KANSAS BOARD OF REGENTS
Retirement Plan Committee (RPC)
MINUTES
October 15, 2024

The October 15, 2024, meeting of the Kansas Board of Chairs Retirement Plan Committee was called to order at 12:30 p.m.

Members participating in person:

Chair Carl Ice, Chair	Ethan Erickson, KSU
Dipak Ghosh, ESU	Ted Juhl, KU
Shanna Legleiter, KSU	Becky Pottebaum, KBOR

Members participating by video conference:

Doug Ball, PSU	Emily Breit, FHSU
Adrienne Kordalski, KUMC	President Muma, WSU

Participating from Advanced Capital Group were consultants Brad Tollander, Senior Investment Consultant, and Justin Dorsey, Principal, Senior Relationship Manager. Participating from TIAA were Ernest Alexander, Managing Director, Retirement Solutions; and, joining virtually, Blake Earl, Senior Relationship Manager. Participating from Voya were John O'Brien, Regional Vice President; and Cindy Delfelder, Strategic Relationship Manager. Participating from the Board Office were Gage Rohlf, Madi Vannaman, John Yeary and Elaine Frisbie.

Introductions

Chair Ice introduced Ethan Erickson, Kansas State University's Vice President for Administration and Finance, who will serve as a Council of Business Officers representative and Becky Pottebaum, KBOR's Director for Finance and Administration, who will serve as the Board Office representative as a non-voting, ex officio member. Becky replaces Madi Vannaman who retired from KU this year and who served as the Board Office representative since the RPC was created in 2005. Chair Ice recognized and thanked Madi for her service to the Retirement Plans and to the Retirement Plan Committee.

Minutes

Dipak Ghosh moved to approve the March 19, 2024, minutes. Following a second by Ted Juhl, the motion was approved.

ACG semi-annual investment review, as of June 30, 2024

Brad Tollander, Advance Capitol Group's Senior Investment Consultant, provided highlights from the ACG executive summary and information about the Mandatory and Voluntary Plans. He noted that as of July 1, 2024, TIAA-CREF registered mutual funds were renamed as Nuveen (TIAA's global asset manager) with no change in tickers or expense ratios.

TIAA – Watch List review (both Mandatory and Voluntary Plan Lineups)

A. **Allspring Growth Institutional** has been on the Watch List since Fall 2022 because of long-term risk-adjusted performance in the bottom quartile of the peer group. Mandatory plan assets invested in the fund are $39.1M, or 0.9% of TIAA assets, belonging to 655 participants. Voluntary plan assets invested in the fund are $566K, or 0.4% of TIAA assets, belonging to 61 participants.

   [As of the previous reporting date, December 31, 2023, mandatory plan assets invested in the fund were $34.5M, or 0.8% of TIAA assets belonging to 668 participants. Voluntary plan assets invested in the fund were $398k, or 0.3% of TIAA assets, belonging to 61 participants.]

This fund was added about 15 years ago to complement the CREF Growth Account, and it has an all-cap strategy with a high-growth approach. The majority of assets are in the large cap space, but the fund also reaches down into the mid- and small-cap spaces. The high growth, all-cap approach stays true to the fund's strategy, which has been both good and bad for the fund. As of September 30th, the fund's one-year return is 43%, beating the fund's benchmark (the Russell 3000 Growth Index) by 1.65%, and beating the median peer group manager by 4.15%.

From 2017 to 2020, the fund produced solid performance results relative to both the Russell 3000 Growth benchmark and median large cap growth manager. However, its all-cap, high-growth strategy has run into stylistic headwinds which has caused it to significantly underperform for three consecutive years (2021, 2022 and 2023) as illustrated in the Executive Summary.

Since the Spring 2024 RPC meeting, several changes have occurred. The Lead Portfolio manager left the organization, which led to broader organizational changes, including a merger of research teams. Near-term results on an absolute and relative basis have shown improvement with the fund's one-year return of 43.12% as of September 30, 2024, beating the index and median peer group manager by 1.65% and 4.15% respectively, placing it in the 28th percentile of its peers. Three-year performance results continue to underperform both the benchmark and peer group. However, assuming current relative performance trends persist, ACG anticipates the fund will exhibit a substantial improvement in relative performance at year-end due to the anticipated positive impact of the fourth-quarter 2021 performance results falling off the three-year performance calculation.

