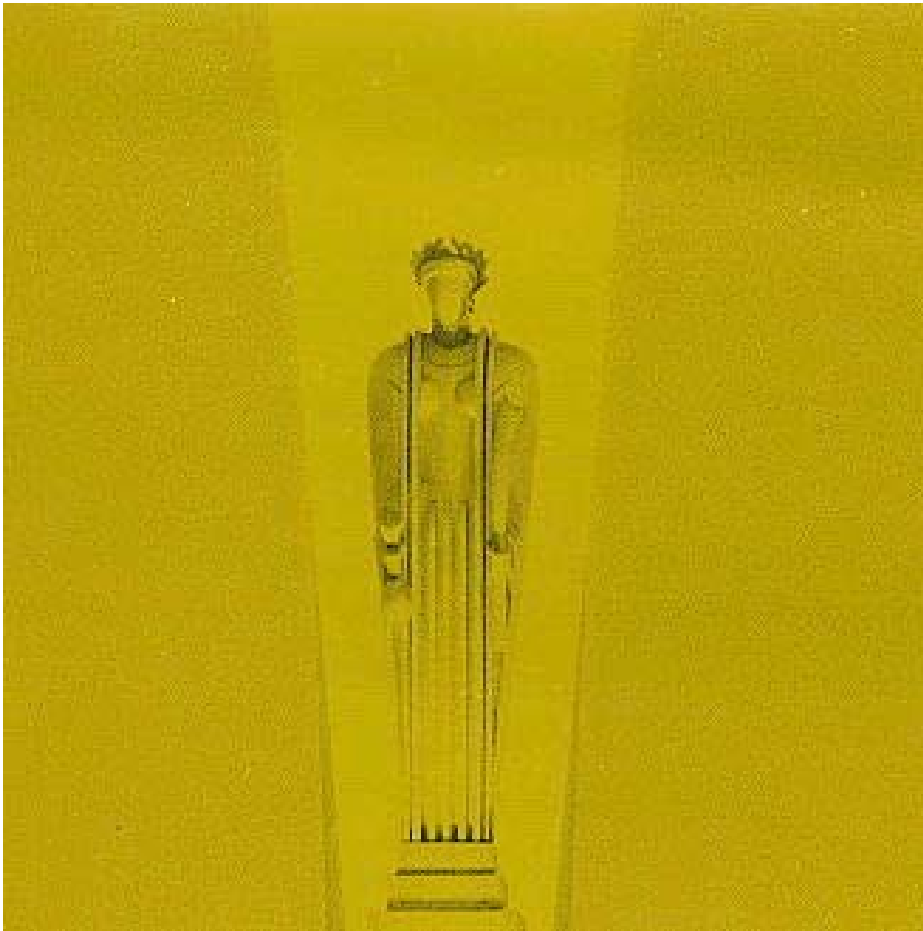


# **THE ROLE OF THE RISK MANAGER IN THE INVESTMENT MANAGEMENT INDUSTRY**



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**November 13, 2003**



# **PRESENTATION OUTLINE**

**Examples from:**

- I. Boston-based Mutual Fund Company**
- II. Boutique Commodity Futures Trading Firm**
- III. Chicago-based Fixed Income Company**



# **PRESENTATION OUTLINE**

**(Continued)**

## **IV. Future Challenges**



# **I. Boston-based Mutual Fund Company (1995 – 1998)**

## **The Role of the Risk Manager:**

**A. First Phase**

**B. Second Phase**

**C. Summary**



## A. First Phase

- *Motivation: Avoid derivatives problems.*
- **The idea of an independent risk manager was a new concept for the buy-side.**
- **The challenge at the time was to figure out how to adapt the sell-side approach to risk management to the buy side.**



## **A. First Phase** **(Continued)**

### **1. Staffing**

- **One independent Financial Risk Manager reporting into the Corporate Treasury, who in turn, reported to the Chief Financial Officer.**



## **A. First Phase** (Continued)

### **2. Buy-Side Definition of Risk ...**

**... started with the Prudent Man Rule:**

**“All that can be required of a trustee to invest, is, that he shall conduct himself faithfully and exercise a sound discretion. *He is to observe how men of prudence, discretion, and intelligence manage their own affairs ...*”**

**- Justice Samuel Putnam, 1830.**



## **A. First Phase** **(Continued)**

### **2. Buy-Side Definition of Risk (Continued)**

- **Risk was not to be measured in absolute terms but instead, relative to a peer group ...**
- **... with an index sometimes proxying for the peer group.**
- **Thus the concept of tracking error, as the primary risk measure, was born.**





**A. First Phase**  
(Continued)

**3. Franchise Risk**

- **The Risk Manager chaired monthly Risk Management Committee meetings,**
  - **which included investment, accounting, legal, and operations officials;**
  - **the key goal was to deliberate on any matter that might represent franchise risk to the firm;**
  - **the discussions were largely qualitative in nature; and**
  - **included reviewing derivatives activity across the firm.**



**A. First Phase**  
**(Continued)**

**3. Franchise Risk (Continued)**

- **The risk manager also became responsible for:**
  - **reviewing all new products at the firm, and**
  - **creating a formal process for the review of new products.**



## B. Second Phase

- *Motivation: Eventually enter into the alternative investment product arena ...*
- *... and therefore upgrade staff and systems in the area of independent risk management.*



## **B. Second Phase**

(Continued)

### **1. Additional Staffing**

- **Equity Risk Manager, Fixed Income Risk Manager, and a Counterparty Credit Risk Manager.**

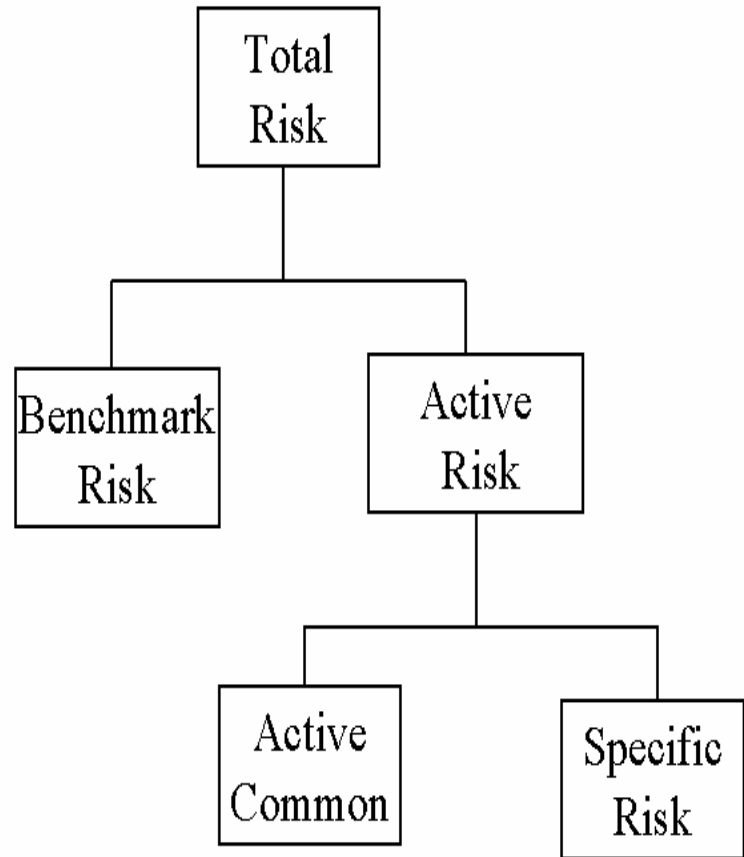


## B. Second Phase

(Continued)

