

INVESTMENT PLAN

Quarterly Newsletter

First Quarter, January 2025



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Why You May Receive a Tax Form from the FRS

If you took a distribution from your Investment Plan account during 2024 (prior to 1:00 p.m. ET on December 24, 2024), a 1099-R form(s) will be mailed to your address of record by January 31, 2025. Beginning January 20, 2025, you can view your 1099-R online by logging in to [MyFRS.com](https://www.myfrs.com), clicking “Investment Plan,” then clicking the “1099R Reprints/Check Advice” button.

Starting February 14, 2025, you can request a replacement form be mailed to you by calling the MyFRS Financial Guidance Line toll-free at 1-866-446-9377, Option 4 (TRS 711).

How to Read Your Form 1099-R

- 1** The total amount (gross distribution) paid to you for the calendar year before deductions. The amounts in boxes 2a and 5 add up to this amount.
- 2a** The taxable amount of your gross distribution reported to the IRS. This is the portion of your gross distribution you contributed to the plan on a pre-tax basis.
- 4** The total amount of federal income tax withheld from your benefits during the calendar year.
- 5** The portion of your gross distribution you are allowed to claim for the 2024 tax year. This is the portion of your gross distribution related to your employee contributions made on an after-tax basis. You may have an amount here only if you retired on or after August 1, 1986. Most people will not have an amount in this box.
- 7** The distribution code identifying the type of benefit you received. Code descriptions are on the back of Form 1099-R.
- 9b** If you began receiving payments during the 2024 calendar year, this shows the total employee contributions you made on an after-tax basis to the FRS. Most people will not have an amount in this box.

The diagram shows a Form 1099-R with yellow callout lines connecting the numbered list items to their corresponding boxes on the form:

- Callout 1 points to Box 1 (Gross distribution).
- Callout 2a points to Box 2a (Taxable amount).
- Callout 4 points to Box 4 (Federal income tax withheld).
- Callout 5 points to Box 5 (Employee contributions/Designated Roth contributions or insurance premiums).
- Callout 7 points to Box 7 (Distribution code(s)).
- Callout 9b points to Box 9b (Total employee contributions).

Quarterly Fund Performance Summary

This quarterly fund performance summary gives you a quick update on the performance of the Investment Plan's investment funds. Before you select any investment funds, you should also review the fund profiles, the Investment Fund Summary, and the Annual Fee Disclosure Statement posted in the "Investment Funds" section on MyFRS.com. The asset class descriptions below are general in nature and should not be relied on as your sole source of information regarding these funds.

Asset Class

An asset class is a group of similar investments whose values react in the same basic way to changes in the economy. The Investment Plan's funds are spread across five asset classes: stable value funds, inflation protection funds, bond funds, U.S. stock funds, and foreign and global stock funds. There can be a risk in holding a large portion of your account balance in a single fund or asset class. According to investment experts, a good mix of investments (a strategy known as "diversifying") can help you control your risk and improve your returns. Additional information about investing and diversification can be found on the U.S. Department of Labor's website at dol.gov/agencies/ebsa/laws-and-regulations/laws/pension-protection-act/investing-and-diversification.

Stable Value Funds

These funds invest in fixed income securities and wrap contracts offered by banks and insurance companies. Wrap contracts generally provide a protected return even if the underlying investments decline in value. Stable value funds focus on the preservation of capital, retaining the value of your investment regardless of what stock or bond markets are doing. Stable value funds are not FDIC-insured or guaranteed.

Inflation Protection Funds

These funds invest in a diversified array of assets that may help offset inflationary pressures. These assets include but are not limited to U.S. Treasury inflation-linked securities, commodities, real estate investment trusts, natural resources, and other securities. The funds seek long-term real (net of inflation) returns to preserve the future purchasing power of accumulated assets. You could lose money over short or long periods by investing in this fund, and returns may not keep pace with inflation.

Bond Funds

These funds invest primarily in bonds, which are like IOUs: a company or government agency borrows money and pays it back with interest to the bondholder (the entity making the loan). The quality of a bond is reflected in the credit rating of the company or agency that issues the bond.

The short-term risk of bond funds is relatively low; however, over time, the value of a bond is affected by interest rates, inflation, and other factors. When inflation or interest rates go up, the value of bonds goes down because they pay a fixed rate of interest and the market may see other investments as being more attractive. Therefore, bonds and bond funds don't always protect the value of your retirement savings against inflation.

