

NASSAU COUNTY DEFERRED
COMPENSATION PLAN

Financial Statements

December 31, 2023 and 2022

(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 Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of the Nassau County Deferred Compensation Plan (the Plan), an employee benefit plan, which comprise the statements of fiduciary net assets available for plan benefits as of December 31, 2023 and 2022, 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.

In our opinion, the financial statements referred to above present fairly, in all material respects, the fiduciary net assets available for plan benefits of the Nassau County Deferred Compensation Plan as of December 31, 2023 and 2022, and the changes in its 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.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for 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.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibility for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audits.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audits 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, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audits.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis be presented to supplement the basic financial statements. Such information is the responsibility of management and, 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
December 19, 2024

NASSAU COUNTY DEFERRED COMPENSATION PLAN

Management's Discussion and Analysis

December 31, 2023 and 2022

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, 2023 and 2022. 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, 2023 and 2022.

Financial Highlights

- The Plan's net assets at December 31, 2023 and 2022 are \$1,854,409,511 and \$1,674,783,748, respectively. The net assets represent participant contributions and net investment income.
- The Plan's net assets for the year ended December 31, 2023 increased by \$179,625,763 or approximately 10.7% from the prior year. The Plan's net assets for the year ended December 31, 2022 decreased by \$304,773,028 or approximately 15.4% from 2021.
- The Plan had investment income of \$231,741,760 in 2023, compared to investment loss of \$292,296,518 in 2022.

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, 2023 and 2022.

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, 2023 and 2022. 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>2023</u>	<u>2022</u>	<u>Net assets</u>	
			<u>Amount</u>	<u>Percentage</u>
Assets:				
Investments, at fair value:				
Mutual funds	\$ 629,790,689	500,968,262	128,822,427	25.7%
Pooled separate accounts	592,460,340	515,354,461	77,105,879	15.0%
Self-directed brokerage accounts	<u>11,391,961</u>	<u>4,834,709</u>	<u>6,557,252</u>	135.6%
Total investments, at fair value	1,233,642,990	1,021,157,432	212,485,558	20.8%
Investments, at contract value - stable value fund	<u>604,503,193</u>	<u>639,866,748</u>	<u>(35,363,555)</u>	(5.5%)
Total investments	<u>1,838,146,183</u>	<u>1,661,024,180</u>	<u>177,122,003</u>	10.7%
Receivables:				
Revenue sharing receivable	102,500	330,726	(228,226)	(69.0%)
Notes receivable from participants	<u>14,357,797</u>	<u>13,456,342</u>	<u>901,455</u>	6.7%
Total receivables	<u>14,460,297</u>	<u>13,787,068</u>	<u>673,229</u>	4.9%
Forfeiture holding account	<u>1,861,531</u>	-	<u>1,861,531</u>	-
Total assets	1,854,468,011	1,674,811,248	179,656,763	10.7%
Liabilities - accrued expenses	<u>58,500</u>	<u>27,500</u>	<u>31,000</u>	112.7%
Fiduciary net assets available for plan benefits	<u>\$ 1,854,409,511</u>	<u>1,674,783,748</u>	<u>179,625,763</u>	10.7%
Changes in net assets				
<u>Description</u>	<u>2023</u>	<u>2022</u>	<u>Amount</u>	<u>Percentage</u>
Fiduciary net assets available for plan benefits at beginning of year	<u>\$ 1,674,783,748</u>	<u>1,979,556,776</u>	<u>(304,773,028)</u>	(15.4%)
Additions (reductions):				
Contributions	71,585,154	68,083,281	3,501,873	5.1%
Net investment income (loss)	231,741,760	(292,296,518)	524,038,278	179.3%
Interest income on notes receivable from participants	<u>226,678</u>	<u>644,683</u>	<u>(418,005)</u>	(64.8%)
Total additions (reductions)	<u>303,553,592</u>	<u>(223,568,554)</u>	<u>527,122,146</u>	235.8%
Deductions:				
Benefits paid to participants	123,215,727	80,484,847	42,730,880	53.1%
Deemed distributions	535,155	618,366	(83,211)	(13.5%)
Administrative expenses	<u>176,947</u>	<u>101,261</u>	<u>75,686</u>	74.7%
Total deductions	<u>123,927,829</u>	<u>81,204,474</u>	<u>42,723,355</u>	52.6%
Change	<u>179,625,763</u>	<u>(304,773,028)</u>	<u>484,398,791</u>	158.9%
Fiduciary net assets available for plan benefits at end of year	<u>\$ 1,854,409,511</u>	<u>1,674,783,748</u>	<u>179,625,763</u>	10.7%

