

**ANNUAL REPORT TO THE GOVERNOR**  
**AND GENERAL ASSEMBLY**

Submitted December 19, 2024  
In compliance with Public Act 96-0006  
Illinois Pension Code, 40 ILCS 5/1-109.1(8)



Submitted by:  
Teachers' Retirement System of the State of Illinois  
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## TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS

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December 19, 2024

To the Honorable Governor JB Pritzker & General Assembly:

The Teachers' Retirement System of the State of Illinois respectfully submits this report in compliance with 40 ILCS 5/1-109.1(8) of the Illinois Pension Code.

*Each retirement system, pension fund, and investment board subject to this Code, except those whose investments are restricted by Section 1-113.2 of this Code, shall submit a report to the Governor and the General Assembly by January 1 of each year that includes the following: (1) the policy adopted under subsection (4) of this Section, including the names and addresses of the emerging investment managers used, percentage of the assets under the investment control of emerging investment managers for the 3 separate goals, and the actions it has undertaken to increase the use of emerging investment managers, including encouraging other investment managers to use emerging investment managers as subcontractors when the opportunity arises; (ii) the policy adopted under subsection (5) of this Section; (iii) the policy adopted under subsection (6) of this Section; and (iv) the policy adopted under subsection (7) of this Section, including specific actions undertaken to increase the use of minority broker-dealers; and (v) the policy adopted under subsection (9) of this Section.*

If you have any questions about this report, do not hesitate to contact me directly.

Very truly yours,

A handwritten signature in blue ink, appearing to read 'SRupnik', with a long horizontal flourish extending to the right.

Stan Rupnik  
Executive Director & Chief Investment Officer

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## *Introduction*

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The Teachers' Retirement System of the State of Illinois (“TRS” or the “System”) continues its efforts to support diversity within its investment program and the overall organization. This report summarizes some of the System’s key initiatives with regard to the greater utilization of minority, female and disabled owned firms within TRS. Notable initiatives include:

- Formal adoption by the TRS Board of Trustees of utilization goals for both MWBE-owned investment management firms and MWBE-owned broker/dealers.
- Created a TRS-customized DEI metric and scorecard to more effectively measure a firm’s efforts around diversity.
- Increased the size of the Emerging Manager Program from \$750 million to \$1 billion confirming TRS’s long-standing commitment to increase diversity, equity and inclusion.
- Specific inclusion of qualified MWBE-owned investment management firms during the search process to encourage greater diversity of candidate firms.
- Establishment of a diversity subcommittee of the Board of Trustees to provide continued oversight and development of the System’s diversity initiatives.
- Expansion of the watch list criteria to include evaluating money managers for watch list due to inadequate performance on brokerage goals.
- Maintenance of a MWBE-owned broker/dealer database which is made available to the System’s external investment managers to assist in their compliance with TRS goals.
- Expanded efforts to hire diverse managers outside the Emerging Manager Program.
- Hosted the 19<sup>th</sup> Annual Opportunity Forum for the diverse and emerging manager and MWBE brokerage community that featured a diverse and emerging manager GP seeding panel, a broker panel and networking breakout sessions where attendees were given the opportunity to pitch their firms and strategies to asset class teams.

Also included in this document is TRS’s annual report on the use of women, minority and disabled-owned investment advisors and broker/dealers, attached as Exhibit F. The report provides greater detail on the current and historical amounts invested with specific MWBE firms, as well as more detailed information regarding TRS’s current initiatives.

The data presented in this report has been provided from State Street (TRS’s custodial bank during the fiscal year), reports submitted by external investment advisors, and reports from various broker/dealers utilized during the year. All data is as of June 30, 2024, unless otherwise noted.

## *Goals for utilization of MWBE investment managers & emerging managers, 40 ILCS 5/1-109.1(4)*

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The TRS Board of Trustees has formally established goals for improving the utilization of minority and woman-owned investment management firms within the System's investment portfolio. These goals are documented in the TRS Investment Policy in Section XX: Improving Access to the TRS Investment Process, attached as Exhibit A. Consistent with that policy, the TRS Board of Trustees has also adopted separate goals for the utilization of a) minority owned investment managers, b) female owned investment managers, and c) other/disabled owned investment managers. Recognizing the importance of diversity on multiple levels, these goals have also been divided to include specific guidelines on a portfolio asset basis as well as on a management fee basis. These goals for fiscal year 2024 are attached as Exhibit B. The Board of Trustees, at the October Board Meeting, will review goals for fiscal year 2025.

TRS maintains multiple initiatives to achieve the above referenced goals. On the brokerage side, the System maintains an open database of all minority, female and disabled-owned broker/dealers that have submitted information about their firm to TRS. TRS makes this information known to all of the System's investment managers. Further, TRS hosts an annual "Opportunity Forum" to discuss and educate a broad range of participants on this important issue. Attendees at the Forum include all of the System's investment managers, representatives from any interested broker/dealer from the MWBE database, emerging investment managers, members of the Illinois General Assembly, and representatives of the TRS Board of Trustees and staff.

On the investment management side, TRS continues to actively network and interact with promising minority- and female-owned investment management firms. TRS staff seeks to include MWBE candidates for all investment management searches and to bring qualified MWBE candidates to the Board as finalists in these searches. Separately, TRS continues to see significant success in the implementation of the System's Emerging Managers Program. This program was formally established by the TRS Board of Trustees to allow for greater participation of emerging investment managers within the TRS portfolio. Documentation related to the program is included in the TRS Investment Policy in Section XXI: Emerging Managers Program, attached as Exhibit C.

On June 30, 2024, TRS had 91 individual investment mandates with minority- and female-owned firms. A list of these firms is provided in Exhibit D. This program is focused on spending staff and our consultant's time on proactively seeking up-and-coming managers.

*Goals for increasing racial, ethnic, gender diversity of fiduciaries, consultants, and senior staff, 40 ILCS 5/1-109.1(5)*

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TRS currently utilizes three consultants within its investment program including the general investment consultant (RVK, Inc.) and specialist consultants for investments in private equity (StepStone Partners), real estate (StepStone Partners), private credit (Aksia LLC) and diversifying strategies (Aksia LLC). On an annual basis, TRS requests written documentation with regard to each firm's diversity and any initiatives related to ensuring greater participation of MWBE-owned investment services firms.

On a routine basis (not more than every five years), TRS conducts a full request for proposal to rebid consultant services. A candidate firm's personnel diversity and policies related to MWBE participation are critical criteria during this search process. TRS highly values candidates who are dedicated to ensuring an open and inclusive investment management search process and possess formal plans for better inclusiveness of MWBE-owned firms within that process.

The System annually prepares an Affirmative Action Plan that is submitted to the Department of Human Rights. The Affirmative Action Plan sets forth TRS's policy for taking affirmative action to correct underutilization of qualified minorities, females, and persons with disabilities not just at the senior staff level, but at all levels of employment. TRS's Affirmative Action Plan policy statement for FY2024 is attached as Exhibit G.

*Goals for utilization of businesses owned by minorities, females, and persons with disabilities, 40 ILCS 5/1-109.1(6)*

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The Teachers' Retirement System has adopted the Expenditure Management operating policy which includes the System's goal for utilization of businesses owned by minorities, females, and persons with disabilities in the section entitled "MBE/FBE/PBE Utilization Goals" in the operating policy, attached as Exhibit H. Current utilization is at approximately 13.95% (as of fiscal year 2024) of the total dollar amount of all non-investment vendor contracts for goods and services provided to TRS. The System was over its established goal by 3.95%.

Summary Utilization Data:

Fiscal Year	Goal	Utilization %	Over/Under Goal	Utilization \$
2023	10.00%	9.40%	-0.60%	\$1,081,059
2024	10.00%	13.95%	+3.95%	\$1,882,768

Goals for increasing utilization of MWBE broker/dealers, 40 ILCS 5/1-109.1(7)

As discussed in the first section of this report, the System’s goals for the utilization of MWBE broker/dealers are documented within the TRS Investment Policy in Section XX: Improving Access to the TRS Investment Process (see Exhibit A). These goals are updated on an annual basis by a formal vote of the TRS Board of Trustees.

Also, as previously discussed, TRS does initiate important initiatives in an effort to increase the utilization of MWBE broker/dealers within the TRS investment program. The most important of these initiatives are: 1) the maintenance of a comprehensive database of MWBE broker/dealers which is made available to all TRS investment managers; and 2) the hosting of an annual Opportunity Forum in an effort to foster productive working relationships between the System’s investment managers and the MWBE broker community.

Data on the actual use of MWBE broker/dealers through June 30, 2024, is included in Exhibit E. For fiscal year 2024, the following goals were approved:

Goals for FY2024

Domestic Equity	35.00%
International Equity	17.00%
Fixed Income	17.00%



## EXHIBIT A: Improving Access to the TRS Investment Process

*(From the TRS Investment Policy)*

### XX. Improving Access to the TRS Investment Process

This policy on the utilization of minority and female-owned Investment Managers and broker/dealers is intended to memorialize existing policy direction from this Board to the Staff. As a consequence of this policy direction, Staff has successfully increased utilization percentages and amounts expended on a consistent basis since Fiscal Year 2000.

To achieve continued utilization increases, this policy establishes progressive and measurable utilization guidelines that reflect our historic commitment and future vision.

The term MWBE "minority, women business enterprise" (MWBE) will be used for all firms as defined in the Illinois Business Enterprise for Minorities, Females, and Persons with Disabilities Act. On an annual basis, the Board will assess the effectiveness of the procedures established by which these objectives are to be met unless circumstances warrant more frequent review.

Allocations of the System's assets to MWBE Investment Managers will be made in accordance with the fiduciary standards under which the Fund operates. Broker/dealer transactions completed with MWBE firms on behalf of the System must be completed at rates fully competitive with the market.

#### MWBE Broker/Dealer Utilization

Annually, each public markets Investment Manager retained by the System shall establish a MWBE broker/dealer utilization objective that shall be consistent with the System's commitment to including all segments of the economic community. For Fiscal Year 2024, the objective shall be:

35.0% domestic equities, 17.0% international equities; 17.0% global income

On a quarterly basis, each Manager shall report on the progress towards attaining the adopted objective. Each report shall include all transactions involving or impacting a MWBE broker/dealer, whether by direct transaction, step-out, referred transactions, or any other means that provide economic benefit to a MWBE broker/dealer.

Investment Staff shall monitor the progress toward objectives, initiate necessary contact with Managers as required, and report their findings and conclusions to the Board. Investment Managers may be requested to appear before the Board, any Trustee designated by the Board, or Staff to discuss compliance with this policy. Managers may also become eligible for the System's Watch List based upon compliance with this policy.

At the time of becoming a search finalist, upon initial retention, and periodically as appropriate, all public markets Managers shall be provided written notice of the System's brokerage goals and expectations.

### MWBE Investment Manager Utilization

As a result of the System's commitment to the selection and retention of qualified MWBE investment managers, assets managed by MWBE firms have increased to over 20% of the trust fund. Recognizing that additional increases are desirable and can be achieved as manager searches are conducted, the objective for Fiscal Year 2024 is 22% of the total fund.

