



December 6, 2024

MEMORANDUM

TO: VRS Board of Trustees

FROM: Patricia S. Bishop
Director

RE: Agenda Materials for December 12th Board Meeting

We are looking forward to the December 12th Board meeting beginning at 1:00 p.m. in the VRS Boardroom (Chesapeake conference room) located at 1111 East Main Street, Bank of America - Pavilion Building, 3rd floor. Enclosed are the agenda and meeting materials. Boxed lunches will be available at 11:00 a.m. immediately following the Audit and Compliance Committee meeting.

Listed below is a recap of the meetings scheduled for next week:

Meeting	Date	Location
Audit and Compliance Committee	Thursday, December 12 th , 10:00 a.m.	Bank of America Pavilion, 1111 E. Main St., 3 rd floor, Chesapeake Conference Room
Board of Trustees	Thursday, December 12 th , 1:00 p.m.	Bank of America Pavilion, 1111 E. Main St., 3 rd floor, Chesapeake Conference Room

Again, we look forward to seeing you next week. If you have any questions, please feel free to contact me.

Attachments



Board of Trustees Meeting
VRS, 1111 E. Main St., 3rd
Floor Board Room
Thursday, 12/12/2024
1:00 - 3:30 PM ET

I. Approve Minutes

• **November 14, 2024**

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II. Report of the Chief Investment Officer

CIO Report - December 2024 - Page 9

Performance Summary 10.31.2024 - Page 15

Daily Asset Allocation Report 12.04.2024 - Page 16

New Investments and Terminations 12.12.2024 - Page 17

• **RBA – Approve Updated FY2025 DB Plan Asset Allocation**

RBA - Updated FY2025 DB Plan Asset Allocation - Page 18

III. Report of the Defined Contribution Plans Advisory Committee

Report of the Defined Contribution Plans Advisory Committee - 12.5.2024 - Page 20

IV. Report of the Audit and Compliance Committee

Report of the Audit and Compliance Committee - Page 23

V. Custodial and Signature Authorization Resolutions

Resolution - Master Custodial Services and Signing of Official Documents - Page 25

Custodial Authorization 12.12.24 updated redline - Page 27

Custodial Authorization 12.12.24 updated clean - Page 30

Signature Authorization 12.12.24 updated redline - Page 33

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VI. Report of the Director

FY 2025 Agency Roadmap Update - November - Page 39

Director's Report - Page 41

VII. Closed Session (Information Technology)

Minutes

A regular meeting of the Virginia Retirement System Board of Trustees was held on November 14, 2024, in Richmond, Virginia with the following members participating:

Board members:

A. Scott Andrews, Chair (*attended remotely from Hanover, VA under § 2.2-3708.3(B)(4)*)

Michael P. Disharoon, Vice Chair

Hon. J. Brandon Bell, II (*entered at 1:17 p.m.*)

John M. Bennett

Lawrence A. Bernert, III

Susan T. Gooden, Ph.D. (*entered at 1:41 p.m.*)

Jessica L. Hood

Del. Matthew James

Lindsey K. Pantele

VRS Staff:

Patricia Bishop, Jennifer Schreck, Andrew Junkin, Nikolai Abaev, John Alouf, Advait Apte, Rory Badura, Parham Behrooz, Brock Bell, Matt Bennett, Erica Billingslea, Jessica Budd, Jeanne Chenault, Michael Cooper, Perry Corsello, David Cotter, Juanita Cribbs, Sara Denson, Laurie Fennell, Laura Fields, JT Grier, Krystal Groff, Mehtab Haleem, Dane Honrado, KC Howell, Sandy Jack, LaShaunda King, Kristina Koutrakos, Chung Ma, Curt Mattson, Scott Mootz, Walker Noland, Greg Oliff, Angela Payne, Vera Pleasants, Laura Pugliese, Shawn Rabalais, Paula Reid, Mark Rein, Jummai Sarki-Hurd, Dan Schlusser, Jenny Schoeller, Kristy Scott, Michael Scott, Larry Tentor, Emily Trent and Leslie Weldon.

Guests:

Laura Albanese, Financial Investment News; Jim Anderson, Kurt Dosson and Becky Stouffer, Gabriel, Roeder, Smith & Company; Harrison Bader, Blackrock; Thomas Cosmmer, PineBridge Investments; Joe Ebisa, With Intelligence; Elizabeth Myers, Office of the Attorney General; Kimberly Sarte, Joint Legislative Audit & Review Commission; and Erin Shell, Virginia Auditor of Public Accounts.

The meeting convened at 1:00 p.m.

Opening Remarks

Mr. Andrews called the meeting to order and welcomed everyone to the November 14, 2024, meeting of the Virginia Retirement System Board of Trustees.

Approval of Minutes

Following a motion by Mr. Disharoon, and a second by Mr. James, the VRS Board of Trustees unanimously approved the minutes from its October 17, 2024, meeting.

Report of the Investment Advisory Committee

Hance West, Vice Chair of the Investment Advisory Committee (IAC), began his report by noting the IAC met on November 6, 2024, and did not approve the minutes from its August 14, 2024, meeting as the IAC did not have the legally required quorum physically present to take official action. The Committee will take up the minutes at its next meeting. The Committee received the Chief Investment Officer's report from Andrew Junkin (CIO) covering asset allocation, performance and new manager hires and terminations since the August 14th IAC meeting. A presentation on Global Equity Benchmarking was given by Mr. Junkin focusing on existing exposure to foreign adversaries as currently defined by the Secretary of Commerce. A Request for Board Action (RBA) outlining a policy proposing restrictions to the portfolio and benchmark exposures to designated foreign adversaries was presented to the IAC for discussion.

Following the CIO report, staff provided an update on the following topics:

- Outline of various fund scenarios including baseline recovery, global recession, stagflation and productivity boost.
- Case studies surrounding possible market drawdown scenarios.
- Updates on Asset Allocation and review of the current Roadmap, Expected Glide Path, and next steps.
- Annual Program Reviews for the Private Markets Team and general overview on Private Equity, Credit, and Real Assets.
- Review of the Real Assets investment program, including an overview, an update on market fundamentals and portfolio exposures, results (including the impacts of market headwinds and tailwinds), top 10 managers, Diverse Investment Manager Engagement (DIME) managers and forward-looking plans for Real Assets.
- Private Equity Program: topics included an overview, exposures, results (including VRS results relative to the investment rate of return by vintage year), VRS Co-investment program, top 10 investment managers, DIME managers, as well as forward-looking plans for Private Equity.
- Credit Strategies and Private Investment Partnership Programs: topics included an overview, asset allocation, market update, exposures, results, top 10 managers, DIME managers and a forward look for both programs.

Mr. Andrews thanked Mr. West for his report.

Report of the Chief Investment Officer

Andrew Junkin began his report with a market overview and discussed asset allocation, total fund portfolio and tracking error, concluding that risk measures are within Board-approved levels.

Next, Mr. Junkin discussed the New Investment and Terminations report, the Diverse Investment Manager Engagement (DIME) report and the External Investment Manager Referral report. Further, Mr. Junkin gave a presentation on Global Equity Benchmarking, focusing on existing exposure to foreign adversaries as currently defined by the Secretary of Commerce.

Upon a motion by Mr. Bennett, with a second by Mr. Bernert, the VRS Board of Trustees approved the following action:

RBA: Approve Policy Related to Certain Foreign Investments

Request for Board Action 2024-11-32: *The Virginia Retirement System Board of Trustees authorizes the Chief Investment Officer (CIO) to pursue a policy related to current and future investments in countries designated as foreign adversaries by the Office of the Secretary of Commerce. This policy may include restricting some or all of such investments, and the relevant benchmarks used by VRS for such investments, in the designated countries. The Board further determines that such a policy is consistent with VRS' fiduciary duty.*

Mr. Andrews thanked Mr. Junkin for his report.

CEM Cost Effective Analysis of VRS Investment Program

Chris Doll of CEM Benchmarking, Inc., presented the results of the Investment Benchmarking Analysis for the five-year period ending December 31, 2023. The presentation is a review of VRS' investment costs and performance versus a peer group. Mr. Doll advised that VRS' five-year and ten-year performance placed VRS in the positive value-added, low-cost quadrant of the cost effectiveness chart. The fund was below benchmark costs as it paid less than the peer group for similar services and had a lower cost implementation style. In summary, Mr. Doll concluded the cost-effective management of the plan is generating the appropriate results on both the value side with the top line performance and the savings managed by negotiating with external managers and managing money internally.¹

Mr. Andrews thanked Mr. Doll for his presentation and commended the Investment staff for their efforts to continue delivering positive value-added results at a lower cost.

Report of the Benefits and Actuarial Committee

The Benefits and Actuarial Committee met on November 14, 2024, and took up the following matters:

APPROVAL OF MINUTES

The Committee approved the minutes of its October 16, 2024, meeting.

GABRIEL, ROEDER, SMITH & COMPANY (GRS) 2024 ACTUARIAL VALUATION RESULTS FOR POLITICAL SUBDIVISION RETIREMENT PLANS, THE VIRGINIA LOCAL DISABILITY PROGRAM (VLDP), THE LOCAL HEALTH INSURANCE CREDIT (HIC) PLANS, AND THE LINE OF DUTY ACT (LODA) FUND.

