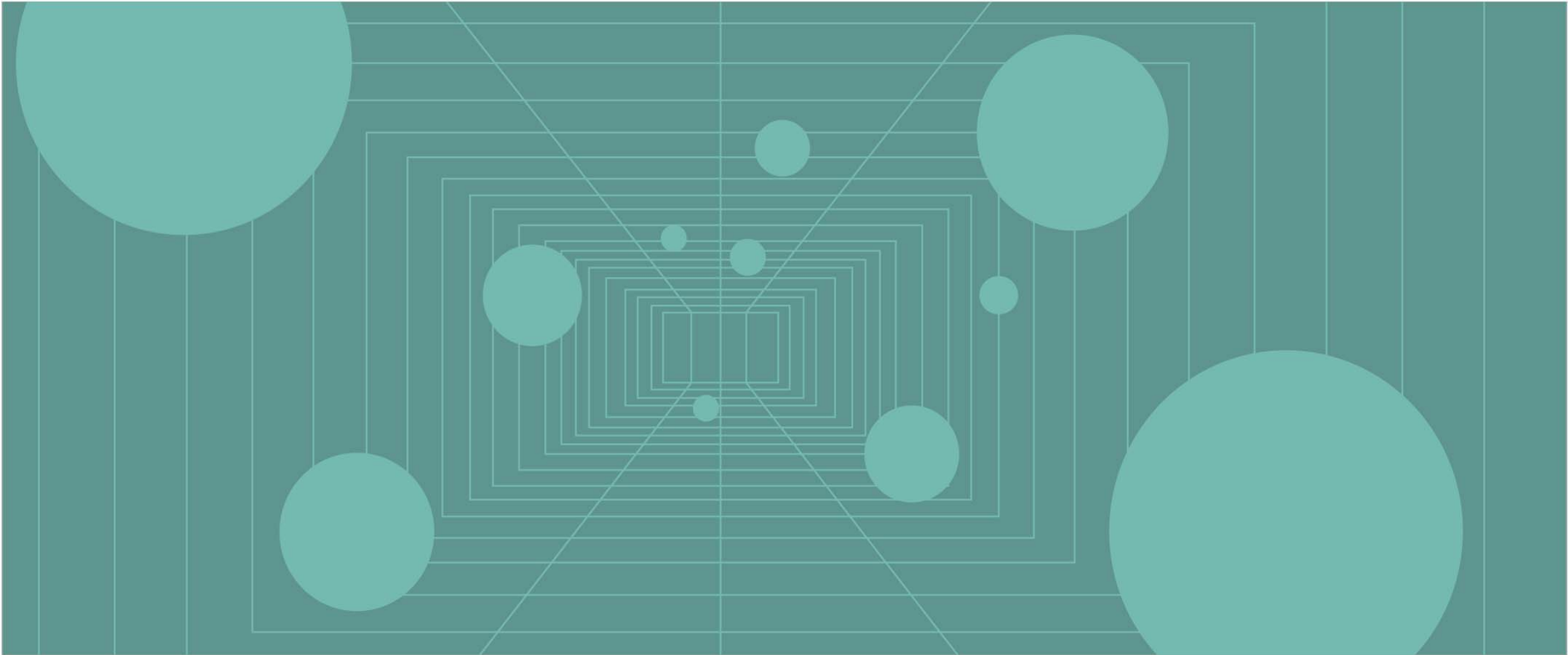


US MID- TO LARGE-CAP EQUITY MANAGER PERFORMANCE

ANALYSIS OF 2019 AND PERFORMANCE SINCE 2000



Summary Observations

- For the sixth straight year, the majority of active mid- to large-cap managers underperformed in 2019, with 62.0% lagging the benchmark (gross of fees). The median manager underperformed the Russell 1000® Index by 177 basis points (bps) for the year. Taking fees into account (using a proxy of 60 bps), the percentage of underperformers increases to 64.6%. Style preference had a big impact; the median growth manager in our universe performed very well against the Russell 1000® Index, but slightly underperformed the Russell 1000® Growth Index, whereas the median value manager (a larger subset of our overall universe) underperformed the Russell 1000® but outperformed the Russell 1000® Value Index's 26.5% return. Overall, nearly one-fifth of managers outperformed the fee-adjusted index by 250 bps or more.
- Growth stocks once again bested value stocks in 2019. The performance gap between the median growth and value manager was 689 bps, a wide margin by historical standards. Active growth managers posted returns 457 bps above the overall median for the year, marking the third consecutive year where growth managers bested the composite median by more than 400 bps. Conversely, value managers lagged the composite median by 232 bps.
- The success of active managers is cyclical and affected by several factors. Some favorable factors include: larger companies underperforming, US stocks underperforming other developed markets peers, and cash outperforming stocks. None of these factors were present in 2019, as the Russell 1000® Index outperformed the equal-weighted Russell 1000® Index by 670 bps, T-bills lagged the Russell 1000® Index by 29 percentage points (ppts), and the MSCI US Index bested the MSCI EAFE Index by 886 bps.

