**Presiding:** Roberts, Myrin, Total Quality Improvement

**Present**: Alexander, Martha, Institutional Equity & Equal Opportunity

Burchfield, Kari, College of Arts and Sciences

Burr, Stephen, ITS Enterprise Systems

Chen, Gang, Pharmacology and Nutritional Sciences

Frazier, James, EVPFA – Risk Management & Admin Services

Lasley, Catie, Executive Director of Human Resources

Miller, Stacy, Ag Extension Assistant Director

Sizemore, Megan, College of Communication and Information

Tearney, Michael, Retiree

Younce, Elaine, Chief of Commercial & Government Payer Admin UKHC

Ex Officio:

Amos, Richard, Chief Benefits Officer/Executive Director Know Your Rx Coalition

Carbol, Gail, Benefits Manager

Cox, Penny, Treasurer

Dugas, Gina, Associate VP for Finance & Administration/Acting VP and Chief Human Resources Officer

**Absent:** Akpunonu, Peter, College of Medicine, Chem Safety/Environmental

Buchheit, Rudy, Dean, College of Engineering

Martin, Angie, Planning, Budget and Policy Analysis

Schagane, Amanda, Alumni Career Services

Shotwell, Christian, College of Agriculture, Food, & Environment

Sharpe, Joe, Athletics

Stamper, Shannan, Office of Legal Counsel

Swartz, Colleen, Vice President for Hospital Operations

**Recorder**: Marianne Kuhn, Customer Service Representative

| Agenda Item & Speaker | REPORT | ACTION |
| --- | --- | --- |
| **Call to order – Myrin Roberts** | Myrin Roberts called the meeting to order at 2:03 PM.  | No action needed. |
| **Review of the** **March 17, 2022 Minutes** | Myrin Roberts asked for review and approval of the minutes.  | Minutes were approved by a show of hands. |
| **Fidelity FWB Update:****Bruce White** | Bruce White presented on Fidelity’s focus areas for 2022.**Focus areas are total well-being, diversity and inclusion, future workforce, lifetime income solutions and cyber security.*** Chris Perry and Mike Fischer, Fidelity financial planners, have been fully remote during pandemic but are ready to move to more in-person, one-on-one meetings at UK. Remote meetings will remain an option.
* Currently, Investment Centers are located in Cincinnati and Louisville. Lexington Investment Center location is being planned, hiring in Lexington in anticipation of staffing this center.
* Fidelity uses detailed data analytics to ensure plans are working for all UK employees.
* Income solutions include bringing annuity and distribution services closer to the plan. Two new distribution options added last year.
* Fidelity has excellent track record in cyber security. Customer guarantee that if they lose money due to no fault of their own, Fidelity will make them whole if there is a breach.

**UK Plan Summary*** Total plan assets as of Q4 2021: $3.2 billion. Continued growth each year. Up from $1.8 billion in 2018.
* Participants as of Q4 2021: 22,867 with 18,785 being active employees; average age 44.
* Employee engagement is a focus; engaged means employee has at least signed on to website at least once in the past year.
* Savings are always higher for those employees who are engaged.
* Ex: 63% of employees have Target Date Strategy. Engaged have balance of $77,357 while unengaged have balance of $42,085. Younger investors are more passive and are majority of new enrollees.
* Employee engagement at UK has increased from 60% in 2018 to 67% in 2021.
* Fidelity does outreach to those who are “deeply unengaged” or those who have not logged into online account in the past year.
* Core line-up was narrowed down last year. Fees were reduced and fees became transparent.
* Loan and Withdrawal activity: 13% of active participants have loans vs. 2% in peer group.
* UK doesn’t offer hardship withdrawals with Fidelity. Something to consider as this could reduce loans.
* The 13% might include defaulted loans; Bruce is going to check on this.

**Next Generation Workforce*** 32% of active participants are 35 or younger.
* 69% of age 35 or younger are women.
* Fidelity focusing on this generation with resources geared toward them including:
* Financial Wellness Check-up
* Learn Hub – Brings together relevant resources on critical topics
* Emergency Savings/Goal Booster
* Debt Tools and Solutions
* Long-term retirement savings plans
* Future plans include expanded text campaigns and social media pilots

**SECURE 2.0 Pending Legislation*** Built on and expands the SECURE Act of 2019 to improve retirement savings accounts.
* Has already passed in the House and will probably be passed by Senate in the fall.
* One provision would allow employee in matching retirement plan to put their contribution toward paying off student debt while still receiving employer match.
* Required Minimum Distribution age increasing to 75 as people work longer and live longer.
* Catch-up provisions in plans could become mandatory ROTH, funded by post-tax contributions
* Some provisions could become effective 1/1/2023.
* Plan re-design could be necessary based on this legislation.
 | No action needed. |
| **Other Business – Myrin Roberts** | No other business was reported. | No Action Needed |
| **Meeting convened – Myrin Roberts** | Myrin Roberts ended the meeting at 2:54 PM. |  |
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