Jim Anderson, Becky Stouffer and Kurt Dosson from the VRS plan actuary, Gabriel, Roeder, Smith & Company (GRS), presented the June 30, 2024, actuarial valuations for the Political Subdivision Plans, the Virginia Local Disability Program (VLDP), Local Health Insurance Credit (HIC) Plans and the Line of Duty Act (LODA) Fund. The VRS actuary conducts annual valuations as of the close of the fiscal year (June 30). In odd-numbered years, the valuations are used to establish employer contribution rates. The results in

¹ Revised detailed cost and value-add information was provided to staff by CEM after the meeting and subsequently shared with the Board of Trustees.

even-numbered years are shared with the Board of Trustees to inform the Board of any emerging trends or indications of the magnitude and direction of contribution rates.

Similar to the statewide pension plans, the investment gains from the market value return for the total fund of 9.9% exceeded the long-term assumed rate of return of 6.75% for fiscal year 2024 but were partially offset by higher-than-expected cost-of-living increases and salary increases provided during the fiscal year. This resulted in an increase in funded status and a decrease in the informational contribution rate for the political subdivision pension plans in aggregate.

The other post-employment benefits (OPEB) plans experienced larger increases in funded status due to favorable demographic experience and investment gains. In addition, the HIC plans for Constitutional Officers and Social Services employees received additional cash infusions to help pay down unfunded liabilities. Informational contribution rates trended lower for the OPEB plans compared to the 2023 rate-setting valuations.

The LODA plan is a pay-as-go plan that must collect the funds required to pay the benefits expected to be incurred over the coming year. The informational premium rate is lower than the current LODA rate due in part to a change in methodology with respect to recognition of interest on employer contributions as well as favorable demographic experience. Future rates are still expected to increase due to increasing health care costs, an increasing number of beneficiaries and a static or decreasing number of full-time equivalent members over which to spread the premium costs.

GRS delivered an abbreviated version of their presentation to the full Board of Trustees.

Upon a motion by Mr. Bennett, with a second by Mr. Disharoon, the VRS Board of Trustees approved the following action:

Request for Board Action 2024-11-33: The Virginia Retirement System Board of Trustees accepts the June 30, 2024, Actuarial Valuations conducted by the VRS plan actuary, Gabriel, Roeder, Smith & Company, for the (i) Political Subdivision Retirement Plans; (ii) Health Insurance Credit (HIC) Plans for political subdivisions; (iii) State-Funded HIC for constitutional officers, social services employees and registrars; (iv) Virginia Local Disability Program, including Self-Funded Long-Term Care; and (v) Line of Duty Act Fund.

INFORMATION ITEM

Confirmed 2025 B&A Committee Meeting Schedule:

The Committee reviewed the 2025 meeting schedule.

- February 5
- April 15
- June 11
- October 15
- November 12

Mr. Andrews thanked Mr. Bennett for the report. Mr. Andrews next thanked GRS and the VRS staff actuaries for their hard work in developing, validating and delivering the results.

Corporate Governance Report

Dan Whitlock, Director, Global Equity Public Management, presented the Corporate Governance Report. He began by thanking Stephen Adelaar and David Cotter for their contributions and input. Mr. Whitlock reviewed the FY 2024 Corporate Governance Report and provided an overview of the Proxy Voting and Litigation Policy to the Board.

He advised that Institutional Shareholder Services, Inc. (ISS) continues to provide proxy research and implementation services for VRS. Mr. Whitlock advised that during 2023, VRS adopted the ISS Global Board-Aligned Voting Policy. A summary of the 2024 U.S. voting guidelines was presented to the Board. An annual examination of the relationship with ISS includes a review of any changes to the policy, managerial evaluation of any changes and feedback to ISS, and participation in a survey to voice opinions on potential policy changes.

Mr. Whitlock provided an overview on VRS securities litigation and investment organizations. Lastly, Mr. Whitlock discussed involvement in investor organizations, stating VRS continues to be a non-voting member of the Council of Institutional Investors.

Mr. Andrews thanked Mr. Whitlock for his presentation.

Report of the Director

Trish Bishop, VRS Director, began her report with a review of the FY 2025 VRS Project Portfolio and New Coverage Elections.

Ms. Bishop informed the Board that VRS received an Honorable Mention for outstanding beneficiary campaign (with MissionSquare Retirement) in fiscal year 2024. Additionally, VRS received the 2024 Public Pension Standards Award for Funding and Administration from the Public Pension Coordinating Council (PPCC), becoming the 21st consecutive award VRS received from PPCC.

Ms. Bishop then made the following announcements to the Board:

- VRS celebrated Customer Service Week October 7 – October 11, 2024.
- VRS held its annual celebration of Diwali, one of India's biggest and most important festivals, on November 6th, during which staff enjoyed learning more about the meaning of Diwali and partaking in celebratory events.
- The Agency Annual Meeting will be held at the Omni Richmond Hotel on December 17, 2024, to celebrate annual achievements and present awards.

Ms. Bishop presented an overview of Actuarial Measures and Key Indicators for fiscal year 2025. The overview included a comparison of the actual fund market value versus the expected for FY 2025, a comparison of pension cash flows for the first quarter of the fiscal year compared to the prior year, as well as the average increase in CPI year to date.

Lastly, Ms. Bishop advised the Board of upcoming committee and board meeting dates.

Mr. Andrews thanked Ms. Bishop for her report.

Other Business

Mr. Andrews reviewed the following meeting schedule:

- Defined Contribution Plans Advisory Committee – December 5 at 1:00 p.m.
- Audit and Compliance Committee – December 12 at 10:00 a.m.
- Board of Trustees – December 12 at 1:00 p.m.

Adjournment

There being no further business and following a motion by Mr. Disharoon, with a second by Ms. Pantele, the VRS Board of Trustees agreed to adjourn the meeting at 3:05 p.m.

