

***LABORERS' AND RETIREMENT BOARD EMPLOYEES'
ANNUITY AND BENEFIT FUND OF CHICAGO***

INVESTMENT MANAGEMENT AGREEMENT

THIS INVESTMENT MANAGEMENT AGREEMENT ("Agreement"), made the ____ day of _____ 2009, by and between _____ (the "Investment Manager") and the Board of Trustees of the Laborers' and Retirement Board Employees' Annuity and Benefit Fund of Chicago ("FUND"), a governmental retirement system established pursuant to the laws of the State of Illinois.

WITNESSETH:

WHEREAS, pursuant to 40 ILCS 5/1-109/1, the Board of Trustees may appoint one or more investment managers or investment advisers (referred to herein as "Investment Manager") as fiduciaries to manage, including the power to acquire and dispose of, any assets of the Fund; and

WHEREAS, the Board of Trustees identified a need for an investment manager to manage a certain portion of the Fund's assets; and

WHEREAS, a description of the services to be performed, the need for services, the qualifications necessary, and the plan for post-performance review are set forth in the Investment Guidelines attached to this Agreement; and

WHEREAS, in compliance with its Procurement Policy, the Board of Trustees voted to appoint the Investment Manager as an investment manager for a portion of the Fund's assets based on the Fund's need and the Investment Manager's qualifications; and

WHEREAS, the Investment Manager agrees to act as an investment manager in accordance with the terms of 40 ILCS 5/1-101, et. seq. and 40 ILCS 5/11-101, et. seq. and with the terms of this Agreement;

NOW, THEREFORE, the Board of Trustees and the Investment Manager agree as follows:

Section 1. Appointment of Investment Manager

A. Pursuant to 40 ILCS 5/1-109.1, the Board of Trustees hereby appoints the Investment Manager to exercise its sole discretion and authority to direct the Northern Trust Company, as Master Custodian pursuant to the Master Custody Agreement entered into on March 18, 2008, between the Board of Trustees, and the Northern Trust Company, to

invest and reinvest in cash, cash equivalents, stocks, bonds, or other securities, and other instruments, of such portion of the Fund's assets (hereinafter referred to as "Master Trust assets") as the Board of Trustees shall decide from time to time, the proceeds from the sale of such assets, and the income due and appreciation attributable to such assets, less any assets the Board of Trustees may withdraw from time to time. For purposes of this Agreement, any such portion of the Master Trust assets shall be referred to as the "Sub-Account". The Investment Manager shall for all purposes be deemed an independent contractor, and, unless otherwise expressly authorized or provided, shall not have authority to act for or represent either the Fund or the Board of Trustees in any way or otherwise be deemed an agent of either the Fund or the Board of Trustees.

- B. The Investment Manager hereby accepts its appointment and acknowledges that, at all times, it will act as a fiduciary in accordance with the Illinois Pension Code and this Agreement with respect to the Fund and the Sub-Account.
- C. Subject to this Agreement, the Investment Manager may, in its full discretion and without obligation on its part to give prior notice to the Master Custodian or the Board of Trustees: (i) buy, sell, exchange, convert, tender and otherwise trade in any stocks, bonds or other securities or instruments permitted by the Investment Guidelines; and (ii) execute transactions through accounts established with such brokers or dealers as the Investment Manager may in its sole discretion select, except to the extent otherwise directed by the Board of Trustees in writing; provided, however, that all such activities shall be conducted in a manner consistent with the Investment Manager's fiduciary duties under Article 1 of the Illinois Pension Code, under this Agreement, and under the Employee Retirement Income Security Act of 1974, interpretations thereof and regulations and exemptions thereunder (collectively, hereinafter "ERISA"), even though the Fund itself is exempt from the requirements of ERISA. The Board of Trustees has directed the Master Custodian, and the Master Custodian has agreed, to act in accordance with the instructions of the Investment Manager. Title to all assets in the Sub-Account shall at all times be registered in the name of the Fund or the name of the

Master Custodian or its nominee for the account of the Fund, and the indicia of ownership of all assets in the Sub-Account shall at all times be maintained in trust by the Master Custodian. The Investment Manager shall at no time have custody of or physical control over the Sub-Account. The Investment Manager shall not be liable for any act or omission of the Master Custodian unless it knew or should have known that the act or omission was a breach of the Master Custodian's obligations to the Fund.

