- Are there any current challenges with your current provider?
  No

- Is there any manual processing being done today by VPIC that you are looking to automate?
  Yes, VPIC hopes to automate the allocation of internal and external cashflows across its subplans

- Please provide a list of accounts by type (i.e., separate account, commingled, private market, hedge, etc.) along with some details on the underlying assets (i.e., domestic/international, FI/Equity, commingled fund(s), etc.)
  Separate accounts: 1 domestic, 2 international
  Commingled: 6
  Private market: approximately 70 commingled funds

- Please provide 12 months' worth of trade volumes (buy/sell) by country
  Global trade (buy/sell) volumes: 7,800

- Please provide 12 months' worth of FX transactions by currency pair (either local amount or USD volume) delineated between custodian execution and/or 3rd party execution
  None currently; this is expected to become 3-4 euro/USD transactions annually via custody execution in 2027

- Please provide 12 months' worth of wires in/out
  220/280

- Please provide 12 months' worth of all other transaction volumes including but not limited to principal paydowns, swaps, futures, options, etc.
  All transactions in all investment accounts within 12 months, including interest, tax reclaims, and dividends, etc.; excluding buy/sell: 10,600

- Please provide a 12-month average balance for all foreign currency balances

ARS	0.07
CAD	3,580.11
CNY	0.53
DKK	2,212,634.21
DKK	471,034.29
EUR	10.49
EUR	5.04
EUR	85,651.38
GBP	10.75
GBP	2.00
ILS	2,391.67
NOK	150.16
NZD	1.51
SEK	41,520.76
SEK	549,292.41
TRY	0.03

- Please provide a 12-month average balance for both USD deposits and STIF across all accounts
  Approx. $6-8M

- # of Composites (groups of portfolios with similar characteristics; typically total plan and asset class aggregates of 2 or more portfolios):
  VPIC is currently evaluated as one composite according to its strategic asset allocation. VPIC is open to changes to its structure for ease of reporting and efficiency.

  - Portfolios (separately managed accounts, fund of funds or sleeve of a fund which contains more than five fund investments):
  - Line Items: (funds with fewer than five holdings or performance breakouts such as cash, commingled funds, LPs, hedge funds, ETFs, etc.):

- Are monthly manager reconciliations required? Y/N:
  Yes

- For attribution reporting, please specify:
  - # of portfolios*: **N/A**
  - # of composites*: **1**

- Our standard offering includes single-factor (Brinson-Fachler) attribution. Would you require a multi-factor attribution model (e.g., carry, duration, yield curve, sector, or spread effects)? If yes, please specify:
  - # of portfolios: **N/A**
  - # of composites: **1**

- Is plan attribution also required? If yes, please confirm number of plans:
  Please include details about plan attribution as part of the bid, as listed in the RFP Questionnaire. VPIC has 6 sub-plans.

- Is monthly commingled look through required?:
  Please include look-through as part of the bid, as listed in the RFP Questionnaire.

  - Please confirm number of composites and commingled line items for security level exposure reporting (requires subscription to Characteristics Reporting): **Please see list of accounts above**

- Please share list of custom benchmarks, including its index members, and indicate level of granularity (total vs constituent level) and frequency (monthly or daily) for each benchmark
  Please see VPIC's IPAs available here for this information: IPAs

- Are quarterly universe comparisons for U.S. plans (i.e. TUCS) required? If yes, please confirm # of portfolios and # of composites
  No

- Investment count
  - Confirm # of limited partnerships? **Approximately 70**
  - Confirm # of hedge funds? **0**

- List of Required Services
  - a) Administration (document management/data extraction, cash flow processing & GP valuations)
  - b) Performance and Commitment Tracking
  - c) Fee Transparency – Quarterly Reporting (required if Fiscal Year End is anything other than 12/31) or Yearly?
  - d) Company Level Look-Thru

- e) Realized Company Level Look-Thru
- f) Cash flow pacing and forecasting

- If services b-f are being requested, please confirm total Commitment Amount across LPs? If commitment amount is not available, what is the total NAV specific to limited partnerships?
  NAV across private markets: approx $2B

- To ensure we provide the most representative securities lending estimate, could you please provide:
  VPIC does not currently have a securities lending structure or any parameters in place for securities lending.

  - Current lending structure
  - Any restrictions on borrowers, collateral or securities eligible for lending
  - Whether cash collateral is permitted and any applicable investment guidelines
  - Whether non-cash collateral is permitted and any applicable forms that are acceptable
  - Any liquidity, recall, voting or portfolio-specific lending restrictions

- Are you looking for exposure and ex-ante or ex-post investment risk analysis?
  Please include details about risk analysis as part of the bid as relevant to the RFP.

