

NASSAU COUNTY DEFERRED
COMPENSATION PLAN

Financial Statements

December 31, 2024 and 2023

(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, 2024 and 2023, 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, 2024 and 2023, 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 twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

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
October 13, 2025

NASSAU COUNTY DEFERRED COMPENSATION PLAN

Management's Discussion and Analysis

December 31, 2024 and 2023

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, 2024 and 2023. 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, 2024 and 2023.

Financial Highlights

- The Plan's net assets at December 31, 2024 and 2023 are \$1,995,831,281 and \$1,854,409,511, respectively. The net assets represent participant contributions and net investment income.
- The Plan's net assets for the year ended December 31, 2024 increased by \$141,421,770 or approximately 7.6% from the prior year. 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 had investment income of \$217,154,955 in 2024, compared to investment income of \$231,161,480 in 2023.

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, 2024 and 2023.

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, 2024 and 2023. 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>2024</u>	<u>2023</u>	<u>Net assets</u>	
			<u>Increase (decrease)</u> <u>Amount</u>	<u>Percentage</u>
Assets:				
Investments, at fair value:				
Mutual funds	\$ 736,412,616	629,790,689	106,621,927	16.9%
Pooled separate accounts	645,895,900	592,460,340	53,435,560	9.0%
Self-directed brokerage accounts	<u>27,305,955</u>	<u>11,391,961</u>	<u>15,913,994</u>	139.7%
Total investments, at fair value	1,409,614,471	1,233,642,990	175,971,481	14.3%
Investments, at contract value - stable value fund	<u>569,592,010</u>	<u>604,503,193</u>	<u>(34,911,183)</u>	(5.8%)
Total investments	<u>1,979,206,481</u>	<u>1,838,146,183</u>	<u>141,060,298</u>	7.7%
Receivables:				
Revenue sharing receivable	-	102,500	(102,500)	(100.0%)
Notes receivable from participants	<u>15,271,173</u>	<u>14,357,797</u>	<u>913,376</u>	6.4%
Total receivables	<u>15,271,173</u>	<u>14,460,297</u>	<u>810,876</u>	5.6%
Holding account	<u>1,391,127</u>	<u>1,861,531</u>	<u>(470,404)</u>	(25.3%)
Total assets	1,995,868,781	1,854,468,011	141,400,770	7.6%
Liabilities - accrued expenses	<u>37,500</u>	<u>58,500</u>	<u>(21,000)</u>	(35.9%)
Fiduciary net assets available for plan benefits	<u>\$ 1,995,831,281</u>	<u>1,854,409,511</u>	<u>141,421,770</u>	7.6%

<u>Description</u>	<u>2024</u>	<u>2023</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>\$ 1,854,409,511</u>	<u>1,674,783,748</u>	<u>179,625,763</u>	10.7%
Additions:				
Contributions	81,125,336	71,585,154	9,540,182	13.3%
Net investment income	217,154,955	231,161,480	(14,006,525)	(6.1%)
Interest income on notes receivable from participants	<u>1,059,383</u>	<u>806,958</u>	<u>252,425</u>	31.3%
Total additions	<u>299,339,674</u>	<u>303,553,592</u>	<u>(4,213,918)</u>	(1.4%)
Deductions:				
Benefits paid to participants	156,236,102	123,215,727	33,020,375	26.8%
Deemed distributions	315,343	535,155	(219,812)	(41.1%)
Administrative expenses	<u>1,366,459</u>	<u>176,947</u>	<u>1,189,512</u>	672.2%
Total deductions	<u>157,917,904</u>	<u>123,927,829</u>	<u>33,990,075</u>	27.4%
Change	<u>141,421,770</u>	<u>179,625,763</u>	<u>(38,203,993)</u>	(21.3%)
Fiduciary net assets available for plan benefits at end of year	<u>\$ 1,995,831,281</u>	<u>1,854,409,511</u>	<u>141,421,770</u>	7.6%

NASSAU COUNTY DEFERRED COMPENSATION PLAN

Management's Discussion and Analysis, Continued

<u>Description</u>	<u>2023</u>	<u>2022</u>	<u>Net assets</u>	
			<u>Increase (decrease)</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%
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>Increase (decrease)</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)	231,161,480	(292,296,518)	523,457,998	179.1%
Interest income on notes receivable from participants	<u>806,958</u>	<u>644,683</u>	<u>162,275</u>	25.2%
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

