

Meeting Agenda

**| Health Care Policy Committee | Finance, Administration, Audit and Compliance Committee
| Retirement Policy Committee | Board of Directors**

Wednesday, June 26, 2024 | 202 Arbor Lake Drive., Columbia, SC 29223 | 1st Floor Conference Room

Retirement Policy Committee | 11:30 a.m.

- I. Call to Order
- II. Approval of Meeting Minutes – March 6, 2024
- III. Actuarial Experience Study Review
 - i. Approve Recommended Actuarial Assumptions
- IV. Defined Contribution Plans Quarterly Investment Performance Report
 - i. Deferred Compensation Program
 - ii. State ORP
- V. Deferred Compensation Program Quarterly Plan Summary
- VI. State ORP Service Provider Review (Voya Financial)
- VII. Old Business/Director's Report
- VIII. Adjournment

LUNCH

Notice of public meeting

This notice is given to meet the requirements of the S.C. Freedom of Information Act and the Americans with Disabilities Act. Furthermore, this facility is accessible to individuals with disabilities, and special accommodations will be provided if requested in advance.

**PUBLIC EMPLOYEE BENEFIT AUTHORITY AGENDA ITEM
RETIREMENT POLICY COMMITTEE**

Meeting Date: June 26, 2024

1. Subject: Actuarial Experience Study for the South Carolina Retirement Systems and Recommended Assumed Rate of Return

2. Summary: At least once every five years, the actuary for the South Carolina Retirement Systems is required to perform an experience study of the Systems. The results of this study are then used to set actuarial assumptions and methodologies for future valuations of the Systems performed by the actuary. In addition, pursuant to Section 9-16-335(B) of the Code of Laws, the PEBA Board is required to submit a proposed assumed rate of return on the Systems' investments to the General Assembly every four years.

Based upon a recommendation by the Systems' actuary, the PEBA Board has adopted a schedule requiring the Systems' actuary to perform an experience study every four years. The prior experience study was completed in 2020, for the period ended June 30, 2019. As scheduled, the actuaries for the South Carolina Retirement Systems, Gabriel Roeder Smith & Company (GRS), have performed an experience study for the Systems for the period ended June 30, 2023. If adopted, the new actuarial assumptions and methodologies recommended in the experience study will be effective for the actuarial valuations of the Systems as of July 1, 2024. Further, as required by Section 9-16-335(B), the actuaries' recommendation to maintain the investment return assumption at 7.00% will be submitted to the General Assembly for consideration.

3. What is the Committee asked to do? Recommend that the PEBA Board adopt the actuarial assumptions and methodologies recommended by GRS in the Actuarial Experience Study of the South Carolina Retirement Systems for the period ended June 30, 2023, and submit the actuaries' recommendation to maintain the investment return assumption at 7.00% to the General Assembly.

4. Supporting Documents:

(a) List those attached:

1. South Carolina Retirement Systems 2024 Actuarial Experience Study for the Period Ending June 30, 2023.



South Carolina Retirement Systems

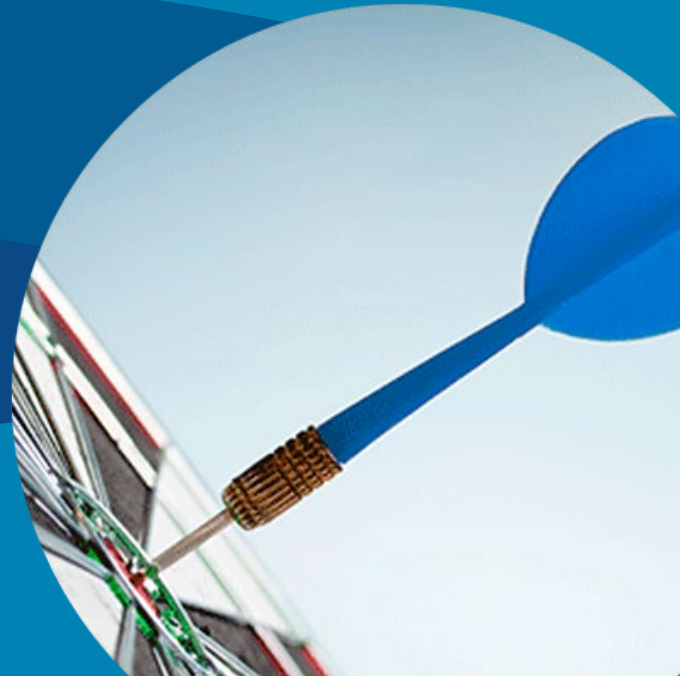
2024 Experience Investigation

Presented by:

Joe Newton, FSA, EA, MAAA

Danny White, FSA, EA, MAAA

June 26, 2024



Purpose of Experience Study

- Assumptions should occasionally change to reflect
 - New information and changing knowledge
 - Changing patterns of retirements, terminations, mortality, etc.
- Recent experience provides strong guidance for some assumptions (e.g. turnover) and weak guidance for others (e.g. investment returns)
- Based on results of study:
 - Actuary recommends revised assumptions
 - PEBA Board accepts, rejects, or modifies recommendations
 - Assumed rate of return is a prescribed assumption established in South Carolina law

How assumptions factor in...

- The true cost of benefits will be borne out in actual experience
 - Cost of benefits NOT affected by actuarial assumptions
 - Determined by plan provisions, actual demographic experience (termination, retirement, mortality), and actual investment returns
- Assumptions provide expectations for future contributions, investment returns and benefit payments
 - Important for decision making today

Experience Study Process

- Compare actual experience to current actuarial assumptions and recommend changes to assumptions if necessary to better align with future expectations
- Reviewed past experience over a given timeframe
 - Identified how many members retired, terminated, became disabled, or died, including their age/service
 - Identified salary increases received by active members
 - Greater emphasis on forward-looking expectations for economic assumptions

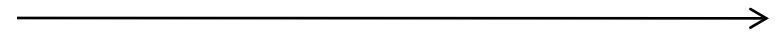
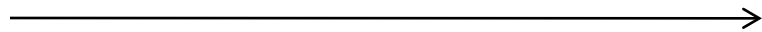
Inside the Actuarial Valuation: Projecting the Liability for Each Member

What is the probability
the member reaches
retirement?
(Termination assumption)

When will the
member retire?
(Retirement assumption)

How much will
the benefit be?
(Salary increase assumption)

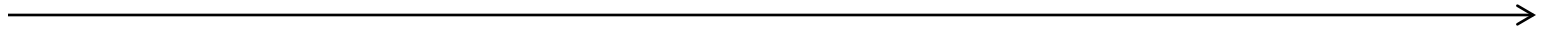
How long will
the benefit be paid?
(Mortality assumption)



Hired at age 30

**Retire at age (62 for example)
with annual benefit**

**Receive benefit
for remaining lifetime**



**What investment earnings will be
available to help pay the benefits?**

**What annual growth in contributions
will help fund the benefits?**

Actuarial Standards of Practice

- Guidelines for the assumption setting process are set by the Actuarial Standards of Practice
 - ASOP #4 Measuring Pension Obligations
 - ASOP #25 Credibility
 - ASOP #27 Selection of Economic Assumptions
 - ASOP #35 Selection of Demographic and Other Noneconomic Assumptions
 - ASOP #44 Selection and Use of Asset Valuation Methods

Reasonable Assumptions, per ASOP 27

- An assumption is reasonable if
 - It is appropriate for the purpose of the measurement
 - It reflects the actuary's professional judgement
 - It takes into account historical and current economic data that is relevant as of the measurement date
 - It reflects the actuary's estimate of future experience
 - It has no significant bias (i.e., it is not significantly optimistic or pessimistic)
 - Although some allowance for adverse experience may be appropriate

Reasonable Assumptions, per ASOP 27 (cont.)

- Each individual assumption must satisfy the standards
- From ASOP 4: Actuary should select assumptions such that the combined effect of the assumptions selected by the actuary has no significant bias (i.e., it is not significantly optimistic or pessimistic) except when provisions for adverse deviation are included

Big Picture Context - Economics

- Inflation has been high, but is leveling off
- The spreads above inflation for wages, real returns, etc. have compressed slightly as actual inflation has been high
- The median return assumption from the National Association of State Retirement Administrators (NASRA) survey has dropped from 7.25% to 7.00% since last experience study.
- However, forward-looking capital market expectations have increased recently after several years at historically low levels.

Big Picture Context - Demographics

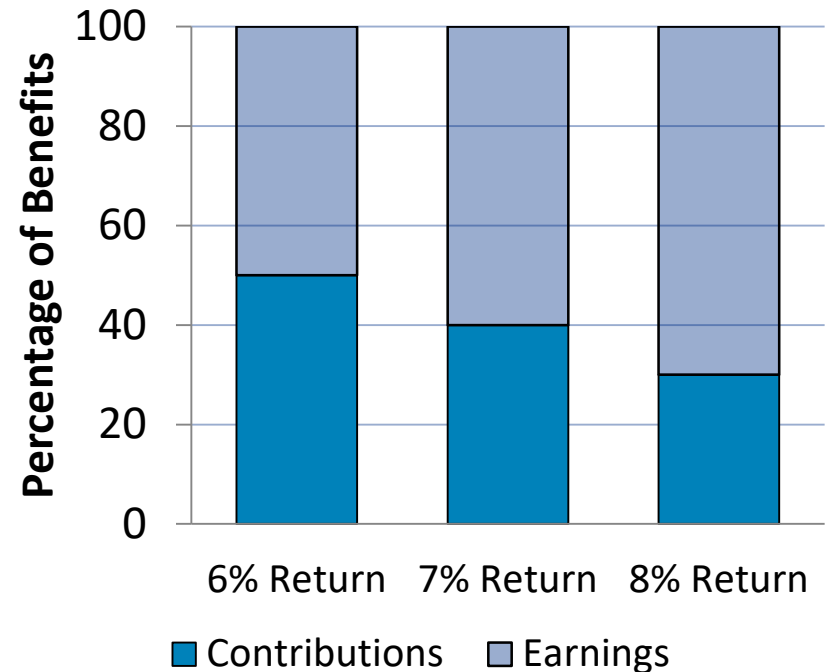
- The pandemic distorted the results for some of the years
- Mortality clearly impacted
- Too early to tell long-term impacts
 - Several competing schools of thought
 - Need time for experience to bear out
- Prefer to not add more risk (assume shorter lifespans) based on recent, uncertain experience
 - Wait for more experience

Summary of Recommendations

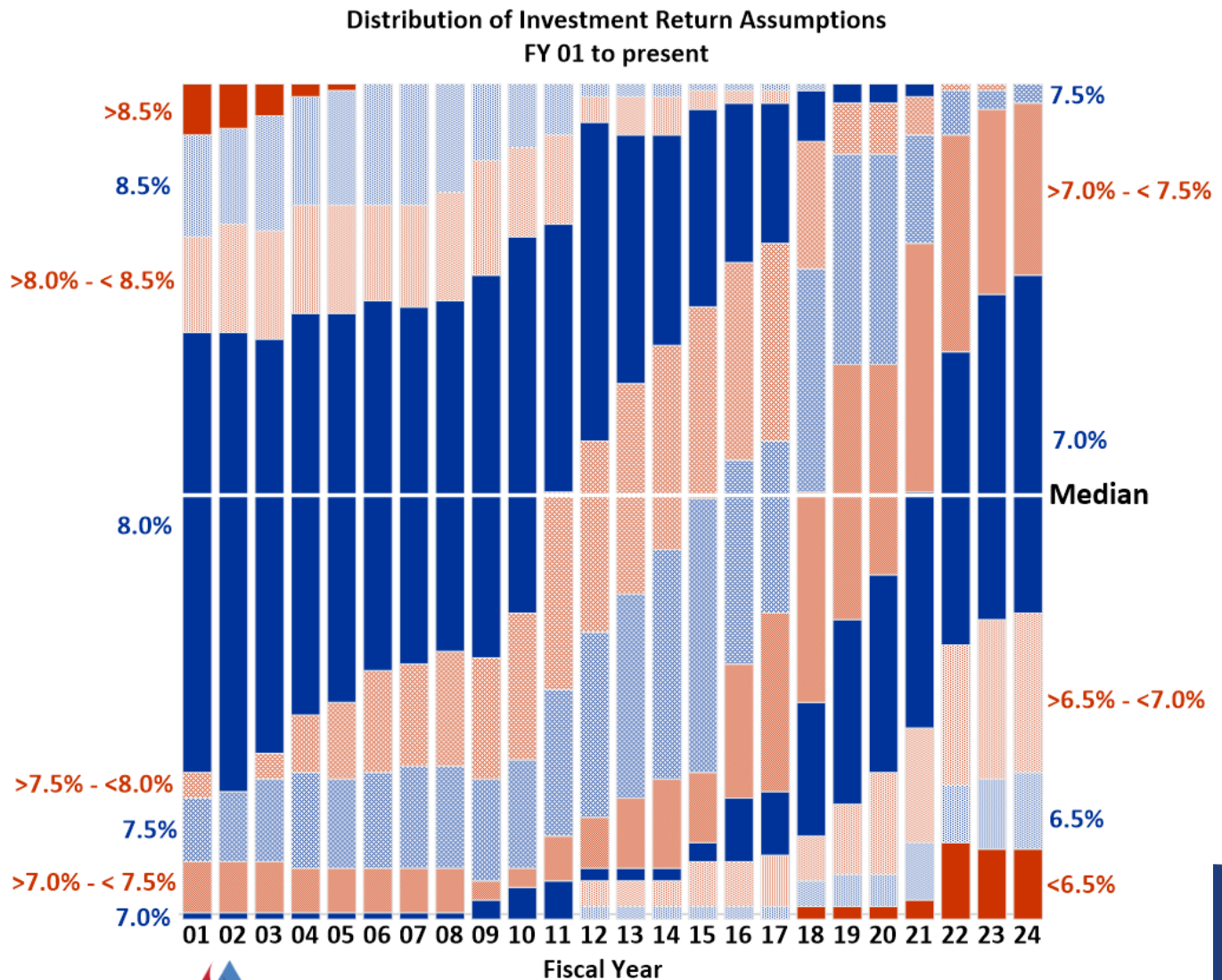
- Material Recommendations
 - No change to the nominal investment return assumption of 7.00%
 - Increase probabilities of retirement for long-service public school employees
 - Increase assumed salary increases, especially for PORS
- Minor Recommendations
 - Increase probabilities of turnover
 - Decrease probabilities of disability incidence
- Full detail in the report

Investment Return Assumption

- This assumption is used to predict what percentage of a future benefit payments will be covered by investment return and what percentage by contributions.
- Lower Returns/Higher Contributions



This assumption decreased by about 1% on average during the last decade, but has leveled off the since early 2022 due to rising interest rates.

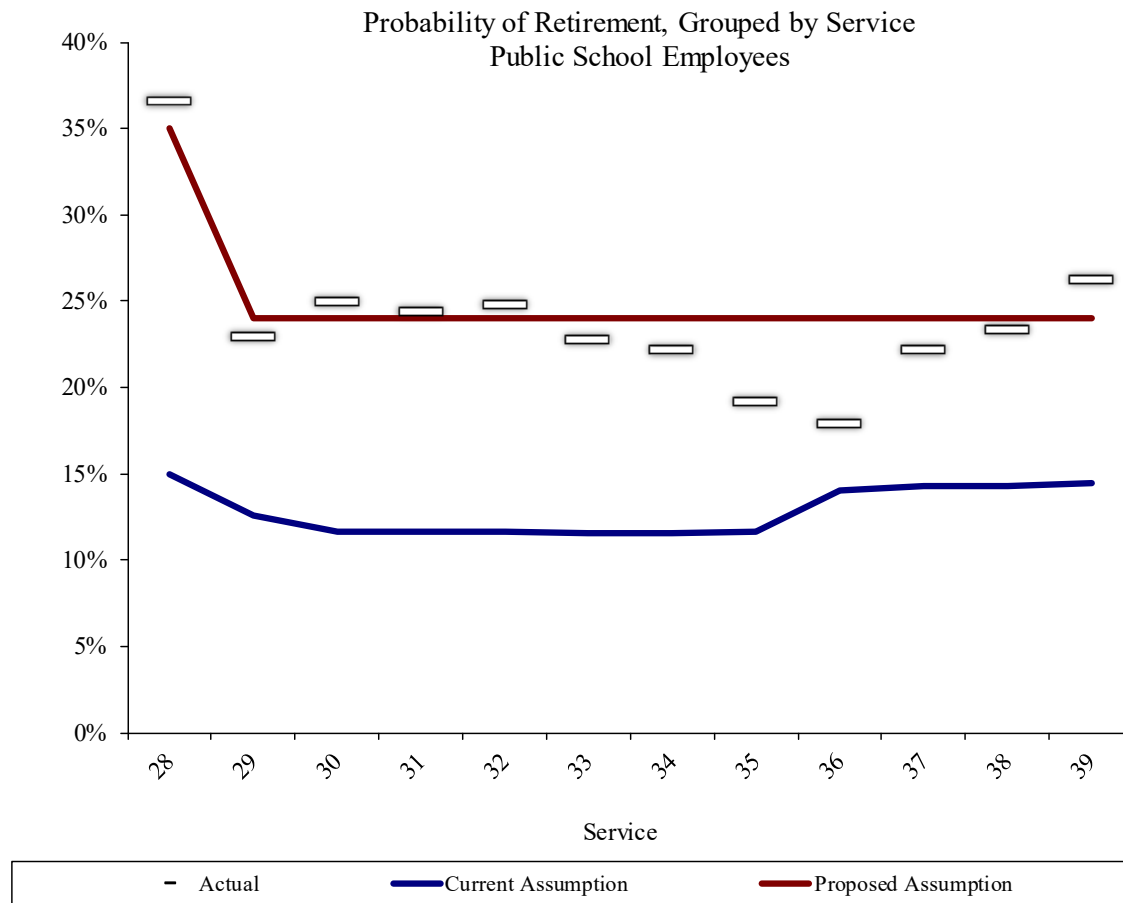


The average forward-looking expectation of the target asset allocation is 7.0% over the next seven to ten years and 7.5% over the next 20 to 30 years.

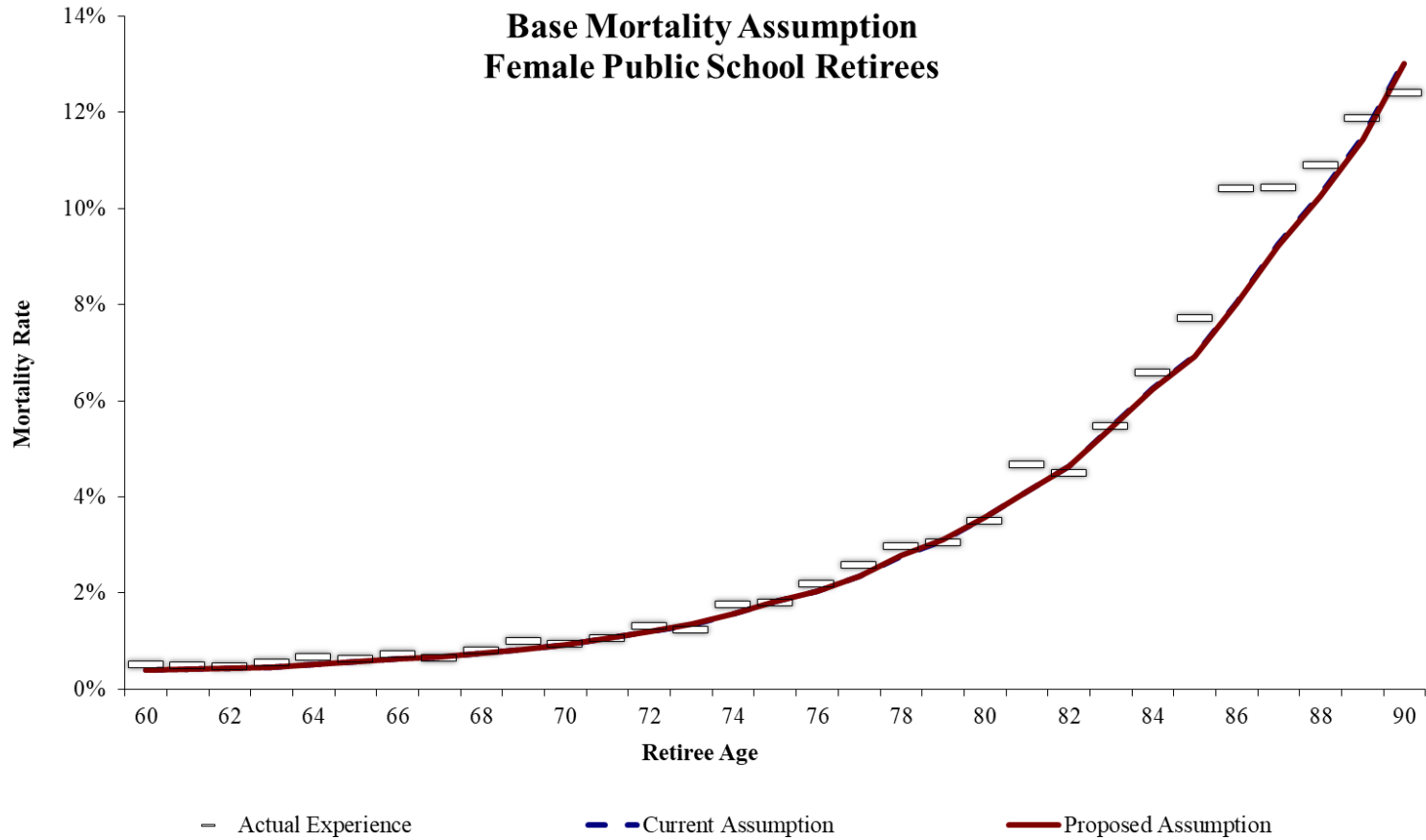
2024 Market Expectations 10-Year Assumptions				
Capital Market Assumption Set (CMA)	Distribution of 10-Year Average Geometric Net Nominal Return			Probability of exceeding 7.00%
	40th	50th	60th	
(1)	(2)	(3)	(4)	(5)
1	5.9%	6.7%	7.6%	47%
2	5.8%	6.8%	7.7%	47%
3	5.9%	6.8%	7.7%	48%
4	6.0%	7.0%	7.9%	50%
5	6.1%	7.0%	7.9%	50%
6	6.3%	7.3%	8.2%	53%
7	6.3%	7.3%	8.3%	53%
Average	6.0%	7.0%	7.9%	50%

Investment Consultants: Aon, BNY Mellon, Callan, Cambridge, Meketa, Northern Trust, and Verus

The most significant demographic change was to increase the probabilities of retirement for long-service public education members.



The Current Mortality Assumption Closely Tracked Actual Experience



Recent salary increases have been relatively large for all groups.

Experience From
Previous Analysis

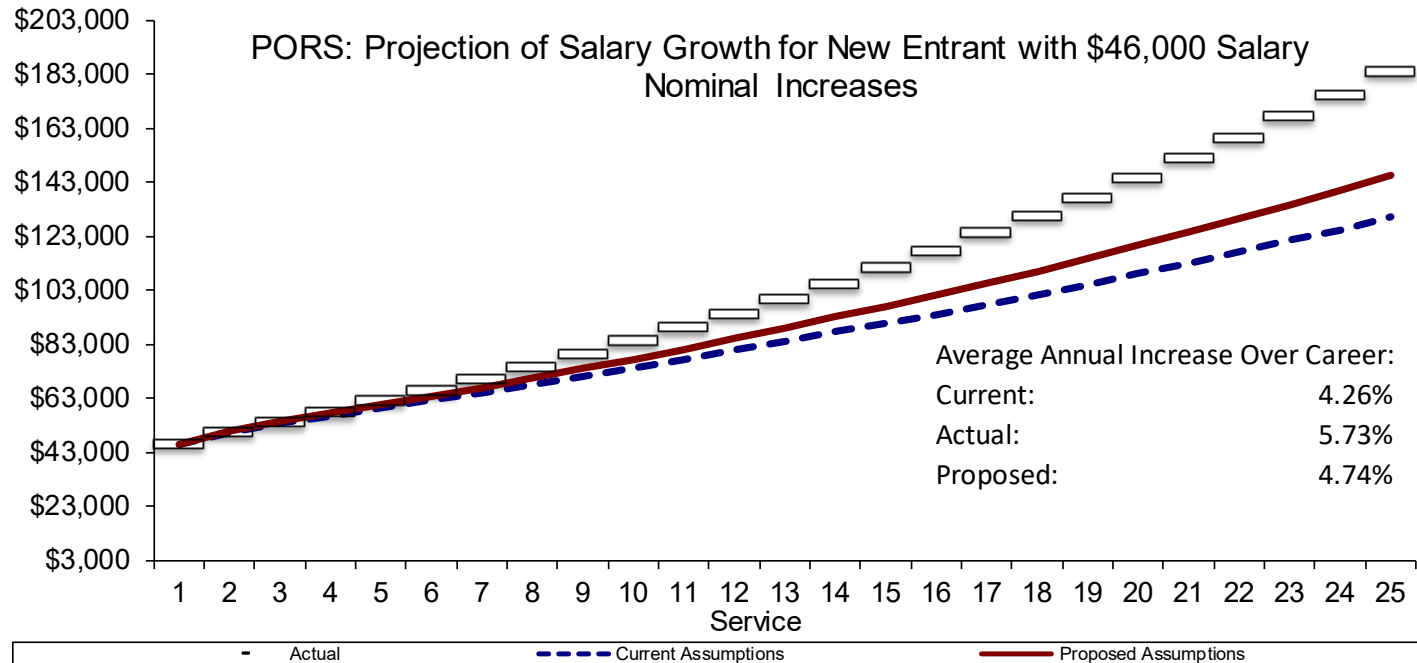


Fiscal Year Ending	State and Local Gov Employees	Public School Employees	PORS
2010	1.8%	0.7%	1.5%
2011	1.5%	2.4%	2.7%
2012	3.1%	5.2%	2.2%
2013	3.7%	3.9%	5.2%
2014	6.3%	4.8%	5.3%
2015	8.3%	4.7%	5.9%
2016	8.3%	5.5%	6.4%
2017	6.6%	5.2%	8.1%
2018	3.9%	4.1%	5.8%
2019	4.8%	5.2%	6.5%
2020	5.4%	6.8%	6.6%
2021	4.2%	4.4%	3.8%
2022	7.2%	7.9%	9.1%
2023	9.1%	7.9%	13.8%
Average 10-19	4.8%	4.2%	5.0%
Average 14-23	6.4%	5.7%	7.1%

New Experience
Included in
this Analysis



This is especially true for PORS. Adding 2023 increased the 10 year average by 0.7% per year.



High Level Illustration of Recommendations

- Average SCRS active member is 45.6 years old, 10.1 years of service and making \$54,400 per year

	Current Assumptions	Recommended Assumptions
Pre-retirement: Active Death	2.0% chance	1.7% chance
Pre-retirement: Disablement	3.0% chance	2.1% chance
Pre-retirement: Termination	34.0% chance	36.3% chance
Retirement	61.0% chance	60.0% chance
Average Salary Increase over Remaining Career	3.33%	3.57%
Life Expectancy from Age 65 – Male	22.6 years	22.4 years
Life Expectancy from Age 65 - Female	25.5 years	25.1 years
Normal Cost Rate	10.71% of pay	10.78% of pay

High Level Illustration of Recommendations

- Average SCRS New Hire is 37 years old making \$38,736 per year (Class Three Member)

	Current Assumptions	Recommended Assumptions
Pre-retirement: Active Death	1.4% chance	1.2% chance
Pre-retirement: Disablement	1.6% chance	1.6% chance
Pre-retirement: Termination	72.3% chance	70.7% chance
Retirement	24.7% chance	26.4% chance
Average Salary Increase over Career	3.61%	3.85%
Life Expectancy from Age 65 – Male	23.2 years	22.9 years
Life Expectancy from Age 65 - Female	26.1 years	25.6 years
Normal Cost Rate	9.95% of pay	9.46% of pay

Cost Impact – SCRS (\$ in millions)

Item	Illustrated 2023 Valuation Results		
	Current Assumptions	New Assumptions	Impact
(1)	(2)	(3)	(4)
Total Normal Cost Rate	10.89%	10.96%	0.07%
Actuarial Accrued Liability	\$59,164	\$59,690	\$527
Actuarial Value of Assets	<u>34,254</u>	<u>34,254</u>	<u>0</u>
Unfunded liability (UAAL)	\$24,910	\$25,437	\$527
Funded ratio	57.9%	57.4%	(0.5%)
Calculated funding period (based on FY 2025 contribution rate)	15.3 Years	15.9 Years	0.6 Years

Cost Impact – PORS (\$ in millions)

Item	Illustrated 2023 Valuation Results		
	Current Assumptions	New Assumptions	Impact
(1)	(2)	(3)	(4)
Total Normal Cost Rate	15.22%	15.72%	0.50%
Actuarial Accrued Liability	\$9,707	\$9,772	\$65
Actuarial Value of Assets	<u>6,401</u>	<u>6,401</u>	<u>0</u>
Unfunded liability (UAAL)	\$3,306	\$3,372	\$65
Funded ratio	65.9%	65.5%	(0.4%)
Calculated funding period (based on FY 2025 contribution rate)	15.2 Years	16.3 Years	0.9 Years

Cost Impact - JSRS (\$ in thousands)

Item	Illustrated 2023 Valuation Results		
	Current Assumptions	New Assumptions	Impact
(1)	(2)	(3)	(4)
Total Normal Cost Rate	30.58%	30.61%	0.03%
Actuarial Accrued Liability	\$477,736	\$475,392	(\$2,344)
Actuarial Value of Assets	<u>221,629</u>	<u>221,629</u>	<u>0</u>
Unfunded liability (UAAL)	\$256,107	\$253,763	(\$2,344)
Funded ratio	46.4%	46.6%	0.2%
Calculated funding period (based on FY 2025 contribution rate)	20.6 Years	20.3 Years	(0.3 Years)

Cost Impact - SCNG (\$ in thousands)

Item	Illustrated 2023 Valuation Results		
	Current Assumptions	New Assumptions	Impact
(1)	(2)	(3)	(4)
Total Normal Cost Rate	\$801	\$226	\$4
Actuarial Accrued Liability	\$68,976	\$69,087	\$111
Actuarial Value of Assets	<u>43,401</u>	<u>43,401</u>	<u>0</u>
Unfunded liability (UAAL)	\$25,575	\$25,686	\$111
Funded ratio	62.9%	62.8%	(0.1%)
Required Contribution	\$3,621	\$3,650	\$29
Calculated funding period	13 Years	13 Years	0 Years

Cost Impact - GARS (\$ in thousands)

Item	Illustrated 2023 Valuation Results		
	Current Assumptions	New Assumptions	Impact
(1)	(2)	(3)	(4)
Total Normal Cost Rate	\$801	\$816	\$15
Actuarial Accrued Liability	\$67,853	\$67,624	(\$229)
Actuarial Value of Assets	<u>45,723</u>	<u>45,723</u>	<u>0</u>
Unfunded liability (UAAL)	\$22,130	\$21,901	(\$229)
Funded ratio	67.4%	67.6%	0.2%
Required Contribution	\$6,200	\$6,116	(\$84)
Calculated funding period	4 Years	4 Years	0 Years

Disclaimers

- This presentation is intended to be used in conjunction with the 2024 experience study report. This presentation should not be relied on for any purpose other than the purpose described in the valuation report.
- This presentation shall not be construed to provide tax advice, legal advice or investment advice.
- Readers are cautioned to examine original source materials and to consult with subject matter experts before making decisions related to the subject matter of this presentation.
- This presentation expresses the views of the author and does not necessarily express the views of Gabriel, Roeder, Smith & Company.

South Carolina Public Employee
Benefit Authority
South Carolina Retirement Systems
2024 Actuarial Experience Study
for the Period Ending June 30, 2023

DRAFT





June 26, 2024

Public Employee Benefit Authority
South Carolina Retirement Systems
P.O. Box 11960
Columbia, SC 26211-1960

Dear Members of the Board:

Subject: Results of 2024 Experience Study

We are pleased to present our report of the 2024 Experience Investigation Study for the South Carolina Retirement Systems (i.e. South Carolina Retirement System, Police Officers Retirement System, Judges and Solicitors Retirement System, General Assembly Retirement System, and the South Carolina National Guard Supplemental Retirement Plan). Our report includes a discussion of the recent experience of the System, it presents our recommendations for updated actuarial assumptions and methods, and it provides information about the actuarial impact of these recommendations on the liabilities, contribution requirements, and the projected funding period.

The employer contribution rates for SCRS and PORS in effect as a result of the enactment of the 2017 pension reform legislation are projected to remain sufficient under both the current and recommended assumptions. The use of the recommended set of actuarial assumptions should present a more accurate portrayal of the Systems' financial condition and projected funding period. The recommended assumptions should also reduce the magnitude of future experience gains and losses.

In performing this study, we reviewed the System's actual demographic experience using a five-year period ending June 30, 2023 (a couple assumptions were based on additional years of experience). The investment return assumption is established in Statute and the current 7.00% investment return assumption will not expire until July 1, 2025. For completeness in our analysis, we have included a preliminary review of the investment return assumption based on 2024 forward-looking return expectations. A final recommendation will be provided in November for PEBA to provide a recommendation to the Chairman of the Senate Finance Committee and the Chairman of the House Ways and Means Committee by December 31, 2024.

