

Chicago Teachers' Pension Fund

DIVERSITY PROFILE - Response to Section 3.2.5 Disclosure for the following RFP: Network Operations Center Services
RSM US LLP

Business Unit Historical Data

Year	MALE							FEMALE							Overall Total	Total Minority	Total Female
	Disabled	White (origins Europe, North Africa or Middle East)	Black (origins in Africa)	(Spanish culture or origin, regardless of Race)	Asian or Pacific Islander	American Indian or Alaska Native	Two or More Races	Disabled	White (origins Europe, North Africa or Middle East)	Black (origins in Africa)	(Spanish culture or origin, regardless of Race)	Asian or Pacific Islander	American Indian or Alaska Native	Two or More Races			
12/31/2020	4	235	8	18	6		5	2	25	1	2	4			310	50	34
Percentage of Total	1%	76%	3%	6%	2%	0%	2%	1%	8%	0%	1%	1%	0%	0%	100%	16%	11%
12/31/2021	14	281	18	32	13		7	4	38	6	3	5			421	102	56
Percentage of Total	3%	67%	4%	8%	3%	0%	2%	1%	9%	1%	1%	1%	0%	0%	100%	24%	13%
12/31/2022	17	301	21	36	22		8	5	40	8	4	7			469	128	64
Percentage of Total	4%	64%	4%	8%	5%	0%	2%	1%	9%	2%	1%	1%	0%	0%	100%	27%	14%

Veterans Have you hired veterans during the following years? Please complete the chart below. (These are inclusive of all persons).

Veterans - 2020	
Male	Female
45	8

Veterans - 2021	
Male	Female
84	10

Veterans - 2022	
Male	Female
80	9

Please do not change the Table format. Delete these instructions before printing the above Table.

Notes: Table format and categories for race/ethnicity derived from the US Department of Labor Equal Employment Opportunity Employer Information Report (EEO-1). Definitions may be found in Illinois Public Act 92-0670. Any discrepancies should be classified as defined in IL PA92-0670.

Instructions:

Report Full-Time employees only and report employees in only one category. For example, a Female who is Disabled and an Asian may NOT be reported in both categories. Percentage lines, as well as, Columns - Overall Total, Total Minority and Total Female should automatically populate.

Complete the following Diversity Profile tabs:

1. Replace line 4 of this tab - "Respondent Name" with your company name.
2. Complete this tab for the 3 "as of" dates in the left-most column, indicated above.
3. Complete the Company (or US workforce) information in the "Company" tab, as well as the "Company Year Over Year" tab.
4. Complete the "Business Unit" and "Bus Unit Year Over Year" tabs only if different the "Company" and "Company Year Over Year" tabs.
5. Complete the "CTPF Team" and "CTPF Year Over Year" tabs only if different from the "Company" and "Company Year Over Year" and/or "Business Unit", "Bus Unit Year Over Year", tabs.
6. Complete the Veterans hired boxes for the years indicated. These numbers are exclusive of the above Diversity Profile and include all full-time employees in your firm. They may/may not include individuals in the above table.