

**Teachers' Retirement System
of the State of Illinois**



**REQUEST FOR PROPOSALS FOR
INFORMATION SECURITY ASSESSMENT SERVICES**

Issued July 16th, 2021

Responses due August 4th, 2021, by 2:00 pm CDT

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I. Introduction

The Teachers' Retirement System of the State of Illinois (the System or TRS) is requesting proposals to provide information security assessment services. The objective of this Request for Proposal is to solicit competitive proposals from qualified vendors in sufficient detail to permit objective evaluation of all proposals which may result in a contract to provide information security assessment services to the Teachers' Retirement System.

TRS is committed to increasing racial, ethnic, and gender diversity in all aspects of its utilization of vendors to provide goods and services to the System, to the greatest extent feasible, and within the bounds of financial and fiduciary prudence. To that end, the System strongly encourages qualified minority, female, disabled, and veteran-owned vendors to submit proposals to this RFP.

A proposer's preparation and submittal of a proposal or subsequent participation in presentations or contract negotiations creates no obligation on the System to award a contract or to pay any associated costs. All proposals and related materials will be retained by the System and will be subject to disclosure as required in accordance with the Illinois Freedom of Information Act.

II. Summary Description of TRS

The General Assembly created the Teachers' Retirement System of the State of Illinois (TRS or the System) in 1939. TRS administers a multiple-employer public pension plan to provide its members with retirement, disability, and death benefits. Membership is mandatory for all full-time, part-time, and substitute Illinois public school personnel employed outside the city of Chicago in positions requiring certification by the Illinois State Board of Education. Persons employed at certain state agencies relating to education are also TRS members. The System serves over 434,000 members and had over \$59 billion in assets held in trust for its membership as of March 31, 2021.

The retirement system is administered as a qualified plan under the Internal Revenue Code. TRS benefits and investments are governed by Articles 1, 16, and 20 of the Illinois Pension Code, 40 ILCS 5. Funding comes from member contributions, contributions by TRS-covered employers, the state of Illinois, and investment income. The System's most recent Comprehensive Annual Financial Report as well as a variety of other information about TRS is available on the TRS website at <https://www/trsil.org>.

A Board of Trustees (the Board) is responsible for the general administration of the System, including the duties granted to it under Article 16 of the Illinois Pension Code, 40 ILCS 5/16. Under the direction of the Executive Director employed by the Board, the day-to-day administration of the System is delegated to the System's staff. The main office is in Springfield, Illinois and there is a satellite office in Lisle, Illinois

III. Services Required

As part of the ongoing information security program, TRS is seeking proposals from qualified vendors to provide a vulnerability assessment by performing a one-time external penetration test

against TRS networks and systems. In addition, TRS is seeking a periodic, automated external vulnerability assessment program to run, at minimum, once per month. TRS defines a penetration test as a concerted attempt by a knowledgeable professional, using real-world attacks, to bypass or circumvent security controls, or to exploit weaknesses in the various systems to gain unauthorized or administrative access to TRS systems or networks. Vulnerability scanning (using automated tools to identify and classify vulnerabilities using a repository of scripts and/or vulnerabilities) may be considered a part of a penetration test, but such automated processes are not considered to be a true penetration test. Any vulnerabilities identified through any means should be fully tested to determine the actual risk and ramifications of those vulnerabilities. Although automated tools may be used, human expertise is being sought, through manual penetration testing, to consistently verify and understand the discovered weaknesses. Proposals will not be considered that only use automated techniques. Results must describe how issues were identified and exploited in detail, tool output alone is not acceptable.

Mainstream automated vulnerability scanners may be used to perform the periodic automated vulnerability assessment. These recurring tests are expected to be vulnerability assessments as opposed to true penetration tests and are therefore expected to be less labor-intensive.

The successful vendor will perform a full, remote, external penetration test of the TRS network, as well as the periodic automated vulnerability assessments. Proposals must include separate line items for the remote and the on-site phases of the test.

Vendors will not be permitted to perform these tests for more than three successive years. If the same vendor is used for three consecutive years, that vendor is ineligible for consideration for at least one year thereafter. Any qualified vendor that has not performed these tests during at least one of the last three years is eligible for consideration.

The Scope of Work is setup in six (6) sections and bidders are requested to bid on these sections separately as TRS may not select all six (6), although any proposal must include both an external vulnerability and penetration test and a periodic automated external assessment.

- 1) External Vulnerability and Penetration Test
- 2) Periodic Automated External Assessment
- 3) Internal Penetration Test
- 4) Wireless Network Vulnerability and Penetration Test
- 5) Social Engineering
- 6) Security Gap Analysis

IV. Project Description

Scope of Work

A. External Vulnerability and Penetration Test

The primary goal of the external portion of the test is to identify issues that place TRS networks, systems, applications, and data at risk of exploitation or compromise in addition to providing rational, comprehensive recommendations to mitigate those risk factors.

The vendor shall attempt, but not limited, to:

- Assess address ranges using multiple tools and manual methods
- Identifying and analyzing operating systems and services
- Manually assessing custom applications
- Validating vulnerabilities
- Analyzing external network design and perimeter defenses
- Privilege escalation
- Vulnerability exploitation
- Exploitation of configuration flaws

The external penetration test is to be performed remotely from the vendor's site(s).

B. Periodic Automated External Assessment

The primary goal of the periodic external assessments is to provide ongoing assurance that TRS systems are protected against emerging threats. These assessments are to be performed on a set schedule, at minimum once per calendar month. The vendor is required to provide a comprehensive report to TRS on the outcome of each recurring assessment.

The successful vendor shall:

- perform automated scans of TRS externally accessible systems using mainstream assessment products
- perform optional additional testing using custom-built assessment products

C. Internal Vulnerability and Penetration Test

The primary goal of the internal network assessment is to determine weaknesses and misconfigurations that put the TRS network at risk of exploitation.

The vendor shall attempt, but not be limited to, the following:

- Network mapping
- System fingerprinting
- Service probing
- Analysis and identification of attack vectors
- Exploit testing and penetration attacking
 - Authentication attacks
 - Vulnerability exploitation
 - Privilege escalation
 - Exploitation of configuration flaws

D. Wireless Network Vulnerability and Penetration Test

To conduct a wireless network penetration test of available internal wireless networks and services. This test should contain a series of assessments that should include, but not be limited to, the following:

- Onsite external wireless scanning: Identify all wireless networks that are available
- Analysis and identification of attack vectors: Determine, if possible, whether a public user can gain access to a network,
 - testing for authentication or identification bypass
 - Service/access probing
 - Identify access points, including rogue
 - System and signal encryption testing
- Vulnerability assessment: Determine known vulnerabilities, testing exploitation, misconfigurations of access points or controllers, and what may be exposed

E. Social Engineering

The primary purpose of the social engineering test is to evaluate the current user awareness training program, both internally and from the State, as well as controls and processes currently implemented for staff. Understanding the current level of awareness for staff to highlight deficiencies in the training program to empower staff to make conscious, logical choices when evaluating a threat of social engineering to expose confidential information. Using a combination of phishing emails and/or phone calls, the successful vendor will try to gain a foothold in the network by obtaining user credentials or access from staff.

