

LASERS

Louisiana State Employees'
Retirement System

Board of Trustees



Standing Items

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2022 Committee Assignments

Judge William Kleinpeter, Board Chair

Shannon Templet, Vice Chair

Management Committee

Thomas Bickham, Chair
**John Broussard/Philip Qualls
Virginia Burton
Charles Castille
Byron Decoteau
Representative Phillip DeVillier
*Barbara Goodson/Richard McGimsey
Ternisa Hutchinson
William Kleinpeter
Amy Mathews
Barbara McManus
Senator Ed Price/Barrow Peacock
Shannon Templet

Legislative Committee

Charles Castille, Chair
Thomas Bickham
**John Broussard/Philip Qualls
Virginia Burton
Byron Decoteau
Representative Phillip DeVillier
*Barbara Goodson/Richard McGimsey
Ternisa Hutchinson
William Kleinpeter
Amy Mathews
Barbara McManus
Senator Ed Price/Barrow Peacock
Shannon Templet

Investment Committee

Amy Mathews, Chair
Thomas Bickham
**John Broussard/Philip Qualls
Virginia Burton
Charles Castille
Byron Decoteau
Representative Phillip DeVillier
*Barbara Goodson/Richard McGimsey
Ternisa Hutchinson
William Kleinpeter
Barbara McManus
Senator Ed Price/Barrow Peacock
Shannon Templet

Audit Committee

Barbara McManus, Chair
Thomas Bickham
Virginia Burton
Ternisa Hutchinson
Byron Decoteau

*Designee – Commissioner - D of A

**Designee – Treasurer Schroder

Board Cabinet Assignments

Cabinet #1 (in conference room)

#1 Virginia Burton	#2 Will Kleinpeter	#3 Byron Decoteau	#4 Charles Castille	#5 Ternisa Hutchinson	#6 Amy Mathews
#13 Thomas Bickham	#14 Shannon Templet	#15 DOA	#16 Unassigned	#17 Unassigned	#18 Unassigned

Cabinet #2 (in Board room)

#7 Unassigned	#8 Unassigned	#9 Barbara McManus	#10 Treasurer	#11 Senate Retirement	#12 House Retirement
#19 Unassigned	#20 Unassigned	#21 Unassigned	#22 Unassigned	#23 Unassigned	#24 LASERS Staff

2022 Board Meeting Dates

Committee & Board Meeting Schedule

*January 19 & 20	(Wednesday & Thursday) ---- Trustee Orientation/Workshop
*February 17 & 18	(Thursday & Friday)
March 24 & 25	(Thursday & Friday)
April 28 & 29	(Thursday & Friday)
May 26 & 27	(Thursday & Friday)
June 23 & 24	(Thursday & Friday)
July 28 & 29	(Thursday & Friday)
August 25 & 26	(Thursday & Friday)
*September 29 & 30	(Thursday & Friday)
October 27 & 28	(Thursday & Friday)
*November 17 & 18	(Thursday & Friday)
*December 8 & 9	(Thursday & Friday)

Holidays

New Year's Day	Saturday, January 1
MLK Day	Monday, January 17
Mardi Gras	Tuesday, March 1
Good Friday	Friday, April 15
Easter	Sunday, April 17
Memorial Day	Monday, May 30
Juneteenth	Friday, June 17 (<i>likely</i>)
Independence Day	Monday, July 4
Labor Day	Monday, September 5
Election Day	Tuesday, November 8
Veteran's Day	Friday, November 11
Thanksgiving	Thursday, November 24
Christmas	Sunday, December 25 (<i>observed Monday, December 26</i>)
New Year's Eve	Saturday, December 31 (<i>observed Friday, December 30</i>)

Conferences

LATEC, *New Orleans, LA*, February 23-25, 2022
NASRA Annual Conference, *Long Beach, CA*, August 6-10, 2022
LAPERS, *New Orleans, LA*, September 18-20, 2022
RSEA Tour *TBD*

Session

Regular Legislative Session – March 14 – June 6, 2022

**These Board meeting dates do not fall on the 4th Thursday & Friday of the month.*

LASERS INVESTMENT COMMITTEE

PROPOSED 2022 AGENDA ITEMS

JANUARY 19 & 20

- Trustee Workshop
- Performance Review
- Trustee Education
 - Actuarial Science
 - Laws, Rules and Regulations
 - Fiduciary Duty
 - Investment
- Management Committee/Regular Board Meeting

FEBRUARY 17

- Performance Review

MARCH 24 (*Legislative Session convenes 3/14*)

- Performance Review

APRIL 28

- Performance Review

MAY 26

- Performance Review
- DROP/ORP Review

JUNE 23 (*Legislative Session adjourns 6/6*)

- Monthly Performance Review
- Annual Custodian Review

JULY 28

- Performance Review

AUGUST 25

- Performance Review and Asset Allocation

SEPTEMBER 29

- Performance Review and Asset Allocation

OCTOBER 27

- Performance Review

NOVEMBER 17

- Performance Review
- Internal Funds Portfolio Review
- Annual Trading Report
- Annual Proxy Report

DECEMBER 8

- Performance Review
- Investment Division Annual Report

*All agenda items are subject to change

BOLD items require a quorum

LASERS INVESTMENT COMMITTEE

PROPOSED 2022 AGENDA ITEMS

OBJECTIVES

SHORT TERM (< 12 months)

Annual Trustee workshop
Contract reviews: Nomura High Yield Fixed Income and Stone Harbor
Asset Allocation Review
Self-Directed Plan/Optional Retirement Plan Review
Custodian Review
Consultant Review
Internal Funds Review
Trading Review
Investment Division Annual Report
Update Private Markets Strategic Plan quarterly

LONG TERM (>12 months)

- Continue evaluation of alternative and traditional asset classes to improve the risk/return profile of the plan

Contracts Expiring in 2022:

Nomura High Yield Fixed Income	6/30/2022
Stone Harbor	10/2/2022

*All agenda items are subject to change

BOLD items require a quorum

2022 Board Calendar

January	February	March	April	May	June	July	August	September	October	November	December
Trustee Workshop	Appoint Committee Chairs							Actuarial Report		*Certify Election Results	Nominations for Chair & Vice Chair
Election of Chair & Vice Chair											Distribute Committee Placement Forms

*odd election years

2022 Management Committee Calendar

January	February	March	April	May	June	July	August	September	October	November	December
Travel Training Report	Trustee Education Report	LASERS Process Review	Annual Meeting with System Actuary	Approval of Alternate Physicians	Trustee Education Report	Disability Excess Earnings Report	Annual Admin Error Summary Report	Member Satisfaction Survey Results	Distribution of CAFR & PAFR (in COS Comments)	Trustee Education Report	LASERS Process Review
Project Fund Report	Member Satisfaction Survey Results	Annual Disability Report	Travel Training Report	Actuarial Education	LASERS Process Review	Project Fund Report	Board Meeting Schedule	Distribution of Draft Operating Budget	Travel Training Report	Actuarial Education	Approval of Alternate Physicians
Conflict of Interest Affirmation, *Personal Financial Disclosure Reports	NCPERS Conference Approval	Conflict of Interest Report	*Personal Financial Disclosure Reports (Due May 15)	NASRA Conference Approval	Fiduciary Duty Education & Reminder of Preventing Sexual Harassment Education (Laws, Rules & Regs)	Travel Training Report		Actuarial Valuation Education & Approval	Approve Operating & Building Budget	Board Self Evaluation Nov - Handout Evaluation Dec - Discuss Evaluation	
	Strategic Plan Review	Standing Items Book (Done in March to include Committee assignments)			LAPERS Seminar Approval	Executive Director Performance Evaluation July - Discuss Self-Eval August- Discuss Final Evaluation		LaTec Conference Approval	Legislative Committee - if needed		
Ethics, LRR, FD & Actuarial Science Education						RSEA Conference Approval			New Strategic Plan Update**		
						Annual Report on Litigation and Contracts (in Exec. Counsel's Report)					

*due to Ethics Board by May 15th

**Every 4 years

2022 Audit Committee Calendar

January	February	March	April	May	June	July	August	September	December	June* (every 3 yrs)
		Open Items Report			Louisiana Compliance Questionnaire			Annual Audit Report	Audit Committee Satisfaction Survey Results	Audit Committee Charter Update
		Audit Projects Status Update			Review & Approve Audit Plan			Open Items Report	Closed Items Report	Audit Services Division Charter Update
		Summary of Internal Audit Reports			Audit Projects Status Update			Audit Projects Status Update	Audit Projects Status Update	Audit Resolution Policy Update
					Summary of Internal Audit Reports			Summary of Internal Audit Reports	Summary of Internal Audit Reports	
					Meet with External Auditors					

Rev. 1/6/22 BGL

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Beau Box (<i>Building Manager</i>)	225.925.4125	

*Designee

01/22

RESOLUTION OF THE BOARD OF TRUSTEES OF
THE LOUISIANA STATE EMPLOYEES' RETIREMENT SYSTEM

WHEREAS THE Board of Trustees of the Louisiana State Employees' Retirement System (LASERS), is empowered, in accordance with both Article X, Section 29 of the Louisiana Constitution of 1974 and Title 11 of the Revised Statutes, to act with broad authority relative to the establishment and maintenance of said retirement system; and

WHEREAS THE Board of Trustees of LASERS is at all times cognizant of its fiduciary responsibility to discharge its duties with respect to the system in the exclusive interest of the members and beneficiaries thereof; and

WHEREAS THE Board of Trustees of LASERS has determined that fulfillment of this duty may from time to time include recognition of significant board issues as well as urging that action be taken thereon;

THEREFORE BE IT RESOLVED THAT THE Board of Trustees of LASERS does hereby express that the following matters have reached such critical state of importance to system members so as to elevate them to the status of significant board issues:

1. Identification and implementation of a legislatively enacted mechanism for the funding and granting of an annual cost-of-living adjustment for eligible system retirees in a reliable and dependable manner;
2. Preservation of the defined benefit plan for current and future LASERS Members.
3. Preservation of Board autonomy as well as its primary composition of elected active and retired members.
4. While continuing to oppose mandatory social security participation, seek the reduction or elimination of the federal offsets, the Windfall Elimination Provision and the Government Pension Offset.

THEREFORE BE IT RESOLVED THAT THE Board of Trustees of LASERS does hereby direct its executive staff to actively and diligently pursue the furtherance of said significant board issues through various means, including but not limited to the conveyance of this resolution to system members as well as to all appropriate entities including the provision of substantive information and testimony before said entities where possible, as well as working in conjunction with other retirement systems.

THEREFORE BE IT FURTHER RESOLVED THAT THE executive director of LASERS shall report to the Board of Trustees whenever pertinent activity occurs in furtherance of this resolution.

Said resolution having been adopted by the Board of Trustees of the Louisiana State Employees' Retirement System this 22nd day of January, 2016.



