



**DISTRICT OF COLUMBIA RETIREMENT BOARD (DCRB)
DRAFT* OPEN BOARD MEETING MINUTES
THURSDAY, September 19, 2024
1:30 P.M. via WebEx**

***These draft minutes must be approved by the Board at its next Open Board meeting.
Full meeting minutes will be posted after the next Open Board meeting.**

MEMBERS PRESENT

Chair, Joseph M. Bress
Lyle M. Blanchard (1:41 pm)
Joseph W. Clark
Mary A. Collins
Christopher Finelli
Geoffrey Grambo
Danny C. Gregg
Tracy S. Harris
Nathan A. Saunders
Greggory Pemberton (1:36 pm)
Adam Weers
Carmen Pigler, Ex Officio

MEMBERS NOT PRESENT

DCRB STAFF PRESENT

Gianpiero "JP" Balestrieri, Executive Director
Emily Bowie
Kate Robinson
Patrick Sahn
Paul Gormley
Ram Murthy
Daniel Hernandez
Vernon Valentine
Lauren Smith
Lori Morgan
Leslie West
Jaininne Edwards
Shaquja Clark
Johniece Harris, Board Liaison

OTHERS PRESENT

Gar Chung-Financial News
Joe Ebisa-With Intelligence
Sam Fuller-Mandate Wire

ROLL CALL

Chair Joseph Bress called the meeting to order at 1:30 p.m. and Ms. Johniece Harris called the roll.

APPROVAL OF MINUTES

Chair Bress introduced a motion to approve the open session Board meeting minutes.

Motion #1: To approve the July 18, 2024 Open Board meeting minutes.

The motion was moved by Trustee Gregg and properly seconded by Trustee Harris.
 The motion was approved by unanimous vote (9-0). (See Tally #1)

Tally #1			Date: September 19, 2024		
<u>Motion #1:</u> To approve the May 16, 2024 open session Board meeting minutes.					
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Bress, Joseph M., Chair	√				
Blanchard, Lyle M.					√
Clark, Joseph W.	√				
Collins, Mary A.	√				
Finelli, Christopher	√				
Grambo, Geoffrey P.	√				
Gregg, Danny C.	√				
Harris, Tracy S.	√				
Pemberton, Gregory J.					√
Saunders, Nathan A.	√				
Weers, Adam	√				

Trustee Gregg stated that motion #3 needed to be corrected to reflect the name of the trustee that seconded the motion. Chair Bress replied that the correction would be made and reposted for review.

CHAIR REPORT

Chair Bress referred trustees to his written report and commented on the following topics:

- **In-Person Board Attendance:** Board meetings will continue virtually and in person. Those who want to meet in the Board room are welcome to do so, please let staff know.
- **Updates on Investments:** In July I wrote that the economic and political worlds are in a period of flux and the economic world as articulated by the Fed has had a recent very positive effect on investments. The Fed yesterday cut its rate by 1/2 point, the highest that was predicted would happen. This cut is a statement of its confidence that the inflation rate is trending to 2%.

Recently, it was reported that consumers were lagging in payment of their monthly credit card debt. This cut may help to reduce that issue as it is reflected in the credit card costs, rates that I think were too high to begin with. How this will affect the economy in terms of food prices, automobile purchases, etc., will be seen over the next month. As well, the market’s response will be watched.

As we learned today, our fund returned 8.2% for the calendar year and 15.8% for the fiscal year to date. So, as I last said, while the future ain’t what it used to be, we have to do our best to make the future work for our Fund in light of the changing economy.

- **Rules of Professional Behavior for Board Meetings:** I would like to ask that Trustees and Staff please observe the following rules of professional behavior for Board and Committee meetings:

1. Board and Committee meetings must start and end on time in accordance with the schedule set forth in the meeting agenda.
 2. Trustees and Staff must treat each other with respect and professionalism.
 3. Each Trustee is also asked to be respectful of their peers.
 4. Please turn your camera on and mute your audio until you are asked to speak
- **Diligent Log-In:** A friendly reminder about the recent changes to Diligent’s sign-in process implemented by Diligent. From now on, you’ll need to use your dc.gov email address as your username to log in to the application.
 - Upon your next attempt to access Diligent, you’ll be prompted to update your username with your dc.gov email address.
 - If the displayed email address isn’t correct, you’ll have the option to enter the right one.