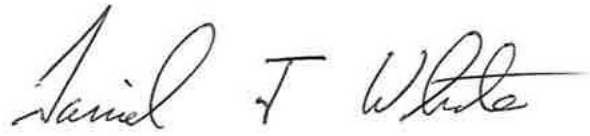
This experience investigation study was conducted in accordance with generally accepted actuarial principles and practices, and in full compliance with the Actuarial Standards of Practice as issued by the Actuarial Standards Board. All of the undersigned are members of and meet the Qualification Standards of the American Academy of Actuaries.

We wish to thank the PEBA staff for their assistance in this project.

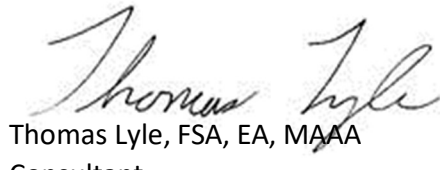
Sincerely,



Joseph P. Newton, FSA, EA, MAAA
Market Pension Leader and Actuary



Daniel J. White, FSA, EA, MAAA
Senior Consultant



Thomas Lyle, FSA, EA, MAAA
Consultant

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Summary of Process

A periodic review and selection of the actuarial assumptions is one of many important components of understanding and managing the financial aspects of the South Carolina Retirement Systems. Use of outdated or inappropriate assumptions can result in understated costs which will lead to higher future contribution requirements or perhaps an inability to pay benefits when due; or, on the other hand, produce overstated costs which place an unnecessarily large burden on the current generation of members, employers, and taxpayers.

A single set of assumptions is typically not expected to be suitable forever. As the actual experience of the retirement changes, the assumptions should be reviewed and adjusted accordingly.

It is important to recognize that the impact from various outcomes and the ability to adjust from experience deviating from the assumption are not symmetric. Due to compounding economic forces, legal limitations, and moral obligations outcomes from underestimating future liabilities are much more difficult to manage than outcomes of overestimates, and that un-symmetric risk should be considered when the assumption set, investment policy and funding policy are created. As such, the assumption set used in the valuation process needs to represent the best estimate of the future experience of the System and be at least as likely, if not more than likely, to overestimate the future liabilities versus underestimate them.

Changes in certain assumptions and methods are suggested upon this comparison to remove any bias that may exist and to perhaps add in a slight margin for future adverse experience where appropriate. Next, the assumption set as a whole was analyzed for consistency and to ensure that the projection of liabilities was reasonable and consistent with historical trends.

The following report provides our recommended changes to the current actuarial assumptions. With the exception of the investment return assumption, the Board will adopt a new set of demographic and economic assumptions that will be used in the July 1, 2024 actuarial valuation. The investment return assumption is a prescribed assumption set by another party in Section 9-16-335 of South Carolina State Code. The current 7.00% return assumption expires on July 1, 2025 and the Board is to submit a proposed return assumption to the Senate Finance Committee and the House Ways and Means Committee before January 1, 2025 for the General Assembly to consider when amending the Statute.

SECTION I

INTRODUCTION

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Introduction

In determining liabilities, contribution rates and funding periods for retirement plans, actuaries must make assumptions about the future. Among the assumptions that must be made are:

- Investment return rate
- Salary increase rates
- Payroll growth
- Inflation rate
- Mortality rates
- Retirement rates
- Termination rates
- Disability rates

For some of these assumptions, such as the mortality rates, past experience provides important evidence about the future. For other assumptions, such as the investment return rate, the link between past and future results is much weaker. In either case, though, actuaries should review their assumptions periodically and determine whether these assumptions are consistent with actual past experience and with anticipated future experience.

In conducting experience studies, actuaries generally use data over a period of several years. This is necessary in order to gather enough data so that the results are statistically significant. In addition, if the study period is too short, the impact of the current economic conditions may lead to misleading results. It is known, for example, that the health of the general economy can impact salary increase rates and termination rates. Using results gathered during a short-term boom or bust will not be representative of the long-term trends in these assumptions. Also, the adoption of legislation, plan improvements or changes in salary schedules will sometimes cause a short-term distortion in the experience. For example, if an early retirement window was opened during the study period, we would usually see a short-term spike in the number of retirements. Using a longer period prevents giving too much weight to such short-term effects. On the other hand, using a much longer period increases the difficulty of identifying changes in behavior that may be occurring, such as mortality improvement or a change in the ages at which members retire. In our view, using a five-year period ending June 30, 2023 is generally reasonable. However, for certain assumptions, the experience over a ten-year period will be used.

In an experience study, we first determine the number of deaths, retirements, etc. that occurred during the period. Then we determine the number expected to occur, based on the current actuarial assumptions. The number "expected" is determined by multiplying the probability of the occurrence at the given age, by the "exposures" at that same age. For example, let's assume there is a rate of retirement for general employees in SCRS of 10% for members who have 30 years of service. The number of exposures can only be those members who have 30 years of service and are eligible for retirement at that time. Thus they are considered "exposed" to that assumption. Finally, we calculate the A/E ratio, where "A" is the actual number (of retirements, for example) and "E" is the expected number. If the current assumptions were "perfect", the A/E ratio would be 100%. When it varies much from this figure, it is a sign that a new assumption may be needed. (However, in some cases we prefer to set our assumptions to produce an A/E ratio a little above or below 100%, in order to introduce some conservatism.)

Of course we not only look at the assumptions as a whole, but we also review how well they fit the actual results by gender, by age, and by service.

Finally, if the data leads the actuary to conclude that new tables are needed, the actuary "graduates" or smooths the results since the raw results can be quite uneven from age to age or from service year to service year.

Please bear in mind that, while the recommended assumption set represents our best estimate, there are other reasonable assumption sets that could be supported. Some reasonable assumption sets would show higher or lower liabilities or costs.

Organization of Report

Section II of this report summarizes our recommended changes. Section III contains our findings and a more detailed analysis of our recommendation for each actuarial assumption. The impact of adopting our recommendations on liabilities and contribution rates is shown in Section IV. Sections V through IX show a summary of the recommended assumptions for each System. Finally, Section X presents detailed summaries of the data and comparisons of the A/E ratios.

Plans

This study pertains to the following plans:

- South Carolina Retirement System (SCRS)
- Police Officers Retirement System (PORS)
- Judges and Solicitors Retirement System (JSRS)
- General Assembly Retirement System (GARS)
- South Carolina National Guard Supplemental Retirement Plan (SCNG)

Throughout the report, we will refer to each individual plan by SCRS, PORS, JSRS, GARS, and SCNG. We will use the term "System" to refer to all of the plans.

Section X Exhibits

The exhibits in Section X should generally be self-explanatory. For example, on page 122, we show the exhibit analyzing the police service-based termination rates. The second column shows the total number of members who terminated during the study period. This excludes members who died, became disabled or retired. Column (3) shows the total exposures. This is the number of members who could have terminated during any of the years. In this exhibit, the exposures exclude anyone eligible for retirement. A member is counted in each year they could have terminated, so the total shown is the total exposures for the study period. Column (4) shows the probability of termination based on the raw data. That is, it is the result of dividing the actual number of terminations (col. 2) by the number exposed (col. 3). Column (5) shows the current termination rate and column (6) shows the new recommended termination rate. Columns (7) and (8) show the expected numbers of terminations based on the current and proposed termination assumptions. Columns (9) and (10) show the Actual-to-Expected ratios under the current and proposed termination assumptions.

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SECTION II

SUMMARY OF RECOMMENDATIONS

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Summary of Recommendations SCRS and PORS

Our recommendations to the actuarial assumptions used the actuarial valuation for SCRS and PORS may be summarized as follows:

Economic Assumptions

1. Inflation Assumption: Recommend no change to the 2.25% price inflation assumption. This assumption is not directly used in the projection of future benefits or the calculation of the actuarial accrued liability, but is an underlying theoretical component in the other economic assumptions used in the actuarial valuation.
2. Investment Return Assumption: The current assumption is 7.00% and is prescribed assumption under Section 9-16-335 of the South Carolina State Code. Based on the 2024 capital market assumptions from several investment consultants, which include the Investment Commission's investment consultant, Versus, the median expected geometric returns over a 10-year and 20-year time horizon is approximately 7.0% and 7.5%, respectively. The analysis supports the continued use of a 7.00% as a reasonable assumption for use in the actuarial valuation.
3. Payroll growth rate: Recommend maintaining the payroll growth rate from 2.70%.

Demographic Assumptions:

4. Salary Increases for Individual Members: Recommend no change to the long-service component of the salary increase assumption for members with 20 or more years of service. We recommend an across the board increase or upward shift in the salary increase assumption for members with less than 20 years of service. Specifically, we are recommending a 0.15% increase in the salary assumption for State and local government members, a 0.25% increase in the salary assumption for public school employees, and a 0.50% increase in the salary assumption for members in PORS. Note, while we increased the salary assumption it is still possible for the actual salary increases in the next few years to continue to exceed the assumption.
5. Mortality: Actual retiree mortality experience for non-disabled and disabled retirees continues to closely mirror the current mortality assumption and we do not recommend any changes to the non-disabled retiree mortality and disabled retiree mortality assumption. The mortality assumption for active members is the least significant of all the mortality assumptions. We are recommending an update to the mortality assumption to be the variation of the Pub-2010 Below-Median Income tables for general employees, public school employees, and public safety members, respectively, with slight adjustments. We also recommend using a more recent mortality improvement scale and applying this assumption to all of the mortality assumption tables (i.e. non-disabled, disabled, and active mortality).

6. Retirement: Recommend slight modifications to the retirement rates for general employees and more material increases in the retirement rates for public school employees in SCRS. We recommend a slight decrease in the retirement rates at certain ages for members in PORS.
7. Termination/Withdrawal: We recommend some increases in the rates of termination for general employees and female public school employees in SCRS. We also recommend a slight increase in the rates of turnover for members in PORS with more than five years of service.
8. Disability Incidence: Recommend decreasing the rates of disability for public school employees and general and state employees in SCRS as well as members in PORS.

Actuarial Methods and Policies

9. Asset Valuation Method: No change to the current asset valuation method.
10. Actuarial Cost Method: No recommended changes. The individual Entry Age Normal cost method (EAN) used to determine the actuarial accrued liability is by far the most commonly used actuarial cost method for large public retirement systems and is the most appropriate funding method.
11. Funding Policy: The 2017 pension reform legislation significantly increased the sustainability of SCRS and PORS. Similarly, the Board's funding policy adopted in 2019 for JSRS and the increased payroll-based contributions and annual appropriations are expected to increase the sustainability of that System. As the existing funding period continues to decrease for GARS, we recommend the Board adopt a "layered amortization policy" where actuarial gains and losses recognized each future year are separately amortized over a closed 5-year period.

Summary of Recommendations SCRS and PORS

The following table summarizes our recommendations discussed on the previous pages.

Assumption (1)	Retirement System	
	SCRS (2)	PORS (3)
<i>Economic Assumptions</i>		
1. Inflation	2.25%	2.25%
2. Investment Return	7.00%	7.00%
3. Payroll Growth Rate	2.70%	2.70%
<i>Demographic Assumptions</i>		
4. Salary Increases	Increase the rate of salary increases for members with less than 20 years of service	Increase the rate of salary increases for members with less than 20 years of service
5. Mortality	No change to the Non-Disabled and Disabled Retiree Mortality Assumption	No change to the Non-Disabled and Disabled Retiree Mortality Assumption
6. Termination/Withdrawal	Slight Increase	Slight Increase
7. Retirement	Increased retirements for public school employees	Slight Decreased in Retirements
8. Disability	Decrease	No change
<i>Other Methods and Policies</i>		
9. Liability Cost Method	EAN	EAN
10. Asset Method	No change	No change
11. Funding Policy	Established in statute	Established in statute

Summary of Recommendations JSRS, GARS, and the SCNG

Our recommendations to the actuarial assumptions used in the actuarial valuation for JSRS, GARS, and SCNG may be summarized as follows:

Assumption (1)	Retirement System		
	JSRS (2)	GARS (3)	SCNG (4)
<i>Economic Assumptions</i>			
1. Inflation	2.25%	2.25%	2.25%
2. Investment Return	7.00%	7.00%	7.00%
3. Payroll Growth Rate	3.00%	N/A	N/A
<i>Demographic Assumptions</i>			
4. Salary Increases	3.00%	N/A	N/A
5. Mortality	Same as public school employees	Same as general employees	Same as PORS
6. Termination/Withdrawal	None	None	No Change
7. Retirement	No Change	No change	No Change
8. Disability	Same as public school employees	Same as general employees	None
<i>Other Methods and Policies</i>			
9. Liability Cost Method	EAN	EAN	EAN
10. Asset Method	No Change	No change	No Change
11. Funding Policy	No Change	5-Year layered amortization bases	No Change

SECTION III

ANALYSIS OF EXPERIENCE AND RECOMMENDATIONS

Analysis of Experience and Recommendations

We will begin by discussing the economic assumptions: inflation, expenses, the investment return rate, the salary increase assumption, and the rate of payroll growth. Next are the demographic assumptions: mortality, disability, termination and retirement. Finally, we will discuss all of the actuarial methods used.

ECONOMIC ASSUMPTIONS

Actuaries are guided by the Actuarial Standards of Practice (ASOP) adopted by the Actuarial Standards Board (ASB). One of these standards is ASOP No. 27, Selection of Economic Assumptions for Measuring Pension Obligations. This standard provides guidance to actuaries giving advice on selecting economic assumptions for measuring obligations under defined benefit plans.

As no one knows what the future holds, the best an actuary can do is to use professional judgment to estimate possible future economic outcomes. These estimates are based on a mixture of past experience, future expectations, and professional judgment. The economic assumptions are much more subjective in nature than the demographic assumptions. The actuary should consider a number of factors, including the purpose and nature of the measurement, and appropriate recent and long-term historical economic data. However, the standard explicitly advises the actuary not to give undue weight to recent experience.

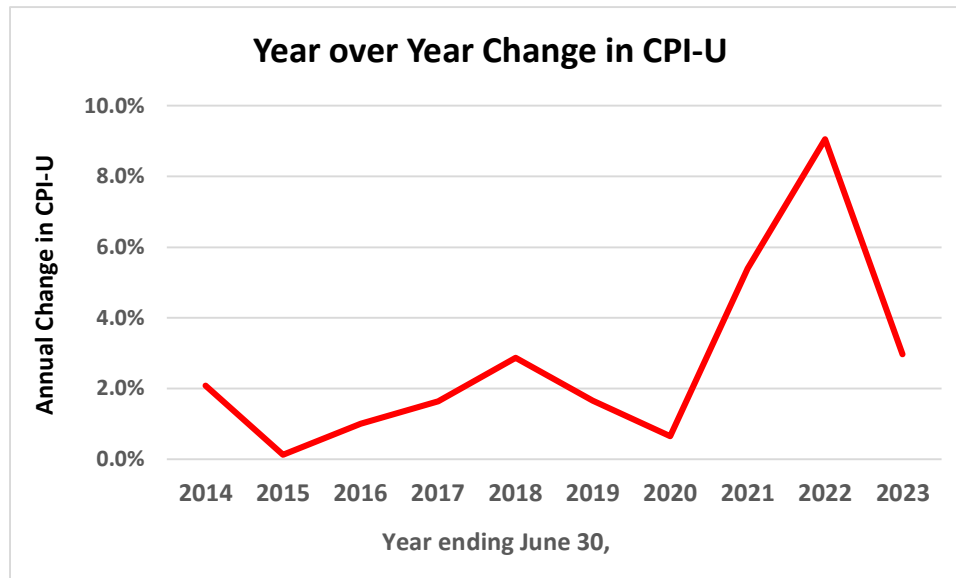
Each economic assumption should individually satisfy this standard. Furthermore, with respect to any particular valuation, each economic assumption should be consistent with every other economic assumption over the measurement period. Nevertheless, the economic assumptions are much more subjective in nature than the demographic assumptions, which in itself can still create a difference in opinion among individuals in the actuarial profession and possibly stakeholders of the Retirement Systems.

Inflation Assumption

By “inflation,” we mean price inflation as measured by annual increases in the Consumer Price Index (CPI). This assumption is not directly used in the projection of future benefits or the calculation of the actuarial accrued liability, but is an underlying theoretical component in the other economic assumptions used in the actuarial valuation. The current annual inflation assumption is 2.25%.

Actual Change in CPI-U

The following chart shows the average annual inflation from June 30 to June 30 for the last ten years. As commonly known, inflation has been benign prior to the year 2000 and the Federal Reserve has been committed to bring inflation back down to its 2.00% policy target since the spike in inflation that began in 2021.



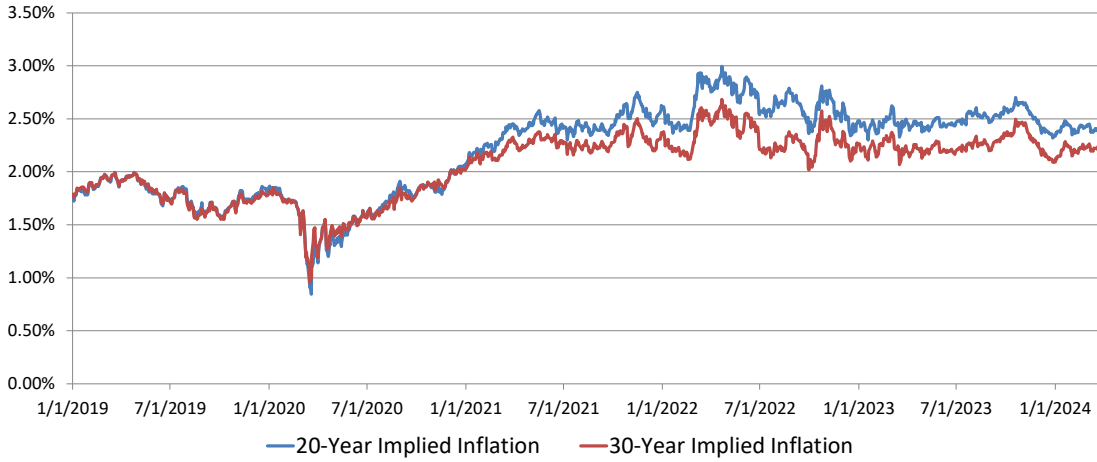
Forecasts from Investment Consulting Firms

Investment consulting firms make an assumption regarding future price inflation when developing their forward-looking capital market assumptions. Versus, the South Carolina Investment Commission's investment consultant, assumes that inflation will increase at the rate of 2.50% per year over the next ten years. Each year Horizon Actuarial Services, LLC compiles and averages investment return forecasts of major investment consulting firms and their 2023 survey of 42 investment consulting firms (including Versus) have an average price inflation assumption of 2.55% over the next 10 years and a 2.46% average inflation assumption over the next 20 to 30 years.

Expectations Implied in the Bond Market

Another source of information about future inflation is the market for US Treasury bonds. For example, the June 30, 2023 yield for 20-year inflation indexed Treasury bonds was 1.56% plus actual inflation. The yield for 20-year non-indexed US Treasury bonds was 4.06%. Simplistically, this means that on that day the bond market was predicting that inflation over the next twenty years would average 2.46% $[(1 + 4.06%) / (1 + 1.56%) - 1]$ per year. The difference in yield for 30-year bonds implies 2.19% inflation over the next 30 years. The following chart shows the historical market implied inflation from January 1, 2019 through March 31, 2024.

Market Implied Inflation - Bond Market



Interestingly, the inflation expectations over a 20 year and 30-year period were essentially identical prior to January 1, 2021. Afterwards, the two implied inflation measures have slightly diverged with the implied 20 year being higher than the implied 30 year, which is telling us the market expects inflation in years 20 through 30 to be lower than the average expected inflation over the first 20 years.

Forecasts from Social Security Administration

In the Social Security Administration’s 2024 Trustees Report, the Office of the Chief Actuary is projecting a long-term average annual inflation rate of 2.4% under the intermediate cost assumption (1.8% and 3.0% in the low cost and high cost scenarios, respectively). The Chief Actuary for the Social Security Administration kept this assumption change from the last two years, but has gradually decreased the assumption from 2.6% in 2019.

Survey of Professional Forecasters and Fed Policy

The Philadelphia Federal Reserve conducts a quarterly survey of the Society of Professional Forecasters. Their first quarter 2024 survey found inflation expectations over the next ten years (2024 to 2033) to average 2.24%. This average expectation is below their prior quarterly estimates since first quarter of 2021.

Comparison of Inflation Expectations from 2019 to 2024

Finally, the table below provides a comparison of the inflation expectations documented in the 2019 experience study report and the current inflation expectations.

Source	Inflation Expectations		
	2019	2024	Change
(1)	(2)	(3)	(4)
Investment Consultant Survey 20-30 Year ¹	2.29%	2.46%	0.17%
Implied Inflation 20-Year Treasuries	1.75%	2.46%	0.71%
SSA Trustees Report	2.60%	2.40%	-0.20%
Survey of Professional Forecasters	2.20%	2.24%	0.04%

¹ Horizon’s Survey of Capital Market Assumptions 2019 and 2023 Edition.

Recommendation

Benefits provided to members in the Systems administered by PEBA (i.e. SCRS, PORS, JSRS, GARS, and SCNG) are not explicitly impacted by the actual change in price inflation, this is a relatively insignificant assumption in the valuation. Rather this assumption theoretically underlies most of the other economic assumptions in the actuarial valuation. We also recognize that actual inflation as measured by CPI has been much higher than the current 2.25% assumption during the last 36 months, however the Federal Reserve Committee has broadcasted repeatedly the Committee seeks to achieve maximum employment and inflation rate of 2% over the longer run. Given the totality of this information, we are not recommending any change to the current 2.25% price inflation assumption.

Investment Return Assumption

The investment return assumption is one of the principal (and most subjective) assumptions used in any actuarial valuation of a retirement plan. It is used to discount future expected benefit payments to the valuation date in order to determine the liabilities of the plans. Even a small change to this assumption can produce significant changes to the liabilities and calculated contribution rates. The current assumption is 7.00% and is a prescribed assumption set by an outside party in Section 9-16-335 of the South Carolina State Code. The current assumption will expire on June 30, 2025 and the General Assembly must enact a new investment return assumption for use in the July 1, 2025 actuarial valuation.

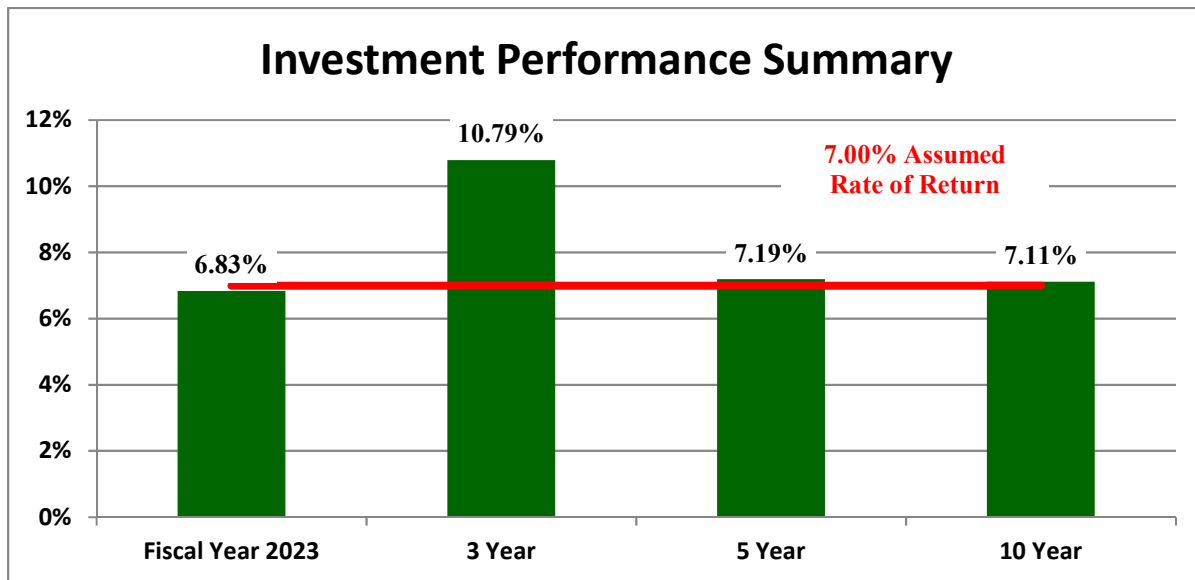
Investment and Administrative Expenses

The trust fund pays expenses in addition to member benefits and refunds, so we must make some assumption about these. It is industry practice that the investment return assumption represents expected return after payment of investment expenses. In regards to investment expenses, anticipated returns developed by investment consulting firms and discussed in more detail later in this section are net of investment related fees (including alternative asset classes such as real estate, private equity, and hedge funds). Therefore, we will not make any adjustments to account for investment related expenses.

On the other hand, the actuarial valuation for each system includes an explicit administrative expense assumption as percentage of payroll that is included in the normal cost rate. Based on the average of plan administrative expenses reported in the 2019 through 2023 annual reports, we are recommending the administrative expense assumption (as a percentage of payroll) to continue to be 18 basis points for SCRS and PORS, and an increase to 40 basis points for JSRS. Given GARS and SCNG make dollar based contributions, in lieu of a percentage of pay contribution, we recommend continued use of a dollar-based administration expense assumption where \$20 thousand is added to the dollar amount of the normal cost.

Actual Investment Performance

The following is a chart with the investment return for the last fiscal year as well as the annualized return over the last three and five year period.



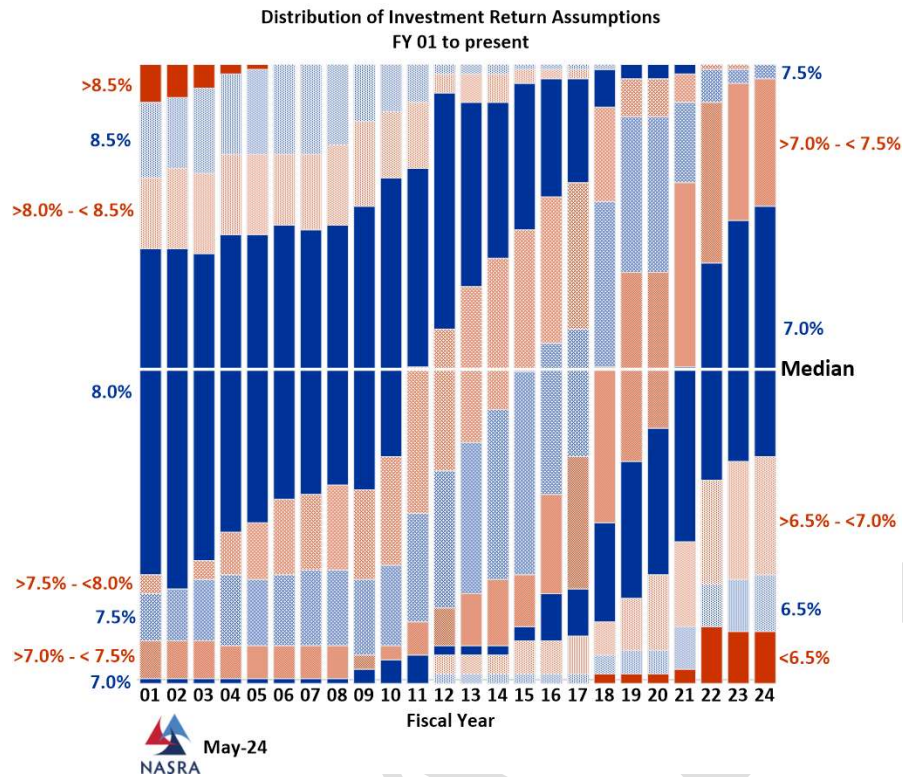
Source: Annualized Comprehensive Financial Report for the fiscal year ending June 30, 2023.

However, past performance is not a reliable indicator of future investment performance, even when returns are averaged over twenty or more years. The actual asset allocation of the trust fund will significantly impact the overall performance, so returns achieved under a different allocation are not meaningful.

Assumption Comparison to Other Retirement Systems

While we do not suggest the selection of an investment return assumption based on prevalence information. It is still informative to understand where the investment return assumption used in the valuation for SCRS compares to that used by other large retirement systems. The chart on the following page provides the distribution of the investment return assumptions in the National Association of State Retirement Systems Administrator’s (NASRA) Survey. As the chart shows, up until 2023 there has been a continual shift in the distribution of return assumptions since 2010. However, the distribution of the investment return assumption for 2024 has remain unchanged from the prior year with a median return assumption of 7.00%, which is the same return assumption currently maintained by SCRS.

This is largely a result of the change in economic conditions that begin when the Federal Reserve Committee began raising the Federal Funds rate in the Spring of 2022 to tame inflation, which also resulted in a reset in the valuation of the public equity and fixed income markets resulting in material increases in the future return expectations in capital markets.



Source: NASRA 2024 Investment Survey Results. www.nasra.org

Forecasts Developed by Professional Investment Consultant

We believe an appropriate approach to perform an analysis of the investment return assumption is to identify expected returns given the System’s asset allocation mapped to forward-looking capital market assumptions. Because GRS is a benefit consulting firm and does not provide investment consulting advice, we do not develop or maintain our own forecasts of capital market expectations. Instead, we utilized the forward-looking return expectations developed by nationally recognized investment consulting firms, including Verus, which is the RSIC’s investment consultant.

Forecasts Based on 2024 Capital Market Assumptions

Below is a summary of the asset allocation for the System that was used in the analysis, which is based on information reported by the South Carolina Retirement Investment Commission (RSIC).

Asset Class	Allocation
Global Equity	46%
Private Equity	9%
Bonds	26%
Private Debt	7%
Real Assets	12%
Total	100%

Where available, investments in these asset classes were split into subgroups to refine the analysis when identifiable. For example, global equity was appropriately allocated into publicly traded domestic and international equity.

The following tables compare the return expectations of seven nationally recognized investment consulting firms (Aon, BNY Mellon, Callan, Cambridge, Meketa, Northern Trust, and Verus) that produce shorter-term 10-year return expectation assumptions.

2024 Market Expectations 10-Year Assumptions				
Capital Market Assumption	Distribution of 10-Year Average Geometric Net Nominal Return			Probability of exceeding 7.00%
	40th	50th	60th	
(1)	(2)	(3)	(4)	(5)
1	5.9%	6.7%	7.6%	47%
2	5.8%	6.8%	7.7%	47%
3	5.9%	6.8%	7.7%	48%
4	6.0%	7.0%	7.9%	50%
5	6.1%	7.0%	7.9%	50%
6	6.3%	7.3%	8.2%	53%
7	6.3%	7.3%	8.3%	53%
Average	6.0%	7.0%	7.9%	50%

Notice that the range of the 50th percentile outcome shown in column (3) in the above exhibit ranges from 6.7% to 7.3%, which the current 7.0% investment return assumption in the middle of those expectations.

On the other hand, the investment return assumption used in the actuarial valuation has a significantly longer investment horizon. Therefore, it is necessary to identify and reflect differences in economic and financial market expectations over the short-term and long-term time horizon. The table below provides the same information based on the capital market assumptions for the four firms listed above who also develop capital market expectations for a 20 to 30-year time-horizon.

2024 Market Expectations 20 to 30-Year Assumptions				
Capital Market Assumption	Distribution of 10-Year Average Geometric Net Nominal Return			Probability of exceeding 7.00%
	40th	50th	60th	
(1)	(2)	(3)	(4)	(5)
1	6.2%	7.1%	8.0%	52%
2	6.2%	7.2%	8.1%	52%
3	6.4%	7.4%	8.3%	54%
4	7.2%	8.1%	9.1%	62%
Average	6.5%	7.5%	8.4%	55%

Recommendation

The average of the expected return for the seven investment consultants over the next 10-year period is 7.00%. Similarly, the analysis shows that the average of the expected return for the four investment consultants over the next 20 to 30 years is 7.50%. Given the volatility in these expectations from year to year and the value in having stability in this assumption, we find the current 7.00% investment return assumption remains reasonable and are recommending no change at this time.

Salary Increase Rates

In order to project future benefits, the actuary must project future salary increases. Salaries may increase for a variety of reasons:

- Across-the-board increases for all employees;
- Across-the-board increases for a given group of employees;
- Increases to a minimum salary schedule;
- Additional pay for additional duties;
- Step or service-related increases;
- Increases for acquisition of advanced degrees or specialized training;
- Overtime;
- Promotions; or
- Merit increases, if available.

Our salary increase assumption is meant to reflect all of these types of increases, since all of these affect the salaries used in benefit calculations and upon which contributions are made.

An actuary should not look at the overall increases in total payroll when setting this assumption, because total payroll can increase at a rate different from the average pay increase for individual members. There are two reasons for this. First, when older, longer-service employees terminate, retire or die, they are generally replaced with new employees who have a lower salary. This causes the growth in total payroll to be smaller than the average pay increase for individual employees. Second, total payroll can change due to an increase or decrease in the size of the employee group. Rather we examine the actual compensation increases on an individual basis.

We analyzed the salary increases based on the change in each member's reported pay from one year to the next. That is, we looked at each member who appeared as an active member in two consecutive valuations—these are called continuing active members—and measured his/her salary increase.