William Kleinpeter
Chair of the Board



PHOTOGRAPHER: TAMMY HEIL

PHOTOGRAPHER: KAREN WARD

PHOTOGRAPHER: DEBORA PALMER

LASERS

Louisiana State Employees'
Retirement System

STRATEGIC PLAN 2022 - 2026

Audit Division • Fiscal Division • Human Resources Division
Information Technology Division • Investments Division
Legal Division • Member Services Division
Public Information Division

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MISSION, VISION, GOALS, & CORE VALUES



MISSION

To provide a sound retirement plan for our members through prudent management and exceptional service.



GOALS

Assure the financial soundness of the System. Ensure our team's ongoing commitment to our core values. Offer exceptional customer service.



VISION

Confidence in our service, assuring financial security for your future.



CORE VALUES

Highest Ethical Standards, Integrity, and Prudent Management.



PHOTOGRAPHER: TAMMY HEIL

EXECUTIVE DIRECTOR'S MESSAGE

The Louisiana State Employees' Retirement System presents the Strategic Plan for fiscal years 2022-2026. This new plan reflects our ongoing commitment to fulfill our mission, providing exceptional customer service to every LASERS member. In doing so, we recognize the importance of hiring and retaining an excellent staff aligned with this mission. LASERS assurance to our members includes a keen focus on cybersecurity, to protect member records.

LASERS strives to remain a leader among our peers through innovation and development of successful strategies, both with respect to customer service and with the performance of our investments. I am pleased to report that LASERS total market value of assets increased in fiscal year 2021 by over \$3 billion, bringing the overall market value of our fund to \$14.7 billion.

I would like to express my appreciation to all divisions of the LASERS team, working collaboratively to develop this new Strategic Plan. We are dedicated to enhancing, expanding, and



improving the member experience, utilizing technology to increase efficiency and access.

Our goals and objectives affirm our commitment to safeguard and ensure the ongoing financial sustainability of this system. We know that our members have devoted a career of public service to our state. LASERS new Strategic Plan will serve as the blueprint for providing our membership with the exceptional level of service they deserve.

A handwritten signature in black ink, appearing to read 'C. Rougeou', with a stylized flourish at the end.

CINDY ROUGEOU

Executive Director

AGENCY GOALS

1. SEEK TO ASSURE THE FINANCIAL SOUNDNESS OF THE SYSTEM

Objective:

- 1.1** Secure a position as one of the top tier public pension systems in the nation

Performance Indicators:

- Achieve and maintain top rankings for investment performance and meet assumed rate of return
- Achieve and maintain highest ratings for audit performance
- Maintain an Enterprise Risk Management strategy to identify and manage agency risks

2. ENSURE OUR TEAM'S ONGOING COMMITMENT TO OUR CORE VALUES: HIGHEST ETHICAL STANDARDS, INTEGRITY, PRUDENT MANAGEMENT

Objective:

- 2.1** Develop and implement processes and procedures to ensure the security of sensitive membership information

Performance Indicators:

- Achieve and maintain a record of no major security breaches or releases of sensitive membership information
- Ensure completion of Security Incident Response Plan and continue updates as appropriate
- Improve security to employer self-service



Objective:

2.2 Efficient utilization of staff time and resources

Performance Indicators:

- Hire, retain and develop exceptional staff members that are aligned with the mission and vision of the agency
- Use technology to support business needs and reduce time spent on manual processing
- Create Customer Service Application with management component

3. OFFER EXCEPTIONAL CUSTOMER SERVICE

Objective:

3.1 Enhance, expand, and improve the customer service experience

Performance Indicators:

- Move more membership processes to paperless and utilize MyLASERS for verifications
- Use technology to promote innovation, collaboration, reliability, and adaptability



LASERS BOARD OF TRUSTEES

ELECTED MEMBERS

Thomas Bickham	Undersecretary, Department of Public Safety and Corrections <i>Active Member</i>
Virginia Burton	Retired from the Louisiana Department of Revenue <i>Retired Member</i>
Charles Castille	Retired from the Department of Health & Hospitals <i>Retired Member</i>
Byron Decoteau	Director, State Civil Service <i>Active Member</i>
Ternisa Hutchinson	State Director of Planning and Budget, Division of Administration <i>Active Member</i>
William Kleinpeter <i>Chair</i>	Judge, City Court of Port Allen <i>Active Member</i>
Amy Mathews	Investment Officer, Louisiana Department of Treasury <i>Active Member</i>
Barbara McManus	Retired from the Department of Social Services <i>Retired Member</i>
Shannon Templet <i>Vice Chair</i>	Director of Human Resources, House of Representatives <i>Active Member</i>

EX OFFICIO MEMBERS

Jay Dardenne	Commissioner of Division of Administration
Edward Price	Chairman of the Senate Retirement Committee Louisiana State Senate
Barrow Peacock	Designee of the Senate Retirement Committee Chair Louisiana State Senate
Phillip DeVillier	Chairman of the House Retirement Committee Louisiana House of Representatives
John Schroder	State Treasurer of Louisiana

ELECTED MEMBERS



Thomas Bickham



Virginia Burton



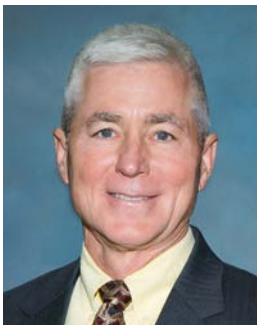
Charles Castille



Byron Decoteau



Ternisa
Hutchinson



Judge William
Kleinpeter
Chair



Amy Mathews



Barbara McManus



Shannon Templet
Vice Chair

Strategic Plan

EX OFFICIO MEMBERS



Commissioner
Jay Dardenne



Senator
Edward Price



Senator
Barrow Peacock
(Designee)



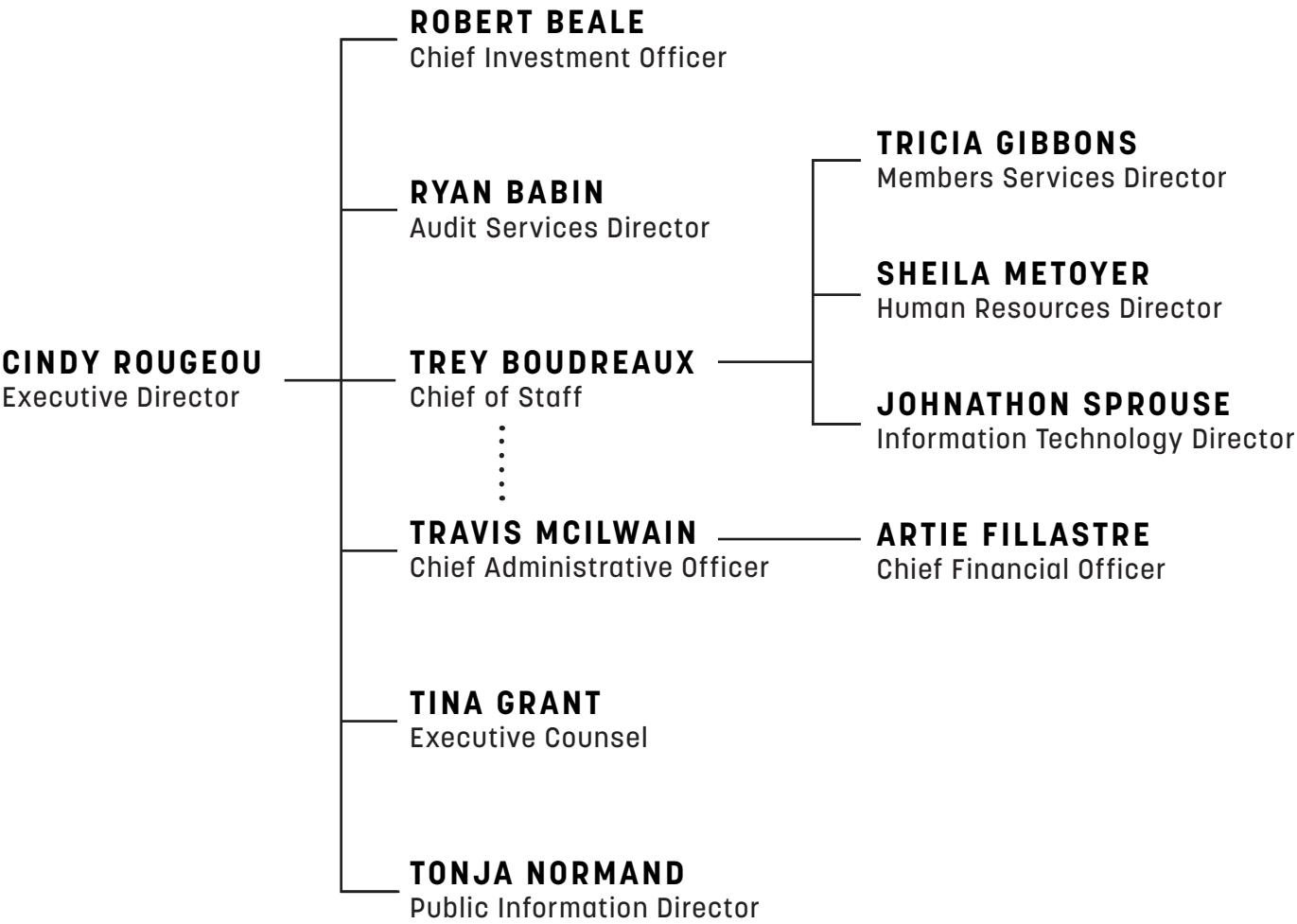
Representative
Phillip DeVillier



State Treasurer
John Schroder

ORGANIZATIONAL CHART

Strategic Plan



PHOTOGRAPHER: DEBORA PALMER



PHOTOGRAPHER: BILLY GOOD

PHOTOGRAPHER: JUDY MARTIN

PHOTOGRAPHER: ROB WOOD

LASERS

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The Louisiana State Employees' Retirement System (LASERS)
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LASERS Board Governance Policies

Board Governance 1.0	Board Charter
Board Governance 2.0	Board Leadership Charter
Board Governance 3.0	Charter for the Executive Director
Board Governance 4.0	Board Education and Travel
Board Governance 5.0	Vendor Selection Policy
Board Governance 6.0	Audit Committee Charter
Board Governance 7.0	Investment Committee Charter
Board Governance 8.0	Legislative Committee Charter
Board Governance 9.0	Management Committee Charter

Charter for the Board of Trustees (1.0)

