Welcome

FLORIDA
DEFERRED COMPENSATION PLAN
PLAN. SAVE. RETIRE.

We welcome your questions, but due to the number of attendees the microphone and camera will be inactive for online participants. Chat box will be available.
Bureau of Deferred Compensation staff are available to answer your questions.
Please call 877-299-8002 or email your questions to DeferredCompensation@MyFloridaCFO.com.

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Workshop Topics:

- What is the Florida Deferred Compensation Plan?
- Sources of Income in Retirement
- Key Benefits / Payroll Contribution Amounts / Roth High Earners
- Comparison of 457b Pre-Tax vs. 457b Roth
- Plan Investment Options / Resources
- Distributions

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Brief History of the Plan

- Commissioned in 1982
- One of the largest deferred compensation plans
- More than 95,000 Participants
- 457b Pre-Tax vs. 457b Roth Payroll Contributions
- Top-level investment opportunities
- Excellent customer service
- Administered by the Bureau

PLAN.
SAVE.
RETIRE.

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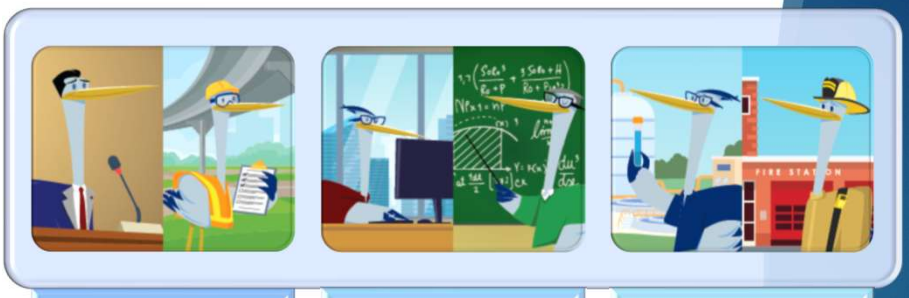

State
City
County

Universities
Colleges

Special
Districts

Plan Eligibility & Portability

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Where will my Retirement Income Come From?

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Employer Sponsored Plans

- SUSORP 403b
- SCCSORP 403b
- FRS Investment Plan (Mandatory)
- FRS Pension Plan (Mandatory)
- Other Employer Plans

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Voluntary/Supplemental Options

Pre-Tax Retirement Savings:

- **457b Pre-Tax Florida Deferred Compensation Plan**
- 401k
- 403b
- Traditional IRA

Post-Tax Retirement Savings:

- **457b Roth Florida Deferred Compensation Plan**
- Roth IRA
- Investments
- Bank Savings
- Certificates



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Key Benefits

457b Pre-Tax:

- Payroll contributions that lower taxable income
- Distributions taxed as income
- Penalty-free withdrawals after 31 days of separation from employment

Both:

- Same investment options
- Contributions combine to Maximum Limits for 457b
- Penalty-free account modification
- Consolidate other eligible retirement accounts
- Invest accrued leave and DROP accumulations into the Plan

457b Roth:

- Post- tax Payroll contributions
- Qualified distributions are not included in gross income
- 457b Roth qualified distribution rules apply

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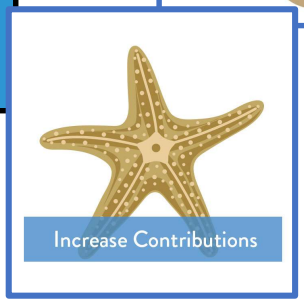
Minimum Contributions