Salary increases for governmental employees can also vary significantly from year to year. When the employer's tax revenues stall or increase slowly, salary increases are often small or nonexistent. Salary increases can be larger following economic expansions and contract discussions with employee associations that may result in a fairly material one-time "catch-up" salary increase. Therefore, for this assumption in particular, we prefer to use data over a longer period in establishing our assumptions and used a ten-year period to analyze this assumption.

Below is a table showing the average increase experienced by continuing members by year for members in various groups. As the table shows, the average salary increases members received in years 2020 through 2023 were noticeably higher than the average salary increases in years 2010 through 2013 when states were still recovering from budget shortfalls due to the Great Financial Crisis.

	Fiscal Year Ending	State and Local Gov Employees	Public School Employees	PORS
Experience Excluded in this Analysis	2010	1.8%	0.7%	1.5%
	2011	1.5%	2.4%	2.7%
	2012	3.1%	5.2%	2.2%
	2013	3.7%	3.9%	5.2%
	2014	6.3%	4.8%	5.3%
	2015	8.3%	4.7%	5.9%
	2016	8.3%	5.5%	6.4%
	2017	6.6%	5.2%	8.1%
	2018	3.9%	4.1%	5.8%
	2019	4.8%	5.2%	6.5%
New Experience Included in this Analysis	2020	5.4%	6.8%	6.6%
	2021	4.2%	4.4%	3.8%
	2022	7.2%	7.9%	9.1%
	2023	9.1%	7.9%	13.8%
	Average 10-19	4.8%	4.2%	5.0%
	Average 14-23	6.4%	5.7%	7.1%

The salary assumption can be thought of as consisting of wage inflation (the component of the pay increase that is provided to all members) and an additional component to reflect step increases and other increases typically correlated with a member’s service. Most actuaries recommend salary increase assumptions that include an element that depends on the member’s age or service, especially for large, public retirement systems. It is typical to assume larger pay increases for younger or shorter-service employees as promotions and productivity increases tend to be greater in the first few years of a career, even if the new employee is older than the average new hire.

The current assumptions follow this pattern for all employee groups. Therefore, we divide the task of setting the salary increase into two pieces:

1. Determining the assumption for long-service employees
2. Determining the additional increases to be applied to shorter-service employees

The next two subsections will discuss these components of the salary assumption.

Salary increase assumptions for long-service employees – SCRS and PORS

Many of the sources of pay increases have diminished importance for longer-service employees. Step or service-related increases are usually smaller and promotions occur with less frequency. Additional training or acquisition of advanced degrees usually occurs early in the career. Thus, our salary increase assumption has an ultimate level when members are assumed to receive increases equal to wage inflation plus smaller increases for merit, promotion, and longevity.

When we examine the experience for long-service members (i.e. members with more than 20 years of service), we find that over the last ten years, their increases have averaged as follows:

Employee Group	Average Salary Increase Long-Service Members	Actual Price Inflation (CPI-U)	Difference
State and Local Gov Employees	3.3%	2.7%	0.6%
Public School Employees	3.2%	2.7%	0.5%
PORS	4.1%	2.7%	1.4%

We are proposing no change in the current 0.75% assumed rate salary increases in excess of inflation for long-service employees (State, Local Gov, and Public School) in SCRS. Combined with the recommended 2.25% price inflation assumption, the salary increase assumption for employees with 20 or more years of service is 3.00%. Similarly, we are also proposing no changes in the 1.25% assumed rate salary increases in excess of inflation for members in PORS. This will result in a 3.50% assumed annual rate of salary increase for long-service members in PORS.

Salary increase assumptions for shorter-service employees – SCRS and PORS

To analyze the service-related salary assumption, we looked at the excess in the average increases for shorter service employees over the average for longer-service employees. For example, public school employees with five years of service received an average increase of 5.86%, which was 2.86% more than the average increase of 3.00% for the same type of employee with more than twenty years of service. This component of the salary scale assumption behaves more like a demographic assumption than an economic assumption, and therefore, the historical experience has a high level of creditability for purposes of establishing future expectations.

The overall pattern of the step-rate / promotional assumption at the various services for members with less than 20 years of service remain reasonable, but we are recommending a parallel shift upward in the assumption for each of the three membership groups. Specifically, we are recommending a 0.15% increase in the salary assumption for State and Local government members, a 0.25% increase in the salary assumption for public school employees, and a 0.50% increase in the salary assumption for members in PORS.

Details of our analysis are shown in Section X beginning on pages 86-88.

Salary Increases – Combined Effect – SCRS and PORS

The table below shows the average expected increase in compensation for continuing members for the last ten years, reconciling the changes from the current to proposed assumptions:

Group	Actual Increase	Actual Inflation	Salary Increase over Inflation		
			Current Assumption ¹	Actual ²	Proposed Assumption ¹
General Employees	6.4%	2.7%	1.7%	3.7%	1.9%
Public School Employees	5.7%	2.7%	1.5%	3.0%	1.8%
PORS	7.1%	2.7%	1.8%	3.2%	2.3%

¹ The expected average increase in salary in excess of the 2.25% assumed rate of inflation.

² The actual salary increase in excess of inflation for all continuing active members during the 10-year observation period.

As the table shows, we are recommending an increase in the salary assumption, but the recommended salary assumption still remains below the actual experience over the last 10 years. This is intentional as a material portion of the recent salary increases are to necessary to compensate employees competitively within the tight job market. As the job market returns to more normal levels, we believe the salary increases received by these public employees will also normalize, but at a slightly higher level than currently assumed.

Salary Increases – JSRS

All members in the retirement system for judges and solicitors receive the same percentage increase in salary. The judicial retirement system provides retirees and surviving spouses a cost of living adjustment equal to the percentage increase in the compensation provided to the position they retired. For example, a 3.0% salary increase to active members will result in a 3.0% increase in the retirement allowance for the retirees. Therefore, the salary increase assumption will also be used to model the assumed rate of future cost of living increases for retirees. Below is a table with the historical salary increases received by these members.

Historical Salary Increases Budgeted by the Judicial Department					
FY Beginning July 1,	Salary Increase	FY Beginning July 1,	Salary Increase	FY Beginning July 1,	Salary Increase
2009	0.0%	2014	2.0%	2019	35.8%
2010	0.0%	2015	0.0%	2020	0.0%
2011	0.0%	2016	3.3%	2021	2.5%
2012	3.0%	2017	0.0%	2022	3.0%
2013	0.0%	2018	0.0%	2023	5.0%

As the data shows, except for 2019, the actual historical salary increases have been relatively low and, in many years, nonexistent. Even with the relatively large salary increase in 2019, the average salary increase for the last 15 years was 3.6%.

Judicial salaries and salary increases (if any) are incorporated into annual budgets developed by the Judicial Department and submitted to the General Assembly for approval. The current salary increase assumption is 3.00% and we recommend maintaining that assumption.

Salary Increases – GARS and SCNG

Members in GARS are provided compensation that is established in State Statute that has not changed in more than two decades. Also, because the system is closed and there are only 44 active members as July 1, 2023, a salary increase assumption is not necessary. Similarly, there is no salary increase assumption for the SCNG as the supplemental retirement benefit is not a function of compensation.

Payroll Growth Rate

The salary increase rates discussed above are assumptions applied to individuals and are used in projecting future benefits. A separate payroll growth assumption (currently 2.70% annually) is used for determining the annual payment needed to amortize the unfunded actuarial accrued liability. The amortization payments are calculated to be a level percentage of payroll. Therefore, as payroll increases over time, these amortization payments will also increase.

While certain economic shocks can cause short-term volatility in the difference between wage inflation and price inflation, wage inflation almost always exceeds price inflation. This is because wage inflation is, in theory, the result of (a) price inflation, and (b) productivity gains being passed through to wages. For the last 10 years, wage inflation (as measured by the change in NAW) has been about 0.55% a year larger than price inflation for the economy as a whole (2.35% increase in NAW versus a 1.80% increase in CPI-U).

The chart below shows the average annual payroll growth for SCRS, the average annual growth in membership, and net payroll growth not due to membership growth. Contributing payroll and contributing membership includes members earning benefits, members in TERI, working retirees, and members in the State ORP. We believe it is appropriate to include each of these members in the analysis because it encompasses the employers’ workforce and the payroll that SCRS receives contributions.

Average Annual Payroll and Membership Increase Rates for SCRS					
Period	Increase in Contributing Payroll	Increase in Contributing Members	Increase in Excess of Membership	Actual Inflation	Payroll Increase in Excess of Actual Inflation and Membership Change
Last 1-Year	7.29%	2.49%	4.80%	2.97%	1.83%
Last 3-Years	4.43%	0.74%	3.69%	5.78%	-2.09%
Last 5-Years	4.14%	0.64%	3.50%	3.90%	-0.40%
Last 10-Years	3.71%	0.67%	3.04%	2.71%	0.33%

Average Annual Payroll and Membership Increase Rates for PORS

Period	Contributing Payroll	Increase in Contributing Members	Increase in Excess of Membership	Actual Inflation	Payroll Increase in Excess of Actual Inflation and Membership Change
Last 1-Year	13.39%	4.29%	9.10%	2.97%	6.13%
Last 3-Years	5.41%	-0.11%	5.52%	5.78%	-0.26%
Last 5-Years	5.10%	0.31%	4.79%	3.90%	0.89%
Last 10-Years	4.72%	0.00%	4.72%	2.71%	2.01%

During the last ten years the total population for the state has steadily increased, on average, 1.2% per year over the last 10 years (5.374 million in 2023 versus 4.772 million in 2013). We believe that the governmental workforce would also increase as the State’s population increases, but at a lower rate than the rate of increase of the State’s population because governmental operations continue to use technology to improve service (or provide the same level of service to more people) as measured on a per employee basis. Given the historical change in contributing payroll (in nominal amount) we recommend the continued use of a 2.70% payroll growth assumption for SCRS and PORS. While the actual payroll growth experience for PORS has been greater than that experienced by SCRS this is a long-term assumption and in-theory we would expect that long-term changes in covered payroll for each system to be relatively the same.

Note, this assumption has no impact on the actuarial accrued liability, but this assumption will increase the number of years the System is projected to attain a 100% funded ratio. Also, the payroll growth assumption becomes less significant assumption as the existing funding period decreases.

Given the structure of the salaries and salary increases provided to members in JSRS, we are also recommending the continued use of a 3.00% payroll growth assumption which is equal to the 3.50% salary increase assumption less 0.50% for the promotional component of the individual salary increase assumption.

Demographic Assumptions

Actuaries are guided by the Actuarial Standards of Practice (ASOP) adopted by the Actuarial Standards Board (ASB). One of these standards is ASOP No. 35, *Selection of Demographic and Other Noneconomic Assumptions for Measuring Pension Obligations*. This standard provides guidance to actuaries giving advice on selecting noneconomic assumptions for measuring obligations under defined benefit plans. We believe the recommended assumptions in this report were developed in compliance with this standard.

Post-Retirement Mortality Rates (Liability and Cost Calculations)

SCRS's actuarial liabilities depend in part on how long retirees live. If members live longer, benefits will be paid for a longer period of time, and the liability will be larger.

In the last experience study, we created mortality tables (i.e. the 2020 Public Retirees of South Carolina Mortality Table) for use in the actuarial valuation of each system because that provided a suitable fit to the actual mortality experience of the non-disabled retirees in the systems maintained by PEBA. This mortality assumption also included an explicit assumption of continued improvement in mortality in future years. Below is a table with the life expectancy for a retired member who attains age 65.

Current Mortality Assumption - Life Expectancy for an Age 65 Retiree in Years				
Group	Year of Retirement			
	2025	2030	2035	2040
General Employee – Male	21.2	21.5	21.8	22.1
General Employee - Female	23.3	23.6	23.9	24.2
Public School Employees - Male	21.4	21.7	22.0	22.3
Public School Employees - Female	24.3	24.6	24.9	25.2
PORS - Male	19.0	19.3	19.6	19.9
PORS - Female	23.1	23.4	23.6	23.9

Analysis of Credibility of the Retirement Systems' Mortality Experience

Our analysis made use of credibility theory to identify appropriate multipliers to improve the fit of the table to the observed experience. The method for this approach can be found in the article *"Selecting Mortality Tables: A Credibility Approach"* October 2008. Statistical analysis suggests 1,082 deaths per gender is sufficient to be considered fully credible, as at that amount of experience we are 90% confident that the observed experience is within +/- 5% of the actual pattern. The following table gives the number of deaths needed by gender to have a given level of confidence that the data is +/- X% of the actual pattern.

Standard Score	Confidence	99% – 101%	97% – 103%	95% – 105%	90% – 110%	80% – 120%
0.674	75%	4,543	505	182	45	11
1.282	80%	16,435	1,826	657	164	41
1.645	90%	27,060	3,007	1,082	271	68
1.96	95%	38,416	4,268	1,537	384	96
2.576	99%	66,358	7,373	2,654	664	166

The South Carolina Retirement Systems (SCRS and PORS) had 8,570 male and 16,328 female observed deaths for SCRS over the last five years. As shown by the statistical credibility table, we are 99% confident that the data for males is slightly less than 3% of the true mortality experience, and between 1% and 3% of the true mortality experience for females. We believe five years is reasonable to demonstrate sufficient statistical credibility, however, we will use seven years of experience in developing the base mortality tables to provide more data (and higher credibility) at the non-core ages of retiree mortality assumption.

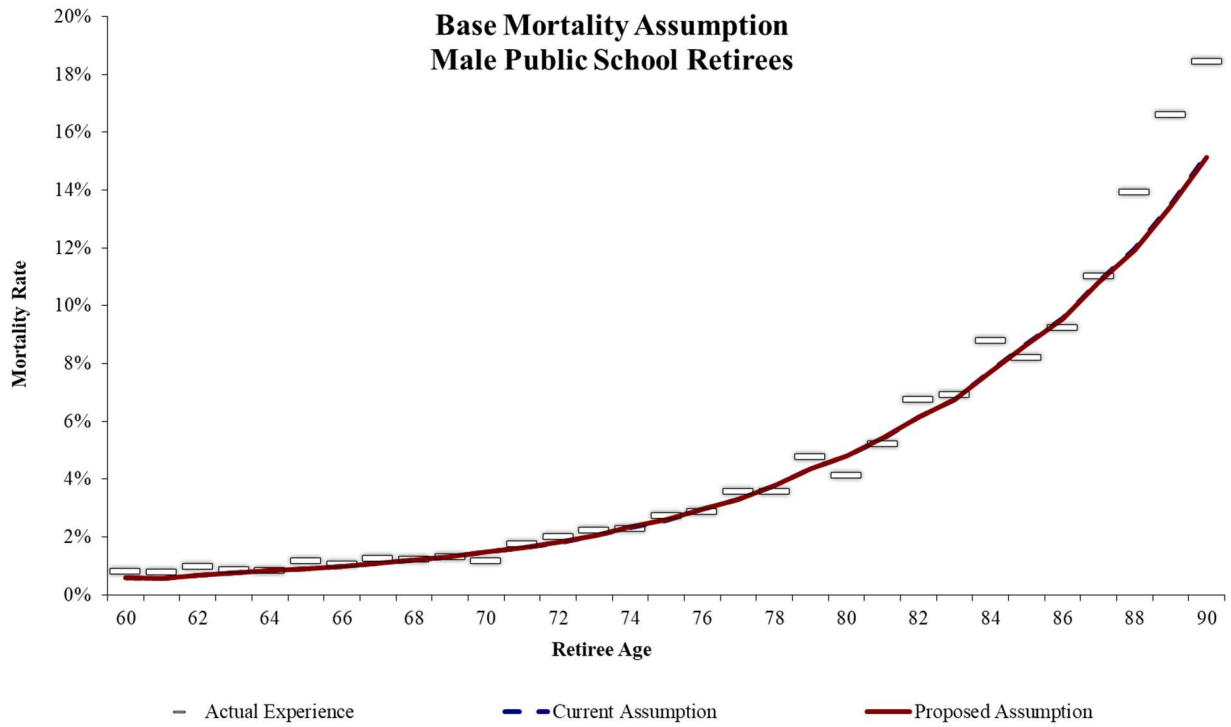
Recommended Base Mortality Assumption

We performed our analysis using a benefit weighted approach, where we measure the exposures and actual deaths as the retiree’s benefit amount, rather than a headcount approach that applies an equal weighting to all retirees. Developing a base table with using a benefit weighted approach is preferable because: (1) research studies have consistently shown that higher wage earners generally have a longer life expectancy than lower wage earners and (2) this approach should better model the actual liability that is released when retirees die. Furthermore, a benefit weighted approach is the same method used by the SOA when they develop published mortality tables.

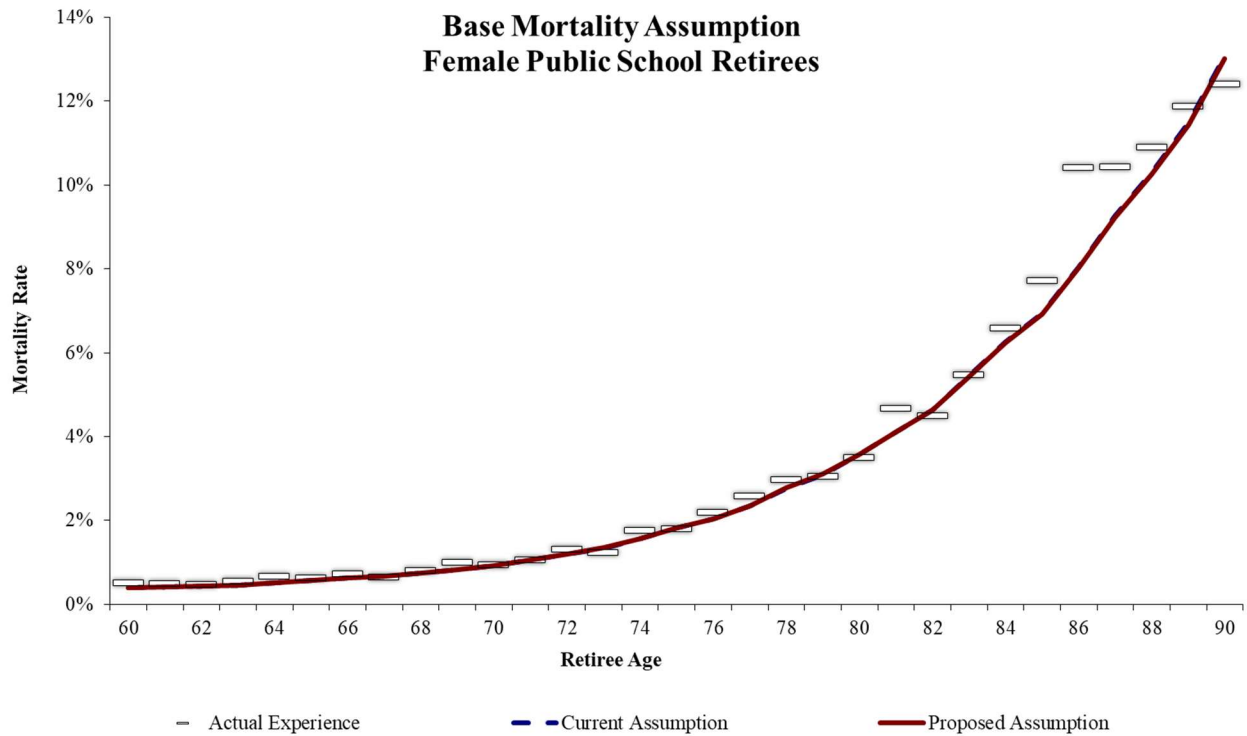
As we previously noted, we developed a System specific mortality assumption for the last two experience studies because published mortality tables available at that time, including the Pub-2010 mortality assumptions released by the Society of Actuaries’, were not as form-fitting to the System’s observed mortality experience across the entire retiree age range as that we could achieve using a System Specific mortality assumption.

As we review of the mortality experience for males and females, we found that the mortality table developed in the last experience study provided an excellent fit to the actual experience for both genders. As a result, we are not recommending a change or update to the base mortality assumption.

The following are charts showing the actual mortality experience compared to the assumption for female and male retirees. As the chart shows, both the current assumption continues to provide a suitable fit to the actual experience.



Below is a similar chart showing the same information for female retirees.



Recommended Mortality Improvement Assumption

The mortality assumption since 2011 has included an explicit assumption for mortality improvement. Because of the strategy of using a continuous improvement assumption, life expectancies for today's younger members are projected to be longer than those of today's retirees, and this provides substantial stability and dependability on costs and liabilities.

The MP improvement assumptions developed and released by the Society of Actuaries from 2014 through 2019 reflect the same ultimate rate of improvement after their approximate 15-year select period at approximately 1% per year for most ages. However, this improvement assumption was updated in with the release of the 2020 MP projection scale. Given mortality rates in the southeast region of the country, including South Carolina, are amongst the highest in the country and the observed rate of improvement for retirees in SCRS continues to be approximately 80% of the ultimate mortality improvement rates in the MP tables, referred to as the "UMP" projection scales, over the last decade, we are recommending the continued use of 80% of the UMP projection rates, but using the 2020 MP projection scale as the explicit rate of future improvement in mortality.

Recommended Non-Disabled Mortality Assumption

Below are the specific mortality assumptions. Note, the multipliers remain unchanged from that developed and recommended in the 2019 experience study.

State and Local Government Retirees:

Males: 2020 PRSC for Males multiplied by 97%

Females: 2020 PRSC for Females multiplied by 107%

Public School Employees:

Males: 2020 PRSC for Males multiplied by 95%

Females: 2020 PRSC for Females multiplied by 94%

Retirees in PORS:

Males: 2020 PRSC for Males multiplied by 127%

Females: 2020 PRSC for Females multiplied by 107%

The mortality assumption will improve using 80% of the ultimate rates of the 2020 MP improvement assumption. The following page provides a table with the life expectancy for an age 65 retiree, in years, under the recommended mortality assumption.

Life Expectancy for an Age 65 Retiree in Years				
Group	Year of Retirement			
	2025	2030	2035	2040
General Employee – Male	21.1	21.4	21.6	21.9
General Employee - Female	23.1	23.4	23.6	23.9
Public School Employees - Male	21.2	21.5	21.8	22.1
Public School Employees - Female	24.1	24.3	24.6	24.8
PORS - Male	19.0	19.3	19.6	19.9
PORS - Female	23.1	23.4	23.6	23.9

Recommended Non-Disabled Mortality Assumption for JSRS, GARS, and the SCNG

Below is a table with the actual number of deaths and expected number of deaths based on the current assumption for retirees in JSRS, GARS, and the SCNG.

Mortality Experience for Non-Disabled Retirees for the Nine-Year Period Ending June 30, 2023			
Retirement System	Actual	Current Assumption	
		Expected	A/E
JSRS	44	43	102%
GARS	100	101	99%
SCNG	1,519	1,538	99%

As the table shows, the number of retirees (and deaths) in these systems do not provide sufficient statistical credibility to establish a mortality assumption based on solely on their own experience. Therefore, we recommend the mortality assumption for the systems be as follows:

JSRS: Same assumption used for retired Public School Employees in SCRS

GARS: Same assumption used for retired State and Local Government employees in SCRS

SCNG: Same assumption used for retirees in PORS

Disabled Retiree Mortality Rates

This is a less significant assumption than the mortality assumption for non-disabled retirees, because approximately only about one out of ten retirees are receiving a disability retirement. However, because the number of disabled retirees is much smaller, there is not statistically sufficient experience to develop a Retirement System specific assumption and we must continue to rely on using a published table.

The current disability mortality assumption for SCRS and PORS is the Pub-2010 Disabled Retiree Mortality table, with various multipliers applied to the different employee groups and genders to provide an appropriate fit to the experience. The analysis shows that the base mortality table tracked reasonably well to the experience and should continue to be used.

We must rely on professional judgement regarding the appropriate multipliers to use for the base tables for published disability mortality tables. For instance, members in SCRS must qualify for Social Security Disability benefits in order to be eligible to receive a disability retirement benefit in the System, which can be a much higher standard than the disability eligibility provisions in the experience used to develop a published mortality table. Reasons like this will result in differences in mortality and life expectancy experience for disabled retirees in SCRS versus PORS. Therefore, we recommend using the General Disabled Retiree Mortality for state and local government employees with a 140% multiplier for males and 130% multiplier for females. The recommended multiplier for PORS is 100% for males and females. For public school employees, we recommend using the Teacher Disabled Retiree Mortality tables with a multiplier of 130% for males and 120% for females. Finally, we also recommend using the updated mortality improvement assumption to be consistent with the mortality improvement assumption that is used for non-disabled retirees.

Mortality Experience for Disabled Retirees for the Nine-Year Period Ending June 30, 2023					
Group	Actual	Current		Recommended	
		Expected	A/E	Expected	A/E
General Employee - Male	193	211	91%	208	93%
General Employee - Female	160	164	98%	161	99%
Public School Employees - Male	52	46	114%	45	115%
Public School Employees – Female	143	147	98%	145	99%
PORS – Males	67	83	81%	81	83%
PORS – Female	14	18	77%	18	79%

(\$ in millions of benefit amount)

There are no disabled retirees in JSRS, GARS and the SCNG. However, we recommend that the disability mortality assumption for JSRS and GARS continue to use the same disability mortality assumption that is used for disabled retired public school employees and disabled retired general employees, respectively, in the event there becomes a disabled retiree. Since SCNG does not provide a disability benefit, and the census data does not classify any of the retirees in the SCNG as disabled retirees, a disability mortality assumption is not used.

Details are provided in Section X on pages 95-100.

Active Mortality Rates

This is the least significant of all the mortality assumptions because the mortality rates for active members are considerably lower than mortality rates for retired members (nondisabled and disabled). Similar to the mortality assumption for disabled retirees, there are not a sufficient number of deaths during employment within the Retirement System to develop a System specific assumption. Again, we must rely on a published mortality table.

For general employees in SCRS and GARS we recommend the Pub-2010 General Employee Below-Median Income tables with a one-year set forward for males and a two-year set forward for females. For public school employees and JSRS we recommend using the Pub-2010 General Employee Below-Median Income tables with a one-year set forward for females. For PORS and SCNG we recommend the Pub-2010 Safety Below-Median Income tables with no adjustment. Finally, this assumption will include the same generational mortality improvement assumption that is used for non-disabled and disabled retirees.

Details are shown in Section X on pages 101-106.

Disability Incidence

The disability rates are intended to reflect the probability that a member will retire with a disability retirement allowance. We analyzed the disability experience separately by gender for general employees, public school employees, and members in PORS. Because there are a relatively few number of females in PORS, we combined the males and females to increase the credibility of the experience.

We compared the number of actual and expected disabilities by group, taking into account the fact that members with less than five years of service (eight years of service for Class Three) and members eligible for retirement are not eligible for an ordinary disability benefit. We also reviewed the data to determine if there was a noticeable lag in the Retirement System’s classifying a retiree as a disabled retiree. From our observations, we did not include an explicit adjustment to the actual experience to account for disabled retirees that are not initially classified as a disabled retiree in the following year’s census information we receive from PEBA, but we did consider the classification lag in our recommended assumption. Finally, the disability retirement benefit provided by SCRS and PORS is the same for all types of disability (i.e. duty and non-duty related disabilities). However, given there is little difference in benefits for these types of disabilities, we believe an analysis of the different types of disability is not necessary for purposes of developing assumptions for the valuation.

Below is a table with a summary of the results of the analysis for the four-year period ending June 30, 2023.

Number of Disability Incidences for the Four-Year Period Ending June 30, 2023					
Group	Actual	Current Assumption		Recommended Assumption	
		Expected	A/E	Expected	A/E
General Employee - Male	156	316	49%	208	75%
General Employee - Female	174	408	43%	211	82%
Public School Employees - Male	55	69	80%	59	93%
Public School Employees - Female	228	266	86%	251	91%
PORS – Males and Females	281	569	49%	393	72%

The number of disabilities over the last four years continues to be less than expected for SCRS and PORS. The experience over in this study continues the decreasing trend in disability incidence observed over the prior two experience studies and is likely the result of the pension reform legislation (Act 278) enacted in 2012 that changed the disability eligibility provisions and made it more restrictive for members in SCRS to be eligible to receive a disability retirement after January 1, 2014. Based on the recent experience as well as

the experience we have observed in prior studies, we are recommending a decrease in the disability rates for each of the employee groups (i.e. general employees, public school employees, and members in PORS) to be closer with recent experience.

There were no actual disability retirements in GARS or JSRS. However, since both systems provide a disability benefit and it is possible for a member in both systems to become disabled, it is appropriate to have a disability incidence assumption. Specifically, we recommend the valuation for each of these Systems use the same disability incidence rates that are used for public school employees. SCNG does not provide a disability retirement benefit; however, it is reasonable to expect that disability discharges occur. The census data we receive does not provide identifiers regarding disability events, therefore we recommend using the same disability assumption as PORS.

Details are shown in Section X on pages 107-111

Termination Rates

Termination rates reflect the probability of members leaving for any reason other than death, disability, or service retirement. They apply whether the termination is voluntary or involuntary, and whether the member is vested or non-vested, and whether the member takes a refund or keeps his/her account balance on deposit.

The current termination rates are composed of two distinct assumptions, one for the first ten years of service that we refer to as the “select” period and a separate assumption for terminations after the ten-year period that we refer to as the “ultimate” period. Different assumptions are applied to public school employees and general employees. However, as the majority of active members have become Class 3 members (SCRS and PORS) which have different retirement eligibility provisions than Class 2 members, we believe it is acceptable to modify the structure of the current termination rate assumption such that it is strictly based on the member’s service.

A higher paid member has a larger liability relative to a lower paid member. Along those lines, the termination pattern for the higher paid members will have more impact on the future liabilities of the plan. Therefore, we have weighted the experience by salary and are counting the payroll and the portion of the payroll that terminates employment (versus headcount) for the last 10 years. For this assumption, it is more conservative to have an A/E ratio over 100%.

General Employees and Public School Employees

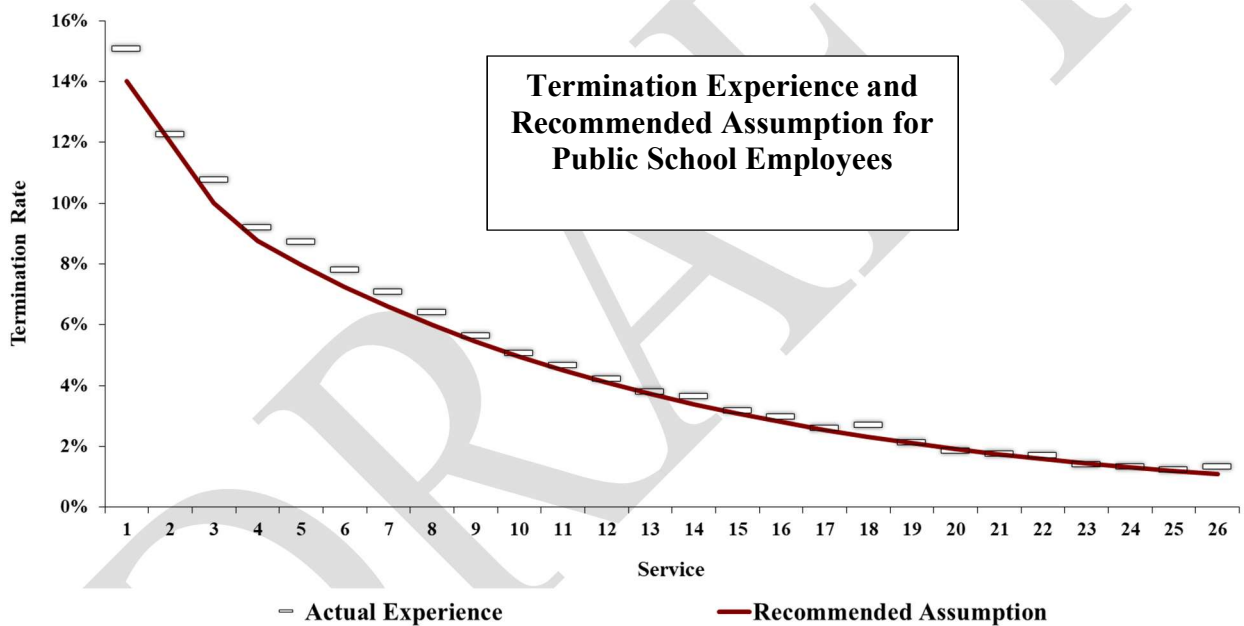
The results of analyses were compared separately for males and females and due to similarities in the behavior across the service spectrum, the same termination rates are used for males and females. Members in PORS have hire ages that are more closely grouped together at younger ages (i.e. early in their career) and a termination structure based solely on service continues to provide a reasonable fit across the spectrum of the assumption. We are recommending some increase in the termination rates for members with more than five years of service.

The following are tables with a summary of the results for the termination rates by employee group:

(\$ in millions of payroll)

Summary of Termination Experience					
Group	Actual	Current Assumption		Recommended Assumption	
		Expected	A/E	Expected	A/E
General Employees	\$59	\$47	125%	\$57	105%
Public School Employees	37	32	116%	35	105%
PORS	22	19	112%	20	106%

As the tables show, the rates of termination were slightly increased for every group except male public school employees. The following chart shows the termination experience for public school employees along with the recommended assumption.



Details of the termination experience for SCRS and PORS are provided in Section X on pages 112-114.