Chair

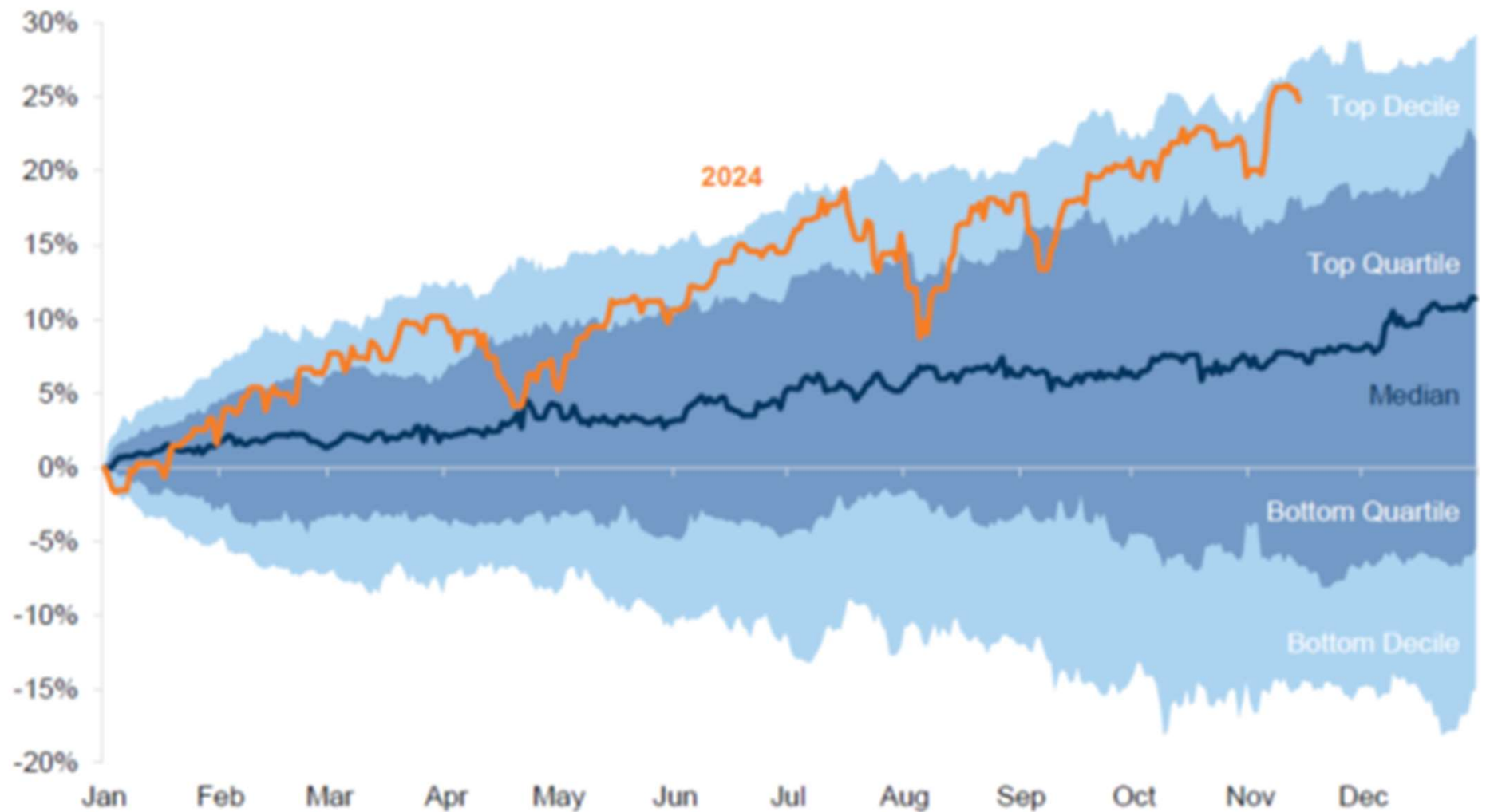
Secretary



Chief Investment Officer Report

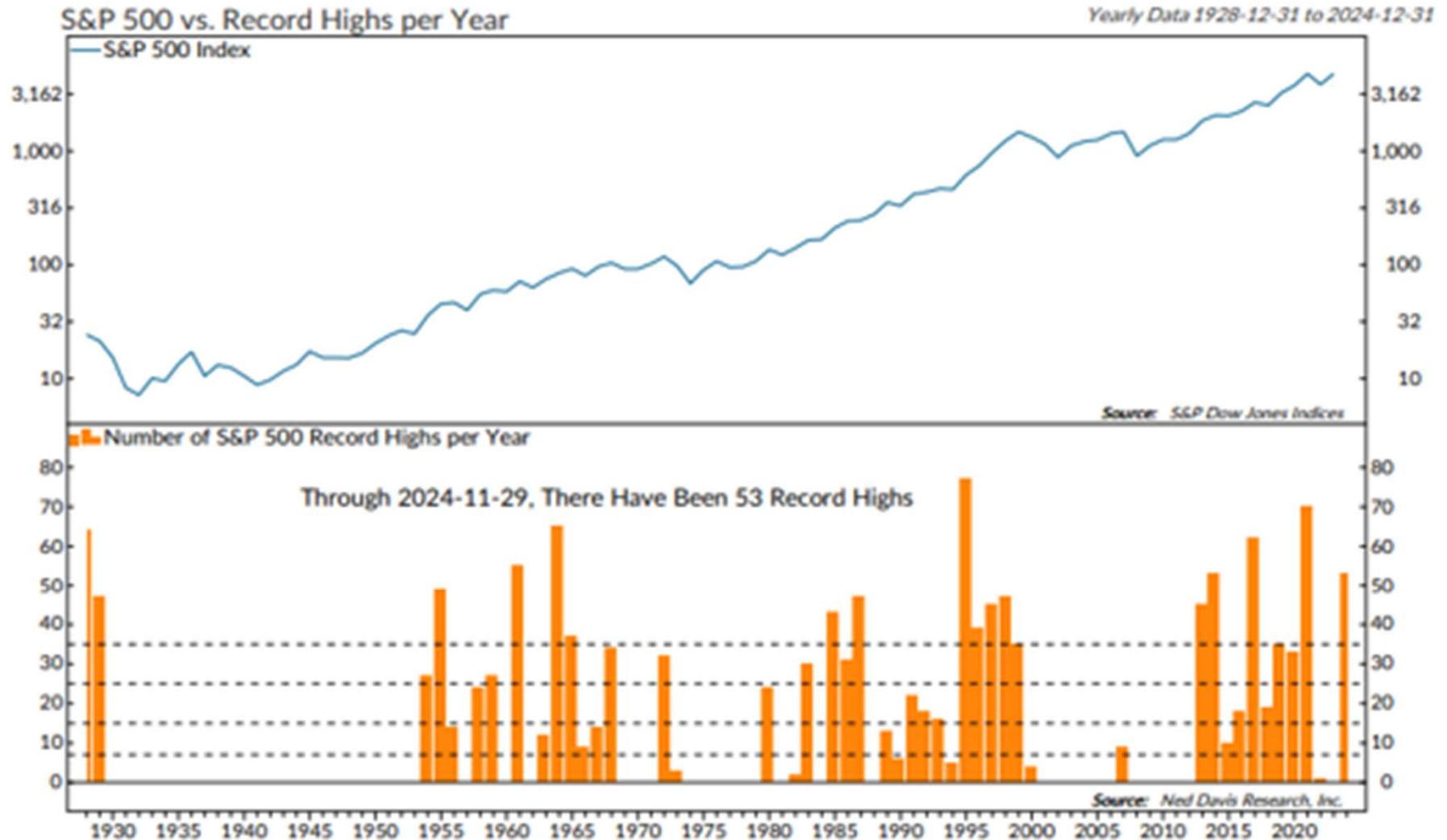
Market Review – December 2024
Andrew Junkin

