



**DISTRICT OF COLUMBIA RETIREMENT BOARD
MEETING MINUTES
DECEMBER 15, 2011
12:15 PM**

MEMBERS PRESENT

Michael J. Warren, Chairman
Lyle M. Blanchard
Joseph M. Bress
Joseph W. Clark
Deborah Hensley
Judith C. Marcus
Darrick O. Ross
Edward C. Smith
George R. Suter
Thomas N. Tippett

DCRB STAFF PRESENT

Eric Stanchfield, Executive Director
Erie Sampson, General Counsel
Sheila Morgan-Johnson
Joan Passerino
Tom Anderson
Daniel Hernandez
Michael Williamson
Donnie Bryant
Leslie King
Gurvinder Shergill
Corrine Koch
Sebastian Podesta
Deborah Reaves
Katie Schultz*
Yolanda Smith
Denice McSears
Rabinai Carson

MEMBERS NOT PRESENT

Barbara Davis Blum
Diana K. Bulger**
Lasana Mack, Ex-Officio

OTHERS PRESENT

Brenda Mathis, OCFO
Dennis Sugino, Cliffwater
Mark Williams, Cliffwater
Fran Peters, Meketa
Ed Koebel, Cavanaugh Macdonald
Jonathan Craven, Cavanaugh Macdonald
Tom Cavanaugh, Cavanaugh Macdonald
Otis Ofori, Greenhall Capital Partners

*Not present at Roll Call

**Participated by telephone.

ROLL CALL

Chairman Warren called the meeting to order at 12:32 p.m. Mrs. Deborah Reaves called the roll.

APPROVAL OF MINUTES

Mr. Warren made the following motion, which was seconded by Mr. Suter:

Motion #1: To approve the October 20, 2011, Board meeting minutes.

A voice vote was called and the motion was approved 9-0, with one abstention. (See Tally #1)

CHAIRMAN'S COMMENTS

The Chairman's Comments were moved to the end of the agenda.

GENERAL COUNSEL REPORT

Ms. Sampson, the General Counsel, read the General Counsel's Report, including the following items:

- **Litigation:**
 - On November 10, 2011, DCRB was served with a lawsuit by a former spouse of a deceased police officer (*Cheryl Rivera v. DCRB*, CA No. 2011 CA 7131 B). Because this is a split benefit issue, the U.S. Department of Treasury, Office of D.C. Pensions (ODCP), was served with a similar lawsuit.
 - Deutsche Bank Trust Company (Tribune Litigation) Update: This litigation remains stayed.
- **Mandatory Ethics Training:** Training was conducted for all DCRB staff in November in conjunction with the D.C. Office of the Attorney General;
- **Proposed Action:** That the Board ratify the final DCRB Board Rule, 7 DCMR 1511.11, published in the *District of Columbia Register* (58 DCR 010347) December 9, 2011, which amends DCRB's governing standards for establishing a quorum by allowing trustees to participate and vote in meetings via teleconference, videoconference, or other electronic means as determined by the Board. Ms. Sampson noted that this rule would be a useful tool in case of inclement weather and that the Board may choose to use the rule at its discretion. A discussion followed. The Board agreed to table the motion.

INVESTMENT COMMITTEE REPORT

In the absence of Ms. Blum, Investment Committee Chair, Ms. Marcus read the following items into the record to be voted on by the Board:

Following a request by the Board, Ms. Marcus made a motion to accept all of the actions voted on in the December 15, 2011, Investment Committee meeting but to vote on them individually.

Mr. Warren made the following motion, which was seconded by Mr. Bress:

Motion #2: To enter into Executive Session (D.C. Code § 1-909.05(e), (f)) at 1:30 p.m. pursuant to D.C. Code §2-575(b)(1), (2), (11) because discussion of financial information obtained from outside the government, to the extent disclosure would result in substantial harm to the competitive position of the person from whom the information was obtained. *A voice vote was called and the motion was approved 10-0. (See Tally #2)*

Chairman Warren made the following motion, which was seconded by Mr. Tippett:

Motion #3: To exit Executive Session and return to regular Open Session at 2:15 p.m. *A voice vote was called and the motion was approved 9-0. (See Tally #3)*

