

**AM No. 12-39: AUTHORIZATION OF A THREE (3) YEAR CONTRACT IN THE AMOUNT OF \$60,000 AND AWARD OF BID FOR INVESTMENT MANAGEMENT SERVICES TO DANA INVESTMENT ADVISORS, INC.**

**Agenda of:** October 8, 2012  
**Originator:** Troy Tankersley, Finance Director

**Date:** September 26, 2012

Route to:	Department	Signature	Date
X	Finance Director		9-26-12
X	Interim Deputy Administrator		9/26/12
X	City Clerk		9/26/12

**REVIEWED BY MAYOR VERNE E. RUPRIGHT:**

**FISCAL IMPACT:**  yes \$13,333      Funds Available     Yes or  No

**Account name/number/amount:**

FY2013:  
 Professional Services - Other      001.4150.415.30.34      \$13,333

**Attachments:** Dana Limited Volatility Strategy, 29 pages

**SUMMARY STATEMENT:** In accordance with WMC 5.08.108, on July 23, 2012, the City of Wasilla issued a Request for Proposal 0723-0-2012/AD for Investment Management Services.

Proposals were received from three (3) firms: Alaska Permanent Capital Management, Inc., Dana Investment Advisors, Inc., and Davidson Fixed Income Management. Following a complete review of each proposal by the Finance Director and Controller; and conducting phone interviews, scores were awarded by the following criteria: firm experience, methodology/approach, technology, communication, community involvement, responses received from reference questionnaires, and cost.

The following table provides the outcome of this scoring process:

Technical			Cost			Technical & Cost		
APCM	Dana	Davidson	APCM	Dana	Davidson	APCM	Dana	Davidson
116.5	125	115	23	25	22	139.5	150	137
2	1	1	2	1	3	2	1	3

Additional interviews were conducted on September 19<sup>th</sup> and 20<sup>th</sup> with APCM and Dana Investment to further understand some of the technical and cost issues. These additional interviews were very informative and solidified the scoring done prior.

Cost for the 3-year contract is as follows and is contingent upon future budgets and dollar amount invested (based on \$10m invested):

FY2013 Nov. 1 – Jun 30	FY2014	FY2015	FY2016 July 1 – Oct. 31
\$13,333	\$20,000	\$20,000	\$6,667

**STAFF RECOMMENDATION:** Approve the award of a three-year contract for investment management services to Dana Investment Advisors Inc. The contract will be effective upon contract award of \$60,000.

<b>Date:</b> 10/8/12	<b>Approved:</b>	<b>Denied:</b>	<b>Initials:</b> JS	<b>Comments:</b>
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# Dana Limited Volatility Strategy



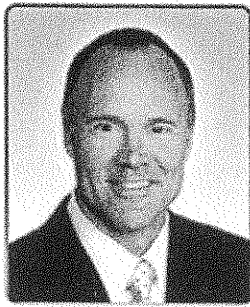


André Kamber CIMA  
Executive Vice President  
direct: (206) 855-8781  
[andre@danainvestment.com](mailto:andre@danainvestment.com)

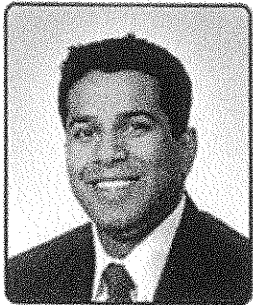




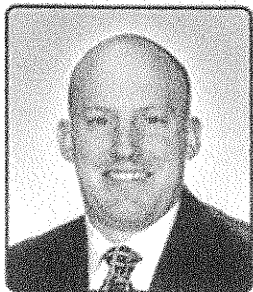
**Joe Veranth, CFA**  
Chief Investment Officer



**Rob Leuty, CFA**  
Senior Vice President



**Noaman Sharief**  
Vice President

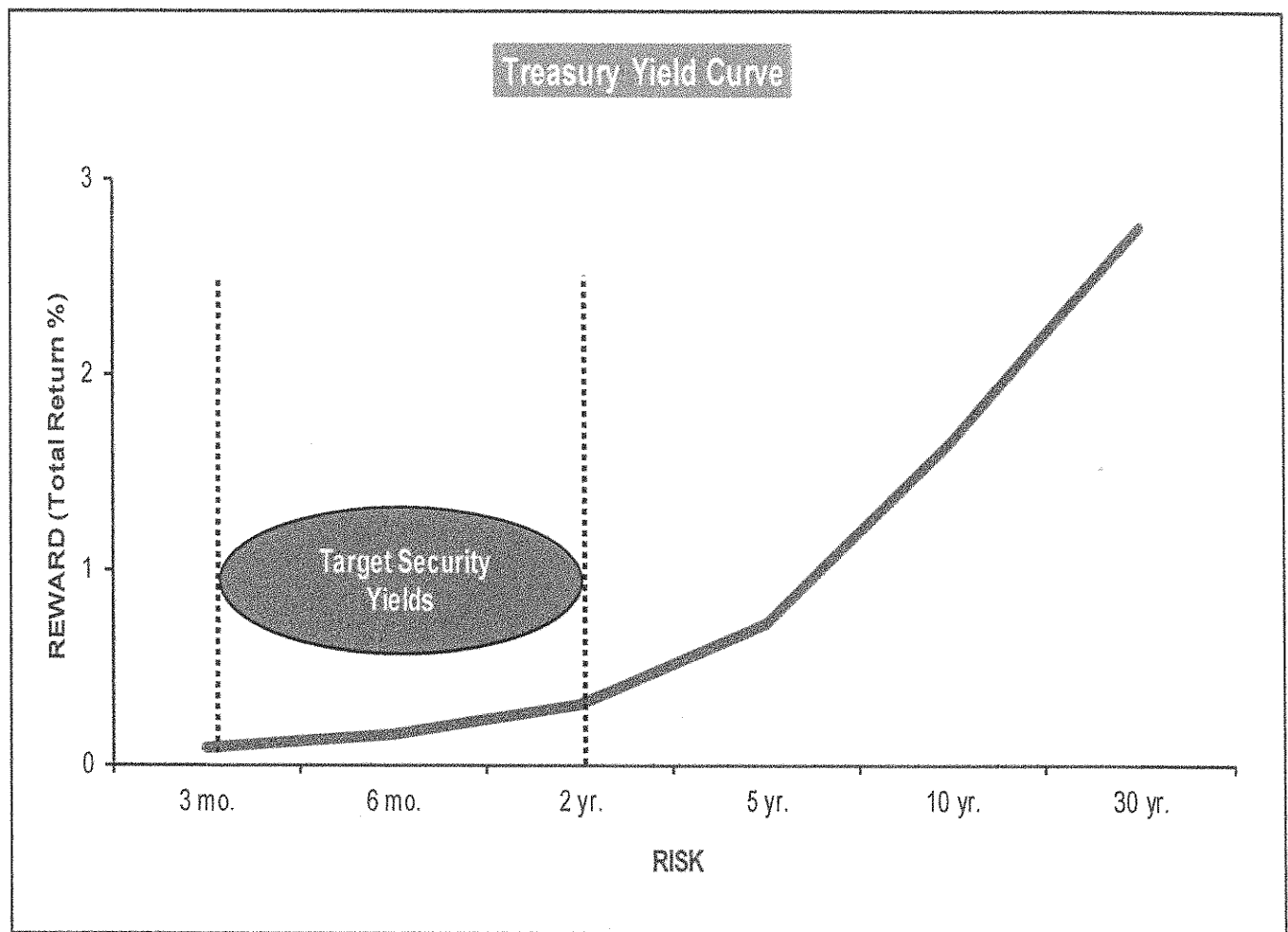


**Matt Slowinski**  
Vice President

- 32 year old firm, independently owned and operated
  - 100% employee owned
  
- 12 investment professionals
  - Over 17 years average experience
  
- Extensive operational / administrative infrastructure
  - 3 dedicated trading professionals
  - 2 information technology specialists
  - 9 operations / administrative support
  - 2 compliance / legal professionals
  
- Over \$3.6 billion under management
  
- Investment philosophy consistent with many account objectives.
  - High quality, relative value bias has resulted in above market returns with below market risk
  
- Dana's revenue stream is well diversified by client type and asset category
  - \$1.9 billion in fixed income assets adds stability in turbulent equity market environments
  
- Nationwide client base
  - Sales / client service professionals located in Florida, Illinois, Pennsylvania, Washington and Wisconsin

Variable rate securities are relatively immune to interest rate risk because of the ability to adjust the coupon to the market rate on a periodic basis.

