POLICEMEN'S ANNUITY AND BENEFIT FUND OF CHICAGO

Investment Policy Statement

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Adopted July 22, 1983
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Revised February 28, 2013
Revised October 24, 2013
Revised March 12, 2014
Revised November 17, 2014
Revised February 22, 2016
Revised March 22, 2016
Revised November 22, 2018
Revised December 21, 2019

Introduction

The Retirement Board of the Policemen's Annuity and Benefit Fund of Chicago (the "Board") adopted this Investment Policy Statement on July 22, 1983. The Policemen's Annuity & Benefit Fund of Chicago (the "Fund") is a single employer defined benefit public pension fund. The Fund was created in 1922 by virtue of an Act of the State of Illinois Legislature. The Fund is administered in accordance with Illinois Pension Code 40 ILCS 5/1-109. The complete text that governs the Fund can be reviewed on the State of Illinois' website (www.state.il.us.) This Investment Policy Statement applies solely to the Fund's investment assets.

This document specifically outlines the investment philosophy and practices of the Fund and has been developed to serve as a reference point for the management of the Fund's assets. The Board adopts this long-term plan for the Fund to maintain and enhance its assets through Prudent Investments Rule as defined by 40 ILCS 5/1-109 of the Illinois Pension Code.

The purpose of this Investment Policy Statement ("IPS") is to formalize the Board's investment objectives, policies and procedures, and to define the duties and responsibilities of the various entities involved in the investment process. The Guidelines incorporated into the Fund's Investment Management Agreements, and the Fund's Investment Department's Policies/Procedures/Directions are to be considered extensions of this IPS, both individually and in total. No provision of this IPS shall be construed in contravention of the Illinois Pension Code.

Roles and Responsibilities

Board of Trustees

The Retirement Board of the Policemen's Annuity and Benefit Fund of Chicago (the "Board") was created by an Act of the General Assembly of the State of Illinois for the express purpose of administering the Fund for the benefit of the Fund's participants and their beneficiaries (40 ILCS 5/5-101). The Board is granted the authority to invest reserved of the Fund under the provision in section 40 ILCS 5/5-187 of the Illinois Pension Code. The Board, as fiduciaries, are required to exercise investment authority with the care, skill, prudence and diligence under the circumstances then prevailing that a prudent person acting in a like capacity and familiar with such matters would use in the conduct of an enterprise of a like character with like aims (40 ILCS 5/1-109).

The Board of Trustees is also responsible for the following investment related activities:
Oversee the procurement process for investment managers and consultants, and other investment related professional (40 ILCS 5/1-109.1(1)(a));

- Evaluate total Fund performance, including, but not limited to, performance of all investment managers;
- Analyze the material issues affecting the Fund's investments to make educated and prudent decisions and;
- Allocate duties among themselves and designate others as fiduciaries to carry out specific fiduciary activities.

Fund Staff

To manage the assets of the Fund, the Fund may employ administration of the Fund (benefits, investments, accounting, etc.) and to execute Board policy and other directives as the Board may set. If deemed necessary, the Board may retain investment staff in overseeing the Fund's investment portfolio.

Investment Consultant
The Board may retain a General and/or Specialized Consultant ("Consultants"). The Consultant serves at the pleasure of the Board and acts as a fiduciary and adviser to the Board. The Consultant is responsible for providing the Fund with ongoing performance evaluation and due diligence of all investment managers, developing and implementing the Fund's asset allocation policies and provide education to Board and Staff.

Master Custodian
The Board shall engage a Master Custodian ("Custodian"). The Custodian serves at the pleasure of the Board, subject to the terms of the Agreement between the Fund and the Custodian. The Custodian shall be a major investment-centered bank and shall act as a fiduciary to the Fund, to the extent provided under the Illinois Pension Code and the Agreement between the Fund and the Custodian.

Investment Managers
In accordance with the Illinois Pension Code and PABF's Administration Rules and Regulations, the Board shall conduct a search and retain an external investment manager(s) to invest a portion of the assets of the Fund. Investment Managers, also known as Investment Advisers, have the power to invest Fund assets in accordance with the Investment Manager's specific guidelines and objectives. Investment Managers must acknowledge in writing that they are a fiduciary and shall act in accordance with the IMA, or other operating agreement, in effect between the Fund and the Investment Manager.

Asset Allocation, Diversification and Rebalancing
The Fund invests assets for the benefit of the Fund's Members. The Fund's assets are managed in a fashion that reflects the unique liabilities, funding resources, and portfolio size. It is the Fund's position that asset allocation is the key determinant of return and that commitments to asset allocation ranges should be maintained through a disciplined rebalancing program. Diversification, both by and within asset classes, is a primary risk control element. Because assets are invested to achieve long-term returns, short-term results will not be the determining factor in the Fund's decision to revise an asset allocation or to terminate an investment manager except for extreme cases. Passive and actively managed portfolios are both acceptable options for the Fund.

The Fund staff and Consultant(s) shall conduct an asset liability study every three to five years and present the results to the Board. The study will consider the asset class mix, future benefit payments, liabilities, required funding, the actuary's recommended interest rate assumption, and the prospective funded status of liabilities. Through quantitative asset/liability modeling and qualitative evaluation, an appropriate strategic asset allocation mix will be selected.

The Fund staff and the Consultant(s) will prepare an asset allocation review annually. The asset allocation review will include capital market expectations (10-year horizon and longer), risk/return expectations for major asset classes, correlation expectations for major asset classes, appropriate benchmarks, asset class and style targets, and diversification. In addition to achieving diversification by asset class, careful attention shall be paid to diversification within each asset class and sub-allocation and manager concentration at a total Fund level.

Diversification
To minimize the impact of large losses and to reduce annual variability of returns, the Fund's assets shall be invested across major asset classes and diversified broadly within each asset class (40 ILCS 5/1-109).

Liquidity
Benefit payments are expected to exceed contributions for several years. When cash is needed to make benefit payments, marketable securities shall be liquidated from those asset classes that are above their policy ranges to help bring the allocations closer to their targets. If all allocations are within the policy ranges, the availability of cash and the cost of liquidating securities shall be used as primary determinants as to the source of liquidity.

Relatively illiquid investments, such as venture capital partnerships, real estate holdings, and private capital investments may be made within prescribed limits, with due consideration regarding their impact on overall liquidity requirements, and when the excess expected return is sufficient to compensate the Fund for reduced liquidity. It is the Board's intention to maintain the current allocation within the long-term allocation target ranges. However, the Board appreciates the illiquid nature of some of the Fund's investments and acknowledges that several years may be needed to rebalance certain asset classes, especially in alternative investments (Opportunistic, Real Estate, Private Equity and Infrastructure).

Risk Management
Risk management is essential to the Fund's mission and to the success of the Fund's investment program. Most investment decisions have a risk component that must be considered. When making investment decisions, the Board shall make a reasonable effort to consider all risks—liquidity risk, market risk, business risk, credit risk, currency risk, interest rate risk, inflationary risk, etc.— within the context of the Fund's overall portfolio.

The Board, with assistance from the Fund's staff and its investment consultant(s), shall, considering the Fund's ability and willingness to assume risk, determine an appropriate risk tolerance level for the Fund. Determining the risk tolerance level shall serve as the first step in crafting an appropriate target asset allocation, setting investment goals and objectives, and making other investment-related decision. Understanding that risks evolve over time based on several factors including, but not limited to, changes is market environment and the Fund's financial situation, the staff and investment consultant shall monitor risks and report any material changes in the Fund's overall risk profile to the Board.

Rebalancing
The Board shall establish the asset allocation target and ranges and review them periodically. To ensure that the allocations meet the risk/return objectives of the Fund, the target allocations will be reviewed annually for reasonableness relative to significant economic market changes or changes to long-term goals and objectives. Proper implementation of this guideline may require that a periodic adjustment or rebalancing of assets be made to conform to the approved asset allocation policy targets. Rebalancing requirements shall be reviewed on a continual basis. Cash flows will be taken into consideration to rebalance the portfolio, as appropriate. Portfolio rebalancing will occur periodically, and priority will be given to asset classes that fall outside permissible ranges. Rebalancing, when required, shall occur as soon as practical.

The Board, at times, may choose to allow the actual asset allocation to remain outside the rebalancing ranges if it believed this is warranted by current market conditions.

The overall objective of asset rebalancing is to ensure the Fund's asset allocation conforms closely to the policy targets established by the Board, while minimizing transactions costs. To accomplish the rebalancing, the Fund staff may employ the following:
cash inflows and outflows;

– allocation opportunities arising from manager hirings, terminations, reallocations in accordance with prior Board actions;
– current income; and
– cost-free transfers to and from index funds.

The Fund staff may employ the above-stated methods, to the extent they are available, to bring the Fund's asset allocation back in line with the policy targets. If, however, transactions are required that would result in transactions costs to the Fund, staff shall rebalance the Fund's assets to conform to the asset allocation range limits set forth above in the Fund's Statement of Investment Policy. Fund staff will notify the Board monthly of any rebalancing activity.

Asset Allocation Policy
It is the Board's policy to invest the Fund's assets in the following proportions:

ASSET CLASS	TARGET (%)	TARGET RANGES (%)	POLICY INDEX
Large Cap	15	13-20%	Russell 1000
SMID Cap	6	4-11%	Russell 2500
Developed Int'l Equity	15	13-20%	MSCI ACWI ex US
Emerging Markets Equity	6	4-11%	MSCI Emerging Market Equity
Long/Short Equities	3	1-8%	HFRX Equity
Private Equity	5	3-9%	Cambridge Private Equity
Equities Total	50		
Core Fixed Income	13	11-18%	US Aggregate
Diversified Fixed Income	2	0-7%	3 Month LIBOR +3%
Global Multi Sector Fixed Income	4	2-9%	Global Aggregate Total Return
Absolute Return Fixed Income	3	1-8%	3 Month LIBOR +3%
Opportunistic Credit	4	2-9%	50% CS Leveraged Loan 50%ICE BofA ML US HY BB-B Rated Constrained
Private Debt	4	2-9%	CS Leveraged Loan
Credit Strategies Total	30		
Real Estate	7	5-12%	NCREIF Property Index– Private Real Estate NAREIT Equity Index – Public Real Estate
Infrastructure	4	2-9%	NCREIF Property Index
Real Assets Total	11		
Global Asset Allocation	50	2-9%	60% MSCI ACWI / 40% FTSE WGBI
Hedge Funds	4	7-14%	HRFI Fund of Funds
Diversifying Strategies Total	9		
Cash / Short Duration	0	0-15%	BBgBarc US Government/Credit 1-3 Yrs (short duration) 91 Day T-Bills (cash)

Private market indices are reported on a quarter lag

Investment Performance Guidelines/ Watch List Policy

Portfolio Goals and Objectives at the Overall Fund Level

The Board sets the goals and objectives of the investment portfolio solely in the interest of the Fund, its participants and their beneficiaries. The performance objectives of the Fund are threefold:

- To meet or exceed its actuarial return assumption on a net-of-fees basis over time with a level of risk deemed appropriate by the Board while maintaining liquidity sufficient to cover benefit payments and other obligations
- To outperform the risk-adjusted return, net-of-fees, of the policy benchmark outlined below over a market cycle (typically a three- to five-year period)
- To rank in at least the top half of the investment consultant's universe of comparable institutional investors with similar risk/return parameters consistently over time

Total Fund Benchmark

The investment objective is to achieve a rate of return consistent with the investment policy stated above. Over reasonable measurement periods, the rate of total return earned on total Fund assets shall be compared with:

15% Russell 1000, 6% Russell 2500, 2% MSCI EAFE, 6% MSCI Emerging Markets, 5% MSCI World ex USA Small Cap, 8% MSCI ACWI ex USA, 3% Citi 3msTreasury Bill, 13% BBgBarc US Aggregate TR, 9% 3-Month LIBOR + 3%, 4% BBgBarc Global Aggregate TR, 4% NCREIF Property Index, 5% - 60% MSCI ACWI (Net) / 40% CITI WGBI, 1% NAREIT Equity Index, 5% Private Equity Benchmark (1 Qtr. Lag), 6% NCREIF Property (1 Qtr Lag), 4% HFRI Fund of Funds Composite Index, 4% 50% CS Leveraged Loan / 50%ICE BofA ML US HY BB-B Rated Constrained Index

Investment Manager Goals and Objectives

Each investment manager is expected to outperform the agreed-upon benchmark on a risk-adjusted-basis over a market cycle (typically a three- to five-year period), additionally the total net-of-fees return for the mandate should rank above the median within the respective peer universe. The investment manager shall achieve its return objectives while maintaining an appropriate level of risk as determined by the Board and/or as specified in the investment contract.

Investment Guidelines

All the provisions within the Investment Guidelines section shall apply to individual mandates managed by investment managers and not to the Fund. For the purposes of the Investment Guidelines section, the term "portfolio" shall refer to an individual mandate. The guidelines for an investment mandate are set at the time of hiring and are included in the contractual agreement between the Fund and the investment manager. No deviation from the investment guidelines and objectives established in the contract between the Fund and the investment manager shall occur unless agreed to in writing by the Board. Any deviation by the investment manager from the contract guidelines without the approval of the Board may lead to the termination of the investment manager.

The investment guidelines in this section are separated by asset class and represent standard investment guidelines with which the Board is comfortable. As such, these guidelines represent a framework utilized when negotiating investment manager contracts. On a case-by-case basis, the Board may allow deviation within the contract from these standard guidelines. The contract guidelines shall always govern. Moreover, the investment manager and/or the investment consultant will inform the Fund staff and Board of any compelling reason to change any of these guidelines due to investment market outlook or a change in the Fund's structure or funding. The investment guidelines established by contract between the Fund and the investment manager typically contain certain exposure limits (e.g. security exposure, company/issuer exposure, country/sector exposure, credit quality exposure, etc.). Investment managers shall never initiate a purchase or sale transaction that, at the time of purchase or sale, results in an exposure limit being exceeded. The following exceptions shall apply:

- During a reasonable investment period when significant additional capital is allocated to the investment manager by the Fund;
- During a reasonable liquidation period when significant capital is redeemed from the investment manager by the Fund; and
- During the liquidation stage of a closed-end private market investment.

The Board, Investment staff and investment consultant should also be informed immediately of any material changes in the ownership, affiliation, organizational structure, financial condition, or professional personnel staffing of the investment management organization. The investment manager shall discharge its responsibilities in accordance with the fiduciary provisions contained within the Illinois Pension Code and investments shall be made for the exclusive benefit of the Fund, its participants and their beneficiaries.

Watch List Criteria

Qualitative Factors

A Manager may be placed on a watch list or on probation in response to significant changes in the ownership structure or key personnel; anticipated changes in the investment process; concerns about the Manager's recent or long-term investment results; failure of the Manager to comply with the investment guidelines or other separate instructions; legal or regulatory concerns, or, any other event which the Trustees conclude may lead to a change in the Manager's status with the Fund.

Performance/Quantitative Factors

A Manager will be placed on probationary status if, over four consecutive quarters, or, if over a market cycle a manager has consistently failed to outperformance its index and its peer universe.

Any Manager on the watch list or in probationary status will not be eligible to receive additional investment funds. This is a guide for action, and notwithstanding the provisions herewith, the Board reserves the right to immediately place a manager on probation or to take immediate action to terminate a Manager for any reason at their sole discretion.

Enforcement

The Board expects every fiduciary of the Fund to comply with this Investment Policy Statement. If for any reason any party acting in a fiduciary capacity is unable to comply with the Investment Policy Statement, that party shall immediately notify the Board in writing. More specifically, if any investment manager or the investment consultant concludes that any aspect of this statement is inappropriate or will unnecessarily inhibit performance, the investment manager or investment consultant is obligated to notify the Board rather than fail to comply. Failure to comply with the Investment Policy Statement may be cause for termination.

SUPPLEMENTAL POLICIES AND INVESTMENT GUIDELINES

Short Term Securities
Adopted June 19, 1993
Revised November 17, 2014
Revised February 22, 2016

Short-term investing for the Fund shall be conducted through the City Treasurer's office or by an investment manager selected by the Board. The investments permitted as short-term investments for the Fund include:

- Interest-bearing general obligations of the United States, State of Illinois, and City of Chicago;
- United States treasury bills and other non-interest bearing general obligations of the United States when offered for sale in the open market at a price below face value, so as to afford the Fund a return on such investment in lieu of interest;
- Tax anticipation warrants issued by the City of Chicago;
- Short-term discount obligations of the United States government or United States government agencies;
- Certificates of deposit in banks located within the City of Chicago;
- Certificates of deposit of national banks, fully collateralized at least 110 percent by marketable U.S. government securities and marked-to-market at least monthly;
- Bankers acceptance of bank holding companies and commercial paper of companies rated A1, P1 or the equivalent by two national rating agencies and maintaining such rating during the term of such investment;
- Tax-exempt securities exempt from federal arbitrage provisions applicable to investments of proceeds of the city's tax-exempt debt obligations;
- Except where otherwise restricted or prohibited, a non-interest bearing savings account, non-interest bearing checking account or other non-interest bearing demand account established in a national or state bank, or a federal or state savings and loan association, when, in the determination of the City Treasurer’s office, the placement of such funds in the non-interest bearing account is used as compensating balances to offset fees associated with that account that will result in cost savings to the Fund;
- Domestic money market mutual funds regulated by and in good standing with the Securities and Exchange Commission; and
- Any other suitable investment instrument permitted by state laws governing municipal investments generally, subject to the reasonable exercise of prudence in making investments of public funds.

