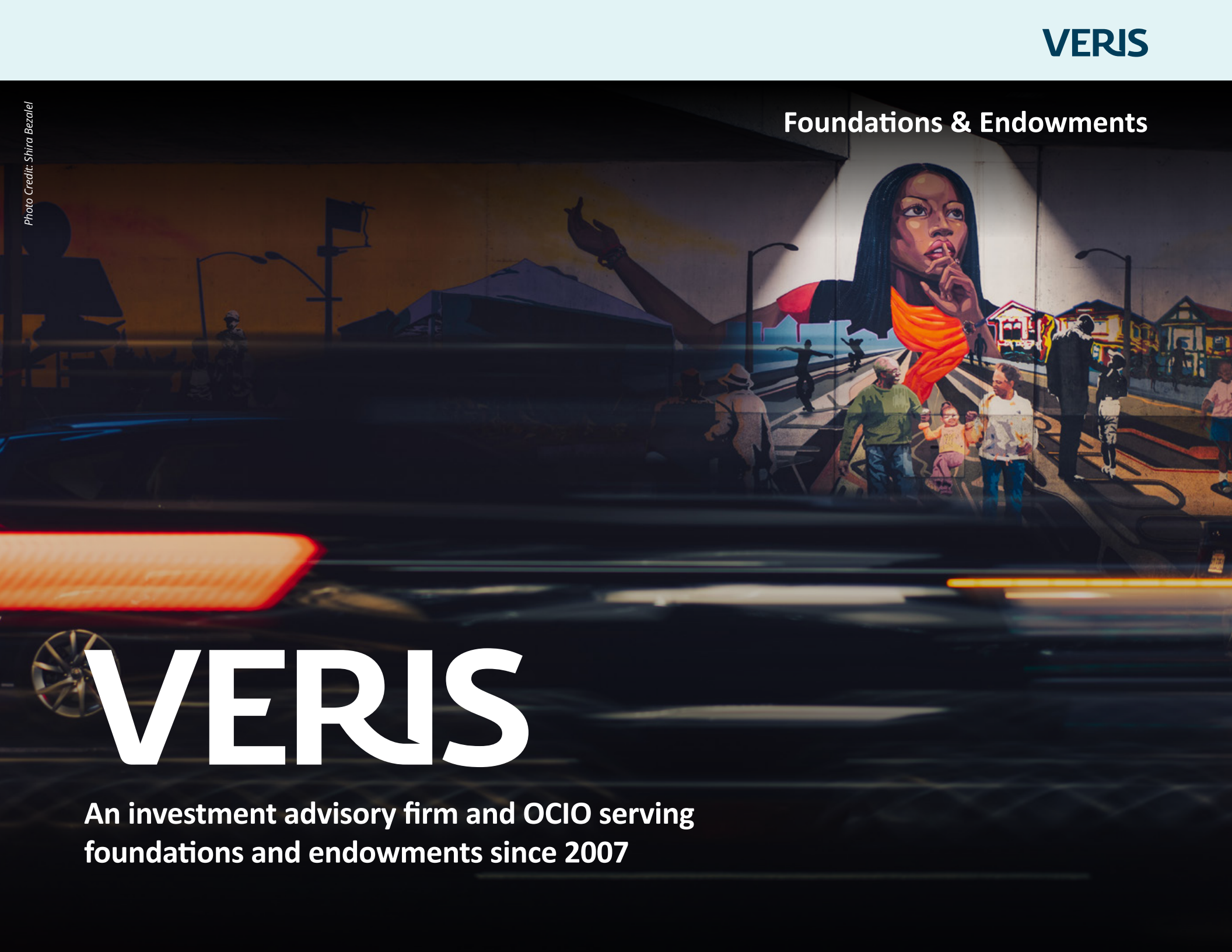




VERIS

An investment advisory firm and OCIO serving
foundations and endowments since 2007

How We Serve Our Clients

Veris invests to pursue financial returns, reduce risk, and help organizations advance toward their mission. We believe investors can have a positive impact across asset classes.

Tailored Strategy and Implementation

As a Veris client, your mission and strategic plan guides our investment process. We construct custom investment portfolios that seek to achieve your organization's financial goals and increase outcomes advancing your mission.

Impact and Financial Rigor

Veris distinguishes ESG factors that we believe reduce risk and enhance outcomes from those that could impair portfolios in specific market conditions. Veris' Investments Team works to understand the impact intent and to measure the impact outcomes of each strategy on our platform.

Distinct Impact Expertise

We were one of the first impact-focused advisory firms in the US. Veris has been building mission-aligned portfolios and sustaining them through various market conditions since 2007.

Education and Collaboration

Veris has a collaborative approach to working with Boards, Investment Committees, and staff and can provide tailored education on impact investing & financial topics to help build cohesion and facilitate decision-making.



