

STATE DIVISION CANDIDATES—BIOGRAPHIES *(in alphabetical order)*

Please review the candidate biographies and their responses to key questions about Colorado PERA so you can make an informed decision (candidates were limited to 100-150 words for their responses). The candidates' responses have not been edited by PERA. The deadline to vote is May 31, 2024.

STATE DIVISION/HIGHER EDUCATION CANDIDATES (2-YEAR TERM)

LISA LANDIS | UNIVERSITY OF COLORADO

Lisa Landis is Associate Vice President of Employee Services for the University of Colorado.

Education/Special Courses/Certifications

B.A., University of Colorado Boulder

M.B.A., University of Colorado Denver

Employment History

University of Colorado, 1999–Present:

Associate Vice President of Employee Services, 2022–Present

Assistant/Associate Vice Chancellor Boulder campus,
2017–2022

Policy Consultant, 2016–2017

Assistant/Associate Vice President of Employee Services,
2013–2016

Human Resources Director, 2008–2013

HR Project Manager, 2007–2008

HR Data and Security Analyst, 2004–2007

Procurement Coordinator, 1999–2004

Organizational Affiliations/Achievements

Member, Arvada Center Board of Directors, 2021–Present

TIAA Advisory Board, 2024–Present

University of Colorado Excellence in Leadership Program,
2008–2016

TIAA HR Leadership Exchange, 2010–Present

Aon Hewitt Pathfinders, 2013–Present

Volunteer, The Friends of Barnabas Foundation, Little Heart
Project, 2010–2014

JENNIFER VICTOR | COLORADO MOUNTAIN COLLEGE

Jennifer Victor is Assistant Director of Human Resources for Colorado Mountain College.

Education/Special Courses/Certifications

Bachelor of Science, Regis University

Master of Science, Colorado State University System

Senior Professional in Human Resources (SPHR) certification
from HRCI

Certified Payroll Professional certification from American Payroll
Association

Employment History

Colorado Mountain College, 2011–Present:

Assistant Director of Human Resources, 2022–Present

Benefits Manager, 2018–2022

Human Resources Generalist, 2017–2018

Payroll Specialist, 2012–2017

Executive Administrative Assistant, 2011–2012

Finance Specialist–Accounting Supervisor, Garfield County,
2009–2011

Accounting Clerk–Assistant Finance Director, Town of
Carbondale, 2004–2008

Organizational Affiliations/Achievements

College and University Professionals Association–HR

Society for Human Resource Management

American Mensa

STATE DIVISION/NON-HIGHER EDUCATION CANDIDATES (4-YEAR TERM)

TRACY MARIE RUSHING | COLORADO DEPARTMENT OF LABOR AND EMPLOYMENT

Tracy Marie Rushing is a Supervisor I in the Division of Vocational Rehabilitation for the Colorado Department of Labor and Employment.

Education/Special Courses/Certifications

B.A., University of Minnesota, Duluth, Minnesota

M.A., University of Northern Colorado, Greeley, Colorado

CDLE Leadership Series

Employment History

Supervisor I, Southeast District, Division of Vocational Rehabilitation (DVR), Colorado Department of Labor and Employment (CDLE), 2016–Present

Vision Services Coordinator, CDLE, 2012–2016

Counselor/Counselor II, DVR/CDLE/CDHS, 2001–2012

Organizational Affiliations/Achievements

PERA Board Trustee, 2022–Present

Board Member, Arapahoe Douglas Work Force Center, 2019–Present

Member, Douglas County Mental Health Initiative, 2017–Present

Past Chair, Bayaud/DVR Oversight Committee, 2001–2012

Past Member, Workforce Youth Committees

Adams/Arapahoe/Douglas, 1998–2005

SCOTT SIMON | FIRE AND POLICE PENSION ASSOCIATION OF COLORADO

Scott Simon is the Chief Investment Officer for the Fire and Police Pension Association of Colorado.

