

ADDENDUM NO. 2

August 1, 2022

TO: ALL RESPONDERS UNDER REQUEST FOR PROPOSALS (RFP) NO. 22-500621

FROM: Department of Purchasing and Contracting, DeKalb County, Georgia

For additional information, go to: http://yourdekalb.com/purchasing/index.html

SUBJECT: RFP NO. 22-500621, "Investment Consulting and Procurement Record Keeping Services" is hereby modified as follows:

- 1. We have received questions pertaining to this RFP. The questions and their resulting answers appear below:
- A. Does the current provider Nationwide utilize a LSBE? What is the LSBE's current role?

Answer: No

- B. Please confirm if Nationwide is the record keeper and Plan Administrator?
 - Answer: Yes, Nationwide is the record keeper and plan administrator.
- C. Who is the TPA (Third Party Plan Administrator) to the plan, (if applicable)?

Answer: Not applicable.

D. Would the First Source Jobs Ordinance requirement be non-applicable if no jobs are created as a result of this RFP?

Answer: Exhibit 1, The First Source Jobs Ordinance Acknowledgement Form is a required document for all solicitations. The form MUST be completed in its entirety and included in the solicitation package, or the package may be deemed "non-responsive." That said, the County does not require contractors and beneficiaries to hire people not needed to perform the task assigned under the award. The First Source Ordinance requires that contractors and beneficiaries of awards \$50,000 or more to hire DeKalb County residents and to make a "Good Faith Effort" (GFE) to hire fifty (50) percent of all new jobs using the First Source Registry (candidate database.)

E. Would First Source Jobs Ordinance exhibit 2 be non-applicable?



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Answer: No. Exhibit 2, New Hire Tracking Form, is a pre-award document and MUST be completed in its entirety and included in the solicitation bid package, or the package may be deemed "non-responsive." If no new hires are anticipated at time of submittal, enter NONE in the Type of Position section.

F. Would First Source Jobs Ordinance exhibit 3 be non-applicable?

Answer: Correct. Exhibit 3, Business Request Form, is a post award form and is not required in the solicitation package.

G. Would First Source Jobs Ordinance exhibit 4 be non-applicable?

Answer: Correct. Exhibit 3, Employment Roster, is a post award form and is not required in the solicitation package.

H. Our firm will provide a sample RFP for record keeping services. Would we be considered responsive if our proposal response were just for investment consulting with the understanding, we would assist the County in their search for record-keeping services?

Answer: The expectation is that the selected consultant would perform the record-keeper search and recommend the finalist for the county to consider for approval.

I. Attachment A- Cost Proposal. RFP instructions on page 6 state that "Responder shall not alter the cost proposal form". Is there a specific Year/Quarter row where responders should enter the one-time project to solicit, evaluate, and recommend a firm with experience in record keeping and administration for the 401(a) and 457(b) Plans?

Answer: Bidders should submit the total fee on an annual basis. A separate amount should not be submitted for the vendor search. The selected vendor will be expected to do the vendor search in year one of the contract.

J. Can you share a copy of the current Investment Policy Statement for the Deferred Compensation 457(b) and 401(a) Plans?

Answer: See attached, Exhibit 1-DeKalb County Investment Policy.

K. Please share details on the amount of plan assets and the number of individual participants that are invested in each fund (this is a standard export report from Nationwide).

Answer: See attached, ExhibitS 2A and 2B - DeKalb 457 Assets and DeKalb 401a Assets.



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L. Please share a copy of the Plan Review, which shows the amount of \$ and the number of participants using Nationwide's Manager Account Service, the ProAccount?

Answer: See Attached Exhibit 3-Nationwide Plan Review

M. Please share the explicit 'required revenue' fee that Nationwide is currently charging for recordkeeping and administration services.

Answer: 10 Basic Points (bps)

Does the plan use revenue sharing to pay Nationwide for recordkeeping and N. administration?

Answer: Yes

O. Does the Nationwide credit revenue sharing back to plan participants that are invested in funds that generate revenue sharing?

Answer: No

P. Can you please share the current interest crediting rate for the Nationwide Fixed Account?

Answer: The rate is 3.00%.

What is the budget set for the five-year contract? Q.

Answer: That information is not available at this time.

R. How many meetings are the investment consulting team expected to attend each year? Could you share the meeting schedule?

Answer: Four (4) meetings are expected per year.

S. Can you share the current investment menu lineup?

Answer: See attached Exhibit 4 – DeKalb County Investment Lineup

T. Can you share the fee you are paying the current investment consultant and their scope of services? \$58,000 per year.



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Answer: This information must be obtained via the Open Record Request process at the County's website

U. Regarding pricing, should we separate the recordkeeper search from the investment consulting services? The reason we ask is that recordkeeper searches are relatively infrequent and may not be necessary at the next 5-year renewal.

Answer: No. Selected vendor will be asked to conduct a vendor search in year 1 of the contract.

V. Can you share what prompted the RFP?

Answer: Contract period ending

W. Can you provide the fees paid by year for the last five years for (a) DC Investment Consulting, and (b) Procurement Recordkeeping Services?

Answer: (a) and (b) are combined: Year 1 \$55,000

Year 2 \$55,000 Year 3 \$55,000 Year 4 \$58,000

- 3. All other conditions remain in full force and effect.
- 4. All Responders under this Request for Proposals must acknowledge receipt of this Addendum to be included in their response.

Brenda H. Redus

Brenda H. Redus, Senior Procurement Agent Department of Purchasing and Contracting



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EXHIBITS 1 thru 4

ADDENDUM NO. 2 RFP 22-500621 EXHIBIT 1-DEKALB COUNTY INVESTMENT POLICY

DEKALB COUNTY

401(a) DEFINED CONTRIBUTION & 457(b) DEFERRED COMPENSATION PLANS

Statement of Investment Policy

Statement of Investment Policy

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457(b) Deferred Compensation Plans

Statement of Investment Policy

Section 1-Introduction

The DeKalb County Deferred Compensation Committee (the "Committee") hereby adopts this Statement of Investment Policy (Statement) for the 401(a) Defined Contribution and 457 Deferred Compensation Plans.

The Committee shall review the status of the Plans and will review the performance of each individual investment option as part of a formal review process and take applicable action if required.

Objectives of the Plans

Both Plans are a long-term retirement savings vehicle and is intended as a source of retirement income for eligible participants. The investment options available from the Plans cover a broad range of investment risk and rewards appropriate for participant directed retirement savings programs. Participants bear the risk and reap the rewards of investment returns that result from the investment options they select.

This Statement of Investment Policy serves the following purposes:

- To ensure that a broad range of investment options are offered to the Plan participants;
- To establish an investment program that will allow Plan participants the opportunity to structure an investment strategy that meets their individual return objectives and risk tolerances;
- To define the investment categories offered by the Plans;
- To establish investment objectives and guidelines for each investment category offered within the Plans;
- To establish benchmarks and performance standards for each investment category and to evaluate each option's performance against appropriate benchmarks and standards;
- To establish a procedure for reporting and monitoring of the various funds;
- To define the procedures for investment fund evaluation and formal fund review
- To establish appropriate fees for services and fund expenses;

Statement of Investment Policy

- To set guidelines and procedures for withdrawal of an investment option which, in the Committee's opinion, does not, or will not, fulfill the Plan's objectives for which it was selected and replace the option with an appropriate substitute; and
- To set guidelines for participant education and ongoing communications.

Selection of Investment Options

The Plan has chosen to offer eighteen investment categories:

Category

Stable Value

Core Fixed Income

High Yield Fixed Income

Balanced/Asset Allocation

Large Cap Value Equity

Large Cap Core Equity (passive)

Large Cap Growth Equity

Mid Cap Value Equity

Mid Cap Core Equity (passive)

Mid Cap Growth Equity

Small Cap Value Equity

Small Cap Core Equity (passive)

Small Cap Growth Equity

Global Equity

International Equity

Emerging Markets

Real Estate

Lifecycle/Retirement Date Series

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Each investment option offered under the Plan shall:

- Maintain asset management fees that are reasonable and consistent with the industry;
- Operate in full accordance with its current published prospectus or "fact sheet"; and
- Have its performance results measured against the applicable performance standards described herein for that investment category.

If the Committee determines an investment option no longer meets the performance criteria, it may replace that option with a suitable alternative pursuant to the investment fund evaluation procedure outlined herein.