Investments

Investments consisted of the following at December 31, 2024 and 2023:

	<u>Market value</u>	
	<u>2024</u>	<u>2023</u>
Prudential Stable Value Fund	\$ 569,592,010	604,503,193
T. Rowe Price Growth Stock Fund IS	262,840,833	223,097,559
Vanguard Institutional Index Fund	214,525,217	159,315,610
ClearBridge International Growth	160,691,154	153,329,202
Columbia Dividend Value Fund	127,500,211	115,332,184
Core Plus Bond/PGIM Fund	94,863,701	100,701,395
Vanguard Mid-Cap Index Fund	62,956,295	55,093,073
BlackRock Mid-Cap Growth Equity	49,968,047	46,366,284
Vanguard Small Cap Index Fund	43,580,336	38,560,302
American Century Mid Cap R6	42,811,917	38,773,141
ClearBridge Appreciation Fund	42,390,538	34,751,489
AB Small Cap Growth Portfolio Advisor Class	40,233,782	39,394,321
American Funds American Balanced Fund Class 5	38,347,716	34,147,516
T. Rowe Price Retirement 2025 Fund	34,563,044	33,361,335
PIMCO RAE US Small Fund Class I-2	34,386,547	-
Calvert Equity I	27,678,953	27,029,926
Self Directed Brokerage Accounts	27,305,955	11,391,961
T. Rowe Price Retirement 2030 Fund	17,550,293	15,020,994
Vanguard Total Bond Market Index Fund	16,697,727	12,682,947
T. Rowe Price Retirement 2055 Fund	13,003,971	12,437,106
T. Rowe Price Retirement 2035 Fund	9,973,867	8,246,587
T. Rowe Price Retirement 2040 Fund	9,828,155	6,411,459
Vanguard Real Estate Index Fund Admiral	7,752,073	7,696,742
T. Rowe Price Retirement 2010 Fund	6,960,884	6,803,201
American Funds New World R6 Fund	5,246,711	5,128,531
T. Rowe Price Retirement 2045 Fund	4,536,856	3,869,565
T. Rowe Price Retirement 2020 Fund	4,430,634	5,615,189
T. Rowe Price Retirement 2050 Fund	3,677,049	2,551,920
T. Rowe Price Retirement 2015 Fund	2,878,623	3,071,284
T. Rowe Price Retirement Balanced Fund	2,433,382	2,475,267
Delaware Small Cap Value	-	30,986,900
	<u>\$ 1,979,206,481</u>	<u>1,838,146,183</u>

NASSAU COUNTY DEFERRED COMPENSATION PLAN

Management's Discussion and Analysis, Continued

Contributions and Distributions

The Plan had contributions of \$81,125,336 during the year ended December 31, 2024 compared to \$71,585,154 during the year ended December 31, 2023 and \$68,083,281 during the year ended December 31, 2022.

The Plan had benefits paid to participants of \$156,236,102 during the year ended December 31, 2024 compared to \$123,215,727 during the year ended December 31, 2023 and \$80,484,847 during the year ended December 31, 2022. 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, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Assets:		
Investments, at fair value:		
Mutual funds	\$ 736,412,616	629,790,689
Pooled separate accounts	645,895,900	592,460,340
Self-directed brokerage accounts	<u>27,305,955</u>	<u>11,391,961</u>
Total investments, at fair value	1,409,614,471	1,233,642,990
Investments, at contract value - stable value fund	<u>569,592,010</u>	<u>604,503,193</u>
Total investments	<u>1,979,206,481</u>	<u>1,838,146,183</u>
Receivables:		
Revenue sharing receivable	-	102,500
Notes receivable from participants	<u>15,271,173</u>	<u>14,357,797</u>
Total receivables	<u>15,271,173</u>	<u>14,460,297</u>
Holding account	<u>1,391,127</u>	<u>1,861,531</u>
Total assets	1,995,868,781	1,854,468,011
Liabilities - accrued expenses	<u>37,500</u>	<u>58,500</u>
Fiduciary net assets available for plan benefits	<u>\$ 1,995,831,281</u>	<u>1,854,409,511</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, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Additions to fiduciary net assets attributed to:		
Contributions:		
Plan participants - deferrals of compensation	\$ 73,486,834	66,487,716
Rollovers and other adjustments, net	5,990,807	4,821,546
Revenue sharing	1,647,695	275,892
Total contributions	<u>81,125,336</u>	<u>71,585,154</u>
Investment income:		
Interest and dividends	24,276,285	19,059,411
Net appreciation in fair value of investments	192,878,670	212,102,069
Net investment income	<u>217,154,955</u>	<u>231,161,480</u>
Interest income on notes receivable from participants	<u>1,059,383</u>	<u>806,958</u>
Total additions to fiduciary net assets	<u>299,339,674</u>	<u>303,553,592</u>
Deductions from fiduciary net assets attributed to:		
Benefits paid to participants and beneficiaries	156,236,102	123,215,727
Deemed distributions	315,343	535,155
Administrative expenses	1,366,459	176,947
Total deductions from fiduciary net assets	<u>157,917,904</u>	<u>123,927,829</u>
Change in fiduciary net assets available for benefits	141,421,770	179,625,763
Fiduciary net assets available for plan benefits:		
Beginning of year	<u>1,854,409,511</u>	<u>1,674,783,748</u>
End of year	<u>\$ 1,995,831,281</u>	<u>1,854,409,511</u>

