



MINUTES FROM THE MEETING OF THE PLANS MANAGEMENT BOARD September 9, 2025

A virtual meeting of the Plans Management Board (“Board”) was held on September 9, 2025, commencing at 10:00 a.m. Committee members and members of the public were able to participate using the provided dial-in information.

Board Members Represented or in Attendance:

Ms. Donna Vieira, Board Chair
Mr. Pete Kennedy, Chair, Audit and Governance Committee (“AGC”)
Mr. Alan Colberg, Chair, Investment Committee (“IC”)
The Honorable Colleen C. Davis, State Treasurer
Mr. Brian Maxwell, Director, Office of Management and Budget (“OMB”)
The Honorable Trinidad Navarro, Insurance Commissioner
Mr. Michael Smith, Secretary of Finance
Mr. Brian Ray, Associate Secretary for Finance & Operations of the Department of Education (on behalf of Secretary Cindy Marten)
Mr. Joel Coppadge III, Public Member
Mr. Jason Hale, State Employee
Mr. Mathew Rosen, State Employee

Others in Attendance:

Mr. Jason Staib, Deputy Attorney General, Delaware Department of Justice
Mr. John Meyer, Director of Contributions and Plans Management, Office of the State Treasurer (“OST”)
Ms. Layne Taylor, Director of Policy and Communications, OST
Mr. Ted Griffith, Program Director, DE EARNs, OST
Ms. Khairat Mekanjuola, Chief Operating Officer, OST
Mr. Dan Kimmel, Promotion and Outreach Manager, OST
Ms. Deborah Bradl, Executive Administrator, OST
Mr. Earle Allen, Principal Financial Advisor, CAPTRUST
Mr. Christopher Engelhardt, Vice President, Strategic Relationship Management, Voya
Mr. Anthony Durkan, Director, Vice President, Head of 529 Relationship Management, Fidelity
Mr. Dave Biddle, IC member
Mr. John Macedo, AGC member
Ms. Andrea Feirstein, AKF Consulting

CALL TO ORDER

The meeting was called to order at 10:00 a.m.

Ms. Vieira announced her retirement and resignation from the Board at the end of 2025.

APPROVAL OF MINUTES

A MOTION was made by Mr. Colberg and seconded by Ms. Vieira to approve the minutes from the Board meeting on June 3, 2025.

MOTION PASSED.

PRESENTATIONS

Freedom of Information Act Training ("FOIA")

Mr. Staib presented FOIA and Public Records Law training to the Board and Committee members.

Quarterly Business Report – Deferred Compensation Plans

Mr. Engelhardt presented the quarterly report on the deferred compensation plans. Mr. Engelhardt stated that total assets across all plans for the second quarter were approximately \$1.4 billion, excluding assets held at legacy 403(b) vendors (valued at approximately \$245.2 million as of June 30, 2025), representing a decrease of approximately \$6.1 million from June 30, 2024. Mr. Engelhardt's presentation reflected that assets in the 457(b) plan total approximately \$1.08 billion. He also stated that assets in the 401(a) plan were approximately \$24.4 million, and that approximately \$401.6 million are in the 403(b) plan. Mr. Engelhardt stated that the plan has seen an increase in contributions and enrollments as of June 30, 2025. He stated that the plan is at approximately 65 percent of goal for enrollments and approximately 57 percent of goal for contributions.

Mr. Engelhardt stated that the 457(b) plan has 16,829 participants with a balance, an increase of 2.49 percent over Q2 2024 (16,409), that the average participant age is fifty-two, and that the average account balance is approximately \$64,390. Mr. Engelhardt also stated that the 457(b) had approximately \$1.08 billion in total assets. Total 457(b) plan assets and average balance have increased due to market conditions and increased contributions.