- Please confirm that U.S. national banks that are members of the Federal Reserve are eligible to bid. The RFP only refers to U.S. domiciled trust companies and U.S. subsidiaries of foreign banks.
  Please refer to the minimum bidder qualifications outlined in the RFP.

- Please clarify what specific 'records' are intended to be covered in this sentence. Are these "documents, reports, computer software, paper and other materials" prepared for VPIC by the selected custodian pursuant to the terms of the agreement between the selected custodian and VPIC?
  This refers to anything generated under the scope of services covered in the RFP and contract.

- Please confirm that the selected custodian will act as a directed custodian (not a fiduciary or trustee) and be subject to standard of care to be set forth in the agreement between the selected custodian and VPIC.
  Please refer to the scope and requirements outlined in the RFP.

- Please confirm that the scope of services and related details will be set out in the agreement between VPIC and the selected custodian, and that the terms of that agreement (rather than the terms in the RFP) will apply. Please also confirm that the standard contract and its attachments will be negotiated between VPIC and the selected custodian during the agreement negotiation process.
  Please refer to the mentions of contract negotiation in the RFP.

- Please confirm that Section 3.9.4 (Quality) is not applicable, given the selected custodian will be providing services rather than goods.
  This section will not apply if it is not applicable to the contract.

- Are bidders permitted to make modifications to the certificate of compliance? For example, in Section B, may bidders clarify that their acknowledgement is subject to (i) the exceptions identified in the cover letter and (ii) any modifications agreed during the contract negotiation process?
  Please refer to the background information provided on the Certificate of Compliance.

- Are bidders permitted to make modifications to these certifications? For example, to clarify that the selected custodian is required to include this provision only for subcontractors specifically hired to service VPIC (and not subcontractors the selected custodian engages on a network basis)?
  The Certificate of Compliance must be completed entirely for valid submission. Please refer to the background information provided on the Certificate of Compliance.

- Furthermore, can the bidder revise the language to clarify that the certification is being made only by the team proposed to service VPIC and the team responding to the RFP (to accommodate bidders who are large organizations)?
  Please see above.

- The links to access the Self-Reporting and Subcontractor Reporting Form are inaccessible. Could you please reshare the links?
  These are also available on the State of Vermont's BGS Bid website:
  WORKER CLASSIFICATION COMPLIANCE REQUIREMENT; SUBCONTRACTOR REPORTING FORM
  - **Link to the Worker Classification Compliance Requirement: Self-Reporting**
  - **Link to the Worker Classification Compliance Requirement: Subcontractor Reporting Form**

- Please confirm that [Attachment A] will be replaced with the scope of services/custody agreement between VPIC and the selected custodian.
  Please refer to the mentions of contract negotiation in the RFP.

- Regarding VPIC's question about provisions to keep funds invested during broker delivery delays, please confirm if this question is asking that in the event cash has not yet settled in the selected custodian's cash account, the custodian would still be required to invest its own cash on behalf of VPIC?
  This is a request for a Contractor's detail provisions to keep funds invested during broker delivery delays.

- Regarding VPIC's question on late-credit interest compensation, is VPIC referring to a scenario where processing/settlement delays caused by the selected custodian's error require the custodian to compensate VPIC for the lost time value of money, calculated using a compensation rate agreed between the custodian and VPIC?
  This is a request for a Contractor's detail provisions for late credit interest compensation rates.

- If VPIC is interested in a custodian's offering for alternative assets, are they specifically looking for:
  - Fund Level Performance (IRR, multiple, benchmarking) **Yes**
  - Underlying Portfolio Company Reporting **Yes**
  - Online Document Management **Yes**

- How many of the accounts are unitized? For example, is each investment manager account currently unitized or does unitization occur on various pools or just a subset of manager accounts? Please provide the number of unitizations required for plan accounting for the 6 plans.
  Currently, VPIC is unitized on a dollar basis. Each investment account maintains its own sub-plan allocation; however, VPIC is open to changes to its structure that improve efficiency.

- Section 4.10, Reporting Requirements, p.16: Please clarify what is required to respond to this item. Are the provision of sample reports and an offer to schedule a systems demonstration what you are envisioning for this response?
  Yes, please provide relevant sample reports and the opportunity to schedule a systems demo.

- Price Schedule, p.22: Please clarify what this paragraph is referring to in terms of searches: *"If the Bidder's proposed amount(s) above for any Bid including Service Category 1 anticipates that the State shall pay an additional amount for such searches when requested, state that additional amount here."*
  This paragraph is referring to any additional charges related to any add-on services.

- Questionnaire, p.35: In our response to the Questionnaire, please confirm that it is acceptable to only include the section header and question number along with our response as opposed to including each question. This would help in meeting the 25 page limit.
  Yes

- Questionnaire, Section 8.2: Is Look Through on commingled funds required and in scope?
  Please include details related to look-through as part of the bid, as listed in the RFP Questionnaire.

