June 11, 2026

TO: Legal Counsel

News Media
Salinas Californian
El Sol
Monterey County Herald
Monterey County Weekly
KION-TV
KSBW-TV/ABC Central Coast
KSMS/Entravision-TV

The next regular meeting of the **PERSONNEL, PENSION AND INVESTMENT COMMITTEE - COMMITTEE OF THE WHOLE** of **SALINAS VALLEY HEALTH**[1] will be held **MONDAY, JUNE 15, 2026, AT 4:00 P.M., DOWNING RESOURCE CENTER, CEO CONFERENCE ROOM 117, SALINAS VALLEY HEALTH MEDICAL CENTER, 450 E. ROMIE LANE, SALINAS, CALIFORNIA.**

(*For Public Access Information Visit* https://www.salinasvalleyhealth.com/about-us/healthcare-district-information-reports/board-of-directors/board-committee-meetings-virtual-link/.)

Allen Radner, MD
President/Chief Executive Officer



[1]Salinas Valley Memorial Healthcare System operating as Salinas Valley Health

Salinas Valley HEALTH

Committee Voting Members: **Catherine Carson**, Chair, **Isaura Arreguin**, Vice-Chair, **Michelle Childs**, Chief Human Resources Officer, **Iftikhar Hussain**, Chief Financial Officer, and **Glenn Berry, MD**, Medical Staff Member

Advisory Non-Voting Members: Tony Redmond, Community Member

**PERSONNEL, PENSION AND INVESTMENTS COMMITTEE**
**COMMITTEE OF THE WHOLE**
**SALINAS VALLEY HEALTH[1]**

**MONDAY, JUNE 15, 2026, 4:00 P.M.**
**DOWNING RESOURCE CENTER, CEO CONFERENCE ROOM 117**

**Salinas Valley Health Medical Center**
**450 E. Romie Lane, Salinas, California**

**(Visit SalinasValleyHealth.com/virtualboardmeeting for Public Access Information)**

# AMENDED AGENDA

1. Call to Order / Roll Call

2. Public Comment

   This opportunity is provided for members of the public to make a brief statement, not to exceed three (3) minutes, on issues or concerns within the jurisdiction of this District Board, which are not otherwise covered under an item on this agenda.

3. Approve Minutes of the Personnel, Pension and Investment Committee Meeting of May 18, 2026. (CARSON)

   - Motion/Second
   - Public Comment
   - Action by Committee/Roll Call Vote

4. Consider Recommendation for Board Approval of (i) Findings Supporting Recruitment of Roshan Rao, MD (ii) Contract Terms for Dr. Rao's Recruitment Agreement, and (iii) Contract Terms for Dr. Rao's Family Medicine Professional Services Agreement (RODRIGUEZ/HEACOX)

   - Staff Report
   - Committee Questions to Staff
   - Public Comment
   - Committee Discussion/Deliberation
   - Motion/Second
   - Action by Committee/Roll Call Vote

[1] Salinas Valley Memorial Healthcare System operating as Salinas Valley Health

5. Consider Recommendation for Board Approval of (i) Findings Supporting Recruitment of Itzel Vazquez, MD, (ii) Contract Terms for Dr. Vazquez's Recruitment Agreement, and (iii) Contract Terms for Dr. Vazquez's Sleep Medicine Professional Services Agreement (RODRIGUEZ/HEACOX)

   - Staff Report
   - Committee Questions to Staff
   - Public Comment
   - Committee Discussion/Deliberation
   - Motion/Second
   - Action by Committee/Roll Call Vote

6. Consider Recommendation for Board Approval of (i) Findings Supporting Recruitment of Andrew Lauwagie, MD, (ii) Contract Terms for Dr. Lauwagie's Recruitment Agreement, and (iii) Contract Terms for Dr. Lauwagie's Urology Professional Services Agreement (ALBERT/HEACOX)

   - Staff Report
   - Committee Questions to Staff
   - Public Comment
   - Committee Discussion/Deliberation
   - Motion/Second
   - Action by Committee/Roll Call Vote

7. Review Investment Performance for Quarter Ending March 31, 2026 of SVMHS's 403 (b) Plan, 457 Plan and Employee Pension Plan (HUSSAIN / ANDY SCALIA, SEAN GRZYB AND SALLY JOHNSON of CREATIVE PLANNING RETIREMENT SERVICES)

   - Review Creative Planning's Q1-2026 Fiduciary Update (ANDY SCALIA of CREATIVE PLANNING RETIREMENT SERVICES)

8. Actuary's Pension Valuation of SVMHS's Defined Benefit Pension Plan as of January 1, 2026 (HUSSAIN /CLEVELAND / ERIC GRANT AND SI MAN LEI OF WILLIS TOWERS WATSON)

9. Consider Recommendation for Board Approval to not Fund the Salinas Valley Memorial Healthcare District Employees' Pension Plan for Fiscal Year 2027 based on the results of the 2026 pension valuation and the Plan's surplus position (HUSSAIN/CLEVELAND)

   - Staff Report
   - Committee Questions to Staff
   - Public Comment
   - Committee Discussion/Deliberation
   - Motion/Second
   - Action by Committee/Roll Call Vote

10. Adjournment

    The next Personnel, Pension and Investment Committee Meeting is scheduled for Monday, **July 13, 2026** at 4:00 p.m.

This Committee meeting may be attended by Board Members who do not sit on this Committee. In the event that a quorum of the entire Board is present, this Committee shall act as a Committee of the Whole. In either case, any item acted upon by the Committee or the Committee of the Whole will require consideration and action by the full Board of Directors as a prerequisite to its legal enactment.

The Salinas Valley Health (SVH) Committee packet is available at the Committee Meeting, electronically at https://www.salinasvalleyhealth.com/about-us/healthcare-district-information-reports/board-of-directors/meeting-agendas-packets/2026/, and in the SVH Human Resources Department located at 611 Abbott Street, Suite 201, Salinas, California, 93901. All items appearing on the agenda are subject to action by the SVH Board.

Requests for a disability related modification or accommodation, including auxiliary aids or Spanish translation services, in order to attend or participate in-person at a meeting, need to be made to the Board Clerk during regular business hours at 831-759-3208 at least forty-eight (48) hours prior to the posted time for the meeting in order to enable the District to make reasonable accommodations.

*CALL TO ORDER*
*ROLL CALL*

*(Chair to call the meeting to order)*

*PUBLIC COMMENT*

**DRAFT SALINAS VALLEY HEALTH[1]**
**PERSONNEL, PENSION AND INVESTMENT COMMITTEE**
**COMMITTEE OF THE WHOLE**
**MEETING MINUTES MAY 18, 2026**

Committee Member Attendance:

Voting Members Present: **Catherine Carson**, Chair, **Isaura Arreguin,** Vice Chair**, Michelle Childs**, CHRO, **Iftikhar Hussain,** CFO and **Glenn Berry, M.D,** Medical Staff Member

Voting Members Absent: None

Advisory Non-Voting Members Present:
In person: Allen Radner, M.D., President/CEO, Tim Albert, MD, CCO, Alysha Hyland, CAO, Clement Miller, COO, Gary Ray, CLO, Carla Spencer, CNO

Other Board Members Present, Constituting Committee of the Whole:
Via Teleconference: Dr. Rolando Cabrera, Victor Rey, Jr. and Joel Hernadez Laguna

## 1. CALL TO ORDER/ROLL CALL

A quorum was present and Chair Carson called the meeting to order at 4:00 p.m. in the Downing Resource Center CEO Conference Room 117.

## 2. PUBLIC COMMENT: None.

## 3. APPROVAL OF MINUTES FROM THE PERSONNEL, PENSION AND INVESTMENT COMMITTEE MEETING OF APRIL 13, 2026

Approve the minutes of the April 13, 2026 Personnel, Pension, and Investment Committee meeting. The information was included in the Committee packet.

**PUBLIC COMMENT:** None.

**COMMITTEE MEMBER DISCUSSION:** None.

**MOTION:**
Upon motion by Committee Member Childs and second by Committee Member Glenn Berry, MD, the minutes of the April 13, 2026 Personnel, Pension and Investment Committee are approved as presented.

**ROLL CALL VOTE:**
Ayes: Chair Carson, Vice Chair Arreguin, Childs, Hussain and Dr. Berry;
Nays: None;
Abstentions: None;
Absent: None.

**Motion Carried.**

[1] Salinas Valley Memorial Healthcare System operating as Salinas Valley Health

4. **CONSIDER RECOMMENDATION FOR BOARD APPROVAL OF (i) FINDINGS SUPPORTING RECRUITMENT OF MATTHEW YANUS, MD, (ii) CONTRACT TERMS FOR DR. YANUS' RECRUITMENT AGREEMENT, AND (iii) CONTRACT TERMS FOR DR. YANUS' NEUROLOGY PROFESSIONAL SERVICES AGREEMENT**

Gary Ray, CLO, reported that Salinas Valley Health (SVH) Medical Center Medical Staff and SVH executive management have identified the recruitment of a physician specializing in neurology as a recruiting priority for SVH's service area. Based on the Medical Staff Development Plan, the specialty of neurology was recommended as a priority for recruitment. SVH Specialty Clinic receives over 400 new patient referrals to neurology monthly, and the current average new patient appointment wait time exceeds 100 days. Recruiting an additional neurologist to SVH Clinics will improve patient access in both the outpatient and hospital settings and provide additional emergency department call coverage.

Dr. Matthew Yanus received his Doctor of Medicine degree in 2021 from Tufts University School of Medicine in Boston, MA. Dr. Yanus, a current vascular neurology Fellow and a neurology resident alumnus at Houston Methodist Hospital, plans to join SVH Clinics in October of 2026. Dr. Yanus completed his undergraduate degree at University California at Berkely and is eager to relocate back to California to set down roots in the community.

A full report was included in the packet.

**PUBLIC COMMENT:** None.

**COMMITTEE MEMBER DISCUSSION:** Chair Carson was impressed with his academic background.

**MOTION:**
Upon motion by Committee Member Childs and second by Vice Chair Arreguin, the Personnel, Pension and Investment Committee recommends Board of Directors approval of:

1. The Findings Supporting Recruitment of Matthew Yanus, MD:
   - That the recruitment of physician specializing in neurology to Salinas Valley Health Clinics is in the best interest of the public health of the communities served by the District; and
   - That the recruitment benefits and incentives the hospital proposes for this recruitment are necessary in order to attract and relocate an appropriately qualified physician to practice in the communities served by the District;
2. The Contract Terms of the Recruitment Agreement for Dr. Yanus; and
3. The Contract Terms of the Neurology Professional Services Agreement for Dr. Yanus.

**ROLL CALL VOTE:**
Ayes: Chair Carson, Vice Chair Arreguin, Childs, Hussain and Dr. Berry;
Nays: None;
Abstentions: None;
Absent: None.

**Motion Carried.**

## 5. CONSIDER RECOMMENDATION FOR BOARD APPROVAL OF CONTRACT TERMS FOR COLLEEN CAPRIO, MD'S HOSPITALIST MEDICINE PROFESSIONAL SERVICES AGREEMENT

Dr. Albert, MD, CCO, reported that Salinas Valley Health (SVH) hospitalist medicine services program, operating under Salinas Valley Health Clinics (SVHC), is focused on increasing patient and referring-provider satisfaction and improved retention of hospitalist physician staff. Due to the continued growth of the SVH Medical Center adult daily census, the need to staff and retain well-qualified, credentialed hospitalists to the program remains a high- priority.

Colleen Caprio, MD has been an active member of SVH Medical Staff since 2025 providing hospitalist coverage on an as-needed and as-available basis. In August of 2026, Dr. Caprio plans to transition to become a core member of the SVH Hospitalist Medicine team providing services.

Dr. Caprio received her Doctor of Medicine degree in 2016 from Ross University School of Medicine in Dominica. Dr. Caprio completed her internal medicine residency at Florida Atlantic University in Boca Raton. Since completing her training, Dr. Caprio has worked as an academic hospitalist, most recently at Natividad Medical Center, where she also serves as service line medical director.

A full report was included in the packet.

**PUBLIC COMMENT:** None.

**COMMITTEE MEMBER DISCUSSION:** Dr. Albert noted that Dr. Caprio has served as per diem on the medical staff and will be an excellent full-time addition. Dr. Radner described her as an outstanding hospitalist and said we are very lucky to have her.

**MOTION:**
Upon motion by Committee Member Childs and second by Vice Chair Arreguin, the Personnel, Pension and Investment Committee recommends Board of Directors approval of the Contract Terms of the Hospitalist Medicine Professional Services Agreement for Dr. Caprio.

**ROLL CALL VOTE:**
<u>Ayes:</u> Chair Carson, Vice Chair Arreguin, Childs, Hussain and Dr. Berry
<u>Nays:</u> None
<u>Abstentions:</u> None
<u>Absent:</u> None

**Motion Carried.**

## 6. REVIEW INVESTMENT PERFORMANCE OF SALINAS VALLEY HEALTH MEDICAL CENTER GENERAL, BOARD DESIGNATED AND CASH RESERVE FUNDS

Iftikhar Hussain, CFO, introduced Drew Zager, Managing Director Private Wealth Advisor of Morgan Stanley. Also present from Morgan Stanley were, Tim Skelly, Managing Director-Institutional Consulting Director and Gregg Manjerovic, Fixed Income Portfolio Manager.

Drew Zager provided a portfolio performance review as follows:

- Consolidated Board Designated and General Review, January 1 – March 31, 2026; including portfolio summary, credit ratings, modified duration, and asset allocation.
- Cash Reserve Performance, January 1 – March 31, 2026; including portfolio summary, credit rating, modified duration, and asset allocation.
- Consolidated Board Designated, General Review, and Cash Reserve Review, January 1 – March 31, 2026; including portfolio summary, credit rating, modified duration, and asset allocation.
- Fixed Income Market Review including key themes being monitored, consumer price index components, fed funds futures, 2-year treasury, treasury yield curve, crude oil and 2-year treasury yields (middle east events), global policy rates, monetary policy, corporate issuance, and money market funds

Drew Zager stated that the Federal Reserve may cut rates next year, and expects oil prices to eventually decline and the Strait of Hormuz to reopen.

A full report was included in the packet.

**PUBLIC COMMENT:** None.

**COMMITTEE MEMBER DISCUSSION:** Chair Carson thanked the Morgan Stanley team for reallocating funds as needed. Dr. Berry inquired about the current viability of taxable municipal bonds in the healthcare sector, and was advised there is a low supply. Dr. Radner asked whether tariffs remain a factor despite the war, and Tim Skelly noted the Federal Reserve is focused on overall labor costs, with potential AI-driven productivity gains offsetting labor shortages. Dr. Radner also raised workforce concerns, including difficulties for recent graduates in securing employment.

## 7. ADJOURNMENT

There being no other business, the meeting adjourned at 4:34 p.m. The next Personnel, Pension and Investment Committee Meeting is scheduled for Monday, **June 15, 2026** at 4:00 p.m.

___________________________________

Catherine Carson, Chair
Personnel, Pension and Investment Committee

# Board Paper: Personnel, Pension and Investment Committee

| | |
|---|---|
| Agenda Item: | **Consider Recommendation for Board Approval of (i) Findings Supporting Recruitment of Roshan Rao, MD (ii) Contract Terms for Dr. Rao's Recruitment Agreement, and (iii) Contract Terms for Dr. Rao's Family Medicine Professional Services Agreement** |
| Executive Sponsor: | Orlando Rodriguez, MD, Chief Medical Officer<br>Molly Heacox, Director of Clinic Services |
| Date: | June 15, 2026 |

## Executive Summary

In consultation with members of the SVH Medical Center Medical Staff, Salinas Valley Health (SVH) executive management has identified the recruitment of physicians specializing in **family medicine** as a recruiting priority for SVH's service area. Based on the Medical Staff Development Plan, completed by ECG Management Group, the specialty of family medicine is recommended as a top priority for recruitment. Recruiting another family medicine physician is imperative to meet the growing demand and will improve primary care clinic access at SVH PrimeCare Salinas.

The recommended physician, **Roshan Rao, MD**, earned his Doctor of Medicine degree in 2023 from UT Health Science Center College of Medicine in Memphis, TN. He is currently completing his family medicine residency program at University of Tennessee Chattanooga and will join SVH PrimeCare Salinas in Fall 2026.

## Terms and Conditions of Agreements

The proposed physician recruitment requires the execution of two types of agreements:

1. **Professional Services Agreement**. Essential Terms and Conditions:
   - Professional Services Agreement (PSA). Physician will be contracted under a PSA with Salinas Valley Health and a member of Salinas Valley Health Clinics. Pursuant to California law, the physician will not be an employee of SVH or SVH Clinics but rather a contracted physician.
   - Term: PSA is for a term of two years, with annual compensation reported on an IRS W-2 Form.
   - Full-Time Schedule. Physician will be scheduled to provide physician services to clinic patients on a full-time basis, 46 weeks per year; one week of which can be allocated to continuing medical education (CME).
   - Base Compensation. Physician shall receive base compensation in the amount of three-hundred thousand dollars ($300,000) per year.
   - Productivity Compensation. To the extent it exceeds the base salary, physician is eligible for work Relative Value Units (wRVU) productivity compensation at a fifty-one dollar and fifty cent ($51.50) wRVU conversion factor.
   - Annual Incentive Plan. Physician will be eligible to participate in an annual incentive plan if physician meets the eligibility requirements of at least 1000 hours worked during the measurement period and a current PSA at time of payment.
   - Professional Liability Insurance. Professional liability is provided through BETA Healthcare Group.
   - Benefits. Physician will be eligible for standard SVH Clinics physician benefits:
     - Access to SVH Health Plan for physician and qualified dependents. Premiums are projected based on 15% of SVH cost.
     - Access to SVH 403(b) and 457 retirement plans. Five percent base contribution to 403(b) plan that vests after three years. This contribution is capped at the limits set by Federal law.
     - Six work weeks (30 days) of time off per year, accruing equally throughout the year.

- CME annual stipend in the amount of two thousand four hundred dollars ($2,400) paid directly to physician and reported as 1099 income. One work week (5 days) off annually for CME related activities.

2. **Recruitment Agreement** that provides a recruitment incentive in the amount of fifty thousand dollars ($50,000), which is structured as forgivable loan over two years of service for SVH Clinics.

### Meeting our Mission, Vision, Goals Strategic Plan Alignment:

The recruitment of Dr. Rao is aligned with our strategic priorities for the quality & safety and growth pillars. We continue to develop Salinas Valley Health Clinics infrastructure that engages our physicians in a meaningful way, promotes efficiencies in care delivery and creates opportunities for expansion of services. This investment provides a platform for growth that can be developed to better meet the needs of the residents of our District by improving access to care regardless of insurance coverage or ability to pay for services.

### Pillar/Goal Alignment:

☒ Quality & Safety ☐ People ☐ Operations ☐ Finance ☒ Growth ☐ Community

### Financial/Quality/Safety/Regulatory Implications

The addition of Dr. Rao to Salinas Valley Health Clinics has been identified as a need for recruitment while also providing additional resources and coverage for SVH PrimeCare.

The compensation proposed in these agreements have been reviewed against published industry benchmarks to confirm that the terms contemplated are fair market value and commercially reasonable.

### Recommendation

Salinas Valley Health Administration requests that the Personnel, Pension, and Investment Committee recommend to the Salinas Valley Health Board of Directors approval of the following:

1. **The Findings Supporting Recruitment of Roshan Rao, MD:**
   - That the recruitment of family medicine physician to Salinas Valley Health Clinics is in the best interest of the public health of the communities served by the District; and
   - That the recruitment benefits and incentives the hospital proposes for this recruitment are necessary in order to attract and relocate an appropriately qualified physician to practice in the communities served by the District;
2. **The Contract Terms of the Recruitment Agreement for Dr. Rao; and**
3. **The Contract Terms of the Family Medicine Professional Services Agreement for Dr. Rao.**

**Attachments:** Curriculum Vitae for Roshan Rao, MD

# Roshan G. Rao

## EDUCATION

**UT Family Medicine Residency Program**
Chattanooga, TN
Family medicine resident physician
Current (2023-present)
Expected graduation in June 2026
Board eligible

**UT Health Science Center College of Medicine**
Memphis, TN
Doctor of Medicine (M.D.)
Graduated on May 26, 2023

**Rhodes College**
Memphis, TN
Bachelor of Science (B.S.)
Graduated in May 2016
Cum laude
Major: Biochemistry and Molecular Biology
Concentration: Pre-medicine

## LICENSURE/CERTIFICATIONS

- **Tennessee Medical License –** Application submitted, pending
- **American Board of Family Medicine —** Board Eligible (2026)
- **Certifications in BLS, ACLS, PALS, ALSO, NRP**
- **Certificate for outstanding achievement in the "Resident as Educator" Program**
    - Awarded by UTHSC Teaching and Learning Center
    - Frequent and consistent participation in working with and teaching 3rd and 4th year medical students, pharmacy students, PA students, and social work interns in the inpatient and outpatient settings.
- **IHI certified**

## JOBS/INTERNSHIPS

**Tutor** – November 2014 - December 2025
Location: Varied

Contact: Amy Pruitt, Mother of tutee; Jatoria F., Student; Jitu P., Father of tutee; Billy H., Father of tutee; Emily Sowell, mother of tutee; Nida A., mother of tutee; Taylor W., student; Alexa M., Mother of tutee; Shunise P., Mother of tutee; Geraldine, Mother of tutee; Juaquanna W., Nursing Student.
Experience Description: I worked independently and with a company and tutored students of all ages for the ACT, college-level chemistry, Advanced Placement chemistry, the Biology Praxis exam, etc. This was a paid position.

**Research Assistant** – August 2016 - June 2017
Location: St Jude Children's Research Hospital, Department of Pharmaceutical Sciences
Mentor: Dr. John Schuetz, Division Chief
Experience Description: Biochemical, cell biology, and molecular research on dynamics of drug transport via Mrp4.

**Peer Tutor for Foundations of Chemistry** – August 2013 - December 2013
Location: Rhodes College
Contact: Dr. Dhammika Muesse, PhD, Professor
Experience Description: I tutored Rhodes students in chemistry concepts, worked through homework problems, and helped them prepare for exams. This was a paid position.

## CLINICAL EXPERIENCES

**Emergency Medicine Scribe** – August 2016 - July 2017
Location: Methodist Healthcare
Experience Description: ER clinical activities, including direct patient care and side-by-side physician interaction, learning medical terminology, gaining insight into treatment modalities for various disease states seen in emergency and general medicine, learning short-hands and diagnoses, and becoming accustomed to staying active and focused for long hours.

**Volunteering in Retirement Healthcare** – January 2015 - May 2015
Location: Methodist Healthcare, University Hospital
Mentor: Dr. Nidal Rahal, MD, Chief Geriatric Physician
Experience Description: I assisted Dr. Rahal while he attended patients in the clinic by performing minor tasks. As a result, I learned a great deal about family practice, geriatric medicine, and prescription drugs. In addition to observing Dr. Rahal's analysis of each patient, I accompanied the elderly patients as they waited to be seen by the doctor; this usually led to heart-warming conversations in which I gained hospitality and communicability. During rounds I fetched patient records, wrote prescriptions, and logged medical information.

**Medical Internship** – September 2014 - December 2014
Location: Methodist University Hospital
Mentor: Dr. Alan Jaslow, PhD, Health Professions Advisor
Experience Description: This internship involved performing duties in various departments of the hospital, including Hospice, Administration, Pharmacy, Transport, ER, Internal Medicine, Clinic, and Communications. Aside from attending the hospital 8 hours a week, the internship involved professionalism, by dressing up in a coat and dress shirt, maintaining a journal of entries each day, obtaining HIPAA certification, writing summaries for 2 IHI modules, and composing a scientific research paper.

## SERVICE/LEADERSHIP

**Wellness and Stress Clinic Volunteer** – February 2022 - June 2023
Location: 3885 Tchulahoma Rd, Memphis, TN
Contact: Darrell Kiner, Organizer and Supervisor
Experience Description: This was a completely no-cost clinic for any and all individuals, in which we offer free primary care, social work/case management, emotional fitness, legal services, and health education and training. Our mission is to help provide and improve overall wellness in those who are uninsured, underinsured, underserved/-privileged, and without adequate healthcare literacy. I participated in various aspects of the organization, with a main focus in primary care and health education. I was able to independently interview patients, collect an H&P, formulate an assessment and plan, present to the attending physician, and help organize treatment and documentation.

**Volunteer with UTHSC Campus Cupboard and Midsouth Food Bank**
– April 2022 - June 2023
Location: 220 S. Dudley St, Memphis, TN
Contact: Jess Guthrie, Primary Administrator
Experience Description: This is a non-profit organization that provides food and toiletry items to underserved UT community members who cannot afford them. My involvement in this organization included pickup and unloading of food and toiletries, stacking, shelving, organizing the items, checking guests in, and directing community members how to navigate the facility and where to find what they needed.

**Houston's Little Helpers** – August 2018 - July 2023
Location: 3805 Hadley Road, Memphis, TN
Mentor: Priscilla Houston, Founder and Organizer
Experience Description: I spent time with toddlers and children attending this daycare and enrichment establishment, engaging them in arts and crafts, playing sports, performing team-building activities, offering guidance/mentorship, assisting with childcare and cleanup, and shopping for food and supplies. This was another chance for me to give back to my community, in a particularly underserved, low SES, and crime-ridden area. I enjoy being able to provide leadership to youth who critically need guidance and a positive role model.

**Oasis of Hope** – July 2021 - July 2023
Location: North Memphis
Contact: Charles Washington, Oasis of Hope Middle School Developer
Experience Description: I helped support students by assisting with homework, providing snacks, playing games in the gym, and most importantly spending time together developing relationships by creating a safe and consistent environment, in an otherwise underrepresented, underserved, crime and poverty-stricken area of Memphis full of youth. I mentored elementary, middle school, high school, and college level students and assisted with job and college applications and practical empowerment training. I taught basketball and coached/supervised basketball, football, frisbee, swimming, and table tennis games with the youth. I plan to participate in the Read2Succeed program for elementary students in the spring.

**Bickford Community Center Outreach** – August 2017 - July 2023

Location: Frayser, Bickford, Memphis
Contact: Charles Washington, Oasis of Hope Middle School Developer
Experience Description: I supervised swimming, football, basketball, and afterschool activities with the children. Also, I engaged them in sports, homework, and empowerment activities. Some of these activities varied from team sports to entrepreneurship and financial literacy.

**Pipkin COVID Vaccine Response** – October 2021 - February 2022
Location: Tiger Lane, 940 Early Maxwell Rd, Memphis
Contact: Tiffany Wright, Pipkin Administrator and Supervisor
Experience Description: During this time, there is a resurgence of COVID, particularly with the delta variant and cold seasonal changes, and I felt a strong urge to participate in the efforts to help people in my community and the healthcare force to which I belong. At these events, citizens in Memphis and surrounding areas come to receive free COVID vaccinations and boosters in a drive through process, so that potentially hundreds of vaccines can be administered daily. My roles included **processor**: assists with intake and the basic flow of the vaccination event, ranging from check in, processing of paperwork with patients, and traffic control; **observer**: monitoring patients for at least 15 minutes for an adverse effects following the administration of the vaccine; and **immunizer**: administering the vaccine to those who arrive. I was trained how to give the vaccine with proper technique and hygiene.

**Free Clinic** – April - June 2021
Location: Magnolia Avenue United Methodist Church, Knoxville, TN
Mentor: Dr. Dale Betterton
Experience Description: Under the supervision of various physicians and nurses, I consulted patients for full history/physical exams, focused H&Ps, counseling, and minor procedures for any civilians who desired/needed clinical expertise or treatment for various conditions/illnesses. I gained practical clinical experience, including applying ointments and wraps for dermatological conditions like venous stasis dermatitis, administering COVID vaccines, prescribing antimicrobials such as for candidiasis, providing resources and referrals for mental health issues or conditions requiring subspecialist consultation, delivering urine, blood, and pap smear samples to the laboratory, managing diabetic, hypertensive, and hypercholesterolemic medications, etc. I also assisted with organizing, setting up, and cleaning the instruments, utilities, facilities, and medical records, as well as supervising and guiding pre-medicine students.

**Meals on Wheels** – August 2016 - July 2018
Location: Varied
Mentor: Isaiah Swanson, MIFA Volunteer Specialist
Experience Description: Collected boxes of food (week's worth) from the MIFA headquarters, drove them to various homing units, carried the boxes upstairs to each recipient's doorstep.