If you have any questions or require assistance with this update, please don’t hesitate to reach out to the IT team.

- **Trustee’s Election Timetable:** The 2024 Elections have begun for the Active Teacher, Active Firefighter, and Retired Police Officer Representative. Notice of Election and Request for Nominations, including Statement of Candidacy Forms were sent to eligible members on September 6, 2024. Members of this constituent group may cast their vote from November 13 through December 13, 2024 by mail, phone, or internet.
- **Next Board Meeting:** The next meeting will be held on November 21, 2024 and during the month of October committee meetings will occur.
- **Board Motions:** As a reminder, when voting on Board motions and resolutions, individual voice votes are required.
- **Member Complaints:** Trustees who receive any complaints or concerns from Retirement Plan members should forward those complaints to the Executive Director and the appropriate DCRB department head.

Trustee Collins stated that any information pertaining to the Board should be distributed to all 11 members of the Board and not just a select few. Chair Bress responded that all materials being sent to the trustees are also available in Diligent Board books.

Trustees moved to the next item on the agenda.

EXECUTIVE DIRECTOR’S REPORT

Executive Director, Gianpiero “JP” Balestrieri, gave an update on the following topics:

1. Staffing Update

- a. **New Hires and Pending Hires**
- b. **Current Vacancies to Fill**

2. Fiscal Year 2024 Fund Performance and Investment Update (As of 9/16/2024)

- a. **Total Market Value of the Fund** is at \$12.1 billion

- b. **Firm Fund Liquidity:** Currently, the Fund holds approximately \$84million in cash vs. monthly benefit payments of approximately \$28mn
- c. **Net Returns to the Fund:**
 - i. Calendar YTD 2024: 8.4%
 - ii. Fiscal YTD 2024: 16.1%
 - iii. Last twenty (20) Years Average: the net return has averaged +6.4% per annum

3. Asset Allocation & Rebalancing Update

The DCRB investment team monitors the portfolio's asset allocation daily to ensure the asset allocation stays in line with targets and that there is sufficient liquidity to meet benefit payments, capital calls, and other operational needs.

- a. **Since the last board meeting:** the investment team has completed another 18 rebalancing transactions valued at about \$614 million.
- b. **Fiscal Year 2024 to date:** the investment team has completed 57 rebalancing transactions valued at approximately \$1.7 billion.

4. Investment Closings

- a. Closed a \$100 million commitment with Carlyle Realty Partners X, a U.S. real estate fund on August 22nd, 2024.
- b. Closed a \$150 million commitment with SilverRock Tactical Allocation Fund III, a North American private credit fund on September 16th, 2024.

5. The Data Harmonization Project (Certified Public Manager (CPM) Program) Update:

DCRB and the CPM team are in the final weeks of completing their work on the joint stakeholder data quality improvement process. DCRB and key stakeholders have worked together in project teams to establish tangible improvement opportunities. The project team will provide a final report in October 2024. The CPM project has rendered a collaborative and transparent approach to effectively implementing pragmatic solutions to data quality, timely data delivery and accountability mechanisms among all key stakeholder agencies.

6. Financial Management System (FMS) Modernization Process

DCRB's objective is to find a comprehensive end-to-end FMS solution for acquisition planning and procurement, contract management, financial management with planning, programing, budgeting, and execution (PPBE) using standard modules of Ledger, Accounts Payable, Accounts Receivable, Cash Management, and Reporting, along with Fixed Assets and Forecasting.

Trustee Saunders stated that he has a concern about DCRB's current policy on assisting members with healthcare issues. Mr. Balestrieri suggested that any discussion about a member's situation be discussed offline to preserve the individual's privacy. However, generally speaking, DCRB is an administrator of benefits and does not determine who is eligible to receive health benefits. Trustee Clark stated that he agreed that the conversation needs to be done outside of an open public forum to preserve the privacy protections of the member. Chair Bress also stated DCRB has no authority to determine what retirees are eligible to receive benefits under the health plans. Trustee Collins asked Trustee Gregg if information had been provided to him concerning the health plans. Trustee Gregg responded that the information was provided to him before he was Chair of the Benefits Committee and the reality is that we administer payments and not DCHR.