Dana primarily uses U.S. government and Government agency backed variable-rate securities as the major asset class in the Dana Limited Volatility strategy. These securities have coupon rates generally in excess of other government and most high grade corporate bonds exhibiting similar duration.



as of 6/30/12

## Things to avoid:

- Longer fixed rates
- Lower quality credits
- Exotic securities

*Portfolios are constructed one security at a time.  
Security selection focuses on the following factors:*

### Quality

- Rating, issuer strength, collateral quality

### Issue structure

- Geography, size of issue, length of maturity, coupon, reset margin and adjustment frequency

### Prepayment analysis

- Determine average life, pre-payment timing, seasoning and refinance options

### Yield analysis

- Yield to next coupon, yield to average life, horizon return analysis

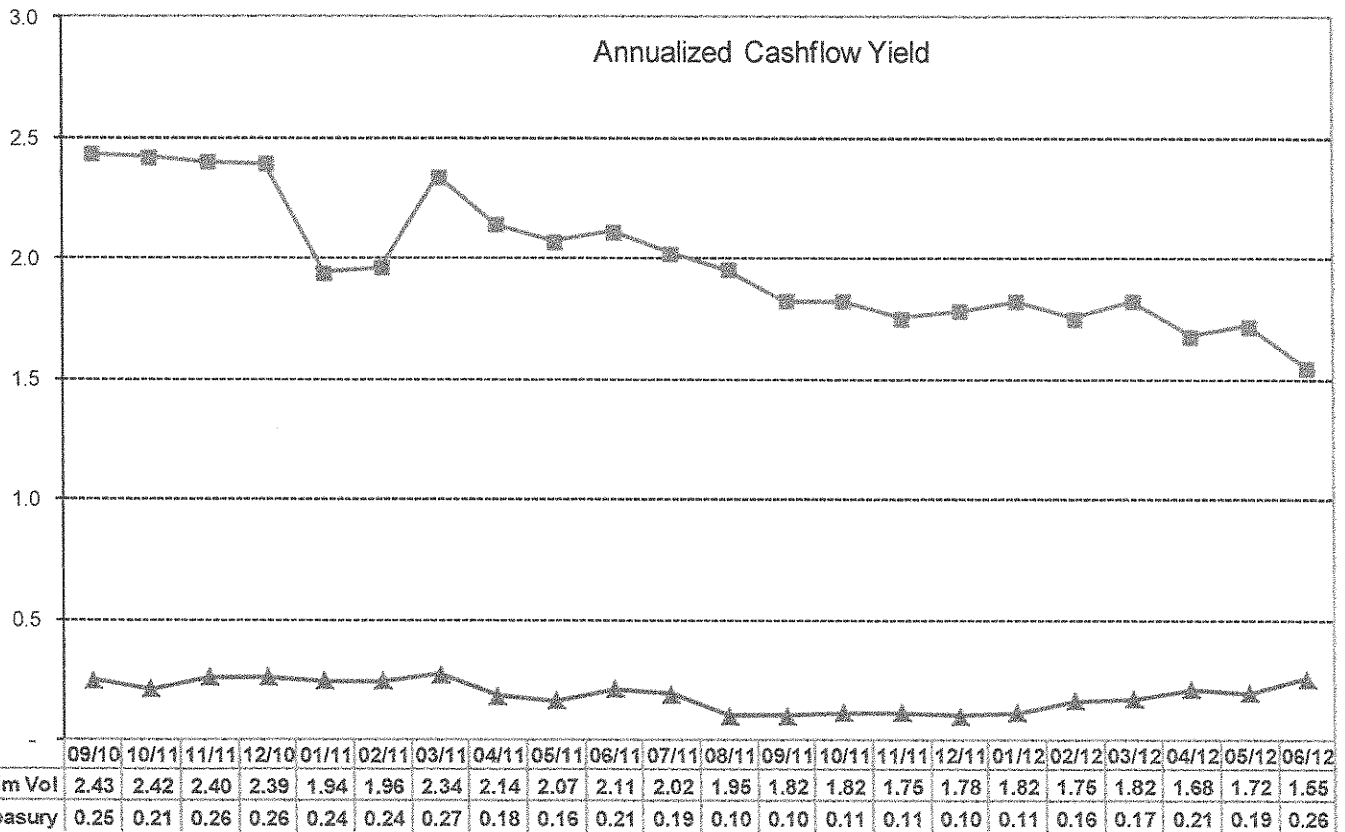
### Security pricing

- Price based on marketplace, sector and our cash flow analysis

## *The Result...An "All Weather" Short Duration Portfolio:*

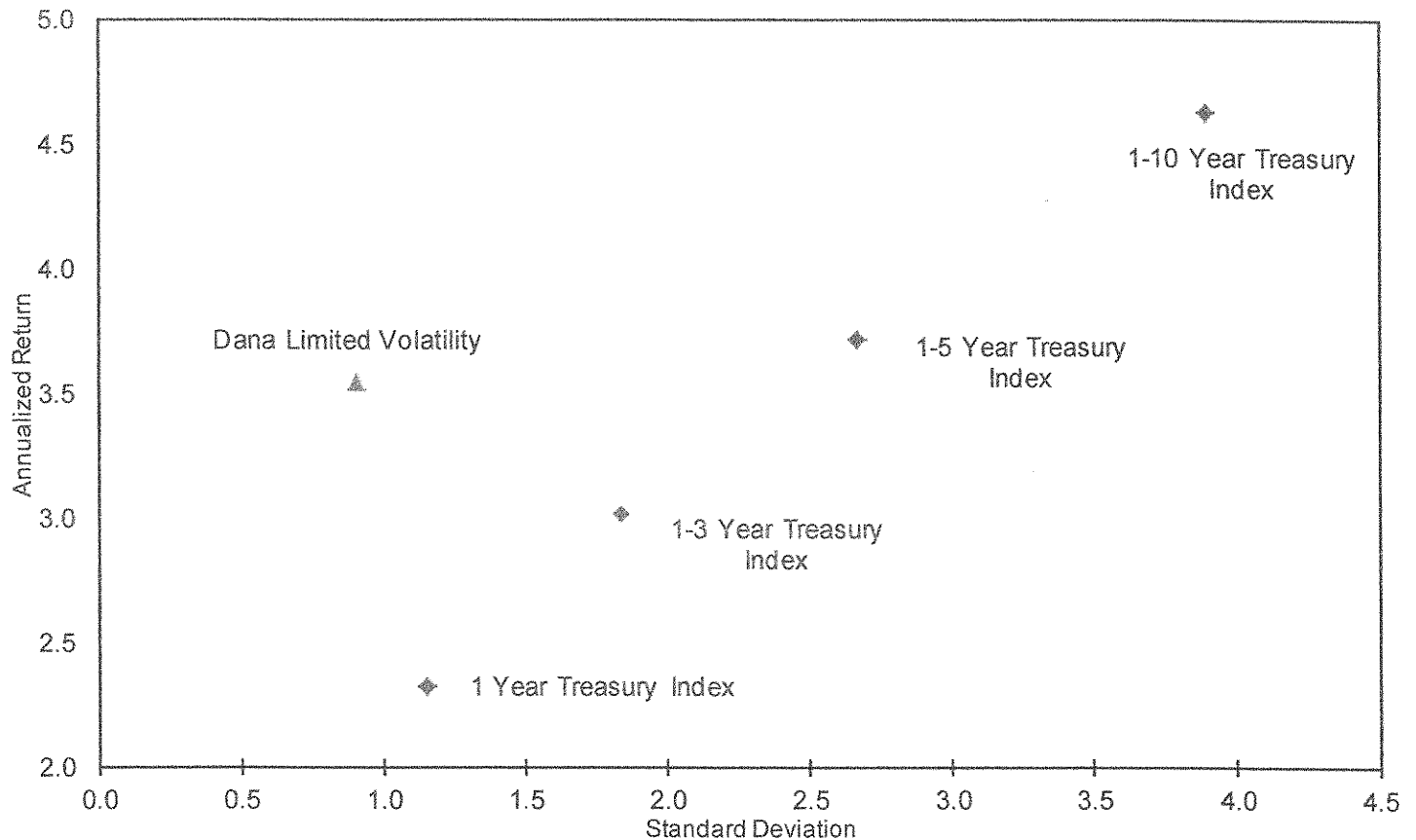
- Invest only in high quality bonds, security by security
- Construct portfolios that provide a high level of current income while preserving capital
- Reduce duration risk through prepayment cash flows and adjustable rate and short maturity bonds
- Utilize risk controls to enhance safety and risk-adjusted returns
- Actively re-invest cash flows to maintain portfolio characteristics
- More yield and less volatility than comparable benchmarks
- The contribution of coupon income to return is greater than other comparable duration portfolios
- Typical average duration between 0.75 and 1.25 years, with about 15 - 30 individual security positions, and security cash flows of 20% - 40% annually
- Sector expertise in adjustable rate mortgages
- Excellent geographic diversification by security

