Exhibit A

Required Disclosures

Investment Consultant Candidates 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.

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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.

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

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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 women, 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 for the prior calendar year:

   A. The total number of searches for investment services: ________.

   B. The total number of searches for investment services that included MWDBE/VOSB: _______.

   C. The total number of searches for investment services in which the Investment Consultant Candidate recommended for selection a MWDBE/VOSB: ________.

   D. The total number of searches for investment services that resulted in the selection of a MWDBE/VOSB: ________.

   E. The total dollar amount of investment made with a MWDBE/VOSB that was selected after a search for investment services performed by the Investment Consultant Candidate: ________.

7. Pursuant to Section 1-113.23 of the Illinois Pension Code, Investment Consultant Candidates shall disclose for the prior 24 months any compensation or economic opportunity received in the last 24 months from an Investment Adviser or Transition Manager that is retained by the Board or has been recommended for selection by Investment Consultant Candidate. "Compensation" means any money, thing of value, or economic benefit conferred on, or received by, the Investment Consultant Candidate 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 the Investment Consultant Candidate may gain an economic benefit.

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8. Pursuant to Section 20(e) of the Illinois Sustainable Investing Act, 30 ILCS 238/1, et seq., a describe any process through which the Investment Consultant prudently integrates the following sustainability factors into their investment decision-making, investment analysis, portfolio construction, due diligence, and investment ownership in order to maximize anticipated risk-adjusted financial returns, identify projected risk, and execute the Investment Consultant's fiduciary duties:

   a. Corporate governance and leadership factors, such as the independence of boards and auditors, the expertise and competence of corporate boards and executives, systemic risk management practices, executive compensation structures, transparency and reporting, leadership diversity, regulatory and legal compliance, shareholder rights, and ethical conduct.

   b. Environmental factors that may have an adverse or positive financial impact on investment performance, such as greenhouse gas emissions, air quality, energy management, water and wastewater management, waste and hazardous materials management, and ecological impacts.

   c. Social capital factors that impact relationships with key outside parties, such as customers, local communities, the public, and the government, which may impact investment performance. Social capital factors include human rights, customer welfare, customer privacy, data security, access and affordability, selling practices, and product labeling, community reinvestment, and community relations.

   d. Human capital factors that recognize that the workforce is an important asset to delivering long-term value, including factors such as labor practices, responsible contractor and responsible bidder policies, employee health and safety, employee engagement, diversity and inclusion, and incentives and compensation.

   e. Business model and innovation factors that reflect an ability to plan and forecast opportunities and risks, and whether a company can create long-term shareholder value, including factors such as supply chain management, materials sourcing and efficiency, business model resilience, product design and life cycle management, and physical impacts of climate change.

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9. 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.

An Investment Consultant 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 Trustees have determined that the organizations listed in the current Schedule A to the National Conference of Public Employee Retirement Systems (NCPERS) Code of Conduct for Public Pension Service Providers, available at https://www.ncpers.org/schedule-a, presently fall under this required disclosure policy.

10. Investment Consultant Candidate shall disclose and provide the details of any actions, proceedings, or investigations threatened or pending before any tribunal, arbitrator, court or governmental authority, including without limitation, the SEC, FINRA, any state securities regulatory authority or any other regulatory authority having jurisdiction over the company or its affiliates, against or relating to the company, its affiliates, or the officers or directors of the company or its affiliates 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 business or conducted as part of an industry sweep or other general fact-finding related inquiry.

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