A Seasoned Team

Our Advisors deliver expertise across wide-ranging financial needs. Our team collectively has decades of holistic financial services and impact investing experience.



Advisory Team



Jane Swan, CFA

Partner, Senior Advisor
Chief Advisory Officer



Lori Choi, CFA

Partner, Senior Advisor
Managing Director, Strategic Growth



Nicole Davis, CIMA®

Partner, Senior Advisor



Elena Ladygina, CFA, CFP™

Partner, Senior Advisor



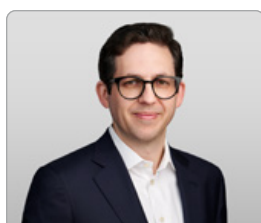
Sandra Guerrero

Partner, Advisor



Tim Kingsbury, CFP™

Partner, Advisor



Garrett Markley, CFP®

Partner, Advisor



Leah Beattie, FPQP®, CSRIC®

Associate Advisor

Investments Team



Roraj Pradhananga, CIMA®
Partner, Chief Investment Officer



Eric Hsueh, CAIA
Managing Director,
Investments



Maya Zamir
Associate Director,
Investments



Mihir Mehan
Associate Director,
Investments



Sarah Zhukovsky
Associate,
Investments



Our Investments Team is based in Manhattan's financial district at 17 State St.

Services

We can customize the range of services we provide based on your organization's needs.



OCIO/Investment Advisory Services

Our services include mission-aligned investment policy statement (IPS) development, strategic and tactical asset allocation, manager due diligence and strategy selection as well as implementation and monitoring.



Investment Strategy

We can recommend updates to an IPS as appropriate in light of shifting market conditions or goals. and share our experience developing spending policies, mission investing guidelines, & screens.



Strategic Asset Allocation and Portfolio Construction

Based on your return targets, grantmaking and operating cash flow needs, we can customize a strategic asset allocation to meet your goals and implement the final approved plan.



Manager Selection

Veris can lead sourcing, due diligence, and manager selection of institutional-quality funds with the aim of identifying risk-adjusted financial returns and impact that are aligned with your organization's mission. Managers are assessed using Veris' proprietary EDI Manager Due Diligence Framework and we can provide diversity reporting.



Mission-Related Investing (MRI)

Veris can help integrate your mission across asset classes and in all aspects of advisory services, including in developing an active ownership strategy and approach, and identifying impact-first / catalytic investments that further your mission.



Program-Related Investing (PRI)

We can support your PRI program by conducting due diligence on deals, sizing, monitoring, and reporting both on financials and impact.



Grant Making Support

Veris can help support your wiring and check writing to your grantees.



Organizational Support

We can provide tailored support to meet your organization's needs, including governance development to facilitate long-term implementation of your IPS, planning grant-making needs, and supporting coherence between your investment practices and programmatic work.



Discretionary and Non-Discretionary Investment Advice

We seek to meet your needs by offering both discretionary and non-discretionary investment advice and often work with organizations in a hybrid format (partially discretionary and non-discretionary).



Board and Staff Education

We work with your organization's staff and leadership team, Investment and Finance Committees, and Board to provide support and education on mission investing. Our personnel collectively have decades of experience and an extensive network and can help connect your team with peers.



Monitoring, Reporting, and Audit Support

We can provide ongoing portfolio management and performance monitoring. Monthly custodian statements and quarterly performance reports are available online to offer easy access to information for financial statements. We also provide custom reports as needed for audits. We provide financial and impact performance reports and market commentary in regular review meetings that are scheduled based on your timeline and board and committee availability.

