



Meeting Minutes of the
Retirement Investment Committee

May 29, 2025 – 2:00 p.m. CT

Meeting Via Zoom

Plan Administrator/Facilitator: Janice Parks, Vice President, and Chief Human Resources Officer Transamerica Partners Present: Keith Beall Cara Cantrell Others Present: Danielle Hanson	Committee Members Present: Maria Araque, Assistant VP Tax & Financial Compliance Michael Budzynski, Vice Dean Administration SSOM Hae Mi Choi, PhD, Associate Professor Quinlan School of Business Thomas Kelly, Senior Vice President for Administration Katharine Wyatt, Chief Investment Officer Absent: Wayne Magdziarz, Sr. VP & Chief Financial Officer
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1. Call to Order

Janice Parks called the meeting to order, which began at 2:03 p.m.

2. Review and approval of meeting minutes

Janice Parks requested a review of the meeting minutes of the March 11, 2025, meeting. Tom Kelly made a motion to approve the meeting minutes dated March 11, 2025. Katie Wyatt seconded the motion. All approved. The motion was carried.

3. Keith Beall, Portfolio Strategist at Transamerica presented the Investment Performance Review of the plan for Q1 2025.

Keith reviewed the Defined Contribution plan assets and investment line-up and explained we had a solid portfolio, well diversified across, and within the major asset classes.

The entire ERISA and Non-ERISA 403(b) account balances as of March 31, 2025, was \$1.37B which is lower than the balance reported as of December 31, 2024, which was \$1.40B. This balance reported includes currently active, closed ERISA legacy, and non-ERISA legacy assets. As of March 31, 2025, under the current active plan there is \$703M in assets, which is 58.2% of the total plan assets. Transamerica holds 50.7% of total assets under investment management, and TIAA (four funds) holds 7.5% of total assets under investment management in the current active plan. There currently is 36.7% of the ERISA plan assets in closed ERISA legacy accounts with TIAA, Fidelity and AIG/Corebridge Financial. The remaining 12.1% of total account balance are closed non-ERISA accounts.

Keith then reviewed each investment against benchmarks that we have set up, and the overall fund lineup is performing in-line with expectations with the following noted trends:

- Investment Lineup is well-diversified with representation across the major asset classes
 - Master Administrator Structure
 - Transamerica
 - 17 Core Funds (6 Index), Target Date Funds (Index), Allocation Services
 - TIAA
 - 4 TIAA-CREF Annuities (including stable/declared rate fund)
- Funds on Watch List:
 - T. Rowe Price Growth Stock Fund
 - Placed on watch 4Q23; performance
 - ClearBridge Small Cap Growth Fund
 - Placed on watch 2Q24; performance
- Passively managed index funds performed in line with underlying indexes
- Actively managed funds performing in top 40th percentile of peers over trailing 3 and 5 years
 - BlackRock High Yield Bond Fund
 - DFA US Targeted Value Fund
 - DFA Emerging Markets Fund

- Actively managed funds performing below peer median over trailing 3 and 5 years
 - TCW Met West Total Return Bond Fund
 - Performed in 20th and 77th percentile over quarter and trailing year
 - Underperformed peer median 2021-2024
 - Longer duration and more conservative credit positioning has weighed on results
 - Considerable organizational changes in 2023 and 2024
 - Nuveen Large Cap Responsible Equity Fund
 - Performed in 30th and 72nd percentile over quarter and trailing year
 - Underperformed peer median in 2023 and 2024
 - Fund's index changed from Russell 3000 to S&P 500 in spring 2024
 - Mid and small cap companies have persistently underperformed large cap in recent years
 - Fund's ESG screens exclude some companies and overweight others as managers attempt to recreate the performance and risk attributes of the underlying index
- Actively managed funds performing below peer median over trailing 3 and 5 years
 - T. Rowe Price Growth Stock FundFund on Watch Status; 4Q23 for performance
 - Performed in 55th and 49th percentile over quarter and trailing year
 - Underperformed peer median in 2019 and 2021-2022
 - 2022 had largest impact as greater technology, consumer discretionary, and more aggressive growth holdings detracted during market downturn
 - Outperformed in 2023 during strong growth led market recovery
- ClearBridge Small Cap Growth FundFund on Watch Status; 2Q24 for performance
 - Performed in 16th and 65th percentile over quarter and trailing year
 - Material underperformance in 2024 and 2023 brought down trailing averages
 - Lack of exposure to biotech stocks and security selection detracted from 2023 results
 - Individual stock selection or non-selection detracted from 2024 results
- Other funds of interest
 - MFS Value Fund
 - Performed in 14th and 52nd percentile over quarter and trailing year
 - Underperformed peer median 2021-2024
 - Consistently lower standard deviation than peers and index
 - Strategy focuses on undervalued companies, durable businesses, strong cash flows and balance sheets

Kaite Wyatt provided an update to the committee about the subcommittee's meeting in April in which the subcommittee has selected JP Morgan Large Cap Growth to replace T. Rowe Price Growth Stock Fund that has been on watch status since 4Q23. Katie Wyatt made a motion to approve the JP Morgan Large Cap Growth fund to replace T. Rowe Price Growth Stock Fund. Thomas Kelly seconded the motion. All approved. The motion was carried.

Katie Wyatt said the subcommittee will meet in the future to discuss the ClearBridge Small Cap Growth Fund and alternative funds for the committee to consider. Additionally, available stable funds to replace TIAA funds would be a future committee meeting discussion.

4. Cara Cantrell, Client Executive at Transamerica provided an update on plan operations and plan participant statistics as of March 31, 2025.

Cara Cantrell reviewed the Plan-level Dashboard Report noting that total participant account assets were \$612M and this was a +\$40M change from 2024. Participants had an average account balance of \$101,933 at Transamerica and an 8.3% average deferral rate. 3,566 participants are actively contributing to the plan and 6,012 participants have accounts with balances. The outstanding loan balance total as of the quarter was \$5M, which is about 5.5% of participants with a loan and an average loan balance of \$10,492.

Cara Cantrell then reviewed the Plan-level Dashboard Report for the 457(b) plan. The plan has 21 participants with a balance and the plan has \$1.8M in assets and this was a +\$348,996 change from 2024.

5. Committee Executive Session & Other Business

Discussed setting up the subcommittee meeting to explore different fund options for watch list funds, specifically the ClearBridge Small Cap Growth Fund and the 3 TIAA funds in the plan.

6. Closing

The next Retirement Investment Committee meeting will be scheduled for August 20, 2025. Janice Parks adjourned the meeting at 3:11 p.m.