Trustees moved to the next item on the agenda.

LEGAL DEPARTMENT REPORT

Emily Bowie, General Counsel, referred the Board to the written report, which highlighted the following:

BENEFITS LITIGATION UPDATE

Clark v. District of Columbia et al. (1:23-cv-01564-RDM) (D.D.C.)

By way of background, a purported class of lateral Emergency Medical Technicians (EMTs) asserted one claim against DCRB for fiduciary breach and several discrimination-related claims against the District alleging unfair treatment under the *Paramedic and Emergency Medical Technician Lateral Transfer to Firefighting Amendment Act of 2001* (DC Code § 5-409.01). Plaintiffs argued that DCRB should have lobbied for more favorable legislation granting these EMTs prior service credit without a required purchase and breached a fiduciary duty by failing to do so.

As reported during the July meeting, DCRB has been dismissed from the federal case due to the Court's lack of jurisdiction. The judge permitted the Plaintiffs to replead their claims, if they choose to do so, in an appropriate state forum Plaintiffs indicated in a status report that they might seek to bring their District-law claims in Superior Court but have not yet done so. The next status hearing is scheduled to proceed this month.

Pearson v. District of Columbia Retirement Board et al., No. 1:23-cv-03597 (D.D.C.)

By way of background, DCRB, along with Mayor Bowser and Chairman Mendelson, are named as defendants in a lawsuit seeking damages arising out of DCRB's alleged negligence in disenrolling the member from a certain health care plan. DCRB's records indicate that the member is still enrolled in the health care plan in question.

Plaintiff opposed DCRB's motion to dismiss the complaint, and DCRB filed its reply in July 2024. The motion to dismiss is now fully briefed and awaiting the court's ruling.

CERTIFICATE OF INCUMBENCY

The Board was asked to approve an updated Certificate of Incumbency reflecting a title change for DCRB's new Chief Financial Officer during its July 2024 Board meeting. The Incumbency Certificate gives four of DCRB's senior-level employees and executives the authority to sign documents and approve transactions with the agency's custodial bank, Northern Trust Company ("Northern Trust"). These individuals include DCRB's Executive Director, Financial Manager, Chief Investment Officer, and Chief Financial Officer.

The Board has asked for clarification as to whether those named signatories have authority to act pursuant to the Incumbency Certificate individually, or if each signatory could only act jointly with all four named-authorized signatories in executing DCRB's transactions.

DCRB has interpreted all its prior Incumbency Certificates adopted in the last several years as conferring individual authority on each signatory. The Legal Department added language into the latest version confirming that each signatory is "individually authorized" for the avoidance of doubt and for clarification purposes only.

DCRB's approach is consistent with the terms of the agency's Master Custody Agreement with Northern Trust, effective December 1, 2015 (the "Custody Agreement"). Section 23 of the Custody Agreement states "any action required or permitted to be taken by [DCRB] shall be by written direction or instruction of...(iii) such other designee as shall be designated in writing by [DCRB] to act for [DCRB]. In other words, the Custody Agreement does not require a specific number of authorized signers and gives DCRB the discretion to decide who those

signatories should be and how many signatures are required to approve transactions.

The Legal Department agrees that it is prudent to continue its long-standing practice of conferring on each signatory to the Certificate of Incumbency independent signatory authority. Given the frequency of routine transactions with Northern Trust, it would be impractical and inefficient for DCRB to require all authorized signers to jointly approve every basic transaction. We note that there are certain transactions that require multiple levels of internal review by other DCRB employees for quality control – such as approving vendor payments from the custody account – however, these transactions are still subject to final approval by only one of the four individuals included in the Incumbency Certificate. Based on our review, there is only one type of transaction in the Finance Department that requires two authorized signers, which is authorizing employees to access DCRB's data on Northern Trust's online user portal.

Presented below are some examples of DCRB's routine transactions with Northern Trust that require approval by one authorized signer. This list is not exhaustive.