### 2. Systems

- **Year-long effort to identify an appropriate risk-management system for measuring and monitoring risk relative to benchmarks.**



## **B. Second Phase**

**(Continued)**

### **2. Systems (Continued)**

- **Detailed discussions and negotiations with top vendors like Riskmetrics, BARRA, and Goldman Sachs.**

### **3. Reviews of Sensitive Operational Risk Issues**



## C. Summary

### Qualitative and Process Oriented

- **Initially the role of the risk manager was largely qualitative and process oriented ...**
- **... with an emphasis on gaining resource commitments.**

### Quantitative

- **Later the role became much more quantitative.**



## **II. Boutique Commodity Futures Trading Firm** **(1998 to the Present)**

- *Motivation: Have risk management designed into the investment process.*
  - A. Risk management may be the most important element of an investment process.**
  - B. Risk management policies are a product design issue.**
  - C. Risk management policies determine whether a program will be viable.**





## **II. Boutique Commodity Futures Firm**

**(Continued)**

- D. Standard risk management methodology from traditional asset managers is a useful starting point.**
- E. Risk management rules flow from an understanding of price behavior.**
- F. Useful risk management reports in futures trading.**
- G. Summary**



## **A. Risk Management and the Investment Process**

- **The key to a successful investment program is not in finding strategies that have a statistical edge.**
- **A prominent hedge fund manager with currently over \$4 billion under management told me in 1993:**

**“Other people have the same information as I do; other people put on the same trades on as I do. I make money; they don’t.”**



## **B. Risk Management Policies are a Product Design Issue**

- **In derivatives trading, an investment manager has a lot of flexibility in designing an investment program.**
- **Futures trading requires a relatively small amount of margin.**
- **For example, some programs only require \$7 for each \$100 of exposure.**



## **B. Risk Management Policies are a Product Design Issue**

(Continued)

- **The result is that a futures trader can easily adjust their leverage level to magnify gains (and losses.)**
- **Trade sizing is a matter of determining how much risk one wants to assume.**
- **A trader is not very constrained by the amount of initial capital committed to trading.**



## **B. Risk Management Policies are a Product Design Issue**

(Continued)

### **Delevered Returns by Strategy 1997-2001 Analysis**

| <b>Style</b>          | <b>Average Levered Return (%)*</b> | <b>Average Delevered Return (%)*</b> | <b>Historical Financial Leverage*</b> |
|-----------------------|------------------------------------|--------------------------------------|---------------------------------------|
| Short Biased          | 13.7                               | 9.3                                  | 0.3                                   |
| Global Macro          | 16.8                               | 8.9                                  | 2.0                                   |
| Emerging Markets      | 16.9                               | 8.8                                  | 1.0                                   |
| Event Driven          | 14.7                               | 8.3                                  | 1.1                                   |
| Merger Arbitrage      | 14.7                               | 7.0                                  | 1.8                                   |
| Long/Short Equity     | 14.0                               | 6.3                                  | 1.3                                   |
| Fixed Income          | 9.6                                | 4.8                                  | 1.5                                   |
| Convertible Arbitrage | 10.6                               | 4.2                                  | 2.6                                   |
| Managed Futures       | 10.5                               | 4.2                                  | 2.8                                   |
| Distressed Securities | n/a                                | n/a                                  | 1.2                                   |

\* Leverage analysis was done for funds with 5 year Historical Leverage and performance data

Source: Altvest, CSFB/Tremont, EACM, HFR, Tuna, Institutional Investor (June 2002), CMRA Analysis

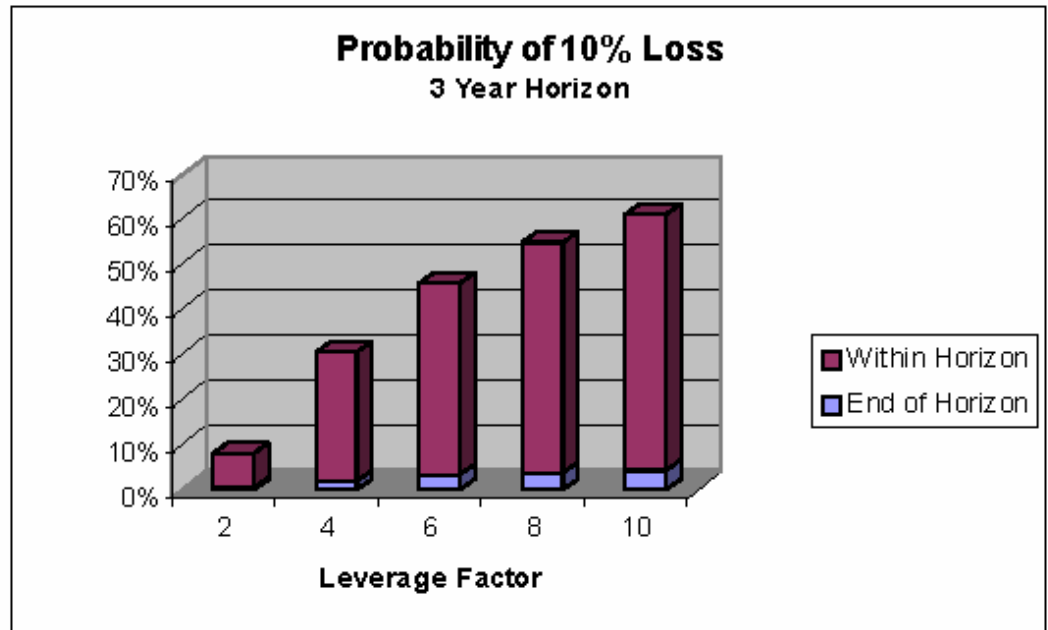


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## **B. Risk Management Policies are a Product Design Issue** (Continued)

- **With the ability to leverage, one must ensure that investors can tolerate the potential within-period losses.**



Source: Kritzman, Mark, "Hidden Risks of Hedge Funds, and Asset Allocation versus Security Selection," Presentation to QWAFEFW, 2/12/02.



