



MINUTES

**Meeting of the Diversity Committee
of the Board of Trustees of the
State Universities Retirement System
Friday, September 16, 2022, 11:00 a.m.
State Universities Retirement System**

Via remote access only due to ongoing COVID-19 concerns

The meeting on September 16, 2022, was conducted via video conference pursuant to the Governor's COVID-19 Executive Order dated August 19, 2022, and subsection (e) of Section 7 of the Illinois Open Meetings Act. Chair John Atkinson of the SURS Board of Trustees determined that a full, in-person meeting was not practical nor prudent due to the ongoing Covid-19 disaster concerns.

The following trustees were present: Mr. John Atkinson; Dr. Andriy Bodnaruk; Dr. Fred Giertz; Ms. Jamie-Claire Flaherty, Chair; Mr. Scott Hendrie, Mr. John Lyons; Dr. Steven Rock; Mr. Richard Figueroa; Mr. Collin Van Meter; and Mr. Mitchell Vogel.

Others present: Ms. Suzanne Mayer, Executive Director; Mr. Douglas Wesley, Chief Investment Officer (CIO); Ms. Ellen Hung, Deputy CIO; Ms. Bianca Green, General Counsel; Ms. Kristen Houch, Director of Legislative and Stakeholder Relations; Ms. Alicia Route, Legislative Analyst; Ms. Tara Myers, Chief Financial Officer; Ms. Nichole Hemming, Chief Human Resources Officer; Mr. Jefferey Saiger, Chief Technology Officer; Ms. Jackie Hohn, Chief Internal Auditor; Ms. Kelly Carson, Ms. Chelsea McCarty and Ms. Annette Ackerman, Executive Assistants; and Mr. Michael Calabrese of Foley.

Diversity Committee roll call attendance was taken. Trustee Atkinson, present; Trustee Figueroa, present; Trustee Flaherty, present; Trustee Lyons, present and Trustee Weisbenner, absent.

APPROVAL OF MINUTES

Trustee Flaherty presented the minutes from the Diversity Committee meeting of December 2, 2021.

Trustee Figueroa made the following motion:

- That the minutes from the December 2, 2021 Diversity Committee meeting be approved as presented.

Trustee Atkinson seconded the motion which passed via the following roll call vote:

Trustee Atkinson	-	aye
Trustee Figueroa	-	aye
Trustee Flaherty	-	aye
Trustee Lyons	-	aye
Trustee Weisbenner	-	absent

CHAIRPERSON'S REPORT

Trustee Flaherty discussed the review of the annual procurement goal. She indicated that SURS is working to identify areas of opportunity to increase more diverse vendors. Trustee Flaherty provided an update on the hiring process relating to the Chief Diversity Officer position and she suggested SURS consider the open position of the Director of Procurement as well as a dedicated Investment Officers for Diverse and Emerging Managers before hiring a Chief Diversity Officer. Trustee Flaherty reported that SURS is also considering whether to hire a senior human resources leader who will focus on diverse recruiting and retention.

RENEWAL OF SURS INCLUSION GOAL

Ms. Tara Myers explained the SURS Procurement and Staffing Inclusion Policy and the corresponding current goal of 20% that was set by the board in 2022. The SURS actual diversity and inclusion staffing and procurement percentages were 9.8% for fiscal year 2022. Ms. Myers explained how these goals are to be determined and why the percentage decreased from the prior year. After further conversations, the committee members discussed possible ways to improve the procurement percentage.

Trustee Atkinson made the following motion:

- That based on staff recommendation, the SURS diversity procurement goal for contracts and purchases from businesses owned by minorities, females and persons with a disability remain at 20% for fiscal year 2023.

Trustee Lyons seconded the motion which passed via the following roll call vote:

Trustee Atkinson	-	aye
Trustee Figueroa	-	aye
Trustee Flaherty	-	aye
Trustee Lyons	-	aye
Trustee Weisbenner	-	absent

A copy of the memorandum titled “Recommendation of SURS Procurement Inclusion Goal for Fiscal Year 2023” is incorporated as part of these minutes as [Exhibit 1](#). Also included as part of these minutes are staff documents titled “Year to Year Explanations” as [Exhibit 2](#), “MWDBE Detailed Vendor Report FY 2022” as [Exhibit 3](#) and “Upcoming RFPs” as [Exhibit 4](#). The staff policy titled “SURS Procurement and Staffing Inclusion Policy” is incorporated as part of the minutes as [Exhibit 5](#).

PUBLIC COMMENT

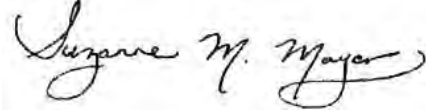
There were no public comments presented to the Diversity Committee.

There was no further business brought before the committee and Trustee Figueroa moved that the meeting be adjourned. The motion was seconded by Trustee Atkinson and the motion passed via the following roll call vote:

Trustee Atkinson	-	aye
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Trustee Figueroa - aye
Trustee Flaherty - aye
Trustee Lyons - aye
Trustee Weisbenner - absent

Respectfully submitted,

A handwritten signature in black ink, reading "Suzanne M. Mayer". The signature is written in a cursive style with a large initial 'S' and a long, sweeping underline.

Ms. Suzanne M. Mayer
Executive Director and Secretary, Board of Trustees

SMM:aa



To: Diversity Committee
 From: Tara Myers, CFO
 Date: September 16, 2022
 Re: Recommendation of SURS Procurement Inclusion Goal for Fiscal Year 2023

The Board of Trustees of State Universities Retirement System (SURS) adopted an Inclusion Policy in December 2009 to establish guidelines for inclusion of minority, women or disabled owned businesses in SURS procurement processes consistent with 40 ILCS 5/1-109.1(6). The policy is reviewed, and a procurement goal is approved each year. The procurement policy is also included in the SURS Diversity Report to the Governor and General Assembly. The Inclusion Policy was last updated in September 2019 based on feedback from the Board.

Staff continuously works to increase the spending allocated to diverse vendors. Our percentage of non-investment MWDBE spend relies heavily on our overall project spend each year and can fluctuate significantly depending on the projects that are in progress. The table below shows a summary of the total spend compared to the MWDBE spend.

	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	Estimated FY2023
Goal	25%	25%	25%	25%	25%	20%	20%
Total Spend	3,444,364	3,117,965	4,584,780	5,979,577	6,717,915	11,577,045	16,123,922
MWDBE	455,392	471,963	953,461	1,094,464	841,401	1,139,245	1,350,958
% MWDBE	13.2%	15.1%	20.8%	18.3%	12.5%	9.8%	8.4%
PAS Spend	-	-	-	(228,623)	(845,881)	(5,254,834)	(6,278,026)
% w/o PAS	13.2%	15.1%	20.8%	19.0%	11.7%	13.8%	11.6%

In fiscal year 2022 our MWDBE spend increased, however the MWDBE percentage decreased, as anticipated last year in our projection, due to our increase in overall spend. Our overall spend increased over fiscal year 2021 by approximately \$4.9M. Much of the increase is due to the large-scale Pension Administration System Project (PAS), but there has also been increased spending on mid-scale projects. This spending includes increases in professional/consulting services related to security, risk and other demands resulting from the PAS project. These increases have been necessary to makeup for the “technical debt” incurred in prior years when little was spent on technological upgrades. We anticipate that some of this excess spending will go away after the PAS project is complete, but it is not necessarily directly related to the PAS. MWDBE spending increased by \$298k. The PAS project includes a diverse vendor, Managed Business Services, who was paid \$267k this fiscal year.



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Staff has analyzed the expected spending for fiscal year 2023 to determine what our expected diverse spending will be for next year. Based on our estimates, the fiscal year 2023 MWDBE spending would be 8.4%. Staff continues to work on changes to the procurement procedures that will help in our advertising and outreach, specifically to diverse vendors. We have compiled a list of organizations that we will communicate with on all RFP's as well as additional resources for advertising.

