

## Investment Policy – CAW Local 2245

October 2006

### Objective:

The objective of the investment portfolio is to generate sufficient income to assist in the funding of the operations of the Air Traffic Specialists Local 2245 CAW-Canada. As this portfolio is responsible for providing annual income to the Local, it should be managed with preservation of capital as its primary objective. The Executive Board will review all companies and firms that the Local invests in to ensure that they reflect the National and Local Union's philosophy of being ethical, fair and socially responsible.

### Portfolio Allocations:

The targets of the portfolio are as follows:

Fixed income portion	45%
Growth portion	55%

The portfolio will be reviewed at least annually.

All bonds in the fixed income portfolio must meet the criteria established in the Local's By-laws, specifically those contained in Article 7.

The growth portion of the portfolio will be invested in a managed investment program comprised of a diversified portfolio. The targets for the growth portion are:

25% Canadian Equities
25% Foreign Equities
50% Canadian Balanced Funds – Bonds/Equities

### Income Requirements:

Current income is a prime requirement, as is a high degree of predictability of future income on which to draw on when required.

### Rate of Return Expectations:

In keeping with the investment philosophy and objectives, the expected return of the portfolio will be largely depended on the level of interest rates and the portfolio should be reviewed with re-balance and diversification as it relates to return and risk.

### Portfolio Review and Rebalancing:

The portfolio will be monitored on a continual basis and formally reviewed every 6 months. The Financial Secretary Treasurer of Local 2245 shall have trading authority over the account. This individual will be informed of any suggested changes in the portfolio and must give their approval before any changes are implemented.