S&P 500 Returns

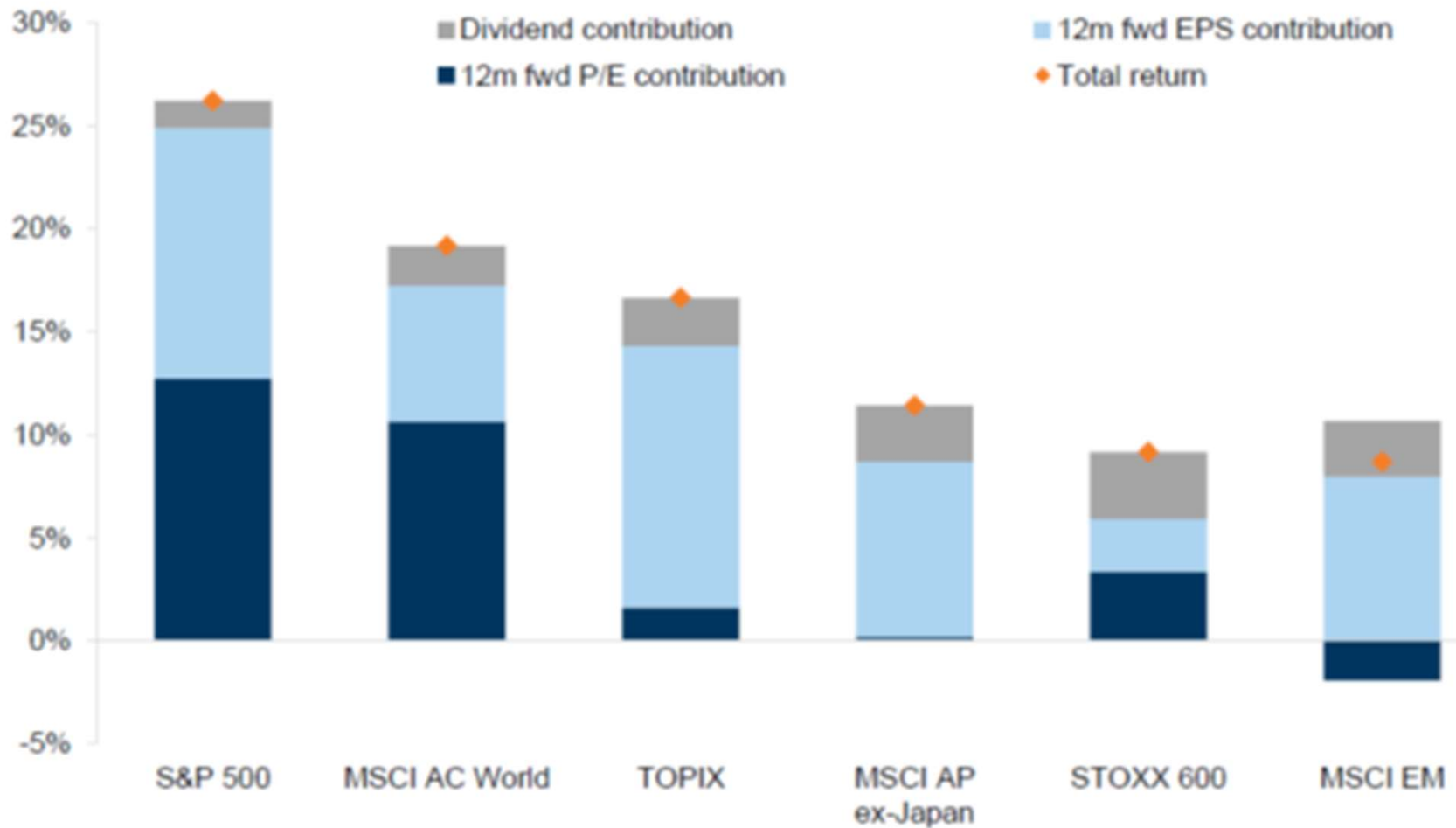


Source: Bloomberg, Datastream, Goldman Sachs Global Investment Research

S&P 500 vs. Record Highs per Year



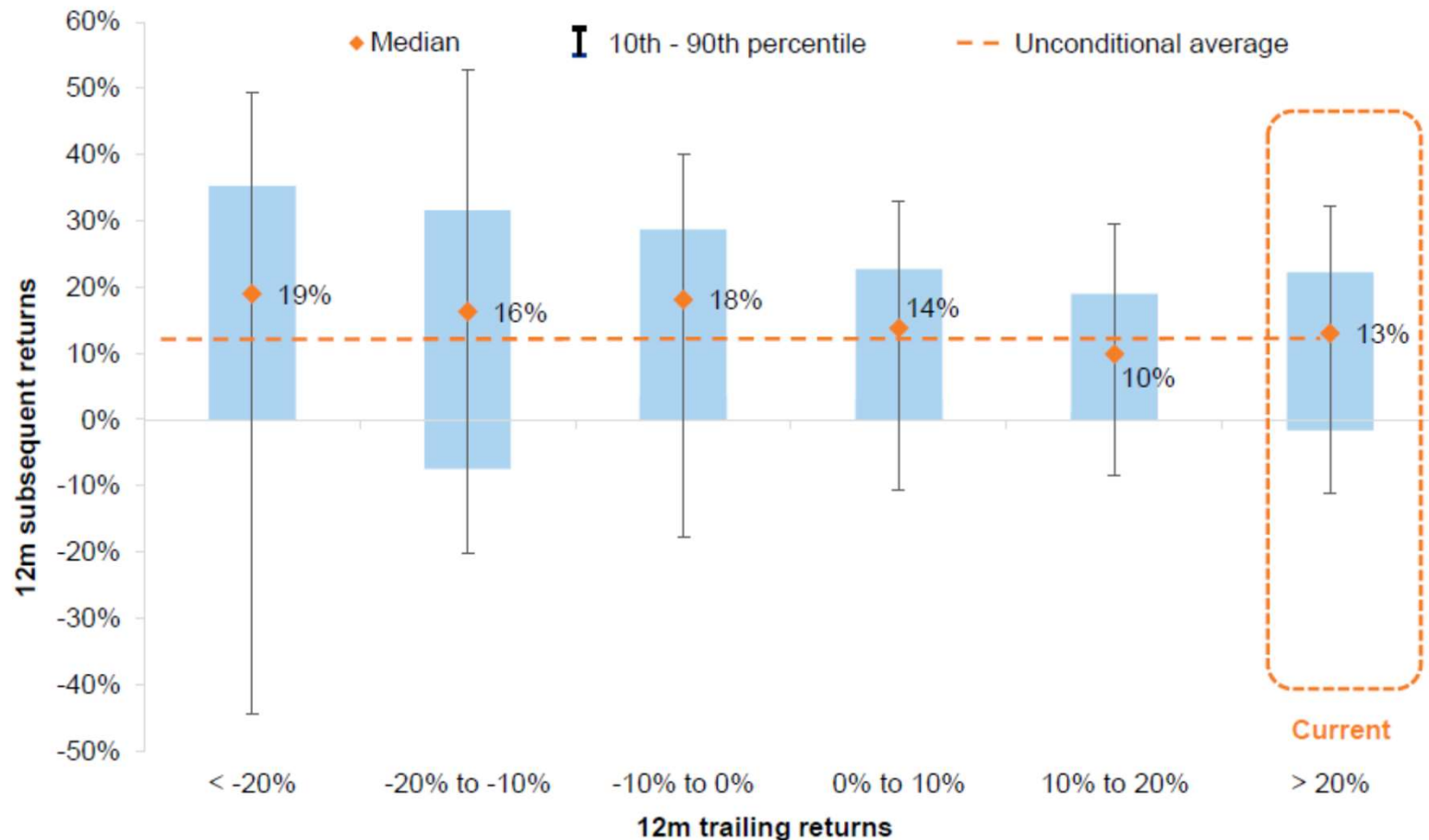
Sources of Stock Markets Returns



Source: Datastream, Goldman Sachs Global Investment Research

1-Year Forward S&P 500 Returns Following 1-Year Trailing Returns; History Since 1929

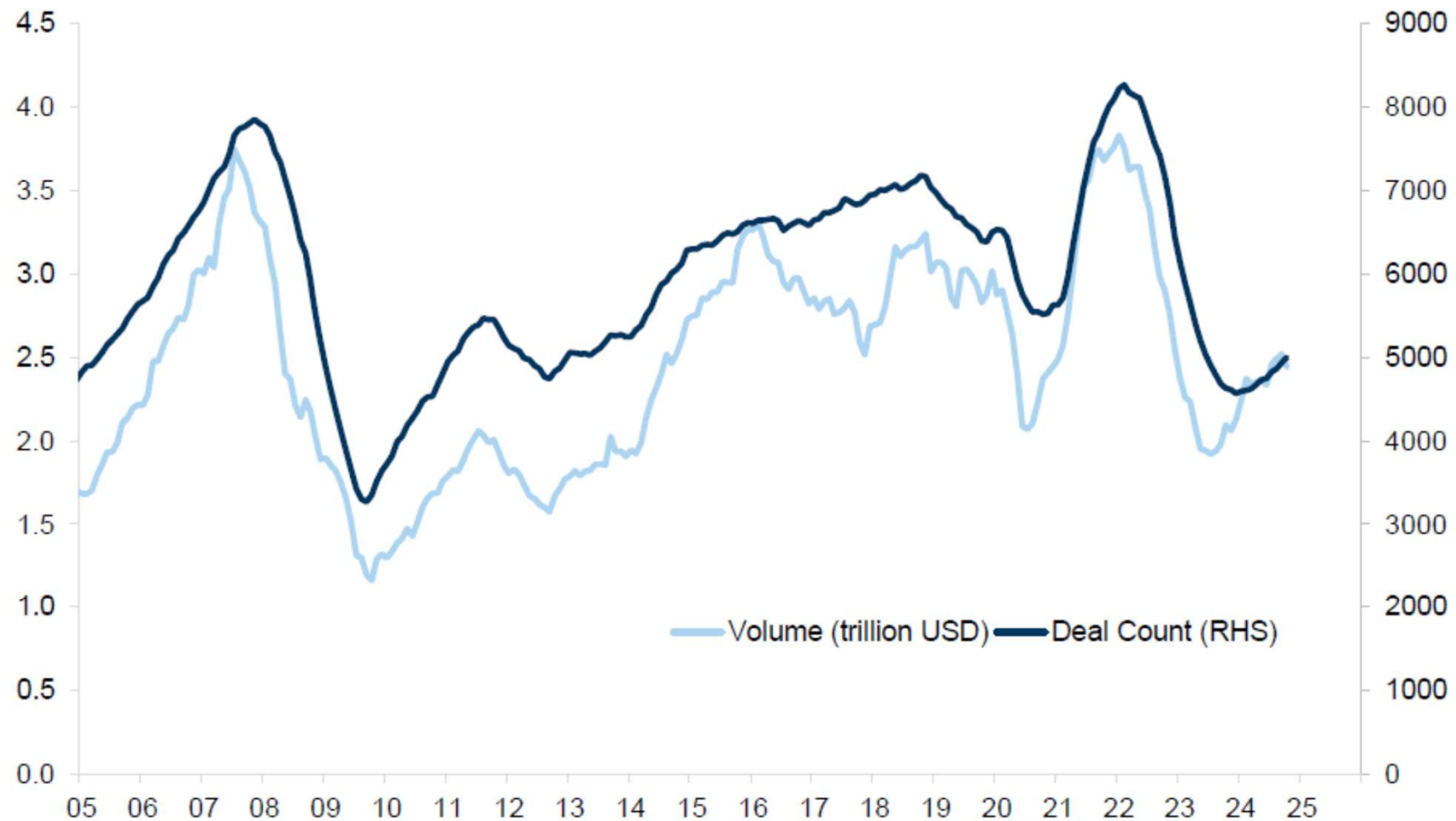
1-year forward S&P 500 returns following 1-year trailing returns; history since 1929



Source: Bloomberg, Datastream, Goldman Sachs Global Investment Research

Number of Deals and Volume in USD

Number of deals and volume in USD



Source: Bloomberg, Goldman Sachs Global Investment Research

PERFORMANCE SUMMARY

Rolling Periods Ending

October 31, 2024



TOTAL FUND PERFORMANCE

(Net of Fees)

	10 Yr	5 Yr	3 Yr	1 Yr	Qtr	Month	Fiscal YTD	Cal YTD	Market Value (\$MM)
Total Public Equity	9.1	11.1	6.4	33.3	2.6	-1.7	4.7	16.6	38,037
<i>Benchmark</i>	9.1	11.1	5.3	32.5	2.4	-2.3	5.0	15.2	
Total Private Equity	13.8	14.8	6.1	4.0	0.3	-0.2	0.4	4.2	18,948
<i>Benchmark</i>	11.6	12.3	6.1	18.2	8.7	2.1	4.7	26.9	
Total Real Assets	7.9	5.8	5.0	-1.6	0.6	0.0	0.7	-1.9	14,516
<i>Benchmark</i>	5.8	3.4	1.7	-4.1	0.1	0.1	0.2	-3.6	
Total Credit Strategies	6.4	7.7	6.1	11.6	2.4	0.4	3.0	8.2	17,989
<i>Benchmark</i>	5.2	5.3	4.9	12.8	2.1	0.1	3.3	6.9	
Total Diversifying Strategies	n/a	5.0	3.1	8.7	-0.6	-1.0	-1.3	4.1	3,826
<i>Benchmark</i>	n/a	5.6	2.6	13.0	1.9	0.6	2.5	6.5	
Total Private Investment Partnerships	n/a	9.5	7.3	8.9	2.3	0.0	2.3	6.8	2,365
<i>Benchmark</i>	n/a	7.5	4.8	8.3	3.6	0.7	2.7	9.1	
Total Fixed Income	2.4	1.1	-1.4	11.8	0.6	-2.4	2.9	2.8	17,204
<i>Benchmark</i>	1.6	0.0	-1.9	11.2	0.4	-2.4	2.7	2.3	
Total Fund	7.8	8.7	5.0	14.4	1.4	-0.9	2.6	7.7	115,851
<i>VRS Custom Benchmark</i>	7.1	7.4	3.9	17.1	2.7	-0.7	3.5	10.3	

Effective July 2013, the VRS Custom Benchmark is a blend of the Asset Class Benchmarks at policy weights.

Effective January 2024, the Total Fund includes leverage.

The VRS Cash Account, the Treasurer Short-Term Investment Account, the VRS Rebalancing Account, transition activity and accounts with market values of less than \$1 million are included in the Total Fund's market value. Differences in market value totals are due to rounding.

The Performance Report may differ from the VRS Annual Comprehensive Financial Report (ACFR) due to each report's requirements and objectives.

