

REQUEST FOR PROPOSALS
FOR
ACTUARIAL CONSULTING SERVICES
FOR
THE
RETIREMENT SYSTEMS OF ALABAMA
FOR
FISCAL YEARS
2016 THROUGH 2020
RFP 16000000010
Issue Date: June 22, 2016

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SECTION I—GENERAL INFORMATION FOR THE PROPOSER

A. PURPOSE:

REQUEST FOR PROPOSALS:

The purpose of this Request for Proposals (RFP) is to solicit proposals from qualified actuarial firms to provide a range of actuarial consulting services and ad hoc consulting to the Retirement Systems of Alabama (RSA). Services consist of, but are not limited to, Annual Actuarial Valuations, Experience Studies, and GASB 67/68 Disclosure Statements for the Teachers' Retirement System of Alabama (TRS), Employees' Retirement System of Alabama (ERS), Judicial Retirement Fund of Alabama (JRF) and Clerks and Registers Supernumerary Fund (C&R) for the 2016 – 2020 Fiscal Years.

The successful proposers for the Actuarial Auditing Services Related to Peer Review of the 2011-2015 Experience Study and 2015 Valuations are ineligible for appointment to the consulting actuary engagement for this contract period as stated in the RFP which was issued March 4, 2016.

B. BACKGROUND:

The Teachers' Retirement System, Employees' Retirement System and Judicial Retirement Fund, collectively referred to as the Retirement Systems of Alabama (RSA or Systems), share certain executive personnel, investment management, accounting, other professional and information system services, the costs of which are allocated to the funds on an equitable basis.

The TRS, a cost-sharing multiple-employer public employee retirement plan, was established as of September 15, 1939, pursuant to the *Code of Alabama 1975, Title 16, Chapter 25* (Act 419 of the Legislature of 1939) for the purpose of providing retirement allowances and other specified benefits for qualified persons employed by State-supported educational institutions. The responsibility for the general administration and operation of the TRS is vested in its Board of Control.

Code of Alabama (1975) §16-25-19(n) requires the TRS Board of Control designate an actuary to provide advice on matters regarding the operation of TRS funds and perform other duties as required in connection with other provisions of *Section 19*.

Code of Alabama (1975) §16-25-19(p) requires the designated actuary perform actuarial investigations into the mortality, service, and compensation experience of the members and beneficiaries of the Teachers' Retirement System. These experience investigations will be completed at least once in each five-year period.

Code of Alabama (1975) §16-25-19(q) requires the designated actuary perform annual valuations, based on tables adopted by the TRS Board of Control, of assets and liabilities of TRS funds.

Code of Alabama (1975) §16-25-21(2)(b) requires the designated actuary determine the uniform and constant percentage of earnable compensation of the average new entrant which, if contributed on the basis of his or her compensation throughout their entire period of average service, would be sufficient to provide for the payment of any pension payable on his or her account. This contribution rate, also known as the "normal contribution" rate, will be determined by the actuary after each TRS annual valuation.

Code of Alabama (1975) §16-25-21(2)(c)(1) requires the designated actuary determine the accrued liability contribution rate on the basis of each actuarial valuation as the percent of total annual compensation which will be sufficient to liquidate the unfunded accrued liability over a period determined by the TRS Board of Control.

Code of Alabama (1975), §16-25-21(2)(c)(2) requires the designated actuary compute the unfunded accrued liability as the total liabilities of the TRS system which are not dischargeable by the assets of the Annuity Savings Fund, Pension Accumulation Fund and present value of normal contributions. For purposes of computing the unfunded accrued liability, the value of assets will be calculated by the actuary using a five year smoothed market value.

Code of Alabama (1975) §16-25-28 requires all proposed legislation affecting the Teachers' Retirement System be accompanied by an actuarial estimate of the cost involved in such proposed legislation.

The ERS, an agent-multiple employer public employee retirement plan, was established as of October 1, 1945, pursuant to the *Code of Alabama 1975, Title 36, Chapter 27* (Act 515 of the Legislature of 1945). The purpose of the ERS is to provide retirement allowances and other specified benefits for state employees, State Police, and on an elective basis, to all cities, counties, towns, and quasi-public organizations. Assets of the ERS are pooled for investment purposes. However, separate accounts are maintained for each individual employer so that each employer's share of the pooled assets is legally available to pay the benefits of its employees only. The responsibility for the general administration and operation of the ERS is vested in its Board of Control.

Code of Alabama (1975) §36-27-23(m) requires the ERS Board of Control designate an actuary to provide advice on matters regarding the operation of ERS funds and perform other duties as required in connection with other provisions of *Section 23*.

Code of Alabama (1975) §36-27-23(o) requires the designated actuary perform actuarial investigations into the mortality, service, and compensation experience of the members and beneficiaries of the Employees' Retirement System. These experience investigations will be completed at least once in each five-year period.

Code of Alabama (1975) §36-27-23(p) requires the designated actuary perform annual valuations, based on tables adopted by the ERS Board of Control, of assets and liabilities of ERS funds.

Code of Alabama (1975) §36-27-24(c) requires the designated actuary determine the uniform and constant percentage of earnable compensation of the average new entrant which, if contributed on the basis of his or her compensation throughout their entire period of average service, would be sufficient to provide for the payment of any pension payable on his or her account. This contribution rate, also known as the "normal contribution" rate, will be determined by the actuary after each ERS annual valuation. The designated actuary is also required to determine the accrued liability contribution rate on the basis of each actuarial valuation as the percent of total annual compensation which will be sufficient to liquidate the unfunded accrued liability over a period determined by the ERS Board of Control. The unfunded accrued liability will be computed by the designated actuary as the total liabilities of the ERS system which are not dischargeable by the assets of the Annuity Savings Fund, Pension Accumulation Fund and present value of normal contributions. For purposes of computing the unfunded accrued liability, the value of assets will be calculated by the actuary using a five year smoothed market value.

Code of Alabama (1975) §36-27-26 requires all proposed legislation affecting the Employees' Retirement System be accompanied by an actuarial estimate of the cost involved in such proposed legislation.

The JRF, a cost-sharing multiple-employer public employee retirement plan, was established as of September 18, 1973, pursuant to the *Code of Alabama 1975, Title 12, Chapter 18* (Act 1163 of the Legislature of 1973) for the purpose of providing retirement allowances and other specified benefits for any Justice of the Supreme Court of Alabama, Judge of the Court of Civil Appeals, Judge of the Court of Criminal Appeals, Judge of the Circuit Court, or office holder of any newly created judicial office receiving compensation from the State Treasury. The *Code of Alabama 1975, Title 12, Chapter 18, Articles 3 & 4* (Act 1205 of the Legislature of 1975) enlarged the scope and coverage of the JRF to include District and Probate Judges, respectively. The responsibility for the general administration and operation of the JRF is vested in the Board of Control of the ERS.

Code of Alabama (1975) §12-18-2(a) places JRF under the supervision of the Board of Control of the Employees' Retirement System; the board will be the trustee of JRF funds and will handle those funds in the same manner and pursuant to the same rules and regulations that it handles funds in the Employees' Retirement System.

On March 1, 2016, Alabama Judicial Measure Amendment 1 was passed to authorize the legislature to establish the Judges' and Clerks' Plan for retirement for justices, judges, and circuit clerks. Any justice of the Supreme Court, judge of the Court of Civil Appeals, judge of the Court of Criminal Appeals, circuit judge, district judge, probate judge, or circuit clerk who is not a member of the Judicial Retirement Fund or Clerks' and Registers' Supernumerary Fund on November 7, 2016 and who is first elected or appointed to his or her position on or after November 8, 2016 will participate in the Judges' and Clerks' Plan. This amendment also authorizes the legislature to establish the District Attorneys' Plan for retirement for district attorneys who are first elected or appointed on or after November 8, 2016. The Judges' and Clerk's Plan and District Attorneys' Plan will be established under the Judicial Retirement Fund.

State law establishes retirement benefits as well as death and disability benefits and any ad hoc increase in postretirement benefits for the TRS, ERS, and JRF. TRS and ERS members become eligible to receive retirement benefits after 10 years of creditable service. Teachers and state employees who retire after age 60 (52 for State Police) with 10 years or more of creditable service or who retire with 25 years of service (regardless of age) are entitled to an annual retirement benefit, payable monthly for life. Local employees who retire after age 60 with 10 years or more of creditable service or who retire with 25 or 30 years of service (regardless of age), depending on the particular entity's election, are entitled to an annual retirement benefit, payable monthly for life. Service and disability retirement benefits are based on a guaranteed minimum or a formula method, with the member receiving payment under the method that yields the highest monthly benefit. Under the formula method, members of the TRS and ERS (except State Police) are allowed 2.0125% of their average final compensation (highest 3 of the last 10 years) for each year of service. State Police are allowed 2.875% for each year of State Police service in computing the formula method.

Act 377 of the Legislature of 2012 established a new tier of benefits (Tier 2) for members hired on or after January 1, 2013. Tier 2 TRS and ERS members are eligible for retirement after age 62 (56 for State Police) with 10 years or more of creditable service and are entitled to an annual retirement benefit, payable monthly for life. Service and disability retirement benefits are based on a guaranteed minimum or a formula method, with the member receiving payment under the method that yields

the highest monthly benefit. Under the formula method, Tier 2 members of the TRS and ERS (except State Police) are allowed 1.65% of their average final compensation (highest 5 of the last 10 years) for each year of service. State Police are allowed 2.375% for each year of state police service in computing the formula method.

JRF members become eligible to receive retirement benefits after varying periods set by statute. Except for justices or judges who were either disabled, elected prior to July 30, 1979, or have at least 25 years of creditable service, no justice or judge is eligible to receive judicial service retirement pay prior to attaining age 60. Service retirement benefits for justices and judges are dependent upon the particular office held in the judicial branch of government. A retirement benefit is payable upon the request of any member who has: (1) 25 years of creditable service (regardless of age), (2) completed 12 years of creditable service and has attained age 65, (3) completed 15 years of creditable service and whose age plus service equals or exceeds 77, (4) completed 10 years of creditable service and has attained age 70 or (5) been elected prior to July 30, 1979, and has 18 years of service (regardless of age). A member eligible to retire who has not requested his or her retirement benefit to commence at the end of the term in which the member's 70th birthday occurs is entitled only to the refund of his or her contributions (except for members with at least 25 years of creditable service). The service retirement benefit for circuit, appellate, and probate judges is 75% of the member's salary at the time of separation from service. The service retirement benefit for a district judge is 75% of the position's salary immediately prior to retirement.

Alabama Judicial Measure Amendment 1 establishes employee and employer contribution rates and retirement requirements for judges, justices, district attorneys and circuit clerks who are first appointed or elected on or after November 8, 2016. The new plans will require employees to contribute 8.5% of their annual salary to their respective retirement fund. Added to the employee contribution will be a separate employer contribution equal to a percentage of the employee's annual salary; the employer contribution percentage will be based on actuarial valuations. An employee is able to draw retirement benefits no earlier than age 62, and only if the employee has ten or more years of service. District attorney's and circuit clerk's retirement benefit will be calculated as 3% of their average final compensation (highest 5 of last 10 years) for each year of service, not to exceed 80% of average final compensation. Judge's and justice's retirement benefit will be calculated as 4% of their average final salary for each year of service, not to exceed 75% of average final compensation.

Covered members of the TRS and ERS (except State Police and certified law enforcement, correctional officers, and firefighters) contributed 5% of earnable compensation to the TRS and ERS as required by statute until September 30, 2011. From October 1, 2011, to September 30, 2012, covered members of the TRS and ERS (except State Police and certified law enforcement, correctional officers, and firefighters) were required by statute to contribute 7.25% of earnable compensation. Effective October 1, 2012, covered members of the TRS and ERS (except State Police and certified law enforcement, correctional officers, and firefighters) are required by statute to contribute 7.50% of earnable compensation. JRF members and certified law enforcement, correctional officers, and firefighters of the TRS and ERS contributed 6% of earnable compensation as required by statute until September 30, 2011. From October 1, 2011, to September 30, 2012, JRF members and certified law enforcement, correctional officers, and firefighters of the TRS and ERS were required by statute to contribute 8.25% of earnable compensation. Effective October 1, 2012, JRF members and certified law enforcement, correctional officers, and firefighters of the TRS and ERS are required by statute to contribute 8.50% of earnable compensation. State Police members of the ERS contribute 10% of earnable compensation. ERS local participating employers are not required by statute to increase contribution rates for their members.

Tier 2 covered members of the TRS and ERS (except State Police and certified law enforcement, correctional officers, and firefighters) contribute 6% of earnable compensation to the TRS and ERS as required by statute. Tier 2 certified law enforcement, correctional officers, and firefighters of the TRS and ERS are required by statute to contribute 7% of earnable compensation. Tier 2 State Police members of the ERS contribute 10% of earnable compensation. These contribution rates are the same for Tier 2 covered members of ERS local participating employers.

The Clerks and Registers Supernumerary Fund, a cost-sharing multiple-employer defined benefit pension plan, was established as of October 1, 1977 and placed under the management and control of the Employees' Retirement System of Alabama pursuant to *Code of Alabama 12-17-143*. The C&R includes contributions and interest earned from the contributing active members and vested/non-vested members who have not withdrawn funds. Contributions are made by the circuit clerks and registers who have elected the provisions as outlined in *Code of Alabama 12-17-143*. Circuit clerks and registers who fall under these provisions must contribute 6% of their total annual compensation to the fund. Active member contributions are sent to RSA twice per month. When a member becomes eligible (meets age and service requirements) for "supernumerary" status, they receive 75% of the total annual compensation that they were receiving when they became a supernumerary official. Benefit payments to supernumerary officials are made by the Administrative Office of Courts on a "pay as you go" basis. Eligibility requirements are 23 years of service at any age or: 18 years of service at age 55 to 59, 17 years of service at age 60, 16 years of service at age 61, 15 years of service at age 62 to 64, 12 years of service at age 65 to 69, 10 years of service at age 70 or older.

Code of Alabama (1975) §12-17-143(3) places the Clerks' and Registers' Supernumerary Fund under the management and control of the Employees' Retirement System. The Secretary-Treasurer of the Employees' Retirement System is charged with the responsibility for investment of the fund and for the development and maintenance of administrative procedures involving member records, benefits, investment of funds, and other administrative functions necessary to the operation of the Clerks' and Registers' Fund.

At September 30, 2015, the number of participating units in each system was as follows:

	<u>TRS</u>	<u>ERS</u>	<u>JRF</u>	<u>C&R</u>
Cities	-	294	-	-
Counties	-	65	67	67
Other Public Entities	-	516	-	-
Universities	13	-	-	-
Postsecondary				
Institutions	27	-	-	-
City and County				
Boards of Education	138	-	-	-
State Agencies & Other	<u>31</u>	<u>1</u>	<u>1</u>	<u>-</u>
Totals	<u>209</u>	<u>876</u>	<u>68</u>	<u>67</u>

At September 30, 2015, the date of the most recent actuarial valuation, membership consisted of:

	<u>TRS</u>	<u>ERS</u>	<u>JRF</u>	<u>C&R</u>
Retirees and beneficiaries currently receiving benefits:				
General	88,633	22,983	384	91
State Police	-	887	-	-
Employees of Local Employers	-	22,248	-	-
Deferred Retirement Option Plan (DROP)	699	396	-	-
Terminated employees entitled to benefits but not yet receiving benefits:				
General	15,916	2,861	48	7
State Police	-	13	-	-
Employees of Local Employers	-	6,767	-	-
Non-vested inactive members who have not Contributed for more than 5 years	29,071	19,417		1
Active Employees:				
General	135,986	29,235	338	70
State Police	-	701	-	-
Employees of Local Employers	-	54,627	-	-
Totals	<u>270,305</u>	<u>160,135</u>	<u>770</u>	<u>169</u>

C. DESCRIPTION OF THE RSA'S MANAGEMENT:

The TRS and ERS have jointly employed the Secretary-Treasurer as the Chief Executive Officer (CEO) and several other administrative personnel. This has allowed greater efficiencies by consolidating operations of the systems by function. Other information about the Retirement Systems of Alabama can be found at www.rsa-al.gov.

D. OTHER INFORMATION:

Documents that are considered as part of this RFP may be located via the Internet as follows:

<http://www.rsa-al.gov/index.php> - RSA home page

1. Retirement Systems of Alabama FY2015 Comprehensive Annual Financial Report
2. TRS Actuarial Report prepared as of September 30, 2014
3. ERS Actuarial Report prepared as of September 30, 2014
4. JRF Actuarial Report prepared as of September 30, 2014
5. C&R Actuarial Report prepared as of September 30, 2014

The TRS, ERS and JRF Actuarial Reports prepared as of September 30, 2015 will be available on the aforementioned web-site on Monday, June 27, 2016.

