



**2020**

STATE TEACHERS RETIREMENT SYSTEM OF OHIO

**COMPREHENSIVE  
Annual Financial Report**

Fiscal Years Ending June 30, 2020 and 2019





**2020**

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STATE TEACHERS RETIREMENT SYSTEM OF OHIO

**COMPREHENSIVE**  
**Annual Financial Report**

Fiscal Years Ending June 30, 2020 and 2019



Government Finance Officers Association

Certificate of  
Achievement  
for Excellence  
in Financial  
Reporting

Presented to

**State Teachers Retirement System  
of Ohio**

For its Comprehensive Annual  
Financial Report  
For the Fiscal Year Ended

June 30, 2019

*Christopher P. Morill*

Executive Director/CEO

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Guiding the members of the Retirement Board is their collective belief that Ohio’s public educators deserve comprehensive benefits and quality service from their retirement system during their careers and in retirement. The Retirement Board provides the direction, fiduciary oversight and policies that enable STRS Ohio to fulfill its mission of partnering with STRS Ohio members in helping to build retirement security.

The Retirement Board is composed of 11 members as follows: five elected contributing members; two elected retired members; an investment expert appointed by the governor; an investment expert appointed jointly by the speaker of the Ohio House of Representatives and the Ohio Senate president; an investment expert appointed by the treasurer of state; and the superintendent of public instruction or his designated investment expert. These individuals devote hundreds of volunteer hours in service to STRS Ohio and are compensated only for necessary expenses.

In February 2020, Paul Snyder, Deputy Executive Director — Finance and Chief Financial Officer, retired after 32 years with STRS Ohio. Lynn Hoover was selected to replace Snyder.

In May 2020, Dale Price, a high school mathematics teacher and department chair from Toledo Public Schools, was reelected to a contributing member seat on the Retirement Board. The term for this seat runs from Sept. 1, 2020, through Aug. 31, 2024. In June, Robert McFee was elected as vice chair and Rita Walters assumed the responsibility of board chair, effective Sept. 1, 2020.

In June 2020, The Retirement Board named William J. Neville as the tenth executive director of the State Teachers Retirement System of Ohio. He succeeds Michael J. Nehf, who retired after 12 years of serving STRS Ohio’s Retirement Board, membership and associates.



**Carol Correthers, Chair**  
Contributing member since 2009.  
Lorain City Schools, Lorain County



**Robert McFee**  
Contributing member since 2018. Willoughby-Eastlake City Schools, Lake County.



**Rita J. Walters, Vice Chair**  
Retired teacher member since 2017.



**Dale Price**  
Contributing member since 2010.  
Toledo Public Schools, Lucas County



**Paolo DeMaria**  
Superintendent of Public Instruction. Ex officio member of the board since 2016.



**Jeffrey Rhodes**  
Contributing member since 2018. North Royalton City Schools, Cuyahoga County.



**David Gruber**  
Appointed jointly by the speaker of the House and the Senate president in 2018.



**Wade Steen**  
Appointed by the governor of the state in 2016.



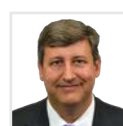
**Arthur Lard**  
Contributing member since 2019  
Portsmouth City Schools, Scioto County



**Robert Stein**  
Retired teacher member since 2009.



**Yoel Mayerfeld**  
Appointed by the Treasurer of State in 2012.



**William J. Neville, Executive Director**  
State Teachers Retirement System of Ohio

## STRS Ohio Mission and Vision

The mission of STRS Ohio is to partner with our members in helping to build retirement security.

The vision of STRS Ohio is to be a leading retirement system by providing comprehensive retirement benefits and quality service to our members through exceptional financial performance, ethical business practices and responsible resource management.

## STRS Ohio Guiding Principles

1. Make decisions that produce the greatest sustainable benefits for our members.
2. Attract, develop and retain highly competent and motivated associates who have authority commensurate with their responsibilities.
3. Continually improve through research, development, evaluation and risk management.
4. Build an organizational culture that inspires a high level of professionalism and performance.

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## STRS Ohio Senior Staff Members

**William J. Neville**, Executive Director

**John D. Morrow**, Deputy Executive Director — Investments and Chief Investments Officer

**Gary M. Russell**, Deputy Executive Director — Member Benefits and Chief Benefits Officer

**Lynn A. Hoover**, Deputy Executive Director — Finance and Chief Financial Officer

**Marla E. Bump**, Director, Governmental Relations

**Rhonda L. Hare**, Retirement Board Liaison

**Andrew J. Marfurt**, Director, Human Resource Services

**David Tackett**, Chief Audit Executive, Internal Audit

**Gregory A. Taylor**, Chief Information Officer

**Nicholas J. Treneff**, Director, Communication Services

**Stacey L. Wideman**, Chief Legal Officer



Dec. 11, 2020

Members of the State Teachers Retirement Board:

We are pleased to present the Comprehensive Annual Financial Report of the State Teachers Retirement System of Ohio for the fiscal year ended June 30, 2020. This report is intended to provide financial, investment, actuarial and statistical information in a single publication. STRS Ohio management is responsible for the accuracy of the data, as well as the completeness and fairness of the presentation.

STRS Ohio was established by law in 1919 — the first statewide, actuarially-based teacher retirement system in the United States. After more than a century of providing retirement benefits and quality service to its members, STRS Ohio recognized its 100th anniversary during fiscal year 2020 (July 1, 2019–June 30, 2020). The centennial was an important milestone as the system continues to focus on strengthening its financial position and continues its mission to partner with members in helping to build retirement security.

STRS Ohio is a cost-sharing, multiple-employer plan providing service retirement, disability and survivor benefits to teachers and faculty members of public boards of education, state-supported colleges and universities, and the state of Ohio and its political subdivisions. Optional health care coverage is available to eligible benefit recipients and their eligible dependents.

More analysis and information of the financial activities of STRS Ohio can be found in the Management's Discussion and Analysis section that begins on Page 10 of this report.

## Major Initiatives

### STRS Ohio Maintains Services During COVID-19 Health Emergency

STRS Ohio responded in March to Gov. Mike DeWine's requests to have only essential workers report for work on-site. STRS Ohio quickly and efficiently implemented work-from-home measures for the vast majority of staff members. Only a small number of staff remained at the Columbus office, completing tasks that could not be done remotely. The rest of STRS Ohio's staff worked from home to provide the quality services our members, employers and other stakeholders expect and deserve.

As STRS Ohio navigates the impacts of COVID-19, associates continue to maintain optimum service levels and utilize technology to conduct business. STRS Ohio continues to make benefit payments on time and provide a high level of service to our members. While face-to-face counseling meetings have been canceled for the time being, members continue to schedule and take part in one-on-one teleconferences to meet their needs. Likewise, STRS Ohio's Call Center remains open and serving members, and benefit applications continue to be processed, with online forms being the best option. Retirement Board meetings have been conducted virtually since May. The board and executive staff will continue to evaluate when it may be appropriate to open the Columbus office to all associates and the public.

### Pension Valuation Shows Slight Improvement in STRS Ohio's Funding Status; Vulnerability Remains

STRS Ohio's annual actuarial valuation report shows a slight improvement in funding status during the fiscal year ended June 30, 2020. The report shows the funded ratio — the value of assets compared to actuarial accrued liabilities — improved to 77.4% from 76.1%. The funding period — the time needed to reach a 100% funded ratio under current assumptions and benefit levels — also improved, dropping to 14.9 years from 16.6 years the previous year. However, this spring's market decline had a negative impact on the pension fund, as the market did not fully recover by the fiscal year end and investment performance was significantly below the long-term investment return assumption. STRS Ohio staff estimates that the fund faces about a 29% chance of seeing its funded ratio drop to 50% or lower in the next decade, primarily due to the volatility around investment returns.

### Members Continue Shifting to Online Services

Services continue to be added to the Online Personal Account section of the STRS Ohio website and usage continues to increase. There are now about 126,200 active members and 90,200 benefit recipients who have established an online account. Online transactions are popular with members, with more than 50% of all tax and bank changes conducted through Online Personal Accounts and nearly 80% of *Service Retirement Applications* are completed online. In addition, 53% of withdrawal applications are completed online and beginning in June, members can now upload important documents securely using their Online Personal Account. Also new this year, an option was added to the member website that allows individuals to notify STRS Ohio of recipient, member and beneficiary deaths online.

Electronic communication of counseling and Member Education meetings is widespread; we have email addresses for over 302,000 active members and benefit recipients. More than 49,000 active members have opted out of receiving paper Annual Statements through the mail and instead will view this information online through their secure STRS Ohio Online Personal Account.

### STRS Ohio Achieves Second Highest CEM Service Level While Maintaining Costs

CEM Benchmarking released its annual survey for fiscal 2019 activity and STRS Ohio had the second highest service level, following four years with the highest score. STRS Ohio's service level score increased one point to 94 compared to the median score of 79. Less than one point separated STRS Ohio and the top system. STRS Ohio earned the highest service level score for Pension Payments, Call Center, One-on-One Counseling, Pension Estimates, Member Presentations, Annual Statements and Disaster Recovery. While service ranked very high, the administrative costs per active



STATE TEACHERS  
RETIREMENT SYSTEM  
OF OHIO

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member and annuitant remained at \$105. The survey also showed that over the past eight years, STRS Ohio's administrative costs per member have decreased by 0.9% per year while peer costs have increased by 2.1% per year.

### **Independent Analysis Shows STRS Ohio has Strong Investment Returns, Low Investment Costs Compared to Peer Retirement Systems**

Another report by CEM showed STRS Ohio has top decile investment returns and low investment costs compared to peer retirement systems. The report compared investment data for the five-year period ending Dec. 31, 2019, from 16 large U.S. public fund sponsors. Results of the study showed STRS Ohio was low cost compared to its peer group for investment costs. STRS Ohio's strategy of using internal investment managers for about 70% of the system's assets was the primary reason for its low overall costs. The report stated that STRS Ohio saved about \$100 million in 2019 by using the internal management approach. The savings are based on the peer group's median external management costs. The report also provided performance data and showed that STRS Ohio's five-year total net return through calendar 2019 of 8.2% was above the peer median of 7.5%.

### **Most Health Care Enrollees Will See Monthly Premium Increase of \$3 or Less in 2021**

The Retirement Board approved health care plan premiums for the 2021 plan year along with several changes to the STRS Ohio Health Care Program for 2021. The approved premiums will result in a monthly premium increase of \$3 or less for about 85% of current enrollees. Additionally, the board approved continuing indefinitely the \$29.90 Medicare Part B partial premium reimbursement.

### **One-Time Health Care Rebate Provided for Plan Enrollees**

STRS Ohio staff analysis showed plan year 2020 health care utilization was less than projected — largely due to COVID-19 — with additional savings expected through the end of the plan year. The board approved staff's recommendation to provide a premium rebate of \$250 for each enrollee covered by the STRS Ohio retiree health care medical program in October 2020. The total cost of the rebate is \$29.1 million and covers benefit recipients, spouses and dependent enrollees. The premium rebate will be paid to STRS Ohio retiree health care program members in the December 2020 pension payment.

### **Member Survey Results Show Positive Perceptions of STRS Ohio**

Research with STRS Ohio members and retirees conducted in late 2019 revealed that more than nine out of 10 retirees and eight out of 10 active members have positive overall impressions of the Retirement System. Additionally, eight out of 10 retirees and about three-quarters of active members agreed that STRS Ohio has earned the trust and confidence of its members.

## **Management Responsibility and Report Contents**

This report consists of management's representations regarding STRS Ohio's finances. Management assumes full responsibility for the completeness and reliability of all information presented in this report. To provide a reasonable basis for making these representations, management has established a comprehensive internal control framework that is designed both to protect the assets from loss, theft or misuse and to compile sufficient, reliable information for the preparation of STRS Ohio's financial statements in conformity with generally accepted accounting principles. The internal control framework has been designed to provide reasonable rather than absolute assurance that the financial statements will be free from material misstatement. The concept of reasonable assurance recognizes that first, the cost of a control should not exceed the benefits likely to be derived, and second, the valuation of the cost and benefits requires estimates and judgments by management. We as management believe that the internal controls currently in place support this purpose, and assert that, to the best of our knowledge and belief, this financial report is complete and reliable in all material respects.

STRS Ohio's external auditors, CliftonLarsonAllen LLP, conducted an independent audit of the financial statements in accordance with auditing standards generally accepted in the United States. This audit and the financial statements are presented in the Financial Section, beginning on Page 8.

## **Investments**

Total investments (including short-term investments) decreased to \$79.8 billion as of June 30, 2020. The Investment Review starting on Page 41 discusses the investment environment during fiscal 2020. The investment objectives and policies for the total fund are on Pages 45–53. The allocation of investment assets is designed to achieve the long-term actuarial objective at an acceptable level of risk. Investment risks are diversified over a very broad range of market sectors, securities and other investments. This strategy reduces portfolio risk to adverse developments in sectors and issuers experiencing unusual difficulties and offers opportunity to benefit from future markets. A summary of the asset allocation can be found on Page 64, the Schedule of U.S. Stock Brokerage Commissions Paid can be found on Page 65 and a schedule of the system's largest investment holdings can be found on Page 66.

For the fiscal year ended June 30, 2020, net investment income was \$2.8 billion and the total fund returned 3.14%. STRS Ohio's annualized rate of return was 6.58% over the last three years and 6.91% for the last five years. Similar benchmark returns over the same one-, three- and five-year periods were 3.07%, 6.41% and 6.60%, respectively. STRS Ohio claims compliance with the Global Investment Performance Standards (GIPS®) and the Verification and Performance Examination Report is on Pages 54–62 and full performance disclosures are on Page 63.

## **Plan Contributions**

Member and employer contributions, as well as income from investments, provide funds for pension benefits and health care coverage. Member and employer contributions totaled \$3.4 billion in fiscal 2020 and increased over the prior year by \$98 million as a result of payroll growth. Employer contributions include amounts paid by employers of participants in alternative retirement plans (ARPs). ARP participants

are not members of STRS Ohio; however, their employers contribute 4.47% of salaries to STRS Ohio to help pay for unfunded liabilities. In fiscal 2020, STRS Ohio received \$39.3 million in other retirement system revenue. Premiums received from health care recipients totaled \$295.8 million in fiscal 2020. STRS Ohio received \$81.9 million in Medicare Part D government reimbursements for participant prescription costs. This federal subsidy helps offset the overall cost of the post-employment health care program.

## Plan Deductions

The principal purpose for STRS Ohio is to provide retirement, survivor and disability benefits to qualified members and their beneficiaries. Plan deductions, including refunds to terminated members, optional health care coverage and administrative expenses, totaled \$7.9 billion. The increase of 4.7% in refunds from fiscal 2019 is primarily attributable to increased withdrawals in the Defined Contribution Plan.

## Pension Funding Results

Contribution rates are intended to provide a level basis of funding using the entry age normal cost method, and an actuarial valuation is performed annually by an external actuarial firm. The June 30, 2020, valuation shows that the amortization period for the unfunded accrued liability decreased to 14.9 years from 16.6 the prior year, and the ratio of actuarial assets to total accrued liabilities increased to 77.4% from 76.1%. A detailed discussion of funding is provided in the Actuarial Section of this report beginning on Page 68.

## Retiree Health Care Program

Health Care Fund net position remained relatively flat at \$3.90 billion as of June 30, 2020, from \$3.87 billion as of June 30, 2019, as a result of good claims experience, lower than expected enrollment and continued government rebates.

Benefit recipient health care premiums decreased by 5.5%, in aggregate, during fiscal 2020 as a result of continued decreases in non-Medicare retiree health care enrollment. Government reimbursements were \$81.9 million in fiscal 2020 compared to \$84.8 million in fiscal 2019 due to lower federal direct subsidies. Payments for health care claims and administrative expenses totaled \$492.8 million in fiscal 2020, a slight increase from the previous fiscal year.

The annual health care actuarial valuation showed that benefit payments for the 12-month period ending June 30, 2020, totaled \$490.6 million — an average of about \$1.3 million per day spent for the health care program enrollees. The funded ratio of the plan is 182.1%, meaning if the fund earns 7.45% in all future years and all other plan experience matches assumptions, the fund is projected to remain solvent for all current members. The health care program is susceptible to volatility from investment returns, government reimbursement changes, enrollment fluctuations and health care inflation.

## Certificate of Achievement and Other Awards

The Government Finance Officers Association of the United States and Canada (GFOA) awarded a Certificate of Achievement for Excellence in Financial Reporting to STRS Ohio for its Comprehensive Annual Financial Report for the fiscal year ended June 30, 2019. The Certificate of Achievement is a prestigious national award recognizing conformance with the highest standards for preparation of state and local government financial reports. To be awarded a Certificate of Achievement, a government unit must publish an easily readable and efficiently organized comprehensive annual financial report that conforms to program standards. This report must satisfy both generally accepted accounting principles and applicable legal requirements. A Certificate of Achievement is valid for one year. STRS Ohio has received a Certificate of Achievement for the last 30 years. We believe our current report continues to meet the Certificate of Achievement program requirements and will be submitted to the GFOA.

In addition, the Public Pension Coordinating Council (PPCC) presented STRS Ohio with the 2020 Public Pension Standards Award for Administration in recognition of meeting professional standards set forth in the Public Pension Standards. PPCC is a coalition made up of the National Association of State Retirement Administrators (NASRA), the National Council on Teacher Retirement (NCTR) and the National Conference on Public Employee Retirement Systems (NCPERS).

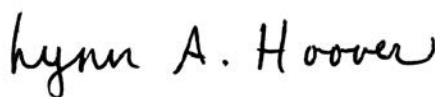
## Acknowledgments

The preparation of this report is possible only through the combined efforts of the STRS Ohio staff. It is intended to provide complete and reliable information as a basis for making management decisions, complying with legal provisions and determining responsible stewardship of the assets contributed by members and their employers.

Respectfully submitted,



William J. Neville  
Executive Director



Lynn A. Hoover, CPA  
Deputy Executive Director  
Chief Financial Officer



CliftonLarsonAllen LLP  
CLAAconnect.com

## INDEPENDENT AUDITORS' REPORT

Retirement Board  
State Teachers Retirement System of Ohio and  
The Honorable Keith Faber, Auditor of State

### Report on the Financial Statements

We have audited the accompanying financial statements of State Teachers Retirement System of Ohio (STRS Ohio), which comprise the statements of fiduciary net position as of June 30, 2020 and 2019, and the related statements of changes in fiduciary net position for the years then ended, and the related notes to the financial statements, as listed in the table of contents.

### *Management's Responsibility for the Financial Statements*

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### *Auditors' Responsibility*

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### *Opinion*

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of STRS Ohio as of June 30, 2020 and 2019, and the changes in its financial position for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Retirement Board  
State Teachers Retirement System of Ohio and  
The Honorable Keith Faber, Auditor of State  
Page 2

### **Other Matters**

#### *Required Supplementary Information*

Accounting principles generally accepted in the United States of America require that management's discussion and analysis and the schedules of changes in employers' net pension liability, employers' net pension liability, employers' contributions - pension, investment returns - pension, changes in employers' net OPEB liability (asset), employers' net OPEB liability (asset), employers' contributions - OPEB, investment returns - OPEB, and related notes, as listed in the table of contents, be presented to supplement the financial statements. Such information, although not a part of the financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the financial statements, and other knowledge we obtained during our audits of the financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

#### *Other Information*

Our audits were conducted for the purpose of forming an opinion on STRS Ohio's financial statements. The additional information, consisting of the schedules of administrative expenses, investment expenses, and external asset managers' fees, as listed in the table of contents, is presented for purposes of additional analysis and is not a required part of the financial statements.

The additional information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. Such information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the additional information, consisting of the schedules of administrative expenses, internal investment expenses, and external asset managers' fees, as listed in the table of contents, is fairly stated, in all material respects, in relation to the financial statements as a whole.

The introduction, investments, actuarial and statistical sections, as listed in the table of contents, have not been subjected to the auditing procedures applied in the audits of the financial statements, and accordingly, we do not express an opinion or provide any assurance on them.

#### **Other Reporting Required by Government Auditing Standards**

In accordance with *Government Auditing Standards*, we have also issued our report dated December 8, 2020 on our consideration of STRS Ohio's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on STRS Ohio's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering STRS Ohio's internal control over financial reporting and compliance.



**CliftonLarsonAllen LLP**

Toledo, Ohio  
December 8, 2020

Management is pleased to provide this overview and analysis of the financial activities of the State Teachers Retirement System of Ohio (STRS Ohio) for the years ended June 30, 2020 and 2019. This information is intended to supplement the financial statements, which begin on Page 17 of this report. We encourage readers to consider all the information and data in this 2020 *Comprehensive Annual Financial Report*.

*As STRS Ohio concludes its 100th year of providing retirement benefits and quality service to members, it's important to recognize that some demographic and economic characteristics have changed over the years, and these changes have had a significant impact on the plan's financial condition. The most recent actuarial experience review and asset-liability studies, conducted in fiscal 2017, indicated that several factors, including lower than expected investment returns, longer lifespans among active and retired members, and lower than expected payroll growth continue to have a negative effect on the pension fund. In fiscal 2017, the Retirement Board made the difficult decision to reduce the cost-of-living adjustment (COLA) increases to 0% to preserve the fiscal integrity of the retirement system.*

*The system's funded status has improved over the past several years, but vulnerability to future adverse experience remains due to an aggressive investment assumption, a fixed employer contribution rate and negative cash flow due to benefit payments far exceeding contributions. The COVID-19 pandemic that spanned the globe in the second half of fiscal 2020 has increased volatility in financial markets and caused the system's total net position to decrease at June 30, 2020 — and the full impact of the pandemic is still uncertain.*

*STRS Ohio continues to phase-in changes from the 2013 multifaceted pension reform plan to strengthen the financial condition of the pension fund. The changes will be fully phased-in by 2026. Key changes made to the pension plan included increasing retirement eligibility requirements, increasing member contributions, changing the benefit formula, changing the final average salary calculation, changes to COLA, changes to disability and survivor benefits and granting the Retirement Board authority to make future adjustments depending on the retirement system's funding progress.*

## Financial Highlights

Highlights of the fiscal year include:

- The total fund time-weighted rate of return was 3.14% in fiscal 2020. The total fund rate of return for fiscal 2019 was 7.13%. Five- and 10-year total fund annualized returns are 6.91% and 9.39%, respectively. Investment performance is calculated using a time-weighted rate of return and performance is gross returns, except for alternative investments and real estate where the return is net of all external investment management fees and costs, including carried interest and other fund expenses.
- Total fiduciary net position decreased 1.5% from the prior fiscal year, ending at \$78.4 billion as of June 30, 2020. Net position increased 1.2% during fiscal 2019, ending at \$79.6 billion as of June 30, 2019.
- The post-employment Health Care (HC) Fund net position was \$3.9 billion as of June 30, 2020, and remained relatively flat from the prior fiscal year. The HC Fund balance increased 4.1% during fiscal 2019, ending at \$3.9 billion as of June 30, 2019. Good claims experience, lower than expected enrollment and continued government rebates continue to sustain the net position.
- The Defined Contribution (DC) Plan finished fiscal 2020 with \$1.7 billion in net position, an increase of 7.2% from the end of fiscal 2019 due to continued participant growth in the DC Plan. The DC Plan was inceptioned in 2001 and therefore not as mature, with retirements lower than the Defined Benefit (DB) Plan. The DC Plan ended fiscal 2019, with \$1.6 billion in net position, an increase of 11.8% from the end of fiscal 2018.
- Total additions to fiduciary net position were \$6.6 billion during fiscal 2020 compared to \$8.8 billion during fiscal 2019.
- Member and employer contributions totaled \$3.4 billion in fiscal 2020 and increased over the prior year by \$98 million as a result of payroll growth. Total member and employer contributions were \$3.3 billion in fiscal 2019 and increased over the prior year by \$94 million.
- Contributions from other retirement systems were \$39 million in fiscal 2020 compared to \$46 million in fiscal 2019 and include Ohio retirement systems' joint service credit retirement activity.

- Net investment income was \$2.8 billion in fiscal 2020 compared to \$5.1 billion in fiscal 2019. Investment performance for fiscal 2020 was a positive absolute return but significantly below the long-term investment return assumption of 7.45%, while fiscal 2019 was also below the long-term investment return assumption.
- Total deductions to fiduciary net position were \$7.9 billion during fiscal 2020 and 2019.
- Total benefit payments were \$7.5 billion during fiscal 2020 and 2019. STRS Ohio paid benefit recipients \$7.0 billion in service retirement, disability, survivor and other benefits plus \$491 million for health care coverage during fiscal 2020.
- Refunds to members who have withdrawn were \$270.6 million in fiscal 2020 compared to \$258.3 million in fiscal 2019. The increase of 4.7% in refunds from fiscal 2019 is primarily attributable to increased withdrawals in the DC Plan.
- Administrative expenses were \$68.0 million in fiscal 2020 compared to \$66.5 million in fiscal 2019. Investment expenses for internal investment management were \$41.5 million in fiscal 2020 compared to \$41.1 million in fiscal 2019. External asset management fees increased to \$235.0 million in fiscal 2020 from \$233.1 million in fiscal 2019.

## Annual Financial Review

The outbreak of COVID-19, which the World Health Organization declared a pandemic in March 2020, continues to spread throughout the United States and around the globe causing economic uncertainty. Many state governors in the U.S. issued temporary executive orders that, among other stipulations, limited in-person work activities for most businesses and industries, unless they were considered essential. The extent of the impact of the pandemic on the system's financial performance will depend on various developments including the duration and spread of the outbreak and its impact on the economy.

The total fund delivered a 3.14% rate of return in fiscal 2020. The fixed income, domestic equities and real estate asset classes had a positive absolute return during the year; whereas, international equities and alternative investments asset classes had negative absolute returns. Fixed income led all investment categories by

Additions			
Years Ended June 30, 2020 and 2019 (dollar amounts in thousands)			
	2020	2019	Percentage Change
Member contributions	\$ 1,670,406	\$ 1,623,095	2.9%
Employer contributions	1,706,961	1,656,132	3.1%
Health care premiums and government reimbursements	377,655	397,630	-5.0%
Other contributions	39,288	46,022	-14.6%
Net investment income	2,832,376	5,092,217	-44.4%
<b>Total additions</b>	<b>\$ 6,626,686</b>	<b>\$ 8,815,096</b>	<b>-24.8%</b>

Deductions			
Years Ended June 30, 2020 and 2019 (dollar amounts in thousands)			
	2020	2019	Percentage Change
Benefits (includes optional health care)	\$ 7,513,655	\$ 7,529,221	-0.2%
Refunds	270,573	258,354	4.7%
Administrative expenses	68,019	66,469	2.3%
<b>Total deductions</b>	<b>\$ 7,852,247</b>	<b>\$ 7,854,044</b>	<b>0.0%</b>

generating an 8.10% return while domestic equities returned 7.87%, real estate had a 2.28% return, international equities returned -5.17% and alternative investments returned -1.03%. The total fund annualized investment return for the past 10 fiscal years was 9.39%.

Net position for the HC Fund remained relatively flat at \$3.9 billion at June 30, 2020 and 2019. Premiums received from health care recipients in fiscal 2020 decreased to \$296 million from \$313 million in fiscal 2019. Government reimbursements of \$82 million were received in fiscal 2020 to help offset prescription drug costs compared to \$85 million in fiscal 2019. Health care coverage payments increased to \$491 million from \$489 million in fiscal 2019.

## Overview of the Financial Statements of STRS Ohio

The basic financial statements are the *Statements of Fiduciary Net Position* and the *Statements of Changes in Fiduciary Net Position*. Amounts are shown for the most recent and previous fiscal years for comparison and analysis of changes in individual line items. The statements are prepared in conformity with generally accepted accounting principles.

The *Statements of Fiduciary Net Position* are a measure of STRS Ohio's assets and liabilities at the close of the fiscal year. Total assets less current liabilities equals net position held in trust for future benefits.

The *Statements of Changes in Fiduciary Net Position* show additions and deductions for the fiscal year. The net increase (or decrease) is the change in net position available for benefits since the end of the previous fiscal year.

For financial reporting purposes, STRS Ohio assets are divided into three primary funds: the Defined Benefit (DB) Plan, the Defined Contribution (DC) Plan and the post-employment Health Care (HC) Fund.

- The DB Plan is the largest fund and includes member contributions, employer contributions and investment earnings for DB Plan participants. The DB Plan pays service retirement benefits using a fixed formula based on age, years of service and salary. In addition to service retirement, DB Plan participants are eligible for disability and survivor benefits.
- The DC Plan began on July 1, 2001. It is an optional plan available to new members. DC Plan participants allocate both member and employer contributions in investment choices provided by STRS Ohio. Benefits are based on the member's account value.

As an alternative to the DB or DC Plan, new members may elect the Combined (CO) Plan. CO Plan participants allocate their member contributions among the same investment choices as DC Plan members, and employer contributions are used to provide a reduced formula service retirement benefit along with disability and survivor protection. Assets to provide benefits to CO Plan members are divided between the DB Plan and the DC Plan.

- Net position for the HC Fund consists of funds set aside to subsidize optional health care coverage for members enrolled in the DB and CO Plans.

The *Notes to Financial Statements* are a fundamental part of the financial statements and provide important information to supplement the financial statements. The notes describe accounting policies along with plan membership and benefits. Additional disclosures of selected financial data are included in the notes.

In addition to the basic financial statements and notes, a *Schedule of Changes in Employers' Net Pension Liability*, *Schedule of Employers' Net Pension Liability*, *Schedule of Employers' Contributions — Pension* and *Schedule of Investment Returns — Pension* are included as "required supplementary information." These schedules emphasize the long-term nature of pension plans and the status of STRS Ohio in accumulating sufficient assets to pay benefits when due. They also provide a history of contributions from employers and actuarial assumptions and methods that assist in understanding the net pension liability of STRS Ohio.

The *Notes to Required Supplementary Information — Pension* provide the actuarial assumptions and methods used to determine the data in the *Schedule of Changes in Employers' Net Pension Liability*, the *Schedule of Employers' Net Pension Liability* and the *Schedule of Employers' Contributions — Pension*.

Likewise, to provide actuarial assumptions and methods that assist in understanding the net post-employment benefits other than pensions (OPEB) liability of STRS Ohio, a *Schedule of Changes in Employers' Net OPEB Liability*, *Schedule of Employers' Net OPEB Liability*, *Schedule of Employers' Contributions — OPEB* and *Schedule of Investment Returns — OPEB* are also included as "required supplementary information."

The *Notes to Required Supplementary Information — OPEB* provide the actuarial method and assumptions used to determine the data in the *Schedule of Changes in Employers' Net OPEB Liability*, the *Schedule of Employers' Net OPEB Liability* and the *Schedule of Employers' Contributions — OPEB*.

*Schedules of Administrative Expenses, Internal Investment Expenses and External Asset Management Fees* are included to detail the administrative and investment costs to operate STRS Ohio.

### Investment Allocation and Fiscal Year Performance

For fiscal 2020, the total fund rate of return was 3.14%. The relative benchmark for STRS Ohio returned 3.07%. The target allocations at the end of fiscal 2020, were 1% liquidity reserves, 21% fixed income, 28% domestic equities, 23% international equities, 10% real estate and 17% alternative investments. Amounts actually invested in these categories at the end of June 2020 represent an investment over/underweight if

## Investment Performance

(total returns, annualized on a fiscal-year basis, July 1–June 30)

1-Year Returns (2020) <sup>1</sup>			
Asset Category	STRS Ohio Return	Index Name	Index Return
Domestic Equities	7.87%	Russell 3000 <sup>®</sup> Index <sup>3</sup>	6.53%
International Equities	–5.17%	International Blended Benchmark <sup>4</sup>	–3.63%
Fixed Income	8.10%	Fixed-Income Blended Benchmark <sup>5</sup>	7.93%
Real Estate	2.28%	Real Estate Blended Benchmark <sup>6</sup>	0.91%
Alternative Investments	–1.03%	Alternative Investments Blended Relative Return Objective <sup>7</sup>	–
<b>Total Fund<sup>8</sup></b>	<b>3.14%</b>	<b>Total Fund Blended Benchmark<sup>10</sup></b>	<b>3.07%</b>
<b>Total Fund Net<sup>9</sup></b>	<b>3.01%</b>		

5-Year Returns (2016–2020) <sup>1</sup>			
Asset Category	STRS Ohio Return	Index Name	Index Return
Domestic Equities	10.36%	Russell 3000 <sup>®</sup> Index <sup>3</sup>	10.03%
International Equities	3.48%	International Blended Benchmark <sup>4</sup>	3.20%
Fixed Income	4.58%	Fixed-Income Blended Benchmark <sup>5</sup>	4.38%
Real Estate	7.35%	Real Estate Blended Benchmark <sup>6</sup>	6.59%
Alternative Investments	6.66%	Alternative Investments Blended Relative Return Objective <sup>7</sup>	9.97%
<b>Total Fund<sup>8</sup></b>	<b>6.91%</b>	<b>Total Fund Blended Benchmark<sup>10</sup></b>	<b>6.60%</b>
<b>Total Fund Net<sup>9</sup></b>	<b>6.77%</b>		

### STRS Ohio Long-Term Policy Objective (10 Years)<sup>2</sup>

**Total Fund: 6.8%**

Investment performance is calculated using a time-weighted rate of return.

<sup>1</sup>The one-year returns for the fiscal years ended June 30, 2010, through 2020, have been examined by ACA Performance Services LLC. A copy of the examination report is available upon request.

<sup>2</sup>The long-term policy objective is a projected annualized policy return based on return forecasts by asset class before any value added. The State Teachers Retirement Board expects the net value added to be 0.40% per year.

<sup>3</sup>The Russell<sup>®</sup> Indices are a trademark of FTSE International Limited (FTSE), Frank Russell Company (Russell<sup>®</sup>) and their respective subsidiary undertakings, which are members of the London Stock Exchange Group PLC.

<sup>4</sup>The International Blended Benchmark is calculated monthly using 80% of the MSCI World ex-U.S. 50% Hedged Index-Net and 20% of the MSCI Emerging Markets Index-Net.

<sup>5</sup>The Fixed-Income Blended Benchmark is calculated daily and is a blend of two benchmarks using the actual core fixed-income weighting and the Bloomberg Barclays U.S. Universal Index and the actual weighting of the liquid treasury portfolio weighting and the Bloomberg Barclays U.S. Intermediate Treasury Index. Source: Bloomberg Index Services Limited. BLOOMBERG<sup>®</sup> is a trademark and service mark of Bloomberg Finance L.P. and its affiliates (collectively "Bloomberg"). BARCLAYS<sup>®</sup> is a trademark and service mark of Barclays Bank PLC (collectively with its affiliates, "Barclays"), used under license. Bloomberg or Bloomberg's licensors, including Barclays, own all proprietary rights in the Bloomberg Barclays Indices. Neither Bloomberg nor Barclays approves or endorses this material, or guarantees the accuracy or completeness of any information herein, or makes any warranty, express or implied, as to the results to be obtained therefrom and, to the maximum extent allowed by law, neither shall have any liability or responsibility for injury or damages arising in connection therewith.

<sup>6</sup>The Real Estate Blended Benchmark is calculated quarterly using 85% NCREIF Property Index (NPI) and 15% FTSE NAREIT Equity REITs Index.

<sup>7</sup>Given the long-term nature of the asset class, no relative return objective for Alternative Investments is displayed for the one-year period. For the longer five-year period, the Alternative Investments Blended Relative Return Objective is a blend of two relative return objectives for Private Equity (PE) and Opportunistic/Diversified (OD) and is calculated using: 41.2% of the Russell 3000<sup>®</sup> Index plus 1% for PE and 58.8% of the Russell 3000<sup>®</sup> Index minus 1% for OD effective July 1, 2019; 43.7% of the Russell 3000<sup>®</sup> Index plus 1% for PE and 56.3% of the Russell 3000<sup>®</sup> Index minus 1% for OD effective Oct. 1, 2018; 46.7% of the Russell 3000<sup>®</sup> Index plus 1% for PE and 53.3% of the Russell 3000<sup>®</sup> Index minus 1% for OD effective April 1, 2018; 50.0% of the Russell 3000<sup>®</sup> Index plus 1% for PE and 50.0% of the Russell 3000<sup>®</sup> Index minus 1% for OD effective Jan. 1, 2014.

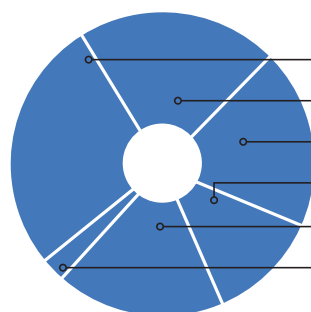
<sup>8</sup>Gross returns, except for Alternative Investments and Real Estate where the return is net of all external investment management fees and costs, including carried interest and other fund expenses.

<sup>9</sup>Net returns are net of all internal and external investment management fees and costs, including carried interest and other fund expenses.

<sup>10</sup>The Total Fund Blended Benchmark is calculated and rebalanced monthly using a blend of the asset class benchmarks based on the Total Fund's policy weights in effect during the respective period. For alternative investments, however, the actual Alternative Investments return is used in the calculation of the Total Fund Blended Benchmark. Information concerning asset class benchmarks and policy weights is available upon request.

## Investment Distribution by Fair Value — as of June 30, 2020

(dollar amounts in thousands)



Domestic Equities:	\$ 21,525,302	27.0%
International Equities:	\$ 16,897,245	21.1%
Fixed Income:	\$ 15,457,820	19.4%
Real Estate:	\$ 9,558,075	12.0%
Alternative Investments:	\$ 14,323,677	17.9%
Cash and Short-Term Investments:	\$ 2,077,573	2.6%
<b>Total Investments:</b>	<b>\$ 79,839,692</b>	



different from the target allocation. Over/underweighting occurs as fair values change and as investment managers determine allocation entry and exit timing strategies. See Page 13 for detailed investment performance.

External asset management fees are shown separately in the *Statements of Changes in Fiduciary Net Position* as a reduction of investment income. Coupled with internal investment expenses, the cost to manage investments was \$276 million in fiscal 2020 and \$274 million in fiscal 2019.

### Financial Statement Analysis

The tables on Page 15 show condensed information from the *Statements of Fiduciary Net Position* and the *Statements of Changes in Fiduciary Net Position*.

Total fiduciary net position decreased 1.5% in fiscal 2020 and increased 1.2% in fiscal 2019. In fiscal 2020 net investment income and contributions did not fully offset benefit payments while in fiscal 2019 net investment income and contributions more than offset benefit payments.

Net investment income was \$2.8 billion in fiscal 2020 compared to \$5.1 billion in fiscal 2019. Investment performance for fiscal 2020 was a positive absolute return but well below the long-term investment return assumption while fiscal 2019 was also below the long-term investment return assumption.

Member contributions increased 2.9% in fiscal 2020 and 2.7% in fiscal 2019. Employer contributions increased 3.1% in fiscal 2020 and 3.2% in fiscal 2019. Member and employer rates remained at 14% in fiscal 2020 and 2019. Increases in contributions were due to the increase in employer payroll.

