



FRS EMPLOYER Newsletter

YOUR Money YOUR Choice

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Forfeiture of Benefits Due to Job-Related Felony Offenses

An Investment Plan member’s Investment Plan account balance could be forfeited for any of the following job-related felony offenses:

- Committing, aiding, or abetting an embezzlement of public funds or any grand theft from his/her employer;
- Committing bribery in connection with his/her employment;
- Committing any other felony specified in chapter 838, F.S. (bribery and misuse of public office), except ss. 838.15 and 838.16, F.S. (commercial bribes);
- Committing any felony with intent to defraud the public or his/her employer of the right to receive the faithful performance of duty, or receiving or attempting to receive profit or advantage for the member or another person through the use of his/her position;
- Committing an impeachable offense (applies to elected officials only); or
- Being convicted of committing any felony as defined in s. 800.04, F.S., against a victim younger than 16, or any felony defined in chapter 794, F.S., against a victim younger than 18.

The law (s.112.3173, F.S., and s. 8, Article II of the Florida Constitution) states that the member must meet one of the following requirements for the account to be forfeited:

- Member is found guilty;
- Member enters a plea of guilty or nolo contendere; or
- Member’s employment is terminated because of an admission to committing, aiding, or abetting a specified crime.

If you are aware of any Investment Plan member who has committed one of the listed crimes, please immediately notify the State Board of Administration of Florida (SBA), Office of Defined Contribution Programs, at 1-850-413-1496, so a hold can be placed on the member’s account.¹ The SBA will notify the member that he/she cannot take a distribution from his/her Investment Plan account until it is determined whether the crime meets the definition of a forfeitable offense.

¹ In addition to notifying the SBA, you (or the Clerk of the Court or the Secretary of the Senate) must also notify the Commission on Ethics at 1-850-488-7864.

Pension Plan Forfeitures

Pension Plan members are also subject to the forfeiture provisions for committing the listed offenses. Please call the Division of Retirement at 1-866-446-9377, Option 3 (TRS 711), to report any Pension Plan members who may be subject to forfeiture of benefits.



MetLife to Begin Offering Deferred Annuities

MetLife, the FRS' approved income annuity provider, will soon begin offering terminated Investment Plan members a new type of income annuity: a deferred income annuity (also known as a Qualifying Longevity Annuity Contract or QLAC).

Investment Plan members can currently purchase an immediate lifetime annuity that guarantees fixed income for life. The new deferred income annuity is different from an immediate lifetime annuity because it allows members to:

- Defer receiving their guaranteed income payments to a later age; and
- Reduce their Investment Plan balance that may be subject to required minimum distribution rules.

Deferred income annuities are sometimes referred to as "longevity insurance" (or QLACs) because they are designed to provide income later on in retirement, typically between the ages of 80 and 85. They protect against the possibility of outliving retirement assets and can help ensure financial independence in later years.

Example: Phil purchases a QLAC with the maximum purchase amount permitted: 25% of his Investment Plan balance at age 65. He wants to begin receiving payments at age 85.¹

QLAC Requirements

- Limits premiums to 25% of the member's balance or \$125,000, whichever is less
- Specifies an income payment start date that must begin before age 85
- Once purchased, the contract cannot be canceled; however, the payment can begin sooner (recalculation will be done)
- Provides annuity income payments that meet the applicable RMD rules

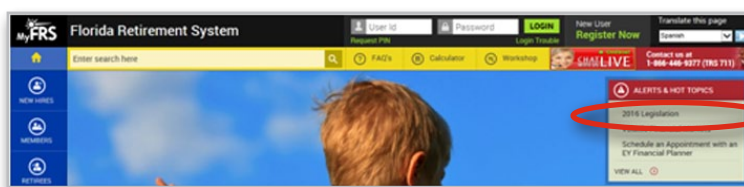


¹ This illustration is based on the MetLife Retirement Income Insurance® QLAC purchase rates as of January 1, 2015.

Lifetime annuities are attractive because they are not affected by market returns or fluctuating interest rates, and because they offer members the security of knowing they can never outlive their payments. To find out if an annuity is right for you, or to purchase an annuity from MetLife, please call the MyFRS Financial Guidance Line at 1-866-446-9377, Option 2 (TRS 711).

Keep Up With 2016 Legislation

You and your employees can keep up with the status of all proposed retirement bills by clicking "2016 Legislation" in the "Alerts & Hot Topics" box on the *MyFRS.com* home page (see screenshot below).





Attend an FRS Employer Training Workshop in 2016

Investment Plan Workshops

Investment Plan workshops will be conducted both in person in Tallahassee and by live broadcast over the Internet (from 1:00 p.m. to 4:00 p.m. ET). To register and receive login details, call the toll-free FRS Employer Assistance Line (1-866-377-2121, Option 1) and ask for Marc Mancuso, Angela Ko, or Scott Jennings.