Given the analysis discussed above and the anticipated project spending over the next five years, staff recommends that the procurement goal for fiscal year 2023 remain at 20%. This would be consistent with the aspirational goal that is set in statute (40 ILCS 5/1-109.1 (10) and would still maintain a "stretch" goal for SURS. We will continue to evaluate all spending and adjust the future goal as needed on an annual basis.

Recommendation

Staff recommends that the SURS goal for contracts and purchases from businesses owned by minorities, female, and persons with a disability remain at 20% for fiscal year 2023.

In fiscal year 2017, we had significant MWDBE spending for the following vendors:

- Burke Burns & Pinelli – Approximately \$145k was spent for SURS Fiduciary Legal Counsel. This was a reoccurring expense until mid-fiscal year 2019 when they did not participate in the RFP process. They are a woman owned vendor.
- Tave & Associates – Approximately \$75k was spent for commercial insurance coverage. This was a reoccurring expense through fiscal year 2021. They are a woman owed vendor.

In fiscal year 2018, we had significant MWDBE spending for the following vendors:

- Burke Burns & Pinelli – Approximately \$166k was spent for SURS Fiduciary Legal Counsel. This was a reoccurring expense until mid-fiscal year 2019 when they did not participate in the RFP process. They are a woman owned vendor.
- Tave & Associates – Approximately \$69k was spent for commercial insurance coverage. This was a reoccurring expense through fiscal year 2021. They are a woman owed vendor.

In fiscal year 2019, we had significant MWDBE spending for the following vendors:

- Seico – Approximately \$191k was spent for security upgrades for both buildings. The majority of the expense for this two-year project occurred in FY 2019 and 2020. Smaller amounts were incurred in FY 2021. They are a disability vendor.
- Burke Burns & Pinelli – Approximately \$63k was spent for SURS Fiduciary Legal Counsel. This amount was only for a portion of the year. Normally the annual spend with this vendor would be at least twice this amount. This was a reoccurring expense until mid-fiscal year 2019 when they did not participate in the RFP process. They are a woman owned vendor.
- Tave & Associates – Approximately \$94k was spent for commercial insurance coverage. This was a reoccurring expense through fiscal year 2021. They are a woman owed vendor.
- Stocks Office Furniture/Rogards – A total of approximately \$255k was spent for these two vendors for the renovation of the new 1801 office space. They are both women owed vendors. We continued to use Stocks in fiscal year 2021 (\$141k) and will also do so in fiscal year 2022 (estimate \$162k). Once the renovation projects are completed, this vendor will no longer be utilized.
- Newegg/Software Hardware Integration – A total of approximately \$92k was spent at these two vendors to purchase misc. computer supplies such as laptops, keyboards, and related items. Neither vendor responded to our recent RFP's, therefore future significant spending was moved to other vendors. Both are minority vendors.

In fiscal year 2020, we had significant MWDBE spending for the following vendors:

- Seico – Approximately \$233k was spent for security upgrades for both buildings. Fiscal year 2020 was the last of the significant spend for the vendor. They are a disability vendor.
- Huber & Associates – Approximately \$265k was spent on new CSG hardware. This is a one-time expense. They are a woman owned vendor.

- Tave & Associates – Approximately \$84k was spent for commercial insurance coverage. They are a woman owed vendor. This was a reoccurring expense through fiscal year 2021.
- Greenwood Asher – Approximately \$53k was spent. They were used for the initial CDO search. The Board decided to move to a different vendor during the Executive Director search RFP process (which now includes the CDO search). During the ED search RFP process, it was noted that their MWDBE status changed due to a change in the ownership. They were previously considered a minority vendor but are no longer eligible.

In fiscal year 2021, we had significant MWDBE spending for the following vendors:

- Managed Business Solutions – Approximately \$114k was spent related to the PAS project. This was a new vendor in 2021. They are a minority owned vendor.
- Bailey Edwards Design – Approximately \$48k was spent related to the renovations at the 1801 and 1901 buildings. They are a woman owned vendor.
- Stocks Office Furniture – Approximately \$142k was spent for the furniture in the renovated areas at 1901 (call center and counseling area). They are a woman owed vendor.
- Seico – Approximately \$30k was spent for the remaining security upgrades in both buildings. This was a decrease of over \$200k in fiscal year 2020 but the amount increased again in fiscal year 2022. They are a disability vendor.
- ServiceMaster Janitorial – Approximately \$86k was spent on cleaning services for both buildings. They were a minority owned vendor.
- Sagitec Solutions – \$40k was spent for a proof of concept during the RFP process used to select the vendor for the PAS project. Since they were not selected for the project, this is a one-time expense. They are a minority owned vendor.
- Tave & Associates – Approximately \$98k was spent for commercial insurance coverage. They are a woman owed vendor. This was a reoccurring expense through fiscal year 2021. When SURS issued the insurance broker RFP, Tave decided not to participate in the process.

In fiscal year 2022, we had significant MWDBE spending for the following vendors:

- Managed Business Solutions – Approximately \$267k was spent related to the PAS project. They are a minority owned vendor.
- Bailey Edwards Design – Approximately \$118k was spent related to the renovations at the 1801 and 1901 buildings. They are a woman owned vendor.
- Stocks Office Furniture – Approximately \$147k was spent on the renovation of the Tech Center office space at the 1801 building. We continued to use Stocks in fiscal year 2023 (estimate \$202k) for renovation projects at the 1901 building. They are a women owed vendor.
- Rogards – Approximately \$85k was spend on air purifiers and filters. They are a women owed vendor.
- Seico – Approximately \$79k was spent for various security related repairs/work in both buildings. They are a disability vendor.

- Zones – Approximately \$371k was spent on various IT related expenditures. We continue to move spending to Zones as we see opportunity. They are a minority owned vendor.
- ServiceMaster Janitorial – Approximately \$25k that qualified as MWDBE was spent on cleaning services. In fiscal year 2022, this vendor was purchased by another company that does not qualify as diverse. Only a partial year of spending was included in calculation. They were a minority owned vendor.