In compliance with 40 ILCS 5/1-109.1, the Board will also establish diversity goals for both assets under management by and manager fees paid to MWBE investment firms within the System's broad asset classes. Separately and also in accordance with 40 ILCS 5/1-109.1, TRS staff will present to the Board as a finalist the best and most qualified MWBE firm for all of the System's public investment manager searches. Any candidate presenting as a finalist must still meet the minimum criteria as specified in the search profile.

Investment Staff shall monitor the progress toward objectives and report to the Board semi-annually. In addition to a utilization analysis, Staff shall report on significant steps taken to achieve the stated objectives.

### Transition Management

Prior to the award of a contract for transition management services, the Chief Investment Officer shall ascertain the transition manager's proposed utilization of MWBE broker/dealer services and determine that the proposal is consistent with the System's utilization objectives.

### Trustee Oversight

To ensure that all Trustees are aware of the System's efforts and achievements, the Investment Committee will review the utilization of MWBE brokers/dealers and Investment Managers. The Chair shall be responsible for interfacing with the Consultant as necessary regarding the inclusion of MWBE firms in manager searches.

## EXHIBIT B: MWBE Goals Adopted by the TRS Board of Trustees

Goals adopted by the TRS Board of Trustees for Fiscal Year 2024. The Board of Trustees, at the October Board Meeting, will review goals for fiscal year 2025.

### **FY2024 Proposed MWBE Goals**

	<u>Global Equities</u>	<u>Global Income</u>	<u>Alternatives</u>	<u>Total Fund</u>
<b><u>AUM Based Targets</u></b>				
African American	0.50%	2.00%	1.00%	3.50%
Female	11.25%	2.00%	1.00%	14.25%
Hispanic	0.50%	1.00%	2.00%	3.50%
Asian/Other	0.25%	0.25%	0.25%	0.75%
<b>Sub-Total MWBE &amp; Other</b>	<b>12.50%</b>	<b>5.25%</b>	<b>4.25%</b>	<b>22.00%</b>

	<u>Global Equities</u>	<u>Global Income</u>	<u>Alternatives</u>	<u>Total Fund</u>
<b><u>Fee Based Targets</u></b>				
African American	2.00 to 3.00%	1.50 to 2.50%	2.50 to 3.50%	2.25 to 3.00%
Female	3.00 to 4.00%	3.25 to 4.25%	0.5 to 1.0%	0.50 to 1.50%
Hispanic	2.00 to 3.00%	2.25 to 3.00%	2.00 to 3.00%	2.25 to 3.00%
Asian/Other	0 to .5%	0 to 1.75%	3.00 to 4.00%	3.00 to 4.00%
<b>Sub-Total MWBE &amp; Other</b>	<b>8.0 to 11.5%</b>	<b>8.0 to 11.5%</b>	<b>8.0 to 11.5%</b>	<b>8.0 to 11.5%</b>

### **FY2024 - Asset Based and Fee Based**

	<u>Global Equities</u>	<u>Global Income</u>	<u>Alternatives</u>	<u>Total Fund</u>
<b><u>AUM Based Targets</u></b>				
African American	0.00%	1.81%	2.06%	3.87%
Female	17.76%	1.37%	0.24%	19.37%
Hispanic	0.00%	2.10%	2.20%	4.30%
Asian/Other	0.00%	0.54%	1.69%	2.23%
<b>Sub-Total MWBE &amp; Other</b>	<b>17.76%</b>	<b>5.82%</b>	<b>6.19%</b>	<b>29.77%</b>

	<u>Global Equities</u>	<u>Global Income</u>	<u>Alternatives</u>	<u>Total Fund</u>
<b><u>Fee Based Targets</u></b>				
African American	0.00%	0.62%	1.63%	2.25%
Female	0.37%	0.85%	0.81%	2.03%
Hispanic	0.00%	0.51%	2.71%	3.22%
Asian/Other	0.00%	0.76%	2.41%	3.17%
<b>Sub-Total MWBE &amp; Other</b>	<b>0.37%</b>	<b>2.74%</b>	<b>7.56%</b>	<b>10.67%</b>

### **Variance of Actual FY2023 vs. Goals for FY2023**

	<u>Global Equities</u>	<u>Global Income</u>	<u>Alternatives</u>	<u>Total Fund</u>
<b><u>AUM Based Targets</u></b>				
African American	-0.50%	-0.19%	1.06%	0.37%
Female	6.51%	-0.63%	-0.76%	5.12%
Hispanic	-0.50%	1.10%	0.20%	0.80%
Asian/Other	-0.25%	0.29%	1.44%	1.48%
<b>Sub-Total MWBE &amp; Other</b>	<b>5.26%</b>	<b>0.57%</b>	<b>1.94%</b>	<b>7.77%</b>

	<u>Global Equities</u>	<u>Global Income</u>	<u>Alternatives</u>	<u>Total Fund</u>
<b><u>Fee Based Targets</u></b>				
African American	-2.00%	-0.88%	-0.87%	-0.75%
Female	-2.63%	-2.40%	0.31%	0.53%
Hispanic	-2.00%	-1.74%	0.71%	0.22%
Asian/Other	0.00%	0.76%	-0.59%	-0.83%
<b>Sub-Total MWBE &amp; Other</b>	<b>-6.63%</b>	<b>-4.26%</b>	<b>-0.44%</b>	<b>-0.83%</b>

MWBE Percentage of Fund as of June 30, 2024: 29.77%

## EXHIBIT C: EMERGING MANAGERS PROGRAM

*(From the TRS Investment Policy)*

### XXI. Emerging Managers Program

#### Introduction

The Trustees of the Teachers' Retirement System ("TRS") have established the following guidelines for management of the TRS Emerging Managers Program ("Program"). In establishing these guidelines, it is the Board's intention to assure all interested parties that decisions made in carrying out these actions occur in a full disclosure environment characterized by objective evaluation and proper documentation. The overriding consideration with respect to all decisions is that they shall be made solely in the best interest of plan participants and beneficiaries.

#### Clearly Defined Objectives

The adoption of an Emerging Managers Program focuses on the development of long-term relationships between TRS and growing investment management organizations. The objectives of the Program include:

- Investment in promising younger, growing investment managers that currently have smaller asset bases and developing track records;
- Access to firms that, while possessing a marketable investment philosophy or process, have not dedicated marketing resources to identifying themselves to plan sponsors and the investment consultant community;
- Ability to better utilize minority- and female-owned investment managers, as well as Illinois-based investment managers.

In May 2005, the TRS Board approved a commitment of \$500 million for the creation of an Emerging Managers Program. At the time of commitment, this represented approximately 1.5% of the total Fund, with funding from the domestic large-cap index fund. The Program represents a total commitment of up to \$1 billion from the total fund. The Program will apply to both public and private markets asset classes, with evaluation criteria based on the specific asset class of each investment. Overall, the Program is intended to create meaningful long-term relationships with emerging investment managers with the objective that the superior performers will, at some time, progress into a full TRS investment allocation<sup>1</sup>.

#### Search and Selection Process

The selection of emerging investment managers for participation in the Program will be accomplished from the following steps:

##### *1. Identification of emerging investment managers*

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<sup>1</sup> Assignment to a full TRS investment mandate implies movement outside of the Program and into the overall portfolio allocation. These mandates are typically much larger assignments and are critical components to the TRS investment portfolio's positioning with regards to asset class and overall investment style diversification.

Initially, Staff will maintain information on a universe of identified emerging investment managers. The process is intended to be ongoing, with manager profiles added and performance information updated as necessary. Qualified investment managers will be encouraged, at any time, to submit detailed information with the relevant specifics of the firm's organization and investment products. The standardized informational questionnaire will be made available to all firms through TRS's website, or as requested by Staff.

## *2. Analysis for qualified candidates*

The second step is identifying emerging investment organizations and products that meet TRS criteria. Periodically, TRS Staff will review the information on all identified emerging investment managers. Staff will search for emerging managers possessing a strategy or process that appears to be well-positioned for an allocation within the TRS investment portfolio.

## *3. Solicit additional information from qualified candidates*

Once identified as a promising candidate, Staff will request further information relating to the manager's organization, investment philosophy, investment process, key personnel, risk controls, performance history, and fee structure.

## *4. Due diligence*

Following review of a candidate's detailed information, Staff will conduct a meeting with the firm's management team. As necessary, Staff will conduct on-site due diligence to review, among other things, the depth of the firm's personnel, internal policies, technological resources, risk management capabilities, and compliance monitoring. Any available analysis from the Consultant will also be included in the due diligence process.

## *5. Final Recommendation and Selection*

Based on the analysis of Staff and Consultant, Staff will recommend managers to the applicable Staff Oversight Committee for final approval. In choosing the finalists, Staff will favor those firms that, based on quantitative and qualitative factors, appear to have the highest probability of success over the next three to five years and appear to be best prepared to develop into a full TRS investment mandate outside of the Program. With approval, staff is authorized to implement the recommendation. At the next scheduled meeting of the Investment Committee following the commitment, staff will provide the Committee with necessary reports related to any commitment, including a selection/compliance checklist confirming adherence to Board-approved policies.

### Initial Funding

Staff recommendations for a specific initial funding amount are made to the applicable Staff Oversight Committee. A number of factors will be considered when making an allocation recommendation, including:

- asset class and general diversification of the Emerging Manager Program

- product strategy and long-term fit within the TRS investment program
- risk/return profile of the product
- size and depth of firm, including a long-term plan for the institutionalization of the firm

Recognizing the intent of the Program is to develop long-term relationships with promising emerging managers that may, in the future, occupy full TRS mandates, the Program is exempt from systematic rebalancing activity. Additional funding or withdrawals of capital from the Program or its participating managers will be based on continued analysis by Staff and Consultant, with formal recommendations presented to the Staff Oversight Committee as appropriate.

#### Proper Documentation and Full Disclosure

When overseeing reviews of the delegated hiring of an external investment service provider, the primary focus of the Investment Committee and Board shall be on whether decisions followed established processes and procedures in the Pension Code, administrative rules, and this Investment Policy. Toward this end, the Chair and Committee members may request written supporting documentation to ensure disclosure of all relevant issues. In evaluating a hiring decision, Staff, Consultant, and the applicable Staff Oversight Committee should review documentation to ensure that the basis for the recommendation was fair and that the screening process was consistently applied. Potential service providers or candidates may, at the pleasure of the Committee Board or upon the recommendation of Staff and Consultant, be asked to make a formal presentation to the Committee at any time.

#### Defining Expectations

In the case where a manager is hired, the search process document shall include, but may not be limited to the following:

1. a summary of performance criteria considerations,
2. the absolute and relative risks inherent in the manager's approach,
3. staff's qualitative assessment, and
4. identification of relevant comparative measures such as benchmarks and/or peer samples, and proposed fee structure.

Staff and Consultant shall incorporate the relevant factors related to the expectations of the manager into the executed Investment Management Agreement.

#### Board Reporting and Monitoring

After a manager is selected for the Program, Staff will regularly monitor the manager's results versus expectations. Staff will conduct periodic due diligence meetings with the outside organizations and may provide the Board with reports summarizing the assessments made. All material events regarding an investment manager will be communicated to the applicable Staff Oversight Committee and, when deemed necessary, to the Board.

#### Program Funding: Graduation/Termination

Based on a manager's performance within the Program, combined with demonstrated development of the investment manager organization, staff may recommend graduation of a mandate into the TRS investment portfolio. The recommendation and related due diligence will be presented to the applicable

Staff Oversight Committee for consideration and approval. In the event of a graduation, the Emerging Manager Program shall be “reimbursed” in the amount equal to the initial funding of the investment manager.

