

**Deferred Compensation
Meeting Minutes
August 31, 2022
Teleconference**

Members Present

Tom McKone
April Morgan
Lisa Smith
Leticia Nieto
Georgette Hampton (joined late)

Non-Members Present

Joshua Schwartz	Tamme Ford
Darryl Collier	Eduardo Duran
Missy Price	Alex Gault
Rachel Bossard	Janice Irving
David Fowler	Rebecca Gill

Call to Order

The August 31, 2022 meeting was called to order at 9:10 a.m.

Minutes

Upon a motion by Ms. Smith and seconded by Ms. Morgan regular minutes of the July 25, 2022 meeting were approved. Regular minutes of the April 25, 2022 meeting were deferred.

Hardship Report

Mr. Collier reported 384 new requests have been received, 77 denied, 324 pending, and 228 paid out totaling \$1.7M. For the month of July, 65 new requests were received, 5 denied, and 38 paid out totaling \$234,151. In summary for the year, there were 345 pending, 304 new, 218 paid out, and 107 denied/closed for a year to date total pending 324. The primary reasons for denial were did not meet criteria and insufficient documentation. The primary reasons for approval were foreclosure/eviction, lost wages, and medical bills.

Old Business

Plan Participant Activity Report – Mr. Fowler reported for the month of July were 7 group meetings and 78 virtual/phone meetings. There were 17 enrollments into the 457 Plan and 15 into the 401k Plan for a YTD total enrollment of 283. There was a total of 3,520 actively employed and contributing into the 457 Plan and 2,481 into the 401k Plan. There were approximately 99 attendees at the July Financial Wellness seminar, and a YTD total of 419.

New Business

Appeals Report – Mr. Schwartz presented the appeals report which shows an overall positive trend. Dating back to April 2019, there has been an average of 40 appeals per year. After identifying some concerning activity regarding EOB's, the Appeals imputed procedures to confirm the authenticity. There were also other questions pertaining dental and orthodontia. A significant amount of work was done in the fourth quarter of 2020 and implemented in 2021. This change resulted in an increase of appeals with Empower working to ensure that they did not make a mistake or miss anything. There has been dramatic decrease in the number of appeals in 2022, believed to be the direct result of the appeals committee tightening the process, and then empower implementing it more independently. Thus far, 18 hardship requests have been appealed in the first 7 months. Overall, the trends are positive.

2Q2022 Plan Review Update – Mr. Collier presented an overview of the executive summary which showed plan assets down 9% from \$510M to \$463M in the 457(b) Plan. Participant contributions were down 10%, rollovers were up 39%, and withdrawals were down 25%, and terminations were up 33%. Plan expenses decreased by 5% and investment income decreased 108%. Calls into the call center were up 5% and visits to the website were down 13%. Plan assets were down 10% from \$98M to \$88M in the 401k Plan. Participant contributions were down 11%, rollovers were down 36%, withdrawals were down 29%, and terminations were down 12%. Plan expenses were down 5% and investment income decreased 109%. Calls into the call center were down 5% and visits to the website were down 13%. The average deferral rate percentages remained flat across the board. Month ended June 30 assets between both plans totaled \$552M, contributions and rollovers totaled \$16M, and outflow totaled \$26M.

Platform Transition – Mr. Collier reported the transition will take place next Friday, September 9th at the close a business. The site will be up on Tuesday, September 13th, and that will be the first time that participants will be able to access the new platform and new website. All credentialing is in place to allow key staff to access the new plan-sponsored portal. The first communication went out a week or so ago and included a link to a micro site about the migration and upgrade, and where participants can sign up for post-migration sessions and webinars. The new CTA website will be live on September 12th and participants will be redirected from the old CTA website to the new website on September 13th. Beginning September 14th, communication will go out with the new website, the new app, the new phone number. Reps will be in the field supporting the participants that have questions.

2Q2022 Investment Performance and Due Diligence report – Mr. Schwartz presented the 2Q2022 Investment Review and Due Diligence Report dated June 30, 2022 that shows two funds on watch and no menu changes.

September Meeting Date – Mr. McKone advised that the due to the upcoming Jewish New Year's, the September meeting date will be rescheduled to September 19th.

General Administration

Bills - Upon a motion by Ms. Morgan and seconded by Ms. Hampton invoice for Burke, Warren, McKay & Serritella for July general matters was approved.

Adjournment

Upon a motion by Ms. Hampton and seconded by Ms. Morgan, the meeting adjourned at 10:15 a.m.

Respectively Submitted,

Janice Irving, Plan Administrator