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WASHINGTON STATE INVESTMENT BOARD
SENIOR INVESTMENT OFFICER, PUBLIC EQUITY

POSITION SPECIFICATIONS

CLIENT

Our client is the Washington State Investment Board (WSIB), located in Olympia, Washington. The WSIB organization is structured like most investment management organizations, with a board and executive committee providing firm wide leadership, and major operating units for investment management, operations and risk control, financial management and administration, and public affairs or client services.

The Investment Division is comprised of investment professionals making and managing investments in four major asset classes: public equity, private equity, real estate and fixed income. The division is also served by a senior investment officer who develops asset allocation and risk budgeting strategies and a research director who provides research and analytic support. The division deploys both internal and external investment management strategies.

The Operations Division provides a number of services in support of the investment function, including trade settlement, cash management, private market funding, cash and stock distributions, foreign and domestic tax matters, and investment compliance monitoring. It provides firm-wide risk management, information systems management, human resource support and administrative services.

The Public Affairs Division handles duties typically found in a client services division of an investment management firm, including performance reporting, annual report preparation, corporate governance and constituent communications. In addition, it handles functions unique to a public pension fund, including legislative affairs, public disclosure and media.

SPECIFICATION – SENIOR INVESTMENT OFFICER-PUBLIC EQUITY
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The WSIB manages investments for 16 separate retirement funds for public employees, teachers, school employees, law enforcement officers, firefighters and judges. It also manages investments for 21 other public funds that support and benefit industrial insurance, colleges and universities, developmental disabilities, and wildlife protection.

The WSIB's mission is to invest with integrity, prudence, and skill to meet or exceed the financial objectives of those it serves.

Total assets under management were \$79 billion as of March 31, 2007.

As of March 31, 2007			
Asset Class	Market Value		
U.S. Equity	\$ 19,085,542,824		
International Equity	\$ 15,615,607,870		
Fixed Income	\$ 24,056,444,877		
Private Equity	\$ 10,930,486,268		
Real Estate	\$ 6,886,442,281		
Cash	\$ 2,472,072,180		

The State Investment Board is comprised of 15 members, including 10 voting and 5 non-voting members. The 10 voting members include:

- Three ex-officio members – the State Treasurer, the director of the Department of Retirement Systems, and the director of the Department of Labor & Industries;
- Five members of the Public Employee Pension Systems – three appointed by the Governor and two appointed by the Superintendent of Public Instruction, all from specified employee/retiree groups; and
- Two legislators – one appointed by the Speaker of the House and one appointed by the President of the Senate.

The five non-voting members are appointed by the remaining Investment Board members. The non-voting members have investment or financial expertise.

For more information about the WSIB, please visit its website at www.sib.wa.gov.

Olympia is located in Thurston County, the eighth most populated county among Washington State's 39 counties. Thurston County is among the fastest growing in the Pacific Northwest. Its steady economy, excellent educational opportunities, access to a variety of transportation, and abundance of social organizations makes Thurston County a top choice for those looking to relocate their families and businesses.

Over 215,000 residents call Thurston County home, with nearly 100,000 residents living in the northern tri-city area of Lacey, Olympia and Tumwater. The smaller towns of Rochester, Tenino, Rainier and Yelm are located in the more rural areas of Thurston County. The cost of living, compared to other parts of the state, is reasonable. Washington State has no state income tax, another factor that attracts an increasing number of citizens. A low crime rate and an array of housing options make the area an ideal place to make a new home.

For more information about the area, see <http://thurstoncountywa.usachamber.com>.

RESPONSIBILITIES

The Senior Investment Officer (SIO) - Public Equity is responsible for the prudent employment of assets the Board has allocated to the public equity class. Principal responsibilities include:

- Determines appropriate portfolio structure and strategy for the various portfolios, and provides leadership in the development of investment policies, procedures and guidelines for the public equity class.
- Completes economic, industry and sector research.
- Manages the assets to meet or exceed the Board's investment objectives (e.g., benchmarks, policy targets) while incurring the lowest possible risk.
- Monitors investment managers and their compliance with contractual obligations and investment guidelines.
- Directs managerial responsibility for the public equity unit, including leadership, supervision of investment officers within the asset class, planning work assignments, enforcing standards, and evaluating employee performance.
- Participates in the overall planning, execution and administration of the investment division as a member of the Senior Investment Management staff.
- Represents the Board's interest in the public equity sector and investments by participating in public equity organizations and conferences.
- Ensures prudent use of public resources, as well as compliance with federal, state and agency statutory and policy requirements.

The SIO reports to the chief investment officer who reports to the executive director. One investment officer reports to the SIO.

EDUCATION & EXPERIENCE

- Undergraduate degree from an accredited college or university.
- CFA designation strongly preferred.
- Substantial experience managing a public equity program with significant external management.
- Experience with index and enhanced index strategies, as well as risk controls.
- Experience with both domestic and global active public equity strategies; knowledge of hedge fund strategies is a strong plus.
- Experience developing and mentoring investment staff.

PERSONAL CHARACTERISTICS

- Excellent written and oral communication skills; confident, mature presentation skills with an ability to develop immediate credibility with diverse parties ranging from the Board and executive director to external stakeholders.
- Strong intellectual curiosity and healthy skepticism; able to analyze ideas and situations to gain a thorough understanding.
- An innovator who will identify, investigate and recommend new public equity and related investment strategies.
- Broad thinking skills regarding the organization and the relationship of investment products to operations and processes.
- Passion for and ability to defend one's ideas.
- Desire and ability to participate as a member of the Senior Investment Management Team; willingness to contribute to overall investment strategy and operational process development.

OPPORTUNITY

This position offers an opportunity to work in a premier investment organization as part of a collegial team of strong investment professionals, with regular exposure to leading investment management experts and ideas. Quality of life in the Olympia area and a good work/life balance are also major selling points of this opportunity.

COMPENSATION

Base compensation will be competitive with other large public sector investment organizations, corresponding to the experience level, credentials, and personal characteristics of the candidate. There is currently no incentive compensation plan for the WSIB. A full range of employee benefits will be offered to the successful candidate including: two retirement plan options and a deferred compensation plan; medical, dental, and vision insurance, as well as basic life and long

term disability insurance; professional education and training (encouraged and fully paid); tuition reimbursement for formal education that enhances an employee's position; flexible work schedules; an employee assistance program; a dependent care assistance program; and credit union membership. Relocation expenses are reimbursable under state guidelines.

NON-DISCRIMINATION

The WSIB is an Equal Opportunity Employer.

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