Bradley (Brad) Tollander, CFA
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In 2010, our firm bought Deloitte's national retirement-consulting practice. (That year, Deloitte divested itself of both its retirement-consulting and high-net-worth-investor consulting practices and it sold the latter to a California firm). Deloitte's retirement-consulting practice was headquartered in Minneapolis. Brad was its national retirement-plans practice-leader. As you can imagine, Brad's clients were scattered across the entire U.S. And, much of it was working on files just like yours. Examples include: Kansas Board of Regents (KBOR), University of North Carolina (UNC), Pennsylvania State System of Higher Education (PASSHE), State of North Dakota, Minnesota State Colleges and Universities (MnSCU), State of Illinois - State Board of Investments, State of Iowa – Department of Administrative Services, Hennepin County (MN), Dakota County (MN), St. Paul k-12 Schools (MN), and Macomb County (GA).

- Overall experience with employer-sponsored retirement plans: 20 years
- Overall experience with state sponsored retirement plans: 18 years
- Overall experience with alternative retirement plans: 18 years
- Commitment to the retirement plans business: 100% of time
- Education, honors, designations and other credentials: CFA
- Regular activities to stay current on market and regulatory developments: CFA Society of Minnesota, CUPA, CACUBO
- Areas of expertise: Investments
- Years with the firm: Five (5) years
- Role at the firm: Senior Investment Consultant and 403b Department Head
- Number of plans supported: Fifteen (15)
- Average size of plans supported: $500 Million

Response to Request for Proposal For Retirement Plan Advisor Search (2015)

Exhibit #16

As we explained in the text of our RFP Response, we assign a Relationship Manager to each account – in addition to an Investment Consultant. How much you want to make use of your Relationship Manager is up to you. The only "cost" associated with this assignment would be the reimbursement of their actual "travel" (transportation and hotel) overhead.

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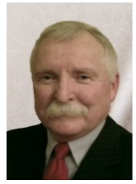

David has an extremely sophisticated and relevant educational and investment industry background. Prior to joining us, David was a Managing Consultant with TIAA-CREF in Chicago serving both public and private institutional clients in Illinois, Wisconsin and Iowa. There, he provided sponsors of 403b/457/401a plans with consulting services on fiduciary responsibility, IRS/DOL compliance, plan design, employee education/communication, benefit administration, remittance processing, employee counseling/investment advice, wealth management services, planned giving and endowment management.

Formerly, David had similar responsibilities as a Retirement Plan Consultant for Valic.
He also worked for ING and Morgan Stanley in their Wealth Management departments.

David's educational background includes a BA (Political Science) from Michigan State University and both MA and Ph.D. "Political Science with Economics minor) from Indiana University. He has taught university curriculum at Roosevelt University, College of DuPage and Indiana University.

In addition to his professional interest in financial services and retirement planning, David's civic involvement includes elected positions held at the local level in Cook County as Township Committeeman, Township Trustee and Village Trustee and appointed positions held at the state level in Springfield as Public Member of the State Board of Financial and Professional Regulation as well as Chair of the Investment Advisory Committee to the Illinois Public Pension Division which is responsible for input/review of legislation, regulation and investments for public pensions [police and fire] in the State of Illinois. David has been published in both May Trends and Business Horizons.

Examples of Public and Higher Ed (ERISA and Non-ERISA) institutions which he has served as a Relationship Manager include: Illinois State University, University of Wisconsin, State of Iowa, Lake Forest, University of Chicago, Elmhurst College, Illinois Wessleyen, Bradley University, Monmouth College, McKendry University, Agustana College, Carthage College, St. Ambrose University, Central College, Superior College, Coe College, Cornell College, Luther College, Drake University, and the Iowa Association of Community Colleges.

- Overall experience with employer-sponsored retirement plans: 30+ years
- Overall experience with state sponsored retirement plans: 20+ years
- Overall experience with alternative retirement plans: 20+ years
- Commitment to the retirement plans business: 100%
- Education, honors, designations and other credentials: MA, Ph.D.
- Regular activities to stay current on market and regulatory developments: CUPA, CACUBO
- Areas of expertise: Relationship Management

- Years with the firm: One. (7 with TIAA-CREF before that)
- Role at the firm: Managing Consultant
- Number of plans supported: ?
- Average size of plans supported: ?