



Wyoming Retirement System

Partnering to Build Financial Security for Members and their Families

Mark Gordon
Governor

David Swindell
Executive Director

MINUTES OF THE MAY 7th & 8th, 2025 BOARD MEETING

The Wyoming Retirement System (WRS) Board met on May 7th & 8th, 2025 at the Lander Community and Convention Center, 950 Buena Vista Drive, Lander, Wyoming 82520.

Board Members present: Mr. Tom Chapman (Chair), Mr. Eric Nelson (Vice Chair), Treasurer Curt Meier, Mr. Paul O'Brien, Mr. Robert Leibrich, Mr. John Lummis, Dr. Lesley Travers, Mr. Jeremy Smith, Ms. E. Jayne Mockler, Mr. Dan Noble and Mr. Austin Hinchey.

Board Members present via Zoom: None.

Board Members absent: None.

Wyoming Retirement System Staff present: Mr. David Swindell, Ms. Rachel Meeker, Mr. Sam Masoudi, Mr. Ben Brandes, Ms. Rachel Kelley, Ms. Samantha Mills, Ms. Jessica Abbott, Mr. John Kreiter, Mr. Andrew Mayer, Mr. Dan Paradis, Mr. Casey Rogstad, Mr. Ben Wisdorf, Mr. Adam Waddell, Ms. Tory Munoz, Mr. Randy Krafft, Mr. Dale Meyer and Ms. Chandler Koenig.

Wyoming Retirement System Staff present via Zoom: Ms. Karla Crocker, Ms. Heather Hansen, Ms. Angela Hendricks, Ms. Courtney Lewis, Ms. Kimberly Martin, Mr. Kyle Meyers, Ms. Andrea Odell, Ms. Jennifer Plamann, Ms. Amanda Roberts, Ms. Emily Sperle, Ms. Shuyeh Wang Liu, Mr. Joshua Keefe, Mr. Augustus Mahieu, Ms. Laura Haskell, Mr. Scott Sheppard, Mr. James Edington, Ms. Sunnie Peterson and Ms. Lindsie Conrad.

Others in Attendance: Ms. Tabettha Wolf from the Wyoming Attorney General's Office, Ms. Mika Malone and Mr. Nick Erickson from Meketa Investment Group (Meketa), Mr. Beau Burggraff from RVK, Inc. (RVK), Mr. Paul Wood, Mr. Thomas Lyle and Ms. Karli Fehrman from Gabriel, Roeder & Smith & Company (GRS), Mr. Lanny Applegate from the Wyoming Retirement System Volunteer Firefighter, EMT and Search and Rescue Pension Board, Representative Lloyd Larson, Senator Cale Case, Mr. Seth Ulvestad from the Governor's Office, Ms. Pat Trautman from Wyoming Retired Education Personnel and Mr. Travis Sweeney from Fremont County School District #1.

Others in Attendance via Zoom: Mr. Ron Sniffin from the Wyoming Coalition for a Healthy Retirement, Ms. Abbie Belthoff and Mr. Lealan Miller from Eide Bailly, Mr. Clark Thiemann and Mr. Alex Smith from Bridgewater.

Legislative Liaisons present: Representative Steve Harshman.

Legislative Liaisons absent: Senator Mike Gierau, Senator Tim French and Representative Jacob Wasserburger.

DAY ONE - Wednesday May 7th, 2025

WRS Board Chair, Mr. Tom Chapman, called the meeting to order at 10:31 a.m. at the Lander Community and Convention Center in Lander, Wyoming. Mr. Chapman welcomed everyone to the WRS May Board Meeting. Mr. Chapman introduced and welcomed Mr. Dan Noble and Mr. Austin Hinchey to the Board. Mr. Noble fills the Retiree vacancy for the Board. Mr. Hinchey occupies the remaining At-Large seat. Mr. Chapman briefly outlined the agenda for the day and introduced the newly appointed Legislative Liaisons. Mr. David Swindell introduced Mr. Seth Ulvestad with the Governor's Office and Mr. Lanny Applegate with the Wyoming Retirement System Volunteer Firefighter, EMT and Search and Rescue Pension Board. Mr. Chapman thanked Mr. Applegate and Mr. Ulvestad for their attendance.

Mr. Chapman requested any comments or questions regarding the February 2025 Board Meeting Minutes. No comments or questions were raised.