Bi-Weekly	Monthly
$10	$20

Or

- **A set $ amount, OR**
- **A percentage of your pay**





MyFloridaDeferredComp.com

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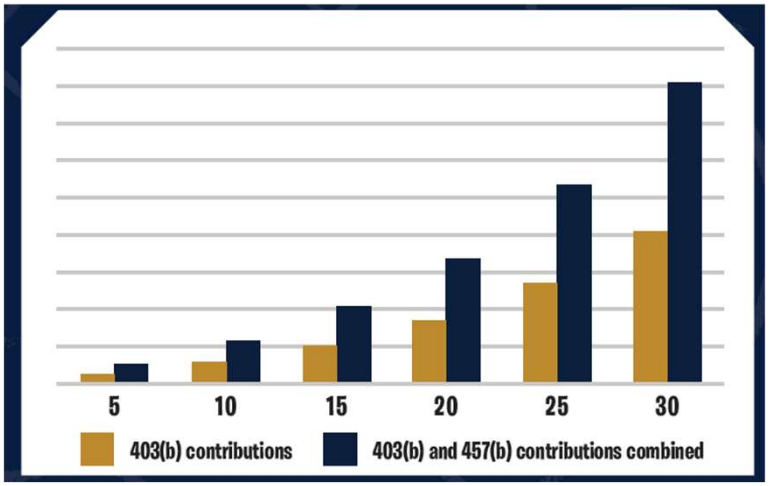
457b AND 403b Contributions



This chart is for **illustrative purposes only** and does **not represent the performance of any specific investment option**.

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457b vs. 403b TSA

What's the difference?

- Contribution Limits are higher with 457b Plan
- 457b - No access tax (expense) – distribution at 59 ½ if still working
- Could be more expensive fees (i.e. cost of the plan)
- Not the same investment options – diversification (oversight by our Bureau)

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It's as easy as

A

B

C



Which Payroll Contribution Type is Right for You?

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Option A: 457b Pre-Tax payroll contributions:

- Wants to continue making payroll contributions that lower current taxable income.
- Paying income taxes on distributions of principal and interest during retirement is not concerning.
- Likes knowing part of what would have been paid in taxes, now, is invested as a contribution.

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Option B: 457b Roth (post-tax) payroll contributions:

- Lowering current taxable income is not top priority.
- Expects similar or higher tax rates at retirement, so paying taxes now means tax-free interest (on qualified distributions) at retirement.
- Willing to continue making the same contribution, even though there is not a current tax benefit; or comfortable with reducing contributions, so the net effect on their paycheck remains similar.



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Option C: Combination of 457b Pre-Tax and 457b Roth (post-tax) payroll contributions:

- Wants the best of both worlds: Pre-Tax payroll contributions that lower taxable income now and Roth payroll contributions that are taxed now but earn tax-free interest (on qualified distributions).
- Likes flexibility in taxation of distributions, which having both deferral types at retirement offers.
- Considers personal ability to make payroll contributions to the Plan and how each deferral type impacts their paycheck.

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2026	Catch-Up Contribution Amount	Maximum Contribution Amount	Suggested Bi-Weekly Contribution*	Suggested Monthly Contribution*
Regular Limit**	N/A	$24,500.00	$942.30	$2,041.66
Standard Catch-Up**	Up to $24,500.00	$49,000.00	$1,884.61	$4,083.33
Ages 50+ Catch-Up	$8,000.00	$32,500.00	$1,250.00	$2,708.33
Ages 60 to 63 Catch-Up	$11,250.00	$35,750.00	$1,375.00	$2,979.16

Contributions can be increased at **MyFloridaDeferredComp.com** by clicking the **Increase Contributions Button**, or contact the Bureau of Deferred Compensation or your Investment Provider(s).

*Based on regular payroll schedule dates (26 bi-weekly/12 monthly) starting in January 2026. Contributions can be changed at any time (suggested contributions will vary based on deferral start date and are rounded down to the nearest cent).

**Contributions may be either 457b Pre-Tax or 457b Roth.

Standard Catch-Up is based on an application process, and Catch-Up Contribution Amounts may vary. Please contact the Bureau of Deferred Compensation for additional information.

Beginning January 2026, contributions up to the Regular Limit may be either 457b Pre-Tax or 457b Roth. After reaching the Regular Limit, however, High Earners with 2025 FICA wages of $150,000 or more must make Age-Based Catch-Up contributions on a 457b Roth (after-tax) basis.