See accompanying notes to financial statements.

NASSAU COUNTY DEFERRED COMPENSATION PLAN

Notes to Financial Statements

December 31, 2024 and 2023

(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 document 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 6,368 and 6,321 at December 31, 2024 and 2023, respectively. Inactive Plan membership was approximately 4,591 and 4,280 at December 31, 2024 and 2023, 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.

On April 1, 2022, Empower Annuity Insurance Company of America (EAICA) acquired the full-service retirement business of Prudential Retirement, including Prudential Retirement and Insurance and Annuity Company (Prudential). Following the acquisition, Prudential was renamed Empower Annuity Insurance Company (EAIC), a subsidiary of EAICA. During the transition period, Prudential and its affiliates continued providing specified services to ensure uninterrupted business operations. The transition was completed in October 2023, when the business was fully integrated into the Empower environment.

(b) Contributions

Participants can elect to defer a minimum of \$10 per pay period up to the lesser of \$23,000 and \$22,500 in 2024 and 2023, respectively, annually or 100% of includable compensation. If an employee is age 50 or older, the employee is permitted to contribute up to \$30,500 and \$30,000 in 2024 and 2023, 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%. Interest rates are determined at the time of the loan based on the prime rate plus 1%.

(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 73. A participant may elect to receive a lump sum amount equal to the value of their 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 their 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.

(h) Reclassifications

Certain 2023 amounts have been reclassified to conform to 2024 presentation.

NASSAU COUNTY DEFERRED COMPENSATION PLAN
Notes to Financial Statements, Continued

(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).

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, 2024 and 2023.

- 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.

NASSAU COUNTY DEFERRED COMPENSATION PLAN
Notes to Financial Statements, Continued

(3) Fair Value Measurements, Continued

- 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.

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023:

	2024			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual funds	\$ 736,412,616	-	-	736,412,616
Pooled separate accounts	-	645,895,900	-	645,895,900
Self-directed brokerage accounts	<u>27,305,955</u>	<u>-</u>	<u>-</u>	<u>27,305,955</u>
Total investments at fair value	<u>\$ 763,718,571</u>	<u>645,895,900</u>	<u>-</u>	<u>1,409,614,471</u>
	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>

(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, 2024 and 2023 was 2.56% and 2.44%, 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 \$569,592,010 and \$604,503,193 at December 31, 2024 and 2023, 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.

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, 2024 and 2023, the Plan earned \$1,647,695, of which \$1,000,000 was distributed to plan participants, and \$275,892, respectively, in revenue sharing payments from the Provider. At December 31, 2024 and 2023, the shared revenue account balance was \$1,146,766 and \$1,735,256, respectively.

NASSAU COUNTY DEFERRED COMPENSATION PLAN
Notes to Financial Statements, Continued

(5) Recordkeeping and Administrative Expenses, Continued

For the year ended December 31, 2024, revenue sharing and administrative expenses are presented on a gross basis. Comparatively, for the year ended December 31, 2023, these amounts are presented on a net basis. This presentation difference results from the transition from Prudential to Empower as the service provider and the differing reporting practices of each service provider. In future periods, these amounts are expected to be reported more consistently year over year.

(6) Related Party Transactions

Empower Trust Company, LLC is the Plan's trustee. The Plan's investments in the stable value fund and the self-directed brokerage accounts 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.

(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 counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the Code.