# Excess Yield Generated by Dana Limited Volatility Strategy



Dana Limited Volatility Strategy yield averages 180 basis points higher than the 1 Year Treasury Index for the period 9/10 to 6/12

### Long-term Returns with Short-term Volatility



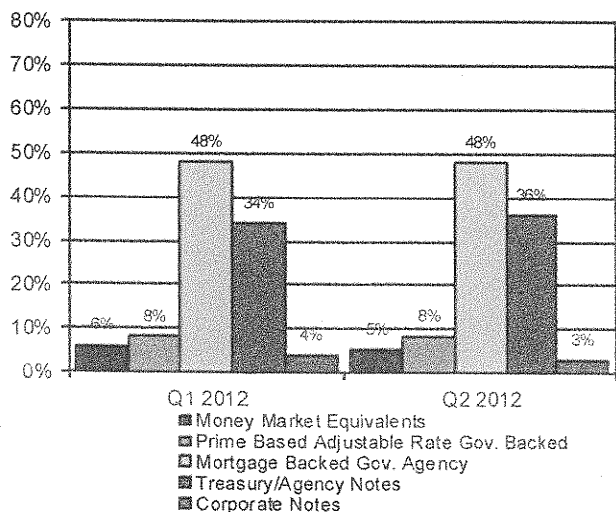
- Outperformed indices with durations as long as the Merrill Lynch 1-3 year Treasury Index, with less risk
- High levels of current income while effectively eliminating credit risk and reducing the volatility of returns
- Uses primarily U.S. Government and Government Agency backed variable rate securities
- Carry an average effective duration between 3 to 15 months

as of 6/30/12

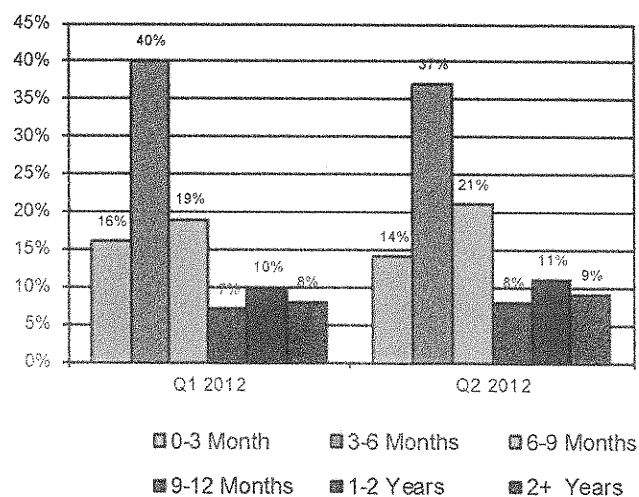


<u>Summary Information</u>	<u>6/30/2012</u>
Effective Duration	0.84
ARM Avg time to reset (yrs)	0.57
Average Maturity/Life (yrs)	3.76
Average Credit Quality	Aaa
<b>Current Yield To Maturity</b>	<b>1.26%</b>
90 Day Treasury Bill	0.08%
6 Month Treasury Bill	0.15%
1 Year Treasury Index	0.24%
2 Year Treasury Note	0.27%
Fed Funds	0.00 - 0.25%
Foreign Security Exposure	0%
U.S. Domestic Exposure	100%

