

MEMORANDUM

FROM: Meketa Investment Group
DATE: June 9, 2020
RE: Diversity and Inclusion Action Plan

Meketa Investment Group is proud of its progress in recent years elevating its corporate values of diversity and inclusion, and we thank all employees who have made this possible. We believe these initiatives improve our business and lead to better investment results for our clients. Therefore, Meketa will be taking additional concrete actions to further advance these values in its business, its industry, and its communities. While we are a small firm, we believe the steps of every organization, and every person, are important. Further, we believe our reputation as a leader in our industry gives us the ability (and the responsibility) to have a beneficial impact.

These additional steps will include:

- Further increasing the priority of our efforts to hire, retain, and grow the careers of diverse employees by:
 - Improving our existing recruiting efforts at historically black colleges and diverse and women based organizations,
 - Enhancing our existing internship program that focuses on bringing female and diverse students into our business, and
 - Developing a formal mentorship program that emphasizes diversity and inclusion
- Reviewing for diversity and inclusion the composition of our corporate and investment committees
- Expanding training to include Unconscious Bias and Diversity and Inclusion training for all employees annually
- Providing employees a library of selected books/podcasts on the history of race relations in the US
 - Management will be strongly encouraging all employees to be familiar with this literature
- Initiating a Diversity Leadership Committee, composed of leaders at Meketa, to meet with diverse financial industry leaders to identify best practices, and to advocate for those diversity and inclusion best practices at Meketa
- Continuing our dedicated effort to identify and evaluate talented diverse and emerging managers in every asset class in order to bring the strongest investment opportunities to our clients



- Continuing to support important industry organizations such as Toigo, NASP, AAAIM, PEWIN, WIIN, WIP, and PWIM, and expand our support to others that facilitate the advancement of diversity and inclusion goals
- Sponsoring a matching donation program to the NAACP Legal Defense Fund
- Requiring that all vendors and business partners of Meketa share our values of diversity and inclusion

Importantly, while we feel that these initial steps above will further advance Meketa's goals of diversity and inclusion, we acknowledge that there is still much work to be done and will continue to develop and enhance our initiatives in the pursuit of a more equitable future.