U.S. Stock Funds

These funds invest primarily in equity shares or stocks issued by U.S. companies. The short-term risk of stocks has been much higher than bonds. However, over longer periods of time, stocks have generally experienced higher returns than bonds, which is one of the main reasons that stocks are typically recommended for retirement investing. Some risk is necessary to achieve long-term investment growth.

Foreign and Global (Foreign and U.S.) Stock Funds

Foreign stock funds invest primarily in equity shares or stocks issued by foreign companies in stock markets outside the U.S. Compared to U.S. stocks, foreign stocks are affected by additional risk factors, such as foreign laws and regulations, differences in accounting practices, political risk (foreign governments are sometimes unstable), and currency risk (differences in the relative value of domestic and foreign money).

Global stock funds invest in both U.S. and foreign stocks. Over the long term, foreign and global stocks have not experienced as high a return as U.S. stocks, but they have provided diversification benefits.

Retirement Date Funds

Each Retirement Date Fund is a diversified portfolio of FRS Investment Plan investment managers and uses an asset allocation concept called "target date funds." The mix of funds in each Retirement Date Fund is based on the amount of time you have before retirement, and the mix gradually changes as you approach retirement. This gradual change follows a careful investment strategy called a "glide path." Each Retirement Date Fund's glide path was developed for the FRS by a global investment consulting firm and a fiduciary to the FRS. Retirement Date Funds don't fall into just one asset class. They invest in multiple asset classes, which makes them good for "one-stop shopping."

Self-Directed Brokerage Account

The self-directed brokerage account (SDBA) does not fall into any single asset class. That's because the SDBA allows you to invest in thousands of different investments in addition to the Investment Plan's primary investment funds. The SDBA is not suitable for all members, and you assume the full risk and responsibility for the investments you select. Additional information on the SDBA is available in the "Investment Funds" section on MyFRS.com.

Strategy

Passively managed funds try to match the returns of a market index (such as the Russell 3000 index) by buying and holding the same securities as the index they're trying to match. Actively managed funds try to beat a market index.

Annual Fees

These are the current fees the fund charges to cover its management, operating, and marketing expenses. These fees are based on a percentage of your account balance and they are deducted from your account balance. The fees shown are based on a \$1,000 investment in that fund.

Long-Term Fees

The total fees that would be charged for a \$1,000 investment held for 10 years, based on current annual fees.

Performance Benchmark (PB)

A performance benchmark allows you to see how well the fund is doing relative to the performance of the market sector it is trying to beat. Note that index funds are designed to approximate the returns of their benchmarks. Benchmarks do not have costs.

Total Index

A total index is a combination of all the market benchmarks in each market sector and is based on the asset amounts of each fund in each market sector.