Factors that could change the performance prospects of the fund include: the index concentration is at an all-time high, with over 60% of the Russell 1000 Growth concentrated in the top 10 stocks; stock valuations are high, by historical standards, but are more attractive down-market cap; and the Federal Reserve has initiated a monetary policy easing cycle which can be favorable for small and mid-cap companies which often rely on variable rate financing, as lower interest rates can reduce borrowing costs, improve profitability and enhance the overall financial health of these companies. There are expectations for two more rate cuts in November and December 2024. Wall Street firms expect the Fed Funds rate to be closer to 3% by the end of 2025.

ACG's recommendation: Despite significant challenges from 2021 to 2023, the fund manager's unwavering commitment to a high-growth, all-cap strategy likely led to his departure. The new, seasoned management team, with a focus on collaboration and enhanced research capabilities, suggests a positive outlook for the fund's long-term prospects. Given the current market concentration in mega-cap stocks and likelihood that the market will begin to broaden out, coupled with the Federal Reserve's move towards monetary easing, the fund appears well positioned to outperform its mega-cap focused peers. It's important to note that TIAA participants in both KBOR Plans have alternative large-cap growth options available if they prefer a more style-specific large-cap offering (three other options in the Mandatory Plan and four in the Voluntary Plan).

In response to Chair Ice's question about what performance indicator would make ACG comfortable to remove the fund from the Watch List, Brad Tollander replied if the three-year number was closer to the 60th percentile.

Dr. Juhl asked how bad the performance would need to be to remove the fund from the lineup. Brad Tollander replied that he was prepared to review alternative fund options now and can provide his opinion, recognizing the decision is ultimately the RPC's. The fund has been on the Watch List for two years and modest performance would result in a recommendation to replace the fund. But if "sizable" improvement occurred, moving the fund three-year peer group ranking from the 90th percentile, closer to the 60% percentile, ACG would recommend removing the fund from the Watch List.

Chair Ice stated that it is important for there to structurally be a reason to place a fund on the Watch List, and funds should not be perpetually on watch.

Ethan Erickson asked whether the motion to be considered should include a time frame, like six months, and an indication of x% on performance. Chair Ice responded that the RPC would need to look at the performance information instead of dictating a performance level; performance improvement needs to be seen. The RPC must be willing to act when funds are on the Watch List, otherwise it's a hollow designation.

Ethan Erickson moved to keep the Allspring Growth Institutional Fund on the Watch List and to review the fund's performance again at the spring 2025 RPC meeting. Following a second by Emily Breit, the motion was approved.

B. TIAA-CREF Mid-Cap Growth Institutional has been on the Watch List since Fall 2022 because of manager departure and near-term and long-term performance relative to peers. Mandatory Plan assets invested in the fund are $16.8M or 0.4% of TIAA assets, belonging to 1,093 participants. Voluntary Plan assets invested in the fund are $491k or 0.3% of TIAA assets, belonging to 178 participants.

[As of the previous reporting date, December 31, 2023, Mandatory Plan assets invested in the fund were $18.5M or 0.5% of TIAA assets, belonging to 1,214 participants. Voluntary Plan assets invested in the fund are $461k or 0.4% of TIAA assets, belonging to 194 participants.]

Approximately18 months ago, Nuveen (TIAA's investment arm), took steps to improve future fund performance with the addition of two industry-specific portfolio managers to the team and bolstering its mid-cap research capabilities by expanding its analyst team. Since the Spring 2024 RPC meeting, performance results have continued to deteriorate. At the end of September, the fund placed in the bottom decile of its peers on a quarter, one-, three-, five- and ten-year basis and significantly underperformed the Russell Mid Cap Growth Index over these same time periods. This fund is the only TIAA option offered in this space, and it is failing.

There is a stark contrast with the other fund on the Watch List as there has been movement of assets out of this fund and a decrease in participation rates indicating participants are looking for other options.