Health care premiums helped offset some of the increases in health care costs. Of the \$491 million paid to health care providers in fiscal 2020, health care enrollees paid \$296 million through premium deductions. Health care enrollees were also responsible for additional health care costs paid through deductibles, coinsurance, copayments and other out-of-pocket expenditures. Government reimbursements of \$82 million also helped offset health care costs. No employer contributions were allocated to the health care fund in fiscal 2020 and 2019. For fiscal 2019, \$489 million was paid to health care providers, benefit recipients

contributed \$313 million and government reimbursements were \$85 million.

STRS Ohio was created to provide retirement, disability and survivor benefits to members and eligible beneficiaries. Expenditures include monthly payments to eligible recipients, refunds of contributions to members who terminate employment and administrative costs of operating STRS Ohio.

These deductions from net position were \$7.9 billion in fiscal 2020 and 2019. Fiscal 2019 deductions were a 0.4% decrease from fiscal 2018. The largest deductions component is monthly benefit payments for service retirement, disability and survivor benefits. These benefit payments increased 0.3% in fiscal 2020 and decreased 0.1% in fiscal 2019.

Health care costs slightly increased 0.3% in fiscal 2020. Health care costs decreased 5.5% in fiscal 2019.

### Pension Funding Valuation (Funding Method)

The present value of expected benefits to be paid to current and future benefit recipients less the portion that will be paid for by future normal cost contributions (the actuarial accrued liability or AAL) at fiscal year end 2020, 2019 and 2018 was \$98.7 billion, \$97.8 billion and \$96.9 billion, respectively.

Market changes in investment assets are smoothed over a four-year period, except that the actuarial value of assets or AVA shall not be less than 91% nor more than 109% of market value. Actuarial value of assets ended fiscal 2020 at \$76.4 billion, up from \$74.4 billion at fiscal year end 2019 and \$73.1 billion at fiscal year end 2018.

The unfunded actuarial accrued liability or UAAL for STRS Ohio pension benefits was \$22.3 billion as of June 30, 2020, down from \$23.4 billion as of June 30, 2019, and \$23.8 billion as of June 30, 2018. The funded ratio, which is actuarial value of assets divided by actuarial accrued liability, was 77.4% at June 30, 2020. At June 30, 2019, the funded ratio was 76.1% and at June 30, 2018, the funded ratio was 75.5%. At June 30, 2020, the funding period was 14.9 years, down from 16.6 years at June 30, 2019, and 17.8 years at June 30, 2018.

Net Position (dollar amounts in thousands)					
	2020	2019	2018	Amount Increase (Decrease) From 2019 to 2020	Amount Increase (Decrease) From 2018 to 2019
Cash and investments	\$ 79,839,692	\$ 80,897,783	\$ 79,890,248	\$ (1,058,091)	\$ 1,007,535
Receivables	981,936	1,845,564	931,446	(863,628)	914,118
Securities lending collateral	355,533	480,843	1,804,947	(125,310)	(1,324,104)
Net capital assets	76,239	78,984	83,557	(2,745)	(4,573)
Total assets	81,253,400	83,303,174	82,710,198	(2,049,774)	592,976
Total liabilities	2,880,258	3,704,471	4,072,547	(824,213)	(368,076)
Net position	\$ 78,373,142	\$ 79,598,703	\$ 78,637,651	\$ (1,225,561)	\$ 961,052

Additions to Net Position (dollar amounts in thousands)					
	2020	2019	2018	Amount Increase (Decrease) From 2019 to 2020	Amount Increase (Decrease) From 2018 to 2019
<b>Contributions:</b>					
Member contributions	\$ 1,670,406	\$ 1,623,095	\$ 1,580,430	\$ 47,311	\$ 42,665
Employer contributions	1,706,961	1,656,132	1,604,782	50,829	51,350
Health care premiums and government reimbursements	377,655	397,630	436,502	(19,975)	(38,872)
Other	39,288	46,022	29,245	(6,734)	16,777
Total contributions	3,794,310	3,722,879	3,650,959	71,431	71,920
Net investment income	2,832,376	5,092,217	7,066,422	(2,259,841)	(1,974,205)
Total additions to net position	\$ 6,626,686	\$ 8,815,096	\$ 10,717,381	\$ (2,188,410)	\$ (1,902,285)

Deductions From Net Position (dollar amounts in thousands)					
	2020	2019	2018	Amount Increase (Decrease) From 2019 to 2020	Amount Increase (Decrease) From 2018 to 2019
<b>Deductions:</b>					
Benefit payments	\$ 7,016,726	\$ 6,994,812	\$ 7,004,774	\$ 21,914	\$ (9,962)
Health care coverage	490,559	489,169	517,470	1,390	(28,301)
Refunds to members	270,573	258,354	251,159	12,219	7,195
Administrative expenses	68,019	66,469	65,734	1,550	735
Other	6,370	45,240	47,868	(38,870)	(2,628)
Total deductions from net position	\$ 7,852,247	\$ 7,854,044	\$ 7,887,005	\$ (1,797)	\$ (32,961)

Net Increase (Decrease) in Net Position (dollar amounts in thousands)					
	2020	2019	2018	Amount Increase (Decrease) From 2019 to 2020	Amount Increase (Decrease) From 2018 to 2019
Net increase (decrease) in net position	\$ (1,225,561)	\$ 961,052	\$ 2,830,376	\$ (2,186,613)	\$ (1,869,324)

**Pension Financial Reporting Valuation (Accounting Method)**

Some of the actuarial calculations for financial reporting purposes are different than the funding valuation calculations described on Page 14. The approach used for financial reporting complies with Governmental Accounting Standards Board (GASB) reporting requirements and is based on the market value of assets, referred to as the fiduciary net position, rather than the actuarial value of assets. The primary purpose of the valuation for financial reporting is to provide a consistent, standardized methodology that allows comparability of data and increased transparency of the pension liability across plans.

A side-by-side comparison of the two calculation methods (Funding and Accounting) is as follows:

Funding Method	Accounting Method
Actuarial Accrued Liability (AAL)	Total Pension Liability
– Actuarial Value of Assets (AVA)	– Fiduciary Net Position
<hr/>	<hr/>
= Unfunded Actuarial Accrued Liability (UAAL)	= Net Pension Liability (NPL)

**Health Care Financial Reporting Valuation**

Additionally, STRS Ohio also complies with GASB reporting requirements for Postemployment Benefit Plans Other Than Pension Plans (OPEB). The OPEB standards are designed to bring greater clarity to post-employment benefit liabilities, the most significant of which is retiree health care insurance. These requirements parallel the pension accounting standards discussed above.

**Requests for Information**

Questions about any information provided in this report should be addressed to:

State Teachers Retirement System of Ohio  
 ATTN: Chief Financial Officer  
 275 E. Broad St.  
 Columbus, OH 43215-3771

**Statements of Fiduciary Net Position** (in thousands)

	June 30, 2020				June 30, 2019			
	Defined Benefit	Defined Contribution	Post-employment Health Care	Totals	Defined Benefit	Defined Contribution	Post-employment Health Care	Totals
<b>Assets:</b>								
Cash and short-term investments	\$ 1,808,074	\$ 171,733	\$ 97,766	\$ 2,077,573	\$ 1,936,760	\$ 144,941	\$ 101,692	\$ 2,183,393
<b>Receivables:</b>								
Accrued interest and dividends	225,572		12,197	237,769	237,171		12,453	249,624
Member contributions	226,478	473		226,951	225,053	209		225,262
Employer contributions	314,320	184		314,504	303,699	81		303,780
Securities sold	134,625		7,279	141,904	941,330		49,425	990,755
Medical benefits receivable			23,291	23,291			27,170	27,170
Miscellaneous receivables	37,517			37,517	48,973			48,973
<b>Total receivables</b>	<b>938,512</b>	<b>657</b>	<b>42,767</b>	<b>981,936</b>	<b>1,756,226</b>	<b>290</b>	<b>89,048</b>	<b>1,845,564</b>
<b>Investments, at fair value:</b>								
Fixed income	14,393,669	285,860	778,291	15,457,820	15,502,931	247,625	813,993	16,564,549
Domestic equities	19,506,080	964,494	1,054,728	21,525,302	19,956,721	910,452	1,047,844	21,915,017
International equities	15,829,706	211,599	855,940	16,897,245	16,378,934	201,866	859,990	17,440,790
Real estate	8,960,426	113,143	484,506	9,558,075	9,097,868	125,131	477,691	9,700,690
Alternative investments	13,588,902		734,775	14,323,677	12,440,163		653,181	13,093,344
<b>Total investments</b>	<b>72,278,783</b>	<b>1,575,096</b>	<b>3,908,240</b>	<b>77,762,119</b>	<b>73,376,617</b>	<b>1,485,074</b>	<b>3,852,699</b>	<b>78,714,390</b>
Invested securities lending collateral	337,295		18,238	355,533	456,856		23,987	480,843
Capital assets	245,907			245,907	242,776			242,776
Accumulated depreciation	(169,668)			(169,668)	(163,792)			(163,792)
Net capital assets	76,239			76,239	78,984			78,984
<b>Total assets</b>	<b>75,438,903</b>	<b>1,747,486</b>	<b>4,067,011</b>	<b>81,253,400</b>	<b>77,605,443</b>	<b>1,630,305</b>	<b>4,067,426</b>	<b>83,303,174</b>
<b>Liabilities:</b>								
Securities purchased and other investment liabilities	192,696		10,419	203,115	1,083,768		56,904	1,140,672
Debt on real estate investments	2,012,882		108,840	2,121,722	1,769,568		92,913	1,862,481
Accrued expenses and other liabilities	31,951		1,728	33,679	31,409		1,649	33,058
Medical benefits payable			30,498	30,498			19,827	19,827
Obligations under securities lending program	337,147		18,230	355,377	456,623		23,975	480,598
Net pension and OPEB liabilities	135,867			135,867	167,835			167,835
<b>Total liabilities</b>	<b>2,710,543</b>		<b>169,715</b>	<b>2,880,258</b>	<b>3,509,203</b>		<b>195,268</b>	<b>3,704,471</b>
<b>Fiduciary net position restricted for defined benefit, defined contribution and post-employment health care coverage:</b>								
	\$ 72,728,360	\$ 1,747,486	\$ 3,897,296	\$ 78,373,142	\$ 74,096,240	\$ 1,630,305	\$ 3,872,158	\$ 79,598,703

See accompanying Notes to Financial Statements.

**Statements of Changes in Fiduciary Net Position** (in thousands)

	Year Ended June 30, 2020				Year Ended June 30, 2019			
	Defined Benefit	Defined Contribution	Post-employment Health Care	Totals	Defined Benefit	Defined Contribution	Post-employment Health Care	Totals
<b>Additions:</b>								
<b>Contributions:</b>								
Member	\$ 1,554,973	\$ 115,433		\$ 1,670,406	\$ 1,515,445	\$ 107,650		\$ 1,623,095
Employer	1,662,017	44,944		1,706,961	1,614,188	41,944		1,656,132
Transfers between retirement plans	14,941	(14,941)			17,413	(17,413)		
Government reimbursements			\$ 81,876	81,876			\$ 84,789	84,789
Benefit recipient health care premiums			295,779	295,779			312,841	312,841
Other retirement systems	39,288			39,288	46,022			46,022
<b>Total contributions</b>	<b>3,271,219</b>	<b>145,436</b>	<b>377,655</b>	<b>3,794,310</b>	<b>3,193,068</b>	<b>132,181</b>	<b>397,630</b>	<b>3,722,879</b>
<b>Income from investing activities:</b>								
Net appreciation in fair value of investments	1,493,404	16,099	78,328	1,587,831	3,504,569	77,271	179,855	3,761,695
Interest	452,753	1,938	23,747	478,438	444,344	2,958	22,805	470,107
Dividends	809,820		42,475	852,295	839,181		43,067	882,248
Real estate income	174,293		9,142	183,435	233,368		11,976	245,344
Investment income	2,930,270	18,037	153,692	3,101,999	5,021,462	80,229	257,703	5,359,394
Less internal investment expenses	(38,555)	(908)	(2,022)	(41,485)	(38,275)	(828)	(1,964)	(41,067)
Less external asset management fees	(223,269)		(11,710)	(234,979)	(221,720)		(11,379)	(233,099)
<b>Net income from investing activities</b>	<b>2,668,446</b>	<b>17,129</b>	<b>139,960</b>	<b>2,825,535</b>	<b>4,761,467</b>	<b>79,401</b>	<b>244,360</b>	<b>5,085,228</b>
Securities lending income	7,228		377	7,605	7,457		382	7,839
Securities lending expenses	(727)		(37)	(764)	(808)		(42)	(850)
<b>Net income from securities lending activities</b>	<b>6,501</b>		<b>340</b>	<b>6,841</b>	<b>6,649</b>		<b>340</b>	<b>6,989</b>
<b>Net investment income</b>	<b>2,674,947</b>	<b>17,129</b>	<b>140,300</b>	<b>2,832,376</b>	<b>4,768,116</b>	<b>79,401</b>	<b>244,700</b>	<b>5,092,217</b>
<b>Total additions</b>	<b>5,946,166</b>	<b>162,565</b>	<b>517,955</b>	<b>6,626,686</b>	<b>7,961,184</b>	<b>211,582</b>	<b>642,330</b>	<b>8,815,096</b>
<b>Deductions:</b>								
<b>Benefits:</b>								
Service retirement	6,697,443			6,697,443	6,669,115			6,669,115
Disability benefits	195,253			195,253	201,726			201,726
Survivor benefits	124,030			124,030	123,971			123,971
Health care			490,559	490,559			489,169	489,169
Other	6,370			6,370	45,240			45,240
<b>Total benefit payments</b>	<b>7,023,096</b>		<b>490,559</b>	<b>7,513,655</b>	<b>7,040,052</b>		<b>489,169</b>	<b>7,529,221</b>
Refunds to members who have withdrawn	225,545	45,028		270,573	218,601	39,753		258,354
Administrative expenses	65,405	356	2,258	68,019	63,858	259	2,352	66,469
<b>Total deductions</b>	<b>7,314,046</b>	<b>45,384</b>	<b>492,817</b>	<b>7,852,247</b>	<b>7,322,511</b>	<b>40,012</b>	<b>491,521</b>	<b>7,854,044</b>
<b>Net increase in net position</b>	<b>(1,367,880)</b>	<b>117,181</b>	<b>25,138</b>	<b>(1,225,561)</b>	<b>638,673</b>	<b>171,570</b>	<b>150,809</b>	<b>961,052</b>
<b>Fiduciary net position restricted for defined benefit, defined contribution and post-employment health care coverage:</b>								
Beginning of year	74,096,240	1,630,305	3,872,158	79,598,703	73,457,567	1,458,735	3,721,349	78,637,651
End of year	\$72,728,360	\$ 1,747,486	\$ 3,897,296	\$ 78,373,142	\$74,096,240	\$ 1,630,305	\$ 3,872,158	\$ 79,598,703

See accompanying Notes to Financial Statements.

## 1. Summary of Significant Accounting Policies

The financial statements of the State Teachers Retirement System of Ohio (STRS Ohio) presented herein have been prepared on the accrual basis of accounting following the accounting policies set forth below.

**Organization** — STRS Ohio is a cost-sharing, multiple-employer plan that operates under Chapter 3307 of the Ohio Revised Code (R.C.) and is administered by a board comprised of 11 members as follows: five elected contributing members; two elected retired teacher members; an investment expert appointed by the governor; an investment expert appointed jointly by the speaker of the Ohio House of Representatives and the Ohio Senate President; an investment expert designated by the treasurer of state; and the superintendent of public instruction or his or her designated investment expert.

The accompanying financial statements comply with the provisions of the Governmental Accounting Standards Board (GASB) Statement No. 39, an amendment of GASB Statement No. 14, *The Financial Reporting Entity*. This statement requires that financial statements of the reporting entity include all of the organizations, activities, functions and component units for which the reporting entity is financially accountable. Financial accountability is defined as the appointment of a voting majority of the component unit's board and either (1) the reporting entity's ability to impose its will over the component unit, or (2) the possibility that the component unit will provide a financial benefit to or impose a financial burden on the reporting entity. STRS Ohio does not have financial accountability over any entities.

**Investment Accounting** — Purchases and sales of investments are recorded as of their trade date. Dividend income is recognized on the ex-dividend date. Interest and real estate income is recognized as the income is earned. Investment-related costs associated with external asset management are reported as external asset management fees if they are separable from investment income and the administrative expenses of the plan.

STRS Ohio has no individual investment that exceeds 5% of net position available for benefits.

**Contributions and Benefits** — Member and employer contributions are recognized when due based on statutory or contractual requirements. Benefits and refunds are recognized when due and payable in accordance with the terms of the plan.

**Capital Assets** — Capital assets are recorded at historical cost. Depreciation is provided on a straight-line basis over estimated useful lives of five to 10 years for equipment and

40 years for building and building improvements. Capital assets include purchases of \$5,000 or more with a useful life of at least five years.

**Method Used to Value Investments** — Investments are reported at fair value. Short-term investments including commercial paper, certificates of deposit and repurchase agreements, are reported at amortized cost, which approximates fair value. Equity securities traded on a national or international exchange are valued at the primary closing market price on the principal registered stock exchange. Fixed-income investments are valued as determined by a qualified independent service. The fair value of real estate investments and other internally managed alternative investments is based on independent external appraisals and internal valuations. The fair value of externally managed alternative investments and real estate is determined by the valuation methodology outlined in the partnership agreement and updated to include capital activity through the statement of financial position date.

**Federal Income Tax Status** — STRS Ohio is exempt from federal income taxes under Section 401(a) of the Internal Revenue Code.

**Use of Estimates** — In preparing financial statements in conformity with accounting principles generally accepted in the United States of America, management makes estimates and assumptions that affect the reported amounts of assets and liabilities and disclosures of contingent assets and liabilities at the date of the financial statements, as well as the reported amounts of revenue and expenses during the reporting period. Actual results could differ from those estimates and assumptions.

**New Accounting Pronouncements** — GASB Statement No. 84, *Fiduciary Activities* was issued in January 2017. The objective of this statement is to provide consistency and comparability across all government units by establishing specific criteria to identify and report fiduciary activities. The effective date of this standard is for reporting dates beginning after Dec. 15, 2018. This statement has been postponed 12 months in accordance with GASB Statement No. 95. STRS Ohio is currently evaluating this statement.

GASB Statement No. 87, *Leases* was issued in June 2017. The objective of this statement is to increase the usefulness of financial statements by establishing a single model for lease accounting based on the principle that leases are financings of the right to use an asset. Lessees will recognize a lease liability and an intangible right-to-use asset and lessors will recognize a lease receivable and a deferred inflow of resources. The effective date of this standard is for reporting

periods beginning after Dec. 15, 2019. This statement has been postponed 18 months in accordance with GASB Statement No. 95. STRS Ohio is currently evaluating this statement.

GASB Statement No. 92, *Omnibus 2020*, was issued in January 2020. This statement addresses practice issues that have been identified during implementation and application of certain GASB statements. The effective date of this standard is for reporting periods beginning after June 15, 2021. This statement has been postponed 12 months in accordance with GASB Statement No. 95. STRS Ohio is currently evaluating this statement.

GASB Statement No. 93, *Replacement of Interbank Offered Rates*, was issued in March 2020. This statement is in response to global reference rate reform, under which the London Interbank Offered Rate (LIBOR) is expected to cease to exist in its current form at the end of 2021, prompting governments to amend or replace financial instruments utilizing LIBOR as a reference rate. The effective date of this standard is for reporting periods beginning after June 15, 2021, except for certain provisions that are effective for reporting periods beginning after Dec. 31, 2021. This statement has been postponed 12 months in accordance with GASB Statement No. 95. STRS Ohio is currently evaluating this statement.

GASB Statement No. 95, *Postponement of the Effective Dates of Certain Authoritative Guidance* was issued in May 2020. The objective of this statement is to provide temporary relief to governments and other stakeholders in light of the COVID-19 pandemic through postponing the effective dates of certain statements that are scheduled to become effective for periods beginning after June 15, 2018 and later. The statements referenced above have been postponed for a period of 12–18 months.

GASB Statement No. 96, *Subscription-Based Information Technology Arrangements (SBITAs)*, was issued in May 2020. The objective of this statement is to establish uniform accounting and financial reporting requirements for SBITAs and improve comparability of financial statements among governments that have entered in SBITAs. The effective date of this standard is for reporting periods beginning after June 15, 2022. STRS Ohio is currently evaluating this statement.

## 2. Description of the STRS Ohio Plan

**Plan Membership** — STRS Ohio is a statewide retirement plan for licensed teachers and other faculty members employed in the public schools of Ohio (the state) or any school, college, university, institution or other agency controlled, managed and supported, in

whole or part, by the state or any political subdivision thereof.

Member and retiree data and participating employers are shown in the following tables.

Member and Retiree Data at June 30, 2020 and 2019		
	2020	2019
Current active members	167,838	170,004
Inactive members eligible for refunds only	142,176	139,421
Terminated members entitled to receive a benefit in the future	19,511	18,803
Retirees and beneficiaries currently receiving a benefit	156,907	157,418
Defined Contribution Plan members	10,205	9,846
Reemployed retirees	19,553	21,026
<b>Total Plan Membership</b>	<b>516,190</b>	<b>516,518</b>

Participating Employers at June 30, 2020 and 2019		
	2020	2019
City school districts	194	194
Local school districts	369	369
County educational service centers	52	52
Exempted village school districts	49	49
Joint vocational schools	49	49
Colleges and universities	36	36
County boards of developmental disabilities	59	59
Community schools	302	302
State of Ohio	1	1
Other	11	10
<b>Total</b>	<b>1,122</b>	<b>1,121</b>

Active members are defined as participants who earned 0.25 years of service credit or more in the valuation year and those employed on or after Jan. 1, with less than 0.25 years of service credit.

**Plan Options** — New members have a choice of three retirement plan options. In addition to the DB Plan, new members are offered a DC Plan or a CO Plan. The DC Plan allows members to allocate all of their member contributions and employer contributions equal to 9.53% of earned compensation among various investment choices. The CO Plan offers features of the DC Plan and the DB Plan. In the CO Plan, member contributions less 2% of earned compensation are allocated among investment choices by the member. Employer contributions and a portion of member contributions in the CO Plan are used to fund a defined benefit payment at a reduced level from the regular DB Plan. Contributions into the DC

Plan and the CO Plan are credited to member accounts as employers submit their payroll information to STRS Ohio.

**DB Plan Benefits** — Plan benefits are established under Chapter 3307 of the R.C. Effective Aug. 1, 2017–July 1, 2019, any member could retire with reduced benefits who had (1) five years of service credit and age 60; (2) 27 years of service credit and age 55; or (3) 30 years of service credit regardless of age. Effective Aug. 1, 2019–July 1, 2021, any member may retire with reduced benefits who has (1) five years of service credit and age 60; (2) 28 years of service credit and age 55; or (3) 30 years of service credit regardless of age. Eligibility changes will continue to be phased in through Aug. 1, 2026, when retirement eligibility for unreduced benefits will be five years of service credit and age 65, or 35 years of service credit and at least age 60. Retirement eligibility for reduced benefits will be five years of service credit and age 60, or 30 years of service credit regardless of age.

The annual retirement allowance, payable for life, is based on the average of the member’s five highest years of earnings multiplied by 2.2% for each year of credited service. For July 1, 2015, and earlier, the annual allowance is determined by multiplying final average salary (average of three highest years of earnings) by 2.2% for the first 30 years of credited service. Each year over 30 years is incrementally increased by 0.1%, starting at 2.5% for the 31st year of contributing service up to a maximum allowance of 100% of final average salary. Upon reaching 35 years of Ohio service, the first 31 years of Ohio contributing service are multiplied by 2.5%, and each year over 31 years is incrementally increased by 0.1% starting at 2.6% for the 32nd year. Members retiring before age 65 with less than 30 years of service credit receive a percentage reduction in benefit amounts.

For members who were eligible to retire on July 1, 2015, the annual benefit is the greater of the benefit amount calculated upon retirement under the new benefit formula or the frozen benefit amount as of July 1, 2015.

Since the plan is tax-qualified, benefits are subject to limits established by Section 415 of the Internal Revenue Code.

A retiree of STRS Ohio or another Ohio public retirement system is eligible for reemployment as a teacher following the elapse of two months from the date of retirement. Contributions are made by the reemployed member and employer during the reemployment. Upon termination of reemployment or age 65, whichever comes later, the retiree is eligible for an annuity benefit or equivalent lump-sum payment in addition to the original retirement allowance. A reemployed retiree may alternatively receive a refund of member contributions with interest before age 65, once employment is terminated.

In September 2012, the Ohio General Assembly passed and the Governor signed into law Substitute Senate Bill 342. The legislation improves pension funding of the STRS Ohio DB Plan.

The legislative changes that improve funding to STRS Ohio’s DB Plan include: increasing age and service requirements for retirement; pensions calculated on a lower, fixed formula; increasing the period for determining final average salary, increasing member contributions to the retirement system; and modifications to the COLA. The law also provides the Retirement Board with authority to make future adjustments to the member contribution rate, retirement age and service requirements, and the COLA as the need or opportunity arises, depending on the retirement system’s funding progress. In April 2017, the Retirement Board made the decision to reduce COLA granted on or after July 1, 2017, to 0% to preserve the fiscal integrity of the retirement system. Benefit recipients’ base benefit and past cost-of-living increases are not affected by this change.

**DC Plan Benefits** — Benefits are established under Chapter 3307.80 to 3307.89 of the R.C.

For members who select the DC Plan, all member contributions and employer contributions at a rate of 9.53% are placed in an investment account. The member determines how to allocate the member and employer money among various investment choices offered by STRS Ohio. The member receives a quarterly statement of his or her account activity and balance and can access their account online. The remaining 4.47% of the 14.0% employer rate is allocated to the DB Plan unfunded liability.

A member is eligible to receive a monthly retirement benefit at age 50 and termination of employment. In lieu of a retirement benefit, the member may elect a lump-sum withdrawal. Employer contributions into member accounts are vested after the first anniversary of the first day of paid service. Members vest 20% per year in employer contributions and all gains and losses on those contributions.

Members in the DC Plan who become disabled are entitled only to their account balance. If a member dies before retirement benefits begin, the member’s designated beneficiary is entitled to receive the member’s account balance.

**CO Plan Benefits** — For members who select the CO Plan, 12% of the 14% member contribution rate is deposited into the member’s DC account and the remaining amount applied to the DB Plan. In the CO Plan, member contributions are allocated among investment choices by the member, and employer contributions are used to fund a defined benefit payment.



A member's defined benefit is determined by multiplying 1% of the member's final average salary by the member's years of service credit. The defined benefit portion of the CO Plan payment is payable to a member on or after age 60 with five years of service. The defined contribution portion of the account may be taken as a lump sum or converted to a lifetime monthly annuity at age 50 and termination of employment.

DC and CO Plan members must actively select to change plans during their fifth year of membership or their original selection is maintained. Also, for DC and CO Plan members who retire and elect to have an annuity, the DC account balance is transferred to the DB Plan. During fiscal 2020, \$14.9 million was transferred from the DC and CO Plan accounts to the DB Plan. During fiscal 2019, \$17.4 million was transferred from the DC and CO Plan accounts to the DB Plan.

**Death, Survivor and Disability Benefits** — A DB or CO Plan member with five or more years of credited service who is determined to be disabled (illness or injury preventing individual's ability to perform regular job duties for at least 12 months) may receive a disability benefit. Additionally, eligible survivors of members who die before service retirement may qualify for monthly benefits. New members on or after July 1, 2013, must have at least 10 years of qualifying service credit to apply for disability benefits.

A death benefit of \$1,000 is payable to the beneficiary of each deceased retired member who participated in the DB Plan. Death benefit coverage up to \$2,000 can be purchased by participants in the DB, DC or CO Plans. Various other benefits are available to members' beneficiaries.

**Health Care Coverage After Retirement** — Ohio law allows the State Teachers Retirement Board to offer a cost-sharing, multiple-employer health care plan. STRS Ohio provides access to health care coverage to eligible retirees who participated in the DB or CO Plans and their eligible dependents.

Coverage under the current program includes hospitalization, physicians' fees and prescription drugs and partial reimbursement of monthly Medicare Part B premiums. Medicare Part B partial premium reimbursements will be continued indefinitely. Pursuant to the R.C., the Retirement Board has discretionary authority over how much, if any, of the associated health care costs will be absorbed by the plan. All benefit recipients pay a portion of the health care costs in the form of a monthly premium. Benefit recipients contributed \$295.8 million or 60% of the total health care costs in fiscal 2020 (excluding deductibles, coinsurance and copayments). For fiscal 2019,

benefit recipients contributed \$312.8 million or 64% of the total health care costs.

Under Ohio law, funds to pay health care costs may be deducted from employer contributions, currently 14% of compensation. For fiscal years 2020 and 2019, no employer allocation was made to health care.

Medicare Part D is a federal program to help cover the costs of prescription drugs for Medicare beneficiaries. This program allows STRS Ohio to recover part of the cost for providing prescription coverage since all eligible STRS Ohio health care plans include creditable prescription drug coverage. For the years ended June 30, 2020 and 2019, STRS Ohio received \$81.9 million and \$84.8 million in Medicare Part D government reimbursements, respectively.

**Refunds** — Withdrawal cancels a member's rights and benefits in STRS Ohio.

Upon termination of employment, a DB Plan member may withdraw their accumulated contributions made to STRS Ohio. Refunds of member contributions may include interest and 50% matching payments.

A CO Plan member is eligible for the present value of future benefits from the defined benefit portion of the account if he or she terminates employment after at least five years of service. For the defined contribution portion of the account, the refund consists of member contributions plus or minus any investment gains or losses on those contributions.

DC Plan members receive their contributions plus or minus any investment gains or losses on member contributions until they have completed one year of membership. After one year of membership, members vest 20% per year in employer contributions and all gains or losses on those contributions.

**Alternative Retirement Plan** — Eligible faculty of Ohio's public colleges and universities may choose to enroll in either STRS Ohio or an alternative retirement plan (ARP) offered by their employer.

Employees have 120 days from their date of hire to select a retirement plan.

For employees who elect an ARP, employers are required to remit employer contributions to STRS Ohio at a rate of 4.47% of payroll. For the years ended June 30, 2020 and 2019, the ARP participant payroll totaled \$810.7 million and \$769.1 million, respectively.

**Administrative Expenses** — The costs of administering the DB Plan and the retiree health care program are paid from investment income. The administrative and investment costs of the DC Plan are paid by participant fees.

### 3. Net Pension Liability of Participating Employers

The components of STRS Ohio's net pension liability of the participating employers as of June 30, 2020 and 2019, was as follows:

Net Pension Liability at June 30, 2020 and 2019 (dollar amounts in thousands)		
	2020	2019
Total Pension Liability	\$ 98,672,288	\$ 97,840,944
Fiduciary Net Position	(74,475,846)	(75,726,545)
Net Pension Liability	\$ 24,196,442	\$ 22,114,399
Ratio of Fiduciary Net Position to the Total Pension Liability	75.5%	77.4%

The total pension liability for 2020 and 2019 was determined by an actuarial valuation as of June 30, 2020 and 2019, using actuarial assumptions related to inflation (2.50%), investment rate of return (7.45%), 0% COLA and projected salary increases ranging from 2.50% at age 65 to 12.50% at age 20.

Pension and post-employment health care assets are commingled for investment purposes. Amounts reported for individual asset classes are allocated between the DB Plan and post-employment health care based upon ending net position. Amounts reported for individual asset classes for the DC Plan is based on the underlying participant choices.

STRS Ohio's investment consultant develops an estimated range for the investment return assumption based on the target allocation adopted by the Retirement Board. The target allocation and long-term expected rate of return for each major asset class are summarized as follows:

Asset Class	Target Allocation	Long-term Expected Rate of Return*
Domestic Equity	28%	7.35%
International Equity	23%	7.55%
Alternatives	17%	7.09%
Fixed Income	21%	3.00%
Real Estate	10%	6.00%
Liquidity Reserves	1%	2.25%

\*10-year annualized geometric nominal returns include the real rate of return and inflation of 2.25% and does not include investment expenses. Over a 30-year period, STRS Ohio's investment consultant indicates that the above target allocations should generate a return above the actuarial rate of return, without net value added by management.

**Pension Plan Discount Rate** — The projection of cash flows used to determine the discount rate assumes that employer and member contributions will be made at

statutory contribution rates of 14% each. For this purpose, only employer contributions that are intended to fund benefits of current plan members and their beneficiaries are included. Based on those assumptions, STRS Ohio's fiduciary net position was projected to be available to make all projected future benefit payments to current plan members as of June 30, 2020 and 2019. Therefore, the long-term expected rate of return on pension plan investments of 7.45% was applied to all periods of projected benefit payments to determine the total pension liability as of June 30, 2020 and 2019.

**Sensitivity of the Net Pension Liability to the Discount Rate Assumption** — The following represents the net pension liability as of June 30, 2020 and 2019, calculated using the current period discount rate assumption, as well as what the net pension liability would be if it were calculated using a discount rate that is one percentage point lower or one percentage point higher than the current assumption.

	Net Pension Liability (in thousands)		
	1% Decrease (6.45%)	Current Assumption (7.45%)	1% Increase (8.45%)
June 30, 2019	\$32,317,731	\$22,114,399	\$13,476,756
<b>June 30, 2020</b>	<b>\$34,451,521</b>	<b>\$24,196,442</b>	<b>\$15,506,117</b>

**Mortality Rates for Pension** — For the actuarial valuations as of June 30, 2020 and 2019, post-retirement mortality rates are based on RP-2014 Annuitant Mortality Table with 50% of rates through age 69, 70% of rates between ages 70 and 79, 90% of rates between ages 80 and 84, and 100% of rates thereafter, projected forward generationally using mortality improvement scale MP-2016; pre-retirement mortality rates are based on RP-2014 Employee Mortality Table, projected forward generationally using mortality improvement scale MP-2016.

*Disabled:* Post-retirement disabled mortality rates are based on RP-2014 Disabled Mortality Table with 90% of rates for males and 100% of rates for females, projected forward generationally using mortality improvement scale MP-2016.

**Experience Study** — The actuarial assumptions used in the June 30, 2020 and 2019, valuations, were adopted by the board from the results of an actuarial experience study for July 1, 2011, through June 30, 2016.

### 4. Post Employment Health Care Net OPEB Asset of Participating Employers

The components of STRS Ohio's net OPEB asset of the participating employers as of June 30, 2020 and 2019, are shown in the following table.

Net OPEB Asset at June 30, 2020 and 2019 (dollar amounts in thousands)		
	2020	2019
Fiduciary Net OPEB Position	\$3,897,296	\$ 3,872,158
Total OPEB Liability	2,139,798	2,215,918
Net OPEB Asset	\$1,757,498	\$ 1,656,240
Ratio of Fiduciary Net Position to the Total OPEB Liability	182.1%	174.7%

The total OPEB asset for 2020 and 2019 was determined by an actuarial valuation as of June 30, 2020 and 2019, using actuarial assumptions including the discount rate of return (7.45%), projected salary increases ranging from 2.5% to 12.5% and health care cost trend rates ranging from -6.7% to 11.9% initially and a 4% ultimate rate for the 2020 valuation and 4.9% to 9.6% initially and a 4% ultimate rate for the 2019 valuation.

STRS Ohio's investment consultant develops an estimate range for the investment return assumption based on the target allocation adopted by the Retirement Board. The target allocation and long-term expected rate of return for each major asset class are summarized as follows:

Asset Class	Target Allocation	Long-term Expected Rate of Return*
Domestic Equity	28%	7.35%
International Equity	23%	7.55%
Alternatives	17%	7.09%
Fixed Income	21%	3.00%
Real Estate	10%	6.00%
Liquidity Reserves	1%	2.25%

\*10-year annualized geometric nominal returns include the real rate of return and inflation of 2.25% and does not include investment expenses. Over a 30-year period, STRS Ohio's investment consultant indicates that the above target allocations should generate a return above the actuarial rate of return, without net value added by management.

**OPEB Discount Rate** — The projection of cash flows used to determine the discount rate assumed STRS Ohio continues to allocate no employer contributions to the HC Fund. Based on those assumptions, the OPEB plan's fiduciary net position was projected to be available to make all projected future benefit payments to current plan members as of June 30, 2020 and 2019. Therefore, the long-term expected rate of return on HC Fund investments of 7.45% was applied to all periods of projected benefit payments to determine the total OPEB liability as of June 30, 2020 and 2019.

**Sensitivity of the Net OPEB Asset to the Discount Rate and Health Care Cost Trend Rate Assumptions** — The following represents the net OPEB asset as of

June 30, 2020, calculated using the current period discount rate assumption of 7.45%, as well as what the net OPEB asset would be if it were calculated using a discount rate that is one percentage point lower or one percentage point higher than the current assumption. Also shown is the net OPEB asset as of June 30, 2020, calculated using health care cost trend rates that are one percentage point lower or one percentage point higher than the current health care cost trend rates.

Net OPEB Asset at June 30, 2020 (in thousands)		
1% Decrease in Discount Rate (6.45%)	Current Discount Rate (7.45%)	1% Increase in Discount Rate (8.45%)
\$ 1,529,138	\$ 1,757,498	\$ 1,951,254
1% Decrease in Trend Rates	Current Trend Rates	1% Increase in Trend Rates
\$ 1,939,227	\$ 1,757,498	\$ 1,536,126

**Mortality Rates for Health Care** — *Healthy*: Rates are based on the RP-2014 Annuitant Mortality Table with 50% of rates through age 69, 70% of rates between ages 70 and 79, 90% of rates between ages 80 and 84, and 100% of rates thereafter, projected forward generationally using mortality improvement scale MP-2016.

*Disabled*: Rates are based on the RP-2014 Disabled Mortality Table with 90% of rates for males and 100% of rates for females, projected forward generationally using mortality improvement scale MP-2016.

**Experience Study** — The actuarial assumptions used in the June 30, 2020 and 2019, valuation were adopted by the board from the results of an actuarial experience study for July 1, 2011, through June 30, 2016.

## 5. Contribution Requirements and Reserves

Member and employer contribution rates are established by the Retirement Board and limited by Chapter 3307 of the R.C. The member and employer contribution rates are 14% of covered payroll.

Various funds are established under the R.C. to account for contributions, reserves, income and administrative expenses.

The Teachers' Savings Fund (TSF) is used to accumulate member contributions in trust and from which transfers are made to fund retirement and survivor benefits.

The Employers' Trust Fund (ETF) is used to accumulate employer contributions in trust and from which transfers are made to fund retirement and survivor benefits. The remaining balance in the Guarantee Fund is closed to the ETF at year-end.

The DC Fund accumulates contributions deducted from DC and CO Plan members, employer contributions credited

to the DC member accounts and investment earnings thereon less DC Plan expenses and withdrawals. Transfers are made from the DC Fund to the Annuity and Pension Reserve Fund for accounts annuitized at retirement.

