***The conference agenda is subject to change. Download the NAGDCA Events App for the most up-to-date information.***

***All activities held at the Caribe Royale Orlando unless otherwise noted.***

# SUNDAY, SEPTEMBER 27

12:30 – 2:30 p.m. — **NAGDCA Executive Board Meeting**
*Hibiscus*

2:00 – 6:00 p.m. — **Registration Desk Open**
*Palms Atrium*

3:00 – 4:30 p.m. — **PRE-CONFERENCE WORKSHOPS**

*These sessions are free of charge for all attendees. If you did not RSVP during registration, please check with staff at the registration desk for availability.*

*Grand Sierra ABC* — **Fundamentals of Public Sector DC Plans**

This interactive workshop provides a practical foundation in governmental defined contribution plans. Participants will explore how plans are structured, governed, and managed, with a focus on key concepts like plan design, fiduciary responsibilities, investments, and service providers.

Through discussion and guided examples, attendees will gain a clearer framework for understanding how these elements work together to support participant outcomes.

Speakers:
- Sandy Blair, California Savings Plus
- Claire Bouffard, Morgan Lewis & Bockius
- Marcus Wu, Morgan Lewis & Bockius

*Grand Sierra D* — **Strategic Communications for DC Plans**

This interactive workshop focuses on the why and how behind effective participant communications. Attendees will explore how to develop thoughtful strategies, align messaging with plan goals, and make informed decisions about communication approaches.

Through discussion and shared insights, participants will walk away with a stronger framework for building more intentional and effective communications.

Speakers:
- Beth Conradson Cleary, City of Milwaukee
- Karla Kirkling, Chicago Public Schools
- Jennifer Mausolf, Municipal Employees' Retirement System of Michigan
- Megan Yost, Segal

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|---|---|
| 5:00 – 6:30 p.m. | **Welcome Reception** |
| *The Grove Lawn* | *Open to all attendees and registered guests.* |
| | Grab your name badge at registration, then join us for drinks, hors d'oeuvres, and networking at the kick-off reception! |

# MONDAY, SEPTEMBER 28

8:00 a.m. – 4:00 p.m. **Registration Desk Open**
*Palms Atrium*

8:00 – 8:45 a.m. **Breakfast**
*Grand Sierra ABC & D* *Open to attendees only.*

9:00 – 10:00 a.m. **CONFERENCE OPENING SESSION**
*Palms I & II*

**Marta Norton, Chief Investment Strategist, Empower**

With more than 20 years of experience in investment management, Marta is one of the industry's leading voices on the economy, financial markets, and the trends shaping investors' decisions. Known for her thoughtful market analysis and ability to make complex economic issues accessible, Marta is a frequent commentator featured in major financial media outlets, including The Wall Street Journal, CNBC, and Bloomberg.

Join us as Marta kicks off the conference with a timely discussion on the economic landscape, market trends, and what public sector retirement leaders should be watching in the months ahead.

10:00 – 10:30 a.m. **Break**

10:30 - 11:30 a.m. **BREAKOUT SESSIONS |** *Three Sessions Repeat on Tuesday*

*Grand Sierra ABC*

**Bridging Silos: Delivering a Unified Retirement Message Across Agencies and Programs**

Public employees often receive retirement information from multiple agencies, plans, and benefit providers, yet they experience retirement as one connected journey. This interactive workshop explores practical strategies for creating a more cohesive participant experience through aligned messaging, coordinated education, and cross-functional collaboration. Using case studies from the State of Florida and Denver Public Schools, speakers will examine how organizations can reduce participant confusion, improve engagement, and connect pension, supplemental retirement, and financial wellness programs into a unified communication strategy. Through a guided mapping exercise and practical implementation toolkit, attendees will identify opportunities to strengthen collaboration within their own organizations and develop actionable approaches to delivering participant-centered retirement education.