ACG's recommendation: Replace the fund with the JPMorgan Mid Cap Growth R6 in both the KBOR Mandatory and Voluntary Plans. ACG evaluated four funds and recommends the JPMorgan Mid Cap Growth R6 (JMGMX) with an expense ratio of 0.70%. Although the expense ratio is a little high relative to the existing mid-cap growth fund offered in the KBOR plans, the R6 share class is the only share class available for the JP Morgan Mid Cap Growth fund. The rationale for recommending this fund:

- Diversified (115 holdings), style specific mid-cap growth emphasizing stock selection with some momentum overlay as the primary alpha driver.
- Sharing similar investment style plot to the current plan option, but with improved risk-adjusted performance.
- Effective diversification with slightly lower correlations between the value and blend equity options
- Consistent trailing and calendar year performance.
- Highest performance and rolling excess returns compared to others on a rolling three- and five-year basis, and
- Solid three-year and strong five-year rolling returns, Sharpe ratio, information ratio, and alpha ratio.

Ethan Erickson moved to replace the TIAA-CREF Mid-Cap Growth Institutional Fund with the JP Morgan Mid Cap Growth R6 Fund. Following a second by Dipak Ghosh, the motion was approved.

C. Brad Tollander noted that Voya's Mandatory Plan assets crossed the $1B threshold and that Voya has no funds on the Watch List. Noting the recordkeeper expense ratios for the Mandatory Plan (TIAA 0.36% and Voya .40%) and the Voluntary Plan (TIAA 0.33% and Voya 0.37%), he stated those are low fees and also that low-cost index fund options are available for participants.

<u>Retirement Plan Subcommittee</u>

Associate General Counsel Gage Rohlf shared the RPC Subcommittee meeting report that provided information about topics discussed at the Subcommittee's July 30, 2024, meeting. The report can be used as a resource to draw upon when these topics come up before the RPC. Topics discussed included:

- TIAA's Lifetime Income Option for the Mandatory Plan's default investment option.
- TIAA share class change for eight CREF funds and required contract change (discussed later during the meeting),

- TIAA's revenue collection model,
- Campus administration operational compliance with the retirement plan documents, and
- SECURE 2.0 provisions (the age 60 to 63 catch-up provisions and the Voluntary Plan's penalty-free withdrawals for terminal illness).

<u>TIAA Proprietary Fund Share Class Change/Mandatory Plan Contract Change</u>

Ernest Alexander, Managing Director, Retirement Solutions for TIAA, shared information about the TIAA investment change from the R3 class to the R4 class for eight CREF Account proprietary funds available in the Mandatory and Voluntary plans: CREF Stock Account, CREF Global Equities Account, CREF Growth Account, CREF Equity Index Account, CREF Social Choice Account, CREF Inflation-Linked Bond Account, CREF Core Bond Account and the CREF Money Market Account. This change would necessitate a contract change in the Mandatory Plan, as the R4 share class is not available under the current contract (the R4 share class is, however, available under the current Voluntary Plan contract). The Mandatory Plan contract would need to be changed from the current Retirement Annuity (RA) contract to the Retirement Choice (RC) contract. This contract change, in turn, would alter the terms of the TIAA Traditional annuity available to Mandatory Plan participants upon execution of such a contract change.

During his presentation of the RPC Subcommittee report, Gage Rohlf stated that this change was discussed at the July 2024 RPC Subcommittee meeting, and the Subcommittee recommended implementing it. The R4 share class is not available within the Mandatory Plan's current RA contract. Information reflected in the RPC Subcommittee report shows that recordkeeping for the R4 share class is charged separately, similar to institutional class mutual funds. The R3 share class has a 10-basis-point revenue share that brings the effective difference between the share classes down to 5.5 basis points, which based on currently invested assets would represent estimated savings of $757,000. Of currently held assets in the Mandatory Plan, 33.8% are in the affected CREF funds. In addition, the changes to TIAA Traditional show potential for higher participant returns and loosening restrictions on employee cash-outs by lowering the withdrawal payout structure from ten annual payments to 84 monthly payments.