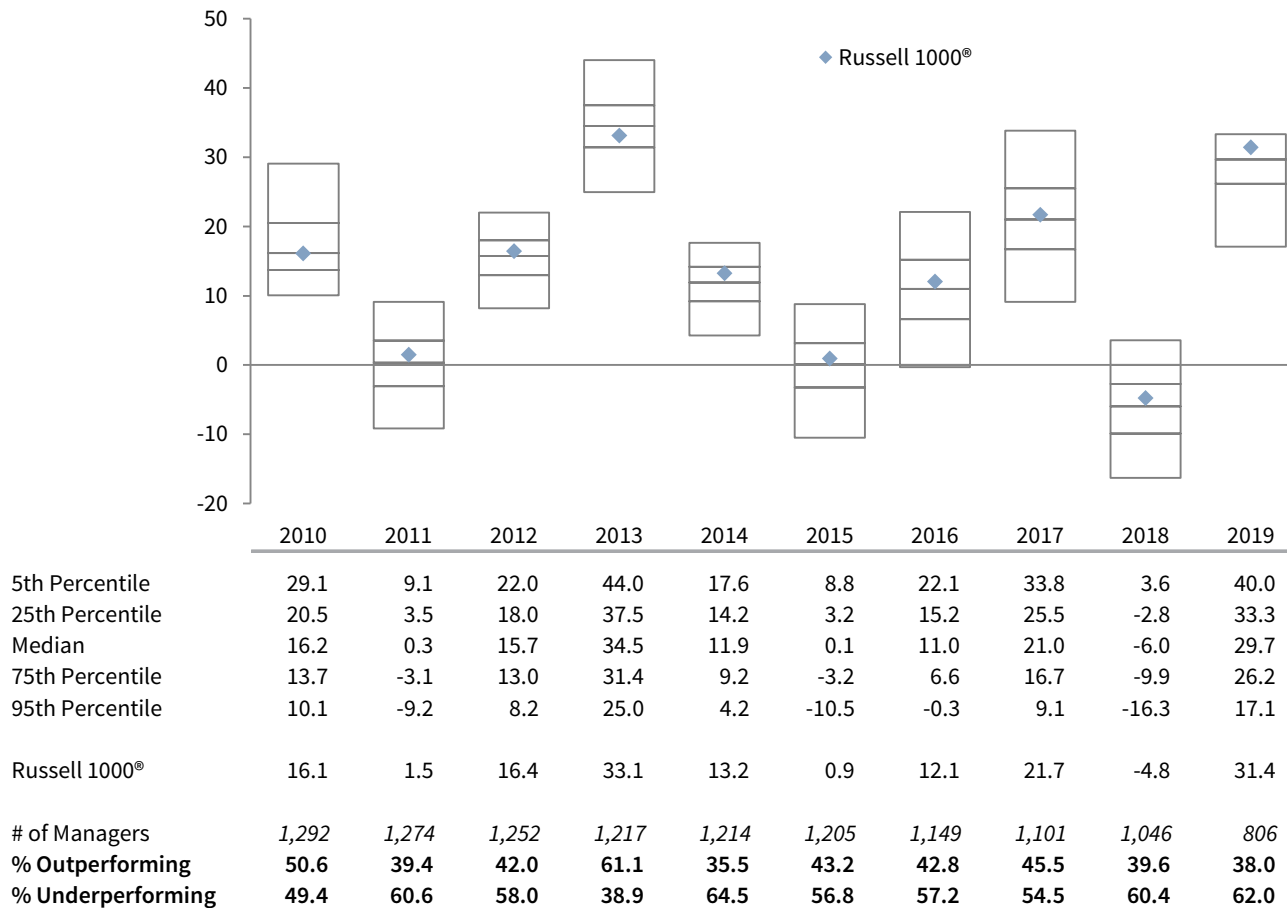
Summary Observations (continued)

- Sector allocation can also play a role in relative performance. Managers were underweight three top-performing sectors (information technology, communication services, and financials), which together accounted for more than half of the Russell 1000[®] Index's 31.4% return in 2019. Manager overweightings to sectors that underperformed the broader index—healthcare, consumer discretionary, and industrials—also dragged on manager performance.
- High dispersion in stock returns is often thought to mean more managers will outperform. In fact, the relationship is weak. Rather, stock dispersion increases the dispersion of managers' excess returns—greater stock dispersion gives managers more of an opportunity to separate from the pack, but this can be to the upside or the downside. In 2019, the dispersion of stock returns was in line with ten-year averages, as was dispersion in manager excess returns. Stock dispersion has been markedly low since the global financial crisis (GFC), but there is still plenty of room for skilled active managers to deliver appealing returns.
- Persistence in manager outperformance is rare, and movement among performance quintiles is fairly common. Of the top-performing quintile of US mid- to large-cap equity managers in the 2010–14 period, nearly half placed in the bottom two quintiles over the subsequent five-year period (2015–19). Long term, nearly all managers in the top-performing quintile over the past ten years experienced below-median returns for at least one three-year period, a factor that endures regardless of investment style.

62% of active US equity managers underperformed the index in 2019

US MID- TO LARGE-CAP EQUITY MANAGER ANNUAL RETURNS BY QUANTILES

2010–19 • Percent (%)

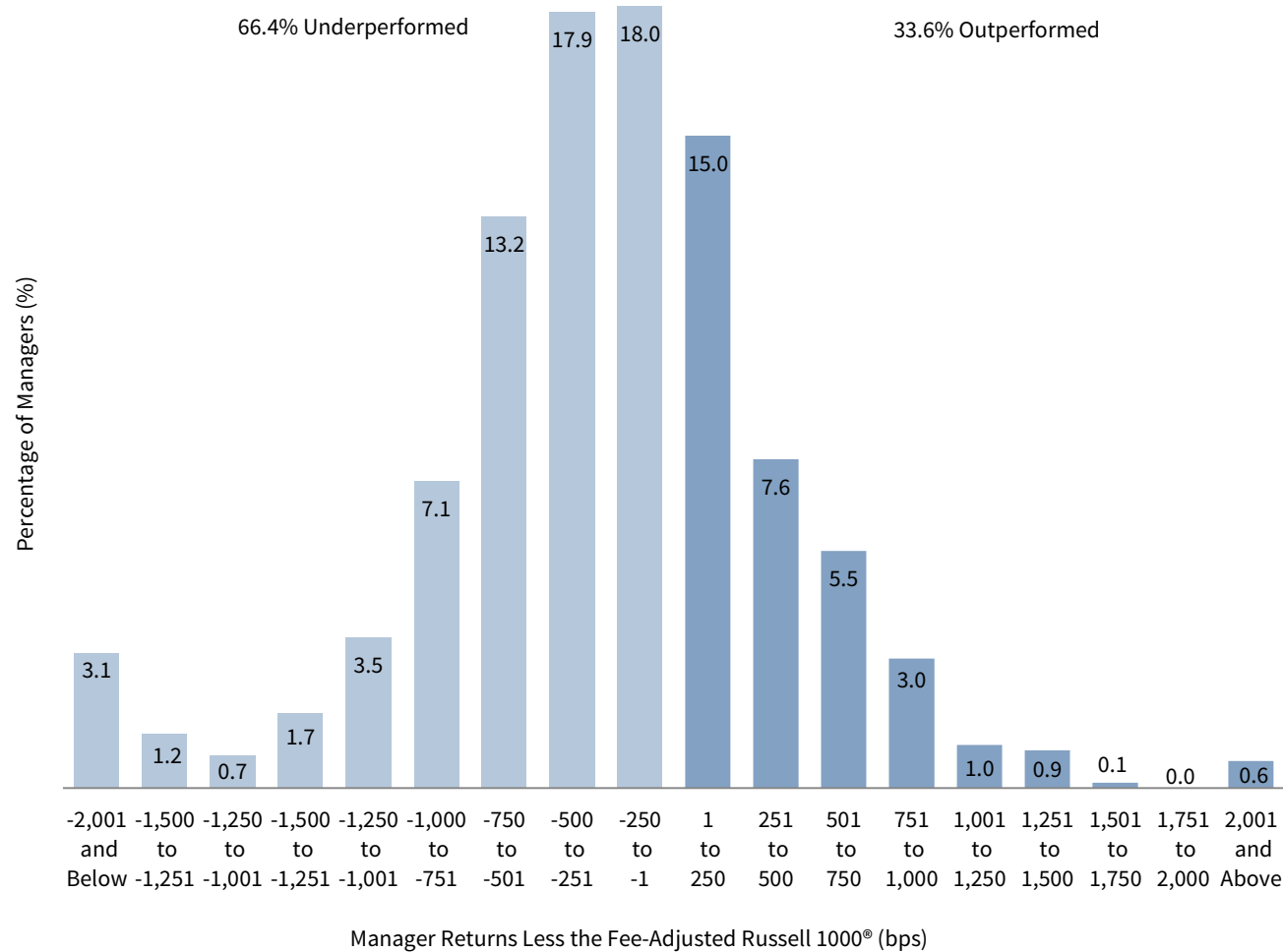


The median manager has underperformed the index in six straight years, and eight of ten years since the GFC. Median manager performance can be skewed by style, as value managers make up the largest proportion of the dataset. Value managers have lagged the broader index in each of the past three years, while growth managers outperformed.

