

OUTLINE SAMPLE
DEFERRED COMPENSATION (457) PLAN

Statement of Investment Policy

TABLE OF CONTENTS

	SECTION
INTRODUCTION and OBJECTIVES OF THE PLAN	1
INVESTMENT CATEGORIES, OBJECTIVES, GUIDELINES & PERFORMANCE STANDARDS	2
REPORTING AND MONITORING PROCEDURES	3
ADMINISTRATIVE POLICIES	4
PARTICIPANT INVESTMENT EDUCATION	5
PARTICIPANT ADVISORY SERVICES.....	6
SELF-DIRECTED BROKERAGE SERVICES	7
EXCESSIVE TRADING POLICY	8
EXHIBIT A - INVESTMENT STRUCTURE	9

Deferred Compensation 457 Plan

Statement of Investment Policy

Section 1- Introduction

The Board of County Commissioners (the "Board") hereby adopts this Statement of Investment Policy (Statement) for the Deferred Compensation Plan.

The Deferred Compensation Committee, as appointed by the County Manager, shall deliberate the status of the Plan at least quarterly. The Committee will review the performance of each individual investment option as part of a formal review process and take applicable action if required.

Objectives of the Plan

The Plan is a long-term retirement savings vehicle and is intended as a source of retirement income for eligible participants. The investment options available from the Plan cover a broad range of investment risk and rewards appropriate for these kinds of retirement savings programs. Participants bear the risk and reap the rewards of investment returns that result from the investment options they select.

This Statement of Investment Policy serves the following purposes:

- To ensure that a broad range of investment options are offered to Plan participants;
- To establish an investment program that will allow Plan participants the opportunity to structure an investment strategy that meets their individual return objectives and risk tolerances;
- To define the investment categories offered by the Plan;
- To establish investment objectives and guidelines for each investment category offered within the Plan;
- To establish benchmarks and performance standards for each investment category and to evaluate each option's performance against appropriate benchmarks and standards;
- To establish a procedure for reporting and monitoring of the various funds;
- To define the procedures for investment fund evaluation and formal fund review
- To establish appropriate fees for services and fund expenses;

Deferred Compensation 457 Plan

Statement of Investment Policy

- To set guidelines and procedures for withdrawal of an investment option which, in the Committee's opinion, does not, or will not, fulfill the Plan's objectives for which it was selected and replace the option with an appropriate substitute; and
- To set guidelines for participant education and ongoing communications.

Selection of Investment Options

The Plan has chosen to offer eighteen investment categories:

Category
Stable Value
Money Market
Core Fixed Income
High Yield Fixed Income
Balanced
Large Cap Value Equity
Large Cap Core Equity (active)
Large Cap Core Equity (passive)
Large Cap Growth Equity
Mid Cap Value Equity
Mid Cap Core Equity (active)
Mid Cap Core Equity (passive)
Mid Cap Growth Equity
Small Cap Value Equity
Small Cap Core Equity (active)
Small Cap Core Equity (passive)
Small Cap Growth Equity
Global Equity
International Equity
Socially Responsive Equity
Specialty
Lifecycle/Life Series

Deferred Compensation 457 Plan

Statement of Investment Policy

Each investment option offered under the Plan shall:

- Maintain asset management fees that are reasonable and consistent with the industry;
- Operate in full accordance with its current published prospectus or “fact sheet”; and
- Have its performance results measured against the applicable performance standards described herein for that investment category.

If the Committee determines an investment option no longer meets the performance criteria, it may replace that option with a suitable alternative pursuant to the investment fund evaluation procedure outlined herein.

From time-to-time, the Committee, in its discretion, may add investment options/categories to the current core options. At such time, the Statement of Investment Policy will be modified to include these additions.

Deferred Compensation 457 Plan

Statement of Investment Policy

This Statement of Investment Policy is adopted by the Clark County Nevada Deferred Compensation Committee on

Signature/Title

Date

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Deferred Compensation 457 Plan

Statement of Investment Policy

EXHIBIT A- Investment Structure

The following asset classes are available to Plan participants:

ASSET CLASS
Stable Value
Money Markey
Core Fixed Income
High Yield Fixed Income
Balanced Fund
Large Cap Value
Large Cap Blend
S&P 500 Index
Large Cap Growth
Mid Cap Value
Mid Cap Blend (active)
Mid Cap Blend (passive)
Mid Cap Growth
Small Cap Value
Small Cap Blend (active)
Small Cap Blend (passive)
Small Cap Growth
Global Equity
International Equity
Social Responsive Equity
Specialty Funds
Lifecycle/Lifestyle*