**Kinney Interfaith Society** – August 2014 - May 2016
Location: Rhodes College, Memphis, TN
Mentor: Noor Eltayech, Bonner Interfaith Coordinator
Experience Description: Attended and participated in Interfaith meetings amidst a wide range of committed individuals of varying ethnicities, sociological experiences, and cultural perspectives in which we discussed issues and potential solutions on campus, within Memphis urban areas, and throughout the midsouth. From this experience, I learned skills regarding bridging the gaps between different cultures and faiths.

**Refugee Empowerment Program** **–** January 2015 - April 2015

Location: Refugee Empowerment Program, City of Memphis
Mentor: Grady Vaughan, Rhodes REP Facilitator
Experience Description: Spent time with refugee students of all ages from various countries. Helped elementary school children with reading and writing English, taught math and science, helped with applications to colleges or jobs.

## EDUCATIONAL ACTIVITIES

**Clinical skills teaching for M1 and M2 students during my M4 year:**
- Ultrasound skills labs
- Objective Structured Clinical Examinations

**Ultrasound skills teaching for M3 students during my residency**

**Trained in Suicide Prevention**

## PROFESSIONAL SOCIETIES: MEMBERSHIPS AND ACTIVITIES

**Participation in UT Family Practice Chattanooga Professional Committee on Quality Improvement, July 2024 - Present:**
- I participated as a member of this committee, designed to meet periodically to identify, propose, and collaborate on potential improvements for our program and practice.

**Participation in AAFP Board Review Express, a live online review conference, February 18-21, 2026:**
- I used CME funding through my residency program to attend and participate in a live online ABFM review course for the family medicine board certification exam with important clinical practice updates included.

**Participation in AAFP National Conference in Kansas City, MO, July 28-30, 2022:**
- TNAFP Grant Awardee: I was one of the five TNAFP student members of good standing with their college who received this award. All expenses covered by TNAFP.

**Member of the National Honor Society**
**Member of the National Society of Collegiate Scholars**
**Member of American Academy of Family Physicians (AAFP)**
**Member of American Medical Association**
**Member of Tennessee Academy of Family Physicians (TNAFP)**
**Member of Family Medicine Interest Group at UTHSC**

## HONORS/AWARDS

**AP Scholar**

**TN HOPE Scholar**
**National Merit Scholar**
**Rhodes Dean's Scholar**
**TNAFP Grant Award**
**Power of One Award, Le Bonheur Children's Research Hospital**

- This award is given to people who demonstrate the core values (integrity, service, quality, teamwork, innovation) in a superb manner.

## RESEARCH / PUBLICATIONS

**Research Assistant** **–** August 2021 - July 2022
Location: University of Tennessee, Cancer Research Building
Mentor: Dr. Ramesh Narayanan, Principal Investigator
**"Androgen receptor N-terminus-binding small molecule degraders for the treatment of Kennedy's disease"**
I assisted with various projects during my Scholar's year at UTHSC in Dr. Narayanan's lab, but one project of note was related to Kennedy disease, a neuromuscular disorder characterized by a mutation in the androgen receptor leading to a hypertonic and spastic disease state. We tested various androgen receptor antagonists on affected mouse models to analyze the effects on various muscles, spinal cords, and seminal vesicles, compared to those of wildtype mice. I will be included as a coauthor for this paper when it is published.

**Research Assistant –**
Location: University of Tennessee Health Science Center, Memphis, TN
Mentor: Dr. Geetha Samak, PhD, Dr. Pradeep Shukla, PhD

2015-2016

1. **"Calcium channels and oxidative stress mediate a synergistic disruption of tight junctions by ethanol and acetaldehyde in Caco-2 cell monolayers"**

I performed experiments involving immunofluorescence staining for tight junction proteins in an intestinal epithelial cell line that was treated with or without ethanol and acetaldehyde and calcium channel blockers.

2017-2018

2. **"Human defensin-5 blocks ethanol and colitis-induced dysbiosis, tight junction disruption and inflammation in mouse intestine"**

I helped investigate the effect of alcohol on alpha-defensin expression in the small intestine and colitis-induced expression in colon in mice and evaluate the effect of human defensin-5 on alcohol and colitis-induced gut barrier dysfunction and mucosal damage, primarily by performing RT-PCR for cytokine expression in the intestinal mucosa.

2020-2021

3. **"Role of dysbiosis in human defensin-5-mediated prevention and mitigation of radiation-induced gut barrier dysfunction and endotoxemia"**

This study investigated the effect of gamma-radiation on gut barrier function, microbiota, and endotoxemia. I contributed by performing RT-PCR for cytokines in the intestinal mucosa and analysis of plasma lipopolysaccharide. The results of this study showed that radiation disrupts intestinal barrier function, alters microbiota composition, and causes endotoxemia and systemic inflammation. HD5 supplementation not only prevents but also mitigates radiation-induced gut barrier function, endotoxemia, and systemic inflammation.

**Research Assistant** **– August 2016 - June 2017**
Location: St Jude Children's Research Hospital, Department of Pharmaceutical Sciences
Mentor: Dr. John Schuetz, Division Chief
**"Resistance to chemotherapy of cancer by a gain-of-function mutation in MRP4"**
Pediatric colon cancer patient with high resistance to chemotherapy showed the presence of a hyperactive mutant of a multidrug resistance protein, MRP4. Our goal was to determine the structure of mutant MRP4 and correlate it with increased function. This information will help to design drugs to inhibit its activity.

**Clinical Research Investigator** **– March 2015 to August 2016**
Location: LeBonheur Children's Research Hospital, Memphis, TN
Mentor: Dr. Ranjit Philip, MD, Pediatric Cardiologist
**"Arterial stiffness and endothelial functions in overweight non-diabetic adolescents"**
This is a long-term project, involving measurement of arterial stiffness and endothelial function by using two non-invasive cardiologic instruments, CAVI and EndoPAT. The measurements are compared to normative values, and the long-term goal of the project is to improve their vascular elasticity by placing them under new diet plans and exercise routines.

**Research Assistant** **– August 2014 to May 2015**
Location: Cancer Research Center, UTHSC, Memphis, TN
Mentor: Dr. Zhaohui Wu, MD, PhD, Associate Professor
**"Promoting Apoptosis of Breast Cancer cells by Down Regulation of NFkB"**
I gained exposure to research techniques, such as gel electrophoresis, PCR, fluorescence microscopy, immunoblot analysis, DNA purification, bacterial transformation and cell culture. Our work dealt with the down-regulation of NF-kB signaling to promote apoptosis in breast cancer cells.

**Research Fellow** **– January 2014 to May 2014**
Location: Rhodes College, Memphis, TN
Mentor: Dr. Laura Luque de Johnson, PhD, Professor
**"Protein-protein interactions between Plasmodium and RBC"**
I worked in a malaria research team under Dr. Luque de Johnson, sharing my project with one other student. Here, I learned nearly all of the techniques that I know to this day, along with valuable character traits, such as avid note-taking in a journal, discipline and structure in the lab, and the ability to persevere and cooperate with other group members towards a common goal. Our research involved identifying mechanisms of parasitic invasion via the plasmodium protein interaction with human RBC membrane proteins.

## Publications:

*Shukla P. K., ***Rao R. G***., *Meena A. S., Rao R.K. Human defensin-5 prevents and mitigates radiation-induced gut barrier dysfunction, dysbiosis, and endotoxemia. *Front. Immunol.* 14, 2023. https://www.frontiersin.org/articles/10.3389/fimmu.2023.1174140/full
* = equal contributions by these authors.

Shukla P. K., Meena A. S., Rao V., Rao R. R., **Rao R. G.**, Balazs L., and Rao R. K. Human defensin-5 blocks ethanol-induced dysbiosis, gut barrier dysfunction and endotoxemia. *Scientific Reports*, 8: 1624, 2018. PMCID: PMC6214960, DOI: 10.1038/s41598-018-34263-4

Samak G, Meena A, **Rao R. G.**, Shukla P., Gangwar R., D. Narayanan, J. Jaggar, and Rao R. K. Ethanol synergizes acetaldehyde-induced tight junction disruption by a Src kinase and MLCK-dependent mechanism. *Scientific Reports*. 6:38899, 2016. PMCID: PMC5153649, DOI: 10.1038/srep38899

Shukla PK, **Rao R. G.**, Meena A. S., Giorgianni F., Lee S. C., Beranova S., Balazs L., Tigyi G., Gosain A., and Rao R. K. *Akkermansia muciniphila* prevents and mitigates radiation-induced gut microbiota dysbiosis, mucosal barrier dysfunction, and systemic response. *In preparation* 2025.

Salinas Valley HEALTH

# Board Paper: Personnel, Pension and Investment Committee

Agenda Item: **Consider Recommendation for Board Approval of (i) Findings Supporting Recruitment of Itzel Vazquez, MD, (ii) Contract Terms for Dr. Vazquez's Recruitment Agreement, and (iii) Contract Terms for Dr. Vazquez's Sleep Medicine Professional Services Agreement**

Executive Sponsor: Orlando Rodriguez, MD, Chief Medical Officer
Molly Heacox, Director of Clinic Services

Date: June 15, 2026

## Executive Summary

In consultation with members of the medical staff, Salinas Valley Health (SVH) executive management has identified the recruitment of a physician specializing in **sleep medicine** as a recruiting priority for SVH's service area. Based on the ECG Medical Staff Development Plan, the specialty of sleep medicine was recommended as a high priority for recruitment. In addition, the sleep medicine clinic continually receives a high volume of monthly referrals which exceed current provider capacity. Recruiting another sleep medicine physician would help improve patient access, reduce wait times, accommodate referral growth, and support the delivery of high-quality, timely care.

The recommended physician, **Itzel Vazquez, MD**, received her Doctor of Medicine at University of Guadalajara in 2016 and completed her family medicine residency training at AltaMed in Los Angeles. Dr. Vazquez is a current sleep medicine Fellow at University California San Francisco – Fresno. She is certified by the American Board of Family Medicine, holds a California medical license, and is a certified medical Spanish translator. Dr. Vazquez plans to join SVH in November 2026.

## Terms and Conditions of Agreements

The proposed physician recruitment requires the execution of two types of agreements:

1. **Professional Services Agreement**. Essential Terms and Conditions:
   - Professional Services Agreement (PSA). Physician will be a contracted as a physician under a PSA with Salinas Valley Health and a member of Salinas Valley Health Clinics. Pursuant to California law, physician will not be an employee of SVH or SVH Clinics but rather a contracted physician.
   - Term. Physician's PSA will be for a term of two years, and annual compensation will be reported on an IRS W-2 Form as a contracted physician.
   - Full-Time Schedule. Physician will be scheduled to provide physician services to clinic patients on a full-time basis, 48 weeks per year; one week of which can be allocated to continuing medical education (CME).
   - Base Compensation: Physician's base compensation will be in the amount of three hundred eighty thousand dollars ($380,000) per year.
   - Productivity Compensation: To the extent it exceeds the base salary, physician will be eligible for Work Relative Value Units (wRVU) productivity compensation at a sixty-two dollar ($62.00) wRVU conversion factor.
   - Annual Incentive Plan. Physician will be eligible to participate in an annual incentive plan if physician meets the eligibility requirements of at least 1000 hours worked during the measurement period and a current PSA at time of payment.
   - Professional Liability Insurance. Professional liability is provided through BETA Healthcare Group.

- Benefits. Physician will be eligible for standard SVH Clinics physician benefits:
  - Access to SVH Health Plan for you and your qualified dependents. Premiums are projected based on 15% of SVH cost.
  - Access to SVH 403(b) and 457 retirement plans. Five percent (5%) base contribution to 403b plan that vests after three years. The contribution is capped at the limits set by Federal law.
  - Four work weeks (20 days) of time off per year, accruing equally throughout the year.
  - CME annual stipend in the amount of two thousand four hundred dollars ($2,400) paid directly to physician and reported as 1099 income. One work week (5 days) off annually for CME related activities.

**2. Recruitment Agreement** that provides a recruitment incentive of fifty thousand dollars ($50,000), which is structured as forgivable loan over two years of service with SVH Clinics.

## Meeting our Mission, Vision, Goals

## Strategic Plan Alignment

The recruitment of Dr. Vazquez is aligned with our strategic priorities for the quality & safety and growth pillars. We continue to develop Salinas Valley Health Clinics infrastructure that engages our physicians in a meaningful way, promotes efficiencies in care delivery and creates opportunities for expansion of services. This investment provides a platform for growth that can be developed to better meet the needs of the residents of our District by improving access to care regardless of insurance coverage or ability to pay for services.

## Pillar/Goal Alignment:

☒ **Quality & Safety** ☐ **People** ☐ **Operations** ☐ **Finance** ☒ **Growth** ☐ **Community**

## Financial/Quality/Safety/Regulatory Implications

The addition of Dr. Vazquez to Salinas Valley Health Clinics has been identified as a need for recruitment while also providing additional resources and coverage for sleep medicine service line.

The compensation proposed in these agreements have been reviewed against published industry benchmarks to confirm that the terms contemplated are fair market value and commercially reasonable.

## Recommendation

Salinas Valley Health Administration requests that the Personnel, Pension, and Investment Committee recommend to the Salinas Valley Health Board of Directors approval of the following:

1. **The Findings Supporting Recruitment of Itzel Vazquez, MD:**
   - That the recruitment of sleep medicine physician to Salinas Valley Health Clinics is in the best interest of the public health of the communities served by the District; and
   - That the recruitment benefits and incentives the hospital proposes for the recruitment are necessary in order to attract and relocate an appropriately qualified physician to practice in the communities served by the District;
2. **The Contract Terms of the Recruitment Agreement for Dr. Vazquez; and**
3. **The Contract Terms of the Sleep Medicine Professional Services Agreement for Dr. Vazquez.**

## Attachments

Curriculum Vitae for Itzel Vazquez, MD

# Itzel M. Vazquez, MD

## Education

- Sleep Medicine Fellow, UCSF Fresno, Fresno, CA — July 2025 – June 2026 (expected)
- Family Medicine Resident, AltaMed, Los Angeles, CA — July 2022 – June 2025
- Family Medicine Resident, East Liverpool City Hospital, East Liverpool, OH — July 2021 – April 2022
- MD, University of Guadalajara, Centro Universitario De Ciencias De La Salud, Guadalajara, Mexico — Jan 2010 – May 2016

## Professional Experience

- Program Evaluation Committee, AltaMed, Los Angeles, CA (July 2022 – July 2025)
  - Collaborated in quarterly program reviews to identify strengths and implement quality improvement initiatives.
- Peer Mentor, National Hispanic Health Association Mentorship Program, Los Angeles, CA (May 2020 – June 2021)
  - Mentored pre-medical students, supporting career development and reducing disparities in medicine.
- Certified Spanish Interpreter, Venice Family Clinic, Venice, CA (Aug 2013 – Aug 2020)
  - Facilitated bilingual communication between physicians and Spanish-speaking patients, improving access to care.
- Research Associate, Centro de Investigación Farmacéutica Especializada (CIFE), Guadalajara, México (Aug 2015 – Aug 2017)
  - Coordinated multiple clinical trials (PRINCEII, Topaz-1, ENDURANCE, MLN9708).
  - Assisted PI with physical exams, protocol compliance, and adverse event documentation.

## Community Service

- Community Outreach Volunteer, Mobile Vaccine Clinic & COVID Testing, Columbiana, OH (Apr 2019)
  - Supported COVID-19 testing and vaccine administration.
- Community Outreach Volunteer, Center of Excellence for Chagas Disease, Los Angeles, CA (Apr 2019)
  - Provided education and screening in high-risk communities.
- Preceptor, Non-profit Project Abroad, Guadalajara, Mexico (Feb 2013 – Mar 2013. Supervised and instructed pre-medical students in rural medicine rotations.

## Publications

- Vazquez I, Park M, Ferri R, Mogavero M, DelRosso L. Sleep and follow-up characteristics of Hispanic patients: Insights from a comparative analysis with White patients in polysomnographic split-night studies. Sleep Med. 2024;115:88-92.
- Vazquez I, Meghpara S, Modi H, Jain V, DelRosso L. Residual Periodic Limb Movements Index After CPAP Titration Is Correlated with Hypoxia. Sleep. 2024;47(Suppl 1):A298.

## Presentations

- Vazquez I. Difference in Sleep Polysomnography Split and Auto CPAP Adherence Factors in Hispanic and Non-Hispanic White Patients. Oral & Poster Presentation at SLEEP 2024, Houston, TX, June 2024.

## Certifications & Licenses

- Board Certified, American Board of Family Medicine
- ACGME Certificate (2019)
- BLS, ACLS, PALS (valid through 07/2024)
- EPIC, Cerner, and ACES trained
- NPI: 1215559083

- California Physician & Surgeon License: A191867
- Ohio Training Certificate: 57.251965
- Certified translator in medical Spanish by Clinical Cultural and Linguistic Assessment, Alta Language Service

## Skills

- Clinical: Polysomnography interpretation, CPAP titration, clinical diagnosis and treatment of sleep disorders of breathing, sleep-related movement disorder, circadian sleep disorders, Central disorders of Hypersomnolence in Diverse populations.
- Full-spectrum family Medicine
- Technical: Epic, Cerner, Athena EMR proficiency
- Languages: Native Spanish, Advanced English

## Professional Affiliations

- American Academy of Family Physicians (AAFP)
- American Academy of Sleep Medicine (AASM)

## Hobbies

- Hiking, Cooking, Running, Reading (non-fiction), Meditation, Dancing

# Board Paper: Personnel, Pension and Investment Committee

Agenda Item: **Consider Recommendation for Board Approval of (i) Findings Supporting Recruitment of Andrew Lauwagie, MD, (ii) Contract Terms for Dr. Lauwagie's Recruitment Agreement, and (iii) Contract Terms for Dr. Lauwagie's Urology Professional Services Agreement**

Executive Sponsor: Tim Albert, MD, MHCM, Chief Clinical Officer
Molly Heacox, Director of Clinic Services

Date: June 15, 2026

## Executive Summary

In consultation with members of the medical staff, Salinas Valley Health (SVH) executive management has identified the recruitment of a physician specializing in **urology** as a recruiting priority for SVH's service area. Based on the ECG Medical Staff Development Plan, the specialty of urology was recommended as a high priority for recruitment. The recruitment of an additional urologist is essential to meet the growing demand for urologic services within the community. Current referral volumes remain consistently high, resulting in extended appointment wait times for new and established patients. Expanding urology coverage would improve patient access, reduce scheduling backlogs, and enhance continuity of care for population served by SVH.

The recommended physician, **Andrew Lauwagie, MD**, is currently completing his urology residency training at Wayne State University in Detroit, with an anticipated completion date of June 2027. Dr. Lauwagie previously earned his Doctor of Medicine degree from the University of Minnesota Medical School in Minneapolis. Dr. Lauwagie is seeking an opportunity as a general urologist where he can apply his broad clinical, surgical, and robotic skillset. He plans to join SVH in September 2027.

## Terms and Conditions of Agreements

The proposed physician recruitment requires the execution of two types of agreements:

1. **Professional Services Agreement**. Essential Terms and Conditions:
   - Professional Services Agreement (PSA). Physician will be a contracted as a physician under a PSA with Salinas Valley Health and a member of Salinas Valley Health Clinics. Pursuant to California law, physician will not be an employee of SVH or SVH Clinics but rather a contracted physician.
   - Term. Physician's PSA will be for a term of two years, and annual compensation will be reported on an IRS W-2 Form as a contracted physician.
   - Full-Time Schedule. Physician will be scheduled to provide physician services to clinic patients on a full-time basis, 48 weeks per year; one week of which can be allocated to continuing medical education (CME).
   - Base Compensation: Physician's base compensation will be in the amount of six hundred thousand dollars ($600,000) per year.
   - Productivity Compensation: To the extent it exceeds the base salary, physician is eligible for Work Relative Value Units (wRVU) productivity compensation at a seventy-three dollar ($73.00) wRVU conversion factor.
   - Call Coverage. Physician shall provide hospital emergency department and unassigned patient call coverage for the urology call panel. Productivity compensation includes up to 5 days of hospital call coverage per month. Payment for call days in excess of 5 days per month, will be compensated at the presently established rate for the urology call panel.
   - Professional Liability Insurance. Professional liability is provided through BETA Healthcare Group.

- Benefits. Physician will be eligible for standard SVH Clinics physician benefits:
  - Access to SVH Health Plan for you and your qualified dependents. Premiums are projected based on 15% of SVH cost.
  - Access to SVH 403(b) and 457 retirement plans. Five percent (5%) base contribution to 403b plan that vests after three years. This contribution is capped at the limits set by Federal law.
  - Four work weeks (20 days) of time off per year, accruing equally throughout the year.
  - CME annual stipend in the amount of two thousand four hundred dollars ($2,400) paid directly to physician and reported as 1099 income. One work week (5 days) off annually for CME related activities.

**2. Recruitment Agreement** that provides a recruitment incentive of one hundred thousand dollars ($100,000), which is structured as forgivable loan over two years of service and paid as follows:

- Residency Stipend. Commencing in August of 2026, physician will receive monthly medical residency stipend payments in the amount of two thousand five hundred dollars ($2,500) paid over twelve months for a total of thirty thousand dollars ($30,000).
- Commencement of Services. Physician will receive the remaining seventy thousand dollars ($70,000) of the recruitment incentive on or about the established start date with SVH.

## Meeting our Mission, Vision, Goals

### Strategic Plan Alignment

The recruitment of Dr. Lauwagie is aligned with our strategic priorities for the quality & safety and growth pillars. We continue to develop Salinas Valley Health Clinics infrastructure that engages our physicians in a meaningful way, promotes efficiencies in care delivery and creates opportunities for expansion of services. This investment provides a platform for growth that can be developed to better meet the needs of the residents of our District by improving access to care regardless of insurance coverage or ability to pay for services.

### Pillar/Goal Alignment:

☒ **Quality & Safety** ☐ **People** ☐ **Operations** ☐ **Finance** ☒ **Growth** ☐ **Community**

### Financial/Quality/Safety/Regulatory Implications

The addition of Dr. Lauwagie to Salinas Valley Health Clinics has been identified as a need for recruitment while also providing additional resources and coverage for urology service line.

The compensation proposed in these agreements have been reviewed against published industry benchmarks to confirm that the terms contemplated are fair market value and commercially reasonable.

### Recommendation

Salinas Valley Health Administration requests that the Personnel, Pension, and Investment Committee recommend to the Salinas Valley Health Board of Directors approval of the following:

1. **The Findings Supporting Recruitment of Andrew Lauwagie, MD:**
   - That the recruitment of urologist to Salinas Valley Health Clinics is in the best interest of the public health of the communities served by the District; and
   - That the recruitment benefits and incentives the hospital proposes for this recruitment are necessary in order to attract and relocate an appropriately qualified physician to practice in the communities served by the District;
2. **The Contract Terms of the Recruitment Agreement for Dr. Lauwagie; and**
3. **The Contract Terms of the Urology Professional Services Agreement for Dr. Lauwagie.**

**Attachment:** Curriculum Vitae for Andrew Lauwagie, MD

Andrew Lauwagie, MD

---

## Professional Summary

Dedicated and detail-oriented urology resident with comprehensive training in both adult and pediatric urology, endourology, uro-oncology, reconstructive urology, and minimally invasive surgery. Adept in clinical diagnosis, patient care, surgical procedures, and research. Seeking a position as a general urologist to utilize my skills and continue providing excellent patient outcomes.

---

## Education

Urologic Residency
Wayne State University Department of Urology, Detroit, MI
July 2022 – June 2027 (completion date)

Medical Doctorate
University of Minnesota – Twin Cities Medical School, Minneapolis, MN
August 2018 – May 2022

Bachelor of Science (Major: Biology)
University of Minnesota – Twin Cities, Minneapolis, MN
September 2011 – May 2015

---

## Medical Licensure & Certifications

- Basic Life Support (BLS) – Red Cross
- Advanced Cardiac Life Support (ACLS) – Red Cross

---

## Clinical Experience

Urology Resident
Wayne State University Department of Urology, Detroit, MI
July 2022 – Present
Program Director: Dr. Steven Lucas

Responsibilities:

- Performed and assisted in over 500 urological surgeries including TURP, TURBT, PCNL, URS, cystoscopy, prostate biopsy, nephrectomy, pyeloplasty, circumcision, vasectomy, orchiopexy/orchiectomy, cystectomy, urethroplasty, uro-gynecologic cases (slings, sacrocolpopexies) and robotic-assisted laparoscopic procedures.
- Managed inpatient and outpatient urology cases, pre-op and post-op care.
- Proficient in interpreting urodynamics, TRUS, and imaging for urological conditions.
- Participated in tumor board discussions and multidisciplinary rounds.
- Conducted bedside procedures including complex catheterization, suprapubic cystostomy, etc.

---

Research & Publications

- Abdominal vs Sub-inguinal Placement of Pressure Regulating Balloon for Artificial Urinary Sphincter
    - First author publication in the Journal of Urology 2022
- Wording of American Urological Association Guideline Recommendations Does Not Signal the Strength of Recommendation
    - Second author publication in the Journal of Urology 2022
- Adherence of the European Association of Urology Guidelines to the Grading of Recommendations Assessment, Development and Evaluation (GRADE) Methodology
    - Third author publication in Journal of European Urology 2024

---

Conferences & Workshops

- Attended North Central Section (NCS) of Urology September 2024
    - Podium presentation on Academic vs Private Urology Residency Experiences. Manuscript submitted for publication and pending
- Will be attending AUA 2026 in Washington, DC

---

## Skills

- Comprehensive urological procedures training and experience
- Laparoscopic, Robotic, and Endoscopic surgery
- Ultrasound-guided procedures
- Patient counseling and management
- Academic writing and conference presentations

---

## Languages

- English (Fluent/Native)

---

## References

Available upon request

# Salinas Valley Memorial Healthcare District Retirement Plans Review

For the Period Ending — March 2026

CREATIVE PLANNING
RETIREMENT SERVICES



# Market Commentary

# Economic and Market Update

MOST RECENT | 3 MONTH TREND | TYPICAL RANGE | ACTUAL RANGE

| | Indicator | 3 Month Trend | Range Low | Most Recent | Range High | Commentary |
|---|---|---|---|---|---|---|
| Growth | Real GDP Growth (y/y) | ⇩ | -7.4 | 2.0 | 12.4 | Q4 2025 GDP grew at a 0.5% annualized pace, bringing y/y growth to 2.0%. The Q1 advance estimate is due April 30, with nowcasts ranging from 1.3% to 2.4%.[1] The consumer continues to spend, but the Iran conflict poses downside risk through higher energy costs and weakening confidence. |
| | Real Consumer Spending | ⇧ | -14.7 | 2.5 | 25.4 | |
| Employment | Unemployment Rate | ⇩ | 3.4 | 4.3 | 14.8 | Nonfarm payrolls averaged 68k/m in Q1, with a wide range from -133k in February to +178k in March. The unemployment rate was 4.3% in March, but the labor force participation rate fell to 61.9%, its lowest since November 2021. |
| | 3-Mo. Avg Payroll Gains (000s) | ⇧ | -7,202 | 68 | 2,944 | |
| Inflation | CPI | ⇧ | -2.0 | 3.3 | 9.0 | CPI rose 0.9% in March - the largest monthly increase since June 2022 - pushing the year over year rate to 3.3%. Energy prices tied to the Iran/U.S. conflict are the primary driver. |
| | 5yr Breakeven Inflation Rate | ⇧ | -2.2 | 2.5 | 3.6 | |
| Rates | Federal Funds Rate | ⇔ | 0.1 | 3.6 | 5.3 | The Fed held the funds rate at 3.50-3.75% at its March meeting. The 10-year Treasury yield rose 30bps in the quarter, driven by energy inflation and fiscal concerns. Kevin Warsh has been nominated to succeed Powell as Fed Chair in May. |
| | 10-Year Treasury Yield | ⇧ | 0.5 | 4.3 | 5.3 | |
| Sentiment | Consumer Sentiment | ⇩ | 52.5 | 55.4 | 98.9 | The University of Michigan consumer sentiment survey averaged 55.4 in Q1, with preliminary April readings hitting a record low. NFIB Small Business Optimism fell 3 points to 95.8 in March, dropping below its 52-year average for the first time since April 2025. |
| | Small Business Sentiment | ⇩ | 81.6 | 95.8 | 108.6 | |

*Sources: FRED, Morningstar. Most recent data = 3/31/2026 (or most recent available value). 20-yr window (April 2006 - March 2026); typical range = mean +/-1 SD. [1]Atlanta Fed GDPNow (1.3%) and NY Fed Nowcast (2.4%) as of mid-April 2026.*

# Stock Market Update

## ANNUALIZED RETURN: BROAD MARKET EQUITY INDICES

| | QTR | 1yr | 3yr | 5yr | 10yr |
|---|---|---|---|---|---|
| **United States** | | | | | |
| NASDAQ Composite | (6.96%) | 25.60% | 21.75% | 11.08% | 17.10% |
| S&P 500 | (4.33%) | 17.80% | 18.32% | 12.06% | 14.16% |
| Russell 2000 | 0.89% | 25.72% | 13.05% | 3.77% | 9.88% |
| **International** | | | | | |
| MSCI EAFE | (1.24%) | 21.27% | 13.62% | 7.91% | 8.38% |
| MSCI Emerging Markets | (0.17%) | 29.55% | 14.84% | 3.69% | 7.80% |
| MSCI ACWI Ex USA | (0.71%) | 24.91% | 14.49% | 7.02% | 8.38% |
| **Real Assets** | | | | | |
| MSCI US REIT | 4.52% | 5.48% | 7.79% | 4.57% | 4.29% |
| Bloomberg Commodity | 24.41% | 32.29% | 13.88% | 14.04% | 8.02% |
| Bloomberg Sub Gold | 7.14% | 47.24% | 32.00% | 21.24% | 13.08% |

*Source: Morningstar. Data as of 3/31/2026.*

## S&P 500 SECTORS: RETURNS & WEIGHTING

| | QTR | 1 Year | Index Weight |
|---|---|---|---|
| Energy | 38.3% | 36.3% | 4.0% |
| Materials | 9.7% | 18.0% | 1.9% |
| Utilities | 8.3% | 19.7% | 2.5% |
| Consumer Staples | 7.7% | 6.3% | 5.3% |
| Industrials | 4.3% | 23.4% | 8.5% |
| Real Estate | 2.8% | 2.3% | 2.0% |
| Health Care | (4.9%) | 2.3% | 9.5% |
| Comm. Services | (6.9%) | 32.5% | 10.0% |
| Info Technology | (9.1%) | 29.1% | 33.6% |
| Cons. Discretionary | (9.2%) | 11.7% | 10.0% |
| Financials | (9.4%) | 0.7% | 12.4% |
| S&P 500 Index | (4.3%) | 17.8% | 100.0% |

*Source: Morningstar, S&P Dow Jones Indices. Data as of 3/31/2026. Sector weights based on GICS® sectors.*

- The S&P 500 fell 4.3% in Q1, pressured by the U.S./Iran conflict that began in late February and a steep selloff in mega-cap technology stocks. All seven Magnificent 7 names underperformed the broader S&P 500 Index in the quarter.
- International stocks outperformed U.S. stocks in the quarter. The MSCI EAFE index features greater exposure to traditional value sectors and an over 20% lower weighting to technology relative to the S&P 500 index.
- Energy was the standout sector, increasing 38.3% as oil prices spiked on Middle East supply disruptions. The Bloomberg Commodity Index posted its best quarterly return (+24.4%) since Q1 2022.
- Industry-level dispersion was significant: the S&P 500 Software industry fell 23.7% as AI disruption threatened traditional licensing models, while Construction & Engineering (+32.8%) and Electrical Equipment (+15.4%) surged on data center and power infrastructure demand.