Speakers:

- Ben Hensarling, Department of Financial Services, Division of Retirement, State of Florida
- Edwin Hudson, Denver Public Schools
- Rosemary Isham, MBA, FCCM, Department of Financial Services, Bureau of Deferred Compensation, State of Florida
- Allison Olson, State Board of Administration, Office of Defined Contribution Programs, State of Florida

*Grand Sierra D*

**From Data to Decisions: How Plan Design and Financial Advice Improve Retirement Outcomes**

Public employees face increasingly complex financial decisions throughout their careers, yet many lack access to trusted guidance and effective planning tools. New research highlights the behavioral and structural challenges influencing retirement outcomes and points to opportunities for improving participant support. This session examines how plan design, financial advice, behavioral nudges, and hybrid guidance models can help participants navigate complexity and make better decisions. Attendees will explore evidence-based strategies that combine technology and human support to improve engagement, simplify decision-making, and strengthen retirement readiness.

Speakers:

- Josh Cohen, PGIM DC Solutions
- Zhikun Liu, Ph.D., CFP®, MissionSquare

*Grand Sierra E*

**Where Is the Money Going? Understanding and Reducing DC Plan Leakage in the Public Sector**

Governmental defined contribution plans are experiencing increased attention on participant outflows and the impact of assets leaving the retirement system. However, not all outflows represent leakage, and understanding the difference is critical for making informed plan design, governance, and communication decisions. This session explores the factors influencing participant distribution decisions, including plan design choices, evolving participant needs, and the retirement experience at key decision points. Through data insights and practical examples, speakers will examine strategies for identifying preventable leakage, improving participant outcomes, and strengthening retirement readiness throughout the participant lifecycle. Attendees will gain actionable approaches for evaluating their own plan's leakage trends and incorporating retention considerations into ongoing governance discussions.

Speakers:

- Sarah Boctor, CFA, RVK
- Kristal Mason, Fidelity Investments
- Joseph Philbin, Nassau County Detectives Association, Nassau County Deferred Compensation

*Palms III*

**Strengthening the Connection Between Financial Wellness and Mental Health**

*(Session* ***does not*** *repeat)*

Financial stress and mental health challenges often reinforce one another, affecting employee engagement, workplace performance, and retirement readiness. Yet these issues are frequently addressed in isolation. This session explores the connection between financial well-being and mental health, how financial stress influences decision-making and participant outcomes, and the important role plan sponsors can play in recognizing signs of financial distress and fostering a culture where employees feel comfortable seeking support. Through polling, real-world examples, and panel discussion, attendees will learn practical strategies for integrating financial wellness, mental health awareness, and participant support to improve outcomes across the workforce.

Speakers:

- Kelly Bush, Empower
- Dan Frieberg, United Goodyear Firefighters, Local 4005
- Kerry Tapia, Mariner

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|---|---|
| 11:30 a.m. – 1:00 p.m. | **Opening Luncheon** |
| *Palms I & II* | *Open to attendees only.* |
| 1:15 – 2:15 p.m. | **ROUNDTABLE DISCUSSION DECKS** |
| | *Please check the bottom of your name badge for your group assignment.* |
| | Designed exclusively for the conference, this interactive session encourages thoughtful conversation in a roundtable discussion format. Each group discussion is unique and allows members to learn from each other by discussing a range of engaging and interesting questions. You don't want to miss this enriching networking session. |
| *Grand Sierra ABC* | Group 1 \| Moderator: TBD |
| *Grand Sierra D* | Group 2 \| Moderator: TBD |
| *Grand Sierra E* | Group 3 \| Moderator: TBD |
| 2:15 – 2:45 p.m. | **Break** |
| 2:45 – 3:45 p.m. | **GENERAL SESSION** |
| *Palms I & II* | **Retirement Income Planning Across Pension and DC Systems** |
| | Public sector retirement systems are evolving as pension designs change and employees assume greater responsibility for achieving retirement security. At the same time, participant expectations are shifting and many workers seek greater confidence and stability in retirement. This session explores how defined benefit and defined contribution plans work together to support retirement outcomes and examines how plan design, participant behavior, and retirement income strategies influence long-term financial security. Through research and case studies, panelists will discuss how different plan structures produce varying outcomes and share practical ideas to help sponsors strengthen retirement readiness and support participants throughout the transition from saving to spending. |
| | Speakers:<br>• Jennifer DeLong, AllianceBernstein<br>• Kevin Jestice, Nationwide Retirement Solutions<br>• Sue Walton, Capital Group |
| 4:00 – 4:45 p.m. | **Leadership Awards Photos** |
| *Bonaire 1-4* | 2026 Leadership Award Winners, pick up your plaque and have a group picture taken. |