E. PROPOSAL OPENING:

All proposals will be submitted (six (6) copies, one (1) electronic copy and one (1) redacted copy) in a sealed wrapper with the following plainly marked on the front:

ACTUARIAL CONSULTING SERVICES

RFP 16000000010

OPENING AUGUST 8, 2016

Proposals will be sent to:

Via UPS or FedEx:

Diane E. Scott, CPA
 Chief Financial Officer
 Retirement Systems of Alabama
 201 South Union Street
 Montgomery, Alabama 36104-0001

Via US Mail:

Diane E. Scott, CPA
 Chief Financial Officer
 Retirement Systems of Alabama
 PO Box 302150
 Montgomery, Alabama 36130-2150

Proposals may be hand delivered to Room 792 of the Retirement Systems Building, 201 South Union Street, Montgomery, Alabama. Proposals will be accepted until 11:00 a.m. on August 8, 2016 and opened at that time. Proposals will not be accepted after this time. The RSA reserves the right to reject any and all responses to this RFP. Questions related to this RFP may be addressed to Taylor Benefield at taylor.benefield@rsa-al.gov. Questions must be received by 5:00 p.m., June 30, 2016.

RFP Timetable

RFP Issued	June 22, 2016
Deadline for receipt of questions	June 30, 2016
Issue responses to questions	July 8, 2016
Proposals Due	August 8, 2016, 11:00 a.m. CST
Conduct Finalist Interviews	August 15-16, 2016
Award Contract	No later than September 30, 2016

F. DELIVERY SCHEDULE:

Service Provided	Date to Deliver
ERS Local GASB 68 Disclosure Statements	March 1 following fiscal year end
TRS and JRF GASB 68 Disclosure Statements	April 1 following fiscal year end
TRS, ERS, JRF and C&R Actuarial Valuations	May 1 following fiscal year end
ERS Local Actuarial Valuations	July 1 following fiscal year end
TRS, ERS and JRF GASB 67 Disclosure Statements	November 15 following fiscal year end
TRS, ERS and JRF 2016 – 2020 Actuarial Experience Studies	June 1, 2021

G. PAYMENT SCHEDULE:

Payments will be made no more frequently than monthly, based upon the firm's billings for the actuarial valuations and other consulting services as required. Separate billings are required for the Annual Valuations and other Actuarial Services and must be separated into billings for TRS, ERS, JRF and C&R.

H. SELECTION OF FIRM:

The RSA expects to employ the successful proposer. All responding vendors will be notified of RSA's decision in writing within a reasonable length of time following the selection. Prior to the selection, one or more firms may be requested to make oral presentations to the evaluation committee. All proposals shall become the property of the RSA.

I. ECONOMY OF PREPARATION:

Proposals should be prepared simply and economically and provide a concise description of the Proposer's response to the requirements of this RFP. Emphasis should be on clarity. The RSA will not be responsible for any costs incurred by any Proposer in the preparation of a proposal or in relation to any presentations(s) to the evaluation committee.

J. NEWS RELEASES:

News releases pertaining to this RFP or the actuarial services to which it relates will be made only with prior written approval of RSA's CEO or his representative.

K. ADDENDA TO THE RFP:

Any modifications made to the RFP prior to proposal due date will be provided in writing on the RSA website: <http://www.rsa-al.gov/index.php/about-rsa/itb-rfp/>.

L. CONTACT POINT:

Any questions that arise concerning this RFP may be directed to Taylor Benefield at taylor.benefield@rsa-al.gov.

M. MINIMUM EXPERIENCE QUALIFICATIONS:

To be considered for the actuarial consulting services described in this RFP, both the firm and primary actuary must meet the following minimum experience qualifications:

- The Primary (supervising) actuary must meet the American Academy of Actuaries Qualification Standards and be a Fellow of the Society of Actuaries (FSA) or an Associate of the Society of Actuaries (ASA).

- The Primary (supervising) actuary should also have significant experience preparing actuarial valuations, experience studies, GASB 67/68 Disclosure Statements and other consulting services for public-sector defined benefit retirement plans.
- Performed annual valuations for the most recent three (3) consecutive years for two public sector pension plans, each with at least \$8 billion in assets and 85,000 or more active and retired members.
- Performed actuarial valuations for all of the above clients whereby the statistical data and reports have been included in at least three (3) Comprehensive Annual Financial Reports where the reports received the Certificate of Achievement for Excellence in Financial Reporting from the Government Finance Officers Association.
- Performed at least five (5) annual valuations within the last five (5) years for an agent multiple employer plan, each with at least \$8 billion in assets and 85,000 or more active and retired members.
- Performed at least three (3) experience studies within the last five (5) years for public sector pension plans, each with at least \$8 billion in assets and 85,000 or more active and retired members.
- Performed at least two (2) GASB 67/68 Disclosure Statements within the last two (2) years for public sector pension plans, each with at least \$8 billion in assets and 85,000 or more active and retired members, one of which must be a cost sharing plan and one must be an agent multiple plan.

N. STATE OF ALABAMA CONTRACT REQUIREMENTS

The State of Alabama requires all providers of professional services to submit a Disclosure Statement with each contract. Accordingly, the Disclosure Statement included in Section V of this Request for Proposals (RFP) must be completed and submitted with the proposal.

The State of Alabama requires all contracts to contain certain language in a specific format. This language is included in the Contract shell in Section V.

O. CONFIDENTIALITY

All material and information received by any proposer, including the successful proposer, in which there is an individual right to privacy shall be kept confidential by the proposer(s). Confidential information may not be used by any proposer or successful proposer except in the fulfillment of a contract resulting from the RFP, and must be kept confidential and handled in conformity with all applicable federal and state laws.

Successful Proposer must sign a Non-Disclosure Agreement (NDA) with RSA. See Attached NDA in Section V.

Proposals may be subject to disclosure and/or reproduction under Alabama law once a contract has been awarded.

SECTION II—NATURE OF SERVICES REQUIRED

A. Purpose

The purpose of this Request for Proposals (RFP) is to solicit proposals from qualified actuarial firms to provide a range of actuarial consulting services and ad hoc consulting to the Retirement Systems of Alabama (RSA). Services consist of, but are not limited to, Annual Actuarial Valuations, Experience Studies, and GASB 67/68 Disclosure Statements for the Teachers' Retirement System of Alabama (TRS), Employees' Retirement System of Alabama (ERS), Judicial Retirement Fund of Alabama (JRF) and Clerks and Registers Supernumerary Fund (C&R) for the 2016 – 2020 Fiscal Years.

B. Required Services

The following services are to be provided:

1. Annual Actuarial Valuations for Funding Purposes are to be performed for TRS, ERS, JRF and C&R as of each September 30, beginning with the September 30, 2016 valuations. Valuations shall be prepared in accordance with Actuarial Standards of Practice and will determine funding status, funding requirements and recommend employer contribution rates. Such valuations shall consider the actual changes of economic and non-economic experience since the prior valuation.
2. Annual Actuarial Certification Letter, data exhibits and other necessary material for the Actuarial and Statistical Sections of the RSA Comprehensive Annual Financial Report (CAFR). The Annual Certification Letter, data exhibits and other necessary material for the Actuarial Section are located on pages 93 – 136 of the 2015 RSA CAFR. Schedules for the Statistical Section are located on pages 148-153 of the 2015 RSA CAFR.
3. Annual Actuarial Valuations for Reporting Purposes shall provide the necessary Total Pension Liability, Fiduciary Net Position, Net Pension Liability, Pension Expense and other related disclosure information in compliance with Governmental Accounting Standards Board Statement Number 67. TRS, ERS and JRF use a measurement date of September 30. In the initial year of implementation, liabilities as of the 9/30/2013 valuation were rolled forward to 9/30/2014 (measurement date) for the 9/30/2015 financial statement date.
4. Consulting Actuary shall also prepare the calculations of proportionate share, net pension liability by employer, pension expense and deferred inflows and outflows by employer along with related disclosures in compliance with Governmental Accounting Standards Board Statement Numbers 68 and 71. The actuary will also prepare and maintain the amortization schedules for each employer's deferred inflows and deferred outflows.
5. In coordination with RSA accounting staff, prepare responses to questions and data request from RSA independent auditors regarding GASB 67 and 68 Valuation reports and the assumptions, methods and data used.
6. Perform an actuarial experience study for the 5 year period ending September 30, 2020 and prepare an actuarial investigation to consider economic and non-economic experience, assess appropriateness of assumptions and recommend potential changes in experience and contribution rates. Such recommendations include, but are not limited to, price

inflation, investment return, payroll growth, retirement, withdrawal and disability experience of members and beneficiaries. Prepare an in-depth analysis of and provide a comprehensive model and methodology for developing an assumed rate of return to be used prospectively.

7. A firm (or firms), other than the firm selected as the System's Consulting Actuary, will perform a comprehensive review of the System's actuarial assumptions and methodology for reasonableness given financial objectives of the System. The review will also include an audit of the most recent actuarial valuation results. The selected Consulting Actuary will work cooperatively and be responsive to the audit firm (or firms) while they conduct their audit and develop their audit report.
8. Provide in-person presentations of, and public testimony on, all actuarial reports/issues to the TRS and ERS/JRF Boards of Control or other public bodies on any actuarial or actuarially-related issues arising from the course of operations of the Systems. The consulting actuary is required to attend at least 2 ERS/JRF Board of Control meetings per year and at least 2 TRS Board of Control meetings per year.
9. Consult and advise the Boards of Control on actuarial matters or questions, which arise out of or from the operations of the Systems. Services may be required in person, by telephone or by written correspondence.
10. Perform ad hoc calculations for legislative requests and advise RSA staff concerning such requests.
11. Keep RSA informed of any significant regulatory, legal or legislative changes and trends with respect to the public pension industry or actuarial issues and the potential impact on the System's funding and benefit structure. This may require providing estimates of the cost of potential changes in benefit provisions for multiple plans and groups.
12. In initial year of engagement prepare a complete replication of the TRS, ERS and JRF Actuarial Reports as of 9/30/2015 and TRS, ERS and JRF GASB 67/68 reports by December 15, 2016. This replication will be completed at the successful bidder's expense.
13. If any changes in law, regulation, industry standard or Board of Control requirements are enacted during the term of the Agreement that would require the assistance or services of an actuary, it is anticipated that those services will be conducted by the successful proposer as part of the contract resulting from this RFP.

SECTION III--INFORMATION REQUIRED FROM PROPOSERS

For any Proposal to be considered, the Proposer must submit the following information:

1. Background information of your firm including services it performs, ownership structure, the state in which your firm was formed or incorporated (and whether you are currently in good standing in the state in which you were formed or incorporated), whether your firm is

qualified to transact business in the State of Alabama (and, if so, whether the firm is in good standing in Alabama), the size of your firm and the location of the staff that will perform the services. Discuss in detail the services your firm performs relative to the services required of this RFP.

2. Describe any material changes in organization structure or ownership that have occurred in the past five years.
3. Describe any recent or planned changes to the ownership or organization structure. Disclose any anticipated assignment of a contract resulting from this RFP.
4. Provide an organization chart that depicts the structure of the actuarial consulting group and that identifies this group's key members and the members who will be involved in providing direct services to RSA.
5. Describe the firm's objectives with respect to future growth. What products/services will be emphasized or de-emphasized in the future? What are the firm's expectations for its products, and how does it plan to manage the future growth of these products? Discuss how the firm plans to make sure that future growth does not compromise the quality of your existing actuarial consulting services. Include in your answer how you plan to manage growth in your client/actuarial consultant ratio.
6. Discuss in general the firm's competitive advantage over other firms in the actuarial consulting industry. Why should RSA hire your firm?
7. Has your firm or any actuary you employ, within the last ten years, been censured or fined by any judicial, governmental, or regulatory body? If so, please indicate the dates and describe the situation.
8. Is the firm affiliated with any other firm(s) offering non-actuarial services that could represent conflicts of interest? If yes, briefly describe your firm's policies and procedures for doing business with these affiliates while safeguarding against conflicts of interest.
9. List and describe any professional relationship your firm or any of your actuarial consulting group staff have with any member of the RSA Boards (TRS, ERS, JRF), RSA staff, or participating employers in TRS, ERS, or JRF.
10. How many actuaries does your firm employ?
11. For the key executives and professionals in the actuarial consulting group, including the Primary (supervising) Actuary and all Secondary Actuaries that would be assigned to RSA, provide a table that identifies the following information:
 - a. Name
 - b. Title
 - c. Responsibilities within the firm. If a person has multiple responsibilities, indicate the percentage of time spent on each function
 - d. Years of relevant experience
 - e. Years with the firm
 - f. Degrees and professional designations

- g. Institution awarding each degree and designation
 - h. Publications authored
12. How long has the current group of key executives and professionals in your actuarial consulting group been together?
 13. For the Primary Actuary and all Secondary Actuaries, state the length of time these individuals have all worked together as a team.
 14. For the Primary Actuary and all Secondary Actuaries, list their actuarial valuation assignments for the past three years. Include for each assignment the date of the final report, whether the Actuary served as the primary or secondary Actuary, and the client's name, size and assets (number of pension plan members, retirants, participating employers (if applicable)) and plan assets.
 15. For the Primary Actuary and all Secondary Actuaries, list their GASB 67/68 Disclosure Statement assignments for the past two years. Include for each assignment the date of the final report, whether the Actuary served as the primary or secondary Actuary, and the client's name, size and assets (number of pension plan members, retirants, participating employers (if applicable)) and plan assets.
 16. For the Primary Actuary and all Secondary Actuaries, list their actuarial experience study assignments for the past three years. Include for each assignment the date of the final report, whether the Actuary served as the primary or secondary Actuary, and the client's name, size and assets (number of pension plan members, retirants, participating employers (if applicable)) and plan assets.
 17. For the Primary Actuary and all Secondary Actuaries, list experience with cost sharing and agent multiple employer plans. Include for each assignment the date of final report, whether the Actuary served as the primary or secondary Actuary, and the client's name, size and assets (number of pension plan members, retirants, participating employers (if applicable)) and plan assets.
 18. For the Primary Actuary and all Secondary Actuaries that will directly provide services to RSA, state the role each would play in providing the required RSA services.
 19. State for the Primary Actuary and each Secondary Actuary the total number of clients currently assigned to these individuals; describe what type of actuarial service is being provided.
 20. Discuss the causes and impact of any executive and professional staff turnover (departures or hiring/promotions) in the actuarial consulting group that has occurred in the last five years. Provide a table listing all of the professionals that have departed from that group over the past five years. For each individual, provide the following information:
 - a. Date of departure
 - b. Name
 - c. Title
 - d. Responsibilities
 - e. Years with the firm
 - f. Reason for leaving

g. Name of replacement

21. Does the firm have a transition plan to deal with the possible sudden departure of key professionals within the group? Describe the plan.
22. Describe the specific methodology to be used for the required scope of services identified in Section II of this RFP.
23. Provide a timeline for completion of the work identified in Section II of this RFP. Include proposed dates for each key stage or event of the project, indicate dates by which your firm must have specific input data from RSA or its consulting actuary, and indicate points in the project when your firm would plan to meet with RSA staff at our office or via conference call.
24. Describe your firm's theory and methodology used in recommending an appropriate actuarial cost method for a public pension fund.
25. Describe your firm's theory and methodology for development of actuarial assumptions (except for the interest rate assumption, which is addressed separately).
26. Describe the methodology you use to formulate a pension fund's actuarial interest rate assumption. How may this methodology differ from client to client? Under what circumstances would you recommend TRS, ERS, and JRF change their interest rate assumption?
27. Describe your firm's approach to recommendations regarding the amortization of unfunded liabilities.
28. Describe your approach to measuring funded status and funding progress in order to facilitate the assessment of trends over several valuations of a client.
29. Describe the capabilities of your valuation system(s) and your computer system support.
30. Describe your quality control processes for actuarial valuation reports and recommendations. How are these services monitored and reviewed?
31. Describe your transition process from the current consulting actuary to your firm.
32. Confirm your willingness and ability to prepare replicated valuations and GASB 67/68 information for the 9/30/2015 valuation prior to beginning work on the 9/30/2016 valuations. This will be completed by December 15, 2016 at the successful bidder's expense.
33. Provide as Appendix A:
 - a. One recent actuarial valuation report for a cost sharing plan.
 - b. One recent actuarial valuation report for an agent-multiple employer plan.
 - c. One recent actuarial experience study for an agent-multiple employer plan.
 - d. One recent GASB 67/68 disclosure report for a cost sharing plan.
 - e. One recent GASB 67/68 disclosure report for an agent-multiple employer plan.
 - f. One recent GASB 68 individual employer report for a cost sharing plan.

