



Cowlitz Indian Tribe Request for Proposal

Retirement Plan Administration and Conversion to Governmental Plan

Issue Date: September 20, 2026

Addendum No. 1 – Questions & Answers

Date: [October 7th, 2026]

This addendum modifies and becomes a part of the above-referenced RFP. All other terms and conditions of the RFP remain unchanged.

Transmitted herewith is Addendum No. 1. If the Addendum is not received in full, please contact Steve Stark using contact information listed below. If all pages of the Addendum are received, please sign this sheet and include it in your bid package

Company's Name

Company's Representative

Date

COWLITZ INDIAN TRIBE



Request for Quotations (RFP) – Retirement Plan Administration and Conversion to Governmental Plan

This document forms a part of and modifies the RFP as noted below. Offerors should acknowledge their receipt of this Addendum to the street address or email address listed below with your RFP submission package. Failure to do so may subject Offerors to disqualification.

FOR: Cowlitz Indian Tribe

Administration

1011 Fir Street

Longview, Washington 98462

Attention: Steve Stark Email: sstark@cowlitz.org

The following corrections, clarifications and/or deletions to the RFP are hereby made a part of said documents.

This addendum consists of four (4) pages.

ADDENDUM NO. 1
QUESTIONS AND ANSWERS

1. Who is the current recordkeeper/TPA for the 401(k) plan?

A: Empower is the recordkeeper, PBS is the TPA, and Kiley Juergens Wealth Management, LLC, is the advisor.

2. Does CIT currently retain an investment advisor or retirement plan consultant? If so, who is the current advisor?

A: Kiley Juergens Wealth Management, LLC,

3. What are the current total plan assets and number of participants, including active and terminated participants?



A: This will be not applicable as the purpose is to establish a new plan. The Tribe employs in the area of 500 governmental employees. Not all employees will choose to participate. This will be a start up plan, there will be no assets at the beginning.

4. Can CIT provide the current investment lineup, including fund names/tickers, expense ratios, and assets by investment option?

A: NA – this will be a new plan, and a new advisor will be setting the line up.

5. Does CIT currently maintain an Investment Policy Statement (IPS)? If so, can a copy be provided to respondents?

A: NA – New plan

6. Can CIT provide the current plan fees, including recordkeeping/administrative fees, advisory fees, participant-level fees, and any asset-based or revenue-sharing compensation?

A: NA

7. Is CIT seeking one firm to provide both plan administration/recordkeeping and investment advisory services, or may firms submit proposals specifically for investment advisory and fiduciary consulting services?

A: The Tribe will consider both bundled and unbundled approaches within the responses.



8. The RFP states that CIT is seeking assistance with converting its current 401(k) plan for governmental employees to a governmental plan. Is CIT's intent to maintain the existing 401(k) structure and have the plan qualify as a governmental plan under IRC §414(d), or is CIT considering establishing a different plan type? If a different plan type is contemplated, please identify the intended plan structure.

A: This new plan will take the government employees only.

9. Does CIT expect the selected advisor/consultant to assist with evaluating and selecting a recordkeeper as part of the conversion, or is the selected firm expected to directly provide recordkeeping and plan administration services?

A: Yes, the Tribe will consider options as submitted by responsive proposers.

END OF ADDENDUM NO. 1

COWLITZ INDIAN TRIBE