

ND TFFR Board Meeting
Thursday, March 27, 2025, 1:00 p.m.
WSI Board Room (In Person)
1600 E Century Ave, Bismarck ND
[Click here to join the meeting](#)

AGENDA

- I. CALL TO ORDER AND ACCEPTANCE OF AGENDA (*Board Action*)**
 - A. Pledge of Allegiance
 - B. Conflict of Interest Disclosure
- II. ACCEPTANCE OF MINUTES (January 23, 2025) (*Board Action*)**
- III. EDUCATION (60 minutes) (*Information*)**
 - A. MyTFFR Demonstration - Sagitec
- IV. GOVERNANCE (45 minutes) (*Information*)**
 - A. Pioneer Project Launch Review – Mr. Roberts
 - B. 2025 Legislative Session Update – Ms. Smith
 - C. Executive Search Committee Update – Dr. Lech, Ms. Seiler

(Break)

- V. REPORTS (45 minutes) (*Board Action*)**
 - A. Quarterly Investment Report – Mr. Posch
 - B. Annual Retirement Trends Report – Mr. Roberts
 - C. Quarterly Internal Audit Report – Ms. Seiler
 - D. Executive Limitations/Staff Relations Report – Ms. Smith
- VI. CONSENT AGENDA – Disability Applications¹ (*Board Action*)**
- VII. OTHER BUSINESS**
 - A. Board Resolution – Business Partners
 - B. Board Reading Materials – Material References Included
 - C. Next Meetings:
 - 1. TFFR GPR Committee – Thursday, April 10, 2025, at 3:30 p.m.
 - 2. TFFR Board Meeting - Thursday, April 24, 2025, at 1:00 p.m.
- VIII. ADJOURNMENT**

¹ Possible Executive Session to discuss confidential member information under N.D.C.C. 15-39.1-30.

**NORTH DAKOTA TEACHERS' FUND FOR RETIREMENT
MINUTES OF THE
JANUARY 23, 2025, BOARD MEETING**

BOARD MEMBERS PRESENT: Dr. Rob Lech, President
Mike Burton, Vice President
Kirsten Baesler, State Supt. DPI
Thomas Beadle, State Treasurer
Scott Evanoff, Trustee
Cody Mickelson, Trustee
Alexis Rasset, Trustee

STAFF PRESENT: Scott Anderson, CIO
Jayme Heick, Retirement Spec.
Rachel Kmetz, Interim CFO/COO
Missy Kopp, Exec. Assistant
Denise Leingang-Sargeant, Retirement Spec.
Sarah Mudder, Communications/Outreach Dir.
Chad Roberts, DED/CRO
Sara Seiler, Internal Audit Supvr.
Jodi Smith, Interim Exec. Director
Rachelle Smith, Retirement Program Admin. Assistant
Tami Volkert, Retirement Compliance Spec.
Denise Weeks, Retirement Program Mngr.

OTHERS PRESENT: Paul Wood, GRS
Members of the Public

CALL TO ORDER:

Dr. Lech, President of the Teachers' Fund for Retirement (TFFR) Board of Trustees, called the meeting to order at 1:00 p.m. on Thursday, January 23, 2025. The meeting was held in the WSI Board Room, 1600 E Century Avenue, Bismarck.

**THE FOLLOWING MEMBERS WERE PRESENT REPRESENTING A QUORUM:
TREASURER BEADLE, MR. BURTON, MR. EVANOFF, DR. LECH, MR. MICKELSON, AND
MS. RASSET.**

ACCEPTANCE OF AGENDA:

The Board considered the agenda for the January 23, 2025, meeting.

**IT WAS MOVED BY MR. BURTON AND SECONDED BY TREASURER BEADLE AND
CARRIED BY A VOICE VOTE TO APPROVE THE AGENDA AS DISTRIBUTED.**

**AYES: MR. MICKELSON, MR. EVANOFF, TREASURER BEADLE, MR. BURTON, MS.
RASSET, AND PRES. LECH**

NAYS: NONE

ABSENT: SUPT. BAESLER

MOTION CARRIED

ACCEPTANCE OF MINUTES:

The Board considered the minutes for the November 21, 2024, TFFR Board meeting.

IT WAS MOVED BY MR. BURTON AND SECONDED BY TREASURER BEADLE AND CARRIED BY A VOICE VOTE TO ACCEPT THE NOVEMBER 21, 2024, MINUTES AS DISTRIBUTED.

**AYES: MR. MICKELSON, MR. EVANOFF, TREASURER BEADLE, MR. BURTON, MS. RASSET, AND PRES. LECH
NAYS: NONE
ABSENT: SUPT. BAESLER
MOTION CARRIED**

Supt. Baesler joined the meeting at 1:05 p.m.

EDUCATION:

Cash Balance Pension Plans - GRS:

Mr. Paul Wood, GRS, provided education on cash balance pension plans, covering key concepts such as their purpose, defined benefit vs. defined contribution plans, and practical examples. The presentation also included an illustration of the future impact of adaptable benefit provisions and the challenges associated with them. Board discussion followed.

GOVERNANCE:

2024 GASB Report:

Mr. Wood, GRS, reviewed the GASB 67 and 68 Report for the fiscal year (FY) ending June 30, 2024. GASB established accounting and financial reporting standards for US state and local governments. GASB 67 and 68 address accounting and financial planning for pension plans and focus on the employers' pension obligation. It is used by TFFR participating employers and their auditors to fulfill certain accounting and disclosure requirements for their financial statements. Mr. Wood reviewed the comparison of net pension liability results from 2023 and 2024, pension expense, deferred outflows, and cost-sharing. Board discussion followed.

IT WAS MOVED BY MR. BURTON AND SECONDED BY TREASURER BEADLE AND CARRIED BY A ROLL CALL VOTE TO APPROVE THE 2024 GASB REPORT.

**AYES: MR. EVANOFF, MR. MICKELSON, SUPT. BAESLER, MS. RASSET, TREASURER BEADLE, MR. BURTON, AND PRES. LECH
NAYS: NONE
MOTION CARRIED**

2025 Legislative Session Update:

Ms. Smith introduced herself and highlighted her experience and connection with the State Investment Board. The bill tracking list for all bills RIO staff are monitoring was provided. Ms. Smith reviewed the bills that have an impact on the TFFR program. Board Discussion followed.

Mr. Roberts reviewed HB 1285 that would transfer \$49.2M from the General Fund to TFFR to provide a one-time supplemental payment to TFFR retired members. The language has been refined to explain the funding source. Discussion highlighted concerns about the structure outlined in the draft and a desire for further clarification. If advanced, an amendment will be recommended by staff to provide direction for the payment distribution. GRS will provide an actuarial analysis for the bill. The Committee is willing to assist in drafting the bill amendment language. Mr. Roberts provided information on HB 1117 the TFFR Required Minimum Distribution bill which amends the language to be in compliance with the IRS. HB 1117 passed the House. Board discussion followed.

Executive Search Committee Update:

Dr. Lech said the RFP is out for Executive Search Service which is the process that has been used in the past. They will review the firms and make a decision regarding the search for the Executive Director and CFO/COO positions. Appreciation was expressed for Ms. Smith's willingness to serve in the interim role.

Pioneer Project Update:

Mr. Roberts provided an update on the PAS project. We are now in phase 4 and will go live February 10. The last few problem incident reports (PIR's) are being wrapped up, Business Partners lost access to the existing system on January 15 and will resume on February 10. RIO staff has excelled in communicating with Business Partners, providing written materials, video recordings, and live sessions to ensure effective engagement. Some employers have remained disengaged. The vendor will offer a demonstration to the Board in March. The project is under budget. Board discussion followed.

