



GOVERNMENT OF GUAM  
**RETIREMENT FUND**  
STABILITY · SECURITY · REWARDS

**Lourdes A. Leon Guerrero**  
Governor

**Joshua F. Tenorio**  
Lieutenant Governor

**Paula M. Blas**  
Director

*Trustees:*

**Antolina S. Leon Guerrero**  
Chair

**George A. Santos**  
Vice Chair

**Thomas H. San Agustin**  
Secretary

**Artemio R.A. Hernandez, Ph.D.**  
Treasurer  
Chair, Investment Committee

**Katherine T.E. Taitano**  
Trustee  
Chair, Members and Benefits Committee

**David N. Sanford**  
Trustee

**Vacant**  
Trustee

**BOARD OF TRUSTEES**

**Regular Meeting**

Tuesday, March 18, 2025, 12:30 P.M.  
Retirement Fund Conference Room

**MINUTES**

**DEFINED CONTRIBUTION**

**I. ATTENDANCE, QUORUM, AND CALL TO ORDER**

After determining a quorum was present, the Retirement Fund Board of Trustees Regular Meeting for the Defined Contribution Plan was called to order at 12:33 p.m. Tuesday, March 18, 2025, in the Retirement Fund Conference Room. Chair Antolina S. Leon Guerrero officiated.

**Board of Trustees Present:**

Antolina S. Leon Guerrero, Chair  
George A. Santos, Vice Chair  
Thomas H. San Agustin, Secretary  
Artemio R.A. Hernandez, Treasurer  
David N. Sanford, Trustee

**Board of Trustees Absent:**

Katherine T.E. Taitano, Trustee

**Staff Present:**

Paula Blas, Director  
Andrea Atalig, Recording Secretary  
Danielle Manibusan, Secretary I

**Third Party Administrator Present:**

Alice Taijeron, Director, Client Relations & Participant Engagement, Empower

**Investment Consultant Present:**

Cameron Systemans, Mercer Investment Consulting  
Stephen Pola, Mercer Investment Consulting  
Christian De Leon, Mercer Investment Consulting

## **II. REVIEW AND APPROVAL OF BOARD MINUTES**

### **A. February 21, 2025 Regular Meeting**

**Treasurer Artemio Hernandez, seconded by Trustee David Sanford, moved to approve the Minutes of the February 21, 2025 Regular Meeting, subject to technical corrections. Without objection, the motion passed.**

## **III. CORRESPONDENCE**

None

## **IV. DIRECTOR'S REPORT - EXECUTIVE SUMMARY**

**1. *Standard Insurance*** - An updated summary report as of February 28, 2025 on the status of applications and individuals on Group Long Term Disability (LTD) is provided for the Board's information. There are 42 active claims as of February 28, 2025.

**2. *Mercer Investment Consultant Agreement*** – Director Blas stated the Agreement with Mercer, GGRF's DC Investment Consultant will be expiring on March 31, 2025. Management is requesting for approval to extend the agreement for an additional two years to expire on March 31, 2027.

Chair Leon Guerrero inquired if there are provisions in the contract between Mercer and GGRF. Director Blas stated the contract allows for an extension on the agreement.

**Treasurer Artemio Hernandez, seconded by Secretary Thomas San Agustin, moved to approve to extend Mercer Investment Consulting, Inc.'s agreement for an additional two years to expire March 31, 2027. Without objection, the motion passed.**

### **Financial Report**

**1. *Contributions*** - Director Paula Blas stated that as of March 14, 2025, all agencies are current with their Fiscal Year 2025 employee and employer contributions.

**2. *Financial Statements*** - Director Blas stated that the books for the month ended February 2025 are scheduled to close on March 31, 2025.

## **V. THIRD PARTY ADMINISTRATOR'S REPORT**

### **A. Contribution Report – February 2025**

Director Blas stated that Alice Taijeron, Director, Client Relations & Participant Engagement, Empower, provided the TPA Report for the month ended February 28, 2025 on the DC Retirement System 401(a) Plan and the 457 Deferred Compensation Plan.

Ms. Taijeron stated that the 401(a) Plan had total assets of \$458,444,413.76. There was a decrease of \$238,894.04 or -0.05% from the previous month. The market effect was -0.2%. The 457 Plan had total assets of \$183,197,076.17. There was an increase of \$200,088.74 or 0.11% from the previous month. The market effect was -0.1%.

Ms. Taijeron stated that the 401(a) Plan had total contributions of \$2,782,887.99. There was a decrease in contributions of \$1,286,294.76 or -31.61% from the previous month. The 457 Plan had total contributions of \$1,632,360.21. There was a decrease in contributions of \$645,046.26 or -28.32% from the previous month.