MOTION: Mr. Eric Nelson motioned to approve the February 2025 Board meeting minutes as presented. Mr. Jeremy Smith seconded the motion. Motion carried.

INVESTMENT COMMITTEE

Investment Committee Members present: Mr. Eric Nelson (Chair), Mr. Tom Chapman, Treasurer Curt Meier, Mr. Paul O'Brien and Mr. Bob Leibrich.

Non-Committee Board Members present: Mr. John Lummis, Dr. Lesley Travers, Mr. Jeremy Smith, Ms. E. Jayne Mockler, Mr. Dan Noble and Mr. Austin Hinchey.

Mr. Eric Nelson commenced the Investment Committee presentation at 10:36 a.m. Mr. Nelson outlined the schedule for the committee, which included approving the Strategic Asset Allocation (SAA) and a presentation by Bridgewater. Mr. Nelson turned the meeting over to Mr. Masoudi.

Mr. Masoudi went over the planned agenda and noted that the March returns and an internal April estimate will be available and presented the following day. Mr. Masoudi turned the meeting over to Mr. Kreiter and Mr. Wisdorf to provide a Public Equities quarter performance update. Mr. Kreiter stated that the portfolio performed 50 basis points above the benchmark and discussed the overweights and underweights of the portfolio. Due to the weakness in the dollar, several of the mixes have performed well this quarter within Public Equities. Mr. Masoudi turned the meeting over to Mr. Mayer and Mr. Rogstad to discuss Gold and Marketable Alternatives. Mr. Mayer discussed one of the more recent conservative tilts, which was to increase the position in current gold holdings by 0.5%. Exposure in Real Assets was used to fund the change in position in gold holdings and removed some equity risk. Mr. Mayer then gave an overview of the Marketable Alternatives performance, while noting that it was a difficult quarter with an underperformance relative to the index. Mr. Masoudi commented that during the market downturn in early April, Marketable Equity exposure dropped below the bottom end of the target range by approximately 1.1% of the total portfolio value. After adjusting for the likely decline in Private Markets valuations, the figure was estimated to be only 0.1%. The Investment Committee was immediately notified and a waiver was authorized by the committee on the caveat that the full Board be notified at the next quarterly meeting. The portfolio has since rebounded and is above the bottom range. Mr. Masoudi gave an overview of the portfolio exposure as of April 25, 2025. Risk assets have been slightly below target for the past three years. Marketable equity has been near the bottom end of the range for the past five years. The Investment team elected to maintain the weight to Marketable Alternatives instead of decreasing the weight following the cut to the strategic target in 2022, resulting in an overweight position for the last three years. Mr. Masoudi then turned the meeting over to Mr. Kreiter and Mr. Mayer to discuss Fixed Income and Marketable Alternatives.

Mr. Kreiter gave an overview of the Fixed Income performance which primarily focused on AAA CLOs. AAA CLO debt offers higher yields than IG corporate credit without additional interest rate or credit risk. Natural Gas Equities have performed well, outperforming the Russell 3000 by 18.37% since inception. Mr. Mayer discussed the slight overweight of long/short equity, which had a difficult quarter. The overall performance of long/short equity is positive relative to ACWI. Mr. Mayer further noted that there are TIPS holdings within the Bridgewater strategy which provides exposure in an efficient manner.

Mr. Masoudi turned the meeting over to Mr. Paradis to discuss Private Real Assets. Mr. Paradis discussed the overall performance of Private Real Assets and the amount of real estate exposure within the portfolio. The 2.2% overweight position is the result of strong performance from the Moran portfolios and the existence of investments made outside of these fund-of-ones, which are in their harvest period. Mr. Masoudi then gave a brief overview of the Tactical Trade History and resulting profit relative to the benchmark. He then summarized the Team Activity Updates and opened the discussion for comments or questions. Mr. O'Brien initiated a discussion on the Marketable Alternatives calculation being split between risk reducing and risk assets. Mr. Masoudi then transitioned the discussion to the Strategic Asset Allocation presentation and offered a brief history of the more significant changes made to the IPS. Mr. Masoudi referenced the redlined copy of the Strategic Asset Allocation and provided a summary of the proposed changes.