- D. Cash held in the Sub-Account pending direction from the Investment Manager may be invested and reinvested by the Master Custodian, without instruction or direction from the Investment Manager, in U.S. Treasury bills and other short-term, liquid investments.

Section 2. Investment Guidelines

- A. The Fund's investment guidelines for the Sub-Account (hereinafter referred to as the "Investment Guidelines") have been provided to the Investment Manger and are attached and incorporated by reference herein as Exhibit A.
- B. The Investment Guidelines and other relevant policies of the Fund are subject to change, and the Board of Trustees shall advise the Investment Manager with respect to any amendment of such Investment Guidelines or policies. The Investment Manager will not be held liable to the Fund for non-compliance with any amendment to the Investment Guidelines or policies if the Board of Trustees fail to advise the Investment Manager of such amendment.
- C. The Investment Manager shall recommend to the Board of Trustees any material changes to the Investment Guidelines it deems appropriate or necessary.

Section 3. Standard of Care

- A. As a fiduciary, the Investment Manager shall perform its duties hereunder with the care, skill, prudence and diligence under the circumstances then prevailing that a prudent person acting in a like capacity and familiar with such matters would use in the conduct of an enterprise of a like character and with like aims.
- B. The Investment Manager shall diversify the assets in the Sub-Account so as to minimize the risk of large losses unless under the circumstances it is clearly imprudent to do so.

- C. The Investment Manager shall discharge its duties hereunder with respect to the Fund and the Sub-Account solely in the interest of, and for the exclusive purpose of providing benefits for, the Fund's beneficiaries.
- D. The Investment Manager shall not engage in any transaction involving the Fund or the Sub-Account that would constitute a non-exempt prohibited transaction under Section 406 of ERISA or 40 ILCS 5/1-110.
- E. The Investment Manager shall make every reasonable effort to not make investments that would generate unrelated business taxable income for an entity that is exempt under Section 501(a) of the Internal Revenue Code.

Section 4. Representations, Warranties and Covenants of the Investment Manager

- A. The Investment Manager represents and warrants to the Board of Trustees that it is registered and shall remain registered as an investment adviser or that it is a bank, as defined in the Investment Advisers Act of 1940.
- B. Pursuant to Section 5/1-113.14 of the Illinois Pension Code the Investment Manager acknowledges that it is a "fiduciary" with respect to the Fund and the Sub-Account within the meaning of the Illinois Pension Code, and specifically agrees to perform all of its duties and obligations under this Agreement as a fiduciary. The Investment Manager further warrants that none of the disqualifications described in Section 411 of ERISA apply to the Investment Manager.
- C. The Investment Manager represents and warrants that all statements made and materials provided to the Fund in response to the Fund's search for an investment adviser, which resulted in the Fund and the Investment Manager entering into this Agreement, were true and complete. The Investment Manager shall also be subject to 40 ILCS 5/1-135.
- D. The Investment Manager represents and warrants that it shall secure and maintain at all times during the term of this Agreement a blanket fidelity bond or bonds in the amount of \$2,000,000.00. In addition, the Investment Manager shall secure and maintain at all times during the term of this Agreement a bond complying with the requirements of

ERISA in the amount of \$500,000, with the Fund as the designated insured party. A certificate confirming the bonds shall be provided to the Board of Trustees in December of each year. The Investment Manager also acknowledges that the Board of Trustees may require the Investment Manager to secure and maintain additional blanket fidelity bond coverage. The Investment Manager agrees that, upon the Board of Trustees' request, the Investment Manager shall obtain additional blanket fidelity bond coverage in the amount of and pursuant to the terms and conditions established by the Board of Trustees for similarly situated investment managers managing assets of the Fund.