## U.S. EQUITY STYLE PERFORMANCE

Value outperformed growth across all market cap segments in Q1, as rising energy prices and rate volatility favored cash flow rich, lower duration equities. Small caps and equal-weighted strategies outperformed the cap-weighted S&P 500, a notable shift from the concentration driven rally of 2024-2025.

**QTR**

| | Value | Core | Growth |
|---|---|---|---|
| Large | 2.1% | (4.2%) | (9.8%) |
| Mid | 3.7% | 1.3% | (6.4%) |
| Small | 5.0% | 0.9% | (2.8%) |

**1-YEAR**

| | Value | Core | Growth |
|---|---|---|---|
| Large | 15.9% | 17.7% | 18.8% |
| Mid | 17.6% | 16.0% | 9.6% |
| Small | 28.1% | 25.7% | 23.6% |

**5-YEAR**

| | Value | Core | Growth |
|---|---|---|---|
| Large | 9.4% | 11.3% | 12.8% |
| Mid | 7.9% | 7.3% | 5.4% |
| Small | 5.8% | 3.8% | 1.6% |

*Source: Morningstar, based on Russell Indices. Data as of: 3/31/2026.*

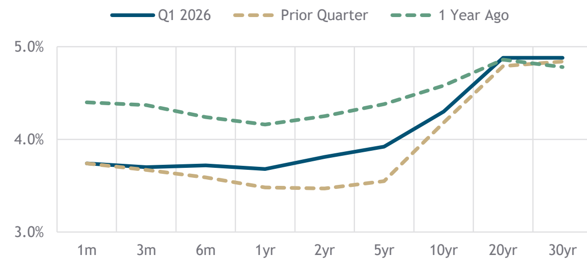
# Bond Market Update

**FIXED INCOME: YIELDS AND SPREADS**

| | Q1 2026 Level | Change from Q4 2025 | % Rank vs. 10-yr History |
|---|---|---|---|
| 3-Month T-Bill Yield | 3.70% | 0.03% | 67 |
| 5-Year Treasury Yield | 3.92% | 0.19% | 80 |
| 10-Year Treasury Yield | 4.30% | 0.12% | 89 |
| 5-Year Breakeven Inflation | 2.54% | 0.28% | 86 |
| IG Corporate OAS | 1.13% | 0.12% | 17 |
| High Yield OAS | 3.28% | 0.47% | 24 |

*Sources: FRED, Stlouisfed. Data as of: 3/31/2026.*

**TREASURY YIELD CURVE**




*Sources: Treasury.gov. Data as of: 3/31/2026.*

- Yields and spreads drifted lower through the first two months of the quarter before reversing in late February, as the Iran conflict drove energy prices and inflation expectations higher.
- Investment grade spreads widened modestly (+12bps), while high yield spreads increased nearly 50bps as recession fears grew alongside the energy shock.

- The energy shock from the Iran/U.S. conflict raised inflation expectations, contributing to the Fed's decision to hold rates at 3.50-3.75% in March. Fed funds futures now reflect minimal rate changes for the remainder of 2026, suggesting money market yields may hold near current levels.
- The 5-year breakeven inflation rate rose 28bps to 2.54%, signaling the bond market expects inflation to remain well above the Fed's 2% target over the medium term.

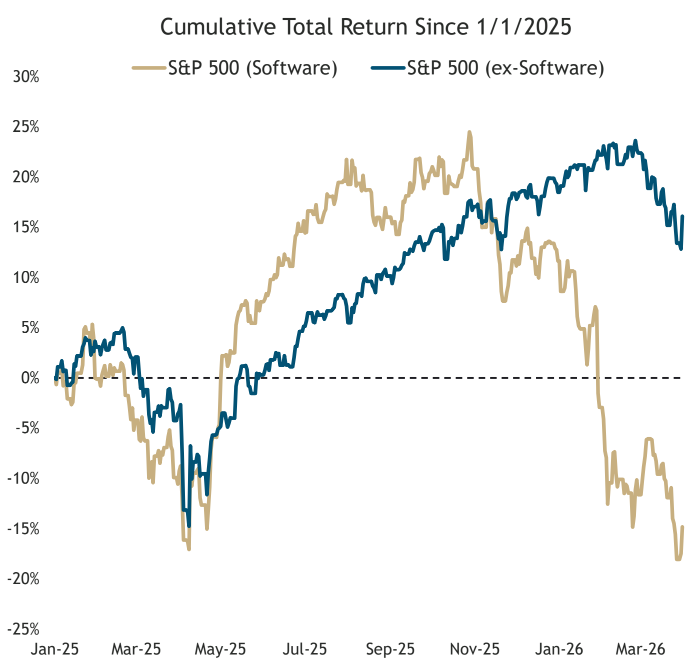
- The Bloomberg US Agg Index was essentially flat for the quarter, as coupon income offset price declines from rising yields.
- TIPS were the only major fixed income category to post a positive return in Q1, as realized CPI surprised to the upside.

**FIXED INCOME: PERFORMANCE**

| | QTR | 1yr | 3yr | 5yr | 10yr |
|---|---|---|---|---|---|
| Bloomberg US Agg Bond | (0.05%) | 4.35% | 3.63% | 0.31% | 1.70% |
| Bloomberg US Corporate IG | (0.54%) | 4.78% | 4.70% | 0.76% | 2.81% |
| Bloomberg US High Yield Corp | (0.50%) | 7.01% | 8.60% | 4.23% | 6.12% |
| Bloomberg Global Aggregate USD | (1.07%) | 4.26% | 2.59% | (1.46%) | 0.58% |
| Bloomberg US Treasury US TIPS | 0.26% | 3.00% | 3.18% | 1.48% | 2.66% |
| Bloomberg US Long Treasury | (0.41%) | 0.47% | (1.51%) | (4.58%) | (0.80%) |

*Source: Morningstar. Data as of 3/31/2026.*

# Software Stocks Decline




*Source: Morningstar, Creative Planning calculations. S&P 500 ex-Software derived assuming S&P 500 Software Industry is 10% weight in S&P 500 Index. Data through 3/27/2026.*

Software companies in the S&P 500 outperformed for most of 2025 but have declined significantly from their October 2025 peak.

Rapid improvements in AI model performance led investors to question the pricing power, growth prospects, and life expectancy of many software as a service (SaaS) companies.

**IGV: Expanded Tech-Software Sector ETF, Top 10 Holdings**

| | Weight as of 12/31/2025 | Q1 2026 Return |
|---|---|---|
| MICROSOFT | 9.0% | -23.3% |
| PALANTIR | 8.4% | -17.7% |
| SALESFORCE | 8.1% | -29.5% |
| ORACLE | 7.8% | -24.3% |
| INTUIT | 5.9% | -34.6% |
| APPLOVIN | 5.9% | -40.9% |
| ADOBE | 4.8% | -30.6% |
| SERVICENOW | 4.2% | -31.8% |
| PALO ALTO NETWORKS | 4.1% | -13.0% |
| CROWDSTRIKE | 3.8% | -16.7% |

*Source: iShares, Morningstar.*

# Oil Supply Shock

The IEA characterized the Strait of Hormuz disruption as the "largest supply disruption in the history of the global oil market."[1] Approximately 20% of global oil transits the Strait, along with significant shares of global LNG and urea fertilizer exports.

While the impact on energy prices took effect immediately, economists expect the full impact on food and consumer goods prices to materialize over the coming 3-6 months as higher input costs work through the supply chain.

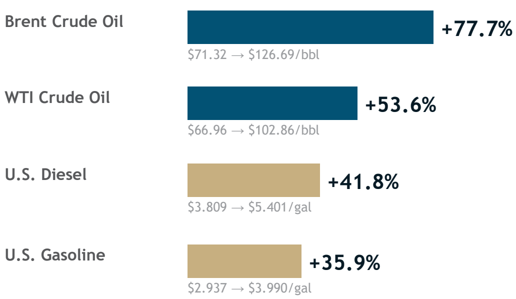
### INFLATION

Pre-conflict vs. After conflict start

| Measure | Before | | After | Date |
|---|---|---|---|---|
| CPI (year over year) | 2.4% | → | **3.3%** | Feb → Mar '26 (BLS) |
| Fed Core PCE Forecast | 2.5% | → | **2.7%** | Dec '25 → Mar '26 SEP |
| OECD U.S. CPI Forecast | 2.7% | → | **4.2%** | Jan '26 → Mar 27 '26 |
| IMF U.S. CPI Forecast | 2.6% | → | **3.2%** | Jan '26 → Apr 14 WEO |

### ENERGY PRICES

Price change: Feb 27 → Mar 31, 2026




### INTEREST RATES & FED POLICY

The Fed is on hold as it weighs inflation against growth risks

APRIL 29 FOMC (CME FEDWATCH)
**99.5% Hold**
Ease: 0.0% | Hike: 0.5%
As of Apr 14, 2026

JUNE 17 FOMC (CME FEDWATCH)
**99.1% Hold**
Ease: 0.0% | Hike: 0.9%
As of Apr 14, 2026

DECEMBER 9 FOMC (CME FEDWATCH)
**66.9% Hold**
Ease: 32.5% | Hike: 0.6%
Pre-war: 2 cuts priced in for '26

FED FUNDS RATE
**3.50-3.75%**
Held steady since Dec '25
March SEP: 1 cut projected for 2026

10-YEAR U.S. TREASURY YIELD
**3.97% → 4.30%**
Feb 27 → Mar 31 (+33 bps)
Investors priced in inflationary pressure rather than seeking safe-haven demand in Treasuries

Sources: FRED, BLS, Treasury.gov, Federal Reserve Summary of Economic Projections, CME FedWatch (rate probabilities, as of Apr 14 '26), OECD (Mar 27 '26), IMF WEO (Apr 14 '26).
Pre-conflict: Feb 27 '26 (crude/yields) / week ending Feb 23 (retail fuels). Q1 end: Mar 31 (crude/yields) / week ending Mar 30 (retail fuels).
[1]International Energy Agency, *Oil Market Report - April 2026*, published April 15, 2026. Available at iea.org/reports/oil-market-report-april-2026

# Index Sector Exposures

Sector exposure was a key differentiator across U.S. equity asset classes in Q1. Value tilted indexes benefited from heavier exposure to Energy, Materials and Utilities, while growth tilted indexes were pressured by their Technology concentration.

| | Q1 Return | Tech | Comm. Services | Cons. Cyclical | Health-care | Indust-rials | Cons. Defensive | Materials | Finan-cials | Energy | Real Estate | Utilities |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Russell 2000 Value | +5.0% | 8.2% | 2.6% | 9.3% | 10.8% | 11.6% | 2.4% | 5.7% | 24.0% | 9.4% | 10.5% | 5.5% |
| Russell 2000 | +0.9% | 15.1% | 2.3% | 8.7% | 17.9% | 16.6% | 2.6% | 5.0% | 16.1% | 6.5% | 6.3% | 3.1% |
| Russell Mid Cap Value | +3.7% | 14.4% | 3.3% | 8.7% | 7.8% | 16.5% | 5.2% | 5.5% | 14.1% | 8.6% | 8.5% | 7.4% |
| Russell 1000 Value | +2.1% | 12.4% | 8.0% | 7.3% | 11.7% | 13.2% | 7.5% | 3.9% | 19.6% | 7.7% | 4.0% | 4.6% |
| Russell Mid Cap | +1.3% | 15.5% | 3.5% | 11.5% | 9.3% | 17.9% | 4.4% | 4.3% | 12.5% | 7.6% | 7.0% | 6.4% |
| Russell 2000 Growth | -2.8% | 21.7% | 2.0% | 8.1% | 24.7% | 21.4% | 2.8% | 4.4% | 8.3% | 3.7% | 2.2% | 0.7% |
| S&P 500 | -4.3% | 33.6% | 10.5% | 10.0% | 9.5% | 8.5% | 5.2% | 1.9% | 12.3% | 4.0% | 1.9% | 2.5% |
| Russell Mid Cap Growth | -6.3% | 19.3% | 4.4% | 21.7% | 14.9% | 22.5% | 1.6% | 0.4% | 6.9% | 4.1% | 1.4% | 2.9% |
| Russell 1000 Growth | -9.8% | 51.9% | 12.5% | 13.2% | 7.6% | 5.3% | 2.7% | 0.3% | 5.4% | 0.4% | 0.4% | 0.3% |

Source: Morningstar. Data as of 3/31/2026.

# Additional Materials

Creative Planning issues a variety of timely content throughout the quarter in podcast, article, and live webinar formats. We will continually add to these resources to better inform our plan sponsors and participants.

Please click on the below links to be connected to some of our most recent content.

## Podcasts

*Down the Middle* is a monthly podcast hosted by Creative Planning President Peter Mallouk and Director of Financial Planning Jeff Stolper, where they discuss recent market events, Creative Planning's investment philosophy, monthly tips and more.

## Insights

Check out our latest posts on financial planning, retirement, investing, tax strategies, estate planning and trusts, insurance, or one of our specialty practices.

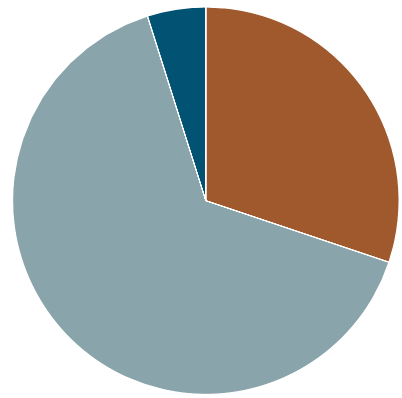
# Pension Plan

Salinas Valley Memorial Healthcare System
Salinas Valley Memorial Healthcare District EE Pension Plan
Top 10 Plan Assets and Asset Allocation
As of 03/31/2026

CREATIVE PLANNING®
RETIREMENT SERVICES

| Fund | Total Assets | % of Total Plan Assets |
|---|---|---|
| **Vanguard Total Stock Market Idx I**<br>Category: US Fund Large Blend | $363,666,912.60 | 64.96% |
| **Vanguard Total Bond Market Index I**<br>Category: US Fund Intermediate Core Bond | $155,495,595.90 | 27.78% |
| **Vanguard Real Estate Index Institutional**<br>Category: US Fund Real Estate | $27,373,915.70 | 4.89% |
| **Vanguard Short-Term Bond Idx I**<br>Category: US Fund Short-Term Bond | $13,294,222.74 | 2.37% |
| **Top 10 Fund Totals** | **$559,830,646.94** | **100.00%** |
| **Plan Totals** | **$559,830,646.94** | |

ALLOCATION OF PLAN ASSETS BY CATEGORY




*Asset values are based on the market value of the participants' holdings in each fund specific to the defined date listed above.*
*Asset categories are determined by Morningstar for registered products. For separate accounts, collective trusts, and other unregistered products, asset categories are determined by the fund provider.*
*This information is not intended as a solicitation for investment in any of the funds listed.*

See Important Disclosures and Definitions Attached. For Individual Plan Sponsor Use Only.

# Trust Accounting Overview

| | Oct 1, 2025 to Dec 31, 2025 | Jan 1, 2026 to Mar 31, 2026 |
|---|---|---|
| Plan Assets Beginning of Time Period | $568,242,408 | $576,431,303 |
| Plan Contributions | $869,925 | $869,037 |
| Benefit Credits | $3,016,691 | $3,015,886 |
| Benefit Payments | (5,721,521) | (5,898,937) |
| Transamerica Administration Expenses | ($30,374) | ($28,600) |
| Investment Performance | $10,054,174 | ($14,558,042) |
| Plan Assets End of Time Period | $576,431,303 | $559,830,647 |

# Historical Plan Assets & Calendar Year Performance

| Date | Assets | Calendar Year Return |
|---|---|---|
| February 17, 2016 | $180,194,217 | n/a |
| December 31, 2016 | $215,805,774 | n/a |
| December 31, 2017 | $268,172,043 | 14.63% |
| December 31, 2018 | $263,007,573 | -7.38% |
| December 31, 2019 | $331,115,464 | 19.61% |
| December 31, 2020 | $386,005,926 | 12.63% |
| December 31, 2021 | $442,374,774 | 12.06% |
| December 31, 2022 | $403,719,515 | -17.70% |
| December 31, 2023 | $459,538,694 | 15.47% |
| December 31, 2024 | $515,636,478 | 13.94% |
| December 31, 2025 | $576,431,303 | 13.23% |

# Employees Pension Plan
# Defined Benefit Plan Investment Performance

Investment Performance as of March 31, 2026

| One Year<br>April 1, 2025 to<br>March 31, 2026 | | Three Year<br>April 1, 2023 to<br>March 31, 2026 | | Five Year<br>April 1, 2021 to<br>March 31, 2026 | |
|---|---|---|---|---|---|
| Actual | 12.66% | Actual | 11.29% | Actual | 7.54% |
| Benchmark | 12.43% | Benchmark | 11.05% | Benchmark | 5.83% |

Inception performance from February 17, 2016 to March 31, 2026 is 9.18% annualized.
Performance Information obtained from Trust Reports prepared by Transamerica.

Performance is actual performance for time period listed and returns are net of investment management fees

Benchmark is custom benchmark for Plan and does not include any investment management fees

# Employees Pension Plan
# Defined Benefit Plan Investment Performance

Investment Performance Post-Menu Changes

| | Q1 2025 | Q2 2025 | Q3 2025 | Q4 2025 | Q1 2026 |
|---|---|---|---|---|---|
| Actual | -1.83 | 6.99 | 5.75 | 1.70 | -2.29 |
| Benchmark | -1.83 | 6.97 | 5.77 | 1.73 | -2.32 |
| Difference | 0.00 | 0.02 | -0.02 | -0.03 | 0.03 |

- The Pension Plan has an asset weighted portfolio expense of 0.04% (based on target allocations)
- Index fund managers manage daily cash flow, trading and other tasks to replicate the given underlying benchmark
- The benchmark itself (e.g. S&P 500) is not investable
- To measure success, we would like the performance of the plan to be within 0.04% + 0.20% = 0.24% of the benchmark over any given time period

*Performance Information obtained from Morningstar Direct.*

*Performance is actual performance for time period listed and returns are net of investment management fees*

*Benchmark is custom benchmark for Plan and does not include any investment management fees*

# Benchmarks for Plan Investments (Current)

| Fund | Benchmark | Weight |
|---|---|---|
| Vanguard Real Estate Index Institutional | MSCI US IMI/Real Estate 25-50 GR USD | 5% |
| Vanguard Short Term Bond Index I | Bloomberg US 1-5yr Govt/Credit Fl Adj TR USD | 5% |
| Vanguard Total Bond Market Index I | Bloomberg US Agg Float Adj TR USD | 30% |
| Vanguard Total Stock Market Index I | CRSP US Total Market TR USD | 60% |

## Salinas Valley Memorial Healthcare System
## Salinas Valley Memorial Healthcare District EE Pension Plan
## Investment Option Style Analysis
## As of 03/31/2026

CREATIVE PLANNING
RETIREMENT SERVICES

### U.S. EQUITY STYLE BOX

| | VALUE | BLEND | | GROWTH |
|---|---|---|---|---|
| LARGE | | Vanguard Total Stock Market Idx I | 100 | |
| MEDIUM | | | | |
| SMALL | | | | |

### OTHER ASSET CLASSES

| MONEY MARKET/STABLE VALUES | BOND/FIXED INCOME | | RISK-BASED ASSET ALLOCATION |
|---|---|---|---|
| | Vanguard Short-Term Bond Idx I | 100 | |
| | Vanguard Total Bond Market Index I | 100 | |

| INTERNATIONAL/GLOBAL | OTHER INCLUDING SECTOR FUNDS | | TIME-BASED ASSET ALLOCATION |
|---|---|---|---|
| | Vanguard Real Estate Index Institutional | 100 | |

*Asset categories are determined by Morningstar for registered products. For separate accounts, collective trusts, and other unregistered products, asset categories are determined by the fund provider.*

See Important Disclosures and Definitions Attached. For Individual Plan Sponsor Use Only.

## Salinas Valley Memorial Healthcare System
## Salinas Valley Memorial Healthcare District EE Pension Plan
## Fund Scorecard
## As of 03/31/2026

CREATIVE PLANNING
RETIREMENT SERVICES

### INDEX FUNDS

| Fund/ Universe/ Benchmark | (1) Tracking Error 3 Yr | (2) Tracking Error 5 Yr | (3) R-Sqd 3 Yr | (4) R-Sqd 5 Yr | (5) Return 1 Yr Expense Adjusted | (6) Return 3 Yr Expense Adjusted | (7) Return 5 Yr Expense Adjusted | (8) Return 10 Yr Expense Adjusted | (9) Net Expense Ratio | Overall Rating | Watch/Replace Status Since |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Weighted Percentage | 10% | 10% | 10% | 10% | 10% | 15% | 15% | 15% | 5% | | |
| **Vanguard Short-Term Bond Idx I (VBITX)**<br>US Fund Short-Term Bond<br>Benchmark: Bloomberg US 1-5Y GovCredit FlAdj TR USD | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | 100 | |
| **Vanguard Total Bond Market Index I (VBTIX)**<br>US Fund Intermediate Core Bond<br>Benchmark: Bloomberg US Agg Float Adj TR USD | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | 100 | |
| **Vanguard Total Stock Market Idx I (VITSX)**<br>US Fund Large Blend<br>Benchmark: CRSP US Total Market TR USD | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | 100 | |
| **Vanguard Real Estate Index Institutional (VGSNX)**<br>US Fund Real Estate<br>Benchmark: MSCI US IMI/Real Estate 25-50 GR USD | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Not Rated | Exceeds | 100 | |

*This evaluation about the funds in your plan has been prepared pursuant to your specific request. This scorecard should be considered together with the fund's performance and supporting detail analysis. This information is provided in order to assist in the prudent investment analysis of the funds in your plan and possible alternatives. Asset categories are determined by Morningstar for registered products. For unregistered products, asset categories are determined by fund provider. Benchmark indices are representative of each fund's investment style.*

## Salinas Valley Memorial Healthcare System
## Salinas Valley Memorial Healthcare District EE Pension Plan
## Performance Review and Percentile Rankings
## As of 03/31/2026

CREATIVE PLANNING® RETIREMENT SERVICES

| Fund/ Universe/ Benchmark | Score | % Return QTD | % Return YTD | % Return 1 Yr | % Return 3 Yr | % Return 5 Yr | % Return 10 Yr | Return QTD Rank %* | Return 1 Yr Rank %* | Return 3 Yr Rank %* | Return 5 Yr Rank %* | Return 10 Yr Rank %* | % Net Expense Ratio |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Vanguard Short-Term Bond Idx I (VBITX)** | 100 | **0.12** | **0.12** | **4.11** | **4.28** | **1.68** | **1.97** | **65** | **69** | **85** | **85** | **80** | **0.03** |
| Universe: US Fund Short-Term Bond | | 0.16 | 0.16 | 4.42 | 5.07 | 2.29 | 2.32 | - | - | - | - | - | 0.629 |
| Benchmark: Bloomberg US 1-5Y GovCredit FlAdj TR USD | | 0.14 | 0.14 | 4.15 | 4.33 | 1.71 | 2.02 | - | - | - | - | - | - |
| **Vanguard Total Bond Market Index I (VBTIX)** | 100 | **0.06** | **0.06** | **4.34** | **3.62** | **0.34** | **1.70** | **23** | **41** | **54** | **39** | **52** | **0.025** |
| Universe: US Fund Intermediate Core Bond | | -0.06 | -0.06 | 4.25 | 3.70 | 0.20 | 1.72 | - | - | - | - | - | 0.533 |
| Benchmark: Bloomberg US Agg Float Adj TR USD | | -0.07 | -0.07 | 4.26 | 3.63 | 0.34 | 1.73 | - | - | - | - | - | - |
| **Vanguard Total Stock Market Idx I (VITSX)** | 100 | **-3.97** | **-3.97** | **18.19** | **17.86** | **10.77** | **13.68** | **43** | **27** | **37** | **49** | **33** | **0.03** |
| Universe: US Fund Large Blend | | -3.87 | -3.87 | 15.45 | 15.67 | 9.83 | 12.09 | - | - | - | - | - | 0.719 |
| Benchmark: CRSP US Total Market TR USD | | -3.96 | -3.96 | 18.21 | 17.86 | 10.78 | 13.68 | - | - | - | - | - | - |
| **Vanguard Real Estate Index Institutional (VGSNX)** | 100 | **1.29** | **1.29** | **1.86** | **6.43** | **3.20** | **4.66** | **71** | **64** | **53** | **62** | **56** | **0.11** |
| Universe: US Fund Real Estate | | 2.32 | 2.32 | 2.59 | 6.35 | 3.18 | 4.47 | - | - | - | - | - | 1.086 |
| Benchmark: MSCI US IMI/Real Estate 25-50 GR USD | | 1.35 | 1.35 | 1.97 | 6.54 | 3.30 | - | - | - | - | - | - | - |

*The performance figures represent past performance and do not guarantee future results. Fund data is specific to the date referenced in the page heading. Current performance may be lower or higher than the performance data quoted. Asset categories are determined by Morningstar for registered products. For separate accounts, collective trusts, or other unregistered products, asset categories are determined by the fund provider. Benchmark Indices are representative of each fund's investment style*

