



OUTLOOK

October
2019



Focusing on Retirement Issues for Massport Employees Past and Present

An Introduction to Lisa Wieland

by Jamie Hoyte

I had the opportunity to speak with Massport's new Executive Director, Lisa Wieland, on September 30, 2019. She is an impressive woman, smart and articulate, and has a clear vision about Massport, its mission and her priorities as CEO.

Jamie: Tell me a little about your background and how you came to be at MPA.

Lisa: I've been at Massport for 13 years. I started my career at CNN fulfilling a childhood dream to be a broadcast journalist. When the news industry started to change, I decided to go to business school in Boston. Afterwards I accepted a job as a consultant at Bain and Co. I left Bain when I had my second child, as that lifestyle wasn't conducive to having a family. Responding to a call from

a former Bain colleague who worked at Massport, I came here as an internal business consultant. I thought I'd be here for 2-3 years, but 13 years later I'm still here. I've been quite fortunate because every time I'm itching to do something different, a new opportunity has come my way. I worked in HR for a number of years doing HR Strategy and Recruitment. Then, when Tom Glynn came on board, he asked me to help Deb Hadden in the Maritime Department. A few years later when Deb left, he asked me to take over as Port Director.

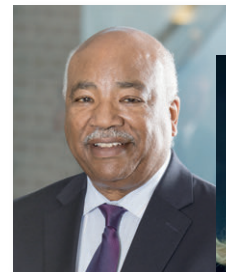
Jamie: Was there anything surprising about the organization when you originally came to Massport as an internal business consultant?

Lisa: When I came here to work for Craig Coy, the CEO at the time, the

value proposition for me was in bringing a private sector business approach to running a quasi-government agency. But what I found was that you can run the numbers and do the analytics to come up with the best business solution, but because we have so many stakeholders, we also have to take their interests into account to inform our decision making. Now, that context is ingrained into how I think, manage, and solve problems.

Jamie: You mentioned that you spent time in HR during your tenure at Massport. Any comments about what the future holds for Massport employees?

Lisa: Working in HR was really helpful for me as background for the CEO role because I gained a good understanding of not



Jamie Hoyte



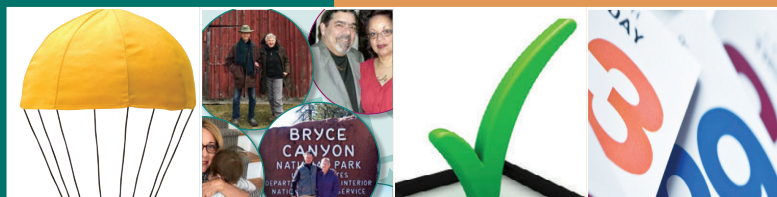
Lisa Wieland

only how we're structured but also of the jobs that people do on both the union and administrative side. Our employees are our most important asset. As new people come to Massport, we have to think about what today's workforce and employees of the future want and whether that is different from our historical value proposition. I think one of the things we have to promote more is our mission. This is a great place to work because it is a mission driven organization. We have people who are talented, dedicated, and care deeply about what they do. I think that message

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Find us online! Simply go to <http://retirement.massport.com>.

Retirement & SMART Plan Staff are dropping in!

Retirement staff will be holding retirement drop-in sessions at different Massport locations in October and November. We realize it's not always easy for you to come to us so we will be coming to you! This is a great opportunity to stop by to pick up forms and have your retirement questions answered without leaving your work site. A SMART Plan Retirement Advisor, will also be on hand to answer any questions you have related to deferred compensation. See schedule below for drop-in dates, locations, and times. We look forward to seeing you!



