

THE PUBLIC SCHOOL

and

**THE PUBLIC EDUCATION EMPLOYEE
RETIREMENT SYSTEMS OF MISSOURI**



***INVESTMENT POLICY
and INVESTMENT
IMPLEMENTATION
MANUALS***

Adopted by the Board of Trustees June 2008

This Investment Implementation Policy supersedes all previous Investment Implementation Policies and is effective immediately.

INVESTMENT POLICY

Table of Contents

Section / Page	Description
I / 3	Statement of Purpose
II / 3	Mission Statement
III / 4	Fiduciary Obligations
IV / 6	Investment Philosophy and Objectives
V / 8	Roles and Responsibilities
VI / 13	Asset Allocation
	• Performance Objectives
VII / 22	Permissible Investments
VIII / 25	Responsibilities of External Investment Managers
IX / 26	Performance Measurement
X / 29	Implementation
<u>Appendices</u>	<u>Specific Activity Policies</u>
I	Portfolio Rebalancing Policy
II	Liquidity Management Policy
III	Service Provider Hiring, Retention and Termination Policy
IV	Economically Targeted Investments (ETIs) Policy
V	Brokerage Policy
VI	Proxy Voting Policy
VII	Securities Class Action Litigation Policy
VIII	Anti-Terrorism Investment Policy
IX	Personal Trading Policy
X	Derivatives Policy
XI	Glossary of Terms
<u>Appendices</u>	<u>Implementation Manuals</u>
A.	Public Equity
B.	Public Debt
C.	Absolute Return Pool
D.	Real Estate
E.	Private Equity
F.	Implementation Pool

The Public School and The Public Education Employee Retirement Systems of Missouri

I. Statement of Purpose

The Investment Policy and Investment Implementation Manuals specifically outline the investment philosophy, objectives, and practices of the The Public School and The Public Education Employee Retirement Systems of Missouri ('PSRS' and 'PEERS', respectively, and hereinafter collectively referred to as 'PSRS/PEERS' or 'Systems') and have been developed to serve as the primary reference point for management of the Systems' assets. As a critical component related to the overall provision of benefits to PSRS/PEERS Members and Beneficiaries, the Board of Trustees ('Board') has adopted the long-term investment plan outlined in this Investment Policy document. This plan is intended to ensure that the long-term growth in financial assets is consistent with the accumulated liabilities of the Systems. **This is an official policy document of PSRS/PEERS. Adoption of this Investment Policy supersedes any prior Investment Policy document(s). Deviation from this document is not permitted without explicit written permission, in advance, from the Board.**

The Investment Implementation Manuals (included herein), in contrast to the Investment Policy, are designed to be dynamic policy documents maintained and utilized by Staff to ensure the Board's investment plan is carried out effectively and efficiently. The Manuals provide detailed information on how certain investment matters are implemented and the details related to portfolio structuring and day-to-day investment activity.

II. Mission Statement

PSRS/PEERS is a mandatory, cost-sharing multiple-employer retirement system for substantially all full-time employees of all public school districts in the State of Missouri and all public community colleges.¹ Each system is separate by statute and the benefit structures and contribution rates are unique to PSRS and PEERS. Responsibility for the operation and administration of the Systems is vested in a common Board, which has a fiduciary responsibility to the Members and Beneficiaries. In recognition of this fiduciary obligation, the Board has adopted the Mission Statement for the Systems shown on the following page:

¹ *Exceptions are the school districts of St. Louis and Kansas City, and non-teacher employees of St. Louis Community College. These groups are not covered by either PSRS or PEERS.*

Mission Statement

The Public School and The Public Education Employee Retirement Systems of Missouri work in partnership with the member school districts of this state to provide eligible employees and their beneficiaries with a significant source of income based on the employee's length of service and compensation in order to enhance retirement, disability and death benefits received from other sources.

It is the fiduciary responsibility of those charged with administration of PSRS/PEERS to:

- Effectively collect contributions,
- Prudently invest the assets to obtain optimum returns,
- Equitably provide benefits, and
- Impartially and in accordance with applicable law administer the benefit programs.

The Board of Trustees and Staff are committed to providing services to the members and beneficiaries professionally, promptly, courteously, and efficiently.

The purpose of the Mission Statement is twofold. First, it provides broad operational direction to the Board, Staff and external contractors. Second, it makes an explicit commitment to the Members and Beneficiaries of the Systems regarding the provision of retirement benefits. With the Systems' Mission Statement as a basis, the Board has adopted this Investment Policy document.

III. Fiduciary Obligations

In developing its Investment Policy, the Board understands and accepts its fiduciary obligations to the Members and Beneficiaries of the Systems. These obligations are legal in nature, and are outlined in Section 105.688 of the Revised Statutes of Missouri. The statute is reproduced below and incorporated in its entirety as part of this Investment Policy:

The assets of a system may be invested, reinvested and managed by an investment fiduciary subject to the terms, conditions and limitations provided in sections 105.687 to 105.689. An investment fiduciary shall discharge his or her duties in the interest of the participants in the system and their beneficiaries and shall:

(1) Act with the same care, skill, prudence, and diligence under the circumstances then prevailing that a prudent person acting in a similar capacity and familiar with those

matters would use in the conduct of a similar enterprise with similar aims;

(2) Act with due regard for the management, reputation, and stability of the issuer and the character of the particular investments being considered;

(3) Make investments for the purposes of providing benefits to participants and participants' beneficiaries, and of defraying reasonable expenses of investing the assets of the system;

(4) Give appropriate consideration to those facts and circumstances that the investment fiduciary knows or should know are relevant to the particular investment or investment course of action involved, including the role of the investment or investment course of action plays in that portion of the system's investments for which the investment fiduciary has responsibility. For purposes of this subdivision, "appropriate consideration" shall include, but is not necessarily limited to a determination by the investment fiduciary that a particular investment or investment course of actions is reasonably designed, as part of the investments of the system, to further the purposes of the system, taking into consideration the risk of loss and the opportunity for gain or other return associated with the investment or investment course of action; and consideration of the following factors as they relate to the investment or investment course of action:

(a) The diversification of the investments of the system;

(b) The liquidity and current return of the investments of the system relative to the anticipated cash flow requirements of the system; and

(c) The projected return of the investments of the system relative to the funding objectives of the system;

5) Give appropriate consideration to investments which would enhance the general welfare of this state and its citizens if those investments offer the safety and rate of return comparable to other investments available to the investment fiduciary at the time the investment decision is made.

The statute provides the foundation for development of the Systems' Investment Policy. The language in the statute is complex. For brevity and clarity, the Board hereby adopts the following interpretation of the statute as its "Guiding Principles":

Principles Guiding PSRS/PEERS' Investment Activity

1. *Act in the exclusive interest of the Members of the Systems.*
2. *Maximize total return within prudent risk parameters.*
3. *Preserve the long-term purchasing power of the fund.*

These principles, combined with the applicable sections of the Revised Statutes of Missouri, serve as the basic guideline for this Investment Policy document.

IV. Investment Philosophy and Objectives

The Systems' Mission Statement indicates that among its key duties is provision of benefits to Members and Beneficiaries. In order to do so, the Systems must accumulate and maintain the financial reserves necessary to fulfill this obligation.

Financial reserves shall be obtained from three sources: (1) Contributions from the Members of the Systems; (2) Contributions from Employers; and (3) Return on Investments. The Systems are contributory by statute; for purposes of developing this Investment Policy, the Systems assume at this time that the stream of contributions from Members and their Employers will continue in the future and remain an important source of funding. More important than the level of contributions, in terms of total dollar impact, is the return on investment of the accumulated assets of PSRS/PEERS. Based on general beliefs about the long-term investment returns available from a well-diversified, prudently invested portfolio, the Board has adopted the following Total Fund Investment Objective:

Total Fund Investment Objective

The goal of the PSRS/PEERS investment strategy is to achieve a total real rate of return of at least 4.75 percent per annum over time.²

In order to achieve this real rate of return, the Board will rely on an investment strategy utilizing an appropriate long-term, diversified asset allocation model. Considerations in the asset allocation decision include: the appropriateness of the asset class given PSRS/PEERS' investment objectives, the expected return of the broad asset classes, risk management, expected correlations between asset classes, the general purpose of the Systems, the size and financial condition of the Systems, and general market conditions. In determining its philosophy towards risk management, the Board has properly considered, in addition to its fiduciary obligations and statutory requirements, the Systems' purpose and characteristics, financial condition, and liquidity needs. Currently, the liquidity requirements of the Systems are not so binding that specific investment decisions are necessary to meet them. The Board is not prevented from structuring a well-diversified investment portfolio, and its commitment to a long-term investment

² *The real rate of return is the rate by which the long-term total return exceeds the long-term inflation rate. The Board shall employ an actuarial consultant for purposes of determining the inflation rate to be used in calculating the PSRS and PEERS pension obligations. The current assumed inflation rate is three and one-quarter (3.25) percent per annum.*

focus should be maintained. The factors mentioned here are not intended to be limiting; rather, they are outlined as a general indication of the importance of diversification to proper asset allocation decision-making. The Board determines proper long-term asset allocation targets based on advice and analysis provided by the Investment Staff and/or External Asset Consultant(s).

For the most part, the broad asset allocation determination by the Board is implemented through the review, selection, and on-going management of external asset managers. These external service providers are typically given specific tactical roles within the overall investment plan. The Investment Staff and Consultant(s) will provide performance monitoring and supervision of the Systems' managers, and provide periodic updates to the Board.

The Board recognizes that even though its investments are subject to short-term volatility, it is critical that a long-term investment focus be maintained. Given the importance of the broad asset allocation decision to the Systems' long-term investment success, Staff is required to conduct an asset allocation/liability study at least every 5 years and to report the results of that study to the Board. In addition, the Chief Investment Officer must annually evaluate the asset allocation mix and any strategic allocation of the portfolio and give a report on the results of that evaluation to the Board. This ongoing review of the asset allocation process helps to ensure that the asset allocation is being monitored and modified as needed to meet the financial obligations of the system. The Board has adopted the following formal review schedule³ :

Formal Review Agenda Item	Formal Review Schedule
Total Fund Performance	Quarterly
Broad Asset Allocation Targets	At least every five years
Investment Policy and Asset Allocation Review	Annually

Investment Constraints:

The following are additional factors that have been accounted for by PSRS/PEERS in determining its investment plan:

Liquidity: A large portion of the monthly liquidity needs are expected to be covered by contributions from the members and school districts. Thus, the need for liquidity from the Systems' current asset pool is expected to be moderate. This allows the Systems to have limited liquid reserves. Potential sources of liquidity would be cash reserves and liquid asset classes. See Appendix II, Liquidity Management Policy for further details.

³ The Board reserves the right to review any of these topics at any time. This formal schedule is set forth for long-term planning purposes only.

Time Horizon: The Systems have a very long time horizon, which is typical for most retirement systems. The horizon extends well beyond a normal market cycle and for purposes of the investment strategy, can be considered to be in “perpetuity.”

Tax Considerations: The Systems are exempt from federal and state income taxes. Consequently, tax considerations are not a meaningful constraint for the Systems, other than the fact that securities with tax-exempt features should be avoided under all but the most unusual circumstances. Unusual circumstances might be instances when a tax-free security offers a higher rate of return than a taxable security with comparable features. In addition, the Systems’ position is that it is not subject to unrelated business taxable income (UBTI) consequences.

V. Roles and Responsibilities

PSRS/PEERS is one of the larger public pension funds in the United States; as such its operational requirements are complex. In order to properly administer the Systems and carry out investment strategies, the Board relies heavily on both Internal Staff and external contractors. Because of the number of parties involved, their roles as fiduciaries must be clearly identified to increase operational efficiency, to ensure clear lines of responsibility, to ensure proper controls and to reduce or eliminate duplication of effort.

Delegation of Manager Hiring and Termination Decisions

The Board of Trustees has delegated to the Investment Staff and Consultant(s) all manager hiring and termination decisions. The Executive Director (Director), Chief Investment Officer (CIO) and at least one External Asset Consultant (either the General Consultant or an organization serving in a Specialty Consultant role⁴) must unanimously agree upon all manager/partnership hiring and termination decisions in writing. The hiring process for external service providers, other than investment managers/partnerships, must be agreed upon by the Director and CIO. The specific details regarding the Systems’ external hiring and termination procedures are described in Appendix III, Service Provider Hiring, Retention and Termination Policy.

Board of Trustees

The Board is responsible for prudent utilization of the Systems’ assets. The Board has the responsibility of establishing and maintaining policies and objectives for all aspects of the Systems’ operations, including establishing contribution rates and administrative policies.

Specifically with regard to the investment process, the Board relies on the recommendations of its Investment Staff and Consultant(s) prior to taking investment action. The following are examples of Board-level investment decisions:

1. Approval of formal policies related to the investment program,
2. Determination of long-term policies for risk tolerance and asset mix,

⁴ This could include a hedge fund-of-fund advisor.

3. Approval of broad policies related to portfolio structure, and
4. Review of manager selection and termination decisions made by the Investment Staff and Consultant(s).

In fulfilling its oversight and decision-making responsibilities, the Board will rely upon the following:

- Documentation materials prepared by the Investment Staff and/or Consultant(s) reviewing decisions to hire or terminate external managers,
- Detailed investment reports at each Board meeting,
- Quarterly performance reporting by Staff and Consultant(s), and
- Annual committee meetings with Staff.

In keeping with its obligation to serve as the governing fiduciary (as explained above in the investment philosophy section of this document), any changes to the Investment Policy or Investment Implementation Manuals require the Board's approval. The Board has delegated the development and maintenance of the Policy and Manuals to Staff.

Executive Director

The Executive Director is appointed by, and serves at the pleasure of the Board. The Director is responsible for planning, organizing, and administering all operations of the Systems under the broad policy guidance and direction of the Board. The Director, with the assistance of the Investment Staff, monitors the performance of the investment portfolio; ensures that funds are invested in accordance with Board policies; studies, recommends, and implements policy and operational procedures that will enhance the investment programs of PSRS/PEERS; and ensures that proper internal controls are developed to safeguard the assets of the Systems. In fulfilling these responsibilities, the Director relies heavily on the Chief Investment Officer and Consultant(s).

The Executive Director must agree in writing to all hiring and termination decisions prior to the execution or cancellation of a contract with external service providers. The Executive Director relies heavily on the Investment Staff and the Consultant(s) in fulfilling these responsibilities. The specific details regarding the Systems' external service provider hiring and termination procedures are described in Appendix III, Service Provider Hiring, Retention and Termination Policy. The Director is also responsible for certifying that material strategic allocation shifts⁵ proposed by the Staff are in compliance with the Investment Policy prior to implementation.

Chief Investment Officer (CIO)

The Chief Investment Officer serves at the pleasure of the Director yet has a direct, but limited, link to the Board on investment-related issues. The CIO's sole access to the Board is for submission of investment reports, information, or communications required by the Investment Policy and any other information or opinions specifically requested by the Board with regard to the investment program. The CIO is the individual primarily

⁵ A material strategic allocation shift is defined as a movement of assets from one sub-asset class or asset class to another of more than 1.5% of the Total Fund.

responsible for providing direction for the investment program. It is the CIO's responsibility to work with the Director, the General Consultant, Specialty Consultants, and other external service providers with the assistance of the Internal Staff in advising the Board on policies related to the investment program. The CIO has responsibilities related to hiring and terminating service providers. The specific details regarding the Systems' external service provider hiring and termination procedures are described in Appendix III, Service Provider Hiring, Retention and Termination Policy.

A main function of the CIO is to recommend implementation decisions related to the investment plan. Another primary responsibility of the CIO is to recommend the strategic allocation of the portfolio within broad ranges approved by the Board. While strategic changes are the responsibility of the CIO, good checks and balances dictate that the CIO must discuss material desired strategic changes with the General Consultant and Director. Proposed changes must be approved in writing by the CIO, General Consultant and Director prior to a change being implemented. If the change involves the hiring/termination of an external service provider, the CIO, General Consultant and Director must approve the change in writing.

Internal Investment Staff

The Internal Investment Staff provides internal investment management and consulting support to the CIO, Board and Director. The primary functions of Staff include monitoring the external managers; participating in the hiring and firing of external managers based on the Board's Service Provider Hiring, Retention and Termination Policy found in Appendix III; assisting and providing technical advice to the CIO; analyzing and rebalancing the overall asset allocation of PSRS/PEERS and its portfolio structure; assisting in the implementation of the Board's policies, serving as a liaison between the Board and the investment community; and informing and advising the CIO and Director on financial, economic, and political developments that may affect the Systems' asset allocation strategies or other interests. The Staff also works closely with the General Consultant on a project-specific basis, and where appropriate, may seek the advice and counsel of Specialty Consultant(s) for particular projects.

Internal Accounting Staff

The Internal Accounting Staff develops and maintains the accounting systems of PSRS/PEERS. The Accounting Staff identifies and records on a timely basis the valid fiscal transactions of the Systems, and designs and monitors the internal controls on those transactions so as to insure the integrity of the fiscal information. The Accounting Staff provides the Director and the Board with the financial tools to make informed management decisions, and prepares the external accounting statements and Comprehensive Annual Financial Report (CAFR) in accordance with U.S. generally accepted accounting principles (GAAP). The primary responsibility of the Accounting Staff in the investment process is reconciliation of the Systems' records with the reports prepared by the Custodian(s). The Accounting Staff also maintains the Systems' transaction records and monitors realized and unrealized investment gains and losses. The Accounting and Investment Staff share responsibility for both the management of the cash flow of the Systems' funds and the maintenance of the Systems' banking

relationships necessary to facilitate that process. The Accounting Staff reports to the Director through the Assistant Executive Director - Operations.

Actuarial Consultant

The Systems may employ an Actuarial Consultant (Actuary) for the purpose of forecasting asset and liability growth and the many complex factors included in estimating future pension costs. These factors include, but are not limited to, interest rates, inflation, investment earnings, mortality rates and employee turnover. These actuarial assumptions are then used to forecast uncertain future events affecting the Systems. The Actuary shall provide periodic reports on the actuarial valuation of the Systems, and shall provide recommendations to the Board including, among other things, the estimated level of contributions necessary to fund promised benefits. The Actuary is appointed by, and serves at the pleasure of, the Board.

External Asset Consultant(s)

The Systems may employ both a General Consultant and one or more Specialty Consultants. The General Consultant's duty is to work with the Board and Staff to manage the investment process. This includes regular meetings with the Board to provide an independent perspective on the Systems' goals, structure, performance and managers. The General Consultant will review asset allocations and performance in conjunction with the Staff, and make recommendations to the Board as appropriate. The General Consultant will assist with external manager selection, when appropriate. The General Consultant is also responsible for reviewing internal management programs. In addition to observing financial, economic, and political developments, the General Consultant will also monitor changes within the pension and investment communities that may affect the Systems. The General Consultant will bring investment-related issues to the attention of the Board and Staff, when appropriate.

Additionally, the General Consultant is involved with the strategic allocation shifts for the portfolio. While strategic changes are the responsibility of the CIO, good checks and balances dictate that the CIO must discuss material desired strategic changes with the General Consultant and Director. Proposed changes must be approved in writing by the General Consultant, CIO and Director prior to a change being implemented. If the change involves the hiring/termination of an external service provider, the General consultant, CIO and Director must approve the change in writing. The specific details regarding the Systems' external service provider hiring and termination procedures are described in Appendix III, Service Provider Hiring, Retention and Termination Policy.

The duty of Specialty Consultant(s) is to work with the Board and/or Staff to assist in managing and monitoring certain program allocations, (e.g., Real Estate, Private Equity, Absolute Return Pool, etc.), making recommendations as appropriate. This includes assisting Staff in establishing the appropriate investment targets and ranges within certain program allocations. The Specialty Consultant(s) will periodically attend meetings with the Board to provide an independent perspective on the Systems' goals, structure, and performance related to specific investment programs. Performance measurement services may be provided and reported to the Board on a quarterly basis.

The Consultants (both General and Specialty) will assist Staff with external service provider selection and termination. In certain circumstances, an external manager may also serve in a Specialty Consultant role (for example, the Systems' advisor for the Private Equity Program is an External Investment Manger for PSRS/PEERS and also serves as a Specialty Consultant for the Systems). The Board and Staff are aware that such instances could pose a conflict of interest. Prior to hiring an External Investment Manager and/or Specialty Consultant to perform both of these roles, Staff will perform rigorous due diligence to determine that potential conflicts of interest are mitigated. Ongoing due diligence will be performed to ensure continued mitigation of possible conflicts. The specific details regarding the Systems' external service provider hiring and termination procedures are described in Appendix III, Service Provider Hiring, Retention and Termination Policy.

All Consultants, serving in a consulting capacity (General and Specialty), are appointed by, and serve at the pleasure of, the Board. Specific operational information for each Consultant is addressed at length in the contractual agreements.

External Investment Managers

For purposes of this document, External Investment Managers are considered to be external money managers, including but not limited to external money managers who may be structured as a public or private entity in the form of a partnership, limited liability company, trust, separately managed account, commingled account, or some other form of operational structure in which assets may be held by an external custodian selected and monitored by the external manager.

Managers will be given explicit written directions detailing their particular assignments or will follow the investment program outlined in their offering documents or Limited Partnership Agreements, and will construct and manage investment portfolios that are consistent with the investment philosophy and disciplines for which they were hired. Discretion is delegated to the managers to carry out investment actions as directed by the Systems.

Pursuant to the Board's Service Provider Hiring, Retention and Termination Policy (Appendix III), the CIO, with the approval of a Consultant and the Director, may retain or dismiss External Investment Managers to implement the Systems' investment plan as described in this policy. The Systems recognize that many External Investment Managers employ restrictions on their clients' ability to terminate within a certain period of time, or may apply restrictions on asset withdrawals, that collectively limit the Systems' ability to terminate manager assignments in certain circumstances.

Master Custodian

The Master Custodian is the party charged with the responsibility of safeguarding the Systems' assets. The Master Custodian will hold all cash and securities, except in cases where investment in a partnership, commingled account, or unique asset class makes it impossible to do so. In these cases, the specific location for custody will be outlined in the relevant governing document. A third-party custodian will be the holder of the cash

or securities where possible. Other cases might prohibit a custodian from having physical custody of the assets. Such situations may include private equity investments and real estate properties. In cases where the Master Custodian may not hold physical custody of the assets, the Master Custodian will be responsible for maintaining details regarding the market value and accounting at the portfolio level. The Master Custodian will be responsible for providing an on-line records maintenance system, performance reporting, fund accounting on both a trade date and settlement date basis and other services as defined in the contract. If agreed to contractually, the Master Custodian may act as a lending agent for PSRS/PEERS.

Sub-Custodians (Prime Brokers)

Sub-custodial accounts may be utilized for non-traditional investment strategies. Assets contained in sub-custodial accounts are no longer custodied by the Master Custodian but pertinent portfolio information is regularly transmitted to the Master Custodian and included in custodial reports.

VI. Asset Allocation

Policy Allocation

The asset allocation decision is generally regarded as the most important decision to be made in the investment management process since it is key to achieving the long-term objectives established by the Board. In that light, it is the Board's responsibility to determine the appropriate policy asset allocation based upon several criteria with input and guidance from Staff and the General Consultant. These criteria are as follows:

1. The expected rate of return for each asset classification;
2. The expected risk of each asset classification (expressed as the standard deviation of the rate of return);
3. The correlation of returns between asset types;
4. The investment objectives and risk constraints of the Systems (including tax consequences, liquidity needs, etc.);
5. The funded ratio and cash flow requirements for each System, and
6. The impact of the Systems' return volatility on the contribution rate.

In addition to these criteria, the Systems' vulnerability to the negative effects of inflation dictates more of an emphasis on equity and equity-like investments than traditional fixed income investments. In selecting the asset allocation, the portfolio will be invested broadly with assets allocated in a manner intended to achieve the return objectives of the Systems given certain risk constraints. It is common practice to construct portfolios using combinations of asset classifications in order to improve the risk/return profile of the fund. This concept is called diversification, or owning a variety of assets that act differently under a variety of economic scenarios. The greater the diversity of assets (lower correlation) within the portfolio, the better the odds of reducing the total portfolio volatility while helping to achieve the return objectives. Through complete analysis of each asset classes' return and risk, and the relationship of each asset class relative to the others, an asset mix that produces an optimal risk/return tradeoff can be determined.

In establishing PSRS/PEERS' asset allocation targets, a wide variety of investment types and investment strategies are assigned to the following broad investment programs: Public Equity, Public Debt, Alternative Investments and the Implementation Pool. Public Equity consists of the following specific programs: the Large-Cap Domestic Equity Program (including Alpha Overlay); the Small-Cap Program; the Hedged Equity Program; and the Global Equity Program. Public Debt includes fixed income securities (primarily U.S. Treasury Securities and U.S. Treasury Inflation Protected Securities). The Alternative Investments category includes: the Real Estate Program; the Private Equity Program; and the Absolute Return Pool. The Implementation Pool is an interim policy allocation approved by the Board that acts as a placeholder for assets that will eventually be invested in Alternative Investments. It is expected to take a number of years to fully implement the allocation to Private Equity, Real Estate, and the Absolute Return Pool. In the interim, those assets reside in both the Implementation Pool and the Public Equity portfolio. As shown in the table that follows, the Implementation Pool is not part of the Systems' long-term policy allocation and the interim Public Equity allocation is higher than the long-term target.

The allocation to investment programs listed on the following page considers the risk tolerance of the Systems and the long-term return objective. The Board has chosen the long-term policy allocation shown in the table that follows as of the June 2008 Board meeting. The interim policy allocations (including the Implementation Pool) have been (and will continue to be) established by Staff on a quarterly basis and will reflect the continued funding of Alternative Investments and progress towards the Systems' stated long-term asset allocation objective. It is fully anticipated that the interim policy will move towards the long-term policy target over time. For performance measurement purposes, the interim policy will serve as the basis for establishing the formal Total Fund policy benchmark (described in more detail in a subsequent section) until the on-going process of funding Alternative Investments is complete.

<i>PSRS/PEERS POLICY ALLOCATION⁶</i>	<i>LONG-TERM POLICY</i>	<i>INTERIM POLICY as of 11/1/08</i>
<i>Public Equity</i>	<i>50.0%</i>	<i>55.5%</i>
Large-Cap Domestic Equity Program	26.5.0%	31.75%
Small-Cap Program	3.0%	3.5%
Hedged Equity Program	2.5%	0.0%
Global Equity Program	18.0%	20.25%
<i>Public Debt</i>	<i>25.0%</i>	<i>25.0%</i>
U.S. Treasury Securities	20.0%	20.0%
U.S. Treasury Inflation Protected Securities (TIPS)	5.0%	5.0%
<i>Alternative Investments</i>	<i>25.0%</i>	<i>12.5%</i>
Private Equity Program	10.5%	4.5%
Real Estate Program	7.5%	5.0%
Absolute Return Pool	7.0%	3.0%
<i>Other</i>	<i>0.0%</i>	<i>7.0%</i>
Implementation Pool	0.0%	7.0%

Strategy Allocation

The Board has granted the Investment Staff the responsibility for establishing the strategic allocation of the portfolio within broad bands approved by the Board. The Board recognizes the cyclical nature of the investment markets, thus they have allowed the Staff to capitalize upon these opportunities by changing the allocation of each asset class or sub-asset class. Good checks and balances dictate that the Staff must discuss and get approval for material desired strategic changes⁷ from the CIO, General Consultant and Director prior to implementation. If the change involves the hiring or termination of an external service provider, the CIO, General Consultant and Director must approve the change in writing. The specific details regarding the Systems' external service provider hiring and termination procedures are described in Appendix III, Service Provider Hiring, Retention and Termination Policy.

The flexibility given to the Staff in establishing the strategic mix provides opportunities for the Systems to take advantage of changing market conditions. Unexpected changes in market values may on occasion cause the actual asset allocation to fall outside the allowable ranges. In that event, if the asset class is liquid, the position will be brought back within the target range in accordance with the Portfolio Rebalancing Policy found in Appendix I. If the asset class is illiquid, the Board will be notified immediately through written correspondence and an appropriate plan of action will be determined at the next

⁶ The policy allocation at the sub-asset class level is the mid-point of the strategic ranges established by the Board.

⁷ A material strategic allocation shift is defined as a movement of assets from one sub-asset class or asset class to another of more than 1.5% of the Total Fund.

scheduled Board meeting, or sooner if the CIO believes conditions warrant. Based on a variety of considerations, the Board has selected the following strategic allocation bands:

Strategic Ranges	Minimum	Maximum
<i>Public Equity</i>	<i>40.0%</i>	<i>60%</i>
Large-Cap Domestic Equity Program	16.0%	37.0%
Small-Cap Equity Program	0.0%	6.0%
Hedged Equity Program	0.0%	5.0%
Global Equity Program	8.0%	28.0%
<i>Public Debt</i>	<i>17.0%</i>	<i>33.0%</i>
U.S. Treasury Securities	13.0%	27.0%
U.S. Treasury Inflation Protected Securities (TIPS)	0.0%	10.0%
<i>Alternative Investments</i>	<i>12.0%</i>	<i>38.0%</i>
Private Equity Program	7.0%	14.0%
Real Estate Program	5.0%	10.0%
Absolute Return Pool	4.0%	15.0%
<i>Other</i>	<i>0.0%</i>	<i>14.0%</i>
Implementation Pool	0.0%	14.0%

The Board may change any of these ranges; however, it is anticipated that these changes will be infrequent.