Mr. Engelhardt stated that the 403(b) plan has 8,766 participants with a balance, an increase of 2.58 percent over 2024, that the average participant age is forty-eight, and that the average account balance is approximately \$45,817. He further stated that average savings balance by age group falls mostly in the 50-59 age group with average savings of \$66,183. Mr. Engelhardt stated that the 403(b) plan assets total approximately \$401.6 million and that the increase in plan assets and average balance is due to market conditions and increased contributions.

Mr. Engelhardt reviewed key focus items for 2025. He stated that the goals for 2025 are to continue to increase engagement by driving enrollment, increasing account registration and beneficiary updates.

Quarterly Business Report – Education Savings Plan

Mr. Meyer presented second quarter data for the 529 plan. Mr. Meyer stated that total plan assets at the end of the quarter were approximately \$678.9 million, as compared to \$695.5 million from year-end 2024. Mr. Meyer stated that approximately sixty-two percent of plan assets (\$451.3

million) was invested in the age-based portfolios. Within the age-based portfolios, thirty-nine percent (approximately \$282.8 million) was in the active age-based funds, four percent (approximately \$32.1 million) was in the blend age-based funds, and nineteen percent (approximately \$129.1 million) was in the index age-based funds. Thirty-eight percent of plan assets (approximately \$274.6 million) are invested in static portfolios or individual funds. New accounts for the second quarter of 2025 grew by four percent over 2024. Mr. Meyer stated that contributions were approximately \$2 million more in the second quarter of 2025 versus in Q2 2024.

Mr. Kimmel addressed promotion and outreach efforts for the 529 plan, including events such as the story time at the Delaware Museum of Natural Science, the Delaware State fair, DE529 Day with the Wilmington Blue Rocks and the Rt. 1 rivalry football game between the University of Delaware and Delaware State University in August.

Quarterly Business Report – ABLE Plan

Ms. Taylor presented the quarterly report on the ABLE plan. The ABLE plan assets continue to grow and had 600 funded accounts and approximately \$7.45 million in assets as of the end of the second quarter (a 70.1 percent increase over the same time in 2024). New accounts decreased approximately 15.5 percent through the second quarter of 2025 versus the same period in 2024. Net contributions to the plan were approximately \$1.2 million and increased 13.7 percent from the same period in 2024.

Ms. Taylor stated that OST has increased outreach regarding the ABLE and is expanding the website to include an informational page in Spanish. She also mentioned that the National ABLE Alliance is putting forth a request for information for a new record keeper. Ms. Taylor reviewed federal legislation with the Board regarding the ABLE age adjustment which will be implemented on January 1, 2026.

Quarterly Business Report – DE EARNs

Mr. Griffith presented the quarterly report on the DE EARNs program. He stated that enrollments into the program continue to grow and stated that this is due to outreach events for the program. Mr. Griffith stated recent outreach events have been a podcast, attendance at the Minority Small Business Expo and the Delaware State Fair. Mr. Griffith stated that the DE EARNs program has approximately \$6 million in total assets and there are approximately 7,000 funded accounts. Mr. Griffith further stated that the DE EARNs program contacted approximately 8,000 employers to enroll in DE EARNs or exempt themselves. He stated that as of 9/1/25 approximately 70 percent of those employers have either registered for the program or have certified they have a plan and are exempt. Mr. Griffith stated the program is on track to reach its goals for 2025.

Strategic Objectives Discussion on DE EARNs

Mr. Griffith reviewed the S.W.O.T analysis for the DE EARNs program. He reviewed the strategic document that summarizes the goals for the program. Mr. Griffith stated that the program assists employers in offering a competitive benefit to their employees at no cost to the employer. He also stated that the program offers an opportunity for employees to achieve financial self-sustainability. Mr. Griffith stressed the importance of getting employers registered

and the ability of the program to offer a match to employees. He further stated that employer education regarding program support is very important to maintain public confidence in the program.