Ms. Mika Malone with Meketa began their presentation on the Asset Allocation and Alternatives. Within their analysis Meketa offered Peer Group data points in preparation for the Strategic Asset Allocation determination. She further commented on the sub-areas that if altered would result in a more significant impact to the portfolio, such as Marketable Alternatives. Ms. Malone summarized Meketa's expected returns. Ms. Malone then gave an overview of Meketa's Liquidity Analysis relative to the portfolio. Mr. Lummis commended Meketa on their work and recommended completing similar analysis each year. Mr. Lummis suggested that Meketa clarify the contractually obligated cash flows to the fund and dividend payments in the portfolio analysis. Conversation ensued regarding expanding the Meketa analysis and COLA potential. Mr. Lummis commented on furthering the Risk Analysis as a useful tool for the Board to consider in light of current market conditions.

Mr. Nelson opened the discussion for additional questions or commentary from the Board. Mr. O'Brien expressed his appreciation to Meketa for their analysis. Mr. Nelson concluded the Investment presentation for the day and noted that further discussion on the Asset Allocation would take place the following day.

The Investments Committee adjourned at 11:56 a.m.

BRIDGEWATER PRESENTATION

After a brief recess, Mr. Chapman called the meeting to order at 12:35 p.m. for a presentation by Bridgewater. Mr. Chapman turned the meeting over to Mr. Masoudi and Mr. Mayer to introduce the guest speakers, Mr. Alex Smith and Mr. Clark Thiemann with Bridgewater. Mr. Mayer provided a brief introduction of the Bridgewater team and gave an overview of WRS's working relationship with the organization. Mr. Smith and Mr. Thiemann presented on Navigating the New Paradigm, focusing on the chaos surrounding modern mercantilism, historic implications on the market and the effects of current policies on market performance. Mr. Smith also provided commentary on Foreign Markets and their reactions to debt and inflation. The presentation largely compared the current state of the global market and projected changes to the U.S. economy in relation to other foreign economies and markets. Mr. Smith also commented on AI and its effects on the U.S. economy and human performance benchmarks. In conclusion, Mr. Smith provided some suggestions on navigating the environment ahead, which included a reconsideration of military alliances, global trade/capital flows and diversification.

The Bridgewater presentation concluded at 1:21 p.m.

LEGISLATIVE & BENEFITS COMMITTEE

Legislative & Benefits Committee Members present: Mr. Jeremy Smith (Chair), Mr. Eric Nelson, Mr. Bob Leibrich, Dr. Lesley Travers and Mr. Dan Noble.

Non-Committee Board Members present: Mr. Tom Chapman, Treasurer Curt Meier, Mr. Paul O'Brien, Mr. John Lummis, Ms. E. Jayne Mockler and Mr. Austin Hinchey.

The Legislative & Benefits Committee commenced at 1:38 p.m. Mr. Jeremy Smith went over the planned agenda. Mr. Swindell introduced Representative Steve Harshman who was present for the meeting. Mr. Smith introduced Travis Sweeney, the Business Manager for the Fremont County School District, who was also in attendance. Mr. Smith then turned the meeting over to the GRS team for their Actuarial Valuations and Projections presentation.

Mr. Wood began their presentation with an overview of the 2024 portfolio performance and provided insight into GRS's valuation procedure. Based on GRS's analysis, the WRS portfolio ranked at the top of their client portfolios in terms of 2024 performance. Mr. Lyle noted that for the current year the actuarial value of the assets return was 8.5% which is a combination of the gains of losses over the past few years. Mr. Lyle then gave an overview of the Public Employee Plan and its performance for the year. He also noted that with the implementation of House Bill 83, effective July 1, 2026, the actuarially determined contribution rate will increase. Conversation regarding the contribution rate increase in the Public Employee Plan ensued. Ms. Mockler discussed the need for a ceiling on how high the contribution rate can increase for employees in lieu of a COLA. Mr. Smith and Mr. Swindell commented on the percentages of employees who are paying the full contribution rate out of pocket, and further noted that some employers elect to cover a higher percentage of their employees' contributions. Ms. Fehrman summarized the performance of the Law Enforcement Plan.