F. Security Controls Gap Analysis

The purpose of the Security Controls Gap Analysis is to assess the organization's practices, procedures and security controls to identify weaknesses and prioritize improvements. Additionally, it is meant to ensure the security programs stay current and effective. This should include technology and policy recommendations that guide TRS towards a more secure and robust security program.

V. Project Requirements

Any tools, scripts, or methods to be used in any test must be fully tested in the vendor's lab using vendor's equipment and at the vendor's expense prior to conducting the test against TRS networks or systems. Any tools, scripts, or methods which show a reasonable likelihood of causing disruption of the TRS networks or systems are to be fully discussed with TRS along with appropriate remediation/recovery strategies prior to conducting the test against TRS networks or systems. TRS may require that such test be completed within a specific time-window outside normal business hours.

The vendor must ensure that any hardware, and/or software used to perform the test and/or to store any TRS-specific information related to the test are appropriately secured to prevent disclosure to and/or access by any unauthorized party. Vendor will take all reasonable precautions to ensure that any information gathered or generated during the test will be accessible only to those individuals involved in performing the test and/or generating the report. Under no circumstances is any information gathered or generated during the test to be provided to any entity internal or external to vendor's organization that has not been specifically identified by name within this contract and approved by TRS. Further, any such information is not to be provided to or used by

any sales or marketing personnel for any purpose whatsoever, without express written consent of TRS. All information gathered or generated from TRS sources remains the property of TRS. The vendor will maintain detailed records of what information is gathered and who accesses that information.

During testing of the TRS external web site, the vendor will not make any changes to the TRS website or related systems that would prevent or impair normal operations by TRS members or staff, without the explicit approval of TRS.

A. External Vulnerability and Penetration Test Requirements

The goals of the External Penetration Test are:

- Assess address ranges using multiple tools and manual methods
- Identifying and analyzing operating systems and services
- Manually assessing custom applications
- Validating vulnerabilities
- Analyzing external network design and perimeter defenses
- Privilege escalation
- Vulnerability exploitation
- Exploitation of configuration flaws

Examples of systems to be tested (fewer than 45 total systems):

- email servers
- web servers
- ftp servers
- database servers
- communications systems
- firewalls
- routers

B. Periodic, Automated External Assessment

The goals of the automated portion of the assessment are:

- Identify network and infrastructure vulnerabilities
- Identify OS vulnerabilities
- Identify application vulnerabilities
- Identify web application vulnerabilities through unauthenticated (anonymous) access
- Eliminate false positives
- Generate a comprehensive report giving specific, detailed recommendations for remediation of any vulnerabilities discovered.

C. Internal Vulnerability and Penetration Test

The vendor shall attempt, but not be limited to, the following:

- Network mapping
- System fingerprinting

- Service probing
- Analysis and identification of attack vectors
- Exploit testing and penetration attacking
 - Authentication attacks
 - Vulnerability exploitation
 - Privilege escalation
 - Exploitation of configuration flaws

D. Wireless Network Vulnerability and Penetration Test

- Onsite external wireless scanning: Identify all wireless networks that are available
- Analysis and identification of attack vectors: Determine, if possible, whether a public user can gain access to a network,
 - testing for authentication or identification bypass
 - Service/access probing
 - Identify access points, including rogue
 - System and signal encryption testing
- Vulnerability assessment: Determine known vulnerabilities, testing exploitation, misconfigurations of access points or controllers, and what may be exposed

E. Social Engineering

- Send targeted emails to staff
 - Links could request users to enter credentials
 - Monitor click rates
 - No malicious software should be installed on end user devices
- Conduct a social engineering test using pre-text techniques
 - Impersonating an individual that could have perceived authority
 - Gather key identifiers (usernames passwords, etc.)

F. Security Gap Analysis

- Review of policy and procedural documentation
- Collection of information about security processes and technical controls currently in place
- Analysis of security posture in comparison to the CIS Critical Controls or NIST Cyber Security Framework to be determined at project kick off

G. Installation/Modification of Software

No software or firmware of any kind shall be added to, deleted from, or modified on any TRS system without specific approval from TRS. Any software or firmware added to any TRS system will be completely removed from that system at the conclusion of the test. Any software or firmware deleted or modified on any TRS system will be returned to its original state at the conclusion of the test.

H. Modification of Records

No TRS database records are to be added, modified, altered, or destroyed without specific approval from TRS.

I. Potentially Disruptive Activities / Exploits

No activity that has the potential to disrupt TRS system operation or access will be attempted without specific approval from TRS.

J. System Failures

If a system failure of any TRS system occurs at any time during the test, the test will cease and the appropriate TRS staff will be notified immediately. The test will cease until the cause of the failure is determined and remediated.

K. System Access

If access to a TRS systems is gained, the vendor will document such access and cease testing avenue of testing. The appropriate TRS staff will be notified immediately regarding the access and the method used to gain the access. Further testing will be at the discretion of TRS. Usage of the compromised system as a stepping-stone to access further TRS systems will be at the discretion of TRS.

VI. Project Deliverables and Reporting

A comprehensive report as described below is required for the penetration test of this project. This report shall be customized for the specific test, and must include understandable, well-reasoned and insightful descriptions of the various findings, mitigations, and recommendations. Reports generated by automated tools may be included as addenda to the report, but the report document is to be written by the vendor testing team. One report for each recurring penetration test is required.

A. Report Requirements

All highly sensitive information such as passwords, encryption keys, financial or personally identifiable information is to be removed from the report.

Report(s), at a minimum, should contain the following sections:

1. Executive summary containing an overview of the test, the actual test results, and highlighted significant findings appropriate for review by upper management. This section of the report must be useful and understandable to non-technical personnel.
2. Technical Report appropriate for technical personnel, containing:
 - a) Inventory of systems assessed
 - Hostname / IP address
 - System function (web server, email server, etc.)
 - Overall risk level for the particular system
 - b) Detailed vulnerability description
 - Description of the vulnerability and CVE
 - Description of known mitigating factors in place

- Level of risk as it applies to the specific case; CVSS score (CVSS v3.0 preferred)
 - System(s) affected
 - Ramification of exploitation
 - Remediation recommendations
- c) Detailed timeline of the test identifying each step of the test (this requirement does not apply to the various steps of automated scanners.) Included for each step:
- date/time stamp (UTC)
 - vulnerability/issue explored
 - system(s) affected
 - method(s) employed
 - tool(s) employed
 - expected results
 - actual results
 - screen shots where appropriate
- d) Evidence of system access (this requirement does not apply to the various steps of automated scanners.)
- Screen shots of non-public information or showing administrative access
 - Plain-text flag files using readily identifiable names and contents
 - Other non-destructive, non-disruptive method

Prior to any report delivery, the vendor will make every effort to identify and remove false positives from the report(s).

B. Report Delivery – Periodic, Automated Assessment

The report is to be presented (electronically or physically) to TRS. The vendor will take reasonable steps to ensure that the report is not compromised or intercepted in route (robust encryption, registered mail, etc.)

The vendor will discuss the report and all findings with TRS.

No valid findings shall be removed from the report, however, TRS may request clarifications, statements of mitigation, changes in tone, etc. Any reasonable changes to the report that are requested by TRS will be considered for inclusion in the report.

One copy of each automated recurring periodic report shall be provided to TRS.

