The Lynde and Harry Bradley Foundation

Master Trustee and Custodial Services



GENERAL INFORMATION						
Name of Bank						
Address						
Respondent's Name						
Respondent's Title				 		
Respondent's Telephone N	umber _					
Respondent's E-mail Addre	ss _					

ORGANIZATION AND BACKGROUND

Briefly describe the organizational structure of the Bank and Master Trust/Custody Department and the unit within this Department that services Endowment and Foundation accounts (E&F accounts). Provide an organization chart showing the operating interrelationships and authority within the Master Trust/Custody service units, and how this unit fits within the organization.

Provide a brief description of the history and development of your Master Trust/Custody services, including acquisitions or mergers and dates of both implementation of key elements and enhancements to your overall services.

What are your total assets held in custody? How many E&F Account clients did your organization service as of December 31, 2009? Please list number and asset size.

	Number of E&F Clients	. Total AUM
Less than 1 Billion in AUM		
Between 1-5 Billion AUM		
Greater than 5 Billion AUM		

What is the breakdown of relationships by number of foundations, other endowed institutions, pension funds, public funds, private individuals and families, and other?
What are the assets for each of these categories?

How many E&F relationships have been added in each of the past three years? How many have been lost? For each account lost, indicate asset size and the reason for termination.

How do you rate amongst your competitors in industry surveys? Please provide rankings.

Identify and describe any litigation and/or investigation by a regulatory authority or contingent liabilities your company, its officers or its principals have been involved in within the last three years relative to your Master Trustee/Custody services. What was the final outcome of such investigation or litigation?

ADMINISTRATION



Organization and Resources

Describe the organizational unit that would handle the account.

What is the average number of clients with whom an individual on this level works?

Does a separate unit exist for working with investment managers?

How many professional staff are devoted exclusively to the delivery of Master Trust/Custody services? What approach to account administration is used (i.e., account teams, account administrator with supporting group)? Who interfaces with clients? How often?

Provide brief biographical summaries of key individuals in charge of Mater Trust/Custody services and the account administrator who would be assigned to this account. What is the rank and level of authority of this individual?

Identify the person(s), and their qualifications, designated to handle matters when the account administrator is unavailable.

How do you measure the performance of your professional staff in relations to providing Custody services? What is the average turnover within "customer contact" unit over past three years? Comment on the personnel turnover your organization has experienced in the Master Trust/Custody area in the past three years.

Please discuss briefly the bank's capital adequacy and insurance coverage for custody-related losses. As of 12/31/09, what were the sizes of the bank's Stockholders' Equity and blanket bond coverage?

CONVERSION

Please describe your approach to the implementation and conversion process. Include an estimated conversion calendar, including actions required on the part of the Bradley Foundation, and the Master Custodian and the time frame to complete each task.

What dedicated resources (personnel, equipment, training of personnel, consultants, etc.), procedures, and controls will you provide or recommend in the conversion period to ensure that the conversion is completed successfully in both a timely and accurate manner?

How much time does a transition usually take? What is the relationship between the transition team and the permanent account administration staff? How do you handle transactions and claims which are in process during the transition/conversion period?

What costs are associated with the conversion?

Do you provide storage capabilities for historical records from previous custodian? Please describe.

FEES

Submit a copy of your current, proposed fee schedule and/or describe on what basis fees are calculated.

Indicate frequency with which you intend to submit invoices.

Do you offer a multi-year guarantee of current fee schedules?

Please provide a proforma fee analysis for the proposed services to the Bradley Foundation account. When completing the analysis, fees for services should be quoted both as individual services and as a bundled package.

PORTFOLIO PERFORMANCE



Please provide sample performance evaluation reports and indicate whether the following can be produced routinely (if an extra charge is involved, please note). Also, indicate to what extent these reports can be customized at no additional cost.