The Annuity and Pension Reserve Fund (APRF) is the fund from which all annuity and pension payments for retirement and disability benefits are made. Reserves for the present value of new benefits are transferred to this fund from the TSF, ETF and DC funds at the time of retirement and interest is transferred to this fund annually from the Guarantee Fund.

The Survivors' Benefit Fund (SBF) is the fund from which all survivor benefit payments are made. Reserves for the present value of new benefits are transferred to this fund from the TSF and ETF funds at the time benefits begin and interest is transferred to this fund annually from the Guarantee Fund.

The Guarantee Fund (GF) is used to accumulate income derived from investments, gifts and bequests for the year. It is also the fund from which transfers are made to cover the balance in the Expense Fund and from which interest is transferred and credited to the APRF and SBF funds. Any remaining balance in the GF at fiscal year end is closed to the ETF.

The Expense Fund is the fund from which all administrative and management expenses of STRS Ohio are paid each year. A transfer from the GF is made at the end of each fiscal year to cover the accumulated balance in this fund.

The HC Fund is used to accumulate amounts for the retiree health care program from the allocated portion of employer contributions, investment earnings, governmental reimbursements and benefit recipient premiums less health care expenses.

## 6. Commitments, Contingencies and Economic Uncertainty

STRS Ohio has made commitments to fund various real estate investments totaling \$1,390,027,000 as of June 30, 2020. These commitments have expected funding dates from December 2020 to December 2024.

STRS Ohio has made commitments to fund various alternative investments totaling \$7,185,613,000 as of June 30, 2020. The expected funding dates for the commitments as of June 30, 2020, range from July 2020 to June 2026.

STRS Ohio is a party in various legal actions. While the final outcome cannot be determined at this time, management is of the opinion that the liability, if any, for these legal actions will not have a material adverse effect on fiduciary net position.

The outbreak of COVID-19, which the World Health Organization declared a pandemic in March 2020, continues to spread throughout the United States and around the globe causing economic uncertainty. Many state governors in the U.S. issued temporary executive orders that, among other stipulations, limited in-person work activities for most businesses and industries, unless they were considered essential. The extent of the impact of the pandemic on the system's financial performance will depend on various developments including the duration and spread of the outbreak and its impact on the economy.

## 7. Fair Value Measurement

STRS Ohio's investments measured and reported at fair value are shown on Page 26 and are classified according to the following hierarchy:

**Level 1:** Level 1 inputs are quoted prices in active markets such as exchange markets.

**Level 2:** Level 2 inputs are prices that are observable either directly or indirectly. Level 2 inputs may include quoted prices in markets that are not considered active or inputs other than quoted prices that are observable such as interest rates, yield curves, implied volatilities, credit spreads or market-corroborated inputs.

**Level 3:** Level 3 inputs are prices based on unobservable sources. Level 3 inputs include the best information available under the circumstances, which can include the government's own data and takes into account all information about market participant assumptions.

The assignment of Levels, within the hierarchy, is based on the type or class of investment and the pricing transparency of the investment. Assets classified as Level 1 are valued directly from a primary external pricing vendor. Assets classified as Level 2 are priced using an alternative independent pricing source or a pricing model that uses observable inputs in conjunction with trade information. Assets classified in Level 3 are cases where there is limited activity or a lack of an independent pricing source. Certain entities calculate a net asset value (NAV) per share (or its equivalent). For these investments, governmental accounting standards permit establishment of fair value using a practical expedient based on the NAV per share (or its equivalent).

## 8. Deposit and Investment Risk Disclosure

**Investment Authority** — The investment authority of the Retirement Board is governed by Section 3307.15 of the R.C. that also requires the Retirement Board to publish its investment policies annually and make copies available to interested parties. This section requires that investments be made with care, skill, prudence and diligence under the

Investments Measured at Fair Value at June 30, 2020 and 2019 (in thousands)								
	June 30, 2020	Fair Value Measurements Using:			June 30, 2019	Fair Value Measurements Using:		
		Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)		Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
<b>Investments by fair value level:</b>								
<b>Short-term</b>								
U.S. Treasury bills	\$ 1,974,505		\$ 1,974,505		\$ 1,818,913		\$ 1,818,913	
U.S. Government Agencies					131,802		131,802	
Commercial paper	73,430		73,430		193,069		193,069	
Short-term investment funds	25,000		25,000		35,000		35,000	
<b>Fixed income</b>								
U.S. government agency obligations	136,138		136,138		468,717		468,717	
Corporate bonds	4,732,979		4,732,979		4,624,033		4,624,033	
High yield and emerging markets	2,005,414	\$ 66,667	1,938,747		1,557,370	\$ 31,164	1,526,206	
Mortgages and asset-backed	2,839,520		2,839,520		3,162,085		3,162,085	
U.S. government obligations	5,743,463		5,743,463		6,752,310		6,752,310	
<b>Domestic</b>								
Common and preferred stock	21,525,302	21,525,302			21,915,017	21,915,017		
<b>International</b>								
Foreign stock	15,623,994	15,623,994			16,162,284	16,162,284		
Foreign equity index funds	1,265,856		1,265,856		1,313,026		1,313,026	
<b>Real estate</b>								
Direct real estate assets	7,626,959			\$ 7,626,959	7,655,584			\$ 7,655,584
REITs	1,068,531	1,068,531			1,142,666	1,142,666		
<b>Alternative investments</b>								
Foreign stock held in alternative investments	200,089	200,089			222,640	222,640		
Domestic stock held in alternative investments	6,911	6,911			75,957	75,957		
Opportunistic diversified	1,868,431	1,500,494	257,744	110,193	1,515,372	1,093,307	335,722	86,343
<b>Total investments by fair value level</b>	<b>66,716,522</b>	<b>39,991,988</b>	<b>18,987,382</b>	<b>7,737,152</b>	<b>68,745,845</b>	<b>40,643,035</b>	<b>20,360,883</b>	<b>7,741,927</b>
<b>Investments measured at net asset value (NAV):</b>								
<b>Real estate</b>								
Real estate funds	860,065				902,440			
<b>Alternative investments</b>								
Hedge funds	907,977				1,321,913			
Private equity	7,225,442				6,068,952			
Opportunistic diversified	4,150,472				3,899,003			
<b>Total investments measured at NAV</b>	<b>13,143,956</b>				<b>12,192,308</b>			
<b>Investment derivatives:</b>								
Options	(34,520)	(446)	(34,074)		(12,286)	(441)	(11,845)	
Rights and warrants	2,973			2,973	3,688			3,688
Foreign currency forwards	9,711		9,711		(52,994)		(52,994)	
Credit Default Swaps	540		540		34		34	
Equity swaps	(4,128)		(4,128)		16,579		16,579	
<b>Total investment derivatives</b>	<b>(25,424)</b>	<b>\$ (446)</b>	<b>\$ (27,951)</b>	<b>\$ 2,973</b>	<b>(44,979)</b>	<b>\$ (441)</b>	<b>\$ (48,226)</b>	<b>\$ 3,688</b>
<b>Cash</b>								
	4,638				4,609			
<b>Total investments and cash</b>	<b>\$ 79,839,692</b>				<b>\$ 80,897,783</b>			

## Investments Measured at Net Asset Value (NAV) at June 30, 2020 and 2019 (in thousands)

	June 30, 2020	Unfunded Commitment	Redemption Frequency (if Currently Eligible)	Redemption Notice Period	June 30, 2019	Unfunded Commitment	Redemption Frequency (if Currently Eligible)	Redemption Notice Period
<b>Real estate funds total<sup>1</sup></b>	<b>\$ 860,065</b>	<b>\$ 1,105,864</b>	N/A	N/A	<b>\$ 902,440</b>	<b>\$ 945,955</b>	N/A	N/A
<b>Hedge funds</b>								
Credit/Distressed <sup>2</sup>	337,020		Quarterly	65 days	451,022		Quarterly	65 days
Equity long/short <sup>3</sup>	12,430		Quarterly	Fully redeemed	12,791		Quarterly	Fully redeemed
Event driven <sup>4</sup>	156,772		Quarterly	65 days	155,906		Quarterly	65 days
Market neutral <sup>5</sup>	133,703		Monthly	30–60 days	244,830		Quarterly	60 days
Multi-strategy <sup>6</sup>	268,052		Quarterly	90–95 days	457,364		Quarterly	90–95 days
<b>Hedge funds total</b>	<b>907,977</b>				<b>1,321,913</b>			
<b>Private equity total<sup>7</sup></b>	<b>7,225,442</b>	<b>4,442,132</b>	N/A	N/A	<b>6,068,952</b>	<b>5,331,235</b>	N/A	N/A
<b>Opportunistic diversified total<sup>8</sup></b>	<b>4,150,472</b>	<b>\$ 3,122,246</b>	N/A	N/A	<b>3,899,003</b>	<b>\$ 3,248,018</b>	N/A	N/A
<b>Total investments measured at NAV</b>	<b>\$ 13,143,956</b>				<b>\$ 12,192,308</b>			

<sup>1</sup>**Real estate funds total** — Consisting of 49 opportunistic and international funds which invest in markets throughout the globe. The primary strategy of these funds is to invest in mispriced, mismanaged and distressed assets with the goal of repositioning the asset as a core investment for sale to institutional investors within a 3–5 year holding period. These funds are not eligible for redemption. The fair value of these funds is determined using net assets valued one quarter in arrears plus current cash flows.

<sup>2</sup>**Credit/Distressed** — Consisting of two funds, this strategy invests both long and short in securities of companies that have been, or are expected to be, in potential restructuring situations, as well as U.S. and global credit securities with the goal of generating excess yield relative to traditional credit instruments. These investments are valued at NAV per share. Due to contractual gating restrictions, 50% of the value of these investments is eligible for redemption within the next six months. The remaining 50% of the value of these investments remain restricted up to 12 months.

<sup>3</sup>**Equity long/short** — Consisting of one fund, this strategy invests both long and short in U.S. and global equity securities, with the goal of adding growth and minimizing market exposure. This investment is valued at NAV per share. 100% of this investment is eligible for redemption within the next six months.

<sup>4</sup>**Event driven** — Consisting of one fund, this strategy seeks to gain an advantage from pricing inefficiencies that may occur in the onset or aftermath of a corporate action or related event. This investment is valued at NAV per share. 100% of this investment is eligible for redemption within the next six months.

<sup>5</sup>**Market neutral** — Consisting of two funds, this strategy aims to pursue strategies that are uncorrelated to broader market returns. These investments are valued at NAV per share. Due to contractual gating, 80% of the value of these investments are eligible for redemption in next six months. The remaining 50% of the value of these investments remain restricted up to 12 months.

<sup>6</sup>**Multi-strategy** — Consisting of three funds, this strategy aims to pursue varying strategies in order to diversify risks and reduce volatility. These investments are valued at NAV per share. 100% of the value of these investments is eligible for redemption within the next six months.

<sup>7</sup>**Private equity total** — Consisting of 211 commingled funds, fund-of-funds and separately managed accounts involving domestic and global buyout and venture capital funds. These are long-term lock up vehicles, typically with 10-year terms plus available extensions. These investments are valued at NAV as reported by the fund/account manager. The unfunded commitments can be called by the managers to make new investments during the investment period, which is roughly the first half of the fund term. Thereafter, the manager can call capital to fund follow-on expenses in support of the existing portfolio investments or to pay fund expenses.

<sup>8</sup>**Opportunistic diversified** — Consisting of 145 commingled funds, co-investments, and direct investments involving domestic and global energy, infrastructure, and specialty finance funds. These are generally long-term lock up vehicles, typically with 10-year terms plus available extensions. These investments are generally valued at NAV as reported by the fund/account manager, with some exceptions for publicly traded securities. The unfunded commitments can be called by the managers to make new investments during the investment period, which is roughly the first half of the fund term. Thereafter, the manager can call capital to fund follow-on expenses in support of the existing portfolio investments or to pay fund expenses.

circumstances then prevailing that a prudent person acting in a like capacity and familiar with such matters would use in the conduct of an enterprise of a like character and with like aims.

**Rates of Return** — Rates of return on total fund are calculated in two ways — as time weighted rates and as money-weighted rates. The time-weighted rate of return expresses investment performance without consideration of the timing and amounts invested. The annual time-weighted rate of return, net of investment expenses was

3.01% for the year ended June 30, 2020, and 6.99% for the year ended June 30, 2019. The money-weighted rate of return expresses investment performance with consideration of the impact of the timing and amounts invested. The annual money-weighted rate of return, net of investment expenses was 2.99% for the year ended June 30, 2020, and 6.94% for the year ended June 30, 2019. Net returns are net of all internal and external investment management fees and costs, including carried interest and other fund expenses.

Investments held at fair value by STRS Ohio at June 30, 2020 and 2019, are summarized below.

Investments and Invested Securities Lending Collateral Held at Fair Value by STRS Ohio at June 30, 2020 and 2019 (summarized and in thousands)		
Category	June 30, 2020	June 30, 2019
<b>Cash and short-term investments</b>		
Cash	\$ 4,638	\$ 4,609
Commercial paper	73,430	193,069
Short-term investment funds	25,000	35,000
U.S. government agencies		131,802
U.S. Treasury bills	1,974,505	1,818,913
<b>Total cash and short-term</b>	<b>2,077,573</b>	<b>2,183,393</b>
<b>Fixed income</b>		
U.S. government agency obligations	136,138	468,717
Corporate bonds	4,732,979	4,624,033
High yield and emerging market	2,005,720	1,557,404
Mortgages and asset-backed	2,839,520	3,162,085
U.S. government obligations	5,743,463	6,752,310
<b>Total fixed income</b>	<b>15,457,820</b>	<b>16,564,549</b>
<b>Domestic equities</b>	<b>21,525,302</b>	<b>21,915,017</b>
<b>International equities (See Note 9)</b>	<b>16,897,245</b>	<b>17,440,790</b>
<b>Real estate (See Note 10)</b>		
East region	3,124,447	2,987,123
Midwest region	1,200,054	1,202,457
South region	761,920	911,494
West region	2,448,936	2,554,510
REITs	1,068,531	1,142,666
Non-core	954,187	902,440
<b>Total real estate</b>	<b>9,558,075</b>	<b>9,700,690</b>
<b>Alternative investments (See Note 11)</b>	<b>14,323,677</b>	<b>13,093,344</b>
<b>Invested securities lending collateral</b>	<b>355,533</b>	<b>480,843</b>
<b>Total investments and invested securities lending collateral</b>	<b>\$ 80,195,225</b>	<b>\$ 81,378,626</b>

**Cash and Short-Term Investments** — Cash and short-term investments are combined for reporting purposes and include cash balances of \$4,638,000 at June 30, 2020, and \$4,609,000 at June 30, 2019, in the *Statements of Fiduciary Net Position*.

**GASB Statement No. 40** — GASB Statement No. 40, *Deposit and Investment Risk Disclosures*, addresses common deposit and investment risks related to credit risk, concentration of credit risk, interest rate risk and foreign currency risk.

**Credit Risk** — Credit risk is the risk that an issuer of an investment will not fulfill its obligation to the holder of the investment. This risk is measured by ratings assigned by a nationally recognized statistical rating organization. The quality

ratings of investments in fixed income as of June 2020 and 2019, are shown in the table on Page 29. U.S. government fixed-income securities or obligations explicitly guaranteed by the U.S. government are not considered to have credit risk.

**Custodial Credit Risk** — Deposits are exposed to custodial credit risk if they are uninsured and uncollateralized. Custodial credit risk is the risk that, in the event of a failure of the counterparty, STRS Ohio will not be able to recover the value of its investment or collateral securities that are in the possession of an outside party. Investment securities are exposed to custodial credit risk if the securities are uninsured, are not registered in the name of STRS Ohio, and are held by either the counterparty or the counterparty's trust department or agent but not in the name of STRS Ohio.

All investments are held in the name of STRS Ohio or its nominee by the Treasurer of the State of Ohio as custodian. At June 30, 2020 and 2019, the bank statement cash balances were \$13,359,000 and \$14,147,000, respectively. Bank balances are insured up to \$250,000 by the Federal Deposit Insurance Corporation. The remaining bank deposits are covered by collateral held in the name of STRS Ohio's pledging financial institution, as required by state statute.

**Interest Rate Risk** — Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of the investment. Duration is a measure of a debt investment's exposure to fair value changes arising from changing interest rates. It uses the present value of cash flows, weighted for those cash flows as a percentage of the investment's full price. The longer the maturity, the more the value of the fixed-income investment will fluctuate with interest rate changes. The table on Page 29 shows the maturities of investments in fixed income by weighted-average duration, expressed in years, at June 30, 2020 and 2019.

**Concentration of Credit Risk** — STRS Ohio is guided by statute and policy in the selection of security investments. No investment in any one organization represents 5% or more of STRS Ohio's net position as of June 30, 2020 and 2019.

Significant investment guidelines that relate to investment concentration, interest rate risk and foreign currency risk by major asset class are as follows:

**Overall Investment Portfolio** — The Retirement Board has approved a target risk budget range of 0.60% to 1.20%, with a working range of 0.20% to 1.60%, annualized active management for the total fund. In exchange for assuming this level of active risk, the Board expects active management to add net 0.40% of annualized excess return over moving five-year periods to judge its effectiveness.

## Quality Ratings of Fixed-Income Investments Held at June 30, 2020 and 2019 (in thousands)

Investment Type	Quality Rating	June 30, 2020	June 30, 2019
		Fair Value	Fair Value
U.S. government agency obligations	Aaa	\$ 46,118	\$ 272,847
	Aa	90,020	179,833
	NR		16,037
<b>Total U.S. government agency obligations</b>		<b>136,138</b>	<b>468,717</b>
Corporate bonds	Aaa	95,336	115,967
	Aa	526,036	627,034
	A	2,606,658	2,545,357
	Baa	1,474,511	1,293,411
	Ba	16,928	24,728
	NR	13,510	17,536
<b>Total corporate bonds</b>		<b>4,732,979</b>	<b>4,624,033</b>
High yield and emerging markets fixed income	Aaa	32,852	22,903
	Aa	57,185	31,640
	A	152,459	91,014
	Baa	265,864	124,429
	Ba	536,682	349,002
	B	540,383	601,039
	Caa and Below	255,462	214,413
NR	164,833	122,964	
<b>Total high yield and emerging markets fixed income</b>		<b>2,005,720</b>	<b>1,557,404</b>
Mortgages and asset-backed	Aaa	2,768,835	3,004,844
	Caa and Below		1,167
	NR	70,685	156,074
<b>Total mortgages and asset-backed</b>		<b>2,839,520</b>	<b>3,162,085</b>
<b>Credit risk debt securities</b>		<b>9,714,357</b>	<b>9,812,239</b>
<b>U.S. government obligations</b>		<b>5,743,463</b>	<b>6,752,310</b>
<b>Total fixed-income investments</b>		<b>\$15,457,820</b>	<b>\$16,564,549</b>

**Fixed Income** — The portfolio will seek diversification by market sector, quality and issuer. The core fixed income portfolio risk budget range is 0.10% to 1.50% using the Bloomberg Barclays U.S. Universal Index as the benchmark. The Liquid Treasury portfolio risk budget range is 0.0% to 0.25% during normal market conditions, but will have a board-approved risk budget range of 0.0% to 1.0% using the Bloomberg Barclays U.S. Intermediate Treasury Index as the benchmark. Derivatives may be used to adjust the exposure to interest rates, individual securities or to various market sectors in the portfolio. Underlying exposure of derivatives for fixed-income investments will not exceed 5% of total fund assets. Short sales may be used, but may not exceed 10% of the value of the asset class.

**Global Equities — Domestic** — The risk budget range for domestic equities is 0.20% to 1.50% using the Russell 3000® Index as the benchmark. Derivatives may be used in management of the equity portfolio. Underlying exposure of equity derivatives will not exceed 10% of total fund assets. Short sales may be used, but may not exceed 10% of the value of the asset class.

**Global Equities — International** — International assets will be a diversified portfolio including both developed and emerging countries. The risk budget range for international equity is between 0.60% to 2.50% using a blended benchmark of 80% MSCI World ex US Index-Net (50% hedged currency) and 20% MSCI Emerging Markets Index-Net. Derivatives may be used in management of the portfolio and underlying exposure of derivatives for international investments will not exceed 10% of total fund assets. Short sales may be used, but may not exceed 10% of the value of the asset class.

**Real Estate** — The real estate portfolio shall be diversified between property type, geographic location and investment structure. The risk budget range for real estate investments is 2.00% to 7.00%

using a benchmark of 85% NCREIF Property Index and 15% FTSE NAREIT Equity REITs Index. Investments in non-core real estate, which includes domestic and international opportunity funds and real estate development projects, shall not exceed 20% of total real estate assets. Derivatives may be used and will not exceed 1% of total fund assets. STRS Ohio may borrow funds on a secured or unsecured

## Duration of Fixed-Income Investments Held at June 30, 2020 and 2019 (in thousands)

Investment Type	June 30, 2020		June 30, 2019	
	Fair Value	Weighted-Average Duration (Years)	Fair Value	Weighted-Average Duration (Years)
U.S. government agency obligations	\$ 136,138	1.2	\$ 468,717	2.1
Corporate bonds	4,732,979	6.5	4,624,033	6.2
High yield and emerging markets fixed income	2,005,720	5.1	1,557,404	4.2
Mortgages and asset-backed	2,839,520	2.9	3,162,085	2.9
U.S. government obligations	5,743,463	5.2	6,752,310	5.2
<b>Total fixed income</b>	<b>\$ 15,457,820</b>		<b>\$ 16,564,549</b>	



basis and leverage is limited to 50% in aggregate of internally managed real estate assets excluding publicly traded real estate investment trusts (REITs). Short sales may be used, but may not exceed 10% of the value of the asset class.

**Alternative Investments** —

Alternative investments involve separate allocations to private equity and opportunistic/diversified investments. Private equity investments are being managed with the objective of earning at least 1% net of fees above domestic public equity markets (Russell 3000® Index) over moving 10-year periods. Private equity investments are traded infrequently and, therefore, risk budget concepts are not applicable. Opportunistic/diversified investments are being managed with the objective of earning domestic public equity-like returns defined as 1% net of fees below domestic public equity markets (Russell 3000® Index) over moving 10-year periods, but with the added objective of downside protection during equity bear markets. Investments in this category can be liquid or illiquid and, therefore, risk budget concepts are not applicable. Derivatives may be used but will not exceed 10% of total fund assets. Fees are net of all external investment management fees and costs, including carried interest and other fund expenses.

**Foreign Currency Risk** — Foreign currency risk is the risk that changes in exchange rates will adversely affect the fair value of an investment or deposit. Forward currency contracts may be used to manage the exposure to foreign currencies. The system's investments exposed to foreign currency risk at June 30, 2020 and 2019, are shown in the table to the right. The investment figures are comprised of numerous portfolios within international equity, debt securities and real estate investments.

Fair Value Subject to Foreign Currency Risk Held at June 30, 2020 and 2019 (in thousands)						
Foreign Currency Denomination	June 30, 2020			June 30, 2019		
	International	Real Estate	High Yield & Emerging Markets Fixed Income	International	Real Estate	High Yield & Emerging Markets Fixed Income
Australian Dollar	\$ 345,644			\$ 318,443		
Brazilian Real	106,213		\$ 173	230,382		\$ 248
British Pound Sterling	568,708	\$ (49,446)		898,107	\$ (43,425)	
Canadian Dollar	318,926			358,269		
Chilean Peso	11,270			43,968		
Chinese Yuan Renminbi	167,594			31,033		
Colombian Peso	7,225			4,670		
Czech Republic Koruna	12,012			6,233		
Danish Krone	131,371			165,497		
Egyptian Pound	2,696		1	5,215		555
European Union Euro	1,216,443	(194,349)	115	1,487,727	(156,995)	16,883
Hong Kong Dollar	835,313			1,000,496		
Hungarian Forint	26,976			33,670		
Indian Rupee	158,082			280,078		1,902
Indonesian Rupiah	37,064			34,348		1,329
Israeli Shekel	(8,561)			(15,170)		
Japanese Yen	1,395,593	(47,321)		1,061,773	(25,674)	
Kenyan Shilling	0			899		
Malaysian Ringgit	21,877			28,178		2,536
Mexican Peso	55,116		1,945	53,455		4,041
Moroccan Dirham	82			1,950		
New Taiwan Dollar	437,385			418,381		
New Zealand Dollar	67,354			54,861		
Nigerian Naira	10,791			15,932		747
Norwegian Krone	26,025			58,808		
Peruvian Nuevo Sol	0		656			1,424
Philippines Peso	24,884			28,844		
Polish Zloty	10,570			44,049		
Qatari Rial	6,983			6,873		
Romanian Leu	3,559			2,440		
Russian Ruble	53,912		3,424	72,518		4,858
Saudi Arabia Riyal	2,539					
Singapore Dollar	84,000			189,958		
South African Rand	93,115			180,100		
South Korean Won	459,298			459,040		
Swedish Krona	153,109			123,372		
Swiss Franc	460,593			440,500		
Thailand Baht	99,852			119,018		
Turkish Lira	47,930			66,161		
United Arab Emirates Dirham	14,962			3,153		
Vietnamese Dong	11,317			9,466		
Zimbabwean Dollar	401			514		
<b>Held In Foreign Currency</b>	<b>\$ 7,478,223</b>	<b>\$ (291,116)</b>	<b>\$ 6,314</b>	<b>\$ 8,323,209</b>	<b>\$ (226,094)</b>	<b>\$ 34,523</b>

**Securities Lending** — STRS Ohio participates in a domestic and international securities lending program whereby securities are loaned to investment brokers/dealers (borrower). Securities loaned are collateralized by the borrower at 102% of the domestic equity and U.S. dollar-denominated fixed-income loaned securities' fair value and 105% of the international loaned securities' fair value.

STRS Ohio lends domestic equities, international equities, U.S. Treasuries, agencies and corporate bonds. The collateral received is cash, U.S. Treasuries or related agency securities. STRS Ohio cannot sell or pledge collateral received. If a borrower defaults, then the collateral can be liquidated.

A custodial agent bank administers the program and STRS Ohio receives a fee from the borrower for the use of loaned securities. Cash collateral from securities lending is invested in U.S. government agencies, repurchase agreements, commercial paper, asset-backed securities and corporate obligations.

The credit quality of the invested cash collateral is the same as the credit quality on STRS Ohio direct holdings. There are slight mismatches between the duration of the cash invested and the length of time the securities are on loan. As of June 30, 2020, the weighted average maturity of the invested cash collateral is 65 days. Because much of the cash collateral is invested in floating rate securities, the weighted average number of days interest rates reset is 8 days as of June 30, 2020. STRS Ohio has minimized its exposure to credit risk due to borrower default by having the custodial agent bank determine daily that the required collateral meets the specified collateral requirements. There are no restrictions on the amount of securities that can be loaned. The fair value of loaned securities was \$348,735,000 and \$469,228,000 as of June 30, 2020 and 2019, respectively. The fair value of the associated invested cash collateral as of June 30, 2020 and 2019, was \$355,533,000 and \$480,843,000, respectively.

## 9. International Investments

**Externally Managed** — STRS Ohio has investments in international equity securities through the use of external money managers. It is the intent of STRS Ohio and the money managers to be fully invested; however, cash and short-term fixed-income investments may be held temporarily. The portfolios are managed in accordance with various mandates based on Morgan Stanley Capital International's (MSCI) indexes. Investments are held in both developed and emerging international markets.

### Internally Managed:

**Developed Markets, Emerging Markets** — STRS Ohio actively invests in developed and emerging markets. The portfolio's active management adds value primarily through security selection and country allocation decisions using a variety of portfolio management approaches including quantitative and fundamental techniques. Aggregate exposures to countries, currencies, equity styles, and market capitalization are monitored and managed relative to their benchmark exposures.

**Europe, Australia and Far East (EAFE) Index Fund** — To increase diversification in international developed markets, STRS Ohio invests in an EAFE Index Fund. The EAFE Index Fund purchases foreign equities, futures and other traded investments to replicate the makeup of the EAFE benchmark, consisting of MSCI World ex-U.S. 50% Hedged Index.

**Equity Swaps** — Three EAFE and three Emerging Market (EM) swap agreements were contracted during fiscal 2020 with maturity dates in fiscal 2021. In exchange for LIBOR (London Interbank Offered Rate) minus a negotiated spread, STRS Ohio will receive or pay the difference of the change in the total return of the various market indices included in the swap agreements. Fixed-income securities with a notional amount of \$779.2 million and \$764.6 million have been set aside at the global subcustodial account as security as of June 30, 2020 and 2019, respectively.

**Forward Contracts** — Managers have the ability to add value through currency management. Forward currency contracts are used to minimize the impact of foreign currency fluctuations on the asset positions of foreign investments.

The fair values of international investments held at June 30, 2020 and 2019, are shown below.

Fair Values of International Investments Held at June 30, 2020 and 2019 (in thousands)		
	June 30, 2020	June 30, 2019
<b>Externally managed</b>		
International stocks	\$ 7,309,329	\$ 7,407,462
International currency and liquidity reserves	115,805	100,726
Forward contracts	(9,800)	(25,778)
<b>Total externally managed</b>	<b>7,415,334</b>	<b>7,482,410</b>
<b>Internally managed</b>		
Developed markets	6,027,597	6,406,938
Emerging markets	1,862,575	2,134,426
EAFE Index Fund	1,265,856	1,313,025
EAFE equity swaps	243,856	131,207
EMF equity swaps	64,797	
Forward contracts	17,230	(27,216)
<b>Total internally managed</b>	<b>9,481,911</b>	<b>9,958,380</b>
<b>Total international</b>	<b>\$ 16,897,245</b>	<b>\$ 17,440,790</b>

## 10. Real Estate Investments

**Direct** — STRS Ohio properties are diversified among property type, geographic location and investment structure. Eighty-five percent of real estate is actively managed. The portfolio is primarily managed internally with direct property investments representing most of the portfolio. Direct real estate investments include office, apartment, industrial and retail space.

**Public Real Estate** — Public real estate includes publicly traded real estate securities and real estate investment trusts (REITs). REITs are passively managed and targeted at 15% of the real estate portfolio to enhance liquidity and diversification.

**Non-Core Real Estate** — Non-core real estate investments include opportunistic and international funds that invest in markets throughout the globe. Non-core real estate investments typically carry more risk with higher expected return.

**Debt on Real Estate Investments** — STRS Ohio uses debt to lower the cash outlay in acquiring real estate assets and to positively impact the performance of the real estate portfolio. STRS Ohio utilizes only direct borrowings that includes both recourse and non-recourse debt, but does not include unused lines of credit. Of the debt on real estate investments, \$400 million was recourse debt as of June 30, 2020 and \$250 million as of June 30, 2019. This debt is recourse to STRS Ohio with a covenant not to mortgage a specific pool of real estate assets. The remainder of the debt on real estate investments of \$1.72 billion and \$1.61 billion at June 30, 2020 and 2019, respectively, is non-recourse debt, which means that in the event of default, the lender looks to only the real estate holding for repayment of the loan and not the general assets of STRS Ohio.

STRS Ohio's borrowings contain a provision that in the event of default, outstanding amounts may become immediately due depending on the nature of the default.

At June 30, 2020, the recourse loans of \$400 million had a maturity date in May 2023. The interest rate on the recourse loans are based on a fixed rate of 1.39%.

Of the non-recourse debt at June 30, 2020, loan maturities range from July 2021 to December 2030. Non-recourse debt at June 30, 2019, had loan maturities ranging from March 2020 to May 2030.

The repayment schedule and changes in real estate debt as of June 30, 2020, are shown in the following tables.

### Real Estate Debt Repayment Schedule As of June 30, 2020 (in thousands)

By Fiscal Year	Principal	Interest
2021	\$ 7,856	\$ 67,471
2022	134,070	62,816
2023	497,731	60,727
2024	154,318	47,694
2025	93,491	44,510
2026-2030	1,149,313	41,940
2031-2035	84,943	4,067
<b>Total</b>	<b>\$ 2,121,722</b>	<b>\$ 329,225</b>

### Changes in Real Estate Debt As of June 30, 2020 (in thousands)

	Balance at June 30, 2019	Increase	(Decrease)	Balance at June 30, 2020
<b>Direct borrowings</b>				
Recourse	\$ 250,000	\$ 150,000		\$ 400,000
Non-recourse	1,612,481	157,079	\$ (47,838)	1,721,722
<b>Total</b>	<b>\$ 1,862,481</b>	<b>\$ 307,079</b>	<b>\$ (47,838)</b>	<b>\$ 2,121,722</b>

## 11. Alternative Investments

Alternative investments involve separate allocations to private equity and opportunistic/diversified investments. Private equity is 100% actively managed and includes, but is not limited to, venture capital and leverage buyouts, mezzanine debt or distressed debt. Private equity investments may be made directly, through funds, fund of funds or as co-investments. Opportunistic/diversified investments are typically actively managed and are tactical in nature with a goal of downside protection during equity bear markets. The category can be liquid or illiquid and investments may be made directly, through funds, fund of funds or as co-investments.

## 12. Derivatives

**Equity and Over-the-Counter Swap Agreements** — As discussed in Note 9, STRS Ohio has entered into international equity swap agreements. In addition, STRS Ohio has entered into over-the-counter (OTC) swap agreements for its alternative investments. No funds are exchanged at the inception of the swap agreements; however, STRS Ohio has purchased fixed-income securities equivalent to the initial notional amount of the agreements, which are located in the global subcustodial account as of June 30, 2020 and 2019. In addition, collateral is pledged between the parties during the term of the agreements to account for market movements.

The notional amount of the equity swap contracts was \$779.2 million at June 30, 2020, and \$764.6 million at June 30, 2019. The fair value of the equity swap contracts was -\$3.0 million at June 30, 2020, and \$14.7 million at June 30, 2019, and is included in the *Statements of Fiduciary Net Position*. The notional amount of the OTC swap agreements was \$284.8 million at June 30, 2020 and \$209.1 million at June 30, 2019. The fair value of the OTC swap contracts was -\$1.1 million as of June 30, 2020 and \$1.8 million as of June 30, 2019, and is included in the *Statements of Fiduciary Net Position*. The market risk of the swap is the same as if STRS Ohio owned the underlying stocks that comprise the indexes. The revenues and expenses resulting from these agreements have been recorded in the basic financial statements.

**Forward Contracts** — Forward contracts in various currencies are used to transact and hedge direct foreign equity and real estate investments that STRS Ohio maintains through the use of outside managers. Additionally, forward contracts are used to hedge currency exposure as a result of the EAFE equity swap agreements. STRS Ohio is obligated to deliver the foreign currency at a certain dollar price sometime in the future. To fulfill this obligation at maturity, STRS Ohio must obtain the currency in the open market. Before the contract matures, STRS Ohio can enter into an offsetting forward contract that nets out the original contract. These events expose STRS Ohio to currency market risk, which can fluctuate. The fair value of the foreign currency forwards of \$9.7 million at June 30, 2020, and -\$53.0 million at June 30, 2019, is included in the *Statements of Fiduciary Net Position*. STRS Ohio is also subject to the risk that the counterparty will fail to fulfill the contract.

**Futures** — Index futures are designed to offer lower cost and more efficient alternatives to buying individual stocks that comprise the index. The market and credit risk of the futures were the same as if STRS Ohio had owned the underlying stocks that comprise the index. The realized gain or loss on index futures is included in net appreciation (depreciation) in fair value of investments in the *Statements of Changes in Fiduciary Net Position*.

Additionally, futures were used in the EAFE Index Fund and by external money managers. The system's notional exposure to future and forward contracts at June 30, 2020 and 2019, is shown in the following table.

### Notional Exposure to Future and Forward Contracts Held at June 30, 2020 and 2019 (in thousands)

	June 30, 2020	June 30, 2019
<b>Forward contracts</b>		
Externally managed	\$ 6,083,510	\$ 5,201,448
Internally managed	3,814,417	4,194,209
<b>Total forward contracts</b>	<b>\$ 9,897,927</b>	<b>\$ 9,395,657</b>
<b>Future contracts</b>		
EAFE Index Fund	\$ 29,093	\$ 34,613
MSCI EAFE	285,878	
MSCI Emerging	68,555	
Russell Index Futures	18,114	
S&P Index Futures	191,747	475,342
Externally Managed	99,195	24,584
<b>Total future contracts</b>	<b>\$ 692,582</b>	<b>\$ 534,539</b>

**Options** — STRS Ohio writes option contracts on existing stock positions to enhance the return on the stock portfolio. In exchange for a premium, STRS Ohio gives the option buyer the right to buy or sell the underlying stock. Options are also purchased to "cover" existing written open option positions. STRS Ohio did not hold any internal options contracts at June 30, 2020 or 2019. Additionally, options were utilized by external managers with a notional value of \$5.6 billion at June 30, 2020 and \$7.5 billion at June 30, 2019. The fair value of -\$34.5 million at June 30, 2020 and -\$12.3 million at June 30, 2019, is included in the *Statements of Fiduciary Net Position*.

**Warrants** — Warrants allow the right to purchase underlying stock shares at a specified price. Warrants are usually added on as an incentive to an issuer's fixed-income securities. STRS Ohio held warrants with a value of \$3.0 million as of June 30, 2020, and \$3.7 million at June 30, 2019, and is included in the *Statements of Fiduciary Net Position*.

**Fixed-Income Credit Default Swaps** — STRS Ohio may manage credit exposure through the use of credit default swaps. A credit default swap is a contract whereby the credit risk associated with an investment is transferred by entering into an agreement with another party who, in exchange for periodic fees, agrees to make payments in the event of a default or other predetermined credit event. One of the main advantages of a credit default swap is it allows for exposure to credit risk while limiting exposure to other risks, such as interest rate and currency risk. STRS Ohio held credit default swaps with a notional value of \$24.9 million at June 30, 2020, and \$2.5 million at June 30, 2019. The fair value of the credit default swaps was \$540,000 at June 30, 2020, and \$34,000 at June 30, 2019.

### 13. Pension Plan for Employees of STRS Ohio

All STRS Ohio employees are required to participate in a contributory retirement plan administered by Ohio Public Employees Retirement System (OPERS). OPERS is a cost-sharing, multiple-employer public employee retirement system that administers three pension plans that include a defined benefit plan, a defined contribution plan and a combined plan. Participation in these plans is a choice members make at the time their employment commences.

In 2012, the Ohio Legislature passed Senate Bill 343 to improve the financial condition of OPERS. In the legislation, members were categorized into three groups with varying provisions of the law applicable to each group. Retirement benefits are specific to each group and members must meet the eligibility requirements based on their age and years of service within the group. The key components to OPERS' pension plan changes are:

- Age and service requirements for retirement increased.
- Final average salary calculation increased to five years from three years.
- Calculation used to determine the benefit amount for service retirement was modified.
- COLA is based on the annual percentage change in the Consumer Price Index with a 3% cap.
- Calculation used for early retirement benefit is determined by OPERS' actuary.

Details about OPERS' plan changes and when they become effective can be found on its website at [www.opers.org](http://www.opers.org).

The member and employer contribution rates are 10.0% and 14.0% of covered payroll, respectively. The required employer contributions for the current year and the two preceding years are shown in the table below.