- E. The Investment Manager represents and warrants that it shall secure and maintain at all times errors and omissions insurance in the minimum amount of \$5,000,000, plus \$5,000,000 for each \$100 million or fraction thereof that the market value of the assets under management exceeds \$100 million. A certificate of insurance with respect thereto shall be provided to the Board of Trustees in December of each year. The Investment Manager also acknowledges that the Board of Trustees may require the Investment Manager to secure and maintain additional errors and omissions insurance. The Investment Manager agrees that, upon the Board of Trustees request, the Investment Manager shall obtain additional errors and omissions insurance coverage in the amount of and pursuant to the terms and conditions established by the Board of Trustees for similarly situated investment managers managing assets of the Fund.
- F. The Investment Manager agrees to provide notice within seven (7) days of receipt of a notice of cancellation of either the fidelity bond(s) or the errors and omissions insurance coverage set forth in Paragraphs (D) and (E) of this Section. The Investment Manager further agrees that there will be no "prior acts" exclusion in the event of any change in either the fidelity bond(s) or errors and omissions insurance policies or the insurance company or companies providing such bond(s) or policies.
- G. The Investment Manager agrees to notify the Board of Trustees and its investment consultant in writing within five (5) business days of any material changes in the portfolio manager for the Sub-Account or any legal actions instituted against the Investment

Manager involving the investment of securities or of any investigations, examinations, or other proceedings commenced by any governmental regulatory agency which are not either conducted in the ordinary course of Investment Manager's business or conducted as part of an industry sweep or other fact-finding related inquiry.

- H. Pursuant to Section 1-113.14(c) of the Illinois Pension Code, the Investment Manager has disclosed in writing the names and addresses of the following persons or entities (hereinafter referred to as the "Investment Manager Disclosures," which is attached and incorporated herein as Exhibit B): (i) any entity that is a parent of, or owns a controlling interest in, the Investment Manager, (ii) any entity that is a subsidiary of, or in which a controlling interest is owned by, the Investment Manager, (iii) any persons who have an ownership or distributive income share in the Investment Manager that is in excess of seven and one-half percent (7.5%), or (iv) serves as an executive officer of the Investment Manager. The Investment Manager further acknowledges that it shall promptly notify the Fund, in writing, if at any time during the term of this Agreement, the information contained in the Investment Manager Disclosures changes.
- I. The Investment Manager has further disclosed in the Investment Manager Disclosures, the names and addresses of all of its subcontractors, if applicable, and the expected amount of money each will receive under this Agreement. The Investment Manager further acknowledges that it shall promptly notify the Fund, in writing, if at any time during the term of this Agreement, the Investment Manager adds or changes any subcontractors. The term subcontractor, as used herein, does not include non-investment related professionals or professionals offering services that are not directly related to the investment of assets, such as legal counsel, actuary, proxy-voting services, services used to track compliance with legal standards, and investment fund of funds where there is no direct contractual relationship with the investment adviser or partnership.
- J. The Investment Manager shall comply with all applicable laws of the State of Illinois and the United States of America, and any applicable governmental or regulatory authority

outside of the United States. Regulatory reports required under laws applicable to the Investment Manager by any regulatory authority shall be the sole responsibility of the Investment Manager.

- K. To the fullest extent permitted under applicable law and notwithstanding any other provision of this Agreement, the Investment Manager shall indemnify and hold harmless the Board of Trustees and the Fund, including its employees and agents, for, from and against any losses, damages, costs and expenses (including but not limited to reasonable attorneys' fees, judgments, fines, and amounts paid in settlement) incurred as the result of the Investment Manager's breach of this Agreement. Notwithstanding the foregoing, no indemnified party hereunder shall be entitled to indemnification to the extent that any such loss was directly caused by such party's own gross negligence or willful misconduct.

To the fullest extent permitted under applicable law and notwithstanding any other provision of this Agreement, the Fund shall indemnify and hold harmless the Investment Manager, including its employees and agents, for, from and against any losses, damages, costs and expenses (including but not limited to reasonable attorneys' fees, judgments, fines, and amounts paid in settlement) incurred as the result of the Fund's breach of this Agreement. Notwithstanding the foregoing, no indemnified party hereunder shall be entitled to indemnification to the extent that any such loss was directly caused by such party's own gross negligence or willful misconduct.

- L. The Investment Manager shall furnish to the Board of Trustees, from time to time, evidence as the Board of Trustees may reasonably request that the Investment Manager satisfies and continues to satisfy the foregoing requirements. The Investment Manager shall promptly notify the Board of Trustees if it has reason to believe that any of the foregoing representations, warranties or covenants may cease to be satisfied.