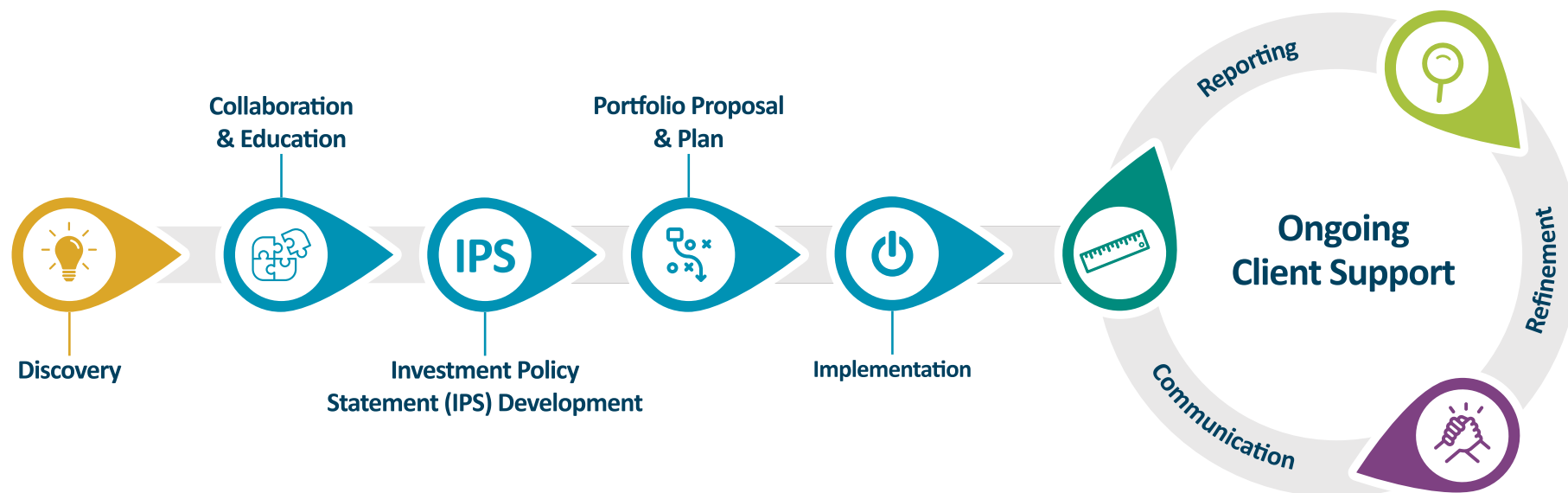


Field Building and Thought Leadership

Veris can share thought leadership and contribute to your organization's documentation of lessons learned and/or ongoing portfolio transparency to build the field and inspire others to join alongside you.

The Veris Approach

Veris has developed a collaborative process to help foundations and endowments that seek to transition to mission-aligned portfolios with up to 100% focus on creating positive impact. Our team will work with your staff and other consultants to minimize costs and time requirements and aim to facilitate a seamless transition to the new target portfolio.



Our Client-Centered Process



Discovery

We begin with an onboarding deep-dive to understand the organization's mission, financial goals, impact goals, governance structure, history, and other important details.



Collaboration & Education

The Veris team then collaborates with the Investment Committee on any recommended goal adjustments and can provide tailored education to facilitate consensus building.



Investment Policy Statement (IPS) Development

Next, we develop or update the Investment Policy Statement (IPS) in alignment with the organization's impact themes and Mission Related Investing (MRI) approaches.



Portfolio Proposal & Plan

Once the updated IPS is approved, Veris creates a portfolio proposal and plans for implementation and transition.



Implementation

We then begin to activate your portfolio with an aim to better support your goals and mission. It is not unusual for implementation to be a multi-year and multi-phase process.



Reporting

As part of ongoing client support, we monitor and report on performance & impact outcomes.



Refinement

Based on outcomes, we can make refinements to your portfolio over tracking towards your goals.



Communication

We seek to keep all stakeholders informed, maintain open lines of communication, and answer questions as they arise.

Investment Philosophy

At Veris, we believe that foundations can meaningfully contribute to a more equitable, just, and sustainable world through their investments and have positive environmental and social impact across asset classes.

We recognize asset allocation is a significant determinant of financial outcomes and impact opportunities. Strategic asset allocation and diversification can minimize risk and optimize return. Portfolio resilience is supported by a long-term approach incorporating impact and financial objectives.

We believe sustainable investing, shareholder-advocacy, thematic investing, investment in impact private funds and community investment notes can improve advancement of the foundation's mission while achieving representative asset class performance.

Our Investment Philosophy Tenets:

- Integration of financial and mission goals drives the portfolio construction process.
- Customized portfolios should incorporate the foundation's risk tolerance, liquidity needs (operational and grant-making), time horizons (perpetuity or spend-down), and unique considerations to achieve risk and return objectives.
- Sustainability factors can mitigate risk and have a positive impact on investment returns.
- Diverse teams can improve outcomes.
- Asset selection incorporates fee sensitivity



Impact Investment Themes

-  Climate Solutions & The Environment
-  Community Wealth Building
-  Racial & Gender Equity
-  Sustainable & Regenerative Agriculture

Implementing Your Values

Our work is grounded in our clients' values. We seek to understand your social and environmental imperatives in order to express these in an investable portfolio. This work is supported by thematic expertise we have developed in four key areas. We believe this focused research sharpens our understanding of impactful solutions and their potential for making progress towards your goals. Acknowledging the interconnectedness of social and environmental challenges, Veris takes an intersectional approach to theme selection.



Veris' Commitment to Diversity, Equity, Inclusion, and Belonging



Veris' Diversity, Equity, Inclusion, and Belonging Committee Back Row (Left to Right): Back Row (Left to Right): Tasha Wilson, Garrett Markley, Roraj Pradhananga, Tracey Lynch, Kelly Hall, Mandy Gardner. Front Row Left to Right: Sheryl Kucer, Sandra Guerrero, Jane Swan. Not pictured: Shawntelle Ferguson and Mihir Mehan.

