Exhibit 1
Questionnaire

Summary Information

Organization

1. Where is the firm located (include headquarters and satellite offices)?

2. What is the firm's ownership structure? Is the firm partially or wholly employee-owned? Who are the major shareholders? If the firm is publicly, what percentage is publicly traded? Have there been any significant changes in the ownerships structure during the last five years?

3. What were the firm's total assets and assets in passive indexing strategies as of June 30, 2026?

Investment Team

4. Who is the portfolio manager(s) on the strategies? How long has the portfolio manager(s) managed this portfolio and how many years of industry experience does he/she have?

5. Briefly describe the investment team structure.

Investment Philosophy

6. Please describe the investment philosophy for the proposed indexing strategies.

7. What do you believe your edge is vs. your peer group and how do you think you add value?

Investment Process

8. Please summarize your investment process in three or four bullet points.

Fees

9. What investment vehicle and fee schedule are you proposing for this mandate?

Exhibit 1
Questionnaire

I. General Information

Firm Name: ______________________________

Address: ______________________________

City: ____________________ State: __________ Zip: __________

Contact Name: ____________________ Phone: __________

Title: ____________________ Fax: __________

E-mail: ______________________________

Strategies under Consideration: ______________________________

II. Firm Information

1. Please provide a brief firm history.

2. Where is the firm located (include headquarters and satellite offices)?

3. Is the Firm a Registered SEC Investment Advisor? Yes: _____ No: _____

   If ***yes***, please complete the following:

   a. Name of Firm (as registered with the SEC):

   b. SEC File Number:

4. What is the firm's ownership structure? Note any recent (within the last five years) or pending changes in ownership structure. Please provide

5. Does the firm have any broker/dealer affiliations? If yes, please describe the relationship between the firm and its broker/dealer and whether the firm would utilize its services for this mandate.

6. What is your firm's minority-/woman-owned status, if any? A minority, woman, or disabled-owned firm is defined as a sole proprietorship, partnership, or corporation owned, operated and controlled by minority group members who have at least 51% ownership.

Owner Name	Ownership %	Race/Ethnicity/Gender

7. Please provide details on the composition of your firm at the firm level and on the investment team.

	Percentage of Firm (Entire Staff)	Percentage of Firm (Investment Professionals Only)	Percentage for Proposed Investment Team
Race and Ethnicity*			
African American/Black			
Asian/Hawaiian/Pacific Islander			
Latino/Hispanic			
White			
American Indian/Alaska Native			
Other			
Gender			
Male			
Female			
Non-Identified/Other			

**Racial/ethnic categories appear as defined by* *EEOC guidance*.

8. Do the firm have a diversity statement? If so, please provide as an attachment.

9. Please describe your firm's own ESG and diversity efforts.

10. Is the firm a Qualified Professional Asset Manager (QPAM)?

11. Please discuss the firm's process in hiring and evaluating service providers (e.g. auditors, legal counsel, insurance providers).

12. Does your firm have in-house counsel? If not, do you retain outside counsel to address legal and regulatory matters? What is the name of this firm and who is your attorney?

13. Please provide a brief description of any past or pending regulatory action, litigation or other legal proceedings involving the firm or any registered employees and/or principals. How were these issues resolved?

14. Describe the errors and omissions insurance, fidelity bonds, cyber liability insurance and other forms of coverage your firm carries to protect your clients? Please provide dollar amounts and proof of coverage.

15. Please provide an organization chart that includes all senior management and all investment professionals. (In the Investment Team section we will ask for an organization chart of all the investment professionals who work on the investment product under consideration in this RFP.)

16. Are any investment professionals under employment contracts? If so, please discuss the nature of the contracts.

17. Please complete the following table:

	As of: 6/30/26	As of: 6/30/25	As of: 6/30/24	As of: 6/30/23	As of: 6/30/22	As of: 6/30/21
Total Firm Assets						
Total No. of Clients						

18. Please provide a list of all the investment strategies offered by the firm. Include the total amount of assets managed under each strategy, whether the strategy is open or closed, and, if applicable, the amount of capacity currently available in each strategy.

19. Please list any products the firm has completely liquidated or merged with an existing product. Briefly explain why the product was liquidated or merged.

20. What percentage of the firm's assets under management are institutional and retail?

21. What is the asset breakdown by separate accounts, commingled funds, mutual funds, and high net worth individuals?

22. If selected as a finalist candidate to present to the client, will you provide a complete copy of your form ADV and a statement of your financial condition?

23. Is your firm represented by any third party firm or individual whose purpose is marketing, and/or gathering assets for the firm and are compensated as such? If so, list all relationships and their nature.