Mr. Warren made the following motion, which was seconded by Mr. Clark:

Motion #4: To confirm NCREIF Open End Diversified Core Fund Index (NFI-ODCE) Net of Fees plus 150 basis points over five-year rolling periods as the benchmark for the Private Real Estate program. *A voice vote was called and the motion was approved 9-0 with one abstention. (See Tally #4)*

Ms. Marcus made the following motion, which was seconded by Mr. Bress:

Motion #5: To approve the following real assets benchmarks:

1. MSCI US REIT Index for the Passive REIT program and manager.
2. 80% NFI-ODCE Net of Fees plus 150 basis points and 20% MSCI US REIT Index over five-year rolling periods for the Real Estate program.
3. CPI-U (All Urban Consumers) plus 700 basis points over five-year rolling periods for the Infrastructure/Opportunistic program and partnerships.
4. Cliffwater Private Energy Index over five-year rolling periods for the Private Energy program and partnerships.
5. CPI-U plus 700 basis point over five-year rolling periods for the Real Assets program.

A voice vote was called and the motion was approved 9-0. (See Tally #5)

Ms. Marcus made the following motion, which was seconded by Ms. Hensley:

Motion #6: Pursuant to the Board rules, Board action is required for a Trustee to take travel within 60 calendar days of the member's scheduled term expiration. Ms. Blum's term is due to expire January 27, 2012. Therefore, Ms. Blum, as the Investment Committee Chair, is requesting Board approval to travel with Investment staff on due diligence visits to the finalists in the Board absolute return/private equity investment consulting search tentatively scheduled in January 2012. *A voice vote was called and the motion was approved 9-0. (See Tally #6)*

OPERATIONS COMMITTEE REPORT

Mr. Clark, the Operations Committee Chair, read the Operations Committee Report, including the following items:

- Retired Firefighter Election: True Ballot Incorporated counted ballots on November 16, 2011, for the election of a Trustee to represent the retired firefighters. Ms. Yolanda Smith and Ms. Leslie King of DCRB staff observed the ballot count. The results are as follows: a total of 776 votes were counted, of which 684 were paper ballots and 92 were telephone votes. Six hundred ninety-one votes were cast for Thomas Tippett, 85 were cast for Jesse Everett, and 3 were blank or void. Ms. Smith confirmed that 1492 ballots were mailed out in the election.

Mr. Clark and the Board congratulated Mr. Tippett on the results of the Retired Firefighter Election and made the following motion, which was seconded by Ms. Hensley:

Motion #7: To certify the results of the 2011 Retired Firefighter election. *A voice vote was called and the motion was passed 8-0, with one abstention. (See Tally #7)*

- CAFR Award: The Certificate of Achievement for Excellence in Financial Reporting has been awarded to DCRB by the Government Finance Officers Association of the United

States and Canada (GFOA) for DCRB's comprehensive annual financial report (CAFR). The Certificate of Achievement is the highest form of recognition in the area of governmental accounting and financial reporting, and DCRB's attainment represents a significant accomplishment by a government and its management. An Award of Financial Reporting Achievement has been awarded to Sebastian Podesta, Budget Analyst. The award is given to the individual(s), department or agency designated by the government as primarily responsible for preparing the award-winning CAFR;