As a firm, we are committed to fostering and growing a more inclusive economy, expanding economic and financial access, and empowering historically under-resourced communities.

We believe that diversifying who sits at the decision-making table is key.

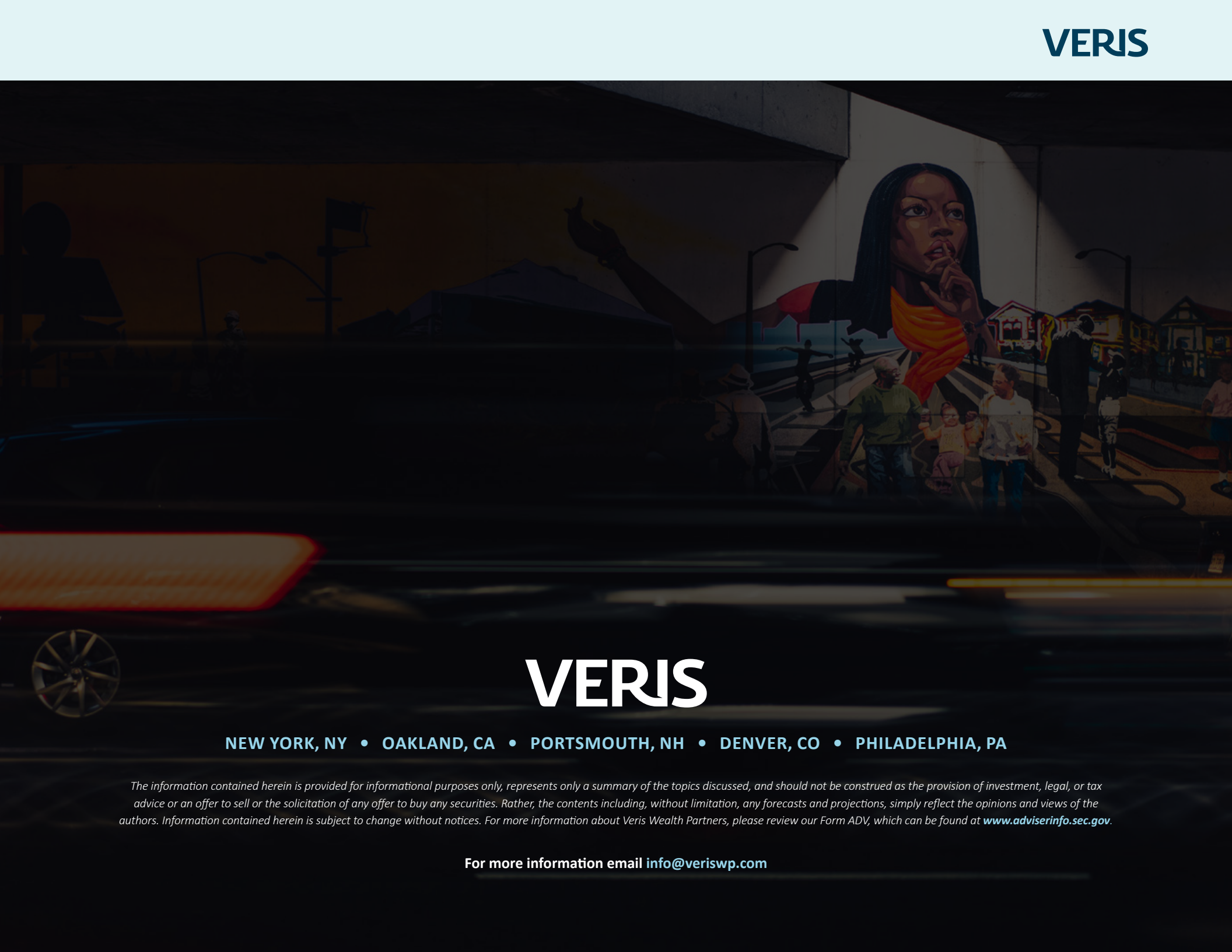
We believe that Justice, equity, diversity, and inclusion must touch every aspect of our work: how we hire and create a culture of belonging, how we select vendors, and how we invest.

We believe that racial and gender diverse teams can improve outcomes by providing more perspectives on the risks and opportunities of various investments and we seek investment strategies that incorporate Equity, Diversity, and Inclusion (EDI) in their company management and their investment process.

The Veris Partner Group



Veris is independently owned by the Veris Partnership Group, a majority of whom are active members of the advisory team and staff.



VERIS

NEW YORK, NY • OAKLAND, CA • PORTSMOUTH, NH • DENVER, CO • PHILADELPHIA, PA

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For more information email info@veriswp.com