



PLAN WATCH

2024



FLORIDA
DEFERRED COMPENSATION PLAN
PLAN. SAVE. RETIRE.



As of March 31, 2024

CFO Jimmy Patronis

Dear Current and Potential Florida Deferred Compensation Plan Participants:

As we look forward to 2024, I value the opportunity to share important Florida Deferred Compensation Plan information. Since 1982, the Deferred Compensation Plan has administered an excellent retirement program. The Plan helps more than 90,000 current and former State of Florida employees to save for retirement and invest in their future. If you are not already enrolled in the Plan, we look forward to the opportunity to provide the same service to you!

Our Plan offers solid Investment Provider companies and products, as well as excellent staff support. I am confident that by saving through the Deferred Compensation Plan, you will enjoy retirement security in the years to come.

This Plan Watch Booklet, provided by my Bureau of Deferred Compensation Plan team, is an excellent source of important information, including:

- An overview of the Florida Deferred Compensation Plan
- Quarterly Performance Reports
- Frequently Asked Questions

We look forward to a prosperous year. Together, we will Plan, Save, and Retire!

Sincerely,



Jimmy Patronis
Chief Financial Officer
Florida Department of Financial Services



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For more information about the Florida Deferred Compensation Plan, contact the Bureau of Deferred Compensation at 877-299-8002.

Chief Financial Officer of the State of Florida

Since 2017, **Jimmy Patronis** has served as the State of Florida's Chief Financial Officer (CFO), heading the Florida Department of Financial Services with oversight of the Division of Treasury, including the Bureau of Deferred Compensation.

Under the Chief Financial Officer's direction, the Bureau of Deferred Compensation administers the Florida Deferred Compensation Plan, operating under Section 457(b) of the Internal Revenue Code. The Deferred Compensation Plan, as authorized by §112.215, Florida Statutes, is a voluntary retirement savings option for employees of the State of Florida and other Government Employers.



As a fiduciary of the Florida Deferred Compensation Plan, the Chief Financial Officer:

- Acts solely in the interests of the Plan Participants and their beneficiaries
- Makes prudent decisions about the Plan
- Pays only reasonable and necessary expenses for the Plan
- Follows the terms of the Plan Document

The Bureau of Deferred Compensation, in partnership with its Investment Providers, educates prospective and current Participants, distributes informative materials to the public, and markets the Plan by conducting presentations throughout the State. The Bureau also provides communication materials about Plan initiatives and performance of all investment options available to State of Florida employees. A major objective for the Bureau is to efficiently operate the Florida Deferred Compensation Plan for the benefit of its Participants and their beneficiaries and to help prepare Florida's Government Employees to retire with financial security.

What is the Florida Deferred Compensation Plan?

Commissioned in 1982, the Florida Deferred Compensation Plan helps more than 90,000 current and former employees, to save for retirement and invest in the future. The Plan was initiated as an opportunity to allow State of Florida employees to invest and save more towards retirement, as a supplement to the required Florida Retirement System (FRS). Now, all of Florida's Government Employers are eligible to join, including State, County, City, Special Districts, Water Management Districts, and more!



The Deferred Compensation Plan is separate from the FRS and is completely voluntary. The Plan is designed so each Participant can save at a comfortable pace while benefitting from tax sheltered investing.

A Note About Explicit Fees

To provide a transparent and easy to understand fee structure, as of July 1, 2022, the Investment Providers of the Florida Deferred Compensation Plan generate revenue through an Explicit Fee on every dollar of Participant assets, including those in Fixed Accounts, Target Date Funds, Mutual Funds, and Self-Directed Brokerage. This Explicit Fee varies by Investment Provider:

	%	Basis Points	Dollars Per \$1,000 Investment
Voya	0.06	6	\$0.60
Nationwide	0.0825	8.25	\$0.825
Corebridge	0.12	12	\$1.20

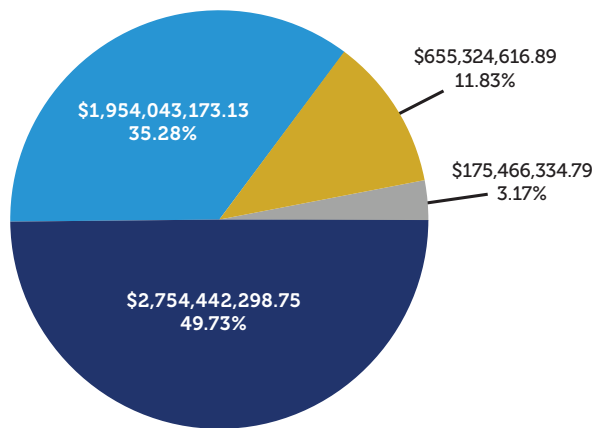
The Explicit Fee is an administrative fee that allows Investment Providers to use dedicated teams of Account Representatives to service the State of Florida and the Deferred Compensation Plan to provide enrollment, education, guidance, and transaction assistance.

The Explicit Fee is an additional cost to Mutual Fund and Target Date Fund Expense Ratios and other costs associated with Managed Accounts/Advisory Services and Brokerage.

Deferred Compensation Plan Overview

The Deferred Compensation Plan offers three types of investments: Fixed Accounts, Mutual Funds, and Target Date Funds. The pie chart below details how the assets in the Plan are distributed among these types of investments. The charts below provide additional information about each investment type.*

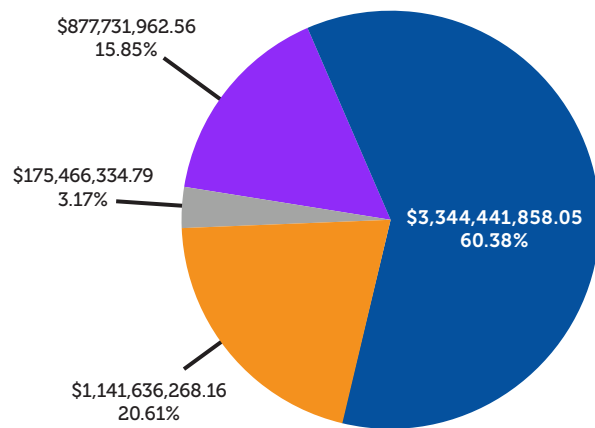
Plan Assets by Type of Investment



\$5,539,276,423.56

- Mutual Funds
- Fixed Accounts
- Target Date Funds
- Brokerage

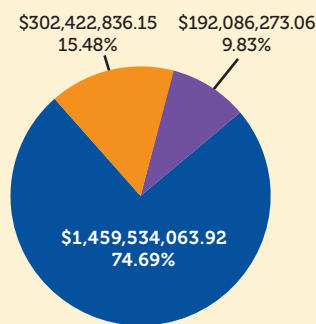
Plan Assets by Investment Provider and Brokerage



\$5,539,276,423.56

- Corebridge
- Nationwide
- Voya
- Charles Schwab

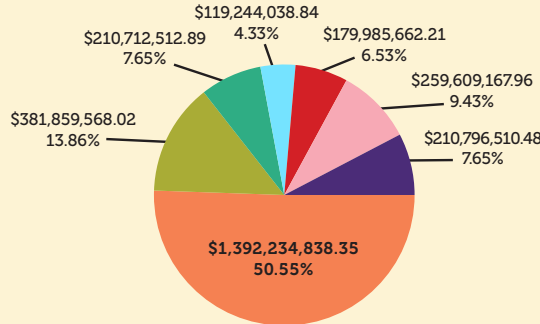
Fixed Accounts by Investment Provider



\$1,954,043,173.13

- Corebridge
- Nationwide
- Voya

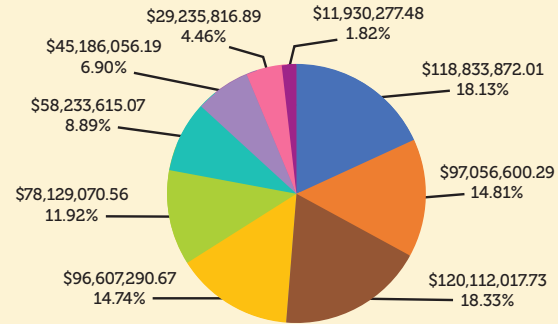
Mutual Funds by Asset Category



\$2,754,442,298.75

- Large Cap
- Bond
- Mid Cap
- Allocation
- Sector
- International
- Small Cap

Target Date Funds by Retirement Date

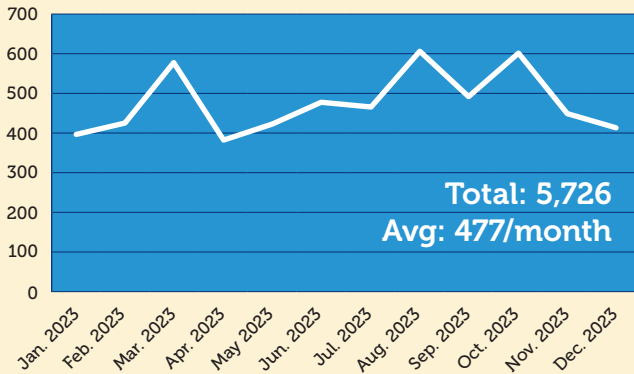
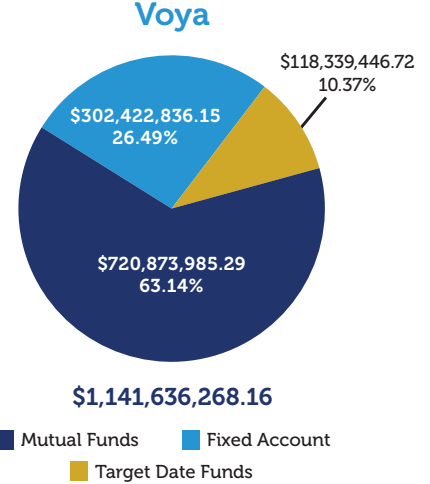
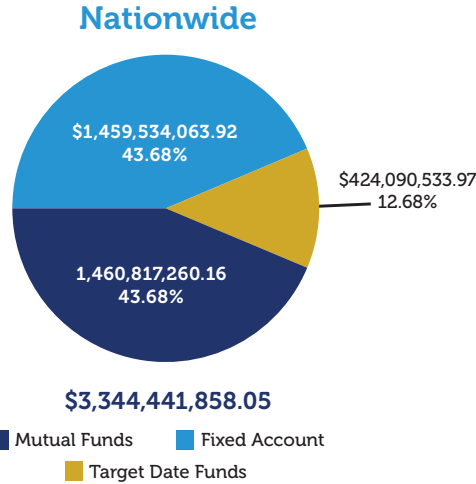
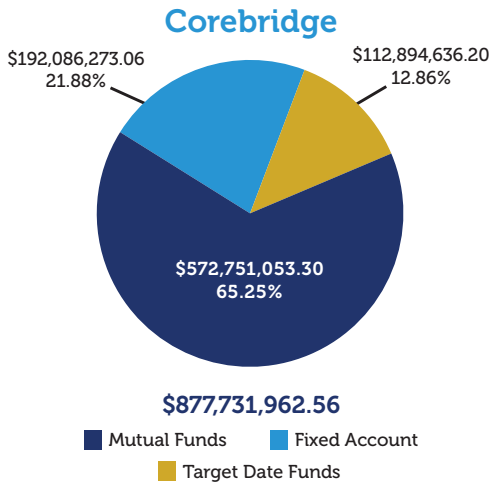


\$655,324,616.89

- To 2020
- 2025
- 2030
- 2035
- 2040
- 2045
- 2050
- 2055
- 2060+

*These unaudited figures consider only direct relationships with Investment Providers (as of 12/31/2023).

The three pie charts below illustrate the breakdown of investment types by Investment Provider as of 12/31/2023.



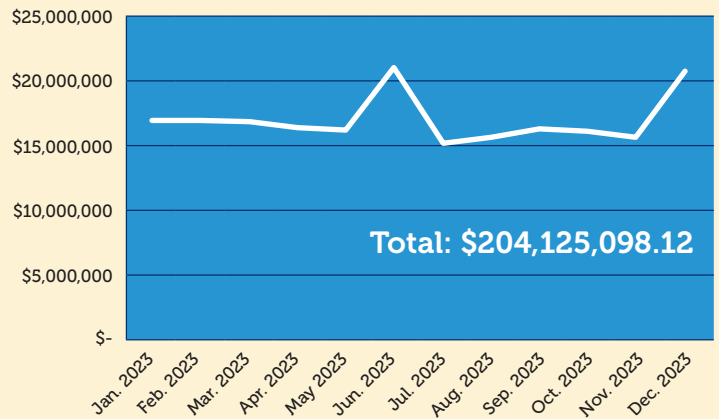
New Enrollments

The line graph to the left illustrates the number of new Florida Deferred Compensation Plan Participants who enrolled using the Deferred Compensation Plan website or via an *EZ Enrollment Form*. Additional Plan Participants enrolled via their Investment Provider(s).

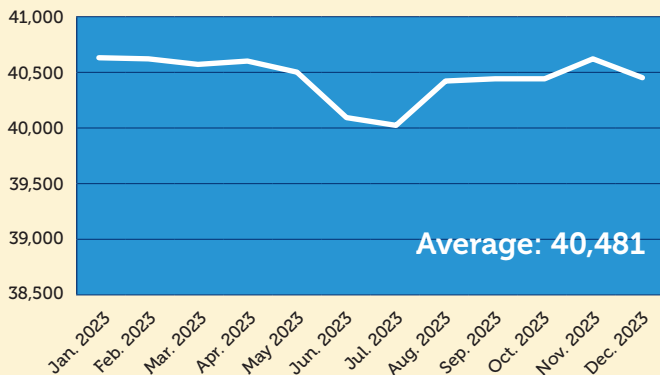
Contributions

The line graph to the right illustrates the monthly payroll contributions for Participants enrolled and actively contributing to the Plan.