Asset Allocation			
Can you report summary asset allocation:			
By asset class (equities, bonds, cash, etc. in \$ and %)	YesNo		
By manager (\$ and %)	YesNo		
By asset class for each manager (\$ and %)	Yes No		
Against target (policy) allocations (currency and %)	Yes No		
Performance Results			
Can you provide rates of return over any designated combin	nation of months for:		
Total portfolio	Yes No	_	
Each asset class	Yes No		
Each manager	Yes No		
Any combination of managers or accounts	Yes No		
Each asset class within a manager	Yes No		
That are Time-Weighted	Yes No		
That are Dollar-Weighted	Yes No		
Gross of fees	Yes No		
Net of fees	Yes No		
Can you provide:			
Comparisons with relevant market indices and custom	ized combinations thereof	Yes	No
Comparisons with client-determined benchmarks (sucl	as T-bills plus 6%)	Yes	No
Comparisons with same-style manager universe mean	returns		
(please list and describe the universes)		Yes	No
Differences calculated between portfolio/manager rete	ırns and index/universe retu	rns Yes	No
Percentile rankings of manager returns within same-st	/le universes?	Yes	No
"Floating bar graphs" showing various manager univer-	se percentile rankings and		
portfolio managers' rankings within the universe?		Yes	No
Risk/return statistics such as sharpe ratio, information	ratio, standard deviation, etc	Yes	No
Describe your ability to provide customized benchmarks for	different asset classes.		
Performance Attribution			
Can you provide performance attribution on:			
Equity Managers - Portion of return attributable to:			
Asset Allocation			
Stock Market Index Return			
Beta		•	

Bond Managers - Can you calculate the portion of return attributable to: Bond Market Index Return

Stock Market Index Return Sector/Industry weightings

Security Selection within a Sector

Maturity

Sector

Alpha

In total By Sector

Asset Allocation

Security Selection

PORTFOLIO ANALYSIS

DRAFI

For Equity Managers		
		 averages and, where appropriate, % of portfolio within
ranges (i.e. % of portfolio in stocks with	P/E's between 8 and	
Price/Earnings Ratio	Yes	No
Price/Book Ratio	Yes	No
Dividend Yield	Yes	No
Payout Rate	Yes	No
Earnings per Share Growth	Yes	No
Return on Equity	Yes	No
Return on Assets	Yes	No
Market Capitalization	Yes	No
Turnover	Yes	No
Beta	Yes	No
Number of Issues in Portfolio	Yes	No
Can you provide equity manager sector/	inductry analysis in	cluding:
		mparison to appropriate market index
Returns by sector	on portiono, with co	inpution to appropriate market mask
Returns by Sector		
For Fixed Income Managers		
Can you provide the following:		
Quality analysis average quality a	and % of nortfolio in	each quality category
Maturity average maturity, durat		
Sector % of portfolio in various m		
industrials, etc.)	ial vet sectors fe.g.,	n easures, agencies, annices,
	f nartfalia in variau	cranges
Coupon average coupon and % o		oon by security (organized by sector)
Security analysis quality, maturity	y, duration and coup	Join by Security (Organized by Sector)
Non-Marketable Alternative Assets (Buye	outs, Venture Capita	ıl)
Does the bank provide performance repo	orting for these part	nerships?
		No
If "yes", does the bank provide comparis	ons with relevant pe	eer universes?
		No
If "yes", what is the source of the compa		
	nal	External
If "external", who provides the data?		
,,		
Brokerage Analysis		
	r of chares traded ic	ommissions, commissions per share, trading cost per
chare difference between average price	for the day and eye	cuted price), and total cost per share (including
commissions)?	101 the day and exc	butca price,, and total book per situate (with the price)
COMMISSIONS):		
Is information organized by manager and	by broker for each	manager?
	•	-
Do you have the capability to report brok	erage commissions	by account and by transaction?

GLOBAL CUSTODY/SAFEKEEPING



Does your bank provide global custody?

What is the dollar volume of assets in global accounts (excluding U.S.-only accounts) on 12/31/09? Briefly describe global custody network (branch offices, agent banks, number of countries handled). Do you account for settlements on an actual date or contractual date basis? Can foreign and global portfolios be included in accounting reports with U.S.-only portfolios? If not, how similar are the formats of the reports?

Please describe your global performance evaluation reports. Do they include:

Asset allocation (see page 2)
Performance results (see page 2)
Performance attribution (see page 3)
Portfolio analysis (see page 3)
Brokerage and other analysis (see page 4)

Is global performance evaluation provided before and after currency adjustments (realized and unrealized)? What is your method of calculating gains and losses on non--U.S. currency holdings? What global reporting is available on-line? When are monthly reports available?

Describe your bank's program to recover withheld taxes.

How are instructions for investment transactions relayed to you? What are the time restrictions? What procedures are in place to identify, follow-up and resolve failing trades? How and when are investment managers advised of failed trades both domestic and global?

