REFERENCE AGREEMENT FOR PROFESSIONAL SERVICES

ACTUARIAL AND RELATED CONSULTING SERVICES FOR SELF-INSURED WORKER'S COMPENSATION AND OTHER LIABILITY CLAIMS

BETWEEN

COOK COUNTY GOVERNMENT

COOK COUNTY DEPARTMENT OF RISK MANAGEMENT

AND

AON RISK CONSULTANTS, INC.

CONTRACT NO. 2523-10070
PURCHASE ORDER NO. 70000385281

SOURCEWELL: REFERENCE CONTRACT #012125-AON

NON-FEDERALLY FUNDED CONTRACT

PROFESSIONAL SERVICES AGREEMENT

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Exhibit 6 Minority and Women Owned Business Enterprise Commitment
Exhibit 7 Evidence of Insurance
Exhibit 8 Identification of Subcontractors/Supplier/Subconsultant Form
Exhibit 9 Economic Disclosure Statement

Attachments

Attachment 1 Sourcewell Contract No. 012125 AON

AGREEMENT

This Agreement is made and entered into by and between the County of Cook, a public body corporate of the State of Illinois, on behalf of Office of the Chief Procurement Officer hereinafter referred to as "County" and Aon Risk Consultants, Inc., doing business as a corporation of the State of Illinois hereinafter referred to as "Consultant", pursuant to execution by the Chief Procurement Officer.

BACKGROUND

Whereas, the County, pursuant to Section 34-140 (the "Reference Contract Ordinance") of the Cook County Procurement Code, states: "If a governmental agency has awarded a contract through a competitive method for the same or similar supplies, equipment, goods or services as that sought by the County, the Procurement may be made from that vendor at a price or rate at least as favorable as that obtained by that government agency without utilizing a competitive procurement method set forth in this Procurement Code;" and

Whereas, Sourcewell established a formal Master Agreement for Risk Management, Employee Benefits, and Insurance Consulting Services, and the Consultant was identified as the qualified and best value provider for the services; and

Whereas, Sourcewell entered into a contract on July 18, 2025 for the provision of services by the Consultant for Sourcewell relative to Risk Management, Employee Benefits, and Insurance Consulting Services, a copy of the contract is attached hereto as Attachment 1 for reference purposes only, but the terms of the Sourcewell contract are not made a part of or incorporated into this Agreement; and

Whereas, the County wishes to leverage the procurement efforts of Sourcewell; and

Whereas, the County, through the Department of Risk Management desires certain similar services of the Consultant; and

Whereas, County Offices, Departments, and Agencies may utilize this Agreement for specific contracted procurement efforts; and

Whereas, the Consultant agrees to provide Actuarial Services, incorporated as Exhibit 1, Statement of Work; and

Whereas, the Consultant warrants that it is ready, willing and able to deliver these services set forth in Exhibit 1, Statement of Work, all on pricing and payment terms equivalent to or more favorable to the County than those contained in the Sourcewell Contract No. 012125 AON.

NOW, THEREFORE, the County and Consultant agree as follows:

TERMS AND CONDITIONS

ARTICLE 1) INCORPORATION OF BACKGROUND

The Background information set forth above is incorporated by reference as if fully set forth here.

ARTICLE 2) DEFINITIONS

a) Definitions

The following words and phrases have the following meanings for purposes of this Agreement:

"**Additional Services**" means those services which are within the general scope of Services of this Agreement, but beyond the description of services required under Article 3, and all services reasonably necessary to complete the Additional Services to the standards of performance required by this Agreement. Any Additional Services requested by the Using Agency require the approval of Consultant and the Chief Procurement Officer in a written amendment to this Agreement before Consultant is obligated to perform those Additional Services and before the County becomes obligated to pay for those Additional Services.

"**Agreement**" means this Professional Services Agreement, including all exhibits attached to it and incorporated in it by reference, and all amendments, modifications or revisions made in accordance with its terms.

"**Chief Procurement Officer**" means the Chief Procurement Officer for the County of Cook and any representative duly authorized in writing to act on his behalf.

"**Services**" means, collectively, the services, duties and responsibilities described in Article 3 of this Agreement and any and all work necessary to complete them or carry them out fully and to the standard of performance required in this Agreement.

"**Subcontractor**" or **"Subconsultant"** means any person or entity with whom Consultant contracts to provide any part of the Services, of any tier, suppliers and materials providers, whether or not in privity with Consultant.

"Using Agency" shall mean the department of agency within Cook County including elected officials.

b) Interpretation

i) The term "**include**" (in all its forms) means "include, without limitation" unless the context clearly states otherwise.

ii) All references in this Agreement to Articles, Sections or Exhibits, unless

otherwise expressed or indicated are to the Articles, Sections or Exhibits of this Agreement.

iii) Words importing persons include firms, associations, partnerships, trusts, corporations and other legal entities, including public bodies, as well as natural persons.

iv) Any headings preceding the text of the Articles and Sections of this Agreement, and any tables of contents or marginal notes appended to it are solely for convenience or reference and do not constitute a part of this Agreement, nor do they affect the meaning, construction or effect of this Agreement.

v) Words importing the singular include the plural and vice versa. Words of the masculine gender include the correlative words of the feminine and neuter genders.

vi) All references to a number of days mean calendar days, unless expressly indicated otherwise.

c) Incorporation of Exhibits

The following attached Exhibits are made a part of this Agreement:

Exhibit 1 Statement of Work
Exhibit 2 Schedule of Compensation
Exhibit 3 Certificate for Consulting or Auditing Services
Exhibit 4 Cook County Travel Policy
Exhibit 5 Electronic Payables Program ("E-Payables")
Exhibit 6 Minority and Women Owned Business Enterprise Commitment
Exhibit 7 Evidence of Insurance
Exhibit 8 Identification of Subcontractors/Supplier/Subconsultant Form
Exhibit 9 Economic Disclosure Statement

d) Order of Precedence

In the event there is a conflict between or among any of the documents specified in subsection (c) Incorporation of Exhibits, the terms of the Professional Services Agreement shall control. This Agreement shall be interpreted and construed based upon the following Order of Precedence. Such order of precedence shall govern to resolve all cases of conflict, ambiguity or inconsistency between Exhibits:

Exhibit 1 Statement of Work
Exhibit 2 Schedule of Compensation
Exhibit 3 Certificate for Consulting or Auditing Services
Exhibit 4 Cook County Travel Policy
Exhibit 5 Electronic Payables Program ("E-Payables")
Exhibit 6 Minority and Women Owned Business Enterprise Commitment
Exhibit 7 Evidence of Insurance
Exhibit 8 Identification of Subcontractors/Supplier/Subconsultant Form
Exhibit 9 Economic Disclosure Statement

ARTICLE 3) DUTIES AND RESPONSIBILITIES OF CONSULTANT

a) Scope of Services

This description of Services is intended to be general in nature and is neither a complete description of Consultant's Services nor a limitation on the Services that Consultant is to provide under this Agreement. Consultant must provide the Services in accordance with the standards of performance set forth in Section 3c. The Services that Consultant must provide include, but are not limited to, those described in Exhibit 1, Statement of Work, which is attached to this Agreement and incorporated by reference as if fully set forth here.

b) Deliverables

In carrying out its Services, Consultant must prepare or provide to the County various Deliverables. "**Deliverables**" include work product, such as written reviews, recommendations, reports and analyses, produced by Consultant for the County.

The County may reject Deliverables that do not include relevant information or data, or do not include all documents or other materials specified in this Agreement or reasonably necessary for the purpose for which the County made this Agreement or for which the County intends to use the Deliverables. If the County determines that Consultant has failed to comply with the foregoing standards, it has 30 days from the discovery to notify Consultant of its failure. If Consultant does not correct the failure, if it is possible to do so, within 30 days after receipt of notice from the County specifying the failure, then the County, by written notice, may treat the failure as a default of this Agreement under Article 9.

Partial or incomplete Deliverables may be accepted for review only when required for a specific and well-defined purpose and when consented to in advance by the County. Such Deliverables will not be considered as satisfying the requirements of this Agreement and partial or incomplete Deliverables in no way relieve Consultant of its commitments under this Agreement.

c) Standard of Performance

Consultant must perform all Services required of it under this Agreement with that degree of skill, care and diligence normally shown by a consultant performing services of a scope and purpose and magnitude comparable with the nature of the Services to be provided under this Agreement. Consultant acknowledges that it is entrusted with or has access to valuable and confidential information and records of the County and with respect to that information, Consultant agrees to be held to the standard of care of a fiduciary.

Consultant must assure that all Services that require the exercise of professional skills or judgment are accomplished by professionals qualified and competent in the applicable discipline and appropriately licensed, if required by law. Consultant must provide copies of any such licenses. Consultant remains responsible for the professional and technical

accuracy of all Services or Deliverables furnished, whether by Consultant or its Subconsultants or others on its behalf. All Deliverables must be prepared in a form and content satisfactory to the Using Agency and delivered in a timely manner consistent with the requirements of this Agreement.

If Consultant fails to comply with the foregoing standards, Consultant must perform again, at its own expense, all Services required to be re-performed as a direct or indirect result of that failure. Any review, approval, acceptance or payment for any of the Services by the County does not relieve Consultant of its responsibility for the professional skill and care and technical accuracy of its Services and Deliverables. This provision in no way limits the County's rights against Consultant either under this Agreement, at law or in equity.

Consultant and County acknowledge that the reliability of Consultant's services depends upon the accuracy and completeness of the data supplied to Consultant by County. Consultant is not responsible for errors or delays in services solely resulting from inaccurate or incomplete data supplied to Consultant by County. If at any time Consultant believes County has supplied materially inaccurate or incomplete data, Consultant shall endeavor to promptly notify County of the issues with such data, and County will promptly provide Consultant with corrected, accurate, and complete data.

County agrees to provide its project data in the form and on the dates identified in Exhibit I, unless mutually agreed by the parties in writing. If County submits data in a form other than the form agreed upon, Consultant shall promptly notify County of the incorrect data form, and County will promptly provide Consultant with the data in the correct form. If County cannot submit the data in the correct form, or cannot submit the data in the correct form in a timely manner, County shall pay Consultant, in addition to the fees set forth in the proposal, the reasonable expenses, if any, incurred to merge/convert the data to the agreed upon form so long as Consultant has informed County of such additional expenses and County has consented in writing to those additional expenses prior to Consultant incurring such.

The Services to be provided by Consultant are not of a legal nature, and Consultant shall in no event give, or be required to give, any legal opinion or provide any legal representation to County. Consultant recommends that County seek the review of the County's legal or tax advisors before taking action based upon Consultant's statements.

d) Personnel

i) **Adequate Staffing**

Consultant must, upon receiving a fully executed copy of this Agreement, assign and maintain during the term of this Agreement and any extension of it an adequate staff of competent personnel that is fully equipped, licensed as appropriate, available as needed, qualified and assigned exclusively to perform the Services and not perform additional services that are not expressly agreed in writing between the parties. Consultant must include among its staff the Key Personnel and positions as identified below. The level of

staffing may be revised from time to time by notice in writing from Consultant to the County and with written consent of the County, which consent the County will not withhold unreasonably. If the County fails to object to the revision within 14 days after receiving the notice, then the revision will be considered accepted by the County.

ii) **Key Personnel**

Consultant must not reassign or replace Key Personnel without the written consent of the County, which consent the County will not unreasonably withhold. "**Key Personnel**" means those job titles and the persons assigned to those positions in accordance with the provisions of this Section 3.d(ii). The Using Agency may at any time in writing notify Consultant that the County will no longer accept performance of Services under this Agreement by one or more Key Personnel listed. Upon that notice Consultant must immediately suspend the services of the key person or persons and must replace him or them in accordance with the terms of this Agreement. A list of Key Personnel is found in Exhibit 1, Scope of Services.

iii) **Salaries and Wages**

Consultant and Subconsultants must pay all salaries and wages due all employees performing Services under this Agreement unconditionally and at least once a month without deduction or rebate on any account, except only for those payroll deductions that are mandatory by law or are permitted under applicable law and regulations. If in the performance of this Agreement Consultant underpays any such salaries or wages, the Comptroller for the County may withhold, out of payments due to Consultant, an amount sufficient to pay to employees underpaid the difference between the salaries or wages required to be paid under this Agreement and the salaries or wages actually paid these employees for the total number of hours worked. The amounts withheld may be disbursed by the Comptroller for and on account of Consultant to the respective employees to whom they are due. The parties acknowledge that this Section 3.d(iii) is solely for the benefit of the County and that it does not grant any third party beneficiary rights.

e) Minority and Women Owned Business Enterprises Commitment

In the performance of this Agreement, including the procurement and lease of materials or equipment, Consultant must abide by the minority and women's business enterprise commitment requirements of the Cook County Ordinance, (Article IV, Section 34-267 through 272) except to the extent waived by the Compliance Director, which are set forth in Exhibit 5. Consultant's completed MBE/WBE Utilization Plan evidencing its compliance with this requirement are a part of this Agreement, in Form 1 of the MBE/WBE Utilization Plan, upon acceptance by the Compliance Director. Consultant must utilize minority and women's business enterprises at the greater of the amounts committed to by the Consultant for this Agreement in accordance with Form 1 of the MBE/WBE Utilization Plan.

f) Insurance

Prior to the effective date of this Contract, the Consultant, at its cost, shall secure and maintain at all times, unless specified otherwise, until completion of the term of this Contract the insurance specified below.

Nothing contained in these insurance requirements is to be construed as limiting the extent of the Consultant's responsibility for payment of damages resulting from its operations under this Contract.

The Consultant shall require all Subcontractors to provide the insurance required in this Contract, or Consultant may provide the coverages for Subcontractors. All Subcontractors are subject to the same insurance requirements as Consultant except paragraph (d) Excess/Umbrella Liability or unless specified otherwise.

The Cook County Department of Risk Management maintains the right to modify, delete, alter or change these requirements.

i) **Insurance To Be Provided**

(1) Workers Compensation Insurance
Workers Compensation Insurance Workers' Compensation shall be in accordance with the laws of the State of Illinois or any other applicable jurisdiction.

The Workers Compensation policy shall also include the following provisions:

Employers' Liability coverage with a limit of
$1,000,000 each Accident
$1,000,000 each Employee
$1,000,000 Policy Limit for Disease

(2) Commercial General Liability Insurance
The Commercial General Liability shall be on an occurrence form basis to cover bodily injury, personal injury and property damage.

Each Occurrence	$1,000,000
General Aggregate	$1,000,000
Completed Operations Aggregate	$2,000,000

The General Liability policy shall include the following coverages:
(1) All premises and operations;
(2) Contractual Liability;
(3) Products/Completed Operations;
(4) Severability of interest/separation of insureds clause

(3) Commercial Automobile Liability Insurance
When any vehicles are used in the performance of this contract, Consultant shall secure Automobile Liability Insurance for bodily injury and property damage arising from the ownership, maintenance or use of owned, hired and non-owned vehicles with a limit of $1,000,000 per accident, which may be satisfied with the use of Umbrella Liability insurance.

(4) Excess/Umbrella Liability
Such policy shall be excess over Commercial General Liability, Automobile Liability, and Employer's Liability with limits not less than the following amounts:

Each Occurrence: $1,000,000

(5) Professional Liability (Errors and Omissions)
The Consultant shall secure Professional Liability insurance covering any and all claims arising out of the performance or nonperformance of professional services for the County under this Agreement. This professional liability insurance shall remain in force for the life of the Consultant 's obligations under this Agreement ; and shall have a limit of liability of not less than $2,000,000. Subcontractors performing professional services for the Consultant shall maintain limits of not less than $1,000,000 with the same terms in this section.

(1) The retroactive coverage date shall be no later than the effective date of this contract.
(2) Coverage shall be maintained for two (2) years after final completion of the services or work provided by the vendor.

(6) Network Security & Privacy Liability (Cyber)
This Network Security & Privacy Liability insurance, either as a separate policy or as part of the Professional Liability insurance policy, shall include coverage for first-party claims and losses including with respect to network risks (such as confidential data breaches, transmission of virus/malicious code; unauthorized access or use of third party, ID/data theft) and invasion of privacy arising out of online media. This Network Security & Privacy Liability insurance shall remain in force for the life of the Consultant's obligations under this Agreement and shall have a limit of liability of $2,000,000.

(1) The retroactive coverage date shall be no later than the effective date of this contract.
(2) Coverage must be maintained for two (2) years after final completion of the services or work provided by the vendor.

ii) **Additional Requirements**

(a) Additional requirements

The required insurance policies, with the exception of the Workers Compensation, Network Security & Privacy Liability and Professional Liability, must include Cook County, its officials, employees and agents as additional insureds on a blanket basis with respect to operations performed. Consultant's General Liability, Auto and Excess/Umbrella insurance, as long as County is an additional insured, shall be primary and non-contributory with any insurance maintained by Cook County. Any insurance or self-insurance maintained by Cook County shall be excess of the Consultant 's insurance and shall not contribute with it.

(b) Qualification of Insurers

All insurance companies providing coverage shall be authorized by the Department of Insurance, State of Illinois, and shall have a financial rating no lower than (A-) VII as listed in A.M. Best's Key Rating Guide, current edition or interim report. Companies with ratings lower than (A-) VII will be acceptable only upon consent of the Cook County Department of Risk Management. The insurance limits required herein may be satisfied by a combination of primary, umbrella and/or excess liability insurance policies.

(c) Insurance Notices

Consultant shall provide the Office of the Chief Procurement Officer with thirty (30) days written notice in the event any required insurance will be cancelled, materially reduced or non-renewed. Consultant shall secure replacement coverage to comply with the stated insurance requirements and provide new certificates of insurance to the Office of the Chief Procurement Officer.

Prior to the date on which Consultant commences performance of its part of the work, the Consultant shall furnish to the Office of the Chief Procurement Officer certificates of insurance maintained by Consultant. The receipt of any certificate of insurance does not constitute agreement by the County that the insurance requirements have been fully met or that the insurance policies indicated on the certificate of insurance are in compliance with insurance required above.

In no event shall any failure of the County to receive certificates of insurance required hereof or to demand receipt of such Certificates of Insurance be construed as a waiver of Consultant's obligations to obtain insurance pursuant to these insurance requirements.

(d) Waiver of Subrogation Endorsements

Consultant's General Liability, Auto and Excess/Umbrella insurance as long as County is an additional insured must contain a Waiver of Subrogation Endorsement in favor of Cook County.

g) Indemnification

In no event shall Consultant be liable to the County, whether in tort (including negligence), contract or otherwise for any amount, in the aggregate, in excess of **$2.5 million**, except to the extent fully and finally determined by a court of competent jurisdiction to have resulted from the willful misconduct or fraudulent behavior of Consultant, and neither Consultant nor County shall be liable to the other for any consequential, indirect, lost profit, lost opportunity or similar damages relating to Consultant's services provided under this proposal. The Consultant covenants and agrees to indemnify and save harmless the County and its commissioners, officials, employees, agents and representatives, and their respective heirs, successors and assigns, from and against any and all costs, expenses, attorney's fees, losses, damages and liabilities incurred or suffered directly or indirectly from or attributable to any third party claims to the extent they are arising out of or incident to the negligence (subject to the liability amount in the preceding sentence), willful misconduct or fraudulent performance or nonperformance of the Contract by the Consultant or its officers, agents, employees, consultants, subconsultants, licensees or invitees. The Consultant expressly understands and agrees that any Performance Bond or insurance protection required of the Consultant, or otherwise provided by the Consultant, shall in no way limit the responsibility to indemnify the County as hereinabove provided. The Consultant covenants and agrees to indemnify and save harmless the County and its commissioners, officials, employees, agents and representatives, and their respective heirs, successors and assigns, from and against any and all costs, expenses, attorney's fees, losses, damages and liabilities incurred or suffered directly or indirectly from or attributable to any claims arising out of or incident to the intentional misconduct or fraudulent performance or nonperformance of the Contract by the Consultant, or the intentional misconduct or fraudulent acts or omissions of the officers, agents, employees, Consultants, subconsultants, licensees or invitees of the Consultant. The Consultant expressly understands and agrees that any Performance Bond or insurance protection required of the Consultant, or otherwise provided by the Consultant, shall in no way limit the responsibility to indemnify the County as hereinabove provided.

h) Confidentiality and Ownership of Documents

Consultant acknowledges and agrees that information regarding this Contract is confidential and shall not be disclosed, directly, indirectly or by implication, or be used by Consultant in any way, whether during the term of this Contract or at any time thereafter, except solely as required in the course of Consultant's performance hereunder. Consultant shall comply with the applicable privacy laws and regulations affecting County and will not disclose any of County’s records, materials, or other data to any third party. Consultant shall not have the right to compile and distribute statistical analyses and reports utilizing data derived from information or data obtained from County without the prior written approval of County. In the event such approval is given, any such reports published and distributed by Consultant shall be furnished to County without charge.

The Deliverables, upon full and final payment to Consultant **of the fee attributable to such Deliverable**, shall become the property of the County, except that Consultant owns or has rights to all products, processes, concepts, know-how, techniques, software, and methodology used, and records created or maintained, (collectively "Prior Works") for the production of the Deliverables, and County shall gain no rights in or to them. To the extent that any Prior Works are contained in the Deliverables, Consultant hereby grants the County, upon full and final payment to Consultant, a royalty-free, fully paid-up, worldwide, non-exclusive license to use such Prior Works in connection with the Deliverables. Services and Deliverables are for the exclusive use of County and are not to be relied upon by third parties. County acknowledges and agrees that Consultant is in the business of providing consulting services to clients utilizing Consultant's Prior Works, and nothing contained herein shall prohibit Consultant from using any of Consultant's general knowledge or knowledge acquired under this proposal to perform similar services for others.

i) Patents, Copyrights and Licenses

Subject to Article 3(h), if applicable, Consultant shall furnish the Chief Procurement Officer with all licenses required for the County to utilize any software, including firmware or middleware, provided by Consultant as part of the Deliverables. Such licenses shall be clearly marked with a reference to the number of this County Contract. Consultant shall also furnish a copy of such licenses to the Chief Procurement Officer. Unless otherwise stated in these Contract documents, such licenses shall be for the life of the Agreement, and shall not limit the number of persons who may utilize the software on behalf of the County.

Consultant agrees to hold harmless and indemnify the County, its officers, agents, employees and affiliates from and defend, as permitted by Illinois law, at its own expense (including reasonable attorneys', accountants' and consultants' fees), any suit or proceeding brought against County based upon a claim that the ownership and/or use of equipment, hardware and software or any part thereof provided to the County or utilized in performing Consultant's services constitutes an infringement of any patent, copyright or license or any other property right.

In the event the use of any equipment, hardware or software or any part thereof is enjoined, Consultant with all reasonable speed and due diligence shall provide or otherwise secure for County, at the Consultant's election, one of the following: the right to continue use of the equipment, hardware or software; an equivalent system having the Specifications as provided in this Contract; or Consultant shall modify the system or its component parts so that they become non-infringing while performing in a substantially similar manner to the original system, meeting the requirements of this Contract.

j) Examination of Records and Audits

The Consultant agrees that the Cook County Auditor or any of its duly authorized representatives shall, until expiration of three (3) years after the final payment under the Contract, have access and the right to examine any books, documents, papers, canceled

checks, bank statements, purveyor's and other invoices, and records of the Consultant related to the Contract, or to Consultant's compliance with any term, condition or provision thereof, upon mutually agreed scope and manner and to the extent required by law. The Consultant shall be responsible for establishing and maintaining records sufficient to document the costs associated with performance under the terms of this Contract. Consultant will make its financial records associated with the services available to the County, but not make available any draft documents

For Subcontractors retained to provide Services under this Agreement to the County, the Consultant further agrees that it shall include in all of its subcontracts hereunder a provision to the effect that the Subcontractor agrees that the Cook County Auditor or any of its duly authorized representatives shall, until expiration of three (3) years after final payment under the subcontract, have access and the right to examine any books, documents, papers, canceled checks, bank statements, purveyor's and other invoices and records of such Subcontractor involving transactions relating to the subcontract, or to such Subcontractor compliance with any term, condition or provision thereunder or under the Contract.

In the event the Consultant receives payment under the Contract, reimbursement for which is later disallowed by the County, the Consultant shall promptly refund the disallowed amount to the County on request, or at the County's option, the County may credit the amount disallowed from the next payment due or to become due to the Consultant under any contract with the County.

To the extent this Contract pertains to Deliverables which may be reimbursable under the Medicaid or Medicare Programs, Consultant shall retain and make available upon request, for a period of four (4) years after furnishing services pursuant to this Agreement, the contract, books, documents and records which are necessary to certify the nature and extent of the costs of such services if requested by the Secretary of Health and Human Services or the Comptroller General of the United States or any of their duly authorized representatives.

For Subcontractors retained to provide Services under this Agreement to the County, if Consultant carries out any of its duties under the Agreement through a subcontract with a related organization involving a value of cost of $10,000.00 or more over a 12 month period, Consultant will cause such subcontract to contain a clause to the effect that, until the expiration of four years after the furnishing of any service pursuant to said subcontract, the related organization will make available upon request of the Secretary of Health and Human Services or the Comptroller General of the United States or any of their duly authorized representatives, copies of said subcontract and any books, documents, records and other data of said related organization that are necessary to certify the nature and extent of such costs. This paragraph relating to the retention and production of documents is included because of possible application of Section 1861(v)(1)(I) of the Social Security Act to this Agreement; if this Section should be found to be inapplicable, then this paragraph shall be deemed inoperative and without force and effect.

k) Subcontracting or Assignment of Contract or Contract Funds

Once awarded, this Contract shall not be subcontracted or assigned, in whole or in part, without the advance written approval of the Chief Procurement Officer, which approval shall be granted or withheld at the sole discretion of the Chief Procurement Officer. In no case, however, shall such approval relieve the Consultant from its obligations or change the terms of the Contract. The Consultant shall not transfer or assign any Contract funds or any interest therein due or to become due without the advance written approval of the Chief Procurement Officer. The unauthorized subcontracting or assignment of the Contract, in whole or in part, or the unauthorized transfer or assignment of any Contract funds, either in whole or in part, or any interest therein, which shall be due or are to become due the Consultant shall have no effect on the County and are null and void.

Prior to the commencement of the Contract, the Consultant shall identify in writing to the Chief Procurement Officer the names of any and all Subcontractors it intends to use in the performance of the Contract by completing the Identification of Subcontractor/Supplier/ Subconsultant Form ("ISF"). The Chief Procurement Officer shall have the right to disapprove any Subcontractor. All Subcontractors shall be subject to the terms of this Contract. Consultant shall incorporate into all subcontracts all of the provisions of the Contract which affect such subcontract. Copies of subcontracts shall be provided to the Chief Procurement Officer upon request.

The Consultant must disclose the name and business address of each Subcontractor, attorney, lobbyist, accountant, consultant and any other person or entity whom the Consultant has retained or expects to retain in connection with the Services, as well as the nature of the relationship, and the total amount of the fees paid or estimated to be paid. The Consultant is not required to disclose employees who are paid or estimated to be paid. The Consultant is not required to disclose employees who are paid solely through the Consultant's regular payroll. "Lobbyist" means any person or entity who undertakes to influence any legislation or administrative action on behalf of any person or entity other than: (1) a not-for-profit entity, on an unpaid basis, or (2), himself.

"Lobbyist" also means any person or entity any part of whose duties as an employee of another includes undertaking to influence any legislative or administrative action. If the Consultant is uncertain whether a disclosure is required under this Section, the Consultant must either ask the County, whether disclosure is required or make the disclosure.

The County reserves the right to prohibit any person from entering any County facility for any reason. All Consultants and Subcontractor of the Consultant shall be accountable to the Chief Procurement Officer or his designee while on any County property and shall abide by all rules and regulations imposed by the County.

l) Professional Social Services

In accordance with 34-146, of the Cook County Procurement Code, all Consultants or providers providing services under a Professional Social Service Contracts or Professional

Social Services Agreements, shall submit an annual performance report to the Using Agency, i.e., the agency for whom the Consultant or provider is providing the professional social services, that includes but is not limited to relevant statistics, an empirical analysis where applicable, and a written narrative describing the goals and objectives of the contract or agreement and programmatic outcomes. The annual performance report shall be provided and reported to the Cook County Board of Commissioners by the applicable Using Agency within forty-five days of receipt. Failure of the Consultant or provider to provide an annual performance report will be considered a breach of contract or agreement by the Consultant or provider, and may result in termination of the Contract or agreement.

For purposes of this Section, a Professional Social Service Contract or Professional Social Service Agreement shall mean any contract or agreement with a social service provider, including other governmental agencies, nonprofit organizations, or for profit business enterprises engaged in the field of and providing social services, juvenile justice, mental health treatment, alternative sentencing, offender rehabilitation, recidivism reduction, foster care, substance abuse treatment, domestic violence services, community transitioning services, intervention, or such other similar services which provide mental, social or physical treatment and services to individuals. Said Professional Social Service Contracts or Professional Social Service Agreements do not include CCHHS managed care contracts that CCHHS may enter into with health care providers.

ARTICLE 4) TERM OF PERFORMANCE

a) Term of Performance

This Agreement takes effect when approved by the Cook County Board and its term shall begin on January 8, 2026 ("**Effective Date**") and continue until January 7, 2029 or until this Agreement is terminated in accordance with its terms, whichever occurs first.

b) Timeliness of Performance

i) Consultant must provide the Services and Deliverables within the term and within the time limits required under this Agreement, pursuant to the provisions of Section 4.a and Exhibit 1. Further, Consultant acknowledges that TIME IS OF THE ESSENCE and that the failure of Consultant to comply with the time limits described in this Section 4.b may result in economic or other losses to the County.

ii) Neither Consultant nor Consultant's agents, employees nor Subcontractors are entitled to any damages from the County, nor is any party entitled to be reimbursed by the County, for damages, charges or other losses or expenses incurred by Consultant by reason of delays or hindrances in the performance of the Services, whether or not caused by the County.

c) Agreement Extension Option

The Chief Procurement Officer may at any time before this Agreement expires elect to renew this Agreement for one (1) additional three-year period under the same terms and conditions as this original Agreement, except as provided otherwise in this Agreement, by notice in writing to Consultant. After notification by the Chief Procurement Officer, this Agreement must be modified to reflect the time extension in accordance with the provisions of Section 10.c.

ARTICLE 5) COMPENSATION

a) Basis of Payment

The County will pay Consultant according to the Schedule of Compensation in the attached Exhibit 2 for the successful completion of services.

b) Method of Payment

All invoices submitted by the Consultant shall be in accordance with the cost provisions contained in the Agreement and shall contain a detailed description of the Deliverables, including the quantity of the Deliverables, for which payment is requested. All invoices for services shall include itemized entries indicating the date or time period in which the services were provided, the amount of time spent performing the services, and a detailed description of the services provided during the period of the invoice. All Contracts for services that are procured as Sole Source must also contain a provision requiring the Contractor to submit itemized records indicating the dates that services were provided, a detailed description of the work performed on each such date, and the amount of time spent performing work on each such date. All invoices shall reflect the amounts invoiced by and the amounts paid to the Consultant as of the date of the invoice. Invoices for new charges shall not include "past due" amounts, if any, which amounts must be set forth on a separate invoice. Consultant shall not be entitled to invoice the County for any late fees or other penalties.

In accordance with Section 34-177 of the Cook County Procurement Code, the County shall have a right to set off and subtract from any invoice(s) or Contract price, a sum equal to any fines and penalties, including interest, for any tax or fee delinquency and any debt or obligation owed by the Consultant to the County.

The Consultant acknowledges its duty to ensure the accuracy of all invoices submitted to the County for payment. By submitting the invoices, the Consultant certifies that all itemized entries set forth in the invoices are true and correct. The Consultant acknowledges that by submitting the invoices, it certifies that it has delivered the Deliverables, i.e., the goods, supplies, services or equipment set forth in the Agreement to the Using Agency, or that it has properly performed the services set forth in the Agreement. The invoice must also reflect the dates and amount of time expended in the provision of services under the Agreement. The Consultant acknowledges that any inaccurate statements or negligent or intentional misrepresentations in the invoices shall result in the County exercising all remedies available

to it in law and equity including, but not limited to, a delay in payment or non-payment to the Consultant, and reporting the matter to the Cook County Office of the Independent Inspector General.

When a Consultant receives any payment from the County for any supplies, equipment, goods, or services, it has provided to the County pursuant to its Agreement, the Consultant must make payment to its Subcontractors within fifteen (15) days after receipt of payment from the County, provided that such Subcontractor has satisfactorily provided the supplies, equipment, goods or services in accordance with the Contract and provided the Consultant with all of the documents and information required of the Consultant. The Consultant may delay or postpone payment to a Subcontractor when the Subcontractor's supplies, equipment, goods, or services do not comply with the requirements of the Contract, the Consultant is acting in good faith, and not in retaliation for a Subcontractor exercising legal or contractual rights.

c) Funding

The source of funds for payments under this Agreement is identified in Exhibit 2, Schedule of Compensation. Payments under this Agreement must not exceed the dollar amount shown in Exhibit 2 without a written amendment in accordance with Section 10.c.

d) Non-Appropriation

If no funds or insufficient funds are appropriated and budgeted in any fiscal period of the County for payments to be made under this Agreement, then the County will notify Consultant in writing of that occurrence, and this Agreement will terminate on the earlier of the last day of the fiscal period for which sufficient appropriation was made or whenever the funds appropriated for payment under this Agreement are exhausted. Payments for Services completed to the date of notification will be made to Consultant. No payments will be made or due to Consultant and under this Agreement beyond those amounts appropriated and budgeted by the County to fund payments under this Agreement.

e) Taxes

Federal Excise Tax does not apply to materials purchased by the County by virtue of Exemption Certificate No. 36-75-0038K. Illinois Retailers' Occupation Tax, Use Tax and Municipal Retailers' Occupation Tax do not apply to deliverables, materials or services purchased by the County by virtue of statute. The price or prices quoted herein shall include any and all other federal and/or state, direct and/or indirect taxes which apply to this Contract. The County's State of Illinois Sales Tax Exemption Identification No. is E-9998-2013-07.

f) Price Reduction

If at any time after the contract award, Consultant makes a general price reduction in the price of any of the Deliverables, the equivalent price reduction based on similar quantities and/or considerations shall apply to this Contract for the duration of the Contract period. For purposes of this Section 5.f., Price Reduction, a general price reduction shall include

reductions in the effective price charged by Consultant by reason of rebates, financial incentives, discounts, value points or other benefits with respect to the purchase of the Deliverables. Such price reductions shall be effective at the same time and in the same manner as the reduction Consultant makes in the price of the Deliverables to its prospective customers generally.

g) Consultant Credits

To the extent the Consultant gives credits toward future purchases of goods or services, financial incentives, discounts, value points or other benefits based on the purchase of the materials or services provided for under this Contract, such credits belong to the County and not any specific Using Agency. Consultant shall reflect any such credits on its invoices and in the amounts it invoices the County.

ARTICLE 6) DISPUTES

Any dispute arising under the Contract between the County and Consultant shall be decided by the Chief Procurement Officer. The complaining party shall submit a written statement detailing the dispute and specifying the specific relevant Contract provision(s) to the Chief Procurement Officer. Upon request of the Chief Procurement Officer, the party complained against shall respond to the complaint in writing within five days of such request. The Chief Procurement Officer will reduce her decision to writing and mail or otherwise furnish a copy thereof to the Consultant. The decision of the Chief Procurement Officer will be final and binding. Dispute resolution as provided herein shall be a condition precedent to any other action at law or in equity. However, unless a notice is issued by the Chief Procurement Officer indicating that additional time is required to review a dispute, the parties may exercise their contractual remedies, if any, if no decision is made within sixty (60) days following notification to the Chief Procurement Officer of a dispute. No inference shall be drawn from the absence of a decision by the Chief Procurement Officer.
Notwithstanding a dispute, Consultant shall continue to discharge all its obligations, duties and responsibilities set forth in the Contract during any dispute resolution proceeding unless otherwise agreed to by the County in writing.

ARTICLE 7) COOPERATION WITH INSPECTOR GENERAL AND COMPLIANCE WITH ALL LAWS

The Consultant, Subcontractor, licensees, grantees or persons or businesses who have a County contract, grant, license, or certification of eligibility for County contracts shall abide by all of the applicable provisions of the Office of the Independent Inspector General Ordinance (Section 2-281 et. seq. of the Cook County Code of Ordinances). Failure to cooperate as required may result in monetary and/or other penalties.

The Consultant shall observe and comply with the laws, ordinances, regulations and codes of the Federal, State, County and other local government agencies which may in any manner affect the performance of the Contract including, but not limited to, those County Ordinances set forth in the Certifications attached hereto and incorporated herein. Assurance of compliance with this requirement by the Consultant's employees, agents or Subcontractor shall be the responsibility of

the Consultant.

The Consultant shall secure and pay for all federal, state and local licenses, permits and fees required hereunder.

ARTICLE 8) SPECIAL CONDITIONS

a) Warranties and Representations

In connection with signing and carrying out this Agreement, Consultant:

i) warrants that Consultant is appropriately licensed under Illinois law to perform the Services required under this Agreement and will perform no Services for which a professional license is required by law and for which Consultant is not appropriately licensed;

ii) warrants it is financially solvent; it and each of its employees, agents and Subcontractors of any tier are competent to perform the Services required under this Agreement; and Consultant is legally authorized to execute and perform or cause to be performed this Agreement under the terms and conditions stated in this Agreement;

iii) warrants that it will not knowingly use the services of any ineligible consultant or Subcontractor for any purpose in the performance of its Services under this Agreement;

iv) warrants that Consultant and its Subcontractors are not in default at the time this Agreement is signed, and has not been considered by the Chief Procurement Officer to have, within 5 years immediately preceding the date of this Agreement, been found to be in default on any contract awarded by the County;

v) represents that it has carefully examined and analyzed the provisions and requirements of this Agreement; it understands the nature of the Services required; from its own analysis it has satisfied itself as to the nature of all things needed for the performance of this Agreement; this Agreement is feasible of performance in accordance with all of its provisions and requirements, and Consultant warrants it can and will perform, or cause to be performed, the Services in strict accordance with the provisions and requirements of this Agreement;

vi) represents that Consultant and, to the best of its knowledge, its Subcontractors are not in violation of the provisions of the Illinois Criminal Code, 720 ILCS 5/33E as amended; and

vii) acknowledges that any certification, affidavit or acknowledgment made under oath in connection with this Agreement is made under penalty of perjury and, if false, is also cause for termination under Sections 9.a and 9.c.

b) Ethics

i) In addition to the foregoing warranties and representations, Consultant warrants:

(1) no officer, agent or employee of the County is employed by Consultant or has a material financial interest directly or indirectly in this Agreement or the compensation to be paid under this Agreement except as may be permitted in writing by the Board of Ethics.

(2) no payment, gratuity or offer of employment will be made in connection with this Agreement by or on behalf of any Subcontractors to the prime Consultant or higher tier Subcontractors or anyone associated with them, as an inducement for the award of a subcontract or order.

c) Joint and Several Liability

If Consultant, or its successors or assigns, if any, is comprised of more than one individual or other legal entity (or a combination of them), then under this Agreement, each and without limitation every obligation or undertaking in this Agreement to be fulfilled or performed by Consultant is the joint and several obligation or undertaking of each such individual or other legal entity.

d) Business Documents

At the request of the County, Consultant must provide copies of its latest articles of incorporation and by-laws, or partnership or joint venture agreement, as applicable.

e) Conflicts of Interest

i) No member of the governing body of the County or other unit of government and no other officer, employee or agent of the County or other unit of government who exercises any functions or responsibilities in connection with the Services to which this Agreement pertains is permitted to have any personal interest, direct or indirect, in this Agreement. No member of or delegate to the Congress of the United States or the Illinois General Assembly and no Commissioner of the Cook County Board or County employee is allowed to be admitted to any share or part of this Agreement or to any financial benefit to arise from it.

ii) Consultant covenants that it, and to the best of its knowledge, its Subcontractors if any (collectively, "**Consulting Parties**"), presently have no direct or indirect interest and will not acquire any interest, direct or indirect, in any project or contract that would conflict in any manner or degree with the performance of its Services under this Agreement.

iii) Consultant is not permitted to perform any Services for the County on applications or other documents submitted to the County by any of Consultant's past or present clients. If Consultant becomes aware of a conflict, it must immediately stop work on the assignment causing the conflict and notify the County.

iv) Without limiting the foregoing, if the Consulting Parties assist the County in determining the advisability or feasibility of a project or in recommending, researching, preparing, drafting or issuing a request for proposals or bid specifications for a project, the Consulting Parties must not participate, directly or indirectly, as a prime, Subcontractor or joint venturer in that project or in the preparation of a proposal or bid for that project during the term of this Agreement or afterwards. The Consulting Parties may, however, assist the County in reviewing the proposals or bids for the project if none of the Consulting Parties have a relationship with the persons or entities that submitted the proposals or bids for that project.

v) The Consultant further covenants that, in the performance of this Agreement, no person having any conflicting interest will be assigned to perform any Services or have access to any confidential information, as defined in Section 3.h of this Agreement. If the County, by the Chief Procurement Officer in his reasonable judgment, determines that any of Consultant's Services for others conflict with the Services Consultant is to render for the County under this Agreement, Consultant must terminate such other services immediately upon request of the County.

vi) Furthermore, if any federal funds are to be used to compensate or reimburse Consultant under this Agreement, Consultant represents that it is and will remain in compliance with federal restrictions on lobbying set forth in Section 319 of the Department of the Interior and Related Agencies Appropriations Act for Fiscal year 1990, 31 U.S.C. § 1352, and related rules and regulations set forth at 54 Fed. Reg. 52,309 ff. (1989), as amended. If federal funds are to be used, Consultant must execute a Certification Regarding Lobbying, which will be attached as an exhibit and incorporated by reference as if fully set forth here.

f) Non-Liability of Public Officials

Consultant and any assignee or Subcontractor of Consultant must not charge any official, employee or agent of the County personally with any liability or expenses of defense or hold any official, employee or agent of the County personally liable to them under any term or provision of this Agreement or because of the County's execution, attempted execution or any breach of this Agreement.

ARTICLE 9) EVENTS OF DEFAULT, REMEDIES, TERMINATION, SUSPENSION AND RIGHT TO OFFSET

a) Events of Default Defined

The following constitute events of default:

i) Any material misrepresentation, whether negligent or willful and whether in the inducement or in the performance, made by Consultant to the County.

ii) Consultant's material failure to perform any of its obligations under this Agreement including the following:

(a) Failure due to a reason or circumstances within Consultant's reasonable control to perform the Services with sufficient personnel and equipment or with sufficient material to ensure the performance of the Services;

(b) Failure to perform the Services in a manner reasonably satisfactory to the Chief Procurement Officer or inability to perform the Services satisfactorily as a result of insolvency, filing for bankruptcy or assignment for the benefit of creditors;

(c) Failure to promptly re-perform within a reasonable time Services that were rejected as erroneous or unsatisfactory;

(d) Discontinuance of the Services for reasons within Consultant's reasonable control; and

(e) Failure to comply with any other material term of this Agreement, including the provisions concerning insurance and nondiscrimination.

iii) Consultant's default under any other agreement it may presently have or may enter into with the County during the life of this Agreement. Consultant acknowledges and agrees that in the event of a default under this Agreement the County may also declare a default under any such other Agreements.

iv) Failure to comply with Article 7 in the performance of the Agreement.

v) Consultant’s repeated or continued violations of County ordinances unrelated to performance under the Agreement that in the opinion of the Chief Procurement Officer indicate a willful or reckless disregard for County laws and regulations.

b) Remedies

The occurrence of any event of default permits the County, at the County’s sole option, to declare Consultant in default. The Chief Procurement Officer may in his sole discretion

give Consultant an opportunity to cure the default within a certain period of time, which period of time must not exceed 30 days, unless extended by the Chief Procurement Officer. Whether to declare Consultant in default is within the sole discretion of the Chief Procurement Officer and neither that decision nor the factual basis for it is subject to review or challenge under the Disputes provision of this Agreement.

The Chief Procurement Officer will give Consultant written notice of the default, either in the form of a cure notice ("**Cure Notice**"), or, if no opportunity to cure will be granted, a default notice ("**Default Notice**"). If the Chief Procurement Officer gives a Default Notice, he will also indicate any present intent he may have to terminate this Agreement, and the decision to terminate (but not the decision not to terminate) is final and effective upon giving the notice. The Chief Procurement Officer may give a Default Notice if Consultant fails to affect a cure within the cure period given in a Cure Notice. When a Default Notice with intent to terminate is given as provided in this Section 9.b and Article 11, Consultant must discontinue any Services, unless otherwise directed in the notice, and deliver all materials accumulated in the performance of this Agreement, whether completed or in the process, to the County. After giving a Default Notice, the County may invoke any or all of the following remedies:

i) The right to take over and complete the Services, or any part of them, at Consultant's expense and as agent for Consultant, either directly or through others, and bill Consultant for the cost of the Services, and Consultant must pay the difference between the total amount of this bill and the amount the County would have paid Consultant under the terms and conditions of this Agreement for the Services that were assumed by the County as agent for the Consultant under this Section 9.b;

ii) The right to terminate this Agreement as to any or all of the Services yet to be performed effective at a time specified by the County;

iii) The right of specific performance, an injunction or any other appropriate equitable remedy;

iv) The right to money damages;

v) The right to withhold all or any part of Consultant's compensation under this Agreement;

vi) The right to consider Consultant non-responsible in future contracts to be awarded by the County.

If the Chief Procurement Officer considers it to be in the County's best interests, he may elect not to declare default or to terminate this Agreement. The parties acknowledge that this provision is solely for the benefit of the County and that if the County permits Consultant to continue to provide the Services despite one or more events of default,

Consultant is in no way relieved of any of its responsibilities, duties or obligations under this Agreement, nor does the County waive or relinquish any of its rights.

The remedies under the terms of this Agreement are not intended to be exclusive of any other remedies provided, but each and every such remedy is cumulative and is in addition to any other remedies, existing now or later, at law, in equity or by statute. No delay or omission to exercise any right or power accruing upon any event of default impairs any such right or power, nor is it a waiver of any event of default nor acquiescence in it, and every such right and power may be exercised from time to time and as often as the County considers expedient.

c) Early Termination

In addition to termination under Sections 9.a and 9.b of this Agreement, the County may terminate this Agreement, or all or any portion of the Services to be performed under it, at any time by a notice in writing from the County to Consultant,including for any change in ownership or control of Consultant without the prior written approval of the Chief Procurement Officer, which approval the Chief Procurement Officer will not unreasonably withhold. The County will give notice to Consultant in accordance with the provisions of Article 11. The effective date of termination will be the date the notice is received by Consultant or the date stated in the notice, whichever is later. If the County elects to terminate this Agreement in full, all Services to be provided under it must cease and all materials that may have been accumulated in performing this Agreement, whether completed or in the process, must be delivered to the County effective 10 days after the date the notice is considered received as provided under Article 11 of this Agreement (if no date is given) or upon the effective date stated in the notice.

After the notice is received, Consultant must restrict its activities, and those of its Subcontractors, to winding down any reports, analyses, or other activities previously begun. No costs incurred 30 days after the effective date of the termination are allowed. Payment for any Services actually and satisfactorily performed before the effective date of the termination is on the same basis as set forth in Article 5, but if any compensation is described or provided for on the basis of a period longer than 10 days, then the compensation must be prorated accordingly. No amount of compensation, however, is permitted for anticipated profits on unperformed Services. The County and Consultant must attempt to agree on the amount of compensation to be paid to Consultant, but if not agreed on, the dispute must be settled in accordance with Article 6 of this Agreement. The payment so made to Consultant is in full settlement for all Services satisfactorily performed under this Agreement.

Consultant must include in its contracts with Subcontractors retained to provide Services to the County under this Agreement an early termination provision in form and substance equivalent to this early termination provision to prevent claims against the County arising from termination of subcontracts after the early termination. Consultant will not be entitled to make any early termination claims against the County resulting from any

Subcontractor's claims against Consultant or the County to the extent inconsistent with this provision.

If the County's election to terminate this Agreement for default under Sections 9.a and 9.b is determined in a court of competent jurisdiction to have been wrongful, then in that case the termination is to be considered to be an early termination under this Section 9.c.

d) Suspension

The County may at any time request that Consultant suspend its Services, or any part of them, by giving 15 days prior written notice to Consultant or upon informal oral, or even no notice, in the event of emergency. No costs incurred after the effective date of such suspension are allowed. Consultant must promptly resume its performance of the Services under the same terms and conditions as stated in this Agreement upon written notice by the Chief Procurement Officer and such equitable extension of time as may be mutually agreed upon by the Chief Procurement Officer and Consultant when necessary for continuation or completion of Services. Any additional costs or expenses actually incurred by Consultant as a result of recommencing the Services must be treated in accordance with the compensation provisions under Article 5 of this Agreement.

