

Attachment 2

Description of SFDCP

The purpose of this recordkeeper search is to hire a recordkeeper and trustee to administer and serve as trustee/custodian of the SFDCP deferred compensation plan and other services as provided for in this RFP. The deferred compensation plan is currently trusted and recordkept by Voya.

Appendix/Proposal Tech Attachments

In addition to the information provided in this document, the following resources have been made available to you through the ProposalTech system (and Appendix) and on the Retirement System's website:

1. Fee matrix spreadsheet (Price Proposal Form)
2. Investment Policy Statement
3. Plan Document
4. Quarterly factsheets
5. Unitization information for Core, futureReady and Target Date Funds
6. SFDCP Target Date Fund Prospectus
7. Voya SFDCP Monthly Board Report

SFDCP 457(b) Plan

The following information applies to the SFDCP 457(b) Plan.

<u>Plan Information (as of 12/31)</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Number of eligible employees	35,401	36,284	37,827
Number of total participants with a balance:	33,432	34,484	36,253
- Number of active participants	N/A	N/A	N/A
- Number of term/retired participants with a balance	N/A	N/A	N/A
- Number of term/retired participants with a balance <\$5,000	N/A	N/A	N/A
Average participant balance	\$127,171.00	\$146,175.00	\$159,354.00
Median participant balance	\$52,960.86	\$60,442.09	\$64,400.69
Participation rate	57.10%	57.50%	59.30%
Average participant deferral rate - Median	6.80%	7.00%	7.00%
Total plan assets	\$4,249,011,433	\$5,036,507,376	\$5,772,972,710
Total plan loan balance	\$45,993,596	\$50,258,213	\$56,350,450
Number of outstanding loans	4,477	4,696	4,992

<u>Plan Cash Flows (as of 12/31)</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Inflows: Employee Contributions	\$221,760,812	\$240,326,524	\$273,190,764
Inflows: Employer Contributions	\$0.00	\$0.00	\$0.00
Inflows: Rollovers into the Plan	\$12,974,804	\$13,193,433	\$25,184,242
Inflows: Loan Repayments & Interest	\$20,492,688	\$22,390,360	\$53,335,068
Outflows: New Loans	\$21,866,038	\$25,821,262	\$31,440,118
Outflows: Total Withdrawals/Distributions	\$190,934,707	\$211,317,523	\$271,627,569
Other Annual Inflows (Earnings, Forfeiture Reinstatements, Transfers In, Conversions In, Misc In)	\$533,266,972	\$1,806,542,496	\$1,343,816,628
Other Annual Outflows (Earnings, Transfers Out, Conversions Out, Misc Out, Admin Fees)	\$1,336,937,892	\$1,053,321,642	\$926,669,292

<u>Transactional Information (as of 12/31)</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Number of new enrollments	1,550	1,912	2,737
Number of new general purpose loans issued	1,521	1,761	2,003
Number of new residential loans issued	37	26	36
Number of partial distributions	4,948	5,206	5,857
Number of periodic/installment distributions	6,197	6,021	6,064
Number of total/lump sum distributions	1,129	1,268	1,274
Number of RMDs	2,053	2,180	2,052
Number of in-service withdrawals, excl. hardships	2,166	2,354	2,848
Number of hardships	17	22	25
Number of rollovers into the plan	317	478	674
Number of Roth in-plan conversions	6	24	25
Number of QDROs	52	48	42
Number of excess return contributions refunded	14	10	10

<u>Rollovers Out of the Plan</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Provider Name for De Minimus Rollovers (i.e., rollovers <\$5,000)	N/A	N/A	N/A
- Number of de minimus rollovers	N/A	N/A	N/A
Voluntary Rollovers	\$101,318,256	\$121,703,789	\$163,576,496
- Number of voluntary rollovers	732	802	920