C. Report Delivery – Penetration Test

A draft copy of the report is to be presented (electronically or physically) to TRS. The vendor will take reasonable steps to ensure that the report is not compromised or intercepted en route (robust encryption, registered mail, etc.)

The vendor will discuss the report and all findings with TRS.

No valid findings shall be removed from the report, however, TRS may request clarifications, statements of mitigation, changes in tone, etc. Any reasonable changes to the report that are requested by TRS will be considered for inclusion in the report

When TRS approves the draft report, a final report will be generated and delivered back to TRS. Physical media will, at a minimum, be in electronic form in an immutable format (CD or DVD, for example). In addition, seven bound hard copies of the full report and eight bound hard copies of the executive summary will be provided to TRS. The electronic copy of the report will be a common format (MS-Word, for example) that will allow TRS to easily copy and edit the report (adding comments, mitigation plans, responses, etc.)

The electronic medium will include the output of all tests performed and will identify all tools used during the test. In addition to the output generated by any particular tools, all output should be converted to a format readable with commonly available tools (word processors, text editors, commonly available viewers, web browsers, etc.) Each output file should be cross-referenced or hyperlinked to the specific line of the timeline related to that output.

VII. Project Management

TRS will assign a project manager who will be the single point of contact concerning all areas of the project. This person will be authorized to resolve disputes and make decisions about changes to implementation and to all technical aspects of the project. The project manager will serve as the liaison between the vendor and other TRS staff. The successful vendor, subcontractors, manufacturer representatives, etc. shall deal exclusively with the TRS project manager or designee.

The vendor shall also name a project manager as noted in Appendix B of this RFP. The vendor project manager will be authorized to resolve disputes and make decisions about changes to implementation and to all technical aspects of the project. The project manager will serve as the liaison between the vendor and other TRS staff. The successful vendor, subcontractors, manufacturer representatives, etc. shall deal exclusively with the TRS project manager or designee.

Project status meetings will be conducted on a regular basis to assess the project status and resolve any issues that may occur. The TRS project manager will be required to attend such meetings and provide updated plans and schedules, as well as publishing meeting notes. Weekly written project status reports that include completed items, planned activities and potential problems or delays will be required, at least weekly, in order to keep all involved parties abreast of the project status. These project meetings are expected to be conducted through teleconference. Costs for any and all expenses associated with these meetings (travel, lodging, etc.) will be borne by the vendor. Although most meetings will only require the vendor's project manager to be present, TRS may request the attendance, at certain meetings, of any and all members of the vendor's staff assigned to the project.

Changes to the quantity or scope of the project shall be handled by a written amendment to the TRS agreement with the Contractor. The amendment should include, at minimum:

- Detailed description of the requested change
- Detailed listing of the equipment, hardware and software to be increased/decreased

- Total itemized additional costs
- Anticipated impact, if any, on the overall project, if any
- Date and name of the person requesting the contract amendment

The TRS project manager and the vendor's project manager must sign off on the changes through the contract amendment approval process. No changes to equipment or the scope of the project shall be ordered or performed until the amendment is fully-executed by both TRS and the vendor.

VIII. Project Completion

At the conclusion of the test(s) and after verified delivery and acceptance of the final report by TRS, all information gathered or generated during the test(s) will be removed from all vendor systems. No copies of any information gathered or generated during the test, including reports, are to be provided or made available to any third-party or retained by the vendor. All work papers and other information related to the test are to be destroyed by the vendor. Vendor will be required to sign an affidavit detailing what information was collected during the project; who had access to that information during the project; and when and by what method the information was destroyed.

IX. Proposal Content

At a minimum, the proposal must include the following information to be considered for the engagement. For ease of review, each requirement should be addressed in a separate section preceded by an index tab to identify the subject of the section. The proposal should be formatted on consecutively numbered pages and include a table of contents. Failure to provide information in the prescribed format may result in rejection of the proposal. All responses will be subject to verification for accuracy. **Proposals containing false or misleading information will be rejected.**

A. Cover Letter

A cover letter, which will be considered an integral part of the proposal package, in the form of a standard business letter, must be signed by an individual authorized to bind the proposer contractually. This cover letter must indicate the signer is so authorized, and must indicate the signer's title or position. An unsigned proposal will be rejected. The cover letter must also include:

1. A statement that the proposal meets all requirements of this RFP, and that the offer tendered by the proposal will remain in full force and effect until, and may be accepted by the Teachers' Retirement System of the State of Illinois, at any time prior to June 30, 2022.
2. A statement certifying that the proposer either: (a) is not required to register or (b) it is registered as a business entity with the State Board of Elections pursuant to the Procurement Code, 30 ILCS 500/20-160 and acknowledges a continuing duty to update such registration pursuant to the Procurement Code; and that proposer acknowledges that any Agreement awarded as a result of this RFP is voidable under Section 50-60 of

the Procurement Code if the proposer fails to comply with the business entity registration requirements. 30 ILCS 500/20-160; 30 ILCS 500/50-60.

3. A statement that the proposal is being made without fraud or collusion; that the proposer has not offered or received any finder's fees, inducements, or any other form of remuneration, monetary or non-monetary, from any individual or entity; and that the proposer has not conferred or promised to confer, on any individual or entity, any payment, loan, advance, services, or any other form of remuneration in connection with the award of this engagement.
4. A disclosure of any current business relationship or any current negotiations for prospective business with TRS, or with any member of the Board of Trustees or TRS staff, or any party currently rendering services to TRS. Provide a statement explaining why such relationships do not constitute a conflict of interest.
5. **A statement that the proposer is willing to enter into an agreement in the form attached to the RFP as Appendix D including all certifications and representations contained therein, and that the proposer acknowledges and understands that certain general provisions in the sample agreement mandated by Illinois state law to be included in contracts with agencies of the State of Illinois are not subject to negotiation.**
6. A statement that the proposer acknowledges that all documents submitted in response to this RFP may be subject to disclosure under the Illinois Freedom of Information Act, 5 ILCS 140, and the Illinois Open Meetings Act, 5 ILCS 120.
7. An attestation by the signer that the information provided in the Proposal is true and accurate, and that the signer is aware that pursuant to the Illinois Pension Code, 40 ILCS 5/1-135, any person who knowingly makes any false statement or falsifies or permits to be falsified any record of a retirement system or pension fund created under this Code (i.e., the System) in an attempt to defraud the retirement system or pension fund is guilty of a Class 3 felony.

B. Fee Proposal

Proposers must submit their fee proposal in the format prescribed in Appendix C. Any deviation from the prescribed format which in the opinion of TRS is material may result in the rejection of the proposal. The proposed fee shall include all expenses for providing the services to TRS as described in this RFP.

Proposals must include separate line items for the remote and the on-site phases of the test. Proposals must also include expected travel expenses for the on-site phase as part of the proposed fee. Vendors must submit proposals for both a one-year and a two-year engagement. A two-year engagement will consist of periodic vulnerability assessments throughout the two-year term; one external penetration test performed in each of the two years.

The fee proposal must expressly state that the proposed fixed fee is guaranteed for the term of any resulting contract.

C. Contract

This Request for Proposal is neither a contract nor meant to serve as a contract.