- g. One recent GASB 68 individual employer report for an agent multiple plan.
 - h. One recent funding report for an employer participating in an agent multiple employer plan.
34. For the last five years provide the following data relating to client relationships where actuarial consulting services similar to the services required by this RFP have been or are being provided:
- a. Total number of actuarial valuation clients
 - b. Total number of actuarial experience study clients
 - c. Total number of GASB 67/68 disclosure statement clients
 - d. Total number of public pension plan actuarial valuation clients
 - e. Total number of public pension plan actuarial valuation clients with a cost sharing plan
 - f. Total number of public pension plan actuarial valuation clients with an agent- multiple employer plan (and number of participating employers)
35. For all current public pension plan clients, state the client's name, the first year of your initial contract with the plan, year end of the last valuation your firm completed and their asset and membership size as of the date of the last valuation completed. Designate by asterisk which of these clients are agent multiple-employer plans and provide number of participating employers.
36. Provide the name, title, address, and telephone number for the following six client references for whom your firm has provided full service actuarial consulting services for similar to this RFP, as specified in each question:
- a. The client for whom your firm most recently completed an actuarial audit.
 - b. The client that most recently terminated your firm's full-service actuarial consulting contract.
 - c. The client with the longest full-service actuarial consulting relationship with your firm.
 - d. An agent multiple public pension plan client for whom your firm has provided full-service actuarial consulting for at least three years.
 - e. A full-service actuarial consulting client that has been assigned for at least two years to the Primary Actuary proposed for the RSA account.
 - f. The client for whom the Primary Actuary most recently completed an actuarial audit.
37. List all pension plan clients that have terminated their actuarial service contracts with your firm in the last five years. Include the client firm's name, size (number of pension plan members and retirants), date of contract termination, and reason(s) for contract termination.
38. Within the last five years, has your firm been notified by any actuarial consulting services client that your firm is in default of its contract, or that conditions exist endangering continuation of that contract? If so, state the client firm's name, year the notice was received, reasons for the notice, and resolution or current status of the relationship.
39. Provide the names of all public pension plan clients for whom you have performed actuarial valuations within the last five years.

40. Have your firm's actuarial consulting service products been audited by another actuarial firm within the last five years? If so, state the number of such audits and whether any resulted in revisions to your clients' annual valuation results, actuarial assumptions, or actuarial cost methods.
41. Would your firm propose to use any subcontracts in the provision of the required RSA services? If so, describe the specific services that would be subcontracted, the name of the subcontractor, the cost to your firm of these services, and how you would control the quality of services provided.
42. What investments has the firm made in information technology?
43. Do you have plans/arrangements in place for alternative work sites should either your headquarters facility or the facility that will primarily provide services to RSA become inoperative because of fire, earthquake, etc.? Briefly describe your emergency and disaster recovery plans. Include in your description your disaster recovery plans related to client data files.
44. How does the firm monitor and measure actuarial client satisfaction and actuarial audit satisfaction?
45. Discuss how the firm controls costs, quality, timeliness and confidentiality of its services, specifically the services required by this RFP.
46. Describe the resources your firm has that specifically address the needs of public pension fund clients.
47. Describe how fees are determined for your firm's actuarial auditing services.
48. The proposed fee should include administrative, third-party, travel, and all other costs. Please provide a statement that you understand this and that these have been included in the cost of the proposal and will not be billed separately.
49. Describe how your firm controls the cost of services rendered for a client.
50. Please provide a sample billing notification that RSA would likely receive.
51. Does your firm have a policy concerning the reduction in fees for performance of untimely services?
52. Disclose any disciplinary action or litigation taken against the firm or any member of the firm's staff regarding the provision of professional services. Disclose any felony convictions within the last five years of any members of the firm's professional staff. Disclose any bankruptcy filings of assignments for the benefit of creditors by or against the firm within the last five years.
53. Provide positive statement that the firm and assigned actuaries for this project have met each of the minimum qualifications set forth in Section I. M. Provide detailed explanation to support each item this assertion.

54. Provide resumes for the key personnel who will be assigned to this engagement.
55. Provide discussion that provides evidence of the Proposer's knowledge of the state, regional, and national public pension plan market.
56. In Section V of this RFP is a Contract Shell which includes contract terms required in all State of Alabama contracts. Review this contract shell and provide an affirmative statement that proposer will agree to the requirements for all State of Alabama contracts. In the event there are any provisions to which proposer does not agree, please provide proposed language. The acceptance by RSA of a proposal does not under any circumstances constitute an agreement by RSA to any terms provided by such proposer under this item.
57. In Section V of this RFP is a Non-Disclosure Agreement. Review this NDA and provide an affirmative statement that proposer will agree to sign the NDA upon contract award. In the event there are any provisions to which proposer does not agree, please provide proposed language.
58. Please provide any agreements or requirements proposer desires that RSA enter into. By accepting proposer's proposal, RSA is not agreeing to and accepting any terms provided by proposer under this item. In addition, the provision of any agreements or requirements under this item does not satisfy the requirement that proposers explicitly state any and all exceptions to RSA's proposal specifications or contract terms.
59. The cost proposal and technical proposal must be submitted in separate and clearly labeled envelopes. Please affirm your understanding of this requirement.
60. Completion of the Proposal Form in Section IV. This cost will be used to determine the cost portion of the proposal's score.
61. The following additional forms must be completed and returned with proposal:
 - a. Vendor Disclosure Form
 - b. IRS Form W-9
 - c. Immigration Compliance Certificate
 - d. E-Verify Memorandum of Understanding issued and electronically signed by the U. S. Department of Homeland Security (note that the FEIN on the W-9 must agree with the FEIN listed on the E-Verify Memorandum)—the entire MOU should be provided
 - e. RSA Third Party Vendor Security Checklist
62. Include the names, e-mail addresses and telephone numbers of personnel of your organization authorized to execute the proposed contracts with the RSA.
63. Provide a statement affirming that your firm can and will replicate the TRS, ERS and JRF Actuarial Reports as of 9/30/2015 by December 15, 2016 at the firm's expense. These reports will be available on the RSA's website on June 27, 2016.
64. Provide a statement affirming that your firm can and will replicate the ERS GASB 68 report by December 15, 2016 at the firm's expense. This report can be found at the following website: <http://www.rsa-al.gov/index.php/employers/financial-reports/gasb-68-reports/>.

65. Provide a statement affirming that your firm can and will replicate the TRS GASB 68 report by December 15, 2016 at the firm's expense. This report can be found at the following website: <http://www.rsa-al.gov/index.php/employers/financial-reports/gasb-68-reports/>.
66. Provide a statement affirming that your firm can and will replicate the JRF GASB 68 report by December 15, 2016 at the firm's expense. This report can be found at the following website: <http://www.rsa-al.gov/index.php/employers/financial-reports/gasb-68-reports/>.
67. Provide a statement affirming that your firm can and will replicate the TRS GASB 67 report by December 15, 2016 at the firm's expense. This report can be found at the following website: <http://www.rsa-al.gov/index.php/employers/financial-reports/gasb-68-reports/>.
68. Provide a statement affirming that your firm can and will replicate the JRF GASB 67 report by December 15, 2016 at the firm's expense. This report can be found at the following website: <http://www.rsa-al.gov/index.php/employers/financial-reports/gasb-68-reports/>.
69. Provide a statement affirming that your firm can and will replicate all ERS Local GASB 68 statements (approximately 900) by December 15, 2016 at the firm's expense. A sample of these statements can be found in Section V – Attachments – Attachment G.
70. Provide a statement affirming that your firm can and will replicate all TRS Local GASB 68 statements (approximately 209) by December 15, 2016 at the firm's expense. A sample of these statements can be found in Section V – Attachments – Attachment H.
71. Provide a statement affirming that your firm can and will replicate all JRF Local GASB 68 statements (approximately 68) by December 15, 2016 at the firm's expense. A sample of these statements can be found in Section V – Attachments – Attachment I.
72. Provide a statement affirming that your firm can and will replicate all ERS Local Unit Valuations for funding purposes (approximately 900) by December 15, 2016 at the firm's expense. A sample of these valuations can be found in Section V – Attachments – Attachment J.
73. Confirm that your firm is in compliance with Act 2016-312 and will remain in compliance during the duration of this contract. This bill prohibits a governmental entity from entering into certain contracts with business entities unless the contract includes a representation that the business entity is not currently engaged in, and an agreement that the business entity will not engage in, the boycott of a person or entity based in or doing business with a jurisdiction with which the state of Alabama can enjoy open trade. Please provide an affirmation in your response.
74. Confirm your firm's ability to obtain and maintain, with respect to the activities in which your firm engages pursuant to any agreement that may result from this RFP, professional liability (errors and omissions) insurance, general liability insurance and cyber security insurance in amounts reasonable and customary for the nature and scope of such engagement.
75. The Proposer must affirm that it has read and understands the RFP and the terms and conditions included in the RFP. The Proposer must state any and all exceptions it takes with the requirements set forth in the RFP and/or with any terms and conditions contained in the RFP relating to the ensuing contract. Only the exceptions identified in this section of the

proposal will be considered by RSA; any other exceptions embedded elsewhere in the proposal will not be recognized by RSA.

76. Include any other information believed to be pertinent but not specifically requested elsewhere in this RFP.

Section IV—Criteria for Evaluation

A. EVALUATION PROCESS

The following process will be used to evaluate vendor proposals:

- a. A review committee will evaluate each proposal submitted in response to these Proposal specifications.
- b. Responses received within the time frame and in the form specified by the guidelines will first be evaluated to confirm that all proposal sections, as detailed, have been provided in the Proposal response.
- c. Each proposal will be reviewed and points awarded to all items indicated on the Proposal Evaluation Form. Any proposal component may be awarded points not to exceed the maximum specified on the Proposal Evaluation Form. The total technical score available is 70 points.
- d. Each proposal component will be summed to obtain a total score.
- e. RSA may, at its sole discretion, conduct an interview with the finalists. An additional 10 bonus points may be awarded based on finalist interviews.

B. RSA'S RIGHTS

Proposers should note that RSA reserves the right to modify this evaluation structure if it is deemed necessary or request additional information from vendors. It is the intention of RSA to select the most qualified and cost-effective proposal based on the evaluation of the Proposer's responses to this RFP. However, RSA reserves the right to ask vendors for additional information and/or an oral presentation to clarify their proposals. RSA also reserves the right to cancel or terminate the RFP or reject any or all proposals received in response to this RFP.

The RSA reserves the right to award any service, in whole or in part, if proposals suggest that doing so would be in the RSA's best interest. The RSA also reserves the right to issue multiple awards, no awards, or cancel or alter the procurement at any time. In addition, the RSA reserves the right to extend the proposed RFP period, if needed. Proposals containing the lowest cost will not necessarily be awarded as the RSA recognizes that factors other than cost are important to the ultimate selection of the provider or providers of the actuarial consulting services. Proposals provided in response to this RFP must comply with the submittal requirements set forth herein, including all forms and certifications, and will be evaluated in accordance with the criteria and procedures described herein. Based on the results of the evaluation, the RSA will award the contract(s) to the most advantageous proposer(s), based on cost and the technical evaluations set forth in the RFP. Any contract awarded hereunder shall be subject to the approval of all appropriate RSA and governmental officials in accordance with applicable state and regulations.

C. COST AND PRICE ANALYSIS:

The cost evaluation will be based on the Evaluation Committee’s review of each Proposer’s stated cost for services and consulting hours, which will constitute 30% of the overall proposal’s evaluation. The proposed cost of each required actuarial service should be a fixed price. Billing is to be submitted with the detail by staff member of hours worked on each task. The total paid to the selected vendor for the required reports will not exceed the proposed cost unless both parties agree in writing.

Cost scoring will be determined as follows:

- a. Cost proposals must be provided in a separate envelope clearly labeled, “Cost Proposal”.
- b. The Proposer submitting the lowest Proposal for actuarial consulting services will receive 25 points.
- c. The Proposer submitting the lowest average hourly consulting rates will receive 5 points.
- d. All other Proposers will be evaluated by use of the following formulae:

$$\frac{\text{Lowest Cost of All Valuations}}{\text{Cost of Proposal Under Evaluation}} \times 25 \text{ points} = \text{Proposer's Score for Cost of Valuation}$$

$$\frac{\text{Lowest Wt. Avg Cost of All Consulting Hrs.}}{\text{Wt. Avg. Cost of Consulting Hrs. Under Eval.}} \times 5 \text{ points} = \text{Proposer's Score for Misc Consulting Hours}$$

Wt. Avg. Cost of Consulting Hrs. Under Eval. will equal the aggregate of the hourly rate for each staff level multiplied by the respective distribution percentage.

NOTE: The RSA will not be liable for any expense for use of any job classification by the proposer that is not identified in the proposer’s response.

D. PROPOSAL EVALUATION FORM

General Proposal Categories	Possible Points	Reviewer’s Score
Description of Services to be Performed	10	
Experience with Similar Proposals	25	
Experience of Personnel Assigned	20	
IT Risk	5	
Methodology and Ability to Meet Timeline	10	
Total Technical Score	70	
Cost Proposal	30	
Total Possible Points	100	
Finalist Interviews (optional)	10	

Proposers must respond to all required components of the RFP.

E. PROPOSAL FORM

Name of Proposing Firm:

Annual Valuation Services	Total Annual Estimated Hours	Total Annual Proposed Fixed Cost	Total Cost 2016 - 2020
ERS Annual Valuation			
TRS Annual Valuation			
JRF Annual Valuation			
C&R Annual Valuation			

GASB 67 Services	Total Annual Estimated Hours	Total Annual Proposed Fixed Cost	Total Cost 2016 - 2020
TRS GASB 67 Statement			
JRF GASB 67 Statement			

GASB 68 Services	Total Annual Estimated Hours	Total Annual Proposed Fixed Cost per Unit	Total Cost 2016 - 2020
TRS GASB 68 Statements (211 units)			
JRF GASB 68 Statements (68 units)			
ERS Local Unit Annual Valuations and GASB 68 Disclosure Statements (900 units)			

Experience Study Services	Total Estimated Hours	Total Proposed Fixed Cost
TRS 2016 - 2020 Experience Study		
ERS 2016 - 2020 Experience Study		
JRF 2016 - 2020 Experience Study		

Grand Total Contract Price

Hourly Rates and Projected Work Distribution for Assigned Staff related to Actuarial Consulting Services.

Staff Level	Hourly Rate	Projected Distribution
Partner/Principal/Primary Actuary	\$	
Senior/Secondary Actuary	\$	
Staff Actuary	\$	
Total	N/A	100%

Weighted Average Cost of Consulting Hours

Ancillary expenses (travel, meals, lodging, postage, mailing, administrative expenses, etc.) are to be included in the proposed hourly rates.

SECTION V—Attachments

- A. State of Alabama Disclosure Statement (Required by Act 2001-955)
- B. Contract Shell containing required language of State of Alabama Contracts.
- C. Immigration Compliance Certificate
- D. RSA Third Party Vendor Security Checklist
- E. IRS Form W-9
- F. Confidentiality and Non-Disclosure Agreement
- G. Sample ERS Local GASB 68 Statement
- H. Sample TRS GASB Local 68 Statement
- I. Sample JRF GASB Local 68 Statement
- J. Sample ERS Local Unit Valuation for funding purposes



State of Alabama Disclosure Statement

(Required by Act 2001-955)

ENTITY COMPLETING FORM

ADDRESS

CITY, STATE, ZIP

TELEPHONE NUMBER

()

STATE AGENCY/DEPARTMENT THAT WILL RECEIVE GOODS, SERVICES, OR IS RESPONSIBLE FOR GRANT AWARD

ADDRESS

CITY, STATE, ZIP

TELEPHONE NUMBER

()

This form is provided with:

Contract

Proposal

Request for Proposal

Invitation to Bid

Grant Proposal

Have you or any of your partners, divisions, or any related business units previously performed work or provided goods to any State Agency/Department in the current or last fiscal year?

Yes

No

If yes, identify below the State Agency/Department that received the goods or services, the type(s) of goods or services previously provided, and the amount received for the provision of such goods or services.

STATE AGENCY/DEPARTMENT

TYPE OF GOODS/SERVICES

AMOUNT RECEIVED

Have you or any of your partners, divisions, or any related business units previously applied and received any grants from any State Agency/Department in the current or last fiscal year?

Yes

No

If yes, identify the State Agency/Department that awarded the grant, the date such grant was awarded, and the amount of the grant.

STATE AGENCY/DEPARTMENT

DATE GRANT AWARDED

AMOUNT OF GRANT

1. List below the name(s) and address(es) of all public officials/public employees with whom you, members of your immediate family, or any of your employees have a family relationship and who may directly personally benefit financially from the proposed transaction. Identify the State Department/Agency for which the public officials/public employees work. (Attach additional sheets if necessary.)

NAME OF PUBLIC OFFICIAL/EMPLOYEE

ADDRESS

STATE DEPARTMENT/AGENCY

2. List below the name(s) and address(es) of all family members of public officials/public employees with whom you, members of your immediate family, or any of your employees have a family relationship and who may directly personally benefit financially from the proposed transaction. Identify the public officials/public employees and State Department/Agency for which the public officials/public employees work. (Attach additional sheets if necessary.)