Summary of WEP/GPO Social Security Act Impact:

Mr. Roberts provided a brief overview of Congress's passage of the WEP/GPO Social Security Act legislation, which is the government pension offset. A FAQ is available on our website, and an email blast was sent to our membership. This Act does not impact TFFR pension benefits but may affect Social Security benefits for both primary recipients and beneficiaries. Eligibility varies, so the impact will differ for each member. Board discussion followed.

REPORTS:

Annual Retiree Reemployment Report:

Mr. Roberts presented the Return to Teach Report (RTT), highlighting trends in return-to-teach participation, salary ranges, contracted hours, position type, reemploying employers by size, and overall employer participation. Key takeaways include a decline in retirees returning to the classroom, a decreasing number of those opting to suspend benefits, steady RTT participation in critical shortage areas, a continued decline under the general rule, an increase in contracts exceeding 700 hours, a decline in administrative RTT, and the predominance of small employers as reemploying entities. Board discussion followed.

The Board recessed at 2:37 p.m. and reconvened at 2:54 p.m.

Quarterly Outreach Report:

Ms. Mudder shared updates on media responses, agency meetings and interactions, outreach efforts, and publications through GovDelivery. She also provided engagement metrics, highlighting YouTube education as the top performer. Additionally, she presented a copy of the letter sent to 23 employers who will be out of compliance with the July 1, 2025, model change, an FAQ sheet for the legislative session, and TFFR Fast Facts. Appreciation was expressed for the valuable additional information provided by the Communication and Outreach Director. Board discussion followed.

Quarterly TFFR Ends Report:

Mr. Roberts provided the report for the second quarter of the year ending December 31, 2024. The report includes exceptions to the TFFR program's normal operating conditions from October 1, 2024, to December 31, 2024. Board discussion followed.

IT WAS MOVED BY MR. EVANOFF AND SECONDED BY MR. MICKELSON AND CARRIED BY A ROLL CALL VOTE TO ACCEPT THE ANNUAL RETIREE REEMPLOYMENT, QUARTERLY OUTREACH, AND QUARTERLY TFFR ENDS REPORTS.

AYES: TREASURER BEADLE, MS. RASSET, MR. EVANOFF, MR. BURTON, MR. MICKELSON, AND PRES. LECH

NAYS: NONE

ABSENT: SUPT. BAESLER

MOTION CARRIED

OTHER BUSINESS:

Board Resolution:

ND Teachers' Fund for Retirement
In Appreciation of
Jan Murtha

WHEREAS, Jan Murtha has served as the leader of the North Dakota Retirement and Investment Office since 2020; and

WHEREAS, Ms. Murtha diligently carried out his duties and responsibilities for the TFFR program, the Retirement and Investment Office in the general population of the State of North Dakota; and

WHEREAS, Ms. Murtha has been a valued and dedicated state employee and helping to maintain the integrity and stability of the TFFR program; and

NOW THEREFORE, BE IT RESOLVED that Ms. Murtha be duly recognized by TFFR for her years of unselfish dedication.

DATED this 23rd day of January 2024

IT WAS MOVED BY TREASURER BEADLE AND SECONDED BY MR. BURTON AND CARRIED BY A VOICE VOTE TO APPROVE THE BOARD RESOLUTION.

AYES: MS. RASSET, MR. MICKELSON, TREASURER BEADLE, SUPT. BAESLER, MR. BURTON, MR. EVANOFF, SUPT. BAESLER, AND PRES. LECH
NAYS: NONE
MOTION CARRIED

ADJOURNMENT:

With no further business to come before the Board, Dr. Lech adjourned the meeting at 3:03 p.m.

Prepared by,

Rachelle Smith, Assistant to the Board

A live demonstration of *MyTFFR* will be provided.

MEMORANDUM

TO: TFFR
FROM: Chad R. Roberts, DED/CRO
DATE: March 19, 2025
RE: March 2025 pension administration system launch review

Project Summary

The MyTFFR system launched live on February 10, 2025. The vendor came on-site for the two weeks following the launch. The first payroll run from the new system occurred on March 1st, 2025, and there were no issues with the payroll run. The vendor returned on-site the first week of March which allowed the staff to interact with them and raise questions and talk through processes after using the system for a few weeks.

Since Go-Live, staff have identified some technical corrections and enhancements for the system. The vendor and staff have been able to process the fixes in a very timely manner and integrate them into the system. Despite identifying some fixes, overall, the system is performing well and there have been no critical points of failure.

System Engagement

As of the date of this memo, 227 unique business partner users have accessed the system, and 1,718 unique members have accessed the system. Considering RIO has yet to broadly advertise the launch of the new system to the member body these usage numbers indicate a high engagement from the member base.

Business partner reporting has been largely successful. As of the date of this memo, there are only twelve business partners who have not reported or are not actively working on submitting reports and contributions through the new system. For February reporting, 136 business partners reported and paid contributions to the fund through the new system. For March reporting, 112 business partners have reported and paid contributions through the new system.

RIO has been providing a grace period for late fees for the February and March reporting due to the launch of the new system and the learning curve involved for business partners. The late fee suspension will end on April 15th, 2025, and all late reporting after that date will incur the fee without a bonafide reason for waiver.

Project Funding

The total project cost stands at \$8,939,704. The project is budgeted at \$9,051,325. Presently the project is \$111,621 under budget. There are still some final costs to capture such as the legal fees,

staff overtime and a final billing from the third-party advisor. After the inclusion of these costs and the \$13,250 to program a return-to-teach calculator based on the 2023 legislative changes to the program, the project is predicted to finish slightly under the original budget despite the additional hosting costs resulting from the delayed launch.

Issues and Upcoming Items

The RIO staff has fielded countless calls and e-mails and processed over 240 contact tickets from members and employers with questions about and assistance needed with the new system since launch. They have performed exceptionally well, delivering exceptional customer service and expertise. The feedback from members has been mostly positive, although some have been frustrated with the requirements of doing the processes online and the move away from paper-based systems. The provision of how-to videos through the website and YouTube, the interactive help feature in the system, and the member kiosk installed in the office have been great tools allowing members to use the self-service features of this new system.

RIO will launch a wide member announcement through e-mail, text messaging, and a mailer announcing the new system to the membership in the next couple of weeks. The surge in calls and activity is expected to rise significantly following this launch.

The vendor will be developing a return to teach calculator as an additional ask for the system that will be based on the rules created with the 2023 legislative changes. That feature is likely to be deployed to the system within the next 90 days.

System Metrics 2/10/2025 to 3/19/2025

The following are some metrics demonstrative of system usage representing tasks started and completed between February 10, 2025, and March 19, 2025:

| Process Name | Number Completed | Average Time to Process |
|---|------------------|------------------------------|
| Process Death Before Retirement Benefit Application | 2 | 0 days, 1 hours, 11 minutes |
| Benefit Payment Account Update | 134 | 7 days, 20 hours, 59 minutes |
| Process Death After Retirement Application | 2 | 0 days, 5 hours, 14 minutes |
| Service Retirement Application | 5 | 5 days, 6 hours, 2 minutes |
| Withdrawal Application | 35 | 3 days, 15 hours, 29 minutes |
| Death Notification | 55 | 1 days, 19 hours, 1 minutes |
| Create and Maintain Non-Financial Legal Documents | 1 | 5 days, 20 hours, 23 minutes |
| Contact Ticket | 244 | 3 days, 17 hours, 4 minutes |
| Process Benefit Correction | 3 | 0 days, 0 hours, 22 minutes |