It is anticipated that one of the proposals submitted in response to this Request for Proposal may be selected as the basis for negotiation of a contract with the proposer. Such a contract is presently contemplated to contain, at a minimum, the terms and conditions set forth in the sample agreement included as Appendix D, but will also incorporate the terms of the proposal submitted, as finally negotiated and approved by the System. TRS reserves the right to negotiate additions, deletions, or modifications to the sample agreement and/or the terms of proposals submitted.

Certain provisions in the sample agreement are required by the State of Illinois and are therefore not subject to negotiation. **Thus it is critically important that vendors submitting proposals clearly and thoroughly identify any and all contractual concerns in their written proposal.** A proposer that waits until contract negotiation to object to TRS contract terms may be precluded from further consideration.

X. Submission of Proposals

All proposals must be received at the address designated below **no later than 2:00 P.M. CDT on August 4th, 2021.** Submit three (3) hard copies of your proposal and one (1) electronic copy in a sealed package to:

Heidi Darow, Purchasing Officer
Teachers' Retirement System of the State of Illinois
2815 West Washington Street
Springfield, IL 62702

All hard copies must be submitted in one or more sealed envelope/package(s). One of the hard copies must be marked as the "Master Copy" and submitted in a loose-leaf, three-ringed binder which displays the proposer's name on the outside front cover. **Do not submit the Master Copy with spiral binding.**

Clearly identify the outside of each sealed proposal package with the proposer's name and return address in the upper left hand corner and the statement "**SEALED PROPOSAL- DO NOT OPEN - Response to Request for Proposals for Information Security Assessment Services, Issued July 16, 2021.**" Failure to clearly identify the outside of the proposal package may result in the rejection of the proposal. TRS is not responsible for receipt of any proposal which is improperly labeled.

TRS accepts no responsibility for lost and/or late delivery of proposals. Whether mailed, hand-delivered, or delivered by carrier, the proposer is responsible for timely delivery on or before the above date and time. **Proposals that arrive late for any reason whatsoever, including mail**

delay or any other cause beyond the control of the proposer, will not be considered and will be returned unopened.

Except as specifically requested by TRS, submission of proposals or any portion thereof via facsimile transmission, electronic, or magnetic media will not be allowed.

The proposals become the property of TRS upon submission. All costs for developing proposals and attending presentations and/or interviews are entirely the responsibility of the proposer and shall not be chargeable to TRS.

Only one proposal from an individual, vendor, partnership, corporation, or combination thereof, will be considered for this assignment.

XI. Evaluation Process

A. Pre-Evaluation Review

Each proposal package will be date-stamped when received. Each proposal package will be inspected to ascertain that it is properly sealed and labeled. Proposals not passing this inspection may not be accepted. All proposals will be reviewed to determine if they contain all the required submittals specified in this RFP. Those not submitting all required information in the prescribed format will be rejected.

B. Proposal Evaluation

Proposals that pass the pre-evaluation review will undergo an evaluation process conducted by TRS staff. TRS will consider the following various elements in the decision process, ranked in no specific order, and will render a decision based on the perceived best value for the engagement. Cost will be one of the determining factors in this decision but will not be the primary determinative. Proposals will be evaluated based on criteria including:

- Vendor experience in performing penetration testing
- Vendor's ability to perform this service
- Understanding of the services requested
- Soundness of the approach and quality of the proposed services
- Proposed deliverables
- Cost

During the evaluation process, proposers may be requested to provide additional information and/or clarify contents of their proposal. Other than information requested by TRS, no proposer will be allowed to alter the proposal or add new information after the filing date.

XII. General Conditions

A. Clarification of the RFP

To maintain the integrity of the RFP process, interested proposers are expected to respond to this RFP to the best of their understanding. Proposers must not contact TRS IT staff about this RFP. If a proposer discovers an error in this RFP, the proposer should immediately notify TRS of such error in writing to Heidi Darow at the following email address: purchasing@trsil.org. If deemed necessary or appropriate in the System's discretion, TRS may clarify or modify any part of this RFP by posting notice on the TRS Web site prior to the proposal deadline.

Questions about this RFP are generally discouraged and should be submitted only if the proposer deems necessary after full and careful reading of this RFP. Questions must be submitted in writing (no phone calls) **on or before July 26th, 2021 at 4:30 p.m. CDT** to Heidi Darow at the following email address: purchasing@trsil.org. The System will not respond individually to a submitted question. If a response is deemed necessary or appropriate in the System's discretion, the System will post an answer along with the question submitted (without identifying the proposer) on the System's website at the same place as this RFP. Proposers are responsible for monitoring the TRS website.

B. Restrictions on Communication

Proposers must not discuss or share the contents of their proposals with other potential proposers. TRS policy and the Illinois state ethics law strictly limit communication during the search process. **Any attempt to initiate contact with TRS staff or TRS Trustees, other than as specifically stated in this RFP, may disqualify the proposer from further consideration.**

C. Prior Deficiencies

A proposer that is or has been deficient in current or recent contract performance in dealing with TRS or other clients may be disqualified unless the deficiency is shown to have been beyond the reasonable control of the proposer. TRS may reject a proposal from any proposer that is in default on any debt owed to, or contract with, TRS or other clients, or that is in default as surety or otherwise, upon any obligation to TRS, or has failed to perform faithfully any previous contract with TRS. Proposers that are newly formed business concerns having substantially the same owners, officers, directors, or beneficiaries as a previously existing non-responsible proposer may be disqualified unless the new organization can prove it was not set up for the purpose of avoiding an earlier declaration of non-responsibility.

D. Reservation of Rights

TRS reserves the right to withdraw this RFP, to accept or reject any or all proposals submitted, and to waive any immaterial deviation, defect, or irregularity, whenever it would be in the best interest of TRS to do so. Waiver of an immaterial deviation shall in no way modify the Request for Proposal or excuse a proposer from full compliance with all RFP requirements.

Proposals that contain false or misleading statements or that provide references which do not support an attribute or condition claimed by the proposer will be rejected. Issuance of the Request for Proposal creates no obligation to award a contract or to pay any costs incurred in the preparation of a proposal. Nothing in this RFP or any resulting contract shall preclude TRS from procuring services similar to those described herein from other sources.

E. No Confidentiality

Proposals and all materials submitted in response to this RFP cannot be considered confidential except as provided below. All proposals and related materials will be retained by TRS and will be subject to disclosure as required in accordance with the Illinois Freedom of Information Act, 5 ILCS 140. Simply marking all or portions of the proposal as “Proprietary” or “Confidential” will not protect it from disclosure in the event that a public record request is received. If a proposer is submitting proprietary information or strategies with the proposal, the proposer should submit, along with the un-redacted proposal, a redacted copy that removes only that material considered to be a trade secret, competitively sensitive, proprietary, privileged, or confidential such that disclosure would cause competitive harm to the proposer.

F. Equal Opportunity

TRS does not discriminate because of race, color, religion, creed, sex, sexual orientation, age, marital status, military status, certain unfavorable discharges from military service, political affiliation, citizenship, ancestry, national origin, physical or mental handicap or disability or any other characteristic protected by law. It is the System’s intent to comply with all state, federal, and local equal employment and opportunity laws and public policies.

G. Reference Checks

Reference checks may be conducted for each finalist. Please provide reference authorization letter in the format prescribed in Appendix A.