Diverse Investment Manager Policy
The Board to use emerging investment management firms, as defined in 40 ILCS 5/1-109.1(4), and minority investment management firms, as defined in 40 ILCS 5/1-109.1(9), to the greatest extent feasible within the bounds of financial and fiduciary prudence, which among other things shall be achieved through consultation and pursuant to the advice of the Fund's investment advisors.

It shall be the policy of the Board to ensure that no barrier exists to the full participation of emerging and minority investment managers in the investment opportunities afforded by the Fund. The Board shall attempt to achieve full participation of emerging and minority investment managers as follows:

In compliance with Public Act 96-006, the Fund's investment advisor shall include in any investment manager search no less than three qualified emerging or minority management firms to provide the investment product or strategy sought, and if less than three qualified emerging or minority investment management firms are recommended, the investment advisor shall notify the Board of the reason(s) for the non-inclusion. The Fund will additionally, endeavor to include at least one qualified emerging or minority management firm in the list of finalists invited to present to the Board. A qualified manager is defined as one who meets the selection criteria upon which the search is organized; and

The Fund's investment advisor shall annually advise the Board of the emerging and minority investment managers that have been added to the database used by the investment advisor in the conduct of searches; and

The Fund's investment advisor shall include in all manager searches no less than three Illinois firms that provide the investment product or strategy sought. If less than three qualified Illinois firms are recommended, the investment advisor shall notify the Board of the reason(s) for the non-inclusion. An Illinois firm is defined as one registered to do business, and having a principal office in the State of Illinois; and

The Board shall take significant steps to contract with minority owned businesses1, female owned businesses and businesses owned by a person with a disability2 (collectively minority, women and disability business enterprise or "MWDBE") through one or more of the following relationships: retaining qualified MWDBE firms directly as active or passive portfolio managers as a result of a generalized or special search, or retaining a consultant to assemble a portfolio of MWDBE firms on a fully discretionary and/or collaborative basis and or through a fund-of-fund structure.

It shall be the policy of the Board, always mindful of its fiduciary obligation to its past, present and future annuitants, to strive to achieve the following goals in awarding investment manager contracts:

By Asset Class (for Emerging Investment Managers)	Range	
	Low	High
Equity	7%	9%
Fixed Income	2%	4%
Alternatives	3%	4%

By Asset Class (for Minority Investment Managers)	Range	
	Low	High
Equity	2%	4%
Fixed Income	0%	2%
Alternatives	0%	1%
By Asset Class (for Emerging and Minority Investment Managers-TOTAL)	**Range**	
	Low	High
Equity	11%	13%
Fixed Income	3%	5%
Alternatives	4%	5%
By Category (for Emerging Investment Managers)	**Range**	
	Low	High
Minority-owned	4%	5%
Women-owned	1%	2%
Person with disability-owned	0.25%	0.5%
By Category (for Minority Investment Managers)	**Range**	
	Low	High
Minority-owned	2%	4%
Women-owned	0%	1%
Person with disability-owned	0%	0.25%
By Category (for Emerging and Minority Investment Managers)	**Range**	
	Low	High
Minority-owned	4%	5%
Women-owned	1%	2%
Person with disability-owned	0.25%	0.5%

It shall be the policy of the Board, once it determines to select a manager(s) for hire, to make a motion in open session to retain the services of such manager(s) subject to finalization of the contract to the satisfaction of the Executive Director, Chief Investment Officer and Board Counsel.

It shall be the policy of the Board that the Executive Director or Chief Investment Officer, once negotiations are complete, to notify the Chairman of the investment committee that a contract(s) has been approved for retention. At that point, should transition investment management services be needed to fund such commitment, the Board further hereby delegates authority to and does direct the Fund staff to work with the Board's investment consultant to obtain transition investment management services. At the discretion of the Fund staff, a bid process may or may not be used depending on the transition needs of the Fund at the time of the proposed action.

The Board further hereby delegates authority to and does direct Fund staff, once a new mandate has been funded in whole or in part, to report to the Board in open session, the pertinent terms of the agreed to contractual relationship, the manner in which such mandate was funded in whole or in part, and any other details deemed appropriate. The Board, in enacting this policy, understands that its fiduciary responsibility can best be met by closing any investment activity from public scrutiny until such time as the Fund's staff has been able to execute Board investment initiatives, and once complete, a full report in open session shall be reported by the Fund's staff for the public record.

It shall be the policy of the Board, once it determines to terminate a manager(s), to make a motion in open session to terminate such manager(s). Further, the Board hereby delegates authority to and does direct the Fund staff, once the transfer of assets from such terminated manager(s) has been completed, to report such fact to the Board in open session.

It shall be the policy of the Board that the Fund staff shall have authority to execute contracts, upon completion of a legal review of any such contract, and trade securities and the Fund's assets during any interim periods, which period should not exceed 45 days, wherein there may be, or are, funds and assets that are not under the control and supervision of the transition investment managers or investment managers, or the rebalancing of assets is being implemented. The Board hereby delegates authority to and does direct the Fund staff, as fiduciaries, to take such actions they deem necessary and prudent, including the executing of contracts and trading of securities and the Fund's assets, during any such above-described interim periods.

It shall be the policy of the Board that all investment managers shall comply with all statutes currently applicable to the Board and the Fund, as may be amended, supplemented, or added from time to time.

Diverse Brokerage Policy

U.S. Equity Managers Brokerage Policy

Subject to best execution and where funds are not commingled, each active U.S. Equity manager shall:

- Execute trades at an average per share cost not to exceed 3.5¢ per share.
- If possible, direct 35% or more of the domestic large cap, mid cap and small cap total commission dollars to MWDBE with a significant presence in Chicago, and preferably with an office located within the City of Chicago, or in the State of Illinois.
- If possible, direct 10% or more of the domestic microcap total commission dollars to MWDBE with a significant presence in Chicago, and preferably an office located in Chicago, or in the State of Illinois
- Submit annual progress report, including MWDBE utilization in dollars and as a percentage of total brokerage, the breakdown of commission dollars and percentage of total commissions allocated to a) minority-, b) women-, and c) person with disability owned-business enterprises (highlighting double-counting and dollar amount and percentage of total brokerage that is allocated to a) enterprises with a significant presence in Chicago, and b) enterprises with a significant presence in Illinois.

Non-U.S. Equity Managers Brokerage Policy
Subject to best execution and where funds are not commingled, each active Non-U.S. Equity manager shall:

- Except for dedicated Non-U.S. Small Cap and Emerging Market Equity mandates, execute trades at an average per share cost not to exceed 25bps per share.
- For dedicated Non-U.S. Small Cap Equity and Emerging Market Equity mandates, execute trades at an average per share cost not to exceed 30bps per share.
- If possible, direct 10% or more of the total commission dollars to MWDBE with a significant presence in Chicago and Illinois, and preferably with an office located within the City of Chicago, or in the State of Illinois.
- Submit an annual progress report, including:
- MWDBE utilization in dollars and as a percentage of total brokerage, the breakdown of commission dollars and percentage of total commissions allocated to a) minority-, b) women-, and c) person with disability owned-business enterprises (please highlight double-counting);dollar amount and percentage of total brokerage that is stepped out; and dollar amount and percentage of total brokerage that is allocated to a) enterprises with a significant presence in Chicago, and b) enterprises with a significant presence in Illinois.

Fixed Income Managers Brokerage Policy
Subject to best execution and where funds are not commingled, each active Fixed Income manager shall:

- If possible, direct 25% or more of the total commission dollars to MWDBE with a significant presence in Chicago, and preferably with an office located within the City of Chicago, or in the State of Illinois.
- Submit a quarterly progress report, including:
- MWDBE utilization in dollars and as a percentage of total brokerage, the breakdown of commission dollars and percentage of total commissions allocated to a) minority-, b) women-, and c) person with disability owned-business enterprises (please highlight double-counting);
- dollar amount and percentage of total brokerage that is stepped out;
- dollar amount and percentage of total brokerage that is allocated to a) enterprises with a significant presence in Chicago, and b) enterprises with a significant presence in Illinois; and
- The Fixed Income manager's process and assumptions in estimating trading costs.

If an investment manager fails to comply with the above guidelines for a calendar year, the manager shall submit to the Fund a written response explaining why the target brokerage was not met and what steps are being taken by the manager to ensure that targets will be met in the future.

Security Lending Policy

Adopted June 19, 1993
Revised September 30, 1995
Revised November 17, 2014

Securities lending activities for the Fund shall be administered by the Fund's custodian or securities lending agent, as applicable, who is responsible for all recordkeeping, monitoring and reporting of loans of the Fund's securities. The Board may delegate the investment of collateral cash received from securities lending activities to the custodian or securities lending agent, as applicable. The custodian or securities lending agent, as applicable, may invest in:

- Short-term obligations of companies whose commercial paper is rated A1, P1 or the equivalent by at least two national rating agencies;
- Short-term obligations (up to 15%) that the custodian or securities lending agent, as applicable, classifies as second-tier;
- Short-term obligations of banks whose certificates of deposit are rated A1, P1 or the equivalent by at least two national rating agencies;
- Short-term obligations (up to 15%) that the custodian or securities lending agent, as applicable, classifies as second-tier;
- Short-term obligations of the United States government or its agencies,
- Repurchase agreements;
- Money market mutual funds; and
- The Northern Trust's Short-Term Investment Fund (STIF) for Employee Benefit Trusts.

The custodian or securities lending agent, as applicable, shall maintain a list of eligible borrowers in the securities lending program. The Fund's staff shall give the custodian or securities lending agent, as applicable, written authorization as to which borrowers the custodian or securities lending agent, as applicable, may lend the Fund's securities. The Fund's staff may revoke authorization to lend to a certain borrower at any time by giving the custodian or securities lending agent, as applicable, notice of such change.

All loans shall be collateralized and marked to market daily as agreed by the two parties and set forth in the securities lending agreement. Revenues received from such securities lending shall be proportionately divided between the Fund and the custodian or securities lending agent, as applicable, agreed upon by the two parties. The period for which the securities may be loaned shall not exceed one year. The Fund may withdraw from the securities lending program at any time by giving the custodian or securities lending agent, as applicable, written notice.

Investment Manager Guidelines

Domestic Equity

NORTHERN TRUST INVESTMENTS NTGI RUSSELL 1000
Domestic Large Cap Equity Index Fund

Retained by the Fund
March 2012

Investment Guidelines and Strategy

- The Advisor will comply with all the provisions relating to the Article 1 and 5 of the Illinois Pension Code, specifically Sections, 1-101.2 to 1-101.5, 1-109 and 1-109.1, 1-110, 1-113 to 1-113.10, and 5-187 to 5-187.1
- The portfolio will be invested in Northern Trust Collective Russell 1000 Index Fund – Non-Lending.
- The portfolio shall be constructed to fully replicate the assigned index.
- Administrative duties, such as custody of assets, security settlement, and dividend collection, are the responsibility of the portfolio manager.

Investment Objective
To match the rate of return of the Russell 1000 Stock Index, gross of fees.

Performance Index
Russell 1000 Index

GREAT LAKES ADVISORS
Domestic Large Cap Value Fund

Retained by the Fund
July 1989

Investment Guidelines & Strategy

- The Advisor will comply with all the provisions relating to the Article 1 and 5 of the Illinois Pension Code, specifically Sections, 1-101.2 to 1-101.5, 1-109 and 1-109.1, 1-110, 1-113 to 1-113.10, and 5-187 to 5-187.1
- Great Lakes Advisors is to invest the portfolio under management up to a maximum of 100% in common stock.
- The manager shall be responsible for determining the amount of the portfolio's assets to be invested in stock and cash equivalents.
- The investment manager will have full discretion in determining the level of diversification within the portfolio.

Investment Objectives
To exceed the rate of return of the S&P/BARRA Large Value Stock Index over reasonable measurement periods, net of fees. Prior to September 30, 1993, the performance benchmark was the Wilshire 5000 Stock Index. Prior to September 30, 1989, the performance benchmark was the S&P 500 Stock Index.

To achieve an above-median ranking within a universe of common stock funds.

Preferred Index
Russell 1000 Value

WILLIAM BLAR
Domestic SMID Cap Growth Equity

Retained by the Fund
November 2004

Investment Guidelines and Strategy

- The Advisor will comply with all the provisions relating to the Article 1 and 5 of the Illinois Pension Code, specifically Sections, 1-101.2 to 1-101.5, 1-109 and 1-109.1, 1-110, 1-113 to 1-113.10, and 5-187 to 5-187.1
- The common stocks are listed on a national securities exchange or board of trade or quoted in the National Association of Securities Dealers Automated Quotation System National Market System.
- The Adviser may invest at least 80% of the assets in stocks of small and medium-sized domestic companies which have market capitalizations of $12 billion or less at time of purchase. Up to 20% of the assets may be invested in companies with market capitalizations greater than $12 billion or in cash equivalents.
- The Adviser may invest up to 15% of the portfolio in American Depository Receipts or substantially similar instruments that are based on foreign securities or in securities exempt from registration under the Securities Act of 1933 such as rule 144A securities.
- The Adviser may invest up to 10% of its portfolio in cash or cash equivalents.
- Options, financial futures, private placements, or venture capital may not be purchased.
- No single security in the Adviser's portfolio will comprise more than 5% of the portfolio's equity allocation at the time of purchase, nor will it be more than 10% of the equity allocation of the portfolio after accounting for price appreciation.

Prohibited Investments
The following investment activities are prohibited:

- Naked call options, puts or straddles
- Futures or options except when acquired to hedge portfolio risk
- Margin buying, short selling or any strategy or instrument involving the use of leverage
- Over-the-counter derivative securities
- Commodities and commodity contracts
- Lease-backs and conditional sales contracts
- Private Real Estate (publicly traded REITs are allowed)
- Limited partnerships
- Non-dollar denominated equity securities
- Letter stock
- Other investments with characteristics like those above

Investment Objectives

- To exceed the annualized rate of return of the Russell 2500 Growth Index over reasonable measurement periods, net of fees.
- To achieve an above-median ranking within a universe of managers with a similar small/mid cap growth style.

Preferred Index
Russell 2500 Growth Index

BMO ASSET MANAGEMENT
Domestic Micro Cap Equity

Retained by the Fund
October 2018

Investment Guidelines

- The Advisor will comply with all the provisions relating to the Article 1 and 5 of the Illinois Pension Code, specifically Sections, 1-101.2 to 1-101.5, 1-109 and 1-109.1, 1-110, 1-113 to 1-113.10, and 5-187 to 5-187.1
- The benchmark for the portfolio will be the Russell 2500 Value Index (the "benchmark").
- The portfolio shall consist of only equity investments, exchange traded funds and cash equivalents. Equity investments include securities of U.S. entities, securities of foreign entities traded on the principal U.S. exchanges or over-the-counter, and listed American Depository Receipts traded on the principal U.S. exchanges or over-the-counter.
- Securities shall be diversified by industry and in number so that no investment in the securities of a single issue shall exceed 3% at the time of purchase.
- Cash or cash equivalents will be minimized and normally will not exceed 5% of the portfolio value, except as a result of contributions or withdrawals.
- No assets shall be invested in Letter Stock, committed to short sale contracts, committed to option contracts, committed to commodities, invested with the use of leverage, purchased on margin.

Investment Objective

- To achieve an annualized total return over the long term (3-5 years) above the Russell Microcap Index return.
- To achieve an above average, long-term rate of return by investing in a diversified portfolio of small and micro-capitalization securities.
- To achieve an annualized total return, over a long term (3-5 years), above the median return of a data base of managers with a similar microcap equity style.

Preferred Index
Russell Microcap Index

International Equity

ARTISAN PARTNERS
International Equity

Retained by the Fund
April 2005

Investment Guidelines & Strategy

- The Advisor will comply with all the provisions relating to the Article 1 and 5 of the Illinois Pension Code, specifically Sections, 1-101.2 to 1-101.5, 1-109 and 1-109.1, 1-110, 1-113 to 1-113.10, and 5-187 to 5-187.1
- Holdings will generally consist of publicly traded corporate equities (including common and preferred stocks, warrants, and ADRs) of companies domiciled or whose primary business activities or principal trading markets are outside the United States.
- Holdings in emerging market countries (as defined by MSCI) will be kept to a maximum of 2X the emerging markets exposure of the MSCI All-Country World ex-U.S. Index.
- The Account will generally be diversified across a minimum of eighteen (18) countries. The maximum allocation to any one country will not generally exceed thirty percent (30%) of the value of the Account.
- Investment in any one industry will not generally exceed twenty-five percent (25%) of the value of the Account.
- No single security will exceed five percent (5%) of the market value of the Account at the time of purchase.
- The Account will not employ leverage, purchase securities on margin, sell securities short, purchase securities in private placements (except Rule 144A securities), or write or sell options.
- Currency hedging may be utilized for defensive purposes to protect the Account's value in U.S. dollars but may not exceed 20% of the total market value of the Account.
- The cash portion of the Account shall be invested in short-term investment funds to be designated by Client or Client's custodian from time to time. Cash will not generally exceed ten percent (10%) of the value of the Account.
- The manager should select and weight international common stock investments in the account in order to achieve the highest possible long-term total rate of return while managing portfolio risk.
- The Account may invest in listed or over-the-counter un-leveraged, equity-linked instruments; provided, however, that the Account will not invest (i) more than 10% of its total assets in such instruments, and (ii) more than 5% of its total assets in such instruments issued by a single counterparty (in each case measured at market value at the time of purchase).

Investment Objectives

- To exceed the annualized rate of return of the MSCI All-Country World ex-U.S. Index over reasonable measurement periods, net of fees.

- To achieve an above-median ranking within a universe of managers with a similar small/mid cap growth style.