STRS Ohio Required Employer Contributions to OPERS		
Year Ended June 30	Annual Required Contribution	Percent Contributed
2018	\$7,848,000	100%
2019	\$7,820,000	100%
2020	\$7,864,000	100%

GASB Statement No. 68, *Accounting and Financial Reporting for Pensions*, requires STRS Ohio to record a net pension liability based on its proportionate share of OPERS' total net pension liability. The net pension liability was measured as of Dec. 31, 2019 and 2018, and the total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of those dates. Likewise, STRS Ohio's proportionate share of OPERS' deferred outflows and deferred inflows of resources related to pensions and pension expense are recorded in the *Statements of Fiduciary Net Position* and *Statements of Changes in Fiduciary Net Position* for fiscal years ending June 30, 2020, and June 30, 2019.

For fiscal 2020 and 2019, deferred outflows were \$27.6 million and \$43.3 million, respectively, and are included in Miscellaneous Receivables; deferred inflows were \$5.1 million and \$17.6 million, respectively, and net pension liability was \$70.0 million and \$99.4 million, respectively, and are included in Net Pension and OPEB Liabilities in the *Statements of Fiduciary Net Position*. For fiscal 2020, net pension income was \$26.1 million and for fiscal 2019, net pension expense was \$12.8 million and are included in Other Deductions in the *Statements of Changes in Fiduciary Net Position*.

For purposes of measuring the net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, and pension expense, information about the fiduciary net position of OPERS and additions to/deductions from OPERS' fiduciary net position have been determined on the same basis as they are reported by OPERS. For this purpose, benefits and refunds are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

OPERS also provides post-employment health care coverage which is considered an OPEB as described in GASB Statement No. 75. In addition to the legislation that made changes to the pension plan, the OPERS Board approved changes to the retiree health care plan with phased-in implementation dates over the next several years. OPERS has the discretion to direct a portion of employer contributions to fund retiree health care. The R.C. provides statutory authority for employer contributions. The employer rate allocated to post employment health care for the defined benefit plan and combined plan was 0% in calendar 2019 and 2018. The portion of the employer rate allocated to post employment health care for the defined contribution plan was 4% in calendar 2019 and 2018 and 2017.

For fiscal 2020 and 2019, deferred outflows were \$8.5 million and \$4.0 million, respectively, and are included in Miscellaneous Receivables; deferred inflows were \$7.7 million and \$137,000 respectively, and OPEB liability was \$53.1 million and \$50.7 million, respectively, and are included in Net Pension and OPEB Liabilities in the *Statements of Fiduciary Net Position*. For fiscal 2020 and 2019, net OPEB expense was \$5.4 million and \$4.1 million, respectively, and are included in Other Deductions in the *Statements of Changes in Fiduciary Net Position*.

For purposes of measuring the net OPEB liability, deferred outflows of resources and deferred inflows of resources related to OPEB, and OPEB expense, information about the OPEB fiduciary net position of OPERS and additions to/deductions from the OPEB fiduciary net position of OPERS have been determined on the same basis as they are reported by OPERS. For this purpose, health care benefit payments are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

Historical trend information showing the progress of OPERS in accumulating sufficient assets to pay pension and OPEB benefits when due is presented in the OPERS *Comprehensive Annual Financial Report*. OPERS issues a publicly available financial report for the plans. The report may be found on its website at [www.opers.org](http://www.opers.org).

**Schedule of Changes in Employers' Net Pension Liability**  
**Fiscal Years Ending June 30, 2014–2020\*** (in thousands)

	2020	2019	2018	2017	2016	2015	2014
<b>Total pension liability</b>							
Service cost	\$ 1,150,526	\$ 1,129,449	\$ 1,075,334	\$ 1,067,687	\$ 1,058,987	\$ 1,111,078	\$ 1,094,986
Interest	7,108,056	7,036,514	6,974,353	7,611,942	7,472,169	7,272,034	7,137,686
Benefit changes, due to COLA reduction	0	0	0	(12,353,691)	0	0	0
Difference between expected and actual experience	(133,569)	69,329	31,732	(239,322)	527,725	1,355,347	292,708
Changes in assumptions	0	0	0	6,494,408	0	0	0
Benefit payments, including refunds of employee contributions	(7,293,669)	(7,298,405)	(7,303,802)	(7,211,006)	(7,317,113)	(6,890,862)	(6,725,017)
Net change in total pension liability	831,344	936,887	777,617	(4,629,982)	1,741,768	2,847,597	1,800,363
<b>Total pension liability, beginning of year</b>	<b>97,840,944</b>	<b>96,904,057</b>	<b>96,126,440</b>	<b>100,756,422</b>	<b>99,014,654</b>	<b>96,167,057</b>	<b>94,366,694</b>
<b>Total pension liability, end of year</b>	<b>98,672,288</b>	<b>97,840,944</b>	<b>96,904,057</b>	<b>96,126,440</b>	<b>100,756,422</b>	<b>99,014,654</b>	<b>96,167,057</b>
<b>Fiduciary net pension position</b>							
Member contributions	\$ 1,670,406	\$ 1,623,095	\$ 1,580,430	\$ 1,537,677	\$ 1,372,033	\$ 1,259,135	\$ 1,193,808
Employer contributions, including other retirement systems	1,746,249	1,702,154	1,634,027	1,590,869	1,545,103	1,594,794	1,508,442
Net investment income	2,692,076	4,847,517	6,737,457	9,233,930	372,871	3,671,845	10,534,608
Benefit payments	(7,293,669)	(7,298,405)	(7,303,802)	(7,211,006)	(7,317,113)	(6,890,863)	(6,725,017)
Administrative expenses	(65,761)	(64,118)	(63,307)	(63,652)	(67,065)	(61,183)	(60,991)
Net change in fiduciary net pension position	(1,250,699)	810,243	2,584,806	5,087,818	(4,094,171)	(426,272)	6,450,850
<b>Fiduciary net pension position, beginning of year</b>	<b>75,726,545</b>	<b>74,916,302</b>	<b>72,371,226</b>	<b>67,283,408</b>	<b>71,377,579</b>	<b>71,843,596</b>	<b>65,392,746</b>
Restatement of fiduciary net pension position**	N/A	N/A	(39,730)	N/A	N/A	(39,745)	N/A
<b>Restatement of fiduciary net pension position, beginning of year</b>	<b>N/A</b>	<b>N/A</b>	<b>72,331,496</b>	<b>N/A</b>	<b>N/A</b>	<b>71,803,851</b>	<b>N/A</b>
<b>Fiduciary net pension position, end of year</b>	<b>74,475,846</b>	<b>75,726,545</b>	<b>74,916,302</b>	<b>72,371,226</b>	<b>67,283,408</b>	<b>71,377,579</b>	<b>71,843,596</b>
<b>Net pension liability, end of year</b>	<b>\$ 24,196,442</b>	<b>\$ 22,114,399</b>	<b>\$ 21,987,755</b>	<b>\$ 23,755,214</b>	<b>\$ 33,473,014</b>	<b>\$ 27,637,075</b>	<b>\$ 24,323,461</b>

\*This is a 10-year schedule — however, the information is not required to be presented retroactively. Years will be added to this schedule in future fiscal years until 10 years of information is available.

\*\*For purposes of determining net pension liability and related disclosures, fiduciary net position was not restated for earlier periods to reflect the adoption of GASB 75 in 2018 and GASB 68 in 2015.

**Schedule of Employers' Net Pension Liability**  
**Fiscal Years Ending June 30, 2013–2020\*** (dollar amounts in thousands)

Fiscal Year Ending	Total Pension Liability	Fiduciary Net Position	Net Pension Liability	Ratio of Fiduciary Net Position to Total Pension Liability	Covered Payroll**	Net Pension Liability as a Percentage of Covered Payroll
June 30, 2013	\$94,366,694	\$65,392,746	\$28,973,948	69.3%	\$10,765,635	269.1%
June 30, 2014	\$96,167,057	\$71,843,596	\$24,323,461	74.7%	\$10,725,329	226.8%
June 30, 2015	\$99,014,654	\$71,377,579	\$27,637,075	72.1%	\$10,948,586	252.4%
June 30, 2016	\$100,756,422	\$67,283,408	\$33,473,014	66.8%	\$11,099,607	301.6%
June 30, 2017	\$96,126,440	\$72,371,226	\$23,755,214	75.3%	\$11,557,147	205.5%
June 30, 2018	\$96,904,057	\$74,916,302	\$21,987,755	77.3%	\$11,923,688	184.4%
June 30, 2019	\$97,840,944	\$75,726,545	\$22,114,399	77.4%	\$12,296,800	179.8%
<b>June 30, 2020</b>	<b>\$98,672,288</b>	<b>\$ 74,475,846</b>	<b>\$ 24,196,442</b>	<b>75.5%</b>	<b>\$12,671,208</b>	<b>191.0%</b>

\*This is a 10-year schedule — however, the information is not required to be presented retroactively. Years will be added to this schedule in future fiscal years until 10 years of information is available.

\*\*Includes payroll for Defined Contribution and Alternative Retirement Plan participants.

Note: The schedules above include both the DB and DC Plans.

### Schedule of Employers' Contributions — Pension Fiscal Years Ending June 30, 2011–2020\* (dollar amounts in thousands)

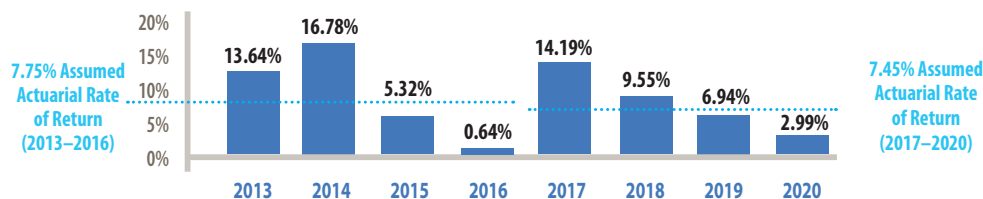
Fiscal Year	Actuarial Determined Contribution	Employer Contributions*	Contribution Deficiency (Excess)	Covered Payroll**	Contributions as a Percentage of Covered Payroll
2011	\$2,715,523	\$1,379,104	\$1,336,419	\$10,369,367	13.30%
2012	\$3,248,651	\$1,349,561	\$1,899,090	\$10,102,509	13.36%
2013	\$2,910,537	\$1,327,862	\$1,582,675	\$9,917,911	13.39%
2014	\$1,489,734	\$1,325,141	\$164,593	\$9,833,028	13.48%
2015	\$1,368,602	\$1,449,165	\$(80,563)	\$9,985,181	14.51%
2016	\$1,178,129	\$1,466,938	\$(288,809)	\$10,069,269	14.57%
2017	\$1,054,862	\$1,514,285	\$(459,423)	\$10,459,706	14.48%
2018	\$1,056,430	\$1,565,679	\$(509,249)	\$10,775,526	14.53%
2019	\$1,088,328	\$1,614,188	\$(525,860)	\$11,088,785	14.56%
2020	\$1,081,662	\$1,662,017	\$(580,355)	\$11,392,013	14.59%

\*Employer contributions are the same as contractually required contributions.

\*\*Excludes payroll from the Defined Contribution and Alternative Retirement Plans in order to report the amount needed to fund defined benefits.

### Schedule of Investment Returns — Pension Fiscal Years Ending June 30, 2013–2020\*

#### Money-Weighted Rate of Return\*\*



Time-Weighted Rate of Return, Net of Fees**	2013	2014	2015	2016	2017	2018	2019	2020
	13.54%	16.71%	5.33%	0.78%	14.15%	9.43%	6.99%	3.01%

\*This is a 10-year schedule — however, the information is not required to be presented retroactively. Years will be added to this schedule in future fiscal years until 10 years of information is available.

\*\* Net returns are net of all internal and external investment management fees and costs, including carried interest and other fund expenses.

### Notes to Required Supplementary Information — Pension Fiscal Years Ending June 30, 2020 and 2019

Valuation date	June 30, 2020	June 30, 2019
Actuarial cost method	Entry age normal	Entry age normal
<b>Actuarial assumptions:</b>		
Investment rate of return, net of investment expense, including inflation	7.45%	7.45%
Projected salary increases	12.50% at age 20 to 2.50% at age 65	12.50% at age 20 to 2.50% at age 65
Projected payroll growth	3.00%	3.00%
Inflation assumption	2.50%	2.50%
Cost-of-living adjustments	0.00%	0.00%

The information presented in the required supplemental schedules was determined as part of the actuarial valuations for the dates indicated. See accompanying independent auditors' report.

<b>Schedule of Changes in Employers' Net OPEB Liability (Asset)</b>				
<b>Fiscal Years Ending June 30, 2017–2020* (in thousands)</b>				
	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>
<b>Total OPEB liability</b>				
Service cost	\$ 324,526	\$ 338,776	\$ 633,316	\$ 225,094
Interest	174,040	164,544	320,157	277,562
Benefit changes	428,480	53,985	(3,340,847)	(1,065,891)
Difference between expected and actual experience	(329,525)	(7,285)	(109,227)	262,764
Changes in assumptions	(264,958)	40,616	(2,248,888)	(366,671)
Benefit payments	(408,683)	(489,169)	(517,470)	(489,102)
Net change in total OPEB liability	(76,120)	101,467	(5,262,959)	(1,156,244)
<b>Total OPEB liability, beginning of year</b>	<b>2,215,918</b>	<b>2,114,451</b>	<b>7,377,410</b>	<b>8,533,654</b>
<b>Total OPEB liability, end of year</b>	<b>2,139,798</b>	<b>2,215,918</b>	<b>2,114,451</b>	<b>7,377,410</b>
<b>Fiduciary net OPEB position</b>				
Retired member contributions	295,779	312,841	329,305	339,056
Employer contributions	0	0	0	0
Net investment income	140,300	244,700	328,965	440,196
Benefit payments, net of reimbursements	(408,683)	(404,380)	(410,273)	(486,605)
Administrative expenses	(2,258)	(2,352)	(2,427)	(2,496)
Net change in fiduciary net OPEB position	25,138	150,809	245,570	290,151
<b>Fiduciary net OPEB position, beginning of year</b>	<b>3,872,158</b>	<b>3,721,349</b>	<b>3,475,779</b>	<b>3,185,628</b>
<b>Fiduciary net OPEB position, end of year</b>	<b>3,897,296</b>	<b>3,872,158</b>	<b>3,721,349</b>	<b>3,475,779</b>
<b>Net OPEB liability (asset), end of year</b>	<b>\$ (1,757,498)</b>	<b>\$ (1,656,240)</b>	<b>\$ (1,606,898)</b>	<b>\$ 3,901,631</b>

\*This is a 10-year schedule — however, the information is not required to be presented retroactively. Years will be added to this schedule in future fiscal years until 10 years of information is available.

<b>Schedule of Employers' Net OPEB Liability (Asset)</b>						
<b>Fiscal Years Ending June 30, 2016–2020* (dollar amounts in thousands)</b>						
<b>Fiscal Year Ending</b>	<b>Total OPEB Liability</b>	<b>Fiduciary Net OPEB Position</b>	<b>Net OPEB Liability (Asset)</b>	<b>Ratio of Fiduciary Net OPEB Position to Total OPEB Liability</b>	<b>Covered Payroll</b>	<b>Net OPEB Liability (Asset) as a Percentage of Covered Payroll</b>
June 30, 2016	\$8,533,654	\$3,185,628	\$5,348,026	37.3%	\$10,628,269**	50.3%
June 30, 2017	\$7,377,410	\$3,475,779	\$3,901,631	47.1%	\$10,767,964**	36.2%
June 30, 2018	\$2,114,451	\$3,721,349	\$(1,606,898)	176.0%	\$10,775,526	(14.9)%
June 30, 2019	\$2,215,918	\$3,872,158	\$(1,656,240)	174.7%	\$11,088,785	(14.9)%
June 30, 2020	\$2,139,798	\$3,897,296	\$(1,757,498)	182.1%	\$11,392,013	(15.4)%

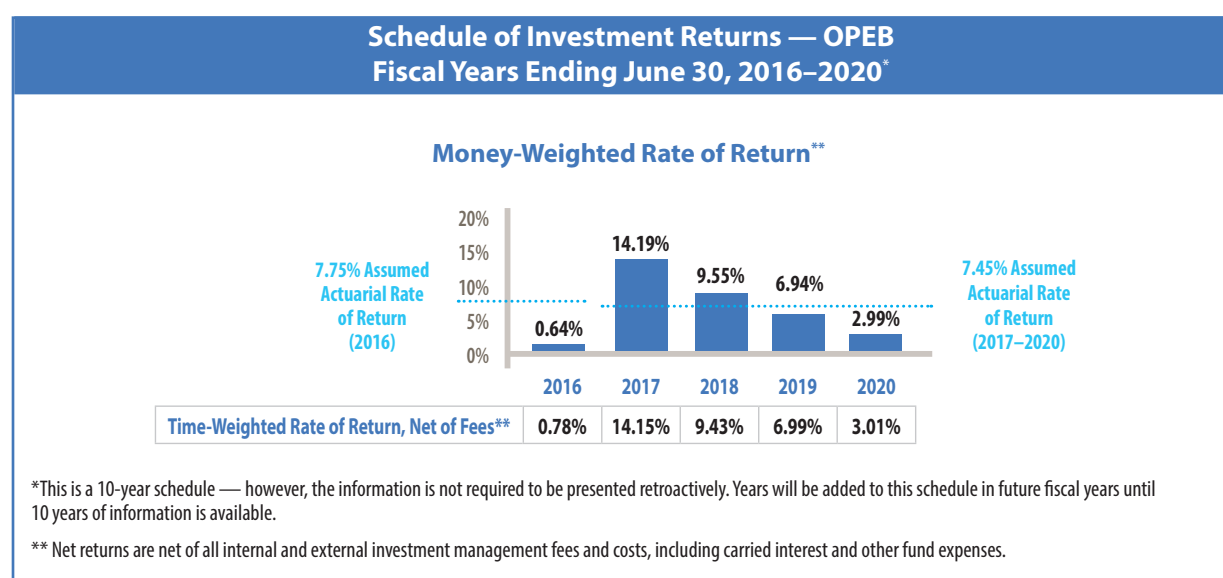
\*This is a 10-year schedule — however, the information is not required to be presented retroactively. Years will be added to this schedule in future fiscal years until 10 years of information is available.

\*\*Covered payroll was based on the prior calendar year projected forward to the fiscal year end period.



Schedule of Employers' Contributions — OPEB					
Fiscal Years Ending June 30, 2017–2020* (dollar amounts in thousands)					
Fiscal Year	Actuarial Determined Contribution	Employer Contributions*	Contribution Deficiency (Excess)	Covered Payroll	Contributions as a Percentage of Covered Payroll
2017	\$239,430	\$0	\$239,430	\$10,767,964	0.00%
2018	\$0	\$0	\$0	\$10,775,526	0.00%
2019	\$0	\$0	\$0	\$11,088,785	0.00%
2020	\$0	\$0	\$0	\$11,392,013	0.00%

\*This is a 10-year schedule — however, the information is not required to be presented retroactively. Years will be added to this schedule in future fiscal years until 10 years of information is available.



Notes to Required Supplementary Information — OPEB		
Fiscal Years Ending June 30, 2020 and 2019		
Valuation date	June 30, 2020	June 30, 2019
Measurement date	June 30, 2020	June 30, 2019
Amortization method	Level percentage of payroll	Level percentage of payroll
Actuarial cost method	Entry level normal	Entry age normal
<b>Actuarial assumptions:</b>		
Discount rate	7.45%	7.45%
Projected salary increases	12.50% at age 20 to 2.50% at age 65	12.50% at age 20 to 2.50% at age 65
Payroll increases	3.00%	3.00%
Trend rates	–6.69–11.87% initial; 4.00% ultimate	4.93–9.62% initial; 4.00% ultimate

The information presented in the required supplemental schedules was determined as part of the actuarial valuations for the dates indicated. See accompanying independent auditors' report.

<b>Schedules of Administrative Expenses For the Years Ending June 30, 2020 and 2019</b>		
	<b>2020</b>	<b>2019</b>
<b>Personnel</b>		
Salaries and wages	\$ 35,765,424	\$ 34,871,306
Retirement contributions	4,770,172	4,692,468
Benefits	7,014,796	6,361,400
<b>Total personnel</b>	<b>47,550,392</b>	<b>45,925,174</b>
<b>Professional and technical services</b>		
Computer support services	988,637	946,957
Health care services	523,593	584,939
Actuary	239,579	248,271
Auditing	192,932	196,172
Defined contribution administration fees	971,398	915,652
Legal	238,367	112,688
Temporary employment services	50,982	25,146
<b>Total professional and technical services</b>	<b>3,205,488</b>	<b>3,029,825</b>
<b>Communications</b>		
Postage and courier services	1,178,261	1,151,214
Printing and supplies	1,087,890	1,225,579
Telephone	323,543	308,197
<b>Total communications</b>	<b>2,589,694</b>	<b>2,684,990</b>
<b>Other expenses</b>		
Equipment repairs and maintenance	5,620,457	4,957,888
Building utilities and maintenance	1,449,433	1,409,966
Transportation and travel	158,328	207,041
Recruitment fees	162,343	32,920
Depreciation	5,896,597	6,902,195
Member and staff education	130,754	196,211
Insurance	672,625	637,035
Memberships and subscriptions	126,373	131,616
Ohio Retirement Study Council	225,039	261,188
Miscellaneous	231,031	93,681
<b>Total other expenses</b>	<b>14,672,980</b>	<b>14,829,741</b>
<b>Total administrative expenses</b>	<b>\$ 68,018,554</b>	<b>\$ 66,469,730</b>
<p>Note: Above amounts do not include internal investment expenses, which are deducted from investment income and shown in a separate schedule on Page 40. See accompanying independent auditors' report.</p>		

Schedules of Internal Investment Expenses For the Years Ending June 30, 2020 and 2019		
	2020	2019
<b>Personnel</b>		
Salaries and wages	\$ 27,202,313	\$ 27,174,325
Retirement contributions	3,093,889	3,127,716
Benefits	2,752,055	2,543,484
<b>Total personnel</b>	<b>33,048,257</b>	<b>32,845,525</b>
<b>Professional and technical services</b>		
Investment research	2,854,360	2,556,144
Financial asset advisors	760,649	761,610
Custody banking fees	1,819,858	1,781,515
Investment quotation systems	2,377,170	2,175,771
Temporary employment services	17,579	17,101
<b>Total professional and technical services</b>	<b>7,829,616</b>	<b>7,292,141</b>
<b>Other expenses</b>		
Printing and supplies	1,811	3,540
Building utilities and maintenance	193,525	215,795
Travel	233,137	422,522
Staff education	7,157	9,685
Memberships and subscriptions	88,670	87,491
Miscellaneous	82,691	190,623
<b>Total other expenses</b>	<b>606,991</b>	<b>929,656</b>
<b>Total internal investment expenses</b>	<b>\$ 41,484,864</b>	<b>\$ 41,067,322</b>

See accompanying independent auditors' report.

Schedules of External Asset Management Fees For the Years Ending June 30, 2020 and 2019		
	2020	2019
<b>Asset class</b>		
Fixed income	\$ 5,970,702	\$ 6,478,686
Domestic equities	11,026,853	11,477,633
International equities	28,380,654	29,994,251
Real estate	15,092,942	11,933,566
Alternative investments	174,508,120	173,214,463
<b>Total external asset management fees</b>	<b>\$ 234,979,271</b>	<b>\$ 233,098,599</b>

Note: Investment-related costs associated with external asset management are reported as external asset management fees in the *Statement of Changes in Fiduciary Net Position*, if the investment-related costs are separable from investment income and expenses of the plan.

See accompanying independent auditors' report.

## Investment Review

For Fiscal Year July 1, 2019, through June 30, 2020

Prepared by STRS Ohio's Investment Department Associates

### Basis of Presentation

STRS Ohio provides the investment returns for the fund and performance calculations are prepared using time-weighted rates of return. Except as noted, performance is gross returns, except for alternative investments and real estate where the return is net of all external investment management fees and costs, including carried interest and other fund expenses. Returns for periods longer than one year are annualized.

### Economic Environment

At the beginning of fiscal 2020, the United States set a record for the country's longest economic expansion — surpassing the 10-year growth cycle from 1991–2001. The expansion would last another eight months before COVID-19 pandemic mitigation efforts led to stringent lockdowns and business closures across the country that caused a –5% annualized plunge in real gross domestic product growth (GDP) in the third fiscal quarter and an historic post-World War II –31.4% collapse in the final fiscal quarter. The prior quarterly record holder for the most severe decline was a –10% plummet at the start of 1958 during the 1957–1958 recession and the worst quarterly economic output performance during the Great Depression was a –38.2% annualized decline in the third calendar quarter of 1932. Nearly 21 million jobs were lost in April alone because of the shutdowns — more than 10 times the previous worst monthly job loss of nearly two million in September 1945 immediately following the end of World War II. Before the pandemic, economic activity in January and February had been accelerating following a truce in the China-U.S. trade war that had clouded the economic outlook over the prior year. The pandemic's timing could not have been worse amid an improving economy.

Though the scale of the lost output had been historic, the length of the recession could only be about four months when it is officially determined by the recession dating committee at the National Bureau of Economic Research. That would be much shorter than the Great Depression's 43 months. Post-World War II recessions have averaged 11 months and the shortest recession during

that period has been six months in 1980 that preceded a longer and deeper recession just a year later. Therefore, such a deep and short duration recession like the one we experienced at the end of fiscal 2020 has not occurred in U.S. economic history, and the rebound from the recession could be just as unusual.

Much of the mitigation efforts by states to control the spread of COVID-19 were eased or lifted from mid-May onward. Along with aggressive federal monetary and fiscal policies that were developed to, first, establish a floor to the economic freefall and then, ultimately provide stimulus for an economic recovery, many businesses began the process of reopening and rehiring laid-off workers. The rebound in economic activity will not completely offset the decline from the second half of fiscal 2020 for many years to come as businesses and consumers adapt to ongoing concerns with the coronavirus spread and damage. Nonetheless, after a steep collapse, stronger economic growth from a much lower level of activity should lift the U.S. economy out of recession and onto a path of recovery.

U.S. real (inflation-adjusted) gross domestic product (GDP) plunged –9% in fiscal 2020. Real private domestic final sales growth (a core measure of economic activity that consists of GDP less volatile inventory changes, government spending and foreign trade) fell an even greater –9.7% in fiscal 2020. The likely surges for real GDP and real private domestic final sales in fiscal 2021 largely will be due to a rebound from a nearly unprecedented decline in the level of activity instead of strong underlying economic fundamentals. Their growth rates should appear impressive because they are built off far lower levels than that recorded at the end of calendar 2019 before the pandemic, yet it will take many years to recover the amount of output that was lost from even this likely short recession.

Along with the nearly unprecedented decline in economic activity during the final quarter of fiscal 2020, the demand destruction from the lockdowns has significantly slowed U.S. inflation growth. Energy costs, in particular, fell dramatically

from a Russia versus Saudi Arabia production battle and the much lower demand from largely closed economies around the world. Consumer prices fell an annualized –5% in March before an even larger –9.1% annualized drop in April. After a further negative monthly growth rate of –0.6% in May, those prices recovered at a 7% annualized rate in the last month of the fiscal year. That left the year-over-year pace at just 0.7% for fiscal 2020. Meanwhile, the broadest measure of inflation in the U.S. economy —the GDP price index — grew only 0.6% in the fiscal year.

In each case, inflation measures grew well below the Federal Reserve’s stated objective of about 2% long-term inflation. The Federal Reserve ended the fiscal year with extraordinarily aggressive policy by providing unmatched liquidity and monetary stimulus for when a recovery begins in fiscal 2021. From the end of February through the end of the fiscal year, the Federal Reserve enacted at least 34 separate monetary policy actions that were meant to ensure liquidity was readily available for the credit markets and that its primary monetary policy tools were primed to provide broader stimulus to the economy after its collapse in the second half of fiscal 2020. By some estimates, the combined economic stimulus from the Federal Reserve’s normal policy options and the lending capability provided to it by the federal government will amount to roughly \$2.3 trillion or more. The Federal Reserve quickly returned short-term interest rates to the previous zero lower bound that it used from December 2008 (one year into the Great Recession) through much of December 2015. The real (inflation-adjusted) federal funds rate also returned to negative territory, making monetary policy highly stimulative to future credit and economic growth. The Federal Reserve also accelerated its quantitative easing programs to keep long-term interest rates lower than they would have otherwise been.

It is clear that monetary policymakers are even more aggressive and proactive in addressing potential liquidity problems during the latest recession than they were during their uncharted actions of the Great Recession and beyond. They will continue to address all shortcomings in monetary policy (excluding negative short-term

rates where no consensus exists) that could hold back a recovery. No change in short-term interest rates and continually growing quantitative easing will be the hallmarks of Federal Reserve policy in fiscal 2021 and likely beyond. With highly stimulative monetary policy and the likelihood that the U.S. economy will not have fully recovered what it lost at the end of fiscal 2020 for many years to come, interest rates should remain low for some time.

In addition to the aggressive moves by Federal Reserve monetary policymakers, the federal government has been determined with fiscal policy actions. Four laws, most notably the Coronavirus Aid, Relief & Economic Security Act (CARES Act), accumulating to roughly \$3 trillion in fiscal policy stimulus were passed by Congress and signed by the president from early March through late April. They focused largely on providing some monetary protections for employees and businesses impacted by the government actions to limit economic activity during the battle against the spread of COVID-19. When added to the projections of monetary policy stimulus, the combined roughly \$5.3 trillion in policy actions amounts to about 25% of the size of the U.S. economy — a huge stimulus package that was implemented quickly. As the economy starts to recover in fiscal 2021, there is the potential that even greater amounts of stimulus will be enacted from both sets of policymakers. The added federal deficits and debt for the U.S. economy will matter again sometime in the future by potentially limiting economic growth with higher taxes and less spending to pay off the previous accumulated debt, but that is not the mission of policymakers today as they work to prevent another Great Depression. In the meantime, these issues should be manageable because the historically low financing costs of the rapidly growing debt is lower than the economy’s potential nominal growth.

### Fixed Income

Fiscal 2020 was a strong year for fixed-income market returns, as measured by the Bloomberg Barclays U.S. Universal Index\*, with a return of +7.9%. Fixed income returns were driven by the decrease in interest rates and interest income

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earned. The highest returning sector was U.S. Treasuries (+10.5%), followed by investment-grade corporate bonds (+9.5%), commercial mortgage-backed securities (+6.8%), government related (+6.6%), mortgage-backed securities (+5.7%), asset-backed securities (+4.7%), emerging market debt (+3.0%) and high yield (+0.03%). The Liquid Treasury Portfolio benchmark, the Bloomberg Barclays U.S. Intermediate Treasury Index\*, had a return of 7.1% for fiscal 2020.

The STRS Ohio fixed-income asset class returned 8.10% versus the benchmark's return of 7.93%. Over the three prior fiscal years, the STRS Ohio fixed-income asset class returned an annual average of 5.16% versus the benchmark's return of 5.08%. The STRS Ohio performance over the prior five fiscal years was 4.58% versus the benchmark's 4.38%. A more complete report of STRS Ohio performance appears on Page 63.

### Domestic Equities

Despite the economic slowdown resulting from the COVID-19 pandemic, the U.S. equity market rose for the 11th consecutive year in fiscal 2020. The market reached an all-time high in February before pulling back into the end of the fiscal year as global economic activity slowed. The U.S. economy ended the fiscal year in a recession as social distancing went into effect in mid-March. The S&P 500 gained 7.5% on a total return basis, closing the year at 3100.29. Returns for the year were driven by multiple expansion as the result of fiscal and monetary stimulus provided by the U.S. government to ease the recession resulting from the pandemic. S&P 500 earnings fell approximately 19% during the fiscal year. The technology, consumer discretionary and communication services sectors were the market leaders, while energy, financials and industrials were the worst performers.

The STRS Ohio domestic equities asset class returned 7.87% versus the Russell 3000® Index benchmark's return of 6.53%. Over the three prior fiscal years, the STRS Ohio domestic equities asset class returned an annualized 10.88% versus the benchmark's return of 10.04%. The STRS Ohio performance over the prior five fiscal years was 10.36% versus the benchmark return of 10.03%. A more complete report of STRS Ohio performance appears on Page 63.

### International Equities

The international markets recorded a downturn in fiscal 2020 that broke a string of three consecutive years of rising equity markets. The international markets were performing well in the first half of fiscal 2020 but then the severe economic impact from the COVID-19 pandemic caused a negative reversal. The MSCI World ex-US Index (50% hedged) for developed markets decreased 3.8% and the MSCI EM Index for emerging markets decreased 3.4% in fiscal 2020. Monetary and fiscal support during the pandemic helped the markets in the last quarter of fiscal 2020 to recover most of the losses from the worst point of the downturn.

Only nine countries in the developed markets were able to record positive returns in U.S. dollar terms. The best performing countries were Denmark (+22.9%), New Zealand (+22.4%) and Netherlands (+9.2%). The three weakest markets were Austria (-27.7%), Norway (-22.4%) and Belgium (-21.6%). The U.S. dollar strength overall against developed market currencies contributed to a reduction in returns.

There was an even wider divergence in returns for the emerging countries. The three best returns in emerging markets were Taiwan (+23.0%), China (+13.3%) and Korea (+0.9%). The weakest markets were Argentina (-46.5%), Colombia (-40.4%) and Chile (-34.2%).

The STRS Ohio international asset class returned -5.17% versus the benchmark's return of -3.63%. Over the past three fiscal years, the STRS Ohio international asset class returned an annualized 1.48% versus the benchmark's return of 2.21%. The STRS Ohio performance over the prior five years was 3.48% versus the benchmark's return of 3.20%. A more complete report of STRS Ohio performance appears on Page 63.

### Real Estate

The real estate market total return was 0.91% in fiscal 2020 compared to 7.37% in fiscal 2019. The private real estate market component provided a total return of 2.69% with the public real estate market (REITs) turning in a negative return of -13.03%.

For the first time in over 10 years, the private real estate index turned in a negative result for appreciation during the fiscal fourth quarter.

Income returns for the private market index were still strong at 4.4% with appreciation return of -1.65%, drawing the total index down to 2.69%. Real estate was in a very mature cycle even without the effects of COVID-19 that exacerbated the decline. The fundamentals of real estate — supply and demand — drive real estate income returns and for the most part the market is in balance.

The STRS Ohio total real estate asset class returned 2.28% versus the benchmark's return of 0.91% in fiscal 2020. Over the three prior fiscal years, the STRS Ohio real estate total asset class returned an annual average return of 6.28% versus the benchmark's return of 4.97%. The STRS Ohio performance over the prior five fiscal years was 7.35% versus the benchmark's 6.59%. A more complete report of STRS Ohio performance appears on Page 63.

### Alternative Investments

There are two portfolios within alternative investments: private equity and opportunistic/diversified. The target allocation for private equity is 7%. The target allocation for opportunistic/diversified is 10%, resulting in a combined target neutral weight for the alternative investments asset class of 17% of total fund.

The private equity and opportunistic/diversified portfolios grew as the result of investment activity during the fiscal year, whereby capital calls exceeded distributions. The performance of the alternative investments asset class is compared to a relative return objective or an absolute return objective, which are expected to converge over the very long term. The current alternative investment blended relative return objective is in two parts by policy: private equity is the Russell 3000 index plus 1% and opportunistic/diversified is the Russell 3000 index minus 1%. Currently, the absolute return objective is 7.09%. Over the 10 prior fiscal years, the STRS Ohio total alternative investment asset class generated an annualized return of 9.79%. This compares to the relative return objective of 14.00% and the absolute return objective of 8.09%. A more complete report of STRS Ohio performance appears on Page 63.

### Total Fund

During fiscal 2020, the STRS Ohio fund returned 3.14% versus the benchmark's return of 3.07%. Over the three prior fiscal years, the STRS Ohio fund returned an annual average of 6.58% versus the benchmark's return of 6.41%, while the fund performance over the prior five fiscal years was 6.91% versus the benchmark's 6.60%. During the 10 past fiscal years, the STRS Ohio fund returned an annual average of 9.39% versus the benchmark's return of 9.26%. A more complete report of STRS Ohio fund performance appears on Page 63.

# Statement of Investment Objectives and Policy

Effective Dec. 19, 2019

## 1.0 Purpose

- 1.1 The State Teachers Retirement System of Ohio (“STRS Ohio”) was established for the benefit of the teachers of the public schools of the State of Ohio. STRS Ohio is dedicated to partnering with STRS Ohio members to provide financial performance and member service to help build financial security for current and future retirees.
- 1.2 The State Teachers Retirement Board of Ohio (the “Board”) is vested with the operation and management of the State Teachers Retirement System of Ohio (“STRS Ohio”) (ORC Section 3307.04). The Board has the full power to invest the assets (the “Fund”) of STRS Ohio (ORC Section 3307.15). The Board is required to “. . . adopt in a regular meeting, policies, objectives or criteria for the operation of the investment program . . .” (ORC Section 3307.15).
- 1.3 To fulfill the statutory requirement of ORC Section 3307.15, the Board has adopted this Statement of Investment Objectives and Policies (the “Statement”) to govern the investment of the Fund. This Statement summarizes the objectives and policies for the investment of the Fund.
- 1.4 The Board has approved these objectives and policies after careful consideration of STRS Ohio benefit provisions, and the implications of alternative objectives and policies.
- 1.5 The Statement has been prepared with five audiences in mind: incumbent, new and prospective Board members; STRS Ohio investment staff; STRS Ohio active and retired members; the Ohio General Assembly and Governor; and agents engaged by the Board to manage and administer the Fund.
- 1.6 The Board regularly, but in no event less than annually, will assess the continued suitability of this Statement, initiate change as necessary and update this Statement accordingly.
- 1.7 The Board may authorize its administrative officers and committees to act for it in accord with its policies (ORC Sections 3307.04 and 3307.15). The Board, no less frequently than annually, adopts a resolution delegating to the Executive Director and the Deputy Executive Director — Investments the authority to acquire, dispose, operate and manage the assets of the Fund, subject to the Board’s policies and to subsequent approval by the Board. Consequently, the Executive Director, the Deputy Executive Director — Investments and the investment staff are responsible for preparing and maintaining numerous supporting management documents that govern the implementation of Board policies, including, but not limited to, individual investment manager mandates and guidelines, agent agreements and limited partnership documents.

- 1.8 In carrying out the operation and management of STRS Ohio, the Board, the Executive Director, his/her investment staff and others that are considered fiduciaries as defined in ORC Section 3307.01(K) are subject to various fiduciary responsibilities in ORC Chapter 3307, including those found in ORC Sections 3307.15, 3307.151, 3307.181 and 3307.18. This Statement incorporates, and is subject to, all of the provisions of ORC Chapter 3307.
- 1.9 The Board acknowledges its responsibilities under ORC Chapter 3307 and to the extent that this Statement is inconsistent with ORC Chapter 3307, Chapter 3307 shall control.
- 1.95 The Board approved this Statement on Dec. 19, 2019.