Board Action Requested: Information only

2025-2027 Legislative Session RIO Bill Tracker

| Bill # | Topic | Description | Sponsor | Hearing Date | Committee | Status | Position |
|--------------------------|-------------|--|--|---------------------------------|--------------------------------|--|----------|
| HB 1015 | Budget bill | OMB Budget bill | Appropriations Committee | 03/19, 2:00 p.m. committee work | Senate Appro - Govn't Ops | Passed in House, 83-6. Senate rec'd. | Monitor |
| HB 1022 | Budget bill | RIO's Budget bill | Appropriations Committee | n/a | Senate Appro - Human Resources | Passed in House, 73-16. Senate rec'd, referred to Appro. Amended, do pass 5-0. | Support |
| HB 1026 | Investment | Moving State Bonding Fund from Insurance to OMB | Legislative Management | n/a | Senate Industry & Business | Passed House, 89-0. Senate rec'd, referred to Industry & Business. | Neutral |
| HB 1027 | Investment | Moving Fire & Tornado Fund from Insurance to OMB. | Legislative Management | n/a | Senate Industry & Business | Passed House, 87-5. Senate rec'd, referred to Industry and Business | Neutral |
| HB 1117 | Retirement | TFFR Required Minimum Distribution | TFFR via Gov't Vets Affairs | n/a | n/a | Passed House, 87-0. Passed Senate, 47-0. Returned to House. | Support |
| HB 1176 | Investments | Authorizes the Legacy Fund to provide enough earnings to pay for a residential property tax credit of up to \$2,000 annually per homeowner. | Rep. Nathe, Sen. Bekkedahl, Rep. Hagert, Rep. Headland, Sen. Hogue, Rep. Lefor, Rep. Porter, Sen. Rummel, Rep. Stemen, Rep. Swiontek, Rep. Vigesaa, Sen. Weber | 03/17, 9:00 a.m. | Senate Fin & Tax | Passed in House, 81-10. Senate rec'd, assigned to Fin & Tax. | Neutral |
| HB 1319 | Investments | Relating to a Legacy Fund disclosure website | Rep. Satrom, Sen. Conley, Rep. Ostlie | n/a | Senate Industry & Business | Passed in House, 92-1-1. Senate rec'd, referred to Industry & Business. | Support |
| HB 1330 | Investments | Relating to divestment from legacy fund investments in Chinese companies. | Rep. Satrom, Sen. Conley, Rep. Grueneich, Sen. Lemm, Rep. Ostlie | n/a | Senate Industry & Business | Passed in House, 75-7. Senate rec'd, referred to Industry & Business. | Oppose |
| HB 1510 | Retirement | Requires BND, TFFR, and a teacher support program coordinator to gather information from school districts about their teacher pay and benefits. | Rep. Schreiber-Beck, Rep. Conmy, Sen. Davison, Rep. Hager, Rep. Hanson, Sen. Hogan, Rep. Longmuir, Rep. McLeod, Rep. Novak, Rep. Richter, Sen. Rummel, Rep. Swiontek | 03/19, 9:00 a.m. | Senate Education | Passed in House, 82-11. Senate rec'd, referred to Education. | Monitor |
| HB 1580 | Budget bill | Requests an interim study of the compensation system for classified state employees, including comparisons to private sector compensation and employee retention and equity bonuses. | Rep. Vetter, Rep. Christianson, Sen. Cleary, Sen. Cory, Rep. Dockter, Rep. D. Johnston, Rep. Meier, Rep. Motschenbacher | 03/14, 9:30 a.m. | Senate State & Local Gov | Passed House, 72-18. Senate rec'd, referred to State & Local Govn't. | Monitor |
| HCR 3001 | Investment | Encouraging the Treasurer and SIB to invest a portion of General Fund/Budget Stabilization/ Legacy in digital assets and precious metals. | Reps. Toman, Heilman, Hendrix, D. Johnston, S. Olson, Porter, and Sens. Barta, Paulson | n/a | Senate Industry & Business | Passed House, 83-5. Senate rec'd, referred to Industry & Business. | Neutral |

| | | | | | | | |
|-------------------------|-------------|--|---|------------------|-------------------------------|--|---------|
| SB 2072 | Procurement | Red tape reduction relating to the contracts limiting liability to the state (the issue being we can't accept many low-cost, web-based application's terms and conditions due to state law). | Senate State and Local Govn't at request of OMB. | n/a | n/a | Passed Senate, 46-0. Passed House, 91-0. Returned to Senate. | Support |
| SB 2097 | Investments | Creation of a Rural Community Endowment Fund and including under 21-10. | Sens. Mathern & Wanzek, Rep. Brandenburg | n/a | House Political Subdivisions. | Passed Senate, 31-16. House rec'd, referred to Political Subdivisions. | Neutral |
| SB 2134 | Retirement | Calls for a change in language to allow the Superintendent and Treasurer to appoint a designee to the TFFR Board | Senator Roers | 03/20, 2:30 p.m. | House Political Subdivisions. | Passed Senate, 47- 0. House rec'd, referred to Political Subdivisions. | Support |
| SB 2332 | Investments | Creates an biennial transfer of \$25M from the legacy earnings fund to the emergency services fund | Sen, Boshee, Rep, Vandenberg, Rep. Mitskog, Rep. Nelson | n/a | n/a | Passed Senate, 47-0. Passed House, 79-12. Returnd to Senate. | Neutral |

INVESTMENT PERFORMANCE

Matt Posch, CFA

March 27, 2025

NORTH
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Retirement & Investment

THE MARKET

NORTH
Dakota
Be Legendary.

Retirement & Investment

PERFORMANCE – BENCHMARK INDICES

| Summary of Returns December 31, 2024 | | | | | |
|---|-------|-------|-------|-------|---------------------|
| Benchmark Indices (% change, annualized) | YTD | 1 Yr | 5 Yr | 10 Yr | 10 Yr Volatility |
| Russell 1000 | 24.5% | 24.4% | 14.3% | 12.9% | 18.0% |
| Russell 2000 | 11.5% | 11.5% | 7.4% | 7.8% | 22.9% |
| S&P 500 | 25.0% | 24.9% | 14.5% | 13.1% | 17.8% |
| MSCI ACWI IMI Net | 16.4% | 16.3% | 9.7% | 9.0% | 14.4% |
| MSCI World ex US | 4.7% | 4.7% | 5.1% | 5.3% | 14.5% |
| MSCI Emerging Markets | 7.5% | 7.5% | 1.7% | 3.6% | 15.8% |
| Bloomberg Aggregate | 1.3% | 1.2% | -0.3% | 1.3% | 4.8% |
| Bloomberg Gov/Credit | 1.2% | 1.2% | -0.2% | 1.5% | 5.1% |
| Bloomberg US High Yield | 8.2% | 8.2% | 4.2% | 5.2% | 5.2% |
| NCREIF Property Index (12/31/2024) | 0.4% | 0.4% | 3.1% | 5.7% | 4.1% |

