



Wyoming Retirement System

Partnering to Build Financial Security for Members and their Families

Mark Gordon
Governor

David Swindell
Executive Director

MINUTES OF THE NOVEMBER 12th & 17th, 2025 BOARD MEETING

The Wyoming Retirement System (WRS) Board met on November 12 & 17, 2025 remotely via Zoom.

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

Wyoming Retirement System Staff present via Zoom: Mr. David Swindell, Ms. Rachel Meeker, Mr. Sam Masoudi, Mr. Andrew Mayer, Mr. Josh Keefe, Mr. Augustus Mahieu, Mr. Ben Brandes, Ms. Samantha Mills, Ms. Jessica Abbott, Ms. Karla Crocker, Mr. Brandon Mizel, Mr. John Kreiter, Mr. Dan Paradis, Mr. Casey Rogstad, Mr. Seena Zabihi, Mr. Adam Waddell, Ms. Tory Muñoz, Mr. Dale Meyer, Mr. Randy Krafft, Mr. Scott Sheppard, Ms. Chandler Koenig, Ms. Courtney Lewis, Ms. Kimberly Martin, Mr. Kyle Meyers, Ms. Andrea Odell, Ms. Jennifer Plamann, Ms. Angela Hendricks, Ms. Amanda Roberts, and Ms. Laura Haskell.

Others in Attendance via Zoom: 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 and Mr. Eric Painting from RVK, Inc. (RVK), Mr. Paul Wood from Gabriel, Roeder & Smith & Company (GRS), Mr. Ron Sniffin with the Wyoming Coalition for a Healthy Retirement, Ms. Betty Jo Beardsley, Mr. Nate Weinstein, and Mr. Brett Johnson.

Legislative Liaisons present via Zoom: Representative Steve Harshman.

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

DAY ONE - Wednesday November 12, 2025

WRS Board Chair, Mr. Jeremy Smith, called the meeting to order at 8:30 a.m. Mr. Smith welcomed everyone to the WRS November Board meeting and briefly outlined the agenda. Mr. Smith requested any comments or questions regarding the August 20-21, 2025 Board Meeting Minutes. No comments or questions were raised.

MOTION: Mr. Dan Noble motioned to approve the August Board Meeting Minutes as amended. Mr. John Lummis seconded the motion. All in favor. Motion carried.

AUDIT AND RISK COMMITTEE

Audit and Risk Committee Members present via Zoom: Mr. Paul O'Brien (Chair), Mr. John Lummis, Mr. Dan Noble and Mr. Austin Hinchey.

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

Committee Board Members Absent: Ms. E. Jayne Mockler.

Non-Committee Board Members absent: Treasurer Curt Meier.

The Audit and Risk Committee commenced at 8:32 a.m. Mr. Paul O'Brien, the Audit and Risk Committee Chair, went over the planned agenda.

Mr. O'Brien turned the meeting over to Mr. Dale Meyer for the Systems and Security Manager update. The new death workflow for the RainTV software went live, which is expected to eliminate paper processes and improve data security. The ETS Direct Bill team is actively working to implement Azure Cloud security recommendations. Due to recent fraud attempts, a measure is in place to enhance multi-factor authentication (MFA) on participant portals to require SMS/text message verification, pending the implementation of a full security verification. Mr. Meyer also noted that two RFPs are currently in progress: one for an Investment Customer Relations Management Tool (CRM) and one for the Death Audit process. The cyber security assessment with the vendor Concordant, is awaiting the Attorney General's signature. Concordant is anticipated to start work immediately following contract execution and a preliminary report will be presented at the February Board Meeting. Board interaction with the vendor will be channeled through the Audit Risk Committee and any sensitive information may be addressed in Executive Session. Audit Manager, Mr. Adam Waddell updated the Board on internal audit work, which included continued focus on employer reporting compliance, security and risk assessment, and the integration of Microsoft Power BI for improved compliance reporting and monitoring.