NAME OF FAMILY MEMBER	ADDRESS	NAME OF PUBLIC OFFICIAL/ PUBLIC EMPLOYEE	STATE DEPARTMENT/ AGENCY WHERE EMPLOYED
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If you identified individuals in items one and/or two above, describe in detail below the direct financial benefit to be gained by the public officials, public employees, and/or their family members as the result of the contract, proposal, request for proposal, invitation to bid, or grant proposal. (Attach additional sheets if necessary.)

Describe in detail below any indirect financial benefits to be gained by any public official, public employee, and/or family members of the public official or public employee as the result of the contract, proposal, request for proposal, invitation to bid, or grant proposal. (Attach additional sheets if necessary.)

List below the name(s) and address(es) of all paid consultants and/or lobbyists utilized to obtain the contract, proposal, request for proposal, invitation to bid, or grant proposal:

NAME OF PAID CONSULTANT/LOBBYIST	ADDRESS
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By signing below, I certify under oath and penalty of perjury that all statements on or attached to this form are true and correct to the best of my knowledge. I further understand that a civil penalty of ten percent (10%) of the amount of the transaction, not to exceed \$10,000.00, is applied for knowingly providing incorrect or misleading information.

Signature Date

Notary's Signature Date Date Notary Expires

Act 2001-955 requires the disclosure statement to be completed and filed with all proposals, bids, contracts, or grant proposals to the State of Alabama in excess of \$5,000.

AGREEMENT

This Agreement, which results from RFP _____ entitled Request for Proposal for _____, is made and entered into effective _____, 2016, by and between The Employees' Retirement System of Alabama and the Teachers' Retirement System of Alabama, collectively referred to as The Retirement Systems of Alabama or "RSA", and _____, hereinafter referred to as "Contractor."

SERVICES

Contractor shall provide _____ [insert description of services] to RSA in accordance with the guidelines, terms and conditions set forth in RSA's RFP _____ and Contractor's Proposal dated _____, all of which documents are attached hereto as Exhibit A and incorporated herein by reference.

CONSIDERATION

As consideration for the services rendered pursuant to the Agreement, RSA agrees to compensate the Contractor an amount equal to the rates set forth in Contractor's Proposal. [In the alternative, edit this paragraph to clearly delineate the prices and insert maximum consideration.]

TERM

This Agreement shall be for the period beginning _____ and ending _____ . [Are there any renewal or extension options to add?]

APPROVALS

Contractor acknowledges and understands that this Agreement is not effective until it has received all required state government approvals, and Contractor shall not begin performing work under this agreement until notified to do so by RSA. Contractor is entitled to no compensation for work performed prior to the effective date of this Agreement.

INDEPENDENT CONTRACTORS

Contractor acknowledges that Contractor is an independent contractor, and neither Contractor nor Contractor's employees are to be considered employees of RSA or entitled to benefits under the State of Alabama Merit System.

NO STATE DEBT, ETC.

In the event of proration of the funds from which this Agreement is to be paid, the Agreement will be subject to termination by RSA.

Contractor acknowledges that the terms and commitments contained herein shall not be constituted as a debt of the State of Alabama in violation of Article 11, Section 213 of the Constitution of Alabama, 1901, as amended by Amendment Number 26. It is further agreed that if any provisions of this Agreement shall contravene any statute or Constitutional provision or amendment, either now in effect or which may, during the course of this Agreement, be enacted, then that conflicting provision in the Agreement shall

be deemed null and void and the remaining provisions shall continue to be valid and enforceable. Contractor may not assign this Agreement or any interest herein or any money due hereunder without the expressed written consent of RSA. Contractor's sole remedy for the settlement of any and all disputes arising under the terms of this Agreement shall be limited to the filing of a claim with the Board of Adjustment of the State of Alabama.

INDEMNIFICATION

To the fullest extent permitted by law, Contractor shall indemnify, defend, and hold harmless the Retirement Systems of Alabama, the State of Alabama, and their affiliates, and their respective administrators, officers, directors, agents, and employees (the "Indemnitees"), from and against any and all claims, damages, losses, and expenses, including but not limited to reasonable attorney's fees, arising out of or resulting from Contractor's performance of Services under this Agreement and/or any other of Contractor's acts and/or omissions under this Agreement. Without limiting the foregoing in any manner, Contractor shall indemnify, defend and hold harmless the Indemnitees from and against any and all claims, damages, losses and expenses, including but not limited to reasonable attorney's fees, (a) incurred as a result of Contractor's (or Contractor's agent's) violation of any law, rule or regulation; (b) arising out of, or related to, Contractor's (or Contractor's agent's) breach of warranty or representation; or (c) arising out of, or related to, Contractor's (or Contractor's agent's) negligent or willful misconduct. For all claims against the Indemnitees by any employee, agent, or any other person directly or indirectly employed by Contractor, the indemnification obligation under this paragraph shall not be limited in any way by any limitation on the amount or type of damages, compensation or benefits payable by or for Contractor or its agents, under worker's compensation laws, disability benefits laws or other employee benefits laws.

Contractor acknowledges and agrees that, notwithstanding anything to the contrary contained herein or in any other agreement between the parties hereto, RSA shall not indemnify or hold harmless Contractor, its affiliates, administrators, officers, employees or agents. Contractor further acknowledges and agrees that RSA shall not be liable to Contractor for any late fees, penalties, collection fees or attorney fees unless specifically agreed to in a writing signed by RSA.

INSURANCE

Contractor agrees that Contractor shall maintain or obtain (as applicable), with respect to the activities in which Contractor engages pursuant to any Agreement that results from this RFP, general liability insurance and cyber security insurance in amounts reasonable and customary for the nature and scope of business engaged in by such party. Contractor shall deliver to RSA evidence of such insurance on or before the date the Agreement goes into effect and annually thereafter.

CONFIDENTIALITY AND OWNERSHIP

Contractor acknowledges that, in the course of performing its responsibilities under this Agreement, Contractor may be exposed to or acquire information that is proprietary or confidential to RSA or its members. Contractor agrees to hold such information in confidence and not to copy, reproduce, sell, assign, license, market, transfer or otherwise disclose such information to third parties or to use such information for any purpose whatsoever, without the express written permission of RSA, other than for the performance of obligations hereunder or as required by applicable state or federal law. For purposes of this Agreement, all records, financial information, specifications and data disclosed to Contractor during the term of this Agreement, whether submitted orally, in writing, or by any other media, shall be deemed to be confidential in nature unless otherwise specifically stated in writing by RSA.

Contractor acknowledges that all data relating to RSA or RSA's beneficiaries is owned by RSA and constitutes valuable property of RSA. RSA shall retain ownership of, and all other rights and interests with

respect to, its data (including, without limitation, the content thereof, and any and all copies, modifications, alterations, and enhancements thereto, and any derivative works resulting therefrom), and nothing herein shall be construed as granting Contractor any ownership, license or any other rights of any nature with respect thereto. Contractor may not use RSA's data (including de-identified data) for any purpose other than providing the Services contemplated hereunder. Upon termination of the Agreement, Contractor agrees to return or destroy all copies of RSA data in its possession or control except to the extent such data must be retained pursuant to applicable law.

STATE IMMIGRATION LAW COMPLIANCE

By signing this contract, the contracting parties affirm, for the duration of the agreement, that they will not violate federal immigration law or knowingly employ, hire for employment, or continue to employ an unauthorized alien within the state of Alabama. Furthermore, a contracting party found to be in violation of this provision shall be deemed in breach of the agreement and shall be responsible for all damages resulting therefrom.

OPEN RECORDS LAW COMPLIANCE

Contractor acknowledges that RSA may be subject to Alabama open records laws or similar state and/or federal laws relating to disclosure of public records and may be required, upon request, to disclose certain records and information covered by and not exempted from such laws. Contractor acknowledges and agrees that RSA may comply with those laws without violating any provision of Contractor's proposal or this final Agreement. Contractor agrees to intervene in and defend any lawsuit brought against RSA, the Retirement Systems of Alabama, or any of their respective employees, agent or directors, for their refusal to provide Contractor's alleged confidential and/or proprietary information to a requesting party. RSA shall provide Contractor written notice of any such lawsuit within ten (10) days of receipt of service by RSA. Contractor shall intervene within thirty (30) days of notice or will be deemed to have waived any and all claim that the information is confidential and/or proprietary and any and all claims against RSA for disclosure of Contractor's alleged confidential and/or proprietary information.

APPLICABLE LAW

This Agreement shall be governed by and construed in accordance with Alabama Law, without giving any effect to the conflict of laws provision thereof.

TERMINATION

Termination for Convenience: This contract may be terminated for any reason by either party with the submission of a thirty (30) day written notice thereof. *[This should be contract-specific, so confirm correct timeline.]*

Termination for Default: RSA may terminate immediately all or any part of a contract resulting from this proposal, by giving notice of default of PROPOSER/VENDOR, if the PROPOSER/VENDOR (1) refuses or fails to deliver the goods or services within the time specified, (2) fails to comply with any of the provisions of the Proposal or so fails to make progress as to endanger or hinder performance, (3) becomes insolvent or subject to proceedings under any law relating to bankruptcy, insolvency, or relief of debtors. In the event of termination for default, RSA's liability will be limited to the payment for goods and/or services delivered and accepted as of the date of termination.

In the event of such termination or expiration of the agreement, PROPOSER/VENDOR shall return all accounts to RSA, even those that are in repayment or have documented payment arrangements.

Failure To Execute Contract: Failure of the successful PROPOSER/VENDOR to enter into a contract in the time prescribed by RSA may be cause for cancellation of the award to that PROPOSER/VENDOR. In the event the award is cancelled, the award may then be made to the second lowest responsible PROPOSER/VENDOR, or RSA may reject all of the proposals.

ENTIRE AGREEMENT

It is understood by the parties that this instrument, including its exhibit(s), contains the entire agreement of the parties with respect to matters contained herein. No other agreement, statement or promise made by any party which is not contained in this instrument shall be binding or valid.

IN WITNESS WHEREOF, the parties have executed this Agreement effective as of the date first provided above.

Contractor Federal Tax ID Number

By: _____
Its: _____

Retirement Systems of Alabama
By: David G. Bronner
Its: Chief Executive Officer

Legally reviewed and approved by:

Legal Counsel for RSA

AND

Approved by:

Governor Robert Bentley
State of Alabama

State of _____
County of _____

**CERTIFICATE OF COMPLIANCE WITH THE BEASON-HAMMON ALABAMA TAXPAYER AND CITIZEN PROTECTION ACT
(ACT 2011-535, as amended by ACT 2012-491)**

DATE: _____

RE: Contract/Grant/Incentive (describe by number or subject): _____ **by and between**

(Contractor/Grantee) and

(State Agency, Department of Public Entity)

The undersigned hereby certifies to the State of Alabama as follows:

1. The undersigned holds the position of _____ with the Contractor/Grantee named above, and is authorized to provide representations set out in this Certificate as the official and binding act of that entity, and has knowledge of the provisions of **THE BEASON-HAMMON ALABAMA TAXPAYER AND CITIZEN PROTECTION ACT** (ACT 2011-535 of the Alabama Legislature, as amended by Act 2012-491) which is described herein as "the Act".
2. Using the following definitions from Section 3 of the Act, select and initial either (a) or (b), below, to describe the Contractor/Grantee's business structure.

BUSINESS ENTITY: Any person or group of persons employing one or more persons performing or engaging in any activity, enterprise, profession, or occupation for gain, benefit, advantage, or livelihood, whether for profit or not for profit. "Business entity" shall include, but not be limited to the following:

- a. Self-employed individuals, business entities filing articles of incorporation, partnerships, limited partnerships, limited liability companies, foreign corporations, foreign limited partnerships, foreign limited liability companies authorized to transact business in this state, business trusts, and any business entity that registers with the Secretary of State.
- b. Any business entity that possesses a business license, permit, certificate, approval, registration, charter, or similar form of authorization issued by the state, any business entity that is exempt by law from obtaining such a business license and any business entity that is operating unlawfully without a business license.

EMPLOYER: Any person, firm, corporation, partnership, joint stock association, agent, manager, representative, foreman, or other person having control or custody of any employment, place of employment, or of any employee, including any person or entity employing any person for hire within the State of Alabama, including a public employer. This term shall not include the occupant of a household contracting with another person to perform casual domestic labor within the household.

___(a) the Contractor/grantee is a business entity or employer as those terms are defined in Section 3 of the Act. The Contractor/Grantee must submit its complete *E-Verify Memorandum of Understanding* issued and electronically signed by the U.S. Department of Homeland Security when the business entity or employer enrolls in the E-Verify program.

___(b) The Contractor/Grantee is not a business entity or employer as those terms are defined in Section 3 of the Act.

3. As of the date of this Certificate, Contractor/Grantee does not knowingly employ an unauthorized alien within the State of Alabama and hereafter it will not knowingly employ, hire for employment, or continue to employ an unauthorized alien within the State of Alabama;
4. Contractor/Grantee is enrolled in E-verify unless it is not eligible to enroll because of the rules of that program or other factor beyond its control.

Certified this _____ day of _____ 20 ____.

Name of Contractor/Grantee/Recipient

By:

Its:

The above Certification was signed in my presence by the person whose name appears above, on

This _____ day of _____ 20 ____.

WITNESS _____

Printed Name of Witness

RSA Third Party Vendor - Security Questionnaire

Proposer Name:	Date:
-----------------------	--------------

Prepared By:	Title:
---------------------	---------------

Factors:

I. Security Policy	YES/NO/NA	Comments
--------------------	-----------	----------

A. Policy

1	Is there a corporate information security policy in place? If yes, provide as an attachment.		
2	Does the policy state what is and is not permissible as it pertains to sensitive company and customer information?		
3	Does the policy identify what is classified as sensitive company and customer information?		
4	Does the policy identify management and employee responsibilities including contractors?		
5	Does the policy identify use of employee owned devices such as laptops, smart phones, and any other form of device capable of storing data?		
6	Does the policy address change management requirements?		
7	Is there a policy on the portable media?(e.g., thumb drives, CDRW, etc.)		
8	Are personnel and contract personnel required to have national background check performed as part of your security policy? Please provide a copy of Proposers personnel policy if this is separate addressing hiring and termination procedures.		

B. Procedures

1	Are procedures in place to implement the information security policy?		
2	Are the procedures and standards evaluated to determine their level of impact to the business process?		
3	Does the project management methodology uphold the security practices? If yes, explain how.		

RSA Third Party Vendor - Security Questionnaire

	Proposer Name:	Date:	
	Prepared By:	Title:	
4	Are there policy and procedures in place to vet and audit subcontractors prior to contract acceptance where applicable?		
C. Document Handling			
1	Is there a reasonable and usable information classification policy?		
2	Does the information classification policy address all enterprise information?		
3	Is an information classification methodology in place to assist employees in identifying levels of information within the business unit?		
4	Is there an information handling matrix that explains how specific information resources are to be handled?		
II. Corporate Practices			
A. Organizational Suitability			
1	The Information Security Program has an executive level committee assigned for reporting and guidance purposes?		
2	Are employees able to perform their duties efficiently and effectively while following security procedures?		
3	Does the information security program have its' own line item in the budget?		
4	Does the security group have the authority to submit needed security policy changes throughout the enterprise?		
5	Is an annual report on the level of information security compliance issued to management?		
6	Is there more than one person responsible for the implementation of the Information Security Program?		
B. Personnel Issues			
1	Are employees able to work less than a 50 hour work week on a monthly average and complete their assignments?		

RSA Third Party Vendor - Security Questionnaire

	Proposer Name:	Date:	
	Prepared By:	Title:	
2	Are employees and project managers aware of their responsibilities for protecting information resources via written policy?		
3	Are technical employees formally trained to perform their tasks?		
4	Are contract personnel subject to confidentiality agreements?		
5	Are contract personnel subject to the same policies employees are?		
6	Is access to sensitive/confidential information by contract personnel monitored?		
7	Are national background checks performed on all proposing party employees?		
8	Is a similar screening process carried out for contractors and temporary staff?		
9	Does employment application ask if the prospective employee has ever been convicted of a crime? If so, does proposing firm employee individuals with felony convictions?		
10	Are prior employment verifications performed for initial employment?		
11	Are there any current or pending litigations against staff, former staff, or contract staff regarding corporate espionage, identity theft, or any other areas regarding the security of privacy of confidential information?		
C. Training and Education			
1	Do employees receive security related training specific to their responsibilities? If yes, please attach a sample.		
2	Are employees receiving both positive and negative feedback related to security on their performance evaluations?		
3	Is security-related training provided periodically to reflect changes and new methods?		

