

AUSTIN FIRE FIGHTERS RELIEF AND RETIREMENT FUND

Board of Trustees' Governance Policy Effective November 29, 2021

ARTICLE 1: PURPOSE

Under Section 2.01 of Article 6243e.1, Vernon's Texas Civil Statutes (the "*Act*"), the Board of Trustees ("*Board*") of the Austin Fire Fighters Relief and Retirement Fund (the "*Fund*") is responsible for administering the Fund pursuant to the terms of the Act. The Board must also comply with certain federal and state laws and regulations in exercising its duties to the Fund, including, without limitation, Chapter 802 of the Texas Government Code.

The Board recognizes that a sound governance structure is helpful in its role in administering the Fund and has determined that it is prudent and in the best interest of the Fund to set forth a governance policy to best ensure such structure exists. The Board hereby adopts this "Board of Trustees' Governance Policy" (the "*Policy*") (i) to establish the framework within which the Board intends to operate and conduct itself in carrying out its responsibilities and fiduciary duties owed to the Fund, (ii) to clearly define the responsibilities of the Board, Fund Administrator and Fund staff, and (iii) to provide guidelines for effective communication between Trustees, Fund staff and any third parties. This Policy shall be applicable to all Trustees (as defined below).

All references to sections herein shall refer to sections of this Policy, unless otherwise specifically stated. Any capitalized term that is not defined herein shall have the meaning of such term as defined in the Act.

ARTICLE 2: BOARD GOVERNANCE

§2.1. Composition of Board

- (a) The Board is composed of five (5) members as specified in the Act: the City mayor, the City treasurer (or the person who is responsible for performing the duties of the City treasurer), and three (3) members of the Fund to be selected by vote of the members of the Fund in accordance with the Act (each, a "*Trustee*" and collectively, the "*Trustees*"). The three Trustees elected by the members of the Fund (each, an "*Elected Trustee*" and collectively, the "*Elected Trustees*") may be either retired or active members of the Fund.
- (b) The Elected Trustees shall serve staggered terms of three (3) years, with the term of one (1) Elected Trustee expiring each year. Each Elected Trustee shall serve during the term for which he or she is elected and until a successor is elected and has qualified (i.e., taken an oath of office to serve as a Trustee), unless a vacancy results because of death, resignation, or removal. Removal of an Elected Trustee would occur due to the Trustee no longer being eligible to serve due to not having the status of an active or retired member of the Fund or by operation of law applicable to members of a governing body of a governmental entity.

- (c) Vacancies of Elected Trustees shall be filled for the remainder of that person’s term at an election to be held on a date selected by the Board that must be within sixty (60) days after the date of the event that caused the vacancy.
- (d) Regular elections for the Elected Trustee positions shall be held annually by secret ballot some time between November 1 of each year and the first Monday in January of the following year in accordance with the Act. The Board has adopted Rule IV “Trustee Election Procedures” that sets forth the process for the nomination of candidates for Elected Trustee positions, the effect if only one candidate is nominated and the appointment of such person as an Elected Trustee, and the election timing and process.