Duties of Board	<ul style="list-style-type: none"> • General –oversee LASERS, invest prudently, fiduciary duty at all times • Governance –approve board charters, elect chair/vice chair, education program • Investments – ensure sound investment philosophy, review objectives, asset/liability study • Funding –conduct and submit actuarial valuation to PRSAC • Policies/Procedures –establish, review, monitor policies, hear appeals • Finance/Operations –designate custodian bank, ensure controls in place, approve operating budget and annual report • Communications – guidelines for vendors, media, and general code of conduct • Litigation/Legislation – establish position on legislation, rules, and legal proceedings • Key appointments – appoint unclassified staff and vendors (see Vendor Selection Policy) • Monitoring/Reporting – monitor performance of board, investments, administration
Board Operations – Officers	<ul style="list-style-type: none"> • Board chair presides at all meetings. Vice chair presides if chair is not present • Executive director, or designee, serves as secretary to the board • Election of board chair and vice chair – Jan. meeting (see Board Leadership Charter) • Following January meeting, committee chairs/members selected in accordance with Board Leadership Charter
Board Meetings	<ul style="list-style-type: none"> • Schedule approved before year end - held monthly with prior public notice • Standing committees – audit, investments, legislative, management • Majority of board members needed for quorum, 4 votes needed for decision • Board follows Robert’s Rules of Order, to extent not changed by board • Executive session allowed in accordance with LA R.S. 42:17

Charter for the Board of Trustees (1.0)

Self-Evaluation Process

November	<ul style="list-style-type: none">• Board chair will review the board self-evaluation discussion guide and make any necessary modifications• Board chair will meet with executive director, and add executive director's comments to discussion guide• Board chair will distribute copies of the discussion guide to each trustee
Following the November distribution	<ul style="list-style-type: none">• Trustees shall complete the discussion guide and return it to the board chair within 2 weeks of receipt• Board chair will ensure results are compiled and a summary report is prepared
December	<ul style="list-style-type: none">• Board chair will present the summary report to the management committee• Board chair will facilitate discussion of the report by the committee<ul style="list-style-type: none">○ Meeting may be held in executive session in accordance with state law

Board Leadership Charter (2.0)

Board Chair	<ul style="list-style-type: none"> • Ensure the board discharges its duties and responsibilities • Ensure coordination of meetings, agendas, schedules, and presentations in consultation with the executive director • Ensure that meetings are conducted efficiently and in accordance with all laws, rules, and board policies • In collaboration with vice chair, select board members to serve as chairs/members of committees • Provide leadership to the board in terms of collegiality and ethics • Serve as liaison between board and executive director • Present the annual executive director evaluation in conjunction with the management committee chair • Coordinate the board self-evaluation process
Vice Chair	<ul style="list-style-type: none"> • Assume duties of chair when chair is absent or when asked to do so • Act as chair in the event of death, resignation, removal, or disability of the chair • Assume the duties of committee chair when committee chair is absent • Collaborate with the chair regarding selection of committee chairs/members • Board vice chair may not serve as committee chair
Committee Chairs	<ul style="list-style-type: none"> • Ensure the committee discharges its duties and responsibilities • Coordinate meetings, agendas, schedules, and presentations • Ensure that meetings are conducted efficiently and in accordance with all laws, rules, and board policies • Serve as liaison between committee members, the board, and the executive director • Limit meeting discussion to those issues within the committee's responsibility • Report and bring recommendations to the board • The board chair and vice chair will serve as ex-officio non-voting members of all standing and ad hoc committees for which they are not already an assigned member, except when present for the purposes of establishing a quorum. When included in the quorum, the member will have voting rights.
Selection of Chair and Vice Chair	<ul style="list-style-type: none"> • December: board chair in conjunction with staff will explain election process • December: nominations for board chair and vice chair will be taken and trustees may express interest in committee placements • January: election of board chair followed by election of vice chair • After January: newly elected chair and vice chair in collaboration will chose the committee chairs and committee members and notify the board of the selections

Charter for the Executive Director (3.0)

Duties and Responsibilities	<ul style="list-style-type: none">• General –manage day-to-day operations, fiduciary duty, support board• Governance –recommend board charters/policies, rules governing elections; secretary to board (coordinate meetings, agendas, staff)• Investments – through the CIO - conduct due diligence, present board with sound investment philosophy and policies• Funding –present for approval to the board the annual actuarial valuation, upon advice of actuary and other experts as required• Policies/Procedures –recommend appropriate admin policies/rules• Finance/Operations –make necessary operational expenditures, develop/recommend strategic plan and operating budget, maintain investment records, accounting books, and ensure internal and external audits are performed• Litigation/Legislation – monitor changes in laws that impact LASERS and report as appropriate; develop/recommend to board official position consistent with strategic direction• Human Resources – Recruit, hire, retain management personnel; serve as final authority in LASERS Grievance Policy• Key appointments – recommend unclassified staff and vendors (see Vendor Selection Policy)• Stakeholder Communications – serve as spokesperson for LASERS• Monitoring/Reporting – monitor performance of investments, senior management, vendors
Performance Evaluation Process	<ul style="list-style-type: none">• Board will annually review performance of executive director• See Executive Director Evaluation Process Summary for more information

Charter for the Executive Director (3.0)

Performance Evaluation Process

Prior to July meeting	<ul style="list-style-type: none"> • Prepare evaluation package containing: <ul style="list-style-type: none"> ○ Executive director self-evaluation report including evaluation criteria and goals set previously by the management committee ○ Executive director's proposed evaluation criteria and goals for upcoming year ○ Strategic plan or summary thereof ○ Evaluation forms and/or surveys ○ Any other supporting documentation or information • Prepare unclassified staff evaluations
July	<ul style="list-style-type: none"> • Executive director distributes and discusses her self-evaluation package with the management committee. • Executive director also distributes unclassified staff evaluations to management committee
Prior to the August Meeting	<ul style="list-style-type: none"> • Management committee members return completed evaluation forms to chair of management committee (within 2 weeks of receipt of evaluation package) • Chair of management committee tabs and summarizes completed evaluation forms and provides to board
August	<ul style="list-style-type: none"> • Management Committee: <ul style="list-style-type: none"> ○ Finalizes the executive director's evaluation ○ Reviews summarized results of the completed evaluation forms ○ Discusses with executive director proposed evaluation criteria and goals for the upcoming year ○ Discusses any proposed evaluation forms or surveys to be used in the process ○ Adds any further results/comments brought forth in the meeting to the evaluation summary ○ Considers unclassified employees merit increases
Prior to September meeting	<ul style="list-style-type: none"> • The management committee chair and board chair will review the finalized evaluation with the executive director. The management chair ensures that the evaluation and summaries thereof are placed in the executive director's confidential personnel file located in the executive director's office

Board Education and Travel (4.0)

Mandatory Education	<ul style="list-style-type: none"> • R.S. 11:185 requires 16 hours of education each September 1 to August 31 <ul style="list-style-type: none"> ○ 8 hours investment education ○ 4 hours actuarial science education ○ 2 hour regarding laws, rules, & regulations applicable to LASERS ○ 2 hour fiduciary duty and ethics education • In order to receive per diem and vote, trustees must complete all fiduciary and ethics educations and 1 hour of education in investment, actuarial science, and law education • In-house educational opportunities will be available throughout the year • Annual workshop held by LASERS to provide educational opportunities
Additional Education	<ul style="list-style-type: none"> • New trustee orientation – in-house within two months of becoming trustee • 20 hours of education recommended for returning trustees • Local conferences – Louisiana Association of Public Employees Retirement Systems (LAPERS), local university courses or seminars
Trustee Travel	<ul style="list-style-type: none"> • Exercise same care in spending as if on personal business • Required to follow LASERS Travel Policy • Travel must be educational or pertain to LASERS business • No more than 3 trustees at a vendor sponsored conference • No more than 2 out of state conferences per fiscal year for each trustee • Travel must be approved in advance by management committee • Travel paid by vendors is prohibited • International travel must have prior approval of full board • Trustee travel summary will be provided by board secretary on a fiscal year basis

Vendor Selection Policy (5.0)

Board Responsibilities	<ul style="list-style-type: none"> • Select investment related vendors – investment managers, investment consultants, custodians, and securities lending managers • Select system actuary and other non investment related service providers designated by the board
Executive Director Responsibilities	<ul style="list-style-type: none"> • Appoint vendors other than those selected by Board • Coordinate search and due diligence process • Negotiate and execute contracts, subject to legal review • Supervise vendors
Non investment related vendors	<ul style="list-style-type: none"> • Due diligence process conducted • Following due diligence, selection process begins: <ul style="list-style-type: none"> ○ Executive director recommends a finalist list for interviews ○ Board will vote on finalist list, substitute motions may be voted on until selection is made ○ Board will interview finalist candidates ○ Executive director will recommend a final candidate ○ Board will vote on recommended final candidate, substitute motions may be voted on until selection is made
Investment related vendors	<ul style="list-style-type: none"> • Preliminary due diligence process conducted • CIO and pension consultant each recommend a list of finalists to be interviewed/considered – discussing strengths and weaknesses of each; executive director may make recommendation • Board will determine the list of finalists to be considered/interviewed • Those managers appearing on majority of lists are finalists • If no majority is achieved or list of finalists is not complete, then trustees will vote on those managers who did not receive plurality until the finalist list is complete • Finalist interviews may be conducted – CIO and pension consultant recommend final manager(s) to be selected • Each trustee shall vote by voice or written ballot for the manager(s) they wish to receive the mandate <ul style="list-style-type: none"> ○ Those managers receiving majority receive mandate ○ If no majority received, then trustees will vote on those managers who received plurality will run off until a majority is achieved
Voting Procedures	<ul style="list-style-type: none"> • All written ballots must be read aloud in accordance with State open meeting laws – this includes announcing each trustee and for whom he/she voted • All approvals must be made by majority vote of members present but not less than four votes • Trustees choosing to abstain from voting are counted as member present • A voice vote in lieu of written ballot may be used at the discretion of the Board

Audit Committee Charter (6.0)

Purpose	<p>Assist the board in overseeing</p> <ul style="list-style-type: none">• The integrity of LASERS financial statements• LASERS compliance with legal and regulatory requirements and approved policies• Independent auditor's qualifications and independence• Performance of LASERS internal audit function and independent auditors• System of risk management• System of internal controls• Special investigations
Composition	<ul style="list-style-type: none">• At least three trustees• Trustees must be free from any relationship that might interfere with the exercise of independent judgment as a committee members

Investment Committee Charter (7.0)

Committee	<ul style="list-style-type: none"> • Oversee the LASERS investment program • Standing committee of at least 7 members • Generally meet monthly – more or less if desired
Recommend to the Board	<ul style="list-style-type: none"> • Investment philosophy and policies for the investment program • Addition or removal of asset classes within the investment program • Strategies to achieve the investment goals of the investment program • Investment management structure – funds to be allocated to active and passive portfolios, and internal and external portfolios
Recommend Service Providers	<ul style="list-style-type: none"> • General investment consultant • Retainer investment consultants for alternatives and real estate investments • General partners for alternative and real estate investments • Custodian banks • Investment managers for traditional asset classes • Securities lending managers
Monitor Investment Program	<ul style="list-style-type: none"> • Total fund performance relative to policy benchmarks • Asset class performance • Internal and external manager performance • Compliance with investment philosophy and investment policy • Staff's due diligence activities concerning investment managers and consultants • Performance and independence of investment consultant • Cost effectiveness of investment program, including trading efficiency

Legislative Committee Charter (8.0)

