Meeting Agenda

Meeting Agenda |Finance, Administration, Audit and Compliance Committee|
Health Care Policy Committee |Retirement Policy Committee| Board of Directors
Thursday, October 1, 2020
Via teleconference: 888 475 4499 Meeting ID 646 749 5163 ##
Via YouTube: https://www.youtube.com/channel/UC2JqAZyM3EwTQxRyif1hmCA

Finance, Administration, Audit and Compliance Committee | 9:00 a.m.

I. Call to Order
II. Approval of Meeting Minutes July 22, 2020
III. Election of Committee Vice-Chairman
IV. Committee Charter Review
V. Internal Audit Plan Review
VI. Vendor Referral Policy
VII. Old Business/Director's Report
VIII. Adjournment

Health Care Policy Committee | 9:30 a.m.

I. Call to Order
II. Approval of Meeting Minutes March 4, 2020
III. Election of Committee Vice-Chairman
IV. Committee Charter Review
V. 2021 State Health Plan Approval of Benefits and Contributions
VI. Old Business/Director's Report
VII. Adjournment

Retirement Policy Committee| 10:00 a.m.

I. Call to Order
II. Approval of Meeting Minutes March 4, 2020
III. Election of Committee Vice-Chairman
IV. Committee Charter Review
V. Approval of State ORP Investment Lineups
VI. Defined Contribution Quarterly Reports
    i. Deferred Compensation Program Investment Performance Report
    ii. State ORP Investment Performance Report
VI. Deferred Compensation Program Plan Summary
VII. Old Business/Director's Report
VIII. Adjournment

Board of Directors | 11:00 a.m.

I. Call to Order
II. Approval of Meeting July 22, 2020
III. COVID-19 Update
IV. Legislative/Health Update
V. Approval of 2021 Board and Committee Meeting Dates
VI. Discussion of 2022 State Health Plan Budget Requirements
VII. Committee Reports
    A. Finance, Administration, Audit and Compliance Committee
        a) Committee Charter Approval
        b) Vendor Referral Policy
    B. Health Care Policy Committee
        a) 2021 State Health Plan Approval of Benefits and Contributions
        b) Committee Charter Approval
    C. Retirement Policy Committee
        a) Committee Charter Approval
        b) Approval of State ORP Investment Lineups
VIII. Old Business
    A. Director's Report
    B. Roundtable Discussion
IX. Executive Session for the Purpose of Discussing Contractual Matters Pursuant to S.C. Code of Laws § 30-4-70(a)(2)
X. Adjournment

PUBLIC EMPLOYEE BENEFIT AUTHORITY AGENDA ITEM
BOARD MEETING

Meeting Date: October 1, 2020

---

1. Subject: COVID-19

---

2. Summary: Dr. Tripp Jennings and Ms. Stephanie Heckart from Blue Cross will provide an update to his July presentation on the effects and status of COVID-19 in South Carolina.

---

3. What is the Board asked to do? Receive as information

---

4. Supporting Documents:

(a) Attached: COVID-19 update

COVID-19 Update

PEBA Board of Directors Meeting

October 1, 2020

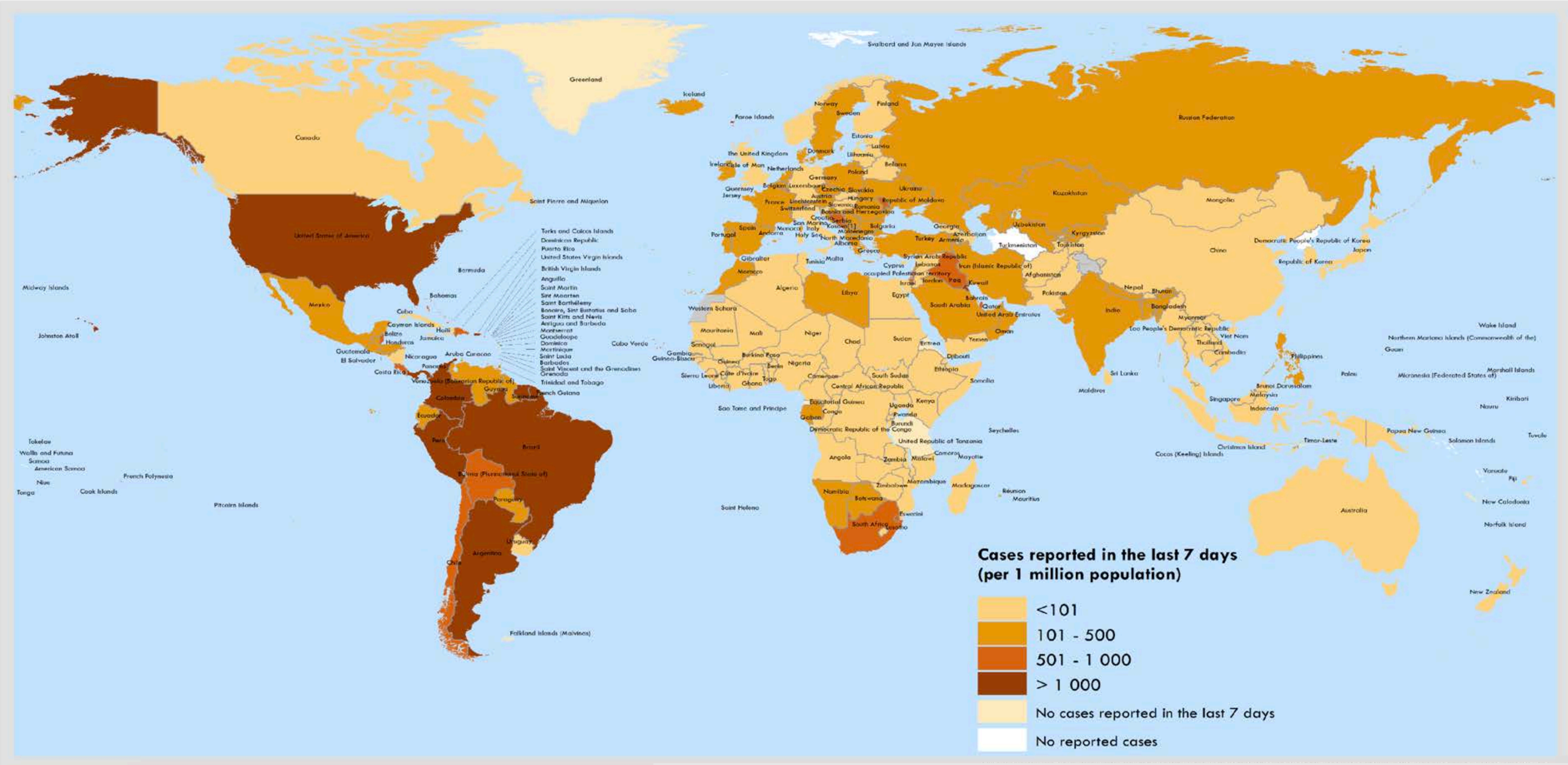
PEBA
SC Retirement Systems and State Health Plan

South Carolina

COVID-19

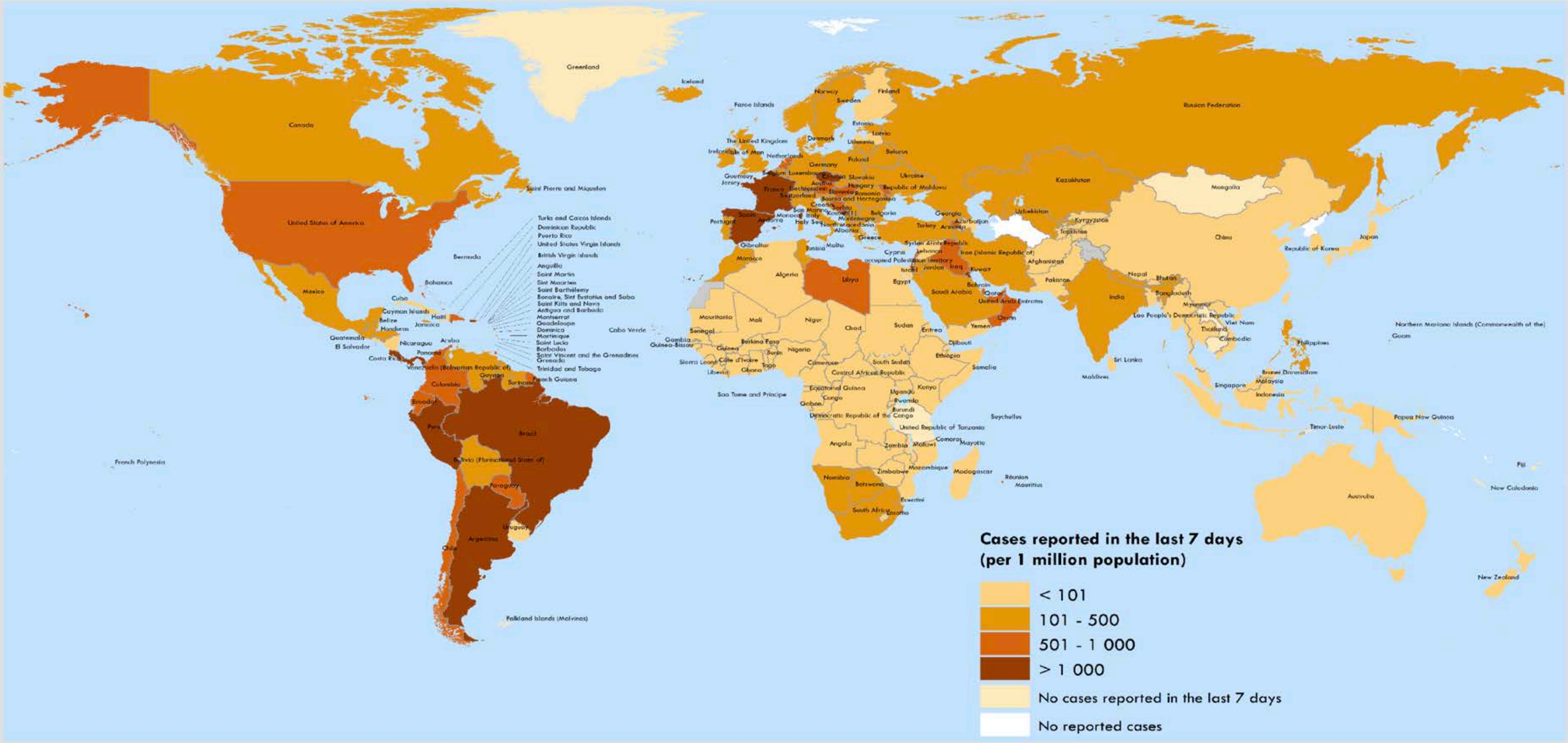
National View

Figure 2. COVID-19 cases per 1 million population reported in the last seven days by countries,territories and areas, 10 August to 16 August 2020**



Data Source: *World Health Organization,*

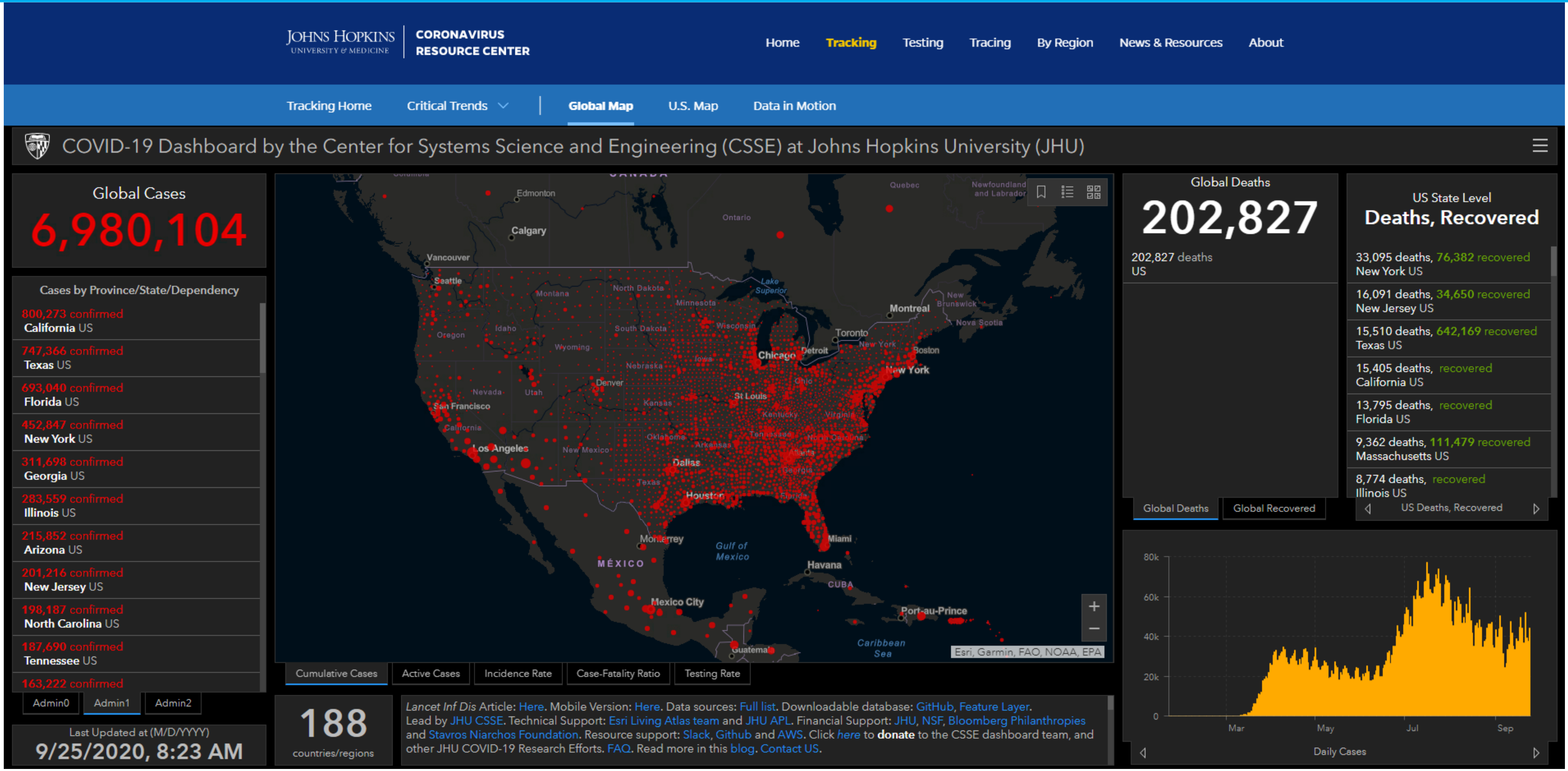
Figure 2. COVID-19 cases per million population reported in the last seven days by countries, territories and areas, 14 through 20 September 2020**



