

NASSAU COUNTY DEFERRED
COMPENSATION PLAN

Financial Statements

December 31, 2020 and 2019

(With Independent Auditors' Report Thereon)

NASSAU COUNTY DEFERRED COMPENSATION PLAN

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INDEPENDENT AUDITORS' REPORT

The Deferred Compensation Board
Nassau County Deferred Compensation Plan:

Report on the Financial Statements

We have audited the accompanying financial statements of Nassau County Deferred Compensation Plan (the Plan), which comprise the statements of fiduciary net assets available for plan benefits as of December 31, 2020 and 2019, and the related statements of changes in fiduciary net assets available for plan benefits for the years then ended, and the related notes to financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Plan's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the fiduciary net assets available for plan benefits of Nassau County Deferred Compensation Plan as of December 31, 2020 and 2019, and the changes in fiduciary net assets available for plan benefits for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis on pages 3 through 6 be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

EFPR Group, CPAs, PLLC

Williamsville, New York
March 8, 2022

NASSAU COUNTY DEFERRED COMPENSATION PLAN

Management's Discussion and Analysis

December 31, 2020 and 2019

This section presents management's discussion and analysis (MD&A) of Nassau County Deferred Compensation Plan's (the Plan) financial position and performance for the years ended December 31, 2020 and 2019. This section is presented as a narrative overview and analysis. Please read the MD&A in conjunction with the financial statements and notes to financial statements to better understand the financial condition and performance of the Plan during the years ended December 31, 2020 and 2019.

Financial Highlights

- The Plan's net assets at December 31, 2020 and 2019 are \$1,809,481,796 and \$1,616,651,541, respectively. The net assets represent participant contributions and net investment income.
- The Plan's net assets for the year ended December 31, 2020 increased by \$192,830,255 or approximately 11.9% from the prior year. The Plan's net assets for the year ended December 31, 2019 increased by \$230,465,789 or approximately 16.6% from 2018.
- The Plan had investment income of \$209,214,041 in 2020, compared to \$237,659,312 in 2019.

Overview of the Financial Statements

This discussion and analysis is intended to serve as an introduction to the Plan's financial statements, which comprise the following:

- Statements of Fiduciary Net Assets Available for Plan Benefits
- Statements of Changes in Fiduciary Net Assets Available for Plan Benefits
- Notes to Financial Statements

Statements of Fiduciary Net Assets Available for Plan Benefits - These statements present information regarding the Plan's assets, liabilities and resulting net assets held in trust for Plan benefits. These statements reflect the Plan's investments, receivables and liabilities at December 31, 2020 and 2019.

Statements of Changes in Fiduciary Net Assets Available for Plan Benefits - These statements present how the Plan's net assets held in trust changed during the years ended December 31, 2020 and 2019. These statements present contributions by participants along with net investment income during the period from individual participant-directed investing activities. Deductions for participant benefit payments and administrative expenses are also presented.

NASSAU COUNTY DEFERRED COMPENSATION PLAN

Management's Discussion and Analysis, Continued

Notes to Financial Statements - The notes to financial statements are an integral part of the financial statements and provide additional detailed information and schedules that are essential to better understand the Plan's financial statements.