## 2.0 Investment Objective

- 2.1 Subject to the Ohio Revised Code, the investment objectives for the total fund are:
  - (a) to earn, over moving 30-year periods, an annualized return that equals or exceeds the actuarial rate of return (ARR) approved by the Board to value STRS Ohio liabilities. The current actuarial rate of return is 7.45%;
  - (b) to earn a rate of return that equals or exceeds the System’s long-term policy index with an acceptable level of risk; and
  - (c) maintain sufficient liquidity to satisfy cash flow needs.
- 2.2 The Board believes, based on the assumptions in this Statement, that the investment policies summarized in this Statement will achieve this long-term actuarial objective at an acceptable level of risk. The Board evaluates risk in terms of the probability of not achieving the ARR over a 30-year time horizon.

## 3.0 Key Document Policy

To assist the Board and the investment staff, the following key documents will be produced or reviewed according to the schedule in Exhibit 1.

Exhibit 1: Key Document Schedule		
Key Document	Document Source	Review Schedule
Quarterly Performance Review	Board Consultant	Quarterly
Statement of Investment Objectives and Policy/ Fund Governance	STRS Ohio Investment Staff/ Reviewed by Board Consultant	Annually
Annual Plan (Includes Risk Budget)	STRS Ohio Investment Staff/ Reviewed by Board Consultant	Annually
Actuarial Study	Actuary/STRS Ohio Finance Department	Annually
Asset/Liability Study and Experience Review	STRS Ohio Investment Staff/ STRS Ohio Senior Staff/Board Consultant/Actuary/Board	At least once in every quinquennial period



#### 4.0 Asset Mix Policy, Risk Diversification and Return Expectations

- 4.1 After careful consideration of the investment objectives, liability structure, funded status and liquidity needs of STRS Ohio, and the return, risk and risk-diversifying characteristics of different asset classes, the Board approved the asset mix policy presented in Exhibit 2 (below). The exhibit also summarizes the Board’s return expectations for the asset mix policy and active management.
- 4.2 Fifty-eight percent of the Fund is targeted for investment in equities, inclusive of domestic, international and private equity investments. Equity investments have provided the highest returns over long time periods, but can produce low and even negative returns over shorter periods.
- 4.3 The probability of low or negative returns over shorter time periods makes 100% equity policies unsuitable for most pension funds, including STRS Ohio. By investing across multiple equity asset classes, and in lower return but lower volatility fixed-income and real estate, the Board is managing and diversifying total fund risk.
- 4.4 Forecasts of capital market and active management returns undertaken by the Board’s investment consultant indicate that the Board’s asset allocation summarized in Exhibit 2 has an expected 10-year annualized return of 6.84% (without net value added). Over a 30-year period, the Board’s investment consultant indicates that this asset mix should generate a return above the actuarial rate of return, without net value added by management.

Exhibit 2: Asset Mix Policy and Return Expectations for STRS Ohio Total Fund					
Asset Class	Target Allocation	Rebalancing Range	Expected 10-Year Policy Returns <sup>1</sup>	Expected Management Net Returns <sup>2</sup>	Expected Total Return
<b>Equity</b>					
Domestic	28%	23–33%	7.35%	0.25%	7.60%
International	23%	18–28%	7.55%	1.00%	8.55%
Alternatives	17% <sup>4</sup>	10–22% <sup>4</sup>	7.09%		7.09%
Private Equity	7% <sup>4</sup>	4–10% <sup>4</sup>	8.15%		8.15%
Opportunistic/Diversified	10% <sup>4</sup>	6–14% <sup>4</sup>	6.35%		6.35%
<b>Fixed Income</b>	21%	12–28%	3.00%	0.35%	3.35%
Core	16%	12–21%			
Liquid Treasury	5%	0–7%			
Real Estate	10%	6–13%	6.00%	1.00%	7.00%
Liquidity Reserve	1%	0–5%	2.25%		2.25%
<b>Total Fund</b>	<b>100%</b>		<b>6.84%</b>	<b>0.40%</b>	<b>7.24%</b> <sup>3</sup>

<sup>1</sup>The expected 10-year policy returns are based on the investment consultant’s capital market assumptions in the 2017 asset-liability study for each asset class and total fund.  
<sup>2</sup>Individual asset class returns (except real estate and alternative investments) are gross value added. The total fund is net of all investment management costs, and real estate and alternative investments is net of external management fees.  
<sup>3</sup>The 10-year total fund return forecast is 7.24% per year, which includes the expected net value added by management and is based on the asset mix policy.  
<sup>4</sup>The Private Equity and Opportunistic Diversified target weights and rebalancing ranges are only meant to be general guidelines; the official target weight and rebalancing range is at the total alternative investment asset class level.

- 4.5 From the 2017 Asset-Liability Study, the 6.84% expected asset mix 10-year policy return was developed with reference to the observed long-term relationships among major asset classes. The Board believes this return expectation is reasonable, but recognizes that the actual 10-year asset mix policy return can deviate significantly from this expectation — both positively and negatively. The volatility level associated with this asset mix is approximately 14.46%.
- 4.6 Fund assets are invested using a combination of passive and active management strategies. Passive management reduces both the possibility for underperformance and the opportunities of outperformance. Active management is expected to earn net 0.40% per annum of additional returns over moving five-year periods. The Board recognizes that unsuccessful active management can reduce total fund returns.
- 4.7 Investment objectives and guidelines for individual asset classes have been approved by the Board and are summarized in the following sections.
- 4.8 Liquidity reserves are kept at a minimum level, but sufficient to cover the short-term cash flow needs. STRS Ohio investment staff may utilize a derivative overlay to maintain the liquidity reserve level at 1%.
- 4.9 The Board reviews at least annually its expectations for asset class and active management performance, and assesses how the updated expectations affect the probability that the Fund will achieve the established investment objectives.

## 5.0 Rebalancing

- 5.1 Exposures to selected asset classes are actively managed within the rebalancing ranges specified in Exhibit 2. Rebalancing ensures that the Fund's actual asset allocation remains close to the target asset mix policy.
- 5.2 The Fund's actual asset mix is monitored at least monthly relative to established asset allocation policy targets and ranges. The timing and magnitude of rebalancing are decided with due consideration to the liquidity of the investments and the associated transaction costs.
- 5.3 In its Annual Investment Plan prepared for the Board, staff explains how it is managing asset class exposures based on short- and intermediate-term capital market forecasts.
- 5.4 The impact of rebalancing decisions on total fund returns is included in investment performance reports to the Board.

## 6.0 Passive and Active Management Within Risk Budgets

- 6.1 STRS Ohio investment staff has been delegated the responsibility for managing the Fund's exposure to passive and active investment strategies, subject to the constraint that active risk does not exceed Board-approved target risk budgets for the total fund and individual asset classes. Active risk will be evaluated compared to risk budgets on an ex-ante basis.
- 6.2 The Board has approved a target risk budget of 0.60% to 1.20%, with a working range of 0.20% to 1.60%, annualized active management for the total fund. In exchange for assuming this level of active risk, the Board expects active management to add net 0.40% of annualized excess return over moving five-year periods to judge its effectiveness.
- 6.3 The Board realizes that actual active management returns will likely be above or below the net 0.40% target over any five-year moving period, and therefore will evaluate the success of STRS Ohio active management program within this context. The Board recognizes that any amount of management return in excess of the associated investment costs improves the security of STRS Ohio plan members.
- 6.4 Passive management uses low cost index funds to access the return streams available from the world's capital markets. Index funds control costs, are useful tools for evaluating active management strategies, capture exposure to the more efficient markets and facilitate rebalancing to the asset mix policy.
- 6.5 Active management is expected to earn higher returns than those available from index funds by making value-added security selection and asset mix timing decisions. Unsuccessful active management results in below index fund returns.

- 6.6 Because there are no index fund products for private real estate and alternative investments, these assets must be actively managed. Active versus passive decisions in all asset classes are based upon using the best available information.

## 7.0 Global Equities — Domestic

- 7.1 Domestic equity is being managed relative to a Board-approved risk budget range of 0.20% to 1.50%, and is expected to earn at least 0.25% of annualized excess return above the Russell 3000® Index over moving five-year periods.
- 7.2 Key elements of the strategy:
  - (a) The portfolio's active management adds value primarily through security selection. Sector tilts by style, economic sectors or market capitalization are managed in accordance with the risk budget for domestic equities.
  - (b) The portfolio utilizes a variety of portfolio management approaches including quantitative and fundamental techniques to diversify the source of excess return.
  - (c) The portfolio utilizes a combination of internal and external management, utilizing multiple internal portfolio managers and multiple external manager firms to improve the likelihood of achieving excess returns, to diversify risk and to control costs.
- 7.3 Short sales may be used in the management of STRS Ohio domestic equity portfolios, but may not exceed 10% of the value of the asset class.

## 8.0 Global Equities — International

- 8.1 International equity is being managed relative to a Board-approved risk budget range of 0.60% to 2.50%, and is expected to earn at least 1.00% of annualized excess return above a blended benchmark of 80% MSCI World ex US Index-Net (50% hedged currency) and 20% MSCI Emerging Markets Index-Net over moving five-year periods.
- 8.2 Key elements of the strategy:
  - (a) The portfolio's active management adds value primarily through security selection and country allocation decisions. These decisions have been shown to be the principal sources of the excess return in international equity portfolios. Managers also have the ability to add value through currency management.
  - (b) The portfolio uses a variety of portfolio management approaches including quantitative and fundamental techniques to diversify the source of excess return.

- (c) Aggregate exposures to countries, currencies, equity styles and market capitalization are monitored and managed relative to their benchmark exposures.
  - (d) The portfolio utilizes a combination of internal and external management, with multiple internal portfolio managers and multiple external manager firms to improve the likelihood of achieving excess returns, to diversify risk and to control costs.
  - (e) STRS Ohio utilizes a 50% hedged benchmark on the developed markets portfolios in order to reduce the overall exposure to currency volatility. With a 50% hedged benchmark, all developed market portfolios are generally hedged around the 50% benchmark level. Active currency positions are taken from time to time in some portfolios at the managers' discretion. This is generally limited to 10 percentage points under or over hedged around the benchmark for the total internal developed portfolios. Three-month currency forwards are the investment instrument generally used for hedges.
- 8.3 Short sales may be used in the management of STRS Ohio international equity portfolios, but may not exceed 10% of the value of the asset class.

## 9.0 Fixed Income

- 9.1 Core Fixed Income Portfolio is being managed relative to a Board-approved risk budget range of 0.10% to 1.50%, and is expected to earn at least 0.35% of annualized excess returns above the Bloomberg Barclays U.S. Universal Index over moving five-year periods.
- 9.2 Core Fixed Income Portfolio is actively managed because active management is generally low cost and market opportunities exist for skilled managers to generate excess returns.
- 9.3 Key elements of the Core Fixed Income Portfolio strategy:
- (a) The portfolio will primarily be managed internally, with multiple external managers utilized in specialized segments of the market such as high yield and emerging market debt.
  - (b) The portfolio will emphasize issue selection, credit analysis, sector allocations and duration management.
  - (c) Aggregate exposures to duration, credit and sectors are monitored and managed relative to corresponding exposures in the asset class benchmark.
- 9.4 Liquid Treasury Portfolio is expected to be managed within a risk budget range of 0.00% to 0.25% during normal market conditions, but will have a Board-approved risk budget range of 0.00% to 1.00%. At times, it may be prudent to manage the portfolio to the upper end of the Board-approved risk budget range to accommodate the liquidity needs of the total fund. Returns are expected to track or slightly exceed the annualized returns of the Bloomberg Barclays U.S. Intermediate Treasury Index over moving five-year periods.
- 9.5 The marketability of this portfolio will remain high to maintain substantial flexibility in meeting the liquidity needs of the total fund including benefit payments, asset allocation rebalancing and diversification.
- 9.6 Key elements of the Liquid Treasury Portfolio strategy:
- (a) The portfolio is internally managed because internal management is generally low cost and provides greater control over the timing of investment decisions in order to meet the rebalancing and cash flow needs of the total fund.
  - (b) The portfolio will emphasize liquidity, issue selection and minimize transaction costs through achievement of efficient trade execution.
  - (c) Exposures to duration, credit and sectors are monitored and managed relative to the portfolio benchmark and characteristics.
- 9.7 Short sales may be used in the management of STRS Ohio fixed-income portfolios, but may not exceed 10% of the value of the asset class.

## 10.0 Real Estate

- 10.1 Real estate investments are being managed relative to a Board-approved risk budget range of 2.00% to 7.00%, and are expected to earn at least 1.00% of annualized excess returns above a blended benchmark over moving five-year periods. The Real Estate Blended Benchmark is 85% NCREIF Property Index and 15% FTSE NAREIT Equity REITs Index.
- 10.2 Key elements of the strategy:
- (a) Eighty-five percent of Real Estate is actively managed. The portfolio is primarily managed internally, with direct property investments representing most of the portfolio. External Managers are used primarily for specialized segments of the market. Risk is diversified by investing across major property types and geographic areas.
  - (b) Leverage of up to and including 50%, in aggregate, is permitted for internally managed assets (excluding REITs).
  - (c) Publicly traded REITs are passively managed and targeted at 15% of the real estate portfolio to enhance liquidity and diversification.
  - (d) Non-core real estate investments are limited to 20% of the real estate portfolio. Investment strategies will be characterized as "opportunistic" based on the market conditions prevailing at the time of investment.
- 10.3 Short sales may be used in the management of REITs, but may not exceed 10% of the value of the asset class.

## 11.0 Alternative Investments (Private Equity and Opportunistic/Diversified)

- 11.1 Alternative investments involve separate allocations to private equity and opportunistic/diversified investments.
- 11.2 Private equity investments are being managed with the objective of earning at least 1.00% net of fees above domestic public equity markets (Russell 3000® Index) over moving 10-year periods. Private equity investments are traded infrequently and, therefore, risk budget concepts are not applicable.
- 11.3 Key elements of the private equity strategy:
- (a) Private equity investments are 100% actively managed.
  - (b) Private equity risk is diversified by investing across different types of investments including, but not limited to, venture capital, leverage buyouts, mezzanine debt or distressed debt. Private equity investments may be made directly, through funds, fund-of-funds or as co-investments.
  - (c) Private equity risk is also diversified by investing across vintage years, industry sectors, investment size, development stage and geography.
  - (d) Private equity investments are managed by general partners with good deal flow, specialized areas of expertise, established or promising net of fees track records and fully disclosed and verifiable management procedures.
- 11.4 Opportunistic/diversified investments are being managed with the objective of earning domestic public equity-like returns defined as 1.00% net of fees below domestic public equity markets (Russell 3000® Index) over moving 10-year periods, but with the added objective of downside protection during equity bear markets. Investments in this category can be liquid or illiquid and, therefore, risk budget concepts are not applicable.
- 11.5 Key elements of the opportunistic/diversified strategy:
- (a) Opportunistic/diversified investments are tactical in nature and typically are actively managed.
  - (b) Downside protection during equity bear markets can be achieved and asset class risk is diversified by investing across different types of opportunistic/diversified investments.
  - (c) Opportunistic/diversified investments may be made directly, through funds, fund-of-funds or as co-investments.

## 12.0 Derivatives

- 12.1 Derivatives may be used in the management of STRS Ohio total fund, including all asset classes. Derivatives are typically, but not exclusively, futures contracts, equity swaps, credit default swaps, option contracts and option contracts on futures for market indexes. Options on individual securities, baskets of securities and equity-linked notes, and shorting for positioning purposes are further examples. Derivatives are both exchange traded and traded over the counter.
- 12.2 Derivative exposures must be of a hedging or positioning nature. As a percentage of total fund assets, the underlying exposure of all positioning derivatives will not exceed:
- (a) 5% for fixed-income investments;
  - (b) 10% for domestic equity investments;
  - (c) 10% for international equity investments; and
  - (d) 1% for real estate investments.
  - (e) 10% for alternative investments
- Hedging derivatives will not be included in the limits above, but must be disclosed in the semi-annual derivative exposure report.
- 12.3 Any use of leverage will adhere to asset allocation restrictions and asset class active management risk budget constraints.

## 13.0 Proxy Voting

- 13.1 Common stock proxies are valuable and should be voted in the best interest of STRS Ohio active and retired members.
- 13.2 The Board shall maintain stock proxy voting policies and has directed STRS Ohio investment staff and the proxy voting agents to use these policies as guidelines for voting common stock proxies held by the Fund.

## 14.0 Ohio Investments

- 14.1 The Board will give due consideration to investments that enhance the general welfare of the State of Ohio and its citizens provided that assets are invested in the best interest of STRS Ohio active and retired members. Preference will be given to Ohio investments offering competitive returns at risk levels comparable to similar investments currently available to the Board.
- 14.2 STRS Ohio investment staff shall maintain and implement an Ohio Investment Plan. The plan shall set forth procedures to assure that a special effort will be made by the investment staff to examine and evaluate all legal investment opportunities in the state and, where policy criteria are satisfied, to acquire such investments.

## 15.0 Broker-Dealers

- 15.1 Purchases and sales of publicly traded securities shall be executed with broker-dealers from a list reviewed by the Board. In those rare situations where best execution cannot be achieved through a broker-dealer on the list, the Deputy Executive Director — Investments may approve the use of a broker-dealer not on the list.
- 15.2 Selection shall be based on an evaluation by the STRS Ohio investment staff as to financial soundness, underwriting capabilities, research services, execution capabilities and other factors required by the staff to fulfill its assigned investment responsibilities.
- 15.3 Specific transactions will be directed to the broker on that list most capable of providing brokerage services necessary to obtain both the best available price and the most favorable execution.
- 15.4 The Board shall give equal consideration to smaller Ohio-headquartered broker-dealers or smaller broker-dealers with at least one Ohio office and broker-dealers owned and controlled by minorities and/or women, provided the assets are transacted in the best interest of STRS Ohio members.
- 15.5 The Board has a goal to increase the use of Ohio-qualified broker-dealers for the execution of domestic equity and fixed-income securities transactions, when the services that Ohio-qualified broker-dealers provide are equal in quality, cost, scope and execution capabilities to all broker-dealers approved to transact securities transactions on behalf of the Board.
- 15.6 Each firm listed shall file with the Board on an annual basis such evidence of financial responsibility as required by the Board. This information shall include, but not be limited to, an audited financial statement.
- 15.7 When stocks are purchased during underwriting, allocations may be made to dealers not on the approved list provided the managing underwriter is so listed.
- 15.8 When entering into real estate transactions, the Board shall give equal consideration to Ohio firms providing associated professional services, minority-owned and controlled firms, and firms owned and controlled by women.

## 16.0 Securities Lending

The Board may operate a securities lending program to enhance the income of the Fund. The program must be operated by a bank trustee who follows the custodial requirements of the Treasurer of the State of Ohio and each security lent must be fully collateralized. Results of the program must be reported to the Board annually.

## 17.0 Securities Litigation

Involvement in securities litigation is an important responsibility for institutional investors with major public market exposure. The Board shall maintain a policy to determine the appropriate action to be taken when class action litigation is initiated against a company that generates a significant loss for the Board during the class period.

## 18.0 Security Valuation

Valuation of investments shall be the total of:

- (a) The primary closing price on the principal registered stock exchange for all equity securities so listed.
- (b) The official closing price as reflected by either the OTCBB (Over the Counter Bulletin Board) or the OTC Markets Group for equity securities not listed on a registered stock exchange.
- (c) The current value as determined by a qualified independent service for all bonds, notes and certificates of indebtedness, including accrued income.
- (d) Amortized cost for commercial paper, certificates of deposit and repurchase agreements.
- (e) Each internally managed real estate property initially valued at acquisitional price. Subsequent valuations completed internally or externally as outlined in the Real Estate Valuation Policy Manual. Full, self-contained appraisals completed by an independent external appraiser no less than every third year.
- (f) The most recent external manager valuations for alternative investments and externally managed real estate updated to include current capital activity.
- (g) International equity and external fixed income investments are valued by the subcustodian using relevant closing market prices and exchange rates and including accrued income for fixed income investments.
- (h) Each internally managed alternative investment initially valued at acquisition price. Subsequent valuations completed internally as outlined in the Alternative Investments Valuation Policy Manual.

## 19.0 Performance Monitoring and Evaluation

- 19.1 The Board and its agents use a variety of compliance, verification and performance measurement tools to monitor, measure and evaluate how well STRS Ohio assets are being managed. Monitoring, reporting and evaluation frequencies range from live real time performance, to daily, weekly, monthly, quarterly and annualized performance for periods up to 20 years.
- 19.2 The Board has developed a performance monitoring and evaluation system that answers two fundamental fiduciary questions:
- Are the assets being prudently managed? More specifically, are assets being managed in accordance with established laws, policies and procedures, and are individual investment managers in compliance with their mandates?
  - Are the assets being profitably managed? More specifically, has performance affected benefit security, has capital market risk been rewarded and has active management risk been rewarded?
- 19.3 If there is a deviation from Board policies, STRS Ohio investment staff is required to provide the Board with a report explaining how the deviation was discovered, the reasons for the deviation, the impact on Fund performance, if any, and steps taken to mitigate future occurrences.
- 19.4 Exhibit 3 is an example of one of many reports used by the Board to monitor and evaluate performance of the total fund. Panel one indicates whether the total fund return exceeded the actuarial rate of return. Panel two indicates whether the Fund was rewarded for investing in the capital markets. Panel three indicates whether active management added or detracted from returns.
- 19.5 Additional reports provide the Board with a multi-level view of investment activities at different levels and over different time horizons. These include:
- Performance of the total fund;
  - Performance of individual asset class strategies;
  - Performance of internally and externally managed portfolios; and
  - Performance of individual external managers.

**Exhibit 3: EXAMPLE Total Fund Trustee Summary Report, as of June 30, 2019**

Experienced Returns	Annualized Rates of Return				
	1 Year	3 Years	5 Years	10 Years	20 Years
<b>Have returns affected funded ratio?</b>					
1. Total fund return*	7.13%	10.29%	7.38%	10.45%	6.51%
2. Actuarial discount rate	7.45%	7.55%	7.63%	7.77%	7.82%
3. Relative performance (1–2)	–0.32%	2.74%	–0.25%	2.68%	–1.31%
<b>Has plan been rewarded for capital market risk?</b>					
4. Total fund blended benchmark return*	7.30%	9.89%	7.02%	10.29%	6.25%
5. Minimum risk/high opportunity cost policy of 91-day T-Bills	2.31%	1.38%	0.87%	0.49%	1.73%
6. Impact of asset mix policy (4–5)	4.99%	8.51%	6.15%	9.81%	4.52%
<b>Has plan been rewarded for active management risk?</b>					
7. Active management return (1–4)*	–0.17%	0.40%	0.36%	0.15%	0.26%
8. Net active management return estimated**	–0.31%	0.26%	0.22%	0.03%	0.14%

\* Mix of net and gross as per industry conventions (external managers fees for alternative and real estate investment have been deducted, but no fees deducted for internal asset, external equity or external fixed income).

\*\* After all investment management costs deducted.

The STRS Ohio real estate return includes the use of leverage.

The STRS Ohio fund policy return is 29% Russell 3000, 24% International Blended Benchmark, 21% Fixed Income Blended Benchmark, 10% Real Estate Blended Benchmark, 15% Alternative Investments and 1% 90 day Treasury Bill as of April 1, 2018.

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## Statement of Fund Governance

Effective Dec. 19, 2019

### 1.0 Purpose

- 1.1 This Statement of Fund Governance (the “Statement”) summarizes the governance structure established by the Board of the State Teachers Retirement Board of Ohio (the “Board”) to ensure the prudent, effective and efficient management of the assets of the State Teachers Retirement System of Ohio (“STRS Ohio”).
- 1.2 The fund governance structure was approved by the Board after careful consideration of alternative approaches to governing a very large and growing pension fund within an increasingly complex financial and investment environment.
- 1.3 The Statement has been prepared with five audiences in mind: incumbent, new and prospective Board members; STRS Ohio investment staff; STRS Ohio active and retired members; the Ohio General Assembly and Governor; and agents engaged by the Board to manage, administer or advise on STRS Ohio’s assets (“Fund”).
- 1.4 The Statement summarizes more detailed policy and procedure documents prepared and maintained by STRS Ohio investment staff, and numerous other documents that govern the day-to-day management of STRS Ohio assets.
- 1.5 The Board regularly assesses the continued suitability of the STRS Ohio fund governance structure, initiates change as necessary and updates this Statement accordingly.
- 1.6 The Board may authorize its administrative officers and committees to act for it in accord with its policies (Ohio Revised Code [ORC] Sections 3307.04 and 3307.15). The Board, no less frequently than annually, adopts a resolution delegating to the Executive Director and the Deputy Executive Director — Investments the authority to acquire, dispose, operate and manage the assets of the Fund, subject to the Board’s policies and to subsequent approval by the Board.
- 1.7 In carrying out the operation and management of STRS Ohio, the Board, the Executive Director, the investment staff and others that are considered fiduciaries as defined in ORC Section 3307.01(K) are subject to various fiduciary responsibilities in ORC Chapter 3307, including those found in ORC Sections 3307.15, 3307.151, 3307.18 and 3307.181. This Statement incorporates, and is subject to, all of the provisions of ORC Chapter 3307.

- 1.8 The Board acknowledges its responsibilities under ORC Chapter 3307 and to the extent that this Statement is inconsistent with ORC Chapter 3307, Chapter 3307 shall control.
- 1.9 The Board approved this Statement on Dec. 19, 2019.

### 2.0 Governance Principles

- 2.1 Three principles guided the Board’s development of the STRS Ohio fund governance structure:
  - (a) As STRS Ohio governing fiduciary, the Board is ultimately accountable for all investment decisions. Section 3307.15 of the Ohio Revised Code (the “Code”) vests the investment function in the Board and requires the Board to “. . . adopt, in regular meetings, policies, objectives, or criteria for the operation of the investment program . . .” Section 3307.15 of the Code sets forth the fiduciary responsibility of the Board in discharging its duties with respect to the fund.
  - (b) To ensure STRS Ohio assets are prudently, profitably and efficiently managed on a day-to-day basis, the Board needs to delegate the management and implementation of Board investment policies to qualified managing and operating fiduciaries. Sections 3307.04 and 3307.15 of the Code empower the Board to authorize its committees and administrative officers to act for it in accord with Board policies. The fiduciary responsibility of Board delegates in discharging their duties with respect to the fund is specified in Section 3307.15.
  - (c) To ensure effective oversight of delegates, the Board requires informative and timely performance reports that reveal if managing and operating fiduciaries have complied with established policies, and indicate how assets under their care have performed relative to Board-approved investment objectives.

### 3.0 Investment Decisions Retained by the Board

- 3.1 The Board approves the following investment policies:
- (a) Statement of Investment Objectives and Policy, which includes the following:
    - (i) Total fund risk and return objectives;
    - (ii) Total fund target asset mix policy;
    - (iii) Total fund asset mix policy rebalancing ranges;
    - (iv) Active management risk and return objectives at the total fund and asset class levels; and
    - (v) Performance measurement criteria and evaluation standards.
  - (b) Proxy voting;
  - (c) Ohio investments;
  - (d) Securities lending;
  - (e) Broker-dealer selection criteria and procedures;
  - (f) Ohio-qualified investment managers and brokers; and
  - (g) Securities litigation.
- 3.2 Before approving or amending policy decisions, the Board seeks advice, guidance and recommendations from STRS Ohio investment staff, Board-retained investment consultants, and other experts or sources as considered prudent by the Board.

### 4.0 Investment Decisions Delegated to Investment Staff

- 4.1 The Board, through the Executive Director, has delegated to qualified STRS Ohio investment staff the following investment management and implementation decisions:
- (a) Buying, selling, managing and monitoring individual securities, real assets and/or other investment transactions to achieve the total fund and asset class investment objectives approved by the Board;
  - (b) Retaining, managing and terminating external investment managers within each asset class as required to achieve the total fund and asset class investment objectives approved by the Board;
  - (c) Ensuring total fund, asset class and individual manager portfolios comply with established parameters and risk levels; and

- (d) Preparing, negotiating and executing external investment manager mandates, guidelines and fee agreements.

- 4.2 In making these decisions, STRS Ohio investment staff seeks the advice, guidance and recommendations of Board-retained investment consultants, external investment managers, and other experts and sources as considered prudent by STRS Ohio staff.

### 5.0 Board Oversight

- 5.1 The Board requires investment staff to prepare and deliver an Annual Investment Plan that explains how STRS Ohio assets will be managed in order to achieve the Board-established investment objectives. This provides the Board a focused opportunity to:
- (a) Question and comment on staff's investment management plans;
  - (b) Request additional information and support about staff's investment intentions; and
  - (c) Express its confidence in the Annual Investment Plan.
- 5.2 The Board meets at least quarterly to assess how assets are being managed relative to the Annual Investment Plan, to monitor and evaluate investment performance relative to objectives and to address other investments issues as are warranted.
- 5.3 The Board approves the criteria and standards for monitoring and evaluating the impact different investment decisions have on total fund, asset class and manager-level performance. Performance is monitored and evaluated with respect to risk and return objectives established by the Board.
- (a) Investment risks are monitored and evaluated quarterly by comparing total fund and asset class risk characteristics relative to suitable benchmarks.
  - (b) Investment returns are monitored monthly and evaluated quarterly by comparing total fund and asset class returns relative to suitable benchmarks.
- 5.4 Before approving or amending the criteria for monitoring and evaluating investment decisions, the Board seeks advice, guidance and recommendations from STRS Ohio investment staff, Board-retained investment consultants, and other experts and sources as considered prudent by the Board.





### Verification and Performance Examination Report

State Teachers Retirement System of Ohio  
275 East Broad Street  
Columbus, OH 43215-3771

We have verified whether State Teachers Retirement System of Ohio (“the *Firm*”) (1) has complied with all the composite construction requirements of the Global Investment Performance Standards (GIPS®) on a firm-wide basis for the periods from July 1, 2006 through June 30, 2020, and (2) designed its policies and procedures to calculate and present performance in compliance with the GIPS standards as of June 30, 2020. We have also conducted a performance examination of the Firm’s Total Fund for the periods from July 1, 2006 through June 30, 2020. The Firm’s management is responsible for compliance with the GIPS standards and the design of its policies and procedures and for the Total Fund’s compliant presentation. Our responsibility is to express an opinion based on our verification and performance examination. We conducted this verification and performance examination in accordance with the required verification and performance examination procedures of the GIPS standards. In addition, we examined the Supplemental Information, including the accompanying notes, for the period from July 1, 2019 through June 30, 2020 according to industry performance standards as described in the Supplemental Information accompanying notes. We also conducted such other procedures as we considered necessary in the circumstances.

In our opinion, the Firm has, in all material respects:

- Complied with all the composite construction requirements of the GIPS standards on a firm-wide basis for the periods from July 1, 2006 through June 30, 2020, and
- Designed its policies and procedures to calculate and present performance in compliance with the GIPS standards as of June 30, 2020.

Also, in our opinion, the Firm has, in all material respects:

- Constructed the Total Fund and calculated the Total Fund’s performance for the periods from July 1, 2006 through June 30, 2020 in compliance with the GIPS standards; and
- Prepared and presented the Total Fund’s accompanying compliant presentation for the periods from July 1, 2010 through June 30, 2020 in compliance with the GIPS standards.

Additionally, in our opinion, the accompanying Supplemental Information for the period from July 1, 2019 through June 30, 2020 has been calculated and presented, in all material respects, in compliance with industry performance standards as described in the Supplemental Information accompanying notes.

This report does not relate to or provide assurance on any composite compliant presentation of the Firm other than the Firm’s Total Fund.

*Adviser Compliance Associates, LLC*

Adviser Compliance Associates, LLC  
ACA Performance Services Division  
August 10, 2020

**State Teachers Retirement System of Ohio  
Total Fund  
July 1, 2010 through June 30, 2020**

Fiscal Year	Total Fund			As of June 30	
	Gross Return (%)	Net Return (%)	Benchmark Return (%)	% of Externally-Managed Assets (%)	Total Composite Assets (\$ millions)
2020	3.14	3.01	3.07	31	77,080
2019	7.13	6.99	7.30	30	78,851
2018	9.57	9.43	8.94	30	77,750
2017	14.29	14.15	13.52	29	75,060
2016	0.92	0.78	0.67	30	69,861
2015	5.45	5.33	5.08	28	74,173
2014	16.83	16.71	17.53	28	74,812
2013	13.66	13.54	14.17	25	67,982
2012	2.34	2.23	2.05	25	63,802
2011	22.59	22.48	22.36	24	66,163

State Teachers Retirement System of Ohio (“STRS Ohio”) claims compliance with the Global Investment Performance Standards (GIPS®) and has prepared and presented this report in compliance with the GIPS standards. STRS Ohio has been independently verified for the period from July 1, 2006 through June 30, 2020.

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 Total Fund has been examined for the period from July 1, 2006 through June 30, 2020. This combined verification and performance examination report is available upon request.

**Accompanying Notes**

- For the purpose of complying with the GIPS standards, the firm is defined as the State Teachers Retirement System of Ohio (“STRS Ohio”), which was established in 1919 by the Ohio General Assembly and is the sponsor and manager of assets for the State Teachers Retirement System of Ohio. The Total Fund was created and inceptioned in 1919.
- The Total Fund includes all discretionary assets managed by STRS Ohio for the benefit of participants in the State Teachers Retirement System of Ohio. The strategy reflects an actual asset allocation to the following asset classes as of June 30, 2020: Liquidity Reserves 1.9%, Fixed Income 19.5%, Domestic Equities 28.2%, International Equities 22.4%, Global Equities 0.7%, Real Estate 9.7% and Alternative Investments 17.6%. The assets of STRS Ohio are managed in accordance with the risk budget for the Total Fund and the individual asset classes. The investment objective for the Total Fund is to earn, over moving thirty-year periods, an annualized return that equals or exceeds the actuarial rate of return, approved by the State Teachers Retirement Board (“Board”) to value STRS Ohio liabilities. Effective July 1, 2017, the actuarial rate of return assumption is 7.45%. The Board-approved asset allocation policy from the 2017

Asset Liability Study was adopted after careful consideration of the investment objectives, liability structure, funded status and liquidity needs of STRS Ohio, and the return, risk and risk-diversifying characteristics of different asset classes. STRS Ohio hires external managers to manage selected portfolios. The percent of externally-managed assets for the Total Fund as of June 30 for the past 10 fiscal years is disclosed on page 1. Descriptions of the asset classes are as follows:

**Fixed Income:** The Fixed Income asset class is generally fully invested in fixed income instruments and includes a core fixed income portfolio as well as a liquid treasury portfolio. The core fixed income portfolio is reflective of the Bloomberg Barclays U.S. Universal Index composed of the following issuers: U.S. Government and related agencies; mortgage backed and asset backed issuers; foreign issuers; corporations including investment grade and high yield; and emerging market debtors. The methodology employed places an emphasis on fundamental economic, portfolio and security analysis to manage sector weightings and maturity distributions. The strategy of the liquid treasury portfolio is to provide liquidity to meet the rebalancing and cash flow needs of the Total Fund. The fixed income asset class seeks diversification by market sector, quality, and issuer. The asset class is primarily managed internally, with external managers utilized in specialist segments of the market such as high yield and emerging market debt. Derivatives may be used to adjust the exposure to interest rates, individual securities or to various market sectors in the fixed income portfolio. Underlying exposure of derivatives for fixed income investments may not exceed 5% of Total Fund assets. As of June 30, 2020, fixed income derivative positions were 0.06% as a percentage of Total Fund assets. STRS Ohio has given its internal and external managers discretionary authority to manage the assets in the account including, but not limited to, futures, options, currency, and swaps. STRS Ohio enters into forward currency contracts for hedging purposes.

**Domestic Equities:** The Domestic Equities asset class includes domestic and international common stocks traded on U.S. exchanges, American depository receipts (ADR's), real estate investment trust shares (REITs) and domestic equity derivatives (including, but not limited to, futures, stock options and index options). Sector tilts by style, economic sectors or market capitalization are managed in accordance with the risk budget for domestic equities. A variety of portfolio management approaches including quantitative and fundamental techniques are used to diversify the source of excess return. The asset class utilizes a combination of active and passive management and multiple internal and external portfolio managers to improve the likelihood of achieving excess returns, to diversify risk and to control costs. STRS Ohio will invest no more than 3% of the Total Fund in equities of any one company. Underlying exposure of equity derivatives may not exceed 10% of Total Fund assets. As of June 30, 2020, domestic equity derivative positions were 0.27% as a percentage of Total Fund assets.

**International Equities:** The International Equities asset class is a diversified portfolio including both developed and emerging countries. Portfolios consist of international equities including international common stocks traded on U.S. exchanges, ADR's and ordinaries, international depository receipts (IDR's), country funds, international equity derivatives (including, but not limited to, stock options and index options), and some short-term debt instruments. The asset class emphasizes quantitative and fundamental management approaches and exposures to security selection and country allocation decisions. Internal and external managers have the ability to add value through currency management. Aggregate exposures to countries, currencies, equity styles and market capitalization are monitored and managed relative to their benchmark exposures and the risk budget. The portfolio utilizes a combination of internal and external management to improve the likelihood of achieving excess returns, to diversify risk and to control costs.

Underlying exposure of derivatives for international equities may not exceed 10% of Total Fund assets. As of June 30, 2020, international equity derivative positions were 1.52% as a percentage of Total Fund assets. STRS Ohio has given its internal and external managers discretionary authority to manage the assets in the account including, but not limited to, financial, currency and stock index futures, equity swaps, and options on futures and other securities. STRS Ohio invests in international equity swaps through its internally managed program and this represents the primary exposure of derivatives used in this asset class, at 1.02% of Total Fund assets as of June 30, 2020. The STRS Ohio international equity swaps are unleveraged

derivative instruments that are constructed to replicate the effect of investing directly in foreign equity markets. The swap contracts entitle STRS Ohio to receive the US dollar return (including currency fluctuations) of a single market index or basket of indexes. In exchange, STRS Ohio is obligated to pay a short-term cash return. The market risk of the swaps is comparable to owning the underlying stocks that comprise the indexes. STRS Ohio also enters into forward currency contracts for hedging purposes.

**Global Equities:** The Global Equities portfolio includes domestic and non-U.S. based equities. This actively managed portfolio employs quantitative techniques and is broadly diversified. It can actively tilt at the country, sector or stock level depending upon its models' expectations. Underlying exposure of equity derivatives in this portfolio combined with the international equities asset class may not exceed 10% of Total Fund assets. As of June 30, 2020, global equity derivative positions were 0.00% as a percentage of Total Fund assets.