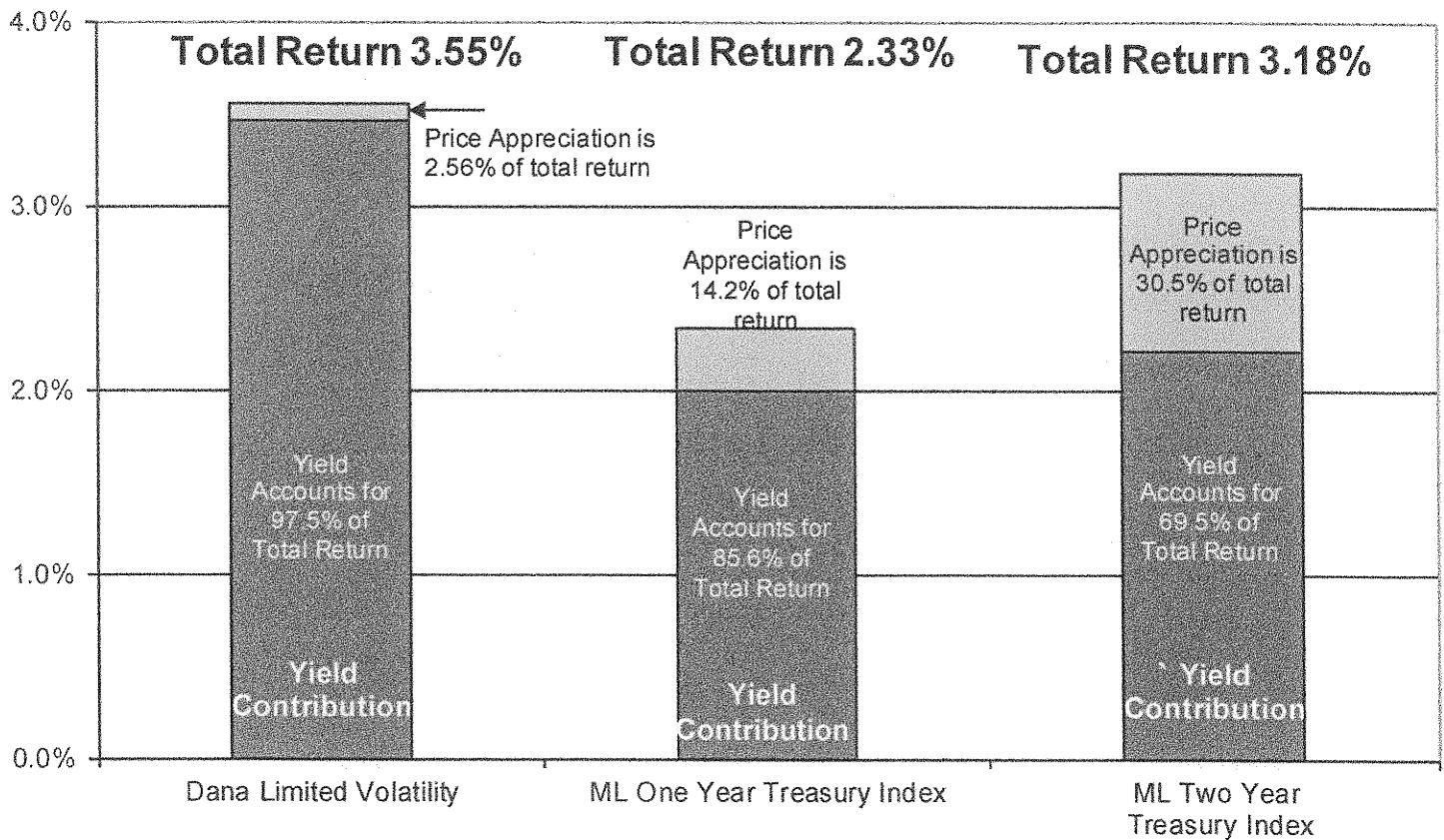
### Sector Allocation



### Duration Allocation



**Yield Drives Dana Limited Volatility Returns**  
 (Comparison of 10 Year Averages)  
 Periods ending 06/30/12



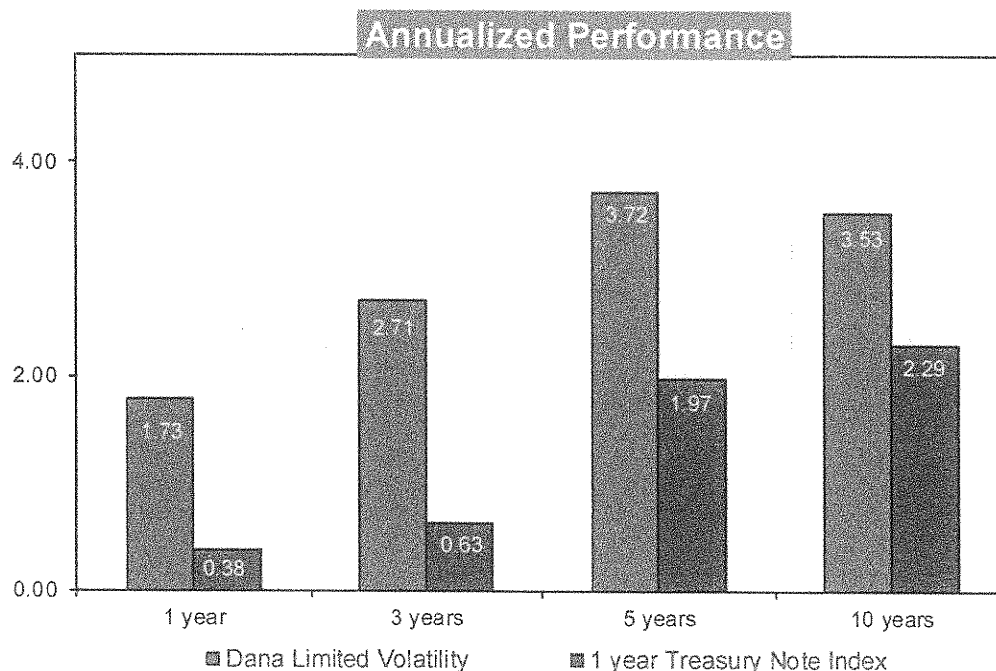
Limited Volatility Performance  
 Exclusive of fees, Period ended 07/31/12



Quarter by Quarter Performance (Gross of Fees)

	<u>1st Qtr</u>	<u>2nd Qtr</u>	<u>3rd Qtr</u>	<u>4th Qtr</u>	<u>YTD</u>	<u>Benchmark</u>	<u>Difference</u>
2000	1.26	1.37	1.98	2.12	6.91	6.77	0.14
2001	2.36	1.79	1.80	1.25	7.38	6.57	0.81
2002	1.09	1.07	1.35	1.08	4.68	3.28	1.40
2003	0.86	0.76	0.20	0.62	2.46	1.45	1.01
2004	0.81	-0.06	1.14	0.48	2.40	0.81	1.59
2005	0.52	0.78	0.55	0.73	2.61	2.36	0.25
2006	0.68	0.66	1.58	1.33	4.31	4.32	-0.01
2007	1.33	1.05	1.49	1.45	5.43	5.95	-0.52
2008	1.51	0.95	0.92	0.36	3.80	4.75	-0.95
2009	2.26	1.46	1.19	1.11	6.15	0.80	5.35
2010	0.78	0.90	0.53	0.61	2.85	0.83	2.02
2011	0.93	0.48	0.33	0.33	2.09	0.57	1.52
2012	0.79	0.28	0.32*		1.39	0.13	1.26

\*July 2012



	1 year	3 years	5 years	10 years
Ave Annualized Total Return				
Dana Limited Volatility	1.79	2.71	3.72	3.53
1 year Treasury Note Index	0.38	0.63	1.97	2.29

Please see important performance disclosure.

***How do Adjustable Rate Mortgage Backed securities carry such low duration?***

- Instead of receiving income every 6 months, income is received monthly. Increased cash flows lower duration
- Scheduled monthly principal payments – increased cash flows, lower duration
- Unscheduled monthly principal payments – increased cash flows, lower duration
- Adjustable rate coupon – allows principal to remain relatively stable despite changes in market interest rates since coupons can adjust, thus lowering effective duration

**All these factors serve to lower effective durations of these unique bond securities in comparison to fixed coupon, fixed maturity bonds**

- ARM cash flow yields are high vs. alternatives.
- TIPS add liquidity and cheap inflation protection.
- Short rates could still remain low for an extended period.
- Portfolio is very high quality.
- Portfolio has monthly cash flows that provide flexibility.
- In rising rate environments, outperforms fixed rate bond strategies.
- Very few negative quarterly returns in the last thirty years.
- Proven strategy through many interest rate and economic cycles.

**Fannie Mae**: A federally chartered but privately owned corporation which traces its roots to a government agency created in 1938 to provide additional liquidity to the mortgage market. In 1968 Ginnie Mae was spun off from Fannie Mae and Fannie Mae became a government sponsored private corporation. Fannie Mae has had regular capital infusions from the Treasury, and has been under the direction of the Federal Housing Finance Agency since 2008.

**Ginnie Mae (GNMA)**: In 1968, Congress established the Government National Mortgage Association, commonly known as Ginnie Mae, as a government-owned corporation within the Department of Housing and Urban Development (HUD). Ginnie Mae securities carry the full faith and credit guarantee of the United States government.

**Freddie Mac**: A stockholder-owned corporation established by Congress in 1970 to provide a continuous flow of funds to mortgage lenders, primarily through developing and maintaining an active nationwide secondary market in conventional residential mortgages. Like Fannie Mae, Freddie Mac purchases a large volume of conventional residential mortgages and uses them to collateralize mortgage backed securities. Freddie Mac is currently under the direction of the Federal Housing Finance Agency.

**U. S. Small Business Administration**: SBA was created in 1953 as a government agency that provides financing programs to assist small businesses in the U. S. Small business loans are made by banks under standards maintained by the SBA, and the guaranteed portion of the loan can be securitized and sold in the secondary market. These securities typically adjust their coupon monthly or quarterly at a spread above or below the prime rate.

**The Index Treasury:** A common Treasury-based ARM index is the One-Year CMT (Constant Maturity Treasury) index. The One-Year CMT is the average yield of all treasury securities having one year remaining until maturity. The index is calculated weekly or monthly using market reports by five leading government securities dealers. The weekly index is published each Monday in the Federal Reserve Statistical Release H. 15 (519) and can be found on the various wire services.

