

Investment Office Hierarchical/Classification Structure

	Internal Investment Management and Trading	External Investment Management	Asset Allocation, Research, and Investment Risk	DC and Affiliate Fund Administration	Investment Servicing	Corporate Governance and Targeted Investment Programs
Managing Investment Director (Formerly SIO)	Public Equity	Public Equity	Asset Allocation	Affiliate Funds	Investment Servicing	Global Governance
	Global Fixed Income	Private Equity Real Assets Absolute Return Strategies	Investment Risk Management All Asset Classes	Public Asset Classes	Investment Compliance and Operational Risk Investment Policy and Business Services	Targeted Investment Programs
Senior Investment Director (Formerly SPM)	Internal Equity Portfolio Management	Private Portfolio Construction	Investment Risk Management & Reporting	DC Plan Investment Strategy and Implementation	Investment Compliance	Corporate Governance
	Internal Equity Trading	Investment Strategy Analysis	Investment Strategy & Asset Allocation	DC Portfolio Administration	Investment Operational Risk	Targeted Investment Programs
Investment Director (Formerly PM)	Internal Fixed Income Portfolio Management	Manager Selection, Underwriting & Negotiation	Economics Capital Allocation & Quantitative Strategies	Affiliate Rebalancing & Cash Management	Investment Securities Operations Investment Systems and Technology	Sustainability Programs
	Internal Fixed Income Trading	Monitoring and Oversight	Fundamental Research		Investment Performance Analysis	
Investment Manager (New Class, Jr. PM)	Currency Trading & Commodities Trading		Quantitative Research Portfolio Analytics & Performance Attribution		Investment Vendor Management Investment and Operational Policy Investment Contract Management	
					Financial Management and Control	
					Financial Accounting and External Financial Reporting	

Foundational Class: Investment Officer I – II – III
Utilizing a broad range of skills and experience

- Education / Degree – Accounting, Math, Finance; BA/BS, MBA
- Industry Experience – Asset Management , Investment & Commercial Banking, Insurance, Real Estate, Private Equity
- Professional Certification – CFA, CPA, JD