Mr. Waddell then provided a review of the Board Risk Assessment Survey findings, which highlighted several key areas of concern. Related to Governance, the Board's concerns included the need for improved training and orientation for new Board members, enhanced Board self-evaluation processes, attention to Board succession planning, and establishing defined strategic goals. The need to ensure operational continuity after a cyber breach was deemed a high priority. For the 457 Committee, conversation ensued regarding the decreasing enrollment of non-state participants and the resulting lack of visibility on non-participant retirement security. The Legislative and Benefits category showed the highest levels of concern, specifically directed at budget flexibility, investment staff salaries, market competitiveness, and the implementation of COLAs. The high turnover in the legislature was also noted as a major flag. Investment concerns mirrored Legislative and Benefits, with the primary topic for discussion being investment staff salaries/market competitiveness and staff turnover. The overall health of the portfolio, manager selection and asset allocation showed a fairly low amount of concern. Finally, the Cyber Security discussion revealed high concern for the governance structure overseeing cyber initiatives and risk, the overall security posture, and the reputational/financial ramifications of a cyber incident. It was suggested to include an open ended question at the end of the survey for next year to identify any areas that were not previously discussed. Conversation ensued regarding adapting a proactive, heightened mindset given the increasing, asymmetric threat from tools like AI.

The Audit and Risk Committee adjourned at 9:20 a.m.

LEGISLATIVE & BENEFITS COMMITTEE

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

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

Non-Committee Board Members absent: Ms. E. Jayne Mockler

The Legislative & Benefits Committee commenced at 9:20 a.m. Mr. Eric Nelson, the Legislative & Benefits Committee Chair, went over the planned agenda.

The discussion began with the Legislative and budget schedule. Mr. Swindell provided an update on the budget request meeting with the Governor and staff that took place in late September. While the Governor agreed that the Board should have more flexibility and authority commensurate with its responsibility, he opposed the idea of breaking out or bifurcating the investment team's budget from the rest of the agency. Instead, he favored delegating the responsibility for the entire WRS budget—both administration and investment—to the Board. The WRS budget has since been submitted and the Governor's recommendation will be issued in the week following the Board meeting. Mr. Swindell noted that the Governor's budget recommendations, including a potential proposal on statewide compensation would be released with the Joint Appropriations Committee hearing to follow.

Conversation ensued on compensation competitiveness and staffing issues. This issue is compounded by the fact that investment staff compensation is fixed in statute, removing the flexibility needed to respond to the labor market. The political difficulty of this issue was discussed, noting that the investment team's strong performance makes it challenging to convey the urgency of the compensation problem. It was proposed that the Legislative & Benefits committee schedule a follow-up meeting after the Governor's budget recommendation is issued to strategize messaging and engagement ahead of the Joint Appropriations Committee meeting scheduled for December 4th. Mr. Brandes then provided an update on potential WRS related legislation for the upcoming session. A bill has been proposed to increase the duty-connected death benefit within the Warden and Patrol plan to be consistent with the Law Enforcement plan. Additionally, the State Forestry Department has requested the inclusion of full-time Wildland Firefighter positions into a pension plan. Mr. Brandes noted that it is suggested that these firefighters, who will be state employees, be added to the Air Guard Fire plan. WRS will continue to work with GRS to evaluate the actuarial aspects of these changes. Mr. Swindell also discussed potential legislation related to public record keeping. Mr. Brandes noted that a primary objective of the Legislative & Benefits committee is to provide a comprehensive review and suggest modifications to the governance structure of the system on a statutory level.

Mr. Swindell then summarized analysis completed by GRS which addressed the potential implications of shifting all new Public Employee (PE) plan participants to a different plan, such as a 401k. The analysis showed that transitioning to a different plan would "short circuit" the mechanism to pay down the unfunded liability. Since the current contribution rates are set to amortize that liability over 22 years, removing new employees would cut off the stream of contributions. This would prevent the system from meeting its promised obligations, eventually exposing it to a sequence of return risk that could lead to plan failure. In regard to the proposed legislation for the Warden and Patrol plan, Mr. Swindell requested a memo from GRS commenting on the material influence this change would have on the plan. Conversation ensued regarding the Board's fiduciary responsibility with regard to the unfunded liability. Mr. O'Brien requested that Mr. Brandes draft a memo outlining the Board's legal and political obligations regarding the unfunded liability.

Mr. Brandes then addressed proposed revisions to the Member Benefits Policy within the Board Policy Manual, which relates to Cost of Living Adjustments. He referenced the redlined policy and presented modifications aimed at aligning the Member Benefits Policy language with state statute. The proposed revision focuses on ensuring a plan is projected to maintain an Actuarial Funded Ratio above 100% "throughout the life of the adjustment," including a margin for adverse experience. The Board agreed that

the Legislative & Benefits committee should conduct further review of the redlined Member Benefits policy and report at the next Board meeting for a final determination.