JSRS, GARS and the SCNG

Members in JSRS are currently not assumed to terminate employment prior to retirement. Given the nature of their employment, this is a logical and reasonable assumption. In addition, experience during the last five-year period supports this assumption. We recommend continuing to assume all members remain active in the system until retirement.

Similarly, there is no termination assumption for members in GARS. While it periodically occurs where a member becomes inactive because they decide not to run for office or win a reelection, this retirement plan has a special provision that allows inactive members to elect to continue earning future service in the

system by contributing the required member contributions (i.e. special contributing member). As a result of this special provision, we assume that all eligible inactive members elect to become special contributors to continue earning retirement benefits. Therefore, the current assumption is reasonable and appropriate.

The actuarial valuation for the SCNG currently has a 10% per year termination assumption for members with 20 years of service and 5% for members with 21 to 29 years of service. Experience for the last five years was found to remain relatively consistent since the prior experience study analysis. While there were fewer actual terminations for members with less than 30 years of service, we believe the current assumption remains reasonable given the structure of the benefit accrual and the retirement eligibility provisions.

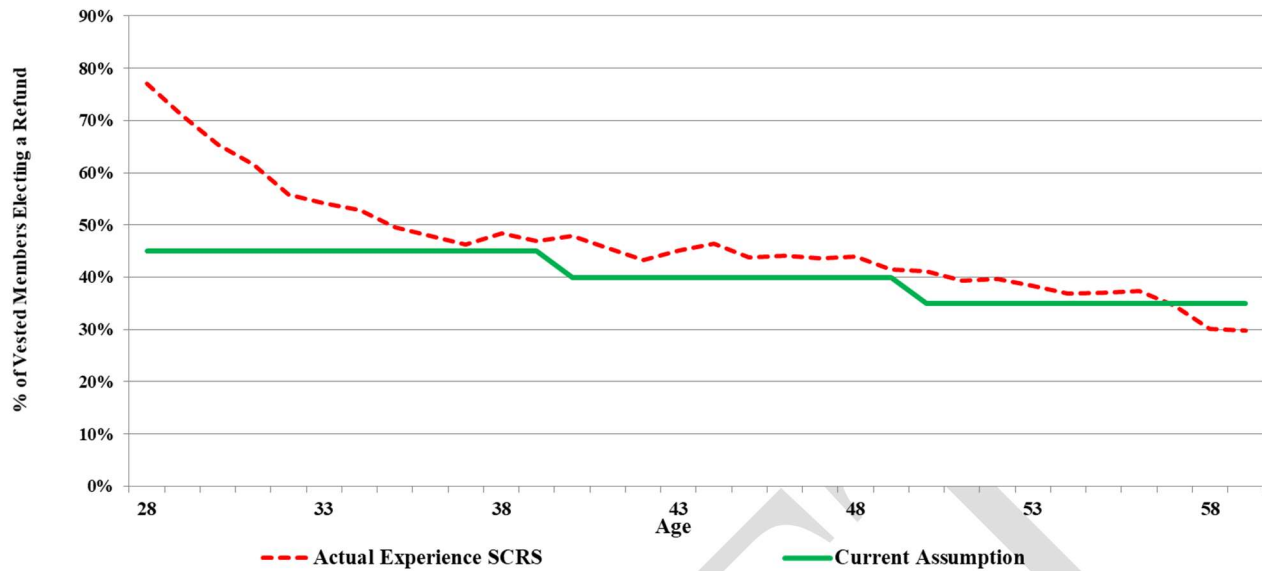
Refund of Member Contributions and Interest for SCRS

If a member terminates employment with a vested benefit (i.e. after five years of service for Class Two members and eight years of service for Class Three members) but prior to their retirement age, they may keep their member contributions in the System and receive a monthly annuity when they reach their eligible retirement age or withdraw their member contributions at any time and forfeit their monthly annuity. Currently, the valuation for SCRS incorporates an explicit refund assumption that varies by age, while the valuation for PORS assumes that members will refund their contributions if the value of their member contributions exceeds the value of their deferred monthly retirement benefit.

The current member contribution rate in SCRS is 9.0% of pay and that rate has been in effect since fiscal year 2018. Statutes also specify that member contribution balances no longer receive interest when the member becomes inactive. The combination of relatively large contribution balances and the psychological effect of knowing their member balance does not earn additional interest post-employment can result in many employees electing a refund of their contribution balance, even when it may be less valuable than the deferred monthly benefit. Therefore, we recommend retaining an explicit assumption that is consistent with membership behavior.

Below is a chart with the actual refund behavior for vested members in SCRS as well as the current explicit refund assumption. Note, this analysis excludes members who terminate employment prior to becoming vested in their retirement benefit because the only benefit these members will receive is a refund of their contributions with interest. At this time, we are not recommending a change to this assumption.

Refund of Member Contributions and Interest



Retirement Rates

The retirement rates are used to model when an employee will commence their retirement allowance. There are separate assumptions for males and females, and for General Employees, Public School Employees, and PORS. Since retirement eligibility can be strictly service based, the assumed rate of retirement is also based on the member’s service. This means that the same rate of retirement is applied to all members of the same service, regardless of differences in age. There is an additional retirement probability applied for the age a member is first eligible to commence their retirement benefit and return to employment without being subject to working retiree restrictions.

For this assumption we analyzed the experience weighted by the member’s liability; in other words, we have counted the liability and the portion of the liability that retires. Thus, the retirement pattern for the members with a greater liability will have a larger impact on the future liabilities of the plan. For this assumption, it is more conservative to have an A/E ratio less 100%, however, it is still reasonable to have an A/E ratio greater than 100% if there is reason to believe that future retirement experience will be different than the experience period reviewed.

SCRS and PORS

The pension reform legislation enacted during the 2012 legislative session included substantial changes to certain retirement provisions. There are separate retirement assumptions that are applied to the Class Two and Class Three members due to differences in retirement eligibility. However, since there is no experience yet to measure for these members, we are not recommending any changes to the current assumption for Class Three members in SCRS.

The first table shown below is the analysis of members electing a reduced retirement benefit. Note, this assumption is less significant than the rates of retirement with an unreduced benefit because the

unreduced retirement benefit is relatively more valuable and the majority of active members work until they are eligible for an unreduced retirement benefit.

Reduced Retirements for the Five-Year Period Ending June 30, 2023					
		Current Assumption		Recommended Assumption	
Group	Actual	Expected	A/E	Expected	A/E
General Employees	\$5,737	\$6,598	87%	\$5,956	96%
Public School Employees	4,977	5,951	84%	5,000	100%

(\$ in thousands of liability)

A far more important assumption is the retirement behavior for members who are eligible for an unreduced retirement. The table shows the actual retirements as well as the expected retirements under the current and proposed assumptions for the membership groups in SCRS and PORS that elect a reduced retirement benefit.

Unreduced Retirements for the Five-Year Period Ending June 30, 2023					
		Current Assumption		Recommended Assumption	
Group	Actual	Expected	A/E	Expected	A/E
General Employees	\$634,106	\$516,120	123%	\$504,185	126%
Public School Employees	22,631	13663	166%	22349	101%
Police Officers Retirement System	6,680	6,197	108%	6,756	99%

(\$ in millions of liability)

As the table shows, except for public school employees, there were slightly fewer retirements in SCRS than expected during the five-year period ending June 30, 2023. The largest adjustment that is necessary is the increase in the retirement rates for public school employees after attaining 28 or more years of service. The overall retirement experience for PORS members was more in line with expectations, however, we are recommending some adjustments to the retirement rates at certain ages.

Details of the retirement experience for Class Two members are shown in Section X pages 115-127.

Other Retirement Systems (JSRS, GARS, and the SCNG)

Similar to SCRS and PORS, a benefit-weighted approach was used to review the retirement experience for JSRS. However, we reviewed the retirement experience on a headcount basis for GARS and the SCNG due to the relatively small number of retirees and because benefits earned by members in these systems are uniform (i.e. salaries are essentially identical for members in GARS and irrelevant for determining benefits provided by the SCNG).

Retirements for the Five-Year Period Ending June 30, 2023					
Group	Actual	Current Assumption		Recommended Assumption	
		Expected	A/E	Expected	A/E
JSRS	\$66,698	\$56,600	118%	\$55,695	120%
SCNG	130	167	78%	167	78%
GARS	11	15	72%	15	72%

Note: The experience for JSRS was measured on a liability weighted basis (\$ in thousands). The experience for GARS was measured on a headcount basis and only reflects legislators retiring before attaining age 70. The experience for SCNG was also measured on a headcount basis and only reflects members retiring with between 15 and 35 years of service.

The design of these retirement systems has a significant influence on retirement behavior. For example, in JSRS the retirement benefit is capped at 90% of pay for the Judges upon attaining 32 years of service (31 years for Solicitors and Public Defenders) and these members are allowed to commence their retirement benefit while continuing to service their position. As a result, many judges commence their retirement when the benefit attains the 90% of pay cap. We recommend continued use of a service base assumption without any changes to the current assumption.

GARS is a closed system and there are only 44 active members as of July 1, 2023. As a result, the retirement assumption is becoming an immaterial assumption as there were only 11 actual retirements over the last five years and 15 expected retirements. We recommend no change to the current retirement assumption for GARS. Similarly, the retirement experience for the SCNG continues to measure fairly well to the current retirement assumption and we recommend no changes to that assumption as well.

Other Assumptions

There are other assumptions made in the course of a valuation, such as the percentage of members who are married, the age difference between members and spouses, unused annual and sick leave, etc. We have thoroughly reviewed all of these ancillary assumptions, and believe they are generally realistic and/or conservative. Therefore, we recommend no changes to these other assumptions.

Actuarial Cost Method

The individual Entry Age Normal cost method (EAN) is the current funding method being used to allocate the actuarial costs of the System. The Entry Age Normal method will generally produce relatively level contribution amounts as a percentage of payroll from year to year, and allocates costs among various generations of taxpayers in a reasonable manner. It is by far the most commonly used actuarial cost method for large public retirement systems. We continue to believe this is the most appropriate funding method and recommend no change.

For members who have correlated service with another employer, the cost method will assume the

member has no accrued liability at the date of hire and will accrue all benefits from the hire date with the current employer. Service from the other employers will be used in determining retirement eligibilities, but not in allocating the accruals over the career of the employee.

Actuarial Asset Method

The purpose of using an actuarial asset method is to dampen the short-term volatility in the financial market while ensuring that a large investment (gain) or loss that occurs in a single year is fully recognized within a five-year period.

In the 2015 experience study, the Board adopted the current actuarial asset method, which the actuarial value of assets is based on a calculation method that recognizes an investment gain or loss occurring each year over the subsequent five years at the rate of 20% per year. This asset method is the most common asset valuation method used by large public retirement systems and we do not recommend any changes.

Funding Policy

The funding reform enacted in 2017 amended the South Carolina State Code to specify the employer contribution rate for SCRS and PORS as well as specify a maximum permitted funding period that is 24 years as of 2023 and will decrease to 20 years in the year 2027. We believe this new funding policy will substantially improve the sustainability of these two Systems. We believe the Board's update to the funding policy for JSRS that established a minimum contribution rate based on the same maximum funding period for SCRS is appropriate and the State's increased payroll-based contributions and annual appropriations are expected to continue to be sufficient to satisfy the Board's funding policy.

The funding period for GARS in the next actuarial valuation (i.e. July 1, 2024 valuation) will be 3 years. To provide increased stability in the contribution requirements and still achieving PEBA's goal of fully funding the plan, we recommend using a layered amortization method that separately amortizes each year's *new* gains and losses over a closed 5-year period.

The SCNG is also funded over a closed period, with 12-years remaining as July 1, 2014. However, the general assembly has made a recent practice of budgeting a \$5.290 million appropriation each year which have been greater than the actuarially determined contribution amount (e.g. \$3.837 million for fiscal year 2024). Given the system is 63% funded as of July 1, 2023, we are not recommending any changes to the funding policy or the General Assembly's practice of budgeting the current contribution amounts.

SECTION IV

ACTUARIAL IMPACT OF RECOMMENDATIONS

DRAFT

Estimated Actuarial Impact of Recommendations

The following pages provide the financial impact of the recommended assumptions for each retirement system.

Estimated Actuarial Impact for SCRS and PORS

The demographic assumptions adopted by the Board would be first used in preparing the 2024 actuarial valuation. The investment return assumption does not expire until June 30, 2025 and a new assumption adopted by the General Assembly would change beginning with the July 1, 2025 actuarial valuation. However, since we are not recommending any change to the economic assumptions at this time, we are illustrating the financial impact as of July 1, 2023, the date of the last actuarial valuation. Column (1) provides the actuarial valuation results based on the 2023 actuarial valuation, the last valuation performed for the System. Column (2) is the actuarial valuation results based on the recommended assumptions for the Board to adopt and first be used to prepare the July 1, 2024 actuarial valuation.

Estimated Actuarial Impact for JSRS, GARS, and SCNG

The timing to incorporate the recommended demographic and economic assumptions for the three smaller systems maintained by PEBA (JSRS, GARS, SCNG) will be the same as SCRS and PORS. As such we are illustrating the financial impact of these systems the same as SCRS and PORS.

Fiscal Impact SCRS

Pro Forma of Cost Estimate Based on the 2023 Actuarial Valuation

(Dollar amounts expressed in thousands)

	Current Assumptions (1)	New Assumptions (2)
1. Projected payroll of active members ¹	\$ 11,041,023	\$ 11,041,023
2. Present value of future pay	\$ 87,600,649	\$ 83,505,909
3. Normal cost rate		
a. Total normal cost rate	10.89%	10.96%
b. Less: member contribution rate	<u>-9.00%</u>	<u>-9.00%</u>
c. Employer normal cost rate	1.89%	1.96%
4. Actuarial accrued liability for active members		
a. Present value of future benefits	\$ 31,386,509	\$ 31,661,028
b. Less: present value of future normal costs	<u>(9,113,395)</u>	<u>(8,740,521)</u>
c. Actuarial accrued liability	\$ 22,273,114	\$ 22,920,507
5. Total actuarial accrued liability		
a. Retirees and beneficiaries	\$ 35,169,807	\$ 35,049,932
b. Inactive members	1,721,128	1,720,210
c. Active members (Item 4c)	<u>22,273,114</u>	<u>22,920,507</u>
d. Total	\$ 59,164,049	\$ 59,690,649
6. Actuarial value of assets	\$ 34,253,870	\$ 34,253,870
7. Unfunded actuarial accrued liability (UAAL) (Item 5d - Item 6)	\$ 24,910,179	\$ 25,436,779
8. Funded Ratio	57.9%	57.4%
9. Required Contribution Rate		
a. Employer normal cost rate	1.89%	1.96%
b. Employer contribution rate available to amortize the UAAL	<u>16.67%</u>	<u>16.60%</u>
c. Total employer contribution rate	18.56%	18.56%
10. Funding period based on the required employer contribution rate (years) ²	15.3	15.9
11. Applicable statutorily required contribution rates ³		
a. Employer contribution rate	18.56%	18.56%
b. Member contribution rate	9.00%	9.00%

¹ The projected payroll does not include payroll for members in ORP or working retirees.

² The funding period for 2023 is determined on an actuarial value of asset basis and is based on the contribution rate scheduled to become effective for FY 2025 (i.e. beginning July 1, 2024 and ending June 30, 2025).

³ The actual employer contribution rates in effect for FY 2024, and FY 2025 is 18.56% of pay. These contribution rates include the cost of incidental death benefits.

Fiscal Impact PORS

Pro Forma of Cost Estimate Based on the 2023 Actuarial Valuation

(Dollar amounts expressed in thousands)

	Current Assumptions (1)	New Assumptions (2)
1. Projected payroll of active members ¹	\$ 1,601,690	\$ 1,601,690
2. Present value of future pay	\$ 13,089,302	\$ 12,966,651
3. Normal cost rate		
a. Total normal cost rate	15.22%	15.72%
b. Less: member contribution rate	-9.75%	-9.75%
c. Employer normal cost rate	5.47%	5.97%
4. Actuarial accrued liability for active members		
a. Present value of future benefits	\$ 5,789,516	\$ 5,906,988
b. Less: present value of future normal costs	<u>(1,933,576)</u>	<u>(1,982,313)</u>
c. Actuarial accrued liability	\$ 3,855,940	\$ 3,924,674
5. Total actuarial accrued liability		
a. Retirees and beneficiaries	\$ 5,515,114	\$ 5,511,713
b. Inactive members	335,588	335,993
c. Active members (Item 4c)	<u>3,855,940</u>	<u>3,924,674</u>
d. Total	\$ 9,706,642	\$ 9,772,380
6. Actuarial value of assets	\$ 6,400,701	\$ 6,400,701
7. Unfunded actuarial accrued liability (UAAL) (Item 5d - Item 6)	\$ 3,305,941	\$ 3,371,679
8. Funded Ratio	65.9%	65.5%
9. Required Contribution Rate		
a. Employer normal cost rate	5.47%	5.97%
b. Employer contribution rate available to amortize the UAAL	<u>15.77%</u>	<u>15.27%</u>
c. Total employer contribution rate	21.24%	21.24%
10. Funding period based on the required employer contribution rate (years) ²	15.2	16.3
11. Applicable statutorily required contribution rates ³		
a. Employer contribution rate	21.24%	21.24%
b. Member contribution rate	9.75%	9.75%

¹ The projected payroll does not include payroll for working retirees.

² The funding period for 2023 is determined on an actuarial value of asset basis and is based on the contribution rate scheduled to become effective for FY 2025 (i.e. beginning July 1, 2024 and ending June 30, 2025).

³ The actual employer contribution rates in effect for FY 2024, and FY 2025, are 21.24%, and 21.24% of pay, respectively. These contribution rates include the cost of IDB and ADP benefits.

Fiscal Impact JSRS

Pro Forma of Cost Estimate Based on the 2023 Actuarial Valuation

(Dollar amounts expressed in thousands)

	Current Assumptions (1)	New Assumptions (2)
1. Projected payroll of active members ¹	\$ 33,639	\$ 33,639
2. Present value of future pay	\$ 242,650	\$ 243,462
3. Normal cost rate		
a. Total normal cost rate	30.58%	30.61%
b. Less: member contribution rate	<u>-10.00%</u>	<u>-10.00%</u>
c. Employer normal cost rate	20.58%	20.61%
4. Actuarial accrued liability for active members		
a. Present value of future benefits	\$ 218,116	\$ 217,322
b. Less: present value of future normal costs	<u>(71,262)</u>	<u>(71,034)</u>
c. Actuarial accrued liability	\$ 146,854	\$ 146,288
5. Total actuarial accrued liability		
a. Retirees and beneficiaries	\$ 329,669	\$ 327,833
b. Inactive members	1,213	1,271
c. Active members (Item 4c)	<u>146,854</u>	<u>146,288</u>
d. Total	\$ 477,736	\$ 475,392
6. Actuarial value of assets	\$ 221,629	\$ 221,629
7. Unfunded actuarial accrued liability (UAAL) (Item 5d - Item 6)	\$ 256,107	\$ 253,763
8. Funded Ratio	46.4%	46.6%
9. Required Contribution Rate		
a. Employer normal cost rate	20.58%	20.61%
b. Employer contribution rate available to amortize the UAAL	<u>42.36%</u>	<u>42.33%</u>
c. Total employer contribution rate ²	62.94%	62.94%
10. Funding period based on the required employer contribution rate (years) ³	20.6	20.3

¹ The projected payroll is based on all filled and unfilled positions.

² The 62.94% contribution rate is for the fiscal year beginning July 1, 2024 and certified by the Board to conform with the funding in the State Budget. The contribution rate includes the cost of incidental death benefits.

³ The calculated funding period also assumes the System will receive \$2.9 million in annual appropriations while the System has unfunded liability.



Fiscal Impact GARS

Pro Forma of Cost Estimate Based on the 2023 Actuarial Valuation

(Dollar amounts expressed in thousands)

	Current Assumptions (1)	New Assumptions (2)
1. Projected payroll of active members	\$ 1,000	\$ 1,000
2. Present value of future pay	\$ 5,261	\$ 5,262
3. Normal cost rate		
a. Total normal cost	\$ 222	\$ 226
b. Less: member contributions	(110)	(110)
c. Employer normal cost	\$ 112	\$ 116
4. Actuarial accrued liability for active members		
a. Present value of future benefits	\$ 11,894	\$ 11,896
b. Less: present value of future normal costs	(989)	(1,009)
c. Actuarial accrued liability	\$ 10,905	\$ 10,887
5. Total actuarial accrued liability		
a. Retirees and beneficiaries	\$ 53,997	\$ 53,782
b. Inactive members	2,951	2,952
c. Active members (Item 4c)	10,905	10,887
d. Total	\$ 67,853	\$ 67,621
6. Actuarial value of assets	\$ 45,723	\$ 45,723
7. Unfunded actuarial accrued liability (UAAL) (Item 5d - Item 6)	\$ 22,130	\$ 21,898
8. Funded Ratio	67.4%	67.6%
9. Annual Required Contribution		
a. Employer normal cost	\$ 112	\$ 116
b. Employer contribution to amortize the UAAL	6,088	6,000
c. Total employer contribution	\$ 6,200	\$ 6,116
10. Funding period (years)	4	4



Fiscal Impact SCNG

Pro Forma of Cost Estimate Based on the 2023 Actuarial Valuation

(Dollar amounts expressed in thousands)

	Current Assumptions (1)	New Assumptions (2)
1. Normal cost rate		
a. Total normal cost	\$ 801	\$ 816
b. Less: member contributions	0	0
c. Employer normal cost	<u>\$ 801</u>	<u>\$ 816</u>
2. Actuarial accrued liability for active members		
a. Present value of future benefits	\$ 29,834	\$ 30,171
b. Less: present value of future normal costs	(6,950)	(7,135)
c. Actuarial accrued liability	<u>\$ 22,884</u>	<u>\$ 23,036</u>
3. Total actuarial accrued liability		
a. Retirees and beneficiaries	\$ 37,031	\$ 36,973
b. Inactive members	9,060	9,077
c. Active members (Item 4c)	22,884	23,036
d. Total	<u>\$ 68,975</u>	<u>\$ 69,087</u>
4. Actuarial value of assets	\$ 43,401	\$ 43,401
5. Unfunded actuarial accrued liability (UAAL) (Item 5d - Item 6)	\$ 25,574	\$ 25,686
6. Funded Ratio	62.9%	62.8%
7. Annual Required Contribution		
a. Employer normal cost	\$ 801	\$ 816
b. Employer contribution to amortize the UAAL	2,820	2,834
c. Total employer contribution	<u>\$ 3,621</u>	<u>\$ 3,650</u>
8. Funding period (years)	13	13



SECTION V

SUMMARY OF NEW ASSUMPTIONS (SCRS)

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Summary Of Actuarial Methods And Assumptions

The following presents a summary of the actuarial assumptions and methods used in the valuation of the South Carolina Retirement System.

Investment Rate of Return

Assumed annual rate of 7.00% net of investment and administrative expenses composed of a 2.25% inflation component and a 4.75% real rate of return, net of investment expenses.

This is a prescribed assumption in Section 9-16-335 of the South Carolina State Code.

Rates of Annual Salary Increase

Rates of annual salary increase are assumed to vary for the first 20 years of service due to expected merit and promotional increases which differs by employee group. Beginning with the 21st year of service, the assumed annual rate of increase is 3.00% for both groups and for all future years of service.

The 3.00% rate of increase is composed of a 2.25% inflation component and a 0.75% real rate of wage increase (productivity) component.

Active Male & Female Salary Increase Rate				
Years of Service	General Employees		Teachers	
	Annual Promotional/Longevity Rates of Increase	Total Annual Rate of Increase Including 3.00% Wage Inflation	Annual Promotional/Longevity Rates of Increase	Total Annual Rate of Increase Including 3.00% Wage Inflation
1	6.65%	9.65%	8.25%	11.25%
2	4.15%	7.15%	8.00%	11.00%
3	2.40%	5.40%	3.75%	6.75%
4	1.90%	4.90%	2.75%	5.75%
5	1.65%	4.65%	2.50%	5.50%
6	1.40%	4.40%	2.25%	5.25%
7	1.40%	4.40%	2.00%	5.00%
8	1.15%	4.15%	1.75%	4.75%
9	1.15%	4.15%	1.75%	4.75%
10	0.90%	3.90%	1.50%	4.50%
11	0.90%	3.90%	1.50%	4.50%
12	0.65%	3.65%	1.25%	4.25%
13	0.65%	3.65%	1.00%	4.00%
14	0.65%	3.65%	1.00%	4.00%
15	0.65%	3.65%	0.75%	3.75%
16	0.65%	3.65%	0.75%	3.75%
17	0.65%	3.65%	0.50%	3.50%
18	0.65%	3.65%	0.50%	3.50%
19	0.40%	3.40%	0.50%	3.50%
20	0.40%	3.40%	0.50%	3.50%
21-29	0.15%	3.15%	0.25%	3.25%
30+	0.00%	3.00%	0.00%	3.00%

Active Member Decrement Rates

- a. Assumed rate of Service Retirement are shown in the following tables. The first table is for Class Two members who attain age 65 before attaining 28 years of service. The second table is based on service and is for Class Two members who attain 28 years of service before age 65. The third table provides the retirement rates applicable to Class Three members.

Class Two Annual Age Based Retirement Rates						
Age	General Employees			Public School Employees		
	Reduced		Normal*	Reduced		Normal*
	<25 YOS	>= 25 YOS		<25 YOS	>= 25 YOS	
55	0%	7%	0%	0%	5%	0%
56	0%	7%	0%	0%	6%	0%
57	0%	7%	0%	0%	7%	0%
58	0%	7%	0%	0%	8%	0%
59	0%	7%	0%	0%	9%	0%
60	5%	7%	0%	10%	15%	0%
61	5%	7%	0%	10%	15%	0%
62	15%	17%	0%	15%	20%	0%
63	15%	17%	0%	15%	20%	0%
64	15%	17%	0%	15%	20%	0%
65	0%		25%	0%		25%
66	0%		30%	0%		30%
67	0%		30%	0%		30%
68	0%		25%	0%		25%
69	0%		25%	0%		25%
70	0%		25%	0%		25%
71	0%		25%	0%		25%
72	0%		25%	0%		25%
73	0%		25%	0%		25%
74	0%		25%	0%		25%
75	0%		100%	0%		0%

* Normal retirement rate 30% for general, and 40% for teachers, at ages 62 - 64 and age 65 with more than 15 years of service.

(i.e., the ages the member is eligible to concurrently commence benefits and continue employment.)

Class Two Annual Service Based Retirement Rates*		
Years of Service		
	General Employees	Teachers
28	27%	35%
29	20%	24%
30	14%	24%
31	14%	24%
32	14%	24%
33	14%	24%
34	14%	24%
35	14%	24%
36	14%	24%
37	14%	24%
38	14%	24%
39	14%	24%
40	20%	30%
41	20%	30%
42	20%	30%
43	20%	30%
44	20%	30%
45	25%	50%
46	25%	50%
47	25%	50%
48	25%	50%
49	25%	50%
50 & Over	100%	100%

* Normal retirement rate 30% for general, and 40% for teachers, at ages 62 - 64 and age 65 with more than 15 years of service.

Class Three Annual Age Based Retirement Rates					
Age	General Employees		Public School Employees		Rule of
	Reduced	Normal*	Reduced	Normal*	
55	0%	0%	0%	0%	20%
56	0%	0%	0%	0%	20%
57	0%	0%	0%	0%	20%
58	0%	0%	0%	0%	20%
59	0%	0%	0%	0%	20%
60	5%	0%	10%	0%	20%
61	5%	0%	10%	0%	20%
62	15%	0%	15%	0%	20%
63	15%	0%	15%	0%	20%
64	15%	0%	15%	0%	20%
65	0%	25%	0%	25%	20%
66	0%	30%	0%	30%	20%
67	0%	30%	0%	30%	20%
68	0%	25%	0%	25%	20%
69	0%	25%	0%	25%	20%
70	0%	25%	0%	25%	20%
71	0%	25%	0%	25%	20%
72	0%	25%	0%	25%	20%
73	0%	25%	0%	25%	20%
74	0%	25%	0%	25%	20%
75	0%	100%	0%	0%	100%

* Normal retirement rate 30% for general, and 40% for teachers, at ages 62 - 64 and age 65 with more than 15 years of service.

(i.e., the ages the member is eligible to concurrently commence benefits and continue employment.)

** The "Rule of 90" retirement rates do not apply if the "Rule of 90" is achieved on or after age 65.

b. Assumed rates of disability are shown in the following table.

Disability Rates				
Age	General Employees		Public School Employees	
	Males	Females	Males	Females
25	0.0225%	0.0150%	0.0140%	0.0172%
30	0.0450%	0.0210%	0.0210%	0.0231%
35	0.0675%	0.0420%	0.0280%	0.0231%
40	0.1125%	0.0540%	0.0525%	0.0403%
45	0.1575%	0.0780%	0.0875%	0.0825%
50	0.2250%	0.1320%	0.1400%	0.1320%
55	0.3600%	0.2100%	0.2275%	0.2145%
60	0.4500%	0.3210%	0.3500%	0.3300%
64	0.5625%	0.4470%	0.4375%	0.4125%

c. Active Member Mortality

Rates of active member mortality are based upon the amount-weighted PUB-2010 Public Retirement Plans Mortality Table for General Employees and Teachers with no adjustments and includes future improvement in mortality.

Active Mortality Rates (Multiplier Applied) *				
Age	General Employees		Teachers	
	Males	Females	Males	Females
25	0.0410%	0.0120%	0.0220%	0.0110%
30	0.0520%	0.0190%	0.0300%	0.0170%
35	0.0680%	0.0300%	0.0410%	0.0260%
40	0.0960%	0.0470%	0.0570%	0.0400%
45	0.1430%	0.0720%	0.0900%	0.0620%
50	0.2180%	0.1070%	0.1490%	0.0930%
55	0.3200%	0.1570%	0.2320%	0.1350%
60	0.4660%	0.2380%	0.3570%	0.2040%
64	0.6310%	0.3440%	0.5290%	0.3070%
Multiplier	100%	100%	100%	100%

* For purpose of determining active death benefits, 5% of active deaths of general employees and teachers are assumed to be duty related.

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d. Rates of Withdrawal

Termination rates vary by employee group and by the number of years remaining of service a member has. Sample rates are shown in the tables below.

Years of Service	SCRS - General Employees	SCRS - Teachers
	Male and Female	Male and Female
0	0.2300	0.1400
1	0.1700	0.1200
2	0.1400	0.1000
3	0.1111	0.0875
4	0.1023	0.0796
5	0.0941	0.0724
6	0.0866	0.0658
7	0.0797	0.0598
8	0.0734	0.0544
9	0.0675	0.0495
10	0.0622	0.0450
11	0.0572	0.0409
12	0.0527	0.0372
13	0.0485	0.0338
14	0.0446	0.0308
15	0.0410	0.0280
16	0.0378	0.0255
17	0.0348	0.0231
18	0.0320	0.0210
19	0.0294	0.0191
20	0.0271	0.0174
21	0.0249	0.0158
22	0.0230	0.0144
23	0.0211	0.0131
24	0.0194	0.0119
25	0.0179	0.0108
26	0.0165	0.0098

Refund of Member Contributions

The following percentage of vested members are assumed to elect to receive a refund of contributions upon termination of employment prior to becoming eligible to commence a service retirement benefit. This assumption is based on the plan's experience.

Age:	less than 40	40 - 49	50 and Over
Refund Rate:	45%	40%	35%

Post Retirement Mortality

- a. Healthy retirees and beneficiaries – The gender-distinct South Carolina Retirees 2020 Mortality Tables. The rates are projected on a fully generational basis by the 80% of Scale UMP to account for future mortality improvements and adjusted with multipliers based on plan experience. The following are sample rates of the base table:

Nondisabled Annuitant Mortality Rates Before Projection (Multiplier Applied)				
Age	General Employees		Teachers	
	Males	Females	Males	Females
50	0.1920%	0.2192%	0.1880%	0.1926%
55	0.3243%	0.2824%	0.3176%	0.2481%
60	0.5751%	0.3863%	0.5633%	0.3393%
65	0.8761%	0.5616%	0.8580%	0.4934%
70	1.4502%	0.9097%	1.4203%	0.7992%
75	2.5442%	1.7869%	2.4918%	1.5698%
80	4.7175%	3.5220%	4.6202%	3.0941%
85	8.5346%	6.8204%	8.3587%	5.9917%
90	14.9914%	12.8871%	14.6823%	11.3214%
Multiplier	97%	107%	95%	94%

The life expectancies for a 65 year old retiree in future years based on the assumption with full generational projection are shown as follows:

Life Expectancy for an Age 65 Retiree In Years					
Employee Type / Gender	Year of Retirement				
	2020	2025	2030	2035	2040
General Employee - Male	20.8	21.1	21.4	21.6	21.9
General Employee - Female	22.8	23.1	23.4	23.6	23.9
Teacher - Male	20.9	21.2	21.5	21.8	22.1
Teacher - Female	23.8	24.1	24.3	24.6	24.8

- b. A separate table of mortality rates is used for disabled retirees based on the Pub-2010 Public Retirement Plans Disabled Mortality tables on a fully generational basis by 80% of Scale UMP to account for future mortality and with multipliers based on plan experience. The following are sample rates of the base table:

Disabled Annuitant Mortality Rates Before Projection (Multiplier Applied)				
Age	General Employees		Teachers	
	Males	Females	Males	Females
50	2.2470%	1.9279%	2.0865%	1.7796%
55	2.9596%	2.2646%	2.7482%	2.0904%
60	3.5042%	2.5428%	3.2539%	2.3472%
65	4.2616%	2.9328%	3.9572%	2.7072%
70	5.4614%	3.7206%	5.0713%	3.4344%
75	7.2688%	5.2039%	6.7496%	4.8036%
80	10.2872%	7.8091%	9.5524%	7.2084%
85	15.1410%	12.1303%	14.0595%	11.1972%
90	22.7542%	17.7645%	21.1289%	16.3980%
Multiplier	140%	130%	130%	120%

Asset Valuation Method

The actuarial value of assets is equal to the market value, adjusted for a five-year phase in of the actual investment return in excess of (or less than) expected investment return on a market value of asset basis. The actual return is calculated net of investment expenses, and the expected investment return is equal to the assumed investment return rate multiplied by the prior year's market value of assets, adjusted for contributions, benefits paid, and refunds.