Similarly, in the event of a termination of a mandate from the Emerging Manager Program. In the event of termination, unless otherwise stated the Program shall be reimbursed by an amount equal to the initial funding of the investment manager.

Note that investments in private markets can differ from investments in the public asset classes due to the longer commitment period. In these cases, staff will provide a recommendation regarding graduation/termination to the applicable Staff Oversight Committee within two to five years from the initial investment. Based on the Staff Oversight Committee approval, the investment will be removed from the Program and reimbursement to the Program shall be completed as specified above.

#### Termination Guidelines

As with all TRS investment managers, there will be instances in which it will be necessary for the System to terminate a contractual relationship with an Investment Manager. The same guidelines for managers within the Program will exist to assist in making these termination decisions. Specifically, any action to terminate a manager should be based on one or more of the following primary criteria:

- significant changes in firm ownership and/or structure
- loss of one or more key personnel
- significant loss of clients and/or assets under management
- shifts in the firm’s philosophy or process
- significant and persistent lack of responsiveness to client requests
- changes in TRS’s investment strategy eliminating the need for a particular style or strategy
- violations of TRS’s Investment Policy or Parameters
- unsatisfactory investment performance
- identification of a new asset class or approach which has been approved in advance by the Board
- a need for diversification of styles within an existing asset class

This list is not intended to be exhaustive. Manager terminations shall be assessed based on the specific facts and circumstances of each case. Additionally, due to the nature of the Program, it may be necessary at some point to terminate a relationship given the inability of a manager to develop to the point that they might manage a full TRS investment mandate. The objective of the Program is intended to be a catalyst for the development of emerging investment managers. To the extent that an investment manager does not show the development characteristics necessary to manage a full institutional mandate, allocations within the Program should be redirected to other managers showing those characteristics.

Prior to the termination decision, the primary and other relevant considerations shall be identified, described, and ranked by importance. An evaluation covering the quantitative and qualitative issues to be considered will be developed for each case and the relative importance of each evaluation area will

be determined. Documentation regarding any such action should include, but is not limited to, the following items:

- a full description of the reason for the action, including the specific elements serving as the basis for the evaluation and identification of the relevant issues from the System's perspective
- the assumptions made in the evaluation, if any
- the results considered and/or qualitative issues upon which the action was based
- an objective discussion of the risks, costs, and expected benefits is also to be included if appropriate to the subject matter

Consistent with other termination guidelines, Staff and Consultant, with the approval of the applicable Staff Oversight Committee, may initiate termination of any public markets emerging manager meeting the System's Watch List criteria or for any other immediate concern(s) as specified above. In the event of termination Staff, with the approval of the Staff Oversight Committee, will transition assets from the terminated manager to the successful finalist of a manager search, rebalance to other TRS investment managers, or assign the assets to passive index management. A report shall be provided to the Investment Committee and Board at the meeting immediately following termination and transition.



## EXHIBIT D: MWBE and Emerging Managers

Teachers' Retirement System of the State of Illinois

MWBE and Emerging Managers

June 30, 2024

3 Boomerang Capital  
382 Greenwich Ave., Ste 1  
Greenwich, Ct 06830  
Operations Contact:  
Erjona Takaj, CFO, CCO  
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Email: e.takaj@3boomerang.com

5<sup>th</sup> Century Capital Partners  
353 N. Clark St., Suite 1400A  
Chicago, Illinois 60654  
Operations Contact:  
Joe Ayisi, CFO  
Phone: 320-242-0071  
Email: jayisi@5cpartners.com

Alkemi Growth Capital  
90/12 Malviya Nagar  
New Delhi, Delhi 110017  
Client Service:  
Alka Goel, Founder and Managing Partner  
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**EXHIBIT E: MWBE-Owned Broker-Dealer Utilization**

The following represents data for the utilization of minority, women, and disabled-owned broker/dealers for the fiscal year ended June 30, 2024.

<u>U.S. Equity</u>	
MWBE Percent of total commissions	63.9%
TRS FY20 utilization goal	35.0%
Over/Under U.S. Equity Goal	+28.9%
<u>International Equity</u>	
MWBE percent of total commissions	19.1%
TRS FY20 utilization goal	17.0%
Over/Under International Equity Goal	+2.1%
<u>Total Global Equity</u>	
Total Commission	\$6.513 million
Total MWBE Commissions	\$1.444 million
Total MWBE Commissions (%)	22.2%

<u>Global Fixed Income</u>	
Total Market Value Traded	\$7.671 billion
MWBE Market Value Traded	\$2.386 billion
MWBE percent of market value traded	31.1%
TRS FY20 utilization goal	17.0%
Over/Under Fixed Income Goal	+14.1%

EXHIBIT F: December 2024 Report on MWBE-Owned Investment Advisor & Broker/Dealer Utilization

*(See attached PowerPoint presentation)*

## EXHIBIT G: Affirmative Action Plan Policy Statement

### POLICY STATEMENT

1. The Teachers' Retirement System will provide equal opportunities to its employees and applicants on the basis of merit, without regard to actual or perceived race, color, religion, sex, sexual orientation, age, marital status, military status, pregnancy, order of protection status, certain unfavorable discharges from military service, political affiliation, citizenship, ancestry, national origin, physical or mental disability, genetic information or any other characteristic protected by law. This statement applies to all aspects of personnel management including, but not limited to, recruitment and selection, promotion and training, position classification and compensation, benefits, transfers, disciplinary actions, leaves and layoffs.
2. The Teachers' Retirement System is committed to taking affirmative action to correct underutilization of qualified minorities, females and persons with disabilities in all levels of employment. TRS is also committed to full compliance with provisions of state and federal laws regarding equal employment opportunities.
3. All managers, supervisors and administrative staff are expected to support the implementation of the Affirmative Action Plan. It must be understood that these policies govern all TRS operations.
4. Employees who feel they have been dealt with in violation of these policies will be free to file a complaint with the EEO/AA/ADA Officer without fear of retribution. Employees may also file a complaint with the Department of Human Rights or with the Equal Employment Opportunity Commission within 300 days of the alleged discriminatory act.
5. The System is committed to ensure reasonable accommodations and careful consideration to applicants and/or employees with disabilities.
6. The System will provide all employees with the opportunity to voluntarily and confidentially self-identify and declare disabilities.
7. This System is committed to provide a work environment that is free from harassment of any kind.



## EXHIBIT H: Expenditure Management Policy MBE/FBE/PBE Utilization Goal

*(From the TRS Expenditure Management Operating Policy)*

### MWBE Utilization Goal

The term “MWBE” is intended to encompass all of the following: “minority-owned business”, “women owned business”, and “business owned by a person with a disability” as those terms are defined in the Illinois Business Enterprise for Minorities, Females, and Persons with Disabilities Act (the “Act”). It shall be the aspirational goal of the System to utilize MWBE businesses for not less than 20% of contracts awarded for “information technology services”, “accounting services”, “insurance brokers”, “architectural and engineering services”, and “legal services” as those terms are defined in the Act, as provided in the Pension Code. Utilization goals for investment services are separately stated in the TRS Investment Policy.

All Requests for Proposals (RFP), Requests for Information (RFI), and formal bid opportunities to provide goods and services to TRS are posted on the TRS website in the vendor information area. To the extent possible, TRS utilizes resources of the State of Illinois Business Enterprise Program (BEP) including the BEP Vendor Directory in striving to meet its MWBE utilization goal. Interested vendors that qualify are encouraged to register with the State of Illinois BEP, and to respond to any open TRS business opportunities posted on the TRS website for which they are qualified.

**FY2024 Annual Report on the use of:**

**MINORITY, WOMEN, AND DISABLED-OWNED  
(MWBE) INVESTMENT ADVISORS AND  
BROKER/DEALERS**

**December 19, 2024**



**Illinois Pension  
Code annual  
filing**

# SOURCE INFORMATION

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During FY2024, TRS continued its support of MWBE-owned investment advisors and broker/dealers. In the event an investment advisor search is needed, TRS and its consultant, RVK, use investment manager databases and software packages that provide opportunities to all investment advisors and surpass the minimum search criteria. TRS continues to encourage greater diversity in the search process.

TRS maintains a database consisting of a comprehensive list of MWBE broker/dealers in the United States. External investment advisors are encouraged to use MWBE broker/dealers, given best price and execution capabilities.

Data sources for this document are State Street (TRS's custodial bank utilized during the fiscal year) reports submitted by external investment advisors, and various broker/dealers. The report encompasses requested data and outlines the use of MWBE investment managers, broker/dealers, and relevant discussions of the data set forth herein.

**All data is as of June 30, 2024 (unless otherwise noted) and is subject to change.**

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# EXECUTIVE SUMMARY

During FY2024, TRS continued its efforts to increase the inclusion of minority and women business enterprises (MWBE) in its investment program.

## New Allocations

EMP	Manager	Ownership	Asset Class	Strategy	Allocation (MM)
	Arga Investment Management	Asian/Other	International Equity	Emerging Markets	\$50
					\$50

# EXECUTIVE SUMMARY (CONTINUED)

## Expanded Relationships

EMP	Manager	Ownership	Asset Class	Strategy	Allocation (MM)
	Vista Equity Partners	African American	Private Equity	Buyout	\$20
EM	OceanSound Partners	Latino	Private Equity	Buyout	\$40
EM	MaC Venture Capital	African American	Private Equity	Venture Capital	\$15
EM	Stellex Capital Partners	African American	Private Equity	Special Situations	\$50
	Vista Equity Partners	African American	Private Equity	Buyout	\$75
	Vista Equity Partners	African American	Private Equity	Buyout	\$75
					\$275

# EXECUTIVE SUMMARY (CONTINUED)

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## Investment Advisory Activity

In FY2024, TRS invested \$325 million of capital with MWBE firms

- Private Equity                      \$275 million
- International Equity      \$50 million

TRS's FY24 MWBE assets under management (AUM) were 29.76%

MWBE-owned firms, as of June 30, 2024, managed 29.76% of the total TRS portfolio compared to 29.50% in FY23.

Assets under management by MWBE firms totaled \$21.2 billion as of June 30, 2024, compared to \$19.6 billion in FY23; an increase of \$1.6 billion.

**MWBE Investment Advisors managed 29.76% of Total TRS Fund**

# EXECUTIVE SUMMARY (CONTINUED)

## Broker/Dealers

- Through this initiative, TRS investment managers used 21 MWBE broker/dealers in FY 2024
- At fiscal year-end, there were 47 recognized MWBE broker/dealer firms participating in the TRS investment program
  - By ownership:
    - 14 were African American-owned
    - 9 were Latino-owned
    - 13 were Female-owned
    - 11 were Other (Asian)/Disabled Veteran-owned
  - Of the 47 MWBE broker/dealers, 11 were Illinois-based



# EXECUTIVE SUMMARY (CONTINUED)

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## Broker/Dealers

- Global equity commissions paid to MWBE broker/dealers were \$1.4 million during FY24 or 22.2% of all global equity commissions.
  - This was the tenth consecutive year above 20.0% utilization.
  - 15 MWBE equity broker/dealers were utilized in FY24. This was up from the 14 utilized in FY23.
- Global income market value traded with MWBE broker/dealers was \$2.4 billion, or 31.1% of all TRS global income trades.
  - Global income brokerage was over its target by 14.1% in FY24.
  - 13 Global income MWBE broker/dealers were utilized during FY24. This was an increase from 8 in FY23.

