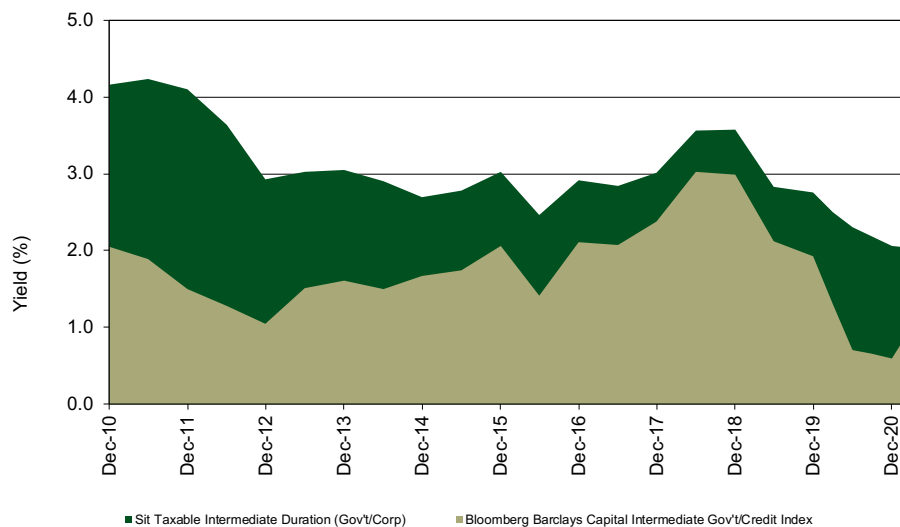


Sit Taxable Intermediate Duration (Government/Corporate)

STRATEGY

- We seek consistent attainment of superior risk-adjusted returns using a conservative approach which emphasizes 1) investment grade securities 2) superior income advantage to peers and benchmarks and 3) significant stability of principal
- Particular focus on structurally inefficient, underfollowed and misunderstood sectors and securities offering superior relative value
- Incorporates Sit's 'Best Ideas' across domestic taxable fixed income, within a duration range of two to five years

CONSISTENT YIELD ADVANTAGE DRIVES EXCESS RETURN

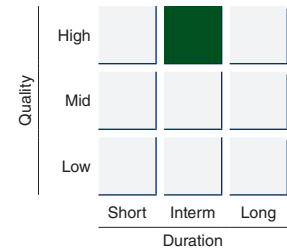


COMPOSITE PERFORMANCE (%)

	3 Month	Annualized Returns			
		1 Year	3 Year	5 Year	10 Year
Sit Taxable Intermediate Duration (Gov't/Corp) (Gross)	-0.73	3.86	4.97	3.54	3.78
Sit Taxable Intermediate Duration (Gov't/Corp) (Net)	-0.82	3.51	4.60	3.18	3.39
Bloomberg Barclays Intermediate Gov't/Credit Index	-1.86	2.01	4.36	2.75	2.88
		1 Year	3 Year	5 Year	10 Year
eVestment Percentile Rank¹		41	22	18	12

Performance figures for the latest period are preliminary and subject to change. Past performance is not indicative of future results. Returns are calculated on a time-weighted total return basis, include the reinvestment of all income, and returns for periods greater than one year are annualized. The information above is supplemental to and complements the attached composite presentation. The account information set forth above is for the representative portfolio and is provided for illustrative purposes only.

INVESTMENT STYLE



PORTFOLIO CHARACTERISTICS

	Sit Taxable Intermediate Duration (Gov't/Corp)	Bloomberg Barclays Intermediate Gov't/Credit Index
Yield to Worst:	2.0%	1.0%
Duration:	3.2 yr.	4.2 yr.
Average Quality:	AAA	AAA
Alpha (5 Yr.):	1.0	
Alpha (10 Yr.):	1.3	
Sharpe Ratio:	1.6	
Strategy Inception:	12/31/95	

SECTOR DISTRIBUTION (%)

Taxable Municipals	24.9
CMOs	22.4
Mortgage Pass Throughs	13.6
Industrials	11.0
Finance	7.0
Closed-End Bond Funds	3.0
Treasury	2.3
Asset Backed	1.2
Federal Agency	0.9
Other Sectors	0.7
Cash	13.0

SEASONED & LONG TENURED TEAM

	Years of Investment Experience	Years with Sit
Bryce Doty, CFA	30	25
Mark Book, CFA, CMA	35	20
Chris Rasmussen, CFA	20	21

1) **eVestment** - Peer rankings represent percentile rankings which are based on monthly gross of fee returns and reflect where the Sit Investment composite returns fall within the indicated eVestment Alliance, LLC ("eVestment") universe. eVestment provides the institutional investment database which consists of institutional managers, investment consultants, plan sponsors and other similar financial institutions reporting on investment products. Performance figures are provided to eVestment by individual investment management firms for informational purposes only. eVestment does not guarantee the accuracy, adequacy, completeness or availability of any information and is not responsible for any errors or omissions or for the results obtained from the use of such information. Additional information regarding eVestment rankings is available on eVestment's website. This presentation is intended for institutional investor use only.

Investing involves risk; principal loss is possible. There is no guarantee the Composite's investment objectives will be achieved, and the market value of securities held by the Composite may fall or fail to rise.

Sector allocations (as % of market value) and portfolio characteristics may change at any time and are not investment recommendations.

Duration is a volatility measure for bonds that reflects how a bond's price will change as interest rates change.

Average Quality reflects the average of the individual security ratings assigned by Moody's Standard & Poor's and Fitch.