- PPCC Award: DCRB has been awarded the Public Pension Coordinating Council (PPCC) award for a third consecutive year. DCRB was among the few public systems that received the Public Pension Coordinating Council Recognition Award for Funding. This is based on DCRB's comprehensive benefit program, funding adequacy, annual actuarial valuation, an unqualified audit opinion, written investment policies, fiduciary standards, and effective member communications;
- Presentation of Actuarial Valuation: Mr. Ed Koebel, Mr. Jonathan Craven, and Mr. Tom Cavanaugh of Cavanaugh Macdonald Consulting, LLC presented the draft actuarial valuation report as of October 2, 2011 for FY 2013 contributions. Mr. Cavanaugh noted that there have been some assumption changes from the last experience study. In terms of the funded status as of October 1, 2011, Mr. Cavanaugh noted that due to the 7-year smoothing method used by the Board, there has been a reduction in the actuarial value of the assets for the Teachers. Mr. Craven noted that, due to the smoothing method used by DCRB, losses from the 2008 and 2009 fiscal years are still showing up. The funded ratios on an actuarial value of assets for the combined Teachers' Retirement Fund and Police Officers and Firefighters' Retirement Fund are 106.4%, and on market value the funded ratio is 92%. Mr. Craven noted that there are very few other retirement systems in the United States with funded ratios this high. They noted that these funded ratios were calculated under the Entry Age Normal method. Mr. Craven noted that the advantage of the Entry Age Normal method over the Aggregate method is that gains and losses are amortized over 20 years, and this allows for more flexibility. The Entry Age Normal method is the generally accepted method and allows for greater stability.

Mr. Bress, as the Secretary of the Board, made the following motion, which was seconded by Mr. Tippett:

Motion #8: That the Board adopt the certified District Contribution, as presented in the actuarial valuation report as of October 1, 2011, for FY 2013 contributions in the amount \$102,721,00. *A voice vote was called and the motion was passed 8-0. (See Tally #8)*

- FY 2013 Budget: DCRB's Budget Analyst, Sebastian Podesta, presented the FY 2013 budget to the Board for its approval. He noted that the FY 2013 budget will remain at \$30.3 million. Budget increases include the following: staff increases, revised turnover/leave assumptions, additional pay, increase of 2 FTEs; information technology costs to establish the infrastructure, security and projects needed to support DCRB's operations and initiatives; data reclamation and Pension Information Managements System (PIMS) schedules. The 2 FTEs will bring the total staff count to 52 FTEs. About 20% of the budget is for personnel services and the remaining amount is in the non-personnel services. Mr. Podesta also highlighted several budget reductions, including the following: investment management fees (due to the portfolio's shift to passively-managed

index funds) and continually improving accuracy in estimating recurring operational costs. He noted that the total for the budget has remained fairly stable over the past. In FY 2011, DCRB expended about 70% of its budget. Mr. Podesta noted that any unexpended budget remains in the Trust. DCRB's estimated share of STAR costs is \$1.2 million, and Treasury's estimated share of DCRB's budget is \$3 million. The District's Contribution for FY 2013 is expected to decrease from \$117 million to approximately \$103 million.

Mr. Bress, as the Secretary of the Board, made the following motion, which was seconded by Mr. Tippet:

Motion #9: That the Board accept the FY 2013 Budget. *A voice vote was called and the motion was passed 8-0. (See Tally #8)*

BENEFITS COMMITTEE REPORT

In the absence of Mr. Suter, Benefits Committee Chair, Mr. Marcus updated the Board on the following activities:

- **Post-Retirement Health Care Coverage Changes:** On December 1, 2011, DCRB implemented the legislative changes affecting health care coverage passed by the DC Council over the past 24 months. A total of 413 annuitants covered by District health care plans were affected by the legislation. Approximately 12 annuitants were significantly affected, and eight annuitants were no longer covered by District health care because they did not have 10 years of creditable District service when they retired. The remainder experienced premium increases of over 40%. The DCRB Benefits staff called each of these annuitants in advance of the December pension payments were released. In addition, DCRB staff has been working with DCHR and DCPS HR to determine an equitable solution. All, but one, of the significantly affected annuitants are teachers. Ms. Passerino noted that the only available solution will have to be a legislative solution. She also noted that the people who were caught by these changes were not advised prior to their retirements of the changes;
- **Systems Project Status Report:** Mr. Michael Williamson gave an overview of the work that has been done on the Pension Information System and Data Reclamation project. The project team has decided to split the one previous project into two separate projects. DCRB is now moving forward in partnership with DCHR. The project team has asserted that it is an appropriate time to issue an RFP to find a vendor to do the data reclamation. This vendor will be brought before the Board. The consultant estimates that the cost will be \$3.2 million or more, and it is estimated that the data reclamation and consolidation project will take from 13-to-24 months to complete. Mr. Williamson noted that there is money in the FY 2012 budget for this project, and there is also money available in the FY 2013 budget if necessary. A project overview was used as the basis for discussions at a kick-off meeting co-chaired by Eric Stanchfield and Shawn Stokes, DCRH's new Director of Human Resources. This meeting was attended by DCHR, DCRB, OPRS, OCTO, and Treasury.