***This information is not intended as a solicitation for investment in any of the funds listed.***

**Percentile rankings are based on Morningstar calculations for all registered products. For unregistered products, such as separate accounts and collective trusts, these rankings are calculated separately in comparison to the mutual fund universe only.*


## Salinas Valley Memorial Healthcare System
## Salinas Valley Memorial Healthcare District EE Pension Plan

## Calendar Year Returns

## As of 03/31/2026

CREATIVE PLANNING® RETIREMENT SERVICES


| Fund Name | % YTD | % 2025 | % 2024 | % 2023 | % 2022 | % 2021 | % 2020 | % 2019 | % 2018 | % 2017 | % 2016 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Vanguard Short-Term Bond Idx I (VBITX)** | **0.12** | **6.10** | **3.75** | **4.88** | **-5.52** | **-1.06** | **4.71** | **4.88** | **1.37** | **1.20** | **1.51** |
| *Universe Rank: US Fund Short-Term Bond* | *65* | *42* | *92* | *82* | *65* | *87* | *29* | *45* | *22* | *81* | *75* |
| *Benchmark: Bloomberg US 1-5Y GovCredit FlAdj TR USD* | *0.14* | *6.11* | *3.76* | *4.89* | *-5.50* | *-0.97* | *4.71* | *5.01* | *1.38* | *1.27* | *1.57* |
| *Universe: US Fund Short-Term Bond* | *0.16* | *6.00* | *5.05* | *5.80* | *-5.25* | *0.03* | *3.72* | *4.58* | *0.92* | *1.65* | *2.04* |
| **Vanguard Total Bond Market Index I (VBTIX)** | **0.06** | **7.17** | **1.25** | **5.72** | **-13.15** | **-1.65** | **7.74** | **8.73** | **-0.01** | **3.57** | **2.61** |
| *Universe Rank: US Fund Intermediate Core Bond* | *23* | *50* | *73* | *46* | *39* | *51* | *48* | *37* | *28* | *48* | *53* |
| *Benchmark: Bloomberg US Agg Float Adj TR USD* | *-0.07* | *7.21* | *1.33* | *5.60* | *-13.07* | *-1.58* | *7.75* | *8.87* | *-0.08* | *3.63* | *2.75* |
| *Universe: US Fund Intermediate Core Bond* | *-0.06* | *7.07* | *1.72* | *5.49* | *-13.34* | *-1.53* | *7.52* | *8.29* | *-0.52* | *3.76* | *3.24* |
| **Vanguard Total Stock Market Idx I (VITSX)** | **-3.97** | **17.13** | **23.75** | **26.02** | **-19.51** | **25.73** | **21.00** | **30.81** | **-5.16** | **21.17** | **12.67** |
| *Universe Rank: US Fund Large Blend* | *43* | *40* | *45* | *36* | *73* | *66* | *23* | *47* | *50* | *56* | *20* |
| *Benchmark: CRSP US Total Market TR USD* | *-3.96* | *17.15* | *23.77* | *25.98* | *-19.49* | *25.72* | *20.99* | *30.84* | *-5.17* | *21.19* | *12.68* |
| *Universe: US Fund Large Blend* | *-3.87* | *15.56* | *20.70* | *22.14* | *-16.92* | *25.37* | *15.12* | *28.62* | *-6.24* | *20.45* | *10.06* |
| **Vanguard Real Estate Index Institutional (VGSNX)** | **1.29** | **3.23** | **4.94** | **11.82** | **-26.17** | **40.41** | **-4.67** | **29.02** | **-5.93** | **4.93** | **8.51** |
| *Universe Rank: US Fund Real Estate* | *71* | *21* | *62* | *53* | *62* | *65* | *41* | *28* | *69* | *69* | *17* |
| *Benchmark: MSCI US IMI/Real Estate 25-50 GR USD* | *1.35* | *3.31* | *5.05* | *11.96* | *-26.12* | *40.56* | *-4.55* | *29.03* | *-4.59* | *9.05* | *-* |
| *Universe: US Fund Real Estate* | *2.32* | *1.41* | *6.10* | *11.77* | *-25.77* | *38.51* | *-4.97* | *27.36* | *-6.10* | *5.75* | *6.65* |

# 403(b) and 457 Plans

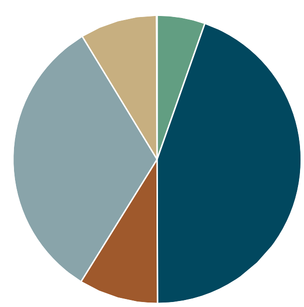


Salinas Valley Memorial Healthcare System
Salinas Valley Memorial Healthcare System 403(b) Plan
Top 10 Plan Assets and Asset Allocation
As of 03/31/2026

CREATIVE PLANNING®
RETIREMENT SERVICES

| Fund | Total Assets | % of Total Plan Assets |
|---|---|---|
| **Fidelity 500 Index**<br>Category: US Fund Large Blend | $30,368,336.20 | 16.46% |
| **American Funds 2010 Trgt Date Ret Inc R6**<br>Category: US Fund Target-Date 2000-2010 | $15,695,300.68 | 8.51% |
| **American Funds 2030 Trgt Date Retire R6**<br>Category: US Fund Target-Date 2030 | $14,518,814.04 | 7.87% |
| **American Funds 2035 Trgt Date Retire R6**<br>Category: US Fund Target-Date 2035 | $14,310,029.71 | 7.76% |
| **Fidelity U.S. Bond Index**<br>Category: US Fund Intermediate Core Bond | $13,429,689.23 | 7.28% |
| **American Funds 2050 Trgt Date Retire R6**<br>Category: US Fund Target-Date 2050 | $11,140,423.21 | 6.04% |
| **American Funds 2040 Trgt Date Retire R6**<br>Category: US Fund Target-Date 2040 | $10,675,279.91 | 5.79% |
| **Vanguard Federal Money Market Investor**<br>Category: US Fund Money Market-Taxable | $9,919,834.75 | 5.38% |
| **American Funds 2045 Trgt Date Retire R6**<br>Category: US Fund Target-Date 2045 | $9,869,537.91 | 5.35% |
| **Fidelity Contrafund K6**<br>Category: US Fund Large Growth | $9,013,366.32 | 4.88% |
| **Top 10 Fund Totals** | **$138,940,611.96** | **75.30%** |
| **Plan Totals** | **$184,514,829.67** | |

## ALLOCATION OF PLAN ASSETS BY CATEGORY



- Stable Value/Money Market (5.38%)
- Target Date/Asset Allocation (44.58%)
- Fixed Income (8.90%)
- US Equity (32.44%)
- Non-US Equity (8.64%)
- Other (0.06%)

*Asset values are based on the market value of the participants' holdings in each fund specific to the defined date listed above.*
*Asset categories are determined by Morningstar for registered products. For separate accounts, collective trusts, and other unregistered products, asset categories are determined by the fund provider.*
*This information is not intended as a solicitation for investment in any of the funds listed.*

## Salinas Valley Memorial Healthcare System
## Salinas Valley Memorial Healthcare System 403(b) Plan
## Plan Assets By Fund
## As of 03/31/2026

CREATIVE PLANNING
RETIREMENT SERVICES

| Fund | Total Assets | % of Plan Assets |
|---|---|---|
| Self-Directed Brokerage Account | $114,053.40 | 0.06% |
| Vanguard Federal Money Market Investor | $9,919,834.75 | 5.38% |
| Fidelity U.S. Bond Index | $13,429,689.23 | 7.28% |
| PIMCO Income Instl | $2,996,504.08 | 1.62% |
| JPMorgan Equity Income R6 | $5,199,229.56 | 2.82% |
| Fidelity 500 Index | $30,368,336.20 | 16.46% |
| Fidelity Contrafund K6 | $9,013,366.32 | 4.88% |
| Fidelity Mid Cap Index | $7,032,809.08 | 3.81% |
| DFA US Targeted Value I | $1,242,402.01 | 0.67% |
| Fidelity Small Cap Index | $4,035,230.73 | 2.19% |
| Janus Henderson Triton N | $2,960,174.52 | 1.60% |
| American Funds EUPAC R6 | $5,449,470.80 | 2.95% |
| Fidelity International Index | $8,899,750.29 | 4.82% |
| T. Rowe Price International Discovery I | $1,600,235.53 | 0.87% |
| American Funds 2010 Trgt Date Ret Inc R6 | $15,695,300.68 | 8.51% |
| American Funds 2015 Trgt Date Ret Inc R6 | $16,455.66 | 0.01% |
| American Funds 2020 Trgt Date Ret Inc R6 | $62,006.74 | 0.03% |
| American Funds 2025 Trgt Date Ret Inc R6 | $214,541.36 | 0.12% |
| American Funds 2030 Trgt Date Retire R6 | $14,518,814.04 | 7.87% |
| American Funds 2035 Trgt Date Retire R6 | $14,310,029.71 | 7.76% |
| American Funds 2040 Trgt Date Retire R6 | $10,675,279.91 | 5.79% |
| American Funds 2045 Trgt Date Retire R6 | $9,869,537.91 | 5.35% |
| American Funds 2050 Trgt Date Retire R6 | $11,140,423.21 | 6.04% |
| American Funds 2055 Trgt Date Retire R6 | $3,424,299.50 | 1.86% |
| American Funds 2060 Trgt Date Retire R6 | $2,222,591.21 | 1.20% |
| American Funds 2065 Trgt Date Retire R6 | $75,307.79 | 0.04% |





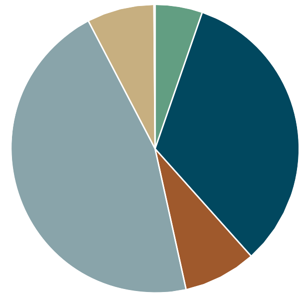
| Fund | Total Assets | % of Plan Assets |
|---|---|---|
| American Funds 2070 Trgt Date Retire R6 | $29,155.45 | 0.02% |
| **Total Market Value:** | **$184,514,829.67** | **100%** |

## Salinas Valley Memorial Healthcare System
## Salinas Valley Memorial Healthcare System 457 Plan
## Top 10 Plan Assets and Asset Allocation
## As of 03/31/2026

CREATIVE PLANNING®
RETIREMENT SERVICES

| Fund | Total Assets | % of Total Plan Assets |
|---|---|---|
| **Fidelity 500 Index**<br>Category: US Fund Large Blend | $30, 680, 21.44 | 4, .84% |
| **American Funds 2010 Trgt Date Ret Inc R6**<br>Category: US Fund Target-Date 4555-4525 | $403280664.92 | , .82% |
| **Fidelity Contrafund K6**<br>Category: US Fund Large 7roMth | $402, 30829.53 | 9.12% |
| **Fidelity U.S. Bond Index**<br>Category: US Fund Intermediate Core Bond | $4028206, 3.kk | 9.2, % |
| **American Funds 2045 Trgt Date Retire R6**<br>Category: US Fund Target-Date 4586 | $405990939.k8 | 6.39% |
| **American Funds 2030 Trgt Date Retire R6**<br>Category: US Fund Target-Date 4515 | $2034k0629.54 | 6.69% |
| **Vanguard Federal Money Market Investor**<br>Category: US Fund x oney x arbet-TaGawle | $20, 880193.65 | 6.14% |
| **Fidelity International Index**<br>Category: US Fund Foreign Large Blend | $2098k0513.44 | 8.k6% |
| **American Funds 2040 Trgt Date Retire R6**<br>Category: US Fund Target-Date 4585 | $206k60433.16 | 8.68% |
| **American Funds 2035 Trgt Date Retire R6**<br>Category: US Fund Target-Date 4516 | $201690821.4, | 1.32% |
| **Top 10 Fund Totals** | **$27,517,705.80** | **79.36%** |
| **Plan Totals** | **$34,674,792.07** | |

### ALLOCATION OF PLAN ASSETS BY CATEGORY




*Asset values are based on the market value of the participants' holdings in each fund specific to the defined date listed above. Asset categories are determined by Morningstar for registered products. For separate accounts, collective trusts, and other unregistered products, asset categories are determined by the fund provider.*
*This information is not intended as a solicitation for investment in any of the funds listed.*

See Important Disclosures and Definitions Attached. For Individual Plan Sponsor Use Only.

## Salinas Valley Memorial Healthcare System
## Salinas Valley Memorial Healthcare System 457 Plan
## Plan Assets By Fund
## As of 03/31/2026

CREATIVE PLANNING®
RETIREMENT SERVICES

| Fund | Total Assets | % of Plan Assets |
|---|---|---|
| Self-Directed Brokerage Account | $14,053.01 | 6.%3V |
| Manguard Federal 9oney 9arket Investor | $%,811,37x.46 | 4.35V |
| Fidelity U.S. Bond Inde2 | $5,%1%,48x.00 | 7.%8V |
| PI9CO Income Instl | $78x,%03.47 | %.xxV |
| JP9organ Equity Income R7 | $714,554.6x | %.87V |
| Fidelity 466 Inde2 | $x,841,8%3.55 | 58.15V |
| Fidelity Contrafund K7 | $5,%8x,1%7.6x | 7.3%V |
| Fidelity 9id Cap Inde2 | $%,355,567.76 | 3.8%V |
| DFA US Targeted Malue I | $153,744.55 | %.55V |
| Fidelity Small Cap Inde2 | $x13,67x.74 | 5.05V |
| Janus Henderson Triton N | $1xx,645.46 | %.11V |
| American Funds EUPAC R7 | $74%,136.%7 | %.88V |
| Fidelity International Inde2 | $%,710,63x.55 | 1.04V |
| T. Rowe Price International Discovery I | $3%1,037.03 | 6.x%V |
| American Funds 56%6 Trgt Date Ret Inc R7 | $5,x%1,445.7% | 8.1%V |
| American Funds 56%4 Trgt Date Ret Inc R7 | $6.66 | 6.66V |
| American Funds 5656 Trgt Date Ret Inc R7 | $6.66 | 6.66V |
| American Funds 5654 Trgt Date Ret Inc R7 | $577,403.50 | 6.00V |
| American Funds 5636 Trgt Date Retire R7 | $%,x50,4%7.65 | 4.47V |
| American Funds 5634 Trgt Date Retire R7 | $%,347,1%3.58 | 3.x%V |
| American Funds 5616 Trgt Date Retire R7 | $%,404,5xx.34 | 1.41V |
| American Funds 5614 Trgt Date Retire R7 | $5,677,7x7.01 | 4.x7V |
| American Funds 5646 Trgt Date Retire R7 | $713,%%7.74 | %.84V |
| American Funds 5644 Trgt Date Retire R7 | $455,87x.31 | %.4%V |
| American Funds 5676 Trgt Date Retire R7 | $%0%,x65.03 | 6.46V |
| American Funds 5674 Trgt Date Retire R7 | $8,x38.5x | 6.63V |

See Important Disclosures and Definitions Attached. For Individual Plan Sponsor Use Only.

## Salinas Valley Memorial Healthcare System
## Salinas Valley Memorial Healthcare System 457 Plan
## Plan Assets By Fund
## As of 03/31/2026

CREATIVE PLANNING
RETIREMENT SERVICES

| Fund | Total Assets | % of Plan Assets |
|---|---|---|
| American Funds 5606 Trgt Date Retire R7 | $x,1%5.01 | 6.63V |
| **Total Market Value:** | **$34,674,792.07** | **100%** |



## Salinas Valley Memorial Healthcare System
## Salinas Valley Memorial Healthcare System 403(b) Plan
## Investment Option Style Analysis
## As of 03/31/2026

CREATIVE PLANNING
RETIREMENT SERVICES

### U.S. EQUITY STYLE BOX

| | VALUE | | BLEND | | GROWTH | |
|---|---|---|---|---|---|---|
| LARGE | JPMorgan Equity Income R6 | 50 | Fidelity 500 Index | 100 | Fidelity Contrafund K6 | 93 |
| MEDIUM | | | Fidelity Mid Cap Index | 100 | | |
| SMALL | DFA US Targeted Value I | 100 | Fidelity Small Cap Index | 100 | Janus Henderson Triton N | 65 |

### OTHER ASSET CLASSES

| MONEY MARKET/STABLE VALUES | | BOND/FIXED INCOME | | RISK-BASED ASSET ALLOCATION | |
|---|---|---|---|---|---|
| Vanguard Federal Money Market Investor | 100 | Fidelity U.S. Bond Index | 100 | | |
| | | PIMCO Income Instl | 100 | | |

| INTERNATIONAL/GLOBAL | | OTHER INCLUDING SECTOR FUNDS | | TIME-BASED ASSET ALLOCATION | |
|---|---|---|---|---|---|
| American Funds EUPAC R6 | 25 | | | American Funds 2010 Trgt Date Ret Inc R6 | 100 |
| Fidelity International Index | 100 | | | American Funds 2015 Trgt Date Ret Inc R6 | 100 |

*Asset categories are determined by Morningstar for registered products. For separate accounts, collective trusts, and other unregistered products, asset categories are determined by the fund provider.*

Salinas Valley Memorial Healthcare System
Salinas Valley Memorial Healthcare System 403(b) Plan
Investment Option Style Analysis
As of 03/31/2026

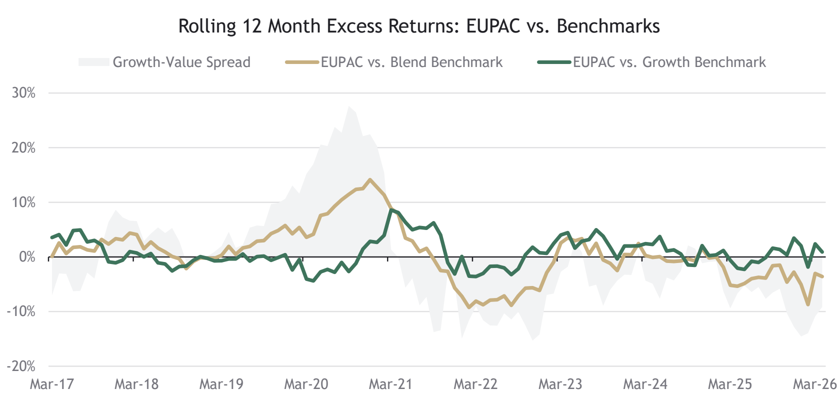
CREATIVE PLANNING
RETIREMENT SERVICES

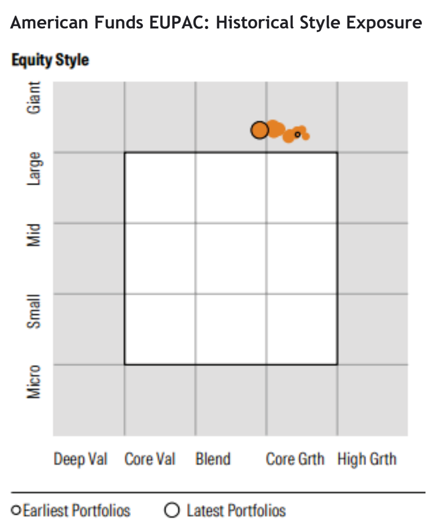
| INTERNATIONAL/GLOBAL | | OTHER INCLUDING SECTOR FUNDS | TIME-BASED ASSET ALLOCATION | |
|---|---|---|---|---|
| T. Rowe Price International Discovery I | 100 | | American Funds 2020 Trgt Date Ret Inc R6 | 100 |
| | | | American Funds 2025 Trgt Date Ret Inc R6 | 100 |
| | | | American Funds 2030 Trgt Date Retire R6 | 100 |
| | | | American Funds 2035 Trgt Date Retire R6 | 100 |
| | | | American Funds 2040 Trgt Date Retire R6 | 100 |
| | | | American Funds 2045 Trgt Date Retire R6 | 100 |
| | | | American Funds 2050 Trgt Date Retire R6 | 100 |
| | | | American Funds 2055 Trgt Date Retire R6 | 90 |
| | | | American Funds 2060 Trgt Date Retire R6 | 90 |
| | | | American Funds 2065 Trgt Date Retire R6 | 66 |
| | | | American Funds 2070 Trgt Date Retire R6 | NR |

*Asset categories are determined by Morningstar for registered products. For separate accounts, collective trusts, and other unregistered products, asset categories are determined by the fund provider.*

See Important Disclosures and Definitions Attached. For Individual Plan Sponsor Use Only.

# American Funds EUPAC



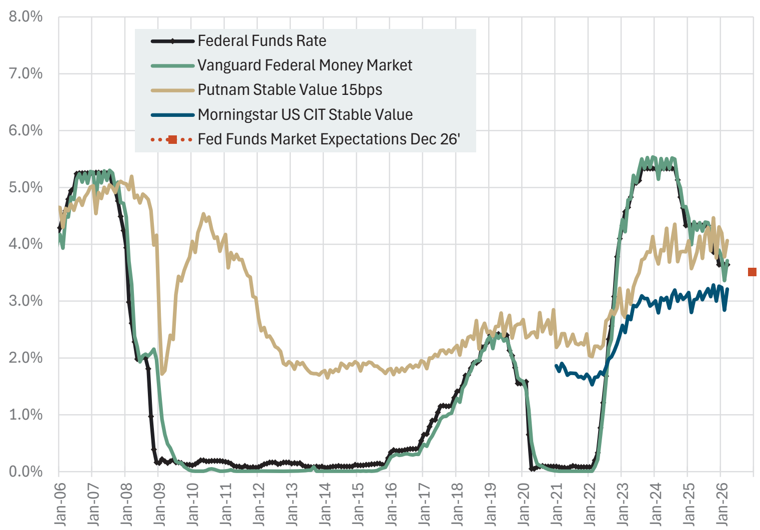




| Performance as of 3/31/2026 | QTR | 1yr | 3yr | 5yr | 10yr |
|---|---|---|---|---|---|
| American Funds EUPAC R6 | -2.84 | 22.30 | 11.67 | 4.08 | 8.40 |
| MSCI ACWI ex USA IMI Growth | -3.24 | 19.91 | 10.36 | 3.27 | 7.54 |
| MSCI ACWI ex USA IMI | -0.68 | 25.32 | 14.38 | 6.83 | 8.33 |

*Source: Morningstar. Growth benchmark: MSCI ACWI ex USA IMI Growth NR USD. Value benchmark: MSCI ACWI ex USA IMI Value NR USD. Blend benchmark: MSCI ACWI ex USA IMI NR USD. Growth-Value Spread: Illustrates the rolling 12-month return difference between the growth benchmark and value benchmark*

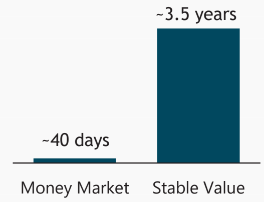
# Money Market vs. Stable Value

Historical Annualized Yields




## Interest Rate Impact

Average Maturity




3yr Treasury Minus Fed Funds Rate

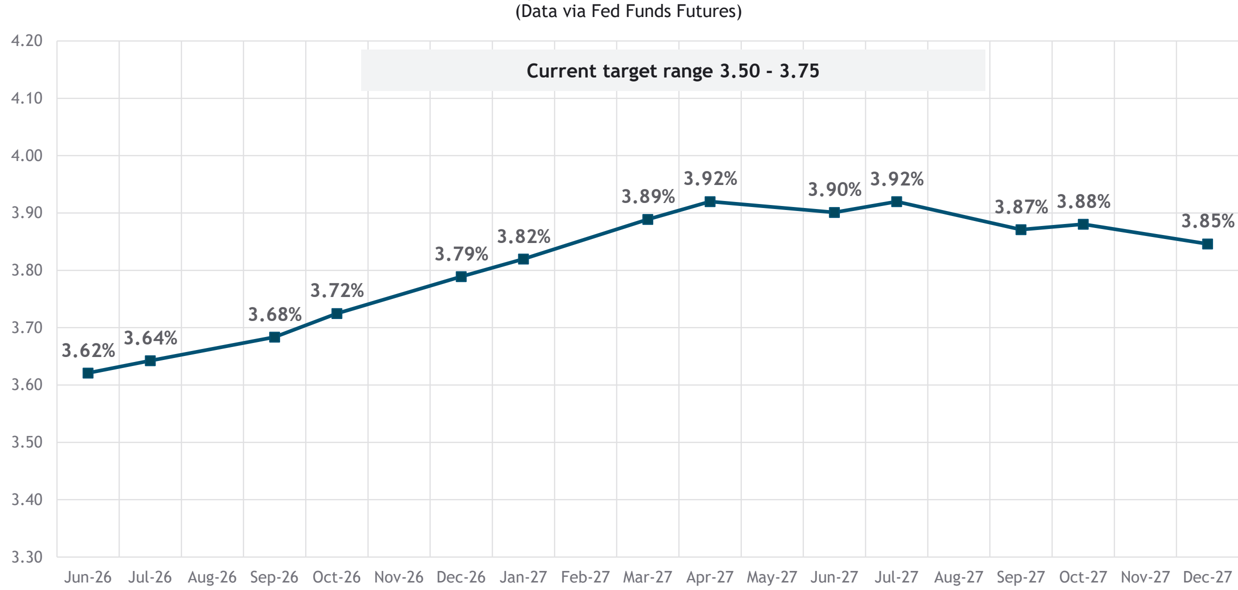

- Stable value benefits from upward-sloping yield curves (longer-term yields > short-term)
- Money market reacts faster to rising/falling rates; stable value reacts with a lag
- Over the last 25 years, the yield curve has been upward sloping ~76% of the time[1]

Annualized Yields Source: Morningstar, using annualized monthly return data. Fed Funds rate sourced from fred.stlouisfed.org. Market expectations based on futures data provided by CME as of 4/13/2026. Treasury yield curve data from treasury.gov. Average maturity numbers are approximations, and for illustration purposes only.[1]Data from fred.stlouisfed.org. Positively sloped yield curve defined as % of time the 3yr treasury constant maturity was greater than the federal funds rate, computed on a monthly basis from 4/2000 – 3/2025

60

# Federal Funds Rate: Market Expectations

Market Expectations for Fed Funds Rate
(Data via Fed Funds Futures)




*Source: cmegroup, fedWatch data as of 5/31/2026.*

## Salinas Valley Memorial Healthcare System
## Salinas Valley Memorial Healthcare System 403(b) Plan
## Fund Scorecard
## As of 03/31/2026

CREATIVE PLANNING®
RETIREMENT SERVICES

### CAPITAL PRESERVATION FUNDS

| Fund/ Universe/ Benchmark | (1) Return 1 Yr | (2) Return 3 Yr | (3) Return 5 Yr | (4) Return 10 Yr | (5) Net Expense Ratio | Overall Rating | Watch/Replace Status Since |
|---|---|---|---|---|---|---|---|
| Weighted Percentage | 20% | 25% | 25% | 25% | 5% | | |
| Vanguard Federal Money Market Investor (VMFXX) | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | 100 | |
| US Fund Money Market-Taxable | | | | | | | |
| Benchmark: ICE BofA USD 3M Dep OR CM TR USD | | | | | | | |

*This evaluation about the funds in your plan has been prepared pursuant to your specific request. This scorecard should be considered together with the fund's performance and supporting detail analysis. This information is provided in order to assist in the prudent investment analysis of the funds in your plan and possible alternatives. Asset categories are determined by Morningstar for registered products. For unregistered products, asset categories are determined by fund provider. Benchmark indices are representative of each fund's investment style.*


## Salinas Valley Memorial Healthcare System
## Salinas Valley Memorial Healthcare System 403(b) Plan
## Fund Scorecard
## As of 03/31/2026

CREATIVE PLANNING®
RETIREMENT SERVICES


### FIXED INCOME FUNDS

| Fund/ Universe/ Benchmark | (1) Return 3 Yr | (2) Return 5 Yr | (3) Return 10 Yr | (4) Standard Deviation 3 Yr | (5) Standard Deviation 10 Yr | (6) Sharpe 3 Yr | (7) Sharpe 5 Yr PG | (8) Sharpe 10 Yr | (9) Sortino 5 Yr | (10) Net Expense Ratio | (11) Sharpe 5 Yr BM | Overall Rating | Watch/Replace Status Since |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Weighted Percentage | 5% | 10% | 15% | 5% | 10% | 5% | 10% | 15% | 10% | 5% | 10% | | |
| PIMCO Income Instl (PIMIX) | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | 100 | |
| US Fund Multisector Bond | | | | | | | | | | | | | |
| Benchmark: Bloomberg US Universal TR USD | | | | | | | | | | | | | |


*This evaluation about the funds in your plan has been prepared pursuant to your specific request. This scorecard should be considered together with the fund's performance and supporting detail analysis. This information is provided in order to assist in the prudent investment analysis of the funds in your plan and possible alternatives. Asset categories are determined by Morningstar for registered products. For unregistered products, asset categories are determined by fund provider. Benchmark indices are representative of each fund's investment style.*