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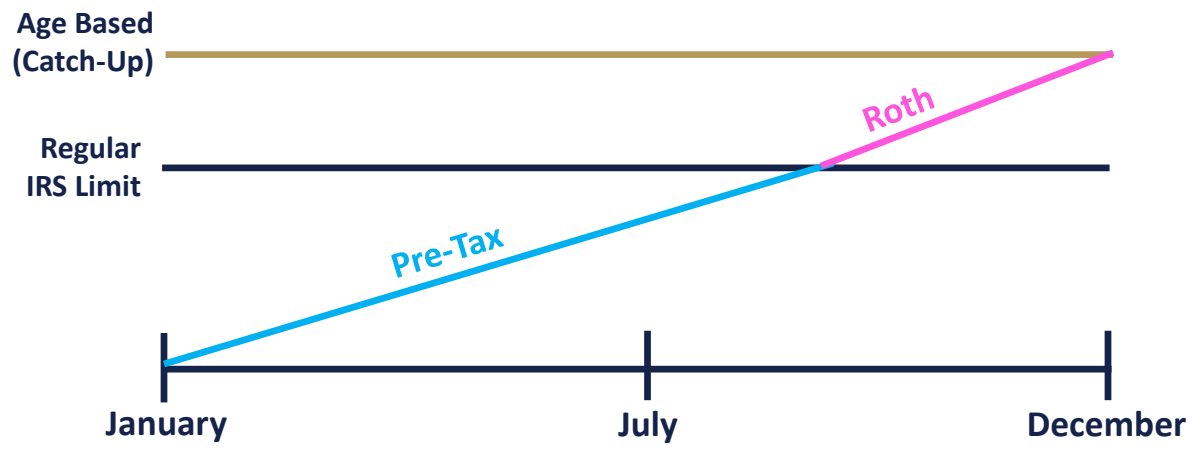
Roth High Earners



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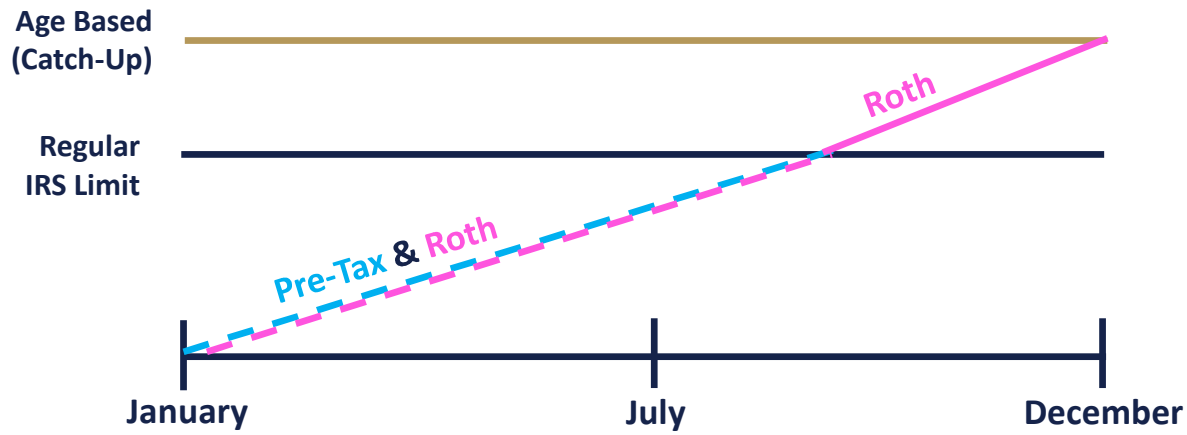
Roth High Earners



