

**MINUTES**  
**FINANCE/AUDIT COMMITTEE**  
**UNIVERSITY OF SOUTHERN INDIANA**  
**BOARD OF TRUSTEES**

**September 3, 2015**

The Finance/Audit Committee of the University of Southern Indiana Board of Trustees met on Thursday, September 3, 2015, in the University Center on campus. Present were Trustees, Amy MacDonell; Ronald D. Romain '73; Evan K. Stieler '17. Committee Chair W. Harold Calloway was absent. Also in attendance were President Linda L. M. Bennett; Vice President for Finance and Administration Steven J. Bridges '89 M'95; and Vice President for Government and University Relations Cynthia S. Brinker.

In the absence of Mr. Calloway, Mr. Romain called the meeting to order at 9:03 a.m.

**1. REPORT ON THE VOLUNTARY EMPLOYEES' BENEFIT ASSOCIATION (VEBA) TRUST FUND**

Mr. Romain called on Vice President Bridges, who reported that the Voluntary Employees' Benefit Association Trust was created in 1995 to establish a long-term investment vehicle to partially fund future retiree benefit costs for medical, dental, and life insurance coverage.

Mr. Bridges introduced, Neil Heppler, Co-President of Fourth Street Performance Partners and the investment advisor for the VEBA Trust, for an annual report. Mr. Heppler reported on the performance of the VEBA Trust Fund for fiscal year 2014-2015. He referred the Committee to a handout titled *USI VEBA Trust Investment Performance Analysis – June 30, 2015*. (Attachment A)

**2. APPROVAL OF RECOMMENDATION FOR 2016-2017 HOUSING RATES**

Mr. Romain called on Vice President Bridges for a review of the recommendation for the 2016-2017 housing rates. Mr. Bridges reported student housing at USI includes 580 apartments in 53 buildings, and 236 suites in four residence halls, which include a total of 2,722 beds. In fall 2015, student housing opened at 97 percent occupancy, up approximately two percent from fall 2014.

Mr. Bridges proposed a rate increase of \$64 per semester, or approximately three percent for the most common occupancy contract; two students per room. The proposed rate will be \$2,196 per semester for a double occupancy room. USI continues to maintain a comprehensive maintenance program that keeps USI well positioned in price and quality.

<u>FALL OR SPRING SEMESTER</u>	<u>CURRENT RATE</u>	<u>PROPOSED RATE</u>	<u>EFFECTIVE DATE</u>
<u>McDONALD or O'DANIEL APARTMENT</u>			
Two Bedroom: Two students per bedroom	\$2,132	\$2,196	7-01-16
One student per bedroom	3,810	3,924	7-01-16
One Bedroom: Two students	2,572	2,649	7-01-16
One student	4,778	4,921	7-01-16
<u>GOVERNORS, NEWMAN, O'BANNON, or RUSTON HALL</u>			
One and Two Bedroom: Two students per bedroom	\$2,132	\$2,196	7-01-16

Students who live in housing will have \$50 in Munch Money added to the proposed housing rates above for use in any dining venue on campus.

On a motion by Mr. Stieler, seconded by Ms. MacDonell, a recommendation to the Board of Trustees for approval of the following 2016-2017 housing rates was approved.

**SUMMER SESSIONS**

Summer session rates are pro-rated to fall and spring semester rates.

**3. APPROVAL OF RECOMMENDATION FOR 2016-2017 MEAL PLAN RATES**

Mr. Romain called on Vice President Bridges to review the recommendation for 2016-2017 meal plan rates. Mr. Bridges explained that the total of number of meal plans for 2015-2016 increased 13 percent. Mr. Bridges proposed an increase of \$64 per semester (\$4 per week) for the primary meal plan, an increase of 3.3 percent.

Students who live in the residence halls (Governors, Newman, O'Bannon, and Ruston) are required to purchase a resident meal plan. Three plans (Red, White, and Blue Eagle) offer different combinations of meals in The Loft and discretionary spending at other dining venues on campus. The proposed rate allows for normal increases in food and labor costs.

He explained that Sodexo uses a standard quality assessment survey at all 600 of the colleges it serves nationwide. He pointed out that USI has consistently scored very well in the survey; however, this year USI's operation scored first in Sodexo's Midwest region and in the top 25 nationwide in customer satisfaction.

<b><u>FALL OR SPRING SEMESTER</u></b>	<b><u>CURRENT RATE</u></b>	<b><u>PROPOSED RATE</u></b>	<b><u>EFFECTIVE DATE</u></b>
Red, White, or Blue Eagle Meal Plan	\$1,956	\$2,020	7-01-16

On a motion by Mr. Stieler, seconded by Ms. MacDonell, a recommendation to the Board of Trustees for approval of the proposed meal plan rates for 2016-17 was approved.

**4. REVIEW OF COMPLETED AUDITS AND ANNUAL AUDIT PLAN**

Mr. Romain called on Vice President Bridges, who introduced director of Internal Audit, Brad Will. Mr. Bridges noted that the practice has been for the director of Internal Audit to report to the Committee one time each year in March. Because the volume of information to be reported is difficult to accommodate in a single meeting, Mr. Will provided a mid-year update on progress-to-date on the Audit Plan approved by the Finance/Audit Committee at its meeting in April 2015.

He began his report with a review of the Annual Audit Plan for 2015 (page 2 in Attachment B)

Mr. Will reviewed three audits completed year-to-date and referred the Trustees to Attachment B and the *Results at a Glance* section for each audit. He shared his conclusions and reviewed action to be taken as a result of the following audits:

- NCAA Student Athlete Eligibility;
- Community Health Centers – Claims Processing and Cash Controls; and
- Readiness Assessment – Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards

Mr. Will referred the Trustees to pages 13-20 of Attachment B for a review of updated audit recommendations and results from 2012, 2013, 2014, and 2015 audits.

## **5. APPROVAL OF REQUEST FOR GENERAL REPAIR AND REHABILITATION FUNDS**

Mr. Romain asked Vice President Bridges to review the proposed recommendation related to general repair and rehabilitation funds. Mr. Bridges reported the 2015 Indiana General Assembly appropriated funds for repair and rehabilitation of campus facilities. The three projects to be funded by the appropriation are: Replace/Repair the Orr Center Roofs; Replace Wright Administration Building Main Lobby Roof; and Physical Activities Center (PAC) Mechanical and Electrical Renovation. Mr. Bridges noted the approval of the Board of Trustees will allow the University to request the State Budget Agency to release the appropriated funds. Attachment C is a list of proposed projects totaling \$998,750.

On a motion by Mr. Stieler, seconded by Ms. MacDonell, a recommendation to the Board of Trustees to approve the projects in Attachment C was approved.

## **6. APPROVAL OF CONSTRUCTION CHANGE ORDERS**

Mr. Romain asked Vice President Bridges to review the construction change orders in Attachment D.

On a motion by Ms. MacDonell, seconded by Mr. Stieler, the construction change orders requiring approval in Attachment D were approved.

## **7. REVIEW OF CONSTRUCTION CHANGE ORDERS APPROVED BY THE VICE PRESIDENT FOR FINANCE AND ADMINISTRATION**

Mr. Romain called on Vice President Bridges to review the approved change orders for The Griffin Center Project. Mr. Bridges referred the Trustees to a list of change orders in Attachment E. He noted none of the changes required approval of the Finance/Audit Committee.

There being no further business, the meeting was adjourned at 9:52 a.m.



# FOURTH STREET PERFORMANCE PARTNERS



USI VEBA Trust

Investment Performance Analysis

June 30, 2015

**Neil Heppler**

**Co-President**

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# USI VEBA Trust

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# Tab 1

## Market Summary



# Quarterly Market Review

## Second Quarter 2015

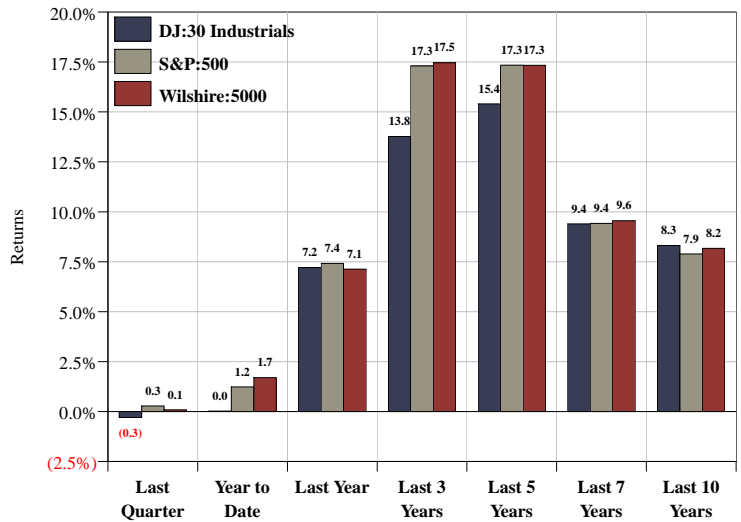
Global financial markets continued to experience increased volatility throughout the second quarter, affecting both equity and fixed income investors. A decent quarter for the S&P 500 Index (+0.3%) was negated as equity markets tumbled in the final days of June. Likewise, developed international markets fell at quarter end, but finished the quarter with a slight gain (+0.6%). Lofty equity valuations in China and fears of a Greece exit from the Eurozone were the main contributors to the rough end of the quarter. China's equity markets, which gained over 100% in the last twelve months, quickly entered into a correction, dropping nearly 30 percent from mid-June. Greece imposed capital controls and missed an interest payment to the IMF on June 30<sup>th</sup> which renewed speculation on whether the country will remain in the Eurozone. The European Central Bank continued their quantitative easing program but decided to front-load purchases in May and June to account for slower trading during the remaining summer months.

The Barclays Aggregate Index (-1.7%) gave up all of its first quarter gains as interest rates rose in anticipation of the Federal Reserve increasing its Fed Funds rate later in 2015. The U.S. Treasury yield curve steepened, with the 30-year treasury yield increasing by 57 bps and the 2-year yield increasing by 8 bps. The Federal Open Market Committee's year-end estimate for short term rates is 0.63%. However, market participants are expecting it to be lower.

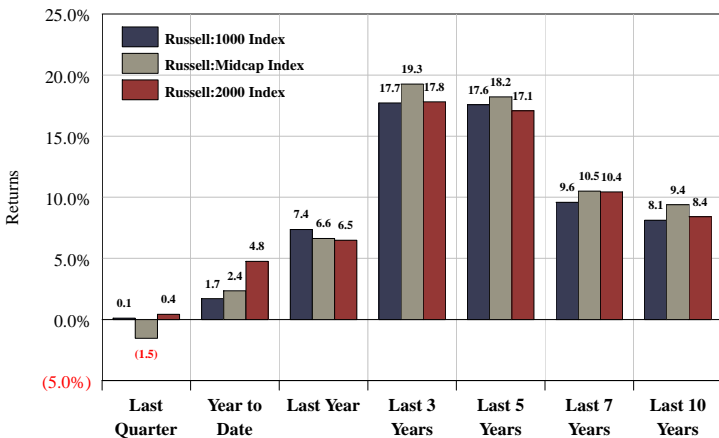
	Last Quarter	Year to Date
<b>S&amp;P 500</b>	<b>0.3</b>	<b>1.2</b>
<b>MSCI EAFE</b>	<b>0.6</b>	<b>5.5</b>
<b>BC Aggregate</b>	<b>(1.7)</b>	<b>(0.1)</b>
<b>Cash</b>	<b>0.0</b>	<b>0.0</b>

### Domestic Equity Market

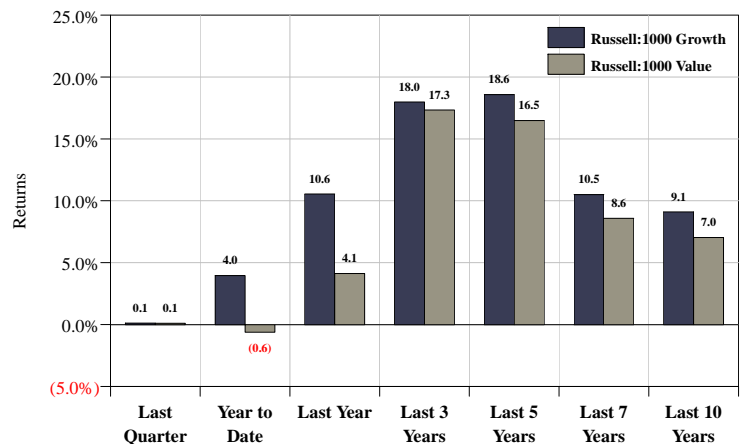
- In a sluggish quarter for domestic equities, Large-cap (+0.3%) and small-cap equities (+0.4%) experienced small gains, while Mid-cap equities decreased by 1.5%
- Growth equities outperformed value in all but large capitalizations stocks for the quarter.
- Accounting for the historically high profit margins of S&P 500 companies, valuations on the S&P 500 Index continue to show equities to be moderately expensive. At quarter end, the S&P 500 Index's P/E ratio on forward earnings was 16.4x. The Shiller normalized P/E ratio reached a level of 27.2x on the large-cap index.
- Low quality stocks slightly outperformed high quality stocks for the quarter (-1.2% vs. -1.3%, respectively).
- The final reading of first quarter real GDP growth showed an annualized contraction of 0.2%, revised from -0.7%, reflecting modest growth hampered by both harsh winter weather across the country and west coast port delays. This prompted the Fed to lower their range for real GDP growth expectations for calendar year 2015 to 1.8-2.0%.
- Annualized headline CPI (0.0%) remains dormant and far below the Fed's 2.0% target through May. Annualized Core CPI is +1.7%.



Large-cap vs. Small-cap  
 Returns Ending June 30, 2015



Growth vs. Value  
 Returns Ending June 30, 2015

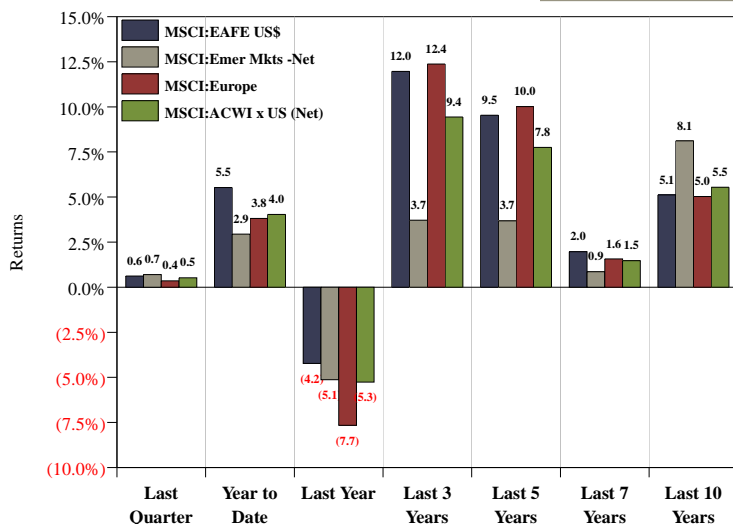


## Sectors of the Market

	Financials	Technology	Health Care	Industrials	Energy	Cons. Discr.	Cons. Staples	Telecom	Utilities	Materials
<b>S&amp;P Weight</b>	<b>16.2%</b>	<b>19.9%</b>	<b>14.9%</b>	<b>10.3%</b>	<b>8.2%</b>	<b>12.5%</b>	<b>9.6%</b>	<b>2.3%</b>	<b>3.0%</b>	<b>3.2%</b>
Russell Growth Weight	5.4%	27.0%	18.3%	11.1%	1.0%	21.0%	10.5%	1.8%	0.0%	3.9%
Russell Value Weight	29.6%	11.0%	11.8%	10.2%	14.2%	5.4%	6.7%	2.5%	5.7%	3.0%
<b>2nd Qtr. 2015 Return</b>	<b>1.7%</b>	<b>0.2%</b>	<b>2.8%</b>	<b>-2.2%</b>	<b>-1.9%</b>	<b>1.9%</b>	<b>-1.7%</b>	<b>1.6%</b>	<b>-5.8%</b>	<b>-0.5%</b>
<b>2015 YTD Return</b>	<b>-0.4%</b>	<b>0.8%</b>	<b>9.6%</b>	<b>-3.1%</b>	<b>-4.7%</b>	<b>6.8%</b>	<b>-0.8%</b>	<b>3.2%</b>	<b>-10.7%</b>	<b>0.5%</b>

- As is typical of a flat quarter for equities, half of the S&P 500 sectors were negative and half were positive.
- Utilities (-5.8%) were the largest detractor among sectors for the second quarter in a row. Energy (-1.9%), Industrials (-2.2%), Consumer Staples (-0.9%), and Materials (-0.5%) also recorded negative returns for the quarter.
- The best performing sectors were Health Care (+2.8%), Consumer Discretionary (+1.9%), Financials (+1.7%), and Telecom (+1.6%).
- Three Sectors have outperformed for the first half of the year, Health Care (+9.6%), Consumer Discretionary (+6.8%), and Telecom (+3.2%). While Utilities (-10.7%) and Energy (-4.7%) have the lowest year-to-date return of any sector.
- The Goldman Sachs Commodity Index rebounded in the second quarter, posting gains of 11.1%. The Bloomberg Commodity Index also performed well for the quarter, with gains of 4.7%. However, MLP's (-6.1%) and REITs (-10.0%) fell as yield-oriented securities were re-priced lower in light of rising interest rates.

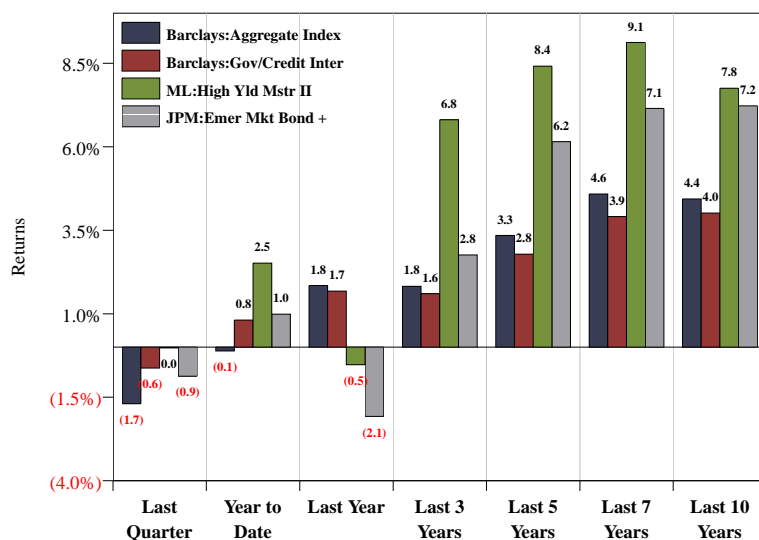
## International Markets



- The MSCI EAFE Index (+0.6%) slightly outperformed large-cap U.S. equities in U.S. dollar terms. Foreign small caps (+4.3%) outperformed all other major equity groups in the second quarter.
- Foreign equity valuations fell for developed markets, which currently show a P/E level of 15.2x. The valuation gap between foreign and U.S. equities widened in Q2.
- Emerging market stocks (+0.7%) also modestly outperformed U.S. equities. Russia continued its strong 2015, gaining 9.2% for the quarter. Brazil also had a strong quarter, gaining 7%.
- China, whose equity market had been up 100% over the past twelve months saw equities drop nearly 30% by the beginning of July after a correction occurred in mid-June.
- Greece missed its interest payment to the International Monetary Fund on June 30<sup>th</sup>, becoming the first advanced economy to miss a payment on IMF debt.

## Fixed Income Markets

- Fixed income markets posted negative returns across most sectors in the second quarter as rates rose across the board. The Barclays Aggregate Index fell 1.7% for the quarter.
- The U.S. Treasury yield curve steepened, pushing the spread between the 2 and 30-year treasuries up to 247 bps (from 198 bps as of 3/31/15). The yield on the 10-year U.S. Treasury increased by 41 bps in the second quarter, finishing at 2.35%.
- With rates rising during the second quarter, all maturities except for the 2 year treasury (+0.1%) suffered greatly, with longer-dated treasuries posting negative returns (-10.4%).
- Corporates (-3.2%) also struggled during the quarter. Municipals (-1.1%) and mortgages (-0.7%), however, outperformed, with floating rate securities (+0.9%) benefiting from rising interest rates.
- High yield bonds were flat for the quarter. Dollar denominated sovereign emerging market debt posted a negative return (-0.9%).
- No significant changes were indicated in the Fed's meeting statements. Market expectations are largely focused on the September meeting as the first likely rate increase. However, fiscal headwinds abroad may be enough reason to delay.







**Comparative Market Returns**  
**Average Annual Compound Returns (%)**  
**for Periods Ended June 30, 2015**

	Last Quarter	Year to Date	Last Year	Last 2 Years	Last 3 Years	Last 4 Years	Last 5 Years	Last 6 Years	Last 7 Years	Last 8 Years	Last 9 Years	Last 10 Years	Last 15 Years
<b><u>U.S. Large Cap Equity</u></b>													
S&P:500	0.28	1.23	7.42	15.70	17.31	14.22	17.34	16.85	9.42	6.31	7.81	7.89	4.36
S&P:500 Growth	0.31	2.80	10.07	18.29	17.79	15.20	18.65	17.62	10.53	8.34	9.51	9.04	3.08
S&P:500 Value	0.24	(0.45)	4.57	12.94	16.84	13.21	16.01	16.08	8.28	4.22	6.04	6.68	5.56
DJ:30 Industrials	(0.29)	0.03	7.21	11.31	13.77	11.94	15.41	15.99	9.40	6.27	8.01	8.32	6.06
Russell:3000 Index	0.14	1.94	7.29	15.91	17.73	14.09	17.54	17.23	9.65	6.58	8.00	8.15	4.89
Russell:1000 Index	0.11	1.71	7.37	16.01	17.73	14.24	17.58	17.18	9.59	6.57	8.03	8.13	4.68
Russell:1000 Growth	0.12	3.96	10.56	18.46	17.99	14.81	18.59	17.75	10.50	8.30	9.44	9.10	2.19
Russell:1000 Value	0.11	(0.61)	4.13	13.55	17.34	13.58	16.50	16.57	8.59	4.72	6.50	7.05	6.88
<b><u>Mid Cap Equity</u></b>													
S&P:400 Mid Cap	(1.06)	4.20	6.40	15.43	18.60	12.98	17.82	18.98	10.74	8.30	9.39	9.74	9.32
Russell:2500 Index	(0.34)	4.81	5.92	15.33	18.66	13.03	17.85	18.86	10.93	7.41	8.61	9.09	8.53
Russell:2500 Growth	0.61	8.09	11.30	18.55	20.35	13.97	19.55	19.86	11.60	8.76	9.86	10.32	5.38
Russell:2500 Value	(1.27)	1.71	0.99	12.33	16.99	12.06	16.24	17.88	10.25	5.93	7.25	7.76	10.39
<b><u>Small Cap Equity</u></b>													
S&P:600 Small Cap	0.19	4.16	6.72	15.75	18.81	14.20	18.44	19.29	11.57	7.90	8.77	9.27	9.69
Russell:2000 Index	0.42	4.75	6.49	14.74	17.81	12.49	17.08	17.81	10.44	6.70	7.74	8.40	7.50
Russell:2000 Growth	1.98	8.74	12.34	18.37	20.11	13.95	19.33	19.10	11.52	8.44	9.34	9.86	4.84
Russell:2000 Value	(1.20)	0.76	0.78	11.13	15.50	11.01	14.81	16.46	9.31	4.86	6.05	6.87	9.87
<b><u>Global Equity</u></b>													
MSCI:ACWI-Net	0.35	2.66	0.71	11.28	13.01	7.79	11.93	11.90	4.79	2.92	5.19	6.41	--
MSCI:ACWI x US (Net)	0.53	4.03	(5.26)	7.40	9.44	2.87	7.76	8.20	1.48	0.43	3.31	5.54	--
MSCI EAFE US\$ (net)	0.62	5.52	(4.22)	8.79	11.97	4.88	9.54	8.93	1.97	0.31	2.97	5.12	3.20
MSCI EAFE Growth	1.01	6.91	(1.33)	8.96	12.11	5.36	10.09	9.84	2.21	1.35	3.77	5.80	2.14
MSCI EAFE Value	0.22	4.11	(7.09)	8.57	11.80	4.35	8.93	7.95	1.70	(0.79)	2.11	4.37	4.14
MSCI:Europe	0.36	3.82	(7.65)	9.26	12.37	4.34	10.02	9.29	1.57	(0.14)	3.04	5.03	3.54
MSCI:Pacific	1.14	8.84	2.70	7.77	11.22	5.98	8.80	8.40	2.94	1.37	2.88	5.39	2.48
MSCI:Emer Mkts -Net	0.69	2.95	(5.12)	4.14	3.71	(1.59)	3.69	6.70	0.86	1.32	5.44	8.11	7.87
<b><u>Fixed Income</u></b>													
Barclays:Aggregate Index	(1.68)	(0.10)	1.86	3.11	1.83	3.21	3.35	4.35	4.59	4.90	5.04	4.44	5.42
Barclays:Gov/Credit Inter	(0.62)	0.82	1.68	2.27	1.60	2.54	2.79	3.69	3.91	4.34	4.49	4.02	4.96
Barclays:Gov/Credit Bond	(2.10)	(0.30)	1.69	2.98	1.76	3.48	3.52	4.51	4.62	4.94	5.06	4.38	5.48
Barclays:Gov/Credit Long	(7.22)	(4.11)	2.32	6.46	2.61	7.71	6.79	8.35	7.91	7.77	7.68	6.18	7.63
Barclays:Muni Bond 10 Yr	(1.14)	0.11	2.97	4.64	3.10	4.86	4.78	5.57	5.57	5.46	5.38	4.85	5.48
ML:High Yield CP Idx	(0.04)	2.49	(0.53)	5.41	6.74	6.71	8.38	11.28	9.02	7.57	8.01	7.67	7.73
JPM:Emer Mkt Bond +	(0.87)	0.98	(2.08)	4.13	2.76	4.80	6.15	7.96	7.15	6.90	7.45	7.22	9.12
ML:Treas 1-3	0.15	0.67	0.88	0.82	0.66	0.69	0.82	1.13	1.59	2.29	2.59	2.52	3.17
3 Month T-Bill	0.01	0.01	0.02	0.04	0.06	0.06	0.08	0.09	0.22	0.64	1.13	1.42	1.82
CPI (All Urban Cons.)	1.23	1.79	0.28	1.17	1.37	1.44	1.86	1.73	1.27	1.73	1.84	2.08	2.20
<b><u>Alternatives</u></b>													
HFR Hedge Fund of Funds	0.11	2.59	3.86	5.73	6.28	3.47	4.10	4.20	1.17	0.99	2.39	3.22	3.72
BLMBRG:Commdty Idx	4.65	(1.57)	(23.72)	(9.17)	(8.81)	(10.23)	(3.97)	(2.90)	(11.05)	(6.08)	(5.65)	(3.90)	(0.13)
GS Commodity Index	8.73	(0.21)	(36.81)	(16.48)	(10.71)	(10.72)	(4.33)	(4.52)	(15.58)	(7.46)	(8.21)	(6.25)	(0.88)
Wilshire:REIT	(9.93)	(5.73)	5.21	9.29	9.00	10.03	14.72	20.68	7.80	4.60	5.36	6.92	11.37

