to reduce the relative size of the debt. In light of these complexities, how should investors respond?

The government debt outlook includes two long-term threats: rising interest rates and rising inflation.

Rising Interest Rates

In March 2021 Congress passed an additional \$1.9 trillion stimulus package, including funding for vaccine production and distribution, additional stimulus checks, and extended federal unemployment benefits. The additional debt from this stimulus could cause investors to further question the long-term creditworthiness of the U.S. government. Growth in this concern could cause investors to require higher yields on government debt.

In a rising interest rate environment, investors need to be especially mindful of the duration, or the interest rate sensitivity, of their portfolios. When interest rates rise, the prices of existing bonds fall because of their relative unattractiveness to new issues. In addition, the longer the remaining maturity of the bond, the greater the negative impact from rising rates.

For example, a 1% rise in interest rates would cause the total return of a two-year U.S. Treasury (UST) to drop by approximately 1.8% over a one-year period. A similar 1% rise would reduce the total return of a 30-Year UST by about 17.5% over a one-year period. In the near term, bond portfolios with shorter durations would be positioned to perform better in rising interest rate environments. However,

in the long term, rising interest rates means that investors would subsequently receive higher returns from fixed income investments.

Another portfolio consideration is using active fixed income managers. Opportunistic bond managers who are permitted by prospectus to deviate from their benchmarks' credit quality and duration have the ability to capitalize on dislocations in the bond market. For example, in first quarter of 2020, when credit spreads widened with the increasing likelihood of recession, opportunistic bond managers had the latitude to invest in below-investment-grade bonds at more attractive valuations. In the hands of proven managers, this flexibility has the potential to generate additional returns for investors in a low-return bond environment.

Rising Inflation

Rising inflation is another potential threat stemming from the U.S. government's rapidly growing indebtedness. Falling confidence in the U.S. government's ability to repay debt could put downward pressure on the U.S. dollar, making imported goods more expensive. In addition, inflationary pressures could build in the coming years if consumers accelerate their spending and banks lend more aggressively. The potential for rising inflation should prompt investors to re-examine their portfolios' sensitivity to inflation.

Different asset classes offer varying levels of inflation protection with varying levels of risk. While U.S. stocks have tended to outperform inflation over very long periods of time, they have also struggled when inflation was relatively high and rising. For example, inflation was relatively high – greater than 3% – and rising over about one-fourth of the rolling 12-month periods from 1973 to 2020. In these time periods, U.S. stocks outperformed inflation only 48% of the time. In comparison, stocks outperformed inflation 90% of the time when inflation was rising, but less than 3% year-over-year (also occurring about one-fourth of the 12-month time periods measured).

The market usually discounts equities' future dividends and earnings at a higher rate when inflation is rising. Higher discount rates applied to future growth can lead investors to pay less, as

measured by the P/E ratio.

Bonds, with their fixed stream of income payments, are obvious casualties when inflation rises. Their payments become less valuable, sending yields higher and bond prices lower to compensate. As previously illustrated, short-maturity bonds tend to hold up better than long-maturity issues when inflation and rates rise.

Other Debt Instruments

While Treasury Inflation Protected Securities (TIPS) are commonly thought to be a good hedge against inflation, on average they have risen in value only 0.8% with 1.0% increases in inflation. Over time, TIPS' inflation-fighting characteristics have been subdued

by their sensitivity to changes in interest rates due to their relatively long duration. Accordingly, TIPS are not a compelling inflation hedge for most portfolios. However, below-investment-grade floating-rate corporate loans can benefit when the Federal Reserve raises interest rates to combat rising inflation. Their adjustable-rate nature makes them an effective diversifier when inflation rises, especially in a bond-heavy portfolio.

Equity Sectors

Natural resources stocks, including those in the oil, mining, and forestry industries, are often suggested as good holdings in the event of rising inflation. Real estate investment trusts (REITs) are also frequently mentioned in that context. It is important to keep in mind that portfolios often already have exposure to stocks in these industries, especially within domestic equities. An additional factor is that natural resource stocks are exposed to stock market risk. For most investors, the best course of action is to have active equity managers decide when to overweight natural resources equities, as opposed to having a separate and overlapping allocation to those stocks.