RSA Third Party Vendor - Security Questionnaire

	Proposer Name:	Date:
	Prepared By:	Title:
4	Are system administrators given additional security training specific to their jobs?	
5	Have employees undergone a HIPAA training class for those handling personal health information (PHI)?	
D. Oversight and Auditing		
1	Is Proposer at minimum AICPA SOC 1 Type 2 compliant for financial reporting. If so, please provide the SOC report(s).	
2	Is Proposer's datacenter AICPA SOC 2 Type 2 compliant? If not please comment what compliance level your datacenter facility meets.	
3	Are the security policies and procedures routinely tested?	
4	Are exceptions to security policies and procedures justified and documented?	
5	Are audit logs or other reporting mechanisms in place on all platforms?	
6	Are errors and failures tracked?	
7	When an employee is found to in non-compliance with security policies, has appropriate disciplinary action been taken?	
8	Are audits performed on an annual basis?	
9	Are unscheduled/surprise audits performed?	
10	Has someone been identified as responsible for reconciling audits?	
11	Does either an internal or external auditor independently audit Proposer's operational controls on a periodic basis?	
12	Is an independent review carried out in order to assess the effective implementation of security policies?	
13	Can the Proposer provide evidence of having gone through a recent audit of their organization's operational policies, procedures, and operating effectiveness, such as a SOC Type 2 report?	

RSA Third Party Vendor - Security Questionnaire

	Proposer Name:	Date:
	Prepared By:	Title:
14	Have outside audits been performed on internal operations? Please provide copies.	
15	Has Proposer experienced a security breach of corporate or customer data within the last 10 years?	
16	Is there is any concluded or pending litigation against the Proposer or an employee related to a contract engagement or security breach?	
17	Does the Proposer subcontract services that will be required to fullfil services as required in RSA's RFP.	
18	Does Proposer have a change management committee? Does it meet on regularly scheduled intervals?	
E. Application Development and Management		
1	Has an application development methodology been implemented?	
2	Are appropriate/key application users involved with developing and improving application methodology and implementation process?	
3	Is pre-production testing performed in an isolated environment?	
4	Has a promotion to production procedures been implemented?	
5	Is there a legacy application management program?	
6	Are secure coding standards implemented and are they followed?	
7	Are applications testing for security vulnerabilities prior to being released to production?	
8	Is there a dedicated security team for testing applications for vulnerabilities?	
9	Are there procedures in place for protecting source code developed by the Proposer (physically and electronically)?	
10	Is system access and security based on the concept of least possible privilege and need-to-know?	
11	Does Proposer perform source code reviews for each release?	
12	Are backdoors prevented from being placed into application source code?	

RSA Third Party Vendor - Security Questionnaire

	Proposer Name:	Date:
	Prepared By:	Title:
	III Physical Security	
	A. Physical and Facilities	
1	Is access to the building(s) controlled?	
2	Is access to computing facilities controlled more so than to the building?	
3	Is there an additional level of control for after-hours access?	
4	Is there an audit log to identify the individual and the time of access that is monitored by a group other than Information Technology?	
5	Are systems and other hardware adequately protected from theft?	
6	Are procedures in place for proper disposal of confidential information?	
7	Are proper fire suppression systems located in the facility?	
8	Are facilities more than 5 miles from a government facility or airport?	
9	Are the servers and facilities that house software documentation and programming logic located in a secure facility?	
10	Is all confidential and restricted information marked as such and stored in a secure area (room, cabinet) with access restricted to authorized personnel only?	
11	Does Proposer allow employees to work remote or in a virtual environment? Please provide documentation around controls for safeguarding computer systems and confidential data.	
	B. After-Hours Review	
1	Are areas containing sensitive information properly secured?	
2	Are workstation secured after-hours?	
3	Are keys and access cards properly secured?	
4	Is confidential information properly secured?	
5	Are contract cleaning crews activities monitored?	
	C. Incident Handling	
1	Has an Incident Response Team (IRT) been established?	

RSA Third Party Vendor - Security Questionnaire

	Proposer Name:	Date:	
	Prepared By:	Title:	
2	Have employees been trained as to when the IRT should be notified?		
3	Has the IRT been trained in evidence gathering and handling?		
4	Are incident reports issued to appropriate management?		
5	After an incident, are policies and procedures reviewed to determine if modification need to be implemented?		
6	Does the Proposer have a process in place to notify IT security of breaches and/or problems so that proper notification and correction can be done?		
D. Contingency Planning			
1	Has a Business Impact Analysis been conducted on all systems, applications, and platforms?		
2	Is there a documented data center Disaster Recovery Plan (DRP) in place?		
3	Are backup media password protected or encrypted?		
4	Has the data center DRP been tested within the past 12 months?		
5	Are system, application, and data backups sent to a secure off-site facility on a regular basis?		
6	Are Service Level Agreements that identify processing requirements in place with all users and service providers?		
7	Have departments, business units, groups, and other such entities implemented business continuity plans that supplement the data center DRP?		
8	Have Emergency Response Procedures (ERP) been implemented?		
9	Have ERPs been tested for effectiveness?		
IV. Business Impact Analysis, Disaster Recovery Plan			
A. General Review			

RSA Third Party Vendor - Security Questionnaire

	Proposer Name:	Date:	
	Prepared By:	Title:	
1	Backup planning includes identification of all critical data, programs, documentation, and support items required performing essential task during recovery?		
2	The BIA is reviewed and updated regularly with special attention to new technology, business changes, and migration of applications to alternative platforms?		
3	Critical period timeframes have been identified for all applications and systems?		
4	Senior management has reviewed and approved the prioritized list of critical applications?		
B. Disaster Recovery Plan (DRP)			
1	A corporate disaster recovery plan coordinator has been named and a mission statement identifying scope and responsibilities has been published?		
2	A "worst-case" scenario DRP to recover normal operations within the prescribed timeframes has been implemented and tested?		
3	Listing of current emergency telephone numbers for police, fire department, medical aid, and company officials are strategically located throughout the facility and at off-site locations?		
4	The backup site is remote from hazards that endanger the main data center?		
5	Contracts for outsourced activities have been amended to include service providers' responsibilities for DRP?		
6	Lead times for communication lines and equipment, specialized devices, power hookups, construction, firewalls, computer configurations, and LAN implementation have been factored into the DRP?		
7	At least one copy of the DRP is stored at the backup site and is updated regularly?		

RSA Third Party Vendor - Security Questionnaire

	Proposer Name:	Date:	
	Prepared By:	Title:	
8	Automatic restart and recovery procedures are in place to restore data files in the event of a processing failure?		
9	Contingency arrangements are in place for hardware, software, communications, software, staff and supplies.		
10	Customer software solutions that are being developed and/or in production are backed up as part of the Proposer's backup and recovery procedures?		
C. Testing			
1	Backup and recovery procedures are tested at least annually?		
2	Training sessions are conducted for all relevant personnel on backup, recovery, and contingency operating procedures?		
3	Appropriate user representative have a particular role in creating and reviewing control reliability and backup provisions for relevant applications?		
4	Appropriate user representatives participate in the DRP tests?		
Other Issues			
1	Provisions are in place to maintain the security of processing functions in the event of an emergency?		
2	Insurance coverage for loss of hardware and business impact is in place?		
V. Technical Safeguards			
A. Passwords			
1	Are host systems and servers as well as application servers secured with unique passwords?		
2	Are default accounts de-activated?		
3	Are temporary user accounts restricted and disabled within 4 hours?		
4	Are the password management systems forcing users to change passwords every 90 days or less?		

RSA Third Party Vendor - Security Questionnaire

	Proposer Name:	Date:	
	Prepared By:	Title:	
5	Are users of all company-provided network resources required to change the initial default password?		
6	Are the passwords complex? Contain upper case, lower case, special character or number, and at least 8 characters long.		
7	Do network and system administrators have adequate experience to implement security standards?		
8	Are reports and logs pertaining to network users reviewed and reconciled on a regular basis?		
9	Are permissions being set securely?		
10	Are administrators assigned a unique ID for access to critical systems?		
11	Are administrators using appropriate tools to perform their jobs?		
12	Does the application support multi-factor authentication?		
13	Are online systems always secured using SSL encryption?		
	B. Infrastructure		
1	Is the network infrastructure audited on an annual basis?		
2	Are network vulnerability assessments conducted on an annual basis?		
3	Are changes/improvements made in a timely fashion following network vulnerability assessments?		
4	If you house or develop solutions around credit card transactions are you CISP compliant?		
	C. Firewalls		
1	Are protocols allowed to initiate connections from "outside" the firewall?		
2	Has a risk analysis been conducted to determine if the protocols allowed maintain an acceptable level of risk?		
3	Has the firewall been tested to determine if outside penetration is possible?		
4	Are other products in place to augment the firewall level security?		

RSA Third Party Vendor - Security Questionnaire

	Proposer Name:	Date:
	Prepared By:	Title:
5	Are the firewalls maintained and monitored 24x7?	
6	Have services offered across the firewall been documented?	
7	Has a Demilitarized Zone (DMZ) or Perimeter Network been implemented?	
8	Has the firewall administrator been formally trained?	
9	Is there more than one person administering the firewall?	
10	Is the firewall for the ASP separate from the corporate firewall?	
	D. Data Communications	
1	Is there a remote access procedure in place?	
2	Is there a current network diagram?	
3	Are Access Control List (ACLs) maintained on a regular basis?	
4	Is the network environment partitioned?	
5	Are the corporate routers separated from the ASP routers?	
6	Are the corporate switches separated from the ASP switches?	
7	Does the communication equipment log administrative access to the systems?	
8	Is SNMP data collected from the data communication devices?	
9	Is syslog data collected from the data communication devices?	
10	Are there standard templates for configuring routers?	
11	Are there standard templates for configuring switches?	
	E. Databases	
1	Are default database passwords changed?	
2	Are database administrators trained or certified?	
3	Are database backups performed daily?	
	F. Computing Platforms	
1	Are critical servers protected with appropriate access controls?	
2	Are development staff administrators on their computers used for writing source code?	
3	Is there a company image used for corporate PCs and laptops?	

RSA Third Party Vendor - Security Questionnaire

	Proposer Name:	Date:	
	Prepared By:	Title:	
4	Does the company have an asset management system to track software installed?		
5	Is there an anti-virus application installed on all PC's, laptops, and servers?		
6	Does the anti-virus application automatically update computing assets 3 times or more per day?		
7	Is there a URL filtering solution in place?		
8	Do computing assets have a corporate anti-malware application installed?		
9	Are Internet facing servers protected with host based intrusion prevention?		
10	Are employees restricted to what can be installed on their computer systems? How is this managed for remote employees if applicable?		
11	Do any of the Proposer's computer systems including storage reside on a cloud computing environment? Is it owned and operated by the Proposer? If no, please explain.		
G. Intrusion Prevention			
1	Is host based intrusion prevention software installed on all Internet facing servers?		
2	Are network based intrusion prevention systems in-line and defending?		
3	Is host based intrusion prevention software installed on all laptops?		
4	Is there a dedicated security staff monitoring 24x7 alerts from the host based intrusion prevention?		
5	Is there a dedicated security staff monitoring 24x7 alerts from the network based intrusion prevention?		
VI. Telecommunications Security			
A. Policy			

RSA Third Party Vendor - Security Questionnaire

	Proposer Name:	Date:	
	Prepared By:	Title:	
1	Is there a published policy on the use of organizational telecommunications resources?		
2	Have all employees have been made aware of the telecommunications policy?		
3	Employees authorized for Internet access are made aware of the organization's proprietary information and what they can discuss in open forums?		
4	Employees using cellular or wireless phones are briefed on the lack of privacy of conversations when using unsecured versions of technology?		
5	The organization has a published policy on prosecution of employees and outsiders if found guilty of serious premeditated criminal acts against the organization?		
6	Are corporate devices such as iPhones or Android based phones centrally managed by the Proposer to control rogue software installations and protect corporate data?		
B. Standards			
1	A threshold is established to monitor and suspend repeated unsuccessful dial-in or remote access attempts?		
2	Access to databases reachable via dial-in or VPN have access control in place to prevent unauthorized access?		
3	Financial applications available via dial-in or VPN have audit trails established to track access and transaction usage?		
4	Are audit trails reviewed and corrective action taken on a regular basis?		
5	When possible are acl security programs used to control dial-in or remote access to a specific application?		
6	Company proprietary data, stored on portable computers are secured from unauthorized access?		

RSA Third Party Vendor - Security Questionnaire

	Proposer Name:	Date:
	Prepared By:	Title:
7	Are corporate emails allowed to be sent from unique domains not one used by Proposer such as Gmail or Microsoft Email?	
8	Users of all company-provided communication systems are required to change the default or initial password?	
C. Practices		
1	Security, application, and network personnel actively work to ensure control inconvenience is as minimal as possible?	
2	Personnel independent of the operations staff and security administration review tamper-resistant logs and audit trails?	
3	Special procedures and audited userIDs have been established for application, system, network troubleshooting activities?	
4	Messages and transactions coming in via phone lines are serially numbered, time stamped, and logged for audit investigation and backup purposes?	
5	Employees are made aware of their responsibility to keep remote access codes secure from unauthorized access and usage?	
6	Removal of portable computers from the corporate locations must be done through normal property removal procedures?	
7	Employees are briefed on their responsibility to protect the property of the company when working away from the corporate environment?	
VII. Company Information		
A. Public Information		
1	Is the company publicly traded?	
2	Is the company bonded?	
3	Are all employees in the continental US? If not please list.	
B. Private Information		
1	Are there any planned acquisitions in the next 12 months?	
2	Are there current plans to sell the company in the next 12 months?	

Request for Taxpayer Identification Number and Certification

**Give Form to the
 requester. Do not
 send to the IRS.**

Print or type See Specific Instructions on page 2.	1 Name (as shown on your income tax return). Name is required on this line; do not leave this line blank.	
	2 Business name/disregarded entity name, if different from above	
	3 Check appropriate box for federal tax classification; check only one of the following seven boxes: <input type="checkbox"/> Individual/sole proprietor or single-member LLC <input type="checkbox"/> C Corporation <input type="checkbox"/> S Corporation <input type="checkbox"/> Partnership <input type="checkbox"/> Trust/estate <input type="checkbox"/> Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=partnership) ▶ _____ Note. For a single-member LLC that is disregarded, do not check LLC; check the appropriate box in the line above for the tax classification of the single-member owner. <input type="checkbox"/> Other (see instructions) ▶ _____	4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3): Exempt payee code (if any) _____ Exemption from FATCA reporting code (if any) _____ <i>(Applies to accounts maintained outside the U.S.)</i>
	5 Address (number, street, and apt. or suite no.)	Requester's name and address (optional)
	6 City, state, and ZIP code	
	7 List account number(s) here (optional)	

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the Part I instructions on page 3. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN* on page 3.

Note. If the account is in more than one name, see the instructions for line 1 and the chart on page 4 for guidelines on whose number to enter.

Social security number									
				-			-		
OR									
Employer identification number									
				-					

Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
2. I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
3. I am a U.S. citizen or other U.S. person (defined below); and
4. The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions on page 3.

Sign Here	Signature of U.S. person ▶	Date ▶
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General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.
Future developments. Information about developments affecting Form W-9 (such as legislation enacted after we release it) is at www.irs.gov/fw9.

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following:

- Form 1099-INT (interest earned or paid)
- Form 1099-DIV (dividends, including those from stocks or mutual funds)
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
- Form 1099-S (proceeds from real estate transactions)
- Form 1099-K (merchant card and third party network transactions)

- Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
- Form 1099-C (canceled debt)
- Form 1099-A (acquisition or abandonment of secured property)

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See What is backup withholding? on page 2.

By signing the filled-out form, you:

1. Certify that the TIN you are giving is correct (or you are waiting for a number to be issued),
2. Certify that you are not subject to backup withholding, or
3. Claim exemption from backup withholding if you are a U.S. exempt payee. If applicable, you are also certifying that as a U.S. person, your allocable share of any partnership income from a U.S. trade or business is not subject to the withholding tax on foreign partners' share of effectively connected income, and
4. Certify that FATCA code(s) entered on this form (if any) indicating that you are exempt from the FATCA reporting, is correct. See *What is FATCA reporting?* on page 2 for further information.

Note. If you are a U.S. person and a requester gives you a form other than Form W-9 to request your TIN, you must use the requester's form if it is substantially similar to this Form W-9.

Definition of a U.S. person. For federal tax purposes, you are considered a U.S. person if you are:

- An individual who is a U.S. citizen or U.S. resident alien;
- A partnership, corporation, company, or association created or organized in the United States or under the laws of the United States;
- An estate (other than a foreign estate); or
- A domestic trust (as defined in Regulations section 301.7701-7).

Special rules for partnerships. Partnerships that conduct a trade or business in the United States are generally required to pay a withholding tax under section 1446 on any foreign partners' share of effectively connected taxable income from such business. Further, in certain cases where a Form W-9 has not been received, the rules under section 1446 require a partnership to presume that a partner is a foreign person, and pay the section 1446 withholding tax. Therefore, if you are a U.S. person that is a partner in a partnership conducting a trade or business in the United States, provide Form W-9 to the partnership to establish your U.S. status and avoid section 1446 withholding on your share of partnership income.

