

RETIREMENT BOARD MEETING MINUTES

Date: August 3, 2020

Location: Meeting held virtually via Google Meet

Board Members	TIAA/Innovest Representatives	HR/Finance Representatives	Guests
Nancy Baker	Paul Krajcir	Kathy Harris	
Matthew Behunin			
Irene Josey	Jared Martin		
Jim Saulnier	Troy Jensen		
Laura Walker			

The meeting was called to order at 10:02 a.m.

Minutes of prior meeting were approved.

Public comment-

Employee/participant Eric Fried attended and provided his observations with respect to a request he had made that the Board consider additional fund options to be added to the investment menu, particularly within fixed income, that have an Environment, Social, and Government (ESG) screening process within their criteria for selection of underlying holdings. Mr. Jensen and Mr. Martin of Innovest provided a background and context of several regulatory and market considerations around fixed income ESG funds. This included discussion of the rather limited availability of suitable options and a recent proposed rule from the Department of Labor concerning ESG fund options within institutional retirement plan fund menus. The proposed rule asserts that the fiduciary responsibilities of plan sponsor fund selection may limit or preclude usage of ESG funds when the screening process is not based in pecuniary factors. The Board discussed and decided to review at greater depth at the next quarterly meeting. Innovest is to provide an overview and search book to review potential fund additions in the category at that meeting.

Old Business-

Mr. Krajcir provided an overview and update of CARES Act provision utilization within the plan by participants. To date, seven participants have taken COVID-related distributions, totaling \$129k. Two participants have taken COVID-related loans, totaling \$65k.

New Business.

Innovest:



Mr. Martin discussed current market and the relative rebound in 2nd quarter following the significant volatility in the 1st quarter activity. Global banking authorities have responded to the recessionary markets with substantial stimulus and economic easing to offset some of the negative economic impact.

Mr. Jensen reviewed plan investments and the Manager Score Card as related to Q2 2020 activity. Minor concerns remain for performance for the T.Rowe Price Mid Cap Growth, DFA US Small Cap Value, Templeton Foreign, AQR International Equity, and TIAA Real Estate Funds, and a newly added 'Performance' concern for Loomis Sayles Bond Fund. While the concerns are warranted, none are significant to prompt consideration of replacement, particularly in light of the current market conditions. Carried-over 'Asset Base' concerns for the T.Rowe Price Mid Cap and AQR International Equity and a 'People' concern for Templeton Foreign will also continue to be monitored.

As with the economic picture overall, many funds have rebounded in Q2, to varying degrees. Value-heavy funds have fared less positively than Growth-oriented options, and large cap funds have improved better than smaller company holdings. There are no recommendations from Innovest for changes or manager searches at this time.

The meeting adjourned at 11:33 a.m.

Respectfully submitted,
Innovest Portfolio Solutions LLC