In order to achieve the target allocation over time to certain Programs listed in the table above, the Board recognizes that in certain instances it may be necessary to make commitments that in total exceed the targeted percentages. These commitments are necessary because capital is typically drawn down over a period of three to five years, and distributions often begin before the capital is fully drawn down for investment.

Decisions regarding allocations among investment programs and asset types will be made when such actions are expected to produce incremental return (net of transaction costs), reduce risk, or both. The investment characteristics of an asset class, including expected return, risk, correlation, and its overall role in the portfolio will be analyzed in the context of the current and anticipated future economic environment when making such decisions. For purposes of performance measurement of these strategic decisions, the benchmark for each Program will be weighted at the allocation to the asset class at the beginning of the month. Thus, the performance differential between the policy benchmark and the strategy benchmark shall be considered the value added through strategic allocation decisions made by the Staff.

Investment Program Descriptions

Each Investment Program shown in the previous table has a defined role within the overall asset allocation structure of the portfolio. These Programs and their respective roles within the portfolio are defined as follows:

Public Equity

Large-Cap and Small-Cap Domestic Equity Programs – The Large-Cap and Small-Cap programs seek to provide long-term capital appreciation and dividend income in excess of inflation through the investment in equity securities. Returns above a purely passive investment alternative are targeted through the use of a wide variety of active investment strategies that may employ exposure to both equity securities and other types of investments. The objective of the Large-Cap program will be to provide market beta that is similar to the Russell 1000 Index. The objective of the Small-Cap program will be to provide market beta that is similar to the Russell 2000 Index. The primary *beta* exposure will be achieved through investments in passive investment vehicles (including derivatives); traditional long-only active domestic equity management; and active long/short approaches. *Alpha* (or, excess returns above a passive alternative) is expected to be achieved through traditional long-only active domestic equity management, active long/short approaches and alpha overlay strategies, including equity long/short, equity market neutral and multi-asset directional and non-directional strategies. Exposure to the various segments of the domestic equity market (i.e., growth-oriented, value-oriented, and core) and to the approved investment strategy types listed above will be achieved through the identification, selection and on-going management of SEC-registered⁸ investment advisors qualified to serve as fiduciaries to the Systems.

Hedged Equity Program (Long/Short Equity) – This sub-asset class provides diversification to the total portfolio and strives to reduce volatility within the Total Fund by targeting a .3 to .6 beta to a custom benchmark that represents the global equity market. The purpose of this Program is to enhance the overall risk/return profile of the portfolio through the inclusion of specialized investment strategies that utilize managers who are both long and short various companies within the market. These strategies may also employ multi-asset directional and non-directional investment approaches and may utilize leverage as allowed within their governing documents. The returns from these strategies have historically had a low to moderate correlation with the traditional equity markets, thus providing diversification benefits in addition to portfolio return enhancement. These strategies seek to control risks and maintain a focus on absolute returns. The inherent nature of these vehicles to serve as a “hedge” provides for the expectation that this asset class will lag the equity market during times when equities are performing above the long-term averages, however when equities are performing below the long-term averages, it would be expected to outperform the equity market. In addition, managers within this asset class have historically possessed significantly lower volatility relative to traditional equity managers. Exposure to the hedged equity strategies will be achieved through the identification,

⁸ Refers to external investment advisors that are registered with the Securities & Exchange Commission.

selection and on-going management of SEC-registered investment advisors (both individual managers and fund-of-fund providers) qualified to serve as fiduciaries to the Systems. Fund-of-fund service providers may elect to hire underlying managers that are not registered with the SEC.

Global Equity Program – This Program provides long-term capital appreciation in excess of inflation and dividends through exposure to equity securities on a global basis. Specific investment strategies approved for the Global Equity Program include: passive investment vehicles; traditional long-only active equity management; and active long/short approaches. Exposure to the various segments of the global equity market (i.e., U.S., developed non-U.S., emerging, growth-oriented, value-oriented, and core) and to the approved investment strategy types listed above will be achieved through the identification, selection and on-going management of SEC-registered investment advisors qualified to serve as fiduciaries to the Systems. The global portfolios provide an element of diversification relative to the domestic equity portfolios. Currency is another aspect of international investing that can impact performance and volatility of the asset class over the short-term; however, over the long-term no return is expected from currency. The global managers may from time to time decide to actively manage currency within their portfolio subject to the constraints of their governing documents.

Public Debt

U.S. Treasury Securities – The Treasury allocation is intended to provide a source of current income and reduce overall fund volatility. In addition, it is expected to perform well during periods of disinflation and/or outright deflation. Treasuries are highly liquid securities issued by the United States Treasury that are backed by the full faith and credit of the U.S. government, and thus are perceived as having no credit risk.

U.S. Treasury Inflation Protected Securities (TIPS) - These securities are also backed by the full faith and credit of the United States and are highly liquid. The TIPS allocation is intended to preserve principal in periods of inflation and serve as a deflation floor. TIPS also provide a source of current income and reduce the overall volatility of the portfolio. In addition, this asset is viewed as the best hedge against the Systems' liabilities due to similarities in inflation sensitivity, thus it is viewed as the risk-free asset in relation to the liabilities.

Alternative Investments

Private Equity Program – The role of this Program is to provide high real returns and provide diversification that will periodically assist in lowering overall portfolio volatility. The private equity allocation will be comprised of

opportunities both within the U.S. and internationally. Specific types of strategies will include venture, buyout, distressed debt and opportunistic/special situations. A variety of investment styles within these strategies may be used to accomplish diversification within this sub-asset class. The Board recognizes that investments in this class are long-term in nature (at least 10 years), and may provide little, if any current income. In addition, it often produces negative returns and cash flows in the early years because of management fees and capital contributions with a lack of distributions until later in the fund life when investment exits occur. This is often referred to as the “J-curve”. To mitigate this effect and produce smoother returns, Staff will attempt to spread out commitments to these categories of investments over a reasonable period of time to achieve vintage year diversification within the portfolio.

Real Estate Program – This asset class primarily serves as a hedge against unanticipated general price inflation, and may also provide a significant amount of income due to the nature of real estate in providing revenues from rental properties. Investments in this area may include real estate investment trusts (REITs) and structured securities with similar characteristics, real estate funds, and other private investment funds that purchase or invest in real assets that exhibit risk/return characteristics consistent with real estate investments.

Absolute Return Pool – This Program is intended to produce consistent, absolute returns across economic and market cycles, provide diversification to the total portfolio and reduce Total Fund volatility. Due to the unique nature of the Absolute Return Pool, it is expected to generate returns in a different fashion (i.e., absent a high correlation to equities or bonds). In total, it is expected that the Absolute Return Pool will have volatility (standard deviation or risk) similar to the Total Fund. Securities permitted within the Absolute Return Pool fall under the following basic categories: 1) traditional investments (i.e., public markets), 2) private investment partnerships (i.e., illiquid), and, 3) non-traditional investments (including a wider variety of hedge-fund related investments). Exposure to the Absolute Return Pool sub-asset classes will be obtained through the use of specialist External Asset Managers.

Other

Implementation Pool – This Program will act as a placeholder for assets that will eventually be invested in alternative asset classes: Private Equity, Real Estate and the Absolute Return Pool. Additionally, it will act as a placeholder for strategic shifts within the Total Fund. The Implementation Pool Strategy will have a focus on earning meaningful returns above fixed income over a full market cycle while taking less risk than equities. The overriding focus of the Pool will be on including a diversified group of liquid investment vehicles that primarily offer ‘beta’ (passive sources of market exposure). The performance objective for the Implementation Pool is to achieve a net-of-fees return that is

equivalent to a passive portfolio of 50% global equities and 50% U.S. Treasuries over the interim investment period.

A more complete description of the Programs described above and of the allowable investment strategies are included in the specific Implementation Manuals for each category.

Performance Objectives

Generating a total real rate of return net of expenses of at least 4.75 percent per annum is an important consideration in the asset allocation decision and the primary performance objective for the Total Fund over long periods of time. The need for a long-term focus is necessary to preclude the temptation to overreact to events in the financial markets that have no relevance to long-term asset/liability management. The resulting dilemma is the conflicting need to evaluate investment policy implementation over shorter time periods while maintaining a longer-term focus on meeting the 4.75 percent real rate of return objective. In order to determine if the Systems' shorter-term and long-term objectives are being achieved, it is necessary to develop multiple benchmarks by which the Systems' progress may be judged. These benchmarks allow the Systems to be judged (1) by performance relative to a defined set of broad market indices (i.e., performance relative to a policy benchmark that reflects the Systems' long-term asset allocation objective), (2) by long-term performance relative to its actuarial assumptions, and (3) by performance relative to other public pension systems and their investment managers as a reference point of oversight. The stated performance objectives of the investment management process are as follows:

1. *To equal or exceed over a full market cycle⁹ a policy benchmark that reflects the Systems' long-term asset allocation objective approved by the Board of Trustees. The policy benchmark will change over time as the Systems' asset allocation changes with Board decisions. The current long-term asset allocation objective for the Systems results in a policy benchmark as shown on the next page and comprised of the following:*

⁹ A full market cycle may vary in duration depending upon economic and market conditions, but is generally expected to be approximately five years.

PSRS and PEERS		
Policy Allocation	Benchmark	Percentage
Public Equity	Customized Public Equity Benchmark ¹⁰	50.0%
Public Debt	Customized Public Debt Benchmark ¹¹	25.0%
Private Equity Program	Russell 3000 Index + 300 basis points ¹²	10.5%
Real Estate Program	Customized Real Estate Benchmark ¹³	7.5%
Absolute Return Pool	Absolute Return of 8%	7.0%
Implementation Pool	Customized Implementation Pool Benchmark ¹⁴	0.0%

As noted previously, the interim policy asset allocation (described in a prior section) will serve as the basis for establishing the formal Total Fund performance measurement benchmark until the on-going process of funding Alternative Investments is complete. The interim policy targets for the Implementation Pool, Alternative Investments, and Public Equity have been (and will continue to be) established by Staff on a quarterly basis and will reflect the continued funding of programs within the Alternative Investments category and the overall progress towards the Systems' stated long-term asset allocation objective. Decisions made by Staff to establish the interim policy benchmark each quarter will be made independently of the process of setting the strategy benchmarks that has been previously defined.

For the purpose of reviewing individual programs within the Public Equity Composite, the following benchmarks will be used:

PSRS and PEERS	
Program	Benchmark
Large-Cap Domestic Equity Program	Russell 1000 Index
Small-Cap Program	Russell 2000 Index
Hedged Equity Program	Customized Hedged Equity Benchmark ¹⁵
Global Equity Program	Customized Global Equity Benchmark ¹⁶

The complete discussion and specific details regarding the Systems' Public Equity Composite can be found in Appendix A, Public Equity Implementation Manual.

¹⁰ The Customized Public Equity Benchmark is comprised of 68% Russell 3000 and 32% MSCI AC World Free Ex-U.S. (Net).

¹¹ The Customized Public Debt Benchmark is comprised of 80% Lehman Brothers U.S. Treasury Index (combination of Lehman Intermediate and Lehman Long) and 20% Lehman Brothers U.S. TIPS Index.

¹² For a period of at least five years, the private equity portfolio will be benchmarked to the Russell 3000 Index. The primary reason for this is that private equity has a minimum investment horizon of 10 years. The long-term expectation for this strategy is Russell 3000 performance plus 3%.

¹³ The Customized Real Estate Benchmark is comprised of 80% NCREIF Property Index (NPI) and 20% NAREIT Equity Index.

¹⁴ The Customized Implementation Pool Benchmark is comprised of 50% Lehman Intermediate U.S. Treadury Index and 50% MSCI AC World Free (Net).

¹⁵ The Customized Hedged Equity Benchmark is comprised of: (68% Russell 3000 x 40%) + (32% MSCI AC World Free Ex-U.S. (Net) Index x 40%) plus 3%.

¹⁶ The Customized Global Equity Benchmark is comprised of 76% MSCI AC World Free Ex-U.S. (Net) and 24% MSCI AC World Free (Net).

2. *To earn a rate of return, after fees, of 4.75 percent in excess of plan liability inflation.*

There will be meaningful short-term variations from this objective; the Board believes, however, that over the long-term (market cycle to market cycle) this goal should be attainable.

3. *To perform adequately on a risk-adjusted basis relative to other similar institutional investors and their external investment managers.*

In the short-term, individual managers employed by the Systems will not be measured against the aggregate fund objective nor against the real rate of return target outlined above. Managers may be evaluated:

1. against appropriate market indices on both a risk-adjusted and nominal basis;
2. against peers within their style groups;
3. on adherence to their stated investment styles; and
4. on adherence to investment guidelines.

Performance expectations for each manager will be determined by the Investment Staff and the Consultant(s). The specific performance criteria for each manager will typically be outlined in the Manager Investment Guidelines, where appropriate.

Strategy Benchmarks

As has been discussed previously, latitude has been given to the Staff to make strategic decisions away from the broad asset allocation targets established by the Board. In an effort to capture the effect of these strategic decisions, the benchmarks laid out above will be changed (in weights only) at the beginning of each month to reflect where the portfolio is currently positioned. By changing the benchmarks monthly based on how the portfolio is currently structured, the Board will be able to compare the static policy benchmark above to the changing strategy benchmark to capture the additional value generated from the latitude given to the Staff to alter the asset class or sub-asset class allocations. In a few noted cases, this process may deviate slightly to more accurately capture the strategic bets in place within the portfolio. Beyond capturing strategic allocation decisions made by the Staff, a comparison of the strategy benchmark to the actual fund return is utilized to capture the value added from implementation/manager hiring and termination decisions made by Staff.

VII. Permissible Investments

Allowable Investments in all Asset Classes (Beta Exposures)

As it pertains to the above referenced sub-asset classes within PSRS/PEERS' portfolio, beta exposure may be gained through investments in derivative instruments including, but not limited to futures, forward contracts, swaps, and options per the terms of each manager's specific governing documents and in accordance with the limitations outlined in the PSRS/PEERS Investment Policy. In addition to derivative instruments, leverage

may be utilized in the implementation of these sub-asset classes in accordance with each manager's specific governing documents and in keeping with the investment limitations outlined in this Policy. Additional investments which are allowed include exchange traded funds (ETFs), warrants, rights, convertible bonds, and preferred stock. Currency hedges may also be used for non-dollar exposures within each respective asset class as outlined in each manager's governing document. Long/short investment strategies may also be employed per the terms of the Investment Policy. In addition to the instruments outlined in the paragraph above, for every sub-asset class, a variety of investment structures may be utilized depending on the nature of a particular investment. Per the terms of the investment limitations outlined in this Policy, these structures may include funds, partnerships, limited liability companies, trusts, fund-of-funds, and separately managed accounts in which assets may be held by an external custodian who is selected and monitored by the external manager or general partner.

Alpha Strategies

A variety of implementation strategies may be used in capturing alpha (skill-based manager returns) within the portfolio. These strategies include both traditional active management strategies and marketable alternative market neutral strategies. Marketable alternative strategies may be used as long as the CIO, Director and at least one External Consultant sign off on the strategy. The use of investment instruments available to these managers is broad, covering a variety of investment types and strategies across numerous asset classes. In making implementation decisions related to the alpha component of the portfolio, Staff may utilize any and all investment tools so long as they are defined in each manager's governing documents and are carried out in accordance with the overall Investment Policy.

Additional Information and General Investment Restrictions

In carrying out the investment objectives of the Board, the Board has imposed certain limitations or restrictions upon Staff. A list of these restrictions and limitations is as follows:

1. Certain strategies may allow for the use of leverage. Leverage may be used in such strategies where the manager has been given specific authorization to employ it within its Investment Guidelines or governing documents.
2. Assets may be held in commingled funds, privately managed separate accounts, limited partnerships, and limited liability companies. Investments in commingled funds, limited partnerships, and limited liability companies shall be evaluated on a case-specific basis through analysis of the offering document, prospectus, side letters, and any other governing document that may be applicable. The 'offering document' shall become the specific investment guidelines for that particular allocation, along with any additional terms negotiated and agreed upon in writing between the investment manager and PSRS/PEERS.
3. Derivative securities that are highly leveraged and are being used for purposes of speculation may not be used without prior review and express written authorization

from the Board. Derivative securities are specifically allowed within several PSRS/PEERS investment programs and their use is detailed within each program Implementation Manual. Futures and options may be used by investment managers to obtain asset class exposure with uninvested cash, to equitize dividend receivables, or for yield curve management.

4. All investments made shall be subject to the quality and diversification restrictions established by Section 105.688 of the Revised Statutes of Missouri. Investments will not be made in any investment prohibited by the Internal Revenue Service or statutory restrictions.
5. No investment or action pursuant to an investment may be taken unless expressly permitted by the Investment Policy. In the event that any exception is discovered, such exception will be immediately reported to the Board by the Director and/or the CIO together with a detailed explanation of the exception and action which is being taken to remedy the situation.
6. The Board has delegated responsibility for establishing the Portfolio Rebalancing Policy (Appendix I) to Staff subject to any limitation outlined in the Investment Policy. This Policy outlines the timing and method by which the portfolio is to be rebalanced to broad asset classes. Based on this Policy, it will be necessary to periodically rebalance the portfolio as a result of market value fluctuations. The Board has delegated the rebalancing responsibilities to Staff, to be implemented in accordance with the Policy.
7. The Systems' assets are to be managed in the financial best interests of the Members of the Systems. Please see Appendix IV: Economically Targeted Investment (ETIs) Policy and Appendix VIII: Anti-Terrorism Investment Policy for more specific information related to this objective.
8. From time to time, class action lawsuits arise against companies which PSRS/PEERS invests in. The Board has adopted a Securities Class Action Litigation Policy and specific details regarding the Policy may be found in Appendix VII of this document. The Securities Class Action Litigation Policy is designed to address the actions PSRS/PEERS will take when such instances occur.

Securities Lending

The Board may elect to hire a Securities Lending Investment Agent (Agent) to lend financial securities of the fund. Any income from this activity will be deposited upon receipt in a pre-specified short-term investment vehicle or vehicles. The Agent may lend financial securities (including but not limited to U.S. and non-U.S. equities, corporate bonds and U.S. and non-U.S. government securities). This Agent shall continually review the creditworthiness of potential borrowers through adequate analysis of publicly available information and any other material available. No more than thirty (30) percent of the Systems' securities on loan shall be loaned to any one borrower. All loans shall be fully collateralized with cash, securities or irrevocable bank letters of credit.

Collateralization of such loans shall be at least 102 percent domestic (105 percent international) of the market value of the loaned securities plus accrued income for U.S. and non-U.S. loans, respectively. Securities on loan should be marked-to-market on a daily basis to assess adequacy of collateralization. The Agent shall provide quarterly performance reports to the Staff. The Securities Lending program shall in no way inhibit the trading activities of the managers retained by the Systems.

VIII. Responsibilities of External Investment Managers

General Manager Guidelines

PSRS/PEERS utilizes External Investment Managers to implement its investment Programs. These managers have demonstrated expertise with particular asset classes and/or management styles. In order to be considered for an assignment, a manager must have a level of assets under management so that the addition of funds from PSRS/PEERS will not cause the assets of the Systems to exceed 25 percent of the manager's total assets in the product or strategy. Each investment manager shall be a registered advisor under the Investment Advisers Act of 1940 (or shall be appropriately exempt from registration). Individual investment guidelines will be set for each manager, where appropriate¹⁷. Other managers will follow the investment process outlined in offering documents or Limited Partnership Agreements. Typically, guidelines will be specific as to the particular role of that manager's portfolio in the overall investment structure, and will address the following topics:

- Permissible Investments
- Style Adherence
- Diversification
- Portfolio Quality Requirements
- Performance Objectives
- Manager-specific Issues

Managers will be delegated the duties of sector and security selection, portfolio quality and timing of purchases and sales (including broker selection), subject to their specific guidelines. Compliance with these guidelines is mandatory. No deviation will be permitted without express written permission, in advance, from the Investment Staff.

Communication

An external public market manager employed by the Board is expected to communicate, in writing, any developments that may impact the Systems' portfolios to the Staff and Consultant(s) within five (5) business days of occurrence. Examples of these events include, but are not limited to:

¹⁷ *Commingled investment vehicles will typically not have separate Guidelines, but will instead be governed by the fund documents.*

- a significant change in investment philosophy;
- a significant shortfall in performance relative to the assigned benchmark for the most recent quarter;
- a loss of one or more key management personnel;
- a new portfolio manager being assigned to the Systems' accounts;
- a change in the ownership structure of the manager's firm; or
- any occurrence which might potentially impact the management, professionalism, integrity or financial position of the investment management firm.

Additionally, public managers will typically be responsible for meeting with the Investment Staff at least once per year in person and as requested through audio and/or video conference calls. The Investment Staff will coordinate with the manager to arrive at acceptable meeting dates.

The communication requirements for private managers and hedge funds are individually addressed in partnership agreements and offering documents.

Benchmarks

All investment managers will be judged against appropriate benchmarks. Each manager's benchmark will reflect that manager's particular style or strategic role in PSRS/PEERS' investment process. Each benchmark will be clearly specified, measurable and investable. Benchmarks do not have to be published or widely recognized; they may be "customized" for a particular investment style(s). The proper benchmark shall be determined in advance of funding by mutual agreement between the manager, Staff, and Consultant(s).

Performance Reporting

All investment managers under contract with PSRS/PEERS will report investment performance to Staff on a quarterly basis. **The Systems require most public market managers to utilize a standard reporting format.** Managers may however provide their standard performance reports as supplemental information to the PSRS/PEERS standardized report. Please refer to the following section of this document for more information.

Ramification of Non-Compliance

All public market investment managers are employed at the pleasure of the Board, with a five-day termination notice provision in PSRS/PEERS' standard manager contract. Failure to follow these generic guidelines, and/or the manager-specific guidelines may result in termination.

IX. Performance Measurement

The Systems' success in achieving the actuarial required rate of return will only be evaluated over long time periods. The reason for the long-term focus on this objective is to preclude the temptation to overreact to events in the marketplace that have no relevance in long-term asset/liability management. The resulting dilemma is the

conflicting need to evaluate investment policy implementation decisions over shorter time frames while maintaining the longer-term focus necessary to manage and measure the fund's performance relative to the actuarial required rate of return.

To address this problem, the Board has established the following categories to measure performance:

1. Board Policy Decisions
2. Staff Decisions
 - a. Strategy Decisions
 - b. Implementation Decisions

Board Decisions

The value added through Board Policy decisions is measured by the difference between the Policy Benchmark return and the actuarial required rate of return objective (defined as Real Return Objective + Inflation). This difference captures the value added by the board through their broad policy asset allocation decisions relative to the actuarial required rate of return objective. A Policy Benchmark return greater than the actuarial required rate of return reflects value added through Board decisions. A Policy Benchmark return less than the actuarial required rate of return reflects losses or shortfalls in performance in funding the liabilities of the Systems. These policy decisions are measured over long periods of time.

Staff Decisions

There are two components to the Staff decisions that are monitored by the Board on an ongoing basis:

Strategy Decisions:

Strategy Decisions are asset class or sub-asset class asset allocation choices made by the Staff, with approval from the General Consultant to deviate from the Policy Benchmark weights and a certification from the Director that the proposed material deviation is in compliance with the Board's Investment Policy¹⁸. The value added through these decisions to overweight and/or underweight these sub-asset classes is measured by the difference between the Strategy Benchmark return and the Policy Benchmark return. This difference captures the value added by the Staff through sub-asset class strategic decisions relative to the Board's broad policy allocation decisions. A Strategy Benchmark return greater than the Policy Benchmark return reflects value added through the allocation decisions. A Strategy Benchmark return less than the Policy Benchmark return reflects losses to the fund's performance based upon strategy decisions. Strategy decisions should be measured over all periods of time.

¹⁸ A material strategic allocation shift is defined as a movement of assets from one sub-asset class or asset class to another of more than 1.5% of the Total Fund.

Implementation Decisions:

Implementation Decisions are money manager selection choices made by the Staff with the approval of a Consultant(s) and the Director. The value added through these manager selection decisions is measured by the difference between the Actual Portfolio return and the Strategy Benchmark return. This difference captures the value added through these manager hiring decisions. An Actual Portfolio return greater than the Strategy Benchmark return reflects value added through these manager selection decisions. An Actual Portfolio return less than the Strategy Benchmark return reflects losses to the fund's performance based upon implementation decisions. Implementation decisions should be measured over all periods of time.

Periodic Reports

Performance reviews are a critical part of the portfolio management process. In fulfilling this duty, the Board will rely on its External Investment Managers, Consultant(s), Custodian(s), and Staff. The PSRS/PEERS Staff receives quarterly performance reports from the following three sources:

- 1. Managers:** most shall provide quarterly reports utilizing a standardized reporting format specified by the Staff. Managers may provide their standard performance information in an alternate format as agreed upon by the Staff.
- 2. Custodian(s):** shall provide monthly performance reports to the Investment Staff. These reports shall detail the individual performance of managers and the overall performance of the fund. In addition, the Master Custodian shall report the results of any securities lending activities to the Investment Staff on a quarterly basis.
- 3. Specialty Consultant(s):** shall provide quarterly performance reports to the Investment Staff for each alternative investment composite.

Staff will be responsible for ensuring that performance reports are received in a timely manner from these parties, and will provide continual supervision of the performance reporting on the portfolio.

The Board will monitor performance through periodic reports that will allow assessment of broad policy decision, strategic allocation decisions, and implementation decisions. All performance shall be calculated using time-weighted rate of return methodology.

- Quarterly, the internal Investment Staff will submit a report to the Board that fully details manager and composite performance including actual returns relative to the Policy and Strategic benchmarks.

- The General Consultant shall provide verification of performance numbers generated by the Custodian on a quarterly basis and provide a detailed performance report to the Board. Additionally, the Private Equity and Real Estate Consultants will provide detailed reports to the Board on a quarterly basis.
- Not less often than every five years, a formal asset/liability study will be conducted. In the interim, the CIO shall submit an opinion to the Board on an annual basis, at the first board meeting following the beginning of the new fiscal year, that addresses the continued prudence of the current asset mix.

X. Implementation

The Board recognizes that PSRS/PEERS' complex investment process requires a substantial amount of daily attention. It is clear that the Board, meeting periodically, cannot oversee the day-to-day operations of the investment functions. This could lead to gross inefficiency of operations that would likely breach fiduciary duties. In order to promote operational efficiency in the implementation of its Investment Policy, the Board has employed various parties to carry out these duties. The efficiency of operations is critically dependent on the proper delegation and coordination of clearly defined assignments among the various parties listed in the roles and responsibilities section of this document.

Specifically, the Board has directed the Staff, Director, and Consultants to carry out the implementation of the policy objectives they establish and the strategic objectives established by the Staff. Such implementation decisions might include, but are not limited to such things as:

- The passive vs. active management mix;
- Any overweights/underweights based upon size, style, or sector.

In addition, the Board has directed the CIO, Director, and Consultants with the assistance of Staff to retain or dismiss external investment managers pursuant to the Board's Service Provider Hiring, Retention and Termination Policy (Appendix III) in order to implement the Board's policy allocation. It is the responsibility of the CIO, Staff, and Consultants to work together to carry out the performance monitoring/evaluation requirements for each manager according to the guidelines outlined in each manager's governing documents and in accordance with the performance reporting/monitoring requirements outlined in this Policy. Implementation decisions will be evaluated based upon the difference between the strategy benchmark return and the actual portfolio return. More specific details regarding these benchmarks may be found in the performance reporting/monitoring section of this Policy.

This Investment Policy has been written with the intent of providing a broad operational outline, or *reference point*, for implementing the investment philosophy and practices of PSRS/PEERS. Properly structured, a policy document of this nature should require little revision over time. Technical details have been intentionally omitted from this

document, due to the volume and complexity of these issues. The investment operational information is included in the Implementation Manuals and maintained electronically, as well as being available for public inspection in the central computer files of PSRS/PEERS' Investment Department. The electronic information will be maintained by PSRS/PEERS' Internal Investment Staff and will contain the following information:

Asset Allocation Assumptions

Section VI of this Investment Policy contains a general discussion of the asset allocation process and the end results of the model; more detailed information, including the inputs and assumptions used in the process will be maintained electronically. An important part of the process is retaining detailed information regarding the allocation and rebalancing of assets between asset classes and within the Manager Structure. An electronic spreadsheet will contain summaries of all portfolio rebalancing activities by Staff.