Actuarial Cost Method

The contribution rate is set by statute for both employees and employers. The funding period is determined, as described below, using the Entry Age Normal actuarial cost method. The Entry Age Normal actuarial cost method allocates the plan's actuarial present value of future benefits to various periods based upon service. The portion of the present value of future benefits allocated to years of service prior to the valuation date is the actuarial accrued liability, and the portion allocated to years following the valuation date is the present value of future normal costs. The normal cost is determined for each active member as the level percent of payroll necessary to fully fund the expected benefits to be earned over the career of each individual active member. The normal cost is partially funded with active member contributions with the remainder funded by employer contributions.

An unfunded accrued liability exists in the amount equal to the excess of accrued liability over valuation assets. The amortization period of the System is the number of years required to fully amortize the unfunded accrued liability with the expected amount of employer contributions in excess of the employers' portion of the normal cost.

The calculation of the amortization period takes into account scheduled increases to contribution rates applicable to future years and payroll growth. Also, the calculation of the actuarial determined contribution rate and amortization period reflects additional contributions the System receives with respect to ORP participants and return to work retirees. These contributions are assumed to grow at the same payroll growth rate as for active employees. It is assumed that amortization payments are made monthly at the end of the month.

Development of the Contribution Rate and Funding Period

The calculation of the employer and member contribution rate as well as the derived funding period takes into account several differences in the contributions paid by the various members as well as the delayed timing (if any) in the effective date of the new contribution rate. Specifically, the factors that are reflected in the calculation of the contribution rate include:

- 1) The cost (normal cost and actuarial accrued liability) due to incidental death benefits provided to members in the ORP.
- 2) Member and employer contributions made on the payroll of working retirees are being used to finance the unfunded actuarial accrued liability since these members do not have a normal cost. Also, the number of working retirees is expected to decrease due to changes in working after retirement provisions enacted with the 2012 legislative changes.
- 3) The money collected on the payroll of members in ORP that is allocated to finance the unfunded liability in SCRS, which is the SCRS employer contribution rate less 5%, is less than the money collected on the payroll of members in SCRS to finance the unfunded actuarial accrued liability.
- 4) For purposes of calculating the amortization cost and funding period, discrete pay increases and continuous interest was assumed, with amortization payments made at the end of each month.

Unused Annual Leave

To account for the effect of unused annual leave on Annual Final Compensation, liabilities for active members are increased 2.14%.

Unused Sick Leave

To account for the effect of unused sick leave on members' final credited service for Class Two members, the service of active Class Two members who retire is increased 3 months. Unused sick leave is not included in determining the credited service for Class Three Members.

Future Cost-of-living Increases

Benefits are assumed to increase 1% annually or \$500 beginning on the July 1st following the receipt of 12 monthly benefit payments. The \$500 limit in the annual increase is not indexed to escalate in the future years.

Payroll Growth Rate

The total annual payroll of active members (also applies to ORP and rehired retiree participants) is assumed to increase at an annual rate of 2.70%. This rate represents the underlying expected annual rate of wage inflation and does not anticipate increases in the number of members. The number of rehired retirees is expected to remain constant in future years.

Other Assumptions

1. The normal cost rate is increased by 0.18% to account for administrative expenses that are paid with plan assets.
2. Valuation payroll (used for determining the amortization contribution rate): Prior fiscal year payroll projected forward one year using the overall payroll growth rate. This was determined separately for return to work employees by dividing the actual member contributions received during the prior fiscal year by the applicable member contribution rate and rolled-forward one year with the payroll growth assumption.
3. Individual salaries used to project benefits: Actual salaries from the past fiscal year are used to determine the final average salary as of the valuation date. For future salaries, the salary from the last fiscal year is projected forward with one year's salary scale.
4. Pay increase timing: Beginning of (fiscal) year. This is equivalent to assuming that reported salaries represent amounts paid to members during the year ended on the valuation date.
5. Percent married: 100% of members are assumed to be married.
6. Age difference: Male members are assumed to be three years older than their spouses, and female members are assumed to be three years younger than their spouses.
7. Percent electing annuity on death (when eligible): All of the spouses of vested, married participants are assumed to elect an immediate life annuity.
8. Inactive population: All non-vested members are assumed to take an immediate refund.
9. There will be no recoveries once disabled.
10. No surviving spouse will remarry and there will be no children's benefit.
11. Decrement timing: Terminations and unreduced retirement for public school employees are assumed to occur at the beginning of the year. Decrements of all types are assumed to occur mid-year.
12. Eligibility testing: Eligibility for benefits is determined based upon the age nearest birthday and service nearest whole year on the date the decrement is assumed to occur.
13. Decrement relativity: Decrement rates are used directly from the experience study, without adjustment for multiple decrement table effects.

14. Incidence of Contributions: Contributions are assumed to be received continuously throughout the year based upon the computed percent of payroll shown in this report, and the actual payroll payable at the time contributions are made.
15. Benefit Service: All members are assumed to accrue 1 year of eligibility service each year.
16. All calculations were performed without regard to the compensation limit in IRC Section 401(a)(17) and the benefit limit under IRC Section 415.

Participant Data

Participant data was supplied in electronic text files. There were separate files for (i) active and inactive members, and (ii) members and beneficiaries receiving benefits.

The data for active members included birthdate, gender, service with the current employer and total vesting service, salary, and employee contribution account balances. For retired members and beneficiaries, the data included date of birth, gender, spouse's date of birth (where applicable), amount of monthly benefit, date of retirement, and form of payment code.

Salary supplied for the current year was based on the annualized earnings for the year preceding the valuation date.

Assumptions were made to correct for missing, bad, or inconsistent data. These had no material impact on the results presented.

SECTION VI

SUMMARY OF NEW ASSUMPTIONS (PORS)

DRAFT

Summary Of Actuarial Methods And Assumptions

The following presents a summary of the actuarial assumptions and methods used in the valuation of the South Carolina Police Officers Retirement System.

Investment Rate of Return

Assumed annual rate of 7.00% net of investment and administrative expenses composed of a 2.25% inflation component and a 4.75% real rate of return, net of investment expenses.

This is a prescribed assumption in Section 9-16-335 of the South Carolina State Code.

Rates of Annual Salary Increase

Rates of annual salary increase are assumed to vary for the first 21 years of service to include anticipated merit and promotional increases. The assumed annual rate of increase is 3.50% for all members with 22 or more years of service.

The 3.50% rate of increase is composed of a 2.25% inflation component and a 1.25% real rate of wage increase (productivity) component.

Active Male & Female Salary Increase Rate		
Years of Service	PORS	
	Annual Promotional/Longevity Rates of Increase	Total Annual Rate of Increase Including 3.50% Wage Inflation
1	7.50%	11.00%
2	6.50%	10.00%
3	3.75%	7.25%
4	2.25%	5.75%
5	2.00%	5.50%
6	1.75%	5.25%
7	1.75%	5.25%
8	1.50%	5.00%
9	1.50%	5.00%
10 - 13	1.25%	4.75%
14	1.00%	4.50%
15 - 21	0.75%	4.25%
22-29	0.50%	4.00%
30+	0.00%	3.50%

Active Member Decrement Rates

- a. Assumed rates of Service Retirement are shown in the following tables. The first table is for members who attain age 55 before attaining 25 years of service (27 for Class Three). The second table is based on service and is for members who attain 25 years of service (Class Two)/27 years of service (Class Three) before age 55.

Annual Age Based Retirement Rates	
Age	PORS
	Male and Female
55	20%
56	20%
57	20%
58	12%
59	12%
60	12%
61	25%
62	25%
63	25%
64	25%
65	25%
66	25%
67	25%
68	25%
69	25%
70 & Over	100%

Annual Service Based Retirement Rates		
Years of Service		PORS
Class Two	Class Three	Males and Females
25	27	30%
26	28	20%
27	29	18%
28	30	18%
29	31	18%
30	32	18%
31	33	18%
32	34	18%
33	35	21%
34	36	21%
35	37	21%
36	38	21%
37	39	21%
38	40	21%
39	41	21%
40	42	21%
41	43	21%
42	44	21%
43	45	21%
44	46	21%
45	47	100%

- b. Assumed rates of disability are shown in the following table. Thirty percent of disabilities are assumed to be duty-related.

Disability Rates		
Age	PORS	
	Males	Females
25	0.1200%	0.1200%
30	0.1600%	0.1600%
35	0.3000%	0.3000%
40	0.4000%	0.4000%
45	0.6000%	0.6000%
50	0.7500%	0.7500%
55+	0.0000%	0.0000%

c. Active Member Mortality

Rates of active member mortality are based upon the amount-weighted PUB-2010 Public Retirement Plans Mortality Table for Safety with applicable multipliers to better reflect anticipated experience and provide margin for future improvement in mortality.

Active Mortality Rates (Multiplier Applied)		
Age	PORS	
	Males	Females
25	0.0500%	0.0260%
30	0.0550%	0.0360%
35	0.0620%	0.0490%
40	0.0780%	0.0660%
45	0.1090%	0.0900%
50	0.1590%	0.1230%
55	0.2330%	0.1670%
60	0.3510%	0.2270%
64	0.4990%	0.2900%
Multiplier	100%	100%

For purposes of determining active death benefits, 10% of active deaths are assumed to be duty related.

d. Rates of Withdrawal

Rates are developed for each employee group and differ by service. Sample rates are shown in the tables below.

Annual Withdrawal Rate	
Years of Service	PORS
	Male and Female
1	0.2500
2	0.1800
3	0.1400
4	0.1200
5	0.1070
6	0.1002
7	0.0893
8	0.0796
9	0.0709
10	0.0632
11	0.0591
12	0.0526
13	0.0469
14	0.0418
15	0.0373
16	0.0362
17	0.0323
18	0.0288
19	0.0257
20	0.0229
21	0.0221
22	0.0196
23	0.0176
24	0.0156

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Post Retirement Mortality

- a. Healthy retirees and beneficiaries – The gender-distinct South Carolina Retirees 2020 Mortality Tables. The rates are projected on a fully generational basis by the 80% of Scale UMP to account for future mortality improvements and adjusted with multipliers based on plan experience. The following are sample rates of the base table:

Annuitant Mortality Rates Before Projection (Multiplier Applied)		
Age	PORS	
	Males	Females
50	0.2513%	0.2192%
55	0.4246%	0.2824%
60	0.7530%	0.3863%
65	1.1471%	0.5616%
70	1.8988%	0.9097%
75	3.3311%	1.7869%
80	6.1765%	3.5220%
85	11.1742%	6.8204%
90	19.6279%	12.8871%
Multiplier	127%	107%

The life expectancies for a 65 year old retiree in future years based on the assumption with full generational projection are shown as follows:

Life Expectancy for an Age 65 Retiree In Years					
Gender	Year of Retirement				
	2020	2025	2030	2035	2040
Male	18.7	19.0	19.3	19.6	19.9
Female	22.8	23.1	23.4	23.6	23.9

- b. A separate table of mortality rates is used for disabled retirees based on the Pub-2010 Public Retirement Plans Disabled Mortality tables on a fully generational basis by 80% of Scale UMP2020 to account for future mortality and with multipliers based on plan experience. The following are sample rates of the base table:

Disabled Annuitant Mortality Rates Before Projection (Multiplier Applied)		
Age	PORS	
	Males	Females
50	1.6050%	1.4830%
55	2.1140%	1.7420%
60	2.5030%	1.9560%
65	3.0440%	2.2560%
70	3.9010%	2.8620%
75	5.1920%	4.0030%
80	7.3480%	6.0070%
85	10.8150%	9.3310%
90	16.2530%	13.6650%
Multiplier	100%	100%

Asset Valuation Method

The actuarial value of assets is equal to the market value, adjusted for a five-year phase in of the actual investment return in excess of (or less than) expected investment return on a market value of asset basis. The actual return is calculated net of investment expenses, and the expected investment return is equal to the assumed investment return rate multiplied by the prior year's market value of assets, adjusted for contributions, benefits paid, and refunds.

Actuarial Cost Method

The contribution rate is set by statute for both employees and employers. The funding period is determined, as described below, using the Entry Age Normal actuarial cost method. The Entry Age Normal actuarial cost method allocates the plan's actuarial present value of future benefits to various periods based upon service. The portion of the present value of future benefits allocated to years of service prior to the valuation date is the actuarial accrued liability, and the portion allocated to years following the valuation date is the present value of future normal costs. The normal cost is determined for each active member as the level percent of payroll necessary to fully fund the expected benefits to be earned over the career of each individual active member. The normal cost is partially funded with active member contributions with the remainder funded by employer contributions.

An unfunded accrued liability exists in the amount equal to the excess of accrued liability over valuation assets. The amortization period of the System is the number of years required to fully amortize the unfunded accrued liability with the expected amount of employer contributions in excess of the employers' portion of the normal cost.

The calculation of the amortization period takes into account scheduled increases to contribution rates applicable to future years and payroll growth. Also, the calculation of the actuarial determined contribution rate and amortization period reflects additional contributions the System receives with respect to return to work retirees. These contributions are assumed to grow at the same payroll growth rate as for active employees. It is assumed that amortization payments are made monthly at the end of the month.

Development of the Contribution Rate and Funding Period

The calculation of the employer and member contribution rate as well as the derived funding period takes into account a couple differences in contributions paid by the various members as well as the delayed timing (if any) in the effective date of the new contribution rate. Specifically, the factors that are reflected in the calculation of the contribution rate include:

- 1) Member and employer contributions made on the payroll of working retirees are being used to finance the unfunded actuarial accrued liability since these members do not have a normal cost. Also, the number of working retirees is expected to decrease due to changes in working after retirement provisions enacted with the 2012 legislative changes.
- 2) For purposes of calculating the amortization cost and funding period, discrete pay increases and continuous interest was assumed, with amortization payments made at the end of each month.

Unused Annual Leave

To account for the effect of unused annual leave on Annual Final Compensation, liabilities for active members are increased 3.75%.

Unused Sick Leave

To account for the effect of unused sick leave on members' final credited service for Class Two members, the service of active Class Two members who retire is increased 3 months. Unused sick leave is not included in determining the credited service for Class Three Members.

Future Cost-of-living Increases

Benefits are assumed to increase 1% annually or \$500 beginning on the July 1st following the receipt of 12 monthly benefit payments. The \$500 limit in the annual increase is not indexed to escalate in the future years.

Payroll Growth Rate

The total annual payroll of active members (also applies to rehired retiree participants) is assumed to increase at an annual rate of 2.70%. This rate represents the underlying expected annual rate of wage inflation and does not anticipate increases in the number of members. The number rehired retirees is expected to remain constant in future years.

Other Assumptions

1. The normal cost rate is increased by 0.18% to reflect administrative expenses that are paid with plan assets.
2. Valuation payroll (used for determining the amortization contribution rate): Prior fiscal year payroll projected forward one year using the overall payroll growth rate. This was determined separately for active employees and return to work employees by dividing the actual member contributions received during the prior fiscal year by the applicable member contribution rate and rolled-forward one year with the payroll growth assumption.
3. Individual salaries used to project benefits: Actual salaries from the past fiscal year are used to determine the final average salary as of the valuation date. For future salaries, the salary from the last fiscal year is projected forward with one year's salary scale.
4. Pay increase timing: Beginning of (fiscal) year. This is equivalent to assuming that reported salaries represent amounts paid to members during the year ended on the valuation date.
5. Percent married: 100% of male and 100% of female employees are assumed to be married.
6. Age difference: Male members are assumed to be four years older than their spouses, and female members are assumed to be four years younger than their spouses.
7. Percent electing annuity on death (when eligible): All of the spouses of vested, married participants are assumed to elect an immediate life annuity.

8. Inactive Population: All non-vested members are assumed to take an immediate refund. Vested members are assumed to take a deferred retirement benefit.
9. There will be no recoveries once disabled.
10. No surviving spouse will remarry and there will be no children's benefit.
11. Decrement timing: Decrements of all types are assumed to occur mid-year.
12. Eligibility testing: Eligibility for benefits is determined based upon the age nearest birthday and service nearest whole year on the date the decrement is assumed to occur.
13. Decrement relativity: Decrement rates are used directly from the experience study, without adjustment for multiple decrement table effects.
14. Incidence of Contributions: Contributions are assumed to be received continuously throughout the year based upon the computed percent of payroll shown in this report, and the actual payroll payable at the time contributions are made.
15. Benefit Service: All members are assumed to accrue 1 year of eligibility service each year.
16. All calculations were performed without regard to the compensation limit in IRC Section 401(a)(17) and the benefit limit under IRC Section 415.
17. Refund of Member Contributions: Members will refund their contributions if the value of their member contributions exceeds the value of their deferred monthly retirement benefit

Participant Data

Participant data was supplied in electronic text files. There were separate files for (i) active and inactive members, and (ii) members and beneficiaries receiving benefits.

The data for active members included birthdate, gender, service with the current employer and total vesting service, salary, and employee contribution account balances. For retired members and beneficiaries, the data included date of birth, gender, spouse's date of birth (where applicable), amount of monthly benefit, date of retirement, and form of payment code.

Salary supplied for the current year was based on the annualized earnings for the year preceding the valuation date.

Assumptions were made to correct for missing, bad, or inconsistent data. These had no material impact on the results presented.

SECTION VII

SUMMARY OF NEW ASSUMPTIONS (JSRS)

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Summary of Actuarial Methods and Assumptions

The following presents a summary of the actuarial assumptions and methods used in the valuation of the Retirement System for Judges and Solicitors of South Carolina.

Investment Rate of Return

Assumed annual rate of 7.00% net of investment and administrative expenses composed of a 2.25% inflation component and a 4.75% real rate of return, net of investment expenses.

This is a prescribed assumption in Section 9-16-335 of the South Carolina State Code.

Rates of Annual Salary Increase

Rates of salary are assumed to increase at an annual rate of 3.00%.

Active Member Decrement Rates

- a. Assumed rates of service retirement are shown in the following table. In addition to the rates in the table below, all participants are assumed to retire upon reaching the mandatory retirement age of 72.

Service Based Retirement Rates		
Years of Service	Male	Female
15	20%	20%
16	20%	20%
17	20%	20%
18	20%	20%
19	20%	20%
20	50%	50%
21	15%	15%
22	15%	15%
23	15%	15%
24	15%	15%
25	10%	10%
26	10%	10%
27	10%	10%
28	10%	10%
29	10%	10%
30	10%	10%
31*	10%	10%
32+	100%	100%

*Retirement rate will be 100% at 31 years of service for solicitors.

- b. An abbreviated table with the assumed rates of disability and mortality while employed is shown below. There is no active employment withdrawal assumption.

JSRS				
Age	Disability Rates		Active Mortality Rates (multiplier added)	
	Males	Females	Males	Females
25	0.0140%	0.0172%	0.0220%	0.0110%
30	0.0210%	0.0231%	0.0300%	0.0170%
35	0.0280%	0.0231%	0.0410%	0.0260%
40	0.0525%	0.0403%	0.0570%	0.0400%
45	0.0875%	0.0825%	0.0900%	0.0620%
50	0.1400%	0.1320%	0.1490%	0.0930%
55	0.2275%	0.2145%	0.2320%	0.1350%
60	0.3500%	0.3300%	0.3570%	0.2040%
64	0.4375%	0.4125%	0.5290%	0.3070%

Post Retirement Mortality

- a. Healthy retirees and beneficiaries – The gender-distinct South Carolina Retirees 2020 Mortality Tables. The rates are projected on a fully generational basis by the 80% of Scale UMP to account for future mortality improvements and adjusted with multipliers based on plan experience. The following are sample rates of the base table:

Nondisabled Annuitant Mortality Rates Before Projection (Multiplier Applied)		
Age	JSRS	
	Males	Females
50	0.1880%	0.1926%
55	0.3176%	0.2481%
60	0.5633%	0.3393%
65	0.8580%	0.4934%
70	1.4203%	0.7992%
75	2.4918%	1.5698%
80	4.6202%	3.0941%
85	8.3587%	5.9917%
90	14.6823%	11.3214%
Multiplier	95%	94%

The life expectancies for a 65 year old retiree in future years based on the assumption with full generational projection are shown as follows:

Life Expectancy for an Age 65 Retiree In Years					
Gender	Year of Retirement				
	2020	2025	2030	2035	2040
Male	20.9	21.2	21.5	21.8	22.1
Female	23.8	24.1	24.3	24.6	24.8

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- b. A separate table of mortality rates is used for disabled retirees based on the Pub-2010 Public Retirement Plans Disabled Mortality tables on a fully generational basis by 80% of Scale UMP to account for future mortality and with multipliers based on plan experience. The following are sample rates of the base table:

Disabled Annuitant Mortality Rates Before Projection (Multiplier Applied)		
Age	JSRS	
	Males	Females
50	2.0865%	1.7796%
55	2.7482%	2.0904%
60	3.2539%	2.3472%
65	3.9572%	2.7072%
70	5.0713%	3.4344%
75	6.7496%	4.8036%
80	9.5524%	7.2084%
85	14.0595%	11.1972%
90	21.1289%	16.3980%
Multiplier	130%	120%

Asset Valuation Method

The actuarial value of assets is equal to the market value, adjusted for a five-year phase in of the actual investment return in excess of (or less than) expected investment return on a market value of asset basis. The actual return is calculated net of investment expenses, and the expected investment return is equal to the assumed investment return rate multiplied by the prior year's market value of assets, adjusted for contributions, benefits paid, and refunds.

Actuarial Cost Method

The Entry Age Normal actuarial cost method allocates the System's actuarial present value of future benefits to various periods based upon service. The portion of the present value of future benefits allocated to years of service prior to the valuation date is the actuarial accrued liability, and the portion allocated to years following the valuation date is the present value of future normal costs. The normal cost is determined for each active member as the level percent of payroll necessary to fully fund the expected benefits to be earned over the career of each individual active member. The normal cost is partially funded with active member contributions with the remainder funded by employer contributions.

An unfunded accrued liability exists in the amount equal to the excess of accrued liability over valuation assets. The amortization period of the System is the number of years required to fully amortize the unfunded accrued liability, on an actuarial value of asset basis, with the expected amount of employer contributions in excess of the employers' portion of the normal cost.

The calculation of the amortization period takes into account scheduled increases to contribution requirements applicable to future years and payroll growth. Also, the calculation of the amortization period reflects additional contributions the System receives with respect to members in DROP and who are retired-in-place. These contributions are assumed to grow at the same payroll growth rate as

for active employees. It is assumed that amortization payments are made monthly at the end of the month.

Note, the principle financial measurement calculations in this actuarial valuation, which include the unfunded actuarial accrued liability, funded ratio, contributions rates, and funding period, are based on an actuarial value of assets (smoothed value) basis. The actuarial value of assets is a calculated asset value which may be greater than or less than the market value of assets and is used to dampen some of the volatility in the market value of assets. As a result, many of these measures would be different if they were determined on a market value of asset basis.

Future Cost-of-living Increases

Future benefits are assumed to increase at an annual rate of 3.00%.

Payroll Growth Rate

The total annual payroll of active members (including DROP and RIP participants) is assumed to increase at an annual rate of 2.70%. This rate represents the underlying expected annual rate of wage inflation and does not anticipate increases in the number of members.

Other Assumptions

1. The normal cost rate is increased by 0.40% to account for administrative expenses that are paid with plan assets.
2. Percent married: 95% of male and female employees are assumed to be married.
2. Age difference: Males are assumed to be four years older than their spouses.
3. Percent electing annuity on death (when eligible): All of the spouses of vested, married participants are assumed to elect an immediate life annuity.
4. Inactive Population: All non-vested members are assumed to take an immediate refund. Members with a vested benefit are assumed to elect a deferred benefit commencing at their earliest possible commencement age.
5. There will be no recoveries once disabled.
6. Decrement timing: Decrements of all types are assumed to occur mid-year.
7. Eligibility testing: Eligibility for benefits is determined based upon the age nearest birthday and service nearest whole year on the date the decrement is assumed to occur.
8. Benefit Service: All active members are assumed to accrue one year of eligibility service each year.

Participant Data

Participant data was securely supplied in electronic text files. There were separate files for (i) active and inactive members, and (ii) members and beneficiaries receiving benefits.

The data for active members included birth date, gender, service with the current employer and total vesting service, salary, and employee contribution account balances. For retired members and beneficiaries, the data included date of birth, gender, spouse's date of birth (where applicable), amount of monthly benefit, date of retirement, and form of payment code.

Salary supplied for the current year was based on the annualized earnings for the year preceding the valuation date. Assumptions were made to correct for missing or inconsistent data. These had no material impact on the results presented.

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SECTION VIII

SUMMARY OF NEW ASSUMPTIONS (GARS)

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Summary of Actuarial Methods and Assumptions

The following presents a summary of the actuarial assumptions and methods used in the valuation of the Retirement System for Members of the General Assembly of South Carolina.

Investment Rate of Return

Assumed annual rate of 7.00% net of investment and administrative expenses composed of a 2.25% inflation component and a 4.75% real rate of return, net of investment expenses.

This is a prescribed assumption in Section 9-16-335 of the South Carolina State Code.

Rates of Annual Salary Increase

No increases in salary are assumed.

Active Member Decrement Rates

- a. Assumed rates of service retirement are shown in the following table. In addition to the rates in the table below, members with 30 years of service are assumed to immediately commence their retirement benefit. Special contributors are assumed to retire at the earlier of attaining age 60 or attaining 22 years of service.

Annual Age Based Retirement Rates	
Age	Assumed Rate
59 & Under	50%
60	20%
61 - 64	7%
65 - 69	10%
70 & Older	100%

An abbreviated table with the assumed rates of disability and mortality while employed is shown below. There is no active employment withdrawal assumption.

GARS				
Age	Disability Rates		Active Mortality Rates (multiplier applied)	
	Males	Females	Males	Females
25	0.0225%	0.0150%	0.0410%	0.0120%
30	0.0450%	0.0210%	0.0520%	0.0190%
35	0.0675%	0.0420%	0.0680%	0.0300%
40	0.1125%	0.0540%	0.0960%	0.0470%
45	0.1575%	0.0780%	0.1430%	0.0720%
50	0.2250%	0.1320%	0.2180%	0.1070%
55	0.3600%	0.2100%	0.3200%	0.1570%
60	0.4500%	0.3210%	0.4660%	0.2380%
64	0.5625%	0.4470%	0.6310%	0.3440%

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Post Retirement Mortality

- c. Healthy retirees and beneficiaries – The gender-distinct South Carolina Retirees 2020 Mortality Tables. The rates are projected on a fully generational basis by the 80% of Scale UMP to account for future mortality improvements and adjusted with multipliers based on plan experience. The following are sample rates of the base table:

Annuitant Mortality Rates Before Projection (Multiplier Applied)		
Age	GARS	
	Males	Females
50	0.1920%	0.2192%
55	0.3243%	0.2824%
60	0.5751%	0.3863%
65	0.8761%	0.5616%
70	1.4502%	0.9097%
75	2.5442%	1.7869%
80	4.7175%	3.5220%
85	8.5346%	6.8204%
90	14.9914%	12.8871%
Multiplier	97%	107%

The following table provides the life expectancy for individuals retiring in future years based on the assumption with full generational projection:

Life Expectancy for an Age 65 Retiree In Years					
Gender	Year of Retirement				
	2020	2025	2030	2035	2040
Male	20.8	21.1	21.4	21.6	21.9
Female	22.8	23.1	23.4	23.6	23.9

A separate table of mortality rates is used for disabled retirees based on the Pub-2010 Public Retirement Plans Disabled Mortality tables on a fully generational basis by 80% of Scale UMP to account for future mortality and with multipliers based on plan experience. The following are sample rates of the base table:

Disabled Annuitant Mortality Rates Before Projection (Multiplier Applied)		
Age	GARS	
	Males	Females
50	2.2470%	1.9279%
55	2.9596%	2.2646%
60	3.5042%	2.5428%
65	4.2616%	2.9328%
70	5.4614%	3.7206%
75	7.2688%	5.2039%
80	10.2872%	7.8091%
85	15.1410%	12.1303%
90	22.7542%	17.7645%
Multiplier	140%	130%

Asset Valuation Method

The actuarial value of assets is equal to the market value, adjusted for a five-year phase in of the actual investment return in excess of (or less than) expected investment return on a market value of asset basis. The actual return is calculated net of investment expenses, and the expected investment return is equal to the assumed investment return rate multiplied by the prior year's market value of assets, adjusted for contributions, benefits paid, and refunds.

Actuarial Cost Method

The Entry Age Normal actuarial cost method allocates the System's actuarial present value of future benefits to various periods based upon service. The portion of the present value of future benefits allocated to years of service prior to the valuation date is the actuarial accrued liability, and the portion allocated to years following the valuation date is the present value of future normal costs. The normal cost is determined for each active member as the level dollar amount necessary to fully fund the expected benefits to be earned over the career of each individual active member. The normal cost is partially funded with active member contributions with the remainder funded by employer contributions.

An unfunded accrued liability exists in the amount equal to the excess of accrued liability over valuation assets. The amortization period of the System is the number of years required to fully amortize the unfunded accrued liability, on an actuarial value of asset basis, with the expected amount of employer contributions in excess of the employers' portion of the normal cost.

Note, the principle financial measurement calculations in this actuarial valuation, which include the unfunded actuarial accrued liability, funded ratio, contributions rates, and funding period, are based on an actuarial value of assets (smoothed value) basis. The actuarial value of assets is a calculated asset value which may be greater than or less than the market value of assets and is used to dampen some of the volatility in the market value of assets. As a result, many of these measures would be different if they were determined on a market value of asset basis.

Future Cost-of-living Increases

No increases are assumed.

Payroll Growth Rate

None assumed.

Other Assumptions

1. The normal cost is increased by 0.18% to account for administrative expenses that are paid with plan assets.
2. Percent married: 100% of active members are assumed to be married.
3. Age difference: Males are assumed to be four years older than their spouses.

4. Percent electing annuity on death (when eligible): All of the spouses of vested, married participants are assumed to elect an immediate life annuity.
5. Inactive Population: All non-vested members are assumed to take an immediate refund. Members with a vested benefit are assumed to elect a refund or a deferred benefit commencing at age 60, whichever is more valuable at the valuation date.
6. It is assumed there will be no recoveries once disabled.
7. Decrement timing: Decrements of all types are assumed to occur mid-year.
8. Eligibility testing: Eligibility for benefits is determined based upon the age nearest birthday and service nearest whole year on the date the decrement is assumed to occur.
9. Benefit Service: All active and special contributing members are assumed to accrue one year of eligibility service each year.

Participant Data

Participant data was securely supplied in electronic text files. There were separate files for (i) active and inactive members, and (ii) members and beneficiaries receiving benefits.

The data for active members included birth date, gender, service with the current employer and total vesting service, salary, and employee contribution account balances. For retired members and beneficiaries, the data included date of birth, gender, spouse's date of birth (where applicable), amount of monthly benefit, date of retirement, and form of payment code.

Salary supplied for the current year was based on the annualized earnings for the year preceding the valuation date. Assumptions were made to correct for missing or inconsistent data. These had no material impact on the results presented.

SECTION IX

SUMMARY OF NEW ASSUMPTIONS (SCNG)

Summary Of Actuarial Assumptions and Methods

The following presents a summary of the actuarial assumptions and methods used in the valuation of the South Carolina National Guard Supplemental Retirement Plan.

Investment Rate of Return

Assumed annual rate of 7.00% net of investment and administrative expenses composed of a 2.25% inflation component and a 4.75% real rate of return, net of investment expenses. This is a prescribed assumption in Section 9-16-335 of the South Carolina State Code.

Rates of Annual Salary Increase

No increases in salary are assumed. The benefit is not related to pay.

Active Member Decrement Rates

- a. Assumed rates of service retirement are shown in the following table. Members who retire prior to age 60 are assumed to defer retirement benefits until age 60.

Age and Service Based Retirement Rates			
Age	Service		
	20	21 - 29	30+
Age < 60	10%	5%	100%
Age >= 60	100%	100%	100%

- b. An abbreviated table with the assumed rates of disability and mortality while employed is shown below. There is no active employment withdrawal assumption.

