

CITY AND COUNTY OF HONOLULU DEFERRED COMPENSATION PLAN COMMITTEE

MINUTES OF THE QUARTERLY MEETING OF THE COMMITTEE

The Quarterly meeting of the City and County of Honolulu Deferred Compensation Plan Committee ("Committee") was held on **Friday, May 15, 2026**, in the Mayor's Conference Room, 530 South King Street, 3rd Floor, City Hall, Honolulu, Hawai'i.

- Present: Andrew Kawano (Department of Budget and Fiscal Services (BFS) Director & Committee Chair)
Chamara Silva (Administrative Services Officer & Committee Member designee for Managing Director Michael Formby) (via Webex)
Nola Miyasaki (Department of Human Resources Director & Committee Member)
Reid Yamashiro (Deputy Corporation Counsel & Committee Member designee for Corporation Counsel Dana Viola)
Michael Golojuch (Committee Member-Retiree)
John Hashimoto (Committee Member-Active)
Connie Kaneshiro (Committee Member-Active)
- Staff: Jennifer Bishop (BFS Administrative Services Officer & Deferred Compensation Plan Administrator)
Carrie Castle (BFS Deputy Director & Alternate for Committee Chair Andrew Kawano)
Lynn Wakatsuki (Deputy Corporation Counsel)
Leslie Chinn (DHR Compliance Manager)
Ryan Kinoshita (DHR Benefits, Research and Transactions Branch Chief)
- Guests: Vince Learned (Wealthspire Retirement Advisory (Wealthspire) – Vice President – Advisory Services)
Matt Dickey (Wealthspire – Managing Director of Government Plans)
Jeff Scott (Wealthspire – Senior Vice President – Retirement) (via Webex)
Gavin Gruenberg (Voya – Head of Sales – Government Market, Large Market & Stable Value) (via Webex)
Sharra Querner (Voya – Assistant Vice President, Strategic Relationship Manager)
Jared Nakamoto (Voya – Financial Advisor and Hawaii Case Manager)
Stacey Laxton (Voya – Communications Consultant)

I. CALL TO ORDER

With quorum present, Andrew Kawano (Chair) called the meeting to order at 10:35 a.m. and presided as chair of the meeting. Jennifer Bishop (Jennifer) acted as secretary.

II. ANNOUNCEMENTS

- A. NAGDCA 2026 Annual Conference – Chair reminded Committee members that the NAGDCA Annual Conference will be held September 27–30, 2026, in Orlando, Florida. Committee members planning to attend were advised that additional conference information, including the agenda and client appreciation events, would be provided as it becomes available.

- B. Recognition of Outgoing Committee Members – Chair recognized outgoing Committee Members John Hashimoto, Connie Kaneshiro, and Michael Golojuch for their dedicated service to the Deferred Compensation Plan Committee. Chair thanked the members for their time, thoughtful participation, and contributions to the oversight of the Plan. He also acknowledged Michael Golojuch for his longstanding contributions to the Committee. On behalf of the Committee, Chair expressed appreciation to all three members for their commitment and service.

III. MINUTES OF PREVIOUS MEETING – Action

On a motion duly made by John Hashimoto, seconded by Michael Golojuch, and unanimously carried, the Committee approved the Quarterly Meeting minutes from February 13, 2026.

IV. PUBLIC COMMENTS – Information

Chair asked if there was any public input. No public testimony was received.

V. VOYA REPORT – Information/Action

- A. Retirement Tool Demonstration – Sharra Querner (Sharra) demonstrated Voya's enhanced Retirement Tool, which provides participants age 50 or older with a more personalized retirement planning experience. The tool incorporates participant-specific information, including retirement goals, anticipated income sources, savings, and spending assumptions, to project retirement readiness and recommend actions to improve retirement outcomes. Additional features include interactive planning scenarios, retirement income projections, budgeting tools, and the ability to model changes in savings rates and retirement age. Committee members asked questions regarding the functionality of the tool, including the ability to save and print retirement plans, and the demonstration concluded with a discussion of the tool's value in helping participants make informed retirement planning decisions.
- B. Quarterly Report – Sharra presented the quarterly report for the period ending March 31, 2026, and highlighted the following:
 - 1. Plan Assets – Plan assets totaled approximately \$1.15 billion at the end of the first quarter. As of the day prior to the meeting, assets had increased to approximately \$1.2 billion, reflecting continued market growth. Since March 2022, total plan assets have increased by approximately 21 percent.
 - 2. Participant Activity – The Plan had 9,093 participants, of which 6,254 participants (68.9%) were actively contributing. During the quarter, 183 new participant accounts were established, placing the Plan on pace to exceed the total number of new enrollments achieved during 2025. Voya also reported that annual processing of mandatory cash-outs for terminated participant accounts below the applicable threshold is scheduled for September 2026.
 - 3. Deferral Summary – Participants continued to demonstrate strong retirement savings habits. Approximately 1,465 participants contribute on a percentage basis, with an average deferral rate of 8.9 percent, exceeding both Voya and industry benchmark averages.
 - 4. Plan Activity – The Plan had \$11.6 million in contributions for the first quarter and \$20.5 million in distributions. About \$11 million of the withdrawals rollovers with the top five institutions being LPL Financial, Ameriprise, Charles Schwab, Edward Jones, and Fidelity.

