MINUTES
Louisiana Deferred Compensation Commission Meeting
June 17, 2025

The monthly meeting of the Louisiana Deferred Compensation Commission was held on Tuesday, June 17, 2025, in the office of the Service Provider, 9100 Bluebonnet Centre Blvd., #203, Baton Rouge, LA, 70809 at 9:00 a.m.

Members Present
Doug Buras, Designee of Commissioner of Financial Institutions
Melissa Gibson, Designee of the Commissioner of Insurance
Beverly Hodges, Participant Member
Andrea Hubbard, Vice Chair, Co-Designee of the Commissioner of Administration
Julius Roberson, Co-Designee of the LA State Treasurer
Laney Sanders, Secretary, Participant Member

Members Not Present
Representative Tony Bacala, Designee of the Speaker of the LA House of Representatives
Senator Valarie Hodges, Designee of the President of the Louisiana State Senate
Cindy Rougeou, Participant Member

Others Present
Stephen DiGirolamo, CFA – Managing Director, Wilshire Associates
Justin Lester, State of Louisiana Attorney General's Office, Baton Rouge
Jason Decker, State of Louisiana Attorney General's Office, Baton Rouge
Marybeth Daubenspeck, Vice President, Government Markets, Empower, Denver-*via video conference*
Karen Monaghan, Sr Client Services Manager, Empower, Denver-*via video conference*
Michela Palmer, Communications Strategist Participant Mktg Comm Gov, Empower, Denver-*via video conference*
Shannon Dyse, Relationship Manager, Empower, Baton Rouge
Rich Massingill, Manager, Participant Engagement, Empower, Baton Rouge
Shannon Wheeler, Retirement Plan Advisor, Empower, Baton Rouge-*via video conference*
Jo Ann Carrigan, Sr. Field Administrative Support, Empower, Baton Rouge

Call to Order
Ms. Hodges called the meeting to order at 9:00 a.m.

Roll Call of Commission Members
Ms. Carrigan called roll of Commission members in attendance noting that there was a quorum.

Public Comments
Ms. Hodges reported that there were no public comments.

Approval of Commission Meeting Minutes – May 20, 2025
The minutes of May 20, 2025, Commission Meeting were reviewed. Ms. Hubbard motioned to accept the minutes as presented. Ms. Sanders seconded the motion. The motion unanimously passed.

Audit: Independent Auditor's Draft Report
Mr. Buras stated that he had reviewed the auditor's report and noted one change needed which involved changing any reference to Great West to Empower. Mr. DeFalco will present the final version of the audit report at the July 15, 2025, Commission Meeting.

Attorney General Updates

Rule Promulgation: Mr. Lester reported that the rule promulgation as presented at the May 20, 2025, Commission meeting will be filed on Wednesday, June 18, 2025, to be finalized in October 2025.

Executive Order JML 25-038-Admin Rules and Regulations: Mr. Lester reviewed Governor Landry's Executive Order JML 25-038 noting that the executive order requires all Boards, Commissions, and agencies to review any rules that have been promulgated over a specific period of time. Suggested changes were provided to Mr. Lester by the Commission for review and to be added to the final version of the Administrative Rules and Regulations being submitted to the Governor's office.

- Title 32; PT VII, 507: Distributions from the Plan – Clarify language related to authorization of distributions.
- Section 101 - Definition of the Commission: List of Commission members must be updated to include the statute in place that added the House and Senate representatives to the Commission.
- Section 105 A8 - Hardship/Unforeseen Emergencies: The Plan Document includes reference to a Hardship Committee. The Commission delegated hardship responsibilities to Empower in 2019.
- Section 305 – Effective January 2026, Age 50 Catch Up contributions must be deferred as Roth for those employees whose "wages" exceed $145,000. The wording of this requirement should be changed from "wages" to "Social Security wages."
- Section 311 – Revocation of Deferral Election: Remove the 30 days in advance and paper requirement.
- Section 505 – Once per calendar quarter, participants must be notified "in writing" of the total amount deferred. Mr. Lester will research to confirm that electronic statements meet this requirement.

Mr. Lester will present a final Executive Order report for Commission approval at an upcoming meeting.

Service Provider's Report

Plan Update May 31, 2025: Mr. Dyse reviewed the Plan Update as of May 31, 2025. Assets as of May 31, 2025: $2,385.10 Million; Asset Change YTD: $28.99 Million. Contributions YTD: $51.48 Million; Distributions YTD: $89.72 Million. Net Investment Difference YTD: $67.23 Million.