Section 5. Representations and Warranties of the Board of Trustees

- A. The Board of Trustees represents and warrants to the Investment Manager that the Board of Trustees is a fiduciary authorized to enter into this Agreement and to appoint the

Investment Manager as its investment manager in accordance with the terms hereof and that the person executing this Agreement for and on behalf of the Board of Trustees is authorized to do so.

- B. The Board of Trustees represents and warrants to the Investment Manager that if another entity should be substituted for the Master Custodian as custodian of the Master Trust assets, the Board of Trustees shall promptly notify the Investment Manager of such substitution and the substituted entity will thereafter be deemed to be the Master Custodian for purposes of this Agreement.
- C. The Board of Trustees represents and warrants to the Investment Manager that it has received a copy of the Investment Manager's ADV Part II within forty-eight (48) hours prior to the execution of this Agreement.
- D. The Board of Trustees represents and warrants to the Investment Manager that, as a fiduciary, it is responsible for assuring the Fund's Investment Guidelines are prudent for the Fund's assets.
- E. The Board of Trustees represents and warrants to the Investment Manager that the decision to allocate any Master Trust assets to the Sub-Account is solely the responsibility of the Board of Trustees and is independent of the Investment Manager's fiduciary responsibilities as established pursuant to this Agreement.
- F. The Board of Trustees represents and warrants to the Investment Manager that it has determined that the initial investment of the Master Trust assets in the Sub-Account satisfies applicable provisions of Illinois law.
- G. The Board of Trustees represents and warrants to the Investment Manager that the Investment Manager is responsible for diversification or investment requirements applicable to the Master Trust assets allocated to the Sub-Account only, and not to the Master Trust as a whole.
- H. The Board of Trustees represents and warrants to the Investment Manager that the Fund is qualified under Section 414(d) of the Internal Revenue Code of 1986 as a governmental plan.

Section 6. Securities and Foreign Exchange Transactions

Securities and, if permitted by the Investment Guideline, foreign exchange transactions in respect of the Sub-Account shall be made directly to or from the Master Custodian at the direction of the Investment Manager. Securities and foreign instructions from the Investment Manager to the Master Custodian shall be made electronically (via SWIFT) as agreed to by the Master Custodian and the Investment Manager.

Section 7. Reports; Meetings

- A. The Board of Trustees shall cause the Master Custodian to provide the Investment Manager with monthly reports concerning the status of the Sub-Account, and such reports from the Master Custodian shall constitute the principal record of the Sub-Account for all purposes of this Agreement, including but not limited to, the calculation of the Investment Manager's fees to be paid.
- B. With respect to the Sub-Account, the Investment Manager shall provide the Board of Trustees and its investment consultant with, inter alia: on a monthly basis, a statement of confirmations of all transactions; a monthly summary of the performance of the Sub-Account; a quarterly summary of returns on investments, including gross and net returns on investments after payment of all fees, commission and other compensation; a monthly report on brokerage activity; an annual report, as provided for in Section 11 herein, regarding the voting of proxies, if any, during a year; an annual report within forty-five (45) days after the end of each calendar year containing a detailed statement of the affairs of the Sub-Account, including its income and expenditures and assets and liabilities (calculated in accordance with generally accepted accounting principles); an annual statement of all sums paid to the Fund's investment consultant or its affiliates for conferences, consulting services, brokerage commissions, or for any other purpose, as well as a statement of all such sums paid within the last five (5) years; and all other reports, which are mutually agreeable to the Investment Manager that the Board of Trustees or its investment consultant may reasonably request from time to time.

- C. The Investment Manager shall, on at least a monthly basis, reconcile the Sub-Account's market value, income earned, and transaction activity as reported by the Master Custodian with the records of the Investment Manager. The Investment Manager shall communicate the differences to the Master Custodian in a timely manner. Resolution of differences is the responsibility of the Investment Manager and the Master Custodian. The Investment Manager is responsible for notifying the Board of Trustees as soon as reasonably possible of unresolved discrepancies between the Investment Manager's records and those of the Master Custodian. The records of the Master Custodian shall be the authoritative source for all purposes under this Agreement.
- D. The Board of Trustees and the Investment Manager shall meet periodically, at such times as the Board of Trustees may reasonably request, concerning the Sub-Account.