From time-to-time, the Committee, in its discretion, may add investment options/categories to the current core options. At such time, the Statement of Investment Policy will be modified to include these additions.

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Statement of Investment Policy

Section 2- Investment Categories:

Objectives, Guidelines & Performance Standards

The Plan shall offer at least one investment option within each of the following investment categories:

Stable Value Fixed Fund

Objective

The objective of this fund option is to provide principal preservation, benefit responsiveness, liquidity, and current income at levels that typically are higher than those provided by money market funds over an interest rate cycle. The book value accounting feature of the Stable Value Fund investments is expected to produce relatively stable annual return on fund assets with little to no fluctuation in account values. The fund is to provide a competitive rate of interest consistent with the marketplace of similar products.

Performance Standards

• Competitive rate of interest relative to the Hueler Stable Value Index;

Declared annualized rate of interest at least quarterly and prior to the quarter; and

Book to market ratio of the portfolio reviewed on a quarterly basis.

Investment Objective:

Within the parameters as stated below, the objectives of the fund are to:

1. Preserve principal;

2. Provide sufficient liquidity to pay plan benefits;

3. Provide stable and predictable returns; and

4. Earn a high level of return relative to other objectives of the fund.

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Benchmark Index:

To exceed the returns of the Hueler Stable Value index over the three and five year period.

General Account Stable Value Fund may primarily invest in fixed income instruments, including those of the US Government and its agencies, corporations, mortgage- and asset-backed securities, collateralized, emerging market and high yield debt, foreign securities, privately placed notes and bonds and preferred stock securities. A Stable Value, General Account holds a diversified portfolio of securities that provides the capital, reserves and liquidity to support the insurance company's contractual obligations. The General Account product is designed to protect investors from market volatility by offering a guaranteed dependable crediting rate. Invested principal remains stable during the ups and downs of capital market cycles. The crediting rate provided to participants will reflect the contractual minimum guarantees. The general account contract should contain competitive discontinuance settlement options in the event of a change in investment manager.

General Account Characteristics:

Investment Objective: A guaranteed option provided by the Insurance Company, which seeks to provide a minimum level of return while preserving principal.

This option is typically supported by the General Account of the Insurance Company.

Performance: This funding option should provide a rate of return that is competitive with other similar options in the marketplace and will generally provide a higher return than money market funds.

Issuer Credit Rating/Risk and Reserves: The issuer shall have and maintain a rating that conveys significant financial strength as determined by nationally recognized statistical rating agencies such as A.M. Best, Standard & Poor's, Moody's, and Fitch and retain adequate reserves to meet liabilities as measured by maintaining a risk based capital ratio that is equal to or exceeds NIAC requirements. In the event of a ratings downgrade, the Committee will take necessary actions in accordance with its responsibilities as a fiduciary.

Portfolio management: The insurance company shall invest the underlying assets in a diversified

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portfolio of securities and instruments to support the contractual guarantees and to provide the required liquidity to satisfy all participant and contractual obligations.

Liquidity: General Account is to provide full liquidity at all times for participant directed transfers. Stable value will also offer full liquidity to fund participant-directed transfers to other investment options offered within the plan, except in the case where the plan offers a competing investment option. In the event of a competing option, a restriction such as an "equity wash-provision" may apply.

The General Account product is to contain favorable discontinuance features that will allow for the transfer of assets to a newly contracted investment manager, and/or Recordkeeper.

The custodian's Risk Based Capital and other publicly available financial information to enable the evaluation of the insurer's ability to support the liability and guaranteed contractual rates is monitored by the Plan through its contracted Investment Consultant.

In addition to a General Account Stable Value fund the Plan may also offer a separate account stable values structure as an alternative vehicle. The Committee is to periodically review the book to market ratio of the portfolio and guidelines established by the investment manager of the portfolio.

In summary the objective of this investment category is to preserve principal and provide a stable, competitive rate of return. A fund in this category invests in fixed income instruments, including those of the US Government and its agencies, corporations, mortgage- and asset-backed securities, collateralized, emerging market, high yield, and preferred stock securities. Emerging market and high yield securities, if invested in, shall represent a small percentage of total assets, in line with the objective to preserve capital.

Core Fixed Income

Objective

The objective of this investment category is to invest in income-producing securities, including securities issued by the US Government and foreign governments, corporate securities (primarily investment grade), as well as mortgage- and asset-backed securities. Investment returns are expected to be derived primarily from current income.

Performance Standards (Net of Fees)

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- To exceed the return of the Bloomberg Barclays Capital US Aggregate Index over a market cycle, or generally a period of 3 to 5 years.
- To exceed the median return of the core fixed income fund universe over a market cycle.
- Risk, as measured by the standard deviation of quarterly returns, shall be consistent with that of the Bloomberg Barclays Capital US Aggregate Index and the core fixed income fund universe.

TIPS Fund

Objective: The objective of this investment category is to invest primarily Treasury Inflation Protected securities.

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High Yield Fixed Income

Objective

The objective of this investment category is to provide a total return through high yield current income by investing in diversified portfolio of higher yielding, lower-rated securities. Investment returns are expected to be derived primarily from high yield current income.

Performance Standards (Net of Fees)

- To exceed the return of the Bloomberg Barclays Capital US High Yield Index over a market cycle, or generally a period of 3 to 5 years.
- To exceed the median return of the high yield fixed income fund universe over a market cycle.
- Risk, as measured by the standard deviation of quarterly returns, shall be consistent with that of the Bloomberg Barclays Capital US High Yield Index and the high yield fixed income fund universe.

Balanced

Objective

The objective of this investment category is to invest in stocks, bonds and cash to provide capital appreciation and income with less volatility than an all-stock fund. Investment returns are expected to be derived from a combination of capital appreciation and dividend and interest income.

Performance Standards (Net of Fees)

- To exceed the return of a composite index over a market cycle, or generally a period of 3 to 5 years.
- The composite index for funds with a value-oriented investment style in the equity segment of the portfolio will be 60% Russell 1000 Value Index and 40% Bloomberg Barclays Aggregate Bond. The composite for funds with a core investment style in the equity segment of the portfolio will be 60% S&P 500 Index and 40% Bloomberg Barclays Aggregate Bond Index. The composite index using the S&P 500 Index will also serve as a secondary benchmark for all balanced funds.
- To exceed the median return of the balanced fund universe over a market cycle.
- Risk, as measured by the standard deviation of quarterly returns, shall be consistent with that of the composite index and the balanced fund universe.

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Large Cap Value Equity

Objective

The objective of this investment category is to invest primarily in the common stock of large capitalization domestic companies considered by the fund manager to be undervalued relative to the market. Investment returns are expected to be derived primarily from capital appreciation and, to a lesser degree, dividend income.

Performance Standards (Net of Fees)

- To exceed the return of the Russell 1000 Value Index over a market cycle, or generally a period of 3 to 5 years.
- To exceed the median return of the large cap value equity fund universe over a market cycle.
- Risk, as measured by the standard deviation of quarterly returns, shall be consistent with that of the Russell 1000 Value Index and the large cap value equity fund universe.
- The Russell 3000 Value Index will be used as a secondary benchmark for purposes of comparison to a multi-cap value market measure.
- The S&P 500 Index will be used as a third benchmark for purposes of comparison to a broader, style-neutral market measure.

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Large Cap Core Equity (passive)

Objective

The objective of this investment category is to track the performance of the S&P 500 Index by investing in common stock of the large capitalization domestic companies comprising the Index. The S&P 500 Index is an equity composite of the 500 largest companies in the United States based on market capitalization. The fund manager targets to match the index rather than attempt to outperform the index. Investment returns are expected to be derived primarily from capital appreciation and, to a lesser degree, dividend income.

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Performance Standards (Net of Fees)

- To approximate the performance of the S&P 500 Index over a market cycle, or generally a period of 3 to 5 years.
- Tracking error is expected to be less than 1%.

Large Cap Growth Equity

Objective

The objective of this investment category is to invest primarily in the common stock of large capitalization domestic companies considered by the fund manager to have above average potential for capital appreciation. Investment returns are expected to be derived primarily from capital appreciation.

Performance Standards (Net of Fees)

- To exceed the return of the Russell 1000 Growth Index over a market cycle, or generally a period of 3 to 5 years.
- To exceed the median return of the large cap growth equity fund universe over a market cycle.
- Risk, as measured by the standard deviation of quarterly returns, shall be consistent with that of the Russell 1000 Growth Index and the large cap growth equity fund universe.
- The S&P 500 Index will be used as a secondary benchmark for purposes of comparison to a broader, style-neutral market measure.