Performance Summary as of December 31, 2024

	STRATEGY	FEES PER \$1,000		PERFORMANCE ¹			
		Annual ²	Long-Term	Quarterly ³	1 Year	5 Years	10 Years
TOTAL FRS INVESTMENT PLAN	--	--	--	-0.53%	12.63%	7.36%	7.28%
<i>PB: FRS Investment Plan Total Custom Index</i>		--	--	-0.47%	12.83%	7.43%	7.17%
RETIREMENT DATE FUNDS	--	--	--	-1.34%	11.27%	6.72%	6.84%
<i>PB: FRS Total Retirement Date Custom Index</i>		--	--	-1.41%	10.41%	6.68%	6.71%
FRS 2065 Retirement Date Fund (2065) ⁴	Active	\$1.20	\$12	-1.15%	13.59%	--	--
<i>PB: FRS 2065 Retirement Date Custom Index</i>		--	--	-1.17%	13.00%	--	--
FRS 2060 Retirement Date Fund (2060)	Active	\$1.20	\$12	-1.15%	13.57%	8.41%	--
<i>PB: FRS 2060 Retirement Date Custom Index</i>		--	--	-1.17%	13.00%	8.27%	--
FRS 2055 Retirement Date Fund (2055)	Active	\$1.20	\$12	-1.14%	13.59%	8.38%	8.34%
<i>PB: FRS 2055 Retirement Date Custom Index</i>		--	--	-1.17%	13.00%	8.27%	8.15%
FRS 2050 Retirement Date Fund (2050)	Active	\$1.20	\$12	-1.14%	13.58%	8.22%	8.26%
<i>PB: FRS 2050 Retirement Date Custom Index</i>		--	--	-1.17%	13.00%	8.23%	8.12%
FRS 2045 Retirement Date Fund (2045)	Active	\$1.30	\$13	-1.15%	13.40%	7.94%	8.10%
<i>PB: FRS 2045 Retirement Date Custom Index</i>		--	--	-1.18%	12.79%	7.98%	7.98%
FRS 2040 Retirement Date Fund (2040)	Active	\$1.40	\$14	-1.17%	12.94%	7.56%	7.81%
<i>PB: FRS 2040 Retirement Date Custom Index</i>		--	--	-1.22%	12.23%	7.59%	7.66%
FRS 2035 Retirement Date Fund (2035)	Active	\$1.60	\$16	-1.25%	11.95%	7.00%	7.40%
<i>PB: FRS 2035 Retirement Date Custom Index</i>		--	--	-1.33%	11.12%	7.03%	7.20%
FRS 2030 Retirement Date Fund (2030)	Active	\$1.90	\$19	-1.38%	10.22%	6.22%	6.75%
<i>PB: FRS 2030 Retirement Date Custom Index</i>		--	--	-1.48%	9.20%	6.22%	6.60%
FRS 2025 Retirement Date Fund (2025)	Active	\$2.20	\$22	-1.60%	8.13%	5.26%	5.98%
<i>PB: FRS 2025 Retirement Date Custom Index</i>		--	--	-1.74%	6.85%	5.23%	5.83%
FRS 2020 Retirement Date Fund (2020)	Active	\$2.20	\$22	-1.83%	6.87%	4.57%	5.24%
<i>PB: FRS 2020 Retirement Date Custom Index</i>		--	--	-1.97%	5.55%	4.43%	5.09%
FRS Retirement Fund (2000)	Active	\$2.00	\$20	-2.06%	6.12%	4.19%	4.52%
<i>PB: FRS Retirement Custom Index</i>		--	--	-2.20%	4.98%	3.90%	4.39%
STABLE VALUE FUND				0.80%	3.07%	2.31%	--
FRS Stable Value Fund (350) ⁵	Active	\$0.80	\$8	0.80%	3.07%	2.31%	--
<i>PB: ICE BofA 1-3 Year Treasury Index</i>		--	--	-0.06%	4.10%	1.41%	--
INFLATION PROTECTION FUND				-3.65%	2.41%	2.60%	--
FRS Inflation Sensitive Fund (300)	Active	\$3.50	\$35	-3.65%	2.41%	2.60%	--
<i>PB: FRS Multi-Assets Custom Index</i>		--	--	-3.85%	2.25%	2.46%	--



Performance Summary as of December 31, 2024 – continued

	STRATEGY	FEES PER \$1,000		PERFORMANCE ¹			
		Annual ²	Long-Term	Quarterly ³	1 Year	5 Years	10 Years
BOND FUNDS		--	--	-2.14%	3.54%	0.90%	2.32%
<i>PB: FRS Investment Plan Total Bond Custom Index</i>		--	--	-2.21%	2.68%	0.56%	1.99%
FRS U.S. Bond Enhanced Index Fund (80)	Passive	\$0.40	\$4	-3.01%	1.58%	-0.20%	1.44%
<i>PB: Bloomberg Aggregate Bond Index</i>		--	--	-3.06%	1.25%	-0.33%	1.35%
FRS Diversified Income Fund (310) ⁷	Active	\$2.50	\$25	-1.96%	3.50%	0.98%	2.59%
<i>PB: FRS Diversified Income Custom Index</i>		--	--	-2.25%	2.05%	0.47%	2.08%
U.S. STOCK FUNDS		--	--	2.42%	22.34%	13.12%	12.04%
<i>PB: FRS Custom Domestic Equities Index</i>		--	--	2.63%	23.22%	13.39%	12.04%
FRS U.S. Stock Market Index Fund (120)	Passive	\$0.10	\$1	2.64%	23.82%	13.91%	12.62%
<i>PB: Russell 3000 Index</i>		--	--	2.63%	23.81%	13.86%	12.55%
FRS U.S. Stock Fund (340) ⁶	Active	\$3.50	\$36	1.91%	19.87%	12.12%	--
<i>PB: Russell 3000 Index</i>		--	--	2.63%	23.81%	13.86%	--
FOREIGN AND GLOBAL STOCK FUNDS		--	--	-7.07%	6.38%	5.15%	6.06%
<i>PB: FRS Investment Plan Total Foreign/Global Equities Custom Index</i>		--	--	-6.79%	6.77%	4.89%	5.48%
FRS Foreign Stock Index Fund (200)	Passive	\$0.25	\$3	-7.66%	5.12%	4.26%	5.20%
<i>PB: MSCI ACWI ex US IMI Index</i>		--	--	-7.61%	5.23%	4.12%	4.91%
FRS Foreign Stock Fund (220) ⁸	Active	\$4.70	\$48	-7.58%	6.42%	4.22%	5.80%
<i>PB: MSCI ACWI ex US Index</i>		--	--	-7.60%	5.53%	4.10%	4.90%
FRS Global Stock Fund (210) ⁸	Active	\$4.30	\$44	-3.05%	14.14%	10.88%	11.16%
<i>PB: MSCI All Country World Index</i>		--	--	-0.99%	17.49%	10.06%	9.23%