## Salinas Valley Memorial Healthcare System
## Salinas Valley Memorial Healthcare System 403(b) Plan
## Fund Scorecard
## As of 03/31/2026

CREATIVE PLANNING®
RETIREMENT SERVICES

### EQUITY & OTHER FUNDS

| Fund/ Universe/ Benchmark | (1) Return 3 Yr | (2) Return 5 Yr | (3) Return 10 Yr | (4) Alpha 3 Yr | (5) Alpha 5 Yr | (6) Alpha 10 Yr | (7) Beta 3 Yr | (8) Sharpe 5 Yr | (9) R-Sqd 3 Yr | (10) Information Ratio 5 Yr | (11) Net Expense Ratio | (12) Standard Deviation 5 Yr | Overall Rating | Watch/Replace Status Since |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Weighted Percentage** | 5% | 5% | 10% | 5% | 5% | 15% | 5% | 15% | 5% | 15% | 5% | 10% | | |
| JPMorgan Equity Income R6 (OIEJX) | Below | Below | Exceeds | Below | Below | Exceeds | Exceeds | Below | Exceeds | Below | Exceeds | Exceeds | 50 | |
| US Fund Large Value | | | | | | | | | | | | | | |
| Benchmark: Russell 1000 Value TR USD | | | | | | | | | | | | | | |
| Fidelity Contrafund K6 (FLCNX) | Exceeds | Exceeds | Not Rated | Exceeds | Exceeds | Not Rated | Exceeds | Exceeds | Below | Exceeds | Exceeds | Exceeds | 93 | |
| US Fund Large Growth | | | | | | | | | | | | | | |
| Benchmark: Russell 1000 Growth TR USD | | | | | | | | | | | | | | |
| Comment: Will Danoff, long-term manager of Fidelity's Contrafund, will be retiring at the end of 2026. Current managers Jason Weiner and Asher Anolic will continue to run the strategy. | | | | | | | | | | | | | | |
| DFA US Targeted Value I (DFFVX) | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | 100 | |
| US Fund Small Value | | | | | | | | | | | | | | |
| Benchmark: Russell 2000 Value TR USD | | | | | | | | | | | | | | |
| Janus Henderson Triton N (JGMNX) | Below | Exceeds | Below | Below | Exceeds | Below | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | 65 | |
| US Fund Small Growth | | | | | | | | | | | | | | |
| Benchmark: Russell 2000 Growth TR USD | | | | | | | | | | | | | | |
| American Funds EUPAC R6 (RERGX) | Below | Below | Below | Below | Below | Below | Exceeds | Below | Exceeds | Below | Exceeds | Exceeds | 25 | 12/31/2025 |
| US Fund Foreign Large Blend | | | | | | | | | | | | | | |
| Benchmark: MSCI ACWI Ex USA IMI NR USD | | | | | | | | | | | | | | |
| Comment: Creative Planning now has CIT access to American Funds Eupac with Capital Group at 41bps with a $5M minimum. This CIT has a 3(38) requirement. Cusip: 14020C803 | | | | | | | | | | | | | | |
| T. Rowe Price International Discovery I (TIDDX) | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | 100 | |
| US Fund Foreign Small/Mid Growth | | | | | | | | | | | | | | |
| Benchmark: MSCI ACWI Ex USA SMID Growth NR USD | | | | | | | | | | | | | | |

*This evaluation about the funds in your plan has been prepared pursuant to your specific request. This scorecard should be considered together with the fund's performance and supporting detail analysis. This information is provided in order to assist in the prudent investment analysis of the funds in your plan and possible alternatives. Asset categories are determined by Morningstar for registered products. For unregistered products, asset categories are determined by fund provider. Benchmark indices are representative of each fund's investment style.*


## Salinas Valley Memorial Healthcare System
## Salinas Valley Memorial Healthcare System 403(b) Plan
## Fund Scorecard
## As of 03/31/2026

CREATIVE PLANNING®
RETIREMENT SERVICES


### INDEX FUNDS

| Fund/ Universe/ Benchmark | (1) Tracking Error 3 Yr | (2) Tracking Error 5 Yr | (3) R-Sqd 3 Yr | (4) R-Sqd 5 Yr | (5) Return 1 Yr Expense Adjusted | (6) Return 3 Yr Expense Adjusted | (7) Return 5 Yr Expense Adjusted | (8) Return 10 Yr Expense Adjusted | (9) Net Expense Ratio | Overall Rating | Watch/Replace Status Since |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Weighted Percentage** | 10% | 10% | 10% | 10% | 10% | 15% | 15% | 15% | 5% | | |
| Fidelity U.S. Bond Index (FXNAX) | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | 100 | |
| US Fund Intermediate Core Bond | | | | | | | | | | | |
| Benchmark: Bloomberg US Agg Bond TR USD | | | | | | | | | | | |
| Fidelity 500 Index (FXAIX) | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | 100 | |
| US Fund Large Blend | | | | | | | | | | | |
| Benchmark: S&P 500 TR USD | | | | | | | | | | | |
| Fidelity Mid Cap Index (FSMDX) | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | 100 | |
| US Fund Mid-Cap Blend | | | | | | | | | | | |
| Benchmark: Russell Mid Cap TR USD | | | | | | | | | | | |
| Fidelity Small Cap Index (FSSNX) | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | 100 | |
| US Fund Small Blend | | | | | | | | | | | |
| Benchmark: Russell 2000 TR USD | | | | | | | | | | | |
| Fidelity International Index (FSPSX) | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | 100 | |
| US Fund Foreign Large Blend | | | | | | | | | | | |
| Benchmark: MSCI EAFE NR USD | | | | | | | | | | | |


*This evaluation about the funds in your plan has been prepared pursuant to your specific request. This scorecard should be considered together with the fund's performance and supporting detail analysis. This information is provided in order to assist in the prudent investment analysis of the funds in your plan and possible alternatives. Asset categories are determined by Morningstar for registered products. For unregistered products, asset categories are determined by fund provider. Benchmark indices are representative of each fund's investment style.*

## Salinas Valley Memorial Healthcare System
## Salinas Valley Memorial Healthcare System 403(b) Plan
## Fund Scorecard
## As of 03/31/2026

CREATIVE PLANNING®
RETIREMENT SERVICES

### TARGET DATE FUNDS

| Fund/ Universe/ Benchmark | (1) Sharpe 3 Yr | (2) Sharpe 5 Yr | (3) Sharpe 10 Yr | (4) Sortino 3 Yr | (5) Sortino 5 Yr | (6) Net Expense Ratio | (7) Return 3 Yr Expense Adjusted | (8) Return 5 Yr Expense Adjusted | (9) Return 10 Yr Expense Adjusted | Overall Rating | Watch/Replace Status Since |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Weighted Percentage | 5% | 10% | 20% | 5% | 10% | 5% | 10% | 15% | 20% | | |
| American Funds 2010 Trgt Date Ret Inc R6 (RFTTX)<br>US Fund Target-Date 2000-2010<br>Benchmark: Morningstar Lifetime Mod 2010 TR USD | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | 100 | |
| American Funds 2015 Trgt Date Ret Inc R6 (RFJTX)<br>US Fund Target-Date 2015<br>Benchmark: Morningstar Lifetime Mod 2015 TR USD | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | 100 | |
| American Funds 2020 Trgt Date Ret Inc R6 (RRCTX)<br>US Fund Target-Date 2020<br>Benchmark: Morningstar Lifetime Mod 2020 TR USD | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | 100 | |
| American Funds 2025 Trgt Date Ret Inc R6 (RFDTX)<br>US Fund Target-Date 2025<br>Benchmark: Morningstar Lifetime Mod 2025 TR USD | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | 100 | |
| American Funds 2030 Trgt Date Retire R6 (RFETX)<br>US Fund Target-Date 2030<br>Benchmark: Morningstar Lifetime Mod 2030 TR USD | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | 100 | |
| American Funds 2035 Trgt Date Retire R6 (RFFTX)<br>US Fund Target-Date 2035<br>Benchmark: Morningstar Lifetime Mod 2035 TR USD | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | 100 | |
| American Funds 2040 Trgt Date Retire R6 (RFGTX)<br>US Fund Target-Date 2040<br>Benchmark: Morningstar Lifetime Mod 2040 TR USD | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | 100 | |

Comment: Creative Planning now has CIT access to American Funds Target Date Retirement at 19bps. This CIT has a 3(38) requirement and a minimum of $25M in TDFs.

*This evaluation about the funds in your plan has been prepared pursuant to your specific request. This scorecard should be considered together with the fund's performance and supporting detail analysis. This information is provided in order to assist in the prudent investment analysis of the funds in your plan and possible alternatives. Asset categories are determined by Morningstar for registered products. For unregistered products, asset categories are determined by fund provider. Benchmark indices are representative of each fund's investment style.*

## Salinas Valley Memorial Healthcare System
## Salinas Valley Memorial Healthcare System 403(b) Plan
## Fund Scorecard
## As of 03/31/2026

CREATIVE PLANNING®
RETIREMENT SERVICES

### TARGET DATE FUNDS

| Fund/ Universe/ Benchmark | (1) Sharpe 3 Yr | (2) Sharpe 5 Yr | (3) Sharpe 10 Yr | (4) Sortino 3 Yr | (5) Sortino 5 Yr | (6) Net Expense Ratio | (7) Return 3 Yr Expense Adjusted | (8) Return 5 Yr Expense Adjusted | (9) Return 10 Yr Expense Adjusted | Overall Rating | Watch/Replace Status Since |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Weighted Percentage | 5% | 10% | 20% | 5% | 10% | 5% | 10% | 15% | 20% | | |
| American Funds 2045 Trgt Date Retire R6 (RFHTX)<br>US Fund Target-Date 2045<br>Benchmark: Morningstar Lifetime Mod 2045 TR USD | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | 100 | |
| American Funds 2050 Trgt Date Retire R6 (RFITX)<br>US Fund Target-Date 2050<br>Benchmark: Morningstar Lifetime Con 2050 TR USD | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | Exceeds | 100 | |
| American Funds 2055 Trgt Date Retire R6 (RFKTX)<br>US Fund Target-Date 2055<br>Benchmark: Morningstar Lifetime Con 2055 TR USD | Exceeds | Exceeds | Exceeds | Exceeds | Below | Exceeds | Exceeds | Exceeds | Exceeds | 90 | |
| American Funds 2060 Trgt Date Retire R6 (RFUTX)<br>US Fund Target-Date 2060<br>Benchmark: Morningstar Lifetime Con 2060 TR USD | Exceeds | Exceeds | Exceeds | Exceeds | Below | Exceeds | Exceeds | Exceeds | Exceeds | 90 | |
| American Funds 2065 Trgt Date Retire R6 (RFVTX)<br>US Fund Target-Date 2065+<br>Benchmark: Morningstar Lifetime Con 2065 TR USD | Exceeds | Below | Not Rated | Exceeds | Below | Exceeds | Exceeds | Exceeds | Not Rated | 66 | |
| American Funds 2070 Trgt Date Retire R6 (RFBFX)<br>US Fund Target-Date 2065+<br>Benchmark: Morningstar Lifetime Mod 2065 TR USD | Not Rated | Not Rated | Not Rated | Not Rated | Not Rated | Exceeds | Not Rated | Not Rated | Not Rated | NR | |

*This evaluation about the funds in your plan has been prepared pursuant to your specific request. This scorecard should be considered together with the fund's performance and supporting detail analysis. This information is provided in order to assist in the prudent investment analysis of the funds in your plan and possible alternatives. Asset categories are determined by Morningstar for registered products. For unregistered products, asset categories are determined by fund provider. Benchmark indices are representative of each fund's investment style.*

CREATIVE PLANNING® RETIREMENT SERVICES

## American Funds EUPAC R6

Managed by Capital Group, the fund employs a multi-manager system, dividing its portfolio among thirteen seasoned managers to leverage diverse perspectives and reduce single-decision-maker risk. The team is led by long-time manager Carl Kawaja, who has been at the helm since 2001.

The fund follows a flexible approach, targeting growth companies benefiting from innovation, global growth, or turnarounds. Each manager operates within their style but maintains a long-term focus. This emphasis on valuation-aware growth and low turnover has resulted in a strategy with a growth tilt but less aggressive than other large foreign growth managers. Emerging-markets allocations tend to be high relative to peers (15-30%).

The fund falls between value and growth styles, which can make benchmarking challenging. Given the broad mandate for capital appreciation and flexibility across styles, the Foreign Large Blend category best fits our reporting. Variations in emerging markets exposure, U.S. weighting, and sector diversification among strategies can drive performance differences. For instance, EUPAC's 10-year average in emerging markets is 21% compared to the category's 6%. Unlike many peers, the Fund avoids U.S. companies, though it holds U.S.-listed firms like Mercado Libre.

Despite a strong long-term record, the fund's 3- and 5-year results lag peers, reflecting weakness during the 2021-2022 rate shift and structural tilts toward underperforming sectors such as industrials, technology, and growth. Tariff-related pressures early in 2025 also weighed on returns, though a rebound in growth and tech stocks mid-year helped offset losses.

As of Q4 2025, the strategy fell below the fifty quantitative threshold despite solid quarterly performance. Watch list status has been driven by fluctuations in the 5-year standard deviation rather than performance. Although the strategy's 5-year volatility declined in Q4 (16.54 to 15.31), the foreign large blend category declined further (15.47 to 14.11), largely reflecting reduced market uncertainty from easier Fed policy and easing U.S.-China trade tensions.

The fund's broad mandate can lead to differences in performance and risk relative to the broader category. Its multi-manager structure offers diversified perspectives but may slow decision-making during rapid market shifts. Capital Group remains committed to a long-term, strategic investment process, and we continue to see value in its collaborative approach, experienced team, and competitive pricing.

Effective June 2, 2025, American Funds EuroPacific Growth was renamed American Funds EUPAC to comply with the SEC's names rule, which requires funds to invest at least 80% of assets in line with their name. Because the strategy has always focused on broad capital appreciation across styles and geographies, the name was updated to preserve investment flexibility. There are no changes to the investment team or process.



CREATIVE PLANNING® RETIREMENT SERVICES

| Fund/ Universe/ Benchmark | Score | % Return QTD | % Return YTD | % Return 1 Yr | % Return 3 Yr | % Return 5 Yr | % Return 10 Yr | Return QTD Rank %* | Return 1 Yr Rank %* | Return 3 Yr Rank %* | Return 5 Yr Rank %* | Return 10 Yr Rank %* | % Net Expense Ratio |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Vanguard Federal Money Market Investor (VMFXX)** | 100 | **0.24** | **0.24** | **8.05** | **8.66** | **3.32** | **9.93** | **5** | **7** | **8** | **3** | **9** | **0.11** |
| Universe: US Fund Money Market-Taxable | | 0.81 | 0.81 | 3.66 | 4.37 | 3.06 | 1.92 | - | - | - | - | - | 0.40 |
| Benchmark: ICE BofA USD 3M Dep OR CM TR USD | | 0.91 | 0.91 | 4.25 | 4.93 | 3.43 | 2.45 | - | - | - | - | - | - |
| **Fidelity U.S. Bond Index (FXNAX)** | 100 | **0.07** | **0.07** | **8.39** | **3.79** | **0.94** | **1.77** | **99** | **86** | **55** | **50** | **52** | **0.095** |
| Universe: US Fund Intermediate Core Bond | | -0.06 | -0.06 | 4.25 | 3.70 | 0.20 | 1.72 | - | - | - | - | - | 0.533 |
| Benchmark: Bloomberg US Agg Bond TR USD | | -0.05 | -0.05 | 4.35 | 3.63 | 0.31 | 1.70 | - | - | - | - | - | - |
| **PIMCO Income Instl (PIMIX)** | 100 | **-0.55** | **-0.55** | **7.41** | **6.87** | **3.21** | **8.25** | **76** | **11** | **14** | **10** | **10** | **0.58** |
| Universe: US Fund Multisector Bond | | -0.24 | -0.24 | 5.37 | 6.20 | 2.53 | 3.63 | - | - | - | - | - | 0.925 |
| Benchmark: Bloomberg US Universal TR USD | | -0.15 | -0.15 | 4.64 | 4.18 | 0.65 | 2.11 | - | - | - | - | - | - |
| **JPMorgan Equity Income R6 (OIEJX)** | 50 | **1.78** | **1.78** | **13.57** | **19.97** | **4.96** | **11.03** | **81** | **70** | **69** | **54** | **80** | **0.85** |
| Universe: US Fund Large Value | | 1.51 | 1.51 | 14.97 | 13.87 | 9.64 | 10.52 | - | - | - | - | - | 0.847 |
| Benchmark: Russell 1000 Value TR USD | | 2.10 | 2.10 | 15.87 | 14.31 | 9.43 | 10.58 | - | - | - | - | - | - |
| **Fidelity 500 Index (FXAIX)** | 100 | **-8.38** | **-8.38** | **16.64** | **12.30** | **19.05** | **18.15** | **53** | **39** | **93** | **16** | **13** | **0.015** |
| Universe: US Fund Large Blend | | -3.87 | -3.87 | 15.45 | 15.67 | 9.83 | 12.09 | - | - | - | - | - | 0.719 |
| Benchmark: S&P 500 TR USD | | -4.33 | -4.33 | 17.80 | 18.32 | 12.06 | 14.16 | - | - | - | - | - | - |
| **Fidelity Contrafund K6 (FLCNX)** | 93 | **-5.67** | **-5.67** | **90.75** | **98.54** | **13.65** | **-** | **13** | **91** | **2** | **3** | **-** | **0.85** |
| Universe: US Fund Large Growth | | -8.44 | -8.44 | 15.90 | 18.29 | 8.73 | 13.83 | - | - | - | - | - | 0.896 |
| Benchmark: Russell 1000 Growth TR USD | | -9.78 | -9.78 | 18.81 | 21.18 | 12.76 | 16.83 | - | - | - | - | - | - |

*The performance figures represent past performance and do not guarantee future results. Fund data is specific to the date referenced in the page heading. Current performance may be lower or higher than the performance data quoted. Asset categories are determined by Morningstar for registered products. For separate accounts, collective trusts, or other unregistered products, asset categories are determined by the fund provider. Benchmark Indices are representative of each fund's investment style*
***This information is not intended as a solicitation for investment in any of the funds listed.***
**Percentile rankings are based on Morningstar calculations for all registered products. For unregistered products, such as separate accounts and collective trusts, these rankings are calculated separately in comparison to the mutual fund universe only.*

## Salinas Valley Memorial Healthcare System
## Salinas Valley Memorial Healthcare System 403(b) Plan
## Performance Review and Percentile Rankings
## As of 03/31/2026

CREATIVE PLANNING® RETIREMENT SERVICES

| Fund/ Universe/ Benchmark | Score | % Return QTD | % Return YTD | % Return 1 Yr | % Return 3 Yr | % Return 5 Yr | % Return 10 Yr | Return QTD Rank %* | Return 1 Yr Rank %* | Return 3 Yr Rank %* | Return 5 Yr Rank %* | Return 10 Yr Rank %* | % Net Expense Ratio |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Fidelity Mid Cap Index (FSMDX)** | 100 | **1.30** | **1.30** | **15.44** | **13.33** | **6.97** | **10.40** | **50** | **59** | **33** | **89** | **97** | **0.095** |
| Universe: US Fund Mid-Cap Blend | | 1.02 | 1.02 | 15.29 | 12.12 | 6.88 | 9.67 | - | - | - | - | - | 0.858 |
| Benchmark: Russell Mid Cap TR USD | | 1.29 | 1.29 | 15.98 | 13.33 | 7.26 | 10.91 | - | - | - | - | - | - |
| **DFA US Targeted Value I (DFFVX)** | 100 | **5.88** | **5.88** | **98.94** | **18.92** | **4.62** | **11.19** | **98** | **96** | **12** | **7** | **2** | **0.94** |
| Universe: US Fund Small Value | | 3.63 | 3.63 | 19.64 | 11.45 | 6.41 | 9.02 | - | - | - | - | - | 1.089 |
| Benchmark: Russell 2000 Value TR USD | | 4.96 | 4.96 | 28.09 | 13.80 | 5.79 | 9.61 | - | - | - | - | - | - |
| **Fidelity Small Cap Index (FSSNX)** | 100 | **0.41** | **0.41** | **95.26** | **13.12** | **3.26** | **10.01** | **71** | **16** | **99** | **68** | **36** | **0.095** |
| Universe: US Fund Small Blend | | 1.53 | 1.53 | 18.92 | 10.85 | 4.81 | 8.89 | - | - | - | - | - | 0.962 |
| Benchmark: Russell 2000 TR USD | | 0.89 | 0.89 | 25.72 | 13.05 | 3.77 | 9.88 | - | - | - | - | - | - |
| **Janus Henderson Triton N (JGMNX)** | 65 | **-1.37** | **-1.37** | **17.30** | **2.26** | **9.94** | **4.70** | **85** | **76** | **79** | **32** | **79** | **0.76** |
| Universe: US Fund Small Growth | | -2.13 | -2.13 | 17.87 | 9.80 | 0.98 | 10.05 | - | - | - | - | - | 1.149 |
| Benchmark: Russell 2000 Growth TR USD | | -2.81 | -2.81 | 23.58 | 12.27 | 1.62 | 9.79 | - | - | - | - | - | - |
| **American Funds EUPAC R6 (RERGX)** | 25 | **-9.28** | **-9.28** | **99.30** | **11.76** | **8.02** | **2.80** | **41** | **56** | **29** | **45** | **59** | **0.86** |
| Universe: US Fund Foreign Large Blend | | 0.28 | 0.28 | 22.42 | 13.80 | 7.19 | 7.88 | - | - | - | - | - | 0.854 |
| Benchmark: MSCI ACWI Ex USA IMI NR USD | | -0.68 | -0.68 | 25.32 | 14.38 | 6.83 | 8.33 | - | - | - | - | - | - |
| **Fidelity International Index (FSPSX)** | 100 | **0.45** | **0.45** | **93.80** | **18.70** | **2.54** | **2.29** | **82** | **85** | **88** | **95** | **37** | **0.035** |
| Universe: US Fund Foreign Large Blend | | 0.28 | 0.28 | 22.42 | 13.80 | 7.19 | 7.88 | - | - | - | - | - | 0.854 |
| Benchmark: MSCI EAFE NR USD | | -1.24 | -1.24 | 21.27 | 13.62 | 7.91 | 8.38 | - | - | - | - | - | - |

*The performance figures represent past performance and do not guarantee future results. Fund data is specific to the date referenced in the page heading. Current performance may be lower or higher than the performance data quoted. Asset categories are determined by Morningstar for registered products. For separate accounts, collective trusts, or other unregistered products, asset categories are determined by the fund provider. Benchmark Indices are representative of each fund's investment style*
***This information is not intended as a solicitation for investment in any of the funds listed.***
**Percentile rankings are based on Morningstar calculations for all registered products. For unregistered products, such as separate accounts and collective trusts, these rankings are calculated separately in comparison to the mutual fund universe only.*


## Salinas Valley Memorial Healthcare System
## Salinas Valley Memorial Healthcare System 403(b) Plan
## Performance Review and Percentile Rankings
## As of 03/31/2026

CREATIVE PLANNING® RETIREMENT SERVICES


| Fund/ Universe/ Benchmark | Score | % Return QTD | % Return YTD | % Return 1 Yr | % Return 3 Yr | % Return 5 Yr | % Return 10 Yr | Return QTD Rank %* | Return 1 Yr Rank %* | Return 3 Yr Rank %* | Return 5 Yr Rank %* | Return 10 Yr Rank %* | % Net Expense Ratio |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **T. Rowe Price International Discovery I (TIDDX)** | 100 | **-1.33** | **-1.33** | **99.18** | **11.31** | **1.13** | **2.89** | **32** | **32** | **96** | **89** | **2** | **1.02** |
| Universe: US Fund Foreign Small/Mid Growth | | -1.92 | -1.92 | 17.13 | 7.88 | -0.09 | 5.94 | - | - | - | - | - | 1.215 |
| Benchmark: MSCI ACWI Ex USA SMID Growth NR USD | | -0.20 | -0.20 | 26.26 | 12.27 | 3.82 | 7.14 | - | - | - | - | - | - |
| **American Funds 2010 Trgt Date Ret Inc R6 (RFTTX)** | 100 | **0.17** | **0.17** | **10.92** | **4.04** | **5.31** | **7.35** | **32** | **3** | **2** | **1** | **8** | **0.92** |
| Universe: US Fund Target-Date 2000-2010 | | -0.16 | -0.16 | 9.17 | 7.77 | 3.65 | 5.32 | - | - | - | - | - | 0.517 |
| Benchmark: Morningstar Lifetime Mod 2010 TR USD | | -0.82 | -0.82 | 9.63 | 8.21 | 4.02 | 5.72 | - | - | - | - | - | - |
| **American Funds 2015 Trgt Date Ret Inc R6 (RFJTX)** | 100 | **-0.02** | **-0.02** | **10.79** | **4.83** | **5.89** | **7.72** | **34** | **14** | **5** | **1** | **3** | **0.30** |
| Universe: US Fund Target-Date 2015 | | -0.35 | -0.35 | 9.75 | 8.33 | 4.02 | 5.78 | - | - | - | - | - | 0.54 |
| Benchmark: Morningstar Lifetime Mod 2015 TR USD | | -0.91 | -0.91 | 9.97 | 8.30 | 3.86 | 5.92 | - | - | - | - | - | - |
| **American Funds 2020 Trgt Date Ret Inc R6 (RRCTX)** | 100 | **-0.35** | **-0.35** | **11.94** | **4.48** | **5.76** | **6.13** | **89** | **33** | **7** | **9** | **13** | **0.30** |
| Universe: US Fund Target-Date 2020 | | -0.43 | -0.43 | 10.53 | 8.89 | 4.27 | 6.08 | - | - | - | - | - | 0.559 |
| Benchmark: Morningstar Lifetime Mod 2020 TR USD | | -1.04 | -1.04 | 10.54 | 8.62 | 3.91 | 6.28 | - | - | - | - | - | - |
| **American Funds 2025 Trgt Date Ret Inc R6 (RFDTX)** | 100 | **-0.79** | **-0.79** | **11.70** | **10.38** | **5.67** | **6.27** | **51** | **87** | **14** | **1** | **7** | **0.31** |
| Universe: US Fund Target-Date 2025 | | -0.58 | -0.58 | 11.23 | 9.38 | 4.57 | 6.77 | - | - | - | - | - | 0.591 |
| Benchmark: Morningstar Lifetime Mod 2025 TR USD | | -1.20 | -1.20 | 11.35 | 9.17 | 4.17 | 6.82 | - | - | - | - | - | - |
| **American Funds 2030 Trgt Date Retire R6 (RFETX)** | 100 | **-1.92** | **-1.92** | **13.19** | **11.58** | **7.80** | **2.40** | **63** | **34** | **11** | **1** | **9** | **0.33** |
| Universe: US Fund Target-Date 2030 | | -0.82 | -0.82 | 12.46 | 10.43 | 5.23 | 7.61 | - | - | - | - | - | 0.648 |
| Benchmark: Morningstar Lifetime Mod 2030 TR USD | | -1.38 | -1.38 | 12.47 | 10.02 | 4.72 | 7.58 | - | - | - | - | - | - |


*The performance figures represent past performance and do not guarantee future results. Fund data is specific to the date referenced in the page heading. Current performance may be lower or higher than the performance data quoted. Asset categories are determined by Morningstar for registered products. For separate accounts, collective trusts, or other unregistered products, asset categories are determined by the fund provider. Benchmark Indices are representative of each fund's investment style*
***This information is not intended as a solicitation for investment in any of the funds listed.***
**Percentile rankings are based on Morningstar calculations for all registered products. For unregistered products, such as separate accounts and collective trusts, these rankings are calculated separately in comparison to the mutual fund universe only.*

