



**OREGON
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INV 1203: Statement of Investment Objectives and Policy Framework for the Oregon Public Employees Retirement Fund

INTRODUCTION & OVERVIEW

Summary Policy Statement

This Statement of Investment Objectives and Policy Framework (the "Statement") summarizes the philosophy, objectives and policies approved by the *Oregon Investment Council* (the "OIC" or the "Council") for the investment of *Oregon Public Employees Retirement Fund* ("OPERF" or the "Fund") assets.

1. The Statement has been prepared with six audiences in mind: 1) incumbent, new and prospective Council members; 2) *Oregon State Treasury* ("OST") staff; 3) the Public Employees Retirement Board ("PERB"); 4) active and retired Oregon Public Employees Retirement System (PERS) members; 5) the Oregon State Legislature and Governor; and 6) agents engaged by the Council to manage and administer Fund assets.
2. The Council approved these objectives and framework after careful consideration of PERS benefit provisions, and the implications of alternative objectives and policies.
3. The Statement summarizes more detailed policy and procedure documents prepared and maintained by staff, and numerous other documents that govern the day-to-day management of OPERF assets including agent agreements, individual investment manager mandates and limited partnership documents.
4. The Council regularly assesses the continued suitability of its approved investment objectives and policies, initiates change as necessary and updates these documents accordingly.

Applicability

Classified represented, management service, unclassified executive service.

Authority

ORS Chapter 293.

POLICY PROVISIONS

Definitions

Actuarial Discount Rate ("ADR"): The interest rate used to calculate the present value of a defined benefit plan's future obligations and determine the size of the plan sponsor's annual contribution. The ADR currently approved by the PERB is 7.2%.

Alternatives: Investments that are considered non-traditional or emerging in nature. Presently, the following investment types are included within the OPERF alternatives allocation: hedge funds; infrastructure; natural resources; and commodities.

Asset Class: A collection of securities that have conceptually similar claims on income streams and have returns that are highly correlated with each other. The most frequently referenced asset classes include equities, fixed income, real estate and cash.

Basis Point: This refers to a common unit of financial measurement. One basis point equals 0.01%. One hundred basis points equal 1% or one percentage point.

Benchmark: A standard by which investment performance can be measured and evaluated. For example, the performance of U.S. equity managers is often measured and evaluated relative to the Russell 3000 Index. In this case, the Russell 3000 Index serves as or represents the U.S. equity benchmark.

Benchmark Exposure: The proportion that a given stock represents within a benchmark, such as the Russell 3000 Index of U.S. equity securities. Allows investors to measure the extent to which a portfolio or specific investment strategy is over- or under-exposed to a particular stock or investment characteristic (e.g., market capitalization) relative to a benchmark.

Bloomberg Barclays U.S. Aggregate Index: This index covers the U.S. investment-grade fixed rate bond market, and includes government, corporate, mortgage pass-through and asset-backed securities. These major sectors are subdivided into more specific indices that are calculated and reported on a regular basis. Its constituents are SEC-registered, taxable, dollar-denominated securities that conform to specific parameters.

Bloomberg Barclays U.S. Treasury Index: This index is a sub-component of the Bloomberg Barclays Aggregate Index and includes public obligations of the U.S. Treasury with remaining maturities of more than one year that conform to specific parameters.

Co-investment: Although used loosely to describe any two parties that invest alongside one another in the same company, this term has a special meaning in the context of an investment fund's limited partners. By having co-investment rights, a limited partner can invest directly in a company that is simultaneously backed by the fund's general partner. In this way, the limited partner has two separate stakes in the company: the first, an indirect investment through its participation in the general partner's fund; the second, a direct investment alongside the general partner. While the direct, co-investment opportunity is usually offered at terms and conditions more favorable than the fund investment, the direct, concentrated nature of the co-investment opportunity implies higher risk for the limited partner.

Core: Real estate investment strategies which exhibit "institutional" qualities, such as superior location, high occupancy and premium design and construction quality.