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Mid Cap Value Equity

Objective

The objective of this investment category is to invest in the common stocks of medium capitalization domestic companies considered by the fund manager to be undervalued relative to the market. Investment returns are expected to be derived primarily from capital appreciation and, to a lesser degree, dividend income.

Performance Standards (Net of Fees)

- To exceed the return of the Russell Mid Cap Value Index over a market cycle, or generally a period of 3 to 5 years.
- To exceed the median return of the mid cap value equity fund universe over a market cycle.
- Risk, as measured by the standard deviation of quarterly returns, shall be consistent with that of the Russell Mid Cap Value Index and the mid cap value equity fund universe.

Mid Cap Core Equity (passive)

Objective

The objective of this investment category is to track the performance of the Russell Midcap or S&P Midcap400 Index by investing in common stock of the medium capitalization domestic companies comprising the Index. The Russell Midcap Index is an equity composite of the 800 smallest companies within the Russell 1000 Index and the S&P Midcap 400 Index is an equity composite of 400 small cap stocks and is maintained by the S&P Index Committee. The fund manager targets to match the index rather than attempt to outperform the index. Investment returns are expected to be derived primarily from capital appreciation and, to a lesser degree, dividend income.

Performance Standards (Net of Fees)

• To approximate the performance of the Russell Midcap or S&P Midcap 400 Index over a market cycle, or generally a period of 3 to 5 years.

Tracking error is expected to be less than 1%.

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Mid Cap Growth Equity

Objective

The objective of this investment category is to invest in the common stocks of medium capitalization domestic companies considered by the fund manager to have above average potential for capital appreciation. Investment returns are expected to be derived primarily from capital appreciation.

Performance Standards (Net of Fees)

- To exceed the return of the Russell Mid Cap Growth Index over a market cycle, or generally a period of 3 to 5 years.
- To exceed the median return of the mid cap growth equity fund universe over a market cycle.
- Risk, as measured by the standard deviation of quarterly returns, shall be consistent with that of the Russell Mid Cap Growth Index and the mid cap growth equity fund universe.
- The Russell Mid Cap Index may also be used as a secondary benchmark for purposes of comparison to a broader, style-neutral market measure.

Small Cap Value Equity

Objective

The objective of this investment category is to invest primarily in the common stock of small capitalization domestic companies considered by the fund manager to be undervalued relative to the market. Investment returns are expected to be derived primarily from capital appreciation and, to a lesser extent, dividend income.

Performance Standards (Net of fees)

- To exceed the return of the Russell 2000 Value Index over a market cycle, or generally a period of 3 to 5 years.
- To exceed the median return of the small cap value equity fund universe over a market cycle.
- Risk, as measured by the standard deviation of quarterly returns, shall be consistent with that of the Russell 2000 Value Index and the small cap value equity fund universe.
- The Russell 2000 Index will be used as a secondary benchmark for purposes of comparison to a broader, style-neutral market measure.

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Small Cap Core Equity (passive)

Objective

The objective of this investment category is to track the performance of the Russell 2000 or S&P 600 Index by investing in common stock of the small capitalization domestic companies comprising the Index. The Russell 2000 Index is an equity composite of the 2000 smallest companies within the Russell 3000 Index and the S&P 600 Index is an equity composite of 600 small cap stocks and is maintained by the S&P Index Committee. The fund manager targets to match the index rather than attempt to outperform the index. Investment returns are expected to be derived primarily from capital appreciation and, to a lesser degree, dividend income.

Performance Standards (Net of Fees)

• To approximate the performance of the Russell 2000 or S&P 600 Index over a market cycle, or generally a period of 3 to 5 years.

Tracking error is expected to be less than 1%.

Small Cap Growth Equity

Objective

The objective of this investment category is to invest in the common stocks of small capitalization domestic companies considered by the fund manager to have above average potential for capital appreciation. Investment returns are expected to be derived primarily from capital appreciation.

Performance Standards (Net of Fees)

- To exceed the return of the Russell 2000 Growth Index over a market cycle, or generally a period of 3 to 5 years.
- To exceed the median return of the small cap growth equity fund universe over a market cycle.
- Risk, as measured by the standard deviation of quarterly returns, shall be consistent with that of the Russell 2000 Growth Index and the small cap growth equity fund universe.
- The Russell 2000 Index will be used as a secondary benchmark for purposes of comparison to a broader, style-neutral market measure.

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International Equity

Objective

The objective of this investment category is to invest primarily in the common stock of companies located outside the United States. Investment returns are expected to be derived primarily from capital appreciation.

Performance Standards (Net of fees)

- To exceed the return of the MSCI EAFE Index (net of dividends) over a market cycle, or generally a period of 3 to 5 years.
- To exceed the median return of the international equity fund universe over a market cycle.
- Risk, as measured by the standard deviation of quarterly returns, shall be consistent with that of the MSCI EAFE Index (net) and the international equity fund universe.

Global Equity

Objective

The objective of this investment category is to invest primarily in the common stock of companies located within and outside the United States. Investment returns are expected to be derived primarily from capital appreciation.

Performance Standards (Net of fees)

- To exceed the return of the MSCI World Index (net of dividends) over a market cycle, or generally a period of 3 to 5 years.
- To exceed the median return of the global equity fund universe over a market cycle.
- Risk, as measured by the standard deviation of quarterly returns, shall be consistent with that of the MSCI World Index (net) and the global equity fund universe.

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Real Estate Funds

Investment Style: Real Estate

Objective: The objective of this investment category is to invest primarily in the common stock of real estate investment trust companies located in the United States. Investment returns are expected to be derived primarily from capital appreciation and income.

Fund Expense Standard

The Committee will review the fee structure of the Funds at least annually. Expenses for each of the Funds should be competitive within each Fund's respective asset class.

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Lifecycle/LifeStyle

Objective

The objective of this investment category is to invest in an allocation of fixed income and equity instruments according to certain risk characteristics. Conservative funds are weighted in favor of fixed income securities to provide a less risky investment option to participants in or nearing retirement, or with a low tolerance for volatile investment performance. Moderate funds seek a balance between fixed income and equity securities to provide potential for higher returns, while seeking to limit the volatility of overall fund performance. Aggressive funds are weighted in favor of equities to provide potential for high returns, but through increased risk, to participants with long investment horizons or with a high tolerance for risk. Investment returns may be derived from a combination of current income and capital appreciation. Another approach to asset allocation investing is to establish a fund with a targeted "maturity date" and to reallocate the investments over time to be more conservative. In this case, a fund may start with a heavy allocation to equities when first established, and over time, the allocation will move from primarily equities to a balanced portfolio to primarily fixed income. In this type of fund offering, the participant would select the fund that has its "maturity date" similar to his or her own investment horizon, often the participant's retirement age

Performance Standards

To exceed the return of a composite index over a full market cycle, or generally a period of 3 to 5 years.

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Section 3- Reporting and Monitoring Procedures

The Committee will review the Plan quarterly, including review of the following:

- Current trends and developments in the capital markets and investment management community (market review);
- The current level of diversification provided by the investment categories and options offered by the Plan under core investment fund line-up (review of the correlation between investment categories and options);
- Changes in the investment management staff related to each investment option (organizational review), as well as changes in ownership of the organization (i.e. merger, acquisition activity and regulatory issues);
- The continued consistency between the stated investment guidelines of each investment option and Plan policies (review of the guidelines of each investment option);
- The compliance of each investment option with stated investment guidelines (review of the holdings and characteristics of each investment option), including style drift analysis;
- The compliance of each investment option's risk and return characteristics with the expectations stated herein (performance review).

Investment Fund Evaluation

The Committee, in its discretion, may conduct informal review and evaluation of an investment fund at any time.

The Committee may place a fund under formal fund review, terminate a fund, or "freeze" a fund to new contributions for any of the following reasons:

- 1. The fund has not met the performance standards under the Plan for the fund's investment category;
- 2. The fund has changed investment manager, or such change appears imminent;
- 3. The fund has had a significant change in ownership or control;
- 4. The fund has changed investment focus or has experienced style drift, departing from the investment objectives or parameters in its prospectus or "fact sheet";

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5. The fund has violated a SEC rule or regulation;

Formal Fund Review

When a fund has been placed under formal review, the Committee shall conduct a detailed evaluation of the fund, its operations, and its performance. During the review, the Committee: 1) may suspend contributions to the fund from existing participants and 2) may close the fund to new enrollers. Upon completion of the evaluation, the Committee may continue the fund under formal review status, remove the fund from formal review, or terminate the fund.

