Taft-Hartley Plans

At a glance

$952 BILLION IN ASSETS*

156 client relationships

CLIENT ORIENTED

66% of our current clients have been with Verus for over 10 years.

PROACTIVE COMMUNICATION

Educating clients about the economy, markets, and portfolio construction is a key component of our service. Deeper risk analytics enhance the quality of communication.

ACCESSIBLE

Low client-to-consultant and high research professional-to-consultant ratios combine for a comprehensive, yet personalized approach to client service.

100% EMPLOYEE OWNED

Established in 1986, we operate with an independent business philosophy and structure.

Experienced in Multi-Employer

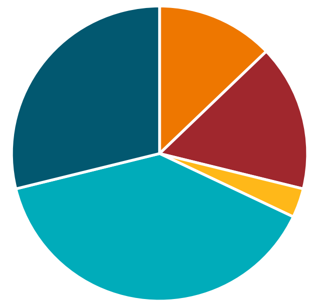
Serving Multi-Employerplans since our founding in 1986

36% of our clients are Taft-Hartley plans

Our dedicated client service team has over 22 years average experience with Taft-Hartley trust funds

Over $23 billion in Taft-Hartley assets

Breakdown by client count



36% of our clients are multiemployer trusts that sponsor multiple plans, including DB retirement plans, various types of DC plans (e.g., 401(k), 401(a), MPP), health & welfare trusts, and training trusts. Verus acts as a named fiduciary to all our clients. We act as an ERISA Section 3(21) fiduciary to all consulting clients and as an ERISA Section 3(38) fiduciary to all OCIO clients. We fulfill our fiduciary duty by providing our clients with a research-based framework for the prudent administration of their investment programs, as described below:

- Enhancing investment returns
- Fulfilling fiduciary responsibility
- Improving investment knowledge
- Focusing on risk control
- Minimizing portfolio expenses
- Extending staff resources

Multi-Employer consulting team members

Annie Taylor, CFA*
Managing Director | Senior Consultant

- BS, Central Washington University
- 20 years experience
- *Taft-Hartley sector lead*

Jeffrey MacLean*
Chief Executive Officer

- BBA, University of Washington
- MBA, University of Virginia
- 35 years experience

Brent Nelson*
Managing Director | Senior Consultant

- BS, University of Montana
- 22 years experience

John Teramana, CAIA*
Managing Director | Senior Consultant

- BS, Kent State University
- MBA, Duquesne University
- 27 years experience

Dan Quilico, CFA
Consultant

- BS, Colorado College
- FINRA Series 63 & 66 license holder
- 14 years experience

Eric Crowder, CFA
Consultant

- BA, Washington State University
- 10 years experience

**Verus shareholder*

**Includes Verus' total assets under advisement; preliminary as of 10/1/2023.*

Taft-Hartley

Experienced, client-centric teams

Our primary consulting teams have deep and relevant experience working with a variety of multiemployer plans, including DB plans, various types of DC plans, and health & welfare plans. Consultants are supported by consulting associates, researchers, and specialists in each of the following areas:

- Strategic Research
- Public Markets Research
- Private Markets Research
- Portfolio Analytics
- Risk Advisory
- Operations, Legal and Compliance

Pure consulting focus

- All 91 employees are dedicated to consulting
- 88% of staff are investment professionals

Experienced and stable consulting team

- 28 consultants average 22 years of industry experience and 13 years with Verus
- 5-to-1 client-to-consultant ratio means fewer and more intensive client relationships

Highly qualified research teams

- Research teams average 13 years of industry experience
- 21 MBAs, 31 CFA charterholders, 10 CAIAs
- Subject Matter Experts cover critical issues of interest to the institutional investor

Firm ownership aligned with client success

- 35 active employees own 100% of the firm
- 100% of senior consultants are shareholders
- 100% of firm revenues derived from consulting

Regular reporting

The main discipline for client portfolio evaluation is the performance measurement discipline, which we provide on a quarterly and/or monthly basis. Portfolio evaluation reports would be presented and interpreted by your lead consultant during Board meetings, usually on a quarterly basis. We provide several additional reports as well:

Quarterly market reports

- An analysis of economic, political, and financial events, analyzed from a strategic point of view

DC Plans

- QDIA Review
- Client Expense and Plan Structure Review

Health & Welfare Plans

- Review of the investment structure, reserves, cash flows, investment results, and asset allocation

Find our research at verusinvestments.com/research

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