§2.2. Board Responsibilities

- (a) The Fund is a trust established under state law created for the exclusive purpose of providing retirement, disability, and survivor benefits to the fire fighters employed by the City of Austin (the “*City*”) and their beneficiaries. The Board has the sole and exclusive responsibility for the administration of the Fund and the investment of Fund assets.
- (b) Each Trustee is a fiduciary of the Fund and, as a fiduciary, is responsible for discharging his or her duties solely in the interest of, and for the exclusive purpose of, providing benefits to members and retirees in accordance with the Act. As fiduciaries, Trustees shall act with honor and integrity in their administration of the Fund.
- (c) The Board is responsible for establishing the strategic vision, goals, and policies of the Fund as well as regularly monitoring the performance and operations of the Fund. In carrying out its responsibilities, the Board will act as a single entity and not as individual members.
- (d) The Board’s responsibilities include, without limitation:
 - (i) Adopting rules and performing reasonable activities it considers necessary or desirable for the efficient administration of the Fund and to maintain the qualified status of the Fund under Section 401(a) of the Internal Revenue Code of 1986, as amended;
 - (ii) Selecting, appointing, and overseeing the Fund Administrator to ensure efficient administration of the Fund, including, without limitation, the assignment of duties, performance evaluation, compensation, and discipline, including dismissal;
 - (iii) Approving, hearing and determining all matters related to eligibility or benefits under the Fund and any appeals thereof, including, without limitation, (1) the eligibility of any person to participate in the Fund, (2) the eligibility of any person to receive a service, disability, or survivor’s benefit and the amount of that benefit, and (3) whether a child or a parent of a deceased member was dependent on the member for financial support;
 - (iv) Investing, reinvesting, or changing the assets of the Fund in whatever instruments or investments the Board considers prudent and in accordance

- with its investment policy statement and monitoring the investments made by any investment manager for the Fund;
- (v) Monitoring the funded status of the Fund, hiring an actuary to perform periodic actuarial valuations of the Fund, approving the actuarial methods and tables used, and adopting reasonable actuarial assumptions;
 - (vi) Preparing for and attending monthly Board meetings, contributing to and participating in discussions of the Board during meetings, and working constructively with other Trustees to oversee and monitor the activities of the Fund;
 - (vii) Hiring and monitoring certain third-party service providers to assist the Board in administering the Fund, including, without limitation, legal counsel, an actuary, investment managers, a certified public accountant, professional investment counselors or consultants, and a custodian;
 - (viii) Approving and monitoring the Fund's annual budget;
 - (ix) Keeping the money and other assets it receives for the benefit of the Fund separate from all other funds or assets of the City;
 - (x) Keeping a record of all claims, receipts, and disbursements and making disbursements only on vouchers signed by such persons as the Board designates by resolution;
 - (xi) Publishing an annual report containing a balance sheet showing the financial and actuarial condition of the Fund, an income statement showing receipts and disbursements during such year, and such additional matters as may be determined to be appropriate by the Board;
 - (xii) Determining the annual cost-of-living adjustment, if any, in consultation with the Fund's actuary;
 - (xiii) Designating a medical board to assist the Board in reviewing and evaluating any applications for disability retirement;
 - (xiv) Complying with minimum training requirements under state law;
 - (xv) Respecting open meetings laws by not convening meetings with other Trustees outside the properly noticed Board meetings; and
 - (xvi) Maintaining confidentiality of member records, certain investment activity, or other Fund information that is confidential pursuant to law or contractual agreement.
- (e) To the extent appropriate and practicable, the Board may delegate its responsibilities to the Fund Administrator, Fund staff, or any third-party engaged by the Board for such purpose as it deems necessary and prudent in carrying out its duties owed to the Fund. Any such delegation will not relieve the Board of its ultimate responsibility for such duties, and the Board shall be responsible for monitoring any such delegation.