Condensed Financial Information

<u>Description</u>	<u>2020</u>	<u>2019</u>	<u>Net assets</u>	
			<u>Increase (decrease)</u> <u>Amount</u>	<u>Percentage</u>
Assets:				
Investments, at fair value:				
Mutual funds	\$ 533,037,392	635,901,361	(102,863,969)	(16.2%)
Pooled separate accounts	632,049,868	428,855,180	203,194,688	47.4%
Self-directed brokerage accounts	<u>4,726,681</u>	<u>1,684,675</u>	<u>3,042,006</u>	180.6%
Total investments, at fair value	1,169,813,941	1,066,441,216	103,372,725	9.7%
Investments, at contract value -				
stable value fund	<u>624,379,720</u>	<u>533,637,172</u>	<u>90,742,548</u>	17.0%
Total investments	<u>1,794,193,661</u>	<u>1,600,078,388</u>	<u>194,115,273</u>	12.1%
Receivables:				
Revenue sharing receivable	268,542	509,558	(241,016)	(47.3%)
Notes receivable from participants	<u>15,088,093</u>	<u>16,102,595</u>	<u>(1,014,502)</u>	(6.3%)
Total receivables	<u>15,356,635</u>	<u>16,612,153</u>	<u>(1,255,518)</u>	(7.6%)
Total assets	1,809,550,296	1,616,690,541	192,859,755	11.9%
Liabilities - accrued expenses				
	<u>68,500</u>	<u>39,000</u>	<u>29,500</u>	75.6%
Total fiduciary net assets available for plan benefits	<u>\$ 1,809,481,796</u>	<u>1,616,651,541</u>	<u>192,830,255</u>	11.9%
Changes in net assets				
<u>Description</u>	<u>2020</u>	<u>2019</u>	<u>Increase (decrease)</u>	
			<u>Amount</u>	<u>Percentage</u>
Fiduciary net assets available for plan benefits at beginning of year	<u>\$ 1,616,651,541</u>	<u>1,386,185,752</u>	<u>230,465,789</u>	16.6%
Additions:				
Contributions	68,312,529	65,606,641	2,705,888	4.1%
Net investment income	<u>209,214,041</u>	<u>237,659,312</u>	<u>(28,445,271)</u>	(12.0%)
Total additions	<u>277,526,570</u>	<u>303,265,953</u>	<u>(25,739,383)</u>	(8.5%)
Deductions:				
Benefits paid to participants	84,005,766	71,224,165	12,781,601	17.9%
Deemed distributions	588,911	477,771	111,140	23.3%
Administrative expenses	101,638	98,228	3,410	3.5%
Revenue sharing allocated to participants	-	<u>1,000,000</u>	<u>(1,000,000)</u>	(100.0%)
Total deductions	<u>84,696,315</u>	<u>72,800,164</u>	<u>11,896,151</u>	16.3%
Change	<u>192,830,255</u>	<u>230,465,789</u>	<u>(37,635,534)</u>	(16.3%)
Fiduciary net assets available for plan benefits at end of year	<u>\$ 1,809,481,796</u>	<u>1,616,651,541</u>	<u>192,830,255</u>	11.9%

NASSAU COUNTY DEFERRED COMPENSATION PLAN

Management's Discussion and Analysis, Continued

Investments

Investments consisted of the following at December 31, 2020 and 2019:

	<u>Market value</u>	
	<u>2020</u>	<u>2019</u>
Prudential Stable Value Fund	\$ 624,379,720	533,637,172
SA/T. Rowe Price Growth Stock Strategy Fund	276,581,215	229,351,776
ClearBridge International Growth	146,514,498	-
Vanguard Institutional Index Fund	113,847,881	104,890,918
Core Plus Bond/PGIM Fund	112,137,769	103,557,048
Columbia Dividend Value Fund	96,816,386	95,946,356
Janus Henderson Triton I	57,989,039	53,937,443
Vanguard Mid-Cap Index Fund	47,680,970	44,408,453
BlackRock Mid-Cap Growth Equity	42,295,417	-
American Funds American Balanced Fund Class 5	35,806,977	35,028,030
T. Rowe Price Retirement 2025 Fund	34,817,169	30,538,900
Vanguard Small Cap Index Fund	30,933,902	29,804,718
ClearBridge Appreciation Fund	30,829,705	30,986,571
American Century Mid Cap R6	26,118,215	27,444,753
Delaware Small Cap Value	25,079,576	24,815,616
Vanguard Total Bond Market Index Fund	16,720,113	14,707,079
T. Rowe Price Retirement 2055 Fund	12,224,090	11,481,146
T. Rowe Price Retirement 2030 Fund	10,488,287	8,826,822
T. Rowe Price Retirement 2020 Fund	7,412,340	8,691,784
T. Rowe Price Retirement 2010 Fund	7,364,832	7,570,297
T. Rowe Price Retirement 2035 Fund	7,137,407	5,123,422
Vanguard Real Estate Index Fund Admiral	6,439,372	7,979,647
Invesco Developing Markets Fund Class Y	6,061,808	5,502,165
Self Directed Brokerage Accounts	4,726,681	1,684,675
T. Rowe Price Retirement 2040 Fund	4,717,355	3,582,478
T. Rowe Price Retirement 2015 Fund	3,847,340	4,058,261
T. Rowe Price Retirement Balanced Fund	2,489,566	2,086,435
T. Rowe Price Retirement 2045 Fund	1,710,128	1,179,842
T. Rowe Price Retirement 2050 Fund	1,025,782	528,769
LN AP Fund	121	-
American Funds EuroPacific Growth Fund R5	-	134,154,921
Hartford Mid Cap Fund	-	38,572,891
	<u>\$ 1,794,193,661</u>	<u>1,600,078,388</u>