Leverage Cost Measurement Information

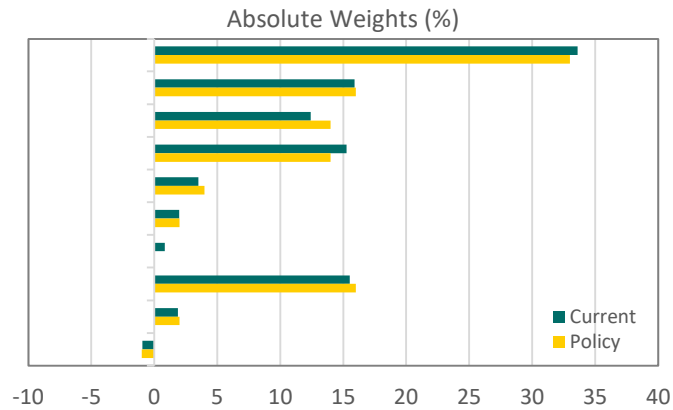
(Information provided for purposes of monitoring the cost effectiveness of leverage implementation.)

	10 Yr	5 Yr	3 Yr	1 Yr	Qtr	Month	Fiscal YTD	Cal YTD	Market Value (\$MM)
Leverage	n/a	n/a	n/a	n/a	1.5	0.5	2.0	n/a	(703)
<i>Benchmark</i>	n/a	n/a	n/a	n/a	1.4	0.5	2.0	n/a	

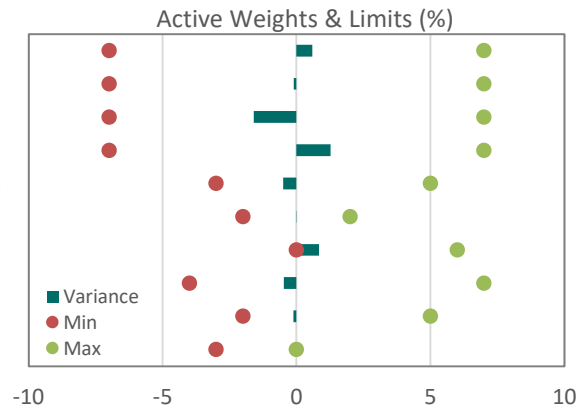
Effective January 2024, the Leverage Custom Benchmark is the Secured Overnight Financing Rate (SOFR) plus 50 basis points per annum.

Daily Asset Allocation Report

December 4, 2024



Public Equity
Private Equity
Real Assets
Credit Strategies
Diversifying Strategies
PIP
EMP
Fixed Income
Cash
Leverage



Tracking Error (%)	
5Yr Fund	2.4
5Yr Public	1.7

Asset Class	Billions (\$)	Weights (%)					
		Current	Policy	Variance	Min	Max	Internal
Public Equity	39.3	33.6	33.0	0.6	26	40	50
Private Equity	18.6	15.9	16.0	-0.1	9	23	12
Real Assets	14.5	12.4	14.0	-1.6	7	21	17
Credit Strategies	17.9	15.3	14.0	1.3	7	21	4
Diversifying Strategies	4.1	3.5	4.0	-0.5	1	9	0
Private Investment Partnerships (PIP)	2.3	2.0	2.0	0.0	0	4	0
Exposure Management Portfolio (EMP)	1.0	0.8	0.0	0.8	0	6	0
Fixed Income	18.2	15.5	16.0	-0.5	12	23	95
Cash	2.2	1.9	2.0	-0.1	0	7	0
Leverage	-1.1	-0.9	-1.0	0.1	-3	0	0
Total Fund (Net Market Value)	117.0	100.0	100.0	0.0	n.a.	n.a.	36
Total Fund (Gross Market Value)	118.1	100.9	101.0	-0.1	n.a.	n.a.	0

Exposures by Policy Groups

Public + Private Equity	57.9	49.5	49	0.5	39	59	n.a.
Fixed Income + Cash	20.4	17.4	18	-0.6	12	27	n.a.

- Total Fund includes the following amount held by the Treasurer of VA: \$ 76 million
- The values shown for each asset class on this report may reflect adjustments related to derivative positions in the Rebalance Account, pending transactions and certain accruals, in order to provide a more descriptive representation of the true economic exposure to each asset class (0 adjustments applied)
- The VRS Defined Benefit Plan Investment Policy Statement established the total fund tracking error range as the allowable observed tracking error calculated quarterly using 5 years of history as of 9/30/2024
- Differences in totals are due to rounding

Program	Action	Effective Date	Commitment/ Current Value	Funding/ Defunding Period	Description
Exposure Management Portfolio	Hired	10/09/2024	\$150 Million	2 years	Pretium Homebuilder Finance Fund - A debt strategy investing in residential transition and homebuilder finance loans.
Real Assets	Hired	11/20/2024	\$125 Million	4 years	Artemis Income & Growth Fund II – A closed-end fund investing in diversified, core-plus real estate in the U.S.
Real Assets	Hired	11/20/2024	\$50 Million	4 years	Artemis Income & Growth Fund II Separate Account - A separate account focused on investing with smaller, real estate fund managers in the U.S.
Total Fund	Opened	10/31/2024	\$200 Million	Immediate	BSCL Layoff Strategy – An internally managed enhanced cash strategy.

**Approve Updated FY2025 Defined Benefit Plan
Strategic Asset Allocation.**

Requested Action

The VRS Board of Trustees approves the updated FY2025 Defined Benefit Plan Strategic Asset Allocation and Allowable Ranges, effective January 1, 2025.

Description/Background

Board Strategic Asset Allocation and Allowable Ranges. The Board approved the current FY2025 Defined Benefit Plan Strategic Asset Allocation and Allowable Ranges at the June 20, 2024 Board meeting. As part of the transition to the Board's long-term defined benefit plan strategic asset allocation (which was approved at the June 15, 2023 Board meeting), the Chief Investment Officer (CIO) recommends the following target exposures and allowable ranges effective January 1, 2025.

Asset Class	Current FY 2025 Target	Allowable Range		Proposed Updated FY 2025 Target	Allowable Range	
		Min	Max		Min	Max
Public Equity	33%	26%	40%	33%	26%	40%
Private Equity	16%	9%	23%	16%	9%	23%
Real Assets	14%	7%	21%	14%	7%	21%
Credit Strategies	14%	7%	21%	15%	8%	22%
Diversifying Strategies	4%	1%	9%	4%	1%	9%
Private Investment Partnerships (PIP)	2%	0%	4%	2%	0%	4%
Exposure Management Portfolio (EMP)	0%	0%	6%	0%	0%	6%
Fixed Income	16%	12%	23%	16%	12%	23%
Cash	2%	0%	7%	2%	0%	7%
Total Fund (Gross)¹	101%			102%		
Asset Allocation Leverage	-1%	-3%	0%	-2%	-3%	0%
Total Fund (Net)²	100%			100%		
High-Level Exposure						
Total Equity	49%	39%	59%	49%	39%	59%
Fixed Income + Cash	18%	12%	27%	18%	12%	27%
Rebalancing Leverage		-3%	0%		-3%	0%

¹ Reflects total amount invested.

² Reflects total amount invested less leverage.

Staff will not, by its tactical actions, underweight or overweight any individual asset class beyond the minimum and maximum allowable ranges. However, market action or Fund liquidity needs could cause an individual asset class to be temporarily below the minimum allowable range or above the maximum allowable range. In such rare cases, using the high-level rebalancing ranges, the CIO will have the flexibility to exceed the individual allowable ranges if the deviation is related to market actions or Fund liquidity needs, if the CIO believes bringing an individual asset class back within its allowable range would not be economically prudent. If, however, the CIO determines an individual asset class needs to be brought back into its allowable range, staff will establish an action plan. In any event, the CIO will communicate the deviation to the Board on a timely basis.

Staff will not, by its tactical actions, cause the Strategic Asset Allocation Leverage (comprised of Asset Allocation Leverage and Rebalancing Leverage) to surpass its limit. However, market action or Fund liquidity needs could cause the Strategic Asset Allocation Leverage to be temporarily above the limit. In such rare cases, the CIO will have the flexibility to exceed the maximum limit if the deviation is related to market actions or Fund liquidity needs, if the CIO believes bringing the Strategic Asset Allocation Leverage back within its limit would not be economically prudent. If, however, the CIO determines the Strategic Asset Allocation Leverage needs to be brought back within its limit, staff will establish an action plan. In any event, the CIO will communicate the deviation to the Board on a timely basis.

Rationale for Requested Action

The recommended Strategic Asset Allocation and Allowable Ranges reflects the current market conditions and continues to allow for easier management of the asset allocation.

Authority for Requested Action

The Board is authorized to approve this recommendation pursuant to the provisions of *Code of Virginia* §§ 51.1-124.22 and -124.30.

The above action is approved on December 12, 2024, with an effective date of January 1, 2025.

A. Scott Andrews, Chair
VRS Board of Trustees

Date

Report

The Defined Contribution Plans Advisory Committee (DCPAC) convened on December 5, 2024, at 1:00 p.m. and took up the following matters:

WELCOME AND INTRODUCTION

Dr. Gooden welcomed Committee members, Board members, agency officials, representatives from stakeholder groups, and other members of the public joining in person and through electronic means, to the DCPAC.

APPROVAL OF MINUTES

The Committee approved the minutes of its September 12, 2024, meeting.

INVESTMENTS

Global Equity Benchmarking

Andrew Junkin, VRS Chief Investment Officer (CIO), presented an overview of global equity benchmarking, focusing on existing exposure to foreign adversaries as currently defined by the Secretary of Commerce. The Virginia Retirement System Board of Trustees authorized the CIO to pursue a policy related to current and future investments in countries designated as foreign adversaries by the Office of the Secretary of Commerce. This policy may include restricting some or all of such investments, and the relevant benchmarks used by VRS for such investments, in the designated countries. The Board further determined that such a policy is consistent with VRS' fiduciary duty.