<u>Communication-Related</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Website logins (annually)	530,868	445,239	510,521
VRS Calls (annually)	38,306	34,038	37,149
Chats (annually)	256	226	617
Call Center Calls (annually)	20,326	17,612	18,846
Current Call Center Hours	8a-8p ET Mon-Fri excluding stock market holidays	8a-8p ET Mon-Fri excluding stock market holidays	8a-8p ET Mon-Fri excluding stock market holidays
Average Length of Call Center Calls	10:23	10:14	10:03
% of employees with email address on file	N/A	N/A	N/A
Number of Voya Advisors on Staff for in-person meetings	5	4	5
Number of In-Person Meetings included in scope	5,963	7,789	9,013
Number of Locations for Meeting Days			
Number of customized webinars included in scope	16	17	17
Number of customized communications	48	52	52
- % sent electronically	89% (8)	91 (10) %	77% (10)
- % sent via postal mail	11% (1)	9% (1)	23% (3)
Number of targeted communication campaigns (e.g., beneficiary solicitation)	1	1	1
- % sent electronically	0	0	45%
- % sent via postal mail	100	100%	55%
Number of enrollment packages	2,500 (est.)	2,650	3,375
- % sent electronically	N/A	N/A	N/A
- % sent via postal mail	N/A	N/A	N/A
Number of 404(a)(5) Participant Disclosure notices	N/A	N/A	N/A
- % sent electronically	N/A	N/A	N/A
- % sent via postal mail	N/A	N/A	N/A
Number of participant statements	133,770	138,014	143,591

-% sent electronically	64%	63%	61%
-% sent via postal mail	36%	37%	39%
Number of electronic communications sent to participants	8	11	15
Custom fund fact sheets (if yes, how many? And who creates?)	Yes. 34; Voya and Morningstar	Yes. 34; Voya and Morningstar	Yes. 34; Voya and Morningstar
Number of participants included in bad address searches	N/A	N/A	N/A
Single sign-on used? If yes, how many connections?	N/A	N/A	N/A
Is a Total Rewards Statement provided?	N/A	N/A	N/A
Language Requirements other than English?	Chinese, Spanish	Chinese, Spanish	Chinese, Spanish
Are beneficiary elections on paper, electronic, or both? Please provide approximate percentages of paper vs. electronic.	Both	Both	Both
Who maintains the beneficiary elections that were received via forms – the recordkeeper or plan sponsor?	Voya	Voya	Voya

<u>Employer and Plan Feature Specifics</u>	<u>Response</u>
Name of payroll provider	Controller's Office
Number of demographic files received by the recordkeeper (annually)	Demo files combined with payroll files (see below)
Number of payroll files received by the recordkeeper (annually)	2022 - 136 files, 2023 - 140 files, 2024 - 88 files
Number of reverse file feeds sent from recordkeeper (annually)	N/A
Number/types of pay cycles (e.g., weekly, semimonthly)	Bi-Weekly, 2022 - 27 pay periods, 2023 - 27 pay periods, 2024 - 28 pay periods
Is payroll centralized or decentralized? How many different locations send payroll files?	Centralized
Number of source types (i.e., pretax, Roth, rollover, employer match, etc.)	7 (IPRR, Roth Rollover, Rollover, EE Pre-Tax, Roth, IP 457 RR, 457 Rollover)
Who calculates eligibility?	Voluntary Enrollment
Does the plan have auto enrollment? If so, what is the default %?	No
Does the plan have auto escalation? If so, in what increment?	No
How many loans are allowed?	Currently - 1 Project in flight to increase that to 2 in 2025.

Types of allowable in-service withdrawals?	73 Withdrawal, UEW, De Minimus, Rollover Withdrawal, Service Buyback, Retired Public Safety Officer Withdrawal
Types of allowable terminated employee distributions?	RMD, Partial Termination, Termination, Installments
Does the plan allow Roth contributions?	Yes
Does the plan allow in-plan Roth conversions?	Yes
Any fund/liquidity restrictions on the plan's investment options?	No restrictions

<u>Compliance-Related</u>	<u>Response</u>
Is the plan on a calendar year? If not, please state plan year dates.	No, June 30th
Is the plan ERISA or non-ERISA?	non-ERISA
Is the plan a safe harbor plan?	No
Is the plan document Individually Designed or Prototype?	Individually Designed
402(g) Limit Monitoring?	Yes
Other testing?	N/A
Auditing Support (yes or no)	No

Self-Directed Brokerage	<u>2022</u>	<u>2023</u>	<u>2024</u>
Provider Name	Charles Schwab	Charles Schwab	Charles Schwab
Number of participants with a self-directed brokerage account	576	640	740