# ESTABLISHED FY24 MWBE GOALS

The TRS Board of Trustees adopted the following goals for the continued participation of MWBE-owned financial services firms. FY2025 goals will be finalized and voted on at the October 2024 TRS Board Meeting. In FY2024, the Board approved increasing the Domestic Equity MWBE brokerage utilization goal to 35% from 30% and the Global Income goal from 16% to 17%. All other goals remained unchanged. The goals are:

## GOAL: MWBE Investment Management and Fee Objectives FY2024:

- Established for Global Equities, Global Income, Alternatives, and Total Fund Goals for:
  - Minority, Female, and Other MBE/Disabled

	<u>Global Equities</u>	<u>Global Income</u>	<u>Alternatives</u>	<u>Total Fund</u>
<b><u>AUM Based Targets</u></b>				
African American	0.50%	2.00%	1.00%	3.50%
Female	11.25%	2.00%	1.00%	14.25%
Hispanic	0.50%	1.00%	2.00%	3.50%
Asian/Other	0.25%	0.25%	0.25%	0.75%
<b>Sub-Total MWBE &amp; Other</b>	<b>12.50%</b>	<b>5.25%</b>	<b>4.25%</b>	<b>22.00%</b>

	<u>Global Equities</u>	<u>Global Income</u>	<u>Alternatives</u>	<u>Total Fund</u>
<b><u>Fee Based Targets</u></b>				
African American	2.00 to 3.00%	1.50 to 2.50%	2.50 to 3.50%	2.25 to 3.00%
Female	3.00 to 4.00%	3.25 to 4.25%	0.5 to 1.0%	0.50 to 1.50%
Hispanic	2.00 to 3.00%	2.25 to 3.00%	2.00 to 3.00%	2.25 to 3.00%
Asian/Other	0 to .5%	0 to 1.75%	3.00 to 4.00%	3.00 to 4.00%
<b>Sub-Total MWBE &amp; Other</b>	<b>8.0 to 11.5%</b>	<b>8.0 to 11.5%</b>	<b>8.0 to 11.5%</b>	<b>8.0 to 11.5%</b>

## GOAL: MWBE Brokerage Objectives FY2024:

- 35.0% Domestic equities
- 17.0% International equities
- 17.0% Global income



Subsequent goals are to be established by the Board of Trustees on an annual basis.

# CURRENT INVESTMENT MANAGERS

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MWBE-owned investment advisor firms within the TRS investment program represent:

- 41 investment firms are currently managing assets for TRS for FY24
- FY24 total assets under management were \$21.2 billion, an increase of about \$1.6 billion compared to \$19.60 billion in FY23
  - MWBE AUM was 29.76% in FY24 vs. 29.50% in FY23
- Estimated FY24 MWBE investment advisory fees are expected to total approximately \$37.7 million, a decrease of \$16.8 million from FY23's \$54.5 million
  - On a relative basis, FY24 MWBE advisory fees are expected to be approximately 10.67% of the total advisory fees paid to managers
  - TRS has continued to drive MWBE commitments in private equity, private credit, and alternatives in FY24

# CURRENT INVESTMENT MANAGERS (CONTINUED)

## Minority and Female-Owned External Managers as of June 30, 2024

Asset Manager	Market Value	Unfunded Commitment	Total Exposure Value	% of Total Fund	Asset Manager	Market Value	Unfunded Commitment	Total Exposure Value	% of Total Fund
<b>Domestic Equity</b>					<b>Real Assets<sup>1</sup></b>				
RhumbLine Advisors	11,979,077,464		11,979,077,464	16.79%	Brasa <sup>EM</sup>	34,833,098	114,366,375	149,199,473	0.21%
<b>Subtotal</b>	<b>11,979,077,464</b>		<b>11,979,077,464</b>	<b>16.79%</b>	Elion Partners <sup>EM</sup>	6,477,161	44,142,053	50,619,214	0.07%
<b>International Equity</b>					<b>Subtotal</b>				
Arga Investment Management	58,006,055		58,006,055	0.08%	Sheridan	17,385,000	10,140,000	27,525,000	0.04%
Causeway Capital Management	831,748,010		831,748,010	1.17%	<b>Subtotal</b>	<b>58,695,259</b>	<b>168,648,428</b>	<b>227,343,687</b>	<b>0.32%</b>
Strategic Global Advisors	374,128,549		374,128,549	0.52%	<b>Private Equity<sup>2</sup></b>				
<b>Subtotal</b>	<b>1,263,882,615</b>		<b>1,263,882,615</b>	<b>1.77%</b>	3 Boomerang Capital <sup>EM</sup>	60,350	24,745,550	24,805,900	0.03%
<b>Global Income<sup>3</sup></b>					<b>Alkemi<sup>EM</sup></b>				
Basis <sup>EM</sup>	81,952,333	30,474,892	112,427,225	0.16%	Avance <sup>EM</sup>	13,335,696	10,459,900	23,795,596	0.03%
Blantyre <sup>EM</sup>	43,069,648	15,747,499	58,817,148	0.08%	Clearlake	554,691,418	181,789,539	736,480,957	1.03%
Dignari <sup>EM</sup>	56,869,578	77,498,014	134,367,592	0.19%	FVLCRUM <sup>EM</sup>	6,412,230	14,830,584	21,242,814	0.03%
Edelweiss	74,604,212	77,309,874	151,914,086	0.21%	Grain Communications <sup>EM</sup>	213,459,300	15,562,009	229,021,310	0.32%
L2 Point <sup>EM</sup>	14,638,442	12,399,228	27,037,670	0.04%	ICV Partners <sup>EM</sup>	68,495,222	2,671,816	71,167,038	0.10%
LCM Partners	249,290,527	110,845,539	360,136,067	0.50%	IL Asia Investors	241,105,105	1,296,088	242,401,193	0.34%
Loop Capital	1,277,162,431	0	1,277,162,431	1.79%	Leeds Illuminate <sup>EM</sup>	29,519,138	6,434,662	35,953,800	0.05%
Payden & Regal	449,520,288	0	449,520,288	0.63%	Live Oak Venture Partners <sup>EM</sup>	24,184,840	23,100,000	47,284,840	0.07%
Garcia Hamilton	908,456,160		908,456,160	1.27%	Longitude	36,776,327	42,934,191	79,710,518	0.11%
Pharmakon Advisors	77,492,083	21,697,988	99,190,071	0.14%	MaC Venture Capital <sup>EM</sup>	7,078,804	15,934,763	23,013,567	0.03%
TerraCotta <sup>EM</sup>	100,877,626	0	100,877,626	0.14%	Mill Point Partners	37,508,102	14,933,023	52,441,125	0.07%
Varadero	34,698,633	23,779,138	58,477,771	0.08%	New MainStream Capital <sup>EM</sup>	42,528,560	21,079,317	63,607,877	0.09%
<b>Subtotal</b>	<b>3,368,631,961</b>	<b>369,752,173</b>	<b>3,738,384,134</b>	<b>5.24%</b>	OceanSound Partners <sup>EM</sup>	45,656,162	23,070,207	68,726,369	0.10%
<b>Diversifying Strategies</b>					<b>Palladium Equity Partners<sup>EM</sup></b>				
Alphadyne	342,819,381		342,819,381	0.48%	SK Capital Partners	382,698,181	169,244,237	551,942,418	0.77%
Varadero	269,671,192	0	269,671,192	0.38%	Siris Partners	143,582,562	12,451,675	156,034,237	0.22%
<b>Subtotal</b>	<b>612,490,573</b>		<b>612,490,573</b>	<b>0.86%</b>	Stellex Capital Partners <sup>EM</sup>	41,431,987	59,597,759	101,029,746	0.14%
					<b>Sunstone Partners<sup>EM</sup></b>				
					<b>Vista Equity</b>				
					<b>Subtotal</b>				
					<b>MWBE Total</b>				
					<b>19,820,001,491</b>				
					<b>1,420,723,271</b>				
					<b>21,240,724,762</b>				
					<b>29.76%</b>				

**Notes:**

<sup>1</sup> "EM" are managers currently in the Emerging Manager Program

\* Most Private market funds report on a quarter lag. These are preliminary estimates for the reporting quarter only.

1 Real Estate "Total Exposure Value" figures were provided by Stepstone (as of 6/30/24), include Unfunded Commitments and Total Cash Available for Reinvestment and are calculated by adding capital calls and subtracting returns of capital from the market value

2 Private Equity "Total Exposure Value" figures were provided by Stepstone (as of 6/30/24), include Unfunded Commitments and Total Cash Available for Reinvestment and are calculated by adding capital calls and subtracting returns of capital from the market value

3 Global Income's Private Market Accounts "Total Exposure Value" figures were provided by Aksia (as of 6/30/24), include Unfunded Commitments and Total Cash Available for Reinvestment and are calculated by adding capital calls and subtracting returns of capital from the market value

4 Domestic Equity, Int'l Equity, Global Income, Diversifying Strategies "Percent of Asset Class" figures are based on Total Exposure Value divided by total asset class market values

5 Real Asset "Percent of Asset Class" figures are based on manager total exposure divided by total asset class exposure (total commitments)

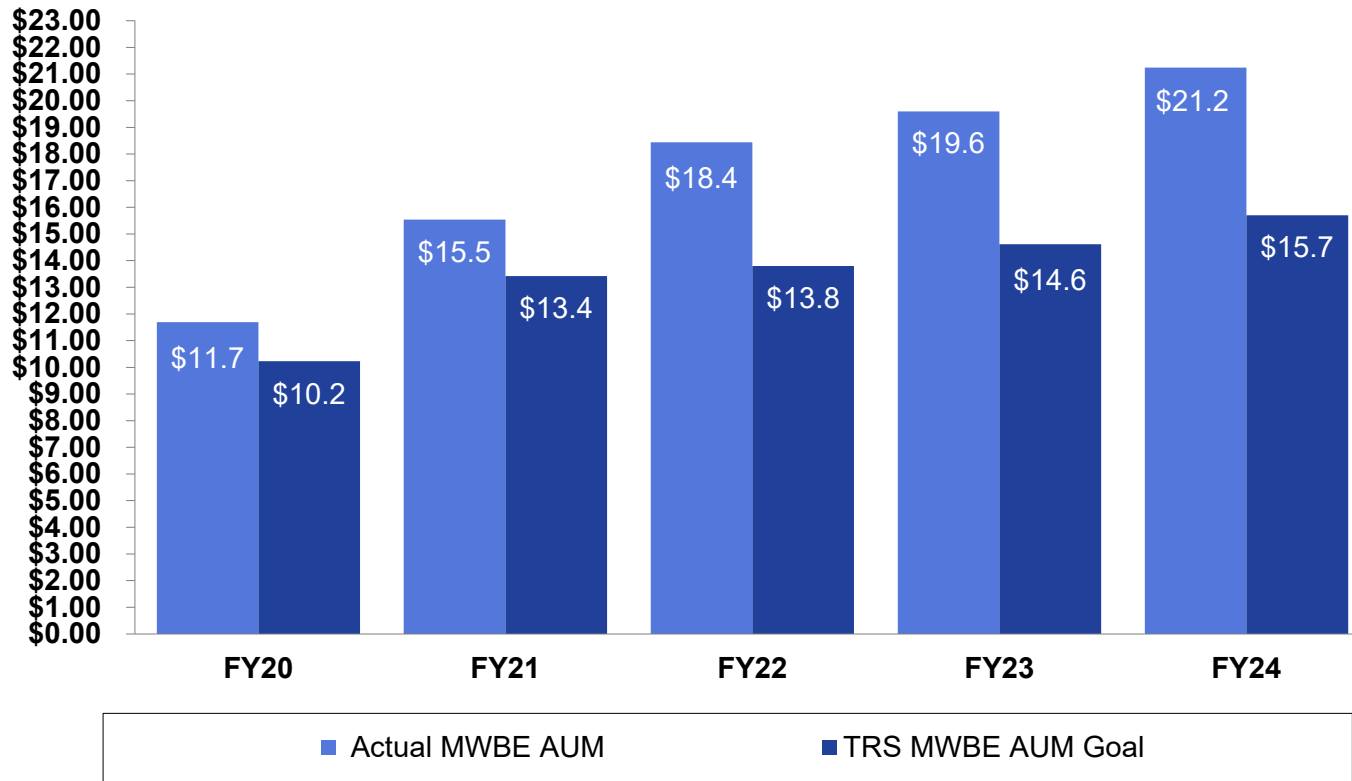
6 Private Equity "Percent of Asset Class" figures are based on manager total exposure divided by total asset class exposure (total commitments)