# Tab 2

## Performance Analysis



USI VEBA Trust  
 Performance Summary Table (Net of Fees)  
 for Periods Ending June 30, 2015  
 (Investment Returns are Shown Net of Fees)

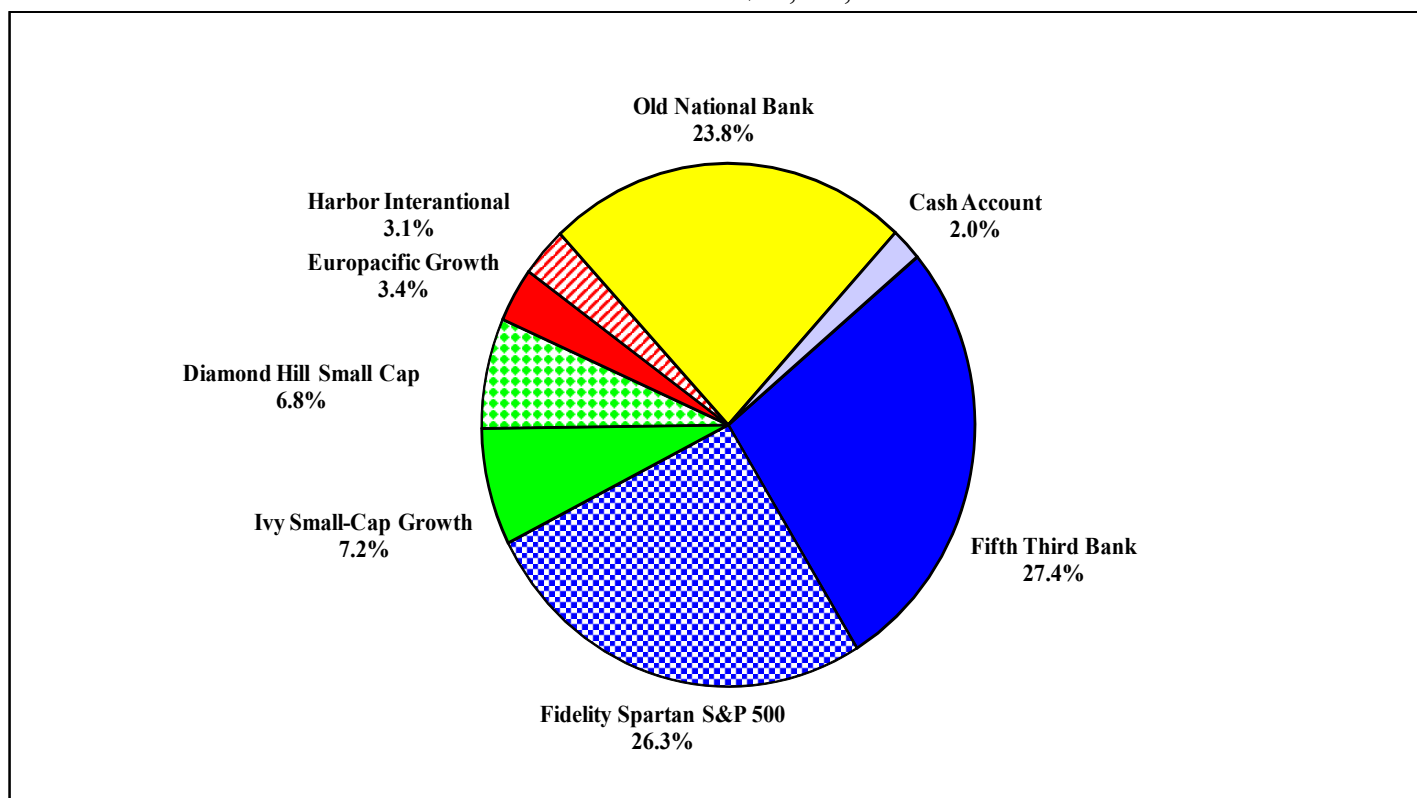
	<u>QTR</u>	<u>YTD</u>	<u>1 YR</u>	<u>3 YR</u>	<u>5 YR</u>	<u>10 YR</u>	<u>15 YR</u>	<u>Inception</u>	<u>Date</u>
<b>USI VEBA Trust Composite</b>	<b>0.6</b>	<b>2.7</b>	<b>4.8</b>	<b>11.5</b>	<b>11.1</b>	<b>7.1</b>	<b>6.4</b>	<b>5.9</b>	<b>Dec-95</b>
<i>Balanced Index</i> <sup>1</sup>	0.0	1.2	5.8	12.5	13.0	7.0	5.6	5.5	Dec-95
<i>Diversified Balanced Index</i> <sup>2</sup>	(0.1)	2.1	4.2	11.8	11.8	6.7	5.8	5.7	Dec-95
<i>US DOL:CPI All Urban Cons</i>	1.1	1.6	0.1	1.3	1.8	2.1	2.2	2.3	Dec-95
<i>Domestic Equity</i>									
<b>Fifth Third Bank</b>	<b>2.1</b>	<b>4.0</b>	<b>7.8</b>	<b>14.9</b>	<b>15.0</b>	<b>8.2</b>	<b>7.4</b>	<b>7.2</b>	<b>Dec-00</b>
<b>Fidelity Sp 500 Idx;Adv</b>	<b>0.3</b>	<b>1.2</b>	<b>7.4</b>	<b>17.3</b>	<b>17.3</b>	--	--	<b>6.8</b>	<b>Jun-07</b>
<i>S&amp;P:500</i>	0.3	1.2	7.4	17.3	17.3	7.9	4.4	5.2	Dec-00
<b>Ivy Small Cap Growth</b>	<b>0.7</b>	<b>6.4</b>	<b>8.5</b>	<b>17.3</b>	<b>17.3</b>	<b>9.8</b>	--	<b>7.1</b>	<b>Dec-00</b>
<i>Russell:2000 Index</i>	0.4	4.8	6.5	17.8	17.1	8.4	7.5	8.2	Dec-00
<i>Russell:2000 Growth</i>	2.0	8.7	12.3	20.1	19.3	9.9	4.8	7.0	Dec-00
<b>Diamond Hill Sm Cap;I</b>	<b>(0.1)</b>	<b>2.7</b>	<b>(0.6)</b>	<b>17.8</b>	<b>14.3</b>	<b>8.0</b>	--	<b>13.8</b>	<b>Nov-09</b>
<i>Russell:2000 Index</i>	0.4	4.8	6.5	17.8	17.1	8.4	7.5	16.4	Nov-09
<i>Russell:2000 Value</i>	(1.2)	0.8	0.8	15.5	14.8	6.9	9.9	14.3	Nov-09
<i>International Equity</i>									
<b>American Funds EuPc;F-2</b>	<b>1.1</b>	<b>7.1</b>	<b>0.9</b>	<b>12.6</b>	<b>10.0</b>	--	--	<b>6.9</b>	<b>Mar-10</b>
<i>MSCI:EAFE US\$</i>	0.6	5.5	(4.2)	12.0	9.5	5.1	3.2	6.0	Mar-10
<b>Harbor:Internat;Inst</b>	<b>1.6</b>	<b>7.4</b>	<b>(4.1)</b>	<b>10.0</b>	<b>9.8</b>	<b>8.1</b>	<b>7.2</b>	<b>6.6</b>	<b>Nov-09</b>
<i>MSCI:EAFE US\$</i>	0.6	5.5	(4.2)	12.0	9.5	5.1	3.2	6.0	Nov-09
<i>Fixed Income</i>									
<b>Old National Bank</b>	<b>(0.5)</b>	<b>0.8</b>	<b>2.0</b>	<b>1.7</b>	<b>2.5</b>	<b>4.0</b>	<b>4.3</b>	<b>4.4</b>	<b>Dec-95</b>
<i>Barclays:Gov/Credit Inter</i>	(0.6)	0.8	1.7	1.6	2.8	4.0	5.0	5.0	Dec-95

<sup>1</sup> The Balanced Index is comprised of 100% BC Intermediate Govt//Corp Index from 1/1/1996 through 12/31/2000 and 30% BC Intermediate Govt//Corp Index and 70% S&P 500 Stock Index from 1/1/2001 forward.

<sup>2</sup> The Diversified Balanced Index is comprised of 100% BC Intermediate Govt//Corp Index from 1/1/1996 through 12/31/2000 and 30% BC Intermediate Govt//Corp Index, 42% S&P 500 Stock Index, 18% MSCI EAFE Index, and 10% Russell 2000 Index from 1/1/2001 to 9/30/14. From September 30, 2014 to the present, the Diversified Balanced Index is comprised of 30% BC Intermediate Govt//Corp Index, 40% S&P 500 Stock Index, 10% MSCI EAFE Index, 10% Russell Midcap Index and 10% Russell 2000 Index .

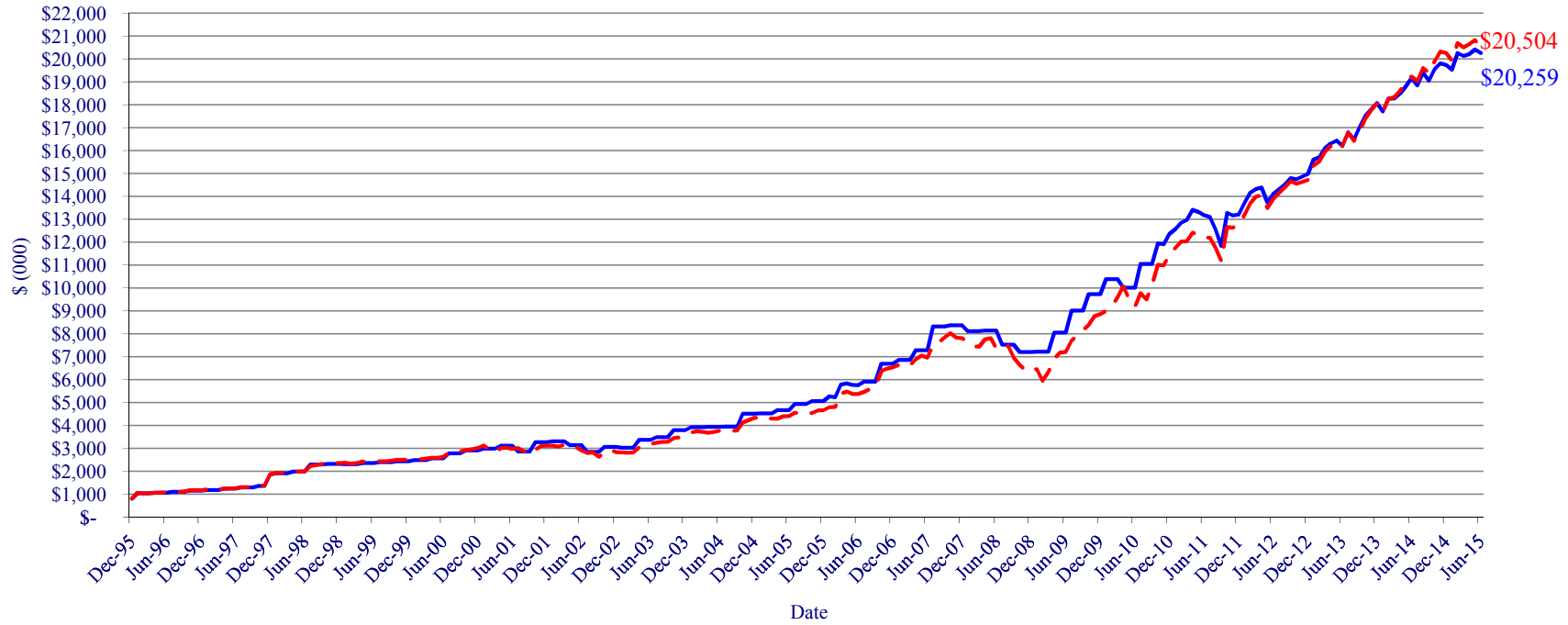
USI VEBA Trust  
 Asset Mix  
 Periods Ending June 30, 2015

Total Assets: \$20,258,720



	<u>Domestic Large-Cap</u>	<u>Domestic Mid-Cap</u>	<u>Domestic Small-Cap</u>	<u>International Equity</u>	<u>Fixed Income</u>	<u>Cash</u>	<u>Total</u>
Fifth Third Bank	\$4,340,600	\$526,906	-	\$678,877	-	-	\$5,546,383
Fidelity Spartan 500 Index	\$5,325,559	-	-	-	-	-	\$5,325,559
Ivy Small-Cap Growth	-	\$552,877	\$912,863	-	-	-	\$1,465,741
Diamond Hill Small Cap	-	\$672,994	\$708,073	-	-	-	\$1,381,068
Europacific Growth Fund	-	-	-	\$683,510	-	-	\$683,510
Harbor International	-	-	-	\$621,137	-	-	\$621,137
Old National Bank	-	-	-	-	\$4,821,860	-	\$4,821,860
Cash Account	-	-	-	-	-	\$413,462	\$413,462
<b>Total</b>	<b>\$9,666,158</b>	<b>\$1,752,778</b>	<b>\$1,620,937</b>	<b>\$1,983,524</b>	<b>\$4,821,860</b>	<b>\$413,462</b>	<b>\$20,258,720</b>
<b>% of Total</b>	<b>48%</b>	<b>9%</b>	<b>8%</b>	<b>10%</b>	<b>24%</b>	<b>2%</b>	<b>100%</b>
<b>Target</b>	<b>40%</b>	<b>10%</b>	<b>10%</b>	<b>10%</b>	<b>30%</b>	<b>0%</b>	

USI VEBA Trust  
 Sources of Growth  
 Market Values from December 31, 1995 through June 30, 2015

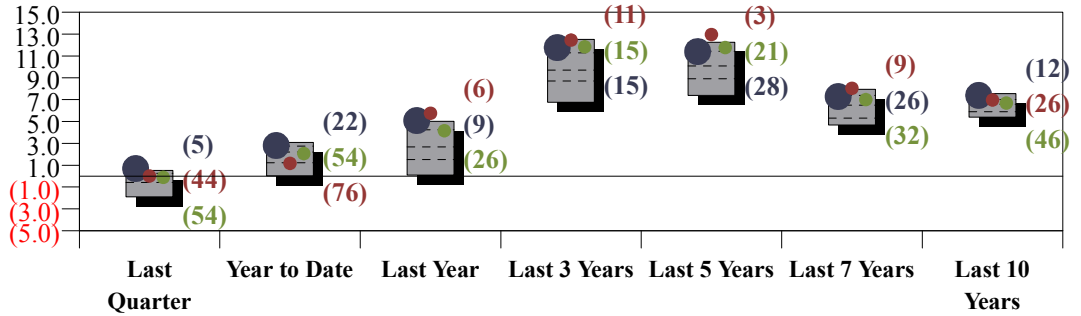


— Composite

- - Balanced Index

	<u>Net Cash Flow</u>	<u>Gain/Loss</u>	Incremental Gain/Loss Relative to: <u>Balanced Index</u>
Past Quarter	\$0	\$127,217	\$124,842
Year-to-Date	\$0	\$524,482	\$285,209
Past Year	\$150,000	\$942,210	(\$175,965)
Past 3 Years	\$583,989	\$5,571,435	(\$459,768)
Past 5 Years	\$2,286,354	\$7,954,981	(\$1,062,662)
Since Inception	\$9,424,420	\$10,028,184	(\$245,314)

**USI VEBA Trust Composite (Gross)**  
**for Periods Ended June 30, 2015**  
**Group: CAI Corp Funds - Small (<100 MM)**



**CAI:Corp Funds Sm DB**

25th Percentile	0.26	2.76	4.26	11.31	11.43	7.39	7.00
Median	(0.04)	2.22	2.69	9.72	10.08	6.50	6.59
75th Percentile	(0.56)	1.23	1.53	8.72	8.93	5.33	5.90

<b>USI VEBA Trust Composite (Gross)</b>	●	0.70	2.82	5.09	11.78	11.41	7.29	7.40
<b>Balanced Index</b>	●	0.01	1.18	5.77	12.46	12.96	8.05	6.97
<b>Diversified Balanced Index</b>	●	(0.11)	2.08	4.17	11.85	11.77	7.01	6.70

Calendar Year Returns	2006	2007	2008	2009	2010	2011	2012	2013	2014
<b>USI VEBA Trust</b>	8.63 (93)	12.64 (4)	(22.34) (34)	21.28 (50)	12.37 (56)	0.05 (54)	10.70 (78)	20.22 (13)	7.71 (24)
<b>Balanced Index</b>	12.19 (59)	6.19 (75)	(26.03) (61)	20.22 (60)	12.70 (46)	3.46 (23)	12.37 (54)	21.54 (7)	10.49 (14)

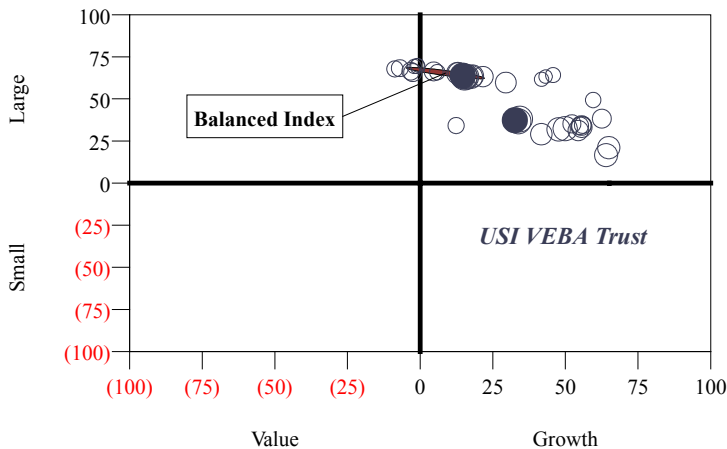
**3 YEARS RISK STATISTICS**

	Standard Deviation	Alpha	Beta	R-Squared
<b>USI VEBA Trust</b>	4.98	0.56	0.90	0.89
<b>Balanced Index</b>	5.22	0.00	1.00	1.00
CAI:Corp Funds Sm DB	4.90	1.19	0.70	0.57

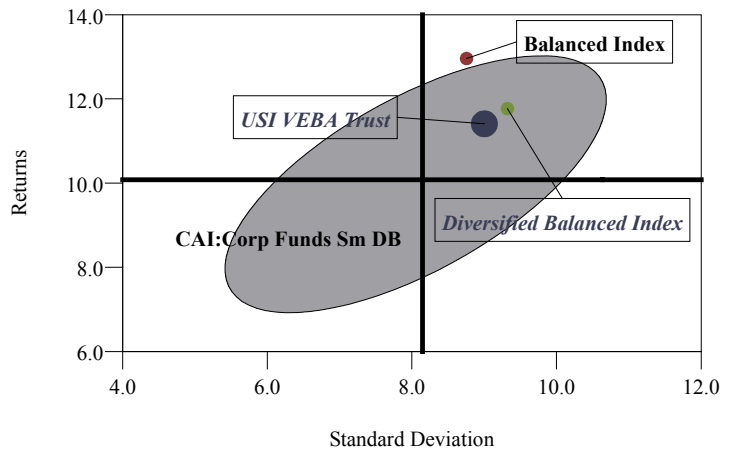
**5 YEARS RISK STATISTICS**

	Standard Deviation	Alpha	Beta	R-Squared
<b>USI VEBA Trust</b>	9.00	(1.47)	1.01	0.96
<b>Balanced Index</b>	8.76	0.00	1.00	1.00
CAI:Corp Funds Sm DB	8.15	(1.24)	0.88	0.88

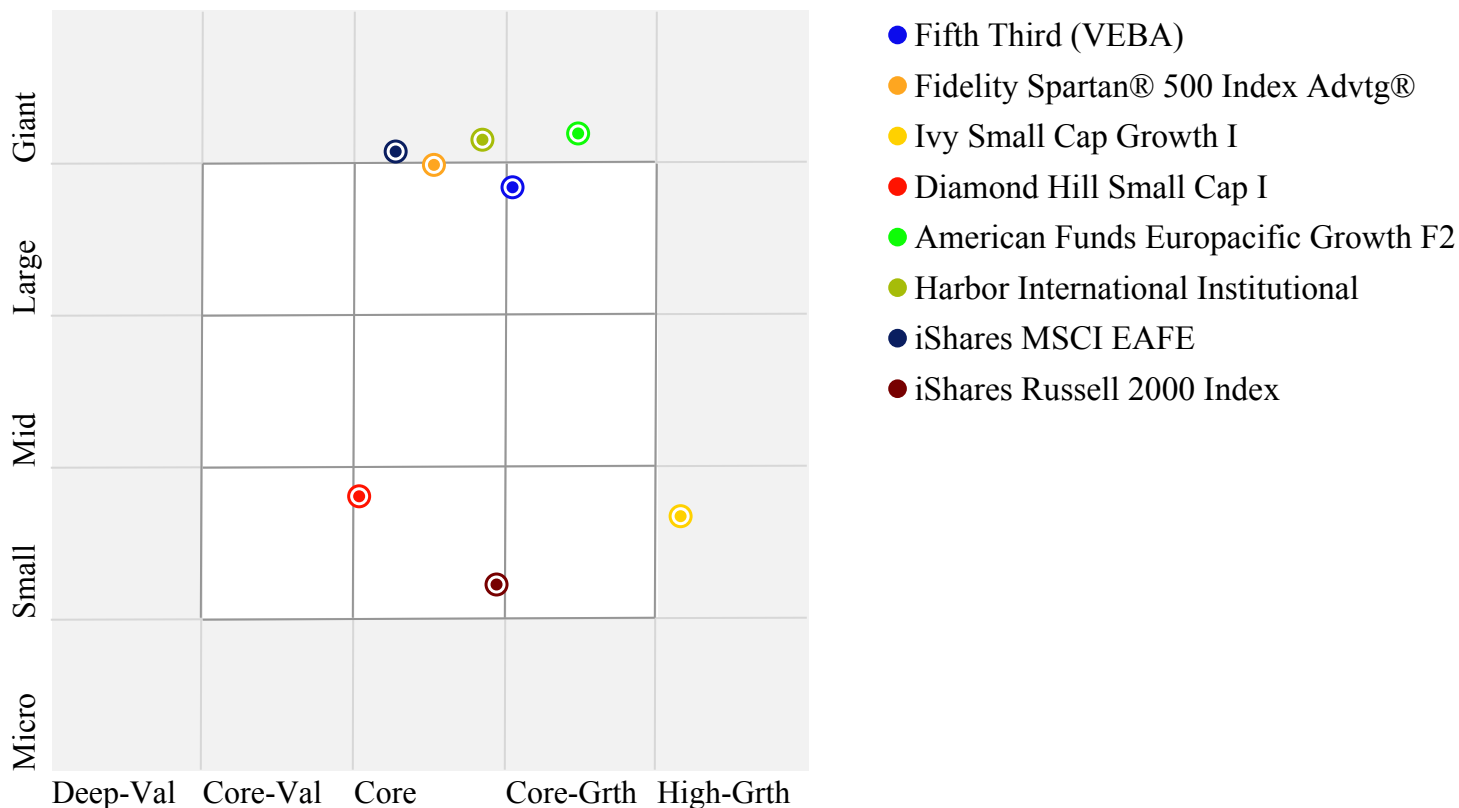
**Style Map for Rolling 5 Years Ended 6/30/15**



**Risk vs. Return for 5 Years Ending 6/30/15**



## USI VEBA Trust Equity Style Map Equity Summary Statistics



### Asset Allocation

Portfolio Date: 6/30/2015

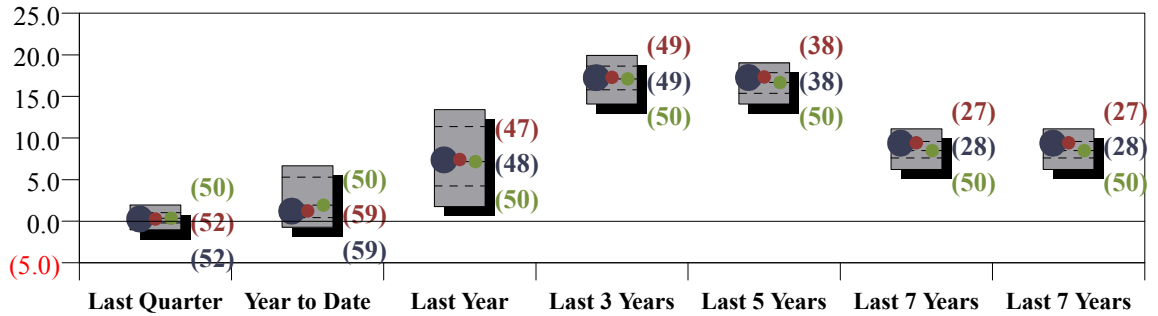
	Equity Style Value %	Equity Style Core %	Equity Style Growth %
Fifth Third (VEBA)	25.12	33.04	41.84
Fidelity Spartan® 500 Index Advtg®	33.94	34.19	31.86
Ivy Small Cap Growth I	6.74	20.18	73.09
Diamond Hill Small Cap I	28.94	57.34	13.72
American Funds Europacific Growth F2	19.96	26.17	53.87
Harbor International Institutional	25.34	36.61	38.05
iShares MSCI EAFE	37.32	34.72	27.96
iShares Russell 2000 Index	27.85	33.10	39.04

# Tab 3

## Manager Analysis - Equity



**Fidelity Sp 500 Idx;Adv  
for Periods Ended June 30, 2015  
Group: CAI MF - Large Cap Broad Style**



**CAI MF:Lg Cap Broad Style**

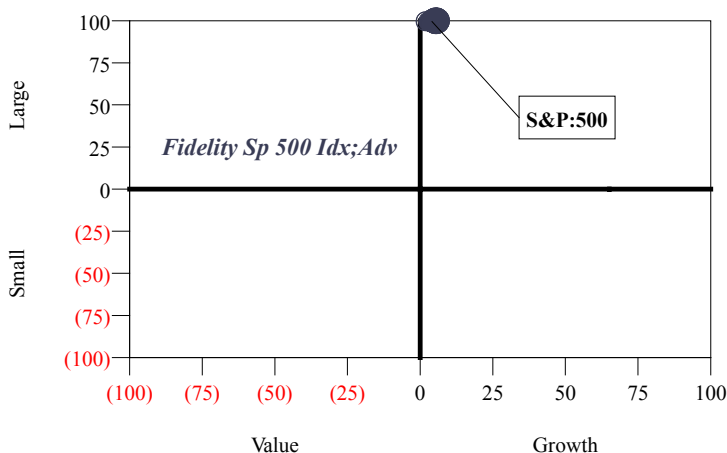
25th Percentile	1.03	5.31	11.37	18.64	17.85	9.59	9.59
Median	0.36	1.94	7.17	17.12	16.69	8.49	8.49
75th Percentile	(0.19)	0.43	4.24	15.79	15.39	7.60	7.60