Performance Index
MSCI All-Country World ex-U.S. Index

WILLIAM BLAIR
International Equity

Retained by the Fund
April 2005

Investment Guidelines & Strategy

- The Advisor will comply with all the provisions relating to the Article 1 and 5 of the Illinois Pension Code, specifically Sections, 1-101.2 to 1-101.5, 1-109 and 1-109.1, 1-110, 1-113 to 1-113.10, and 5-187 to 5-187.1

- William Blair will invest in a growth-oriented, diversified portfolio that will typically hold between 140 - 200 securities. The firm's investment philosophy is to focus on companies with above-average growth prospects where growth can be sustained through leading or franchise positions in terms of proprietary products, marketing dominance, or cost/asset base advantage. Portfolio candidates typically have above-average prospective growth, evidence of sustainability of future growth, above average profitability and reinvestment of internal capital, and conservative capital structure relative to sector norms.

Permissible Investments

- Common or preferred shares of foreign corporations listed and traded on nationally recognized exchanges or over the counter markets.
- Convertible bonds, debentures or preferred shares which are convertible into corporate stock
- Warrants or rights to equity securities
- Cash or cash-equivalent securities, including money market mutual funds and equivalent commingled funds; U.S. Treasury Bills; commercial paper; certificates of deposit; bankers' acceptances and repurchase agreements collateralized by US Treasury or Agency Securities
- SEC Rule 144A securities
- The investment manager may engage in various transactions to hedge against currency risk. Forward contracts, futures and options may be used for currency hedging purposes. The investment manager may hedge a maximum of 50% of the portfolio at market value.
- The investment manager may use futures and exchange traded funds in order to equitize cash.

Prohibited Investments

- Letter or restricted stock
- Short sales of any type
- Share purchases involving the use of margin

Portfolio Construction Guidelines

- The portfolio will be diversified by region and country.
- The minimum allocation to the UK, Europe ex-UK, and Japan, respectively, is 5% and the maximum allocation is 55%
- The portfolio may invest a minimum of 5% of the portfolio up to a maximum of 35% in emerging markets companies
- The portfolio will be diversified by sector as defined by the investment manager, with no individual sector representing over 35% of the portfolio, based on market value.
- The maximum allocation to any one security is 5% of the portfolio (at market value). Notwithstanding this limitation, no immediate liquidation of investment shall be required solely due to changes in market value.
- The amount of cash and cash equivalents will not exceed 10% of the portfolio, except during periods of cash contributions and withdrawals.
- There are no market capitalization restrictions for securities in the portfolio.
- If the manager breaches the portfolio construction guidelines due to market movements, it must notify the client regarding this matter.

Investment Objectives
To achieve an above-median ranking within the Frank Russell Company universe of international stock portfolios.

Performance Index
The benchmark for this strategy is MSCI ACWI ex-US Index
A secondary benchmark is the MSCI ACWI ex-US Growth Index

UBS GLOBAL ASSET MANAGEMENT
International Equity

Retained by the Fund
January 1984

Investment Guidelines
The Advisor will comply with all the provisions relating to the Article 1 and 5 of the Illinois Pension Code, specifically Sections, 1-101.2 to 1-101.5, 1-109 and 1-109.1, 1-110, 1-113 to 1-113.10, and 5-187 to 5-187.1

The portfolio will not invest in any forbidden entity as defined by Illinois Public Act 094-0079.

UBS will construct a diversified portfolio that will typically hold securities issued by approximately 70-110 issuers over time. The only bias of the portfolio is toward stocks in which, according to the adviser, a material discrepancy exists between its market price and its intrinsic value.

Permissible Investments
- Common or preferred shares of foreign corporations listed and traded on nationally recognized exchanges or over the counter markets.
- Convertible bonds, debentures or preferred shares which are convertible into corporate stock.
- Warrants or rights to equity securities.
- Cash or cash-equivalent securities, including money market mutual funds and equivalent commingled funds; U.S. Treasury Bills; commercial paper; certificates of deposit; bankers' acceptances and repurchase agreements collateralized by US Treasury or Agency Securities.
- SEC Rule 144A securities
- The investment manager may engage in various transactions to hedge against currency risk. Forward contracts, futures and options may be used for currency hedging purposes.
- The investment manager may use futures and exchange traded funds in order to equitize cash.

Prohibited Investments
- Letter or restricted stock
- Short sales of any type
- Share purchases involving the use of margin

Portfolio Construction Guidelines
- The portfolio will be diversified by sector, region, and country.
- The maximum allocation to any one security will be limited to the greater of 5% of portfolio assets (at market value) or the issuer's benchmark (MSCI All Country World Ex-U.S. Index) weighting plus 5% of portfolio assets. Notwithstanding this limitation, no immediate liquidation of investment shall be required solely due to changes in market value.
- Investment in emerging market companies will be limited to the greater of 25% or 2 times the emerging markets allocation in the MSCI All Country World Ex-U.S. Index.
- The amount of cash and cash equivalents will not exceed 10% of the portfolio, except during periods of cash contributions and withdrawals.

If the manager breaches the portfolio construction guidelines due to market movements, it must notify the client regarding this matter.

Investment Objectives
To achieve an above-median ranking within the Frank Russell Company universe of international stock portfolios.

Performance Index
MSCI All Country World Ex-U.S. Index

ACADIAN ASSET MANAGEMENT LLC
International Equity

Retained by the Fund
January 2014

Investment Guidelines

- The Advisor will comply with all the provisions relating to the Article 1 and 5 of the Illinois Pension Code, specifically Sections, 1-101.2 to 1-101.5, 1-109 and 1-109.1, 1-110, 1-113 to 1-113.10, and 5-187 to 5-187.1
- The Portfolio will principally invest in common stocks traded on equity markets. Also permitted:
- Preferred shares, securities convertible into other equities, depository receipts, and other equity securities.
- Limited partnerships, REITS, Canadian income trusts, units, unit trusts, rights and warrants.
- All securities and security types included in the benchmark.
- Forward currency contracts for the purpose of hedging currency fluctuations during settlement
- Opportunistic currency hedging is allowed up to 50% of portfolio value.
- The Portfolio will generally hold 5% cash or less. The limit may occasionally be exceeded due to contributions, withdrawals, or other special circumstances.
- Markets included in the MSCI EAFE Small Cap index and Canada are permissible for investment. In addition, investment in countries not described above is permitted on an opportunistic basis up to 10% of portfolio value at time of purchase. A security's country classification will be determined according to MSCI, or according to S&P if not covered by MSCI. If not covered by either, the country where it primarily trades or its country of domicile or incorporation will be used to determine the classification.
- The holdings of any one issuer will generally not exceed 5% of the total portfolio value or twice the MSCI EAFE Small Cap benchmark weight for that issuer, whichever is larger. This guideline applies at time of purchase. This guideline excludes forward currency positions and securities issued by sovereign governments

Prohibited Investments

- Purchase securities on margin
- Sell securities short
- Use derivatives, including equity index swaps and equity index futures, unless specifically permitted above
- Leverage the portfolio
- Purchase 144A securities

Investment Objective

- To exceed the annualized rate of return of the MSCI EAFE Small Cap Index, net of fees, over reasonable measurement periods.
- To achieve an above-median ranking, net of fees, within a universe of non-U.S. small cap managers.

Performance Index
MSCI EAFE Small Cap index

EARNEST PARTNERS LLC
Emerging Markets Equity Strategy

Retained by the Fund
January 2014

Investment Guidelines

- The Advisor will comply with all the provisions relating to the Article 1 and 5 of the Illinois Pension Code, specifically Sections, 1-101.2 to 1-101.5, 1-109 and 1-109.1, 1-110, 1-113 to 1-113.10, and 5-187 to 5-187.1
- The Portfolio will principally invest in common stocks traded on equity markets. Appropriate investments include without limitation non-U.S. dollar denominated equity and equity-linked securities (including REITs) and U.S. dollar denominated foreign equity and equity-linked securities including exchange traded funds (“ETFs”), American Depository Receipts (“ADRs”), European Depository Receipts (“EDRs”), and Global Depository Receipts (“GDRs”). Also permitted:
    - Preferred shares, securities convertible into other equities, and other equity securities
    - All securities and security types included in the Benchmark
    - Forward currency contracts for hedging currency fluctuations during settlement
- Notwithstanding anything in these Investment Guidelines to the contrary, affiliated or unaffiliated mutual funds, investment funds, trust or other pooled investment vehicles may be used to establish market positions more efficiently than otherwise possible. No one fund will represent more than 7.5% of the gross assets of the total Portfolio. It is understood and agreed that some countries (e.g. China) may impose limitations and restrictions on the repatriation of capital. Each investment fund shall be subject to the provisions of its prospectus, trust deed and/or subscription documents applicable to the investment fund, as amended and supplemented from time to time.
- Equity holdings in any one company should not exceed 7.5% of the total Portfolio, measured at market value.
- Equity holdings in one sector should not exceed the greater of 35% of the total Portfolio or 1.5 times the sector’s weight within the Benchmark, measured at market value.
- Country allocations should generally not exceed the greater of 25% of the total Portfolio or 2 times the Benchmark weight, each measured at market value.
- Not more than 10% of the total Portfolio, measured at market value, may be held in un-invested cash.

Prohibited Investments

- Purchase securities on margin
- Sell securities short
- Use derivatives other than those specified above
- Leverage the portfolio
- Purchase 144A securities
- Restrictions on Investments - If the Fund does not provide the Advisor with a list in writing of the specific securities (e.g. the ticker symbols or CUSIP numbers of such securities) which are to be prohibited from being purchased in the Portfolio, then any securities to be prohibited from purchase in the Portfolio will be determined solely by the generic screening criteria of MSCI or other third-party provider. If the generic screening is utilized by the Advisor for the Portfolio (i.e. the Fund has provided guidelines for prohibited securities but not specific names of securities), the Fund acknowledges that the Advisor may, from time to time, as a result purchase securities for the Portfolio that the Fund may subsequently determine should be prohibited from further investing in the Portfolio. In such cases, the Fund must notify the Advisor in writing as to whether to sell such securities and/or to prohibit the further purchase of such securities in the Portfolio. The Fund agrees that the Advisor will be held harmless for any loses that may occur in the Portfolio with respect to securities that are purchased in the Portfolio by the generic screening that the Fund did not specifically list in writing as being prohibited.

Investment Objective

- To exceed the annualized rate of return of the MSCI Emerging Markets Index, net of fees, over a full market cycle.
- To achieve an above-median ranking, net of fees, within a universe of emerging markets managers over a full market cycle.

Performance Index

MSCI EAFE Small Cap index

LAZARD ASSET MANAGEMENT LLC
International Equity

Retained by the Fund
January 2014

Investment Guidelines

- The Advisor will comply with all the provisions relating to the Article 1 and 5 of the Illinois Pension Code, specifically Sections, 1-101.2 to 1-101.5, 1-109 and 1-109.1, 1-110, 1-113 to 1-113.10, and 5-187 to 5-187.1
- The Portfolio will principally invest in common stocks traded on equity markets. Also permitted:
    - Preferred shares, securities convertible into other equities, depository receipts, and other equity securities.
    - All securities and security types included in the benchmark.
    - Forward currency contracts for hedging currency fluctuations during settlement
- Generally, no more than 5% of the Account will be invested in any single security (as measured at the time of purchase) with a maximum position of 7% in any single security (as measured at market)
- Generally, the range of holdings will be between 60 and 90 securities of companies domiciled in countries included in the MSCI Emerging Markets Index, and which are of sufficient liquidity as well as companies that derive more than 50% of their net assets and/or sales from emerging markets countries.
- The Account will hold no more than 10% of the outstanding securities of an issue
- The Account will generally remain fully invested with no more than 10% of the Account's total assets comprised of cash or cash equivalents
- Please see next page of this document for minimum and maximum ranges for country and sector weights (as measured at the time of purchase).

Prohibited Investments

- Purchase securities on margin
- Sell securities short
- Use derivatives other than those specified above
- Leverage the portfolio
- Purchase 144A securities

Sector Maximum and Minimum:

Sector	%
Consumer Discretionary	0-20
Consumer Staples	0-15
Energy	0-25
Financials	0-40
Health Care	0-10
Industrials	0-25
Information Technology	0-30
Materials	0-25
Telecom Services	0-25
Utilities	0-15

Geographic Maximum and Minimum:

Country	%
Brazil	0-25
Chile	0-5

China	0-40
Colombia	0-5
Czech Republic	0-5
Egypt	0-5
Greece	0-5
Hungary	0-5
India	0-20
Indonesia	0-10
Malaysia	0-5
Mexico	0-15
Peru	0-5
Philippines	0-5
Poland	0-5
Qatar	0-5
Russia	0-20
South Africa	0-20
South Korea	0-25
Taiwan	0-20
Thailand	0-10
Turkey	0-15
United Arab Emirates	0-5
Other (aggregate)	0-10

Investment Objective

- To exceed the annualized rate of return of the MSCI Emerging Markets Index, net of fees, over reasonable measurement periods.
- To achieve an above-median ranking, net of fees, within a universe of emerging markets managers.

Performance Index

MSCI Emerging Markets Index

Long/Short Equity

PLUSCIOS INVESTMENTS
Long/Short Equity Strategy

Retained by the Fund
April 2018

Investment Guidelines

- The Advisor will comply with all the provisions relating to the Article 1 and 5 of the Illinois Pension Code, specifically Sections, 1-101.2 to 1-101.5, 1-109 and 1-109.1, 1-110, 1-113 to 1-113.10, and 5-187 to 5-187.1
- The Company's objective is to provide a portfolio of hedge funds with a long/short equity focus by investing and reinvesting in securities issued by limited partnerships, limited liability companies, business trusts, corporations or other entities that acquire, own, hold, sell, sell short, trade, exchange or otherwise engage in lawful transactions in Financial Instruments. Additionally, the Company will reach its objective by acquiring, owning, holding, selling, selling short, trading, exchanging or otherwise engaging in lawful transactions in Financial Instruments, either under the direction of the Managing Member or in a managed account managed by such investment manager.

Investment Terms
The investment fund will have perpetual existence until it is dissolved upon, among other things, the Investment Manager's determination to dissolve the investment fund.

Management Fee
If CPABF's Management Fee Base is less than $10 million, then CPABF's Capital Account shall be subject to a 1.50% annualized Management Fee;
If CPABF's Management Fee Base is greater than or equal to $10 million but less than $30 million, then CPABF 's Capital Account shall be subject to a 1.00% annualized Management Fee;
If CPABF's Management Fee Base is greater than or equal to $30 million but less than $50 million, then CPABF's Capital Account shall be subject to a 0.70% annualized Management Fee;
If CPABF's Management Fee Base is greater than or equal to $50 million, then CPABF's Capital Account shall be subject to a 0.60% annualized Management Fee.

Fixed Income

Garcia Hamilton
Fixed Income – Core Fixed Income

Retained by the Fund
December 2019

Investment Guidelines and Strategy
- The Advisor will comply with all the provisions relating to the Article 1 and 5 of the Illinois Pension Code, specifically Sections, 1-101.2 to 1-101.5, 1-109 and 1-109.1, 1-110, 1-113 to 1-113.10, and 5-187 to 5-187.1. The portfolio will not invest in any forbidden entity as defined by Illinois Public Act 094-0079.
- The total portfolio may invest in the following types of securities, subject to the restrictions listed below.
    - U.S. Government bonds
    - U.S. corporate bonds
    - Mortgage-backed securities
    - Asset-backed securities
    - Cash equivalents

Permissible Investments
- US Treasuries
- Agency Obligations
- US Corporate Bonds
- Mortgage Backed Securities

Concentration Limits (all limits refer to the total market value of the portfolio)
- No single issuer will make up more than 5% of the portfolio's overall value at purchase, excluding US Treasury and Agency issues
- The portfolio will have a maximum allocation of money market and/or cash of 5%, unless otherwise directed by the client
- Non-US dollar denominated bonds, high yield securities and derivatives may no be purchased or held in the portfolio
- No leverage will be permitted

Duration
The portfolio may be invested in securities covering the full range of available maturities. The average weighted effective duration of the portfolio shall not vary by more than +/- 20% of the average weighted effective duration of the Barclays Aggregate Bond Index.

Concentration Limits (all limits refer to the total market value of the portfolio)
- Up to 20% of the portfolio may be invested in issues rated below BBB/Baa2.
- Up to 5% of the portfolio may be invested in issues rated below B/B2.
- Up to 10% of the portfolio may be invested in issues rated below BB+/Ba1.
- Up to 20% of the portfolio may be invested in U.S. Dollar-denominated emerging market securities.
- Up to 10% of the portfolio may be invested in non- U.S. Dollar-denominated securities.
- Up to 10% of the portfolio may be invested in Private Placements (excluding securities eligible for resale under rule 144A).

Diversification Requirements
- No more than 25% of the Portfolio's assets may be invested in securities of issuers in any one industry excluding U.S. government and U.S. government agencies.
- Obligations of other issuers or issues are subject to a limit of 5% of portfolio.

- U.S. government, U.S. government agencies, or U.S. government-sponsored corporations and agencies, and obligations issued by other national governments may be held without limit.
- The cumulative allocation to US High Yield, Non-US Dollar denominated bonds and emerging market debt shall not exceed 30% at any time.

Investment Objectives

- The goal of the total fixed income portfolio is to provide above-average total return in a manner that is consistent with the typical rate-of-return volatility exhibited by broad market fixed income portfolios.
- The fixed income portfolio should be broadly diversified across markets, sectors, securities, and maturities in a manner consistent with accepted standards of prudence.