Suspension of Contributions / Termination of Fund

When the Committee suspends contributions or terminates a fund:

- 1. The Committee must promptly notify the Plan provider that either contributions are being suspended from a fund or a fund is being terminated;
- 2. The Committee must promptly notify Plan participants within a reasonable time who are currently investing in the fund that the Committee is suspending contributions to a fund or terminating the fund as an investment option under the Plan and that:
 - a. New investment monies must be redirected to another fund option under the Plan prior to the contribution-suspension date or the termination date of the fund;
 - b. All assets in the terminated fund must be transferred to another fund option prior to the termination date of the fund (only applicable when terminating a fund); and
 - c. Contributions or assets not transferred by participants to alternate investment fund options by the contribution-suspension date or the fund termination date will be automatically transferred to a replacement fund or a designated default fund option.

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Section 4- Administrative Policies

The Plan will be administered and record-kept by the service provider, who will maintain participant records and historical data. As the role of recordkeeper, they will be responsible for maintaining individual participant accounts and processing participant requests on a daily basis. Each provider can freely solicit participation in their company products and services.

Plan Design and Administration

The 457 Deferred Compensation Plan is governed by the rules and requirements specified in the Plan Document. The Internal Revenue Service (IRS) has established rules that apply to contributions and their limitations. The County will monitor the status as to the resolution of any class action lawsuits.

Standards of Performance

The service provider is required to satisfy minimum standards of performance with regard to their administration services. These standards will include the timeliness of participant statements and resolution of account inquires. They are also required to provide the County and any designated entity associated with the administration of the Plan with fund level reports along with the maintenance of historical data and financial information.

- Providing of Information The service providers are required to provide various information to
 Participants and Beneficiaries of the Plan. This information may consist of communication
 materials related to plan investment options, services and individual participant statements.
 - Upon request, the service provider will provide a participant or beneficiary with any requested data pertaining to their account.
- *Timeliness of Statements* Quarterly statements will be mailed directly to each participant's home address no later than 15 days after the end of each calendar quarter. Confirmations of transactions will be mailed directly to the participant's home address immediately after each transaction occurs.
 - Financial asset statements at the plan level are to be provided to the investment consultant for reconciliation and plan audit at the end of each calendar quarter. Quarterly statements will be mailed

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to the investment consultant no later than 20 days after the calendar year-end. These statements will include composite plan information as well as individual participant information.

- Accuracy of Reported Information Information contained within employee and Plan Sponsor statements is expected to meet any and all Financial Accounting Standards Board (FASB) requirements. The pricing of securities and reporting of all dividend and capital gains distributions is expected to be consistent and up-to-date. Errors in reported information should be researched and corrected by the administrator/recordkeeper immediately upon discovery.
- Maintenance of Plan and Trust Documents As the Plan and Trust Documents are subject to various regulatory requirements, it will be the responsibility of the Plan Administrator to maintain and amend the Plan documents as needed. Service providers will review or retain legal counsel to approve such changes. It is expected that the language contained within these documents will represent current laws and regulations with regard to qualified tax deferred savings Plan.
- Compliance with Claims Appeals Procedures If participant or beneficiary makes a claim for benefits and the claim is denied the County will follow the specific claim procedures contained in the plan document for claim denials and appeals. If the participant is denied the denial will be in writing and specify the particular basis for the denial, including the plan provisions upon which the denial is based. The denial will also provide a description of additional materials, if any, needed to perfect a claim, and will give information on how the claimant may appeal the decision. A notice of any claim denial will be provided within 90 days of receipt of the claim for benefits (except a 90-day extension may be required in special circumstances). Any denial that is appealed within the 60 day time period contained within the plan will be subject to further review by the County, which shall render a final decision on the appeal within 60 days (except that special circumstances may justify an extension or another 60 days). In each case, where an extension is required for determining an initial claim or appeal, the participant must be notified of the extension in writing.

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Statement of Investment Policy

Communications and Education

In order for participants to effectively exercise control over their assets, the service providers are required to make investment information available to the participants as is deemed necessary for participants to understand the investments and make informed investment decisions. It is expected that employee communications and education will be provided through a collaboration of the administrator, recordkeeper, and their third party investment advisors. This material will meet the legal requirements of the County to provide participants with information. The County may make available additional information as needed including the plan document and this investment policy statement.

The service provider will review and approve all materials to be distributed to employees. The quality and impact of these materials will be periodically evaluated in order to assess the impact and success of the overall communications and investment education services.

Review of Administrator Performance

The County will conduct quarterly reviews of the administrator/recordkeeper to evaluate their performance as it relates to the above-described standards. Overall quality of services, as well as review of each service provided will be examined and reported to by the Plan's independent consultant.

Investment Communications To Participants

Information about each investment option will be given or made available to Plan participants to help them to make informed investment choices. The Plan shall provide at least quarterly statements of fund performance to each participant.

Upon request, copies of investment fund prospectuses or similar equivalent information will be provided to participants by the service providers, such as a list of underlying investments for a given fund. This is the responsibility of the designated service providers.

Statement of Investment Policy

Section 5- Investment Education To Participants

It is the Committee's objective to provide participants with ongoing investment education. The purpose of the investment education program is to provide information and tools to assist in the development of a personal investment strategy for employees and facilitate the achievement of savings and retirement goals.

In developing a participant investment education program, the Plan Sponsor will select funds and provide supporting materials with consideration for the following:

- The number of funds offered should be limited to promote participant understanding without sacrificing the objectives set forth in the Plan Investment Objective Section.
- The service provider is to provide general information relating to the economy and capital markets as part of the investment education program.
- Participants should be encouraged to select an appropriate asset allocation based on their risk tolerance, time until retirement and other factors relating to their personal financial status.
- The service provider's field representative should educate participants on the relative risk and return of investing in different asset classes and how diversified investing can reduce the risk of investing.

457(b) Deferred Compensation Plans

Statement of Investment Policy

Overview of Education Process:

- Communication and education program is designed in 5 phases:
 - Phase 1: Audit all the DeKalb County's locations to ensure all employees are covered by the program;
 - Phase 2: Develop the strategy to reach all employees at each location;
 - Phase 3: Implement the strategy;
 - Phase 4: Conduct group and one-on-one meetings with participants;
 - Phase 5: Continuing education.
- Group presentations effectively explain the features of the program and how it benefits each participant. The following topics are discussed:
 - Part I: The need to save, impact of inflation, tax benefits of saving, compounding, and plan participation. Attendees to this session will receive an Enrollment Kit.
 - Part II: Educate participants on investment strategy, risk and diversification.
 - Part III: Managing retirement income, coordinating multiple sources of retirement income, impact
 of inflation on purchasing power, and distribution options.
- During one-on-one sessions with participants, Account Representative will assist employees with goal setting, risk assessment, investment choice selection and retirement planning. The representative can help with evaluating retirement goals and objectives through a review of various sources of retirement income.

Statement of Investment Policy

- Seminars and meetings are available to the employees. They include:
 - Retirement Savings and Planning: designed to educate employees to the benefits of their participation in the program.
 - Special Programs Covering Other Financial Topics: these programs held periodically may cover topics such as changes to the Internal Revenue Code, legislative updates, new investment options, etc.
- Seminars provided also include Asset Allocation, Dollar Cost Averaging, Risk and Volatility.
- Online financial program, provides investment advisory services to participants. This allows
 participants to develop individual investor profiles and receive investment recommendations.
- Account Representative will provide new employee meetings and on the benefits of enrolling in the two Plans.

457(b) Deferred Compensation Plans

Statement of Investment Policy

Section 6- Self-Directed Brokerage Services

The self-directed brokerage account is offered to the plan participants as a supplemental investment option to the core investment offerings of the Plan. The self-directed brokerage account is intended for plan participants that are interested in a wider array of investment options and are willing to accept the additional risks associated with those options.

The Deferred Compensation Committee has no responsibility for selecting, monitoring or evaluating the investment options available through the self-directed brokerage services offered by service provider. Participants will have sole discretion in regards to the investment options they select in the brokerage window.

The Plan's service providers are responsible for providing participants with enrollment and educational materials for them to decide whether or not a self-directed brokerage account is suitable investment. The service providers are to provide all necessary materials in connection with participant inquiries regarding the establishment of the brokerage account rules and restrictions.