§2.3. Board Officers

- (a) The Board shall have three (3) officers: the Chairman, the Vice-Chairman, and the Secretary-Treasurer.
 - (i) Chairman and Secretary-Treasurer. Pursuant to the Act, the City mayor is the presiding officer of the Board, or the Chairman, and the City treasurer is the Secretary-Treasurer, and they shall serve in such position during their respective terms of office.
 - (ii) Vice-Chairman. The Board shall annually elect from its membership in open session an alternate presiding officer, or a Vice-Chairman, who shall preside in the absence or disability of the Chairman. Once elected, the Vice Chairman shall serve a one (1) year term.
 - (1) Any Elected Trustee is eligible to be elected as the Vice-Chairman. Such person should be capable of dedicating the time necessary to fulfill the required duties and responsibilities that the position entails.
 - (2) In order to provide for continuity in the Board's leadership and a smooth succession of the Vice-Chairman position from year to year, the Board may consider electing the Elected Trustee who is in the last year of his or her term on the Board as the Vice-Chairman each year, *provided that* in no event is any Trustee required to vote for such Elected Trustee as the Vice-Chairman.
 - (3) No Trustee may hold two officer positions concurrently.
 - (4) A Trustee may be nominated through a motion made by another Trustee or by himself or herself. Every motion to nominate an officer must receive a second to the motion before it can be voted on. If a motion fails to receive a second, the motion dies and the Trustee cannot be voted on for the Vice-Chairman position.
 - (5) A Trustee may resign from his or her position as Vice-Chairman at any time by providing written notice to the Board.
 - (6) The Vice-Chairman may be removed by a unanimous vote of the other four members of the Board. In the event of the removal of the Vice-Chairman, a new Vice-Chairman shall be selected by a majority of the Board to complete the term of the Vice-Chairman.
 - (iii) In the absence of both the Chairman and Vice-Chairman, the Secretary-Treasurer shall serve as the presiding officer until the Chairman or Vice-Chairman resumes his or her office or until a successor Vice-Chairman has been elected.
- (b) In addition to the regular duties and responsibilities of a Trustee, the presiding officer shall be responsible for leading the Board in the conduct of Board business and ensuring the integrity of the Board's process. More specifically, the presiding officer shall be responsible for:

- (i) Providing leadership to the Board in terms of collegiality, civility and ethical conduct;
- (ii) Ensuring the Board behaves consistently with its own rules and any rules imposed upon it by state or federal law;
- (iii) Presiding over Board meetings and running them in an orderly manner and in accordance with the statutory requirements of the Texas Open Meetings Act, Chapter 551, Texas Government Code (“*TOMA*”) and generally accepted parliamentary procedures;
- (iv) Providing for participation of all Board members in discussions that are fair, open, and thorough, but also timely, orderly, and kept to the point;
- (v) Allowing for public comment at a Board meeting in accordance with this Policy;
- (vi) Addressing ethical issues that have been brought up by the Board, Fund staff, or others in accordance with the Board of Trustees’ Code of Ethics;
- (vii) Acting as the primary liaison between the Board and the Fund Administrator and other Fund staff;
- (viii) Leading the annual performance evaluation of the Fund Administrator; and
- (ix) Performing any other duties reasonably related to the role of presiding officer, as requested by the Board.

§2.4. Review of Third-Party Service Providers

- (a) To ensure prudent monitoring of its service providers, the Board will periodically review its agreements and contracts with the third-party service providers that have been engaged to assist the Board in administering the Fund. In connection with such review, the Board may or may not determine, in its full discretion, that a request for qualifications (RFQ), request for proposal (RFP) or other method of evaluation or review is necessary to evaluate its service providers and the costs or fees incurred under such engagement.
- (b) The Board’s intent is to review its service providers on a staggered basis at least as frequently as set forth below; *provided, however*, the Board may review a contract or its engagement with any third-party service provider at any time within its sole discretion.

Type of Service Provider	Frequency of Review
Actuary	Every 5 Years
Custodial Bank	Every 7 Years
Depository Bank	Every 4 Years
Independent Auditor	Every 5 Years
Investment Consultant	Every 5 Years
Legal Counsel	Every 5 Years