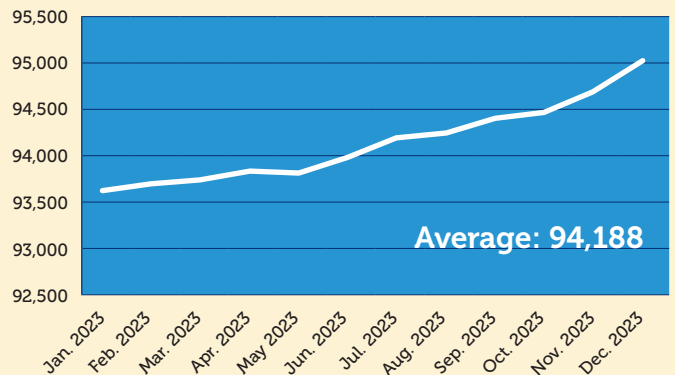
Note: June and December each had three bi-weekly payrolls.



Actively Contributing Participants



Total Number of Accounts



Deferred Compensation Plan Team



ROSEMARY ISHAM
Bureau Chief

Call or Live Chat with the Team

Representatives are ready to assist with all inquiries regarding the Florida Deferred Compensation Plan. Visit [MyFloridaDeferredComp.com](https://www.myfloridadeferredcomp.com) and click *Chat Now* to start live chatting with the team, today!

Office Hours:

Monday – Friday | 8:00 am – 5:00 pm (EST)

Toll-Free: 877-299-8002



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STEPHANIE HARRIS
Accountant IV



SANDRA PITTS
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Senior Benefits
Technician



MEAGAN FOURAKER
Senior Benefits
Technician



JOANNA SLADE
Senior Benefits
Technician

Not pictured: Susan Hildebrandt- Deferred Compensation Specialist

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is on your side

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Nationwide:**





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Learn more about Voya:



Secure Your Financial Future ENROLL TODAY!

With so many retirement savings plans available to employees, it can be difficult to understand which programs employees are eligible to use. This overview will help employees understand the options available to them and how to secure a comfortable retirement.



Florida Deferred Compensation Plan (457b) Key Benefits

The Florida Deferred Compensation Plan is offered to all State of Florida employees. This includes OPS employees, and employees of the State University System, the State Board of Administration, and other Government Employers, including Counties*, Cities*, State Colleges*, Special Districts*, Water Management Districts*, and more*.

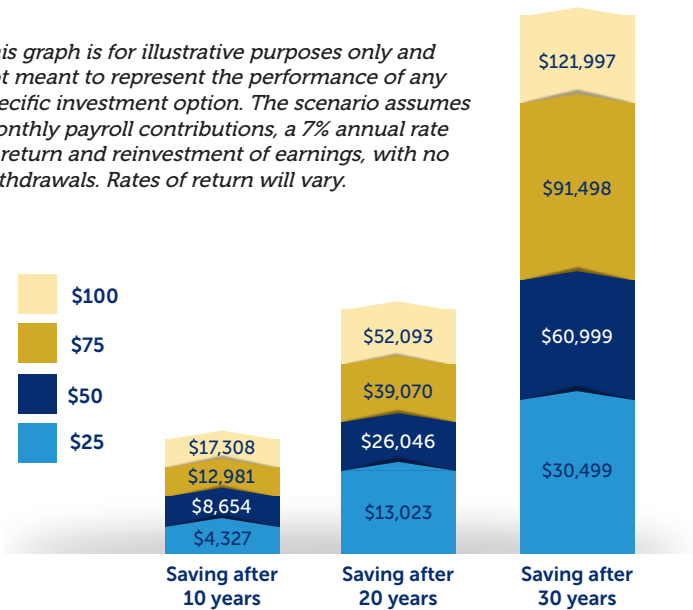
**Subject to employer participation*

- Easy to understand fee structure
- Penalty-free withdrawals after separation from employment
- Lower current taxable income through automatic pre-tax payroll contribution
- Excellent investment options, including Fixed Accounts, Target Date Funds, and numerous Mutual Funds
- Penalty-free account modification, such as contribution change, investment reallocation, and Investment Provider addition/replacement
- Rollover other pre-tax retirement accounts into the Florida Deferred Compensation Plan
- Dedicated customer service and professional investment performance oversight from the Bureau of Deferred Compensation and the Plan's Investment Providers
- Immediate vesting

The more you save, the brighter your future becomes!

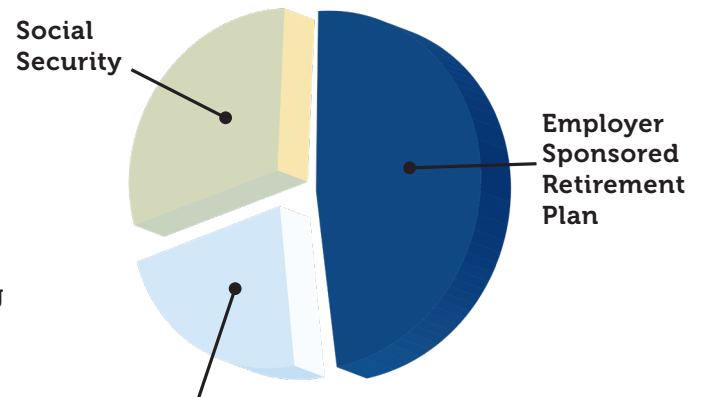
This chart shows how making contributions to your Deferred Compensation Plan can dramatically boost your retirement savings. This example compares an investor's returns over 10, 20, and 30 years at different contribution rates.

This graph is for illustrative purposes only and not meant to represent the performance of any specific investment option. The scenario assumes monthly payroll contributions, a 7% annual rate of return and reinvestment of earnings, with no withdrawals. Rates of return will vary.



Bridge the Gap

Your employer sponsored retirement plan and Social Security are likely to only provide about 78% income replacement during retirement. That leaves a 22% gap in income replacement. The Florida Deferred Compensation Plan is available to help bridge the savings gap.



22% Bridges the Gap
to get to 100% Income Replacement

Online enrollment is available at MyFloridaDeferredComp.com



-OR- Enroll via one of these options:

Fax this completed EZ Enrollment Form to: 850-488-7186

Mail this completed EZ Enrollment Form to: Department of Financial Services Bureau of Deferred Compensation 200 East Gaines Street Tallahassee, FL 32399

Set up enrollment by contacting an: Investment Provider



DEPARTMENT OF FINANCIAL SERVICES Division of Treasury – Bureau of Deferred Compensation STATE OF FLORIDA DEFERRED COMPENSATION PLAN

EZ ENROLLMENT FORM

Deferred Compensation is not part of your Florida Retirement System (FRS) plan and is not affiliated with your 3% contribution to the FRS. You decide the amount of your pre-tax contributions and delay paying taxes on the money you invest until you take a withdrawal. Upon leaving employment, you can take a withdrawal at any age without a penalty or you may leave your assets in the plan to continue to be invested.

SECTION 1 - Please PRINT NAME clearly and exactly as reported to your payroll office:

Name (First, MI, Last) _____ SSN* _____
Street Address: _____ [] Male [] Female
City: _____ State: _____ Zip: _____ Date of Birth: ____/____/____
Phone Numbers: Home (____) _____ Work (____) _____ Dept/Agency: _____
Pay-cycle (Circle One): Bi-weekly or Monthly Email Address _____

*Your disclosure of your social security number or taxpayer identification number is required. Section 112.215 F.S. authorizes the creation of the State of Florida Deferred Compensation Plan, which is intended to qualify for tax deferral pursuant to 26 USC 457. Use of the identifying numbers is mandated by 26 USC 6109. Your social security number or taxpayer identification number will be used as an identifying number for purposes of federal tax law.

To assist in selecting an Investment Provider, please review the "Quarterly Performance Report" in the Plan Watch Booklet on the Bureau of Deferred Compensation website at MyFloridaDeferredComp.com/PWB.

SECTION 2 - Select a Contribution Amount and Investment Company:

STEP 1: Select a Contribution Amount:

Contributions of [] 4% [] 3% [] 2% [] other _____% or \$ _____ a pay period will be invested into an age appropriate target date fund.

Target Date Fund - Target Date Funds are a diverse mix of investments like stocks, bonds, and cash equivalents that periodically and automatically adjust over time to grow more conservative as you near age 65.

STEP 2: Select an Investment Company:

[] Corebridge Financial [] Nationwide Retirement Solutions [] Voya Financial
[] Check here if you want your contributions increased each January by _____% or \$ _____

SECTION 3 - Beneficiary Designation:

In the event of my death, the balance of my account shall be paid to the Primary Beneficiary(ies) in the specified percentages who survive me. If no Beneficiary(ies) survives me, the balance of my account shall be paid to my Estate. Primary Beneficiaries must total 100% and Contingent Beneficiaries must total 100%.

[] Primary OR [] Contingent Spouse? [] No [] Yes Date of Birth: ____/____/____ % of Account _____%
Name (First, MI, Last) _____
Address: _____ City: _____ State: _____ Zip: _____

[] Primary OR [] Contingent Spouse? [] No [] Yes Date of Birth: ____/____/____ % of Account _____%
Name (First, MI, Last) _____
Address: _____ City: _____ State: _____ Zip: _____

[] Primary OR [] Contingent Spouse? [] No [] Yes Date of Birth: ____/____/____ % of Account _____%
Name (First, MI, Last) _____
Address: _____ City: _____ State: _____ Zip: _____

Participant Signature DFS-J3-1956 (rev.05/15)

Date Adopted in Rule 69C-6.003, F.A.C.

Florida Retirement System (FRS) (401a)

Mandatory for Career Service, SES, and SMS Employees

Pension Plan

- Historical default plan (prior to 1/1/2018)
- Mandatory employee contribution and employer contribution
- Investments managed by the State Board of Administration
- Vested after 8 years
- Monthly retirement payout (Defined Benefit)

OR

Investment Plan

- Current default plan (as of 1/1/2018)*
- Mandatory employee contribution and employer contribution
- Employee selects investments
- Vested after 1 year
- Cash value at retirement (Defined Contribution)

*Special Risk Class Members do not apply

Deferred Retirement Option Program (DROP)

- Anytime after reaching their normal retirement date, eligible Pension Plan Members may, for a period, continue working while accumulating their Pension
- At the end of the DROP Period, the DROP accumulation can be paid out in cash or rolled over into the Florida Deferred Compensation Plan (or another pre-tax plan)

State University System Optional Retirement Plan (SUSORP) (403b)

Available to University Faculty, Administrative and Professional (A&P) Employees, and Executive Service Employees (alternative to FRS)

- Mandatory employee contribution and employer contribution
- Employee can make additional contribution
- Employee selects investments
- Immediate vesting
- Cash value at retirement (Defined Contribution)

FICA Alternative Plan (401a)

Mandatory for OPS Employees (separate programs for the State and each University)

- Employee exempt from paying FICA payroll taxes
- Employee not earning Social Security credits
- Automatic contribution (7.5%) for State of Florida OPS Employees (except retirees receiving FRS benefits)

Social Security

Available to eligible employees

- Credits earned for contributions made via Social Security Tax
- 40 credits required for eligibility
- Monthly retirement payout (Defined Benefit)

175 Plan

Available to employees of participating Fire Control Special Districts (Defined Benefit)

Supplemental Plans (403b)

Available to Certain University Employees

Standard

- » Pre-tax (lowering taxable income)
- » Cash value at retirement
- » Multiple investment options
- » Immediate vesting

AND

Roth (only available at certain Universities)

- » Post-tax (growing tax-free)
- » Cash value at retirement
- » Multiple investment options
- » Immediate vesting

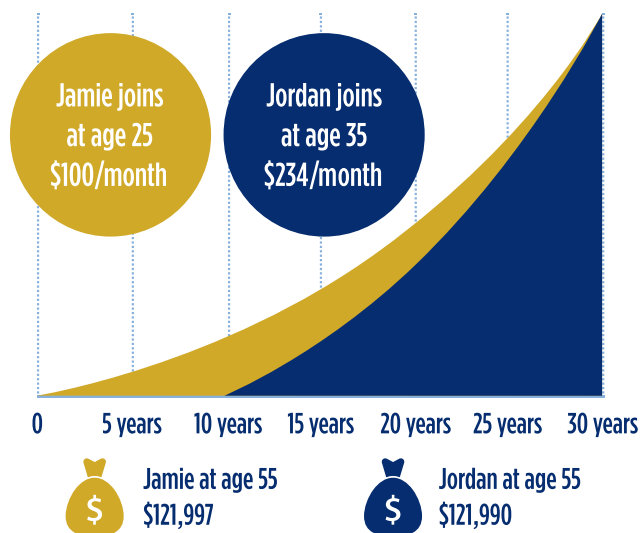
Still Not Enrolled?

Visit MyFloridaDeferredComp.com and click **Enroll Now**. Fill out the *EZ Enrollment Form* and submit it online, or complete the *EZ Enrollment Form* on page 11, and either fax (850-488-7186) or mail (200 East Gaines Street, Tallahassee, FL 32399) the completed form to the Department of Financial Services, Bureau of Deferred Compensation.



Want to Increase Contributions?

Visit MyFloridaDeferredComp.com and click **Increase Contributions**. Fill out the *Request to Increase Contribution Form* and submit it online, or call the Bureau of Deferred Compensation at 877-299-8002 to make an increase over the phone.



Start Saving Now

The graph to the left compares two State employees in order to show how saving early with the Florida Deferred Compensation Plan creates a benefit for retirement savings. Jamie and Jordan both begin State employment at age 25. Jamie starts saving \$100 every month with the Plan right away. Jordan, however, waits 10 years to start saving with the Plan. Jordan must save over \$234/month to reach a similar retirement savings balance. Be like Jamie! Start saving now!