## C. Risk Management Policies Determine Whether a Program will be Viable

- **Our belief is that a number of statistically significant investment opportunities exist because of the possibility of very large losses.**



## **D. Standard Risk Management Methodology is a Useful Starting Point**

- **The conventional asset manager approach is a useful first step.**
- **One still needs to add several layers to this approach because of:**
  - **the unique statistical properties of commodity futures contracts, and**
  - **the different way futures products are marketed.**





## **E. Risk Management Rules Flow from an Understanding of Price Behavior**

- **Diversified portfolios of equities have returns that appear to be symmetrically distributed.**
- **It is a different matter for commodity prices.**



## **E. Risk Management Rules Flow from an Understanding of Price Behavior**

(Continued)

- **The empirical behavior of commodity prices can be described as follows:**
  - **Commodity prices are *extremely* volatile;**
  - **There exist rare but violent explosions in prices; and**
  - **There is substantial positive skewness in the price distributions.**

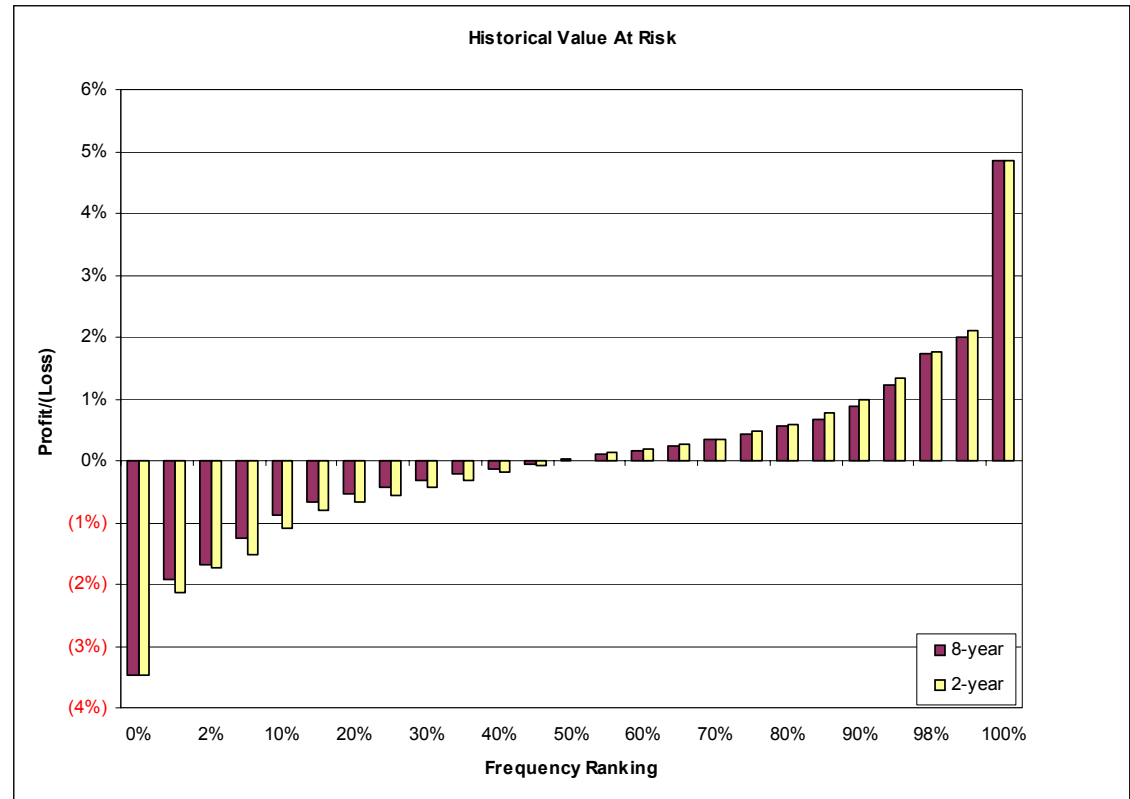


# E. Risk Management Rules Flow from an Understanding of Price Behavior

(Continued)

## Value-at-Risk

- The portfolio's volatility is calculated using the recent volatilities and correlations of the portfolio's instruments.



## **E. Risk Management Rules Flow from an Understanding of Price Behavior** (Continued)

### **Value-at-Risk (Continued)**

- **The standard Value-at-Risk approach alone is inadequate for a commodity portfolio.**
- **A commodity portfolio consists of instruments that have a tendency toward extreme positive skewness in returns.**
- **This measure, though, is still useful when it is twinned with other measures.**



## **E. Risk Management Rules Flow from an Understanding of Price Behavior** (Continued)

### **Scenario Testing**

- **Using long-term data, an investor can directly examine the worst performance of a commodity trade under similar circumstances.**
- **This measure will sometimes be larger than the Value-at-Risk measure based on recent volatility.**

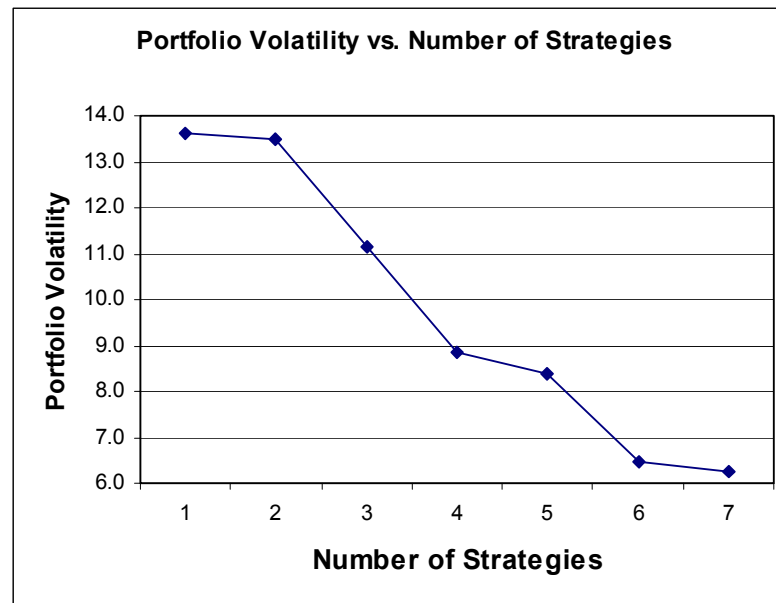


# E. Risk Management Rules Flow from an Understanding of Price Behavior

(Continued)

## Diversification and Concentration Risk

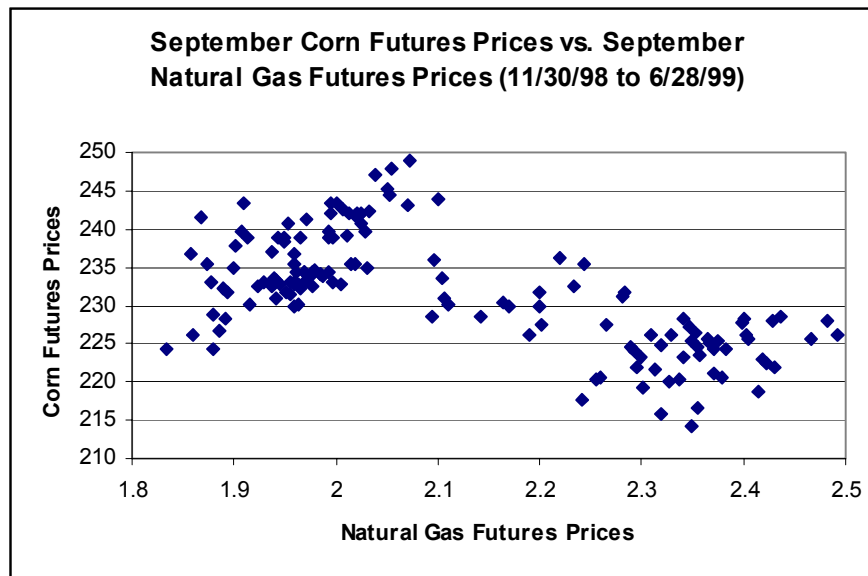
### Example of Portfolio Effect When Combining Independent Strategies



