

ALIGNING ASSETS WITH VALUES

Impact Retirement portfolios include investment options that are focused on ESG (environmental, social and governance) issues. In addition to financial performance, these investment managers consider how the companies they invest in treat employees and customers, how they manage resources and impact the environment, and the diversity and transparency of their leadership. Not only do these factors matter socially, but they are often important factors in long-term financial performance.

(as of 10-31-2020)

PORTFOLIO ALLOCATIONS					
ESG Focused Investments	Ticker	Conservative	Moderate	Aggressive	Asset Category
TIAA-CREF Core Impact Bond	TSBIX	X%	X%	X%	Bond
Vanguard FTSE Social Index	VFTSX	X%	X%	X%	US Equity - Large
Calvert Small Cap	CSVIX	X%	X%	X%	US Equity - Small
DFA Int'l Sustainability Core	DFSPX	X%	X%	X%	International
RBC Emerging Markets	REEIX	X%	X%	X%	Emerging Markets
Money Market / Stable Value	na	X%	X%	X%	Cash/Fixed
Total:		100%	100%	100%	

ESG FOCUSED INVESTMENTS

TIAA-CREF CORE IMPACT BOND

Prioritizes bonds that make direct and measurable impact across multiple sustainable and socioeconomic themes without compromising return potential.

VANGUARD FTSE SOCIAL INDEX

Tracks the performance of the FTSE4Good US Select Index, which includes large and medium sized companies evaluated for ESG factors.

CALVERT SMALL CAP

Applies a process that combines analysis of ESG factors with deep fundamental research to identify high and improving quality companies.

DFA INT'L SUSTAINABILITY CORE

Addresses sustainability issues important to investors while still providing broad diversification and emphasis on securities with higher expected returns.

RBC EMERGING MARKETS

Invests in companies conducting a substantial portion of their business within emerging markets and takes an active role in promoting ESG issues.

Impact Themes	Impact Example	
Low income housing, job creation, transit oriented development, renewable energy & forestry	\$1.8M affordable mortgages ¹	474k homes off the grid ¹
Over weights investment in companies demonstrating strong ESG practices	NO tobacco, weapons or coal	Top 40% ESG rankings ²
Focus on environment, votes proxies for climate change initiatives & gender pay equality and excludes tobacco	75% lower carbon emissions ³	100% lower toxic emissions ³
Issues include greenhouse gas emissions, biodiversity, waste management, tobacco and child labor	67% lower emissions ⁴	1.5X sustainable companies ⁴
Challenges governance issues such as executive pay, board leadership, climate change strategy and ESG disclosure	<1% Fossil Fuel Involvement ⁵	Top 4% ESG Rating vs Category ⁵