Ms. Marcus made the following motion, which was seconded by Mr. Tippet:

Motion #10: The Benefits Committee recommends that the Board approve the preparation and issuance of an RFP to solicit a vendor to gather and cleanse data on active members of the District of Columbia Police Officers and Firefighters' Retirement Plan and the District of Columbia Teachers' Retirement Plan for use with a new retirement information system. *A voice vote was called, and the motion was approved 8-0. (See Tally #10)*

- Plan Compliance Matters: DCRB and OCFO engaged Venable LLC to review both the Teachers' Plan and the Police Officers and Firefighters' Plan for amendments that will be necessary to bring the Plans into written and operational compliance with applicable provisions of federal tax law. Venable has drafted Plan amendments along with a motion and resolution for the Board's approval. Ms. King gave an overview of plan compliance matters. She noted that though the Plans have been operating in compliance with the required tax law revisions since the 2001 Economic Growth and Tax Relief Reconciliation Act, they have not been updated to include the requirements in writing. She noted that the amendments make no changes to the benefits structure or harm the Fund in any way. The following resolution was presented to the Board on behalf of the Benefits Committee:

Ms. Marcus read the following resolution:

The purpose of this resolution is to detail the applicable actuarial assumptions adopted by the Board used to determine the amount of any benefit under the District of Columbia Teachers' Retirement Plan and the District of Columbia Police Officers and Firefighters' Retirement Plans that is determined on the basis of actuarial assumption as required by section 401(1)(25) of the Internal Revenue Code. Such benefits will not be subject to employer discretion. Effective October 20, 2011, the following assumptions shall be used:

Mortality Tables: For the Teachers' Retirement Plan, the RP-2000 Combined Mortality Table projected with Scale AA to 2015, set back 3 years for females, is used for health annuitants and the RP-2000 Disabled Mortality Table, set back 1 year for males and set back 5 years for females, is used.

For the Police Officers and Firefighters' Retirement Plan, the RP-2000 Combined Mortality Table projected with Scale AA to 2015, set forward 1 year for females, is used for healthy annuitants and a nonprescribed table is used for disability annuitants.

Interest Rate: 7% is used for both Plans. Cost of Living Adjustments (COLAs): 4.25% is used for members hired prior to November 1, 1996. 3% is used for members hired on or after November 1, 1996.

Following the reading of the resolution, Ms. Marcus made the following motion, which was seconded by Mr. Bress:

Motion #11: That the Board approve the resolution and the recommended amendments to the District of Columbia Teachers' Retirement Plan the District of Columbia Police Officers and Firefighters' Retirement Plan required to maintain the Plans' tax-qualified status. *A voice vote was called, and the resolution was passed 8-0. (See Tally #11)*

A brief discussion followed.

LEGISLATIVE REPORT

The Legislative Report was given by Mr. Smith on behalf of Mr. Blanchard. The items covered included:

- B19-570, “Equity in Survivor Benefits Amendment Act of 2011”: Introduced November 1, 2011, by Councilmember Phil Mendelson, this proposed legislation would amend the District’s Police Officers and Firefighters’ and Teachers’ Retirement Plans to reduce the age from 60 to 55 for when remarriage by a surviving spouse terminates their survivor annuity. This amendment would conform the remarriage age in the Plans to the remarriage age in the D.C. Spouse Equity Act, which applies to the Plans. At present, there is no proposed federal amendment to the 1997 Balanced Budget Act. This legislation was cosponsored by Councilmembers Mary Cheh, Jim Graham, and Harry Thomas, Jr., and has been referred to the Committee on the Judiciary and the Committee of the Whole;
- Fire and Emergency Medical Services Employee Presumptive Disability Amendment Act of 2011: Legislation was introduced before the DC Council on December 6, 2011, by Councilmember Mendelson and Evans. This would amend the Fire and Police Medical Leave and Limited Duty Amendment Act to create a presumption that FEMS personnel that are diagnosed with 31 diseases enumerated in the Act have an occupational disease that was suffered in the line of duty are thus entitled, upon meeting qualifications, to work in a limited-duty status or to non-chargeable medical leave and administrative pay. This is common legislation in 38 other states, including Virginia and Maryland.