Ms. Fehrman then outlined the comparison of the Actuarially Determined Contribution rate to the Statutory Rate for each of the plans. Mr. Lyle discussed the Projected Funded Ratio for each of the plans and noted that each plan is on an upward trajectory. Mr. Wood transitioned the presentation to the Attribution Analysis and discussed the actual plan performance in comparison to the GRS projections. Mr. Lummis noted the pressure on the teacher salary structure/ongoing litigation and requested commentary on how this pressure is represented in the GRS analysis. Mr. Wood noted that the teacher salary pressure is not currently included within the analysis but they intend to incorporate that factor into future models and create an Impact Statement for review. Mr. Leibrich requested commentary and analysis on members who do not retire at the expected date and how that impacts the portfolio. Mr. Swindell and Mr. Smith both commented on the effects increased teacher salaries and increased contributions will have on the portfolio as a whole. Mr. Wood commented on the assumption changes and the changes to the discount rate. Assumption changes decreased the funded ratio by 6.6% and increased the Unfunded Accrued Liability by \$948 million. Mr. Wood stated that the fund is making progress as a result of the assumption changes. After providing a brief summary of the fund through various time periods, Mr. Wood turned the meeting back to Mr. Smith.

Mr. Smith transitioned to discuss the budget priorities for the next two years. Areas of consideration for the upcoming budget proposal include: a staffing plan, internal promotions in lieu of a supplemental budget and basis point funding. Conversation regarding the upcoming budget proposal ensued. Representative Harshman commented on the need to continue the process and emphasized the importance of educating legislators. Mr. Smith reiterated the importance of advocating for raises for the Investment Team. Mr. Nelson agreed with Mr. Smith's sentiments on staffing and requested commentary from Mr. Swindell on staffing needs within the organization.

Mr. Swindell gave an overview of the new positions and staff turn-over. Five new positions were granted in the prior Budget Session, two of which went to the Investment Team. Mr. Swindell also commented that WRS has seen a higher amount of staff turn-over. Mr. Swindell offered his recommendations on which new position requests should be prioritized. Mr. O'Brien noted the necessity to expand the Investment Team as the fund grows. Mr. Nelson suggested that the Investment Team confer on how many investment professionals they estimate they would need to reach maximum potential. Mr. Chapman and Mr. Leibrich commented on continuing to reach out to Legislators and the Governor's Office regarding the budget. Representative Harshman offered suggestions on how best to approach Legislators regarding budgeting needs. Mr. Smith opened the meeting to any questions before concluding the presentation.

The Legislative & Benefits Committee adjourned at 3:18 p.m.

EXECUTIVE DIRECTORS REPORT AND CONFERENCE UPDATES:

After a brief recess, Mr. Chapman called the meeting to order at 3:42 p.m. Mr. Chapman began with updates on conferences attended by Board Members and Staff. Mr. Masoudi commented on his attendance at the Milken Conference, which is a globally attended conference for investment professionals. Mr. Chapman also offered commentary on his experience at the Milken Conference and the current market. Treasurer Meier offered insight into the current political environment and potential outcomes of recently implemented policies. Mr. Chapman turned the meeting over to Mr. Swindell for the Executive Director update.

Mr. Swindell offered an overview of his recent activities, which included the Wyoming Association of Sheriffs and Chiefs of Police Conference in Casper and a Riverton City Council meeting. Ms. Sabra Fowler, the newly appointed Education Manager, attended the conference as well and led a productive discussion with the attendees. Mr. Swindell provided an update on the office renovations. Mr. Swindell then provided a legislative update and commented on Senate File 191, which requires WRS to improve its reporting on proxy voting. The Investment and Legal Teams are currently working on an RFP to solicit proposals from firms to operate the proxy voting guidelines and reporting required by the bill. Challenges looking forward include the Anti-ESG debate, staffing and COLAs.

Ms. Mills gave an overview of the WRS Communications operations, which included a focus on an increased social media presence and branding printed materials for training purposes. Ms. Mills noted that the Pension Benefits team has seen the highest amount of turnover and is currently understaffed. The work volume for this department continues to increase and it is a priority to fill the vacancies to maintain the workload. The Education Team has temporarily ceased travel to prioritize teambuilding and training in preparation for their busy season. The Deferred Compensation Team is prioritizing auto-enrollment and they are working with employers directly to mainstream the process. Ms. Mills thanked her team for all of their hard work.

Ms. Meeker highlighted one of the biggest projects her team has undertaken, which was the implementation of RainTV. This service provides a workflow between departments, improves organization and provides quality assurance for the system. Ms. Meeker expressed her gratitude to the System Process Group who implemented RainTV, continue to monitor its efficacy and troubleshoot issues. Mr. Chapman commented on the effectiveness of the Senior Management Team and commended their work.