Commodities

One of the most effective hedges in rising inflation has been commodities, which have tended to increase in value by about five percent with a one percent increase in the Consumer Price Index (CPI). Many commodities, such as oil, industrial metals, and agricultural products, are direct inputs into the production of goods reflected in the CPI. However, commodities are volatile and can undergo extended periods of poor performance. For example, for the ten years ending June 30, 2018, the Bloomberg Commodity Index lost an annualized 9.0% — an extreme test for even the most resolute investors. These disadvantages need to be carefully considered when weighing commodities' attractive inflation-hedging characteristics.

Private Real Estate and Farmland

Directly held real assets, such real estate and farmland, are often categorized as inflation hedges. Private real estate assets can offer a partial inflation hedge through the pass-through nature of increases in rents and property prices. Because farmland income is linked to agricultural commodity price levels, its investment returns have tended to respond positively with rising inflation. Unlike commodities, farmland and real estate can generate attractive cash flows. Because of their limited liquidity, however, these privately held assets need to be integrated as long-term portfolio positions.

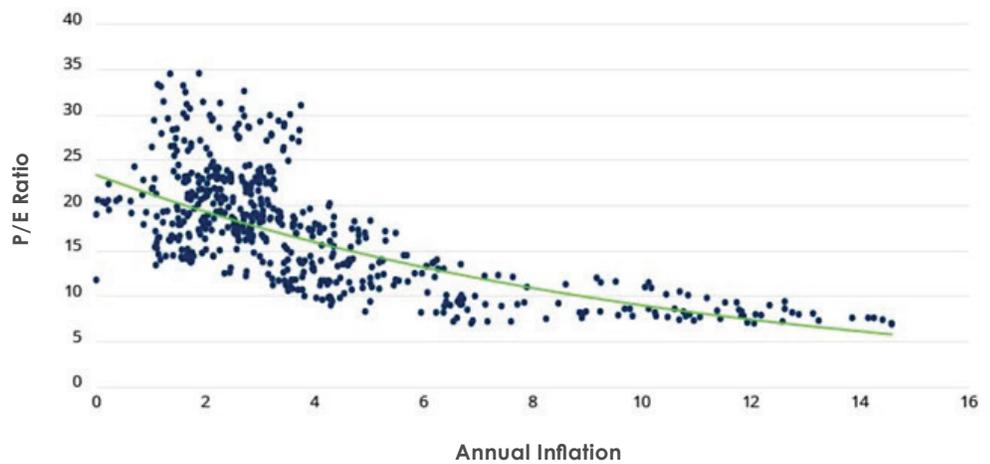
Caveats

Adding exposure to inflation-fighting assets may entail greater overall portfolio volatility, as well as reduced portfolio liquidity. More notably, the ability of each asset class to protect against rising inflation has fluctuated in the past, and should be expected to do so in the future. It is likely that the best approach to fighting inflation is to maintain allocations to a diverse selection of asset classes with attractive inflation protection, reasonable valuations, and acceptable impacts on overall portfolio liquidity and risk.

Conclusion

When considering the threats of rising interest rates and rising inflation, one of the major pitfalls for investors is making drastic portfolio changes based on a mistaken overconfidence in predicting the economy and markets. Alternatively, investors who focus on managing risk and diversification through asset allocation are best positioned to navigate volatility, including changes in interest rates and inflation, and meet long-term investment objectives.

FIGURE 1



Data from March 1973 to December 2020. Sources: Datastream Refinitiv and Schroders.

Get to Know Kyli Soto, Manager

WHERE IS YOUR HOMETOWN?

Aurora, CO – A proud Colorado Native! Growing up, I moved around a lot. I lived in 10 different houses before I graduated high school, mostly within the Aurora area. Contrarily, my husband was born and raised in Carolina, Puerto Rico and his parents still live in the same house in which he grew up!

TELL US SOMETHING UNIQUE ABOUT YOU.

I lived in Puerto Rico for 7 years, in someone else's ocean side vacation mansion, rent-free! Their refrigerator was always filled with food and I got to drive their golf carts around the neighborhood. My main house responsibility was feeding the fish. They lived in Manhattan full-time and whenever I would get island-fever, they would let me come up and visit them in NYC. Originally complete strangers, they are now some of our closest family friends.