Under the self-directed brokerage account the plan participant will be responsible for the on-going research, trading and risk management responsibilities associated with their specific investment choices. The maximum allowed cumulative transfer from a participant's account is limited to 50% of a participants total account value in the Plan. Account balances must have a minimum of \$5,000, with an initial transfer of at least \$2,500 and subsequent transfers in \$1,000 increments.

457(b) Deferred Compensation Plans

Statement of Investment Policy

Section 7- Participant Advisory Services

The service provider will provide participant advisory services through Morningstar (Associates), an

investment advisor registered with U.S. Securities and Exchange Commission.

Morningstar® Clear Future® program provides plan participants with non-discretionary investment

advice designed to assess their individual situations, offer asset allocation alternatives and recommend

specific investments, all based on participant inputs and core investment options.

Because Morningstar acts as a non-discretionary investment advisor, the participant is solely responsible

for determining whether or not to follow the recommendations presented by the program. Fees for

managed accounts services are not tied to investment recommendations. The goal is to provide

participants with unbiased investment advice.

Participant and service provider are required to provide to Morningstar the participant's financial

information and data for their evaluation and recommendations.

Nationwide has entered into formal agreements with Morningstar to allow them to provide access to the

advice services for plan participants. The service providers act as investment product provider and

recordkeeper.

The objective of Morningstar is to recommend an asset allocation mix that provides the best balance of

risk and reward for the participant over a long-term basis.

Fiduciary Responsibility of Morningstar Associates

By offering managed accounts, Morningstar becomes a fiduciary under the Investment Advisers Act of

1940 and is obligated to perform specific duties with respect to all services undertaken or provided to plan

participants. These duties are grounded in the principles of full and fair disclosure, diversification of

investments within the options available to participants in their plan and actions consistent with the best

interest of the plan participant.

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Statement of Investment Policy

Committee's Responsibilities

The Committee will provide accurate and timely data to the plan service providers who will in turn transmit such data to Morningstar. The Committee will:

- a. Provide necessary participant census data and updates as required by Morningstar in order to provide advisory services;
- b. Provide Plan information and rules to the service providers and update information if changes are made; and
- c. Provide service provider with any changes to Plan core investment options or transaction rules of the program.

Statement of Investment Policy

Section 8- Excessive Trading Policy

In the absence of an industry standard excessive trading guideline, as well as part of its fiduciary duty, the Deferred Compensation Committee has adopted the Service Provider's Excessive Trading Policies. The Policies are used to protect the interest of the Plan's long-term investors from potential adverse impact of excessive trading. The service provider role is to eliminate excessive trading as well as warn individuals who engage in frequent trading that such activity may be detrimental to the Plan.

The service provider and the individual mutual fund companies will work together to identify any participants who violate the mutual fund's prospectus guidelines. After the issuance of formal written communications to the individual(s), the individual's account will be subject to proposed restrictions stated in Nationwide Life's Excessive Trading Policies.

The service provider will send an announcement to all participants regarding the excessive trading policy of the Plan along with information on how to obtain mutual fund prospectus rules. Changes to the Excessive Trading Policies will be announced to all participants when appropriate.

Statement of Investment Policy

This Statement of Investment Policy is adopted by on	y the DeKalb County	Deferred Compensat	tion Committee
Signature/Title	Date		

20125056v1/02032.033

457 ASSETS

Fund Name	Ending Assets	Ending Partic Count
Amben Lgeap val Inv	\$2,734,903.90	1,866
AmFds 2010 TrgtDtRtmt R4	\$525,052.38	18
AmFds 2015 TrgtDtRtmt R4	\$460,038.45	40
AmFds 2020 TrgtDtRtmt R4	\$2,337,043.24	106
AmFds 2025 TrgtDtRtmt R4	\$4,085,201.99	183
AmFds 2030 TrgtDtRtmt R4	\$2,976,511.01	203
AmFds 2035 TrgtDtRtmt R4	\$3,290,755.60	178
AmFds 2040 TrgtDtRtmt R4	\$1,863,086.46	160
AmFds 2045 TrgtDtRtmt R4	\$813,197.75	105
AmFds 2050 TrgtDtRtmt R4	\$819,002.06	77
AmFds 2055 TrgtDtRtmt R4	\$344,263.84	41
AmFds 2060 TrgtDtRtmt R4	\$208,981.92	28
Amfas Europacte Gr R4	\$4,550,008.76	1,973
Amras New Wla K4	\$3,634,853.83	1,920
BIKRK 20/80 TrgtAlloc A BIKRK 40/60 TrgtAlloc A	\$1,233,631.56	52
BIKKK 60/40 TrgtAlloc A	\$2,428,821.49	99 259
BIKKK 80/20 TrgtAlloc A	\$2,215,575.00	132
BIKKK HI YIQ BQ INST	\$3,740,279.49	2,021
Fid Puritan	\$1,270,522.97	99
Fixed Assets	\$5,078,305.43	1,839
FNKIN SMMA CAP Gr Adv	\$1,374,103.50	Z15
MFS INTL INTRINSIC VAL K4	\$5,302,186.00	1,976
MFS Val K4	\$7,014,273.63	2,170
MetWest Itl Ktn Ba M	\$6,411,359.98	2,071
MnSty Wnslow LgCap Gr R2	\$3,228,633.92	1,924

Nationwide Fixed Fund	\$52,687,601.75	1,632
Nuvn SmCap Val I	\$1,182,027.93	1,869
Prncpl RealEst Sec Inst	\$3,095,650.36	1,930
Prudnti Jnish Sm Co Z	\$4,068,146.41	2,090
T Rowe Pr Blue Chip Gr Fd	\$23,164,428.41	2,656
Vic Syc Estbishd Val I	\$3,290,813.39	1,961
Vngrd Devl Mkt Indx Adml	\$5,100,332.28	2,089
Vngra inst inax inst	\$16,164,081.53	2,383
Vngra Mia-Cap lax Fa AS	\$4,218,650.38	3/2
Vngrd STInflPrtSecInd Adml	\$5,863,573.27	1,860
Vngrd Sm Cap Indx Fd AS	\$3,810,749.89	2,150

EXHIBIT 2B - 401(a)

Fund Name Ending Assets Ending Partic Coun				
Amben Lgeap val Inv	\$52,5/5.//	226		
5	4 = 7 = 7 = 7 = 7			
AmFds 2010 TrgtDtRtmt R4	\$140,203.39	16		
AmFds 2015 TrgtDtRtmt R4	\$333,896.57	48		
AmFds 2020 TrgtDtRtmt R4	\$681,326.48	132		
AmFds 2025 TrgtDtRtmt R4	\$1,031,440.83	256		
AmFds 2030 TrgtDtRtmt R4	\$1,302,835.97	346		
AmFds 2035 TrgtDtRtmt R4	\$1,555,495.14	426		
AmFds 2040 TrgtDtRtmt R4	\$1,950,505.20	480		
AmFds 2045 TrgtDtRtmt R4	\$1,869,360.60	573		
AmFds 2050 TrgtDtRtmt R4	\$2,359,289.40	770		
AmFds 2055 TrgtDtRtmt R4	\$1,925,783.95	844		
AmFds 2060 TrgtDtRtmt R4	\$1,089,474.74	772		
Amfas Europacte Gr R4	\$74,521.84	224		
Amras New Wla K4	\$75,219.92	224		
BIKKK ZU/8U TrgtAlloc A	\$21.16	1		
BIKKK 40/60 TrgtAlloc A BIKKK 60/40 TrgtAlloc A	\$518.30 \$1,492.67			
BIKKK 80/20 TrgtAlloc A	\$25.66	7		
BIKKK HI YIQ BQ INST	\$34,828.28	227		
Fig Puritan	\$13,999.97	11		
FNKIN SMMO CAP Gr Adv	\$13,777.77	9		
MFS Intl Intrinsic Val R4	\$89,897.63	224		
MFS Val K4	\$78,328.73	227		
Metwest Itl Ktn Ba M	\$82,994.90	227		
Machin Washam Lace - Co. 22		220		
MnSty Wnslow LgCap Gr R2	\$56,069.15	228		
Nationwide Fixed Fund	\$890,687.10	195		
Nuvn Smcap Val I	\$21,994.73	225		
Prncpt RealEst Sec Inst	\$42,842.08	226		

Prudnti Jnish Sm Co Z	\$35,616.32	225
T Rowe Pr Blue Chip Gr Fd	\$120,562.09	251
Vic Syc Estbishd Val I	\$67,673.92	230
Vngrd Devl Mkt Indx Adml	\$81,053.81	227
vngra inst inax inst	\$205,717.59	246
Vngra Mia-Cap lax Fa AS	\$11,351.41	17
Vngrd STInflPrtSecInd Adml	\$82,687.95	227
Vngrd Sm Cap Indx Fd AS	\$30,589.31	233



PLAN HEALTH REPORT

DEKALB COUNTY GA

as of 06/30/2022



WELCOME

We value your partnership and the opportunity to offer a competitive, effective retirement plan to your participants. Through diligent work and thought leadership, we'll help you grow your plan and help your participants prepare for and live in retirement. This report includes balance information, participant demographics, contribution highlights and retirement readiness numbers. Together, we can use this information to help your participants achieve greater financial wellness.