Adjusted for fees, the percentage of underperformers in 2019 was 66%

US MID- TO LARGE-CAP EQUITY MANAGER RETURNS RELATIVE TO THE FEE-ADJUSTED RUSSELL 1000® INDEX

Calendar Year 2019 • *n* = 806



While just over one-third of managers outperformed the index, 150 managers (18% of the total) added significant value, topping the benchmark by 250 bps or more.

Managers' sector tilts can affect relative performance

US MID- TO LARGE-CAP EQUITY MANAGER MEDIAN SECTOR ALLOCATIONS VERSUS INDEX WEIGHT

Percent (%) • *n* = 637

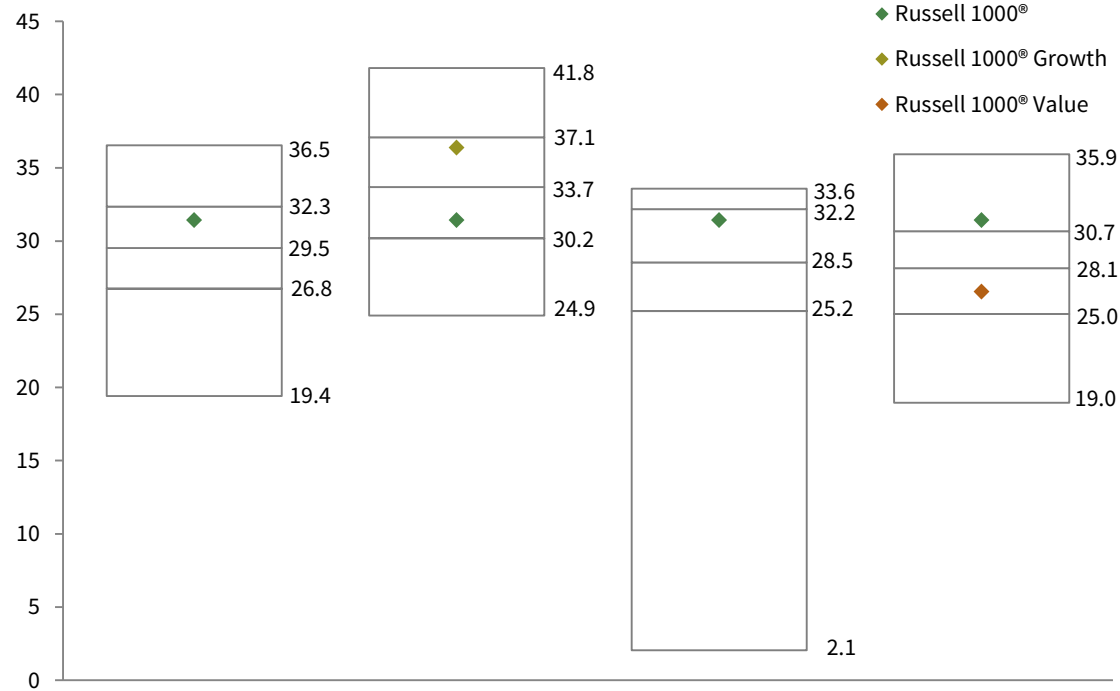
	Manager Median vs Index (bps)		12/31/2018 Index Weight (%)	CY 2019 Index Returns	Net Allocation Effect (+/-)
	Underweight vs Index	Overweight vs Index			
Cons Disc		48	10.1	27.4	-
Cons Staples	-116		6.7	26.0	+
Energy	-110		5.7	8.3	+
Financials	-36		14.3	30.7	-
Healthcare		203	13.5	20.1	-
Industrials		45	10.1	29.2	-
IT	-53		20.1	48.7	-
Materials		14	3.0	23.5	-
Real Estate	-119		3.4	27.7	+
Comm Svcs *	-192		9.5	32.9	-
Utilities	-157		2.8	24.2	+
			Russell 1000®	31.4	

On a median basis, managers started 2019 with a substantial overweight to healthcare, which underperformed the broader index, creating a negative allocation effect. Similarly, underweights to the three top-performing sectors—information technology, communication services, and financials—were also a drag on manager performance.

The median growth manager significantly outperformed other styles in 2019

US MID- TO LARGE-CAP EQUITY MANAGER UNIVERSE RETURN QUARTILES BY INVESTMENT PHILOSOPHY

Calendar Year 2019 • Percent (%)



The growth outperformance was a continuation of the trend seen in 2017 and 2018. However, 73% of growth managers trailed the high bar set by the benchmark growth index. Value managers lagged other strategies, but the median value manager outpaced its benchmark.

	Diverse	Growth	Opportunistic	Value
High	43.9	49.0	34.1	65.9
Manager Median	29.5	33.7	28.5	28.1
Low	13.0	19.9	-18.8	-0.5
Index*	31.4	36.4	31.4	26.5
Number of Managers	129	248	32	310

* Index represents: Russell 1000® Index for Diverse and Opportunistic; Russell 1000® Growth Index for Growth; and Russell 1000® Value Index for Value.