State Universities Retirement System
 MWDBE Detailed Vendor Report

Service Provider Name	Service Provider Category	MWDBE Type	2017 Amount	2018 Amount	2019 Amount	2020 Amount	2021 Amount	2022 Amount	Projected 2023 Budget
ZONES LLC	Information Services	Minority	-	-	203,984	235,658	254,572	371,176	442,383
MANAGED BUSINESS SOLUTIONS, LLC	Information Services	Minority	-	-	-	-	114,145	267,153	209,146
STOCKS OFFICE FURNITURE	Building Supplies	Female	36,746	2,154	220,164	12,766	141,531	147,262	201,500
BAILEY EDWARD DESIGN INC	Architectural and Engineering	Female	-	-	-	55,275	47,837	117,695	106,052
ROGARDS	Office Supplies	Female	16,404	13,959	34,937	24,388	5,556	84,813	5,000
SEICO, INC	Building Services	Disabled	-	36,338	191,231	233,109	29,576	78,894	66,500
SERVICEMASTER JANITORIAL	Building Services	Minority	-	-	-	50,311	86,248	24,937	-
HUBER & ASSOCIATES, INC	Information Services	Female	26,824	15,357	9,823	265,220	1,920	17,139	29,500
BOLD AGENDA	Professional Services	Minority	-	-	-	-	9,278	13,111	-
SOFTWARE HARDWARE INTEGRATION	Information Services	Minority	14,456	37,820	47,647	10,120	3,350	6,638	5,000
PLANTS ETC	Building Services	Female	2,028	1,622	1,498	1,687	1,687	1,687	1,687
CHEMICAL MAINTENANCE, INC	Building Supplies	Minority	227	168	1,046	8,462	392	1,373	2,500
M&S PEST CONTROL	Building Services	Female	1,035	1,035	990	1,560	1,975	1,325	1,500
TROPHYTIME	Office Supplies	Female	373	538	192	884	981	1,213	900
NEWEGG.COM	Office Supplies	Minority	34,142	38,099	44,218	11,338	1,246	1,092	1,000
TAA TOOLS INC	Information Services	Female	735	750	800	815	855	870	941
WATERS AND ASSOCIATES CERTIFIED									
SHORTHAND REPORTERS	Legal Services	Female	-	-	-	-	-	753	-
ACCESS LOCKSMITHS & SECURITY	Building Services	Disabled	-	-	-	3,932	1,380	730	1,000
WATTS COPY SYSTEMS	Information Services	Female	9,668	8,256	5,055	1,938	223	614	600
PIATO CAFE, INC	Professional Services	Female	-	450	710	665	-	490	500
TERESA'S CAKES AND COOKIES	Professional Services	Female	270	240	265	80	-	282	250
STAFFING SERVICES (pending RFP)	Professional Services	-	-	-	-	-	-	-	275,000
BURKE BURNS & PINELLI, LTD	Legal Services	Female	145,033	166,406	63,139	-	-	-	-
TAVE & ASSOCIATES	Insurance	Female	75,100	68,825	93,592	84,216	97,917	-	-
SPHERION STAFFING LLC	Professional Services	Female	-	33,750	-	-	-	-	-
WOOLARD MARKETING CONSULTANTS	Professional Services	Female	22,959	23,106	23,952	-	-	-	-
HEARTSMART.COM	Office Supplies	Minority	-	1,359	-	845	-	-	-
CONNOR COMPANY	Building Supplies	Female	725	599	202	1,789	-	-	-
STORE SMART	Office Supplies	Female	-	318	437	-	-	-	-
DIAMOND DATA	Information Services	Female	8,106	-	-	10,230	-	-	-
217 BACKYARD BBQ	Professional Services	Minority	-	-	-	800	-	-	-
ATLAS GROUP	Professional Services	Disabled	-	-	-	9,730	-	-	-
CUSTOM FLOORING & INTERIORS	Building Services	Female	-	-	1,350	3,300	-	-	-
GREENWOOD/ASHER & ASSOCIATES	Professional Services	Female	-	-	-	53,204	-	-	-
ILLINOIS LANGUAGE SERVICES	Professional Services	Minority	-	-	178	-	-	-	-
MAGNETIC PRODUCTS AND SERVICES, INC	Office Supplies	Female	-	-	-	4,374	733	-	-
PERFECT OUTPUT, LLC	Building Supplies	Minority	-	-	6,170	-	-	-	-
RUBBER STAMPS UNLIMITED, INC.	Office Supplies	Female	-	-	37	-	-	-	-
SAGITEC SOLUTIONS LLC	Information Services	Minority	-	-	-	-	40,000	-	-
YDAA & ASSOCIATES, INC	Training	Minority	-	-	1,845	7,769	-	-	-
DMG CONSULTING	Professional Services	Female	1,292	16,100	-	-	-	-	-
MIDWEST MAILING & SHIPPING SYSTEMS, INC	Office Supplies	Female	2,380	2,380	-	-	-	-	-
EPANIC BUTTON LLC	Information Services	Minority	1,000	1,000	-	-	-	-	-
JANET JONES	Professional Services	Minority	48,000	-	-	-	-	-	-
TSI COMMERCIAL FLOOR COVERING	Building Services	Female	7,889	1,335	-	-	-	-	-
VITECH	Information Services	Not Qualified	-	-	-	-	40,000	3,389,780	-
LINEA SOLUTIONS	Information Services	Not Qualified	-	-	-	228,623	651,736	1,597,901	-
BARBER & DEATLEY, INC	Architectural and Engineering	Not Qualified	-	-	481,833	451,836	721,933	818,546	-
FOLEY & LARDNER LLP	Legal Services	Not Qualified	-	-	-	92,853	621,977	433,273	-
ALLIANT INSURANCE SERVICES, INC	Insurance	Not Qualified	-	-	-	-	-	408,528	-
VOYA INSTITUTIONAL PLAN SERVICES, LLC	Professional Services	Not Qualified	-	-	-	-	429,786	333,707	-
GABRIEL, ROEDER, SMITH & CO	Professional Services	Not Qualified	215,796	260,897	226,103	185,941	252,719	229,972	-
ICE MILLER LLP	Legal Services	Not Qualified	-	74,642	176,216	236,318	126,589	215,772	-
SIRIUS Computer Solutions	Information Services	Not Qualified	384,034	33,071	41,724	74,959	57,473	207,732	-
ERNST & YOUNG LLP	Information Services	Not Qualified	-	-	-	157,896	189,475	140,000	-
INFO-TECH RESEARCH GROUP INC	Information Services	Not Qualified	10,335	11,486	11,486	70,664	129,659	139,477	-
GLASS LEWIS & CO, LLC	Professional Services	Not Qualified	85,050	113,400	113,400	113,400	113,400	115,350	-