Our goal is to help you objectively evaluate your Plan's performance and how it performs against other plans like yours. Since Nationwide Retirement Solutions is one of the largest retirement plan providers in the industry, we are uniquely positioned to compare your Plan to many others of similar asset size. By comparing the current year information to previous years, you can see how your Plan is performing, where your educational efforts are working and what areas offer opportunities for improvement. The "Peer Group" comparisons used in this report are based on cases with assets of: \$100 million - \$1 billion.

Thank you for your valued business. We look forward to helping improve retirement readiness for your participants.

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Participant demographics | 5

Contributions & investments | 7

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Retirement Specialists are registered representatives of Nationwide Investment Services Corporation, member FINRA. The information they provide is for educational purposes only and is not legal, tax or investment advice.

Nationwide, the Nationwide N and Eagle, and Nationwide is on your side are service marks of Nationwide Mutual Insurance Company.

Nationwide Retirement Solutions, Inc. and Nationwide Life Insurance Company (collectively "Nationwide") have endorsement relationships with the National Association of Counties, the International Association of Fire Fighters-Financial Corporation and the National Association of Police Organizations. More information about the endorsement relationships may be found online at www.nrsforu.com.

NRM-17453AO



EXECUTIVE SUMMARY



Quick plan facts (as of 06/30/2022)

Metric	Current value	%Change from last quarter	%Change from last year
Participant Core Assets	\$196,239,413	-12.00%	-15.00%
Total Participant Count	4,722	0.02%	-1.89%
Total New Enrollments YTD Count	93	44.74%	22.37%
Total Deferrals YTD	\$4,468,735	98.00%	-14.00%
Total Rollovers-In YTD	\$558,042	49.00%	-62.00%
ProAccount Participant Count	1,779	0.74%	-1.77%
ProAccount Assets	\$52,468,896	-14.00%	-15.00%

EXECUTIVE SUMMARY

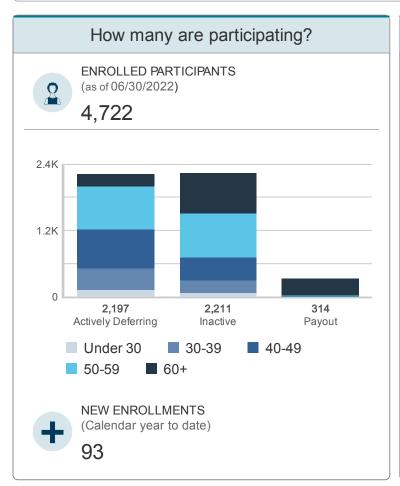
457 Plan Summary



TOTAL PARTICIPANT ACCOUNT BALANCE (as of 06/30/2022)

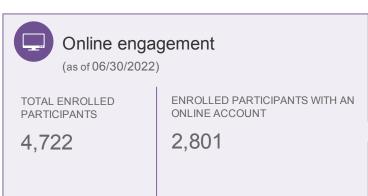
\$200,574,252

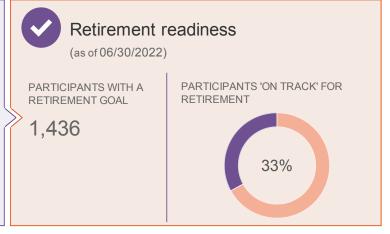






How many participants are prepared for retirement







PARTICIPANT DEMOGRAPHICS

How participants are engaged in the plan



ENROLLED PARTICIPANTS ¹ (as of 06/30/2022)

4,722



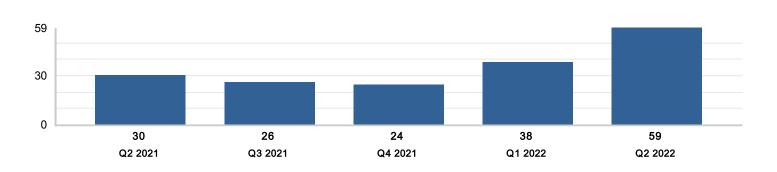
NEW ENROLLMENTS ² (Calendar year to date)

93

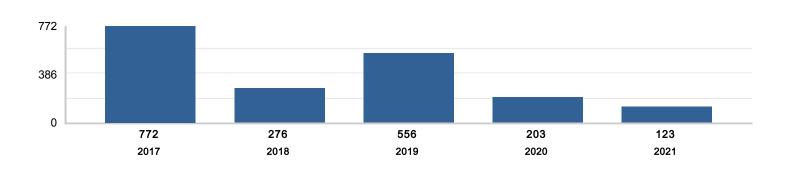
ONLINE ENROLLMENTS ³ (Calendar year to date)

39 out of 93

ENROLLMENT TRENDS (BY QUARTER) 4



ENROLLMENT TRENDS (BY YEAR) 4



¹ Total number of enrolled participants in this plan.

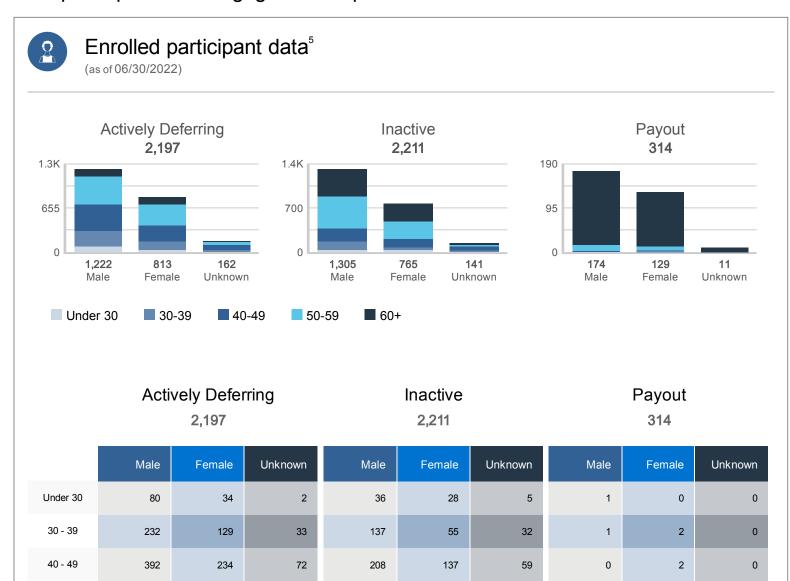
² Participants who open and close their account within the calendar year, will not be counted in year-to-date enrollment numbers.

 $^{^{\}rm 3}$ The number of online enrollments out of new enrollments.

⁴ Total number of participants enrolled by quarter or by year.

PARTICIPANT DEMOGRAPHICS

How participants are engaged in the plan





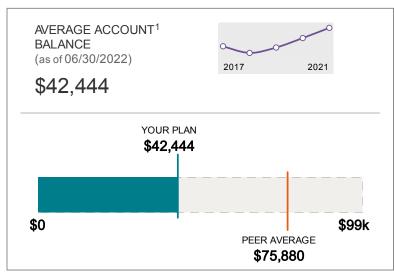
50 - 59

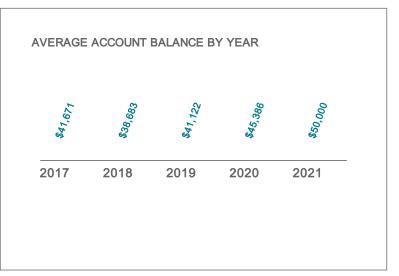
60+

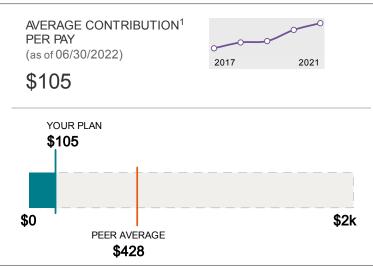
⁵ Actively deferring - Participants with a balance, a contribution in the past 30 days and a status of employed. Inactive - Participants with a balance, no contribution in the past 30 days and no status of payout. Payout - Participants with a balance and a status of payout.