**Real Estate:** Real estate investments are primarily investments in direct properties which are diversified between property type, geographic location, and investment ownership structure and are internally managed. Typically, higher risk/return strategies such as opportunistic commingled funds, both domestic and international, are managed by external real estate managers and are limited to 20% of the real estate asset class. Publicly traded real estate securities are passively managed internally and are targeted at 15% of the real estate asset class to enhance liquidity and diversification. Private real estate is 100% actively managed because index funds replicating the real estate broad market are not available. STRS Ohio may borrow funds on a secured or unsecured basis and leverage is limited to 50% of the internally managed direct real estate assets. At June 30, 2020 and 2019, debt as a percentage of these assets was 28.2% and 24.3%, respectively. The debt as a percentage of assets calculation has changed for the periods shown to reflect the portion of debt attributed to STRS Ohio. Derivatives may be used and cannot exceed 1% of total assets. As of June 30, 2020, real estate derivative positions were 0.00% as a percentage of Total Fund assets. Due to the nature of real estate investments, all private real estate is valued using market based inputs that are comparable but subjective in nature due to the lack of widely observable inputs.

**Alternative Investments:** Alternative investments consist of private equity and opportunistic/diversified investments. Private equity investments primarily include venture capital, growth equity and leveraged buyout opportunities and are 100% actively managed because index funds are not available. Private equity risk is diversified by investing across vintage years, industry sectors, investment size, development stage and geography, in addition to investing in mezzanine debt, sector-focused and international funds. STRS Ohio typically invests as a limited partner in closed-end partnerships. Private equity investments are managed by general partners with good deal flow, specialized areas of expertise, established or promising net of fees track records, and fully disclosed and verifiable management procedures.

Opportunistic/diversified investments were established within alternative investments with the intention of diversifying out of public equities and shifting into investments that will produce "equity like" returns while also providing downside protection in bear markets. Therefore, over the long run, the opportunistic/diversified portfolio is expected to generate returns equal to the Russell 3000 Index minus 1%. Investments in this category can be liquid or illiquid and are tactical in nature. Opportunistic/diversified investments are actively managed because index funds are not available. Downside protection can be achieved and asset class risk is diversified by investing across different types of opportunistic/diversified investments. Opportunistic/diversified investments may be made directly, through specialist managers, or through fund-of-funds.

Due to the nature of alternative investments, substantially all investments in this asset class are valued using market based inputs that are comparable but subjective in nature due to the lack of widely observable inputs. Underlying exposure of derivatives for alternative investments may not exceed 10% of Total Fund assets. As of June 30, 2020, alternative investment derivative positions were 0.42% as a percentage of Total Fund assets. STRS Ohio utilizes both listed and over-the-counter (OTC) options, futures, and swaps with the

S&P 500 Index as the underlying exposure. These positions are primarily used for hedging purposes with a smaller percentage classified as positioning.

Liquidity Reserves: The liquidity reserves portfolio is intended to obtain a high level of current income consistent with the preservation of principal and liquidity. Investments generally consist of U.S. dollar-denominated short-term securities of corporations that are rated in the highest category (A1/P1 rating) by the rating organizations and in securities that are guaranteed by the U.S. government or one of its related agencies. Credit quality is emphasized for preservation of principal and liquidity.

- Returns are net of brokerage commissions, expenses related to trading, and applicable foreign withholding taxes on dividends, interest, and capital gains. All returns are expressed in U.S. dollars.

Total Fund performance is calculated monthly using the Modified Dietz method. Gross returns are net of actual management fees for externally managed real estate and alternative investments. Net returns are net of all other investment management costs (internal and external). Costs are reported annually by CEM Benchmarking Inc. (CEM) on a calendar year basis and are reflected in the Board’s Trustee Summary Report in the Callan Associates quarterly performance report. Investment management costs include internal investment personnel, professional and technical services and other investment operating expenses, actual external manager fees, custodial banking fees, and allocated overhead and oversight including Information Technology Services (ITS). Total investment management costs deducted from the gross return to arrive at the net return have ranged from 11 to 14 basis points per year over the past 10 years.

Policies for valuing portfolios, calculating performance, and preparing the compliant presentation are available upon request.

- The Total Fund Composite includes all individual portfolios that are combined into one aggregate portfolio for GIPS compliance purposes. The performance of the combined portfolio reflects the overall mandate of the plan. Because the Total Fund Composite is one aggregate portfolio for all periods, no measure of internal dispersion of annual portfolio returns is presented.
- The three-year annualized ex-post standard deviation measures the variability of the composite (using Total Fund returns) and the benchmark for the 36-month period ended at the following dates:

June 30	3-Yr Annualized Standard Deviation (%)	
	Total Fund	Benchmark
2020	8.8	8.7
2019	6.2	6.0
2018	6.0	5.9
2017	6.2	6.2
2016	6.7	6.8
2015	4.8	5.0
2014	7.7	8.1
2013	8.7	9.0
2012	10.4	10.6
2011	15.1	15.2

- Benchmark returns are provided to represent the investment environment existing during the time periods shown and are not covered by the report of independent verifiers. Each asset class utilizes a benchmark, which as of June 30, 2020 is as follows:

**Fixed Income:** The Fixed Income blended benchmark is calculated daily and is a blend of two benchmarks using the actual core fixed income weighting and the Bloomberg Barclays U.S. Universal index<sup>1</sup> and the actual weighting of the liquid treasury portfolio weighting and the Bloomberg Barclays U.S. Intermediate Treasury index<sup>1</sup>. Bloomberg Barclays U.S. Universal Index represents the union of the U.S. Aggregate Index, U.S. Corporate High-Yield Index, Investment Grade 144A Index, Eurodollar Index, U.S. Emerging Markets Index, and the non-ERISA eligible portion of the CMBS Index. The Bloomberg Barclays U.S. Universal Index covers USD-denominated, taxable bonds that are rated either investment grade or below investment grade. The Bloomberg Barclays U.S. Intermediate Treasury Index consists of U.S. dollar-denominated, fixed-rate, nominal debt issued by the U.S. Treasury. Maturities are between 1 year and up to 10 years.

**Domestic Equities:** Russell 3000<sup>®</sup> Index<sup>2</sup>, which measures the performance of the 3,000 largest U.S. companies based on total market capitalization, and represents approximately 98% of the investable U.S. equity market.

**International Equities:** The international blended benchmark is calculated monthly using 80% of the MSCI World ex-U.S. 50% Hedged Index-Net and 20% of the MSCI Emerging Markets Index-Net. The MSCI World ex-U.S. 50% Hedged Index-Net is a free float-adjusted market capitalization index of approximately 1,000 foreign companies that is designed to measure developed market equity performance, excluding the United States. The 50% hedged index captures the performance of the international equity markets while capping the effects of currency fluctuations on the U.S. dollar to 50%. A forward rate is used to construct the hedge. The MSCI Emerging Markets Index-Net is a free float-adjusted market capitalization index that is designed to measure equity performance in the global emerging markets. The index is rebalanced monthly. MSCI assumes the maximum withholding tax rate applicable to institutional investors.

**Global Equities:** MSCI All Country World Index-Net, which is a free float-adjusted market capitalization index denominated in U.S. dollars of approximately 49 countries and measures the equity performance of U.S., non-U.S. developed and emerging markets. MSCI assumes the maximum withholding tax rate applicable to institutional investors.

**Real Estate:** The Real Estate blended benchmark is calculated quarterly and is a blend of two benchmarks using 85% of the NCREIF Property Index (NPI) 85% and 15% of the FTSE NAREIT Equity REITs Index. The NCREIF Property Index is an unlevered quarterly time series composite total rate of return measure of investment performance of a very large pool of individual commercial real estate properties acquired in the private market for investment purposes only. All properties in the NPI have been acquired, at least in part, on behalf of tax-exempt institutional investors – the great majority being pension funds. As such, all properties are held in a fiduciary environment. The FTSE NAREIT Equity REITs Index is a float-adjusted market capitalization index of 149 companies that is designed to measure U.S. Equity REIT performance.

**Alternative Investments:** Given the long-term nature of the asset class, STRS Ohio believes that no benchmark return is appropriate for shorter time periods for this asset class and the Alternative Investment

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<sup>1</sup> Source: Bloomberg Index Services Limited. BLOOMBERG<sup>®</sup> is a trademark and service mark of Bloomberg Finance L.P. and its affiliates (collectively “Bloomberg”). BARCLAYS<sup>®</sup> is a trademark and service mark of Barclays Bank Plc (collectively with its affiliates, “Barclays”), used under license. Bloomberg or Bloomberg’s licensors, including Barclays, own all proprietary rights in the Bloomberg Barclays Indices. Neither Bloomberg nor Barclays approves or endorses this material, or guarantees the accuracy or completeness of any information herein, or makes any warranty, express or implied, as to the results to be obtained therefrom and, to the maximum extent allowed by law, neither shall have any liability or responsibility for injury or damages arising in connection therewith.

<sup>2</sup> The Russell Indices are a trademark of the FTSE International Limited (FTSE) and Frank Russell Company (Russell) and their respective subsidiary undertakings, which are members of the London Stock Exchange Group plc group.

actual return is used when calculating the Total Fund benchmark. For longer time periods such as 5 or 10 years, the Alternative Investment blended benchmark is used for asset class relative performance and is in two parts by policy: Private Equity is the Russell 3000 Index plus 1% and Opportunistic/Diversified is the Russell 3000 Index minus 1%.

Liquidity Reserves: The ICE BofAML US 3-Month Treasury Bill Index is used.

The Total Fund blended benchmark is calculated monthly using a blend of the asset class benchmarks based on the Total Fund's policy weights for the respective asset classes, as follows:

	Jul 1, 2019-Jun 30, 2020
Fixed Income	21%
Domestic Equities	28%
International Equities	23%
Real Estate	10%
Alternative Investments	17%
Liquidity Reserves	1%

Information concerning asset class benchmarks and policy weights for other periods is available upon request.

7. Past performance is not an indicator of future investment performance results.
8. As the Total Fund represents 100% of the assets managed by STRS Ohio, this presentation represents STRS Ohio's list of composite descriptions.

## Supplemental Information:

The information in the table below is supplemental to the Total Fund compliant presentation presented on the previous pages. Performance information is for the period July 1, 2019 through June 30, 2020.

Fund/Asset Class	As of June 30, 2020					
	Gross Return (%)	Benchmark Return * (%)	Number of Portfolios	Assets (\$ millions)	% of Fund Assets (%)	% of Externally Managed Assets (%)
Total Fund	3.14	3.07	74	77,080	100.0	31
Fixed Income	8.10	7.93	9	15,066	19.5	13
Domestic Equities	7.87	6.53	17	21,736	28.2	10
International Equities	-5.17	-3.63	16	17,252	22.4	43
Global Equities	-3.43	2.11	1	558	0.7	0
Real Estate	2.28	0.91	9	7,436	9.7	13
Alternative Investments	-1.03	-1.03	21	13,541	17.6	86
Liquidity Reserves	1.47	1.63	1	1,491	1.9	0

\* Total Fund and asset class benchmarks as of June 30, 2020 are as follows:

Fund/Asset Class	Benchmark
Total Fund	Total Fund blended benchmark
Fixed Income	Fixed Income blended benchmark
Domestic Equities	Russell 3000 Index
International Equities	International blended benchmark
Global Equities	MSCI All Country World Index – Net
Real Estate	Real Estate blended benchmark
Alternative Investments	Alternative Investments Actual Return
Liquidity Reserves	ICE BofAML US 3-Month Treasury Bill Index

Please refer to Note 6 earlier in the report for further discussion of the Total Fund and asset class benchmarks.

### Accompanying Notes

Returns are net of brokerage commissions, expenses related to trading, and a applicable foreign withholding taxes on dividends, interest, and capital gains. All returns are expressed in U.S. dollars.

Total Fund and asset class returns are calculated as follows:

Total Fund performance is calculated monthly using the Modified Dietz method. The Total Fund gross return is net of actual management fees for externally managed real estate and alternative investments. The Total Fund net return, which is net of all investment management costs (internal and external), was 3.01% for the year ended June 30, 2020 and the fund under-performed its Total Fund benchmark by 0.06% net of all investment management costs over this same time period. Costs are reported annually by CEM Benchmarking Inc. on a calendar year basis and are reflected on the Board's Trustee Summary Report in the Callan Associates quarterly performance report. Investment management costs include internal investment personnel, professional and technical services and other investment operating expenses, actual external manager fees, custodial banking fees, and allocated overhead and oversight including Information Technology Services (ITS).



Fixed Income performance is calculated daily. Performance of the internally-managed portfolios excludes cash returns, as cash is swept daily into the liquidity reserves portfolio. Performance reflected above is presented gross of investment management fees.

Domestic Equities performance is calculated daily. Performance of the internally-managed portfolios excludes cash returns, as cash is swept daily into the liquidity reserves portfolio. Performance reflected above is presented gross of investment management fees.

International Equities performance is calculated daily. Performance of all portfolios in this asset class includes cash returns. Performance reflected above is presented gross of investment management fees.

Global Equities performance is calculated daily. Performance of the portfolio in this asset class includes cash returns. Performance reflected above is presented gross of investment management fees.

Real Estate performance is calculated daily with private real estate valuation changes reported monthly. Internally managed direct real estate investments are valued by an external appraiser once every three years and by an internal valuation quarterly. Valuations of externally managed commingled real estate funds are determined by the underlying investment manager quarterly, with supporting financial statements when available. Performance of real estate excludes cash returns, as cash is swept daily into the liquidity reserves portfolio. Performance reflected above is presented gross of internal investment management costs and net of external investment management fees.

Alternative Investments performance is calculated monthly using the Modified Dietz method. Alternative investments are valued by the underlying investment manager with supporting financial statements generally on a quarterly basis. Typically there is a 1 to 3 month lag in the market values used by STRS Ohio but the values are adjusted to reflect current capital activity. Performance of alternative investments excludes cash returns, as cash is swept daily into the liquidity reserves portfolio. Performance reflected above is presented gross of internal investment management costs and net of external investment management costs, including management fees, carry, and fund expenses.

Liquidity Reserves performance is calculated daily.

## Investment Performance

(total returns, annualized on a fiscal-year basis, July 1–June 30)

### 1-Year Returns (2020)<sup>1</sup>

Asset Category	STRS Ohio Return	Index Name	Index Return
Domestic Equities <sup>11</sup>	7.87%	Russell 3000 <sup>®</sup> Index <sup>3</sup>	6.53%
International Equities <sup>11</sup>	–5.17%	International Blended Benchmark <sup>4</sup>	–3.63%
Fixed Income <sup>11</sup>	8.10%	Fixed-Income Blended Benchmark <sup>5</sup>	7.93%
Real Estate <sup>11</sup>	2.28%	Real Estate Blended Benchmark <sup>6</sup>	0.91%
Alternative Investments <sup>11</sup>	–1.03%	Alternative Investments Blended Relative Return Objective <sup>7</sup>	–
<b>Total Fund<sup>8</sup></b>	<b>3.14%</b>	<b>Total Fund Blended Benchmark<sup>10</sup></b>	<b>3.07%</b>
<b>Total Fund Net<sup>9</sup></b>	<b>3.01%</b>		

### 3-Year Returns (2018–2020)<sup>1</sup>

Asset Category	STRS Ohio Return	Index Name	Index Return
Domestic Equities <sup>11</sup>	10.88%	Russell 3000 <sup>®</sup> Index <sup>3</sup>	10.04%
International Equities <sup>11</sup>	1.48%	International Blended Benchmark <sup>4</sup>	2.21%
Fixed Income <sup>11</sup>	5.16%	Fixed-Income Blended Benchmark <sup>5</sup>	5.08%
Real Estate <sup>11</sup>	6.28%	Real Estate Blended Benchmark <sup>6</sup>	4.97%
Alternative Investments <sup>11</sup>	6.78%	Alternative Investments Blended Relative Return Objective <sup>7</sup>	–
<b>Total Fund<sup>8</sup></b>	<b>6.58%</b>	<b>Total Fund Blended Benchmark<sup>10</sup></b>	<b>6.41%</b>
<b>Total Fund Net<sup>9</sup></b>	<b>6.44%</b>		

### 5-Year Returns (2016–2020)<sup>1</sup>

Asset Category	STRS Ohio Return	Index Name	Index Return
Domestic Equities <sup>11</sup>	10.36%	Russell 3000 <sup>®</sup> Index <sup>3</sup>	10.03%
International Equities <sup>11</sup>	3.48%	International Blended Benchmark <sup>4</sup>	3.20%
Fixed Income <sup>11</sup>	4.58%	Fixed-Income Blended Benchmark <sup>5</sup>	4.38%
Real Estate <sup>11</sup>	7.35%	Real Estate Blended Benchmark <sup>6</sup>	6.59%
Alternative Investments <sup>11</sup>	6.66%	Alternative Investments Blended Relative Return Objective <sup>7</sup>	9.97%
<b>Total Fund<sup>8</sup></b>	<b>6.91%</b>	<b>Total Fund Blended Benchmark<sup>10</sup></b>	<b>6.60%</b>
<b>Total Fund Net<sup>9</sup></b>	<b>6.77%</b>		

### STRS Ohio Long-Term Policy Objective (10 Years)<sup>2</sup>

**Total Fund: 6.8%**

State Teachers Retirement System of Ohio claims compliance with the Global Investment Performance Standards (GIPS<sup>®</sup>). To receive a compliant presentation and/or a description of the firm's composite, please contact the STRS Ohio Communication Services Department at 614-227-2825.

State Teachers Retirement System of Ohio is defined and created by the Ohio Revised Code, Chapter 3307.15. The STRS Ohio Total Fund performance returns consist of all assets of the fund, including both internally and externally managed accounts. All returns are calculated in U.S. dollars using a time-weighted rate of return. All returns are net of brokerage commissions, expenses related to trading, and applicable foreign withholding taxes on dividends, interest and capital gains. All measurements and comparisons have been made using standard performance evaluation methods, and results are presented in a manner consistent with the investment industry in general and public pension funds in particular.

The Total Fund reflects an actual asset allocation to the following asset classes as of June 30, 2020: Liquidity Reserves 1.9%, Fixed Income 19.5%, Domestic Equities 28.2%, International Equities 23.1%, Real Estate 9.7% and Alternative Investments 17.6%. The investment objective for the Total Fund is to earn, over moving 30-year periods, an annualized return that equals or exceeds the actuarial rate of return, approved by the State Teachers Retirement Board ("Board") to value STRS Ohio liabilities. As of June 30, 2020, the actuarial rate of return was 7.45%.

As part of the Total Fund strategy, certain asset classes may use derivatives and/or leverage. The following asset classes may use derivatives and/or leverage to gain exposure to certain sectors of the market: Fixed Income: Exposure to derivatives may not exceed 5% of Total Fund assets. A variety of derivatives may be used to adjust the exposure to interest rates, individual securities or to market sectors in the fixed income asset class; Domestic Equities: Exposure to derivatives, including, but not limited to, futures, stock options and index options may not exceed 10% of Total Fund assets; International Equities: Exposure to derivatives, including swap agreements, may not exceed 10% of Total Fund assets; Real Estate: Activities may include borrowing funds on a secured or unsecured basis with leverage limited to 50% of the internally managed direct real estate assets. At June 30, 2020 and 2019, debt as a percentage of these assets was 28.2% and 24.3%, respectively. The debt as a percentage of assets calculation has changed for the periods shown to reflect the portion of debt attributed to STRS Ohio. Derivatives may also be used and cannot exceed 1% of Total Fund assets; Alternative Investments: Exposure to derivatives may not exceed 10% of Total Fund assets. Alternative investment managers may use derivatives as components of the fund's investment strategy and to achieve the investment objectives of the fund.

<sup>1</sup>The one-year returns for the fiscal years ended June 30, 2010, through 2020, have been examined by ACA Performance Services LLC. A copy of the examination report is available upon request.

<sup>2</sup>The long-term policy objective is a projected annualized policy return based on return forecasts by asset class before any value added. The State Teachers Retirement Board expects the net value added to be 0.40% per year.

<sup>3</sup>The Russell<sup>®</sup> Indices are a trademark of FTSE International Limited (FTSE), Frank Russell Company (Russell<sup>®</sup>) and their respective subsidiary undertakings, which are members of the London Stock Exchange Group PLC.

<sup>4</sup>The International Blended Benchmark is calculated monthly using 80% of the MSCI World ex-U.S. 50% Hedged Index-Net and 20% of the MSCI Emerging Markets Index-Net.

<sup>5</sup>The Fixed-Income Blended Benchmark is calculated daily and is a blend of two benchmarks using the actual core fixed-income weighting and the Bloomberg Barclays U.S. Universal index and the actual weighting of the liquid treasury portfolio weighting and the Bloomberg Barclays U.S. Intermediate Treasury Index. Source: Bloomberg Index Services Limited. BLOOMBERG<sup>®</sup> is a trademark and service mark of Bloomberg Finance L.P. and its affiliates (collectively "Bloomberg"). BARCLAYS<sup>®</sup> is a trademark and service mark of Barclays Bank PLC (collectively with its affiliates, "Barclays"), used under license. Bloomberg or Bloomberg's licensors, including Barclays, own all proprietary rights in the Bloomberg Barclays Indices. Neither Bloomberg nor Barclays approves or endorses this material, or guarantees the accuracy or completeness of any information herein, or makes any warranty, express or implied, as to the results to be obtained therefrom and, to the maximum extent allowed by law, neither shall have any liability or responsibility for injury or damages arising in connection therewith.

<sup>6</sup>The Real Estate Blended Benchmark is calculated quarterly using 85% NCREIF Property Index (NPI) and 15% FTSE NAREIT Equity REITs Index effective July 1, 2012.

<sup>7</sup>Given the long-term nature of the asset class, no relative return objective for Alternative Investments is displayed for the one- and three- year periods. For the longer five-year period, the Alternative Investments Blended Relative Return Objective is a blend of two relative return objectives for Private Equity (PE) and Opportunistic/Diversified (OD) and is calculated using: 41.2% of the Russell 3000<sup>®</sup> Index plus 1% for PE and 58.8% of the Russell 3000<sup>®</sup> Index minus 1% for OD effective July 1, 2019; 43.7% of the Russell 3000<sup>®</sup> Index plus 1% for PE and 56.3% of the Russell 3000<sup>®</sup> Index minus 1% for OD effective Oct. 1, 2018; 46.7% of the Russell 3000<sup>®</sup> Index plus 1% for PE and 53.3% of the Russell 3000<sup>®</sup> Index minus 1% for OD effective April 1, 2018; 50.0% of the Russell 3000<sup>®</sup> Index plus 1% for PE and 50.0% of the Russell 3000<sup>®</sup> Index minus 1% for OD effective Jan. 1, 2014.

<sup>8</sup>Gross returns, except for Alternative Investments and Real Estate where the return is net of all external investment management fees and costs, including carried interest and other fund expenses.

<sup>9</sup>Net returns are net of all internal and external investment management fees and costs, including carried interest and other fund expenses.

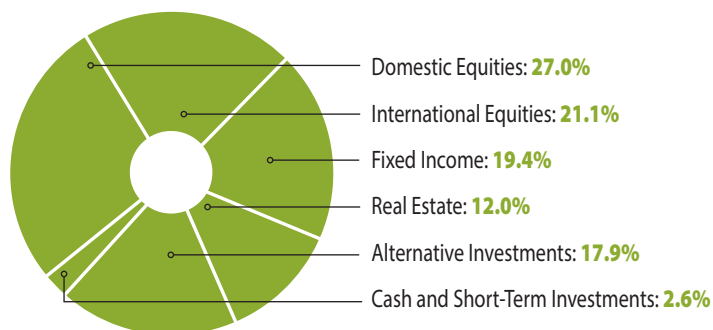
<sup>10</sup>The Total Fund Blended Benchmark is calculated and rebalanced monthly using a blend of the asset class benchmarks based on the Total Fund's policy weights in effect during the respective period. For alternative investments, however, the actual Alternative Investments return is used in the calculation of the Total Fund Blended Benchmark. Information concerning asset class benchmarks and policy weights is available upon request.

<sup>11</sup>Returns are supplemental to the Total Fund composite returns.

**Summary of Investments and Cash**  
As of June 30, 2020 and 2019 (dollar amounts in thousands)

	June 30, 2020	Percentage of Assets	June 30, 2019	Percentage of Assets
<b>Cash and short-term investments</b>				
Cash	\$ 4,638	0.0%	\$ 4,609	0.0%
Commercial Paper	73,430	0.1%	193,069	0.2%
Short-term investment funds	25,000	0.0%	35,000	0.0%
Asset-backed security held in short-term		0.0%		0.0%
Corporate notes held in short-term		0.0%		0.0%
U.S. government agencies		0.0%	131,802	0.2%
U.S. Treasury bills	1,974,505	2.5%	1,818,913	2.2%
<b>Total cash and short-term investments</b>	<b>2,077,573</b>	<b>2.6%</b>	<b>2,183,393</b>	<b>2.6%</b>
<b>Fixed income</b>				
U.S. government agency obligations and U.S. government obligations	5,879,601	7.4%	7,221,027	9.0%
Corporate bonds	4,732,979	5.9%	4,624,033	5.7%
High yield and emerging market	2,005,720	2.5%	1,557,404	1.9%
Mortgages and asset-backed	2,839,520	3.6%	3,162,085	3.9%
<b>Total fixed income</b>	<b>15,457,820</b>	<b>19.4%</b>	<b>16,564,549</b>	<b>20.5%</b>
<b>Domestic equities</b>	<b>21,525,302</b>	<b>27.0%</b>	<b>21,915,017</b>	<b>27.1%</b>
<b>International equities</b>	<b>16,897,245</b>	<b>21.1%</b>	<b>17,440,790</b>	<b>21.6%</b>
<b>Real estate</b>				
East region	3,124,447	3.9%	2,987,123	3.7%
Midwest region	1,200,054	1.5%	1,202,457	1.5%
South region	761,920	1.0%	911,494	1.1%
West region	2,448,936	3.1%	2,554,510	3.2%
REITs	1,068,531	1.3%	1,142,666	1.4%
Non-core	954,187	1.2%	902,440	1.1%
<b>Total real estate</b>	<b>9,558,075</b>	<b>12.0%</b>	<b>9,700,690</b>	<b>12.0%</b>
<b>Alternative investments</b>	<b>14,323,677</b>	<b>17.9%</b>	<b>13,093,344</b>	<b>16.2%</b>
<b>Total investments and cash</b>	<b>\$ 79,839,692</b>	<b>100.0%</b>	<b>\$ 80,897,783</b>	<b>100.0%</b>
Investment schedule excludes invested securities lending collateral.				

Investment Distribution by Fair Value — as of June 30, 2020



Ohio Investment Profile — as of June 30, 2020  
(in thousands)

STRS Ohio continues to engage in quality Ohio investments. As of June 30, 2020, STRS Ohio investments in companies with headquarters in Ohio are valued at more than \$1.1 billion.

Fixed income	\$ 208,332
Domestic equities	645,531
Real estate	30,304
Alternative investments	246,354
<b>Total Ohio-headquartered investments</b>	<b>\$ 1,130,521</b>

Schedule of U.S. Stock Brokerage Commissions Paid  
(for the year ended June 30, 2020)

Brokerage Firm	Shares Traded*	Commissions Paid	Average Cents Per Share
Nomura (Instinet LLC)	63,465,403	\$ 2,479,253	3.9
ITG, Inc.	30,112,083	1,113,020	3.7
Credit Suisse Securities (USA) LLC	19,950,397	758,428	3.8
JP Morgan Securities LLC	18,571,138	563,780	3.0
Cantor Fitzgerald & Company	14,288,968	559,121	3.9
KeyBanc Capital Markets	16,196,600	424,739	2.6
UBS Securities LLC	17,472,587	417,620	2.4
Barclays Capital Inc.	15,350,843	377,440	2.5
Piper Sandler Companies	9,067,279	362,691	4.0
Bernstein (Sanford C.) & Company LLC	8,650,976	341,411	3.9
Evercore ISI Institutional Equities	7,692,032	307,681	4.0
Wells Fargo Securities LLC	7,123,394	284,142	4.0
RBC Capital Markets LLC	10,008,987	283,238	2.8
Liquidnet Inc.	7,058,247	281,935	4.0
Cowen & Company LLC	6,241,078	223,344	3.6
Susquehanna Financial Group LLP	6,104,500	218,762	3.6
Citi Capital Markets Inc.	5,774,849	203,591	3.5
Cabrera Capital Markets LLC	4,131,684	165,267	4.0
Morgan Stanley & Company LLC	3,900,093	155,998	4.0
Mark J. Muller Equities Inc.	3,656,109	146,244	4.0
Others (includes 34 brokerage firms and external managers)	134,883,135	3,035,791	2.3
<b>Totals</b>	<b>409,700,382</b>	<b>\$ 12,703,496</b>	<b>3.1</b>

\*Includes option equivalent shares.  
Excludes commissions on futures trading.

**Schedule of Largest Investment Holdings\*** (as of June 30, 2020)

<b>Domestic Equities — Top 20 Holdings</b>		
	<b>Shares</b>	<b>Fair Value</b>
Microsoft Corp.	5,744,708	1,169,105,525
Apple Computer Inc.	2,616,407	954,465,274
Amazon Com Inc.	314,393	867,353,696
Facebook Inc.-A	2,186,355	496,455,630
Alphabet Inc Class C	212,864	300,906,679
Unitedhealth Group Inc.	986,847	291,070,522
Alphabet Inc.	191,814	272,001,843
Visa Inc. Class A	1,393,680	269,217,166
Paypal Holdings Inc.	1,322,631	230,441,999
Adobe Systems Inc.	520,786	226,703,354
Johnson & Johnson	1,506,606	211,874,002
Berkshire Hathaway Inc. Class B	1,157,328	206,594,621
Mastercard Inc. Class A	685,315	202,647,645
Nvidia Corp.	490,747	186,439,693
Merck & Co. Inc.	2,291,878	177,230,926
JPMorgan Chase & Co.	1,851,569	174,158,580
Salesforce.com Inc.	914,301	171,276,006
Fidelity National Information Service	1,273,742	170,796,065
Procter & Gamble Co.	1,377,081	164,657,575
Intel Corp.	2,619,893	156,748,198
<b>International Equities — Top 20 Holdings</b>		
	<b>Shares</b>	<b>Fair Value</b>
Roche Holding AG (Switzerland)	1,055,187	365,648,938
Nestle SA (Switzerland)	2,342,175	258,898,643
Novartis AG (Switzerland)	2,403,213	209,036,795
Taiwan Semicon Man (Taiwan)	19,079,633	202,407,264
SAP SE (Germany)	1,447,928	202,174,204
Samsung Electronics Co. LTD (South Korea)	4,168,301	182,970,689
Novo Nordisk A/S (Denmark)	2,320,526	150,156,928
AIA Group LTD (Hong Kong)	12,983,760	121,118,883
Hitachi (Japan)	3,443,200	108,608,329
Tencent Holdings Limited (China)	1,669,559	107,405,650
Air Liquide SA (France)	743,054	107,157,648
Danone (France)	1,395,132	96,460,983
Canadian National Railway Co. (Canada)	1,075,976	94,886,547
Allianz SE (Germany)	457,067	93,307,371
Nintendo Co. LTD (Japan)	206,100	91,716,745
L'Oréal (France)	283,278	90,899,368
Enel SpA (Italy)	10,115,744	87,233,583
LVMH Moet Hennessy Louis Vuitton SE (France)	196,466	86,168,040
Experian Ord (United Kingdom)	2,468,270	85,973,705
Alibaba Group Holding Ltd (China)	390,050	84,133,785
<b>Fixed Income — Top 20 Holdings</b>		
	<b>Par Value</b>	<b>Fair Value</b>
U.S. Treasury N/B, 1.625%, 10/31/2023, Aaa	141,968,000	148,733,662
U.S. Treasury N/B, 1.375%, 9/30/2023, Aaa	127,458,000	132,387,040
U.S. Treasury N/B, 1.750%, 5/15/2023, Aaa	121,365,000	126,845,388
FN FM0031, 3.500%, 1/1/2048, Aaa	95,945,745	106,415,604
U.S. Treasury N/B, 1.125%, 8/31/2021, Aaa	101,324,000	102,444,105
U.S. Treasury N/B, 2.000%, 2/15/2025, Aaa	90,745,000	97,954,974
U.S. Treasury N/B, 1.125%, 7/31/2021, Aaa	91,306,000	92,244,026
U.S. Treasury N/B, 1.625%, 8/15/2029, Aaa	75,647,000	82,537,969
TSY INFL IX N/B, 0.375%, 7/15/2027, Aaa	72,000,000	82,069,750
U.S. Treasury N/B, 2.125%, 2/29/2024, Aaa	72,845,000	77,938,459
U.S. Treasury N/B, 2.875%, 11/15/2021, Aaa	72,561,000	75,245,190
U.S. Treasury N/B, 0.125%, 5/31/2022, Aaa	75,040,000	74,987,238
U.S. Treasury N/B, 0.250%, 5/31/2025, Aaa	74,417,000	74,312,351
U.S. Treasury N/B, 2.250%, 4/30/2024, Aaa	67,300,000	72,510,493
U.S. Treasury N/B, 2.250%, 4/15/2022, Aaa	68,520,000	71,068,087
U.S. Treasury N/B, 1.750%, 11/30/2021, Aaa	69,192,000	70,740,711
U.S. Treasury N/B, 3.000%, 11/15/2045, Aaa	50,845,000	68,529,526
U.S. Treasury N/B, 2.250%, 7/31/2021, Aaa	65,475,000	66,940,514
U.S. Treasury N/B, 2.875%, 10/15/2021, Aaa	64,408,000	66,649,700
U.S. Treasury N/B, 1.250%, 8/31/2024, Aaa	63,581,000	66,238,487

\*A complete list of investment holdings is available from STRS Ohio.

## Schedule of External Managers (as of June 30, 2020)

### Domestic Equities

Intech Chartwell Investment Partners	Fuller & Thaler Asset Management M.A. Weatherbie & Company	Neuberger Berman
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### International Equities

Alliance Bernstein Arrowstreet Capital	Genesis Asset Managers Lazard Asset Management	MFS Investment Management Wellington Management
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### Fixed Income

BNY Mellon Fidelity Institutional Asset Management JPMorgan	MFS Investment Management Pacific Investment Management Company Payden & Rygel	PGIM
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### Real Estate

BCMR-GP LLC Benson Elliot Capital Management LLP BentallGreenOak Blackstone Real Estate Advisors Europe, LP Blackstone Real Estate Advisors LP Carlyle Investment Management LLC CBRE Global Investment Partners Asia, Pte. Ltd. CBRE Global Investors CIM Global LLC CLSA Capital Partners Singapore PTE Ltd. DDR Corporation	Fortress Japan Opportunity Management LLC Fortress Real Estate Opportunities Advisors LLC Invesco Advisers Inc. JP Morgan Funds Limited LaSalle Investment Management (Asia) Pte. Ltd. LNR CPI Fund GP, LLC PAG Holdings Patria Brazil Real Estate Fund General Partner II, Ltd. Patria Brazil Retail Property Fund General Partner, Ltd. PCCP LLC Pramerica Investment Management Limited	SCREP V Management, LLC SP V Manager, LLC Strategic Partners Fund Solutions Advisors LP Westbrook Realty Management V, LP Westbrook Realty Management VI, LP Westbrook Realty Management VII, LP Westbrook Realty Management VIII, LP Westbrook Realty Management IX, LP Westbrook Realty Management X, LP
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### Alternative Investments

Adams Capital Management, Inc. Advanced Technology Ventures Advent International Corporation Advisor Group, Inc. AlbaCore Capital LLP Angelo, Gordon & Co. Apollo Aviation Group, LLC Apollo Management AQR Capital Management, LLC ArcLight Capital Partners, LLC Ares Management, LLC Arrowmark Asia Alternatives Management LLC Atalaya Capital Management LP Athenian Venture Partners Avenue Capital Group Avenue Capital Management Avenue Capital Management II, LP Axiom Asia Private Capital Bain Capital, LLC Baker Capital Corp. BC Partners Holdings Limited Beacon Capital Partners, LLC Benefit Street Partners LLC Berkshire Partners, LLC Blackboard Inc. - Transact BlackRock Institutional Trust Company, N.A. Blue Chip Venture Company, Ltd. Bridgepoint Capital, Ltd. Brookside Capital, LLC CB Health Ventures, LLC Capital Fund Management LLP Cardinal Partners Cerberus Capital Management, LP Christofferson, Robb & Co.	Citibank, N.A. Clayton, Dubilier & Rice, LLC Clearlake Capital Group Commonfund Capital, Inc Community Bancorp LLC CQS CVC Capital Partners Limited Davidson Kempner Advisors, Inc. Duff Ackerman & Goodrich Dyal Capital Partners EnCap Investments LP Essex Woodlands Health Ventures Fairview Management Group, LLC Fortress Investment Group, LLC Foundation Medical Partners Fox Paine & Company, LLC Francisco Partners Friedman, Fleischer & Lowe, LLC General Catalyst Partners Gilbert Global Equity Capital, LLC Goldman, Sachs & Co. Golub Capital Grosvenor Capital Management, LLC GSO Capital Partners, LP GTCR LLC H.I.G. Capital Management Hamilton Bancorp Incorporated Hancock Capital Investment Management, LLC HarbourVest Partners, LLC Heartland Industrial Partners Hellman & Friedman LLC Hermes GPE LLP HSBC Group Hyperion Materials & Technologies Infinity Q Capital Management	Jade Capital Management, LLC King Street Advisors, LLC Kohlberg Kravis Roberts & Co. LP Leonard Green & Partners, LP Lighthouse Capital Partners Lightspeed China Partners Lime Rock Partners, LLC Linsalata Capital Partners Man Asset Management Limited Manulife Investment Management Meritage Holdings, LLC MHR Fund Management LLC Monitor Clipper Partners, Inc. Moonrise Capital LP Moore Capital Advisors, LLC Morgenthaler Ventures MV Management XIV, LLC New Enterprise Associates (NEA) NISA Oaktree Capital Management Limited Oaktree Capital Management, LLC Och-Ziff Capital Management Group Ohio Innovation Fund Owl Rock Capital Advisors Oxford Finance, LLC Paine Schwartz Paine, LLC Pamplona Capital Management Panda Energy International, Inc. Park Street Capital, LLC PineBridge Investments Primus Venture Partners, Inc. Providence Equity Partners, Inc. Quad Partners LLC Redpoint Omega III, LLC Redshift Ventures	Renaissance Technologies Resolution Life Reverence Capital Partners LLC Ross, Jeffrey & Antle LLC SciBeta Semaphore Silver Lake Alpine Management Co., LLC Silver Lake Partners Stone Point Capital LLC Summit Partners TA Associates, Inc. TCW Group Texas Pacific Group The Blackstone Group The Carlyle Group The Riverside Company Thoma Bravo, LLC Tiger Iron Capital TowerBrook Capital Partners, LP TPG Sixth Street Partners (TSSP) Truebridge Capital Partners, LLC TSCOF SPV GP, LLC TSG Consumer Partners (FKA: Shansby Group) Twin Brook Capital Partners Two Sigma Advisers Varagon Capital Partners Veritas Capital Fund Management, LLC Vista Equity Partners Management, LLC Vitruvian Partners LLP Warburg Pincus LLC Wells Fargo WL Ross & Co, LLC (Invesco) Worldwide Facilities, LLC
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### Certification

October 2020

State Teachers Retirement System of Ohio  
275 East Broad Street  
Columbus, Ohio 43215

This report presents the June 30, 2020 Actuarial Valuation of the State Teachers Retirement System of Ohio (“STRS Ohio”). In preparing our report, we relied on information, some oral and some written, supplied by the STRS Ohio. This information includes, but is not limited to, the plan provisions, employee data, and financial information. We performed an informal examination of the obvious characteristics of the data for reasonableness and consistency in accordance with Actuarial Standard of Practice No. 23.