This graph is for illustrative purposes only and not meant to represent the performance of any specific investment option. The scenario assumes monthly payroll contributions, a 7% annual rate of return and reinvestment of earnings, with no withdrawals. Rates of return will vary.

CONTRIBUTION LIMITS

2024

	Maximum Contribution Amount	Suggested Bi-Weekly Contribution*	Suggested Monthly Contribution*
Regular Limit	\$23,000.00	\$884.61	\$1,916.66
Ages 50+ Catch-Up	\$30,500.00	\$1,173.07	\$2,541.66
Standard Catch-Up	\$46,000.00	\$1,769.23	\$3,833.33

*Based on regular payroll schedule dates (26 bi-weekly/12 monthly) starting in January 2024. Contributions can be changed at any time (suggested contributions will vary based on deferral start date).

Contributions can also be increased at MyFloridaDeferredComp.com by clicking the **Increase Contributions Button**.

STEP UP
to the Max!





Update Contact Information and Beneficiary Designations

Remember: The Florida Deferred Compensation Plan does not update contact information through People First. Also, all beneficiary designations must be made through your Investment Provider(s).

The Florida Deferred Compensation Plan relies on Participants to update contact information by either directly contacting the Bureau of Deferred Compensation or contacting your Investment

Provider(s). It is important to update contact information in case the Bureau or an Investment Provider needs to relay important information about your account or about anything related to the Plan. Also, make sure you have updated your beneficiary designations with each of your Investment Providers, because those designations are imperative for the financial future of your account.

Register on Investment Provider Websites

Make sure to register on your Investment Provider's website to view valuable information about your account, including total balance, funds allocations, and more. If you have more than one Investment Provider, make sure to register for each Provider's website.

corebridge
financial

FloridaDCP.
CorebridgeFinancial.com

Nationwide
is on your side

NRSFlorida.com

VOYA
FINANCIAL

Florida457.BeReady2Retire.com

What About the Deferred Retirement Option Program (DROP)?

When You Enter DROP

DROP participants no longer make a 3% contribution to FRS. Consider contributing all or part of that 3% contribution into the Florida Deferred Compensation Plan. DROP Participants, if not already enrolled, may enroll in Deferred Compensation, at any time, up to their DROP end date. Getting an accrued annual leave payout? Participants may avoid certain tax implications by contributing their accrued annual leave payout into the Plan.

When You Exit DROP

As a DROP Participant, the most important decision to make is what to do with your DROP accumulation. If you are considering a lump-sum payout, please be aware there may be a mandatory 20% income tax withholding and



other tax implications. Unless you have an immediate financial need, another option is to receive a partial payout—or even no payout at all—and invest your DROP balance and any accrued annual and sick leave payouts into the Plan. Exit DROP with peace of mind. Contact your Investment Provider(s) to begin the process.

Leaving State Employment?

As you are preparing to separate from State employment, you are eligible to contribute your annual and sick leave payouts, if applicable, into the Plan. This transaction is known as Deferrals from Special Supplemental Pay. Contact your Investment Provider(s) to contribute your leave payouts into your Deferred Compensation Plan account.

Keep Your Assets in the Plan!

Did you know that you can keep your assets invested in the Deferred Compensation Plan upon separation from State employment? While you will no longer be making payroll contributions, you will continue to benefit from all other features the Plan has to offer, including:

- Easy to understand fee structure
- Excellent, low-cost investment products, including numerous Mutual Funds
- Fully liquid investment products guaranteeing principal and interest, which offer annual returns of up to a 2.91% with no penalty or charge for withdrawal
- Tax deferred growth
- Continued oversight from the Bureau of Deferred Compensation and your Investment Provider(s)

Consolidate Your Retirement Savings!

As a Participant, you can consolidate other pre-tax retirement accounts into your Florida Deferred Compensation Plan account and benefit from one easy-to-manage account. Common examples of other pre-tax retirement accounts that you may consolidate into the Plan are 401k, 403b, and Traditional IRA. Contact your Investment Provider(s) to consolidate other retirement accounts into the Deferred Compensation Plan.

Types of Investments

Mutual Funds

Mutual Funds respond to the ebbs and flows of the financial markets and the overall economy. Each Investment Provider has a menu of Mutual Funds to choose from. Each Mutual Fund falls into an asset category, which identifies what types of stocks or bonds are held within that fund. Additional information about the Mutual Funds offered by the Plan can be found in the *Quarterly Performance Report* or on the Investment Provider websites.

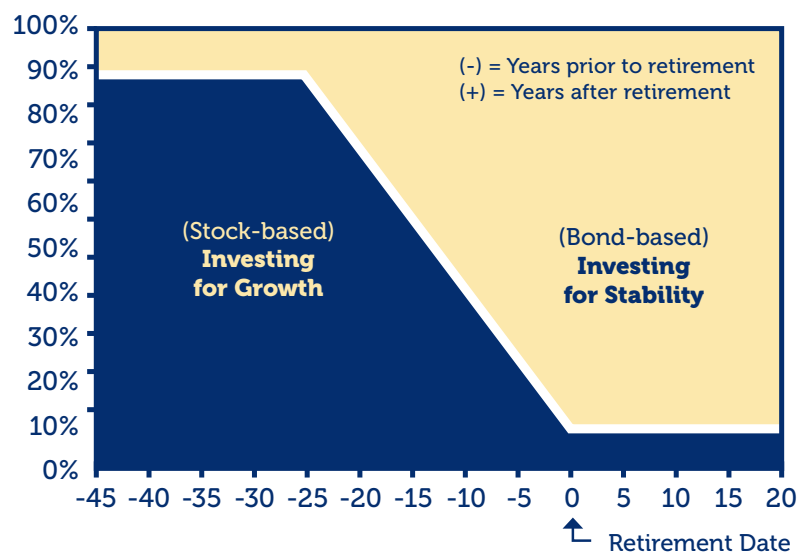


Fixed Accounts

Fixed Accounts are much like savings accounts that gain a predetermined amount of interest, guaranteed through the end of the quarter. Participants can use the Fixed Account to minimize risk and diversify investments. Each Investment Provider offers a Fixed Account, guaranteeing a certain return for the quarter. The assets in Fixed Accounts are backed by the financial strength of the insurance companies offering these products.

Target Date Funds

Target Date Funds provide a diverse mix of investments (stocks, bonds, and cash equivalents) that periodically and automatically adjust over time to grow more conservative as you near your target retirement date. Refer to the graph on the right for an illustration of how a typical Target Date Fund invests your assets over the course of a career. As you can see, Target Date Funds automatically adjust your investments for you. Early in your career you are primarily allocated in growth-based investments. Over time, you are primarily allocated in more stable investments as you gradually near retirement.



These graphs are for general information purposes only and do not disclose the actual investment strategy of any Mutual Fund, Fixed Account, or Target Date Fund products in the Florida Deferred Compensation Plan.

Quarterly Performance Report

As of March 31, 2024

It is the policy of the Department of Financial Services (DFS) to make available a broad range of investment options that have varying degrees of risk and return. The DFS has the responsibility to ensure Participants have a variety of investment options and have information available to them about those options. The DFS is also responsible for making sure program investment management expenses are kept to a minimum.

The Florida Deferred Compensation Plan is a Participant directed investment program. The DFS has an established **Investment Policy for Product Selection and Retention (IPPSR)** that establishes the investment standards for the Deferred Compensation Plan, adopts criteria for the selection and retention of Plan investment options, and provides a method for the quarterly evaluation and monitoring of the investment options. Copies of the IPPSR and product evaluations are available upon request.


For more information, you may contact our office at 850-413-3162 or toll-free at 877-299-8002.

You may also visit our website at:

MyFloridaDeferredComp.com.

Company Communications. The Investment Providers in the Plan offer a variety of methods to assist in retirement planning goals. Guidance and education is offered by each of the Investment Providers via face-to-face representatives, phone, and online. To enroll, the following options are available:



- Use the  button on MyFloridaDeferredComp.com to fill out and submit the online *EZ Enrollment Form*.
- Print and complete the *EZ Enrollment Form* located at MyFloridaDeferredComp.com/EZEnrollmentForm. Either fax (850-488-7186) or mail (200 East Gaines Street, Tallahassee, FL 32399) the completed form to the Department of Financial Services, Bureau of Deferred Compensation.
- Contact an Investment Provider to set up enrollment. See the back cover of this booklet for Investment Provider contact information.

**Processing of paperwork and IRS limitations will determine the exact date deferrals will start after enrollment has been initiated.*

Investment Options Available. The Investment Providers offer a wide variety of Fixed Accounts and Mutual Funds. Additional information about the investment menu of each Investment Provider can be found on their respective websites.

Qualified Default Investment Alternatives (QDIA).

Each Investment Provider offers a menu of Target Date Funds (TDF) used as a default investment based on the Participant's age and time to retirement. These TDFs qualify under the U.S. Department of Labor regulations as QDIA by acting as a single investment capable of meeting a Participant's long-term retirement savings needs.

Expense Ratios. The Expense Ratio is a fee charged by the Mutual Fund company itself and not the Investment Provider. ***The Historical Returns are net of Expense Ratios.*** The Expense Ratio is important and should be considered when choosing a Mutual Fund.

Redemption Fees. A fee charged for selling a Mutual Fund too quickly after buying. A redemption fee is used to discourage the buying and selling of Mutual Funds frequently. It is only charged to the investor when a fund is sold within the window of time designated by the Mutual Fund company. Not all funds will have this fee, but it is important to review each fund's prospectus or call the Investment Provider for more information about fund redemption fees.

Customer Service. Customer service is a priority of the Bureau of Deferred Compensation and each Investment Provider within the program. Please contact the Bureau of Deferred Compensation, toll-free, at 877-299-8002 with any concerns.

Investment Advice. All the Investment Providers offer free consultation upon enrollment in the Deferred Compensation Plan. Additionally, Nationwide and Corebridge offer advisory services to help Participants select investments and to assist with other decisions regarding allocations and investment decisions. These services are available to Participants for a fee. Please contact Nationwide or Corebridge for any further questions about these advisory services.

The numbers discussed in this document are performance as of the date indicated. Past performance does not guarantee future results. To find more detailed information on products listed in this report contact the Investment Provider(s) directly. A prospectus can be obtained from the Investment Provider(s) and should be read carefully before investing.

Column Explanations

(Needed for pages 19-26)

Investment Providers are the financial service providers that offer investments through the Deferred Compensation Plan. The Plan features three traditional investment companies and one online brokerage service company. Toll-free telephone numbers and web addresses are provided for easy access.

Products are the individual Mutual Funds, Target Date Funds, and other investments offered by the Investment Providers.

Morningstar Fund Category identifies what type of stocks or bonds are held within that particular Mutual Fund. The definitions for all of these categories can be found on page 28 of this document.

Benchmark Index is a comparable standard for that particular Mutual Fund category and is listed below each Mutual Fund in italics.

Ticker Symbol is a system of letters used to identify the Mutual Fund in various types of media such as newspapers, websites, etc.

Star Rating is the 5-year Morningstar Star Rating of a fund's risk-adjusted return as related to similar funds. Funds are rated from one to five stars, with the top 10% of performers in each Morningstar Category receiving 5 stars and the bottom 10% of performers receiving 1 star. The Morningstar Star Rating is used for identifying funds worthy of further research, but should not be considered buy or sell recommendations. Funds with a Star Rating less than 3 are reviewed for possible termination from the Deferred Compensation Plan.

Inception Date is the day a fund begins offering shares and identifies the beginning of a new Mutual Fund.

Historical Returns are the 1, 3, 5, and 10-year returns detailing the gain or loss from an investment over that time period. The historical return should be equal to or greater than the Benchmark Index returns over the same period of time. Returns include changes in principal value, reinvested dividends, and capital gain distributions. Investment return and principal value will vary and shares may be worth more or less at redemption than at original price. Read the fund's prospectus carefully for more information on management fees, risk, and other expenses before you enroll in a fund. **However, returns reflect historical performance and should not be considered indicative of future performance.**

Expense Ratios include compensation and other costs associated with operating the Mutual Fund. The Expense Ratio is stated as a percentage of the fund's average daily net asset value and is assessed before any returns are paid to investors. The Expense Ratio as a dollar amount will vary due to factors such as account balance and rate of return. For example, the dollar amount for an account with a \$1,000 balance with an Expense Ratio of 0.60% would be \$6.00 (not factoring any type of fluctuation in the Expense Ratio or a Participant's trading activity).

Investment Product Performance Report Historical Average Annual Total Returns

- * Fund names with respective 'ticker symbol' are the variable investment products offered in the Deferred Compensation Plan.
- * Immediately below the fund name in bold is its Morningstar Category.
- * After the Morningstar Category, and in *italics* is the *benchmark index* identified by the fund to measure its performance.
- * Comparing the fund against its *benchmark index* will give an indication of fund performance.
- * The Star Rating is determined by comparing a fund's risk adjusted returns with all other funds in the same category. A rating is then assigned (5 = best, 1 = worst).
- * Short-term and excessive trading fees may apply. Please see the prospectus of the Mutual Fund for more information.