The Legislative & Benefits Committee adjourned at 10:28 a.m.

GOVERNANCE

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

Non-Committee Board Members present via Zoom: Treasurer Curt Meier, Mr. Tom Chapman, Mr. John Lummis and Mr. Dan Noble.

Non-Committee Board Members absent: Ms. E. Jayne Mockler and Mr. Austin Hinchey.

The Governance Committee commenced at 10:40 a.m. Ms. Rachel Meeker, the Governance Committee Staff Liaison, went over the planned agenda.

Ms. Meeker outlined a change in the social format for the upcoming February Board dinner. More details will be provided closer to the February Board Meeting.

The primary agenda items included the Artificial Intelligence (AI) Roadmap and a review of the Board Policy Manual. The discussion on the AI Champion roadmap began with a review of a WRS Staff and Management AI Strategy survey. This survey revealed that WRS's greatest barrier to AI adoption was cultural resistance and change management. These issues were closely followed by concerns over data security and accuracy. Two primary challenges were identified from the survey: organizational bandwidth, and training deficiencies. Additionally, it was observed that most WRS employees are interested in training and learning more about AI. Conversation ensued regarding implementing AI into daily operations at WRS and the ongoing AI Champion role within the organization. The Board's discussion acknowledged the fast, ever-evolving nature of AI and the need to keep security at the forefront. Mr. Smith and Mr. O'Brien acknowledged the need to move forward with AI implementation. He also cautioned against being the first to adopt some AI processes and encouraged prioritizing best practices and a security framework. Current staff usage, as reported, includes safe applications like the "polish feature" on email, drafting Standard Operating Procedures (SOPs), and Hands-On training using public plan information, with strict guidance to avoid inputting Personally Identifiable Information (PII) or personnel data.

Mr. O'Brien suggested introducing an AI note-taker for future meetings to create a searchable record and reinforcing institutional memory. Mr. Nelson advised to proceed with caution when using AI-compiled content for official public records without an opportunity for the Board to view and approve it, due to concerns about accuracy and context. The overall Board consensus was that AI is a powerful tool with high potential to enhance staff capabilities and serve members better. It was agreed that the Board must continue to discuss the proper implementation of AI within WRS as technology continues to advance. Following the discussion, Ms. Meeker noted that WRS staff will develop a more structured format for the AI roadmap discussion for future Board meetings.

The final agenda item focused on reviewing the Board Policy Manual, specifically seeking to clarify the delegation of authority and responsibility between the full Board and its committees. Conversation ensued regarding establishing a process that ensures the full Board reserves its time for bigger strategic items such as budget autonomy, COLA recommendations, and AI discussions. The Board discussed empowering individual committees to conduct routine business during their regular meetings and any official actions can be taken to the Board during the quarterly meetings. Following this discussion, Ms. Meeker proposed for WRS staff to prioritize making the Board website more user-friendly for posting follow-up action items from meetings and committee actions. Additionally, it was proposed for

Committee Chairs and Staff Liaisons to meet to define committee expectations for standing meeting structures and the scope of their responsibilities.

The Governance Committee paused to allow for public comment, which was advertised for 11:30 a.m.

PUBLIC COMMENT

Public Comment commenced at 11:30 a.m. Mr. Ron Sniffin, the Executive Director for the Wyoming Coalition for a Healthy Retirement (WCHR), addressed the proposed changes to the Board structure and increased reliance on committee autonomy. He emphasized the need to maintain public input and transparency. Mr. Sniffin further agreed with the Board's earlier discussion regarding legislative constraints and achieving budget autonomy. Representative Harshman also commented on the proposed change to a defined contribution plan.

Ms. Betty Jo Beardsley, the Executive Director of the Wyoming Public Employees Association (WPEA) and officer of the WCHR offered remarks. Ms. Beardsley commented on the Board's responsibility in representing state and school district employees and reiterated WRS's importance to members across the State of Wyoming. She also addressed the placement of newly hired state government fire employees into a retirement plan. Ms. Beardsley concurred with Mr. Sniffin regarding committee meeting transparency concerns.

Mr. Smith thanked Mr. Sniffin, Ms. Beardsley and Representative Harshman for the comments. Mr. Smith further commented that the concerns regarding committee transparency were well noted and considered of high importance.

Public Comment adjourned at 11:39 a.m.