Included in the report are the following supporting schedules prepared by Cheiron to be included in the Financial, Actuarial and Statistical sections of the STRS Ohio *Comprehensive Annual Financial Report*:

- Financial/Required Supplementary Information
  - Schedule of Changes in Employers’ Net Pension Liability
  - Schedule of Employers’ Net Pension Liability
  - Schedule of Employers’ Contributions – Pension
  - Notes to Required Supplementary Information – Pension
  - Sensitivity of the Net Pension Liability to the Discount Rate Assumption
- Actuarial
  - Schedule of Valuation Data – Active Members
  - Schedule of Valuation Data – Retirees/Beneficiaries
  - Benefit Recipients Added to and Removed from the Rolls
  - Solvency Test
  - Analysis of Financial Experience
- Statistical
  - Actuarial Funded Ratio & Funding Period
  - Selected Funding Information – Defined Benefit Plan
  - Number of Benefit Recipients by Type
  - Summary of Active Membership Data
  - Benefit Payments by Type

Future actuarial measurements may differ significantly from the current measurements due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; and, changes in plan provisions or applicable law.

This report and its contents have been prepared in accordance with generally recognized and accepted actuarial principles and practices and our understanding of the Code of Professional Conduct and applicable Actuarial Standards of Practice set out by the Actuarial Standards Board as well as applicable laws and regulations. Furthermore, as credentialed actuaries, we meet the Qualification Standards of the American Academy of Actuaries to render the opinion contained in this report. This report does not address any contractual or legal issues. We are not attorneys, and our firm does not provide any legal services or advice.

This report was prepared for STRS Ohio for the purposes described herein. Other users of this report are not intended users as defined in the Actuarial Standards of Practice, and Cheiron assumes no duty or liability to any other user.



Gene Kalwarski, FSA, FCA, MAAA, EA  
Principal Consulting Actuary



Michael Nobel, FSA, FCA, MAAA, EA  
Principal Consulting Actuary



Bonnie Rightnour, FSA, MAAA, EA  
Consulting Actuary

This section presents the results of the annual valuation of the assets and liabilities of the State Teachers Retirement System of Ohio (STRS Ohio) as of June 30, 2020, prepared by its actuary, Cheiron, in accordance with Section 3307.51 of Chapter 3307 of the Ohio Revised Code.

## Summary of Actuarial Assumptions and Methods

The assumptions below have been adopted by the State Teachers Retirement Board after consulting with the actuary. The board has adopted a funding policy that establishes the framework and specific objectives to monitor the system's funding status.

**Mortality Rates — Post-Retirement:** RP-2014 Annuitant Mortality Table with 50% of rates through age 69, 70% of rates between ages 70 and 79, 90% of rates between ages 80 and 84, and 100% of rates thereafter, projected forward generationally using mortality improvement scale MP-2016. (Adopted effective July 1, 2017). Sample 2014 mortality rates are as follows.

Mortality Rates — Post-Retirement		
Age	Male	Female
50	0.20%	0.14%
55	0.29%	0.18%
60	0.39%	0.26%
65	0.55%	0.40%
70	1.17%	0.90%
75	1.88%	1.47%
80	4.02%	3.14%
85	7.75%	6.05%
90	13.59%	10.71%
95	21.86%	17.90%
100	31.40%	27.09%

**Mortality Rates — Pre-Retirement:** RP-2014 Employee Mortality Table, projected forward generationally using mortality improvement scale MP-2016. (Adopted effective July 1, 2017).

**Mortality Rates — Post-Retirement Disabled:** RP-2014 Disabled Mortality Table with 90% of rates for males and 100% of rates for females, projected forward generationally using mortality improvement scale MP-2016. (Adopted effective July 1, 2017). Sample 2014 mortality rates as follows.

Mortality Rates — Post-Retirement Disabled		
Age	Male	Female
45	1.53%	0.90%
50	1.84%	1.19%
55	2.10%	1.45%
60	2.39%	1.70%
65	2.85%	2.09%
70	3.63%	2.82%
75	4.89%	4.10%

**Active Retirement Rates:** The following rates of retirement are assumed for members eligible to retire — shown below for selected ages. (Adopted effective July 1, 2017).

### Active Retirement Rates

Defined Benefit Plan – Grandfathered Male Rates				
Age	Under 25 Years of Service	25-29 Years of Service	30-34 Years of Service	35 or More Years of Service
<53	0%	0%	20%	30%
55	0%	6%	20%	40%
60	10%	7%	20%	40%
65	20%	20%	25%	25%
70	15%	20%	25%	20%
75	100%	100%	100%	100%

Defined Benefit Plan – Grandfathered Female Rates				
Age	Under 25 Years of Service	25-29 Years of Service	30-34 Years of Service	35 or More Years of Service
<53	0%	0%	20%	35%
55	0%	9%	20%	40%
60	10%	10%	30%	45%
65	25%	30%	35%	45%
70	20%	20%	35%	40%
75	100%	100%	100%	100%

Defined Benefit Plan – Non-Grandfathered Male Rates				
Age	Under 25 Years of Service	25-29 Years of Service	30-34 Years of Service	35 or More Years of Service
<53	0%	3%	20%	20%
55	0%	3%	20%	20%
60	5%	5%	20%	25%
65	20%	20%	25%	25%
70	20%	20%	25%	20%
75	100%	100%	100%	100%

Defined Benefit Plan – Non-Grandfathered Female Rates				
Age	Under 25 Years of Service	25-29 Years of Service	30-34 Years of Service	35 or More Years of Service
<53	0%	5%	20%	20%
55	0%	5%	20%	20%
60	10%	10%	30%	30%
65	30%	30%	35%	35%
70	20%	20%	35%	30%
75	100%	100%	100%	100%

Combined Plan		
Age	Male	Female
60	13%	22%
65	17%	20%
70	12%	12%
75	100%	100%

**Inactive Vested Retirement Rates:** 5% at each early retirement age through age 64 and 100% at age 65, or the first age at which unreduced benefits are available.



**Disability Rates:** Shown below for selected ages. (Adopted effective July 1, 2017).

Disability Rates	
Age	Unisex Rate
Under 30	0.01%
30	0.01%
35	0.03%
40	0.05%
45	0.10%
50	0.18%
55	0.22%
60	0.25%
65 and Over	0.25%

**Termination Rates:** Termination rates based on service, for causes other than death, disability, or retirement. (Adopted effective July 1, 2017).

Vested Terminations*		
Age	Male	Female
20	11.25%	13.25%
25	11.25%	12.50%
30	2.75%	3.75%
35	2.00%	2.00%
40	1.75%	1.50%
45	1.75%	1.25%
50	2.00%	1.75%
55	3.25%	3.00%
60	0.00%	0.00%

\* Termination rates cut out at first retirement eligibility

Non-Vested Terminations		
Service	Male	Female
Under 1 Year	30.00%	25.00%
1 to 2 Years	20.00%	20.00%
2 to 3 Years	15.00%	10.00%
3 to 5 Years	10.00%	10.00%

**Percent Electing a Deferred Termination Benefit:** 50% of terminating members of the Defined Benefit Plan are assumed to elect deferred termination benefit. Termination benefits are assumed to commence at age 60 or the first age at which unreduced benefits are available, if earlier.

**Percent Married:** For valuation purposes, 80% of male members and 60% of female members are assumed to be married. Male members are assumed to be three years older than their spouses, and female members are assumed to be one year younger than their spouses. (The

assumed age difference adopted effective July 1, 2012, and reaffirmed effective July 1, 2017.)

**Dependents for Survivor’s Benefit:** The spouse is the only assumed beneficiary for the survivor’s benefit.

**Investment Return Rate:** 7.45% per annum, compounded annually and net of all expenses. (Adopted effective July 1, 2017)

**Salary Increase Rates:** Inflation rate of 2.50% plus merit and seniority increase, as shown below for selected ages. (Adopted effective July 1, 2017).

Salary Increase Rates	
Age	Rate
20	12.50%
25	11.50%
30	7.75%
35	6.50%
40	5.25%
45	4.75%
50	4.00%
55	3.50%
60	2.75%
65	2.50%

**Payroll Growth Rate:** 3.00% per annum. (Adopted effective July 1, 2017).

**Defined Contribution Plan:** The defined contribution account balance is added to the actuarial liability and the actuarial value of assets. If a member retires and elects to have the defined contribution account balance paid as an annuity, then the account balance is transferred to the Defined Benefit Plan and the annuity is valued as part of the Defined Benefit Plan.

**Rationale for Assumptions:** The demographic actuarial assumptions were adopted by the Board based on recommendations from the prior actuary from an experience study covering plan experience for the period July 1, 2011, through June 30, 2016. Cheiron has reviewed this experience study dated March 3, 2017. Cheiron considers these assumptions to be generally reasonable, but has not yet performed its own actuarial experience study. An experience study will be performed once a sufficient amount of recent data has been accumulated.

**Actuarial Value of Assets:** The actuarial value of assets is based on the market value of assets with a four-year phase-in of actual investment return in excess of (or less than) expected investment income. Expected investment income is determined using the assumed investment return rate and the actuarial value of assets (adjusted for receipts and disbursements during the year). The actual investment return for this purpose is determined net of all investment and administrative expenses. The actuarial value is further adjusted, if necessary, to be within 9% of the market value.

**Actuarial Funding Method:** The funding method for the valuation of liabilities used for this valuation is the Entry Age Normal (EAN) method. Under this funding method, a normal cost rate is determined as a level percentage of pay for each active participant. The normal cost rate multiplied by payroll equals the total normal cost for each participant. The normal cost contributions (employer and participant) will pay for projected benefits at retirement for each active participant.

The actuarial liability is the difference between the present value of future benefits and the present value of future normal costs. The difference between this actuarial liability and the actuarial value of assets is the unfunded actuarial liability (UAL).

The portion of the actuarial liability in excess of plan assets, the UAL, is amortized to develop an additional cost that is added to each year’s employer normal cost. Under this funding method, actuarial gains and losses are directly reflected in the size of the unfunded actuarial liability. The amortization method is described below.

**Amortization Method:** The actuarially determined contribution (ADC) is determined as the sum of (a) the employer normal cost rate, and (b) a level percentage of payroll required to amortize the unfunded actuarial accrued liability over the 30-year closed period that began July 1, 2015.

**Benefit Recipients Added to and Removed From the Rolls, 2011–2020**

Fiscal Year Ended	Beginning Number of Benefit Recipients	Beginning Annual Allowances (in thousands)	Benefit Recipients Added	Payments Added (in thousands)	Benefit Recipients Removed	Payments Removed (in thousands)	Ending Number of Benefit Recipients	Ending Annual Allowance (in thousands)
2011	133,103	\$4,957,960	7,744	\$501,900	2,759	\$66,488	138,088	\$5,393,372
2012	138,088	\$5,393,372	8,761	\$512,952	3,593	\$90,917	143,256	\$5,815,407
2013	143,256	\$5,815,407	8,493	\$441,942	2,528	\$67,167	149,221	\$6,190,182
2014	149,221	\$6,190,182	5,550	\$283,768	2,563	\$76,415	152,208	\$6,397,535
2015	152,208	\$6,397,535	9,027	\$490,598	3,119	\$86,952	158,116	\$6,801,181
2016	158,116	\$6,801,181	2,675	\$177,665	2,853	\$82,684	157,938	\$6,896,162
2017	157,938	\$6,896,162	3,254	\$155,702	3,153	\$96,555	158,039	\$6,955,309
2018	158,039	\$6,955,309	3,847	\$128,494	4,464	\$134,381	157,422	\$6,949,422
2019	157,422	\$6,949,422	4,894	\$178,255	4,898	\$156,522	157,418	\$6,971,155
2020	157,418	\$6,971,155	4,363	\$178,255	4,874	\$178,713	156,907	\$6,970,697

**Schedule of Valuation Data — Active Members, 2011–2020**

Valuation Date	Number of Active Members	Annualized Salaries (in thousands)	Annual Average Pay	% Increase in Average Pay
2011	177,897	\$9,609,723	\$54,018	-1.4%
2012	173,044	\$9,330,845	\$53,922	-0.2%
2013	169,945	\$9,118,036	\$53,653	-0.5%
2014	169,295	\$9,148,438	\$54,038	0.7%
2015	164,925	\$9,057,095	\$54,916	1.6%
2016	169,212	\$9,562,236	\$56,510	2.9%
2017	168,132	\$9,842,388	\$58,540	3.6%
2018	170,327	\$10,581,345	\$62,124	6.1%
2019	170,004	\$10,849,863	\$63,821	2.7%
2020	167,838	\$11,192,069	\$66,684	4.5%

**Schedule of Valuation Data — Retirees/Beneficiaries, 2011–2020**

Valuation Date	Number of Retirees/Beneficiaries	Annual Allowances (in thousands)	Average Annual Allowances	% Increase in Annual Allowances
2011	138,088	\$5,393,372	\$39,057	8.8%
2012	143,256	\$5,815,407	\$40,595	7.8%
2013	149,221	\$6,190,182	\$41,483	6.4%
2014	152,208	\$6,397,535	\$42,032	3.3%
2015	158,116	\$6,801,181	\$43,014	6.3%
2016	157,938	\$6,896,162	\$43,664	1.4%
2017	158,039	\$6,955,309	\$44,010	0.9%
2018	157,422	\$6,949,422	\$44,145	-0.1%
2019	157,418	\$6,971,155	\$44,284	0.3%
2020	156,907	\$6,970,697	\$44,426	0.3%

Solvency Test, 2010–2020 (dollar amounts in thousands)							
Valuation Date	Accrued Liability For:			Actuarial Value of Assets*	Portion of Accrued Liabilities Covered by Valuation Assets:		
	(1) Active Member Contributions	(2) Retirees and Beneficiaries	(3) Active Members (Employer-Financed Portion)		(1)	(2)	(3)
2011	\$10,907,611	\$62,441,601	\$25,416,993	\$58,110,495	100%	76%	0%
2012	\$10,985,246	\$68,111,175	\$27,205,420	\$59,489,508	100%	71%	0%
2013	\$10,962,886	\$68,075,440	\$15,328,367	\$62,590,786	100%	76%	0%
2014	\$11,477,457	\$69,776,259	\$14,913,341	\$66,657,175	100%	79%	0%
2015	\$11,473,309	\$74,340,699	\$13,200,646	\$68,655,999	100%	77%	0%
2016	\$12,498,469	\$74,282,592	\$13,975,362	\$70,114,637	100%	78%	0%
2017	\$13,668,834	\$69,723,394	\$12,734,213	\$72,216,212	100%	84%	0%
2018	\$15,440,336	\$68,911,073	\$12,552,648	\$73,115,358	100%	84%	0%
2019	\$16,454,187	\$68,412,083	\$12,974,674	\$74,411,836	100%	85%	0%
2020	\$17,591,257	\$67,500,051	\$14,718,050	\$76,357,681	100%	89%	0%

\*Excludes health care assets.

Analysis of Financial Experience					
Gains and Losses in Unfunded Actuarial Liability Resulting From Differences Between Assumed Experience and Actual Experience (in thousands)					
Type of Activity	2020	2019	2018	2017	2016
Investment income. If there is greater investment income than assumed, there is a gain. If less, there is a loss.	\$ 532,022	\$ 3,515	\$ (253,993)	\$ 857,418	\$ 774,260
Payroll growth. If more contributions from payroll growth are received than expected, there is a gain. If less, there is a loss.	0	0	0	7,091	(40,874)
Salary increases. If there are smaller salary increases than assumed, there is a gain. If greater increases, there is a loss.	177,622	207,875	180,810	279,058	236,054
Retirement and other separation experience. If members retire from service at an older age or with a lower final average salary than assumed, there is a gain. If separation claims are less than expected, there is a gain. If new members don't enter the system as expected, there is a loss.	(112,488)	(325,891)	(285,353)	(316,922)	(333,342)
Death after retirement. If retirees live shorter than expected, there is a gain. If retirees live longer than assumed, there is a loss.	110,833	152,788	(9,495)	27,307	(336,967)
Final plan reselection. If the account value from defined contribution accounts is greater than the reestablished defined benefit account balance, there is a gain.	0	0	0	(1,403)	(9,569)
Gain (or loss) during year from financial experience	707,989	38,287	(368,031)	852,549	289,562
Actuarial gain (or loss) due to assumption changes/plan amendments	0	0	236,418	415,862	0
<b>Composite gain (or loss) during the year</b>	<b>\$ 707,989</b>	<b>\$ 38,287</b>	<b>\$ (131,613)</b>	<b>\$ 1,268,411</b>	<b>\$ 289,562</b>

## Summary of Benefit and Contribution Provisions — Defined Benefit Plan

### Eligibility for Membership

Immediate upon commencement of employment.

### Service Retirement

**Eligibility:** Effective Aug. 1, 2015, the service credit requirements for an unreduced benefit are as follows:

Unreduced Benefit for Retirement	Minimum Age and Years of Service
Through 7/1/2015	Any age and 30 years; or age 65 and 5 years
8/1/2015–7/1/2017	Any age and 31 years; or age 65 and 5 years
8/1/2017–7/1/2019	Any age and 32 years; or age 65 and 5 years
8/1/2019–7/1/2021	Any age and 33 years; or age 65 and 5 years
8/1/2021–7/1/2023	Any age and 34 years; or age 65 and 5 years
8/1/2023–7/1/2026	Any age and 35 years; or age 65 and 5 years
8/1/2026	Age 60 and 35 years; or age 65 and 5 years

**Amounts effective Aug. 1, 2015:** Annual amount equal to 2.2% of final average salary for the five highest years of earnings, multiplied by all years of service.

**Amounts on or before July 1, 2015:** Annual amount equal to the greater of (a) 2.2% of final average salary for the three highest years of earnings, multiplied by years of total Ohio service credit, or 2.5% of final average salary for the three highest paid years if the member has 35 or more years of contributing service credit multiplied by years of total contributing service credit, except that for years of contributing service credit in excess of 30, the following percentages apply:

Year	Percentage
31	2.5%
32	2.6%
33	2.7%
34	2.8%
35	2.9%
36	3.0%
37	3.1%
38	3.2%
39	3.3%

or (b) \$86 multiplied by years of service credit.

**Transition Benefit:** For members who were eligible to retire on July 1, 2015, the annual amount will be greater of (a) the benefit amount calculated upon retirement under the current benefit formula, or (b) the benefit amount the member would have received if he/she retired on July 1, 2015.

Annual salary is subject to the limit under Section 401(a) (17) of the Internal Revenue Code.

**Reduction factors for early retirement:** The service credit requirements for an actuarially reduced benefit are as follows:

Actuarially Reduced Benefit for Retirement	Minimum Age and Years of Service
Through 7/1/2015	Age 55 and 25 years; or age 60 and 5 years
8/1/2015–7/1/2017	Any age and 30 years; or age 55 and 26 years; or age 60 and 5 years
8/1/2017–7/1/2019	Any age and 30 years; or age 55 and 27 years; or age 60 and 5 years
8/1/2019–7/1/2021	Any age and 30 years; or age 55 and 28 years; or age 60 and 5 years
8/1/2021–7/1/2023	Any age and 30 years; or age 55 and 29 years; or age 60 and 5 years
8/1/2023	Any age and 30 years; or age 60 and 5 years

The actuarially reduced benefit reflects a reduction for each year that the member retires before meeting eligibility for an unreduced benefit.

### Disability Retirement

**Eligibility:** Membership before July 30, 1992, and election of this benefit, completion of five or more years of qualifying service credit, under age 60 and permanently incapacitated for the performance of duty.

#### Amount

- (1) Annuity with a reserve equal to the member's accumulated contributions, plus
- (2) The difference between (1) and 2% of the average salary during the three highest paid years times total service plus years and months from date of disability to age 60. Maximum allowance is 75% of final average salary. Minimum allowance is 30% of final average salary. Disability benefits commencing before Aug. 1, 2015, were based on a three-year final average salary.

### Disability Allowance

**Eligibility:** For membership after July 29, 1992, and before July 1, 2013, or membership before July 30, 1992, and election of this benefit, completion of five or more years of qualifying service credit and permanently incapacitated for the performance of duty. Membership on or after July 1, 2013, completion of 10 years of qualifying service credit and permanently incapacitated for the performance of duty.

**Amount:** 2.2% of the average salary during the five highest paid years times total service. Maximum allowance is 60% of final average salary. Minimum allowance is 45% of final average salary. The disability allowance payment terminates at age 65 (or later if payment begins after age 60). After termination of the disability allowance, the member may apply for service retirement. Disability benefits commencing before Aug. 1, 2015, were based on a three-year final average salary.

### Death After Retirement

Lump-sum payment of \$1,000 upon death after service or disability retirement.

### Survivor Benefits

**Eligibility:** For membership before July 1, 2013, upon death after at least 1-1/2 years of credit with at least 1/4 year of such service in the 2-1/2 years preceding death or upon death of a disability benefit recipient. For membership on or after July 1, 2013, upon death after at least five years of qualifying service credit and died not later than one year after the date service terminated or upon the death of a disability benefit recipient.

Qualified survivors will receive the highest benefit from among the following for which they are eligible: dependent-based benefit, service-based benefit, and retirement-based benefit.

Qualified survivors are the spouse, dependent children, and/or dependent parents over age 65.

**Dependent-based benefit:** Monthly survivor benefits are determined according to the number of qualified survivors. These benefits are payable as a percentage of final average salary. The percentages are as follows:

Number of Qualified Dependents	% of Final Average Salary
1	25%
2	40%
3	50%
4	55%
5 or more	60%

**Service-based benefit:** If a member has 20 or more years of service before death, monthly survivor benefits are determined according to the number of years of service credit. These benefits are payable as a percentage of final average salary. The percentages are as follows:

Years of Service	% of Final Average Salary
20	29%
21	33%
22	37%
23	41%
24	45%
25	48%
26	51%
27	54%
28	57%
29 or more	60%

**Retirement-based benefit:** If a member dies after meeting service retirement eligibility, the monthly survivor benefit is determined as if the member had actually retired and provided the maximum joint and survivor benefit to the qualified survivor (Option 1). Early retirement reduction applies if the member is not eligible for unreduced benefit.

The primary beneficiary may withdraw the deceased member's account in lieu of receiving monthly benefits if there are no children who are qualified survivors.

### Lump-Sum Withdrawal Option

In lieu of any other pension or survivor benefits, a member who leaves the system can receive his or her member contributions with interest in a lump sum payment according to the following schedule:

Credited Service	Lump-Sum Amount
Less than three years	Member contributions with 2% interest
Three or more years but less than five years	Member contributions with 3% interest
Five or more years	150% of member contributions with 3% interest

**The board has the authority to modify the interest credited to member contributions.**

### Plans of Payment

There are four basic plans of payment:

**Plan I — Single Life Annuity:** if a member chooses this plan at retirement and later marries, he/she may change the plan to a Joint and Survivor Annuity with his/her spouse as beneficiary within the first year of the marriage.

**Plan II — Joint and Survivor Annuity:** there are four options under this plan of payment:

- Options 1, 2 and 3 apply to a single primary beneficiary
- Option 4 applies to multiple primary beneficiaries

**Plan III — Annuity Certain:** if a death occurs before the guaranteed period ends, a beneficiary receives the same monthly benefit until the guaranteed period expires. If a member names more than one beneficiary, a lump-sum payment, representing the present value of the remaining payments, is divided equally and paid to the beneficiaries. If all beneficiaries die before the expiration of the certain period, the present value of all remaining payments is paid to the estate of the beneficiary last receiving payments.

**Plan IV — Partial Lump-Sum Option Plan:** allows a member to take an amount from six to 36 times the monthly Single Life Annuity benefit in a lump sum at retirement. The remainder of a member's lifetime benefits will be paid based on member's selected plan of payment: Single Life Annuity, Joint and Survivor Annuity or Annuity Certain.

### Optional Forms of Benefit

**Option 1 — 100% joint and survivorship.** Reduced retirement allowance payable to the member, continuing after the member's death, for life to the member's sole beneficiary named at retirement.

**Option 2 — A joint and survivorship annuity payable during the lifetime of the member, with the member's sole beneficiary named at retirement to receive some other portion of the member's annuity after the member's death.**

**Option 3** — The sole member's reduced retirement allowance provided under Option 1 or Option 2 is to be paid after the member's death for life to the member's sole beneficiary named at retirement, except that in the event of the death of the sole beneficiary or termination of marriage between the retiree and the sole beneficiary, the retiree may elect to return to his single lifetime benefit equivalent. In the case of termination of marriage, the election may be made with the written consent of the beneficiary or by court order.

**Option 4** — Members may elect a reduced benefit to provide continuing lifetime benefits for up to four primary beneficiaries under a Joint and Survivor Annuity. A member may specify percentages of his/her benefit or a flat dollar amount for each beneficiary; however, the total benefit amount payable to all beneficiaries cannot exceed the amount payable to the member.

### Cost-of-Living Adjustment (COLA)

Effective July 1, 2017, the COLA was reduced to zero.

### Health Care

Retirees, their spouses and dependents are eligible for a comprehensive medical expense health care plan as may be offered by the Retirement Board, subject to changes in terms and conditions from time to time.

### Contributions

**By Members:** 14% of salary.

**By Employers:** 14% of salaries of their employees who are members.

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## Summary of Benefit and Contribution Provisions — Combined Plan

### Eligibility for Membership

New members hired on or after July 1, 2001, may elect in writing to participate in the Combined Plan.

### Service Retirement

**Eligibility:** Age 60 with five years of service.

**Amount:** The balance in the member's defined contribution account plus an annual amount equal to 1% of final average salary for the five highest paid years multiplied by years of total Ohio service credit.

Before Aug. 1, 2015, the final average salary was the average of the member's three highest salary years.

Annual salary is subject to the limit under Section 401(a)(17) of the Internal Revenue Code.

### Vesting

**Eligibility:** Completion of five years of service for the defined benefit portion. Member contributions and earnings are 100% vested at all times.

**Amount:** A member who terminates with five or more years of service credit can receive the actuarial equivalent present value of the defined benefit formula. Before age 50, a withdrawal must include both the defined benefit and defined contribution portions of the account.

### Early Retirement

**Eligibility:** Before age 60 with five years of service.

**Amount:** The normal retirement benefit commencing at age 60. At age 50 or after, a member may elect to withdraw the full value of his or her defined contribution account and receive the withdrawal value of the defined benefit in a single sum, or leave the defined benefit on account for a benefit payable at age 60. The member may withdraw the defined benefit portion of the account only if he or she is also withdrawing the defined contribution account.

### Disability Benefits

**Eligibility:** Completion of five or more years of qualifying service credit and permanently incapacitated from the performance of duty. For membership on or after July 1, 2013, completion of 10 years of qualifying service credit with STRS Ohio.

**Amount:** 2.2% of the average salary during the five highest paid years times total service. Maximum allowance is 60% of final average salary and the minimum is 45%. All contributions and investment gains in the member's defined contribution account are used to fund the benefit. At age 65, the disability allowance converts to a service retirement benefit with a 2.2% formula. Alternatively, the member's defined contribution account is available.

### Survivor Benefits

**Eligibility:** For membership before July 1, 2013, upon death after at least 1-1/2 years of qualifying service credit with at least 1/4 year of such service in the 2-1/2 years preceding death or upon death of a disability benefit recipient. For membership on or after July 1, 2013, upon death at least five years of qualifying service credit and died no later than one year after service terminated or upon death of a disability benefit recipient.

**Amount:** Qualified survivors have the option of receiving dependent-based, service-based or retirement-based benefits described under the Defined Benefit Plan. Both employer contributions and the member's contributions and any investment gains in the member's defined contribution account are used to fund the benefit. Survivors also have the option to withdraw the defined contribution and defined benefit portions of the Combined Plan account.

### Optional Forms of Payment of Defined Benefit Portion

The greater of a lump sum of the actuarial equivalent of the defined benefit formula benefit or member contributions to the defined benefit portion. If a member withdraws the defined contribution account before age 50, the defined benefit portion is paid in a lump sum.

Joint and Survivorship Options — Options 1 through 4 described in the Defined Benefit Plan provisions are available, as well as the PLOP. All alternative forms of payment are the actuarial equivalent of the Single Life Annuity benefit payable at age 60.

### Optional Forms of Payment of Member's Defined Contribution Account

The actuarial equivalent of the member's defined contribution account can be paid on or after age 50 as a lifetime annuity. Options 1 through 4, described in the Defined Benefit Plan provisions, are also available. The monthly annuity must be \$100 or more to receive the member's defined contribution account in the form of an annuity.

The vested amount of the member's defined contribution account upon termination of employment can be paid as a single lump sum. If a member takes a lump sum of the defined benefit formula benefit, the member must simultaneously withdraw the lump-sum value of the member's defined contribution account in a single lump sum.

### Health Care

Retirees, their spouses and dependents are eligible for a comprehensive medical expense health care plan as may be offered by the Retirement Board, subject to changes in terms and conditions from time to time.

### Contributions

**By Members:** 14% of salary.

12% of salary is deposited into the member's defined contribution account and 2% is applied to the defined benefit portion of the Combined Plan.

**By Employers:** 14% of salaries of their employees who are Combined Plan members.

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## Summary of Benefit and Contribution Provisions — Defined Contribution Plan

### Eligibility for Membership

New members hired on or after July 1, 2001, may elect in writing to participate in the Defined Contribution Plan.

### Service Retirement

**Eligibility:** Termination after age 50.

**Amount:** The balance in the member's defined contribution account.

### Vesting

**Eligibility:** Members vest 20% per year in employer contributions and all gains and losses on those contributions. Member contributions and earnings are 100% vested immediately.

**Amount:** The balance in the member's defined contribution account.

### Early Retirement

**Eligibility:** Termination before age 50.

**Amount:** The balance in the member's defined contribution account.

### Disability Benefits

**Eligibility:** Permanently incapacitated for the performance of duty and termination of employment.

**Amount:** The balance in the member's defined contribution account. At age 50, other payment options are available, but employment must first be terminated.

### Survivor Benefits

**Eligibility:** Upon death.

**Amount:** The balance in the member's defined contribution account. A spouse may either continue to manage the member's defined contribution account or withdraw the account.

### Optional Forms of Payment

The actuarial equivalent of the member's defined contribution account can be paid on or after age 50 as a lifetime annuity. Options 1 through 4, described in the Defined Benefit Plan provisions, are also available. The monthly annuity must be \$100 or more to receive the member's defined contribution account in the form of an annuity.

### Cost-of-Living Adjustment (COLA)

Not available.

### Health Care

Not available.

### Contributions

**By Members:** 14% of salary is deposited into the member's defined contribution account.

**By Employers:** 14% of salaries of their employees who are Defined Contribution Plan members. Effective July 1, 2017, 9.53% of salary is deposited into the member's defined contribution account. 4.47% of the salaries is used to amortize the unfunded actuarial accrued liability of the plan.

**Certification**

October 2020

State Teachers Retirement System of Ohio  
 275 East Broad Street  
 Columbus, Ohio 43215

This report presents the June 30, 2020 actuarial valuation and disclosure information under the Governmental Accounting Standards Board (GASB) Statement Nos. 74 and 75 for the Other Postemployment Benefits (OPEB) Plan provided by the State Teachers Retirement System of Ohio (STRS Ohio). This report is for the use of STRS Ohio and their auditors in preparing financial reports in accordance with applicable law and accounting requirements. This report is not appropriate for other purposes, including the measurement of funding requirements for the Plan.

The actuary prepared the following supporting schedules including the Financial and Actuarial Sections of the *Comprehensive Annual Financial Report*:

- Financial/Required Supplementary Information
  - Schedule of Changes in Employers’ Net OPEB Liability
  - Schedule of Employers’ Net OPEB Liability
  - Schedule of Employers’ Contributions – OPEB
  - Notes to Required Supplementary Information – OPEB
  - Sensitivity of the Net OPEB Liability to the Discount Rate and Trend Rate Assumptions
- Actuarial
  - Health Care Solvency Test
  - Key methods and assumptions used in Health Care Actuarial Valuation
  - Summary of Membership Data

In preparing our report, we relied on information (some oral and some written) supplied by STRS Ohio. This information includes, but is not limited to, the plan provisions, employee data, and financial information. We performed an informal examination of the obvious characteristics of the data for reasonableness and consistency in accordance with Actuarial Standard of Practice No. 23.

Future actuarial measurements may differ significantly from the current measurements due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions, changes in economic or demographic assumptions, changes in healthcare assumptions, and changes in plan provisions or applicable law. This report does not contain any adjustment for the potential impact of COVID-19. We anticipate the virus will impact both mortality and claims in the short term, as well as potentially other demographic experience. However, the net impact is not determinable at this time.

This report and its contents have been prepared in accordance with generally recognized and accepted actuarial principles and practices and our understanding of the Code of Professional Conduct and applicable Actuarial Standards of Practice set out by the Actuarial Standards Board as well as applicable laws and regulations. Furthermore, as credentialed actuaries, we meet the Qualification Standards of the American Academy of Actuaries to render the opinion contained in this report. This report does not address any contractual or legal issues. We are not attorneys, and our firm does not provide any legal services or advice.

This report was prepared for STRS Ohio for the purposes described herein and for the use by the auditors in completing an audit related to the matters herein. Other users of this report are not intended users as defined in the Actuarial Standards of Practice, and Cheiron assumes no duty or liability to any other user.

Margaret A. Tempkin, FSA, MAAA, EA  
 Principal Consulting Actuary

Gaelle Gravot, FSA, MAAA  
 Principal Consulting Actuary



A separate annual valuation of the retiree health care coverage provided by STRS Ohio was performed as of June 30, 2020, by Cheiron.

**Summary of Actuarial Assumptions and Methods — Health Care Fund**

The assumptions for this valuation were selected based on recent experience and expectations for the future. Many of the demographic assumptions were selected by the prior actuary based on its prior experience study. Cheiron has not performed its own experience study but reviewed the reports and letters of the prior actuary and believe the assumptions to be reasonable.

**Expected Return on Assets:** 7.45%

**Municipal Bond Yield:** 2.21% as of June 30, 2020

**Discount Rate:** 7.45%, based on a blend of 2.21% municipal bond yield rate and the expected return on invested plan assets. The assets are sufficient to cover all expected benefits, thus the long-term rate of return is used.

**Payroll Increase Rate:** 3.00% per year for purposes of attributing individual costs under the Entry Age actuarial cost method.

**Salary Increase Rate:** Varies by age from 2.5% to 12.5%.

**Per Person Health Care Cost Trend Rates:**

Year	Medical		Prescription Drug	
	Pre-65	65+	Pre-65	65+
2021	5.00%	-6.69%	6.50%	11.87%
2022	4.93%	12.20%	6.33%	5.60%
2023	4.87%	10.80%	6.17%	6.31%
2024	4.80%	9.27%	6.00%	6.02%
2025	4.73%	7.77%	5.83%	5.78%
2026	4.67%	6.37%	5.67%	5.58%
2027	4.60%	5.57%	5.50%	5.39%
2028	4.53%	5.32%	5.33%	5.22%
2029	4.47%	5.06%	5.17%	5.06%
2030	4.40%	4.91%	5.00%	4.91%
2031	4.33%	4.76%	4.83%	4.76%
2032	4.27%	4.61%	4.67%	4.61%
2033	4.20%	4.45%	4.50%	4.46%
2034	4.13%	4.30%	4.33%	4.30%
2035	4.07%	4.15%	4.17%	4.15%
2036+	4.00%	4.00%	4.00%	4.00%

**Economic Assumption Changes Since Last Valuation:**

Health care trends were updated to reflect emerging claims and recoveries and experience.

**Percent of Retirees Electing Health Care Coverage:** 75% of future eligible service retirees and 65% of future eligible disabled retirees are assumed to elect health care coverage. 100% of Combined Plan and 50% of Defined Benefit Plan future inactive vested participants are assumed to cash out.

30% of inactive vested participants who do not cash out are assumed to elect health care coverage. Current and future participants for whom the value of the benefits received is less than their contribution are assumed to drop health care coverage.

**Benefit Elections:** Below is a summary of medical plan election rates for future retirees by Medicare status.

Pre-Medicare Medical Plans	Benefit Election Rate
Medical Mutual/Aetna Basic PPO	93.7%
AultCare PPO	3.0%
Paramount Health Care HMO	3.3%

Medicare Medical Plans	Benefit Election Rate
Aetna Medicare Advantage	94.2%
Medical Mutual/Aetna Basic PPO	3.9%
AultCare PPO	1.0%
Paramount Health Care HMO	0.9%

**Spousal Coverage:** Of those future retirees who elect to continue health coverage, 20% were assumed to have an eligible spouse who also opts for health care coverage at that time.

**Dependent Age:** For current retirees, the actual spouse date of birth was used when available. For future retirees, male retirees are assumed to be three years older than their partners, and female retirees are assumed to be one year younger than their partners.

**Administrative Expenses:** Health plan administrative expenses are included in the per capita claims costs.

**Changes Since the Last Valuation:** Benefit percentage elections were updated to reflect current elections for blended premiums.

**Claim and Expense Assumptions:** The July 1, 2020–June 30, 2021 claims costs were developed based on the average of the 2020 and 2021 premium rates the system pays its vendors, the average projected 2019 and 2020 employer group waiver program recoveries that the system is expected to receive for calendar 2020 and calendar 2021 prescription filled dates and an estimate of the Rx rebates for the non-Medicare population-based on actual 2018 non-Medicare Rx rebates.

**Average Annual Claims and Expense Assumptions:** The following claims costs are shown for selected ages.

Age	Average Claim and Expense Assumptions							
	Medical Pre-65		Prescription Drug Pre-65		Medical 65+		Prescription Drug 65+	
	Male	Female	Male	Female	Male	Female	Male	Female
40	\$3,164	\$5,740	\$819	\$1,016	\$638	\$574	\$1,372	\$1,315
50	\$5,474	\$6,841	\$1,351	\$1,433	\$1,165	\$1,049	\$2,508	\$2,403
60	\$8,916	\$9,860	\$2,059	\$1,948	\$1,204	\$1,084	\$2,591	\$2,483
65	\$10,481	\$9,916	\$2,441	\$2,206	\$614	\$562	\$1,320	\$1,288
70	\$11,492	\$10,994	\$2,898	\$2,518	\$740	\$637	\$1,486	\$1,348
80	\$13,816	\$13,516	\$3,943	\$3,214	\$1,070	\$894	\$1,313	\$1,249

**Retiree Contributions:** In 2020, non-Medicare retirees receive a subsidy of 1.984% per year of service to a maximum of 30 years and Medicare retirees receive a subsidy of 2.1% per year of service to a maximum of 30 years. In 2021, non-Medicare retirees receive a subsidy of 2.055% per year of service to a maximum of 30 years.