Manager Guidelines

The investment manager guidelines have been previously outlined in Section VIII of this document. The specific guidelines outlining the tactical role of each individual manager within PSRS/PEERS' investment strategy will be maintained electronically. These guidelines shall include, but are not limited to, general information on each manager, specific descriptions of assignments, communication requirements, proxy voting responsibilities, benchmarks, and performance reporting requirements. These specific guidelines will be agreed upon by Staff, Consultant(s), and the manager in advance of funding. Alternatively, many managers follow the investment program outlined in offering documents of Limited Partnership Agreements.

Performance Measurement

Quarterly performance information for each manager employed by PSRS/PEERS will be maintained electronically for at least three years.


Cost Management

The Investment Staff is responsible for securing the services of qualified service providers at fee levels that are reasonable and competitive. The Staff will work diligently to assure the most favorable fee arrangements for the Systems. In accordance with that policy, Staff will consider a number of different fee structures. Both asset-based and performance-based fee alternatives will be considered. All performance-based fee structures, however, will be carefully compared and contrasted to traditional asset-based fee options.

A master spreadsheet is maintained that monitors all management fees. Additionally, summary information provided by managers about their management fees, brokerage commission expenses, and use of soft dollars will be maintained electronically.

As representatives of PSRS/PEERS and Russell Investment Group, we have reviewed this policy and understand the requirements set forth for each of us. This policy will remain in force until written notice is received to revoke or change the policy.

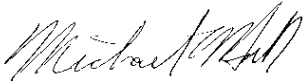
PSRS/PEERS



By: _____
Craig Husting
Chief Investment Officer

October 27, 2008
Date

Russell Investment Group



By: _____
Michael Hall
Lead Consultant

October 27, 2008
Date

Appendix I

Portfolio Rebalancing Policy

The Public School

and

The Public Education Employee Retirement Systems of Missouri

Introduction

The Board is responsible for asset allocation decisions, and will periodically review its target allocations to confirm or adjust the targets (see Section VI of Investment Policy). Until such time as the Board changes the asset allocation ranges, it will be necessary to periodically rebalance the portfolios as a result of market value fluctuations. Rebalancing portfolios involves the periodic transfer of funds from investment strategies that have performed well to strategies that have not performed as well to ensure an optimal balance is maintained.

Portfolio rebalancing is an important component of investment policy. One of the biggest challenges in managing institutional assets is avoiding the pressure to shift the asset mix in a reactive manner after a meaningful market movement. As markets decline during periods of uncertainty, investors' emotions can override rational decisions and sound long-term investment programs can be abandoned at precisely the wrong time. This tendency is part of human nature. In order to ensure that long-term asset class targets are maintained during all types of market conditions, the Systems use a disciplined portfolio rebalancing process.

A second challenge to the rebalancing process is recognizing that flexibility within the investment process is critical to the long-term success of the investment program. By allowing tactical allocation shifts at the margins, the Systems are able to take advantage of mis-valuations within the market for portfolio optimization or risk management purposes.

At the recommendation of Staff and the general asset consultant, the Board has adopted the policy allocation on the following page along with the strategic sub-asset class ranges which grant the Investment Staff the authority to capitalize on investment mis-valuation opportunities at the margins for portfolio optimization or risk management purposes.

ASSET CLASS	POLICY ALLOCATION	STRATEGY ALLOCATION	
		<i>Minimum</i>	<i>Maximum</i>
<i>Public Equity</i>	50.0%	40%	60%
Large-Cap U.S. Equity	26.5%	16.0%	37.0%
Small-Cap U.S. Equity	3.0%	0.0%	6.0%
Hedged Equity	2.5%	0.0%	5.0%
Global Equity	18.0%	8.0%	28.0%
<i>Public Debt</i>	25.0%	17%	33%
U.S. Treasuries	20.0%	13.0%	27%
U.S. Treasury Inflation Protected Securities (TIPS)	5.0%	0.0%	10%
<i>Alternative Investments</i>	25.0%	12%	38%
Private Equity	10.5%	7.0%	14.0%
Real Estate	7.5%	5.0%	10.0%
Absolute Return	7.0%	4.0%	15.0%
Implementation Pool	0.0%	0.0%	14.0%

The adoption of a formal rebalancing mechanism is a complex decision; no one rebalancing rule is appropriate for all circumstances. The rebalancing process is further complicated due to the following:

- PSRS is in a ‘negative cash flow’ position. As such, monthly employee and employer contributions do not cover monthly benefits, and
- The Systems have adopted an asset allocation that requires a significant movement of funds from publicly traded assets to alternative assets over a long time horizon (three to five years). For example, as of June 1, 2008 the Systems’ long-term strategic asset allocation required an additional movement of over 12% of funds from publicly traded assets to alternative assets. For the most part, this movement of funds occurs through capital drawdowns on a weekly basis.

Due to the unique conditions of the Systems as described above, the Investment Staff is in a continuing state of ‘cash’ rebalancing. For example, cash is needed throughout the month to meet private asset capital calls and at the end of each month to pay benefits. Thus, Staff is typically funding monthly cash needs by pulling money from overweight asset classes in an effort to move strategically towards the long-term target asset allocation.

Factors that influence the funding of a rebalancing event include manager structure, the relative volatility of asset classes, and the correlations between asset classes. As such, outlining a step by step process in this Investment Policy would only serve to encumber the flexibility needed to rebalance in the most efficient manner possible. At all times, the Investment Staff will proceed with a portfolio rebalancing event with the goal of

optimizing the tradeoff between controlling portfolio risk as measured by negative tracking error to the policy benchmark, and minimizing transaction costs and portfolio disruptions.

Appendix II

Liquidity Management Policy

The Public School

and

The Public Education Employee Retirement Systems of Missouri

Introduction

PSRS reached the point in mid-1999 where monthly contributions did not always cover monthly benefits. This is not a sign of a liquidity crisis, rather it is a normal characteristic of a maturing pension fund. As of June 2008, PEERS was in the position where monthly contributions exceeded monthly benefits. A portion of the monthly contributions is typically utilized during the month to fund capital calls for private investments in the Private Equity and Real Estate Programs, as well as the Absolute Return Pool.

Policy and Procedures

On approximately the 20th of each month, the amount of cash in the PSRS and PEERS Cash Clearing Accounts will be evaluated to determine if there will be adequate liquidity to fund the monthly benefit payments. In the event there is not, the Investment Staff will determine which manager(s) to utilize to raise the needed funds.

In determining which manager(s) to utilize, the following factors will be considered:

- Amount of cash in the managers' portfolio,
- Pending trade activity,
- Current asset allocation versus the policy target, and
- Managers' current allocation versus the policy target.

In those months when the PEERS Cash Clearing Account accumulates excess cash, Staff will determine when cash should be drawn down and distributed to investment manager(s).

In determining the manager(s) to receive funds, the following factors will be considered:

- Probability of a rebalancing event,
- Current asset allocation versus the policy target, and
- Managers' current allocation versus the policy target.

Staff will consider all of the above factors to determine the most efficient manner to distribute excess funds to investment manager(s).

Appendix III

Service Provider Hiring, Retention and Termination Policy The Public School and The Public Education Employee Retirement Systems of Missouri

I. Introduction

In accordance with PSRS/PEERS' Investment Policy, the following document provides a policy and procedures for hiring, retaining and terminating outside service providers, including External Investment Managers, the General Consultant, Specialty Consultants, the Master Custodian, and fund-of-funds providers. The external money managers include, but are not limited to, those who may be structured as a public or private entity in the form of a partnership, limited liability corporation, trust, separately managed account, commingled account, or some other form of operational structure in which assets may be held by an external custodian selected and monitored by the external manager. The Board of Trustees has delegated to the Investment Staff and Consultant(s) the final decision-making authority related to most of the activities as described in this Policy. Continuation of this policy is primarily dependent on Staff adhering to the procedures outlined herein and doing so to the Board's satisfaction.

In establishing this policy, it is the Board's intention to assure all interested parties that decisions made in carrying out this policy occur in a full disclosure environment characterized by competitive bidding, objective evaluation, and proper documentation. The overriding consideration with respect to all decisions is that they shall be made solely in the interest of plan participants and beneficiaries.

II. Hiring and Termination Decisions

The following table depicts the decision-making authority and the documentation timeframe required to hire or terminate an external service provider.

Service Provider	Decision Making Authority	Documentation Timeframe
Master Custodian, General Consultant and Specialty Consultants	Board of Trustees	Written material to the Board at least one week prior to the meeting.
Public Market Managers	CIO, Executive Director, and General Consultant or Specialty Consultant in writing.	At least one week prior to the execution of a contract for hiring decisions and within 72 hours of a termination decision.
Private Equity Partnerships	CIO, Executive Director and Specialty Consultant in writing.	Within one month after the execution or termination of a contract.

Real Estate Partnerships	CIO, Executive Director and Specialty Consultant in writing.	At least one week prior to the execution of a contract for hiring decisions and within 72 hours of a termination decision.
Hedge Funds	CIO, Executive Director and Specialty Consultant in writing.	At least one week prior to the execution of a contract for hiring decisions and within 72 hours of a termination decision.
Prime Brokers, Hedge-fund-of-funds and private equity or real estate fund-of-funds or secondary funds	CIO and Executive Director in writing.	At least one week prior to the execution of a contract for hiring decisions and within 72 hours of a termination decision.

Documentation materials prepared by the Staff and Consultant(s) regarding action to hire or terminate a service provider(s) will include a full description of the reason for the action, the expected benefits resulting from the action and a full review of the decision-making process. The primary focus of the Staff and Consultant(s) when preparing the documentation will be on providing the Board with the level of information necessary to satisfy all parties that decisions were well-reasoned, carefully considered and prudent.

Upon reaching a hiring decision, the Director and/or his designee is authorized to execute any and all agreements necessary to implement the decision. The Director has designated the CIO as an additional person with authority to execute the agreements. All agreements entered into must be in writing and in a form that has been reviewed by the Chief Counsel or PSRS/PEERS' outside legal counsel, or the counsel associated with a Specialty Consultant.

Clearly Defined Objectives

Any action to hire or terminate a service provider will be based on one or more of the following observations:

- Identification of a new asset class or approach.
- A diversification of styles within an existing asset class.
- The removal of one service provider in favor of another.

Documentation regarding any such action will include a full description of the reason for the action, the benefit to the total fund, the specific elements serving as the basis for the evaluation, as well as identification of the parties involved and their responsibilities.

Documentation will include identification of the relevant issues from a total fund perspective, the assumptions made, the results considered and/or qualitative issues upon which the action was based. An objective discussion of the risks, costs, and perceived benefits shall also be included if appropriate to the subject matter.

Investment Selection Criteria

In order to receive consideration for an assignment, a manager/strategy must meet certain minimum criteria. In addition to these basic requirements that apply to all assignments, a manager must also comply with any additional search criteria defined by the Staff and Consultant(s) that have been established for a particular assignment. The minimum criteria for external asset managers are described below.

Organizational Qualifications. To be selected as an external service provider, a manager shall meet the following organizational criteria:

- Qualified to serve as a fiduciary to the Systems,
- Registered with the SEC (if applicable)¹,
- Free of conflicts of interest, and
- Have a proven record of professionalism and ethical behavior.

Investment Style and Process. The investment style and process employed by a manager/strategy must be compatible with the Systems' investment objectives and policies. The manager/strategy should also have a proven record of adherence to an established investment philosophy over time.

Personnel. A manager/strategy must have an experienced professional staff with adequate support personnel to meet the necessary reporting requirements. A manager should be able to demonstrate policies designed to attract and retain key personnel.

Performance. The manager and/or its personnel shall have a demonstrated ability to achieve superior performance in the investment approach under consideration.

Competitive Environment

Efforts must be conducted in an open and competitive environment in order to ensure that qualified alternative service providers are identified, that expectations and actual results are consistent, and that pricing is reasonable. In cases where multiple providers exist, a meaningful sample of qualified service providers must be considered and evaluated in relationship to each other. In situations in which an investment approach is unique to a specific firm, a full description of the unique characteristics of the firm and the reasons why a competitive alternative does not exist must be fully documented. In these unique circumstances where issuing an RFP is not prudent, the Staff should fully document the decision-making process in the report to the Board.

Proper Documentation and Full Disclosure

The primary focus of the Board when reviewing the documentation regarding the hiring or termination of an external investment service provider shall be on ensuring that the Board will be able to satisfy any interested party that decisions were well-reasoned and

¹ Refers to external investment advisors that are registered with the Securities & Exchange Commission. However, SEC registered fund-of-funds providers may utilize underlying managers that are not registered with the SEC. Additionally, private equity partnerships and real-estate partnerships are not required to be managed by SEC-registered entities.

thoroughly considered, and that the resulting decisions were prudent. Toward this end, Board members will be provided with a written letter of notification within a prudent time period of the hiring decision.

Defining Expectations

In the case where a money manager is hired, the search process document shall include a full description of the return expectations, the absolute and relative risks inherent in the manager's approach, and the proper time horizon for evaluation of results. Relevant comparative measures such as benchmarks and/or peer samples shall be identified. The relevant factors related to expectations of the manager shall be incorporated into the manager's operational guidelines.

III. Service Provider Monitoring

After an external service provider is selected and the Board is notified in accordance with the Policy, Staff will regularly monitor the service provider's results versus expectations. Staff and the Consultant(s) will conduct periodic due diligence meetings with the outside organizations and provide the Board with reports, as necessary, summarizing the assessments made. Staff and the Consultant(s) are responsible for reporting to the Board on any material events regarding a service provider as well as the action taken, if any.

A. Monitoring External Service Providers

All of the Systems' external service providers are monitored on an ongoing basis by the Investment Staff and (if appropriate) Consultant(s). It is through this monitoring process that Staff and the Consultant(s) gather the information necessary to conduct quantitative and qualitative evaluations of external service provider performance. Contact with external service providers is often frequent. A formal schedule for official meetings with external service providers, as well as a log of past meetings, is maintained in the Investment Department. Additionally, the contract, guidelines, Limited Partnership Agreement, or other documents typically codifies formal performance reporting requirements. Investment performance reports are provided to the Systems by the managers, the Custodian(s), and the Consultant(s). Staff files electronic meeting notes following meetings with each external service provider. Additionally, a more formal due diligence summary is completed by Staff and filed on the Board website. Due diligence summaries for public market managers (including hedge funds) are filed semi-annually. Due diligence summaries for private market managers (including real estate and private equity) are updated quarterly.

Review of Alternative Investment Annual Audit Reports

Staff will review the Audited Financial Statements of each alternative investment manager (real estate, private equity and hedge funds) on an annual basis. The report will be reviewed in its entirety for material information. Documentation of such review will be maintained electronically in an Excel spreadsheet for each class of alternative investments. In addition, the audit reports will be maintained electronically.

Guideline Compliance for Public Market Managers

Staff will download a report from the Master Custodian on a monthly basis that details guideline compliance for most public markets managers. The exception report (guideline violations) will be divided into sections of Staff responsibility. Specific Staff are then required to clear all exceptions items and document the resolution.

Manager Meeting Frequency and Content

Staff will meet with public market investment managers (including hedge funds) typically at least once a year (in PSRS/PEERS' offices or on-site with the investment manager). Additionally, Staff will obtain portfolio updates from the manager at least once each year through video or audio conferencing. Each meeting will include a review of the investment manager's performance, current investment strategy, and other issues related to the manager's organization, personnel, and investment process.

Staff will meet with each private market manager (partnership) as the commitment schedule dictates. For example, there may be a limited need to meet with an existing partnership early in the relationship as the commitment schedule is slow. Staff will increase the on-site meetings with the partnerships as the relationship matures. Additionally, the private market partnership due diligence may be accomplished through attendance at partnership annual meetings. Staff may also regularly engage in conference calls or other means of communication with private partnerships.

External service providers may meet with the Board of Trustees for a strategic investment planning retreat at some point during each fiscal year. Additionally, they may be called to appear before the Board at any time during the fiscal year.

Performance Reporting

All public and private investment managers under contract with PSRS/PEERS will report investment performance to Staff on a quarterly basis. The reports for most public market managers will utilize a standardized reporting format specified by the Systems. Managers may provide their standard performance information in a different format as supplemental information at their discretion.

The Systems' Custodian(s) shall provide monthly performance reports to the Staff. These reports will detail the individual performance of Managers and the overall performance of the fund. Additional performance reporting will be provided to the Board of Trustees by the General Consultant and Specialty Consultants (i.e., private equity and real estate). The General Consultant will provide verification of performance numbers generated by the Master Custodian on a quarterly basis. This information will be presented to the Board by the General Consultant at regular Board meetings. These reports will include, at a minimum, comparison with the Total Fund Objectives.

B. Monitoring Consultants and Specialty Consultants

The Systems' utilize a General Consultant and several Specialty Consultant(s). Contact with the Consultants is quite frequent, in some instances on a daily basis. Staff is

required to meet with each Consultant at least once annually in Jefferson City for a review. Additionally, Staff is required to formally review the contract, conflict of interest disclosures and scope of services for each Consultant at least every three years to ensure the scope of services, level of service, level of independence and the fees are appropriate.

IV. Manager Retention

Investment experts agree that asset allocation is the most important decision made by a pension fund. The second most important decision is that of manager selection. A great deal of effort goes into the selection of the investment managers and service providers that constitute a fund's manager structure. Unfortunately, manager retention decisions are generally made on a much more ad-hoc basis - yet this decision has the same potential impact on returns as does the initial selection of the manager.

The decision to replace an inferior (or unskilled) investment manager with a superior (or skilled) investment manager seems quite simple, with obvious benefits for the Systems. The decision process, however, is not as elementary as it might seem. The complicating factor lies in the inherent variability of investment returns. The dynamics and inefficiencies of the capital markets, which investment managers are hired to exploit, make straightforward evaluations of manager skill very difficult. This complexity can, in turn, result in poor investment manager retention decisions. A faulty analysis may have potentially high costs if the conclusion results in:

- the retention of an unskilled manager, or
- the premature termination of a skilled manager.

In addition, a fund must also consider the cost of transitioning assets between managers. These transaction costs are not inconsequential, yet are of secondary consideration in comparison to the cost of retaining an unskilled manager. In order to make both sound hiring and sound retention decisions, a pension fund must make reliable assessments of an investment manager's skill. Without such an assessment, there is little assurance that a manager selected today will outperform a manager that was terminated yesterday.

Objectives and Principles

The following provides a systematic, consistent and rational framework for external service provider retention decisions. The Policy allows for the identification of existing and potential problems, and outlines how and when PSRS/PEERS should address specific issues and events, thereby avoiding untimely or ad-hoc decisions that may adversely impact fund returns. This policy will apply to all of the Systems' external service providers, except where otherwise noted, and is intended to:

- foster a long-term approach to manager evaluations,
- provide a logical and statistically valid framework for manager skill evaluation,
- promote timely and appropriate responses to actual and potential performance issues, and

- provide flexibility to allow application across all asset classes, management styles, and market environments.

When conducting a search for a potential investment manager, efforts are made to determine the likelihood of *future* success. It is important to maintain this same focus when conducting a retention analysis on an existing investment manager. There are two broad categories of analysis for evaluating investment manager performance - quantitative and qualitative. Quantitative assessments of manager success are useful in judging *past* investment success. They are, however, much less successful predictors of *future* performance. Quantitative tools, such as cumulative and rolling returns, will be used in this Retention Policy to identify performance shortfalls relative to the manager's specific benchmark. Qualitative assessments of the investment manager's philosophy, organizational structure and depth of personnel are helpful in identifying the source of the shortfall. Both types of analysis will be employed to allow for the identification of both actual and potential performance problems.

Quantitative Analysis

In order to evaluate public markets manager skill, cumulative or rolling assessments of tracking error will be calculated for each external manager investing PSRS/PEERS' assets in publicly-traded securities. Due to the differences between active and passive management, separate standards will apply.

Passive Managers

Passive management strategies exhibit low variability of returns, and also have a zero-alpha performance expectation relative to each specific index. For these reasons, PSRS/PEERS will use annual tracking error objectives outlined in each passive manager's investment guidelines to monitor performance. Enhanced passive strategies with explicit alpha expectations will be considered active management strategies for the purposes of monitoring performance. As such, enhanced passive strategies will be subject to the "Active Manager" guidelines outlined in the following section.

Active Managers

The quantitative evaluation of active investment managers is a complex process. There is significant volatility in active manager returns (relative to the manager's benchmark), and this volatility makes it very difficult to assess whether a manager's over- or under-performance is the product of random volatility or true investment skill. A proper quantitative analysis must therefore consider the variability of a manager's excess return, in addition to the absolute magnitude of the excess return, when making judgments about manager skill.

It should be expected that skilled managers will often have periods of under-performance, as it should be expected that unskilled managers will often experience periods of over-performance. Due to the inherent volatility of active manager returns relative to an assigned benchmark, investment manager skill must be evaluated from a long-term perspective. Over time, skilled managers will produce a higher average excess return more frequently than will unskilled managers. Depending on the availability and

appropriateness of each manager's historic quarterly return series, manager skill should be evaluated on a five-year rolling average basis.

Qualitative Analysis

In-depth qualitative analysis is conducted on potential investment managers during the Systems' systematic manager search process. This analysis covers areas such as style, philosophy, process, personnel, and organizational structure. Similar analysis will be employed on an ongoing basis during the contract period with each manager, whether passive or active.

A significant and potentially adverse event related, but not limited, to any of the following qualitative issues or events will be considered a "Red Flag" - a problem or potential problem - by the Staff or Consultant(s). Examples of "Red Flags" include, but are not limited to:

- significant changes in firm ownership and/or structure,
- loss of one or more key personnel,
- significant loss of clients and/or assets under management,
- shifts in the firm's philosophy or process,
- significant and persistent lack of responsiveness to client requests,
- chronic violations of PSRS/PEERS' investment policy or investment manager guidelines.

Because of the subjective nature of Qualitative Analysis, each situation should be handled on a case-by-case basis. A "Red Flag" does not necessarily require immediate action or reaction on the part of the Systems.

Recommended Actions

Should quantitative performance issues or qualitative "Red Flags" develop, Staff will make an assessment of the nature of the problem or potential problem and then make a determination as to the appropriate course of action. Possible responses include, but are not limited to:

- no action,
- staff meetings with the manager, or
- placement on a Watch List.

Staff can place a manager on a Watch List with the consent of a Consultant. Staff must notify the Board when a manager is formally placed on a Watch List within 7 business days.

Required Action for Watch List Managers

Once a manager is placed on the Systems' Watch List, the firm is formally notified and then performance is more closely monitored and scrutinized. Additional actions can include Staff meetings with the manager or a formal re-interview of the manager by the

Staff. Ultimately, a manager will either be removed from the Watch List or terminated. A manager can remain on a Watch List for an extended period of time, depending upon the particular situation.

Conclusion

This Service Provider Hiring, Retention and Termination Policy provides guidelines for hiring, monitoring, reviewing and terminating external service providers. It should be noted that all of PSRS/PEERS' public market investment manager contracts may be terminated, with or without cause, after five days' written notice.

Nothing contained in this Policy mandates retention or termination of an external service provider. As stated in the introduction, the objective of this document is to provide a long-term approach and guidelines to decisions regarding external service providers.

Appendix IV

Economically Targeted Investment (ETIs) Policy The Public School and The Public Education Employee Retirement Systems of Missouri

Policy and Procedures

For purposes of definition, ETIs are ". . . investments that are selected for the economic benefits they create in addition to the investment return to the employee benefit plan investor."¹ The Board understands that this area is open to broad interpretation. The following criteria, applicable to any investment, will also be applied to investments that might be classified as ETIs:

1. The fiduciary principles of prudence and exclusive interest of participants will not be abrogated or modified in order to increase the attractiveness of ETIs.
2. There will be no concession on rate of return. This means there will be no hidden subsidies and that the classic "efficient frontier" test is applicable: a commensurate unit of return will be received for each unit of risk incurred.
3. All participation should be voluntary on the part of the Systems and should not stem from a legal or policy mandate.
4. Each ETI will be evaluated using an integral, objective process -- that is, each will be meticulously analyzed solely on its own risk/return characteristics. **No weight will be given to redeeming social interests.**
5. The Systems will participate only if at least one other comparable institutional investor is participating.

When evaluating an investment, appropriate consideration must be given to the role that the investment or investment course of action plays (in terms of diversification, liquidity, risk and return) with respect to the entire investment portfolio of the Systems. Consideration should also be given to alternative investments with similar risks available to the Systems. The Board believes this set of investment criteria is in full compliance with Section 105.688, RSMo., quoted previously in Section II of this document.

¹ *Labor Department Interpretive Bulletin on Economically [sic] Targeted Investments, June 23, 1994, 59 FR 32606, published by the Bureau of National Affairs Inc., Washington D.C.*

Appendix V

Brokerage Policy The Public School and

The Public Education Employee Retirement Systems of Missouri

Introduction

As part of its fiduciary responsibility to the Members, it is important that the Board maintain a prudent policy pertaining to brokerage commissions paid on securities transactions. The Board hereby delegates discretion over placement and execution of securities transactions to its managers subject to the constraints outlined below:

Best Execution

When trading assets under management, investment managers retained by the Systems are expected to seek best execution at the lowest net execution cost.

Average Commission Ceiling

The Systems believe that electronic crossing networks (ECNs), discount brokerage and ongoing commission negotiations by investment managers with brokerage firms are prudent methods for controlling brokerage expenses. Both ECNs and discount brokerage have become increasingly efficient and cost-effective methods for equity trading. The presence of active and continual commission cost negotiations between investment managers and brokers facilitates the proactive reduction of brokerage expenses incurred by the Systems. In order to encourage usage of ECNs and discount brokerage, as well as proactive commission negotiation by equity investment managers, the Systems require that its equity managers closely monitor their brokerage commission expenses. Brokerage commissions vary with investment styles and philosophies; some transactions are more or less difficult to execute than others. Staff will negotiate an average commission per share ceiling with each individual Manager prior to funding as needed. This number shall be included in the specific manager guidelines detailed in the Operating Manual.

Each of PSRS/PEERS' managers will be required to provide Staff with a quarterly report showing all brokerage transactions effected on behalf of the Systems. In the event that average commissions exceed this ceiling, a detailed explanation of the reasons why must also be provided. The Custodian shall also provide brokerage commission information to Staff in its quarterly performance reports.

Directed Commission/Commission Recapture Programs

In instances where commissions are not effectively reduced through other methods, commission recapture can be utilized by the Systems to minimize brokerage costs. Commission recapture is the process whereby a plan sponsor receives a cash rebate from commissions generated through the buying and selling of its securities. The rebate represents a portion of the commission charged on these transactions. The rebated

percentage is negotiated with the broker, who keeps a portion of the commissions for facilitating the trade and administration of the program.

Commission recapture has become a viable option for the Systems in recent years as augmentations resulting from increased competition have led to more favorable recapture rates, better trade execution, improved reporting and greater transparency. The Systems' program will be instituted with flexible and modest direction limits determined by the investment manager's style. Modest direction limits prevent recapture from inhibiting a manager's ability to receive best execution. Implementation decisions will be made on a manager-by-manager basis with cooperation and input from managers. Ongoing monitoring will be conducted by Staff to ensure the program functions effectively.

Investment Staff will monitor the Systems' commission recapture program by periodically evaluating the quality of trade executions and explicit trading costs for directed trades, as well as analyzing target direction levels, reconciling directed trades and assessing the timeliness of recapture rebate receipts. The quality of trade executions for directed trades should be evaluated periodically for all investment managers participating in the commission recapture program. A determination of trade execution quality will be made from transaction analysis and periodic correspondence with investment managers. Market impact, opportunity, and timing costs will be examined when assessing directed trade executions. Trade direction should not affect quality of trade execution. The average level of explicit trading costs or commissions for directed trades will be evaluated at least annually. Commission costs for directed trades will be compared to those not directed. Trade direction should not result in an increase in average explicit commission cost. The target direction level set for each investment manager will be reviewed regularly for appropriateness. Investment mandate and style will be considered in determining target direction level. Each manager's participation in the program will be assessed by comparing actual to targeted direction. Directed trades identified by investment managers will be reconciled against those reported by commission recapture broker(s) on a periodic basis. Investment Staff will contact commission recapture broker(s) regarding trades omitted from recapture credit. Timeliness of recapture rebate credits will be assessed quarterly. Rebates for directed trades should be received from the commission recapture service provider(s) within the first 15 business days of the month following trade settlement.

The Systems will utilize one or more commission recapture service provider(s) to facilitate its program. Competitive recapture rates, an expansive correspondent broker network, and a strong back office infrastructure with a sound system of internal controls are among the selection criteria that will be incorporated to evaluate potential service providers. Only firms with the ability to provide commission recapture services without impacting the normal trading activities of the Systems' investment managers will be given consideration.

Staff will provide a quarterly report to the Board that details the revenue generated by the commission recapture program. The report will provide analysis by manager and by commission recapture service provider.