Ms. Taijeron stated that the 401(a) Plan had disbursements totaling \$2,454,845.20. The 457 Plan had disbursements totaling \$1,232,889.24.

Ms. Taijeron stated that the 401(a) Plan has a total of 5,990 participants receiving employer contributions and 5,959 participants actively contributing. The 457 Plan has 6,847 actively contributing participants and 50% of those are DB 1.75 Plan participants. The 401(a) Plan has 91 first-time contributors and the 457 Plan has 95 first-time contributors. The 401(a) Plan had 78 full withdrawals and 47 full withdrawals in the 457 Plan.

Ms. Taijeron stated that there were 6 retirements in the month of February. Ms. Taijeron pointed out that there was a total of 476 walk-ins with 78 of them being new hires and 13 of them enrolled into the 457 Plan. Ms. Taijeron stated in addition to the walk-ins there were 310 participant engagements consisting of emails and phone calls for the month of February. Ms. Grace Atalig, Retirement Plan Counselor, had 143 meetings with 49 or 34% of those participants enrolling into the 457 Plan. Ms. Tamara Santos, Retirement Plan Advisor, had four group meetings in the month of February.

Ms. Taijeron stated that during the March 17, 2025 Due Diligence meeting, Secretary San Agustin inquired on participation and activity with managed accounts. Ms. Taijeron pointed out that several years ago the board moved to have participants automatically enrolled into managed accounts and at any time participants may opt out of managed accounts. Ms. Taijeron provided a brochure for the board's information.

Ms. Taijeron provided the following updates:

- Letters regarding Important Investment Option(s) Updates regarding PIMCO Global Bonds were mailed out to participants.
- Email Communications went out to participants for beneficiary updates which can be updated online for the 401(a) Plan and the 457 Plan.
- For the month of March, Guam History and Chamorro Heritage Day, 6,500 emails were sent out to participants encouraging enrollment into the 457 Plan and increasing contributions.

## **VI. STANDING COMMITTEE REPORTS**

### **A. Investment Committee**

Treasurer Artemio Hernandez reported that the Quarterly Performance Review for the Quarter Ended December 31, 2024 was held on March 17, 2025.

#### **DC Plan Quarterly Performance**

Treasurer Artemio Hernandez stated that this will be Cameron Systemans of Mercer Investment Consulting, Inc's last meeting as a consultant with GGRF. Mr. Systemans introduced Mr. Stephen Pola and Mr. Christian De Leon of Mercer Investment Consulting Inc. as the new consultants for GGRF.

Mr. Pola stated that during the due diligence meeting they discussed the current economic environment for the next year, and provided an overview of the DC Plan's Investment Performance for the quarter ended December 31, 2025.

Mr. Pola stated in the 2024 market environment Global Equities posted positive absolute returns specifically by the US Large Cap tech names. Fixed income was set positive throughout the year with some volatility given rate fluctuations. Mr. Pola provided a broad economic update through March given that the market environment changed significantly through the end of the year 2024. Mr. Pola stated that there has been a significant drawback in US Equity performance due to Tariff concerns and new developments in AI that have been a reversal in previous years and Developed International Equities have outperformed US Equities.

Mr. Pola recommends the AD Discovery Value Fund and the Principal Global Real Estate Fund remain on watch and continue to monitor, no new funds have been recommended for the watchlist and all other funds' performance are in line with expectations. Mr. Pola discussed two upcoming projects that is scheduled for later in 2025 which include investment structure review to look at the holistic investment options along with a Target Date Fund suitability analysis to review the target date program and its suitability for its participants on Guam.

Treasurer Hernandez and Chair Leon Guerrero expressed their appreciation for Mr. Systemans service for the past eight years.

#### **Informational Items**

1. ***Next Quarterly Performance Review*** – Treasurer Hernandez informed the Board that the next Quarterly Performance Review is scheduled for June 19, 2025.

#### **B. Members and Benefits Committee**

#### **VII. OLD BUSINESS**

None

#### **VIII. NEW BUSINESS**

None

#### **IX. OPEN DISCUSSION / GENERAL PUBLIC INPUT**

#### **X. ANNOUNCEMENTS**

#### **XI. ADJOURNMENT**

**There being no further business before the Board for the Defined Contribution Plan, on motion of Vice Chair George Santos, seconded by Secretary Thomas San Agustin, and without objection, the meeting was adjourned at 12:59 p.m. Motion passed.**

**I hereby certify that the foregoing is a full, true and correct copy of the Minutes of March 18, 2025 Regular Meeting duly adopted and approved by the Government of Guam Retirement Fund Board of Trustees on April 25, 2025.**

  
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**THOMAS SAN AGUSTIN, Board Secretary**

**RECORDING SECRETARY:**

  
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**Andrea Atalig**