Committee	<ul style="list-style-type: none">• Monitor and establish positions regarding proposed legislation affecting LASERS• Standing committee of at least 7 members• Meet monthly during the session, or more/less frequently as required
Duties	<ul style="list-style-type: none">• Monitor proposed changes in laws/rules/regulations that may have a significant impact on LASERS and report to the board the findings• Legislative chair has the authority to alter the board's official position on proposed legislation if such legislation is amended or new legislation is presented between board meetings
Direct Executive Director to	<ul style="list-style-type: none">• Request from the system actuary an actuarial analysis on all proposed legislation that has been approved by the board for introduction on behalf of LASERS in the legislative session• May also request actuarial analysis of other legislation that might impact LASERS

Management Committee Charter (9.0)

Committee	<ul style="list-style-type: none"> • Assist the board in overseeing the governance, financial and operational, benefit administration, and human resource functions of the system • Standing committee of at least 7 members • Generally meet monthly; more/less frequently as required
Duties	<ul style="list-style-type: none"> • Governance <ul style="list-style-type: none"> ○ Recommend to board charters and policies ○ Recommend modifications to the board committee structure ○ Have management chair conduct annual executive director evaluation in conjunction with board chair ○ Carry out system staff survey at the board's request • Finance and Operations, recommend: <ul style="list-style-type: none"> ○ Strategic plan/strategic direction ○ Operating budget and building budget ○ LASERS organizational structure ○ Suitability of office premises ○ Settlements or other legal actions involving LASERS ○ Insurance coverage concerning LASERS operations • Human resources <ul style="list-style-type: none"> ○ Recommend appointment and compensation for unclassified positions • Monitoring and Reporting, board will monitor: <ul style="list-style-type: none"> ○ Implementation of strategic plan ○ Compliance with operating and building budget ○ Compliance with policies ○ Service quality standards ○ Cost effectiveness of benefit administration ○ Contributions/disbursements from the trust fund ○ Litigation matters ○ Appropriateness of LASERS insurance coverage



ACRONYMS

APS – Attending Physicians Statement
ACFR – Annual Comprehensive Financial Report
ACR – Agency Contribution Reporting
AFP – Association for Finance Professionals
AICPA – American Institute of Certified Public Accountants
APPFA – Association of Public Pension Fund Auditors
AR – Accounts Receivable
ARS – Absolute Return Strategy
AS – Administrative Schedule
AUM – Assets Under Management
BPS – Basis Points
CABL – Council for a Better Louisiana
CAIA – Chartered Alternative Investment Analyst Association
CAO – Chief Administrative Officer
CAPPP – Certificate of Achievement in Public Plan Policy
CFA – Chartered Financial Analyst
CIA – Certified Internal Auditor
CISA – Certified Information Systems Auditor
COLA – Cost-of-Living Adjustment
COO – Chief Operating Officer
COS – Chief of Staff
CPA – Certified Public Accountant
CPI-U – Consumer Price Index - Urban
CPRS – Coalition to Preserve Retirement Security
CPTP - Comprehensive Public Training Program

CS – Civil Service
CUFR – Component Unit Financial Report
DB – Defined Benefit (Plan)
DC – Defined Contribution (Plan)
DCL – Dual Career Ladder
DROP – Deferred Retirement Option Plan
EAAB - Experience Account Amortization Base
EBITDA – Earnings before Interest, Taxes, Depreciation and Amortization
ECM – Enterprise Content Management
ERM – Enterprise Risk Management
EEs – Employee Contributions
EIS – Earned Income Statement
EMD - Emerging Market Debt
ERs – Employer Contributions
ESS – Employer Self-Service
ETF – Exchange Traded Fund
FAC – Final Average Compensation
FTE – Full-time Equivalents
FTP – File Transfer Protocol
FY – Fiscal Year
FYE – Fiscal Year End
FYTD – Fiscal Year to Date
GASB – Governmental Accounting Standards Board
GDP – Gross Domestic Product
GFOA – Government Finance Officers Association
GIPS – Global Investment Performance Standards
GL – General Ledger
GMS – Global Multi-Sector
GPO – Government Pension Offset (to Social Security benefits)
HR – Human Resources
IAAP – International Association of Administrative Professionals
IBO – Initial Benefit Option
IFEBC – International Foundation of Employee Benefit Plans

IIA – Institute of Internal Auditors
IMA – Investment Management Agreement
IPS – Investment Policy Statement
IRR – Internal Rate of Return
ISACA – Information Systems Audit and Control Association
ISCEBS – International Society of Certified Employee Benefit Specialists
ISE – Cisco Identity Services Engine
ISO - International Standardization Organization
ISS – Institutional Shareholder Services
IT – Information Technology
IUAL – Initial Unfunded Accrued Liability
JDE – JD Edwards
JLCB – Joint Legislative Committee on the Budget
LAPERS – Louisiana Association of Public Employees' Retirement Systems
LATEC – Louisiana Trustee Education Council
LED – LASERS Education Department
LLC – Limited Liability Corporation
LSERS – Louisiana School Employees Retirement System
LSPRS - Louisiana State Police Retirement System
LWOP – Leave Without Pay
MoIC – Multiple of Invested Capital
MSCI – Morgan Stanley Capital International
MS – Member Services Division
MyLASERS – LASERS member self-service system
MTD – Month to Date
NACHA – National Automated Clearing House Association
NAPPA – National Association of Public Pension Fund Attorneys
NASIO – National Association of State Investment Officers
NASIP – National Association of State Investment Professionals
NASRA – National Association of Retirement Administrators
NCPERS – National Conference on Public Employee Retirement Systems
NPEA – National Pension Education Association
NYSE – New York Stock Exchange

OAB = Original Amortization Base
OGB – Office of Group Benefits
OPEB – Other Postemployment Benefits (not including pensions)
OPTIMUS – LASERS Enterprise Content Management System
ORP – Optional Retirement Plan
OSRAP – Office of Statewide Reporting and Accounting Policy
OTM – Office of Telecommunications Management
P2F2 – Public Pension Financial Forum
PAFR – Popular Annual Financial Report
PAR – Public Affairs Research Council
PE – Private Equity
PES – Performance Evaluation System
PHR – Professional in Human Resources
PID – Public Information Division
PMI – Project Management Institute
P&N – Postlethwaite & Netterville
PPCC – Public Pension Coordinating Council
PPIP - Public-Private Investment Program
PRSAC – Public Retirement Systems’ Actuarial Committee
POB – Pension Obligation Bond
PREP – Pre-Retirement Education Program
PRISM – Public Retirement Systems Information Management Association
PY – Prior Year
QED – Investment Accounting Software
RFI – Request for Information
RFP – Request for Proposals
RS – Revised Statute
RSEA – Retired State Employees Association
SAN – Storage Area Network
SIEM – Security Information and Event Management
SDP – Self Directed Plan
SDDP – Self Directed DROP Plan
SEIM – Security Event Information Management

SER – Special Entrance Rate
SFP – Solicitation for Proposal
SHRM – Society for Human Resource Management
SHRMA – State Human Resources Managers’ Association
SOLARIS – State of Louisiana Retirement Information System
S&P – Standard & Poors
SSA – Social Security Administration
SSN – Social Security Number
STIF – Short Term Investment Fund
TIPS – Treasury Inflation-Protected Securities
TRSL – Teachers’ Retirement System of Louisiana
TS – Scientific and Technical Schedule
UAL – Unfunded Accrued Liability
UC or U/C – Unclassified
UPS – Uninterruptible Power Supply
USERRA – Uniformed Services Employment and Re-employed Rights Act of 1994
VPN – Virtual Private Network
WAD – Working After DROP
WAE – When Actually Employed
WEP – Windfall Elimination Provision (to Social Security benefits)
WS – Technician and Skilled Trades Schedule
WSJ – Wall Street Journal
XDR – Extended Detection and Response

DEFINITIONS

Air Time – purchase of service credit of up to 5 years for time not worked.

Deep value style investing - An investment style focused on identifying companies that are the most undervalued or underappreciated in the market relative to those companies’ long-term fundamentals and underlying valuation metrics (e.g., price-to-earnings ratio, price-to-book ratio, dividend yield, etc.) or below their intrinsic value (e.g., as measured by discounted cash flow models). Deep value investors seek to invest in those companies with the lowest valuation multiples on an absolute basis or the

deepest discount relative to their perceived intrinsic value (e.g., 40% discount to perceived intrinsic value).

Growth style investing - An investment style focused on identifying investments in companies with potential for above-average earnings growth. The focus of this style is on capital appreciation expected to result from earnings growth higher than that which is expected and priced in to a security, even if shares appear expensive relative to standard underlying valuation metrics (e.g., price-to-earnings ratio, price-to-book ratio, dividend yield, etc.).

Sharpe Ratio - measure of the risk-adjusted return. A higher Sharpe ratio indicates a better risk-adjusted performance for the fund.

Value style investing - An investment style focused on identifying companies for which the market has undervalued or underappreciated a company's value. The focus of this style is on a company's long-term fundamentals and identifying those companies with low stock prices relative to its underlying valuation metrics (e.g., price-to-earnings ratio, price-to-book ratio, dividend yield, etc.) or with stock prices below their intrinsic value (e.g., as measured by discounted cash flow models) relative to other stocks in a particular sector, industry, country, or region.

Commonly Used Data Security Language

Active Directory – A Microsoft Windows directory service that allows IT administrators to manage users, applications, data, and various other aspects of their network.

Advanced Persistent Threat (APT) – An advanced persistent threat is an attack in which an unauthorized user gains access to a system or network without being detected.

Anti-Virus Software (AV) – Anti-virus software is a computer program used to prevent, detect, and remove malware and virus.

Artificial Intelligence (AI) – refers to the simulation of human intelligence in machines that are programmed to think like humans and mimic their actions. AI systems are very good at determining patterns.

Authentication – Authentication is a process that ensures and confirms a user's identity.

Backup – To make a copy of data stored on a computer to reduce the potential impact of failure, loss or theft.

Brute Force Attack – Brute force attack is an activity which involves repetitive successive attempts of trying various password combinations to break into any website.

Cookie – Cookies are small files which are stored on a user's computer. Cookies provide a way for the website to recognize you and keep track of your preferences. Also used by some sites and internet snoopers to track your activity.

Data Breach – A data breach is a confirmed incident where information has been stolen or taken from a system without the knowledge or authorization of the system's owner.

DDoS Attack – A distributed denial-of-service (DDoS) attack is a malicious attempt to disrupt normal traffic of a targeted server, service or network by overwhelming the target or its surrounding infrastructure with a flood of Internet traffic.

Exploit – A malicious application or script that can be used to take advantage of a computer's vulnerability.

Extended Detection and Response (XDR) – A solution that is designed to provide automated threat detection and response by unifying prevention, detection, investigation, and response in one platform.

Firewall – A firewall is a software program or piece of hardware that helps screen out hackers, viruses, and worms that try to reach your computer over the Internet.