Soft Dollars

The Board recognizes that "Soft Dollar" Commissions are allowed under Section 28(e) of the Securities and Exchange Act of 1934 (commonly referred to as the 'Safe Harbor' provision). However, there is significant controversy surrounding the use and proper allocation of soft dollars by investment managers. The Board therefore requires its managers to provide accounting of soft dollar transactions involving securities of the Systems. The Board believes it is possible to make a reasonable, though admittedly imprecise, allocation of these commission dollars across manager accounts. These reports shall be provided quarterly to Staff, and shall include the number of shares traded, dollar amount of soft dollar commissions, the brokerage firms to which they were directed, and an explanation of the goods or services received.

Appendix VI

Proxy Voting Policy The Public School and

The Public Education Employee Retirement Systems of Missouri

Policy and Procedures

Individual investment managers will be responsible for voting proxies in the best interests of the members of the Systems. Each manager is responsible for maintaining records of how each proxy is voted and providing a report to the Investment Staff within thirty (30) days after fiscal year-end (June 30), detailing how their proxies were voted. Managers are expected to vote proxies to maintain or enhance shareholder value in the sole interest of the Systems, and will not support unethical, predatory, manipulative, or other actions that would not reflect the best interests of the Systems. The Board reserves the right to provide specific proxy voting direction to its managers at any time.

Appendix VII

Securities Class Action Litigation Policy The Public School and The Public Education Employee Retirement Systems of Missouri

This statement sets forth the policy regarding monitoring, evaluating and participating in securities class action litigation when appropriate to recover damages for investment losses.

Background

In fulfilling its fiduciary responsibility to prudently invest and manage the assets of the Systems, PSRS/PEERS invests in the stock of public companies (“issuers”) through the use of external investment managers. From time to time, class action lawsuits are brought against the issuers, their directors, and/or their officers for alleged violations of federal and state securities laws relating to various disclosure obligations and, in many cases, other breaches of fiduciary or other duties. As a shareholder, the Systems are putative members of the alleged classes. When notification is distributed regarding the potential securities class action litigation, action is required in order for the Systems to participate as a member of the alleged classes (as are most or all of the other shareholders).

Frequently, PSRS/PEERS receives solicitations from attorneys who seek to represent PSRS/PEERS in these class action lawsuits. While, initially, it may appear beneficial for PSRS/PEERS to pursue legal action to recover on a claim, PSRS/PEERS must also consider that most, if not all, securities litigation will be prosecuted by the securities litigation bar in conjunction with a lead plaintiff whether or not PSRS/PEERS takes an active role. Also, the lead plaintiff does not obtain any additional financial benefit from serving as a lead plaintiff, but, instead, shares any final judgment or settlement with the class members on an equal, per share basis.

Appointment as a Lead Plaintiff

Under the federal Private Securities Litigation Reform Act of 1995, federal courts are required to appoint one or more members of the putative class to serve as the lead plaintiff(s) in securities class action lawsuits. *See* 15 U.S.C. § 78u-4(a)(3)(B). The Act provides a rebuttable presumption that the lead plaintiff is to be the investor with the largest financial interest in the relief sought by the lawsuit, who wants to serve as the lead plaintiff. *See* 15 U.S.C. § 78u-4(a)(3)(B)(iii). Typically, this means that those investors with the largest holdings in the defendant issuer’s stock have the right to serve as the lead plaintiff.

In most securities class action lawsuits, several other investors, including many institutional investors with substantially greater investment portfolios or different asset allocations than PSRS/PEERS, hold more shares in the defendant issuer than PSRS/PEERS holds and, thus, have a larger financial interest in the relief sought.

Accordingly, in most such lawsuits, an investor other than PSRS/PEERS will have a superior right to serve as the lead plaintiff. Also, other institutional investors that have been lead plaintiff in previous actions will possess a greater expertise than PSRS/PEERS in serving as lead plaintiff.

Financial Risks of Serving as Lead Plaintiff

There are financial risks in serving as a lead plaintiff in a securities class action lawsuit. Serving as lead plaintiff or being designated lead plaintiff may have financial risks if the litigation is unsuccessful. Unless the lead plaintiff negotiates an allocation of potential financial risk with other named plaintiffs, the lead plaintiff could bear the costs, expenses or, potentially, attorneys' fees of the opponent if the litigation is unsuccessful or the court grants sanctions under Rule 11 of the Federal Rules of Civil Procedure. Finally, regardless of the outcome of the lawsuit, class members could potentially pursue claims against the lead plaintiff for inadequately representing their interests.

Again, in return for assuming these financial risks, the lead plaintiff does not obtain any additional financial benefit from serving as a lead plaintiff (although the lead plaintiff may also recover its attorney's fees, costs, and expenses if the lawsuit is successful or a settlement is obtained). *See* 15 U.S.C. § 78u-4(a)(4).

Therefore, in assessing the appropriate role PSRS/PEERS should take in any given case, it is important to carefully consider alternative approaches to becoming lead plaintiff, including, but not limited to: active monitoring of a case; intervening or objecting as appropriate; filing amicus support; or, opting out of the class to pursue recovery in another manner.

PSRS/PEERS' Policy

PSRS/PEERS may consider serving as lead plaintiff in securities litigation only when a case is identified in which active involvement will add value on a long-term, portfolio-wide basis and where no other quality institutional investor is taking an active role.

In order to determine and facilitate the appropriate level of participation by PSRS/PEERS in a securities class action proceeding, it is important to establish a policy, and implement procedures, to: 1) collect objective information about potential cases that is timely, accurate, and comprehensive; 2) calculate PSRS/PEERS' losses and potential recovery in a particular action; 3) evaluate the legal merits of individual cases; 4) consider the benefits and costs of alternative approaches to participation in the case; and, 5) decide whether PSRS/PEERS should seek appointment as lead plaintiff according to pre-determined criteria, including a threshold amount of estimated losses.

All securities litigation cases in which the potential loss (according to PSLRA methodology) to PSRS/PEERS is less than or equal to five basis points of total PSRS/PEERS assets will be tracked and PSRS/PEERS will participate in the litigation as a member of the class and will file proof of claims so that PSRS/PEERS will receive its pro rata share of any recovery.

All securities litigation cases in which the potential loss to PSRS/PEERS is greater than five basis points will be reviewed by PSRS/PEERS to determine whether PSRS/PEERS should: 1) serve as lead plaintiff; 2) opt out of the class action and file an individual action; 3) or monitor the case and participate as a member of the class by filing a proof of claim. PSRS/PEERS will consider many factors in making that determination, including, but not limited to, the following:

1. The potential loss to PSRS/PEERS;
2. The potential loss to other institutional investors;
3. The probability of a successful outcome;
4. The availability of witnesses and the ability of PSRS/PEERS' investment staff, custodian, consultants, and managers to participate in anticipated discovery;
5. The ability of the defendant or its insurer to pay a judgment or claim;
6. The likelihood that legal action would result in corporate governance changes that would benefit PSRS/PEERS' holdings in the defendant;
7. The availability of another institutional investor that has superior expertise in being a lead plaintiff; and
8. The adverse or disruptive effect on ongoing, regular PSRS/PEERS business.

If appropriate, PSRS/PEERS will engage the services of one or more law firms or monitoring services with the expertise and experience to properly evaluate potential class action litigation against a particular company. If necessary, PSRS/PEERS will engage a law firm with requisite expertise and experience to represent PSRS/PEERS in a securities litigation case.

Based on the foregoing, PSRS/PEERS anticipates that it will generally not be best suited to serve as a lead plaintiff in securities class action litigation. All determinations will be on a case-by-case basis based on the factors listed above, among others. All factors will be reviewed by the PSRS/PEERS Executive Director, General Counsel and Chief Investment Officer, and any determination to serve as lead plaintiff will ultimately be decided upon by the Board of Trustees.

Participation as a Member of a Class

In all cases, the Systems require their external investment managers to be familiar with all securities class action litigation involving securities held (or held in the past) in the Systems' portfolios under their direction. It is each manager's fiduciary responsibility to ensure that PSRS/PEERS is a participant in any securities class action litigation where the manager believes it is in the Systems' best interest. As a supportive means to ensure that PSRS/PEERS is a class member participant in the appropriate instances, the Systems' Custodian is required to file claims on behalf of the Systems in all eligible securities litigation class actions filed in U.S. courts involving securities currently held (or held in the past) in the PSRS/PEERS investment portfolios both at the Custodian and at the prime broker(s).

Policies and Procedures

On a quarterly basis, the Accounting Department will perform reconciliation procedures of all securities class action proceedings. Such procedures will include collecting objective information from a third party regarding potential cases and recent settlements of cases. The information gathered will be reconciled to PSRS/PEERS' applicable investment holdings, filings submitted by State Street on our behalf, and our general ledger for any settlement payments. This process will ensure the proper review and inclusion of all class action filings and settlements. Accounting will review new cases to insure the policies set forth in this document are followed in each instance. All such review procedures may include a review of external service providers hired by PSRS/PEERS to assist with these functions. The Accounting Department is independent of the Investment Department and all such procedures are subject to review by the Internal Audit Department.

Appendix VIII

Anti-Terrorism Investment Policy

The Public School

and

The Public Education Employee Retirement Systems of Missouri

Introduction

This policy is intended to avoid 1) punishing companies whose activities abroad are supported by the U.S. government; 2) punishing companies whose activities abroad do not further terrorism, 3) unnecessarily harming U.S. companies and jobs; and 4) compromising the Board's fiduciary duties to the beneficiaries of the Systems. Recognizing the dynamic nature of this issue, annually staff will evaluate this policy to determine if changes need to be made to reflect recent developments in this area. In the event that Staff believes changes to this policy are warranted, they will bring the issue to the attention of the Board for consideration.

Policy and Procedures

At least annually, the PSRS/PEERS Investment Staff will contact the Department of Homeland Security, the State Department, the Commerce Department, the Justice Department, the Treasury Department, the Securities and Exchange Commission, and any other federal agency deemed to have useful information in accurately identifying companies that are supporting terrorism. Specifically, Staff will request guidance from these agencies on countries and more specifically companies that are believed to be supporting terrorism. Once the information is received, Staff will compare the list of companies with current holdings. In the event that PSRS/PEERS is a holder of one of these companies, Staff will immediately contact the manager of the specific investment account to bring the situation to their attention and discuss appropriate actions for divesting from the company. In addition, Staff will forward on all information received from any of these federal government agencies to the Systems' investment managers so they can avoid making initial investments or divest of existing investments in companies that are identified as supporting terrorist activities. Finally, Staff will provide a report to the Board on an annual basis that identifies any investment actions taken due to links to terrorist activities.

Appendix IX

Personal Trading Policy

The Public School

and

Education Employee Retirement Systems of Missouri

PSRS/PEERS employees are prohibited from engaging in “insider trading” as prohibited by federal law. “Insider trading” is generally defined as engaging in a securities transaction based on information about a company that is both material and nonpublic. Information is material if a reasonable investor is likely to consider it significant in making an investment decision or if the information is reasonably certain to have a substantial impact on the future market price of a company's securities. Information is nonpublic if it has not been generally disclosed to the marketplace. The following are examples (non-exhaustive) of information that is considered “material”:

- a forthcoming dividend declaration or omission
- a forthcoming corporate reorganization or takeover
- the acquisition or loss of a major contract
- a major purchase or sale of company assets
- an event of default on company debt
- knowledge of forthcoming press coverage of a company's affairs whether positive or negative
- substantial increases or decreases in earnings projections
- substantial mineral findings by a mining company, regulatory approvals of a product, or issuance or denial of patents.

PSRS/PEERS employees are prohibited from engaging in “front-running” as prohibited by the CFA Institute Code of Ethics and Standards of Professional Conduct. Front-running is trading that takes place when a person engages in a personal securities transaction timed to take advantage of nonpublic information that would favorably affect that person’s personal securities transaction.

A violation of this policy by an employee of PSRS/PEERS may result in disciplinary action up to and including termination of employment or termination of a contract. There also may be additional legal consequences associated with any violation of this policy.

Due to the increased potential to be exposed to information that could be considered material or nonpublic information as described in this policy, the executive staff, the internal audit staff, the Director of Investment Accounting and Financial Reporting and all investment department personnel are required to acknowledge in writing that they have read, understand, and agree to the terms of this policy. This written statement should be submitted to the compliance officer quarterly (Schedule A).

The executive staff, the internal audit staff, the Director of Investment Accounting and Financial Reporting, and all investment department personnel must submit Schedule B to the Compliance Officer within 5 business days of buying or selling a security. Additionally, these individuals are required to notify the Compliance Officer in writing

PSRS and PEERS Investment Policy

June 2008

before the acquisition of any securities in (1) an initial public offering, or (2) a private placement; and to serve on the board of directors of publicly traded companies. , These individuals are also required to submit personal trading statements on a quarterly basis (Schedule A). The statements must only include trading in individual securities within brokerage accounts and savings vehicles and specifically excludes trading in mutual funds and exchange traded funds (ETFs). Duplicate confirmations from all trades must be submitted to the compliance officer. The maintenance of documentation for personal securities trades in a given calendar year must be maintained for three years.

PSRS/PEERS will provide each external money manager with annual notice of this trading policy. In the event that an external money manager receives a telephone call, email, or other communication from an employee of PSRS/PEERS requesting or mandating a strategic modification or to buy or sell a particular security, such manager is obligated to notify the Compliance Officer immediately.

If any external manager receives guidance or direction from any employee or Board Member of PSRS/PEERS that the manager believes to be inappropriate under this policy, the manager is obligated to notify the Compliance Officer about that communication together with an explanation of why the manager believes the guidance or direction may be inappropriate.

For purposes of this policy, the Chief Financial Officer (CFO) will be designated the Compliance Officer. As such, the CFO will receive and file all reports related to the policy. Additionally, the CFO will transmit information to the appropriate party if needed.

Appendix X

Derivatives Policy

The Public School

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The Public Education Employee Retirement Systems of Missouri

This policy identifies common derivative investments and strategies that are consistent with PSRS/PEERS' overall investment policy statement and addresses the authorization process allowing for derivative investments.

For the purposes of this policy statement, a derivative is defined as a security whose value is dependent upon one or more underlying assets. The derivative comes in the form of a contract between two or more parties and its value is determined by the price movement in the underlying asset. The underlying asset could be a stock, bond, commodity, currency, interest rate or market index among others. The most common types of derivatives are futures contracts, forward contracts, options, and swaps.

In general, there are four basic strategies which can be achieved through the use of derivatives. They are as follows:

Substitution: When the characteristics of the derivative sufficiently parallel those of the cash market instrument, the derivative may be substituted as a more cost effective means of obtaining market exposure and/or as part of a mechanism to overlay a designated cash market instrument. The strategy is particularly useful when investing cash flow or liquidating investments as the derivative can be used to manage more precisely market entry and exit points.

Risk Control (Hedging): When characteristics of the derivative instrument sufficiently parallel those of the cash market instrument, an opposite position in the derivative can be taken from the cash market instrument to alter the exposure to or the risk (volatility) of the cash instrument. This strategy is useful in managing risk without having to sell the cash instrument. Sometimes referred to as "hedging", the use of the derivative in this context means that there is a high correlation in price movement between the cash market instrument and derivative instrument.

Speculation: When the characteristics of the derivative are the sole reason for its purchase or sale. In this instance there is no underlying cash position. This strategy also implies the leveraging of the portfolio that may create an obligation of value in excess of the value of that portfolio.

Leverage: When the sole reason for the derivative use is to increase the notional exposure of assets such that the notional exposure is greater than the market value of the underlying assets. This strategy results in the leveraging of a portfolio.

Derivatives in Separately Managed Accounts

Separately managed accounts for the purpose of this document are defined as any non-commingled, non-partnership account that can customize investment policies and guidelines to the specific needs of individual clients. In general, PSRS/PEERS will only utilize the first two strategies – substitution and risk control (hedging) within its separately managed accounts.

In all separately managed accounts where the use of derivatives is allowed, the operational guidelines for the account will address the types of derivative instruments and derivative strategies that may or may not be used by the fund manager. These guidelines will also give specific direction as to the reporting requirements, margin and mark to market payments, counter party issues, and any other issues that are directly related to the accounts' authorization to utilize derivatives.

Derivatives in Commingled and Partnership Accounts

The use of derivatives in commingled and partnership accounts will be addressed in the applicable prospectus and partnership agreements that govern the accounts.

Appendix XI

Glossary of Terms

The Public School

and

The Public Education Employee Retirement Systems of Missouri

Active Management – An approach to money management where the manager seeks to beat a predefined benchmark. Typically, higher fees are associated with this type of management, as you are paying a money manager for its ability to “add value” relative to passively investing in the benchmark. These managers typically take on greater “benchmark risk” (i.e. a greater likelihood of deviating from the benchmark).

Actuarial Accrued Liability – The present value of the estimated cost of benefits payable to active and retired members covering service rendered prior to the date of an actuarial valuation as determined by use of assumptions about the future and an actuarial cost method.

Actuarial Assumptions – Assumptions which are made for the purposes of determining the contribution which must be made in order to fund the future liabilities. Actuarial assumptions are generally grouped into two categories: demographic (i.e. life expectancy, rate of retirement, number of years worked, etc.) and economic (inflation rate, the return on investments, etc.).

Alpha – This is a measure used to determine a manager’s contribution to performance based upon security selection. On a technical level, it is the excess return of a portfolio above the portfolio’s benchmark adjusted for risk. A positive alpha indicates that a manager added value relative to the risk that it took on. A negative alpha indicates that the manager lost money relative to the risk that it took on.

Alternatives – As it relates to PSRS/PEERS, this asset class includes three distinct strategies referred to as “sub-asset classes” which include Real Estate, Private Equity, and the Absolute Return Pool.

Annual report – The formal financial statement issued yearly by a corporation. The annual report shows assets, liabilities, revenues, expenses and earnings - how the company stood at the close of the business year, how it fared profit-wise during the year, as well as other information of interest to shareowners.

Arbitrage – A technique employed to take advantage of differences in price. If, for example, ABC stock can be bought in New York for \$10 a share and sold in London at \$10.50, an arbitrageur may simultaneously purchase ABC stock here and sell the same amount in London, making a profit of \$.50 a share, less expenses. Arbitrage may also involve the purchase of rights to subscribe to a security, or the purchase of a convertible security - and the

sale at or about the same time of the security obtainable through exercise of the rights or of the security obtainable through conversion.

Assets – Everything a corporation owns or that is due to it: cash, investments, money due it, materials and inventories, which are called current assets; buildings and machinery, which are known as fixed assets; and patents and goodwill, called intangible assets.

Asset Allocation Decision – Choosing among broad asset classes such as equities, fixed-income securities and real estate.

Asset Class – A group of investments that share similar characteristics. Types of asset classes include stocks, bonds and various alternative investments such as private equity and real estate.

Balance sheet – A condensed financial statement showing the nature and amount of a company's assets, liabilities and capital on a given date. In dollar amounts, the balance sheet shows what the company owned, what it owed and the ownership interest in the company of its stockholders.

Basis Point – A unit of measurement equal to 1/100th of one percent. For example, 0.53% is equal to 53 basis points and 1.00% is equal to 100 basis points.

Bear market – A declining market.

Beneficiary – The present or potential recipient of a benefit.

Beta – This is a measure used to determine a portfolio's sensitivity to movements in a particular market or asset class. In technical terms, it is the expected percentage change in return for a portfolio based upon a 1% change in the market or asset class. For example, if the S&P 500 is up 1% for the month and a portfolio has a beta of 1.2, you would expect the portfolio to be up 1.2% (or 20% more than the market). In contrast, if a portfolio has a beta of .8, this indicates that if the market is up 1% for the month, this portfolio will be up .8% (or lagging 20% relative to the market). Essentially, beta helps to measure a portfolio's risk (volatility) relative to the market or asset class it is compared to.

Blue chip – A company known nationally for the quality and wide acceptance of its products or services, and for its ability to make money and pay dividends.

Bond – Basically an IOU or promissory note of a corporation, usually issued in multiples of \$1,000 or \$5,000, although \$100 and \$500 denominations are not unknown. A bond is evidence of a debt on which the issuing company usually promises to pay the bondholders a specified amount of interest for a specified length of time, and to repay the loan on the expiration date. In every case a bond represents debt - its holder is a creditor of the corporation and not a part owner, as is the shareholder.

Broker – An agent who handles orders to buy and sell securities, commodities or other property. A commission is charged for this service.

Brokerage Commission – Payment for administrative costs incurred in trading securities; the cost of execution.

Bull market – An advancing market.

Cash flow – Reported net income of a corporation plus amounts charged off for depreciation, depletion, amortization, and extraordinary charges to reserves, which are bookkeeping deductions and not paid out in actual dollars and cents.

Collateral – Securities or other property pledged by a borrower to secure repayment of a loan.

Commercial paper – Debt instruments issued by companies to meet short-term financing needs.

Commingled Fund – A pooling of funds from multiple investors, managed as one account. The client owns units in the pool; similar to a mutual fund.

Commission – The broker's basic fee for purchasing or selling securities or property as an agent.

Commodities – Unprocessed goods such as grains, metals, and minerals traded in large amounts on a commodities exchange.

Common stock – Securities that represent an ownership interest in a corporation. If the company has also issued preferred stock, both common and preferred have ownership rights. Common stockholders assume the greater risk, but generally exercise the greater control and may gain the greater award in the form of dividends and capital appreciation. The terms 'common stock' and 'capital stock' are often used interchangeably when the company has no preferred stock.

Core Fixed Income – Core fixed income is a sub-asset class that consists of traditional bond investments. The core fixed income allocation is intended to provide a source of current income and reduce overall fund volatility. In addition, it is expected to perform well during periods of disinflation and/or outright deflation. Portfolios within this allocation are invested in some or all of the following instruments:

Treasuries: These are highly liquid securities issued by the United States Treasury that are backed by the full faith and credit of the United States government, and thus are perceived as having no credit risk.

Agencies: These are securities, usually very liquid, issued by either federally related institutions (arms of the federal government) or by government sponsored enterprises

(GSEs) which are typically privately owned, but have an important public purpose and strong ties to the U.S. government. The Agency market is primarily comprised of GSEs which are typically not backed by the full faith and credit of the US government, and thus investors purchasing GSEs are exposed to credit risk, albeit considered minimal due to the agencies' importance and relationship to the government.

Mortgage-Backed Securities (MBS): These are highly liquid instruments that are backed by both the issuer's credit worthiness as well as the underlying mortgage collateral (primarily residential but some commercial). Agencies, most notably GNMA, FNMA and Freddie Mac, are the primary issuers of MBS with some issuance coming from private mortgage originators and banking institutions. The primary risk associated with MBS is the prepayment risk associated with the underlying mortgage collateral (long-term investors receive their investment back prematurely due to refinancing activity).

Investment-grade Corporate Securities: These are securities issued by corporations that carry an investment grade credit quality rating ranging from AAA to BBB. The degree of credit quality associated with these bonds is lower than that of Agencies but above that of high-yield bonds. Corporations can be U.S. or International. Any non-dollar International holdings would be largely hedged back to the U.S. dollar. Liquidity characteristics of corporate securities can vary greatly—they are clearly less liquid than Agencies and the most common types of MBS.

Asset-Backed Securities (ABS): These securities are backed by over-collateralized liquid assets such as car loans and credit card receivables, to illustrate some examples of the types of underlying collateral. ABS typically have short-to-intermediate maturities and are usually very liquid.

Correlation – The simultaneous change in value of two numerically valued random variables.

Correlation Coefficient – A measure that determines the degree to which two investment's movements are related. If two investments have perfect positive correlation (+1), you would expect them to move in lock-step with one another. If two investments have perfect negative correlation (-1) you would expect them to move in opposite directions of one another. Between perfect positive and perfect negative (+1 or -1) you have a scaled relationship between the two investments. A correlation of zero (0) implies no relationship between the movements of the two investments.

Current assets – Those assets of a company that are reasonably expected to be realized in cash, sold or consumed within one year. These include cash, U.S. Government bonds, receivables and money due usually within one year, as well as inventories.

Current liabilities – Money owed and payable by a company, usually within one year.

Derivative – A financial instrument whose value and characteristics are derived from the performance of some underlying investment, such as a stock, bond, commodity, or currency. Derivatives are often used to help large investors manage their risks and gain exposure to various investments at a relatively low cost compared to holding the underlying asset. Examples of derivatives include futures and options contracts.

Discount – The amount by which a preferred stock or bond may sell below its par value. Also used as a verb to mean "takes into account" as the price of the stock has discounted the expected dividend cut.

Discretionary account – An account in which the customer gives the broker or someone else discretion to buy and sell securities or commodities, including selection, timing, amount, and price to be paid or received.

Diversification – Spreading a portfolio over many investments to avoid excessive exposure to any one source of risk.

Dividend – The payment designated by a corporate board of directors to be distributed pro rata among the shares outstanding. On preferred shares, it is generally a fixed amount. On common shares, the dividend varies with the fortunes of the company and the amount of cash on hand, and may be omitted if business is poor or the directors decide to withhold earnings to invest in plant and equipment. Sometimes a company will pay a dividend out of past earnings even if it is not currently operating at a profit.

Dollar-cost-averaging – A system of buying securities at regular intervals with a fixed dollar amount. Under this system, investors buy by the dollars' worth rather than by the number of shares. If each investment is of the same number of dollars, payments buy more shares when the price is low and fewer when it rises. Thus temporary downswings in price benefit investors if they continue periodic purchases in both good and bad times, and the price at which the shares are sold is more than their average cost. Dollar-cost-averaging does not assure a profit and does not protect against loss in declining markets. Since dollar-cost-averaging involves continuous investment in securities regardless of fluctuating price levels of such securities, investors should consider their financial ability to continue purchases through periods of low price levels.

Domestic Equity – This sub-asset class consists of stocks in U.S. companies. A stock essentially represents ownership in a company. This sub-asset class seeks to provide long-term capital appreciation and dividend income that together exceed inflation. Domestic Equity may include large, medium, and small capitalization stocks and stocks of differing investment styles (e.g. growth, value, active, passive, etc.). Descriptions of each style are as follows:

Large Capitalization Growth Stocks: These are stocks whose market capitalization is in excess of \$5 billion according to the Morningstar database. In addition, these stocks possess the characteristics of growth companies, which in technical terms

means that their price-to-earnings ratio is greater than the market average. It is expected that these stocks have the potential to increase earnings per share at a faster rate than the average stock within the market.

Large Capitalization Value Stocks: These are stocks whose market capitalization is in excess of \$5 billion according to the Morningstar database. In addition, these stocks possess the characteristics of value companies, which in technical terms means that their price-to-earnings ratio is below the market average. These stocks are typically associated with mature companies that are expected to pay out a larger portion of their income in the form of dividends than their growth counterparts as opportunities to reinvest this income back into the company at above average growth rates are limited.

Small Capitalization Growth Stocks: These are stocks whose market capitalization is below \$1 billion according to the Morningstar database. In addition, these stocks possess the characteristics of growth stocks, which in technical terms means that their price-to-earnings ratio is greater than the market average. It is expected that these stocks have the potential to increase earnings per share at a faster rate than the average stock within the market.

Small Capitalization Value Stocks: These are stocks whose market capitalization is below \$1 billion according to the Morningstar database. In addition, these stocks possess the characteristics of value companies, which in technical terms means that their price-to-earnings ratio is below the market average. These stocks are typically associated with mature companies that are expected to pay out a larger portion of their income in the form of dividends than their growth counterparts as opportunities to reinvest this income back into the company at above average growth rates are limited.

Due Diligence – The process of investigating the details of potential and ongoing investments and managers by investors. The details include examination of the operations, management and verification of the material facts surrounding the investment.

Duration – This is a measure that reflects the change in the value of a fixed income security that will result from a 1% change in interest rates. Duration is stated in years. For example, a 3-year duration means the bond will decrease in value by 3% if interest rates rise 1% and increase in value by 3% if interest rates fall 1%. Duration is used as a measure of the volatility of a bond. Generally, the higher the duration (the longer an investor needs to wait for the bulk of the payments), the more its price will drop as interest rates go up. Of course, with the added risk come greater expected returns. If an investor expects interest rates to fall during the course of time the bond is held, a bond with a long duration would be appealing because the bond's price would increase more than comparable bonds with shorter durations.

Earnings Report – A statement, also called an income statement, issued by a company showing its earnings or losses over a given period. The earnings report lists the income earned, expenses and the net result.

Efficient Frontier – This is the line on the risk/return graph which reflects all of the “efficient portfolios” one can invest in, given the investment choices available. An efficient portfolio is a portfolio that provides the greatest expected return for a given level of risk, or the lowest risk for a given expected return.

Electronic Crossing Network – An increasingly popular and cost-effective means of trading securities where issues are traded by computer either intra-day or overnight. Reduces or eliminates market impact of trading and brokerage commissions.