Ernest Alexander pointed out differences between the current RA *individually* owned contracts and the RC *institutionally* owned contracts, which are an industry trend. Under the RC contract, funds invested in annuity products after the contract change date would be institutionally mappable. The TIAA chart below describes the distinctions between the two contract types.

Compare our institutionally and individually owned contracts.

Key features help simplify plan management and provide retirement paychecks for life.

	Retirement Choice (RC) Retirement Choice Plus (RCP)	Retirement Annuity (RA) Group Retirement Annuity (GRA) Supplemental Retirement Annuity (SRA) Group Supplemental Retirement Annuity (GSRA)
Ownership	Institutionally owned	Individually owned
Required investment options	No required investment options	TIAA Traditional, CREF Stock and CREF Money Market must be available for both contributions and transfers
Discontinuance/mappability	60 months with no surrender charge	Not available
Employee cashability	84 monthly payments (RC) Fully liquid[2] (RCP)	10 annual payments (RA/GRA); Lump sum within 120 days after terminating employment subject to 2.50% (GRA); Fully liquid[2] (SRA/GSRA)
Minimum interest rate during accumulation	Between 1.00% and 3.00% rate determined annually on January 1 (RC) and March 1 (RCP)	3.00%
Retirement paychecks for life[1]	Yes	Yes

1. All guarantees are subject to TIAA's claims-paying ability. 2. Under this contract, if participants transfer out of TIAA Traditional and transfer back within 120 days, the amount up to the original transfer will retain applicable vintages and be credited with the same prospective interest rates that would have been applied if the transfer out had not taken place. In addition, for certain Retirement Choice Plus contracts, any transfer from TIAA Traditional to a competing fund must first be directed to a non-competing fund for a period of 90 days. (TIAA Contract form IGRSP-02-ACC/TIAA Certificate form IGRSP-CERT3-ACC.).

Ernest Alexander then discussed the difference in the TIAA Traditional minimum interest rate during accumulation between the RC and RA contracts, which would impact TIAA Traditional fund assets invested under the RC contract. (The RPC Subcommittee report stated that 22.9% of Mandatory Plan assets are invested in TIAA Traditional. Existing investments would remain under the RA contract absent direction from participants.) As reflected in the above chart, TIAA Traditional under the RA contract guarantees a minimum interest rate of 3%. Under the RC contract, it guarantees a minimum interest rate of 1%-3%. However, Ernest Alexander shared the following with the Committee reflecting higher crediting rates under the RC contract:

TIAA Traditional interest rates over time.

Total effective interest rates credited on TIAA Traditional annuity accumulations[1] (as of 9/1/2024 — guaranteed through 2/28/2025)

Contribution date[2]	RA/GRA	SRA/GSRA	RC[3]	RCP[3]
Pre-2006	4.80%	4.05%	5.05%	4.30%
2006 – 2011	4.35%	3.60%	4.60%	3.85%
2012 – 2019	4.10%	3.35%	4.35%	3.60%
2020 – 2021	3.65%	3.00%	3.90%	3.15%
January – April 2022	4.00%	3.25%	4.25%	3.50%
May – October 2022	5.25%	4.50%	5.50%	4.75%
November 2022 – June 2023	6.00%	5.25%	6.25%	5.50%
July 2023 – December 2023	6.50%	5.75%	6.75%	6.00%
January – February 2024	6.00%	5.25%	6.25%	5.50%
March-April 2024	5.25%	4.50%	5.50%	4.75%
May-June 2024	5.50%	4.75%	5.75%	5.00%
July-August 2024	5.25%	4.50%	5.50%	4.75%
September 2024	5.00%	4.25%	5.25%	4.50%
Minimum guaranteed rate[4]	3.00%[5]	3.00%[5]	Between 1.00% and 3.00%[6] (current is 3.00%)	Between 1.00% and 3.0 (current is 2.75%)

Contract types shown that include TIAA Traditional: (G)RA—(Group) Retirement Annuity, (G)SRA—(Group) Supplemental Retirement Annuity, RC(P)—Retirement Choice (Plus).