5. Current Participation and Enrollment - The Plan has a participation rate of 63.7%. Sharra highlighted those 2 participants opted for auto-escalation, which is a new service made available to participants during the first quarter that allows participants to schedule automatic increases to their contributions.
6. Managed Accounts – The plan has 490 participants utilizing managed accounts. The Committee discussed participant utilization of Voya's managed account service and whether meaningful performance comparisons could be made between managed accounts and other investment options. Matt Dickey (Matt) explained that managed accounts are individually customized based on participant-specific information and risk profiles, making direct benchmark comparisons difficult and noted that Wealthspire continues to work with recordkeepers to develop aggregate reporting and benchmarking methodologies for managed account programs.
- C. Stable Value Portfolio Review - Gavin Gruenberg briefly covered the market review and noted the volatility in both the Equity and Fixed Income markets. With a rate of return of 20 basis points for the quarter, the portfolio outperformed the benchmark by a small margin. At the end of the quarter, the Market to Book Ratio was 94.58%. The credited interest rate for participants in the Stable Value is at 3.01%.
- D. Local Office Update – Jared Nakamoto provided an update on local participant services and outreach efforts. He reported continued participant engagement through individual counseling sessions, educational workshops, and financial wellness services. Voya also discussed ongoing participant communications regarding retirement planning resources and upcoming educational opportunities. Jared explained the workbook the advisors use with participants to help build a plan for retirement based on the individual's current and future financial needs.
- E. Participant Communication & Education Update - Stacey Laxton reviewed participant communication initiatives completed during the first quarter, including retirement readiness campaigns, financial wellness messaging, retirement planning surveys, and communications promoting the Plan's automatic rate escalation feature. Additional participant communications and educational campaigns are planned throughout the remainder of the year, with future reports to include participation and engagement metrics.
- F. Other Issues – no other issues were discussed.

On a motion duly made by Michael Golojuch, seconded by Nola Miyasaki, and unanimously carried, the Committee accepted Voya's quarterly report for the quarter ended March 31, 2026

VI. WEALTHSPIRE RETIREMENT ADVISORY CONSULTING REPORT – Information/Action

- A. Semi-Annual Fund Review - Vince Learned (Vince) presented the semi-annual investment review for the quarter ended March 31, 2026. He noted that while market volatility increased during the first quarter due to economic uncertainty and interest rate expectations, long-term investment fundamentals remained strong. Vince reviewed historical market performance following significant market events, emphasizing the importance of maintaining a long-term investment strategy. He also discussed current interest rate expectations, investment performance, and market conditions affecting the Plan's investment lineup.
- B. Watch List Update - Vince recommended that the following funds remain on the Committee's watch list with no changes at this time:
 1. American Century U.S. Premier Large Cap Growth Trust II;
 2. American Century Small Cap Value R6; and

3. Dodge & Cox International Stock Fund Class I.

Vince explained that the funds continue to be closely monitored in accordance with the Committee's Investment Policy Statement and that no additional action was recommended at this time.

On a motion duly made by Nola Miyasaki, seconded by Connie Kaneshiro, and unanimously carried, the Committee approved the quarterly watch list as presented.

- C. Legislative and Regulatory Update – Matt reviewed recent legislative and regulatory developments affecting governmental retirement plans. Although the City's Deferred Compensation Plan is not subject to ERISA, Wealthspire continues to apply ERISA fiduciary standards as a best-practice framework. Matt discussed fiduciary considerations related to the potential inclusion of alternative investments within retirement plans, emphasizing the importance of prudent due diligence, documentation, benchmarking of investment performance, fees, liquidity, participant education, and ongoing monitoring. He noted that additional federal guidance regarding alternative investments in retirement plans is still anticipated and that Wealthspire will continue to monitor developments and provide recommendations as appropriate.
- D. 2026 Industry Report – Matt presented highlights from Wealthspire's 2026 Plan Sponsor Industry Benchmark Report. He noted that employers continue to view deferred compensation plans as an important tool for attracting and retaining employees. Other trends discussed included increased emphasis on participant financial wellness, retirement readiness, health reimbursement arrangements, automatic enrollment and automatic contribution escalation, rising participant use of hardship withdrawals and plan loans, continued industry consolidation among recordkeepers, cybersecurity investments, and the growing use of collective investment trusts as a cost-saving strategy. Matt also noted that the City continues to compare favorably with peer governmental plans in offering a comprehensive, low-cost retirement program supported by robust participant education and advisory services.
- E. Other Issues – no other issues were discussed.