GOVERNANCE - CONTINUED

The Governance Committee continued their presentation at 11:39 a.m. Ms. Meeker reopened the discussion to address follow-up action items from earlier in the meeting, particularly concerning policy and communication prior to the next meeting. The key focus was on the structure of committee meetings in light of the requests for transparency and visibility.

Conversation ensued regarding developing a structure where committees could be empowered to act efficiently. This included discussing whether committee meetings should happen at the same time as the Board meeting or as separate, standing meetings. The consensus was that greater authority should be delegated to the committees to enable timely action on business that falls within their scope, while ensuring transparency to the public. Mr. Brandes offered comments on the legal requirements related to noticing meets and transparency requirements. Ms. Meeker offered to work with Mr. Brandes to follow up on policy revisions to clarify committee meeting structures, the delegation of authority for timely action, communication, and the transparency protocols for public input or observation.

The Governance Committee adjourned at 11:44 a.m.

Mr. Smith thanked the committees for their presentations, then suggested the Board move into Executive Session to discuss personnel matters. No actions were to be taken during this session.

EXECUTIVE SESSION

MOTION: Dr. Lesley Travers motioned to move into Executive Session to discuss personnel matters. Mr. Eric Nelson seconded the motion. All in favor. Motion carried.

The Board moved into Executive Session at 11:45 a.m.

The Board came out of Executive Session at 12:52 p.m.

MOTION: Mr. Paul O'Brien motioned to adjourn the meeting. Mr. Dan Noble seconded the motion. All in favor. Motion carried.

The WRS Board adjourned for the day at 12:52 p.m.

DAY TWO - Monday November 17, 2025

Mr. Smith called the meeting to order at 1:00 p.m.

INVESTMENT COMMITTEE

Investment Committee Members present via Zoom: Mr. Bob Leibrich (Chair), Mr. Jeremy Smith, Treasurer Curt Meier, Mr. Tom Chapman and Mr. Paul O'Brien.

Non-Committee Board Members present via Zoom: Mr. Eric Nelson, Mr. John Lummis, Dr. Lesley Travers, Ms. E. Jayne Mockler and Mr. Dan Noble.

Non-Committee Board Members absent: Mr. Austin Hinchey.

The Investment Committee commenced at 1:00 p.m. Mr. Bob Leibrich, the Investment Committee Chair, went over the planned agenda before turning the discussion over to Mr. Sam Masoudi. Mr. Masoudi introduced the newest member of the Investment team, Mr. Seena Zabihi. Mr. Zabihi joined the team as a Senior Investment Analyst.

Mr. Masoudi provided an overview of the Q3 portfolio performance. WRS annualized returns outperformed the benchmark by at least 100 bps for the trailing 1-, 3-, 5-, and 10-year periods. The benchmark has also performed well relative to peer rankings, which is largely attributed to the strategic asset allocation. Conversation ensued regarding additional factors that have led to the higher returns and overall portfolio performance. Mr. O'Brien commented on AI being a dominant driver in the market and noted the importance of looking ahead for additional opportunities and continuing to self-evaluate. Ms. Malone with Meketa offered commentary on the discussion. She noted that a safe approach is to encourage diversification within the portfolio while offering the team flexibility to seek opportunities within the margins.

Mr. Kreiter provided an overview of Public Equities. The total Marketable Equity portfolio returned 7.9% during the quarter, outperforming its benchmark by 0.2%. Domestic performance benefitted from a successful biotech investment that offset weakness in natural gas. Mr. Mayer provided an update on Marketable Alternatives and Gold. Gold, which was described as the risk-off asset of choice for the market, rose nearly 17% in the quarter. Marketable Alternatives was up 7.1%, which outperformed the benchmark by 1.4%. Both sub-asset classes also outperformed. Uranium, the third largest position in Marketable Alternatives, was up 12.3%, and Bridgewater Pure Alpha, the second largest position, was up 6.5%. Mr. Paradis then provided an update on Private Markets, noting that relative returns were mixed during the quarter. Private Equity outperformed, most notably by the Cloudveil fund-of-one managed by Grove Street, whose largest position rose 43% during the quarter. This investment yielded an estimated \$100 million in return from an initial \$4 million investment—a 20 to 25x return. This contributed to a

quarterly return for Cloudveil of over 10%. Private Credit underperformed by 1.9%, which was largely driven by AGL Meadowlark's -1.4% return. Real Assets also underperformed, with WRS's larger allocation to Real Estate serving as a headwind to the asset class. Mr. Masoudi then provided an overview of the Current Asset Allocation. Cash was overweight by 2.4% and Gold overweight by 3.1%, which mostly offset the underweight of 5.6% to Total Fixed Income. Total Equity was underweight by 1.0% and Private Real Assets by 1.4%. Marketable Alternatives were overweight by 2.5%. Mr. Masoudi then discussed the Historical Asset Allocation and Risk Reducing Asset graphs.