Data Source: *World Health Organization,*
United Nations Population Division (population prospect 2020)

South Carolina

Where we are as a nation

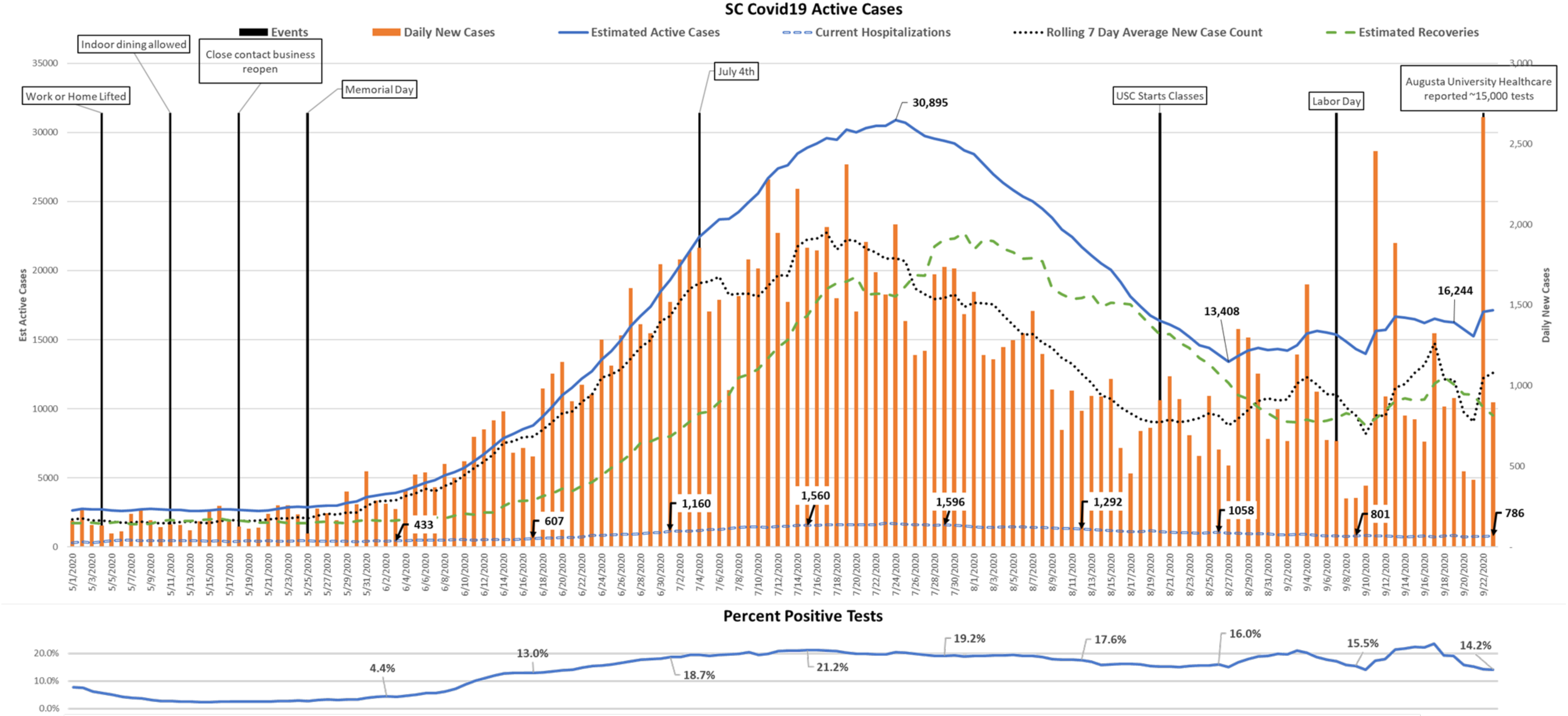


South Carolina

COVID-19 in South Carolina

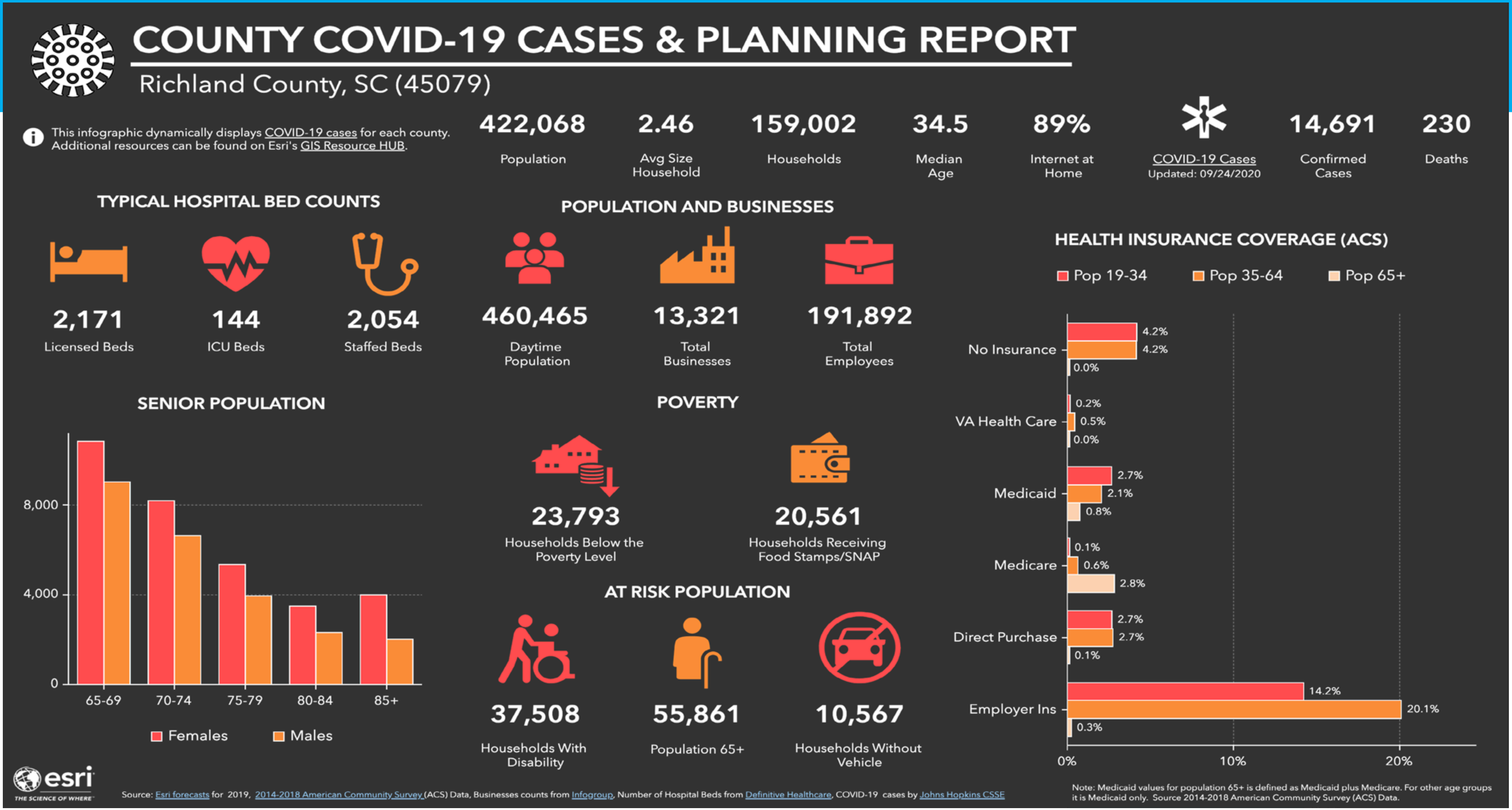
South Carolina

Active Cases of COVID-19 in SC



* Estimated recoveries are equal to the average number of new infections over a 7 day period from 14 to 21 days prior to the current date. Estimated recoveries include mortality.

South Carolina



COUNTY COVID-19 CASES & PLANNING REPORT
Richland County, SC (45079)
This infographic dynamically displays COVID-19 cases for each county. Additional resources can be found on Esri's GIS Resource HUB.
422,068
Population
2.46
Avg Size Household
159,002
Households
34.5
Median Age
89%
Internet at Home
COVID-19 Cases
Updated: 09/24/2020
14,691
Confirmed Cases
230
Deaths
TYPICAL HOSPITAL BED COUNTS
2,171
Licensed Beds
144
ICU Beds
2,054
Staffed Beds
POPULATION AND BUSINESSES
460,465
Daytime Population
13,321
Total Businesses
191,892
Total Employees
HEALTH INSURANCE COVERAGE (ACS)
Pop 19-34
Pop 35-64
Pop 65+
No Insurance
4.2%
4.2%
0.0%
VA Health Care
0.2%
0.5%
0.0%
Medicaid
2.7%
2.1%
0.8%
Medicare
0.1%
0.6%
2.8%
Direct Purchase
2.7%
2.7%
0.1%
Employer Ins
14.2%
20.1%
0.3%
0%
10%
20%
SENIOR POPULATION
8,000
4,000
0
65-69
70-74
75-79
80-84
85+
Females
Males
POVERTY
23,793
Households Below the Poverty Level
20,561
Households Receiving Food Stamps/SNAP
AT RISK POPULATION
37,508
Households With Disability
55,861
Population 65+
10,567
Households Without Vehicle
esri
THE SCIENCE OF WHERE
Source: Esri forecasts for 2019, 2014-2018 American Community Survey (ACS) Data, Businesses counts from Infogroup, Number of Hospital Beds from Definitive Healthcare, COVID-19 cases by Johns Hopkins CSSE
Note: Medicaid values for population 65+ is defined as Medicaid plus Medicare. For other age groups it is Medicaid only. Source 2014-2018 American Community Survey (ACS) Data.

COVID-19 hospitalization in SC

Updated 9/25/2020

All Hospital Beds

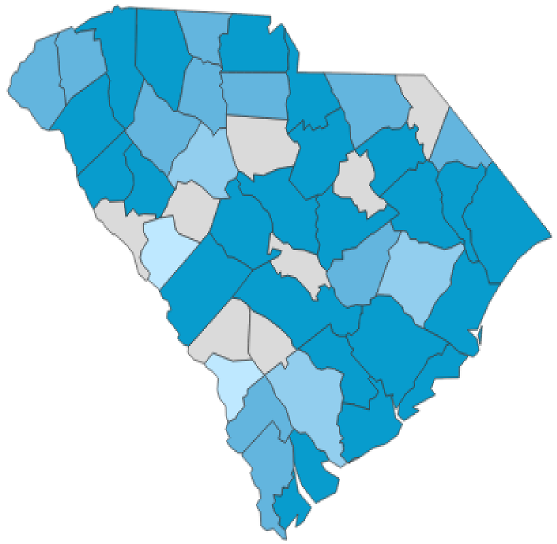
83 Hospitals Reporting 82 reported within 24 hours	**12,385** Total Hospital Beds	
10,056 Inpatient Beds	**1,441** ICU Beds	**1,609** Ventilators
8,345 Occupied Inpatient Beds 82.99% utilization rate	**1,101** Occupied ICU Beds 76.41% utilization rate	**543** Ventilators in Use 33.75% utilization rate
804 COVID-19 Pts. Hospitalized 9.63% of inpatients are COVID	**194** COVID-19 Patients in ICU 24.13% of COVIDs are in ICU	**106** COVID-19 Patients Ventilated 13.18% of COVIDS are ventilated

Since July 22, the federal government has required hospitals nationwide to report data directly to the U.S. Department of Health and Human Services through a new TeleTracking system, which replaces the Centers for Disease Control and Prevention (CDC)'s National Healthcare Safety Network system that had been used initially by hospitals for reporting COVID-19 data.