The Executive Director Report concluded at 4:21 p.m.

GOVERNANCE

Governance Committee Members present: Dr. Lesley Travers (Chair), Mr. Tom Chapman, Mr. Eric Nelson, Mr. Paul O'Brien, Mr. Bob Leibrich and Mr. Jeremy Smith.

Non-Committee Board Members present: Treasurer Curt Meier, Mr. John Lummis, Ms. E. Jayne Mockler, Mr. Dan Noble and Mr. Austin Hinchey.

The Governance Committee commenced at 4:21 p.m. Dr. Lesley Travers went over the planned agenda. Dr. Travers then turned the meeting over to Ms. Kelley to discuss the Board Policy Manual Review Plan and proposed policy review schedule. Ms. Kelley noted that the Board Policy Manual review schedule will take place over the next 18 months and it is requested that each committee review their assigned policies in that time. Ms. Kelley stated that if the committee determines no edits are needed, that the committees provide that update at the following Board meeting. Any proposed changes to a policy will require a vote by the full Board at the subsequent Board Meeting. Mr. Masoudi noted that he would prefer for any investment related policies to be included in the Investment Policy Statement (IPS) rather than the Board Policy Manual. Conversation ensued regarding the IPS and Board Policy Manual changes.

Ms. Kelley requested input from the Board regarding dates for the November 2025 Board Meeting. The Governance Committee proposed to hold two separate Zoom meetings for the November Board Meeting. The Investment Committee would present during the second Zoom meeting, after final data is available. Conversation ensued regarding the Board Members' availability in November. Mr. Smith noted that November 12th and 17th appear to be the best times available and suggested scheduling the meetings for those days. Mr. Chapman agreed with the proposed dates.

Ms. Kelley then transitioned the discussion to the Board Self-Evaluation results. Ms. Kelley noted that the Board evaluation results are relatively consistent with the prior year. It was also observed that the Board accomplished many of the goals set forth in the prior year. Ms. Kelley identified key areas of focus and critical issues to be addressed in the future. She also commented on the results of the Staff-Board Evaluation. There was high praise on the Board's professionalism and dedication to their fiduciary responsibilities.

The Governance Committee adjourned at: 4:42 p.m.

EXECUTIVE SESSION

MOTION: Mr. Eric Nelson motioned to move into Executive Session for the purposes of receiving legal advice. Mr. Paul O'Brien seconded the motion. Motion carried.

The Board moved into Executive Session at 4:42 p.m.

MOTION: Mr. Bob Leibrich motioned to adjourn out of Executive Session. Mr. Eric Nelson seconded the motion. Motion carried.

The WRS Board adjourned for the day at 4:52 p.m.

DAY TWO - Thursday May 8th, 2025

Mr. Tom Chapman called the meeting to order at 8:09 a.m.

Mr. Chapman turned the meeting over to Mr. Brandes. Mr. Brandes provided an update on the review of the findings in an ongoing OAH hearing and suggested pausing further discussion on the topic until the Board has time to review the documents provided. He recommended that a review of the OAH hearing findings be included in the agenda for the August Board Meeting. Mr. Chapman then turned the meeting over to Mr. Eric Nelson and the Investment Committee.

INVESTMENT COMMITTEE - CONTINUED

Investment Committee Members present: Mr. Eric Nelson (Chair), Mr. Tom Chapman, Treasurer Curt Meier, Mr. Paul O'Brien and Mr. Bob Leibrich.

Non-Committee Board Members present: Mr. John Lummis, Dr. Lesley Travers, Mr. Jeremy Smith, Ms. E. Jayne Mockler, Mr. Dan Noble and Mr. Austin Hinchey.

The Investment Committee commenced at 8:11 a.m. Mr. Eric Nelson went over the planned agenda. Mr. Nelson then turned the meeting over to Mr. Masoudi.