<i>Fidelity Sp 500 Idx;Adv</i>	●	0.27	1.22	7.39	17.26	17.29	9.39	9.39
<b>S&amp;P:500</b>	●	0.28	1.23	7.42	17.31	17.34	9.42	9.42
<b>CAI MF:Lg Cap Broad Style</b>	●	0.36	1.94	7.17	17.12	16.69	8.49	8.49

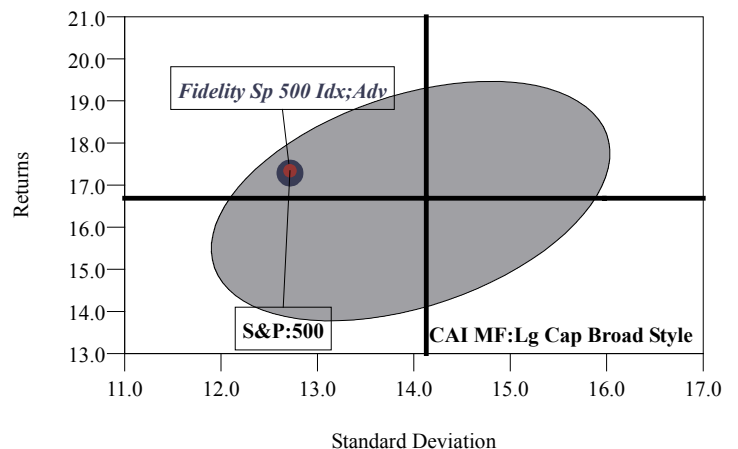
Calendar Year Returns	2006	2007	2008	2009	2010	2011	2012	2013	2014
Fidelity Sp 500 Idx;Adv	15.76 (35)	5.47 (62)	(37.02) (41)	26.55 (49)	15.01 (30)	2.06 (18)	15.97 (41)	32.33 (61)	13.62 (19)
S&P:500	15.79 (34)	5.49 (62)	(37.00) (41)	26.47 (49)	15.06 (30)	2.11 (18)	16.00 (40)	32.39 (61)	13.69 (19)

3 YEARS RISK STATISTICS					5 YEARS RISK STATISTICS				
	Standard Deviation	Alpha	Beta	R-Squared		Standard Deviation	Alpha	Beta	R-Squared
<i>Fidelity Sp 500 Idx;Adv</i>	7.43	(0.03)	1.00	1.00	<i>Fidelity Sp 500 Idx;Adv</i>	12.72	(0.05)	1.00	1.00
<b>S&amp;P:500</b>	7.43	0.00	1.00	1.00	<b>S&amp;P:500</b>	12.72	0.00	1.00	1.00
<b>CAI MF:Lg Cap Broad Style</b>	7.90	0.56	0.95	0.83	<b>CAI MF:Lg Cap Broad Style</b>	14.13	(1.39)	1.06	0.94

Style Map for Rolling 5 Years Ended 6/30/15



Risk vs. Return for 5 Years Ending 6/30/15



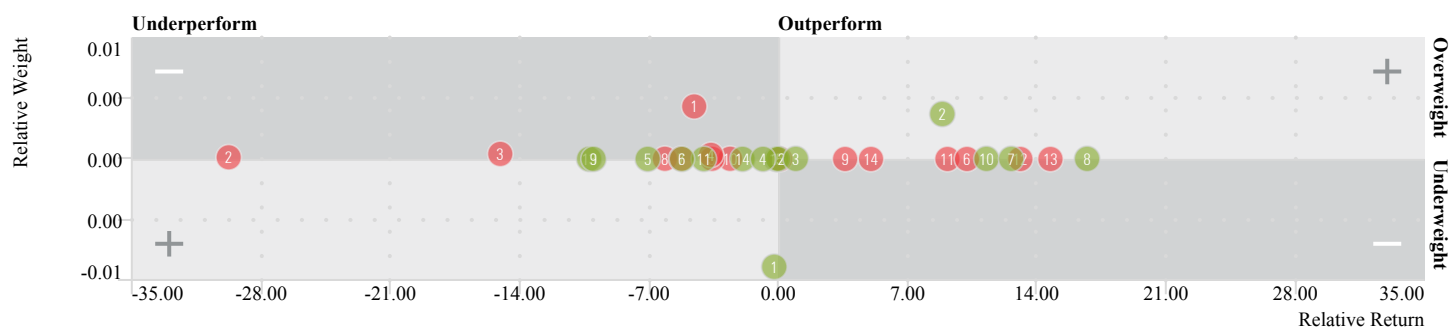
Fidelity S&P 500  
Equity Summary Statistics

Equity Portfolio Characteristics			Top Ten Holdings		
	Fidelity	S&P 500	Calculation Benchmark: SPDR® S&P 500 ETF Portfolio Date: 6/30/2015		
# of Holdings (Long)	507	502		Portfolio Weighting %	Benchmark Weighting %
Average Market Cap (mil) (Long)	72,580	74,339	Apple Inc	3.92	3.94
Equity Style Factor Div Yld (Long)	2.24	2.19	Microsoft Corp	1.94	1.95
P/E Ratio (TTM) (Long)	19.04	19.19	Exxon Mobil Corporation	1.89	1.90
P/B Ratio (TTM) (Long)	2.75	2.79	Johnson & Johnson	1.47	1.48
Debt to Capital % (trailing) (Long)	38.92	39.07	General Electric Co	1.45	1.46
Net Margin % (trailing) (Long)	13.84	13.86	Wells Fargo & Co	1.43	1.44
ROA % (TTM) (Long)	7.92	7.82	JPMorgan Chase & Co	1.37	1.37
ROE % (TTM)	21.09	21.02	Berkshire Hathaway Inc Class B	1.35	1.35
			Procter & Gamble Co	1.15	1.16
			Pfizer Inc	1.12	1.13

Ten Highest Contributors By Position				Ten Lowest Contributors By Position			
Time Period: 4/1/2015 to 6/30/2015				Time Period: 4/1/2015 to 6/30/2015			
	Rescaled Weight	Return	Contribution		Rescaled Weight	Return	Contribution
Microsoft Corp	2.02	9.30	0.17	Wal-Mart Stores Inc	0.67	-13.22	-0.09
Gilead Sciences Inc	0.84	19.75	0.16	Berkshire Hathaway Inc Class B	1.41	-5.69	-0.08
JPMorgan Chase & Co	1.28	12.60	0.16	Chevron Corp	1.08	-7.20	-0.08
Amazon.com Inc	0.84	16.66	0.13	Union Pacific Corp	0.50	-11.48	-0.06
General Electric Co	1.44	7.99	0.11	Qualcomm Inc	0.62	-9.05	-0.06
Bank of America Corporation	0.91	10.92	0.10	American Airlines Group Inc	0.19	-24.18	-0.05
AT&T Inc	0.95	10.36	0.10	Micron Technology Inc	0.16	-30.56	-0.05
AbbVie Inc	0.56	15.73	0.08	Oracle Corporation	0.75	-6.28	-0.05
Netflix Inc	0.17	57.66	0.08	Procter & Gamble Co	1.17	-3.73	-0.05
Walt Disney Co	0.91	8.82	0.08	Southwest Airlines Co	0.15	-25.16	-0.04

Selection Effects

Time Period: 4/1/2015 to 6/30/2015



Best Selections	GICS Sector	Weight +/-	Return +/-	Effect	Worst Selections	GICS Sector	Weight +/-	Return +/-	Effect
1 Windstream Holdin...	Telecommunication...	-0.01	-0.21	0.00	1 Verizon Communic...	Telecommunication...	0.00	-4.55	0.00
2 AT&T Inc	Telecommunication...	0.00	8.89	0.00	2 Frontier Communic...	Telecommunication...	0.00	-29.76	0.00
3 Valero Energy Corp	Energy	0.00	0.95	0.00	3 CenturyLink Inc	Telecommunication...	0.00	-15.05	0.00
4 Xcel Energy Inc	Utilities	0.00	-0.82	0.00	4 Level 3 Communic...	Telecommunication...	0.00	-3.64	0.00
5 Spectra Energy Corp	Energy	0.00	-7.07	0.00	5 Home Depot Inc	Consumer Discretio...	0.00	-3.59	0.00
6 Tesoro Corp	Energy	0.00	-5.21	0.00	6 General Electric Co	Industrials	0.00	10.22	0.00
7 Transocean Ltd	Energy	0.00	12.62	0.00	7 Johnson & Johnson	Health Care	0.00	-5.25	0.00
8 Williams Companie...	Energy	0.00	16.73	0.00	8 Thermo Fisher Scie...	Health Care	0.00	-6.14	0.00
9 ACE Ltd	Financials	0.00	-10.00	0.00	9 PACCAR Inc	Industrials	0.00	3.62	0.00
10 American Internatio...	Financials	0.00	11.27	0.00	10 United Technologe...	Industrials	0.00	-2.61	0.00
11 Aflac Inc	Financials	0.00	-4.03	0.00	11 Microsoft Corp	Information Techno...	0.00	9.16	0.00
12 Affiliated Managers...	Financials	0.00	-0.01	0.00	12 Yum Brands Inc	Consumer Discretio...	0.00	13.11	0.00
13 Allstate Corp	Financials	0.00	-10.24	0.00	13 Amazon.com Inc	Consumer Discretio...	0.00	14.74	0.00
14 American Express Co	Financials	0.00	-1.93	0.00	14 Comcast Corp Clas...	Consumer Discretio...	0.00	5.02	0.00
15 Southwestern Energ...	Energy	0.00	-0.11	0.00	15 PepsiCo Inc	Consumer Staples	0.00	0.09	0.00

Fidelity S&P 500  
 Equity Sector Attribution

**Attribution/Contribution**

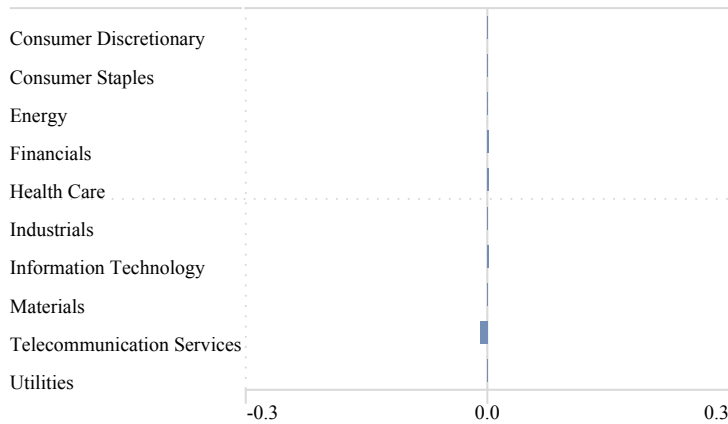
Time Period: 4/1/2015 to 6/30/2015

Portfolio: Fidelity Spartan® 500 Index Instl Calculation Benchmark: S&P 500 TR USD

	Portfolio Weights	Benchmark Weights	Portfolio Return	Benchmark Return	Allocation Effect	Selection Effect	Active Return
Consumer Discretionary	12.25	12.51	1.92	1.92	0.00	0.00	0.00
Consumer Staples	9.36	9.56	-1.76	-1.76	0.00	0.00	0.00
Energy	8.00	8.17	-1.88	-1.88	0.00	0.00	0.00
Financials	15.93	16.27	1.79	1.79	0.00	0.00	0.00
Health Care	14.56	14.87	2.84	2.84	0.00	0.00	0.00
Industrials	10.06	10.27	-2.23	-2.23	0.00	0.00	0.00
Information Technology	19.43	19.85	0.14	0.14	0.00	0.00	0.00
Materials	3.13	3.19	-0.47	-0.47	0.00	0.00	0.00
Telecommunication Services	2.24	2.30	1.52	1.47	0.00	0.00	0.00
Utilities	2.94	3.00	-5.82	-5.82	0.00	0.00	0.00
<b>Attribution Total</b>	<b>97.91</b>	<b>100.00</b>	<b>0.28</b>	<b>0.28</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
Cash	0.92	0.00					
Bond	0.07	0.00					
Other	1.09	0.00					
Missing Performance	0.01	0.00					
Total	100.00	100.00					
Reported Total			0.29	0.28			
Expense Ratio			0.01	0.00			
Residual(Reported - Attribution + Expense)			0.02	0.00			

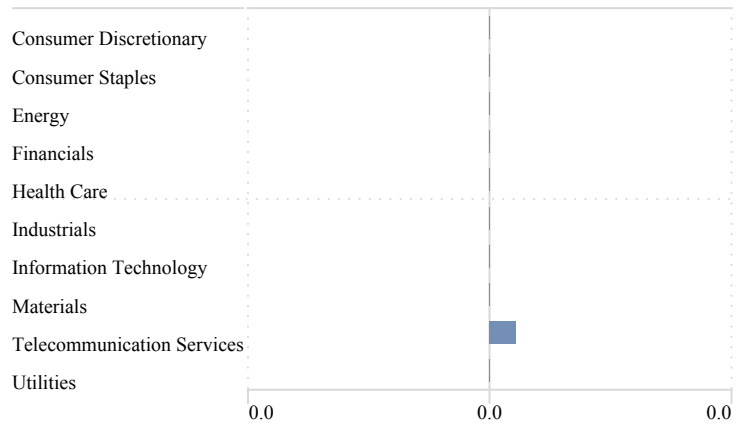
**Relative Rescaled Weight**

Time Period: 4/1/2015 to 6/30/2015



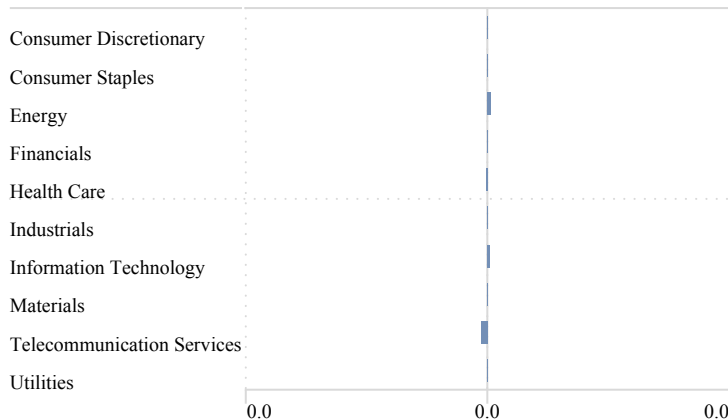
**Selection Effect**

Time Period: 4/1/2015 to 6/30/2015



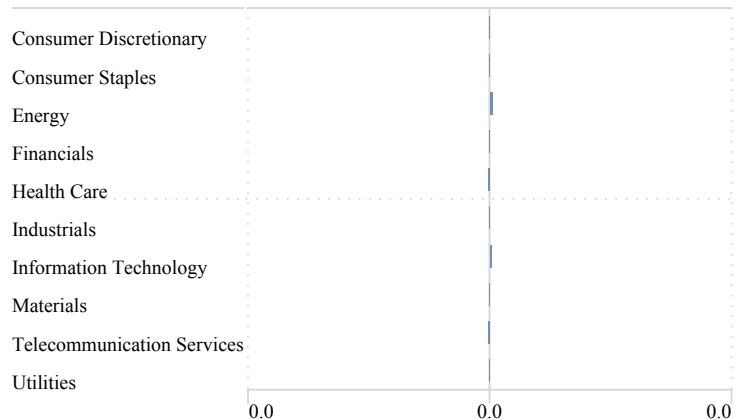
**Allocation Effect**

Time Period: 4/1/2015 to 6/30/2015

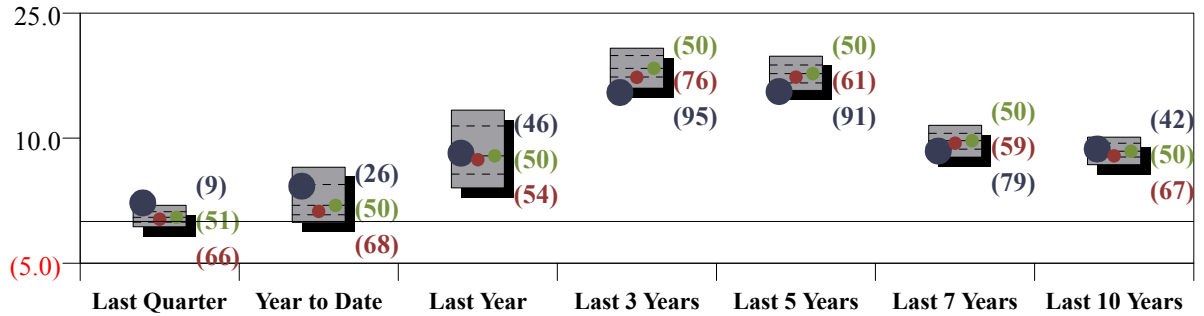


**Active Return**

Time Period: 4/1/2015 to 6/30/2015



**Fifth Third Bank (Gross)  
for Periods Ended June 30, 2015  
Group: CAI Large Capitalization Style**



**CAI:Lg Cap Broad Style**

	Last Quarter	Year to Date	Last Year	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years
25th Percentile	1.19	4.46	11.47	19.93	18.79	10.58	9.40
Median	0.52	1.94	7.90	18.39	17.76	9.72	8.44
75th Percentile	(0.05)	0.83	5.71	17.36	16.64	8.70	7.74

	Last Quarter	Year to Date	Last Year	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years
<b>Fifth Third Bank (Gross)</b>	2.24	4.25	8.22	15.49	15.62	8.46	8.73
<b>S&amp;P:500</b>	0.28	1.23	7.42	17.31	17.34	9.42	7.89
<b>CAI:Lg Cap Broad Style</b>	0.52	1.94	7.90	18.39	17.76	9.72	8.44

Calendar Year Returns	2006	2007	2008	2009	2010	2011	2012	2013	2014
<b>Fifth Third Bank</b>	7.15 (80)	17.69 (14)	(31.41) (6)	30.97 (37)	15.01 (48)	0.63 (46)	11.90 (93)	25.95 (99)	11.15 (76)
<b>S&amp;P:500</b>	15.79 (43)	5.49 (54)	(37.00) (52)	26.47 (53)	15.06 (48)	2.11 (30)	16.00 (55)	32.39 (76)	13.69 (31)

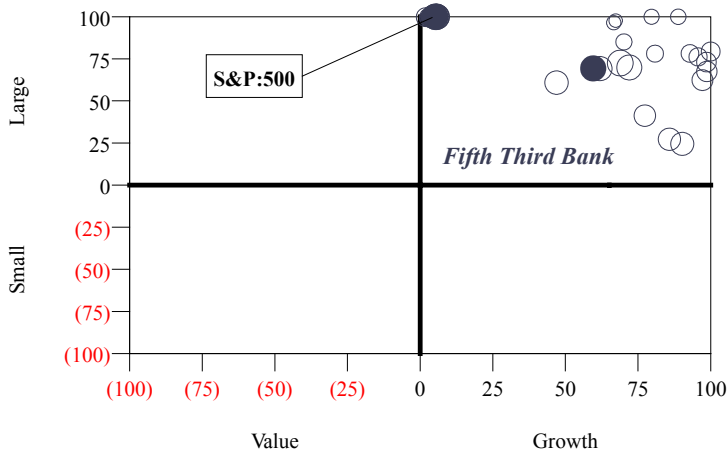
**3 YEARS RISK STATISTICS**

	Standard Deviation	Alpha	Beta	R-Squared
<b>Fifth Third Bank</b>	6.53	1.87	0.79	0.80
<b>S&amp;P:500</b>	7.43	0.00	1.00	1.00
<b>CAI:Lg Cap Broad Style</b>	7.89	1.69	0.98	0.88

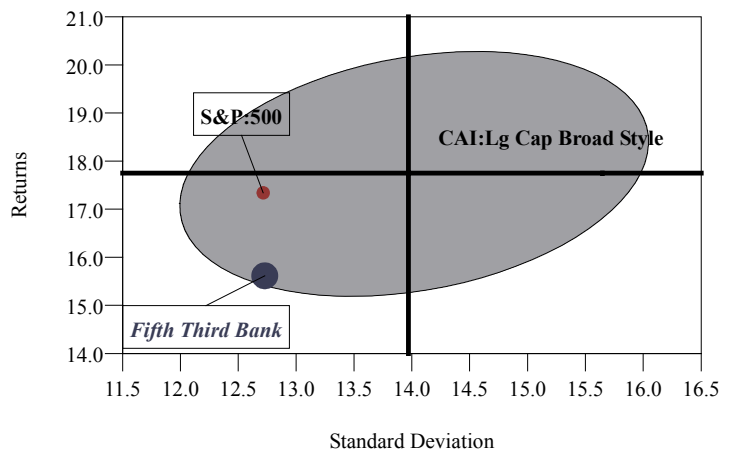
**5 YEARS RISK STATISTICS**

	Standard Deviation	Alpha	Beta	R-Squared
<b>Fifth Third Bank</b>	12.73	(0.94)	0.97	0.93
<b>S&amp;P:500</b>	12.72	0.00	1.00	1.00
<b>CAI:Lg Cap Broad Style</b>	13.97	(0.46)	1.06	0.95

**Style Map for Rolling 5 Years Ended 6/30/15**



**Risk vs. Return for 5 Years Ending 6/30/15**



## Fifth Third Bank Equity Summary Statistics

### Equity Portfolio Characteristics

	Fifth Third	S&P 500
# of Holdings (Long)	54	502
Average Market Cap (mil) (Long)	55,108	74,339
Equity Style Factor Div Yld (Long)	1.99	2.19
P/E Ratio (TTM) (Long)	18.74	19.19
P/B Ratio (TTM) (Long)	2.98	2.79
Debt to Capital % (trailing) (Long)	38.74	39.07
Net Margin % (trailing) (Long)	17.38	13.86
ROA % (TTM) (Long)	9.98	7.82
ROE % (TTM)	24.57	21.02

### Top Ten Holdings

Calculation Benchmark: SPDR® S&P 500 ETF Portfolio Date: 6/30/2015

	Portfolio Weighting %	Benchmark Weighting %
Gilead Sciences Inc	7.40	0.94
Celgene Corp	4.78	0.50
WisdomTree DEFA Equity Income ETF	4.66	
Monster Beverage Corp	3.41	0.11
Ecolab Inc	3.25	0.16
Apple Inc	3.01	3.94
Vanguard Dividend Appreciation ETF	2.91	
Novartis AG ADR	2.84	
Comcast Corp Class A	2.69	0.82
Amgen Inc	2.63	0.64

### Ten Highest Contributors By Position

Time Period: 4/1/2015 to 6/30/2015

	Rescaled Weight	Return	Contribution
Gilead Sciences Inc	6.90	19.75	1.31
Atmel Corp	1.25	20.23	0.26
Deere & Co	2.28	11.36	0.25
Tyson Foods Inc Class A	2.07	11.57	0.23
Morgan Stanley	2.58	9.13	0.23
Amazon.com Inc	1.31	16.66	0.21
Comcast Corp Class A	2.81	6.94	0.19
East West Bancorp Inc	1.72	11.31	0.19
Nike Inc Class B	1.60	7.96	0.13
Occidental Petroleum Corp	1.37	7.57	0.11

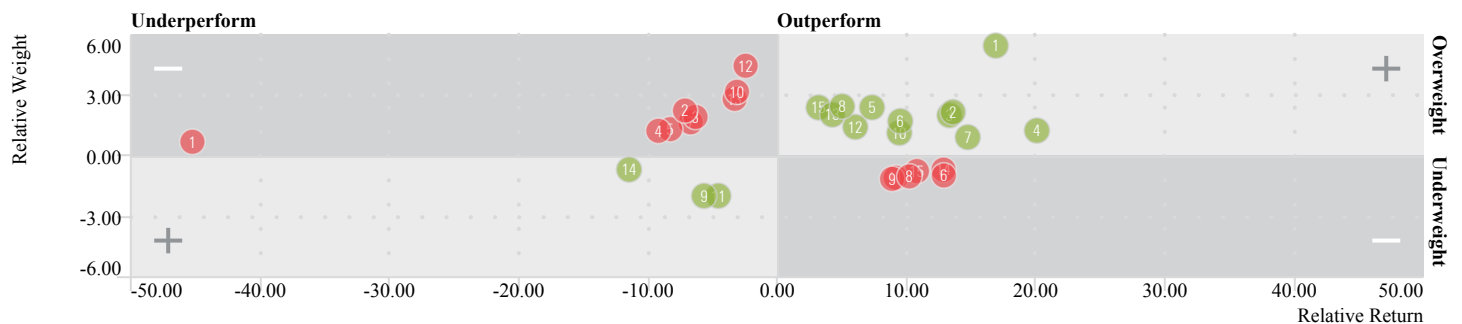
### Ten Lowest Contributors By Position

Time Period: 4/1/2015 to 6/30/2015

	Rescaled Weight	Return	Contribution
Windstream Holdings, Inc.	0.71	-43.77	-0.35
Alliant Energy Corp	2.89	-7.57	-0.22
Vanguard REIT ETF	1.32	-10.48	-0.14
Qualcomm Inc	1.57	-9.05	-0.14
Chubb Corp	2.32	-5.34	-0.13
Amgen Inc	3.05	-3.48	-0.11
Monster Beverage Corp	3.92	-3.16	-0.11
Duke Energy Corporation	1.01	-7.04	-0.07
Questar Corp	0.59	-11.52	-0.07
Colgate-Palmolive Co	1.35	-5.15	-0.07

