Retirement Committee Meeting
Wednesday, October 8th, 2025, at 12:00 PM
GMT | 101 Queen City Park Road | Burlington, VT 05401

Attendees:
Present at GMT:
Nick Foss, Director of Finance
Daryl Straw, Future Planning Associates
John Servin, NFP
Stephanie Reid, Director of Human Resource
Rich Carmo, Sr. Staff Accountant
Nathan Bergeron, Urban Union Steward

Present Via ZOOM:
Christopher Costes, Rural Union Steward
Commissioner Austin Davis

Absent:
Clayton Clark, General Manager

Meeting Called to Order:
Nick Foss called the meeting to order at 12:03PM.

Adjustment to the Agenda:
No adjustments to the agenda.

Public Comment:
No public comments.

Approval of February Minutes:
Nate Bergeron moved to accept the February Minutes; Stephanie Reid seconded; all others were in favor and the motion passed unanimously.

Fund Line-up Review:
John Servin presented
FI360 Report Overview:

BlackRock Emerging Markets Fund Issues:
- All funds performing well accept one, BlackRock Emerging Markets Fund.
- Underperformance in both return and risk metrics.
- Fund performance affected by slow response to geopolitical events (Russia's invasion of Ukraine, China's regulatory crackdown).
- Lead Portfolio Manager recently replaced
- New manager's track record is not publicly available

Recommendation:

- Replace BlackRock Emerging Markets Fund with Dodge & Cox Emerging Markets Stock Fund.
- Even though Dodge & Cox has only been around for 4 years, it has strong performance (24.48% return vs. 7.53% for BlackRock).
- Morningstar rates it four stars and gives it a Silver Medalist rating.
- FI360 score: Zero (dark green), indicating top-tier performance.
- Diversified holdings with no outsized asset concentration.
- Top holdings include: Taiwan Semiconductor, Walmart Mexico, Samsung, Tencent, and Alibaba amongst many others.

Note: Vanguard Real Estate Fund improved to the 48th percentile (green zone), no longer under review.

Committee Decision:
Nate Bergeron made a motion to replace the BlackRock Emerging Markets fund with the Dodge & Cox Emerging Markets Stock fund; Stephanie Reid seconded; all others were in favor and the motion passed unanimously.

- Daryl to implement change and send 30-day notice to participants.
- Target implementation date: November 15.

Note: Vanguard Real Estate Fund improved to the 48th percentile (green zone), no longer under review.

<u>Rural Transfer:</u>

Highlights

- John Servin is also the financial adviser for RCT.
- Team acknowledges that sending out a communication soon would be beneficial to employees to bring visibility of upcoming events and how it may impact their retirement plans.
- Daryl will prepare the distribution packets for the St Albans employees who have a balance. Stephanie will provide the list of names, for all the employees.
- A new Retirement Committee policy will have to be drafted and approved after the rural transfer. An opportunity to make improvements will arise, such as timing of the meeting and if public can attend.
    - Initial consensus is to keep the meeting quarterly and to move to away from a public meeting structure

Q&A

1. **Question:** How are the retirement balances from FGI (Rural) employees going to be treated as they shift from GMT into RCT, potentially on January 1, 2026; and even for Berlin employees (forecasted July 1, 2026) once they move into TVT?
   Answer: Both are qualified plans they would be able to enroll and move over retirement plans. In addition, employees would have to do the moving in the form of a rollover.

2. **Question:** what happens to the employees that have money accrued and are not yet vested? GMT wants to ensure that unvested employees subject to the transfer do not lose out on retirement contributions

Answer: Daryl suggested that this would be an amendment to the contract. He will be investigating this further and get back to the team with an update and options available. Because based on current laws, there are certain allocation thresholds and tenure requirements that need to be met to not lose out on the funds accrued.

Other Items of Discussion:

Fund Monitoring, Vanguard Short-Term Bond Fund:

- In 75th percentile, but not a concern due to its index nature.
- Return: 6.29% vs. median 6.37%.
- Committee agreed that index funds should be compared to benchmarks, not medians.

Fund Monitoring, American Funds Target Date Funds:

- Represent ~60% of plan assets.
- Strong performance across all vintages.
- Example: 2010 fund returned 12.1% vs. median 8.75%.
- Committee praised decision to retain American Funds over Vanguard alternatives.

Note: Team is looking at additional ways of bringing variety and improvement to the agenda.

Adjournment:

The meeting adjourned at 12:43PM.