WHAT DO YOU LIKE BEST ABOUT WORKING AT INNOVEST?

I love the trust and flexibility that we have to help create a healthy work-life balance and a family first mentality. I appreciate that I do not have to 'punch a clock,' rather that I am trusted to get the work done within the timeframe it is needed. Also, I am very fortunate to be on a team that does not back away from any challenges; we roll up our sleeves and we figure out a way to get it done. I love problem-solvers and my team has a sense of integrity to make sure we try and do things to the best of our ability, as accurately as possible. Being around a group like that pushes you to try harder and to make sure your work is the best representation of your capabilities.

HOW DO YOU GIVE BACK TO THE COMMUNITY?

I donate blood religiously; every 8 weeks. I have O- blood which is the universal donor blood type. It takes a little bit of energy out of you for a few days, but it's a great feeling when you get the confirmation message that your blood was used to help someone else with a transfusion or in surgery, etc. I also was inspired by our co-worker Kristin Lee to donate my COVID antibody plasma!

WHAT ARE YOUR HOBBIES AND INTERESTS?

I have my advanced level certification in scuba diving, I hit from the Men's tees when I play Golf, I enjoy hiking and have dabbled in climbing 14ers, and I am a devoted fan to my sibling's sporting events – Currently, I am able to watch my sister's games on TV. She plays basketball for Stanford University and we were fortunate enough to attend the one game this season where fans were allowed (thank you Arizona State!).

TELL US ABOUT YOUR FAMILY?

My husband Jorge and I love our DINK (Dual Income No Kids) lifestyle and try to make the most of it with spontaneous trips. You can often find us trying out the local eateries and breweries wherever we go. Some of you may know my mother, Carol Van Gytenbeek, she is Innovest's Office Manager (I take pride in the fact that I brought her into the Innovest fold in 2010!) It's fun to be able to see her at work because I was away from home for almost 12 years, so we get to spend more time together now. I have 4 siblings in total, all of which are 10-15 years younger than me, and I have two sets of amazing parents who I enjoy spending my time with. My grandmother is still alive, and we love being close to her; she is always feeding us her delicious Japanese cuisine.

WHAT IS YOUR FAVORITE DESSERT?

Anyone who knows me, knows that I do not discriminate against dessert. If it has sugar, I will enjoy it. However, as a child (and as a 33 year-old adult writing this today) I was fond of making chocolate chip cookie dough, without the chocolate chips and never actually turning on the oven, so anything cookie dough is probably my favorite!



Uncovering Advisor Conflicts: Don't Compromise the Effectiveness of Your Retirement Plan



Brett Minnick
Senior Analyst

There has long been an implicit understanding that conflicts of interest for plan advisors can compromise the effectiveness of a retirement plan. Those advisors that have incentives that run counter to participants' best interest rarely advertise or even disclose them, making conflicts of interest in retirement plans challenging to

identify. Simultaneously, litigation aimed at retirement plan sponsors has increased as well. More important now than ever, plan sponsors must understand whether their retirement plan advisor is truly conflict free. We will discuss here some of the ways retirement plan sponsors can identify and steer clear of conflicted advisors.

Parent companies engrained in providing other services

It is important to note that the retirement plan industry operates differently than it did 30, 20, or even ten years ago. As technology improves, so does the efficiency and scalability of both plan advisors and plan recordkeepers. This has resulted in a consolidation of the number of companies that offer these types of services. As the number of suppliers of advice and recordkeeping services decreases, the potential for conflicts of interest increases. Businesses get larger with affiliates and additional service offerings.

One clear example of this is the growth of advisors that are affiliated as a branch of a larger investment/insurance firm. When the vendors pay an advisory firm a commission for one business line and these advisors are selecting the same vendors for their retirement plan sponsors, that is a conflict of interest. Consider an insurance company that offers property and casualty insurance as well as retirement plan services. If an advisor sells property and casualty insurance to some clients and earns a commission for that work while in another area of their business, they help clients find vendors for their retirement plans, the insurance companies that pay them are most likely at the top of their “recommended” list.