Credit: Used most often in a fixed income context, the measure of an organization's ability to re-pay borrowed money. Organizations with the highest credit rating (i.e., those most likely to re-pay borrowed money) are assigned a AAA credit rating.

Distressed Debt: A private equity investment strategy that involves purchasing discounted bonds of a financially-distressed firm. Distressed debt investors frequently convert their holdings into equity and become actively involved in the management of the distressed firm.

Diversification: Reducing risk without a commensurate reduction in expected return by combining assets and/or investment strategies with low or uncorrelated return and volatility profiles. For example, a decline in the price of one asset (e.g., oil stocks) is offset by an increase in the price of another asset (e.g., airline stocks). In lay terms, this principal is often described as "putting your eggs in more than one basket".

Diversifying Strategies: Investment strategies that attempt to systematically capture certain risk premia beyond traditional equity and fixed income market exposures using alternative investment techniques.

Duration: A financial measure used by investors to estimate the price sensitivity of a fixed income security relative to changes in interest rates. For example, if interest rates increase by 1 percentage point, a 5-year duration bond will decline in price by approximately 5 percent.

Efficient Market: A market in which security prices rapidly reflect all information germane to the price discovery process. A primary implication of an efficient market is that active management efforts often fail to produce results that consistently beat the performance of an index fund or other passive strategy net of fees, transactions costs and other expenses.

Equities: Investments that represent ownership in a company and therefore a proportional share of company profits.

Fixed Income: Debt obligations that specify the precise repayment of previously borrowed money. Typically, repayment takes the form of a series of fixed-amount, semi-annual interest payments and a single, final repayment of principal.

Funded Status: A comparison of a pension plan's assets and liabilities where the latter are often referred to as the plan's projected benefit obligation ("PBO"). When a plan's assets exceed its PBO, the plan is considered overfunded. Conversely, if a plan's assets are less than its PBO, the plan is considered underfunded and the plan sponsor has a net liability position with respect to its pension plan.

Fund-of-funds: Often organized by an investment advisor or investment bank, a fund that invests in other funds rather than directly in securities, operating firms or other assets.

Growth Stock: Stocks exhibiting faster-than-average earnings growth with expectations that such growth will continue. Growth stocks usually have high price-to-earnings ratios, high price-to-book ratios and low to no dividend yields.

Hedged: A term applied to one, more or an entire portfolio of assets indicating that the base country value of such assets is partially or wholly protected from foreign currency fluctuations. Forward currency contracts are typically used to hedge or offset the effects of these fluctuations.

Index Fund: A portfolio management strategy that seeks to match the composition and performance of a select index such as the Russell 3000 or S&P 500.

Leverage Buyout (LBO): A strategy in which debt financing is used to acquire a firm or business unit, typically in a mature industry. LBO debt is usually repaid according to a strict schedule that absorbs most of the acquired firm's cash flow.

Liability: A claim on assets by individuals or companies. In a pension context, liabilities represent the claim on fund assets by active and retired plan beneficiaries.

MSCI All Country World Investable Market Index (ACWI-IMI): A capitalization-weighted index that includes approximately 9,000 publicly-traded equity securities and is designed to measure equity market performance across developed and emerging markets. This index consists of over 40 separate developed and emerging market country indices.

MSCI World Ex-U.S. Index: A subset of the MSCI All Country World Index that contains only securities from developed market countries, excluding those from the U.S.

Market Capitalization: The value of a corporation as determined by multiplying the price of its shares by the number of shares outstanding. In general, the share prices of smaller capitalized companies are more volatile than those of larger capitalized companies.

Mezzanine: Either a private equity financing undertaken shortly before an initial public offering, or an investment strategy that employs subordinated debt (which has fewer privileges than bank debt but more standing than equity) and often is issued with attached equity warrants.

NCREIF Fund Index – Open End Diversified Core Equity (NFI-ODCE): The NFI-ODCE is an investment performance composite published quarterly by the National Council of Real Estate Investment Fiduciaries (NCREIF). This index is a capitalization-weighted index of approximately 30 open-ended, commingled funds pursuing a "core" investment strategy and conform to specific parameters.