Emerging Markets Equity – Emerging Markets Equity is a sub-asset class consisting of equity investments in companies in countries where the per capita income is below a predetermined level. Examples of emerging market countries include India, Brazil, South Africa, Mexico, Russia, Malaysia, Turkey, Poland, South Korea, Chile, and China to name a few. Emerging Markets Equity seeks to provide an opportunity for long-term capital appreciation in excess of inflation. This sub-asset class invests in countries where higher growth rates are expected, and thus one would expect higher returns. The emerging markets allocation provides another level of diversification for the total portfolio. Experience has shown that the emerging markets can be very volatile; however, as a part of the total portfolio, it can serve as an additional diversifier, reducing risk for the entire portfolio.

Equity – The ownership interest of common and preferred stockholders in a company.

Equity Investment – Claims held by the residual owners of a firm. May also be referred to as common stock.

Fair Value – The amount the Systems could reasonably expect to receive in a current investment sale between a willing buyer and a willing seller – that is, other than in a forced or liquidation sale.

Fiduciary – One who can exercise discretionary authority or can control important aspects of a pension plan's management.

Fiscal Year – A corporation's accounting year. Due to the nature of their particular business, some companies do not use the calendar year for their bookkeeping. A typical example is the department store that finds December 31 too early a date to close its books after the Christmas rush. For that reason many stores wind up their accounting year January 31. Their fiscal year, therefore, runs from February 1 of one year through January 31 of the next. The fiscal year of other companies may run from July 1 through the following June 30. Most companies, though, operate on a calendar year basis.

Fixed Income Investment – A security issued by a borrower that obligates the issuer to make specified payments to the holder over a specific period. May also be referred to as "debt" or "bonds".

Fundamental research – Analysis of industries and companies based on such factors as sales, assets, earnings, products or services, markets and management. As applied to the economy, fundamental research includes consideration of gross national product, interest rates, unemployment, inventories, savings, etc.

Funded Ratio – This number reflects the percentage of total liabilities that the System has already funded based upon the actuarial value of the assets. For example, if the System has a funded ratio of 96%, it implies that the System could pay 96 cents of every \$1 owed to beneficiaries at that point in time.

Fund of Funds (FoF) – A “fund of funds” is an investment fund that uses an investment strategy of holding a portfolio of other investment funds rather than investing directly in shares, bonds or other securities. This type of investing is often referred to as multi-manager investment. There are different types of “fund of funds”, each investing in a different type of collective investment scheme (typically one type per FoF), e.g. mutual fund FoF, hedge fund FoF or private equity FoF.

Futures Contract – A standardized, transferable contract that trades on an organized exchange that requires delivery of a specified investment (stock index, stock, bond, currency) at a specified price at a predetermined date. Essentially, this allows one to replicate the performance of an investment without holding the underlying investment (i.e., you can obtain the return of the S&P 500 by owning an S&P 500 futures contract and you don’t have to own all 500 stocks in the S&P 500 Index).

Government bonds – Obligations of the U.S. Government, regarded as the highest grade securities issues.

Growth stock – Stock of a company with a record of growth in earnings at a relatively rapid rate.

Hedge fund – A fund, usually used by institutions and wealthy individuals, which is allowed to use aggressive strategies that are unavailable to mutual funds, including selling short, leverage, program trading, swaps, arbitrage, and derivatives. Hedge funds are exempt from many of the rules and regulations governing other mutual funds, which allows them to accomplish aggressive investing goals. They are restricted by law to no more than 100 investors per fund, and as a result most hedge funds set extremely high minimum investment amounts, ranging anywhere from \$250,000 to over \$1 million. As with traditional mutual funds, investors in hedge funds pay a management fee; however, hedge funds also collect a percentage of the profits (usually 20%).

High Yield Bonds – This sub-asset class consists of investments in bonds issued by companies with below investment grade credit quality. High yield bonds provide high current income to the portfolio, while providing opportunities for capital appreciation when purchased at opportune times. This allocation is viewed as a tactical one, in that appropriateness of an allocation will be dependent upon the valuation of these investments and where we are in the

economic cycle. Generally, we would expect allocations to this sub-asset class to increase at the tail-end of an economic recession and decrease as the economy recovers. Credit quality of these securities ranges from BB to CCC and are in non-default status. Investments in this portfolio may include both U.S. and non-U.S. issuers.

Index – A statistical yardstick expressed in terms of percentages of a base year or years. For instance, the NYSE Composite Index of all NYSE common stocks is based on 1965 as 50. An index is not an average.

Information Ratio – This is a measure used to determine how effectively a manager is able to add excess return above a benchmark (alpha) relative to the risk (tracking error) they have taken above the risk of their benchmark. The higher the information ratio the better the risk adjusted return of the manager has been.

Institutional investor – An organization whose primary purpose is to invest its own assets or those held in trust by it for others. Includes pension funds, investment companies, insurance companies, universities and banks.

International Developed Equity – Investment in this sub-asset class includes investing in non-U.S. based companies that are domiciled in countries considered to be developed, as opposed to developing, based on per capita income levels. This sub-asset class provides long-term capital appreciation in excess of inflation. International equity may be diversified across portfolios of varying size, investment style, and exposure to opportunities in a variety of developed countries. The international developed equity portfolios provide an element of diversification relative to the domestic equity portfolios. Non-dollar currency exposure is another aspect of investing in this area that will impact performance and volatility of the asset class over the short-term, however, over the long-term, we would expect no additional return from the currency exposure.

J-Curve Effect – The curve realized by plotting the returns generated by a private equity fund against time (from inception to termination). The common practice of paying the management fee and start-up costs out of the first draw-down does not produce an equivalent book value. As a result, a private equity fund will initially show a negative return. When the first realizations are made, the fund returns start to rise quite steeply. After about three to five years, the interim IRR will give a reasonable indication of the definitive IRR. This period is generally shorter for buyout funds than for early-stage and expansion funds.

Leverage – The practice of borrowing funds in order to purchase additional investments/assets.

Liabilities – All the claims against a corporation. Liabilities include accounts, wages and salaries payable; dividends declared payable; accrued taxes payable; and fixed or long-term liabilities, such as mortgage bonds, debentures and bank loans.

Liquidation – The process of converting securities or other property into cash. The dissolution of a company, with cash remaining after sale of its assets and payment of all indebtedness being distributed to the shareholders.

Liquidity – The ability of the market in a particular security to absorb a reasonable amount of buying or selling at reasonable price changes. Liquidity is one of the most important characteristics of a good market.

Long – Signifies ownership of securities. "I am long 100 U.S. Steel" means the speaker owns 100 shares.

Market Capitalization – This is a measure of the size of a corporation. It is simply the price of a company's stock multiplied by the number of shares outstanding of that particular stock.

Market price – The last reported price at which the stock or bond sold, or the current quote.

Marked-to-Market – Revaluation of securities to market value.

Maturity – The date on which a loan or bond comes due and is to be paid off.

Mean – The mean return for an asset class is the average return for the group of observations.

Median – This is the middle return in a universe of returns. It is NOT the average return.

Municipal bond – A bond issued by a state or a political subdivision, such as county, city, town or village. The term also designates bonds issued by state agencies and authorities. In general, interest paid on municipal bonds is exempt from federal income taxes and state and local taxes within the state of issue. However, interest may be subject to the alternative minimum tax (AMT).

NASDAQ – An automated information network that provides brokers and dealers with price quotations on securities traded over-the-counter. NASDAQ is an acronym for National Association of Securities Dealers Automated Quotations.

Net asset value (NAV) – Usually used in connection with investment companies to mean net asset value per share. An investment company computes its assets daily, or even twice daily, by totaling the market value of all securities owned. All liabilities are deducted, and the balance is divided by the number of shares outstanding. The resulting figure is the net asset value per share.

New York Stock Exchange (NYSE) – The largest organized securities market in the United States, founded in 1792. The Exchange itself does not buy, sell, own or set the prices of securities traded there. The prices are determined by public supply and demand. The Exchange is a non-profit corporation of 1,366 individual members, governed by a board of

directors consisting of 10 public representatives, 10 Exchange members or allied members and a full-time chairman, executive vice chairman and president.

Nominal Return – This is the total return of an investment before taking into account the impact of inflation.

Option Contract – The right, but not the obligation, to buy (for a call option) or sell (for a put option) a specific amount of a given stock, commodity, currency, index, or debt, at a specified price (the strike price) during a specified period of time.

Par – In the case of a common share, par means a dollar amount assigned to the share by the company's charter. Par value may also be used to compute the dollar amount of common shares on the balance sheet. Par value has little relationship to the market value of common stock. Many companies issue no-par stock but give a stated per share value on the balance sheet. In the case of preferred stock, it signifies the dollar value upon which dividends are figured. With bonds, par value is the face amount, usually \$1,000.

Passive Management – An approach to money management where a manager seeks to replicate the performance of a predefined benchmark. Typically, lower management fees are associated with passive management relative to active management as there is no expectation for alpha in passive strategies.

Portfolio – Holdings of securities by an individual or institution. A portfolio may contain bonds, preferred stocks, common stocks and other securities.

Preferred stock – A class of stock with a claim on the company's earnings before payment may be made on the common stock and usually entitled to priority over common stock if the company liquidates. Usually entitled to dividends at a specified rate - when declared by the board of directors and before payment of a dividend on the common stock - depending upon the terms of the issue.

Premium – The amount by which a bond or preferred stock may sell above its par value. May refer, also, to redemption price of a bond or preferred stock if it is higher than face value.

Price-to-earnings ratio – A popular way to compare stocks selling at various price levels. The P/E ratio is the price of a share of stock divided by earnings per share for a 12-month period. For example, a stock selling for \$50 a share and earning \$5 a share is said to be selling at a price-to-earnings ratio of 10.

Prime rate – The lowest interest rate charged by commercial banks to their most credit-worthy customers; other interest rates, such as personal, automobile, commercial and financing loans are often pegged to the prime.

Private Equity – This sub-asset class invests in the equity of privately held-companies. The role of this sub-asset class is to provide high real returns over long periods of time. The

private equity allocation will be comprised of opportunities both within the U.S. and internationally. Specific types of strategies will include venture capital, buyout, and opportunistic/special situations investing.

Private Placement – Issuance of debt or equity directly to an investor or investors.

Proxy – Written authorization given by a shareholder to someone else to represent him or her and vote his or her shares at a shareholders meeting.

Prudent Person Rule – An investment standard; also called the Prudent Man Rule. In some states, the law requires that a fiduciary, such as a trustee, may invest the fund's money only in a list of securities designated by the state - the so-called legal list. In other states, the trustee may invest in a security if it is one that would be bought by a prudent person of discretion and intelligence, who is seeking a reasonable income and preservation of capital.

Public Equity – This is an asset class consisting of publicly owned stock or other securities representing an ownership interest. This asset class includes domestic, hedged, developed international and emerging market equity.

Public Debt – This is an asset class consisting of various types of debt instruments including those issued by the U.S. Treasury, its agencies and corporations. Also included are securitized mortgages, asset-backed securities and dollar denominated debt issued by foreign nations.

Rally – A brisk rise following a decline in the general price level of the market, or in an individual stock.

Rebalancing – Realigning the proportions of assets in a portfolio as needed.

Real Estate Investment Trust (REIT) – A form of corporate organizational structure specifically allowed for companies whose assets are made up primarily of real estate. REITs are required to pay out 90% of their net income to investors in the form of a dividend. Real estate primarily serves as a hedge against unanticipated general price inflation, and may also provide a significant amount of income due to the nature of real estate in providing revenues from rental properties.

Real Return – The return of a portfolio or investment after accounting for the effects of inflation.

Required Rate of Return – This is the real rate of return that the portfolio must generate in order to fund the liabilities per the actuarial assumptions being made. In PSRS/PEERS' case, the Systems must earn 4.75% after inflation in order to fund its liabilities with no increase in the contribution rate.

Risk – The uncertainty of outcome or the likelihood of a loss.

Risk-Free Rate – This is the return one would expect to earn on a “risk-free” investment. To an individual, the risk-free rate is normally defined by the return on a 3-month U.S. Treasury Bill; however, to a pension plan like PSRS/PEERS, its risk free rate could be considered to be the asset that most highly correlates with its liabilities. Many academics have argued that this asset may very well be a Treasury Inflation Protected Security of very long maturity.

Risk-Adjusted Return – This is a return measure utilized to compare the return of two portfolios with different levels of risk. By “equalizing” the risk of both investments, you can compare the returns for an “apples-to-apples” comparison. The Sharpe Ratio is a common measure for obtaining risk-adjusted return comparisons.

Risk Premium – In the aggregate, investors who take risk expect to be compensated for that risk with higher returns. The expected risk premium on an asset is the amount which the asset is expected to outperform to compensate for the additional risk.

As an example - one should expect bonds to outperform cash because they subject the investor to inflation risk and in some cases credit risk and prepayment risk that an investor in a short-term Treasury Bill does not incur. If cash paid a higher return than bonds over long periods of time and cash had less risk than bonds, no one would invest in bonds because they would not be being compensated for the risks they were bearing. Thus, over very long periods of time one would expect stocks to earn a risk premium over bonds and bonds to earn a risk premium over cash.

Think of a risk premium as a form of hazard pay for your investments. Just as employees who work relatively dangerous jobs receive hazard pay as compensation for the risks they undertake, risky investments must provide an investor with the potential for larger returns to warrant the risks of the investment.

SEC – The Securities and Exchange Commission, established by Congress to help protect investors. The SEC administers the Securities Act of 1933, the Securities Exchange Act of 1934, the Securities Act Amendments of 1975, the Trust Indenture Act, the Investment Company Act, the Investment Advisers Act and the Public Utility Holding Company Act.

Separate Account – Funds managed on an individual account basis; no pooling with other investors. The client owns the securities.

Sharpe Ratio – This ratio is often used to measure the risk-adjusted return of a portfolio. It is calculated by taking a portfolio’s return above the risk-free rate (often defined as 3-month Treasury Bills) and dividing it by the risk level (standard deviation) of the portfolio. This measures how much return a portfolio or manager is producing for each unit of risk they take.

Short sale – Also referred to as “shorting a stock”, a short sale is the process of selling a stock that is not owned by the investor. If an investor has a negative view of a stock and believes its price will fall, shorting becomes an attractive action. Essentially, the investor will borrow the stock from someone who owns it (paying them a fee to borrow it), and then they will sell the

stock. If the stock falls, there is a profit as the investor sold it at a higher price and is now able to buy it back cheaper and return it to the entity from whom it was borrowed. In contrast, if the stock goes up, the investor transacting the short sale loses money because they sold it at a lower price and now have to buy it back at a higher price.

Short-Term Investments – Any fixed income investment with less than one year to maturity.

Soft Dollars – The value of goods or services that brokerage houses supply to investment managers "free of charge" in exchange for the investment managers' business.

Sovereign wealth fund (SWF) – A sovereign wealth fund is a state-owned fund composed of financial assets such as stocks, bonds, property or other financial instruments. Sovereign wealth funds have gained world-wide exposure by investing in several Wall Street financial firms including Citigroup, Morgan Stanley and Merrill Lynch. These firms needed a cash infusion due to losses resulting from the credit crunch.

Some sovereign wealth funds are held solely by central banks, which accumulate the funds in the course of their fiscal management of a nation's banking system; these types of funds are usually of major economic and fiscal importance. Other sovereign wealth funds are simply the state savings which are invested by various entities for the purposes of investment return, and which may not have a significant role in fiscal management.

Spreads – The difference between two prices.

Standard Deviation – A statistical measure used to determine the risk, or volatility, of a portfolio. It reflects the average deviation of the sample observations from the mean (average) of the observations. Since it measures the width of the range of return outcomes, the larger the standard deviation, the greater the risk (volatility) of the portfolio. For example, if the mean return of an asset class is 5% and the standard deviation is 10, you can expect the range of outcomes to be between +15% and -5% about 68% of the time assuming the returns are normally (i.e. equally) distributed around the mean.

Stock exchange – An organized marketplace for securities featured by the centralization of supply and demand for the transaction of orders by member brokers for institutional and individual investors.

Stock dividend – A dividend paid in securities rather than in cash. The dividend may be additional shares of the issuing company, or in shares of another company (usually a subsidiary) held by the company.

Swap – A swap is an agreement entered into by two parties where each agree to pay a particular stream of payments according to specified terms. Typically one is paying a fixed rate, while the counterparty is paying a floating rate that varies with the performance of a particular investment benchmark.

Tender offer – A public offer to buy shares from existing stockholders of one public corporation by another public corporation under specified terms good for a certain time period. Stockholders are asked to "tender" (surrender) their holdings for stated value, usually at a premium above current market price, subject to the tendering of a minimum and maximum number of shares.

Ticker – A telegraphic system that continuously provides the last sale prices and volume of securities transactions on exchanges. Information is either printed or displayed on a moving tape after each trade.

Total Return – Interest or dividend income plus any realized or unrealized capital gain (or loss) on an investment.

Tracking Error – This is a measure used to determine the amount by which the performance of a portfolio differs from that of a given benchmark. Technically, it is the annual standard deviation of the difference between the portfolio and the benchmark. It is a good measure to determine how consistently a manager achieves a return close to a pre-defined benchmark.

Treasury Inflation Protected Securities (TIPS) – These securities are backed by the full faith and credit of the United States and are quite liquid. TIPS is a sub-asset class intended to generate a real return as inflation protection is a vital part of the instrument. Unlike nominal bonds, which will be hurt by increases in interest rates and inflation, TIPS will not. TIPS also provide a source of current income and reduce the overall volatility of the portfolio. In addition, this asset is viewed as the best hedge against the Systems' liabilities due to similarities in duration and inflation sensitivity, thus it is viewed as the best risk-free asset in relation to the liabilities.

Value-At-Risk (VAR) – A statistical technique used to determine the amount that can be expected to be lost from a portfolio of investments over a specified time frame.

Yield – Also known as return. The dividends or interest paid by a company expressed as a percentage of the current price. A stock with a current market value of \$40 a share paying dividends at the rate of \$3.20 is said to return 8% ($\$3.20 \div \40.00). The current yield on a bond is figured the same way.

Yield Curve – The relationship between time-to-maturity and the yield for fixed income in a given risk class.

Yield-to-maturity – The yield of a bond to maturity takes into account the price discount from, or premium over, the face amount. It is greater than the current yield when the bond is selling at a discount and less than the current yield when the bond is selling at a premium.

Yield Spreads – The differences in yields on different types of fixed income securities which is a function of supply and demand, credit rating, and anticipated interest rate changes.

Generally, the greater the “spread” of a bond compared to a U.S. Treasury Bond, the greater the risk of that particular bond investment.

Appendix A

Public Equity Implementation Manual The Public School and The Public Education Employee Retirement Systems of Missouri

I. Introduction

On June 9, 2008 the Board of Trustees of The Public School and The Public Education Employee Retirement Systems of Missouri ('PSRS' and 'PEERS', respectively, and hereinafter collectively referred to as 'PSRS/PEERS' or 'Systems') approved a number of changes to the Systems' overall Public Equity allocation, including re-defining the segments of the overall allocation into four distinct areas:

- Large-Cap Domestic Equity Program (also referred to as the 'Large-Cap Program' or 'L-CAP'). The Alpha Overlay portfolio resides as a multi-manager pool within the Large-Cap Program.
- Small-Cap Program (also referred to as 'S-CAP').
- Hedged Equity Program.
- Global Equity Program.

Each program within the Public Equity allocation is a separate multi-manager composite that is treated generally as a single portfolio. Each program serves a specific and distinct role within the overall Public Equity Composite and also within the overall Total Plan allocation. Over time, the Public Equity Composite and its sub-components serve as an effective and efficient vehicle to supply the underlying beta exposure to a portfolio of global stocks required by the Systems' asset allocation policy, while providing the opportunity to achieve excess returns above that of a passive equity benchmark¹ through the prudent combination of passive investment vehicles and a wide range of active investment strategies.

Specific investment strategies approved for the Public Equity Composite include market neutral and long/short active domestic equity and non-U.S. equity management. These include strategies where the portfolio beta is essentially equal to one (e.g., 130/30 approaches) and strategies where the portfolio beta is less than one (e.g., long/short strategies that are focused on earning more stable, absolute returns over time through underlying stock selection and modest beta exposure). Additionally, multi-asset directional and non-directional strategies and traditional long-only (active and passive)

¹ The customized Public Equity Policy Benchmark is comprised of 68.0 percent Russell 3000 Index and 32.0 percent MSCI AC World Free Ex-U.S. (Net) Index.

management approaches may be utilized.² Exposure to the various approved investment strategy types listed above will be achieved through the identification, selection and on-going management of SEC-registered³ investment advisors (including fund-of-funds advisors) qualified to serve as fiduciaries to the Systems. Fund-of-funds typically build diversified portfolios of underlying investment strategies through the selection and retention of underlying investment managers. Fund-of-funds managers utilized by the Systems may utilize organizations that are not registered with the SEC.

The Investment Staff, with assistance from one or more Consultants (including Specialty Consultants), is charged with administering the Public Equity Composite. The Investment Staff, working jointly at all times with at least one Consultant, is responsible for manager hiring and termination decisions (Consultant approval is not required for fund-of-funds), the development and implementation of investment strategies, and manager allocation policies and practices. The long-term strategic allocation to the Public Equity Composite is 53.0 percent of the Systems' Total Fund assets. On June 9, 2008, the Board adopted the policies and procedures for the Public Equity Composite set forth in this Implementation Manual.

II. Statement of Purpose of Implementation Manual

The Public Equity Implementation Manual provides formal documentation of the investment policies and procedures for all Public Equities and is incorporated into the Systems' Investment Policy as Appendix A. The document serves as a reference point for the management of Public Equity assets by providing a clear definition of the Composite's philosophies, objectives, and practices and also gives guidance to those responsible for overseeing and administering the Public Equity Composite – that is, the Board, Executive Director, Investment Staff and Consultant(s).

The Implementation Manual is intended to serve in tandem with the Investment Policy as it relates to the Public Equity Composite. The development and maintenance of the Implementation Manual is the responsibility of the Investment Staff. Any revisions to the policies and procedures set forth herein must be approved by the Board of Trustees. The General Consultant and Specialty Consultants are also expected to provide input regarding changes to the directives specified in this document. The Implementation Manual may be revised at any time.

III. Investment Philosophy

The Public Equity Composite will be managed with a distinct and separate set of investment objectives and guidelines, and is treated for purposes of strategy formulation,

² A full definition of each investment strategy type is contained in Section IV – Approved Investment Strategies.

³ Refers to external investment advisors that are registered with the Securities & Exchange Commission. However, SEC registered fund-of-fund providers may utilize underlying managers that are not registered with the SEC.

risk management, asset class rebalancing and Board-level performance reporting as a single portfolio within the overall structures of PSRS and PEERS. Each program within Public Equity will also be managed with a separate set of investment objectives and guidelines, and each program will be tracked on an individual basis for performance measurement purposes. Overall, the Public Equity Composite is designed to provide effective and efficient global equity exposure, diversification, risk control and the opportunity for excess returns above passive alternatives through the deployment of a wide variety of active investment strategies.

The Systems utilize a number of specific investment policies and practices that are unique to the Public Equity Composite and its sub-components. These policies and practices are described in the paragraphs that follow.

A. Public Equity Composite Performance Objective

The performance objective for the Public Equity Composite is to exceed the returns of the broad global equity markets while incurring a level of risk that is generally consistent with the policy benchmark. Based on the Systems' general beliefs and expectations regarding the level of excess returns that can be generated in the global equity area by a carefully reasoned combination of active and passive management styles, the following performance objective has been established for the Public Equity Composite:

Public Equity Composite Performance Objective

The performance goal of the Public Equity Composite is to achieve a net-of-fees return that is 100-125 basis points above the return of the Public Equity Benchmark over a full market cycle. This return objective will be pursued by targeting a tracking error objective of approximately 300-500 basis points relative to the Public Equity Benchmark. Over shorter periods of time, the tracking error may be higher. Generally, a longer-term focus must be maintained in the evaluation of success in managing both tracking error and the level of excess returns. The Investment Staff may choose to lower the excess return target and the tracking error target during times when quality active strategies appear limited. For the Public Equity Composite and the composites for each individual program, returns will be measured on both an absolute basis and a risk-adjusted basis.

As discussed in Section I of this Implementation Manual, the Public Equity Composite will be managed as four separate programs. Each program is designed as a multi-manager pool with a distinct and separate set of investment objectives and guidelines that is treated for purposes of strategy formulation, risk management, asset class rebalancing and Board-level performance reporting as a single portfolio within the overall Public Equity Structures of PSRS and PEERS. As such, each program has the following specific investment philosophies and performance objectives.

B. Large-Cap Program Investment Philosophy and Performance Objective

The Large-Cap Program's objective is to provide long-term capital appreciation and dividend income through broad exposure to large-cap U.S. stocks. Other asset types beyond large-cap U.S. stocks may reside in the Large-Cap Program through the Alpha Overlay portion of the L-CAP portfolio. The performance objective for the Large-Cap

Program is to exceed the returns of the broad large-cap domestic equity markets through the use of a wide variety of active management approaches while incurring a level of risk that is generally consistent with the policy benchmark. Specific investment strategies approved include: passive investment vehicles; traditional long-only active domestic equity management; strategies appropriate for alpha overlay (outlined in *Section V.B*), and active long/short approaches.^{4/5} Appropriate levels of market exposure may also be obtained using derivatives (such as futures contracts and SWAP agreements). Cash and cash equivalent balances associated with a derivatives-based approach are permitted to be managed in an active fashion by external asset managers as an additional tool to add incremental excess returns above the strategic benchmark. Market exposure derived through the use of derivatives (and the associated cash and cash equivalent balances) will not exceed 30.0 percent of the total market value of the Large-Cap Program.

Large-Cap Strategic Benchmark	Russell 1000 Index
Excess Return Objective Over a Full Market Cycle	50-100 basis points above the Benchmark
Tracking Error Objective Relative to the Benchmark	250-400 basis points

C. Small-Cap Program Investment Philosophy and Performance Objective

The Small-Cap Program’s objective is to provide long-term capital appreciation and dividend income in excess of inflation through exposure to small-cap U.S. stocks. The performance objective for the Small-Cap Program is to exceed the returns of the broad small-cap domestic equity markets while incurring a level of risk that is generally consistent with the policy benchmark. Specific investment strategies approved include: passive investment vehicles and traditional long-only active domestic equity management. Appropriate levels of market exposure may also be obtained using derivatives (such as futures contracts and SWAP agreements). Cash and cash equivalent balances associated with a derivatives-based approach are permitted to be managed in an active fashion by external asset managers as an additional means to add incremental excess returns above the strategic benchmark. Market exposure derived through the use of derivatives (and the associated cash and cash equivalent balances) will not exceed 30.0 percent of the total market value of the Small-Cap Program.

⁴ A more complete definition of each investment strategy type is included in *Section IV – Approved Investment Strategies*.

⁵ The active long/short investment strategies are designed to provide both the underlying stock market (or, beta) exposure and access to a manager’s active investment process (often referred to as a ‘beta one’ approach). Within the Alpha Overlay Program, the approved investment strategies provide primarily the opportunity for active returns. These strategies are then combined with separate methods to gain underlying stock market exposure (i.e., equitization) to complete the process (referred to as a portable alpha approach).

Small-Cap Strategic Benchmark	Russell 2000 Index
Excess Return Objective Over a Full Market Cycle	100-200 basis points
Tracking Error Objective Relative to the Benchmark	400-600 basis points

D. Hedged Equity Investment Philosophy and Performance Objective

The Hedged Equity Program’s objective is to provide diversification to the total portfolio and reduce volatility within the Public Equity composite by targeting of a beta of .3 to .6 relative to the global developed equity markets. The purpose of this Program is to enhance the overall risk/return profile of the Public Equity composite through the inclusion of specialized investment strategies that typically utilize managers who are both long and short various companies within the global equity markets. These strategies may utilize leverage as allowed within their governing documents. The returns from these strategies have historically had a low to moderate correlation with the traditional equity markets, thus providing diversification benefits in addition to portfolio return enhancement. These strategies seek to control risks and maintain a focus on absolute returns. The inherent nature of these vehicles to serve as a “hedge” provides for the expectation that this category will lag the equity market during times when equities are performing above the long-term averages, however when equities are performing below the long-term averages, it would be expected to outperform the equity market. In addition, managers within this asset class have historically possessed significantly lower volatility relative to traditional equity managers.

Hedged Equity Strategic Benchmark	(68% Russell 3000 x 40%) + (32% MSCI AC World Free Ex-U.S. (Net) Index x 40%) plus 3%
Excess Return Objective Over a Full Market Cycle	(68% Russell 3000 x 40%) + (32% MSCI AC World Free Ex-U.S. (Net) Index x 40%) plus 3%
Tracking Error Objective Relative to the Benchmark	400-600 basis points

E. Global Equity Investment Philosophy and Performance Objective

The Global Equity Program objective is to provide long-term capital appreciation and dividend income in excess of inflation through exposure to global stocks. The performance objective for the Global Equity Program is to exceed the returns of the broad global equity markets while incurring a level of risk that is generally consistent with the policy benchmark. Specific investment strategies approved include: passive investment vehicles; traditional long-only active global equity management and active long/short approaches.^{6/7} The global managers may from time to time decide to actively manage currency within their portfolio subject to the constraints of their governing documents.

