

METROPOLITAN WATER RECLAMATION DISTRICT RETIREMENT FUND BUSINESSES DIVERSITY POLICY

Adopted December 16, 2009

PRINCIPLES

The Metropolitan Water Reclamation District Retirement Fund (“Fund”) is governed by the Illinois Pension Code, 40 ILCS 5/1-101, *et seq.* (“Pension Code”), and the Board of Trustees has the authority to enter into agreements on behalf of the Fund for the procurement of all contracts and services.

The Board of Trustees, pursuant to the Pension Code, is required to discharge, and does discharge its duties, solely in the interest of the Fund’s participants and beneficiaries in accordance with the Pension Code.

The Fund desires to establish a policy that sets forth goals to be reviewed annually for the utilization of Minority Owned Businesses, Female Owned Businesses, and Businesses Owned by Persons with Disabilities, as defined in the Business Enterprise for Minorities, Females, and Persons with Disabilities Act, 30 ILCS 575/0.01, *et seq.* (“MWDBE”), for all contracts and services.

The Board of Trustees has always included, and will continue to include, all qualified businesses, including MWDBE, in the Fund’s procurement of all contracts and services, regardless of race, gender, disability, or any other classification protected by law.

NOW THEREFORE, IT IS HEREBY RESOLVED THAT:

The Fund is committed to continuing to utilize and provide opportunities for qualified MWDBE, for all contracts and services, and to increasing competition through a diverse source of suppliers. It shall be the Fund’s policy, subject to the fiduciary responsibilities set forth in the Pension Code and applicable federal and state laws prohibiting discrimination, to expend all reasonable and prudent efforts to utilize qualified MWDBE, for all contracts and services.

The Fund’s procurement process shall include a concerted effort to attract qualified MWDBE to participate in the procurement of all contracts and services. The Fund will make special efforts to insure identification of eligible MWDBE firms for inclusion in the bid process, including the 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, the City of Chicago Certification and Compliance System MWDBE Directory, and other public agency resources.

The Fund will seek and encourage MWDBE businesses to submit bids each time the Fund publishes a request for bids or proposals. When appropriate, the Fund will take proactive action to ensure that certified MWDBE enterprises are provided the opportunity to demonstrate their ability to provide products and services at competitive prices. The Fund will ask its vendors to refrain from unlawful discrimination and to take proactive action to assure equality of employment opportunity and compliance with applicable law and regulations.

It shall be the Fund's goal that not less than 15% percent of the total dollar amount of all contracts and services will be let to qualified MWDBE. This policy shall be reviewed annually.