No suspension of this Agreement is permitted in the aggregate to exceed a period of 45 days within any one year of this Agreement. If the total number of days of suspension exceeds 45 days, Consultant by written notice may treat the suspension as an early termination of this Agreement under Section 9.c.

e) Right to Offset

In connection with performance under this Agreement, the County may offset any excess costs incurred:

i) if the County terminates this Agreement for default or any other reason resulting from Consultant's performance or non-performance;

ii) if the County exercises any of its remedies under Section 9.b of this Agreement; or

iii) if the County has any credits due or has made any overpayments under this Agreement.

The County may offset these excess costs by use of any payment due for Services completed before the County terminated this Agreement or before the County exercised any remedies. If the amount offset is insufficient to cover those excess costs, Consultant is liable for and must promptly remit to the County the balance upon written demand for it. This right to offset is in addition to and not a limitation of any other remedies available to the County.

f) Delays

Consultant agrees that no charges or claims for damages shall be made by Consultant for any delays or hindrances from any cause whatsoever during the progress of any portion of this Contract.

g) Prepaid Fees

In the event this Contract is terminated by either party, for cause or otherwise, and the County has prepaid for any Deliverables, Consultant shall refund to the County, on a prorated basis to the effective date of termination, all amounts prepaid for Deliverables not actually provided as of the effective date of the termination. The refund shall be made within fourteen (14) days of the effective date of termination.

ARTICLE 10) GENERAL CONDITIONS

a) Entire Agreement

i) **General**

This Agreement, and the exhibits attached to it and incorporated in it, constitute the entire agreement between the parties and no other warranties, inducements, considerations, promises or interpretations are implied or impressed upon this Agreement that are not expressly addressed in this Agreement.

ii) **No Collateral Agreements**

Consultant acknowledges that, except only for those representations, statements or promises expressly contained in this Agreement and any exhibits attached to it and incorporated by reference in it, no representation, statement or promise, oral or in writing, of any kind whatsoever, by the County, its officials, agents or employees, has induced Consultant to enter into this Agreement or has been relied upon by Consultant, including any with reference to:

(a) the meaning, correctness, suitability or completeness of any provisions or requirements of this Agreement;

(b) the nature of the Services to be performed;

(c) the nature, quantity, quality or volume of any materials, equipment, labor and other facilities needed for the performance of this Agreement;

(d) the general conditions which may in any way affect this Agreement or its performance;

(e) the compensation provisions of this Agreement; or

(f) any other matters, whether similar to or different from those referred to in (a) through (e) immediately above, affecting or having any connection with this Agreement, its negotiation, any discussions of its performance or those employed or connected or concerned with it.

iii) **No Omissions**

Consultant acknowledges that Consultant was given an opportunity to review all documents forming this Agreement before signing this Agreement in order that it might request inclusion in this Agreement of any statement, representation, promise or provision that it desired or on that it wished to place reliance. Consultant did so review those documents, and either every such statement, representation, promise or provision has been included in this Agreement or else, if omitted, Consultant relinquishes the benefit of any such omitted statement, representation, promise or provision and is willing to perform this Agreement in its entirety without claiming reliance on it or making any other claim on account of its omission.

b) Counterparts

This Agreement is comprised of several identical counterparts, each to be fully signed by the parties and each to be considered an original having identical legal effect.

c) Contract Amendments

The parties may during the term of the Contract make amendments to the Contract but only as provided in this section. Such amendments shall only be made by mutual agreement in writing.

In the case of Contracts not approved by the Board, the Chief Procurement Officer may amend a contract provided that the total cost of all such amendments does not increase the total amount of the Contract by $200,000 or more. Such action may only be made with the advance written approval of the Chief Procurement Officer. If the amendment increases the total award amount by $200,000 or more, then Board approval will be required.

No Using Agency or employee thereof has authority to make any amendments to this Contract. Any amendments to this Contract made without the express written approval of the Chief Procurement Officer is void and unenforceable.

Consultant is hereby notified that, except for amendments which are made in accordance with this Section10.c. Contract Amendments, no Using Agency or employee thereof has authority to make any amendment to this Contract.

d) Governing Law and Jurisdiction

This Contract shall be governed by and construed under the laws of the State of Illinois. The Consultant irrevocably agrees that, subject to the County's sole and absolute election to the contrary, any action or proceeding in any way, manner or respect arising out of the Contract,

or arising from any dispute or controversy arising in connection with or related to the Contract, shall be litigated only in courts within the Circuit Court of Cook County, State of Illinois, and the Consultant consents and submits to the jurisdiction thereof. In accordance with these provisions, Consultant waives any right it may have to transfer or change the venue of any litigation brought against it by the County pursuant to this Contract.

e) Severability

If any provision of this Agreement is held or considered to be or is in fact invalid, illegal, inoperative or unenforceable as applied in any particular case in any jurisdiction or in all cases because it conflicts with any other provision or provisions of this Agreement or of any constitution, statute, ordinance, rule of law or public policy, or for any other reason, those circumstances do not have the effect of rendering the provision in question invalid, illegal, inoperative or unenforceable in any other case or circumstances, or of rendering any other provision or provisions in this Agreement invalid, illegal, inoperative or unenforceable to any extent whatsoever. The invalidity, illegality, inoperativeness or unenforceability of any one or more phrases, sentences, clauses or sections in this Agreement does not affect the remaining portions of this Agreement or any part of it.

f) Assigns

All of the terms and conditions of this Agreement are binding upon and inure to the benefit of the parties and their respective legal representatives, successors and assigns.

g) Cooperation

Consultant must at all times cooperate fully with the County and act in the County's best interests. If this Agreement is terminated for any reason, or if it is to expire on its own terms, Consultant must make every effort to assure an orderly transition to another provider of the Services, if any, orderly demobilization of its own operations in connection with the Services, uninterrupted provision of Services during any transition period and must otherwise comply with the reasonable requests and requirements of the Using Agency in connection with the termination or expiration.

h) Waiver

Nothing in this Agreement authorizes the waiver of a requirement or condition contrary to law or ordinance or that would result in or promote the violation of any federal, state or local law or ordinance.

Whenever under this Agreement a party by a proper authority waives the other party’s performance in any respect or waives a requirement or condition to either the County's or Consultant's performance, the waiver so granted, whether express or implied, only applies to the particular instance and is not a waiver forever or for subsequent instances of the performance, requirement or condition. No such waiver is a modification of this

Agreement regardless of the number of times such party may have waived the performance, requirement or condition. Such waivers must be provided to the other party in writing.

i) Independent Consultant

This Agreement is not intended to and will not constitute, create, give rise to, or otherwise recognize a joint venture, partnership, corporation or other formal business association or organization of any kind between Consultant and the County. The rights and the obligations of the parties are only those expressly set forth in this Agreement. Consultant must perform under this Agreement as an independent Consultant and not as a representative, employee, agent, or partner of the County.

This Agreement is between the County and an independent Consultant and, if Consultant is an individual, nothing provided for under this Agreement constitutes or implies an employer-employee relationship such that:

i) The County will not be liable under or by reason of this Agreement for the payment of any compensation award or damages in connection with the Consultant performing the Services required under this Agreement.

ii) Consultant is not entitled to membership in the County Pension Fund, Group Medical Insurance Program, Group Dental Program, Group Vision Care, Group Life Insurance Program, Deferred Income Program, vacation, sick leave, extended sick leave, or any other benefits ordinarily provided to individuals employed and paid through the regular payrolls of the County.

iv) The County is not required to deduct or withhold any taxes, FICA or other deductions from any compensation provided to the Consultant.

j) Governmental Joint Purchasing Agreement

Pursuant to Section 4 of the Illinois Governmental Joint Purchasing Act (30 ILCS 525) and the Joint Purchase Agreement approved by the Cook County Board of Commissioners (April 9, 1965), other units of government may purchase goods or services under this contract.

In the event that other agencies participate in a joint procurement, the County reserves the right to renegotiate the price to accommodate the larger volume.

k) Comparable Government Procurement

As permitted by the County of Cook, other government entities, if authorized by law, may wish to purchase the goods, supplies, services or equipment under the same terms and conditions contained in this Contract (i.e., comparable government procurement). Each entity wishing to reference this Contract must have prior authorization from the County of Cook and the Consultant. If such participation is authorized, all purchase orders will be issued directly from and shipped directly to the entity requiring the goods, supplies,

equipment or services supplies/services. The County shall not be held responsible for any orders placed, deliveries made or payment for the goods, supplies, equipment or services supplies/services ordered by these entities. Each entity reserves the right to determine the amount of goods, supplies, equipment or services it wishes to purchase under this Contract.

l) Force Majeure

Neither Consultant nor County shall be liable for failing to fulfill any obligation under this Contract if such failure is caused by an event beyond such party's reasonable control and which is not caused by such party's fault or negligence. Such events shall be limited to acts of God, acts of war, fires, lightning, floods, epidemics, or riots.

m) Federal Clauses

The following provisions apply to all Contracts which are funded in whole or in part with federal funds including without limitation the following.

1. Interest of Members of or Delegates to the United States Congress
In accordance with 41 U.S.C. § 22, the Contractor agrees that it will not admit any member of or delegate to the United States Congress to any share or part of the Contract or any benefit derived therefrom.

2. False or Fraudulent Statements and Claims
(a) The Contractor recognizes that the requirements of the Program Fraud Civil Remedies Act of 1986, as amended, 49 U.S.C. §§ 3081 et seq and U.S. DOT regulations, "Program Fraud Civil Remedies," 49 C.F.R. Part 31, apply to its actions pertaining to the Contract. Accordingly, by signing the Contract, the Contractor certifies or affirms the truthfulness and accuracy of any statement it has made, it makes, or it may make pertaining to the Contract, including without limitation any invoice for its services. In addition to other penalties that may be applicable, the Contractor also acknowledges that if it makes a false, fictitious, or fraudulent claim, statement, submission, or certification, the Federal Government reserves the right to impose the penalties of the Program Fraud Civil Remedies Act of 1986, as amended, on the Contractor to the extent the Federal Government deems appropriate.

(b) The Contractor also acknowledges that if it makes a false, fictitious, or fraudulent claim, statement, submission, or certification to the County or Federal Government in connection with an urbanized area formula project financed with Federal assistance authorized by 49 U.S.C. § 5307, the Government reserves the right to impose on the Contractor the penalties of 18 U.S.C. § 1001 and 49 U.S.C. § 5307(n)(1), to the extent the Federal Government deems appropriate.

3. Federal Interest in Patents
(a) General. If any invention, improvement, or discovery of the Contractor is conceived or first actually reduced to practice in the course of or under the Contract, and that invention, improvement, or discovery is patentable under the laws of the Unites States

of America or any foreign country, the Contractor agrees to notify County immediately and provide a detailed report.

(b) Federal Rights. Unless the Federal Government later makes a contrary determination in writing, the rights and responsibilities of the County, Contractor, and the Federal Government pertaining to that invention, improvement, or discovery will be determined in accordance with applicable Federal laws and regulations, including any waiver thereof. Unless the Federal Government later makes a contrary determination in writing, the Contractor agrees that, irrespective of its status or the status of any subcontractor at any tier (e.g., a large business, small business, non profit organization, institution of higher education, individual), the Contractor agrees it will transmit to the Federal Government those rights due the Federal Government in any invention resulting from the contract.

4. Federal Interest in Data and Copyrights

(a) Definition. The term "subject data" used in this section means recorded information, whether or not copyrighted, that is delivered or specified to be delivered under the Contract. Examples include, but are not limited, to: computer software, engineering drawings and associated lists, specifications, standards, process sheets, manuals, technical reports, catalog item identifications, and related information. The term "subject data" does not include financial reports, cost analyses, and similar information incidental to Contract administration.

(b) Federal Restrictions. The following restrictions apply to all subject data first produced in the performance of the Contract. Except as provided in the Contract and except for its own internal use, the Contractor may not publish or publicly reproduce subject data in whole or in part, or in any manner or form, nor may the Contractor authorize others to do so, without the written consent of the County and the Federal Government, until such time as the Federal Government may have either released or approved the release of such data to the public.

(c) Federal Rights in Data and Copyrights. In accordance with subparts 34 and 36 of the Common Rule, the County and the Federal Government reserve a royalty free, non exclusive and irrevocable license to reproduce, publish, or otherwise use, and to authorize others to use, for County or Federal Government purposes, the types of subject data described below. Without the copyright owner's consent, the County and Federal Government may not extend their license to other parties.

(1) Any subject data developed under the contract or subagreement financed by a federal Grant Agreement or Cooperative Agreement, whether or not a copyright has been obtained; and

(2) Any rights of copyright which the Contractor purchases ownership with Federal assistance.

(d) Special Federal Rights for Planning Research and Development Projects. When the Federal Government provides financial assistance for a planning, research, development, or demonstration project, its general intention is to increase public knowledge, rather than limit the benefits of the project to participants in the project. Therefore, unless the Federal Government determines otherwise, the Contractor on a planning, research, development, or demonstration project agrees that, in addition to the rights in data and copyrights set forth above, the County or Federal Government may make

available to any third party either a license in the copyright to the subject data or a copy of the subject data. If the project is not completed for any reason whatsoever, all data developed under the project will become subject data and will be delivered as the County or Federal Government may direct. This subsection, however, does not apply to adaptions of automatic data processing equipment or previously existing software programs for the County's use whose costs are financed with Federal transportation funds for capital projects.

(e) Hold Harmless. Unless prohibited by state law, upon request by the County or the Federal Government, the Contractor agrees to indemnify, save, and hold harmless the County and the Federal Government and their officers, agents, and employees acting within the scope of their official duties against any liability, including costs and expenses, resulting from any willful or intentional violation by the Contractor of proprietary rights, copyrights, or right of privacy, arising out of the publication, translation, reproduction, delivery, use, or disposition of any data furnished under the Contract. The Contractor will not be required to indemnify the County or Federal Government for any such liability arising out of the wrongful acts of employees or agents of the County or Federal Government.

(f) Restrictions on Access to Patent Rights. Nothing contained in this section on rights in data will imply a license to the County or Federal Government under any patent or be construed as affecting the scope of any license or other right otherwise granted to the County or Federal Government under any patent.

(g) Application on Materials Incorporated into Project. The requirements of Subsections 2, 3, and 4 of this Section do not apply to material furnished by the County and incorporated into the work.

5. Records and Audits

Contractor will deliver or cause to be delivered all documents (including but not limited to all Deliverables and supporting data, records, graphs, charts and notes) prepared by or for the County under the terms of this Agreement to the County promptly in accordance with the time limits prescribed in this Contract, and if no time limit is specified, then upon reasonable demand therefor or upon termination or completion of the Services hereunder. In the event of the failure by the Contractor to make such delivery, then and in that event, the Contractor will pay to County reasonable damages the County may sustain by reason thereof.

The County and the Federal Government will have the right to audit all payments made to the Contractor under this Agreement. Any payments to the Contractor which exceed the amount to which the Contractor is entitled under the terms of this Agreement will be subject to set off.

The Contractor will keep and retain records relating to this Agreement and will make such records available to representatives of the County and the Federal Government, including without limitation the sponsoring federal agency, other participating agencies, and the Comptroller General of the United States, at reasonable times during the performance of this Agreement and for at least five years after termination of this Agreement for purposes of audit, inspection, copying, transcribing and abstracting.

No provision in this Agreement granting the County or the Federal Government a right of access to records is intended to impair, limit or affect any right of access to such records

which the County or the Federal Government would have had in the absence of such provisions.

6. Environmental Requirements

The Contractor recognizes that many Federal and state laws imposing environmental and resource conservation requirements may apply to the Contract. Some, but not all, of the major Federal Laws that may affect the Contract include: the National Environmental Policy Act of 1969, as amended, 42 U.S.C. §§ 4321 et seq.; the Clean Air Act, as amended, 42 U.S.C. §§ 7401 et seq. and scattered sections of 29 U.S.C.; the Clean Water Act, as amended, scattered sections of 33 U.S.C. and 12 U.S.C.; the Resource Conservation and Recovery Act, as amended, 42 U.S.C. §§ 6901 et seq.; and the Comprehensive Environmental Response, Compensation, and Liability Act, as amended, 42 U.S.C. §§ 9601 et seq. The Contractor also recognizes that U.S. EPA, U.S. DOT and other agencies of the Federal Government have issued and are expected in the future to issue regulations, guidelines, standards, orders, directives, or other requirements that may affect the Contract. Thus, the Contractor agrees to adhere to, and impose on its subcontractors, any such Federal requirements as the Federal Government may now or in the future promulgate. Listed below are requirements of particular concern.

The Contractor acknowledges that this list does not constitute the Contractor's entire obligation to meet all Federal environmental and resource conservation requirements. The Contractor will include these provisions in all subcontracts.

(a) Environmental Protection. The Contractor agrees to comply with the applicable requirements of the National Environmental Policy Act of 1969, as amended, 42 U.S.C. §§ 4321 et seq. in accordance with Executive Order No. 12898, "Federal Actions to Address Environmental Justice in Minority Populations and Low Income Populations," 59 Fed. Reg. 7629, Feb. 16, 1994; U.S. DOT statutory requirements on environmental matters at 49 U.S.C. § 5324(b); Council on Environmental Quality regulations on compliance with the National Environmental Policy Act of 1969, as amended, 40 C.F.R. Part 1500 et seq.; and U.S. DOT regulations, "Environmental Impact and Related Procedures," 23 C.F.R. Part 771 and 49 C.F.R. Part 622.

(b) Air Quality. The Contractor agrees to comply with all applicable standards, orders, or regulations issued pursuant to the Clean Air Act, as amended, 42 U.S.C. §§ 7401 et seq. Specifically, the Contractor agrees to comply with applicable requirements of U.S. EPA regulations, "Conformity to State of Federal Implementation Plans of Transportation Plans, Programs, and Projects Developed, Funded or Approved Under Title 23 U.S.C. or the Federal Transit Act," 40 C.F.R. Part 51, Subpart T; and "Determining Conformity of Federal Actions to State or Federal Implementation Plans," 40 C.F.R. Part 93. The Contractor further agrees to report and require each subcontractor at any tier to report any violation of these requirements resulting from any Contract implementation activity to the County and the appropriate U.S. EPA Regional Office.

(c) Clean Water. The Contractor agrees to comply with all applicable standards, orders, or regulations issued pursuant to the Federal Water Pollution Control Act, as amended, 33 U.S.C. §§ 1251 et seq. The Contractor further agrees to report and require each subcontractor at any tier to report any violation of these requirements resulting from any Contract implementation activity to the County and the appropriate U.S. EPA Regional Office.

(d) List of Violating Facilities. The Contractor agrees that any facility to be used in the performance of the Contract or to benefit from the Contract will not be listed on the U.S. EPA List of Violating Facilities ("List"), and the Contractor will promptly notify the County if the Contractor receives any communication from the U.S. EPA that such a facility is under consideration for inclusion on the List.

(e) Preference for Recycled Products. To the extent practicable and economically feasible and to the extent that it does not reduce or impair the quality of the work, the Contractor agrees to use recycled products in performance of the Contract pursuant to U.S. Environment Protection Agency (U.S. EPA) guidelines at 40 C.F.R. Parts 247 253, which implement section 6002 of the Resource Conservation and Recovery Act, as amended, 42 U.S.C. § 6962.

7. No Exclusionary or Discriminatory Specifications

Apart from inconsistent requirements imposed by Federal statute or regulations, the Contractor agrees that it will comply with the requirements of 49 U.S.C. § 5323(h)(2) by refraining from using any Federal assistance to support subcontracts procured using exclusionary or discriminatory specifications.

8. No Federal Government Obligations to Third Parties

The Contractor agrees that, absent the Federal Government's express written consent, the Federal Government will not be subject to any obligations or liabilities to any contractor or any other person not a party to the Grant Agreement or Cooperative Agreement between the County and the Federal Government which is a source of funds for this Contract. Notwithstanding any concurrence provided by the Federal Government in or approval of any solicitation, agreement, or contract, the Federal Government continues to have no obligations or liabilities to any party, including the Contractor.

9. Allowable Costs

Notwithstanding any compensation provision to the contrary, the Contractor's compensation under this Contract will be limited to those amounts which are allowable and allocable to the Contract in accordance with OMB Circular A 87 and the regulations in 49 C.F.R. Part 18. To the extent that an audit reveals that the Contractor has received payment in excess of such amounts, the County may offset such excess payments against any future payments due to the Contractor and, if no future payments are due or if future payments are less than such excess, the Contractor will promptly refund the amount of the excess payments to the County.

10. Trade Restrictions

Contractor certifies that neither it nor any Subcontractor:

(a) is owned or controlled by one or more citizens of a foreign country included in the list of countries that discriminate against U.S. firms published by the Office of the United States Trade Representative (USTR);

(b) has knowingly entered into any contract or subcontract with a person that is a citizen or national of a foreign country on said list, nor is owned or controlled directly or indirectly by one or more citizens or nationals of a foreign country on said list;

(c) will procure, subcontract for, or recommend any product that is produced in a foreign country on said list.

Unless the restrictions of this clause are waived by the Secretary of Transportation in accordance with 49 CFR 30.17, no Notice to Proceed will be issued to an entity who is unable to certify to the above. If Contractor knowingly procures or subcontracts for the supply of any product or service of a foreign country on said list for use on the project, the USDOT may direct, through the County, cancellation of the Contract at no cost to the Government.

Further, Contractor agrees that it will incorporate this provision for certification without modification in each subcontract. Contractor may rely on the certification of a prospective Subcontractor unless it has knowledge that the certification is erroneous. Contractor will provide immediate written notice to the County if it learns that its certification or that of a Subcontractor was erroneous when submitted or has become erroneous by reason of changed circumstances. Each Subcontractor must agree to provide written notice to Contractor if at any time it learns that its certification was erroneous by reason of changed circumstances. Nothing contained in the foregoing will be construed to require establishment of a system of records in order to render, in good faith, the certification required by this provision.

The knowledge and information of the Contractor is not required to exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.

This certification concerns a matter within the jurisdiction of an agency of the United States of America and the making of a false, fictitious, or fraudulent certification may render the maker subject to prosecution under Title 18, United States Code, Section 100.

11. Contract Work Hours and Safety Standards Act

If applicable according to their terms, the Contractor agrees to comply and assures compliance with sections 102 and 107 of the Contract Work Hours and Safety Standards Act, as amended, 40 U.S.C. §§ 327 through 333, and implementing U.S. DOL regulations, "Labor Standards Provisions Applicable to Contracts Governing Federally Financed and Assisted Construction (also Labor Standards Provisions Applicable to Nonconstruction Contracts Subject to the Contract Work Hours and Safety Standards Act)," 29 C.F.R. Part 5; and U.S. DOL regulations, "Safety and Health Regulations for Construction," 29 C.F.R. Part 1926. In addition to other requirements that may apply:

(a) In accordance with section of the Contract Work Hours and Safety Standards Act, as amended, 40 U.S.C. §§ 327 through 332, the Contractor agrees and assures that, for the Contract, the wages of every mechanic and laborer will be computed on the basis of a standard work week of 40 hours, and that each worker will be compensated for work exceeding the standard work week at a rate of not less than 1.5 times the basic rate of pay for all hours worked in excess of 40 hours in the work week. The Contractor agrees that determinations pertaining to these requirements will be made in accordance with applicable U.S. DOL regulations, "Labor Standards Provisions Applicable to Contracts Governing Federally Financed and Assisted Construction (also Labor Standards Provisions Applicable to Nonconstruction Contracts Subject to the Contract Work Hours and Safety Standards Act)," 29 C.F.R. Part 5.

(b) In accordance with section 107 of the Contract Work Hours and Safety Standards Act, as amended, 40 U.S.C. § 333, the contractor agrees and assures that no laborer or

mechanic working on a construction contract will be required to work in surroundings or under working conditions that are unsanitary, hazardous, or dangerous to his or her health and safety, as determined in accordance with U.S. DOL regulations, “Safety and Health Regulations for Construction,” 29 C.F.R. Part 1926.

12. Copyright Ownership

Consultant and the County intend that, to the extent permitted by law, the Deliverables to be produced by Consultant at the County's instance and expense pursuant to this Agreement are conclusively deemed "works made for hire" within the meaning and purview of Section 101 of the United States Copyright Act, 17 U.S.C. §101 et seq. (the “Copyright Act”), and that the County will be the copyright owner of the Deliverables and of all aspects, elements and components of them in which copyright can subsist.

To the extent that any Deliverable does not qualify as a "work made for hire," Consultant irrevocably grants, conveys, bargains, sells, assigns, transfers and delivers to the County, its successors and assigns, all right, title and interest in and to the copyrights and all U.S. and foreign copyright registrations, copyright applications and copyright renewals for them, and other intangible, intellectual property embodied in or pertaining to the Deliverables prepared for the County under this Agreement, free and clear of any liens, claims or other encumbrances, to the fullest extent permitted by law. Consultant will execute all documents and perform all acts that the County may reasonably request in order to assist the County in perfecting its rights in and to the copyrights relating to the Deliverables, at the sole expense of the County.

Consultant warrants to County, its successors and assigns, that on the date of transfer Consultant is the lawful owner of good and marketable title in and to the copyrights for the Deliverables and has the legal rights to fully assign them. Consultant further warrants that it has not assigned any copyrights nor granted any licenses, exclusive or nonexclusive, to any other party, and that it is not a party to any other agreements or subject to any other restrictions with respect to the Deliverables. Consultant warrants and represents that the Deliverables are complete and comprehensive, and the Deliverables are a work of original authorship.

13. Visual Rights Act Waiver

The Consultant/Contractor waives any and all rights that may be granted or conferred under Section 106A and Section 113 of the United States Copyright Act, (17 U.S.C. § 101 et seq.) (the "Copyright Act") in any work of visual art that may be provided pursuant to this Agreement. Also, the Consultant/Contractor represents and warrants that the Consultant/Contractor has obtained a waiver of Section 106A and Section 113 of the Copyright Act as necessary from any employees and subcontractors, if any.

14. Equal Employment Opportunity

During the performance of this contract, the contractor agrees as follows:

(1) The contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, or national origin. The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment without regard to their race, color, religion, sex,

sexual orientation, gender identity, or national origin. Such action shall include, but not be limited to the following:
Employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided setting forth the provisions of this nondiscrimination clause.
(2) The contractor will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin.
(3) The contractor will not discharge or in any other manner discriminate against any employee or applicant for employment because such employee or applicant has inquired about, discussed, or disclosed the compensation of the employee or applicant or another employee or applicant. This provision shall not apply to instances in which an employee who has access to the compensation information of other employees or applicants as a part of such employee's essential job functions discloses the compensation of such other employees or applicants to individuals who do not otherwise have access to such information, unless such disclosure is in response to a formal complaint or charge, in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or is consistent with the contractor's legal duty to furnish information.
(4) The contractor will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice to be provided advising the said labor union or workers' representatives of the contractor's commitments under this section, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.
(5) The contractor will comply with all provisions of Executive Order 11246 of September 24, 1965, and of the rules, regulations, and relevant orders of the Secretary of Labor.
(6) The contractor will furnish all information and reports required by Executive Order 11246 of September 24, 1965, and by rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the administering agency and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.
(7) In the event of the contractor's noncompliance with the nondiscrimination clauses of this contract or with any of the said rules, regulations, or orders, this contract may be canceled, terminated, or suspended in whole or in part and the contractor may be declared ineligible for further Government contracts or federally assisted construction contracts in accordance with procedures authorized in Executive Order 11246 of September 24, 1965, and such other sanctions may be imposed and remedies invoked as provided in Executive Order 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.
(8) The contractor will include the portion of the sentence immediately preceding paragraph (1) and the provisions of paragraphs (1) through (8) in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to section 204 of Executive Order 11246 of September 24, 1965, so that

such provisions will be binding upon each subcontractor or vendor. The contractor will take such action with respect to any subcontract or purchase order as the administering agency may direct as a means of enforcing such provisions, including sanctions for noncompliance:

Provided, however, that in the event a contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the administering agency, the contractor may request the United States to enter into such litigation to protect the interests of the United States.

The applicant further agrees that it will be bound by the above equal opportunity clause with respect to its own employment practices when it participates in federally assisted construction work: Provided, That if the applicant so participating is a State or local government, the above equal opportunity clause is not applicable to any agency, instrumentality or subdivision of such government which does not participate in work on or under the contract.

The applicant agrees that it will assist and cooperate actively with the administering agency and the Secretary of Labor in obtaining the compliance of contractors and subcontractors with the equal opportunity clause and the rules, regulations, and relevant orders of the Secretary of Labor, that it will furnish the administering agency and the Secretary of Labor such information as they may require for the supervision of such compliance, and that it will otherwise assist the administering agency in the discharge of the agency's primary responsibility for securing compliance.

The applicant further agrees that it will refrain from entering into any contract or contract modification subject to Executive Order 11246 of September 24, 1965, with a contractor debarred from, or who has not demonstrated eligibility for, Government contracts and federally assisted construction contracts pursuant to the Executive Order and will carry out such sanctions and penalties for violation of the equal opportunity clause as may be imposed upon contractors and subcontractors by the administering agency or the Secretary of Labor pursuant to Part II, Subpart D of the Executive Order. In addition, the applicant agrees that if it fails or refuses to comply with these undertakings, the administering agency may take any or all of the following actions: Cancel, terminate, or suspend in whole or in part this grant (contract, loan, insurance, guarantee); refrain from extending any further assistance to the applicant under the program with respect to which the failure or refund occurred until satisfactory assurance of future compliance has been received from such applicant; and refer the case to the Department of Justice for appropriate legal proceedings.

15. Copeland "Anti-Kickback" Act (40 U.S.C. 3145))

All contracts and subgrants in excess of $2000 for construction or repair awarded by recipients and subrecipients shall include a provision for compliance with the Copeland "Anti-Kickback" Act (40 U.S.C. 3145), as supplemented by Department of Labor regulations (29 CFR part 3, "Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States"). The Act provides that each contractor or subrecipient shall be prohibited from inducing, by any means, any person employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he is otherwise entitled. The recipient shall report all suspected or reported violations to the Federal awarding agency.

16. Contract Work Hours and Safety Standards Act (40 U.S.C. 3701-3708)
Where applicable, all contracts awarded by recipients in excess of $100,000 that involve the employment of mechanics or laborers shall include a provision for compliance with 40 U.S.C. 3702 and 3704, as supplemented by Department of Labor regulations (29 CFR part 5). Under 40 U.S.C. 3702 of the Act, each contractor shall be required to compute the wages of every mechanic and laborer on the basis of a standard work week of 40 hours. Work in excess of the standard work week is permissible provided that the worker is compensated at a rate of not less than 1 ½ times the basic rate of pay for all hours worked in excess of 40 hours in the work week. The requirements of 40 U.S.C. 3704 are applicable to construction work and provides that no laborer or mechanic shall be required to work in surroundings or under working conditions which are unsanitary, hazardous or dangerous. These requirements do not apply to the purchases of supplies or materials or articles ordinarily available on the open market, or contracts for transportation or transmission of intelligence.

17. Rights to Inventions Made Under a Contract or Agreement
Contracts or agreements for the performance of experimental, developmental, or research work shall provide for the rights of the Federal Government and the recipient in any resulting invention in accordance with 37 CFR part 401, "Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements," and any implementing regulations issued by the awarding agency.

18. Clean Air Act (42 U.S.C. 7401 et seq.) and the Federal Water Pollution Control Act (33 U.S.C. 1251 et seq.), as amended
Contracts and subgrants of amounts in excess of $150,000 shall contain a provision that requires the recipient to agree to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act (42 U.S.C. 7401 et seq.) and the Federal Water Pollution Control Act as amended (33 U.S.C. 1251 et seq.). Violations shall be reported to the Federal awarding agency and the Regional Office of the Environmental Protection Agency (EPA).

19. Byrd Anti-Lobbying Amendment (31 U.S.C. 1352)
Contractors who apply or bid for an award of $100,000 or more shall file the required certification. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any Federal contract, grant or any other award covered by 31 U.S.C. 1352. Each tier shall also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the recipient.

20. Debarment and Suspension (E.O.s 12549 and 12689)
No contract shall be made to parties listed on the General Services Administration's List of Parties Excluded from Federal Procurement or Nonprocurement Programs in accordance with E.O.s 12549 and 12689, "Debarment and Suspension." This list contains the names

of parties debarred, suspended, or otherwise excluded by agencies, and contractors declared ineligible under statutory or regulatory authority other than E.O. 12549. Contractors with awards that exceed the small purchase threshold shall provide the required certification regarding its exclusion status and that of its principal employees.

21. Prohibition on Certain Telecommunications and Surveillance Equipment

Recipients and subrecipients are prohibited from using loan or grant funds to procure or obtain; extend or renew a contract to procure or obtain; or enter into a contract (or extend or renew a contract) to procure or obtain equipment, services, or systems that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system. As described in Public Law 115-232, section 889, covered telecommunications equipment is telecommunications equipment produced by Huawei Technologies Company or ZTE Corporation (or any subsidiary or affiliate of such entities), Hytera Communications Corporation, Hangzhou Hikvision Digital Technology Company, or Dahua Technology Company (or any subsidiary or affiliate of such entities), or by an entity that the Secretary of Defense, in consultation with the Director of the National Intelligence or the Director of the Federal Bureau of Investigation, reasonably believes to be an entity owned or controlled by, or otherwise connected to, the government of a covered foreign country.

ARTICLE 11) NOTICES

All notices required pursuant to this Contract shall be in writing and addressed to the parties at their respective addresses set forth below. All such notices shall be deemed duly given if hand delivered or if deposited in the United States mail, postage prepaid, registered or certified, return receipt requested. Notice as provided herein does not waive service of summons or process.

If to the County: Cook County Department of Risk Management
161 N. Clark Street, Suite 2400
Chicago, Illinois 60601
Attention: Deanna Zalas Department Director

and

Cook County Chief Procurement Officer
161 N. Clark Street, Suite 2300
Chicago, Illinois 60601
(Include County Contract Number on all notices)

If to Consultant: Aon Risk Consultants, Inc.
PO Box 1447
Lincolnshire, IL 60069
Attention: Leslie Austin

Changes in these addresses must be in writing and delivered in accordance with the provisions of this Article 11. Notices delivered by mail are considered received three days

after mailing in accordance with this Article 11. Notices delivered personally are considered effective upon receipt. Refusal to accept delivery has the same effect as receipt.

ARTICLE 12) AUTHORITY

Execution of this Agreement by Consultant is authorized by a resolution of its Board of Directors, if a corporation, or similar governing document, and the signature(s) of each person signing on behalf of Consultant have been made with complete and full authority to commit Consultant to all terms and conditions of this Agreement, including each and every representation, certification and warranty contained in it, including the representations, certifications and warranties collectively incorporated by reference in it.

EXHIBIT 1

STATEMENT OF WORK

EXHIBIT 1

STATEMENT OF WORK AND SCHEDULE OF COMPENSATION

STATEMENT OF WORK

Aon Risk Services Central, Inc. (Aon) will provide Cook County with actuarial services for the following coverages: workers compensation, automobile liability, general liability, medical malpractice, civil rights, law enforcement, labor/employment, public official's liability, errors & omissions, cyber liability and other categories of loss exposure.

The broad scope of work is to estimate outstanding liabilities at fiscal year-end. This (and the other work performed) will provide important data for financial audit statements (including Governmental Accounting Standards Board [GASB] Statement No. 10 compliance) and strategic long-range planning.

The specific scope of services for each coverage segment are as follows:

a) **Estimate Outstanding Losses:** Estimate outstanding losses (including ALAE) as of November 30th of the prior, current and upcoming fiscal years. This will be an annual study valued as of the fiscal year-end.

The estimated outstanding losses are the cost of unpaid claims. The estimated outstanding losses include case reserves, the development of known claims and incurred but not reported (IBNR) claims. Al AE are the direct expenses for setting specific claims.

The estimated outstanding losses will be shown on a full-value basis (not discounted for investment earnings) and present-value basis (discounted for investment earnings based on a rate agreed to by the County). Estimated outstanding losses will be shown at expected (50%), 70% and 90% confidence levels (or other reasonable levels set by the County).

b) **Project Ultimate Limited Losses**: Project ultimate limited loss and ALAE for Fiscal Years 2025, 2026, and 2027.

The projected ultimate limited losses are the accrual value of losses arising from claims incurred during the claim period, regardless of report or payment date. Limited losses are losses limited to the County's self-insured retention (SIR) level. Where the County does not purchase excess liability insurance, losses will not be limited.

The projected ultimate limited losses will be shown on a full-value basis (not discounted for investment earnings) and present-value basis (discounted for investment earnings). Projected losses will be shown at expected (50%), 70% and 90% confidence levels (or other reasonable levels selected by the County).

These projections will be made at the time Aon is completing a reserve opinion in item a. above. This work will assist the County in setting budgets and, if applicable, determining costs to allocate to departments.

c) **Project Cash Flow:** Project cash flow during FY25, FY26 and FY27.

The cash flow is the claim disbursements the County will make during the fiscal year regardless of report or accident date. This analysis is useful for investment and budgeting.

These projections will be made at the time Aon is completing an estimate of outstanding losses in item a. above. This work will assist the County in setting budgets and, if applicable, determining costs to allocate to departments.

d) **Allocate medical malpractice losses and premiums**: Allocate medical malpractice paid losses and medical malpractice insurance premiums for John H. Stroger Hospital, and Provident Health Services for the Medicare Cost Report. Each hospital allocation will be split between the hospital portion (Part A) and the physician portion (Part B). Part B will be further split between residents and physicians.

e) **Reporting and Communication:** Aon will discuss the draft and final report with the County and attend Audit Committee meeting to answer any questions.

The final report will be provided in both hardcopy and electronic format (50 hardcopy reports and 1 electronic report in Adobe Acrobat format). The report will have an Executive Summary designed to be easily understood by non-actuaries. It will also contain a technical section with sufficient information to support all conclusions and to facilitate future analysis.

The actuarial report necessary for the County's CAFR and GASH 10 compliance must be completed by the following dates:

FISCAL YEAR DUE DATES
2025 April 1, 2026
2026 April 1, 2027
2027 April 1, 2028

Aon will share a mutually agreed timeline with the appropriate County staff. Aon will set up checkpoints to ensure County is aware of progress and any issues that arise are identified early in the process. Timelines may be adjusted by mutual agreement in writing.

Aon anticipates setting up the following meetings and/or teleconferences with the County:

1. After our Initial Data Review
2. After the Development of the Preliminary Findings
3. After the initial Draft Report
4. After the Final Report.

Aon anticipates having regular communications with appropriate County staff from when the data is received to when the report is finalized. Aon would expect these communications to be weekly.

To complete the actuarial study, Aon will:

a) Participate in an initial discussion with the County to develop an in depth understanding of the self-insurance program, review timing, discuss data needs and review related issues.

b) Submit a written data request to the County.

c) Gather and compile data provided by the County. Aon will review the data for reasonableness. Anomalies (if any) will be identified.

d) Discuss large individual claims with the County. Large claims can have a disproportionate impact upon the actuarial analysis. Aon want to be certain Aon fully understand the large claims.

e) Develop estimates of claim costs separately for each year from the inception of the program through the end of the prior fiscal year and projections for the 5 upcoming fiscal years. The estimates will be based on the County's own data to the extent it is a good predictor of future activity. To the extent the County's loss data is not a good predictor, our projections will reflect other similar programs with which Aon are familiar.

Based on our experience, Aon have found that insurance industry statistics are often not applicable to public entities. This is because insurance industry statistics:

1. Reflect a wide range of diverse risks (public entities are much more homogeneous).
2. Do not contain data on claims that are most costly to public entities, such as employment practices and police professional liability.
3. Do not reflect the tort caps that apply in different states.

Therefore, reporting and payout patterns differ from insurance industry statistics. For the above reasons, Aon will apply insurance industry statistics judiciously.

Our estimates will be developed based on generally accepted actuarial practices and will be consistent with GASB Statement No. 10. Aon will consider at least the following actuarial methodologies:

1. Paid loss development
2. Reported incurred loss development
3. Case reserve analysis
4. Reported claims development
5. Frequency and severity analysis
6. Loss rate analysis
7. Bomhuetter-Ferguson analysis
8. Increased limits analysis

f) Based on projected losses and expected claims disbursement patterns, project investment income.

g) Prepare a draft report of our conclusions and recommendations. The report will be consistent with GASB Statement No. 10.

The conclusions and recommendations will be clear, concise and easily understood by non-actuaries. The report will include charts, graphs and other documentation sufficient to support all conclusions and recommendations. Our reports are accepted by all the audit firms.

h) Discuss the draft report with the County at an oral presentation. Based on new facts ascertained in our discussions, Aon will revise the draft report and issue a final report.

i) Aon anticipates the following schedule for the analysis as November 30, 2025 and a similar schedule for subsequent analyses.

Step	Activity	Responsible Party	Date
1	Receipt of Data by Aon	County	12/30/2025
2	Review and Reconciliation of Data	Aon	1/8/2026
3	Preliminary Analysis Completed and Shared with the County	Aon	2/14/2026
4	In Person Meeting to Discuss Preliminary Findings	County/Aon	2/21/2026
5	Draft Report to the County	Aon	3/6/2026
6	Final Electronic Version of Report to the County	Aon	3/18/2026
7	Allocations to Hospitals	Aon	3/25/2026
8	Final Hard Copies of Signed Report to the County	Aon	3/31/2026

Additional Consulting Services

County may request additional consulting services as per Attachment 1.

COOK COUNTY ACTUARIAL ANALYSES
STATEMENT OF WORK ADDENDUM 1

Data Requirements
For each of Aon's analyses of County's fiscal year end (11/30), County will need to provide Consultant with the following information, separately by coverage and by hospital facility (for medical malpractice):

A. Loss Data Information
An electronic file (preferably Microsoft Excel in .xls or .xlsx format) of all claims incurred (open and closed) since the inception of the insurance program, showing at least the following detail:

a. Claim Number
b. Department
c. Date of loss
d. Claim status (open or closed)
e. Paid losses (separately for indemnity, medical, legal, other and rehab for workers compensation)
f. Case reserves
g. Incurred losses (separately for indemnity, medical, legal, other and rehab for workers compensation

The evaluation date needed is November 30th of the applicable evaluation year-end.

The coverages needed are workers compensation and liability. The liability data includes medical malpractice, general liability, automobile liability, and other liability. Please indicate if the losses are limited to the self-insured retention and/or reflect subrogation or other recoveries.

B. Exposure Data Information
1. Number of vehicles and sworn officers for the fiscal year being evaluated and projections for the two upcoming fiscal years.
2. Medical malpractice exposures (inpatients, ER visits, other visits, attending physicians, and house staff) by location for the fiscal year being evaluated and projections for the two upcoming fiscal years, if available.

C. Program Information
Please advise Consultant of any changes since the prior fiscal year end in the self-insured retention (SIR) for the coverages included in Consultant's analysis.

D. Financial Information
1. Litigation expenses for the fiscal year.
2. Claims-related expense payments for the fiscal year, separately for medical malpractice and liability if possible. If not available separately, Consultant will assume 90% for medical malpractice and 10% for liability, consistent with the prior study.
3. Interest rate for discounting. Consultant will assume the 5-year treasury bill rate on the evaluation date unless otherwise directed by the County.

EXHIBIT 2

SCHEDULE OF COMPENSATION

SCHEDULE OF COMPENSATION

Maximum Compensation: Total Consultant compensation under this Agreement shall not exceed **$146,250.00** without a written amendment in accordance with Section 10 c. This amount includes all fees, expenses, reimbursables, unless otherwise authorized in writing.

Aon shall be compensated for the required Actuarial Services performed in accordance with the following Required Actuarial Services pricing table.Finalized fees for Additional Consulting Services are available upon further discussion with the County in accordance with terms equivalent to or more favorable to the County than those contained in the Sourcewell Contract No. 012125-AON.

Required Actuarial Services Pricing

	3 Year Contracting Period				Optional 3 Year Renewal				Grand Total
	Year 1	Year 2	Year 3	Total Years 1-3	Year 4	Year 5	Year 6	Total Years 4-6	6 Year Term
Required Actuarial Services	$48,750	$48,750	$48,750	$146,250	$48,750	$48,750	$48,750	$146,250	$292,500
a. Estimate Outstanding Losses	Included	Included	Included	Included	Included	Included	Included	Included	Included
b. Project Ultimate Limited Losses	Included	Included	Included	Included	Included	Included	Included	Included	Included
c. Project Cash Flow	Included	Included	Included	Included	Included	Included	Included	Included	Included
d. Allocate medical malpractice losses and premiums	Included	Included	Included	Included	Included	Included	Included	Included	Included
e. Reporting and Communication	Included	Included	Included	Included	Included	Included	Included	Included	Included
Exclusions - Required Services				$0				$0	$0

EXHIBIT 3

CERTIFICATE FOR CONSULTING OR AUDITING SERVICES

Docusign Envelope ID: 2901AE04-1D48-4166-86AE-012213D1B4BF

COOK COUNTY
OFFICE OF THE CHIEF PROCUREMENT OFFICER
CERTIFICATION FOR CONSULTING OR AUDITING SERVICES

This Certification is made and required pursuant to Section 34-193 of the Procurement Code, and must be completed by any Contractor providing Consulting or Auditing Services for Cook County or Elected Officials. For purposes of this Certification, the following definitions shall apply:

"Auditing" means the formal examination of accounting records or financial statements for compliance with financial accounting standards applicable to governmental entities, which functions are generally exclusively performed or supervised by Persons licensed and authorized to do business as public accounts in the State. Auditing shall also include any independent reports and management recommendations derived or resulting from the performance of auditing services and which reports and recommendations are included within the scope of the Contract for Auditing Services.

"Consulting" means the rendering of analysis and advice requiring specialized expertise in a particular subject area or field. Such expertise may have been gained by education or experience in the area or field. Consulting expressly excludes auditing services.

"Elected Official" means the President and Commissioners of the Cook County Board, Assessor, Board of Review, Chief Judge, Clerk of the Circuit Court, County Clerk, Recorder of Deeds, Sheriff, State's Attorney, Treasurer and any other elected official included in the Cook County Appropriations Ordinance.

"County" shall mean the offices which are administered by the President of the County Board.

Please print or type responses clearly and legibly. Add additional pages if needed, being careful to identify each portion of the form to which each additional page refers to.

SECTION 1: CONTRACTOR'S INFORMATION

COMPANY NAME: Aon Risk Consultants, Inc.

ADDRESS: 200 East Randolph Street, Chicago, IL 60601

TELEPHONE: 312-381-3910

CONTACT NAME: Elissa Sirovatka

CONTACT EMAIL: elissa.sirovatka@aon.com

SECTION 2: AFFILIATE INFORMATION

If the Contractor has any "Affiliates" please provide the names, addresses and telephone numbers of each Affiliate below. For purposes of this Certification "Affiliates" shall mean any Person that directly or indirectly through one or more intermediaries Controls, is Controlled by, or is under Control with the Person specified. "Control" shall mean a Person that has the power to directly or indirectly affect the management or the policies of the other through ownership of voting securities or voting rights, by contract or otherwise. "Person" means any individual, corporation, partnership, Joint Venture, trust, association, Limited Liability Company, sole proprietorship or other legal entity.

AFFILIATE 1:

AFFILIATE 2:

AFFILIATE 3:

Docusign Envelope ID: 2901AE04-1D48-4166-86AE-012213D1B4BF

SECTION 3: CONTRACT INFORMATION

a. This Certification relates to the following Contract: 2523-10070

b. The Contractor is providing the following type of Services: ☐ Auditing or ☑ Consulting

c. The Contractor is providing the Services under the Contract for the following Cook County Business Unit or Elected Official:

d. Is the Contractor or its Affiliates, if any, providing Consulting or Auditing Services, either directly, or as a subcontractor to the County or Elected Official under any other Contracts? ☐ Yes or ☑ No

If yes, please state the other Contract Number(s) and the Nature of Services.