NASSAU COUNTY DEFERRED COMPENSATION PLAN

Management's Discussion and Analysis, Continued

Contributions and Distributions

The Plan had contributions of \$68,312,529 during the year ended December 31, 2020 compared to \$65,606,641 during the year ended December 31, 2019.

The Plan had benefits paid to participants of \$84,005,766 during the year ended December 31, 2020 compared to \$71,224,165 during the year ended December 31, 2019. Increase in benefits paid relate to more significant distributions in 2020.

Request for Information

This financial report is designed to provide a general overview of Nassau County Deferred Compensation Plan. Questions concerning any of the information provided in this report or requests for additional information should be addressed to Nassau County Deferred Compensation Board, One West Street, Mineola, New York 11501.

NASSAU COUNTY DEFERRED COMPENSATION PLAN
 Statements of Fiduciary Net Assets Available for Plan Benefits
 December 31, 2020 and 2019

	<u>2020</u>	<u>2019</u>
Assets:		
Investments, at fair value:		
Mutual funds	\$ 533,037,392	635,901,361
Pooled separate accounts	632,049,868	428,855,180
Self-directed brokerage accounts	<u>4,726,681</u>	<u>1,684,675</u>
Total investments, at fair value	1,169,813,941	1,066,441,216
Investments, at contract value - stable value fund	<u>624,379,720</u>	<u>533,637,172</u>
Total investments	<u>1,794,193,661</u>	<u>1,600,078,388</u>
Receivables:		
Revenue sharing receivable	268,542	509,558
Notes receivable from participants	<u>15,088,093</u>	<u>16,102,595</u>
Total receivables	<u>15,356,635</u>	<u>16,612,153</u>
Total assets	1,809,550,296	1,616,690,541
Liabilities - accrued expenses	<u>68,500</u>	<u>39,000</u>
Fiduciary net assets available for plan benefits	<u>\$ 1,809,481,796</u>	<u>1,616,651,541</u>

See accompanying notes to financial statements.

NASSAU COUNTY DEFERRED COMPENSATION PLAN
 Statements of Changes in Fiduciary Net Assets Available for
 Plan Benefits
 Years ended December 31, 2020 and 2019

	<u>2020</u>	<u>2019</u>
Additions to fiduciary net assets attributed to:		
Contributions:		
Plan participants - deferrals of compensation	\$ 62,748,333	59,462,344
Rollovers, transfers, revenue sharing and other adjustments, net	<u>5,564,196</u>	<u>6,144,297</u>
Total contributions	<u>68,312,529</u>	<u>65,606,641</u>
Investment income:		
Interest and dividends	7,051,656	11,463,620
Capital gains	10,352,312	18,923,989
Net appreciation in fair value of investments	<u>191,810,073</u>	<u>207,271,703</u>
Total investment income	<u>209,214,041</u>	<u>237,659,312</u>
Total additions to fiduciary net assets	<u>277,526,570</u>	<u>303,265,953</u>
Deductions from fiduciary net assets attributed to:		
Benefits paid to participants and beneficiaries	84,005,766	71,224,165
Deemed distributions	588,911	477,771
Administrative expenses	101,638	98,228
Revenue sharing allocated to participants	<u>-</u>	<u>1,000,000</u>
Total deductions from fiduciary net assets	<u>84,696,315</u>	<u>72,800,164</u>
Change in fiduciary net assets available for benefits	192,830,255	230,465,789
Fiduciary net assets available for plan benefits:		
Beginning of year	<u>1,616,651,541</u>	<u>1,386,185,752</u>
End of year	<u>\$ 1,809,481,796</u>	<u>1,616,651,541</u>

See accompanying notes to financial statements.