**LIBOR:** LIBOR is the London Interbank Offered Rate, at which major international banks offer to place deposits with one another for maturities from overnight to five years. This rate has become a popular index worldwide and is used by U.S. institutions. Index options range from a one-month to one-year LIBOR. Fannie Mae offers several index options as well, but the most common securitized Fannie Mae ARM MBS are six-month and one-year LIBOR, as published in The Wall Street Journal.

**Cost of Funds:** The most common cost of funds index (COFI), 11th District COFI, is determined by the monthly weighted-average cost of savings, borrowings, and advances for member institutions of the 11th District Federal Home Loan Bank (FHLB). This district includes Arizona, California, and Nevada. The FHLB of San Francisco reports this index on the last business day of the month. Unlike the treasury indices, COFI indices have traditionally reacted more slowly to short-term market rate movements due in part to the varying maturities of the liabilities that make up the index.

**CD Index:** The weekly average of secondary market interest rates on nationally traded six month negotiable certificates of deposit, as published by the Federal Reserve Board in the Federal Reserve Statistical Release entitled "H. 15 Selected Interest Rates (Daily)" (the "H.15 Release"), which is published on the Federal Reserve's website at [www.federalreserve.gov/releases/H15/update](http://www.federalreserve.gov/releases/H15/update).

**Contract Rate Index:** The "National Average Contract Interest Rate for the Purchase of Previously Occupied Homes by Combined Lenders," as released by the Federal Housing Finance Board.

**Federal COF Index:** The average of the interest rates for marketable U.S. Treasury bills and notes, as calculated and released by Freddie Mac.

**National COF Index:** The "Monthly Median Annualized Cost of Funds for OTS-Regulated Institutions," as released by the Office of Thrift Supervision.

**Prime Rate:** The prime lending rate of major banks as published in the H.15 Release.

**Semi-annual Secondary Market Treasury Index:** The weekly average discount prevailing in weekly secondary market trading of six-month U.S. Treasury bills as published in the H.15 Release, as calculated from composites of quotations reported by five leading U.S. government securities dealers to the Federal Reserve Bank of New York.





# Dana Limited Volatility

Date as of 6/30/12

## Investment Process

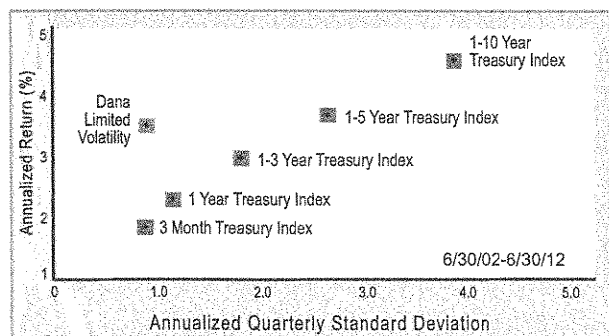
Dana's Limited Volatility Strategy securities mix is unique. We use U.S. government and government agency-backed, variable or floating rate securities as an integral part of the portfolios. These securities have coupon rates often in excess of other government and most high-grade corporate bonds. The adjustment features of these bonds reduce price volatility. This Strategy requires less emphasis on interest rate anticipation than many traditional styles of fixed income management. We believe that utilizing these high-quality, variable rate bonds in conjunction with shorter maturity, fixed rate bonds will allow us to achieve our clients' investment objectives with little of the normal credit and interest rate risks.

## Characteristics

	Dana Limited Volatility	BofA Merrill Lynch 1 Year Treasury Index
Average Credit Quality	Aaa	Aaa
Average Coupon	1.96%	0.50%
Yield to Maturity	1.26%	0.24%
Effective Duration	0.84	0.91
Convexity	-0.02	0.01

The Dana Limited Volatility Strategy begins by constructing a portfolio of high credit quality bonds that generally provide higher yields than comparable fixed income benchmarks while at the same time demonstrating less interest rate risk as indicated by the Strategy's lower relative duration. This combination has consistently provided clients with positive annual total returns in all economic environments.

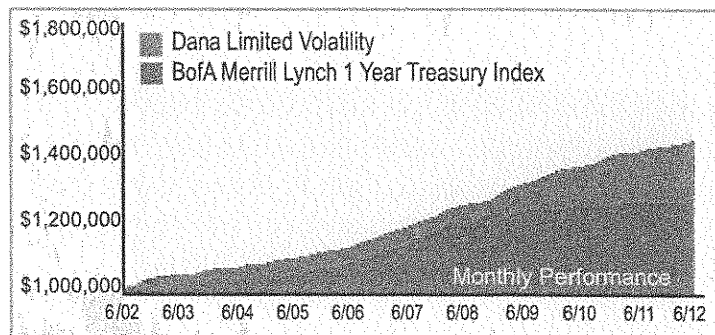
## Striving for Higher Returns with Lower Volatility



- Provided returns similar to longer duration indices.
- Utilized primarily U.S. Govt. and Govt. Agency-backed bonds.

## Performance

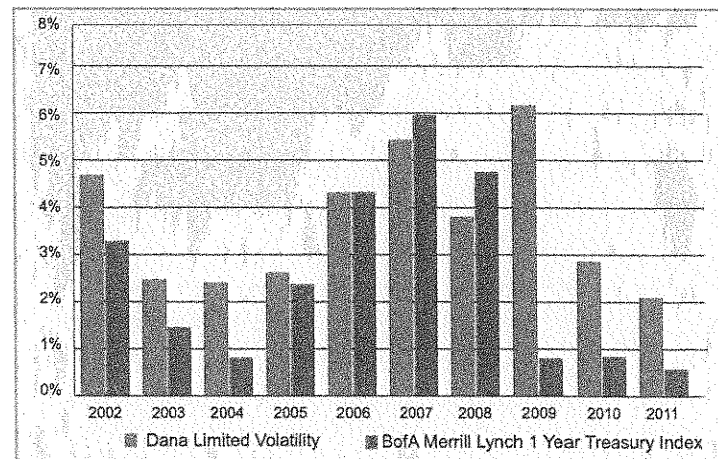
### GROWTH OF \$1,000,000



Dana's Limited Volatility Strategy has outperformed the BofA Merrill Lynch 1 Year Treasury Index over the past 10 years on a gross of fees cumulative total return basis.

	2Q	YTD	1 Year	3 Years	5 Years	10 Years
<b>ANNUALIZED AVERAGE RETURNS</b>						
Dana Limited Volatility	0.28%	1.07%	1.73%	2.78%	3.78%	3.55%
BofA Merrill Lynch 1 Year Treasury Index	0.04%	0.04%	0.26%	0.64%	2.07%	2.33%

## CALENDAR YEAR PERFORMANCE

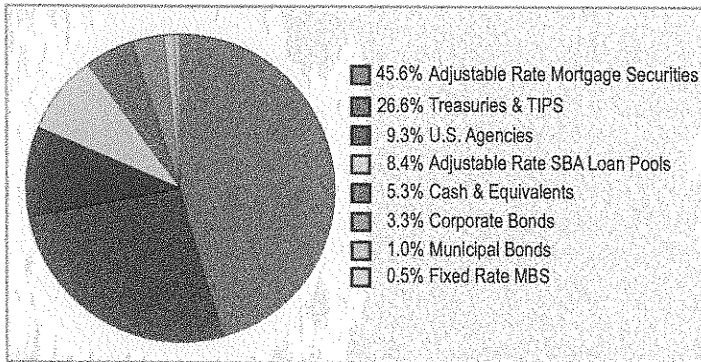


QUARTERLY STATISTICS	3 Years	5 Years	7 Years	10 Years
Alpha	1.89	3.16	1.73	1.53
Beta	1.44	(0.08)	0.34	0.46
Batting Average	1.000	.750	.675	.725
Sharpe Ratio	4.53	3.06	2.18	2.01

## Composition

Dana primarily uses U.S. government and government agency-backed variable-rate securities as the major asset class in the Dana Limited Volatility Strategy. These securities have coupon rates generally in excess of other government and most high grade corporate bonds exhibiting a similar duration.