_____

THE CONTRACTOR ACKNOWLEDGES, UNDERSTANDS AND AGREES AS FOLLOWS:

a. It has read Section 34-193 (a)-(b) of the Procurement Code, which provides as follows:

The County will not enter into any Contract for Auditing Services, nor shall it consent to a subcontract for such Auditing Services, with any Person, if such Person, or any Affiliate of such Person, has a Contract or subcontract for consulting services for or with the County. Additionally, the County will not enter into any Contract for Consulting Services, nor shall it consent to a subcontract for such Consulting Services, with any Person, if such Person, or any Affiliate of such Person, has a Contract or subcontract for Auditing Services for or with the County. For purposes of this provision, "County" shall refer only to offices which are administered by the President of the County Board and shall not refer to offices which are administered by Elected Officials.

The County shall not enter into any Contract for Consulting Services on behalf of any Elected Official, nor shall it consent to a subcontract for such Consulting Services on behalf of an Elected Official with any Person, if such Person, or any Affiliate of such Person, has a Contract or subcontract to provide Auditing Services for the Elected Official.

b. The Contractor's Services under the Contract shall not violate Section 34-193 of the Procurement Code.

c. The information provided herein is a material inducement to the CPO's execution of the Contract, and the CPO may rely on the information provided herein. The Contractor warrants that the information contained herein is true and correct. If the CPO determines that any information provided herein is false, incomplete, or incorrect, the CPO may terminate the Contract.

Signature DocuSigned by: Chris Rafferty DC887F232CC4498...

Name (Type or Print) Chris Rafferty

Title Chicago Market Leader

Date December 5, 2025

EXHIBIT 4

COOK COUNTY TRAVEL POLICY

	COOK COUNTY BUREAU OF FINANCE	
POLICY TITLE: EMPLOYEE AND OFFICIAL BUSINESS AND TRAVEL EXPENSE REIMBURSEMENT POLICY		**Applicable Forms may be found at:** https://www.cookcountyil.gov/service/travel-and-business-expenses-policy-and-procedures
Effective: July 15, 2023	**Supersedes: FY2017**	**Page 1 of 21**

I. GENERAL PROVISIONS

A. Overview

Applicable law provides that Employees and Officials are entitled to reimbursement for certain business and travel expenses.[1] This policy sets forth the business and travel expense reimbursement policy for the County of Cook ("County"), and it establishes guidelines for the reimbursement of authorized and Necessary Business Expenses incurred on behalf of the County. The County will not reimburse Employees and Officials for expenditures that do not comply with the provisions of this policy.

B. Purpose

The purpose of this policy is to provide guidelines for the payment of authorized and Necessary Business Expenses that cannot be obtained using the methods provided in the Cook County Procurement Code, and to enable Employees and Officials to successfully execute their Local and Non-local travel requirements at the lowest reasonable costs, resulting in the best value for the County. The Chief Financial Officer (or designee) may be contacted for clarification as needed.

C. Intent

This policy is intended to be interpreted consistent with and subject to applicable law and other related County policies. *See* Related Policies below. It supersedes all previous policies and/or memoranda that may have been issued from time to time on subjects covered in this policy or other policies that may contain provisions related to reimbursement for business and travel expenses. This policy is not intended for tuition reimbursement. See Related Policies. This policy is not intended to supersede or limit the County from enforcing programs or provisions in any applicable collective bargaining agreement.

D. Severability

If any section or provision of this document should be held invalid by operation of law, none of the remainder shall be affected.

[1] *See* Illinois Wage Payment and Collection Act, 820 ILCS 115/9.5.

E. **Jurisdiction**

The Cook County Chief Financial Officer, in consultation with the Director of Budget and Management Services ("Budget") and the Comptroller are authorized to develop and issue policies and procedures for business and travel expense reimbursement.

F. **Areas Affected**

This policy and the procedures associated with this policy applies to all elected and appointed Officials and Employees in departments, offices, institutions or agencies of the County, including but not limited to the offices and departments under the jurisdiction of the County Board President, the Board of Commissioners, Cook County Health and Hospitals System ("CCH"), Cook County State's Attorney, Cook County Sheriff, Cook County Public Defender, Clerk of the Circuit Court of Cook County, Cook County Treasurer, Cook County Clerk, Cook County Assessor, Chief Judge of the Circuit Court of Cook County, Board of Review, the Office of the Independent Inspector General, the Cook County Land Bank Authority ("Land Bank Authority"), and the Public Administrator (hereinafter, "Agencies" or "Agency") who incur Necessary Business Expenses while conducting official business on behalf of the County.

G. **Nondiscrimination**

Cook County prohibits the discriminatory application, implementation, or enforcement of any provision of this policy based on race, color, sex, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military discharge status, source of income, gender identity or housing status, or any other protected category established by law, statute, or ordinance.

H. **Definitions**

For purposes of this policy, the following terms shall be given the following meanings as set forth below:

Affidavit for Lost Receipts means the form submitted by the Employee or Official to request reimbursement of eligible Necessary Business Expenses when itemized receipts or other proof of expense and payment is not available due to being lost or stolen.

Agency or Agencies means offices and departments under the jurisdiction of the County Board President, the Board of Commissioners, Cook County Health and Hospitals System, Cook County State's Attorney, Cook County Sheriff, Cook County Public Defender, Clerk of the Circuit Court of Cook County, Cook County Treasurer, Cook County Clerk, Cook County Assessor, Chief Judge of the Circuit Court of Cook County, Board of Review, the Office of the Independent Inspector General, the Cook County Land Bank Authority, and the Public Administrator.

Alternative Worksite means an employee's work location other than the County employee's Official Worksite. This definition may include an Employee or Official's residence when telecommuting or may include the location of a field assignment or 3rd party meeting in certain circumstances.

Appropriate Authorizing Party (or designee) means the Employee or Official authorized to commit County resources and to preapprove expenses for purposes of reimbursement and to approve reimbursements under this policy, per section (J)(1)(c) below.

Appropriated Funds or Funding means money allocated by legislation passed by the Cook County Board of Commissioners and signed by the President of the Board of Commissioners, whether from an annual appropriation, multi-year appropriation, appropriated user fee, mandatory appropriation, or reimbursements from such appropriations, etc.

Business and/or Travel Expense Reimbursement Form means the reimbursement form submitted by the Employee or Official to the Appropriate Approving Party for authorization of expense reimbursement.

Common carrier means Non-local travel by airplane, train (i.e., Amtrak, or similar), bus (i.e., Greyhound, or similar).

Commuting means travel between the Official's or Employee's residence and the Official's or Employee's Official Worksite.

County means Cook County.

County vehicle means travel by pool fleet or similar.

Employee means an individual employed by an Agency.

Local travel means travel within a 60-mile radius from the Official's or Employee's Official Worksite, for official County business.

Necessary Business Expenses mean authorized out-of-pocket expenses or losses that are incurred by the Official or Employee in the discharge of employment or official duties, that inure to the primary benefit of the County and can't be procured under the County's Procurement Code or Direct Pay Policy. The County will not be responsible for losses or expenses incurred due to an Employee's or Official's own negligence, losses due to normal wear, or losses due to theft unless the theft was due to the County's negligence.

Non-local travel means travel in excess of a 60-mile radius from the Official's or Employee's Official Worksite, for official County business.

Personal leased vehicle means travel by a leased vehicle, or similar, that is not a vehicle that is leased by the County as part of the County's fleet.

Personally owned or Personal vehicle means travel by a vehicle that is personally owned by the Employee, Official, or similar.

Official Worksite means the worksite to which the Official or Employee is typically assigned.

Pre-Authorization Form means the form submitted by the Requester seeking reimbursement for a Necessary Business Expense.

Public transportation means local travel by CTA, Pace, Metra, or similar.

Rental Car means travel by vehicle hired from a car rental agency for a short period of time during Non-local official County business.

Requester means the Employee or Official seeking reimbursement.

Ride share or *ride sharing* means travel by Taxi, Shuttle, Lyft, Uber, Divvy, Zip Car, or similar.

Transportation Expense Voucher means a mileage reimbursement voucher for authorized use of personally owned vehicles in the conduct of official County business.

I. Responsibilities of Employees, Management, and County Officials

Employees and Officials requesting Necessary Business Expense reimbursements are responsible for ensuring that the reimbursement request is truthful and accurate, complies with all applicable policies, is properly authorized before the expense is incurred, and is supported by the required receipts and documentation. Strict conformance with this policy is required to ensure eligibility for reimbursement when incurring expenses on behalf of the County and/or requesting expense reimbursements. Fraudulent or improper submissions for reimbursement may lead to disciplinary action or ethics fines/penalties. In addition, using or attempting to use this expense reimbursement policy when an Employee or Official should be using the Procurement Code process to purchase items or services on behalf of the County may lead to the expense being ineligible for reimbursement.

Moreover, any Employee or Official who receives an unauthorized or an erroneously issued reimbursement payment from the County, must immediately return such payment within thirty (30) days from the time the Employee or Official has become aware of the unauthorized or erroneous reimbursement or notice from the Comptroller's Office or the Budget Office. Failure to comply with this provision will result in disciplinary or other appropriate action depending on the Employee(s) or Officials(s) involved and the specific circumstances. In the event repayment is made by an Employee or Official through payroll deduction, the Comptroller's Office will handle in accordance with its procedures for payroll deductions.

Strict adherence to the County's Code of Ethical Conduct and Office of the Independent Inspector General Ordinance is required. Expenditures that do not comply with the County's Ethics Ordinance or Office of the Independent Inspector General Ordinance and this policy shall be denied and may be referred to the Board of Ethics or Inspector General for investigation. For example, expenditures made in connection with "prohibited political activity," as defined in section 2-562 of the Cook County Code, shall not be reimbursed.

Each Appropriate Authorizing Party is responsible for ensuring that all expenditures made on behalf of the County comply with all applicable policies. Additionally, each Appropriate Authorizing Party is accountable for the appropriate use of County funds and must verify that all Necessary Business Expenses are budgeted and charged to the proper account(s). In addition, before approving any expense reimbursement, the Authorizing Party must ensure that the requesting Employee or Official received pre-authorization to incur the expense where required, the expense is legitimate, properly documented, and, if proper procedures are not followed, not approving the reimbursement request. Failure to adhere to these

obligations may result in appropriate corrective action, including but not limited to disciplinary action, depending on the Employees(s) or Official(s) involved and the specific circumstances.

The Chief Financial Officer has designated the Director of Budget and Management Services to monitor County practices to ensure compliance with, and answer questions concerning, the information presented in this policy.

J. **Policy and Procedures**

1. General. The County has a fiduciary responsibility to ensure County resources are used responsibly and that Employees and Officials do not incur inappropriate or excessive expenses or gain financially from the County. Necessary Business Expenses will be reimbursed in accordance with IRS guidelines and with the provisions of this policy, provided there is sufficient funding for this purpose in the Department's budget and doing so would not circumvent the Cook County Procurement Code. A Necessary Business Expense must have a clear and legitimate business purpose. All out of country travel-related expenditures will conform to the IRS guidelines and the U.S. General Services Administration whenever possible. See, https://www.gsa.gov/travel-resources. Where compliance with IRS and the U.S. General Services Administration guidelines cannot be met, approval of such expense must be documented by the Appropriate Authorizing Party. Excessive costs or unjustifiable costs are not acceptable and will not be reimbursed.

(a) *Appropriated Funding*. Expenditures shall be charged to the appropriate account of the department incurring the expense, as designated in the department's annual appropriation.

(b) *Grant requirements*. Expenditures connected to and/or funded by a grant (or contract) shall be made in accordance with the grantor's requirements, and reimbursement will be made at the rate specified by the grant (or contract), or if no specified rate, at the County's rate defined by this policy.

(c) *Appropriate Authorizing Party.* Necessary Business Expenses using the Pre-Authorization Form must be submitted for pre-authorization to the Requester's:

(1) Department Head, if requested by an Employee within the Department Head's Department except where the Bureau Chief has indicated by internal memo or policy that Bureau Chief approval is required;

(2) Bureau Chief, if requested by a Department Head;

(3) Chief of Staff, if requested by a Bureau Chief;

(4) Employing Official, if requested by a Chief of Staff or

(5) Where there is no person in a higher-level position within the Requester's organizational chart to authorize the expense, such as an Official, the reimbursement request shall be referred to the Agency's Chief of Staff, where applicable or the Budget Director if the Agency does not employ a Chief of Staff for pre-authorization.

Individuals are strictly prohibited from authorizing their own requests to incur and be reimbursed for a Necessary Business Expense. The Appropriate Authorizing Party must confirm there is available funding in the Agency's appropriated annual budget prior to approving the Pre-Authorization Form.

(d) *Tax Exempt Status.* Expenditures must exclude sales tax to the extent permitted under law. Tax exempt certificates may be requested in advance of expenditures through the Office of the Chief Procurement Officer by emailing taxexemptrequest@cookcountyil.gov. Use of vendors who will not accept tax exempt certificates are prohibited absent exigent circumstances.

II. INELIGIBLE EXPENSES

The following expenses are **not** Necessary Business Expenses and shall **not** be reimbursed under this policy:

A. Expenditures made in connection with "prohibited political activity," as defined in section 2-562 of the Cook County Code or that violate the Ethics Code, 2-560 et. seq.;

B. Expenses incurred without proper pre-authorization unless otherwise approved in writing by the Appropriate Authorizing Party;

C. Expenses incurred in excess of the allowable limits in this policy unless otherwise approved in writing by the Appropriate Authorizing Party as set forth herein;

D. Expenses for leasing or purchasing items for workspace/office, such as furniture, technology equipment, computer hardware or software, cell phones, electronic services or support, or decorative items. To the extent that items, furniture, technology equipment, computer hardware or software, and/or equipment are needed because of or based on an ADA reasonable accommodation request, please refer to the Agency Reasonable Accommodation Policy for Employees and Applicants with Disabilities.

E. Expenses incurred in connection with normal commuting between home and work, including but not limited to mileage, parking, and toll expenses;

F. Expenses for personal meals or other food or drink items while remaining local and not traveling out of the County on official business;

G. Traffic citations, parking tickets, and other fines, fees, penalties, or costs related to parking or moving violations;

H. Lost or stolen cash or personal property;

I. Monthly payments for leasing personal vehicles, except payments for vehicles leased by an Official for both business and personal use (with reimbursement amount limited to the portion

expended for business use) in accordance with Cook County Ordinance Section 34-40 and approved by the Appropriate Authorizing Party;

J. Personal calls;

K. Personal items, including but not limited to toiletries, luggage, clothing, medications, appliances, and decorative items;

L. Personal entertainment items, including but not limited to, magazines, books, movie rentals, and event tickets (sporting, theater, musical, etc), and/or recreational activities;

M. Alcoholic beverages, tobacco products or controlled substances;

N. Food, except as permitted pursuant to Sections III.A. and III.B. below;

O. Supplies for office events;

P. Sponsorships or donations;

Q. Kitchen textiles (e.g. napkins, cups, utensils, etc.);

R. Appliances (e.g. microwaves, refrigerators, toasters);

S. Sporting goods;

T. Flowers, gift cards, and gifts, or similar types of costs;

U. Credit card or other late fees due to the Employee's or Official's actions;

V. Charges related to modifications to travel arrangements, including but not limited to itinerary changes or cancellations, unless such change or cancellation is based on an exigent circumstance

not within the Employee's or Official's own making and for which the Employee or Official is unable to receive a reimbursement or credit against the travel arrangement;

W. Convenience fees, including but not limited to, early check-in, late check-out, and TSA pre-check;

X. Hotel incidentals, such as, but not limited to, room upgrades, room service, health club fees, in-room entertainment fees, and laundry fees;

Y. Flight insurance or other supplemental travel insurance;

Z. Guest travel costs and expenses;

AA. International travel, without written pre-authorization from the Appropriate Authorizing Party and the Budget Director, as applicable;

BB. Personal portions of a trip combined with business travel, including but not limited to extended stays and travel to/from other destination(s);

CC. Upgrades, including but not limited to, special "club" floors or access, seat or cabin upgrades, premium fuel, premium rides, valet parking; and,

DD. Other expenses of a purely personal nature and not listed as reimbursable in these guidelines.

III. ELIGIBLE REIMBURSABLE NECESSARY BUSINESS EXPENSES

The following expenses are considered Necessary Business Expenses that are eligible for reimbursement contingent on compliance with this policy.

A. Food Supplies

Appropriated Funds shall not be used to purchase food, except in the following limited circumstances.

1. Ceremonial Events: The use of Appropriated Funds to provide light refreshments, such as snacks and beverages, at County sponsored, public facing ceremonial events when it has been determined that such food would materially enhance the event in furtherance of the objectives of the event is permissible.

2. Budget Hearings and Board Meetings: The use of Appropriated Funds by the Secretary to the Board to provide food for Officials and Employees actively participating in budget hearings or board meetings, to facilitate the efficient and timely resolution of such hearings before the Board of Commissioners, is permissible.

3. Community Events: The use of Appropriated Funds to provide light refreshments, such as snacks and beverages, at County sponsored community engagement events when it has been determined that such food would materially enhance public participation in furtherance of the objectives of the event is permissible.

4. Employee Morale Events. The use of Appropriated Funds to provide light refreshments, such as snacks and beverages or to provide lunch, for Officials and/or Employees scheduled to boost Employee morale or in recognition of Employees when it has determined by the hosting Agency that such food would materially enhance participation and boost morale in furtherance of the objectives of the event is permissible. Employee morale events may be hosted occasionally and the cost of any such event is limited to $20 per person.

5. Trainings: The use of Appropriated Funds to provide light refreshments, such as snacks and beverages for training events, or meals at full-day or after hour training events hosted by an Agency is permissible.

B. **Registration Fees**

Registration fees for non-County government conferences, meetings, seminars, training sessions, professional development, continuing education related to professional licensing requirements or similar events may be reimbursed. Reimbursements may include the cost of any food included in the registration fee. Every effort should be made to take advantage of early registration or group rate discounts. Employees and Officials must execute their registration in accordance with Section IV. below.

C. **Professional Licensing Fees and Certifications**

Licensing, registration or certification fees that are related to and required by federal, state or local statutes and ordinances that are required as a condition of being hired and holding an employee's position may be

reimbursed. Employees and Officials must execute reimbursements for such requests in accordance with Section IV. below.

D. **Travel Expenses**

In order for an Employee or Official to be eligible for reimbursement for travel expenses, all travel for official County business should be prudently planned so that the County's best interests are served at the most reasonable cost considering travel time and work requirements. Employees and Officials should make best efforts to execute their Local and Non-local travel requirements at the lowest reasonable costs to the County by purchasing ticket(s) in advance, searching for lowest prices, requesting the government rate where available or utilizing a travel agent, etc.

1. Types of Travel that are Eligible for Reimbursement. The County recognizes the following activities as appropriate travel purposes for official County business:

(a) Delivery of legislative testimony or address legislative agenda;

(b) As a stipulation or condition of grant funding or otherwise required for County or federal certification;

(c) Presentation on behalf of the County at a conference, meeting, seminar, training session, or similar;

(d) Financial or tax audit;

(e) Site visit or operational evaluation related to Agency improvement efforts;

(f) Court proceeding or case preparation, where the Employee is appearing on behalf of the County or the Employee needs to engage in witness preparation, investigation or take depositions.

(g) Law enforcement, building and zoning, revenue, ethics, environmental, medical examiner or other investigation approved by the Appropriate Authorizing Party; and

(h) Attendance at a conference, meeting, seminar, training session, or similar, provided that the topic is of critical interest to the County; representation at the event is in the best interest of the County; and the topic is related to an Employee's or Official's professional development. Agencies should attempt to limit the number of attendees by event.

2. Modes of Local Travel. Authorized modes of transportation for Local Travel include: (1) public transportation; (2) County vehicles; (3) taxi, ride sharing; and (4) Personally owned or Leased vehicles (approved by the Appropriate Authorizing Party).

3. Modes of Non-local Travel. Authorized modes of transportation for Non-local travel include County vehicles, Personally owned or Leased vehicles if approved by the Appropriate Authorizing Party, Rental Car, and Common Carriers.

4. General rule for travel. Travel expenses are eligible for reimbursement provided that the least expensive mode of transportation is used, considering travel time, cost, and work requirements unless otherwise approved by the Appropriate Authorizing Party. Please note that employees who receive a stipend are not eligible for mileage reimbursement.

5. Eligible Local Transportation Reimbursable Expenses: Local travel that is performed for official County business may be permissible if authorized by the Appropriate Approving Party.

(a) *Travel by County vehicle*. When the Employee or Official uses a County vehicle, only fuel, parking, and toll expenses are eligible for reimbursement.

(b) *Travel by taxi or ride share*. When the Employee or Official uses a taxi or ride sharing company, the total metered fare (including surcharges and fees) is eligible for reimbursement. Tipping on taxis or ride sharing may not exceed $2.00, or 20% of the metered fare, whichever amount is greater.

(c) *Travel by Personal vehicle*. When the Employee or Official uses a Personal vehicle per the approval of the Appropriate Authorizing Party, only mileage, parking, and toll expenses are eligible for reimbursement. Mileage reimbursement for County business is limited to the current standard IRS deduction rate for business related

transportation currently in effect and authorized by the Bureau of Finance. The mileage must be supported by detailed mileage logs including date(s) of travel, number of miles driven, locations traveled to and from, and business purpose. All mileage requested to be reimbursed will be calculated using the County's Transportation Expense Voucher System (TEVS) to prepare a mileage reimbursement voucher which can be found at (https://apps.cookcountyil.gov/voucher/public/). The voucher shall be submitted along with the Business and/or Travel Expense Reimbursement Form to the Appropriate Authorizing Party.

i. Normal commuting to and from the Employee's or Official's Personal residence and their Official Worksite or an Agency pre-approved Alternative Worksite is not eligible for mileage reimbursement. However, if the mileage to an Alternative Worksite is greater than the normal commute to and from the Official Worksite, then the Employee or Official is entitled to reimbursement for mileage in excess of their normal commute.

ii. When approved Local Travel is required during the workday, the Employee or Official is entitled to reimbursement for the mileage to and from the Official Worksite or Alternative Worksite and the site(s) visited. Only the most direct route mileage (mileage from residence to first location and last location to residence is deemed commuting mileage and shall not be reimbursed in the mileage calculator) from the Official Worksite where applicable to the site(s) visited and back to the Official Worksite will be reimbursed.

iii. The IRS per-mile rate is generally established annually (but may be subject to a mid-year increase) and covers the total cost of operating a personally owned vehicle for Local Travel, including such items as gasoline, oil, maintenance, repairs, etc.

iv. The Employee or Official must carry liability and property damage insurance for business use of their Personal or Personally leased vehicle and submit a copy of these insurance policies to the appropriate personnel within

their department. The Employee or Official's personal insurance is primary in the event of an accident.

6. Eligible Non-Local Transportation Reimbursable Expenses: Non-Local Travel that is performed for official County business may be permissible if authorized by the Appropriate Approving Party.

(a) *Travel by Personal vehicle*. When the Employee or Official uses a Personal vehicle per the approval of the Appropriate Authorizing Party, only mileage, parking, and toll expenses are eligible for reimbursement. Mileage reimbursement for County business is limited to the current standard IRS deduction rate for business related transportation currently in effect and authorized by the Bureau of Finance. The mileage must be supported by detailed mileage logs including date(s) of travel, number of miles driven, locations traveled to and from, and business purpose. All mileage requested to be reimbursed will be calculated using the mileage calculator in the Transportation Expense Voucher System (TEVS), which shall be submitted along with the Business and/or Travel Expense Reimbursement Form to the Appropriate Authorizing Party.

i. The IRS per-mile rate is generally established annually (but may be subject to a mid-year increase) and covers the total cost of operating a personally owned vehicle for Non-local Travel, including such items as gasoline, oil, maintenance, repairs, etc.

ii. The mileage reimbursement per trip may not exceed the cost of the lowest available non-stop, roundtrip airfare to/from the destination.

iii. The Employee or Official must carry liability and property damage insurance for business use of their Personal or Personally leased vehicle.

(b) *Travel by Rental Car*. Travel by Rental Car is limited to Non-local travel requiring an overnight stay and must be supported by an itemized receipt which lists the date, time, location of the rental, rental rate, and vehicle class. The choice of vehicle class must be reasonable based on the circumstances. When the Employee or Official uses a rental car, only daily

rental rates, taxes, surcharges, car rental insurance, fuel, parking, and toll expenses are eligible for reimbursement.

(c) *Travel by Common Carrier*. Travel by common carrier is limited to Non-local travel requiring an overnight stay and must be supported by itemized receipts which list the traveler's name, the date, time, point of origin and destination, fare class purchased, and any other related costs for each leg of the trip. When the Employee or Official uses a common carrier, only the fare, taxes, surcharges, and any standard baggage fees are eligible for reimbursement. The fare reimbursement will be based on the most economical fare available that meets the requirements of the Employee's or Official's agenda.

(d) *International travel*. All international travel is subject to pre-authorization by the Appropriate Authorizing Party and Budget Director. Employee's and Official's shall convert all foreign expenses to U.S. currency at the exchange rate applicable when the expense was paid and reflect the expenses incurred in U.S. dollars on the Business and/or Travel Expense Reimbursement Form. Official documentation of the exchange rate(s) applied to the expenses incurred, published at https://www1.oanda.com/currency/converter/ must accompany all receipts.

(e) *Meal and incidental expense reimbursement*. Meal and incidental expense reimbursements are limited to Non-local travel requiring an overnight stay and must be supported by itemized receipts which list the date, time, location of the purchase, and detail every individual item included on the bill. Examples of reimbursable incidental expenses may include necessary internet connection fees or cellular phone charges related to official business. Employee's and Official's will receive the lesser of the actual costs or the current federal travel allowance for meals and incidental expenses, including taxes and gratuity, which is capped at no more than 20% of cost of meal, published by the General Services Administration at https://www.gsa.gov/travel/plan-book/per-diem-rates. Gratuity for baggage handling is reimbursable so long as the cost is reasonable and does not exceed $5.00 per handling. Reimbursement for meals and incidental

expenses shall be limited to the expenses incurred during the time spent traveling for County business. 75% of the expenses submitted for reimbursement on the first and last days of travel, and 100% of the expenses on the other days.

(f) *Lodging reimbursement*. Lodging reimbursement is limited to Non-local travel requiring an overnight stay and must be supported by itemized receipts which list the traveler's name, the date, time, location of the lodging, and detail every individual item included in the bill. Travelers will receive the lesser of the actual costs or the current federal travel allowance for lodging published by the General Services Administration at https://www.gsa.gov/travel/plan-book/per-diem-rates unless the increased rate is approved by the Appropriate Authorizing Party.

(g) *Reimbursement for taxi or ride share*. When the Employee or Official uses a taxi or ride sharing company, the total metered fare (including surcharges and fees) is eligible for reimbursement. Tipping on taxis or ride sharing may not exceed $2.00, or 20% of the ride - whichever amount is greater.

E. **Business needs that cannot be obtained using the methods provided in the Cook County Procurement Code.** On occasion, necessary business needs are unable to be met using the methods provided in the Cook County Procurement Code. The Official or Employee incurring these expenses must demonstrate it is a Necessary Business Expense with a clear and legitimate business purpose. For technology-related necessary business expenses, the Official and Employee incurring the expense must also demonstrate compliance with the Bureau of Technology's Concurrence Process or other similarly applicable policy.

F. **Miscellaneous**. Any other Necessary Business Expense or loss incurred within the Official's or Employee's scope of employment or related to telecommuting and directly related to services

performed for the employer as permitted under Illinois Wage Payment and Collection Act, 820 ILCS 115 et. seq.

IV. PROCESS FOR REQUESTING PRE-AUTHORIZATION FOR ELIGIBLE NECESSARY BUSINESS EXPENSES AND SEEKING REIMBURSEMENT

A. **General:** Being reimbursed for a Necessary Business Expense reimbursement is contingent on compliance with the provisions of this policy; obtaining the appropriate pre-authorization; and completion and timely submission of the appropriate forms with supporting documentation, including but not limited to original receipts. Receipts must be legible; electronic copies including clear photographs of receipts will be accepted as originals. Where supporting documentation does not exist or is missing or lost, the Employee or Official shall submit the Affidavit for Lost Receipts form regarding any such receipts.

B. **Pre-Authorization to Incur a Necessary Business Expense:** Employees and Officials are required to obtain pre-approval before incurring any Necessary Business Expense by submitting the Pre-Authorization Form to the Appropriate Authorizing Party, and in the case of international travel, the Pre-Authorization Form must also be submitted to the Budget Director. Employees and Officials shall request authorization to incur a Necessary Business Expense using the Pre-Authorization Form at least thirty (30) calendar days in advance of having to incur the expenditure or loss so the Appropriate Authorizing Party has an opportunity to assess and potentially approve the request in accordance with this policy. If the pre-authorization or the thirty (30) day period is not practicable, the Requester must provide a justification on the Pre-Authorization Form and/or Reimbursement Form for deviating from the 30 day requirement.

1. Eligible Necessary Business Expenses other than travel.

The Pre-Authorization Form must be completed by the Requester and sent to the Appropriate Approving Party supported by:

i. the details of the expense(s) to be incurred, including the amount and when and where the purchase or expense will be made;

ii. the reason and purpose of the purchase or expense; and

iii. why the item is not being purchased using the methods provided in the Cook County Procurement Code.

2. Travel Expenses.

(a) To request Local or Non-local travel authorization, the Pre-Authorization Form must be completed by the Requester and sent to the Appropriate Approving Party supported by an agenda and estimate of travel costs. The Documentation regarding anticipated meal and lodging costs shall be included along with the current federal travel allowance for lodging and per diem meal rates published by the General Services Administration at https://www.gsa.gov/travel/plan-book/per-diem-rates.

(b) For regularly re-occurring Local or Non-local travel that would be considered a Necessary Business Expense, the Appropriate Approving Party has the discretion to establish a process to pre-approve such travel.

C. **Appropriate Authorizing Party.** To authorize incurring Necessary Business Expenses, the Pre-Authorization Form must be reviewed and approved by the Appropriate Authorizing Party. By signing the Pre-Authorization Form, the Appropriate Authorizing Party certifies:

1. the expenditure is a Necessary Business Expense as provided by this policy, including the appropriateness of the expenditure and the reasonableness of the amount;

2. the Requester has submitted a completed and accurate Pre-Authorization Form with required supporting documentation; and

3. Appropriate Funding is available to pay for the expense.

In addition, if the Appropriate Authorizing Party determines that the requested expenditure is not necessary or should be requested through the Procurement Code process, then the Employee or Official shall not incur the expense on the County's behalf and will not be entitled to reimbursement under this policy.

D. **Submission of Reimbursement Requests, Review and Approval.**

1. All requests seeking reimbursement, with the appropriate supporting documentation and Business and/or Travel Expense Reimbursement Form, must be submitted to the Appropriate Authorizing Party within 60 calendar days of the later of (1) incurring the expense or (2) the business purpose, travel, or event has occurred. By signing the Business and/or Travel Expense Reimbursement Form, the Requester attests to its truthfulness and assumes personal responsibility for its accuracy.

2. Submission of the Business and/or Travel Expense Reimbursement Form to the Appropriate Authorizing Party shall also include:

(a) A copy of the approved Pre-Authorization Form;

(b) Copies of itemized receipts for all expenses; and

(c) If a receipt is lost or does not exist, the Requester needs to complete the Affidavit for Lost Receipts Form to attest to the incurring of such expense and why no documentation is being submitted to support the particular expense reimbursement request.

3. Within 21 calendar days of receipt of the Business and/or Travel Expense Reimbursement request, the approved request by the Appropriate Authorizing Party and the supporting documentation shall be sent by the Appropriate Authorizing Party to the department's assigned Budget Analyst in Budget. By approving the reimbursement request and forwarding to the Budget Analyst, the Appropriate Authorizing Party certifies the appropriateness of the expenditure and the reasonableness of the amount; the availability of Appropriated Funds; compliance with applicable reimbursement policies; and completeness of supporting documentation.

4. Review of all requests for reimbursement shall be timely made by Budget. Upon review, Budget will approve the request, return the request to the Appropriate Approving Party for correction or supplementation (i.e., credit card statement and Affidavit for Lost Receipts Form, in the event of lost receipts), or deny the request as not being in compliance with

this Policy. If approved, Budget will submit the reimbursement request to the Comptroller's Office for payment and copy the Appropriate Authorizing Party regarding the payment request. Failure to timely correct or supplement a request for reimbursement as required by Budget shall result in denial of reimbursement.

5. Timing and method of reimbursement payment. Employees or Officials will receive authorized reimbursements as part of their next regular paycheck during the pay period following the expense having been incurred, and the reimbursement request being processed, provided compliance with this Policy and the procedures established herein. Advanced payments to the requestor are strictly prohibited under this policy.

E. **Resources**

General information concerning this Policy may be obtained by contacting the Chief Financial Officer (or designee).

F. **Related Policies**

- The Cook County Procurement Code
- The County's Vehicle Collision Policy
- The County's Fuel Use Policy
- The County's AVL GPS Policy
- The County's Vehicle Policy
- Applicable Agency Reasonable Accommodation Policy for Employees and Applicants with Disabilities
- Applicable Agency Telecommuting Policy
- Applicable Agency Tuition Reimbursement Policy
- The County's Ethics Ordinance

G. **Non-Compliance**

Failure to comply with the provisions of this policy may result in denial of reimbursement and/or subject an Employee or Official to discipline, up to and including discharge, in accordance with the personnel rules and/or collective bargaining agreement, if applicable, and ethics fines or penalties.

EXHIBIT 5

ELECTRONIC PAYABLES PROGRAM ("E-PAYABLES")

OFFICE OF THE COOK COUNTY COMPTROLLER
ELECTRONIC PAYABLES PROGRAM ("E-PAYABLES")

FOR INFORMATION PURPOSES ONLY

This document describes the Office of the Cook County Comptroller's Electronic Payables Program ("E-Payables").
If you wish to participate in E-Payables, please contact the Cook County Comptroller's Office, Accounts Payable, 118 N. Clark Street, Room 500, Chicago, IL 60602.

DESCRIPTION
To increase payment efficiency and timeliness, we have introduced E-Payables program, a new payment initiative to our accounts payable model. This new initiative utilizes a Visa purchasing card and operates through the Visa payment network. This is County's preferred method of payment and your participation in our Visa purchasing card program will provide mutual benefits both to your organization and ours.

As a vendor, you may experience the following benefits by accepting this new payment type:

- Improved cash flow and accelerated payment
- Reduced paperwork and a more streamlined accounts receivable process
- Elimination of stop payment issues
- Reduced payment delays
- Reduced costs for handling paper checks
- Payments settled directly to your merchant account

There are two options within this initiative:

1. Dedicated Credit Card – "PULL" Settlement
For this option, you will have an assigned dedicated credit card to be used for each payment. You will provide a point of contact within your organization who will keep credit card information on file. Each time a payment is made, you will receive a remittance advice via email detailing the invoices being paid. Each time you receive a remittance advice, you will process payments in the same manner you process credit card transactions today.

2. One-Time Use Credit Card – "SUGA" Settlement
For this option, you will provide a point of contact within your organization who will receive an email notification authorizing you to process payments in the same manner you process credit card transactions today. Each time payment is made, you will receive a remittance advice, via email, detailing the invoices being paid. Also, each time you receive a remittance advice, you will receive a new, unique credit card number. This option is ideal for suppliers who are unable to keep credit card account information on file.

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EXHIBIT 6

MINORITY AND WOMEN OWNED BUSINESS ENTERPRISE COMMITMENT

COOK COUNTY
OFFICE OF THE
Chief Procurement
Officer

161 N. Clark
Suite 2300
Chicago, Illinois 60601

MEMORANDUM

Date: December 18, 2025

TO: Raffi Sarrafian, Chief Procurement Officer
Office of the Chief Procurement Officer

FROM: JEANETTA CARDINE
Jeanetta Cardine, Deputy Director
Compliance Center of Excellence
Center of Business Enterprise Development

RE: Contract No. 2523-10070
Actuarial Services for Self-Insured Workers Comp. & Liability Claims
Department of Risk Management
Professional Services (Reference Procurement)
Contractor: AON Risk Consultants, Inc.
Contract Value: $146,250.00
Contract Term: 1/8/2026 – 1/7/2029 (36 Months) with one (1), three-year renewal options
Participation Goal: 0% M/WBE

Dear Mr. Sarrafian:

The Center of Business Enterprise Development is in receipt of the above-referenced reference contract and has determined a **0% M/WBE** participation goal was recommended and does not require the Center of Business Enterprise Development to review for MBE/WBE compliance with the Minority- and Women- owned Business Enterprises (MBE/WBE) Ordinance.

JC/vl

CC: Edmund Rendon (OCPO)
Jacqueline Hrabak (Department of Risk Management)

I. POLICY AND GOALS

A. It is the policy of the County of Cook to prevent discrimination in the award of or participation in County Contracts and to eliminate arbitrary barriers for participation in such Contracts by local businesses certified as a Minority Business Enterprise (MBE) and Women-owned Business Enterprise (WBE) as both prime and sub-contractors. In furtherance of this policy, the Cook County Board of Commissioners has adopted a Minority- and Women-owned Business Enterprise Ordinance (the "Ordinance") which establishes annual goals for MBE and WBE participation as outlined below:

Contract Type	**Goals**	
	MBE	**WBE**
Goods and Services	25%	10%
Construction	24%	10%
Professional Services	35% Overall	

B. **The County shall set contract-specific goals, based on the availability of MBEs and WBEs that are certified to provide commodities or services specified in this solicitation document. The MBE/WBE participation goals for this Agreement is zero percent (0%).** A Bid, Quotation, or Proposal shall be rejected if the County determines that it fails to comply with this General Condition in any way, including but not limited to: (i) failing to state an enforceable commitment to achieve for this contract the identified MBE/WBE Contract goals; or (ii) failing to include a Petition for Reduction/Waiver, which states that the goals for MBE/WBE participation are not attainable despite the Bidder or Proposer Good Faith Efforts, and explains why. If a Bid, Quotation, or Proposal is rejected, then a new Bid, Quotation, or Proposal may be solicited if the public interest is served thereby.

C. To the extent that a Bid, Quotation, or Proposal includes a Petition for Reduction/Waiver that is approved by the Office of Contract Compliance, the Contract specific MBE and WBE participation goals may be achieved by the proposed Bidder or Proposer's status as an MBE or WBE; by the Bidder or Proposer's enforceable joint-venture agreement with one or more MBEs and/or WBEs; by the Bidder or Proposer entering into one or more enforceable subcontracting agreements with one or more MBE and WBE; by the Bidder or Proposer establishing and carrying out an enforceable mentor/protégé agreement with one or more MBE and WBE; by the Bidder or Proposer actively engaging the Indirect Participation of one or more MBE and WBE in other aspects of its business; or by any combination of the foregoing, so long as the Utilization Plan evidences a commitment to meet the MBE and WBE Contract goals set forth in (B) above, as approved by the Office of Contract Compliance.

D. A single Person, as defined in the Procurement Code, may not be utilized as both an MBE and a WBE on the same Contract, whether as a Consultant, Subcontractor or supplier.

E. Unless specifically waived in the Bid or Proposal Documents, this Exhibit; the Ordinance; and the policies and procedures promulgated thereunder shall govern. If there is a conflict

between this Exhibit and the Ordinance or the policies and procedures, the Ordinance shall control.

F. A Consultant's failure to carry out its commitment regarding MBE and WBE participation in the course of the Contract's performance may constitute a material breach of the Contract. If such breach is not appropriately cured, it may result in withholding of payments under the Contract, contractual penalties, disqualification and any other remedy provided for in Division 4 of the Procurement Code at law or in equity.

II. REQUIRED BID OR PROPOSAL SUBMITTALS

A Bidder or Proposer shall document its commitment to meeting the Contract specific MBE and WBE participation goals by submitting a Utilization Plan with the Bid or Proposal. The Utilization Plan shall include (1) one or more Letter(s) of Intent from the relevant MBE and WBE firms; and (2) current Letters of Certification as an MBE or WBE. Alternatively, the Bidder or Proposer shall submit (1) a written Petition for Reduction/Waiver with the Bid, Quotation or Proposal, which documents its preceding Good Faith Efforts and an explanation of its inability to meet the goals for MBE and WBE participation. The Utilization Plan shall be submitted at the time that the bid or proposal is due. **Failure to include a Utilization Plan will render the submission not Responsive and shall be cause for the CPO to reject the Bid or Proposal.**

A. MBE/WBE Utilization Plan

Each Bid or Proposal shall include a complete Utilization Plan, as set forth on Form 1 of the M/WBE Compliance Forms. The Utilization Plan shall include the name(s), mailing address, email address, and telephone number of the principal contact person of the relevant MBE and WBE firms. If the Bidder or Proposer submits a Bid or Proposal, and any of their subconsultants, suppliers or consultants, are certified MBE or WBE firms, they shall be identified as an MBE or WBE within the Utilization Plan.

1. Letter(s) of Intent

Except as set forth below, a Bid or Proposal shall include, as part of the Utilization Plan, one or more Letter(s) of Intent, as set forth on Form 2 of the M/WBE Compliance Forms, executed by each MBE and WBE and the Bidder or Proposer. The Letter(s) of Intent will be used to confirm that each MBE and WBE shall perform work as a Subcontractor, supplier, joint venture, or consultant on the Contract. Each Letter of Intent shall indicate whether and the degree to which the MBE or WBE will provide goods or services directly or indirectly during the term of the Contract. The box for direct participation shall be marked if the proposed MBE or WBE will provide goods or services directly related to the scope of the Contract. The box for Indirect participation shall be marked if the proposed MBE or WBE will not be directly involved in the Contract but will be utilized by the Bidder or Proposer for other services not related to the Contract. Indirect Participation shall not be counted toward the participation goal. Each Letter of Intent shall accurately detail the work to be performed by the relevant MBE or WBE firm, the agreed dollar amount, the percentage of work, and the terms of payment.

Failure to include Letter(s) of Intent will render the submission not Responsive and shall be cause for the CPO to reject the Bid or Proposal.

All Bids and Proposals must conform to the commitments made in the corresponding Letter(s) of Intent, as may be amended through change orders.

The Contract Compliance Director may at any time request supplemental information regarding Letter(s) of Intent, and such information shall be furnished if the corresponding Bid or Proposal is to be deemed responsive.

2. Letter(s) of Certification

Only current Letter(s) of Certification from one of the following entities may be accepted as proof of certification for MBE/WBE status, provided that Cook County's requirements for certification are met:

- County of Cook
- City of Chicago

Persons that are currently certified by the City of Chicago in any area other than Construction/Public Works shall also complete and submit a MBE/WBE Reciprocal Certification Affidavit along with a current letter of certification from the City of Chicago. This Affidavit form can be downloaded from www.cookcountyil.gov/contractcompliance.

The Contract Compliance Director may reject the certification of any MBE or WBE on the ground that it does not meet the requirements of the Ordinance, or the policies and rules promulgated thereunder.

3. Joint Venture Affidavit

In the event a Bid or Proposal achieves MBE and/or WBE participation through a Joint Venture, the Bid or Proposal shall include the required Joint Venture Affidavit, which can be downloaded from www.cookcountyil.gov/contractcompliance. The Joint Venture Affidavit shall be submitted with the Bid or Proposal, along with current Letter(s) of Certification.

B. Petition for Reduction/Waiver

In the event a Bid or Proposal does not meet the Contract specific goals for MBE and WBE participation, the Bid or Proposal shall include a Petition for Reduction/Waiver, as set forth on Form 3. The Petition for Reduction/Waiver shall be supported by sufficient evidence and documentation to demonstrate the Bidder or Proposer's Good Faith Efforts in attempting to achieve the applicable MBE and WBE goals, and its inability to do so despite its Good Faith Efforts.

Failure to include Petition for Reduction/Waiver will render the submission not Responsive and shall be cause for the CPO to reject the Bid or Proposal.

III. REDUCTION/WAIVER OF MBE/WBE GOALS

A. Granting or Denying a Reduction/Waiver Request.

1. The adequacy of the Good Faith Efforts to utilize MBE and WBE firms in a Bid or Proposal will be evaluated by the CCD under such conditions as are set forth in the Ordinance, the policies and rules promulgated thereunder, and in the "Petition for Reduction/Waiver of MBE/WBE Participation Goals" – Form 3 of the M/WBE Compliance Forms.

2. With respect to a Petition for Reduction/Waiver, the sufficiency or insufficiency of a Bidder or Proposer's Good Faith Efforts shall be evaluated by the CCD as of the date upon which the corresponding Bid or Proposal was due.

3. The Contract Compliance Director or his or her duly authorized Waiver Committee may grant or deny the Petition for Reduction/Waiver based upon factors including but not limited to: (a) whether sufficient qualified MBE and WBE firms are unavailable despite good faith efforts on the part of the Bidder or Proposer; (b) the degree to which specifications and the reasonable and necessary requirements for performing the Contract make it impossible or economically infeasible to divide the Contract into sufficiently small tasks or quantities so as to enable the Bidder or Proposer to utilize MBE and WBE firms in accordance with the applicable goals; (c) the degree to which the prices or prices required by any potential MBE or WBE are more that 10% above competitive levels; and (d) such other factors as are determined relevant by the Contract Compliance Director or the duly authorized Waiver Committee.

4. If the Contract Compliance Director or the duly authorized Waiver Committee determines that the Bidder or Proposer has not demonstrated sufficient Good Faith Efforts to meet the applicable MBE and WBE goals, the Contract Compliance Director or the duly authorized Waiver Committee may deny a Petition for Reduction/Waiver, declare the Bid or Proposal non-responsive, and recommend rejection of the Bid, Quotation, or Proposal.

IV. CHANGES IN CONSULTANT'S UTILIZATION PLAN

A. A Consultant, during its performance of the Contract, may not change the original MBE or WBE commitments specified in the relevant Utilization Plan, including but not limited to, terminating a MBE or WBE Contract, reducing the scope of the work to be performed by a MBE/WBE, or decreasing the price to a MBE/WBE, except as otherwise provided by the Ordinance and according to the policies and procedures promulgated thereunder.

B. Where a Person listed under the Contract was previously considered to be a MBE or WBE but is later found not to be, or work is found not to be creditable toward the MBE or WBE goals as stated in the Utilization Plan, the Consultant shall seek to discharge the disqualified enterprise, upon proper written notification to the Contract Compliance Director, and make every effort to identify and engage a qualified MBE or WBE as its replacement. Failure to obtain an MBE or WBE replacement within 30 business days of the Contract Compliance Director's written approval of the removal of a purported MBE or WBE may result in the termination of the Contract or the imposition of such remedy authorized by the Ordinance, unless a written Petition for Reduction/Waiver is granted allowing the Consultant to award the work to a Person that is not certified as an MBE or WBE.

V. NON-COMPLIANCE

If the CCD determines that the Consultant has failed to comply with its contractual commitments or any portion of the Ordinance, the policies and procedures promulgated thereunder, or this Exhibit, the Contract Compliance Director shall notify the Consultant of such determination and may take any and all appropriate actions as set forth in the Ordinance or the policies and procedures promulgated thereunder which includes but is not limited to disqualification, penalties, withholding of payments or other remedies in law or equity.

VI. REPORTING/RECORD-KEEPING REQUIREMENTS

The Consultant shall comply with the reporting and record-keeping requirements in the manner and time established by the Ordinance, the policies and procedure promulgated thereunder, and the Contract Compliance Director. Failure to comply with such reporting and record-keeping requirements may result in a declaration of Contract default. Upon award of a Contract, a Consultant shall acquire and utilize all Cook County reporting and record-keeping forms and methods which are made available by the Office of Contract Compliance. MBE and WBE firms shall be required to verify payments made by and received from the prime Consultant.

VII. EQUAL EMPLOYMENT OPPORTUNITY

Compliance with MBE and WBE requirements will not diminish or supplant other legal Equal Employment Opportunity and Civil Rights requirements that relate to Consultant and Subcontractor obligations.

Any questions regarding this section should be directed to:
Contract Compliance Director
Cook County
161 N. Clark Street, Suite 2300
Chicago, IL 60601
(312) 603-5502

COOK COUNTY
OFFICE OF THE
Chief Procurement
Officer

MBE/WBE UTILIZATION PLAN - FORM 1

BIDDER/PROPOSER HEREBY STATES that all MBE/WBE firms included in this Plan are certified MBEs/WBEs by at least one of the entities listed in the General Conditions – Section 19.

I. **BIDDER/PROPOSER MBE/WBE STATUS:** (check the appropriate line)

☐ Bidder/Proposer is a certified MBE or WBE firm. (If so, attach copy of current Letter of Certification)

☐ Bidder/Proposer is a Joint Venture and one or more Joint Venture partners are certified MBEs or WBEs. (If so, attach copies of Letter(s) of Certification, a copy of Joint Venture Agreement clearly describing the role of the MBE/WBE firm(s) and its ownership interest in the Joint Venture and a completed Joint Venture Affidavit.