Sharpe Ratio is a measure of historical risk-adjusted performance. The ratio is computed by subtracting the return of the risk-free index (typically the FTSE 3-month T-Bill) from the return of the strategy to determine the risk-adjusted excess return, which is then divided by the strategy's standard deviation. The Sharpe Ratio measures how well the strategy generated returns while taking on risk compared to investing in cash. A higher Sharpe Ratio corresponds with a greater risk-adjusted return, or more efficient use of risk. For example, a Sharpe Ratio of 1 is better than a ratio of 0.5.

**Sit Investment Associates, Inc.
Taxable Intermediate Duration Composite
ANNUAL DISCLOSURE PRESENTATION**

Year End	Total Firm Assets (millions)	Composite Assets (USD) (millions)	Number of Accounts	Composite 3-Yr. Standard Dev.	Benchmark 3-Yr. Standard Dev.	Bloomberg Barclays Intermediate Govt/Credit Bond Index	Annual Performance Results Composite		Composite Dispersion
							Gross	Net	
2019	13,274.3	371.7	8	1.9%	2.0%	6.80%	6.44%	6.08%	0.24%
2018	12,196.2	311.8	7	1.8%	2.1%	0.88%	1.80%	1.45%	0.96%
2017	13,340.8	302.8	7	1.8%	2.1%	2.14%	3.26%	2.90%	0.44%
2016	12,668.9	303.2	7	1.9%	2.2%	2.08%	2.30%	1.90%	0.32%
2015	13,350.6	318.1	7	1.9%	2.1%	1.07%	2.60%	2.19%	0.37%
2014	13,505.0	304.6	7	1.8%	1.9%	3.13%	5.40%	4.99%	1.04%
2013	13,103.3	284.5	8	1.8%	2.1%	-0.86%	-0.46%	-0.86%	0.77%
2012	13,081.6	313.5	10	1.5%	2.2%	3.89%	5.76%	5.34%	0.52%
2011	10,895.1	314.6	9	2.7%	2.6%	5.80%	6.37%	5.96%	0.62%
2010	9,873.4	354.7	12	3.6%	3.9%	5.89%	9.46%	9.03%	1.26%

Sit Investment Associates, Inc. claims compliance with the Global Investment Performance Standards (GIPS®) and has prepared and presented this report in compliance with the GIPS standards. Sit Investment Associates, Inc. has been independently verified for the period January 1, 2017 to December 31, 2019 by ACA Performance Services, LLC, for the period January 1, 2007 to December 31, 2016 by Ashland Partners & Company LLP and for the period January 1, 1997 through December 31, 2006 by KPMG LLP.

Verification assesses whether (1) the firm has complied with all the composite construction requirements of the GIPS standards on a firm-wide basis and (2) the firm's policies and procedures are designed to calculate and present performance in compliance with the GIPS standards. The Taxable Intermediate Duration composite has been examined for the period January 1, 2017 through December 31, 2019 by ACA Performance Services, LLC and for the period January 1, 1997 through December 31, 2016 by Ashland Partners & Company LLP. The verification and performance examination reports are available upon request.

The Taxable Intermediate Duration Composite was created December 31, 1995. Taxable Intermediate Duration Composite contains fully discretionary accounts and for comparison purposes is measured against the Barclays Intermediate Government/Credit Bond Index. Value is achieved primarily through rotation of sector weightings and individual security selection. Gradual shifts in portfolio duration are made within a range of two to five years. The Barclays Intermediate Government/Credit Index includes securities in the intermediate maturity range of the Government and Credit Indices. The Government Index includes treasuries (i.e., public obligations of the U.S. Treasury that have remaining maturities of more than one year) and agencies (i.e., publicly issued debt of U.S. Government agencies, quasi-federal corporations, and corporate or foreign debt guaranteed by the U.S. Government). The Credit Index includes publicly issued U.S. corporate and foreign debentures and secured notes that meet specified maturity, liquidity, and quality requirements.

Sit Investment Associates, Inc. is an independent registered investment adviser which includes the following subsidiaries: Sit Investment Fixed Income Advisors, Inc.; and Sit Investment Fixed Income Advisors II, Inc. On December 31, 2007, Sit/Kim International Investment Associates, Inc. and Sit/Kim International Investment Associates II, LLC were liquidated into Sit Investment Associates, Inc. Prior to 2000, Sit Investment Associates, Inc. and Sit/Kim International Investment Associates, Inc. issued separate GIPS reports, including disclosure of each entity's assets under management. Beginning in 2000 the two entities issued a combined GIPS report to reflect the entities' current operational and management affiliation. Total assets for all years presented in the table above reflect the combined total assets of all subsidiaries. The firm maintains a complete list and description of composites, which is available upon request.

The U.S. Dollar is the currency used to express performance. Returns are presented gross and net of management fees and include the reinvestment of all income. Net of fee performance was calculated using the highest fee applicable annual management fee of 0.35% applied quarterly. Prior to 10/1/2016, the highest applicable annual management fee was 0.40%. The annual composite dispersion presented is an equal-weighted standard deviation calculated for the accounts in the composite the entire year. Beginning April 1, 2006, SIA calculates a true Time Weighted Return (TWR) for each portfolio within the composite and asset weights their returns to come up with a composite return. Periods are geometrically linked together. Policies for valuing portfolios, calculating performance, and preparing compliant presentations are available upon request.

The investment management fee schedule for the composite is 0.35% on the first \$10 million, 0.25% on the next \$10 million and 0.20% on amounts over \$20 million. Actual investment advisory fees incurred by clients may vary. The three-year annualized standard deviation measures the variability of the composite and the benchmark returns over the preceding 36-month period. Past performance is not indicative of future results.