## Composite Allocation



## Security Allocation

For portfolios valued below \$3,000,000, the Dana Limited Volatility Strategy may at times utilize select exchange traded funds in conjunction with individual fixed income securities. Exchange traded funds provide useful portfolio management and trading benefits for smaller portfolios.

While performance cannot be guaranteed, this type of portfolio is expected to display similar characteristics and performance over time, as compared to portfolios comprised entirely of individual securities.

## Important Information

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	YTD 2012
Total Return (Gross of Fees)	4.68%	2.46%	2.40%	2.61%	4.31%	5.43%	3.80%	6.15%	2.85%	2.09%	1.07%
Total Return (Net of Fees)	4.36%	2.19%	2.11%	2.34%	4.05%	5.15%	3.54%	5.91%	2.61%	1.86%	0.96%
Benchmark Return	3.28%	1.45%	0.81%	2.36%	4.32%	5.95%	4.75%	0.80%	0.83%	0.57%	0.04%
Composite 36 Month Standard Deviation	0.85%	0.68%	0.53%	0.44%	0.54%	0.49%	0.55%	0.66%	0.74%	0.74%	0.52%
Benchmark 36 Month Standard Deviation	1.13%	0.98%	0.68%	0.52%	0.63%	0.68%	0.88%	1.07%	0.94%	0.31%	0.24%
Number of Portfolios in Composite	61	66	61	58	57	51	48	50	78	91	93
Internal Dispersion (%)	0.34%	0.29%	0.31%	0.44%	0.32%	0.47%	0.95%	1.46%	0.51%	0.39%	N/A
Composite Assets at Period End (US \$ millions)	717.1	750.5	747.4	801.3	734.5	587.3	576.0	692.0	874.8	1,119.3	1,201.3
Total Firm Assets (US \$ millions)	2,099.9	2,064.8	2,307.6	2,810.7	2,814.9	2,794.3	2,327.2	2,667.0	2,854.5	3,294.4	3,629.9

Dana Investment Advisors Inc. (Dana) claims compliance with the Global Investment Performance Standards (GIPS®) and has prepared and presented this report in compliance with the GIPS standards. Dana has been independently verified for the periods January 1, 1992 through December 31, 2010. The verification report is available upon request. Verification assesses whether (1) the firm has complied with all the composite construction requirements of the GIPS standards on a firm-wide basis and (2) the firm's policies and procedures are designed to calculate and present performance in compliance with the GIPS standards. Verification does not ensure the accuracy of any specific composite presentation.

**NOTES** Dana Investment Advisors, Inc. is a SEC registered independent investment management firm established in 1980 and is not affiliated with any parent organization. Dana manages a variety of equity, fixed income and balanced portfolios for primarily U.S. institutional, individual and mutual fund clients. Policies for valuing portfolios, calculating performance and preparing compliant presentations are available upon request.

The Dana Limited Volatility composite includes all institutional fixed income portfolios that invest in short duration US fixed income securities with the goal of providing limited price volatility and competitive current yield within a well-diversified, high credit quality, short duration fixed income strategy. The composite does not have a minimum size criterion for membership.

The current benchmark for the Dana Limited Volatility composite is the Bank of America (BoFA) Merrill Lynch (ML) 1 Year Treasury Note Index. The composite's benchmark was the Merrill Lynch 1 Year Treasury Bill Index from January 1, 1986 to its discontinuance on August 31, 2001.

The composite was created December 31, 1985. The composite was known as the Dana Limited Volatility II composite through December 31, 2009. A complete list of composite descriptions is available upon request.

Valuations are computed and performance is reported in U.S. dollars.

Gross-of-fees returns are presented before management and custodial fees but after all trading expenses. Net-of-fees returns are calculated by deducting actual investment management fees from the monthly gross-of-fee returns. Dana investment management fees may vary based upon the differences in size, composition and servicing needs of client accounts.

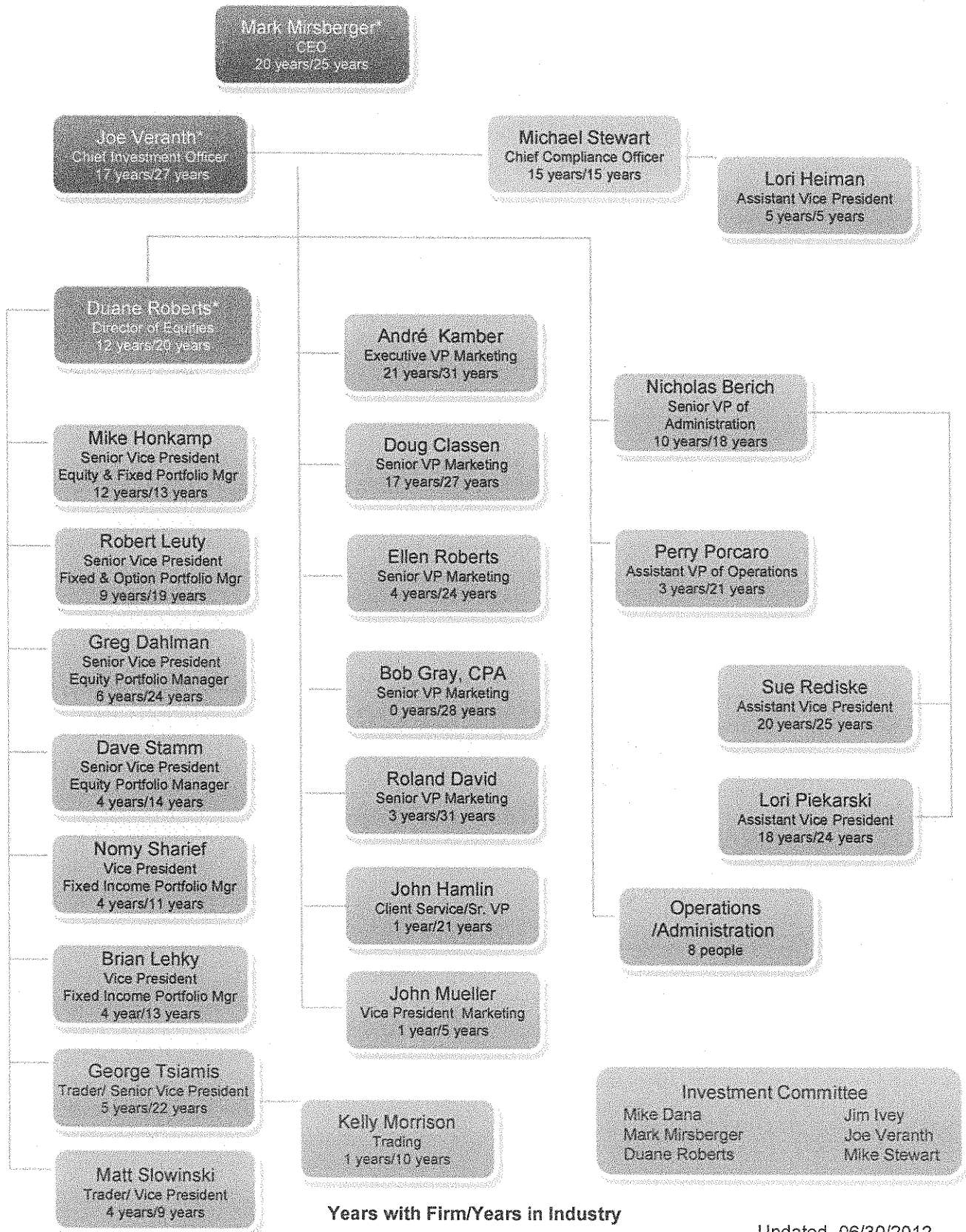
Internal dispersion is calculated using the equal-weighted standard deviation of annual gross-of-fee returns of those portfolios that were included in the composite for the entire year.