☐ Bidder/Proposer is not a certified MBE or WBE firm, nor a Joint Venture with MBE/WBE partners, but will utilize MBE and WBE firms either directly or indirectly in the performance of the Contract. (If so, complete Sections II below and the Letter(s) of Intent – Form 2).

II. ☐ **Direct Participation of MBE/WBE Firms** ☐ **Indirect Participation of MBE/WBE Firms**

NOTE: Where goals have not been achieved through direct participation, Bidder/Proposer shall include documentation outlining efforts to achieve Direct Participation at the time of Bid/Proposal submission. Indirect Participation will only be considered after all efforts to achieve Direct Participation have been exhausted. Only after written documentation of Good Faith Efforts is received will Indirect Participation be considered.

MBEs/WBEs that will perform as subcontractors/suppliers/consultants include the following:

MBE/WBE Firm: _____

Address: _____

E-mail: _____

Contact Person: _____ Phone: _____

Dollar Amount Participation: $_____

Percent Amount of Participation: _____%

*Letter of Intent attached? Yes ☐ No ☐
*Current Letter of Certification attached? Yes ☐ No ☐

MBE/WBE Firm: _____

Address: _____

E-mail: _____

Contact Person: _____ Phone: _____

Dollar Amount Participation: $_____

Percent Amount of Participation: _____%

*Letter of Intent attached? Yes ☐ No ☐
*Current Letter of Certification attached? Yes ☐ No ☐

Attach additional sheets as needed.

*** Letter(s) of Intent and current Letters of Certification must be submitted at the time of bid.**

COOK COUNTY
OFFICE OF THE
Chief Procurement
Officer

MBE/WBE LETTER OF INTENT - FORM 2

M/WBE Firm: _____ Certifying Agency: _____

Contact Person: _____ Certification Expiration Date: _____

Address: _____ Ethnicity: _____

City/State: _____ Zip: _____ Bid/Proposal/Contract #: _____

Phone: _____ Fax: _____ FEIN #: _____

Email: _____

Participation: ☐ Direct ☐ Indirect

Will the M/WBE firm be subcontracting any of the goods or services of this contract to another firm?

☐ No ☐ Yes – Please attach explanation. Proposed Subcontractor(s): _____

The undersigned M/WBE is prepared to provide the following Commodities/Services for the above named Project/ Contract: *(If more space is needed to fully describe M/WBE Firm's proposed scope of work and/or payment schedule, attach additional sheets)*

_____

_____

_____

_____

Indicate the **Dollar Amount, Percentage,** and the **Terms of Payment** for the above-described Commodities/ Services:

_____

_____

THE UNDERSIGNED PARTIES AGREE that this Letter of Intent will become a binding Subcontract Agreement for the above work, conditioned upon (1) the Bidder/Proposer's receipt of a signed contract from the County of Cook; (2) Undersigned Subcontractor remaining compliant with all relevant credentials, codes, ordinances and statutes required by Contractor, Cook County, and the State to participate as a MBE/WBE firm for the above work. The Undersigned Parties do also certify that they did not affix their signatures to this document until all areas under Description of Service/ Supply and Fee/Cost were completed.

_____	_____
Signature (*M/WBE*)	Signature (*Prime Bidder/Proposer*)
_____	_____
Print Name	Print Name
_____	_____
Firm Name	Firm Name
_____	_____
Date	Date
Subscribed and sworn before me	Subscribed and sworn before me
this ____ day of_____, 20____.	this ____ day of_____, 20____.
Notary Public _____	Notary Public _____
SEAL	SEAL

Docusign Envelope ID: 6225AC07-C2A0-4128-A7C5-E10FE0455725

OFFICE OF THE
Chief Procurement
Officer

PETITION FOR PARTIAL OR FULL WAIVER – FORM 3

Bidder/Proposer: Aon Risk Consultants, Inc.

Contract No./Title: 2523-10070

A. BIDDER/PROPOSER HEREBY REQUESTS:

X FULL MBE WAIVER	_____ PARTIAL MBE WAIVER
X FULL WBE WAIVER	_____ PARTIAL WBE WAIVER
X FULL DBE WAIVER	_____ PARTIAL DBE WAIVER

B. REASON FOR PARTIAL/FULL WAIVER REQUEST:

Bidder/Proposer shall check each item applicable to its overall reason for a waiver request. Additionally, supporting documentation shall be submitted with this request.

_____ (1) Lack of sufficient qualified MBEs and/or WBEs capable of providing the goods or services required by the contract.

X (2) The specifications and necessary requirements for performing the contract make it impossible or economically infeasible to divide the contract to enable the contractor to utilize MBEs and/or WBEs in accordance with the applicable participation.

_____(3) Price(s) quoted by potential MBEs and/or WBEs are above competitive levels and increase cost of doing business and would make acceptance of such MBE and/or WBE bid economically impracticable, taking into consideration the percentage of total contract price represented by such MBE and/or WBE bid.

X (4) There are other relevant factors making it impossible or economically infeasible to utilize MBE and/or WBE firms.

GOOD FAITH EFFORT TRANSPARENCY REPORT

C. GOOD FAITH EFFORTS TO OBTAIN PARTICIPATION (attach sheets as necessary as Schedule 1)
Bidder/Proposer shall explain and detail the following Good Faith Efforts undertook to meet Cook County's contract specific goals.

1. Please attach to this form a detailed list of any and all PCEs, stating the PCE certification (MBE and/or WBE as defined by the Cook County Municipal Code) and with whom from the contacted PCEs the Bidder/Proposer engaged, contacted, and/or communicated with in the County's Market Place;
   Timelines:

   a. When the Bidder/Proposer knew of the bid;
   b. When the Bidder/Proposer contacted the PCE(s);
   c. When the Bidder/Proposer formulated its bid and utilization plan; and
   d. When was the bid request due date.

2. The number of timely attempts to contact PCEs providing the type of supplies, equipment, goods, and/or services required for the Procurement, including but not limited to;

   a. Dates of each contact attempt for each contacted PCE;
   b. Whom, if anyone, the Bidder/Proposer communicated and/or corresponded (including written, virtual, digital, electronic, and other feasible methods of communication);
   c. The number of unsuccessful attempts to communicate or correspond with PCEs; and
   d. Attach copies of all solicitations to contacted PCEs.

3. How the Bidder/Proposer proposed to divide the procurement requirements into small tasks and/or quantities into economically feasible units to promote PCE participation.

4. Whether and to what degree the requesting party will endeavor to maximize indirect participation.

5. Detailed explanation of use, if any, of the Center of Business Enterprise Development Compliance services and staff.

6. Detailed explanation of timely notification and usage of services and assistance provided by community, minority, and/or women business organizations.

7. Attach any other documentation relative to Good Faith Efforts in complying with MBE and WBE participation.

GOOD FAITH EFFORT TRANSPARENCY REPORT

By signing below, I affirm under penalty of perjury the information provided in the Petition for Full or Partial Waiver/Good Faith Effort Transparency Report is truthful, accurate, and complete, to the best of my knowledge and capacity. I agree any finding of false, fraudulent, and/or otherwise misleading information will automatically disqualify the request for a waiver and County's Center of Business Enterprise Development reserves the right to pursue additional actions and/or remedies against the requesting Bidder/Proposer.

Signature and Title of Bidder/Proposer	Title	Date

COOK COUNTY
OFFICE OF THE
Chief Procurement
Officer

Cook County MBE/WBE Non-Construction Certification Reciprocal Affidavit

Firm Name _____

Address _____ City_____

County_____ State _____ Zip _____

Phone (____)_____ Email _____

I _____, _____
(*Authorized Representative*) (*Print Title*)

of _____ do hereby affirm:
(*Name of Firm*)

1) _____ is a Minority and/or Women Business Enterprise currently
(*Name of Firm*)
certified by the City of Chicago as: [ ] Black- [ ] Hispanic- [ ] Asian- [ ] Woman-owned business.

2) With respect to _____, the personal net worth of the qualifying
(*Name of Firm*)
(51%) individual(s) does not exceed $2,767,082.23, excluding the individual's ownership interest in the M/WBE firm and the equity of the owner's primary residence, and otherwise meets the requirements of Chapter 34, Article IV of the Cook County Procurement Code. (As per Section 34-263 of the Cook County Procurement Code, an individual's personal net worth includes only his or her own Share of assets held jointly or as community/marital property with the individual's spouse.)

3) The average annual gross receipts of _____,
(*Name of Firm*)
as derived from tax filings over the five most recent years, does not exceed the Small Business Size Standards published by the U.S. Small Business Administration found in Title 13, Code of Federal Regulations, Part 121. (http://www.sba.gov/content/small-business-size-standards)

Upon penalty of perjury, I _____ affirm that, to the best of my knowledge
(*Authorized Representative*)
and belief, the information herein is true and accurate.

*Signature*_____ *Title*_____ *Date*_____

Subscribed and sworn to before me this _____ day of _____/ _____
(Month) (Year)

_____ Notary's Seal
(Notary's Signature)

My Commission Expires _____

PLEASE NOTE: This affidavit is good for a period of one year from the date of sworn signature. Any changes to your firm within that year may require a new form.

EXHIBIT 7

EVIDENCE OF INSURANCE

CERTIFICATE OF LIABILITY INSURANCE

DATE(MM/DD/YYYY): 12/10/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER
Aon Risk Services Central, Inc.
Chicago IL Office
200 East Randolph
Chicago IL 60601 USA

CONTACT NAME:
PHONE (A/C. No. Ext): (866) 283-7122 **FAX (A/C. No.):** (800) 363-0105
E-MAIL ADDRESS:

INSURER(S) AFFORDING COVERAGE		NAIC #
INSURER A:	American Casualty Co. of Reading PA	20427
INSURER B:	Transportation Insurance Co.	20494
INSURER C:	Continental Casualty Company	20443
INSURER D:	National Union Fire Ins Co of Pittsburgh	19445
INSURER E:		
INSURER F:		

INSURED
Aon Corporation and its Subsidiaries
(See Subsidiary Information Below)
200 E. Randolph
Chicago IL 60601 USA

COVERAGES **CERTIFICATE NUMBER:** 570117008130 **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

Limits shown are as requested

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
C	X COMMERCIAL GENERAL LIABILITY			4014103835	06/01/2025	06/01/2026	EACH OCCURRENCE	$1,000,000
	CLAIMS-MADE X OCCUR						DAMAGE TO RENTED PREMISES (Ea occurrence)	$1,000,000
							MED EXP (Any one person)	$10,000
							PERSONAL & ADV INJURY	$1,000,000
	GEN'L AGGREGATE LIMIT APPLIES PER:						GENERAL AGGREGATE	$2,000,000
	POLICY PRO-JECT X LOC						PRODUCTS - COMP/OP AGG	$2,000,000
	OTHER:							
C	AUTOMOBILE LIABILITY			4014103656	06/01/2025	06/01/2026	COMBINED SINGLE LIMIT (Ea accident)	$1,000,000
	X ANY AUTO						BODILY INJURY (Per person)	
	OWNED AUTOS ONLY / SCHEDULED AUTOS						BODILY INJURY (Per accident)	
	HIRED AUTOS ONLY / NON-OWNED AUTOS ONLY						PROPERTY DAMAGE (Per accident)	
D	X UMBRELLA LIAB X OCCUR			BE033576432	06/01/2025	06/01/2026	EACH OCCURRENCE	$1,000,000
	EXCESS LIAB CLAIMS-MADE			SIR applies per policy terms & conditions			AGGREGATE	$1,000,000
	DED X RETENTION							
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY			4014100157	06/01/2025	06/01/2026	X PER STATUTE OTH-ER	
	ANY PROPRIETOR / PARTNER / EXECUTIVE OFFICER/MEMBER EXCLUDED? Y/N: N	N / A		AZ, WI				
A	(Mandatory in NH)			4014100059	06/01/2025	06/01/2026	E.L. EACH ACCIDENT	$1,000,000
	If yes, describe under DESCRIPTION OF OPERATIONS below			All Other States			E.L. DISEASE-EA EMPLOYEE	$1,000,000
							E.L. DISEASE-POLICY LIMIT	$1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

RE: Aon Risk Consultants, Inc., 200 East Randolph Street, Chicago, IL 60601, RE: Contract No. 2523-10070. General Liability includes Severability of Interest. Cook County, its officials, employees and agents are included as Additional Insured in accordance with the policy provisions of the General Liability and Automobile Liability policies. General Liability and Automobile Liability policies evidenced herein are Primary and Non-Contributory to other insurance available to Additional Insured, but only in accordance with the policy's provisions. A Waiver of Subrogation is granted in favor of Cook County, its officials, employees and agents in accordance with the policy provisions of the General Liability and Automobile Liability policies. The above terms are as required by written contract.

CERTIFICATE HOLDER

Cook County
Attn: Edmund Rendon
118 North Clark Street
Chicago IL 60654 USA

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

Aon Risk Services Central, Inc.

Holder Identifier : ARCI

Certificate No : 570117008130

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AGENCY CUSTOMER ID: 10224227

LOC #:

ADDITIONAL REMARKS SCHEDULE

AGENCY	NAMED INSURED
Aon Risk Services Central, Inc.	Aon Corporation and its Subsidiaries
POLICY NUMBER: See Certificate Number: 570117008130	
CARRIER: See Certificate Number: 570117008130 / NAIC CODE:	EFFECTIVE DATE:

ADDITIONAL REMARKS

THIS ADDITIONAL REMARKS FORM IS A SCHEDULE TO ACORD FORM,

FORM NUMBER: ACORD 25 **FORM TITLE:** Certificate of Liability Insurance

INSURER(S) AFFORDING COVERAGE	NAIC #
INSURER	
INSURER	
INSURER	
INSURER	

ADDITIONAL POLICIES If a policy below does not include limit information, refer to the corresponding policy on the ACORD certificate form for policy limits.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFFECTIVE DATE (MM/DD/YYYY)	POLICY EXPIRATION DATE (MM/DD/YYYY)	LIMITS	
	WORKERS COMPENSATION							
A		N/A		4014100014 CA	06/01/2025	06/01/2026		

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CNA

CNA PARAMOUNT

Waiver of Transfer of Rights of Recovery Against Others to the Insurer Endorsement

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE PART
PRODUCTS/COMPLETED OPERATIONS LIABILITY COVERAGE PART

SCHEDULE
Name Of Person Or Organization:
ANY PERSON OR ORGANIZATION TO WHOM YOU ARE OBLIGATED BY VIRTUE OF CONTRACT OF AGREEMENT

Information required to complete this Schedule, if not shown above, will be shown in the Declarations.

It is understood and agreed that the condition entitled **Transfer Of Rights Of Recovery Against Others To The Insurer** is amended by the addition of the following:

Solely with respect to the person or organization shown in the Schedule above, the Insurer waives any right of recovery the Insurer may have against such person or organization because of payments the Insurer makes for injury or damage arising out of the **Named Insured's** ongoing operations or **your work** done under a contract with that person or organization and included in the **products-completed operations hazard**.

All other terms and conditions of the Policy remain unchanged.

This endorsement, which forms a part of and is for attachment to the Policy issued by the designated Insurers, takes effect on the effective date of said Policy at the hour stated in said Policy, unless another effective date is shown below, and expires concurrently with said Policy.

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WAIVER OF TRANSFER OF RIGHTS OF RECOVERY AGAINST OTHERS TO US (WAIVER OF SUBROGATION)

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

This endorsement modifies insurance provided under the following:

AUTO DEALERS COVERAGE FORM

BUSINESS AUTO COVERAGE FORM

MOTOR CARRIER COVERAGE FORM

With respect to coverage provided by this endorsement, the provisions of the Coverage Form apply unless modified by the endorsement.

This endorsement changes the policy effective on the inception date of the policy unless another date is indicated below.

Named Insured: AON CORPORATION

Endorsement Effective Date: 06/01/2024

SCHEDULE
Name(s) Of Person(s) Or Organization(s):
ANY PERSON OR ORGANIZATION TO WHOM YOU ARE OBLIGATED BY VIRTUE OF CONTRACT OF AGREEMENT.
Information required to complete this Schedule, if not shown above, will be shown in the Declarations.

The **Transfer Of Rights Of Recovery Against Others To Us** condition does not apply to the person(s) or organization(s) shown in the Schedule, but only to the extent that subrogation is waived prior to the "**accident**" or the "**loss**" under a contract with that person or organization.

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CERTIFICATE OF LIABILITY INSURANCE

DATE(MM/DD/YYYY)
12/10/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER
Aon Risk Services Central, Inc.
Chicago IL Office
200 East Randolph
Chicago IL 60601 USA

CONTACT NAME:
PHONE (A/C. No. Ext): (866) 283-7122 **FAX (A/C. No.):** 800-363-0105
E-MAIL ADDRESS:

INSURER(S) AFFORDING COVERAGE		NAIC #
INSURER A:	XL Specialty Insurance Co	37885
INSURER B:		
INSURER C:		
INSURER D:		
INSURER E:		
INSURER F:		

INSURED
Aon Corporation
(See Subsidiary Information Below)
200 E. Randolph
Chicago IL 60601 USA

COVERAGES **CERTIFICATE NUMBER:** 570117008134 **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

Limits shown are as requested

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
	COMMERCIAL GENERAL LIABILITY						EACH OCCURRENCE	
	☐ CLAIMS-MADE ☐ OCCUR						DAMAGE TO RENTED PREMISES (Ea occurrence)	
							MED EXP (Any one person)	
							PERSONAL & ADV INJURY	
	GEN'L AGGREGATE LIMIT APPLIES PER:						GENERAL AGGREGATE	
	☐ POLICY ☐ PRO-JECT ☐ LOC						PRODUCTS - COMP/OP AGG	
	OTHER:							
	AUTOMOBILE LIABILITY						COMBINED SINGLE LIMIT (Ea accident)	
	☐ ANY AUTO						BODILY INJURY (Per person)	
	☐ OWNED AUTOS ONLY ☐ SCHEDULED AUTOS						BODILY INJURY (Per accident)	
	☐ HIRED AUTOS ONLY ☐ NON-OWNED AUTOS ONLY						PROPERTY DAMAGE (Per accident)	
	☐ UMBRELLA LIAB ☐ OCCUR						EACH OCCURRENCE	
	☐ EXCESS LIAB ☐ CLAIMS-MADE						AGGREGATE	
	☐ DED ☐ RETENTION							
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY Y / N						☐ PER STATUTE ☐ OTH-ER	
	ANY PROPRIETOR / PARTNER / EXECUTIVE OFFICER/MEMBER EXCLUDED? ☐ N / A						E.L. EACH ACCIDENT	
	(Mandatory in NH)						E.L. DISEASE-EA EMPLOYEE	
	If yes, describe under DESCRIPTION OF OPERATIONS below						E.L. DISEASE-POLICY LIMIT	
A	E&O - Professional Liability - Primary			US00087368EO24A Errors & Omissions SIR applies per policy terms & conditions	03/01/2024	03/01/2028	Each Claim Aggregate	$2,000,000 $2,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

RE: Aon Risk Consultants, Inc., 200 East Randolph Street, Chicago, IL 60601, RE: Contract No. 2523-10070. The above E&O Policy includes coverage for Cyber Liability. The above E&O Policy includes coverage for Privacy Liability. The above E&O Policy includes coverage for Network Security Coverage. The above terms are as required by written contract.

CERTIFICATE HOLDER

Cook County
Attn: Edmund Rendon
118 North Clark Street
Chicago IL 60654 USA

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

Aon Risk Services Central, Inc.

Holder Identifier : ARCI

Certificate No : 570117008134

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AGENCY CUSTOMER ID: 10224227

LOC #:

ADDITIONAL REMARKS SCHEDULE

AGENCY	NAMED INSURED
Aon Risk Services Central, Inc.	Aon Corporation
POLICY NUMBER	
See Certificate Number: 570117008134	
CARRIER / NAIC CODE	EFFECTIVE DATE:
See Certificate Number: 570117008134	

ADDITIONAL REMARKS

THIS ADDITIONAL REMARKS FORM IS A SCHEDULE TO ACORD FORM,

FORM NUMBER: ACORD 25 **FORM TITLE:** Certificate of Liability Insurance

Carrier Participation Schedule

Insurer: XL Specialty Insurance Company | Policy #: US00087368EO24A | Participation: 6.67% | Policy Term: 3/1/2024-3/1/2028

Insurer:Illinois National Insurance Co. | Policy #: 025827769 | Participation: 16.67% | Policy Term: 3/1/2024-3/1/2028

Insurer:Starr Surplus Lines Insurance Company | Policy #: 1000624723241 | Participation: 6.67% | Policy Term: 3/1/2024-3/1/2028

Insurer:Houston Casualty Company | Policy #: 14MG24A16363 Participation: 3.33% | Policy Term: 3/1/2024-3/1/2028

Insurer:National Fire & Marine Insurance Company | Policy #: 42EPP33358701 | Participation: 6.67% | Policy Term: 3/1/2024-3/1/2028

XL Specialty Insurance Company | Policy #: US00137987EO24A | Participation: 60% | Policy Term: 3/1/2024-3/1/2028

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EXHIBIT 8

IDENTIFICATION OF SUBCONTRACTORS/SUPPLIERS/SUBCONSULTANTS

Docusign Envelope ID: 6225AC07-C2A0-4128-A7C5-E10FE0455725

Contract #: 2523-10070

OCPO ONLY:	
	Disqualification
X	Check Complete

Cook County
Office of the Chief Procurement Officer
Identification of Subcontractor/Supplier/Subconsultant Form

The Bidder/Proposer/Respondent ("the Contractor") will fully complete and execute and submit an Identification of Subcontractor/Supplier/Subconsultant Form ("ISF") with each Bid, Request for Proposal, and Request for Qualification. **The Contractor must complete the ISF for each Subcontractor, Supplier or Subconsultant which shall be used on the Contract**. In the event that there are any changes in the utilization of Subcontractors, Suppliers or Subconsultants, the Contractor must file an updated ISF.

Bid/RFP/RFQ No.: 2523-10070	Date: December 3, 2025
Total Bid or Proposal Amount: $146,250.00	Contract Title: Actuarial Services
Contractor: Aon Risk Consultants, Inc.	Subcontractor/Supplier/ Subconsultant to be added or substitute:
Authorized Contact for Contractor: Elissa Sirovatka	Authorized Contact for Subcontractor/Supplier/ Subconsultant:
Email Address (Contractor): elissa.sirovatka@aon.com	Email Address (Subcontractor):
Company Address (Contractor): 200 East Randolph St	Company Address (Subcontractor):
City, State and Zip (Contractor): Chicago, IL	City, State and Zip (Subcontractor):
Telephone and Fax (Contractor): 312-381-3910	Telephone and Fax (Subcontractor):
Estimated Start and Completion Dates (Contractor):	Estimated Start and Completion Dates (Subcontractor):

Note: Upon request, a copy of all written subcontractor agreements must be provided to the OCPO.

Description of Services or Supplies	**Total Price of Subcontract for Services or Supplies**
NA	

The subcontract documents will incorporate all requirements of the Contract awarded to the Contractor as applicable. The subcontract will in no way hinder the Subcontractor/Supplier/Subconsultant from maintaining its progress on any other contract on which it is either a Subcontractor/Supplier/Subconsultant or principal contractor. This disclosure is made with the understanding that the Contractor is not under any circumstances relieved of its abilities and obligations, and is responsible for the organization, performance, and quality of work. **This form does not approve any proposed changes, revisions or modifications to the contract approved MBE/WBE Utilization Plan. Any changes to the contract's approved MBE/WBE/Utilization Plan must be submitted to the Office of the Contract Compliance.**

Aon Risk Consultants, Inc.

Contractor

Chris Rafferty

Name

Chicago Market Leader

Title

DocuSigned by:
Chris Rafferty

December 3, 2025

Prime Contractor Signature — Date

EXHIBIT 9

ECONOMIC DISCLOSURE STATEMENT

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COOK COUNTY
ECONOMIC DISCLOSURE STATEMENT
AND EXECUTION DOCUMENT
INDEX

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SECTION 1
INSTRUCTIONS FOR COMPLETION OF ECONOMIC DISCLOSURE STATEMENT AND EXECUTION DOCUMENT

This Economic Disclosure Statement and Execution Document ("EDS") is to be completed and executed by every Bidder on a County contract, every Proposer responding to a Request for Proposals, and every Respondent responding to a Request for Qualifications, and others as required by the Chief Procurement Officer. The execution of the EDS shall serve as the execution of a contract awarded by the County. The Chief Procurement Officer reserves the right to request that the Bidder or Proposer, or Respondent provide an updated EDS on an annual basis.

Definitions. Terms used in this EDS and not otherwise defined herein shall have the meanings given to such terms in the Instructions to Bidders, General Conditions, Request for Proposals, Request for Qualifications, as applicable.

Affiliate means a person that directly or indirectly through one or more intermediaries, Controls is Controlled by, or is under common Control with the Person specified.

Applicant means a person who executes this EDS.

Bidder means any person who submits a Bid.

Code means the Code of Ordinances, Cook County, Illinois available on municode.com.

Contract shall include any written document to make Procurements by or on behalf of Cook County.

Contractor or *Contracting Party* means a person that enters into a Contract with the County.

Control means the unfettered authority to directly or indirectly manage governance, administration, work, and all other aspects of a business.

EDS means this complete Economic Disclosure Statement and Execution Document, including all sections listed in the Index and any attachments.

Joint Venture means an association of two or more Persons proposing to perform a for-profit business enterprise. Joint Ventures must have an agreement in writing specifying the terms and conditions of the relationship between the partners and their relationship and respective responsibility for the Contract

Lobby or lobbying means to, for compensation, attempt to influence a County official or County employee with respect to any County matter.

Lobbyist means any person who lobbies.

Person or *Persons* means any individual, corporation, partnership, Joint Venture, trust, association, Limited Liability Company, sole proprietorship or other legal entity.

Prohibited Acts means any of the actions or occurrences which form the basis for disqualification under the Code, or under the Certifications hereinafter set forth.

Proposal means a response to an RFP.

Proposer means a person submitting a Proposal.

Response means response to an RFQ.

Respondent means a person responding to an RFQ.

RFP means a Request for Proposals issued pursuant to this Procurement Code.

RFQ means a Request for Qualifications issued to obtain the qualifications of interested parties.

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INSTRUCTIONS FOR COMPLETION OF ECONOMIC DISCLOSURE STATEMENT AND EXECUTION DOCUMENT

Section 1: Instructions. Section 1 sets forth the instructions for completing and executing this EDS.

Section 2: Certifications. Section 2 sets forth certifications that are required for contracting parties under the Code and other applicable laws. Execution of this EDS constitutes a warranty that all the statements and certifications contained, and all the facts stated, in the Certifications are true, correct and complete as of the date of execution.

Section 3: Economic and Other Disclosures Statement. Section 3 is the County's required Economic and Other Disclosures Statement form. Execution of this EDS constitutes a warranty that all the information provided in the EDS is true, correct and complete as of the date of execution, and binds the Applicant to the warranties, representations, agreements and acknowledgements contained therein.

Required Updates. The Applicant is required to keep all information provided in this EDS current and accurate. In the event of any change in the information provided, including but not limited to any change which would render inaccurate or incomplete any certification or statement made in this EDS, the Applicant shall supplement this EDS up to the time the County takes action, by filing an amended EDS or such other documentation as is required.

Additional Information. The County's Governmental Ethics and Campaign Financing Ordinances impose certain duties and obligations on persons or entities seeking County contracts, work, business, or transactions, and the Applicant is expected to comply fully with these ordinances. For further information please contact the Director of Ethics at (312) 603-4304 (69 W. Washington St. Suite 3040, Chicago, IL 60602) or visit the web-site at cookcountyil.gov/ethics-board-of.

Authorized Signers of Contract and EDS Execution Page. If the Applicant is a corporation, the President and Secretary must execute the EDS. In the event that this EDS is executed by someone other than the President, attach hereto a certified copy of that section of the Corporate By-Laws or other authorization by the Corporation, satisfactory to the County that permits the person to execute EDS for said corporation. If the corporation is not registered in the State of Illinois, a copy of the Certificate of Good Standing from the state of incorporation must be submitted with this Signature Page.

If the Applicant is a partnership or joint venture, all partners or joint venturers must execute the EDS, unless one partner or joint venture has been authorized to sign for the partnership or joint venture, in which case, the partnership agreement, resolution or evidence of such authority satisfactory to the Office of the Chief Procurement Officer must be submitted with this Signature Page.

If the Applicant is a member-managed LLC all members must execute the EDS, unless otherwise provided in the operating agreement, resolution or other corporate documents. If the Applicant is a manager-managed LLC, the manager(s) must execute the EDS. The Applicant must attach either a certified copy of the operating agreement, resolution or other authorization, satisfactory to the County, demonstrating such person has the authority to execute the EDS on behalf of the LLC. If the LLC is not registered in the State of Illinois, a copy of a current Certificate of Good Standing from the state of incorporation must be submitted with this Signature Page.

If the Applicant is a Sole Proprietorship, the sole proprietor must execute the EDS.

A "Partnership" "Joint Venture" or "Sole Proprietorship" operating under an Assumed Name must be registered with the Illinois county in which it is located, as provided in 805 ILCS 405 (2012), and documentation evidencing registration must be submitted with the EDS.

Effective October 1, 2016 all foreign corporations and LLCs must be registered with the Illinois Secretary of State's Office unless a statutory exemption applies to the applicant. Applicants who are exempt from registering must provide a written statement explaining why they are exempt from registering as a foreign entity with the Illinois Secretary of State's Office.

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SECTION 2

CERTIFICATIONS

THE FOLLOWING CERTIFICATIONS ARE MADE PURSUANT TO STATE LAW AND THE CODE. THE APPLICANT IS CAUTIONED TO CAREFULLY READ THESE CERTIFICATIONS PRIOR TO SIGNING THE SIGNATURE PAGE. SIGNING THE SIGNATURE PAGE SHALL CONSTITUTE A WARRANTY BY THE APPLICANT THAT ALL THE STATEMENTS, CERTIFICATIONS AND INFORMATION SET FORTH WITHIN THESE CERTIFICATIONS ARE TRUE, COMPLETE AND CORRECT AS OF THE DATE THE SIGNATURE PAGE IS SIGNED. THE APPLICANT IS NOTIFIED THAT IF THE COUNTY LEARNS THAT ANY OF THE FOLLOWING CERTIFICATIONS WERE FALSELY MADE, THAT ANY CONTRACT ENTERED INTO WITH THE APPLICANT SHALL BE SUBJECT TO TERMINATION.

A. PERSONS AND ENTITIES SUBJECT TO DISQUALIFICATION

No person or business entity shall be awarded a contract or sub-contract, for a period of five (5) years from the date of conviction or entry of a plea or admission of guilt, civil or criminal, if that person or business entity:

1) Has been convicted of an act committed, within the State of Illinois, of bribery or attempting to bribe an officer or employee of a unit of state, federal or local government or school district in the State of Illinois in that officer's or employee's official capacity;

2) Has been convicted by federal, state or local government of an act of bid-rigging or attempting to rig bids as defined in the Sherman Anti-Trust Act and Clayton Act. Act. 15 U.S.C. Section 1 *et seq.;*

3) Has been convicted of bid-rigging or attempting to rig bids under the laws of federal, state or local government;

4) Has been convicted of an act committed, within the State**,** of price-fixing or attempting to fix prices as defined by the Sherman Anti-Trust Act and the Clayton Act. 15 U.S.C. Section 1, *et seq.;*

5) Has been convicted of price-fixing or attempting to fix prices under the laws the State;

6) Has been convicted of defrauding or attempting to defraud any unit of state or local government or school district within the State of Illinois;

7) Has made an admission of guilt of such conduct as set forth in subsections (1) through (6) above which admission is a matter of record, whether or not such person or business entity was subject to prosecution for the offense or offenses admitted to; or

8) Has entered a plea of *nolo contendere* to charge of bribery, price-fixing, bid-rigging, or fraud, as set forth in sub-paragraphs (1) through (6) above.

In the case of bribery or attempting to bribe, a business entity may not be awarded a contract if an official, agent or employee of such business entity committed the Prohibited Act on behalf of the business entity and pursuant to the direction or authorization of an officer, director or other responsible official of the business entity, and such Prohibited Act occurred within three years prior to the award of the contract. In addition, a business entity shall be disqualified if an owner, partner or shareholder controlling, directly or indirectly, 20% or more of the business entity, or an officer of the business entity has performed any Prohibited Act within five years prior to the award of the Contract.

THE APPLICANT HEREBY CERTIFIES THAT**:** The Applicant has read the provisions of Section A, Persons and Entities Subject to Disqualification, that the Applicant has not committed any Prohibited Act set forth in Section A, and that award of the Contract to the Applicant would not violate the provisions of such Section or of the Code.

B. BID-RIGGING OR BID ROTATING

THE APPLICANT HEREBY CERTIFIES THAT: *In accordance with 720 ILCS 5/33 E-11, neither the Applicant nor any Affiliated Entity is barred from award of this Contract as a result of a conviction for the violation of State laws prohibiting bid-rigging or bid rotating.*

C. DRUG FREE WORKPLACE ACT

THE APPLICANT HEREBY CERTIFIES THAT**:** The Applicant will provide a drug free workplace, as required by (30 ILCS 580/3).

D. DELINQUENCY IN PAYMENT OF TAXES

THE APPLICANT HEREBY CERTIFIES THAT*: The Applicant is not an owner or a party responsible for the payment of any tax or fee administered by Cook County, such as bar award of a contract or subcontract pursuant to the Code, Chapter 34, Section 34-171.*

E. HUMAN RIGHTS ORDINANCE

No person who is a party to a contract with Cook County ("County") shall engage in unlawful discrimination or sexual harassment against any individual in the terms or conditions of employment, credit, public accommodations, housing, or provision of County facilities, services or programs (Code Chapter 42, Section 42-30 *et seq.*).

F. ILLINOIS HUMAN RIGHTS ACT

THE APPLICANT HEREBY CERTIFIES THAT: *It is in compliance with the Illinois Human Rights Act (775 ILCS 5/2-105), and agrees to abide by the requirements of the Act as part of its contractual obligations.*

G. INSPECTOR GENERAL (COOK COUNTY CODE, CHAPTER 34, SECTION 34-174 and Section 34-250)

The Applicant has not willfully failed to cooperate in an investigation by the Cook County Independent Inspector General or to report to the Independent Inspector General any and all information concerning conduct which they know to involve corruption, or other criminal activity, by another county employee or official, which concerns his or her office of employment or County related transaction.

The Applicant has reported directly and without any undue delay any suspected or known fraudulent activity in the County's Procurement process to the Office of the Cook County Inspector General.

H. CAMPAIGN CONTRIBUTIONS (COOK COUNTY CODE, CHAPTER 2, SECTION 2-585)

THE APPLICANT CERTIFIES THAT: It has read and shall comply with the Cook County's Ordinance concerning campaign contributions, which is codified at Chapter 2, Division 2, Subdivision II, Section 585, and can be read in its entirety at www.municode.com.

I. GIFT BAN, (COOK COUNTY CODE, CHAPTER 2, SECTION 2-574)

THE APPLICANT CERTIFIES THAT: It has read and shall comply with the Cook County's Ordinance concerning receiving and soliciting gifts and favors, which is codified at Chapter 2, Division 2, Subdivision II, Section 574, and can be read in its entirety at www.municode.com.

J. LIVING WAGE ORDINANCE PREFERENCE (COOK COUNTY CODE, CHAPTER 34, SECTION 34-160;

Unless expressly waived by the Cook County Board of Commissioners, the Code requires that a living wage must be paid to individuals employed by a Contractor which has a County Contract and by all subcontractors of such Contractor under a County Contract, throughout the duration of such County Contract. The amount of such living wage is annually by the Chief Financial Officer of the County, and shall be posted on the Chief Procurement Officer's website.

The term "Contract" as used in Section 4, I, of this EDS, specifically excludes contracts with the following:

1) Not-For Profit Organizations (defined as a corporation having tax exempt status under Section 501(C)(3) of the United State Internal Revenue Code and recognized under the Illinois State not-for -profit law);

2) Community Development Block Grants;

3) Cook County Works Department;

4) Sheriff's Work Alternative Program; and

5) Department of Correction inmates.

CONTRACT #: 2523-10070

SECTION 3

REQUIRED DISCLOSURES

1. DISCLOSURE OF LOBBYIST CONTACTS

List all persons that have made lobbying contacts on your behalf with respect to this contract:

Name Address

N/A

2. LOCAL BUSINESS PREFERENCE STATEMENT (CODE, CHAPTER 34, SECTION 34-230)

Local business means a Person, including a foreign corporation authorized to transact business in Illinois, having a bona fide establishment located within the County at which it is transacting business on the date when a Bid is submitted to the County, and which employs the majority of its regular, full-time work force within the County. A Joint Venture shall constitute a Local Business if one or more Persons that qualify as a "Local Business" hold interests totaling over 50 percent in the Joint Venture, even if the Joint Venture does not, at the time of the Bid submittal, have such a bona fide establishment within the County.

a) Is Applicant a "Local Business" as defined above?

Yes: ☑ No: ☐

b) If yes, list business addresses within Cook County:

200 East Randolph Street, Chicago, IL 60601

c) Does Applicant employ the majority of its regular full-time workforce within Cook County?

Yes: ☐ No: ☑

3. THE CHILD SUPPORT ENFORCEMENT ORDINANCE (CODE, CHAPTER 34, SECTION 34-172)

Every Applicant for a County Privilege shall be in full compliance with any child support order before such Applicant is entitled to receive or renew a County Privilege. When delinquent child support exists, the County shall not issue or renew any County Privilege, and may revoke any County Privilege.

All Applicants are required to review the Cook County Affidavit of Child Support Obligations attached to this EDS (EDS-5) and complete the Affidavit, based on the instructions in the Affidavit.

4. REAL ESTATE OWNERSHIP DISCLOSURES.

The Applicant must indicate by checking the appropriate provision below and providing all required information that either:

a) The following is a complete list of all real estate owned by the Applicant in Cook County:

PERMANENT INDEX NUMBER(S): _____

_____

_____

(ATTACH SHEET IF NECESSARY TO LIST ADDITIONAL INDEX NUMBERS)

OR:

b) ☑ The Applicant owns no real estate in Cook County.

5. EXCEPTIONS TO CERTIFICATIONS OR DISCLOSURES.

If the Applicant is unable to certify to any of the Certifications or any other statements contained in this EDS and not explained elsewhere in this EDS, the Applicant must explain below:

If the letters, "NA", the word "None" or "No Response" appears above, or if the space is left blank, it will be conclusively presumed that the Applicant certified to all Certifications and other statements contained in this EDS.

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CONTRACT #: 2523-10070

COOK COUNTY DISCLOSURE OF OWNERSHIP INTEREST STATEMENT

The Cook County Code of Ordinances (§2-610 *et seq.*) requires that any Applicant for any County Action must disclose information concerning ownership interests in the Applicant. This Disclosure of Ownership Interest Statement must be completed with all information current as of the date this Statement is signed. Furthermore, this Statement must be kept current, by filing an amended Statement, until such time as the County Board or County Agency shall take action on the application. The information contained in this Statement will be maintained in a database and made available for public viewing. **County reserves the right to request additional information to verify veracity of information contained in this statement.**

If you are asked to list names, but there are no applicable names to list, you must state NONE. An incomplete Statement will be returned and any action regarding this contract will be delayed. A failure to fully comply with the ordinance may result in the action taken by the County Board or County Agency being voided.

"*Applicant*" means any Entity or person making an application to the County for any County Action.

"County Action" means any action by a County Agency, a County Department, or the County Board regarding an ordinance or ordinance amendment, a County Board approval, or other County agency approval, with respect to contracts, leases, or sale or purchase of real estate.

"Person" "Entity" or *"Legal Entity"* means a sole proprietorship, corporation, partnership, association, business trust, estate, two or more persons having a joint or common interest, trustee of a land trust, other commercial or legal entity or any beneficiary or beneficiaries thereof.

This Disclosure of Ownership Interest Statement must be submitted by :

1. An Applicant for County Action and

2. A Person that holds stock or a beneficial interest in the Applicant and is listed on the Applicant's Statement (a "Holder") must file a Statement and complete #1 only under **Ownership Interest Declaration**.

Please print or type responses clearly and legibly. Add additional pages if needed, being careful to identify each portion of the form to which each additional page refers.

This Statement is being made by the [✓] Applicant or [ ] Stock/Beneficial Interest Holder

This Statement is an: [✓] Original Statement or [ ] Amended Statement

Identifying Information:

Name Aon Risk Consultants, Inc.

D/B/A: _____ FEIN # Only: 36-3617077

Street Address: 200 East Randolph Street

City: Chicago State: IL Zip Code: 60601

Phone No.: 773-896-6816 Fax Number: _____ Email: katie.sabo@aon.com

Cook County Business Registration Number: _____
(Sole Proprietor, Joint Venture Partnership)

Corporate File Number (if applicable): 55329478

Form of Legal Entity:

[ ] Sole Proprietor [ ] Partnership [✓] Corporation [ ] Trustee of Land Trust

[ ] Business Trust [ ] Estate [ ] Association [ ] Joint Venture

[ ] Other (describe) _____

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Ownership Interest Declaration:

1. List the name(s), address, and percent ownership of each Person having a legal or beneficial interest (including ownership) of more than five percent (5%) in the Applicant/Holder.

Name	Address	Percentage Interest in Applicant/Holder
Aon Consulting, Inc., 200 East Randolph Street, Chicago, IL 60601		100%

2. If the interest of any Person listed in (1) above is held as an agent or agents, or a nominee or nominees, list the name and address of the principal on whose behalf the interest is held.

Name of Agent/Nominee	Name of Principal	Principal's Address

3. Is the Applicant constructively controlled by another person or Legal Entity? [☐] Yes [☑] No

If yes, state the name, address and percentage of beneficial interest of such person, and the relationship under which such control is being or may be exercised.

Name	Address	Percentage of Beneficial Interest	Relationship

Corporate Officers, Members and Partners Information:

For all corporations, list the names, addresses, and terms for all corporate officers. For all limited liability companies, list the names, addresses for all members. For all partnerships and joint ventures, list the names, addresses, for each partner or joint venture.

Name	Address	Title (specify title of Office, or whether manager or partner/joint venture)	Term of Office
Please see attached			

Declaration (check the applicable box):

☑ I state under oath that the Applicant has withheld no disclosure as to ownership interest in the Applicant nor reserved any information, data or plan as to the intended use or purpose for which the Applicant seeks County Board or other County Agency action.

☐ I state under oath that the Holder has withheld no disclosure as to ownership interest nor reserved any information required to be disclosed.

CONTRACT #: 2523-10070

COOK COUNTY DISCLOSURE OF OWNERSHIP INTEREST STATEMENT SIGNATURE PAGE

Chris Rafferty

Name of Authorized Applicant/Holder Representative (please print or type)

DocuSigned by:
Chris Rafferty
DC887F232CC4498...

Chicago Market Leader
Title

December 10, 2025
Date

chris.rafferty@aon.com
E-mail address

Phone Number

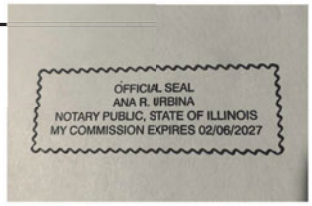
Subscribed to and sworn before me
this 10th day of Dec., 2025

My commission expires: 02/06/2027

X DocuSigned by:
Ana R. Urbina
Notary Public Signature
FB023D229D314A6...

DS

Notary Seal



Aon Risk Consultants, Inc.	Dated: 12/12/2025		
Officers			
Name	**Title**	Address	Term
L. Joe Galusha	President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Colby Alexis	Secretary	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Colby Alexis	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Brian Bark	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Kelly A. Bluhm	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Angela Byrd	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
David E. Choate	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Christopher Choi	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Uri Dallal	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Jill Dalton	Senior Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
John English	Executive Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Robert Fleming	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Domingo Garcia	Senior Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Shane Graham	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Sherri Grasak	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Paul A. Hagy	Treasurer	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Paul A. Hagy	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Benjamin R. Hanback	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Alfred A. Hartmann	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Winston Marc Hickman	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Christopher P. Iovino	Senior Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Peter Kilmartin	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Elise Kirban	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Robert Eugene Lee, III	Assistant Secretary	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Robert Eugene Lee, III	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Brandon Leetch	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Michelle S. Ley	Assistant Secretary	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Michelle S. Ley	Assistant Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Raymond Longo	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Paul Mancuso	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Rebecca B. McCabe	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Derrick Oracki	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Michael F. Panfil	Senior Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Kevin Pastoor	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Brooke Pita	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Christopher Rafferty	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
John A. Reick	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Jennifer Rutecky	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Kenneth K. Scaggs	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Amy Sestito	Senior Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Brian K. Slife	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Elizabeth Steinman	Senior Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Douglas L. Tobiason	Senior Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
James R. Tortorella	Senior Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Fred Travis	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Deborah Weigand	Senior Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Christine Ann Williams	Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite
Shelley K. Yim	Executive Vice President	Aon Center address (200 E. Randolph St., Chicago, IL 60601)	Indefinite

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CONTRACT #: 2523-10070

COOK COUNTY DISCLOSURE OF OWNERSHIP INTEREST STATEMENT

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If you are asked to list names, but there are no applicable names to list, you must state NONE. An incomplete Statement will be returned and any action regarding this contract will be delayed. A failure to fully comply with the ordinance may result in the action taken by the County Board or County Agency being voided.

"*Applicant*" means any Entity or person making an application to the County for any County Action.

"County Action" means any action by a County Agency, a County Department, or the County Board regarding an ordinance or ordinance amendment, a County Board approval, or other County agency approval, with respect to contracts, leases, or sale or purchase of real estate.

"Person" "Entity" or *"Legal Entity"* means a sole proprietorship, corporation, partnership, association, business trust, estate, two or more persons having a joint or common interest, trustee of a land trust, other commercial or legal entity or any beneficiary or beneficiaries thereof.

This Disclosure of Ownership Interest Statement must be submitted by :

1. An Applicant for County Action and

2. A Person that holds stock or a beneficial interest in the Applicant and is listed on the Applicant's Statement (a "Holder") must file a Statement and complete #1 only under **Ownership Interest Declaration**.

Please print or type responses clearly and legibly. Add additional pages if needed, being careful to identify each portion of the form to which each additional page refers.

This Statement is being made by the [ ] Applicant or [✓] Stock/Beneficial Interest Holder

This Statement is an: [✓] Original Statement or [ ] Amended Statement

Identifying Information:

Name Aon Consulting, Inc.,

D/B/A: _____ FEIN # Only: 22-2232264

Street Address: 200 East Randolph Street

City: Chicago State: IL Zip Code: 60601

Phone No.: _____ Fax Number: _____ Email: _____

Cook County Business Registration Number: _____
(Sole Proprietor, Joint Venture Partnership)

Corporate File Number (if applicable): 66552935

Form of Legal Entity:

[ ] Sole Proprietor [ ] Partnership [✓] Corporation [ ] Trustee of Land Trust

[ ] Business Trust [ ] Estate [ ] Association [ ] Joint Venture

[ ] Other (describe) _____

Docusign Envelope ID: 239A68E7-32AD-4272-B656-0171C684558E

Ownership Interest Declaration:

1. List the name(s), address, and percent ownership of each Person having a legal or beneficial interest (including ownership) of more than five percent (5%) in the Applicant/Holder.

Name	Address	Percentage Interest in Applicant/Holder
Aon plc,	Fifteen George's Quay, Dublin 2, Ireland D02 VR98	100%

2. If the interest of any Person listed in (1) above is held as an agent or agents, or a nominee or nominees, list the name and address of the principal on whose behalf the interest is held.

Name of Agent/Nominee	Name of Principal	Principal's Address

3. Is the Applicant constructively controlled by another person or Legal Entity? [☐] Yes [☑] No

If yes, state the name, address and percentage of beneficial interest of such person, and the relationship under which such control is being or may be exercised.

Name	Address	Percentage of Beneficial Interest	Relationship

Corporate Officers, Members and Partners Information:

For all corporations, list the names, addresses, and terms for all corporate officers. For all limited liability companies, list the names, addresses for all members. For all partnerships and joint ventures, list the names, addresses, for each partner or joint venture.

Name	Address	Title (specify title of Office, or whether manager or partner/joint venture)	Term of Office

Declaration (check the applicable box):

☑ I state under oath that the Applicant has withheld no disclosure as to ownership interest in the Applicant nor reserved any information, data or plan as to the intended use or purpose for which the Applicant seeks County Board or other County Agency action.