In the cases below, the following person must give Form W-9 to the partnership for purposes of establishing its U.S. status and avoiding withholding on its allocable share of net income from the partnership conducting a trade or business in the United States:

- In the case of a disregarded entity with a U.S. owner, the U.S. owner of the disregarded entity and not the entity;
- In the case of a grantor trust with a U.S. grantor or other U.S. owner, generally, the U.S. grantor or other U.S. owner of the grantor trust and not the trust; and
- In the case of a U.S. trust (other than a grantor trust), the U.S. trust (other than a grantor trust) and not the beneficiaries of the trust.

Foreign person. If you are a foreign person or the U.S. branch of a foreign bank that has elected to be treated as a U.S. person, do not use Form W-9. Instead, use the appropriate Form W-8 or Form 8233 (see Publication 515, Withholding of Tax on Nonresident Aliens and Foreign Entities).

Nonresident alien who becomes a resident alien. Generally, only a nonresident alien individual may use the terms of a tax treaty to reduce or eliminate U.S. tax on certain types of income. However, most tax treaties contain a provision known as a "saving clause." Exceptions specified in the saving clause may permit an exemption from tax to continue for certain types of income even after the payee has otherwise become a U.S. resident alien for tax purposes.

If you are a U.S. resident alien who is relying on an exception contained in the saving clause of a tax treaty to claim an exemption from U.S. tax on certain types of income, you must attach a statement to Form W-9 that specifies the following five items:

1. The treaty country. Generally, this must be the same treaty under which you claimed exemption from tax as a nonresident alien.
2. The treaty article addressing the income.
3. The article number (or location) in the tax treaty that contains the saving clause and its exceptions.
4. The type and amount of income that qualifies for the exemption from tax.
5. Sufficient facts to justify the exemption from tax under the terms of the treaty article.

Example. Article 20 of the U.S.-China income tax treaty allows an exemption from tax for scholarship income received by a Chinese student temporarily present in the United States. Under U.S. law, this student will become a resident alien for tax purposes if his or her stay in the United States exceeds 5 calendar years. However, paragraph 2 of the first Protocol to the U.S.-China treaty (dated April 30, 1984) allows the provisions of Article 20 to continue to apply even after the Chinese student becomes a resident alien of the United States. A Chinese student who qualifies for this exception (under paragraph 2 of the first protocol) and is relying on this exception to claim an exemption from tax on his or her scholarship or fellowship income would attach to Form W-9 a statement that includes the information described above to support that exemption.

If you are a nonresident alien or a foreign entity, give the requester the appropriate completed Form W-8 or Form 8233.

Backup Withholding

What is backup withholding? Persons making certain payments to you must under certain conditions withhold and pay to the IRS 28% of such payments. This is called "backup withholding." Payments that may be subject to backup withholding include interest, tax-exempt interest, dividends, broker and barter exchange transactions, rents, royalties, nonemployee pay, payments made in settlement of payment card and third party network transactions, and certain payments from fishing boat operators. Real estate transactions are not subject to backup withholding.

You will not be subject to backup withholding on payments you receive if you give the requester your correct TIN, make the proper certifications, and report all your taxable interest and dividends on your tax return.

Payments you receive will be subject to backup withholding if:

1. You do not furnish your TIN to the requester,
2. You do not certify your TIN when required (see the Part II instructions on page 3 for details),

3. The IRS tells the requester that you furnished an incorrect TIN,
4. The IRS tells you that you are subject to backup withholding because you did not report all your interest and dividends on your tax return (for reportable interest and dividends only), or
5. You do not certify to the requester that you are not subject to backup withholding under 4 above (for reportable interest and dividend accounts opened after 1983 only).

Certain payees and payments are exempt from backup withholding. See *Exempt payee code* on page 3 and the separate instructions for the Requester of Form W-9 for more information.

Also see *Special rules for partnerships* above.

What is FATCA reporting?

The Foreign Account Tax Compliance Act (FATCA) requires a participating foreign financial institution to report all United States account holders that are specified United States persons. Certain payees are exempt from FATCA reporting. See *Exemption from FATCA reporting code* on page 3 and the Instructions for the Requester of Form W-9 for more information.

Updating Your Information

You must provide updated information to any person to whom you claimed to be an exempt payee if you are no longer an exempt payee and anticipate receiving reportable payments in the future from this person. For example, you may need to provide updated information if you are a C corporation that elects to be an S corporation, or if you no longer are tax exempt. In addition, you must furnish a new Form W-9 if the name or TIN changes for the account; for example, if the grantor of a grantor trust dies.

Penalties

Failure to furnish TIN. If you fail to furnish your correct TIN to a requester, you are subject to a penalty of \$50 for each such failure unless your failure is due to reasonable cause and not to willful neglect.

Civil penalty for false information with respect to withholding. If you make a false statement with no reasonable basis that results in no backup withholding, you are subject to a \$500 penalty.

Criminal penalty for falsifying information. Willfully falsifying certifications or affirmations may subject you to criminal penalties including fines and/or imprisonment.

Misuse of TINs. If the requester discloses or uses TINs in violation of federal law, the requester may be subject to civil and criminal penalties.

Specific Instructions

Line 1

You must enter one of the following on this line; **do not** leave this line blank. The name should match the name on your tax return.

If this Form W-9 is for a joint account, list first, and then circle, the name of the person or entity whose number you entered in Part I of Form W-9.

a. **Individual.** Generally, enter the name shown on your tax return. If you have changed your last name without informing the Social Security Administration (SSA) of the name change, enter your first name, the last name as shown on your social security card, and your new last name.

Note. ITIN applicant: Enter your individual name as it was entered on your Form W-7 application, line 1a. This should also be the same as the name you entered on the Form 1040/1040A/1040EZ you filed with your application.

b. **Sole proprietor or single-member LLC.** Enter your individual name as shown on your 1040/1040A/1040EZ on line 1. You may enter your business, trade, or "doing business as" (DBA) name on line 2.

c. **Partnership, LLC that is not a single-member LLC, C Corporation, or S Corporation.** Enter the entity's name as shown on the entity's tax return on line 1 and any business, trade, or DBA name on line 2.

d. **Other entities.** Enter your name as shown on required U.S. federal tax documents on line 1. This name should match the name shown on the charter or other legal document creating the entity. You may enter any business, trade, or DBA name on line 2.

e. **Disregarded entity.** For U.S. federal tax purposes, an entity that is disregarded as an entity separate from its owner is treated as a "disregarded entity." See Regulations section 301.7701-2(c)(2)(iii). Enter the owner's name on line 1. The name of the entity entered on line 1 should never be a disregarded entity. The name on line 1 should be the name shown on the income tax return on which the income should be reported. For example, if a foreign LLC that is treated as a disregarded entity for U.S. federal tax purposes has a single owner that is a U.S. person, the U.S. owner's name is required to be provided on line 1. If the direct owner of the entity is also a disregarded entity, enter the first owner that is not disregarded for federal tax purposes. Enter the disregarded entity's name on line 2, "Business name/disregarded entity name." If the owner of the disregarded entity is a foreign person, the owner must complete an appropriate Form W-8 instead of a Form W-9. This is the case even if the foreign person has a U.S. TIN.

Line 2

If you have a business name, trade name, DBA name, or disregarded entity name, you may enter it on line 2.

Line 3

Check the appropriate box in line 3 for the U.S. federal tax classification of the person whose name is entered on line 1. Check only one box in line 3.

Limited Liability Company (LLC). If the name on line 1 is an LLC treated as a partnership for U.S. federal tax purposes, check the "Limited Liability Company" box and enter "P" in the space provided. If the LLC has filed Form 8832 or 2553 to be taxed as a corporation, check the "Limited Liability Company" box and in the space provided enter "C" for C corporation or "S" for S corporation. If it is a single-member LLC that is a disregarded entity, do not check the "Limited Liability Company" box; instead check the first box in line 3 "Individual/sole proprietor or single-member LLC."

Line 4, Exemptions

If you are exempt from backup withholding and/or FATCA reporting, enter in the appropriate space in line 4 any code(s) that may apply to you.

Exempt payee code.

- Generally, individuals (including sole proprietors) are not exempt from backup withholding.
- Except as provided below, corporations are exempt from backup withholding for certain payments, including interest and dividends.
- Corporations are not exempt from backup withholding for payments made in settlement of payment card or third party network transactions.
- Corporations are not exempt from backup withholding with respect to attorneys' fees or gross proceeds paid to attorneys, and corporations that provide medical or health care services are not exempt with respect to payments reportable on Form 1099-MISC.

The following codes identify payees that are exempt from backup withholding. Enter the appropriate code in the space in line 4.

- 1—An organization exempt from tax under section 501(a), any IRA, or a custodial account under section 403(b)(7) if the account satisfies the requirements of section 401(f)(2)
- 2—The United States or any of its agencies or instrumentalities
- 3—A state, the District of Columbia, a U.S. commonwealth or possession, or any of their political subdivisions or instrumentalities
- 4—A foreign government or any of its political subdivisions, agencies, or instrumentalities
- 5—A corporation
- 6—A dealer in securities or commodities required to register in the United States, the District of Columbia, or a U.S. commonwealth or possession
- 7—A futures commission merchant registered with the Commodity Futures Trading Commission
- 8—A real estate investment trust
- 9—An entity registered at all times during the tax year under the Investment Company Act of 1940
- 10—A common trust fund operated by a bank under section 584(a)
- 11—A financial institution
- 12—A middleman known in the investment community as a nominee or custodian
- 13—A trust exempt from tax under section 664 or described in section 4947

The following chart shows types of payments that may be exempt from backup withholding. The chart applies to the exempt payees listed above, 1 through 13.

IF the payment is for . . .	THEN the payment is exempt for . . .
Interest and dividend payments	All exempt payees except for 7
Broker transactions	Exempt payees 1 through 4 and 6 through 11 and all C corporations. S corporations must not enter an exempt payee code because they are exempt only for sales of noncovered securities acquired prior to 2012.
Barter exchange transactions and patronage dividends	Exempt payees 1 through 4
Payments over \$600 required to be reported and direct sales over \$5,000 ¹	Generally, exempt payees 1 through 5 ²
Payments made in settlement of payment card or third party network transactions	Exempt payees 1 through 4

¹See Form 1099-MISC, Miscellaneous Income, and its instructions.

²However, the following payments made to a corporation and reportable on Form 1099-MISC are not exempt from backup withholding: medical and health care payments, attorneys' fees, gross proceeds paid to an attorney reportable under section 6045(f), and payments for services paid by a federal executive agency.

Exemption from FATCA reporting code. The following codes identify payees that are exempt from reporting under FATCA. These codes apply to persons submitting this form for accounts maintained outside of the United States by certain foreign financial institutions. Therefore, if you are only submitting this form for an account you hold in the United States, you may leave this field blank. Consult with the person requesting this form if you are uncertain if the financial institution is subject to these requirements. A requester may indicate that a code is not required by providing you with a Form W-9 with "Not Applicable" (or any similar indication) written or printed on the line for a FATCA exemption code.

A—An organization exempt from tax under section 501(a) or any individual retirement plan as defined in section 7701(a)(37)

B—The United States or any of its agencies or instrumentalities

C—A state, the District of Columbia, a U.S. commonwealth or possession, or any of their political subdivisions or instrumentalities

D—A corporation the stock of which is regularly traded on one or more established securities markets, as described in Regulations section 1.1472-1(c)(1)(i)

E—A corporation that is a member of the same expanded affiliated group as a corporation described in Regulations section 1.1472-1(c)(1)(i)

F—A dealer in securities, commodities, or derivative financial instruments (including notional principal contracts, futures, forwards, and options) that is registered as such under the laws of the United States or any state

G—A real estate investment trust

H—A regulated investment company as defined in section 851 or an entity registered at all times during the tax year under the Investment Company Act of 1940

I—A common trust fund as defined in section 584(a)

J—A bank as defined in section 581

K—A broker

L—A trust exempt from tax under section 664 or described in section 4947(a)(1)

M—A tax exempt trust under a section 403(b) plan or section 457(g) plan

Note. You may wish to consult with the financial institution requesting this form to determine whether the FATCA code and/or exempt payee code should be completed.

Line 5

Enter your address (number, street, and apartment or suite number). This is where the requester of this Form W-9 will mail your information returns.

Line 6

Enter your city, state, and ZIP code.

Part I. Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. If you are a resident alien and you do not have and are not eligible to get an SSN, your TIN is your IRS individual taxpayer identification number (ITIN). Enter it in the social security number box. If you do not have an ITIN, see *How to get a TIN* below.

If you are a sole proprietor and you have an EIN, you may enter either your SSN or EIN. However, the IRS prefers that you use your SSN.

If you are a single-member LLC that is disregarded as an entity separate from its owner (see *Limited Liability Company (LLC)* on this page), enter the owner's SSN (or EIN, if the owner has one). Do not enter the disregarded entity's EIN. If the LLC is classified as a corporation or partnership, enter the entity's EIN.

Note. See the chart on page 4 for further clarification of name and TIN combinations.

How to get a TIN. If you do not have a TIN, apply for one immediately. To apply for an SSN, get Form SS-5, Application for a Social Security Card, from your local SSA office or get this form online at www.ssa.gov. You may also get this form by calling 1-800-772-1213. Use Form W-7, Application for IRS Individual Taxpayer Identification Number, to apply for an ITIN, or Form SS-4, Application for Employer Identification Number, to apply for an EIN. You can apply for an EIN online by accessing the IRS website at www.irs.gov/businesses and clicking on Employer Identification Number (EIN) under Starting a Business. You can get Forms W-7 and SS-4 from the IRS by visiting IRS.gov or by calling 1-800-TAX-FORM (1-800-829-3676).

If you are asked to complete Form W-9 but do not have a TIN, apply for a TIN and write "Applied For" in the space for the TIN, sign and date the form, and give it to the requester. For interest and dividend payments, and certain payments made with respect to readily tradable instruments, generally you will have 60 days to get a TIN and give it to the requester before you are subject to backup withholding on payments. The 60-day rule does not apply to other types of payments. You will be subject to backup withholding on all such payments until you provide your TIN to the requester.

Note. Entering "Applied For" means that you have already applied for a TIN or that you intend to apply for one soon.

Caution: A disregarded U.S. entity that has a foreign owner must use the appropriate Form W-8.

Part II. Certification

To establish to the withholding agent that you are a U.S. person, or resident alien, sign Form W-9. You may be requested to sign by the withholding agent even if items 1, 4, or 5 below indicate otherwise.

For a joint account, only the person whose TIN is shown in Part I should sign (when required). In the case of a disregarded entity, the person identified on line 1 must sign. Exempt payees, see *Exempt payee code* earlier.

Signature requirements. Complete the certification as indicated in items 1 through 5 below.

- 1. Interest, dividend, and barter exchange accounts opened before 1984 and broker accounts considered active during 1983.** You must give your correct TIN, but you do not have to sign the certification.
- 2. Interest, dividend, broker, and barter exchange accounts opened after 1983 and broker accounts considered inactive during 1983.** You must sign the certification or backup withholding will apply. If you are subject to backup withholding and you are merely providing your correct TIN to the requester, you must cross out item 2 in the certification before signing the form.
- 3. Real estate transactions.** You must sign the certification. You may cross out item 2 of the certification.
- 4. Other payments.** You must give your correct TIN, but you do not have to sign the certification unless you have been notified that you have previously given an incorrect TIN. "Other payments" include payments made in the course of the requester's trade or business for rents, royalties, goods (other than bills for merchandise), medical and health care services (including payments to corporations), payments to a nonemployee for services, payments made in settlement of payment card and third party network transactions, payments to certain fishing boat crew members and fishermen, and gross proceeds paid to attorneys (including payments to corporations).
- 5. Mortgage interest paid by you, acquisition or abandonment of secured property, cancellation of debt, qualified tuition program payments (under section 529), IRA, Coverdell ESA, Archer MSA or HSA contributions or distributions, and pension distributions.** You must give your correct TIN, but you do not have to sign the certification.

What Name and Number To Give the Requester

For this type of account:	Give name and SSN of:
1. Individual	The individual
2. Two or more individuals (joint account)	The actual owner of the account or, if combined funds, the first individual on the account ¹
3. Custodian account of a minor (Uniform Gift to Minors Act)	The minor ²
4. a. The usual revocable savings trust (grantor is also trustee) b. So-called trust account that is not a legal or valid trust under state law	The grantor-trustee ¹ The actual owner ¹
5. Sole proprietorship or disregarded entity owned by an individual	The owner ³
6. Grantor trust filing under Optional Form 1099 Filing Method 1 (see Regulations section 1.671-4(b)(2)(i)(A))	The grantor*
For this type of account:	Give name and EIN of:
7. Disregarded entity not owned by an individual	The owner
8. A valid trust, estate, or pension trust	Legal entity ⁴
9. Corporation or LLC electing corporate status on Form 8832 or Form 2553	The corporation
10. Association, club, religious, charitable, educational, or other tax-exempt organization	The organization
11. Partnership or multi-member LLC	The partnership
12. A broker or registered nominee	The broker or nominee
13. Account with the Department of Agriculture in the name of a public entity (such as a state or local government, school district, or prison) that receives agricultural program payments	The public entity
14. Grantor trust filing under the Form 1041 Filing Method or the Optional Form 1099 Filing Method 2 (see Regulations section 1.671-4(b)(2)(i)(B))	The trust

¹ List first and circle the name of the person whose number you furnish. If only one person on a joint account has an SSN, that person's number must be furnished.