7 Global Income "Percent of Asset Class" figures are based on manager total exposure for both Private and Public accounts and divided by total asset class exposure (total commitments)



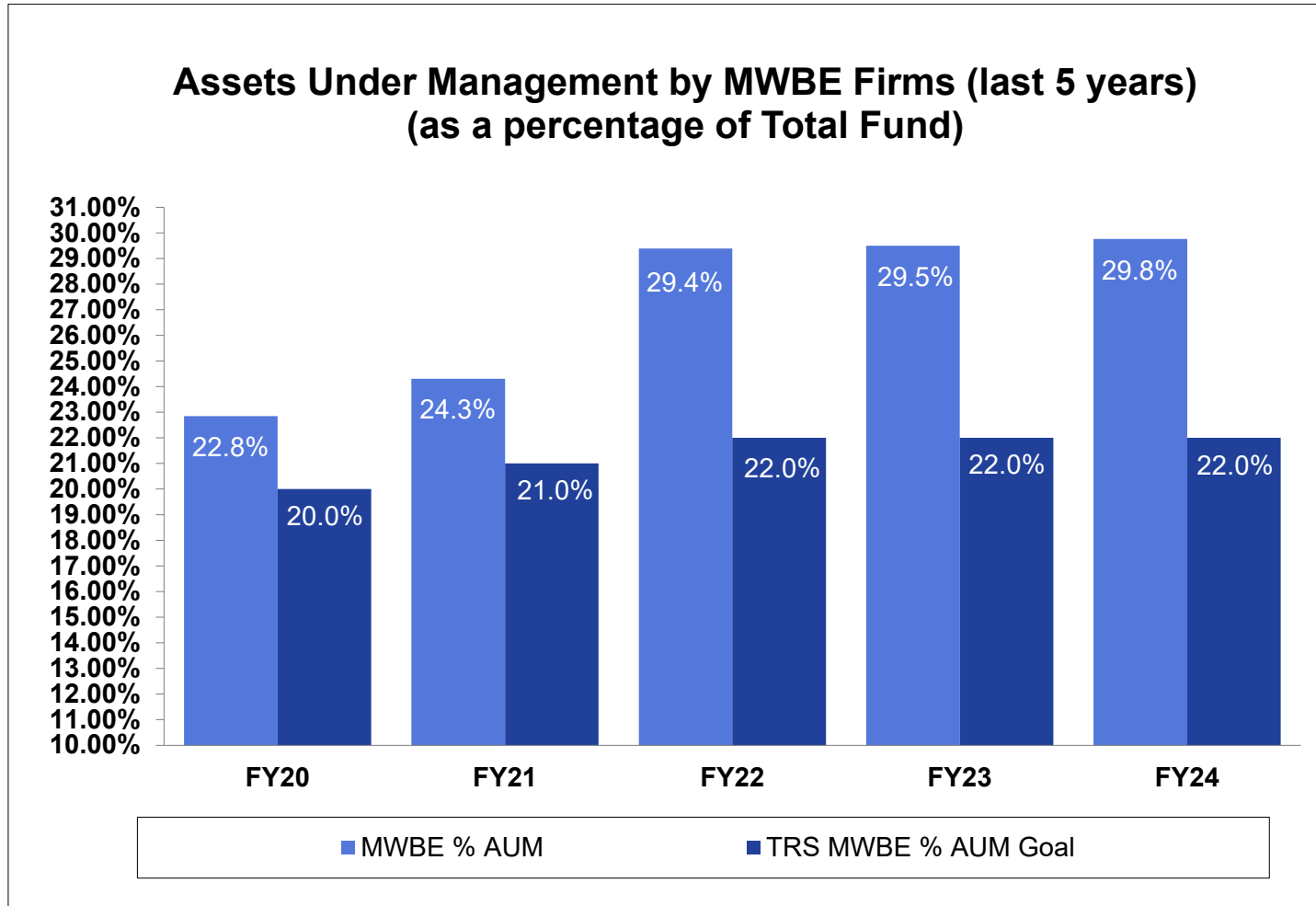
# MWBE ASSETS UNDER MANAGEMENT

Assets Under Management by MWBE Firms (last 5 years)  
(in billions)



**MWBE AUM increased in FY24 to \$21.2 billion**

# MWBE ASSETS UNDER MANAGEMENT



**MWBE participation increased slightly in FY24, exceeding 20% for the seventh time, as TRS continued to grow and develop relationships with minority managers**

# MWBE AUM – PUBLIC EQUITY

## Minority and Female-Owned External Managers As of June 30, 2024

Asset Class by Race/Gender	Total Exposure Value	As % of Total Asset Class AUM	As % of Total TRS AUM	As % of Total MWBE AUM
<b>Domestic Equity</b>				
Female	11,979,077,464.17	97.77%	16.79%	56.40%
<b>Total</b>	<b>11,979,077,464.17</b>	<b>97.77%</b>	<b>16.79%</b>	<b>56.40%</b>
<b>International Equity</b>				
Asian/Other	58,006,55.32	0.65%	0.08%	5.68%
Female	1,136,120,856.42	13.62%	1.69%	5.68%
<b>Total</b>	<b>1,263,882,614.98</b>	<b>14.27%</b>	<b>1.77%</b>	<b>5.95%</b>

# MWBE AUM – GLOBAL INCOME/PRIVATE CREDIT

## Minority and Female-Owned External Managers As of June 30, 2024

Asset Class by Race/Gender	Total Exposure Value	As % of Total Asset Class AUM	As % of Total TRS AUM	As % of Total MWBE AUM
<b>Global Income</b>				
African American	1,389,589,655.63	7.16%	1.95%	6.54%
Asian/Other	345,098,825.27	1.78%	0.48%	1.62%
Female	488,051,362.87	2.52%	0.68%	2.30%
Hispanic	1,515,644,290.15	7.81%	2.12%	7.14%
<b>Total</b>	<b>3,738,384,133.92</b>	<b>19.27%</b>	<b>5.24%</b>	<b>17.60%</b>

**Notes:**

Global Income's Private Market Accounts "Total Exposure Value" figures were provided by Aksia (as of 6/30/24) and include Uncommitted Capital plus NAV



# MWBE AUM – DIVERSIFYING STRATEGIES

## Minority and Female-Owned External Managers As of June 30, 2024

Asset Class by Race/Gender	Total Exposure Value	As % of Total Asset Class AUM	As % of Total TRS AUM	As % of Total MWBE AUM
<b>Diversifying Strategies</b>				
Asian/Other	342,819,381.01	20.01%	0.48%	1.61%
Hispanic	269,671,191.95	15.74%	0.38%	1.27%
<b>Total</b>	<b>612,490,572.96</b>	<b>35.74%</b>	<b>0.86%</b>	<b>2.88%</b>

# MWBE AUM – REAL ASSETS

## Minority and Female-Owned External Managers As of June 30, 2024

Asset Class by Race/Gender	Total Exposure Value	As % of Total Asset Class AUM	As % of Total TRS AUM	As % of Total MWBE AUM
<b>Real Assets</b>				
Female	27,525,000.00	0.17%	0.04%	0.94%
Hispanic	199,818,686.57	1.23%	0.28%	0.94%
<b>Totals</b>	<b>227,343,686.57</b>	<b>1.40%</b>	<b>0.32%</b>	<b>1.07%</b>

**Notes:**

Real Asset "Total Exposure Value" figures were provided by Stepstone (as of 6/30/24) and include Uncommitted Capital plus NAV

# MWBE AUM – PRIVATE EQUITY

## Minority and Female-Owned External Managers As of June 30, 2024

Asset Class by Race/Gender	Total Exposure Value	As % of Total Asset Class AUM	As % of Total TRS AUM	As % of Total MWBE AUM
<b>Private Equity</b>				
African American	1,371,916,189.22	7.29%	1.92%	6.46%
Asian/Other	841,628,541.00	4.47%	1.18%	3.96%
Female	120,487,651.38	0.64%	0.17%	0.57%
Hispanic	1,085,513,997.86	5.77%	1.52%	5.11%
<b>Total</b>	<b>3,419,546,289.46</b>	<b>18.16%</b>	<b>4.79%</b>	<b>16.10%</b>

**Notes:**

Private Equity "Total Exposure Value" figures were provided by Stepstone (as of 6/30/24) and include Uncommitted Capital plus NAV

