

Madison Symphony Orchestra Foundation Inc.
Investment Policy Statement
November 2023

I. General Information

The purpose of this statement of investment policy is to ensure that all involved parties have a clear understanding of the investment guidelines, goals and objectives for the assets of Madison Symphony Orchestra Foundation Inc. (the "Foundation"). Further, this policy establishes the investment horizon for the Foundation portfolio, defines and assigns the responsibilities of all involved parties, and clearly defines the parameters and limitations regarding the investment of the Foundation's assets. It is intended to be sufficiently specific to be meaningful, yet flexible enough to be practical.

II. Delegation of Authority

The Board of Directors of the Foundation (the "Board") shall invest the assets of the Foundation in a reasonable and prudent manner pursuant to this policy. The Board has the authority to outsource the investment management of the Foundation assets to a qualified investment advisor. The definition of a qualified investment advisor is a corporation that is a registered investment advisor under the Investment Advisors Act of 1940, has been in existence for at least 10 years, and has a minimum of \$10 billion under management. The Board shall select a qualified investment advisor as the Foundation's investment manager and enter into an agreement with the investment manager. The investment manager shall submit in writing its acceptance of responsibility as a fiduciary.

III. Investment Objective

The long-term investment objective of the Foundation's portfolio is support of current and future spending needs, and growth of principal capital protected in a prudent manner. The long-term total return is an average of at least five percent plus fees over a market cycle of 5 years. Growth goals and liquidity will be sufficient to allow for a 5% annual (on a Quarterly basis) distribution to the Madison Symphony Orchestra. In keeping with this objective, the Foundation's assets shall be invested in accordance with the standard of care described in Wisconsin Statutes, Sections 881.01, the Uniform Prudent Investor Act, which requires care, skill, prudence and diligence in the decision-making process. Further, while the Board understands the inherent risk associated with an investment portfolio, unnecessary levels of risk should be avoided, and sound asset allocation policies and investment diversification are required to reduce the overall risk profile of the portfolio.

IV. Asset Allocation

Given the long-term investment horizon of the Foundation, the Board has established strategic asset allocation targets and ranges for the management of the Foundation's portfolio. These are displayed on Addendum A

In determining the asset allocation in any given time period, the investment manager shall assess the relative risk/return of each asset class, analyzing factors including general economic conditions, anticipated future changes in interest rates, and the outlook for the various asset classes.

Further, to diversify, equity capitalization ranges have been established as a percentage (70%) of the portfolio. These are displayed on Addendum A.

In addition to the equity capitalization decision, the investment manager shall also diversify the equity portfolio by investment style, for example, growth, value, and core, and adjust the portfolio accordingly given market conditions and anticipated trends. The investment manager has the latitude to position the portfolio with a style tilt while remaining within the equity ranges specified above.

V. Allowable Investments

Fixed Income

The objective of the fixed income portion of the portfolio is to outperform the Barclay's Gov/Credit Intermediate Bond Index over a market cycle of 5 years. In meeting this objective, the portfolio shall be invested according to the following parameters. Acceptable investments include:

- Securities of the U.S. Government, its agencies and sponsored organizations.
- Repurchase agreements 100% collateralized by such securities.
- Money market mutual funds which meet the guidelines of SEC rule 2a-7.
- Money market securities which meet the SEC rule 2a-7 definition of top tier, or if unrated, are deemed equivalent to top tier by the investment manager.
- Fixed income securities with a minimum rating of investment grade at time of purchase by at least one NRSRO, or if unrated, deemed equivalent to investment grade by the investment manager.
- Shares of open end investment companies (mutual funds) and Exchange Traded Funds (ETFs) which are consistent with the overall objectives of this policy and are substantially invested in accord with the parameters of this policy.

In the event a security is downgraded below investment grade, the investment manager shall notify the Foundation as to the status of the security and the investment manager's outlook within ten business days of the downgrade action.

Total fixed income exposure to any single issuer that is not a government or governmental agency shall be no more than 5% at time of purchase and 7% cap of the total fixed income portfolio.

No more than 30% of the total fixed income portfolio shall be invested in any single sector of the corporate bond market, which includes industrial, utility, finance and international sectors, among others.