² Circle the minor's name and furnish the minor's SSN.

³ You must show your individual name and you may also enter your business or DBA name on the "Business name/disregarded entity" name line. You may use either your SSN or EIN (if you have one), but the IRS encourages you to use your SSN.

⁴ List first and circle the name of the trust, estate, or pension trust. (Do not furnish the TIN of the personal representative or trustee unless the legal entity itself is not designated in the account title.) Also see *Special rules for partnerships* on page 2.

*Note. Grantor also must provide a Form W-9 to trustee of trust.

Note. If no name is circled when more than one name is listed, the number will be considered to be that of the first name listed.

Secure Your Tax Records from Identity Theft

Identity theft occurs when someone uses your personal information such as your name, SSN, or other identifying information, without your permission, to commit fraud or other crimes. An identity thief may use your SSN to get a job or may file a tax return using your SSN to receive a refund.

To reduce your risk:

- Protect your SSN,
- Ensure your employer is protecting your SSN, and
- Be careful when choosing a tax preparer.

If your tax records are affected by identity theft and you receive a notice from the IRS, respond right away to the name and phone number printed on the IRS notice or letter.

If your tax records are not currently affected by identity theft but you think you are at risk due to a lost or stolen purse or wallet, questionable credit card activity or credit report, contact the IRS Identity Theft Hotline at 1-800-908-4490 or submit Form 14039.

For more information, see Publication 4535, Identity Theft Prevention and Victim Assistance.

Victims of identity theft who are experiencing economic harm or a system problem, or are seeking help in resolving tax problems that have not been resolved through normal channels, may be eligible for Taxpayer Advocate Service (TAS) assistance. You can reach TAS by calling the TAS toll-free case intake line at 1-877-777-4778 or TTY/TDD 1-800-829-4059.

Protect yourself from suspicious emails or phishing schemes. Phishing is the creation and use of email and websites designed to mimic legitimate business emails and websites. The most common act is sending an email to a user falsely claiming to be an established legitimate enterprise in an attempt to scam the user into surrendering private information that will be used for identity theft.

The IRS does not initiate contacts with taxpayers via emails. Also, the IRS does not request personal detailed information through email or ask taxpayers for the PIN numbers, passwords, or similar secret access information for their credit card, bank, or other financial accounts.

If you receive an unsolicited email claiming to be from the IRS, forward this message to phishing@irs.gov. You may also report misuse of the IRS name, logo, or other IRS property to the Treasury Inspector General for Tax Administration (TIGTA) at 1-800-366-4484. You can forward suspicious emails to the Federal Trade Commission at: spam@uce.gov or contact them at www.ftc.gov/idtheft or 1-877-IDTHEFT (1-877-438-4338).

Visit IRS.gov to learn more about identity theft and how to reduce your risk.

Privacy Act Notice

Section 6109 of the Internal Revenue Code requires you to provide your correct TIN to persons (including federal agencies) who are required to file information returns with the IRS to report interest, dividends, or certain other income paid to you; mortgage interest you paid; the acquisition or abandonment of secured property; the cancellation of debt; or contributions you made to an IRA, Archer MSA, or HSA. The person collecting this form uses the information on the form to file information returns with the IRS, reporting the above information. Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation and to cities, states, the District of Columbia, and U.S. commonwealths and possessions for use in administering their laws. The information also may be disclosed to other countries under a treaty, to federal and state agencies to enforce civil and criminal laws, or to federal law enforcement and intelligence agencies to combat terrorism. You must provide your TIN whether or not you are required to file a tax return. Under section 3406, payers must generally withhold a percentage of taxable interest, dividend, and certain other payments to a payee who does not give a TIN to the payer. Certain penalties may also apply for providing false or fraudulent information.

This Agreement is entered into this ___ day of _____, 201__ by and between _____ with offices at _____ (hereinafter "Recipient") and the Retirement Systems of Alabama, headquartered in Montgomery, Alabama (hereinafter "RSA").

WHEREAS RSA possesses information that is confidential and proprietary to RSA (hereinafter "Confidential Information"); and

WHEREAS the Recipient is willing to receive disclosure of the Confidential Information pursuant to the terms of this Agreement for the purpose of _____;

NOW THEREFORE, in consideration for the mutual undertakings of the RSA and the Recipient under this Agreement, the parties agree as follows:

1. Disclosure. RSA agrees to disclose, and Recipient agrees to receive the Confidential Information.

2. Confidentiality.

2.1 No Use. Recipient agrees not to use the Confidential Information in any way except for the purpose set forth above.

2.2 No Disclosure. Recipient agrees to use its best efforts to prevent and protect the Confidential Information, or any part thereof, from disclosure to any person other than Recipient's employees having a need for disclosure in connection with Recipient's authorized use of the Confidential Information.

2.3 Protection of Secrecy. Recipient agrees to take all steps reasonably necessary to protect the secrecy of the Confidential Information, and to prevent the Confidential Information from falling into the public domain or into the possession of unauthorized persons.

3. Limits on Confidential Information. Confidential Information shall not be deemed proprietary and the Recipient shall have no obligation with respect to such information where the information:

(a) was known to Recipient prior to receiving any of the Confidential Information from RSA;

(b) has become publicly known through no wrongful act of Recipient;

(c) was received by Recipient without breach of this Agreement from a third party without restriction as to the use and disclosure of the information;

(d) was independently developed by Recipient without use of the Confidential Information; or

(e) was ordered to be publicly released by the requirement of a government agency.

4. Ownership of Confidential Information. Recipient agrees that all Confidential Information shall remain the property of RSA, and that RSA may use such Confidential Information for any purpose without obligation to Recipient. Nothing contained herein shall be construed as

granting or implying any transfer of rights to Recipient in the Confidential Information, or any patents or other intellectual property protecting or relating to the Confidential Information.

5. Recipient agrees to not store or house confidential information, such as but not limited to social security numbers or PHI on company or employee owned servers, networks, external storage media, or any other form of peripheral device capable of storing data, without the explicit written permission of RSA.

6. Term and Termination. The obligations of this Agreement shall be continuing until the Confidential Information disclosed to Recipient is no longer confidential. This agreement shall continue in the event the above stated purpose service agreement is ended for any reason.

7. Survival of Rights and Obligations. This Agreement shall be binding upon, inure to the benefit of, and be enforceable by (a) RSA, its successors, and assigns; and (b) Recipient, its successors and assigns.

8. Recipient agrees to notify RSA immediately and no later than 24 hours if Confidential Information has to been disclosed to a party other than the named Recipient.

IN WITNESS WHEREOF, the parties have executed this agreement effective as of the date first written above.

Retirement Systems Of Alabama

RECIPIENT

(_____)

Signed:

Signed:

Print Name:

Print Name:

Title:

Title:

Date:

Date:



Cavanaugh Macdonald
CONSULTING, LLC
The experience and dedication you deserve

April 5, 2016

City of XYZ
Employer Code XYZ
Employees' Retirement System of Alabama
Montgomery, Alabama

City of XYZ:

Presented in this report is information to assist the employers participating in the Employees' Retirement System of Alabama (ERS) in meeting the requirements of the Governmental Accounting Standards Board (GASB) Statement No. 68 and to identify the information to be provided by the actuary, Cavanaugh Macdonald Consulting (CMC). The information is presented for the period ending September 30, 2015 (the Measurement Date).

GASB Statement No. 68 establishes accounting and financial reporting requirements for governmental employers who provide pension benefits to their employees through a trust.

The annual actuarial valuation used as a basis for much of the information presented in this report, including the Net Pension Liability, was performed as of September 30, 2014. The valuation was based on data, provided by the Retirement System staff, for active, inactive and retired members along with pertinent financial information.

The actuarial calculations were performed by qualified actuaries according to generally accepted actuarial procedures and methods. The calculations are based on the current provisions of the System, and on actuarial assumptions that are, individually and in the aggregate, internally consistent and reasonably based on the actual experience of the System. In addition, the calculations were completed in compliance with the laws governing the System and, in our opinion, meet the requirements of GASB 68. Ed Macdonald and John Garrett are members of the American Academy of Actuaries and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein.

3550 Busbee Pkwy, Suite 250, Kennesaw, GA 30144

Phone (678) 388-1700 • Fax (678) 388-1730

www.CavMacConsulting.com

Offices in Englewood, CO • Kennesaw, GA • Bellevue, NE



City of XYZ
April 5, 2016
Page 2

These results are only for financial reporting and may not be appropriate for funding purposes or other types of analysis. Calculations for purposes other than satisfying the requirements of GASB 67 and GASB 68 may produce significantly different results. Future actuarial results may differ significantly from the current results presented in the report due to such factors as changes in plan experience or changes in economic or demographic assumptions.

Sincerely yours,

A handwritten signature in blue ink, appearing to read 'Edward Macdonald'.

Edward A. Macdonald, ASA, FCA, MAAA
President

A handwritten signature in blue ink, appearing to read 'Cathy Turcot'.

Cathy Turcot
Principal and Managing Director

A handwritten signature in blue ink, appearing to read 'John J. Garrett'.

John J. Garrett, ASA, FCA, MAAA
Principal and Consulting Actuary

EMPLOYEES' RETIREMENT SYSTEM OF ALABAMA
GASB STATEMENT NO. 68
PREPARED AS OF SEPTEMBER 30, 2015

0123 XYZ City of XYZ

Paragraph 40(c) Membership as of the Measurement Date of September 30, 2015

	Number
Retired Members Or Their Beneficiaries Currently Receiving Benefits	1
Vested Inactive Members	0
Non-vested Inactive Members	0
Active Members	4
Post-DROP Retired Members Still in Active Service	0
Total	5

Paragraph 42(g) Sensitivity of the NPL to Changes in the Discount Rate

	1% Decrease (7.00%)	Current Discount Rate (8.00%)	1% Increase (9.00%)
Plan's Net Pension Liability (Asset)	\$187,562	\$83,869	(\$5,911)

Paragraph 44 Schedule of Changes in the Net Pension Liability

	Total Pension Liability (a)	Plan Fiduciary Net Position (b)	Net Pension Liability (Asset) (a) - (b)
Balances at September 30, 2014	\$1,047,810	\$1,050,889	(\$3,079)
Changes for the year:			
Service cost	15,794		15,794
Interest	81,553		81,553
Changes of assumptions			
Difference between expected and actual experience	17,852		17,852
Contributions - employer		5,468	(5,468)
Contributions - employee		10,557	(10,557)
Net investment income		12,226	(12,226)
Benefit payments, including refunds of employee contributions	(56,805)	(56,805)	0
Administrative expense		0	0
Transfers Among Employers	0	0	0
Net changes	58,394	(\$28,554)	86,948
Balances at September 30, 2015	\$1,106,204	\$1,022,335	\$83,869

EMPLOYEES' RETIREMENT SYSTEM OF ALABAMA
GASB STATEMENT NO. 68
PREPARED AS OF SEPTEMBER 30, 2015

0123 XYZ City of XYZ
(continued)

Paragraph 45(a) Rollforward of the Total Pension Liability

	TPL Roll-Forward	
	<u>Expected</u>	<u>Actual</u>
(a) TPL as of September 30, 2014	\$1,047,810	\$1,064,340
(b) Entry Age Normal Cost for the period October 1, 2014 – September 30, 2015	15,794	15,794
(c) Actual Benefit Payments and Refunds for the period October 1, 2014– September 30, 2015	<u>(56,805)</u>	<u>(56,805)</u>
(d) TPL as of September 30, 2015 = [(a) x (1.08)] + (b) – [(c) x (1.04)]	<u>\$1,088,352</u>	<u>\$1,106,204</u>
(e) Difference between Expected and Actual Experience (Gain)/Loss		\$17,852

Paragraph 45(h) Summary of Deferred Inflows and Outflows of Resources

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$15,147	\$ 0
Changes of assumptions	0	0
Net difference between projected and actual earnings on plan investments	33,217	0
Employer contributions subsequent to the Measurement Date	*	<u>0</u>
Total	<u>\$*</u>	\$ 0

*Enter employer contributions made from 10/1/2015 to the end of the fiscal year, related to normal and accrued liability components of employer rate net of any refunds or error service payments and add for total Deferred Outflows of Resources.

**EMPLOYEES' RETIREMENT SYSTEM OF ALABAMA
GASB STATEMENT NO. 68
PREPARED AS OF SEPTEMBER 30, 2015**

**0123 XYZ City of XYZ
(continued)**

Collective Deferred Outflows and Inflows between Expected and Actual Experience

Year	Initial Balance of Losses / Deferred Outflow	Initial Balance of Gains / Deferred Inflow	Amortization Period	Beginning Balance				Amounts Recognized in Pension Expense / Deferred Outflow	Amounts Recognized in Pension Expense / Deferred Inflow	Ending Balance	
				Deferred Outflows	Deferred Inflows	Losses / Deferred Outflows	Gains / Deferred Inflows			Deferred Outflows (a) + (c) - (e)	Deferred Inflows (b) + (d) - (f)
				(a)	(b)	(c)	(d)			(e)	(f)
2015	\$17,852	\$0	6.6	\$0	\$0	\$17,852	\$0	\$2,705	\$0	\$15,147	\$ 0
2014	0	0		0	0	0	0	0	0	0	0
Total				<u>\$0</u>	<u>\$0</u>	<u>\$17,852</u>	<u>\$0</u>			<u>\$15,147</u>	<u>\$ 0</u>

Collective Deferred Outflows and Inflows for Differences from Assumption Changes

Year	Initial Balance of Losses / Deferred Outflow	Initial Balance of Gains / Deferred Inflow	Amortization Period	Beginning Balance				Amounts Recognized in Pension Expense / Deferred Outflow	Amounts Recognized in Pension Expense / Deferred Inflow	Ending Balance	
				Deferred Outflows	Deferred Inflows	Losses / Deferred Outflows	Gains / Deferred Inflows			Deferred Outflows (a) + (c) - (e)	Deferred Inflows (b) + (d) - (f)
				(a)	(b)	(c)	(d)			(e)	(f)
2015	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2014	\$0	\$0		0	0	0	0	\$0	\$0	\$0	\$0
Total				<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>			<u>\$0</u>	<u>\$0</u>

**EMPLOYEES' RETIREMENT SYSTEM OF ALABAMA
GASB STATEMENT NO. 68
PREPARED AS OF SEPTEMBER 30, 2015**

**0123 XYZ City of XYZ
(continued)**

Collective Deferred Outflows and Inflows for Differences in Investment Experience											
Year	Initial Balance of Losses / Deferred Outflow	Initial Balance of Gains / Deferred Inflow	Amortization Period	Beginning Balance				Amounts Recognized in Pension Expense / Deferred Outflow	Amounts Recognized in Pension Expense / Deferred Inflow	Ending Balance	
				Deferred Outflows	Deferred Inflows	Losses / Deferred Outflows	Gains / Deferred Inflows			Deferred Outflows	Deferred Inflows
				(a)	(b)	(c)	(d)			(a) + (c) - (e)	(b) + (d) - (f)
2015	\$70,214	\$0	5	\$0	\$0	\$70,214	\$0	\$14,043	\$0	\$56,171	\$0
2014	0	38,256	5	0	30,605	0	0	0	7,651	0	22,954
Total				<u>\$0</u>	<u>\$30,605</u>	<u>\$70,214</u>	<u>\$0</u>			<u>\$56,171</u>	<u>\$22,954</u>
Net difference between projected and actual earnings on investments										\$33,217	\$ 0

Summary of Amortization of Deferred Outflows and Inflows of Resources								
Amortization Year	Actual and Expected Experience		Assumption Changes		Investment Gains/Losses		Total	
	2014	2015	2014	2015	2014	2015		
2017	\$0	\$2,705	\$0	\$0	(\$7,651)	\$14,043	\$9,097	
2018	0	2,705	0	0	(7,651)	14,043	9,097	
2019	0	2,705	0	0	(7,652)	14,043	9,096	
2020	0	2,705	0	0	0	14,042	16,747	
2021	0	2,705	0	0	0	0	2,705	
Thereafter	0	1,622	0	0	0	0	1,622	
Total	<u>\$0</u>	<u>\$15,147</u>	<u>\$0</u>	<u>\$0</u>	<u>(\$22,954)</u>	<u>\$56,171</u>	<u>\$48,364</u>	

**EMPLOYEES' RETIREMENT SYSTEM OF ALABAMA
GASB STATEMENT NO. 68
PREPARED AS OF SEPTEMBER 30, 2015**

**0123 XYZ City of XYZ
(continued)**

Paragraph 45(i): Schedule of Amortization of Deferred Inflows and Outflows of Resources:

Year Ended September 30 (or other year end if not September 30):	
2017	\$9,097
2018	9,097
2019	9,096
2020	16,747
2021	2,705
Thereafter	1,622

PENSION EXPENSE

Service Cost	\$15,794
Interest on the total pension liability	81,553
Current-period benefit changes	0
Expensed portion of current-period difference between expected and actual experience in the total pension liability	2,705
Expensed portion of current-period changes of assumptions	0
Member contributions	(10,557)
Projected earnings on plan investments	(82,440)
Expensed portion of current-period differences between actual and projected earnings on plan investments	14,043
Transfers among employers	0
Recognition of beginning deferred outflows of resources as pension expense	0
Recognition of beginning deferred inflows of resources as pension expense	<u>(7,651)</u>
Pension Expense (Income)	<u>\$13,447</u>

Schedules of Required Supplementary Infor
SCHEDULE OF CHANGES IN THE NET PENSION LIABILITY
Last 10 Fiscal Years Ending September 30

	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006
Total pension liability										
Service Cost	\$15,794	\$14,527								
Interest	81,553	78,643								
Changes of benefit terms	0	0								
Differences between expected and actual experience	17,852	0								
Changes of assumptions	0	0								
Benefit payments, including refunds of employee contributions	(56,805)	(56,805)								
Net change in total pension liability	58,394	36,365								
Total pension liability - beginning	1,047,810	1,011,445								
Total pension liability - ending (a)	\$1,106,204	\$1,047,810								
Plan fiduciary net position										
Contributions - employer	\$5,468	\$5,662								
Contributions - member	10,557	9,934								
Net investment income	12,226	114,792								
Benefit payments, including refunds of employee contributions	(56,805)	(56,805)								
Transfers among employers	0	0								
Net change in plan fiduciary net position	(28,554)	73,583								
Plan net position - beginning	1,050,889	977,306								
Plan net position - ending (b)	\$1,022,335	\$1,050,889								
Net pension liability (asset) - ending (a) - (b)	\$83,869	(\$3,079)								
Plan fiduciary net position as a percentage of the total pension liability	92.42%	100.29%								
Covered payroll*	\$X,XXX	\$X,XXX								
Net pension liability (asset) as a percentage of covered payroll	X.XX%	X.XX%								

*Employer's covered payroll during the measurement period is the total covered payroll. For FY2016 the measurement period is October 1, 2014 – September 30, 2015.