### Stock Selection Effects

Time Period: 4/1/2015 to 6/30/2015



Best Selections	GICS Sector	Weight +/-	Return +/-	Effect	Worst Selections	GICS Sector	Weight +/-	Return +/-	Effect
1 Gilead Sciences Inc	Health Care	5.45	16.91	0.87	1 Windstream Holdin...	Telecommunication...	0.70	-45.24	-0.36
2 Deere & Co	Industrials	2.16	13.59	0.29	2 Chubb Corp	Financials	2.24	-7.13	-0.16
3 Tyson Foods Inc Cl...	Consumer Staples	2.01	13.33	0.26	3 Amgen Inc	Health Care	1.93	-6.32	-0.12
4 Atmel Corp	Information Techno...	1.25	20.09	0.26	4 Qualcomm Inc	Information Techno...	1.24	-9.19	-0.12
5 Morgan Stanley	Financials	2.40	7.33	0.17	5 Vanguard REIT ETF	Unclassified	1.32	-8.28	-0.11
6 East West Bancorp ...	Financials	1.72	9.52	0.16	6 AbbVie Inc	Health Care	-0.97	12.89	-0.11
7 Amazon.com Inc	Consumer Discretio...	0.92	14.74	0.14	7 Laboratory Corp of ...	Health Care	1.66	-6.70	-0.11
8 Comcast Corp Clas...	Consumer Discretio...	2.45	5.02	0.12	8 General Electric Co	Industrials	-1.02	10.22	-0.10
9 Pfizer Inc	Health Care	-1.98	-5.66	0.11	9 AT&T Inc	Telecommunication...	-1.14	8.89	-0.10
10 Occidental Petroleu...	Energy	1.14	9.45	0.11	10 Novartis AG ADR	Health Care	3.17	-3.11	-0.10
11 Verizon Communic...	Telecommunication...	-1.98	-4.55	0.09	11 Microsoft Corp	Information Techno...	-1.08	9.16	-0.09
12 Nike Inc Class B	Consumer Discretio...	1.43	6.04	0.09	12 Celgene Corp	Health Care	4.46	-2.45	-0.09
13 Accenture PLC Cla...	Information Techno...	2.04	4.27	0.09	13 SBA Communicati...	Telecommunication...	2.82	-3.29	-0.09
14 Wal-Mart Stores Inc	Consumer Staples	-0.68	-11.46	0.08	14 Eli Lilly and Co	Health Care	-0.68	12.87	-0.09
15 Danaher Corp	Industrials	2.39	3.20	0.08	15 JPMorgan Chase & ...	Financials	-0.75	10.81	-0.08

## Fifth Third Bank Equity Sector Attribution

### Attribution/Contribution

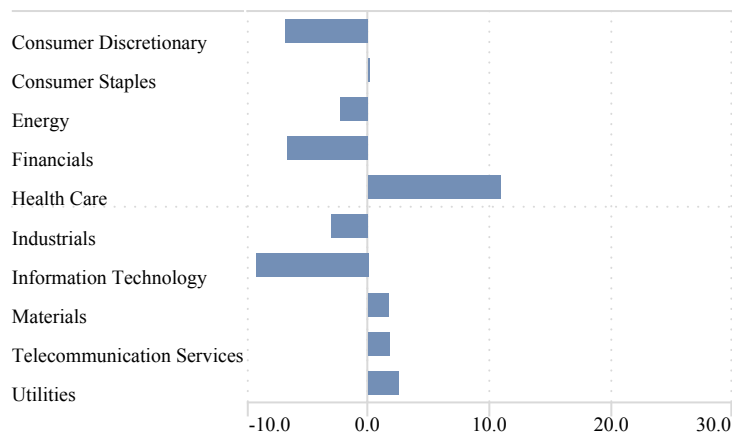
Time Period: 4/1/2015 to 6/30/2015

Portfolio: FIFTHTHIRDVEBA Calculation Benchmark: S&P 500 TR USD

	Portfolio Weights	Benchmark Weights	Portfolio Return	Benchmark Return	Allocation Effect	Selection Effect	Active Return
Consumer Discretionary	5.25	12.51	9.55	1.92	-0.11	0.43	0.31
Consumer Staples	8.86	9.56	1.02	-1.76	0.00	0.28	0.28
Energy	5.40	8.17	2.38	-1.88	0.07	0.25	0.32
Financials	8.82	16.27	3.63	1.79	-0.10	0.18	0.07
Health Care	23.65	14.87	3.80	2.84	0.29	0.25	0.54
Industrials	6.67	10.27	4.23	-2.23	0.08	0.47	0.55
Information Technology	9.74	19.85	2.03	0.14	0.02	0.20	0.22
Materials	4.46	3.19	-0.35	-0.47	-0.01	0.00	-0.01
Telecommunication Services	3.75	2.30	-8.35	1.47	0.03	-0.41	-0.38
Utilities	5.01	3.00	-7.29	-5.82	-0.15	-0.09	-0.24
Unclassified	10.10	0.00	-2.20		-0.27	0.00	-0.27
<b>Attribution Total</b>	<b>91.72</b>	<b>100.00</b>	<b>1.67</b>	<b>0.28</b>	<b>-0.17</b>	<b>1.56</b>	<b>1.39</b>
Cash	4.84	0.00					
Other	3.44	0.00					
Total	100.00	100.00					
Reported Total			1.52	0.28			
Residual(Reported - Attribution Total)			-0.15	0.00			

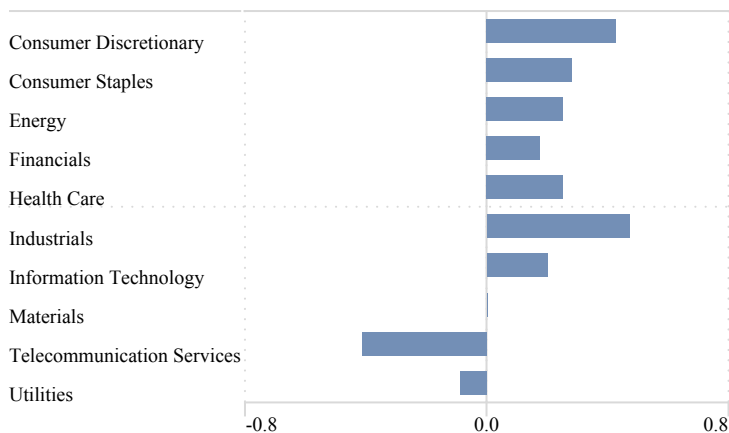
#### Relative Rescaled Weight

Time Period: 4/1/2015 to 6/30/2015



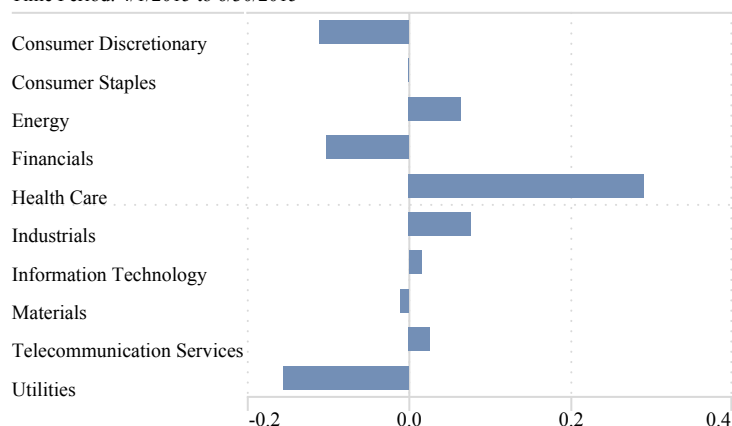
#### Selection Effect

Time Period: 4/1/2015 to 6/30/2015



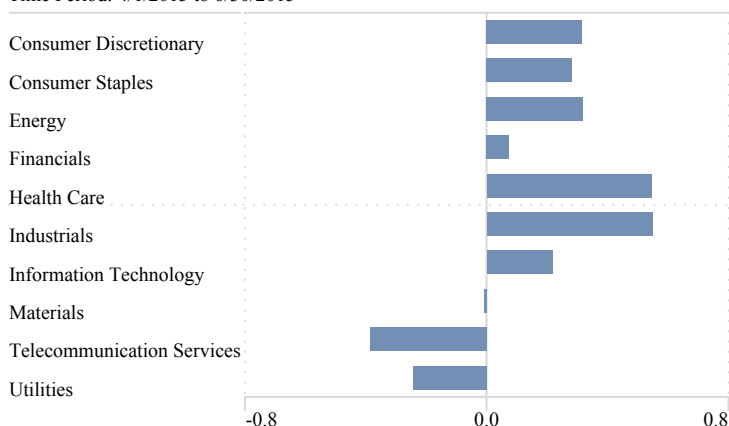
#### Allocation Effect

Time Period: 4/1/2015 to 6/30/2015

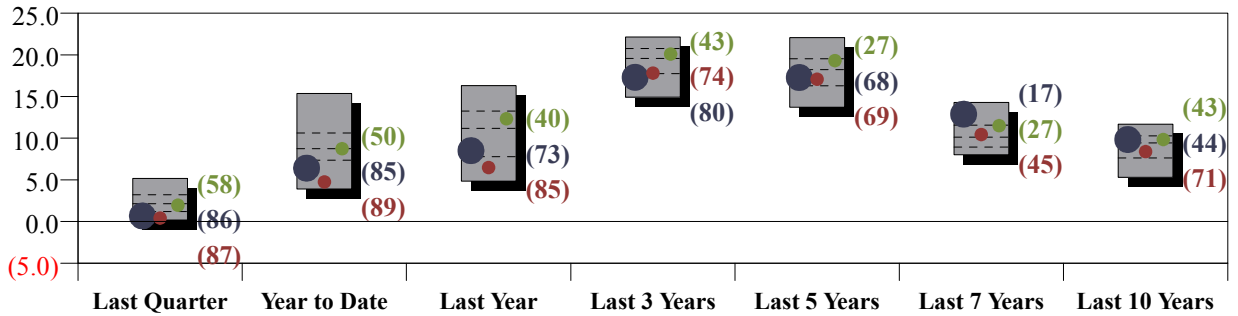


#### Active Return

Time Period: 4/1/2015 to 6/30/2015



Ivy Small Cap Growth  
for Periods Ended June 30, 2015  
Group: CAI MF- Small Cap Growth Style



CAI MF:Sm Cap Growth Style

	Last Quarter	Year to Date	Last Year	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years
25th Percentile	3.22	10.62	13.26	20.78	19.55	11.59	10.30
Median	2.16	8.75	11.19	19.57	18.23	10.12	9.44
75th Percentile	1.22	7.35	7.79	17.76	16.31	8.96	7.63

<b>Ivy Small Cap Growth</b>	0.68	6.41	8.52	17.31	17.29	12.90	9.84
<b>Russell:2000 Index</b>	0.42	4.75	6.49	17.81	17.08	10.44	8.40
<b>Russell:2000 Growth</b>	1.98	8.74	12.34	20.11	19.33	11.52	9.86

Calendar Year Returns	2006	2007	2008	2009	2010	2011	2012	2013	2014
Ivy Small Cap Growth	6.36 (84)	7.94 (64)	(37.61) (10)	43.52 (35)	35.46 (7)	(4.81) (59)	15.52 (33)	41.32 (66)	3.80 (36)
Russell:2000 Growth	13.35 (49)	7.05 (66)	(38.54) (14)	34.47 (57)	29.09 (35)	(2.91) (47)	14.59 (41)	43.30 (62)	5.60 (25)

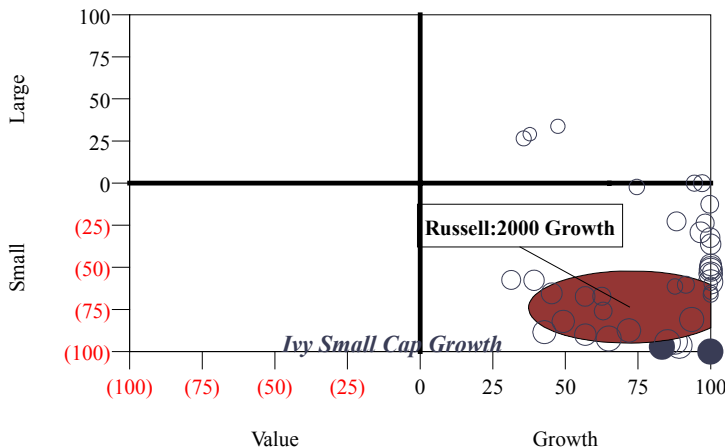
3 YEARS RISK STATISTICS

	Standard Deviation	Alpha	Beta	R-Squared
<b>Ivy Small Cap Growth</b>	12.31	(3.83)	1.08	0.99
<b>Russell:2000 Growth</b>	11.33	0.00	1.00	1.00
CAI MF:Sm Cap Growth Style	12.37	(0.64)	1.01	0.87

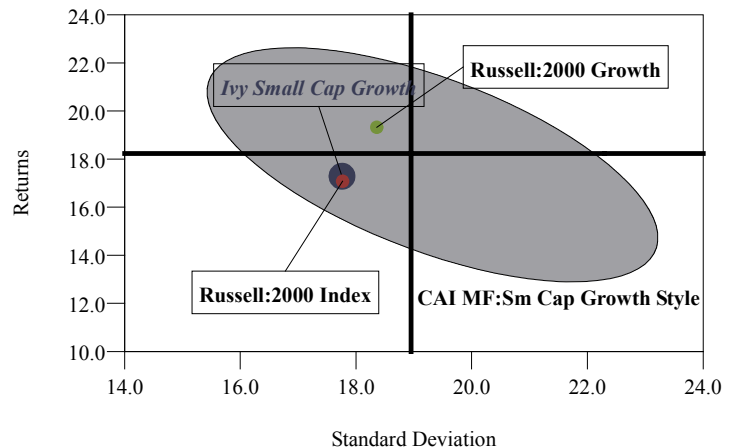
5 YEARS RISK STATISTICS

	Standard Deviation	Alpha	Beta	R-Squared
<b>Ivy Small Cap Growth</b>	17.76	(0.91)	0.95	0.97
<b>Russell:2000 Growth</b>	18.36	0.00	1.00	1.00
CAI MF:Sm Cap Growth Style	18.95	(0.34)	1.01	0.95

Style Map for Rolling 5 Years Ended 6/30/15

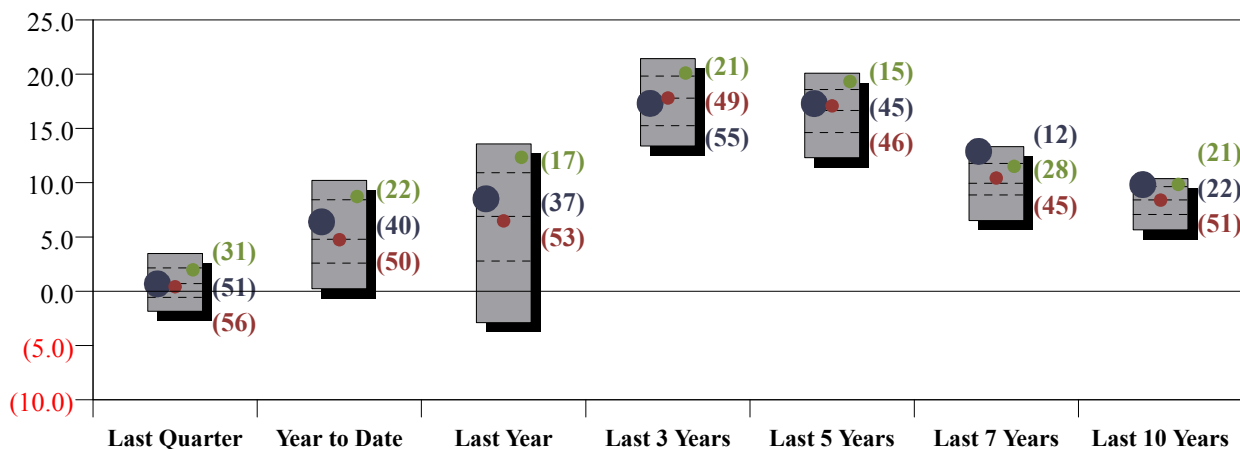


Risk vs. Return for 5 Years Ending 6/30/15



# USI VEBA Trust

## Ivy Small Cap Growth for Periods Ended June 30, 2015 Group: CAI MF - Small Cap Broad Style

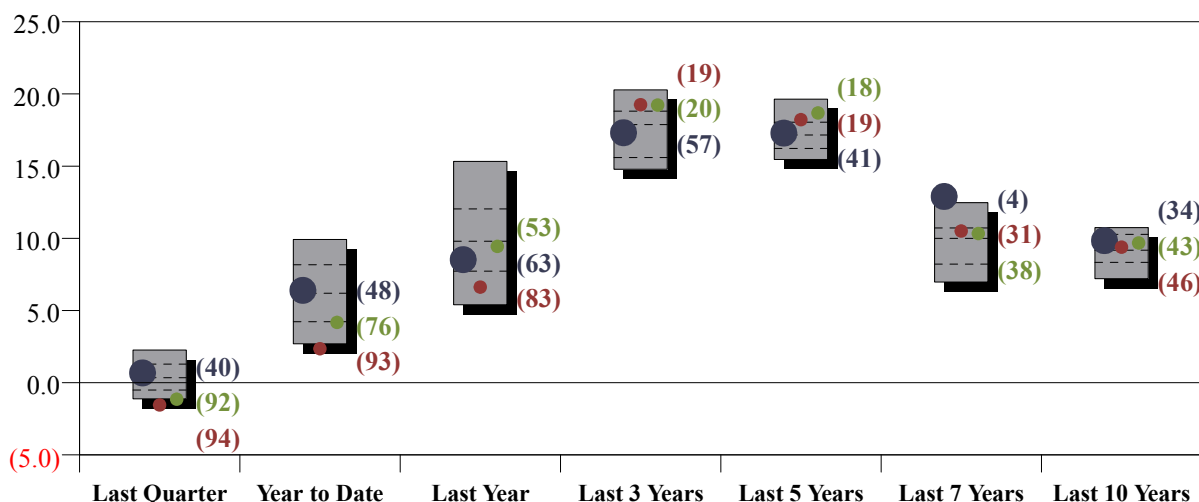


### CAI MF:Sm Cap Broad Style

	Last Quarter	Year to Date	Last Year	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years
25th Percentile	2.16	8.43	10.93	19.82	18.59	11.77	9.64
Median	0.70	4.80	6.89	17.80	16.65	9.96	8.43
75th Percentile	(0.54)	2.60	2.80	15.26	14.64	8.87	7.08

<b>Ivy Small Cap Growth</b>	●	0.68	6.41	8.52	17.31	17.29	12.90	9.84
<b>Russell:2000 Index</b>	●	0.42	4.75	6.49	17.81	17.08	10.44	8.40
<b>Russell:2000 Growth</b>	●	1.98	8.74	12.34	20.11	19.33	11.52	9.86

## Ivy Mid Cap Growth for Periods Ended June 30, 2015 Group: CAI MF - Mid Cap Growth Style



### CAI MF:Mid Cap Growth Style

	Last Quarter	Year to Date	Last Year	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years
25th Percentile	1.29	8.17	12.04	18.81	18.05	10.73	10.28
Median	0.35	6.20	9.80	17.87	17.16	10.00	9.19
75th Percentile	(0.50)	4.24	7.73	15.60	16.23	8.22	8.35

<b>Ivy Mid Cap Growth</b>	●	0.68	6.41	8.52	17.31	17.29	12.90	9.84
<b>Russell:Midcap Index</b>	●	(1.54)	2.35	6.63	19.26	18.23	10.51	9.40
<b>Russell:Midcap Growth</b>	●	(1.14)	4.18	9.45	19.24	18.69	10.34	9.69



## Ivy Small Cap Equity Summary Statistics

### Equity Portfolio Characteristics

	Ivy Small Cap	Russell 2000 Growth
# of Holdings (Long)	87	1,164
Average Market Cap (mil) (Long)	2,545	1,783
Equity Style Factor Div Yld (Long)	0.65	0.70
P/E Ratio (TTM) (Long)	29.26	26.85
P/B Ratio (TTM) (Long)	3.92	4.47
Debt to Capital % (trailing) (Long)	32.74	39.41
Net Margin % (trailing) (Long)	6.55	4.93
ROA % (TTM) (Long)	4.00	0.30
ROE % (TTM)	11.77	8.11

### Ten Highest Contributors By Position

Time Period: 4/1/2015 to 6/30/2015

	Rescaled Weight	Return	Contribution
DexCom Inc	3.81	28.30	0.99
Bank of the Ozarks Inc	2.61	24.29	0.58
SVB Financial Group	2.83	13.33	0.36
Manhattan Associates Inc	1.59	17.86	0.27
Demandware Inc	1.57	16.72	0.26
Carter's Inc	1.82	15.21	0.26
Dave & Buster's Entertainment Inc	1.40	18.48	0.25
PRA Group Inc	1.60	14.71	0.23
Vail Resorts Inc	3.63	6.19	0.22
LDR Holding Corp	1.24	18.04	0.22

### Top Ten Holdings

Calculation Benchmark: iShares Russell 2000 Growth Portfolio Date: 6/30/2015

	Portfolio Weighting %	Benchmark Weighting %
DexCom Inc	4.12	
Ultimate Software Group Inc	3.28	
Vail Resorts Inc	3.16	0.42
SVB Financial Group	2.90	
Cepheid	2.85	0.46
Bank of the Ozarks Inc	2.80	0.37
Jack Henry & Associates, Inc	2.37	
Watsco Inc	2.36	
AMN Healthcare Services Inc	2.20	0.16
WisdomTree Investments Inc	2.03	0.26

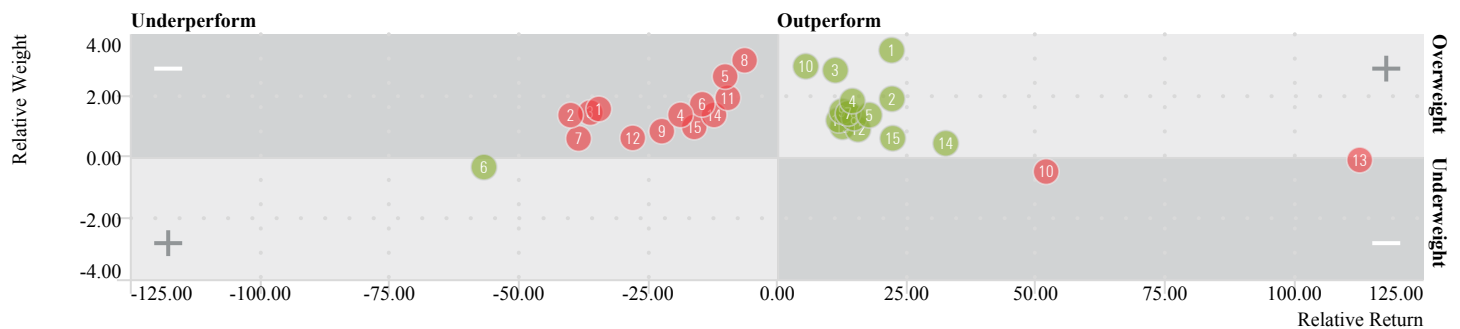
### Ten Lowest Contributors By Position

Time Period: 4/1/2015 to 6/30/2015

	Rescaled Weight	Return	Contribution
Zumiez Inc	1.67	-33.84	-0.66
The Spectranetics Corp	1.44	-33.80	-0.59
Kate Spade & Co	1.45	-35.49	-0.56
Fiesta Restaurant Group Inc	1.63	-18.03	-0.34
Burlington Stores Inc	1.97	-13.83	-0.29
Cardiovascular Systems Inc	0.66	-32.25	-0.25
United Natural Foods Inc	1.27	-17.34	-0.24
Covenant Transportation Group Inc Class A	0.84	-24.43	-0.21
Sonic Corp	2.14	-8.88	-0.20
Jack Henry & Associates, Inc	2.62	-7.07	-0.19

### Stock Selection Effects

Time Period: 4/1/2015 to 6/30/2015



Best Selections	GICS Sector	Weight +/-	Return +/-	Effect	Worst Selections	GICS Sector	Weight +/-	Return +/-	Effect
1 DexCom Inc	Health Care	3.48	22.13	0.67	1 Zumiez Inc	Consumer Discretio...	1.56	-34.51	-0.63
2 Bank of the Ozarks ...	Financials	1.90	22.20	0.38	2 The Spectranetics C...	Health Care	1.36	-39.97	-0.63
3 SVB Financial Group	Financials	2.83	11.25	0.30	3 Kate Spade & Co	Consumer Discretio...	1.45	-36.16	-0.56
4 Carter's Inc	Consumer Discretio...	1.82	14.54	0.24	4 Fiesta Restaurant G...	Consumer Discretio...	1.37	-18.70	-0.29
5 Dave & Buster's En...	Consumer Discretio...	1.36	17.81	0.24	5 Jack Henry & Asso...	Information Techno...	2.62	-10.08	-0.27
6 Puma Biotechnolog...	Health Care	-0.33	-56.72	0.21	6 Burlington Stores Inc	Consumer Discretio...	1.72	-14.50	-0.27
7 Demandware Inc	Information Techno...	1.42	13.71	0.19	7 Cardiovascular Syst...	Health Care	0.60	-38.41	-0.26
8 Manhattan Associat...	Information Techno...	1.27	14.86	0.18	8 Ultimate Software ...	Information Techno...	3.15	-6.31	-0.20
9 Cathay General Ba...	Financials	1.48	12.50	0.18	9 Covenant Transport...	Industrials	0.84	-22.33	-0.20
10 Vail Resorts Inc	Consumer Discretio...	2.95	5.52	0.16	10 Skechers USA Inc	Consumer Discretio...	-0.48	52.01	-0.20
11 LDR Holding Corp	Health Care	1.20	11.88	0.14	11 Sonic Corp	Consumer Discretio...	1.93	-9.55	-0.19
12 Oxford Industries Inc	Consumer Discretio...	0.90	15.63	0.14	12 GrubHub Inc	Information Techno...	0.62	-27.95	-0.18
13 PRA Group Inc	Financials	0.98	12.62	0.12	13 Synageva BioPhar...	Health Care	-0.10	112.65	-0.18
14 Intravest Resorts H...	Consumer Discretio...	0.44	32.59	0.12	14 ExamWorks Group ...	Health Care	1.37	-12.22	-0.17
15 ACADIA Pharmace...	Health Care	0.61	22.34	0.12	15 Power Integrations ...	Information Techno...	0.98	-16.05	-0.16

## Ivy Small Cap Equity Sector Attribution

### Attribution/Contribution

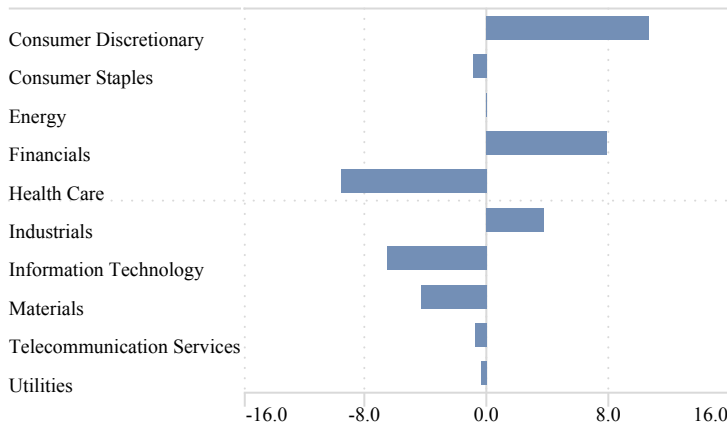
Time Period: 4/1/2015 to 6/30/2015

Portfolio: Ivy Small Cap Growth I Calculation Benchmark: iShares Russell 2000 Growth

