



## Retirement Plan Investment Committee Charter

**Overview:** [Sections below describe the reason for the committee including information on its purpose and whether it is supporting any corporate strategic goals, mandates or other business requirements]

**COMMITTEE GOAL/MISSION:**

Oversight of the Investments in the Pension Plan, Rabbi Trust and 401(K) Plan

**COMMITTEE PURPOSE:**

Oversight of the Investments in the Pension Plan, Rabbi Trust and 401(K) Plan

**Operating Guidelines:** [Sections below describe operating guidelines that will provide structure around committee meetings including membership, chairs, meeting frequency and other relevant information.]

**EXECUTIVE SPONSOR(s):** Ruby Kam

**CHAIR(s):** Tony Criscuolo

**MEMBERSHIP:** [Can be in the document or attached as an appendix, provide a brief description of the basis or qualification for membership if applicable]

Voting Members			
Name	Title	Department	Responsibilities
Tony Criscuolo	Treasurer	Finance	Committee Chair, Treasurer: Permanent Member
Ruby Kam	CFO	Finance	CFO: Permanent Member
Don Savery	CPO	HR	CPO: Permanent Member
David Arnold	HR Executive	HR	HR Executive: Permanent Member
Rich Lynch	Executive	COO	Executive Representative: 4 year term
Celina Vasconcelos	Associate Representative	Operations	Employee Representative: 3 year term
Non-Voting Members			
Name	Title	Department	Responsibilities



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Voting Members			
Name	Title	Department	Responsibilities

Membership will be reviewed and updated no less than annually by the Committee Chairs. The Executive Representative and Associate Representative serve 3 year terms.

### MEETINGS:

Quarterly

The frequency of the meetings will be reviewed on a yearly basis. Committee members are expected to attend all meetings but may be represented by an appropriate replacement in their absence.

**Responsibilities:** [The sections below describe what the committee will do, how work will be measured, how work will be reported to others outside the committee and the scope of allowed committee actions and decisions.]

### OBJECTIVES:

Oversight of the Investments in the Pension Plan, Rabbi Trust and 401(K) Plan

**DECISION-MAKING:** [Outline decision-making guidelines including how decisions are made, scope of decision-making authority (i.e. financial or other guardrails for decisions that the committee can make) and escalation procedure when decisions fall outside of authority for committee.] Voting items must be approved by a majority vote.

**EXPECTED OUTCOMES:** [Outline deliverables from committee work including metrics for measuring progress.]

Ensure Pension Plan is adequately funded. Ensure strong core investment options are available to 401(k) participants

**REPORTING STRUCTURE OF COMMITTEE:** [Outline reporting obligations of the committee including who will receive reports and the cadence for reporting.] The Committee reports to the Finance and Business Planning Committee and reports out once a year.

### CONFIDENTIALITY

In conducting its business, members of the Committee will take special care, consistent with the Company's Code of Ethics and Conduct (the Blueprint) to protect the confidentiality of sensitive information it receives.



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**CONFLICTS OF INTEREST**

Committee members will promptly disclose any conflict of interest they may have with respect to any matter to be discussed by the Committee.

**POLICIES:** [To the extent the committee is governed by or responsible for oversight of any policies list those policies.]

BCBSMA Retirement Income Trust – Statement of Investment Policy

BCSMA Employee Savings Plan – Statement of Investment Policy

**ANNUAL REVIEW:** The Committee Charter will be reviewed and updated annually, and when significant changes occur such as leadership changes, changes in focus to respond to revised corporate priorities, changes in reporting, changes in decision making authority and/or structure, and/or responding to external changes such as regulatory updates.

**Document Information:** [Version control and record of annual review and updates.]

**REVISION HISTORY:**

Version	Date	Revision Summary
	04/24/2024	BCBSMA Retirement Income Trust – Statement of Investment Policy
	04/24/2024	BCBSMA Employee Savings Plan – Statement of Investment Policy
	11/15/2021	RPIC Charter – 1 <sup>st</sup> Amendment

**DOCUMENT OWNER:**

Name	Organization
Mark R. Collura	Finance

**REVIEWERS:**

Name	Division	Versions
RPIC Committee		