XIII. Anticipated Timeline

Subject to change at TRS discretion

Date RFP Issued	July 16 th , 2021
Deadline for Submission of Questions	July 26 th 2021 no later than 4:30 p.m. CDT
Deadline for Submitting RFP Response	August 4 th , 2021 @ 2:00 p.m. CDT
Proposal Evaluation & Selection	August 4 th –10 th 2021
Estimated Project Start Date	To be determined
Project Completion Date	No later than June 30, 2022

Appendix A: Reference Authorization Letter
[On prospective vendor letterhead]

[Month, Day, Year]

[Reference Name]

[Reference Title]

[Company Name]

[Reference Address]

[City, State, Zip]

Dear [Reference Name]:

(Prospective Vendor Name) has submitted a proposal to the Teachers' Retirement System of the State of Illinois ("System") with regard to providing Information Security Assessment Services. The System is conducting its due diligence with regard to *(Prospective Vendor Name)*. Through this written authorization, *(Prospective Vendor Name)* hereby authorizes any individual, business, corporation, retirement system, state agency, or other entity to release any facts and information it may have concerning *(Prospective Vendor Name)*, its principals, employees and agents, to the System.

A copy of this authorization may be used as if it were an original. Thank you for your assistance.

Sincerely,

(Prospective Vendor Name)

(Authorized Signature and Title)

Appendix B: Questionnaire

The following questionnaire must be completed and included with your response to this RFP. Type your responses in the same order as the questionnaire, listing the question first followed by your answer.

A. Vendor Information

Name of Vendor: _____

Mailing Address: _____

City: _____ State: _____ Zip Code: _____

Phone: _____ Fax: _____

Federal Employer Identification Number: _____

Project Contact Person(s)

Primary:

Name: _____ Phone: _____

Title: _____ Fax: _____

Email: _____ Website: _____

Secondary – Must be available 24/7:

Name: _____ Phone: _____

Title: _____ Fax: _____

Email: _____ Website: _____

B. General Vendor Information

Provide a historical overview of your company and the services provided by your company including ownership.

C. Vendor Staff

Please identify all staff that are being proposed to work on this project. Include resumes for all proposed staff.

D. Clients

Provide descriptions of penetration testing experience, penetration testing experience of proposed consultants, and experience in performing penetration tests for other public retirement systems.

E. Description of Services

Please describe your penetration testing process, methodology and philosophy. List and describe the tools your company currently uses in projects such as those required in this RFP.

F. Sample Report

Include a sample report that accurately represents the type of report you would provide to TRS for this project.

G. References

Include references from three recent clients for which you performed these services during the last three years. Note that this means three different companies, not individuals within one company. Appendix A may be used.

H. Exceptions

Include a list of all exceptions to the requirements in this RFP. Exceptions noted in the body of your proposal must also be noted in this section. Be specific and include any features that will not operate as defined in this RFP.

I. Alternate Bid(s)

List any other configuration, product, or service that would better suit the purposes of this RFP. If there is a more efficient or cost-effective configuration, product, or service include in detail that information.

J. Subcontractors

List any subcontractors you propose to use on this project. Include the business name, address, and projected amount you intend to pay said subcontractors. The successful proposer will be required to provide this same information as part of the formal contract process.

Appendix C: Fee Proposal

Fee proposal shall include all fees, expenses and costs related to completion of this project. Proposals must include separate line items for the remote and the on-site phases of the test. A fixed cost proposal is required and should include all out-of-pocket expenses attributable to the performances of services, i.e. all travel expenses including but not limited to lodging, transportation, meals, telephone, facsimile, Internet, or other communication devices, postage, delivery, copying, clerical time, and overtime.

Vendors must submit proposals for both a one-year and a two-year engagement. A two-year engagement will consist of periodic vulnerability assessments throughout the two-year term and one external penetration test performed in each of the two years.

External Penetration Test

One-Year Fixed Fee Proposal	\$ _____
Two-Year Fixed Fee Proposal	\$ _____

**Appendix D: [Sample] Agreement for Professional Services
(Information Security Assessment)
SAMPLE AGREEMENT**

THIS [SAMPLE] AGREEMENT FOR PROFESSIONAL SERVICES (this “Agreement”) is made and entered into this ____ day of _____, 2021, by and between the Teachers’ Retirement System of the State of Illinois (the “System”), a retirement system established under and pursuant to the laws of the State of Illinois, and *[INSERT NAME/ADDRESS/LEGAL STATUS OF CONTRACTOR], a *[INSERT LEGAL STATUS OF CONTRACTOR] (“Contractor”).

WHEREAS, the System has need to obtain the professional services to assist the System with information security assessments; and

WHEREAS, the System has determined through the Request for Proposal (RFP) process that Contractor meets all qualifications described in the RFP to perform the services set forth herein;

NOW THEREFORE, Contractor agrees to provide the following professional services to the System pursuant to the terms of this Agreement as more fully detailed below:

Services: In accordance with the terms of this Agreement and any attachments hereto, the Request for Proposal for Information Security Assessment Services issued July 16, 2021 (the “RFP”), and Contractor’s response to the RFP (the “RFP Response”), Contractor shall provide such services. Under the direction of the Board, Executive Director, Director of Information Technology or a designee, the services to be provided by the Contractor shall include, but are not limited to, the following:

Term of the Agreement: The Professional services under this Agreement shall be provided between date of execution and _____ unless earlier terminated in accordance with this Agreement.

Compensation:

- a) [AS AGREED]
- b) Such fee shall include all normal business expenses, including all overhead expenses associated with Contractor’s business, such as clerical time and overtime, computer usage, telephone calls, tele-facsimiles, photocopying, and mailing an express delivery expenses.
- c) All out-of-pocket expenses attributable to performance of services under this Agreement, including without limitation, transportation, lodging, and meals during the period of travel, shall be at Contractor’s own expense, and the System shall have no obligation to reimburse Contractor for any such out-of-pocket expenses.

- d) Unless otherwise agreed upon and stated herein, this Agreement does not allow for reimbursement of any expenses incurred by Contractor, including but not limited to telephone, facsimile, Internet, or other communications device, computer, postage, delivery, copying, travel, transportation, lodging, food and per diem, clerical time, and overtime.

Billing: Contractor shall submit invoices for services provided hereunder in accordance with terms outlined below:

- a) The first invoice will be submitted by Contractor for 50% of the total project fee upon successful execution of this Agreement. The final invoice for the remaining 50% of the total project fee will be submitted by Contractor upon acceptance by TRS of the final report.
- b) By submitting an invoice, Contractor certifies that the professional services provided meet all requirements of the Agreement, that the amount billed is as allowed in the Agreement, and that any expenses billed are reimbursable under this Agreement.
- c) Invoices shall be signed by Contractor and shall set out Contractor's social security number or FEIN.
- d) Invoices submitted by Contractor for the professional services performed prior to July 1 must be presented to the System no later than July 15 of that year in order to ensure payment under this Agreement. Failure by Contractor to seek payment of invoices prior to July 15 may require Contractor to seek payment in the Illinois Court of Claims.
- e) Contractor shall not bill for any taxes unless accompanied by proof that TRS is subject to the tax. If necessary, Contractor may request the applicable Illinois tax exemption number and federal tax exemption information.