NASSAU COUNTY DEFERRED COMPENSATION PLAN

Management's Discussion and Analysis, Continued

<u>Description</u>	<u>2022</u>	<u>2021</u>	<u>Net assets</u>	
			<u>Increase (decrease)</u> <u>Amount</u>	<u>Percentage</u>
Assets:				
Investments, at fair value:				
Mutual funds	\$ 500,968,262	631,434,704	(130,466,442)	(20.7%)
Pooled separate accounts	515,354,461	698,835,430	(183,480,969)	(26.3%)
Self-directed brokerage accounts	<u>4,834,709</u>	<u>6,187,710</u>	<u>(1,353,001)</u>	(21.9%)
Total investments, at fair value	1,021,157,432	1,336,457,844	(315,300,412)	(23.6%)
Investments, at contract value - stable value fund				
	<u>639,866,748</u>	<u>628,496,938</u>	<u>11,369,810</u>	1.8%
Total investments	<u>1,661,024,180</u>	<u>1,964,954,782</u>	<u>(303,930,602)</u>	(15.5%)
Receivables:				
Revenue sharing receivable	330,726	401,982	(71,256)	(17.7%)
Notes receivable from participants	<u>13,456,342</u>	<u>14,244,012</u>	<u>(787,670)</u>	(5.5%)
Total receivables	<u>13,787,068</u>	<u>14,645,994</u>	<u>(858,926)</u>	(5.9%)
Total assets	1,674,811,248	1,979,600,776	(304,789,528)	(15.4%)
Liabilities - accrued expenses	<u>27,500</u>	<u>44,000</u>	<u>(16,500)</u>	(37.5%)
Fiduciary net assets available for plan benefits	<u>\$ 1,674,783,748</u>	<u>1,979,556,776</u>	<u>(304,773,028)</u>	(15.4%)

<u>Description</u>	<u>2022</u>	<u>2021</u>	<u>Changes in net assets</u>	
			<u>Increase (decrease)</u> <u>Amount</u>	<u>Percentage</u>
Fiduciary net assets available for plan benefits at beginning of year	<u>\$ 1,979,556,776</u>	<u>1,809,481,796</u>	<u>170,074,980</u>	9.4%
Additions (reductions):				
Contributions	68,083,281	65,165,625	2,917,656	4.5%
Net investment income (loss)	<u>(291,651,835)</u>	<u>195,912,663</u>	<u>(487,564,498)</u>	(248.9%)
Total additions	<u>(223,568,554)</u>	<u>261,078,288</u>	<u>(484,646,842)</u>	(185.6%)
Deductions:				
Benefits paid to participants	80,484,847	90,220,698	(9,735,851)	(10.8%)
Deemed distributions	618,366	677,919	(59,553)	(8.8%)
Administrative expenses	<u>101,261</u>	<u>104,691</u>	<u>(3,430)</u>	(3.3%)
Total deductions	<u>81,204,474</u>	<u>91,003,308</u>	<u>(9,798,834)</u>	(10.8%)
Change	<u>(304,773,028)</u>	<u>170,074,980</u>	<u>(474,848,008)</u>	(279.2%)
Fiduciary net assets available for plan benefits at end of year	<u>\$ 1,674,783,748</u>	<u>1,979,556,776</u>	<u>(304,773,028)</u>	(15.4%)

NASSAU COUNTY DEFERRED COMPENSATION PLAN

Management's Discussion and Analysis, Continued

Investments

Investments consisted of the following at December 31, 2023 and 2022:

	<u>Market value</u>	
	<u>2023</u>	<u>2022</u>
Prudential Stable Value Fund	\$ 604,503,193	639,866,748
T. Rowe Price Growth Stock Fund IS	223,097,559	-
Vanguard Institutional Index Fund	159,315,610	123,363,537
ClearBridge International Growth	153,329,202	126,347,155
Columbia Dividend Value Fund	115,332,184	102,560,266
Core Plus Bond/PGIM Fund	100,701,395	102,206,810
Vanguard Mid-Cap Index Fund	55,093,073	48,519,136
BlackRock Mid-Cap Growth Equity	46,366,284	31,742,635
AB Small Cap Growth Portfolio Advisor Class	39,394,321	38,204,127
American Century Mid Cap R6	38,773,141	29,658,475
Vanguard Small Cap Index Fund	38,560,302	32,586,692
ClearBridge Appreciation Fund	34,751,489	28,290,166
American Funds American Balanced Fund Class 5	34,147,516	31,731,235
T. Rowe Price Retirement 2025 Fund	33,361,335	31,327,736
Delaware Small Cap Value	30,986,900	26,541,087
Calvert Equity I	27,029,926	-
T. Rowe Price Retirement 2030 Fund	15,020,994	12,163,178
Vanguard Total Bond Market Index Fund	12,682,947	12,240,992
T. Rowe Price Retirement 2055 Fund	12,437,106	10,636,420
Self Directed Brokerage Accounts	11,391,961	4,834,709
T. Rowe Price Retirement 2035 Fund	8,246,587	5,781,999
Vanguard Real Estate Index Fund Admiral	7,696,742	7,554,936
T. Rowe Price Retirement 2010 Fund	6,803,201	6,469,821
T. Rowe Price Retirement 2040 Fund	6,411,459	4,549,550
T. Rowe Price Retirement 2020 Fund	5,615,189	5,605,879
American Funds New World R6 Fund	5,128,531	4,151,872
T. Rowe Price Retirement 2045 Fund	3,869,565	2,768,828
T. Rowe Price Retirement 2015 Fund	3,071,284	2,952,191
T. Rowe Price Retirement 2050 Fund	2,551,920	1,753,508
T. Rowe Price Retirement Balanced Fund	2,475,267	2,374,262
SA/T. Rowe Price Growth Stock Strategy Fund	-	184,240,230
	<u>\$ 1,838,146,183</u>	<u>1,661,024,180</u>

NASSAU COUNTY DEFERRED COMPENSATION PLAN

Management's Discussion and Analysis, Continued

Contributions and Distributions

The Plan had contributions of \$71,585,154 during the year ended December 31, 2023 compared to \$68,083,281 during the year ended December 31, 2022 and \$65,165,625 during the year ended December 31, 2021.

The Plan had benefits paid to participants of \$123,215,727 during the year ended December 31, 2023 compared to \$80,484,847 during the year ended December 31, 2022 and \$90,220,698 during the year ended December 31, 2021. These distributions are circumstantial and based on participants' request, as well as their account balances.

Request for Information

This financial report is designed to provide a general overview of the Nassau County Deferred Compensation Plan. Questions concerning any of the information provided in this report or requests for additional information should be addressed to the 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, 2023 and 2022

	<u>2023</u>	<u>2022</u>
Assets:		
Investments, at fair value:		
Mutual funds	\$ 629,790,689	500,968,262
Pooled separate accounts	592,460,340	515,354,461
Self-directed brokerage accounts	<u>11,391,961</u>	<u>4,834,709</u>
Total investments, at fair value	1,233,642,990	1,021,157,432
Investments, at contract value - stable value fund	<u>604,503,193</u>	<u>639,866,748</u>
Total investments	<u>1,838,146,183</u>	<u>1,661,024,180</u>
Receivables:		
Revenue sharing receivable	102,500	330,726
Notes receivable from participants	<u>14,357,797</u>	<u>13,456,342</u>
Total receivables	<u>14,460,297</u>	<u>13,787,068</u>
Forfeiture holding account	<u>1,861,531</u>	<u>-</u>
Total assets	1,854,468,011	1,674,811,248
Liabilities - accrued expenses	<u>58,500</u>	<u>27,500</u>
Fiduciary net assets available for plan benefits	<u>\$ 1,854,409,511</u>	<u>1,674,783,748</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, 2023 and 2022

	<u>2023</u>	<u>2022</u>
Additions to fiduciary net assets attributed to:		
Contributions:		
Plan participants - deferrals of compensation	\$ 66,487,716	63,281,414
Rollovers, transfers, revenue sharing and other adjustments, net	<u>5,097,438</u>	<u>4,801,867</u>
Total contributions	<u>71,585,154</u>	<u>68,083,281</u>
Investment income (loss):		
Interest and dividends	19,059,411	7,488,045
Capital gains	485,146	15,700,679
Net appreciation (depreciation) in fair value of investments	<u>212,197,203</u>	<u>(315,485,242)</u>
Net investment income (loss)	<u>231,741,760</u>	<u>(292,296,518)</u>
Interest income on notes receivable from participants	<u>226,678</u>	<u>644,683</u>
Total additions to (reductions of) fiduciary net assets	<u>303,553,592</u>	<u>(223,568,554)</u>
Deductions from fiduciary net assets attributed to:		
Benefits paid to participants and beneficiaries	123,215,727	80,484,847
Deemed distributions	535,155	618,366
Administrative expenses	<u>176,947</u>	<u>101,261</u>
Total deductions from fiduciary net assets	<u>123,927,829</u>	<u>81,204,474</u>
Change in fiduciary net assets available for benefits	179,625,763	(304,773,028)
Fiduciary net assets available for plan benefits:		
Beginning of year	<u>1,674,783,748</u>	<u>1,979,556,776</u>
End of year	<u>\$ 1,854,409,511</u>	<u>1,674,783,748</u>

See accompanying notes to financial statements.