## Salinas Valley Memorial Healthcare System
## Salinas Valley Memorial Healthcare System 403(b) Plan
## Performance Review and Percentile Rankings
## As of 03/31/2026

| Fund/ Universe/ Benchmark | Score | % Return QTD | % Return YTD | % Return 1 Yr | % Return 3 Yr | % Return 5 Yr | % Return 10 Yr | Return QTD Rank %* | Return 1 Yr Rank %* | Return 3 Yr Rank %* | Return 5 Yr Rank %* | Return 10 Yr Rank %* | % Net Expense Ratio |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **American Funds 2035 Trgt Date Retire R6 (RFFTX)** | 100 | **-1.27** | **-1.27** | **18.73** | **19.42** | **6.90** | **10.10** | **24** | **87** | **13** | **5** | **9** | **0.38** |
| Universe: US Fund Target-Date 2035 | | -1.07 | -1.07 | 14.35 | 11.85 | 6.13 | 8.61 | - | - | - | - | - | 0.648 |
| Benchmark: Morningstar Lifetime Mod 2035 TR USD | | -1.61 | -1.61 | 14.07 | 11.26 | 5.60 | 8.48 | - | - | - | - | - | - |
| **American Funds 2040 Trgt Date Retire R6 (RFGTX)** | 100 | **-9.51** | **-9.51** | **16.89** | **18.63** | **2.18** | **10.41** | **41** | **96** | **13** | **2** | **8** | **0.37** |
| Universe: US Fund Target-Date 2040 | | -1.24 | -1.24 | 16.44 | 13.16 | 6.93 | 9.30 | - | - | - | - | - | 0.666 |
| Benchmark: Morningstar Lifetime Mod 2040 TR USD | | -1.85 | -1.85 | 15.95 | 12.64 | 6.60 | 9.31 | - | - | - | - | - | - |
| **American Funds 2045 Trgt Date Retire R6 (RFHTX)** | 100 | **-9.26** | **-9.26** | **12.97** | **15.90** | **2.39** | **11.13** | **24** | **36** | **91** | **91** | **8** | **0.36** |
| Universe: US Fund Target-Date 2045 | | -1.43 | -1.43 | 17.70 | 14.20 | 7.62 | 9.94 | - | - | - | - | - | 0.663 |
| Benchmark: Morningstar Lifetime Mod 2045 TR USD | | -2.03 | -2.03 | 17.60 | 13.73 | 7.36 | 9.85 | - | - | - | - | - | - |
| **American Funds 2050 Trgt Date Retire R6 (RFITX)** | 100 | **-3.06** | **-3.06** | **12.36** | **15.39** | **2.95** | **11.12** | **47** | **78** | **33** | **84** | **5** | **0.36** |
| Universe: US Fund Target-Date 2050 | | -1.50 | -1.50 | 18.69 | 14.63 | 7.88 | 10.11 | - | - | - | - | - | 0.674 |
| Benchmark: Morningstar Lifetime Con 2050 TR USD | | -1.77 | -1.77 | 15.88 | 12.31 | 6.27 | 8.99 | - | - | - | - | - | - |
| **American Funds 2055 Trgt Date Retire R6 (RFKTX)** | 90 | **-3.92** | **-3.92** | **12.24** | **15.50** | **2.93** | **11.17** | **47** | **71** | **37** | **51** | **2** | **0.32** |
| Universe: US Fund Target-Date 2055 | | -1.59 | -1.59 | 18.81 | 14.90 | 8.03 | 10.30 | - | - | - | - | - | 0.668 |
| Benchmark: Morningstar Lifetime Con 2055 TR USD | | -1.87 | -1.87 | 17.05 | 12.98 | 6.69 | 9.29 | - | - | - | - | - | - |
| **American Funds 2060 Trgt Date Retire R6 (RFUTX)** | 90 | **-3.37** | **-3.37** | **12.47** | **15.58** | **2.91** | **11.18** | **47** | **78** | **35** | **53** | **19** | **0.34** |
| Universe: US Fund Target-Date 2060 | | -1.57 | -1.57 | 19.02 | 14.98 | 8.09 | 10.36 | - | - | - | - | - | 0.672 |
| Benchmark: Morningstar Lifetime Con 2060 TR USD | | -1.89 | -1.89 | 17.62 | 13.23 | 6.82 | 9.36 | - | - | - | - | - | - |

*The performance figures represent past performance and do not guarantee future results. Fund data is specific to the date referenced in the page heading. Current performance may be lower or higher than the performance data quoted. Asset categories are determined by Morningstar for registered products. For separate accounts, collective trusts, or other unregistered products, asset categories are determined by the fund provider. Benchmark Indices are representative of each fund's investment style*
***This information is not intended as a solicitation for investment in any of the funds listed.***
**Percentile rankings are based on Morningstar calculations for all registered products. For unregistered products, such as separate accounts and collective trusts, these rankings are calculated separately in comparison to the mutual fund universe only.*


## Salinas Valley Memorial Healthcare System
## Salinas Valley Memorial Healthcare System 403(b) Plan
## Performance Review and Percentile Rankings
## As of 03/31/2026


| Fund/ Universe/ Benchmark | Score | % Return QTD | % Return YTD | % Return 1 Yr | % Return 3 Yr | % Return 5 Yr | % Return 10 Yr | Return QTD Rank %* | Return 1 Yr Rank %* | Return 3 Yr Rank %* | Return 5 Yr Rank %* | Return 10 Yr Rank %* | % Net Expense Ratio |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **American Funds 2065 Trgt Date Retire R6 (RFVTX)** | 66 | **-3.36** | **-3.36** | **12.46** | **15.59** | **2.91** | **-** | **48** | **74** | **88** | **52** | **-** | **0.34** |
| Universe: US Fund Target-Date 2065+ | | -1.62 | -1.62 | 19.22 | 15.08 | 8.11 | - | - | - | - | - | - | 0.653 |
| Benchmark: Morningstar Lifetime Con 2065 TR USD | | -1.86 | -1.86 | 17.86 | 13.28 | 6.80 | 9.22 | - | - | - | - | - | - |
| **American Funds 2070 Trgt Date Retire R6 (RFBFX)** | NR | **-3.33** | **-3.33** | **14.02** | **-** | **-** | **-** | **48** | **72** | **-** | **-** | **-** | **0.34** |
| Universe: US Fund Target-Date 2065+ | | -1.62 | -1.62 | 19.22 | 15.08 | 8.11 | - | - | - | - | - | - | 0.653 |
| Benchmark: Morningstar Lifetime Mod 2065 TR USD | | -2.00 | -2.00 | 19.38 | 14.41 | 7.67 | 9.90 | - | - | - | - | - | - |


*The performance figures represent past performance and do not guarantee future results. Fund data is specific to the date referenced in the page heading. Current performance may be lower or higher than the performance data quoted. Asset categories are determined by Morningstar for registered products. For separate accounts, collective trusts, or other unregistered products, asset categories are determined by the fund provider. Benchmark Indices are representative of each fund's investment style*
***This information is not intended as a solicitation for investment in any of the funds listed.***
**Percentile rankings are based on Morningstar calculations for all registered products. For unregistered products, such as separate accounts and collective trusts, these rankings are calculated separately in comparison to the mutual fund universe only.*

## Salinas Valley Memorial Healthcare System
## Salinas Valley Memorial Healthcare System 403(b) Plan
## Calendar Year Returns
## As of 03/31/2026

CREATIVE PLANNING
RETIREMENT SERVICES

| Fund Name | % YTD | % 2025 | % 2024 | % 2023 | % 2022 | % 2021 | % 2020 | % 2019 | % 2018 | % 2017 | % 2016 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Vanguard Federal Money Market Investor (VMFXX)** | **0.89** | **4.22** | **5.23** | **5.09** | **1.55** | **0.01** | **0.45** | **2.14** | **1.78** | **0.81** | **0.30** |
| *Universe Rank: US Fund Money Market-Taxable* | *5* | *9* | *4* | *3* | *10* | *60* | *3* | *4* | *4* | *2* | *2* |
| *Benchmark: ICE BofA USD 3M Dep OR CM TR USD* | *0.91* | *4.42* | *5.47* | *5.12* | *1.21* | *0.17* | *1.08* | *2.60* | *2.08* | *1.11* | *0.66* |
| *Universe: US Fund Money Market-Taxable* | *0.81* | *3.82* | *4.79* | *4.68* | *1.25* | *0.02* | *0.29* | *1.76* | *1.39* | *0.48* | *0.10* |
| **Fidelity U.S. Bond Index (FXNAX)** | **0.06** | **7.13** | **1.34** | **5.54** | **-13.03** | **-1.79** | **7.80** | **8.48** | **0.01** | **3.50** | **2.52** |
| *Universe Rank: US Fund Intermediate Core Bond* | *22* | *55* | *66* | *58* | *31* | *65* | *46* | *58* | *26* | *53* | *63* |
| *Benchmark: Bloomberg US Agg Bond TR USD* | *-0.05* | *7.30* | *1.25* | *5.53* | *-13.01* | *-1.54* | *7.51* | *8.72* | *0.01* | *3.54* | *2.65* |
| *Universe: US Fund Intermediate Core Bond* | *-0.06* | *7.07* | *1.72* | *5.49* | *-13.34* | *-1.53* | *7.52* | *8.29* | *-0.52* | *3.76* | *3.24* |
| **PIMCO Income Instl (PIMIX)** | **-0.55** | **11.04** | **5.42** | **9.32** | **-7.81** | **2.61** | **5.80** | **8.05** | **0.58** | **8.60** | **8.72** |
| *Universe Rank: US Fund Multisector Bond* | *67* | *3* | *62* | *37* | *21* | *46* | *64* | *78* | *12* | *18* | *32* |
| *Benchmark: Bloomberg US Universal TR USD* | *-0.15* | *7.58* | *2.04* | *6.17* | *-12.99* | *-1.10* | *7.58* | *9.29* | *-0.25* | *4.09* | *3.91* |
| *Universe: US Fund Multisector Bond* | *-0.24* | *7.56* | *5.76* | *8.10* | *-9.93* | *2.29* | *4.82* | *9.68* | *-1.57* | *6.13* | *7.09* |
| **JPMorgan Equity Income R6 (OIEJX)** | **1.64** | **14.87** | **12.80** | **5.04** | **-1.64** | **25.44** | **3.88** | **26.60** | **-4.24** | **17.84** | **15.17** |
| *Universe Rank: US Fund Large Value* | *41* | *58* | *64* | *91* | *16* | *56* | *46* | *37* | *13* | *35* | *41* |
| *Benchmark: Russell 1000 Value TR USD* | *2.10* | *15.91* | *14.37* | *11.46* | *-7.54* | *25.16* | *2.80* | *26.54* | *-8.27* | *13.66* | *17.34* |
| *Universe: US Fund Large Value* | *1.51* | *14.96* | *14.16* | *11.78* | *-6.02* | *26.08* | *2.68* | *24.99* | *-8.60* | *16.07* | *14.59* |
| **Fidelity 500 Index (FXAIX)** | **-4.34** | **17.86** | **25.00** | **26.29** | **-18.13** | **28.69** | **18.40** | **31.47** | **-4.40** | **21.81** | **11.97** |
| *Universe Rank: US Fund Large Blend* | *53* | *24* | *24* | *28* | *48* | *23* | *44* | *27* | *28* | *35* | *28* |
| *Benchmark: S&P 500 TR USD* | *-4.33* | *17.88* | *25.02* | *26.29* | *-18.11* | *28.71* | *18.40* | *31.49* | *-4.38* | *21.83* | *11.96* |
| *Universe: US Fund Large Blend* | *-3.87* | *15.56* | *20.70* | *22.14* | *-16.92* | *25.37* | *15.12* | *28.62* | *-6.24* | *20.45* | *10.06* |
| **Fidelity Contrafund K6 (FLCNX)** | **-5.76** | **22.27** | **35.37** | **37.67** | **-27.12** | **24.14** | **30.83** | **31.00** | **-2.15** | **-** | **-** |
| *Universe Rank: US Fund Large Growth* | *13* | *8* | *18* | *58* | *23* | *34* | *75* | *71* | *65* | *-* | *-* |
| *Benchmark: Russell 1000 Growth TR USD* | *-9.78* | *18.56* | *33.36* | *42.68* | *-29.14* | *27.60* | *38.49* | *36.39* | *-1.51* | *30.21* | *7.08* |
| *Universe: US Fund Large Growth* | *-8.44* | *15.81* | *28.16* | *35.98* | *-30.20* | *20.49* | *34.82* | *31.71* | *-2.18* | *27.84* | *3.19* |
| **Fidelity Mid Cap Index (FSMDX)** | **1.30** | **10.57** | **15.35** | **17.21** | **-17.28** | **22.56** | **17.11** | **30.51** | **-9.05** | **18.47** | **13.86** |
| *Universe Rank: US Fund Mid-Cap Blend* | *50* | *33* | *33* | *39* | *75* | *67* | *25* | *25* | *38* | *35* | *62* |
| *Benchmark: Russell Mid Cap TR USD* | *1.29* | *10.60* | *15.34* | *17.23* | *-17.32* | *22.58* | *17.10* | *30.54* | *-9.06* | *18.52* | *13.80* |
| *Universe: US Fund Mid-Cap Blend* | *1.02* | *8.94* | *14.25* | *15.91* | *-14.14* | *23.57* | *12.20* | *25.87* | *-11.33* | *15.86* | *13.65* |

See Important Disclosures and Definitions Attached. For Individual Plan Sponsor Use Only.


## Salinas Valley Memorial Healthcare System
## Salinas Valley Memorial Healthcare System 403(b) Plan
## Calendar Year Returns
## As of 03/31/2026

CREATIVE PLANNING
RETIREMENT SERVICES


| Fund Name | % YTD | % 2025 | % 2024 | % 2023 | % 2022 | % 2021 | % 2020 | % 2019 | % 2018 | % 2017 | % 2016 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **DFA US Targeted Value I (DFFVX)** | **5.44** | **9.55** | **9.33** | **19.31** | **-4.62** | **38.80** | **3.77** | **21.47** | **-15.78** | **9.59** | **26.86** |
| *Universe Rank: US Fund Small Value* | *24* | *27* | *49* | *23* | *12* | *9* | *48* | *59* | *61* | *54* | *37* |
| *Benchmark: Russell 2000 Value TR USD* | *4.96* | *12.59* | *8.05* | *14.65* | *-14.48* | *28.27* | *4.63* | *22.39* | *-12.86* | *7.84* | *31.74* |
| *Universe: US Fund Small Value* | *3.63* | *7.07* | *8.72* | *16.61* | *-10.46* | *31.62* | *3.87* | *21.21* | *-15.38* | *9.10* | *25.74* |
| **Fidelity Small Cap Index (FSSNX)** | **0.91** | **12.93** | **11.69** | **17.12** | **-20.27** | **14.71** | **19.99** | **25.71** | **-10.88** | **14.85** | **21.63** |
| *Universe Rank: US Fund Small Blend* | *61* | *14* | *40* | *48* | *82* | *91* | *23* | *40* | *43* | *31* | *39* |
| *Benchmark: Russell 2000 TR USD* | *0.89* | *12.81* | *11.54* | *16.93* | *-20.44* | *14.82* | *19.96* | *25.52* | *-11.01* | *14.65* | *21.31* |
| *Universe: US Fund Small Blend* | *1.53* | *7.68* | *10.80* | *16.02* | *-16.35* | *23.85* | *10.69* | *23.51* | *-12.73* | *12.40* | *20.60* |
| **Janus Henderson Triton N (JGMNX)** | **-1.36** | **9.80** | **10.54** | **14.78** | **-23.58** | **7.21** | **28.66** | **28.60** | **-5.04** | **27.24** | **10.65** |
| *Universe Rank: US Fund Small Growth* | *45* | *40* | *74* | *63* | *21* | *62* | *74* | *52* | *55* | *26* | *44* |
| *Benchmark: Russell 2000 Growth TR USD* | *-2.81* | *13.01* | *15.15* | *18.66* | *-26.36* | *2.83* | *34.63* | *28.48* | *-9.31* | *22.17* | *11.32* |
| *Universe: US Fund Small Growth* | *-2.13* | *7.79* | *14.30* | *16.48* | *-28.14* | *11.14* | *36.92* | *27.66* | *-5.96* | *21.75* | *11.04* |
| **American Funds EUPAC R6 (RERGX)** | **-2.84** | **29.18** | **5.04** | **16.05** | **-22.72** | **2.84** | **25.27** | **27.40** | **-14.91** | **31.17** | **1.01** |
| *Universe Rank: US Fund Foreign Large Blend* | *91* | *62* | *42* | *59* | *97* | *98* | *3* | *7* | *57* | *7* | *55* |
| *Benchmark: MSCI ACWI Ex USA IMI NR USD* | *-0.68* | *31.96* | *5.23* | *15.62* | *-16.58* | *8.53* | *11.12* | *21.63* | *-14.76* | *27.81* | *4.41* |
| *Universe: US Fund Foreign Large Blend* | *0.28* | *30.00* | *4.78* | *16.31* | *-15.82* | *9.79* | *8.90* | *21.46* | *-14.59* | *25.42* | *0.67* |
| **Fidelity International Index (FSPSX)** | **0.95** | **31.96** | **3.71** | **18.31** | **-14.24** | **11.45** | **8.17** | **22.00** | **-13.52** | **25.38** | **1.34** |
| *Universe Rank: US Fund Foreign Large Blend* | *48* | *41* | *65* | *25* | *29* | *37* | *64* | *53* | *29* | *53* | *50* |
| *Benchmark: MSCI EAFE NR USD* | *-1.24* | *31.22* | *3.82* | *18.24* | *-14.45* | *11.26* | *7.82* | *22.01* | *-13.79* | *25.03* | *1.00* |
| *Universe: US Fund Foreign Large Blend* | *0.28* | *30.00* | *4.78* | *16.31* | *-15.82* | *9.79* | *8.90* | *21.46* | *-14.59* | *25.42* | *0.67* |
| **T. Rowe Price International Discovery I (TIDDX)** | **-1.33** | **25.75** | **3.84** | **13.32** | **-30.23** | **7.55** | **38.90** | **24.78** | **-17.34** | **39.16** | **1.08** |
| *Universe Rank: US Fund Foreign Small/Mid Growth* | *38* | *34* | *30* | *36* | *59* | *58* | *13* | *73* | *54* | *18* | *22* |
| *Benchmark: MSCI ACWI Ex USA SMID Growth NR USD* | *-0.20* | *27.49* | *3.30* | *14.88* | *-25.66* | *8.51* | *19.88* | *25.07* | *-17.28* | *32.40* | *0.02* |
| *Universe: US Fund Foreign Small/Mid Growth* | *-1.92* | *19.57* | *1.39* | *11.85* | *-30.51* | *8.34* | *27.14* | *27.45* | *-18.12* | *35.85* | *-2.84* |
| **American Funds 2010 Trgt Date Ret Inc R6 (RFTTX)** | **0.16** | **13.14** | **8.16** | **8.67** | **-9.15** | **9.32** | **9.25** | **13.88** | **-2.49** | **10.41** | **7.45** |
| *Universe Rank: US Fund Target-Date 2000-2010* | *38* | *1* | *11* | *79* | *2* | *1* | *81* | *74* | *8* | *56* | *8* |
| *Benchmark: Morningstar Lifetime Mod 2010 TR USD* | *-0.82* | *11.95* | *7.35* | *10.28* | *-13.83* | *7.83* | *11.78* | *14.93* | *-2.97* | *10.19* | *6.64* |
| *Universe: US Fund Target-Date 2000-2010* | *-0.16* | *11.12* | *6.43* | *10.13* | *-12.77* | *6.26* | *10.46* | *13.83* | *-3.26* | *10.20* | *5.81* |

See Important Disclosures and Definitions Attached. For Individual Plan Sponsor Use Only.

## Salinas Valley Memorial Healthcare System
## Salinas Valley Memorial Healthcare System 403(b) Plan
## Calendar Year Returns
## As of 03/31/2026

CREATIVE PLANNING
RETIREMENT SERVICES

| Fund Name | % YTD | % 2025 | % 2024 | % 2023 | % 2022 | % 2021 | % 2020 | % 2019 | % 2018 | % 2017 | % 2016 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **American Funds 2015 Trgt Date Ret Inc R6 (RFJTX)** | **-0.08** | **13.42** | **8.50** | **9.57** | **-10.25** | **10.27** | **9.96** | **14.94** | **-2.72** | **11.19** | **7.55** |
| *Universe Rank: US Fund Target-Date 2015* | *39* | *2* | *6* | *84* | *1* | *2* | *79* | *78* | *3* | *67* | *16* |
| *Benchmark: Morningstar Lifetime Mod 2015 TR USD* | *-0.91* | *12.34* | *7.29* | *10.69* | *-15.52* | *8.31* | *12.67* | *16.29* | *-3.54* | *11.39* | *7.10* |
| *Universe: US Fund Target-Date 2015* | *-0.35* | *11.73* | *7.21* | *10.91* | *-13.62* | *7.81* | *10.45* | *15.37* | *-3.95* | *11.29* | *6.12* |
| **American Funds 2020 Trgt Date Ret Inc R6 (RRCTX)** | **-0.35** | **14.26** | **8.94** | **10.46** | **-11.01** | **10.64** | **10.99** | **15.59** | **-2.69** | **12.87** | **7.05** |
| *Universe Rank: US Fund Target-Date 2020* | *42* | *15* | *7* | *80* | *1* | *7* | *72* | *79* | *1* | *59* | *38* |
| *Benchmark: Morningstar Lifetime Mod 2020 TR USD* | *-1.04* | *12.93* | *7.50* | *11.31* | *-16.77* | *9.04* | *13.32* | *17.73* | *-4.16* | *12.79* | *7.66* |
| *Universe: US Fund Target-Date 2020* | *-0.43* | *12.46* | *7.78* | *11.63* | *-14.40* | *8.47* | *10.75* | *16.18* | *-4.59* | *12.19* | *6.24* |
| **American Funds 2025 Trgt Date Ret Inc R6 (RFDTX)** | **-0.62** | **14.52** | **9.34** | **11.94** | **-12.74** | **11.44** | **13.67** | **17.85** | **-3.47** | **15.32** | **7.36** |
| *Universe Rank: US Fund Target-Date 2025* | *51* | *26* | *9* | *69* | *9* | *19* | *33* | *65* | *2* | *40* | *39* |
| *Benchmark: Morningstar Lifetime Mod 2025 TR USD* | *-1.20* | *13.72* | *7.97* | *12.15* | *-17.58* | *10.10* | *13.67* | *19.36* | *-4.90* | *14.54* | *8.39* |
| *Universe: US Fund Target-Date 2025* | *-0.58* | *13.08* | *8.26* | *12.49* | *-15.21* | *9.72* | *11.72* | *18.28* | *-5.40* | *14.59* | *6.75* |
| **American Funds 2030 Trgt Date Retire R6 (RFETX)** | **-1.28** | **15.72** | **10.86** | **14.52** | **-14.50** | **13.16** | **15.16** | **20.06** | **-4.16** | **18.40** | **7.71** |
| *Universe Rank: US Fund Target-Date 2030* | *73* | *21* | *8* | *48* | *19* | *13* | *16* | *69* | *1* | *18* | *39* |
| *Benchmark: Morningstar Lifetime Mod 2030 TR USD* | *-1.38* | *14.79* | *8.83* | *13.33* | *-17.94* | *11.69* | *13.69* | *21.24* | *-5.82* | *16.59* | *9.26* |
| *Universe: US Fund Target-Date 2030* | *-0.82* | *14.14* | *9.41* | *14.17* | *-16.09* | *11.64* | *12.93* | *20.08* | *-6.33* | *16.38* | *7.34* |
| **American Funds 2035 Trgt Date Retire R6 (RFFTX)** | **-1.86** | **17.17** | **12.73** | **16.90** | **-16.24** | **15.54** | **17.55** | **23.29** | **-5.14** | **21.04** | **8.00** |
| *Universe Rank: US Fund Target-Date 2035* | *89* | *24* | *6* | *35* | *28* | *15* | *8* | *31* | *1* | *8* | *45* |
| *Benchmark: Morningstar Lifetime Mod 2035 TR USD* | *-1.61* | *16.27* | *10.18* | *14.84* | *-17.75* | *13.63* | *13.38* | *23.04* | *-6.82* | *18.52* | *10.07* |
| *Universe: US Fund Target-Date 2035* | *-1.07* | *15.88* | *11.09* | *15.89* | *-16.90* | *13.71* | *14.04* | *22.03* | *-7.06* | *18.45* | *7.58* |
| **American Funds 2040 Trgt Date Retire R6 (RFGTX)** | **-2.51** | **19.50** | **14.79** | **19.33** | **-17.55** | **16.83** | **18.77** | **24.40** | **-5.52** | **21.97** | **8.17** |
| *Universe Rank: US Fund Target-Date 2040* | *91* | *17* | *5* | *17* | *41* | *20* | *6* | *39* | *1* | *7* | *41* |
| *Benchmark: Morningstar Lifetime Mod 2040 TR USD* | *-1.85* | *18.00* | *11.70* | *16.34* | *-17.37* | *15.35* | *13.09* | *24.35* | *-7.65* | *19.87* | *10.61* |
| *Universe: US Fund Target-Date 2040* | *-1.24* | *17.55* | *12.44* | *17.30* | *-17.42* | *15.41* | *14.58* | *23.16* | *-7.78* | *19.30* | *7.96* |
| **American Funds 2045 Trgt Date Retire R6 (RFHTX)** | **-2.87** | **20.42** | **15.17** | **20.15** | **-18.18** | **17.18** | **19.21** | **24.68** | **-5.58** | **22.44** | **8.27** |
| *Universe Rank: US Fund Target-Date 2045* | *89* | *18* | *7* | *18* | *50* | *38* | *6* | *53* | *1* | *5* | *44* |
| *Benchmark: Morningstar Lifetime Mod 2045 TR USD* | *-2.03* | *19.53* | *12.86* | *17.39* | *-17.06* | *16.36* | *12.95* | *24.97* | *-8.17* | *20.53* | *10.84* |
| *Universe: US Fund Target-Date 2045* | *-1.43* | *18.80* | *13.75* | *18.54* | *-17.73* | *16.56* | *15.11* | *24.32* | *-8.13* | *20.42* | *7.96* |

See Important Disclosures and Definitions Attached. For Individual Plan Sponsor Use Only.


## Salinas Valley Memorial Healthcare System
## Salinas Valley Memorial Healthcare System 403(b) Plan
## Calendar Year Returns
## As of 03/31/2026

CREATIVE PLANNING
RETIREMENT SERVICES


| Fund Name | % YTD | % 2025 | % 2024 | % 2023 | % 2022 | % 2021 | % 2020 | % 2019 | % 2018 | % 2017 | % 2016 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **American Funds 2050 Trgt Date Retire R6 (RFITX)** | **-3.07** | **20.43** | **15.43** | **20.83** | **-18.89** | **17.27** | **19.42** | **25.04** | **-5.61** | **22.61** | **8.33** |
| *Universe Rank: US Fund Target-Date 2050* | *96* | *28* | *16* | *18* | *75* | *47* | *6* | *51* | *1* | *7* | *50* |
| *Benchmark: Morningstar Lifetime Con 2050 TR USD* | *-1.77* | *18.05* | *10.87* | *16.02* | *-17.40* | *14.02* | *13.48* | *23.70* | *-7.46* | *19.52* | *10.41* |
| *Universe: US Fund Target-Date 2050* | *-1.50* | *19.48* | *14.13* | *19.03* | *-17.96* | *17.07* | *15.28* | *24.51* | *-8.44* | *20.40* | *8.24* |
| **American Funds 2055 Trgt Date Retire R6 (RFKTX)** | **-3.28** | **20.74** | **15.58** | **21.40** | **-19.50** | **17.28** | **19.39** | **25.09** | **-5.65** | **22.63** | **8.30** |
| *Universe Rank: US Fund Target-Date 2055* | *96* | *32* | *21* | *8* | *90* | *51* | *5* | *51* | *1* | *4* | *52* |
| *Benchmark: Morningstar Lifetime Con 2055 TR USD* | *-1.87* | *19.15* | *11.50* | *16.56* | *-17.38* | *14.50* | *13.57* | *24.00* | *-7.78* | *19.93* | *10.54* |
| *Universe: US Fund Target-Date 2055* | *-1.59* | *19.80* | *14.54* | *19.30* | *-18.05* | *17.24* | *15.51* | *24.90* | *-8.43* | *20.99* | *8.00* |
| **American Funds 2060 Trgt Date Retire R6 (RFUTX)** | **-3.36** | **20.77** | **15.60** | **21.61** | **-19.66** | **17.19** | **19.44** | **25.01** | **-5.64** | **22.49** | **8.41** |
| *Universe Rank: US Fund Target-Date 2060* | *96* | *33* | *21* | *9* | *92* | *59* | *5* | *62* | *1* | *12* | *50* |
| *Benchmark: Morningstar Lifetime Con 2060 TR USD* | *-1.89* | *19.71* | *11.62* | *16.74* | *-17.46* | *14.51* | *13.58* | *24.05* | *-7.95* | *20.11* | *10.54* |
| *Universe: US Fund Target-Date 2060* | *-1.57* | *19.87* | *14.61* | *19.38* | *-18.06* | *17.45* | *15.31* | *25.17* | *-8.51* | *21.21* | *7.90* |
| **American Funds 2065 Trgt Date Retire R6 (RFVTX)** | **-3.37** | **20.73** | **15.64** | **21.55** | **-19.64** | **17.32** | **-** | **-** | **-** | **-** | **-** |
| *Universe Rank: US Fund Target-Date 2065+* | *94* | *48* | *24* | *9* | *91* | *55* | *-* | *-* | *-* | *-* | *-* |
| *Benchmark: Morningstar Lifetime Con 2065 TR USD* | *-1.86* | *19.96* | *11.51* | *16.73* | *-17.49* | *14.37* | *13.58* | *23.84* | *-8.63* | *20.11* | *10.26* |
| *Universe: US Fund Target-Date 2065+* | *-1.62* | *20.18* | *14.48* | *19.78* | *-18.30* | *17.49* | *15.46* | *26.33* | *-9.11* | *-* | *-* |
| **American Funds 2070 Trgt Date Retire R6 (RFBFX)** | **-3.33** | **20.81** | **-** | **-** | **-** | **-** | **-** | **-** | **-** | **-** | **-** |
| *Universe Rank: US Fund Target-Date 2065+* | *94* | *45* | *-* | *-* | *-* | *-* | *-* | *-* | *-* | *-* | *-* |
| *Benchmark: Morningstar Lifetime Mod 2065 TR USD* | *-2.00* | *21.29* | *12.92* | *17.78* | *-17.00* | *16.10* | *12.88* | *24.74* | *-9.25* | *21.06* | *10.82* |
| *Universe: US Fund Target-Date 2065+* | *-1.62* | *20.18* | *14.48* | *19.78* | *-18.30* | *17.49* | *15.46* | *26.33* | *-9.11* | *-* | *-* |

See Important Disclosures and Definitions Attached. For Individual Plan Sponsor Use Only.