Performance Index

Bloomberg Barclays US Aggregate Index

EARNEST Partners
Fixed Income – Core Fixed Income

Retained by the Fund
December 2019

Investment Guidelines and Strategy
The Advisor will comply with all the provisions relating to the Article 1 and 5 of the Illinois Pension Code, specifically Sections, 1-101.2 to 1-101.5, 1-109 and 1-109.1, 1-110, 1-113 to 1-113.10, and 5-187 to 5-187.1. The portfolio will not invest in any forbidden entity as defined by Illinois Public Act 094-0079.
The total portfolio may invest in the following types of securities, subject to the restrictions listed below.

- Any of the following fixed income securities, subject to credit, diversification and marketability guidelines below, may be held outright:
    - Obligations issued, guaranteed, or insured by the U.S. Federal Government, U.S.
    - Federal agencies or U.S. government-sponsored enterprises and agencies;
    - Obligations of U.S. and non-U.S. corporations such as mortgage bonds, nonconvertible
    - notes and debentures, commercial paper, certificates of deposit and bankers acceptances issued by industrial, utility, finance, commercial banking or
    - bank holding company organizations;
    - Residential mortgage-backed, commercial mortgage-backed and asset-backed
    - securities;
    - Obligations issued or guaranteed by U.S. local, city and state governments and
    - agencies;
    - Securities defined under Rule 144A (not to exceed 25% of the portfolio)
    - Any securities included in the index against which the account is managed

Duration Exposure
The weighted average duration of portfolio security holdings will be managed within a band of ±15% around the benchmark.

Credit Quality
In all categories, emphasis will be on high-quality securities and the weighted average of portfolio holdings will not fall below AA-/Aa3 or equivalent. Holdings are subject to the following limitations:

Quality Ratings
At least 95% of the portfolio will be rated investment grade or the equivalent as in the case of unrated Government-related debt. Investment grade ratings are the same or better than the following standards or their equivalent using the Lehman Credit Methodology:

- Standard & Poor's BBB Moody's
- Baa3
- Fitch BBB38

Minimum Credit Quality
All securities must be investment grade at the time of purchase.

Downgraded Securities
In the event that a security is downgraded to noninvestment grade, EARNEST Partners may continue to hold the position but will not make any further purchases to increase the position.

Diversification

- Maturity: Securities covering the full range of available maturities are acceptable.

- Issuer: Obligations issued or guaranteed by the U.S. government, U.S. agencies or U.S. government-sponsored enterprises and agencies are eligible without limit. All other securities are subject to a 5% per issuer limit.

Marketability

All holdings will be of sufficient size and held in issues that are traded actively enough to facilitate transactions at minimum cost and accurate market valuation.

WELLINGTON MANAGEMENT COMPANY LLP
Fixed Income – Core/Core Plus Fixed Income

Retained by the Fund
December 2004

Investment Guidelines and Strategy

- The Advisor will comply with all the provisions relating to the Article 1 and 5 of the Illinois Pension Code, specifically Sections, 1-101.2 to 1-101.5, 1-109 and 1-109.1, 1-110, 1-113 to 1-113.10, and 5-187 to 5-187.1. The Client will notify Wellington Management in the event amendments to these Guidelines are needed to conform to any changes in such provisions of law, the regulatory policies or any organizational documents applicable to the Client.
- Any benchmark(s) or objective(s) specified herein are intended as targets only, and there is no assurance or guarantee that they will be met or that any investment result or return will be achieved.
- Unless otherwise noted, all portfolio limitations and attributes are measured at the time of acquisition of each investment. If events outside of Wellington Management's reasonable control, including market movements, cash flows, or rating or index changes, cause the portfolio to be out of compliance with a limitation or attribute, Wellington Management will not be deemed to have breached these Guidelines, and may continue to hold the security but shall notify the Client of material non-compliance within a reasonable time.
- Non-compliance with an investment guideline, limitation or portfolio attribute caused by Wellington Management's reasonable reliance on market data will not be deemed a breach of these Guidelines. Wellington Management shall notify the Client of any material non-compliance caused by reliance on market data, and the Client and Wellington Management shall determine the next appropriate steps.
- The total portfolio may invest in the following types of securities, subject to the restrictions listed below.
    - U.S. Government bonds
    - U.S. corporate bonds
    - Mortgage-backed securities
    - Asset-backed securities
    - Bonds and preferred stock convertible into common stock
    - Preferred stock
    - Municipal bonds
    - Structured notes
    - Cash equivalents
    - Closed end bond funds
    - Contingent Convertible Bonds ("CoCos")
    - Derivative mortgage-backed securities
    - Bonds of developed non-U.S. issuers
    - Bonds of emerging non-U.S. issuers
    - Fixed income and currency futures, options, forward contracts and swaps
    - Private placement bonds
    - Rule 144(a) securities
    - Commercial mortgage-backed securities
    - Capital notes/Preferred trust certificates
    - Commingled funds investing in fixed income securities

Security Type Qualifications

- The Portfolio may buy and sell exchange-traded and over-the-counter interest rate, credit, index and currency futures; currency, interest rate, total rate of return, and credit default swaps; currency, bond, and swap options; currency and bonds for forward settlement and other derivative instruments for risk management purposes and in pursuit of the Portfolio's investment objectives.
- Derivatives Instruments are allowed to the extent that they are used in a manner that does not materially increase total portfolio volatility or relate to speculative activities.

- Structured notes are permitted provided that the note's investment characteristics are of a fixed income nature.
- Preferred stock and bonds convertible into common stock are permitted provided that they exhibit bond-like characteristics.

Credit Quality

- The total fixed income portfolio will maintain a minimum average credit quality rating of BB. For the purpose of determining credit ratings, if a security is rated by Moody's, S&P, and Fitch, the credit rating assigned will be the middle of the three ratings, without regard to the highest and lowest ratings. If a security is rated by any two of Moody's, S&P, or Fitch, the credit rating assigned will be the lower of the two ratings. If only one rating agency rates a security, that rating will be used. If an issue is unrated, then an equivalent credit rating, as determined by Wellington Management in good faith, may be used. In the case an internal equivalent rating is used, Wellington Management will notify the Client within a reasonable time.
- Bonds rated investment grade by Fitch, Moody's, or Standard & Poor's must comprise at least 80% of the total portfolio.
- The portfolio's below-investment grade holdings are limited to a maximum of 1% in any single issuer.

Duration

The average duration of the Portfolio ranges between +/- 25% of the average duration of the Index.

Non-U.S. Exposure

- Up to 20% of the Portfolio's market value may be invested in issues denominated in currencies other than US dollars.
- Non-US dollar currency exposure is at times entirely unhedged, partially hedged, or fully hedged, depending upon the investment outlook. Currency forwards, options, and futures are also employed to adjust and hedge the Portfolio's currency exposure. Within the limit of the 20% non-US dollar-denominated exposure the Portfolio may take currency positions unrelated to underlying portfolio holdings.

Emerging Markets

- Obligations of issuers domiciled in Emerging Markets will be limited to 10% of the market value. Emerging Markets are defined as countries whose long-term foreign-currency sovereign debt rating is Ba1 and BB+ or below.
- Not more than 1% of the portfolio will be held in bonds issued by any single entity domiciled in a country defined as Emerging Markets.

Additional Sector and Position Limits

- To the extent that the portfolio holds an allocation to non-US dollar denominated non-investment grade emerging market bonds, that exposure shall also count against the total portfolio's 20% high yield maximum and 20% non-U.S. maximum.
- In total, the exposure to non- US dollar denominated investment grade, high yield domiciled in developed countries, and emerging market debt securities will not exceed 30%.
- 144(a) securities shall not exceed 20% of the total portfolio.
- Preferred stock and bonds convertible into common stock shall not exceed 5% of the total portfolio.
- Excluding U.S. government and agency issues the portfolio is limited to a 5% allocation in any single investment grade U.S. issuer.

Prohibited Investments

The total portfolio must comply with the restrictions listed below on the basis of both percentage of assets and percentage contribution to total portfolio duration.

Investment Objectives

- The goal of the total fixed income portfolio is to provide above-average total return in a manner that is consistent with the typical rate-of-return volatility exhibited by broad market fixed income portfolios.
- The fixed income portfolio should be broadly diversified across markets, sectors, securities, and maturities in a manner consistent with accepted standards of prudence.

Performance Index

Bloomberg Barclays US Aggregate Index

NATIONAL INVESTMENT SERVICES DYNAMIC FIXED INCOME STRATEGY
Fixed Income – Core/Core Plus Fixed Income

Retained by the Fund
December 2019

The Client has engaged the Manager to implement the NIS Dynamic Fixed Income Strategy with respect to the Client's portfolio. It is understood that the Client has directed NIS to invest in the following NIS comingled funds:

- NIS Core Fixed Income Fund, LLC
- NIS High Yield Fund, LLC
- NIS Preferred Stock Fund II, LLC
- NIS Total Absolute Return Fund, LLC

The exposure ranges of the Client's portfolio managed by the "Manager" will be as follows:

- NIS Core Fixed Income Fund, LLC 65% - 100%
- NIS High Yield Fund, LLC 0% - 15%
- NIS Preferred Stock Fund II, LLC 5% - 10%
- NIS Total Absolute Return Fund, LLC 5% - 20%

If, after the initial allocation or rebalancing of the portfolio, an exposure to an investment strategy falls outside of the pre-approved range, the Manager will have three months to return to compliance with the exposure ranges defined above

WELLS CAPITAL MANAGEMENT (MONTGOMERY)
Fixed Income – Core/Core Plus Fixed Income

Retained by the Fund
March 2004

Investment Guidelines and Strategy

- The Advisor will comply with all the provisions relating to the Article 1 and 5 of the Illinois Pension Code, specifically Sections, 1-101.2 to 1-101.5, 1-109 and 1-109.1, 1-110, 1-113 to 1-113.10, and 5-187 to 5-187.1. The Client will notify Wellington Management in the event amendments to these Guidelines are needed to conform to any changes in such provisions of law, the regulatory policies or any organizational documents applicable to the Client.
- The total portfolio may invest in the following types of securities, subject to the restrictions listed below.
    - U.S. Treasury and Agency bonds
    - U.S. corporate bonds
    - U.S. Government Agency pass-through securities (MBS) and TBAs
    - Sequential and Planned Amortization Class collateralized mortgage obligations (CMOs)
    - Commercial mortgage-backed securities (CMBS)
    - A1P1 or A2P2 commercial paper
    - Asset-backed securities
    - Municipal bonds
    - Cash equivalents
    - Futures, options and forward contracts
    - Rule 144(a) securities
    - Commingled funds investing in fixed income securities (that do not violate portfolio guidelines)
    - Dollar denominated

Risk Control

- The use of short sales, margin purchases or leverage is prohibited.
- Investments in mortgage-backed securities that a manager classifies as exhibiting unusually high interest rate sensitivity relative to typical U.S. Government agency mortgage pass-through issues is prohibited. Examples of securities likely to qualify as “highly interest rate sensitive” include IOs, POs and inverse floaters.
- Securities convertible into common stock or other equity ownership are prohibited.
- Private placement (excepting Rule 144(a) securities are prohibited.

Duration
Maintain an effective duration of plus or minus 10% of the benchmark.

Diversification

- The Total Account will maintain a minimum average credit quality rating of A.
- A maximum of 25% of the portfolio may be invested in BBB-rated securities.
- At time of purchase, no issuer, except for U.S. Government and Agency issues, may be greater than the higher of (a) 3% above its weighting in the Index or (b) 3% of the Account’s market value for securities outside of the Index.
- Maximum of 5% of the portfolio value per issuer unless the issuer is the U.S. government or its Agencies, in which case there is no limit.
- 144(a) securities shall not exceed 15% of the total portfolio.
- If a security is downgraded below investment grade (“fallen angel”), the manager must communicate the downgrade and the expectation for sale or recovery in writing to the client and its consultant. The manager is not forced to sell upon a downgrade.
- Up to 5% of the portfolio can be invested in securities rated below investment grade

Investment Objectives

- The goal of the core fixed income portfolio is to provide above-average total return in a manner that is consistent with the typical rate-of-return volatility exhibited by broad market fixed income portfolios.
- The fixed income portfolio should be broadly diversified across markets, sectors, securities and maturities in a manner consistent with accepted standards of prudence.

Performance Index
Bloomberg Barclays US Aggregate Index

MANULIFE ASSET MANAGEMENT
Fixed Income – Global Multi Sector

Retained by the Fund
June 2015

Investment Guidelines & Strategy

- The Advisor will comply with all the provisions relating to the Article 1 and 5 of the Illinois Pension Code, specifically Sections, 1-101.2 to 1-101.5, 1-109 and 1-109.1, 1-110, 1-113 to 1-113.10, and 5-187 to 5-187.1. The Client will notify Wellington Management in the event amendments to these Guidelines are needed to conform to any changes in such provisions of law, the regulatory policies or any organizational documents applicable to the Client.

- The Strategy invests primarily in global debt securities and other fixed income and related instruments as deemed by the portfolio manager to be consistent with the investment objective. The Strategy focuses its investments in government, corporate and securitized debt securities and other instruments issued in developed and emerging markets countries, which may be denominated in U.S. dollars or other foreign currencies.

- Subject to the restrictions outlined below, the Strategy invests in a variety of debt securities and other fixed income and related instruments, including, but not limited to, U.S. and foreign government, agency and corporate bonds, debentures and notes (including emerging market and high yield securities), mortgage pass-through securities, collateralized mortgage obligations, commercial mortgage-backed securities, asset-backed securities, bank loans, variable and floating rate securities, inflation linked securities, stripped debt securities, zero-coupon securities, when-issued securities, privately placed unregistered securities (including Rule 144A with and without registration rights and Regulation S securities), municipal bonds and convertible securities.

- The Strategy may invest in unrated securities, preferred stocks, real estate investment trusts and exchange-traded funds ("ETFs"), as well as commercial paper, cash and cash equivalents, and derivative instruments, all as deemed by the portfolio manager to be consistent with the investment objective.

- The Strategy invests in foreign currencies and engages in other foreign currency transactions, such as currency forwards, options and exchange-traded futures, for investment or hedging purposes. The Strategy may also invest in interest rate futures and options that are traded on an exchange or over-the-counter ("OTC") for investment or hedging purposes.

Investment Guidelines and Restrictions
Derivatives – Financial derivatives may be used to manage risk, provide diversification and enhance returns. The Strategy may engage in exchange-traded or over-the-counter ("OTC") interest rate and currency futures and options as well as forward currency contracts. The Strategy employs a variety of derivative strategies with respect to specific portfolio holdings, the entire portfolio or to both. In implementing these strategies, the portfolio may enter into more than a single derivative transaction. With respect to managing foreign currency exposures, such strategies include "cross-hedging" and "proxy hedging."

Leverage
When engaging in derivative transactions, the Strategy does not "borrow" or take on debt for the purpose of creating leverage. However, derivatives may provide the economic equivalent of leverage because they display heightened price sensitivity to market fluctuations.
Unless otherwise indicated, the limits and restrictions listed below are determined at time of purchase:

Average Credit Quality
The Strategy's minimum average credit quality will be investment grade (BBB-/Baa3). The Strategy may invest in individual securities that are rated below investment grade or unrated. An individual security's rating will be determined using the middle rating of Moody's, S&P and Fitch. If only two of the three

agencies rate the security, the lower rating is used. If an issue is not rated by one of these rating agencies, then the portfolio manager will determine a rating.

Duration/Interest Rate Exposure
The Strategy intends to maintain an effective duration of four years, which can fluctuate within a range of plus or minus two years.

Foreign Currency Exposure

- The Strategy's net foreign currency exposure will be calculated as the sum of all non-U.S. dollar exposure achieved through the Strategy's debt securities and other fixed income and related instruments, currency forward contracts and currency futures.
- The Strategy's net foreign currency exposure will not be greater than the aggregate non-U.S. dollar currency exposures of the Strategy's debt securities and other fixed income and related instruments nor will it be lower than 0% (i.e., a net short exposure to non-U.S. dollar currencies).
- In managing the risks of the overall Strategy, the portfolio management team will have discretion to invest in currency options.

Issuer Exposure
The Strategy's maximum exposure to any one issuer, as determined by the portfolio manager, is 5% of total assets. The U.S. Government or its Agencies, the central governments of foreign countries in which the Strategy may invest, and fixed income securities issued by supranationals backed or jointly owned by more than one national government, are not subject to this individual issuer limitation.

Foreign Government Exposure
No more than 25% of the Strategy's total assets will be invested in government securities of any one foreign country.

Emerging Markets Exposure

- The Strategy's maximum exposure to securities issued in emerging markets, as determined by the portfolio manager, including those denominated in developed and local currencies, will be 40% of total assets.
- Individual emerging markets country exposure, as determined by the portfolio manager, will be limited to 10% of total assets.

High Yield Corporate Exposure
The Strategy's maximum exposure to securities issued by corporations rated below investment grade, including bank loans, convertibles and preferred stocks, is 50% of total assets.

Corporate Industry Exposure
The Strategy's maximum exposure to any one industry, as defined by the Bloomberg Level 2 sector classification, is 25% of total assets.

Mortgage-Backed and Asset-Backed Securities
The Strategy's maximum exposure to residential mortgage-backed, commercial mortgage-backed and asset-backed securities combined is 40% of total assets.

Preferred Stocks
No more than 10% of the Strategy's total assets will be invested in preferred stocks.

Common Stocks
The Strategy will not acquire any equity securities, except for permitted investments in preferred stock. The Strategy will not invest in common stocks except those acquired as a result of holding debt securities and/or other corporate action events. The Portfolio's maximum exposure to common stocks is 10% of total assets.