☐ I state under oath that the Holder has withheld no disclosure as to ownership interest nor reserved any information required to be disclosed.

CONTRACT #: 2523-10070

COOK COUNTY DISCLOSURE OF OWNERSHIP INTEREST STATEMENT SIGNATURE PAGE

Chris Rafferty
Name of Authorized Applicant/Holder Representative (please print or type)

DocuSigned by:
Chris Rafferty
DC887F232CC4498...

chris.rafferty@aon.com
E-mail address

Chicago Market Leader
Title

December 15, 2025
Date

Phone Number

Subscribed to and sworn before me
this 15th day of Dec., 2025.

DocuSigned by:
X Ana Urbina
FB023D229D314A6... Public Signature

My commission expires:

DS

OFFICIAL SEAL
ANA S. URBINA
NOTARY PUBLIC, STATE OF ILLINOIS
MY COMMISSION EXPIRES 02/05/2027

Notary Seal

Docusign Envelope ID: 8E1A06DF-5F1E-46D9-8E40-2FFCFF0D23A7

COOK COUNTY BOARD OF ETHICS
69 W. WASHINGTON STREET, SUITE 3040
CHICAGO, ILLINOIS 60602
312/603-4304 Office 312/603-9988 Fax

FAMILIAL RELATIONSHIP DISCLOSURE PROVISION

Nepotism Disclosure Requirement:

Doing a significant amount of business with the County requires that you disclose to the Board of Ethics the existence of any familial relationships with any County employee or any person holding elective office in the State of Illinois, the County, or in any municipality within the County. The Ethics Ordinance defines a significant amount of business for the purpose of this disclosure requirement as more than $25,000 in aggregate County leases, contracts, purchases or sales in any calendar year.

If you are unsure of whether the business you do with the County or a County agency will cross this threshold, err on the side of caution by completing the attached familial disclosure form because, among other potential penalties, any person found guilty of failing to make a required disclosure or knowingly filing a false, misleading, or incomplete disclosure will be prohibited from doing any business with the County for a period of three years. The required disclosure should be filed with the Board of Ethics by January 1 of each calendar year in which you are doing business with the County and again with each bid/proposal/quotation to do business with Cook County. The Board of Ethics may assess a late filing fee of $100 per day after an initial 30-day grace period.

The person that is doing business with the County must disclose his or her familial relationships. If the person on the County lease or contract or purchasing from or selling to the County is a business entity, then the business entity must disclose the familial relationships of the individuals who are and, during the year prior to doing business with the County, were:

- its board of directors,
- its officers,
- its employees or independent contractors responsible for the general administration of the entity,
- its agents authorized to execute documents on behalf of the entity, and
- its employees who directly engage or engaged in doing work with the County on behalf of the entity.

Do not hesitate to contact the Board of Ethics at (312) 603-4304 for assistance in determining the scope of any required familial relationship disclosure.

Additional Definitions:

"*Familial relationship*" means a person who is a spouse, domestic partner or civil union partner of a County employee or State, County or municipal official, or any person who is related to such an employee or official, whether by blood, marriage or adoption, as a:

☐ Parent	☐ Grandparent	☐ Stepfather
☐ Child	☐ Grandchild	☐ Stepmother
☐ Brother	☐ Father-in-law	☐ Stepson
☐ Sister	☐ Mother-in-law	☐ Stepdaughter
☐ Aunt	☐ Son-in-law	☐ Stepbrother
☐ Uncle	☐ Daughter-in-law	☐ Stepsister
☐ Niece	☐ Brother-in-law	☐ Half-brother
☐ Nephew	☐ Sister-in-law	☐ Half-sister

Docusign Envelope ID: 8E1A06DF-5F1E-46D9-8E40-2FFCFF0D23A7

COOK COUNTY BOARD OF ETHICS
FAMILIAL RELATIONSHIP DISCLOSURE FORM

A. PERSON DOING OR SEEKING TO DO BUSINESS WITH THE COUNTY

Name of Person Doing Business with the County: Aon Risk Consultants, Inc.

Address of Person Doing Business with the County: 200 East Randolph Street, Chicago, IL 60601

Phone number of Person Doing Business with the County: 773-896-6816

Email address of Person Doing Business with the County: katie.sabo@aon.com

If Person Doing Business with the County is a Business Entity, provide the name, title and contact information for the individual completing this disclosure on behalf of the Person Doing Business with the County:

Katie Sabo, Senior Managing Director - email: Katie.Sabo@aon.com; phone: 773896-6816

B. DESCRIPTION OF BUSINESS WITH THE COUNTY

Append additional pages as needed and for each County lease, contract, purchase or sale sought and/or obtained during the calendar year of this disclosure (or the proceeding calendar year if disclosure is made on January 1), identify:

The lease number, contract number, purchase order number, request for proposal number and/or request for qualification number associated with the business you are doing or seeking to do with the County: 2523-10070

The aggregate dollar value of the business you are doing or seeking to do with the County: $ 146,250.00

The name, title and contact information for the County official(s) or employee(s) involved in negotiating the business you are doing or seeking to do with the County: Ed Rendon, Procurement Manager, Office of the Chief Procurement Officer, (312) 603-6824

The name, title and contact information for the County official(s) or employee(s) involved in managing the business you are doing or seeking to do with the County: Jacqueline Hrabak, Administrative Coordinator, Dept. of Risk Management, 312-603-6332

C. DISCLOSURE OF FAMILIAL RELATIONSHIPS WITH COUNTY EMPLOYEES OR STATE, COUNTY OR MUNICIPAL ELECTED OFFICIALS

Check the box that applies and provide related information where needed

☐ The Person Doing Business with the County **is an individual** and there is **no familial relationship** between this individual and any Cook County employee or any person holding elective office in the State of Illinois, Cook County, or any municipality within Cook County.

☐ The Person Doing Business with the County **is a business entity** and there is **no familial relationship** between any member of this business entity's board of directors, officers, persons responsible for general administration of the business entity, agents authorized to execute documents on behalf of the business entity or employees directly engaged in contractual work with the County on behalf of the business entity, and any Cook County employee or any person holding elective office in the State of Illinois, Cook County, or any municipality within Cook County.

Docusign Envelope ID: 8E1A06DF-5F1E-46D9-8E40-2FFCFF0D23A7

COOK COUNTY BOARD OF ETHICS
FAMILIAL RELATIONSHIP DISCLOSURE FORM

☐ The Person Doing Business with the County **is an individual** and **there is a familial relationship** between this individual and at least one Cook County employee and/or a person or persons holding elective office in the State of Illinois, Cook County, and/or any municipality within Cook County. **The familial relationships are as follows:**

Name of Individual Doing Business with the County	Name of Related County Employee or State, County or Municipal Elected Official	Title and Position of Related County Employee or State, County or Municipal Elected Official	Nature of Familial Relationship*
N/A			

If more space is needed, attach an additional sheet following the above format.

☐ The Person Doing Business with the County **is a business entity** and **there is a familial relationship** between at least one member of this business entity's board of directors, officers, persons responsible for general administration of the business entity, agents authorized to execute documents on behalf of the business entity and/or employees directly engaged in contractual work with the County on behalf of the business entity, on the one hand, and at least one Cook County employee and/or a person holding elective office in the State of Illinois, Cook County, and/or any municipality within Cook County, on the other. **The familial relationships are as follows**:

Name of Member of Board of Director for Business Entity Doing Business with the County	Name of Related County Employee or State, County or Municipal Elected Official	Title and Position of Related County Employee or State, County or Municipal Elected Official	Nature of Familial Relationship*
N/A			

Name of Officer for Business Entity Doing Business with the County	Name of Related County Employee or State, County or Municipal Elected Official	Title and Position of Related County Employee or State, County or Municipal Elected Official	Nature of Familial Relationship*

Docusign Envelope ID: 8E1A06DF-5F1E-46D9-8E40-2FFCFF0D23A7

Name of Person Responsible for the General Administration of the Business Entity Doing Business with the County	Name of Related County Employee or State, County or Municipal Elected Official	Title and Position of Related County Employee or State, County or Municipal Elected Official	Nature of Familial Relationship*
N/A			

Name of Agent Authorized to Execute Documents for Business Entity Doing Business with the County	Name of Related County Employee or State, County or Municipal Elected Official	Title and Position of Related County Employee or State, County or Municipal Elected Official	Nature of Familial Relationship*

Name of Employee of Business Entity Directly Engaged in Doing Business with the County	Name of Related County Employee or State, County or Municipal Elected Official	Title and Position of Related County Employee or State, County or Municipal Elected Official	Nature of Familial Relationship*

If more space is needed, attach an additional sheet following the above format.

VERIFICATION: To the best of my knowledge, the information I have provided on this disclosure form is accurate and complete. I acknowledge that an inaccurate or incomplete disclosure is punishable by law, including but not limited to fines and debarment.

DocuSigned by:
Chris Rafferty
DC887F232CC4498...

December 15, 2025
Date

SUBMIT COMPLETED FORM TO: Cook County Board of Ethics
69 West Washington Street, Suite 3040, Chicago, Illinois 60602
Office (312) 603-4304 – Fax (312) 603-9988
CookCounty.Ethics@cookcountyil.gov

* Spouse, domestic partner, civil union partner or parent, child, sibling, aunt, uncle, niece, nephew, grandparent or grandchild by blood, marriage (*i.e.* in laws and step relations) or adoption.

SECTION 4

COOK COUNTY AFFIDAVIT FOR WAGE THEFT ORDINANCE

Effective May 1, 2015, every Person, ***including Substantial Owners***, seeking a Contract with Cook County must comply with the Cook County Wage Theft Ordinance set forth in Chapter 34, Article IV, Section 179. Any Person/Substantial Owner, who fails to comply with Cook County Wage Theft Ordinance, may request that the Chief Procurement Officer grant a reduction or waiver in accordance with Section 34-179(d).

"*Contract*" means any written document to make Procurements by or on behalf of Cook County.

"*Person*" means any individual, corporation, partnership, Joint Venture, trust, association, limited liability company, sole proprietorship or other legal entity.

"*Procurement*" means obtaining supplies, equipment, goods, or services of any kind.

"*Substantial Owner*" means any person or persons who own or hold a twenty-five percent (25%) or more percentage of interest in any business entity seeking a County Privilege, including those shareholders, general or limited partners, beneficiaries and principals; except where a business entity is an individual or sole proprietorship, Substantial Owner means that individual or sole proprietor.

All Persons/Substantial Owners are required to complete this affidavit and comply with the Cook County Wage Theft Ordinance before any Contract is awarded. Signature of this form constitutes a certification the information provided below is correct and complete, and that the individual(s) signing this form has/have personal knowledge of such information. **County reserves the right to request additional information to verify veracity of information contained in this Affidavit.**

I. Contract Information:

Contract Number: 2523-10070

County Using Agency (requesting Procurement): _____

II. Person/Substantial Owner Information:

Person (Corporate Entity Name): Aon Risk Consultants, Inc.

Aon Consulting, Inc.

Substantial Owner Complete Name: _____

FEIN# 36-3617077

[redacted] E-mail address: katie.sabo@aon.com

Street Address: 200 East Randolph Street

City: Chicago State: IL Zip: 60601

[redacted]

III. Compliance with Wage Laws:

Within the past five years has the Person/Substantial Owner, in any judicial or administrative proceeding, been convicted of, entered a plea, made an admission of guilt or liability, or had an administrative finding made for committing a repeated or willful violation of any of the following laws:

No	*Illinois Wage Payment and Collection Act, 820 ILCS 115/1 et seq.,* ***YES or NO***
No	*Illinois Minimum Wage Act, 820 ILCS 105/1 et seq.,* ***YES or NO***
No	*Illinois Worker Adjustment and Retraining Notification Act, 820 ILCS 65/1 et seq.,* ***YES or NO***
No	*Employee Classification Act, 820 ILCS 185/1 et seq.,* **YES or NO**
No	*Fair Labor Standards Act of 1938, 29 U.S.C. 201, et seq.,* ***YES or NO***
No	*Any comparable state statute or regulation of any state, which governs the payment of wages* ***YES or NO***

If the Person/Substantial Owner answered **"Yes"** to any of the questions above, it is ineligible to enter into a Contract with Cook County, but can request a reduction or waiver under **Section IV.**

IV. Request for Waiver or Reduction

If Person/Substantial Owner answered **"Yes"** to any of the questions above, it may request a reduction or waiver in accordance with Section 34-179(d), provided that the request for reduction of waiver is made on the basis of one or more of the following actions that have taken place:

No There has been a bona fide change in ownership or Control of the ineligible Person or Substantial Owner. YES or NO

No Disciplinary action has been taken against the individual(s) responsible for the acts giving rise to the violation. YES or NO

No Remedial action has been taken to prevent a recurrence of the acts giving rise to the disqualification or default. YES or NO

No Other factors that the Person or Substantial Owner believe are relevant. YES or NO

The Person/Substantial Owner must submit documentation to support the basis of its request for a reduction or waiver. The Chief Procurement Officer reserves the right to make additional inquiries and request additional documentation.

V. Affirmation

The Person/Substantial Owner affirms that all statements contained in the Affidavit are true, accurate and complete.

DocuSigned by: Chris Rafferty DC887F232CC4498...

Signature: _____ Date: December 10, 2025

Name of Person signing (Print): Chris Rafferty Title: Chicago Market Leader

Subscribed and sworn to before me this 10th day of December, 20 25

DocuSigned by: Ana R. Urbina FB023D229D314A6...

X _____ DS

Notary Public Signature **Notary Seal**

Note: The above information is subject to verification prior to the award of the Contract.

OFFICIAL SEAL
ANA R. URBINA
NOTARY PUBLIC, STATE OF ILLINOIS
MY COMMISSION EXPIRES 02/06/2027

CONTRACT #: 2523-10070

SECTION 4

COOK COUNTY AFFIDAVIT FOR WAGE THEFT ORDINANCE

Effective May 1, 2015, every Person, ***including Substantial Owners***, seeking a Contract with Cook County must comply with the Cook County Wage Theft Ordinance set forth in Chapter 34, Article IV, Section 179. Any Person/Substantial Owner, who fails to comply with Cook County Wage Theft Ordinance, may request that the Chief Procurement Officer grant a reduction or waiver in accordance with Section 34-179(d).

"*Contract*" means any written document to make Procurements by or on behalf of Cook County.

"*Person*" means any individual, corporation, partnership, Joint Venture, trust, association, limited liability company, sole proprietorship or other legal entity.

"*Procurement*" means obtaining supplies, equipment, goods, or services of any kind.

"*Substantial Owner*" means any person or persons who own or hold a twenty-five percent (25%) or more percentage of interest in any business entity seeking a County Privilege, including those shareholders, general or limited partners, beneficiaries and principals; except where a business entity is an individual or sole proprietorship, Substantial Owner means that individual or sole proprietor.

All Persons/Substantial Owners are required to complete this affidavit and comply with the Cook County Wage Theft Ordinance before any Contract is awarded. Signature of this form constitutes a certification the information provided below is correct and complete, and that the individual(s) signing this form has/have personal knowledge of such information. **County reserves the right to request additional information to verify veracity of information contained in this Affidavit.**

I. Contract Information:

Contract Number: 2523-10070

County Using Agency (requesting Procurement): _____

II. Person/Substantial Owner Information:

Person (Corporate Entity Name): Aon Consulting, Inc.,

Substantial Owner Complete Name: Aon Plc

FEIN# 22-2232264

[redacted] E-mail address: _____

Street Address: 200 East Randolph Street

City: Chicago State: IL Zip: 60601

[redacted]

III. Compliance with Wage Laws:

Within the past five years has the Person/Substantial Owner, in any judicial or administrative proceeding, been convicted of, entered a plea, made an admission of guilt or liability, or had an administrative finding made for committing a repeated or willful violation of any of the following laws:

No	*Illinois Wage Payment and Collection Act, 820 ILCS 115/1 et seq.,* ***YES or NO***
No	*Illinois Minimum Wage Act, 820 ILCS 105/1 et seq.,* ***YES or NO***
No	*Illinois Worker Adjustment and Retraining Notification Act, 820 ILCS 65/1 et seq.,* ***YES or NO***
No	*Employee Classification Act, 820 ILCS 185/1 et seq.,* **YES or NO**
No	*Fair Labor Standards Act of 1938, 29 U.S.C. 201, et seq.,* ***YES or NO***
No	*Any comparable state statute or regulation of any state, which governs the payment of wages* ***YES or NO***

If the Person/Substantial Owner answered **"Yes"** to any of the questions above, it is ineligible to enter into a Contract with Cook County, but can request a reduction or waiver under **Section IV.**

IV. Request for Waiver or Reduction

If Person/Substantial Owner answered **"Yes"** to any of the questions above, it may request a reduction or waiver in accordance with Section 34-179(d), provided that the request for reduction of waiver is made on the basis of one or more of the following actions that have taken place:

No — There has been a bona fide change in ownership or Control of the ineligible Person or Substantial Owner. YES or NO

No — Disciplinary action has been taken against the individual(s) responsible for the acts giving rise to the violation. YES or NO

No — Remedial action has been taken to prevent a recurrence of the acts giving rise to the disqualification or default. YES or NO

No — Other factors that the Person or Substantial Owner believe are relevant. YES or NO

The Person/Substantial Owner must submit documentation to support the basis of its request for a reduction or waiver. The Chief Procurement Officer reserves the right to make additional inquiries and request additional documentation.

V. Affirmation

The Person/Sub[illegible] that all statements contained in the Affidavit are true, accurate and complete.

Signature: DocuSigned by: Chris Rafferty DC887F232CC4498... Date: December 15, 2025

Name of Person signing (Print): Chris Rafferty Title: Chicago Market Leader

[illegible] and sworn to before me this 15th day [illegible], 20 25

DS

X DocuSigned by: Ana Urbina FB023D229D314A6... y Public Signature

OFFICIAL SEAL ANA R. URBINA NOTARY PUBLIC, STATE OF ILLINOIS MY COMMISSION EXPIRES 08/06/2027

Notary Seal

Note: The above information is subject to verification prior to the award of the Contract.

Docusign Envelope ID: FA772353-0755-4E0B-898F-1227F4C3C339

SECTION 5

CONTRACT AND EDS EXECUTION PAGE

The Applicant hereby certifies and warrants that all of the statements, certifications and representations set forth in this EDS are true, complete and correct; that the Applicant is in full compliance and will continue to be in compliance throughout the term of the Contract or County Privilege issued to the Applicant with all the policies and requirements set forth in this EDS; and that all facts and information provided by the Applicant in this EDS are true, complete and correct. The Applicant agrees to inform the Chief Procurement Officer in writing if any of such statements, certifications, representations, facts or information becomes or is found to be untrue, incomplete or incorrect during the term of the Contract or County Privilege.

Execution by Corporation

Aon Risk Consultants, Inc.	DocuSigned by: Chris Rafferty DC887F232CC4498... Chris Rafferty Chicago Market Leader
Corporation's Name	Printed Name and Signature
773-896-6816	chris.rafferty@aon.com
Telephone	Email
DocuSigned by: Colt Allen 2BB7EA880BC1421...	December 12, 2025
Secretary Signature	Date

Execution by LLC

LLC Name	*Member/Manager Printed Name and Signature
Date	Telephone and Email

Execution by Partnership/Joint Venture

Partnership/Joint Venture Name	*Partner/Joint Venturer Printed Name and Signature
Date	Telephone and Email

Execution by Sole Proprietorship

Printed Name Signature	Assumed Name (if applicable)
Date	Telephone and Email

Subscribed and sworn to before me this
12th day of December, 2025.

DocuSigned by: Ana Urbina FB023D229D314A6...
Notary Public Signature

DS
My [illegible]pires: 02/06/2027
OFFICIAL SEAL ANA R. URBINA NOTARY PUBLIC, STATE OF ILLINOIS MY COMMISSION EXPIRES 02/06/2027
Notary Seal

*If the operating agreement, partnership agreement or governing documents requiring execution by multiple members, managers, partners, or joint venturers, please complete and execute additional Contract and EDS Execution Pages.

Docusign Envelope ID: 8E1A06DF-5F1E-46D9-8E40-2FFCFF0D23A7

SECTION 6
COOK COUNTY SIGNATURE PAGE

ON BEHALF OF THE COUNTY OF COOK, A BODY POLITIC AND CORPORATE OF THE STATE OF ILLINOIS, THIS CONTRACT IS HEREBY EXECUTED BY:

Raffi Sarrafian Digitally signed by Raffi Sarrafian Date: 2026.01.05 08:59:48 -06'00'

Cook County Chief Procurement Officer | Date

APPROVED AS TO FORM:

N/A

Assistant State's Attorney (Required on contracts over $1,000,000 | Date

CONTRACT TERM & AMOUNT

2523-10070

Contract #

January 8, 2026 through January 7, 2029 with one, three-year renewal option

Original Contract Term | Renewal Options (If Applicable)

$146,250.00

Contract Amount

N/A

Cook County Board Approval Date (If Applicable)

ATTACHMENT 1

SOURCEWELL CONTRACT NO. 012125 AON

Docusign Envelope ID: 1C8FEA17-BB30-4FCA-8201-C8624D26F6BF

MASTER AGREEMENT #RFP 012125
CATEGORY: Risk Management, Employee Benefits, and Insurance Consulting Services
SUPPLIER: Aon Risk Services Central Inc.

This Master Agreement (Agreement) is between Sourcewell, a Minnesota service cooperative located at 202 12th Street Northeast, P.O. Box 219, Staples, MN 56479 (Sourcewell) and Aon Risk Services Central Inc., 200 East Randolph, Chicago, IL 60601 (Supplier).

Sourcewell is a local government and service cooperative created under the laws of the State of Minnesota (Minnesota Statutes Section 123A.21) offering a Cooperative Purchasing Program to eligible participating government entities.

Under this Agreement entered with Sourcewell, Supplier will provide Included Solutions to Participating Entities through Sourcewell's Cooperative Purchasing Program.

Article 1: General Terms

The General Terms in this Article 1 control the operation of this Agreement between Sourcewell and Supplier and apply to all transactions entered by Supplier and Participating Entities. Subsequent Articles to this Agreement control the rights and obligations directly between Sourcewell and Supplier (Article 2), and between Supplier and Participating Entity (Article 3), respectively. These Article 1 General Terms control over any conflicting terms. Where this Agreement is silent on any subject, Participating Entity and Supplier retain the ability to negotiate mutually acceptable terms.

1) **Purpose.** Pursuant to Minnesota law, the Sourcewell Board of Directors has authorized a Cooperative Purchasing Program designed to provide Participating Entities with access to competitively awarded cooperative purchasing agreements. To facilitate the Program, Sourcewell has awarded Supplier this cooperative purchasing Agreement following a competitive procurement process intended to meet compliance standards in accordance with Minnesota law and the requirements contained herein.

2) **Intent.** The intent of this Agreement is to define the roles of Sourcewell, Supplier and its affiliates named below, and Participating Entity as it relates to Sourcewell's Cooperative Purchasing Program. Solutions listed in this Agreement will be available to Participating Entities through Supplier's affiliates listed in Supplier's Proposal in Line Item #3.

3) **Participating Entity Access.** Sourcewell's Cooperative Purchasing Program Agreements are available to eligible public agencies (Participating Entities). A Participating Entity's authority to access Sourcewell's Cooperative Purchasing Program is determined through the laws of its respective jurisdiction.

4) **Supplier Access.** The Included Solutions offered under this Agreement may be made available to any Participating Entity. Supplier understands that a Participating Entity's use of this Agreement is at the Participating Entity's sole convenience. Supplier will educate its sales and service forces about

Docusign Envelope ID: 1C8FEA17-BB30-4FCA-8201-C8624D26F6BF

Sourcewell eligibility requirements and required documentation. Supplier will be responsible for ensuring sales are with Participating Entities.

5) **Term.** This Agreement is effective upon the date of the final signature below. The term of this Agreement is four (4) years from the effective date. The Agreement expires at 11:59 P.M. Central Time on February 24, 2029, unless it is cancelled or extended as defined in this Agreement.

   a) **Extensions.** Sourcewell and Supplier may agree to up to three (3) additional one-year extensions beyond the original four-year term. The total possible length of this Agreement will be seven (7) years from the effective date.

   b) **Exceptional Circumstances.** Sourcewell retains the right to consider additional extensions as required under exceptional circumstances which is subject to Supplier's written agreement.

6) **Survival of Terms.** Notwithstanding the termination of this Agreement, the obligations of this Agreement will continue through the performance period of any transaction entered between Supplier and any Participating Entity before the termination date.

7) **Scope.** Supplier is awarded an Agreement to provide the solutions identified in RFP #012125 to Participating Entities. In Scope solutions include:

   a. Insurance Policy Placement along with solicitations;
   b. Comprehensive Risk Analysis;
   c. Claims Prevention and Mitigation;
   d. Incident Response and Recovery;
   e. Worker's Compensation Safety Programs;
   f. Regulatory Compliance and Governance;
   g. Technology and Data Analytics Integration; and
   h. Strategic Risk Advisory Services.

   In the following areas of the United States:

   a. Northeast which includes Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont;
   b. Midwest which includes Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin;
   c. South which includes Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, Washington, D.C., and West Virginia; or
   d. West which includes Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

8) **Included Solutions.** Supplier's Proposal to the above referenced RFP is incorporated into this Agreement. Only those Solutions included within Supplier's Proposal and within Scope (Included Solutions) are included within the Agreement and may be offered to Participating Entities under this Agreement.

Docusign Envelope ID: 1C8FEA17-BB30-4FCA-8201-C8624D26F6BF

9) **Indefinite Quantity.** This Agreement defines an indefinite quantity of sales to eligible Participating Entities.

10) **Pricing.** Pricing information (including Pricing and Delivery and Pricing Offered tables) for all Included Solutions within Supplier's Proposal is incorporated into this Agreement.

11) **Not to Exceed Pricing.** Suppliers may not exceed the prices listed in the current Pricing List on file with Sourcewell when offering Included Solutions to Participating Entities. Participating Entities may request adjustments to pricing directly from Supplier during the negotiation and execution of any transaction.

12) **Open Market.** Supplier's open market pricing process is included within its Proposal.

13) **Supplier Representations:**

    i) **Compliance.** Supplier represents and warrants it will provide all Included Solutions under this Agreement in full compliance with applicable federal, state, and local laws and regulations.

    ii) **Licenses.** As applicable, Supplier will maintain a valid status on all required federal, state, and local licenses, bonds, and permits required for the operation of Supplier's business with Participating Entities. Participating Entities may request all relevant documentation directly from Supplier.

    iii) **Supplier Warrants.** Supplier warrants that all Included Solutions furnished under this Agreement are free from liens and encumbrances.

14) **Bankruptcy Notices.** Supplier certifies and warrants it is not currently in a bankruptcy proceeding. Supplier has disclosed all current and completed bankruptcy proceedings within the past seven years within its Proposal. Supplier must provide notice in writing to Sourcewell if it enters a bankruptcy proceeding at any time during the term of this Agreement.

15) **Debarment and Suspension.** Supplier certifies and warrants that neither it nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from programs operated by the State of Minnesota, the United States federal government, or any Participating Entity. Supplier certifies and warrants that neither it nor its principals have been convicted of a criminal offense related to the subject matter of this Agreement. Supplier further warrants that it will provide immediate written notice to Sourcewell if this certification changes at any time during the term of this Agreement.

16) **Provisions for non-United States federal entity procurements under United States federal awards or other awards (Appendix II to 2 C.F.R § 200).** Participating Entities that use United States federal grant or other federal funding to purchase solutions from this Agreement may be subject to additional requirements including the procurement standards of the Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards, 2 C.F.R. § 200. Participating Entities may have additional requirements based on specific funding source terms or conditions. Within this Section, all references to "federal" should be interpreted to mean the United

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States federal government. The following list applies when a Participating Entity accesses Supplier's Included Solutions with United States federal funds.

i) **EQUAL EMPLOYMENT OPPORTUNITY.** Except as otherwise provided under 41 C.F.R. § 60, all agreements that meet the definition of "federally assisted construction contract" in 41 C.F.R. § 60-1.3 must include the equal opportunity clause provided under 41 C.F.R. § 60-1.4(b), in accordance with Executive Order 11246, "Equal Employment Opportunity" (30 FR 12319, 12935, 3 C.F.R. §, 1964-1965 Comp., p. 339), as amended by Executive Order 11375, "Amending Executive Order 11246 Relating to Equal Employment Opportunity," and implementing regulations at 41 C.F.R. § 60, "Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor." The equal opportunity clause is incorporated herein by reference.

ii) **DAVIS-BACON ACT, AS AMENDED (40 U.S.C. § 3141-3148).** When required by federal program legislation, all prime construction contracts in excess of $2,000 awarded by non-federal entities must include a provision for compliance with the Davis-Bacon Act (40 U.S.C. § 3141-3144, and 3146-3148) as supplemented by Department of Labor regulations (29 C.F.R. § 5, "Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction"). In accordance with the statute, contractors must be required to pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determination made by the Secretary of Labor. In addition, contractors must be required to pay wages not less than once a week. The non-federal entity must place a copy of the current prevailing wage determination issued by the Department of Labor in each solicitation. The decision to award a contract or subcontract must be conditioned upon the acceptance of the wage determination. The non-federal entity must report all suspected or reported violations to the federal awarding agency. The contracts must also include a provision for compliance with the Copeland "Anti-Kickback" Act (40 U.S.C. § 3145), as supplemented by Department of Labor regulations (29 C.F.R. § 3, "Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States"). The Act provides that each contractor or subrecipient must be prohibited from inducing, by any means, any person employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he or she is otherwise entitled. The non-federal entity must report all suspected or reported violations to the federal awarding agency. Supplier must comply with all applicable Davis-Bacon Act provisions.

iii) **CONTRACT WORK HOURS AND SAFETY STANDARDS ACT (40 U.S.C. § 3701-3708).** Where applicable, all contracts awarded by the non-federal entity in excess of $100,000 that involve the employment of mechanics or laborers must include a provision for compliance with 40 U.S.C. §§ 3702 and 3704, as supplemented by Department of Labor regulations (29 C.F.R. § 5). Under 40 U.S.C. § 3702 of the Act, each contractor must be required to compute the wages of every mechanic and laborer on the basis of a standard work week of 40 hours. Work in excess of the standard work week is permissible provided that the worker is compensated at a rate of not less than one and a half times the basic rate of pay for all hours worked in excess of 40 hours in the work week. The requirements of 40 U.S.C. § 3704 are applicable to construction work and provide that no laborer or mechanic must be required to work in surroundings or under working conditions which are unsanitary, hazardous or dangerous. These requirements do not apply to the purchases of supplies, materials, or articles ordinarily available on the open market, or contracts for transportation or transmission of intelligence. This provision is hereby incorporated

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by reference into this Agreement. Supplier certifies that during the term of an award for all Agreements by Sourcewell resulting from this procurement process, Supplier must comply with applicable requirements as referenced above.

iv) **RIGHTS TO INVENTIONS MADE UNDER A CONTRACT OR AGREEMENT.** If the federal award meets the definition of "funding agreement" under 37 C.F.R. § 401.2(a) and the recipient or subrecipient wishes to enter into a contract with a small business firm or nonprofit organization regarding the substitution of parties, assignment or performance of experimental, developmental, or research work under that "funding agreement," the recipient or subrecipient must comply with the requirements of 37 C.F.R. § 401, "Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements," and any implementing regulations issued by the awarding agency. Supplier certifies that during the term of an award for all Agreements by Sourcewell resulting from this procurement process, Supplier must comply with applicable requirements as referenced above.

v) **CLEAN AIR ACT (42 U.S.C. § 7401-7671Q.) AND THE FEDERAL WATER POLLUTION CONTROL ACT (33 U.S.C. § 1251-1387).** Contracts and subgrants of amounts in excess of $150,000 require the non-federal award to agree to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act (42 U.S.C. § 7401- 7671q) and the Federal Water Pollution Control Act as amended (33 U.S.C. § 1251- 1387). Violations must be reported to the Federal awarding agency and the Regional Office of the Environmental Protection Agency (EPA). Supplier certifies that during the term of this Agreement it will comply with applicable requirements as referenced above.

vi) **DEBARMENT AND SUSPENSION (EXECUTIVE ORDERS 12549 AND 12689).** A contract award (see 2 C.F.R. § 180.220) must not be made to parties listed on the government wide exclusions in the System for Award Management (SAM), in accordance with the OMB guidelines at 2 C.F.R. § 180 that implement Executive Orders 12549 (3 C.F.R. § 1986 Comp., p. 189) and 12689 (3 C.F.R. § 1989 Comp., p. 235), "Debarment and Suspension." SAM Exclusions contains the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549. Supplier certifies that neither it nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation by any federal department or agency.

vii) **BYRD ANTI-LOBBYING AMENDMENT, AS AMENDED (31 U.S.C. § 1352).** Suppliers must file any required certifications. Suppliers must not have used federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any federal contract, grant, or any other award covered by 31 U.S.C. § 1352. Suppliers must disclose any lobbying with non-federal funds that takes place in connection with obtaining any federal award. Such disclosures are forwarded from tier to tier up to the non-federal award. Suppliers must file all certifications and disclosures required by, and otherwise comply with, the Byrd Anti-Lobbying Amendment (31 U.S.C. § 1352).

viii) **RECORD RETENTION REQUIREMENTS.** To the extent applicable, Supplier must comply with the record retention requirements detailed in 2 C.F.R. § 200.333. The Supplier further certifies that it will retain all records as required by 2 C.F.R. § 200.333 for a period of 3 years after

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grantees or subgrantees submit final expenditure reports or quarterly or annual financial reports, as applicable, and all other pending matters are closed.

ix) **ENERGY POLICY AND CONSERVATION ACT COMPLIANCE.** To the extent applicable, Supplier must comply with the mandatory standards and policies relating to energy efficiency which are contained in the state energy conservation plan issued in compliance with the Energy Policy and Conservation Act.

x) **BUY AMERICAN PROVISIONS COMPLIANCE.** To the extent applicable, Supplier must comply with all applicable provisions of the Buy American Act. Purchases made in accordance with the Buy American Act must follow the applicable procurement rules calling for free and open competition.

xi) **ACCESS TO RECORDS (2 C.F.R. § 200.336).** Supplier agrees that duly authorized representatives of a federal agency must have access to any books, documents, papers and records of Supplier that are directly pertinent to Supplier's discharge of its obligations under this Agreement for the purpose of making audits, examinations, excerpts, and transcriptions. The right also includes timely and reasonable access to Supplier's personnel for the purpose of interview and discussion relating to such documents.

xii) **PROCUREMENT OF RECOVERED MATERIALS (2 C.F.R. § 200.322).** A non-federal entity that is a state agency or agency of a political subdivision of a state and its contractors must comply with Section 6002 of the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act. The requirements of Section 6002 include procuring only items designated in guidelines of the Environmental Protection Agency (EPA) at 40 C.F.R. § 247 that contain the highest percentage of recovered materials practicable, consistent with maintaining a satisfactory level of competition, where the purchase price of the item exceeds $10,000 or the value of the quantity acquired during the preceding fiscal year exceeded $10,000; procuring solid waste management services in a manner that maximizes energy and resource recovery; and establishing an affirmative procurement program for procurement of recovered materials identified in the EPA guidelines.

xiii) **FEDERAL SEAL(S), LOGOS, AND FLAGS.** The Supplier cannot use the seal(s), logos, crests, or reproductions of flags or likenesses of Federal agency officials without specific pre-approval.

xiv) **NO OBLIGATION BY FEDERAL GOVERNMENT.** The U.S. federal government is not a party to this Agreement or any purchase by a Participating Entity and is not subject to any obligations or liabilities to the Participating Entity, Supplier, or any other party pertaining to any matter resulting from the Agreement or any purchase by an authorized user.

xv) **PROGRAM FRAUD AND FALSE OR FRAUDULENT STATEMENTS OR RELATED ACTS.** The Contractor acknowledges that 31 U.S.C. § 38 (Administrative Remedies for False Claims and Statements) applies to the Supplier's actions pertaining to this Agreement or any purchase by a Participating Entity.

xvi) **FEDERAL DEBT.** The Supplier certifies that it is non-delinquent in its repayment of any federal debt. Examples of relevant debt include delinquent payroll and other taxes, audit disallowance, and benefit overpayments.

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xvii) **CONFLICTS OF INTEREST.** The Supplier must notify the U.S. Office of General Services, Sourcewell, and Participating Entity as soon as possible if this Agreement or any aspect related to the anticipated work under this Agreement raises an actual or potential conflict of interest (as described in 2 C.F.R. Part 200). The Supplier must explain the actual or potential conflict in writing in sufficient detail so that the U.S. Office of General Services, Sourcewell, and Participating Entity are able to assess the actual or potential conflict; and provide any additional information as necessary or requested.

xviii) **U.S. EXECUTIVE ORDER 13224.** The Supplier, and its subcontractors, must comply with U.S. Executive Order 13224 and U.S. Laws that prohibit transactions with and provision of resources and support to individuals and organizations associated with terrorism.

xix) **PROHIBITION ON CERTAIN TELECOMMUNICATIONS AND VIDEO SURVEILLANCE SERVICES OR EQUIPMENT.** To the extent applicable, Supplier certifies that during the term of this Agreement it will comply with applicable requirements of 2 C.F.R. § 200.216.

xx) **DOMESTIC PREFERENCES FOR PROCUREMENTS.** To the extent applicable, Supplier certifies that during the term of this Agreement, Supplier will comply with applicable requirements of 2 C.F.R. § 200.322.

Article 2:
Sourcewell and Supplier Obligations

The Terms in this Article 2 relate specifically to Sourcewell and its administration of this Agreement with Supplier and Supplier's obligations thereunder.

1) **Authorized Sellers**. Supplier must provide Sourcewell a current means to validate or authenticate Supplier's authorized dealers, distributors, or resellers which may complete transactions of Included Solutions offered under this Agreement. Sourcewell may request updated information in its discretion, and Supplier agrees to provide reasonably requested information within a reasonable time.

2) **Product and Price Changes Requirements.** Supplier may request Included Solutions changes, additions, or deletions at any time. All requests must be made in writing by submitting a Sourcewell Price and Product Change Request Form to Sourcewell. At a minimum, the request must:
   - Identify the applicable Sourcewell Agreement number;
   - Clearly specify the requested change;
   - Provide sufficient detail to justify the requested change;
   - Individually list all Included Solutions affected by the requested change, along with the requested change (e.g., addition, deletion, price change); and
   - Include a complete restatement of Pricing List with the effective date of the modified pricing, or product addition or deletion. The new pricing restatement must include all Included Solutions offered, even for those items where pricing remains unchanged.

   A fully executed Sourcewell Price and Product Change Request Form will become an amendment to this Agreement and will be incorporated by reference.

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3) **Authorized Representative.** Supplier will assign an Authorized Representative to Sourcewell for this Agreement and must provide prompt notice to Sourcewell if that person is changed. The Authorized Representative will be responsible for:
    - Maintenance and management of this Agreement;
    - Timely response to all Sourcewell and Participating Entity inquiries; and
    - Participation in reviews with Sourcewell.

    Sourcewell's Authorized Representative is its Chief Procurement Officer.

4) **Performance Reviews.** Supplier will perform a minimum of one review with Sourcewell per agreement year. The review will cover transactions to Participating Entities, pricing and terms, administrative fees, sales data reports, performance issues, supply chain issues, customer issues, and any other necessary information. In the event Sourcewell requires a copy of an agreement between Supplier and a Participating Entity, Sourcewell will request it from the Participating Entity.

5) **Sales Reporting Required.** Supplier is required as a material element to this Agreement to report all completed transactions with Participating Entities utilizing this Agreement. A completed transaction is when Supplier has performed the services as mutually agreed in the order issued by a Participating Entity under this Agreement. Failure to provide complete and accurate reports as defined herein will be a material breach of the Agreement and Sourcewell reserves the right to pursue all remedies available at law including cancellation of this Agreement.

6) **Reporting Requirements.** Supplier must provide Sourcewell an activity report of all transactions completed utilizing this Agreement. Reports are due at least once each calendar quarter (Reporting Period). Reports must be received no later than 45 calendar days after the end of each calendar quarter. Supplier may report on a more frequent basis in its discretion. Reports must be provided regardless of the amount of completed transactions during that quarter (i.e., if there are no sales, Supplier must submit a report indicating no sales were made).

    The Report must contain the following fields:
    - Participating Entity Name (e.g., City of Staples Highway Department);
    - Participating Entity Physical Street Address;
    - Participating Entity City;
    - Participating Entity State/Province;
    - Participating Entity Zip/Postal Code;
    - Sourcewell Participating Entity Account Number;
    - Transaction Description;
    - Transaction Purchased Price;
    - Sourcewell Administrative Fee Applied; and
    - Date Transaction was invoiced/sale was recognized as revenue by Supplier.

    If collected by Supplier, the Report may include the following fields as available:
    - Participating Entity Contact Name;
    - Participating Entity Contact Email Address;
    - Participating Entity Contact Telephone Number;

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7) **Administrative Fee.** In consideration for the support and services provided by Sourcewell, Supplier will pay an Administrative Fee to Sourcewell a flat fee equal to 1.5% on a revenue generated utilizing this Agreement and evidenced by invoice(s) submitted by Supplier to each participating entity to the extent permitted by applicable law. Supplier will include its Administrative Fee within its proposed pricing. Supplier may not directly charge Participating Entities to offset the Administrative Fee. Therefore, the proposed administration fee shall not be considered commissions and should not be paid to Sourcewell as commissions.

8) **Fee Calculation.** Supplier's Administrative Fee payable to Sourcewell will be calculated as a stated percentage (listed in Supplier's Proposal) of all completed transactions utilizing this Agreement within the preceding Reporting Period. For certain categories, a flat fee may be proposed. The Administrative Fee will be stated in Supplier's Proposal.

9) **Fee Remittance.** Supplier will remit fee to Sourcewell no later than 45 calendar days after the close of the preceding calendar quarter in conjunction with Supplier's Reporting Period obligations defined herein. Payments should note the Supplier's name and Sourcewell-assigned Agreement number in the memo; and must be either mailed to Sourcewell above "Attn: Accounts Receivable" or remitted electronically to Sourcewell's banking institution per Sourcewell's Finance department instructions.

10) **Noncompliance.** Sourcewell reserves the right to seek all remedies available at law for unpaid or underpaid Administrative Fees due under this Agreement. Failure to remit payment, delinquent payments, underpayments, or other deviations from the requirements of this Agreement may be deemed a material breach and may result in cancellation of this Agreement and disbarment from future Agreements.

11) **Audit Requirements.** Pursuant to Minn. Stat. § 16C.05, subdivision 5, the books, records, documents, and accounting procedures and practices relevant to this Agreement are subject to examination by Sourcewell and the Minnesota State Auditor for a minimum of six years from the end of this Agreement. Supplier agrees to fully cooperate with Sourcewell in auditing transactions under this Agreement to ensure compliance with pricing terms, correct calculation and remittance of Administrative Fees, and verification of transactions as may be requested by a Participating Entity or Sourcewell.

12) **Assignment, Transfer, and Administrative Changes.** Supplier may not assign or otherwise transfer its rights or obligations under this Agreement without the prior written consent of Sourcewell. Such consent will not be unreasonably withheld. Sourcewell reserves the right to unilaterally assign all or portions of this Agreement within its sole discretion to address corporate restructurings, mergers, acquisitions, or other changes to the Responsible Party and named in the Agreement. Any prohibited assignment is invalid. Upon Supplier's request Sourcewell, as holder of this Agreement, may make administrative changes to agreement documentation such as name changes, address changes, and other non-material updates.

13) **Amendments.** Any material change to this Agreement must be executed in writing through an amendment and will not be effective until it has been duly executed by the parties.

14) **Waiver.** Failure by a party to enforce any right under this Agreement will not be deemed a waiver of such right in the event of the continuation or repetition of the circumstances giving rise to such right.

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15) **Complete Agreement.** This Agreement represents the complete agreement between the parties for the scope as defined herein. Supplier and Sourcewell may enter into separate written agreements relating specifically to transactions outside of the scope of this Agreement.

16) **Relationship of Sourcewell and Supplier.** This Agreement does not create a partnership, joint venture, or any other relationship such as employee, independent contractor, master-servant, or principal-agent.

17) **Indemnification.** Supplier must indemnify, defend, save, and hold Sourcewell, including their agents and employees, harmless from any claims or causes of action, including attorneys' fees incurred by Sourcewell, to the extent arising out of Supplier's intentional misconduct, gross negligence, or fraudulent act or omission in the performance of this Agreement by the Supplier or its agents or employees; this indemnification includes injury or death to person(s) or property alleged to have been caused by some defect in design, condition, or performance of Included Solutions under this Agreement. Sourcewell's responsibility will be governed by the State of Minnesota's Tort Liability Act (Minnesota Statutes Chapter 466) and other applicable law. For purposes of this Agreement, "gross negligence" shall mean the performance or failure to perform, by a party, of a duty at law with a wanton and reckless disregard of the consequences of such failure as they may affect the life, property or rights of the other party.

    Neither party to this Agreement shall be liable to the other for any indirect, incidental, special, consequential, exemplary, punitive or reliance damages (including, without limitation, lost or anticipated revenues, lost business opportunities or lost sales or profits, whether or not either party has been advised of the likelihood of such damages) or for any attorney's fees (whether incurred in a dispute or an action against the other, or as alleged damages that any party incurred in any insurance coverage dispute, or otherwise) arising out of services provided by Supplier or its affiliates.

    Except as provided above, Supplier's liability to Sourcewell shall be limited to a total aggregate amount of US $2.5 million ("Liability Limitation") per contract year. This Liability Limitation shall apply to Sourcewell and extend to Sourcewell's respective directors, officers**,** employees that seek to assert claims against Supplier and its parent(s), affiliates, subsidiaries and their respective directors, officers, employees, and agents.

18) **Data Practices.** Supplier and Sourcewell acknowledge Sourcewell is subject to the Minnesota Government Data Practices Act, Minnesota Statutes Chapter 13. As it applies to all data created and maintained in performance of this Agreement Supplier may be subject to the requirements of this chapter.

19) **Grant of License.**
    a) **During the term of this Agreement:**
        i) **Supplier Promotion.** Sourcewell grants to Supplier a royalty-free, worldwide, non-exclusive right and license to use the trademark(s) provided to Supplier by Sourcewell in advertising, promotional materials, and informational sites for the purpose of marketing Sourcewell's Agreement with Supplier.

        ii) **Sourcewell Promotion.** Supplier grants to Sourcewell a royalty-free, worldwide, non-exclusive right and license to use Supplier's trademarks in advertising, promotional

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materials, and informational sites for the purpose of marketing Supplier's Agreement with Sourcewell only during the term of this Agreement and subject to Supplier's use of trademarks requirements.

b) **Limited Right of Sublicense.** The right and license granted herein includes a limited right of each party to grant sublicenses to their respective subsidiaries, distributors, dealers, resellers, marketing representatives, partners, or agents (collectively "Permitted Sublicensees") in advertising, promotional, or informational materials for the purpose of marketing the Parties' relationship. Any sublicense granted will be subject to the terms and conditions of this Article. Each party will be responsible for any breach of this section by any of their respective sublicensees.

c) **Use; Quality Control.**
   i) Neither party may alter the other party's trademarks from the form provided and must promptly comply with removal requests as to specific uses of its trademarks or logos.

   ii) Each party agrees to use, and to cause its Permitted Sublicensees to use, the other party's trademarks only in good faith and in a dignified manner consistent with such party's use of the trademarks. Each party may make written notice to the other regarding misuse under this section. The offending party will have 30 days of the date of the written notice to cure the issue or the license/sublicense will be terminated.

d) **Termination.** Upon the termination of this Agreement for any reason, each party, including Permitted Sublicensees, will have 30 days to remove all Trademarks from signage, websites, and the like bearing the other party's name or logo (excepting Sourcewell's pre-printed catalog of suppliers which may be used until the next printing). Supplier must return all marketing and promotional materials, including signage, provided by Sourcewell, or dispose of it according to Sourcewell's written directions.

20) **Venue and Governing law between Sourcewell and Supplier Only.** The substantive and procedural laws of the State of Minnesota will govern this Agreement between Sourcewell and Supplier. Venue for all legal proceedings arising out of this Agreement between Sourcewell and Supplier will be in court of competent jurisdiction within the State of Minnesota. This section does not apply to any dispute between Supplier and Participating Entity. This Agreement reserves the right for Supplier and Participating Entity to negotiate this term within any transaction documents.

