



## Deferred Compensation Plan for Participants September 2021

9/17	Empower mail fund change notification to Empower participants
10/12	Empower mail Transition Guide to ICMA participants
10/15	Empower mail Re-enrollment Notice to Empower participants
10/18	Change fund lineup on Empower's site (fund to fund mapping)
11/1-11/30	Empower participants allowed to opt out of Target Date Map
11/1	ICMA participants allowed to opt out of Target Date Map (on Empower site)
11/1	ICMA participants begin to make deferral changes on Empower site
12/1	Empower participants balances mapped according to investment elections
12/7	Blackout at ICMA begins at 4pm ( <b>restricted access to the site and accounts</b> )
12/14	ICMA assets liquidated
12/15	ICMA assets wired to Empower
12/22	ICMA sends final data files to Empower
12/28	Load ICMA participant balances and loans & go live with Empower