Performance Reports

Staff provided an overview of the October 31, 2024, investment performance reports for the unbundled DC plans and the TIAA Retirement Choice (RC) contract ORPHE plan.

CEM Defined Contribution Plans Survey

Staff reviewed the CEM DC Plans 2023 survey results, which was comprised of 104 corporate and 27 public plans representing \$1.4 trillion in assets. Staff informed the Committee that the survey results included the unbundled DC Plans supplemental 457 Deferred Compensation Plan, in addition to the bundled TIAA program for ORPHE. Staff noted that the TIAA information was based solely on the TIAA RC contract. Staff included the CEM DC Survey Reports in the Appendix for the Committee to review.

ADMINISTRATION

Administration Reports & Communications

Staff provided an overview of the DC Plans and an update on administrative reports for the third quarter of 2024. An overview of assets and accounts across the various defined contribution plans, as well as account trends, was also provided.

Staff informed the Committee that VRS received an Honorable Mention for its outstanding beneficiary campaign (with MissionSquare Retirement) for the MarCom Awards in fiscal year 2024.

Total assets across all plans have increased 31% since this time last year, reaching \$10 billion. Hybrid Retirement Plan assets and accounts continue to increase as new members are added to the hybrid plan, which is now the primary plan. Further, staff provided updates on plan assets and accounts as well as hybrid voluntary contribution elections. ORPHE activities included Open Enrollment in October, which allows participants to change providers.

ORPHE Update

Staff provided an overview of ORPHE reports for the third quarter of 2024, including plan assets and accounts.

ORPHE Employer Update Report

Mr. Larson provided an overview of the ORPHE Annual Employer Update hosted by VRS on September 25, 2024. He noted that 18 participating institutions were present.

DC Plans Recordkeeper Transition Update

Staff provided a project status on the DC Plans Recordkeeper transition to Voya. Milestones were reviewed, including the contract documents being finalized, the transition websites going live, and integrated testing being conducted. VRS staff have been working with MissionSquare and Voya to make sure call centers are up and running and employer support teams are ready. Highlights of the overall project were provided relating to the transition in January and beyond Go Live.

Annual Administrative Expense Reports

Staff provided an overview of the administrative expense report and annual cost update for FY 2024, as required by the DCPAC Charter. The report provided total participant counts, as well as direct and indirect costs associated with administering VRS' Defined Contributions Plans. Total administrative costs related to participants and expenditures for FY 2024 were provided, along with a table containing cost data for the five-year period from FY 2020 to FY 2024.

OTHER BUSINESS

Code of Ethics

Staff informed the Committee that an email notification would be forthcoming that will include instructions for completing the review and affirmation of the Board of Trustees' Code of Ethics and Conduct, an annual requirement of VRS advisory committee members. Staff shared that Committee members will be able to electronically sign and submit the affirmation statement. Committee members will also receive the annual Conflict of Interest Act (COIA) filing requirement from the Virginia Conflict of Interest and Ethics Advisory Council in the next few weeks.

DISCUSSION OF NEW IDEAS

No new business was brought before the Committee.

2025 MEETINGS

Dr. Gooden confirmed the DCPAC meeting dates for 2025:

- March 6, 2025, at 1 p.m.
- May 15, 2025, at 1 p.m.
- September 11, 2025, at 1 p.m.
- December 4, 2025, at 1 p.m.

There was no other business to come before the Committee.

Submitted to the Board of Trustees on December 12, 2024.

Susan T. Gooden, Chair
Defined Contribution Plans Advisory Committee

Report

The Audit and Compliance Committee (committee) met on December 12, 2024. Senator Bell welcomed committee members, board members, agency officials, representatives from stakeholder groups and other members of the public joining in person and through electronic means. The committee discussed the following:

APPROVAL OF MINUTES

The committee approved the minutes of its September 18, 2024, meeting.

EXIT ON THE AUDITOR OF PUBLIC ACCOUNTS (APA) 2024 ANNUAL COMPREHENSIVE FINANCIAL REPORT (ACFR) AUDIT

The APA informed the committee audit work over the 2024 VRS ACFR was substantially completed as of December 11th and they will issue an unmodified opinion on VRS' financial statements. Further, they noted their companion "Report on Internal Controls and Compliance" would be issued next month (January 2025).

ENTRANCE WITH THE APA REGARDING EMPLOYER ASSURANCES (GASB 68 AND 75)

The APA then introduced Eric Sandridge who will serve as the APA's project director for VRS moving forward. Mr. Sandridge provided the committee with an overview of the upcoming examinations designed to provide participating employers and their auditors the assurances necessary to prepare their own annual comprehensive financial statements in accordance with Governmental Accounting Standards Board Statements:

- No. 68, which focuses on employer reporting over pension plans.
- No. 75, which deals with employer reporting over other post-employment benefit plans.

The APA anticipates issuing its opinions on these matters on or about June 30, 2025.

AUDIT REPORT

The committee received one audit report.

- The review of *Purchase of Prior Service* determined overall, purchases of prior service are valid, complete and processed in accordance with the *Code of Virginia*. There were no formal recommendations resulting from this review.

QUALITY ASSURANCE REVIEW OF THE INTERNAL AUDIT DEPARTMENT

The Audit Director presented the results of the department's once every five years comprehensive Quality Assurance Review as of June 30, 2024, noting the review concluded there is reasonable assurance the VRS Internal Audit Department generally conforms with the *International Standards for the Professional Practice of Internal Auditing*, which is the highest rating possible. The Audit Director noted this review will be validated by an independent third party with results reported at the committee's April meeting.

UPDATE ON THE GLOBAL INTERNAL AUDIT STANDARDS IMPLEMENTATION

The Audit Director continued the discussion from the committee's September meeting related to the Chief Audit Executive's (CAE) qualifications and competencies, sharing the recently updated job description for the position. The Audit Director also provided updates, the planned timeline and the cycle of committee activities for the department's implementation of the new *Global Internal Audit Standards*.

QUARTERLY REPORT ON FRAUD, WASTE AND ABUSE HOTLINE CASES

The Audit Director shared there were no fraud, waste and abuse hotline complaints reported to Internal Audit through the Office of the State Inspector General, or any other source, during the period of August 1, 2024, through October 31, 2024.

MISCELLANEOUS UPDATES

The committee received the following miscellaneous updates:

Management's Quarterly Travel Expenses and Per Diem Reports

The committee received Management's Quarterly Travel Expenses and Per Diem report.

Next Committee Meeting Date

The committee's next meeting is scheduled for Tuesday, April 15, 2025, at 3:00 p.m.

Respectfully submitted to the Board of Trustees on December 12, 2024.

Sen. J. Brandon Bell, II, Chair
Audit and Compliance Committee

Review of VRS Master Custodial Services and Signing of Official Documents

December 12, 2024

Resolution: Master Custodial Services and Signing of Official Documents



- Consider an amendment to the Resolution for Master Custodial Services to add the Chief Financial Officer to those permitted to open and close accounts.
- Consider an amendment to the Resolution for Payment of Retirement System Funds in the State Treasury and Signing Official Documents to allow the Senior Procurement Specialist to sign purchase orders or contracts not exceeding \$30,000.
- Consider technical amendments to both resolutions.

R E S O L U T I O N
FOR MASTER CUSTODIAL SERVICES

Pursuant to the authority vested in the Board of Trustees of the Virginia Retirement System by *Code of Virginia* § 51.1-149, on this ~~9th day~~ 12th day of ~~February 2023~~ December 2024, it is HEREBY

PREVIOUS DESIGNATIONS REVOKED

RESOLVED, that all prior designations by the Board of Trustees of the Virginia Retirement System of persons authorized to sign investment invoices and actions involving the distribution or payment of funds or transfer of assets of the Virginia Retirement System under ~~their~~your custodial control as well as actions involving administrative matters and proxies within their custodial control are hereby revoked; and

VRS ASSET TRANSFERS AND ACCOUNT PAYMENTS

BE IT FURTHER RESOLVED, that dual signatures, one of which shall be from the Director of the Virginia Retirement System, the Chief Financial Officer, the Chief Operating Officer, the Customer Services Director, or the Chief Technology and Security Officer and the second shall be from the Chief Investment Officer, the Chief Administrative Officer - Investments, the Investments Compliance Officer or the Investments Office Administrator, are hereby required and that those persons are designated and authorized by the Board to sign for all actions involving the distribution or payment of funds or transfer of assets of the Virginia Retirement System under ~~their~~your custodial control that (i) are not initiated by an authorized investment advisor associated with the settlement of a purchase or sale transaction and (ii) are not for the payment of investment management, consulting or custodian fees. If investment personnel are unavailable, any two of the listed VRS administrative personnel could sign. However, in no event shall both signatures be those of investment department personnel; and

VRS ACCOUNT ADMINISTRATIVE MATTERS

BE IT FURTHER RESOLVED, that the Director of the Virginia Retirement System, the Chief Investment Officer, the Chief Administrative Officer - Investments, the Investments Compliance Officer, the Investments Office Administrator, the Chief Financial Officer, the Controller and the ~~Manager of~~ Investment Accounting Manager are designated by the Board as those additional persons authorized to open and close accounts and take other administrative actions for the VRS accounts not involving the signing of official documents in the name of the Board of Trustees of the VRS or the distribution or payment of funds or transfer of assets of the Virginia Retirement System under ~~their~~your custodial control; and

PROXIES

BE IT FURTHER RESOLVED, that the Chief Investment Officer, the Chief Administrative Officer - Investments, or the Investments Compliance Officer are hereby designated by the Board as the persons authorized to sign proxies for the VRS accounts; and

COMPLIANCE

BE IT FURTHER RESOLVED, that the Director of the Virginia Retirement System, the Chief Investment Officer, the Chief Administrative Officer - Investments, or the Investments Compliance Officer are hereby designated by the Board as those persons authorized to sign for all actions involving compliance issues to include, but not be limited to, class action suits, tax exemptions, authorized signatures, stock and bond powers, required resolutions as needed, etc.