24. Will any third party organization or individual be compensated if your firm were to be hired for this mandate?

25. Is your firm a United Nations Principles for Responsible Investing (UNPRI) signatory? If your firm is a UNPRI signatory, please provide a copy of the latest Transparency Report.

III. Compliance and Operational Information

1. Does the firm have a Chief Compliance Officer (CCO)? Who is that individual? Do they have legal training? Please attach a copy of his/her biography and a copy of your compliance manual. (The manual should be attached in a separate file.)

2. What are the CCO's responsibilities? Is compliance their sole function or do they have other responsibilities? Approximately what portion of their time is spent on compliance issues?

3. Please state your firm's ethics policy. Does the firm have a Code of Ethics? If so, please include this document as an attachment.

4. How do you ensure that employees follow this ethics policy?

5. Has your firm ever experienced a significant violation of your compliance or ethics policy? If a violation has occurred, please explain what happened, how the violation of the firm's policies was handled, and how the issue was resolved.

6. How does your firm monitor employee investment and trading?

7. How often are employees trained in compliance policies?

8. What systems are in place for ensuring that portfolios are in compliance with client guidelines? Does the firm use any outside firms to help with compliance issues?

9. What is the firm's policy regarding the use of soft dollars? Are all soft dollars used strictly for the benefit of clients? Please provide the absolute level of soft dollars generated and the percentage of commissions this represented over each of the last three years.

10. Please explain how brokers are approved and briefly explain why you have selected these brokers. List the top five brokerage firms with whom you have conducted trades in the last year. Provide the percentage of your total trading volume that each firm accounted for, along with the average commission for each. Please specify how much is traded with Illinois based brokers and MWDBE brokers.

11. Has the firm recently ended any brokerage relationships? If so, why?

12. What systems and tools do you use for order entry (trading), portfolio accounting, and portfolio analysis?

13. Please describe how trade orders are created, submitted, and executed.

14. How much of the trading process is automated vs. manual?

15. What percentage of trades are executed through ECNs?

16. How are trades allocated between client accounts? Does the firm have a written allocation policy?

17. How are client investment restrictions incorporated into the order and trading process?

18. How are trade confirmations tracked?

19. How does the firm handle trading errors?

20. Does the firm track broker best execution? If so, how is this tracking performed? Can you provide a recent Trading Cost Analysis (TCA) report for the portfolio?

21. How does the firm monitor best execution on foreign currency transactions, if any?

22. Describe the firm's settlement process and what software is used.

23. Describe the firm's valuation process and procedures for securities. Does the firm use an independent pricing service? If so, what is the name of the service? How long does it take from month end for clients to receive estimate, final, and administrator values in accounts?

24. Describe the reconciliation process for equity, cash, dividend receivables, and other transactions.

25. Describe how the firm receives corporate action information. How do corporate actions elections take place?

26. Which individuals at the firm are authorized to place trades with broker-dealers, and issue trade settlement, corporate action and proxy statement instructions to custodian banks, and perform portfolio accounting functions?

27. How does your firm back up computer files and systems? Do you have a disaster recovery plan in place? Please explain your plan, in the event of a disaster, how long would it take to become fully functional?

28. Describe the firm's security environment. Specifically cover the physical, digital security, and policy measure safeguards that are in to ensure the protection of firm and client assets and information?

29. Do the firm's information technology systems meet or exceed industry best practices regarding cybersecurity, including but not limited to the U.S. Department of Labor's Cybersecurity Program Best Practices and the requirements of the State of Illinois Cybersecurity Strategy and the NIST Cybersecurity Framework? If no, please explain why.

30. Please attach a sample of a quarterly report.

31. How does the firm defend against cybersecurity attacks? Has this been assessed by a third party? If so, when was this last completed and by which provider? Has the firm had a cybersecurity audit? If so, please provide a copy of the most recent AICPA Service Organization Control 1/or 2 reports.

32. Has the firm ever had a security breach? If so, please describe the incident and the corrective actions taken.

33. How do you ensure that your clients adhere to policies set forth for the protection of the firm's other clients (e.g., prevention of market timing)?

Exhibit 1
Questionnaire

IV. Product Information (Russell 1000 and MSCI EAFE)

1. What is the inception date of these products? If there have been a portfolio manager changes, please show the periods when each portfolio manager managed the product.

2. Please complete the following table (please add rows for multiple products):

	As of: 6/30/26	As of: 6/30/25	As of: 6/30/24	As of: 6/30/23	As of: 6/30/22	As of: 6/30/21
Assets Managed in Strategy						
No. of Clients in Strategy						

3. Please provide the number of clients in each strategy that have been gained and lost, and the respective amounts, during the past five years.