The 36 month annualized standard deviation measures the variability of the gross-of-fee composite and the benchmark monthly returns over the preceding 36-month period.

Past performance is not indicative of future results. A complete description of Dana's investment advisory fee schedule is contained in the firm's Form ADV Part 2A, a copy of which is available upon request.

# Appendix

# Organizational Chart



Years with Firm/Years in Industry

\*Firm Management Team

Updated 06/30/2012

**Mark R. Mirsberger, CPA**

Chief Executive Officer

Mark graduated from the University of Wisconsin-Madison with a BBA in Accounting in 1985 and earned an MBA in Finance in 1986. Mark joined Dana Investment Advisors in December 1991 as a Vice President, becoming Chief Operating Officer in 1999 and Chief Executive Officer in 2003. He oversees all day-to-day operations of the Firm. He also assists with portfolio management and servicing for numerous clients. Prior to joining Dana, Mark was an Audit Supervisor at Coopers & Lybrand specializing in the mutual fund and finance industries. Mark is a Certified Public Accountant and is an active member of the AICPA, WICPA and FPA. Mark has worked on several bank boards and is an active executive board member of the Waukesha YMCA.

**J. Joseph Veranth, CFA**

Chief Investment Officer and Portfolio Manager

Joe graduated from Northwestern University with a BA in Humanities in 1984. He earned an MBA in Finance and International Business from the Stern School of Business at New York University in 1991. Joe joined Dana Investment Advisors in December 1994 and is currently the Chief Investment Officer and a Portfolio Manager. He is involved in setting firm wide investment policy and asset allocation decisions for all Dana investment strategies. Joe's contributions to the equity investment process include analysis of both macro economic and investment trends and individual security analysis. Joe is a Chartered Financial Analyst and is a member of the CFA Institute and the CFA Society of Milwaukee.

**Duane R. Roberts, CFA**

Executive Vice President and Director of Equities

Duane graduated from Rice University with a BS in Electrical Engineering and Mathematics in 1980. He earned an MS in Statistics from Stanford University in 1981 and an MBA in Finance from Southern Methodist University in 1999. Duane joined Dana Investment Advisors in June 1999 and is currently a Director of Equities and equity Portfolio Manager. Duane serves as lead portfolio manager for the Large Core and Socially Responsible portfolios. He also is actively involved in the investment process for all other Dana equity strategies. Duane is a Chartered Financial Analyst and is a member of the CFA Institute and the CFA Society of Dallas-Fort Worth.





## **Greg Dahlman, CFA**

Senior Vice President and Portfolio Manager

Greg graduated Magna Cum Laude from the University of Wisconsin-Whitewater with a BBA in Finance and Economics in 1985. Greg joined Dana Investment Advisors in March 2006 as a Senior Vice President and Portfolio Manager. He is responsible for equity portfolio management and securities analysis, and participates in the investment process for all Dana large cap equity strategies. Greg serves as lead portfolio manager for Dana's Large Growth portfolios. Greg has over 15 years of experience managing equity portfolios. Greg is a Chartered Financial Analyst and is a member of the CFA Institute and the CFA Society of Milwaukee.



## **David M. Stamm, CFA**

Senior Vice President and Portfolio Manager

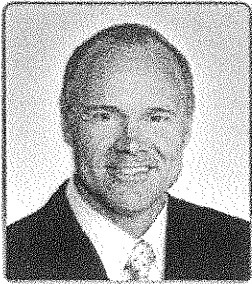
Dave graduated from Valparaiso University with a BSBA in International Business in 1997. Dave joined Dana Investment Advisors in August 2007 and is currently a Senior Vice President and Portfolio Manager. He is responsible for equity portfolio management and securities analysis and contributes to all Dana equity strategies, with specific emphasis on the Large Value and Small Cap portfolios. Dave has 13 years of professional experience, including 10 years managing equity portfolios. Dave is a Chartered Financial Analyst and is a member of the CFA Institute and the CFA Society of Milwaukee.



## **Michael Honkamp, CFA**

Senior Vice President and Portfolio Manager

Mike graduated from Santa Clara University with a BS in Economics in 1991. He earned an MBA from The American Graduate School of International Management (Thunderbird) in 1993. Mike joined Dana Investment Advisors in June 1999 and is currently a Senior Vice President and Portfolio Manager. He is one of the Firm's lead macro strategists and has expertise in portfolio management and securities analysis for both fixed income and equity portfolios. Mike contributes to the management of all Dana equity strategies, with emphasis on the Large Value and Small Cap portfolios. Mike is a Chartered Financial Analyst and is a member of the CFA Institute and the CFA Society of Milwaukee.



## **Robert Leuty, CFA**

Senior Vice President and Portfolio Manager

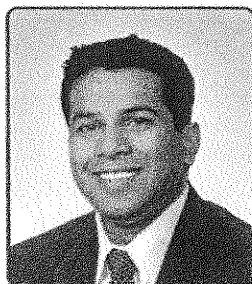
Rob graduated from the University of Wisconsin-Madison with a BBA in Accounting in 1988. He earned an MBA in Finance from the University of St. Thomas in 1994. Rob joined Dana Investment Advisors in October 2002 and is currently a Senior Vice President and Portfolio Manager. Rob manages various fixed income and option-based portfolios. Rob contributes to the firm's equity investment process through his extensive insight into macro investment and economic trends. Rob is a Chartered Financial Analyst and is a member of the CFA Institute and the CFA Society of Milwaukee.



## **Brian V. Lehky**

Vice President and Portfolio Manager

Brian graduated from Marquette University with a BS in Finance in 1999. Brian joined Dana Investment Advisors in June 2008 as an Assistant Vice President and Portfolio Manager. Brian is responsible for municipal portfolio management and analysis. Prior to joining Dana, he worked for Stifel, Nicolaus & Company as a Vice President in their Fixed Income Group. Brian has nine years of credit analysis experience with a focus on municipal credits.

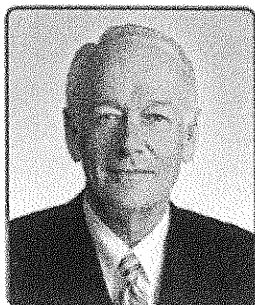


## **Noaman Sharief**

Vice President and Portfolio Manager

Nomy graduated from the University of Illinois at Urbana-Champaign with a BS in 1999 and an MBA in Finance from the University of Wisconsin-Milwaukee (UWM) in 2009. Nomy joined Dana Investment Advisors in June 2008 as an Assistant Vice President and Portfolio Manager. Nomy has nine years of investment experience, and specializes in taxable fixed-income securities and portfolio analysis. He has been very active with various community service organizations where he has held various officer positions including being the president of the largest Lions Club in Central Illinois. He currently serves on the Board of the Investment Management Certificate Program at UWM.

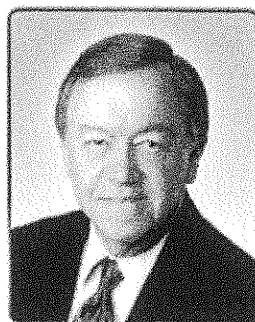




## **Michael L. Dana**

Founder

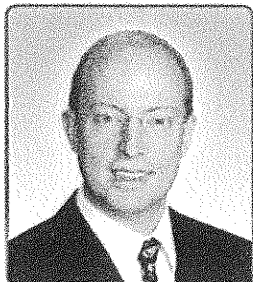
Mike graduated from the Detroit Institute of Technology with a BA in 1970. He continued his professional studies at the New York Institute of Finance and the Kennedy Sinclair Personal and Retirement Trust Schools. Prior to founding Dana in 1980, he gained experience as a trust officer with various Wisconsin-based trust departments. Mike also served on the staff of several Detroit-based brokerage houses. He was a portfolio manager with the First National Bank of Chicago in the Trust Equity Investment area.