## E. Risk Management Rules Flow from an Understanding of Price Behavior (Continued)

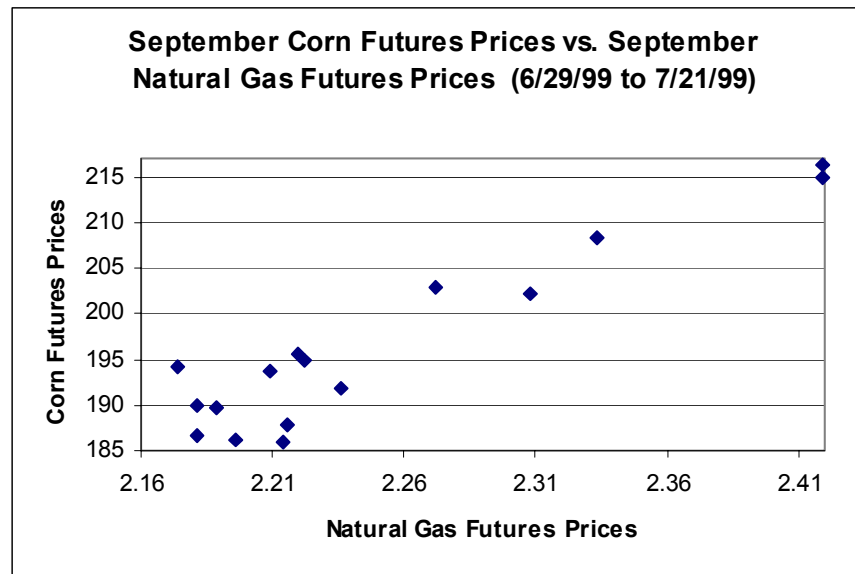
### Understanding the Fundamental Drivers of a Strategy

- The following graphs illustrate how two normally unrelated markets can become temporarily very related:



# E. Risk Management Rules Flow from an Understanding of Price Behavior (Continued)

## Understanding the Fundamental Drivers of a Strategy (Continued)





**E. Risk Management Rules Flow from an Understanding  
of Price Behavior**  
(Continued)

**Understanding the Fundamental Drivers of a Strategy  
(Continued)**

- In July, both corn and natural gas prices are heavily dependent on the outcome of weather in the U.S. Midwest.
- And in July 1999, the Midwest experienced blistering temperatures.



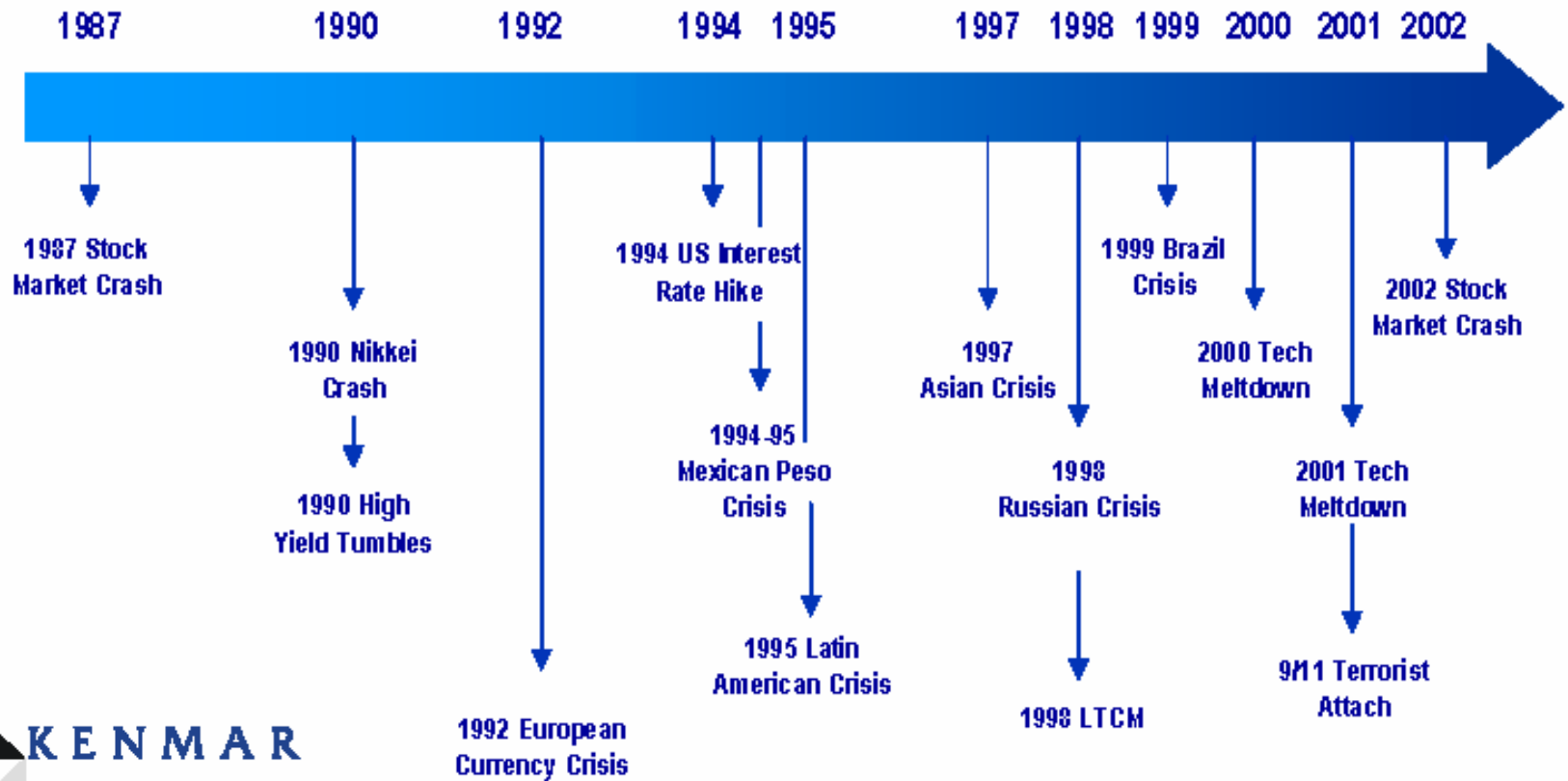
## **E. Risk Management Rules Flow from an Understanding of Price Behavior** (Continued)

### **Extraordinary Stress Testing**

- **Futures products are marketed as equity diversifiers.**
- **Therefore, one job of risk management is to attempt to ensure that a futures investment will not be correlated to stocks during dramatic equity declines.**
- **For a futures portfolio, it is prudent to examine how the portfolio would have performed during various well-defined stock market declines.**