Oregon State Treasury: Headed by the State Treasurer, the Oregon State Treasury is responsible for managing the day to day investment operations of the state pension fund (and other funds), issuing all state debt, and serving as the central bank for state agencies. Within the Oregon State Treasury, the Investment Division also manages investment programs for the state's deferred compensation and college savings plans, and serves as staff to the Oregon Investment Council.

Opportunistic: Higher risk but higher expected return real estate investments that are usually illiquid, produce little or no current income and are often focused on distressed and/or highly leveraged properties.

Opportunity Portfolio: Includes non-traditional and/or concentrated investment strategies that may provide enhanced diversification and/or unique sources of return relative to the other asset classes included in the OIC's approved policy mix. The Opportunity Portfolio's objectives are pursued by investing in strategies that fall outside the boundaries of "strategic" or approved policy mix allocations including new or innovative strategies across a wide range of potential investment opportunities and with few limitations or constraints.

Oregon Investment Council: Oregon Revised Statutes ("ORS") 293.706 establishes the OIC, which consists of five voting members, four of whom are appointed by the Governor and subject to Senate confirmation (the Treasurer serves as an ex-officio member, and is therefore not subject to confirmation). The members appointed by the Governor must be qualified by training and experience in the field of investment or finance. In addition, the Director of the Oregon Public Employees Retirement System is a non-voting ex-officio member of the OIC. ORS 293.721 and 293.726 establish the OIC's investment objectives and standards of judgment and care.

Oregon Public Employees Retirement Fund: Holds the assets of beneficiaries of PERS, which is a state-wide, defined benefit retirement plan for units of state government, political subdivisions, community colleges and school districts. PERS is administered under ORS chapters 237, 238, 238A, and applicable provisions of the Internal Revenue Code by the PERB. Participation by state government units, school districts, and community colleges is mandatory. Participation by most political subdivisions is optional, but irrevocable if elected. All system assets accumulated for the payment of benefits may legally be used to pay benefits to any of the plan members or beneficiaries of the system. PERS is responsible for administrating the management of the plan's

liability and participant benefits.

Oregon Short Term Fund (OSTF): The state's commingled cash investment pool managed internally by Treasury staff. The OSTF includes all excess state agency cash, as required by law, as well as cash invested by local governments on a discretionary basis. The OSTF is invested in accordance with investment guidelines recommended by the state's Oregon Short Term Fund Board and approved by the OIC.

Overlay Manager: An investment advisor retained by the OIC to monitor daily cash balances in OPERF and execute trades in the equity and fixed income futures markets to adjust OPERF's overall asset allocation closer to its OIC-approved targets.

Overweight: A stock, sector or capitalization exposure that is higher than the corresponding exposure in a given asset class benchmark, such as the Russell 3000 Index.

Private Equity: Venture Economics ("VE") uses the term to describe the universe of all venture investing, buyout investing and mezzanine investing. Fund-of-funds investing and secondaries are also included in this term's broadest interpretation. VE is not using the term to include angel investors or business angels, real estate investments or other investing scenarios outside of the public market. See also *Alternatives*.

Real Estate Investments: Investments in land, buildings or other real property.

Real Estate Investment Trusts ("REITs"): A real estate portfolio managed by an investment company for the benefit of the trust unit holders. The units of most REITs are publicly-traded.

Regular Account: That portion of OPERF that excludes the Variable Account (defined below). A diversified investment portfolio for which the asset allocation and general investment policies are established and approved by the OIC. Tier One participants are guaranteed a minimum rate of return based on the long-term interest rate used by the actuary. Tier Two participants have no guaranteed rate of return and receive benefits that reflect the Regular Account's actual or realized investment return.

Return: The gain or loss in value of an investment over a given period of time expressed as a percentage of the original amount invested. For example, an initial investment of \$100 that grows to \$105 over one year has produced a 5% return.