UPA – May 2025: Mr. Dyse presented the May 2025 UPA report. The UPA balance at the end of May was $2,454,381.24. Additions and deletions were reviewed.

UEW Report – May 2025: Mr. Dyse presented the UEW Report for the month of May 2025. There were twenty-one approved applications and two declined applications totaling twenty-three applications submitted for approval.

Secure 2.0 – Roth Requirement

Ms. Palmer reviewed Empower's communications strategy related to the Secure 2.0 Catch-up-Roth requirement for participants earning $145,000 or more in Social Security wages in the prior year. Impacted participants' deferrals must be changed from pre-tax to Roth when the applicable deferral limit is reached. Empower will notify employers and employees of this requirement via the website, the newsletter and targeted emails including reminder emails. All marketing fliers will be audited to ensure that the catch-up-Roth requirement is included.

Planned State of LA/HR Webinars

Mr. Dyse informed the Commission that multiple webinars for State of LA HR personnel will be offered during the month of August. All members of the Empower service team will be participating in the webinars in addition to personnel from the Office of State Uniform Payroll (OSUP) and specific Commission members. The goal of the webinars is to encourage HR personnel to promote the LA Deferred Comp Plan to employees. Mr. Massingill noted that there will also be webinars offered to non-OSUP agencies with special emphasis on Roth contributions.

Commission Travel and Expense Card

Mr. Dyse reported that the Commission's US Bank ghost card (no physical card) has been issued and activated for use.

NAGDCA Conference

Mr. Dyse presented information related to the 2025 NAGDCA Conference to be held in San Diego during the period of September 28 – October 1, 2025. NAGDCA registration, hotel reservations and airline expenses can be charged to the Commission Travel and Expense card. Mr. Buras motioned to approve attendance at the NAGDCA Conference for any member of the Commission wishing to attend. Mr. Roberson seconded the motion. There was no discussion, and the motion passed unanimously.

Other Business

Mr. Dyse reviewed a request received from OnBoard for a Sales and Use Tax Exemption certificate from the Commission. Mr. Dyse will review the online process to request the certificate with Ms. Hodges who will submit the request on behalf of the Commission.

Recordkeeper RFP Update

Mr. Lester informed the Commission that the RFP portion of the meeting is considered a public meeting and that no one is required to leave the meeting. Mr. Lester also stated that the RFP is in a quiet period and that Empower representatives are present at the meeting because Empower is the current recordkeeper. The Commission was instructed that if a determination were made today, it would be based on the information included in Mr. DiGirolamo's presentation. Mr. DiGirolamo shared that three companies responded to the RFP: Empower (incumbent), Nationwide and Voya. Each of the three proposer companies has been in the recordkeeping business and have worked with government entities for many years including servicing large 457b plans. Mr. DiGirolamo presented an evaluation of each proposal received using the following criteria: The proposer's qualifications, the proposer's service model and services, fees, and interviews (to be held later). Mr. DiGirolamo concluded his presentation by stating that each proposal received met expectations and are valid offers. It was Mr. DiGirolamo's personal opinion that Empower is leading the way in terms of how to best serve clients in their proactive approach to technology. Mr. DiGirolamo suggested that the Commission make their decision based on what the best path forward would be in terms of cost, man hours and which company has the best capability of staying ahead of the curve within a 5 – 10-year window. The Commission decided to hold virtual interviews with each proposal company at the July 15, 2025, meeting. Each company will be allotted a 45-minute time period to make their presentation. Mr. DiGirolamo and the Commission RFP Committee will create an agenda that will be shared with each company prior to the July meeting. The first portion of the July meeting will include the auditor's report and the usual monthly Commission reports. The meeting will begin at 9:00 and interviews will begin at 9:30 a.m.

Other Business

Mr. Buras thanked Mr. Massingill and Sean Harris, Retirement Plan Advisor for presenting at his agency's annual meeting. Mr. Massingill thanked Mr. Buras for the invitation and stated that he was available to meet with other agencies upon request.

Ms. Sanders motioned to allow Ms. Hodges to sign the audit Management Representation letter on behalf of the Commission. Mr. Roberson seconded the motion. There was no discussion. The motion passed unanimously.

Adjournment

With there being no further items of business to come before the Commission, Chairperson Hodges declared the meeting adjourned at 10:28 a.m.

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Laney Sanders, Secretary