Private Placements
Private placement debt, excluding Rule 144A (with and without registration rights) securities and Registration S securities, may not exceed 10% percent of the Strategy's total assets.

Cash
Under normal market conditions, the Strategy seeks to be fully invested and the Strategy's cash balance, excluding short-term, cash equivalents backing futures, swaps or forwards, will be less than 10% of its total assets. In abnormal market conditions, the Strategy may temporarily invest extensively in short-term, cash-equivalent securities.

Investment Objective
To exceed the annualized rate of return of the Barclays Global Aggregate Index, net of fees, over reasonable measurement periods.
To achieve an above-median ranking, net of fees, within a universe of core-plus fixed income managers.

Performance Index
Barclays Global Aggregate Index

Global Asset Allocation (“GAA”)

PIMCO All Asset Collective Trust (SEI Trust Company)
Global Asset Allocation

Retained by the Fund
December 2011

Investment Guidelines & Strategy

- The objective of the PIMCO All Asset Collective Trust (the “Fund”) is to seek maximum real return, investing under normal circumstances substantially all of its assets in Institutional Class shares of the PIMCO All Asset Fund (the “Underlying Fund”), consistent with preservation of real capital and prudent investment management. The Fund ‘s return objective is to outperform the Barclays Capital U.S. 1-10 Year Index and achieve a return equal to the annual change in the Consumer Price Index plus 5% annualized (“CPI+5%”), as measured over a full business cycle. There is no assurance that these objectives will be achieved.
- The Fund seeks to meet its performance objective relative to its Benchmarks by investing in the Underlying Fund, which is actively managed with respect to the same underlying benchmarks. In managing the Underlying Fund, PIMCO employs a tactical asset allocation specialist as a sub-advisor to complement PIMCO ‘s “top-down” and “bottom-up strategies”. The asset allocation decisions with the Underlying Fund are managed by Research Affiliates LLC, which is a leading asset allocation research and advisory firm. Research Affiliates was founded in 2002 by Robert Arnott. The asset allocation decisions are implemented by varying the mix of actively managed strategy specific PIMCO mutual funds. Each of these mutual funds seeks to outperform their respective benchmarks by incorporating strategies that are driven by PIMCO ‘s top-down and bottom-up investment process.
- The top-down investment process starts with an annual secular forum at which PIMCO investment professionals develop a three-to-five-year outlook for the global economy and interest rates. This secular or long-term outlook is combined with a cyclical or short-term outlook to determine the basic macroeconomic and relative value portfolio parameters, including duration, yield-curve positioning (allocation across various maturities), sector weightings and credit quality.
- Bottom-up strategies drive PIMCO ‘s security selection process and facilitate the implementation of top-down strategies, as well as the identification and analysis of undervalued securities and sector-specific trade ideas. Here, PIMCO employs advanced proprietary analytics and expertise in all major fixed income sectors and geographic regions.

Permitted Investments

- PIMCO All Asset Fund: The Fund may invest solely in Institutional Class units of the PIMCO All Asset Fund, an investment company registered under the Investment Company Act of 1940.
- Cash Equivalents: Investment grade securities with a duration less than or equal to 1 year. These assets include, but are not limited to, the following: Treasury bills, U.S. government and agency securities, commercial paper (including 4(2) CP programs), time deposits, banker’s acceptances, certificates of deposits, repurchase agreements, bank STIF accounts and U.S. money market Funds, subject to the restrictions set forth in the Investment Guidelines. The above-mentioned security types may be either U.S. or Eurodollar issues.

- In the event that PIMCO wishes to make changes to or additions to or deletions from the Permitted Investments set forth in the Investment Guidelines, PIMCO shall submit to SEI a written list of such changes or securities/transaction types that PIMCO proposes to designate as Permitted Investments, and the securities/transaction types included on such list shall, except to the extent rejected by the Trustee within seven (7) business days or such shorter period that is agreed to from time to time, of its receipt of such revised list, automatically become Permitted Investments. Notwithstanding the foregoing, the Trustee may, at any time, but with reasonable prior notice, prohibit PIMCO from purchasing, or maintaining an investment in, any security, regardless of whether it is a Permitted Investment.

Prohibited Investments

- Except with the prior written approval of SEI, PIMCO will not:
  - Invest assets of the Fund directly in any securities or investments other than Permitted Investments, subject to the Liquidity provision described below.
  - The Fund 's investment limitations apply at the time of acquisition of an investment. If a percentage limitation is adhered to at the time of investment, a later increase or decrease in percentage resulting from market fluctuations or other changes in the Fund 's total assets will not result in a violation of the limitation and will not require PIMCO to dispose of such investment.
  - The Fund will not invest in securities issued by the Trustee or its affiliates or securities issued by PIMCO or its affiliates, except as disclosed to investors and in accordance with applicable law.

Diversification, Liquidity and Risk Control

Assets of the Fund should remain fully invested in Institutional Class units of the PIMCO All Asset Fund except for Cash and Cash Equivalents as required to adequately manage contributions, transaction settlements, withdrawals and adverse market conditions.

Investment Objectives

SEI's stated benchmarks for the Fund are the Barclays Capital U.S. TIPS 1-10 Year Index and CPI+5% (the "Benchmarks").

Performance Index

PIMCO All Asset Index

Infrastructure

GLOBAL INFRASTRUCTURE PARTNERS, L.P.
Infrastructure

Retained by the Fund
November 2007

Investment Guidelines

- The Advisor will comply with all the provisions relating to the Article 1 and 5 of the Illinois Pension Code, specifically Sections, 1-101.2 to 1-101.5, 1-109 and 1-109.1, 1-110, 1-113 to 1-113.10, and 5-187 to 5-187.1
- The Fund will make commitments to infrastructure assets globally over a six-year period from final close.
- The Fund will focus on investments in transportation (40%), energy (40%) and water (20%) infrastructure assets in OECD and non-OECD countries.
- The Fund will seek to invest in 15 to 25 control-orientated positions.
- The Fund will allocate no more than 20% of the fund in a single investment.
- The Fund will allocate no more than 50% in non-OECD countries and no more than 20% in any one non-OECD country.
- The Fund will have a term of 10 years with two one-year extensions.
- The management fee will be 2.0% of committed capital during the commitment period and 2.0% thereafter as well as a 20% carried interest over an 8% preferred return.

Investment Objective
The manager’s performance will be compared with CPI + 500 basis points.

Performance Index
NCREIF Index

GLOBAL INFRASTRUCTURE PARTNERS III A/B, L.P.
Infrastructure

Retained by the Fund
January 2017

Investment Guidelines and Strategy

- The investment fund will make control-oriented equity and equity-related investments and, on a selected basis, investments in debt securities, in each case in infrastructure and infrastructure-related assets primarily in OECD countries over a five-year period from final close.
- The investment fund will focus on investments in energy, transportation and water / waste.

Prohibited Investments

- The investment fund will allocate no more than 20% of the investment fund in a single investment (or 30% including credit support and bridge financings).
- The investment fund will allocate no more than 10% in non-OECD countries.

Investment Term
The investment fund will have a term of 10 years with four one-year extensions.

Management Fee

- During the commitment period, 1.75% of committed capital, (ii) from the end of the commitment period 1.75% of invested capital or the aggregate fair market value of outstanding investments, as applicable.
- 20% carried interest after an 8% preferred return.

Investment Objectives
The investment fund aims to deliver a target portfolio gross IRR of 15% to 20% per annum, including an annual cash yield building up over 2-3 years.

Performance Index
NCREIF Index

GLOBAL INFRASTRUCTURE PARTNERS IV
Infrastructure

Retained by the Fund
November 2018

Investment Guidelines and Strategy
The investment fund will make control-oriented equity and equity-related investments and, on a selected basis, investments in debt securities, in each case in infrastructure and infrastructure-related assets primarily in OECD countries.

The investment fund will focus on investments in energy, transportation and water / waste.

Investment Objectives
- The investment fund aims to deliver a target portfolio gross IRR of 15% to 20% per annum, including an annual cash yield building up over 2-3 years.
- GIP IV's investment objective is to generate superior risk-adjusted returns that are largely uncorrelated to other asset classes, with a target portfolio Gross IRR of 15% to 20% per annum, including an attractive annual cash yield building up over two to three years.

Prohibited Investments
- The investment fund will allocate no more than (i) 20% of the investment fund in any single Portfolio Company and its subsidiaries (exclusive of credit support and bridge financings) and (ii) 30% of the investment fund in any single Portfolio Company (including credit support and bridge financings, but not amounts drawn down from the Fund's credit line).
- The Partnership will not issue credit support of the obligations of a Portfolio Company or any of its subsidiaries which at any one time exceeds 25% of the aggregate Commitments.
- The investment fund will allocate no more than 15% of aggregate Commitments in non-OECD countries.
- Bridge Financing will not exceed 30% of aggregate commitments and the aggregate amount of Bridge Financings outstanding at any one time will not exceed 30% of the aggregate Commitments.
- The Partnership will not invest a as a partner or member in any passive blind pooled investment vehicle or investment fund as to which a management fee or carried interest is payable to the sponsor or investment manager thereof.

Term
The investment fund will have a term of 10 years with up to two one-year extensions at the General Partner's discretion, plus up to two additional one-year extensions with approval of a Majority in Interest of the Limited Partners.

Management Fee
During the commitment period, 1.75% of committed capital, (ii) from the end of the commitment period until the 10th anniversary of the final closing, 1.75% of invested capital and (iii) after the 10th anniversary of the final closing, 1.75% of the lesser of invested capital and the investment fund's share of the aggregate fair market value of outstanding investments.
Preferred Return: 8% per annum (compounded annually).

Carried Interest
After an 8% preferred return, there is a 20-80 catch-up between the Fund and the investment manager until the investment manager receives a 20% carried interest, and thereafter an 80-20 split between the Fund and the investment manager.

Performance Index
NCREIF Index

ULLICO INFRASTRUCTURE TAXABLE FUND, L.P.
Infrastructure

Retained by the Fund
May 2018

Investment Guidelines and Strategy

- The Investment Adviser represents and warrants that it shall at all times act in accordance with the Illinois Pension Code (40 ILCS 5), including but not limited to the applicable provision set forth in sections 1-110.6, 1-110.15, 1-125, 1-135, 1-145, and 5-221 thereof.
- The Fund is open ended, and a LP will be permitted to redeem all or a portion of its units after a four-year lock-up period starting from the later of the LP's date of admission or the due date of the Partnership's initial capital call.
- The Fund will make investments in physical structures and facilities that provide essential services to communities, governments and businesses, including utilities, transportation, social infrastructure and specialist sectors and logistics.
- The Fund will not acquire any portfolio security issued by a portfolio company operating principally outside of the United States or Canada without LP advisory committee consent.
- The Fund will continue until dissolved and liquidated by the GP in its sole discretion, subject to termination for any reason after the four-year period after initial closing upon the vote of 2/3-in-Interest of the LPs.

Management Fee
(i) 0.4375% per fiscal quarter (1.75% per annum) of the first $50 million of aggregate value of a LP's units, plus (ii) 0.4125% per fiscal quarter (1.65% per annum) of aggregate value of each a LP's units in excess of $50 million up to $75 million, plus (iii) 0.375% per quarter (1.5% per annum) of aggregate value of a LP's units in excess of $75 million, each of (i), (ii) and (iii) as of the last business day of each fiscal quarter.

Performance Index
NCREIF Index

Real Estate

BROOKFIELD REAL ESTATE FUND V, L.P. (BREF V)
Real Estate

Retained by the Fund
July 2017

Investment Guidelines and Strategy

- The investment manager agrees to act as a fiduciary to the Investor in connection with its investment in the investment fund to the extent and for so long as required under applicable Illinois law. The investment manager will comply with the procurement and contracting requirements of Section 50-5 of the Illinois Procurement Code (30 ILCS 500/50-5) and Article 33 of the Criminal Code of 1961 (720 ILCS 5/33). The investment manager will comply with the information requirements of the Illinois Pension Code, including Sections 1-113.14(c) and 1.113.21 thereof. The investment manager will comply with the requirement of the Illinois State Officials and Employees Ethics Act (5 ILCS 430).
- The investment fund's investment objective is to generate strong, risk-adjusted returns comprised predominantly of current income by investing in real estate finance related transactions in a risk position that are (i) senior to traditional equity and (ii) subordinate to traditional first mortgages. Its lending activities will be focused primarily on high-quality properties in strategic locations.

Prohibited Investments

- Overall leverage of the investment fund, excluding borrowings secured by the investors' commitments may not without investor advisory committee consent exceed 50% of commitments; provided, that overall recourse leverage, other than borrowings secured by investor the commitments, may not exceed 35% of commitments.
- Without the consent of the investor advisory committee, the investment fund will not invest (i) over 20% of commitments in any one investment, except it may invest 30% of commitments in an investment for up to one year, (ii) in investments outside of U.S., except it may invest 20% of commitments in investments located in North America (other than the U.S.), Australia and Europe (including the U.K.), (iii) over 20% of commitments in unsecured debt and loans backed by publicly traded real estate company stock, or (iv) in a blind pool investment fund that has a management fee or carried interest.

Term
The investment fund's term is ten years from the Initial Closing Date with two one-year extension options.

Investment Objective
The preferred return is 6% per annum
The investment fund will target a gross IRR of 12-13% (net 9-10%).

Management Fee
The management fee is 1.5% per annum of the investment fund's invested capital.
Carried Interest: The carried interest is 15%.

Performance Index
NCREIF Property Index

LONE STAR REAL ESTATE FUND GLOBAL
Real Estate

Retained by the Fund
December 2017

Investment Guidelines and Strategy

- The Advisor will comply with all the provisions relating to the Article 1 and 5 of the Illinois Pension Code, specifically Sections, 1-101.2 to 1-101.5, 1-109 and 1-109.1, 1-110, 1-113 to 1-113.10, and 5-187 to 5-187.1
- The Fund will invest in a broad range of real estate and real estate related investments where the intention is to take title or control and actively manage, reposition, improve or otherwise add value to the assets, including direct equity investments, real estate debt investments, and real estate operating company investments.

Prohibited Investments

- No more than 25% in any individual asset or portfolio.
- No more than 60% in Canada and the U.S. (of which no more than 50% in the U.S.).
- No more than 60% in Europe (of which no more than 20% outside of Western Europe, the Czech Republic, Poland and Hungary).
- No more than 60% in Japan.
- No more than 20% in South Korea.
- No more than 30% in other areas of the world, including Mexico and the Caribbean.

Term
The Fund’s term is for eight years from the final closing with the option to extend for up to two one-year periods.

Investment Objective
The Fund’s projected return is 20%+ net (25% gross of fees).

Management Fee
The management fee during investment period is 1.5% of committed unreturned capital, after investment period: 1.0% of average outstanding capital contributions. There is an 8% preferred return with a 50/50 catch-up to 20%, 80/20 to 25% and 70/30 thereafter.

Performance Index
NCREIF Property Index

LONE STAR FUND VI
Real Estate

Retained by the Fund
July 2008

Investment Guidelines and Strategy
The Advisor will comply with all the provisions relating to the Article 1 and 5 of the Illinois Pension Code, specifically Sections, 1-101.2 to 1-101.5, 1-109 and 1-109.1, 1-110, 1-113 to 1-113.10, and 5-187 to 5-187.1
The Fund will target investments in a broad range of financial and other investment assets including, but not limited to, investments in secured and corporate unsecured debt, financially-oriented operating companies, and operating companies with significant real estate assets, through the acquisition of portfolios of assets and entity-level debt and/or equity. Real estate investments will be made in a separate investment vehicle.
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Prohibited Investments
No more than 25% in any individual asset or portfolio. No more than 60% in Canada and the U.S. (of which no more than 50% in the U.S.). No more than 60% in Europe (of which no more than 20% outside of Western Europe, the Czech Republic, Poland and Hungary). No more than 60% in Japan. No more than 20% in South Korea. No more than 30% in other areas of the world, including Mexico and the Caribbean.

Term
The Fund's term is for eight years from the final closing with the option to extend for up to two one-year periods

Investment Objective
The Fund's projected return is 20%+ net (25% gross of fees).

Management Fee
The management fee during investment period is 1.25% of committed unreturned capital, after investment period: 0.75% of average outstanding capital contributions. In addition, there is a 50-50 catch-up after an 8% preferred return until a 20% total return on investment; 20% until a 25% total return and 30% thereafter.

Performance Index
NCREIF Property Index

LONE STAR FUND X (U.S.), L.P. (LONE STAR X)
Real Estate

Retained by the Fund
December 2017

Investment Guidelines and Strategy

- The investment fund will target investments in a broad range of financial and other opportunistic investment assets (other than commercial real estate investments) including, but not limited to, investments consisting predominately of any of the following:
    - single-family residential real estate
    - non-performing and sub-performing single-family residential real estate-secured debt, corporate debt, and consumer debt
    - control investments in financially oriented or other operating companies
    - securitized products relating to single-family residential real estate, corporate debt or consumer debt, such as RMBS, CDOs related to such loans or securities, credit default swaps, repurchase agreements, and other asset-backed securities (the underlying or referenced assets of which generally consist of assets described in this paragraph), as well as entering other derivative instruments related to any of the foregoing investment types.

Term
The investment fund's term is for eight years from the final closing with the option to extend for up to two one-year periods at the investment manager's discretion, unless two-thirds in interest of the investors disapprove of any such extension.

Investment Objective
The Fund's projected return is 20%+ net (25% gross of fees).

Management Fee
during investment period is 1.45% of investable capital and (ii) after investment period is 0.60% of the excess of average outstanding capital contributions of the Fund over all capital contributions by the Fund representing unrecovered write-downs.