Mr. Kreiter provided an overview of the Cash, Gold, Fixed Income and Equity portfolio tilts relative to the benchmark and other notable positions. The Fixed Income underweight is mostly the result of being overweight cash and gold. The underweight TIPS position was discussed, noting that this exposure is being held via a structural position within a strategy in the Marketable Alternatives portfolio. Mr. Mayer discussed the portfolio tilts for Marketable Alternatives. The TIPS performance is 2.8% annualized since its inception. Regarding uranium, Mr. Mayer noted the position is a little smaller than previous periods. This is the result of harvesting some profits while there was strength in the market and accounting for short term volatility. Mr. Masoudi referenced the Tactical Trading History and noted uranium's performance.

Mr. Nick Erickson then provided Meketa's preliminary Performance Update. Mr. Erickson noted that there were broad gains across asset classes in Q3. He then noted the strong Strategic Blended Benchmark performance. The WRS portfolio also performed very strongly in comparison to the peer median. Mr. Erickson further noted that manager selection over the past three years has been the primary contributor to outperformance versus the benchmark, most prominently evident in Private Equity and Marketable Alternatives. Mr. Erickson then provided an overview of the new Risk Section of the Performance Update. The Meketa team packaged all of the risk related slides that had been included in previous Board packets and compiled the data for Board and Investment Committee review. The final portion of the Performance Update included an Asset Allocation Policy Option chart, which outlined the target and actual risk/return expectations for each asset group. Conversation ensued regarding the calculations of the actual realized and projection standard deviations within the Meketa models. Ms. Malone suggested that Meketa work with consultant RVK to ensure consistency across the projected standard deviations. Ms. Malone also provided clarification on the Wyoming Retirement System Investment Guidelines Compliance Check included within the Meketa packet.

Ms. Malone provided a presentation on AI in the Institutional Landscape. The presentation separated AI into dual impacts; the investible theme that affects asset returns and its operational use for efficiency and administrative purposes. Ms. Malone highlighted the unprecedented speed of AI adoption, noting that roughly 40% of individuals and businesses are now using these tools, a penetration rate achieved far quicker than the time it took for prior technologies to be adopted. Ms. Malone provided a number of case studies on how other groups are utilizing AI. She also noted safeguards Investment Managers and Consultants are implementing as they begin to implement AI into their operations, including filtering the data it utilizes and checks on trading. Internally, Meketa is leveraging AI for tasks like note-taking, manager pitch deck scanning, and screening for new tools and research. Mr. Erickson commented on the potential for future AI implementation that is largely unknown. A brief conversation ensued regarding AI and its potential uses in the investment workforce. Mr. Erickson then concluded the Meketa presentation.

The Investment Committee adjourned at 2:35 p.m.

EXECUTIVE DIRECTORS REPORT AND CONFERENCE UPDATES

The Executive Director's Report and Conference Updates commenced at 2:36 p.m.

Mr. Swindell provided an overview of the Executive Director's Report. Progress was reported on streamlining the Northern Trust benefit accounts, a move intended to simplify operations and reduce risk, which requires ongoing legal approval from the State Auditor and Attorney General. The upcoming legislative session is expected to feature several relevant legislation: a bill to equalize the line of duty death benefit to 90% of final wage for the Warden and Patrol plan; a bill to expand the definition of a firefighter in the Air Guard plan to include the Forestry Department; and a potential bill that would allow for a change in beneficiary after retirement in the event of death or divorce. The Director also noted the Governor is scheduled to release his budget the following week, which will provide recommendations on the agency's budget requests. The report concluded with a reflection on a conference presentation, which emphasized the potential of artificial intelligence.

Chief Benefits Officer, Ms. Samantha Mills, then provided an operational and strategic update on her teams. Ms. Mills reported that her operations are now fully staffed. The Communications team successfully completed a social media campaign for National Retirement Security Week and is collaborating with other teams on creating content for the public website. On the compliance side, the Deferred Compensation team contacted all participants subject to Required Minimum Distributions (RMDs) for the 457 plan and is currently engaged in a lost participant project to locate individuals with outdated contact information.