Acute Hospital Bed Occupancy Report

As of 11:59 PM on 9/23/2020

Acute Hospital Bed Occupancy, by County



Percent at Occupancy
- < 25%
- 25% - 49%
- 50% - 74%
- ≥ 75%
- No Acute Hospital

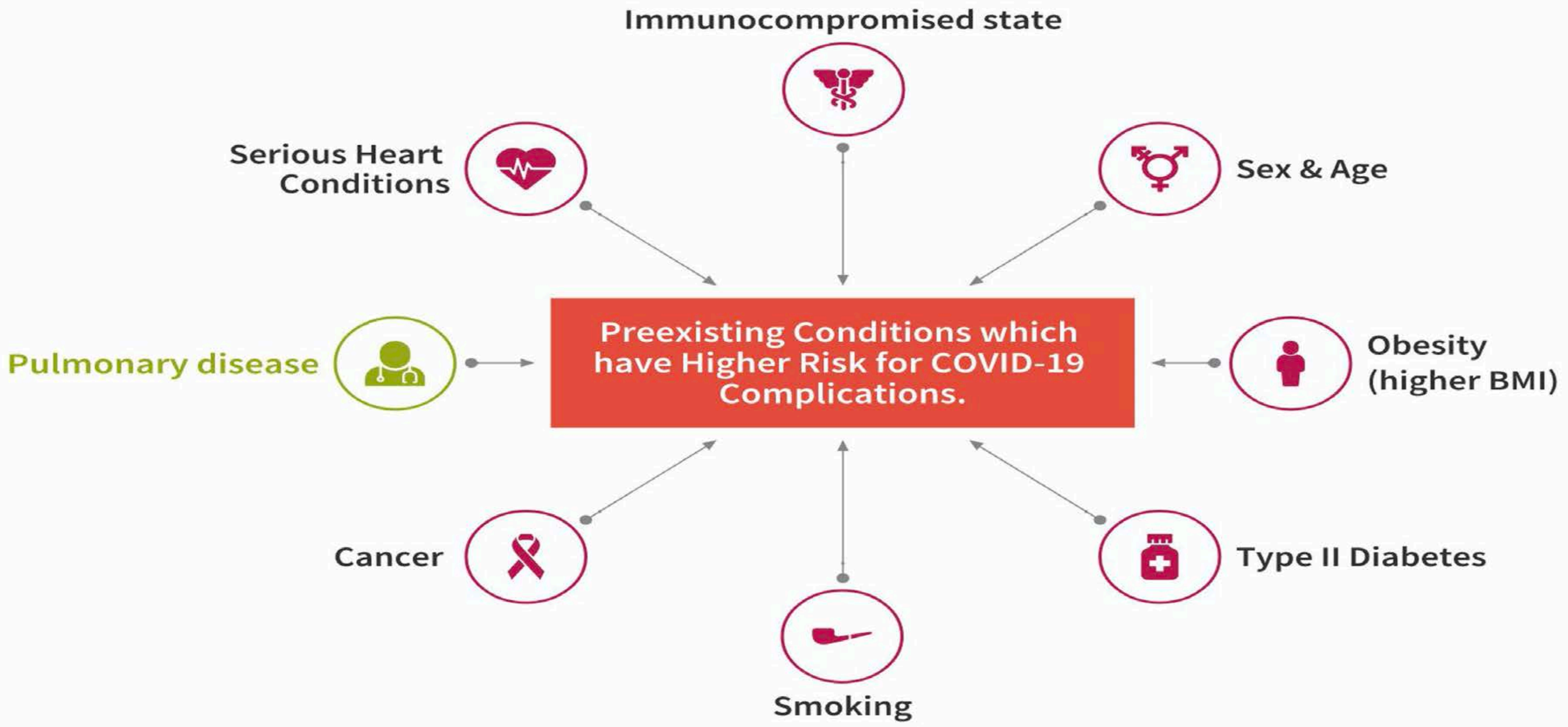
© OpenStreetMap

Acute Hospital Bed Occupancy, by Region

Percentages are based on hospitals most up-to-date numbers

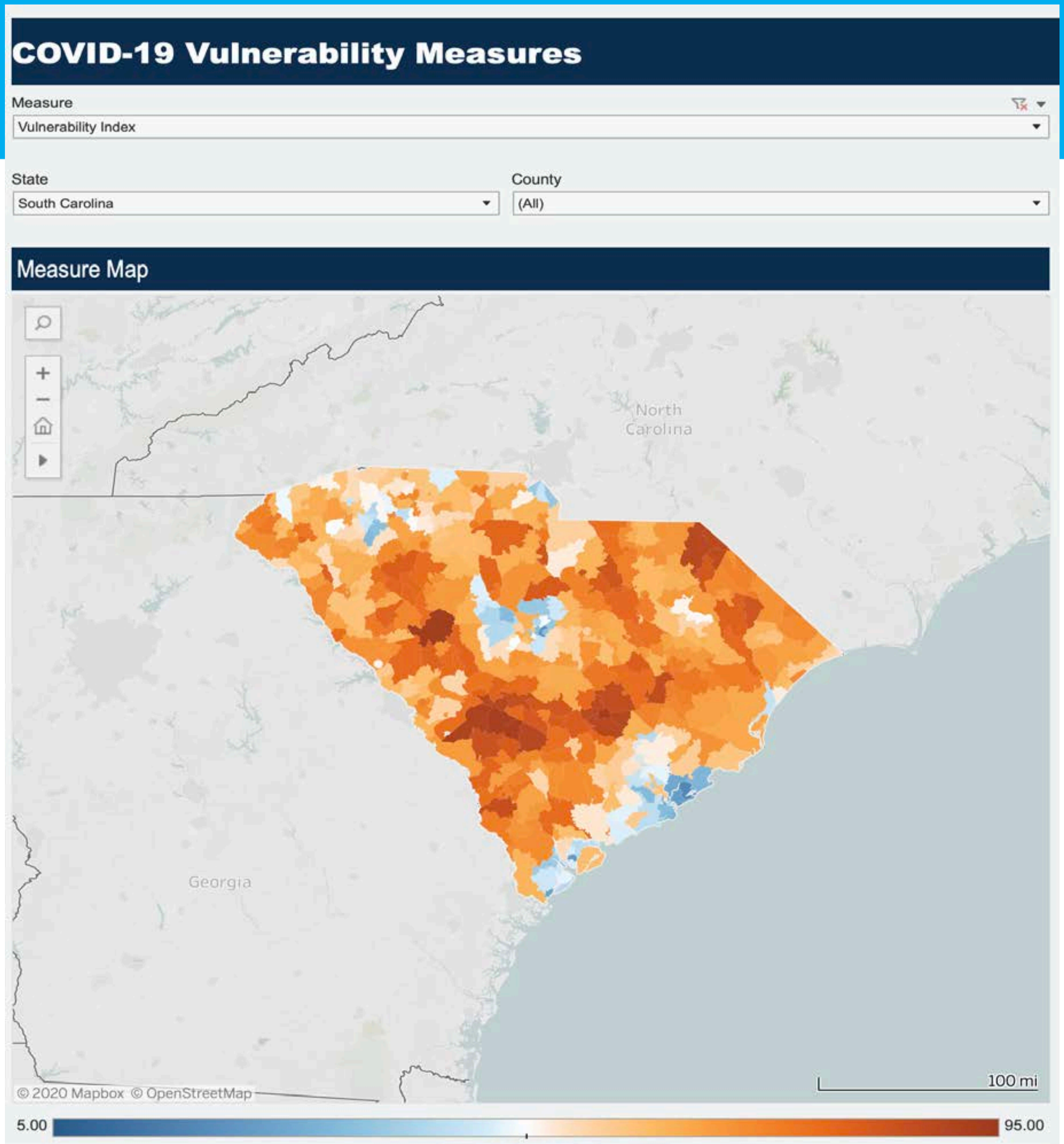
https://scdhec.gov/infectious-diseases/viruses/coronavirus-disease-2019-covid-19/hospital-bed-capacity-covid-19

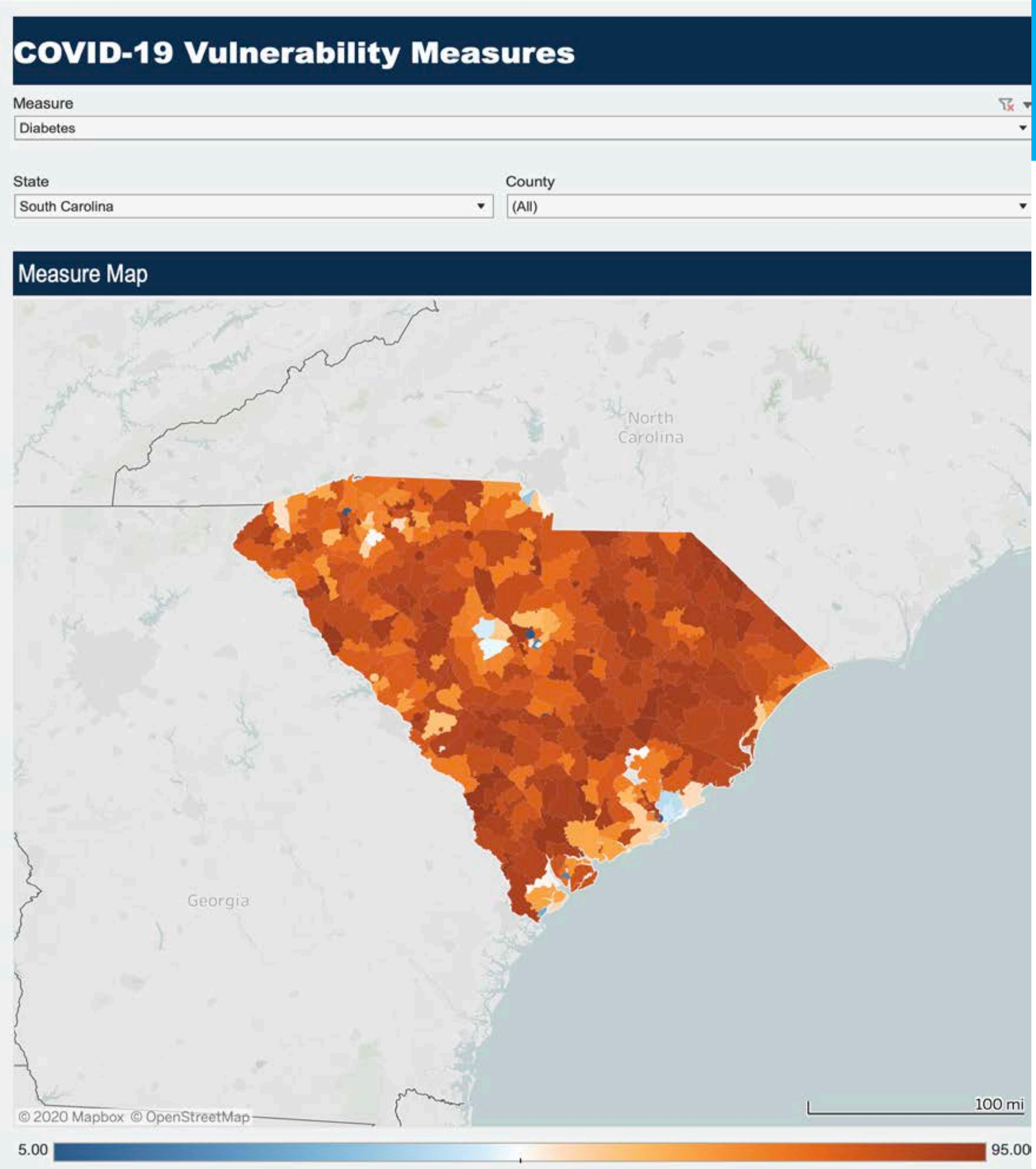
South Carolina



[1] CDC Center of Disease Control and prevention

South Carolina





South Carolina

South Carolina

Substance Use and Mental Health Issues Increasing During the Pandemic

The “pandemic effect” on stress

- Stress during an infectious disease outbreak can sometimes cause the following, according to the CDC:
  - Fear and worry about your own health and the health of your loved ones, your financial situation or job or loss of support services you rely on
  - Change ins sleep or eating patterns
  - Difficulty sleeping or concentrating
  - Worsening of chronic health problems
  - Worsening of mental health conditions
  - Increased use of tobacco and/or alcohol or other illicit substances

South Carolina

Behavioral Health Impact

- A recent study by the Centers for Disease Control and Prevention* (CDC) found the number of Americans reporting adverse mental health or behavioral changes (like drinking or drug use) is on a steep rise.
- About 13 percent of Americans said they were drinking or using drugs more because of the pandemic.
- Almost 11 percent reported they seriously considered suicide in the last month.
- About 40 percent of Americans said they were suffering from one or more symptoms of serious mental health problems.
- Six out of 10 millennials demonstrate behavioral health impact concerns worsened by pandemic

CBA’s approach

- Increase virtual access to care
- Coordination of care management services
- Targeted outreach using digital tools

Increasing Access to Behavioral Health Care

- There has also been a rise in the number of virtual visits for behavioral health, as well as the number of doctors or therapists offering a virtual option.
  - This year, BCBSSC has seen a 3,000 percent increase in the number of virtual visits for behavioral health, with more than 1,300 behavioral health providers coming online

South Carolina

Targeted outreach

- The care management teams are outreaching all members who have been infected and treated for COVID-19.
- When behavioral health needs are identified the CBA team is involved in the care coordination, resource development and ongoing care plan.
- Services are tailored to the individual to leverage services the member has through their benefit plan and available community resources.
- Our behavioral health teams are continuously researching and refreshing COVID-19 related community resources to address behavioral health needs, such as support groups and online tools to manage stress and anxiety.