COMMITTEE REPORTS, ADMINISTRATIVE UPDATES, AND ACTION ITEMS

Discussion and Vote Regarding Strategic Objectives for ABLE

Mr. Meyer stated that at the June 2025 meeting, the Board discussed strategic initiatives for the Delaware ABLE Plan. Mr. Meyer highlighted the strategic initiatives for the Board. OST is presenting the strategic document that summarizes the discussion and accompanies the deferred compensation program strategic document approved in March and the DE529 plan that the Board approved in June. The EARNs program plan will be presented in December for the Board's approval.

A MOTION was made by Mr. Kennedy and seconded by Treasurer Davis to accept the strategic objectives for the Delaware ABLE Plan.

MOTION ADOPTED UNANIMOUSLY.

Ms. Taylor spoke to the Board regarding the request for proposal ("RFP") by the National ABLE Alliance. She stated that in May, the National ABLE Alliance ("Alliance") made the decision to publish an RFP for program manager to explore alternatives to the current program manager (Ascensus). In mid-September, the Alliance will receive a recommendation from the RFP Evaluation Committee. Upon receiving the recommendation, each member state will be asked to vote on the recommendation to either stay with Ascensus through the current contract which ends in mid-2028 or go with another program manager proposal. For reference, Ascensus submitted a letter stating they are meeting the requirements of their contract and did not feel the need to submit a formal proposal. The Board will need to vote on the recommendation by October 3rd.

A MOTION was made by Mr. Navarro and seconded by Ms. Vieira to delegate authority to OST to vote on ABLE Alliance RFP Evaluation Committee recommendation after consultation with the Board Chair and, if needed, the Deputy Attorney General.

MOTION ADOPTED UNANIMOUSLY.

Discussion and Vote on Recommendation Regarding DE529 Savings Plan Management and Administrative Services Agreement and Investment Management Agreement

Mr. Meyer mentioned that the DE529 Plan is governed by the Management and Administrative Services Agreement (MASA) and Investment Management Agreement (IMA). The MASA and IMA are being updated to reflect fee reductions in Fidelity's program manager fees. The deputy attorney general has reviewed the changes, and OST is recommending the update. In addition, the initial term of the agreements is set to expire on December 31, 2026. The agreements contain three,

one-year extensions. OST is recommending that the Board exercises the first of the three, one-year extensions through December 31, 2027.

A MOTION was made by Treasurer Davis and second by Mr. Kennedy to approve the recommendation to accept the changes to the DE529 Education Savings Plan MASA and IMA and exercise the first of the three one-year extensions on the DE529 Education Savings Plan MASA and IMA with Fidelity.

MOTION ADOPTED UNANIMOUSLY.

LEGISLATIVE AND POLICY UPDATES

Delaware EARNs

Mr. Meyer presented an update on Delaware EARNs. Mr. Meyer reminded the Board that the Delaware EARNs program will transition to the Plans Management Board at the end of the year.

Secure Act 2.0

Mr. Meyer reviewed the current legislative items with the Board. He reminded the Board that under SECURE Act 2.0 catch-up contributions for high earners who are individuals making over \$145,000 and who are using the catch-up provision, must do so as a Roth contribution. Mr. Meyer stated that this provision will go into effect January 1, 2026. He stated that there was a request from the National Association of Government Deferred Compensation Administrators to delay the implementation of this provision. OST will continue to monitor this and will move forward with the expectation that the provision will go into effect as stated.

Legislative Updates

Mr. Meyer reported that the federal legislation known as the One Big, Beautiful Bill Act contained provisions regarding 529 accounts.

PUBLIC COMMENT

No members of the public made a comment.

NEXT MEETING

The next meeting of the Audit and Governance Committee is scheduled for November 4, 2025.

The next meeting of the Investment Committee is scheduled for November 18, 2025.

The next meeting of the Board is scheduled for December 2, 2025.

ADJOURNMENT

Ms. Vieira adjourned the meeting of the board at 12:04 p.m.

Respectfully submitted,

Donna Vieira
Chair, Plans Management Board

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