1. TIAA may declare additional amounts of interest and income benefits above contractually guaranteed levels. Additional amounts are not guaranteed beyond the period for which they are declared. The rates TIAA credits are quoted as effective annual rates with inte compounded daily and, once declared, remain in effect during the current declaration year (Mar. 1, 2024 – Feb. 28, 2025). This means that funds applied to TIAA Traditional during the current month will be credited with the indicated effective annual rates until Feb. : 2025, and that the rates are subject to change starting Mar. 1, 2025. 2. For accumulations in contracts other than Retirement Choice (RC) and Retirement Choice Plus (RCP), additional amounts earned on older vintages are applied to the most recent contribution da vintage. 3. RC contracts have no accumulations in vintages prior to August 2005. RCP contracts have no accumulations in vintages prior to June 2006. 4. Subject to TIAA's claims-paying ability. 5. 3.00% for all premiums remitted since 1979 on RA and SRA contract RC minimum guaranteed rate is re-determined annually on January 1. Applies to premiums deposited during the applicable calendar year and is guaranteed for 10 years, at which point the minimum rate for these premiums will be reset. 7. RCP minimum guaranteed ra determined annually on March 1. Applies to all accumulations and premiums deposited during the period. Past performance is no guarantee of future performance.

At the July Subcommittee meeting, TIAA and ACG advised the Subcommittee that the rate has historically been higher under the RC contract since the lower rate guarantee permits TIAA to carry fewer reserves. ACG advised the Subcommittee that, while the lower guaranteed rate during the accumulation phase "might seem like a negative, it's actually benefitted participants. Because TIAA needs to set aside less capital, they've typically paid a rate 0.25% higher than the [existing] contract."

Because of potential savings and the historical rates that have been experienced, Ernest Alexander recommended the RPC consider moving to the RC contracts to take advantage of the lower R4 share class on those CREF accounts.

Chair Ice asked RPC Subcommittee members for their perspectives. Dipak Ghosh stated the Subcommittee reviewed this extensively and supported the change. As reflected in the Subcommittee notes, Dr. Ghosh reiterated "the 3% guarantee is worth more under depressed economic conditions." However, he explained, "over time there are more periods of economic growth than of economic recession." He stated that although past performance is no guarantee of future performance, based on this record, one could expect that trend to continue.

In response to questions, Ernest Alexander stated that there is a required 30-day notification required to share information with participants and, assuming the full Board approves this change at their November meeting, this change could be implemented in early 2025. TIAA would work with Board Office staff to coordinate activities and participant communication.

Dipak Ghosh moved the RPC recommend a contract change from the current RA contract to the RC contract, to take advantage of the lower R4 share class for these eight CREF proprietary funds: CREF Stock Account, CREF Global Equities Account, CREF Growth Account, CREF Equity Index Account, CREF Social Choice Account, CREF Inflation-Linked Bond Account, CREF Core Bond Account and the CREF Money Market Account. Following a second by Emily Breit the motion was approved.

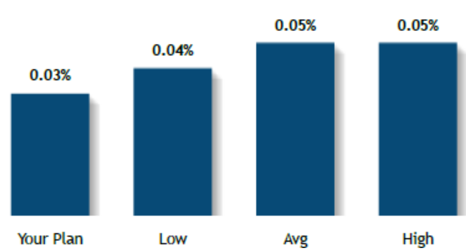
ACG's Recordkeeping Benchmark Reviews

Brad Tollander shared data from benchmark reviews ACG conducted for both the Mandatory and Voluntary Plan, analyzing both TIAA and Voya's fees. Because assets and participant numbers in the KBOR plan are large, comparisons are somewhat challenging. ACG belongs to RPAG (Retirement Plan Advisory Group) with over 700 registered investment advisors overseeing more than $500 billion in assets. The RPAG database collects information from annual fee benchmarking exercises as well as over 15,000 live bids to form its comparative database. The database information is constantly refreshed, and no data is older than three years. The data, however, does not differentiate between different plan types; therefore, 401k and 457 plan information are included along with 403(b) plan information. It is important to note that in the 401k marketplace, plans generally have one provider with a high technology approach to participant engagement and recordkeeping that allows for lower fees. The KBOR plan employs multiple vendors and a higher touch approach. If the comparisons were limited to other 403(b) plans with multiple vendors, the fee information would be more competitive.