Source: Bloomberg

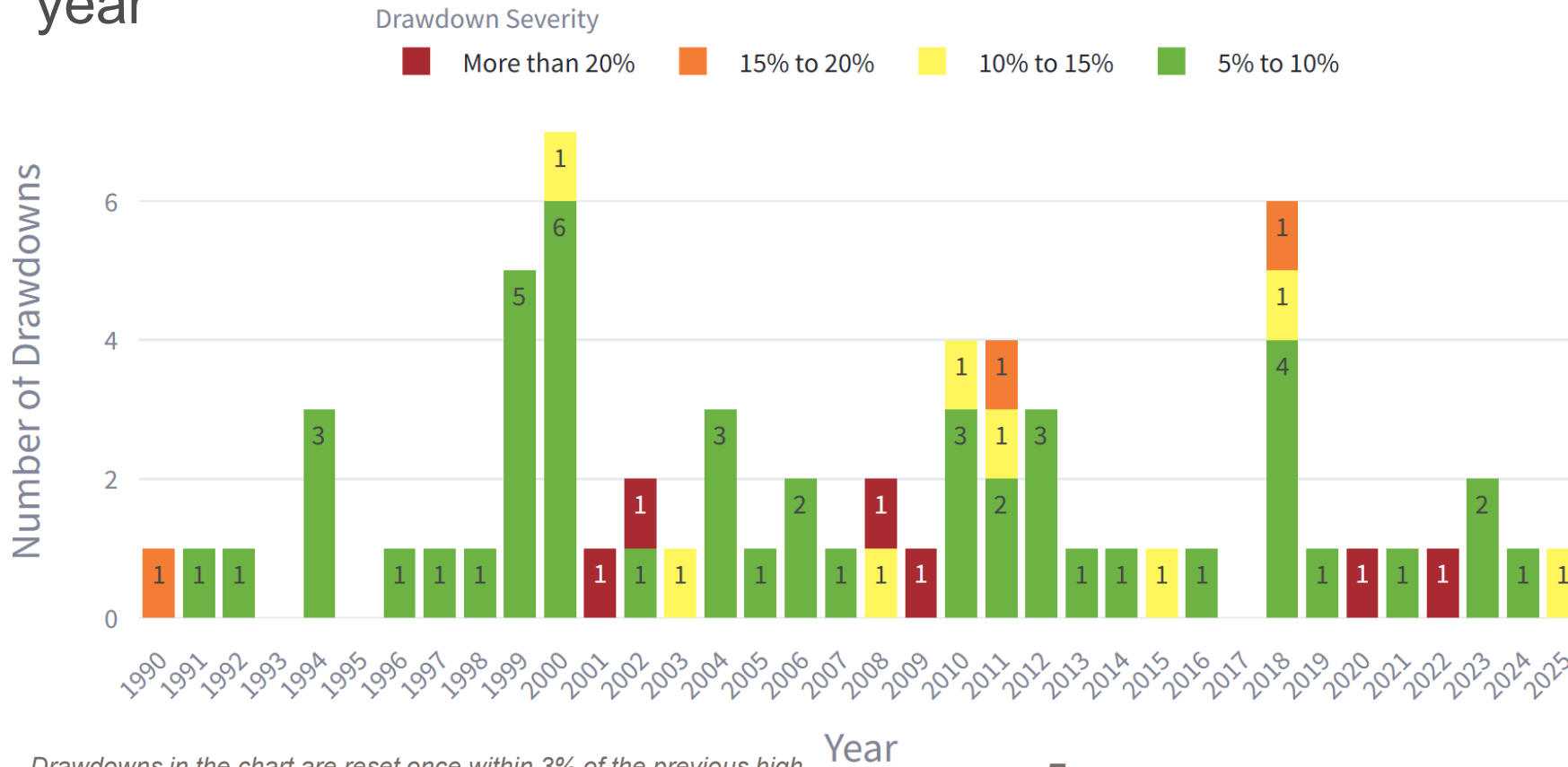
PERFORMANCE – BENCHMARK INDICES

| Summary of Returns March 18, 2025 | | | | | |
|---|-------|-------|-------|-------|---------------------|
| Benchmark Indices (% change, annualized) | YTD | 1 Yr | 5 Yr | 10 Yr | 10 Yr Volatility |
| Russell 1000 | -4.4% | 10.3% | 20.5% | 12.0% | 18.0% |
| Russell 2000 | -7.8% | 2.6% | 17.2% | 6.5% | 23.0% |
| S&P 500 | -4.3% | 10.5% | 20.4% | 12.3% | 17.9% |
| MSCI ACWI IMI Net | -0.1% | 9.9% | 17.7% | 8.7% | 14.4% |
| MSCI World ex US | 10.2% | 10.4% | 16.0% | 5.9% | 14.5% |
| MSCI Emerging Markets | 6.9% | 13.0% | 10.4% | 4.3% | 15.9% |
| Bloomberg Aggregate | 2.3% | 5.5% | 0.2% | 1.4% | 4.8% |
| Bloomberg Gov/Credit | 2.2% | 5.2% | 0.4% | 1.6% | 5.1% |
| Bloomberg US High Yield | 1.2% | 8.6% | 8.0% | 5.1% | 5.2% |
| NCREIF Property Index (12/31/2024) | 0.4% | 0.4% | 3.1% | 5.7% | 4.1% |

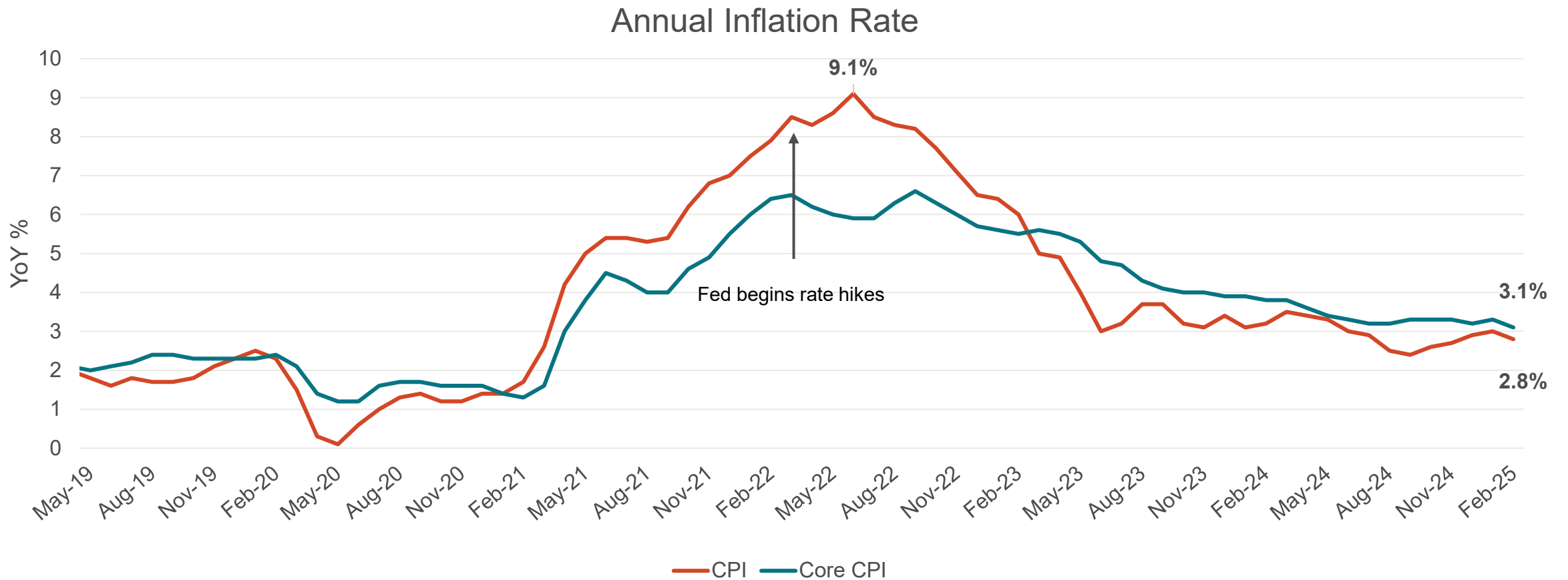
Source: Bloomberg

S&P 500 DRAWDOWNS

- The S&P 500 experienced a drawdown of 10% from the Feb. 19th record high
- Historically, the S&P 500 has experienced corrections or drawdowns nearly every year