The weighted average maturity of the fixed income portfolio shall not exceed ten years. Individual fixed income securities will have maturities of thirty years or less. For the purpose of this policy, "maturity" is defined as final payment for conventional debt securities or "average life" for securities which have periodic principal paydowns throughout the life of the security.

Up to 10% of the fixed income portfolio may be invested in mutual funds or ETFs specializing in bonds of foreign issuers. In addition, up to 10% of the fixed income portfolio may be invested in mutual funds or ETFs specializing in fixed income securities rated below investment grade.

Equity

The objective of the equity portion of the portfolio is to outperform a blended benchmark representative of the range of equity investments over a market cycle of 5 years. In meeting this objective, the equity portfolio is to be invested according to the following parameters. Acceptable investments include:

- Common stock, ADRs or securities convertible into common stock meeting the investment criteria established by the investment manager.
- Shares of open end or closed end investment companies (mutual funds) and exchange traded funds which are substantially consistent with the overall objectives of the policy.

Equity securities of an individual corporation may not exceed 5% at time of purchase and 7% cap of the total market value of the equity portfolio.

No more than 25% of the equity portion of the portfolio may be invested in an industry group. Investments in international equities shall be through international or global mutual funds, through exchange traded funds with a primary focus on stocks of companies located outside the United States, or through separately managed portfolios of qualified investment advisors with at least five years' experience in managing international equity securities.

No call options or financial futures shall be purchased unless approved in writing by the Board and found to be acceptable given the goals and objectives of the Foundation.

Acceptable alternative investments include the following: Real Estate Investment Trusts (REITs) and other Real Estate focused mutual funds, Exchange Traded Funds or Notes; Commodity related mutual funds and Commodity based Exchange Traded Funds or Notes which invest in assets designed to track the behavior of a commodity or commodity index, or which represent actively managed commodity exposure; and any other alternative investment or category of alternative investment that has the prior written approval of the Board. Such alternative investments shall be made in securities and funds which are readily marketable on a national securities exchange or which trade regularly in the over the counter market. No more than 3% of the market value of the equity portion of the portfolio may be invested in a single alternative investment.

VI. Transactions

The investment manager shall execute all transactions as efficiently as possible. The investment manager shall, at all times, be guided by the principle of "best execution", and shall maintain the Foundation's best interests as the primary consideration.

VII. Performance Evaluation

To support the Foundation's long-term horizon, the objective of the portfolio is to outperform a composite comprised of the indices specific to each asset class as detailed in this policy. This objective should be met over a market cycle, defined as a period of 5 years. The performance comparison composites are displayed on Addendum A. Addendum A may be changed from time to time to align the performance comparisons with the investment strategies employed by the investment manager.

The Board or its designee shall review investment performance no less than quarterly to ensure adequate and appropriate oversight of the investment manager. Additionally, the Board or its designee shall meet with the investment manager no less than two times per year. At these meetings, the investment manager shall provide a written report detailing: performance for the most recent period; current outlook for the economy; its impact on the equity, alternative and fixed income markets.


If the performance objective is not met, the Board shall review the specific reasons for underperformance and institute corrective actions to benefit the Foundation.

VIII. Investment Policy Review and Change Procedures

The Board shall review this Investment Policy Statement at least annually.

Changes to this Investment Policy Statement require the approval by a vote of the Board and shall be communicated to the investment manager in writing.

This Investment Policy Statement and the attached Addendum A have been approved by a vote of the Board.



President

12/4/23
Date



Secretary

Dec. 4, 2023
Date

Madison Symphony Orchestra Foundation
Investment Policy Statement
Addendum A
November 2023

Strategic Asset Allocation

	Target	Range
Cash Equivalents	5%	0% - 10%
Fixed Income	25%	15% - 35%
Equity and Alternatives	70%	60% - 80%

Equity Capitalization Allocation

	Range
Large Cap	35% - 49%
Mid/Small Cap	7% - 21%
International	5% - 15%
Alternative Investments	0% - 8%
Total	70%

Performance Policy Benchmark (2023)

FTSE 3 month Treasury Bill Index	5%
Barclay's Intermediate Gov/Credit Bond Index	25%
Standard & Poor's 500 Index	46%
Russell 2500 Index	14%
MSCI ACWI ex-USA Stock Index	10%

This Addendum A has been approved by vote of the Board.



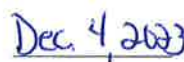
President



Date



Secretary



Date