# E. Risk Management Rules Flow from an Understanding of Price Behavior (Continued)



## F. Useful Risk Management Reports in Futures Trading

- **On a per-strategy basis, it is useful to examine each strategy's:**
  - **Value-at-Risk based on recent volatilities and correlations;**
  - **Worst-case loss during normal times;**
  - **Worst-case loss during well-defined eventful periods;**



## **F. Useful Risk Management Reports in Futures Trading**

(Continued)

- **Incremental contribution to Portfolio Value-at-Risk; and**
  - **Incremental contribution to Worst-Case Portfolio Event Risk.**
- 
- **The latter two measures give indications on whether the strategy is a risk reducer or risk enhancer.**



## **F. Useful Risk Management Reports in Futures Trading**

(Continued)

- **On a portfolio-wide basis, it is useful to examine:**
  - **Value-at-Risk based on recent volatilities and correlations;**
  - **Worst-case loss during normal times; and**
  - **Worst-case loss during eventful periods.**



## **F. Useful Risk Management Reports in Futures Trading**

**(Continued)**

- **The next two slides give examples of a futures portfolio with the recommended measures displayed.**
- **Note the properties of the soybean crush spread.**
- **It is a portfolio event-risk reducer, but it also adds to the volatility of the portfolio.**



# F. Useful Risk Management Reports in Futures Trading

(Continued)

## Commodity Risk Reports

| <u>Strategy</u>                               | <u>Value-At-Risk</u> | <u>Worst-Case Loss</u><br><u>During Normal Times</u> | <u>Worst-Case Loss</u><br><u>During Eventful Period</u> |
|---|----------------------|--|---|
| Deferred Reverse Soybean Crush Spread         | 2.78%                | -1.09%   | -1.42%  |
| Long Deferred Natural Gas Outright            | 0.66%                | -0.18%   | -0.39%  |
| Short Deferred Wheat Spread                   | 0.56%                | -0.80%   | -0.19%  |
| Long Deferred Gasoline Outright               | 2.16%                | -0.94%   | -0.95%  |
| Long Deferred Gasoline vs. Heating Oil Spread | 2.15%                | -1.04%   | -2.22%  |
| Long Deferred Hog Spread                      | 0.90%                | -1.21%   | -0.65%  |
| Portfolio                                     | 3.01%                | -2.05%   | -2.90%  |





## F. Useful Risk Management Reports in Futures Trading (Continued)

### Commodity Risk Reports (Continued)

| <u>Strategy</u>                               | <u>Incremental Contribution to Portfolio Value-At-Risk*</u> | <u>Incremental Contribution to Worst-Case Portfolio Event Risk*</u> |
|---|---|---|
| Deferred Reverse Soybean Crush Spread         | 0.08%   | -0.24%  |
| Long Deferred Natural Gas Outright            | 0.17%   | 0.19%   |
| Short Deferred Wheat Spread                   | 0.04%   | 0.02%   |
| Long Deferred Gasoline Outright               | 0.33%   | 0.81%   |
| Long Deferred Gasoline vs. Heating Oil Spread | 0.93%   | 2.04%   |
| Long Deferred Hog Spread                      | 0.07%   | -0.19%  |

\* A positive contribution means that the strategy adds to risk while a negative contributions means the strategy reduces risk.



## **F. Useful Risk Management Reports in Futures Trading**

(Continued)

- **So an incremental contribution to risk measure based solely on recent volatilities and correlations does not give complete information about whether a trade is a diversifier or not.**



## **F. Useful Risk Management Reports in Futures Trading**

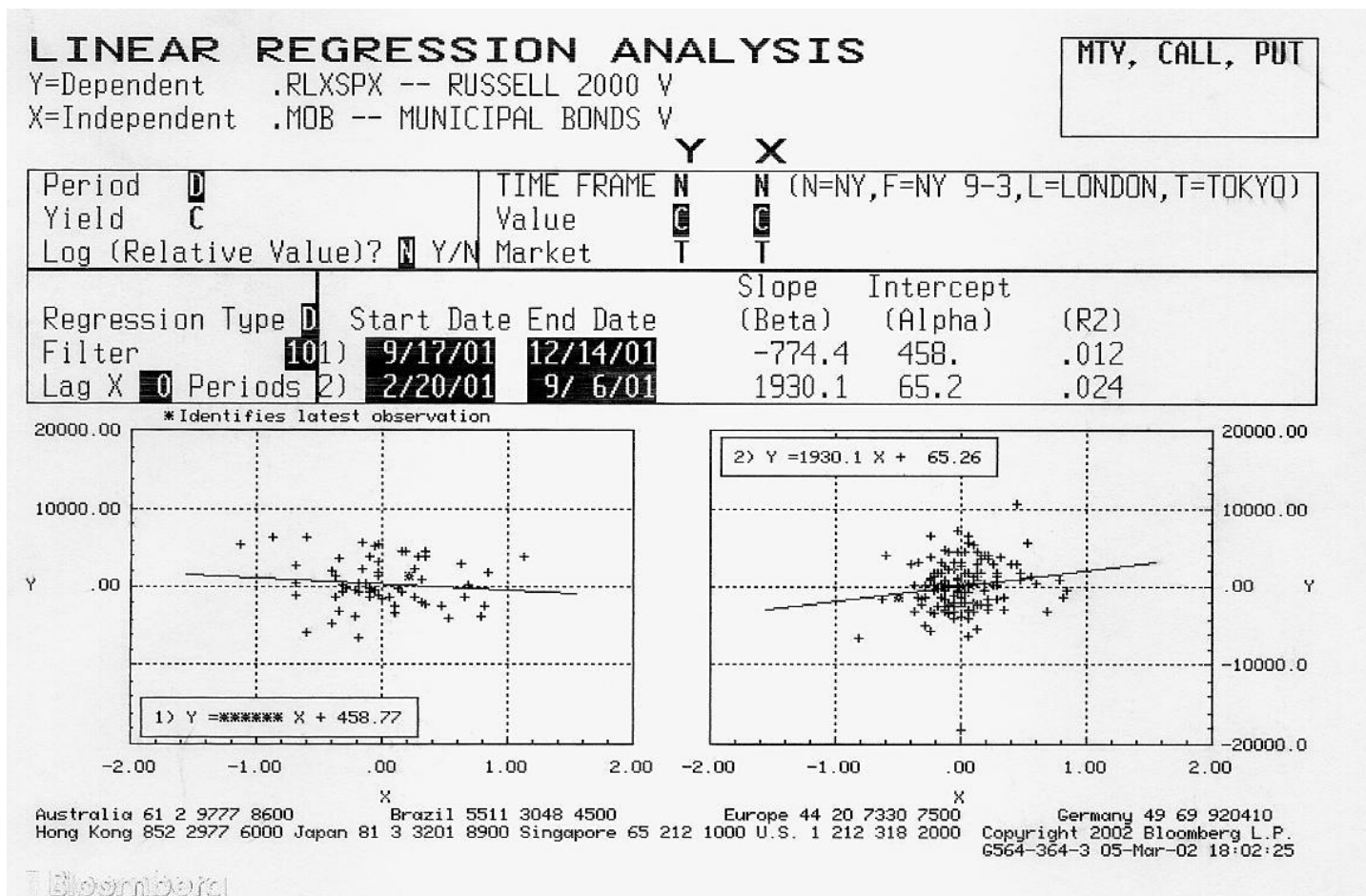
**(Continued)**

- **Another example concerns financial futures trades.**
- **This example portfolio consists of a long Russell 2000 vs. a short S&P 500 futures trade and a long Municipal Bond vs. a short U.S. Bond futures trade.**
- **These trades are normally unrelated as illustrated in the graphs on the next slide ...**