State Universities Retirement System
MWDBE Detailed Vendor Report

Service Provider Name	Service Provider Category	MWDBE Type	2017 Amount	2018 Amount	2019 Amount	2020 Amount	2021 Amount	2022 Amount	Projected 2023 Budget
ENCHOICE	Information Services	Not Qualified	-	-	-	125,700	59,000	110,000	
SECUREWORKS, INC	Information Services	Not Qualified	128,112	73,034	97,502	98,267	98,267	107,116	
HEIDRICK & STUGGLES INC.	Professional Services	Not Qualified	134,789	-	-	-	-	105,977	
LEVI RAY & SHOUP INC	Information Services	Not Qualified	2,495	-	79,184	111,542	35,900	102,149	
SQUIRE PATTON BOGGS	Legal Services	Not Qualified	-	216,397	59,212	20,012	23,100	99,906	
CARASOFT TECHNOLOGY CORP	Information Services	Not Qualified	-	-	57,528	44,162	103,964	95,581	
CDW GOVERNMENT, INC	Information Services	Not Qualified	-	3,809	39,881	32,905	209,604	88,779	
RICOH USA INC	Information Services	Not Qualified	19,286	21,095	17,970	15,347	6,383	85,363	
KROLL ASSOCIATES, INC.	Information Services	Not Qualified	-	-	-	-	-	83,600	
MORGAN, LEWIS & BOCKIUS LLP	Legal Services	Not Qualified	-	-	-	52,933	64,497	82,979	
SERVICEMASTER JANITORIAL	Building Services	Not Qualified	-	-	-	-	-	74,811	
K&L GATES LLP	Legal Services	Not Qualified	-	-	-	59,458	94,524	68,029	
INSIGHT PUBLIC SECTOR	Information Services	Not Qualified	407	-	-	177,284	101,367	60,108	
NASDAQ - BOARDVANTAGE, INC	Information Services	Not Qualified	23,583	-	37,732	19,583	26,208	49,556	
EVESTMENT ALLIANCE, LLC	Information Services	Not Qualified	33,075	42,782	-	84,943	46,150	47,189	
DOCUMENT ACCESS SYSTEMS	Information Services	Not Qualified	83,573	49,973	53,473	49,973	44,282	46,496	
QUICKSILVER MAILING SERVICES	Professional Services	Not Qualified	38,055	38,615	41,153	44,537	30,946	43,927	
MRC INFORMATION TECHNOLOGY INC	Information Services	Not Qualified	72,418	35,131	49,439	119,370	27,892	43,158	
DYNAMO SOFTWARE, INC	Information Services	Not Qualified	-	-	-	-	76,500	41,000	
CROWE LLP	Professional Services	Not Qualified	-	-	-	-	19,807	39,900	
MID ILLINOIS CONCRETE	Building Services	Not Qualified	-	-	-	2,450	-	38,880	
LPMC TECHNOLOGY SOLUTIONS, LLC	Information Services	Not Qualified	-	-	-	-	48,558	38,523	
DAVIS-HOUK MECHANICAL INC	Building Services	Not Qualified	11,865	10,900	288	1,895	4,831	35,740	
PITNEY BOWES INC	Professional Services	Not Qualified	3,485	469	-	-	-	35,439	
CHUBB	Insurance	Not Qualified	-	-	-	-	-	32,619	
ITECH SOLUTIONS GROUP, LLC	Information Services	Not Qualified	-	45,906	30,018	30,018	33,074	32,408	
LANSAS, INC	Information Services	Not Qualified	32,350	35,303	29,050	68,865	74,399	29,550	
AGILOFT, INC	Information Services	Not Qualified	-	-	-	29,377	10,745	29,175	
ADP, LLC	Information Services	Not Qualified	-	-	-	-	36,559	28,220	
TEAMDYNAMIX SOLUTIONS LLC	Information Services	Not Qualified	-	-	43,292	20,056	29,980	26,871	
EXECUTIVE COACHING CONNECTIONS	Professional Services	Not Qualified	-	-	-	-	-	25,000	
POLSINELLI LLP	Legal Services	Not Qualified	-	-	-	-	-	22,196	
CBIZ	Professional Services	Not Qualified	-	-	-	-	-	21,350	
WINGLE CONSTRUCTION INC	Building Services	Not Qualified	-	-	-	-	-	21,132	
SURFACE 51, INC	Professional Services	Not Qualified	-	-	-	18,975	19,800	20,625	
RETIREAWARE	Professional Services	Not Qualified	-	-	-	-	-	19,202	
FEATHERSTUN, GAUMER, POSTLEWAIT	Legal Services	Not Qualified	35,593	12,392	19,119	21,636	11,227	19,035	
PRUDENTIAL GROUP INSURANCE	Professional Services	Not Qualified	14,514	22,191	-	31,917	14,081	18,862	
CDS OFFICE TECHNOLOGIES	Information Services	Not Qualified	-	-	-	-	16,703	17,979	
IBM CORPORATION	Information Services	Not Qualified	12,735	13,014	3,610	13,672	7,161	17,932	
ALPHA CONTROLS & SERVICES LLC	Building Services	Not Qualified	-	2,636	4,821	12,980	5,355	17,752	
OTTOSEN DINOLFO	Legal Services	Not Qualified	-	-	-	2,950	22,395	17,500	
WORLD TECHNOLOGIES, INC	Information Services	Not Qualified	-	-	-	19,500	-	17,250	
TIMETRADE SYSTEMS, INC	Information Services	Not Qualified	-	-	21,384	21,384	21,384	17,000	
CLICKDIMENSIONS, LLC	Information Services	Not Qualified	12,150	13,112	-	29,138	15,109	16,116	
CA, INC	Information Services	Not Qualified	14,466	15,336	15,336	15,294	15,294	15,294	
TENSION ENVELOPE CORPORATION	Office Supplies	Not Qualified	10,718	12,975	8,680	12,530	6,295	14,973	
MIMECAST NORTH AMERICA, INC	Information Services	Not Qualified	3,630	3,630	3,630	5,250	4,382	14,531	
S&P GLOBAL MARKET INTELLIGENCE	Professional Services	Not Qualified	-	-	-	-	14,000	14,420	
ZOHO CORPORATION	Information Services	Not Qualified	5,247	5,780	42,190	1,008	11,748	12,838	
HELPSYSTEMS, LLC	Information Services	Not Qualified	9,578	5,024	5,195	5,372	5,554	11,593	
DAVIS ELECTRIC	Building Services	Not Qualified	2,822	4,343	6,004	5,895	2,839	10,671	
BERWYN GROUP	Professional Services	Not Qualified	5,040	5,040	5,040	5,040	4,200	9,405	
OPENTEXT INC	Information Services	Not Qualified	-	-	-	9,970	8,970	8,970	
CM FIRST TECHNOLOGIES	Information Services	Not Qualified	56,500	20,000	7,896	8,400	19,790	8,892	
Lazer's Edge Office Automation	Information Services	Not Qualified	7,446	7,931	12,988	8,115	10,289	8,608	
RMC IMAGING, INC	Information Services	Not Qualified	-	-	-	-	-	7,995	
MEETINGZONE, INC	Information Services	Not Qualified	-	-	5,708	7,836	7,836	7,836	

State Universities Retirement System
MWDBE Detailed Vendor Report

Service Provider Name	Service Provider Category	MWDBE Type	2017 Amount	2018 Amount	2019 Amount	2020 Amount	2021 Amount	2022 Amount	Projected 2023 Budget
PARK PLACE TECHNOLOGIES	Information Services	Not Qualified	-	-	-	4,358	5,424	7,726	
ACCURATE EMPLOYMENT SCREENING, LLC	Professional Services	Not Qualified	-	-	-	-	3,728	7,525	
AMAZON CAPITAL SERVICES	Information Services	Not Qualified	-	-	880	13,161	4,319	7,424	
WORKSRIGHT SOFTWARE, INC	Information Services	Not Qualified	5,500	6,000	6,000	6,000	6,500	6,696	
VISION SOLUTIONS, INC	Information Services	Not Qualified	7,438	4,438	4,660	4,893	6,293	6,607	
MEYER CAPEL	Legal Services	Not Qualified	-	2,503	3,906	891	1,386	6,204	
HUTCHINSON AND BLOODGOOD LLP	Information Services	Not Qualified	-	-	-	84,468	40,356	5,800	
OFFICE DEPOT	Office Supplies	Not Qualified	-	8,857	13,296	10,424	2,797	5,620	
WALZ LABEL AND MAILING SYSTEMS	Office Supplies	Not Qualified	-	9,111	6,981	5,224	5,375	5,482	
MCLEAN & CO	Professional Services	Not Qualified	-	-	-	13,718	30,404	5,112	
SAP PUBLIC SERVICES INC	Information Services	Not Qualified	4,585	4,585	4,585	4,585	4,585	4,585	
DIGICERT INC	Information Services	Not Qualified	-	1,425	-	782	-	4,472	
ALTORFER INC	Building Services	Not Qualified	1,788	2,193	9,772	23,666	4,243	4,243	
TERRYBERRY	Professional Services	Not Qualified	3,811	2,518	6,328	4,164	1,929	3,968	
RAVE WIRELESS, INC	Information Services	Not Qualified	-	3,930	-	-	11,790	3,930	
CONFIDENTIAL ON-SITE PAPER SHREDDING	Professional Services	Not Qualified	-	1,604	2,978	2,887	1,989	3,349	
THE BLIND MAN INC	Building Services	Not Qualified	-	-	-	-	2,122	3,319	
CONTEGIX	Information Services	Not Qualified	11,148	10,800	9,900	10,800	10,800	3,077	
RR DONNELLEY	Office Supplies	Not Qualified	6,912	6,638	6,713	4,966	5,916	3,011	
PEAK-RYZEX, INC	Office Supplies	Not Qualified	2,928	2,928	2,928	2,985	2,985	2,985	
SOLARWINDS, INC	Information Services	Not Qualified	2,459	2,543	2,620	2,685	2,732	2,893	
CETESoftware	Information Services	Not Qualified	2,705	2,665	2,795	2,795	2,795	2,795	
POLICYPAK SOFTWARE	Information Services	Not Qualified	1,500	-	2,140	2,034	2,548	2,517	
NAVIGATE360, LLC	Training	Not Qualified	-	-	-	2,333	-	2,503	
CLEAR CHOICE HEADSETS & TECHNOLOGY, LLC	Information Services	Not Qualified	-	-	-	-	-	2,259	
AREA DISPOSAL SERVICE, INC	Building Services	Not Qualified	2,874	2,738	3,130	3,536	3,521	2,196	
RICHARD S. GOLDBERG, M.D., LTD	Professional Services	Not Qualified	-	-	2,338	2,475	-	2,125	
LAWRENCE L. JECKEL, M.D.	Professional Services	Not Qualified	3,420	1,520	-	1,500	-	2,000	
IDEAL ENVIRONMENTAL ENGINEERING, INC.	Building Services	Not Qualified	-	-	-	-	-	1,926	
TVL INC.	Information Services	Not Qualified	714	714	714	-	1,418	1,903	
ADVANCED DIGITAL MEDIA INC	Information Services	Not Qualified	680	1,140	1,140	1,140	1,200	1,800	
LEXISNEXIS RISK SOLUTIONS	Professional Services	Not Qualified	638	835	656	2,218	1,800	1,800	
BUSINESS & LEGAL RESOURCES	Legal Services	Not Qualified	-	695	2,749	3,090	3,539	1,795	
KNOWBE4, INC	Information Services	Not Qualified	3,108	-	-	4,698	-	1,795	
A&R MECHANICAL CONTRACTORS, INC	Building Services	Not Qualified	288,333	-	1,105	356,143	3,700	1,787	
PRODATA	Information Services	Not Qualified	750	790	790	6,780	1,660	1,700	
TECHSMITH CORPORATION	Information Services	Not Qualified	-	-	-	-	-	1,669	
QUADIENT, INC	Professional Services	Not Qualified	-	-	-	-	1,412	1,624	
DDC PUBLIC AFFAIRS	Information Services	Not Qualified	1,500	1,500	1,500	1,500	1,500	1,500	
HERRIOTT'S COFFEE COMPANY	Office Supplies	Not Qualified	3,003	4,329	3,870	3,226	-	1,388	
MICHAELS CATERING	Professional Services	Not Qualified	990	2,448	3,425	1,710	-	1,373	
MIDWEST GLASS TINTERS, INC	Building Services	Not Qualified	-	-	-	-	-	1,337	
H-O-H WATER TECHNOLOGY, INC.	Building Services	Not Qualified	-	-	-	-	-	1,287	
TIBCO SOFTWARE, INC	Information Services	Not Qualified	-	-	1,155	1,213	1,423	1,236	
GETZ FIRE EQUIPMENT	Building Services	Not Qualified	830	830	1,063	2,416	1,096	1,183	
CU HARDWARE COMPANY	Building Supplies	Not Qualified	-	-	2,599	2,306	421	1,183	
AREA WIDE REPORTING SERVICE	Professional Services	Not Qualified	2,985	1,115	2,159	1,389	1,784	1,129	
ULINE	Building Services	Not Qualified	-	-	-	4,409	309	1,032	
AHEAD OF OUR TIME PUBLISHING	Professional Services	Not Qualified	500	500	500	-	500	1,000	
CLEVERBRIDGE, INC	Information Services	Not Qualified	995	995	995	995	1,000	1,000	
MSCI INC.	Information Services	Not Qualified	-	-	-	-	1,000	1,000	
PEERNET INC	Information Services	Not Qualified	417	430	-	456	469	965	
PROPIO LANGUAGE SERVICES	Professional Services	Not Qualified	801	799	855	563	760	871	
CHAMPAIGN MULTIMEDIA GROUP	Professional Services	Not Qualified	-	-	-	-	495	849	
DREAMSTIME	Professional Services	Not Qualified	940	470	470	839	-	839	
MESIROW INSURANCE SERVICES INC	Insurance	Not Qualified	327,690	264,532	308,140	385,936	393,187	755	
UPCLOSE PRINTING	Professional Services	Not Qualified	1,129	1,453	1,086	1,397	495	718	
DPT COMPANIES, INC	Building Services	Not Qualified	1,001	-	-	-	920	642	

