Investment Policy Statement

Investment Policy Summary

The portfolio is invested in the interest of long term growth. Pledges are gathered for 100% investment purposes, and tracked on a annual fund basis. The principal goal for first year activities is 1 million dollars with a minimum donation of $2,000 to the Timmy Foundation, and a mandate to outperform inflation.

General Investment Objectives

- Primary
  - Profit a contributory donation of at least $2,000 dollars to The Timmy Foundation
- Secondary
  - Generate a minimum of 3% (inflation) growth by executing a socially responsible investing strategy.

Asset Allocation

75% - 85% Equity (Stocks and Funds)

15% - 25% Fixed Income (Notes and Bonds)

Asset Class/ Style Diversification Details

The target asset allocation is intended to be general in nature. Deviations within each asset class are considered normal, and should be differentiated respectively.

Asset Class/ Style	Allocation
Equities:	
Large Cap Core (Passive)	20.0 %
Large Cap Growth	13.5 %
Large Cap Value	13.5 %
International Growth	8.5 %
International Small Cap	1.0 %
Small Cap Growth	10.0 %
Small Cap Value	8.5 %
Subtotal	75.0 %

Fixed Income:	25.0 %
Total:	100.0 %

Decision Making and Limits

Every allocation of the fund will be decided unanimously, yet only 75% of the committee present at the respective meeting must agree on the relief of any specific allocation within set time horizons. Committee decisions about the ethical nature of a respective investment will also be made respectively.

- Equities
  - Equity holdings in any one company shall not exceed more than 10% of the equity allotment of the portfolio.
  - Not more than 25% of the market value of the portfolio should be invested in any one industry category (healthcare, transportation, etc...)
  - Domestic equity holdings shall be restricted to readily marketable securities of corporations that are actively traded on the major U.S. exchanges, including NASDAQ..
- Fixed Income
  - The exposure of the portfolio in any one company other than securities of the U.S. government or its agencies shall not exceed 10% of the market value of the fixed income portfolio managed by any investment manager.
  - Individual security holdings shall be large enough for easy liquidation.
  - Fixed income instruments with maturities greater than one year are prohibited with the exception of convertible bonds.
- Money Market Funds and Cash Equivalents
  - Cash equivalent reserves shall consist of cash instruments having a minimum quality rating of A-1, P-1, or F-1 as defined by Moody's, Standard and Poor's or Fitch. Eurodollar Certificates of Deposit, time deposits, and repurchase agreements are also acceptable investment vehicles.

Rebalancing

The Investment Committee will review asset allocation on a quarterly basis and request authorization to rebalance should it vary from target by more than 5%. The Investment Committee must unanimously approve portfolio rebalancing.

Measurement

Profit will be measured on a per year basis starting and ending on December 1st, which allows the donation to be declared tax-deductible on annual budgets. Any donations gathered throughout the year will still be responsible for the year-long profit rate, yet will only be contributed towards the fund during the next term.