4. For your three largest indexing client relationships, please provide the size of the mandate and the inception date for each account/relationship.

5. Please provide two client references for your indexing strategies. Include the name and phone number of contact person, the type and size of the account and the inception date of the account.

6. Please provide the names of the portfolio manager(s) and client service personnel who will be assigned to this account.

7. Do you offer (or sub-advise) a mutual fund for this strategy? If so, what is its name and symbol?

8. Do you offer commingled portfolios for this strategy? Separate Accounts?

V. Investment Team (Russell 1000 index and MSCI EAFE)

1. If it is different than the organization chart requested earlier, please provide an organization chart with all the investment professionals involved in the Domestic and International Equity strategies and the bios of these individuals. We would like as much detail as possible. This information can be included separately. In addition, please complete the following tables:

Name	Tenure at Company	Tenure with Strategy	Industry Experience	Education/ Credentials	Areas of Specialization	Other Products Supported

2. Where is the individual/team that runs this strategy located?

3. How was the investment team built and how long has the current team been working together?

4. In addition to the proposed strategy, what other portfolio management responsibilities do the portfolio managers/research analysts have?

5. Please list additions and departures to the management and research team(s) responsible for Russell 1000 and MSCI EAFE index strategies in the last five years, including their responsibilities. Provide a brief explanation for each departure, and list any replacement for these vacancies.

Additions: Name	Title	Coverage Responsibilities	Product Responsibilities	Date of Hire

Departures: Name	Title	Coverage Responsibilities	Product Responsibilities	Reason for Departure

6. Explain your approach to bringing new analysts/portfolio managers onto the team. Do you prefer to bring in seasoned/experienced individuals or do you hire younger investment professionals and train them? Why do you take this approach?

7. How does the firm address staff turnover?

8. How do you evaluate your analysts and portfolio managers? Describe the compensation structure for portfolio managers and research analysts. What kind of behavior are you trying to encourage?

Exhibit 1
Questionnaire

VI. Investment Philosophy and Process

1. Explain in detail the method used to select and weight stocks in the portfolio, explaining the rationale for the approach. You may attach a separate methodology document if relevant (e.g., in the case of replicating a third-party index provider's approach).

2. How do you approach the potential tradeoff between tracking error and trading costs to track a relevant index or target portfolio? What are your expectations for tracking error versus the reference benchmark index? What level of volatility reduction do you target?

3. For vehicles with commingled assets, does the vehicle utilize securities lending? If so, please describe the parameters of the securities lending program.

4. What portions of the investment process (if any) are performed by outside firms (i.e., services that are "outsourced"). Please explain your rationale for outsourcing any investment tasks and to what outside firm they are delegated to.

VII. Portfolio Performance and Characteristics

1. Please provide monthly performance history since inception for proposed strategies and their stated benchmarks in an easily manipulable file format (e.g., Excel spreadsheet, etc.). Include a discussion of the performance calculation methodology and whether it is GIPS compliant. If possible, please provide information both gross and net of fees.

2. Has the product performance been audited and verified by a third party? If so, by whom and for what period?

VIII. Fees & Related Management Costs

Please provide the fee schedules for the proposed strategies, for a separate account, a commingled account, and mutual fund (if available). For any funds (commingled and mutual) or similar vehicles which collectively pool assets, please detail the nature and amount of any additional expenses (e.g. custody, audit, licensing etc.) that accrue against the net assets of the vehicle and disclose the Total Expense Ratio of the vehicle (including any reimbursement associated with the TER) and include a copy of the latest audited financial statement.

1	2 Vehicle Type	3 Fee Schedule (%)	4 Operating Expenses	5 Same Fee Across All Clients?	6 Account Minimum ($)	7 Minimum Fee ($)
1						
2						
3						
Add as Needed						

1. Identify the specific vehicles that you would propose for this mandate.

2. Please explain any fee differences as specified in your response in column (5) above.

3. Do you offer a relationship-based fee? Please explain all parameters including whether mandates are severable.

4. Do you offer a Most Favored Nations (MFN) clause? If so, would you be willing to provide this client an MFN?

5. Does this product have any liquidity constraints? Discuss in detail your policy on subscriptions and redemptions for all vehicles specified in Question 1. What special provisions (i.e., lock-ups, reserves, in-kind payments, exit fees, delayed payments, queues, etc.) if any, exist?

6. Is the proposed investment vehicle limited to a certain type of investor or plan (e.g. ERISA only, no health plans)? Does the proposed investment vehicle have any other unique features that we should be aware of?