Prism Fee Benchmarking Analysis

PLAN INFO		BENCHMARK INFO	
Your Plan:	Kansas Board of Regents TIAA Mandatory	Universe:	6
Recordkeeper:	TIAA	Plan Asset Band:	$2,007,500,000 to $6,515,900,000
Plan Assets:	$4,067,195,986	Total Participants:	24,910
Participant Band:	--		

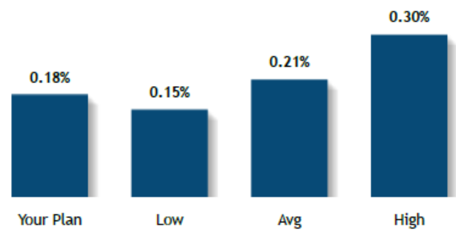
Fee Types	Your Plan		Prism™ Low		Prism™ Average		Prism™ High	
Recordkeeping	0.03%	$1,370,050	0.04%	$1,626,878	0.05%	$2,033,598	0.05%	$2,033,598
Total Fees	**0.03%**	**$1,370,050**	**0.04%** (+0.01%)	**$1,626,878** (+$256,828)	**0.05%** (+0.02%)	**$2,033,598** (+$663,548)	**0.05%** (+0.02%)	**$2,033,598** (+$663,548)
Per Participant		**$55**		**$65**		**$82**		**$82**



Prism Fee Benchmarking Analysis

PLAN INFO		BENCHMARK INFO	
Your Plan:	Kansas Board of Regents TIAA Voluntary	Universe:	64
Recordkeeper:	TIAA	Plan Asset Band:	$81,440,000 to $151,240,000
Plan Assets:	$116,338,656	Total Participants:	3,831
Participant Band:	2,680 to 4,980		

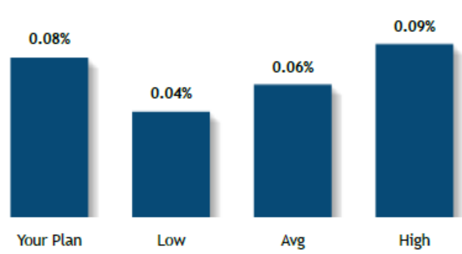
Fee Types	Your Plan		Prism™ Low		Prism™ Average		Prism™ High	
Recordkeeping	0.18%	$210,705	0.15%	$174,508	0.21%	$244,311	0.30%	$349,016
Total Fees	**0.18%**	**$210,705**	**0.15%** (-0.03%)	**$174,508** (-$36,197)	**0.21%** (+0.03%)	**$244,311** (+$33,606)	**0.30%** (+0.12%)	**$349,016** (+$138,311)
Per Participant		**$55**		**$46**		**$64**		**$91**



Prism Fee Benchmarking Analysis

PLAN INFO		BENCHMARK INFO	
Your Plan:	Kansas Board of Regents Voya Mandatory	Universe:	8
Recordkeeper:	Voya	Plan Asset Band:	$653,390,000 to $1,213,440,000
Plan Assets:	$933,418,601	Total Participants:	6,132
Participant Band:	--		

Fee Types	Your Plan		Prism™ Low		Prism™ Average		Prism™ High	
Recordkeeping	0.08%	$746,735	0.04%	$373,367	0.06%	$560,051	0.09%	$840,077
Total Fees	**0.08%**	**$746,735**	**0.04%** (-0.04%)	**$373,367** (-$373,368)	**0.06%** (-0.02%)	**$560,051** (-$186,684)	**0.09%** (+0.01%)	**$840,077** (+$93,342)
Per Participant		**$122**		**$61**		**$91**		**$137**



Prism Fee Benchmarking Analysis

PLAN INFO		BENCHMARK INFO	
Your Plan:	Kansas Board of Regents Voya Voluntary	Universe:	87
Recordkeeper:	Voya	Plan Asset Band:	$42,410,000 to $78,750,000
Plan Assets:	$60,579,694	Total Participants:	1,444
Participant Band:	1,010 to 1,880		