Hacking – Hacking refers to an unauthorized intrusion into a computer or a network.

Honeypot – A decoy system or network that serves to attract potential attackers.

Identity theft – Identity theft is a crime in which someone uses personally identifiable information (PII) in order to impersonate someone else.

Incident Response Plan – An incident response policy is a plan outlining an organization's response to an information security incident.

Identity and Access Management (IAM) - In the digital realm, identifying who and what they have authority to access.

IP Address – Internet Protocol (IP) address is an identifying number for a computer network device. Having an IP address allows a device to communicate with other devices over an IP-based network like the internet.

Keystroke logger – A keystroke logger is software that tracks or logs the keys struck on your keyboard, typically in a covert manner so that you are unaware actions are being monitored. Typically used to steal credentials such as an user id and password.

Malware – Malware is shorthand for malicious software and is designed to cause damage to a computer, server, or computer network.

Multi-Factor Authentication – Multi-Factor Authentication (MFA) provides a method to verify a user's identity by requiring them to provide more than one piece of identifying information. Types of MFA are 1) something you know (ID, password, birthdate), 2) something you have (code sent to a phone or special device), and 3) something you are (finger, voice or face print).

Patch – A patch is a piece of software code that can be applied after the software program has been installed to correct an issue with that program.

Penetration testing – Penetration testing (also called PEN testing) is the practice of testing a computer system, network or web application to find vulnerabilities that an attacker could exploit.

Personally Identifiable Information (PII) – is any data that could potentially identify a specific individual. According to Louisiana law, name plus social security number, account, or credit card number are some of the key PII sought after.

Phishing – Phishing is a method of trying to gather personal information using deceptive e-mails and websites.

Ransomware – A type of malicious software designed to block access to a computer system or the data until a sum of money is paid.

Security Awareness Training – Security awareness training is a training program aimed at heightening security awareness within an organization.

Security Operations Centre (SOC) – A SOC monitors an organization's security operations to prevent, detect and respond to any potential threats.

Server – A server is a computer program that provides services to another computer programs or users. Examples are web servers which host web sites such as lasersonline.org or file servers which store files such as dropbox.

Security Information and Event Management (SIEM) – A software solution that aggregates and analyzes activity from many different resources to catch abnormal behavior or potential cyberattacks.

Social Engineering – Social engineering is the art of manipulating people, so they disclose confidential information.

Spear Phishing – Spear phishing is an email-spoofing attack that targets a specific organization or individual, seeking unauthorized access to sensitive information.

Spyware – Spyware is a type of software that installs itself on a device and secretly monitors a victim's online activity. An example is a keystroke logger.

Two-Factor Authentication – Two-factor authentication (2FA), often referred to as two-step verification, is a security process in which the user provides two authentication factors to verify they are who they say they are. This is a subset of Multi-Factor Authentication and typically involves an ID/password and a secret one time code sent to a phone.

Virus – A computer virus is a malicious software program loaded onto a user's computer without the user's knowledge and performs malicious actions.

VPN (Virtual Private Network) – A virtual private network gives you online privacy and anonymity by creating a private network from a public Internet connection. VPNs mask your Internet protocol (IP) address so your online actions are virtually untraceable.

Vulnerability – A vulnerability refers to a flaw in a system that can leave it open to attack.

Vishing – Vishing is the telephone equivalent of phishing. It is an attempt to scam someone over the phone into surrendering private information that will be used for identity theft.

Worm – A computer worm is a malware computer program that replicates itself in order to spread to other computers.

Zero-Day – Zero-Day refers to a recently discovered vulnerability that hackers can use to attack systems.

Zero Trust Strategy – A security framework that requires all users, whether in or outside an organization's network to be authenticated, authorized, and continuously validated before being granted access to applications and data.

LASERS FLASH REPORT

The return numbers are expressed as percentages and are listed in columns 5-14

The far left hand column lists the asset class headings, investment managers, benchmarks and composites

The contract expiration date is listed in the second column

The % return for the month

Year to Date (YTD) is the % return since Jan. 1

The 1-6 year columns represent the % return per year for each number of years

	Contract Exp. Date	Mgt. Fees	MKT VAL \$ (Million)	Month	3 mos	YTD	Fiscal YTD	1 Year	2 Years
U.S. EQUITY									
LARGE CAP GROWTH									
GOLDMAN SACHS	01/31/08	44.0 bps	\$ 130.4	-0.5	6.4	10.7	11.5	10.7	7.7
CHICAGO EQUITY PARTNERS	01/31/08	30.0 bps	\$ 136.8	-0.1	5.3	15.0	11.3	15.0	10.4
S&P 500 / CITIGROUP GROWTH				0.4	5.6	11.0	12.1	11.0	6.0
S&P 500				1.4	6.7	15.8	12.7	15.8	10.2
TOTAL LARGE GROWTH		36.8 bps	\$ 267.2	-0.2	5.9	12.9	11.5	12.9	9.0

The broader benchmarks are in light blue and style specific ones in royal blue

The management fees charged are listed third (bps stands for basis points)
"36.8 bps" equals .368%

The market value column tells us the size of each account in millions. For example, \$267.2 equals \$267,200,000

Fiscal YTD is the % return since July 1

Green = manager outperformed style benchmark

Yellow = manager underperformed style benchmark

Red = composite underperformed style benchmark

LASERS FLASH REPORT

WHAT IS IT?

- A snapshot look at the composition and investment returns of LASERS Trust Fund
- Summary of investment manager performance

WHAT INFORMATION DOES IT PROVIDE?

- Asset classes and the investment managers we use to invest the money
- Fees charged by the investment managers who invest our money
- Amount of money we have allocated to each manager
- Investment returns of each investment

HOW CAN I USE THE INFORMATION?

- To evaluate investment manager returns against a set benchmark ⁽¹⁾ return
- To evaluate the return of each asset or asset class
- Analyze LASERS investments gains/losses over time

HOW DO I READ THE REPORT?

Left Side (Asset Classes)

Broken down by each investment manager

Blue lines are benchmarks used to evaluate asset class

Top (contract data & returns):

Management fees in basis points ⁽²⁾

Market value

Returns -

Month	% return that month
3 months	% return from the past 3 months
YTD	Year to date return (since January 1)
Fiscal YTD	Fiscal year to date return (since July 1)
1 year, 2 years, etc.	% return for the specified time period

Colors

Green – performance of asset was above benchmark (think *money*)

Yellow – manager performed below benchmark

Red – asset class as a whole performed below benchmark

Total Plan (last page of Flash Report)

Financial composite – portfolio excluding alternative investments asset class

Total plan – includes alternative investments

Policy index – return of portfolio based on allocation set forth in investment policy

Allocation index – return of portfolio based the actual allocation LASERS maintained
(Investment policy provides a model for allocation; however, small deviations from this model may occur to take advantage of certain market conditions.)

DEFINITIONS:

1. **Benchmark** – an index whose returns can be used to measure investment performance
2. **Basis Point (bps)** – 0.01%, 100 basis points equals 1%, investment managers charge fees as a percentage of the money invested, fees are usually defined in basis points

Robert's Rules of Order

Motions Chart

PART 1, PRIVILEGED MOTIONS.

These motions are listed in order of precedence.

A motion can be introduced if it is higher on the chart than the pending motion.

§	YOU WANT TO:	YOU SAY:	CAN YOU INTERRUPT ANOTHER MEMBER?	DO YOU NEED A 2ND?	CAN YOU DEBATE THIS MOTION?	CAN YOU AMEND THIS MOTION?	WHAT TYPE VOTE IS REQUIRED?
§21	Close meeting	I move to adjourn	No	Yes	No	No	Majority
§20	Take a break	I move to recess for ...	No	Yes	No	Yes	Majority
§19	Register complaint	I rise to a question of privilege	Yes	No	No	No	None
§18	Make the assembly follow its agenda	I call for the orders of the day	Yes	No	No	No	None

PART 2, SUBSIDIARY MOTIONS.

These motions assist the assembly in treating or disposing of a main motion (and sometimes other motions). A motion can be introduced if it is higher on the chart than the pending motion.

§	YOU WANT TO:	YOU SAY:	CAN YOU INTERRUPT ANOTHER MEMBER?	DO YOU NEED A 2ND?	CAN YOU DEBATE THIS MOTION?	CAN YOU AMEND THIS MOTION?	WHAT TYPE VOTE IS REQUIRED?
§17	Temporarily lay aside the current matter	I move to lay the question on the table	No	Yes	No	No	Majority
§16	End debate	I move the previous question	No	Yes	No	No	2/3
§15	Limit or extend debate	I move that debate be limited to ...	No	Yes	No	Yes	2/3
§14	Postpone the current matter to a certain time	I move to postpone the motion to ...	No	Yes	Yes	Yes	Majority
§13	Refer the current matter to a committee	I move to refer the motion to ...	No	Yes	Yes	Yes	Majority
§12	Change the wording of motion	I move to amend the motion by ...	No	Yes	Yes	Yes	Majority
§11	Kill main motion	I move that the motion be postponed indefinitely	No	Yes	Yes	No	Majority
§10	Bring business before assembly (a main motion)	I move that [or "to"] ...	No	Yes	Yes	Yes	Majority

Based on *Robert's Rules of Order Newly Revised (10th Edition)*

§ indicates the section from Robert's Rules.

PART 3, INCIDENTAL MOTIONS AND ACTIONS.

No order of precedence. These motions arise incidentally and are decided immediately.

§	YOU WANT TO:	YOU SAY:	CAN YOU INTERRUPT ANOTHER MEMBER?	DO YOU NEED A 2ND?	CAN YOU DEBATE THIS MOTION?	CAN YOU AMEND THIS MOTION?	WHAT TYPE VOTE IS REQUIRED?
§23	Enforce rules	Point of Order	Yes	No	No	No	None
§24	Submit matter to assembly	I appeal from the decision of the chair	Yes	Yes	Varies	No	Majority
§25	Suspend rules	I move to suspend the rules	No	Yes	No	No	2/3
§26	Avoid main motion altogether	I object to the consideration of the question	Yes	No	No	No	2/3
§27	Divide motion	I move to divide the question	No	Yes	No	Yes	Majority
§29	Demand a rising vote	I move for a rising vote	Yes	No	No	No	None
§33	Parliamentary law question	Parliamentary inquiry	Yes	No	No	No	None
§33	Request for information	Point of information	Yes	No	No	No	None

PART 4, MOTIONS THAT BRING A QUESTION AGAIN BEFORE THE ASSEMBLY.

No order of precedence. Introduce only when nothing else is pending.

§	YOU WANT TO:	YOU SAY:	CAN YOU INTERRUPT ANOTHER MEMBER?	DO YOU NEED A 2ND?	CAN YOU DEBATE THIS MOTION?	CAN YOU AMEND THIS MOTION?	WHAT TYPE VOTE IS REQUIRED?
§34	Take matter from table	I move to take from the table ...	No	Yes	No	No	Majority
§35	Cancel previous action	I move to rescind ...	No	Yes	Yes	Yes	2/3 or Majority with notice
§37	Reconsider motion	I move to reconsider ...	No	Yes	Varies	No	Majority

PART 5, MAIN MOTIONS.