21) **Severability.** If any provision of this Agreement is found by a court of competent jurisdiction to be illegal, unenforceable, or void then both parties will be relieved from all obligations arising from that provision. If the remainder of this Agreement is capable of being performed, it will not be affected by such determination or finding and must be fully performed.

22) **Insurance Coverage.** At its own expense, Supplier must maintain valid insurance policy(ies) during the performance of this Agreement with insurance company(ies) licensed or authorized to do business in the State of Minnesota having an "AM BEST" rating of A- or better, with coverage and limits of insurance not less than the following:

a) **Commercial General Liability Insurance.** Supplier will maintain insurance covering its operations, with coverage on an occurrence basis, and must be subject to terms no less broad than the

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Insurance Services Office ("ISO") Commercial General Liability Form CG0001 (2001 or newer edition), or equivalent. At a minimum, coverage must include liability arising from premises, operations, bodily injury and property damage, products-completed operations including contractual liability, and personal injury and advertising injury. All required limits, terms and conditions of coverage must be maintained during the term of this Agreement.

- $1,500,000 each occurrence Bodily Injury and Property Damage
- $1,500,000 Personal and Advertising Injury
- $2,000,000 aggregate for products liability-completed operations
- $2,000,000 general aggregate

b) **Certificates of Insurance.** Prior to execution of this Agreement, Supplier must furnish to Sourcewell a certificate of insurance, as evidence of the insurance required under this Agreement. Within 15 days expiration of the policy(ies), renewal certificates must be mailed to Sourcewell, 202 12th Street Northeast, P.O. Box 219, Staples, MN 56479 or provided to in an alternative manner as directed by Sourcewell. The certificates must be signed by a person authorized by the insurer(s) to bind coverage on their behalf. Failure of Supplier to maintain the required insurance and documentation may constitute a material breach.

c) **Additional Insured Endorsement and Primary and Non-contributory Insurance Clause.** Supplier agrees to list Sourcewell, including its officers, agents, and employees, as an additional insured on a blanket basis under the Supplier's commercial general liability insurance policy with respect to liability arising out of activities, "operations," or "work" performed by Supplier, and products and completed operations of Supplier. The policy provision(s) or endorsement(s) must further provide that coverage is primary and not excess over or contributory with any other valid, applicable, and collectible insurance or self-insurance in force for the additional insureds.

d) **Waiver of Subrogation.** To the extent permitted by law, Supplier waives and must require (by endorsement or otherwise) its commercial general liability insurer to waive subrogation rights against Sourcewell and other additional insureds for losses paid under the insurance policies required by this Agreement or other insurance applicable to the Supplier . The waiver must apply to all deductibles and/or self-insured retentions applicable to the required maintained by the Supplier or its subcontractors.

e) **Subcontractors.** Aon shall ensure that all subcontractors maintain adequate insurance limits in their written contract with Supplier.

f) **Umbrella/Excess Liability/SELF-INSURED RETENTION.** The limits required by this Agreement can be met by either providing a primary policy or in combination with umbrella/excess liability policy(ies), or self-insured retention.

23) **Termination for Convenience.** Sourcewell or Supplier may terminate this Agreement upon 60 calendar days' written notice to the other Party. Termination pursuant to this section will not relieve the Supplier's obligations under this Agreement for any transactions entered with Participating Entities through the date of termination, including reporting and payment of applicable Administrative Fees.

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24) **Termination for Cause.** Either party may terminate this Agreement upon providing written notice of material breach to the other party. Notice must describe the breach in reasonable detail and state the intent to terminate the Agreement. Upon receipt of Notice, the non-terminating party will have 30 calendar days in which it must cure the breach. Termination pursuant to this section will not relieve the Supplier's obligations under this Agreement for any transactions entered with Participating Entities through the date of termination, including reporting and payment of applicable Administrative Fees.

Article 3:
Supplier Obligations to Participating Entities

The Terms in this Article 3 relate specifically to Supplier and a Participating Entity when entering transactions utilizing the General Terms established in this Agreement. Article 1 General Terms control over any conflict with this Article 3. Where this Agreement is silent on any subject, Participating Entity and Supplier retain the ability to negotiate mutually acceptable terms.

1) **Quotes to Participating Entities.** Suppliers are encouraged to provide all pricing information regarding the total cost of acquisition when quoting to a Participating Entity. Suppliers and Participating Entities are encouraged to include all cost specifically associated with or included within the Suppliers proposal and Included Solutions within transaction documents.

2) **Shipping, Delivery, Acceptance, Rejection, and Warranty.** Supplier's proposal may include proposed terms relating to shipping, delivery, inspection, and acceptance/rejection and other relevant terms of tendered Solutions. Supplier and Participating Entity may negotiate final terms appropriate for the specific transaction relating to non-appropriation, shipping, delivery, inspection, acceptance/rejection of tendered Solutions, and warranty coverage for Included Solutions. Such terms may include, but are not limited to, costs, risk of loss, proper packaging, inspection rights and timelines, acceptance or rejection procedures, and remedies as mutually agreed include notice requirements, replacement, return or exchange procedures, and associated costs.

3) **Applicable Taxes.** Participating Entity is responsible for notifying supplier of its tax-exempt status and for providing Supplier with any valid tax-exemption certification(s) or related documentation.

4) **Ordering Process and Payment.** Supplier's ordering process and acceptable forms of payment are included within its Proposal. Participating Entities will be solely responsible for payment to Supplier and Sourcewell will have no liability for any unpaid invoice of any Participating Entity.

5) **Transaction Documents.** Participating Entity may require the use of its own forms to complete transactions directly with Supplier utilizing the terms established in this Agreement. Supplier's standard form agreements may be offered as part of its Proposal. Supplier and Participating Entity may complete and document transactions utilizing any type of transaction documents as mutually agreed. In any transaction document entered utilizing this Agreement, Supplier and Participating Entity must include specific reference to this Agreement by number and to Participating Entity's unique Sourcewell account number.

6) **Additional Terms and Conditions Permitted.** Participating Entity and Supplier may negotiate and include additional terms and conditions within transaction documentation as mutually agreed. Such terms may supplant or supersede this Agreement when necessary and as solely determined by

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Participating Entity. Sourcewell has expressly reserved the right for Supplier and Participating Entity to address any necessary provisions within transaction documents not expressly included within this Agreement, including but not limited to transaction cancellation, dispute resolution, governing law and venue, non-appropriation, insurance, defense and indemnity, force majeure, and other material terms as mutually agreed.

7) **Subsequent Agreements and Survival.** Supplier and Participating Entity may enter into a separate agreement to facilitate long-term performance obligations utilizing the terms of this Agreement as mutually agreed. Such agreements may provide for a performance period extending beyond the full term of this Agreement as determined in the discretion of Participating Entity.

8) **Participating Addendums.** Supplier and Participating Entity may enter a Participating Addendum or similar document extending and supplementing the terms of this Agreement to facilitate adoption as may be required by a Participating Entity.

Sourcewell	**Aon Risk Services Central Inc.**
Signed by: Jeremy Schwartz C0FD2A139D06489...	DocuSigned by: Lynn Jekkals 749759CEF5C2498...
By: _____	By: _____
Jeremy Schwartz	Lynn Jekkals
Title: Chief Procurement Officer	Title: Midwest Region Leader
Date: 6/18/2025 | 8:35 PM CDT	Date: 6/18/2025 | 3:02 PM PDT

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RFP 012125 - Risk Management, Employee Benefits, and Insurance Consulting Services

Vendor Details

Company Name:	Aon Consulting, Inc.
Address:	200 E Randolph St Chicago, Illinois 60601
Contact:	Katie Sabo
Email:	katie.sabo@aon.com
Phone:	312-381-1058
HST#:	

Submission Details

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Submitted By:	Katie Sabo
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Transaction #:	36500134-dd58-4569-ada1-438156bae94c
Submitter's IP Address:	165.225.60.57

Specifications

Table 1: Proposer Identity & Authorized Representatives (Not Scored)

General Instructions (applies to all Tables) Sourcewell prefers a brief but thorough response to each question. Do not merely attach additional documents to your response without also providing a substantive response. Do not leave answers blank; respond "N/A" if the question does not apply to you (preferably with an explanation).

Table 1 Specific Instructions. Sourcewell requires identification of all parties responsible for providing Solutions under a resulting master agreement(s) (Responsible Supplier). Proposers are strongly encouraged to include all potential Responsible Suppliers including any corporate affiliates, subsidiaries, D.B.A., and any other authorized entities within a singular proposal. All information required under this RFP must be included for each Responsible Supplier as instructed. Proposers with multiple Responsible Supplier options may choose to respond individually as distinct entities, however each response will be evaluated individually and only those proposals recommended for award may result in a master agreement award. Unawarded entities will not be permitted to later be added to an existing master agreement through operation of Proposer's corporate organization affiliation.

Line Item	Question	Response *	
1	Provide the legal name of the Proposer authorized to submit this Proposal.	Aon Risk Services Central, Inc. (Aon)	*
2	In the event of award, is this entity the Responsible Supplier that will execute the master agreement with Sourcewell? Y or N.	Yes	*
3	Identify all subsidiaries, D.B.A., authorized affiliates, and any other entity that will be responsible for offering and performing delivery of Solutions within this Proposal (i.e. Responsible Supplier(s) that will execute a master agreement with Sourcewell).	Our proposal includes solutions for all eight areas of requested services. Below are subsidiaries, D.B.A., authorized affiliates, and any other entities that will be responsible for offering and performing delivery of Solutions within this Proposal: • Aon Risk Insurance Services West, Inc. • Aon Risk Services, Inc. of Hawaii • Aon Risk Services Northeast, Inc. • Aon Risk Services South, Inc. • Aon Risk Services Southwest, Inc. • Aon Risk Services, Inc. of Florida • Aon Risk Services, Inc. of Maryland • Aon Risk Services, Inc. of Washington, D.C. • Aon Re, Inc. • Aon Global Risk Consultants, Inc. • Inpoint, Inc. • Aon Consulting, Inc. • NFP	*
4	Provide your CAGE code or Unique Entity Identifier (SAM):	Our CAGE Code is 7FM07 and our UEIN is FP6AY8MCW425.	*
5	Provide your NAICS code applicable to Solutions proposed.	The majority of Aon's business is reported in two NAICS codes: • 524210 for Insurance brokerage related products • 541612 for Insurance advisory services and actuarial insurance services; HR consulting	
6	Proposer Physical Address:	The Aon Center, 200 East Randolph, Chicago, IL 60601	*
7	Proposer website address (or addresses):	www.aon.com	*
8	Proposer's Authorized Representative (name, title, address, email address & phone) (The representative must have authority to sign the "Proposer's Assurance of Compliance" on behalf of the Proposer):	Lynn Jekkals, Midwest Region Leader, 200 E. Randolph Street, Chicago, IL 60601 +1 616 485 8660 email: lynn.jekkals@aon.com	*
9	Proposer's primary contact for this proposal (name, title, address, email address & phone):	Katie Sabo, Senior Managing Director, National Public Sector Group, 200 E. Randolph Street Chicago, IL 60601 +1 773-896-6816 email: katie.sabo@aon.com	*
10	Proposer's other contacts for this proposal, if any (name, title, address, email address & phone):	Leslie Austin, Senior Managing Director, 2001 K Street, Suite 625 North, Washington, DC 20006 +1 202-429-8593 email: leslie.austin@aon.com	*

Table 2A: Financial Viability and Marketplace Success (100 Points, applies to Table 2A and 2B)

Line Item	Question	Response *
11	Provide a brief history of your company, including your company's core values, business philosophy, and industry longevity related to the requested Solutions.	Our History Aon is a Gaelic word meaning "oneness." We chose the name Aon in 1987, and it perfectly captures the essence of our history with roots that go back more than 100 years. Building strength through oneness has been a singular focus for Aon since the modern-day organization was launched with the merger of Ryan Insurance Group and Combined International Corporation in 1982. Our Values At Aon, our values define who we are as colleagues and are the foundation of all we do. Living the values below helps us shape decisions for the better — for our colleagues, our clients, and our communities: • Committed as one firm to our purpose: Determined to deliver for all stakeholders, steadfast in shaping decisions for the better and grounded in making a difference. • United through trust and integrity as one inclusive, diverse team: Characterized by a one firm mindset, teamwork, trust, and a culture of belonging where everyone can flourish. • Passionate about making colleagues and clients successful: Being curious, innovating, and going above and beyond to identify and meet needs with high integrity. Business Philosophy At Aon, our business philosophy is rooted in our ability to shape better decisions for our client's. We are collaborators that will commit to our client's missions to protect the human and physical resources and assets. While each client is unique, Aon is singular in its understanding of the key risk management needs of our clients, especially public entities based on the following: • Our World is Changing - Uncertainty has become the new constant in an environment that is increasingly volatile. With this change comes a pressing need for important decisions more often. Some will be easy, others difficult. There'll be some that may seem small, but all have the potential to have a profound impact. • Navigating New Forms of Volatility - Volatility exposes governments to risks that impact their colleagues, their communities, their reputation and ultimately their budgets and expenditures. Risks that they often don't see coming. • Rethinking Access to Capital - Capital has always been critical to resilience and sustainability. But, in the face of increasing risk and complexity, we all need to be more creative in our approach to capital. In 2024, less than 50% of global natural catastrophes were covered by insurance. • Addressing the Underserved - We protect individuals and help communities and public service providers recover and thrive. The rapidly changing world is leaving many people, communities and even countries behind. Other traditional service providers are failing to meet these needs by continuing to promote offerings that reflect an obsolete notion of how the world operates. Aon wants to change that. Industry Longevity Aon's rapid expansion and success in the global marketplace since 1985 has been a testament to hard work, organic growth, and investment that is unprecedented in the industry. From Hudig-Langeveldt, Benfield Group, and Hewitt Associates, to the acquisitions of cut-e, Stroz Friedberg, and The Townsend Group, each has been a building block allowing Aon to better address the needs of our clients. Our National Public Sector practice provides creative and forward-thinking techniques while analyzing how states, cities, and other organizations may be affected by risk now, in 10 years, 20 years, and beyond. We have been working with the public sector since 1979. As one of the largest public sector insurance and risk management service providers nationally and world-wide, our longevity in the public sector space has helped us partner with thousands of municipal, governmental, and quasi-governmental authorities and other organizational groups.
12	What are your company's expectations in the event of an award?	Our expectations are simple – leverage the Sourcewell Master Agreement as an opportunity to continue to grow our public sector business through our unique and comprehensive risk management and broking capabilities and excellent service. We will immediately and aggressively begin our internal and external marketing strategy to ensure we hit the ground running in 2025 and that we are consistently growing each year after until the contract ends. And, while sales are important, providing the best experience to ensure long-standing relationships is our ultimate goal.

13	Demonstrate your financial strength and stability with meaningful data. This could include such items as financial statements, SEC filings, credit and bond ratings, letters of credit, and detailed reference letters. Upload supporting documents (as applicable) in the document upload section of your response. DO NOT PROVIDE ANY TAX INFORMATION OR PERSONALLY IDENTIFIABLE INFORMATION.	Aon plc (ultimate parent of ARS Central), a publicly traded corporation, maintains growth and stability through a broad, global, corporate strategy. Our clients are globally diversified — they represent all segments of the economy (individuals through personal lines, midmarket companies, and large global organizations). We serve virtually every industry sector in more than 120 countries throughout the world. We have continued to focus our business portfolio on higher margin, capital light professional services that have high recurring revenue streams and strong cash flow generation. Aon makes capital allocation decisions based upon return on invested capital (ROIC). We now operate as one segment — Aon United — that includes all of Aon's four principal products and services: Commercial Risk Solutions, Reinsurance Solutions, Health Solutions, and Wealth Solutions. Additional information regarding our financial stability including our financial statements, SEC filings, credit and bond ratings can be found in our annual financial reports linked here http://ir.aon.com/aboutaon/investorrelations/overview/default.aspx. 2023 Financial Summary In our fiscal year 2023 (January 1, 2023 through December 31, 2023), Aon reported total revenues of approximately $13.4 billion. Aon operates under a single P/L with four revenue streams: Commercial Risk Solutions, Reinsurance Solutions, Health Solutions, and Wealth Solutions. Please note, we do not break down revenue by offerings within each line. Additional information on our company's financial results can be found on our website at: http://ir.aon.com We have provided a summary of our 2023 financials: Income Statement Sales (Total Dollar Revenues) - $13,376,000,000 Net Income - $2,564,000,000 (attributable to Aon shareholders) Operating Income (Operating Profit) - $3,785,000,000 Balance Sheet Total Current Assets - $21,704,000,000 Total Current Liabilities - $21,651,000,000 Total Shareholders' Equity (deficit) -($826,000,000)
14	What is your US market share for the Solutions that you are proposing?	Aon is the world's largest pure placement broker managing nearly $200B of premium placed per annum, with access to virtually all insurance markets—domestic and overseas. Aon is also the number one reinsurance broker, globally. We have access to each carrier's top management and home-office decision-makers. In addition, Aon has over 65% of US homeowner insurance market and over 50% of US commercial market are modeled by Aon analytics team annually.
15	Disclose all current and completed bankruptcy proceedings for Proposer and any included possible Responsible Party within the past seven years. Proposer must provide notice in writing to Sourcewell if it enters a bankruptcy proceeding at any time during the pendency of this RFP evaluation.	To the best of our knowledge, Aon Risk Services Central, Inc. has not been the subject of bankruptcy proceedings.
16	How is your organization best described: is it an agency, broker, etc?	Aon is a global professional services firm that provides a wide range of risk, reinsurance, retirement, and health, risk management and brokerage solutions. With more than 60,000 employees including brokers in 120 countries, Aon supports customers worldwide by using propriety data and analytics to deliver insights that improve performance.
17	If applicable, provide a detailed explanation outlining the licenses and certifications that are both required to be held, and actually held, by your organization (including third parties and subcontractors that you use) in pursuit of the business contemplated by this RFP.	Aon, Aon subsidiaries, affiliates, and companies maintain a variety of business licenses that are required to do business within each state. These include state business and local business licenses where applicable. Aon colleagues also maintain relevant professional certifications within the insurance industry. These include but are not limited to: Chartered Property Casualty Underwriter (CPCU), Associate in Risk Management (ARM), Associate in Insurance (AINS), Associate in Claims (AIC), Associate in Insurance Accounting and Finance (AIAF), Associate in Premium Auditing (APA), Associate in Reinsurance (ARe), Associate in Surplus Lines Insurance (ASLI), Accredited Advisor in Insurance (AAI), Chartered Life Underwriter (CLU), Certified Workers Compensation Specialist (CWCS),Associate in Management (AIM), Associate in National Flood Insurance (ANFI), Associate in Marine Insurance Management (AMIM) as well as state broker and/or producer licenses for property, casualty, life and health and benefits.
18	Disclose all current and past debarments or suspensions for Proposer and any included possible Responsible Party within the past seven years. Proposer must provide notice in writing to Sourcewell if it enters a debarment or suspension status any time during the pendency of this RFP evaluation.	To the best of our knowledge and belief, Aon Risk Services Central, Inc. has not been debarred from participation in any type of state or federal program.
19	Describe any relevant industry awards or recognition that your company has received in the past five years.	Aon takes immense pride in delivering distinctive value to our clients and are very appreciative of the awards and recognition we receive from industry associations, prominent publications, and prestigious business groups across the globe. Most of these awards recognize our firm's dedication to innovation, diversity, and inclusion, and excellence in client service.

Business Insurance Innovation Awards
In 2024, Business Insurance magazine announced 10 winning products and solutions for the 2024 Innovation Awards of which Aon earned an award for the Aon Health Risk Analyzer. Our Health Risk Analyzer combines machine learning, terabytes of market claims data and expertise from across the firm to predict more than 50 percent of future high-cost claimant exposures.
The awards, which were voted on by a panel of independent risk managers, recognize a product or service that demonstrates originality and helps risk managers be more effective in their jobs.
Risk & Insurance Magazine's 2024 Power Broker Awards
A Risk & Insurance Magazine Power Broker stands apart from peers based on service to clients, creative solutions, and industry knowledge. Annually an average of 35 of our staff have been recognized for their outstanding performance. In 2024, Aon accolades from Risk & Insurance magazine's Power Broker awards included 43 Power Broker awards and 22 Finalist awards. Our colleagues were recognized in the 23 categories listed below:

- 2 in agriculture/food supply
- 4 at large
- 1 in cyber
- 1 in entertainment media/events
- 1 in environmental
- 2 in fine arts
- 2 in gaming/hospitality
- 4 in international
- 1 in pharmaceuticals/life sciences
- 2 in M&A
- 1 in marine
- 2 in manufacturing
- 3 in private client
- 2 in public sector
- 2 in real estate
- 2 in renewable energy
- 2 in retail
- 2 in specialty insurance
- 1 in traditional energy
- 1 in transportation
- 1 in technology
- 3 in utilities
- 2 in worker's comp/disability management

Additionally, our diversity awards are a testament to Aon's hard work and commitment, and our commitment to global diversity, providing a great work environment, and creating opportunities for leadership development for women, LGBT, people of color, and veterans. For more information on Aon's commitment to social impact, we invite our clients to visit our website, Aon Empower Results.

- Included in Forbes' Best Employers for Women, 2024
- 2023 Diversity Corporation of the Year Award from the Minority Business Development Institute (MBDI)
- Best Places to Work for LGBTQ+ Equality, Human Rights Campaign Foundation, 2022
- Score of 100/100 on the Human Rights Campaign Foundation's 2022 Corporate Equality Index
- Greg Case named 2020 OUTstanding LGBT+Ally Executives List
- 100 Best Companies Winner, Working Mother, 2020
- 20 Years of Excellence in Investment Advice, Pension and Investment Provider Awards, 2019
- Stonewall Top 100 Employers, 2020

Below are some of our representative awards, accomplishments, and recognition our firm and our leaders have received in recent years:

- Aon was recognized with awards for broking company of the year and innovation of the year at the inaugural Parametric Insurer Awards in 2024.
- Aon's Health Risk Analyzer won a 2024 Innovation Award from Business Insurance. The Health Risk Analyzer was one of 10 winners chosen from 50 entries by a panel of risk managers.
- At the 2024 Risk & Insurance® Power Broker® awards, Aon won 43 Power Broker Winner and 22 Finalist awards, including 17 multiple (two or more) year winners, one going as far back as 2011.
- Best Place to Work for LGBTQ+ Equality: 2023 marks the 16th year Aon has earned the distinction with a 100% score on the Corporate Equality Index (CEI) by the Human Rights Campaign Foundation. Designed for mid to large businesses with over 500 full-time employees, the rating system is divided into four key criteria categories of nondiscrimination policies, equitable benefits for LGBTQ+ employees and their families, metrics on internal education for inclusion competency, and public commitment to LGBTQ equality.

20	What percentage of your sales are to the governmental sector in the past three years?	Of Aon total US sales (approximately $4bn each year 2021, 2022, and2023), across all solution lines and segments, government sector represents approximately 3% of our total sales over the past three years.	*
21	What percentage of your sales are to the education sector in the past three years?	Of Aon total US sales (approximately $4bn annually 2021, 2022,2023), across all solution lines and segments, education sector represents approximately 1% of our total sales over the past three years.	*
22	List all state, cooperative purchasing agreements that you hold. What is the annual sales volume for each of these agreement over the past three years?	Aon's affiliate, Stroz Friedberg, LLC, holds the cooperative purchasing agreement specifically for our cyber consulting services: • OMNIA (previously NCPA) sales in 2024 was $280,095 and in 2022 was $108,000. There were no sales in 2023. For 2025, expected sales are $400,000. Aon's affiliate, Aon Risk Services of Washington, DC, Inc., has a cooperative agreement with the Metropolitan Washington Council of Governments and Baltimore Metropolitan Council (Mid-Atlantic Purchasing Team (MAPT). The average annual sales for the last 3 years are +$6m.	*
23	List any GSA contracts or Standing Offers and Supply Arrangements (SOSA) that you hold. What is the annual sales volume for each of these contracts over the past three years?	Aon's affiliate, Aon Consulting, Inc., held three Multiple Award Schedules issued by the General Services Administration (GSA) during 2021, 2022 and 2023. Total revenue is 2024 - $1,471,269; 2023 - $788,604 and 2022 - $749,030.	*

Table 2B: References/Testimonials

Line Item 24. Supply reference information from three customers who are eligible to be Sourcewell participating entities.

Entity Name *	Contact Name *	Phone Number *	
State of Tennessee	Rodney Escobar	615-741-9957	*
State of Mississippi	George Roberson	601-576-2553	*
State of Georgia	Wade Damron	404-463-7982	*

Table 3: Ability to Sell and Deliver Solutions (200 Points)

Describe your company's capability to meet the needs of Sourcewell participating entities across the US and Canada, as applicable. Your response should address in detail at least the following areas: locations of your network of sales and service providers, the number of workers (full-time equivalents) involved in each sector, whether these workers are your direct employees (or employees of a third party), and any overlap between the sales and service functions.

Line Item	Question	Response *	
25	Sales force.	Aon has approximately 10,000 sales colleagues spread across the United States in 70 unique office locations to ensure we have a broad geographic footprint.	*
26	Describe the network of agents, brokers, and consultants who will deliver Solutions, including dealers, distributors, resellers, and other distribution methods.	Aon has over 10,000 client facing colleagues and an additional 6,000 colleagues in service roles spread across the United States in 70 unique office locations to ensure we have a broad geographic footprint that creates a robust network of brokers, consultants, and service teams. Aon is a full-service consulting firm capable of providing the services contemplated herein and will not engage with dealers, distributors, resellers, or other distribution methods to deliver the Solutions proposed. Please see detailed answer in supplemental document "Aon Technical Response Details" for our full answer.	*
27	Service force.	Aon has approximately 6,000 colleagues supporting clients spread across the United States in 70 unique office locations to ensure we have a broad geographic footprint.	*
28	Describe the ordering process. If orders will be handled by distributors, dealers or others, explain the respective roles of the Proposer and others.	Members of Aon's National Public Sector practice will directly process all orders. When a participating entity places an order with Aon, in any of the four Sourcewell regions, our public sector experts will work with the participating entity to execute the order. This ensures compliance with the Sourcewell contract agreement, pricing and successful set-up for contract order execution. Orders will be centralized, employing a seamless process, contained within Aon as the proposer.	*

29	Describe in detail the process and procedure of your customer service program, if applicable. Include your response-time capabilities and commitments, as well as any incentives that help your providers meet your stated service goals or promises.	Stellar customer service is core to our business philosophy. Regular, open, and honest dialogue with clients has proven to be the most effective method of ensuring client satisfaction and resolving problems swiftly and effectively. Aon's unique differentiator is our singular focus on the needs of our clients. Our customer service is such a large component of our work that we have developed an internal process that we call our Client Methodology framework. This framework ensures that we have the internal controls to meet or exceed our clients' expectations in terms of quality, timeliness, and results. We track the timeliness and thoroughness of this collaborative process and reward our clients' service teams for effective utilization of the Client Methodology. The framework and commitment that drives the execution of all our activities, from design and negotiation of programs to helping develop new risk management tools and techniques. In all areas, our activities can be easily monitored and developed to maintain the changing demands of our client's operations. Please see supplemental document "Aon Technical Response Details" for our full detailed answer.	*
30	Describe your ability and willingness to provide your products and services to Sourcewell participating entities.	We are excited about the opportunity to work with Sourcewell, and Sourcewell participating entities. This opportunity would be a material part of Aon's public sector sales operations locally, regionally, and nationally. Willingness. Before proceeding, we had several meetings with leadership to ensure that we had support and willingness from senior leaders throughout the firm to respond to this opportunity knowing that this would be a collective and concerted effort from the US sales team. We received not only a willingness from senior leaders but a mandate that we bring all tools and resources to respond and deliver. Ability. Aon is a global professional services firm that provides a wide range of risk, reinsurance, retirement, health, risk management and brokerage solutions. In addition, our ability to provide the products and services within this proposal are supported by the following: - Dedicated Public Sector National Practice Group: We work with more than 30 state governments, thousands of local municipalities (including hundreds of counties and cities), and nonprofits. Our clients include the Federal government, states, counties, cities, government risk pools, airport authorities and commissions; higher education, including community colleges and private, state university systems; Indian government gaming/tribe/band/nation; not-for-profit, religious, and political organizations; group purchase; public transit; public convention centers/venues; school systems and other education;, and special district agencies; and water, sewer, or other public utilities. - Number one reinsurance broker, globally providing reinsurance intermediary services and analytic support to U.S. personal lines property insurance companies. Through our partnerships with 7 of the top 10 largest writers, Aon places more US personal lines property reinsurance limit than any broker in the world. Aon is a top reinsurance intermediary in every marketplace in the world. - World's largest pure placement broker, managing nearly $200 billion of premium placed per annum, Aon has access to virtually all insurance markets—domestic and overseas. We have effective working relationships with well over 150 major insurers and with hundreds of regional and niche carriers.	*
31	Identify any account type of Participating Entity which will not have full access to your Solutions if awarded an agreement, and the reasoning for this.	If awarded, all participating entities will have full access to our proposed solutions.	*
32	Define any specific requirements or restrictions that would apply to our participating entities in Hawaii and Alaska and in US Territories.	We do not envision any specific requirements or restrictions that would apply to participating entities in Hawaii, Alaska or in US Territories.	*
33	Will Proposer extend terms of any awarded master agreement to nonprofit entities?	Yes, Aon will extend terms of any awarded master agreement to nonprofit entities.	*
34	In which states does your organization hold agency or individual insurance licenses?	Aon is registered to do business in all U.S. s and US territories, and we currently do business in all U.S. states.	

35	What region of the United States does your organization primarily serve? List the number of public sector clients your organization serves in each state.	The United States represents Aon's largest footprint. As of this submission, we have over 70 offices, with over 16,000 colleagues located throughout the United States. We serve all four regions in the solicitation. The following is a list of states where Aon has locations and the number of public sector clients we serve in each state: Arizona – 18 Arkansas – 7 California – 152 Colorado – 36 Connecticut – 13 District of Columbia – 43 Florida – 110 Georgia – 29 Hawaii – 15 Illinois - 75 Indiana – 19 Kentucky – 16 Maryland – 39 Massachusetts – 34 Michigan – 42 Minnesota – 13 Missouri – 27 Montana – 1 Nebraska – 20 New Jersey – 46 New Mexico – 26 New York – 95 North Carolina – 14 Ohio – 35 Oregon – 18 Pennsylvania – 85 Rhode Island – 4 South Carolina – 10 Tennessee – 11 Texas – 55 Utah – 14 Vermont – 1 Washington – 30 Wisconsin – 24

36	What lines of insurance coverage does your organization offer public sector?	Aon offers all lines of insurance coverage for our public sector clients, including, but not limited to the following: Property to include: Boiler & Machinery Builder's Risk Fine Arts - Museum Collection and Temporary Loans Terrorism & Sabotage National Flood Insurance Program Excess Excess Flood Casualty to include: General Liability Workers Compensation Automobile Excess/Umbrella Public Officials Law Enforcement Non-Profit D&O Employment Practices Professional E&O Cyber Environmental/Pollution Fiduciary Liability Medical Malpractice Sexual Misconduct Aviation Fixed and Rotor Wing Aircraft Hull and Liability Unmanned Aircraft Equipment (Drones) Public Airport Liability Foster Care Liability Maritime Vessel Hull and Liability Fidelity/Crime/ Social Engineering/Fraudulent Impersonation Surety/Public Official Bonds Student Heath and Athletic Accident Event Cancellation Insurance Health & Benefits to include: Medical Prescription Drugs Dental Vision Life Long Term Disability Long Term Care Critical Illness Accidental Death & Dismemberment
37	How many insurance carrier appointments does your organization have that have a current appetite for public sector? Please identify the number of carriers appointments by line of coverage your organization is offering on this contract.	Of the 150 major insurers we partner with, we actively work with all 150 for our public sector clients for both risk and health coverage with the following exceptions: All Property & Casualty • 30-50 Globally • Accounts for all Llyod's Syndicates and Companies as a single carrier. • Considers various access points in London, Bermuda, and domestically for bother admitted and excess and surplus lines carriers. Surety • 10+ Subject to type of bond. Fidelity & Crime • 20+ Subject to structure of organization and exposure.
38	Does your agency represent any clients that participate in government risk pools for either employee benefits or property/casualty? If so, how do your services change, alter, or coordinate with services offered by the risk pool?	Yes, Aon's National Government Pooling Practice represents clients for both employee benefits and property and casualty. As we develop a scope of work, we spend time understanding the needs and expectations of the pool and how we can coordinate with the services they offer their members, including, but not limited to: ● Brokerage, All lines. ● Feasibility studies identifying specific risk exposures and financial factors, by member ● Coverage review including the evaluation of current programs to effectively manage risks and contain costs, by member ● Efficiency assessment of administration services for enhanced productivity, by member ● Loss control strategies, by member ● Third Party Administration services.

39	Describe how your agency regularly communicates and provides educational opportunities to your producing salesforce?	Aon regularly communicates and provides educational opportunities to our salesforce and is committed to the development of our colleagues. We believe development is all about broadening the professional experiences and acquiring new knowledge, skills, and behaviors that enhance colleagues' work performance and careers with Aon. We believe the most effective method for building professional skills is through the experience colleagues gain with on-the-job experience, feedback, and formal education. In all areas of personal development, emphasis is given to both technical and key business skills. We recognize training and development plays a critical role in ensuring continued growth, which is why we designed and deployed robust, blended learning solutions for our colleagues, such as: • Professional Certifications—We support the professional certification and recertification process including the participation of ongoing education – often referred to as Professional Development Units (PDUs) or Continuing Education Units (CEUs). • Learning Curriculums—We've created a variety of curriculums that provide learning programs at major career milestones with signature and role-specific development (Aspire, Catalyst and Pinnacle). Every colleague also has access to learning and development that empowers continuous learning journey for all colleagues to develop knowledge, skills, and behaviors across our four pillars of leadership: self, people, business, and client leadership (Colleague Growth Series, Manager Growth Series, Aon Client Leadership Academy). • Signature Programs—Are career milestone development experiences targeted to high-potential colleagues. (Aspire, Catalyst and Pinnacle). • myLearning Courses on Workday Learning—We provide learning that supports our colleagues' growth and development across various professional knowledge, skills and behaviors. myLearning on Workday is the tool we use to curate and deploy Aon developed training content as well as external content (TED@Work, Blinkist, educational YouTube videos, Open Sesame) to enhance colleague development (i.e., Digital Learning, Instructor Led Training, Professional and Management development). • Industry Conferences—Our colleagues and leaders participate in industry forums such as SIOP, RIMS, SHRM, and other like programs as well as continuing education. • Off-site programs—Each year we hold national and local training programs to reinforce or introduce relevant skills and tools. • Aon Avenue—Our internal intranet site that shares in communicating information on various topics globally across the organization. This vehicle allows colleagues to share industry updates, alerts, and approaches immediately. • Aon Onboard—This is a robust onboarding program for new colleagues which contains in-person and virtual sessions that orient colleagues and hiring managers to the tools, processes, protocols, and work quality requirements of Aon. The following list is a sampling of Aon's publications and reports that are available to clients and employees: • The One Brief: The One Brief is a weekly guide to the most important issues affecting business, the economy and people's lives in the world today. It provides clients and subscribers with the latest updates on relevant legislative and regulatory developments, as well as key industry trends. It also features an expert perspectives section, In Brief, that contains news briefs and Q&As on key trends impacting today's business leaders. • Washington Report: This weekly email newsletter captures the key human resources-related developments in Washington from the previous week. • Aon Alerts: These alerts are emailed directly to subscribers when late-breaking industry and business developments occur. • Surveys: Aon publishes several surveys each year on key topics or emerging issues, including employer reactions to new regulatory and legislative developments. • Our Company Website: Our company website features many of our legislative and regulatory reports, survey results, podcasts, and other materials on hot topic issues. Our online content also features Aon Insights, which feature research and publications by Aon Thought Leaders.

40	What local agency team specialists are available to work directly with public agencies?	In working with public entities for the last 30 years Aon has developed a few key elements of team management to ensure long-term success, the biggest component is developing and providing access to local or regional resources. We can do this because of our large work force geographically spread out across the US in 70 different office locations. More specifically, Aon's public sector and non-profit risk experts are performing in a preexisting proven operational model built on a foundation of regional centers of excellence. We have strategically aggregated our strongest talent by industry into regional service locations to better support all US teams and serve clients. Our regional public sector and non-profit human and intellectual assets are allocated in our Washington, DC office for the Northeast, Nashville, and Dallas for the South, Chicago for Central and Los Angeles and San Francisco for the West. • Total number of client facing colleagues in the US – ~10,000 • Total number of client support/services colleagues in the US – ~6,000 • Locations of our network of sales and services providers: Arizona (Phoenix) Arkansas (Little Rock) California (Irvine, Los Angeles, Sacramento, San Diego, San Francisco, Santa Clara, Walnut Creek) Colorado (Denver) Connecticut (Farmington, Norwalk, Southport, Stamford) District of Columbia (Washington) Florida (Jacksonville, Lake Mary, Miami, Tampa, West Palm Beach) Georgia (Alpharetta, Atlanta) Hawaii (Honolulu) Illinois (Chicago, Lincolnshire) Indiana (Fort Wayne, Indianapolis) Kentucky (Louisville) Maryland (Baltimore, Owings Mills) Massachusetts (Boston, Burlington) Michigan (East Grand Rapids, Southfield) Minnesota (Bloomington) Missouri (St. Louis, Kansas City) Montana (Kalispell) Nebraska (Omaha) New Jersey (Berkeley Heights, Hammonton) New Mexico (Albuquerque) New York (Garden City, New York (two offices), Victor) North Carolina (Charlotte, Raleigh, Winston-Salem) Ohio (Cleveland, Columbus, Fairborn, Mason) Oregon (Portland) Pennsylvania (Fort Washington, Philadelphia, Pittsburgh, Radnor) Rhode Island (Providence) South Carolina (Charleston) Tennessee (Franklin) Texas (Austin, Dallas, Fort Worth, Houston, The Woodlands) Utah (Salt Lake City) Vermont (Burlington) Washington (Bellevue, Seattle, Spokane) Wisconsin (Milwaukee, Green Bay)

Table 4: Marketing Plan (125 Points)

Line Item	Question	Response *

41	Describe your marketing strategy for promoting this opportunity. Upload representative samples of your marketing materials (if applicable) in the document upload section of your response.	Using our experience and success with other cooperative agreements, Aon has developed the following marketing strategy to promote this master agreement. Press Release Upon notification that we have been selected for award, we will begin with an announcement to our public sector clients and prospects pending Sourcewell approval, if applicable. We will also focus on building internal awareness and aligning with local market leaders across the US to create a strong foundation for ongoing outreach. This approach will ensure we effectively engage with Sourcewell participating entities and provide them with consistent value through our thought leadership and public sector webinars. • Announce Aon's master agreement with Sourcewell to all current public sector clients, our extensive prospect list and general public. • Highlight the value Aon can offer to public sector entities through the cooperative purchasing contract, emphasizing our tailored insurance and consulting services. • Communicate the benefits of partnering with Aon, including access to expert resources, innovative solutions, and a commitment to addressing the unique needs of public sector clients. Internal Awareness and Training • Conduct training sessions with our US client facing colleagues to ensure all team members are comfortable with the contract and Aon's offerings. • On those calls we will provide to them a "ready-to-forward" client package that can automatically be sent to current clients and prospects. • Facilitate brainstorming discussions to identify strategies for deploying services within their networks. Alignment with Local Leaders • Collaborate with local leaders to identify top prospects in the public sector. • Develop a targeted list of potential public sector clients who would benefit from Aon's services. • Tailor offerings based on local insights to enhance engagement with potential buyers. Ongoing Outreach • Conduct ongoing outreach focused on thought leadership relevant to the public sector, sharing insights and trends. • Provide regular reminders about Aon's expertise and capabilities, reinforcing the value Aon brings to public sector clients. • Engage with Sourcewell participating entities through webinars and social media channels to maintain visibility and foster relationships. *
42	Describe your use of technology and digital data (e.g., social media, metadata usage) to enhance marketing effectiveness.	Aon drives demand for our solutions by executing Aon United go-to-market plans, focused on the buyer. We bring the Aon brand to life with activities such as campaigns, social media, thought leadership and events. We will tailor such activities to promote our master agreement with Sourcewell. Our expertise is in helping organizations determine the best way to reach all their population and creating holistic experiences; designing strategies and campaigns that effectively combine high-tech and high-touch—such as text messaging, mobile web sites, social media, high-impact print, and more. Aon works with a variety of partners to create unique solutions or leverage their proven platforms and tools. We have experience working with clients' existing vendors to get the most from their tools—wellness vendors and tools, virtual training platforms, app developers—as well as helping identify the right new vendor or solution for something unique. Webinars are an effective and efficient means of communicating current risk management information and trends to our clients. Selected topics of interest and the webinars most recently presented are shown here: https://insights-north-america.aon.com/events-webinars The On Aon podcast contains candid conversations on how Aon colleagues tackle some of today's most pressing issues. Through the lens of our colleagues, we provide a look behind the scenes at Aon regarding the work we do for our clients and the impact we are having in the community. Our clients can subscribe to "On Aon" on Spotify, Stitcher, Apple Podcasts, and Simplecast. *

43	In your view, what is Sourcewell's role in promoting agreements arising out of this RFP? How will you integrate a Sourcewell-awarded agreement into your sales process?	The role of Sourcewell is to keep our unique contracting page active and accessible and provide access to the directory of participating entities at award and as it is updated. Our sales force will be the primary source of communication with Participating Entities. Our Marketing Plan demonstrates our ability to deploy a sales and service force capabilities. The Sourcewell awarded agreement will be immediately integrated into current sales campaigns. In addition, we have developed a specific marketing plan below to distribute information on the Sourcewell agreement to our sales force. Press Release • Announce Aon's master agreement with Sourcewell to all current public sector clients, our extensive prospect list and general public • Highlight the value Aon can offer to public sector entities through the cooperative purchasing contract, emphasizing our tailored insurance and consulting services. • Communicate the benefits of partnering with Aon, including access to expert resources, innovative solutions, and a commitment to addressing the unique needs of public sector clients. Internal Awareness and Training • Conduct training sessions with our 7,900 US client facing colleagues to ensure all team participating entities are comfortable with the contract and Aon's offerings. • On those calls we will provide to them a "ready-to-forward" client package that can automatically be sent to current clients and prospects. • Facilitate brainstorming discussions to identify strategies for deploying services within their networks. Alignment with Local Leaders • Collaborate with local leaders to identify top prospects in the public sector. • Develop a targeted list of potential public sector clients who would benefit from Aon's services. • Tailor offerings based on local insights to enhance engagement with potential buyers. Ongoing Outreach • Conduct ongoing outreach focused on thought leadership relevant to the public sector, sharing insights and trends. • Provide regular reminders about Aon's expertise and capabilities, reinforcing the value Aon brings to public sector clients. • Engage with Sourcewell participating entities through webinars and social media channels to maintain visibility and foster relationships.
44	Describe your insurance marketing philosophy and strategy for making carrier or solution recommendations?	Aon's marketing and placement strategy goal for our clients is to determine the most efficient combination of limits, premiums, and retentions to yield the lowest possible cost, consistent with our client's risk management strategy and risk tolerance. The accurate and responsible matching of risk to price is the foundation on which the risk management program's financial integrity rests. Our approach involves an initial analytical review of risk management needs and then implementation of the results of the analysis. We deploy a wide array of tools and employ Aon's proprietary benchmarking data to provide an objective view of the optimum state for a given risk. This process includes exposure analysis, claims analysis, risk bearing capacity analysis, and catastrophe and natural hazards analysis. Analytical results, however, cannot be considered alone. The outcomes must be interpreted in the context of current market conditions, changes in our client's risk profile, and our client's own risk tolerance, in contrast to relying only on numerical analysis. The development of program structures, therefore, is a collaborative effort in which participating entities fully participate. As we consider the optimum structure for our clients, we focus on combining the results of our extensive data analysis with our clients' primary objectives. The capability and appetite for retaining risk are threshold questions, as are corporate philosophies regarding captives, admitted versus non-admitted approaches, etc. In addition, we factor in preference for centralized versus decentralized management models dictate to some extent the opportunity to evaluate global versus local program designs. Aon's solutions include the following approach to optimizing our brokerage strategy: • Strategic Carrier Approach—Aon identifies and designates as "strategic" those carriers that provide the best value for our clients. • Customized Broking Solutions—Increased coordination, communication, and structural changes make Aon's brokerage resources a seamless global team working on behalf of our clients. Aon's market security Aon's market security policy is designed to ensure we identify risk-bearing entities ("Markets") that appear well managed and financially sound and premium-collection entities ("Intermediaries") that generally meet required thresholds. While Aon does not guarantee the solvency of any underwriting organization, we believe it is important to assess publicly available information and endeavor to provide this information to help clients make informed decisions. Market Security Process • The Global Market Security Committee (the "Committee") establishes market security procedures and financial guidelines for all business units within Aon. The Committee is scheduled to meet monthly and uses an electronic voting process for interim actions. • Committee membership consists of five multi-disciplinary senior managers. The Committee receives recommendations from an Advisory Committee comprised of members from our principal business units and market security representatives. Legal counsel supports both the Global Committee and the Advisory Committee.

		• The Market Security and Analysis Department is staffed by analysts with a wealth of experience in the insurance industry. The backgrounds of the analysts include a balance of 20-year industry veterans, trainee-level analysts, and analysts with rating agency or (re) insurer experience. The team is based in the U.S., U.K., Ireland, and Poland and gains local market insights from liaison officers around the world. • The Global Market Security Market Guide (the "Market Guide") is an internal database that represents the results of deliberations of the Committee and generally reflects those Markets and Intermediaries that are following the Guidelines below. The Market Guide includes Markets and Intermediaries we actively trade with which may be classified on the Market Guide as "unrestricted" or "restricted" for use within an area of expertise or geographic region, for example. • The Committee may require a Market Security Brief (formerly known as an Advisory) for any Market or Intermediary on the Market Guide that is, for example, considered new or that has experienced significant change, as determined by the Committee. These Market Security Briefs are required at the time of placement and may also be required during the policy period depending on events. • Client Notifications (also known as Client Instructions) take precedence over our Guidelines whether clients impose minimum selection criteria or instruct us to use Markets or Intermediaries that do not appear on the Market Guide. A Client Notification is required at the time of placement if a Market or Intermediary is not on our Market Guide or is placed on business outside of its stated restriction. Market Security Guidelines • Our Guidelines for evaluating Markets are as follows, as deemed appropriate by the Committee. • Ratings, outlooks, and the accompanying rationales by the major rating agencies are incorporated into our review process when available. The following insurer financial strength ratings are considered equivalent for our rating criterion when prepared on an interactive basis: AM Best's A- or S&P Global's A • Size is measured by policyholders' surplus, capital & surplus or shareholders' equity depending on the market type and filing requirements. Our general criterion for size is US Dollar 100 million or local currency equivalent. Performance is assessed with a financial review and monitored regularly by screening key performance measures. Performance tests are selected for the screening process based on their focus on overall performance and any unique financial characteristics of their domicile and market type. Markets with four (4) or more key performance tests outside standard industry ranges are identified for further reviews. • Support arrangements, such as inter-group pooling, affiliated reinsurance relationships, parental guarantees or equivalent (e.g. Net Worth Maintenance Agreements, cut-throughs, etc.) may also be considered when determining whether Guidelines are met. • Peer group comparisons are incorporated as needed and are of particular importance when there are no ratings available. A Market may be restricted for local use when it fails to meet Aon's security guidelines (e.g. Market has no rating or is rated using a national-scale methodology based on relative financial strength within a given territory). • Our financial review methodology considers qualitative and quantitative factors including ownership, management, capital adequacy, asset quality, reserve strength and operating experience with an emphasis on trends, exceptions to general criteria and any other areas identified by the Committee. The resources used in a review may include, but are not limited to, the following: — Audited Annual Reports filed with regulatory authorities; – Analyses by the major insurance rating agencies such as AM Best and S&P Global; – Management's Discussion and Analysis and meetings with management; – Independent loss reserve certifications and/or actuarial examinations – Insurance news publications; and, – Input from our global affiliates and correspondents. Potential Markets are assessed at the time of submission to the Committee. Markets already on the Market Guide are screened and reviewed regularly. Aon, in common with AM Best and S&P Global, assesses Lloyd's of London as an overall market. We separately review Lloyd's syndicates as a service to our clients and make individual syndicate reports available, as requested. Intermediaries Aon encourages its retail brokers to approach markets directly (without an intermediary) wherever possible. However, where Aon believes it is in client's best interest, Aon may recommend the use of intermediaries, including but not limited to co-brokers, sub-brokers, managing general agents/managing general underwriters, wholesale brokers, or reinsurance brokers to assist in the procurement and servicing of Client's insurance. Any and all compensation earned by an Intermediary in connection with a client insurance program are separate to the compensation paid to Aon, with no additional charges to the client. Delivery of Information Market Security delivers factual information using a database accessible to Aon brokers worldwide. This database contains our proprietary Market Guide status and relevant market security information which may include proprietary financial profiles, recent news and ratings.
45	Describe in detail the procurement process your agency would conduct on behalf of public sector clients.	Aon is committed to fully complying and assisting with the unique and required procurement processes of our public sector clients and prospects. If we are engaged to help an entity with a procurement, we would go to great lengths to work with each procurement officer and respective legal teams to ensure all rules and requirements are followed.