ARTICLE 3: BOARD MEETINGS AND CONDUCT

§3.1. Meeting Conduct; Voting Requirements

- (a) The Board shall hold regular monthly meetings at the Fund's office, unless an alternate location is specified by the Board. The Board may hold special meetings as called by the presiding officer of the Board. Trustees are expected to be properly prepared for Board meetings and deliberations.
- (b) All regular and special meetings will be open to the public, and notice of such meetings will be posted at least 72 hours before the scheduled time of the meeting in accordance with TOMA. The Fund Administrator shall be responsible for posting notice of any meeting of the Board in accordance with the requirements of TOMA and Section 3.3 below.
- (c) Emergency meetings may be called in the same manner as special meetings, provided the purpose for such emergency meeting meets the statutory requirements of TOMA. An emergency meeting is one which cannot be posted within the 72 hours normally required by TOMA because of an emergency, an imminent threat to public health and safety, or a reasonably unforeseeable situation as defined in Section 551.045 of TOMA. Notice of an emergency meeting must be posted at least one (1) hour before the emergency meeting is scheduled to convene in accordance with the requirements of TOMA and Section 3.3 below.
- (d) All Board meetings shall begin at the time designated in the meeting notice.
- (e) A quorum is required for the Board to conduct business. Three (3) Trustees constitute a quorum, and a majority vote of members of the Board attending a meeting at which a quorum is present is necessary for any decision of the Board. Each member of the Board is entitled to one (1) vote. Should a quorum fail to convene, the Trustees present may continue in a workshop format for educational purposes only and no action will be taken.
- (f) The meetings of the Board shall be conducted in accordance with generally accepted rules for parliamentary procedures and applicable federal or state law, including TOMA.
- (g) All action taken will be in open session. The Board may go into closed session to discuss any matter permitted by TOMA, but no action will be taken by the Board during closed session.
- (h) The Board shall keep accurate minutes of its meetings and records of its proceedings. A resolution or order of the Board must be made by a vote recorded in the minutes of its proceedings.

§3.2. Public Comment at Meetings.

- (a) The Board may allow reasonable opportunity for the public to comment to the Board on any issue under the jurisdiction of the Board at the beginning of the meeting or in connection with the agenda item to which the comment relates. No Board discussion will occur after the individual completes his or her comments unless such public comment relates to a specific posted agenda item.

- (b) Persons who desire to make a public comment at a Board meeting must register to speak prior to the Board meeting in the manner prescribed by the Board. The presiding officer of the Board may specify the length of time to be allowed for each person to speak.

§3.3. Notice of Meetings; Setting of Agenda

(a) Regular Meetings.

- (i) For regular meetings, an initial agenda draft will be prepared and distributed to the Trustees by the Fund Administrator, or Fund staff as directed by the Fund Administrator, 7-10 days prior to the meeting.
- (ii) The initial agenda draft will include each subject that the Board will consider or discuss at the upcoming meeting, as well as the date, hour, and place of the meeting.
- (iii) Any suggested additions or deletions to the agenda draft must be submitted to the Fund Administrator within two (2) business days from receipt of the agenda draft. The Fund Administrator will finalize the agenda and distribute such final agenda to the Trustees for review at least one (1) business day prior to posting.
- (iv) The Fund Administrator will post the final agenda on the Fund's website and also distribute it to the City of Austin for posting at least 72 hours prior to the meeting.
- (v) In the absence of the Fund Administrator, the Vice-Chairman in coordination with Fund staff will be responsible for preparing and finalizing the agenda for distribution and posting.

(b) Special Meetings.

- (i) Special meetings may be called between the required regular monthly meetings to conduct business that requires action or other attention by the Board prior to the next regularly scheduled meeting. The Fund Administrator will prepare and distribute an initial agenda draft for the special meeting to the Trustees at least four (4) days prior to the meeting.
- (ii) The agenda for a special meeting will be posted on the Fund's website and will be distributed to the Trustees and the City of Austin for posting at least 72 hours prior to the special meeting.

(c) Emergency Meetings.

- (i) Emergency meetings are to be held only when there is an emergency or urgent public necessity due to what is deemed to be an imminent threat to public health and safety, or for a reasonably unforeseeable event or situation (such as a natural disaster, or power or communication failures) requiring immediate deliberation or action by the Board. The Board may consider an emergency item during a previously scheduled meeting instead of calling a new emergency meeting in which case a supplemental agenda notice must be published with respect to such emergency item.