NASSAU COUNTY DEFERRED COMPENSATION PLAN

Notes to Financial Statements

December 31, 2020 and 2019

(1) Description of Plan

The following description of Nassau County Deferred Compensation Plan (the Plan) is provided for general informational purposes. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

(a) General

The Plan is a defined contribution plan which permits employees and elected officials of Nassau County (the County) who participate in the Plan to defer a portion of their current salary until future years. The County does not make any contributions to the Plan. Participants do not pay income taxes on their contributions or investment returns while these funds remain in the Plan. The active Plan membership was approximately 6,463 and 6,471 at December 31, 2020 and 2019, respectively. Inactive Plan membership was approximately 4,018 and 3,952 at December 31, 2020 and 2019, respectively.

The assets of the Plan are being held in trust for the exclusive benefit of Plan members and their beneficiaries as required by Internal Revenue Code (IRC) Section 457.

The Plan, created in accordance with IRC Section 457, is available to all County employees.

The Plan has entered into an agreement with Prudential Retirement and Insurance and Annuity Company (Prudential) to administer the Plan.

(b) Contributions

Participants can elect to defer a minimum of 1% per pay period up to the lesser of \$19,500 annually or 100% of includable compensation. If an employee is age 50 or older, the employee is permitted to contribute up to \$26,000 in a calendar year. A participant may rollover an existing 457 deferred compensation plan, retirement plan, or a traditional IRA into the Plan at any time.

(c) Investment Options

Upon enrollment in the Plan, a participant may direct his or her contributions into a variety of investment options offered by Prudential. Participants may change their investment options throughout the Plan year.

(d) Notes Receivable from Participants

Participants may borrow from their accrued benefit balance in accordance with applicable Internal Revenue Service (IRS) regulations. The maximum amount a participant may borrow is equal to the lesser of (a) 50% of their account balance or (b) \$50,000. Interest rates on outstanding loans were 4.25% to 6.50% at December 31, 2020 and 2019. For the year ended December 31, 2020, enhanced loans (Coronavirus-Related Loan Increases) were permitted under the provisions of the CARES Act as well as Coronavirus-Related Loan Delay Repayments, as adopted by the plan.

NASSAU COUNTY DEFERRED COMPENSATION PLAN
Notes to Financial Statements, Continued

(1) Description of Plan, Continued

(e) Participant Accounts and Vesting

Each participant's account is credited with the participant's contribution and investment earnings. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. Each participant's account balance is invested in accordance with the investment option(s) selected by the participant. Participants are 100% vested in their account balance at all times.

(f) Payment of Benefits

A participant of the Plan or beneficiary may receive a distribution of assets under the Plan upon a participant's retirement, termination of service, disability, death or the attainment of age 70½. A participant may elect to receive a lump sum amount equal to the value of his or her account, or periodic payments in monthly, quarterly, semiannual or annual installments. In addition to these regular periodic payments, a participant may also request a nonscheduled distribution of at least \$500 no more than twelve times a year.

Participants also have the right to redirect the timing, the amount, and the method of payment of the distribution. In connection with a participant's severance from employment, the participant may elect to have all or a portion of his/her account rolled over into another qualified retirement account.

A distribution is also permitted in the case of an unforeseen emergency, as defined by IRC 457(b) regulations. Participants, after approval from the third party administrator or the Plan's Board, may receive an unforeseen emergency withdrawal which may not exceed the lesser of the amount reasonably needed to meet the financial need created by such unforeseeable emergency or the value of the participant's plan balance as of the most recent valuation date. All payments shall be made in one lump cash sum within sixty days after approval of the request.