Payment: Payments will be paid in accordance with the Prompt Payment Act, 30 ILCS 540. Payment will be made in the amount earned to date of invoice, less previous partial payments. Final payment may be adjusted by the System if such adjustment is supported by a System audit. All recordkeeping shall be in accordance with sound accounting standards. TRS shall not be liable to pay for supplies or equipment provided or services rendered, including related expenses, incurred prior to the execution of this Agreement by all parties and the beginning of the term of this Agreement.

Confidential Data and Information: Contractor, including its personnel, agents, and subcontractors, may have access to, collect, or receive confidential data, member records, or other information owned or maintained by the System in the course of carrying out its responsibilities under this Agreement. The System hereby designates all information received or accessed pursuant to this Agreement as confidential unless otherwise designated in writing by the System. Contractor shall not unnecessarily communicate such data or information within Contractor's operations. No such data or information shall be used for competitive purposes nor disclosed or

disseminated except as authorized by law and with the written consent of the System, either during the period of this Agreement or thereafter. Contractor must return all such data and information, in whatever form it is maintained, promptly at the end of the Agreement or earlier at the request of the System, or shall notify the System in writing of its destruction. The foregoing obligations do not apply to confidential data or information lawfully in the receiving party's possession prior to acquisition under this Agreement, received in good faith from a third party not subject to any confidentiality obligation, that is or becomes publicly known through no breach of confidentiality obligation, or that is independently developed by the receiving party without the use or benefit of the System's data or information. Confidential information relating to or provided under this Agreement shall not be unnecessarily communicated within Contractor's or the System's respective operations. The obligations imposed on Contractor by this paragraph shall survive termination of this Agreement. Contractor agrees that any and all confidential information disclosed will be used solely in connection with the services described in this Agreement and such confidential information will not be disclosed to any third parties. TRS will retain ownership of its confidential information with the right to demand the return of such information from Contractor. TRS warrants that procedures have been established to protect the confidentiality, including appropriate action between its employees and/or representatives to prevent misuse, unauthorized copying in electronic or hard format, modification or disclosure of such confidential information.

Affiliates: Contractor shall disclose the names and addresses of (i) itself; (ii) any entity that is a parent of, or owns a controlling interest in Contractor; (iii) any entity that is a subsidiary of, or in which a controlling interest is owned by, Contractor; (iv) any persons who have an ownership or distributive income share in Contractor that is in excess of 7.5%; or (v) who serves as an executive officer of Contractor.

Amendment and Changes: This Agreement may be amended in writing from time to time by mutual consent of the parties. All amendments to this Agreement must be in writing and fully executed by the parties.

Applicable Law: This Agreement and Contractor's obligations and services hereunder are hereby made and must be performed in compliance with all applicable federal and state laws. This Agreement shall be construed and governed in accordance with the laws of the State of Illinois to the extent that such laws are not pre-empted by the laws of the United States of America. By entering into this Agreement, Contractor agrees to submit to the exclusive jurisdiction of the state and federal courts of Illinois and agrees that any action or proceeding against the System arising out of or in connection with this Agreement shall be instituted in the Illinois Court of Claims. The System shall not enter into binding arbitration to resolve any dispute arising out of this Agreement. The System does not waive sovereign immunity by entering into this Agreement.

Bankruptcy: Contractor shall promptly notify the System if Contractor becomes insolvent, files a petition in bankruptcy, becomes a party to an involuntary bankruptcy proceeding, or makes an assignment for the benefit of creditors. In such an event, the System may immediately cancel all or any portion of this Agreement upon written notice.

Building Security: Contractor shall comply with the System's security procedures during the time Contractor's personnel are on the premises.

Certifications and Conflicts: Contractor certifies that it is not legally prohibited from contracting with TRS or the State of Illinois, has no known conflicts of interest, and further specifically certifies as follows:

- a) **Educational Loan:** Contractor, in accordance with the Educational Loan Default Act, is not in default on an educational loan. **5 ILCS 385.**
- b) **Ethics:** Contractor acknowledge that employees and trustees of TRS are subject to the State Officials and Employees Ethics Act, that TRS has adopted a gift ban more restrictive than required by state law, and agrees to refrain from bestowing or offering gifts of any monetary or non-monetary value to TRS employees or trustees. **5 ILCS 430.**
- c) **Bribery:** Contractor has not been convicted of bribing or attempting to bribe an officer or employee of the State of Illinois or any other state, nor made an admission of guilt of such conduct that is a matter of record. TRS shall declare this Agreement void if this certification is false. **30 ILCS 500/50-5.**
- d) **Felony:** If Contractor has been convicted of a felony, at least five years has passed after the date of completion of the sentence for that felony, unless no person held responsible by a prosecutorial office for the facts upon which the conviction was based continues to have any involvement with the business. TRS shall declare this Agreement void if this certification is false. **30 ILCS 500/50-10.**
- e) **Sarbanes-Oxley:** If Contractor has been convicted of a felony under the Sarbanes-Oxley Act of 2002, or a Class 3 or Class 2 felony under the Illinois Securities Law of 1953, 815 ILCS 5, at least five years has passed from the date of conviction. Contractor is not barred from being awarded a contract under 30 ILCS 500/50-10.5, and acknowledges that TRS shall declare this Agreement void if this certification is false. **30 ILCS 500/50-10.5.**
- f) **Debt Delinquency:** Contractor and its affiliates are not delinquent in the payment of any debt to the State, or if delinquent, have entered into a deferred payment plan to pay off the debt. Contractor further certifies that it is not barred from being awarded a contract under 30 ILCS 500/50-11, and acknowledges that TRS may declare this Agreement void if this certification is false, or if Contractor later becomes delinquent and has not entered into a deferred payment plan to pay off the debt. **30 ILCS 500/50-11; 30 ILCS ILCS 500/50-60.**
- g) **Illinois Use Tax:** Contractor is not barred from being awarded a contract under 30 ILCS 500/50-12, and acknowledges that TRS may declare this Agreement void if this certification is false. Contractor shall collect and remit Illinois Use Tax on all sales of tangible personal property into the State of Illinois in accordance with the provisions

of the Illinois Use Tax Act, and acknowledges that failure to comply can result in this Agreement being declared void. **30 ILCS 500/50-12.**