Transactions – 1 signature

- Approve rebalancing transactions in accordance with DCRB's Rebalancing Policy
- Approve invoices from investment consultants and other service providers (where the CIO acts as Contract Administrator)
- Approve new account forms that allow Northern Trust to set up new custody account after the IC approves a new investment.
- Approve vendor payments to be paid from custody account

Trustee Clark asked what the statute of limitation periods are for the claims that could be brought before the DC Superior Court. Ms. Emily Bowie, Interim General Counsel, responded that she believes the statute of limitations period for a breach of fiduciary duty is 6 years and is usually a known or unknown standard, however she will follow-up with the Board by email. Trustee Clark asked her to also provide the latest date and operative facts. Trustee Collins asked if DCRB has any other pending litigation cases and for a report be provided to all the trustees.

There was a lengthy discussion about the Certificate of Incumbency and it was decided that the issue and proposed motion would be brought back before the Operations Committee in the October meeting and the next Open Board meeting.

Trustees moved to the next item on the agenda.

INVESTMENT COMMITTEE REPORT

Committee Chair Weers reported that the Investment Committee met on Thursday, September 19, 2024. The official actions taken at this meeting are presented below for ratification by the full Board.

1. To approve the **Asset Allocation Ranges and Benchmarks** as presented by Meketa during the September 19, 2024, Investment Committee meeting and as contained at Exhibit A and Exhibit B hereto, respectively.
2. To replace **Fund X*** with the **Fund Y***, pending legal review and final due diligence. The Investment Team should seek to minimize operational risk and transaction costs in the transition process and report back to the Committee upon completion.
3. To approve a commitment of up to \$100 million to **Fund Z***, a private natural resources fund, pending legal review and final due diligence.

In addition, the Board closed on the following private market fund commitments since the last Investment Committee meeting:

1. A \$100 million commitment to **Carlyle Realty Partners X**, a U.S. real estate fund, closed on August 22, 2024.

Motion #2: To approve the Asset Allocation Ranges and Benchmarks as presented by Meketa during the September 19, 2024, Investment Committee meeting and as contained at Exhibit A and Exhibit B hereto, respectively.

The motion was moved by Trustee Weers and properly seconded by Trustee Gregg.
The motion was approved by unanimous vote (9-0). (See Tally #2)

Tally #2		Date: September 19, 2024			
Motion #2: To approve the Asset Allocation Ranges and Benchmarks as presented by Meketa during the September 19, 2024, Investment Committee meeting and as contained at Exhibit A and Exhibit B hereto, respectively.					
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Bress, Joseph M., Chair	√				
Blanchard, Lyle M.	√				
Clark, Joseph W.	√				
Collins, Mary A.					√
Finelli, Christopher	√				
Grambo, Geoffrey P.	√				
Gregg, Danny C.	√				
Harris, Tracy S.					√
Pemberton, Gregory J.	√				
Saunders, Nathan A.	√				
Weers, Adam	√				

Motion #3: To replace Fund X* with the Fund Y*, pending legal review and final due diligence. The Investment Team should seek to minimize operational risk and transaction costs in the transition process and report back to the Committee upon completion.

The motion was moved by Trustee Weers and properly seconded by Trustee Grambo.
The motion was approved (8-1). (See Tally #3)

Tally #3	Date: September 19, 2024
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Motion #3: To replace Fund X* with the Fund Y*, pending legal review and final due diligence. The Investment Team should seek to minimize operational risk and transaction costs in the transition process and report back to the Committee upon completion.

Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Bress, Joseph M., Chair	√				
Blanchard, Lyle M.	√				
Clark, Joseph W.	√				
Collins, Mary A.					√
Finelli, Christopher	√				
Grambo, Geoffrey P.	√				
Gregg, Danny C.	√				
Harris, Tracy S.					√
Pemberton, Gregory J.		√			
Saunders, Nathan A.	√				
Weers, Adam	√				

Motion #4 To approve a commitment of up to \$100 million to Fund Z*, a private natural resources fund, pending legal review and final due diligence.