¹ The performance information presented reflects past performance, net of fees, which is not necessarily an indication of future performance. The most recent quarter, 1-, 5-, and 10-year performance returns are shown, if available.

² Fees are only one of several factors that you should consider when making investment decisions.

³ Not annualized.

⁴ The FRS 2065 Retirement Date Fund was initially open for investments on July 1, 2023. One- and five-year performance shown is for the FRS 2060 Retirement Date Fund which has the same investment allocation.

⁵ The FRS Stable Value Fund was initially open for investments on July 1, 2021. Past performance shown is based on the investment allocations as if they were held over the past five years prior to July 1, 2021.

⁶ The following applies to the FRS U.S. Stock Fund with an inception date of July 1, 2020: 1.) the five-year history, if available, is considered the return since inception; and 2.) one-year and five-year historical performance is based on the target weight of the underlying managers/funds that would have been in place if the funds had been in place during these time periods.

⁷ Effective April 1, 2024, the FRS Core Plus Bond Fund (310) name changed to the FRS Diversified Income Fund (310), and the benchmark name changed to reflect decreased bond assets and an allocation to real estate.

⁸ Effective April 2024, Dodge & Cox was added as a second manager to the fund.

All Investment Plan funds (except the FRS Stable Value Fund) are subject to the Excessive Fund Trading Guidelines, which may limit your ability to make investment changes. The guidelines are available on the "Investment Funds" page of [MyFRS.com](https://www.myfrs.com).

This performance summary is intended for use in connection with the FRS Investment Plan, pursuant to Florida law, and is not intended for use by other investors. Sections 121.4501(8)(b)4 and 121.4501(15)(b), Florida Statutes, incorporate the federal law concept of participant control, established by regulations of the U.S. Department of Labor under Section 404(c) of the Employee Retirement Income Security Act of 1974. If you exercise control over the assets in your Investment Plan account, including the self-directed brokerage account, pursuant to Section 404(c) regulations and all applicable laws governing the operation of the Investment Plan, no program fiduciary shall be liable for any loss to your account that results from your exercise of control.

Frequently Asked Tax Filing Questions

Why did I receive a Form 1099-R?

You took a reportable distribution from the Investment Plan during 2024. This includes rollovers to other plans.

What is the purpose of a 1099-R?

A 1099-R is an IRS tax form that reports distributions from annuities, IRAs, retirement plans, profit-sharing plans, pensions, and insurance contracts. The gross amount of the distribution, taxable amount, employee contributions, tax withholding, and distribution code are reported to the contract owner and the IRS.

What type of plan is my Investment Plan benefit?

Your Investment Plan benefit is a multiple-employer governmental defined contribution retirement plan qualified under section 401(a) of the Internal Revenue Code (IRC).

What is a qualified plan, and why is that important?

A qualified plan meets the requirements of the IRC that allows benefits to accrue on a tax-deferred basis during your working career. After you retire, the benefits received from a qualified plan become taxable income in the year they are received instead of being taxed in addition to your wages while working. Investment Plan benefits are funded by employer and employee contributions and the investment earnings on the assets in the member's account.