Beginning in 2022, the subsidy dollar amount for non-Medicare plans will be frozen at the 2021 levels. Annual increases in the subsidy dollar amount for Medicare plans will be based on the percentage increase in the Aetna Medicare Advantage Plan, limited at 6%.

For those who retire on or after August 2023, the first five years of service do not count towards the subsidy, so subsidy percentages are shifted five years and those with less than 20 years of service receive no subsidy.

A weighted average total cost across the medical plans is used as the STRS Ohio subsidy and is shown below. The amount is assumed to increase with health trend.

Weighted Average Premiums	
Pre-65 retirees	\$12,260.55
Retirees age 65+	\$4,101.17

**Medicare Part D Subsidy:** An estimate of \$49.92 per Medicare participant is included in the fiscal 2021 rates.

**Medicare Part B Premium Subsidy:** Service retirees and disabled retirees who are enrolled in an STRS Ohio medical plan and who participate in Medicare Part B receive \$29.90 monthly reimbursement towards the Part B premiums.

Health Care Solvency Test, 2015–2020 (dollar amounts in thousands)							
Actuarial Valuation Date	Accrued Liability For:			Fair Value of Assets	Portion of Accrued Liability Covered by Fair Value of Assets:		
	(1) Active Members	(2) Inactive Members	(3) Retirees, Survivors & Dependents		(1)	(2)	(3)
Jan. 1, 2015	\$1,742,597	\$15,459	\$2,918,167	\$3,454,000	100%	100%	58%
Jan. 1, 2016	\$1,830,799	\$19,435	\$3,303,997	\$3,258,197	100%	100%	43%
Jan. 1, 2017	\$2,596,979	\$18,783	\$3,271,404	\$3,222,093	100%	100%	19%
Jan. 1, 2018	\$777,500	\$2,424	\$1,636,026	\$3,691,399	100%	100%	178%
June 30, 2018	\$784,921	\$1,965	\$1,327,565	\$3,721,349	100%	100%	221%
June 30, 2019	\$872,892	\$2,251	\$1,340,775	\$3,872,158	100%	100%	224%
June 30, 2020	\$930,668	\$2,279	\$1,206,851	\$3,897,296	100%	100%	246%

Summary of Membership Data							
Valuation date	Jan. 1, 2015	Jan. 1, 2016	Jan. 1, 2017	Jan. 1, 2018	June 30, 2018	June 30, 2019	June 30, 2020
Active members	169,295	164,925	169,205	168,132	170,327	170,004	167,838
Inactive members	16,823	17,275	17,011	17,694	18,416	18,762	19,415
STRS Ohio Health Care Program Enrollees							
	Jan. 1, 2017	Jan. 1, 2018	June 30, 2018	June 30, 2019	Added	Terminated	June 30, 2020
Retirees	99,835	98,231	97,830	96,235	2,324	4,103	94,456
Disabled retirees	4,131	3,939	3,823	3,639	102	272	3,469
Survivors	4,744	4,826	4,766	4,498	376	497	4,377
Spouses and dependents (excluding children)	16,376	15,458	14,913	14,154	470	1,303	13,321
<b>Total</b>	<b>125,086</b>	<b>122,454</b>	<b>121,332</b>	<b>118,526</b>	<b>3,272</b>	<b>6,175</b>	<b>115,623</b>
Annual allowance (in thousands)	\$427,693	\$351,457	\$348,743	\$326,560	\$8,087	\$13,740	\$320,907
Valuation date	Jan. 1, 2016	Jan. 1, 2017	Jan. 1, 2018	June 30, 2018	June 30, 2019	June 30, 2020	
Average per health care participant annual benefit	\$2,218	\$2,205	\$273	\$667	\$772	\$976	

*The objective of the statistical section is to provide financial statement users with historical perspective, context and detail to assist in using the information in the financial statements and the notes to the financial statements to better understand and assess STRS Ohio's economic condition.*

The schedules on Pages 81–82 show financial trend information that assists users in understanding and assessing how STRS Ohio's financial position has changed over time. The financial trend schedules presented are:

- Changes in Fiduciary Net Position
- Net Position by Plan
- Benefit Expenses by Type

Demographic and economic information begins on Page 83. This information is intended to assist users in understanding the environment in which STRS Ohio operates and to provide information that facilitates comparisons of financial statement information over time and among governments. The demographic and economic information presented is:

- Actuarial Funded Ratio and Funding Period
- Selected Funding Information — Defined Benefit Plan
- Number of Benefit Recipients by Type
- Summary of Active Membership Data

Operating information, which begins on Page 85, is intended to provide contextual information about STRS Ohio's operation to assist in using financial statement information. The operating information presented is:

- Benefit Payments by Type
- Average Benefit Payments for Service Retirees
- Average Benefit Subsidy Payments for Retirees Enrolled in Health Care Program
- Number of Reporting Employers by Type
- Principal Participating Employers

### Changes in Fiduciary Net Position Years Ending June 30, 2011–2020 (in thousands)

Defined Benefit Plan										
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
<b>Additions:</b>										
Member contributions	\$ 1,081,958	\$ 1,049,709	\$ 1,042,959	\$ 1,134,899	\$ 1,188,062	\$ 1,289,809	\$ 1,443,374	\$ 1,479,151	\$ 1,515,445	\$ 1,554,973
Employer contributions	1,379,104	1,349,561	1,327,862	1,325,141	1,449,165	1,466,938	1,514,285	1,565,679	1,614,188	1,662,017
Net investment income (loss)	11,924,753	1,094,829	7,984,266	10,418,170	3,644,151	361,567	9,098,570	6,625,382	4,768,116	2,674,947
Other	45,910	50,804	54,681	168,250	123,557	55,441	54,649	43,248	63,435	54,229
<b>Total additions</b>	<b>14,431,725</b>	<b>3,544,903</b>	<b>10,409,768</b>	<b>13,046,460</b>	<b>6,404,935</b>	<b>3,173,755</b>	<b>12,110,878</b>	<b>9,713,460</b>	<b>7,961,184</b>	<b>5,946,166</b>
<b>Deductions:</b>										
Benefit payments	5,244,407	5,741,042	6,152,335	6,504,676	6,662,232	7,090,037	6,989,165	7,052,642	7,040,052	7,023,096
Refunds	153,243	169,071	186,459	198,972	198,700	205,223	190,517	219,453	218,601	225,545
Administrative expenses	57,778	57,879	58,613	60,136	60,270	61,038	62,592	62,775	63,858	65,405
<b>Total deductions</b>	<b>5,455,428</b>	<b>5,967,992</b>	<b>6,397,407</b>	<b>6,763,784</b>	<b>6,921,202</b>	<b>7,356,298</b>	<b>7,242,274</b>	<b>7,334,870</b>	<b>7,322,511</b>	<b>7,314,046</b>
<b>Net increase (decrease)</b>	<b>8,976,297</b>	<b>(2,423,089)</b>	<b>4,012,361</b>	<b>6,282,676</b>	<b>(516,267)</b>	<b>(4,182,543)</b>	<b>4,868,604</b>	<b>2,378,590</b>	<b>638,673</b>	<b>(1,367,880)</b>
Net position held in trust, beginning of year	54,140,413	63,116,710	60,693,621	64,705,982	70,988,658	70,432,646	66,250,103	71,118,707	73,457,567	74,096,240
Prior period adjustment GASB 68 2015; GASB 75 2018	N/A	N/A	N/A	N/A	(39,745)	N/A	N/A	(39,730)	N/A	N/A
Beginning of year restated	N/A	N/A	N/A	N/A	70,948,913	N/A	N/A	71,078,977	N/A	N/A
<b>Net position held in trust, end of year</b>	<b>\$63,116,710</b>	<b>\$60,693,621</b>	<b>\$64,705,982</b>	<b>\$70,988,658</b>	<b>\$70,432,646</b>	<b>\$66,250,103</b>	<b>\$71,118,707</b>	<b>\$73,457,567</b>	<b>\$74,096,240</b>	<b>\$72,728,360</b>
Defined Contribution Plan										
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
<b>Additions:</b>										
Member contributions	\$ 47,935	\$ 49,764	\$ 52,331	\$ 58,909	\$ 71,073	\$ 82,224	\$ 94,303	\$ 101,279	\$ 107,650	\$ 115,433
Employer contributions	28,205	28,890	30,027	29,083	32,002	34,164	36,969	39,103	41,944	44,944
Net investment income (loss)	89,213	2,670	74,076	116,674	27,694	11,304	135,360	112,075	79,401	17,129
Transfers between retirement plans	(16,264)	(17,246)	(16,738)	(14,033)	(9,931)	(11,440)	(15,034)	(14,003)	(17,413)	(14,941)
<b>Total additions</b>	<b>149,089</b>	<b>64,078</b>	<b>139,696</b>	<b>190,633</b>	<b>120,838</b>	<b>116,252</b>	<b>251,598</b>	<b>238,454</b>	<b>211,582</b>	<b>162,565</b>
<b>Deductions:</b>										
Refunds	12,777	14,697	20,033	21,369	29,930	26,847	31,324	31,706	39,753	45,028
Administrative expenses	922	881	837	854	913	1,033	1,060	532	259	356
<b>Total deductions</b>	<b>13,699</b>	<b>15,578</b>	<b>20,870</b>	<b>22,223</b>	<b>30,843</b>	<b>27,880</b>	<b>32,384</b>	<b>32,238</b>	<b>40,012</b>	<b>45,384</b>
<b>Net increase (decrease)</b>	<b>135,390</b>	<b>48,500</b>	<b>118,826</b>	<b>168,410</b>	<b>89,995</b>	<b>88,372</b>	<b>219,214</b>	<b>206,216</b>	<b>171,570</b>	<b>117,181</b>
Net position held in trust, beginning of year	383,812	519,202	567,702	686,528	854,938	944,933	1,033,305	1,252,519	1,458,735	1,630,305
<b>Net position held in trust, end of year</b>	<b>\$ 519,202</b>	<b>\$ 567,702</b>	<b>\$ 686,528</b>	<b>\$ 854,938</b>	<b>\$ 944,933</b>	<b>\$ 1,033,305</b>	<b>\$ 1,252,519</b>	<b>\$ 1,458,735</b>	<b>\$ 1,630,305</b>	<b>\$ 1,747,486</b>
Health Care Fund										
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
<b>Additions:</b>										
Employer contributions	\$ 103,694	\$ 101,025	\$ 99,179	\$ 98,330	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Health care premiums	222,130	246,264	261,903	277,477	306,569	339,927	339,056	329,305	312,841	295,779
Net investment income (loss)	608,969	54,990	402,110	524,484	180,566	17,001	440,197	328,965	244,700	140,300
Government reimbursements	70,556	92,213	41,200	46,132	61,127	58,812	79,357	107,197	84,789	81,876
<b>Total additions</b>	<b>1,005,349</b>	<b>494,492</b>	<b>804,392</b>	<b>946,423</b>	<b>548,262</b>	<b>415,740</b>	<b>858,610</b>	<b>765,467</b>	<b>642,330</b>	<b>517,955</b>
<b>Deductions:</b>										
Health care benefit payments	604,456	627,890	599,818	629,465	672,615	676,993	565,962	517,470	489,169	490,559
Administrative expenses	2,502	2,568	2,555	2,495	2,569	2,655	2,497	2,427	2,352	2,258
<b>Total deductions</b>	<b>606,958</b>	<b>630,458</b>	<b>602,373</b>	<b>631,960</b>	<b>675,184</b>	<b>679,648</b>	<b>568,459</b>	<b>519,897</b>	<b>491,521</b>	<b>492,817</b>
<b>Net increase (decrease)</b>	<b>398,391</b>	<b>(135,966)</b>	<b>202,019</b>	<b>314,463</b>	<b>(126,922)</b>	<b>(263,908)</b>	<b>290,151</b>	<b>245,570</b>	<b>150,809</b>	<b>25,138</b>
Net position held in trust, beginning of year	2,797,551	3,195,942	3,059,976	3,261,995	3,576,458	3,449,536	3,185,628	3,475,779	3,721,349	3,872,158
<b>Net position held in trust, end of year</b>	<b>\$ 3,195,942</b>	<b>\$ 3,059,976</b>	<b>\$ 3,261,995</b>	<b>\$ 3,576,458</b>	<b>\$ 3,449,536</b>	<b>\$ 3,185,628</b>	<b>\$ 3,475,779</b>	<b>\$ 3,721,349</b>	<b>\$ 3,872,158</b>	<b>\$ 3,897,296</b>

<b>Net Position by Plan</b> Years Ending June 30, 2011–2020 (in thousands)				
Fiscal Year	Defined Benefit Plan	Defined Contribution Plan	Health Care Fund	Total Net Position
2011	\$63,116,710	\$519,202	\$3,195,942	\$66,831,854
2012	\$60,693,621	\$567,702	\$3,059,976	\$64,321,299
2013	\$64,705,982	\$686,528	\$3,261,995	\$68,654,505
2014	\$70,988,658	\$854,938	\$3,576,458	\$75,420,054
2015	\$70,432,646	\$944,933	\$3,449,536	\$74,827,115
2016	\$66,250,103	\$1,033,305	\$3,185,628	\$70,469,036
2017	\$71,118,707	\$1,252,519	\$3,475,779	\$75,847,005
2018	\$73,457,567	\$1,458,735	\$3,721,349	\$78,637,651
2019	\$74,096,240	\$1,630,305	\$3,872,158	\$79,598,703
2020	\$72,728,360	\$1,747,486	\$3,897,296	\$78,373,142

<b>Benefit Expenses by Type</b> Years Ending June 30, 2011–2020 (in thousands)					
Fiscal Year	Service Retirement	Disability	Survivor	Other	Total
2011	\$4,908,718	\$207,245	\$113,531	\$14,913	\$5,244,407
2012	\$5,401,457	\$208,929	\$115,473	\$15,183	\$5,741,042
2013	\$5,792,657	\$211,755	\$124,656	\$23,267	\$6,152,335
2014	\$6,135,563	\$211,945	\$121,089	\$36,079	\$6,504,676
2015	\$6,280,983	\$211,425	\$121,533	\$47,055	\$6,660,996
2016	\$6,714,014	\$212,614	\$124,808	\$38,601	\$7,090,037
2017	\$6,612,638	\$210,649	\$123,959	\$41,919	\$6,989,165
2018	\$6,673,049	\$206,969	\$124,756	\$47,868	\$7,052,642
2019	\$6,669,115	\$201,726	\$123,971	\$45,240	\$7,040,052
2020	\$6,697,443	\$195,253	\$124,030	\$6,370	\$7,023,096

**Actuarial Funded Ratio and Funding Period, 2011–2020** (dollar amounts in thousands)

As of June 30	Actuarial Value of Assets	Actuarial Accrued Liability	Unfunded Actuarial Accrued Liability	Funded Ratio	Funding Period
2011	\$58,110,495	\$98,766,204	\$40,655,709	58.8%	Infinite years
2012	\$59,489,508	\$106,301,841	\$46,812,333	56.0%	Infinite years
2013	\$62,590,786	\$94,366,694	\$31,775,908	66.3%	40.2 years
2014	\$66,657,175	\$96,167,057	\$29,509,882	69.3%	29.5 years
2015	\$68,655,999	\$99,014,654	\$30,358,655	69.3%	28.4 years
2016	\$70,114,637	\$100,756,422	\$30,641,785	69.6%	26.6 years
2017	\$72,216,212	\$96,126,440	\$23,910,228	75.1%	18.4 years
2018	\$73,115,358	\$96,904,057	\$23,788,698	75.5%	17.8 years
2019	\$74,411,836	\$97,840,944	\$23,429,109	76.1%	16.6 years
2020	\$76,357,681	\$98,672,288	\$22,314,607	77.4%	14.9 years

**Selected Funding Information — Defined Benefit Plan, 2011–2020**

As of June 30	Member Contribution Rate	Employer Contribution Rate				Interest Rate Assumption	Payroll Growth Assumption
		Employer Normal Cost	Health Care	Unfunded Actuarial Accrued Liability	Total Employer Rate		
2011	10.00%	3.98%	1.00%	9.02%	14.00%	8.00%	3.50%
2012	10.00%	5.94%	1.00%	7.06%	14.00%	7.75%	3.50%
2013	11.00%	1.03%	1.00%	11.97%	14.00%	7.75%	3.50%
2014	12.00%	-0.17%	0.00%	14.17%	14.00%	7.75%	3.50%
2015	13.00%	-1.54%	0.00%	15.54%	14.00%	7.75%	3.50%
2016	14.00%	-3.05%	0.00%	17.05%	14.00%	7.75%	3.50%
2017	14.00%	-3.16%	0.00%	17.16%	14.00%	7.45%	3.00%
2018	14.00%	-3.09%	0.00%	17.09%	14.00%	7.45%	3.00%
2019	14.00%	-3.17%	0.00%	17.17%	14.00%	7.45%	3.00%
2020	14.00%	-3.14%	0.00%	17.14%	14.00%	7.45%	3.00%

**Number of Benefit Recipients by Type, 2011–2020**

As of June 30	Service Retirement	Disability	Beneficiaries Receiving Optional Allowances	Survivor	Total
2011	117,138	6,028	9,012	5,910	138,088
2012	122,136	5,951	9,300	5,869	143,256
2013	127,797	5,890	9,621	5,913	149,221
2014	130,521	5,825	9,945	5,917	152,208
2015	136,019	5,736	10,437	5,924	158,116
2016	135,638	5,640	10,767	5,893	157,938
2017	135,446	5,498	11,135	5,960	158,039
2018	134,718	5,314	11,486	5,904	157,422
2019	134,465	5,183	11,880	5,890	157,418
2020	133,766	4,986	12,309	5,846	156,907

**Summary of Active Membership Data, 2011–2020** (dollars in thousands)

Defined Benefit Plan												
As of June 30	Females				Males				Total			
	Active Members	Annual Salaries	Average Age	Average Service	Active Members	Annual Salaries	Average Age	Average Service	Active Members	Annual Salaries	Average Age	Average Service
2011	123,721	\$6,481,816	43.67	12.38	49,562	\$2,914,809	44.59	12.42	173,283	\$9,396,625	43.94	12.39
2012	119,931	\$6,269,684	43.61	12.42	48,442	\$2,839,622	44.58	12.39	168,373	\$9,109,306	43.89	12.41
2013	117,359	\$6,116,458	43.27	12.17	47,698	\$2,765,389	44.24	11.97	165,057	\$8,881,847	43.55	12.11
2014	116,748	\$6,128,826	43.18	12.19	47,280	\$2,762,322	44.23	12.07	164,028	\$8,891,148	43.49	12.15
2015	113,852	\$6,059,671	42.75	11.81	45,474	\$2,715,670	43.91	11.84	159,326	\$8,775,341	43.08	11.82
2016	116,728	\$6,404,312	42.96	12.01	46,532	\$2,849,489	44.11	12.02	163,260	\$9,253,801	43.29	12.02
2017	115,925	\$6,600,162	43.25	12.42	46,131	\$2,913,921	44.41	12.39	162,056	\$9,514,083	43.58	12.41
2018	117,692	\$6,881,822	43.54	12.68	46,246	\$2,999,599	44.72	12.69	163,938	\$9,881,421	43.87	12.68
2019	117,646	\$7,082,124	43.75	12.98	45,833	\$3,062,544	45.06	13.08	163,479	\$10,144,667	44.12	13.01
2020	116,250	\$7,323,611	44.02	13.46	44,845	\$3,136,140	45.31	13.62	161,095	\$10,459,751	44.38	13.50
Combined Plan												
As of June 30	Females				Males				Total			
	Active Members	Annual Salaries	Average Age	Average Service	Active Members	Annual Salaries	Average Age	Average Service	Active Members	Annual Salaries	Average Age	Average Service
2011	3,611	\$163,273	39.51	6.59	1,003	\$49,825	42.30	6.29	4,614	\$213,098	40.11	6.53
2012	3,642	\$168,991	39.94	7.15	1,029	\$52,548	42.55	6.67	4,671	\$221,539	40.52	7.04
2013	3,819	\$180,102	40.30	7.51	1,069	\$56,086	42.72	6.97	4,888	\$236,188	40.83	7.39
2014	4,126	\$196,090	40.22	7.61	1,141	\$61,201	42.56	7.13	5,267	\$257,291	40.73	7.51
2015	4,367	\$213,263	40.41	7.78	1,232	\$68,491	42.85	7.25	5,599	\$281,754	40.95	7.66
2016	4,657	\$234,432	40.48	7.95	1,295	\$74,004	42.82	7.55	5,952	\$308,436	40.99	7.86
2017	4,754	\$250,040	40.88	8.35	1,322	\$78,265	43.20	7.93	6,076	\$328,305	41.38	8.26
2018	5,005	\$271,250	41.02	8.64	1,384	\$84,633	43.28	8.18	6,389	\$355,883	41.51	8.54
2019	5,102	\$288,624	41.14	9.04	1,423	\$90,315	43.51	8.56	6,525	\$378,939	41.66	8.94
2020	5,260	\$310,026	41.34	9.40	1,483	\$97,061	43.53	8.87	6,743	\$407,087	41.82	9.28
Total Active Membership												
As of June 30	Females				Males				Total			
	Active Members	Annual Salaries	Average Age	Average Service	Active Members	Annual Salaries	Average Age	Average Service	Active Members	Annual Salaries	Average Age	Average Service
2011	127,332	\$6,645,089	43.55	12.22	50,565	\$2,964,634	44.54	12.29	177,897	\$9,609,723	43.84	12.24
2012	123,573	\$6,438,675	43.50	12.26	49,471	\$2,892,170	44.54	12.27	173,044	\$9,330,845	43.80	12.26
2013	121,178	\$6,296,561	43.17	12.02	48,767	\$2,821,475	44.20	11.86	169,945	\$9,118,036	43.47	11.98
2014	120,874	\$6,324,915	43.08	12.03	48,421	\$2,823,523	44.19	11.95	169,295	\$9,148,438	43.40	12.01
2015	118,219	\$6,272,934	42.66	11.66	46,706	\$2,784,161	43.89	11.72	164,925	\$9,057,095	43.01	11.68
2016	121,385	\$6,638,743	42.86	11.86	47,827	\$2,923,493	44.08	11.90	169,212	\$9,562,236	43.21	11.87
2017	120,679	\$6,850,202	43.15	12.26	47,453	\$2,992,186	44.38	12.26	168,132	\$9,842,388	43.50	12.26
2018	122,697	\$7,153,072	43.43	12.52	47,630	\$3,084,232	44.68	12.56	170,327	\$10,237,304	43.78	12.53
2019	122,748	\$7,370,749	43.64	12.81	47,256	\$3,152,858	45.01	12.94	170,004	\$10,523,607	44.02	12.85
2020	121,510	\$7,633,638	43.90	13.28	46,328	\$3,233,201	45.25	13.47	167,838	\$10,866,839	44.28	13.33

Note: Members enrolled in STRS Ohio's Defined Contribution Plan and reemployed retirees are not reflected in the above figures. Totals may differ due to rounding.

<b>Benefit Payments by Type As of June 30, 2020</b>			
<b>Age Last Birthday</b>	<b>Number</b>	<b>Annual Allowance (in thousands)</b>	<b>Average Annual Allowance</b>
<b>Service Retirees</b>			
Under 60	4,597	\$ 234,308	\$ 50,970
60–64	12,955	632,463	48,820
65–69	30,819	1,504,276	48,810
70–74	35,703	1,775,507	49,730
75–79	22,549	1,052,210	46,663
Over 79	27,143	1,049,761	38,675
<b>Total</b>	<b>133,766</b>	<b>\$ 6,248,525</b>	<b>\$ 46,712</b>
<b>Disability Benefit Recipients</b>			
Under 60	1,097	\$ 39,621	\$ 36,118
60–64	646	25,204	39,015
65–69	827	34,784	42,060
70–74	1,030	43,181	41,923
75–79	669	26,154	39,094
Over 79	717	22,838	31,852
<b>Total</b>	<b>4,986</b>	<b>\$ 191,782</b>	<b>\$ 38,464</b>
<b>Beneficiaries Receiving Optional Allowances</b>			
Under 60	23	\$ 863	\$ 37,522
60–64	139	5,868	42,216
65–69	642	27,226	42,408
70–74	1,475	61,675	41,814
75–79	1,867	71,594	38,347
Over 79	8,163	238,666	29,238
<b>Total</b>	<b>12,309</b>	<b>\$ 405,892</b>	<b>\$ 32,975</b>
<b>Survivor Benefit Recipients</b>			
Under 60	1,350	\$ 16,563	\$ 12,269
60–64	370	7,899	21,349
65–69	813	20,312	24,984
70–74	900	23,433	26,037
75–79	813	20,024	24,630
Over 79	1,600	36,267	22,667
<b>Total</b>	<b>5,846</b>	<b>\$ 124,498</b>	<b>\$ 21,296</b>
<b>Grand Total</b>	<b>156,907</b>	<b>\$ 6,970,697</b>	<b>\$ 44,426</b>



**Average Benefit Payments for Service Retirees  
July 1–June 30, 2011–2020**

		Years of Service Credit						Average/Total
		5–9	10–14	15–19	20–24	25–29	30+	
2011	Average monthly benefit	\$480	\$992	\$1,540	\$2,377	\$2,890	\$4,689	\$3,937
	Average final average salary	\$33,330	\$46,727	\$55,904	\$68,932	\$70,775	\$75,724	\$71,591
	Number of recipients	171	201	365	438	685	4,595	6,455
2012	Average monthly benefit	\$496	\$946	\$1,625	\$2,385	\$2,965	\$4,727	\$3,921
	Average final average salary	\$31,235	\$45,473	\$58,519	\$68,884	\$72,224	\$77,181	\$72,706
	Number of recipients	204	241	450	674	960	5,463	7,992
2013	Average monthly benefit	\$482	\$945	\$1,714	\$2,407	\$3,144	\$4,796	\$3,886
	Average final average salary	\$33,742	\$47,370	\$62,954	\$68,669	\$75,864	\$79,557	\$74,643
	Number of recipients	203	280	541	724	1,198	5,113	8,059
2014	Average monthly benefit	\$488	\$951	\$1,681	\$2,419	\$3,268	\$4,808	\$3,885
	Average final average salary	\$36,506	\$48,294	\$61,904	\$70,372	\$78,726	\$81,516	\$76,213
	Number of recipients	157	225	417	549	817	3,703	5,868
2015	Average monthly benefit	\$524	\$960	\$1,729	\$2,410	\$3,132	\$4,722	\$3,795
	Average final average salary	\$42,757	\$49,494	\$64,257	\$69,568	\$75,754	\$80,543	\$75,610
	Number of recipients	149	269	514	683	1,246	4,400	7,261
2016	Average monthly benefit	\$540	\$989	\$1,562	\$2,440	\$3,359	\$5,052	\$3,805
	Average final average salary	\$45,268	\$52,092	\$59,616	\$71,777	\$81,463	\$87,829	\$79,495
	Number of recipients	92	147	347	500	686	1,990	3,762
2017	Average monthly benefit	\$505	\$1,150	\$1,619	\$2,453	\$3,253	\$4,534	\$3,460
	Average final average salary	\$44,471	\$60,384	\$62,461	\$74,083	\$80,735	\$83,139	\$77,032
	Number of recipients	75	119	237	282	366	1,204	2,283
2018	Average monthly benefit	\$483	\$1,067	\$1,690	\$2,416	\$3,325	\$4,861	\$3,454
	Average final average salary	\$37,558	\$54,811	\$63,271	\$71,915	\$81,491	\$88,886	\$78,110
	Number of recipients	80	111	304	344	406	1,030	2,275
2019	Average monthly benefit	\$584	\$1,088	\$1,778	\$2,480	\$3,300	\$4,764	\$3,637
	Average final average salary	\$45,300	\$57,695	\$66,023	\$72,714	\$80,278	\$86,760	\$79,278
	Number of recipients	75	127	279	380	447	1,475	2,783
2020	Average monthly benefit	\$528	\$1,056	\$1,714	\$2,575	\$3,475	\$4,993	\$3,647
	Average final average salary	\$42,644	\$54,055	\$64,370	\$74,930	\$81,607	\$90,582	\$80,375
	Number of recipients	72	129	275	437	423	1,212	2,548

<b>Average Benefit Subsidy Payments for Retirees Enrolled in Health Care Program, 2011–2020</b>								
		<b>Years of Service Credit</b>						
		<b>5–9*</b>	<b>10–14*</b>	<b>15–19</b>	<b>20–24</b>	<b>25–29</b>	<b>30+</b>	<b>Average/Total</b>
FY 2011	Average monthly subsidy	\$34	\$39	\$148	\$199	\$264	\$366	\$321
	Number of recipients	1,640	1,778	4,315	6,139	11,024	71,203	96,099
FY 2012	Average monthly subsidy	\$34	\$39	\$155	\$208	\$273	\$372	\$329
	Number of recipients	1,536	1,665	4,347	6,256	11,253	74,274	99,331
FY 2013	Average monthly subsidy	\$34	\$39	\$152	\$203	\$262	\$347	\$310
	Number of recipients	1,427	1,553	4,359	6,386	11,554	76,616	101,895
FY 2014	Average monthly subsidy	\$34	\$40	\$153	\$203	\$260	\$335	\$302
	Number of recipients	1,325	1,447	4,497	6,532	11,948	79,367	105,116
FY 2015	Average monthly subsidy	\$34	\$39	\$160	\$210	\$265	\$337	\$306
	Number of recipients	1,198	1,288	4,409	6,564	12,141	80,871	106,471
FY 2016	Average monthly subsidy	\$36	\$47	\$165	\$214	\$269	\$329	\$302
	Number of recipients	1,167	1,301	4,172	6,746	12,700	84,633	110,719
FY 2017	Average monthly subsidy	\$37	\$52	\$162	\$207	\$260	\$307	\$284
	Number of recipients	1,074	1,170	4,017	6,610	12,494	83,345	108,710
FY 2018	Average monthly subsidy	\$34	\$48	\$158	\$198	\$247	\$289	\$268
	Number of recipients	950	1,019	4,019	6,489	12,262	82,257	106,996
FY 2019	Average monthly subsidy	\$32	\$45	\$158	\$200	\$250	\$282	\$265
	Number of recipients	854	914	3,935	6,316	12,030	82,370	106,419
FY 2020	Average monthly subsidy	\$32	\$46	\$159	\$198	\$248	\$281	\$264
	Number of recipients	772	836	3,827	6,144	11,813	80,980	104,372

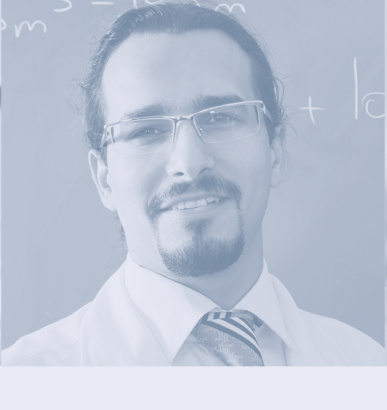
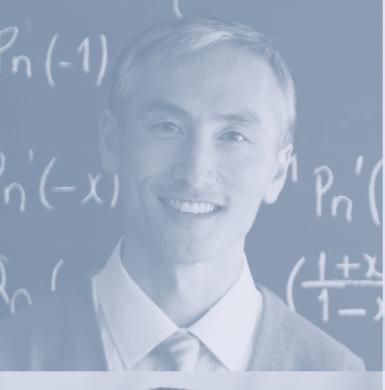
\*Members who retired before Jan. 1, 2004, with less than 15 years of service credit have access to the STRS Ohio Health Care Program, but pay the full cost of their premium. Members who retire on or after Jan. 1, 2004, and before Aug. 1, 2023, must have at least 15 years of qualifying service credit to access coverage. Members who retire on or after Aug. 1, 2023, must have at least 20 years of qualifying service credit to access coverage. The subsidy amounts listed for years of service credit less than fifteen years are reflective of the Medicare Part B Premium reimbursements, which currently require a minimum of five years of service credit, and some other subsidy situations.

Number of Reporting Employers by Type, 2011–2020										
Fiscal Year Ended	City School Districts	Local School Districts	County Educational Service Centers	Exempted Village School Districts	Joint Vocational Schools	Colleges and Universities	County Boards of Developmental Disabilities	Community Schools	Other	Total
2011	194	370	56	49	49	36	69	291	10	1,124
2012	194	370	56	49	49	36	69	312	10	1,145
2013	194	369	55	49	49	36	67	322	12	1,153
2014	194	371	55	49	49	36	65	352	12	1,183
2015	194	370	53	49	49	36	64	337	12	1,164
2016	194	369	52	49	49	36	62	329	12	1,152
2017	194	369	52	49	49	36	61	323	12	1,145
2018	194	369	52	49	49	36	61	318	12	1,140
2019	194	369	52	49	49	36	59	302	11	1,121
2020	194	369	52	49	49	36	59	302	12	1,122

Principal Participating Employers for the Year Ended June 30, 2020			
Employer	Covered Members	Prior Year Rank	Percentage of Membership
The Ohio State University	5,512	1	2.33%
Columbus City Schools	5,192	2	2.20%
Cleveland Metropolitan Schools	4,167	3	1.77%
Cincinnati Public Schools	3,675	4	1.56%
University of Cincinnati	3,477	5	1.47%
ESC Council of Governments	3,094	6	1.31%
Kent State University	2,978	7	1.26%
ESC of Northeast Ohio	2,807	8	1.19%
Akron Public Schools	2,673	10	1.13%
Toledo Public Schools	2,652	9	1.12%
All Others	199,852		84.65%
<b>Total Covered Members</b>	<b>236,079*</b>		<b>100.00%</b>

\*Covered members include any participant in STRS Ohio who made contributions through a reporting employer during the fiscal year. Part-time teachers working in multiple school districts are included within each school's payroll data and, consequently, are reported more than once. Participating employers include every publicly funded school in Ohio employing a licensed teacher. A complete listing of participating employers is available upon request. Years prior to the current year are not reflected since the participating employers do not change substantially from year to year.

Note: Reporting employers includes the Defined Benefit, Defined Contribution and Health Care Plans.



# STRS Ohio Plays a Critical Role in Supporting and Sustaining the State of Ohio

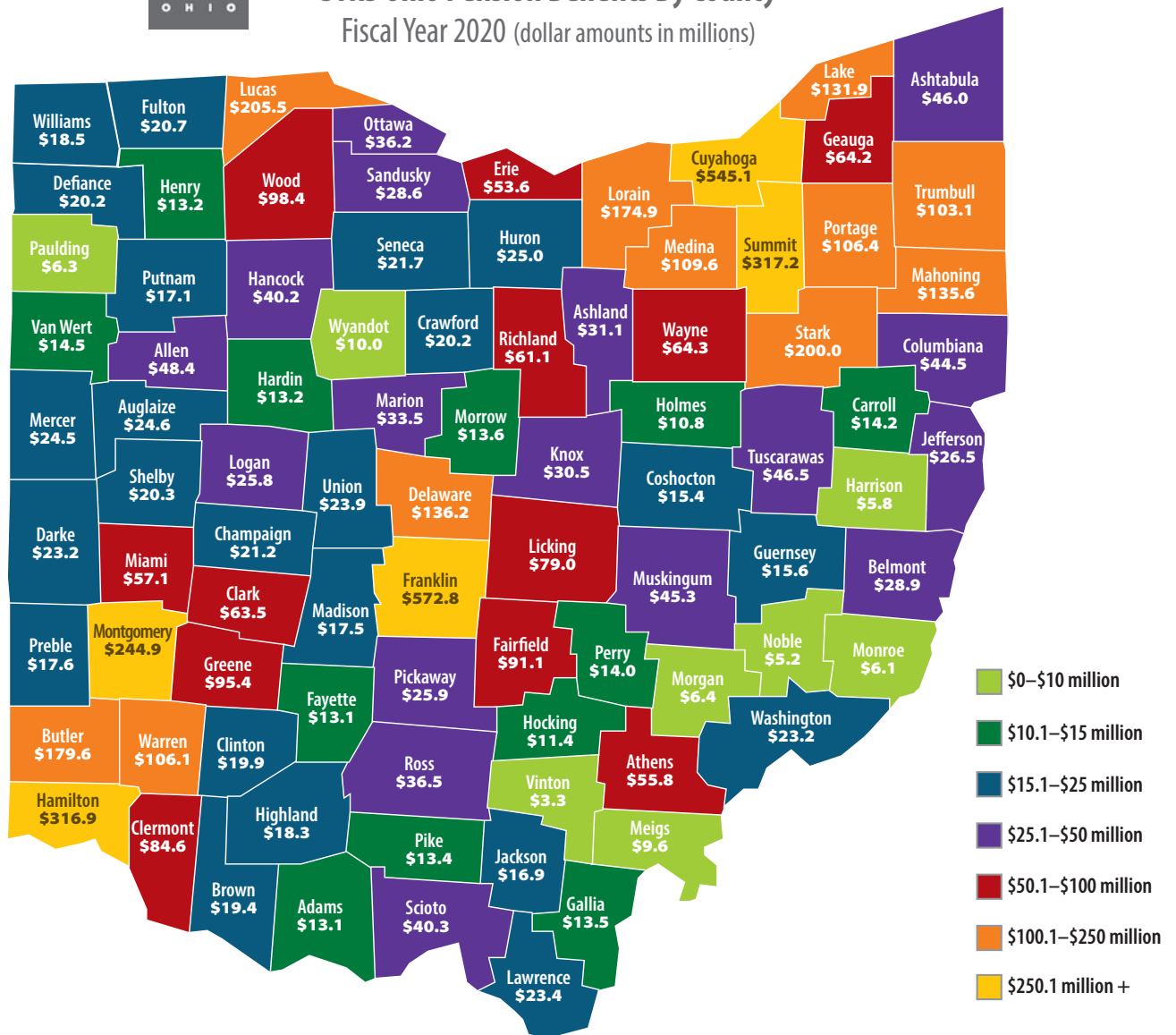
STRS Ohio is one of Ohio's five statewide public pension systems and plays a critical role in supporting and sustaining the State of Ohio. Together, Ohio's statewide public retirement systems serve over a million of the state's citizens, both working and retired. The five systems provide a stable source of revenue for local economies, paying more than \$15 billion annually in pension and health care benefits and invest in Ohio, too — holding more than \$3 billion in investments in companies with a major presence in the state.

Ohio's pension systems share one common goal: **to provide retirement security for the thousands of public servants who have made a career out of serving others.** These pension systems are major economic drivers for the state; are administratively efficient and economical; and provide a stable retirement income for public workers in Ohio, thereby reducing the burden on taxpayers and Social Security. In fact, these earned pensions represent good public policy for helping to maintain financial security for Ohio's older citizens.



## Economic Impact on the State of Ohio STRS Ohio Pension Benefits By County

Fiscal Year 2020 (dollar amounts in millions)



**\$5.8** BILLION  
STRS Ohio benefits  
distributed among  
Ohio's **88** counties

**8** OUT OF **10**  
STRS Ohio benefit recipients  
**live in Ohio**

**\$1.1** BILLION  
STRS Ohio **investments** with  
companies headquartered in **Ohio**



## STATE TEACHERS RETIREMENT SYSTEM OF OHIO

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