



Retirement Plan Committee Minutes
April 10, 2019
10 a.m. to 12 p.m.
Kurz Purdue Technology Center (KPTC)

Present: Jim Almond, Bill Bell, David Cooper, Mark Evans, Janine Gulbranson, David Janes, Scott Seidle, Candace Shaffer, Mark Wright

Unable to attend: Fred Ford, Fred Nesvold, Steve Turner, Blair Webb

This was the regularly scheduled meeting of the Retirement Plan Committee for the Defined Contribution Plans of Purdue University.

Mr. Almond welcomed committee members to the meeting and briefly reviewed the agenda.

The Committee reviewed and approved the November 6, 2018, minutes.

Mr. Almond briefly discussed the summary document previously emailed to the committee regarding 'How Do Purdue Retirees Retire.' The summary was prepared by Mr. Almond, Ms. Gulbranson and Ms. Shaffer after discussions with Fidelity, Vanguard and TIAA.

Ms. Gulbranson provided an update on outreach and communication efforts, which included targeted workshops, promotion of America Saves Week, and the Spring Missing Beneficiary Campaign. Also discussed was an update to the Human Capital Management (HCM) project that included job family structure and the impact of positions aligned to the defined contribution plan three-year waiting period. HR is in early stages of evaluating a student loan repayment product option. As a follow-up to a question at the November 2018 meeting, Ms. Gulbranson reported that 40% of participants default during the Fidelity enrollment process to the appropriate target date fund versus affirmative election of retirement options.

Mr. Cooper reviewed the retirement plan dashboard as of February 28, 2019, noting there is currently \$1.7 billion invested within the retirement platform's four-tier structure. Approximately 64.8% of participants invest in Tier 1 target date funds, 15% in Tier 2 passive index funds, 15.4% in Tier 3 actively managed funds and 4.8% in Tier 4 through the brokerage window. The dashboard provided included expense ratios, calendar year-to-date, 1, 3 and 5-year performance for the Tier 1, 2 and 3 investment funds.

Ms. Gulbranson reviewed a summary document describing the Fidelity Brokerage Link account included in the retirement platform as a Tier 4 offering. Participants in the self-directed brokerage tend to have been in the workforce for a longer period of time than the average participant and have

higher accumulations than non-self-directed brokerage participants. The top 15 holdings across the retirement plans were reviewed.

Professor Janes mentioned that he will be briefing the Faculty Compensation and Benefits Committee (FCBC) about activities of the Retirement Plan Committee.

Mr. Evans noted that a new APSAC representative will be assigned to the committee, as his term is ending. It was mentioned that it would be beneficial to have the individual be someone who is part of the APSAC Compensation and Benefits Subcommittee.

The next meeting, being planned for October or November 2019, will include discussion on the Target Date Funds. Mr. Almond asked that members notify him if there are any special topics they would like covered at the April meeting.