Education/Special Courses/Certifications

BS, Business Administration, University of Colorado, 1993

MS, Finance, University of Colorado, 1995

JD, University of Denver College of Law, 2001

Chartered Financial Analyst

Employment History

Chief Investment Officer, Fire and Police Pension Association of Colorado, 2007–Present

Portfolio Manager, University of Colorado Foundation, 2005–2007

Director of Due Diligence, National Planning Holdings, 2004–2005

Qwest Asset Management (now Lumen Technologies):

Internal Legal Counsel, 2003–2004

Analyst/Portfolio Manager, 1998–2003

Investment Analyst, Denver Employees Retirement Plan, 1993–1998

Organizational Affiliations/Achievements

Board Member and Investment Committee Chair, Young Americans, 2010–2023

Advisory Board, University of Colorado Boulder, Burrigge Center for Finance, 2018–2021

Investment Committee Member, The Colorado Trust, 2011–2017

Board Member and Treasurer, Littleton Hockey Association, 2014–2018

Board of Trustees and Investment Committee Chair, Aspen Academy, 2006–2015

STATE DIVISION CANDIDATES—BIOGRAPHIES *(continued)*

JOHN SPEARING | COLORADO DEPARTMENT OF CORRECTIONS

John Spearing is a Lieutenant at Centennial Correctional Facility in Canon City within the Colorado Department of Corrections.

Education/Special Courses/Certifications

B.S., Colorado State University

M.S., Colorado State University

M.S., Network Security, Colorado Technical University

Graduate Studies in Organizational Behavior

Employment History

Lieutenant managing food service and working in custody control, Centennial Correctional Facility, 2013–Present

Colorado State Penitentiary, 2009–2013

Sterling Correctional Facility, 2006–2009

Arkansas Valley Correctional Facility, 2005–2006

Organizational Affiliations/Achievements

Honorable Discharge, U.S. Navy

Member, Veterans of Foreign Wars

Member, Knights of Columbus

TIM WONHOF | COLORADO DEPARTMENT OF LABOR AND EMPLOYMENT

Tim Wonhof is a Program Manager (CES, LAUS, UIRR, Projections) within the Labor Market Information Team (LMI) inside the Division of Labor Standards & Statistics (DLSS) for the Colorado Department of Labor and Employment (CDLE).

Education/Special Courses/Certifications

Bachelor's Degree, History, Carleton College

Master's Degree, Financial Economics, Oxford University

Special Courses: Company Directors Course (NFP), Australian Institute of Company Directors

Colorado Real Estate License (FA100094482)

Colorado Mortgage License (MLO0100524812)

Employment History

Program Manager, Colorado Department of Labor and Employment, July 2023–Present

Managing Director, Wonhof & Associates Ltd, March 2019–Present

Commercial Manager/Principal Analyst, Aurizon Holdings Limited, August 2011–February 2019

Associate Director/Economist, Protavia Pty Ltd, November 2006–August 2011

Derivatives Trader, Marquette Partners LLP, September 1994–August 2003

Organizational Affiliations/Achievements

Past President, Denver Association of Business Economists, 2019–Present

Past President, VP, Secretary, Economic Society of Australia, QLD, 2009–2019

Convener, 44th Australian Conference of Economists, 2015

Australian Institute of Company Directors (MAICD), 2014–2019

Member, American Economic Association, 2009–Present

STATE DIVISION CANDIDATES—RESPONSES TO KEY QUESTIONS *(in alphabetical order)*

Colorado PERA's primary purpose is to provide benefits and programs as specified by state law, and the Board of Trustees oversees the administration of these benefits and programs. State law also gives the Board the responsibility for the investment of PERA's funds and to establish policy guidelines for the operations of PERA. Under this framework, the PERA Board of Trustees oversees the administration of the more than \$58 billion retirement fund for Colorado's public employees. Although the Board can and does make recommendations related to the employee and employer contribution levels and retirement benefit formulas, both are ultimately determined by the Colorado General Assembly and established by state law.