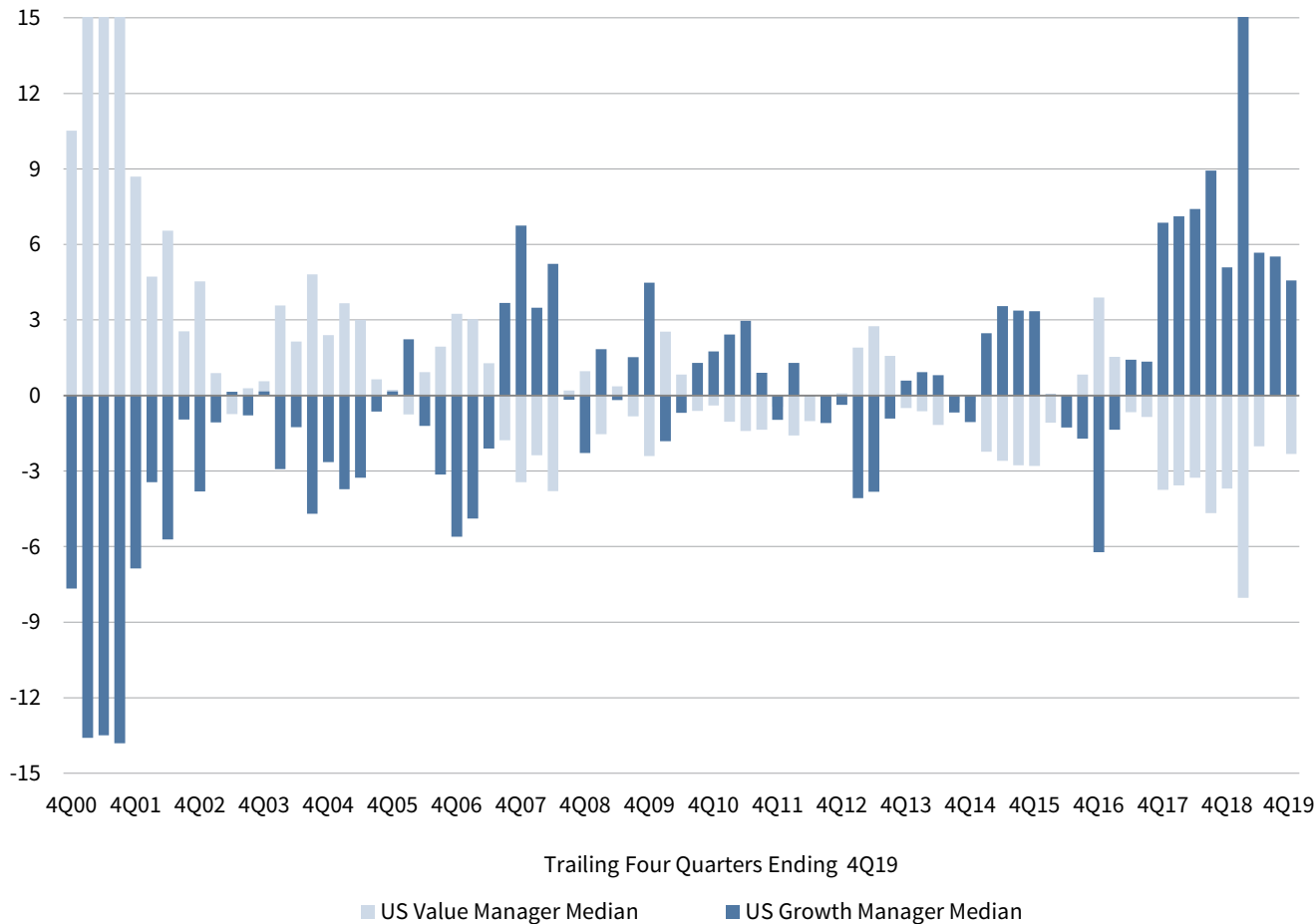
Sources: Cambridge Associates LLC, Frank Russell Company, and Thomson Reuters Datastream.

Notes: Cambridge Associates LLC's (CA) manager universe statistics are derived from CA's proprietary Investment Manager Database. Managers that do not report in US dollars, exclude cash reserves from reported total returns, or have less than \$50 million in product assets are excluded. Performance is generally reported gross of investment management fees. Only managers with performance available for the entire period measured are included.

Growth trounced value again in 2019

US GROWTH AND VALUE MANAGER MEDIAN RETURNS RELATIVE TO US EQUITY COMPOSITE MANAGER MEDIAN RETURNS

Fourth Quarter 2000 – Fourth Quarter 2019 • Percentage Point Differential Above/Below Composite Median



Through first quarter 2019, the differential between median growth managers and median value managers reached its widest margin since the late 1990s during the dot-com bubble. The differential remained high relative to history through fourth quarter 2019.

Investment styles go in and out of favor over time

CYCLICAL NATURE OF US COMMON STOCK INVESTMENT PHILOSOPHIES

2000–19 • Percent (%)

Annual Total Returns

Year	Median Growth Mgr		Median Value Mgr		Median Opportunistic Mgr		Large-Cap Stocks (Russell 1000®)
	Median	<i>n</i>	Median	<i>n</i>	Median	<i>n</i>	
2000	-6.5	387	11.8	385	0.6	60	-7.8
2001	-16.3	426	-0.6	403	-9.1	61	-12.4
2002	-24.5	441	-16.1	419	-19.8	57	-21.7
2003	30.8	442	31.1	427	27.9	58	29.9
2004	10.6	445	15.5	446	13.4	59	11.4
2005	8.4	446	8.4	457	8.3	59	6.3
2006	9.3	454	18.3	464	15.3	59	15.5
2007	14.2	449	4.0	498	7.8	59	5.8
2008	-39.2	449	-35.9	494	-34.7	58	-37.6
2009	35.0	433	28.1	478	28.6	55	28.4
2010	17.9	405	15.7	479	16.1	55	16.1
2011	-0.6	405	-0.1	474	-0.6	56	1.5
2012	15.3	391	15.9	467	15.9	57	16.4
2013	35.1	379	34.0	449	34.9	56	33.1
2014	10.9	376	11.7	448	11.9	53	13.2
2015	3.4	372	-2.7	439	-0.2	53	0.9
2016	4.7	346	14.9	426	9.2	51	12.1
2017	27.8	326	17.2	403	20.7	47	21.7
2018	-2.0	312	-9.3	376	-5.8	48	-4.8
2019	33.7	248	28.1	311	28.5	32	31.4