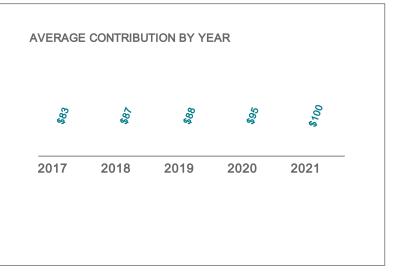
CONTRIBUTIONS & INVESTMENTS

What your participants are contributing









Balances & contributions by age & gender

(as of 06/30/2022)

Average account balance

Average annualized contributions

	Male	Female	Unknown
Under 30	\$3,873	\$2,155	\$4,460
30 - 39	\$9,045	\$8,248	\$13,154
40 - 49	\$29,959	\$21,151	\$32,417
50 - 59	\$54,735	\$39,565	\$56,730
60+	\$73,766	\$65,964	\$57,068

Male	Female	Unknown
\$1,370	\$1,334	\$613
\$1,805	\$1,942	\$1,466
\$3,249	\$2,302	\$1,568
\$2,590	\$2,785	\$3,315
\$3,689	\$3,028	\$1,484

¹A peer group consists of NRS plans with similar assets. This peer group comparison includes cases with \$100 million - \$1 billion.



CONTRIBUTION & INVESTMENTS

What your participants are contributing

3% PARTICIPANTS WITH INCREASED CONTRIBUTIONS (Calendar year to date)

3% PARTICIPANTS WITH AUTOMATIC CONTRIBUTION INCREASE

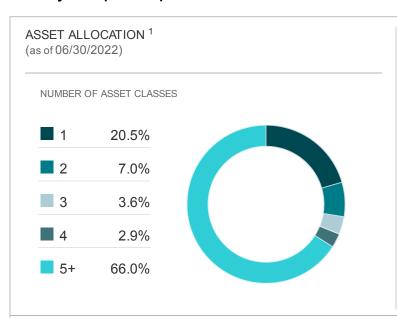
(Calendar year to date)

2022 IRS limits Regular Limit \$20,500

50+ Catch Up \$6,500

3-Year Catch Up \$20,500

How your participants are invested



ASSET DIVERSIFICATION ² (as of 06/30/2022)

AVG. # ASSET CLASSES

5.3

PEER GROUP

4.6

RECOMMENDED

5



ProAccount

(as of 06/30/2022)

TOTAL PROACCOUNT BALANCE \$52,468,896

PARTICIPANTS WITH PROACCOUNT

1,779

out of 4,722 total enrolled participants

AVG ACCOUNT BALANCE WITH PROACCOUNT

\$29,493

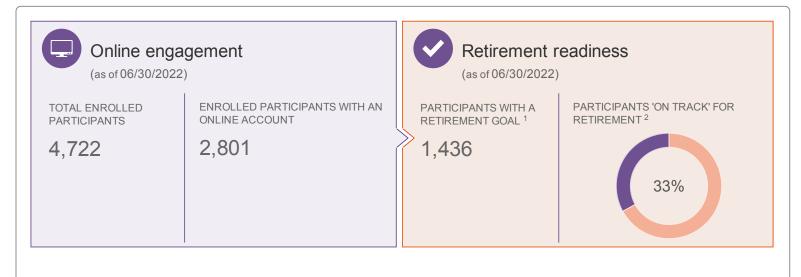


¹ Percentage of participants by number of investment classes.

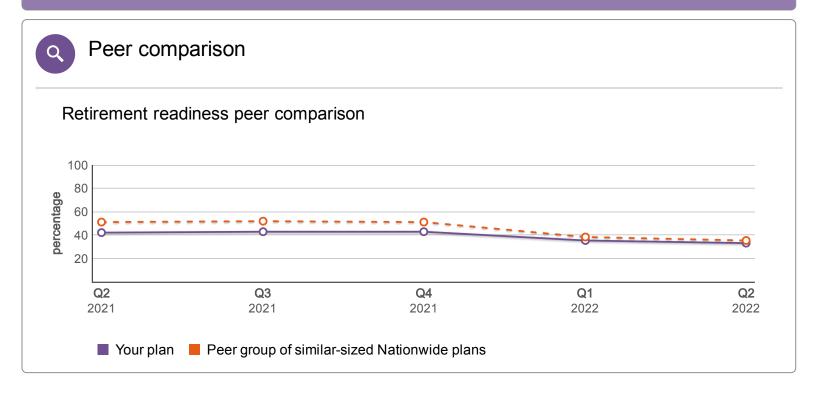
² Average number of asset classes - Average number of asset classes in which participants are invested.
Peer group - Average number of asset classes in which this peer group (cases with \$100 million - \$1 billion) is invested.
Recommended number of asset classes - The number of asset classes in which a participant should be invested for ideal diversification.

RETIREMENT READINESS

How many participants are prepared for retirement



Participants who actively review their online account and use their retirement outlook tools are 4 times more likely to take action and save more for retirement.



NRM-17390AO



¹ Participants with a retirement goal from My Interactive Retirement Planner®.

² Participants with a retirement goal from My Interactive Retirement Planner® and a retirement readiness score of "on track" (.915 or higher).

ASSET & FUND DETAILS



Asset class totals

Asset class	2020	2021	2022 YTD	% of total
Mid cap	\$11,833,930.69	\$11,920,889.17	\$8,883,567.27	4.4%
Large cap	\$64,388,241.86	\$72,461,073.02	\$52,306,321.39	26.1%
Balanced	\$14,714,168.13	\$15,805,092.77	\$12,801,314.68	6.4%
Bonds	\$10,981,042.51	\$12,193,420.46	\$10,151,639.47	5.1%
Short term	\$5,310,723.45	\$6,040,772.91	\$5,863,573.27	2.9%
Specialty	\$2,990,107.14	\$3,877,674.27	\$3,095,650.36	1.5%
Loan	\$5,147,271.47	\$4,384,354.43	\$4,334,838.25	2.2%
Asset allocation	\$19,122,295.86	\$21,186,940.73	\$17,723,134.70	8.8%
International	\$20,556,103.04	\$23,956,395.47	\$18,587,380.87	9.3%
Small cap	\$8,211,163.70	\$11,675,878.70	\$9,060,924.23	4.5%
Fixed assets and cash	\$56,782,919.51	\$57,933,659.76	\$57,765,907.18	28.8%
Total	\$220,037,967.36	\$241,436,151.69	\$200,574,251.67	100%

ASSET & FUND DETAILS



Total contributions by asset class

Asset class	2020	2021	2022 YTD	% of total
Mid cap	\$490,062.14	\$633,966.14	\$236,737.79	4.4%
Large cap	\$2,746,351.79	\$3,909,601.25	\$1,455,359.34	27.1%
Balanced	\$568,640.46	\$505,508.60	\$164,929.62	3.1%
Bonds	\$653,472.37	\$696,041.87	\$359,466.27	6.7%
Short term	\$147,630.52	\$373,913.91	\$207,246.59	3.9%
Specialty	\$190,935.35	\$250,220.75	\$116,026.79	2.2%
Asset allocation	\$1,317,062.86	\$1,771,709.72	\$770,898.17	14.4%
International	\$1,481,953.29	\$1,884,766.63	\$899,074.69	16.8%
Small cap	\$450,264.34	\$605,248.38	\$289,760.71	5.4%
Fixed assets and cash	\$1,827,319.67	\$2,190,952.94	\$866,015.84	16.1%
Total	\$9,873,692.79	\$12,821,930.19	\$5,365,515.81	100%

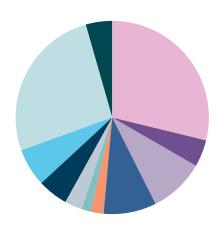
ASSET & FUND DETAILS

2022



Asset allocation

(as of 06/30/2022)