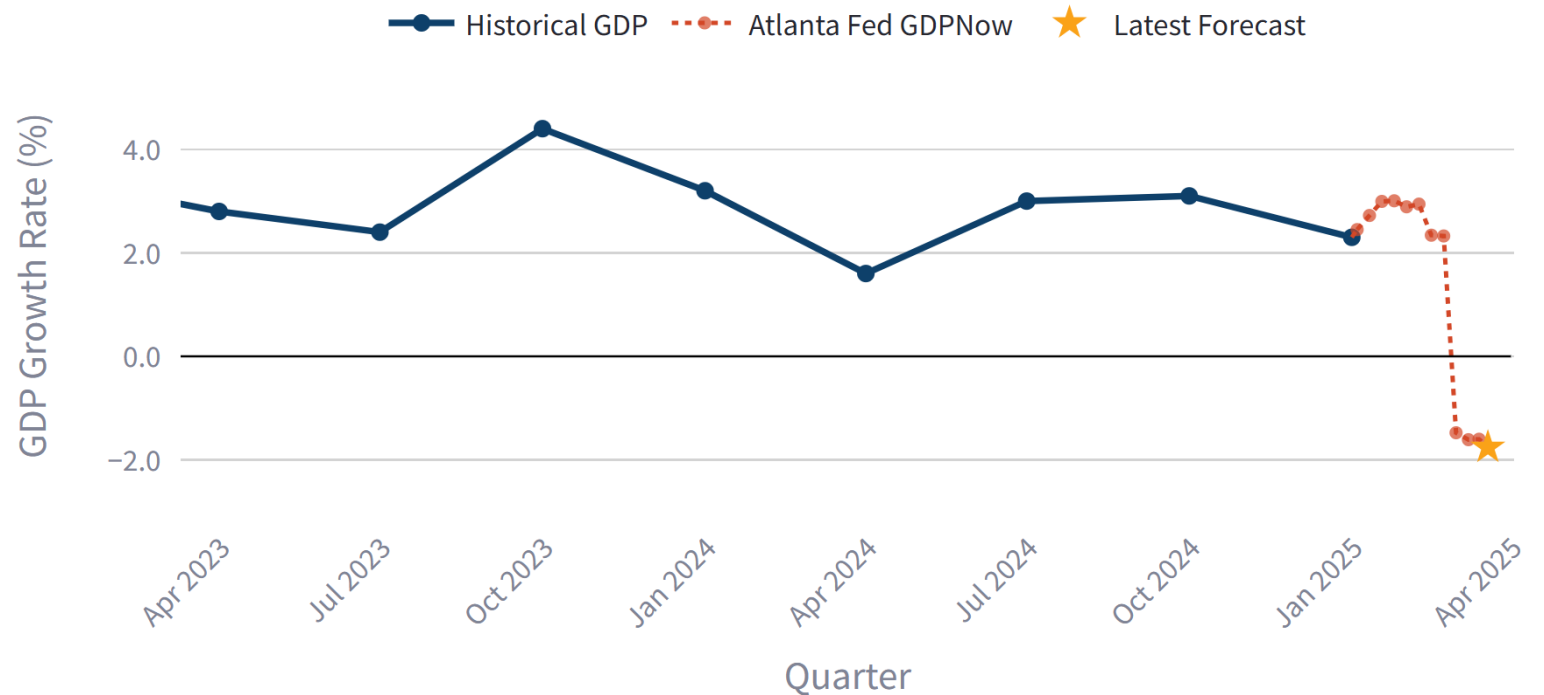
INFLATION PAST 5 YEARS



Inflation continues to cool

POTENTIAL US GROWTH SLOWDOWN

- Forecasts Expect Continued Q1 Growth: Surveys of economists and major financial institutions anticipate positive, though slower, GDP growth for Q1 2025
- Real-Time Data Shows Potential Q1 Contraction: The Atlanta Fed's GDPNow model currently forecasts a -1.75% contraction for Q1 2025
- Drivers of Lower Forecast: Higher trade deficit, weaker consumer spending, and reduced inventories are key factors



PERFORMANCE

NORTH
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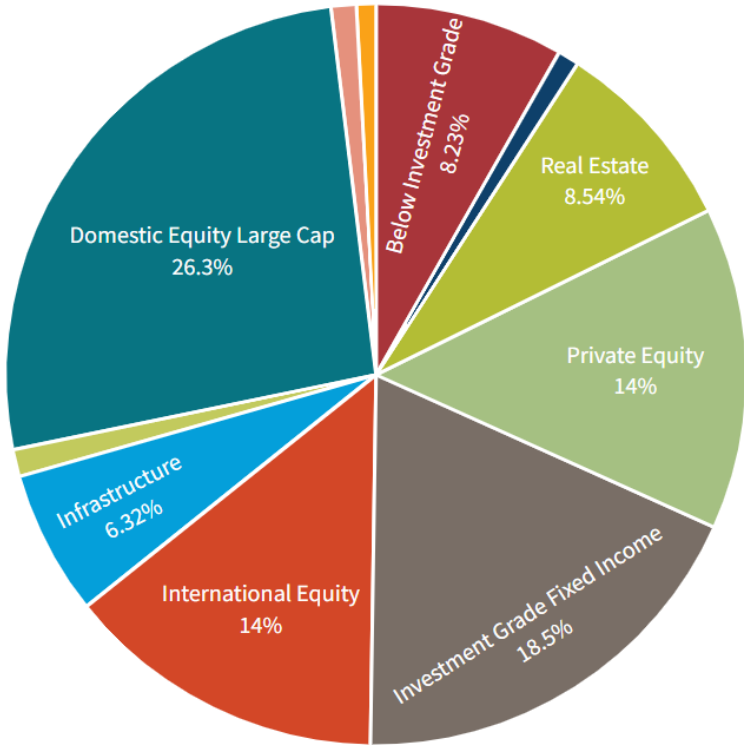
Retirement & Investment

TFFR PERFORMANCE

AS OF December 31, 2024

| TFFR \$3.4 Billion | Year to Date | 1 Year | 3 year | 5 Year | 10 Year |
|-------------------------|--------------|--------|--------|--------|---------|
| Total Fund Return - Net | 8.6% | 8.6% | 2.3% | 6.9% | 7.1% |
| Policy Benchmark Return | 8.5% | 8.5% | 2.2% | 6.5% | 6.7% |
| Total Relative Return | 0.1% | 0.1% | 0.1% | 0.4% | 0.4% |

ASSET ALLOCATION



- Below Investment Grade
- Cash and Equivalents
- Domestic Equity All Cap
- Domestic Equity Large Cap
- Domestic Equity Small Cap
- Infrastructure
- International Equity
- Investment Grade Fixed Income
- Private Equity
- Real Estate
- Timber

| Asset Class | Current % | Policy % | Difference |
|-------------------------------|------------|------------|------------|
| Domestic Equity All Cap | 1.1 | 1.1 | 0 |
| Domestic Equity Large Cap | 26.3 | 25.1 | 1.2 |
| Domestic Equity Small Cap | 1.2 | 1.2 | 0 |
| International Equity | 14 | 14.8 | -0.8 |
| Private Equity | 14 | 14 | 0 |
| Investment Grade Fixed Income | 18.5 | 18.8 | -0.3 |
| Below Investment Grade | 8.2 | 8.3 | -0.1 |
| Real Estate | 8.5 | 8.5 | 0 |
| Timber | 0.9 | 0.9 | 0 |
| Infrastructure | 6.3 | 6.3 | 0 |
| Cash and Equivalents | 0.9 | 1 | -0.1 |
| Total | 100 | 100 | 0 |

MEMORANDUM

TO: TFFR Board
FROM: Dr. Lech, Chair and Sara Seiler, Supervisor of Internal Audit
DATE: March 19, 2025
RE: Executive Search Committee

The Executive Search Committee met on March 12, 2025. This was a kickoff meeting with CBIZ EFL Associates for the Executive Director search. The search process for the Executive Director position was reviewed. CBIZ EFL Associates was going to meet with various stakeholders and review the job description. Once a revised job description is developed, the committee will meet on March 26, 2025, to discuss the timeline and approve the job description.

BOARD ACTION REQUESTED: Information Only.

Agenda items V. B and C to follow.