⁶ A more complete definition of each investment strategy type is included in Section IV – Approved Investment Strategies.

⁷ The active long/short investment strategies are designed to provide both the underlying stock market (or, beta) exposure and access to a manager’s active investment process (often referred to as a ‘beta one’ approach).

Global Equity Strategic Benchmark	74% MSCI AC World Free Ex-U.S. (Net) Index and 26% MSCI AC World Free (Net) Index
Excess Return Objective Over a Full Market Cycle	150-175 basis points
Tracking Error Objective Relative to the Benchmark	350-500 basis points

In order to achieve each of the performance objectives specified above, it is anticipated that at times the programs will differ significantly from the appropriate benchmark in terms of portfolio construction and risk characteristics. While these differences will likely result in short-term return volatility relative to the benchmark (i.e., tracking error), the combination of investment strategies utilized in the total Public Equity Composite are expected to provide favorable risk-adjusted rates of return over full market cycles.

F. Delegation of Manager Hiring and Termination Decisions

The Board of Trustees has delegated to the Investment Staff and Consultant(s) all manager hiring and termination decisions within the Public Equity Program. The Executive Director, Chief Investment Officer and at least one External Asset Consultant (either the General Consultant or a Specialty Consultant) must unanimously agree upon all manager hiring and termination decisions in writing. The Staff will provide the Board with a detailed review of all manager hiring decisions at least one week prior to the execution of a contract with an external service provider. The Staff will inform the Board in writing within 72 hours of a termination decision. The specific details regarding the Systems’ external hiring and termination procedures are described in Appendix III, Service Provider Hiring, Retention and Termination Policy.

IV. Approved Investment Strategies

The Board has approved the following types of broad investment strategies for inclusion in the Public Equity Composite:

- **Traditional passive index funds** – Passive exposure to the broader global equity markets or to certain segments of the market, such as growth, value, developed or emerging markets. Passive investment strategies can generally be characterized as low cost exposure to a broad section of the market that is designed to deliver the general equity risk premium and closely follow a specified index, but they are not constructed to deliver excess returns from active management decisions.
- **Traditional long-only active equity management** – The traditional form of active management whereby investment managers are allowed to own (or overweight) positions in securities they believe are attractive investments and not own (or underweight) stocks that are viewed to be unattractive. Within long-only mandates, the ability to sell short securities is expressly prohibited.

Mandates may take the form of separate accounts or participation in commingled investment vehicles.

- **Long/short active equity management (beta equal to one)** – An active portfolio management strategy that allows managers to own (or overweight) securities they believe to be attractive investments and not own, underweight or sell short securities believed to be unattractive investments. Typically with long/short mandates, the aggregate of the long positions and short positions equal full market exposure (i.e., a beta of 1.0) with alpha (or value added above benchmark returns) coming from stock or sector selection, not from an adjusted market beta (e.g., a portfolio with 120% long exposure and 20% short exposure equals full market exposure, or an approximate portfolio beta of 1.0 and a leverage ratio of 0.4x).⁸ Long/short mandates require a prime brokerage account, the potential use of futures contracts and occasionally tri-party custodial agreements. While the manager that implements long and short positions will typically leverage the portfolio on a controlled basis to obtain proper portfolio positions, a long/short portfolio will generally not have any material net leveraged exposure to the stock market (i.e., leveraged beta). The leveraging of a portfolio can, however, increase the level of active management risk. Mandates may take the form of separate accounts or participation in commingled investment vehicles.
- **Market neutral and long/short active domestic equity and non-U.S. equity management (beta less than one)** – Active portfolio management strategies that allow managers to own (or overweight) securities they believe to be attractive investments and not own, underweight or sell short securities believed to be unattractive investments. Market neutral managers may utilize, as an example, 90% long positions and 90% short positions with little or no beta exposure to the market (a beta of approximately 0.0). Market neutral managers may also more directly add leverage to the portfolios by implementing strategies whereby long positions and short positions each equal, for example, 200% of the total notional value of the portfolio. A long/short portfolio is similar to market neutral in that managers may hold both long positions and short positions in equity securities. A long/short manager in this context, however, may over time have a net long position bias in the overall portfolio construction process (a beta greater than 0.0). For example, a long/short manager in this context may hold a portfolio that is 120% long and 50% short. Additional beta, if desired, is typically achieved through the use of S&P 500 futures contracts or SWAP agreements to replicate passive market exposure. The Investment Staff may elect to hire, retain, and equitize managers with a net long position bias, but Staff shall take into account the expected long exposure in each manager's account when determining the proper level of overall equitization for Alpha Overlay or the Hedged Equity Program. Market neutral and long/short portfolios require a prime brokerage account and the use of futures or SWAP agreements. The

⁸ Long/short managers, to ensure that market risk is appropriately managed, use a variety of sophisticated risk control measures.

leverage applied to an alpha overlay portfolio can increase the level of overall risk. Some positions held by managers falling into this category of investments may be relatively illiquid.

- **Multi-asset directional and non-directional strategies** – This very broad category of investment strategies seek diverse sources of alpha generation (often on a global basis) and positive absolute returns through a wide variety of beta exposures (i.e., long positions in a diversified portfolio of investment types) that may or may not be layered onto passive exposure to domestic stocks (i.e., alpha overlay). By separating beta (the underlying exposure to domestic stocks) from alpha, managers in this space are able to look across a large cross section of global alpha opportunities and beta sources to add value above domestic equity benchmarks, such as the S&P 500 Index. This category includes the following approaches: diversified relative value, relative value credit, credit-driven, distressed/restructuring credit, diversified event driven, global macro, global asset allocation, and multi-strategy. Global macro strategies are defined as taking long and short positions based on top-down macroeconomic analysis (i.e., interest rates, foreign exchange rates and commodity prices). Global strategies involve long and short positions in securities of diverse geographical regions such as developed and emerging markets. Event driven strategies involve taking long and short positions in order to exploit the relative valuation differentials between securities rising from transactional events such as spinoffs, mergers/takeovers, and reorganizations. Relative value strategies seek to capitalize on price discrepancies between different securities within a similar type or between diverse security groups. The controlled use of leverage is common within strategies falling under this category. Operational requirements for multi-asset directional and non-directional strategies are manageable, but can be somewhat more complex than U.S. long/short and market neutral. These strategies are also more apt to be offered as part of a fund structure, reducing the operational complexities faced by the Systems. The Investment Staff may elect to hire, retain, and equitize managers with a net long position bias in this category, but Staff shall take into account the expected long exposure in each manager's account when determining the proper level of overall equitization for the Alpha Overlay portfolio or the Hedged Equity Program. Managers retained by the Systems in this category of investments may hold a portion of the portfolio in relatively illiquid positions.

Exposure to the various segments of the global equity market (i.e., developed, emerging, growth, value, etc.) and to the approved investment strategy types listed above will be achieved through the identification, selection and on-going management of SEC-registered investment advisors qualified to serve as fiduciaries to the Systems.

A. Risk Management

Diversification is the primary risk management tool within the Public Equity Composite. The Systems will maintain a prudent level of diversification by establishing and adhering to ranges for sector exposure (i.e., U.S. and non-U.S. and growth and value) and by

diversifying across active investment strategy types, and by ensuring that portfolios are diversified across a number of individual holdings.

Individual investment strategies can appear risky when viewed in isolation. When carefully reasoned combinations of diverse investment strategies are viewed in the aggregate, the resulting portfolios can produce a return pattern over time that exhibits very favorable risk/return characteristics. With that goal in mind, the Staff and Consultant(s) will give careful consideration to strategy combinations through quantitative and qualitative risk management techniques. The objective will be to develop a portfolio with optimal risk/return characteristics. The analysis of how individual portfolios perform within a larger composite will be part of both the investment search process and the ongoing evaluation of the Public Equity Composite.

B. Leverage

The process of applying leverage to a portfolio may be used by investment managers within the Public Equity Composite on a carefully managed and controlled basis as necessary to obtain proper portfolio positions. While the use of leverage can increase the level of active management risk and overall risk within a portfolio, each manager will be required to demonstrate the proper level of risk management sophistication required to limit unnecessary active risk. Staff and Consultant(s) will monitor the leverage exposure of individual managers and of the total composite.

V. Implementation

A. Guidelines for Strategy and Manager Allocations

Allocations to the Public Equity managers may be altered over time as a means to control risk and add incremental excess returns. Actual allocations to Public Equity managers may deviate from initial targets as a result of market fluctuations or from the transfer of assets from one manager to another. The manager allocation strategies employed within the Public Equity Composite may from time to time result in modest 'style tilts' to the portfolio. All active decisions to reallocate funds within Public Equity that result from changes in the target manager weights are based on a careful assessment of the expected relative risk and return potential for each manager. Incorporation of tactical manager allocation strategies is expected to improve the risk/return profile of the Public Equity Composite.

Monitoring the allocations to each manager and, when necessary, making strategic changes to those allocations to take advantage of market and investment management opportunities are important components of Staff's responsibilities in managing the Public Equity Composite. Staff shall adhere to the following guidelines when determining the dollar allocations to the Public Equity managers:

- Changes to the manager allocations shall be based on longer-term expectations and should not be guided by short-term fluctuations in the capital markets,

- A prudent level of style and process diversification shall be maintained at all times,
- No active external asset manager shall invest more than 25.0 percent of the total assets of the Program where it resides based on market values (a fund-of-funds manager may invest more than 25.0 percent of the assets within a given program and certain managers may hold allocations within more than one Program), and
- Any changes in the allocations to managers should be completed in a cost efficient manner, utilizing ‘natural’ cash flows to the extent possible.

It is possible, at times, that a manager may be under contract with the Systems but will not manage any assets. Such a situation would be based on the Systems’ manager allocation strategies. The initial allocations and all reallocations are based on a careful assessment of the relative risk and return potential for each manager. The Investment Staff is responsible for documenting the rationale for actions taken in accordance with this policy.

The following chart indicates the target allocations for each of the Programs within the Public Equity Composite as a percent of total plan assets.

	Minimum Allocation	Neutral Target	Maximum Allocation
Large-Cap U.S. Equity	18%	28%	38%
Small-Cap U.S. Equity	0%	3.5%	7%
Hedged Equity	0%	2.5%	5%
Global Equity	9%	19%	29%

B. Large-Cap Program: Guidelines for Strategy and Allocations

Staff shall manage the allocations within the Large-Cap Program so that the portfolios fall within the ranges shown below:

	Minimum Allocation	Neutral Target	Maximum Allocation
Passive Index Funds	25%	50%	100%
Long-only active	0%	30%	75%
Active long/short	0%	10%	40%
Alpha Overlay	0%	10%	20%

	Minimum Allocation	Style Neutral Target	Maximum Allocation
Value	25%	50%	75%
Growth	25%	50%	75%

Note: Investment style exposure will be measured using the Frank Russell Style Indices.

The Alpha Overlay portfolio resides within the Large-Cap Domestic Equity Program. Specific investment strategies approved for the Alpha Overlay portfolio include: market neutral and long/short active domestic equity and non-U.S. equity management, multi-asset directional and non-directional strategies, and traditional long only (active and passive) management. The Alpha Overlay portfolio may specifically utilize hedge fund-of-funds. A hedge fund-of-funds may employ underlying hedge fund vehicles that employ a very wide range of investment strategies. All hedge fund-of-funds employed by the Systems must be SEC-registered advisors. A hedge fund-of-fund may, however, employ direct hedge funds that are not managed by advisors registered with the SEC. Traditional long-only management (active and passive) shall not exceed 25.0 percent of the Alpha Overlay portfolio.

The performance objective of the Alpha Overlay portfolio is to achieve a net-of-fees return that is approximately 200-250 basis points above the return of the S&P 500 Index over a full market cycle. This return objective will be pursued by targeting a tracking error objective of approximately 400-500 basis points relative to the S&P 500 Index. Over shorter periods of time, the tracking error may be higher than 500 basis points. The Investment Staff may choose to lower the excess return target and tracking error target during times when quality active strategies appear limited.

The Alpha Overlay portfolio may utilize investment strategies that hold securities that are relatively illiquid. The Investment Staff may elect to hire, retain, and equitize managers with a net long position bias, but Staff shall take into account the expected long exposure in each manager's account when determining the proper level of overall equitization for the Alpha Overlay portfolio. The Alpha Overlay portfolio is designed specifically to aid in the objective of providing incremental active returns over a passive benchmark within the Large-Cap Domestic Equity Program.

C. Small-Cap Program: Guidelines for Strategy and Allocations

Staff shall manage the allocations within the Small-Cap Program so that the portfolios fall within the ranges shown below:

	Minimum Allocation	Style Neutral Target	Maximum Allocation
Value	25%	50%	75%
Growth	25%	50%	75%

Note: Investment style exposure will be measured using the Frank Russell Style Indices.

D. Hedged Equity Program: Guidelines for Strategy and Allocations

Approved investment strategies of the Hedged Equity Program include market neutral and long/short domestic equity and non-U.S. equity management (beta less than one), multi-asset directional and non-directional strategies, and traditional long-only active global equity management. Staff shall manage the allocations within the Hedged Equity Program so that the portfolios fall within the ranges shown below:

	Minimum Allocation	Neutral Target	Maximum Allocation
Active long/short strategies with a beta of 0 to 1.0	75%	100%	100%
Long-only active strategies with a beta of 1.0 or derivative beta exposure	0%	0%	25%
Multi-asset directional and non-directional strategies	0%	0%	25%

The Hedged Equity Program may specifically utilize hedge fund-of-funds. A hedge fund-of-funds may employ underlying hedge fund vehicles that employ a very wide range of investment strategies. All hedge fund-of-funds employed by the Systems must be SEC-registered advisors. A hedge fund-of-fund may, however, employ direct hedge funds that are not managed by advisors not registered with the SEC. The Hedged Equity portfolio may utilize investment strategies that hold securities that are relatively illiquid. Equitization through futures or SWAPS is permitted within the Hedged Equity Program.

E. Global Equity Program: Guidelines for Strategy and Allocations

The customized benchmark for the Global Equity Program on June 1, 2008 was 76% Morgan Stanley Capital International All County World Index (MSCI ACWI) Free Ex-U.S. and 24% MSCI ACWI. It is expected that the customized benchmark may change over time to reflect the appropriate PSRS/PEERS allocation to dedicated international or global strategies. As of March 31, 2008, the broad regional allocation for the MSCI ACWI Free Ex-U.S. Index was the following:

- Europe: 52%,
- Japan: 14.9%,
- Asia Ex-Japan: 7.3%
- Emerging Markets: 19.3%
- North America 6.5%.

The MSCI ACWI Index included a 41.4% allocation to the U.S. as of March 31, 2008 with respectively lower allocations to each of the other regional allocations. PSRS/PEERS hires external managers to implement strategies based on specified benchmarks. Within the Global Equity Program, individual Investment Guidelines have been established for each external asset manager. These guidelines specify the range of permissible regional investments relative to assigned benchmark regional weights.

In addition, Staff shall manage the allocations within the Global Equity Program so that the aggregate investment style of the portfolios falls within the ranges shown below:

	Minimum Allocation	Neutral Target	Maximum Allocation
Global Strategies	10%	26%	50%
International (including emerging) strategies	50%	74%	90%
Total in emerging markets	0%	Combined weight of customized benchmark	2x benchmark weight

	Minimum Allocation	Neutral Target	Maximum Allocation
Passive Index Funds	0%	10%	100%
Long-only active	0%	80%	100%
Active long/short	0%	10%	40%

F. Valuation

All investments will be valued in accordance with U.S. generally accepted accounting principles (GAAP) as noted in the Investment Policy. GAAP requires investments to be reported at fair value on a trade date basis.

Publicly traded securities are valued based on the last bid price or quoted closing market price at the period end date based on current exchange rates.

All securities that are held in custody by the Master Custodian are priced by both the Master Custodian and the Investment Manager. A predetermined threshold for price variance between the Master Custodian and Investment Manager has been set. If the price variance of a security exceeds the threshold, the Master Custodian and the Investment Manager research the pricing further to determine the appropriate value.

Hedged Equity and Alpha Overlay investments are valued in accordance with the procedures described in Appendix C, Absolute Return Implementation Manual, Section IV.C.

Appendix B

Public Debt Implementation Manual

The Public School and The Public Education Employee Retirement Systems of Missouri

I. Introduction

On December 21, 2007, the Board of Trustees of The Public School and The Public Education Employee Retirement Systems of Missouri ('PSRS' and 'PEERS', respectively, and hereinafter collectively referred to as 'PSRS/PEERS' or 'Systems') approved a number of changes to the Systems' Public Debt allocation, including the movement from a composite built around the Lehman Aggregate benchmark to a composite focused primarily on U.S. Treasury and TIPS securities. PSRS/PEERS increased the allocation to higher beta asset classes and more diversified alpha strategies in the period leading up to December 21, 2007. It is anticipated that the implementation process for those strategies will continue. As such, the Public Debt portfolio is being converted to a higher quality and more simplified structure that will provide significant diversification to the Total Fund.

The Investment Staff, with assistance from one or more External Consultants (Consultants), is charged with administering the Program. The Investment Staff, working jointly at all times with at least one Consultant, is responsible for manager hiring and termination decisions, the development and implementation of investment strategies, and manager allocation policies and practices.

II. Statement of Purpose of Implementation Manual

The Implementation Manual provides formal documentation of the investment policies and procedures for the Program and is incorporated into the Systems' Investment Policy as Appendix B. The document serves as a reference point for the management of the assets by providing a clear definition of the Program's philosophies, objectives, and practices and also gives guidance to those responsible for overseeing and administering the Program – that is, the Board, Executive Director, Investment Staff and Consultant(s).

The Implementation Manual is intended to serve in tandem with the Investment Policy as it relates to the Public Debt Program. The development and maintenance of the Implementation Manual is the responsibility of the Investment Staff. Any revisions to the policies and procedures set forth herein must be approved by the Board of Trustees. The General Consultant is also expected to provide input regarding changes to the directives specified in this document. The Implementation Manual may be revised at any time.

III. Investment Philosophy

The Public Debt Program will be treated as a separate and distinct asset class within the Total Fund structures of PSRS/PEERS with a customized set of objectives, strategies and guidelines. The specific risks and return associated with the Program will be viewed both in isolation and within the context of the entire Fund structure. The Public Debt Program is designed to provide effective and efficient exposure to fixed income securities.

A. Overall Investment Objectives

The Public Debt allocation is intended to act as a source of income for PSRS/PEERS. The allocation should create substantial diversification to the total portfolio and reduce Total Fund volatility through low correlation to other asset classes. Specifically, the Public Debt portfolio should provide asset protection at the Total Fund level in periods of economic stress.

B. Performance Expectations and Benchmark

The policy benchmark for the Public Debt allocation will be 80% Lehman Brothers U.S. Treasury Index (a combination of the Lehman Intermediate and the Lehman Long) and 20% Lehman Brothers U.S. TIPS Index. The policy benchmark will reflect the approximate duration of the PSRS/PEERS Public Debt portfolio. The strategic benchmark will be comprised of a portfolio-weighted combination of U.S. Treasury Indices and a U.S. TIPS Index. Under typical conditions, the Public Debt allocation will be managed to essentially replicate the investment return of the policy benchmark (that is, managed in a passive fashion). Under certain market and/or economic situations, the Investment Staff may elect to underweight or overweight the allocation to U.S. TIPS for the purposes of providing additional risk management to the Public Debt portfolio or to achieve modest excess returns above the policy benchmark. Under this scenario, Staff will work diligently to manage and monitor the level of tracking error to the policy benchmark. Under most circumstances and over longer time periods, the level of tracking error to the policy benchmark will not exceed 200 basis points.

C. Delegation of Manager Hiring and Termination Decisions

The Board of Trustees has delegated to the Investment Staff and Consultant(s) all manager hiring and termination decisions within the Public Debt Program. The Executive Director, Chief Investment Officer and at least one External Asset Consultant (either the General Consultant or a Specialty Consultant) must unanimously agree upon all manager hiring and termination decisions in writing. The Staff will provide the Board with a detailed review of all manager hiring decisions at least one week prior to the execution of a contract with an external service provider. The Staff will inform the Board in writing within 72 hours of a termination decision. The specific details regarding the Systems' external hiring and termination procedures are described in Appendix III, Service Provider Hiring, Retention and Termination Policy.

D. Approved Investment Strategies

The Board has approved the following types of securities for inclusion in the Public Debt Program:

- Inflation Protected Securities linked to the Consumer Price Index issued by the U.S. Treasury, a department or Agency of the U.S. Government or a Government Sponsored Enterprise.
- Securities issued by the United States Government or its Agencies, including U.S. Treasury STRIPS.

E. Risk Management and Allocation Strategies

The primary risk management tools within the Public Debt portfolio are the effective duration of the total composite and the allocation to specific security types. The Public Debt Program will not utilize leverage.

Allocations to the Public Debt Managers (strategies) may be altered over time as a means to control risk and add incremental return. Actual allocations to Public Debt Managers (strategies) may deviate from initial targets as a result of market fluctuations or from the transfer of assets from one manager to another. All active decisions to reallocate funds within Public Debt that result from changes in the target weights are based on a careful assessment of the expected relative risk and return potential for each strategy. The Guidelines for duration and strategy allocations are described in Section IV of this document.

IV. Implementation

A. Guidelines for Duration and Strategy Allocations

The Investment Staff, with the advice of the External Consultant(s), will determine the following within the Public Debt Program:

- the duration of the Treasury portfolio and the TIPS portfolio, and
- the allocation to Treasury and TIPS portfolios.

Monitoring the duration of the total composite and the allocation to each strategy are important components of Staff's responsibilities in managing the Public Debt Program. Staff shall adhere to the following guidelines when determining the duration and strategic allocation of the Public Debt portfolio:

- Strategic allocation and duration changes shall be based on longer-term expectations and should not be guided by short-term fluctuations in the capital markets,
- A prudent level of diversification shall be maintained at all times, and

- Any changes in the allocations to managers should be completed in a cost efficient manner.

In addition, Staff shall manage the allocations within the Public Debt Program so that the aggregate exposure and duration falls within the ranges shown below:

	Minimum Allocation	Target	Maximum Allocation
Treasuries	50%	80%	100%
TIPS	0%	20%	50%

	Minimum Duration	Target Duration	Maximum Duration
Treasuries	3 years	6 years	10 years
TIPS	3 years	5 years	10 years

B. Ongoing Manager Evaluation

The Investment Staff is responsible for the monitoring and evaluation of the external asset managers employed by the Systems as part of the Public Debt Program. In fulfilling this role, Staff typically meets at least annually with each manager to formally review performance and investment activity.

In addition to these formal review mechanisms, the Investment Staff engages in a number of activities designed to oversee the external management of Public Debt assets. Staff carefully monitors the managers to ensure compliance with the Systems' investment policies and procedures and to make sure each firm is adhering to the specific Investment Guidelines established for each mandate. The Staff combines the information received from the managers with its own internally generated analyses and data from the Custodian as part of the review process of the Public Debt managers.

C. Valuation

All investments will be valued in accordance with U.S. generally accepted accounting principles (GAAP) as noted in the Investment Policy. GAAP requires investments to be reported at fair value on a trade date basis.

Publicly traded securities are valued based on the last bid price or quoted closing market price at the period end date based on current exchange rates. If a recent bid price or quoted closing market price is not available, the securities will be valued using accepted industry valuation methods.

All securities that are held in custody by the Master Custodian are priced by both the Master Custodian and the Investment Manager. A predetermined threshold for price variance between the Master Custodian and Investment Manager has been set. If the

price variance of a security exceeds the threshold, the Master Custodian and the Investment Manager research the pricing further to determine the appropriate value.

Appendix C

Absolute Return Pool Implementation Manual

The Public School
and
Education Employee Retirement Systems of Missouri

I. Introduction

On October 30, 2006 the Board of Trustees of The Public School and Education Employee Retirement Systems of Missouri (hereinafter collectively referred to as 'PSRS/PEERS' or 'Systems') approved the Absolute Return Pool ('ARP,' or 'Program') as a separate Investment Program within the overall asset allocation for the Systems. The Absolute Return Pool strategy differs from the Systems' primary public markets allocations (domestic and non-U.S. equity, along with fixed income) in part due to a greater focus on earning more consistent absolute returns across economic and market cycles. At any given point in time, the number of managers and types of investments and strategies being utilized may include a wide universe of investment options. Exposure to the Absolute Return Pool sub-asset classes will be obtained through the use of specialist external asset managers. The target allocation for the Program is 7.0 percent of Total Fund assets. The Investment Staff, with assistance from one or more External Asset Consultants (Consultants), is charged with administering the Absolute Return Pool Program. The Investment Staff, working jointly at all times with at least one Consultant, is responsible for manager hiring and termination decisions, the development and implementation of investment strategies, and manager allocation policies and practices. On October 30, 2006 the Board adopted the policies and procedures for the Absolute Return Pool set forth in this Implementation Manual. The Manual was revised on June 9, 2008.

II. Statement of Purpose of Implementation Manual

The Implementation Manual provides formal documentation of the investment policies and procedures for the Absolute Return Pool and is incorporated into the Systems' Investment Policy as Appendix C. The document serves as a reference point for the management of all Absolute Return Pool assets by providing a clear definition of the Program's philosophies, objectives, and general practices, and also gives guidance to those responsible for overseeing and administering the Program - that is, the Board, Executive Director, Investment Staff and Consultant(s).

The Implementation Manual is intended to serve in tandem with the Investment Policy. The development and maintenance of the Implementation Manual is the responsibility of the Investment Staff. Any revisions to the policies and procedures set forth herein must be approved by the Board of Trustees. The General Consultant is also expected to sign off on changes to the directives specified in this document. The Implementation Manual may be revised at any time and will be formally reviewed at least annually.

III. Investment Philosophy

The Absolute Return Pool is treated as a separate and distinct asset allocation within the Total Fund structures of PSRS and PEERS with a customized set of objectives, strategies and guidelines. For purposes of quarterly Board-level performance reporting, the Absolute Return Pool will be treated as a single portfolio. The specific risks associated with the Program will be viewed both in isolation and within the context of the entire Fund structure.

A. Overall Investment Objectives

The Absolute Return Pool allocation is intended to produce consistent, absolute returns across economic and market cycles, provide diversification to the Total Fund and reduce Total Fund volatility. Due to the unique nature of the Absolute Return Pool, it is expected to generate returns in a different fashion (i.e., absent a high correlation to equities or bonds). In total, it is expected that the Absolute Return Pool will have volatility (standard deviation or risk) similar to the Total Fund. For example, it is expected that the volatility will be significantly higher than the Public Debt asset class but lower than the Public Equity asset class over long periods of time.

B. Performance Expectations and Benchmark

Based on the Systems' general beliefs and expectations regarding the level of returns that can be generated from a carefully developed and implemented strategy for investing in a portfolio of assets focused on absolute returns, the performance objective for the Absolute Return Pool is to achieve a net-of-fees return that is 130 basis points above an absolute return of 8.0 percent over rolling five-year periods.¹ As such, an absolute return benchmark of 8.0 percent will be utilized for performance measurement purposes. In order to achieve the long-term performance objective, it is anticipated that over short time periods, the performance of the Absolute Return Pool will differ significantly from the stated benchmark. Additionally, similar to the private equity asset class, it is expected that the Absolute Return Pool will incur a 'J-curve' effect during the first several years of implementation. However, the objective of the Pool is to utilize a combination of investment strategies to provide favorable risk-adjusted rates of return over full market cycles.

C. Delegation of Manager Hiring and Termination Decisions

The Board of Trustees has delegated to the Investment Staff and Consultant(s) all manager hiring and termination decisions within the Absolute Return Pool. The Executive Director, Chief Investment Officer and at least one External Asset Consultant (either the General Consultant or a Specialty Consultant) must unanimously agree upon all manager hiring and termination decisions in writing. For all investments that are not private equity-related (see Section D for a list of approved strategies), the Staff will provide the Board with a detailed review of all manager hiring decisions at least one week prior to the execution of a contract with an external service provider. The Staff will inform the Board in writing within 72 hours of a termination decision. For private equity investments, the written documentation will be provided to the Board within 30 days after

¹ *Net-of-fees comparisons will take into account all costs associated with the Absolute Return Pool, including manager fees, incremental custodial costs, and incremental Staff and Consultant expenses.*

the execution of an official contract. The specific details regarding the Systems' external hiring and termination procedures are described in Appendix III, Service Provider Hiring, Retention and Termination Policy.

D. Approved Investment Strategies

The investment structure for the Absolute Return Pool, along with the search process to identify qualified service providers, will focus on (but not necessarily be limited to) the retention of quality investment managers, fund-of-fund service providers and partnerships with the ability to generate significant and consistent returns in their appropriate sub-asset class over a full market cycle.