Age	Disability Rates		Active Mortality Rates (multiplier added)	
	Males	Females	Males	Females
25	0.120%	0.120%	0.0500%	0.0260%
30	0.160%	0.160%	0.0550%	0.0360%
35	0.300%	0.300%	0.0620%	0.0490%
40	0.400%	0.400%	0.0780%	0.0660%
45	0.600%	0.600%	0.1090%	0.0900%
50	0.750%	0.750%	0.1590%	0.1230%
55	0.000%	0.000%	0.2330%	0.1670%
60	0.000%	0.000%	0.3510%	0.2270%
64	0.000%	0.000%	0.4990%	0.2900%

Post Retirement Mortality

Healthy retirees and beneficiaries – The gender-distinct South Carolina Retirees 2020 Mortality Tables. The rates are projected on a fully generational basis by the 80% of Scale UMP to account for future mortality improvements and adjusted with multipliers based on plan experience. The following are sample rates of the base table:

Annuitant Mortality Rates Before Projection (Multiplier Applied)		
Age	SCNG	
	Males	Females
50	0.2513%	0.2192%
55	0.4246%	0.2824%
60	0.7530%	0.3863%
65	1.1471%	0.5616%
70	1.8988%	0.9097%
75	3.3311%	1.7869%
80	6.1765%	3.5220%
85	11.1742%	6.8204%
90	19.6279%	12.8871%
Multiplier	127%	107%

The life expectancies for a 65 year old retiree in future years based on the assumption with full generational projection are shown as follows:

Life Expectancy for an Age 65 Retiree In Years					
Gender	Year of Retirement				
	2020	2025	2030	2035	2040
Male	18.7	19.0	19.3	19.6	19.9
Female	22.8	23.1	23.4	23.6	23.9

Asset Valuation Method

The actuarial value of assets is equal to the market value, adjusted for a five-year phase in of the actual investment return in excess of (or less than) expected investment return on a market value of asset basis. The actual return is calculated net of investment expenses, and the expected investment return is equal to the assumed investment return rate multiplied by the prior year's market value of assets, adjusted for contributions, benefits paid, and refunds.

Actuarial Cost Method

The Entry Age Normal actuarial cost method allocates the System's actuarial present value of future benefits to various periods based upon service. The portion of the present value of future benefits allocated to years of service prior to the valuation date is the actuarial accrued liability, and the portion allocated to years following the valuation date is the present value of future normal costs. The normal cost is determined for each active member as the level dollar amount necessary to fully fund the expected benefits to be earned over the career of each individual active member. The normal cost is partially funded with active member contributions with the remainder funded by employer contributions.

An unfunded accrued liability exists in the amount equal to the excess of accrued liability over valuation assets. The amortization period of the System is the number of years required to fully amortize the unfunded accrued liability, on an actuarial value of asset basis, with the expected amount of employer contributions in excess of the employers' portion of the normal cost.

Note, the principle financial measurement calculations in this actuarial valuation, which include the unfunded actuarial accrued liability, funded ratio, contributions rates, and funding period, are based on an actuarial value of assets (smoothed value) basis. The actuarial value of assets is a calculated asset value which may be greater than or less than the market value of assets and is used to dampen some of the volatility in the market value of assets. As a result, many of these measures would be different if they were determined on a market value of asset basis.

Future Cost-of-Living Increases

No increases are assumed.

Payroll Growth Rate

None assumed.

Other Assumptions

1. The normal cost is increased by \$15,000 to reflect administrative expenses that are paid with plan assets.
2. There is not a marriage assumption.
3. Decrement timing: Decrements of all types are assumed to occur mid-year.
4. Eligibility testing: Eligibility for benefits is determined based upon the age nearest birthday and service nearest whole year on the date the decrement is assumed to occur.

Participant Data

Participant data was securely supplied in electronic text files. There were separate files for (i) active, and (ii) members and beneficiaries receiving benefits.

The data for active members included birth date, gender, total military service and total South Carolina National Guard service. For retired members and beneficiaries, the data included date of birth, gender, spouse's date of birth (where applicable), amount of monthly benefit, date of retirement, and form of payment code.

Assumptions were made to correct for missing or inconsistent data. These had no material impact on the results presented.

SECTION X

SUMMARY OF DATA AND EXPERIENCE

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**SOUTH CAROLINA RETIREMENT SYSTEM (SCRS)
GENERAL EMPLOYEES
SALARY INCREASE EXPERIENCE**

Years of Service	Current Salary Scale		2013/2023 Actual Experience			Proposed Salary Scale	
	Total	Step Rate/ Promotional	Total	Above Inflation	Step Rate/ Promotional	Total	Step Rate/ Promotional
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	9.50%	6.50%	14.32%	11.59%	10.97%	9.65%	6.65%
2	7.00%	4.00%	7.81%	5.08%	4.46%	7.15%	4.15%
3	5.25%	2.25%	6.52%	3.79%	3.17%	5.40%	2.40%
4	4.75%	1.75%	5.78%	3.06%	2.44%	4.90%	1.90%
5	4.50%	1.50%	5.66%	2.93%	2.31%	4.65%	1.65%
6	4.25%	1.25%	5.28%	2.55%	1.93%	4.40%	1.40%
7	4.25%	1.25%	5.09%	2.36%	1.74%	4.40%	1.40%
8	4.00%	1.00%	4.99%	2.26%	1.64%	4.15%	1.15%
9	4.00%	1.00%	4.79%	2.06%	1.44%	4.15%	1.15%
10	3.75%	0.75%	4.55%	1.83%	1.20%	3.90%	0.90%
11	3.75%	0.75%	4.46%	1.73%	1.11%	3.90%	0.90%
12	3.50%	0.50%	4.45%	1.73%	1.10%	3.65%	0.65%
13	3.50%	0.50%	4.45%	1.72%	1.10%	3.65%	0.65%
14	3.50%	0.50%	4.37%	1.64%	1.02%	3.65%	0.65%
15	3.50%	0.50%	4.29%	1.57%	0.94%	3.65%	0.65%
16	3.50%	0.50%	4.21%	1.48%	0.86%	3.65%	0.65%
17	3.50%	0.50%	4.18%	1.45%	0.83%	3.65%	0.65%
18	3.50%	0.50%	3.91%	1.18%	0.56%	3.65%	0.65%
19	3.25%	0.25%	3.97%	1.24%	0.62%	3.40%	0.40%
20	3.25%	0.25%	3.91%	1.18%	0.56%	3.40%	0.40%
21	3.00%	0.00%	3.88%	1.16%	0.54%	3.15%	0.15%
22	3.00%	0.00%	3.73%	1.01%	0.39%	3.15%	0.15%
23	3.00%	0.00%	3.59%	0.87%	0.24%	3.15%	0.15%
24	3.00%	0.00%	3.80%	1.07%	0.45%	3.15%	0.15%
25	3.00%	0.00%	3.71%	0.98%	0.36%	3.15%	0.15%
26	3.00%	0.00%	3.63%	0.90%	0.28%	3.15%	0.15%
27	3.00%	0.00%	3.43%	0.71%	0.09%	3.15%	0.15%
28	3.00%	0.00%	3.77%	1.05%	0.43%	3.15%	0.15%
29	3.00%	0.00%	3.87%	1.14%	0.52%	3.15%	0.15%
30+	3.00%	0.00%	3.35%	0.62%	0.00%	3.00%	0.00%

Current Inflation Assumption
 Current Productivity Component
 Actual CPI-U Inflation for Jul/13 - Jun/23
 Apparent Productivity Component

2.25%
 0.75%
 2.73%
 0.62%

Proposed Inflation Assumption
 Proposed Productivity Component
 Proposed Wage Inflation

2.25%
 0.75%
 3.00%



**SOUTH CAROLINA RETIREMENT SYSTEM (SCRS)
PUBLIC SCHOOL EMPLOYEES
SALARY INCREASE EXPERIENCE**

Years of Service	Current Salary Scale		2013/2023 Actual Experience			Proposed Salary Scale	
	Total	Step Rate/ Promotional	Total	Above Inflation	Step Rate/ Promotional	Total	Step Rate/ Promotional
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	11.00%	8.00%	18.29%	15.56%	15.06%	11.25%	8.25%
2	10.75%	7.75%	9.23%	6.51%	6.00%	11.00%	8.00%
3	6.50%	3.50%	6.50%	3.77%	3.27%	6.75%	3.75%
4	5.50%	2.50%	6.24%	3.51%	3.01%	5.75%	2.75%
5	5.25%	2.25%	5.86%	3.14%	2.63%	5.50%	2.50%
6	5.00%	2.00%	5.68%	2.95%	2.45%	5.25%	2.25%
7	4.75%	1.75%	5.56%	2.83%	2.32%	5.00%	2.00%
8	4.50%	1.50%	5.32%	2.60%	2.09%	4.75%	1.75%
9	4.50%	1.50%	5.08%	2.35%	1.85%	4.75%	1.75%
10	4.25%	1.25%	5.11%	2.39%	1.88%	4.50%	1.50%
11	4.25%	1.25%	4.92%	2.19%	1.69%	4.50%	1.50%
12	4.00%	1.00%	4.60%	1.87%	1.37%	4.25%	1.25%
13	3.75%	0.75%	4.59%	1.86%	1.35%	4.00%	1.00%
14	3.75%	0.75%	4.51%	1.79%	1.28%	4.00%	1.00%
15	3.50%	0.50%	4.16%	1.44%	0.93%	3.75%	0.75%
16	3.50%	0.50%	4.18%	1.45%	0.95%	3.75%	0.75%
17	3.25%	0.25%	4.05%	1.33%	0.82%	3.50%	0.50%
18	3.25%	0.25%	3.90%	1.17%	0.67%	3.50%	0.50%
19	3.25%	0.25%	3.77%	1.04%	0.54%	3.50%	0.50%
20	3.25%	0.25%	3.60%	0.88%	0.37%	3.50%	0.50%
21	3.00%	0.00%	3.51%	0.79%	0.28%	3.25%	0.25%
22	3.00%	0.00%	3.56%	0.83%	0.33%	3.25%	0.25%
23	3.00%	0.00%	3.32%	0.59%	0.08%	3.25%	0.25%
24	3.00%	0.00%	3.29%	0.57%	0.06%	3.25%	0.25%
25	3.00%	0.00%	3.24%	0.51%	0.01%	3.25%	0.25%
26	3.00%	0.00%	3.00%	0.27%	-0.23%	3.25%	0.25%
27	3.00%	0.00%	3.71%	0.98%	0.48%	3.25%	0.25%
28	3.00%	0.00%	3.73%	1.01%	0.50%	3.25%	0.25%
29	3.00%	0.00%	3.45%	0.73%	0.22%	3.25%	0.25%
30+	3.00%	0.00%	3.23%	0.50%	0.00%	3.00%	0.00%

Current Inflation Assumption	2.25%	Proposed Inflation Assumption	2.25%
Current Productivity Component	0.75%	Proposed Productivity Component	0.75%
Actual CPI-U Inflation for Jul/13 - Jun/23	2.73%	Proposed Wage Inflation	3.00%
Apparent Productivity Component	0.50%		



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**POLICE OFFICERS RETIREMENT SYSTEM (PORS)
SALARY INCREASE EXPERIENCE**

Years of Service	Current Salary Scale		2013/2023 Actual Experience			Proposed Salary Scale	
	Total	Step Rate/ Promotional	Total	Above Inflation	Step Rate/ Promotional	Total	Step Rate/ Promotional
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	10.50%	7.00%	22.51%	19.79%	18.47%	11.00%	7.50%
2	9.50%	6.00%	8.97%	6.24%	4.92%	10.00%	6.50%
3	6.75%	3.25%	7.44%	4.72%	3.40%	7.25%	3.75%
4	5.25%	1.75%	7.24%	4.51%	3.19%	5.75%	2.25%
5	5.00%	1.50%	6.85%	4.12%	2.80%	5.50%	2.00%
6	4.75%	1.25%	6.61%	3.88%	2.56%	5.25%	1.75%
7	4.75%	1.25%	6.51%	3.79%	2.47%	5.25%	1.75%
8	4.50%	1.00%	6.20%	3.48%	2.16%	5.00%	1.50%
9	4.50%	1.00%	6.04%	3.31%	1.99%	5.00%	1.50%
10	4.25%	0.75%	6.11%	3.38%	2.06%	4.75%	1.25%
11	4.25%	0.75%	5.94%	3.21%	1.89%	4.75%	1.25%
12	4.25%	0.75%	6.04%	3.32%	1.99%	4.75%	1.25%
13	4.25%	0.75%	5.92%	3.19%	1.87%	4.75%	1.25%
14	4.00%	0.50%	5.55%	2.82%	1.50%	4.50%	1.00%
15	3.75%	0.25%	5.76%	3.04%	1.72%	4.25%	0.75%
16	3.75%	0.25%	5.49%	2.76%	1.44%	4.25%	0.75%
17	3.75%	0.25%	5.50%	2.78%	1.46%	4.25%	0.75%
18	3.75%	0.25%	5.30%	2.58%	1.26%	4.25%	0.75%
19	3.75%	0.25%	5.24%	2.51%	1.19%	4.25%	0.75%
20	3.75%	0.25%	5.23%	2.50%	1.18%	4.25%	0.75%
21	3.75%	0.25%	5.12%	2.39%	1.07%	4.25%	0.75%
22	3.50%	0.00%	4.84%	2.11%	0.79%	4.00%	0.50%
23	3.50%	0.00%	5.11%	2.39%	1.06%	4.00%	0.50%
24	3.50%	0.00%	4.79%	2.06%	0.74%	4.00%	0.50%
25	3.50%	0.00%	4.92%	2.19%	0.87%	4.00%	0.50%
26	3.50%	0.00%	4.91%	2.19%	0.87%	4.00%	0.50%
27	3.50%	0.00%	5.05%	2.33%	1.01%	4.00%	0.50%
28	3.50%	0.00%	4.72%	1.99%	0.67%	4.00%	0.50%
29	3.50%	0.00%	4.77%	2.05%	0.73%	4.00%	0.50%
30+	3.50%	0.00%	4.05%	1.32%	0.00%	3.50%	0.00%

Current Inflation Assumption	2.25%	Proposed Inflation Assumption	2.25%
Current Productivity Component	1.25%	Proposed Productivity Component	1.25%
Actual CPI-U Inflation for Jul/13 - Jun/23	2.73%	Proposed Wage Inflation	3.50%
Apparent Productivity Component	1.32%		



**SOUTH CAROLINA RETIREMENT SYSTEM (SCRS)
GENERAL EMPLOYEES
POST-RETIREMENT MORTALITY EXPERIENCE - MALE**

Age (1)	Actual Deaths (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Deaths		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
55-59	\$ 48,865	\$ 8,475,806	0.0058	0.41%	0.41%	\$ 34,446	\$ 34,649	142%	141%
60-64	111,996	13,210,874	0.0085	0.67%	0.68%	88,698	89,213	126%	126%
65-69	212,551	17,831,487	0.0119	1.09%	1.09%	193,543	194,435	110%	109%
70-74	274,758	14,893,844	0.0184	1.81%	1.81%	268,968	269,891	102%	102%
75-79	283,744	8,417,274	0.0337	3.30%	3.31%	277,871	278,502	102%	102%
80-84	239,475	4,001,383	0.0598	6.14%	6.14%	245,793	245,833	97%	97%
85-89	166,627	1,535,939	0.1085	10.84%	10.81%	166,556	166,021	100%	100%
90-94	78,031	396,303	0.1969	18.13%	18.02%	71,841	71,426	109%	109%
95-99	22,793	66,571	0.3424	28.85%	28.66%	19,205	19,079	119%	119%
Totals	\$ 1,438,841	\$ 68,829,481				\$ 1,366,920	\$ 1,369,049	105%	105%

(\$ in thousands of benefit)

*Columns may not add due to rounding.

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**SOUTH CAROLINA RETIREMENT SYSTEM (SCRS)
GENERAL EMPLOYEES
POST-RETIREMENT MORTALITY EXPERIENCE - FEMALE**

Age (1)	Actual Deaths (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Deaths		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
55-59	\$ 33,857	\$ 7,767,954	0.0044	0.32%	0.32%	\$ 25,371	\$ 25,511	133%	133%
60-64	77,516	14,503,899	0.0053	0.43%	0.43%	64,893	65,241	119%	119%
65-69	138,616	18,432,162	0.0075	0.67%	0.68%	126,541	127,108	110%	109%
70-74	155,637	12,858,416	0.0121	1.20%	1.20%	151,952	152,467	102%	102%
75-79	152,499	6,339,760	0.0241	2.34%	2.35%	146,035	146,372	104%	104%
80-84	125,150	2,666,318	0.0469	4.64%	4.64%	121,825	121,844	103%	103%
85-89	100,380	1,015,633	0.0988	9.26%	9.23%	88,752	88,477	113%	113%
90-94	53,736	330,656	0.1625	16.10%	16.01%	50,813	50,529	106%	106%
95-99	15,973	64,966	0.2459	26.02%	25.85%	15,764	15,658	101%	102%
Totals	\$ 853,364	\$ 63,979,766				\$ 791,945	\$ 793,208	108%	108%

(\$ in thousands of benefit)

*Columns may not add due to rounding.

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**SOUTH CAROLINA RETIREMENT SYSTEM (SCRS)
PUBLIC SCHOOL EMPLOYEES
POST-RETIREMENT MORTALITY EXPERIENCE - MALE**

Age (1)	Actual Deaths (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Deaths		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
55-59	\$ 16,327	\$ 2,572,123	0.0063	0.40%	0.40%	\$ 10,237	\$ 10,296	159%	159%
60-64	1,702	329,871	0.0063	0.66%	0.66%	30,078	30,252	96%	95%
65-69	5,240	463,953	0.0116	1.06%	1.07%	68,829	69,147	109%	108%
70-74	5,962	333,367	0.0188	1.77%	1.77%	95,780	96,105	106%	106%
75-79	6,246	191,369	0.0308	3.23%	3.24%	90,682	90,889	95%	95%
80-84	7,613	118,501	0.0634	6.02%	6.02%	73,549	73,560	105%	105%
85-89	6,477	62,932	0.1022	10.62%	10.59%	52,218	52,050	96%	97%
90-94	4,000	23,080	0.1984	17.75%	17.65%	24,693	24,550	112%	112%
95-99	41	64	0.3376	28.25%	28.07%	6,037	5,997	119%	120%
Totals	\$ 53,609	\$ 4,095,260				\$ 452,103	\$ 452,847	104%	104%

(\$ in thousands of benefit)

*Columns may not add due to rounding.

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**SOUTH CAROLINA RETIREMENT SYSTEM (SCRS)
PUBLIC SCHOOL EMPLOYEES
POST-RETIREMENT MORTALITY EXPERIENCE - FEMALE**

Age (1)	Actual Deaths (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Deaths		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
55-59	\$ 28,604	\$ 11,895,334	0.0024	0.28%	0.28%	\$ 34,120	\$ 34,308	84%	83%
60-64	98,152	21,857,784	0.0045	0.38%	0.38%	85,862	86,330	114%	114%
65-69	176,661	27,492,145	0.0064	0.59%	0.59%	165,981	166,717	106%	106%
70-74	221,061	19,395,127	0.0114	1.05%	1.06%	200,827	201,515	110%	110%
75-79	187,953	8,937,374	0.0210	2.06%	2.06%	180,475	180,890	104%	104%
80-84	162,853	3,917,029	0.0416	4.08%	4.08%	158,509	158,526	103%	103%
85-89	153,896	1,884,408	0.0817	8.13%	8.11%	146,675	146,213	105%	105%
90-94	104,344	719,691	0.1450	14.14%	14.06%	97,953	97,403	107%	107%
95-99	40,461	161,125	0.2511	22.86%	22.71%	34,633	34,401	117%	118%
Total	\$ 1,173,985	\$ 96,260,018				\$ 1,105,035	\$ 1,106,302	106%	106%

(\$ in thousands of benefit)

*Columns may not add due to rounding.

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**POLICE OFFICERS RETIREMENT SYSTEM (PORS)
POST-RETIREMENT MORTALITY EXPERIENCE - MALE**

Age (1)	Actual Deaths (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Deaths		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
55-59	\$ 26,612	\$ 5,233,737	0.0051	0.53%	0.54%	\$ 27,849	\$ 28,011	96%	95%
60-64	40,996	5,223,473	0.0078	0.88%	0.88%	45,920	46,186	89%	89%
65-69	69,270	4,606,297	0.0150	1.42%	1.43%	65,460	65,760	106%	105%
70-74	74,582	3,012,426	0.0248	2.36%	2.37%	71,229	71,470	105%	104%
75-79	64,509	1,370,019	0.0471	4.32%	4.33%	59,215	59,349	109%	109%
80-84	44,033	570,739	0.0772	8.04%	8.04%	45,902	45,909	96%	96%
85-89	26,877	181,013	0.1485	14.20%	14.15%	25,700	25,617	105%	105%
90-94	9,128	34,863	0.2618	23.73%	23.60%	8,274	8,227	110%	111%
95-99	1,181	3,172	0.3724	37.77%	37.52%	1,198	1,190	99%	99%
Total	\$ 357,187	\$ 20,235,739				\$ 350,746	\$ 351,719	102%	102%

(\$ in thousands of benefit)

*Columns may not add due to rounding.

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**POLICE OFFICERS RETIREMENT SYSTEM (PORS)
POST-RETIREMENT MORTALITY EXPERIENCE - FEMALE**

Age (1)	Actual Deaths (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Deaths		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
55-59	\$ 5,706	\$ 1,270,259	0.0045	0.32%	0.32%	\$ 4,118	\$ 4,141	139%	138%
60-64	10,636	1,473,671	0.0072	0.43%	0.43%	6,508	6,543	163%	163%
65-69	12,642	1,192,364	0.0106	0.67%	0.68%	8,088	8,125	156%	156%
70-74	10,561	660,486	0.0160	1.20%	1.20%	7,753	7,779	136%	136%
75-79	9,054	272,188	0.0333	2.34%	2.35%	6,228	6,242	145%	145%
80-84	5,048	84,869	0.0595	4.64%	4.64%	3,784	3,786	133%	133%
85-89	1,682	19,942	0.0843	9.26%	9.23%	1,662	1,657	101%	101%
90-94	470	2,530	0.1857	16.10%	16.01%	386	383	122%	123%
95-99	194	674	0.2882	26.02%	25.85%	165	164	118%	118%
Totals	\$ 55,992	\$ 4,976,983				\$ 38,692	\$ 38,820	145%	144%

(\$ in thousands of benefit)

*Columns may not add due to rounding.

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**SOUTH CAROLINA RETIREMENT SYSTEM (SCRS)
GENERAL EMPLOYEES
POST-RETIREMENT MORTALITY EXPERIENCE - DISABLED MALE**

Age (1)	Actual Deaths (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Deaths		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
45-49	\$ 6,360	\$ 646,464	0.0098	0.0160	0.0157	\$ 10,363	\$ 10,131	61%	63%
50-54	14,695	921,649	0.0159	0.0239	0.0233	21,999	21,506	67%	68%
55-59	24,781	1,042,493	0.0238	0.0299	0.0293	31,205	30,508	79%	81%
60-64	36,373	1,107,196	0.0329	0.0351	0.0344	38,914	38,043	93%	96%
65-69	41,264	966,847	0.0427	0.0440	0.0432	42,561	41,799	97%	99%
70-74	32,128	548,483	0.0586	0.0570	0.0563	31,280	30,859	103%	104%
75-79	21,287	235,379	0.0904	0.0777	0.0770	18,297	18,132	116%	117%
80-84	9,940	91,920	0.1081	0.1124	0.1124	10,336	10,329	96%	96%
85-89	3,851	24,211	0.1591	0.1658	0.1680	4,014	4,066	96%	95%
90-94	1,604	7,526	0.2131	0.2527	0.2586	1,902	1,947	84%	82%
95-99	279	913	0.3059	0.3588	0.3683	328	336	85%	83%
Totals	\$ 192,563	\$ 5,593,081				\$ 211,198	\$ 207,657	91%	93%

(\$ in thousands of benefit)

*Columns may not add due to rounding.

**SOUTH CAROLINA RETIREMENT SYSTEM (SCRS)
GENERAL EMPLOYEES
POST-RETIREMENT MORTALITY EXPERIENCE - DISABLED FEMALE**

Age	Actual Deaths	Total Exposures	Actual Rate	Assumed Rate		Expected Deaths		Actual/Expected	
				Current	Proposed	Current	Proposed	Current (2) / (7)	Proposed (2) / (8)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
45-49	\$ 4,813	\$ 305,547	0.0158	0.0142	0.0139	\$ 4,449	\$ 4,350	108%	111%
50-54	13,364	592,156	0.0226	0.0193	0.0189	11,555	11,296	116%	118%
55-59	19,951	928,839	0.0215	0.0223	0.0218	20,808	20,342	96%	98%
60-64	28,254	1,194,808	0.0236	0.0250	0.0244	30,006	29,351	94%	96%
65-69	28,318	1,109,090	0.0255	0.0299	0.0293	33,177	32,582	85%	87%
70-74	28,271	699,626	0.0404	0.0395	0.0390	27,392	27,016	103%	105%
75-79	17,996	317,749	0.0566	0.0570	0.0565	17,745	17,579	101%	102%
80-84	9,597	119,271	0.0805	0.0872	0.0871	10,144	10,134	95%	95%
85-89	6,593	44,928	0.1467	0.1345	0.1363	5,866	5,938	112%	111%
90-94	2,400	10,100	0.2377	0.1918	0.1963	1,876	1,918	128%	125%
95-99	507	2,216	0.2287	0.2777	0.2851	590	606	86%	84%
Totals	\$ 160,063	\$ 5,324,331				\$ 163,606	\$ 161,112	98%	99%

(\$ in thousands of benefit)

*Columns may not add due to rounding.

**SOUTH CAROLINA RETIREMENT SYSTEM (SCRS)
PUBLIC SCHOOL EMPLOYEES
POST-RETIREMENT MORTALITY EXPERIENCE - DISABLED MALE**

Age (1)	Actual Deaths (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Deaths		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
45-49	\$ 1,266	\$ 44,147	0.0287	0.0149	0.0146	\$ 657	\$ 642	193%	197%
50-54	2,964	99,152	0.0299	0.0222	0.0217	2,198	2,148	135%	138%
55-59	5,899	160,169	0.0368	0.0278	0.0272	4,452	4,352	133%	136%
60-64	8,790	243,056	0.0362	0.0326	0.0319	7,932	7,755	111%	113%
65-69	12,274	254,217	0.0483	0.0409	0.0401	10,391	10,205	118%	120%
70-74	8,961	176,171	0.0509	0.0530	0.0522	9,329	9,204	96%	97%
75-79	6,930	89,548	0.0774	0.0722	0.0715	6,464	6,406	107%	108%
80-84	3,268	26,548	0.1231	0.1044	0.1043	2,772	2,770	118%	118%
85-89	1,355	9,246	0.1465	0.1540	0.1560	1,424	1,442	95%	94%
90-94	738	2,008	0.3677	0.2347	0.2402	471	482	157%	153%
95-99	-	67	0.0000	0.3331	0.3420	22	23	0%	0%
Totals	\$ 52,445	\$ 1,104,329				\$ 46,113	\$ 45,430	114%	115%

(\$ in thousands of benefit)

*Columns may not add due to rounding.

**SOUTH CAROLINA RETIREMENT SYSTEM (SCRS)
PUBLIC SCHOOL EMPLOYEES
POST-RETIREMENT MORTALITY EXPERIENCE - DISABLED FEMALE**

Age (1)	Actual Deaths (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Deaths		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
45-49	\$ 5,746	\$ 204,298	0.0281	0.0131	0.0128	\$ 2,753	\$ 2,691	209%	214%
50-54	11,082	399,155	0.0278	0.0179	0.0175	7,191	7,030	154%	158%
55-59	13,649	729,118	0.0187	0.0206	0.0202	15,091	14,753	90%	93%
60-64	21,458	1,073,399	0.0200	0.0231	0.0226	24,929	24,386	86%	88%
65-69	28,376	1,155,296	0.0246	0.0276	0.0271	31,964	31,392	89%	90%
70-74	27,844	819,408	0.0340	0.0364	0.0360	29,665	29,259	94%	95%
75-79	15,486	351,686	0.0440	0.0526	0.0522	18,116	17,947	85%	86%
80-84	11,083	120,490	0.0920	0.0805	0.0804	9,402	9,391	118%	118%
85-89	5,562	40,625	0.1369	0.1242	0.1258	4,908	4,969	113%	112%
90-94	2,095	12,523	0.1673	0.1771	0.1812	2,165	2,214	97%	95%
95-99	975	2,524	0.3863	0.2563	0.2632	606	623	161%	157%
Totals	\$ 143,356	\$ 4,908,520				\$ 146,790	\$ 144,655	98%	99%

(\$ in thousands of benefit)

*Columns may not add due to rounding.

**POLICE OFFICERS RETIREMENT SYSTEM (PORS)
POST-RETIREMENT MORTALITY EXPERIENCE - DISABLED MALE**

Age (1)	Actual Deaths (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Deaths		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
45-49	\$ 9,000	\$ 781,798	0.0115	0.0115	0.0112	\$ 8,952	\$ 8,751	101%	103%
50-54	12,484	978,605	0.0128	0.0170	0.0167	16,684	16,310	75%	77%
55-59	8,021	841,311	0.0095	0.0214	0.0209	17,988	17,586	45%	46%
60-64	10,340	557,298	0.0186	0.0251	0.0245	13,990	13,678	74%	76%
65-69	9,557	351,470	0.0272	0.0314	0.0309	11,051	10,853	86%	88%
70-74	9,882	189,317	0.0522	0.0407	0.0402	7,712	7,608	128%	130%
75-79	3,711	64,466	0.0576	0.0555	0.0550	3,579	3,547	104%	105%
80-84	2,887	21,795	0.1325	0.0803	0.0803	1,751	1,749	165%	165%
85-89	1,040	8,061	0.1290	0.1184	0.1200	955	967	109%	108%
90-94	513	2,208	0.2323	0.1805	0.1847	399	408	129%	126%
95-99	24	24	1.0000	0.2563	0.2631	6	6	390%	380%
Totals	\$ 67,459	\$ 3,796,353	0.0178			\$ 83,067	\$ 81,465	81%	83%

(\$ in thousands of benefit)

*Columns may not add due to rounding.

**POLICE OFFICERS RETIREMENT SYSTEM (PORS)
POST-RETIREMENT MORTALITY EXPERIENCE - DISABLED FEMALE**

Age (1)	Actual Deaths (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Deaths		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
45-49	1,411	225,040	0.0063	1.09%	1.07%	2,499	2,444	56%	58%
50-54	3,079	263,563	0.0117	1.49%	1.46%	3,929	3,841	78%	80%
55-59	3,252	274,774	0.0118	1.72%	1.68%	4,709	4,603	69%	71%
60-64	2,372	189,888	0.0125	1.92%	1.88%	3,643	3,564	65%	67%
65-69	2,293	86,858	0.0264	2.30%	2.26%	1,973	1,937	116%	118%
70-74	1,408	31,197	0.0451	3.04%	3.00%	931	918	151%	153%
75-79	19	7,544	0.0025	4.39%	4.35%	316	313	6%	6%
80-84	129	1,152	0.1118	6.71%	6.70%	72	72	178%	178%
85-89	0	291	0.0000	10.35%	10.48%	29	29	0%	0%
90-94	0	149	0.0000	14.76%	15.10%	21	22	0%	0%
95-99	0	0	N\A	21.36%	21.93%	0	0	0%	0%
Totals	13,962	1,080,456				18,123	17,743	77%	79%

(\$ in thousands of benefit)

*Columns may not add due to rounding.

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**SOUTH CAROLINA RETIREMENT SYSTEM (SCRS)
GENERAL EMPLOYEES
ACTIVE MORTALITY EXPERIENCE - MALE**

Age (1)	Actual Deaths (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Deaths		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
20-24	32	32,871	0.0010	0.04%	0.04%	14	12	224%	261%
25-29	59	62,003	0.0010	0.04%	0.04%	26	27	225%	218%
30-34	58	67,747	0.0009	0.05%	0.06%	37	38	159%	152%
35-39	58	66,601	0.0009	0.07%	0.08%	48	51	120%	114%
40-44	73	67,624	0.0011	0.10%	0.11%	71	76	103%	96%
45-49	125	71,964	0.0017	0.16%	0.17%	114	122	110%	102%
50-54	172	66,290	0.0026	0.24%	0.25%	157	168	110%	103%
55-59	226	59,149	0.0038	0.34%	0.37%	204	217	111%	104%
60-64	238	44,991	0.0053	0.50%	0.54%	223	239	107%	100%
65-69	144	20,348	0.0071	0.74%	0.80%	147	158	98%	91%
70-74	93	7,891	0.0118	1.13%	1.24%	87	95	107%	98%
Totals	1,278	567,479				1,130	1,205	113%	106%

(Exposures, actual, and expected deaths are based on headcounts.)

*Columns may not add due to rounding.