The motion was moved by Trustee Weers and properly seconded by Trustee Finelli.
The motion was approved (7-2). (See Tally #4)

Tally #4		Date: September 19, 2024			
Motion #4: To approve a commitment of up to \$100 million to Fund Z*, a private natural resources fund, pending legal review and final due diligence.					
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Bress, Joseph M., Chair		√			
Blanchard, Lyle M.	√				
Clark, Joseph W.	√				
Collins, Mary A.					√
Finelli, Christopher	√				
Grambo, Geoffrey P.	√				
Gregg, Danny C.	√				
Harris, Tracy S.					√
Pemberton, Gregory J.		√			
Saunders, Nathan A.	√				
Weers, Adam	√				

Trustee Saunders stated that the motion indicates up to \$100 million, when will the Board be informed if the \$100 million was invested or not? Trustee Weers responded after the commitment closes, the disclosures will be provided in the Open Session Board meeting and confirm the number.

Trustees moved to the next item on the agenda.

OPERATIONS COMMITTEE REPORT

Committee Chair Finelli reported that the Operations Committee did not meet in August, and is scheduled to

meet again, on Tuesday, October 15, 2024, at 1pm.

However, in the July 18th Board meeting, the Committee brought forward three motions for Board approval, regarding updates to DCRB’s “Certificate of Incumbency” and “Certificate of Secretary,” and a new contract for annual actuarial services (with Bolton Partners). Of these items, the one remaining action item for the Board today is the Certificate of Incumbency. The motion is as stated (below). And if there are any questions regarding the request, DCRB’s Interim General Counsel (Emily Bowie) is prepared to speak further on it.

Motions	Proposed Actions
One	<i>TO APPROVE THE CERTIFICATE OF INCUMBENCY THAT AUTHORIZES THE EXECUTIVE DIRECTOR, CHIEF INVESTMENT OFFICER, CHIEF FINANCIAL OFFICER, AND FINANCIAL MANAGER, IN THEIR OFFICIAL CAPACITIES, INDIVIDUALLY OR COLLECTIVELY, TO TRANSACT BUSINESS WITH NORTHERN TRUST, DCRB’S CUSTODIAL BANK. THIS CERTIFICATE OF INCUMBENCY IS EFFECTIVE AS OF JUNE 18, 2024.</i>

Trustees moved to the next item on the agenda.

BENEFITS COMMITTEE REPORT

Committee Chair Gregg reported that the Benefits Committee did not meet this month. The next Benefits Committee meeting is scheduled for October 24, 2024 at 10 a.m. Presented below are some brief announcements of upcoming events.

Teachers Retirement Workshop – A WTU/DCPS/DCRB retirement workshop for teachers has been scheduled for Wednesday, October 9, 2024 from 4:30-7:00 p.m. at DCPS headquarters located at 1200 1st St NE (Room 1012A). DCRB will have a major presentation role, along with staff members from DCPS Human Resources.

Benefits Statements - Estimated Benefit Statements for active members will be available on the employee’s self-service account in active PeopleSoft by early November. DCRB is working again with our actuary, Bolton, to produce these statements with the same data that is used for the annual valuation. The members’ PeopleSoft data and salary information will be current as of July 1, 2024.

Fall Healthcare Open Enrollment - Both DC and Federal Health plans will be offering Open Enrollment from November 11, 2024 through December 9, 2024. More information for members will be posted at dcrb.dc.gov and mailed to members in early November with the assistance of a new print vendor.

Certified Public Manager Program –The CPM program team completed their engagement with DCRB and presented their final recommendations on District improvements to retirement processing to their cohorts on September 10, 2024. A copy of their final report and recommendations will be available for the October or December 2024 Benefits Committee. We are working to secure the CPM team attendance at one of these meeting to present their findings.

Trustee Gregg stated that due to a scheduling conflict the committee members will be polled to move the October 24, 2024 meeting to October 17, 2024.

Trustees moved to the next item on the agenda.

AUDIT COMMITTEE REPORT

In the absence Committee Chair Harris, Chair Bress stated that the Audit Committee did not this month. The next Audit Committee meeting is scheduled for October 15, 2024, at 10 am.

Trustees moved to the next item on the agenda.

LEGISLATIVE COMMITTEE REPORT

Chair Bress presented the following report in the absence of Committee Chair Blanchard reflecting legislative activities of interest since the July 18, 2024 Open Board meeting.