A main motion

§	YOU WANT TO:	YOU SAY:	CAN YOU INTERRUPT ANOTHER MEMBER?	DO YOU NEED A 2ND?	CAN YOU DEBATE THIS MOTION?	CAN YOU AMEND THIS MOTION?	WHAT TYPE VOTE IS REQUIRED?
§10	Bring business before assembly (a main motion)	I move that [or "to"] ...	No	Yes	Yes	Yes	Majority

LASERS

Louisiana State Employees'
Retirement System

ORGANIZATIONAL CHARTS



CINDY ROUGEOU
Executive Director



BOBBY BEALE
*Chief Investment
Officer*



RYAN BABIN
Audit Director



TREY BOUDREAUX
Chief of Staff



J. TRAVIS McILWAIN
Chief Administrative
Officer



TINA GRANT
Executive Counsel



TONJA NORMAND
*Public Information
Director*



TRICIA GIBBONS
*Retirement Benefits
Administrator*



SHEILA METOYER
*Human Resources
Director*



**JOHNATHON
SPROUSE**
IT Director



ARTIE FILLASTRE
Chief Financial Officer

LASERS
EXECUTIVE DIRECTOR'S STAFF

3 full-time positions
1 part-time position

BOARD OF TRUSTEES

EXECUTIVE DIRECTOR

CHIEF OF STAFF

CHIEF ADMIN OFFICER

DIVISION DIRECTOR

SUPERVISOR

INTERN/PART-TIME



CINDY ROUGEOU
Executive Director



LASERS
CHIEF OF STAFF'S STAFF

5 full-time positions

BOARD OF TRUSTEES

EXECUTIVE DIRECTOR

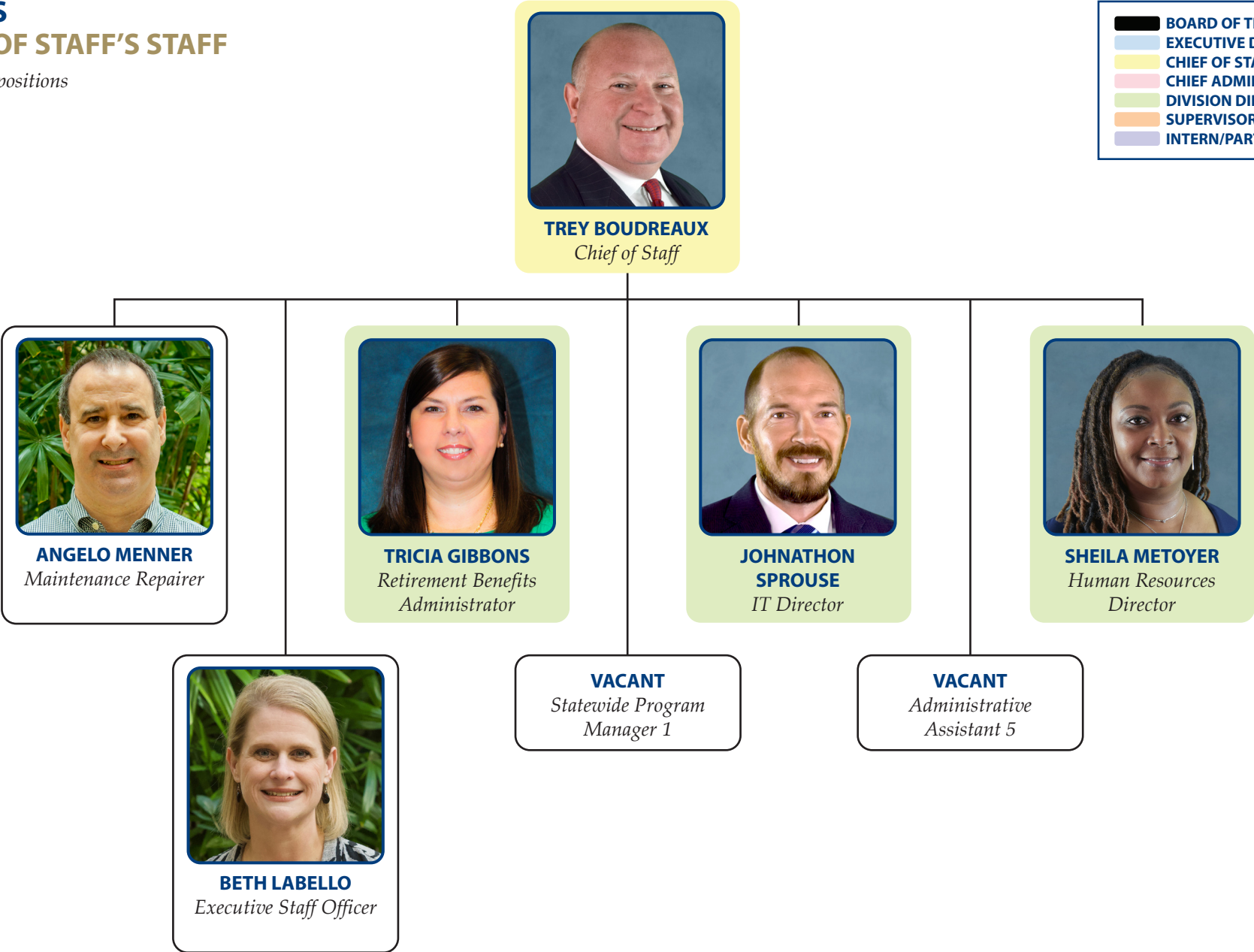
CHIEF OF STAFF

CHIEF ADMIN OFFICER

DIVISION DIRECTOR

SUPERVISOR

INTERN/PART-TIME



LASERS
**CHIEF ADMINISTRATIVE
OFFICER'S STAFF**

1 full-time position

	BOARD OF TRUSTEES
	EXECUTIVE DIRECTOR
	CHIEF OF STAFF
	CHIEF ADMIN OFFICER
	DIVISION DIRECTOR
	SUPERVISOR
	INTERN/PART-TIME



J. TRAVIS McILWAIN
*Chief Administrative
Officer*



ARTIE FILLASTRE
Chief Financial Officer

LASERS
AUDIT SERVICES DIVISION

5 full-time positions
1 part-time position

BOARD OF TRUSTEES

EXECUTIVE DIRECTOR

CHIEF OF STAFF

CHIEF ADMIN OFFICER

DIVISION DIRECTOR

SUPERVISOR

INTERN/PART-TIME



RYAN BABIN
Audit Director

VACANT
Admin Coordinator 3



REECE BABIN
Auditor



NICOLE XUE
Auditor



LAURA SENA
Auditor



HOLLIE COWELL
Auditor

LASERS
FISCAL DIVISION

25 full-time positions
1 part-time position

BOARD OF TRUSTEES

EXECUTIVE DIRECTOR

CHIEF OF STAFF

CHIEF ADMIN OFFICER

DIVISION DIRECTOR

SUPERVISOR

INTERN/PART-TIME



JANICE RICHARD
Administrative Assistant



ARTIE FILLASTRE
Accountant Administrator



VICTORIA BLOISE
Intern



AMBER FOSTER
Accountant Manager



JERI SEILS
Accountant Manager



WRETHA DRINNON
Accountant Manager




CASEY PITCHER-JACKSON
Accountant Manager




LORI CRAIG
Accountant Manager



GEORGE YARBROUGH
Accountant Manager



CHARLES STEWART
Accountant Supervisor



ERNEST POINDEXTER
Accountant Supervisor

LASERS
FISCAL DIVISION

LORI CRAIG
Accountant Manager



NICOLE GASPERECZ
Accountant



RENEE CARTER
Accountant



BRITTANY REED
Accountant



EBONY OLIVER
Accountant

VACANT
Accounting Technician

GEORGE YARBROUGH
Accountant Manager



**LASHUNDRA
FRANKLIN**
Accountant



**ROLANDO
CAMPOBLANCO**
Accountant

VACANT
Accountant 3



MELISSA SINGLETARY
Accountant



MESHON PLANT
Accountant



MEGAN WADE
Accountant

CHARLES STEWART
Accountant Supervisor



SHALANDO COOPER
Accountant



KELLY LEGGETTE
Accountant



MONA JOSEPH
Accountant



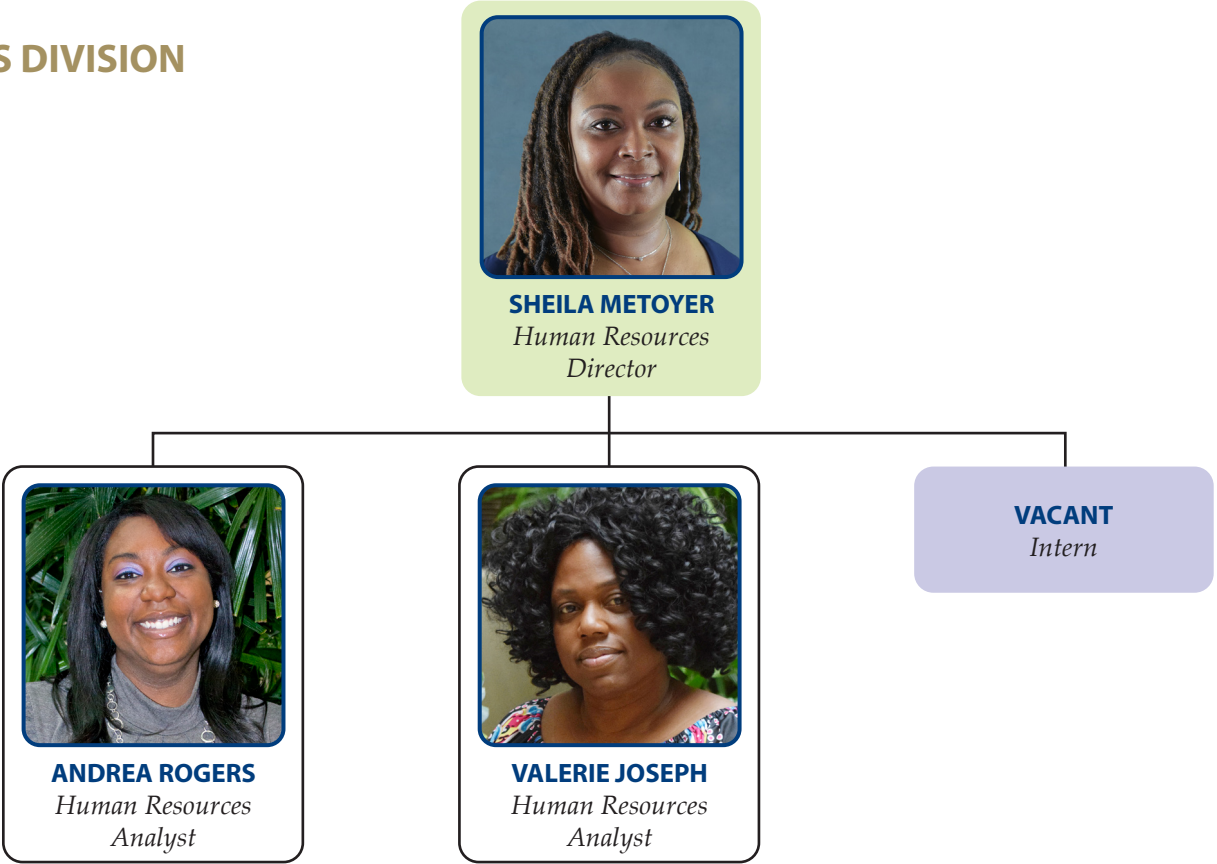
AMANDA KIMBLE
Accountant

ERNEST POINDEXTER
Accountant Supervisor

LASERS
HUMAN RESOURCES DIVISION

3 full-time positions
1 part-time position

	BOARD OF TRUSTEES
	EXECUTIVE DIRECTOR
	CHIEF OF STAFF
	CHIEF ADMIN OFFICER
	DIVISION DIRECTOR
	SUPERVISOR
	INTERN/PART-TIME