46	Does your organization charge a fee to insurance carriers, technology platforms, point solutions or any other company in order for those companies to receive opportunities from your organization?	No.

Table 5A: Value-Added Attributes (50 Points, applies to Table 5A and 5B)

Line Item	Question	Response *
47	Describe any training programs that you offer to Sourcewell participating entities. Include details, such as whether training is standard or optional, who provides training, and any costs that apply.	Aon is an active provider of training for clients. We deliver training for all management and employees on critical safety elements, specialized programs, and regulatory issues to assist in achieving our clients financial and operational goals and reducing total cost of risk. We deliver customized on-site training, multi-lingual capabilities, and cost-effective webinars for clients in a few different ways, including, but not limited to: Conferences and Symposia Aon actively participates in various conferences and symposia, including Aon's industry-leading annual Property Symposium, the industry's largest combination of clients, insurers, and brokers to gather to meet, strategize, and navigate the property insurance marketplace. Additionally, a Casualty Roundtable was added to broaden Aon's offering to the market. The Casualty Roundtable gathered a group of U.S.-based Casualty clients, along with underwriters and industry leaders, for one-to-one meetings, overviews of Data & Analytics tools, and discussions on leading risk topics. Aon Pooling Symposium: For more than 30 years, Aon has hosted a Biennial Pooling Symposium that provides meaningful educational sessions, presented by industry leaders and experts, to help pool leaders make better decisions. Sessions will be focused around the State of the Insurance Market for Property and Casualty, Risk and Health topics, Innovative Solutions for Cyber, AI, Crisis Management, and more. Aon Insights Series brings together the world's thought leaders, industry subject matter experts, and senior business professionals to discuss the issues impacting organizations. Our U.K. sessions on April 25, 2024, are the perfect environment for decision-makers to come together to gain the clarity and confidence to make better decisions. Aon also actively supports AGRiP, PRIMA, STRIMA and RIMS and the training programs they host. Publications The following list is a sampling of Aon's publications and reports that are available to clients: • The One Brief: The One Brief is a weekly guide to the most important issues affecting business, the economy and people's lives in the world today. It provides clients and subscribers with the latest updates on relevant legislative and regulatory developments, as well as key industry trends. It also features an expert perspectives section, In Brief, that contains news briefs and Q&As on key trends impacting today's business leaders. • Washington Report: This weekly email newsletter captures the key human resources-related developments in Washington from the previous week. • Aon Alerts: These alerts are emailed directly to subscribers when late-breaking industry and business developments occur. • Surveys: Aon publishes several surveys each year on key topics or emerging issues, including employer reactions to new regulatory and legislative developments. • Our Company Website: Our company website features many of our legislative and regulatory reports, survey results, podcasts, and other materials on hot topic issues. Our online content also features Aon Insights, which feature research and publications by Aon Thought Leaders Webcasts, Podcasts, and Events We host annual national teleconferences, in person conferences, local breakfast seminars, and roundtables. We use these forums to share information with our clients and provide an opportunity to leverage our knowledge and experience. Events are held throughout the country at different times of the year. The Legal Consulting Group hosts The Bar on Healthcare, a monthly podcast focusing on developments in federal and state health and welfare law and their impact on employer group health plans. Online Training Aon's strategic partnership with SafetySkills, allows us to offer online learning for our clients. Over 500 courses are available in over 270 topics, and many of the courses are available in multiple languages. Through our partnership, this comprehensive library of training courses and easy to use learning management system is available at a significantly reduced fee structure that clients would not otherwise be able to negotiate as a stand alone engagement. Customized Training Casualty Risk Control practice can develop client specific training programs for upload to the eLearning platform for clients who need to incorporate organization specific training in specific hazards and controls, work practices, customized incident details, or other requisite knowledge. All of our training is optional and, if there are costs, they will be included in the agreed scope of work.

48	Describe any technological advances that your proposed Solutions offer.	At Aon, we provide specialist advice and analytics to help clients understand and quantify their specific risks, make better risk mitigation, retention and transfer decisions, and ensure business continuity all supported by data & analytics using the technological advances that we believe will support our clients' best interests. Some of the more recent technological advances we are exploring are around artificial intelligence and prescriptive analytics for automated decision-making, which could be drivers for the creation of over $100 billion of new insurance premiums. Our team of risk consultants and advisors are working to incorporate prescriptive analytics or application of machine learning artificial intelligence and data influx to provide actionable insights, with the authority to make automatic decisions. Please see supplemental document "Aon Technical Response Details" for our full detailed answer.	*
49	Describe any "green" initiatives that relate to your company or to your Solutions, and include a list of the certifying agency for each.	Aon remains committed to achieving net-zero greenhouse gas emissions by 2030, and our targets were approved and validated by the Science Based Targets initiative (SBTi) in line with a 1,5-degree pathway. We report our progress through our annual report to the CDP Climate Change Questionnaire. Please see supplemental document "Aon Technical Response Details" for our full detailed answer.	*
50	What unique attributes does your company, your products, or your services offer to Sourcewell participating entities? What makes your proposed solutions unique in your industry as it applies to Sourcewell participating entities?	The following is a list of our unique industry attributes we offer to Sourcewell participating entities as well as information on how they apply to Sourcewell participating entities. Dedicated Public Sector National Practice Group: We work with more than 30 state governments, thousands of local municipalities (including hundreds of counties and cities), and nonprofits. Our clients include the Federal government, states, counties, cities, government risk pools, airport authorities and commissions; higher education, including community colleges and private, state university systems; Indian government gaming/tribe/band/nation; not-for-profit, religious, and political organizations; group purchase; public transit; public convention centers/venues; school systems and other education; and special district agencies; and water, sewer, or other public utilities. • Application for Sourcewell Participating Entities: our unique approach to public sector through a dedicated National Practice delivers incredible depth and breadth of public sector experience. Our sole focus is exclusively on public sector needs, risk consulting and brokerage which means Sourcewell participating entities have a partner who understands them and their risks. Number one reinsurance broker, globally providing reinsurance intermediary services and analytic support to U.S. personal lines property insurance companies. Through our partnerships with 7 of the top 10 largest writers Aon places more US personal lines property reinsurance limit than any broker in the world. Aon is a top reinsurance intermediary in every marketplace in the world. • Application for Sourcewell Participating Entities: Ensures Sourcewell participating entities have access to not only US but global reinsurance markets and solutions to bring more markets and drive competition to their programs. World's largest pure placement broker, managing nearly $200 billion of premium placed per annum, Aon has access to virtually all insurance markets—domestic and overseas. We have effective working relationships with well over 150 major insurers and with hundreds of regional and niche carriers. • Application for Sourcewell Participating Entities: Ensures Sourcewell participating entities have access to not only US but global insurance markets and solutions to bring more markets and drive competition to their programs. Over 65% of US homeowner insurance market and over 50% of US commercial market are modeled by Aon analytics team annually. • Application for Sourcewell Participating Entities: Ensures Sourcewell participating entities have a partner who can provide quantitative and qualitative information and data to help inform decision making based on current risks and perils are driving pricing and markets. Seamless Integration Approach Across all of Aon Resources: At Aon, we deliver more value to our client's by working together across all our business units. Through our expertise, tools, and resources across the entire Aon organization, combined with data and analytics, we create new, unique insights and service offerings to address specific goals. • Application for Sourcewell Participating Entities: Ensures Sourcewell participating entities have a partner who can serve them seamlessly across solutions and services. Only Broker with Proprietary Catastrophe Modeling, Impact Forecasting: we specialize in advanced modeling and risk assessment, using natural hazard loss analysis using the most widely accepted program in the industry. Our analysis services have three important benefits. First is estimation of coverage limit requirements through the loss analysis process. Secondly, the risk manager and broker are given considerable insight into the potential concerns of the markets prior to commencement of renewal negotiations. • Application for Sourcewell Participating Entities: Ensures Sourcewell participating entities have access to advanced modeling and risk assessment tools through our proprietary catastrophe model, Impact Forecasting. In addition, Aon has more than 25 years of experience in the development and application of catastrophe models which ensures we are best positioned to understand the continued sophistication as new scientific and insurance data becomes available and computing power increases. • Aon's Model Evaluation team consists of over ten full time engineers, meteorologists, and industry experts that are dedicated to evaluating new models as they are released into the market. • Application for Sourcewell Participating Entities: Ensures Sourcewell participating entities	*

		have access to experts who can evaluate multiple catastrophe models. This team has developed a rigorous evaluation process that independently reviews hazard and vulnerability changes to quantify the impact on loss of each component separately. The evaluation is completed using a variety of industry and notional portfolios to assess change impacts at a portfolio level across the EP curve, as well as regional and local change impacts that are critical to ratemaking. The Model Evaluation team leverages external data and research along with their own scientific and engineering judgement to measure the reasonableness of the model changes. Additionally, the Model Evaluation team seeks to identify potential sources of uncertainty and model miss relative to historical cat event losses that should be considered in the ratemaking process and other business decisions. Model evaluation work is also integrated with Aon's ASOP 38 compliance work. • Only broker with Proprietary Industry Exposure Database (IED) The Aon Industry Exposure Database provides property, demographic, and business intelligence data assets through detailed building structure data to support catastrophe risk analytics, predictive analytics portfolio growth and optimization analytics, as well as access to more detailed data asse. • Application for Sourcewell Participating Entities: Ensures Sourcewell participating entities access to our proprietary information to help identify physical and business intelligence data gaps to drive more insight into programs, risks and mitigation. • Aon Client Treaty: This solution draws on best practices from portfolio broking and underwriting and applies those techniques to our wholesale and retail insurance channels. The Aon Client Treaty can write virtually every industry segment, product range, and geography underwritten in the London market. • Application for Sourcewell Participating Entities: Ensures Sourcewell participating entities have access to capacity available exclusively to Aon clients, the Aon Client Treaty provides access to up to 28.5% of pre-secured Lloyd's of London coinsurance capacity on any order placed through Aon's Global Broking Centre (GBC) in London.
51	Describe how you stay current with ethics and public sector procurement requirements.	Ethics Aon has adopted the Aon Code of Business Conduct (the "Code") which sets forth the minimum standard of conduct required of all employees, officers and directors. The Code, as well as other corporate policies, forms the foundation of a comprehensive corporate compliance program. The Code and our policies cover many topics, including antitrust and competition law, conflicts of interest, insider trading, anti-bribery, privacy, financial reporting, OFAC compliance, protection of confidential information, and compliance with all laws and regulations applicable to the conduct of our business. Effective July 12, 2024, Aon adopted an amended Code (the "Amended Code"), which supersedes and replaces the previous Code. The Amended Code was adopted in order to reflect current best practices and to make other conforming and clarifying changes. To ensure the Code is effectively communicated, all employees, officers and directors are required to certify they have received, read and understand the Code. In addition, all employees and officers are required to complete compliance and ethics training. For more information on Aon's Code of Business Conduct please visit: Code of Business Conduct | Aon Procurement Requirements Aon has a dedicated Regulatory Law and Legal Operations team as well as a dedicated Government Affairs Team that all support our National Public Sector Practice Group and local account teams staying up to date on procurement rules and regulations as well as relevant legislation. In addition, Aon has a dedicated team of consultants from our Health Solutions Legal Consulting Group that perform Compliance Check-Ups for our clients to help determine compliance with laws such as ERISA (e.g., reporting and disclosure), the Internal Revenue Code (e.g., high deductible health plans and cafeteria plan requirements), COBRA, the Affordable Care Act (ACA), the Mental Health Parity and Addiction Equity Act, ACA and Consolidated Appropriations Act, 2021 "Transparency," and HIPAA. This process also serves as training for the client's HR benefits team and can be "right sized" to address select topics as necessary. Our clients will receive a summary results report for client and its legal counsel, which will assist with next steps at the end of the process.
52	Do you provide employee communication services for your clients' employees? If so, provide a general description of your capabilities. Also include a sample of employee communication materials that you have distributed to other clients.	Yes. Aon's in-house communications team has over 30 years' experience communicating benefit offerings, enrollment events and increasing employee's financial wellbeing and awareness. Our best practice is to align an internal communications consultant to our client's project to bring insights, strategic thinking, and an experience-centered approach to help solve our client's employee communication and business challenges. We have deep expertise in helping clients with multiple generations, demographics, and learning styles create communication and engagement strategies that effectively drive the behaviors that lead to improved outcomes for their business and their people. Our widely recognized team has decades of experience working with organizations of all sizes, and in a variety of industries, to help clients get the most out of their investment in their complete employee benefit offerings. Please see supplemental document "Aon Technical Response Details" for our full detailed answer.

53	What resources do you provide to help your clients remain compliant?	Aon has a wide range of compliance services to help guide our clients. Aon has a dedicated Regulatory Law and Legal Operations team as well as a dedicated Government Affairs Team that all support our National Public Sector Practice Group staying up to date on procurement rules and regulations as well as relevant legislation. Thus, Aon has a wide range of compliance resources, tools, and services to proactively guide Sourcewell participating entities/clients regarding these requirements, including: • Webcasts, Podcasts, and Events. We also host annual national teleconferences, in person conferences, local breakfast seminars, and roundtables. We use these forums to share information with our clients and provide an opportunity to leverage our knowledge and experience. Events are held throughout the country at different times of the year. The Legal Consulting Group hosts The Bar on Healthcare, a monthly podcast focusing on developments in federal and state health and welfare law and their impact on employer group health plans. • Proactive Consulting. In addition to routine updates, we will call or email our clients with any items that require immediate attention, or which may be of particular interest. This process will be ongoing and proactive throughout our relationship with our clients. • Compliance Calendar. Every January, Aon publishes a compliance calendar that identifies the significant compensation and benefits due dates for the upcoming year. • Federal Compliance Check-up. Aon has a dedicated team of consultants from our Health Solutions Legal Consulting Group that perform Compliance Check-Ups for our clients to help determine compliance with laws such as ERISA (e.g., reporting and disclosure), the Internal Revenue Code (e.g., high deductible health plans and cafeteria plan requirements), COBRA, the Affordable Care Act (ACA), the Mental Health Parity and Addiction Equity Act, ACA and Consolidated Appropriations Act, 2021 "Transparency," and HIPAA. This process also serves as training for the client's HR benefits team and can be "right sized" to address select topics as necessary. Our clients will receive a summary results report for client and its legal counsel, which will assist with next steps at the end of the process. • Other Services. The Legal Consulting Group offers: ○ Contract review of business associate agreements, fully insured health care contracts, self-insured ASO agreements, and PBM agreements. ○ Custom health and welfare wrap plan document and wrap SPD drafting (for additional fees); ○ HIPAA Privacy assessments, policies and procedures drafting, and HIPAA training. • Retirement Plan Legal and Compliance Consulting: Mid- to large-sized public entities with complex retirement plan designs can rely on legal consulting and compliance service providers to deliver offerings including compliant solutions, existing control evaluation, fiduciary and governance education, advice and guidance on retirement plan tax, ERISA, policies, legal and other plan design matters. Our attorneys seamlessly partner with actuarial, investment, defined contribution, and administration practices to provide one-stop legal consulting services. • Aon's Retirement Legal Consulting and Compliance team can help organizations develop compliant solutions to IRS and Department of Labor (DOL) issues and keep up with current topics, like cyber security and redeploying stranded assets. Our legal consultants advise our clients about tax and ERISA issues involving all types of defined benefit and defined contribution plans, including cash balance and 401(k) plans; nonqualified plans and related funding; post-retirement health funding (e.g., VEBAs; and 401(h) accounts) as well as executive compensation programs.
54	What types of materials can you provide to communicate pertinent information to client's employees?	Aon's Communication Solutions are designed to engage all employees while elevating their benefits knowledge. Through our exclusive three-tiered approach—Inspire, Inform, Engage—Aon strives to alleviate the complexities and stress of benefits communication through multiple methodologies and platforms. Our engaging communications help our clients present a concise overview of the benefits, helping employees make informed decisions when enrolling in their benefits. Aon designs and executes high-quality communication campaigns for each client. These campaigns not only promote the enrollment event, they also build enthusiasm and begin the educational process by explaining benefit plans in a concise, reader-friendly format. For mid-sized clients, we provide our Design Series communication prototypes. These standard-yet-customizable templates present a fast and economical solution, giving clients with a limited budget and defined objectives the advantage of our experience and expertise. A themed campaign consisting of frequent communications via multiple methods has tremendous power to increase employee knowledge, participation, and satisfaction. Our clients Aon consultant will guide our clients through a communication development process that takes eight weeks, depending on the scope. All documents are delivered as high-resolution "print-ready" PDFs (unless otherwise noted in the ultimate agreement). In addition, if our clients need printing, fulfillment, and/or translation services, we can help with that, too (for additional fees and up to one to three additional weeks in the schedule). Please see supplemental document "Aon Technical Response Details" for our full detailed answer.

55	Do you have any internet-based employee communication tools?	Yes. Below are the electronic communications most commonly used by our clients: • Educational Web Portals: An employer branded site for benefits education, including, benefit summaries for online viewing or on-demand printing, decision support tools and more. The benefits portal is mobile, responsive, and can be accessed from a desktop, laptop, smartphone, tablet, or any other smart device. • Email Blasts: Eye-catching emails sent to employees to explain benefits, promote open enrollment, prompt action needed, etc. • Videos: An on-demand library of online videos explaining a variety of common employee benefit educational topics. • Sneak Peek Video: Communicating key enrollment messaging to employees (what's new, where to enroll, OE dates, etc.). • Social Media: Develop social posts for our clients to provide benefit education and promote open enrollment. • Interactive Benefit Guides: Electronic overview of the client's entire benefit package, time-off policies, and other benefits. • On-Demand Benefits Webinars: A client-specific, pre-recorded webinar hosted by an Aon Benefit Professor that delivers benefit education in a concise format that allows employees to navigate to different sections/topics within the webinar based on their needs and interests. Employees can view the webinar at their convenience from work or home and can include their significant other, who may also have a vested interest in their benefit options. • Virtual Live Group Meetings: An Aon Benefit Professor leads an informative, client-specific benefits education session using web conference technology. The Aon Benefits Professor provides employees an overview and education of their benefit options, along with a live question and answer session at the end. • Virtual Education and Enrollment Experience: This experience provides employees the option to enroll in their benefits with the support of a Benefits Counselor—virtually. Employees schedule a meeting via an online scheduling tool with an Aon Benefits Counselor. Through a video call, our Benefits Counselor co-shares screens as they explain the benefit options, facilitate decision support, and answer any employee questions. The following list is a sampling of Aon's publications and reports that are available to clients: • The One Brief: The One Brief is a weekly guide to the most important issues affecting business, the economy and people's lives in the world today. It provides clients and subscribers with the latest updates on relevant legislative and regulatory developments, as well as key industry trends. It also features an expert perspectives section, In Brief, that contains news briefs and Q&As on key trends impacting today's business leaders. • Washington Report: This weekly email newsletter captures the key human resources-related developments in Washington from the previous week. • Aon Alerts: These alerts are emailed directly to subscribers when late-breaking industry and business developments occur. • Surveys: Aon publishes several surveys each year on key topics or emerging issues, including employer reactions to new regulatory and legislative developments, • Our Company Website: Our company website features many of our legislative and regulatory reports, survey results, podcasts, and other materials on hot topic issues. Our online content also features Aon Insights, which feature research and publications by Aon Thought Leaders.
56	What safety training assistance does your firm provide?	Aon is an active provider of training for clients. We can deliver training for all management and employees on critical safety elements, specialized programs, and regulatory issues to assist in achieving our clients financial and operational goals and reducing total cost of risk. We deliver customized on-site training, multi-lingual capabilities, and cost-effective webinars for wider geographic locations. Regardless of the training forum, we believe training should: • Align risk management issues with the company's business mission • Focus not only on past results (static reporting) but on resultant plans (dynamic actions) • Be interactive and participative to ensure operational level buy-in • Start and end with high-impact financial statements related to accountability Online Training Aon's strategic partnership with SafetySkills, allows us to offer online learning for our clients. Over 500 courses are available in over 270 topics, and many of the courses are available in multiple languages. Through our partnership, this comprehensive library of training courses and easy-to-use learning management system is available at a significantly reduced fee structure that clients would not otherwise be able to negotiate as a stand-alone engagement. Additionally, our Casualty Risk Control practice can develop client-specific training programs for upload to the eLearning platform for clients who need to incorporate organization-specific training in specific hazards and controls, work practices, customized incident details, or other requisite knowledge for our clients' employees and management.

57	How does your firm ensure compliance with regulatory requirements?	Aon's primary role in relation to managing local financial authority and legislative requirements is to highlight the material requirements that may have an impact on the design of a client's risk finance program. From an insurance perspective, these requirements typically include regulations that govern: • Types of coverage that must be maintained (i.e., compulsory insurance) • How and where coverage may be procured (i.e., admitted vs. non-admitted) • Financial compliance (i.e., what taxes and/or fees may be due based on premium and/or coverage placed) • Reinsurance regulations (i.e., what amounts may be ceded out of a country from a local policy and to where) For Sourcewell participating entities, Aon would assist in identifying compliance considerations in these areas, options for addressing such requirements, and cost and execution points relative to each to empower Sourcewell participating entities to make informed decisions regarding the best program structure to meet its individual objectives for compliance. Aon believes the proper time to identify and develop strategies to address these issues is as at the onset of our engagement, as part of the renewal strategy session for each corporate program, and as part of the stewardship process. Our objectives for the repetitive review are to: • Identify, understand, and communicate client objectives with regard to risk finance purchases and compliance as our teams engage. • Ensure that changes in regulations and/or market offerings that may impact risk finance program design and/or placement strategies are factored into each renewal. • Review and, as necessary, adjust placement activities relative to any insurance placement to align with public sector compliance objectives, changes in regulatory requirements, and overall risk finance strategies any time through the engagement.

Table 5B: Value-Added Attributes

Line Item	Question	Certification	Offered	Comment	
58	Select any Women or Minority Business Entity (WMBE), Small Business Entity (SBE), or veteran owned business certifications that your company or hub partners have obtained. Upload documentation and a listing of dealerships, HUB partners or re-sellers if available. Select all that apply.		○ Yes ◉ No	Not applicable.	*
59		Minority Business Enterprise (MBE)	○ Yes ◉ No	Not applicable.	*
60		Women Business Enterprise (WBE)	○ Yes ◉ No	Not applicable.	*
61		Disabled-Owned Business Enterprise (DOBE)	○ Yes ◉ No	Not applicable.	*
62		Veteran-Owned Business Enterprise (VBE)	○ Yes ◉ No	Not applicable.	*
63		Service-Disabled Veteran-Owned Business (SDVOB)	○ Yes ◉ No	Not applicable.	*
64		Small Business Enterprise (SBE)	○ Yes ◉ No	Not applicable.	*
65		Small Disadvantaged Business (SDB)	○ Yes ◉ No	Not applicable.	*
66		Women-Owned Small Business (WOSB)	○ Yes ◉ No	Not applicable.	*

Table 6A: Pricing (400 Points, applies to Table 6A and 6B)

Provide detailed pricing information in the questions that follow below.

Line Item	Question	Response *	
67	Describe your payment terms and accepted payment methods.	Payment Terms Typically, fees are due and payable within thirty (30) days of the invoice date. Accepted Payment Methods All payments may be made via electronic payment or mailed.	*
68	Describe any standard transaction documents that you propose to use in connection with an awarded agreement (order forms, terms and conditions, service level agreements, etc.). Upload all template agreements or transaction documents which may be proposed to Participating Entities.	Aon typically includes one or more of the following standard transaction documents: client engagement letter, supplemental fee agreement, disclosure(s) and Broker of Record. See standard transaction document samples provided.	*
69	Describe your billing process.	Client invoices and other documents generated in the insurance placement process are delivered electronically and accessible at any time in the Client's digital document library. Invoice and account statements are available directly from Aon's policy management system, enabling an easy search and view summary of open invoices, payment history, and requests for a premium finance quote at any time. Invoices can be managed by download, export to Excel, and generation of an invoice summary report. The process of invoice notification is made straight forward when we process our client's invoice. Each client will receive an email with the invoice and a link to login to the system to view full account status. Multiple invoices are batched together in one email for their convenience. Aon can also send invoices electronically and are also able to submit invoices via various third-party electronic systems such as Coupa and Ariba if required. Our billing systems are designed to be flexible in that we are able to provide our clients with supplemental detail in the manner that best fits their needs. We frequently work with our clients to develop client-specific reports that provides as much information that makes the best sense for them. Aon Client Dashboard Aon Client Dashboard (ACD) is a proprietary tool created to provide our clients with a central point of access for our clients insurance documents and the most up-to-date insurance information from our clients U.S. Commercial Risk account team. ACD has four core functions: • Certificates provides our clients access to manage our clients certificates of insurance and certificate holder lists without having to contact our clients Aon account team • Auto ID Cards enables our clients to request and track auto ID cards online • Documents gives our clients access to our clients online document library of policies and endorsements • Invoices allows our clients to view our clients current statement and payment history, as well as make payments ACD enables clients to generate standard certificates of insurance, view previously issued certificates for the current and the most recent prior policy year, request new certificates, track certificates regarding the status of completion for certificates requested through ACD, and produce certificate holder lists. ACD is integrated with Aon's agency management applications and serves as the focal point for our clients to access and manage policy-related documents and perform various administrative tasks from their desktop at any time. For consulting (non-insurance projects), Aon also uses Workday to support our client-facing colleagues to record time, prepare expense reports, create projects, establish contracts, record revenue, invoice clients and collect payments.	*

70	Describe your pricing model (e.g., line-item discounts or product-category discounts). Provide detailed pricing data (including standard or list pricing and the Sourcewell discounted price) on all of the items that you want Sourcewell to consider as part of your RFP response. If applicable, provide a SKU for each item in your proposal. Upload your pricing materials (if applicable) in the document upload section of your response.	Aon has developed fee, commission and hybrid (combination of both fee and commission) pricing models for this Master Agreement to provide the following services: • Insurance Policy Placement along with solicitations. • Comprehensive Risk Analysis. • Claims Prevention and Mitigation • Incident Response and Recovery. • Worker's Compensation Safety Programs. • Regulatory Compliance and Governance. • Technology and Data Analytics Integration; and • Strategic Risk Advisory Services. Each participating entity's order will be evaluated individually to determine a full scope of resources required, duration of engagement, geography, and expected value to be realized in order to determine the fee and/or commission and any additional discounts. Compensation for Services Fee: Fee is fixed and is paid to Aon by a participating entity /client for services performed. Aon is proposing a list of labor categories for the services proposed under this Master Agreement. We have applied a 30% discount to our standard 2025 hourly rates that will be utilized under the Master Agreement Please see separate pricing document for details. Commission: Commission is compensation paid by an insurer. The commission is calculated as a percentage of the client premium and differs by insurer, type of insurance coverage provided, the specific services provided. Aon will apply a 30% discount from our standard commission rates on each line of coverage provided. See separate pricing document for details. Please see supplemental document "Aon Pricing Response Details" for our full detailed answer.	*
71	Quantify the pricing discount represented by the pricing proposal in this response. For example, if the pricing in your response represents a percentage discount from MSRP or list, state the percentage or percentage range.	Compensation for Services Fee: Fee is fixed and is paid to Aon by a participating entity /client for services performed. Aon is proposing the following list of labor categories for the services proposed under this MSA. We have applied a 30% discount to our standard 2025 hourly rates that will be utilized under the Master Agreement Commission: Commission is compensation paid by an insurer. The commission is calculated as a percentage of the client premium and differs by insurer, type of insurance coverage provided, the specific services provided. Aon will apply a 30% discount from our standard commission rates on each line of coverage provided.	*
72	Describe any quantity or volume discounts or rebate programs that you offer.	Aon will evaluate and price each order opportunity separately. Additional pricing discounts may be considered due to order's period of performance, geographical location, and complexity among other things. See additional information described in our pricing document attached separately.	*
73	Propose a method of facilitating "sourced" products or related services, which may be referred to as "open market" items or "non-contracted items". For example, you may supply such items "at cost" or "at cost plus a percentage," or you may supply a quote for each such request.	For open market items or non-contracted items, Aon may supply a quote for each such request or supply such items at cost in accordance with the participating entities' procurement guidelines. This may be subject to the individual order requirements.	*
74	Identify any element of the total cost of acquisition that is NOT included in the pricing submitted with your response. This includes all additional charges associated with a purchase that are not directly identified as freight or shipping charges. For example, list costs for items like pre-delivery inspection, installation, set up, mandatory training, or initial inspection. Identify any parties that impose such costs and their relationship to the Proposer.	Not applicable.	*

75	Specifically describe any self-audit process or program that you plan to employ to verify compliance with your proposed agreement with Sourcewell. This process includes ensuring that Sourcewell participating entities obtain the proper pricing.	In addition to our accounting and compliance teams that support contract set-up, billing, and revenue reporting, the Aon National Public Sector group will track all orders and invoicing including proper pricing to support the auditing process. Orders will be checked for compliance with the Sourcewell master agreement terms and conditions. We will utilize our financial systems (i.e. WorkDay), to generate quarterly reports. Quarterly reports will be provided to Sourcewell along with any required supporting documentation, for quarterly sales reporting and proper administrative fee remittance. Aon will also provide a list of participating entities that have issued Aon orders under the master agreement.	*
76	If you are awarded an agreement, provide a few examples of internal metrics that will be tracked to measure whether you are having success with the agreement.	If awarded an agreement, below are a few examples of internal metrics that our National Public Sector Group will employ to measure success: • % of total client-facing colleagues with public sector clients and prospects who have integrated Sourcewell master agreement into relevant sales discussions within three months • % of total client-facing colleagues with public sector clients and prospects who have integrated the Sourcewell master agreement into relevant sales discussions within six months • % of total client-facing colleagues with public sector clients and prospects who have integrated the Sourcewell master agreement into relevant sales discussions within 12 months • Net new revenue ○ 12 months – Goal $1M ○ 24 month – Goal $7.5M ○ 48 months – Goal $10M	*
77	Does your organization agree to disclose all fees, commissions, and other forms of revenue generated by serving public sector clients?	Yes.	
78	Does your firm assist public agencies with state specific discount programs?	Aon's public sector team is dedicated to supporting our clients and will do so as long as the programs are in compliance with the scope, terms and conditions of this agreement, and all required legal requirements.	
79	Provide an example of fee or commission disclosure documents provided to your clients.	We have included samples of our fee and commission disclosure documents in our supplemental materials.	
80	Provide a proposed Administration Fee payable to Sourcewell. THE PROPOSED ADMINISTRATION FEE SHALL NOT BE CONSIDERED COMMISSIONS AND SHOULD NOT BE PAID TO SOURCEWELL AS COMMISSIONS. Proposers awarded a master agreement are expected to pay to Sourcewell an administrative fee in exchange for Sourcewell facilitating the resulting master agreements. Sourcewell does not solicit insurance products and services on behalf of awarded suppliers. The solicitation, placement, and servicing of insurance remains the role of awarded suppliers and their distribution channels. Therefore, the proposed administration fee shall not be considered commissions and should not be paid to Sourcewell as commissions. The administrative fee is normally calculated as a percentage of the total sales to Participating Entities for all products or services made during a calendar quarter and is typically one percent (1%) to two percent (2%). Sourcewell is open to multiple structures that may include flat fee per transaction or percentage of total sales volume and this is purposed in the questionnaire portal of your RFP response.	Aon proposes a flat fee of 1.5% on a revenue generated utilizing the Master Agreement and evidenced by invoice(s) submitted by Aon to each participating entity.	*

Table 6B: Pricing Offered

Line Item	The Pricing Offered in this Proposal is: *	Comments	
81	The pricing offered is as good as or better than pricing typically offered through existing cooperative contracts, state contracts, or agencies.	The basis for the pricing offered is our unique view and knowledge of public entities budget considerations that are always at the forefront of all decisions. We have established discounted ceiling pricing that we know is competitive and transparent and that will enable us to partner with Sourcewell participating entities across all of the solutions we have proposed. Please see the pricing document for details.	*

Table 7A: Depth and Breadth of Offered Solutions (125 Points, applies to Table 7A and 7B)

Line Item	Question	Response *	
82	Provide a detailed description of all the Solutions offered offered in the proposal.	Due to a character limit in the submission portal. Please see supplemental document "Aon Technical Response Details" for our full detailed answer.	*

83	Within this RFP category there may be subcategories of solutions. List subcategory titles that best describe your products and services.	Actuarial Analytics Actuarial Consulting Actuarial Services Appraisals Brokerage Business Continuity Management Business interruption Business Interruption Valuation Captive Feasibility Studies Captive Integration Captive Management Casualty Claims Consulting Casualty Insurance Solutions including general liability, workers' compensation, automobile and excess liability Casualty Risk Control Consulting Casualty Risk Management Catastrophe Bonds Catastrophe modeling Claims Prep, Advocacy & Valuations Classification and Compensation Studies Climate Modeling Climate Risk Advisory Coverage Negotiation and Placement Cyber Brokerage Cyber Risk Consulting Cyber Risk Management Flood consulting services Health and benefit administration Human Capital Consulting Insurance administration services Insurance brokers Insurance consulting services Investment consulting Liability Insurance Natural catastrophic exposures and modeling Ongoing Account Service OPEB Risk Consulting Outsourced risk management Parametric insurance Program Execution Property insurance Property Risk Control Property Risk Management Reinsurance Treaties Retirement Consulting/Risk Advisory Reputation Risk Consulting Risk analysis Risk control Risk Financing Risk Identification and Evaluation Risk management Risk management consulting Risk management services Safety and Loss Control Services Strategy and Planning Terrorism and crisis management Underwriting Wealth Risk Consulting Workers' compensation consulting Workers' compensation insurance
84	Describe in detail the full complement of risk management services your organization offers to the public sector. Including but not limited to property/casualty, employee benefit, population health management, or community risk management exposures.	At Aon, we provide specialist advice and analytics to help clients understand and quantify their specific risks, make better risk mitigation, retention and transfer decisions, and ensure business continuity through post-loss consulting. Our 1,500-person team is focused on improving total cost of risk, managing volatility and protecting against budget volatility. We develop comprehensive and bespoke risk management and financing programs while utilizing our proprietary data and solutions and draws on specialists across the full breadth of our firm, from climate and supply chain to reinsurance brokers, to develop genuinely innovative solutions that meet our clients' specific needs. Please see supplemental document "Aon Technical Response Details" for our full detailed answer.

85	What customer service standards can public agencies expect from your organization?	Public agencies can expect the best service standards in the industry and supported through regular, open, and honest dialogue with clients has proven to be the most effective method of ensuring client satisfaction and resolving problems swiftly and effectively. Aon's unique differentiator is our singular focus on the needs of our clients. Our customer service is such a large component of our work that we have developed an internal process that we call our Client Methodology framework. This framework ensures that we have the internal controls to meet or exceed our clients' expectations in terms of quality, timeliness, and results. We track the timeliness and thoroughness of this collaborative process and reward our clients' service teams for effective utilization of the Client Methodology. The framework and commitment that drives the execution of all our activities, from design and negotiation of programs to helping develop new risk management tools and techniques. In all areas, our activities can be easily monitored and developed to maintain the changing demands of our client's operations. Client Methodology begins the moment we initiate our relationship with an organization. As such, the initial application of this approach to customer service ensures a comprehensive and seamless transition as a new client or from a prior broker to Aon. The Client Methodology is supplemented by the Aon Client Service Standards. These standards are composed of specific requirements addressing all critical broking, consulting, and service activities. Driving both quality and efficiency, these standards guide essential activities that: • Ensure consistent service across all client service locations • Accomplish efficient client service execution within the regulatory and legal environment • Support the Client Methodology The foundation of our quality assurance approach is strong project management, documented processes, highly qualified consultants, proven tools and methodologies, and a customer orientation. These guiding principles provide our clients with a team that knows how to work well together with well defined roles, responsibilities, and accountabilities. • Quality Planning: We provide our clients with a clear project structure that has defined levels of accountability and responsibility for each team member, augmented by management tools that will support the project management life cycle. • Ongoing Project Management: The project manager will perform periodic updates and evaluation of the status of the project, the staff assigned to the project, and the effort required for each remaining task. In addition to confirming that the project is being performed in a timely and accurate manner, these updates and evaluations will provide an important channel for communicating any anticipated problems, methods for resolving them, and, if necessary, modifications to the project so that high quality outcomes will be delivered according to the project schedule and deadlines. • Work Product Reviews: Throughout our engagement, we will conduct rigorous quality reviews of all deliverables by engaging project team resources as well as peer reviews to identify areas for improvement. The senior strategist will work closely with the project team to review deliverables, understand our clients unique requirements, and challenge the Aon project team to create the best possible alternatives and recommendations for our clients. Aon Client Service Center Aon's Client Service Center (ACS) was designed to provide daily services to our client community economically and efficiently. ACS commands a full array of transactional administrative support resources that public and nonprofit risk management clients require, channeled through a single point of contact. This synergistic approach to service translates to value for our client base. The ACS functions as a central hub for coordinating the administrative activity associated with our client's insurance program. All it takes is one call to reach a dedicated single point of contact — a client specialist — and the request is streamlined into our integrated service platform. Each client specialist orchestrates this platform to ensure that requests are consistently handled with a sense of urgency and accuracy. The ACS is staffed from 7 a.m. to 7 p.m. Central time, and our global center continues to operate after 7 p.m. to provide continuous, 24-hour service capabilities, ensuring late-in-the-day requests become our early morning delivery.

86	What reports do you provide your Public Entities and with what frequency?	Aon produces a wide variety of reports for our clients based on each client's specific service delivery needs. The following reports are examples of the types of reports that may be provided. • New client onboarding booklet • Schedule of insurance coverages • Policy summaries • Insurance program charts • Cost of risk and premium allocation • Monthly open items list • Claims reporting guide • Claims status reports • Premium summaries • Quarterly carrier ratings • Renewal strategy report • Benchmarking report • Marketing materials • Cat report • Marketing overviews Aon's Experience Monitoring Reporting (EMR) package, which is customized to our clients' specifications, is delivered and reviewed quarterly. The EMR provides feedback on how our clients plan performance is emerging relative to budget expectations and industry trend benchmarks. EMR is included within our core pricing and not a buy-up. The report is divided into the sections referenced below: • Executive Summary — An overview of the full array of data findings and analysis • Rate Adequacy Analysis — A 24-month running total of paid claims by plan, incurred claims, premiums, and loss ratios and a year-end projection • Plan Performance Analysis — A comparison of the financial performance of our clients plans • Rate Action Analysis — A rate projection for the upcoming year compared against the final rate action implemented • Incurred But Not Reported (IBNR) Analysis — A detailed analysis of the true claim lag triangle reports provided by the claims administrators • Experience Detail — By plan and member status Reporting is available 15 – 30 days after the end of the month, depending on timeliness of vendor reporting. Our clients account team is available to meet with our clients vendors to discuss program results and to develop remediation plans. In addition, we have provided a comprehensive list outlining examples of the type of reports that may be provided. Additional custom reports can be available in the benefits administration platform as needed. • New client onboarding booklet • Annual client methodology report • Schedule of insurance coverages • Policy summaries • Insurance program charts • Cost of risk and premium allocation • Monthly open items list • Claims reporting guide • Claims status reports • Premium summaries • Quarterly carrier ratings • Renewal strategy report • Benchmarking report

87	What inspection or other consulting services to you offer internally or by a 3rd party?	Successive years of multiple, large-scale catastrophic events, including hurricanes, tornadoes, floods, wildfires, and earthquakes — along with inflation, supply issues and more rigorous underwriting requirements — have made it essential for all commercial entities to maintain accurate and up-to-date property valuations. Aon offers a full suite of asset valuation services to meet the varied needs of risk managers with properties throughout the U.S. and around the world, while satisfying the elevated requirements of property insurance markets. Led by a team with extensive industry knowledge and multiple decades of experience, our strategic approaches enable clients to maintain current valuations on a systematic basis and keep costs under control, regardless of the size of their portfolios or the complexity of their business. We recognize that the ability to provide precise property value information to underwriters is critical — not only for insured entities that later sustain damages, but also to facilitate informed and efficient purchases of property insurance and to establish priorities for loss control and mitigation measures. Whether our client's organization has a large and geographically diverse portfolio of properties or specific locations concentrated in high-risk zones, Aon's Asset Valuation team can assist by quantifying and updating our clients values using widely accepted industry standards. Aon's Property Claims Preparation, Advocacy and Valuations team provides a unique and cost-effective methodology for valuing assets for insurance purposes. Building and standard equipment replacement costs are analyzed by a construction estimator or engineer using industry-accepted valuation software. The resulting valuation is then reviewed, modified and updated by our team in conjunction with our client's specific asset components, building plans, specifications, capacities, photos or other inputs. Aon's Asset Valuation services can be customized to meet our clients' unique requirements and implemented on our clients timetable. From comprehensive appraisals with complete details about buildings, improvements, mechanicals, equipment, EDP, IT and personal property to streamlined reports, formatted spreadsheets and a new service for U.S. and Canadian properties that delivers results in as little as 48 hours, we offer a full range of services to meet any budget and risk management requirement. Typical requests include portfolio insight analysis, desktop valuations, site visit valuations or a combination of approaches that can be deployed rapidly or structured over a carefully planned timeline. A special offering unique to Aon is a proprietary system developed with Marshall & Swift that evaluates the replacement cost values of an entire portfolio of buildings. With a current schedule of values and eight additional points of information for each building, an appraiser can enter the entire portfolio into the system. The result is a "ballpark" value for each building, representative of the replacement cost for a similar building within the same region. Although not intended for updating values, the Portfolio Insight study is simply a guidance and analytics tool that allows our clients to look at values and determine if they are directionally in line. Clients can then identify where they may wish to focus their efforts in refining their values. Desktop Valuations Building desktop valuations are typically completed without a site visit by the appraiser. Accordingly, values are determined entirely from information provided by the client and are not applicable for contents. The accuracy of the values for any given location depends entirely on the accuracy and completeness of the provided information. With basic construction and location information, a reasonable replacement value can be determined for a similar building in the same region. These types of valuations are an economical alternative to those requiring site visits. Site Visit Valuations The most accurate and extensive valuations are obtained when a professional appraiser visits the site to collect the necessary property information in person: Quantification of Real Property (Buildings and Site Improvements): Involves detailed descriptions of all buildings, including occupancy, measurements (square footage), ISO classifications, interior and exterior finishes, COPE data (primary and secondary characteristics), pictures, drone images and more. Quantification of Personal Property (Contents): Detailed description of all machinery and equipment by equipment classification, process line, and/or department based on dollar cut-off limit or summary formats which provide the same accuracy of values, but with a lesser amount of asset detail and lower-level breakdown of values. Given the current commercial insurance market, economic conditions, and business operational realities, we recommend updating insurance values annually to accommodate asset changes and increases or decreases in replacement values, with a full valuation undertaken at least every five years. Aon's Asset Valuations team offers our clients annual updating and trending of insurable values during the interim periods and the ability to update and maintain a statement of values.

88	What educational programs or services do you offer specifically for Public Sector?	Aon has unique insight into market conditions, premium rates, and best practices in program design, across all industries, all regions, and all geographies around the world. As part of our core service model, Aon will provide clients with access to various publications throughout the year. Additionally, clients receive invitations to topical webinars. Webinars - Aon hosts a variety of webinars throughout the year on topics aligned to the services we provide and the needs of our clients. Our clients can find some of our recent webinars here: https://insights-north-america.aon.com/events-webinars Conferences and Symposia - Aon actively participates in various conferences and symposia, including Aon's industry-leading annual Property Symposium, the industry's largest combination of clients, insurers, and brokers to gather to meet, strategize, and navigate the property insurance marketplace. Additionally, a Casualty Roundtable was added to broaden Aon's offering to the market. The Casualty Roundtable gathered a group of U.S.-based Casualty clients, along with underwriters and industry leaders, for one-to-one meetings, overviews of Data & Analytics tools, and discussions on leading risk topics. Additional symposia that Aon participates in include: Aon Insights Series brings together the world's thought leaders, industry subject matter experts, and senior business professionals to discuss the issues impacting organizations. Aon Pooling Symposium: For more than 30 years, Aon has hosted a Biennial Pooling Symposium that provides meaningful educational sessions, presented by industry leaders and experts, to help pool leaders make better decisions. Sessions will be focused around the State of the Insurance Market for Property and Casualty, Risk and Health topics, Innovative Solutions for Cyber, AI, Crisis Management, and more. Aon also actively supports AGRiP, PRIMA, STRIMA and RIMS Publications - Our client facing Aon Global Market Insights report features content from our thought-leaders powered by our industry leading data and analytics. Developed to capture the impact of current and shifting market dynamics, the report examines global trends — including insights on global claims, health and industry trends, and geography trends broken down by region — to provide a nuanced understanding of the various challenges risk professionals are experiencing. In addition, each quarter Aon publishes insurance market overviews by major line of coverage (property, casualty, financial services). Our overviews are written by brokerage experts from each of our product disciplines, who outline the current state of the market and highlight the trends and expectations for pricing, capacity, and coverages. They share not only what is happening but explain why it is happening. Our experts discuss the many factors impacting these trends, such as claim activity and tort reform, government regulations and legislation, competition among insurers, and financial market trends. Furthermore, the overviews provide a snapshot of the industry's financial results as reported by AM Best.

89	How do you stay current with Public Entities needs?	In addition to highlight organized and routine internal call with public sector account leaders to share relevant market information and emerging trends, Aon conducts an annual global risk management survey, inclusive of public sector. Aon's 2023 Global Risk Management Survey is designed to offer organizations the insights necessary to compete in an increasingly complex business environment. Conducted biannually, the 2023 edition gathered responses from 2,842 risk decision makers in small, medium, and large companies across 16 industries, 61 countries/territories, and 11 languages. Organizations included are 69% privately owned, 20% public, and the rest primarily government or not-for-profit entities. The findings from the survey underscore that companies are grappling with new risks and highlights the differences of opinion on how to best prioritize and respond to them. The 2023 survey captured the following top risks: 1. Cyber Attacks/Data Breach 2. Business Interruption 3. Economic Slowdown/Slow Recovery 4. Failure to Attract or Retain Top Talent 5. Regulatory/Legislative Changes 6. Supply Chain or Distribution Failure 7. Commodity Price Risk/Scarcity of Materials 8. Damage to Reputation/Brand 9. Failure to Innovate/Meet Customer Needs 10. Increasing Competition We believe that the growing availability of segment and industry sector specific risk insights, derived from the increased use of data and analytics, are key for risk advisors, brokers, and insurance executives to meet and anticipate current and future customer needs and to develop innovative solutions that help manage volatility, reduce risk, and realize opportunity. Each year, we offer respondents the chance to assess their future risk landscape and project the top risks that their organization will face in three years' time. In the next three years, the risk of cyber attacks/data breach is expected to remain at the top of the list, followed by economic slowdown/slow recovery, and commodity price risk/scarcity of materials. The Top 10 future risks according to the survey participants are shown below: 1. Cyber Attacks/Data Breach 2. Economic Slowdown/Slow Recovery 3. Commodity Price Risk/Scarcity of Materials 4. Failure to Attract or Retain Top Talent 5. Regulatory/Legislative Changes 6. Business Interruption 7. Increasing Competition 8. Workforce Shortage 9. Failure to Innovate/Meet Customer Needs
90	What is your process to identify and correct any challenges Public Entities have with your agency or staff?	The Aon Client Methodology creates a clearly defined alignment of interests between our client's team and our clients Aon service team. However, if an issue arises, we have established an escalation process that is designed to respond quickly when called upon. Depending on the nature of the issue(s) and the resolution, a number of steps can be taken to minimize future occurrences. These steps include: • Reporting Notification of problem, issue, or concern made to account executive, immediate triage on area of coverage in dispute or question • Actions - Modification of client service plans to reflect and prevent the issue(s) in the future, Modification of renewal strategy plans, if needed. Potentially greater involvement and oversight by more senior Aon personnel. Potential change or reassignment of account team member(s) • Escalation If problem/issue is not immediately resolved, escalation is triggered to the following supporting executives: — Account executive practice leader and/or resident managing director of the office — Regional managing director • Final Dispute Resolution - If problem/issue remains unresolved to our client's standards, further elevation for final dispute resolution will go the executive leader on each account team.

