



**Investment Policy Statement
van Ameringen Foundation, Inc.
(the “Foundation”)**

INVESTMENT POLICY STATEMENT

The van Ameringen Foundation, Inc.
(the “Foundation”)

This Investment Policy Statement sets forth information about the Foundation and the asset allocation which will be implemented by Neuberger Berman Trust Company N.A. (“NBTC”). NBTC acts as discretionary investment advisor for the Foundation’s accounts.

CLIENT INFORMATION

Background and Mission –

The van Ameringen Foundation, Inc. has a broad focus on mental health and is interested in encouraging innovative and practical programs that increase the accessibility, particularly for those from impoverished backgrounds, to mental health services, offer preventative and early intervention strategies and advocate for systemic change with local and or national impact. We believe that corporate responsibility is a hallmark of quality and has the potential to produce positive investment results. Environmental, social and governance factors (ESG) are important components to how we view long term sustainability. Our investment policy encourages investments that pursue financial returns that are mission consistent.

Current Distributions –

Income from the Foundation’s accounts is reinvested. No regular remittances are scheduled other than standard required threshold for distribution. Officers of the Foundation instruct NBTC from time to time to wire funds to the van Ameringen Foundation, Inc. account at J P Morgan Chase from which they make sizable charitable contributions.

Liquidity Requirements –

Officers of the Foundation notify NBTC in advance of the need for wire transfers so that funds may be raised. Except with respect to the distributions described above, there are no anticipated future liquidity needs at this time.

Tax Considerations –

The Foundation’s accounts are exempt from income tax but are subject to a 1-2% federal excise tax on net investment income.

Investment Guidelines –

We believe that a disciplined approach to investing can produce consistent returns while seeking to address prevention, education, and direct care in the mental-health field, with an emphasis on those individuals and populations having an impoverished background and few opportunities, for whom appropriate intervention would produce positive change.

Impact Focus Areas:

- Education and Media
- Emotionally Disturbed Children and Adolescents
- Frail and Isolated Elderly
- Housing
- Medically Ill/Dually Diagnosed
- Prisons and Jails
- Recent Immigrants
- Rehabilitation Centers
- Research and Training
- Structural Reform and Advocacy
- Victims of Domestic Abuse
- Vocational services

Workplace Impact

As employers, corporations have a great deal of influence over the quality of life of their employees. We wish to invest in companies that emphasize equal opportunity for people of different race, sex, religion, age or sexual orientation. We wish to support companies with strong commitments to their employees, offering progressive policies and programs such as training, education, mentoring, flextime and family care initiatives and comprehensive benefits for all employees. We prefer to own companies that recognize the value of diversity and have a demonstrated track record in that area.

Workplace and Diversity Policies

We endeavor to invest in companies whose employment and workplace practices are considered progressive. We strive to invest in companies that are leaders in promoting diversity in the workplace. Among other things, we will look for companies that:

- offer benefits such as maternity leave that exceeds the 12 unpaid weeks mandated by the federal government; paid maternity leave; paternity leave; subsidized child and elder care (particularly for lower-paid staff); flexible spending accounts with dependent care options; flextime or job-sharing arrangements; phase-back for new mothers; adoption assistance; a full-time work/family benefits manager; and/or health and other benefits for same-sex domestic partners of its employees;
- have taken extraordinary steps to treat their unionized workforces fairly;
- promote women and people of color into senior line positions;
- appoint women and people of color to their boards of directors;
- offer training and career development programs;
- offer diversity training and support groups;
- purchase goods and services from women- and minority-owned firms;
- have implemented innovative hiring, training, or other programs for women, people of color, and/or the disabled, or otherwise have a superior reputation in the area of diversity;
- have exceptional workplace safety records, particularly OSHA Star certification for a substantial number of its facilities and/or a marked decrease in their lost time accidents and workers compensation rates as well as low turnover and absenteeism.

Community Impact

We prefer companies that are making a positive impact on the communities in which they operate. We seek companies that have strong community programs, generous giving programs, and which promote active volunteerism. We are also interested in companies that are thoughtful in their philanthropic efforts to address local community needs. We are specifically interested in community economic development from affordable housing to supporting small businesses.

