



**VIRTUS INVESTMENT PARTNERS, INC.**  
**BOARD OF DIRECTORS**  
**GUIDELINES FOR RECRUITMENT OF DIRECTORS**

**Introduction**

In recruiting candidates for nomination to the Board of Directors of Virtus Investment Partners, Inc (the “Company”), the Board will seek, through its Governance Committee, to identify those individuals whose records of achievement, breadth of experience, commitment to excellence and unquestioned integrity will best serve the Company in its pursuit of growth in the markets in which it operates, and in potential markets it may enter in the future, while at the same time assuring the Company’s shareholders and other constituencies that the Company remains firmly committed to the Company’s core ethical values. The following guidelines include the attributes that the Board seeks in candidates. Because the Board recognizes and desires that individual candidates have unique strengths, no one of the following guidelines is more important than all others. Indeed, because the Board ultimately seeks to find candidates that will best serve the Company’s constituencies, the Board will resist selecting candidates based on a scorecard approach.

The following attributes are important to the Board of Directors in identifying candidates:

**1. Professional Achievement**

The Board highly values the insight of individuals who have served their businesses and professions in senior capacities. In the case of younger candidates, the potential to rise to such levels is highly desirable.

**2. Strong Intellectual Skills**

The Board will consider candidates’ professional backgrounds, educational achievements and communications skills.

**3. Diversity of Professional Experience**

Because the Company is involved in varied businesses, the Board seeks candidates having a variety of backgrounds, including investment, management, accounting, marketing, law, economics, manufacturing, public sector, human relations and academia. The Board particularly seeks candidates having depth of experience in one or more of these disciplines.

#### **4. Personal Diversity**

The Company must foster an environment where all are valued and appreciated. The Company seeks directors who are committed to ensuring that the organization values diversity. The Board therefore seeks candidates who will increase the diversity of the Board in all respects and thereby benefit the Company with their ideas, perspectives, experience and wisdom.

#### **5. Commitment to Board Service**

The Board seeks to identify individuals who can offer creative advice in an energized environment. To this end, the Board seeks candidates who are able and willing to devote significant attention to the Company's needs through regular attendance at meetings, preparation for meetings and availability for regular consultation between meetings.

#### **6. Integrity**

The Company will always remain faithful to its core ethical values and therefore seeks directors who have records demonstrating that they have exhibited the highest integrity throughout their careers. The Board will seek to identify individuals who will understand, embrace and help to shape its values.