

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 and low fund expense fees
- Excellent investment options, including Fixed Accounts, Target Date Funds, numerous Mutual Funds, and a Self-Directed Brokerage Account
- Penalty-free account modification, such as contribution change, investment reallocation, and Investment Provider addition/replacement
- 457b Pre-Tax and 457b Roth payroll contributions are allowed
- Consolidate other eligible retirement accounts
- Dedicated customer service and professional investment performance oversight from the Bureau of Deferred Compensation and the Plan's Investment Providers
- Immediate vesting

457b Pre-Tax Payroll Contributions:

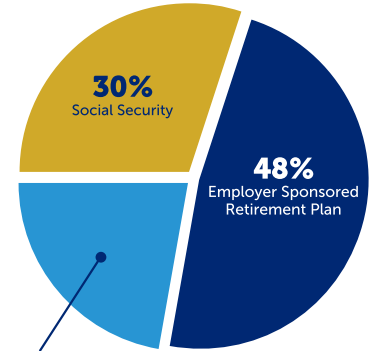
- Payroll contributions that lower taxable income
- Distributions taxed as income
- Penalty-free withdrawals after 31 days of separation from employment

457b Roth Payroll Contributions:

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

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.



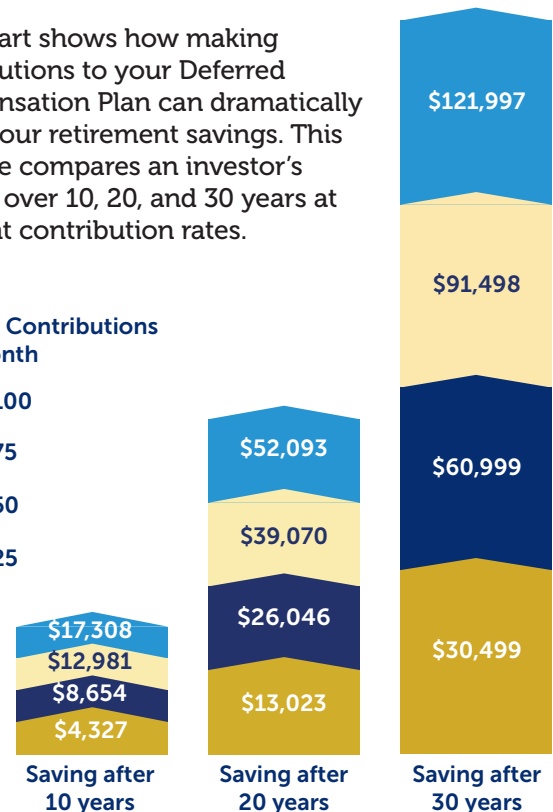
22% Bridges the Gap to get to 100% Income Replacement

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.

Payroll Contributions per Month

- \$100
- \$75
- \$50
- \$25



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.

Wondering Which 457b Payroll Contribution Type is Right for You?

It's as easy as A, B, C.



Avery

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.

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.



Bailey

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.



Cameron

The type of payroll contribution you make to the Florida Deferred Compensation Plan depends on you. Each Investment Provider has tools to help customize your contributions to meet your specific retirement goals.

Plan. Save. Retire

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)

- At 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 eligible 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)

175 Plan

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

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)

Supplemental Plans (403b)

Available to Certain University Employees

Pre-Tax and Roth*

- » Cash value at retirement
- » Multiple investment options
- » Immediate vesting

**Roth is only available at certain Universities*

Online enrollment is available at MyFloridaDeferredComp.com



-OR- Enroll via one of these options:

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

Mail 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



888-467-3726
FloridaDCP.CorebridgeFinancial.com



Nationwide[®]
is on your side

800-949-4457
NRSFlorida.com



800-282-6295
Florida457.BeReady2Retire.com



888-393-7272
Schwab.com
Enrollment available by request.



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