Section 8. Services to Other Clients

- A. It is understood that the Investment Manager performs investment advisory services for various clients. The Board of Trustees agrees that the Investment Manager may give advice and take action with respect to any of its other clients which may differ from the advice given to, or the timing or nature of action taken with respect to, the Sub-Account, provided that the Investment Manager allocates investment opportunities among clients on a fair and equitable basis and in accordance with applicable federal regulations.
- B. Nothing in this Agreement shall impose any obligation on the Investment Manager to purchase or sell, or to recommend for purchase or sale, any security which the Investment Manager, its principal affiliates, or its employees may purchase or sell for its or their own accounts or for the account of any other client.

Section 9. Allocation of Brokerage

- A. Subject to the terms of the Illinois Pension Code and to the Fund's Brokerage Guidelines, which are attached and incorporated by reference as Exhibit C, the Investment Manager is authorized to place orders for the execution of securities transactions for the Sub-Account with or through such brokers or dealers as the Investment Manager may select.

B. The Investment Manager may allocate transactions to brokers or dealers for execution on markets, at such prices and at such commission rates as, in the good faith judgment of the Investment Manager, will be in the best interest of the Fund, taking into consideration in the selection of such brokers or dealers not only the available prices and rates of brokerage commissions in the industry, but also other relevant factors, including but not limited to execution capabilities, and, subject to the following sentence, research services provided by such brokers or dealers which are expected to enhance directly the capabilities of the Investment Manager to serve the Fund. All services provided to the Investment Manager for commissions paid in connection with Fund transactions shall satisfy the requirements of Section 28(e) of the Securities Exchange Act of 1934 and the requirements and restrictions relating to the payment of commissions for the provision of such services under laws applicable to employee benefit plans that are subject to ERISA. Securities transactions may not be executed through the facilities of the Investment Manager or its affiliates unless expressly authorized by the Board of Trustees. The Board of Trustees agrees that the Investment Manager may aggregate sales and purchase orders of securities held in the Sub-Account with similar orders being made simultaneously for other portfolios managed by the Investment Manager if, in the Investment Manager's reasonable judgment, such aggregation shall result in an overall economic benefit to the Sub-Account, taking into consideration the advantageous selling or purchase price, brokerage commission and other expenses, and trading requirements. In accounting for such an aggregated order, price and commission shall be averaged on a per-bond, share or other applicable unit basis daily. The Board of Trustees acknowledges that the Investment Manager's determination of such economic benefit to the Sub-Account is based on an evaluation that the Sub-Account is benefited by relatively better purchase or sales prices, lower commission or other transaction expenses and beneficial timing of transactions, or a combination of these and other like or unlike factors.

Section 10. Statement of Brokerage Transactions

The Investment Manager shall maintain and make available to the Board of Trustees, on a quarterly basis, a statement of all transactions placed through all securities brokerage firms, which reflects the name of the firm, a description of each transaction including the amount and securities involved, the date and time of each transaction, and the amount of fees and commissions paid.

Section 11. Proxy Voting

The Investment Manager shall exercise the fiduciary responsibility for voting all proxies, if any, which are solicited in connection with the Sub-Account. Subject to the Investment Manager's oversight, the Investment Manager is authorized to delegate the research, voting and record keeping of proxies to a third-party designee ("Designee"). The Investment Manager shall also be responsible for making all elections in connection with any mergers, acquisitions, tender offers, bankruptcy proceedings, or other similar occurrences, which may affect the Sub-Account, but it is not authorized to or responsible for initiating or responding to any legal proceedings on behalf of the Sub-Account, including, but not limited to, filing or responding to any class action claims related to a holding in the account. The Investment Manager shall instruct the Master Custodian or Designee to forward to the Investment Manager all communications received by the Master Custodian or Designee including proxy statements and proxy ballots duly executed by the Master Custodian or Designee. If applicable, the Investment Manager agrees to provide the Board of Trustees with an annual statement of the Investment Manager's proxy voting policies and a summary of how the Fund's proxies were cast. The summary shall include the following information: the company in which the Fund had the right to cast proxies, the meeting date for the vote, the shareholder of record date, the number of shares voted, an issue identification number (if any), the recommendation(s) of the Board of Directors, and how the Fund's proxies were cast. The Investment Manager and the Master Custodian or Designee shall reconcile the proxies solicited with the Fund's holdings as of the record date.