Corebridge Financial

888-467-3726 | FloridaDCP.CorebridgeFinancial.com

Period Ending: 3/31/2024

Mutual Fund & Morningstar Fund Category	Ticker Symbol	5-Yr Star Rating	Inception Date & Benchmark	Historical Returns (Net of Expense Ratios)				Fees (These are already included in historical returns)	
				12Mo (%)	3YR (%)	5YR (%)	10YR (%)	(%)	Expressed as Dollars Per \$1,000
American Century Inflation Adjusted Bond Inflation-Protected Bond	AIADX	**	07/28/17 <i>Bloomberg US Treasury US TIPS</i>	-0.37 <i>0.45</i>	-0.69 <i>-0.53</i>	2.28 <i>2.49</i>	1.89 <i>2.21</i>	0.26	≈ 2.60
American Century Diversified Bond Intermediate Core Bond	ADDVX	***	07/26/13 <i>Bloomberg US Agg Bond</i>	1.38 <i>1.70</i>	-2.53 <i>-2.46</i>	0.51 <i>0.36</i>	1.53 <i>1.54</i>	0.35	≈ 3.50
PGIM Short Term Corporate Bond¹ Short-Term Bond	PBSMX	***	9/1/1989 <i>Bloomberg Credit 1-5 Yr</i>	5.20 <i>4.67</i>	0.09 <i>0.19</i>	1.70 <i>1.83</i>	1.72 <i>1.98</i>	0.21	≈ 2.10
JPMorgan Government Bond Intermediate Government	OGGYX	****	08/01/16 <i>Bloomberg US Government</i>	0.94 <i>0.13</i>	-2.52 <i>-2.68</i>	0.08 <i>-0.04</i>	1.26 <i>1.05</i>	0.30	≈ 3.00
American Funds American Mutual Large Value	RMFGX	****	5/1/2009 <i>S&P 500</i>	16.64 <i>29.88</i>	9.38 <i>11.49</i>	10.69 <i>15.05</i>	10.00 <i>12.96</i>	0.27	≈ 2.70
Vanguard Total Stock Market Index Large Blend	VSMPX	***	04/28/15 <i>CRSP US Total Market</i>	29.38 <i>29.33</i>	9.65 <i>9.64</i>	14.27 <i>14.25</i>	12.28 <i>12.28</i>	0.02	≈ 0.20
JPMorgan US Reseach Enhanced Equity Large Blend	JDEUX	*****	3/24/2003 <i>S&P 500</i>	31.76 <i>29.88</i>	12.54 <i>11.49</i>	16.39 <i>15.05</i>	12.94 <i>12.96</i>	0.25	≈ 2.50
MFS Massachusetts Growth Stock¹ Large Growth	MIGHX	***	4/1/2005 <i>Russell 1000 Growth</i>	24.44 <i>39.00</i>	9.71 <i>12.50</i>	14.76 <i>18.52</i>	13.54 <i>15.98</i>	0.21	≈ 2.10
JPMorgan Large Cap Growth Large Growth	JLGMX	*****	11/30/10 <i>Russell 1000 Growth</i>	43.55 <i>39.00</i>	11.52 <i>12.50</i>	20.51 <i>18.52</i>	17.56 <i>15.98</i>	0.44	≈ 4.40
BNY Mellon MidCap Index¹ Mid-Cap Blend	PESPX	***	6/19/1991 <i>S&P MidCap 400</i>	22.76 <i>23.33</i>	6.44 <i>6.96</i>	11.17 <i>11.71</i>	9.47 <i>9.99</i>	0.10	≈ 1.00
Invesco Oppenheimer Discovery Mid Cap Growth¹ Mid-Cap Growth	DMCFX	****	05/24/19 <i>Russell Mid-Cap Growth</i>	24.94 <i>26.28</i>	2.27 <i>4.62</i>	12.26 <i>11.82</i>	11.32 <i>11.35</i>	0.53	≈ 5.30
Franklin Small Cap Value Small Value	FRC SX	****	5/1/2013 <i>Russell 2000 Value</i>	16.44 <i>18.75</i>	4.02 <i>2.22</i>	10.26 <i>8.17</i>	7.73 <i>6.87</i>	0.60	≈ 6.00
Putnam Small Cap Growth Small Growth	PLK GX	*****	06/29/15 <i>Russell 2000 Growth TR USD</i>	33.78 <i>20.35</i>	4.70 <i>-2.68</i>	15.14 <i>7.38</i>	11.98 <i>7.89</i>	0.85	≈ 8.50
Invesco Real Estate¹ Real Estate	IARIX	**	4/30/2004 <i>FTSE Nareit All Equity REITs TR USD</i>	4.87 <i>8.02</i>	1.78 <i>2.47</i>	2.37 <i>3.96</i>	5.71 <i>6.93</i>	0.52	≈ 5.20
Fidelity Advisor Technology¹ Technology	FADTX	*****	09/03/96 <i>S&P 500</i>	44.66 <i>29.88</i>	13.97 <i>11.49</i>	24.73 <i>15.05</i>	20.55 <i>12.96</i>	0.48	≈ 4.80
American Funds Capital Income Builder Global Allocation	RIRGX	****	5/1/2009 <i>(Bloomberg US Agg Bond) 30% + (MSCI ACWI NR USD) 70%</i>	11.13 <i>16.76</i>	5.12 <i>4.13</i>	6.57 <i>7.75</i>	5.70 <i>6.53</i>	0.27	≈ 2.70
American Funds Capital World Bond Global Bond	RCWGX	***	05/01/09 <i>Bloomberg Global Aggregate</i>	1.17 <i>0.49</i>	-4.86 <i>-4.73</i>	-0.88 <i>-1.17</i>	0.23 <i>-0.07</i>	0.48	≈ 4.80
American Funds EuroPacific Foreign Large Growth	RE RGX	***	5/1/2009 <i>MSCI ACWI Ex USA</i>	13.49 <i>13.83</i>	-0.16 <i>2.44</i>	6.91 <i>6.48</i>	5.58 <i>4.75</i>	0.47	≈ 4.70

¹For investments in this fund, there is an expense ratio reimbursement that is rebated to the Participant.

Nationwide Retirement Solutions

800-949-4457 | NRSFlorida.com**Period Ending: 3/31/2024**

Mutual Fund & Morningstar Fund Category	Ticker Symbol	5-Yr Star Rating	Inception Date & Benchmark	Historical Returns (Net of Expense Ratios)				Fees (These are already included in historical returns)	
				12Mo (%)	3YR (%)	5YR (%)	10YR (%)	(%)	Expressed as Dollars Per \$1,000
Dodge & Cox Income Intermediate Core-Plus Bond	DODIX	*****		4.09	-0.92	1.89	2.52	0.41	≈ 4.10
			Bloomberg US Agg Bond	1.70	-2.46	0.36	1.54		
T. Rowe Price Spectrum Income Multisector Bond	TSPNX	***	05/03/21	6.20	0.06	2.53	2.89	0.47	≈ 4.70
			Bloomberg US Agg Bond	1.70	-2.46	0.36	1.54		
American Funds Emerging Markets Emerging Markets Bond	REGGX	****	07/29/16	10.98	0.75	2.66	n/a	0.56	≈ 5.60
			Morningstar EM Bd GR USD	7.56	-2.16	0.94	2.80		
Fidelity Puritan ¹ Moderate Allocation	FPKFX	*****	06/14/19	24.67	7.62	n/a	n/a	0.32	≈ 3.20
			S&P 500	29.88	11.49	15.05	12.96		
T. Rowe Price Capital Appreciation Trust Moderate Allocation	N/A	*****	12/17/15	17.58	7.95	11.58	10.90	0.57	≈ 5.70
			S&P 500	29.88	11.49	15.05	12.96		
T. Rowe Price Equity Income Trust Large Value	N/A	***	12/17/15	20.35	8.77	11.06	8.96	0.45	≈ 4.50
			Russell 1000 Value	20.27	8.11	10.32	9.01		
T. Rowe Price Dividend Growth Large Blend	PDGIX	***	12/17/15	20.65	9.97	13.07	12.09	0.50	≈ 5.00
			S&P 500	29.88	11.49	15.05	12.96		
Vanguard Institutional Index Large Blend	VIIIX	****	07/07/97	29.86	11.47	15.03	12.95	0.02	≈ 0.20
			S&P 500	29.88	11.49	15.05	12.96		
T. Rowe Price Growth Stock Trust Large Growth	N/A	**	08/28/15	41.39	5.15	12.90	13.40	0.45	≈ 4.50
			S&P 500	29.88	11.49	15.05	12.96		
Fidelity Blue Chip Growth Large Growth	FBCGX	*****	05/25/17	49.57	10.01	21.06	n/a	0.46	≈ 4.60
			Russell 1000 Growth TR USD	39.00	12.50	18.52	15.98		
Fidelity Contrafund Large Growth	FLCNX	****	05/25/17	45.98	12.86	16.97	n/a	0.45	≈ 4.50
			S&P 500	29.88	11.49	15.05	12.96		
JP Morgan Mid Cap Value Mid-Cap Value	JMVYX	***	09/09/16	21.87	8.05	10.09	8.81	0.73	≈ 7.30
			Russell Mid-Cap Value	20.40	6.80	9.94	8.57		
T. Rowe Price Mid Cap Value Mid-Cap Value	N/A	*****	08/28/15	28.32	11.39	13.43	10.34	0.64	≈ 6.40
			Russell Mid-Cap Value	20.40	6.80	9.94	8.57		
Vanguard S&P 400 Mid Cap Index Mid-Cap Blend	VSPMX	***	03/28/11	23.25	6.90	11.64	9.92	0.08	≈ 0.80
			S&P MidCap 400	23.33	6.96	11.71	9.99		
T. Rowe Price Mid Cap Growth Trust Mid-Cap Growth	N/A	***	08/28/15	21.71	4.15	10.40	11.30	0.61	≈ 6.10
			Russell Mid-Cap Growth	26.28	4.62	11.82	11.35		
T. Rowe Price New Horizons Mid-Cap Growth	PRJIX	**	08/28/15	19.86	-3.10	9.99	12.12	0.66	≈ 6.60
			Russell 2000 Growth	20.35	-2.68	7.38	7.89		
Delaware Small Cap Value Small Value	DVZRX	***	05/02/16	18.45	4.70	9.03	7.42	0.70	≈ 7.00
			Russell 2000 Value	18.75	2.22	8.17	6.87		
Vanguard Small Cap Index Small Blend	VSCIX	***	07/07/97	22.53	3.81	10.00	8.95	0.04	≈ 0.40
			CRSP US Small-Cap	22.42	3.75	9.94	8.91		
JPMorgan Small Cap Equity Small Blend	VSENX	***	05/31/16	15.39	2.62	9.28	9.04	0.74	≈ 7.40
			Russell 2000	19.71	-0.10	8.10	7.58		
T. Rowe Price Small Cap Value Small Blend	N/A	***	08/28/15	16.88	1.85	8.35	7.53	0.64	≈ 6.40
			Russell 2000 Value	18.75	2.22	8.17	6.87		
T. Rowe Price Small Cap Stock Small Growth	N/A	****	08/28/15	20.60	0.75	9.48	9.57	0.74	≈ 7.40
			Russell 2000	19.71	-0.10	8.10	7.58		
Wasatch Small Cap Growth Small Growth	WIAEX	**	02/01/16	17.45	-7.70	8.06	9.08	1.06	≈ 10.60
			Russell 2000 Growth	20.35	-2.68	7.38	7.89		

¹Star rating for this fund is based on the prior shareclass.

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Period Ending: 3/31/2024

Mutual Fund & Morningstar Fund Category	Ticker Symbol	5-Yr Star Rating	Inception Date & Benchmark	Historical Returns (Net of Expense Ratios)				Fees (These are already included in historical returns)	
				12Mo	3YR	5YR	10YR		Expressed as Dollars Per \$1,000
				(%)	(%)	(%)	(%)	(%)	
Vanguard Total International Stock Index	VTSNX	***	11/29/10	13.00	1.91	6.19	4.48	0.08	≈ 0.80
Foreign Large Blend			FTSE Global All Cap ex US (USA)	13.53	2.05	6.29	4.55		
American Funds New World	RNWGX	*****	05/01/09	14.64	-0.07	7.22	5.99	0.57	≈ 5.70
Diversified Emerging Mkts			MSCI ACWI	23.22	6.96	10.92	8.66		
T. Rowe Price Overseas Stock	TROIX	***	08/28/15	13.63	2.94	7.21	4.95	0.67	≈ 6.70
Foreign Large Blend			MSCI EAFE	15.32	4.78	7.33	4.80		
Vanguard REIT Index	VGSNX	***	12/02/03	8.58	1.78	3.74	6.24	0.10	≈ 1.00
Real Estate			MSCI US IMI/Real Estate 25-50	8.68	1.87	3.83	0.00		
T. Rowe Price Health Sciences	THISX	***	03/23/16	14.04	3.66	10.12	11.85	0.67	≈ 6.70
Health			S&P 500	29.88	11.49	15.05	12.96		
T. Rowe Price Communications & Technology	TTMIX	*****	03/23/16	39.25	1.29	12.53	13.66	0.68	≈ 6.80
Communications			S&P 500	29.88	11.49	15.05	12.96		
T. Rowe Price Science & Technology	TSNIX	***	03/23/16	41.93	4.65	16.43	16.39	0.69	≈ 6.90
Technology			S&P 500	29.88	11.49	15.05	12.96		