This presentation is provided for general information purposes only and should not be construed as investment, tax or legal advice, and does not constitute an attorney/ client relationship. Past performance of any market results is no assurance of future performance. The information contained herein has been obtained from sources deemed reliable but is not guaranteed.

CREATIVE PLANNING
RETIREMENT SERVICES

# Q1 Fiduciary Update

Sam Henson, J.D.
Patty Jurgeson, QKA

CREATIVE PLANNING
RETIREMENT SERVICES

CREATIVE PLANNING
RETIREMENT SERVICES

# Fiduciary Update Q1 2026

LOOKING BACK ON CHANGES IMPACTING RETIREMENT PLAN SPONSORS

LEGISLATIVE

### Congress Looks at ERISA Litigation Reform

Frivolous class action lawsuits against ERISA plan sponsors and fiduciaries prey on a voluntary system that exists to provide retirement savings.

REGULATORY

### DOL Issues Proposed Regulations on Alternatives

The DOL has released its proposed rule, titled "Fiduciary Duties in Selecting Designated Investment Alternatives," establishing a process-based safe harbor for fiduciaries' duty of prudence under ERISA in selecting investment options for participant-directed plans.

COURTS

### SCOTUS Will Look at Investments

The Supreme Court has agreed to hear arguments in a 401(k) case involving alternative investments and the need for a "meaningful benchmark."

STATES

### State Auto-IRAs

See the latest information on the state-mandated auto-IRAs.

FIDUCIARY TRAINING

### "SOC It To Me" Evaluating Provider Controls

SOC stands for Service Organization Controls. The SOC 1 is typically issued annually. Plan fiduciaries may want to request a copy and review it annually. [*Fiduciary Training*]

# The Hill

## Congress Looks at ERISA Litigation Reform

In what would be one of the first legislative attempts to slow class action lawsuits targeting ERISA covered plans, Congress is looking at a legislative solution. The House Committee on Education & Workforce advanced the ERISA Litigation Reform Act in March to the full House of Representatives by a party-line vote of 19-13.

The bill seeks to ensure that retirement plan fiduciaries, employers, and participants operate under a more predictable, fair, and efficient legal framework, by clarifying the burden of proof in fiduciary-related claims and establishing a targeted stay of discovery during the early stages of litigation. The targeted stay would bring ERISA more in line with established federal court practices designed to deter frivolous lawsuits. In addition, it would amend ERISA to:

- provide that if someone sues a retirement plan fiduciary claiming a prohibited transaction, then the plaintiff must plausibly claim in the complaint and prove that the transaction does not qualify for an exemption under Section 408(b)(2);
- provide that if someone sues a fiduciary for causing the plan to buy or sell qualified employer securities (via an ESOP) the plaintiff again must both plausibly allege and prove that the transaction is not exempt under Section 408(e); and
- create an automatic stay on all discovery and proceedings whenever a defendant files a motion to dismiss, unless the court finds limited discovery is necessary to preserve evidence or prevent unfair prejudice.

Class action lawsuits against ERISA plan sponsors and fiduciaries target a voluntary system that exists to provide retirement savings. A growing number of plaintiffs and lawyers are looking to exploit ERISA plan sponsors and fiduciaries for a quick payout, yet these lawsuits aren't just an easy paycheck — every lawsuit takes dollars from an employer who is voluntarily maintaining a retirement plan for the benefit of employees. Next up, the bill will be scheduled for debate in front of the full House, but with the mid-terms looming, time is of the essence as this Republican-led bill will have a challenging path.

**THE VALUE OF THE EMPLOYER-SPONSORED PLAN**

| | |
|---|---|
| 47% | I probably wouldn't save for retirement if I didn't have a retirement plan at work. |
| 91% | My employer-sponsored retirement account helps me think about the long term, not just my current needs. |
| 82% | The tax treatment of my retirement plan is a big incentive to contribute. |

Source: ICI Research Report, February 2026

### KEEP AN EYE ON

- **ESG Again:** The House passed the Protecting Prudent Investment of Retirement Savings Act, which would require fiduciaries to prioritize financial returns over "non-pecuniary factors" when making investment decisions. The bill would repeal the Biden-era guidance that allowed fiduciaries to consider ESG factors when they select investments and exercise shareholder rights. As a replacement, the bill would codify the "pecuniary-only" standard from Trump's first term. Non-pecuniary factors could only be considered in situations, to distinguish between investment alternatives on the basis of pecuniary factors alone, but it would require a fiduciary to prove through documentation that a tie exists. It also prohibits a fiduciary from discriminating on the basis of race, color, religion, sex or national origin regarding the selection of service providers and requires them to act solely and prudently in accordance with the interests of the participants when voting of proxies. The bill has now been referred to the Senate, and the DOL has already indicated it intends to issue a new rule.
- **401(k) Assets for Home Purchases:** The Home Savings Act would amend the Internal Revenue Code to permit penalty-free withdrawals from a 401(k) account for up to five years when the funds are used for a down payment or closing costs on a primary residence. The bill would apply to the 10%-early withdrawal penalty, and to regular ordinary tax treatment, and would allow an individual to make a penalty-free withdrawal and gift those funds to a relative, exempt from gift tax, provided the relative uses the money for a down payment or closing costs on a primary residence. If enacted, the bill would have a 5-year sunset after the 2026 tax year. It has been referred to the House Ways and Means Committee.
- **5500 Simplification:** The bipartisan Form 5500 Filing Simplification Act would extend the deadline for filing the form for calendar-year plans to Oct. 15, not the current July 31, and would allow filers to sign the form through electronic means. Filers already are required to file the Form 5500 electronically with the DOL through its EFAST2 system. The bill is now awaiting action by the House Committee on Education and Workforce, as well as the Ways and Means Committee.

# The Regulators

## DOL Issues Proposed Regulations on Alternatives

The DOL has released its long-awaited proposed rule, titled "Fiduciary Duties in Selecting Designated Investment Alternatives," establishing a process-based safe harbor for fiduciaries' duty of prudence under ERISA in selecting investment options for participant-directed plans. The proposed rule generally seeks to "alleviate certain regulatory burdens and litigation risk" with alternative investments—including alternative assets such as private equity, real estate, digital assets like cryptocurrency, commodities, infrastructure, and lifetime income strategies.

- **Asset-Class Neutral Approach:** The rule takes a broad approach, avoiding specifically addressing alternative assets and clarifies fiduciaries have "maximum discretion" to select all investments that further the plan's purposes. The rule does not require or restrict any specific type of investment. If the safe harbor is met, a fiduciary is presumed to have met the duty of prudence. The rule clarifies that the duty of prudence neither requires nor restricts any type of investment – it is asset-class neutral.
- **New Safe Harbor:** The rule introduces a set of six factors: (1) performance, (2) fees, (3) liquidity, (4) valuation, (5) benchmarking, and (6) the complexity of the designated investment alternatives. When a fiduciary follows the processes described in making investment decisions, those decisions would be "presumed to be reasonable" and "entitled to significant deference."

The rule, and its new safe harbor specifically, looks to reduce the potential risk for plan sponsors. The DOL's emphasis on fiduciaries having maximum discretion to select from any type of investment, including alternative assets, may provide more comfort to plan sponsors considering adding alternatives, but it should not be viewed as a complete shield against participant claims arising from performance or excessive fees associated with alternative assets. Fiduciaries would also continue to be "prohibited from selecting a designated investment alternative that is otherwise illegal." In addition, fiduciaries should closely monitor the impact in the upcoming months of the Supreme Court's decision in *Chevron* that essentially limited the ability of regulatory agencies to interpret laws when they are ambiguous in their application. Now the proposed rule will go through a public notice-and-comment period, the DOL would then make any changes, and then publish a final rule, perhaps later this year. [Please click for full Alert]

### KEEP AN EYE ON

- **DOL Proposes Paper Statement & E-disclosure Guidance:** The DOL released proposed regulations this quarter on a SECURE 2.0 provision that requires retirement plans to provide paper benefit statements. Plans using the "wired-at-work" electronic disclosure safe harbor will be required to provide a one-time initial paper statement for those who become participants or beneficiaries on or after December 31, 2025. Plans relying on the "e-default" safe harbor will be required to send individuals the annual benefit statement in paper unless a participant or beneficiary elects electronic delivery. The benefit statement must explain how an individual can choose electronic delivery of future annual benefit statements and provide contact information for the plan sponsor, administrator, third-party administrator, or recordkeeper. The plan will not be able to charge for sending paper statements, including duplicate copies.
- **IRS Delays Effective Date for Certain RMD Regulations:** Both SECURE 1.0 and 2.0 included many changes to required minimum distribution (RMD) rules. The IRS issued proposed regulations in 2024 and provided an extended implementation date to the 2026 distribution calendar year. With concerns still looming, the IRS has further delayed the date to no earlier than six months after the final regulations are published. Despite this most recent delay, the IRS requires plan sponsors to currently apply a reasonable, good-faith interpretation of the provisions in the proposed regulations.
- **IRS Issues Proposed Regulations on Trump Accounts:** Two IRS proposals released in March provide initial guidance on making an election to open a Trump account and requesting the $1,000 pilot seed money contribution be made to an eligible child's account. Despite comments urging some form of automatic enrollment into Trump accounts, the IRS explained that automatic enrollment into Trump Accounts will not work. The proposed regulations also did not provide additional information on making employer contributions to Trump accounts, but the IRS has indicated that employer contributions will be addressed in future regulations. We will share details on how employer contributions will work when the IRS releases that guidance. You can get more information at Trump Accounts - Jumpstarting the American Dream.
- **DOL Proposal Would Make It Easier to Classify Workers as Independent Contractors:** A DOL proposal would reverse a 2024 Biden administration rule for determining independent contractor status, making it easier to classify workers as contractors. The DOL's February proposal would generally restore the 2021 independent contractor rule, a five-part test that gives extra weight to the consideration of the nature and degree of control workers have over their work and the opportunity for loss or gain from initiative and investment on the part of the workers. Workers classified as independent contractors do not meet a retirement plan's employee definition. If a worker cannot be classified as an independent contractor, that individual may instead meet an employee definition, potentially making them eligible for retirement plan purposes.

# The Courts

## SCOTUS Will Look at Investments

The Supreme Court has agreed to hear arguments in a case involving alternative investments and the need for a "meaningful benchmark." The case, *Anderson v. Intel Corporation*, goes back to 2019, alleging that the fiduciaries of the Intel retirement plans breached their fiduciary duties by "investing billions of dollars in retirement savings in unproven and unprecedented investment allocation strategies featuring high-priced, low-performing illiquid and opaque hedge funds."

The case could be significant as SCOTUS is asked to consider the plaintiff's burden of proof. The district court dismissed the case because it found that the plaintiffs had not alleged facts sufficient to support the allegation that the funds suffered from poor performance compared to peer funds. In order to move the allegation forward, the court noted that the plaintiff must assert "a meaningful benchmark" against which to compare the Intel funds, but they had "failed to allege facts that would demonstrate that the chosen comparable funds were indeed meaningful benchmarks." In this case, Intel developed its own customized benchmarks, made up of a composite of the underlying benchmarks for each asset class included in the Intel funds, which it disclosed to plan participants and beneficiaries. Intel explained that the benchmarks had the same asset allocation as the fund's target asset allocation and used index returns to represent the performance of the asset classes.

With the recent DOL proposed rule on alternatives, the DOL's amicus fillings in support of meaningful benchmarks, and the *Parker-Hannifin* case seeking SCOTUS review on this topic, a decision by SCOTUS here could be widely impactful on fiduciary risk. The case is slated for SCOTUS oral argument in the next term.

### SURVEY HIGHLIGHTS MASSIVE GAP

| 27 | $1.59M | $291.67 | $5.85 |
|---|---|---|---|
| number of settlements sampled | average plaintiffs' attorney fee | average per-participant award | average award for a case where attorneys received $208,303.33 |

Source: Davis & Harman Survey Highlights Massive Gap Between Participant and Attorney Recoveries in ERISA Lawsuits – Davis & Harman LLP

### KEEP AN EYE ON

- **Cornell Tested:** In *Peeler v. Bayada Home Health Care, Inc.*, a federal judge has considered the impact of the SCOTUS "burden of proof" decision in *Cunningham v. Cornell* on a traditional excessive fee suit. In this case, the Court noted that "despite seemingly lowering the pleading requirements… the *Cunningham* Court nevertheless exhorted district courts to 'dismiss suits that allege a prohibited transaction occurred but fail to identify any injury." We have been concerned that the *Cunningham* decision would encourage more cases. Over the last year, it's worth noting that has not proven true. While it may be easier to allege a prohibited transaction, the courts are requiring plaintiffs to have suffered a specific injury before they have the right to bring suit in the first place.
- **CIT Transparency:** Plaintiffs in *Ventura v. Lithia Motors, Inc.* alleged that fiduciaries were imprudent in their decision to transition the plan's target-date fund suite — holding approximately $570.6 million (over 57% of plan assets) from SEC-regulated mutual funds into collective investment trusts (CITs) based on a lack of fee transparency and not scrutinizing the hidden indirect compensation extracted by conflicted service providers. The case is in stark contrast to any number of suits challenging the use of mutual funds when identical (but lower cost) CIT options were available. It is an important reminder however that plan sponsors should understand CIT fees, disclosures, and seek to remove revenue-sharing, sub-transfer agency, or other indirect compensation.
- **Arbitration Clauses:** In *Parrott v. Int'l Bancshares Corp*, the plan sponsor added a retroactive arbitration clause after the plaintiff had terminated employment, requiring all claims to proceed individually, prohibited claims from being brought in a representative capacity or on a class, collective, or group basis, and contained a standard-of-review provision. The Fifth Circuit Court of Appeals found the arbitration clause was not enforceable because an agreement to arbitrate requires mutual consent, and in this case, the plaintiff had not given his consent to arbitrate. For plan sponsors looking to arbitration language in the documents, it's important to ensure consent is documented.

# The States

| State | Eligible Employers | Mandate |
|---|---|---|
| California CalSavers | ▪ Employers with one or more employees reporting data to the California Employment Development Department on their four DE9/DE9C filings from the prior calendar year. | ▪ Employers may face a $250 fine per eligible employee 90 days after notice of noncompliance and an additional $500 per employee after 180 days. |
| Colorado SecureSavings | ▪ Employers registered to conduct business in Colorado, in business for at least two years, with at least five W-2 employees who have worked at least 180 days. | ▪ Noncompliant employers may face up to a $100 fine per employee (up to an aggregate $5,000 annually). |
| Connecticut MyCTSavings | ▪ Employers with five or more Connecticut employees who were paid $5,000 or more in taxable wages in the prior year. | ▪ Noncompliance may result in penalties based on employee count. |
| Delaware EARNS | ▪ Employers that in the preceding calendar year have been in business for at least six months with at least five employees. | ▪ Noncompliant employers may face up to a $250 penalty per employee per year, up to $5,000 per year. |
| Illinois Secure Choice | ▪ Employers that have been in business at least two years with five or more employees reported in quarterly filings with the Illinois Department of Revenue for the previous calendar year. | ▪ Eligible employers who fail to enroll employees may face a $250 penalty per employee per year and a $500 per employee penalty in subsequent years. |
| Maine Retirement Savings Program | ▪ Employers with five or more employees that have been in business during the current and preceding calendar year. | ▪ Employers who fail to enroll employees before June 30, 2026, may face a $20 penalty per employee. The penalty rises to $50 between July 1, 2026, and June 30, 2027, and $100 for failures after July 1, 2027. |
| MarylandSaves | ▪ Businesses that have been in operation for at least two calendar years, have at least one W-2 employee, and use an automated payroll system. | ▪ Maryland will waive the state's annual $300 corporation or association filing fee for employers that offer MarlandSaves or already offer a qualified plan. |
| Minnesota Secure Choice Retirement Program | ▪ Employers with five or more employees that have been in business or other enterprise in Minnesota during the preceding 12 months. | ▪ Employer registration deadlines: June 30, 2026, for those with 100 or more employees, December 31, 2026,for 50-99 employees, June 30, 2027, for 25-49 employees, December 31, 2027, for 10-24 employees, and June 30, 2028, for those with 5-9 employees. |
| Nevada Employee Savings Trust | ▪ Businesses that have been in operation for at least 36 months and have six or more W-2 employees. | ▪ Registration is open for all eligible employers. |
| Retire Ready New Jersey | ▪ Employers that have been in business for at least two years with at least 10 employees in prior calendar year. | ▪ Employers subject to the mandate that fail to enroll an employee may be subject to per-employee fines of up to $500. |
| New York Secure Choice | ▪ Employers with 10 or more employees who have been in business for at least two years. | ▪ Employers with 30 or more employees must register by March 18, 2026. Those with 15 to 29 employees must register by May 15, 2026. Employers with 10 to 14 employees have until July 15, 2026, to register. |
| OregonSaves | ▪ Any business with employees in Oregon must facilitate the program for its employees. | ▪ Out-of-compliance employers may be subject to enforcement action, including penalties and fines. |
| Rhode Island Retirement Savings Plan | ▪ Employers with at least five W-2 employees that do not offer a qualified plan. | ▪ Eligible employers with more than 100 eligible employees must allow employees to participate by October 15, 2026. The deadline is October 15, 2027, for those with more than 50 and up to 100 employees and October 15, 2028, for employers with five to 50 employees. |
| Vermont Saves | ▪ Employers registered to conduct business in Vermont with at least two W-2 employees. | ▪ Employers who fail to enroll employees can face penalties of up to $75 per employee. |
| Virginia RetirePath Virginia | ▪ Certain Virginia employers with 25 or more eligible employees, operating for two or more years. | ▪ Noncompliant employers may face up to a $200 penalty per employee per year. |

### KEEP AN EYE ON

- **Automatic IRA Active Legislation: Alaska, Arizona**, District of Columbia, **Kansas**, **Kentucky,** Massachusetts, Pennsylvania, **Philadelphia**, and Tennessee.
- **Automatic IRA Laws Enacted (anticipated implementation):** Hawaii (mid-2026) and Washington (2027).
- A **Florida** senator has introduced a bill that would establish a task force to examine and develop recommendations to expand access to retirement savings vehicles for private-sector employees who do not have access to employer-sponsored retirement plans.
- The mayor of **Philadelphia** has signed bills that would establish the Philadelphia Retirement Savings Program. Known as PhillySaves, the program would be the first city IRA mandate that would apply to employees of private employers who do not offer a retirement plan. Before that happens, Philadelphia voters must approve PhillySaves in a May 2026 primary election.

# "SOC It to Me"
# Evaluating Provider Controls

- How Do You Monitor Service Providers?
- Audits as Tools
- Reporting Standards and Compliance Controls
- Like a Good Book, Read it Cover to Cover
- Auditor's Opinion
- Are There Exceptions?
- Carve-Outs – Do you need to request the subcontractor's SOC?
- Complementary User Controls
- Review, Document, Retain

[*Fiduciary Training*]

## Quarterly Training

This quarter's training discusses evaluating provider controls in qualified retirement plans.

Plan fiduciaries have a responsibility to monitor service providers on a regular basis. One way they do this is by discussing at committee meetings actual plan experiences or issues, whether good or bad.

Monitoring plan service providers is an important fiduciary responsibility. Using available reporting to assist in your evaluation of the provided services and controls in place confirms the importance fiduciaries place in receiving ongoing valued services that are provided in the best interest of your plan's participants and beneficiaries. You may want to have annual discussions with your plan auditor of their review of SOC reporting.

# Disclosures

This commentary is provided for general information purposes only, should not be construed as investment, tax or legal advice, and does not constitute an attorney/client relationship. Past performance of any market results is no assurance of future performance. The information contained herein has been obtained from sources deemed reliable but is not guaranteed.

# Governance and Fiduciary Oversight

# Service Organization Controls (SOC 1)

## FIDUCIARY OBJECTIVE

- Reviewing a provider's SOC 1 report helps fulfill a fiduciary's responsibility to monitor plan service providers.

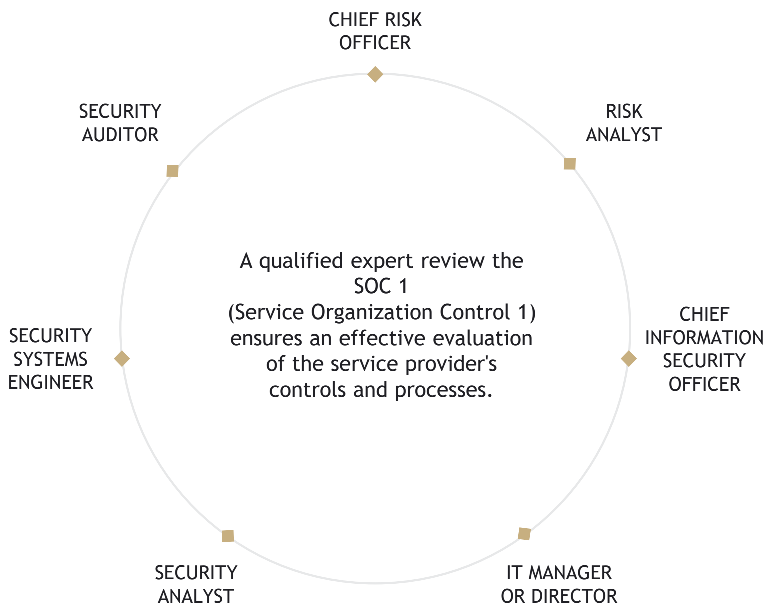
## KEY QUESTIONS/DISCUSSION ITEMS

- Does the scope of documented controls and testing cover the activities most likely to impact the plan's financial statements?
- Description of IT environment and processing systems.
- Description of IT and business system controls and security management.
- Description of key process areas:
  - ❑ Contributions
  - ❑ Loan repayments
  - ❑ Loan issue
  - ❑ Withdrawals
  - ❑ Allocation changes
  - ❑ Dividend processing
  - ❑ Pricing
  - ❑ Investment return
  - ❑ Financial reporting
  - ❑ Compliance testing
- What carve-outs or deviations are noted in the report?
- What responsibilities are placed on the plan sponsor?

### OVERVIEW

Third-party providers, such as record keepers, custodians or trustees, will have a System and Organization Controls Report (SOC 1) prepared annually to provide information about internal controls over specific portions of their internal operations.

# Service Organization Controls (SOC 1)




**BENEFITS OF A QUALIFIED EXPERT**

- Expertise in SOC Reports
- Understanding of Control Frameworks
- Ability to Identify Deficiencies
- Independence and Objectivity
- Assurance for Plan Fiduciaries
- Recommendations for Improvement

# SOC Review Checklist*

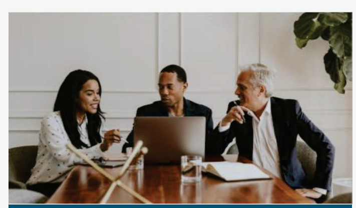
For guidance, we encourage you to consult our SOC Review Checklist* on Creative Planning's Plan Sponsor Portal.

This document has been created to assist in the analysis of your recordkeeper's report(s).

SOC REVIEW CHECKLIST HERE

**PLAN SPONSOR PORTAL**

| | |
|---|---|
| Market Insights | Access our 401(k) Roundtable Podcast and review the quarterly market summaries. |
| Fiduciary Insights | Access training and educational content for your plan fiduciaries. Topics include annual fiduciary training, fiduciary topics, and alerts. |
| Participant Insights | Check out our latest posts on financial planning, investing, tax strategies, estate planning and trusts, insurance or our specialty practices. |



retirementservices.creativeplanning.com

Username: Fiduciary

Password: in$ight$

*SOC Review Checklist - The document provided is for informational purposes only and is not intended to serve as an audit program or to offer authoritative guidance. It should be customized to suit the audit practices of the user's firm and the specific circumstances of each individual plan audit. Users should exercise discretion and professional judgment in adapting this checklist to their firm's employee benefit plan audit practice. Certain sections may be completed by the user auditor firm's reviewer (if applicable) to record the utilization of a SOC 1 report in an audit of an employee benefit plan's financial statements, while other sections may be prepared by the engagement team to document procedures performed to assess controls at a service organization. The completeness and accuracy of the information documented in this checklist are the responsibility of the user. This document does not substitute for independent verification and assessment of controls and procedures.

The Organization and Auditor chosen to provide the SOC1 audit, are not an affiliation of Creative Planning. Any report or review provided by the Organization and Auditor is of their own opinion and provided to you for your own review.

---

This presentation is provided for general information purposes only and should not be construed as investment, tax or legal advice, and does not constitute an attorney/client relationship. Past performance of any market results is no assurance of future performance. The information contained herein has been obtained from sources deemed reliable but is not guaranteed.

# Salinas Valley Memorial Healthcare District Employees' Pension Plan

## 2026 Actuary's Report Summary

Eric Grant, Si Man Lei - WTW

June 15, 2026




# Today's discussion

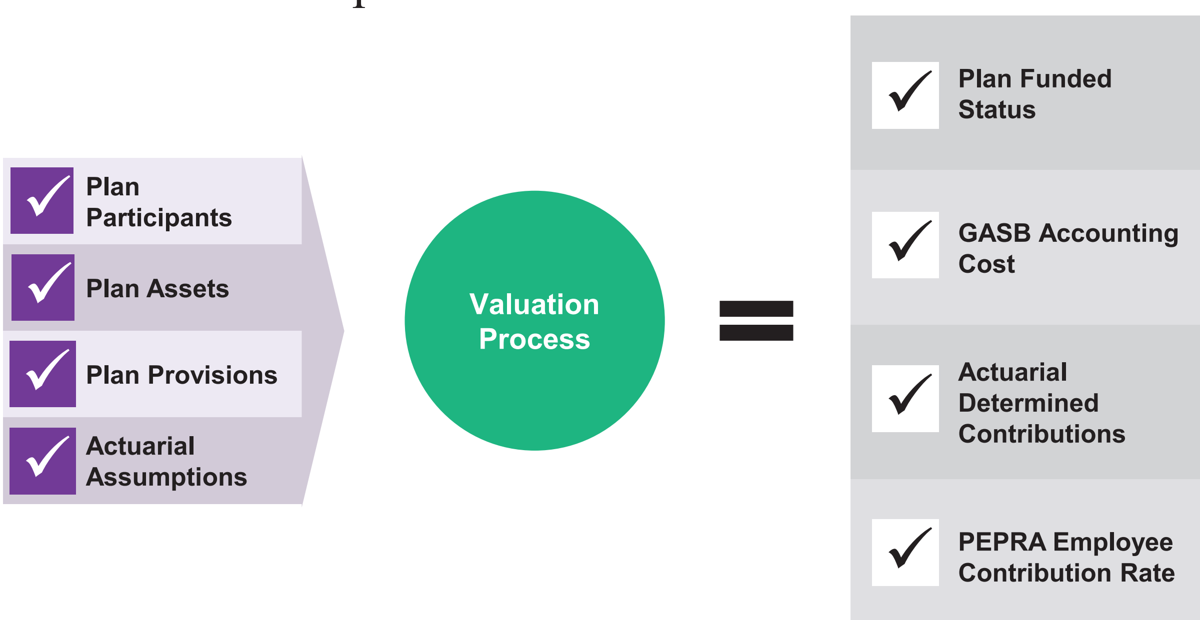
- Valuation results
- Changes and key drivers
- Historical trend
- Forward outlook

# Executive summary

- Plan remains well funded, with accounting funded status improving from 104% to 109% in 2025, resulting is the surplus growing from $20M to $49M.
  - Gains were primarily driven by strong investment performance, partially offset by a modest increase in liabilities from experience study updates.
- Fiscal 2026 pension (income)/expense is projected at ($1.3M) vs. $11.4M in fiscal 2025.
- Employer contributions are expected to remain stable, with a 2026 actuarially determined contribution of $12.8M using the current methodology.
- No change for PEPRA employee contribution rate at 3.75%.
- **Action requested:** Board approval to suspend contributions when the plan is overfunded.