What percentage of fails did you experience in the last two years for sales and for purchases? How frequently and why did the fails occur?

Briefly describe your securities settlement process. Describe your procedures and capabilities for settling and accounting for same day cash trades.

Describe your depository memberships (i.e., DTC, FRB, etc.) and the services you use at these depositories. Describe your system for the registration and custody of global assets.

Briefly describe your global custody service capabilities including those items which currently set you apart from your competition.

How frequently do you reconcile your records with depositories and your sub-custodians – cash, securities, and corporate actions?

How do you monitor the securities laws and regulations of foreign countries to ensure compliance with local trading and settlement practices?

What enhancements have you recently made or plan to make to your custody services?

Describe where and how the receipt and delivery of "physical" securities occurs and how are they secured. Describe any involvement of second party banks in the clearing of such transactions.

How do you account for corrections/reversals (i.e., as adjustments or as offsetting purchases and sales)?

Corporate Actions

Provide an overview of your corporate action capabilities (including a list of sources the bank uses for corporate action announcements). How and when do you record corporate actions for accounting purposes?

How do you notify investment managers of voluntary corporate actions, and receive their affirmation on how to process the actions?

Foreign Currency Exchange

UKArl

When a foreign currency trade is instructed through custody, how is the exchange rate determined?

How do you measure trade performance? Do you utilize a benchmark for trade execution?

What are the fees associated with foreign currency trades? How are the fees disclosed to clients?

Valuation

What is the source of your pricing data for stocks, bonds, convertibles, options and other derivatives, including how frequently prices are updated? What are your monthly pricing practices?

Do asset valuations include accrued income and pending transactions?

How are valuation differences resolved between the investment manager and the Master Custodian? How do you price securities which are not available from pricing services, such as private placements? What procedures do you have to detect and address unusual or significant pricing changes from the previous pricing period?

Proxy Voting

Provide details of your proxy voting program, both standard and premium services. What are your capabilities for accumulating the results of proxy voting by investment managers for reporting to clients?

Class Actions

Do you provide class action monitoring and processing services for clients? What reporting do you provide to clients to monitor pending actions and review what has been filed for their plans? How do you provide class action research and filings for historic issues, 1-7 years old?

CASH MANAGEMENT

What short term investment vehicles (describe in detail) are available to your Master Trust/Custody clients? Include the following:

Fund Name

Investment philosophy and objectives

Types of allowable investments

Investment performance (current and historical)

Interest crediting

Minimum purchase unit

Management/administration fees and conditions

Is the client charged for overdrafts, or just above market claimable amounts?
What is the bank's policy and procedure?
Describe your system for monitoring and projecting cash balances.
Do you offer online cash processing or same-day projection reporting?

Describe your system for monito	ying and biol	cering cash balances				
Do you offer online cash process	sing or same-	day projection report	ting?			
Do you provide at least one inte	rnally manage	ed U.S. government s	securities only	short-term inve	stment fund	(STIF) for
use by investment managers?	Yes					
If yes:						
Fund size (12/31/09):	\$					
Minimum purchase unit:	\$					
Do you provide automatic d	eposit ("swee	ep") at end of day?				
To what balance:	\$		•			
Management charges and other	fees are:					
ls fund internally or externally m	anaged?					
If external, name of fund manage	ers:					
f the fund is externally managed	l indicate the	fund's management	t fee			