# F. Useful Risk Management Reports in Futures Trading

## (Continued)



## **F. Useful Risk Management Reports in Futures Trading**

(Continued)

- **But during a scenario test of the portfolio's sensitivity to event risk, we find that the combination of the two trades results in an exposure to a liquidity shock.**



## **F. Useful Risk Management Reports in Futures Trading**

(Continued)

| <b><u>Event</u></b>                         | <b><u>Maximum Loss</u></b> |
|---|----------------------------|
| <b>October 1987 stock market crash</b>      | <b>-4.11%</b>              |
| <b>Gulf War in 1990</b>                     | <b>-4.12%</b>              |
| <b><i>Fall 1998 bond market debacle</i></b> | <b>-6.42%</b>              |
| <b>Aftermath of 9/11 attacks</b>            | <b>-3.95%</b>              |



## F. Useful Risk Management Reports in Futures Trading

(Continued)

- | <u>Worst-Case Event</u>  | <u>Maximum Loss</u> |
|--|---------------------|
| Fall 1998 bond market debacle                                      | -6.42%              |
| <u>Value-at-Risk based on recent volatilities and correlations</u> | 3.67%               |



## **F. Useful Risk Management Reports in Futures Trading**

(Continued)

- **The short legs of each spread are the more liquid of the pair.**
- **So both of these trades are at risk to a flight-to-quality event as happened during the Fall of 1998.**
- **One response to a concentrated risk to a liquidity shock has been to purchase OTM fixed-income calls.**





## G. Summary

### Quantitative

- Here the role of the risk manager has been largely quantitative ...
- ... with an emphasis on combining classic risk management techniques with domain-specific knowledge.



### III. Chicago-based Fixed Income Company (2003)

- *Motivation: Create a plan for using over-the-counter derivatives in fixed-income funds.*
- A. **Incorporate derivatives into the investment process.**
- B. **Adopt “Risk Standards for Institutional Managers and Institutional Investors.”**
- C. **Summary**



## **A. Incorporate Derivatives into the Investment Process**

- **“Define the investment process in terms of risk management.**
- **Establish clear investment objectives and acceptable risk tolerance level.**
- **Create a set of boundary conditions for the level of risk and the cost of risk reduction.”**

Source: Collins, Bruce, and Frank Fabozzi, “Derivatives and Risk Management,” *Journal of Portfolio Management*, May 1999, p. 23.



## **A. Incorporate Derivatives into the Investment Process**

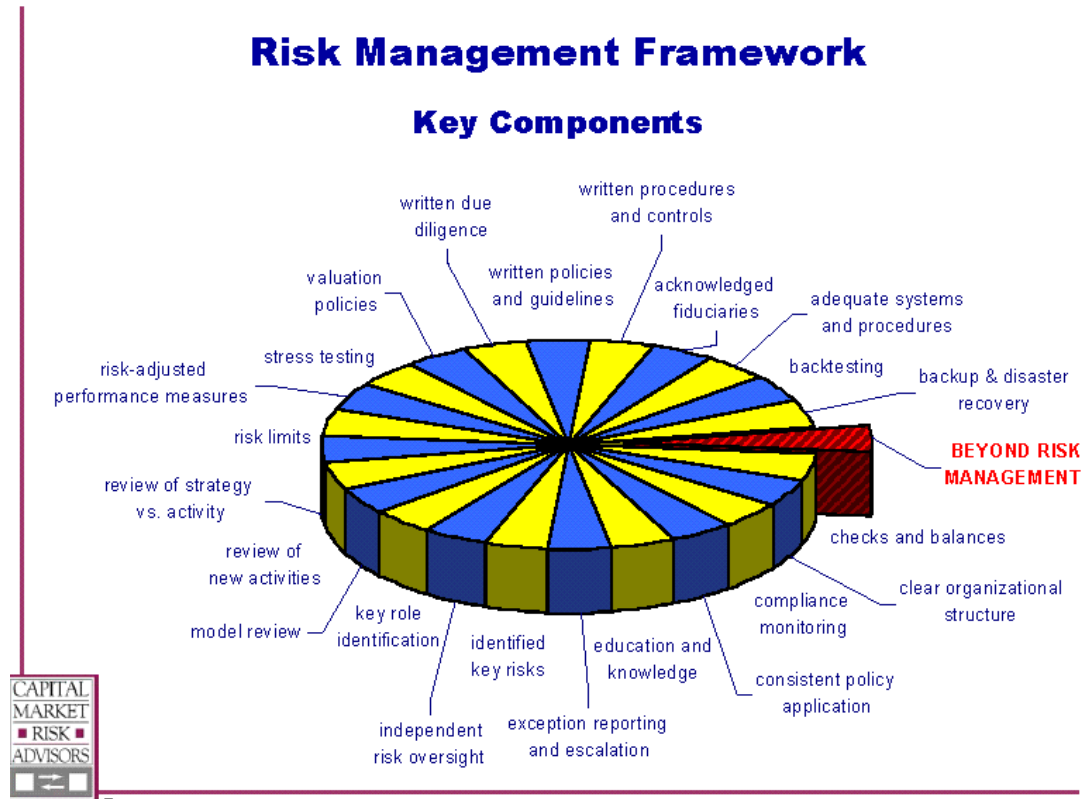
(Continued)

- **“Assess the full range of possible outcomes of using derivatives and the respective costs.**
- **Assess the impact of using derivatives on the risk profile of the portfolio.**
- **Establish a monitoring protocol to measure risk.**
- **Develop an adjustment response mechanism.”**

Source: Collins, Bruce, and Frank Fabozzi, “Derivatives and Risk Management,” *Journal of Portfolio Management*, May 1999, p. 23.



## B. Adopt “Risk Standards”



- This pie chart summarizes the framework noted in the 1996 report, “Risk Standards for Institutional Managers and Institutional Investors.”



## C. Summary

### Conceptual Framework

- **The issues are largely process oriented and involve a consultant recommending the creation of two new positions: a derivatives overlay manager and an independent risk manager.**



## IV. Future Challenges

- *Motivation: The underlying framework for the investment management industry may need revamping.*
- A. **Current Framework: Policy Portfolios and Relative Risk**
- B. **Post-Bubble View: Absolute Returns From Each Investment**
- C. **Summary**



## **A. Current Framework**

- 1. Industry Organization**
- 2. Investment Process**
- 3. Risk Measurement and Monitoring**
- 4. Consequences**





# 1. Industry Organization

- Pension fund consultants and financial planners advise on the long-term asset allocation mix or policy portfolio.