GASB issued a statement "Pension Issues" in March, 2016 to redefine covered payroll for FY2016.

This schedule is presented to illustrate the requirement to show information for 10 years. However, until a full 10-year trend is compiled, governments should present information for those years for which information is available.

**Schedules of Required Supplementary Information
SCHEDULE OF EMPLOYER CONTRIBUTIONS
Last 10 Fiscal Years**

	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007
Actuarially determined contribution*	\$X,XXX	\$X,XXX								
Contributions in relation to the actuarially determined contribution*	X,XXX	X,XXX								
Contribution deficiency (excess)	<u>\$ 0</u>	<u>\$ 0</u>								
Covered payroll**	\$X,XXX	\$X,XXX								
Contributions as a percentage of covered payroll	X.XX%	X.XX%								

*The amount of employer contributions related to normal and accrued liability components of employer rate net of any refunds or error service payments. The Schedule of Employer Contributions is based on the 12 month period of the underlying financial statement.

**Employer's covered payroll for FY2016 is the total covered payroll for the 12 month period of the underlying financial statement.

Notes to Schedule

Actuarially determined contribution rates are calculated as of September 30, three years prior to the end of the fiscal year in which contributions are reported. Contributions for fiscal year 2016 were based on the September 30, 2013 actuarial valuation.

Methods and assumptions used to determine contribution rates for the period October 1, 2015 to September 30, 2016*:

Actuarial cost method	Entry Age
Amortization method	Level percent closed
Remaining amortization period	30 years
Asset valuation method	Five year smoothed market
Inflation	3.00%
Salary increases	3.75 – 7.25%, including inflation
Investment rate of return	8.00%, net of pension plan investment expense, including inflation

*If the employer's financial reporting period end is other than September 30, 2016, additional assumptions should be reported for the basis of determining the portion of the contribution prior to or subsequent to this period.

This schedule is presented to illustrate the requirement to show information for 10 years. However, until a full 10-year trend is compiled, governments should present information for those years for which information is available.

Journal Entries
For Employer's Fiscal Year Beginning After June 15, 2015
(September 30, 2015 Measurement Date)

	DR	CR
Entry #1		
Deferred outflows of resources	48,364	
Pension expense	7,979	
Deferred inflows of resources	30,605	
Net pension liability		86,948
	\$86,948	\$86,948

To record current year activity to roll the net pension liability and deferred inflows and outflows from 9/30/2014 to 9/30/2015 measurement date

Entry #2

Pension Expense	x,xxx	
Deferred outflows of resources—Employer contributions subsequent to the measurement date—Prior year		x,xxx

To reverse the prior year GASB 71 entry. Amount used by actuary to calculate pension expense is \$5,468 which may differ from actual entry made by employer.

Entry #3

Deferred outflows of resources – Employer contributions subsequent to the measurement date—current year	x,xxx	
Pension expense		x,xxx

To record the current year GASB 71 entry: current year employer contributions paid to plan subsequent to the measurement date—these do not include PRDB and Admin Exp.

Employer
 Employer Code

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**Required Disclosures and Supplementary Information
 For Employer's Fiscal Year Ended September 30, 2015 Financial Statements
 Related to Participation in Teachers' Retirement System of Alabama
 (September 30, 2014 Measurement Date)
 (\$ thousands)**

Contributions made during the measurement period and applied to pension liability: \$ 113 (a)
 (10/1/2013 to 9/30/2014)

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions

Employer's proportionate share of collective net pension liability 1,425
 Employer's proportion of collective net pension liability 0.015685%
 Increase/(decrease) from proportion measured as of September 30, 2013 0.001029%
 Employer's recognized pension expense 127 (c)

	Deferred Outflows of Resources		Deferred Inflows of Resources
Differences between expected and actual experience	0		0
Changes of assumptions	0		0
Net difference between projected and actual earnings on pension plan investments	0		107
Changes in proportion and differences between Employer contributions and proportionate share of contributions	82		0
Employer contributions subsequent to the measurement date	* (g)		0
Total	* (g)		107

*Enter FY 2015 employer contributions related to normal and accrued liability components of employer rate net of any refunds or error service payments and add for total Deferred Outflows of Resources.

Amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense as follows:

Year ended September 30:	
2016	(8)
2017	(8)
2018	(8)
2019	(8)
2020	7
Thereafter	0

Employer
Employer Code

XYZ City Schools
TXYZ

Sensitivity of the Employer’s proportionate share of the collective net pension liability to changes in the discount rate:

	1% Decrease (7.0%)	Current discount rate (8.0%)	1% Increase (9.0%)
Employer’s proportionate share of the collective net pension liability	1,941	1,425	987

Schedule of Proportionate Share of the Collective Net Pension Liability

	<u>2015</u>
Employer’s proportion of the collective net pension liability	0.015685%
Employer’s proportionate share of the collective net pension liability	1,425
Employer’s covered-employee payroll during the measurement period *	X,XXX
Employer’s proportionate share of the collective net pension liability as a percentage of its covered-employee payroll	X.XX%
Plan fiduciary net position as a percentage of the total collective pension liability	71.01%

* Employer’s covered-employee payroll during the measurement period is the total payroll paid to covered employees (not just pensionable payroll). For FY 2015, the measurement period is October 1, 2013 – September 30, 2014.

Employer
Employer Code

XYZ City Schools
TXYZ

Additional Information

(\$ thousands)

	<u>9/30/2013</u>	<u>9/30/2014</u>
Collective deferred outflows of resources	0	0
Collective deferred inflows of resources	0	681,134
Collective net pension liability	9,795,237	9,084,564
Employer's proportion	0.014656%	0.015685%
Collective pension expense for the measurement period ended September 30, 2014:		687,176
The average of the expected remaining service:		5.30

Proportionate Share

			Change in Proportionate Share of	
	<u>9/30/2013</u>	<u>9/30/2014</u>	<u>Debit Balances</u>	<u>Credit Balances</u>
	(a)	(b)	(b) – (a)	(b) – (a)
Deferred outflows of resources	0	0	0	0
Deferred inflows of resources	0	107	0	107 (d)
Net pension liability	1,436 (b)	1,425	0	(11) (f)
Proportionate share of collective pension expense:				108

	<u>Collective Amount at 9/30/2013</u>	<u>Proportionate Share at 0.014656% (a)</u>	<u>Proportionate Share at 0.015685% (b)</u>	Change in Proportionate Share of	
				<u>Debit Balances (b) – (a)</u>	<u>Credit Balances (b) – (a)</u>
Deferred outflows of resources	0	0	0	0	
Deferred inflows of resources	0	0	0		0
Net pension liability	9,795,237	1,436	1,536		100
Total of changes in the Employer's beginning reported balances				0	100
Amount to be recognized for the net effect of the change in the Employer's proportion on beginning reported balances				100	
Total of amounts recognized for the change in the Employer's proportion				100	100

	<u>Collective Amount at 9/30/2013</u>	<u>Proportionate Share at 0.014656% (a)</u>	<u>Employer Contributions (b)</u>	<u>Difference (c) = (b) – (a)</u>
Employer contributions	716,715	112	113	1

	<u>Deferred Outflows of Resources</u>	<u>Pension Expense</u>
Change in proportion	82 (e)	19
Contributions during the measurement period	0	0
Net amount recognized	82	19

Employer
Employer Code

XYZ City Schools
TXYZ

Journal Entries
For Employer's Fiscal Year Ended September 30, 2015 (September 30, 2014 Measurement Date)
(\$ thousands)

		DR		CR
Deferred outflows of resources – Employer contributions 10/1/2013 – 9/30/2014	(a)	113		
Net position – prior period adjustment			(a)	113
To record beginning deferred outflow of resources for FY14 contributions based on GASB 71				
Net position – prior period adjustment	(b)	1,436		
Proportionate share of collective net pension liability			(b)	1,436
To record beginning proportionate share of net pension liability				
Deferred outflows of resources – proportionate share of collective deferred outflows of resources		0		
Pension expense	(c)	127		
Deferred inflows of resources - proportionate share of collective deferred inflows of resources			(d)	107
Deferred outflows of resources - GASB 68 paragraph 54 and 55	(e)	82		
Proportionate share of collective net pension liability	(f)	11		
Deferred outflows of resources – Employer contributions 10/1/2013 – 9/30/2014			(a)	113
To record current year activity		220		220
Deferred outflows of resources – Employer contributions 10/1/2014 – 9/30/2015 §	(g)	x,xxx		
Pension expense			(g)	x,xxx
To record deferred outflows of resources for contributions subsequent to measurement date				

§ Amount of employer contributions related to normal and accrued liability components of employer rate net of any refunds or error service payments

Plan
Employer

Alabama Judicial Retirement Fund
XYZ County

**Required Disclosures and Supplementary Information
For Employer's Fiscal Year Ended September 30, 2015 (September 30, 2014 Measurement Date)**

Pension Liabilities and Pension Expense

Employer's proportionate share of net pension liability	\$0
State of Alabama's proportionate share of net pension liability associated with the Employer	419,740
Total	<u>\$419,740</u>
Employer recognized pension expense	42,493 (a)
Employer recognized revenue for State support	42,493 (b)

Schedule of Proportionate Share of the Net Pension Liability

	<u>2015</u>
Employer's proportion of the net pension liability	0.0%
Employer's proportionate share of the net pension liability	0
State of Alabama's proportionate share of the net pension liability associated with the Employer	419,740
Total	<u>419,740</u>
Employer's covered-employee payroll during measurement period	\$XX,XXX
Employer's proportionate share of the net pension liability as a percentage of its covered-employee payroll	N/A
Plan fiduciary net position as a percentage of the total pension liability	65.46%

**Journal Entries
For Employer's Fiscal Year Ended September 30, 2015 (September 30, 2014 Measurement Date)**

		<u>DR</u>	<u>CR</u>
Pension Expense	(a)	42,493	
Revenue – State aid			(b) 42,493
To record pension expense and revenue for State support			

**EMPLOYEES' RETIREMENT SYSTEM OF ALABAMA
ACTUARIAL VALUATION AS OF SEPTEMBER 30, 2014**

Rates Effective for Period Beginning October 1, 2016



0123 XYZ City of XYZ

Our records indicate that your agency has not elected to increase the employee contribution rate as provided by Act 2011-676. In the event that you do wish to adopt these provisions effective 10/1/2016, we have provided additional information related to your contribution rates under these provisions.

Summary of Employee Census Data

	<u>Tier 1</u>	<u>DROP</u>	<u>Tier 2</u>	<u>Total</u>
Number of active members:	4	0	0	4
Annual compensation:	\$198,681	\$ 0	\$ 0	\$198,681
	<u>Retirees</u>	<u>DROP</u>		<u>Total</u>
Number of retired members and beneficiaries:	1	0		1
Annual retirement allowances:	\$56,805	\$ 0		\$56,805
	<u>Vested</u>	<u>Non-vested</u>		<u>Total</u>
Number of inactive members:	0	0		0
Accumulated contributions with interest:	\$ 0	\$ 0		\$ 0

Required Employer Contribution Rates

Tier 1 Employees (applies to all members hired before January 1, 2013)	Retain Current Member Contribution Rates	Elect to Increase Member Contribution Rates Under Act 2011-676
Normal cost	2.83%	0.49%
Accrued liability	2.23	2.28
Pre-retirement death benefit	0.02	0.02
Administrative expense	<u>0.35</u>	<u>0.35</u>
Total Employer Contribution Rate	5.43%	3.14%
5% Employer contribution factor (5.43%/5%)	1.086000	
6% Employer contribution factor (5.43%/6%)	0.905000	
7.5% Employer contribution factor (3.14%/7.5%)		0.418667
8.5% Employer contribution factor (3.14%/8.5%)		0.369412
Tier 2 Employees (applies to all members hired on or after January 1, 2013)		
Note: These rates apply regardless of Tier 1 member contribution rate election		
Normal cost	0.33%	
Accrued liability	2.23	
Pre-retirement death benefit	0.02	
Administrative expense	<u>0.35</u>	
Total Employer Contribution Rate	2.93%	
6% Employer contribution factor (2.93%/6%)	0.488333	
7% Employer contribution factor (2.93%/7%)	0.418571	

(See other side for additional information)

**EMPLOYEES' RETIREMENT SYSTEM OF ALABAMA
ACTUARIAL VALUATION AS OF SEPTEMBER 30, 2014**

0123 XYZ City of XYZ

(Continued)

Schedule of Funding Progress

Actuarial Valuation Date	Actuarial Value of Assets* (a)	Actuarial Accrued Liability (AAL) Entry Age (b) ¹	Unfunded AAL (UAAL) (b - a)	Funded Ratio (a / b)	Covered Payroll (c)	UAAL as a Percentage of Covered Payroll ((b - a) / c)
9/30/2009	\$835,034	\$784,011	(\$51,023)	106.5%	\$176,671	(28.9%)
9/30/2010 ²	\$848,610	\$804,364	(\$44,246)	105.5%	\$185,197	(23.9%)
9/30/2011 ⁴	\$857,920	\$860,709	\$2,789	99.7%	\$194,784	1.4%
9/30/2012 ⁵	\$897,352	\$890,959	(\$6,393)	100.7%	\$230,430	(2.8%)
9/30/2013 ⁶	\$931,863	\$978,490	\$46,627	95.2%	\$187,282	24.9%
9/30/2014	\$986,203	\$1,040,746	\$54,543	94.8%	\$198,681	27.5%
9/30/2014 ³	\$986,203	\$1,041,981	\$55,778	94.6%	\$198,681	28.1%

¹ Reflects liability for cost of living benefit increases granted on or after October 1, 1978.
² Reflects the impact of Act 2011-27, which closes the DROP program to new applicants after March 24, 2011.
³ Reflects the impact of Act 2011-676, which increases the member contribution rates by 2.25% beginning October 1, 2011 and by an additional 0.25% beginning October 1, 2012.
⁴ Reflects changes in actuarial assumptions.
⁵ Reflects changes to interest smoothing methodology.
⁶ Reflects implementation of Board Funding Policy.

* The actuarial value of assets was set equal to the market value of assets as of September 30, 2012.
Market Value of Assets as of September 30, 2014: \$1,050,889

Valuation date	9/30/2014
Actuarial cost method	Entry Age
Amortization method	Level percent closed
Remaining amortization period	18 years
Asset valuation method	5-year smoothed market
Actuarial assumptions:	
Ultimate Investment rate of return (discount rate)**	8.00%
Projected salary increases**	3.75 – 7.25%
**Includes inflation at	3.00%
Cost-of-living adjustments	None