	Portfolio Weights	Benchmark Weights	Portfolio Return	Benchmark Return	Allocation Effect	Selection Effect	Active Return
Consumer Discretionary	24.85	15.49	-3.96	0.67	-0.15	-1.24	-1.38
Consumer Staples	2.43	3.47	-7.96	-2.42	0.04	-0.15	-0.11
Energy	3.06	3.17	3.96	-2.60	-0.02	0.22	0.20
Financials	14.60	7.45	10.24	2.09	0.01	1.22	1.23
Health Care	14.36	24.88	5.18	6.17	-0.39	-0.18	-0.57
Industrials	16.96	14.07	-4.11	-2.10	-0.15	-0.37	-0.52
Information Technology	18.28	25.85	-0.21	3.01	-0.06	-0.63	-0.69
Materials	0.00	4.29		-2.99	0.21	0.00	0.21
Telecommunication Services	0.00	0.73		3.77	-0.01	0.00	-0.01
Utilities	0.00	0.33		-0.21	0.01	0.00	0.01
<b>Attribution Total</b>	<b>94.53</b>	<b>99.74</b>	<b>0.37</b>	<b>1.99</b>	<b>-0.50</b>	<b>-1.13</b>	<b>-1.62</b>
Cash	0.00	0.11					
Bond	0.44	0.00					
Other	5.03	0.12					
Missing Performance	0.00	0.03					
Total	100.00	100.00					
Reported Total			0.70	1.99			
Expense Ratio			0.27	0.06			
Residual(Reported - Attribution + Expense)			0.60	0.06			

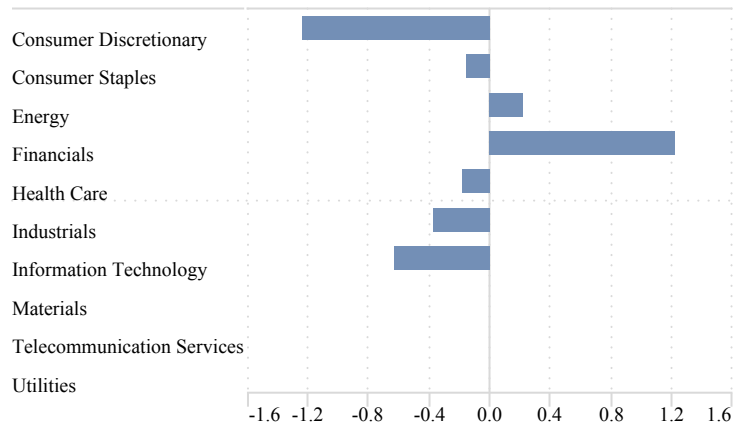
#### Relative Rescaled Weight

Time Period: 4/1/2015 to 6/30/2015



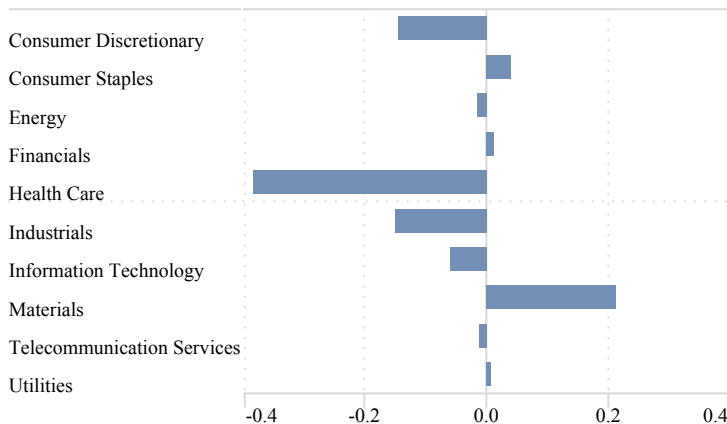
#### Selection Effect

Time Period: 4/1/2015 to 6/30/2015



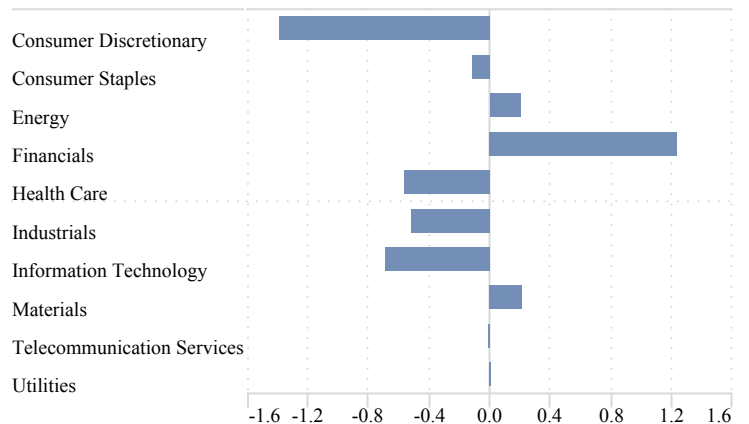
#### Allocation Effect

Time Period: 4/1/2015 to 6/30/2015

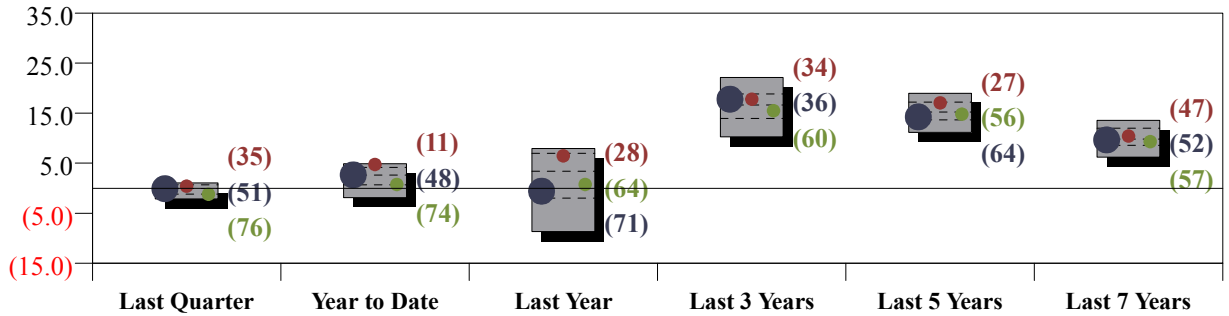


#### Active Return

Time Period: 4/1/2015 to 6/30/2015



**Diamond Hill Sm Cap;I**  
**for Periods Ended June 30, 2015**  
**Group: CAI MF - Small Cap Value Style**



**CAI MF:Sm Cap Value Style**

	Last Quarter	Year to Date	Last Year	Last 3 Years	Last 5 Years	Last 7 Years
25th Percentile	0.69	4.20	6.98	18.86	17.23	12.02
Median	(0.04)	2.65	3.42	16.65	15.24	9.83
75th Percentile	(1.15)	0.70	(1.95)	13.97	13.66	8.61

	Last Quarter	Year to Date	Last Year	Last 3 Years	Last 5 Years	Last 7 Years
<b>Diamond Hill Sm Cap;I</b>	<b>(0.09)</b>	<b>2.69</b>	<b>(0.58)</b>	<b>17.80</b>	<b>14.28</b>	<b>9.68</b>
<b>Russell:2000 Index</b>	<b>0.42</b>	<b>4.75</b>	<b>6.49</b>	<b>17.81</b>	<b>17.08</b>	<b>10.44</b>
<b>Russell:2000 Value</b>	<b>(1.20)</b>	<b>0.76</b>	<b>0.78</b>	<b>15.50</b>	<b>14.81</b>	<b>9.31</b>

Calendar Year Returns	2006	2007	2008	2009	2010	2011	2012	2013	2014
Diamond Hill Sm Cap;I	7.48 (88)	(3.41) (58)	(25.69) (8)	29.43 (63)	23.39 (67)	(6.91) (73)	13.17 (62)	40.08 (24)	4.86 (41)
Russell:2000 Value	23.48 (4)	(9.78) (79)	(28.92) (24)	20.58 (93)	24.50 (52)	(5.50) (64)	18.05 (26)	34.52 (57)	4.22 (45)

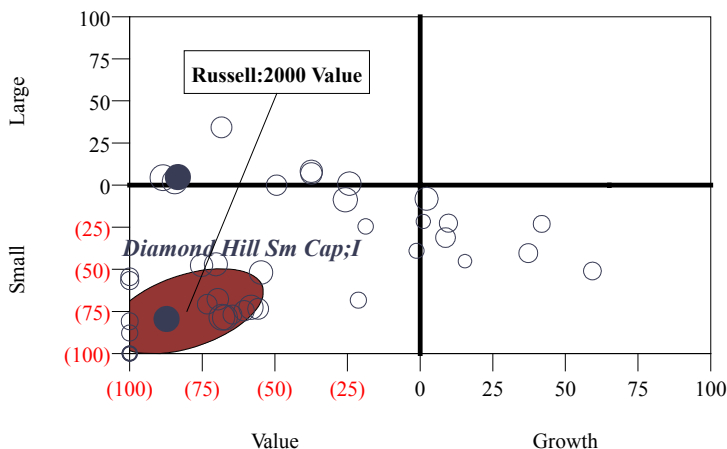
**3 YEARS RISK STATISTICS**

	Standard Deviation	Alpha	Beta	R-Squared
<b>Diamond Hill Sm Cap;I</b>	<b>10.64</b>	<b>4.60</b>	<b>0.83</b>	<b>0.74</b>
<b>Russell:2000 Value</b>	<b>10.96</b>	<b>0.00</b>	<b>1.00</b>	<b>1.00</b>
CAI MF:Sm Cap Value Style	10.49	2.31	0.88	0.89

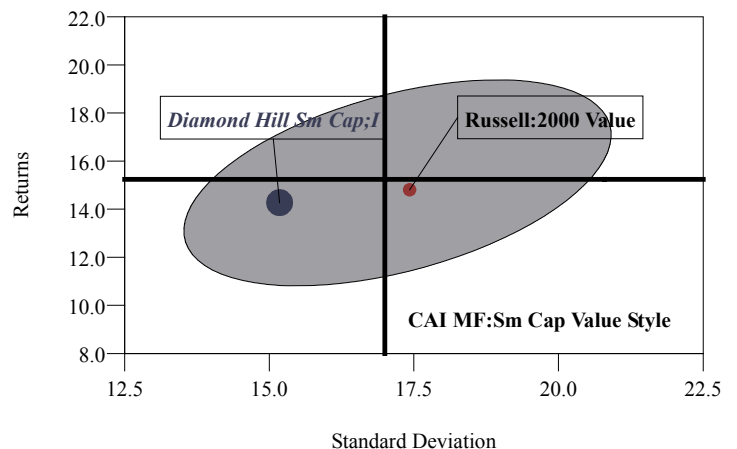
**5 YEARS RISK STATISTICS**

	Standard Deviation	Alpha	Beta	R-Squared
<b>Diamond Hill Sm Cap;I</b>	<b>15.18</b>	<b>1.90</b>	<b>0.82</b>	<b>0.89</b>
<b>Russell:2000 Value</b>	<b>17.43</b>	<b>0.00</b>	<b>1.00</b>	<b>1.00</b>
CAI MF:Sm Cap Value Style	17.00	0.71	0.95	0.94

**Style Map for Rolling 5 Years Ended 6/30/15**



**Risk vs. Return for 5 Years Ending 6/30/15**



## Diamond Hill Small Cap Equity Summary Statistics

### Equity Portfolio Characteristics

	Diamond Hill	Russell 2000 Value
# of Holdings (Long)	73	1,319
Average Market Cap (mil) (Long)	2,946	1,357
Equity Style Factor Div Yld (Long)	1.38	2.40
P/E Ratio (TTM) (Long)	16.44	16.94
P/B Ratio (TTM) (Long)	1.81	1.40
Debt to Capital % (trailing) (Long)	41.00	35.57
Net Margin % (trailing) (Long)	6.65	10.14
ROA % (TTM) (Long)	2.92	2.07
ROE % (TTM)	9.98	6.46

### Top Ten Holdings

Calculation Benchmark: iShares Russell 2000 Value Portfolio Date: 6/30/2015

	Portfolio Weighting %	Benchmark Weighting %
DST Systems, Inc.	2.90	
Alere Inc	2.86	
Avis Budget Group Inc	2.71	
Navigators Group	2.69	0.09
iStar Financial Inc	2.52	0.12
Brown & Brown Inc	2.44	
Natus Medical Inc	2.27	
Popular Inc	2.15	
Steiner Leisure Ltd	2.13	
HCC Insurance Holdings Inc	2.02	

### Ten Highest Contributors By Position

Time Period: 4/1/2015 to 6/30/2015

	Rescaled Weight	Return	Contribution
HCC Insurance Holdings Inc	1.91	36.11	0.69
DST Systems, Inc.	3.37	14.08	0.46
Rosetta Resources Inc	1.54	35.96	0.45
Aaron's Inc	1.43	27.99	0.35
Steiner Leisure Ltd	2.58	13.46	0.34
Alere Inc	3.41	7.87	0.26
Natus Medical Inc	2.63	7.83	0.21
Enstar Group Ltd	2.30	9.23	0.21
BankUnited Inc	1.82	10.39	0.20
Post Holdings Inc	1.11	15.14	0.19

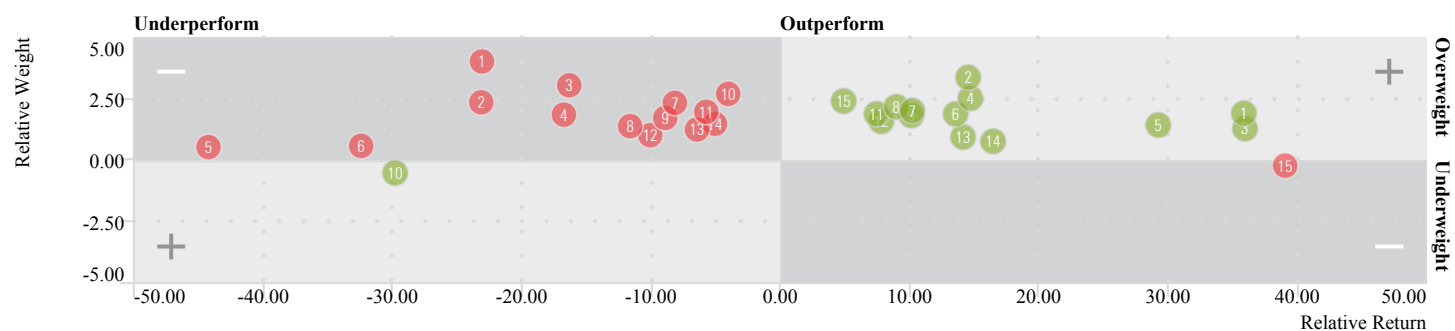
### Ten Lowest Contributors By Position

Time Period: 4/1/2015 to 6/30/2015

	Rescaled Weight	Return	Contribution
Avis Budget Group Inc	4.02	-25.31	-1.10
Trinity Industries Inc	2.35	-25.36	-0.65
Popular Inc	3.05	-16.08	-0.52
Corrections Corp of America	1.85	-16.49	-0.33
Contango Oil & Gas Co	0.60	-44.23	-0.29
Broadridge Financial Solutions	2.33	-8.61	-0.20
Nationstar Mortgage Holdings Inc	0.58	-32.18	-0.20
ITC Holdings Corp	1.25	-13.63	-0.18
Fortress Investment Group LLC Class A	1.72	-8.65	-0.15
Flowers Foods Inc	1.97	-6.37	-0.13

### Stock Selection Effects

Time Period: 4/1/2015 to 6/30/2015



Best Selections	GICS Sector	Weight +/-	Return +/-	Effect	Worst Selections	GICS Sector	Weight +/-	Return +/-	Effect
1 HCC Insurance Hol...	Financials	1.91	35.87	0.67	1 Avis Budget Group ...	Industrials	4.02	-23.07	-1.00
2 DST Systems, Inc.	Information Techno...	3.37	14.54	0.47	2 Trinity Industries Inc	Industrials	2.35	-23.13	-0.60
3 Rosetta Resources L...	Energy	1.28	35.95	0.41	3 Popular Inc	Financials	3.05	-16.32	-0.52
4 Steiner Leisure Ltd	Consumer Discretio...	2.52	14.72	0.36	4 Corrections Corp of...	Financials	1.85	-16.74	-0.33
5 Aaron's Inc	Consumer Discretio...	1.43	29.25	0.36	5 Contango Oil & Ga...	Energy	0.53	-44.23	-0.26
6 UGI Corp	Utilities	1.88	13.57	0.25	6 Nationstar Mortgag...	Financials	0.58	-32.42	-0.20
7 Live Nation Enterta...	Consumer Discretio...	2.01	10.21	0.19	7 Broadridge Financi...	Information Techno...	2.33	-8.15	-0.19
8 Enstar Group Ltd	Financials	2.17	8.98	0.19	8 Greatbatch Inc	Health Care	1.38	-11.61	-0.16
9 BankUnited Inc	Financials	1.82	10.14	0.18	9 Fortress Investment...	Financials	1.72	-8.90	-0.15
10 SUPERVALU Inc	Consumer Staples	-0.52	-29.79	0.18	10 Cimarex Energy Co	Energy	2.70	-4.02	-0.12
11 Vail Resorts Inc	Consumer Discretio...	1.88	7.45	0.14	11 Flowers Foods Inc	Consumer Staples	1.97	-5.72	-0.11
12 Endurance Specialt...	Financials	1.58	7.82	0.13	12 Universal American...	Health Care	1.02	-10.06	-0.10
13 BOK Financial Corp	Financials	0.94	14.15	0.12	13 ITC Holdings Corp	Utilities	1.25	-6.44	-0.09
14 Carter's Inc	Consumer Discretio...	0.76	16.46	0.12	14 Mid-America Apart...	Financials	1.48	-5.05	-0.08
15 Hub Group Inc Clas...	Industrials	2.40	4.90	0.11	15 McDermott Internat...	Energy	-0.22	39.06	-0.08

## Diamond Hill Small Cap Equity Sector Attribution

### Attribution/Contribution

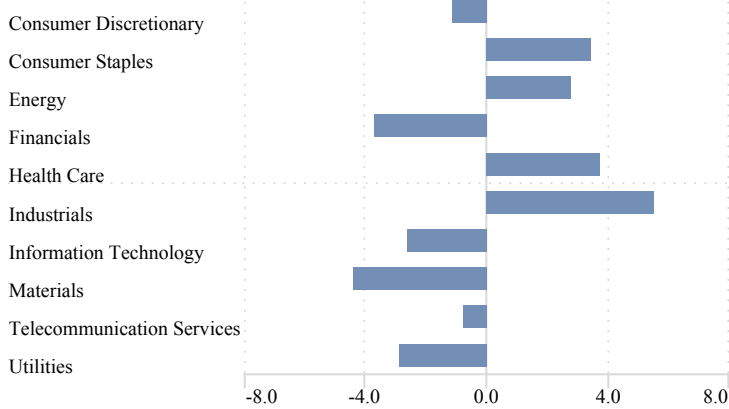
Time Period: 4/1/2015 to 6/30/2015

Portfolio: Diamond Hill Small Cap I      Calculation Benchmark: iShares Russell 2000 Value

	Portfolio Weights	Benchmark Weights	Portfolio Return	Benchmark Return	Allocation Effect	Selection Effect	Active Return
Consumer Discretionary	8.64	12.02	10.16	-1.26	0.02	1.19	1.20
Consumer Staples	4.88	2.68	-0.48	-0.65	0.02	0.00	0.02
Energy	5.47	4.07	2.02	0.00	0.03	0.16	0.18
Financials	29.32	40.36	0.63	0.24	-0.05	0.13	0.09
Health Care	7.79	6.03	4.42	4.82	0.21	-0.02	0.19
Industrials	14.53	12.69	-9.61	-2.23	-0.07	-1.35	-1.42
Information Technology	5.61	9.64	3.97	-0.46	0.00	0.30	0.30
Materials	0.00	4.38		-6.21	0.24	0.00	0.24
Telecommunication Services	0.00	0.77		-4.26	0.03	0.00	0.03
Utilities	3.19	6.85	-1.70	-7.19	0.18	0.23	0.40
<b>Attribution Total</b>	<b>79.44</b>	<b>99.48</b>	<b>0.31</b>	<b>-0.92</b>	<b>0.60</b>	<b>0.63</b>	<b>1.23</b>
Cash	20.56	0.14					
Other	0.00	0.32					
Missing Performance	0.00	0.06					
Total	100.00	100.00					
Reported Total			-0.09				
Expense Ratio			0.26	0.00			
Residual(Reported - Attribution + Expense)			-0.13				

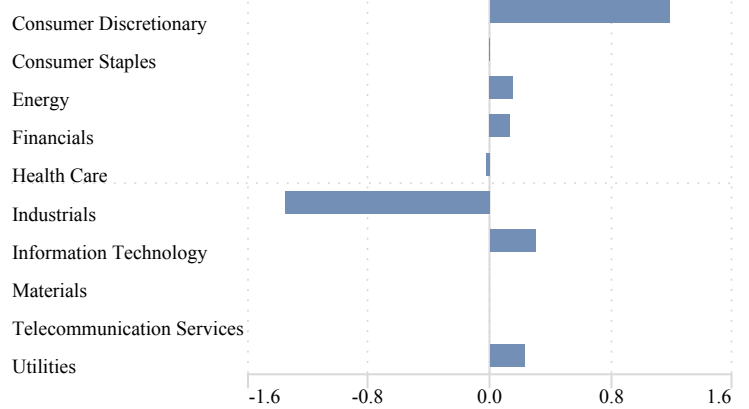
#### Relative Rescaled Weight

Time Period: 4/1/2015 to 6/30/2015



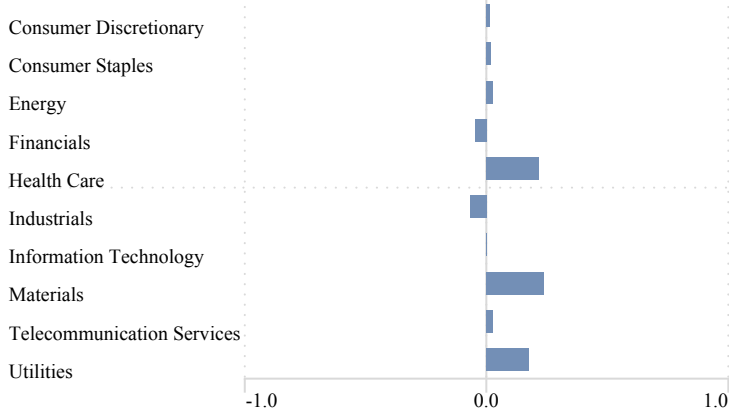
#### Selection Effect

Time Period: 4/1/2015 to 6/30/2015



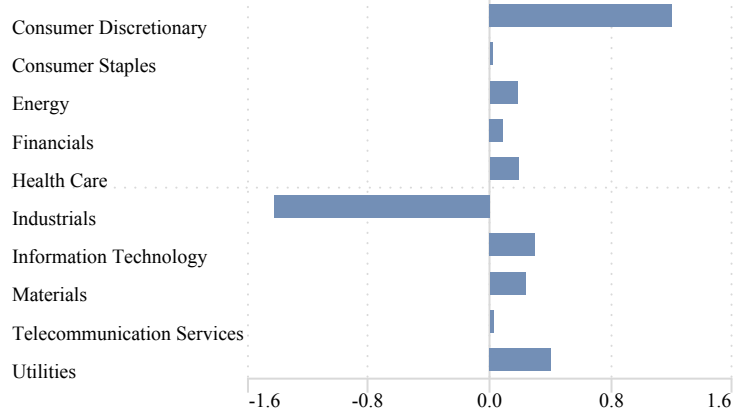
#### Allocation Effect

Time Period: 4/1/2015 to 6/30/2015

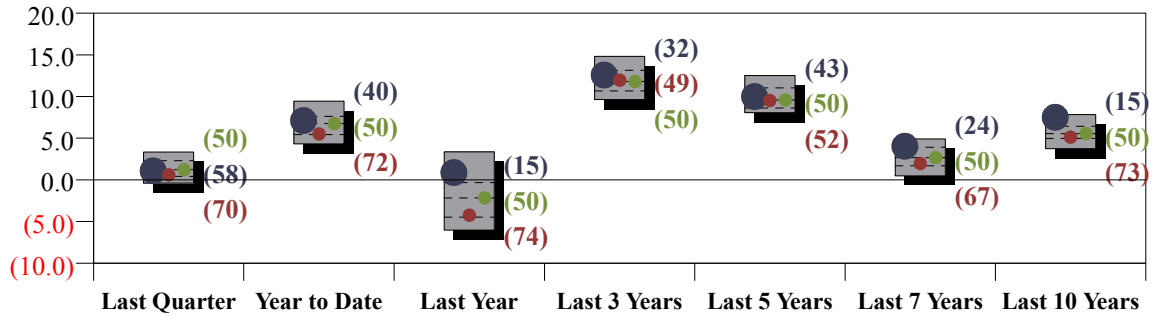


#### Active Return

Time Period: 4/1/2015 to 6/30/2015



**American Funds EuPc;F-2  
for Periods Ended June 30, 2015  
Group: CAI MF - Non-US Equity Style**



**CAI MF: Intl Eq Non US Style**

	25th Percentile	Median	75th Percentile
<i>American Funds EuPc;F-2</i>	2.32	1.24	0.43
<i>MSCI:EAFE USS</i>	0.62	0.62	0.62
<i>CAI MF: Intl Eq Non US Style</i>	1.24	1.24	1.24

	2006	2007	2008	2009	2010	2011	2012	2013	2014
<i>American Funds EuPc;F-2</i>	21.87 (81)	18.95 (14)	(40.51) (18)	39.47 (19)	9.67 (57)	(13.36) (46)	19.54 (44)	20.44 (58)	(2.41) (23)
<i>MSCI:EAFE USS</i>	26.34 (35)	11.17 (57)	(43.38) (46)	31.78 (48)	7.75 (73)	(12.14) (35)	17.32 (70)	22.78 (38)	(4.90) (38)

Calendar Year Returns	2006	2007	2008	2009	2010	2011	2012	2013	2014
<i>American Funds EuPc;F-2</i>	21.87 (81)	18.95 (14)	(40.51) (18)	39.47 (19)	9.67 (57)	(13.36) (46)	19.54 (44)	20.44 (58)	(2.41) (23)
<i>MSCI:EAFE USS</i>	26.34 (35)	11.17 (57)	(43.38) (46)	31.78 (48)	7.75 (73)	(12.14) (35)	17.32 (70)	22.78 (38)	(4.90) (38)