COUNCIL OF THE DISTRICT OF COLUMBIA

▪ **Fiscal Year 2025 Local Budget Act of 2024** (Bill 25-0785)

The Council adopted the local portion of the budget for the District of Columbia government for fiscal year 2025. The Mayor’s office returned the bill to the Council on July 16, 2024 without signature, which is a symbolic gesture of non-support. The budget includes \$143,454,000 to the Police Officers and Firefighters’ Retirement System and \$80,981,000 to the Teachers’ Retirement System, representing the District Government’s required contributions. The budget allocates \$40,187,000 for DCRB for FY 2025. Bill 25-0785 is now Act 25-0501. The Act was transmitted to Congress on August 6, 2024. The projected law date is December 7, 2024.

▪ **Deferred Retirement Option Program Amendment Act of 2024**

On July 12, 2024, Councilmembers introduced a bill to establish a deferred retirement option program (“DROP”) to allow retirement-eligible FEMS and MPD employees to continue working for up to 3 years and receive supplement payments in a separate retirement account. The bill establishes criteria for participation in the DROP, rules regarding the distribution of the DROP account upon cessation of participation and a variety of administrative duties for DCRB. The bill has been referred to the Committee of the Whole for hearings beginning on or after September 17, 2024.

MAYOR’S ORDERS

▪ **Mayor’s Order 2024-142** (July 16, 2024)

A Mayor’s Order announces the following appointments and reappointments to the Police Complaints Board:

1. Paul Ashton, reappointed as a public member from February 6, 2024 through January 12, 2025
 2. Bobbi Strange, reappointed as a public member from February 6, 2024 through January 12, 2026
 3. Derrick Colbert, appointed as a public member, filling a vacant seat, from February 6, 2024 through January 12, 2026
- Trustees moved to the next item on the agenda.

Trustees moved to the next item on the agenda

Chair Bress made the following motion to close the public session of the meeting at 3:27 p.m.

Motion #5: To enter closed session to discuss personnel matters pursuant to D.C. Code §§ 1- 909.05(e) and 2-575(b)(10).

The motion was moved by Chair Bress and properly seconded by Trustee Grambo. The motion was approved by unanimous vote. (9-0). (See Tally #5)

Tally #5:			Date: September 19, 2024		
<u>Motion #5:</u> To enter closed session to discuss personnel matters pursuant to D.C. Code §§ 1- 909.05(e) and 2-575(b)(10).					
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Bress, Joseph M., Chair	√				
Blanchard, Lyle M.	√				

Clark, Joseph W.	√				
Collins, Mary A.					√
Finelli, Christopher	√				
Grambo, Geoffrey P.	√				
Gregg, Danny C.	√				
Harris, Tracy S.					√
Pemberton, Gregory J.	√				
Saunders, Nathan A.	√				
Weers, Adam	√				

Closed Session: From 3:28 p.m. to 4:08 p.m.

Motion #6: To return to open session at 4:08 p.m.

The motion was moved by Chair Bress and properly seconded by Trustee Gregg.
The motion was approved by unanimous vote. (8-0). (See Tally #6)

Tally #6:		Date: September 19, 2024			
<u>Motion #6:</u> To return to open session at 4:08 p.m.					
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Bress, Joseph M., Chair	√				
Blanchard, Lyle M.	√				
Clark, Joseph W.	√				
Collins, Mary A.					√
Finelli, Christopher	√				
Grambo, Geoffrey P.	√				
Gregg, Danny C.	√				
Harris, Tracy S.					√
Pemberton, Gregory J.	√				
Saunders, Nathan A.	√				
Weers, Adam					√

Motion #7: To adjourn the meeting at 4:10 p.m.

The motion was moved by Chair Bress and properly seconded by Trustee Grambo.
The motion was approved by unanimous vote (8-0). (See Tally #7)

Tally #7		Date: September 19, 2024			
<u>Motion #7:</u> To adjourn the meeting at 4:10 p.m.					
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Bress, Joseph M., Chair	√				
Blanchard, Lyle M.	√				
Clark, Joseph W.	√				
Collins, Mary A.					√

Finelli, Christopher	√				
Grambo, Geoffrey P.	√				
Gregg, Danny C.	√				
Harris, Tracy S.					√
Pemberton, Gregory J.	√				
Saunders, Nathan A.	√				
Weers, Adam					√

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