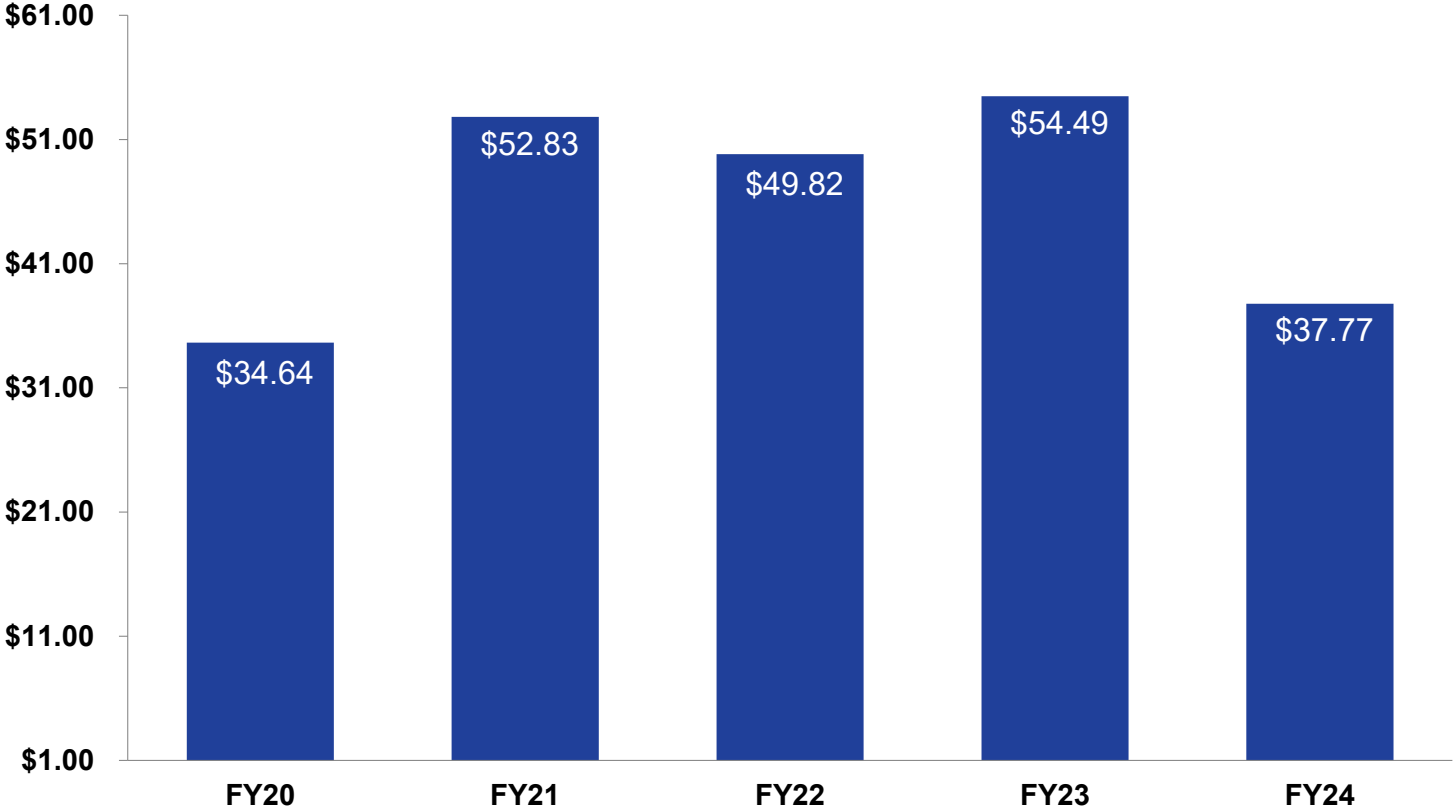
# MWBE AUM – TOTAL FUND

## Minority and Female-Owned External Managers As of June 30, 2024

Asset Class by Race/Gender	Total Exposure Value	As % of Total TRS AUM	As % of Total MWBE AUM
African American	2,761,505,845	3.87%	13.00%
Female	13,820,984,261	19.37%	65.06%
Hispanic	3,069,195,534	4.30%	14.45%
Asian/Other	1,592,505,955	2.23%	7.50%
<b>MWBE Total</b>	<b>21,244,191,594</b>	<b>29.77%</b>	<b>100.00%</b>

# MWBE ADVISORY FEES

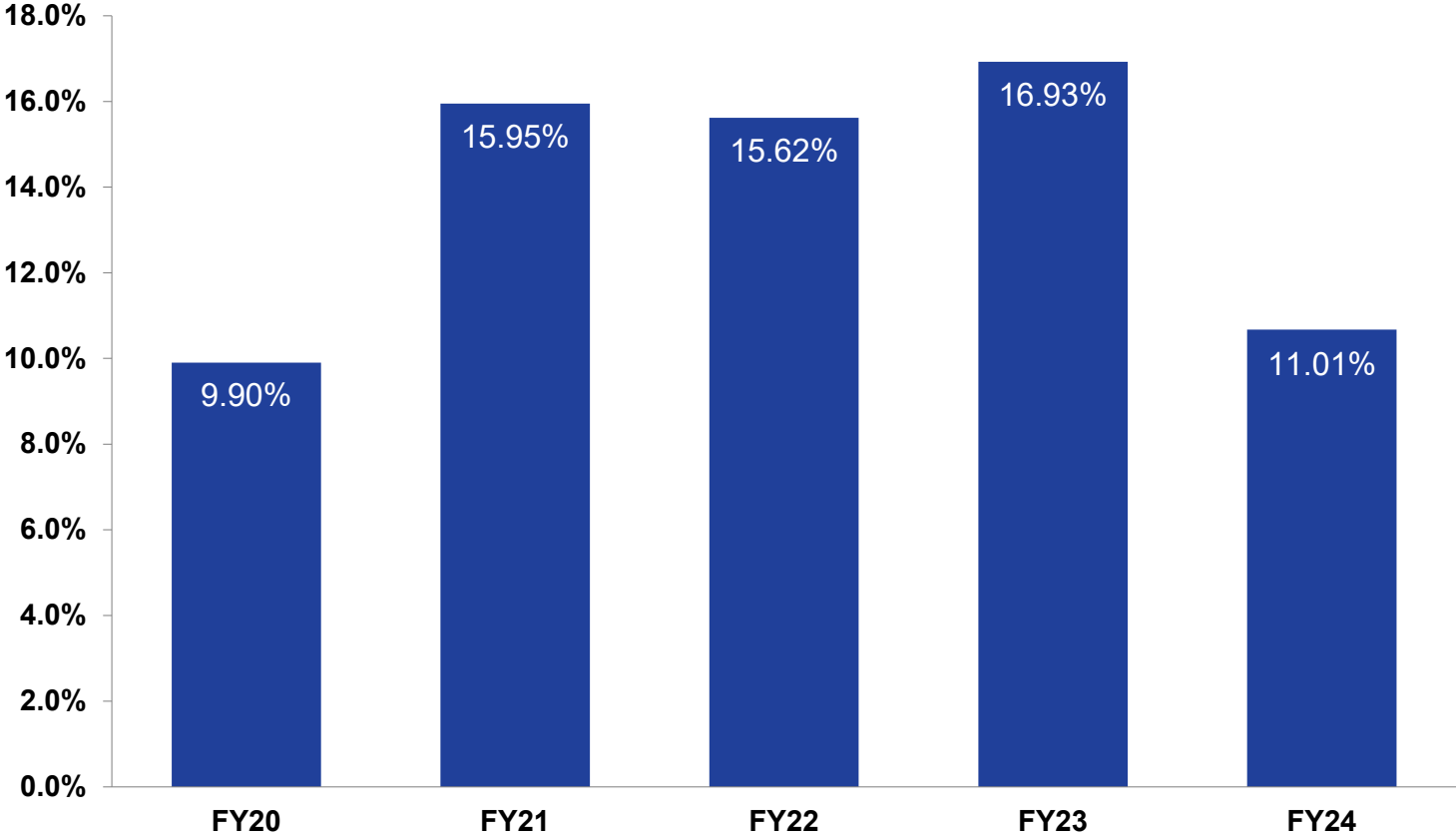
Advisory Fees Paid to MWBE Managers (last 5 years)



Fees paid (in millions) to MWBE-owned firms decreased in FY24

# MWBE ADVISORY FEES (% TOTAL TRS FEES)

Percent of Advisory Fees Paid to MWBE Firms (last 5 years)



**Overall plan fees paid to MWBE-owned firms decreased in FY24**

# MWBE FEES – ASSET CLASS

## Minority and Female-Owned External Managers as of June 30, 2024

Asset Class	Total Fees Paid	% of Total Asset Class Fees	% of Total TRS Fees	% of Total MWBE Fees
<b>Diversifying Strategies</b>	<b>\$11,042,905</b>	<b>16.92%</b>	<b>3.12%</b>	<b>29.24%</b>
Asian/Other	\$7,665,239	11.74%	2.17%	20.30%
Hispanic	\$3,377,666	5.17%	0.95%	8.94%
<b>Domestic Equity</b>	<b>\$899,688</b>	<b>33.27%</b>	<b>0.25%</b>	<b>2.38%</b>
Female	\$899,688	33.27%	0.25%	2.38%
<b>Global Income</b>	<b>\$10,964,411</b>	<b>15.89%</b>	<b>3.10%</b>	<b>29.03%</b>
African American	\$2,155,810	3.13%	0.61%	5.71%
Asian/Other	\$1,877,001	2.72%	0.53%	4.97%
Female	\$3,734,679	5.41%	1.06%	9.89%
Hispanic	\$3,196,921	4.63%	0.90%	8.46%
<b>International Equity</b>	<b>\$1,573,620</b>	<b>2.72%</b>	<b>0.44%</b>	<b>4.17%</b>
Asian/Other	\$36,975	0.06%	0.01%	0.10%
Female	\$1,536,645	2.66%	0.43%	4.07%
<b>Private Equity</b>	<b>\$12,052,082</b>	<b>14.20%</b>	<b>3.41%</b>	<b>39.91%</b>
African American	\$5,822,332	6.86%	1.65%	15.42%
Asian/Other	\$1,629,997	1.92%	0.46%	4.32%
Female	\$881,962	1.04%	0.25%	2.34%
Hispanic	\$3,717,790	4.38%	1.05%	9.84%
<b>Real Assets</b>	<b>\$1,234,404</b>	<b>1.66%</b>	<b>0.35%</b>	<b>3.27%</b>
Female	\$116,580	0.16%	0.03%	0.31%
Hispanic	\$1,117,824	1.51%	0.32%	2.96%
<b>Grand Total</b>	<b>\$37,767,110</b>	<b>10.67%</b>	<b>8.40%</b>	<b>100.00%</b>

**Notes:**

1. Total TRS Estimated/Preliminary Fees Paid in FY24: \$353,858,067



# MWBE FEES – TOTAL FUND

## Minority and Female-Owned External Managers As of June 30, 2024

Ownership	Total Fees Paid	% of Total TRS Fees	% of Total MWBE Fees
African American	\$7,978,142	2.25%	21.12%
Asian/Other	\$11,209,212	3.17%	29.68%
Female	\$7,169,554	2.03%	18.98%
Hispanic	\$11,410,201	3.22%	30.21%
<b>MWBE Total</b>	<b>\$37,767,110</b>	<b>10.67%</b>	<b>100.0%</b>

**Notes:**

1. Total TRS Estimated/Preliminary Fees Paid in FY24: \$ 353,858,067



# ILLINOIS-BASED MWBE ADVISORS

The chart on the following page details the Illinois MWBE investment advisors employed by TRS as of June 30, 2024. In summary:

	# of Firms	TRS AUM	% of Portfolio
MWBE Advisors	41	\$21.24 billion	29.76%
IL-Based MWBE Advisors	1	\$1.28 billion	1.79%

- An increase of \$19 million from the \$1.09 billion in FY23 with IL-based MWBE Advisors.
- The percentage of assets managed by IL-based MWBE firms increased slightly to 1.79% compared to 1.64% in FY23.
- MWBE managers that are IL-based represent approximately 6.01% of all MWBE managers' AUM for FY24.
  - A 0.45% increase from FY23's 5.56% of MWBE managers who are IL-based

# ILLINOIS-BASED MWBE ADVISORS

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## Minority and Female-Owned External Managers Illinois Based MWBE Firms As of June 30, 2024

Asset Manager	Ownership	Total Exposure Value	% of Asset Class	% of Total Fund
Loop Capital Management	African American	\$1,277,162,431	1.79%	6.01%
<b>Illinois-Based MWBE Total</b>		<b>\$1,277,162,431</b>	<b>1.79%</b>	<b>6.01%</b>

# TRS INVESTMENT MANAGER EEOC SURVEY

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While TRS investment advisors provide opportunities to women and minorities at various levels, challenges still exist for African Americans (AA) and Hispanic Americans (HA) at the investment professional staffing levels. TRS requires all managers annually to disclose the diversity of their firm's workplace and leadership.