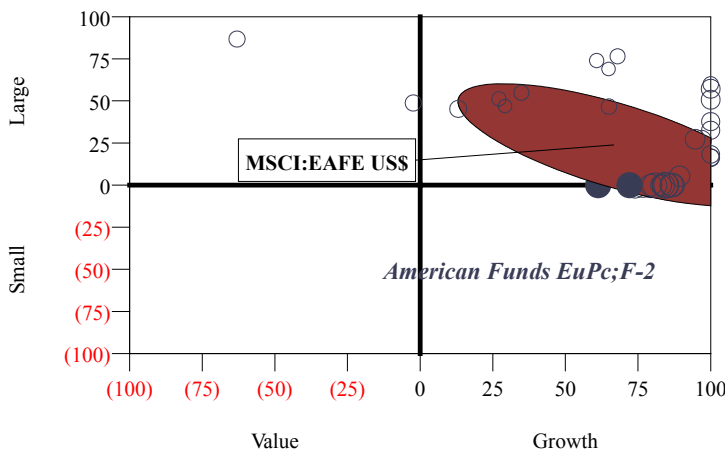
**3 YEARS RISK STATISTICS**

	Standard Deviation	Alpha	Beta	R-Squared
<i>American Funds EuPc;F-2</i>	8.44	2.58	0.82	0.92
<i>MSCI:EAFE USS</i>	9.85	0.00	1.00	1.00
<i>CAI MF: Intl Eq Non US Style</i>	9.67	0.42	0.94	0.91

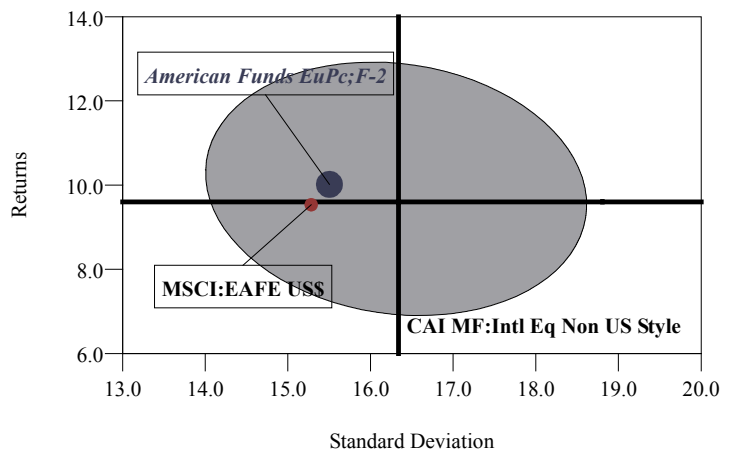
**5 YEARS RISK STATISTICS**

	Standard Deviation	Alpha	Beta	R-Squared
<i>American Funds EuPc;F-2</i>	15.50	0.50	1.00	0.97
<i>MSCI:EAFE USS</i>	15.28	0.00	1.00	1.00
<i>CAI MF: Intl Eq Non US Style</i>	16.34	0.02	1.05	0.96

**Style Map for Rolling 5 Years Ended 6/30/15**



**Risk vs. Return for 5 Years Ending 6/30/15**



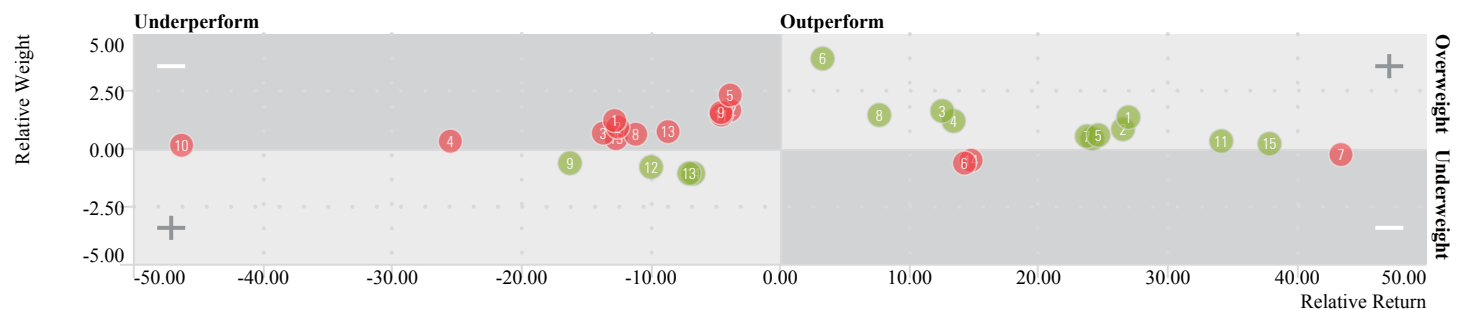
## American Funds EuroPacific Growth Equity Summary Statistics

Equity Portfolio Characteristics	EuroPacific MSCI EAFE		Top Ten Holdings
# of Holdings (Long)	464	934	Calculation Benchmark: iShares MSCI EAFE Portfolio Date: 6/30/2015
Average Market Cap (mil) (Long)	36,610	36,032	Portfolio Weighting %
Equity Style Factor Div Yld (Long)	1.99	3.13	Benchmark Weighting %
P/E Ratio (TTM) (Long)	18.54	17.24	Novo Nordisk A/S B
P/B Ratio (TTM) (Long)	2.23	1.73	SoftBank Group Corp
Debt to Capital % (trailing) (Long)	36.03	35.32	Novartis AG
Net Margin % (trailing) (Long)	14.04	13.53	Bayer AG
ROA % (TTM) (Long)	8.07	5.76	Barclays PLC
ROE % (TTM)	18.27	15.61	Prudential PLC
			Murata Mfg Co Ltd
			Altice SA
			Nintendo Co Ltd
			HDFC Bank Ltd

Ten Highest Contributors By Position				Ten Lowest Contributors By Position			
Time Period: 4/1/2015 to 6/30/2015				Time Period: 4/1/2015 to 6/30/2015			
	Rescaled Weight	Return	Contribution		Rescaled Weight	Return	Contribution
Murata Mfg Co Ltd	1.67	26.60	0.42	International Consolidated Airlines Group SA	1.27	-13.09	-0.18
Altice SA	1.48	27.10	0.39	Bayer AG	2.84	-5.36	-0.16
Barclays PLC	2.10	14.22	0.28	Samsung Electronics Co Ltd	0.95	-12.48	-0.12
Nintendo Co Ltd	1.67	13.50	0.21	Volkswagen AG	1.06	-11.02	-0.12
BG Group PLC	0.55	36.49	0.16	Tech Mahindra Ltd	0.34	-25.43	-0.09
Syngenta AG	0.72	23.60	0.15	Fairfax Financial Holdings Ltd	0.69	-12.00	-0.09
Associated British Foods PLC	1.56	8.30	0.13	Rakuten Inc	0.90	-8.52	-0.08
Ctrip.com International Ltd ADR	0.55	23.88	0.12	Schibsted ASA	0.16	-46.15	-0.07
Barratt Developments PLC	0.44	24.30	0.10	Baidu Inc ADR	1.47	-4.47	-0.07
Novo Nordisk A/S B	5.00	1.83	0.09	easyJet PLC	0.47	-12.97	-0.06

### Stock Selection Effects

Time Period: 4/1/2015 to 6/30/2015



Best Selections					Worst Selections						
	GICS Sector	Weight +/-	Return +/-	Effect		GICS Sector	Weight +/-	Return +/-	Effect		
1	Altice SA	Consumer Discretio...	1.38	26.94	0.36	1	International Conso...	Industrials	1.24	-12.81	-0.17
2	Murata Mfg Co Ltd	Information Techno...	0.86	26.52	0.22	2	Samsung Electronic...	Information Techno...	0.95	-12.57	-0.13
3	Barclays PLC	Financials	1.65	12.53	0.20	3	Fairfax Financial H...	Financials	0.69	-13.69	-0.10
4	Nintendo Co Ltd	Information Techno...	1.22	13.41	0.15	4	Tech Mahindra Ltd	Information Techno...	0.34	-25.52	-0.09
5	Syngenta AG	Materials	0.60	24.61	0.14	5	SOFTBANK Corp	Telecommunication...	2.34	-3.87	-0.09
6	Novo Nordisk A/S B	Health Care	3.93	3.28	0.13	6	Mitsubishi UFJ Fin...	Financials	-0.62	14.26	-0.08
7	Ctrip.com Internati...	Consumer Discretio...	0.55	23.72	0.12	7	Hong Kong Exchan...	Financials	-0.24	43.38	-0.08
8	Associated British ...	Consumer Staples	1.47	7.67	0.11	8	Volkswagen AG	Consumer Discretio...	0.64	-11.18	-0.08
9	Westpac Banking C...	Financials	-0.62	-16.27	0.11	9	Prudential PLC	Financials	1.58	-4.58	-0.07
10	Barratt Developme...	Consumer Discretio...	0.44	24.14	0.10	10	Schibsted ASA	Consumer Discretio...	0.16	-46.31	-0.07
11	BG Group PLC	Energy	0.34	34.12	0.10	11	Baidu Inc ADR	Information Techno...	1.47	-4.56	-0.07
12	Commonwealth Ba...	Financials	-0.79	-9.98	0.08	12	Bayer AG	Health Care	1.68	-3.91	-0.07
13	Canon Inc	Information Techno...	-1.06	-7.04	0.08	13	Rakuten Inc	Consumer Discretio...	0.76	-8.68	-0.07
14	GlaxoSmithKline P...	Health Care	-1.07	-6.72	0.07	14	Lloyds Banking Gr...	Financials	-0.49	14.77	-0.07
15	NetEase Inc ADR	Information Techno...	0.22	37.85	0.07	15	easyJet PLC	Industrials	0.45	-12.70	-0.06

## American Funds EuroPacific Growth Equity Summary Statistics

### Sector Attribution/Contribution

Time Period: 4/1/2015 to 6/30/2015

Portfolio: American Funds Europacific Growth F2 Calculation Benchmark: iShares MSCI EAFE

	Portfolio Weights	Benchmark Weights	Portfolio Return	Benchmark Return	Allocation Effect	Selection Effect	Active Return
Consumer Discretionary	14.61	12.31	1.37	0.16	-0.02	0.21	0.19
Consumer Staples	7.21	10.72	4.22	0.63	0.00	0.29	0.30
Energy	2.37	5.26	8.62	2.37	-0.06	0.17	0.11
Financials	20.19	24.31	1.93	1.68	-0.03	0.06	0.03
Health Care	12.83	11.26	-0.43	-1.45	-0.06	0.15	0.09
Industrials	8.08	12.53	-2.24	-0.27	0.04	-0.19	-0.15
Information Technology	13.08	4.11	2.90	0.09	-0.06	0.41	0.36
Materials	2.93	7.29	4.05	-1.00	0.07	0.17	0.24
Telecommunication Services	4.28	4.67	0.96	5.09	0.00	-0.20	-0.20
Utilities	2.16	3.51	-4.48	2.14	-0.01	-0.17	-0.18
<b>Attribution Total</b>	<b>87.74</b>	<b>95.97</b>	<b>1.46</b>	<b>0.69</b>	<b>-0.13</b>	<b>0.91</b>	<b>0.77</b>
Cash	1.51	0.50					
Bond	8.30	0.00					
Other	2.44	0.86					
Missing Performance	0.00	2.67					
Total	100.00	100.00					
Reported Total			1.10	0.63			
Expense Ratio			0.15	0.08			
Residual(Reported - Attribution + Expense)			-0.21	0.02			

### Region Attribution/Contribution

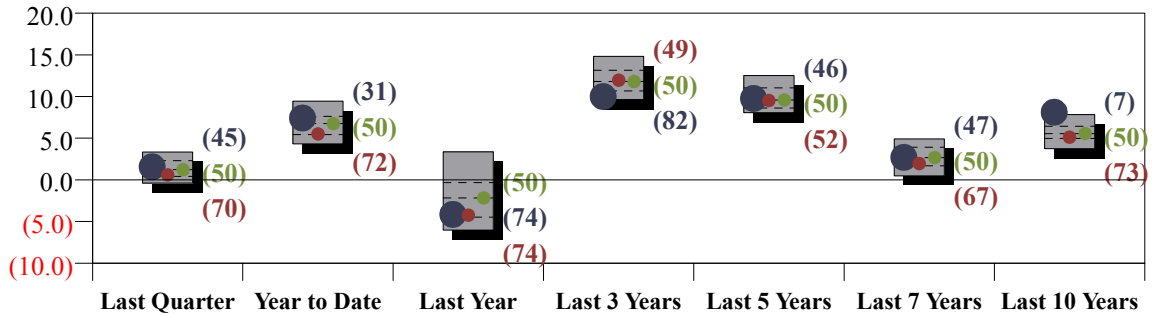
Time Period: 4/1/2015 to 6/30/2015

Portfolio: American Funds Europacific Growth F2 Calculation Benchmark: iShares MSCI EAFE

	Portfolio Weights	Benchmark Weights	Portfolio Return	Benchmark Return	Allocation Effect	Selection Effect	Active Return
Africa	1.01	0.00	0.99		0.00	0.00	0.00
Asia - Developed	8.42	4.35	-3.23	2.85	0.12	-0.60	-0.48
Asia - Emerging	13.70	0.19	-0.21	2.96	0.35	-0.50	-0.15
Australasia	0.67	7.03	-0.91	-6.23	0.47	0.04	0.51
Canada	2.41	0.00	-2.43		-0.09	0.00	-0.09
Europe - Emerging	0.74	0.00	8.99		0.06	0.00	0.06
Europe - ex Euro	11.93	12.98	1.12	0.47	0.00	0.09	0.09
Eurozone	21.82	28.88	0.75	-1.08	0.10	0.46	0.56
Japan	12.30	22.03	6.39	3.08	-0.21	0.45	0.24
Latin America	0.53	0.04	2.16	5.32	0.03	-0.02	0.01
Middle East	0.22	0.58	-3.46	-1.96	0.01	0.00	0.01
United Kingdom	13.80	19.63	3.58	2.86	-0.10	0.11	0.01
United States	0.20	0.26	8.61	9.47	0.00	0.00	-0.01
<b>Attribution Total</b>	<b>87.74</b>	<b>95.97</b>	<b>1.46</b>	<b>0.69</b>	<b>0.75</b>	<b>0.03</b>	<b>0.77</b>
Cash	1.51	0.50					
Bond	8.30	0.00					
Other	2.44	0.86					
Missing Performance	0.00	2.67					
Total	100.00	100.00					
Reported Total			1.10	0.63			
Expense Ratio			0.15	0.08			
Residual(Reported - Attribution + Expense)			-0.21	0.02			



**Harbor: Internatl; Inst**  
**for Periods Ended June 30, 2015**  
**Group: CAI MF - Non-US Equity Style**



**CAI MF: Intl Eq Non US Style**

	25th Percentile	Median	75th Percentile
Harbor: Internatl; Inst	2.32	1.24	0.43
MSCI:EAFE US\$	7.65	6.77	5.46
CAI MF: Intl Eq Non US Style	(0.31)	(2.15)	(4.46)

	Last Quarter	Year to Date	Last Year	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years
Harbor: Internatl; Inst	1.58	7.44	(4.13)	10.01	9.78	2.72	8.12
MSCI:EAFE US\$	0.62	5.52	(4.22)	11.97	9.54	1.97	5.12
CAI MF: Intl Eq Non US Style	1.24	6.77	(2.15)	11.82	9.61	2.69	5.57

Calendar Year Returns	2006	2007	2008	2009	2010	2011	2012	2013	2014
Harbor: Internatl; Inst	32.69 (5)	21.81 (7)	(42.66) (38)	38.56 (26)	11.98 (41)	(11.13) (24)	20.87 (29)	16.84 (83)	(6.81) (74)
MSCI:EAFE US\$	26.34 (35)	11.17 (57)	(43.38) (46)	31.78 (48)	7.75 (73)	(12.14) (35)	17.32 (70)	22.78 (38)	(4.90) (38)

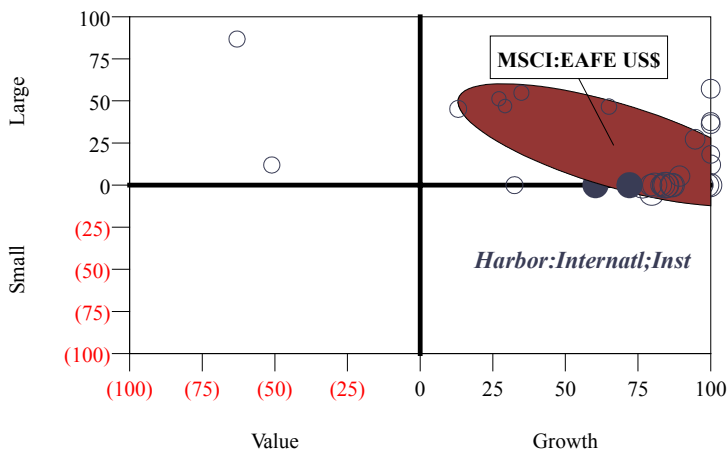
**3 YEARS RISK STATISTICS**

	Standard Deviation	Alpha	Beta	R-Squared
Harbor: Internatl; Inst	10.13	(1.77)	1.00	0.94
MSCI:EAFE US\$	9.85	0.00	1.00	1.00
CAI MF: Intl Eq Non US Style	9.67	0.42	0.94	0.91

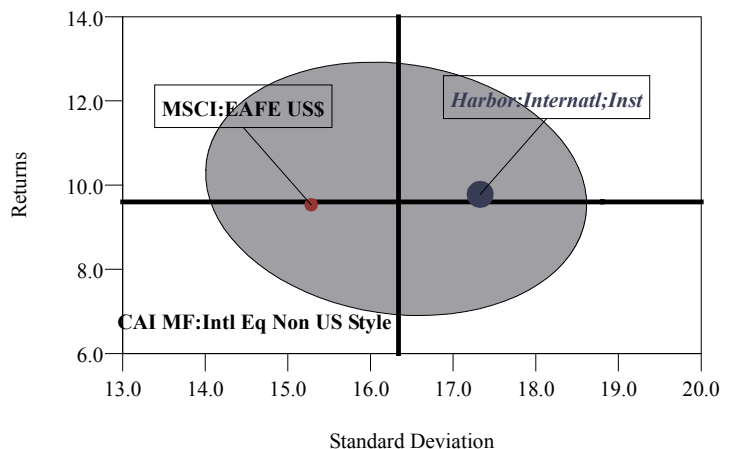
**5 YEARS RISK STATISTICS**

	Standard Deviation	Alpha	Beta	R-Squared
Harbor: Internatl; Inst	17.33	(0.58)	1.11	0.96
MSCI:EAFE US\$	15.28	0.00	1.00	1.00
CAI MF: Intl Eq Non US Style	16.34	0.02	1.05	0.96

**Style Map for Rolling 5 Years Ended 6/30/15**



**Risk vs. Return for 5 Years Ending 6/30/15**



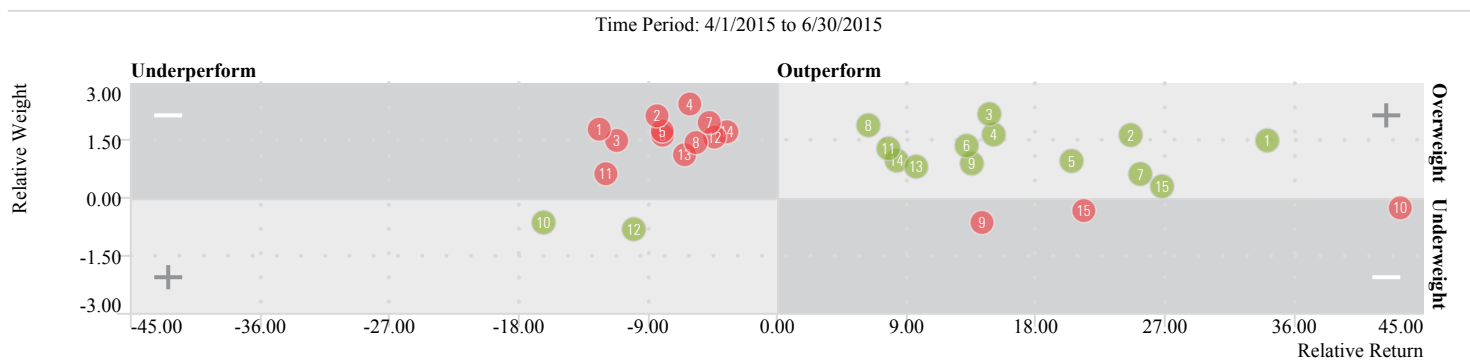
## Harbor International Equity Summary Statistics

Equity Portfolio Characteristics		
	Harbor Int'l	MSCI EAFE
# of Holdings (Long)	92	934
Average Market Cap (mil) (Long)	49,739	36,032
Equity Style Factor Div Yld (Long)	2.66	3.13
P/E Ratio (TTM) (Long)	17.60	17.24
P/B Ratio (TTM) (Long)	2.07	1.73
Debt to Capital % (trailing) (Long)	33.00	35.32
Net Margin % (trailing) (Long)	15.77	13.53
ROA % (TTM) (Long)	7.93	5.76
ROE % (TTM)	16.85	15.61

Ten Highest Contributors By Position			
Time Period: 4/1/2015 to 6/30/2015			
	Rescaled Weight	Return	Contribution
BG Group PLC	1.63	36.49	0.47
Lloyds Banking Group PLC	2.70	16.46	0.43
Syngenta AG	1.97	23.60	0.43
UBS Group AG	1.84	16.76	0.30
Japan Tobacco Inc	1.74	13.82	0.23
Dentsu Inc	1.06	20.65	0.21
JC Decaux SA	0.65	25.44	0.15
Erste Group Bank AG	0.96	15.23	0.14
AXA SA	2.61	4.35	0.12
Tokio Marine Holdings Inc	1.18	10.00	0.11

Ten Lowest Contributors By Position			
Time Period: 4/1/2015 to 6/30/2015			
	Rescaled Weight	Return	Contribution
Atlas Copco AB A	2.03	-12.67	-0.27
Schneider Electric SE	2.60	-8.65	-0.23
Volkswagen AG	1.89	-11.02	-0.22
Fanuc Corp	2.93	-6.36	-0.19
Allianz SE	2.19	-6.30	-0.15
Unibail-Rodamco SE	1.94	-6.32	-0.13
Linde AG	1.94	-5.37	-0.11
Swatch Group AG Bearer Shares	1.25	-6.29	-0.08
Genting Bhd	0.64	-11.77	-0.08
Banco Bilbao Vizcaya Argentaria SA	2.43	-3.05	-0.08

### Stock Selection Effects



Best Selections					Worst Selections						
	GICS Sector	Weight +/-	Return +/-	Effect		GICS Sector	Weight +/-	Return +/-	Effect		
1	BG Group PLC	Energy	1.50	34.12	0.44	1	Atlas Copco AB A	Industrials	1.80	-12.39	-0.24
2	Syngenta AG	Materials	1.65	24.61	0.38	2	Schneider Electric SE	Industrials	2.15	-8.37	-0.19
3	Lloyds Banking Gr...	Financials	2.19	14.77	0.31	3	Volkswagen AG	Consumer Discretio...	1.50	-11.18	-0.18
4	UBS Group AG	Financials	1.66	15.07	0.26	4	Fanuc Corp	Industrials	2.46	-6.09	-0.15
5	Dentsu Inc	Consumer Discretio...	0.97	20.49	0.19	5	Unibail-Rodamco SE	Financials	1.75	-8.00	-0.14
6	Japan Tobacco Inc	Consumer Staples	1.37	13.19	0.17	6	Allianz SE	Financials	1.64	-7.98	-0.14
7	JC Decaux SA	Consumer Discretio...	0.63	25.28	0.14	7	Banco Bilbao Vizca...	Financials	1.97	-4.73	-0.10
8	Essilor Internationa...	Health Care	1.90	6.34	0.12	8	Investor AB B	Financials	1.45	-5.65	-0.08
9	Erste Group Bank ...	Financials	0.91	13.55	0.11	9	Mitsubishi UFJ Fin...	Financials	-0.63	14.26	-0.08
10	Westpac Banking C...	Financials	-0.63	-16.27	0.11	10	Hong Kong Exchan...	Financials	-0.25	43.38	-0.08
11	Michelin	Consumer Discretio...	1.30	7.74	0.10	11	Genting Bhd	Consumer Discretio...	0.64	-11.93	-0.08
12	Commonwealth Ba...	Financials	-0.81	-9.98	0.09	12	Linde AG	Materials	1.59	-4.37	-0.08
13	Fresenius SE & Co ...	Health Care	0.82	9.67	0.08	13	Swatch Group AG ...	Consumer Discretio...	1.13	-6.45	-0.08
14	Tokio Marine Holdi...	Financials	0.98	8.32	0.08	14	Las Vegas Sands C...	Consumer Discretio...	1.73	-3.51	-0.06
15	Indivior PLC	Health Care	0.31	26.80	0.08	15	Mizuho Financial G...	Financials	-0.32	21.35	-0.06

## Harbor International Equity Summary Statistics

### Sector Attribution/Contribution

Time Period: 4/1/2015 to 6/30/2015

Portfolio: Harbor International Institutional Calculation Benchmark: iShares MSCI EAFE

	Portfolio Weights	Benchmark Weights	Portfolio Return	Benchmark Return	Allocation Effect	Selection Effect	Active Return
Consumer Discretionary	14.92	12.31	0.06	0.16	-0.01	-0.02	-0.03
Consumer Staples	14.29	10.72	1.78	0.63	0.00	0.17	0.16
Energy	1.60	5.26	36.49	2.37	-0.09	0.47	0.38
Financials	23.28	24.31	3.06	1.68	-0.02	0.33	0.31
Health Care	14.17	11.26	2.52	-1.45	-0.05	0.57	0.52
Industrials	18.76	12.53	-3.06	-0.27	-0.06	-0.53	-0.59
Information Technology	2.38	4.11	-2.33	0.09	0.01	-0.06	-0.05
Materials	8.99	7.29	3.09	-1.00	-0.03	0.37	0.34
Telecommunication Services	0.00	4.67		5.09	-0.21	0.00	-0.21
Utilities	0.00	3.51		2.14	-0.05	0.00	-0.05
<b>Attribution Total</b>	<b>98.40</b>	<b>95.97</b>	<b>1.46</b>	<b>0.69</b>	<b>-0.52</b>	<b>1.29</b>	<b>0.77</b>
Cash	1.53	0.50					
Other	0.00	0.86					
Missing Performance	0.07	2.67					
<b>Total</b>	<b>100.00</b>	<b>100.00</b>					
Reported Total			1.58	0.63			
Expense Ratio			0.19	0.08			
Residual(Reported - Attribution + Expense)			0.30	0.02			