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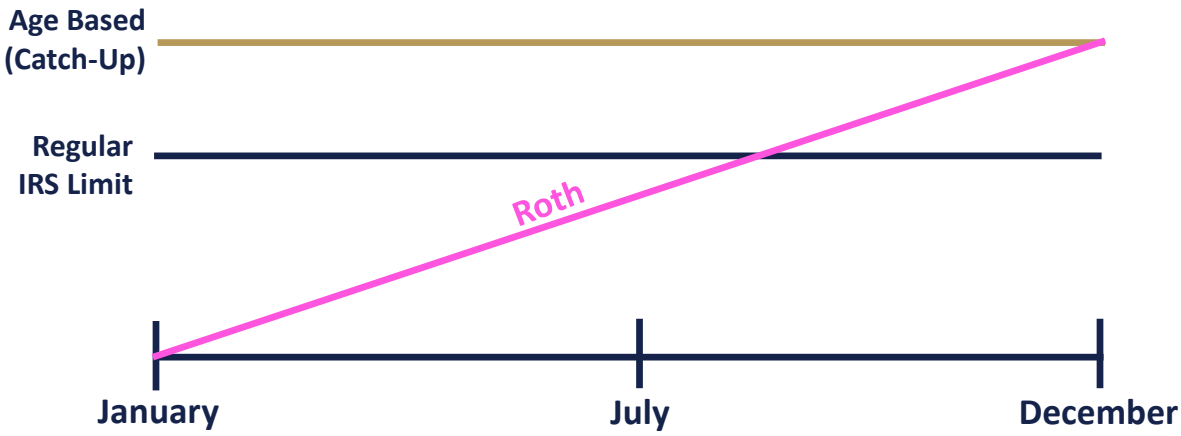
Roth High Earners



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Roth High Earners
Secure 2.0, Section 603

- Participants making 457b Standard Catch-Up Contributions are not subject to Secure 2.0, Section 603.
- Participants who did not make $150,000 or more FICA wages, as indicated in Box 3 of their 2025 W2, are not subject to Secure 2.0 Section 603.

For more information on Roth High Earners please visit our website at [FAQ | Deferred Compensation | MyFloridaCFO]

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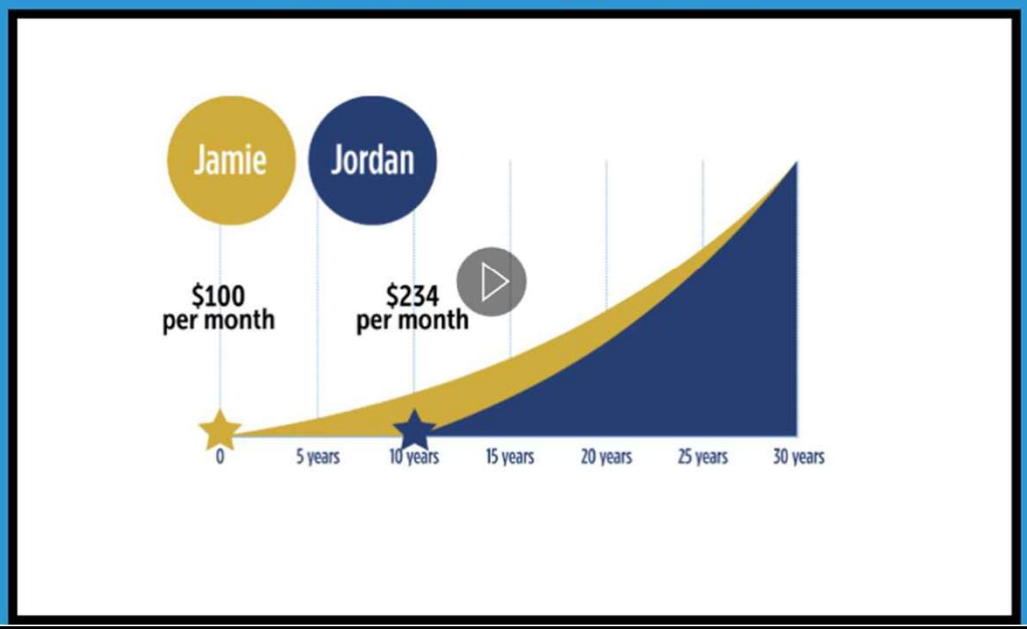
Start Saving Now



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Will I have enough income in my retirement years?

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How are you feeling about your retirement goals?

- I am confident I am on Target!
- I think I might be on Target?
- I am no where near Target!
- I have no idea what my Target retirement income goal is!

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Investment Providers

corebridge financial

Nationwide® is on your side

VOYA® FINANCIAL

Self-Directed Brokerage

charles SCHWAB

Available by request.