**SOUTH CAROLINA RETIREMENT SYSTEM (SCRS)
GENERAL EMPLOYEES
ACTIVE MORTALITY EXPERIENCE - FEMALE**

Age (1)	Actual Deaths (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Deaths		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
20-24	10	24,619	0.0004	0.01%	0.01%	3	3	294%	374%
25-29	23	71,011	0.0003	0.01%	0.02%	11	11	216%	200%
30-34	26	83,639	0.0003	0.02%	0.02%	20	21	129%	124%
35-39	53	84,795	0.0006	0.04%	0.04%	32	34	167%	158%
40-44	58	84,958	0.0007	0.06%	0.06%	50	52	116%	112%
45-49	94	90,872	0.0010	0.09%	0.09%	81	83	115%	114%
50-54	140	92,699	0.0015	0.13%	0.13%	122	124	115%	113%
55-59	190	86,185	0.0022	0.19%	0.20%	168	173	113%	110%
60-64	203	62,597	0.0032	0.30%	0.32%	185	195	110%	104%
65-69	89	21,955	0.0041	0.49%	0.52%	102	109	87%	81%
70-74	31	5,756	0.0054	0.81%	0.87%	45	48	69%	65%
Totals	917	709,086				820	852	112%	108%

(Exposures, actual, and expected deaths are based on headcounts.)

*Columns may not add due to rounding.

**SOUTH CAROLINA RETIREMENT SYSTEM (SCRS)
PUBLIC SCHOOL EMPLOYEES
ACTIVE MORTALITY EXPERIENCE - MALE**

Age (1)	Actual Deaths (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Deaths		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
20-24	1	3,429	0.0003	0.03%	0.03%	1	1	101%	121%
25-29	9	14,092	0.0006	0.02%	0.02%	3	3	267%	278%
30-34	7	17,717	0.0004	0.03%	0.03%	6	6	120%	126%
35-39	8	19,177	0.0004	0.04%	0.04%	9	8	93%	98%
40-44	19	20,186	0.0009	0.07%	0.06%	13	13	143%	150%
45-49	41	21,685	0.0019	0.11%	0.10%	23	22	176%	185%
50-54	53	21,228	0.0025	0.17%	0.17%	37	35	144%	151%
55-59	70	18,259	0.0038	0.26%	0.25%	48	46	145%	152%
60-64	70	13,979	0.0050	0.42%	0.40%	58	55	121%	127%
65-69	48	6,122	0.0078	0.69%	0.66%	41	39	117%	123%
70-74	31	2,297	0.0135	1.10%	1.05%	24	23	127%	132%
Totals	357	158,171				264	251	135%	142%

(Exposures, actual, and expected deaths are based on headcounts.)

*Columns may not add due to rounding.

**SOUTH CAROLINA RETIREMENT SYSTEM (SCRS)
PUBLIC SCHOOL EMPLOYEES
ACTIVE MORTALITY EXPERIENCE - FEMALE**

Age (1)	Actual Deaths (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Deaths		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
20-24	0	10,610	0.0000	0.01%	0.01%	1	1	0%	0%
25-29	10	50,105	0.0002	0.01%	0.01%	6	7	173%	149%
30-34	22	61,822	0.0004	0.02%	0.02%	11	13	199%	174%
35-39	27	71,388	0.0004	0.03%	0.03%	19	22	141%	122%
40-44	63	84,572	0.0007	0.04%	0.05%	35	41	180%	155%
45-49	81	96,640	0.0008	0.06%	0.07%	62	71	131%	115%
50-54	112	93,355	0.0012	0.09%	0.11%	88	100	128%	112%
55-59	141	78,064	0.0018	0.14%	0.16%	107	123	131%	115%
60-64	157	53,641	0.0029	0.22%	0.25%	113	133	138%	118%
65-69	63	16,748	0.0038	0.37%	0.44%	59	70	107%	89%
70-74	31	4,181	0.0074	0.69%	0.83%	27	33	113%	93%
Totals	707	621,126				529	614	134%	115%

(Exposures, actual, and expected deaths are based on headcounts.)

*Columns may not add due to rounding.

**POLICE OFFICERS RETIREMENT SYSTEM (PORS)
ACTIVE MORTALITY EXPERIENCE - MALE**

Age	Actual Deaths	Total Exposures	Actual Rate	Assumed Rate		Expected Deaths		Actual/Expected	
				Current	Proposed	Current	Proposed	Current (2) / (7)	Proposed (2) / (8)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
20-24	8	10,434	0.0008	0.04%	0.04%	4	5	196%	173%
25-29	24	28,035	0.0009	0.04%	0.05%	11	13	219%	179%
30-34	35	29,945	0.0012	0.04%	0.05%	13	16	272%	222%
35-39	14	26,641	0.0005	0.05%	0.06%	14	16	103%	85%
40-44	26	25,370	0.0010	0.07%	0.08%	17	21	153%	125%
45-49	33	24,524	0.0013	0.10%	0.12%	23	28	141%	116%
50-54	27	17,466	0.0015	0.14%	0.17%	24	29	112%	92%
55-59	31	9,863	0.0031	0.21%	0.25%	20	24	155%	127%
60-64	26	4,966	0.0052	0.32%	0.38%	15	19	171%	140%
65-69	8	1,744	0.0046	0.53%	0.64%	9	11	91%	74%
70-74	6	122	0.0492	0.98%	1.21%	1	1	517%	421%
0	0	0	0.0000	1.84%	2.27%	1	0	0%	0%
Totals	238	179,110				152	184	157%	129%

(Exposures, actual, and expected deaths are based on headcounts.)

*Columns may not add due to rounding.

**POLICE OFFICERS RETIREMENT SYSTEM (PORS)
ACTIVE MORTALITY EXPERIENCE - FEMALE**

Age (1)	Actual Deaths (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Deaths		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
20-24	3	2,996	0.0010	0.02%	0.02%	1	1	549%	466%
25-29	4	9,587	0.0004	0.02%	0.03%	2	3	185%	151%
30-34	4	9,461	0.0004	0.03%	0.04%	3	4	141%	114%
35-39	9	8,307	0.0011	0.04%	0.05%	3	4	266%	214%
40-44	7	7,844	0.0009	0.06%	0.07%	4	5	160%	129%
45-49	11	8,063	0.0014	0.08%	0.09%	6	8	180%	145%
50-54	16	7,110	0.0023	0.10%	0.13%	7	9	219%	177%
55-59	15	5,220	0.0029	0.14%	0.17%	7	9	208%	167%
60-64	11	2,823	0.0039	0.19%	0.24%	5	7	210%	169%
65-69	1	770	0.0013	0.30%	0.37%	2	3	46%	37%
70-74	2	28	0.0714	0.60%	0.75%	0	0	1209%	967%
0	0	0	0.0000	0.00%	0.00%	0	0	0%	0%
Totals	83	62,209				42	51	200%	161%

(Exposures, actual, and expected deaths are based on headcounts.)

*Columns may not add due to rounding.

**SOUTH CAROLINA RETIREMENT SYSTEM (SCRS)
GENERAL EMPLOYEES
DISABILITY EXPERIENCE - MALE**

Age (1)	Actual Disabilities (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Disabilities		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
Under 20	0	0	N/A	0.03%	0.02%	0	0	0%	0%
20-24	0	3	0.0000	0.03%	0.02%	0	0	0%	0%
25-29	0	726	0.0000	0.05%	0.03%	0	0	0%	0%
30-34	0	4,249	0.0000	0.08%	0.05%	3	2	0%	0%
35-39	0	8,322	0.0000	0.13%	0.09%	11	7	0%	0%
40-44	13	10,569	0.0012	0.20%	0.13%	21	14	62%	93%
45-49	13	12,817	0.0010	0.28%	0.18%	36	24	36%	54%
50-54	34	14,771	0.0023	0.42%	0.28%	62	41	55%	83%
55-59	50	14,691	0.0034	0.60%	0.40%	88	58	57%	86%
60-64	46	12,406	0.0037	0.77%	0.51%	95	62	48%	74%
Total	156	78,554				316	208	49%	75%

(Exposures, actual, and expected disabilities are based on headcounts.)

*Columns may not add due to rounding.

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**SOUTH CAROLINA RETIREMENT SYSTEM (SCRS)
GENERAL EMPLOYEES
DISABILITY EXPERIENCE - FEMALE**

Age (1)	Actual Disabilities (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Disabilities		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
Under 20	0	0	N/A	0.03%	0.02%	0	0	0%	0%
20-24	0	0	N/A	0.03%	0.02%	0	0	0%	0%
25-29	0	366	0.0000	0.03%	0.02%	0	0	0%	0%
30-34	1	5,659	0.0002	0.06%	0.03%	3	2	31%	50%
35-39	4	12,624	0.0003	0.09%	0.05%	11	6	35%	67%
40-44	8	16,594	0.0005	0.12%	0.06%	20	11	39%	73%
45-49	18	19,556	0.0009	0.19%	0.10%	38	20	48%	90%
50-54	35	23,382	0.0015	0.32%	0.16%	74	38	47%	92%
55-59	66	23,937	0.0028	0.49%	0.25%	118	61	56%	108%
60-64	42	19,295	0.0022	0.74%	0.38%	143	73	29%	58%
Total	174	121,413				408	211	43%	82%

(Exposures, actual, and expected disabilities are based on headcounts.)

*Columns may not add due to rounding.

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**SOUTH CAROLINA RETIREMENT SYSTEM (SCRS)
PUBLIC SCHOOL EMPLOYEES
DISABILITY EXPERIENCE - MALE**

Age (1)	Actual Disabilities (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Disabilities		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
Under 20	0	0	N/A	0.02%	0.01%	0	0	0%	0%
20-24	0	0	N/A	0.02%	0.01%	0	0	0%	0%
25-29	0	147	0.0000	0.02%	0.02%	0	0	0%	0%
30-34	0	2,868	0.0000	0.03%	0.02%	1	1	0%	0%
35-39	3	5,162	0.0006	0.04%	0.04%	2	2	135%	150%
40-44	4	6,181	0.0006	0.08%	0.07%	5	4	85%	100%
45-49	6	6,802	0.0009	0.12%	0.11%	8	7	71%	86%
50-54	13	7,063	0.0018	0.20%	0.18%	14	12	92%	108%
55-59	15	5,707	0.0026	0.32%	0.28%	18	16	83%	94%
60-64	14	4,492	0.0031	0.45%	0.39%	20	17	69%	82%
Total	55	38,422				69	59	80%	93%

(Exposures, actual, and expected disabilities are based on headcounts.)

*Columns may not add due to rounding.

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**SOUTH CAROLINA RETIREMENT SYSTEM (SCRS)
PUBLIC SCHOOL EMPLOYEES
DISABILITY EXPERIENCE - FEMALE**

Age (1)	Actual Disabilities (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Disabilities		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
Under 20	0	0	N/A	0.01%	0.01%	0	0	0%	0%
20-24	0	1	0.0000	0.01%	0.01%	0	0	0%	0%
25-29	0	333	0.0000	0.02%	0.02%	0	0	0%	0%
30-34	1	11,239	0.0001	0.02%	0.02%	3	3	36%	33%
35-39	8	19,048	0.0004	0.03%	0.03%	6	6	136%	133%
40-44	9	23,656	0.0004	0.06%	0.06%	14	14	63%	64%
45-49	31	30,454	0.0010	0.11%	0.10%	33	32	94%	97%
50-54	40	32,935	0.0012	0.18%	0.17%	58	54	69%	74%
55-59	85	27,112	0.0031	0.28%	0.26%	75	70	113%	121%
60-64	54	19,679	0.0027	0.39%	0.37%	77	72	70%	75%
Total	228	164,457				266	251	86%	91%

(Exposures, actual, and expected disabilities are based on headcounts.)

*Columns may not add due to rounding.

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**POLICE OFFICERS RETIREMENT SYSTEM (PORS)
DISABILITY EXPERIENCE - MALE AND FEMALE COMBINED**

Age (1)	Actual Disabilities (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Disabilities		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
Under 20	0	81	0.0000	0.15%	0.10%	0	0	0%	0%
20-24	0	5,988	0.0000	0.16%	0.11%	10	7	0%	0%
25-29	4	16,310	0.0002	0.20%	0.14%	32	22	13%	18%
30-34	20	17,993	0.0011	0.32%	0.22%	56	39	36%	51%
35-39	36	15,884	0.0023	0.49%	0.34%	78	54	46%	67%
40-44	53	14,026	0.0038	0.70%	0.48%	97	67	55%	79%
45-49	91	14,061	0.0065	0.96%	0.66%	135	93	67%	98%
50-54	77	11,785	0.0065	1.38%	0.95%	161	111	48%	69%
Total	281	96,128				569	393	49%	72%

(Exposures, actual, and expected disabilities are based on headcounts.)

*Columns may not add due to rounding.

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**SOUTH CAROLINA RETIREMENT SYSTEM (SCRS)
GENERAL EMPLOYEES
TERMINATION EXPERIENCE - SERVICE-BASED - MALE AND FEMALE**

Service (1)	Actual Terminations (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Terminations		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
0	\$ 6,175	\$ 25,528	0.2419	24.28%	23.00%	\$ 6,197	\$ 5,871	100%	105%
1	5,686	32,633	0.1742	20.32%	17.00%	6,630	5,548	86%	102%
2	4,963	33,721	0.1472	14.16%	14.00%	4,775	4,721	104%	105%
3	4,116	33,895	0.1214	11.15%	11.11%	3,781	3,767	109%	109%
4	3,469	32,249	0.1076	9.58%	10.23%	3,089	3,298	112%	105%
5	3,279	33,285	0.0985	8.79%	9.41%	2,925	3,133	112%	105%
6	2,925	33,869	0.0864	8.00%	8.66%	2,709	2,934	108%	100%
7	2,751	32,575	0.0844	7.00%	7.97%	2,280	2,597	121%	106%
8	2,646	32,975	0.0802	6.00%	7.34%	1,979	2,420	134%	109%
9	2,337	33,564	0.0696	5.50%	6.75%	1,846	2,267	127%	103%
10	2,156	33,658	0.0640	5.00%	6.22%	1,683	2,092	128%	103%
11	2,000	33,643	0.0594	2.98%	5.72%	1,001	1,925	200%	104%
12	1,875	34,543	0.0543	2.72%	5.27%	939	1,819	200%	103%
13	1,827	35,819	0.0510	2.52%	4.85%	904	1,736	202%	105%
14	1,650	36,545	0.0452	2.44%	4.46%	893	1,630	185%	101%
15	1,645	36,308	0.0453	2.33%	4.10%	845	1,490	195%	110%
16	1,476	35,569	0.0415	2.16%	3.78%	767	1,344	192%	110%
17	1,247	35,293	0.0353	1.87%	3.48%	660	1,227	189%	102%
18	1,204	35,371	0.0340	1.64%	3.20%	580	1,132	208%	106%
19	1,149	35,364	0.0325	1.45%	2.94%	514	1,041	224%	110%
20	1,000	35,385	0.0283	1.32%	2.71%	466	959	215%	104%
21	876	35,167	0.0249	1.22%	2.49%	430	877	204%	100%
22	795	34,778	0.0229	1.16%	2.30%	403	798	197%	100%
23	745	34,282	0.0217	1.09%	2.11%	375	724	199%	103%
24	501	23,675	0.0212	1.32%	1.94%	312	460	161%	109%
25	429	22,628	0.0190	1.01%	1.79%	229	405	187%	106%
26	360	21,044	0.0171	0.95%	1.65%	199	347	181%	104%
Total	\$ 59,283	\$ 883,365				\$ 47,411	\$ 56,563	125%	105%

(\$ in thousands of salary)

*Columns may not add due to rounding.



**SOUTH CAROLINA RETIREMENT SYSTEM (SCRS)
PUBLIC SCHOOL EMPLOYEES
TERMINATION EXPERIENCE - SERVICE-BASED - MALE AND FEMALE**

Service	Actual Terminations	Total Exposures	Actual Rate	Assumed Rate		Expected Terminations		Actual/Expected	
				Current	Proposed	Current	Proposed	Current (2) / (7)	Proposed (2) / (8)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
0	\$ 2,968	\$ 19,682	0.1508	23.54%	14.00%	\$ 4,633	\$ 2,756	64%	108%
1	2,891	23,603	0.1225	14.68%	12.00%	3,465	2,832	83%	102%
2	2,589	24,077	0.1075	11.23%	10.00%	2,704	2,408	96%	108%
3	2,248	24,478	0.0918	9.23%	8.75%	2,259	2,142	99%	105%
4	2,189	25,104	0.0872	7.84%	7.96%	1,969	1,998	111%	110%
5	2,058	26,344	0.0781	7.22%	7.24%	1,903	1,906	108%	108%
6	1,935	27,318	0.0708	6.22%	6.58%	1,699	1,798	114%	108%
7	1,812	28,321	0.0640	5.61%	5.98%	1,588	1,695	114%	107%
8	1,653	29,373	0.0563	5.00%	5.44%	1,469	1,599	113%	103%
9	1,533	30,308	0.0506	4.60%	4.95%	1,395	1,500	110%	102%
10	1,451	31,123	0.0466	2.67%	4.50%	830	1,401	175%	104%
11	1,337	31,762	0.0421	2.40%	4.09%	762	1,300	175%	103%
12	1,283	33,786	0.0380	2.15%	3.72%	726	1,257	177%	102%
13	1,328	36,514	0.0364	1.99%	3.38%	727	1,236	183%	107%
14	1,218	38,266	0.0318	1.83%	3.08%	702	1,178	174%	103%
15	1,159	39,085	0.0297	1.69%	2.80%	661	1,094	175%	106%
16	1,033	39,614	0.0261	1.56%	2.55%	617	1,008	167%	102%
17	1,082	40,120	0.0270	1.41%	2.31%	567	929	191%	117%
18	872	40,795	0.0214	1.28%	2.10%	522	859	167%	102%
19	776	41,790	0.0186	1.16%	1.91%	483	800	161%	97%
20	747	42,512	0.0176	1.08%	1.74%	457	740	163%	101%
21	724	42,424	0.0171	0.98%	1.58%	416	671	174%	108%
22	599	42,294	0.0142	0.92%	1.44%	390	609	154%	98%
23	484	36,144	0.0134	0.89%	1.31%	322	473	151%	102%
24	373	30,620	0.0122	0.84%	1.19%	257	364	145%	102%
25	381	28,550	0.0134	0.82%	1.08%	233	309	164%	123%
26	114	8,735	0.0130	0.80%	0.98%	70	86	163%	132%
Total	\$ 36,838	\$ 862,740				\$ 31,825	\$ 34,947	116%	105%

(\$ in thousands of salary)

*Columns may not add due to rounding.



**POLICE OFFICERS RETIREMENT SYSTEM (PORS)
TERMINATION EXPERIENCE - SERVICE-BASED - MALE AND FEMALE COMBINED**

Service (1)	Actual Terminations (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Terminations		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
1	\$ 2,401	\$ 9,828	0.2443	25.00%	25.00%	\$ 2,457	\$ 2,457	98%	98%
2	1,997	11,379	0.1755	18.00%	18.00%	2,048	2,048	98%	98%
3	1,750	11,804	0.1482	14.00%	14.00%	1,653	1,653	106%	106%
4	1,554	12,102	0.1284	12.00%	12.00%	1,452	1,452	107%	107%
5	1,358	12,267	0.1107	10.70%	10.70%	1,313	1,313	103%	103%
6	1,308	12,700	0.1030	9.54%	10.02%	1,212	1,272	108%	103%
7	1,211	13,092	0.0925	8.50%	8.93%	1,113	1,168	109%	104%
8	1,123	12,750	0.0881	7.58%	7.96%	966	1,015	116%	111%
9	990	12,832	0.0772	6.75%	7.09%	866	909	114%	109%
10	871	12,861	0.0677	6.02%	6.32%	774	813	112%	107%
11	892	13,103	0.0681	5.37%	5.91%	704	774	127%	115%
12	843	13,511	0.0624	4.78%	5.26%	646	710	130%	119%
13	723	13,715	0.0527	4.26%	4.69%	584	643	124%	112%
14	681	14,011	0.0486	3.80%	4.18%	532	586	128%	116%
15	618	14,360	0.0431	3.39%	3.73%	487	535	127%	116%
16	538	14,112	0.0381	3.02%	3.62%	426	511	126%	105%
17	461	13,984	0.0330	2.69%	3.23%	376	451	123%	102%
18	426	13,824	0.0308	2.40%	2.88%	332	398	128%	107%
19	375	14,124	0.0266	2.14%	2.57%	302	363	124%	103%
20	355	14,488	0.0245	1.91%	2.29%	277	332	128%	107%
21	305	14,181	0.0215	1.70%	2.21%	241	313	127%	97%
22	370	14,161	0.0261	1.51%	1.96%	214	278	173%	133%
23	252	13,566	0.0186	1.35%	1.76%	183	238	138%	106%
24	199	7,415	0.0269	1.20%	1.56%	89	116	224%	172%
Total	\$ 21,601	\$ 310,169				\$ 19,247	\$ 20,348	112%	106%

(\$ are in thousands of salary)

*Columns may not add due to rounding.



**SOUTH CAROLINA RETIREMENT SYSTEM (SCRS)
GENERAL EMPLOYEES
UNREDUCED RETIREMENT EXPERIENCE - AGE BASED - MALE AND FEMALE**

Age (1)	Actual Retirements (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Retirements		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
65	\$ 382	\$ 1,488	0.2564	35.00%	25.00%	\$ 521	\$ 372	73%	103%
66	1,615	5,122	0.3153	22.72%	30.00%	1,164	1,537	139%	105%
67	1,050	3,663	0.2868	22.59%	30.00%	827	1,099	127%	96%
68	697	2,767	0.2518	20.00%	25.00%	553	692	126%	101%
69	470	2,116	0.2219	20.00%	25.00%	423	529	111%	89%
70	425	1,606	0.2646	20.00%	25.00%	321	402	132%	106%
71	279	1,100	0.2537	20.00%	25.00%	220	275	127%	101%
72	184	829	0.2225	20.00%	25.00%	166	207	111%	89%
73	167	642	0.2597	20.00%	25.00%	128	161	130%	104%
74	128	500	0.2563	20.00%	25.00%	100	125	128%	102%
Subtotal	\$ 5,397	\$ 19,833				\$ 4,424	\$ 5,399	122%	100%

(\$ in thousands of liability)

*Columns may not add due to rounding.



**SOUTH CAROLINA RETIREMENT SYSTEM (SCRS)
GENERAL EMPLOYEES
UNREDUCED RETIREMENT EXPERIENCE - SERVICE BASED - MALE AND FEMALE**

Service (1)	Actual Retirements (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Retirements		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
28	\$ 3,531	\$ 13,809	0.2557	17.86%	27.00%	\$ 2,466	\$ 3,728	143%	95%
29	2,298	12,131	0.1895	17.95%	20.00%	2,177	2,426	106%	95%
30	1,791	11,036	0.1623	10.00%	14.00%	1,104	1,545	162%	116%
31	1,402	9,753	0.1438	10.00%	14.00%	975	1,365	144%	103%
32	1,178	8,981	0.1312	10.00%	14.00%	898	1,257	131%	94%
33	961	7,337	0.1309	15.58%	14.00%	1,143	1,027	84%	94%
34	767	5,874	0.1306	15.37%	14.00%	903	822	85%	93%
35	720	4,540	0.1586	15.26%	14.00%	693	636	104%	113%
36	425	3,309	0.1283	20.00%	14.00%	662	463	64%	92%
37	399	2,739	0.1458	20.01%	14.00%	548	383	73%	104%
38	285	2,058	0.1386	20.02%	14.00%	412	288	69%	99%
39	214	1,385	0.1543	20.00%	14.00%	277	194	77%	110%
40	195	1,018	0.1919	100.00%	20.00%	1,018	204	19%	96%
41	130	769	0.1697	100.00%	20.00%	769	154	17%	85%
42	95	632	0.1497	100.00%	20.00%	632	126	15%	75%
43	122	566	0.2161	100.00%	20.00%	566	113	22%	108%
44	81	414	0.1948	100.00%	20.00%	414	83	19%	97%
45	36	224	0.1615	100.00%	25.00%	224	56	16%	65%
46	28	162	0.1742	100.00%	25.00%	162	41	17%	69%
47	13	143	0.0928	100.00%	25.00%	143	36	9%	37%
48	37	120	0.3112	100.00%	25.00%	120	30	31%	124%
49	19	116	0.1652	100.00%	25.00%	116	29	17%	66%
Subtotal	\$ 625,117	\$ 3,788,934				\$ 507,514	\$ 495,202	123%	126%

(\$ in thousands of liability)

*Columns may not add due to rounding.



**SOUTH CAROLINA RETIREMENT SYSTEM (SCRS)
GENERAL EMPLOYEES
UNREDUCED RETIREMENT EXPERIENCE - ELIGIBLE FOR RTW - MALE AND FEMALE**

Service (1)	Actual Retirements (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Retirements		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
62	\$ 1,481	\$ 5,473	0.2707	35.00%	30.00%	\$ 1,915	\$ 1,642	77%	90%
63	287	709	0.4043	35.00%	30.00%	248	213	116%	135%
64	140	507	0.2760	35.00%	30.00%	178	152	79%	92%
65	1,683	5,258	0.3202	35.00%	30.00%	1,840	1,577	91%	107%
Totals	\$ 3,592	\$ 11,948				\$ 4,182	\$ 3,584	86%	100%

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**SOUTH CAROLINA RETIREMENT SYSTEM (SCRS)
PUBLIC SCHOOL EMPLOYEES
UNREDUCED RETIREMENT EXPERIENCE - AGE BASED - MALE AND FEMALE**

Age (1)	Actual Retirements (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Retirements		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
65	\$ 150	\$ 637	0.2350	35.00%	25.00%	\$ 223	\$ 159	67%	94%
66	995	2,386	0.4169	28.91%	30.00%	690	716	144%	139%
67	488	1,443	0.3379	28.82%	30.00%	416	433	117%	113%
68	294	958	0.3067	28.70%	25.00%	275	239	107%	123%
69	190	683	0.2775	20.00%	25.00%	137	171	139%	111%
70	154	521	0.2955	20.00%	25.00%	104	130	148%	118%
71	87	394	0.2217	20.00%	25.00%	79	99	111%	89%
72	52	306	0.1690	20.00%	25.00%	61	76	84%	68%
73	58	247	0.2337	20.00%	25.00%	49	62	117%	93%
74	35	164	0.2150	20.00%	25.00%	33	41	108%	86%
Totals	\$ 2,501	\$ 7,739				\$ 2,067	\$ 2,126	121%	118%

(\$ in thousands of liability)

*Columns may not add due to rounding.



**SOUTH CAROLINA RETIREMENT SYSTEM (SCRS)
PUBLIC SCHOOL EMPLOYEES
UNREDUCED RETIREMENT EXPERIENCE - SERVICE BASED - MALE AND FEMALE**

Service (1)	Actual Retirements (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Retirements		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
28	\$ 6,118	\$ 16,745	0.3653	15.00%	35.00%	\$ 2,512	\$ 5,861	244%	104%
29	2,667	11,660	0.2288	12.55%	24.00%	1,463	2,798	182%	95%
30	2,356	9,444	0.2495	11.63%	24.00%	1,098	2,266	215%	104%
31	1,860	7,642	0.2433	11.62%	24.00%	888	1,834	209%	101%
32	1,466	5,917	0.2478	11.63%	24.00%	688	1,420	213%	103%
33	992	4,354	0.2278	11.57%	24.00%	504	1,045	197%	95%
34	687	3,100	0.2215	11.58%	24.00%	359	744	191%	92%
35	442	2,309	0.1915	11.61%	24.00%	268	554	165%	80%
36	261	1,463	0.1786	14.01%	24.00%	205	351	127%	74%
37	219	988	0.2213	14.28%	24.00%	141	237	155%	92%
38	152	651	0.2329	14.29%	24.00%	93	156	163%	97%
39	83	317	0.2620	14.50%	24.00%	46	76	181%	109%
40	41	231	0.1780	100.00%	30.00%	231	69	18%	60%
41	60	279	0.2162	100.00%	30.00%	279	84	22%	72%
42	47	209	0.2250	100.00%	30.00%	209	63	22%	74%
43	30	168	0.1767	100.00%	30.00%	168	50	18%	59%
44	47	93	0.5107	100.00%	30.00%	93	28	51%	170%
45	31	64	0.4815	100.00%	50.00%	64	32	48%	96%
46	0	45	0.0000	100.00%	50.00%	45	22	0%	0%
47	15	26	0.5525	100.00%	50.00%	26	13	56%	112%
48	5	12	0.4519	100.00%	50.00%	12	6	45%	91%
49	0	7	0.0000	100.00%	50.00%	7	3	0%	0%
Subtotal	\$ 17,578	\$ 65,724				\$ 9,399	\$ 17,712	187%	371%

(\$ in thousands of liability)

*Columns may not add due to rounding.



**SOUTH CAROLINA RETIREMENT SYSTEM (SCRS)
PUBLIC SCHOOL EMPLOYEES
UNREDUCED RETIREMENT EXPERIENCE - ELIGIBLE FOR RTW - MALE AND FEMALE**

Service (1)	Actual Retirements (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Retirements		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
62	\$ 1,116	\$ 2,708	0.4123	35.00%	40.00%	\$ 948	\$ 1,083	118%	103%
63	161	340	0.4732	35.00%	40.00%	119	136	135%	118%
64	138	249	0.5537	35.00%	40.00%	87	100	158%	138%
65	1,137	2,981	0.3814	35.00%	40.00%	1,043	1,192	109%	95%
Totals	\$ 2,552	\$ 6,277				\$ 2,197	\$ 2,511	116%	102%

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**POLICE OFFICERS RETIREMENT SYSTEM (PORS)
UNREDUCED RETIREMENT EXPERIENCE - AGE BASED - MALE AND FEMALE**

Age (1)	Actual Retirements (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Retirements		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
55	\$ 489	\$ 2,316	0.2113	20.00%	20.00%	\$ 463	\$ 463	106%	106%
56	304	2,037	0.1491	20.00%	20.00%	407	407	75%	75%
57	49	470	0.1052	20.00%	20.00%	94	94	53%	53%
58	282	1,586	0.1779	12.00%	12.00%	190	190	148%	148%
59	203	1,496	0.1358	12.00%	12.00%	179	179	113%	113%
60	245	1,373	0.1787	12.00%	12.00%	165	165	149%	149%
61	209	1,180	0.1770	25.00%	25.00%	295	295	71%	71%
62	306	1,072	0.2858	25.00%	25.00%	268	268	114%	114%
63	185	771	0.2406	25.00%	25.00%	193	193	96%	96%
64	137	616	0.2217	25.00%	25.00%	154	154	89%	89%
65	127	540	0.2349	25.00%	25.00%	135	135	94%	94%
66	133	445	0.2997	25.00%	25.00%	111	111	120%	120%
67	90	339	0.2653	25.00%	25.00%	85	85	106%	106%
68	79	272	0.2920	25.00%	25.00%	68	68	117%	117%
69	43	206	0.2100	25.00%	25.00%	52	52	84%	83%
Totals	\$ 473	\$ 1,802				\$ 450	\$ 451	105%	105%

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**POLICE OFFICERS RETIREMENT SYSTEM (PORS)
UNREDUCED RETIREMENT EXPERIENCE - SERVICE BASED - MALE AND FEMALE**

Service (1)	Actual Retirements (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Retirements		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
25	\$ 1,920	\$ 6,401	0.3000	30.00%	30.00%	\$ 1,920	\$ 1,920	100%	100%
26	966	4,432	0.2180	14.00%	20.00%	620	886	156%	109%
27	653	3,709	0.1761	14.00%	18.00%	519	668	126%	98%
28	552	3,042	0.1814	14.00%	18.00%	426	547	130%	101%
29	423	2,433	0.1737	14.00%	18.00%	341	438	124%	96%
30	310	2,187	0.1418	14.00%	18.00%	306	394	101%	79%
31	320	1,709	0.1871	14.00%	18.00%	239	308	134%	104%
32	240	1,337	0.1796	14.00%	18.00%	187	241	128%	100%
33	211	971	0.2171	14.00%	21.00%	136	204	155%	103%
34	166	642	0.2589	14.00%	21.00%	90	135	185%	123%
35	91	505	0.1796	14.00%	21.00%	71	106	128%	86%
36	93	449	0.2069	14.00%	21.00%	63	94	148%	99%
37	52	310	0.1671	14.00%	21.00%	43	65	119%	80%
38	38	229	0.1647	14.00%	21.00%	32	48	118%	79%
39	21	167	0.1233	14.00%	21.00%	23	35	88%	59%
40	33	136	0.2416	100.00%	21.00%	136	29	24%	113%
41	23	118	0.1973	100.00%	21.00%	118	25	20%	93%
42	24	167	0.1449	100.00%	21.00%	167	35	14%	69%
43	27	123	0.2182	100.00%	21.00%	123	26	22%	103%
44	34	106	0.3200	100.00%	21.00%	106	22	32%	155%
45	10	68	0.1537	100.00%	100.00%	68	68	15%	15%
46	0	11	0.0000	100.00%	100.00%	11	11	0%	0%
Total	\$ 6,207	\$ 29,253				\$ 5,747	\$ 6,305	108%	98%

(\$ in thousands of liability)

*Columns may not add due to rounding.