A participant may also elect to receive a in-service distribution if the participant has not made deferrals into the Plan for 24 consecutive months and the total value of the participant's account does not exceed \$5,000.

For the year ended December 31, 2020, participants who had been impacted by the COVID-19 virus, and otherwise may not have been eligible for a distribution under the terms of the Plan, were able to request a Coronavirus-Related Distribution under the provisions of the CARES Act, as adopted by the Plan.

(2) Summary of Significant Accounting Policies

(a) Basis of Presentation

The accompanying financial statements have been prepared on the accrual basis and present fiduciary net assets available for plan benefits and changes therein.

NASSAU COUNTY DEFERRED COMPENSATION PLAN

Notes to Financial Statements, Continued

(2) Summary of Significant Accounting Policies, Continued

(b) Use of Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

(c) Investment Valuation and Income Recognition

Investments are presented at fair value, except for investments in the stable value fund which are presented at contract value. See note 3 for discussion of fair value measurements.

Purchases and sales of investments are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Investment income includes both the Plan's realized and unrealized gains and losses on investments bought and sold as well as held during the year.

(d) Notes Receivable From Participants

Notes receivable from participants are measured at their unpaid balance plus any accrued but unpaid interest. Delinquent participant loans are reclassified as distributions based upon the terms of the Plan agreement. The loans bear interest rates charged by local financial institutions for similar loans. Principal and interest is paid ratably through payroll deductions.

(e) Subsequent Events

Plan management has evaluated subsequent events through the date of the report which is the date the financial statements were available to be issued.

(3) Fair Value Measurements

Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) No. 820, Fair Value Measurements and Disclosures, provides the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy are described below:

- Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

NASSAU COUNTY DEFERRED COMPENSATION PLAN
Notes to Financial Statements, Continued

(3) Fair Value Measurements, Continued

- Level 2 - Inputs to the valuation methodology include:
 - Quoted prices for similar assets or liabilities in active markets;
 - Quoted prices for identical or similar assets or liabilities in inactive markets;
 - Inputs other than quoted prices that are observable for the asset or liability; and
 - Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

- Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2020 and 2019.

- Mutual funds - Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-ended mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.
- Pooled separate accounts - Valued at the NAV of units held by the Plan at year-end. The pooled separate accounts invest in various mutual funds or other marketable securities. The mutual funds or other marketable securities are open-ended mutual funds or other marketable securities that are registered with the Securities and Exchange Commission. These funds and other marketable securities are required to publish their daily NAV and to transact at that price.
- Self-directed brokerage accounts - Invested in equity securities and money market accounts. Equity securities are valued at the closing prices reported in the active markets in which the individual securities are traded.

NASSAU COUNTY DEFERRED COMPENSATION PLAN
Notes to Financial Statements, Continued

(3) Fair Value Measurements, Continued

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2020 and 2019:

		2020			
		<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual funds	\$	533,037,392	-	-	533,037,392
Pooled separate accounts		-	632,049,868	-	632,049,868
Self-directed brokerage accounts		<u>4,726,681</u>	<u>-</u>	<u>-</u>	<u>4,726,681</u>
Total investments at fair value	\$	<u>537,764,073</u>	<u>632,049,868</u>	<u>-</u>	<u>1,169,813,941</u>
		2019			
		<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual funds	\$	635,901,361	-	-	635,901,361
Pooled separate accounts		-	428,855,180	-	428,855,180
Self-directed brokerage accounts		<u>1,684,675</u>	<u>-</u>	<u>-</u>	<u>1,684,675</u>
Total investments at fair value	\$	<u>637,586,036</u>	<u>428,855,180</u>	<u>-</u>	<u>1,066,441,216</u>

(4) Guaranteed Interest Account

The Plan maintains a guaranteed interest account (stable value fund) with Prudential. The guaranteed interest account provides a stable rate of return by investing in a combination of a group annuity contract issued by Prudential and an investment in the Prudential Core Intermediate Bond Fund of Prudential's Collective Trust. Prudential is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan. In advance of each calendar quarter, Prudential establishes a rate of return for that quarter for the investment. The rate in effect at December 31, 2020 and 2019 was 2.08% and 2.54%, respectively.