Voya Financial

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Period Ending: 3/31/2024

Mutual Fund & Morningstar Fund Category	Ticker Symbol	5-Yr Star Rating	Inception Date & Benchmark	Historical Returns (Net of Expense Ratios)				Fees (These are already included in historical returns)	
				12Mo	3YR	5YR	10YR	(%)	Expressed as Dollars Per \$1,000
				(%)	(%)	(%)	(%)	(%)	
PGIM High Yield	PHYQX	****	10/31/11	10.77	1.94	4.27	4.71	0.38	≈ 3.80
High Yield Bond			Bloomberg US HY 1% Issuer Cap	11.22	2.20	4.10	4.38		
Fidelity® US Bond Index	FXNAX	***	05/04/11	1.66	-2.49	0.33	1.52	0.03	≈ 0.25
Intermediate Core Bond			Bloomberg US Agg Bond	1.70	-2.46	0.36	1.54		
VOYA Intermediate Bond	IIBZX	***	05/31/13	3.61	-2.12	0.90	2.16	0.30	≈ 3.00
Intermediate Core-Plus Bond			Bloomberg US Agg Bond	1.70	-2.46	0.36	1.54		
Voya GNMA Income Fund	VGMBX	****	07/31/20	1.44	-2.31	-0.07	1.05	0.49	≈ 4.90
Intermediate Government			Bloomberg GNMA	1.65	-2.52	-0.28	1.05		
PIMCO Diversified Income	PDIIX	**	07/31/03	9.01	-0.24	1.88	3.49	0.76	≈ 7.60
Multisector Bond			Bloomberg Global Credit	6.63	-1.05	1.65	2.89		
American Funds American Balanced	RLBGX	****	05/01/09	18.11	6.21	8.91	8.37	0.25	≈ 2.50
Moderate Allocation			(Bloomberg US Agg Bond) 40% + (S&P 500) 60%	18.61	5.91	9.17	8.39		
Dodge and Cox Stock	DOXGX	****	05/02/22	25.73	10.45	13.61	11.11	0.41	≈ 4.10
Large Value			S&P 500	29.88	11.49	15.05	12.96		
JPMorgan Equity Income	OIEJX	***	01/31/12	15.37	8.30	10.54	10.00	0.45	≈ 4.50
Large Value			Russell 1000 Value	20.27	8.11	10.32	9.01		
Fidelity® 500 Index	FXAIX	****	05/04/11	29.87	11.48	15.04	12.95	0.02	≈ 0.15
Large Blend			S&P 500	29.88	11.49	15.05	12.96		
Fidelity® Total Market Index	FSKAX	***	09/08/11	29.41	9.66	14.25	12.27	0.02	≈ 0.15
Large Blend			DJ US Total Stock Market	29.35	9.63	14.23	12.24		
American Funds The Growth Fund of America	RGAGX	***	05/01/09	39.32	7.94	15.02	13.43	0.30	≈ 3.00
Large Growth			S&P 500	29.88	11.49	15.05	12.96		
MFS Growth	MFEKX	****	08/26/11	42.99	10.39	15.80	14.77	0.50	≈ 5.00
Large Growth			Russell 1000 Growth	39.00	12.50	18.52	15.98		
American Century Mid Cap Value	AMDVX	****	07/26/13	10.24	6.74	9.69	9.17	0.63	≈ 6.30
Mid-Cap Value			Russell Mid-Cap Value	20.40	6.80	9.94	8.57		
Fidelity® Mid Cap Index	FSMDX	***	09/08/11	22.35	6.07	11.10	9.95	0.03	≈ 0.25
Mid-Cap Blend			Russell Mid-Cap	22.35	6.07	11.10	9.95		
JPMorgan Mid Cap Growth	JMGMX	*****	11/01/11	26.21	2.85	13.53	12.05	0.70	≈ 7.00
Mid-Cap Growth			Russell Mid-Cap Growth	26.28	4.62	11.82	11.35		
Vanguard Small Cap Value Index	VSIIX	****	12/07/99	23.47	7.32	10.61	8.89	0.06	≈ 0.60
Small Value			CRSP US Small-Cap Value	23.43	7.31	10.58	8.87		
Fidelity® Small Cap Index	FSSNX	**	09/08/11	19.83	-0.01	8.21	7.74	0.03	≈ 0.25
Small Blend			Russell 2000	19.71	-0.10	8.10	7.58		
Loomis Sayles Small-Cap Growth	LSSNX	***	02/01/13	14.58	-0.39	8.48	8.96	0.82	≈ 8.20
Small Growth			Russell 2000 Growth	20.35	-2.68	7.38	7.89		
Cohen & Steers Real Estate Securities	CSZIX	****	10/01/14	9.85	3.07	5.57	8.34	0.75	≈ 7.50
Real Estate			FTSE Nareit All Equity REITs	8.02	2.47	3.96	6.93		

Voya Financial

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Period Ending: 3/31/2024

Mutual Fund & Morningstar Fund Category	Ticker Symbol	5-Yr Star Rating	Inception Date & Benchmark	Historical Returns (Net of Expense Ratios)				Fees (These are already included in historical returns)	
				12Mo	3YR	5YR	10YR	(%)	Expressed as Dollars Per \$1,000
				(%)	(%)	(%)	(%)	(%)	
JPMorgan Emerging Markets Equity Diversified Emerging Mkts	JEMWX	***	12/23/13 MSCI EM	4.86 8.15	-9.00 -5.05	2.45 2.22	4.03 2.95	0.79	≈ 7.90
iShares MSCI EAFE International Index Foreign Large Blend	BTMKX	****	03/31/11 MSCI EAFE	15.35 15.32	5.01 4.78	7.48 7.33	4.82 4.80	0.04	≈ 0.40
MFS International Diversification Foreign Large Blend	MDIZX	****	10/02/17 MSCI ACWI Ex USA	10.85 13.83	1.56 2.44	6.75 6.48	5.95 4.75	0.73	≈ 7.30
Dodge and Cox International Stock Foreign Large Value	DOAFX	***	05/02/22 MSCI EAFE	13.49 15.32	5.21 4.78	7.34 7.33	4.04 4.80	0.52	≈ 5.20
American Funds New Perspective Global Large-Stock Growth	RNPGX	****	05/01/09 MSCI ACWI	22.92 23.22	5.22 6.96	12.78 10.92	10.96 8.66	0.42	≈ 4.20

Target Date Retirement Funds

Each Investment Provider offers a menu of Target Date Funds (TDF) used to default investment based on the participant's age and time to retirement. These TDFs qualify under the U.S. Department of Labor regulations as Qualified Default Investment Alternatives (QDIA) by acting as a single investment capable of meeting a participant's long-term retirement savings needs.

		Period Ending 3/31/2024			Historical Returns (Net of Fees)				Fees (These are already included in historical returns)	
Ticker Symbol	5-Yr Star Rating	Inception Date	1 YR (%)	3 YR (%)	5 YR (%)	10YR (%)	(%)	Expressed as Dollars Per \$1,000		
Retirement Income		Category Average:			8.95	1.86	4.71	4.24		
Nationwide: T. Rowe Price Retirement Balanced	n/a	****	09/30/02	10.93	2.15	5.60	4.97	0.37	≈	3.70
Voya: Vanguard Target Retirement Income	VTINX	***	10/27/03	8.47	1.23	4.14	4.14	0.08	≈	0.80
Target Date 2000-2010 <i>(Born prior to 1947)</i>		Category Average:			8.95	1.55	4.79	4.53		
Nationwide: T. Rowe Price Retirement 2010	n/a	*****	09/30/02	12.11	2.38	5.94	5.43	0.37	≈	3.70
Nationwide: T. Rowe Price Retirement 2005	n/a	*****	02/27/04	11.38	2.13	5.50	5.04	0.37	≈	3.70
Corebridge: American Funds 2010	RFTTX	*****	07/13/09	8.93	2.81	5.44	5.19	0.29	≈	2.90
Target Date 2011-2015 <i>(Born 1948 to 1952)</i>		Category Average:			9.08	1.25	4.84	4.73		
Nationwide: T. Rowe Price Retirement 2015	n/a	*****	02/27/04	12.79	2.66	6.41	5.94	0.37	≈	3.70
Corebridge: American Funds 2015	RFJTX	*****	07/13/09	9.77	2.95	5.80	5.52	0.30	≈	3.00
Voya: Vanguard Target Retirement Income	VTINX	***	10/27/03	8.47	1.23	4.14	4.14	0.08	≈	0.80
Target Date 2016-2020 <i>(Born 1953 to 1957)</i>		Category Average:			9.60	1.19	5.07	5.04		
Nationwide: T. Rowe Price Retirement 2020	n/a	*****	09/30/02	13.44	2.86	6.88	6.49	0.37	≈	3.70
Corebridge: American Funds 2020	RRCTX	*****	07/13/09	10.75	3.17	6.19	5.95	0.31	≈	3.10
Voya: Vanguard Target Retirement 2020	VTWNX	***	06/07/06	10.42	1.98	5.60	5.63	0.08	≈	0.80
Target Date 2021-2025 <i>(Born 1958 to 1962)</i>		Category Average:			10.52	1.39	5.49	5.48		
Nationwide: T. Rowe Price Retirement 2025	n/a	*****	02/27/04	14.74	3.20	7.60	7.10	0.37	≈	3.70
Corebridge: American Funds 2025	RFDTX	*****	07/13/09	12.08	3.35	7.02	6.64	0.32	≈	3.20
Voya: Vanguard Target Retirement 2025	VTTVX	****	10/27/03	12.95	2.68	6.55	6.31	0.08	≈	0.80
Target Date 2026-2030 <i>(Born 1963 to 1967)</i>		Category Average:			12.01	1.93	6.18	6.06		
Nationwide: T. Rowe Price Retirement 2030	n/a	*****	09/30/02	17.05	3.80	8.45	7.76	0.37	≈	3.70
Corebridge: American Funds 2030	RFETX	*****	07/13/09	14.83	4.11	8.05	7.58	0.33	≈	3.30
Voya: Vanguard Target Retirement 2030	VTHRX	****	06/07/06	14.78	3.34	7.36	6.87	0.08	≈	0.80

Target Date Retirement Funds

Each Investment Provider offers a menu of Target Date Funds (TDF) used to default investment based on the participant's age and time to retirement. These TDFs qualify under the U.S. Department of Labor regulations as Qualified Default Investment Alternatives (QDIA) by acting as a single investment capable of meeting a participant's long-term retirement savings needs.

Period Ending 3/31/2024			Historical Returns (Net of Fees)				Fees (These are already included in historical returns)	
Ticker Symbol	5-Yr Star Rating	Inception Date	1 YR (%)	3 YR (%)	5 YR (%)	10YR (%)	(%)	Expressed as Dollars Per \$1,000

Target Date 2031-2035

(Born 1968 to 1972)

Category Average: **14.12** **2.86** **7.12** **6.72**

Corebridge: American Funds 2035	RFFTX	*****	07/13/09	17.93	5.01	9.45	8.61	0.35	≈	3.50
Nationwide: T. Rowe Price Retirement 2035	n/a	*****	02/27/04	19.57	4.54	9.36	8.37	0.37	≈	3.70
Voya: Vanguard Target Retirement 2035	VTTHX	***	10/27/03	16.37	4.02	8.17	7.43	0.08	≈	0.80

Target Date 2036-2040

(Born 1973 to 1977)

Category Average: **16.35** **3.86** **8.04** **7.27**

Corebridge: American Funds 2040	RFGTX	*****	07/27/09	21.05	5.83	10.37	9.17	0.37	≈	3.70
Nationwide: T. Rowe Price Retirement 2040	n/a	****	09/30/02	21.72	5.11	10.11	8.89	0.37	≈	3.70
Voya: Vanguard Target Retirement 2040	VFORX	***	06/07/06	17.94	4.69	8.96	7.95	0.08	≈	0.80

Target Date 2041-2045

(Born 1978 to 1982)

Category Average: **17.95** **4.57** **8.65** **7.59**

Nationwide: T. Rowe Price Retirement 2045	n/a	****	05/31/05	23.11	5.62	10.65	9.20	0.37	≈	3.70
Corebridge: American Funds 2045	RFHTX	*****	07/13/09	21.98	5.96	10.58	9.35	0.37	≈	3.70
Voya: Vanguard Target Retirement 2045	VTIVX	***	10/27/03	19.45	5.34	9.74	8.40	0.08	≈	0.80

Target Date 2046-2050

(Born 1983 to 1987)

Category Average: **18.65** **4.84** **8.87** **7.66**

Nationwide: T. Rowe Price Retirement 2050	n/a	****	12/29/06	23.53	5.74	10.74	9.24	0.37	≈	3.70
Corebridge: American Funds 2050	RFITX	*****	07/13/09	22.57	5.90	10.64	9.41	0.38	≈	3.80
Voya: Vanguard Target Retirement 2050	VFIFX	***	06/07/06	20.42	5.68	9.99	8.53	0.08	≈	0.80

Target Date 2051-2055

(Born 1988 to 1992)

Category Average: **18.69** **4.81** **8.85** **7.61**

Nationwide: T. Rowe Price Retirement 2055	n/a	****	12/29/06	23.66	5.76	10.73	9.24	0.37	≈	3.70
Corebridge: American Funds 2055	RFKTX	*****	02/01/10	23.12	5.87	10.61	9.39	0.38	≈	3.80
Voya: Vanguard Target Retirement 2055	VFFVX	****	08/18/10	20.43	5.69	9.98	8.51	0.08	≈	0.80

Target Date Retirement Funds

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Period Ending 3/31/2024			Historical Returns (Net of Expense Ratios)				Expense Ratios (are in addition to the Explicit Fee)	
Ticker Symbol	5-Yr Star Rating	Inception Date	1 YR (%)	3 YR (%)	5 YR (%)	10YR (%)	(%)	Expressed as Dollars Per \$1,000

Target Date 2056-2060 (Born 1993 to 1997)

Category Average: **18.56** **4.71** **8.77** **7.52**

Nationwide: T. Rowe Price Retirement 2060	n/a	****	06/23/14	23.62	5.74	10.73	n/a	0.37	≈	3.70
Corebridge: American Funds 2060	RFUTX	*****	03/27/15	23.31	5.86	10.60	n/a	0.39	≈	3.90
Voya: Vanguard Target Retirement 2060	VTTSX	***	01/19/12	20.44	5.70	9.99	8.51	0.08	≈	0.80

Target Date 2061-2065 (Born 1998 to 2002)

Category Average: **18.37** **4.58** **8.66** **7.47**

Voya: Vanguard Target Retirement 2065	VLXVX	n/a	07/12/17	20.41	5.72	9.98	n/a	0.08	≈	0.80
Nationwide: T. Rowe Price Retirement 2065	n/a	n/a	10/13/20	23.59	5.90	n/a	n/a	0.37	≈	3.70
Corebridge: American Funds 2065	RFVTX	n/a	03/27/20	23.25	5.86	n/a	n/a	0.39	≈	3.90

Target Date 2066-2070 (Born After 2002)

Category Average: **18.37** **4.58** **8.66** **7.47**

Voya: Vanguard Target Retirement 2070	VSVNX	n/a	6/28/2022	20.51	n/a	n/a	n/a	0.08	≈	0.80
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Fixed Account Returns

Nationwide Retirement Solutions (Not to fall below 2.50%)		Corebridge Financial (Not to fall below 1.00%)		Voya Financial (Not to fall below 2.00%)	
2nd Quarter 2024*	2.99%	2nd Quarter 2024*	2.99%	2nd Quarter 2024*	2.45%
1st Quarter 2024	2.91%	1st Quarter 2024	2.91%	1st Quarter 2024	2.40%
4th Quarter 2023	3.20%	4th Quarter 2023	2.79%	4th Quarter 2023	2.30%
3rd Quarter 2023	3.20%	3rd Quarter 2023	2.59%	3rd Quarter 2023	2.20%

Fixed Account returns are guaranteed for the current quarter and credited & compounded daily.