No action items were recommended by the Committee.

EXECUTIVE DIRECTOR REPORT

Mr. Stanchfield updated the Board on the following items:

- Meeting with Muriel Bowser’s staff: Jordyne Blaise, Legislative Counsel from Muriel Bowser’s staff, met with Michael Warren, Lyle Blanchard, Eric Stanchfield, and other members of DCRB Senior Staff to gain familiarity with DCRB’s mission and operations;
- Hearing of the Committee on Small and Local Business Development Testimony: On behalf of DCRB, Mr. Donnie Bryant, Senior Procurement Specialist, testified that DCRB is an independent agency, exempt from the Procurement Practices Act and is not obligated to submit a Small Business Enterprise Report. Mr. Bryant emphasized that DCRB policies address the issues and our intentions are to work with small businesses as much as possible. Two million dollars in expenditures in FY 2011 were from small business enterprises;
- Washington Teachers Union Meeting: DCRB staff met with Nathan Saunders, the head of the Washington Teachers’ Union, and some of his staff, to discuss Option 2 in the Teachers’ contract, which would give excessed teachers with 20 years of service full retirement benefits;
- DC Charter Schools: DCRB has been in contact with the DC Charter Schools with regards to questions relating to Teachers’ contribution history and charter school teachers participation in the Teachers’ Plan. A meeting will be set up between DCPS, DCRB, and

the Charter Schools to discuss these issues. Ms. Passerino stated that there are 70 charter school teachers who participate in the Plan;

- Other communications updates: DCRB’s new website will be launching at the end of December at <http://dcrb.dc.gov>. The Board will be given a preview at the January 2012 meeting;

CHAIRMAN’S COMMENTS

- Chairman Warren thanked the Board and staff for all of the incredible work that has been done over the past year on behalf of DCRB.

OTHER BUSINESS

There was no further business to be brought before the Board.

ADJOURNMENT

Motion #12: Ms. Hensley moved to adjourn the meeting at 3:45 p.m. The motion was seconded by Mr. Bress. *A voice vote was called and the motion was approved 8-0. (See Tally #11)*

**DISTRICT OF COLUMBIA RETIREMENT BOARD
RECORD OF OFFICIAL BOARD ACTIONS**

Tally #1		Date: December 15, 2011			
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Blanchard, Lyle M.	√				
Blum, Barbara Davis					√
Bress, Joseph M.	√				
Bulger, Diana K.					√
Clark, Joseph W.	√				
Hensley, Deborah	√				
Marcus, Judith C.			√		
Ross, Darrick O.	√				
Smith, Edward C.	√				
Suter, George R.	√				
Tippett, Thomas N.	√				
Warren, Michael J.	√				

*Ms. Marcus abstained because she was not present at the October 20, 2011 Board meeting.

Tally #2			Date: December 15, 2011		
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Blanchard, Lyle M.	√				
Blum, Barbara Davis					√
Bress, Joseph M.	√				
Bulger, Diana K.					√
Clark, Joseph W.	√				
Hensley, Deborah	√				
Marcus, Judith C.	√				
Ross, Darrick O.	√				
Smith, Edward C.	√				
Suter, George R.	√				
Tippett, Thomas N.	√				
Warren, Michael J.	√				

Tally #3			Date: December 15, 2011		
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Blanchard, Lyle M.	√				
Blum, Barbara Davis					√
Bress, Joseph M.	√				
Bulger, Diana K.					√
Clark, Joseph W.	√				
Hensley, Deborah	√				
Marcus, Judith C.	√				
Ross, Darrick O.	√				
Smith, Edward C.	√				
Suter, George R.					√
Tippett, Thomas N.	√				
Warren, Michael J.	√				
*Mr. Suter left the meeting during Executive Session.					