MY HEALTH PLANNER

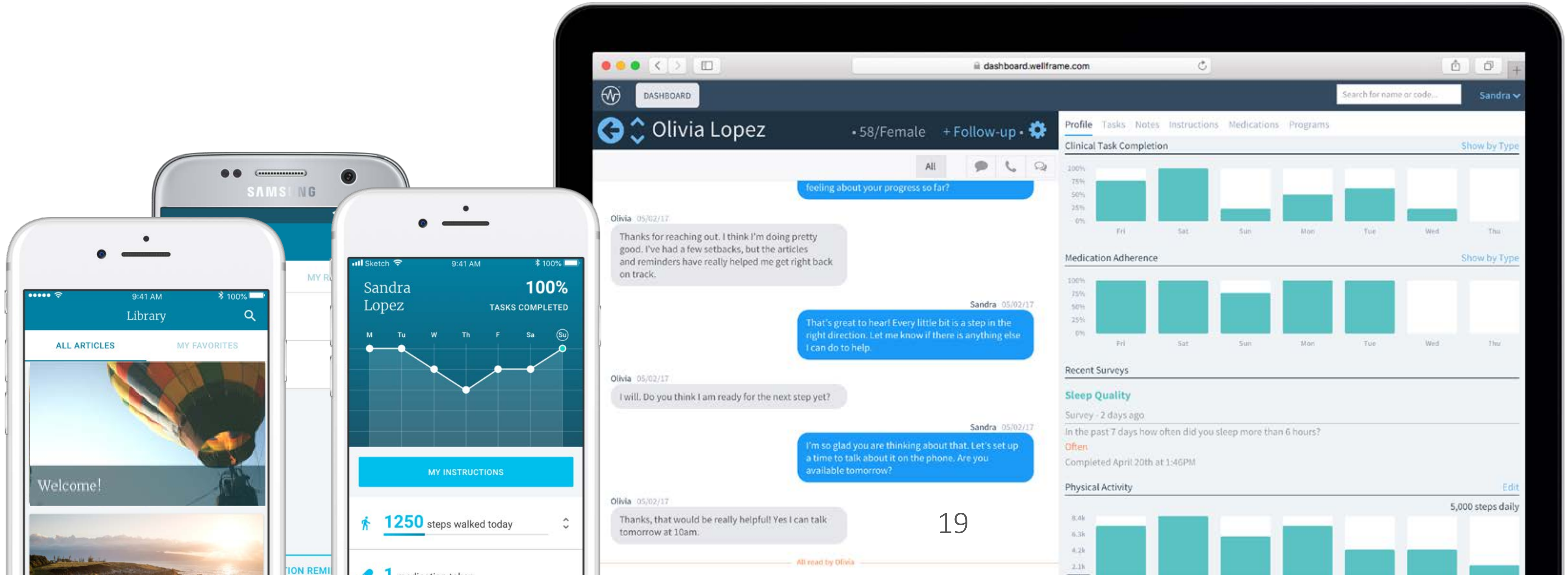
Powered by Wellframe

AN APP THAT MAKES A DIFFERENCE

My health planner:

A digital health management solution

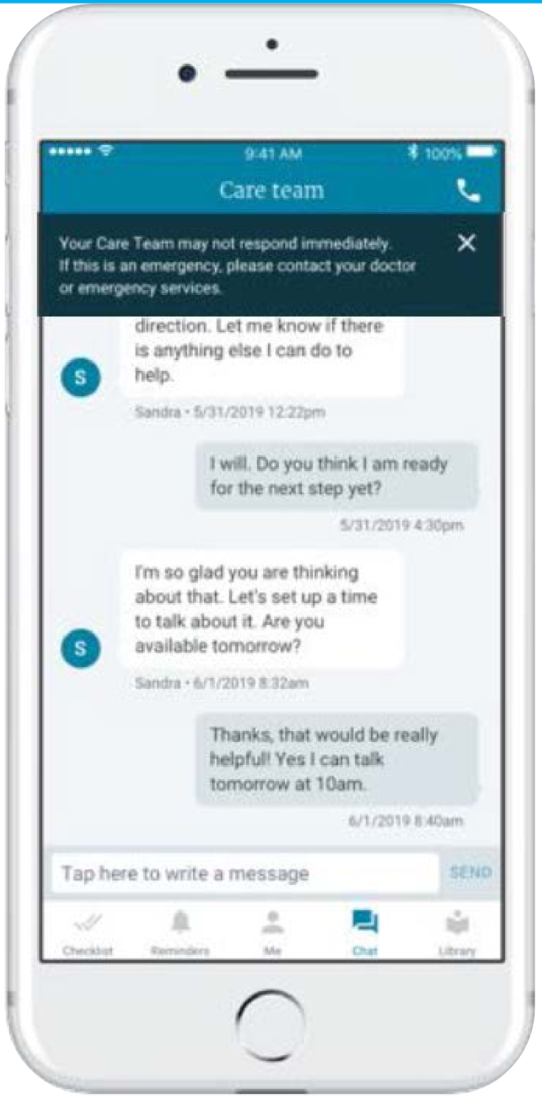
- Support the whole person in a comprehensive solution
- Generate insights that enable early intervention
- Extend the reach of staff to engage more members
- Achieve measureable value and continuous improvement



South Carolina

Secure two-way chat

- Members can respond to Care Team messages or initiate their own in the Chat tab.
- The Care Team can send secure messages to provide feedback, guidance, support and encouragement.
- Members receive a push notification when the care manager sends a new message.
- The emergency disclaimer banner shows at the top of the message thread until dismissed.



South Carolina

Clinical Programs

Chronic & Complex Care	Lifestyle Management	Maternal Health	Behavioral Health	Care Transitions
Type 2 Diabetes Diabetes Prevention Program	Wellness and Prevention	Prenatal & Postpartum Support	Behavioral Health and Wellness	Medical Care Transitions
Coronary Artery Disease	Stress Management	Multiple Pregnancy	Anxiety	Surgical Care Transitions
Congestive Heart Failure	Weight Loss Physical Activity	Gestational Diabetes Gestational Hypertension	Bipolar Disorder	Post-Discharge Behavioral Health & Wellness
Atrial Fibrillation	Smoking Cessation	Substance Abuse and Maternal Health	Post-Traumatic Stress Disorder	
COPD	Adult Biometrics	Prenatal Biometrics	Schizophrenia	
Hypertension Hyperlipidemia			Substance Abuse	
Asthma			Depression	

South Carolina


Thank You

PUBLIC EMPLOYEE BENEFIT AUTHORITY AGENDA ITEM
BOARD MEETING

Meeting Date: October 1, 2020

---

1. **Subject**: Legislative/Heath Update

---

2. **Summary:** James D'Alessio, from Blue Cross will share his insights as to the current political/legislative environment as it pertains to health care/insurance.

---

3. **What is the Board asked to do**? Receive as information

---

4. **Supporting Documents:**

   (a) Attached:

PUBLIC EMPLOYEE BENEFIT AUTHORITY AGENDA ITEM
BOARD MEETING

Meeting Date: October 1, 2020

---

1. Subject: 2021 Board and Committee Meeting Dates

---

2. Summary: 2021 Proposed Board and Committee meeting schedule.

3. What is the Board asked to do? Approve the 2021 Quarterly Board and Committee Meeting Dates Schedule. Please note that during the months of June and July, meetings will be held the 4th Wednesday of the month instead of the 1st Wednesday of the month. During the month of October, Committee meetings will be held in conjunction with the PEBA Board Retreat.

---

4. Supporting Documents:

(a) Attached:
1. 2021 PEBA Board and Committee Meeting Dates
2. Recommended Quarterly Board Meeting Schedule

2021 PEBA Board and Committee Meeting Dates

FAAC Committee 8:30 AM	Health Care Policy Committee 10:30 AM
03/03/21	03/03/21
07/28/21	07/28/21
10/07/21	10/07/21
12/01/21	12/01/21

Retirement Policy Committee 1:00 PM	Board Meetings 3:00 PM
03/03/21	03/03/21
07/28/21	06/23/21
10/07/21	07/28/21
12/01/21	10/06/21 **Board Retreat**
	10/07/21 **Board Retreat**
	12/01/21

**** Please note that during the months of June and July, meetings will be held the 4th Wednesday of the month instead of the 1st Wednesday of the month. During the month of October, Committee meetings will be held in conjunction with the PEBA Board Retreat.**

Recommended quarterly board meeting schedule

Standard schedule

- FAAC – 8:30 a.m. -10:30 a.m.
- Health Care Policy – 10:30 a.m. - 12:30 p.m.
- Retirement Policy – 1:00 p.m. -3:00 p.m.
- Full Board – 3:00 p.m. -5:00 p.m.

PEBA Board

December 02, 2020

- RSIC Investment Performance Update
- Review of the actuarial valuations by the external actuary
  - Retirement Systems
- Financial statement audit review by the external auditor
  - Health plan
  - Defined benefit plans
  - Deferred compensation plan
- Defined contribution investment decisions – as needed
- Experience Study vote
- Strategic Plan review and vote
- PEBA Connect update

March 3, 2021

- Defined contribution investment decisions – as needed
- Ethics training
- Fiduciary training
- Vendor referral policy

June 23, 2021

- Agency head evaluation and planning stage review
- Board self-assessment
- Defined contribution investment decisions – as needed
- By-laws review due every three years (next in 2022)
- Strategic Plan update

July 28, 2021

- Defined contribution investment decisions – as needed
- Review Plan Summaries and KPIs
- Review of the actuarial valuations by the external actuary
  - OPEB
- OPEB Investment Performance Update
- Agency administrative budget approval
- Chair and vice-chair election in even-numbered years
- Announcement of committee assignments and committee chairs in even-numbered years
- Approval of health care plan design for the following calendar year

October 6- October 7, 2021 (Two-day retreat)

Day 1- Educational session

- Four hours of education

Day 2- Committee meetings and business meeting

- Approval of initial budget request for the State Health Plan (for plan year beginning in 14 months from the date of the presentation)
- Strategic planning session to review and approve the updated strategic plan
- Defined contribution investment decisions – as needed
- Determine Board meeting schedule for the following calendar year
- RSIC investment performance update

December 01, 2021

- Review of the actuarial valuations by the external actuary
  - Retirement Systems
- Financial statement audit review by the external auditor
  - Health plan
  - Defined benefit plans
  - Deferred compensation plan
- Defined contribution investment decisions – as needed

Retirement Policy Committee

December 02, 2020

- Defined contribution plans investment review with investment consultant
- Defined contribution investment decisions – as needed
- Deferred compensation service provider review
- Review of the actuarial valuations by the external actuary
    - Retirement Systems

March 3, 2021

- Defined contribution plans investment review with investment consultant
- Defined contribution investment decisions – as needed
- Deferred compensation service provider review
- Actuarial experience study every four years (next in 2024)

July 28, 2021

- Defined contribution plans investment review with investment consultant
- Defined contribution investment decisions – as needed
- Deferred compensation service provider review
- Actuarial audit every four years (next in 2023)

October 7, 2021

- Defined contribution plans investment review with investment consultant
- Defined contribution investment decisions – as needed
- Deferred compensation service provider review
- Strategic Plan Review
- Defined benefits plans investment review with RSIC
- Review of plan documents every three years (next in 2022)
- Review of investment policy statements every three years (next in 2021)
- Review committee charter (next in 2023)
- Election of vice-chair (even numbered years)

December 01, 2021

- Defined contribution plans investment review with investment consultant
- Defined contribution investment decisions – as needed
- Deferred compensation service provider review
- Review of the actuarial valuations by the external actuary
    - Retirement Systems

FAAC Committee

December 02, 2020

- Financial Statements Audit Review by the External Auditor
- Internal Audit reports
- peba:connect project update

March 3, 2021

- Internal Audit reports
- Internal Audit – audit plan
- peba:connect project update

July 28, 2021

- CEM Benchmarking every other year (next in 2021)
- Internal Audit reports
- Agency administrative budget approval
- peba:connect project update
- Governance Documents Review every three years (next in 2022)
- Compliance Review every three years (next in 2022)

October 7, 2021

- Internal Audit reports
- peba:connect project update
- Strategic Plan Review
- Review committee charter (next in 2023)
- Election of vice-chair (even-numbered years)

December 01, 2021

- Financial Statements Audit Review by the External Auditor
- Internal Audit reports
- peba:connect project update

Health Care Policy Committee

December 2, 2020

- Budget Update
- Benchmark Review
- MUSC Update
- PCMH Update

March 3, 2021

- Benchmark Review
- Naturally Slim Update

July 28, 2021

- MUSC Update
- Approval of health care plan design for the following calendar year

October 7, 2021

- Election of vice-chair (even numbered years)
- Review Committee Charter (next in 2023)
- PCMH Update
- Strategic Plan Review

December 1, 2021

- Budget Update
- Benchmark Review

Miscellaneous

- Pre-retirement advisory board appointments – as needed
- Fiduciary audit

PUBLIC EMPLOYEE BENEFIT AUTHORITY AGENDA ITEM
BOARD MEETING

Meeting Date: October 1, 2020

---

1. Subject: Discussion of 2022 State Health Plan Budget Requirements

---

2. Summary: Rob Tester will discuss challenges involved in the preparation of State Health Plan budget requirements for 2022.