STATE DIVISION/HIGHER EDUCATION CANDIDATES (2-YEAR TERM)

LISA LANDIS

INTEREST IN SERVING AS A PERA TRUSTEE

Please briefly describe why you are interested in being elected to the PERA Board of Trustees.

I am interested in serving on PERA's Board of Trustees which will allow me to contribute my expertise and experience to the governance of PERA's benefits and programs. My role on the Board of Trustees would allow me to play a crucial role and make an impact in setting strategic investment direction and ensuring accountability on behalf of all current and future PERA retirees. In my current role, I am responsible for the CU benefit plans, including oversight of \$6 billion in retirement plan assets outside of PERA.

CHALLENGES/OPPORTUNITIES FACING PERA

Please describe what you consider as areas of challenge/opportunity facing PERA and the Board's role in addressing these issues.

PERA, as with other public pension systems, faces funding shortfalls due to factors such as underestimating future liabilities, poor investment returns, and demographic shifts (e.g., aging population, longer life expectancies). This can lead to pressure on state budgets and potential benefit cuts or increased contributions for employees.

PERA has opportunities to implement reforms and innovative strategies to address funding challenges, such as adjusting benefit structures, increasing contributions, diversifying investment strategies, and exploring alternative revenue sources. Adapting PERA's policies and practices to accommodate changing workforce dynamics, such as increasing mobility, alternative work arrangements, and longer careers, can help ensure the continued relevance and effectiveness of the pension system. By collaborating with stakeholders, including employees, retirees, policymakers, and taxpayers, PERA can develop and implement solutions that balance the interests of all parties and ensure the long-term sustainability of the pension system.

THE ROLE OF A TRUSTEE

What do you see as the role of a Trustee on the PERA Board?

My role on PERA's Board of Trustees would entail serving as a member of the governing body responsible for overseeing and guiding the operations, policies, and strategic direction of an organization. As a trustee, I would have a fiduciary duty to act in the best interests of the organization and its stakeholders. This includes exercising due diligence in financial oversight, ensuring compliance with legal and regulatory requirements, and safeguarding the organization's assets.

JENNIFER VICTOR

INTEREST IN SERVING AS A PERA TRUSTEE

Please briefly describe why you are interested in being elected to the PERA Board of Trustees.

I have been an active PERA member since 2011 and would like to contribute to the PERA community by serving on the board. PERA has a profound impact on the lives of so many employees in the state. I would like to represent the Western Slope as our concerns and experiences sometimes differ from those in more populated regions. In my position in Human Resources, I regularly correspond with our employees regarding benefits which include retirement, life and health, and I make recommendations to our leadership on our program offerings.

CHALLENGES/OPPORTUNITIES FACING PERA

Please describe what you consider as areas of challenge/opportunity facing PERA and the Board's role in addressing these issues.

PERA has been in the news in the last several years regarding its financial situation. I believe the Board has made great strides in addressing the issues and making a plan for the future. That work is ongoing and will remain a challenge/opportunity for years to come as we continue to progress through uncertain economic times. The Board needs to provide balance between supporting its retirees and keeping a healthy fund balance, a task which requires collaboration from all members. Finally, the employer administration of the plan is complicated. I would like to explore opportunities to ease the burden on employers to avoid errors in onboarding and administration.

THE ROLE OF A TRUSTEE

What do you see as the role of a Trustee on the PERA Board?

The role of a trustee is to bring thoughtful input to discussions, so that the board as a whole can provide guidance to PERA staff. No single board member acts on their own. Decisions made by the Board affect its members but also may have further effects on the State. Decisions need to be made for the greater good, and active discussions need to take place in an open and accepting environment.

STATE DIVISION/NON-HIGHER EDUCATION CANDIDATES (4-YEAR TERM)

TRACY MARIE RUSHING

INTEREST IN SERVING AS A PERA TRUSTEE

Please briefly describe why you are interested in being elected to the PERA Board of Trustees.