VII. OTHER BUSINESS – Information/Action

- A. Advisor Managed Accounts – Chair reported that, following the Committee's discussion at its February 13, 2026, meeting, Wealthspire Retirement Advisory and Morningstar confirmed they would not revise the contractual liability provisions related to the Advisor Managed Accounts agreement. Chair explained that, under the proposed agreement, each party would remain responsible for its respective services and that the absence of a joint and several liability provision would require the Plan to establish fault should an issue arise. He noted that the Plan has offered a managed account service since 2008 with only one minor technical issue reported.

Chair further advised that transitioning from the current managed account platform to the Advisor Managed Accounts platform would reduce participant fees from 73 basis points to 35 basis points and would shift fiduciary responsibility for monitoring managed account portfolios from the Plan to Wealthspire, acting in its capacity as the Plan's fiduciary adviser. Based on these benefits and the Plan's positive experience with managed account services, Chair recommended that the Committee approve the transition to the Advisor Managed Accounts platform. No questions or concerns were raised by the Committee.

On a motion duly made by Chamara Silva, seconded by John Hashimoto, and unanimously carried, the Committee approved transitioning the Plan's managed account program to the Advisor Managed Accounts platform.

At 12:19 p.m., Leslie Chinn was excused.

- B. 2026 Committee Election Update – Jennifer reported that the voting period for the 2026 Committee elections would close at midnight on May 15, 2026. Ward Research will then tabulate and verify the election results, with the Committee expected to receive the certified results by the end of May. Newly elected Committee members will be notified during the first half of June and would begin their terms on July 1, 2026. Candidates who were not elected would also be notified of the election results. No questions were raised by the Committee

At 12:21 p.m., Voya was excused.

- C. Third-Party Administrator Services RFP – Matt reported that Wealthspire completed its evaluation of the proposals received in response to the Third-Party Administrator Services Request for Proposals (RFP). Proposals were evaluated using the Committee's established criteria, including qualifications, services, technology, cybersecurity, and pricing. Based on the evaluation criteria and proposal scoring, Voya received the highest overall score and was identified as the clear top-ranked proposer. Matt explained that, because of the significant scoring differential, Wealthspire did not recommend conducting finalist interviews.

Matt and Chair further noted that the evaluation included a comprehensive review of each proposer's services, pricing, cybersecurity practices, and technology capabilities. The Working Group concluded that Voya's proposal represented the best overall value and recommended awarding the contract to Voya. Following discussion, no additional questions or concerns were raised by the Committee.

On a motion duly made by Michael Golojuch, seconded by Nola Miyasaki, and unanimously carried, the Committee approved the Working Group's recommendation to award the Third-Party Administrator Services contract to Voya.

VIII. EXECUTIVE SESSION (as required)

No executive session was held.

IX. REPORT ON ADMINISTRATIVE EXPENSES – Information/Action

Jennifer presented the quarterly administrative expense report for the period of February 12, 2026, through May 8, 2026 including:

- Beginning balance: \$429,666.64
- Receipts: \$20,000.00 (Voya quarterly reimbursement)
- Expenses: \$84,500.52, including two quarters of Wealthspire's consulting fees due to delayed processing relating to the name change from NFP, \$37,500.00 for the Third-Party Administrator Services RFP project, \$22,049.37 for the 2026 Committee election, and \$201.15 for the annual meeting lunch.

- Ending balance: \$365,166.12

On a motion duly made by John Hashimoto, seconded by Reid Yamashiro, and unanimously carried, the Committee approved and accepted the Committee's administrative expense report as presented.

X. NEXT MEETING DATES – Information (subject to change)

457 University Training – Neal S. Blaisdell Center

Thursday, August 13, 2026, 9:00 a.m. – 3:00 p.m.

Third Quarter – Mayor's Conference Room

Friday, August 14, 2026, 10:30 a.m. – 12:30 p.m.

Fourth Quarter – Mayor's Conference Room

Friday, November 13, 2026, 10:30 a.m. – 1:00 p.m.

XI. ADJOURNMENT

There being no further business, the meeting was adjourned at 12:31 p.m.

Respectfully submitted,

Jennifer Bishop
Secretary