Risk: The probability of losing money or not achieving the expected investment outcome.

Russell 3000 Index: Measures the investment performance of a composite comprised of stocks issued by the approximately 3,000 largest U.S. companies. Based on total market capitalization, this index represents approximately 98% of the investable U.S. equity market.

S&P Risk Parity Index – 12% Target Volatility: An index designed to proxy the performance of a generic risk parity strategy using public equity, fixed income, and commodity exchange-traded futures, levered to target a 12% return volatility. Because there is no widely-accepted approach to risk parity, this index is not representative of the "market" but can still serve as a benchmark.

Secondaries: The purchase and sale of existing limited partnership commitments to other limited partners and/or fund sponsors.

Sector: A particular group of stocks or bonds that usually characterize a given industry or economic activity. For example, "pharmaceuticals" is the name given to stocks issued by companies researching, manufacturing and selling over-the-counter and prescription medicines. "Corporates" is the name given to fixed income instruments issued by private and public companies.

Sector Funds: A pooled investment product that focuses on a particular industry or economic activity. For

example, pooled funds that invest principally in technology stocks would be termed a technology sector fund.

Tracking Error: The amount by which an investor's investment performance differed from a corresponding or assigned benchmark. Usually measured and expressed as the standard deviation of returns relative to a pre-specified benchmark.

Unhedged: A term indicating that the value of one, more or an entire portfolio of assets may be affected by foreign currency fluctuations and that no deliberate attempt has been made to protect against such fluctuations.

Value Added: As used in real estate, may include office, retail, industrial and apartment properties, but may target structured investments in alternative property types such as hotels, student housing, senior housing and specialized retail uses. Portfolios or strategies that are positioned as Value Added are expected to produce returns between Core and Opportunistic portfolios/strategies. For example, a Value Added property may exhibit some "institutional" qualities such as good location and high design and construction quality, but may need significant leasing improvements to stabilize and enhance its value. Value Added investments may also include development opportunities with balanced risk/return profiles.

Value Stock: Stocks that appear to be undervalued for reasons other than low potential earnings growth. Value stocks usually have low price-to-earnings ratios, low price-to-book ratios and a high dividend yield.

Variable Account: An account established for a PERS member who participated in the VAP (defined below).

Variable Annuity Program ("VAP"): a program that allowed active PERS members to allocate a portion of their yearly, employee retirement contributions to a domestic equity portfolio. No such contributions were allowed after December 31, 2003. Active members who participated in the VAP had part of their balance invested in the Regular Account and part invested in the Variable Account. Unless a member explicitly elected to participate in the VAP, all of that member's employee contributions were invested in the Regular Account. This "primary" election allowed members to place 25 percent, 50 percent or 75 percent of their employee contributions in the Variable Account. Variable Account balances increase or decrease depending on the investment performance of the variable fund, and individual participant accounts are credited for any amount (gain or loss) available for distribution. The OIC's asset allocation policy purview only applies to the Regular Account since the OIC cannot control the investment option elections of VAP participants.

Venture Capital: Independently managed, dedicated pools of capital that focus on equity or equity-linked investments in privately held, high growth companies. Outside of the United States, the term venture capital is used as a synonym for all types of alternative or private equity.

Vintage Year: The calendar year in which an investment fund's first closing occurs. For example, the 1995 vintage year for venture capital includes all venture capital funds that held a first closing in 1995.

POLICY STATEMENTS

Introduction

1. Subject to ORS 293.721 and 293.726, the Council believes, based on the assumptions outlined herein, that the investment policies summarized in this document will provide the highest possible *return* at a level of *risk* that is appropriate for active and retired OPERF members. The Council evaluates risk in terms of both short-term asset price volatility and long-term plan viability.
2. This objective further contemplates a consecutive ten-year forecast horizon, and the Council also understands that estimates of forward-looking OPERF returns are a primary consideration during PERB's

biennial determination of its ADR.