Fee Types	Your Plan		Prism™ Low		Prism™ Average		Prism™ High	
Recordkeeping	0.08%	$48,464	0.18%	$109,043	0.27%	$163,565	0.36%	$218,087
Total Fees	0.08%	$48,464	0.18% (+0.10%)	$109,043 (+$60,579)	0.27% (+0.19%)	$163,565 (+$115,101)	0.36% (+0.28%)	$218,087 (+$169,623)
Per Participant		$34		$76		$113		$151

Brad Tollander mentioned that at the next RPC meeting, an action item will be a discussion about a Request for Information (RFI) or Request for Proposals (RFP) approach for the KBOR plan. The RPC's Vendor Management Document provides, as a guideline, that a formal benchmarking review process will occur every four years and issue an RFI or RFP every eight years. The last RFI was issued in 2017.

Chair Ice asked what an RFP will do. Brad Tollander responded that ACG will work with Board staff to discuss two options. The first is to issue an RFP to take the KBOR plan to the marketplace for bids to see what the fees and services look like. That process can go very deep. The other is to issue an RFI, which would be a more modified approach. The results of either approach could result in changes to fees and services provided.

Ernest Alexander stated that TIAA does its own benchmarking, and he suspects that Voya also does. TIAA does this to compare like sized clients, as there is a wider universe of plans to compare to the KBOR plan. He explained that there is a race to the bottom to monitor and change record keeping expenses. If the rate structure has not been reviewed in three years, TIAA will perform a review because of asset size increase. In addition, there is a desire to keep plans, like the KBOR plans, as clients.

<u>Vendor Updates</u>

Justin Dorsey, a principal with Advanced Capital Group and Senior Relationship Manager, shared information about Alera Group's acquisition of Advanced Capital Group. Alera is a nationally leading employee benefit firm. When Dorsey founded ACG in 2002, he thought consultants having "skin in the game" was missing, so ACG hired someone with a background in fixed income management. After buying and selling fixed income securities, ACG applied that approach to the defined benefit world, which is largely dependent on fixed income. That aspect really took off as the fixed income business for cash balance plans (matching assets to liabilities) is what attracted Alera. It provides the deep think tank and will be a driver of growth for Alera.

Ernest Alexander shared information about TIAA's strategic partnership with Accenture. The recordkeeping business has evolved after initially being self-designed systems and in-house operations. When changes were required because of Plan Sponsor requests or legislative mandates, that approach became a lot more expensive. Over time, and especially over the last five years, TIAA has become more aggressive with technological changes. To be more competitive and to provide better speed to market, a partnership was needed, and Accenture has been in that space for some time. There will be a modernized platform, that will be nimbler to make changes and to provide more digitized participant services. Goals are aligned across institutions to address implementation, plan administration and service, plan health and insights and cross journey to stay informed in real time. During the evolution, TIAA's relationship team will not change and will continue to be the daily interface with the participants, campuses, and Board staff. Data will not be shared with Accenture and over 90% of the back-office personnel have indicated they will move over to Accenture and will continue to work on the KBOR accounts.

John O'Brien, Voya's Regional Vice President, shared information about Voya's acquisition of OneAmerica's full-service retirement plan business. This change will not impact the KBOR plan but will impact 401k and ERISA plans. This change reflects the trend for smaller recordkeepers to gain efficiencies and impact costs.

Good of the Order

Gage Rohlf provided an update regarding the RFP for legal services. At its March 2024 meeting, the RPC approved the procurement negotiating committee, comprising Adrienne Kordalski and Madi Vannaman, to solicit bids as the current contract was to expire on September 30, 2024. The RFP process is underway and is in good order and Board staff hope to have a contract to present to the full Board in November.

Becky Pottebaum shared that the next regular RPC meeting will be scheduled for March 11, 2025, at 1:00 p.m.

Adjournment

Chair Ice called the meeting adjourned at 1:57 p.m.