Because the guaranteed interest account is fully benefit-responsive, contract value is the relevant measurement attribute for that portion of the fiduciary net assets available for benefits attributable to the guaranteed interest account. Contract value, as reported to the Plan by Prudential, represents contributions made under the contract, plus earnings, less participant withdrawals. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value. The investments in the stable value fund amounted to \$624,379,720 and \$533,637,172 at December 31, 2020 and 2019, respectively.

NASSAU COUNTY DEFERRED COMPENSATION PLAN

Notes to Financial Statements, Continued

(4) Guaranteed Interest Account, Continued

The Plan's ability to receive amounts due is dependent on the issuer's ability to meet its financial obligations. The issuer's ability to meet its contractual obligations may be affected by future economic and regulatory developments.

Certain events might limit the ability of the Plan to transact at contract value with the issuer. Such events include (1) amendments to the Plan documents (including complete or partial Plan termination or merger with another plan), (2) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the Plan sponsor or other Plan sponsor events that cause a significant withdrawal from the Plan, (4) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA, or (5) premature termination of the contract. No events are probable of occurring that might limit the ability of the Plan to transact at contract value with the contract issuers and that also would limit the ability of the Plan to transact at contract value with the participants.

In addition, certain events allow the issuer to terminate the contract with the Plan and settle at an amount different from contract value. Such events include (1) an uncured violation of the Plan's investment guidelines, (2) a breach of material obligation under the contract (3) a material misrepresentation, or (4) a material amendment to the agreement without the consent of the issuer.

(5) Recordkeeping and Administrative Expenses

The Board represents the County in all matters concerning administration of the Plan.

Expenditures for recordkeeping and administrative expenses rendered in connection with the administration of the Plan are paid with funds received by the Plan from the service provider pursuant to the revenue sharing agreement.

Effective January 1, 2017 the Board has renewed the service provider agreement with Prudential (the Provider) for an additional five years. Under the arrangement, the Provider is to pay the Plan a portion of revenues earned from the assets held by the Plan. The arrangement calls for the Plan to receive a guaranteed payment of \$200,000 annually, payable in equal quarterly payments within thirty days of the end of each quarter. However, when the Provider's revenue from administering the Plan exceeds 0.04% of Plan assets, the excess amount will be payable to the Plan in the form of an Allowance.

Additional amounts may be payable to the Plan as a result of the Provider's failure to meet the performance standards set forth in Appendix A of the Agreement.

For the years ended December 31, 2020 and 2019, the Plan earned \$428,606 and \$651,476, respectively, in revenue sharing payments from the Provider. At December 31, 2020 and 2019, the shared revenue account balance was \$1,284,871 and \$656,435, respectively.

NASSAU COUNTY DEFERRED COMPENSATION PLAN
Notes to Financial Statements, Continued

(6) Related Party Transactions

Prudential Bank & Trust Company (PB&T) is the Plan's trustee. The Plan's investments in the stable value fund and a mutual fund are with this related party.

(7) Plan Termination

The County reserves the right to amend, suspend, or terminate the Plan and any deferrals thereunder, the trust agreement and any investment fund, in whole or in part and for any reason and without the consent of any employee, participant, beneficiary, or other person. Upon termination of the Plan, all amounts deferred shall be payable as provided in the Plan agreement.

(8) Risks and Uncertainties

The Plan invests in various investments. Investments are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investments, it is at least reasonably possible that changes in the values of investments will occur in the near-term and that such changes could materially affect participants' account balances and the amounts reported in the statements of fiduciary net assets available for plan benefits.

The United States is presently in the midst of a national health emergency related to the COVID-19 virus. The overall consequences of COVID-19 on a national, regional and local level are unknown, but have the potential to result in a significant economic impact. The impact of this situation on the Plan, its future results and its financial position is not presently determinable.

(9) Tax Status

The IRS has determined and informed the Plan that the Plan and related trust are designed in accordance with Section 457(b) of the IRC and, as such, are not subject to tax under present income tax law. The Plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.