2004	The same
2006% 2007% 2008% 2009% Is interest credited to accounts daily? Yes No What is the composition of the STIF portfolio? Please provide types of assets and percentages for Are any other money market funds available as an alternative to the STIF? If so, will there be a tra ACCOUNTING SYSTEM Accounting is on what basis? Cash Accrual As of what date are trades posted? Trade Date Settlement Date Sales are credited to account: Contractual settlement date Actual settlement date Other (specify) Purchases are charged to account:	
2007	
2008% 2009% Is interest credited to accounts daily? Yes No What is the composition of the STIF portfolio? Please provide types of assets and percentages for Are any other money market funds available as an alternative to the STIF? If so, will there be a tra ACCOUNTING SYSTEM Accounting is on what basis? Cash Accrual As of what date are trades posted? Trade Date Settlement Date Sales are credited to account: Contractual settlement date Actual settlement date Other (specify) Purchases are charged to account:	
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As of what date are trades posted? Trade Date Settlement Date Sales are credited to account: Contractual settlement date Actual settlement date Other (specify) Purchases are charged to account:	
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Sales are credited to account: Contractual settlement date Actual settlement date Other (specify) Purchases are charged to account:	
Contractual settlement date Actual settlement date Other (specify) Purchases are charged to account:	
Contractual settlement date Actual settlement date Other (specify) Purchases are charged to account:	
Actual settlement date Other (specify) Purchases are charged to account:	
Purchases are charged to account:	
· · · · · · · · · · · · · · · · · · ·	
Contractual settlement date	
Contractual Settlement date	
Actual settlement date	
Other (specify)	
Dividends are credited on:	
Payable date	
Date of receipt	
Other (specify)	
Dividends are investable on what date?	
Interest from bonds is credited on:	
Payable date	
Date of receipt	
Other (specify)	•
nterest is investable on what date?	
f a purchase, sale, dividend or interest is posted on other than day of receipt, how is fund compen ncome?	sated for any loss of
What percentages of fails did you experience during 2006, 2007, 2008 and 2009 for sales and for p	
Please calculate these purchases as the dollar volume of failed domestic stock and fixed income tr	urchases?
otal dollar volume of all domestic stock and fixed income trades (both settled on schedule and fail	

transactions. If you cannot provide the requested data using this definition, please provide the data available and the

definition that you use.)

	Does the bank provide accounting information on non-marketable alternative assets? YesNo
	If "yes", does it consist of a line item entry provided by the partnerships, or is it calculated independently by the bank based on underlying company data? Line Item Calculated
	Describe in detail your monthly reporting process and timelines including private equity estimates and the true up procedures. Do you provide first call manager follow up for private equity and hedge funds?
	When was your software developed and was it developed internally or externally? What enhancements are planned now and over the next three years?
	How much funding have you committed to systems and data processing during the past three years? How much has been committed to enhancements over the next three years?
	Are the Master Trust/Custody supported by a dedicated data processing, programming and application staff? Do you anticipate having dedicated staff assigned to this particular client?
	What are your security procedures that protect customer information, especially with respect to unauthorized access to data? Please describe in detail all security measures.
	Briefly describe your Trust/Custody disaster recovery plans. How often are they tested and to whom are results communicated?
	<u>Taxes</u> Do you have full tax lot accounting? Please describe the tax-related services you provide to support E&Fs. Do you assume any liability for tax penalties and/or interest resulting from an inaccurate filing?
	ACCOUNTING/REPORTING
	Accounting Provide a complete description of your accounting system including, but not limited to: Processing cycles (cut-offs, etc.) Reconciliation reports and processes for all types of securities Interfaces with securities movement and performance measurement systems
	Please provide a complete description of your accounting system's ability and features specifically related to: E&F accounts Private equity Hedge funds
	Provide a proposal on what services you are prepared to provide the Bradley Foundation investments in private equity, Hedge funds and other Alternative assets.
	What is the lag time between trade execution, the posting of the transaction to your accounting system, and the availability of on-line transaction data to the client?
,	What is your source and how do you account for pay down information?
	Can you use written standing instructions for cash movement on private equities capital calls as a replacement for nstructions provided on a case by case basis?

If not, describe the offline system and capabilities.

How does your system account for derivatives (swaps, options, futures, etc.)? Is accounting for these securities performed on your main accounting system?

Describe any other securities transactions that are accounted for with an offline system.

Quality Control

Describe your practices to reconcile the Master account records with investment managers. What items are reconciled, how are the reconciliations performed, and what is the frequency?



What steps are taken to ensure the accuracy of your reports? Are reports audited before they are sent to clients? If so, by whom?

What methods do you use to ensure proper accounting and categorization of client-directed cash flows?

Client Reporting

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Describe your standard accounting reporting package. Provide a detailed list of all reports available with your standard client reporting package.

How soon after accounting periods are fully audited reports available?

Do you provide a consolidated report in addition to individual investment manager reports?

How soon after year-end is annual reporting available?

Which of your reports are not fully automated? Do you plan to automate these reports? When?

Are you willing to prepare custom reports from available data? Is there an extra charge for this service?

Describe the level of audit support provided during clients' financial reporting periods. Who do clients and their auditors correspond with (relationship manager, accounting/custody operations, etc.)?

