

Q1 2025

Meeting Minutes

Delray Beach

City of Delray Beach- 457 Plan

Meeting Date: 07/09/2025

Attendees

Committee Members	Daniel De Franceschi	Duane D'Andrea
	Henry Dachowitz	Lisa Castronovo
	Matt Naparstek	

NFP Jamie Hayes, CPFA, C(k)P, AIF

Administrative Review

Reviewed Prior Meeting Notes ☒

Reviewed Service Plan ☒

Signed IPS on file ☒

Signed Committee Charter on file ☒

Notes: 1. The meeting was called to order at 9:05am by Chair Castronovo. All Committee members were present.

2. H. Dachowitz moved to accept agenda, second by D. D'Andrea. Passed unanimously.

3. There was no public in attendance and no public comment.

4. a. Empower presented first. The team from Empower included the daily contact for service relationship management, Aaron Schluep, and education representative, Jeff Sperling. Empower also include their implementation and conversion specialist who wrote the book on conversions. Empower covered the user experience for both the participant and administrators. They focused on streamlined technology and enhanced service on their platform. The Committee had questions about the platform for participants, transitions, and on-site education.

Empower proposed 8 on-site education days and can provide education to participants. They can also provide investment direction for those who want more assistance in how to invest. Any issues related to the transition typically source from data and/or census file. Empower will work with the City to simplify the process and automate as much as possible so payroll is not having to do the heavy lift.

b. Lincoln went second. The Lincoln team include the supervisor team of the on-site education representative and daily relationship manager on the service team. Lincoln also focused on the transition and conversion. Typically the source data causes delay and Lincoln works to clean up the data going into the conversion.

Lincoln also presented their user experience for the participant and administrators. The Committee had questions comparing Lincoln's technology to the larger finalists Voya and Empower. Lincoln's perspective is participants need it to work but the average visitor spends less than 3 seconds on the website. Website for participants has additional financial wellness available for participants to go out and find.

c. Voya presented third and last. The Voya team included their on-site education specialist, implementation team, and daily point of contact for the administrative team. Voya spent time on their quality assurance processes including payroll file. The education specialist spent quite a bit of time reviewing their on-site education strategy and ongoing support from their office. The Committee received that strategy favorably. Voya also focused on the conversion and projected timeline.

5. The Committee debriefed their notes after all the finalists left and shared perspectives and feedback. Each Committee member scored the three finalists and provided their scoring sheets to NFP. After scoring was complete Empower was recognized as the higher scoring finalist. H Dachowitz moved to select Empower as the new recordkeeper. D. Defranchesci seconded and the motion passed unanimously. The City will enter into negotiations with Empwer.

Meeting Overview

Purpose of Meeting

The purpose of the meeting was to review the analysis of fees and services offered through MissionSquare Retirement compared with other bidding service providers.

Bidding Providers:

Q1 2025

Meeting Minutes

- MissionSquare Retirement
- MissionSquare Retirement (Rebid)
- Corebridge Financial
- Empower
- Lincoln Financial
- Nationwide
- Voya

Service providers were chosen based on a strengths in a variety of plan components including:

- Recordkeeping
- Technology Services
- Employee Communication
- Compliance
- Cost

Services

We reviewed the service comparison of all providers. We discussed their background, recordkeeping platforms, and technology capabilities. All providers seem comparable with respect to website capabilities, recordkeeping & administration programs, compliance service, technology, and employee education resources.

Fee Review

We reviewed the total plan costs and revenue sharing associated with each of the service providers. Pricing is quoted based on exact plan demographics as of . Estimated total plan costs based on the current asset allocation with plan assets at \$124,995,831.53.

Total Plan Cost :

- | | |
|------------------------|--------------|
| MissionSquare | |
| • Retirement | \$524,982.49 |
| • Nationwide | \$428,735.24 |
| • Lincoln Financial | \$474,984.24 |
| • Corebridge Financial | \$437,485.24 |
| • Voya | \$487,484.24 |
| • Empower | \$487,484.24 |
| MissionSquare | |
| • Retirement (Rebid) | \$437,485.41 |

We also discussed the revenue requirements for each provider. The revenue or recordkeeping requirement is the amount needed by each service provider to cover the cost of all of their services. The recordkeeping requirements are stated below.

Recordkeeping Requirements :

- | | |
|------------------------|--------------|
| MissionSquare | |
| • Retirement | \$112,496.50 |
| • Nationwide | \$16,249.46 |
| • Lincoln Financial | \$62,497.92 |
| • Corebridge Financial | \$24,999.17 |
| • Voya | \$74,997.50 |
| • Empower | \$74,997.50 |
| MissionSquare | |
| • Retirement (Rebid) | \$24,999.50 |

Per Participant :

- | | |
|---------------------|----------|
| MissionSquare | |
| • Retirement | \$109.97 |
| • Nationwide | \$15.88 |
| • Lincoln Financial | \$61.09 |

Q1 2025

Meeting Minutes

- Corebridge Financial \$24.44
- Voya \$73.31
- Empower \$73.31
- MissionSquare
- Retirement (Rebid) \$24.44

Discussion

Voya presented a revised offer at 3.5bps. Empower also enhanced their offer at 4bps. After discussing the pricing and proposal responses, the committee voted to move service provider to Empower. NFP will prepare the necessary communications and notices to send to both MissionSquare and Empower.

Disclosures

This material contains an assessment of the market and economic environment at a specific point in time and is not intended to be a forecast of future events, or a guarantee of future results. Forward-looking statements are subject to certain risks and uncertainties. Actual results, performance, or achievements may differ materially from those expressed or implied. Information is based on data gathered from what we believe are reliable sources.

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