- (ii) The Fund Administrator will take all reasonable steps to notify the Trustees of an emergency meeting as soon as possible after the need for such emergency meeting arises.
 - (iii) The public notice of an emergency meeting or an emergency item must clearly identify the emergency or urgent public necessity and is subject to judicial review.
 - (iv) The notice of an emergency meeting and the subject matter of such meeting must be posted at least one (1) hour prior to the meeting and will be distributed to the Trustees and the City of Austin.
- (d) Closed Session.
- (i) The Board may conduct a meeting in closed session during a regular, special or emergency meeting pursuant to an exception provided under TOMA.
 - (ii) The Board will maintain a certified agenda for each closed session held by the Board, if and as required by TOMA.

§3.4. Code of Ethics; Conflicts of Interest

- (a) In addition to compliance with this Policy and any other applicable legal requirements, all Trustees are expected to be guided by the basic principles of honesty and fairness in the conduct of Fund business and to comply with the Board of Trustees’ Code of Ethics.
- (b) Trustees shall actively avoid both the appearance and the fact of conflict of interests in accordance with Chapters 171 and 176 of the Texas Local Government Code and other applicable law.

§3.5. Compensation; Reimbursements

Trustees serve without compensation, but may be reimbursed for any necessary expenditures that are incurred in connection with his or her role as Trustee in accordance with the Board of Trustees’ Code of Ethics.

ARTICLE 4: FUND ADMINISTRATOR OVERSIGHT

§4.1. Designation and Responsibilities of Fund Administrator

- (a) Fund Administrator and Fund Staff
 - (i) The Board shall appoint a Fund Administrator who shall administer the Fund under the supervision and direction of the Board.
 - (ii) Hiring of other Fund staff (other than a Chief Investment Officer, if any) will be conducted by the Fund Administrator, provided that the Board shall approve the budget expense for any newly created staff position of the Fund prior to the hiring of any individual to fill such position.
 - (iii) All staffing decisions will be subject to and in compliance with the Equal Employment Opportunity Policy as set forth in the Fund’s Personnel Policies.

- (b) Responsibilities of Fund Administrator. The Board delegates its responsibility for the day-to-day administrative and operational functions of the Fund to the Fund Administrator, including, without limitation:
 - (i) Overseeing and managing all Fund staff;
 - (ii) Managing the Fund's assets, expenses, and investments, including, without limitation, satisfying member distributions on a monthly basis and funding any capital calls and Fund expenses as needed;
 - (iii) Communicating timely and effectively with individual Trustees and the Board as a whole on all Fund matters that require Board input or discussion;
 - (iv) Hiring, monitoring, and evaluating other Fund staff;
 - (v) Conducting benefit and retirement consultations with members of the Fund and responding to member inquiries in a timely manner;
 - (vi) Responding to requests for public information of the Fund in accordance with the Texas Public Information Act;
 - (vii) Interfacing with various fund consultants, vendors, and service providers as necessary;
 - (viii) Preparing a budget for Board approval and operating the Fund in accordance with such budget; and
 - (ix) Complying with minimum training requirements under state law.
- (c) More specific responsibilities of the Fund Administrator may be maintained in a written job description of the position to be maintained by the Fund and reviewed by the Board from time to time.
- (d) The Fund Administrator may delegate certain duties of the Fund Administrator to other Fund staff as necessary to assist in carrying out the Fund Administrator's duties and responsibilities. Any such delegation will not relieve the Fund Administrator of his or her ultimate responsibility for such duties, and the Fund Administrator shall be responsible for monitoring any such delegation.

§4.2. Evaluation and Oversight of Fund Administrator

- (a) The Fund Administrator will report directly to the Board and is responsible for effectively communicating with the Board.
- (b) On an annual basis, the Board shall conduct an evaluation of the Fund Administrator to review performance for the prior year and set goals for the upcoming year. The Board will evaluate the performance of the Fund Administrator based on the achievement of such goals and the overall operation and performance of the Fund during the year.
- (c) The Board must set the compensation for the Fund Administrator, which will be reviewed annually by the Board. The Board will also periodically review all staff compensation to ensure that it is comparable to compensation offered by other Texas and US public pension funds.