The assets in the Fixed Accounts are backed by the financial strength of the insurance companies offering them. Additionally, the Office of Insurance Regulation analyzes the financial condition of the insurance companies on a quarterly basis.

Fixed Account assets are subject to Explicit Fees, but Investments Fees are included in the returns.

*2nd Quarter 2024 returns have been declared by the respective Investment Provider.

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[Schwab.com](https://www.schwab.com)

Enrollment available by request.
(assets subject to the Explicit Fee)
There is a \$25 annual fee associated with this account.

Schwab's PCRA currently provides access to more than 6,000 Mutual Funds from 400 fund families. Of the 6,000 Mutual Funds available, more than 3,000 are offered without loads and transaction fees as part of the Schwab Mutual Fund OneSource service, and more than 1,100 are institutional or load-waived funds. Of the 6,000 Mutual Funds available, approximately 1,500 are no-load funds with transaction fees, and 500 are no load, no transaction fee. For a complete listing of available products offered through Charles Schwab & Co. Inc., visit their website at [Schwab.com](https://www.schwab.com).

Schedule of Commissions and Transaction Fees

Equities

Trading Channel	Commission
Electronic	\$0
Broker Assisted	\$25

Mutual Funds

No-Transaction Fee (NTF) Mutual Funds
(includes funds available through the Mutual Fund OneSource® Service)

NO TRANSACTION FEE (NTF) MUTUAL FUNDS	
Trading Channel	Commission
Electronic	\$0
Broker Assisted	\$25 service charge per trade may apply

TRANSACTION-FEE FUNDS	
Trading Channel	Commission
Electronic	\$49.95 per buy, \$0 per sell
Broker Assisted	Electronic fee, plus \$25 service charge per trade

Other information for all Mutual Fund

Transactions: Some funds may also charge sales and/or redemption fees. Please read the prospectuses for details.

Funds available through the self-directed brokerage window have not been selected through any selection process, are not monitored, require investment expertise to prudently manage and have risk of substantial losses.

Explanation of Morningstar Fund Categories

Mutual Funds do not guarantee a rate of return, nor do they guarantee against loss of money invested. There are two things that will cause the value of a variable fund to increase: 1) the fund is paid interest and/or dividends, which is considered income, or 2) the fund sells a stock or bond at a higher price than it was purchased for, which is considered capital appreciation. Mutual Funds differ based on their investment objectives. Some funds seek as much income as possible, while others attempt to increase their value solely through capital appreciation. Many funds attempt to increase in value through both income and capital appreciation. Funds that look to increase in value through income have relatively stable returns (low volatility), while funds that seek capital appreciation have relatively unstable returns (high volatility).

Mutual Fund: An investment that pools money from shareholders and invests in a variety of securities, such as stocks, bonds and money market instruments. These funds offer investors the advantages of diversification and professional management.

Large, Mid, or Small Cap Stock Fund: Refers to the size of the companies in which the fund is investing. Large Cap Stock Funds focus on companies that have a market capitalization greater than \$5 billion. Mid Cap Stock Funds have a market capitalization between \$1 billion to \$5 billion. Small Cap Stock Funds have a market capitalization ranging from \$250 million to \$1 billion. The Mutual Fund can also have a Value, Growth, or Blend aspect as noted below.

Value Fund: A Mutual Fund that invests in companies which it determines to be undervalued. Assuming a company's share price will not remain undervalued indefinitely, the funds look to make money by buying before the expected upturn. Value Funds tend to focus on safety rather than growth, and often choose investments providing dividends as well as price appreciation.

Growth Fund: A Mutual Fund that aims to achieve price appreciation. Typically any dividends or income paid to the fund is minimal, as growth companies will retain all or most of their earnings for research and development and reinvest profits.

Blend Fund: A Mutual Fund that has assets composed of a combination of stocks, bonds, and money market securities, rather than just one or two of these asset classes (also sometimes called Hybrid Funds or Balanced Funds.)

Bond Fund: A Mutual Fund that invests in bonds, typically with the objective of providing stable income through regular interest payments.

Intermediate Bond Fund: A Mutual Fund that invests primarily in corporate and other investment-grade U.S. fixed-income issues.

Multisector Bond Fund: A Mutual Fund that invests its assets among several fixed-income sectors, including U.S. government issues, foreign bonds, and high-yield bonds.

Conservative Allocation Fund: A Mutual Fund that seeks income, and capital appreciation is the secondary objective, by investing in stocks, bonds, and cash.

Moderate Allocation Fund: A Mutual Fund that seeks both capital appreciation and income by investing in stocks, bonds, and cash.

Life-cycle Fund: A Mutual Fund that is designed for investors of a certain age or with a specific time horizon for investing. They offer different risk profiles that investors can shift between as their circumstance changes.

Target Date Fund: A diverse mix of investments (stocks, bonds, and cash equivalents) that periodically and automatically adjust over time to grow more conservative as you near your target retirement date.

Foreign Fund: A Mutual Fund that invests in companies located outside of the United States.

World Fund: A Mutual Fund that invests in companies located throughout the world, including the United States.

Investment Fund Review

This information is used by the Bureau of Deferred Compensation to evaluate the suitability, stability, and performance of all Mutual Funds and Target Date Funds in the program. Investment Fund changes are decided in part by the information contained within this review. To view all factors involved with the review process, please refer to the Investment Policy and Product and Selection Policy available on the Florida Deferred Compensation Plan website.

The following diagram gives directions on how the Investment Fund Review sheet should be used to evaluate each Mutual Fund within the Plan.

Voya	Expense Ratios	Ticker	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Jan-24
VOYA GNMA Income	0.54	LEINX	5 / 5	3 / 5	3 / 5	4 / 5	11 / 5	16 / 4	5 / 5	40 / 3	48 / 3	51 / 3	49 / 3	10 / 5
VOYA Intermediate Term Bond	0.36	IICIX	5 / 5	7 / 5	7 / 5	6 / 5	8 / 5	8 / 5	11 / 4	23 / 4	15 / 4	22 / 4	31 / 4	37 / 3
American Funds American Balanced	0.61	RLBEX	5 / 5	7 / 5	6 / 5	8 / 5	9 / 5	12 / 5	9 / 5	7 / 5	10 / 5	16 / 4	29 / 4	33 / 4
Amer. Funds Growth Fund of America	0.65	RGAEX	39 / 3	47 / 3	44 / 3	53 / 3	59 / 3	61 / 3	50 / 3	48 / 3	53 / 3	53 / 3	46 / 3	43 / 3
Dodge and Cox Stock Fund	0.52	DODGX	1 / 5	3 / 5	16 / 4	21 / 4	24 / 4	34 / 3	13 / 4	29 / 3	26 / 3	22 / 3	8 / 4	3 / 5
JPMorgan Mid-Cap Growth	0.79	JMGFX	18 / 4	22 / 4	25 / 4	28 / 4	33 / 3	35 / 3	26 / 4	15 / 4	22 / 4	22 / 4	18 / 4	19 / 4
Baron Growth	1.30	BGRFX	53 / 3	54 / 3	57 / 3	41 / 3	32 / 3	24 / 4	30 / 4	37 / 3	37 / 3	34 / 3	28 / 3	35 / 3
Loomis Sayles Small-Cap Growth	0.95	LSSIX	36 / 3	36 / 3	24 / 4	36 / 3	26 / 4	27 / 4	25 / 4	30 / 4	42 / 3	43 / 3	45 / 3	51 / 3
MFS International Diversification	0.85	MDITX	8 / 5	6 / 5	4 / 5	6 / 5	5 / 5	3 / 5	1 / 5	1 / 5	1 / 5	1 / 5	2 / 5	4 / 5
Dodge and Cox International Stock Fund	0.63	DODFX	60 / 2	64 / 2	43 / 3	45 / 3	42 / 3	70 / 2	62 / 2	79 / 2	65 / 2	54 / 2	21 / 3	10 / 4

Expense Ratios listed under this column are investment fees. A bps or basis point is 1/100 of a percent. (Ex. 102bps is 1.02%)

A **ticker symbol** is used to identify and search for a specific mutual fund.

The 1/5 are two points of Morningstar Data. The first is the **5-year percentile ranking** within the **fund category** on a scale of 1(best) to 100 (worst). The second is the number of stars of a **5-year Morningstar Star Rating**.

Gold indicates a fund in **observation status**. Crimson indicates that a fund in **termination review status**.

Observation Status - the Morningstar 5-year percentile ranking within category is greater than 50th percentile at quarter end **AND** Morningstar 5-year star rating less than 3 stars; **OR** Morningstar 5-year percentile ranking within category greater than 75th percentile at quarter end.

Termination Review Status - a fund in observation status for four consecutive quarters.

Termination Status - a fund in termination review status for two consecutive quarters, and its Morningstar 1-year percentile ranking is greater than 50th percentile.



Corebridge	Fees	Ticker	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Jan-24
Prudential Short-Term Corp. Bond	0.21	PBSMX	27/4	28/4	28/4	43/3	63/3	69/2	55/3	41/3	40/3	48/3	34/3	45/3
American Century Inflation-Adj Bond	0.26	AIADX	54/3	53/3	47/3	47/3	66/3	64/3	62/3	45/3	56/3	67/2	58/3	65/2
JPMorgan Government Bond	0.30	OGGYX	19/4	24/4	25/4	29/4	34/4	20/4	24/4	23/4	21/4	27/4	22/4	25/4
American Century Diversified Bond	0.35	ADDVX	66/3	64/3	61/3	59/3	65/3	39/3	39/3	31/4	33/4	46/3	30/4	36/3
American Funds American Mutual	0.27	RMFGX	57/4	47/4	29/4	29/4	18/5	17/5	18/5	23/5	29/5	32/5	56/4	55/4
JPMorgan US Research Enhanced Equity	0.25	JDEUX	n/a	n/a	n/a	n/a	n/a	8/4	12/4	6/4	4/5	5/5	5/5	5/5
MFS Massachusetts Investors Growth Stock	0.21	MIGHX	62/3	57/3	45/3	33/4	12/5	15/5	7/5	13/5	15/5	21/4	35/4	57/3
JPMorgan Large Cap Growth	0.44	JLGMX	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4/5	4/5	5/5	4/5	3/5
Invesco Discovery Mid-Cap Growth	0.53	DMCFX	31/4	25/4	14/5	24/4	21/4	15/4	25/4	31/4	31/4	48/3	49/3	23/4
Putnam Small-Cap Growth	1.16	PLKGX	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	6/5	5/5
Franklin Small-Cap Value	0.60	FRCSX	42/4	38/4	32/4	29/4	37/4	23/4	26/4	26/4	22/4	28/4	52/3	44/4
Invesco Real Estate	0.52	IARIX	57/3	59/3	55/3	66/3	54/3	55/3	66/3	68/3	74/2	76/2	75/2	81/2
Fidelity Advisor Technology	0.48	FADTX	16/5	10/5	9/5	7/5	19/4	15/4	17/4	15/4	15/4	12/4	9/5	6/5
American Funds Capital Income Builder	0.27	RIRGX	70/3	66/3	53/3	42/3	27/4	26/4	12/5	13/5	12/5	18/5	24/4	24/4
American Funds Capital World Bond	0.48	RCWGX	39/3	34/4	28/4	53/3	44/3	36/3	33/4	34/3	42/3	40/3	42/3	47/3
American Funds EuroPacific	0.47	RERGX	41/3	48/3	72/2	69/2	64/3	58/3	61/3	59/3	52/3	40/3	60/3	57/3
American Funds 2010	0.29	RFTTX	70/2	68/3	55/3	33/4	11/5	1/5	1/5	1/5	3/5	7/5	11/5	6/5
American Funds 2015	0.30	RFJTX	74/2	60/3	48/3	38/4	15/5	1/5	1/5	1/5	4/5	4/5	11/5	6/5
American Funds 2020	0.31	RRCTX	69/3	60/3	52/3	42/4	15/5	5/5	1/5	4/5	10/5	10/5	21/5	10/5
American Funds 2025	0.32	RFDTX	49/3	41/4	35/4	19/4	7/5	1/5	1/5	1/5	4/5	3/5	9/5	6/5
American Funds 2030	0.33	RFETX	26/4	20/4	16/5	15/5	4/5	1/5	1/5	1/5	5/5	2/5	10/5	7/5
American Funds 2035	0.35	RFPTX	12/5	8/5	1/5	4/5	2/5	1/5	1/5	1/5	1/5	1/5	1/5	1/5
American Funds 2040	0.37	RFGTX	9/5	8/5	1/5	4/5	2/5	1/5	1/5	1/5	1/5	1/5	6/5	4/5
American Funds 2045	0.37	RFHTX	10/5	5/5	4/5	7/5	6/5	1/5	1/5	3/5	4/5	3/5	7/5	10/5
American Funds 2050	0.38	RFITX	10/5	5/5	1/5	11/5	7/5	1/5	1/5	5/5	5/5	4/5	6/5	5/5
American Funds 2055	0.38	RFKTX	16/5	5/5	1/5	13/5	12/5	4/5	4/5	12/5	9/5	6/5	17/5	12/5
American Funds 2060	0.39	RFUTX	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	12/5	10/5	25/5	19/5
American Funds 2065	0.39	RFVTX	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

*Funds in Invesco Small-Cap Growth were mapped to Putnam Small-Cap Growth.