Do you offer a regular monthly/quarterly management reporting package? If so, please supply an example of the reporting package available.

Do you offer private equity/venture capital reporting? If so, please supply an example of the reports.

Do you offer audit reporting such as cash flow, FAS 157 and security impairment reports? What other services and support are available to assist the Bradley Foundation during our annual audit? Please supply an example of the reports.

in client have on-line access to your system?			
Via the internet	Yes		
For cash management information	Yes		
For accounting information	Yes		
For a list of asset market values	Yes	No	
For performance results	Yes		
For portfolio analysis	Yes	No	
For securities lending reports	Yes	No	
Can on-line reports be modified by the use	r Yes	No	
Other (describe)			
• • •			No
w current are on-line market values?	s be as of the s	ame date? Yes	No
w current are on-line market values?	s be as of the s	ame date? Yes	No

For accounting information		Yes		· · ·	
For a list of asset market values		Yes	No		
For performance results		Yes			
For portfolio analysis		Yes			
Can on-line reports be modified by the		Yes	No	<u>.</u>	
Other (describe)					
To what extent does your system have flex	kible hard	copy report-f	ormatting ca	pabilities?	+
How frequently are transaction journals ar	nd cash st	tatements avai	lable?		
Do transaction journals include:					
Trades in chronological order		Yes	No		
Trade dates		Yes	No	 	
Broker commissions		Yes	No		,
Broker's name		Yes	No		
Market trade is executed on					
Settlement date		Yes	No		
With respect to journals and statements:					
What is the transaction cut-off date f	or month	ılv statements	?		
Does the journal or statement include	e all trade	es and other tr	ansactions v	vithin the mor	ith, including last day of
month?		Yes			-
Are income and principal tracked sep	arately th	nroughout the	accounting	system, includ	ing on-line reports?
How are realized gains/losses reporte					
How soon after the close of the period (mo appraisals available?	nthly, qu	ıarterly, etc.) a	re transaction	on journals, ca	sh statements and
What pricing services are used for:	Stocks Other			Bonds	
How often are prices updated for:	Stocks Other				
SECURITIES LENDING					
Does the bank provide securities lending?				Yes	No
,					
Is there a minimum required asset size to p	articipate	e in securities l	ending?	Yes	No
If "Yes", what is the minimum account size?	<u> </u>				
How many approved borrowers does the ba	ank have	?	·		
Please include a copy of your securities lend	ling cont	ract.		-	
What return could be expected on \$100 mil Show your calculation, including the p experience during calendar 2009) and	ercentag	e loaned, the	rate earned	on loaned sec	s lending? urities (based on average
Overview Provide an overview of your securities lendi How long have you been engaged in securit			the system	s utilized.	
How many clients currently participate in yo Please provide a breakdown by client type (

What protection is available for risk of loss? How is client indemnification offered?



What is the proposed securities lending income split between the client and the Bank?

Borrowers

With how many borrowers do you have business relationships?

How many are active currently?

How are these borrowers selected?

Who are your primary borrowers?

How often is credit worthiness reviewed?

Can the client select or eliminate a given borrower for their account?

Can the client establish a limit for loans to a given borrower?

Has any borrower ever defaulted? (Please describe.)

Loan Processing & Monitoring

Explain in detail your security loan allocation system and the basis on which you make such allocations to all clients.

How do you provide equal opportunity to all participating clients to lend their securities?

Identify the advantages your bank has in dealing with the broker/dealer community, and the resulting benefit to clients.

How many traders are dedicated full time to securities lending, and how many years of experience do they have on average?

How do you coordinate your securities lending activities with the client's investment managers?

What type of automated system do you use? Describe the interface between your securities lending system and your custody system. Describe the type and frequency of the reconciliations performed between these two systems.

Collateral Management

Do you impose fees for the investment of collateral? Are any other fees or charges deducted from the earnings remitted to the client before or after the earnings split? If so, specify the amount(s).

What are your collateral requirements (types and percentage)? Do you allow for client directed parameters for collateral investment?

Describe your mark-to-market procedures.

Client Reporting

What is your reporting procedure? How often do you report and what is included?

Do you provide benchmark reporting? Describe your offering.

CUSTOMER SERVICE

Client Education

Describe any ongoing educational sessions, client conferences, publications or other means you have for keeping clients informed and for providing a forum for new ideas.