Deputy Director, Ms. Rachel Meeker, then provided the Technical Operations Update. Ms. Meeker highlighted the successful rollout of the new digital "death workflow," which marks the completion of the final major workflow component in the RainTV software, alongside retirements and refunds. This system replaces the former paper-based process to significantly improve internal accountability, accuracy, and the timely transfer of benefits. Ms. Meeker also reported that a new employer reporting product, developed with volunteers from various employers, is nearing final requirements for a targeted Q1 2026 launch. Efficiency is also being improved by new desk manuals and sophisticated workflows, which have successfully accelerated the onboarding process for new hires. The team is also actively testing soft phone technology, with plans to integrate an AI source that can automatically summarize calls for better cross-training and record-keeping. Ms. Meeker also discussed a current strategic effort to better prioritize technology projects with the Systems and Security Manager and ETS to ensure the agency's resources are used intentionally and are not overextended. This prioritization effort includes a review of the scope of work for the cyber security consultant, Concordant, which will be detailed in a follow-up report to the Board in February.

The Executive Director's Report and Conference Updates adjourned at 3:06 p.m.

AI DISCUSSION

A continuation of the AI Discussion commenced at 3:16 p.m. Ms. Meeker suggested establishing three strategic goals for the introduction and implementation of AI across the agency, to ensure it becomes a regular component of daily operations in alignment with the Board's vision. Ms. Meeker proposed three key areas for goal-setting: staff professional development, AI investments for the investment team, and the operational side of the agency. Ms. Meeker suggested coordinating with Mr. Josh Keefe, the Investment Operations and Risk Manager, to provide information to the Board on potential AI applications in investments.

Conversation ensued regarding the critical role of staff training and professional development. Board members emphasized that training is essential to align staff attitudes and promote a positive view of AI as a productivity tool. The Board also discussed the idea of an AI Champion, suggesting this role should be a non-technical organizer to propel the agency's adoption of the technology across all departments.

Furthermore, the discussion highlighted the importance of training on providing clear and concise instructions to AI models, which would allow for more specific and accurate responses. Ms. Meeker will continue to develop the role of the AI Champion as the Board's expectations evolve.

The Board also discussed AI as a tool to gain more progress toward eliminating paper processes, specifically for checks and applications. Ms. Abbott noted that while education has encouraged voluntary adoption of electronic payments, they may require the Board to adopt a formal rule to mandate electronic payment sign-up.

The AI Discussion adjourned at 3:40 p.m.

DEFERRED COMPENSATION COMMITTEE

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

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

Committee Board Members absent: Mr. Austin Hinchey.

The Deferred Compensation Committee commenced at 3:40 p.m. Mr. Bob Leibrich, the Deferred Compensation Committee Chair, went over the planned agenda.

Mr. Beau Burggraff with RVK provided a Capital Markets Review, noting that capital markets had performed well despite mixed economic data, with total assets now standing at approximately \$1.2 billion, a \$120 million increase year-to-date. Overall performance of the entire portfolio and asset allocation showed low concern. He then provided an overview of the Investment Manager Watchlist. Mr. Burggraff noted the Small/Mid-Cap U.S. Equity Structure and the difficulties to generate positive stock performance. Mr. Burggraff provided the RVK periodic reviews of White Label Fund structures to ensure that they are in line with expectations. He then identified the managers recommended for termination and the steps completed to initiate that process. RVK also recommended changing the primary benchmark of the WRS Small/Mid Cap US Equity White Label fund to be a Completion Index, rather than the Russell 2500 Index. Additionally, they recommended updating the structure of the fund to implement active core SMID strategies alongside a passive exposure. RVK will set up manager searches and conduct interviews for the new Small/Mid Cap active managers, with the goal of completing the process before the February Board meeting.

Mr. Eric Painting provided RVK's Administrative Fee Analysis. Mr. Painting noted that administrative fees were reduced from 17 bps to 15 bps annually on all assets, with a high rebate cap of \$100,000. Following this year's analysis, RVK recommended further reducing the wrap fee on assets from 0.15% to 0.14%, effective July 1, 2026. Mr. Painting then reviewed the Administrative Cost Analysis which showed a projected revenue of \$1.36 million and projected costs of \$1.46 million for 2025-2026. The analysis indicated that the reserve account balance was projected to remain robust and is able to absorb any short term deficits. Mr. Painting also referenced the WRS cost benchmarking to peers, which showed competitive results and costs. Based on the analysis provided, a fee reduction was recommended and required approval by the Board.