- h) **Environmental Protection:** Contractor has not committed a willful or knowing violation of the Environmental Protection Act (EPA) relating to civil penalties within the last five years, and is therefore not barred from being awarded a contract. If this certification is later determined to be false, Contractor acknowledges that the System may declare this Agreement void. **30 ILCS 500/50-14.**
- i) **Lead Poisoning:** Contractor is not in violation of the Illinois Procurement Code provision prohibiting owners of residential buildings who have committed a willful or knowing violation of the Lead Poisoning Prevention Act from doing business with the State until the violation is mitigated. **30 ILCS 500/50-14(c), 410 ILCS 45.**
- j) **Conflict of Interest:** Contractor does not have any public or private interest, direct or indirect, and shall not acquire directly or indirectly any such interest which does or may conflict in any manner with Contractor's obligations under this Agreement. Contractor has disclosed, and agrees it is under a continuing obligation to disclose to TRS, financial or other interests, public or private, direct or indirect, that may be a potential conflict of interest or which would prohibit Contractor from entering into or continuing to perform under this Agreement. Contractor further certifies that, in the performance of this Agreement, no person having any such interest shall be employed by Contractor. If any elected or appointed State officer or employee, or spouse or minor child of same has any ownership or financial interest in Contractor or this Agreement, Contractor certifies that it has disclosed that information to TRS, and any waiver of the conflict has been issued in accordance with applicable law and rule. Membership in the Teachers' Retirement System of the State of Illinois does not constitute a conflict of interest within the meaning of this paragraph. **30 ILCS 500/50-13, 30 ILCS 500/50-15, 30 ILCS 500/50-35.**
- k) **Inducement:** Contractor has not offered or paid any money or valuable thing to induce any person not to bid for a State contract, and has not accepted any money or valuable thing, or acted upon the promise of same, for not bidding on a State contract. **30 ILCS 500/50-25.**
- l) **Non-Solicitation:** Contractor has not employed or retained any company or person, other than a bona fide employee working solely for Contractor, to solicit or secure this Agreement, and has not paid or agreed to pay any company or person, other than a bona fide employee working solely for Contractor, any fee, commission, percentage, brokerage fee, gifts, or any other consideration contingent upon or resulting from the award of making of this Agreement.
- m) **Revolving Door:** Contractor is not in violation of the "revolving door prohibition" on procurement activity relating to a State agency. **30 ILCS 500/50-30.**
- n) **Anticompetitive Practices:** Contractor will report to the Illinois Attorney General and the Chief Procurement Officer any suspected collusion or other anticompetitive

practice among any bidders, offerors, contractors, proposers, or employees of the State. **30 ILCS 500/50-40, 30 ILCS 500/50-45, 30 ILCS 500/50-50.**

- o) **Business Entity Registration:** Contractor certifies either: (a) it is not required to register or (b) it is registered as a business entity with the State Board of Elections pursuant to the Procurement Code, 30 ILCS 500/20-160 and acknowledges a continuing duty to update such registration pursuant to the Procurement Code. Contractor acknowledges that this Agreement is voidable under Section 50-60 of the Procurement Code if Contractor fails to comply with the business entity registration requirements. **30 ILCS 500/20-160; 30 ILCS 500/50-60.**
- p) **ERI:** Contractor has informed the System in writing if Contractor was formerly employed by the System and received an early retirement incentive prior to 1993 under 40 ILCS 5/14-108.3 or 16-133.3 of the Illinois Pension Code, and acknowledges that contracts made without the appropriate filing with the Auditor General are not payable from the “contractual services” or other appropriation line items. Contractor has not received an early retirement incentive in or after 2002 under 40 ILCS 5/14-108.3 or 40 ILCS 5/16-133.3 of the Illinois Pension Code, and acknowledges that contracts in violation of Section 15a of the State Finance Act are not payable from the “contractual services” or other appropriation line items. **30 ILCS 105/15a.**
- q) **Drug Free Workplace:** Contractor will provide a drug free workplace and will not engage in the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance during the performance of this Agreement. This certification applies to contracts of \$5,000 or more with individuals, and to entities with 25 or more employees. **30 ILCS 580.**
- r) **International Boycott:** Neither Contractor, nor any substantially owned affiliate, is or shall participate in an international boycott in violation of the U.S. Export Administration Act of 1979 or applicable regulations of the U.S. Department of Commerce. This certification applies to contracts that exceed \$10,000. **30 ILCS 582.**
- s) **Forced Labor:** In accordance with the State Prohibition of Goods from Forced Labor Act, no foreign-made equipment, materials, or supplies furnished under this Agreement have been or will be produced in whole or in part by forced labor, convict labor, or indentured labor under penal sanction. **30 ILCS 583.**
- t) **Child Labor:** In accordance with the State Prohibition of Goods from Child Labor Act, no foreign-made equipment, materials, or supplies furnished under this Agreement have been or will be produced in whole or part by the labor of any child under the age of 12. **30 ILCS 584.**
- u) **Bid Rigging/Rotating:** Contractor has not been convicted of bid rigging or bid rotating or any similar offense of any state or of the United States. **720 ILCS 5/33E-3, E-4.**
- v) **Nondiscrimination/Equal Employment Opportunity:** Contractor will comply with applicable provisions of the State and Federal constitutions, laws, and regulations

pertaining to unlawful discrimination, harassment, and equal employment opportunity, including but not limited to the U.S. Civil Rights Act, Section 504 of the Federal Rehabilitation Act, the Americans with Disabilities Act, the Public Works Employment Discrimination Act, and the Illinois Human Rights Act. **42 USC 12101 et seq., 775 ILCS 5, 775 ILCS 10.**

- w) **Discriminatory Club:** Contractor does not pay dues or fees, or subsidize or otherwise reimburse its employees or agents for any dues or fees to any discriminatory club. **775 ILCS 25.**

Employment Status: Contractor and all personnel that Contractor assigns to perform services under this Agreement are not employees of the System and amounts paid pursuant to this Agreement do not constitute compensation paid to any employee of the System. The System assumes no liability for actions of Contractor or its personnel under this Agreement and this Agreement is not subject to the State Employee Indemnification Act, as amended, 5 ILCS 350.

Entire Agreement: This Agreement, together with any exhibits or attachments hereto, constitutes the entire agreement between the parties concerning the subject matter of this Agreement, and supersedes all prior proposals and contracts between the parties concerning the subject matter of this Agreement. Any provision of this Agreement officially declared void, unenforceable, or against public policy, shall be ignored and the remaining provisions shall be interpreted, as far as possible, to give effect to the parties' intent. All provisions that by their nature would be expected to survive, shall survive termination. In the event of a conflict between the System's and Contractor's terms, conditions, and attachments, the System's terms, conditions, and attachments shall prevail.

Execution of Originals: This Agreement may be executed in two or more counterparts, any one of which shall be an original without reference to the others.

FEIN Certification: Under penalties of perjury, Contractor certifies that the legal name of business, taxpayer identification number, and legal status listed below are correct.

Contractor's legal name of business: _____

Taxpayer Identification Number: _____

Legal status of business: _____

Tax classification: S = S Corporation
[Check only if legal status is C = Corporation
a limited liability company] P = Partnership

Inability to Perform: Contractor agrees that if, due to death, illness, departure, or any other occurrence, any principal or principals of Contractor become unable to perform the services set forth in this Agreement, neither Contractor nor the surviving principals shall be relieved of their obligations to complete performance hereunder. Contractor may substitute other professionals to perform such services only upon approval of the System. Contractor shall immediately notify the

System of any occurrence resulting in the inability of any principal or principals of Contractor to perform the services set forth in this Agreement, in which event the System, at its own option, may immediately terminate this Agreement upon written notice to Contractor.

Indemnification: Contractor shall indemnify, defend, save and hold harmless the System, its board members, trustees, officers, agents and employees, in both individual and official capacities, from and against any and all suits, actions, claims, demands, damages, losses, costs, and expenses, including attorney's fees and all expenses, which are the result of an error, omission or negligent act of Contractor or any of its employees or agents arising out of or resulting from the provision of Goods and/or performance of services under this Agreement, except where such is due to the active negligence of the party seeking to be indemnified. This paragraph is applicable to the full extent allowed by the laws of the State of Illinois and not beyond any extent that would render this paragraph void or unenforceable.