Wednesday, October 9th	LOGAN OFFICE CENTER David W. Davis Board Room Suite 102S	1:30 pm – 4:30 pm
Thursday, October 10th	FIRE CONTROL HEADQUARTERS Training Auditorium	7:30 am – 10:30 am
Tuesday, October 15th	MARITIME Admin Conference Room	9 am – 12 pm
Wednesday, October 16th	FACILITIES Snow Room	11 am – 2 pm
Tuesday, October 22nd	PARKING West Garage Conference Room	1 pm – 4 pm
Wednesday, October 23rd	LOGAN OFFICE CENTER David W. Davis Board Room Suite 102S	1 pm – 4 pm
Monday, October 28th	FIRE CONTROL HEADQUARTERS Training Auditorium	7:30 am – 10:30 am
Monday, October 28th	HANSCOM Executive Conference Room	1 pm – 4 pm
Wednesday, October 30th	WORCESTER AIRPORT Conference Room	11 am – 2 pm
Wednesday, November 13th	CONLEY Admin Large Conference Room 2nd Floor	9 am – 12 pm

LOC SMART Plan Office Hours

Sean Brennan, Massachusetts SMART Plan Retirement Plan Advisor, will hold office hours in the Retirement Office at the LOC on the following dates and times:

Wednesday, October 9, 2019	10:30 am – 1:30 pm
Wednesday, October 23, 2019	10 am – 1 pm
Wednesday, November 6, 2019	10:30 am – 1:30 pm
Wednesday, November 20, 2019	10 am – 1 pm
Wednesday, December 4, 2019	10:30 am – 1:30 pm
Wednesday, December 18, 2019	10 am – 1 pm

*To schedule an appointment,
please contact Sean directly
at (978) 960-9569 or
SMART@empower-retirement.com.*

The Retirement Office Welcomes Kate Arazi

We are happy to announce that Kate Arazi has joined Retirement in early September as the Retirement Board Coordinator. She has prior experience in both the public and private sector and most recently came from a client facing role at a small family-run recruiting firm in Boston. Prior to that, she worked for almost four years at the Town of Brookline in the Human Resources Department. She holds a Master of Science in Corporate and Organizational Communication from Northeastern University and first learned of Massport through teaching yoga at Pier's Park in East Boston. Kate lives in Revere with her husband Adam and their dog Braun. They love to go for hikes, travel and frequent farmers' markets.



Social Security Information

The Massport Retirement System will host representative Steve Richardson from the Social Security Administration who will speak to employees at the Logan Office Center and the Rental Car Center about Social Security and issues impacting public employees. If you plan to attend one of these presentations, it would be most beneficial to you if you had your social security statement on hand. You can print your statement online, simply go to <https://www.ssa.gov/myaccount/>.

LOC Auditorium, Logan Office Center Friday, October 18th, 1 pm

LOC Auditorium, Logan Office Center Friday, October 25th, 1 pm

Cathy Leonard-McLean Community Room,
Logan Rental Car Center Tuesday, October 29th, 9 am

Space is limited! Please RSVP to Kate Arazi at karazi@massport.com or (617) 568-3951.

New SMART Plan Representative

Sean Brennan first joined the Empower family of companies through Putnam Investments in 1999. He spent several successful years at Putnam as a Regional Marketing Director and Retirement Consultant. As a Certified Financial Planner® professional, Sean was a practicing Wealth Manager/Registered Investment Advisor representative before coming back to Empower in early 2009. He has been advising SMART Plan participants since 2015 and obtains significant professional satisfaction from his interactions with participants. Outside of work, Sean enjoys time with family, reading, and attending classic car shows.

Sean schedules office hours at the Logan Office Center twice a month. Specific times and dates are posted on Massport's portal. To make an appointment please call Sean at (978) 960-9569 or send an email to SMART@empower-retirement.com.



TRANSITIONS

We regret to inform you that the following retirees have passed away:

- 🕯 Diana Brady
- 🕯 Martin Cayon
- 🕯 William Churchill
- 🕯 Kenneth Dalton
- 🕯 Anthony Doherty
- 🕯 Deborah Hadden
- 🕯 Vinh V. Pham
- 🕯 Abakoran Sahlu
- 🕯 Edwin Student
- 🕯 Charles Valentine
- 🕯 Christine Vitale

We also offer our condolences to the family and friends of **Erik Brix**, former Airport Utility Person in the Worcester Maintenance unit, who passed away on May 22, 2019, and **George Winters**, former Communications Specialist in the Logan Operations Unit, who passed away on October 2, 2019.