Section 12. Fees

- A. The Investment Manager's compensation shall be determined in accordance with the Fee Schedule, attached hereto and incorporated by reference as Exhibit D, and such compensation shall be payable quarterly in arrears at a rate determined by the average value of the assets as reported by the Master Custodian in the Sub-Account on the last business day of each month in the quarter. The fees paid to the Investment Manager shall be the sole cost charged to the Fund for the Investment Manager's services.
- B. Neither the Investment Manager nor any of its affiliates will receive any brokerage commissions on the purchase or sale of Fund assets or any other fees or compensation in connection with services provided hereunder, except as provided in this Agreement.
- C. The Investment Manager represents that no other current client having the same investment objective (other than sub-advisory clients and clients with fees based on performance) obtained subsequent to the Fund will be charged a lower fee for managing substantially the same amount of assets in substantially the same manner (determined by reference to assets measured at the end of each calendar quarter). The Investment Manager agrees to promptly notify the Board of Trustees if it provides more favorable fees to any such other client. The Investment Manager agrees that, on the effective date of such an occurrence, the more favorable fee structure shall be applied to this Fund in lieu of Exhibit D.

Section 13. Valuation

When applicable, in computing the market values of all common and preferred stocks in the Sub-Account, each such security listed on any national securities exchange shall be valued as of the close of the market on the valuation date. Listed stocks not traded on such date and all unlisted stocks regularly traded in the over-the-counter market shall be valued at the last closing price furnished to the Investment Manager by the National Association of Securities Dealers, Inc., the National Quotation Bureau Incorporated, or any similar organization. Corporate and government bonds shall be valued in such manner as determined in good faith by the Investment Manager to reflect their fair market

values. Such valuation may incorporate models prepared by bond valuing services, last sale prices for listed securities, and over-the-counter bid prices, among other things. Any other securities shall be valued in such manner as determined in good faith by the Investment Manager to reflect their fair market values. Should any dispute arise regarding the valuation of a security or bond, the Master Custodian shall determine the valuation and its valuation will control, but the Investment Manager may advise the Master Custodian if it believes that the valuation is incorrectly sourced or used.

Section 14. Authority

The Board of Trustees shall furnish to the Investment Manager certified copies of appointments or designations setting forth the names, titles, and authorities of the individuals who are authorized to act on behalf of the Fund with respect to the Sub-Account and this Agreement, and the Investment Manager shall be entitled to rely upon such information until the Investment Manager receives written notice of a change.

Section 15. Effective Date; Term; Termination

This Agreement shall become effective on the date signed by the Investment Manager and shall continue in full force and effect for one (1) year, and year to year thereafter, unless terminated prior to such date in accordance with this Section. This Agreement may be terminated by the Board of Trustees effective immediately upon the Investment Manager's receipt of written notice of termination, and by the Investment Manager upon sixty (60) days' advance written notice to the Board of Trustees; provided, however, the Board of Trustees through the Fund's Executive Director or investment consultant, may verbally direct the Investment Manager, at any time without prior written notice, to cease its management activities with respect to the Sub-Account, which direction shall be confirmed, in writing, as soon as practicable. Upon such termination, fees of the Investment Manager shall be prorated to the date of termination as specified in the notice of termination.

Section 16. Delegation of Responsibilities

The Investment Manager, in its sole discretion, may, upon written disclosure in accordance with this Agreement, retain an affiliate of the Investment Manager to provide administrative services for the Investment Manager in carrying out its obligations under the terms of this Agreement. Any fees payable to such affiliate shall be paid entirely by the Investment Manager. Such affiliate shall be bound by the terms of this Agreement.