How do you monitor legislative and/or regulatory changes affecting Master Trust/Custody administration? How are these changes communicated to clients?

Do you have in-house legal counsel dedicated to the Master Custody services? To what extent is such counsel available to clients?

How do you monitor client satisfaction? H:\Finance\Accounting\Custody Search\F-RFP-custodian-revised.doc



Do you provide your clients with the ability to participate in client user groups?

Do you establish Service Level Agreements with your clients that specify performance standards? Please provide a working example from an E&F Client.

System Capabilities and Online Communications

Describe your on-line systems for clients and their investment managers.

Describe the information available, i.e., pending trades, accounting information, asset lists by account including market value, transaction history, summary of account market values for the portfolio, and securities on loan.

How long is client data available online?

When was your current system rolled out to clients? What is the current version (i.e, 2.1 or 3.2 etc.)?

Does your online system have look-through or drilldown capabilities? Please describe.

How many hours per day is the on-line system available?

Can clients retrieve on-line information in a customized reporting format? If so, describe your custom reporting flexibility and limitations.

Does your system provide the user the ability to build reports by themselves? Do you provide report building support? Please describe.

What plans do you have to upgrade your online system over the next two years? Please describe significant features to be added or enhanced and how they will impact the Bradley Foundation.

What provisions are made for training of client personnel in the use of online applications?

Other

Can all performance and accounting reports be downloaded to EXCEL, or other spreadsheet software for data manipulation?

CONTROLS

Provide copies of your most recent annual report and SAS 70 Examination.

Provide copies of any Internal Control opinions issued by your independent auditors specifically related to your Master Trust/Custody services within the last three years.

Please provide copies of any significant control issues/items or process changes suggested to eliminate future discrepancies identified by your internal audit team.

How are control deficiencies, identified by your independent auditors, communicated to management? What level of management receives the notification of any control deficiencies? Who or what level of management is responsible for ensuring that any noted control deficiencies are adequately resolved?

PLANNED GIVING SERVICES



Describe how your bank is structured to provide investment management, administration, and custody services for planned giving assets. Highlight those units responsible for the specialized services required by planned giving clients. Describe the staffing (professionals and others) in the investment management, administration, and custody areas.

Complete the following summary (as of 12/31/09):

		Investment <u>Management</u>	Custody	Trust Administration
A ,	Charitable Gift Annuities (CGA) # of CGA Accounts	\$	\$	\$
B.	Charitable Remainder Trusts (CRT)* # of CRT Accounts	\$	\$	\$
C.	Pooled Income Funds (PIF) # of PIF Accounts	\$	\$	\$
D.	Charitable Lead Trusts (CLT) # of CLT Accounts	\$	\$	\$
Total	Assets	\$	\$	\$

Total # of Accounts

How many years have you provided investment management, administrative, and custody services for each of the indicated charitable asset categories (CGA, CRT, PIF, CLT)?

Please describe how your planned giving staffing has changed over the past three years. Include head counts for key functional areas.

Identify the person (including back-up personnel) who will be responsible for day-to-day administration of the account.

Detail each individual's qualifications to provide the required service.

How will your firm assure staff continuity in case of turnover on the account?

How many other relationships would the primary contact also manage?

BANKING SERVICES

Products

Please provide a list of banking products and services.

Do you provide imprest checking accounts that can be funded from custodial accounts? If so, please describe the process.

Do you provide check verification services? If so, please describe the process.

Security

Do you provide on-line access to review and initiate account transactions?

Please provide the security measures you have in place to protect client access and information, and approval process.

^{*}Includes both annuity Trusts and unitrusts.



<u>Fees</u>

Submit a copy of your current, proposed fee schedule based on the following anticipated monthly activity:

- 150 cleared checks
- 15 ACH payments
- 2 stop payments

Do you provide a monthly account analysis report detailing the charges?

SUMMARY

Explain why the Bradley Foundation should select your organization to provide the needed services. Specifically describe your Master Trust/Custody service capabilities that set you apart from your competition. Please provide the name, asset size, contact person and phone number of three existing clients whom we may contact for references. These clients should be E&Fs of similar size, complexity and be receiving services similar to the scope of services required by the Bradley Foundation. At least one of these references should be utilizing the same operations team that is proposed to service the Bradley Foundation account.