3. What is the Board asked to do? Receive as information

---

4. Supporting Documents:

(a) Attached:

PUBLIC EMPLOYEE BENEFIT AUTHORITY AGENDA ITEM
BOARD MEETING

Meeting Date: October 1, 2020

---

1. Subject: FAAC Committee Charter Review

---

2. Summary: Periodic review and update of the FAAC Committee Charter

---

3. What is the Board asked to do? Approve the revised Committee Charter

---

4. Supporting Documents:

(a) Attached: FAAC Committee Charter 2020 Legal Draft

South Carolina Public Employee Benefit Authority
202 Arbor Lake Drive | Columbia, SC 29223
803.737.6800 | 888.260.9430
www.peba.sc.gov

Finance, Administration, Audit and Compliance Committee Charter

[As adopted by the PEBA Board on ~~October 18~~, 20<u>20</u>~~17~~]

(A) **Purpose:** To preserve and improve the operational integrity of PEBA by making recommendations and reports to the PEBA Board concerning matters of PEBA's governance, administration and operations; financial reporting, audits and budgets; enterprise risk management; regulatory compliance; and technology platforms, privacy and data security.

(B) **Authority:** The authority of the Finance, Administration, Audit and Compliance (FAAC) Committee includes information-gathering and advice and recommendations to the Board. The Committee may invite administrators, consultants, staff, external auditors, and/or others to attend meetings and provide pertinent information as necessary. PEBA Board of Directors Bylaws, Section V(C).

(C) **Composition:** The FAAC Committee will be established pursuant to the process defined in the PEBA Board of Directors Bylaws.

(D) **Meetings:**

(1) The FAAC Committee will meet as circumstances require upon the call of the Committee Chair.

(2) FAAC Committee meetings will adhere to the rules outlined in the PEBA Board of Directors Bylaws and with applicable law.

(E) **Responsibilities:** The FAAC Committee will carry out the following responsibilities, including making recommendations to the PEBA Board as needed:

(1) Ensure the PEBA strategic plan includes strategic issues and projects within the FAAC Committee's purpose, noted in Section A; determine progress toward strategic objectives;

(2) Monitor PEBA's financial reporting efforts through the external and internal audit functions;

(3) Oversee the Internal Audit Department; receive reports from the internal auditor; approve the internal audit plan; ensure findings in internal audit reports are addressed timely and appropriately by PEBA staff;

(4) Oversee the external audit function by meeting at least annually with the external auditors; ensure findings from external audit reports are addressed timely and appropriately by PEBA staff;

(5) Monitor PEBA's enterprise risk management function;

(6) Monitor PEBA's regulatory compliance status;

(7) Review any proposed changes to the governance of PEBA;

(8) Review PEBA governance documents periodically, but no less than every three years, to determine compliance with the documents, to determine whether any changes to the governing documents are required;

(9) Oversee the operational budget and any associated legislative and executive processes;

(10) Monitor status of PEBA's data security, HIPAA and other privacy compliance;

(11) Oversee development of Board member training and handbook;

(12) Oversee the Agency Head planning and review process; and

(13) Oversee operational performance related to the FAAC Committee's purpose, noted in Section A.

~~(13)~~(14) Monitor the development, implementation and operation of PEBA's technology platforms.

As approved and adopted:

SOUTH CAROLINA PUBLIC EMPLOYEE BENEFIT AUTHORITY
BOARD OF DIRECTORS

~~By: ________________________________ By: ________________________________~~
~~John A. Sowards, Chairman Alex Shissias~~

~~By: ________________________________ By: ________________________________~~
~~Frank W. Fusco Stephen Heisler~~

~~By: ________________________________ By: ________________________________~~
~~Ed Walton Sheriff Leon Lott~~

~~By: ________________________________ By: ________________________________~~
~~Steve A. Matthews Joe W. "Rocky" Pearce, Jr.~~

~~By: ________________________________ By: ________________________________~~
~~Audie Penn David J. Tigges~~

~~Dated: ________________________________~~

PUBLIC EMPLOYEE BENEFIT AUTHORITY AGENDA ITEM
BOARD MEETING

Meeting Date: October 1, 2020

---

1. Subject: Vendor Referral Policy

---

2. Summary*:* Consider implementation of a Funston recommendation to create a formal vendor referral process. Under the proposed process, before a new contracting opportunity or other opportunity for a partnership with a public or private entity or organization ("business opportunity") is presented for consideration by PEBA, any PEBA Board member or PEBA employee involved in sourcing the potential business opportunity must complete the proposed PEBA Business Opportunity Fiduciary Compliance and Conflict Disclosure Form."

3. What is the Board asked to do? Approve the Funston recommendation to create a formal vendor referral process.

---

4. Supporting Documents:

(a) Attached: PEBA Business Opportunity Fiduciary Compliance Conflict and Disclosure Form

PEBA BUSINESS OPPORTUNITY FIDUCIARY COMPLIANCE AND CONFLICT DISCLOSURE FORM

I. Purpose

Before a new contracting opportunity or other opportunity for a partnership with a public or private entity or organization ("business opportunity") is presented for consideration by PEBA, any PEBA Board member or PEBA employee involved in sourcing the potential business opportunity must complete this PEBA Business Opportunity Fiduciary Compliance and Conflict Disclosure Form. The form does not supplant the requirements of any law or Board policy; rather, the form is a way to enhance transparency and ensure compliance with PEBA's fiduciary and ethical duties before a potential business opportunity is considered by PEBA. The form also documents the means by which a potential business opportunity was introduced to PEBA.

II. Review Process

A PEBA Board member or PEBA employee required to complete the PEBA Business Opportunity Fiduciary Compliance and Conflict Disclosure Form must complete the form prior to presenting the business opportunity to PEBA for any manner of consideration that would require material expenditure of PEBA staff time or use of external resources. At a minimum, the form must be completed prior to any meeting, conference call, or other substantive discussion between PEBA employees and representatives of any entity related to the potential business opportunity.

All PEBA Business Opportunity Fiduciary Compliance and Conflict Disclosure Forms are reviewed by PEBA's Legal Department to ensure that the potential business opportunity and its sourcing do not present concerns involving compliance with PEBA's fiduciary or ethical requirements or any other conflict of interest. Any such concerns must be satisfactorily resolved before the business opportunity may be presented to PEBA for consideration.

III. PEBA Business Opportunity Fiduciary Compliance and Conflict Disclosure Form

A. PEBA Board Member or Employee and Potential Business Opportunity

Name: ________________________________

Position: ________________________________

Business Opportunity: ________________________________

Date: ________________________________

B. Fiduciary Duties

Pursuant to Section 9-4-10 of the South Carolina Code of Laws:

- Members of the PEBA Board, the PEBA Executive Director, and other PEBA employees or agents designated by the Board, are fiduciaries of the plans administered by PEBA and, in discharging their duties as fiduciaries, shall act:

  (1) only in the interest of the participants and beneficiaries of the employee benefit plans administered by PEBA;

  (2) for the exclusive purpose of providing retirement and insurance benefits to participants and beneficiaries of the employee benefit plans administered by PEBA and paying reasonable expenses of administering those employee benefit plans;

  (3) with the care, skill, and caution under the circumstances then prevailing which a prudent person acting in a like capacity and familiar with those matters would use in the conduct of an activity of like character and purpose;

  (4) impartially, taking into account any differing interests of participants and beneficiaries;

  (5) incurring only costs that are appropriate and reasonable; and

  (6) in accordance with a good faith interpretation of all applicable state and federal laws.

- A PEBA Board member or other fiduciary employed by PEBA who breaches a duty imposed by Section 9-4-10 is personally liable to the affected employee benefit plan administered by PEBA for any losses resulting from the breach and any profits resulting from the breach or made by the Board member or other fiduciary through use of assets of the employee benefit plan by the Board member or other fiduciary. The Board member or other fiduciary is subject to other equitable remedies, as the court considers appropriate, including removal.

In order to facilitate compliance with these fiduciary duties:

Please describe how the potential business opportunity will benefit the participants and beneficiaries of the employee benefit plans administered by PEBA:

____
____
____
____
____
____
____
____
____
____
____

Please acknowledge that you have reviewed the potential business opportunity and have determined that the presentation of the potential business opportunity to PEBA for consideration is consistent with your fiduciary duties to the employee benefit plans administered by PEBA:

_____ (initials) I have reviewed the potential business opportunity described above and have determined that presentation of the business opportunity to PEBA for consideration is consistent with my fiduciary duties to the employee benefit plans administered by PEBA.

C. Conflicts of Interest

PEBA Board members and employees are subject to a number of laws and policies concerning the ethical duties that they must comply with in connection with their positions with PEBA. These laws and policies include the State Ethics Act, the PEBA Board of Directors Ethics and Conflicts-of-Interest Policy, and the PEBA Employee Code of Conduct. At a general level, these ethics laws and policies prohibit PEBA Board members and employees from taking actions in their capacities with PEBA that would benefit them personally.

In order to facilitate compliance with these ethical duties:

Please describe how the potential business opportunity was sourced and the initial date it was sourced:

____
____
____
____
____
____
____
____
____

Please describe below any relationships, transactions, positions you hold (volunteer or otherwise), or circumstances that you believe could contribute to a conflict of interest between PEBA and your personal or professional interests, financial or otherwise:

____
____
____
____
____
____
____
____
____

Please acknowledge that you have reviewed the potential business opportunity and have determined that the presentation of the potential business opportunity to PEBA for consideration is consistent with your ethical duties in your position with PEBA:

_____ (initials) I have reviewed the potential business opportunity described above and have determined that presentation of the business opportunity to PEBA for consideration is consistent with my ethical duties in my position with PEBA.

D. Signature

Indicated by my signature below, I hereby certify that the information set forth above is true and complete to the best of my knowledge. I have reviewed, and agree to abide by, applicable state and federal laws and PEBA policies. I understand that I remain under a continuing obligation to report fiduciary concerns or conflicts of interest as they arise, including those that were not reported on this form, but which later become relevant to the PEBA activity in which I am involved.

Signature: ____ **Date:** _______________

Printed Name: ____

PUBLIC EMPLOYEE BENEFIT AUTHORITY AGENDA ITEM
BOARD MEETING

Meeting Date: October 1, 2020

---

1. Subject: 2021 State Health Plan Approval of Benefits and Contributions

---

2. Summary*:* Rob Tester will present contribution rates and plan design changes for 2021, as well as other proposals to achieve savings and/or enhance program value.

3. What is the Board asked to do? Approve the 2021 State Health Plan Benefits and Contributions

---

4. Supporting Documents:

(a) Attached: State Health Plan Approval of Benefit and Contribution 2021

State Health Plan approval of benefits, contributions for 2021

State Health Plan contribution rates will remain unchanged for 2021. In August, prior to the return of the General Assembly, PEBA, on the basis of updated information, revised SHP budget requirements such that no additional funds were necessary to sustain the current plan of benefits through 2021. Ultimately, the General Assembly did not pass an Appropriation Act for fiscal 2020-2021, with the Continuing Resolution enacted in May that maintained spending at prior fiscal year levels remaining in force for now.