NASSAU COUNTY DEFERRED COMPENSATION PLAN

Notes to Financial Statements

December 31, 2023 and 2022

(1) Description of Plan

The following description of the 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 pre-tax contributions or investment returns while these funds remain in the Plan. The Plan introduced the option of Roth contributions effective May 20, 2022. Roth contributions are taxable at the time the contributions are made. The active Plan membership was approximately 6,321 and 6,325 at December 31, 2023 and 2022, respectively. Inactive Plan membership was approximately 4,280 and 4,297 at December 31, 2023 and 2022, 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. On April 1, 2022, Empower Annuity Insurance Company (EAIC) acquired Prudential. As part of the acquisition EAIC entered into a transition service agreement (TSA), under which Prudential continued to provide specified services as necessary to ensure the business continued to operate without disruption until such time that the business was converted to the Empower environment, which occurred in October 2023.

(b) Contributions

Participants can elect to defer a minimum of \$10 per pay period up to the lesser of \$22,500 and \$20,500 in 2023 and 2022, respectively, annually or 100% of includable compensation. If an employee is age 50 or older, the employee is permitted to contribute up to \$30,000 and \$27,000 in 2023 and 2022, respectively. 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 Empower. Participants may change their investment options throughout the Plan year.

NASSAU COUNTY DEFERRED COMPENSATION PLAN

Notes to Financial Statements, Continued

(1) Description of Plan, Continued

(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 ranged between 4.25% to 9.50% in 2023 (4.25% to 7.25% in 2022).

(e) Participant Accounts and Vesting

Each participant's account is credited with the participant's contributions 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 72 (age 73 effective January 1, 2023). 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 an 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 and there can be no prior distribution in this matter.

NASSAU COUNTY DEFERRED COMPENSATION PLAN

Notes to Financial Statements, Continued

(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.

(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 (note 4). Fair value is the price that would be received from the sale of an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. 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) Contributions

Contributions from Plan participants are recorded in the year in which the participants compensation is earned.

(f) Benefit Payments

Benefit payments are recorded when paid.

(g) 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

The framework for measuring fair value 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).

NASSAU COUNTY DEFERRED COMPENSATION PLAN
Notes to Financial Statements, Continued

(3) Fair Value Measurements, Continued

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.
- 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, 2023 and 2022.

- 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, 2023 and 2022:

	2023			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual funds	\$ 629,790,689	-	-	629,790,689
Pooled separate accounts	-	592,460,340	-	592,460,340
Self-directed brokerage accounts	<u>11,391,961</u>	<u>-</u>	<u>-</u>	<u>11,391,961</u>
Total investments at fair value	<u>\$ 641,182,650</u>	<u>592,460,340</u>	<u>-</u>	<u>1,233,642,990</u>
	2022			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual funds	\$ 500,968,262	-	-	500,968,262
Pooled separate accounts	-	515,354,461	-	515,354,461
Self-directed brokerage accounts	<u>4,834,709</u>	<u>-</u>	<u>-</u>	<u>4,834,709</u>
Total investments at fair value	<u>\$ 505,802,971</u>	<u>515,354,461</u>	<u>-</u>	<u>1,021,157,432</u>

(4) Guaranteed Interest Account

The Plan maintains a guaranteed interest account (stable value fund) with Prudential, administered by EAIC. 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, 2023 and 2022 was 2.44% and 2.25%, 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 \$604,503,193 and \$639,866,748 at December 31, 2023 and 2022, respectively.

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.

NASSAU COUNTY DEFERRED COMPENSATION PLAN

Notes to Financial Statements, Continued

(4) Guaranteed Interest Account, Continued

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.

Under the service provider agreement with EAIC (the Provider), 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, 2023 and 2022, the Plan earned \$275,892 and \$504,118, respectively, in revenue sharing payments from the Provider. At December 31, 2023 and 2022, the shared revenue account balance was \$1,735,256 and \$2,096,329, respectively.

(6) Related Party Transactions

Empower Trust Company, LLC is the Plan's trustee. The Plan's investment in the stable value fund is with this related party.

NASSAU COUNTY DEFERRED COMPENSATION PLAN
Notes to Financial Statements, Continued

(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.

(9) Income Tax Status

The Plan obtained its latest determination letter on September 15, 2011, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of Section 457(b) of the IRC . The Plan has been amended since receiving the determination letter. The Plan administrator and the Plan's tax counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the Code.