Pension Plan Workshops

Pension Plan workshops will be conducted in Tallahassee only (from 8:30 a.m. to 4:00 p.m. ET). To register, email the Division of Retirement at retirement@dms.myflorida.com or call 1-844-377-1888 (toll-free) or 850-907-6500 (local).

Do You Know a Co-Worker Who Should Receive This Newsletter?

If so, send an email to walter.kelleher@sbafla.com with the co-worker's name, title, agency name, mailing address, and email address.

Investment Plan 2016 Dates Location: SBA and Internet Broadcast
February 3
March 11
September 9
October 12

Pension Plan 2016 Dates Location: Division of Retirement
February 11
March 10
September 8
October 13

For more information about all employer workshops, visit the "Employers" section of MyFRS.com.

Spanish Workshops

We now have two workshops available in Spanish: "Using the FRS to Plan for Retirement" and "Nearing Retirement in the FRS." (In Spanish, they are titled "Usando el FRS para Planificar su Jubilación" and "Acercándose a la Jubilación en el FRS.") The workshop presenter, an experienced EY planner, speaks fluent Spanish. The workshop slides have also been translated into Spanish. To schedule a Spanish workshop for your employees, call the FRS Employer Assistance Line at 1-866-377-2121, Option 1.

2016 Employee Workshop Webcasts

The FRS will offer financial planning workshop webcasts for FRS-covered employees according to the 2016 schedule shown below. Workshops will be conducted both in person in Tallahassee and by live broadcast over the Internet. Interested employees should register by calling 1-866-446-9377, Option 2 (TRS 711) or by visiting <http://tinyurl.com/nwokknj>. (After login, select "Attend a Workshop," then select "WEBINAR" under the County drop-down box, and then select the workshop you would like to attend.)

2016 Dates	10:00 a.m. to Noon ET	1:00 to 3:00 p.m. ET
January 11	Using the FRS to Plan for Retirement	Estate Planning: Protecting Your Family
January 12	Nearing Retirement in the FRS	Income Tax Planning: Smart Planning for Your Taxes
April 20	Using the FRS to Plan for Retirement	Using the FRS to Plan for Retirement (SPANISH)
April 21	Nearing Retirement in the FRS	Nearing Retirement in the FRS (SPANISH)
July 19	Using the FRS to Plan for Retirement	Estate Planning: Caring for Your Loved Ones
July 20	Nearing Retirement in the FRS	Insurance Planning: Protecting Your Loved Ones
October 5	Using the FRS to Plan for Retirement	FRS Investment Plan: Understanding Your Benefits
October 6	Nearing Retirement in the FRS	Investment Planning for Everyone - The Details

Are You Using Outdated Forms?

FRS forms are routinely updated throughout the year, so be sure you print forms from *MyFRS.com* only when you need them. If you stockpile forms, you could end up with out-of-date forms and wasted paper!

Financial Planner Appointments

The “Alerts & Hot Topics” box on the *MyFRS.com* home page has a link that gives you easy access to a financial planning expert. By clicking the “Schedule an Appointment with an EY Financial Planner” link, you and your employees can make an appointment to speak with an EY financial planner at a time that’s convenient for you. The online MyFRS Financial Guidance Line Appointment System allows you to select the date and time that best fit your schedule.

Important New Hire Enrollment Deadlines

Plan enrollment forms must be received by 4:00 p.m. ET on the last business day of an employee’s enrollment deadline month. (See deadlines below.) Enrollment forms must be sent directly to Aon Hewitt, the FRS Plan Choice Administrator, in either of the following ways:

- **By mail:** P.O. Box 785027, Orlando, FL 32878-5027
- **By fax:** 1-888-310-5559

The 4:00 p.m. ET deadline is also applicable to Regular and Special Risk Class members who make their elections electronically on *MyFRS.com* or by calling the MyFRS Financial Guidance Line at 1-866-446-9377, Option 4 (TRS 711). You should confirm a member’s deadline by reviewing the date on their personalized Benefit Comparison Statement or by calling the FRS Employer Assistance Line at 1-866-377-2121, Option 3.

Enrollment Deadlines

If Hired in This Month ...	Retirement Plan Choice Deadline Is 4:00 p.m. ET on ...
July 2015	December 31, 2015
August 2015	January 29, 2016
September 2015	February 29, 2016
October 2015	March 31, 2016
November 2015	April 29, 2016
December 2015	May 31, 2016
January 2016	June 30, 2016
February 2016	July 29, 2016
March 2016	August 31, 2016
April 2016	September 30, 2016
May 2016	October 31, 2016
June 2016	November 30, 2016

Employer Resources

- *MyFRS.com* website
- Toll-free FRS Employer Assistance Line at 1-866-377-2121
 - EY and Aon Hewitt representatives are available from 9:00 a.m. to 8:00 p.m. ET, Monday through Friday, except holidays.
 - Division of Retirement staff are available from 8:00 a.m. to 5:00 p.m. ET, Monday through Friday, except holidays.