MOTION: Mr. Paul O'Brien motioned to adopt the recommended reduction of the plan wrap fee for participants from 15 basis points down to 14 basis points. Mr. Jeremy Smith seconded. All in favor. Motion carried.

Before concluding their presentation, Mr. Painting outlined the RVK Workplan for 2026. He also discussed developing a regimented schedule for reviewing the various funds, which was previously

requested by the Board. Mr. Smith commended RVK for their work and for prioritizing the Board's time during the quarterly meetings.

Mr. Leibrich then led a review of the 457 Deferred Compensation Plan Investment Policy and Appendix A. Conversation ensued on clarifying the language to reflect the 457 plan's role in coordination with the pension plan to help employees achieve their retirement goals, consistent with state statute. Mr. Leibrich then referenced the redlined policies for Board consideration prior to the Board's vote to adopt as presented.

MOTION: Mr. Dan Noble motioned to adopt the proposed changes to the 457 Deferred Compensation Plan Investment Policy and Appendix A as presented. Mr. Paul O'Brien seconded. All in favor. Motion carried.

Ms. Jessica Abbott, Deferred Compensation Manager, then provided the 457 Operations Update. Ms. Abbott noted that as of Q3 assets were at \$1.24 billion. There were 30,954 participants with balances, \$46.6 million in total contributions, and 597 new enrollments, including one new employer, Goshen County Library. She also reported a slight drop in new enrollments for the O2 plan relative to previous years. Ms. Abbott outlined a memo issued by WRS staff to the Legislative Service Office regarding a proposal to increase the state match from the current \$20 flat amount to a percentage match. In a final note, Ms. Abbott announced the new IRS 2026 limits and the requirement that individuals aged 50 and over making more than \$145,000 in FICA wages must now make their catch-up contributions as Roth, not pre-tax. WRS staff and Empower, will work to monitor for affected individuals, flag contributions, and ensure timely communication with employees and agencies.

The Deferred Compensation Committee adjourned at 4:33 p.m.

Mr. Swindell provided a summary of the newly released Governor's budget recommendation, noting that the agency had received support for the majority of its requests. The Governor recommended 100% funding for software exceptions, hardware licenses, RainTV maintenance and enhancements, position reclassifications, the experience study, and cyber security. The recommendation also approved the Board's request for budget authority to move investment professionals across pay grades. However, the Governor recommended one new Investment Analyst position instead of the requested two, and did not approve the alternate request to fund the investment team with four basis points of assets.

The discussion following the report acknowledged the positive outcome. A key point of discussion was the Governor's proposal for statewide employee compensation, which aims to bring all employees to the 2024 compensation rate to remain competitive and retain experienced staff. Board members generally agreed that the Governor's support was a good first step but reinforced the need to continue to advocate for the basis point funding and for increased flexibility to manage investment staff salaries.

PUBLIC COMMENT

Public Comment commenced at 4:46 p.m.

Representative Harshman provided commentary on the Governor's budget. He also reiterated the need for continuing education on basis point funding, which will likely continue to be an ongoing effort. Representative Harshman also commented on the 457 Plan match. Conversation ensued regarding this change. Mr. Ron Sniffin with the Wyoming Coalition for a Healthy Retirement provided brief comments and gratitude to the Board for their efforts.

Public Comment adjourned at 4:50 p.m.

Following public comment, the Board returned to the discussion on basis point funding. Mr. Noble inquired on the number of basis points needed to fund the entire agency. Mr. Swindell estimated that 12 basis points of assets under management would be needed to fund the entire budget, especially if including the assets associated with the 457 plan.

Following the basis point discussion, Mr. Smith suggested the Board move into Executive Session to discuss personnel matters. No actions were to be taken during this session.

EXECUTIVE SESSION

MOTION: Mr. John Lummis motioned to move into Executive Session to discuss personnel matters. Dr. Lesley Travers seconded the motion. All in favor. Motion carried.

The Board moved into Executive Session at 4:55 p.m.

The Board came out of Executive Session at 5:53 p.m.

MOTION: Mr. Paul O'Brien motioned to adjourn the November Board meeting. Mr. Bob Leibrich seconded the motion. All in favor. Motion carried.

The WRS Board adjourned at 5:53 p.m.