Independent Contractor: Contractor is an independent contractor in the performance of this Agreement, and is not an agent, employee, partner, or in joint venture with the System. All payments by the System shall be made on that basis. Contractor and its employees are not employees of the System and amounts paid pursuant to this Agreement do not constitute compensation paid to an employee of the System. All personnel performing services pursuant to this Agreement are employees of Contractor, are treated as employees of Contractor for tax reporting purposes, and are provided all benefits of such employment that are provided or accrue to Contractor's employees, including, without limitation, health insurance, life insurance, disability insurance, workers' compensation, vacation, paid holidays, sick leave, and the like. The System assumes no liability for actions of Contractor or its employees under this Agreement and this Agreement is not subject to the State Employee Indemnification Act, 5 ILCS 350.

Information Technology Accessibility: All electronic and information technology provided under this Agreement must comply with the applicable requirements of the Illinois Information Technology Accessibility Act, 30 ILCS 587, and any standards promulgated thereunder.

Insurance: Contractor shall, at its sole cost and expense, procure and maintain in full force and effect during the term of this Agreement, a Certificate of Insurance naming the System as additional insured for all required bonds and insurance. Certificates may not be modified or canceled until at least 30 days' notice has been provided to the System. Contractor shall provide in the following minimum amounts: (a) General Commercial Liability-occurrence form in the amount of \$1,000,000 per occurrence (Combined Single Limit Bodily Injury and Property Damage) and \$2,000,000 Annual Aggregate; (b) Auto Liability, including Hired Auto and Non-owned Auto, in the amount of \$1,000,000 per occurrence (Combined Single Limit Bodily Injury and Property Damage); and (c) Worker's Compensation Insurance in the amount required by law. Insurance shall not limit Contractor's obligation to indemnify, defend, or settle any claims.

Nonexclusive Agreement: Contractor understands, acknowledges, and agrees that Contractor does not have an exclusive agreement with the System to provide the supplies, equipment, and/or services hereunder, and that the System may engage others to provide the same or similar goods and/or services without any obligation to Contractor.

Notices: Notices and any other communication provided for herein shall be given in writing to the contacts designated below by registered or certified mail, return receipt requested, by receipted hand delivery, by courier (UPS, Federal Express, or other similar and reliable carrier), by email, or by fax showing the date and time of successful receipt. Each such notice shall be deemed to have been provided at the time it is actually received. By giving notice, either party may change the following contact information:

Contractor: [Company Name]
Attention:
[Mailing Address]
[City, State Zip Code]
Phone:
Fax:
Email:

TRS: Teachers' Retirement System of the State of Illinois
Attention: Heidi Darow, Purchasing Officer
2815 W. Washington St., P.O. Box 19253
Springfield, Illinois 62794-9253
Phone: 217-814-2049
Email: purchasing@trsil.org

No Waiver: Except as specifically waived in writing, failure by either party to exercise or enforce a right or obligation under this Agreement shall not affect any subsequent ability to exercise or enforce a right or obligation.

Records Retention: Contractor and its subcontractors agree to comply with Section 20-65 of the Illinois Procurement Code, 30 ILCS 500/20-65, and shall maintain adequate books and records relating to the performance of this Agreement and necessary to support amounts charged to the System under this Agreement. Books and records, including information stored in databases or other computer systems, shall be maintained by Contractor and its subcontractors for a period of three years from the later of the date of final payment under the Agreement or completion of the Agreement. Such three-year period shall be extended for the duration of any audit in progress at the time of that period's expiration. Such books and records shall be available for review or audit by the Illinois Auditor General, other governmental entities with monitoring authority, and the System, upon reasonable notice and during normal business hours. Contractor and its subcontractors shall cooperate fully with any such review or audit. Failure to maintain such books and records shall establish a presumption in favor of the System for the recovery of any funds paid by the System under this Agreement for which adequate books and records are not available. Contractor shall not impose a charge or pass on fees or costs for review or audit of such books and records. Contractor shall take reasonable steps to ensure that its subcontractors are in compliance with this provision.

RFP or Bid: The System's Request for Proposal (RFP), Invitation to Bid, or any similar document soliciting contractors for the work set forth herein, and Contractor's response thereto, are hereby incorporated by reference into this Agreement as though fully set forth herein. To the extent that

there are any conflicts between the RFP or bid document and this Agreement, this Agreement shall prevail.

Severability: Any provision, covenant, or condition of this Agreement which is held by a court of competent jurisdiction to be invalid or not enforceable in any jurisdiction, shall be ineffective to the extent of such invalidity or unenforceability without invalidating or rendering unenforceable the remaining provisions hereof and any such invalidity or unenforceability in any jurisdiction shall not invalidate or render unenforceable such provision in any other jurisdiction.

Subcontracting and Assignment:

- a) This Agreement may not be assigned or transferred in whole or in part without a written amendment duly executed by both parties.
- b) If Contractor intends to utilize one or more subcontractors in performance of this Agreement, Contractor shall provide prior written notice to the System identifying the names and addresses of all such subcontractors to be utilized by Contractor in the performance of this Agreement, together with a description of the work to be performed by the subcontractor and the anticipated amount of money that each subcontractor will receive from Contractor for such work. This Agreement shall apply to and bind all subcontractors utilized by Contractor in the performance of this Agreement as fully and completely as Contractor is hereby bound and obligated. For purposes of this section, subcontractors are those specifically hired to perform all or part of the work or to provide equipment or supplies covered by the Agreement.

Termination:

- a) This Agreement may be terminated at any time by the mutual consent of the System and Contractor.
- b) Either party may, without the consent of the other party, terminate this Agreement upon 30 days' prior written notice to the other party.
- c) Notwithstanding any contrary provision in this Agreement, this Agreement may be terminated at the option of the System whenever the System determines that such termination is in its best interests, upon 30 days' prior written notice to Contractor.
- d) Upon notice of termination, Contractor shall cease work under this Agreement except work that TRS directs in writing to be completed, and take all necessary or appropriate steps to limit disbursements and minimize costs, and cooperate in good faith with TRS during the transition period between notification of termination and substitution of any replacement contractor. Contractor shall be entitled to payment for satisfactory supplies, equipment and/or services provided under the Agreement. In the event the System and Contractor cannot agree to the amount of payment due Contractor, Contractor will receive a percentage of payment provided under the Agreement equal to the percentage of work completed prior to termination of the Agreement. Contractor

shall immediately return to TRS any payments for supplies, equipment, or services that were not rendered by Contractor.

- e) Termination of this Agreement shall not relieve either party of any obligations hereunder which were incurred prior to the date upon which the termination is effective.

Third Parties Operating Policy: Contractor shall also comply with the System's Third Parties Operating Policy which shall be provided to Contractor and their personnel.

Use and Ownership: All work performed or created by Contractor under this Agreement, whether written documents or data, goods, or deliverables of any kind, shall be deemed work-for-hire under copyright law and all intellectual property and other laws, and the System is granted sole and exclusive ownership to all such work, unless otherwise agreed to herein. Contractor hereby assigns to the System all right, title, and interest in and to any such work including any related intellectual property rights, and/or waives any and all claims that Contractor may have to such work including the so-called "moral rights" in connection with the work. Confidential data or information contained in such work shall be subject to all confidentiality provisions of this Agreement.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date first above written.

[SIGNATURE BLOCK]