ATTEST:

A. Scott Andrews, Chair
VRS Board of Trustees

Patricia S. Bishop
Secretary to the VRS Board of Trustees/VRS
Director

**VIRGINIA RETIREMENT SYSTEM AUTHORIZED SIGNATURES
FOR MASTER CUSTODIAL SERVICES**

Patricia S. Bishop
Director

Andrew H. Junkin
Chief Investment Officer

Leslie B. Weldon
Chief Financial Officer

Mark A. Rein
Chief Technology and Security Officer

Michael P. Cooper
Chief Operating Officer

Robert L. Irving
Customer Services Director

Curtis M. Mattson
Chief Administrative Officer - Investments

David ~~E.~~ Porter
Controller

Laurie ~~L.~~ Fennell
Investments Compliance Officer

Abida W. Arezo
Investment Accounting Manager

Danita R. Barnes
Investments Office Administrator

**COMMONWEALTH OF VIRGINIA
CITY OF RICHMOND, TO-WIT:**

The foregoing instrument was acknowledged before me this ~~9th day~~ 12th day of ~~February 2023~~ December 2024 by A. Scott Andrews; Patricia S. Bishop; Andrew H. Junkin; Mark A. Rein; Michael P. Cooper; Robert L. Irving; Curtis M. Mattson; Leslie B. Weldon; Laurie ~~L.~~ Fennell, Abida W. Arezo; David ~~E.~~ Porter and Danita R. Barnes.

LaShaunda B. King, Notary Public

My commission expires September 30, 2026.

R E S O L U T I O N
FOR MASTER CUSTODIAL SERVICES

Pursuant to the authority vested in the Board of Trustees of the Virginia Retirement System by *Code of Virginia* § 51.1-149, on this 12th day of December 2024, it is HEREBY

PREVIOUS DESIGNATIONS REVOKED

RESOLVED, that all prior designations by the Board of Trustees of the Virginia Retirement System of persons authorized to sign investment invoices and actions involving the distribution or payment of funds or transfer of assets of the Virginia Retirement System under their custodial control as well as actions involving administrative matters and proxies within their custodial control are hereby revoked; and

VRS ASSET TRANSFERS AND ACCOUNT PAYMENTS

BE IT FURTHER RESOLVED, that dual signatures, one of which shall be from the Director of the Virginia Retirement System, the Chief Financial Officer, the Chief Operating Officer, the Customer Services Director, or the Chief Technology and Security Officer and the second shall be from the Chief Investment Officer, the Chief Administrative Officer - Investments, the Investments Compliance Officer or the Investments Office Administrator, are hereby required and that those persons are designated and authorized by the Board to sign for all actions involving the distribution or payment of funds or transfer of assets of the Virginia Retirement System under their custodial control that (i) are not initiated by an authorized investment advisor associated with the settlement of a purchase or sale transaction and (ii) are not for the payment of investment management, consulting or custodian fees. If investment personnel are unavailable, any two of the listed VRS administrative personnel could sign. However, in no event shall both signatures be those of investment department personnel; and

VRS ACCOUNT ADMINISTRATIVE MATTERS

BE IT FURTHER RESOLVED, that the Director of the Virginia Retirement System, the Chief Investment Officer, the Chief Administrative Officer - Investments, the Investments Compliance Officer, the Investments Office Administrator, the Chief Financial Officer, the Controller and the Investment Accounting Manager are designated by the Board as those additional persons authorized to open and close accounts and take other administrative actions for the VRS accounts not involving the signing of official documents in the name of the Board of Trustees of the VRS or the distribution or payment of funds or transfer of assets of the Virginia Retirement System under their custodial control; and

PROXIES

BE IT FURTHER RESOLVED, that the Chief Investment Officer, the Chief Administrative Officer - Investments, or the Investments Compliance Officer are hereby designated by the Board as the persons authorized to sign proxies for the VRS accounts; and

COMPLIANCE

BE IT FURTHER RESOLVED, that the Director of the Virginia Retirement System, the Chief Investment Officer, the Chief Administrative Officer - Investments, or the Investments Compliance Officer are hereby designated by the Board as those persons authorized to sign for all actions involving compliance issues to include, but not be limited to, class action suits, tax exemptions, authorized signatures, stock and bond powers, required resolutions as needed, etc.

ATTEST:

A. Scott Andrews, Chair
VRS Board of Trustees

Patricia S. Bishop
Secretary to the VRS Board of Trustees

**VIRGINIA RETIREMENT SYSTEM AUTHORIZED SIGNATURES
FOR MASTER CUSTODIAL SERVICES**

Patricia S. Bishop
Director

Andrew H. Junkin
Chief Investment Officer

Leslie B. Weldon
Chief Financial Officer

Mark A. Rein
Chief Technology and Security Officer

Michael P. Cooper
Chief Operating Officer

Robert L. Irving
Customer Services Director

Curtis M. Mattson
Chief Administrative Officer - Investments

David Porter
Controller

Laurie Fennell
Investments Compliance Officer

Abida W. Arezo
Investment Accounting Manager

Danita R. Barnes
Investments Office Administrator

**COMMONWEALTH OF VIRGINIA
CITY OF RICHMOND, TO-WIT:**

The foregoing instrument was acknowledged before me this 12th day of December 2024 by A. Scott Andrews; Patricia S. Bishop; Andrew H. Junkin; Mark A. Rein; Michael P. Cooper; Robert L. Irving; Curtis M. Mattson; Leslie B. Weldon; Laurie Fennell, Abida W. Arezo; David Porter and Danita R. Barnes.

LaShaunda B. King, Notary Public

My commission expires September 30, 2026.

RESOLUTION
FOR PAYMENT OF RETIREMENT SYSTEM FUNDS
IN THE STATE TREASURY AND SIGNING OFFICIAL DOCUMENTS

Pursuant to the authority vested in the Board of Trustees of the Virginia Retirement System by *Code of Virginia* § 51.1-149, on this 129th day of December 2024~~February 2023~~ it is hereby

RESOLVED, that all prior designations by the Board of Trustees of the Virginia Retirement System of persons authorized to sign vouchers and Voucher Transmittals issued by the Retirement System for the payment of funds of the Retirement System in the State Treasury are hereby revoked; and

BE IT FURTHER RESOLVED, that the State Treasurer, the Director of Operations, and the Director of Cash Management and Investments, or their designees, are hereby designated by the Board as those persons authorized to sign only those vouchers issued by the Retirement System for the payment of funds of the Retirement System in the State Treasury which are contained in Agency Business Unit 15800 Account Number 103607, which has been designated by the Comptroller as the short-term investment account, including but not limited to, funds used to purchase short-term securities to mature within two (2) years and to effect repurchase agreements involving securities of varying maturities which are held as short-term investments; and

BE IT FURTHER RESOLVED, that the Director of the Retirement System, the Chief Financial Officer, the Chief Operating Officer, the Customer Services Director and the Chief Technology and Security Officer, whose signatures appear herein, are hereby designated by the Board as those persons authorized to sign Voucher Transmittals issued by the Retirement System for the payment of any and all funds of the Retirement System in the State Treasury and any and all accounts designated by the Comptroller as Retirement System funds accounts, including Agency Business Unit 15800 Account Number 103607, provided that such Voucher Transmittals shall be initialed by appropriate supervisory and management level staff personnel; and

BE IT FURTHER RESOLVED, that the Chief Financial Officer, the Customer Services Director and the Chief Technology and Security Officer are not authorized to sign a Voucher Transmittal prepared in their respective department; and

BE IT FURTHER RESOLVED, that the Director of the Retirement System, the Chief Operating Officer, the Chief Investment Officer or the Chief Administrative Officer - Investments are hereby designated full authority to sign any and all official documents in the name of the Board of Trustees of the Virginia Retirement System including, but not limited to, leases, deeds, contracts, equity index futures and options on such futures, signature cards, minutes and purchase orders; and

BE IT FURTHER RESOLVED, that the following persons are hereby designated by the Board as those additional persons authorized to sign any and all purchase orders and contracts in the name of the Board of Trustees of the Virginia Retirement System: (i) the Chief Financial Officer, provided that the amount of the transaction does not exceed \$500,000; (ii) the Procurement Manager, provided that the amount of the transaction does not exceed \$250,000; and (iii) the General Services Administrator, provided that the amount of the transaction does not exceed \$30,000.

BE IT FURTHER RESOLVED, that a copy of this resolution shall be forward immediately to the Office of the Comptroller.

ATTEST:

A. Scott Andrews
Chairman, VRS Board of Trustees

Patricia S. Bishop
Secretary to the VRS Board of Trustees

***SIGNATURE PAGE
FOR PAYMENT OF RETIREMENT SYSTEM FUNDS
IN THE STATE TREASURY AND SIGNING OFFICIAL DOCUMENTS***

Patricia S. Bishop, Director

Mark A. Rein, Chief Technology and Security
Officer

Leslie B. Weldon, Chief Financial Officer

Andrew H. Junkin, Chief Investment Officer

Michael P. Cooper, Chief Operating Officer

Robert L. Irving, Customer Services Director

Curtis M. Mattson, Chief Administrative
Officer – Investments

Robert G. Robinson, Procurement Manager

Richard E. Budaji, General Services
Administrator

COMMONWEALTH OF VIRGINIA
CITY OF RICHMOND, TO-WIT:

The foregoing instrument was acknowledged before me this 129th day of December 2024~~February 2023~~
by A. Scott Andrews; Patricia S. Bishop; Mark A. Rein; Leslie B. Weldon; Andrew H. Junkin; Michael P.
Cooper; Robert L. Irving; Curtis M. Mattson; Robert G. Robinson and Richard E. Budaji.