MEMORANDUM

TO: State Investment Board
FROM: Jodi Smith, Interim Executive Director
DATE: March 28, 2025
RE: Executive Limitations/Staff Relations

Ms. Smith will provide a verbal update at the meeting on staff relations and strategic planning. Including updates on the following topics:

I. Retirements/Resignations/FTE's/Temporary Assistance

| Position Title | Status |
|---|--|
| Investment Administrative Assistant (new) | Posting pending |
| Public Markets Investment Analyst (new) | Reviewing Applicants |
| Investment Intern | Interviews Completed |
| Chief Risk Officer | Retirement |
| Temp Membership Specialist | Duties will be completed on April 30, 2025 |
| Chief Financial/Operating Officer | Posted 03/17/2025 |
| Executive Director | Posting via Exec Search Firm |

II. Current Project Activities/Initiatives

Investment Program Software Solutions: *The Executive Steering Committee for the RIO Investment Information Technology Program met on Thursday, February 20. They received an OEMS-PMS project status update, including project schedule, budget, and risks/issues. The ESC also discussed third party data/connectivity and approved a motion for RIO to move forward with necessary agreements, while informing the procurement collaboration of those agreements and updating the committee on related costs.*

Internal Audit Co-Sourcing: The SIB Audit Committee heard two presentations on February 5, 2025, from vendors who are eligible to provide the necessary services to complete the internal auditing of investments. The SIB Audit Committee awarded the contract to Weaver. Weaver has already begun their work on providing recommendations for essential investment policies.

TFFR Pioneer Pension Administration System Project: The go live date was February 2025.

AG Opinion Request: As of the date of this report an opinion from the AGO has not been issued.

CFO Recruitment

III. Board & Committee Presentations February and March 2025

- Pension Administration System ESC - 02/04/2025 & 03/03/2025
- PERS Board (CIO Presentation) – 03/04/2025
- SIB GPR Committee – 03/05/2025
- SIB Investment Committee – 02/14/2025 & 03/14/2025

- SIB Audit Committee – 02/05/2025 & 03/25/2025
- SIB EERC Committee – 02/06/2025 & 02/26/2025
- TFFR Board Meeting – 03/27/2025

BOARD ACTION REQUESTED: Board Approval.

Confidential materials will be sent to board members via secure link.

Resolution of Recognition by the North Dakota Teachers' Fund for Retirement Board of Trustees

WHEREAS, the North Dakota Retirement and Investment Office successfully launched a new pension administration system, *MyTFFR*, on February 10, 2025; and

WHEREAS, the success of this implementation was greatly enhanced by the dedication, expertise, and collaborative efforts of the *MyTFFR* Employer Self-Service Super Users, including Shannon Jepson; and

WHEREAS, as a Super User, Shannon took on the responsibility of mastering the system early, diligently testing the software for errors, and providing invaluable feedback to improve its functionality; and

WHEREAS, she also played a crucial role in developing the *MyTFFR* Employer Self-Service Handbook by offering insights and recommendations that helped shape procedures and documentation; and

WHEREAS, she actively participated in *MyTFFR* Office Hours virtual meetings, contributing to discussions, asking pertinent questions, and sharing her experiences to aid in the system's successful adoption by the Teachers' Fund for Retirement's business partners; and

WHEREAS, Shannon monitored the North Dakota Association of School Business Managers' Listserv for questions about *MyTFFR*, provided timely updates, and ensured accurate information was shared with the Teachers' Fund for Retirement's business partners; and

WHEREAS, she went above and beyond by answering phone calls and emails outside of her normal duties, offering assistance to business managers seeking guidance and clarification; and

WHEREAS, she collaborated with software vendors to troubleshoot and resolve issues, ensuring seamless integration with *MyTFFR* Employer Self-Service; and

WHEREAS, Shannon's selfless commitment, problem-solving skills, and leadership were instrumental in ensuring a smooth transition for all of the Teachers' Fund for Retirement's business partners;

NOW, THEREFORE, BE IT RESOLVED that the Teachers' Fund for Retirement Board of Trustees hereby extends its sincere appreciation and recognition to the *MyTFFR* Employer Self-Service Super Users for their outstanding contributions, dedication, and service in supporting the launch of the Teachers' Fund for Retirement's new pension administration system.

BE IT FURTHER RESOLVED that this resolution be entered into the official records of the Teachers' Fund for Retirement Board as a lasting tribute to the *MyTFFR* Employer Self-Service Super Users for their invaluable efforts and commitment to the success of North Dakota's retirement system.

ADOPTED this 27th day of March 2025

On Behalf of the TFFR Board

Dr. Rob Lech, President

Date

Resolution of Recognition by the North Dakota Teachers' Fund for Retirement Board of Trustees

WHEREAS, the North Dakota Retirement and Investment Office successfully launched a new pension administration system, *MyTFFR*, on February 10, 2025; and

WHEREAS, the success of this implementation was greatly enhanced by the dedication, expertise, and collaborative efforts of the *MyTFFR* Employer Self-Service Super Users, including Mark Lemer; and

WHEREAS, as a Super User, Mark took on the responsibility of mastering the system early, diligently testing the software for errors, and providing invaluable feedback to improve its functionality; and

WHEREAS, he also played a crucial role in developing the *MyTFFR* Employer Self-Service Handbook by offering insights and recommendations that helped shape procedures and documentation; and

WHEREAS, he actively participated in *MyTFFR* Office Hours virtual meetings, contributing to discussions, asking pertinent questions, and sharing his experiences to aid in the system's successful adoption by the Teachers' Fund for Retirement's business partners; and

WHEREAS, Mark monitored the North Dakota Association of School Business Managers' Listserv for questions about *MyTFFR*, provided timely updates, and ensured accurate information was shared with the Teachers' Fund for Retirement's business partners; and

WHEREAS, he went above and beyond by answering phone calls and emails outside of her normal duties, offering assistance to business managers seeking guidance and clarification; and

WHEREAS, he collaborated with software vendors to troubleshoot and resolve issues, ensuring seamless integration with *MyTFFR* Employer Self-Service; and

WHEREAS, Mark's selfless commitment, problem-solving skills, and leadership were instrumental in ensuring a smooth transition for all of the Teachers' Fund for Retirement's business partners;

NOW, THEREFORE, BE IT RESOLVED that the Teachers' Fund for Retirement Board of Trustees hereby extends its sincere appreciation and recognition to the *MyTFFR* Employer Self-Service Super Users for their outstanding contributions, dedication, and service in supporting the launch of the Teachers' Fund for Retirement's new pension administration system.

BE IT FURTHER RESOLVED that this resolution be entered into the official records of the Teachers' Fund for Retirement Board as a lasting tribute to the *MyTFFR* Employer Self-Service Super Users for their invaluable efforts and commitment to the success of North Dakota's retirement system.

ADOPTED this 27th day of March 2025

On Behalf of the TFFR Board

Dr. Rob Lech, President

Date

Resolution of Recognition by the North Dakota Teachers' Fund for Retirement Board of Trustees

WHEREAS, the North Dakota Retirement and Investment Office successfully launched a new pension administration system, *MyTFFR*, on February 10, 2025; and

WHEREAS, the success of this implementation was greatly enhanced by the dedication, expertise, and collaborative efforts of the *MyTFFR* Employer Self-Service Super Users, including Will Swanson; and

WHEREAS, as a Super User, Will took on the responsibility of mastering the system early, diligently testing the software for errors, and providing invaluable feedback to improve its functionality; and

WHEREAS, he also played a crucial role in developing the *MyTFFR* Employer Self-Service Handbook by offering insights and recommendations that helped shape procedures and documentation; and

WHEREAS, he actively participated in *MyTFFR* Office Hours virtual meetings, contributing to discussions, asking pertinent questions, and sharing his experiences to aid in the system's successful adoption by the Teachers' Fund for Retirement's business partners; and

WHEREAS, Will monitored the North Dakota Association of School Business Managers' Listserv for questions about *MyTFFR*, provided timely updates, and ensured accurate information was shared with the Teachers' Fund for Retirement's business partners; and

WHEREAS, he went above and beyond by answering phone calls and emails outside of her normal duties, offering assistance to business managers seeking guidance and clarification; and

WHEREAS, he collaborated with software vendors to troubleshoot and resolve issues, ensuring seamless integration with *MyTFFR* Employer Self-Service; and

WHEREAS, Will's selfless commitment, problem-solving skills, and leadership were instrumental in ensuring a smooth transition for all of the Teachers' Fund for Retirement's business partners;

NOW, THEREFORE, BE IT RESOLVED that the Teachers' Fund for Retirement Board of Trustees hereby extends its sincere appreciation and recognition to the *MyTFFR* Employer Self-Service Super Users for their outstanding contributions, dedication, and service in supporting the launch of the Teachers' Fund for Retirement's new pension administration system.