3. Historically, PERS members were allowed to direct up to 75% of their annual, employee retirement contributions to the *Variable Account*. While no longer receiving new contributions, the Variable Account's objective remains investment performance consistent with the *MSCI All Country World Investable Market Index*.
4. The Council has established investment objectives for individual asset classes that are also summarized in this Statement.

0.1. Policy Asset Mix, Diversification, and Return Expectations

1. The OIC undertakes a rigorous study of OPERF's assets and liabilities every three to five years (or more frequently, if desired). These asset-liability studies include the following elements for OIC consideration: 1) capital market assumptions by asset class, which include expected returns, volatilities and correlations; 2) proposed asset mixes using various portfolio modeling/construction techniques; 3) OPERF's *liability* structure, *funded status* and liquidity needs; and 4) recommended strategic asset allocation targets and a rebalancing framework. The Council's approved asset mix policy for the Regular Account is summarized in Exhibit 1.
2. Of total Fund assets, 50 percent of OPERF is targeted for investment in *equities*, inclusive of *private equity*. Equity investments have generated the highest returns over long time periods, but can also produce low and even negative returns over shorter time periods. The risk of low returns over shorter time periods makes 100% equity policies unsuitable for most pension funds, including OPERF. By investing across multiple equity asset classes, and in lower return but less risky *fixed income*, *real estate* and *alternatives* asset classes, the Council manages and diversifies the Fund's overall risk.
3. Specific asset class exposures are maintained within the ranges outlined in Exhibit 1.

Exhibit 1: Policy Mix and Return Expectations for the OPERF Regular Account

Asset Class	Target Allocation (%)	Re-balancing Range (0%)	Expected Annual Policy Return¹ (%)
Public Equity	32.5	27.5-37.5	7.3
Private Equity	17.5	14.0-21.0	9.2
Total Equity	50.0	45.0-55.0	
Fixed Income	20.0	15.0-25.0	2.8
Risk Parity	2.5	0.0-2.5	6.3
Real Estate	12.5	9.5-15.5	7.0
Alternatives	15.0	7.5-17.5	7.0
Total Fund²	100.0		7.1

1. Based on capital market forecasts developed by the Council's investment consultant, Callan LLC.

2. Total Fund expected returns are calculated *geometrically* using the investment consultant's forecasts for the *arithmetic* returns and co-variances of the asset classes. Accordingly, the Total Fund's expected returns are not equivalent to the weighted average of individual asset class returns listed in Exhibit 1.
4. The policy mix's 7.1% average annual return expectation was developed with reference to observed long-term relationships among major asset classes, adjusted to account for current market conditions. The Council believes this return expectation is reasonable, but recognizes that *realized* returns can deviate significantly from expectations – both positively and negatively.
5. The OIC has allocated up to 5.0% of total Fund assets for investment in an *Opportunity Portfolio*, the objective of which is to enhance OPERF returns and/or diversification. Investments in the Opportunity Portfolio are expected to comprise a combination of both shorter-term (1-3 year) and longer-term holdings. The Opportunity Portfolio has no strategic target since, by definition, eligible investments are only pursued on an opportunistic or episodic basis; moreover, the Opportunity Portfolio allocation shall not result in an allocation range breach for any of the other five, primary asset class allocations.
6. OPERF cash balances are invested in the *Oregon Short Term Fund* and managed to levels that are deliberately minimized but still sufficient to cover OPERF's short-term cash flow needs.
7. In an effort to minimize cash balances at both the Fund and manager level, the OIC has retained an overlay manager to more closely align the actual Fund portfolio with the approved policy mix, generally through the purchase and sale of futures contracts to increase or decrease specific asset class exposures, as necessary.
8. The Council shall review, at least biennially, its expectations for asset class and active management performance, and assess how the updated expectations affect the probability that the Regular Account will achieve its investment objective.