I was elected to the PERA board as a Trustee in 2022. It is an immense responsibility to represent all PERA recipients now and those who will receive PERA retirement in the future. This role requires active listening, ongoing education and training, as well as the willingness to be present in order to ask the right questions—seek to understand, support or challenge the current pathways. I am invested in the goal of PERA reaching fully funded status. As a dedicated public servant for 24 years, I would like to continue in this capacity.

CHALLENGES/OPPORTUNITIES FACING PERA

Please describe what you consider as areas of challenge/opportunity facing PERA and the Board's role in addressing these issues.

PERA trustees seek a pathway to fully funding PERA in 30 years. In order to do this, we must consider multiple attributing factors: PERA's investments, strategic plan, the continued attrition of state employees, and impacts by legislation, just to name a few. Board members need to understand these various topics and be on top of legislation that can impact PERA negatively. The Board collectively votes to make a change if necessary, to achieve this goal. Exploring innovative approaches and technology advancement opportunities with proven effectiveness may also lead to sustainability. The current PERA app for mobile devices is one such strategy to engage more members.

THE ROLE OF A TRUSTEE

What do you see as the role of a Trustee on the PERA Board?

A trustee has fiduciary responsibility and acts in the best interest of all the account beneficiaries now and in the future. As a Trustee, you provide oversight of investment decisions, PERA operations, and monitor risk and benefits to the fund. Trustees implement strong communication skills to interact with account holders, receive information on account performance, monitor, and follow the process to make decisions for the best interest of the fund. Collaborating with PERA staff, financial advisors, and other professionals to ensure the account is managed effectively to achieve the goal of fully funded status in 30 years.

SCOTT SIMON

INTEREST IN SERVING AS A PERA TRUSTEE

Please briefly describe why you are interested in being elected to the PERA Board of Trustees.

As someone who has been safeguarding the retirement savings of Colorado's brave firefighters and police officers since 2007, I understand firsthand how important it is to create a strong and stable pension fund. With over 30 years of experience managing institutional investment portfolios, including \$7.0 billion for FPPA, I have the expertise to make a significant impact for PERA members. As a 4th generation Coloradan native, I care about ensuring our hardworking state employees have a secure retirement. I have enjoyed serving on boards for various organizations, from a bank for kids to local sports associations and schools.

CHALLENGES/OPPORTUNITIES FACING PERA

Please describe what you consider as areas of challenge/opportunity facing PERA and the Board's role in addressing these issues.

PERA faces the significant challenge of managing retirement funds for numerous state employees, ensuring there's sufficient money for everyone's future, especially during economic uncertainty. However, these challenges present opportunities for PERA to excel with the right strategies. By taking actions that balance safety and growth, PERA can maintain a strong and stable fund for the long term. As someone who has led through similar challenges and opportunities at FPPA, I will deliver uniquely valuable insights and ideas to PERA. My firsthand experience in dealing with the intricacies of keeping a pension fund healthy and thriving brings a powerful perspective to the board to help ensure our shared futures. I am confident my expertise will help PERA navigate the challenges ahead and turn them into opportunities to better secure members' financial future.

THE ROLE OF A TRUSTEE

What do you see as the role of a Trustee on the PERA Board?

Being a trustee is an important responsibility that involves being a good steward of members' money and making decisions in their best interests. As a trustee, I will apply my extensive experience as an institutional investor and deep understanding of how to maintain a healthy and robust pension fund to improve PERA's success. I understand being a trustee means putting aside personal interests and focusing on what's best for the hardworking employees PERA serves. I am committed to helping PERA maintain sound financial footing, ensuring members' retirement security, and growing the public's trust.

STATE DIVISION CANDIDATES—RESPONSES TO KEY QUESTIONS *(continued)*

JOHN SPEARING

INTEREST IN SERVING AS A PERA TRUSTEE

Please briefly describe why you are interested in being elected to the PERA Board of Trustees.