Tally #4		Date: December 15, 2011			
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Blanchard, Lyle M.	√				
Blum, Barbara Davis					√
Bress, Joseph M.	√				
Bulger, Diana K.					√
Clark, Joseph W.	√				
Hensley, Deborah	√				
Marcus, Judith C.	√				
Ross, Darrick O.	√				
Smith, Edward C.	√				
Suter, George R.					√
Tippett, Thomas N.	√				
Warren, Michael J.	√				

Tally #5		Date: December 15, 2011			
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Blanchard, Lyle M.	√				
Blum, Barbara Davis					√
Bress, Joseph M.	√				
Bulger, Diana K.					√
Clark, Joseph W.	√				
Hensley, Deborah	√				
Marcus, Judith C.	√				
Ross, Darrick O.	√				
Smith, Edward C.	√				
Suter, George R.					√
Tippett, Thomas N.	√				
Warren, Michael J.	√				

Tally #6		Date: December 15, 2011			
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Blanchard, Lyle M.	√				
Blum, Barbara Davis					√
Bress, Joseph M.	√				
Bulger, Diana K.					√
Clark, Joseph W.	√				
Hensley, Deborah	√				
Marcus, Judith C.	√				
Ross, Darrick O.	√				
Smith, Edward C.	√				
Suter, George R.					√
Tippett, Thomas N.	√				
Warren, Michael J.	√				

Tally #7		Date: December 15, 2011			
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Blanchard, Lyle M.	√				
Blum, Barbara Davis					√
Bress, Joseph M.	√				
Bulger, Diana K.					√
Clark, Joseph W.	√				
Hensley, Deborah	√				
Marcus, Judith C.	√				
Ross, Darrick O.	√				
Smith, Edward C.	√				
Suter, George R.					√
Tippett, Thomas N.			√		
Warren, Michael J.	√				

Tally #8		Date: December 15, 2011			
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Blanchard, Lyle M.					√
Blum, Barbara Davis					√
Bress, Joseph M.	√				
Bulger, Diana K.					√
Clark, Joseph W.	√				
Hensley, Deborah	√				
Marcus, Judith C.	√				
Ross, Darrick O.	√				
Smith, Edward C.	√				
Suter, George R.					√
Tippett, Thomas N.	√				
Warren, Michael J.	√				

Tally #9		Date: December 15, 2011			
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Blanchard, Lyle M.					√
Blum, Barbara Davis					√
Bress, Joseph M.	√				
Bulger, Diana K.					√
Clark, Joseph W.	√				
Hensley, Deborah	√				
Marcus, Judith C.	√				
Ross, Darrick O.	√				
Smith, Edward C.	√				
Suter, George R.					√
Tippett, Thomas N.	√				
Warren, Michael J.	√				

Tally #10			Date: December 15, 2011		
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Blanchard, Lyle M.					√
Blum, Barbara Davis					√
Bress, Joseph M.	√				
Bulger, Diana K.					√
Clark, Joseph W.	√				
Hensley, Deborah	√				
Marcus, Judith C.	√				
Ross, Darrick O.	√				
Smith, Edward C.	√				
Suter, George R.					√
Tippett, Thomas N.	√				
Warren, Michael J.	√				

Tally #11			Date: December 15, 2011		
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Blanchard, Lyle M.					√
Blum, Barbara Davis					√
Bress, Joseph M.	√				
Bulger, Diana K.					√
Clark, Joseph W.	√				
Hensley, Deborah	√				
Marcus, Judith C.	√				
Ross, Darrick O.	√				
Smith, Edward C.	√				
Suter, George R.					√
Tippett, Thomas N.	√				
Warren, Michael J.	√				

Tally #12			Date: December 15, 2011		
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Blanchard, Lyle M.					√
Blum, Barbara Davis					√
Bress, Joseph M.	√				
Bulger, Diana K.					√
Clark, Joseph W.	√				
Hensley, Deborah	√				
Marcus, Judith C.	√				
Ross, Darrick O.	√				
Smith, Edward C.	√				
Suter, George R.					√
Tippett, Thomas N.	√				
Warren, Michael J.	√				