Section 17. Assignment

Unless the Board of Trustees expressly consents in writing thereto, the Investment Manager's assignment, as defined in the Investment Advisers Act of 1940, of this Agreement shall automatically terminate this Agreement. If the Investment Manager is converted into, merges or consolidates with, or sells or transfers substantially all of its assets or business to another corporation, the resulting corporation or the corporation to which such sale or transfer has been made shall notify the Board of Trustees of such sale or transfer and shall become the Investment Manager hereunder only if the Board of Trustees expressly so consents in writing.

Section 18. Disclosure of Fees Paid

- A. The Investment Manager shall disclose in writing to the Fund all direct and indirect fees, commissions, penalties, and other compensation, including reimbursement for expenses, that may be paid by or on behalf of the Investment Manager in connection with the Fund's assets being managed by the Investment Manager. The Investment Manager agrees to update such disclosures promptly after a modification of such payments or additional payments are made.
- B. The payment of a placement fee or contingency fee is prohibited. The Investment Manager acknowledges that Section 1-145 of the Illinois Pension Code prohibits a person or entity from retaining a person or entity to attempt to influence the outcome of an investment decision of or the procurement of investment advice or services of the Fund for compensation, contingent in whole or in part upon the decision or procurement.

Section 19. Ethics Statement

The Investment Manager acknowledges that the Board of Trustees and the Fund are subject to the Illinois State Officials and Employees Ethics Act, 5 ILCS 430. The Investment Manager further acknowledges that the Fund has adopted an Ethics Policy Code of Conduct, which is attached hereto and incorporated by reference as Exhibit E. The Investment Manager acknowledges that the Fund has adopted a policy requiring an investment manager to report to the Executive Director within five (5) days any contact by a Trustee to the Investment Manager about brokerage or with whom the Investment Manager should place brokerage.

Section 20. Notices

- A. All notices and instructions required by this Agreement shall be deemed duly given when delivered to and received by the respective parties as follows:

To the Board of Trustees: Attn: Executive Director
Laborers' Annuity and Benefit Fund of Chicago
221 N LaSalle St Ste 748
Chicago IL 60601
Phone: (312)236-2065 Fax: (312)236-2270

To the Investment Manager: _____

To the Master Custodian: The Northern Trust Company
Attn: Rita Curtin
50 S LaSalle St
Chicago IL 60675
Phone: (312)630-1572 Fax: (312)557-2710.

- B. Any such notice shall be effective: (a) if sent by certified or registered mail, return receipt requested, by United States express mail, or by courier service, then when actually received; (b) if sent by telecopier or other facsimile transmission, on the date sent, provided confirmatory notice is deposited in the United States mail, postage prepaid, on said date; or (c) if delivered by hand, then on the date so delivered. The address or addressee to receive notice for any party may be changed by such party from time to time by giving notice in the foregoing manner. Any notice required under this Agreement may be waived only in writing, signed by the person entitled to notice.

Section 21. Entire Agreement; Amendment

This Agreement as it may be amended in writing, together with the Exhibits annexed hereto, constitutes the entire agreement of the parties; is intended to be the complete and exclusive statement of the terms hereof; and, except as provided for herein, may not be modified or amended except by a writing signed by the parties hereto. If any provision of this Agreement is found to be invalid or unenforceable by a court of competent jurisdiction, the other provisions shall be considered severable and enforceable.

Section 22. Governing Law; Venue

This Agreement shall be governed by, and construed in accordance with, the laws of the State of Illinois, without regard to conflict of laws principles. References herein to provisions of law shall be deemed to include a reference to any amendments thereof and any successor provisions thereto. Venue for any litigation relating to this Agreement, including any tort claims arising out of or related to this Agreement, is agreed to be the Circuit Court of Cook County, Illinois, or the U.S. District Court for the Northern District of Illinois, Eastern Division.

Section 23. Counterparts

This Agreement may be executed in any number of separate counterparts, each of which shall be deemed an original, but the several counterparts shall together constitute but one and the same agreement of the parties hereto.