BE IT FURTHER RESOLVED that this resolution be entered into the official records of the Teachers' Fund for Retirement Board as a lasting tribute to the *MyTFFR* Employer Self-Service Super Users for their invaluable efforts and commitment to the success of North Dakota's retirement system.

ADOPTED this 27th day of March 2025

On Behalf of the TFFR Board

Dr. Rob Lech, President

Date

Resolution of Recognition by the North Dakota Teachers' Fund for Retirement Board of Trustees

WHEREAS, the North Dakota Retirement and Investment Office successfully launched a new pension administration system, *MyTFFR*, on February 10, 2025; and

WHEREAS, the success of this implementation was greatly enhanced by the dedication, expertise, and collaborative efforts of the *MyTFFR* Employer Self-Service Super Users, including Paulette Elder; and

WHEREAS, as a Super User, Paulette took on the responsibility of mastering the system early, diligently testing the software for errors, and providing invaluable feedback to improve its functionality; and

WHEREAS, she also played a crucial role in developing the *MyTFFR* Employer Self-Service Handbook by offering insights and recommendations that helped shape procedures and documentation; and

WHEREAS, she actively participated in *MyTFFR* Office Hours virtual meetings, contributing to discussions, asking pertinent questions, and sharing her experiences to aid in the system's successful adoption by the Teachers' Fund for Retirement's business partners; and

WHEREAS, Paulette monitored the North Dakota Association of School Business Managers' Listserv for questions about *MyTFFR*, provided timely updates, and ensured accurate information was shared with the Teachers' Fund for Retirement's business partners; and

WHEREAS, she went above and beyond by answering phone calls and emails outside of her normal duties, offering assistance to business managers seeking guidance and clarification; and

WHEREAS, she collaborated with software vendors to troubleshoot and resolve issues, ensuring seamless integration with *MyTFFR* Employer Self-Service; and

WHEREAS, Paulette's selfless commitment, problem-solving skills, and leadership were instrumental in ensuring a smooth transition for all of the Teachers' Fund for Retirement's business partners;

NOW, THEREFORE, BE IT RESOLVED that the Teachers' Fund for Retirement Board of Trustees hereby extends its sincere appreciation and recognition to the *MyTFFR* Employer Self-Service Super Users for their outstanding contributions, dedication, and service in supporting the launch of the Teachers' Fund for Retirement's new pension administration system.

BE IT FURTHER RESOLVED that this resolution be entered into the official records of the Teachers' Fund for Retirement Board as a lasting tribute to the *MyTFFR* Employer Self-Service Super Users for their invaluable efforts and commitment to the success of North Dakota's retirement system.

ADOPTED this 27th day of March 2025

On Behalf of the TFFR Board

Dr. Rob Lech, President

Date

Resolution of Recognition by the North Dakota Teachers' Fund for Retirement Board of Trustees

WHEREAS, the North Dakota Retirement and Investment Office successfully launched a new pension administration system, *MyTFFR*, on February 10, 2025; and

WHEREAS, the success of this implementation was greatly enhanced by the dedication, expertise, and collaborative efforts of the *MyTFFR* Employer Self-Service Super Users, including Shauna Schneider; and

WHEREAS, as a Super User, Shauna took on the responsibility of mastering the system early, diligently testing the software for errors, and providing invaluable feedback to improve its functionality; and

WHEREAS, she also played a crucial role in developing the *MyTFFR* Employer Self-Service Handbook by offering insights and recommendations that helped shape procedures and documentation; and

WHEREAS, she actively participated in *MyTFFR* Office Hours virtual meetings, contributing to discussions, asking pertinent questions, and sharing her experiences to aid in the system's successful adoption by the Teachers' Fund for Retirement's business partners; and

WHEREAS, Shauna monitored the North Dakota Association of School Business Managers' Listserv for questions about *MyTFFR*, provided timely updates, and ensured accurate information was shared with the Teachers' Fund for Retirement's business partners; and

WHEREAS, she went above and beyond by answering phone calls and emails outside of her normal duties, offering assistance to business managers seeking guidance and clarification; and

WHEREAS, she collaborated with software vendors to troubleshoot and resolve issues, ensuring seamless integration with *MyTFFR* Employer Self-Service; and

WHEREAS, Shauna's selfless commitment, problem-solving skills, and leadership were instrumental in ensuring a smooth transition for all of the Teachers' Fund for Retirement's business partners;

NOW, THEREFORE, BE IT RESOLVED that the Teachers' Fund for Retirement Board of Trustees hereby extends its sincere appreciation and recognition to the *MyTFFR* Employer Self-Service Super Users for their outstanding contributions, dedication, and service in supporting the launch of the Teachers' Fund for Retirement's new pension administration system.

BE IT FURTHER RESOLVED that this resolution be entered into the official records of the Teachers' Fund for Retirement Board as a lasting tribute to the *MyTFFR* Employer Self-Service Super Users for their invaluable efforts and commitment to the success of North Dakota's retirement system.

ADOPTED this 27th day of March 2025

On Behalf of the TFFR Board

Dr. Rob Lech, President

Date

Resolution of Recognition by the North Dakota Teachers' Fund for Retirement Board of Trustees

WHEREAS, the North Dakota Retirement and Investment Office successfully launched a new pension administration system, *MyTFFR*, on February 10, 2025; and

WHEREAS, the success of this implementation was greatly enhanced by the dedication, expertise, and collaborative efforts of the *MyTFFR* Employer Self-Service Super Users, including Lori Dahl; and

WHEREAS, as a Super User, Lori took on the responsibility of mastering the system early, diligently testing the software for errors, and providing invaluable feedback to improve its functionality; and

WHEREAS, she also played a crucial role in developing the *MyTFFR* Employer Self-Service Handbook by offering insights and recommendations that helped shape procedures and documentation; and

WHEREAS, she actively participated in *MyTFFR* Office Hours virtual meetings, contributing to discussions, asking pertinent questions, and sharing her experiences to aid in the system's successful adoption by the Teachers' Fund for Retirement's business partners; and

WHEREAS, Lori monitored the North Dakota Association of School Business Managers' Listserv for questions about *MyTFFR*, provided timely updates, and ensured accurate information was shared with the Teachers' Fund for Retirement's business partners; and

WHEREAS, she went above and beyond by answering phone calls and emails outside of her normal duties, offering assistance to business managers seeking guidance and clarification; and

WHEREAS, she collaborated with software vendors to troubleshoot and resolve issues, ensuring seamless integration with *MyTFFR* Employer Self-Service; and

WHEREAS, Lori's selfless commitment, problem-solving skills, and leadership were instrumental in ensuring a smooth transition for all of the Teachers' Fund for Retirement's business partners;

NOW, THEREFORE, BE IT RESOLVED that the Teachers' Fund for Retirement Board of Trustees hereby extends its sincere appreciation and recognition to the *MyTFFR* Employer Self-Service Super Users for their outstanding contributions, dedication, and service in supporting the launch of the Teachers' Fund for Retirement's new pension administration system.