The TRS external managers responding to our annual survey reported more than 162,000 total full-time employees with over 113,000 senior management/officers and investment professionals:

- Ownership, Senior Executive Management Roles & Investment Professional Roles
  - 11.5% are classified as African American vs. 4.8% in FY23
  - 15.9% are classified as Hispanic/Latino vs. 7.8% in FY23
  - 51.7% are classified as Other Minority (ex. AA & HA) vs. 25.3% in FY23
  - 69.1% are classified as non-minority female vs. 36.0% in FY23

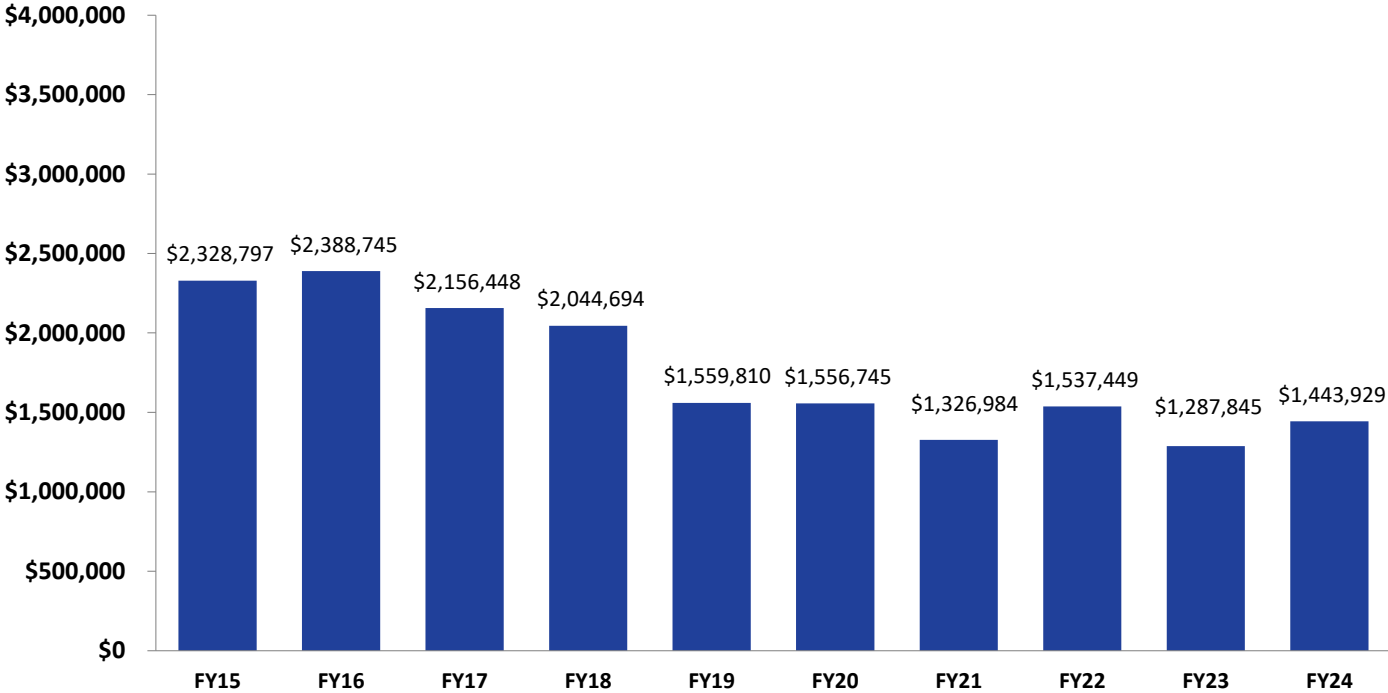
# MWBE EQUITY COMMISSIONS

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- Global equity commissions paid to MWBE broker/dealers were \$1.44 million during FY24 or 22.2% of all global equity commissions
  - In FY24, the utilization target for Domestic equity increased from 30% to 35%
  - Domestic equity FY24 MWBE utilization was 63.9%, beating the goal of 35% by 28.9%
  - International equity MWBE utilization was 19.1% in FY24, which exceeded its 17.0% FY24 goal by 2.1%
  - 15 MWBE equity broker/dealers were utilized in FY24. This was up from 14 utilized in FY23.

# MWBE EQUITY COMMISSIONS

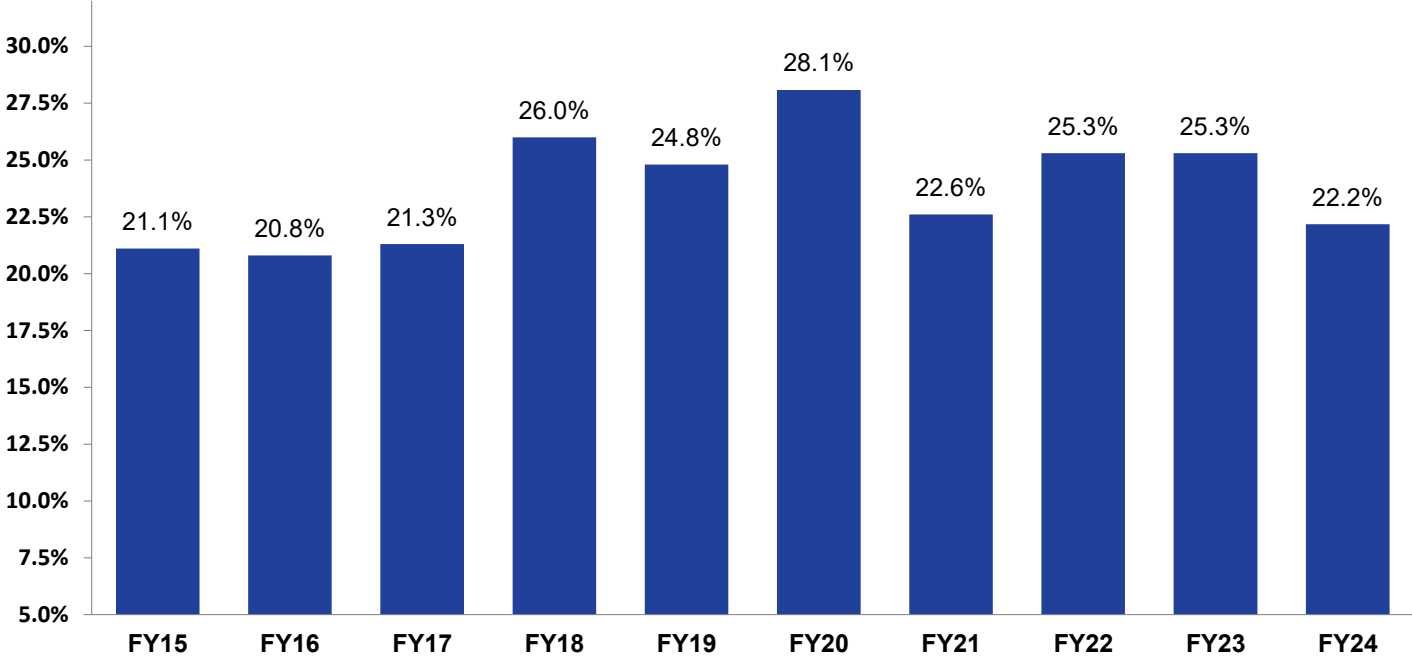
Equity Amounts Paid to MWBE Brokers (last 10 years)



**MWBE equity dollar utilization increased slightly in FY24**

# MWBE EQUITY COMMISSIONS

MWBE Total Equity % of Commissions Traded (last 10 years)



**Highlighting TRS’s continued commitment, MWBE utilization has exceeded 20.0% for ten straight years**

# MWBE EQUITY COMMISSIONS – BROKERS

**15 MWBE brokers were utilized for equity commissions in FY24**

<b>Broker Name</b>	<b>Commissions Paid</b>
Academy Securities	\$9,534
Cabrera Capital Markets, LLC	\$140,397
Castle Oak	\$21,625
CL King	\$426
Drexel	\$11,189
Guzman	\$23,846
Loop Capital Markets	\$734,836
Mischler Financial Group, Inc.	\$91,824
North South	\$14,322
Penserra Securities	\$292,927
Stern Brothers & Co	\$595
Sturdivant	\$25,064
Telsey	\$2,619
Siebert Williams Shank	\$67,071
Proof	\$7,654
<b>Total</b>	<b>\$1,443,929</b>

# MWBE GLOBAL INCOME BROKERAGE

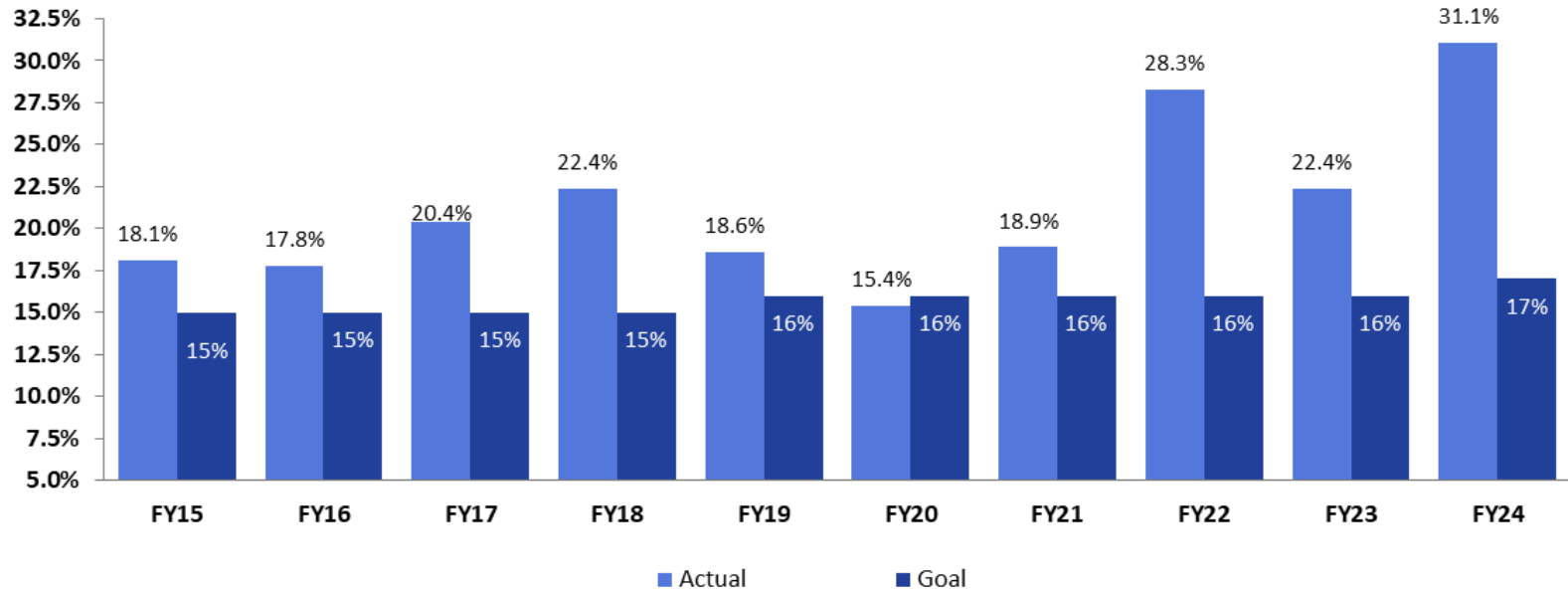
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- MWBE Global Income market value traded was \$2.4 billion during FY24; a decrease of \$200 million from FY23's \$2.6 billion figure
  - Minority Utilization increased 8.7% from 22.4% in FY23 to 31.1% for FY24
  - The Global Income utilization target was increased to 17% in FY24
- Overall fixed trading volume decreased in FY24. Total FY24 market value traded was \$7.7 billion, which is a decrease of \$4.1 billion from the \$11.8 billion traded in FY23
- The number of global income MWBE broker/dealers utilized increased, from 8 in FY23 to 13 in FY24