0.2. Rebalancing

1. In the absence of any other considerations, the optimal rebalancing strategy would suggest continually rebalancing back to OPERF's strategic asset allocation targets. Rebalancing ensures that the return objectives and risk tolerance parameters approved by the OIC are consistently and effectively reflected in the Fund. However, rebalancing involves transactions costs such as brokerage fees and market impact. As a result of these costs, ranges are established around the strategic asset allocation targets in order to balance the desirability of achieving precise target allocations with the various and often material transactions costs associated with these same rebalancing activities. In addition, the overlay manager is expected to minimize cash exposures at both the Fund and individual manager level.
2. With OIC oversight, OST staff implements the approved rebalancing framework, although the illiquid nature of many private market assets may exempt those assets from staff's short-term rebalancing activities. Rebalancing should be implemented by the most cost-effective means available. For example, cash flows into and out of OPERF will first be used to rebalance back toward asset class targets, whenever possible.
3. A breach of any of the established asset allocation ranges triggers a review and possible rebalancing back to established targets with due consideration given to the liquidity of the affected investments, all anticipated transaction costs and the current portfolio structure within each asset class.

0.3. Passive and Active Management

1. Passive management uses lower cost *index funds* to access the return streams available from the world's capital markets. Active management tries to earn higher returns than those available from index funds through the application of manager skill in the form of sector and security selection as well as market and/or asset mix timing decisions.
2. The Council uses passive management to control costs, evaluate active management strategies, capture exposure to *efficient market* segments, manage *tracking error* and facilitate policy mix re-balancing activities.
3. The Council approves active management of Fund assets when proposed active strategies offer sufficiently high expected incremental returns, net of fees, and when the magnitude of potential under-performance can be estimated, monitored and managed.
4. Public equity and fixed income asset classes are managed using both passive and active management strategies. Active management of the Fund's public market equity and fixed income allocations is expected to earn annual return premiums of 0.50% and 0.15%, respectively, over rolling, consecutive five-year periods (and relative to those allocation's respective benchmarks). The Council recognizes that unsuccessful active management can reduce total Fund returns.
5. The Council must accept active management in those asset classes for which there are no passive management alternatives; in particular, private real estate, private equity and other alternative and opportunistic investment strategies.

0.4. Public Equity Strategy

1. OPERF's public equity allocation is managed with the objective of earning at least **50 basis points** in annualized net excess return relative to the MSCI All Country World Investable Market Index (ACWI IMI – net) (unhedged) over rolling, consecutive five-year periods. **Relative to that same benchmark, active risk shall be managed to a 0.75 to 2.0 percent annualized tracking error target.**
2. Key elements of the strategy include the following:
 - a. In an effort to enhance return, strategy will include maintaining an over-weight to small capitalization stocks and other well supported sources of return premia. These strategic overweights or "tilts" are based on and supported by robust empirical research that historically links persistent and pervasive evidence of excess returns to systematic "factor exposures" such as size (i.e., small cap), value and momentum. Implementation of other factor tilts may be considered at the manager, strategy or mandate level upon approval of both the Chief Investment Officer (CIO) and OIC.
 - b. Multiple, specialist active managers with complementary investment styles are employed. For example, some OPERF managers focus on growth stocks, some on value stocks, some on large capitalization stocks and others on small capitalization stocks. This diversified approach produces more excess return opportunities and minimizes the Fund's exposure to any single investment organization.
 - c. Aggregate exposures to countries, economic sectors, investment styles and market capitalization tiers are monitored and managed relative to corresponding benchmark exposures.

0.5. Fixed Income Strategy

1. OPERF's fixed income allocation is managed with the objective of earning **15 basis points** in annualized,

net excess returns relative to the *Bloomberg Barclays U.S. Aggregate Index* over rolling, consecutive five-year periods. **Relative to that same benchmark, active risk within the OPERF fixed income allocation is managed to up to 1.0 percent annualized tracking error target.**

2. Key elements of the strategy include the following:
 - a. A significant proportion of the OPERF fixed income allocation is actively managed due to performance and cost considerations. Specifically, excess returns from active fixed income management are likely as many investors hold fixed income securities to meet regulatory and liability matching objectives, and hence are not total return oriented. This market dynamic produces systematic opportunities in fixed income securities that skilled investment managers can exploit. Active fixed income management fees are also much lower than active equity management fees.
 - b. Aggregate exposures to duration, credit and sectors are monitored and managed relative to corresponding exposures in the fixed income allocation benchmark.