§4.3. Hiring of Fund Administrator

- (a) In the event the Fund Administrator resigns, is removed, or is no longer able to serve as the Fund Administrator, the Board shall publish the open position, collect, review and screen applications and resumes, perform background checks (criminal and financial), and interview applicants. The Board may, but is not required to, involve a third-party search firm in the process. Notwithstanding the above, the Board is solely responsible for conducting the final interviews and making the final decision on filling the position.
- (b) The Board expects that any candidate applying for the Fund Administrator position will satisfy the following requirements:
 - (i) Bachelor's degree in business administration, accounting, finance or a related field;
 - (ii) A minimum of 5 years' experience with comparable duties at a public pension fund, trust, foundation, endowment, or a similar entity;
 - (iii) Knowledge of pension plan design, accounting principles related to defined benefit pension plans, and basic principles of business law;
 - (iv) Knowledge of investment terminology and methods of investments analysis;
 - (v) Knowledge and skills required for commonly used software packages and ability to apply computerized automated applications to standard operating procedures;
 - (vi) Ability to effectively interface with individual Trustees and the Board, active members, retirees, City of Austin staff, and Fund staff;
 - (vii) Ability to organize effectively; and
 - (viii) Ability to effectively and accurately communicate, both verbally and in writing.
- (c) The Board may set forth other requirements for the Fund Administrator position in a written job description maintained at the Fund and may vary from any position requirements in connection with an individual hire.

ARTICLE 5: TRAINING AND EDUCATION

§5.1. Required Training

- (a) Education of Trustees and the Fund Administrator is essential to ensure that Trustees and the Fund Administrator have a full understanding of the issues facing the Fund. Each Trustee and the Fund Administrator must comply with the minimum and continuing education requirements under state law, including ethics and fiduciary training.
- (b) Trustees are required to complete training courses regarding their responsibilities under TOMA and the Texas Open Records Act. Trustees must complete the training not later than the 90th day after assuming their duties as a Trustee. Qualifying online

training courses are offered by the Texas Attorney General’s Office at www.texasattorneygeneral.gov. Certificates are awarded at completion of each online training course, which must be submitted to the Fund Administrator for retention and proof of education compliance.

- (c) Texas law provides that the Texas Pension Review Board (“**PRB**”) establish a Minimum Education Training (“**MET**”) program for Trustees and the Fund Administrator. The MET program requires seven (7) credit hours of core content training for the first year of service as a Trustee or Fund Administrator and at least four (4) credit hours of continuing education in core and/or non-core content within each two (2) year period subsequent to the first year of service as a Trustee or Fund Administrator. The PRB requires semi-annual reporting of training hours and courses to verify compliance. Information regarding MET can be obtained on the PRB website.

§5.2. Educational Opportunities

- (a) After the first year of service, Trustees and the Fund Administrator shall attend at least one continuing education program every two (2) years. Continuing education programs that satisfy this requirement may include:
 - (i) Certain training classes sponsored by the Texas Association of Public Employee Retirement Systems (TEXPERS) or the National Conference on Public Employee Retirement Systems (NCPERS); or
 - (ii) Any other conference or training designed to educate public pension administrators and trustees.
- (b) Attendance at all education conferences will be consistent with the Board of Trustees’ Code of Ethics.

§5.3. Reporting

The Fund Administrator will file the required reports on Trustee and Fund Administrator training activity with the PRB, keep Trustees informed on the status of their compliance with training requirements, and maintain records of Board education and travel expenses related to education and training.

ARTICLE 6: BOARD COMMUNICATIONS

§6.1. Trustee Communications with Fund Staff

- (a) The Fund Administrator is the Trustees’ primary link to Fund operations and administration. Trustees shall direct all questions regarding any aspect of the Fund’s operations to the Fund Administrator.
- (b) In the spirit of open communication, individual Trustees shall share any information pertinent to the Fund with the Fund Administrator in a timely manner, and the Fund Administrator shall similarly share with the Board any information pertinent to the Board’s role and responsibilities in a timely manner.