Mr. Masoudi reiterated that one of the primary goals for the meeting is for the Board to vote on the benchmarks. Mr. Masoudi summarized the proposed changes to the IPS, which include the Asset Allocation (Targets and Ranges), Tactical Trading Guidelines and an appendix for Asset Class Guidelines clarifying that the Investment Committee can approve investments in excess of the 10% limit relative to the size of a fund. Other changes for discussion and approval were noted to include increasing the Private Assets exposure maximum, including gold in the definition of defensive assets, providing clarification on language within the policy regarding required notifications to the Investment Committee/Board and amending the policy language to be consistent with the Legislature's recent bill regarding proxy voting requirements. Mr. Masoudi then provided an overview of the Strategic Asset Allocation proposal and changes to the allocation ranges. Mr. Chapman offered some historic context to the changes in the ranges.

Mr. O'Brien commented on the tools available to the Investment Staff to measure major changes in the portfolio. He suggested that the Investment Team bring further analysis and attribution exposure analysis to later meetings for the Board review. Mr. Lummis requested that the widening range of permitted allocation be clearly noted. He also expressed concern on Marketable Alternatives in times of stress and requested an expanded liquidity stress framework. Mr. Chapman suggested scheduling a separate meeting to discuss building an analysis framework for future Board review. Mr. Masoudi resumed his overview of the proposed benchmarks and referenced the redlined version of the Strategic Asset Allocation. Ms. Malone recommended including the underlying breakdown of current ACWI benchmarks for Domestic Equity, International Developed Equity and Emerging Markets Equity. Conversation ensued regarding the best approach to maintain compliance. Mr. Chapman requested including this topic in a separate meeting to address any commentary and concerns moving forward.

Mr. Masoudi requested a vote on Appendix I. Mr. Lummis requested a brief explanation from Mr. Masoudi on the international benchmark and the team's future plans regarding hedging. Mr. Masoudi noted that the Investment Team has been reducing its hedge and the proposed benchmark is unhedged. Mr. Nelson requested a motion to approve the Asset Allocation as depicted in Appendix I.

MOTION: Mr. Paul O'Brien motioned to approve the Strategic Asset Allocation as depicted in Appendix I. Mr. John Lummis seconded the motion. Motion carried.

Mr. Nelson thanked the staff and Meketa for their work on the Strategic Asset Allocation. Mr. Chapman proposed scheduling a time for non-Investment Committee members to ask questions and get further clarifications if needed. Mr. Masoudi noted that the next agenda item was for the Board to vote on the Performance Compensation Benchmarks as indicated in Appendix I. After the vote, it will go to the Investment Funds Committee for review and then become effective July 1, 2025, if approved.

MOTION: Mr. Bob Leibrich motioned to approve the proposed Performance Compensation Benchmarks. Mr. Jeremy Smith seconded the motion. Motion carried.

Mr. Masoudi then outlined the proposed changes to the Investment Policy Statement (IPS), which included changing some of the language regarding Proxy Voting Requirements to be consistent with recently passed legislation. Conversation ensued regarding reporting requirements to the Investment Committee or full Board on any proxy vote changes. Mr. Masoudi continued to outline the proposed changes to the IPS. Mr. O'Brien commented that he would like to revisit the language included in the Tactical Trading section. Mr. Nelson suggested moving that discussion to the next Investment Committee meeting and removing this section from the materials to vote on. Conversation ensued on the best practice to conduct the vote. Mr. Masoudi continued the discussion on proposed changes to the IPS which included updates to the Investment Limitations, Core Plus Fixed Income and Opportunistic Credit Mandates sections. Mr. Masoudi concluded his review of the proposed changes to the IPS.

MOTION: Mr. Tom Chapman motioned to approve the changes to the Investment Policy Statement subject to the review of Appendix III language by the Investment Committee. Dr. Lesley Travers seconded the motion.

Mr. Smith cautioned on granting the Investment Committee approval over the full Board and requested to have any new changes approved by the Board at the August Board Meeting. Mr. Chapman offered to rescind the original motion and modify the language to include a final review of the proposed changes to the full Board at the August Board Meeting. Conversation ensued.

AMENDED MOTION: Mr. Chapman motioned to approve the proposed changes to the Investment Policy Statement as presented. Mr. Nelson seconded the motion.

Called for the question.

Motion carried. No abstention. All in favor.

MOTION: Mr. Paul O'Brien motioned for the Investment Committee to reconvene and reconsider the changes made to page 48 of Appendix III and have a full report delivered to the Board at the August Board Meeting. Mr. Eric Nelson seconded the motion. Motion carried.