Performance Index
NCREIF Property Index

MESIROW FINANCIAL REAL ESTATE VALUE FUND, L.P.
Real Estate

Retained by the Fund
May 2018

Investment Guidelines and Strategy

- The Advisor will comply with all the provisions relating to the Article 1 and 5 of the Illinois Pension Code, specifically Sections, 1-101.2 to 1-101.5, 1-109 and 1-109.1, 1-110, 1-113 to 1-113.10, and 5-187 to 5-187.1
- The Fund (a closed end fund) Strategy is to invest in domestic value-added investments in the multifamily sector.
- Geographic focus is solely in the United States.

Term
The Fund will terminate on December 31, following the eighth anniversary of the final closing date. The term may be extended for one-year at the General Partners sole discretion.

Investment Objective

- The Fund's projected return is 20%+ net (25% gross of fees).
- The Fund's targeted net IRR is 12% (or 1.9x TVPI Multiple).

Management Fee
The management fee is 1.5% on committed capital during the investment period and 1.5% on invested equity thereafter.

Distributions are as follows: 9% preferred return (compounded annually) to the Limited Partners pro rata based upon their capital contributions; 50% Limited Partners / 50% General Partner as a catch-up until the General Partner receives 20% of all Fund distributions after return of capital to the Limited Partners; and thereafter, 80% Limited Partners / 20% General Partner.
Key Person for the Fund is Alasdair Cripps, Senior Managing Director.
Target leverage is 60%, with a maximum expected leverage of 65%.

Performance Index
NCREIF Property Index

SOUND MARK HORIZONS FUND
Real Estate

Retained by the Fund
September 2017

Investment Guidelines and Strategy

- The Advisor shall use commercially reasonable efforts to not taken any actions that would directly cause the investor to be in violation of sections 1-110.6, 1-110.15, 1-125, 1-135, 1-145, and 5-221 of the Illinois Pension Code.
- The investment fund is focused on investing assets in low to medium risk commercial real estate, debt and other investments that the Advisor believes can provide attractive returns on a current and fully realized basis.
- The investment fund may originate, acquire or otherwise invest in first mortgages, b notes, mezzanine loans, preferred equity, equity participations, securities, or equity relating to any of the following property types: multifamily/residential, mobile home park, retail (anchored), retail (quasi-anchored), retail (unanchored), hospitality, office, industrial, self-storage and mixed use.
- Advisor intends to continue to construct on behalf of the investment fund a diversified portfolio of primarily US commercial real estate debt investments, reflecting a low to moderate risk profile. Advisor's target investment size is $10-40 million and the portfolio construction is intended to adhere to conservative credit-centric and diversification standards.

Term
For debt investing, the investment fund expects generally to maintain a hold-to-maturity strategy, except in cases where the sale or disposition of an asset will result in superior performance returns. For equity ownership positions, the investments will generally be modeled at closing to assume hold periods of 3-5 years, and are expected to be realized after Advisor concludes it has maximized the asset's potential price / return.

Investment Objective
The Fund's expected gross return is 20%+ (15% net).

Performance Index
NCREIF Property Index

BLACKSTONE PROPERTY PARTNERS
Real Estate – Core Open End

Retained by the Fund
November 2018

Investment Guidelines and Strategy

- The Advisor will comply with all the provisions relating to the Article 1 and 5 of the Illinois Pension Code, specifically Sections, 1-101.2 to 1-101.5, 1-109 and 1-109.1, 1-110, 1-113 to 1-113.10, and 5-187 to 5-187.1
- BPP US seeks to acquire substantially stabilized office, multifamily, industrial, and retail assets with a focus on US gateway cities. The Fund's leverage is capped at 50% across the portfolio. With a focus on larger, high-quality assets and portfolios, BPP US generally targets investments that exceed $100 million of equity.
- The long-term strategy for the Fund is to continue to provide broad diversification to maximize portfolio returns while minimizing risk. To ensure reasonable diversification, an asset allocation strategy is employed based on measurements of the market basket of institutional real estate.

Investment Objective
The Fund has both relative and real return objectives. Its relative performance objective is to outperform the NFI-ODCE index over a full market cycle. The Fund's real return performance objective is to achieve at least a 9-11% net IRR.

Management Fee
1.00% on NAV per annum for Capital Commitments <$300 million
0.85% on NAV per annum for Capital Commitments ≥$300 million

Performance Index
NCREIF NFI-ODCE index

TERRA CAPITAL (TERRACAP GP IV, LLC)
Real Estate

Retained by the Fund
November 2018

Investment Guidelines and Strategy

- The Advisor will comply with all the provisions relating to the Article 1 and 5 of the Illinois Pension Code, specifically Sections, 1-101.2 to 1-101.5, 1-109 and 1-109.1, 1-110, 1-113 to 1-113.10, and 5-187 to 5-187.1
- The Fund's focus is to acquire existing, well-leased properties, or properties with expansion and/or rehabilitation potential and, to a very limited extent, make forward commitments on to-be-built properties. The Fund is primarily a core fund; however, it may make "value added" investments in new development or redevelopment opportunities, properties with lease-up potential, investments with favorable financing in place or properties acquired at prices significantly below replacement cost.
- The long-term strategy for the Fund is to continue to provide broad diversification to maximize portfolio returns while minimizing risk. To ensure reasonable diversification, an asset allocation strategy is employed based on measurements of the market basket of institutional real estate.

Term
The Fund's term is for eight years from the final closing with the option to extend for up to two one-year periods and a one-year liquidation period if necessary.

Investment Objective
The Fund has both relative and real return objectives. Its relative performance objective is to outperform the NFI-ODCE index over a full market cycle.

The Fund's real return performance objective is to achieve at least a 14% net IRR.

Management Fee
1.5% annually, paid quarterly in advance on invested capital only.
1.5% annually, paid quarterly in advance on invested capital only.

Management fees are in addition to the capital commitment. Management fees are not offset by any fees the fund pays to affiliate companies for property-related services.

Performance Index
NCREIF NFI-ODCE index

TA REALTY (TA REALTY ASSOCIATED FUND XII)
Real Estate

Retained by the Fund
November 2018

Investment Guidelines and Strategy

- The Advisor will comply with all the provisions relating to the Article 1 and 5 of the Illinois Pension Code, specifically Sections, 1-101.2 to 1-101.5, 1-109 and 1-109.1, 1-110, 1-113 to 1-113.10, and 5-187 to 5-187.1
- The Fund may make investments in direct or indirect equity interests of any type (including interests in real estate companies and joint ventures) in the aforementioned property types, provided, however, that the Fund may also make investments in indebtedness secured by real estate if the General Partner determines such investment to be in the best interests of the Fund. CPF principally invests in core real estate assets but may also make limited core-plus and value-added investments.
- The long-term strategy for the Fund is to continue to provide broad diversification to maximize portfolio returns while minimizing risk. To ensure reasonable diversification, an asset allocation strategy is employed based on measurements of the market basket of institutional real estate.

Term
The Fund's term is for eight years from the final closing with the option to extend for up to two one-year periods and a one-year liquidation period if necessary.

Investment Objective
The Fund has both relative and real return objectives. Its relative performance objective is to outperform the NFI-ODCE index over a full market cycle.

The Fund's real return performance objective is to have top-quartile performance vs. the NCREIF's Equal Weight NFI-ODCE Index for open-end core real estate funds, over rolling three-year periods.

Management Fee
Early Investors, as defined in the CPF Partnership Agreement, are charged a quarterly management fee of 0.175%, or 0.70% annually, based on their respective Net Asset Values.
Non-Early Investors holding Ordinary Shares are charged a quarterly management fee based on a tiered scale of the investor's Net Asset Value starting at 0.25%, or 1.0% annually, and decreasing to 0.1875%, or 0.75% annually.

Performance Index
NCREIF NFI-ODCE index

Private Equity

INVESCO PRIVATE CAPITAL
Private Equity - Venture

Retained by the Fund
July 2017

Investment Guidelines and Strategy

- 20% of the total commitment from Chicago Police will be allocated to INVESCO U.S. Venture Partnership Fund IV, L.P., 60% to INVESCO U.S. LBO & Corporate Finance Partnership Fund IV, L.P., and the remaining 20% to INVESCO International Partnership Fund IV, L.P.
- The Advisor will comply with all the provisions relating to the Article 1 and 5 of the Illinois Pension Code, specifically Sections, 1-101.2 to 1-101.5, 1-109 and 1-109.1, 1-110, 1-113 to 1-113.10, and 5-187 to 5-187.1
- The venture sector fund is expected to include both early stage and later stage partnerships.
- The manager expects to invest a significant proportion of the capital in software, specialized semiconductors and communications enabling technologies, with a smaller amount flowing into medical and healthcare projects.

- *INVESCO U.S. LBO & Corporate Finance Partnership Fund IV, L.P.*
    - The buyout sector fund targets small and mid-sized U.S. buyout (50%), large U.S. buyout (30%), and U.S. expansion, distressed, turnaround and special situation groups (20%).
    - No single partnership holding would comprise more than 20% of the sector fund's commitments at the time of investment and the average commitment is currently expected to be 5% of the sector fund.
    - The targets and expectations may vary depending on market conditions.
- *INVESCO International Partnership Fund IV, L.P.*
    - The international fund targets non-U.S. venture (20%) and non-U.S. buyout / corporate finance (80%). In addition, the manager is targeting 80% of the sector fund to groups focused on Europe and the remaining 20% to groups investing in Asia and Latin America.
    - No single partnership holding would comprise more than 20% of the sector fund and the average holding is expected to be 5% of the sector fund's portfolio.
    - The targets and expectations may vary depending on market conditions.

Term
A typical holding is currently expected to average 5% of the sector fund's total commitments with no single partnership holding comprising more than 20% of the venture sector fund's portfolio.
The targets and expectations may vary depending on market conditions.

Investment Objective
The manager's performance will be compared with the appropriate vintage year median return of a universe of private equity funds published by Thomson Financial.

Performance Index
Cambridge Private Equity Index

HARBOURVEST PARTNERS (DOVER STREET X)
Private Equity – Global Secondaries

Retained by the Fund
February 2020

Investment Guidelines and Strategy
- The investment manager agrees to act as a fiduciary to the Investor in connection with its investment in the investment fund to the extent and for so long as required under applicable Illinois law. The investment manager will comply with the procurement and contracting requirements of Section 50-5 of the Illinois Procurement Code (30 ILCS 500/50-5) and Article 33 of the Criminal Code of 1961 (720 ILCS 5/33). The investment manager will comply with the information requirements of the Illinois Pension Code, including Sections 1-113.14(c) and 1.113.21 thereof. The investment manager will comply with the requirement of the Illinois State Officials and Employees Ethics Act (5 ILCS 430).
- It is anticipated that the portfolio will primarily be comprised of complex transactions, totaling approximately 60%-75% of the portfolio, while the remaining 25%-40% will be secondary purchases of traditional limited partner interests in private equity funds. The Fund will be constructed to provide investors with near-term liquidity and compelling long-term performance by creating a diversified portfolio of private equity assets that will include exposure to leveraged buyouts, growth equity, venture capital, and other private equity strategies.

Prohibited Investments
- Fund level leverage for Dover X is capped at 30%. The primary reasons Dover X will employ leverage are to manage working capital, mitigate foreign currency risk, interim financing and asset financing.

Term
The investment fund's term is years from the Initial Closing Date with four one-year extension options.

Investment Objective
The preferred return is 8% per annum
The investment fund will target a gross IRR is 300-500bps or more above the public market benchmarks

Management Fee
Commitments less than $100 million: 0.75% on capital commitments
Commitments between $100 million-$200 million: 0.70% on capital commitments
Commitments between $200 million-$300 million: 0.65% on capital commitments
Commitments greater than $300 million: 0.61% on capital commitments

First, to the Limited Partner, until the cumulative amount distributed to the Limited Partner is equal to the Limited Partner's total capital contributions (whether applied to investments, expenses or management fee payments); Second, to the Limited Partner, to provide an 8% annualized effective internal rate of return on the Limited Partner's unreturned capital contributions applied to investments; Third, 100% to the General Partner as a "catch-up" until the General Partner has received its 12.5% of distributed profits; an Thereafter, the 87.5% the Limited Partners and 12.5% to the General Partner.

Performance Index
Cambridge Private Equity Index
300-500bps or more above the public market benchmarks

GLENDOWER CAPITAL (OPPORTUNITY FUND IV)
Private Equity – Global Secondaries

Retained by the Fund
February 2020

Investment Guidelines and Strategy

- The investment manager agrees to act as a fiduciary to the Investor in connection with its investment in the investment fund to the extent and for so long as required under applicable Illinois law. The investment manager will comply with the procurement and contracting requirements of Section 50-5 of the Illinois Procurement Code (30 ILCS 500/50-5) and Article 33 of the Criminal Code of 1961 (720 ILCS 5/33). The investment manager will comply with the information requirements of the Illinois Pension Code, including Sections 1-113.14(c) and 1.113.21 thereof. The investment manager will comply with the requirement of the Illinois State Officials and Employees Ethics Act (5 ILCS 430).
- The Fund will take a barbell approach to secondaries through the (i) acquisition of LP interests, (ii) GP-led secondaries, including fund restructuring, spin-ins/outs, and asset liquidations, and (iii) co-investments. During market corrections, the Fund will invest more in fund secondaries while shifting focus to GP-led transactions and co-investments in normalized market conditions.

Prohibited Investments

- The Fund will utilize a line of credit on a short-term basis at the Fund level to manage cash flows and reduce the number of capital calls. The Fund may utilize leverage on a long-term basis but such borrowings cannot exceed 25% of aggregate commitments. In the past, permanent Fund level leverage has been limited to 10% LTV.

Term
The investment fund's term is years from the Initial Closing Date with four one-year extension options.

Investment Objective
The preferred return is 8% per annum
The investment fund will target a net multiple of 1.6-1.7x and a net IRR of 20%

Management Fee
During the investment period, the management fee will be 1.25% of aggregate commitments.
For the first two years following the investment period, 1.00% of invested capital.
Thereafter, the greater of (i) 90% of the management fee of the immediately preceding year and (ii) 0.25% of invested capital

NEPC clients will be eligible for a 5bps discount to their management fees per annum. If, in total, NEPC commitments surpass $100 million, this discount will increase to 10bps.

Performance Index
Cambridge Private Equity Index

Hedge Fund

PLUSCIOS FUND LLC (PLUSCIOS)
Hedge Fund

Retained by the Fund
August 2016

Investment Guidelines and Strategy

- Compliance with Laws: The investment manager will comply with all provisions relating to Articles 1 and 5 of the Illinois Pension Code, specifically Sections 1-101.2 to 1-101.5, 1-109 and 1-109.1, 1-110, 1-113 to 1-113.10, and 5-187 to 5-187.1.
- The investment fund's objective is to provide investors with a resilient, high performing portfolio of hedge funds that will deliver attractive absolute returns, preserve capital, experience lower volatility and create correlation benefits when combined with or compared to a portfolio of general equity and debt investments. The investment fund invests in a "master fund" (the "Master Fund"), which Master Fund is a multi-strategy fund that allocates a substantial majority of its assets to one or more sub-managers that pursue various alternative investment strategies. The Master Fund ordinarily allocates its assets to the sub-managers by investing in pooled investment vehicles managed by the sub-managers. However, the Master Fund may also allocate its assets to one or more sub-managers by opening managed accounts managed by such sub-managers.
- The Fund has invested in the investment fund's Class I Interests. Such interests invest in the investment fund's multi-strategy portfolio, which portfolio invests in one or more of the segregated portfolios of the Master Fund as determined by the investment manager.

Term
The investment fund will have perpetual existence until it is dissolved upon, among other things, the investment manager's determination to dissolve the investment fund.

Prohibited Investments
The Master Fund will not invest more than 10% of its assets, measured at the time of investment, in direct investments.

Investment Objective
The Fund has both relative and real return objectives. Its relative performance objective is to outperform the NFI-ODCE index over a full market cycle. The Fund's real return performance objective is to achieve at least a 5% real rate of return (i.e., inflation-adjusted return), before advisory fees, over any given 3- to 5-year period.

Management Fee
Incentive Allocation: As of the end of each calendar year and as of any date on which the Fund receives a withdrawal or distribution from its capital account (a "Calculation Date"), the investment manager shall receive an amount (the "Incentive Allocation") equal to 15% of any positive difference between (i) the NAV of the Fund's capital account as of such Calculation Date and (ii) the greater of (a) the NAV of the Fund's capital account immediately after the most recently assessed Incentive Allocation (the "High Water Mark") or (b) the sum of (1) the NAV of the Fund's capital account as of the first day after the most recent Calculation Date the ("Adjusted NAV") and (2) the product of (I) the Adjusted NAV of the Fund's capital account for such period, (II) a rate agreed to from time to time by the investment manager and each investor holding a Class I Interest, and (III) a fraction equal to the number of months from and including the beginning of the year in which such Calculation Date occurs to and including such Calculation Date in the year divided by 12.