MyFloridaDeferredComp.com

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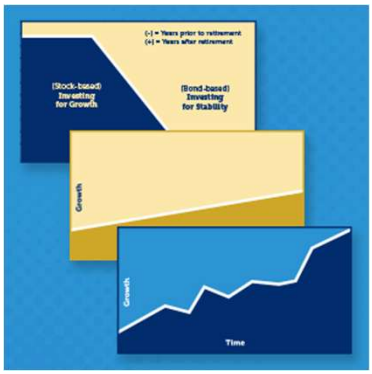
Investments Catered to You

- **You Choose:**
  - **Investment Provider(s)**
  - **Where to invest**
  - **How much to contribute each pay period**
- **Types of Investments:**
  - **Target Date Funds**
  - **Fixed Accounts**
  - **Mutual Funds**



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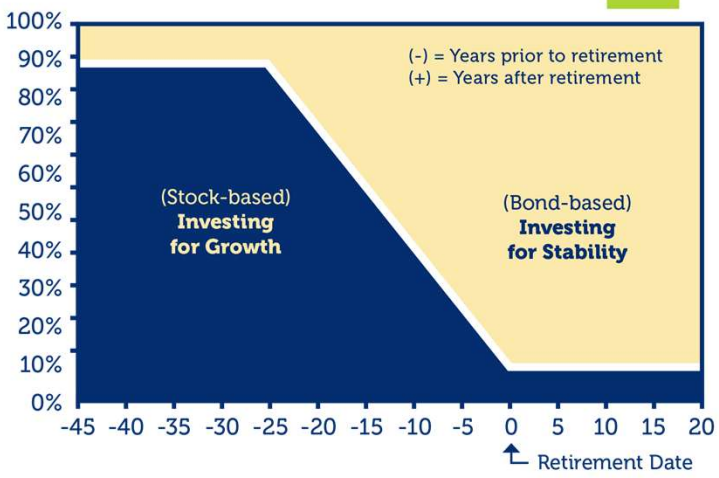
Target Date Funds



This graph is for illustrative purposes only and is not meant to represent the performance of any specific investment option.

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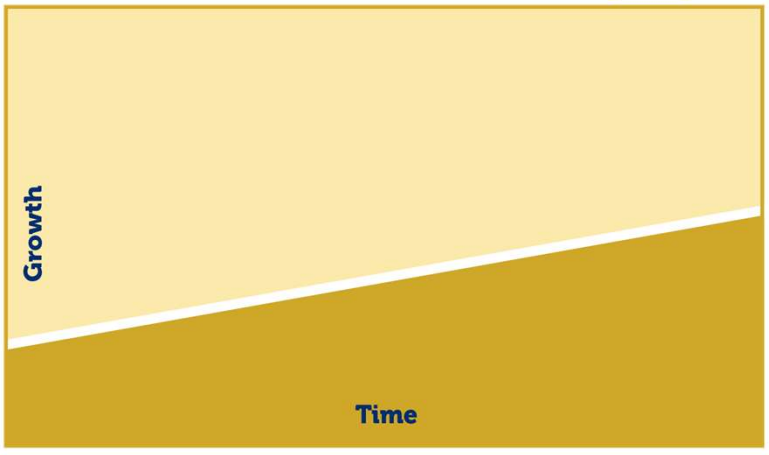
Fixed Accounts



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Mutual Funds



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Self-Directed Brokerage Account

charles SCHWAB

Available through Investment Provider

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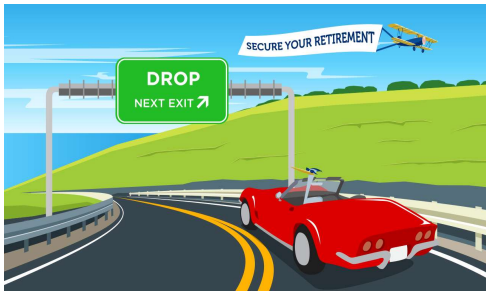
Deferred Retirement Option Program



Entering

- Mandatory 3% to FRS
- Annual Leave Payout
- Enroll any Time
- Continue Contributions



Exiting

- DROP Accumulation Balance
- Annual/Sick Leave Payouts
- Continue financial growth
- Distributions when you need them

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Puzzled about what happens to your assets after you leave employment?
Distributions When You Need Them

