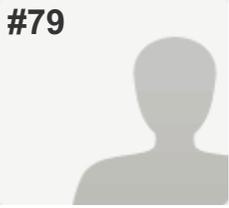


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COMPLETE

Collector: Web Link 1 (Web Link)

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PAGE 2: About Agencies Scheduled for Study

Q1: Please share any comments, suggestions or concerns you may have about these agencies. Please note your responses may be included verbatim in a Committee report, which may be posted online.

In my opinion, Mr. Berg is unqualified and undeserving of being the permanent Chief Investment Officer. Many staffers at RSIC are perplexed and astonished that Mr. Hitchcock decided to give Mr. Berg a clear runway as the internal candidate. Mr. Berg is moved from office to office every six months and now sits in the former Chief Investment Officer's office. This seems egotistical as the process for hiring a Chief Investment Officer is not over. There are plenty of empty offices. What is Mr. Berg's track record? In regards to Manager Selection, Mr. Berg has limited experience in hiring and terminating investment managers and has never personally utilized the formal external manager due diligence process that was internally developed. Many years ago, he hired only a couple of equity managers, and those managers have been terminated for poor performance. Leaders should lead by example and he never earned his stripes in this discipline. From an asset allocation perspective, Mr. Berg was the Director of Asset Allocation. Asset Allocation is the number one reason RSIC generated poor performance and underperformed its peers for years. Asset Allocation drives 90% of a portfolio's return. The most recent fiscal year is unique, because it is the first time that RSIC generated negative absolute and relative (less than its policy benchmark) returns, meaning Manager Selection and Asset Allocation decisions were both detractors to performance. Is this really the leader RSIC deserves? Here are a few questions the LOC should ask Mr. Hitchcock:

- 1) How many managers has Mr. Berg personally hired or terminated and what years were those investment actions were taken?
- 2) Please confirm that Mr. Berg served as a Director of Asset Allocation and for what time period. What decisions did he make during this time period and what was his compensation? Did any action contribute to performance?
- 3) Please explain the Plan's poor performance for fiscal year 2016, as well as risks associated with adding equity risk to the Plan after long market rallies (market timing risks). How did RSIC add equity risk during fiscal year 2016? Was it all at once at the beginning of the year?
- 4) Please confirm that Mr. Berg served as a Managing Director for Internal Management and for what time period. What decisions did he make during this time period and what was his compensation? Did any action contribute to performance?
- 5) Why do you consider Mr. Berg RSIC's best internal candidate for CIO given Mr. Berg's shortcomings in Manager Selection, Asset Allocation, Market Timing, and Project Management? Why has Mr. Berg not been terminated for such poor performance?

PAGE 3: There are three questions seeking general information.

Q2: What is your age? 35-44 years old

Q3: Which best describes your current role? State employee

Q4: In which county do you live? Richland