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Nationwide	Fees	Ticker	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Jan-24
Dodge & Cox Income	0.41	DODIX	16 / 4	17 / 4	27 / 4	19 / 4	11 / 5	10 / 5	7 / 5	7 / 5	8 / 5	7 / 5	6 / 5	7 / 5
Fidelity Puritan	0.32	FPKFX	4 / 5	7 / 5	4 / 5	4 / 5	5 / 5	7 / 5	7 / 5	6 / 5	6 / 5	6 / 5	5 / 5	2 / 5
Fidelity Blue Chip Growth	0.46	FBCGX	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3 / 5	2 / 5
Fidelity Contrafund	0.45	FLCNX	50 / 3	49 / 3	50 / 3	47 / 3	49 / 3	50 / 3	49 / 3	52 / 3	55 / 3	41 / 4	41 / 4	22 / 4
JP Morgan Mid-Cap Value	0.73	JMVYX	74 / 3	72 / 3	55 / 3	60 / 3	61 / 3	43 / 4	47 / 3	56 / 3	49 / 3	61 / 3	58 / 3	55 / 3
JP Morgan Small-Cap Equity	0.74	VSENX	38 / 4	26 / 4	16 / 4	27 / 4	27 / 4	19 / 5	16 / 5	26 / 4	27 / 4	45 / 4	55 / 3	55 / 3
Delaware Small-Cap Value	0.70	DVZRX	48 / 3	48 / 3	40 / 3	54 / 3	56 / 3	50 / 3	57 / 3	66 / 3	60 / 3	63 / 3	71 / 2	67 / 3
Wasatch Small-Cap Growth	1.06	WIAEX	13 / 4	10 / 4	11 / 4	13 / 4	18 / 4	19 / 3	28 / 3	42 / 3	35 / 3	38 / 3	42 / 3	61 / 2
American Funds New World	0.57	RNWGX	14 / 5	8 / 5	9 / 5	7 / 5	7 / 5	4 / 5	3 / 5	3 / 5	4 / 5	9 / 5	9 / 5	10 / 5
T. Rowe Price Spectrum Income	0.47	TSPNX	44 / 3	46 / 3	35 / 4	26 / 4	40 / 3	56 / 3	41 / 3	43 / 3	38 / 3	45 / 3	41 / 3	49 / 3
T. Rowe Price Growth Stock Trust	0.45	n/a	22 / 4	31 / 4	42 / 3	63 / 3	84 / 2	82 / 2	90 / 2	85 / 2	84 / 2	75 / 2	83 / 2	80 / 2
T. Rowe Price Dividend Growth	0.50	PDGIX	67 / 3	57 / 3	46 / 4	42 / 4	15 / 5	7 / 5	3 / 5	10 / 5	25 / 5	25 / 5	61 / 3	68 / 3
T. Rowe Price Equity Income Trust	0.45	n/a	47 / 3	49 / 3	57 / 3	46 / 3	47 / 3	51 / 3	48 / 3	54 / 3	56 / 3	52 / 3	48 / 3	48 / 3
T. Rowe Price Mid-Cap Growth Trust	0.61	n/a	67 / 3	64 / 3	62 / 3	66 / 3	55 / 3	61 / 3	44 / 4	53 / 3	44 / 4	40 / 4	62 / 3	59 / 3
T. Rowe Price Capital Apprec Trust	0.57	n/a	4 / 5	3 / 5	1 / 5	1 / 5	1 / 5	1 / 5	1 / 5	1 / 5	1 / 5	1 / 5	1 / 5	2 / 5
T. Rowe Price Mid-Cap Value	0.64	n/a	50 / 4	53 / 4	57 / 3	29 / 4	30 / 4	29 / 4	25 / 4	27 / 4	27 / 4	20 / 4	18 / 4	12 / 5
T. Rowe Price New Horizons	0.66	PRJIX	4 / 5	4 / 5	5 / 5	9 / 5	11 / 4	8 / 4	17 / 4	22 / 4	30 / 3	36 / 3	49 / 3	68 / 2
T. Rowe Price Small-Cap Stock	0.74	n/a	55 / 3	50 / 3	56 / 3	51 / 3	34 / 4	34 / 4	28 / 4	35 / 4	30 / 4	26 / 4	34 / 4	36 / 4
T. Rowe Price Small-Cap Value	0.64	n/a	37 / 4	17 / 4	30 / 4	33 / 4	29 / 4	24 / 4	50 / 4	56 / 3	57 / 3	60 / 3	66 / 3	71 / 3
T. Rowe Price Health Sciences	0.67	THISX	20 / 4	15 / 4	10 / 5	12 / 4	16 / 4	9 / 4	21 / 4	23 / 4	29 / 4	28 / 4	10 / 4	29 / 3
T. Rowe Price Comms & Technology	0.68	TTMIX	4 / 5	4 / 5	4 / 5	4 / 5	8 / 5	4 / 5	4 / 5	12 / 4	11 / 4	4 / 4	14 / 4	14 / 5
T. Rowe Price Science & Technology	0.69	TSNIX	63 / 3	67 / 3	69 / 3	76 / 2	68 / 3	75 / 3	70 / 2	56 / 3	56 / 3	40 / 3	49 / 3	45 / 3
American Funds Emerging Markets	0.56	REGGX	n/a	n/a	n/a	n/a	n/a	30 / 4	25 / 4	31 / 4	10 / 4	13 / 4	14 / 4	17 / 4
T. Rowe Price Overseas Stock	0.67	TROIX	29 / 3	27 / 3	27 / 3	29 / 3	40 / 3	40 / 3	31 / 3	42 / 3	39 / 3	34 / 3	31 / 3	37 / 3
T. Rowe Price Retirement 2005 Trust	0.37	n/a	25 / 4	17 / 4	16 / 4	13 / 4	32 / 3	28 / 3	30 / 3	33 / 3	17 / 4	18 / 4	14 / 4	8 / 5
T. Rowe Price Retirement 2010 Trust	0.37	n/a	2 / 5	2 / 5	2 / 5	2 / 5	11 / 4	10 / 4	12 / 4	12 / 4	3 / 4	3 / 4	3 / 5	2 / 5
T. Rowe Price Retirement 2015 Trust	0.37	n/a	2 / 5	2 / 5	2 / 5	5 / 5	6 / 4	11 / 4	7 / 4	7 / 4	3 / 5	3 / 5	3 / 5	2 / 5
T. Rowe Price Retirement 2020 Trust	0.37	n/a	2 / 5	2 / 5	2 / 5	5 / 5	1 / 4	5 / 4	8 / 4	6 / 4	8 / 5	5 / 5	5 / 5	2 / 5
T. Rowe Price Retirement 2025 Trust	0.37	n/a	1 / 5	1 / 5	1 / 5	1 / 5	5 / 4	4 / 4	5 / 4	6 / 4	2 / 5	2 / 5	2 / 5	1 / 5
T. Rowe Price Retirement 2030 Trust	0.37	n/a	1 / 5	1 / 5	1 / 5	4 / 5	7 / 4	12 / 4	11 / 4	13 / 4	6 / 4	2 / 5	2 / 5	1 / 5
T. Rowe Price Retirement 2035 Trust	0.37	n/a	4 / 5	7 / 5	5 / 5	8 / 4	20 / 4	19 / 4	15 / 4	24 / 3	14 / 4	5 / 4	14 / 4	9 / 5
T. Rowe Price Retirement 2040 Trust	0.37	n/a	4 / 5	4 / 5	5 / 5	10 / 5	20 / 4	20 / 4	20 / 4	26 / 3	22 / 4	9 / 5	17 / 4	14 / 4
T. Rowe Price Retirement 2045 Trust	0.37	n/a	1 / 5	4 / 5	5 / 5	9 / 5	24 / 4	16 / 4	17 / 4	28 / 3	18 / 4	5 / 4	16 / 4	15 / 4
T. Rowe Price Retirement 2050 Trust	0.37	n/a	2 / 5	4 / 5	5 / 5	14 / 5	19 / 4	17 / 4	19 / 4	31 / 3	19 / 4	5 / 5	18 / 4	17 / 4
T. Rowe Price Retirement 2055 Trust	0.37	n/a	4 / 5	4 / 5	5 / 5	16 / 4	25 / 4	21 / 4	23 / 4	40 / 3	24 / 4	6 / 4	23 / 4	22 / 4
T. Rowe Price Retirement 2060 Trust	0.37	n/a	3 / 5	7 / 5	7 / 5	16 / 4	30 / 4	27 / 4	23 / 4	42 / 3	25 / 4	8 / 4	32 / 4	26 / 4
T. Rowe Price Retirement 2065 Trust	0.37	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
T. Rowe Price Retirement Balanced	0.37	n/a	27 / 4	24 / 4	24 / 4	25 / 4	16 / 4	16 / 4	18 / 4	21 / 4	17 / 4	15 / 4	20 / 4	17 / 4



Voya	Fees	Ticker	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Jan-24
VOYA GNMA Income	0.49	VGMBX	16/4	21/4	44/3	30/4	29/4	44/3	45/3	48/3	45/3	47/3	36/3	34/4
VOYA Intermediate Term Bond	0.30	IIBZX	37/3	36/3	35/3	36/3	40/3	39/3	44/3	41/3	38/3	36/3	45/3	42/3
American Funds American Balanced	0.25	RLBGX	38/4	31/4	30/4	27/4	21/4	22/4	17/4	22/4	22/4	19/4	26/4	21/4
American Funds Growth Fund of America	0.30	RGAGX	58/3	58/3	67/3	70/3	72/2	63/3	66/3	70/3	72/3	61/3	60/3	53/3
Dodge and Cox Stock Fund	0.41	DOXGX	3/5	5/5	16/4	11/4	13/3	21/3	17/3	19/3	18/3	13/4	14/4	10/4
JPMorgan Mid-Cap Growth	0.70	JMGMX	17/4	17/4	11/5	11/5	11/5	14/5	11/4	13/4	6/5	11/5	7/5	13/5
Loomis Sayles Small-Cap Growth	0.82	LSSNX	50/3	45/3	42/3	46/3	48/3	43/4	29/4	43/3	49/3	47/3	63/3	54/3
MFS International Diversification	0.73	MDIZX	7/5	8/5	4/5	6/5	9/5	8/5	10/5	11/5	17/4	19/4	32/4	49/4
Dodge and Cox International Stock	0.52	DOXFX	10/4	29/3	35/3	37/2	25/3	32/3	28/3	32/3	20/3	17/4	26/3	34/3
American Funds New Perspective	0.42	RNPGX	35/3	31/3	26/4	22/4	28/4	18/4	17/4	16/4	17/4	13/4	15/4	24/4
JPMorgan Emerging Markets Equity	0.79	JEMWX	4/5	6/5	9/5	15/4	14/4	26/4	23/4	20/4	25/4	34/3	35/3	62/3
JPMorgan Equity Income	0.45	OIEJX	27/4	22/4	26/4	20/4	12/5	10/5	9/5	25/4	27/4	32/4	52/3	59/3
MFS Growth	0.50	MFEKX	35/4	28/4	27/4	29/4	24/4	29/4	32/4	43/3	45/3	45/3	47/3	39/4
American Century Mid-Cap Value	0.63	AMDVX	71/3	69/4	73/3	52/4	34/4	34/4	26/4	29/4	35/4	49/4	52/4	62/4
Cohen & Steers Real Estate Securities	0.75	CSZIX	6/4	8/4	8/4	13/4	10/5	12/4	10/4	7/5	10/4	12/4	11/4	10/4
PGIM High Yield	0.38	PHYQX	7/5	7/5	7/5	9/5	11/4	15/4	15/4	15/4	21/4	26/4	23/4	28/4
PIMCO Diversified Income	0.76	PDIIX	14/5	22/4	16/4	48/3	76/2	77/2	65/3	66/3	63/3	73/2	63/3	71/2
Vanguard Target Retirement 2020	0.08	VTWNX	34/3	33/4	37/3	39/3	32/4	35/4	44/3	42/3	40/4	30/4	40/3	42/3
Vanguard Target Retirement 2025	0.08	VTTVX	29/4	28/4	30/4	32/3	37/3	34/3	39/3	37/4	26/4	20/4	28/4	31/4
Vanguard Target Retirement 2030	0.08	VTHRX	36/3	39/3	42/3	42/3	46/3	44/3	45/3	40/3	34/4	29/4	39/3	36/4
Vanguard Target Retirement 2035	0.08	VTTTHX	41/3	41/3	47/3	48/3	45/3	44/3	49/3	45/3	38/3	39/4	49/3	48/3
Vanguard Target Retirement 2040	0.08	VFORX	35/3	37/3	40/3	41/3	39/4	39/4	45/3	40/4	39/3	39/4	49/3	50/3
Vanguard Target Retirement 2045	0.08	VTIVX	30/4	34/4	38/3	33/3	30/4	31/4	34/3	32/4	30/4	31/4	39/4	44/3
Vanguard Target Retirement 2050	0.08	VFIFX	38/3	41/4	43/3	37/4	32/4	33/4	37/4	34/4	27/4	30/4	40/4	39/3
Vanguard Target Retirement 2055	0.08	VFFVX	44/3	48/3	51/3	45/4	34/4	38/4	39/4	37/4	33/4	30/4	43/4	47/4
Vanguard Target Retirement 2060	0.08	VTTTSX	57/3	59/3	57/3	51/3	43/4	41/4	46/4	38/4	33/4	35/4	49/3	52/3
Vanguard Target Retirement 2065	0.08	VLXVX	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Vanguard Target Retirement 2070	0.08	VSVNX	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Vanguard Target Retirement Income	0.08	VTINX	44/3	43/3	46/3	41/4	30/4	27/4	36/4	35/4	37/4	30/4	40/3	47/3