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TEE JAY CENTRAL, INC.	Building Services	Not Qualified	-	-	-	-	-	633	-
COVENTBRIDGE (USA) INC.	Professional Services	Not Qualified	-	3,150	257	-	-	582	-
KISCO INFORMATION SYSTEMS	Information Services	Not Qualified	494	544	544	544	571	571	-
UNIFIRST	Office Supplies	Not Qualified	-	-	-	-	-	570	-
STAPLES BUSINESS CREDIT	Office Supplies	Not Qualified	16,649	9,400	7,369	14,657	5,997	558	-
STARWIND SOFTWARE	Information Services	Not Qualified	-	-	-	2,249	500	500	-
VITAL SIGNS	Office Supplies	Not Qualified	130	130	125	-	-	500	-
CONSUMERINFO.COM	Professional Services	Not Qualified	-	-	-	-	-	463	-
AMERICAN PEST CONTROL INC	Building Services	Not Qualified	-	-	-	-	-	450	-
BACON & VAN BUSKIRK	Building Services	Not Qualified	-	-	833	1,130	760	445	-
AMERICAN MESSAGING	Information Services	Not Qualified	101	101	128	186	370	421	-
UNITED FUEL COMPANY	Building Supplies	Not Qualified	404	-	769	-	680	416	-
MCCORMICK COMMERCIAL SERVICES	Building Services	Not Qualified	-	242	-	-	-	402	-
THOMPSON MCLELLAN	Professional Services	Not Qualified	350	233	-	-	-	350	-
BLOOMINGTON OFFSET PROCESS INC	Professional Services	Not Qualified	-	485	440	480	360	336	-
JULIE LAUT	Professional Services	Not Qualified	-	-	-	-	-	325	-
MYRON CORP	Office Supplies	Not Qualified	422	222	240	233	304	306	-
RELY CO	Office Supplies	Not Qualified	4,286	3,609	-	465	-	275	-
PRACTISING LAW INSTITUTE	Legal Services	Not Qualified	-	-	-	-	423	264	-
51 FIRE AND SAFETY	Building Services	Not Qualified	-	-	-	-	150	242	-
DEAN'S GRAPHICS	Office Supplies	Not Qualified	135	-	87	-	-	202	-
URS AGENTS, LLC	Legal Services	Not Qualified	-	-	-	-	-	198	-
LENOVO (UNITED STATES) INC.	Information Services	Not Qualified	-	-	-	-	473	197	-
WORLDSHARP TECHNOLOGIES, INC	Information Services	Not Qualified	190	190	190	190	190	190	-
MINUTEMAN PRESS	Professional Services	Not Qualified	-	-	-	-	246	177	-
DUNCAN SUPPLY CO	Building Supplies	Not Qualified	213	477	-	6,525	860	161	-
GUMBO SOFTWARE INC	Information Services	Not Qualified	150	150	150	150	150	150	-
BRETT KRAMER PHOTOGRAPHY	Professional Services	Not Qualified	-	-	-	-	-	135	-
FAST SIGNS	Building Services	Not Qualified	-	-	-	-	399	120	-
DUFFING INTERPRETING SERVICES	Professional Services	Not Qualified	-	-	-	-	-	110	-
ACCENTURE, LLP	Professional Services	Not Qualified	-	-	298,000	-	-	-	-
ACE HARDWARE 665	Building Supplies	Not Qualified	1,252	1,191	1,858	35	-	-	-
ACL SERVICES LTD	Information Services	Not Qualified	1,287	625	681	742	-	-	-
ADJACENT TECHNOLOGIES, INC	Professional Services	Not Qualified	24,180	-	31,200	34,000	17,000	-	-
ADVANCED AUDIO AND LIGHTING	Information Services	Not Qualified	-	37,174	92,981	127,185	29,012	-	-
ALICE TRAINING INSTITUTE LLC	Professional Services	Not Qualified	-	-	4,665	-	-	-	-
ALPHA MECHANICAL SERVICE, INC	Building Services	Not Qualified	-	22,499	89,839	-	-	-	-
ALTEC PRODUCTS INC	Information Services	Not Qualified	-	57,714	3,967	4,176	4,176	-	-
AMSTERDAM PRINTING & LITHO	Office Supplies	Not Qualified	552	596	335	502	-	-	-
ARROW GLASS	Building Services	Not Qualified	-	-	298	-	-	-	-
AVIDXCHANGE	Information Services	Not Qualified	-	-	960	960	-	-	-
AWARDS LTD	Office Supplies	Not Qualified	319	82	114	-	-	-	-
BARBECK COMM. GROUP INC	Building Supplies	Not Qualified	-	-	470	-	-	-	-
BEYONDTRUST SOFTWARE, INC	Information Services	Not Qualified	1,430	1,430	1,611	-	-	-	-
BRADFIELDS COMPUTER SUPPLY	Office Supplies	Not Qualified	70	2,812	2,584	11,581	265	-	-
BULLDOG DISPOSAL SERVICES, INC	Building Services	Not Qualified	-	-	-	1,134	249	-	-
C D S OFFICE TECHNOLOGIES	Information Services	Not Qualified	15,132	7,963	31,079	47,187	-	-	-
CAREERBUILDER, LLC	Professional Services	Not Qualified	-	5,260	6,294	5,995	-	-	-
CHRIS BROWN PHOTOGRAPHY	Professional Services	Not Qualified	-	-	-	2,750	-	-	-
CISCO WEBEX, LLC	Information Services	Not Qualified	10,483	11,098	1,590	-	-	-	-
CITRIX SYSTEMS INC	Information Services	Not Qualified	8,600	8,600	8,600	4,863	-	-	-
COUNTRY ARBORS NURSERY INC	Building Supplies	Not Qualified	29	-	363	-	-	-	-
COUNTRY FAIR SELF STORAGE	Building Services	Not Qualified	2,460	2,340	4,800	-	5,100	-	-
COUNTY ASPHALT COMPANY, INC	Building Services	Not Qualified	-	-	-	2,403	-	-	-
D1 NETWORKS, LLC	Information Services	Not Qualified	-	-	47,670	7,100	-	-	-
DATA IMAGING SUPPLIES	Office Supplies	Not Qualified	2,278	689	464	2,600	2,600	-	-
DAVID SMITH RADON REMEDIES INC	Building Services	Not Qualified	-	-	7,200	-	1,600	-	-
DISH PASSIONATE CUISINE	Professional Services	Not Qualified	-	554	170	180	-	-	-