### Region Attribution/Contribution

Time Period: 4/1/2015 to 6/30/2015

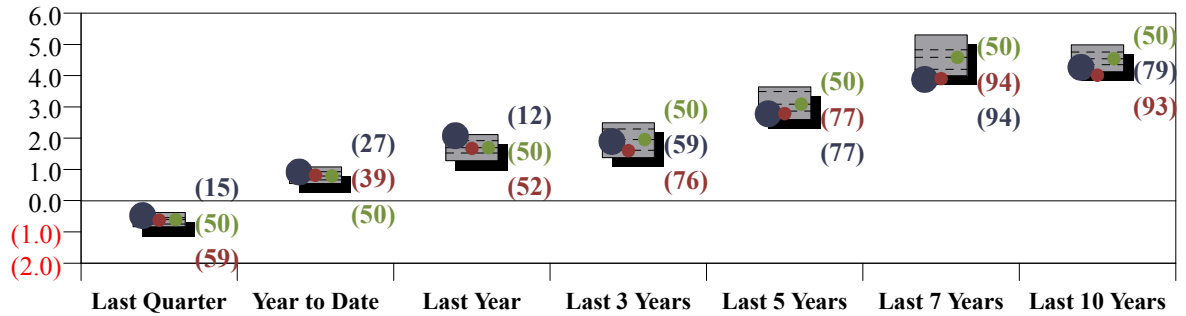
Portfolio: Harbor International Institutional Calculation Benchmark: iShares MSCI EAFE

	Portfolio Weights	Benchmark Weights	Portfolio Return	Benchmark Return	Allocation Effect	Selection Effect	Active Return
Asia - Developed	1.83	4.35	3.82	2.85	-0.06	0.02	-0.04
Asia - Emerging	0.63	0.19	-11.77	2.96	0.01	-0.10	-0.09
Australasia	0.00	7.03		-6.23	0.52	0.00	0.52
Canada	0.26	0.00	-2.22		-0.01	0.00	-0.01
Europe - ex Euro	26.02	12.98	1.74	0.47	-0.03	0.34	0.31
Eurozone	40.49	28.88	-0.78	-1.08	-0.20	0.12	-0.07
Japan	9.61	22.03	3.50	3.08	-0.32	0.04	-0.28
Latin America	1.95	0.04	4.11	5.32	0.11	-0.05	0.07
Middle East	0.00	0.58		-1.96	0.02	0.00	0.02
United Kingdom	14.86	19.63	6.87	2.86	-0.12	0.59	0.47
United States	2.75	0.26	-2.69	9.47	0.21	-0.33	-0.12
<b>Attribution Total</b>	<b>98.40</b>	<b>95.97</b>	<b>1.46</b>	<b>0.69</b>	<b>0.15</b>	<b>0.63</b>	<b>0.77</b>
Cash	1.53	0.50					
Other	0.00	0.86					
Missing Performance	0.07	2.67					
<b>Total</b>	<b>100.00</b>	<b>100.00</b>					
Reported Total			1.58	0.63			
Expense Ratio			0.19	0.08			
Residual(Reported - Attribution + Expense)			0.30	0.02			

# Tab 4

## Manager Analysis – Fixed Income

**Old National Bank (Gross)  
for Periods Ended June 30, 2015  
Group: CAI Intermediate Fixed-Inc Style**



**CAI:Intermediate Style**

25th Percentile	(0.54)	0.93	1.92	2.30	3.49	4.83	4.76
Median	(0.61)	0.79	1.70	1.96	3.09	4.59	4.54
75th Percentile	(0.74)	0.67	1.53	1.61	2.87	4.21	4.36

<b>Old National Bank (Gross)</b>	●	(0.47)	0.92	2.09	1.90	2.78	3.88	4.27
<b>Barclays:Gov/Credit Inter</b>	●	(0.62)	0.82	1.68	1.60	2.79	3.91	4.02
<b>CAI:Intermediate Style</b>	●	(0.61)	0.79	1.70	1.96	3.09	4.59	4.54

Calendar Year Returns	2006	2007	2008	2009	2010	2011	2012	2013	2014
Old National Bank	5.23 (3)	8.71 (1)	6.25 (18)	4.26 (92)	5.22 (96)	5.09 (79)	4.03 (80)	(0.75) (64)	3.88 (22)
Barclays:Gov/Credit Inter	4.08 (89)	7.39 (43)	5.08 (43)	5.24 (90)	5.89 (84)	5.80 (51)	3.89 (82)	(0.86) (66)	3.13 (74)

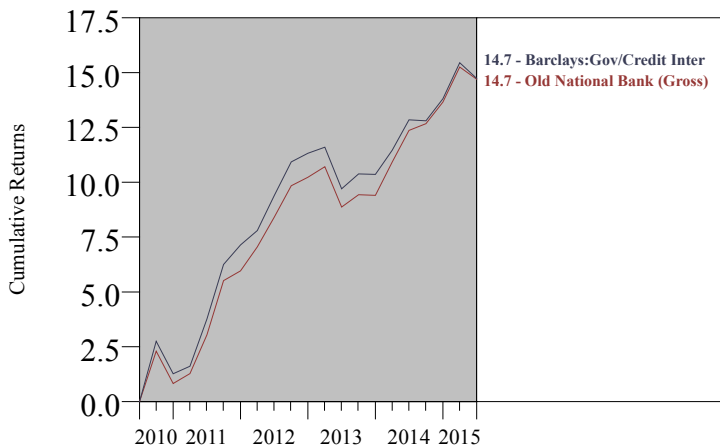
**3 YEARS RISK STATISTICS**

	Standard Deviation	Alpha	Beta	R-Squared
<b>Old National Bank</b>	1.81	0.34	0.97	0.97
<b>Barclays:Gov/Credit Inter</b>	1.84	0.00	1.00	1.00
<b>CAI:Intermediate Style</b>	2.01	0.24	1.06	0.97

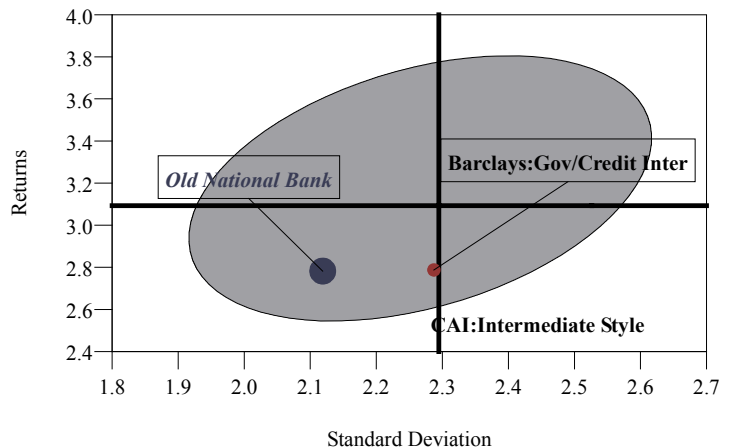
**5 YEARS RISK STATISTICS**

	Standard Deviation	Alpha	Beta	R-Squared
<b>Old National Bank</b>	2.12	0.24	0.91	0.96
<b>Barclays:Gov/Credit Inter</b>	2.29	0.00	1.00	1.00
<b>CAI:Intermediate Style</b>	2.30	0.56	0.97	0.93

**Cumulative Returns for 5 Years Ended June 30, 2015**



**Risk vs. Return for 5 Years Ending 6/30/15**

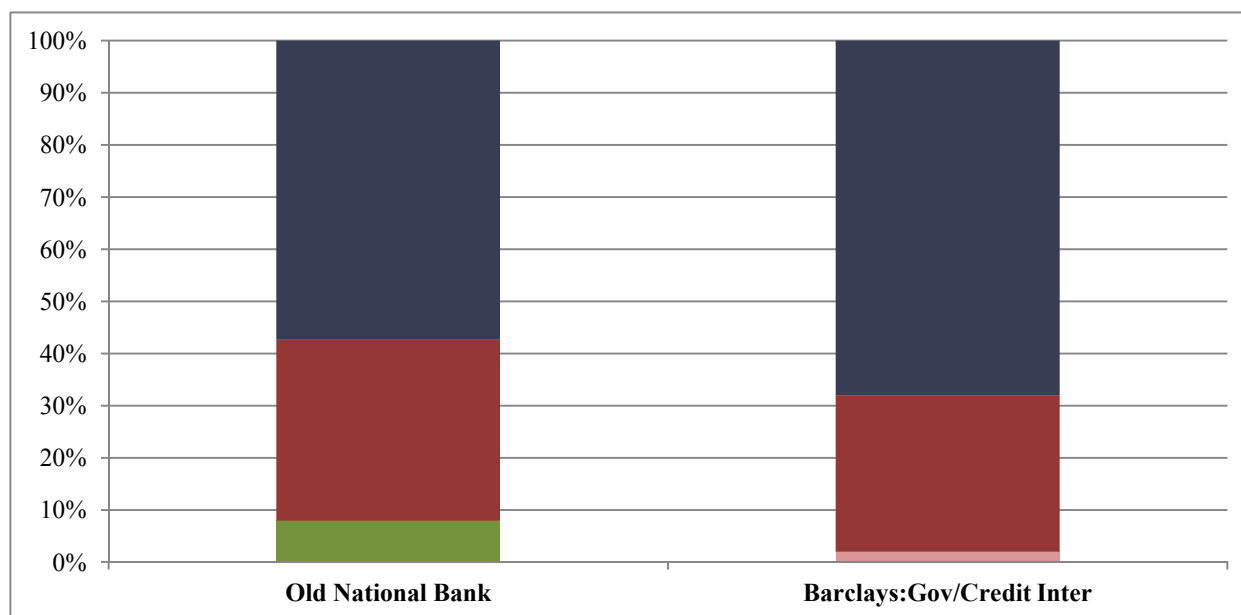


USI VEBA Trust  
 Fixed Income Summary Statistics  
 Old National Bank  
 Quarter Ending June 30, 2015

	<u>Old National Bank</u>	<u>Barclays:Gov/Credit Inter</u>
Total Number of Securities	47	5,064
Effective Yield	2.00	1.74
Coupon Rate	2.83	2.53
Quality Rating	Aa2	AA
Duration	3.96	3.94

**Sector Attribution**

<i>Sector Allocation</i>				
<u>Sector</u>	<u>Quarterly Return</u>	<u>Old National Bank</u>	<u>Barclays:Gov/Credit Inter</u>	<u>Over (Under) Weight to Bench</u>
U.S. Govt/Agency	(0.4%)	57.4%	68.0%	(10.6%)
Corporates	(0.9%)	34.6%	30.0%	4.6%
Mortgage Backed	(0.7%)	8.0%	-	8.0%
CMBS	(1.1%)	-	-	-
Asset-Backed	0.2%	-	-	-
Municipal	(0.9%)	-	-	-
High Yield	0.1%	-	-	-
Foreign-developed	(1.5%)	-	-	-
Foreign-emerging	(0.9%)	-	2.0%	(2.0%)
Cash/Other	0.0%	-	-	-
		<u>100.0%</u>	<u>100.0%</u>	



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We restrict access to nonpublic personal information about our clients to our employees who need to know that information in order to provide services to them. We further maintain physical, electronic, and procedure safeguards to guard our clients' personal information.

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## **UNIVERSITY OF SOUTHERN INDIANA**

### Internal Audit Report

Prepared by

Bradley V. Will, CPA  
*Director of Internal Audit*

J. Robert Howell, CPA, CIA, CICA  
*Internal Audit Manager*



**University of Southern Indiana  
 Annual Audit Plan  
 Calendar Year 2015**

<b>QUARTER BEGINNING</b>	<b>AUDIT AREA</b>	<b>DESCRIPTION</b>	<b>HOURS</b>
January 2015	Athletics Eligibility	NCAA Division II Compliance Review	200
	New Harmony Key Box Controls and Museum Shop Inventory	New Harmony - Museum Shop Physical Inventory Count and Merchandise Purchasing Controls	20
	Bookstore	Physical inventory observation	40
	Payment Card Industry Compliance	Compliance with debit and credit card data security requirements	140
	IT Network Architecture and Data Security	Outsourced IT Security risk assessment and consulting engagement	80
	OMB Uniform Guidance	Assess University readiness for new grant administration requirements	150
	Community Health Centers	Claims processing and cash handling control review	120
April 2015	A-133 Audit Special Tests and Provisions Applicable to Business Office and Federal Student Aid	Internal control documentation for state auditors regarding key controls for federal grant administration	200
	Physical Plant Inventory Controls	Physical inventory observation	50
	Accounts Payable	Review controls over invoice review, approval, and payment	220
	Residence Life	Review controls over billing and occupancy, card/key security, and residence contracts	250
July 2015	Federal Student Financial Aid	Grants and scholarships	220
	Non-financial Aid Grant Fund(s)	Compliance with grantor regulations	220
	e-Procurement	Review adequacy of internal controls surrounding e-Procurement	180
October 2015	Athletics Business Operations	Review controls over cash, ticket sales, and other revenue	220
	Accounts Receivable	Review controls over billing, accounts receivable, and collections	250

<b>Total Hours</b>	<b><u>2560</u></b>
Hours Available	2591
Hours available for unscheduled audits	31

Report No. USIA15-1  
 March 10, 2015

## Audit Report NCAA Student Athlete Eligibility

### Results at a Glance

Audit Objectives:	RISK MITIGATION			
	Adequate Controls & Practices	Opportunity for Minor Improvement	Opportunity for Moderate Improvement	Opportunity for Significant Improvement
Adequacy of written policies and procedures				
Adequacy of controls in place for determining and monitoring the eligibility of student athletes to practice, compete, and receive athletically related aid				

#### Introduction

Our report of the internal audit of NCAA student athlete eligibility is presented below. We would like to thank Alexandra Eaton, Jon Mark Hall, and Michael Broshears who contributed positively to our results.

#### Background Information

The University of Southern Indiana is an active member of NCAA Division II and is subject to NCAA legislation (Bylaws) governing the conduct of its intercollegiate athletics programs. The Bylaws apply to basic athletics issues such as admissions, financial aid, eligibility, and recruiting. The audit report presented here is limited to a review of the activities associated with determining and monitoring the eligibility of student athletes to practice, compete, and receive athletically related aid in compliance with NCAA Bylaws.

This report is based on a review of USI student athlete eligibility for the 2014 – 2015 academic year. The audit approach consisted of reviewing USI Athletic Department policies and procedures, interviewing USI Athletic Department personnel and the faculty athletics representative, and reviewing a sample of current student athletes to evaluate the controls associated with determining and monitoring eligibility in compliance with NCAA eligibility requirements.

The **objectives** of the audit were to:

- Assess the adequacy of written policies and procedures
- Evaluate the adequacy of controls in place for determining and monitoring the eligibility of student athletes to practice, compete, and receive athletically related aid

Report No. USIA15-1  
March 10, 2015

Conclusion

We noted opportunity for **minor improvement** with respect to **written policies and procedures** and **adequate controls and practices** with respect to **determining and monitoring student athlete eligibility**.

Management will take or has taken the following actions:

- Re-establishing the job description for the faculty athletics representative

No additional action or response is required.

Bradley V. Will  
Director of Internal Audit

J. Robert Howell  
Internal Audit Manager

Distribution: Alexandra Eaton  
Jon Mark Hall  
Michael Broshears  
Sarah Will  
Donna Evinger  
Steve Bridges  
Dr. Linda L. M. Bennett

Report No. USIA15-1  
March 10, 2015

## NCAA Student Athlete Eligibility Audit Report

### Control Issues and Responses

#### Re-establishing the job description for the faculty athletics representative

**Issue:** Due to changes in the procedures associated with the appointment and compensation of the faculty athletics representative, the detailed job description that had been previously associated with this function is no longer tied to the position.

**Risk:** Lack of a detailed job description describing the role and responsibility of the faculty athletics representative increases the risk that the duties of the position are not fulfilled consistently. Furthermore, the compliance blueprint report completed in April 2011 stressed the importance of accurately framing the expectations for the faculty athletics representative as a member of the University's compliance team.

**Response:** The associate director of athletics will work with the manager of employment to implement an approved job description for the faculty athletics representative position and to draft an offer letter template which cites the attachment or enclosure of the job description. Thus the job description will be an enclosure or attachment with the offer letter to the faculty member fulfilling this role beginning with the 2015-2016 fiscal year and each year thereafter.

Report No. USIA15-2  
 May 14, 2015

## Audit Report Community Health Centers Claims Processing and Cash Controls

### Results at a Glance

Audit Objectives:	RISK MITIGATION			
	Adequate Controls & Practices	Opportunity for Minor Improvement	Opportunity for Moderate Improvement	Opportunity for Significant Improvement
Review controls over accounting for, depositing, and reconciling patient payments received at the clinics				
Evaluate controls over medical claims processing, payment receipt, posting, and deposit reconciliation				
Evaluate receivables management, including collection efforts and analysis of write-offs and adjustments				
Assess compliance with HIPAA security standards as a health care provider				

#### Introduction

Our report of the internal audit of community health centers claims processing and cash control is presented below. We would like to thank Karin Pruitt, Melissa Hensley, Dr. Mayola Rowser, and Dr. Ann White who contributed positively to our results.

#### Background Information

The University of Southern Indiana College of Nursing and Health Professions created three community health centers (CHCs) operating at Glenwood Leadership Academy, Cedar Hall Community School, and Lodge Community School, which began providing services in January 2012, January 2013, and January 2014, respectively. The three CHCs are the result of a five-year \$1.2 million grant to USI from the Health Resources and Services Administration (HRSA) at the U.S. Department of Health and Human Services. The grant was a collaborative effort between USI, Evansville Vanderburgh School Corporation (EVSC), St. Mary's Health System, and Southwestern Behavioral Healthcare, Inc.

The CHCs are operated by USI personnel in facilities owned by the EVSC and, utilizing computing equipment operating on the EVSC network, provide primary health care services to neighborhood residents, including students and families. USI undergraduate and graduate students in nursing, respiratory therapy, occupational therapy, food and nutrition, social work, dental and health administration participate in delivering services to patients and neighborhood residents.

Report No. USIA15-2  
May 14, 2015

During the first three years of operation, the CHCs utilized eClinicalWorks (eCW) an on-site client server based medical records application and Emdeon claims clearinghouse for processing medical claims. In early 2015, the CHCs transitioned to athenahealth, a cloud-based management solution for processing and storage of patient claims and medical records.

This report is based on a review of internal controls and procedures in place for processing patient claims and handling patient billing, payments, and write-offs. The audit approach consisted of interviews with CHC personnel and the accountant for the health centers, review of the athenahealth service agreement and service descriptions, and obtaining example deposit communications from the CHC operations manager to the USI cashier office.

The **objectives** of the audit were to:

- Review the adequacy of controls over accounting for, depositing, and reconciling patient payments received at the clinics
- Evaluate the adequacy of controls over medical claims processing, payment receipt, posting, and deposit reconciliation for claims processed through athenahealth
- Evaluate receivables management practices, including collection efforts and analysis of write-offs and adjustments
- Assess compliance with HIPAA security standards as a health care provider

#### Conclusion

We noted opportunity for **significant improvement** with respect to **controls over accounting for, depositing, and reconciling patient payments received at the clinics**. Opportunities for **moderate improvement** were noted with respect to the **controls over claims, payments, and postings** processed through athenahealth, **receivables management, and compliance with HIPAA security standards**.

Management will take or has taken the following action:

- Segregating cash collection and deposit preparation responsibilities
- Reconciling payments posted in athenahealth to deposits recorded on the bank statement
- Utilizing a two or three part pre-numbered receipt book for recording cash and check payments when the athenahealth system is inaccessible
- Migrating eCW patient data to the athenahealth system
- Reviewing patient account adjustments and write-offs
- Evaluating the feasibility and cost effectiveness of a plan to maintain the ability to recover claims for Medicare and Medicaid eligible services during a transition in nurse practitioners
- Reviewing user access rights to the athenahealth system

No additional action or response is required.

Bradley V. Will  
Director of Internal Audit

J. Robert Howell  
Internal Audit Manager

Distribution: Karin Pruitt  
Dr. Mayola Rowser  
Dr. Ann White  
Jeff Sickman  
Steve Bridges  
Dr. Linda L.M. Bennett

Report No. USIA15-2  
May 14, 2015

**Community Health Centers  
Claims Processing and Cash Controls  
Audit Report**

**Control Issues and Responses**

**Segregating cash collection and deposit preparation responsibilities**

**Issue:** Cash and check payments received at the clinics may be collected and posted by the medical assistant or the operations manager. The operations manager also prepares the deposit.

**Risk:** The lack of segregation of cash collection and deposit duties increases the risk that fraud and errors resulting from unreported receipts go undetected.

**Response:** The operations manager is working toward segregating the responsibility for preparing and making deposits from the responsibility for recording and receiving payments by having all payments processed and receipts issued by the medical assistants, while the operations manager prepares all deposits. In the preparation of the deposit information, the operations manager will compare and agree the cash and checks on hand to postings in the athenahealth system. Training for the medical assistants is scheduled for June 9, 2015, with written procedures to be completed by June 12, 2015.

**Reconciling payments posted in athenahealth to deposits recorded on the bank statement**

**Issue:** There is currently no independent reconciliation of payments posted in athenahealth to the bank deposits.

**Risk:** The lack of an independent reconciliation of the patient accounting system to deposits per the bank statement increases the risk that unreported receipts go undetected.

**Response:** The operations manager is developing procedures to provide the Business Office cashier and the health center accountant with a daily receipts report generated from the athenahealth system which can be used by cashier and accounting personnel to reconcile cash and checks posted in athenahealth to the deposit slips and data reflected on the Fifth Third Bank statement, as well as details of deposits and postings processed through Athena and U.S. Bank. The target date for completion of these procedures is June 30, 2015.

**Utilizing a two or three part pre-numbered receipt book for recording cash and check payments when the athenahealth system is inaccessible**

**Issue:** The medical assistants issue hand written, free-form receipts when patient payments are collected and cannot be posted to the patient accounting system due to system inaccessibility.

**Risk:** The lack of a multi-part pre-numbered receipt book for recording deposits when the patient system is inaccessible increases the risk that receipts go unreported and undetected.

**Response:** The operations manager will order a pre-numbered receipt book, for each clinic location by June 15, 2015, which allows receipts to be recorded in multiple copies (at least one for the payer and one for the clinic). In addition, the cash handling policy will reflect that payers should always be provided a receipt, either system generated or a pre-numbered manual receipt when the system is inaccessible.

Report No. USIA15-2  
May 14, 2015

### **Migrating eCW patient data to the athenahealth system**

**Issue:** The community health centers recently transitioned from the eCW health record system to the athenahealth record system. Patient records created on eCW continue to be maintained and stored on a server hosted by the EVSC. However, as a result of the conversion, access to historical patient data residing on the eCW system is limited and user support is minimal. Additionally, continuing storage of protected health information on the EVSC server will require amending the School Based Health Services Agreement between the University and the EVSC to include provisions required by HIPAA for safeguarding protected health information.

**Risk:** Maintaining historical patient data on the eCW server with limited user access and system support presents increased risk of the data becoming inaccessible, while maintaining protected health information in two locations (eCW and athenahealth) increases the risk of exposure to attempts at data compromise. Furthermore, unless the data is securely purged from the server, or the agreement between the University and the EVSC is amended, the University is at risk of being in violation of the administrative safeguards of the HIPAA security standards.

**Response:** The operations manager is currently interviewing student workers to assist with printing historical patient chart information from eCW, which can be scanned and attached to patient records in athenahealth. Management anticipates the project will begin by June 19, 2015. Upon completion of copying patient information to the athenahealth record system, management will determine historical patient and billing data retention requirements, work with EVSC personnel to scrub patient data from the eCW system (if no longer needed), and decommission the server by August 31, 2015.

### **Reviewing patient account adjustments and write-offs**

**Issue:** The community health center operations manager and Athena personnel have the ability to perform adjustments and write-offs on patient accounts. There is currently no review of patient account adjustments by personnel independent of the billing and collection functions.

**Risk:** The lack of an independent review increases the risk that patient adjustments and write-offs are applied inconsistently or violate health center policy.

**Response:** The operations manager is planning to complete a review of month-end processes with Athena personnel by July 31, 2015, with the objective of identifying reports detailing adjustments and write-offs available from the athenahealth system for distribution to the health center accountant.

### **Evaluating the feasibility and cost effectiveness of a plan to maintain the ability to recover claims for Medicare and Medicaid eligible services during a transition in nurse practitioners**

**Issue:** The community health centers must operate with a very lean staffing model and do not have a formal plan to ensure continuity in their eligibility to bill and receive payment from Medicare and Medicaid when turnover in the nurse practitioner position occurs.

**Risk:** The lack of a business continuity plan addressing the provision of services during a transition in nurse practitioners increases the number and dollar amount of claims which may be uncollectible due to the new practitioner's enrollment status with Medicare and Medicaid.

**Response:** The operations manager will schedule a meeting to occur by July 10, 2015, with the dean of the College of Nursing and Health Professions to evaluate the feasibility and cost effectiveness of establishing contingency plans to limit the potential exposure associated with turnover in the nurse practitioner position. The objective of the meeting will be to identify ways to continue to provide and bill for services when turnover occurs until a new full-time nurse practitioner is hired and enrolled with Medicare and Medicaid.



Report No. USIA15-2  
May 14, 2015

### **Reviewing user access rights to the athenahealth system**

**Issue:** It appears there may be some inconsistencies in the athenahealth system user roles and permissions granted to community health center personnel performing similar duties. Additionally, there may be users that have permissions allowing them access to perform functions in athenahealth beyond the scope of their responsibilities (e.g. encounter signoff, superuser, and supervising provider permissions).

**Risk:** Inconsistent or excessive system access rights may impair efforts to create appropriate segregation of duties among clinic personnel and increase the risk of processing errors.

**Response:** The operations manager will perform a review of athenahealth users and their access rights for appropriateness with respect to each individual's role within the health clinics, paying particular attention to users that have the ability to perform user administration, approve patient encounters, have superuser access rights, and perform other functions that should be limited to certain personnel. The review is expected to be completed by July 31, 2015.

Report No. USIA15-3  
 May 18, 2015

## Audit Report Readiness Assessment For Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards

### Results at a Glance

Audit Objectives:	RISK MITIGATION			
	Adequate Controls & Practices	Opportunity for Minor Improvement	Opportunity for Moderate Improvement	Opportunity for Significant Improvement
Evaluate status of management's assessment of the new Uniform Guidance				
Evaluate readiness of University personnel to implement procedural changes required to comply with the Uniform Guidance				

#### Introduction

Our report of the readiness assessment for the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards is presented below. We would like to thank Rebecca Deeg, Emily Lynn, Dr. Katherine Draughon, Jina Campbell, and Jeff Sickman who contributed positively to our results.

#### Background Information

On December 26, 2013, the Office of Management and Budget (OMB) published the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (Uniform Guidance), a comprehensive overhaul of federal grant administrative, cost accounting, and audit policies. The Uniform Guidance supersedes and combines the requirements of eight existing OMB Circulars (A-21, A-50, A-87, A-89, A-102, A-110, A-122 and A-133) and significantly reforms federal grant-making to focus resources on improving performance and outcomes with the intent to reduce administrative burdens for grant applicants and recipients, while reducing the risk of waste, fraud, and abuse.

The administrative requirements and cost principles of the Uniform Guidance became effective December 26, 2014, and apply to all new and incrementally-funded awards issued on or after that date. Audit requirements under the Uniform Guidance will apply to audits of fiscal years beginning on or after December 26, 2014.