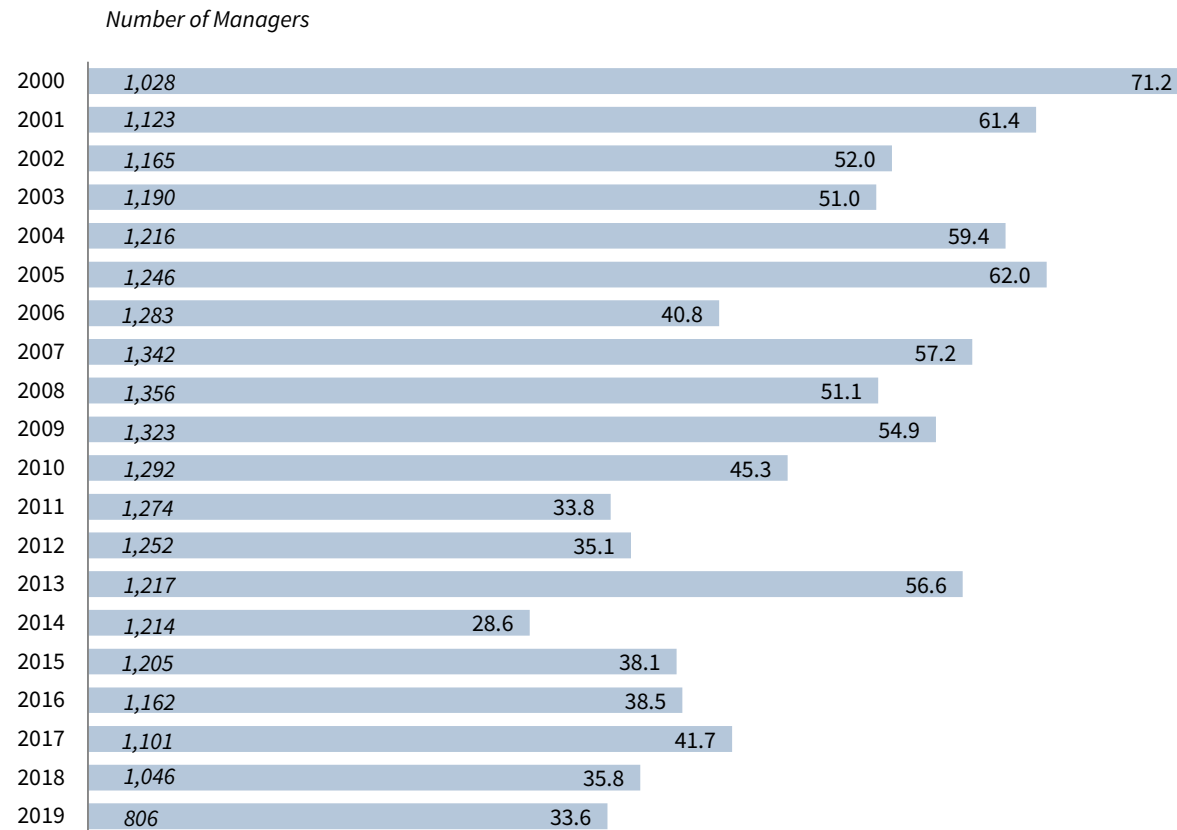
Growth has outpaced value in recent years, and markedly so over trailing three- and five-year lookback periods. Styles experience cyclical shifts; value outperformed growth in six of seven years during 2000–06.

Average Annual Compound Returns: Periods Ended December 31, 2019

Trailing 15-Yr	10.4	140	8.7	190	9.6	19	9.1
Trailing 10-Yr	14.4	198	12.0	245	12.7	26	13.5
Trailing 5-Yr	13.0	235	8.8	298	10.1	28	11.5
Trailing 3-Yr	18.7	243	10.5	307	13.9	29	15.0

Active US equity manager relative performance is cyclical

PERCENTAGE OF US MID- TO LARGE-CAP MANAGERS OUTPERFORMING THE FEE-ADJUSTED RUSSELL 1000® INDEX
2000-19

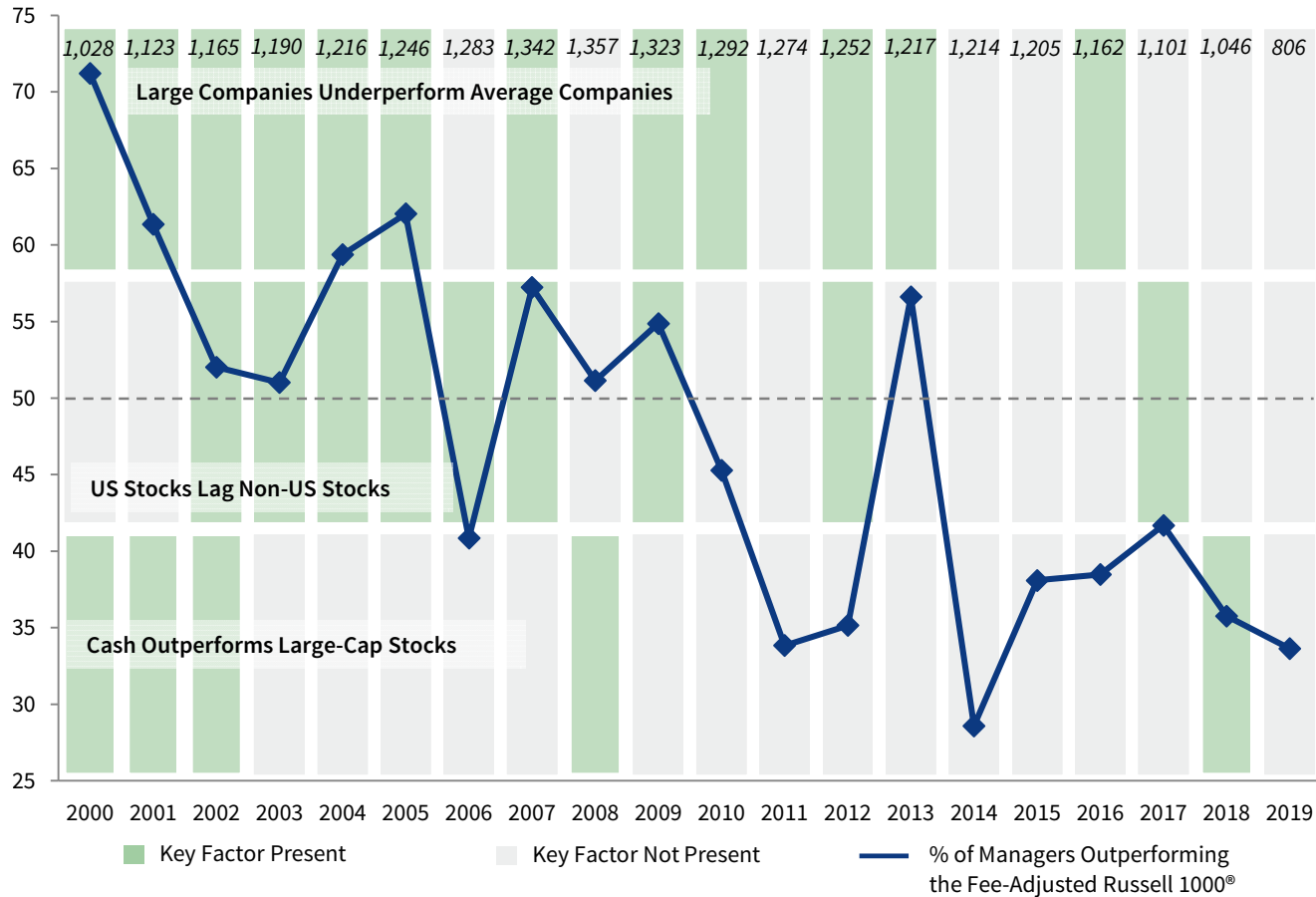


Since the GFC, a majority of managers have struggled to top the fee-adjusted benchmark on an annual basis, with only about one-third of managers outperforming on average since 2010.