BE IT FURTHER RESOLVED that this resolution be entered into the official records of the Teachers' Fund for Retirement Board as a lasting tribute to the *MyTFFR* Employer Self-Service Super Users for their invaluable efforts and commitment to the success of North Dakota's retirement system.

ADOPTED this 27th day of March 2025

On Behalf of the TFFR Board

Dr. Rob Lech, President

Date

Resolution of Recognition by the North Dakota Teachers' Fund for Retirement Board of Trustees

WHEREAS, the North Dakota Retirement and Investment Office successfully launched a new pension administration system, *MyTFFR*, on February 10, 2025; and

WHEREAS, the success of this implementation was greatly enhanced by the dedication, expertise, and collaborative efforts of the *MyTFFR* Employer Self-Service Super Users, including Barb Magnuson; and

WHEREAS, as a Super User, Barb took on the responsibility of mastering the system early, diligently testing the software for errors, and providing invaluable feedback to improve its functionality; and

WHEREAS, she also played a crucial role in developing the *MyTFFR* Employer Self-Service Handbook by offering insights and recommendations that helped shape procedures and documentation; and

WHEREAS, she actively participated in *MyTFFR* Office Hours virtual meetings, contributing to discussions, asking pertinent questions, and sharing her experiences to aid in the system's successful adoption by the Teachers' Fund for Retirement's business partners; and

WHEREAS, Barb monitored the North Dakota Association of School Business Managers' Listserv for questions about *MyTFFR*, provided timely updates, and ensured accurate information was shared with the Teachers' Fund for Retirement's business partners; and

WHEREAS, she went above and beyond by answering phone calls and emails outside of her normal duties, offering assistance to business managers seeking guidance and clarification; and

WHEREAS, she collaborated with software vendors to troubleshoot and resolve issues, ensuring seamless integration with *MyTFFR* Employer Self-Service; and

WHEREAS, Barb's selfless commitment, problem-solving skills, and leadership were instrumental in ensuring a smooth transition for all of the Teachers' Fund for Retirement's business partners;

NOW, THEREFORE, BE IT RESOLVED that the Teachers' Fund for Retirement Board of Trustees hereby extends its sincere appreciation and recognition to the *MyTFFR* Employer Self-Service Super Users for their outstanding contributions, dedication, and service in supporting the launch of the Teachers' Fund for Retirement's new pension administration system.

BE IT FURTHER RESOLVED that this resolution be entered into the official records of the Teachers' Fund for Retirement Board as a lasting tribute to the *MyTFFR* Employer Self-Service Super Users for their invaluable efforts and commitment to the success of North Dakota's retirement system.

ADOPTED this 27th day of March 2025

On Behalf of the TFFR Board

Dr. Rob Lech, President

Date

Resolution of Recognition by the North Dakota Teachers' Fund for Retirement Board of Trustees

WHEREAS, the North Dakota Retirement and Investment Office successfully launched a new pension administration system, *MyTFFR*, on February 10, 2025; and

WHEREAS, the success of this implementation was greatly enhanced by the dedication, expertise, and collaborative efforts of the *MyTFFR* Employer Self-Service Super Users, including Jamie Mercier; and

WHEREAS, as a Super User, Jamie took on the responsibility of mastering the system early, diligently testing the software for errors, and providing invaluable feedback to improve its functionality; and

WHEREAS, she also played a crucial role in developing the *MyTFFR* Employer Self-Service Handbook by offering insights and recommendations that helped shape procedures and documentation; and

WHEREAS, she actively participated in *MyTFFR* Office Hours virtual meetings, contributing to discussions, asking pertinent questions, and sharing her experiences to aid in the system's successful adoption by the Teachers' Fund for Retirement's business partners; and

WHEREAS, Jamie monitored the North Dakota Association of School Business Managers' Listserv for questions about *MyTFFR*, provided timely updates, and ensured accurate information was shared with the Teachers' Fund for Retirement's business partners; and

WHEREAS, she went above and beyond by answering phone calls and emails outside of her normal duties, offering assistance to business managers seeking guidance and clarification; and

WHEREAS, she collaborated with software vendors to troubleshoot and resolve issues, ensuring seamless integration with *MyTFFR* Employer Self-Service; and

WHEREAS, Jamie's selfless commitment, problem-solving skills, and leadership were instrumental in ensuring a smooth transition for all of the Teachers' Fund for Retirement's business partners;

NOW, THEREFORE, BE IT RESOLVED that the Teachers' Fund for Retirement Board of Trustees hereby extends its sincere appreciation and recognition to the *MyTFFR* Employer Self-Service Super Users for their outstanding contributions, dedication, and service in supporting the launch of the Teachers' Fund for Retirement's new pension administration system.

BE IT FURTHER RESOLVED that this resolution be entered into the official records of the Teachers' Fund for Retirement Board as a lasting tribute to the *MyTFFR* Employer Self-Service Super Users for their invaluable efforts and commitment to the success of North Dakota's retirement system.

ADOPTED this 27th day of March 2025

On Behalf of the TFFR Board

Dr. Rob Lech, President

Date

Resolution of Recognition by the North Dakota Teachers' Fund for Retirement Board of Trustees

WHEREAS, the North Dakota Retirement and Investment Office successfully launched a new pension administration system, *MyTFFR*, on February 10, 2025; and

WHEREAS, the success of this implementation was greatly enhanced by the dedication, expertise, and collaborative efforts of the *MyTFFR* Employer Self-Service Super Users, including Peyman Kadir; and

WHEREAS, as a Super User, Peyman took on the responsibility of mastering the system early, diligently testing the software for errors, and providing invaluable feedback to improve its functionality; and

WHEREAS, she also played a crucial role in developing the *MyTFFR* Employer Self-Service Handbook by offering insights and recommendations that helped shape procedures and documentation; and

WHEREAS, she actively participated in *MyTFFR* Office Hours virtual meetings, contributing to discussions, asking pertinent questions, and sharing her experiences to aid in the system's successful adoption by the Teachers' Fund for Retirement's business partners; and

WHEREAS, Peyman monitored the North Dakota Association of School Business Managers' Listserv for questions about *MyTFFR*, provided timely updates, and ensured accurate information was shared with the Teachers' Fund for Retirement's business partners; and

WHEREAS, she went above and beyond by answering phone calls and emails outside of her normal duties, offering assistance to business managers seeking guidance and clarification; and

WHEREAS, she collaborated with software vendors to troubleshoot and resolve issues, ensuring seamless integration with *MyTFFR* Employer Self-Service; and

WHEREAS, Peyman's selfless commitment, problem-solving skills, and leadership were instrumental in ensuring a smooth transition for all of the Teachers' Fund for Retirement's business partners;

NOW, THEREFORE, BE IT RESOLVED that the Teachers' Fund for Retirement Board of Trustees hereby extends its sincere appreciation and recognition to the *MyTFFR* Employer Self-Service Super Users for their outstanding contributions, dedication, and service in supporting the launch of the Teachers' Fund for Retirement's new pension administration system.

BE IT FURTHER RESOLVED that this resolution be entered into the official records of the Teachers' Fund for Retirement Board as a lasting tribute to the *MyTFFR* Employer Self-Service Super Users for their invaluable efforts and commitment to the success of North Dakota's retirement system.

ADOPTED this 27th day of March 2025

On Behalf of the TFFR Board

Dr. Rob Lech, President

Date

Business Partner Super Users

| | |
|------------------|-------------------------------|
| Lori Dahl | Dakota Prairie School |
| Paulette Elder | Hebron School |
| Shannon Jepson | Oakes School |
| Peyman Kadir | McKenzie County |
| Mark Lemur | West Fargo School |
| Barb Magnuson | South Prairie School District |
| Jamie Mercier | South Prairie School District |
| Shauna Schneider | Langdon Area School |
| Will Swanson | Bismarck Public Schools |