Typically, investment strategies that place a higher emphasis on absolute return are inherently more volatile (i.e., more risky) than traditional portfolios when viewed in isolation. One of the goals of the Absolute Return Pool will be to develop the optimal combination of investment structures that, when viewed in the aggregate, will provide the required level of diversification and risk control without sacrificing the opportunity for significant returns.

Securities permitted within the Absolute Return Pool fall under the following basic categories: 1) traditional investments (i.e., public markets), 2) private investment partnerships (i.e., illiquid), and, 3) non-traditional investments that fall under the category of hedge funds. The Board has approved the following types of broad investment strategies for inclusion in the Absolute Return Pool Program:

1. Traditional investments

The traditional form of active management whereby investment managers are allowed to own (or overweight) positions in securities they believe are attractive investments and not own (or underweight) securities that are believed to be unattractive. Within traditional investments, the ability to sell short securities or directly utilize leverage is expressly prohibited.

Investments in this sub-asset class may include global stocks, U.S. Treasuries, agencies, mortgage-backed securities, asset-backed securities and global investment and non-investment grade corporate securities. Other instruments which are allowable as holdings may include global inflation protected securities, currencies and commodities. However, commodities are only permissible through a multi-strategy approach with external managers.

Exposure to the traditional investments may be made directly, within a commingled fund (including All Asset Funds) or through derivative instruments such as swaps, futures or forward contracts.

2. Private investment partnerships

The private investment sub-asset class is comprised of investment opportunities not typically included within the public equity and fixed income markets. Within

the Absolute Return Pool, private investments can be classified into four basic sub-asset class categories:

- Infrastructure
- Buyouts
- Debt-related
- Non-Core Real Estate

Investments in this sub-asset class can be made in the U.S. or outside this country. International investments will typically represent active decisions made by external advisors and/or partnerships that will be monitored closely by Staff and Consultants and will not exceed 40.0 percent of the private investment allocation. The four sub-asset class categories provide for the grouping of diverse private investment opportunities and are described in more detail below.

- Infrastructure – Expected to provide consistent returns and cash flows by a direct or indirect equity stake in a business that typically owns and/or operates an infrastructure asset. Infrastructure assets are typically hard physical assets with a long duration (such as toll roads) that provide services in markets with limited-to-no direct competition and with high barriers to entry.
- Buyouts – Involves the purchase of a control position (majority or minority) in an established company using both debt and equity in order to take over its assets and operations. Buyout strategies include growth financing, restructuring and re-capitalizations. Returns typically occur in years 4-10.
- Debt-Related – Combines a debt instrument, which provides current yield, with an equity participation (usually warrants) referred to as an ‘equity kicker.’ Primary strategies are distressed debt, bankruptcy restructurings, bank loans, mezzanine debt, and other credit-driven or debt-related investments or strategies. Returns are generally realized in years 3-6.
- Non-Core Real Estate – Non-core real estate investments represent those properties and/or investment strategies that require specialized acquisition and management expertise or skill to mitigate the business and leasing risk that may be associated with individual investments. Non-core investment structures utilize leverage up to 80 percent on the total portfolio and could include direct real estate assets such as development or major redevelopment of office, retail, industrial, multifamily or specialized property types. Additional investments could include land investing, operating company investing, distressed debt/properties, international exposure and other specialized investments.

3. Non-traditional investments

This area will include investments in a group of skill-based managers or fund-of-fund service providers using a variety of strategies to produce expected absolute returns in excess of the return on 90-day Treasury Bills. In total, the allocation to non-traditional investment strategies shall not exceed 50.0 percent of the market value of the assets allocated to the Absolute Return Pool. At any given point in time, the number of managers/service providers and types of investments and

strategies being utilized may include a wide universe of available investment options, including, but not limited to, long-only asset management employing non-traditional approaches, long/short global equity, global market neutral and multi-asset directional and non-directional strategies (described below):

- **Long/short global equity management** – An active portfolio management strategy that allows managers to own (or overweight) securities they believe to be attractive investments and not own, underweight or sell short securities believed to be unattractive investments. Typically with long/short mandates, the aggregate of the long positions and short positions equal full market exposure (i.e., a beta of 1.0) with alpha (or value added above benchmark returns) coming from stock or sector selection, not from an adjusted market beta (e.g., a portfolio with 120% long exposure and 20% short exposure equals full market exposure, or an approximate portfolio beta of 1.0 and a leverage ratio of 0.4x).² Long/short managers may also employ strategies whereby the aggregate of the long positions and short positions equal something less than full market exposure (e.g., a portfolio with 120% long exposure and 50% short exposure results in a net market exposure of approximately 70%, or a beta of less than 1.0). Long/short approaches can be applied on a global basis, or they can be region specific (such as U.S. long/short, Asia Pacific long/short, or European long/short). Long/short mandates may require a prime brokerage account, the potential use of futures contracts and occasionally tri-party custodial agreements. Long/short approaches may also be managed in commingled structures established as a limited partnership. While the investment manager that implements the long and short positions will typically leverage the portfolio on a limited and controlled basis to facilitate the obtainment of proper portfolio positions, a long/short portfolio will generally not have any material net leveraged exposure to the stock market (i.e., leveraged beta). The leveraging of a portfolio can, however, increase the level of active management risk.
- **Global market neutral** – An active portfolio management strategy that allows managers to own (or overweight) securities they believe to be attractive investments and not own, underweight or sell short securities believed to be unattractive investments. Market neutral differs in part with long/short mandates in that managers may utilize, as an example, 90% long positions and 90% short positions with little or no beta exposure to the market (a beta of approximately 0.0). Market neutral managers may also more directly add leverage to the portfolios by implementing strategies whereby long positions and short positions each equal, for example, 200% of the total notional value of the portfolio. Beta, if desired, is then achieved through the use of futures contracts or SWAPS to replicate passive market exposure. To implement market neutral strategies, managers typically leverage their portfolio on a controlled basis to facilitate the obtainment of proper portfolio positions but will generally not have any material net leveraged exposure to

² Long/short managers, to ensure that market risk is appropriately managed, use a variety of sophisticated risk control measures.

the stock market (i.e., leveraged beta). The leveraging of a portfolio can, however, increase the level of active management risk.

- **Multi-asset directional and non-directional strategies** - This is a very broad category of investment strategies that seeks diverse sources of alpha generation (often on a global basis) and positive absolute returns through a wide variety of beta exposures (i.e., long positions in a diversified portfolio of investment types) that may or may not be layered onto passive market exposure (referred to as ‘alpha overlay’). Approaches included in this category include: diversified relative value, relative value credit, credit-driven, distressed/restructuring credit, diversified event driven, global macro, global asset allocation, and multi-strategy. Global macro strategies are defined as taking long and short positions based on top-down macroeconomic analysis (i.e., interest rates, foreign exchange rates and commodity prices). Global strategies involve long and short positions in securities of diverse geographical regions such as developed and emerging markets. Event driven strategies involve taking long and short positions in order to exploit the relative valuation differentials between securities rising from transactional events such as spin-offs, mergers/takeovers, and reorganizations. Relative value strategies seek to capitalize on price discrepancies between different securities within a similar type or between diverse security groups. The controlled use of leverage is common within strategies falling under this category. Positions within these types of portfolios may be relatively illiquid.

Separate composites will be maintained across four main investment types within the Absolute Return Pool, shown below:

- Private investments related to private equity,
- Private investment related to real estate,
- Traditional investments,
- Non-traditional investments.

Investment advisors not registered with the Securities & Exchange Commission (SEC) will be excluded from the Absolute Return Pool. However, the Systems may hire SEC registered fund-of-fund providers who utilize underlying managers that are not registered with the SEC. Each traditional manager retained by the Systems is given specific instructions with regard to permissible investments relevant to their tactical role in PSRS/PEERS’ investment process. For each manager, the description of allowed investment vehicles is included in the Systems’ Investment Guidelines for that particular manager. For non-traditional managers, the investment strategy is described in the Limited Partnership Agreement, or offering documents. The specific details regarding the Systems’ Guidelines for Sub-Asset Class Allocations within the Absolute Return Pool are described in Section IV.

E. Risk Management

Diversification is the primary risk management tool within the Absolute Return Pool. The Systems will maintain a prudent level of diversification by establishing and adhering

to sub-asset class ranges and by ensuring that portfolios are diversified across a number of individual holdings.

Individual investment strategies can appear risky when viewed in isolation. When carefully reasoned combinations of diverse investment strategies are viewed in the aggregate, the resulting portfolios can produce a return pattern over time that exhibits very favorable risk/return characteristics. With that goal in mind, the Staff and Consultant(s) will give careful consideration to strategy combinations through quantitative and qualitative risk management techniques. The objective will be to develop a portfolio with optimal risk/return characteristics. The analysis of how individual portfolios perform within a larger composite will be part of both the investment search process and the ongoing evaluation of the Absolute Return Pool composite.

F. Use of Specialist External Advisors

Recognizing that the sub-asset classes included within the Absolute Return Pool generally require focused knowledge and expertise, the Systems will employ Specialty Consultants capable of adding value to assist in the implementation and refinement of the Absolute Return Pool.

G. Leverage

The Systems acknowledge that leverage, when prudently applied and with consideration of the risk/reward tradeoff associated with its use, has the potential to enhance value within the Absolute Return Portfolio. Accordingly, the Systems explicitly allow for the utilization of leverage within the Absolute Return Pool on a controlled basis. While the use of leverage can increase the volatility of returns, the utilization of leverage is also expected to enhance returns, primarily through lowering the overall cost of capital for the investment vehicles. Decisions related to the use of leverage will typically be made at the investment manager level.

In total, the allocation to non-traditional investment strategies shall not exceed 50.0 percent of the market value of the assets allocated to the Absolute Return Pool. At no time will the Absolute Return Pool have any prolonged, material net leveraged exposure to the stock market (i.e., leveraged beta). While the use of leverage can increase the level of active management risk within a portfolio, each manager will be required to demonstrate the proper level of risk management sophistication required to limit unnecessary active risk. Staff and Consultant(s) will monitor the leverage exposure of individual managers and of the total composite.

IV. Implementation

A. Guidelines for Sub-Asset Class Allocations

The Investment Staff, with assistance from the General Consultant and Specialty Consultants, determines the size of the allocations within the Absolute Return Pool, subject to the sub-asset class ranges established in this Policy document. Allocations may be altered over time or allowed to deviate from initial targets as a means to control

risk and add incremental excess returns. Incorporation of this strategy is expected to improve the risk/return profile of the Absolute Return Pool without negatively impacting the Total Fund portfolios. The Absolute Return Pool sub-asset class allocations and ranges will be reviewed at least annually with the Board of Trustees, Staff and Consultant.

Monitoring the allocations and, when necessary, making strategic changes to those allocations to take advantage of market and investment management opportunities are important responsibilities for Staff and Consultant in managing the Absolute Return Pool. The parties shall adhere to the following guidelines when determining the sub-asset class allocations:

- Changes to the allocations shall be based on longer-term expectations and should not be guided by short-term fluctuations in the capital markets, and
- Any changes in the allocations should be completed in a cost efficient manner, utilizing 'natural' cash flows to the extent possible.

The sub-asset class ranges are shown below:

Sub-Asset Classes	Lower Range	Upper Range	
Traditional investments such as stocks and bonds	0.0%	100.0%	
Private investment partnerships	0.0%	75.0%	
Non-traditional investments such as alpha overlay	0.0%	50%	

The comparison of actual allocations to each sub-asset class versus the ranges shown above will be based on the percentage invested versus the target allocation assuming full Program implementation. It is possible, at times, that a manager may be under contract with the Systems but will not manage any assets. Such a situation would be based on the Systems' manager allocation strategies. The Investment Staff and Consultant are responsible for documenting the rationale for actions taken in accordance with this Policy.

B. Use of Sub-Custodians (Prime Brokers)

Sub-custodial accounts may be utilized for non-traditional investment strategies. Assets contained in sub-custodial accounts are no longer custodied by the Master Custodian but all portfolio information is regularly transmitted to the Master Custodian and included in custodial reports.

C. Valuation

All investments will be valued in accordance with U.S. generally accepted accounting principles (GAAP) as noted in the Investment Policy. GAAP requires investments to be reported at fair value on a trade date basis.

The fair value of Absolute Return investments will be determined as discussed below for each Board approved investment strategy.

- **Traditional investments**
The valuation procedures for traditional investments are described in Appendix A, Public Equity Implementation Manual, Section V.F. and Appendix B, Public Debt Implementation Manual, Section IV.C.
- **Private investment partnerships**
The valuation procedures for private investment partnerships are described in Appendix D, Real Estate Implementation Manual, Section IV.F. and Appendix E, Private Equity Implementation Manual, Section IV.E.
- **Non-traditional investments/hedge funds**
Hedge funds are broadly defined to include non-traditional investment strategies whereby the majority of the underlying securities are traded on public exchanges or are otherwise readily marketable. However, many hedge funds do not offer complete transparency of their underlying investment holdings. The Systems contractually require the Hedge Fund Managers to determine the fair value of their investment holdings using accepted industry valuation methods. Staff and a Specialty External Asset Consultant will review the valuation methods via a variety of data which may include offering documents, annual audited financial statements, due diligence inquiries and other relevant data.

If the Specialty External Asset Consultant or Staff disagrees with a valuation or valuation method, additional research will be performed and adjustments to the valuations made as warranted by Staff. In the rare instance than an investment valuation is disputed, the Systems may request outside expertise for further analysis. Staff will maintain written documentation of all adjustments and related supporting documentation.

Appendix D

Real Estate Implementation Manual

The Public School
and
The Public Education Employee Retirement Systems of Missouri

I. Introduction

On January 12, 2004 the Board of Trustees of The Public School and The Public Education Employee Retirement Systems of Missouri (hereinafter collectively referred to as ‘PSRS/PEERS’ or ‘Systems’) approved a 5.0 percent target allocation to Real Estate. At the October 30, 2006 Board meeting, the funded target allocation to Real Estate was increased to 7.5 percent of the total Systems’ assets as a result of an Asset Allocation Study. The allocation to Real Estate investments shall be viewed as a separate asset class for inclusion in the Systems’ overall investment portfolios. The process of building the Systems’ Real Estate program and fully funding the target allocation is expected to occur over a period of several years. Additional new investments in Real Estate will be necessary beyond the initial start-up period in order to maintain the 7.5 percent target allocation. The allocation to Real Estate from a total fund perspective is designed to provide exposure to a diversified portfolio of institutional quality investments that will provide meaningful, consistent returns, act as a hedge against inflation, preserve capital and act as a diversifier to the overall PSRS/PEERS investment portfolio. In order to achieve these objectives, the portfolio will be constructed utilizing a combination of core (both private and public), and non-core real estate¹. The parties responsible for the Systems’ Real Estate allocation – that is, the Board, Executive Director, Investment Staff and Real Estate Consultant (referred to as ‘Consultant’ or ‘Advisor’) – recognize the need to establish, maintain and follow a tailored strategy in order to address the complexity of the asset class and to manage its unique risk/return and liquidity characteristics. On September 13, 2004 the Board adopted the policies and procedures for Real Estate set forth in this Implementation Manual. The Real Estate Implementation Manual was last revised on June 9, 2008.

II. Statement of Purpose of Implementation Manual

The Implementation Manual provides formal documentation of the investment policies and procedures for the Real Estate allocation and is incorporated into the Systems’ Investment Policy as Appendix D. The document serves as a reference point for the management of all Real Estate assets by providing a clear definition of the strategies philosophies, objectives, and general practices and also gives guidance to those responsible for overseeing and administering the program. The Implementation Manual is intended to serve in conjunction with the Investment Policy. The development and maintenance of the Implementation Manual is the responsibility of the Investment Staff. Any revisions to the policies and procedures set forth herein must be approved by the

¹ A full definition of each sub-asset class is contained in Section III.A – Real Estate Categories. The target allocations and ranges are shown in Section IV.A – Guidelines for Sub-Asset Class Allocations.

Board of Trustees. The Implementation Manual may be revised at any time and will be formally reviewed at least annually.

III. Investment Philosophy

The Systems' allocation to Real Estate shall be treated as a separate and distinct asset class within the Total Fund structure with a customized set of objectives, strategies and guidelines. The Real Estate allocation is intended to add diversification to the entire PSRS/PEERS portfolio. The specific objectives of the real estate allocation will be to optimize yield and return, preserve capital and enhance portfolio value across market cycles. The risks associated with Real Estate will be viewed both in isolation and within the context of the entire fund.

A. Real Estate Categories

The Real Estate program will be comprised of two components – core and non-core property types.

Core property type – Core investments include existing, substantially leased income-producing properties located principally in metropolitan areas that exhibit reasonable economic diversification. Core properties typically exhibit the following characteristics:

- Predictable income flows with a high proportion of anticipated total return arising from current income and cash flow;
- At least 80 percent leased upon purchase of the asset;
- Located in an economically diversified metropolitan area;
- Credit quality tenants and a staggered lease maturity schedule;
- Quality construction and design features;
- Reasonable assurance of a broad pool of potential purchasers upon disposition;
- Properties requiring quality asset and portfolio management but not requiring specialized operating expertise; and,
- Investment structures using all cash or limited leverage. Leverage is typically under 30 percent for core properties.

Public real estate securities (such as Real Estate Investment Trusts (REITs), Real Estate Operating Companies (REOCs) and REIT-like structures) are also considered part of the core component. Real estate securities are publicly traded companies that tend to invest in the major property types – office, industrial, apartments and retail. Additionally, real estate securities tend to own well-leased/stabilized portfolios of properties. Real estate securities companies manage a portfolio of real estate investments in order to produce income and capital appreciation for investors. To the extent the real estate securities are in the form of a REIT or REIT-like structure, by law the company must distribute the majority of its taxable income in the form of dividends (e.g., in the U.S., REITs must distribute 90%).

Non-Core property types – Non-core investments represent those properties and/or investment strategies that require specialized acquisition and management expertise or

skill to mitigate the business and leasing risk that may be associated with individual investments. Non-core investments have greater associated volatility compared to core investments. Non-core investments typically exhibit one or more of the following characteristics:

- Properties located in secondary and tertiary markets, which are not economically diversified and may have accompanying susceptibility to imbalances of demand and supply;
- Property types such as lodging, senior housing, and residential housing which require specialized management skills focusing primarily on operating business expertise rather than pure real estate management expertise;
- Properties which are considered to be in “work out” mode;
- Properties involving significant appreciation, lease-up, development and/or re-development risks;
- Financing or investment structures that impact cash flows and/or require additional administrative expertise; and,
- Investment structures using leverage typically ranging from 50 percent to 85 percent on the total portfolio.

Non-core properties can include direct real estate assets such as development or major redevelopment of office, retail, industrial, multifamily or specialized property types. Additional, investments could include land investing, operating company investing, distressed debt/properties, international exposure, highly leveraged properties and other specialized investments.

B. Investment Structures

The Systems will primarily utilize open-end commingled funds for core private real estate exposure. Open-end commingled funds provide more immediate access to a diversified portfolio of properties and greater liquidity than separate account investing. Other forms of core private real estate investment may be utilized if market conditions warrant, including closed-end commingled funds, separate accounts and joint ventures. The public real estate portion of the core allocation will typically utilize the separate account format.

Due to the unique characteristics of the non-core portion of the real estate market, a wide variety of investment structures will be utilized. Approved structures include open- and closed-end commingled funds, separate accounts, joint ventures, partnerships or portfolio acquisitions and co-investments. By allowing a wide variety of potential structures, PSRS/PEERS will be appropriately positioned to take advantage of market inefficiencies and opportunities.

C. Risk Management

Clearly defined processes and procedures are the primary risk management tools within the Real Estate asset class. Additionally, the Systems shall maintain a prudent level of diversification by establishing and adhering to sub-asset class targets and ranges for core private and public real estate, along with non-core real estate. In addition, the Systems

shall prudently diversify the Real Estate portfolio by investment strategy, investment structure, property type, property life cycle, degree of leverage and geographic and economic region in order to avoid undue concentration in any category. In addition, consideration will be given to minimizing the potential impact of cyclical changes in the economy, financial and/or real estate markets.

In order to reduce external asset manager risk, PSRS/PEERS will adhere to a rule that it will not exceed 25 percent of a manager's assets within a given product type. Furthermore, developing and following a careful strategy with regard to the timing and diversification of asset commitments and placements will result in the prudent management of the overall Real Estate portfolio.

Additionally, the following specific risk management policies will be monitored:

- International investments will be limited to 40 percent of the Systems' private real estate allocation on a fully funded basis and 50 percent of the Systems' core public real estate portfolio;
- No individual property shall constitute more than 5 percent of the real estate allocation; and,
- No single firm shall manage more than 25 percent of the real estate allocation.

Staff will review the Audited Financial Statements of real estate managers on an annual basis. The report will be reviewed in its entirety for material information. Documentation of such review, as well as each audit report, will be maintained electronically in an Excel spreadsheet.

D. Leverage

The Systems acknowledge that leverage, when prudently applied and with consideration of the risk/reward tradeoff associated with its use, has the potential to enhance value within the Real Estate portfolio. Accordingly, the Systems explicitly allow for the utilization of leverage within the Real Estate portfolio. While the use of leverage can increase the volatility of real estate returns, as compared to unleveraged real estate, utilizing leverage is expected to enhance returns, primarily through lowering the overall cost of capital for the investment vehicles. As a risk management procedure, overall leverage on the total private real estate portfolio will not exceed 50 percent. Decisions related to the use of leverage will typically be made at the investment manager level.

No portfolio leverage will be allowed for public real estate securities. However, external investment managers employed by PSRS/PEERS may invest in public real estate securities where the company has debt on its balance sheet. It is preferred that the investment manager(s) responsible for investing in public real estate securities not purchase securities where the leverage exceeds a 60 percent loan to asset value ratio.

E. Performance Objective

The Real Estate allocation will seek to outperform a stylized benchmark comprised of a portfolio weighted combination of the NCREIF Property Index (NPI) and the NAREIT Equity Index net of fees over a rolling five-year period. The combination of the two indices will reflect the allocation to both public and private real estate.

The NPI measures the before-fee de-leveraged return of investment-grade, non-agricultural, income-properties located in the United States. The NPI is not an investable benchmark, as it is the aggregation of individual properties acquired and managed by real estate investment managers providing fiduciary services.

The NAREIT Equity Index is the broadest measure of equity REIT performance capturing performance of both large-cap and small-cap REIT stocks. The NAREIT Index is an investable benchmark tracking all REIT stocks on the New York Stock Exchange.

F. Total Fund Target Allocation

A target allocation of 7.5 percent has been established for Real Estate. However, it can take several years from the time a commitment to invest in a real estate vehicle is first made to the time the assets are actually placed. Additionally, distributions from existing investments often occur before all assets are fully invested. As such, a comprehensive commitment strategy is necessary to ensure the target allocation is reached within a reasonable time period. As part of its implementation strategy, the Systems will over-commit to the asset class initially in order to attain the 7.5 percent target in a prudent time frame. The Investment Staff and External Real Estate Advisor will monitor the actual and committed exposure to the asset class closely. The uncommitted and unplaced assets will generally maintain public market exposure until appropriate Real Estate investment vehicles are identified and committed capital is placed. As the Real Estate program matures, it is anticipated that the actual allocation to Real Estate (as a percentage of total plan assets) may vary based on total plan asset growth and based on the cash flow attributes of the underlying real estate partnerships. The Investment Staff and External Real Estate Advisor will monitor the actual and committed exposure to the asset class on a quarterly basis and provide commentary to the Board on significant differences.

IV. Implementation

A. Guidelines for Sub-Asset Class Allocations

Target allocations to the various categories of Real Estate will be reviewed at least annually with the Board of Trustees, Staff and Real Estate Consultant. The Systems have developed the following sub-asset class targets and ranges:

	Broad Target Allocation	Sub Target Allocation	Funded Range
Core Real Estate	50.0%		
Core Private		30.0%	30%-85%
Core Real Estate Securities		20.0%	15%-25%
Non-Core Real Estate	50.0%	50.0%	0% - 50%
TOTAL	100.0%	100.0%	

The sub-asset class targets represent longer-term investment objectives. Due to the timing of investment decisions (specifically during implementation), the actual sub-asset class allocations may differ substantially from the targets, within the range specified for each category. Additionally, the Systems may from time to time overweight certain sub-asset classes within the Real Estate allocation to improve the strategy's risk/return profile or to take advantage of unique investment opportunities that are time sensitive.

B. Guidelines for Manager Allocations

Monitoring the allocations to each manager and, when necessary, making strategic changes to those allocations to take advantage of market and investment management opportunities are important components of Staff's responsibilities in managing the Real Estate allocation. It is possible, at times, that a manager may be under contract with the Systems but will not manage any assets. Such a situation would be based on the Systems' manager allocation strategies. The initial allocations and all reallocations are based on a careful assessment of the relative risk and return potential for each manager. The Investment Staff is responsible for documenting the rationale for actions taken in accordance with this policy.

C. Intensive Analysis of Manager Combinations

Individual real estate strategies can appear risky when viewed in isolation. When carefully reasoned combinations of diverse investment strategies are viewed in the aggregate, the resulting portfolios can produce a return pattern over time that exhibits very favorable risk/return characteristics. With that goal in mind, the Staff and Real Estate Consultant will give careful consideration to manager combinations through the incorporation of sophisticated risk management techniques. This intensive analysis of the way in which individual portfolios perform within a larger real estate composite will be part of the manager search process and the ongoing evaluation of the Real Estate program.

D. Delegation of Manager Hiring and Termination Decisions

The Board of Trustees has delegated to the Investment Staff and Real Estate Consultant all manager hiring and termination decisions. The Executive Director, Chief Investment Officer and Lead Real Estate Consultant must unanimously agree upon all manager hiring and termination decisions in writing. The Staff will inform the Board in writing at least one week prior to the execution or within 72 hours of the termination of a contract with an external service provider. The specific details regarding the Systems' external hiring and termination procedures are described in Appendix III, Service Provider Hiring, Retention and Termination Policy.

E. Use of External Legal Counsel

The negotiation of legal agreements with external service providers providing real estate management services can be complex. The Systems will employ external legal counsel as necessary to ensure the prudent development of executable contracts with providers of real estate management services. The Investment Staff and Internal Legal Counsel will be responsible for the retention of qualified external legal counsel.

F. Valuation

All investments will be valued in accordance with U.S. generally accepted accounting principles (GAAP) as noted in the Investment Policy. GAAP requires investments to be reported at fair value on a trade date basis.

Real estate investments' fair value will be determined using accepted industry valuation methods. Staff and the External Real Estate Consultant will review the valuation methods via a variety of data which may include offering documents, annual audited financial statements, independent appraisals, due diligence inquiries and other relevant data. Most real estate investment valuations will be reported on a quarter lag adjusted for intra-valuation date contributions, withdrawals, distributions, consummated sales and purchases as reported by the general partner/investment manager. For example, the March 31, 2008 reported value will be based on the December 31, 2007 valuations adjusted for the transactions previously stated (such as contributions, etc.). However, public real estate securities (REITs and other REIT-like structures) are valued based on the quoted closing market price at the period end date based on current exchange rates.

The External Real Estate Consultant and Staff review the quarterly valuations. If the External Real Estate Consultant or Staff become aware of significant events or market fluctuations that are not reflected in the general partner's reporting or disagrees with a valuation, additional research will be performed and adjustments to the valuations made as warranted by Staff. In the rare instance that Staff and the General Partner of a real estate investment dispute a valuation, the System may request outside expertise for further analysis. Staff will maintain written documentation of all adjustments and related supporting documentation.

Appendix E

Private Equity Implementation Manual

The Public School and The Public Education Employee Retirement Systems of Missouri

I. Introduction

On January 15, 2002, the Board of Trustees of The Public School and The Public Education Employee Retirement Systems of Missouri (hereinafter collectively referred to as ‘PSRS/PEERS’ or ‘Systems’) approved a 3.0 percent target allocation to Private Equity as part of a comprehensive asset allocation review.¹ On January 12, 2004, the Board reaffirmed the 3.0 percent objective. The Private Equity target allocation was increased to 5.0 percent at the December 12, 2005 Board meeting and was ratcheted up to 7.5 percent on October 30, 2006. Private Equity is viewed as a separate asset class for inclusion in the Systems’ overall investment portfolios. Investments in Private Equity differ substantially from the Systems’ public markets asset classes (Public Equity and Public Debt) in part because they are typically very long-term in nature, not publicly traded, relatively illiquid, and offer the potential for substantially higher returns (along with a commensurate level of risk). The three broad Private Equity sub-asset classes are buyouts, venture capital and debt-related financial instruments.² Exposure to the Private Equity sub-asset classes will be achieved by making investments with Private Equity Partnerships identified, selected and monitored through one or more of the following investment structures: fully-discretionary³ limited partnership fund-of-funds (separate account and commingled basis), and non-discretionary (advisory) relationship(s) with qualified service providers. Private equity advisory firms and private equity fund-of-funds managers represent the primary types of external service providers that offer investment structures falling under these categories to large institutional investors such as PSRS/PEERS.⁴

A strategy of over-commitment to the asset class will be followed in order to reach and maintain the 7.5 percent target allocation over a prudent period of time. The parties responsible for the Systems’ Private Equity allocation – that is, the Board, Executive Director, Investment Staff and External Private Equity Advisor⁵ (referred to as ‘Advisor’ or ‘Consultant’) - recognize the need to establish, maintain and follow a tailored strategy

¹ Private Equity refers to investments in domestic and international pooled private equity partnerships, including funds with the following types of investment focus: acquisition, venture capital, subordinated debt, equity expansion capital, restructuring/recovery and others investing in the private equity asset class.