Current Policy Portfolio (October 2000)

|                                   | Minimum    | POLICY     | Maximum   | Benchmark  |
|-----------------------------------|------------|------------|-----------|--|
| 1. Domestic equities              | 12 %       | 22%        | 40 %      | 80% S&P500, 10% S&P 400, 10% Russell 2000                  |
| 2. Foreign equities               | 10         | 15         | 20        | 93% EAFE, 7% Salomon Extended ex USMS                      |
| 3. Emerging markets               | 3          | 9          | 13        | IFC Global and EMBI+                                       |
| 4. Private equities               | <u>10</u>  | <u>15</u>  | <u>20</u> | Cambridge Associates Weighted Composite                    |
| Total Equities:                   | 40         | 61         | 75        |  |
| 5. Absolute return portfolio      | 0          | 5          | 10        | 60% Sal Global Eq, 20% Morgan Global Bonds, 20% LIBOR + 5% |
| 6. High-yield bonds               | 0          | 3          | 5         | Salomon High-Yield and Bankrupt                            |
| 7. Commodity-related <sup>a</sup> | 3          | 6          | 9         | GSCI and NCREIF Timber leverage adjusted                   |
| 8. Real estate                    | <u>4</u>   | <u>7</u>   | <u>10</u> | NCREIF Property Index, 50% leverage                        |
| Total                             | 12         | 21         | 32        |  |
| 9. Domestic bonds                 | 5          | 10         | 20        | Lehman 5+ year Treasury Index                              |
| 10. Foreign bonds                 | 0          | 4          | 10        | J.P. Morgan Non U.S.                                       |
| 11. Inflation-indexed bonds       | 2          | 7          | 12        | Salomon 5+ year TIPS                                       |
| 12. Cash                          | <u>(8)</u> | <u>(3)</u> | <u>10</u> | One month LIBOR  |
| Total Fixed Income:               | 8          | 18         | 30        |  |
| Overall Total:                    |            | 100%       |           |  |



# 1. Industry Organization

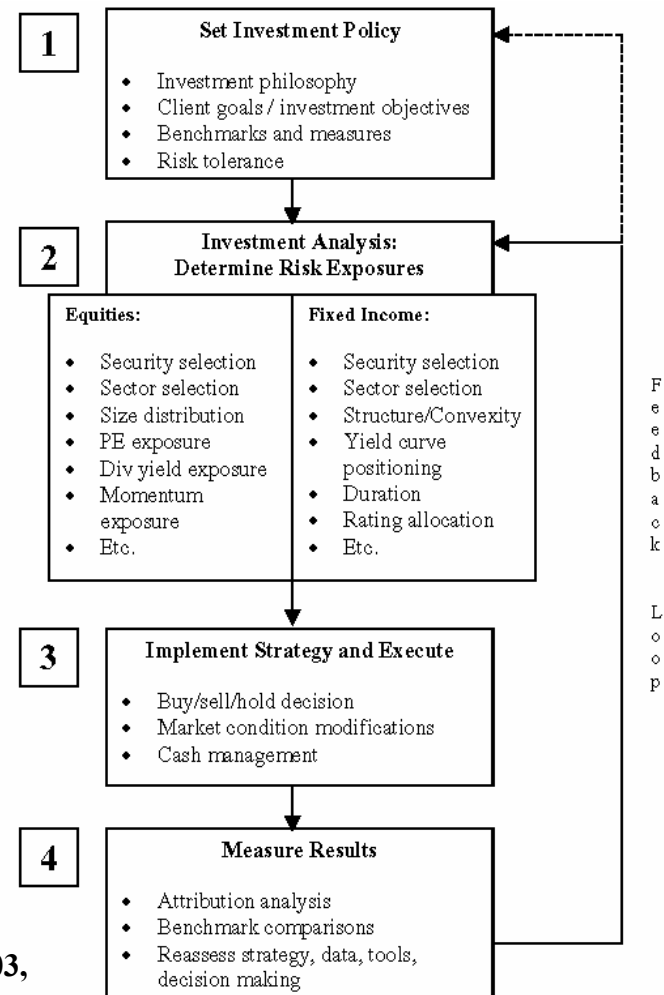
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- **Each asset class within the mix is assigned a benchmark.**
- **The investment managers are responsible for providing investment results that are relative to the benchmark.**
- *The investor owns the risk of the benchmark.*



## 2. Investment Process

- The investment process is centered around ensuring that any deviation from the benchmark is an active investment decision.
- The scaling of each active bet should correspond to the degree of confidence in that bet.



Source: Kuenzi, David, "Strategy Benchmarks From the Investment Manager's Perspective," *Journal of Portfolio Management*, Winter 2003, Exhibit 1.



### 3. Risk Measurement and Monitoring

- **The risks that are monitored are all *relative* risks:**
  - **Style Drift**
  - **Tracking Error**



## 4. Consequences

- *A mutual fund can lose over 50% of its market value.*
- **This is acceptable as long as the losses are consistent with its benchmark or product category.**
- **In 2001, this was the case for the aggressive growth equity style.**



## **4. Consequences** **(Continued)**

- **The manager can note that the performance is consistent with its product design.**
- **The manager can also note that they will continue offering the product.**
- **Articles on the topic are broadly sympathetic to the manager.**



## **B. Post-Bubble View**

- 1. Throw Out Equity Benchmarks**
- 2. Policy Portfolios are Obsolete**
- 3. Downside Risk Protection Becomes Crucial**
- 4. Consequences**
- 5. Risk Management**



## 1. Throw Out Equity Benchmarks

- **Equity benchmarks produce a high tracking error against underlying liabilities of pension plans.**
  - Alan Brown, group Chief Investment Officer of State Street Global Advisors
- **Instead, pension plans may start considering:**
  - **Bigger allocations to bonds;**
  - **Increased use of risk budgeting; and**
  - **Allocations to absolute-return products.**



Source: *Global Investor*, November 2002.





## 2. Policy Portfolios are Obsolete

- **“The present structure has a lot of conveniences: it’s a very easy way to organize the way we go about doing business.**
- **It sets up clear-cut marching orders for consultants and other people to tell us to do particular jobs.**
- **All of that suggests a degree of neatness about the investment process (but) there is nothing neat about it. It’s very hard.”**

Source: Peter Bernstein, quoted in, Chernoff, Joel, “Radical Thought: Bernstein Suggests Policy Portfolios No Longer Make Good Sense,” *Pensions & Investments*, March 17, 2003.



### **3. Downside Risk Protection Becomes Crucial**

- **Once one no longer has faith in equity benchmarks providing target returns, ...**
- **... downside risk management becomes crucial.**



### **3. Downside Risk Protection is Crucial**

(Continued)

- **“Investors are not indifferent whether an active manager simply captures the premium of the asset class ....”**
- **“ .... or whether he or she tilts the return distribution of the portfolio to the right.”**

Source: Ineichen, Alexander, “Asymmetric Returns and Sector Specialists,” *Journal of Alternative Investments*, Spring 2003, pp. 31-40.