The audit report presented here is limited to an evaluation of the changes contemplated within the Uniform Guidance, assessment of the University's progress in analyzing the impact of those changes, and assessment of progress toward implementing adjustments to policies and procedures required to comply with the Uniform Guidance.

This report is based on a detailed review of the final guidance contained in the Federal Register; review of the "Council on Governmental Relations (COGR) Guide to the OMB Uniform Administrative Requirements, Cost

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May 18, 2015

Principles, and Audit Requirements for Federal Awards”; review of the “Implementation and Readiness Guide for the OMB Uniform Guidance” prepared by COGR; review of frequently asked questions presented by the Council on Financial Assistance Reform; and interviews with representatives of the USI Business Office and the Office of Sponsored Projects and Research Administration (OSPRA).

The **objectives** of the audit were to:

- Evaluate the status of management’s assessment of the impact of the Uniform Guidance on the University’s current grant management and administrative policies and procedures
- Evaluate readiness of University personnel to implement procedural changes required to comply with the Uniform Guidance

#### Conclusion

We noted **adequate controls and practices** with respect to both **the assessment of the impact of the Uniform Guidance** and **readiness to implement procedural changes** required to comply with the Uniform Guidance. Our conclusion was based on the status of activities and review of the project plan as of April 2015, which included items with future completion dates ranging from May through July 2015. The completion of the items according to the dates outlined within the project plan will be critical to achieving and maintaining ongoing compliance with the Uniform Guidance.

The following items are of particular importance as the University moves forward with grant activity under the Uniform Guidance:

- Documentation of the procurement standards which will be followed for fiscal year 2015-2016 (either continue under the A-110 standards or adopt new Uniform Guidance)
- Implementation of new policies and procedures for monitoring sub-awards and sub-recipients as required by the Uniform Guidance
- Monitoring potential changes to the procurement standards in the Uniform Guidance and implementation of the applicable standards effective for fiscal year 2016-2017

No additional action or response is required.

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Director of Internal Audit

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Distribution: Rebecca Deeg  
Emily Lynn  
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**University of Southern Indiana  
 Audit Recommendations Matrix  
 Calendar Year 2012**

<b>AUDIT NAME</b>	<b>OBSERVATION</b>	<b>RECOMMENDATION</b>	<b>RESPONSE</b>	<b>TARGET</b>	<b>STATUS</b>
<b>Child Protection Policies Risk Assessment</b>					
	1. The University does not have a comprehensive, University-wide policy for the protection and safety of children participating in University-sponsored programs or third-party sponsored programs occurring at University facilities.	Develop a comprehensive policy, with guidance from legal counsel, and submit such policy to the Board of Trustees for review and approval.	A group representing a variety of areas across the University, including Athletics, Children's Learning Center, faculty, Human Resources, Risk Management, Special Events and Scheduling Services, Public Safety, and Residence Life was assembled at the request of the Provost to form a committee charged with the development of a University-wide policy for the protection and safety of children.	January 2, 2013  Revised: March 15, 2013  President's Council Approval and publication of policy to campus community: August 29, 2014  Revised: March 6, 2015	Legal review of policy is complete  Online training has been finalized  Publication of policy to campus community completed August 2015  Training for Program Administrators scheduled for September 2015
<b>Employment, Payroll, &amp; Benefits</b>					
	6. During the audit, payroll personnel indicated they have established as an objective to increase the use of technology through the selection and implementation of an electronic time-keeping/time-tracking system. The current payroll processing environment relies heavily on hard-copy documents for tracking and reporting hours worked and employee time off (both paid and unpaid time). The University uses paper time sheets for employees to record their hours. In addition, personnel within the various departments summarize the hours from employee timesheets by recording them on a hard-copy recap document.	Utilize technology solutions to increase efficiency of payroll processing.	The Payroll Manager and HRISM are meeting weekly to explore options of implementing either a Banner-provided or a separate web time-entry system. The managers will make a recommendation and a final decision will be made by March 31, 2013.	Web time plan: Students - Fall 2013 Revised: December 2014  Bi-weekly - Spring 2014 Revised: June 2015  9-month faculty - Fall 2014 Revised: December 2015  Remaining monthly - Fall 2015 Revised: June 2016	Human Resources (HR) has determined that this effort will require outside assistance  On hold due to budget constraints
	7. The current payroll processing schedule includes a bi-weekly payroll for support staff and temporary workers, a bi-weekly payroll for student workers, and monthly payroll for full-time faculty, administrative staff members, and adjunct faculty. The bi-weekly payrolls are paid one week in arrears, while the monthly payrolls are paid current.	Consider transitioning the monthly payroll schedule to a bi-weekly payroll schedule.	The HR administrator group will evaluate the web time-entry project and possible changes to the payroll processing schedule and the Payroll Manager and HRISM will recommend their priority order by March 31, 2013. At that time a project plan would be built for the top priority project and subsequent deadlines established.	Prioritization of web time-entry and payroll schedule projects: March 31, 2013  Evaluation of transition from monthly to bi-weekly processing: 9-month faculty - Fall 2014 Remaining monthly - Fall 2015  Revised: June 2016	Web time-entry prioritized first  On hold due to budget constraints

**University of Southern Indiana  
 Audit Recommendations Matrix  
 Calendar Year 2012**

<b>AUDIT NAME</b>	<b>RECOMMENDATION</b>	<b>RESPONSE</b>	<b>TARGET</b>	<b>STATUS</b>
<p><b>OBSERVATION</b></p> <p>9. A review of liability account reconciliations associated with various elective employee benefits revealed a significant amount of manual effort to complete the reconciliations. For example, the reconciliation process for dental insurance requires the reconciler to compare individual benefit participant details from the invoice to the payroll deduction register and compare participant details from the current month invoice to the prior month to identify changes in elected coverage.</p>	<p>Automate the reconciliation of certain benefit enrollments and payroll withholding.</p>	<p>Dental insurance will be the first elective benefit to be attempted.</p> <p>The proposed timeline for automation of the dental insurance reconciliation follows:</p> <p>Request the development of an exception report to identify the differences between University and vendor records by December 31, 2012. First test reconciliation by March 31, 2012. Implementation of automated process by June 30, 2013.</p> <p>When feasible, other existing elective benefit liability reconciliations will be automated with a target completion date of June 30, 2014.</p>	<p>Automation of dental reconciliation: June 30, 2013</p> <p>Automation of other reconciliations: June 30, 2014</p>	<p>On hold indefinitely due to resource constraints</p> <p>On hold</p>

**University of Southern Indiana  
 Audit Recommendations Matrix  
 Calendar Year 2013**

<b>AUDIT NAME</b>	<b>OBSERVATION</b>	<b>RECOMMENDATION</b>	<b>RESPONSE</b>	<b>TARGET</b>	<b>STATUS</b>
<b>Contracting Authority Risk Assessment</b>					
	1. The University does not have a written policy outlining the positions that are authorized to execute contracts obligating the University to deliver goods or services to third parties.	Develop a written policy which clearly defines those positions with authority to execute contracts or delegate such execution authority. Centralize the review of all contracts to facilitate routing, both internally and to outside legal counsel, ensure that appropriate University personnel review the contracts, monitor the contracts for provisions or modifications that have been predetermined as potentially detrimental to the University's interests, and ensure legal counsel is consulted when appropriate.	The Division of Outreach and Engagement, under the direction of the Associate Provost, has established a contract committee to review the various types of service contracts that the department executes. The committee will complete a draft of the policy, make its determination of feasibility of centralized contract review, and submit the policy to the President's Council for review by September 30, 2013.	September 30, 2013  Revised: "Pilot" policy in Division of Outreach and Engagement: February 28, 2014  Rollout policy to entire campus: January 2015  Revised: July 1, 2015  Revised: TBD	Completed  Rollout postponed pending completion of consulting engagement to review University processes for handling federal grants and contracts
	2. The University does not have a standard contract template that is required for all contracts and proposals for delivery of services. Consequently, these agreements generally lack provisions limiting the University's liability and protecting the University from claims associated with the performance of the services.	Develop a standard contract template, which includes the following provisions:  a.) Limitation of liability b.) Indemnification clause c.) Force majeure clause d.) Confidentiality clause	The Division of Outreach and Engagement will work with legal counsel to develop standard contract templates containing the suggested provisions, as appropriate for the types of services routinely performed by University personnel.	September 30, 2013  Revised: March 31, 2014 September 30, 2014 April 30, 2015 TBD	In progress  Rollout postponed pending completion of consulting engagement to review University processes for handling federal grants and contracts
<b>Eagle Access Department Card</b>					
	2. Some card users indicated that they did not have a clear understanding of guidelines for usage of the cards, nor did they connect proper usage of the cards with the institutional hospitality policy.	Develop a policy and procedures to govern the use of Eagle Access department cards that is consistent with the approved University hospitality policy. Training should be provided for all department users and users' acknowledgement of the policy should be documented.	The Business Office will develop a policy and procedures to govern the use of Eagle Access department cards that is consistent with the approved hospitality policy. The policy will be developed by September 30, 2013, and users will receive communication/training on the policy thereafter.	September 30, 2013  Revised: July 1, 2014 December 31, 2014 July 1, 2015  Implementation of procurement card for hospitality expenses: March 31, 2016	Procurement card solution selected and contract signed in August 2015
	3. Eagle Access department card transactions currently receive no independent (outside the department) review to confirm that card usage is in conformity with University policies and procedures. All other University financial transactions receive some level of review by finance or accounting personnel.	Develop an independent review of Eagle Access department card transactions for conformity with established policies and procedures.	Business Office management is considering the possibility of transitioning the majority of departments currently using Eagle Access cards to the use of a procurement card for hospitality expenses. The Business Office will complete its evaluation of the feasibility of such a transition by June 30, 2014, and take subsequent actions as appropriate.	June 30, 2014  Revised: July 1, 2014 December 31, 2014 July 1, 2015  Implementation of procurement card for hospitality expenses: March 31, 2016	

**University of Southern Indiana  
 Audit Recommendations Matrix  
 Calendar Year 2014**

<b>AUDIT NAME</b>	<b>OBSERVATION</b>	<b>RECOMMENDATION</b>	<b>RESPONSE</b>	<b>TARGET</b>	<b>STATUS</b>
<b>Information Security and Privacy Compliance</b>					
	1. The University has not designated an employee or employees with responsibility for the development, implementation, and coordination of an information security program, as required by the Family Educational Rights and Privacy Act (FERPA), Gramm-Leach-Bliley Act (GLBA), Health Insurance Portability and Accountability Act (HIPAA), and Payment Card Industry Data Security Standard (PCI DSS).	Assign information security responsibility to one or more individuals as necessary to address the data security needs of the institution. The information security function should be a dedicated function with little or no daily information technology operational responsibilities.	The Information Technology (IT) department agrees a permanent dedicated Information Security position is needed, and anticipates the University will create this position in the future when budgets are less constrained. As an interim measure, we believe a consultant can satisfactorily perform this function for the University. IT intends to issue a request for proposal (RFP) for this role no later than October 1, 2014.	October 1, 2014  Revised: TBD	IT will determine appropriate staffing requirements in conjunction with response to Protiviti recommendation involving reorganization of departmental roles and responsibilities
	2. A formal and comprehensive information security risk assessment has not been conducted by the University.	Develop a formal information security risk assessment process to be conducted annually and continue to pursue the outsourced network architecture and data security review in 2014.	A RFP for the external network architecture and data security analysis is progressing with a target date for performance of this analysis in the fall of 2014. Additionally, once it is in place, the IT security role will coordinate risk assessment execution and follow up.	Fall 2014	Protiviti review completed in March 2015
	3. There is no formal information security awareness training program for new or continuing employees, nor is there an established process for delivering periodic security reminders or updates as required by GLBA, HIPAA, and PCI DSS.	Develop a formal information security awareness and training program for new and continuing employees. Training should be required upon hire and periodically thereafter for continuing employees. Publish periodic (e.g. monthly) information security reminders to all University personnel.	IT will develop training modules, execute the training, and provide reporting on compliance.  Once in place, the IT security role will establish the timeline to complete the training material.	TBD	Dependent on staffing the IT security role
	4. There is currently no process or system in place to proactively monitor network activity logs and alert IT personnel of indications of attack or intrusion.	Evaluate intrusion detection and file integrity monitoring solutions and determine the appropriate placement and configuration across the network based upon a comprehensive risk assessment and input from information security auditors or consultants engaged to conduct the network architecture and data security review.	IT has begun the process of evaluation of additional tools to solve this need. Specifically, IT expects that the University needs the following systems:  <ul style="list-style-type: none"> <li>• Intrusion Prevention System (IPS)</li> <li>• Intrusion Detection System, including File Integrity Monitoring</li> <li>• Log File Aggregation System</li> </ul> IT anticipates having these in place by end of the 2014 - 2015 fiscal year.	June 30, 2015  Revised: TBD	In progress  IT purchased new ASA firewalls with FirePOWER (which includes IPS, advanced malware protection, and URL filtering)  Implementation of FirePOWER and FireSight rules across the network by June 2016
	7. The school based health centers, operated by the University at various Evansville Vanderburgh School Corporation (EVSC) facilities, are health care providers subject to HIPAA. There does not appear to be documentation describing each party's role and responsibility with respect to the HIPAA security standards.	Perform a joint risk assessment (University and EVSC) specific to the school based health centers and document the parties' respective responsibilities for ensuring compliance with HIPAA. Include an evaluation of physical security for the facilities and hard copy documents, as well as technical security of the computer equipment, network devices, and protected health information processed or stored on the equipment.	USI Community Health Center personnel will schedule a meeting with the EVSC staff to discuss HIPAA compliance and schedule a date to perform the risk assessment when the EVSC staff returns from summer break (August 2014).	August 2014  Revised: Initial meeting February 25, 2015  Risk assessment meeting date: TBD	Completed  With the transition to athenahealth, management anticipates taking the local eCW server hosted by the EVSC offline by August 31, 2015

**University of Southern Indiana  
 Audit Recommendations Matrix  
 Calendar Year 2014**

<b>AUDIT NAME</b>	<b>OBSERVATION</b>	<b>RECOMMENDATION</b>	<b>RESPONSE</b>	<b>TARGET</b>	<b>STATUS</b>
<b>International Travel Programs and Study</b>					
	1. During our review of a sample of study abroad programs, Internal Audit noted some duplication in data requested from participants.	Review the study abroad forms in an effort to identify and eliminate potential duplicate data requests.	IPS has requested to purchase Terra Dotta software for study abroad and international travel data management. If approved, IPS hopes to implement the software by the beginning of spring semester 2015. If IPS cannot implement the software, IPS will review and revise the forms required for short-term programs abroad by November 1, 2014.	Form revision: November 1, 2014  Software implementation: Spring 2015  Revised: July 2015 December 2015	Completed
	2. Of 58 participant files for programs administered by International Programs and Services, 23 files did not contain a Participation Agreement, 19 files did not contain the Release and Acceptance of Responsibility Form, 25 files did not contain the Authorization of Medical or Surgical Consultation/Treatment form, and 36 files did not contain the Personal Data Form nor the Health Information Self-Assessment Form.	Establish mandatory document completion requirements for the most critical forms required for study abroad participants.	IPS has requested to purchase Terra Dotta software for study abroad and international travel data management. If approved, IPS hopes to implement the software by the beginning of spring semester 2015.	Software implementation: Spring 2015  Revised: July 2015 December 2015	
	3. Some established short-term programs abroad are administered by University faculty with little or no involvement from IPS, which may lead to inconsistencies in the implementation, collection, and retention of study abroad documentation.	Require all study abroad program directors to work with IPS to establish the required forms and documentation for participants. Program directors should collect and submit completed participant forms to IPS prior to departure. IPS should monitor submission of required documents and notify the program director regarding missing items. Participation in the program should be contingent upon the submission of fully completed documents on or before the established due date. IPS should establish a standard retention period for participant documents.	Discuss and implement a strategy for making student travel contingent upon submission of completed documentation.  IPS has requested to purchase Terra Dotta software for study abroad and international travel data management. If approved, IPS hopes to implement the software by the beginning of spring semester 2015. The features and automation in this software will make collection, tracking, and retention more feasible.	Strategy discussion: September 8, 2014  Strategy implementation: November 2014  Software implementation: Spring 2015  Revised: July 2015 December 2015	Completed  Implemented spreadsheet tracking of forms pending software implementation
	5. Export control laws and regulations are not addressed on the IPS website or in the Policies and Procedures for Directors of Short-term Programs Abroad.	Publish general information regarding export control laws and regulations on the IPS webpage.  In addition, IPS should consider pointing faculty directors of study abroad programs to the Bureau of Industry and Security website.  IPS should also reference the countries in group E:1 of the Export Administration Regulations Supplement No. 1 to Part 740 [Cuba, Iran, North Korea, Sudan, and Syria (list as of June 5, 2014)], as countries that would potentially require export licensing of computers and similar devices.	IPS will add information regarding export controls to its website and incorporate into its materials as appropriate. This issue will be discussed further with the Study Abroad Risk Management Task Force to determine other resources available at USI and any additional actions	Add information to website and determine additional resources and actions: September 8, 2014  Revised: February 27, 2015	Completed
<b>Federal Student Aid Compliance</b>					
	2. The computation of institutional charges used in the return of Title IV (R2T4) funds calculation is based on charges as of the first day of the academic term and does not adjust for changes in enrollment that occur prior to and unrelated to the withdrawal.	SFA should evaluate the computation of institutional charges used in the R2T4 calculation based on guidance available from the Department of Education, benchmarking with peer institutions, and other available sources. SFA should consider whether regulatory requirements and guidance support changing the calculation of institutional charges to simply include charges and credits (unrelated to the withdrawal) posted prior to the effective date of withdrawal.	The SFA office will consider the recommendation and inquire of the Department of Education in January 2015 regarding whether or not institutions should adjust the calculation of institutional charges for changes in enrollment that occur prior to and unrelated to the withdrawal. Any changes to current processes, if necessary, will be implemented beginning in fall 2015.	January 2015	Completed  No changes to existing process required



**University of Southern Indiana  
 Audit Recommendations Matrix  
 Calendar Year 2014**

<b>AUDIT NAME</b>	<b>OBSERVATION</b>	<b>RECOMMENDATION</b>	<b>RESPONSE</b>	<b>TARGET</b>	<b>STATUS</b>
<b>Fuel Pump Access and Accountability</b>					
	1. A true reconciliation of fuel inventories is not being performed.	Facility Operations should reconcile fuel inventories on hand on a monthly basis using beginning and ending "totalizer" readings, stated delivered amounts per the vendor, and a physical measurement of the fuel tanks.	Beginning in December 2014, Facility Operations will begin reconciling fuel inventories on hand on a monthly basis using beginning and ending fuel pump readings, stated delivered amounts per the vendor, and a physical measurement of the fuel tanks.	December 2014	In progress
	2. The current process for accessing the pumps makes it difficult to precisely assign accountability for pump access and activity and the hand-written fuel logs used to record the amount of fuel dispensed increases the risk of missing, erroneous, or illegible entries.	Facility Operations should investigate the feasibility of installing a card swipe reader (e.g. for employee Eagle Access Cards) for improved accountability of fuel pump access and electronic recording of fuel dispensed, vehicle number, and mileage (if possible).	Facility Operations is currently investigating the feasibility of installing a card swipe reader (e.g. for employee Eagle Access Cards) on the E87 fuel pump for improved accountability of fuel pump access and electronic recording of fuel dispensed, vehicle number, and mileage (if possible). Facility Operations anticipates having a card swipe reader installed in the spring of 2015.	Spring 2015  Revised: September 2015 March 2016	

**University of Southern Indiana  
 Audit Recommendations Matrix  
 Calendar Year 2015**

<b>AUDIT NAME</b>	<b>OBSERVATION</b>	<b>RECOMMENDATION</b>	<b>RESPONSE</b>	<b>TARGET</b>	<b>STATUS</b>
<b>NCAA Student Athlete Eligibility</b>					
	1. Due to changes in the procedures associated with the appointment and compensation of the faculty athletics representative, the detailed job description that had been previously associated with this function is no longer tied to the position.	The employment manager, athletic director, and associate director of athletics/compliance coordinator should review, update, and re-establish the job description for the faculty athletics representative. Upon completion, the job description should be provided to the person serving in the role and the description should be tied to the position number in the Banner system.	The associate director of athletics will work with the manager of employment to implement an approved job description for the faculty athletics representative position and include it as an enclosure or attachment with the offer letter to the faculty member fulfilling this role beginning with the 2015-2016 fiscal year and each year thereafter.	July 1, 2015	Completed
<b>Community Health Centers Claims Processing and Cash Controls</b>					
	1. Cash and check payments received at the clinics may be collected and posted by the medical assistant or the operations manager. The operations manager also prepares the deposit.	Segregate responsibility for preparing and making deposits from the responsibility for recording and receiving payments.	The operations manager is working toward segregating the responsibility for preparing and making deposits from the responsibility for recording and receiving payments by having all payments processed and receipts issued by the medical assistants, while the operations manager prepares all deposits. Training for the medical assistants is scheduled for June 9, 2015, with written procedures to be completed by June 12, 2015.	June 12, 2015	Completed
	2. There is currently no independent reconciliation of payments posted in athenahealth to the bank deposits.	Health center management should provide the Business Office cashier and the health center accountant with a daily receipts report generated from the athenahealth system which can be used by cashier and accounting personnel to reconcile cash and checks posted in Athena to the deposit slips and data reflected on the Fifth Third Bank and U.S. Bank statements.	The operations manager is developing procedures to provide the Business Office cashier and the health center accountant with a daily receipts report generated from the athenahealth system which can be used to reconcile cash and checks posted in athenahealth to the deposit slips and data reflected on the bank statements.	6/30/2015  Revised: September 30, 2015	
	3. The medical assistants issue hand written, free-form receipts when patient payments are collected and cannot be posted to the patient accounting system due to system inaccessibility.	Implement the use of a pre-numbered receipt book which allows receipts to be recorded in multiple copies (at least one for the payer and one for the clinic). In addition, the cash handling policy should reflect that payers should always be provided a receipt, either system generated or a pre-numbered manual receipt when the system is inaccessible.	The operations manager will order a pre-numbered receipt book, for each clinic location by June 15, 2015, which allows receipts to be recorded in multiple copies (at least one for the payer and one for the clinic). The cash handling policy will reflect that payers should always be provided a receipt.	June 15, 2015	Completed
	4. The community health centers recently transitioned from the eClinicalWorks (eCW) health record system to the athenahealth record system. As a result of the conversion, access to historical patient data residing on the eCW system is limited and user support is minimal.	Migrate patient data from eCW to athenahealth. If a data conversion is cost-prohibitive, consider generating electronic images of patient history and scanning or attaching to patient records in athenahealth. Upon completion of the migration, patient data could be scrubbed from the eCW system and the server could be decommissioned.	The operations manager is currently interviewing student workers to assist with printing historical patient chart information from eCW, which can be scanned and attached to patient records in athenahealth. Management anticipates the project will begin by June 19, 2015. Upon completion of copying patient information to the athenahealth record system, management will determine historical patient and billing data retention requirements, work with EVSC personnel to scrub patient data from the eCW system (if no longer needed), and decommission the server by August 31, 2015.	August 31, 2015  Revised: September 30, 2015	In Progress
	5. There is currently no review of patient account adjustments by personnel independent of the billing and collection functions.	Provide the health center accountant with a daily, weekly, or monthly adjustments and write-offs report generated from the athenahealth system which can be used to monitor adjustment and write-off activity.	The operations manager is planning to complete a review of month-end processes with Athena personnel by July 31, 2015, with the objective of identifying reports detailing adjustments and write-offs available from the athenahealth system for distribution to the health center accountant.	July 31, 2015  Revised: August 31, 2015	

**University of Southern Indiana  
 Audit Recommendations Matrix  
 Calendar Year 2015**

AUDIT NAME OBSERVATION	RECOMMENDATION	RESPONSE	TARGET	STATUS
<p>6. The community health centers must operate with a very lean staffing model and do not have a formal plan to ensure continuity in their eligibility to bill and receive payment from Medicare and Medicaid when turnover in the nurse practitioner position occurs.</p>	<p>Evaluate the feasibility and cost effectiveness of establishing contingency plans to limit the potential exposure associated with turnover in the nurse practitioner position.</p>	<p>The operations manager will schedule a meeting to occur by July 10, 2015, with the dean of the College of Nursing and Health Professions to evaluate the feasibility and cost effectiveness of establishing contingency plans for turnover in the nurse practitioner position. The objective of the meeting will be to identify ways to continue to provide and bill for services when turnover occurs until a new full-time nurse practitioner is hired and enrolled with Medicare and Medicaid.</p>	<p>Meeting: July 10, 2015  Contingency Plan: TBD</p>	<p>Completed  Evaluating possibility of utilizing nursing faculty to provide backup for delivery of clinic services</p>
<p>7. There may be some inconsistencies in the athenahealth system user roles and permissions granted to community health center personnel performing similar duties. Additionally, there may be users that have permissions allowing them access to perform functions in athenahealth beyond the scope of their responsibilities (e.g. encounter signoff, superuser, and supervising provider permissions).</p>	<p>Perform a review of athenahealth users and their access rights. The review should pay particular attention to users that have the ability to perform user administration, approve patient encounters, have superuser access rights, and perform other functions that should be limited to certain personnel.</p>	<p>The operations manager will perform a review of athenahealth users and their access rights for appropriateness with respect to each individual's role within the health clinics.</p>	<p>July 31, 2015  Revised: September 30, 2015</p>	

**UNIVERSITY OF SOUTHERN INDIANA**  
**General Repair and Rehabilitation**  
**2015-2017**  
**Project List, Cost Estimates, and Priorities**

**2015-2016 Fiscal Year**

<b>1. Replace/Repair Orr Center Roofs</b>	<b>\$ 350,000</b>
<b>2. Replace Wright Administration Main Lobby Roof</b>	<b>\$ 80,000</b>
<b>3. PAC Mechanical/Electrical Renovation</b>	<b>\$ 568,750</b>
<b>Total</b>	<b>\$ 998,750</b>

## Summary of Construction Change Orders Recommended for Authorization

### THE GRIFFIN CENTER

#### Empire Contractors, Inc. - General Contractor

CO-004	Provide materials and labor to construct an ADA concrete walkway to the Conference Center	\$90,454
CO-005	Provide materials and labor to construct a fence with landscaping along the west side of the parking lot	\$68,768

**Summary of Construction Change Orders  
Authorized by the Vice President for Finance and Administration**

**THE GRIFFIN CENTER**

**Empire Contractors, Inc. - General Contractor**

CO-001 Additional lights, add an access panel for a gas valve, and additional fiber and phone lines	\$ 9,770
CO-002 Sand and Shale Backfill	\$ 12,841
CO-003 Trench drain for balcony, encasing columns, fire protection audio device, and additional Geo-line boring	\$ 18,798