

Exhibit A

Required Disclosures

Respondents are required to provide complete disclosure of each of the following. For purposes of these required disclosures, an Investment Consultant Candidate must undertake an affirmative effort to determine the appropriate responses to the required disclosures as part of the investment adviser’s response to the RFP. A response that the Investment Consultant Candidate has a “pay to play” or a political donation policy is not responsive. The Investment Consultant Candidate is expected to inquire of each individual subject to these disclosures as to the individual’s answers. The representations are considered material.

1. Pursuant to Section 1-113.14(c)(3) and (12) of the Illinois Pension Code, the method for charging and measuring fees, including disclosure of the direct and indirect fees, commissions, penalties, and other compensation, including reimbursement for expenses, that may be paid by or on behalf of the Investment Consultant Candidate in connection with the provision of Investment Services to the Fund.

2. Pursuant to Section 1-113.14(c)(5) of the Illinois Pension Code, the names and addresses of: the Investment Consultant Candidate ; any entity that is a parent of, or owns a controlling interest in, the Investment Consultant Candidate ; any entity that is a subsidiary of, or in which a controlling interest is owned by, the Investment Consultant Candidate ; any persons who have an ownership or distributive income share in the Investment Consultant Candidate that is in excess of 7.5%; or serves as an executive officer of the Investment Consultant Candidate . An “executive officer” shall mean any president, director, vice-president in charge of a principal business unit, division, or function (such as investment consulting, marketing, or administration), and any other employee who performs a policy-making role, regardless of the title given to their position.

3. A statement that contingent and placement fees are prohibited by Section 1-145 of the Illinois Pension Code.

4. Pursuant to Section 1-113.14(c)(6) of the Illinois Pension Code, the names and addresses of all subcontractors, if any, and the expected amount of money each will receive under the contract.

5. Pursuant to Section 1-113.21 of the Illinois Pension Code, a disclosure of:

A. the number of the Investment Consultant Candidate investment and senior staff and the percentage of that staff who are a minority person, a woman, a veteran, or a person with a disability;

Number and Percentage of Investment and Senior Staff

Number of Minorities / Percent		Number of Women / Percent		Number of Veterans / Percent		Number of Persons with Disabilities / Percent	

Positions included in Investment and Senior Staff figures:

B. the number of contracts for investment, consulting, professional, and artistic services the Investment Consultant Candidate has with a minority or women-owned business, a veteran owned small business, or a business owned by a person with a disability; and

Number of Contracts

Number of Minorities	Number of Women	Number of Veterans	Number of Persons with Disabilities

- C. the number of contracts for investment, consulting, professional, and artistic services which the Investment Consultant Candidate has with a business other than a minority or women-owned business, a veteran owned small business, or a business owned by a person with a disability, if more than 50% of the services performed pursuant to that contract are performed by a minority person, a women, a veteran, or a person with a disability.

Contracts in Excess of 50%

Number of Minorities	Number of Women	Number of Veterans	Number of Persons with Disabilities

For the purposes of this subsection, the terms “minority person”, “women”, “person with a disability”, “minority-owned business”, “women-owned business”, and “business owned by a person with a disability” have the same meaning as those terms have in the Business Enterprise for Minorities, Women, and Persons with Disabilities Act. For the purposes of this subsection, the terms “veteran” and “veteran owned small business” have the same meaning as those terms have in 30 ILCS 500/45-57. For the purposes of this subsection, the terms “professional service” and “artistic service” have the same meanings as those terms have in 30 ILCS 500/1-15.60.

- 6. Pursuant to Section 1-113.22 of the Illinois Pension Code, Investment Consultant Candidates shall disclose each of the following (and such disclosures shall be made on each January 1 thereafter):

- A. The total number of searches for investment services made by the Investment Consultant Candidate in the prior calendar year.

- B. The total number of searches for investment services made by the consultant in the prior calendar year that included (i) a minority-owned business, (ii) a women-owned business, or (iii) a business owned by a person with a disability.

- C. The total number of searches for investment services made by the consultant in the prior calendar year in which the consultant recommended for selection (i) a minority-

owned business, (ii) a women-owned business, or (iii) a business owned by a person with a disability.

D. The total number of searches for investment services made by the consultant in the prior calendar year that resulted in the selection of (i) a minority-owned business, (ii) a women-owned business, or (iii) a business owned by a person with a disability.

E. the total dollar amount of investment made in the previous calendar year with (i) a minority-owned business, (ii) a women-owned business, or (iii) a business owned by a person with a disability that was selected after a search for investment services performed by the consultant.

7. Pursuant to Section 1-113.23 of the Illinois Pension Code, Investment Consultant Candidates shall disclose each of the following (and such disclosures shall be made on each January 1 thereafter):

A. All compensation and economic opportunity received in the last 24 months from investment advisors/managers retained by the Fund.

B. Any compensation or economic opportunity received in the last 24 months from an investment advisor/manager that is recommended for selection by the consultant.

“Compensation” means any money, thing of value, or economic benefit conferred on, or received by, a consultant in return for services rendered, or to be rendered, by himself, herself, or another. "Economic opportunity" means any purchase, sale, lease, contract, option, or other transaction or arrangement involving property or services wherein a consultant may gain an economic benefit.

8. Disclosure by the Investment Consultant Candidate , by any executive officer (as defined in item 2, above) or shareholder of the Investment Consultant Candidate , by any parent entity, by any executive officers of any entity that is a parent of, or owns a controlling interest in, the Investment Consultant Candidate , or by the entity itself of any financial support of \$1,000 or more in a calendar year within the prior five (5) calendar years and/or formal involvement with any community or not-for-profit organization with a central purpose of influencing public policy related to budgetary and fiscal policy which directly or indirectly relates to the continued availability and long-term viability of defined benefit pensions in the public sector, education policy, and retirement security policy.

For the purposes of this disclosure, an organization has the “central purpose” of influencing policy if it is understood with the exercise of reasonable due diligence, including but not limited to the examination of the organization’s IRS filings and other publicly- available statements of purpose, that the organization intends to affect policy or engage in lobbying or other advocacy activity. An Investment Consultant Candidate is not required to disclose contributions to organizations that engage in such activities in furtherance of providing medical research, aid to the poor, disaster relief, or other such tangible goods or service. The organizations listed in Exhibit A to the Fund’s Procurement Policy presently fall under this required disclosure policy.

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9. Disclosure by the Investment Consultant Candidate within five (5) business days of any change in ownership other than the ownership interests of employees of the Investment Consultant Candidate or within ten (10) business days of any legal actions instituted against the Investment Consultant Candidate , its parent entity, any entity that owns a controlling interest in the Investment Consultant Candidate , or any subsidiary of the Investment Consultant Candidate involving the investment of securities for institutional investors or of any investigations, examinations, or other proceedings commenced by any governmental regulatory agency including those that would be reportable in the disciplinary questions of Investment Consultant Candidate’s next ADV filing with the

SEC, which are not either conducted in the ordinary course of Investment Consultant Candidate's, its parent's, controlling entity's, or Investment Consultant Candidate's subsidiaries' business or conducted as part of an industry sweep or other general fact-finding related inquiry.

10. Provide an employee diversity table by completing the attached Excel file.