0.6. Risk Parity Strategy

1. OPERF's risk parity allocation will be managed with the objective of earning a net total return comparable to an equal risk weighting of traditional asset class indices such as *Bloomberg Barclays U.S. Treasury Index* and the *MSCI ACWI IMI*, using the *S&P Risk Parity Index - 12% Target Volatility* as the policy benchmark over rolling, consecutive five-year periods.
2. Key elements of the strategy include the following:
 - a. Risk Parity is 100% actively managed because there is no widely-accepted definition of a passive implementation of risk parity.
 - b. Risk parity strategies provide long-only levered exposures to major publicly-traded asset classes, such as public equity, fixed income (sometimes separating credit from interest rate), and commodities. Since risk parity strategies typically balance asset class exposures by risk versus nominal exposures, they are levered to target some return objective comparable to a generic balanced exposures. Because each asset class in a risk parity portfolio delivers approximately the same level of risk, as opposed to equity providing the vast majority of the risk in a generic balanced portfolio, the expectation is a risk parity portfolio would deliver a higher risk-adjusted return over a full market cycle.

0.7. Real Estate Strategy

1. OPERF's real estate allocation is managed with the objective of earning at least **50 basis points** in annualized, net excess returns relative to the *NCREIF Fund Index – Open End Diversified Core Equity (NFI-ODCE)*, net of management fees, over rolling, consecutive five-year periods.
2. Key elements of the strategy include the following:
 - a. Real Estate is 100% actively managed because a passive replication of the full breadth and depth of the real estate asset class is not viable.
 - b. *Core* property investments represent 55% of the Fund's real estate allocation, with a range of 45% to 65%. Risk is diversified by investing across the following major property types: office; apartments; retail; and industrial. The OPERF real estate allocation may also include structured investments in alternative property types with Core-like risk and return attributes.
 - c. Exchange-traded real estate investment trusts (REITs) represent 5% of the Fund's real estate

allocation, with a range of 0% to 10%. Up to 50% of the REIT exposure may be invested in markets outside the United States.

- d. *Value Added* property investments represent 20% of the OPERF real estate allocation, with a range of 10% to 30%, and may include direct investments in each of the property types listed above, as well as structured investments in alternative property types. Risk is diversified by property type and geography.
- e. *Opportunistic* property investments represent 20% of the OPERF real estate allocation, with a range of 10% to 30%. Relative to Core and Value Added strategies, real estate investments will be characterized as "opportunistic" based on higher risk/return expectations and other prevailing market conditions.
- f. Within its real estate allocation, the Fund may participate in *co-investment* opportunities.

0.8. Private Equity Strategy

1. OPERF's private equity allocation is managed with the objective of earning at least **300 basis points** in annualized, net excess returns relative to the Russell 3000 Index over very long time horizons, typically rolling, consecutive 10-year periods.
2. Key elements of the strategy include the following:
 - a. Private Equity is 100% actively managed because private equity index funds are not available.
 - b. Risk within OPERF's private equity allocation is diversified by investing across different fund types and strategies including *venture capital, leverage buyout, mezzanine debt, distressed debt, sector funds, secondaries* and *fund-of-funds*.
 - c. OPERF's private equity allocation is further diversified by investing across *vintage year*, industry sectors, investment size, development stage and geography.
 - d. OPERF's private equity investments are managed by external managers operating as general partners. Considerations for private equity manager selection include access to transactions (i.e., "deal flow"), specialized areas of operating expertise, established or promising net of fees performance track records, unique or differentiated investment methodologies and transparent/verifiable reporting processes.
 - e. Within its private equity allocation, the Fund may participate in co-investment opportunities.