# Overview of valuation process



# Summary of key results

| Accounting Basis | December 31, 2024 | December 31, 2025 |
|---|---|---|
| Discount rate | 6.50% | 6.50% |
| Total pension liability[1] | $496M | $527M |
| Market value of assets[2] | $516M | $576M |
| (Overfunded)/unfunded liability | **($20M)** | **($49M)** |
| Funded ratio | **104%** | **109%** |
| Pension expense/(income) | **$11.4M** | **($1.3M)** |
| **Contribution Basis** | **January 1, 2025** | **January 1, 2026** |
| Discount rate | 6.50% | 6.50% |
| (Overfunded)/unfunded liability | **($61M)** | **($58M)** |
| Funded ratio[1, 2] | 115% | 112% |
| Actuarially determined contribution | **$12.0M** | **$12.8M** |
| PEPRA contribution rate | **3.75%** | **3.75%** |

1 **Accounting** uses **EAN Method**, while **Funding** uses **TUC/EAN Method** for Classic/PEPRA.
2 **Accounting** uses **Market Value of Assets**, while **Funding** uses **5-year Smoothed Value of Assets**.





# Changes and key drivers during 2025

| | (Overfunded)/ Unfunded Liability | Pension (Income)/Cost |
|---|---|---|
| Beginning amount at December 31, 2024 | ($20M) | $11.4M |
| Expected changes | $9M[1] | ($6.1M)[2] |
| PEPRA contributions | ($3M) | ($0.6M) |
| Employer contributions | ($13M) | ($0.5M) |
| Differences between expected and actual experience[3] | $2M | $0.2M |
| Differences between projected and actual earnings[4] | ($34M) | ($6.9M) |
| Changes in assumptions[3] | $9M | $1.2M |
| Ending amount at December 31, 2025 | ($49M) | ($1.3M) |

1 Includes $11M of service cost, partially offset by projected earnings on surplus.
2 Includes change in service cost, interest cost, projected earnings, and recognition amounts.
3 Amounts are amortized over average future working lifetime of 7.9 years.
4 2025 ROR 13.2% vs. 6.50% expected. Investment performance was better than expected by $34M during 2025. Amount is amortized over 5 years.

# Experience study: overview

- Completed review of demographic assumptions using 5 years of plan data (2021–2025)
- Recommend assumptions updated to
  - Improve financial accuracy
  - Strengthen fiduciary governance
  - Comply with GASB requirements and Actuarial Standards of Practice
  - Enhance audit readiness
- Overall financial impact:
  - +$9.2M increase in liabilities
  - +$1.2M increase in annual pension cost
- Key drivers
  - Lower mortality increases liability and pension cost
  - Partially offset by updates to termination and form of payment assumptions

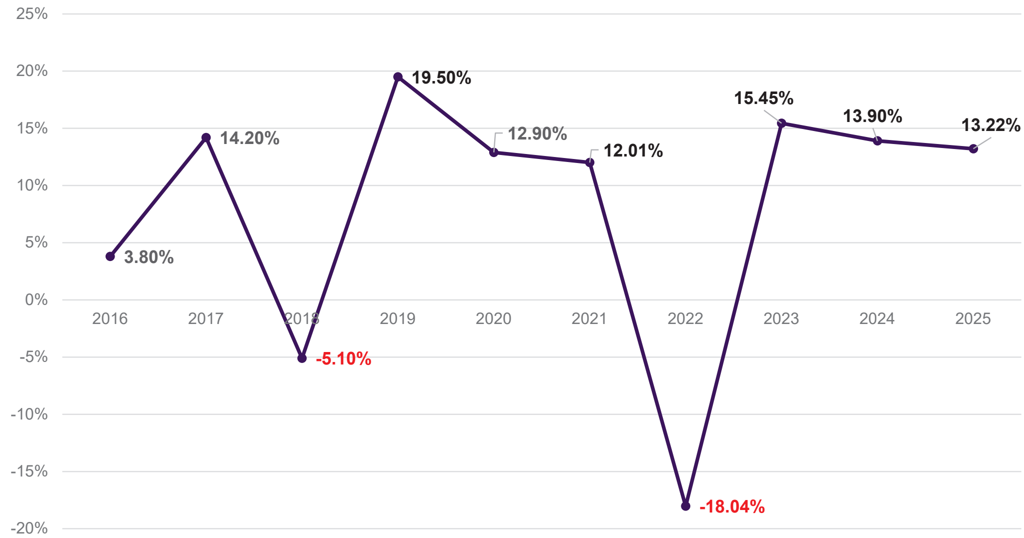




# Experience study: observations and impact

| Assumption Analyzed | Observations | Effect on Pension Liability | Effect on 2026 P&L |
|---|---|---|---|
| Recommend update | | | |
| Mortality | Observed mortality is lower than expected, with males living to about 88 and females to 90. | 12.7M | 1.6M |
| Termination | Higher rates in early employment years and lower rates for longer employed employees; changing rates to 11% in the first five years, decreasing to 4% thereafter. | 0.8M | 0.1M |
| Form of payment | Current assumption (100% single life annuity) is a simplification. About 1/3 of retirees elect joint & survivor annuity options | (4.2M) | (0.5M) |
| Spouse age difference | Actual experience shows smaller age gap than assumed. About 2 years vs. 3 years assumed | (0.1M) | 0.0M |
| No change recommended | | | |
| Retirement | Retirement rates largely align with assumption | N/A | N/A |
| Benefit commencement age | Plan experience is in-line with expected. Participants generally defer benefits to around age 65 | N/A | N/A |
| **Overall impact** | | **9.2M** | **1.2M** |

# Historical asset returns

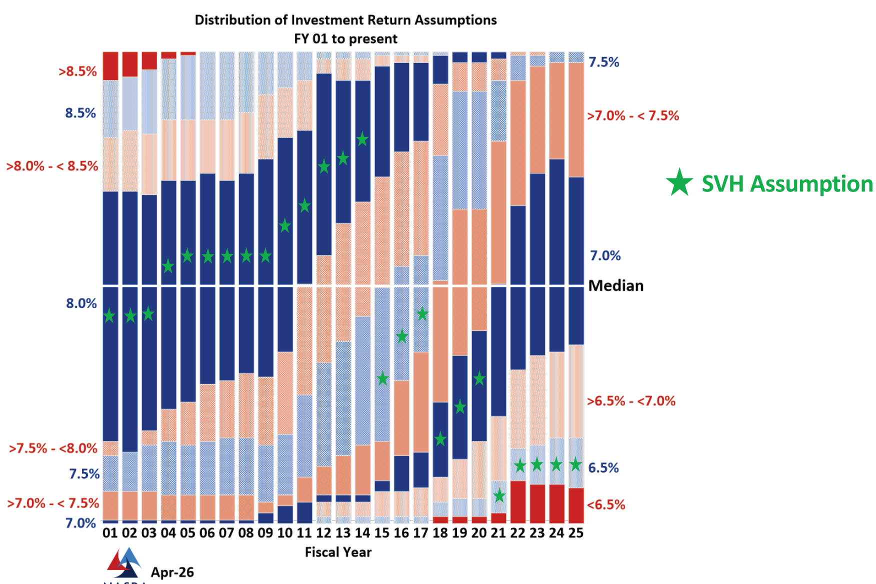



10-year return averages 7.57% vs. 6.50% assumption





# Investment return assumption: SVH vs. public sector median




SVH continues to use a very conservative (i.e. low) investment return assumption versus other public sector plan sponsors

Source: National Association of State Retirement Administrators (NASRA)

# Discount rate sensitivity

| Discount Rate | Total Pension Liability | (Overfunded) / Unfunded Liability | Accounting Funded Ratio* |
|---|---|---|---|
| 7.00% | $496.0M | ($80.4M) | 116% |
| 6.50% (current assumption) | $527.3M | ($49.1M) | 109% |
| 6.00% | $560.6M | ($15.8M) | 103% |

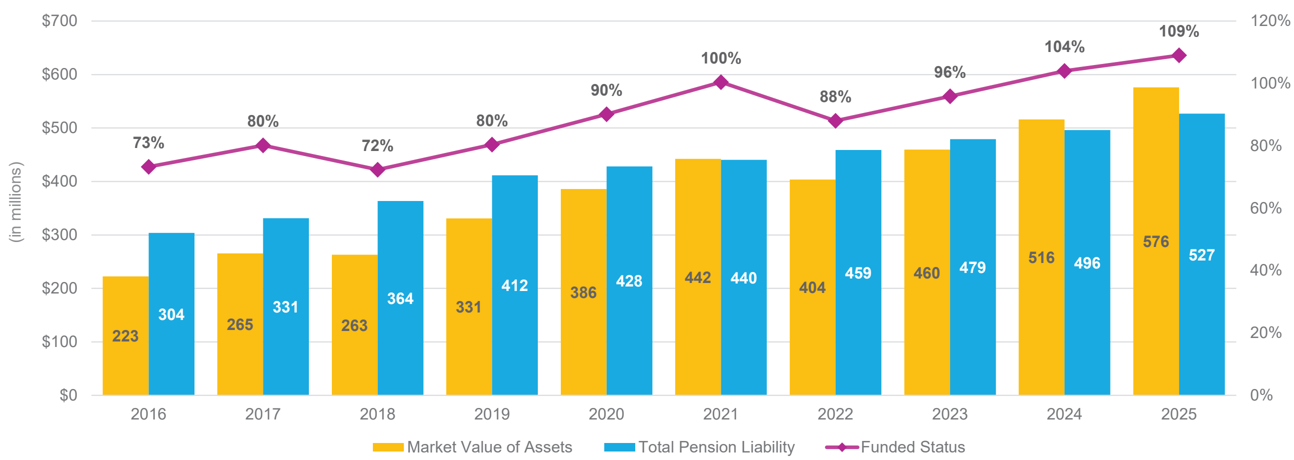
**A 50 bps change in the discount rate translate to ~ $32M (7%) change in funded status.**

* Based on asset and liability at December 31, 2025.





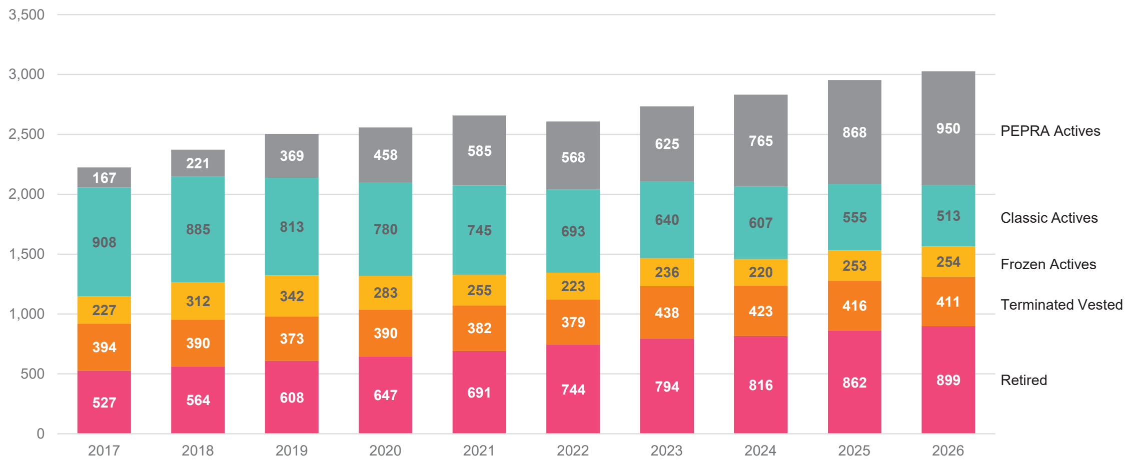
# Historical accounting funded status at 12/31




| Discount Rate | 7.5% | 7.5% | 7.0% | 6.5% | 6.5% | 6.5% | 6.5% | 6.5% | 6.5% | 6.5% |
|---|---|---|---|---|---|---|---|---|---|---|
| (Overfunded)/ Unfunded Liability | $81 | $66 | $101 | $81 | $42 | ($2) | $55 | $19 | ($20) | ($49) |

# PEPRA plan membership growth

PEPRA took effect in 2013, when the plan had a 3-year waiting period.
PEPRA participants began entering the plan in 2016.
Changed to immediate eligibility since 2016.
Increases in frozen actives in certain years reflect transfers and rehires.




| | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|---|---|---|---|---|
| Total Actives: | 1,075 | 1,106 | 1,182 | 1,238 | 1,330 | 1,261 | 1,265 | 1,372 | 1,423 | 1,463 |
| % PEPRA: | 16% | 20% | 31% | 37% | 44% | 45% | 49% | 56% | 61% | 65% |
| Benefits Paid: | $10M | $11M | $12M | $14M | $16M | $19M | $20M | $23M | $22M | TBD |





# History of PEPRA contributions

| Calendar Year | Contribution Percentage | Contribution Amount |
|---|---|---|
| 2018 | 4.25% | $1.2M |
| 2019 | 4.25% | $1.6M |
| 2020 | 4.25% | $2.0M |
| 2021 | 5.25% | $2.7M |
| 2022 | 4.50% | $2.5M |
| 2023 | 3.75% | $2.4M |
| 2024 | 3.75% | $2.8M |
| 2025 | 3.75% | $3.3M |
| 2026 | 3.75% | $3.7M[1] |
| 2027 | 3.75% | $4.0M[1] |
| **10-Year Total** | | **$26.2M** |

[1] Projected assuming PEPRA covered payroll of $98.0M in 2026 and $105.8M in 2027

# History of employer contributions

| Calendar Year | Actuarially Determined Contribution | Excess Contribution | Total |
|---|---|---|---|
| 2017 | $12.9M | $7.0M | $19.9M |
| 2018 | $11.9M | $10.0M | $21.9M |
| 2019 | $11.8M | $15.0M | $26.8M |
| 2020 | $18.8M | $5.0M | $23.8M |
| 2021 | $13.1M | $10.0M | $23.1M |
| 2022 | $10.1M | $45.0M | $55.1M |
| 2023 | $12.5M | $0.0M | $12.5M |
| 2024 | $12.7M | $0.0M | $12.7M |
| 2025 | $12.0M | $0.4M | $12.4M |
| 2026 | TBD | TBD | TBD |
| **10-Year Total** | **$115.8M** | **$92.4M** | **$208.2M** |





# Funding policy

SVH's current policy is to contribute an annual amount based on the **Actuarially Determined Contribution.**

Reflects:

- Cost of benefits earned each year (normal cost, with interest)
- Amortization of any funding shortfall
- Offset by PEPRA employee contributions

**Proposed Changes**

| Method | Current | Proposed |
|---|---|---|
| Treatment of surplus | Not reflected | Reduces required contribution |
| Actuarial method | Varies by group | Single method |
| Asset method | 5-year smoothing | Market value (no smoothing) |
| Amortization | Multiple schedules (5–15 yrs) | Single schedule (10 years) |
| Funding period | Calendar year | Fiscal year (July–June) |

**What this means**

- Contributions will reflect Plan's actual funding level
- Limits surplus growth
- Simplicity

**Consideration**

- Higher contribution volatility

# Actuarially determined contribution

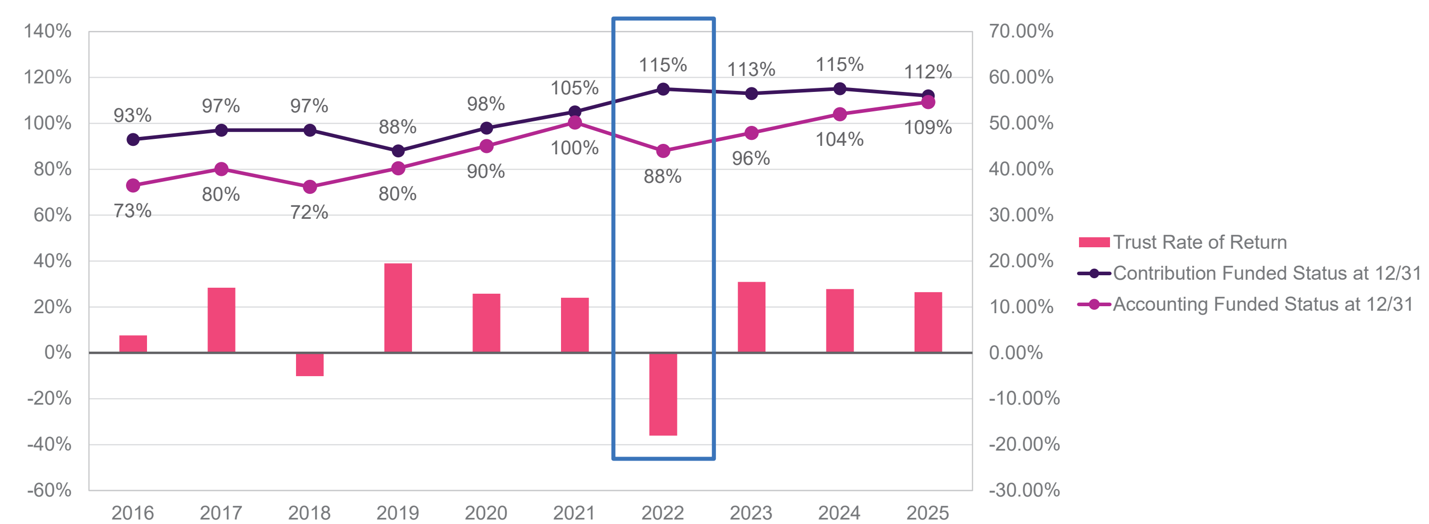
| | Current | Proposed |
|---|---|---|
| Normal cost at January 1, 2026 | $15.6M | $11.4M |
| Interest on normal cost | $1.0M | $0.7M |
| Annual amortization of shortfall | $0.0M | $0.0M |
| Expected PEPRA contributions | ($3.8M) | ($3.8M) |
| Funding surplus[1] | n/a | (49.1M) |
| **Actuarially determined contribution** | **$12.8M** | **$0.0M** |

[1] Funding surplus under current methodology is $58M, but it is not subtracted when determining actuarially determined contribution.





# Contribution vs. accounting funded status



# Projected results – suspend contributions when plan is overfunded

(in millions)

| Fiscal year ending 6/30 | 2026 | 2027 | 2028 | 2029 | 2030 | 2031 | 2032 |
|---|---|---|---|---|---|---|---|
| **Pension cost/(income)** | | | | | | | |
| Service cost | $10.5 | $11.4 | $11.4 | $11.5 | $11.5 | $11.5 | $11.5 |
| Employee contributions | ($3.3) | ($3.8) | ($4.1) | ($4.4) | ($3.7) | ($3.9) | ($4.1) |
| Interest on total pension liability | $32.2 | $34.2 | $35.5 | $36.7 | $38.0 | $39.1 | $40.3 |
| Administrative expense | $0.1 | $0.1 | $0.1 | $0.1 | $0.1 | $0.1 | $0.1 |
| Projected earnings on pension plan investments | ($33.3) | ($37.0) | ($37.7) | ($38.6) | ($39.5) | ($40.2) | ($41.0) |
| Recognition of deferred resources | ($3.3) | $1.3 | ($20.8) | ($12.6) | ($5.8) | $1.1 | $1.1 |
| Additional pension expense recognition | ($4.3) | ($8.3) | ($2.0) | $0.0 | $0.0 | $0.0 | $0.0 |
| **Total pension cost/(income)** | **($1.3)** | **($2.0)** | **($17.6)** | **($7.3)** | **$0.6** | **$7.7** | **$8.0** |
| | | | | | | | |
| **Accounting funded ratio at 12/31** | **109%** | **108%** | **107%** | **106%** | **104%** | **103%** | **102%** |
| **(Overfunded)/unfunded liability at 12/31** | **($49.1)** | **($50.1)** | **($45.2)** | **($40.1)** | **($33.9)** | **($27.7)** | **($21.1)** |
| **Employer contributions for prior year** | **$12.4** | **$6.0** | **$0.0** | **$0.0** | **$0.0** | **$0.0** | **$0.0** |
| Benefits paid | $22.4 | $24.7 | $27.2 | $28.8 | $30.5 | $32.1 | $33.5 |
| Discount rate | 6.50% | 6.50% | 6.50% | 6.50% | 6.50% | 6.50% | 6.50% |

Based on census data and plan assets as of December 31, 2025.
Assume stable population and 6.50% asset return per year.

** may not sum due to rounding*





# Projected results – current funding policy

(in millions)

| Fiscal year ending 6/30 | 2026 | 2027 | 2028 | 2029 | 2030 | 2031 | 2032 |
|---|---|---|---|---|---|---|---|
| **Pension cost/(income)** | | | | | | | |
| Service cost | $10.5 | $11.4 | $11.4 | $11.5 | $11.5 | $11.5 | $11.5 |
| Employee contributions | ($3.3) | ($3.8) | ($4.1) | ($4.4) | ($3.7) | ($3.9) | ($4.1) |
| Interest on total pension liability | $32.2 | $34.2 | $35.5 | $36.7 | $38.0 | $39.1 | $40.3 |
| Administrative expense | $0.1 | $0.1 | $0.1 | $0.1 | $0.1 | $0.1 | $0.1 |
| Projected earnings on pension plan investments | ($33.3) | ($37.2) | ($39.0) | ($40.8) | ($42.6) | ($44.5) | ($46.3) |
| Recognition of deferred resources | ($3.3) | $1.3 | ($20.8) | ($12.6) | ($5.8) | $1.1 | $1.1 |
| Additional pension expense recognition | ($4.3) | ($8.3) | ($2.0) | $0.0 | $0.0 | $0.0 | $0.0 |
| **Total pension cost/(income)** | **($1.3)** | **($2.3)** | **($18.8)** | **($9.4)** | **($2.5)** | **$3.5** | **$2.7** |
| | | | | | | | |
| **Accounting funded ratio at 12/31** | **109%** | **110%** | **112%** | **113%** | **114%** | **115%** | **117%** |
| **(Overfunded)/unfunded liability at 12/31** | **($49.1)** | **($57.1)** | **($65.6)** | **($74.8)** | **($84.6)** | **($95.1)** | **($106.3)** |
| **Employer contributions for prior year** | **$12.4** | **$12.8** | **$12.6** | **$12.5** | **$13.3** | **$13.1** | **$12.9** |
| Benefits paid | $22.4 | $24.7 | $27.2 | $28.8 | $30.5 | $32.1 | $33.5 |
| Discount rate | 6.50% | 6.50% | 6.50% | 6.50% | 6.50% | 6.50% | 6.50% |

Based on census data and plan assets as of December 31, 2025.
Assume stable population and 6.50% asset return per year.

** may not sum due to rounding*

# Appendix





# PEPRA contribution rate calculation

- PEPRA employee contributions began in 2016 at 4.25%.
- PEPRA contributions are set at 50% of the normal cost (rounded to 25 bps).
- Once set, the rate remains stable unless the normal cost rate changes by more than +/-1% of payroll vs. the rate in effect
- January 1, 2026 valuation determines the contribution rate effective January 1, 2027.

**PEPRA Normal Cost as a Percent of Payroll**

| | | January 1, 2025 | January 1, 2026 |
|---|---|---|---|
| (a) | Normal cost | $5.5M | $6.9M |
| (b) | Covered payroll | $85.6M | $98.0M |
| (c) | Normal cost rate | 6.45% | 7.01% |
| (d) | +/-1% change? | No | No |
| (e) | 50% of normal cost rate | 3.23% | 3.51% |
| (f) | Rounded to 25 bps | **3.75%** | **3.75%** |

[1] The normal cost rate for Classic participants is 13.16%, based on $8.9M in normal cost over $67.8M on a covered payroll.

# Actuarial certification

The preliminary results provided in this presentation have been prepared solely for the benefit of Salinas Valley Health and are based on the data, assumptions, methods, models, and plan provisions outlined in the actuarial valuation reports to determine accounting and funding requirements for the plan for the plan year beginning January 1, 2026, to be delivered in the next few weeks. Therefore, such information, and the reliance and limitations of the valuation reports and their use, should be considered part of this presentation. This presentation should not be used for other purposes, and we accept no responsibility for any such use. It should not be relied upon by any other person without WTW's prior written consent. More detailed valuations results, summaries of actuarial methods and assumptions, summaries of plan provisions, and descriptions of data sources used in developing these results are included in the valuation report.

The results shown in this presentation have been developed based on actuarial assumptions that, to the extent evaluated or selected by WTW, we consider to be reasonable. Other actuarial assumptions could also be considered to be reasonable. Thus, reasonable results differing from those presented in this presentation could have been developed by selecting different reasonable assumptions.

The undersigned consulting actuaries are members of the Society of Actuaries and meet the "Qualification Standards for Actuaries Issuing Statements of Actuarial Opinion in the United States" relating to pension plans. Our objectivity is not impaired by any relationship between Salinas Valley Health and our employer, WTW.

Eric Grant, FSA, EA
Managing Director, Retirement

Si Man Lei, ASA, EA
Senior Director, Retirement





# ASOP 56

## Model Description and Disclosures

The GASB Exhibit Workbook is an Excel spreadsheet intended to develop exhibits for the purposes of the GASB 67/68 reporting and projecting the actuarially determined contribution. The exhibits are based on various user specified inputs. These inputs include asset values, contribution and benefit disbursement information provided by the client, liabilities calculated in Quantify, as well as prior year actuarial valuation results based on actuarial assumptions selected by the client. The tool is designed specifically for these purposes and does not evaluate any assumptions or adjustments entered for reasonableness, consistency, or probability of occurrence.

Quantify is the WTW centrally developed, tested, and maintained Global actuarial valuation system. It is used to perform valuations of clients' benefit plans. Quantify provides the ability to process data, calculate benefits and value benefit liabilities, develop results using applicable standards, and generate client reports. Quantify parameters provide significant flexibility to model populations and plan designs. Various demographic, economic and benefit related assumptions exist for users to model multiple demographic and economic situations. Plan liabilities are calculated based on standard actuarial techniques, developing actuarially reasonable results using the population and parameters entered. The calculation and presentation of liabilities in Quantify relies on the assumptions used and the reasonability of the assumptions selected. Quantify incorporates standard liability methodologies that are intended to reasonably reflect a variety of economic or demographic conditions. The model itself does not evaluate any assumptions entered for reasonableness, consistency, or probability of occurrence. Quantify is designed specifically for these purposes, and we know of no material limitations that would prevent the system from being suitable for these intended purposes. The actuaries signing this report have relied on the actuaries who develop, test, and maintain this system, and have also performed a limited review of results to ensure that system parameters have been set appropriately and plan provisions coded correctly.

Salinas Valley HEALTH

# Memorandum

**Date:** June 15, 2026

**To:** Personnel, Pension & Investment Committee

**From:** Iftikhar Hussain, CFO / Scott Cleveland, Controller

**Re:** Fiscal Year Ending June 30, 2027 - Defined Benefit Pension Plan Funding

The Hospital's consulting actuaries, WTW, have determined that no employer contribution is required for the fiscal year July 1, 2026 through June 30, 2027 after reflecting the Plan's current surplus position. This is based on the January 1, 2026 actuarial valuation. This supersedes any prior approvals.

Thank you for your consideration.

*ADJOURNMENT*