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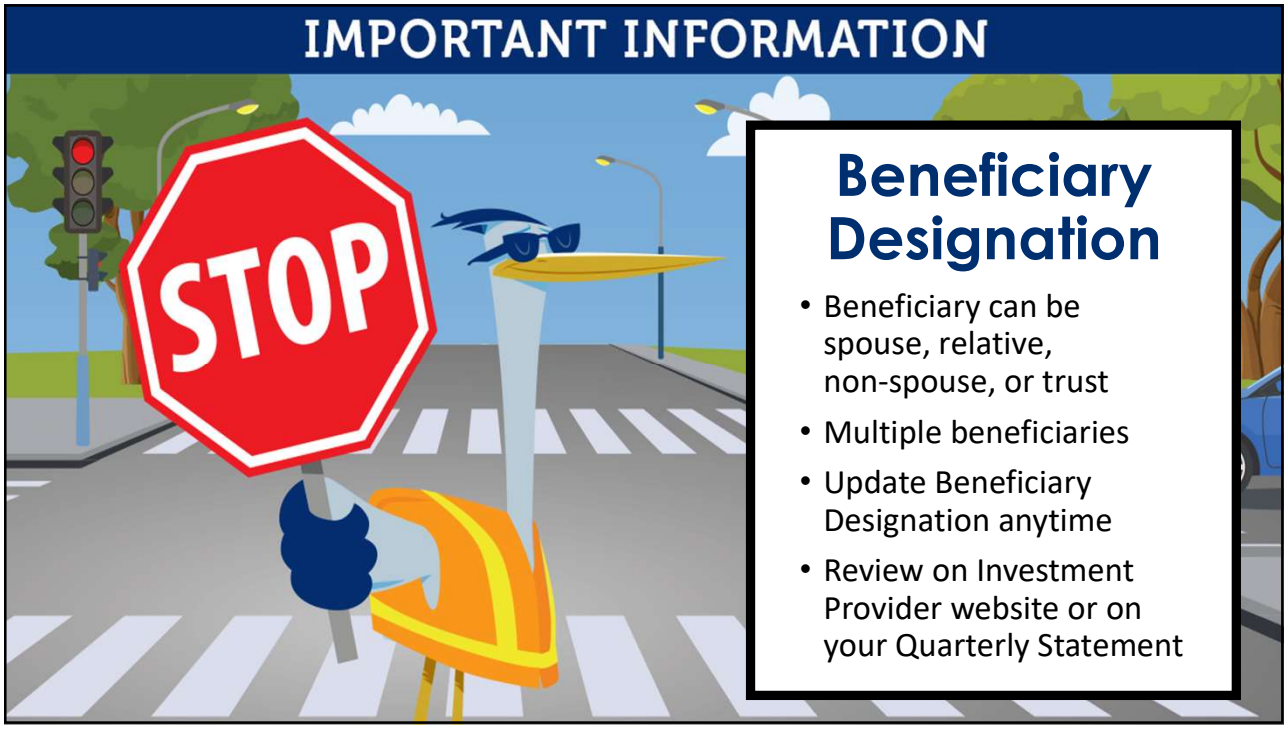
IMPORTANT INFORMATION
STOP
Beneficiary Designation
• Beneficiary can be spouse, relative, non-spouse, or trust
• Multiple beneficiaries
• Update Beneficiary Designation anytime
• Review on Investment Provider website or on your Quarterly Statement

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Upcoming Workshops/Events

Visit our website Events Page at
Events | Deferred Compensation | MyFloridaCFO

- 11/17 – DROP Workshop (Webinar)
- 12/3 – High Earners Workshop (Webinar)
- 12/10 – High Earners Workshop (Webinar)
- 12/17 – DROP Workshop (Webinar)

Investment Providers offer webinars on many financial topics.

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Enroll Today!

Please utilize the chat feature on our website at MyFloridaCFO.com/DeferredComp; Or call (877)-299-8002; or email your questions to DeferredCompensation@MyFloridaCFO.com.

FLORIDA
DEFERRED COMPENSATION PLAN
PLAN. SAVE. RETIRE.

Plan what is Possible,
Save what is Manageable, and
Retire when Comfortable.

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