

August 25, 2021

John Meyer
Director of Contributions and Plan Management
State of Delaware
820 Silver Lake Boulevard, Suite 100
Dover, DE 19904

Re: State of Delaware Request for Proposal for Deferred Compensation Plan Recordkeeping and Administration Services

Dear Mr. Meyer:

On behalf of Empower Retirement, thank you for the opportunity to respond to the State of Delaware Request for Proposal for Deferred Compensation Plan Recordkeeping and Administration Services.

As a leading recordkeeper for government clients, we understand that each client and plan are unique. We will build a customized strategy for the State of Delaware that helps create successful outcomes for your participants. It would be our privilege to partner with the State to enable your participants to pursue their financial goals for today and for the rest of their lives.

We are wholly committed to the retirement business. It is our singular focus and our core growth strategy; and, unlike other retirement plan providers, we have no competing priorities or conflicting business interests. Our guiding principle is to help people prepare for a secure and fulfilling retirement. We bring that vision to life by providing exceptional service and innovative resources for participants, plan sponsors and intermediaries.

Everything we do for our clients and their employees is centered on a data-driven, multimedia experience designed to drive better participant outcomes. Our digital resources provide enormous value to the State of Delaware and your employees, but there is no substitute for one-on-one interaction. That's why we matched the State with a designated service team, carefully selected to provide well-rounded knowledge and support for all your plan needs.

As your executive sponsor, I work closely with your service team to help ensure we are working to exceed your expectations. I will help our team understand your strategic direction, follow through on appropriate actions aligned with your goals, and provide solutions to support growth goals and operations support. I will work closely with the Empower service team to resolve issues efficiently and timely, prioritize technology development, and to deliver on our commitments to you.

Empower satisfies the minimum eligibility requirements set forth in Section IV. Also, Empower does not have any confidential business information contained within our proposal.

Through our commitment to new ideas and fresh thinking, we are making a difference that is recognized. Enclosed you will find our response and I hope the information provided gives you a strong sense of the breadth and depth of our capabilities, service, and commitment to the defined contribution market.

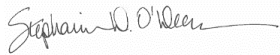
Stephanie O' Dear
Vice President
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Your principal contact regarding this proposal is Gary Plourde, regional sales director. He can be reached via email at gary.plourde@empower-retirement.com or by phone at (386) 337-1796. Please let us know if you have any questions or if we can be of further assistance.

Sincerely,



Stephanie O'Dear
Vice President, Government Markets

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