The environment was not favorable for active managers in 2019

FACTORS CONTRIBUTING TO A FAVORABLE ENVIRONMENT FOR ACTIVE MANAGEMENT

2000-19



Many factors contribute to active manager outperformance, but the presence of three key factors can create a more favorable environment for active management in general. None of these factors were present in 2019.



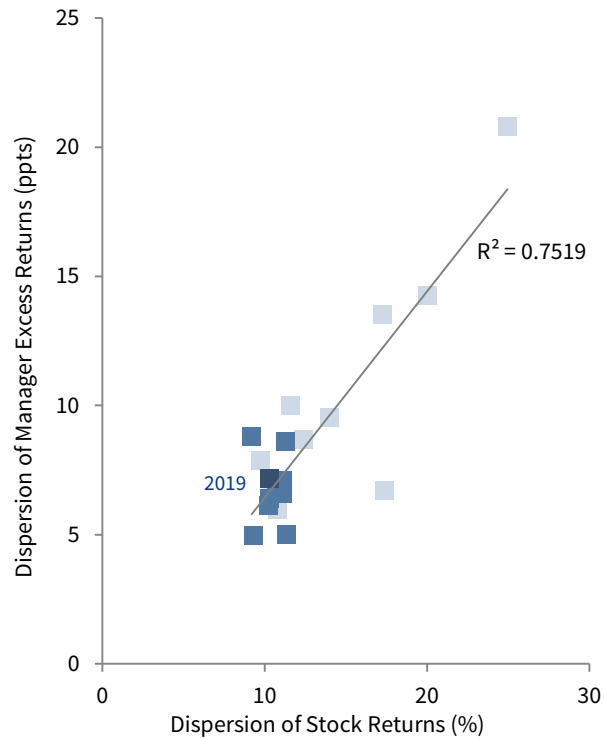
Sources: BofA Merrill Lynch, Cambridge Associates LLC, Federal Reserve, Frank Russell Company, MSCI Inc., and Thomson Reuters Datastream. MSCI data provided “as is” without any express or implied warranties.

Notes: *n* denotes number of managers. Factors are represented by: capitalization-weighted Russell 1000® Index (“large companies”), equal-weighted Russell 1000® Index (“average companies”), MSCI US Index (“US stocks”), MSCI EAFE Index (“non-US stocks”), BofA Merrill Lynch 91-Day Treasury Bills (“cash”), and Russell 1000® Index (“large-cap stocks”). For more detail on the impact of these factors in each year, see the Appendix. Cambridge Associates LLC’s (CA) manager universe statistics are derived from CA’s proprietary Investment Manager Database. Managers that do not report in US dollars, exclude cash reserves from reported total returns, or have less than \$50 million in product assets are excluded. Performance is generally reported gross of investment management fees. We have added 60 bps to the Russell 1000® Index return as a proxy for manager fees. To be included in analysis of any period longer than one quarter, managers must have had performance available for the full period.

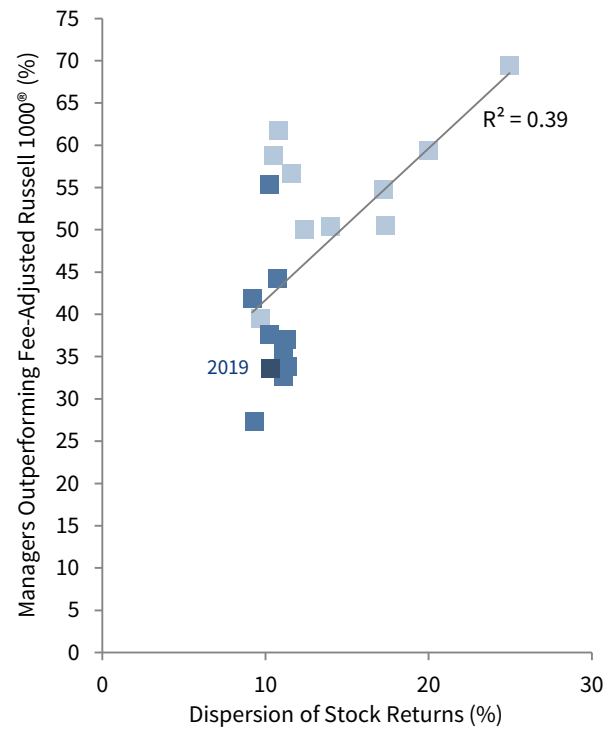
Lower dispersion of stock returns often leads to lower dispersion of excess returns

IMPACT OF ANNUAL DISPERSION OF US STOCK RETURNS ON DISPERSION OF MANAGER EXCESS RETURNS AND PERCENT OF MANAGERS OUTPERFORMING 2000-19

Dispersion of Stock Returns and Dispersion of Manager Performance



Dispersion of Stock Returns and Managers Outperforming



2000-09 2010-19

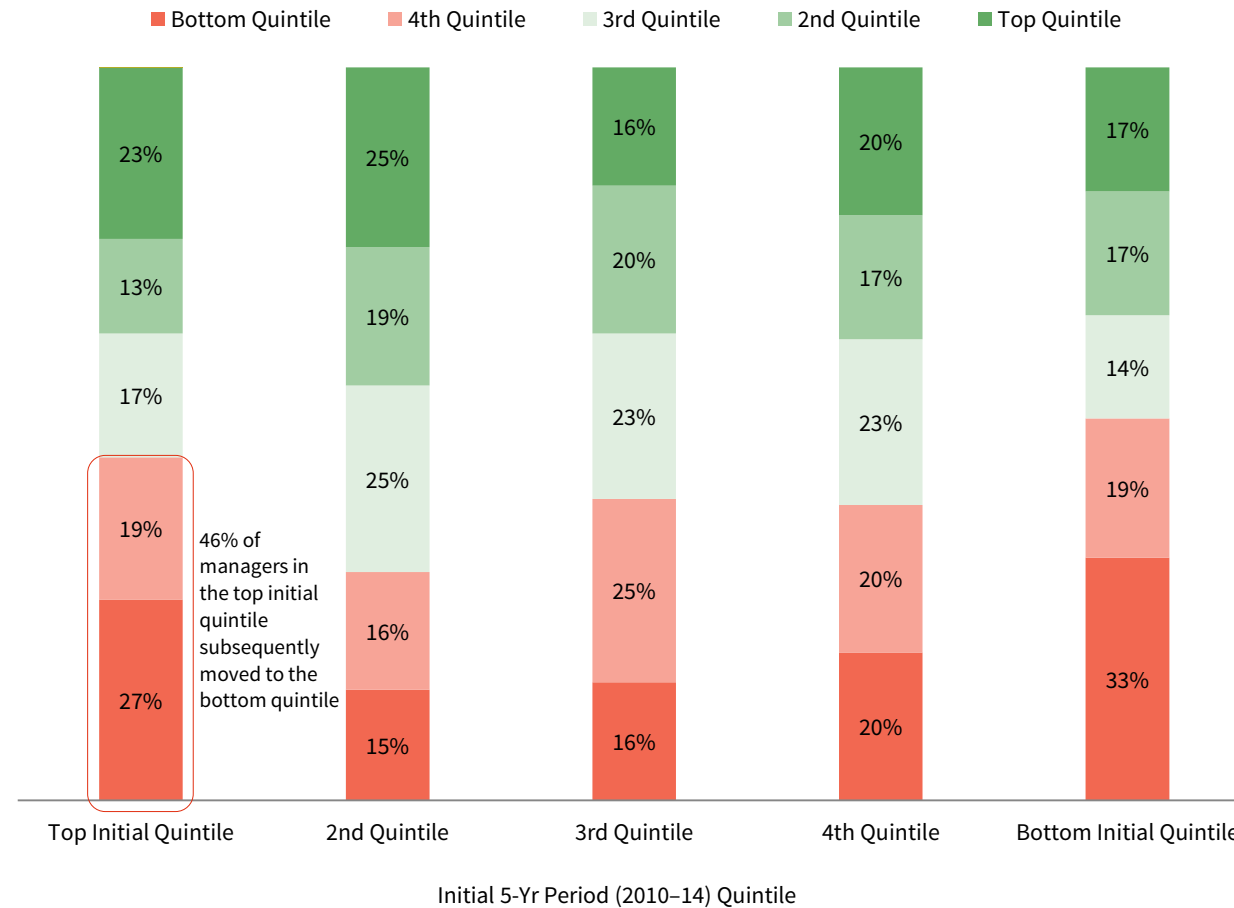
Both stock return dispersion and dispersion of manager returns were in line with ten-year averages in 2019, remaining low relative to the pre-GFC period.