A similar allocation will be made to the investment manager in the event of a withdrawal or distribution from the Fund's capital account before the end of a calendar year, in an amount equal to the product of (i) the amount described above and (ii) a fraction, the numerator of which is the amount of such withdrawal and

the denominator of which is the balance of the Fund's capital account immediately before such withdrawal. In such case, the High-Water Mark for the Fund's capital account will be appropriately adjusted downward to reflect such withdrawal.
Fund of Hedge Funds

Performance Index
HFRI Fund of Fund Composite

ENTRUSTPERMAL PABF FUND LLC (ENTRUSTPERMAL)
Hedge Fund

Retained by the Fund
February 2017

Investment Guidelines and Strategy
- The investment manager will comply with all provisions relating to Articles 1 and 5 of the Illinois Pension Code, specifically Sections 1-101.2 to 1-101.5, 1-109 and 1-109.1, 1-110, 1-113 to 1-113.10, and 5-187 to 5-187.1. The investment manager acknowledges it is a fiduciary with respect to the Fund and specifically agrees to perform all its duties and obligations as a fiduciary always.
- The investment fund's purpose is to invest in hedge funds that focus on one or more of the following strategies: fixed income, event driven, global macro, and opportunistic.

Prohibited Investments
The investment fund may not invest more than (i) 15% of the investment fund's net asset value ("NAV") in a single hedge fund at the time of investment and (ii) 20% of the investment fund's NAV in any such fund as of the end of any quarter.

Term
- The investment fund will have perpetual existence until it is dissolved upon, among other things, the Fund's determination to dissolve the investment fund, which dissolution shall require 60 days' prior written notice to the investment manager.
- The investment fund will only invest in underlying managers who provide 100% liquidity within two years.

Prohibited Investments
- The investment fund may not invest more than (i) 5% of the investment fund's NAV in a hedge fund pursuing an opportunistic strategy at the time of investment and (ii) 10% of the investment fund's NAV in any such fund as of the end of any quarter.
- The investment manager shall allocate the investment fund's assets among 10 to 15 hedge funds (excluding any hedge funds for which full redemptions have been placed).
- The investment fund shall not invest in any hedge funds:
- Where the investment manager receives a management or performance fee from such hedge fund in respect of the investment fund's investment, unless such fee is waived or rebated;
- Where the hedge fund's primary strategy is private equity investments, provided this restriction shall not apply to hedge funds pursuing opportunistic strategies; and
- Where the hedge fund's primary strategy is to invest in unaffiliated third-party hedge funds.

Investment Objective
The investment fund's target return is 8% to 9%.

Performance Index
HFRI Fund of Fund Composite

Opportunistic Credit

EAGLE POINT CREDIT US L.P.
Opportunistic Credit

Retained by the Fund
August 2018

Investment Guidelines and Strategy

- The Advisor will comply with all the provisions relating to the Article 1 and 5 of the Illinois Pension Code, specifically Sections 1-110, 1-110.6, 1-110.15, 1-125, 1-135, 1-145 and 5-221.
- The Fund will primarily seek current income and will secondarily seek capital appreciation through investments in equity and junior debt tranches of collateralized loan obligations and similar securitization vehicles (collectively, "CLOs") and by making other related investments. The Master Fund primarily intends to acquire, directly or indirectly through subsidiaries, interests in newly issued CLOS equity tranches and may also acquire newly issued CLO junior debt tranche, loan accumulation facilities, and previously issued CLO equity and junior debt tranches in secondary market transactions. The Manager generally intends to acquire interests in CLO equity tranches so that, either on a standalone basis or together with interests held by other accounts managed by the Manager, the interests represent a majority interest in the equity tranche. In connection with the acquisition of newly issued CLO equity tranches, the Master Fund may receive a fee rebate from the CLO issuer. Additionally, the Mater Fund may directly or indirectly invest on an opportunistic basis in financial interests in CLO managers, other pooled investment vehicles that invest in CLOs, and any other investments that the Manager believes, in its sole discretion, are consistent with the foregoing.
- The Fund's policy is to invest in floating rate senior loans and other senior floating rate debt instruments ("Senior Instruments") issued by U.S. and non-U.S. corporations and other business entities to provide investors with superior, long-term risk adjusted total returns over a full market cycle.
- It is the Fund's policy to invest in floating rate senior loans ("Senior Loans") and other senior floating rate debt instruments (collectively with Senior Loans, hereinafter referred to as "Senior Instruments") issued by U.S. and non-U.S. corporations and other business entities. In acquiring a Senior Instrument, the Fund's managers will consider some or all of the following factors concerning the borrower: ability to service debt from internally generated funds, adequacy of liquidity and working capital, appropriateness of capital structure, leverage consistent with industry norms, historical experience of achieving business and financial projections, quality and experience of management, and adequacy of collateral coverage. The Fund's managers perform their own independent credit analysis of each borrower. In so doing, the managers may utilize information and credit analyses from agents that originate or administer loans, other lenders investing in a loan, and other sources. The Fund's managers may also communicate directly with the management of the borrowers.
- The Trustee may not acquire any Security or other investment, or engage in a transaction, if the Trustee knows or should know that acquiring such Security or investment or engaging in such transaction would constitute a prohibited transaction, acquisition, or holding within the meaning of Sections 406, 407 and 408 of ERISA, unless such transaction is specifically exempted from such prohibition under section 408 of ERISA, a prohibited transaction class exemption or an individual exemption.

- The Senior Investments in which the fund may invest include secured and unsecured senior loans, secured and unsecured senior floating rate notes, secured and unsecured senior floating rate bonds, and other senior floating rate debentures, as well as certain derivatives, such as credit default swaps, total return swaps, repurchase and reverse repurchase agreements, and credit linked notes. The instruments in which the Fund invests will typically be rated below-investment grade credit quality or, if not rated, will be of similar quality. All of the instruments in which the Fund invests will have floating rates of interest. The Fund may also acquire equity securities (i) as an incident to the purchase or ownership of a loan or other debt instrument, (ii) in connection with a reorganization of a borrower, or (iii) if the Fund already owns a loan or other debt instrument issued by the borrower. The Fund may also invest in short-term debt obligations and money market obligations for cash management and liquidity purposes.

- The Trustee may establish a credit facility that will allow the Fund to temporarily borrow up to 20% of its market value in order to meet withdrawal of participation requests during periods of temporary market illiquidity. The Fees and other expenses associated with the use of the credit facility will be charged to the Fund.

Term

Each Fund will have a perpetual term.

Prohibited Investments

- The Master Fund is subject to the following investment limitations, each of which applies at the time of investment:
- No more than 20% of the aggregate NAV of the Master Fund ("Aggregate Fund NAV") shall be invested in any single investment.
- Borrowings by the Master Fund (and its consolidated subsidiaries) shall not, in the aggregate, exceed 25% of Aggregate Fund NAV. In this respect, the Master Fund (or any of its consolidated subsidiaries) may enter into a credit facility or incur short-term, temporary indebtedness (such as bridge loans), in connection with making investments, paying Fund Expenses, or for other purposes.
- Interpretations of the day-to-day application of these investment limitations will be made by the Manager, in its sole discretion, and the limits of such guidelines will generally be measured, if applicable, based upon good faith estimates using data known to the Manager at such time.

Investment Objective

Preferred Return: 8% (compounded annually)

Management Fee

Management Fee:

Senior Loan Fund Annual Fee Schedule:

First	$100 million:	45 bps
Next	$150 million:	38 bps
Next	$250 million:	35 bps
Over	$500 million:	30 bps

Fees are calculated as follows:

[Basis Points] multiplied by [the Mean Market Value of Subscriber's Assets], pro-rated for the number of days in the month. Mean Market Value shall be defined as the market value of the Account as of the first and last day of the month (except with regard to the initial deposit by Subscriber, in which case the market values on the Deposit Date (as defined in the Declaration of Trust) and the last day of the month shall be used) divided by 2. The annual fee is pro-rated for the number of days in the month to determine the Monthly Fee (as defined in the Declaration of Trust) (except with regard to the initial deposit by the Subscriber, in which case the pro ration shall be for the number of days in the month from and including the Deposit Date through and including the last day of the month).

Performance Index

Opportunistic Credit Index

VOYA SENIOR LOAN TRUST FUND
Opportunistic Credit and Bank Loans

Retained by the Fund
Opportunistic Credit: August 2018
Bank Loans: January 2019

Investment Guidelines and Strategy

- The Investment Manager will comply with certain applicable provisions relating to Articles 1 and 5 of the Illinois Pension Code, including, 1-110, 1-113.14 and 1-145. The Investment Manager acknowledges and agrees that it shall be a fiduciary with respect to the Fund for so long as the assets of the Fund constitute “plan assets” for purposes of ERISA or Section 4975 of the Code. Further, the Trustee acknowledges that it is a fiduciary, within the meaning of ERISA, with respect to the management of the Fund.
- The Fund’s policy is to invest in floating rate senior loans and other senior floating rate debt instruments (“Senior Instruments”) issued by U.S. and non-U.S. corporations and other business entities to provide investors with superior, long-term risk adjusted total returns over a full market cycle.
- It is the Fund’s policy to invest in floating rate senior loans (“Senior Loans”) and other senior floating rate debt instruments (collectively with Senior Loans, hereinafter referred to as “Senior Instruments”) issued by U.S. and non-U.S. corporations and other business entities. In acquiring a Senior Instrument, the Fund’s managers will consider some or all of the following factors concerning the borrower: ability to service debt from internally generated funds, adequacy of liquidity and working capital, appropriateness of capital structure, leverage consistent with industry norms, historical experience of achieving business and financial projections, quality and experience of management, and adequacy of collateral coverage. The Fund’s managers perform their own independent credit analysis of each borrower. In so doing, the managers may utilize information and credit analyses from agents that originate or administer loans, other lenders investing in a loan, and other sources. The Fund’s managers may also communicate directly with the management of the borrowers.
- The Trustee may not acquire any Security or other investment, or engage in a transaction, if the Trustee knows or should know that acquiring such Security or investment or engaging in such transaction would constitute a prohibited transaction, acquisition, or holding within the meaning of Sections 406, 407 and 408 of ERISA, unless such transaction is specifically exempted from such prohibition under section 408 of ERISA, a prohibited transaction class exemption or an individual exemption.
- The Senior Investments in which the fund may invest include secured and unsecured senior loans, secured and unsecured senior floating rate notes, secured and unsecured senior floating rate bonds, and other senior floating rate debentures, as well as certain derivatives, such as credit default swaps, total return swaps, repurchase and reverse repurchase agreements, and credit linked notes. The instruments in which the Fund invests will typically be rated below-investment grade credit quality or, if not rated, will be of similar quality. All of the instruments in which the Fund invests will have floating rates of interest. The Fund may also acquire equity securities (i) as an incident to the purchase or ownership of a loan or other debt instrument, (ii) in connection with a reorganization of a borrower, or (iii) if the Fund already owns a loan or other debt instrument issued by the borrower. The Fund may also invest in short-term debt obligations and money market obligations for cash management and liquidity purposes.
- The Trustee may establish a credit facility that will allow the Fund to temporarily borrow up to 20% of its market value in order to meet withdrawal of participation requests during periods of temporary market illiquidity. The Fees and other expenses associated with the use of the credit facility will be charged to the Fund.

Management Fee
Senior Loan Fund Annual Fee Schedule:

First	\$100 million:	45 bps
Next	\$150 million:	38 bps

Next	$250 million:	35 bps
Over	$500 million:	30 bps

[Basis Points] multiplied by [the Mean Market Value of Subscriber's Assets], pro-rated for the number of days in the month. Mean Market Value shall be defined as the market value of the Account as of the first and last day of the month (except with regard to the initial deposit by Subscriber, in which case the market values on the Deposit Date (as defined in the Declaration of Trust) and the last day of the month shall be used) divided by 2. The annual fee is pro-rated for the number of days in the month to determine the Monthly Fee (as defined in the Declaration of Trust) (except with regard to the initial deposit by the Subscriber, in which case the pro ration shall be for the number of days in the month from and including the Deposit Date through and including the last day of the month).

Performance Index
Opportunistic Credit Index

BEACHPOINT CAPITAL
Opportunistic Credit and Bank Loans

Retained by the Fund
December 2016

Investment Guidelines and Strategy

- The Investment Manager will comply with certain applicable provisions relating to Articles 1 and 5 of the Illinois Pension Code, including, 1-110, 1-113.14 and 1-145. The Investment Manager acknowledges and agrees that it shall be a fiduciary with respect to the Fund for so long as the assets of the Fund constitute "plan assets" for purposes of ERISA or Section 4975 of the Code. Further, the Trustee acknowledges that it is a fiduciary, within the meaning of ERISA, with respect to the management of the Fund.
- The Fund's policy is to invest in floating rate senior loans and other senior floating rate debt instruments ("Senior Instruments") issued by U.S. and non-U.S. corporations and other business entities to provide investors with superior, long-term risk adjusted total returns over a full market cycle.
- It is the Fund's policy to invest in floating rate senior loans ("Senior Loans") and other senior floating rate debt instruments (collectively with Senior Loans, hereinafter referred to as "Senior Instruments") issued by U.S. and non-U.S. corporations and other business entities. In acquiring a Senior Instrument, the Fund's managers will consider some or all of the following factors concerning the borrower: ability to service debt from internally generated funds, adequacy of liquidity and working capital, appropriateness of capital structure, leverage consistent with industry norms, historical experience of achieving business and financial projections, quality and experience of management, and adequacy of collateral coverage. The Fund's managers perform their own independent credit analysis of each borrower. In so doing, the managers may utilize information and credit analyses from agents that originate or administer loans, other lenders investing in a loan, and other sources. The Fund's managers may also communicate directly with the management of the borrowers.

Performance Index
Opportunistic Credit Index

Private Debt

DORCHESTER CAPITAL SECONDARIES OFFSHORE IV, L.P. (DORCHESTER)
Private Debt

Retained by the Fund
March 2017

Investment Guidelines and Strategy

- The investment manager will comply with all provisions relating to Articles 1 and 5 of the Illinois Pension Code, specifically Sections 1-101.2 to 1-101.5, 1-109 and 1-109.1, 1-110, 1-113 to 1-113.10, and 5-187 to 5-187.1. The investment manager acknowledges that it is a fiduciary with respect to the Fund.
- The investment fund's core strategy is to achieve capital appreciation, primarily by acquiring secondary interests in hedge funds and similar open-ended pooled investment vehicles. However, the investment fund may also invest in closed-end pooled investment vehicles and/or side car or special opportunity investments, including direct investments, related to any such pooled investment vehicles when the opportunities arise. In addition to investment fund's investments in other pooled vehicles (and related side car/special opportunity investments), the investment fund will also invest assets in a "liquid" investment sleeve comprised of debt securities, money market instruments and/or interests in one or more investment companies or funds that invest in comparable investments.
- The investment manager may protect the economic value of the investment fund's interests in Hedge Funds and other assets through currency hedging, security hedging or other hedging strategies.

Term
The investment fund's initial term shall last from July 1, 2016 to July 1, 2021, provided that the investment manager may extend such term in its discretion for two additional one-year periods, and may thereafter extend such term for three additional one-year periods with the consent of a majority in interest of the investment fund's investors.

Prohibited Investments
The investment fund may not invest more than 20% of the investment fund's aggregate commitments in Hedge Funds managed or sponsored by any one fund manager, provided that the investment fund may invest more than 20% of the investment fund's aggregate commitments in a "fund of funds" arrangement (other than an arrangement where the assets of the "fund of funds" are invested in underlying funds managed by an affiliated Underlying Manager) so long as the investment fund's indirect ownership in any underlying Hedge Fund held by a fund of funds does not exceed 20% of the investment fund's aggregate commitments.

Investment Objective
5% per annum, compounded annually.

Management Fee
(i) during the investment period, 1.0% per annum of each investor's commitment, and (ii) thereafter, 0.75% per annum of each investor's capital account balance as of the last day of the prior calendar quarter, except that after July 1, 2021, the management fee for any calendar quarter shall be 0.5% per annum of each investor's capital account balance as of the last day of the prior calendar quarter.

After a 5% annually compounded preferred return, there is a 100% catch-up by the investment manager until the investment manager receives a 20% carried interest, and thereafter there will be an 80-20 split of profits between the Fund and the investment manager, respectively. The investment manager will not be paid a carried interest until all contributions of the investor plus the 5% annually compounded preferred return have been distributed to the investor.

Performance Index
Private Debt Custom Index

CRESTLINE OPPORTUNTY FUND III, LLC (CRESTLINE)
Opportunistic Credit

Retained by the Fund
June 2017

Investment Guidelines and Strategy

- The Investment Adviser shall at all times use its commercially reasonable efforts to comply with the following provisions relating to the Article 1 and 5 of the Illinois Pension Code: 1-110.6, 1-110.15, 1-125, 1-135, 1-145, and 5-221. The Investment Adviser hereby acknowledges that it is a fiduciary with respect to the Fund and shall manage and advise the Fund, taking into consideration the interests of the Members as a whole (without being required to take into consideration the interests of any one Member), in accordance with the Operating Agreement and the Investment Management Agreement in accordance with the standard of care, the standard of liability and the conflicts provisions set forth therein.
- The Fund will seek to achieve superior risk-adjusted returns over a finite period of time utilizing a flexible and opportunistic investment mandate that will tactically invest capital in order to seek to take advantage of market dislocations and inefficiencies through investments in (1) sectors the Investment Manager believes have been abandoned by traditional banks, (2) economic and market dislocations and (3) special situations. Fund investments will generally take the form of (a) corporate solutions (debt or structured equity investments in small and medium sized businesses), (b) asset based (lending against or purchasing a single asset or a portfolio of assets with a cash flow stream attached), (c) stressed/special situations (typically a debt investment or asset purchase of an underperforming company or undervalued asset) and (d) hedges and derivatives related to the foregoing investments (each such investment, an "Investment," and collectively with all of the Fund's other investments, indirectly through the Master Fund, the "Investments"). The Investments will consist of both debt and equity investments and will be primarily focused in the United States and Europe.