0.9. Alternatives Strategy

1. OPERF's allocation to Alternatives is managed with the objective of earning at least **400 basis points** in annualized, net excess returns relative to *CPI* over rolling, consecutive ten-year periods.
2. Key elements of the strategy include the following:
 - a. Alternatives are 100% actively managed because index funds replicating the broad alternatives market are not available.
 - b. *Infrastructure* investments represent 20% of the Fund's alternatives allocation, with a range of 15% to 25%. Risk is diversified by investment type, size and geography. Specific infrastructure sector exposures will likely include energy, transportation, ports and water in both domestic and international markets and comprising both mid-size and large capitalization enterprises.
 - c. *Natural Resource* investments represent 30% of the Fund's alternatives allocation, with a range of

25% to 35%. Risk is diversified by investing across multiple industry sectors including oil and gas, agriculture, timberland, mining and commodities.

- d. *Diversifying Strategies* represent 50% of the Fund's alternatives allocation, with a range of 45% to 55%. Diversifying Strategies investments may include relative value, macro, arbitrage and long/short equity strategies. The objective of this sleeve is to invest in strategies with returns uncorrelated with those of the broader Fund. Risk is diversified by investing in multiple managers and across several strategies.
- e. *Other* investments may represent 5% of the Fund's alternatives allocation, with a range of 0% to 10%. Investment strategies will be characterized as "other" based on prevailing market conditions as well as a specific strategy's unique "value proposition" or investment thesis.
- f. Within its alternatives allocation, the Fund may also participate in *co-investment* opportunities.

0.10. Performance Monitoring and Evaluation

1. The Council and OST staff use a variety of verification and performance measurement tools to monitor, measure and evaluate the management of OPERF assets. Monitoring, reporting and evaluation frequencies range from daily to annually, although quarterly is the most commonly used reporting frequency.
2. The Council directs staff to develop a performance monitoring and evaluation system that validates whether the assets are prudently managed. More specifically, whether Fund investment performance improved benefit security, and capital market risk in general and active management in particular have been sufficiently rewarded.
3. One of many reports used by the Council to satisfy the above requirements is a simple comparison of Regular Account investment performance relative to the Council's assigned total Fund benchmark over rolling, consecutive multi-year periods. Other reports help the Council assess whether or not the Fund was rewarded for its allocations to higher return, higher risk equity investments and whether or not the active management strategies utilized added or subtracted from policy returns on a net of fees basis.
4. The reporting described in this section gives the Council a consolidated or "big picture" view of Regular Account investment performance. Regular Account investment performance across primary asset allocation categories will also be reported to the OIC. Upon request and if available, staff will also provide the Council more granular performance reporting, e.g., at the individual manager level.
5. The OST Compliance program will a) monitor and evaluate portfolios and asset classes and determine compliance with OST policies and contractual obligations; b) identify instances of non-compliance and develop and execute appropriate resolution strategies; c) provide relevant compliance information and reports to OST management and the Fund, as appropriate; and d) when applicable, verify resolution by the appropriate individual or manager within the appropriate time frame.

Exceptions

None.

Failure to Comply

Failure to comply with this policy may be cause for disciplinary action up to and including dismissal.

PROCEDURES and FORMS

None.

ADMINISTRATION

Review

Annually.

Feedback

Your comments are extremely important to improving the effectiveness of this policy. If you would like to comment on the provisions of this policy, you may do so by e-mailing the Policy Analyst. To ensure your comments are received without delay, *please list the policy number and name in your e-mail's subject*. Your comments will be reviewed during the policy revisions process and may result in changes to the policy.

Attachments

No Attachments

Approval Signatures

Step Description	Approver	Date
Oregon Investment Council	Rex Kim: Chief Investment Officer	07/2020
	Deena Bothello: General Counsel	07/2020
PolicyStat Admin	Carmen Leiva: Operations Analyst	07/2020
	Rex Kim: Chief Investment Officer	06/2020