LASERS
INFORMATION
TECHNOLOGY DIVISION

27 full-time positions
3 part-time positions

BOARD OF TRUSTEES

EXECUTIVE DIRECTOR

CHIEF OF STAFF

CHIEF ADMIN OFFICER

DIVISION DIRECTOR

SUPERVISOR

INTERN/PART-TIME



JOHNATHON SPROUSE
IT Director




OLGA ODOM
Administrative Assistant



ERIC SCHOONMAKER
IT Deputy Director



STEVE PHIPPS
IT Tech Support Supervisor



BOBBY WILKINS
IT Application Project Leader



BRENT FITCH
IT Tech Support Supervisor




GREG BYRD
IT Tech Support Manager



SHANE THURMAN
IT Liaison Officer



CHARLES McBRIDE
IT Tech Support Consultant - DCL



DAVID BRASSEAUX
IT Application Manager



DAVID BRASSEAUX
IT Application Project Leader

LASERS
INFORMATION TECHNOLOGY DIVISION

STEVE PHIPPS
*IT Tech Support
Supervisor*



JONATHAN LYLE
*IT Tech Support
Specialist*



BARNEY MILLER
*IT Tech Support
Specialist*



LOGAN DAVIS
*IT Technical
Support Analyst*

BRENT FITCH
*IT Tech Support
Supervisor*



OSAMA AMOUS
*IT Tech Support
Specialist*



DONALD MILNER
*IT Management
Consultant*



RAVI POTTURI
*IT Management
Consultant*



BRYAN KELLY
*IT Application
Program Analyst*

VACANT
Intern

VACANT
Intern

BOBBY WILKINS
*IT Application
Project Leader*



JOHN SCHILLING
*IT Application
Programmer*



VACANT
*IT Application
Program Analyst 3*



MIGUEL CLOUATRE
Intern

DAVID BRASSEAU
*IT Application
Project Leader*

VACANT
*IT Application
Program Analyst 3*



KENNY SCELFO
*IT Application Program
Analyst - DCL*



JINGYU LIN
*IT Application
Program Analyst*



JACOB REGAN
*IT Application
Program Analyst*



REGINALD GERARD
*IT Application
Program Analyst*



WILL HALLIBURTON
*IT Application
Programmer*



JAMES ASH
*IT Application
Program Analyst*

LASERS
INVESTMENTS DIVISION

9 full-time positions
2 part-time positions

	BOARD OF TRUSTEES
	EXECUTIVE DIRECTOR
	CHIEF OF STAFF
	CHIEF ADMIN OFFICER
	DIVISION DIRECTOR
	SUPERVISOR
	INTERN/PART-TIME



BOBBY BEALE
Chief Investment Officer



JENNIFER ADAMS
Administrative Program Specialist




DARREN FOURNERAT
Assistant Chief Investment Officer



LANEY SANDERS
Assistant Chief Investment Officer

VACANT
Intern

VACANT
Intern



JACQUES BROUSSEAU
Director of Private Markets



CELESTE FUNDERBURK
Director of Public Markets



ALISA LaCOMBE
Manager of Investment Operations



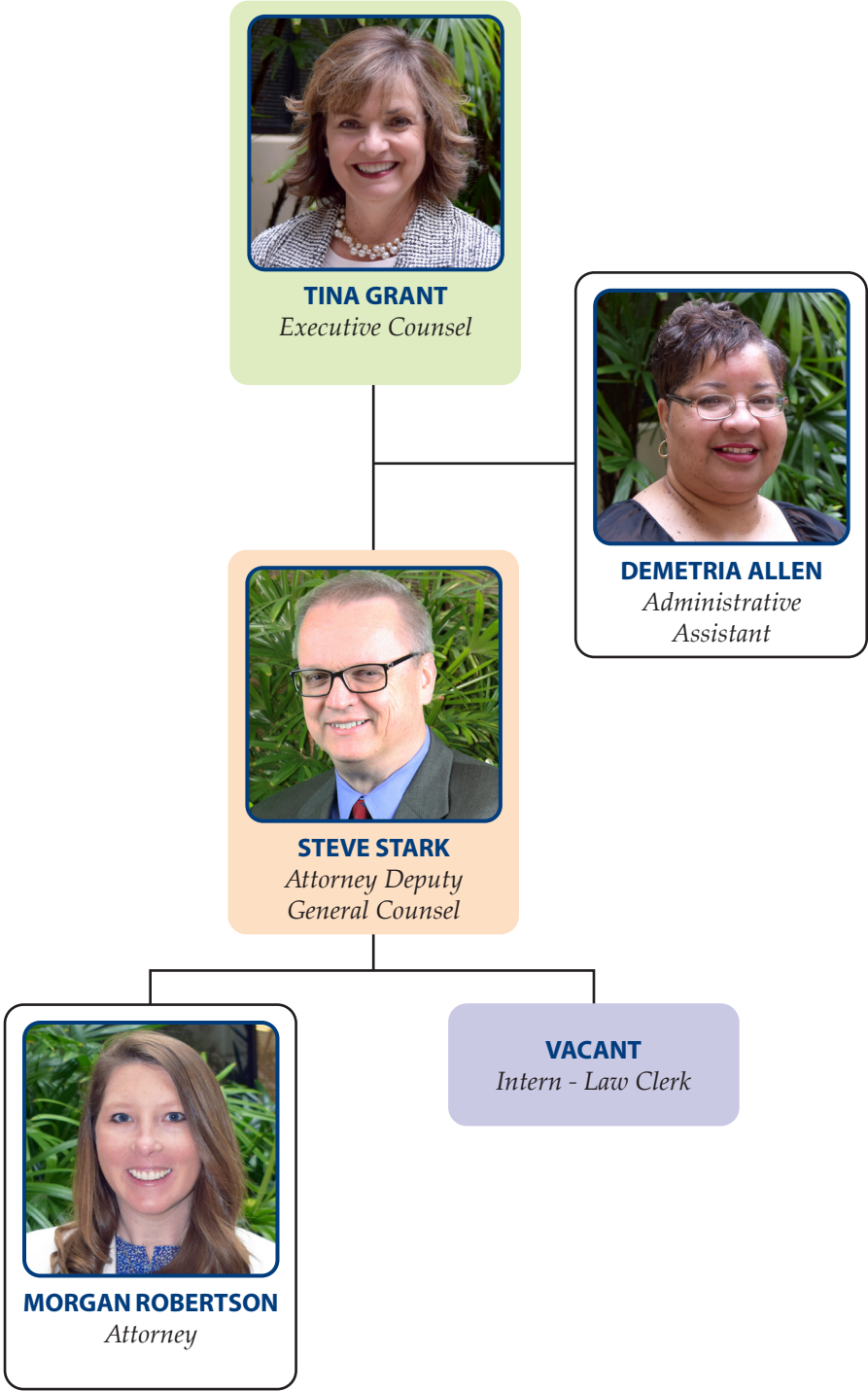
REEVES PEARCE
Manager of Alternative Assets

VACANT
Manager of Investments

LASERS
LEGAL DIVISION

4 full-time positions
1 part-time position

	BOARD OF TRUSTEES
	EXECUTIVE DIRECTOR
	CHIEF OF STAFF
	CHIEF ADMIN OFFICER
	DIVISION DIRECTOR
	SUPERVISOR
	INTERN/PART-TIME



LASERS
MEMBER SERVICES DIVISION

51 full-time positions
5 part-time positions

	BOARD OF TRUSTEES
	EXECUTIVE DIRECTOR
	CHIEF OF STAFF
	CHIEF ADMIN OFFICER
	DIVISION DIRECTOR
	SUPERVISOR
	INTERN/PART-TIME