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DLT SOLUTIONS, LLC	Information Services	Not Qualified	-	-	20,035	1,342	-	-	-
DOMINO'S PIZZA	Professional Services	Not Qualified	-	-	202	-	-	-	-
DYNAMIC CONTROLS, INC	Building Services	Not Qualified	387	-	6,513	-	-	-	-
ELECTION-AMERICA	Professional Services	Not Qualified	-	36,789	-	-	37,024	-	-
EMAGINED SECURITY, INC	Information Services	Not Qualified	20,000	20,000	-	20,000	-	-	-
FAEGRE DRINKER BIDDLE & REATH	Legal Services	Not Qualified	-	-	-	25,427	46,419	-	-
FE MORAN INC	Building Services	Not Qualified	1,047	1,074	1,074	93	-	-	-
FEDERAL COMPANIES	Professional Services	Not Qualified	-	-	-	11,019	-	-	-
FIRESTONE BUILDING PRODUCTS	Building Supplies	Not Qualified	-	-	100	-	-	-	-
GALVANIZE	Information Services	Not Qualified	-	-	-	-	809	-	-
GENESYS TELECOMMUNICATIONS LAB	Information Services	Not Qualified	-	67,285	22,463	-	-	-	-
GHR ENGINEERS AND ASSOCIATES	Building Services	Not Qualified	411	5,164	3,345	-	-	-	-
GOVCONNECTION, INC	Office Supplies	Not Qualified	-	-	18,156	-	-	-	-
GREAT HARVEST BREAD CO.	Professional Services	Not Qualified	-	-	282	-	-	-	-
GROOM LAW GROUP, CHARTERED	Legal Services	Not Qualified	-	-	-	5,588	-	-	-
HARBOR FREIGHT	Building Supplies	Not Qualified	-	-	-	304	-	-	-
HOLIDAY INN HOTEL	Professional Services	Not Qualified	-	-	-	4,287	-	-	-
ILLINI CONTRACTORS SUPPLY	Building Supplies	Not Qualified	-	-	-	354	-	-	-
ILLINI FIRE EQUIPMENT	Building Services	Not Qualified	1,553	314	-	267	-	-	-
INSURANCE AUDIT & INSPECTION COMPANY	Professional Services	Not Qualified	-	-	-	-	25,000	-	-
ISPRING	Training	Not Qualified	-	-	-	6,138	7,204	-	-
JACKSON-HIRSH INC	Office Supplies	Not Qualified	-	115	75	-	-	-	-
KLAUSNER, KAUFMAN, JENSEN & LE	Legal Services	Not Qualified	-	-	16,026	-	-	-	-
KOFILE TECHNOLOGIES	Information Services	Not Qualified	2,641	4,968	4,968	-	-	-	-
KWIK-WALL	Building Services	Not Qualified	-	-	2,615	12,630	-	-	-
LA-Z-BOY FURNITURE GALLERIES	Building Supplies	Not Qualified	-	-	1,990	-	-	-	-
LIAISON TECHNOLOGIES	Information Services	Not Qualified	7,749	7,749	-	8,543	-	-	-
LINCOLN OFFICE	Building Supplies	Not Qualified	1,269	3,790	2,842	-	-	-	-
LRWL INC	Professional Services	Not Qualified	-	-	215,730	26,265	-	-	-
MAYER BROWN LLP	Legal Services	Not Qualified	50,438	151,397	36,969	66,531	29,184	-	-
MECHANICAL INC.	Building Services	Not Qualified	-	-	-	9,544	-	-	-
MICRO FOCUS, INC.	Information Services	Not Qualified	1,375	1,512	1,664	1,830	-	-	-
MIDWEST ENGINEERING & TESTING	Architectural and Engineering	Not Qualified	-	-	3,000	-	-	-	-
MIDWEST ENGINEERING ASSOCIATES	Architectural and Engineering	Not Qualified	-	-	19,133	-	-	-	-
MONICA-KAYE GAMBLE, ESQ.	Legal Services	Not Qualified	-	-	12,281	-	-	-	-
MSA PROFESSIONAL SERVICES, INC	Professional Services	Not Qualified	-	-	6,542	-	-	-	-
NET ZEALOUS LLC DBA TRAINHR	Training	Not Qualified	-	-	-	2,499	-	-	-
PIRIFORM INC	Office Supplies	Not Qualified	846	846	846	846	1,730	-	-
PRAIRIE GARDENS	Office Supplies	Not Qualified	-	134	181	-	-	-	-
PRECISION ENGINEERING GROUP	Architectural and Engineering	Not Qualified	-	-	1,850	-	-	-	-
PREMIER PRINT GROUP	Professional Services	Not Qualified	6,993	-	4,798	-	-	-	-
PRINCIPAL REVIEW, LLC	Professional Services	Not Qualified	-	-	-	-	15,000	-	-
PRODIGE PROCESSING, INC	Information Services	Not Qualified	-	-	-	592	-	-	-
QUALITY TRAINING SOLUTIONS LLC	Training	Not Qualified	-	-	8,000	15,800	-	-	-
RCM & ASSOCIATES	Office Supplies	Not Qualified	-	3,058	2,198	3,176	3,832	-	-
RECORD SYSTEMS, INC.	Information Services	Not Qualified	825	825	425	425	-	-	-
REINHART BOEMER VAN DEUREN	Legal Services	Not Qualified	-	-	-	71,933	-	-	-
RELIABLE PLUMB & HEAT COMPANY	Building Services	Not Qualified	13,152	4,149	264	-	-	-	-
REWORK BY ROE	Building Supplies	Not Qualified	-	-	525	-	-	-	-
ROBERT BROOKE & ASSOC.	Building Supplies	Not Qualified	-	-	434	-	-	-	-
ROGERS SUPPLY COMPANY	Building Supplies	Not Qualified	994	331	578	-	22	-	-
RRS MEDICAL, LLC	Professional Services	Not Qualified	-	-	-	-	105	-	-
SAGE SOFTWARE, INC.	Information Services	Not Qualified	9,606	4,950	6,092	6,208	-	-	-
SCHOONOVER SEWER SERVICE	Building Supplies	Not Qualified	75	175	130	-	-	-	-
SCHUREN NURSERY COMPANY	Building Supplies	Not Qualified	-	-	52	-	-	-	-
SEGAL	Professional Services	Not Qualified	-	-	50,000	-	-	-	-
SEGAL WATERS CONSULTING	Professional Services	Not Qualified	-	-	8,750	26,250	-	-	-
SERVICE EXPRESS, INC	Information Services	Not Qualified	16,440	16,440	17,442	2,791	-	-	-