Proprietary investment options

As a plan sponsor, it is imperative that you understand whether your advisor offers proprietary investment options. If so, your retirement plan advisor may have a conflict of interest when it comes to evaluating these products objectively. The associated fees for in-house investment recommendations can be a large source of revenue for them, often in addition to investment management advisory fees already being collected. The additional revenue is often difficult to assess or measure and is often not stated anywhere in their initial advisor agreement. These investment offerings are problematic because the advisor is hard pressed to be able to objectively evaluate and monitor these products.

Targeting IRA rollovers

Participants in retirement plans generally benefit from economies of scale related to the fees associated with the investments in their retirement account. When a participant transfers their retirement assets to an individual IRA, they are more likely going to be exposed to retail-like fees as opposed to lower institutional fees they previously benefited from with their retirement plan investments.

If your retirement plan advisor is actively soliciting IRA rollovers for private wealth management, the opportunity for enhanced advisory fees may compromise their ability to make objective recommendations. In most cases, profit margins are greater for firms that advise to individual accounts rather than those who advise to

retirement plans. Because of this, advisors may be motivated to solicit participants with large account balances as private wealth management clients. Advisors can misrepresent whether it is best for a plan participant to remain in their employer-sponsored plan or move their assets upon departure from employment.

While this may at first seem only to be an issue for the individual participants who may face higher fees on the recommendation of a conflicted advisor, there is also a related effect on the plans they leave. Plans are often priced for recordkeeping services based on average account balances. If your high balance participants roll their assets out of the plan, your plan health and overall pricing can be negatively affected, diminishing the power of scale that plans offer to all involved.

Original salesperson conflicts

As a result of the SECURE Act, pooled employer plans (PEPs) are now authorized as a new type of retirement plan. PEPs allow unrelated employers to participate in a single plan, administered by a pooled plan provider (PPPs). Given the new nature of PEPs, there may be a motivation for those PPPs to also serve as the plan advisor. In doing so, these advisors may have a conflict of interest when it comes to plan design. In certain instances, it will not be in the best interest of the plan and plan participants to engage in a PEP, but if the advisor is also the PPP that sells the plan, they may stand to receive additional revenue from the change in plan structure.

Managed accounts

A managed account service can prove beneficial for some participants who are looking for their portfolio to be professionally managed and are comfortable exchanging an additional expense for that added benefit. In most cases, this additional cost to the participant only comes if they choose to utilize the service.

Recently, certain recordkeepers have created a platform in which retirement plan advisors can provide participant-level advice via managed accounts and be compensated for doing so. If an advisor is recommending to plan sponsors that they should utilize a managed account service and the advisor is being compensated for managed account usage, they stand to get paid twice. This is a clear and direct conflict of interest. On top of this, some retirement plan advisors are only allowing recordkeepers who can support managed account compensation when conducting a request for proposal (RFP). This may limit a plan sponsor’s choices when evaluating potential recordkeepers.

As you can see from the examples outlined above, uncovering advisor conflicts of interest can be challenging. Retirement plan players and their compensation structures are complex. As a fiduciary of your organization’s retirement plan, it is your responsibility to ensure you are making decisions that best serve the interests of plan participants and that you eliminate any conflicted advice. Take the time to carefully review your retirement plan and investigate any potential conflicts that could call into question your diligence as a plan sponsor.

Around the Firm

Employee News

Congratulations are in order for Joanne Cinalli who was promoted to Senior Analyst and Joe Lemming who was promoted to Manager.

Innovest welcomed Jack Schutzius, Analyst Assistant, to our team. Jack is a part of our Retirement Plan Team. We also welcomed Sarah Newman who joined the Business Development Team.

Recipients of the Service to Others Award, an award where employees nominate and recognize one team member per month for outstanding generosity, were Manager Joe Lemming in January, Senior Analyst Kristin Lee in February, and Analyst Assistant John Brock in March.

Published

TEXPERS published Vice President Dustin Roberts' article titled, "Recordkeeper Consolidation Considerations for Retirement Plan Sponsors."

Principal Gordon Tewell & Senior Analyst Kristen Lee were published

in 401k Specialist: "Why Creating Income Solutions in Target Date Funds is So Important."

Accounting Today published Senior Analyst Brett Minnick's article titled, "Uncovering Hidden Conflicts of Interest for Retirement Plan Advisors."

Principal Steve Karsh was published in the Articulator for his article named, "Predictions, Predictions - Process Wins Over Prognostication."