What is the difference between pre-tax and after-tax contributions?

Pre-tax means your contributions to the Investment Plan come out of your pay before federal income taxes are taken, which reduces your taxable income. After-tax means your contributions are included in your taxable income calculation. Since July 1, 2011, the Investment Plan allows only pre-tax employee contributions.

Why did I receive more than one 1099-R?

You may receive more than one 1099-R if you:

- Received a retirement benefit payment resulting from a divorce.
- Received your own retirement benefit and a survivor benefit from someone else.
- Retired from more than one retirement system.



Take the Member Satisfaction Survey

You will receive an email in January with a link to the Member Satisfaction Survey and a reminder email will be sent to you in March. Please take a few minutes to let us know how satisfied you are with the services provided by the Investment Plan Administrator by completing this important survey. Your responses will help us pinpoint any areas that need improvement.

Take the survey now at

<https://www.surveymonkey.com/r/FRS2025>

We value your opinion and thank you for your participation.



Boost Your Financial Wellbeing

EY financial planners help FRS members deal with all areas of financial wellness on a daily basis. Find out how an EY financial planner can help you by calling the MyFRS Financial Guidance Line at 1-866-446-9377, Option 2 (TRS 711). Call EY for help with issues such as:

- Cash Flow and Budgeting
- Debt Management
- Disability Insurance
- Education Planning
- Estate Planning
- Health Insurance
- Life Events
- Life Insurance
- Retirement Planning
- Taxes

Free Financial Planning Webcasts

Webcasts are free and unlimited for FRS members. You may attend as many workshops as you wish; however, you must register separately for each workshop.

April 1	Using the FRS to Plan for Your Retirement	10:00 a.m. to Noon
April 1	Using the FRS to Plan for Your Retirement (SPANISH) Zoom Only	1:00 to 3:00 p.m.
April 2	New Employee Retirement Plan Choice	10:00 a.m. to Noon
April 2	New Employee Retirement Plan Choice (SPANISH) Zoom Only	1:00 to 3:00 p.m.
July 1	Taking Control of your Finances: 90 Minutes	10:00 a.m. to Noon
July 1	Protecting Yourself and Your Loved Ones	1:00 to 3:00 p.m.
July 2	Understanding the FRS Investment Plan	10:00 a.m. to Noon
July 2	Investment Planning	1:00 to 3:00 p.m.
October 1	Social Security and Your Retirement	10:00 a.m. to Noon
October 1	Understanding Your Benefits Under the FRS Pension Plan	1:00 to 3:00 p.m.
October 2	Nearing Retirement in the FRS	10:00 a.m. to Noon
October 2	Group Health Insurance (state employees & state college employees only)	1:00 to 3:00 p.m.
ALL TIMES ARE ET		

To register:

By phone (in-person or Zoom):

1-866-446-9377, Option 2

Online (Zoom only):

- Go to the [workshop calendar](https://myfrs.com/WorkshopCalendar.htm#employee) at <https://myfrs.com/WorkshopCalendar.htm#employee>
- Locate the employee workshop you want to attend (in-person or via Zoom), then register.
- You will receive a confirmation email after registration. Zoom registrants will receive a reminder email the day before the webinar.

Employees must register separately for each workshop they wish to attend.

Two Ways to Protect Your Retirement Income

Lifetime income guarantees and qualified longevity annuity contracts (QLACs) are two solutions from MetLife that allow you to convert some or all of your Investment Plan balance into payments to you for your lifetime or payments to your survivor after your death.

The quotes below assume a \$100,000 Investment Plan balance as of December 31, 2024, for a 65-year-old female. Joint & Survivor payments assume the chosen survivor is a 65-year-old spouse. Your actual quotes may vary based on your individual data and other circumstances. Please note that other payment options and features are available.

	Lifetime Income Guarantee Payments begin at age 65	QLAC Payments begin at age 75
Single Life — lifetime payments to you	\$635	\$1,463
Joint & Survivor — lifetime payments to you that continue to be paid to your survivor after your death	\$553	\$1,111

To learn more about these options, or to purchase one, call the MyFRS Financial Guidance Line at 1-866-446-9377, Option 2 (TRS 711). Or, visit myfrs.com/MakeYourMoneyLastaLifetime.htm for additional resources, including an online quoting tool.