Index and Lifecycle Funds

Fund Name	12-Mo. Returns (Gross of Fees)	Performance Benchmark									
		Index	Returns	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24
Vanguard Institutional Index (NRS)	29.88	S&P 500	29.88	-0.01	0.00	0.00	-0.01	-0.01	0.00	0.00	-0.01
BNY Mellon Mid-Cap Index (AIG)	22.86	S&P MidCap 400	23.33	0.10	-0.30	-0.36	-0.51	-0.51	-0.52	-0.44	-0.48
Fidelity® Mid-Cap Index (VOY)	22.38	Russell Mid-Cap	22.35	0.01	0.03	0.06	0.07	0.07	0.07	0.01	0.03
Vanguard S&P Mid-Cap Index (NRS)	23.33	S&P MidCap 400	23.33	0.16	0.03	0.03	0.02	0.02	0.00	0.00	0.00
Vanguard Small-Cap Value Index (VOY)	23.53	CRSP US Small-Cap Value	23.43	0.23	0.02	0.02	0.10	0.10	0.16	0.15	0.10
Vanguard Small-Cap Index (NRS)	22.57	CRSP US Small-Cap	22.42	0.04	0.06	0.07	0.18	0.18	0.18	0.17	0.15
Fidelity® 500 Index (VOY)	29.89	S&P 500	29.88	0.25	0.00	0.00	-0.01	-0.01	0.01	0.01	0.01
Vanguard Total Stock Market Index (AIG)	29.40	CRSP US Total Market	29.33	0.01	0.01	0.01	0.02	0.02	0.05	0.08	0.07
Vanguard REIT Index (NRS)	8.68	MSCI US IMI/Real Estate 25-50	8.68	0.16	0.02	0.02	-0.01	-0.01	0.03	-0.04	0.00
Vanguard Total International Stock Index (NRS)	13.08	FTSE Global All Cap ex US (USA)	13.53	0.58	0.07	0.20	-0.10	-0.09	0.18	-0.19	-0.46
Fidelity® Total Market Index (VOY)	29.42	DJ US Total Stock Market	29.35	0.28	0.04	0.03	0.04	0.04	0.05	0.08	0.07
Fidelity® Small-Cap Index (VOY)	19.86	Russell 2000	19.71	0.27	0.13	0.19	0.28	0.28	0.21	0.22	0.15
iShares MSCI EAFE International Index (VOY)	15.39	MSCI EAFE	15.32	0.86	0.17	0.42	0.14	0.14	0.58	0.14	0.08
Fidelity® US Bond Index (VOY)	1.69	Bloomberg US Agg Bond	1.70	0.22	0.06	0.00	0.01	0.00	0.02	0.05	-0.01

COR = Corebridge Financial

NRS = Nationwide Retirement Solutions

VOY = Voya Financial

Probation Status: 1 year data, Index tracking error between 50-100 bps (gross of fees)

Termination Review Status: Index tracking error exceeds 100 bps (gross of fees)

Termination: Occurs when tracking error >100bps for 4 consecutive quarters

See the Plan's Investment Policy for evaluation criteria used for Index Fund performance measurement.

Frequently Asked Questions

What is the Florida Deferred Compensation Plan?

The Florida Deferred Compensation Plan is the supplemental retirement plan for employees of the State of Florida—established under Internal Revenue Code (IRC) Section 457b. The Plan supplements any retirement benefits offered by the Florida Retirement System (FRS) and the Social Security Administration (SSA). Participants may defer a portion of their income, through a payroll deduction each pay period, to be invested and sheltered from taxation until withdrawn after separation of service.


Does participation in this Plan affect the calculation of my benefits due from the Florida Retirement System (FRS) or the Social Security Administration (SSA)?

No. Participants continue to earn creditable service towards the FRS and continue to pay into the SSA each pay period.

When and how can I enroll?

The Plan is not limited by the Open Enrollment Period, and eligible employees may enroll in the Plan at any time of the year*.



- Use the  button on [MyFloridaDeferredComp.com](https://www.myfloridaderferredcomp.com) to fill out and submit the online *EZ Enrollment Form*.
- Print and complete the *EZ Enrollment Form* located at [MyFloridaDeferredComp.com/EZEnrollmentForm](https://www.myfloridaderferredcomp.com/EZEnrollmentForm). Either fax (850-488-7186) or mail (200 East Gaines Street, Tallahassee, FL 32399) the completed form to the Department of Financial Services, Bureau of Deferred Compensation.

- Contact an Investment Provider to set up enrollment. See the back cover of this booklet for Investment Provider contact information.

**Processing of paperwork and IRS limitations will determine the exact date deferrals will start after enrollment has been initiated.*

What are the key benefits of the Plan?

- Easy to understand fee structure
- Penalty-free withdrawals after separation from employment
- Lower current taxable income through automatic pre-tax payroll contribution
- Excellent investment options, including Fixed Accounts, Target Date Funds, and numerous Mutual Funds
- Penalty-free account modification, such as contribution change, investment reallocation, and Investment Provider addition/replacement
- Rollover other pre-tax retirement accounts into the Florida Deferred Compensation Plan
- Dedicated customer service and professional investment performance oversight from the Bureau of Deferred Compensation and the Plan's Investment Providers
- Immediate vesting

Why should I enroll?

The Florida Deferred Compensation Plan is an excellent way to increase retirement security with the added benefits of pre-tax investing.

Who is eligible to enroll in the Plan?

The Florida Deferred Compensation Plan is offered to all State of Florida employees. This includes OPS employees, and employees of the State University System, the State Board of Administration, and other Government Employers, including Counties*, Cities*, State Colleges*, Special Districts*, Water Management Districts*, and more*.

**Subject to employer participation.*

What are my investment options?

The Florida Deferred Compensation Plan has three Investment Providers and a self-directed brokerage option. The Plan offers three types of investments: Fixed Accounts, Target Date Funds, and Mutual Funds. The Bureau of Deferred Compensation publishes the "Quarterly Performance Report" that presents the historical rates of return and expense ratios for all investment products available in the Plan. This report compares the performance and fees and should be reviewed before enrollment in the Plan. The "Quarterly Performance Report" is in the Plan Watch Booklet* and the booklet is updated after each report has been created. The Plan Watch Booklet is available at MyFloridaDeferredComp.com/PWB. In addition, the "Quarterly Performance Report" is located on pages 17-33 of this booklet.

**If you would like to receive this booklet by mail, please contact the Bureau of Deferred Compensation.*

Can I have more than one Investment Provider or transfer between Investment Providers?

Participants may select more than one Investment Provider with contributions split between them. Participants may transfer between Investment Providers at any time without penalty. Additionally, Participants have the option of stopping contributions and leaving their balance with one Investment Provider, while enrolling with and contributing to another.

What is the minimum amount I can contribute to the Plan per pay period? Maximum?

The minimum contribution is \$20 per monthly pay period or \$10 per bi-weekly pay period. Contributions cannot exceed 80% of a Participant's paycheck. The maximum contribution limits for 457b retirement plans are determined by the Internal Revenue Service and are updated yearly. For the most up-to-date maximum limits, see Internal Revenue Code (IRC) Section 457b at IRS.gov, or view the current contribution limits and suggested bi-weekly and monthly deferral amounts at MyFloridaDeferredComp.com/ContributionLimits.

2024	Maximum Contribution Amount	Suggested Bi-Weekly Deferral Amount*	Suggested Monthly Deferral Amount*
Regular Limit	\$23,000.00	\$884.61	\$1,916.66
Ages 50+ Catch-Up	\$30,500.00	\$1,173.07	\$2,541.66
Standard Catch-up	\$46,000.00	\$1,769.23	\$3,833.33

**Based on regular payroll schedule dates (26 bi-weekly/12 monthly) starting in January 2024. Contributions can be changed at any time (suggested deferral amounts will vary based on deferral start date).*

Can I stop or start my investment at any time? What are the deadlines for making changes to the amount of my payroll deduction?

Yes. Participants may stop*, restart, decrease, or increase contributions at any time. There are deadlines for making changes to contribution amounts, which are based on payroll warrant date deadlines. Please consult the Bureau of Deferred Compensation for more information about warrant date deadlines.

**Stopping a contribution to the Plan does not cancel or close the account and balances must remain in the Plan until separation from service.*

How does standard Catch-Up increase my contribution limits and how do I find out if I am eligible?

Standard Catch-Up is an IRS provision that provides an increased annual contribution limit as retirement approaches. Participants may become eligible for Standard Catch-Up three years before their normal retirement age and may participate in Standard Catch-Up for a period of up to three consecutive years. Standard Catch-Up eligibility can be determined by contacting the Bureau of Deferred Compensation.

Can I transfer money from my other Pre-Tax Retirement Savings Plans into this Plan?

Yes, assets from eligible pre-tax retirement accounts (e.g. 401k, 403b, 457b, DROP, FRS Investment Plan, or Traditional IRA) may be rolled into the Plan. Contact your Investment Provider to request the *Rollover Into/Out of Florida Plan Form* to begin this process.

Am I able to invest any of my payment for accrued leave compensation into the Plan?

Accrued leave payments may be invested into the Plan—provided the annual contribution limit is not exceeded. Accrued leave payments are subject to Social Security and Medicare taxes. The portion of your payment held for Social Security and Medicare taxes is considered taxable income and will be subject to Federal Income Tax. The State Payroll System uses a formula that satisfies these tax requirements and calculates the maximum possible deferral. The amount deferred will not be subject to Federal Income Tax.

When will I pay taxes on my Deferred Compensation Plan account?

A mandatory 20% Federal Income Tax will be withheld from lump sum distributions, partial distributions, and any distribution with less than a 10-year payout. The distributions will be reported as ordinary income in the year received and the Investment Provider will provide you with a *1099 Form* stating the proper amount of income to include on a Federal Tax Return.

What options do I have once I become eligible for distribution?

- Periodic Distribution (on a schedule)
- Partial Distribution (taken when needed)
- Full Distribution (liquidate the account)
- Roll Out (move out of the Plan)

Will my Investment Provider withhold any taxes from my distributions?

The Investment Provider will withhold the mandatory 20% for Federal Income Taxes for lump sum distributions, partial distributions, and those with less than a 10-year payout. Additional taxes can be withheld if necessary. Please contact your Investment Provider if you wish to increase the amount of your withholding.

There may also be a 10% penalty if you are taking a distribution from your DROP 401a assets that have been rolled into the Deferred Compensation Plan if you are under the age of 59 ½. Exceptions to this 10% penalty are for:

1) Separation from service in or after the year you turn 55 (or age 50 for eligible public safety employees).

OR

2) Distributions that are made at any age as part of substantially equal periodic payments (made at least annually) until you reach 59 ½, at which time you may change distribution methods. Please contact a tax advisor or call the FRS Guidance Line at 1-866-446-9377 (Option 2) for additional information.

Once I leave State employment, do I have to take or move my Deferred Compensation Plan account balance?

No, Participants are not required to take or move an account balance once leaving employment. Funds remain in the Deferred Compensation Plan and continue benefiting from tax-deferred growth. Participants will continue with the ability to change asset allocations.

When am I required to receive distributions from my account?

A Participant is required to receive distributions on April 1st of the calendar year following the year of reaching age 70½*, then every year thereafter. However, if a Participant is still employed by the State of Florida when they turn 70½, they are not required to begin a distribution and can continue to make contributions into the Plan. Please see your tax advisor for additional information.

**The SECURE Act may impact certain employees. Please contact your Investment Provider for more information.*

Is there a chance that I could receive less than I invested into the Plan? How safe is my money? Is there any chance that I will lose money?

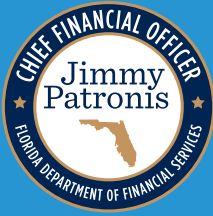
The amount and type of risk varies from one investment to another. As with any investment, there is always the possibility that you could lose your principal unless you are invested in a Fixed Account. Some products are guaranteed against loss of principal. It is important you understand the risks involved in your investment choices, and you may wish to consult an investment advisor to help you understand the risks involved in your investment options and your own tolerance for the various types of risk.

The Department of Financial Services analyzes the financial condition of the investments on a quarterly basis. All assets of the Plan are held in trust for the exclusive benefit of Participants and their beneficiaries. The State of Florida owns such assets and the Chief Financial Officer of Florida acts as Trustee, while the Participants and their beneficiaries hold the equitable interest. This trust fund is, by definition, not subject to the claims against and the creditors of the State of Florida.

What happens to my account when I pass away?

Participants have the option to designate both Primary and Contingent beneficiaries* to receive the account balance upon death. If any Primary Beneficiaries predecease the Participant, that portion will go to any Contingent Beneficiaries. If both Primary and Contingent Beneficiaries predecease the Participant, or in the absence of any selected beneficiaries, the account becomes part of the deceased Participant's estate. Beneficiaries may elect to receive a one-time lump sum distribution, partial distribution, or receive payments for the remainder of their life or another specified period.

**Participants can make or update beneficiary designations at any time; however, it is recommended to designate them as soon as possible, preferably at enrollment.*



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