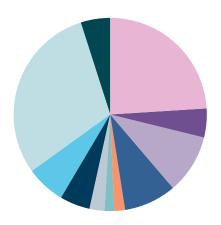
ASSET CLASS	YOUR PLAN	PEER GROUP	DIFFERENCE
Mid cap	4.4%	4.4%	0.0%
Large cap	26.1%	17.2%	8.8%
Balanced	6.4%	1.5%	4.8%
Bonds	5.1%	3.6%	1.5%
Short term	2.9%	2.2%	0.7%
SDO	0.0%	0.1%	0.0%
Specialty	1.5%	0.8%	0.8%
Loan	2.2%	0.0%	2.1%
Asset allocation	8.8%	11.7%	-2.9%
International	9.3%	4.6%	4.7%
Small cap	4.5%	2.5%	2.0%
Fixed assets and cash	28.8%	51.3%	-22.5%
Fixed Indexed Annuity	0.0%	0.0%	0.0%

2021



Asset allocation

(as of 12/31/2021)



ASSET CLASS	YOUR PLAN	PEER GROUP	DIFFERENCE
Mid cap	4.9%	5.6%	-0.6%
Large cap	30.0%	20.6%	9.4%
Balanced	6.5%	1.8%	4.8%
Bonds	5.1%	3.7%	1.4%
Short term	2.5%	2.0%	0.5%
■ SDO	0.0%	0.1%	0.0%
Specialty	1.6%	0.7%	0.9%
Loan	1.8%	0.0%	1.8%
Asset allocation	8.8%	11.0%	-2.3%
International	9.9%	5.3%	4.6%
■ Small cap	4.8%	3.1%	1.8%
Fixed assets and cash	24.0%	46.1%	-22.1%
Fixed Indexed Annuity	0.0%	0.0%	0.0%



Total account balance

(as of 06/30/2022)

Money source	Current value
Participant assets	\$200,574,251.67
Rollover Repayment Event Related	\$13,864.37
Salary Reduction	\$177,874,301.72
Rollover (Pre-Tax)	\$11,827,650.91
Rollover 457	\$6,078,628.69
Roth Contribution	\$1,701,700.22
Roth Rollover	\$82,023.26
Roth Rollover 457	\$79,163.48
QNEC Qualified Non-Elect Contribution	\$634.36
Loan balance	\$4,334,838.25
Total plan assets	\$200,574,251.67



Loan Details

(as of 06/30/2022)

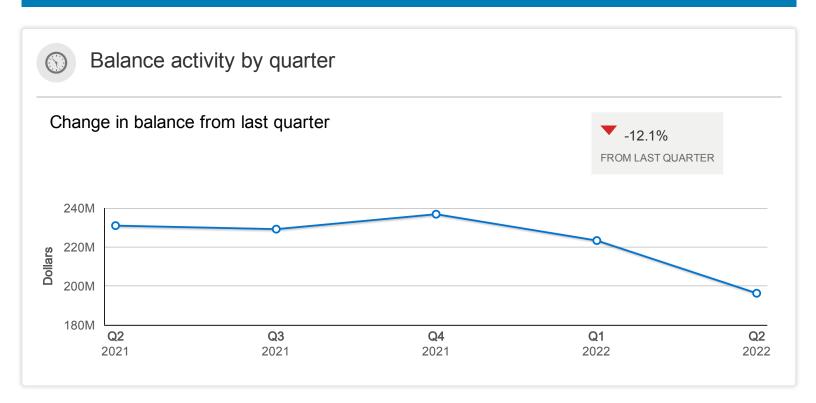
Loan type	Number of loans	Principal value
Active loans		
General purpose loan	392	\$2,349,292.07
Primary residence loan	25	\$275,851.91
Defaulted loans*		
General purpose loan	361	\$1,702,362.39
Primary residence Ioan	2	\$7,331.88
Total	780	\$4,334,838.25
* Default amounts are included in Beginning and Ending Balance		

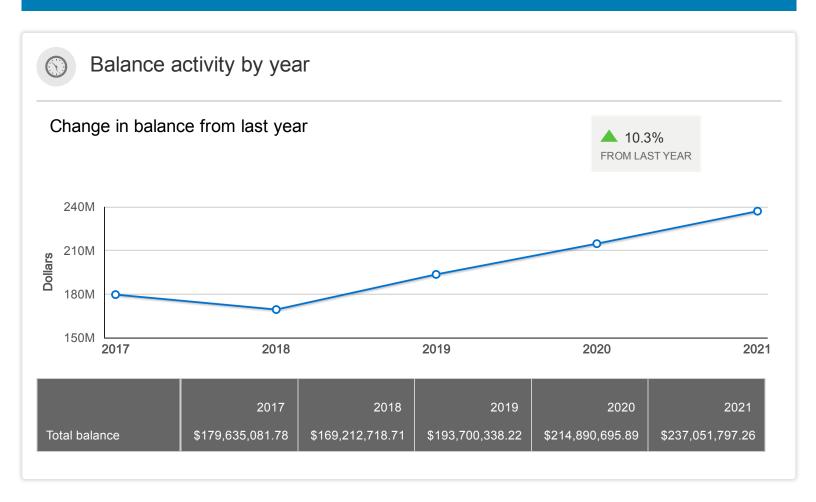


Contributions and transfers/rollovers-in

(as of 06/30/2022)

Туре	Year to date
Contributions	\$4,468,735.11
Transfers/Rollovers-In	\$558,042.05
Total	\$5,026,777.16







OPPORTUNITIES

Top opportunities to improve plan health

Encourage enrollment

Are you happy with your participation rate? Schedule an enrollment workshop today

Suggest online account usage

Those who engage in their online account are 4x more likely to save more for retirement

Propose contribution increases

Anything can help. Talk with your participants about the benefits of saving now for a better tomorrow

Discuss the benefits of Nationwide ProAccount

How participants are invested can play a big role in their retirement health

Additional opportunities

How participants are engaged in the plan

Are your participants in the correct status based on their age?

Check in with participants who may not be in the correct status.

What your participants are contributing

Starting to save early is one of the best ways to prepare for retirement.

Contact your Nationwide representative to schedule a workshop with your participants under the age of 30 to help them understand the benefits of saving more now.

Are your female participants actively contributing?

Host a workshop for women eligible and enrolled in your plan. Nationwide's Women & Investing tools can help.

Incremental increases can go a long way.

Let your participants know how having an automatic annual contribution increase can help them reach their retirement goal.

- Work with your Nationwide Retirement Specialist to help manage your loans.
- Are those closer to retirement aware of catch-up contributions?
 Let your participants know that catch-up contributions may help them reach their goal.

How your participants are invested

Are participants diversified enough?

Call your Nationwide retirement specialist and discuss your participants' asset diversification.

How many participants are prepared for retirement

How many participants are getting close to retirement?

Talk with your participants about which payout strategies may benefit them the most.



Investment Structure

	Value	Blend	Growth
Large	MFS Value Fund R4 American beacon Large Cap Value Inv	Vanguard Institutional Index (passive)	T. Rowe Price Blue Chip Fund Mainstay large Cap Growth Fund R2
Medium	Victory Sycamore Established Value I	Vanguard Mid Capitalization Index Admiral Class (passive)	Franklin Small Cap Growth
Small	Nuveen Small Cap Value I	Vanguard Small Cap Index Admiral Class (passive)	Prudential Jennison Small Company Z

Additional Asset Categories within Investment Line-up

Stable Value	Balanced	Real Estate
NationWide General Account	Fidelity Puritan Fund	Principal Real Estate Securities
Fixed Income	Target Date Funds	Asset Allocations
BlackRock High Yield Institutional	American Target 2010 R4	BlackRock 20/80 Target Allocation Inv A
Metropolitan West Total Return (M shares)	American Target 2015 R4	BlackRock 40/60 Target Allocation Inv A
Vanguard Short Term Inflation Securities (Admiral Class)	American Target 2020 R4	BlackRock 60/40 Target Allocation Inv A
	American Target 2025 R4	BlackRock 80/20 Target Allocation Inv A
International Equity	American Target 2030 R4	
Vanguard Developed Markets Index (Admiral Class) (passive)	American Target 2035 R4	
MFS International Value R4	American Target 2040 R4	
American Funds EuroPacific Growth R4	American Target 2045 R4	
American Funds New World R4	American Target 2050 R4	
	American Target 2055 R4	
	American Target 2060 R4	



DeKalb County Department of Purchasing and Contracting

ADDENDUM NO. 2

DR:bhr		
Name	Signature & Title	
		Company
The above Addendum No	o. 2 is hereby acknowledged:	
ACKNOWLEDGEMEN'	Γ	
Page 2 Addendum No. 2 RFP No. 22-500621		