Mr. Masoudi directed the conversation to the April performance estimate. It was noted that the Meketa figures utilized in the performance estimate were preliminary. The year-to-date figures show the fund trailing the benchmark by 14 basis points in March and 1 basis point in April. Mr. Nelson concluded the Investment Committee presentation.

The Investments Committee adjourned at 9:29 a.m.

DEFERRED COMPENSATION COMMITTEE

Deferred Compensation Committee Members present: Mr. Bob Leibrich (Chair), Dr. Lesley Travers, Mr. Jeremy Smith, Ms. E. Jayne Mockler and Mr. Austin Hinchey.

Non-Committee Board Members present: Mr. Tom Chapman, Mr. Eric Nelson, Treasurer Curt Meier, Mr. Paul O'Brien, Mr. John Lummis and Mr. Dan Noble.

The Deferred Compensation Committee convened at 9:42 a.m. Mr. Bob Leibrich went over the planned agenda.

Mr. Leibrich then turned the meeting over to Mr. Beau Burggraff with RVK for his presentation. Mr. Burggraff began the Quarterly Performance Review with a brief Capital Markets review, followed by an Executive Summary of the plan performance. Mr. Burggraff also summarized the manager watchlist and highlighted specific manager performances over the quarter. Overall, the fund had a modest underperformance in Q1, however the fund continues to perform fairly well long-term.

Mr. Burggraff then summarized the Retirement Readiness Review performed by RVK. As part of this review, RVK recommended a three-step process to evaluate the income needs of participants in the Wyoming Retirement System. The three steps include Demographic Analysis, Retirement Income Projections and Evaluation and Recommendations. RVK created several different models on "typical" retirees within the system and how they might behave and approach their retirement. Mr. Burggraff also provided a breakdown of the income sources for a typical retiree and the percentage of income provided by a pension, social security and a Deferred Compensation or other savings plan. Mr. Smith commented on the results of the analysis and questioned if the auto-enrollment contribution rate of 3% is insufficient. Conversation ensued regarding raising the auto-enrollment contribution rate to a more productive percentage. Ms. Abbott commented on a survey that was recently distributed to employers by WRS to gain some perspective on which employers match employee contributions. The final results of the survey will be presented at the August Board Meeting. Conversation ensued regarding benefit estimation tools that are currently available to members. Mr. Noble proposed discussing an option to incentivize members to contribute a higher percentage in the Deferred Compensation plan due to the lack of support for a COLA. Mr. Burggraff concluded his presentation with a brief overview of risk assessments and retirement income solutions for members. Mr. Leibrich turned the meeting over to Ms. Abbott for the 457 Update.

Ms. Abbott noted that the Empower Contract Amendment has been executed and extended to April 30, 2027. This was the final extension, and the Empower contract will go out for RFP after it expires. The RVK contract extension amendment is in progress, and this was also its last extension. A primary goal for the 457 Team was to work with employers to encourage them to submit payments electronically. Ms. Abbott also noted that Deferred Compensation Supervisor, Ms. Courtney Lewis is focusing her outreach on providing one-on-one training for employers. Empower has been working on the Lost Participant Project, which identified member accounts with mail holds or still-dated checks. Empower had about a 32% success rate of reaching these members to correct their contact information and reissue checks as necessary. Ms. Abbott provided a brief quarterly performance report for the plan. Mr. O'Brien inquired about WRS's internal procedures regarding member account liquidation. Ms. Abbott commented on the agency's policies for handling those situations, which includes directing members to financial advisors and resources from Empower. Mr. Leibrich concluded the Deferred Compensation Committee presentation.

The Deferred Compensation Committee adjourned at 10:39 a.m.

AUDIT AND RISK COMMITTEE

Audit and Risk Committee Members present: Mr. Paul O'Brien (Chair), Mr. John Lummis, Ms. E. Jayne Mockler, Mr. Dan Noble and Mr. Austin Hinchey.

Non-Committee Board Members present: Mr. Tom Chapman, Mr. Eric Nelson, Treasurer Curt Meier, Mr. Bob Leibrich, Dr. Lesley Travers and Mr. Jeremy Smith.

The Audit and Risk Committee commenced at 10:53 a.m. Mr. Paul O'Brien, welcomed the newest committee members, Mr. Dan Noble and Mr. Austin Hinchey. After outlining the planned agenda for the presentation, Mr. O'Brien turned the meeting over to Mr. Waddell and Mr. Meyer for their updates.