My interest is focused on opportunities that lie in actively seeking diversification of the plan's investment portfolio, exploring new investment avenues and strategies to maximize returns. As your representative, I would also focus on effective risk management and ensuring transparency and accountability in reporting and communication to members. I would also play an active role in advocating for favorable legislative and regulatory changes that benefit the plan and its members. Engaging in meaningful dialogue with stakeholders, monitoring emerging trends, and staying vigilant about potential risks are other ways the Board contributes to addressing challenges and seizing opportunities for PERA's success.

CHALLENGES/OPPORTUNITIES FACING PERA

Please describe what you consider as areas of challenge/opportunity facing PERA and the Board's role in addressing these issues.

PERA faces challenges in ensuring the long-term sustainability of the plan, managing investments successfully, and maintaining the integrity of the investment strategy free from social engineering agendas. The Board plays a crucial role in addressing these issues by prudently managing investments, diversifying the portfolio, and balancing risk appropriately. They must prioritize the financial performance of the plan and make investment decisions solely based on the best interests of participants and beneficiaries. Seeking legislative and regulatory changes that benefit the plan and engaging in meaningful dialogue with stakeholders are also important tasks. Additionally, effective risk management, transparency, and accountability in reporting and communication are key. The Board's proactive approach in addressing challenges and seizing opportunities is vital to ensure PERA's long-term sustainability and success.

THE ROLE OF A TRUSTEE

What do you see as the role of a Trustee on the PERA Board?

I am incredibly interested in being elected to the PERA Board of Trustees because I am passionate about public service and have a strong commitment to ensuring the financial security and well-being of retirees. I believe that my combination of skills, including my expertise in financial management and my ability to understand complex issues and make informed decisions, make me an ideal candidate for this role. I am dedicated to serving the interests of the members of PERA and working collaboratively with fellow Trustees to ensure the long-term sustainability and success of the plan.

TIM WONHOF

INTEREST IN SERVING AS A PERA TRUSTEE

Please briefly describe why you are interested in being elected to the PERA Board of Trustees.

Like employment, service is a privilege, not a right. Joining the PERA board will allow me to play an active role in my future security and that of my colleagues; a role for which I am well suited. While I was raised in Colorado, I spent much of my career working abroad. I have witnessed how other societies manage retirement and I appreciate the challenges and opportunities faced by PERA. I have substantial governance experience as a former President of the Economic Society of Australia (QLD) and as the immediate past president of the Denver Association of Business Economists (DABE).

CHALLENGES/OPPORTUNITIES FACING PERA

Please describe what you consider as areas of challenge/opportunity facing PERA and the Board's role in addressing these issues.

When establishing the (First) Bank of the United States, Alexander Hamilton recognized the importance of honoring the country's financial obligations. The same holds true for individuals, states, and companies. Thanks to sound management and proactive legislative efforts, PERA is on-track to meet its obligations to current PERA members and retirees. Yet, headwinds exist. The most pressing concern lately is the conflicting impact of inflation. While inflationary environments may improve fund performance in the short term, it can undermine the purchasing power of retirees. In addition, inflationary environments increase the nominal cost of finding and retaining talent which translates into increased fund outflows in the long term. Balancing both short and long-term obligations for the fund is both the challenge and the opportunity. Trustees, as crucial points of governance, hold the Managing Director accountable, provide strategic guidance, and ensure that the competing interests of PERA members and retirees remain balanced.

THE ROLE OF A TRUSTEE

What do you see as the role of a Trustee on the PERA Board?

The Trustee uses his/her skills, knowledge, and frameworks to advance the interests of PERA members and retirees. He/she provides a crucial layer of governance over PERA operations, shouldering responsibility for the investment of PERA's funds, not in terms of daily execution, but rather in terms of direction and method. PERA Trustees must stay informed and operate with integrity, prudence, and transparency to best serve PERA members and retirees.