LaShaunda B. King, Notary Public

My commission expires September 30, 2026.

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BE IT FURTHER RESOLVED, that the Director of the Retirement System, the Chief Financial Officer, the Chief Operating Officer, the Customer Services Director and the Chief Technology and Security Officer, whose signatures appear herein, are hereby designated by the Board as those persons authorized to sign Voucher Transmittals issued by the Retirement System for the payment of any and all funds of the Retirement System in the State Treasury and any and all accounts designated by the Comptroller as Retirement System funds accounts, including Agency Business Unit 15800 Account Number 103607, provided that such Voucher Transmittals shall be initialed by appropriate supervisory and management level staff personnel; and

BE IT FURTHER RESOLVED, that the Chief Financial Officer, the Customer Services Director and the Chief Technology and Security Officer are not authorized to sign a Voucher Transmittal prepared in their respective department; and

BE IT FURTHER RESOLVED, that the Director of the Retirement System, the Chief Operating Officer, the Chief Investment Officer or the Chief Administrative Officer - Investments are hereby designated full authority to sign any and all official documents in the name of the Board of Trustees of the Virginia Retirement System including, but not limited to, leases, deeds, contracts, equity index futures and options on such futures, signature cards, minutes and purchase orders; and

BE IT FURTHER RESOLVED, that the following persons are hereby designated by the Board as those additional persons authorized to sign any and all purchase orders and contracts in the name of the Board of Trustees of the Virginia Retirement System: (i) the Chief Financial Officer, provided that the amount of the transaction does not exceed \$500,000; (ii) the Procurement Manager, provided that the amount of the transaction does not exceed \$250,000; and (iii) the General Services Administrator or Senior Procurement Specialist, provided that the amount of the transaction does not exceed \$30,000.

BE IT FURTHER RESOLVED, that a copy of this resolution shall be forward immediately to the Office of the Comptroller.

ATTEST:

A. Scott Andrews
Chairman, VRS Board of Trustees

Patricia S. Bishop
Secretary to the VRS Board of Trustees

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Michael P. Cooper, Chief Operating Officer

Robert L. Irving, Customer Services Director

Curtis M. Mattson, Chief Administrative
Officer – Investments

Robert G. Robinson, Procurement Manager

Richard E. Budaji, General Services
Administrator

Melissa Ryan, Senior Procurement Specialist

COMMONWEALTH OF VIRGINIA
CITY OF RICHMOND, TO-WIT:

The foregoing instrument was acknowledged before me this 12th day of December 2024 by A. Scott Andrews; Patricia S. Bishop; Mark A. Rein; Leslie B. Weldon; Andrew H. Junkin; Michael P. Cooper; Robert L. Irving; Curtis M. Mattson; Robert G. Robinson, Richard E. Budaji and Melissa Ryan.

LaShaunda B. King, Notary Public

My commission expires September 30, 2026.

<div><div><div><div>V</div><div>R</div><div>S</div></div><div>Virginia Retirement System</div></div></div> <div>VRS Project Portfolio FISCAL YEAR 2025 November 2024 Status Report</div>		<div>Status Indicator</div> <div><div>●</div> Proceeding as planned</div> <div><div>▲</div> Off plan, mitigation in place</div> <div><div>◆</div> Off plan, mitigation needed</div> <div><div>★</div> Completed</div> <div><div>▮</div> Project timeline</div> <div>N/S Not started</div>													
Agency Performance Objectives (APOs)	Strategic Alignment	Status	2024						2025						
			Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	
Customer Experience Enhancements: Call Management System (CMS) - Phase 2	Member, Retiree and Employer Education, Outreach and Partnership	●													
Data Quality Enhancements - Phase 1	Member, Retiree and Employer Education, Outreach and Partnership	●													
Identity Proofing Initiative - Phase 1	Digital Transformation and Secure Service Delivery	●													
VNAV Enhancements	Superior Governance and Long-Term Financial Health	●													
Human Resource Information System (HRIS) Implementation – Phase 2	Organization Strength Culture and Engagement	●													
Agency Initiatives		Status	2024						2025						
			Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	
Network upgrade - BofA and Pavilion	Technology Infrastructure	N/S													
Implement Secure and Remote Support Solution (Remote Access and Privileged Access Management)	Technology Infrastructure	●													
Database Automation	Technology Infrastructure	●													
New Visitor Badging System	Technology Infrastructure	N/S													
Windows 11 upgrade	Technology Infrastructure	●													
Conduct data backup solution proof of concept and initiate implementation	Digital Transformation and Secure Service Delivery	●													
Conduct Transition Activities to New DC/Hybrid Record Keeping Service Business Partner	Superior Governance and Long-Term Financial Health	●													
Lease Space Transition	Superior Governance and Long-Term Financial Health	●													
Initiate ECM Solution Implementation	Digital Transformation and Secure Service Delivery	●													
Update VRS Optional Form Factors and Review Early Retirement Reduction Factors	Superior Governance and Long-Term Financial Health	●													
Legislation		Status	2024						2025						
			Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	
HB 70/SB 458 VRS Bills		★													
HB 321/SB 649 LODA Death Benefit		★													
HB 1312 VaLORS for DCR Conservation Officers		N/S													
HB 1401 VaLORS for Dept of Military Affairs firefighters		N/S													
HB 1433 LODA Eligible Dependent		★													
Operational/Ongoing Activities		Status	2024						2025						
			Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	
COLA 2024		★													
FYE 2024		★													
EDGE		●													
Retirement Wave 2024		★													
Teacher Contracts		★													
MBPs		★													
Annual Code of Ethics Training		★													
Annual Security Awareness Training		★													
FOIA Training		N/S													
ACFR		●													
PAFR		●													
LODA Annual Report		●													
GASB 67		★													
GASB 68		N/S													
GASB 74		★													
GASB 75		N/S													
Actuarial Valuations		●													
myVRS Annual Updates		N/S													
Update Contribution Rates in VNAV		N/S													
1099/W2		N/S													

Operational/Ongoing Activities		Status	2024						2025					
			Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Annual Roadmap Review		N/S												
FYE 2025		N/S												
Retirement Wave 2025		N/S												
Commonwealth Bond Disclosure		N/S												
ORPHE Surcharge Billing for FY 2024		N/S												
Data Fixes														
ALM Backlog Prioritization														
Employer VNAV Security Review		N/S												
VRS Fund Sensitivity and Stress Testing Report for GA		N/S												
Legislation FY 2025		N/S												

Yellow Status Items

Item	Due Date	Comments
N/A		

Red Status Items

Item	Due Date	Comments
N/A		

Realignments/Adjustments

Item	Due Date	Comments
N/A		



Director's Report

December 12, 2024

Trish Bishop, VRS Director

Conflict of Interest Act

- Conflict of Interest Act filings are due **February 1, 2025**, for the filing period covering January 1, 2024 through December 31, 2024.
- COIA Coordinator LaShaunda King will send an email with additional information in the coming weeks.
- A few reminders:
 - A \$250 late filing penalty is assessed if the deadline is missed.
 - ALL disclosures must be submitted electronically through the online filing system.
 - The Council will NOT accept any disclosures on paper or via email.



Code of Ethics and Conduct

- Michael Cooper will send emails to Board and committee members with instructions on taking the Code of Ethics and Conduct online training.
- This self-guided training is completed by Board and committee members individually.
- Upon completion of the training, Board and committee members will electronically sign and return the affirmation statement.
- **Affirmation statements are due by December 20.**



Counseling Center at Reynolds Crossing

- The VRS Counseling Center is now open at Reynolds Crossing, 6641 West Broad Street, in central Richmond near I-64.
- The new location offers:
 - Ample, convenient free parking
 - Proximity to public transportation
 - Accessibility for those with disabilities



2024 SWaM Award

- VRS has been honored as the agency with the highest spend percentage for Service-Disabled Veteran-Owned businesses in Virginia.
- This honor reflects our commitment to supporting small, women-owned, minority-owned, service-disabled veteran-owned and micro-businesses.



L-R: DSBSD Deputy Director Verniece Love; VRS Procurement Manager Robert Robinson, VCO, and VRS Senior Procurement Specialist Melissa Ryan.

VRS Annual Meeting



Celebrate Service!
Tuesday, December 17

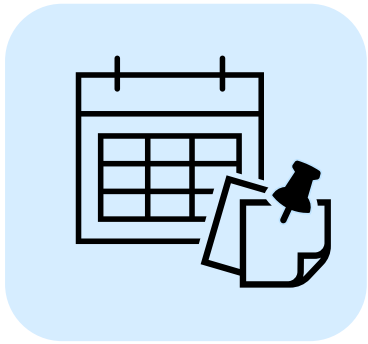
Omni Richmond Hotel
100 S. 12th St., Richmond
8-11:30 a.m.

Plan to attend this celebration
of achievements and awards!



Board Preview of Meetings

Preview: January-March 2025



January

- ✦ 8 – General Assembly convenes

February

- ✦ 5 – Benefits and Actuarial Committee
- ✦ 6 – Board of Trustees

March

- ✦ 18-19 – Board Retreat