This will mark the 2nd consecutive year with no employer rate increase in the SHP. Employee rates have not changed since 2012 and have now remained constant for 15 of the past 16 years.

2021 employer rates for all health plans (no change from 2020)

Enrollee only	**$402.70**
Enrollee/spouse	**$797.68**
Enrollee/children	**$618.06**
Full Family	**$998.72**

2021 employee rates (no change from 2020)

	Standard Plan, Medicare Supplement	**Savings Plan**
Enrollee only	**$97.68**	**$9.70**
Enrollee/spouse	**$253.36**	**$77.40**
Enrollee/children	**$143.86**	**$20.48**
Full Family	**$306.56**	**$113.00**

Program changes

Hospice—conversion of dollar limit to visit limit

From the time hospice was included as a covered service in the State Health Plan, it has been subject to a lifetime dollar benefit limit. That limit is currently set at $7,500. Because Hospice is designated as an Essential Health Benefit in the ACA's regulatory framework, a dollar limit is no longer permissible. Therefore, it is proposed that the benefit be re-structured to have an 80 visit/lifetime limit, which has similar financial impact as the dollar limit and is permissible under the ACA.

10.1.2020

PUBLIC EMPLOYEE BENEFIT AUTHORITY AGENDA ITEM
BOARD MEETING

Meeting Date: October 1, 2020

---

1. Subject: Health Care Policy Committee Charter Review

---

2. Summary: Periodic review and update of the Health Care Policy Committee Charter

---

3. What is the Board asked to do? Approve the revised Committee Charter

---

4. Supporting Documents:

(a) Attached: Health Care Policy Committee Charter 2020 Legal Draft

PEBA
SC Retirement Systems and State Health Plan

South Carolina Public Employee Benefit Authority
202 Arbor Lake Drive | Columbia, SC 29223
803.737.6800 | 888.260.9430
www.peba.sc.gov

Health Care Policy Committee Charter

[As adopted by the PEBA Board on ~~October 18~~, 202~~17~~20]

(A) Purpose: To ensure the State Health Plan and other insurance plans and programs administered by PEBA are ~~a~~ financially sustainable, ~~health program that improves~~improve member health, and ~~provides~~provide a positive member experience.

(B) Authority: The authority of the Health Care Policy Committee is limited to information-gathering and advice and recommendations to, and on behalf of, the Board, and to ministerial acts. The Committee may invite administrators, consultants, staff, external auditors, and/or others to attend meetings and provide pertinent information as necessary. PEBA Board of Directors Bylaws, Section V(C).

(C) Composition: The Health Care Policy Committee will be established pursuant to the process defined in the PEBA Board of Directors Bylaws.

(D) Meetings:

(1) The Health Care Policy Committee will meet as circumstances require upon the call of the Committee Chair.

(2) Health Care Policy Committee meetings will adhere to the rules outlined in the PEBA Board of Directors Bylaws and with applicable law.

(E) Responsibilities: The Health Care Policy Committee will carry out the following responsibilities:

(1) Ensure the PEBA strategic plan includes strategic issues and projects within the Health Care Policy Committee's purpose, noted in Section A.

(2) Approve pilot projects for upcoming plan years that focus on improved health and lower costs, with appropriate evaluation methods of health outcomes, costs, and resources identified;

(3) ~~At least quarterly, meet~~Meet with the PEBA Executive Director, or a designee, regarding the operational and financial performance of the PEBA insurance programs to monitor progress toward strategic objectives and make recommendations to the PEBA Board;

(4) No later than November of each year, develop recommendations to the PEBA Board concerning proposed premiums for the proposed State Health Plan for the Plan Year beginning thirteen months later for purposes of the State's budgeting process;

(5) No later than July of each year, considering the final State budget, make recommendations to the PEBA Board regarding the final State Health Plan design and final premiums for the State Health Plan for the Plan Year beginning six months later;

(6) Receive information from the actuaries concerning the Other Post Employment Benefits (OPEB) valuations for retirees in the State Health Plan and for beneficiaries of Long-Term Disability benefits and make recommendations to the PEBA Board; and

(7) Oversee agency communications involving areas of Health Care responsibilities.

As approved and adopted:

SOUTH CAROLINA PUBLIC EMPLOYEE BENEFIT AUTHORITY
BOARD OF DIRECTORS

~~By: ______________________~~ ~~John A. Sowards, Chairman~~	~~By: ______________________~~ ~~Alex Shissias~~
~~By: ______________________~~ ~~Frank W. Fusco~~	~~By: ______________________~~ ~~Stephen Heisler~~
~~By: ______________________~~ ~~Ed Walton~~	~~By: ______________________~~ ~~Sheriff Leon Lott~~
~~By: ______________________~~ ~~Steve A. Matthews~~	~~By: ______________________~~ ~~Joe W. “Rocky” Pearce, Jr.~~
~~By: ______________________~~ ~~Audie Penn~~	~~By: ______________________~~ ~~David J. Tigges~~

~~Dated: ______________________~~

PUBLIC EMPLOYEE BENEFIT AUTHORITY AGENDA ITEM
BOARD MEETING

Meeting Date: October 1, 2020

---

1. **Subject**: Retirement Policy Committee Charter Review

---

2. **Summary:** Periodic review and update of the Retirement Policy Committee Charter

---

3. **What is the Board asked to do**? Approve the revised Committee Charter

---

4. **Supporting Documents:**

   (a) Attached: Retirement Policy Committee Charter 2020 Legal Draft

South Carolina Public Employee Benefit Authority
202 Arbor Lake Drive | Columbia, SC 29223
803.737.6800 | 888.260.9430
www.peba.sc.gov

Retirement Policy Committee Charter

[As adopted by the PEBA Board on ~~October 18~~, 20<u>20</u>~~17~~]

(A) **Purpose:** The Retirement Policy Committee will fulfill the fiduciary responsibilities related to the administration of the defined benefit and defined contribution retirement plans and the oversight of the staff related thereto regarding the administration, financial and actuarial performance and associated reporting of the plans.

(B) **Authority:** The authority of the Retirement Policy Committee is limited to information-gathering and advice and recommendations to, and on behalf of, the Board, and to ministerial acts. The Committee may invite administrators, consultants, staff, external auditors, and/or others to attend meetings and provide pertinent information as necessary. PEBA Board of Directors Bylaws, Section V(C).

(C) **Composition:** The Retirement Policy Committee will be established pursuant to the process defined in the PEBA Board of Directors Bylaws.

(D) **Meetings:**

(1) The Retirement Policy Committee will meet as circumstances require upon the call of the Committee Chair.

(2) Retirement Policy Committee meetings will adhere to the rules outlined in the PEBA Board of Directors Bylaws and with applicable law.

(E) **Responsibilities:**

(1) Ensure the PEBA strategic plan includes strategic issues and projects within the Retirement Policy Committee's purpose, noted in Section A.

(2) Optional Retirement Program – Receive ORP vendor investment performance reports regularly in accordance with the investment policy statement. As needed, make recommendations to the PEBA Board regarding the termination, selection, and retention of funds in the State ORP pursuant to the investment benchmarks set forth in the State ORP Investment Policy approved by the PEBA Board.

(3) Provide the PEBA Board with a recommended replacement fund for the State ORP in the event of a fund termination.

(4) S.C. Deferred Compensation Program – Receive Program vendor investment performance reports regularly in accordance with the investment policy statement. As needed, make recommendations to the PEBA Board regarding the termination, selection, and retention of funds in the S.C. Deferred Compensation Program pursuant to the investment benchmarks set forth in the S.C. Deferred Compensation Investment Policy approved by the PEBA Board.

(5) Provide the PEBA Board with a recommended replacement fund for the S.C. Deferred Compensation Program in the event of a fund termination.

(6) Review actuarial assumptions and valuations, and submit to the PEBA Board recommended actions regarding employer contribution rates for the S.C. Retirement Systems;

(7) Review the actuarial requirement for General Fund appropriations for the National Guard System;

~~(8) Review the annual S.C. Deferred Compensation Program Audit Report;~~

~~(9)~~(8) Review the State ORP Investment Policy periodically, but no less than every three years, and make recommendations to the PEBA Board; and

~~(10)~~(9) Review the S.C. Deferred Compensation Program Investment Policy periodically, but no less than every three years, and make recommendations to the PEBA Board.

Formatted: Indent: Left: 1.13", No bullets or numbering

As approved and adopted:

SOUTH CAROLINA PUBLIC EMPLOYEE BENEFIT AUTHORITY
BOARD OF DIRECTORS

~~By: ______________________________ By: ______________________________~~
~~John A. Sowards, Chairman Alex Shissias~~

~~By: ______________________________ By: ______________________________~~
~~Frank W. Fusco Stephen Heisler~~

~~By: ______________________________ By: ______________________________~~
~~Ed Walton Sheriff Leon Lott~~

~~By: ______________________________ By: ______________________________~~
~~Steve A. Matthews Joe W. "Rocky" Pearce, Jr.~~

~~By: ______________________________ By: ______________________________~~
~~Audie Penn David J. Tigges~~

~~Dated: ______________________________~~

PUBLIC EMPLOYEE BENEFIT AUTHORITY AGENDA ITEM
BOARD MEETING

Meeting Date: October 1, 2020

---

1. Subject: Approval of State ORP Investment Lineups

---

2. Summary*:* The investment line-up of each recordkeeper should adhere to the standards set in the State Optional Retirement Program Investment Policy Statement (IPS). In addition, each lineup should include different risk investment options: low, medium and high. An investment option should be diversified compared to other options and across different sectors within its own portfolio. The investment options available to participants should not have overlapping goals and risk profiles.

3. What is the Board asked to do? Approve the investment line-ups for the State ORP as presented, to be effective with the commencement of the new State ORP contract on January 1, 2021.

---

4. Supporting Documents:

(a) Attached: State ORP Recordkeeper Structure and Investment Review

Segal Marco Advisors

State of South Carolina
Optional Retirement Program

RECORD KEEPER STRUCTURE AND INVESTMENT REVIEW

October 1, 2020

Michael C. Wright
Senior Vice President

Joe Ferguson
Consultant

Copyright © 2020 by The Segal Group, Inc. All rights reserved.

Summary: Introduction and Philosophy

- South Carolina Optional Retirement Program Review Items
  - Philosophy/Best Practices
    - Limitation to Environmental, Social and Governance (ESG) strategies:
      - Recent Department of Labor (DOL) guidelines
      - Difficulty in assessing the relevance and financial impact of ESG screens
    - Remove Sector Funds
      - Lack of internal diversification
      - Retirement planning versus tactical performance objectives
  - Target Date Funds: One provider across 4 record keepers
    - First priority of 2021
    - Fiduciary, Best Practice and participant demographic rationale
  - Structure
    - Streamlined lineup with low, medium and high risk investment options

Summary: Introduction and Philosophy

- South Carolina Optional Retirement Program Review Items
  - Fees
    - In accordance with investment policy statement and competitive versus peers
    - Preference for non-proprietary funds over proprietary funds
  - Lineup Recommendations
  - Mapping Recommendations

Summary: Fund Line-up Structure

- The investment line-up of each recordkeeper should adhere to the standards set in the State Optional Retirement Program Investment Policy Statement (IPS).
- The IPS allows 16 investment options or fewer for each vendor. The line-ups proposed in the RFP all adhere to the IPS (TDFs count as a single option).

Vendor	Number of Proposed Options
AIG	12
MassMutual	14
TIAA	13
Voya	14

- In addition each lineup should include different risk investment options: low, medium and high
  - All proposed lineups adhere to having each type of investment option in the three categories: low, medium and high risk
- An investment option should be diversified compared to other options and across different sectors within its own portfolio.
- The investment options available to participants should not have overlapping goals and risk profiles.
- Behavioral Finance has shown that having streamlined choices with little overlap minimizes participant confusion and improves decision making.

Summary: Philosophy – Target Date Funds

- Segal Marco's perspective is that the assessment and selection of a target date fund (TDF) series should be generally based on the demographics of the entire population including age dispersion, average retirement age, and other retirement income options available. From an investment perspective the State ORP IPS requires an evaluation of the glide path, asset classes and underlying funds included, allocation modeling to consider the plan demographics and rebalancing methods, performance and fees.
  - Our evaluation of these factors for the State ORP leads us to the conclusion that the use of a common TDF series across the four State ORP vendors may be appropriate.
  - Due to target date fund availability on record keeper platforms and scheduling, we felt more time was needed to perform an analysis to make a presentation to PEBA. Our priority for 2021 is to present the analysis whether PEBA should select a single TDF suite for the State ORP, and if so, which TDF suite to use across all four vendors.
  - Under ERISA , the use of the TDF as the Qualified Default Investment Alternative (QDIA) raises the bar for its selection since the Plan Sponsor receives the fiduciary safe harbor protections for default and mapping situations.
  - Additionally, it has become more common in the market to select a non-proprietary TDF series so that administrative pricing is not tied to the investment choice.

