

POLICY

APPOINTMENT AND REVIEW OF INVESTMENT MANAGER AND ADVISOR

Statement:

The Investment Committee makes recommendations to the Board of Directors on the hiring, services and fees for all Investment Managers and Advisors.

A formal review of the performance of each Investment Manager and Advisor takes place every four years of service. The Investment Committee determines the form and method of the review.

ORIGINAL EFFECTIVE DATE: July 1, 1997 LAST REVIEWED: December 2022 SUBJECT TO REVIEW: April 2024