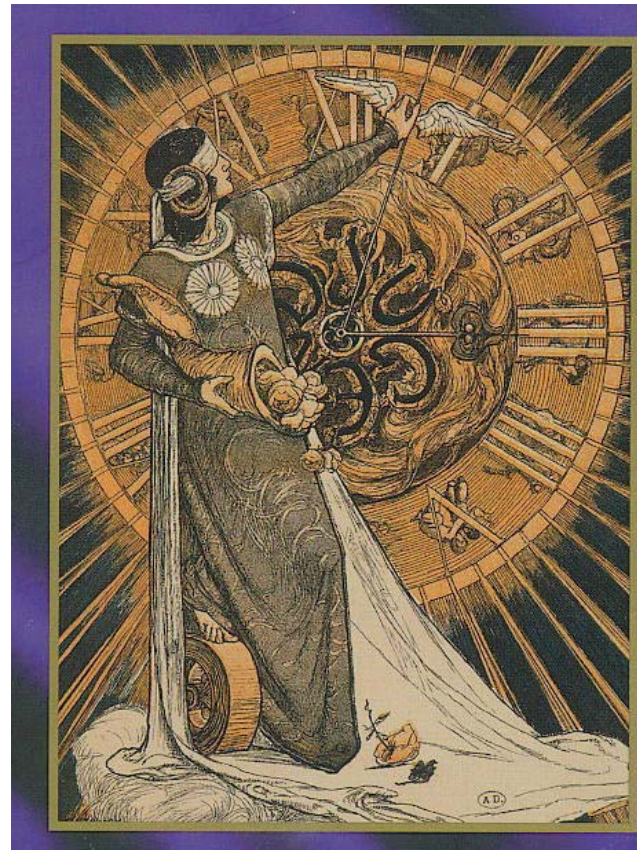
## 4. Consequences

- **A manager is expected to keep losses under control.**
- *It is unacceptable for a manager to lose more than 50% of market value.*



## 5. Risk Management

- **Event Risk**
- **Extreme Risk**



## C. Summary

- **Economic historian, Peter Bernstein, calls for investors to assemble portfolios that naturally hedge investors against conceivable extreme outcomes.**
- **This may become a new framework around which investment management is organized.**



## **C. Summary**

**(Continued)**

- **The role of the risk manager at investment management firms will therefore need to evolve in a world where ...**
- **... policy portfolios, benchmarks, and relative risk measures may become less crucial to investment management.**



## **Source of Graphics**

**(not directly credited in presentation)**

- **Slide 1, Statue of Ceres, ancient Roman goddess of the harvest, Chicago Board of Trade.**
- **Slide 13, excerpt from Barber, Joel, “Active Portfolio Management,” Slide 15, Department of Finance, BA 205A, Florida International University.**
- **Slide 19, sample Refco futures statement, 11/20/01.**
- **Slide 21, excerpt from presentation by Leslie Rahl of CMRA, “Hedge Fund Transparency: Unravelling the Complex and Controversial Debate,” Slide 52, RiskInvest 2002, Boston, 12/10/02.**





# **Source of Graphics**

(Continued)

- Slide 23, cover of Against the Gods: The Remarkable Story of Risk by Peter Bernstein, John Wiley & Sons, Inc., 1996.
- Slide 27, graph of historical Value-at-Risk for a commodity portfolio from “The Energy Market” presentation by Global Advisors Limited, Slide 22.
- Slide 30, graph of portfolio volatility vs. number of strategies from Till, Hilary, “Passive Strategies in the Commodity Futures Markets.” *Derivatives Quarterly*, Fall 2000, p 54.
- Slides 31 and 32, graphs of Natural Gas vs. Corn prices from Till, Hilary, “Taking Full Advantage of the Statistical Properties of Commodity Investments.” *The Journal of Alternative Investments*, Summer 2001, p. 65.



# **Source of Graphics**

(Continued)

- **Slide 35, excerpt from presentation by Richard Horwitz of Kenmar, “Constructing a ‘Risk-Efficient’ Portfolio of Hedge Funds,” Slide 26, RiskInvest 2002, Boston, 12/11/02.**
- **Slide 36, Degas, Edgar, “The Cotton Exchange at New Orleans,” 1873, Musée Municipal, Pau, France.**
- **Slides 40 and 41, commodity portfolio risk measures from Till, Hilary, “Risk Management Lessons in Leveraged Futures Trading,” *Commodities Now*, September 2002, pp. 84-87.**

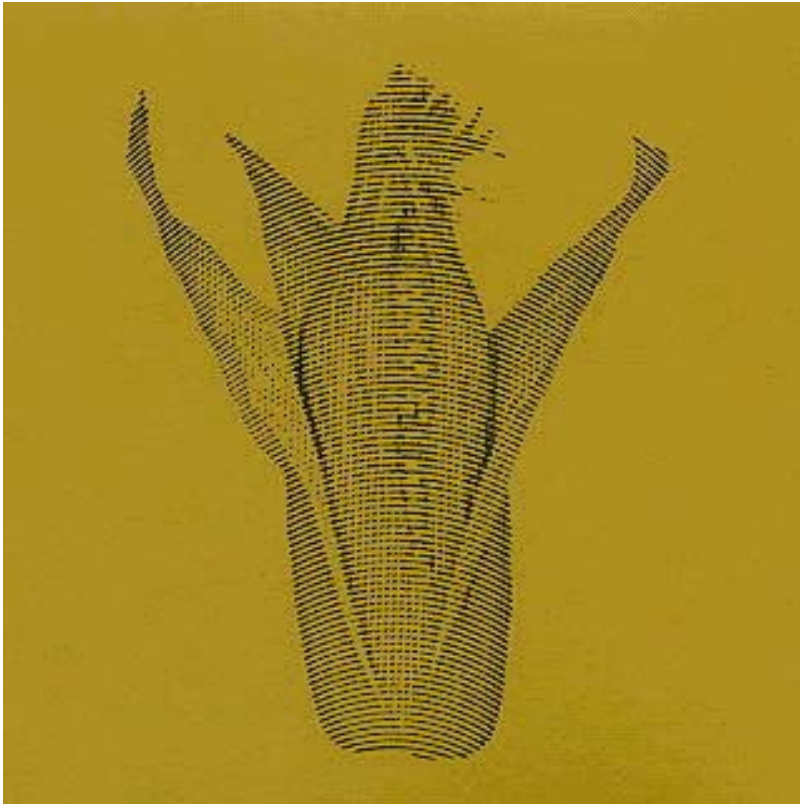


# **Source of Graphics**

**(Continued)**

- **Slide 44, graphs of RLX-SPX vs. MOB futures spreads, The Bloomberg.**
- **Slide 53, excerpt from presentation by Leslie Rahl of CMRA, “Hedge Fund Transparency: Unravelling the Complex and Controversial Debate,” Slide 7, RiskInvest 2002, Boston, 12/10/02.**
- **Slide 57, “Harvard Management Company (2001),” Harvard Business School Case Study, 9-201-129, 10/23/2001, Exhibit 4.**
- **Slide 69, cover of Fooled By Randomness: The Hidden Role of Chance in the Markets and Life by Nassim Nicholas Taleb, Texere LLC, 2001.**

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