Movement between top and bottom quintiles is fairly common

ANALYSIS OF US MID- TO LARGE-CAP MANAGER RETURNS BY QUINTILE OVER 5-YR PERIODS

2010-19 • n = 620

Percent of Managers in Subsequent 5-Yr Period (2015-19) Quintile



Nearly half of top-performing managers in the initial five-year period fell to the bottom two quintiles in the subsequent five-year period.

Long-term outperformers often underperform in shorter-term periods

HOW MANY TOP US MID- TO LARGE-CAP MANAGERS UNDERPERFORM AT SOME POINT?

As of Fourth Quarter 2019

Sample Interpretation:

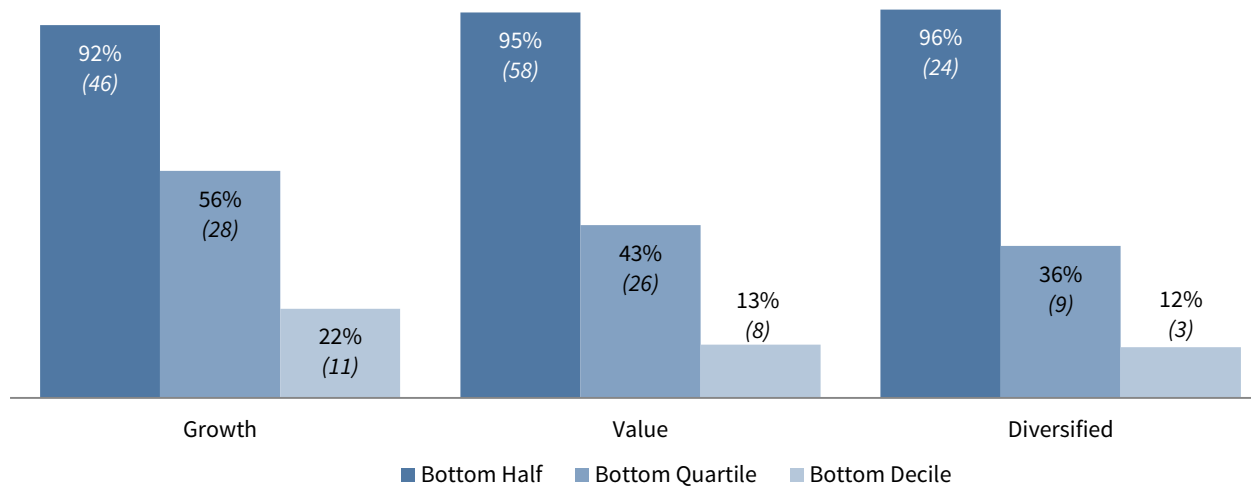
The graph shows that 92% of top quartile growth managers in this ten-year period endured at least one three-year period of below-median performance during the ten years in which they were one of the best-performing managers among their peers. Of top quartile managers, 56% fell into the bottom quartile of growth manager returns for at least one three-year period in this decade. Note that the data apply to the winners—the top quartile managers over ten years.

One-fifth of top-quartile growth managers fell into the bottom decile for at least one three-year period in the past ten years. Regardless of style, nearly all top-quartile managers experienced bouts of short-term underperformance.

Percentage (Number) of Top Managers Whose Rolling 3-Yr Ranking Fell at Least Once into the Bottom of the Managers' Respective Distribution

Top Quartile Over 10 Years

Percent (%)



Number Ranked in Top Quartile

Style	Number Ranked in Top Quartile
Growth	50
Value	61
Diversified	24

APPENDIX: YEAR-BY-YEAR ANALYSIS OF KEY FACTORS CONTRIBUTING TO A MORE OR LESS FAVORABLE ENVIRONMENT FOR ACTIVE MANAGEMENT



Small company outperformance has usually been a tailwind for active managers

The tailwind was nonexistent in 2019 as capitalization-weighted stocks outperformed the average company, and the median manager underperformed the index.

ASSESSING THE IMPACT OF CAPITALIZATION BIAS ON ACTIVE MANAGER PERFORMANCE

2000-19

Active Managers Have Beaten the Russell 1000® Index 83% of the Time When the Largest Companies Have Underperformed the Average Company . . .