CONGRATULATIONS

The following people retired recently and we wish them all the best for a successful future:

- ★ Kenneth Bradley
- ★ Laura Conley
- ★ Michael DeAngelis
- ★ Thomas Domenico
- ★ Patricia Edwards
- ★ Daniel Godding
- ★ William Hall
- ★ William Kelly
- ★ Jeffrey Kendall
- ★ Brad Martin
- ★ Kenneth McNeill
- ★ Cornelius O'Callahan
- ★ Rosemary Reed
- ★ Anthony Saunders
- ★ Gregory Zanni

Annual Affidavits

Attention retirees and survivors! As you know, each year you are required to file an annual affidavit with the Massport Retirement Board. **Affidavits will be mailed by the end of October and are due back by November 29th.**

For your convenience, our resident Notary, Laura Barbosa, will be available to notarize your affidavit free of charge during certain time periods as shown in the schedule below. No appointment is necessary. We look forward to seeing you!

Monday, November 4th	9 am – 12 pm
Thursday, November 7th	1 pm – 4 pm
Friday, November 8th	9 am – 12 pm
Tuesday, November 12th	1 pm – 4 pm
Thursday, November 14th	1 pm – 4 pm
Friday, November 15th	9 am – 12 pm
Tuesday, November 19th	9 am – 12 pm
Thursday, November 21st	9 am – 12 pm
Friday, November 22nd	1 pm – 4 pm
Monday, November 25th	1 pm – 4 pm

The Retirement Board is required to withhold the retirement allowance of any person who fails to file their annual affidavit.

Retirees Receive Annual Increase

We are happy to report that the Massport Retirement Board recently voted to award a 3% pension increase adjustment (cost-of-living adjustment or COLA) to retirees and survivors effective July 1, 2019. This benefit increase was computed on a base of \$14,000 and represents an increase of up to \$35 per month payable to individuals who retired prior to July 1, 2018. We understand how important this pension increase adjustment is for our retired members and survivors, many of whom are living on a fixed income. The Board is pleased to grant this benefit increase to its retirees and survivors.

Annual Report Mailed to Members

We mailed our 2018 Comprehensive Annual Financial Report (CAFR) to all members – active, inactive, and retired – in June. This report contains our financial statements, plan investment and statistical information as well as a report from our actuary and a frequently asked questions section.

We have submitted this report to the Government Finance Officers Association's (GFOA) Certificate of Achievement for Excellence in Financial Reporting program, a recognition we have earned for the past 19 years!



Retirement System Election Returns to Regular Cycle

This year Election Day comes twice for the Massport Employees' Retirement System. Earlier this year in a Special Election, members determined who was to serve for the remainder of Phil Mallett's term following his death in January. Michael O'Brien was elected to serve through 2019.

Now we are gearing up for our regular election cycle to elect two member representatives to serve on the Massport Retirement Board for the next three years. Currently your incumbents are Betsy Taylor and Michael O'Brien.

The retirement board is made up of five members. The Authority appoints two of the board members. Two are elected by the members of the System to serve three-year terms. The fifth member is appointed by the other four retirement board members.

Nomination papers will be available at the retirement office on Friday, October 4, 2019. The deadline to submit nomination papers is Monday, November 4, 2019 and signed nomination papers must be filed in the retirement office no later than 5:00 pm (EST) that day.

Ballot packets will be mailed to all eligible voters by Wednesday, December 11, 2019 and must be returned via U.S. mail to our designated PO Box by Monday, January 6, 2020.

Remember – every vote counts! Because the system is governed by the provisions of M.G.L. Chapter 32, there is not much you can do to change the basic elements of the plan. What you can do, however, is get involved in the management of the system by participating in our upcoming election.