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SERV-U	Building Services	Not Qualified	-	-	-	3,130	-	-	-
SHOUTING GROUND TECHNOLOGIES	Information Services	Not Qualified	25	-	-	100	-	-	-
SIKICH LLP	Accounting Services	Not Qualified	85,703	44,600	46,324	41,788	42,624	-	-
SITEONE LANDSCAPE SUPPLY	Building Supplies	Not Qualified	-	-	-	420	-	-	-
SJR MEDIA GROUP	Professional Services	Not Qualified	-	-	795	-	1,490	-	-
SMITH BURGETT ARCHITECTS INC	Architectural and Engineering	Not Qualified	-	-	-	24,469	-	-	-
SPRINGFIELD ELECTRIC SUPPLY	Building Supplies	Not Qualified	367	124,307	2,933	-	8,138	-	-
SPRITZ JEWELERS	Office Supplies	Not Qualified	132.45	136	687	-	213	-	-
STARK EXCAVATING, INC.	Building Services	Not Qualified	-	-	-	-	109,770	-	-
STOUT'S BUILDING SERVICES	Building Services	Not Qualified	-	-	-	-	1,900	-	-
STYLEBOOKS.COM	Office Supplies	Not Qualified	-	-	130	-	97	-	-
SURVEYMONKEY INC.	Professional Services	Not Qualified	300	360	360	-	-	-	-
TEPPER ELECTRIC SUPPLY CO	Building Supplies	Not Qualified	21,674	24,312	978	2,710	220	-	-
TERMINAL VIDEO LISTING INC.	Information Services	Not Qualified	-	-	-	5,573	-	-	-
THE FINANCIAL TIMES LIMITED	Subscription	Not Qualified	-	5,199	5,457	-	-	-	-
TLC Pest Control	Building Services	Not Qualified	950	900	900	-	-	-	-
TOP QUALITY ROOFING COMPANY	Building Services	Not Qualified	-	-	900	930	-	-	-
TUMMELSON BRYAN & KNOX, LLP	Legal Services	Not Qualified	-	6,110	8,613	-	1,300	-	-
UNITY POINT HEALTH	Professional Services	Not Qualified	-	-	1,136	-	-	-	-
UPKEEP MAINTENANCE SERVICE	Building Services	Not Qualified	78,000	78,000	78,000	41,700	-	-	-
UPLIFT DESK	Building Supplies	Not Qualified	-	-	1,005	-	-	-	-
US ASSURE INC	Professional Services	Not Qualified	-	-	-	-	375	-	-
VERITAS TECHNOLOGIES LLC	Information Services	Not Qualified	-	-	-	3,147	1,055	-	-
WALTERS AND ASSOCIATES	Legal Services	Not Qualified	-	-	-	581	-	-	-
WAUSAU	Professional Services	Not Qualified	-	-	-	580	-	-	-
WHITSITT & ASSOCIATES, INC	Legal Services	Not Qualified	-	1,500	100	-	-	-	-
WHITT LAW LLC	Legal Services	Not Qualified	-	-	-	13,317	250	-	-
YOURMEMBERSHIP.COM, INC	Professional Services	Not Qualified	1,124	-	499	-	-	-	-
ZAHN GOVERNMENTAL SOLUTIONS	Professional Services	Not Qualified	54,000	60,000	60,000	60,000	-	-	-
217, INC.	Building Supplies	Not Qualified	-	80	-	-	-	-	-
AIRWATCH, LLC	Professional Services	Not Qualified	-	5,000	-	-	-	-	-
ALLSTEEL, INC	Building Supplies	Not Qualified	10,016	6,004	-	-	-	-	-
AMERICAN MARKERS	Office Supplies	Not Qualified	33	-	-	-	-	-	-
AURICO	Professional Services	Not Qualified	3,943	619	-	-	-	-	-
AUTOMATIC FIRE SPRINKLER, LLC	Building Supplies	Not Qualified	-	1,244	-	-	-	-	-
BLR	Legal Services	Not Qualified	2,750	695	-	-	-	-	-
CENTRAL ILLINOIS WINDOWTINTING	Building Services	Not Qualified	8,978	-	-	-	-	-	-
CG SIGNATURE EVENTS CATERING	Professional Services	Not Qualified	2,688	-	-	-	-	-	-
CHAMPAIGN DO-IT-BEST HARDWARE	Building Supplies	Not Qualified	1,840	2,303	-	-	-	-	-
CHAPMAN AND CUTLER LLP	Legal Services	Not Qualified	6,000	-	-	-	-	-	-
CHARTWELLS DINING SERVICES	Professional Services	Not Qualified	35	35	-	-	-	-	-
COMMERCIAL BUILDERS INC	Building Services	Not Qualified	985	-	-	-	-	-	-
CONFERENCE TECHNOLOGIES, INC.	Building Supplies	Not Qualified	400	275	-	-	-	-	-
DICE HOLDINGS, INC	Professional Services	Not Qualified	-	995	-	-	-	-	-
DIRECT EXPRESS OFFICE SUPPLIES	Office Supplies	Not Qualified	135	-	-	-	-	-	-
E L PRUIITT CO	Building Services	Not Qualified	726	1,256	-	-	-	-	-
EAGLE HEAD ENTERPRISES	Building Services	Not Qualified	-	247	-	-	-	-	-
ELERT & ASSOCIATES NETWORKING	Professional Services	Not Qualified	6,884	-	-	-	-	-	-
EMERGENCY RESPONSE MANAGEMENT	Building Services	Not Qualified	3,930	-	-	-	-	-	-
ENGINEERED DESIGNED FACILITIES	Architectural and Engineering	Not Qualified	-	23,693	-	-	-	-	-
ERGO DESKTOP	Building Supplies	Not Qualified	119	-	-	-	-	-	-
EXPRESS SERVICE, INC	Professional Services	Not Qualified	78,842	-	-	-	-	-	-
FINANCIAL RECOVERY TECHNOLOGIES	Professional Services	Not Qualified	25,000	25,000	-	-	-	-	-
FRYE-WILLIAMSON PRESS INC	Professional Services	Not Qualified	854	-	-	-	-	-	-
FUNSTON ADVISORY SERVICES LLC	Professional Services	Not Qualified	-	8,053	-	-	-	-	-
GTPS Insurance Agency	Insurance	Not Qualified	-	25	-	-	-	-	-
HALFAR MASONRY COMPANY	Building Services	Not Qualified	-	415	-	-	-	-	-
HALO	Office Supplies	Not Qualified	850	924	-	-	-	-	-