Summary: Investment Option Fund Fees

- The goal of the Program should be to offer investment options with low fees compared to peers considering the scale of assets. The table shows the number of funds in each quartile ranking (against the asset class peer group) for the proposed line-ups.

	1st quartile (low)	2nd quartile	3rd quartile	4th quartile (high)
AIG	12	-	-	-
MassMutual	12	2	-	-
TIAA	12	1	-	-
Voya	14	-	-	-

- Each proposed line-up has low cost options with competitive fees versus their peers.
- In addition, all of the proposed investment options are below the maximum expense ratios stipulated in the State ORP IPS

Asset Class	Maximum Expense Ratio
Active Bond	0.75%
Bond Index	0.50%
Active Large Cap, Mid Cap, Target Maturity/Asset Allocation	1.25%
Small Cap	1.50%
Foreign Stock	1.50%
US and Foreign Equity Index	0.50%
Real Estate	1.50%

Summary: Current Fund Line-up Structure - Recommendations

- **AIG**
  - ✓ Remove the Vanguard Health and mapping assets to the age appropriate TDF: The fund is not internally diversified and more appropriate for non-retirement investors
  - ✓ Replace Vanguard Institutional Index and map the assets to Fidelity 500 Index.
    - ✓ This change would lower the fund fee from 0.04% to 0.015%
  - ✓ Replace Vanguard Emerging Market Index with Fidelity Emerging Market Index (FPADX).
    - ✓ This change would lower the fund fee from 0.14% to 0.08%
  - ✓ Replace T Rowe Price Large Cap Growth with Vanguard US Growth (VWUAX)
    - ✓ This change would lower the fund fee from 0.56% to 0.28%
    - ✓ The Vanguard US Growth strategy meets standards regarding risk, fees, assets, management and style consistency.
  - ✓ Replace the Vanguard Target Date Suite with the SSgA Target Date Suite.
    - ✓ This change would lower fees as this suite charges 0.09% for each fund compared to the Vanguard suite that ranges from 0.12% to 0.15%.
    - ✓ See more information on the next page.
  - ✓ Add Fidelity International Index (FSPSX) This investment option will give participants a low cost (fee: 0.04%) passively managed index fund in the international equity developed markets asset class.
    - ✓ Since this option is new, it will not receive any mapped assets.

Summary: Current Fund Line-up Structure - Recommendations

- **MassMutual**
  - ✓ Remove the American Funds Balanced Fund and mapping assets to the age appropriate TDF: The fund overlaps with the TDF series without providing a dynamic glidepath and may cause participant confusion.

  - ✓ Add the Fidelity Total International Index Fund (FTIHX) to the lineup. This investment option will give participants a low cost (fee: 0.06%) passively managed index fund in the international equity asset class.
    - ✓ Since this option is new, it will not receive any mapped assets.

- **TIAA**
  - ✓ Remove CREF Social Choice and map assets to the age appropriate TDF.
    - ✓ The fund overlaps with the TDF series without providing a dynamic glidepath and may cause participant confusion. Also, the fund raises issues under the current Department of Labor guidelines
  - ✓ Remove TIAA Real Estate Securities and map assets to the age appropriate TDF.
    - ✓ REIT funds are sector funds and do not offer enough diversification as a stand-alone option.

  - ✓ Add the Vanguard Total International Index Fund (VTIAX) to the lineup. This investment option will give participants a low cost (fee: 0.11%) passively managed index fund in the international equity asset class.
    - ✓ Since this option is new, it will not receive any mapped assets.

Summary: MetLife to Voya Mapping - Recommendations

- **Voya**
  - ✓ Voya had a clean slate to construct their program and was able to structure the investment alternatives to provide best practice mapping from MetLife options.
  - ✓ We reviewed all options to ensure compliance with the State ORP IPS, market best practices and our general philosophy as outlined in the preamble to this report.
  - ✓ The last page of this report includes a mapping schedule from MetLife to the proposed Voya investment option lineup.

Summary: AIG Fund Lineup Structure

State Optional Retirement Program

AIG Current Lineup						**AIG Potential New Lineup**			
		Total Assets:	**$665,583,727**						
Fund Names	**Ticker**	**MS Category**				**Fund names**	**Ticker**		
Fixed Account/Money market			**$77,737,797**	Exp. Ratio		**Fixed Account/Stable Value**		**11.7%**	Exp. Ratio
Fixed Interest Option	N/A	Stability of Principal	$77,737,797	0.00%		Fixed Interest Option	N/A	11.7%	0.00%
Fixed Income			**$42,642,429**			**Fixed Income**			
Vanguard Total Bond Index	VBTIX	Intermediate-Term Bond	$31,083,758	0.04%		Vanguard Total Bond Index	VBTIX	**4.7%**	0.04%
DFA Inflation Protected Securities	DIPSX	TIPS	$11,558,671	0.11%		DFA Inflation Protected Securities	DIPSX	1.7%	0.11%
Target Date			**$145,517,110**			**Target Date**		**29.4%**	
Vanguard Target Retirement Income	VTINX	Target Date Income	$37,112,332	0.12%	-->	SSgA Target Retirement Income K	SSFOX	5.6%	0.09%
Vanguard Target Retirement 2015	VTXVX	Target Date 2015	$869,820	0.13%	-->	SSgA Target Retirement Income K	SSFOX	0.1%	0.09%
Vanguard Target Retirement 2020	VTWNX	Target Date 2020	$6,929,512	0.13%	-->	SSgA Target Retirement 2020 K	SSBOX	1.0%	0.09%
Vanguard Target Retirement 2025	VTTVX	Target Date 2025	$7,715,947	0.13%	-->	SSgA Target Retirement 2025 K	SSBSX	1.2%	0.09%
Vanguard Target Retirement 2030	VTHRX	Target Date 2030	$9,522,096	0.14%	-->	SSgA Target Retirement 2030 K	SSBYX	1.4%	0.09%
Vanguard Target Retirement 2035	VTTHX	Target Date 2035	$10,655,240	0.14%	-->	SSgA Target Retirement 2035 K	SSCKX	1.6%	0.09%
Vanguard Target Retirement 2040	VFORX	Target Date 2040	$15,605,634	0.14%	-->	SSgA Target Retirement 2040 K	SSCQX	2.3%	0.09%
Vanguard Target Retirement 2045	VTIVX	Target Date 2045	$12,767,829	0.15%	-->	SSgA Target Retirement 2045 K	SSDEX	1.9%	0.09%
Vanguard Target Retirement 2050	VFIFX	Target Date 2050	$14,130,271	0.15%	-->	SSgA Target Retirement 2050 K	SSDLX	2.1%	0.09%
Vanguard Target Retirement 2055	VFFVX	Target Date 2055+	$13,332,228	0.15%	-->	SSgA Target Retirement 2055 K	SSDQX	2.0%	0.09%
Vanguard Target Retirement 2060	VTTSX	Target Date 2060+	$16,876,202	0.15%	-->	SSgA Target Retirement 2060 K	SSDYX	2.5%	0.09%
						SSgA Target Retirement 2065 K	SSFKX	0.0%	0.09%
US Equity Large			**$187,302,296**			**US Equity Large**		**28.1%**	
Vanguard Institutional Index	VINIX	Large Blend	$85,109,541	0.04%	-->	Fidelity 500 Index	FXAIX	12.8%	0.015%
Vanguard Value Institutional Index	VIVIX	Large Value	$29,272,925	0.04%		Vanguard Value Institutional Index	VIVIX	4.4%	0.04%
T. Rowe Price Institutional LG CP Growth	TRLGX	Large Growth	$72,919,830	0.56%	-->	Vanguard US Growth	VWUAX	11.0%	0.28%
US Mid and Small			**$97,056,798**			**US Mid and Small**		**14.6%**	
Vanguard MidCap Index Institutional	VMCIX	Mid Blend	$51,282,458	0.04%		Vanguard MidCap Index Institutional	VMCIX	7.7%	0.04%
Vanguard Small Cap Index	VSCIX	Small Blend	$45,774,340	0.04%		Vanguard Small Cap Index	VSCIX	6.9%	0.04%
Specialty			**$50,428,384**					**7.6%**	
Vanguard Healthcare	VGHAX	Healthcare	$50,428,384	0.27%	-->	Age Appropriate Target Date Fund	N/A	7.6%	0.09%
International/Global			**$64,898,911**			**International/Global**		**9.8%**	
Amer Funds EuroPacific Growth	RERGX	International Equity	$61,015,106	0.46%		Amer Funds EuroPacific Growth	RERGX	9.2%	0.46%
						Fidelity International Index	FSPSX		0.04%
Vanguard Emerging Market Stock Index	VEMAX	Emerging Market Equity	$3,883,805	0.14%	-->	Fidelity Emerging Market Index	FPADX	0.6%	0.08%

Segal Marco Advisors

Summary: MassMutual Fund Lineup Structure

State Optional Retirement Program									
MassMutual Current Lineup						MassMutual Potential New Lineup			
		Total Assets:	$394,161,716						
Fund Names	Ticker	MS Category				Fund names	Ticker		
Fixed Account/Money market			**$46,620,641**	Exp. Ratio		**Fixed Account/Stable Value**		**11.8%**	Exp. Ratio
General Fixed Interest SF GIA 61953	N/A	Stability of Principal	$46,620,641	0.16%		General Fixed Interest SF GIA 61953	N/A	11.8%	0.16%
Fixed Income			**$26,162,542**			**Fixed Income**		**6.6%**	
JP Morgan Core Bond	JCBUX	Intermediate-Term Bond	$14,021,131	0.34%		JP Morgan Core Bond	JCBUX	3.6%	0.34%
Vanguard Inflation Protected Securities	VAIPX	TIPS	$12,141,411	0.10%		Vanguard Inflation Protected Securities	VAIPX	3.1%	0.10%
Target Date			**$134,155,977**			**Target Date**		**41.9%**	
T. Rowe Price Retirement I 2010	TRPAX	Target Date Income	$948,122	0.37%		T. Rowe Price Retirement I 2010	TRPAX	0.2%	0.37%
T. Rowe Price Retirement I 2015	TRFGX	Target Date 2015	$4,961,418	0.40%		T. Rowe Price Retirement I 2015	TRFGX	1.3%	0.40%
T. Rowe Price Retirement I 2020	TRBRX	Target Date 2020	$1,330,615	0.43%		T. Rowe Price Retirement I 2020	TRBRX	0.3%	0.43%
T. Rowe Price Retirement I 2025	TRPHX	Target Date 2025	$18,742,145	0.47%		T. Rowe Price Retirement I 2025	TRPHX	4.8%	0.47%
T. Rowe Price Retirement I 2030	TRPCX	Target Date 2030	$4,368,518	0.49%		T. Rowe Price Retirement I 2030	TRPCX	1.1%	0.49%
T. Rowe Price Retirement I 2035	TRPJX	Target Date 2035	$28,213,971	0.50%		T. Rowe Price Retirement I 2035	TRPJX	7.2%	0.50%
T. Rowe Price Retirement I 2040	TRPDX	Target Date 2040	$6,349,944	0.51%		T. Rowe Price Retirement I 2040	TRPDX	1.6%	0.51%
T. Rowe Price Retirement I 2045	TRPKX	Target Date 2045	$50,418,754	0.52%		T. Rowe Price Retirement I 2045	TRPKX	12.8%	0.52%
T. Rowe Price Retirement I 2050	TRPMX	Target Date 2050	$6,713,487	0.52%		T. Rowe Price Retirement I 2050	TRPMX	1.7%	0.52%
T. Rowe Price Retirement I 2055	TRPNX	Target Date 2055+	$6,875,604	0.52%		T. Rowe Price Retirement I 2055	TRPNX	1.7%	0.52%
T. Rowe Price Retirement I 2060	TRPLX	Target Date 2060+	$5,233,399	0.52%		T. Rowe Price Retirement I 2060	TRPLX	1.3%	0.52%
Balanced			**$30,936,065**					**7.8%**	
American Funds Balanced	RLBGX	Balanced	$30,936,065	0.26%	-->	Age Appropriate Target Date Fund		7.8%	N/A
US Equity Large			**$83,047,991**			**US Equity Large**		**21.1%**	
Vanguard Institutional Index	VINIX	Large Blend	$37,475,604	0.04%		Vanguard Institutional Index	VINIX	9.5%	0.04%
MFS Value	MEIKX	Large Value	$25,079,761	0.47%		MFS Value	MEIKX	6.4%	0.47%
MassMutual Select Blue Chip Growth	MBCZX	Large Growth	$20,492,626	0.64%		MassMutual Select Blue Chip Growth	MBCZX	5.2%	0.64%
US Mid and Small			**$48,834,201**			**US Mid and Small**		**12.4%**	
Vanguard MidCap Index Institutional	VMCIX	Mid Blend	$24,099,063	0.04%		Vanguard MidCap Index Institutional	VMCIX	6.1%	0.04%
Vanguard Small Cap Index	VSCIX	Small Blend	$4,588,246	0.04%		Vanguard Small Cap Index	VSCIX	1.2%	0.04%
American Beacon Small Cap Value	AVFIX	Small Value	$768,070	0.83%		American Beacon Small Cap Value	AVFIX	0.2%	0.83%
INVESCO Small Cap Growth	GTSFX	Small Growth	$19,378,822	0.71%		INVESCO Small Cap Growth	GTSFX	4.9%	0.71%
International/Global			**$24,404,299**			**International/Global**		**6.2%**	
Oppenheimer International Growth	OIGIX	International Equity	$23,174,252	0.69%		Oppenheimer International Growth	OIGIX	5.9%	0.69%
						Fidelity Total International Index	FTIHX	0.0%	0.06%
JP Morgan Emerging Markets	JEMWX	Emerging Market Equity	$1,230,047	0.79%		JP Morgan Emerging Markets	JEMWX	0.3%	0.79%