Section 24. Disclosure of Information

The Investment Manager shall regard as confidential all information regarding the operations and investments of the Fund and shall not disclose such information except as required by law, regulation or in the course of a regulatory examination, or by order of a court of competent jurisdiction. Notwithstanding this, the Fund agrees that the Investment Manager may from time to time, as it deems necessary in its discretion, disclose to third parties that the Fund is one of the Investment Manager's clients, but the Investment Manager agrees that such disclosure shall be limited to supplying the name of the Fund only, and not the nature or extent of its investments or any other information concerning the Fund. The Fund acknowledges that the Investment Manager considers certain information related to its investment databases, investment research, and investment processes to be proprietary, confidential and trade secrets. The Investment Manager agrees that the Fund is subject to the Illinois Freedom of Information Act ("FOIA"). To the extent permitted by FOIA, the Fund agrees to take all reasonable steps to assist the Investment Manager in protecting the confidentiality of such information, including taking any reasonable and legally permitted steps to preserve the confidentiality of such information from disclosure to third parties via FOIA requests.

Section 25. Additional Statutory Provisions

- A. The Investment Manager certifies to the Fund that it is not barred from being awarded a contract or subcontract because of a conviction or admission of guilt for bribery or for bribing an officer or employee of the State of Illinois or any other state in that officer's or employee's official capacity as provided in Section 50-5 of the Illinois Procurement Code, 30 ILCS 500/50-5.
- B. The Investment Manager certifies to the Fund that it is not barred from contracting with the Fund because of a violation of Article 33 of the Criminal Code of 1961, 720 ILCS 5/33.
- C. The Investment Manager certifies that it is neither an entity chartered under the Illinois Banking Act, the Savings Bank Act, the Illinois Credit Union Act, or the Illinois Savings

and Loan Act of 1985 nor a person or entity licensed under the Residential Mortgage License Act of 1987, the Consumer Installment Loan Act, or the Sales Finance Agency Act.

D. As required by 775 ILCS 5/2-105, to the extent this provision applies to the Investment Manager, the Investment Manager agrees to:

- (i) Refrain from unlawful discrimination and discrimination based on citizenship status in employment and to undertake affirmative action to assure equality of employment opportunity and eliminate the effects of past discrimination;
- (ii) Comply with the procedures and requirements of the Illinois Department of Human Rights' regulations concerning equal employment opportunities and affirmative action;
- (iii) Provide such information, with respect to its employees and applications for employment, and assistance as the Illinois Department of Human Rights may reasonably request; and
- (iv) Have written sexual harassment policies that shall include, at a minimum, the following information or its reasonable equivalent:
 - the illegality of sexual harassment;
 - the definition of sexual harassment under State law;
 - a description of sexual harassment, utilizing examples;
 - the Investment Manager's internal complaint process including penalties;
 - the legal recourse, investigative and complaint process available through any Illinois Department of Human Rights; and
 - directions on how to contact the Illinois Department of Human Rights.

E. The Investment Manager shall maintain, for a minimum of five (5) years after, all transactions involving the Sub-Account, adequate books, records, and supporting documents to verify the amounts, recipients, and uses of all disbursements of funds passing in conjunction with this Agreement. The Investment Manager shall further make all such books, records, and supporting documents related to this Agreement available

for review and audit as reasonably requested by the internal or external auditors of the Fund and by the Illinois Auditor General, shall cooperate fully with any audit conducted by the internal or external auditors of the Fund and the Illinois Auditor General, and will further provide the internal or external auditors of the Fund and the Illinois Auditor General full access to all relevant materials. Failure to maintain the books, records, and supporting documents required by this Section shall establish a presumption in favor of the Board of Trustees for the recovery of any funds for which adequate books, records, and supporting documentation are not available to support their purported disbursement.

Section 26. Miscellaneous

The Investment Manager agrees to notify the Fund's Executive Director if it solicits or intends to solicit for employment any of the employees of the Fund during the term of this Agreement.

IN WITNESS WHEREOF, duly authorized representatives of the Board of Trustees and the Investment Manager have executed this Agreement on the day and year signed by the Investment Manager.

Laborers' and Retirement Board Employees' Annuity and Benefit Fund of Chicago

Firm: _____

By: _____

By: _____

Name: _____
(Print)

Name): _____
(Print)

Title: _____

Title: _____

Exhibit D

Fees and Charges

In accordance with Section 12(A), the fee to be paid the Investment Manager shall be computed as follows:

Sample