Year	Total Return (%)				Cap-Wtd Minus Equal-Wtd (ppts)	Mgr Value Added vs R1000® (ppts)
	Cap-Wtd R1000®	Equal-Wtd R1000®	Median Mid-/ Large-Cap Manager			
			Large-Cap Manager	n		
2009	28.4	52.6	30.4	1,323	-24.2	1.9
2000	-7.8	12.4	1.2	1,028	-20.1	9.0
2001	-12.4	1.6	-9.3	1,123	-14.0	3.2
2003	29.9	42.9	30.6	1,190	-13.0	0.7
2004	11.4	19.7	13.2	1,216	-8.3	1.8
2005	6.3	14.0	8.2	1,246	-7.8	2.0
2010	16.1	23.8	16.2	1,292	-7.7	0.1
2016	12.1	16.4	11.0	1,162	-4.3	-1.1
2002	-21.7	-17.7	-20.7	1,165	-3.9	1.0
2007	5.8	9.5	7.5	1,342	-3.7	1.7
2013	33.1	35.3	34.5	1,217	-2.2	1.4
2012	16.4	16.5	15.7	1,252	-0.1	-0.7
Median	11.7	16.4	12.1		-7.8	1.5

. . . and Lagged the Index 88% of the Time When the Largest Companies Have Outperformed the Average Company

Year	Total Return (%)				Cap-Wtd Minus Equal-Wtd (ppts)	Mgr Value Added vs R1000® (ppts)
	Cap-Wtd R1000®	Equal-Wtd R1000®	Median Mid-/ Large-Cap Manager			
			Large-Cap Manager	n		
2006	15.5	14.9	15.0	1,283	0.5	-0.5
2011	1.5	0.7	0.3	1,274	0.8	-1.2
2008	-37.6	-38.9	-36.8	1,357	1.3	0.8
2014	13.2	11.1	11.9	1,214	2.2	-1.3
2018	-4.8	-8.8	-5.9	1,046	4.0	-1.2
2017	21.7	17.4	21.0	1,101	4.3	-0.7
2015	0.9	-4.0	0.1	1,205	4.9	-0.8
2019	31.4	24.7	29.7	807	6.7	-1.8
Median	7.4	5.9	6.1		3.1	-1.0

Off-benchmark holdings can benefit managers

When non-US stocks outperform US stocks, active managers have beaten the index more consistently. In 2019, non-US stocks underperformed US stocks, and active managers lagged the Russell 1000® Index.

ASSESSING THE IMPACT OF NON-US DEVELOPED MARKET STOCK PERFORMANCE ON ACTIVE MANAGER PERFORMANCE

2000-19

Active Managers Have Outperformed the Russell 1000® Index 67% of the Time When the Index Has Lagged the MSCI EAFE Index . . .

Year	Total Return (%)				R1000® Minus MSCI EAFE (ppts)	Mgr Value Added vs R1000® (ppts)
	Russell 1000®	MSCI EAFE	Median Mid-/ Large-Cap Manager	<i>n</i>		
2006	15.5	26.3	15.0	1,283	-10.9	-0.5
2004	11.4	20.2	13.1	1,216	-8.8	1.7
2003	29.9	38.6	30.6	1,190	-8.7	0.7
2005	6.3	13.5	8.2	1,246	-7.3	2.0
2002	-21.7	-15.9	-20.6	1,165	-5.7	1.0
2007	5.8	11.2	7.5	1,342	-5.4	1.7
2017	21.7	25.0	21.0	1,101	-3.3	-0.7
2009	28.4	31.8	30.4	1,323	-3.3	1.9
2012	16.4	17.3	15.7	1,252	-0.9	-0.7

Median **15.5** **20.2** **15.0** **-5.7** **1.0**

. . . and Outperformed the Russell 1000® Index 45% of the Time When the Index Has Beaten the MSCI EAFE Index

Year	Total Return (%)				R1000® Minus MSCI EAFE (ppts)	Mgr Value Added vs R1000® (ppts)
	Russell 1000®	MSCI EAFE	Median Mid-/ Large-Cap Manager	<i>n</i>		
2015	0.9	-0.8	0.1	1,205	1.7	-0.8
2008	-37.6	-43.4	-36.8	1,357	5.8	0.8
2000	-7.8	-14.2	1.2	1,028	6.4	9.0
2010	16.1	7.8	16.2	1,292	8.3	0.1
2001	-12.4	-21.4	-9.3	1,123	9.0	3.1
2018	-4.8	-13.8	-5.9	1,046	9.0	-1.2
2019	31.4	22.0	29.7	807	9.4	-1.8
2013	33.1	22.8	34.5	1,217	10.3	1.4
2016	12.1	1.0	11.0	1,162	11.1	-1.1
2011	1.5	-12.1	0.3	1,274	13.6	-1.2
2014	13.2	-4.9	11.9	1,214	18.1	-1.3

Median **1.5** **-4.9** **1.2** **9.0** **-0.8**

Years of cash outperformance have been good for active managers

But such years are uncommon; in 2019, the 91-Day T-Bill lagged equities for the 15th time in the past 20 years, and active managers lagged the Russell 1000® Index.

ASSESSING THE IMPACT OF CASH DRAG ON ACTIVE MANAGER PERFORMANCE

2000-19

Active Manager Performance versus the Russell 1000® Index Has Been Mixed When the Index Has Beaten the 91-Day T-Bill . . .

Year	Total Return (%)				R1000® Minus T-Bill (ppts)	Mgr Value Added vs R1000® (ppts)
	Russell 1000®	91-Day T-Bill	Median Mid-/ Large-Cap Manager	<i>n</i>		
2013	33.1	0.1	34.5	1,212	33.0	1.4
2019	31.4	2.3	29.7	807	29.1	-1.8
2003	29.9	1.1	30.6	1,191	28.7	0.7
2009	28.4	0.2	30.4	1,322	28.2	2.0
2017	21.7	0.9	21.0	1,078	20.8	-0.7
2012	16.4	0.1	15.7	1,248	16.3	-0.7
2010	16.1	0.1	16.2	1,289	16.0	0.1
2014	13.2	0.0	11.9	1,207	13.2	-1.3
2016	12.1	0.3	11.0	1,149	11.7	-1.1
2006	15.5	4.8	15.0	1,285	10.6	-0.5
2004	11.4	1.3	13.2	1,217	10.1	1.8
2005	6.3	3.1	8.3	1,247	3.2	2.0
2011	1.5	0.1	0.3	1,270	1.4	-1.2
2015	0.9	0.1	0.1	1,196	0.9	-0.8
2007	5.8	5.0	7.5	1,343	0.8	1.7
Median	15.5	0.3	15.0		13.2	-0.5

. . . But When the Russell 1000® Index Has Lagged the 91-Day T-Bill, Active Managers Have Outperformed the Index 80% of the Time

Year	Total Return (%)				R1000® Minus T-Bill (ppts)	Mgr Value Added vs R1000® (ppts)
	Russell 1000®	91-Day T-Bill	Median Mid-/ Large-Cap Manager	<i>n</i>		
2018	-4.8	1.9	-6.1	882	-6.7	-1.4
2000	-7.8	6.2	1.2	1,028	-14.0	9.0
2001	-12.4	4.4	-9.3	1,123	-16.9	3.2
2002	-21.7	1.8	-20.7	1,165	-23.4	1.0
2008	-37.6	2.1	-36.9	1,356	-39.7	0.7
Median	-12.4	2.1	-9.3		-16.9	1.0



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