## **James W. Ivey**

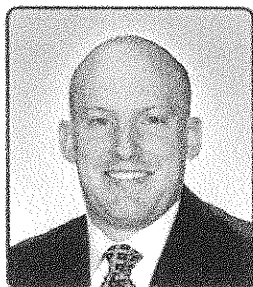
Investment Committee

Jim graduated from the University of Wisconsin-Eau Claire with a BS in Economics and Psychology in 1962. Jim joined Dana Investment Advisors as a Portfolio Manager in September 1983. He is actively involved with establishing the Firm's macro-economic outlook and in making tactical allocation decisions within Dana's fixed income strategies. Jim serves as a senior member of Dana's Investment Committee and is a past Portfolio Manager.

**George Tsiamis**

Senior Vice President and Trader/Analyst

George graduated from the University of Wisconsin–Madison with a BBA in Finance and International Business in 1993. George joined Dana Investment Advisors in April 2007 and is currently a Senior Vice President. He has expertise in several sophisticated electronic trading platforms and leads Dana's equity and fixed income trading department. Prior to joining Dana, George held the position of Senior Trader at Northern Capital Management for 9 years. He entered the investment field in 1993 and gained experience at Firststar Investment Research Company and at Bank of America. George is a member of the Security Traders Association of Wisconsin and the CFA Institute.

**Matthew R. Slowinski**

Vice President and Trader/Analyst

Matt received his BBA in Finance from the University of Wisconsin–Milwaukee in 2003 and his MBA from Penn State University in 2009. Matt joined Dana Investment Advisors in March 2008 as an Assistant Vice President. He has a broad level of experience in securities trading, and is an integral member of the trading department. He specializes in trading and portfolio management of the Dana Limited Volatility strategies. Prior to joining Dana, Matt held the position of Securities Trader at Wells Fargo Funds Management Group, LLC. Matt entered the investment industry in 2003 and gained experience at UBS Financial Services and Wells Capital Management. He is a member of the Securities Traders Association of Wisconsin.

**Kelly Morrison**

Trading Associate

Kelly joined Dana Investment Advisors in May 2011 as a Trading Associate. She has extensive experience in security settlements, and is an integral member of the trading department. Prior to joining Dana, Kelly held the position of Foreign Trading Specialist at Wells Capital Management. Kelly entered the investment industry in 2002 and gained experience at US Bank Corp, Strong Capital Management, and Wells Fargo Funds Management Group. Kelly graduated from the University of Wisconsin–Eau Claire with a BBA in Finance in 2002. She earned an MBA from the University of Wisconsin–Milwaukee in 2008.



**Michael C. Stewart, JD, CFA,**  
Executive Vice President, Chief Compliance Officer and Portfolio Manager

Mike received his BBA in General Business from the University of Wisconsin-Whitewater in 1992 with an emphasis in Finance and Business Law. He earned a JD from the Valparaiso University School of Law in 1996. Mike joined Dana Investment Advisors in May 1996 and is currently the Chief Compliance Officer and a Portfolio Manager in Dana's Wealth Management group. He contributes his legal expertise to the Firm's compliance and regulatory efforts. Mike is a Chartered Financial Analyst, Certified Financial Planner, Chartered Financial Consultant, and holds the Certified Employee Benefit Specialist designation. He is a member of the CFA Institute, the CFA Society of Milwaukee, the American Bar Association and the State Bar of Wisconsin.



**Nicholas Berich**  
Senior Vice President, Administration

Nick graduated from the University of Wisconsin-Milwaukee with a BBA in Accounting in 1988 and earned an MBA in Finance in 1993. Nick joined Dana Investment Advisors in August 2001 and is currently a Senior Vice President. Nick oversees a number of Dana's operational processes, including computation and maintenance of composite performance for all Dana fixed income and equity strategies. Nick is a WICPA member.



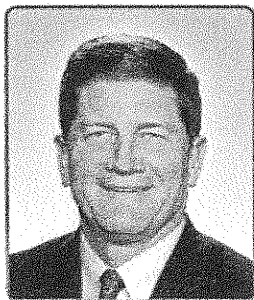
**Perry Porcaro**  
Assistant Vice President, Operations

Perry graduated from the University of Wisconsin-Milwaukee with a BBA in Finance in 1988 and earned an MS in Accounting in 1989. Perry joined Dana Investment Advisors in December 2007 as an Assistant Vice President. He oversees a number of operational processes, including portfolio accounting and custody account reconciliation. Prior to joining Dana, Perry was a Senior Financial Analyst at Northwestern Mutual Wealth Management Company. There he developed and managed the financial processes and controls for the company from its inception in 2001, through 2007.



**André Kamber, CIMA**  
Executive Vice President

André graduated from the University of Washington with a BA in Economics in 1981. André joined Dana Investment Advisors in February 1991 and is currently an Executive Vice President. He is responsible for marketing and client support. André has worked with a variety of institutional investment consulting and management firms, including Frank Russell Company, EF Hutton, and Merrill Lynch, in analytical, marketing or consulting functions. André is a Certified Investment Management Analyst (CIMA) and is a member of the Investment Management Consulting Association (IMCA).



**Doug Classen**  
Senior Vice President

Doug graduated from Wheaton College with a BA in Economics in 1977. Doug joined Dana Investment Advisors in September 1994 and is currently a Senior Vice President. He is responsible for marketing and client servicing. Doug has over 25 years of capital markets experience working with institutions of all types. He was formerly a Vice President at Merrill Lynch and Shearson Lehman Brothers in the institutional sales area.



**Ellen Roberts**  
Senior Vice President

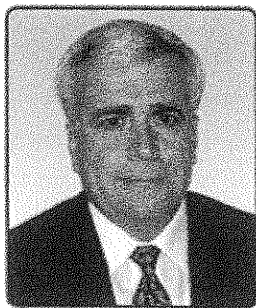
Ellen graduated from the University of Wisconsin-Milwaukee with a BBA in Finance and Marketing in 1986. Ellen joined Dana Investment Advisors in August 2007 and is currently a Senior Vice President. She focuses on client service and business development at Dana. Ellen began her institutional career in 1987 with Bank One where she was responsible for relationship management and marketing investment services. Since 2000, she has provided consulting services to a variety of clients throughout the Midwest. Ellen is a member of the Government Finance Officers Association and serves on the Board of Directors for St. Charles Youth & Family Services.



**John Mueller**

Vice President, Marketing and Sales

John graduated from Marquette University with a BS in Finance and Marketing in 2003. John joined Dana Investment Advisors in July 2011. He is focusing on marketing and client services. Prior to joining Dana, John held the position of Marketing and Client Services with Nakoma Capital Management. John began his investment career as an External Wholesaler with SunAmerica Funds in 2007.



**John M. Hamlin**

Senior Vice President

John graduated from the University of Notre Dame with a Bachelor of Science in 1980. He earned an MBA in Finance from the University of Connecticut in 1992. John joined Dana Investment Advisors in November 2010 and is currently a Senior Vice President. Prior to joining Dana, John was an Investment Manager at DePrince, Race & Zollo in Winter Park, at STI/Trusco Capital Management in Orlando and Phoenix Investment Counsel in Hartford. He has 20 years of investment industry experience.



**E. Roland David, FLMI**

Senior Vice President

Roland graduated from the University of South Carolina with a BS in Business Marketing in 1970. Roland joined Dana Investment Advisors in January 2008 as a Senior Vice President and is responsible for marketing and business development. He has 31 years of asset management experience beginning with Dean Witter and later serving as Manager of Investments for Colonial Life. Roland founded the insurance asset management practice at SEI Investments and later IAS-Insurance Advisory Services, managing institutional assets for the insurance market. Roland is a Fellow of the Life Management Institute and serves as a member of the board of the Lutheran Seminary of Philadelphia Foundation.