TRICIA GIBBONS
Retirement Benefits
Administrator



CARLA WELCHEZ
Retirement Benefits
Manager



JONATHAN DRAGO
Retirement Benefits
Assistant Administrator

VACANT
Retirement Benefits
Manager

VACANT
Retirement Benefits
Supervisor

VACANT
Retirement Benefits
Supervisor



DEREK HARRIS
Retirement Benefits
Supervisor



WENDY KINCHEN
Retirement Benefits
Supervisor




MEGAN JONES
Retirement Benefits
Supervisor



JACOB TROSCLAIR
Retirement Benefits
Supervisor



MIKE KERN
Retirement Benefits
Supervisor

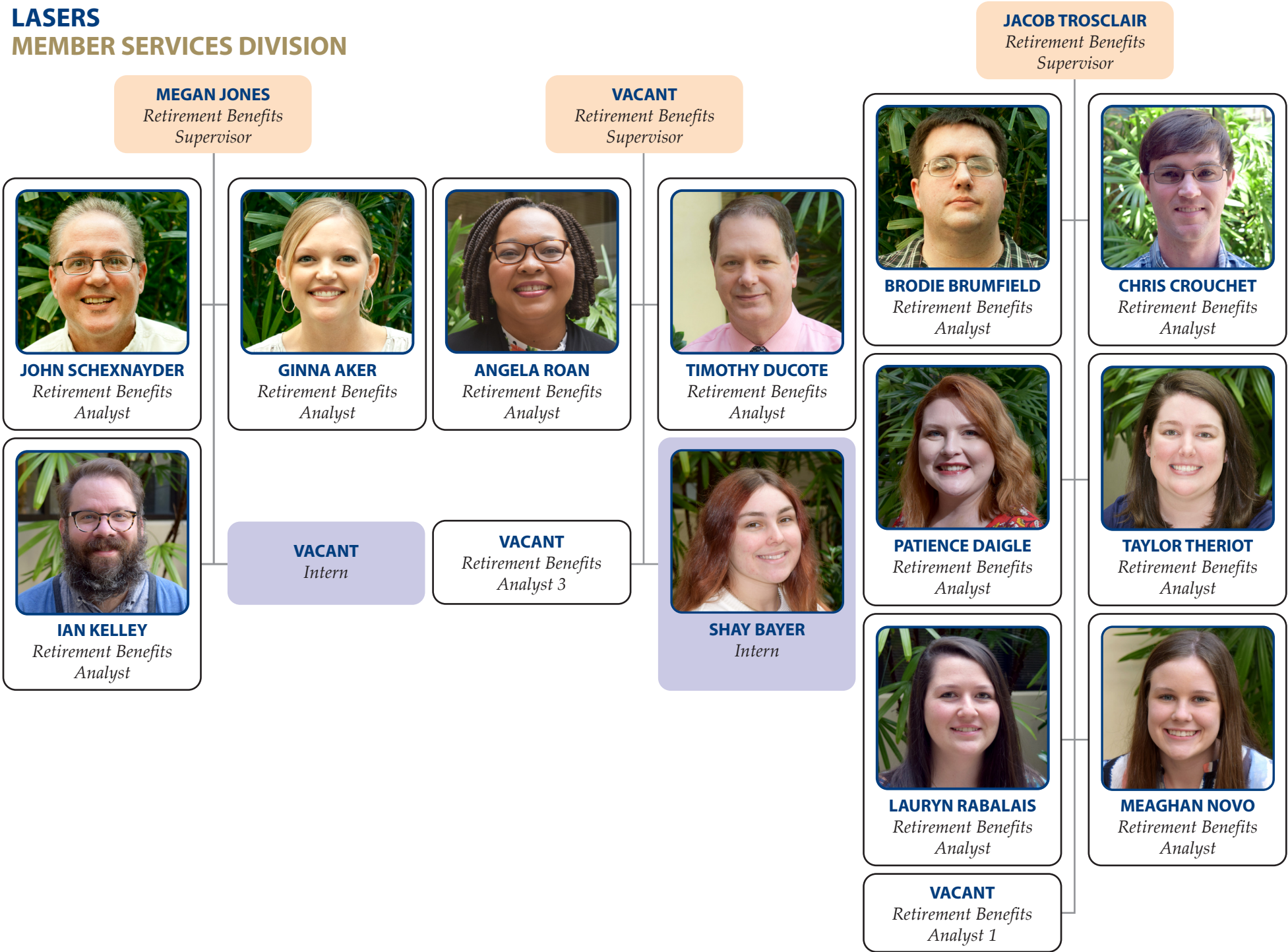


MONTY ALLEN
Retirement Benefits
Specialist

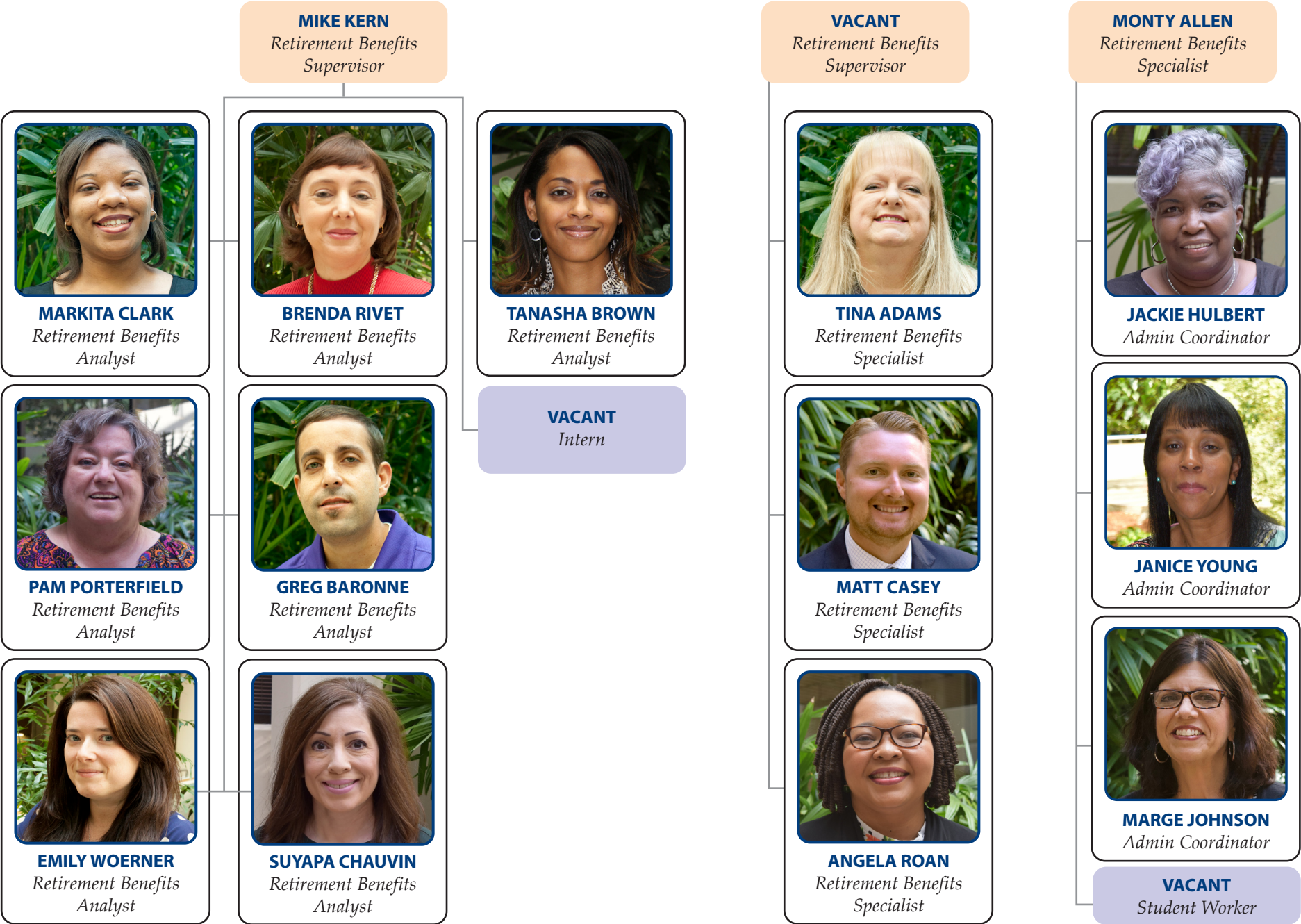


JEANNE PENEGUY
Retirement Benefits
Specialist

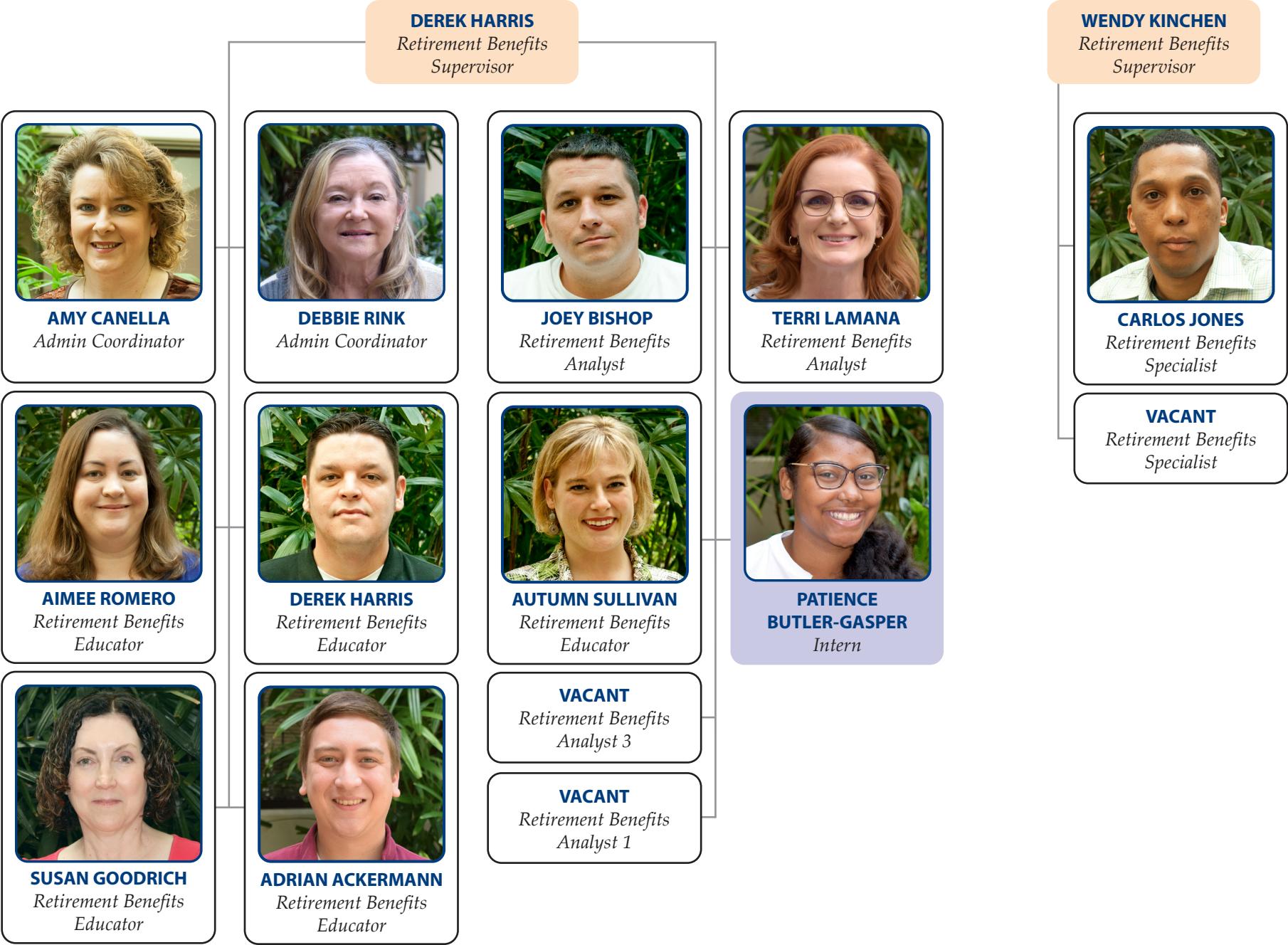
LASERS
MEMBER SERVICES DIVISION



LASERS
MEMBER SERVICES DIVISION



LASERS
MEMBER SERVICES DIVISION



LASERS
PUBLIC INFORMATION DIVISION

4 full-time positions

	BOARD OF TRUSTEES
	EXECUTIVE DIRECTOR
	CHIEF OF STAFF
	CHIEF ADMIN OFFICER
	DIVISION DIRECTOR
	SUPERVISOR
	INTERN/PART-TIME



TONJA NORMAND
*Public Information
Director*



MALLORY SHARP
*Public Information
Officer*



MARK DIAZ
*Public Information
Officer*



RACHEL HARVEY
*Public Information
Officer*