# TUESDAY, SEPTEMBER 29

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| 8:00 a.m. – 4:00 p.m.<br>*Palms Atrium* | **Registration Desk Open** |
| 8:00 – 8:45 a.m.<br>*Grand Sierra ABC & D* | **Breakfast**<br>*Open to attendees only.* |

9:00 – 10:00 a.m. — **GENERAL SESSION**

*Palms I & II*

**Washington Update: Legislative and Regulatory Outlook for Governmental DC Plans**

Governmental defined contribution plans continue to navigate an evolving legislative and regulatory landscape, from SECURE 2.0 implementation to emerging policy priorities affecting plan sponsors and participants. This session provides an update on key federal developments, regulatory guidance, and issues shaping the future of defined contribution plans. Attendees will also learn about NAGDCA's advocacy efforts and how the association is working to advance the priorities of public sector DC plans. Speakers will discuss current developments, potential changes on the horizon, and considerations for plan sponsors.

Speakers:

- Michael Kreps, Groom Law Group
- Greg Long, Alight
- Matt Petersen, NAGDCA

10:00 – 10:15 a.m. — **Break**

10:15 – 11:15 a.m. — **BREAKOUT SESSIONS |** *Three Sessions Repeated from Monday*

*Grand Sierra ABC*

**Bridging Silos: Delivering a Unified Retirement Message Across Agencies and Programs**

Public employees often receive retirement information from multiple agencies, plans, and benefit providers, yet they experience retirement as one connected journey. This interactive workshop explores practical strategies for creating a more cohesive participant experience through aligned messaging, coordinated education, and cross-functional collaboration. Using case studies from the State of Florida and Denver Public Schools, speakers will examine how organizations can reduce participant confusion, improve engagement, and connect pension, supplemental retirement, and financial wellness programs into a unified communication strategy. Through a guided mapping exercise and practical implementation toolkit, attendees will identify opportunities to strengthen collaboration within their own organizations and develop actionable approaches to delivering participant-centered retirement education.

Speakers:

- Ben Hensarling, Department of Financial Services, Division of Retirement, State of Florida
- Edwin Hudson, Denver Public Schools
- Rosemary Isham, MBA, FCCM, Department of Financial Services, Bureau of Deferred Compensation, State of Florida

- Allison Olson, State Board of Administration, Office of Defined Contribution Programs, State of Florida

*Grand Sierra D*

**From Data to Decisions: How Plan Design and Financial Advice Improve Retirement Outcomes**

Public employees face increasingly complex financial decisions throughout their careers, yet many lack access to trusted guidance and effective planning tools. New research highlights the behavioral and structural challenges influencing retirement outcomes and points to opportunities for improving participant support. This session examines how plan design, financial advice, behavioral nudges, and hybrid guidance models can help participants navigate complexity and make better decisions. Attendees will explore evidence-based strategies that combine technology and human support to improve engagement, simplify decision-making, and strengthen retirement readiness.

Speakers:

- Josh Cohen, PGIM DC Solutions
- Zhikun Liu, Ph.D., CFP®, MissionSquare

*Grand Sierra E*

**Where Is the Money Going? Understanding and Reducing DC Plan Leakage in the Public Sector**

Governmental defined contribution plans are experiencing increased attention on participant outflows and the impact of assets leaving the retirement system. However, not all outflows represent leakage, and understanding the difference is critical for making informed plan design, governance, and communication decisions. This session explores the factors influencing participant distribution decisions, including plan design choices, evolving participant needs, and the retirement experience at key decision points. Through data insights and practical examples, speakers will examine strategies for identifying preventable leakage, improving participant outcomes, and strengthening retirement readiness throughout the participant lifecycle. Attendees will gain actionable approaches for evaluating their own plan’s leakage trends and incorporating retention considerations into ongoing governance discussions.

