

**457 Deferred Compensation Plan
Administrative Committee Meeting
June 3, 2021
9:30 a.m. to 12:00 p.m. Regular session
MS Teams**

Agenda

9:00 a.m. to 9:30 a.m. <i>30 minutes</i>	<ul style="list-style-type: none"> • Executive session 	Committee only
9:30 a.m. to 9:35 a.m. <i>5 minutes</i>	<ul style="list-style-type: none"> • Welcome / land acknowledgment • Approval of March minutes 	Committee Co-chair
9:35 – 10:35 <i>1 hour</i>	<ul style="list-style-type: none"> • 1Q 2021 Performance Report & Economy/Market Update • Analysis of Admin Account balances vs. forecasted and policy rules • Presentation of ESG investing; what peers are doing; latest trends; DOL comments 	Hyas Group
10:35 a.m. to 11:35 a.m. <i>1 hour</i>	<ul style="list-style-type: none"> • 2021 Q1 Virtual Service Delivery • 457 workshop debrief and survey results • Communication Updates • Roth participants and demographics • Update on SS&C Partnership and rollout timeline 	ICMA-RC
11:35 to 12:00 <i>25 minutes</i>	<ul style="list-style-type: none"> • Announcements / wrap-up 	All

**Next meeting: September 2, 2021
MS TEAMS**

Committee Members present:

Eric Baird, Milton Ellis, Elizabeth Morrison, Shawn Griffin, Duane Hill, and Tae Hose

Staff members present:

Anika Klix, Human Resources
Tiffany Sevilla, employee/participant guest

Approval of March 4 minutes: Duane moved to accept minutes; Milton seconded to approve them.
All approved, none opposed. Minutes approved.

Introductions w/ employee guest Tiffany Sevilla

Hyas Group:

Greg Settle presented the Plan and Investment Performance Report for the quarter ending March 31, 2021. One fund was found to be in violation of the Plans' Investment Policy Statement (IPS) performance guidelines, the Hartford Small Cap Growth HLS IA Fund. After some discussion, the Committee voted to place this fund on Watch and have the Hyas Group prepare and analysis of the fund for the next Committee meeting.

VOTE: Motion by Eric Baird to place Hartford small cap growth fund on watch
Seconded by Milton Ellis. All approved. Motion carries.

Greg noted that the DFA Targeted Value Fund has now been performing very well for the past three quarters and has not been in underperformance as noted in the last two performance reports. He recommended removing the fund from Watch Status. The Committee agreed and voted to take this action.

VOTE: Motion by Eric Baird to remove the DFA Targeted Value Fund off watch.
Seconded by Milton Ellis. All approved. Motion carries.

Greg presented information about "social investing" and reviewed how other DC plans are addressing participant desires to invest in ESG, SRI, or Impact Investing -oriented funds. The Committee asked the Hyas Group to prepare an overview of how leading "social funds", both passive and active, allocate among firms while pursuing these varying goals. He will prepare this study for the next Committee meeting.

The Committee discussed the accrued balances in the 457, 401(a) Fire, and 401(a) Police Plan Administrative Accounts. After some discussion, the Committee voted to instruct ICMA-RC to allocate the amounts accrued in excess of funds' target minimum to participants on a pro-rata basis, as soon as can be accomplished. Greg will provide Anika with language by June 8, 2021, to use when instructing ICMA-RC to make these allocations.

VOTE: motion by Milton Ellis to allocate amounts in excess of plan balances in a pro rata manner and a soon as practicable. Seconded by Shawn Griffin. All approved. Motion carries.

ICMA-RC

Pete Hoerber updated the committee on the name change from ICMA-RC to MissionSquare Retirement. The process has taken 2 ½ years of work for re-branding and the reason behind it was that the name ICMA-RC was not resonating with people. A consultant was hired, they did focus groups and surveys and got a lot of feedback. The name change takes place on June 21st. So far, feedback on the new name has gotten some positive reaction. The Plan sponsor toolkit is available in EZLink. Anika will inform accounting that Mission Square will be an alias so they don't get confused about invoicing through Cor360.

Total account balance is just over \$365 million; an increase from March 31

He reviewed the Q1 2021 vs. Q1 2020 rollouts.

Roth 457 plan

- March 4, 2019 is when the ROTH option of the plan was implemented.
- There are 205 participants vs. 189 in early 2020.
- 126 participants are contributing to both ROTH and pre-tax
- Upticks will be tracked and reported out at the next meeting

- Enrollments from 2020 vs. 2021 are up slightly in contributions.
- CFP consultations: 37
- Plan Specialist consultations: 202

Sonia presented information about our May webinar series on get to know your 457 plan.

- Registered 116
- Attended 78
- Meetings w/ Sonia requested 11
- 21 brainshark videos
- Enrollment instructions 4
- Rollovers 6

Common questions:

- Where do I enroll?
- Can I rollover money from other plans?
- How does the match work?
- Is there a brokerage option?
- When can I withdraw from my 401a?

Sonia updated the committee on upcoming financial planning webinars (3x/month), CFP webinars, digital marketing communications, the new financial wellness education center, and the Living Well in Retirement campaign.

The group had a discussion regarding ESG funds. Many discussions are happening around this topic around the country. Mission Square tries to keep investment menus simple and easy to understand; a wide variety of ESG funds would not be functional so using a broad strategy would be best to consider through an indexed product. ESG funds can be accessed through the self-directed brokerage option as an alternative. Communication is needed on how to find ESG funds in SDB account (Ameritrade). It would be helpful to provide participants with Step-by-step instructions and webinars on the topic.

A survey to find out if there a broad interest in these funds would be helpful and maybe use the opportunity to ask other questions. The committee made no decisions, but continue to educate themselves, how they would manage it, what other options are there, if they can communicate self-directed brokerage options, and how they would be monitored.

The NAGDCA conference is virtual again this year. If anyone wants to attend, let Anika know and forward your receipts to her.

Meeting adjourned at 11:59pm. The next meeting will be on September 2, 2021.