Service

Innovest published our 2020 Annual Giving Report. Innovest employees volunteered 1369+ hours of service in 2020.

Innovest employees contributed over 100 hand-written Valentine's cards in the month of February to Holly Heights Nursing Care Center in Denver.

Innovest employees visited Project C.U.R.E. on March 12th to help organize donated medical equipment and supplies to ship out to resource-limited communities across the globe. Innovest looks forward to this

opportunity annually.

Conferences, Speaking, Events, & Sponsorships

Principal Wendy Dominguez spoke as a Goldmine speaker at the National Business Officers Association "Innovation State of Mind" annual meeting in February.

Innovest sponsored the 2021 Mardi Gras event at the Augustine Institute.

On March 2-4, Innovest co-hosted the 21st Annual Rocky Mountain Nonprofit Conference with Kundinger, Corder & Engle, P.C., an accounting firm in Denver specializing in nonprofits. 190+ people joined us for virtual sessions on the economy, accounting, tax updates, and the effects of COVID-19 on nonprofits. Principal Scott Middleton and Vice President Steven Fraley spoke at the 2021 Rocky Mountain Nonprofit Conference (RMNPC) on Economic Updates. Innovest co-founder and CEO Richard Todd was joined by Principal Sloan Smith to speak on how "Process

Beats Prediction" at the 2021 RMNPC, as well.

On March 10, Innovest Principal and Director, Sloan Smith hosted a webinar with Jordi Visser, Chief Investment Officer and President of Weiss Multi-Strategy Advisers. They shared an incredibly interesting discussion on Mr. Visser's thoughts about the current macroeconomic environment and his view of potential market opportunities and risks.

Sloan Smith, Innovest Principal, moderated the Real Assets and Infrastructure panel at the Mountain States Institutional Conference on March 23rd.

On March 24, Innovest Principal Rick Rodgers co-hosted a webinar with BPM titled, "Protect Yourself and Your Employees Through Effective Governance." This informative webinar was designed to provide participants useful insights and takeaways on a thoughtful approach to retirement plan management and oversight.



At Innovest Portfolio Solutions, we are more than an investment firm. We are thoughtful stewards responsible for our clients, professionals and community.

Colorado • Arizona • California | www.innovestinc.com | 303.694.1900

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 does Innovest ever provide tax, accounting, or legal advice.

The statistical analysis contained herein was prepared by Innovest Portfolio Solutions LLC and may contain data provided by Investment Metrics, LLC, Thomson Reuters Lipper, Morningstar, Inc., and other sources. These materials may also include information, returns, and valuations that were compiled, computed or created by Standard & Poor's Financial Services LLC, MSCI Inc., and other sources. These materials and the information that they contain are intended solely for the use of the intended recipient(s). They may not be reproduced or distributed without written consent.

Reasonable care has been taken to ensure the accuracy of the computer software, databases, and information described in the preceding paragraph. Innovest assumes no responsibility for the accuracy of these computer software, databases or information. All are provided on an "as is" basis and the user assumes all risk related to using it. There is no guarantee of accuracy, adequacy, or completeness. All entities identified in this disclaimer hereby expressly disclaim any and all express or implied warranties. None of these entities, nor any affiliate or other person involved in compiling, computing, or creating this information, may be held liable for damages of any type or any other costs or fees related to any person's use of the data.

Returns included in these materials may represent mutual funds share classes or vehicles other than those in which clients are or may be invested. Typically, any differences are the result of efforts to present the longest track record of the investment strategies.

Assumptions, opinions, and forecasts herein constitute Innovest's judgment and are subject to change without notice. Past performance is no guarantee of future results. The investment products discussed are not insured by the FDIC and involve investment risk including the possible loss of all principal.

Innovest is an independent Registered Investment Adviser registered with the Securities and Exchange Commission. Copyright 2019 by Innovest Portfolio Solutions LLC Inc.

Principals

Richard Todd, CEO
Wendy Dominguez, President
Bill Fender
Peter Mustian, COO
Scott Middleton, Director
Steven Karsh
Garry Beaulieu
Gordon Tewell
Nancy Swanson
Kristy LeGrande, Director
Jared Martin
Sloan Smith, Director
Rick Rodgers

Editor

Christine Hudek

Designer

Stephanie Dufano