RETIREMENT BOARD ELECTION TIMELINE

Thursday, October 3, 2019

Election Notice distributed to Members and PERAC

Friday, October 4, 2019

Nomination papers become available.

**Nomination papers can be submitted anytime between 10/4/19 and 11/4/19.

Monday, November 4, 2019

Nomination period closes.

Signed nomination papers must be filed in the Massport retirement office no later than 5:00 p.m.

Friday, November 8, 2019

Qualified nominees will be notified of nomination and election procedures by this date.

Wednesday, December 11, 2019

Ballot packets mailed to all eligible voters.

Monday, January 6, 2020

Election Deadline

All completed ballots must be received via United States Mail at the Post Office box designated by the Retirement Board as the official ballot return location.

Tuesday, January 7, 2020

Ballots collected and counted.

Friday, January 10, 2020

Notice of election results due.

Saturday, January 11, 2020

Start of new term.



Interim Agency Head Returns to Previous Position

Following Lisa Wieland's appointment as Massport's CEO, John P. Prankevicius was reappointed Director of Administration and Finance/Secretary-Treasurer. John served as Acting CEO during the interim period. John resumed his role as ex-officio member on the Massport Employees' Retirement System (MPAERS) Board effective August 5, 2019.



Also during the transition period, Anna Tenaglia, Massport's former Director of Treasury, served as Acting Director of Administration and Finance/Secretary-Treasurer and therefore was our ex-officio member on the MPAERS Board. Anna now serves as Massport's Deputy Director, Administration and Finance.

We send our best wishes and heartfelt thanks to Anna for her stewardship during her time on the MPAERS Board. We also extend our congratulations to Lisa and a warm welcome back to John!

WIELAND—continued from page 1

resonates with young people today when you look at where they want to work and what they want to do. They want to have impact. They want to work for organizations that do good things and that's what we're doing each and every day.

Jamie: I think Massport has done a pretty good job of reaching out to develop a diverse workforce. Is that your sense as well?

Lisa: Diversity is very important to us for so many reasons and we've made great strides on this front. Within the organization we will certainly be looking to expand our diversity and inclusion initiatives

and we're going to need to think more critically about how we do that. In addition, we need to continue to advance the diversity and inclusion initiative in our real estate strategy that was started by former CEO Tom Glynn and Board member Duane Jackson. We're working to ensure that the initiative continues and has impact beyond Massport.

Jamie: Is there anything you'd like to say to our retirees?

Lisa: I'd like to thank them for their service. Their hard work helped build MPA into the great organization it is today. We're leveraging the foundation that many of them created to continue to drive broader economic

impact across all of our businesses – aviation, maritime and real estate. Those of us who work here today benefit from all the great work of our retirees. We all have a responsibility to continue to be mission focused and to operate with the highest integrity to keep the Authority operating successfully.

Lisa Wieland certainly knows Massport well. She is poised to use that knowledge, and an understanding of Massport's important mission as well as a proven track record of success in various leadership roles within the agency to be an outstanding Chief Executive Officer in these challenging times.

RETIREMENT BOARD & STAFF

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CALENDAR

October

9
Yom Kippur begins at sundown

11
Quarterly employer match to 457 plan

14
Columbus Day:
Massport offices closed

24
Retirement Board Meeting
Logan Office Center
David W. Davis Board Room
10:00 am

31
Happy Halloween!

November

3
Daylight Savings Time Ends:
Set clocks back one hour!

11
Veterans Day
Massport offices closed

22
Retirement Board Meeting
Logan Office Center
David W. Davis Board Room
9:00 am

28
Thanksgiving Day:
Massport offices closed

29
Retiree affidavits due!

December

19
Retirement Board Meeting
Logan Office Center
David W. Davis Board Room
9:00 am

21
Winter begins

22
Hanukkah begins at sundown

25
Christmas Day
Massport offices closed

26
Kwanzaa begins

27
Quarterly employer match to 457 plan