

**Deferred Compensation
Meeting Minutes
July 27, 2020
Teleconference**

Members Present

Tom McKone
April Morgan
Patricia Thomas-Miller
Georgette Hampton

Non-Members Present

Guy Thomas	Lisa Burks-Wilson
Michelle Fowler	David Fowler
Joshua Schwartz	Kip Robbins
Amanda Hickman	Missy Price
Carla Ardell	Eric Weitsma
Rachel Yarch	Janice Irving

Call to Order

The July 27, 2020 meeting was called to order by teleconference at 2:06 p.m.

Minutes

Upon a motion by Ms. Morgan and seconded by Ms. Hampton, minutes of the June 18, 2020 meeting were approved.

Hardship Report

Mr. Thomas reported that for June there were a total of 97 new requests received of which 40 were paid, 7 denied and 50 pending. There were 38 paid carryovers from prior month and 40 from the current month for a total of 78 requests resolved, totaling \$363,686. In the month of June there were 7 new requests denied and 30 pending. Total hardships approved for the month were 68% and total denied were 32%. The primary reasons for approval were lost wages, disaster relief and medical bills. The primary reason for denial was did not meet criteria.

Old Business

Retirement Education Specialist Report – Ms. Fowler reported for the month of June there were a total of 54 virtual/phone meetings. There were 10 enrollments into the 457 Plan and 21 into the 401k plan. The total actively employed and contributing for the month of June were 4419 in the 457 Plan and 2964 in the 401k.

CARES Act – Ms. Burks-Wilson reported that from May 7th to July 23rd there were a total of 3,105 calls to the call center of which 616 or 20% were CARES Act related. Mr. Weitsma indicated there have been inquiries either around some of the provisions of the CARES Act or the adoption of the CARES Act into some Plans. He also indicated the overall call volume is now interested primarily in the in-service distribution option. There were also some general calls about some of the other features that were included under the CARES Act.

New Business

Provision for changing in-service distribution age for the 457(b) – Ms. Burks-Wilson noted there are things in the Secure Act that would allow for the in-service provisions for the 457 Plan to come in line with what's currently being offered under the 401k Plan. She confirmed that the 401k Plan does offer the in-service distribution at 59 ½ and that that was not reflected in the 457 Plan. Following a brief discussion the committee agreed to discuss further at the next meeting

Allowance for qualified birth or adoption distribution – Ms. Burks-Wilson followed up from last month's meeting. She indicated that if the committee chooses to adopt this provision they could do so by completing an election form indicating such, and the timing by which they would like to do so with no penalty to the plan. The committee will discuss further at the next meeting.

2020 Employee Communication Program – Ms. Price presented a six-month communication update and MassMutual's plan for the future. She indicated that while they were able to roll out some of the campaigns they did have to pivot a bit at the beginning of March due to the pandemic. For the first quarter they focused on sign up/save/consolidate through their national campaign while providing messages on the tv monitors for education meetings, beneficiary updates, etc. Beginning in March they began to focus on what was happening in the world, market volatility and the Corona Virus by launching a multitude of communication methods. They will now begin to refocus on beneficiary update and engagements, and creating additional content via tv monitor messages while continuing to be successful in employee engagement through virtual group and one-on-one meetings.

SAGIC Update – Mr. Schwartz reported that the SAGIC Fund is still on probation because of the calculation issue that resulted in the rate being misstated for a period of time and that we are one year away from the 2-year probationary period elected for the fund. He indicated that at the end of June, the book value was at \$242M and the market value was at 102% of the book value. The fund continues to perform as expected and participants are benefiting from the significantly higher than market interest rate. There is no unreasonable or perceived risks seen however per the recommendation over a year ago, they do want to keep the fund on watch for the additional 12 months on a precautionary basis.

MassMutual recordkeeping contract extension – Ms. Burks-Wilson discussed the possibility of CTA exercising the 2 one-year optional extension periods at a considerable cost savings to plan participants. Mr. Schwartz provided a cost analysis of the MassMutual proposal relative to comparable services in the marketplace. He indicated MassMutual is proposing reducing their fee from 9 bps to 6 bps and a 33% reduction in exchange for the CTA simultaneously exercising both of its contractual extensions in the initial RFP. Upon a motion by Mr. McKone and seconded by Ms. Morgan the committee moved to accept and recommend MassMutual's proposal to execute the two remaining option years on the contract at the reduced price of 6 bps.

General Administration

Bills - Upon a motion by Ms. Thomas-Miller and seconded by Ms. Hampton an invoice was approved for Retirement Plan Advisors for the 2Q2020. Upon a motion by Ms. Thomas-Miller and seconded by Ms. Morgan an invoice was approved for BWM&S for June 2020.

Adjournment

Upon a motion by Ms. Hampton and seconded by Ms. Thomas-Miller, the meeting adjourned at 3:13 p.m.

Respectively Submitted,

Janice Irving, Plan Administrator