Mr. Waddell began the presentation by summarizing the priorities for the Internal Audit team over the past few months, which included assisting Eide Bailly with their 2024 Audit. The distribution audit and internal audit will be presented at the August Board Meeting. Mr. Waddell also reiterated the significance of the implementation of RainTV and its capability to improve the agency from a process and control standpoint. The Audit Team will attend a conference at the end of the month that focuses on Cyber Security, IT Audit and Emerging Technologies. Mr. Waddell commented that the WRS staff is currently using AI as a reporting tool, but in the future it could be most beneficial by assisting with data management and analysis. AI could be used during the Audit process by organizing data and identifying inconsistencies. Mr. Waddell further reiterated that security is still an important consideration when utilizing AI with sensitive data. Conversation ensued regarding State issued policies on AI use. Mr. Meyer stated that he would distribute relevant policies to the Audit and Risk Committee for review.

Mr. Meyer again noted the successful implementation of RainTV in early April. Prior to the software launch, safety measures including backup and restorative procedures were taken to protect sensitive data and profiles. Following the launch, the System Processing Team continues to meet regularly to troubleshoot issues and maintain efficiency. It continues to be a priority to enhance WRS's security practices to modernize and strengthen systems. Mr. Meyer noted that he is overseeing the IT budgeting and project coordination contracts for the 2027-2028 year. Mr. Meyer is also leading the Cyber Security RFP, which has 42 vendor proposals for review. Given the volume of vendor proposals, State Procurement suggested pushing the determination date to June so that each proposal can be properly evaluated. The IT team has been working on implementing third-party authentication for external portals. State Enterprise Technology Services (ETS) is implementing Login.gov for third-party authentication and WRS has requested to be one of the first agencies to have this authenticator implemented. Mr. Meyer concluded his presentation and turned the meeting back over to Mr. O'Brien. Discussion ensued regarding potential identification authenticator alternatives, additions to the current security measures and the Board's budgetary authority regarding RFPs ensued.

Mr. Chapman inquired about the Institutional Investor Conference attended by Mr. O'Brien. Mr. O'Brien provided a summary of the topics discussed at the conference.

Mr. Lealan Miller and Ms. Abbie Belthoff joined the meeting via Zoom to discuss the recent audit performed by Eide Bailly. Mr. Miller noted that Eide Bailly will be providing allocation reports for each plan, which are used for employers as part of their reporting. Eide Bailly estimated that the report will be issued in June following the completion of additional census data testing. Currently, they do not have any findings in terms of system and processing controls. Eide Bailly is also working with the Internal Audit Department to do some distribution testing. Some areas of note have been identified in this testing, and the Board will be updated as they obtain more information. Mr. Swindell and Mr. O'Brien expressed their gratitude toward the Eide Bailly team for their efforts and commended their work. Mr. Meyer noted that the financial controls and IT preventions tie into the Eide Bailly audit as well. Mr. O'Brien concluded the presentation for the Audit & Risk Committee.

The Audit and Risk Committee adjourned at 11:46 a.m.

PUBLIC COMMENT

Mr. Tom Chapman opened the meeting for public comment at 11:46 a.m. Ron Sniffin with the Wyoming Coalition for a Healthy Retirement was present via Zoom. Mr. Sniffin provided an update on developments with the Wyoming Coalition for a Healthy Retirement. Mr. Sniffin also expressed the importance of continuing to discuss COLAs. Treasurer Meier suggested the coalition consider promoting higher Deferred Compensation contributions. Mr. Swindell provided historical context on the Wyoming Coalition for a Healthy Retirement.

Mr. Lanny Applegate, the Vice-Chair for the WRS Volunteer Firefighter, EMT and Search and Rescue Pension Board, expressed his gratitude toward the Board and his appreciation of the relationship between the WRS Board and WRS Volunteer Board. Mr. Applegate also thanked Representative Harshman for his attendance. Mr. Chapman expressed his appreciation for Mr. Applegate and his partnership.

Mr. Chapman thanked the Board members for their attendance and expressed his appreciation to Representative Harshman for attending the meeting. Mr. Chapman also extended his gratitude to the WRS staff.

MOTION: Mr. John Lummis motioned to adjourn the May Board Meeting. Mr. Paul O'Brien seconded the motion. Motion carried.

The WRS Board Meeting adjourned at 11:57 a.m.