State Universities Retirement System
MWDBE Detailed Vendor Report

Service Provider Name	Service Provider Category	MWDBE Type	2017 Amount	2018 Amount	2019 Amount	2020 Amount	2021 Amount	2022 Amount	Projected 2023 Budget
HICKORY RIVERS SMOKEHOUSE	Professional Services	Not Qualified	-	445	-	-	-	-	-
HILTON GARDEN INN	Professional Services	Not Qualified	930	-	-	-	-	-	-
IHOTEL AND CONFERENCE CENTER	Professional Services	Not Qualified	540	680	-	-	-	-	-
INTEGRITY TECHNOLOGY SOLUTIONS	Information Services	Not Qualified	3,076	-	-	-	-	-	-
INTERACTIVE INTELLIGENCE	Information Services	Not Qualified	-	13,648	-	-	-	-	-
JACKSON WALKER L.L.P	Legal Services	Not Qualified	88,284	69,162	-	-	-	-	-
JULIE INDUSTRIES	Building Supplies	Not Qualified	982	-	-	-	-	-	-
K & R PAINTING	Building Services	Not Qualified	960	-	-	-	-	-	-
KATTEN MUCHIN ROSENMAN LLP	Legal Services	Not Qualified	1,695	-	-	-	-	-	-
KINSEL & SONS CONSULTING	Legal Services	Not Qualified	2,749	-	-	-	-	-	-
LEARNQUEST, INC	Training	Not Qualified	3,670	314	-	-	-	-	-
MALWAREBYTES CORPORATION	Information Services	Not Qualified	4,618	2,100	-	-	-	-	-
MICROAGE/FRONTIER TECHNOLOGY	Information Services	Not Qualified	-	54	-	-	-	-	-
MIDWEST TELETRON	Office Supplies	Not Qualified	-	544	-	-	-	-	-
MINTZ GROUP LLC	Professional Services	Not Qualified	4,500	-	-	-	-	-	-
PIRACLE	Information Services	Not Qualified	1,113	1,252	-	-	-	-	-
PLURALSIGHT, LLC	Training	Not Qualified	-	4,490	-	-	-	-	-
POTTER ELECTRIC SERVICE	Building Services	Not Qualified	1,717	750	-	-	-	-	-
PROGRESSIVE COMMUNICATIONS	Building Services	Not Qualified	113	-	-	-	-	-	-
RAYMOND J DENOYER	Information Services	Not Qualified	1,700	-	-	-	-	-	-
REGIONALHELPWANTED, INC	Professional Services	Not Qualified	-	668	-	-	-	-	-
ROCK'S EXCAVATING SERVICE LLC	Building Services	Not Qualified	7,475	-	-	-	-	-	-
SAFEWORKS	Professional Services	Not Qualified	3,800	1,900	-	-	-	-	-
SCHNEIDER ELECTRIC IT USA, INC	Professional Services	Not Qualified	8,492	-	-	-	-	-	-
SCRIBE SOFTWARE CORP	Information Services	Not Qualified	1,100	1,100	-	-	-	-	-
SECURITY DOOR & HARDWARE CO.	Building Supplies	Not Qualified	2,970	-	-	-	-	-	-
SERVER SUPPLY	Information Services	Not Qualified	337	-	-	-	-	-	-
SHRED-IT USA	Professional Services	Not Qualified	5,605	1,290	-	-	-	-	-
SIVERTSEN REPORTING SERVICE	Professional Services	Not Qualified	84	-	-	-	-	-	-
SMARTSIGN	Office Supplies	Not Qualified	120	-	-	-	-	-	-
SOFTWARE ONE	Information Services	Not Qualified	1,414	-	-	-	-	-	-
SOUTHWEST PLASTIC BINDING CO	Office Supplies	Not Qualified	-	283	-	-	-	-	-
SUNGARD AVAILABILITY SERVICES	Information Services	Not Qualified	42,223	26,250	-	-	-	-	-
SUPPLYWORKS	Building Supplies	Not Qualified	492	-	-	-	-	-	-
THE KNOX COMPANY	Building Supplies	Not Qualified	-	609	-	-	-	-	-
TRUE VALUE	Building Supplies	Not Qualified	105	-	-	-	-	-	-
UNIDESK CORPORATION	Information Services	Not Qualified	5,850	-	-	-	-	-	-
UNIVERSITY OF IL CATERING	Professional Services	Not Qualified	3,360	177	-	-	-	-	-
VIRTUAL TRAINING CO., INC.	Information Services	Not Qualified	1,000	-	-	-	-	-	-
WIDMER INTERIORS	Building Supplies	Not Qualified	-	15,028	-	-	-	-	-
XTREME MECHANICAL INC	Building Services	Not Qualified	-	1,469	-	-	-	-	-
		Total All	3,444,364	3,117,965	4,584,780	5,979,577	6,717,915	11,577,045	16,123,922
		Total MWDBE	455,392	471,963	953,461	1,094,464	841,401	1,139,245	1,350,958
			13.2%	15.1%	20.8%	18.3%	12.5%	9.8%	8.4%



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Upcoming RFP's (non-Investment related)

Fiscal Year 2023

- Actuarial Audit
- iSeries Manager Services
- Noise Remediation
- Staff Compensation Study (if we do one every 3 years)
- General Contractor (for future renovations)
- Janitorial Services
- Building Safety

Fiscal Year 2024

- External Legal Counsel
- Claims Panel Legal Counsel
- Fiduciary Counsel
- Actuarial Consulting



SURS Procurement and Staffing Inclusion Policy



Purpose

This policy outlines the State Universities Retirement Systems (SURS) goals for diversity in our senior staff, investment managers, fiduciaries and outside vendors.

Philosophy

SURS is about people – the members we serve, the partners we conduct business with and our employees. We understand that to meet our members' needs, we must recognize the value of diversity in the

workplace and embrace our differences. That's what inclusion is all about. When people are accepted and feel valued for who they are, they are engaged, productive, creative and innovative.

That's why over the past years, SURS has done extensive work formulating what inclusion and diversity means to us as an organization and have developed a long-term strategy that will enable us to bring our vision to life. In fiscal year 2020, SURS created the board of trustees Diversity Committee, initiated our first on-site Diverse Manager Week; and will hire a chief diversity officer to create further concrete strategies and best practices to recruit, hire and retain a diverse workforce and businesses owned by women, minorities and persons with a disability (MWDDBE).

Objectives

- Promote competitive utilization of businesses owned by minorities, females, and persons with a disability in SURS contracts, purchases and services in order to meet our set goals;
- Advance racial, ethnic, and gender diversity of SURS fiduciaries, including consultants and senior staff in order to meet our set goals;
- Create a culture of inclusion to ensure a strong, productive work environment; and
- Assure compliance with Illinois statutes

Policy

SURS is responsible for the prudent administration of SURS members' trust fund. SURS strives to ensure that members and taxpayers receive the maximum value for each dollar spent. To this end, SURS recognizes that promoting diversity of fiduciaries and vendors provides an open, competitive and diverse business environment and allows us to draw from the wisdom of a workforce that reflects the population we serve and better meets the needs of our members.

SURS procurement and employment processes will further diversity in vendors and fiduciaries, including consultants and senior staff.

SURS employment processes to promote racial, ethnic and gender diversity of SURS fiduciaries, including senior staff must be developed to work in tandem with existing State University Civil Service System law when appropriate. To this end, SURS is committed to the ongoing efforts to seek job candidates from underrepresented groups, bring them into the organization, and offer additional growth/leadership opportunities with the intent of creating mutually beneficial long-term employment partnerships.

SURS procurement process includes a concerted effort to attract qualified minority, female owned business enterprises, and businesses owned by a person with disability (as defined by the Business Enterprise for Minorities, Females, and Persons with Disabilities Act: collectively, "MWDBE") to participate in the procurement process. SURS further commits to the objective evaluation of all qualified businesses regardless of race, gender or handicap in fair consideration of all suppliers and consultants in the acquisition of goods and services.

SURS stresses its goal of inclusion of MWDBE firms among prospective providers of purchased goods and services. Special efforts will be made to ensure identification of eligible firms for inclusion in the bid process, including monitoring of MWDBE-related listings to identify possible MWDBE contractors and service providers. MWDBE firms will be identified using resources such as the United States Small Business Administration, Illinois Central Management Services Business Enterprise Program and other public agency resources. SURS will seek new ways to expand our efforts to do business with MWDBE suppliers and consultants.

If necessary, SURS will take proactive action to ensure that certified minority-owned, women-owned and disabled-owned business enterprises are provided notice of and given the opportunity to demonstrate their ability to provide products and services at competitive prices. SURS staff who either directly or indirectly determine procurement needs or procurement decisions will seek and encourage MWDBE businesses to submit bids each time SURS publishes a request for bids or proposals.

SURS contracts require vendors to avoid unlawful discrimination in employment and to assure equality of employment opportunity and compliance with the Illinois Department of Human Rights' regulations concerning equal employment opportunities and affirmative action.

Pursuant to 40 ILCS 5/1-109.1 (10) SURS shall set an aspirational goal of no less than 20% utilization of businesses owned by minorities, females, and persons with disabilities of contracts awarded for "information technology," "accounting services," "insurance brokers," "architectural and engineering services" and "legal services."

SURS has set a goal of 20% for purchases from businesses owned by minorities, women, and persons with a disability as a share of all of its contracts and purchases. This information will be tracked by the chief financial officer and reported annually as required by Public Act 96-0006.

SURS has set a goal to promote diversity from the top down and the bottom up to ensure a culture of inclusivity. SURS will also recruit from a diverse, qualified pool of potential applicants to increase the racial, ethnic, and gender diversity of its senior staff. This information will be tracked by the director of human resources and reported annually as required by Public Act 96-0006.

(Aug. 2019/Updated Dec. 2021)