Speakers:

- Sarah Boctor, CFA, RVK
- Kristal Mason, Fidelity Investments
- Joseph Philbin, Nassau County Detectives Association, Nassau County Deferred Compensation

*Palms III*

**Private Investments in DC Plans: Progress, Perspectives, and Practical Realities**
*(Session **does not** repeat)*

Interest in private investments within defined contribution plans continues to grow as regulatory developments, product innovation, and market trends reshape the conversation. This session examines the evolving landscape and explores the practical considerations involved in evaluating private market exposure within DC plans. Panelists will discuss governance, due diligence, implementation structures, and communication challenges while sharing lessons learned from early adopters. Rather than advocating for a particular approach, the discussion will focus on the questions sponsors should consider and the factors that may influence whether private investments are appropriate for their plans.

Speakers:

- Christopher Ceder, Goldman Sachs
- David Levine, Groom Law Group
- Steve Ulian, Apollo

11:15 – 11:30 a.m. **Break**

11:30 a.m. – 12:30 p.m. **GOVERNMENT PEER GROUP DISCUSSIONS**

*Government members only.*

Join peers from plans of similar size to discuss common issues.

*Bonaire 1* **$100 million or less**

Moderator: TBD

*Bonaire 2* **$101 million - $250 million**

Moderator: Wendy Orcutt, City of Ann Arbor

*Bonaire 3* **$251 million - $499 million**

Moderator: Justin Norton, Washoe County

*Grand Sierra ABC* **$500 million - $999 million**

Moderator: TBD

*Grand Sierra D* **$1 billion - $3 billion**

Moderator: TBD

*Grand Sierra E* **> $3 billion**

Moderator: Michael Scott, Virginia Retirement System

*Palms III* **First Responders (Police/Fire)**

Moderator: Joseph Philbin, Nassau County Detectives Association, Nassau County Deferred Compensation

12:30 – 1:30 p.m. **Government Members' Lunch**

*Palms I & II* *Government members only.*

1:45 – 2:45 p.m. **BREAKOUT SESSIONS |** *Three Sessions Repeat Wednesday*

*Grand Sierra ABC* **Artificial Intelligence in Retirement Plan Administration: Balancing Innovation, Risk, and Governance**

Artificial intelligence is already finding its way into retirement plan operations, vendor platforms, and workplace tools. As public plans explore opportunities to improve efficiency and participant experiences, they must also address governance, compliance, and fiduciary considerations. This session examines practical use cases for AI, common risks, and the policies and controls organizations are implementing to support responsible adoption. Panelists will discuss governance frameworks, vendor due diligence, and real-world scenarios facing plan sponsors today. Through audience interaction and case studies, attendees will gain practical insights into balancing innovation with oversight and learn how to evaluate AI opportunities through an operational and fiduciary lens.

Speakers:

- Sean Fullerton, CFA, Allspring Global Investments
- Thalamus Hill, Voya
- Scott Miller, JD, NAF, Segal

*Grand Sierra D*

**Beyond the Final Paycheck: Public Sector Income, Spending, and Financial Security in Retirement**

Retirement planning does not end when participants stop working. As more employees approach retirement, plan sponsors face growing demand for guidance on spending, withdrawals, and income strategies. This session examines how public employees navigate the transition from accumulation to decumulation and explores research on retirement spending patterns, participant behavior, and sources of retirement income. Panelists will discuss the advantages and tradeoffs of various approaches and consider how plan design, communications, and retirement income solutions can help participants achieve greater confidence and financial security throughout retirement.

Speakers:

- Michael Conrath, CFP®, CPRC, JP Morgan Asset Management
- Toni Griffin, MetLife
- Jim Potvin, Employees' Retirement System of Georgia

*Grand Sierra E*

**Leveraging Participant Data to Improve Engagement and Retirement Outcomes**

Participant-level data can provide valuable insights that help plans move beyond broad averages and develop more targeted strategies to improve outcomes. This session highlights how plans are using analytics, segmentation, and retirement readiness measures to inform communications, plan design, and participant engagement efforts. Through case studies from Tennessee and Wyoming, attendees will learn how organizations are turning data into action while balancing privacy, governance, and operational realities. The discussion will also explore practical approaches that plans of all sizes can use to better understand participant needs and support long-term retirement readiness.

