Clients first.

AndCo is an independent institutional investment consulting firm that advises over 690 institutional clients with approximately $100 billion in assets under advisement.

Mission: To represent the sole interest of our clients by redefining independence.

Vision: To be a transformational organization viewed as the leader in our industry.

A LOOK AT OUR INDEPENDENT STRUCTURE

Throughout our firm's growth, we have recognized the value of experienced and highly educated professionals and have built a team of talented consultants, researchers, and analysts. Our seasoned team of 92 professionals includes 34 consultants who average over 20 years of experience, 23 CFA Charterholders, and 39 advanced degree holders.

AndCo is a 100% employee-owned limited liability company. We have no parent or affiliated companies. Additionally, we have no economically beneficial relationships with any bank, broker/dealer, investment manager, insurance company, actuary, or other vendor. Providing investment and fiduciary consulting services is our firm's only line of business. We derive 100% of our revenue from providing these services to our institutional clients.

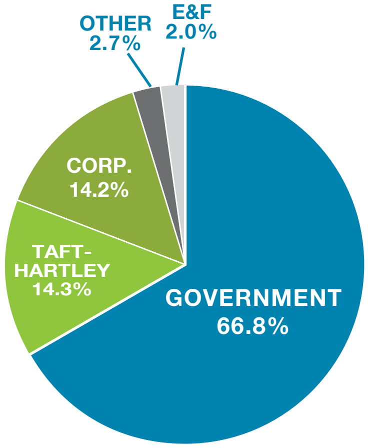
SPECIALTIES

- Investment Policy Development
- Manager Research
- Ongoing Performance Monitoring
- Service Provider Evaluation
- Trustee Education
- Asset Allocation Modeling & Liability Analysis

COMPLETE INDEPENDENCE

Strive to avoid all conflicts of interest:
- No Soft-Dollar Compensation
- No Broker/Dealer Affiliations
- No Selling Investment Products
- No Pay-To-Play

PLAN TYPES	ASSETS AS OF 12/31/2019 (in Billions)	PLANS
GOVERNMENT	$66.5	458
CORPORATE	$14.1	127
TAFT-HARTLEY	$14.2	174
ENDOWMENTS & FOUNDATIONS	$2.0	52
OTHER	$2.7	74
TOTAL	**$99.5**	**885**



ETHICAL SERVICES

We treat our clients with the respect and integrity they deserve. Our independent business model helps us maintain this foundation. We have no outside relationships with other vendors, nor do we have a parent company. We are a fiduciary to all our clients without exception or caveat.

ATTENTIVE CLIENT SERVICE

Our clients receive individualized attention and custom solutions tailored to their unique needs. Our consultants have frequent interaction with their clients. We value each of our client relationships and never ignore a smaller client for a larger one.

ROBUST RESOURCES

Our clients receive experienced consulting, performance analysis, and manager recommendations. Our consultants average over 20 years of experience and have worked with prominent institutional investors across the country.

Serving Our Clients With Independence, Objectivity & Transparency

LEADERSHIP & MANAGEMENT

Mike Welker, CFA®
Managing Partner, CEO

Bryan Bakardjiev, CFA®
Partner, COO

Kim Spurlin, CPA
Partner, CFO

Sara Searle
CCO

Rachel Brignoni, MHR
CHRO

Steve Gordon
Partner

Troy Brown, CFA®
Partner, Executive Director

David Ray
Partner

Dan Johnson
Partner, Consulting Director

Derek Tangeman, CFP®, CIMA®
Marketing Director

Evan Scussel, CFA®, CAIA®
Partner, Research Director

Jack Evatt
Consulting Director

Jacob Peacock, CPFA
Consulting Director

Jason Purdy
Partner, I.T. Director

Philip Schmitt, CIMA®
Research Director

RESEARCH

Austin Brewer, CFA®
Public Fixed Income

Ben Baldridge, CFA®, CAIA®
Private & Hedged Fixed Income

Dan Lomelino, CFA®
Fixed Income

David Julier
Real Estate & Real Assets

Elizabeth Wolfe
Capital Markets & Asset Allocation

Evan Scussel, CFA®, CAIA®
Private & Public Equity

Jeffrey Karansky
Public Equity

Jeremy Fisch
Public Multi Assets & Fixed Income

Joseph Ivaszuk
Operational Due Diligence

Josue Christiansen, CIPM®
Public Equity

Julie Baker, CFA®
Private & Hedged Equity

Justin Ellsesser, CFA®, CAIA®
Private Equity

Kevin Laake, CFA®
Private Equity

Michael Kosoff
Hedge Funds

Philip Schmitt, CIMA®
Fixed Income & Capital Markets

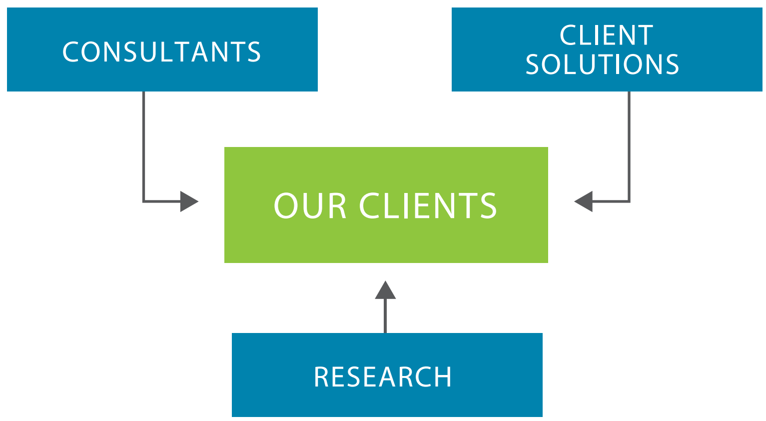
Rob Mills, CAIA®
Real Estate & Real Assets

Zac Chichinski, CFA®, CIPM®
Public Equity

ENHANCED CLIENT SERVICE & RESOURCES

AndCo's resources include a dedicated research group, a team of investment consultants with an average of over 20 years' experience, client solutions team to support client facing consultants, and advanced technological capabilities and software. AndCo also has a dedicated management team consisting of professionals in compliance, finance, operations, and consulting services further supporting each department and ultimately each client.

ENHANCED CLIENT SERVICE MODEL



CLIENT SOLUTIONS

Donna Sullivan
Partner

Albert Sauerland

Amy Foster

Brooke Wilson, CIPM®

David Gough, CPFA

Donnell Lehrer, CPFA

Grace Niebrzydowski

Jeff Pruniski

Joe Carter, CPFA

John Rodak, CIPM®

Junyan Peng

Kim Hummel

Mary Ann Johnson

Meghan Haines

Misha Bell

Yoon Lee-Choi

INFORMATION TECHNOLOGY & OPERATIONS

Jamie Utt
I.T. Systems Administrator

Jerry Camel
Solutions Architect