Term
The Fund's term is expect to expire four (4) years after the expiration of the Investment Period, provided that the Board may, to allow for the orderly liquidation of Investments, extend the term of the Fund for up to three (3) successive twelve (12) month periods, and thereafter the term may be extended with the consent of the Advisory Committee.

Prohibited Investments
Unless the Advisory Committee otherwise consents, after the Final Closing Date no more than 15% of the Aggregate Commitments will be invested in any single Investment at the Master Fund level; provided that there is no limitation with respect to the Master Fund's potential Investments in other private investment funds managed by the Investment Manager or an affiliate, provided that, in such case, no performance compensation or management fees would be charged by such funds to the Master Fund (i.e., there would be only one level of performance compensation and management fees paid to the Investment Manager or an affiliate of the Investment Manager, which would be paid at the level of the Master Fund).

Performance Index
Private Debt Custom Index

CLAREANT EUROPEAN DIRECT LENDING (LEVERED) FUND III
Private Debt

Retained by the Fund
December 2018

Investment Guidelines and Strategy

- The Partnership will seek to generate attractive risk-adjusted returns by originating and investing predominantly in European middle-market loans and through the use of leverage. The Portfolio Manager expects to lend amounts of between €30 million and €200 million per investment for the Fund with a target of 25-40 investments at a given time whilst the Fund is fully invested.
- The Fund will seek to obtain 1:1 leverage to achieve its investment objectives.
- The Underlying Investments will be predominantly in Investee Companies headquartered or with material business and operations, or with their principal place of business, in the European Economic Area, the United Kingdom, Switzerland, the Channel Islands or the Isle of Man, or in such other jurisdictions as the Advisory Board may approve. The Portfolio Manager shall not cause the Partnership to invest:
- In Underlying Investments in distressed debt or in Investee Companies that are distressed (except in the case of Follow-on Investments);
- in real property, or in companies whose primary purpose is the holding of real property, land or buildings;
- in asset-backed securities, being limited recourse collateralized credit investments issued by special purpose vehicles;
- in loans having a remaining maturity which exceeds the term of the Partnership (as may be extended from time to time in accordance with the terms of this agreement);
- in any fund or other form of multi-asset collective investment scheme involving the delegation of the Portfolio Manager's discretionary investment management powers (whether or not such scheme provides for the payment of any carried interest, management fees or priority profit share to any third party) but excluding any special purpose vehicle established to facilitate a co-investment or syndication of any Underlying Investment;
- in pure equity share capital Underlying Investments (excluding Follow-on Investments) to the extent that the Acquisition Cost of all pure equity share capital Underlying Investments (excluding Follow-on Investments) then held by the Partnership would exceed 10% of Total Commitments plus committed leverage, provided always that all pure equity share capital Underlying Investments (excluding Follow-on Investments) shall be made in conjunction with another debt Investment (except where this arises as a result of debt restructuring);
- in any Underlying Investment to the extent that the Acquisition Cost of Underlying Investments then held by the Partnership in respect of which the Investee Company is headquartered or has its principal place of business outside the European Economic Area, the United Kingdom, Switzerland, the Channel Islands and the Isle of Man, or in such other jurisdictions as the Advisory Board may approve would exceed 15% of Total Commitments plus committed leverage;
- in pure equity share capital Underlying Investments as described above or Junior Debt Underlying Investments (excluding Follow-on Investments) to the extent that the Acquisition Cost of such equity-only and Junior Debt Underlying Investments then held by the Partnership would exceed 30% of Total Commitments plus committed leverage;
- in any Underlying Investment to the extent that the Acquisition Cost of Underlying Investments then held by the Partnership in any one sector (as determined by the Portfolio Manager acting reasonably) would exceed 25% of Total Commitments plus committed leverage; or
- if the Portfolio Manager has actual knowledge that the Underlying Investment will be used for the purpose of funding a hostile takeover of a company publicly listed anywhere in the world.

Prohibited Investments

The Partnership shall not make or contractually commit to make any Underlying Investment or acquire any Underlying Investment, including any Follow-on Investment, nor enter into any guarantee, indemnity or undertaking in favor of a third party in connection with the acquisition of an Underlying Investment, if that would result in aggregate amounts invested or committed by the Partnership or for which it is liable in respect of any one underlying entity (or collection of affiliated entities) in which an Underlying Investment has been made (an “Investee Company”) exceeding 10% of the greater of (i) the total value of the assets of the Partnership and (ii) the net asset value of the Partnership, including the Benchmark Commitments plus committed leverage (the “Diversification Limit”).

Investment Objective
The Fund will target Net IRRs and Net Cash Multiples of 12% -12% and 1.4x to 1.5x respectively.

Management Fee
The General Partner will be allocated a profit share, at the level of the Master Fund, out of amounts otherwise allocated (indirectly, via the Partnership or the applicable Parallel Partnership) to each investor (other than the Management Team Commitment) and calculated based on 1.50% of CPABF’s share of the acquisition costs borne by the Partnership or the applicable Parallel Partnership, howsoever funded (calculated in the currency of the Partnership or the applicable Parallel Partnership), of Investments that have not been realized or fully and permanently written off.

Key Executives: Graeme Delaney-Smith, Vijay Rajguru, and David Forbes-Nixon.
Preferred Return: The preferred return is 6.5% per annum.

Carried Interest: Catch-up of 100% to the Carried Interest Partner until the cumulative distributions to the Carried Interest Partner with respect to CPABF equal 15% of the sum of the aggregate preferred returns made under the preceding paragraph and distributions made under this paragraph. Thereafter, there will be an 85-15 split of profits with 85% to CPABF and 15% to the Carried Interest Partner.

Performance Index
Private Debt Custom Index

CLAREANT EUROPEAN DIRECT LENDING (LEVERED) FUND III
Private Debt

Retained by the Fund
November 2018

Investment Guidelines and Strategy

- CPABF represents and warrants to each of the General Partner and the Master Fund General Partner that CPABF is subject to section 1-113.14(c)(1) of the Illinois Pensions Code, pursuant to which it is a requirement that the investment advisers or consultants appointed by CPABF acknowledge that they are a fiduciary with respect to CPABF. Solely on the basis of the foregoing representation and warranty, the General Partner acknowledges and agrees that it shall be a fiduciary with respect to CPABF for so long as CPABF is an Investor.
- The Partnership will seek to generate attractive risk-adjusted returns by originating and investing predominantly in European middle-market loans and through the use of leverage. The Portfolio Manager expects to lend amounts of between €30 million and €200 million per investment for the Fund with a target of 25-40 investments at a given time whilst the Fund is fully invested. The Fund will seek to obtain 1:1 leverage to achieve its investment objectives.
- The Underlying Investments will be predominantly in Investee Companies headquartered or with material business and operations, or with their principal place of business, in the European Economic Area, the United Kingdom, Switzerland, the Channel Islands or the Isle of Man, or in such other jurisdictions as the Advisory Board may approve. The Portfolio Manager shall not cause the Partnership to invest:
- In Underlying Investments in distressed debt or in Investee Companies that are distressed (except in the case of Follow-on Investments);
- in real property, or in companies whose primary purpose is the holding of real property, land or buildings;
- in asset-backed securities, being limited recourse collateralized credit investments issued by special purpose vehicles;
- in loans having a remaining maturity which exceeds the term of the Partnership (as may be extended from time to time in accordance with the terms of this agreement);
- in any fund or other form of multi-asset collective investment scheme involving the delegation of the Portfolio Manager's discretionary investment management powers (whether or not such scheme provides for the payment of any carried interest, management fees or priority profit share to any third party) but excluding any special purpose vehicle established to facilitate a co-investment or syndication of any Underlying Investment;
- in pure equity share capital Underlying Investments (excluding Follow-on Investments) to the extent that the Acquisition Cost of all pure equity share capital Underlying Investments (excluding Follow-on Investments) then held by the Partnership would exceed 10% of Total Commitments plus committed leverage, provided always that all pure equity share capital Underlying Investments (excluding Follow-on Investments) shall be made in conjunction with another debt Investment (except where this arises as a result of debt restructuring);
- in any Underlying Investment to the extent that the Acquisition Cost of Underlying Investments then held by the Partnership in respect of which the Investee Company is headquartered or has its principal place of business outside the European Economic Area, the United Kingdom, Switzerland, the Channel Islands and the Isle of Man, or in such other jurisdictions as the Advisory Board may approve would exceed 15% of Total Commitments plus committed leverage;
- in pure equity share capital Underlying Investments as described above or Junior Debt Underlying Investments (excluding Follow-on Investments) to the extent that the Acquisition Cost of such equity-only and Junior Debt Underlying Investments then held by the Partnership would exceed 30% of Total Commitments plus committed leverage;
- in any Underlying Investment to the extent that the Acquisition Cost of Underlying Investments then held by the Partnership in any one sector (as determined by the Portfolio Manager acting reasonably) would exceed 25% of Total Commitments plus committed leverage; or

- if the Portfolio Manager has actual knowledge that the Underlying Investment will be used for the purpose of funding a hostile takeover of a company publicly listed anywhere in the world.

Prohibited Investments

- The Partnership shall not make or contractually commit to make any Underlying Investment or acquire any Underlying Investment, including any Follow-on Investment, nor enter into any guarantee, indemnity or undertaking in favor of a third party in connection with the acquisition of an Underlying Investment, if that would result in aggregate amounts invested or committed by the Partnership or for which it is liable in respect of any one underlying entity (or collection of affiliated entities) in which an Underlying Investment has been made (an "Investee Company") exceeding 10% of the greater of (i) the total value of the assets of the Partnership and (ii) the net asset value of the Partnership, including the Benchmark Commitments plus committed leverage (the "Diversification Limit").

Investment Objective

Preferred Return: The preferred return is 6.5% per annum

Management Fee

The General Partner will be allocated a profit share, at the level of the Master Fund, out of amounts otherwise allocated (indirectly, via the Partnership or the applicable Parallel Partnership) to each investor (other than the Management Team Commitment) and calculated based on 1.50% of CPABF's share of the acquisition costs borne by the Partnership or the applicable Parallel Partnership, howsoever funded (calculated in the currency of the Partnership or the applicable Parallel Partnership), of Investments that have not been realized or fully and permanently written off.

Key Executives: Graeme Delaney-Smith, Vijay Rajguru, and David Forbes-Nixon.

Carried Interest: Catch-up of 100% to the Carried Interest Partner until the cumulative distributions to the Carried Interest Partner with respect to CPABF equal 15% of the sum of the aggregate preferred returns made under the preceding paragraph and distributions made under this paragraph. Thereafter, there will be an 85-15 split of profits with 85% to CPABF and 15% to the Carried Interest Partner.

Performance Index

Private Debt Custom Index

Cash and Cash Equivalent

HGK Asset Management, Inc.
Short Duration Fixed Income

Retained by the Fund
January 2017

Investment Guidelines and Strategy
- Preservation of principal, both in real and nominal terms.
- Maintain sufficient liquidity to meet the periodic cash needs of the Fund.
- To the extent consistent with (1) and (2), achieve as high a return as feasible. ("Return" is defined to include income, realized gains and losses, and unrealized gains and losses)
- Total portfolio risk and risk-adjusted returns will be regularly evaluated against the needs and risk constraints of the Fund.
- The following are permissible investments subject to the limits in these guidelines:

Cash and Equivalents
- Short-Term obligations of the U.S. Treasury and Agencies
- Commercial paper
- Taxable and tax-exempt municipal short-term securities
- Pooled short-term money market funds
- Certificates of Deposit
- Bankers Acceptances

Fixed Income
- U.S. Treasury Securities
- U.S. Agencies Securities
- Taxable and tax-exempt municipal obligations
- Publicly traded corporate debt obligations
- U.S. dollar denominated obligations of international development banks, supranational agencies, foreign governments, and foreign agencies
- U.S. Dollar denominated, publicly traded fixed income securities of non-U.S. corporations
- Investment grade rated mortgage-backed, commercial mortgage-backed and asset-backed securities

Prohibited Transactions
Investments denominated in currencies other than the U.S. dollar are prohibited.

Short-Term Investments
- Investments in Negotiable and Non-Negotiable Certificates of Deposit and Bankers Acceptances will be limited to U.S. banks.
- Commercial paper must be rated either A-1 by Moody's Investor Services and/or P-1 by Standard & Poor's.
- Taxable and tax-exempt municipal short-term securities must be rated MIG 1 by Moody's and/or SP-1 by S&P.

All other fixed income investments
The overall portfolio will have an average quality rating of Aa/AA or higher, as measured at the time of purchase. At purchase, all investments must have an investment grade rating by a nationally recognized statistical rating organization.
Asset Allocation
The Investment Manager will have primary responsibility for asset allocation decisions within the investment portfolio, subject to any limits in these guidelines.

Portfolio Duration
The portfolio's effective duration will be maintained between 0.5x and 1.5x that of the Merrill Lynch 1-3-year Domestic Master index.

Investment Objective

- To exceed the annualized rate of return of Merrill Lynch 1-3 Year Domestic Master, on a net of fee basis, over reasonable measurement periods.
- To achieve an above-median ranking, net of fees, within a universe of short duration fixed income managers.

Performance Index
Merrill Lynch 1-3 Year Domestic Master

Environmental, Social and Governance (“ESG”) Policy
Adopted December 20, 2019

The following ESG policy has been adopted by the Chicago Police Board of Trustees in accordance with Public Act 101-0473 Sec. 1-113.6 (40 ILCS 5/1-113.6). The Illinois Sustainable Investing Act (40 ILCS 5/1-113.6) defines "sustainability factors" as “factors that may have a material and relevant financial impact on the safety or performance of an investment and which are complementary to financial factors and financial accounting.” Such factors include, but are not limited to:

- **Corporate governance and leadership factors**, such as the independence of boards and auditors, the expertise and competence of corporate boards and executives, systemic risk management practices, executive compensation structures, transparency and reporting, leadership diversity, regulatory and legal compliance, shareholder rights, and ethical conduct.

- **Environmental factors** that may have an adverse or positive financial impact on investment performance, such as greenhouse gas emissions, air quality, energy management, water and wastewater management, waste and hazardous materials management, and ecological impacts.

- **Social capital factors** that impact relationships with key outside parties, such as customers, local communities, the public, and the government, which may impact investment performance. Social capital factors include human rights, customer welfare, customer privacy, data security, access and affordability, selling practices and product labeling, community reinvestment, and community relations.

- **Human capital factors** that recognize that the workforce is an important asset to delivering long-term value, including factors such as labor practices, responsible contractor and responsible bidder policies, employee health and safety, employee engagement, diversity and inclusion, and incentives and compensation.

- **Business model and innovation** factors that reflect an ability to plan and forecast opportunities and risks, and whether a company can create long-term shareholder value, including factors such as supply chain management, materials sourcing and efficiency, business model resilience, product design and life cycle management, and physical impacts of climate change.

ESG Positive Action Strategy
The Board of Trustees (“the Board”) of the Chicago Police Pension Fund believes that PABF can have a beneficial impact on certain ESG matters consistent with its mission, investment beliefs, and fiduciary duties.

The Board has voted to take the following positive action strategy as it related to the Fund’s ESG priorities:

1. **Shareholder Advocacy**
PABF is a shareholder in a large number of public companies. Rights that come with being a shareholder include electing members of companies’ boards of directors and voting on shareholder or management resolutions related to key issues. These rights provide an opportunity for PABF to advance its ESG priorities and investment objectives by, for example, voting for resolutions that require a company to disclose and assess material ESG-related risks. PABF investment vendors are responsible for proxy voting on behalf of the Fund and are directed to consider the ESG risks factors prior to each proxy vote.

2. **ESG-Beneficial Investments**
PABF will proactively evaluate investments/investment managers, within permissible asset classes, that are expected to beneficially impact PABF’s ESG priorities. While such ESG-beneficial investments will be considered, they may only be undertaken if they are expected to improve or maintain the portfolio’s risk/return profile as compared to other investments in the same asset class.

Furthermore, PABF will only consider investments that are feasible to implement as part of its overall investment strategy.

3. **ESG Targeted Divestment or Investment**
   The Board finds that the positive action strategy outlined above is the most effective, permissible means for PABF to beneficially impact its ESG priorities. The Board will not divest from or invest in a targeted company, sector or other set of investments with the primary goal of advancing an ESG priority because doing so would be inconsistent with PABF's: (1) mission to fulfill the promise made to our members by delivering the retirement benefits they have earned; (2) fiduciary duties of prudence and loyalty that are paramount; and, (3) investment beliefs that emphasize the benefits of diversification, cost control and passive management.

4. **Integrating ESG into the Investment Process**
   PABF will integrate ESG priorities into its investment process to ensure that the associated impact on risk and return is considered, to the extent that it is material. However, it is not feasible to eliminate all ESG-related or other risks from the portfolio given PABF's investment objectives.

Investment Vendor Diversity
PABF manages its portfolio through investment managers that are selected by the Board to be contractually responsible for investing a portion of PABF's assets on its behalf. Given this direct relationship with the investment management industry, the Board supports improving the industry's racial and gender diversity to the extent consistent with its fiduciary duties.

Reporting and Collaboration
The Board seeks to stay abreast of ESG-related developments and to follow best practices to the extent that they are consistent with its mission, fiduciary duties and investment beliefs. To this end, the Board directs that: (1) PABF staff, when possible, participate in membership organizations and partner with other institutional investors to share information and pursue ESG priorities of mutual concern; (2) PABF staff, working with the Fund's investment consultant provide the Board of Trustees updates on its activities and industry developments related to ESG matters, when relevant.

Policy Review
The Board shall review this policy at least once every three (3) years or upon request by a majority of the PABF Board of Trustees to ensure that it remains relevant and appropriate.