Community Relations

We believe that it is important for companies to have positive relations with the communities in which they are located — communities of all races and socio-economic status. We will seek to invest in companies that:

- have open communications within the communities in which they operate;
- make generous cash donations to charitable organizations, particularly multiyear commitments to local community groups;
- offer incentives (such as paid time off) to employees to volunteer their time with charitable organizations;
- strive to improve their corporate image and obtain customer loyalty;
- earn the ‘right to operate’ and minimize business interruption through active communications and partnerships with the local community.

Public Health Impact

We are particularly interested in health care issues both in the search for new medicines to treat mental illness and in the quality of patient care. We seek companies that are dedicated to research and development of safe new pharmaceuticals as well that have affordable access to medicines. We seek companies whose marketing practices are neither exploitative nor aimed at influencing the young or economically disadvantaged.

Public Health Policies

We seek to invest in companies that focus on:

- improving access to medicine and healthcare services;
- R&D into diseases with high unmet medical need, such as central nervous system diseases encompassing both neurological and psychiatric disorders;
- partnerships with governments, NGOs and other organizations;
- helping patients access new medicines;
- promoting education and awareness;
- health Worker & Patient Safety

Environment

Best of Class Approach

We seek to invest in companies that have demonstrated a commitment to environmental stewardship and sustainability through either minimizing their environmental footprint or producing products and services that have a direct environmental benefit. Among other things, we will look for companies that:

- have integrated environmental management systems;
- have heightened awareness and are proactively addressing climate change related issues;
- have measurably reduced their emissions and effluents and whose GHG emissions are substantially lower than their peers;
- continue to make progress in implementing environmental programs to increase efficiency, decrease energy and water consumption and reduce their overall impact on biodiversity;
- have innovative processes or products that offer an environmental benefit including but not limited to clean technology, renewables, alternative energy and organic agriculture;
- are committed to the public disclosure of environmental policies, goals, and progress toward those goals;
- have minimized penalties, liabilities and contingencies and are operationally sustainable; and
- participate in voluntary environmental initiatives led by government agencies such as the EPA, non-industry organizations or community groups.

We seek to avoid companies that are industry laggards and have shown blatant disregard to their impact on the environment. We also seek to avoid companies whose products have been determined to pose unacceptable levels of environmental risk.

Product Impact

We are particularly interested in supporting those companies who maintain a strong commitment to quality. We also wish to support marketing practices which are ethical and consumer friendly and customer servicing which is responsive and solution oriented. We would like to support companies whose products and services promote progressive solutions to social problems.

Product Integrity (Safety, Quality)

We seek to invest in companies with products/services that have a robust and sustainable customer value proposition. Among other things, we will consider:

- the nature of a company's products;
- whether a company has significant (already accrued or settled lawsuits) or potentially significant pending lawsuits or settlements product liabilities;
- if a company's products are innovative and/or address unmet needs; with positive environmental and societal benefits;
- whether a company is a leader in quality, ethics and integrity across the supply, production, distribution and post consumption recycling phases.

Supply Chain Management

We seek companies with well-managed supply chain systems that meet or exceed reliability, efficiency, product quality and regulatory standards. Among other things, we will consider;

- sourcing from women and minority owned businesses
- companies that have identified or are in the process of identifying the components of their supply chains;
- companies that engage suppliers to commit to an ESG standard code of conduct.

Overall, we focus on companies that are: responsive to environmental issues, agents of favorable change in workplace policies (particularly for women and minorities), committed to upholding universal human rights standards, and are good corporate citizens. In addition, we avoid companies with products having negative public health implications.

Time Horizon –

The anticipated time horizon of the Foundation's account is long-term (more than 20 years).

Investment Objective and Asset Allocation –

Based upon this information as well as all other relevant information, NBTC has implemented the following investment objective and asset allocation:

INVESTMENT OBJECTIVE

Moderate

ASSET ALLOCATION*

Asset Class	Minimum	Long-Term Target	Maximum
Cash & Fixed Income	15%	30%	50%
Equities	45%	65%	75%
Real & Alternative Assets	0%	5%	10%

*Market conditions may cause the portfolio to temporarily shift outside the ranges set forth above.