91	Describe the various claims management services, protocols that your organization would make available for public agencies.	Aon has formed the largest, most diverse, and talented team of property claims professionals in the world. The practice comprises more than 50 professionals, including forensic accountants, engineers, former adjusters, investigators, and attorneys. The team covers a broad range of property claims and related risks, including property and business interruption, claim preparation, emergency response, asset and business interruption exposure evaluations, crime investigation, cyber vulnerability assessments, and claims advocacy. Collectively, the group has successfully recovered more than $20 billion in insured claims, including those arising from natural catastrophes, fire and explosion, collapse, machinery breakdown, contamination, cyber-attack, fidelity/fraud, supply chain, and other insured perils. While many insurance brokers have claims staff that simply reports a client's claim, Aon's team provides a more robust process. Our property claims advocates assist in the pre loss design and post loss implementation of strategies that reduce the financial impact of events. Please see supplemental document "Aon Technical Response Details" for our full detailed answer.
92	Describe any technology made available to public sector clients.	Aon's analytic and technological advances deliver innovative new tools and distinctive service to unlock insights and provide clients with better options. The technological advances listed below are designed to give clients swift access to analytics and thereby increase control over their insurance program structure. This broker-led technology enables organizations to make data-driven decisions to enhance the value of their insurance. This is just the start of the transformative capabilities Aon will be delivering to serve clients in making better decisions. Recent examples of technological advances that we make available to public sector clients: • Property Risk Analyzer — This digital application provides exposure visualization, models potential losses, and simulates insurance program options and total cost of risk, enabling clients to make better data-driven decisions to optimize the value of their property insurance program. • Casualty Risk Analyzer — This platform can develop a projected Total Cost of Risk budget (TCOR), inclusive of both premiums and losses, as well as an understanding of Catastrophic Risk potential, facilitating a more informed risk mitigation strategy. Additionally, the tool aids in strategically designing the optimal insurance structure, ensuring that coverage aligns with specific needs and objectives. • D&O Risk Analyzer — This digital application enables our brokers to better inform and advise their clients with the clarity that comes from decision-making analytics related to severity-oriented losses. D&O Risk Analyzer simulates probabilistic exposures and loss scenarios so brokers can test insurance options and clients can make the data-driven decisions that adequately protect their directors, officers, and organizations from executive risks. • Risk Financing Analytics (RFA) – RFA is a key part of our approach to driving the most value out of risk transfer programs. It discloses the reasoning behind risk management capital decisions, and helps organizations make more informed, data-driven decisions around managing total cost of risk. • Cyber Risk Analyzer (CRA) — CRA is a powerful digital platform that simulates loss scenarios and articulates total cost of risk (TCOR), enabling clients to make data-driven decisions to optimize their cyber-insurance programs relative to their unhedged loss potential. Cyber Risk Analyzer incorporates perspective gained from Aon's Cyber Quotient Evaluation (CyQu) platform to help brokers assess a client's level of cyber risk and articulate the impact of security controls on potential cyber-loss scenarios. • Cyber Quotient Evaluation (CyQu) — A proprietary eSubmission platform that helps clients identify, measure, and manage their cyber risk exposure. It includes, among others, multiple insurance application question sets to support Cyber, Errors & Omissions, and Miscellaneous Professional Liability insurance placements while helping clients identify gaps in performance, prioritize spend, and measure year-over-year changes in cyber maturity. • Aon Risk Maturity Index — This proprietary program is designed to assess an organization's risk management practices and provide immediate feedback in a risk maturity rating and comments for improvement. Aon has partnered with the Wharton School of the University of Pennsylvania to develop the index and conduct joint research on the relationships between risk management practices and actual corporate performance. • ImpactOnDemand – This proprietary tool allows Aon clients to visualize and quantify their exposures to catastrophe risk in real time, in addition to performing sophisticated, detailed data analysis - to drive insightful business decisions when clients needs them the most. • Catastrophe Modeling (CAT) Modeling – Aon's specializes in advanced modeling and risk assessment. Our analysis services have three important benefits. First is estimation of coverage limit requirements through the loss analysis process. Secondly, the risk manager and broker are given considerable insight into the potential concerns of the markets prior to commencement of renewal negotiations. Finally, Aon's risk consultants assist in improving the location model input data, which will be provided to the insurers for their own analysis. • Health Risk Analyzer – Aon's Health Risk Analyzer uses predictive insights to enable strategies that can help our clients plan for and protect against elevated risks

		within our client's benefits program. Aon's Health Risk Analyzer uses machine learning to analyze the historical claims and demographic data for each member on our client's health plan to predict their future risk segment and cost outcomes. Individual risk predictions are rolled up at the plan level to give our clients a holistic view of our client's future claims risk. Our team of experts use our client's unique risk profile and appetite for uncertainty to optimize risk strategies at both the plan and member level to help our clients plan for and protect against elevated risks within our client's benefits program. Health Risk Analyzer provides a holistic view of our client's future claims risk, enabling a more scientific approach to health plan budgeting that captures the true volatility of emerging risks. • Financial Modeling with ReMetrica – ReMetrica is used to build dynamic financial analysis models to analyze probability distributions of catastrophic loss, both gross and net of reinsurance. Aon's analytics team uses ReMetrica to design, analyze, and price reinsurance structures. Standard outputs include a summary of the stochastic results. This framework can be combined with any current financial statement plan to develop financial statements on both a gross and net basis. Both stochastic and deterministic approaches can be utilized. • Impact Forecasting – Aon is uniquely positioned in the broking space through its wholly owned subsidiary, Impact Forecasting (IF), that provides catastrophe models to over 60 global (re)insurers. As Aon owns the rights to the Impact Forecasting intellectual property, our clients can use the IF models to augment and support their analytics needs. • Integrating Climate Change into Risk Modeling – There is an emerging, but fragmented, landscape of data and tools available to support the integration of climate change data into risk modeling. Aon has partnered with Columbia University, a preeminent research university for weather and climate science, to create a climate change solution for its Impact Forecasting tropical cyclone catastrophe model suite. This enhancement will enable insurers to quantify climate risk in their portfolios and make adjustments that will inform better decisions on pricing, investments, and exposure management both today and over the long term. Integrating climate change into risk modeling is not without significant challenges. • Radford – Serving hundreds of technology/communications industry clients in our Health Solutions Consulting practice. Aon understands the technology industry and the unique challenges and opportunities it presents for human capital strategies. To enhance our direct experience, the Radford U.S. Benefits Survey offers the most current plan design and competitive cost data in eight major benefits categories for nearly 350 participating companies. Radford, an Aon company, is the industry leader in providing advice and benchmarking to technology and life sciences companies. Our work with technology clients has led to the development of tools and services focused on their unique set of circumstances. • Casualty Analyzer: This technology is a significant leap forward in how we think and talk about risk. It elevates our focus beyond just expected loss, allowing us to better communicate the fundamental value that insurance provides—the mitigation of catastrophic risk. By offering this unique and powerful insight, we put our clients in control, enabling our clients to make more informed decisions regarding our clients risk management strategies.
93	Describe your account services department.	Aon operates using a best-in-front model that incentivizes our teams to use the best resources for the management of client risks from throughout our network of more than 500 offices worldwide, serving clients in 120+ countries. Our firm uses a single profit-center approach based on the location of the account executive and engages resources using a shadow-credit model; similar to billing approaches used by management consulting firms. We do not allocate account revenue between offices and are not encumbered by internal compensation battles that inhibit service delivery to our clients. We will construct a team of colleagues with the most applicable expertise for each client from throughout our organization, with a focus on local in-person options, ultimately enabling account teams to deliver industry-leading, seamless service to Sourcewell participating entities.

94	What is your process for ensuring customer satisfaction?	Our Client Methodology is a tried-and-tested approach as to how we work with our clients: Discover, Develop, Deliver, and Review. Through this methodology — and by tapping into the breadth and depth of expertise and experience at Aon — our clients are better advised and able to make better decisions. Our Client Methodology is not just about words. We partner with our clients through a simple process to track our progress together: • Discover: We will collaborate with our clients — to gain a deep understanding of our clients business — so our clients have confidence that when we advise our clients, we are doing so in the best interest of both our clients day-to-day operations and long-term strategic goals • Develop: We will connect our global and sector expertise — to derive insights from data and analytics, to identify opportunities, and predict outcomes — so that our advice and solutions ensure our clients can make decisions with clarity and confidence • Deliver: We will follow through on our plan — taking pride in partnering with our clients and executing with the excellence required — to contribute to the decisions and outcomes that will fundamentally drive the success of our clients business • Review: We will seek our clients feedback — ensuring we respond to and action it — on how effectively we support our clients business so that we consistently deliver on our Aon Proposition We believe that regular, open, and honest dialogue with clients is the foundation to the success of the client experience we provide. As part of our Review stage, we'll seek our clients feedback through our annual Client Experience Survey and Stewardship: • Our Client Experience Survey involves gathering our clients thoughts and giving our clients an opportunity to measure us and assess our clients satisfaction with the experience we're creating for our clients. • Stewardship involves jointly reviewing the past year's activities, performance, and accomplishments; revisiting our clients strategies and objectives; and determining the following year's priorities and opportunities. These steps, combined with our request for open, honest dialogue throughout our entire relationship, help us ensure that we stay connected and aligned with our clients and that we take action on our clients feedback whenever there is an opportunity to improve. What do we do with our clients survey voice? Actually, many things: Client-Specific Action: We share our clients input with our clients Aon Service Team (unless our clients have asked it to be kept confidential). Our clients service team and local Aon Leadership use our clients assessment in search of ways to improve our performance. How can we continue to deliver the results our clients have liked and valued? How can we make improvement in line with our clients suggestions? Do our clients have unfulfilled needs? Professional Development Action: We gain insights about the performance of our professional team. Across the clients they serve, how can we take their strengths and scale that to greater heights? How can we explore opportunities to enhance their skill set to better serve our clients and their greater client base? Client Service Delivery Action: Yes, our product is our people. But our organization follows a finely crafted service delivery model which includes operational best practices and professional standards. We look at our performance across many of our key delivery model activities, and we seek ways to improve our organizational performance. Aggregate Client Action: Further to client-specific focus, we also take our clients voice and aggregate that in many ways; all in search of performance improvement. For example, do we see trends in the evolving needs of our clients? Do we see a trend in the performance of one of our risk specializations? Do we see trends in a specific industry segment we serve? How can we at Aon enhance our performance? Survey Results We're dedicated to providing outstanding client service. To this end, we receive and act on client feedback to continue delivering the highest-quality services, building long-term business partnerships, and achieving measurable results for our clients. Annually, we send an internet-based satisfaction survey to client contacts around the world. We believe our exceptionally high ratings, specified below, confirm Aon's commitment to serving clients with quality, value, and results. 2023 Survey Results — Commercial Risk Solutions In our 2023 U.S. Client Experience Survey, results showed our U.S. Commercial Risk Solutions clients rated us with an average of 9.17 (on a 10-point scale) regarding "likelihood to recommend." 2023 Survey Results — Health Solutions In our 2023 U.S. Client Experience Survey, results showed our U.S. Health Solutions clients rated us with an average of 9.04 (on a 10-point scale) regarding "likelihood to recommend."

95	What kind of training (industry, internal, computer, other) does your staff receive?	Aon's onboarding program, Aon Onboard, is a comprehensive global onboarding program. Our global approach is to ensure that all new hires at Aon have a consistent experience. It is designed to connect them to our culture, get them excited about the purpose and strategy of our firm, and equip new hires with the tools and resources they need to thrive in their new role – organizational structure, business priorities, values, policies, technology and, more. Much of the program is self-service with hiring managers and buddies playing a pivotal role in their experience. Other formal role-specific onboarding training and activities is offered depending on the business unit, region, country and local offices. Aon's learning and development aligns to our Aon Story and strategy. Through our various learning and development opportunities, our colleagues are empowered to continuously learn, lead, and grow to provide our clients with access to the best intellectual capital in the industry. Aon's learning opportunities contribute to the development of our colleagues by empowering them to develop knowledge, skills, and behaviors across our four pillars of leadership: self-leadership, people leadership, business leadership, and client leadership. Aon's learning opportunities ensure our colleagues are provided with industry and market knowledge, necessary tools and resources, relevant data and insights, sponsorship and investment, and social learning opportunities to build their cross-solution line capabilities. Our learning opportunities combine experiential learning, feedback, and education. Aon's global learning programs and resources help colleagues serve our clients as well as grow their careers. These programs occur in-person, virtually and digitally, across the world. Aon's global learning and development curriculum supports the global Aon United strategy as well as our operating model, our values, and the colleague experience and client experience—how we help clients make better decisions. Our curriculum connects learning programs and opportunities to major career milestones and role-specific development. Through the curriculum, colleagues can access various types of learning (in-person classroom, virtual classroom, digital learning, social learning, etc.) linked to different career stages: Certifications and Continuing Education Aon also supports certifications and the continuing education of colleagues who have an interest and a need to pursue such certifications. Colleagues can enroll in various learning courses through Aon's internal learning portal, which contains coursework that supports colleagues' ongoing education (recertification renewal) requirements. Aon also supports colleagues' continuing education credits via enrollment in external global programs, such as the Project Management Institute (PMI), the Human Resource Certification Institute (HRCI), and national standards groups like the National Association of State Boards of Accountancy (NASBA). In addition, Aon supports colleague growth and development by encouraging them to enroll in relevant certifications for their role (e.g., SHRM-CP, SHRM-SCP, PHR, SPHR, PMI, etc.). Mandated Training Training and certifications described above can be mandatory or optional, depending on the colleague, the role, and the training or certification. However, there are certain courses that are required of all colleagues. As part of Aon's Global Compliance Program, colleagues are periodically required to complete compliance certifications (e.g., annual code of business conduct certification), annual conflicts disclosure questionnaires, and designated training programs (e.g., data privacy, conflicts of interest, unconscious bias) or satisfy other compliance-related requirements. Advance notice is sent to colleagues and managers before issuance of compliance requirements. Communication reminders are sent to colleagues and managers during the completion period as well as after the deadline, if needed. The corporate compliance department monitors completion progress and engages human resources and management in follow-up with colleagues until the goal is reached. Compliance training results are reported on a quarterly basis and are issued to executive management and Aon's Compliance Sub-Committee of the Board of Directors. Upon entering a job, temporary and contract resources are trained on the corporate policies, tools, and job-specific accountabilities in a similar manner and environment as regular colleagues.
96	How can you assist in facilitating employee meetings?	Aon has extensive expertise in facilitating employee meetings. As a result, we have a cadre of experienced consultants who can assist our clients in an array of ways. In fact, our clients give us high marks on our ability to deliver meetings professionally and convey benefits details in a conversational way. Please see supplemental document "Aon Technical Response Details" for our full detailed answer.

97	How do you assist in facilitating employee meetings regarding solutions in your proposal?	Internally for our own employees: Using our experience with other cooperative agreements, we have developed the following marketing strategy to promote this opportunity to help facilitate employee meetings regarding the solutions in our proposal. Upon notification that we have been selected we will begin the following marketing strategy: Press Release Upon notification that we have been selected for award, we will begin with an announcement to our public sector clients and prospects pending Sourcewell approval, if applicable. We will also focus on building internal awareness and aligning with local market leaders across the US to create a strong foundation for ongoing outreach. This approach will ensure we effectively engage with Sourcewell participating entities and provide them with consistent value through our thought leadership and public sector webinars. • Announce Aon's master agreement with Sourcewell to all current public sector clients, our extensive prospect list and general public. • Highlight the value Aon can offer to public sector entities through the cooperative purchasing contract, emphasizing our tailored insurance and consulting services. • Communicate the benefits of partnering with Aon, including access to expert resources, innovative solutions, and a commitment to addressing the unique needs of public sector clients. Internal Awareness and Training • Conduct training sessions with our US client facing colleagues to ensure all team members are comfortable with the contract and Aon's offerings. • On those calls we will provide to them a “ready-to-forward” client package that can automatically be sent to current clients and prospects. • Facilitate brainstorming discussions to identify strategies for deploying services within their networks. Alignment with Local Leaders • Collaborate with local leaders to identify top prospects in the public sector. • Develop a targeted list of potential public sector clients who would benefit from Aon's services. • Tailor offerings based on local insights to enhance engagement with potential buyers.

98	What resources do you use to analyze and file medical and pharmacy claims?	Aon helps our clients prioritize interventions for targeted health risks and conditions by developing goals and objectives aligned with the greatest opportunities for health improvement. To identify these opportunities, we collect and review medical and pharmacy claims, health risk data, and feedback from employees and business leaders using Aon's proprietary tools and processes as described below. In order to help our clients' prioritize interventions, we begin by analyzing available claims and health risk data. Core to our wellbeing consulting process is the concept of behaviors impacting medical claims cost. According to the World Economic Forum, eight modifiable risks and behaviors contribute to the development of the 15 most frequent chronic conditions: • Back Pain • Congestive Heart Failure • Asthma • Obesity • Kidney Disease • Hypertension • Cancer • Coronary Artery Disease • Diabetes • Lung Disease (COPD) • High Cholesterol • Allergies • Depression • Sinusitis • Arthritis These chronic conditions and comorbidities account for 80 percent of the medical costs and lost productivity that an employer faces. Therefore, targeting the most frequent modifiable risks and behaviors that increase the incidence and severity of these conditions offers the greatest opportunity to impact medical trend and lost productivity. Analyses performed by Aon demonstrate that by focusing on three major risk factors, employers can result in savings up to $700 per employee per year in healthcare costs and Tools and Processes Whether aggregate reports or individual raw data, Aon will meet the client where they are based upon the data that is available for analysis. Aon helps our clients prioritize interventions for identified risks and conditions by developing goals and objectives aligned with the greatest opportunities for health improvement identified from medical claim data, employee interests and needs, and the business results that matter most to our clients leadership. We can identify opportunities using Aon's proprietary tools and processes, including: • Integrated Analytics Intelligence (IAI) • Program Inventory/Assessment • Organizational Assessment • Employee Listening • Key Stakeholder Interviews In addition to prioritizing interventions based on risks and conditions, Aon takes a broad approach to evaluate the success of our clients wellbeing program, which we call Value on Investment (VOI). The final design of our clients wellbeing strategy and roadmap will dictate the measurement focus areas of the program impact. Aon will help our clients choose a manageable number of measures that are understandable, easy to communicate, based on reliable data using current sources, and have solid evidence supporting them.

99	Will your organization complete a provider analysis of physicians, clinics and hospitals that treat our plan participants?	Yes. For each medical vendor, we will perform a study of current physicians and hospitals being used by our client's population, their existence in each vendor's provider networks, and the disruption that would be caused by changing provider networks. We will then translate this information into a comparison of the financial impact to our clients. The goal of this analysis is to answer the question: "Will our employees and their dependents be able to maintain their current relationships with doctors at in-network benefit levels?" Aon pioneered the Network Discount Analysis capability methodology. We have more history and experience than anyone else in the industry with this nationally recognized product. Every six months, Aon receives over $650 billion in claims detail from nearly 14 different health plans by ZIP code. This provides detailed information on the discounts they have negotiated for every medical procedure, including over 300 CPT codes (split out by professional charges and outpatient charges) and all DRG codes for the 25 major diagnostic categories (MDCs) for IP facility admissions. By leveraging the actual claims and negotiated discounts, we are better able to use this data to help Sourcewell participating entities choose a health plan that best meets its employees' unique needs. The model calculates a net discount based on each vendor's hospital and physician contracted rates for in- and out-of-network providers and our client's specific claim utilization in each market. This claims data analysis will encompass utilization information by provider type (physician and hospital), procedure type for physicians (CPT-based), and geographic location (three-digit ZIP code level). This tool enables Sourcewell participating entities to evaluate the financial arrangement each health plan is proposing—the portion of the agreement that is 80% to 90% of the total expense. The tool is based on total claims book of business data collection and actuarial methodology, with weighting for population and credibility, to accurately measure the underlying financial savings that could be available to an employer on a consistent basis. Our clients will be able to review the financial savings while reviewing network possibilities. We can create client -specific reporting on the value of the potential underlying deal available from each carrier network, giving our clients a broad perspective to plan performance evaluation and a dimension not available in such specificity otherwise.

100	What resources do you have available to help public sector client's manage benefits and outline a benefits strategy consistent with current and future business plans?	Our team of 1,800 U.S. healthcare experts includes specialized actuaries, physicians, clinicians, pharmacists, attorneys, and consultants. Our healthcare consultants are hired primarily with experience in the insurance industry, corporate benefits, or consulting. This includes specialists from a variety of educational backgrounds, including attorneys, physicians, actuaries, and pharmacists. These specialists are embedded into our consulting practice and work with clients across industries and functional areas. Aon's Health Solutions expertise spans the spectrum, including: • Strategy and design consulting • Plan selection, renewal, and relationship management • Vendor management • Health financial analysis and actuarial services • GASB valuations • Compliance services • Prescription drug consulting • Absence management • Wellness/disease management • Health and welfare plan audits and assessments • Financial audits and operational assessments Aon will provide analysis and recommendations regarding potential healthcare program strategies and options for consideration, consistent with our developing knowledge of our client's strategic long-term goals, vision, and objectives. Before we recommend any changes to the current program, we suggest the following steps: • Create strategic alignment — We will provide a description of the new program we are considering, its pros and cons, proposed goals, the critical success factors for it be successful, and confirmation that it aligns with the State's overall healthcare plan strategy. • Conduct data collection — We will request any additional, necessary data from our clients, vendors, and data warehouse to perform our analysis. • Meet with client — We will meet with our clients to determine the healthcare program goals, objectives, and impact of the new program being considered. We will cover such topics as cost objectives, employee relations, legislative constraints, carrier and provider interface, performance and contractual issues, administrative barriers, etc. • Benchmark current healthcare program and potential futures states of the program — We will use Aon's national benchmark database, supplemental external benchmark surveys, and our first-hand knowledge of other regional programs to assess the competitiveness of the current healthcare program, and the future State program, if changes are adopted. Detailed analysis of the coverage, access, and cost implications of the new program will be conducted. • Analyze program against best practices, competitive position, and objectives — As part of this process, we will develop a set of potential program changes involving the following program components: plan design; consumerism strategies (including behavioral economics) and the role of consumer-directed health plans, health savings accounts (HSAs), and health reimbursement accounts (HRAs); wellness strategies review the use of financial incentives; chronic condition management strategies; mental health strategies; value-based benefit approaches; pharmacy benefit management approaches; employee eligibility and contributions; effective health plan management vendors; and innovative provider-facing approaches. • Present findings to Clients — We will present the findings of our analysis and preliminary healthcare strategy recommendations for our client's consideration and feedback. To the extent possible, we will focus first on behavioral and market savings before cost-shifting savings. We view behavioral and market savings as more powerful than cost-shifting savings such as reducing benefits and/or increasing employee contributions. Once we've developed a refined list of potential program changes, our actuaries will re-determine the impact (i.e., additional cost or savings) of each potential program change.

101	How can you help governments develop cost projections tied to their fiscal goals?	We understand that meeting fiscal goals and budgets is key for our public sector partners. Insurance and risk management costs have a critical impact on our client's cost. We pride ourselves on our ability to work openly and transparently with governments to develop cost projections within a reasonable margin of error based on the size and scope. Upon receiving interest in our capabilities, we will immediately go to work on full scope and budget that is in line with client needs and budget. Specifically for health, we also understand the importance of negotiating fully insured benefit costs to achieve the best financial result for our clients bottom line. Our market footprint is crucial to achieve this. In working with our clients, we will project all benefit costs for the next fiscal year and implement strategies that achieve our clients goals. Our process for developing self-insured cost projections is as follows. It is an iterative approach: • Analyze plan designs, rates, enrollment stats, vendor contracts, etc. • Complete an updated recast of current year budget and then a projection of next year on a status-quo basis • Discuss fiscal goals and determine how they varies from the status-quo forecast • We will want to understand if the target is a percentage budget increase, a dollar amount in aggregate, or a per-employee-per-year cost target. The target will provide the framework for the strategic discussions. It is typical that an organization would ask us to evaluate several targets (e.g., passive, moderate, aggressive). • Identify strategies to consider and determine the cost impact of each. This will include reviewing benchmark data and input from Aon consultants/SMEs. Strategies could include changes in vendors, contributions, plan designs, clinical programs, etc. We evaluate the implications of each strategy and which combination of strategies will help achieve their target. • In determining the final budget numbers, we will discuss whether to include a margin and how much based on the organization's risk tolerances and cost allocation approach or fringe rate calculations. We will use our stop-loss model to illustrate the potential volatility in claims cost and how that changes based on different margin levels. We will customize this process each year based on current project timeline and key objectives. We will discuss these items with upfront in order to make sure we satisfy key stakeholder concerns. For self-funded plans, our actuarial team members prepare cost projections, which serve as the basis for the plan's funding requirements.
102	How will you help with the management of insurance, including: monthly (or quarterly) supervision and/or preparation of claims activity reports from carriers; executive summary reports; underwriting analysis for annual renewals; annual financial projections for budgeting purposes; and alternative funding analyses?	Aon has a detailed approach on how we manage not only the insurance placement but the management of claims activity reports, executive summary reports, underwriting analysis for annual renewals and annual financial projects for budgeting purposes. Please see supplemental document "Aon Technical Response Details" for our full detailed answer.
103	How does your firm stay current with state regulations that impact multi-state employers?	Across our company and within our various lines of business, Aon assumes a highly proactive role in ensuring that our colleagues are updated on legislation and industry trends: - Legislative Monitoring. Aon has a research staff dedicated to tracking the federal and state legislative and compliance program developments. This practice's primary function is to keep both consultants and clients abreast of developing legislative and technical issues, new ideas, and business trends. - Trend Monitoring. Aon conducts surveys of major employers to gather primary data and determine trends in benefit plans, their administration, and other areas of human resources. In addition, Aon publishes various white papers and trend reports discussing the latest trends in healthcare benefits and the human resources industry. In addition, our health and benefits colleagues have access to the information collected through legislative reporting and surveys; they dial in to webcasts and periodic practice training calls; they have access to robust internal databases that house related information; and they receive training through Aon University as well as through on the job opportunities. Topics of webcasts, databases, etc., include but are not limited to healthcare reform, primary data collected through our surveys, new or improved tools, vendor specific initiatives, and changes.

104	Will your firm notify your client of changes in federal and/or local laws that would affect us?	Aon's law and compliance department maintains a brokerage regulation division that has the responsibility to ensure compliance with all regulatory and governmental legislation and in respect to Aon's brokerage business. This team is in Chicago, Illinois. Aon maintains relationships with professional organizations through which information on relevant changes in insurance regulatory law is constantly updated and shared. These organizations include the NAIC (National Association of Insurance Commissioners) and the CIAB (Council of Insurance Agents and Brokers). The regulatory law and licensing group also subscribes to newsletters from these and other organizations, which contain frequent updates and regularly attends organization meetings. Brokerage Regulations Manual The division has developed a brokerage regulations manual as a corporate resource for compliance issues. Aon colleagues are encouraged to refer to the manual for questions and answers regarding regulation. The manual contains information on a variety of subjects, including, but not limited to: • Surplus lines • Auto liability requirements • Workers' compensation posting notices • Countersignature requirements • Aon filing procedures • Fees and commissions • Solicitation regulations The manual also includes a guide to taxes and fees and links to the various state Departments of Insurance websites. Compliance Flashes Compliance issues constantly evolve as states make changes and updates to existing laws and regulations. As the Aon compliance team identifies pertinent changes, notices are issued to the business to provide information and clarification. We understand that while some of our clients prefer to have a single point of contact for their Aon client team, other clients prefer to reach out to additional team members and subject matter experts directly. We can accommodate whichever approach is preferred. Regardless of our client's preference, Aon's ability to disseminate knowledge and feedback quickly ensures that our team is aligned and producing efficient, high-quality results.

105	Explain what steps you have taken to become HIPAA compliant.	Aon meets all HIPAA requirements and regulations as they are applicable to Aon. When providing services to benefit plans covered under HIPAA, Aon complies with HIPAA rules and standards for security and privacy, as well as file transmission as applicable. Aon colleagues are briefed on security policies during their orientation, and all participate in HIPAA compliance training. Training is delivered and tested online. All Aon colleagues are required to complete a training program focused on HIPAA privacy and security regulations as well as other compliance-related issues. The training program features: • Lessons about privacy and security concepts • Information about protected health information uses and disclosures • Details about patient rights • Reviews of transaction code sets • A review of HIPAA privacy and security for business associates Please note that Aon does not use any software to collect personal information about our clients' users other than that required to perform the services for which we are retained. We continually evaluate services that we provide to determine the nature and scope of personal information that we may collect, use, or disclose. We also continually review safeguards and processes that address the security and privacy of personal information. For example, we require that authenticators be entered or verified before we permit access to confidential information in addition to a global Privacy Policy that addresses Aon's commitment to the protection of personal information, including any protected health information we might hold. We also have a global Security Policy that addresses our confidentiality and security practices, deviations from these practices, and the consequences of violating these practices. Further, violations of our Privacy and Security Policies are a violation of Aon's Code of Conduct, a violation that can result in disciplinary action up to and including separation from the firm. Aon has also established a Privacy Committee to address issues of security and privacy within the firm. Additionally, Aon has instituted a mandatory global privacy training program to augment Aon's security training, which exists on a line-of-business basis. Aon recognizes that it has new obligations as a business associate under HITECH and, accordingly, has taken numerous steps to meet those obligations. Such actions include, among others: • Created enterprise-wide compliance project led by the Privacy Office • Formed Task Force with leaders from across the business (e.g., Outsourcing, Consulting, IT) • Conducted gap analysis • HIPAA policies and procedures rolled out • HIPAA training for all colleagues in U.S., Puerto Rico, and India who handle or who have access to PHI • Reviewed and updated Breach notification response process for HITECH requirements • Amended Business Associate Agreements With respect to the HIPAA HITECH Security Breach Notification Rule, as a business associate of our client's group health plan (the Covered Entity), Aon recognizes and will fulfill our obligations under the data breach rules. As such, Aon will provide a report to our client's health plan when we become aware of a breach of Protected Health Information in our possession. The report will include the information required by HITECH, including a description of the breach, the date of the breach, the date of discovery of the breach, the amount and type of Protected Health Information that was improperly disclosed, and the steps we have taken to prevent further harm. Furthermore, if the breach results from Aon's actions (or our subcontractors), we will assist the Covered Entity to notify individuals impacted by the breach. Aon follows industry best practices and complies with all laws and regulations to the extent that such laws or regulations govern Aon's services.
106	What is your process for measuring the success or failure of a wellness program?	Aon evaluates the effectiveness of health improvement and utilization management programs and helps our clients refine their programs over time using optimal health metrics. These metrics (that vary by client) are based on available data sources. We use this data to establish a baseline, create SMART (Specific, Measurable, Ambitious, Relevant, and Time-Related) goals, monitor progress toward goals, and measure the year-over-year impact of health management strategy and tactical plan. Please see supplemental document "Aon Technical Response Details" for our full detailed answer.
107	Describe how you keep your clients abreast of employment laws in a timely manner.	We assume a highly proactive role in making sure our delivery teams and clients have the latest information regarding federal legislative and regulatory developments, technical issues, new ideas, and business trends. Our legal teams interpret legislation and provide technical guidance to our internal delivery teams. In addition, the Regulatory Law and Legal Operations team, in conjunction with the Legal Consulting Group and Compliance team and administrative operations experts, are frequently asked to comment on specific legislation and often times, their comments include recommended changes. Please see supplemental document "Aon Technical Response Details" for our full detailed answer.

108	What types of materials can you provide to communicate pertinent information to client's employees?	Aon's Communication Solutions are designed to engage all employees while elevating their benefits knowledge. Through our exclusive three-tiered approach—Inspire, Inform, Engage—Aon strives to alleviate the complexities and stress of benefits communication through multiple methodologies and platforms. Our engaging communications help our clients present a concise overview of the benefits, helping employees make informed decisions when enrolling in their benefits. Aon designs and executes high-quality communication campaigns for each client. These campaigns not only promote the enrollment event, they also build enthusiasm and begin the educational process by explaining benefit plans in a concise, reader-friendly format. For mid-sized clients, we provide our Design Series communication prototypes. These standard-yet-customizable templates present a fast and economical solution, giving clients with a limited budget and defined objectives the advantage of our experience and expertise. A themed campaign consisting of frequent communications via multiple methods has tremendous power to increase employee knowledge, participation, and satisfaction. Our clients Aon consultant will guide our clients through a communication development process that takes eight weeks, depending on the scope. All documents are delivered as high-resolution "print-ready" PDFs (unless otherwise noted in the ultimate agreement). In addition, if our clients need printing, fulfillment, and/or translation services, we can help with that, too (for additional fees and up to one to three additional weeks in the schedule).
109	What provisions do you offer for after-hours claims support?	Aon's Client Service Center (ACS) was designed to provide daily services to our client community economically and efficiently. ACS commands a full array of transactional administrative support resources that public and nonprofit risk management clients require, channeled through a single point of contact. This synergistic approach to service translates to value for our client base. The ACS is staffed from 7 a.m. to 7 p.m. Central time, and our global center continues to operate after 7 p.m. to provide continuous, 24-hour service capabilities, ensuring late-in-the-day requests become our early morning delivery. Please see supplemental document "Aon Technical Response Details" for our full detailed answer.
110	How does your firm assist in analyzing NCCI EMOD calculations?	We assist clients, either via the carrier or direct to access the report at which time we can fully analyze against previous years to see trends and make recommendations.
111	Explain how your firm assists with proactive budgetary projections prior to policy renewal?	As part of our overall marketing process, Aon proactively works with our client's develop frequent pre-renewal strategy conversations with the specific goal of providing timely and directionally accurate guidance around pricing and budgetary projections. We will also continually audit our work to ensure we minimize fees and maximize service standards by using efficient working practices with the appropriate professional doing each piece of work. Aon's marketing and placement strategy goal for our clients is to determine, on an annual basis, the most efficient combination of limits, premiums, and retentions to yield the lowest possible cost, consistent with our client's risk management strategy and risk tolerance. The accurate and responsible matching of risk to price is the foundation on which the risk management program's financial integrity rests. Our approach involves an initial analytical review of risk management needs and then implementation of the results of the analysis. We deploy a wide array of tools and employ Aon's proprietary benchmarking data to provide an objective view of the optimum state for a given risk. This process includes exposure analysis, claims analysis, risk bearing capacity analysis, and catastrophe and natural hazards analysis. Aon's solutions include the following approach to optimizing our brokerage strategy: • Strategic Carrier Approach—Aon identifies and designates as "strategic" those carriers that provide the best value for our clients. • Customized Broking Solutions—Increased coordination, communication, and structural changes make Aon's brokerage resources a seamless global team working on behalf of our clients.
112	What services does your firm provide for audit assistance?	Aon's audit group was formed over 35 years ago when we originated and implemented the first ever medical plan audits for our clients. We have steadily built our audit expertise since that time and continue our industry leadership role today as we complete hundreds of audit related projects each year. These projects include regular medical, dental, vision, and FSA audits, as well as implementation audit projects involving those products or benefit programs. Aon's audit group is composed of consultants who conduct audits full time. Our consultants have an average of more than 20 years of healthcare insurance industry experience. Please see supplemental document "Aon Technical Response Details" for our full detailed answer.

113	Provide an example of how your firm has helped a Public Sector Entity with claims management?	When the US Virgin Islands (USVI) was struck by two major hurricanes in September 2017, recovery depended significantly on how quickly its severely damaged airports, seaports and harbors could be restored as these are the sole means of ingress and egress for the Islands. Among 119 facilities maintained and operated by the Virgin Islands Port Authority (VIPA), the two airports and multiple seaports are critical to USVI for deliveries of food, clothing, medical equipment, fuel, and other necessities, as well as tourism, which accounts for 80 percent of its GDP. Fortunately, VIPA was well prepared for a hurricane. Its leadership and our firm, who was appointed as their insurance broker in 2014, had been collaborating for years on the following measures: • Comprehensive property and equipment appraisals - In 2012 and 2014, VIPA – as part of protocols put in place by its risk management team – had third party appraisals conducted for all its 119 facilities, which subsequently proved invaluable for preparing VIPA's insurance claims. • Strengthen the property insurance program - Aon's brokerage team in the U.S. and London, designed, recommended, and arranged for dramatic coverage enhancements and increases in VIPA's property insurance limits specifically with regards to named windstorm/hurricane and flood exposures. • Establishment of business continuity and crisis management plans - VIPA and its risk management team, developed, implemented, and tested comprehensive crisis management and business continuity plans to address potential damages from hurricanes, floods, and other catastrophic perils. • Participation in Aon's Global Rapid Response - All VIPA location data was uploaded onto Aon's Rapid Response/Impact on Demand global database which tracks hurricanes and other natural disasters. As the storms approached, VIPA received frequent updates of pending threats to properties. As Hurricane Irma approached St. Thomas and St. John, Aon's team was in constant contact with VIPA's risk management team to monitor the storm's impact to begin planning the response. Using the pre-storm appraisal and asset schedule, notice was provided to VIPA's insurers of potential dollar value of claims based on daily updates. Soon after Hurricane Irma, VIPA engineers in the USVI visited all 119 facilities and began assessing the damage. Meanwhile, using a long-standing relationship with a leading global disaster remediation contractor retained by Aon, VIPA and its risk management team were able to engage in immediate mitigation efforts given that the contractor was already in the Virgin Islands. The scope of services with the mitigation team included assessing the airport damage; supplying critical temporary equipment for: restoration of the airport, emergency transport of personnel, mercy transportation, well as facilitating the flow of critical supplies, food, and water. Yet, while those measures were underway, a second CAT 5 hurricane, Hurricane Maria, hit St. Croix and its heavy rains exacerbated the damage caused by Irma on St. Thomas and St. John. As soon as Aon's team was cleared to fly to USVI, they visited all VIPA's 119 facilities with engineers representing VIPA's insurers and prepared damage assessment reports for each location. Initially, the pre-storm appraisals were critical in this effort to understand the magnitude of insured damage. This process enabled VIPA's property insurers to provide advance payments totaling $30 million to VIPA. Besides funding vital mitigation efforts and repairs, the advanced payments helped VIPA maintain the confidence of the financial markets and its bondholders. VIPA's critical infrastructure was operational within days of these hurricane disasters which enabled it to provide critical assistance for the Islands and its residents and business operations. Ten months after the two major hurricanes, VIPA's recovery was well underway, including: • Airport repairs. Airline service to St. Thomas and St. Croix has improved dramatically – from only two airlines offering limited flights after the storms to five airlines now operating with additional airlines and flights returning to normal schedules during the upcoming months. • Major seaport repairs. Along with accelerated repairs to St. Thomas and St. Croix's largest cruise ship ports, many shops re-opened quickly. Consequently, several cruise ships were diverted from other ports of call to USVI, enabling VIPA to mitigate some of its business interruption loss. • VIPA property insurance program renewal. Despite large losses from Hurricanes Irma and Maria, Aon was able to renew VIPA's insurance program at the market rates. The quality of the submission, including details about repairs at VIPA's facilities, its robust business continuity and emergency response plan, were key factors in the renewal.

114	Provide an example of how your firm has helped a public entity to save money Workers Compensation?	Aon was engaged by a large state to perform a worker's compensation total cost of risk, loss trends, and premium reduction strategy analysis. Included in the deliverables were the design and implementation of "Policy Toolkits", various operational assessments for select agencies, safety program analysis and recommendations implementation, and annual (quarterly) open claim file reviews for all state agencies based on a meaningful selection, to achieve a high confidence. The Aon team began work to extrapolate an actuarial status quo model providing a data informed decision-making platform. Using proprietary analytics from Aon Spectrum the team created a complete loss trend analysis, identifying that four state agencies were driving nearly 80% of the claim severity and frequency. Based on these conclusions, Aon was able to provide better more specific and actionable recommendations to improve best practices and mitigate outstanding claim liabilities. Examples of the recommendations were: • Develop agency-specific strategic plans. • Agency safety management plan and safety training • Job Safety Analysis – identify job tasks/hazards/safe work practices. • Ergonomic Awareness training; wellness and stretching programs. • STF Awareness and prevention, defensive driving, incident reporting and investigation training. • Design and implement Return to Work programs. • Reduce claim liability on aged claims and open non-aged claims. • Implement best practices to internal agencies and with the third-party claims adjuster. • Provide ongoing agency safety committee support. This engagement resulted in over $19M in savings.	

Table 78: Depth and 8readth of Offered Solutions

Indicate below if the listed types or classes of Solutions are offered within your proposal. Provide additional comments in the text box provided, as necessary.

Line Item	Category or Type	Offered *	Comments	
115	Insurance Policy Placement along with solicitations	(•) Yes ( ) No	See detailed answer in uploaded document, "Aon Technical Response Details" Document	*
116	Comprehensive Risk Analysis	(•) Yes ( ) No	See detailed answer in uploaded document, "Aon Technical Response Details" Document	*
117	Claims Prevention and Mitigation	(•) Yes ( ) No	See detailed answer in uploaded document, "Aon Technical Response Details" Document	*
118	Incident Response and Recovery	(•) Yes ( ) No	See detailed answer in uploaded document, "Aon Technical Response Details" Document	*
119	Worker's Compensation Safety Programs	(•) Yes ( ) No	See detailed answer in uploaded document, "Aon Technical Response Details" Document	*
120	Regulatory Compliance and Governance	(•) Yes ( ) No	See detailed answer in uploaded document, "Aon Technical Response Details" Document	
121	Technology and Data Analytics Integration	(•) Yes ( ) No	See detailed answer in uploaded document, "Aon Technical Response Details" Document	
122	Strategic Risk Advisory Services	(•) Yes ( ) No	See detailed answer in uploaded document, "Aon Technical Response Details" Document	
123	Northeast which includes Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont	(•) Yes ( ) No	See detailed answer in uploaded document, "Aon Technical Response Details" Document	
124	Midwest which includes Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin	(•) Yes ( ) No	See detailed answer in uploaded document, "Aon Technical Response Details" Document	
125	South which includes Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, Washington, D.C., and West Virginia	(•) Yes ( ) No	See detailed answer in uploaded document, "Aon Technical Response Details" Document	
126	West which includes Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming	(•) Yes ( ) No	See detailed answer in uploaded document, "Aon Technical Response Details" Document	

Exceptions to Terms, Conditions, or Specifications Form

Only those Proposer Exceptions to Terms, Conditions, or Specifications that have been accepted by Sourcewell have been incorporated into the contract text.

Documents

Ensure your submission document(s) conforms to the following:

1. Documents in PDF format are preferred. Documents in Word, Excel, or compatible formats may also be provided.

2. Documents should NOT have a security password, as Sourcewell may not be able to open the file. It is your sole responsibility to ensure that the uploaded document(s) are not either defective, corrupted or blank and that the documents can be opened and viewed by Sourcewell.

3. Sourcewell may reject any response where any document(s) cannot be opened and viewed by Sourcewell.

4. If you need to upload more than one (1) document for a single item, you should combine the documents into one zipped file. If the zipped file contains more than one (1) document, ensure each document is named, in relation to the submission format item responding to. For example, if responding to the Marketing Plan category save the document as “Marketing Plan.”

- Pricing - Pricing Details .pdf - Tuesday January 21, 2025 09:52:47
- Financial Strength and Stability - Q3 2024 Aon plc.pdf - Tuesday January 21, 2025 10:00:43
- Marketing Plan/Samples - Aon Supplemental Visual Materials - Aon Overview.pdf - Monday January 20, 2025 15:05:30
- WMBE/MBE/SBE or Related Certificates (optional)
- Standard Transaction Document Samples - Transaction Document Samples.zip - Monday January 20, 2025 16:18:03
- Requested Exceptions - Sourcewell RFP_012125_Risk_Mgmt_Master_Agreement Aon.edits 01.21.2025.docx - Monday January 20, 2025 12:00:03
- Upload Additional Document - Technical Response.pdf - Tuesday January 21, 2025 10:07:05

Addenda, Terms and Conditions

PROPOSER AFFIDAVIT OF COMPLIANCE

I certify that I am an authorized representative of Proposer and have authority to submit the foregoing Proposal:

1. The Proposer is submitting this Proposal under its full and complete legal name, and the Proposer legally exists in good standing in the jurisdiction of its residence.

2. The Proposer warrants that the information provided in this Proposal is true, correct, and reliable for purposes of evaluation for award.

3. The Proposer certifies that:

(1) The prices in this Proposal have been arrived at independently, without, for the purpose of restricting competition, any consultation, communication, or agreement with any other Proposer or competitor relating to-

(i) Those prices;

(ii) The intention to submit an offer; or

(iii) The methods or factors used to calculate the prices offered.

(2) The prices in this Proposal have not been and will not be knowingly disclosed by the Proposer, directly or indirectly, to any other Proposer or competitor before award unless otherwise required by law; and

(3) No attempt has been made or will be made by Proposer to induce any other concern to submit or not to submit a Proposal for the purpose of restricting competition.

4. To the best of its knowledge and belief, and except as otherwise disclosed in the Proposal, there are no relevant facts or circumstances which could give rise to an organizational conflict of interest. An organizational conflict of interest is created when a current or prospective supplier is unable to render impartial service to Sourcewell due to the supplier's: a. creation of evaluation criteria during performance of a prior agreement which potentially influences future competitive opportunities to its favor; b. access to nonpublic and material information that may provide for a competitive advantage in a later procurement competition; c. impaired objectivity in providing advice to Sourcewell.

5. Proposer will provide to Sourcewell Participating Entities Solutions in accordance with the terms, conditions, and scope of a resulting master agreement.

6. The Proposer possesses, or will possess all applicable licenses or certifications necessary to deliver Solutions under any resulting master agreement.

7. The Proposer will comply with all applicable provisions of federal, state, and local laws, regulations, rules, and orders.

8. Proposer its employees, agents, and subcontractors are not:

1. Included on the "Specially Designated Nationals and Blocked Persons" list maintained by the Office of Foreign Assets Control of the United States Department of the Treasury found at: https://www.treasury.gov/ofac/downloads/sdnlist.pdf;
2. Included on the government-wide exclusions lists in the United States System for Award Management found at: https://sam.gov/SAM/; or
3. Presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from programs operated by the State of Minnesota; the United States federal government, as applicable; or any Participating Entity. Vendor certifies and warrants that neither it nor its principals have been convicted of a criminal offense related to the subject matter of this solicitation.

☑ By checking this box I acknowledge that I am bound by the terms of the Proposer's Affidavit, have the legal authority to submit this Proposal on behalf of the Proposer, and that this electronic acknowledgment has the same legal effect, validity, and enforceability as if I had hand signed the Proposal. This signature will not be denied such legal effect, validity, or enforceability solely because an electronic signature or electronic record was used in its formation. - Lynn Jekkals, Midwest Region Leader, Aon Risk Services Central, Inc.

The Proposer declares that there is an actual or potential Conflict of Interest relating to the preparation of its submission, and/or the Proposer foresees an actual or potential Conflict of Interest in performing the obligations contemplated in the solicitation proposal.

○ **Yes** ◉ **No**

The Bidder acknowledges and agrees that the addendum/addenda below form part of the Bid Document.

Check the box in the column "**I have reviewed this addendum**" below to acknowledge each of the addenda.

File Name	I have reviewed the below addendum and attachments (if applicable)	Pages
Addendum 9 Risk Management RFP 012125 Tue January 14 2025 08:27 AM	☑	1
Addendum 8 Risk Management RFP 012125 Fri January 10 2025 12:53 PM	☑	2
Addendum 7 Risk Management RFP 012125 Thu January 9 2025 10:08 AM	☑	2
Addendum 6 Risk Management RFP Wed January 8 2025 03:22 PM	☑	2
Addendum 5 Risk Management RFP Wed January 8 2025 03:22 PM	☑	1
Addendum 4 Risk Management RFP 012125 Fri December 20 2024 09:34 AM	☑	1
Addendum 3 Risk Management RFP 012125 Tue December 17 2024 03:39 PM	☑	2
Addendum 2 Risk Management RFP 012125 Fri December 13 2024 01:06 PM	☑	2
Addendum 1 Risk Management RFP 012125 Tue December 10 2024 12:42 PM	☑	1