² A full definition of each sub-asset class is contained in Section III.B - Private Markets Categories. The target allocations and ranges are shown in Section IV.A - Guidelines for Sub-Asset Class Allocations.

³ The term fully-discretionary refers to the delegation of Private Equity Partnership selection to the service provider.

⁴ The use of Specialized Investment Advisors is also covered in Section III.

⁵ Pathway Capital Management (Pathway) is the Systems’ External Private Equity Advisor.

in order to address the complexity of the asset class and to manage its unique risk/return and liquidity characteristics. On April 9, 2002, the Board adopted the policies and procedures for Private Equity set forth in this Implementation Manual. The Private Equity Implementation Manual was revised on October 25, 2004, February 12, 2007 and June 9, 2008.

II. Statement of Purpose of Implementation Manual

The Implementation Manual provides formal documentation of the investment policies and procedures for the Private Equity allocation and is incorporated into the Systems' Investment Policy as Appendix E. The document serves as a reference point for the management of all Private Equity assets by providing a clear definition of the strategy's philosophies, objectives, and general practices and also gives guidance to those responsible for overseeing and administering the program. The Implementation Manual is intended to serve in tandem with the Investment Policy. The development and maintenance of the Implementation Manual is the responsibility of the Investment Staff. Any revisions to the policies and procedures set forth herein must be approved by the Board of Trustees. The Implementation Manual may be revised at any time and will be formally reviewed at least every three years.

III. Investment Philosophy

The Systems' allocation to Private Equity shall be treated as a separate and distinct asset class within the Total Fund structures of PSRS and PEERS with a customized set of objectives, strategies and guidelines. The Private Equity allocation is intended to enhance long-term Total Fund returns and provide diversification without substantially changing the overall objectives and risk profile of the Systems' portfolios. For risk management and for other purposes, the characteristics and risks associated with Private Equity will be viewed both in isolation and within the context of the entire Fund.

A. Performance Objectives

Based on the Systems' general beliefs and expectations regarding the level of returns that can be generated from a carefully developed and implemented Private Equity program, the performance objective for the Private Equity allocation is to achieve a net-of-fees return that is 300-500 basis points above the return of the Russell 3000 Index over rolling ten-year periods.⁶ Additionally, where information is available for the total portfolio and the sub-asset classes, PSRS/PEERS will measure returns against median and top quartile performance for the appropriate vintage year, as provided by a third party source, such as Venture Economics. These comparisons will serve as a secondary measure of the success of the Private Equity allocation by measuring the ability of the strategy's investments with general partners to add value within the asset class.

⁶ *Net-of-fees comparisons will take into account all costs associated with the Private Equity program, including partnership fees, fund-of-funds manager fees, incremental custodial costs, and incremental Staff and Private Equity Advisor expenses.*

B. Private Markets Categories

The Private Equity asset class is comprised of investment opportunities not typically included within the public equity and fixed income markets. Private Equity investments provide financing for start-up companies, private middle market companies, firms in financial distress and public and non-public firms seeking buyout financing. Private Equity investments can be classified into three basic sub-asset class categories:

- Venture Capital
- Buyouts
- Debt-Related

Investments in the sub-asset classes can be made in the U.S. or outside this country. In total, the allocation to Non-U.S. Private Equity investments will not exceed 40.0 percent of the overall Private Equity target allocation. The three sub-asset class categories provide for the grouping of diverse Private Equity investment opportunities and are described in more detail below.

- Venture Capital – Provides start-up or expansion capital to young or rapidly growing companies with the expectation of achieving high rates of return. Includes seed stage, early stage, later stage, and expansion stage investments. Returns from venture capital investments typically occur in years 5-12.
- Buyouts – Involves the purchase of a control position (majority or minority) in an established company using both debt and equity in order to take control of its assets and operations. Buyout strategies include growth financing, restructuring and re-capitalizations. Returns typically occur in years 4-10.
- Debt-Related – Combines a debt instrument, which provides current yield, with equity participation (usually warrants) referred to as an ‘equity kicker.’ Primary strategies are distressed debt, bankruptcy restructurings and mezzanine debt. Returns are generally realized in years 3-8.

C. Risks of Investing in Private Markets

Along with the potential for higher returns, Private Equity entails a greater level and number of unique risks when compared to public equities and fixed income. As a matter of prudent policy, the Systems (often working in conjunction with its External Private Equity Advisor) will strive to identify and understand the risks associated with each Private Equity Partnership investment before any assets are committed. Some of the primary risk characteristics of the Private Equity asset class that differentiate it from the risks associated with publicly traded investments are as follows:

- Return volatility is higher. The volatility of returns from Private Equity is high since investments are relatively concentrated, because funds are often allocated to emerging and unproven companies, and due to the general nature of the asset class. It takes 3-12 years before a typical investment is ‘cashed out.’ In the interim, the value of the investment tends to follow a J-curve pattern, meaning that in the first several years the value of the investment may be less than the sum of committed capital. This is due to the fact that many successful investments are

- valued conservatively at cost (which approximates market value), while write-downs of unsuccessful ventures and management fees reduce the overall market value. Gains are realized in later years as investments are harvested. The 'J-curve' is managed through prudent policies, along with diversification across both investment types and vintage year.
- Investments are relatively illiquid. The illiquid nature of Private Equity can result from the form of the asset or security itself, or it can be a function of the investment structure being utilized (e.g., a limited partnership). Notwithstanding that illiquidity is generally a fundamental characteristic of the asset class and a partial source of the expected return premium, the Systems will ensure that investments provide the maximum liquidity practical through sound policies and a clear understanding of each investment vehicle and its exit strategy.
 - Private Markets are inefficient. Since Private Markets are less efficient than public markets and because reliable information is difficult to obtain, professional expertise and a substantial time commitment is necessary to identify and manage the unique and complex risk characteristics of the Private Equity asset class. Due to its inefficient nature, the return dispersion between good and bad Private Equity investments is substantially greater than the dispersion between the returns of publicly traded securities and, as a result, professional expertise and resources are more likely to give an investor an advantage. PSRS/PEERS recognizes that long-term strategic relationships with qualified service providers and a well-crafted, continually monitored Private Equity investment strategy is critical to long-term success.
 - Very little public information is available. Due to the fact that Private Equity securities are not publicly traded, there is no readily available, unbiased pricing source for these investments. Thus, interim period valuations are difficult to ascertain, and are, to a great degree, subjective in nature. Consequently, pricing and performance measurement prior to realization of returns are less reliable than in the traditional publicly traded asset classes. The Systems will continually work to establish the processes and procedures necessary to reasonably monitor performance on a quarterly basis, and to assess valuations of assets held in the Private Equity portfolio.

D. Risk Management

Clearly defined policies and procedures for making and monitoring Private Equity investments are an important component of risk management. Within the scope of appropriate, well-defined policies, diversification and a rigorous Private Equity Partnership selection process are the primary risk management tools. The Systems will maintain a prudent level of diversification through the establishment and adherence to appropriate sub-asset class targets and ranges. In addition, diversification will be across vintage years, investment strategies, industries and external service providers. In order to reduce risk, PSRS/PEERS will adhere to a rule that it will not exceed 25.0 percent of a Private Equity Partnership's or manager/advisor's assets within a given fund or product offering. Developing and following a careful strategy with regard to the timing and diversification of asset commitments and placements will assist in managing overall risk

and, specifically, the ‘J-curve’ effect. International investments will be limited to 40.0 percent of total Private Equity commitments.

Staff will review the Audited Financial Statements of private equity managers on an annual basis. The report will be reviewed in its entirety for material information. Documentation of such review, as well as each audit report, will be maintained electronically in an Excel spreadsheet.

E. Private Equity Partnership Commitment Strategy

Private Equity Partnership selection is a critical part of a successful Private Equity program, along with the annual pace of partnership commitments. The Systems strive to identify and commit assets to Private Equity Partnerships that will perform over the long-term in the top quartile of a universe of similar service providers and to diversify those selections across vintage years in a prudent manner that achieves and maintains the 7.5 percent target allocation.

Based on the Systems’ overall asset level, the assumed rate of growth in assets, the Private Equity target allocation, and other factors, the Investment Staff determines and periodically presents to the Board an annual Private Equity Partnership commitment target, usually covering a period of one-to-three years. The target represents a strategy to realize and maintain the target allocation within prudent periods of time. Actual commitments each year will vary from the annual Private Equity Partnership commitment target based on many factors, including the level of high-quality investment opportunities available in a given year.

PSRS/PEERS will gain exposure to Private Equity Partnerships through both Primary Private Equity commitments and Private Equity Secondary investments⁷. Primary Private Equity commitments represent the ‘core’ of the Systems’ Private Equity program and currently the majority of primary commitments to Private Equity Partnerships are made through either the Missouri Teachers/Pathway Funds or through the PSRS/PEERS advisory portfolio.⁸ The advisory portfolio represents a joint effort by the Investment Staff and Pathway where both groups must approve Private Equity Partnership commitments. The Private Equity Secondary investment strategy was approved by the Board on June 12, 2006 to complement the core component of the Systems’ Private Equity strategy, that is, original primary commitments to high-quality partnerships investing in buyouts, venture capital, and debt-related opportunities.

⁷ Managers that make Private Equity Secondary investments purchase existing interests in buyout, venture capital and debt-related partnerships in both domestic and non-U.S. markets through negotiated secondary transactions. Such transactions are referred to as ‘secondaries’ because the purchase and sale of the asset is occurring a second time following its original issuance. Typically, a secondary transaction will occur after 50-100 percent of the committed capital has been invested in portfolio companies, with the age of secondary interests at the time of purchase averaging 4 to 6 years.

⁸ Private Equity Secondary service providers typically have the discretion to invest modest amounts through primary partnership commitments. Also, the Systems may employ in the future other service providers in addition to Pathway to assist with primary partnership commitments.

F. Use of Specialized External Advisors and Investment Structures

Recognizing that Private Equity strategies generally require focused knowledge, expertise, deal flow, industry contacts, and the ability to negotiate favorable terms, the Systems will employ specialized advisors to assist in the development and implementation of a Private Equity program.

Due to the unique characteristics of the Private Equity asset class, a number of investment structures may be utilized. Exposure to the Private Equity sub-asset classes will be achieved by making investments with Private Equity Partnerships identified, selected and monitored through one or more of the following investment structures: fully-discretionary limited partnership fund-of-funds on a separate account basis (i.e., the Missouri Teachers/Pathway Funds managed by Pathway, fully-discretionary limited partnership fund-of-funds on a commingled basis (for instance, Lexington Capital Partners VI, L.P. and Pantheon Global Secondary Fund III), and non-discretionary (advisory) separate accounts (the advisory portfolio managed jointly by the Investment Staff and Pathway). By allowing a wide variety of investment structures, PSRS/PEERS will be appropriately positioned to take advantage of market opportunities.

Additionally, specialized firms may be employed for distribution management services and external legal counsel will be utilized as needed. It is expected that specialized investment advisors employed by the Systems will work closely with the Investment Staff in order to develop a clear understanding of all investments placed and to assist Staff in developing a greater level of expertise with regard to the asset class.

G. Delegation of Investment Partnership Hiring and Termination Decisions

The Board of Trustees has delegated to the Investment Staff and External Private Equity Advisor all Private Equity Partnership hiring and termination decisions within the non-discretionary (advisory) portion of the PSRS/PEERS Private Equity allocation. The Executive Director, Chief Investment Officer and External Private Equity Advisor must unanimously agree upon all Private Equity Partnership hiring and termination decisions in writing before the execution of an official contract. The Investment Staff will inform the Board in writing within one month after the execution or termination of a contract with a Private Equity Partnership. The specific details regarding the Systems' external hiring and termination procedures are described in Appendix III, Service Provider Hiring, Retention and Termination Policy.

Within the advisory portion of the Private Equity allocation, investments issued by any single Private Equity Partnership shall not exceed \$80 million on an aggregate cost basis. Additionally, in order to reduce Private Equity Partnership risk, PSRS/PEERS will adhere to a rule that it will not own more than 25.0 percent of the outstanding equity interests of any single investment opportunity.

The Board of Trustees has also delegated to the Investment Staff hiring and termination decisions related to fully-discretionary limited partnership fund-of-funds on a separate account and commingled basis. The decision by the Board to delegate this decision-making to Staff was originally made at the June 12, 2006 Board meeting and was

reaffirmed at the October 30, 2006 Board meeting. All hiring decisions under this policy must be approved in writing by both the Chief Investment Officer and the Executive Director. Furthermore, a contract will not be executed until one week after the Investment Staff has provided a full review of the investment opportunity to the Board.

H. Total Fund Target Allocation

A target allocation of 7.5 percent has been established for Private Equity. However, it can take several years from the time a commitment to invest in a private equity vehicle is first made to the time the assets are actually placed. Additionally, distributions from existing investments often occur before all assets are fully invested. As such, a comprehensive commitment strategy is necessary to ensure the target allocation is reached within a reasonable time period. As part of its implementation strategy, the Systems will over-commit to the asset class initially in order to attain the 7.5 percent target in a prudent time frame. The Investment Staff and External Private Equity Advisor will monitor the actual and committed exposure to the asset class closely. The uncommitted and unplaced assets will generally maintain public equity exposure until appropriate Private Markets investment vehicles are identified and committed capital is placed. As the Private Equity program matures, it is anticipated that the actual allocation to Private Equity (as a percentage of total plan assets) may vary based on total plan asset growth and based on the cash flow attributes of the underlying private equity partnerships. The Investment Staff and External Private Equity Advisor will monitor the actual and committed exposure to the asset class on a quarterly basis and provide commentary to the Board on significant differences.

IV. Implementation

A. Guidelines for Sub-Asset Class Allocations

Target allocations to the various categories of Private Equity will be reviewed at least annually with the Board of Trustees, Staff and External Private Equity Advisor. The Systems have developed the following sub-asset class targets and ranges:

Sub-Asset Classes⁹	Lower Range	Allocation Policy Target	Upper Range
Venture Capital	20.00%	30.00%	40.00%
Buyouts	40.00%	60.00%	70.00%
Debt-Related	0.00%	10.00%	25.00%

The sub-asset class targets represent longer-term investment objectives. Due to the timing of investment decisions, the actual sub-asset class allocations may differ from the

⁹ The Systems elected not to categorize international as a sub-asset class. Instead, investments made outside the U.S. will be included in one of the appropriate sub-asset class categories shown here. In the aggregate, International exposure will not exceed 40 percent of the total Private Equity allocation.

targets, within the ranges specified for each category. Additionally, the Systems may from time to time overweight certain sub-asset classes within the Private Equity allocation to improve the strategy's risk/return profile or to take advantage of unique investment opportunities that are time sensitive. Over time, PSRS/PEERS will invest consistently to gain the proper exposure to the sub-asset classes, with an eye towards finding the most attractive investment opportunities with the best possible terms first, and fulfilling the target allocations second. While the Systems will execute a prudent opportunistic approach in order to secure the best investments and terms, market timing will not occur within the asset class.

B. Private Equity Partnership Selection Process

The basic process followed by the External Private Equity Advisor, working in conjunction with the Investment Staff, to manage the process of Private Equity Partnership selection is outlined below:

- Screen Private Equity Partnership investment opportunities for compatibility with the goals, objectives and guidelines established by PSRS/PEERS,
- Conduct an examination of the investment opportunity, including the general partners' investment experience and track record,
- Complete a review of offering documents and additional materials and conduct interviews as appropriate,
- Scrutinize key provisions relating to fees and expenses, allocation of profits, losses, distributions, voting rights, general partner withdrawals and exit clauses, and
- Develop an overall assessment of the suitability of the investment opportunity.

Selection Criteria for Private Equity Partnerships

In order to receive consideration for an assignment with the Systems, a Private Equity Partnership must meet certain minimum criteria. In addition to the basic requirements specified here that apply to all potential Private Equity Partnership selection decisions, a Private Equity Partnership must also comply with any additional criteria defined by the Investment Staff and External Private Equity Advisor that have been established for a particular assignment. The minimum criteria for the selection of Private Equity Partnerships are outlined below:

- Demonstrated knowledge of the Private Equity market segment(s) which the Private Equity Partnership is considering for investment,
- Clearly-defined, repeatable investment process,
- Experienced and diverse management team,
- Demonstrated performance record of adding value in the asset class,
- Track record of quality access/deal flow,
- Clear and accurate communication with investors,
- Good References, and

- Willingness to accept terms that result in the appropriate alignment of interests.

In addition, a Private Equity Partnership must have a sufficient level of assets under management so that the addition of funds from PSRS/PEERS will not cause the assets of the Systems to exceed 25.0 percent of the Partnership's total assets in the product offering.

C. Use of External Legal Counsel

The negotiation of legal agreements governing the terms for investors in Private Equity Partnerships can be complex. The Systems will employ external legal counsel as necessary to ensure the prudent development and execution of contracts with external service providers in the Private Equity area. The Investment Staff and Internal Legal Counsel will be responsible for the retention of qualified external legal counsel.

D. Ongoing Private Equity Partnership Monitoring and Evaluation

The External Private Equity Advisor and Investment Staff have responsibility for the ongoing monitoring and evaluation of Private Equity Partnerships employed by the Systems. The Investment Staff will rely heavily upon information and data received from the External Private Equity Advisor in performing these tasks. Examples of duties related to the ongoing monitoring and evaluation of Private Equity Partnerships include, but are not limited to, the following:

- Conduct periodic meetings with the general partners/managers,
- Serve on partnership advisory boards if invited and as deemed appropriate,
- Review of amendments to partnership agreements,
- Measure and evaluate partnership return data and consolidate reports,
- Respond to notices of calls for capital contributions,
- Manage the distributions of public stocks by partnerships, and
- Develop action plans in those situations where PSRS/PEERS or the External Private Equity Advisor become aware that the activities of a partnership are not in conformance with applicable governing documents.

E. Valuation

All investments will be valued in accordance with U.S. generally accepted accounting principles (GAAP) as noted in the Investment Policy. GAAP requires investments to be reported at fair value on a trade date basis.

Private equity investments' fair value will be determined quarterly using accepted industry valuation methods. Staff and the External Private Equity Advisor will review the valuation methods via a variety of data which may include offering documents, annual audited financial statements, due diligence inquiries and other relevant data. Private equity investment valuations will be reported on a quarter lag adjusted for intra-valuation date contributions, withdrawals, distributions, consummated sales and purchases as reported by the general partner/investment manager. For example the

March 31, 2008 reported value will be based on the December 31, 2007 valuations adjusted for the transactions previously stated (such as contributions, etc.).

The External Private Equity Advisor and Staff will review the quarterly valuations. If the External Private Equity Advisor becomes aware of significant events or market fluctuations that are not reflected in the general partner's reporting or disagrees with a valuation, additional research will be performed and adjustments to the valuations will be made as warranted by the Advisor. In the rare instance that the Advisor and General Partner of a private investment dispute a valuation, the System will record the value based on the Advisor's recommendation. The Advisor and Staff will maintain written documentation of all adjustments and related supporting documentation.

If Staff becomes aware of significant events or market fluctuations that are not reflected in the general partner's reports, such items will be reported to the External Private Equity Advisor for review and consultation as discussed above.

Appendix F

Implementation Pool Manual

The Public School
and
Education Employee Retirement Systems of Missouri

I. Introduction

On April 16, 2007, the Board of Trustees of The Public School and Education Employee Retirement Systems of Missouri (hereinafter collectively referred to as ‘PSRS/PEERS’ or ‘Systems’) approved the Implementation Pool as a separate but temporary asset class for inclusion in the Systems’ investment portfolios. The Implementation Pool will act as a placeholder for assets that will eventually be invested in alternative asset classes: Private Equity, Real Estate and the Absolute Return Pool. The target allocation for the Pool is initially 9.0 percent of Total Fund assets. However, the target allocation will decline as assets are moved out of the Implementation Pool over time and into the alternative asset classes. It is anticipated that the Implementation Pool could be utilized for up to five years because of the long-term investment cycle involved with private assets. On June 9, 2008, the Board revised the Policy to allow the Implementation Pool to act as a placeholder for strategic shifts within the Total Fund.

The Implementation Pool Strategy will have a focus on earning meaningful returns above fixed income over a full market cycle while taking less risk than equities. At any given point in time, the number of managers and types of investments and strategies being utilized may include a wide universe of investment options. However, the overriding focus of the Pool will be on including a diversified group of liquid investment vehicles that primarily offer ‘beta’ (passive sources of market exposure). Additionally, it is expected that the Implementation Pool, in aggregate, will have investment management fees significantly lower than alternative asset classes. The Investment Staff, with assistance from one or more External Asset Consultants (Consultants), is charged with administering the Implementation Pool Program. The Investment Staff, working jointly at all times with at least one Consultant, is responsible for manager hiring and termination decisions, the development and implementation of investment strategies, and manager allocation policies and practices. On April 16, 2007, the Board adopted the policies and procedures for the Implementation Pool set forth in this Manual.

II. Statement of Purpose of Manual

The Implementation Pool Manual provides formal documentation of the investment policies and procedures for the Implementation Pool and is incorporated into the Systems’ Investment Policy as Appendix F. The document serves as a reference point for the management of all Implementation Pool assets by providing a clear definition of the Strategy’s philosophies, objectives, and general practices and also gives guidance to those responsible for overseeing and administering the program - that is, the Board, Executive Director, Investment Staff and Consultant(s).

The Implementation Manual is intended to serve in tandem with the Investment Policy. Certain sections of this document, however, specify investment practices that are unique to the Implementation Pool. The development and maintenance of the Implementation Pool Manual is the responsibility of the Investment Staff. Any revisions to the policies and procedures set forth herein must be approved by the Board of Trustees. The General Consultant is also expected to sign off on changes to the directives specified in this document. The Implementation Pool Manual may be revised at any time and will be formally reviewed at least annually.

III. Investment Philosophy

The Implementation Pool will be treated as a separate and distinct allocation within the Total Fund structures of PSRS and PEERS with a customized set of objectives, strategies and guidelines. For purposes of quarterly Board-level performance reporting, the Implementation Pool will be treated as a single portfolio. The specific risks associated with the Strategy will be viewed both in isolation and within the context of the entire Fund structure.

A. Overall Investment Objectives

The Implementation Pool allocation is intended to act as a temporary placeholder for assets that will be invested in alternative asset classes or public assets on a longer term basis. It is expected that the Pool will produce meaningful returns above fixed income and provide diversification to the total portfolio. It is anticipated that the Implementation Pool will have volatility (standard deviation or risk) similar to the Total Fund. For example, it is expected that the volatility will be significantly higher than the Public Debt asset class but lower than the Public Equity asset class over the interim period.

B. Performance Expectations and Benchmark

The performance objective for the Implementation Pool is to achieve a net-of-fees return that is equivalent to a passive portfolio of 50% global equities and 50% U.S. Treasury bonds over a full market cycle. A weighted benchmark composed of each specific asset class within the Implementation Pool will serve as the strategic benchmark for performance measurement purposes. The objective of the Pool is to utilize a combination of investment strategies to provide favorable risk-adjusted rates of return.

C. Delegation of Manager Hiring and Termination Decisions

The Board of Trustees has delegated to the Investment Staff and Consultant(s) all manager hiring and termination decisions within the Implementation Pool. The Executive Director, Chief Investment Officer and at least one External Asset Consultant (either the General Consultant or a Specialty Consultant) must unanimously agree upon all manager hiring and termination decisions in writing. The Staff will provide the Board with a detailed review of all manager hiring decisions at least one week prior to the execution of a contract with an external service provider. The Staff will inform the Board in writing within 72 hours of a termination decision. The specific details regarding the Systems' external hiring and termination procedures are described in Appendix III, Service Provider Hiring, Retention and Termination Policy.

D. Approved Investment Strategies

The investment structure for the Implementation Pool, along with the search process to identify qualified service providers, will focus on (but not necessarily be limited to) the retention of quality investment managers in public securities.

Securities permitted within the Implementation Pool will include global stocks, U.S. Treasuries, agencies, mortgage-backed securities, asset-backed securities and global investment and non-investment grade corporate securities. Other instruments which are allowable as holdings include global inflation protected securities, currencies and commodities. Exposure to the traditional investments may be made directly, within a commingled fund or through derivative instruments such as swaps, futures or forward contracts. The ability to sell short securities and the controlled use of leverage will be permitted on a limited basis.

Investment advisors not registered with the Securities & Exchange Commission (SEC) will be excluded from the Implementation Pool. Each manager retained by the Systems is given specific instructions with regard to permissible investments relevant to their tactical role in PSRS/PEERS' investment process. For each manager, the description of allowed investment vehicles is included in the Systems' Investment Guidelines for that particular manager. The specific details regarding the Systems' Guidelines for Sub-Asset Class Allocations within the Implementation Pool are described in Section IV.

E. Risk Management

Diversification is the primary risk management tool within the Implementation Pool. The Systems will maintain a prudent level of diversification by selecting a number of individual managers and by ensuring that portfolios are diversified across a number of individual holdings.

Individual investment strategies can appear risky when viewed in isolation. When carefully reasoned combinations of diverse investment strategies are viewed in the aggregate, the resulting portfolios can produce a return pattern over time that exhibits very favorable risk/return characteristics. With that goal in mind, the Staff and Consultant(s) will give careful consideration to strategy combinations through quantitative and qualitative risk management techniques. The analysis of how individual portfolios perform within a larger composite will be part of both the investment search process and the ongoing evaluation of the Implementation Pool composite.

F. Use of Specialist External Advisors

Recognizing that the sub-asset classes included within the Implementation Pool generally require focused knowledge and expertise, the Systems will employ Specialty Consultants capable of adding value to assist in the implementation and refinement of the Implementation Pool.

G. Leverage

The Systems acknowledge that leverage, when prudently applied and with consideration of the risk/reward tradeoff associated with its use, has the potential to enhance value

within the Implementation Pool. Accordingly, the Systems explicitly allow for the utilization of leverage within the Implementation Pool on a controlled basis. While the use of leverage can increase the volatility of returns, the utilization of leverage is also expected to enhance returns and assist in building optimal portfolios. Decisions related to the use of leverage will typically be made at the investment manager level.

In total, the allocation to investment strategies that employ leverage in the Implementation Pool shall not exceed 15.0 percent of the market value of the assets. While the use of leverage can increase the level of active management risk within a portfolio, each manager will be required to demonstrate the proper level of risk management sophistication required to limit unnecessary active risk. Staff and Consultant(s) will monitor the leverage exposure of individual managers and of the total composite.

IV. Implementation

A. Guidelines for Sub-Asset Class Allocations

The Investment Staff and the General Consultant will determine the size of the allocations within the Implementation Pool. Allocations may be altered over time or allowed to deviate from initial targets as a means to control risk and add incremental excess returns. Incorporation of this strategy is expected to improve the risk/return profile of the Implementation Pool without negatively impacting the Total Fund portfolio. The Implementation Pool sub-asset class allocations and ranges will be reviewed at least annually with the Board of Trustees, Staff and Consultant.

Monitoring the allocations and, when necessary, making strategic changes to those allocations to take advantage of market and investment management opportunities are important responsibilities for Staff and Consultant in managing the Implementation Pool. The parties shall adhere to the following guidelines when determining the sub-asset class allocations:

- Changes to the allocations shall be based on longer-term expectations and should not be guided by short-term fluctuations in the capital markets, and
- Any changes in the allocations should be completed in a cost efficient manner, utilizing 'natural' cash flows to the extent possible.

The sub-asset class range broad targets will be 50.0 percent in public equity strategies and 50.0 percent in fixed income strategies. The allocation to public equity will not exceed 80.0 percent.

It is possible, at times, that a manager may be under contract with the Systems but will not manage any assets. Such a situation would be based on the Systems' manager allocation strategies. The Investment Staff and Consultant are responsible for documenting the rationale for actions taken in accordance with this Policy.

B. Use of Sub-Custodians (Prime Brokers)

Sub-custodial accounts may be utilized for non-traditional investment strategies. Assets contained in sub-custodial accounts are no longer custodied by the Master Custodian but all portfolio information is regularly transmitted to the Master Custodian and included in custodial reports.

C. Valuation

All investments will be valued in accordance with U.S. generally accepted accounting principles (GAAP) as noted in the Investment Policy. GAAP requires investments to be reported at fair value on a trade date basis.

The Investment Strategy of the Implementation Pool allows varied investments. The valuation of each allowed investment type is discussed in Appendices A through E. Please refer to these Appendices for detailed valuation guidance.