Speakers:

- Jessica Abbott, Wyoming Retirement System
- Hunter Behea, Tennessee Department of Treasury
- Spencer Look, FSA, Morningstar Center for Retirement & Policy Studies

*Palms III*

**Rethinking Retirement Readiness in the Public Sector: New Metrics, Behaviors, and Strategies** *(Session **does not** repeat)*

Public sector employees often express confidence about retirement, but new research suggests important gaps beneath that confidence. Drawing on a national study of public and private sector workers, this session explores challenges such as limited retirement plan engagement, pension literacy gaps, rising financial pressures, and underutilization of available guidance. Attendees will learn why confidence does not always equal readiness, how employees want support delivered today, and the growing role of technology and AI in retirement planning. Panelists will discuss practical strategies that combine pension and DC planning, digital tools, and personalized guidance to help improve retirement outcomes.

Speakers:

- Tom Armstrong, Voya

- Malia Bonham, State of Washington
- Kerry Sette, Voya
- Emily Wrightson, CAPTRUST

2:45 – 3:00 p.m. **Break**

3:00 – 4:00 p.m. **GENERAL SESSION**

*Palms I & II*

**Beyond the Binary: Active, Passive, and Blended Approaches in DC Plans**

The traditional active-versus-passive debate no longer captures the full range of investment approaches available to defined contribution plans. This session explores how public sector plans are evaluating active, passive, and blended strategies in light of changing market conditions, participant behavior, and evolving investment structures. Panelists will discuss the role of fees, diversification, target date design, and broader retirement plan objectives while sharing examples of how different approaches are being implemented. Attendees will gain insights into the tradeoffs involved and considerations for building investment lineups that support long-term participant outcomes.

Speakers:

- Sonya Park, State Street Investment Management
- Jeri Savage, MFS
- Joel Schneider, Dimensional Fund Advisors
- Jessica Sclafani, CAIA, T. Rowe Price

6:00 – 8:30 p.m. **OFF-SITE NETWORKING EVENT | Paradise Cove**

*Open to all attendees and registered guests. A name badge is required to attend.*

Spend your last evening in Orlando at Paradise Cove, a remote oasis on the shores of Lake Bryan. Enjoy great food and drinks, live music, and plenty of cozy spots to relax and connect. It’s the perfect way to close out our time together in a laid-back, tropical setting.

# WEDNESDAY, SEPTEMBER 30

7:30 a.m.– 12:00 p.m.

*Room TBA*

**Luggage Storage**

Please note, luggage must be picked up by 12:00 p.m. If you cannot pick up luggage by 12:00 p.m., please store it at the hotel front desk.

8:00 – 10:15 a.m.

*Palms Atrium*

**Registration Desk Open**

8:00 – 8:45 a.m.

*Grand Sierra ABC & D*

**Breakfast**

*Open to attendees only.*

9:00 – 10:00 a.m.

*Grand Sierra ABC*

**BREAKOUT SESSIONS |** *Sessions Repeated from Tuesday*

**Artificial Intelligence in Retirement Plan Administration: Balancing Innovation, Risk, and Governance**

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*Grand Sierra E*

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Speakers:

- Jessica Abbott, Wyoming Retirement System
- Hunter Behea, Tennessee Department of Treasury
- Spencer Look, FSA, Morningstar Center for Retirement & Policy Studies

10:00 – 10:15 a.m. **Break**

10:15 – 11:15 a.m. **GENERAL SESSION**

*Palms I & II*

**Healthcare Costs and Retirement Readiness: Strategies for Public Sector Plans**

Healthcare expenses represent one of the largest and most uncertain costs retirees face. Public sector employers often have access to unique benefit structures that can help employees prepare for these expenses, yet many participants are unaware of how these programs fit into their overall retirement strategy. This session explores the role of healthcare-focused savings and reimbursement arrangements, coordination with other benefit programs, and practical considerations for plan design and participant education. Attendees will learn how healthcare planning can complement broader retirement readiness efforts and help employees better prepare for future medical expenses.

Speakers:

- Ted Grigsby, Fiduciary Consulting Group
- Robert Haverstrom, CFP®, AIF, Corebridge Financial
- Richard Snyder, HUB International
- Chris Williams, Aviben