Segal Marco Advisors

Summary: TIAA Fund Lineup Structure

State Optional Retirement Program									
TIAA Current Lineup						**TIAA Potential New Lineup**			
			Total Assets: $1,505,798,344						
Fund Names	**Ticker**	**MS Category**				**Fund names**	**Ticker**		
Fixed Account/Money market			**$269,590,039**	Exp. Ratio		**Fixed Account/Stable Value**		**17.9%**	Exp. Ratio
TIAA Traditional	N/A	Stability of Principal	$235,969,698	0.00%		TIAA Traditional	N/A	15.7%	0.00%
TIAA CREF Money Market Institutional	TCIXX	Stability of Principal	$33,620,341	0.14%		TIAA CREF Money Market Institutional	TCIXX	2.2%	0.14%
Fixed Income			**$71,028,296**			**Fixed Income**		**4.7%**	
TIAA CREF Bond Index	TBIIX	Intermediate-Term Bond	$47,938,624	0.11%		TIAA CREF Bond Index	TBIIX	3.2%	0.11%
CREF Inflation Linked Bond	N/A	TIPS	$23,089,672	0.22%		CREF Inflation Linked Bond	N/A	1.5%	0.22%
Target Date			**$496,284,392**			**Target Date**		**38.8%**	
TIAA CREF Lifecycle Retirement Inc. Instl	TLRIX	Target Date Income	$976,535	0.37%		TIAA CREF Lifecycle Retirement Inc. Instl	TLRIX	0.1%	0.37%
TIAA CREF Lifecycle 2010 Institutional	TCTIX	Target Date Income	$8,175,388	0.37%		TIAA CREF Lifecycle 2010 Institutional	TCTIX	0.5%	0.37%
TIAA CREF Lifecycle 2015 Institutional	TCNIX	Target Date 2015	$11,550,072	0.38%		TIAA CREF Lifecycle 2015 Institutional	TCNIX	0.8%	0.38%
TIAA CREF Lifecycle 2020 Institutional	TCWIX	Target Date 2020	$27,403,514	0.39%		TIAA CREF Lifecycle 2020 Institutional	TCWIX	1.8%	0.39%
TIAA CREF Lifecycle 2025 Institutional	TCYIX	Target Date 2025	$40,836,617	0.41%		TIAA CREF Lifecycle 2025 Institutional	TCYIX	2.7%	0.41%
TIAA CREF Lifecycle 2030 Institutional	TCRIX	Target Date 2030	$59,035,562	0.42%		TIAA CREF Lifecycle 2030 Institutional	TCRIX	3.9%	0.42%
TIAA CREF Lifecycle 2035 Institutional	TCIIX	Target Date 2035	$80,158,293	0.43%		TIAA CREF Lifecycle 2035 Institutional	TCIIX	5.3%	0.43%
TIAA CREF Lifecycle 2040 Institutional	TCOIX	Target Date 2040	$125,519,549	0.44%		TIAA CREF Lifecycle 2040 Institutional	TCOIX	8.3%	0.44%
TIAA CREF Lifecycle 2045 Institutional	TTFIX	Target Date 2045	$61,061,595	0.45%		TIAA CREF Lifecycle 2045 Institutional	TTFIX	4.1%	0.45%
TIAA CREF Lifecycle 2050 Institutional	TFTIX	Target Date 2050	$50,685,097	0.45%		TIAA CREF Lifecycle 2050 Institutional	TFTIX	3.4%	0.45%
TIAA CREF Lifecycle 2055 Institutional	TTRIX	Target Date 2055+	$25,733,111	0.45%		TIAA CREF Lifecycle 2055 Institutional	TTRIX	1.7%	0.45%
TIAA CREF Lifecycle 2060 Institutional	TLXNX	Target Date 2060+	$5,149,058	0.45%		TIAA CREF Lifecycle 2060 Institutional	TLXNX	0.3%	0.45%
Balanced			**$49,770,992**						
CREF Social Choice	N/A	Balanced	$49,770,992	0.17%	-->	Age Appropriate Target Date Fund		3.3%	N/A
US Equity Large			**$165,731,817**			**US Equity Large**		**11.0%**	
TIAA CREF Index Inst	VINIX	Large Blend	$136,005,587	0.05%		TIAA CREF Index Inst	VINIX	9.0%	0.05%
T. Rowe Price Inst Large Cap Value	TILCX	Large Value	$29,726,230	0.56%		T. Rowe Price Inst Large Cap Value	TILCX	2.0%	0.56%
US Mid and Small			**$76,915,369**			**US Mid and Small**		**5.1%**	
Vanguard MidCap Index Institutional	VMCIX	Mid Blend	$48,941,656	0.04%		Vanguard MidCap Index Institutional	VMCIX	3.3%	0.04%
TIAA CREF Small Cap Index	TISBX	Small Blend	$27,973,714	0.06%		TIAA CREF Small Cap Index	TISBX	1.9%	0.06%
Specialty			**$38,901,296**					**2.6%**	
TIAA CREF Real Estate Securities	TIREX	REITs	$38,901,296	0.51%	-->	Age Appropriate Target Date Fund	N/A	2.6%	N/A
International/Global			**$276,313,651**			**International/Global**		**18.3%**	
American Funds EuroPacific Growth	RERGX	International Equity	$59,557,295	0.46%		American Funds EuroPacific Growth	RERGX	4.0%	0.69%
American Funds New World	RNWGX	Emerging Market Equity	$4,985,054	0.60%		American Funds New World	RNWGX	0.3%	0.60%
CREF Stock	N/A	Global Equity	$211,771,302	0.21%		CREF Stock	N/A	14.1%	0.21%
						Vanguard Total International Index	VTIAX	0.0%	0.11%
Terminated - no longer open to participants			**$61,262,491**			**Terminated - no longer open to participants**		**4.1%**	
CREF Growth	N/A		$22,977,324	N/A		CREF Growth	N/A	1.5%	N/A
CREF Global Equities	N/A		$11,317,209	N/A		CREF Global Equities	N/A	0.8%	N/A
CREF Bond Market	N/A		$4,721,845	N/A		CREF Bond Market	N/A	0.3%	N/A
TIAA Real Estate	N/A		$5,601,846	N/A		TIAA Real Estate	N/A	0.4%	N/A
CREF Equity Index	N/A		$12,015,563	N/A		CREF Equity Index	N/A	0.8%	N/A
CREF Money Market	N/A		$4,628,703	N/A		CREF Money Market	N/A	0.3%	N/A

Segal Marco Advisors

Summary: MetLife to Voya Mapping - Recommendations

State Optional Retirement Program									
MetLife Lineup						**Voya Lineup**			
			Total Assets: $359,134,036						
Fund Names	**Ticker**	**MS Category**				**Fund names**	**Ticker**		
Fixed Account/Money market			**$36,180,969**	Exp. Ratio		**Fixed Account/Stable Value**		**10.1%**	Exp. Ratio
GoldTrack Select	N/A	Stability of Principal	$31,575,124	0.00%	-->	Voya Fixed Account	N/A	8.8%	0.00%
Vanguard Federal Money Market	VMFXX	Stability of Principal	$4,605,846	0.11%	-->	Voya Fixed Account	N/A	1.3%	0.00%
Fixed Income			**$14,158,374**			**Fixed Income**		**3.9%**	
Metropolitan West Total Return Bond	MWTSX	Intermediate-Term Bond	$13,388,712	0.37%	-->	Voya Intermediate Bond	IIBZX	3.7%	0.30%
PIMCO Real Return	PRRIX	TIPS	$769,662	0.98%	-->	DFA Inflation Protected Securities	DIPSX	0.2%	0.11%
Target Date			**$148,494,636**			**Target Date**		**48.3%**	
American Funds 2010 Target Date	RFTTX	Target Date Income	$42,382,797	0.31%	-->	Voya Index Solution Income Portfolio Z	VSZJX	11.8%	0.16%
American Funds 2015 Target Date	RFJTX	Target Date 2015	$1,325,920	0.31%	-->	Voya Index Solution Income Portfolio Z	VSZJX	0.4%	0.16%
American Funds 2020 Target Date	RRCTX	Target Date 2020	$4,409,695	0.31%	-->	Voya Index Solution Income Portfolio Z	VSZJX	1.2%	0.16%
American Funds 2025 Target Date	RFDTX	Target Date 2025	$6,428,071	0.33%	-->	Voya Index Solution 2025 Portfolio Z	VSZBX	1.8%	0.17%
American Funds 2030 Target Date	RFETX	Target Date 2030	$8,125,564	0.35%	-->	Voya Index Solution 2030 Portfolio Z	VSZCX	2.3%	0.17%
American Funds 2035 Target Date	RFFTX	Target Date 2035	$10,845,557	0.37%	-->	Voya Index Solution 2035 Portfolio Z	VSZDX	3.0%	0.17%
American Funds 2040 Target Date	RFGTX	Target Date 2040	$12,647,791	0.38%	-->	Voya Index Solution 2040 Portfolio Z	VSZEX	3.5%	0.16%
American Funds 2045 Target Date	RFHTX	Target Date 2045	$35,270,431	0.38%	-->	Voya Index Solution 2045 Portfolio Z	VSZFX	9.8%	0.16%
American Funds 2050 Target Date	RFITX	Target Date 2050	$6,774,265	0.39%	-->	Voya Index Solution 2050 Portfolio Z	VSZGX	1.9%	0.15%
American Funds 2055 Target Date	RFKTX	Target Date 2055+	$10,887,924	0.40%	-->	Voya Index Solution 2055 Portfolio Z	VSZHX	3.0%	0.15%
American Funds 2060 Target Date	RFUTX	Target Date 2060+	$9,396,622	0.41%	-->	Voya Index Solution 2060 Portfolio Z	VSZIX	2.6%	0.15%
Balanced			**$15,018,900**					**4.2%**	
Columbia Balanced	CBDYX	Balanced	$15,018,900	0.61%	-->	Age Appropriate Target Date Fund		4.2%	N/A
US Equity Large			**$80,337,713**			**US Equity Large**		**22.4%**	
Vanguard Institutional Index	VINIX	Large Blend	$36,858,134	0.04%	-->	Fidelity 500 Index	FXAIX	10.3%	0.015%
JP Morgan Equity Income	OIEJX	Large Value	$27,160,869	0.49%	-->	Vanguard Equity Income	VEIRX	7.6%	0.18%
Clearbridge Large Cap Growth	SBLYX	Large Growth	$16,318,710	0.75%	-->	Harbor Capital Appreciation	HACAX	4.5%	0.67%
US Mid and Small			**$39,588,610**			**US Mid and Small**		**11.0%**	
Vanguard MidCap Index Institutional	VMCIX	Mid Blend	$13,592,712	0.04%	-->	Fidelity Mid Cap Index	FSMDX	3.8%	0.025%
Delaware Small Cap Core	DCCIX	Small Blend	$22,592,182	0.85%	-->	Fidelity Small Cap Index	FSSNX	6.3%	0.025%
Victory Integrity Small Cap Value	MVSSX	Small Value	$378,150	0.96%	-->	Fidelity Advisor SCV	FIKNX	0.1%	0.52%
T. Rowe Price QM US Small Cap Growth	PRDSX	Small Growth	$3,025,567	0.79%	-->	Vanguard Explorer	VEXRX	0.8%	0.34%
Specialty			**$8,595,674**					**2.4%**	
Principal Real Estate Securities	PIREX	REITs	$8,595,674	0.91%	-->	Age Appropriate Target Date Fund	N/A	2.4%	0.10%
International/Global			**$16,759,159**			**International/Global**		**4.3%**	
Causeway International Value	CIVIX	International Equity	$15,290,837	0.90%	-->	Vanguard Total International Stock	VTIAX	4.3%	0.11%
Harding Loevner Instl. Emerging Markets	HLMEX	Emerging Market Equity	$1,468,322	1.27%	-->	American Funds New World	RNWGX	0.4%	0.60%
						American Funds EuroPacific Growth	RERGX	0.0%	0.46%