# MWBE GLOBAL INCOME MARKET VALUE TRADED

MWBE Global Income % of Market Value Traded (last 10 years)



**31.1% of value traded through MWBE Brokers in FY24**

Note: Market Value Traded was used for FY15-FY24

# EMERGING MANAGER PROGRAM

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- In December 2020, the TRS Board increased the allocation to \$1 billion from the existing \$750 million for the Emerging Manager Program (EMP)
  - Since inception, and as of FY24, the EMP will have committed \$3.3 billion to 71 investment managers
    - EMP mandates have averaged \$130 million annually since inception
    - 62 of the 71 investment managers within the program have been female-owned and/or minority-owned firms
    - Graduates of the EMP are currently managing \$1.5 billion across various asset classes within the TRS main investment portfolio. This includes the higher fee-paying private market asset classes.
- At the end of FY24, the EMP had 23 emerging managers managing \$1.4 billion in total market exposure for TRS; including 6 global income, 15 private equity, and 2 real asset managers

# EMERGING MANAGER PROGRAM (CONTINUED)

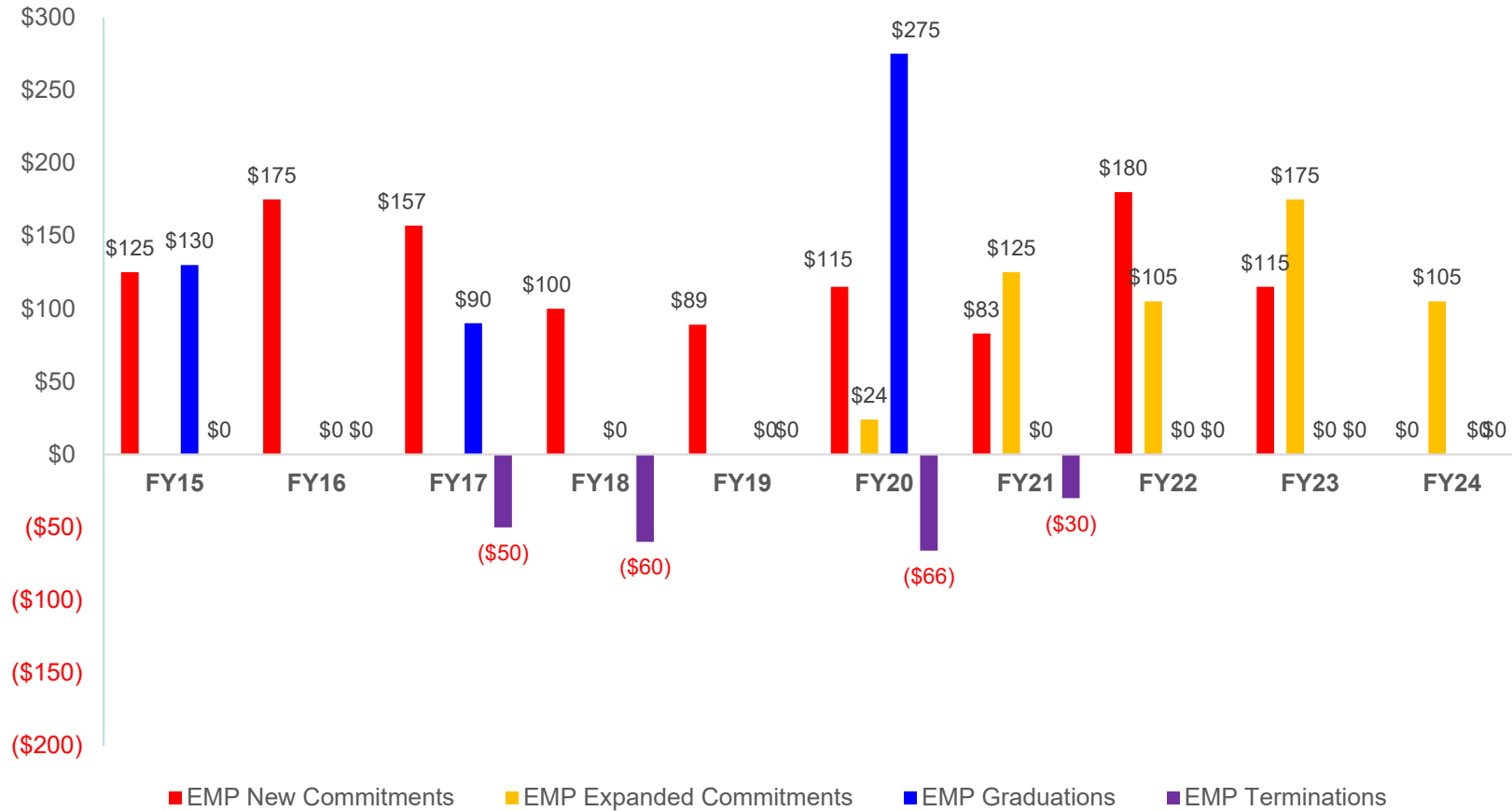
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- During FY24, TRS committed \$105 million to Emerging Manager mandates
  - Expanded relationships with three existing managers
    - OceanSound Partners, a Latino-owned private equity manager, was allocated \$40M
    - MaC Venture Capital, an African American-owned private equity manager, was allocated \$15M
    - Stellex Capital Partners, an African American-owned private equity manager, was allocated \$50M

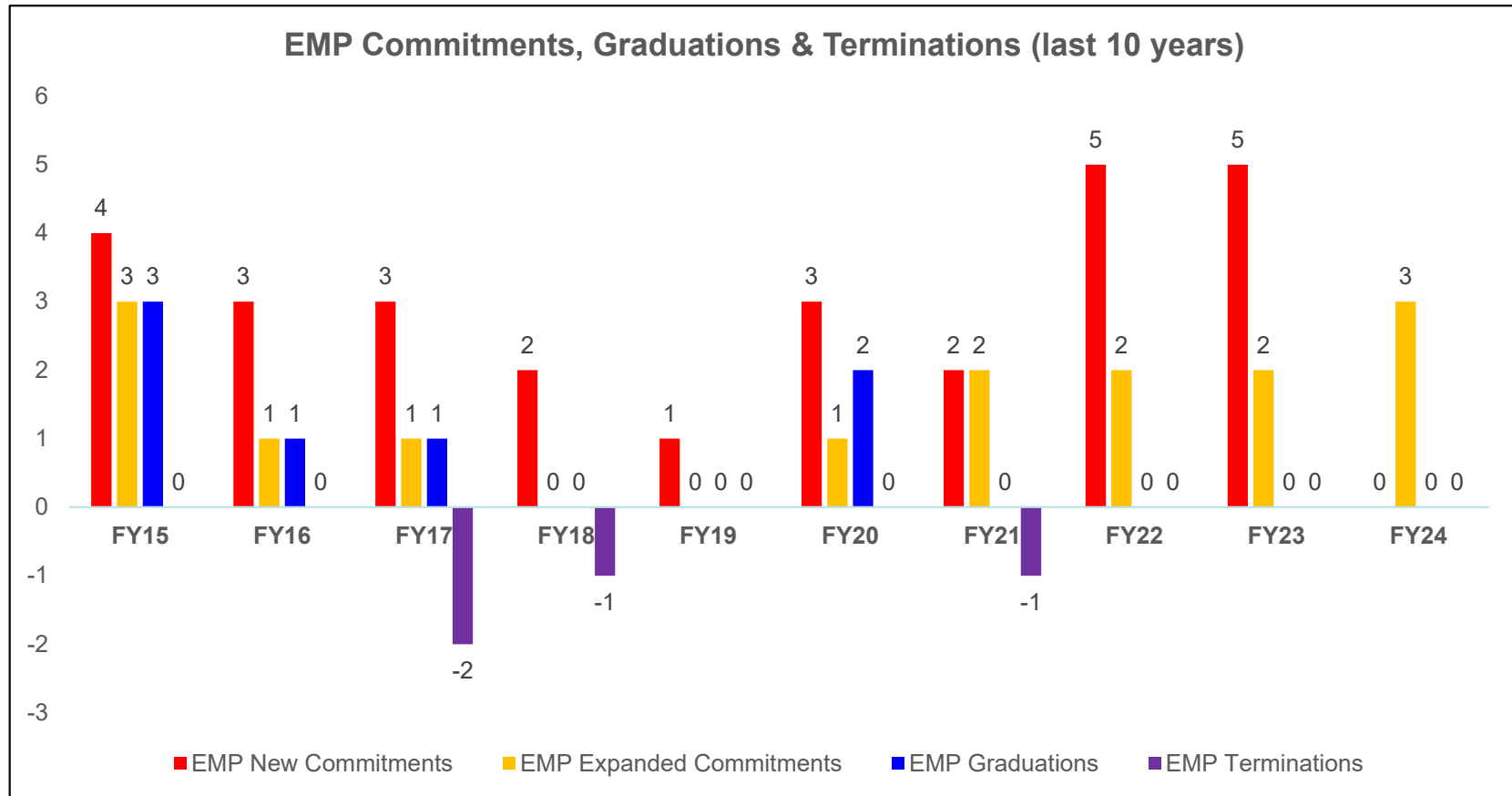
Submission to the EMP begins with a questionnaire at:  
<https://www.trsil.org/investments/emerging-managers>

# EMERGING MANAGER PROGRAM (CONTINUED)

EMP Commitments, Graduations & Termination Amounts (last 10 years)



# EMERGING MANAGER PROGRAM (CONTINUED)



**Since inception, TRS has invested more than \$3.3B with emerging managers and graduates of the program are currently managing \$1.5B**

# SUMMARY

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TRS will continue to provide opportunities to MWBE Investment Advisors & Broker/Dealers by:

- Setting attainable goals for MWBE-owned firms by asset class as well as by:
  - African American ownership
  - Latino American ownership
  - Other Minority/Disabled ownership and
  - Female ownership
- Leveraging the Emerging Manager Program for non-traditional asset classes that historically have been underrepresented by MWBE-owned firms and professionals
- TRS will host its 20<sup>th</sup> Annual Opportunity Forum in the Spring/Summer of 2025 which will continue to focus on building relationships between TRS's investment staff and the diverse and emerging manager community