- Do you require monthly or daily Compliance Monitoring?
  Monthly

- What third party providers/fintechs do you use?
  None

- Please provide the following information:
  - # of separately managed accounts: **Please see above for account details**
  - Market value of separately managed assets by country including the US: **Global MV of SMAs: $1.5B**
  - Annual transaction volumes (buys and sells only) by country including the US for the separately managed accounts: **Global transaction volume in SMAs annually: 3,700**
  - # of positions/holdings in the separately managed accounts by country including the US: **Please see VPIC's most recent holdings report available on our website**
  - # of cash accounts with corresponding market values:
    Each investment account and each plan account has a cash account. Please see above for MV of cash.
  - # of line items broken down by mutual funds, commingled funds, LPs, Hedge funds, etc. with corresponding market values by fund type: **Please see above for account details**
  - Additional annual transaction volumes including paydowns, wires, third party FX, etc.: **Please see above for transaction details**
  - Average balance in the custodian's short term cash investment fund: **Please see above for details of cash balances**
  - # of derivative positions broken down by type: **Please see above for position details**
  - Annual volume of derivative transactions broken down by type: **Please see above for transaction details**

- Are there any preliminary investment, liquidity, governance, or risk parameters that respondents should incorporate when developing the securities lending proposal, including any limitations on lendable asset classes, collateral types, cash collateral reinvestment, counterparties, percentage of assets on loan, or participation around proxy voting and corporate actions? If no parameters have yet been established, may respondents propose an initial framework for VPIC's consideration?
  VPIC does not currently have a securities lending structure or any parameters in place for securities lending.

- Would you consider seeding new CITs, and what minimum scale, economics, and readiness conditions would need to be met?
  To be evaluated with the Contractor as needed

- Please describe your current usage of securities lending with index strategies. If you are not using securities lending today, would you consider adding it where it improves returns and/or economics?
  VPIC does not currently have a securities lending structure or any parameters in place for securities lending. Please refer to the details of the RFP related to securities lending.

- Are you using pass-through proxy voting today, and if so, please indicate the vendor, policy framework, and any participant-level customization requirements?
  Yes, VPIC uses pass-through voting through Segal Marco Advisors according to its Global Proxy Voting Policy.

- How, and to what extent, is your current index provider incorporating ESG criteria within an index CIT product?
  VPIC's index manager is not currently incorporating ESG criteria.

- What decision criteria will be important to you in comparing index providers?
  VPIC evaluates any decisions following its policies and mission.

- Please list any software used by the organization today in the following areas:
  - Portfolio Accounting
  - Alternative Investments / Private Assets
  - Portfolio Management / Investment Book of Record
  - Performance Measurement
  - Risk Measurement
  - Liquidity and/or Exposure Management
  - Document Management / CRM
  - ESG

  VPIC uses its investment consultant for performance measurement and analytics.

- Please confirm if Performance Attribution is needed and, if so, what type?
  Please include details about plan attribution as part of the bid, as listed in the RFP Questionnaire. VPIC has 6 sub-plans.

- Please confirm the frequency (daily, monthly, quarterly) of compliance monitoring and the level of custodian involvement.
  Monthly. Please provide details on compliance monitoring as listed in the RFP Questionnaire.

- Please confirm if the following is needed:
  - Private equity analytics including IRR and multiples
  - Capital call execution services
  - Unfunded commitment tracking
  - Fund look through

  Please include details on these services as listed in the RFP.

- Please confirm if a Securities Lending estimated should be provided in the RFP response. If so:
  - Please provide an excel based asset list including security name, industry standard asset identifier (CUSIP/SEDOL/ISIN), shares/par value, price, market value. Or, please confirm the listed portfolio holdings report in the RFP can be used for Securities Lending.
  - Please provide accepted cash collateral reinvestment guidelines.
  - Please provide accepted non-cash collateral guidelines.
  - Please provide any restrictions associated with securities lending, such as borrower restrictions, percentage on loan restrictions, asset classes or markets restricted from securities lending.
  - Please advise if you have a policy on proxy voting.

  VPIC does not currently have a securities lending structure or any parameters in place for securities lending. Please include details about securities lending as part of the bid as listed in the RFP. There is currently a global proxy voting policy in place.

- Please provide number of incoming and outgoing wires, annually.
  Please see above responses for wire volume.

- Please confirm there are two open future positions and, please provide the typical annual trade activity for the futures.
  Please see VPIC's holdings available on its website for position and holdings detail, and transaction volume above.

- Please confirm that the $10,982,727 listed in Section 1.1.2.4 of the RFP is entirely eligible to be swept into a SWIFT vehicle or other eligible cash sweep vehicle.
  VPIC's cash balance fluctuates daily based on liquidity needs and cash movements. We currently have sweep vehicles for all investment accounts.