- (c) Fund staff work for the full Board, and Trustees may not exercise authority over individual Fund staff members. Trustees are entitled to information necessary to make informed decisions relating to their role and responsibilities as a Trustee. However, to avoid the appearance of undue influence, all requests by individual Trustees for information should be directed to the Fund Administrator or presented at a Board meeting as opposed to being directed to individual Fund staff. Any requests by a Trustee for confidential information will be presented to the Board as a whole for consideration as to whether such information may be disclosed to the Trustee.

§6.2. Trustee Communications with Members

- (a) Information provided to members of the Fund regarding the Fund or benefits provided under the Fund is best communicated by the Fund staff who have the knowledge and expertise on the Fund's eligibility and benefit provisions. To avoid miscommunications to members, Trustees shall refrain from providing specific advice, counsel or education with respect to the rights or benefits a member or beneficiary may be entitled to pursuant to the Fund or any Board policies.
- (b) In the event a member or beneficiary requests that a Trustee provide explicit advice with respect to Fund benefits or related policies, the Trustee should refer the member or beneficiary to the Fund Administrator or ask the Fund Administrator to contact the member or beneficiary. The Fund Administrator shall inform the Trustee of the outcome.

§6.3. Trustee Communications with Service Providers.

Service providers are hired by and work for the full Board, not individual Trustees. All requests by individual Trustees for a service provider to perform additional work should be directed to the Fund Administrator or presented at a Board meeting for discussion by the full Board. Individual Board member requests for a service provider to perform additional work that would incur significant costs or is overly burdensome, other than as presented at a Board meeting, will be directed to the Fund Administrator and the presiding officer of the Board.

§6.4. Trustee Communications with Third Parties and the Public

- (a) The Fund Administrator shall serve as the spokesperson for the Fund with respect to all written or oral communication to third parties, unless the Board designates another individual to serve as spokesperson on a specified issue. To the extent possible, in situations where Board policy concerning an issue has not been established, the Board shall meet to discuss the issue prior to the spokesperson's engaging in external communications.
- (b) Trustees may indicate publicly that they disagree with a policy or decision of the Board, but shall do so respectfully and shall abide by such policy or decision of the Board to the extent consistent with their fiduciary duties. When speaking in a public setting where it is clear that the Trustee is speaking solely because of the Trustee's position on the Board, the Trustee will preface his or her remarks with the following disclaimer: "The views I express here are my own and do not necessarily reflect the views of the Board, my fellow Trustees or Fund staff."

- (c) When asked to be interviewed or otherwise approached by the media for substantive information concerning the affairs of the Fund, Trustees should generally refer the matter to the Fund Administrator or spokesperson and shall make no commitments to the media on behalf of the Board or the Fund. Trustees shall inform the Fund Administrator in a timely fashion if a personal position, opinion, or analysis was publicly communicated, such that it could receive media coverage. The Trustee shall advise as to whom the communication was made and what was discussed.
- (d) Written press releases concerning the business of Fund shall be the responsibility of the Fund Administrator and shall clearly and accurately reflect the provisions of the Fund and the policies of the Board. The Fund Administrator shall, when feasible, submit all press releases of a sensitive or high-profile nature or pertaining to Board policy to the presiding officer of the Board for approval. Such press releases shall be shared with the Board concurrently with their release. Trustees should not prepare materials for publication or general distribution which are related to the affairs of the Fund.

ARTICLE 7: AMENDMENT OF GOVERNANCE POLICY

The Board will review this Policy periodically and may amend this Policy from time to time, in its sole and absolute discretion, by a majority vote of the Board and in accordance with Section XI of the Fund's Rules, "Procedure to Adopt or Amend Rules or Policies".