**POLICE OFFICERS RETIREMENT SYSTEM (PORS)
UNREDUCED RETIREMENT EXPERIENCE - ELIGIBLE FOR RTW - MALE AND FEMALE**

Service (1)	Actual Retirements (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Retirements		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
57	\$ 799	\$ 2,686	0.2976	14.00%	30.00%	\$ 376	\$ 806	213%	99%

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**SOUTH CAROLINA RETIREMENT SYSTEM (SCRS)
GENERAL EMPLOYEES
REDUCED RETIREMENT EXPERIENCE - AGE BASED - MALE AND FEMALE LESS THAN 25 YEARS OF SERVICE**

Age (1)	Actual Retirements (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Retirements		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
60	\$ 476	\$ 8,809	0.0540	8.19%	5.00%	\$ 721	\$ 440	66%	108%
61	403	8,147	0.0495	8.17%	5.00%	666	407	61%	99%
62	1,195	7,691	0.1554	15.00%	15.00%	1,154	1,154	104%	104%
63	845	6,587	0.1283	15.00%	15.00%	988	988	86%	86%
64	769	5,750	0.1338	15.00%	15.00%	862	862	89%	89%
Totals	\$ 3,689	\$ 36,983				\$ 4,391	\$ 3,852	84%	96%

(\$ in thousands of liability)

*Columns may not add due to rounding.

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**SOUTH CAROLINA RETIREMENT SYSTEM (SCRS)
GENERAL EMPLOYEES
REDUCED RETIREMENT EXPERIENCE - AGE BASED - MALE AND FEMALE AT LEAST 25 YEARS OF SERVICE**

Age (1)	Actual Retirements (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Retirements		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
55	\$ 207	\$ 2,716	0.0763	8.21%	7.00%	\$ 223	\$ 190	93%	109%
56	176	2,559	0.0689	8.30%	7.00%	212	179	83%	98%
57	174	2,520	0.0691	8.27%	7.00%	208	176	84%	99%
58	148	2,507	0.0592	8.25%	7.00%	207	175	72%	85%
59	156	2,260	0.0689	8.18%	7.00%	185	158	84%	98%
60	187	2,322	0.0805	8.16%	7.00%	190	163	99%	115%
61	142	2,215	0.0639	8.18%	7.00%	181	155	78%	91%
62	347	2,153	0.1610	15.00%	17.00%	323	366	107%	95%
63	295	1,743	0.1690	15.00%	17.00%	262	296	113%	99%
64	216	1,441	0.1501	15.00%	17.00%	216	245	100%	88%
Total	\$ 2,048	\$ 22,437				\$ 2,207	\$ 2,104	93%	97%

(\$ in thousands of liability)

*Columns may not add due to rounding.

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**SOUTH CAROLINA RETIREMENT SYSTEM (SCRS)
PUBLIC SCHOOL EMPLOYEES
REDUCED RETIREMENT EXPERIENCE - AGE BASED - MALE AND FEMALE LESS THAN 25 YEARS OF SERVICE**

Age (1)	Actual Retirements (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Retirements		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
60	\$ 576	\$ 6,132	0.0939	10.74%	10.00%	\$ 659	\$ 613	87%	94%
61	560	5,307	0.1056	10.83%	10.00%	575	531	97%	106%
62	961	4,809	0.1998	20.00%	15.00%	962	721	100%	133%
63	585	3,951	0.1482	20.00%	15.00%	790	593	74%	99%
64	360	3,350	0.1075	20.00%	15.00%	670	502	54%	72%
Totals	\$ 3,043	\$ 23,549				\$ 3,655	\$ 2,960	83%	103%

(\$ in thousands of liability)

*Columns may not add due to rounding.

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**SOUTH CAROLINA RETIREMENT SYSTEM (SCRS)
PUBLIC SCHOOL EMPLOYEES
REDUCED RETIREMENT EXPERIENCE - AGE BASED - MALE AND FEMALE AT LEAST 25 YEARS OF SERVICE**

Age (1)	Actual Retirements (2)	Total Exposures (3)	Actual Rate (4)	Assumed Rate		Expected Retirements		Actual/Expected	
				Current (5)	Proposed (6)	Current (7)	Proposed (8)	Current (2) / (7) (9)	Proposed (2) / (8) (10)
55	\$ 124	\$ 2,572	0.0482	10.79%	5.00%	\$ 278	\$ 129	45%	96%
56	147	2,250	0.0654	10.72%	6.00%	241	135	61%	109%
57	143	2,081	0.0688	10.73%	7.00%	223	146	64%	98%
58	160	2,074	0.0769	10.63%	8.00%	221	166	72%	96%
59	163	1,911	0.0855	10.69%	9.00%	204	172	80%	95%
60	254	1,938	0.1311	10.66%	15.00%	207	291	123%	87%
61	249	1,804	0.1379	10.59%	15.00%	191	271	130%	92%
62	289	1,485	0.1949	20.00%	20.00%	297	297	97%	97%
63	208	1,197	0.1740	20.00%	20.00%	239	239	87%	87%
64	196	975	0.2014	20.00%	20.00%	195	195	101%	101%
Total	\$ 1,934	\$ 18,288				\$ 2,296	\$ 2,040	84%	95%

(\$ in thousands of liability)

*Columns may not add due to rounding.

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PUBLIC EMPLOYEE BENEFIT AUTHORITY AGENDA ITEM
Retirement Policy Committee

Meeting Date: June 26, 2024

1. Subject: Defined Contribution Plans Quarterly Investment Performance Reports

2. Summary: Mr. Shawn Eskamani and Mr. Sam Kirby from CapTrust will present the Defined Contribution Quarterly Investment Performance Reports for the quarter ended March 31, 2024.

3. What is Committee asked to do? Receive as information

4. Supporting Documents:

- (a) Attached: Deferred Compensation Program and Optional Retirement Program Executive Summary Report 1st Quarter, 2024

STATE OF SOUTH CAROLINA PUBLIC
EMPLOYEE BENEFIT AUTHORITY
1ST QUARTER, 2024

**DEFERRED COMPENSATION PROGRAM AND OPTIONAL RETIREMENT PROGRAM
EXECUTIVE SUMMARY REPORT**

CAPTRUST

Our mission is to enrich the lives of our clients, colleagues and communities through sound financial advice, integrity, and a commitment to service beyond expectation.

State of South Carolina Deferred Compensation Program

State of South Carolina Optional Retirement Program

1st Quarter, 2024 Quarterly Review

prepared by:

Shaun Eskamani

Principal | Financial Advisor

Kipp Small

Senior Financial Advisor

Sam Kirby

Senior Director | Investment Strategist

Section 1

MARKET COMMENTARY AND REVIEW

Section 2

**PLAN INVESTMENT REVIEW - DEFERRED
COMPENSATION PROGRAM**

- EMPOWER

Section 3

**PLAN INVESTMENT REVIEW - OPTIONAL
RETIREMENT PROGRAM**

- COREBRIDGE

- EMPOWER

- TIAA

- VOYA

Appendix

SECTION 1: MARKET COMMENTARY AND REVIEW

Industry Update.....

Market Commentary.....

Market Review.....

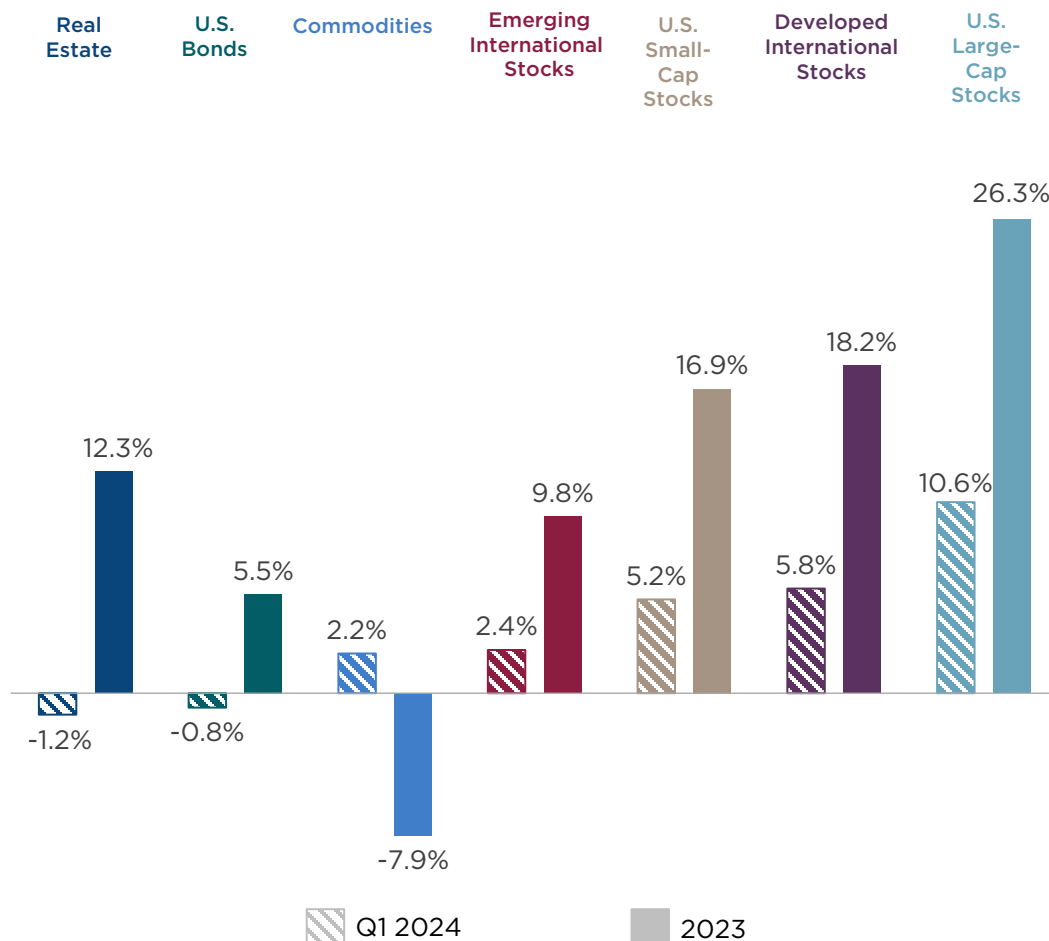
Asset Class Returns.....



EXPECTATIONS ADJUST AGAIN, WITH TALK OF NO LANDING

Equity markets finished the first quarter with an impressive run, despite a rapid repricing in the number of expected Federal Reserve interest rate cuts, which fell to three. While the rally benefited mega-cap growth companies first, by March, participation expanded as the consensus narrative refocused from a soft landing with waning inflation and weak economic growth to a *no-landing scenario* where inflation slows and growth accelerates.

- All major U.S. stock indexes posted gains, with the growth style outperforming the value style across market capitalization tiers. Small-cap stocks lagged, as they tend to be the most sensitive to Fed rate cut expectations.
- Bond investors faced headwinds as prices moved lower and rates moved higher.
- Oil prices rose by double digits, pushing the energy sector, a 2023 laggard, to a top spot. Gold reached a new high.
- Real estate slipped modestly, adversely impacted by higher interest rates.
- Outside the U.S., international developed and emerging markets saw modest gains. Japan was the exception, continuing to outpace most of its peers on the heels of investment-friendly structural reforms. Chinese markets still struggle.



Asset class returns are represented by the following indexes: Bloomberg U.S. Aggregate Bond Index (U.S. bonds), S&P 500 Index (U.S. large-cap stocks), Russell 2000® (U.S. small-cap stocks), MSCI EAFE Index (international developed market stocks), MSCI Emerging Market Index (emerging market stocks), Dow Jones U.S. Real Estate Index (real estate), and Bloomberg Commodity Index (commodities).

DIGGING DEEPER: STOCKS AND BONDS

Equities

	Q1 2024	2023	Last 12 Months
U.S. Stocks	10.6%	26.3%	29.9%
• Q1 Best Sector: Communication Services	15.8%	55.8%	49.8%
• Q1 Worst Sector: Real Estate	-0.5%	12.4%	9.6%
International Stocks	5.8%	18.2%	15.3%
Emerging Markets Stocks	2.4%	9.8%	8.2%

Fixed Income

	3.31.24	12.31.23	3.31.23
1-Year U.S. Treasury Yield	5.03%	4.79%	4.64%
10-Year U.S. Treasury Yield	4.20%	3.88%	3.48%
	YTD 2024	2023	Last 12 Months
10-Year U.S. Treasury Total Return	-1.67%	3.21%	-2.20%

Equities – Relative Performance by Market Capitalization and Style

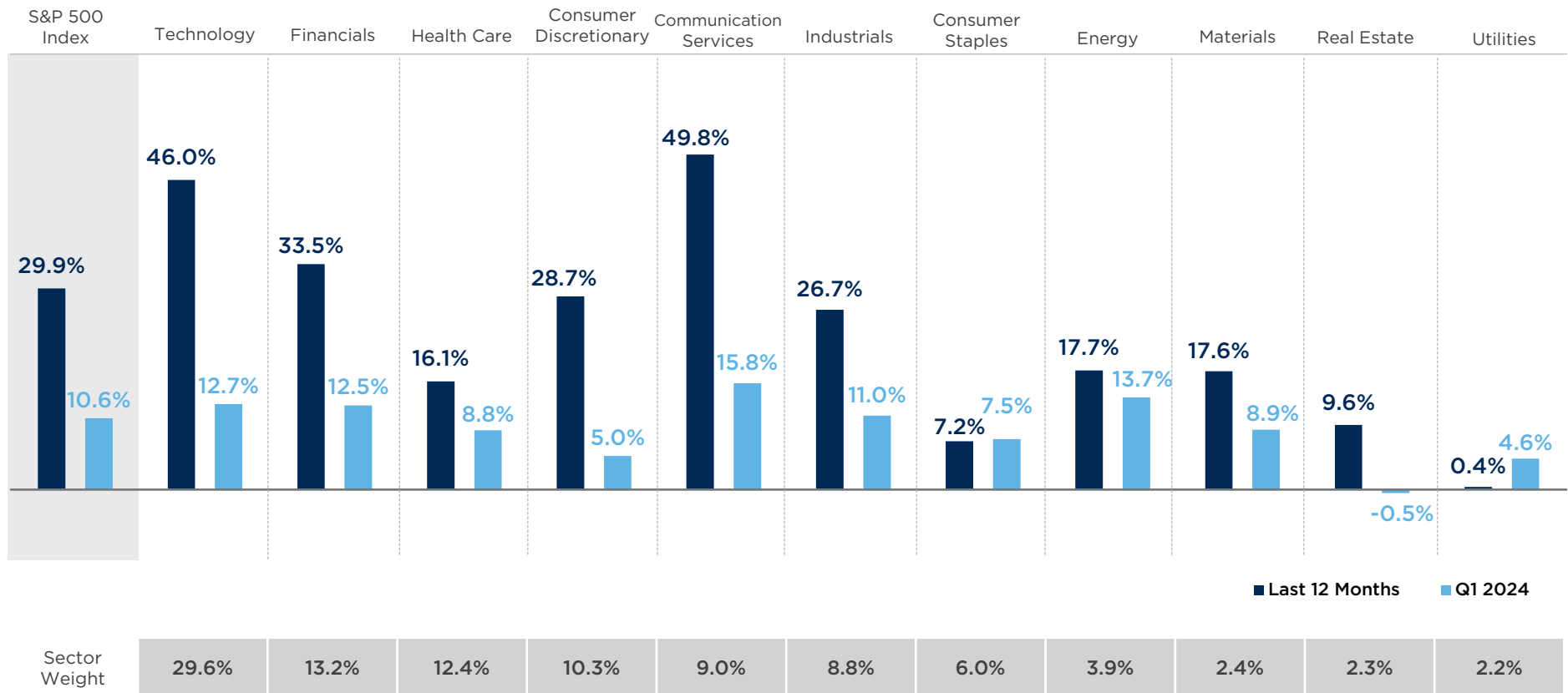
	Q1 2024			2023			Last 12 Months				
	Value	Blend	Growth	Value	Blend	Growth	Value	Blend	Growth		
Large	9.0%	10.6%	11.4%	Large	11.5%	26.3%	42.7%	Large	20.3%	29.9%	39.0%
Mid	8.2%	8.6%	9.5%	Mid	12.7%	17.2%	25.9%	Mid	20.4%	22.3%	26.3%
Small	2.9%	5.2%	7.6%	Small	14.6%	16.9%	18.7%	Small	18.8%	19.7%	20.3%

Sources: Bloomberg, U.S. Treasury. Asset class returns are represented by the following indexes: S&P 500 Index (U.S. stocks), MSCI EAFE Index (international developed market stocks), and MSCI Emerging Markets Index (emerging market stocks). Relative performance by market capitalization and style is based upon the Russell US Style Indexes except for large-cap blend, which is based upon the S&P 500 Index.

DIGGING DEEPER: U.S. EQUITY MARKETS

The S&P 500 Index is a market-capitalization-weighted index of U.S. large-cap stocks across a diverse set of industry sectors. The stocks represented in these 11 sectors generated a range of returns for the last 12 months and the most recent quarter.

Returns by S&P 500 Sector



Source: Morningstar, S&P Global. All calculations are cumulative total return, not annualized, including dividends for the stated period. Past performance is not indicative of future returns.

ASSET CLASS RETURNS

Period Ending 03.31.2024 | Q1 24

2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Q1 2024
Fixed Income 7.84%	Mid-Cap Value 18.51%	Small-Cap Growth 43.30%	Mid-Cap Value 14.75%	Large-Cap Growth 5.67%	Small-Cap Value 31.74%	Large-Cap Growth 30.21%	Cash 1.87%	Large-Cap Growth 36.39%	Large-Cap Growth 38.49%	Mid-Cap Value 28.34%	Cash 1.46%	Large-Cap Growth 42.68%	Large-Cap Growth 11.41%
Large-Cap Growth 2.64%	Small-Cap Value 18.05%	Mid-Cap Growth 35.74%	Large-Cap Value 13.45%	Fixed Income 0.55%	Mid-Cap Value 20.00%	Mid-Cap Growth 25.27%	Fixed Income 0.01%	Mid-Cap Growth 35.47%	Mid-Cap Growth 35.59%	Small-Cap Value 28.27%	Large-Cap Value -7.54%	Mid-Cap Growth 25.87%	Mid-Cap Growth 9.50%
Large-Cap Value 0.39%	International Equities 17.32%	Small-Cap Value 34.52%	Large-Cap Growth 13.05%	Cash 0.05%	Large-Cap Value 17.34%	International Equities 25.03%	Large-Cap Growth -1.51%	Small-Cap Growth 28.48%	Small-Cap Growth 34.63%	Large-Cap Growth 27.60%	Mid-Cap Value -12.03%	International Equities 18.24%	Large-Cap Value 8.99%
Cash 0.10%	Large-Cap Value 17.51%	Large-Cap Growth 33.48%	Mid-Cap Growth 11.90%	Mid-Cap Growth -0.20%	Small-Cap Growth 11.32%	Small-Cap Growth 22.17%	Mid-Cap Growth -4.75%	Mid-Cap Value 27.06%	International Equities 7.82%	Large-Cap Value 25.16%	Fixed Income -13.01%	Small-Cap Growth 18.66%	Mid-Cap Value 8.23%
Mid-Cap Value -1.38%	Mid-Cap Growth 15.81%	Mid-Cap Value 33.46%	Fixed Income 5.97%	International Equities -0.81%	Mid-Cap Growth 7.33%	Large-Cap Value 13.66%	Large-Cap Value -8.27%	Large-Cap Value 26.54%	Fixed Income 7.51%	Mid-Cap Growth 12.73%	International Equities -14.45%	Small-Cap Value 14.65%	Small-Cap Growth 7.58%
Mid-Cap Growth -1.65%	Large-Cap Growth 15.26%	Large-Cap Value 32.53%	Small-Cap Growth 5.60%	Small-Cap Growth -1.38%	Large-Cap Growth 7.08%	Mid-Cap Value 13.34%	Small-Cap Growth -9.31%	International Equities 22.01%	Mid-Cap Value 4.96%	International Equities 11.26%	Small-Cap Value -14.48%	Mid-Cap Value 12.71%	International Equities 5.78%
Small-Cap Growth -2.91%	Small-Cap Growth 14.59%	International Equities 22.78%	Small-Cap Value 4.22%	Large-Cap Value -3.83%	Fixed Income 2.65%	Small-Cap Value 7.84%	Mid-Cap Value -12.29%	Small-Cap Value 22.39%	Small-Cap Value 4.63%	Small-Cap Growth 2.83%	Small-Cap Growth -26.36%	Large-Cap Value 11.46%	Small-Cap Value 2.90%
Small-Cap Value -5.50%	Fixed Income 4.22%	Cash 0.07%	Cash 0.03%	Mid-Cap Value -4.78%	International Equities 1.00%	Fixed Income 3.54%	Small-Cap Value -12.86%	Fixed Income 8.72%	Large-Cap Value 2.80%	Cash 0.05%	Mid-Cap Growth -26.72%	Fixed Income 5.53%	Cash 1.29%
International Equities -12.14%	Cash 0.11%	Fixed Income -2.02%	International Equities -4.90%	Small-Cap Value -7.47%	Cash 0.33%	Cash 0.86%	International Equities -13.79%	Cash 2.28%	Cash 0.67%	Fixed Income -1.54%	Large-Cap Growth -29.14%	Cash 5.01%	Fixed Income -0.78%

Source: Markov Processes, Inc., Bloomberg, Mobius

- Small-Cap Value Stocks (Russell 2000 Value)
- Small-Cap Growth Stocks (Russell 2000 Growth)
- Large-Cap Growth Stocks (Russell 1000 Growth)
- Large-Cap Value Stocks (Russell 1000 Value)
- Mid-Cap Growth Stocks (Russell Mid-Cap Growth)
- Mid-Cap Value Stocks (Russell Mid-Cap Value)
- International Equities (MSCI EAFE)
- Fixed Income (Bloomberg U.S. Aggregate Bond)
- Cash (Merrill Lynch 3-Month Treasury Bill)

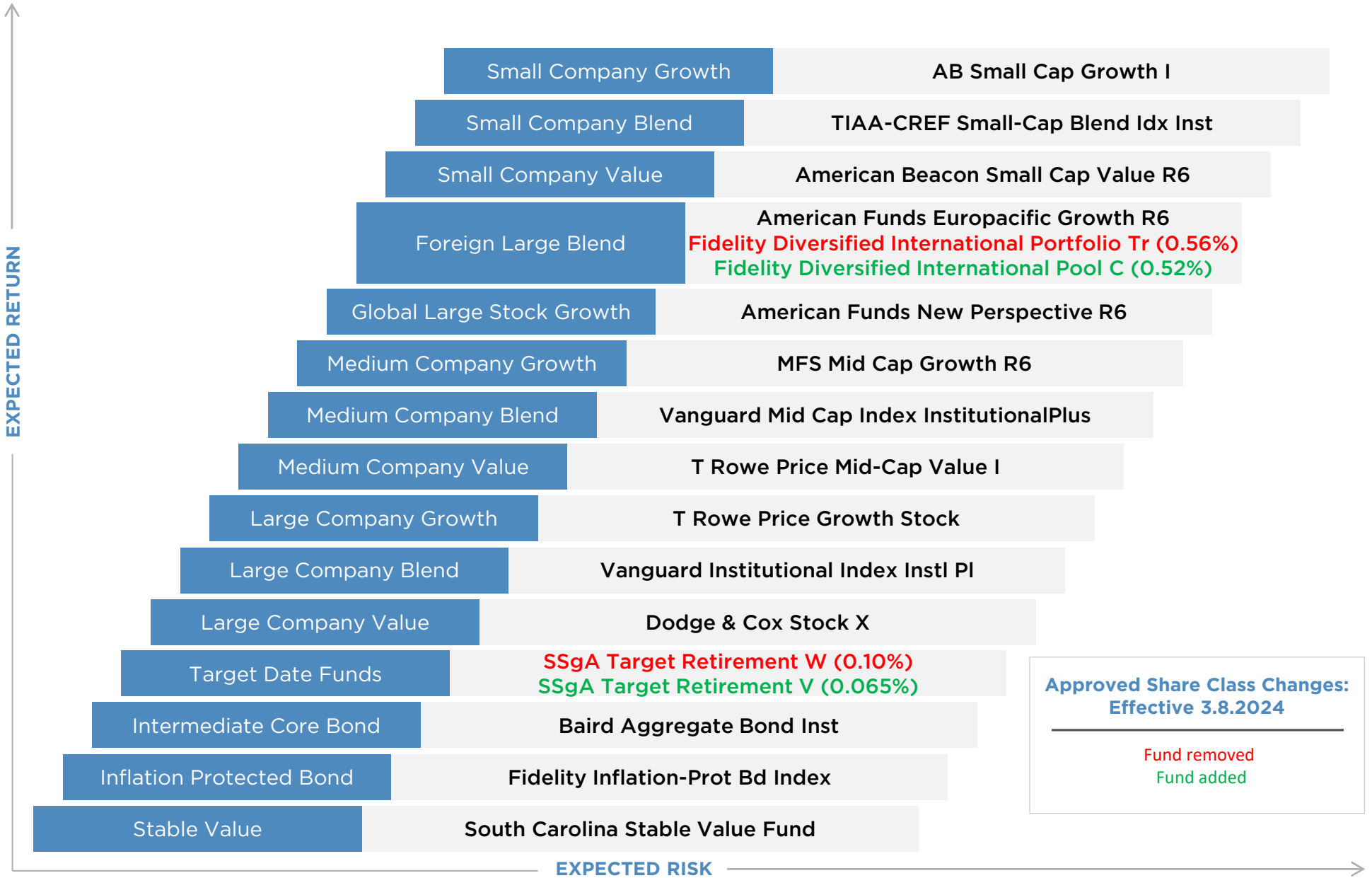
The information contained in this report is from sources believed to be reliable but is not warranted by CAPTRUST to be accurate or complete.



SECTION 2: PLAN INVESTMENT REVIEW - DEFERRED COMP	
Plan Investment Menu Review.....	
Plan Assets.....	
Investment Policy Monitor.....	
Investment Review Select Commentary.....	
Investment Performance Summary.....	



State of South Carolina Deferred Compensation Program



**Approved Share Class Changes:
Effective 3.8.2024**

Fund removed
Fund added

PLAN INVESTMENT REVIEW | ASSET SUMMARY

Period Ending 03.31.2024 | Q1 24

State of South Carolina Deferred Compensation Program

CURRENT INVESTMENT NAME	401(k) PLAN ASSETS	(%)	457(b) PLAN ASSETS	(%)	TOTAL PROGRAM ASSETS	(%)
South Carolina Stable Value Fund	\$912,481,482	21.30%	\$260,911,650	21.10%	\$1,173,393,132	21.25%
Fidelity Inflation-Prot Bd Index	\$141,673,735	3.31%	\$34,244,930	2.77%	\$175,918,665	3.19%
Baird Aggregate Bond Inst	\$212,298,750	4.95%	\$55,527,201	4.49%	\$267,825,951	4.85%
State Street Target Retirement Income Non-Lending Series Fund Class V	\$245,131,932	5.72%	\$115,640,919	9.35%	\$360,772,851	6.53%
State Street Target Retirement 2020 Non-Lending Series Fund Class V	\$78,876,769	1.84%	\$20,603,759	1.67%	\$99,480,528	1.80%
State Street Target Retirement 2025 Non-Lending Series Fund Class V	\$33,633,374	0.78%	\$10,143,326	0.82%	\$43,776,700	0.79%
State Street Target Retirement 2030 Non-Lending Series Fund Class V	\$111,945,404	2.61%	\$35,714,751	2.89%	\$147,660,155	2.67%
State Street Target Retirement 2035 Non-Lending Series Fund Class V	\$27,389,767	0.64%	\$12,419,298	1.00%	\$39,809,065	0.72%
State Street Target Retirement 2040 Non-Lending Series Fund Class V	\$74,005,490	1.73%	\$26,101,145	2.11%	\$100,106,635	1.81%
State Street Target Retirement 2045 Non-Lending Series Fund Class V	\$12,802,718	0.30%	\$7,296,369	0.59%	\$20,099,087	0.36%
State Street Target Retirement 2050 Non-Lending Series Fund Class V	\$22,083,267	0.52%	\$8,856,836	0.72%	\$30,940,103	0.56%
State Street Target Retirement 2055 Non-Lending Series Fund Class V	\$7,463,594	0.17%	\$3,501,913	0.28%	\$10,965,507	0.20%
State Street Target Retirement 2060 Non-Lending Series Fund Class V	\$5,507,914	0.13%	\$2,110,515	0.17%	\$7,618,429	0.14%
State Street Target Retirement 2065 Non-Lending Series Fund Class V	\$2,330,535	0.05%	\$1,269,459	0.10%	\$3,599,994	0.07%
Dodge & Cox Stock X	\$322,772,711	7.53%	\$89,510,952	7.24%	\$412,283,663	7.47%
Vanguard Institutional Index Instl PI	\$867,657,448	20.25%	\$230,602,785	18.65%	\$1,098,260,233	19.89%
T Rowe Price Growth Stock	\$304,825,723	7.11%	\$64,812,371	5.24%	\$369,638,094	6.69%

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State of South Carolina Deferred Compensation Program

CURRENT INVESTMENT NAME	401(k) PLAN ASSETS	(%)	457(b) PLAN ASSETS	(%)	TOTAL PROGRAM ASSETS	(%)
T Rowe Price Mid-Cap Value I	\$188,281,452	4.39%	\$58,413,881	4.72%	\$246,695,333	4.47%
Vanguard Mid-Cap Index Instl PI	\$49,791,226	1.16%	\$12,256,517	0.99%	\$62,047,743	1.12%
MFS Mid-Cap Growth R6	\$105,229,818	2.46%	\$24,094,391	1.95%	\$129,324,209	2.34%
American Funds New Perspective R6	\$101,314,699	2.36%	\$30,619,718	2.48%	\$131,934,417	2.39%
American Funds Europacific Growth R6	\$150,650,717	3.52%	\$40,795,905	3.30%	\$191,446,622	3.47%
Fidelity Diversified International Portfolio Class C	\$133,573,368	3.12%	\$34,078,802	2.76%	\$167,652,170	3.04%
American Beacon Small Cp Val R6	\$28,264,767	0.66%	\$9,381,109	0.76%	\$37,645,876	0.68%
TIAA-CREF Small-Cap Blend Idx Inst	\$58,212,906	1.36%	\$20,434,050	1.65%	\$78,646,956	1.42%
AB Small Cap Growth I	\$61,387,145	1.43%	\$17,719,590	1.43%	\$79,106,735	1.43%
Self Directed Accounts	\$25,239,693	0.59%	\$9,484,189	0.77%	\$34,723,882	0.63%
TOTALS	\$4,284,826,404 (77.6% of Program)	100%	\$1,236,546,331 (22.4% of Program)	100%	\$5,521,372,735	100%

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State of South Carolina Deferred Compensation Program

INVESTMENT	QUANTITATIVE								QUALITATIVE		TOTALS	
	Risk-Adjusted Performance		vs. Peers Performance		Style		Confidence		Fund Management	Fund Firm	Overall	Total Score
	3 Yr	5 Yr	3 Yr	5 Yr	3 Yr	5 Yr	3 Yr	5 Yr				
Intermediate Core Bond Baird Aggregate Bond Inst	●	●	●	●	●	●	●	●	●	●	●	100
Large Company Value Dodge & Cox Stock X	●	●	●	●	●	●	●	●	●	●	●	98
Large Company Growth T Rowe Price Growth Stock	▼	▼	▼	▼	●	●	▼	▼	●	●	●	59
Medium Company Value T Rowe Price Mid-Cap Value I	●	●	●	●	●	●	●	●	●	●	●	100
Medium Company Growth MFS Mid Cap Growth R6	●	●	●	●	●	●	●	●	●	●	●	96
Global Large Stock Growth American Funds New Perspective R6	●	●	●	●	●	●	●	●	●	●	●	95
Foreign Large Blend American Funds Europacific Growth R6	▼	●	▼	●	●	●	▼	●	●	●	▼	78
Foreign Large Blend FID DIV INTL PL CL C	●	●	●	●	●	●	●	●	●	●	●	98

The CAPTRUST Investment Policy Monitor ("Scorecard") is an illustration of our monitoring system and is designed to assist our clients in their efforts to provide fiduciary oversight to investment assets. It is not intended as a solicitation to buy any security. The scoring system measures quantitative areas as well as qualitative (or subjective) fields for actively managed investment options. Quantitative scoring areas include Risk Adjusted Performance (3 & 5 yr.); Performance vs. Relevant Peer Group; Style Attribution; and Confidence. Qualitative Scoring Areas measure the quality of the Management Team while also considering the stewardship of the investment option's parent company under Investment Family Items. Qualitative areas of analysis are subjective in nature. CAPTRUST typically requires at least 3 months of monitoring before including an investment in this report. Investments that have been added to our system less than 3 months prior to a report being generated may have a Fund Management assessment of '25' as a default, but will be updated, if necessary, after the first quarter of monitoring to more accurately reflect our system. Investments that are not mutual funds or have less than 3 years of performance history may not be scored. This material is for institutional investor use only and is not intended to be shared with individual investors.

State of South Carolina Deferred Compensation Program

INVESTMENT	QUANTITATIVE								QUALITATIVE		TOTALS	
	Risk-Adjusted Performance		vs. Peers Performance		Style		Confidence		Fund Management	Fund Firm	Overall	Total Score
	3 Yr	5 Yr	3 Yr	5 Yr	3 Yr	5 Yr	3 Yr	5 Yr				
Small Company Value American Beacon Small Cap Value R6	●	●	●	●	●	●	●	●	●	●	●	94
Small Company Growth AB Small Cap Growth I	▼	▼	▼	●	●	●	▼	●	●	●	●	83

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State of South Carolina Deferred Compensation Program

TARGET DATE INVESTMENTS

INVESTMENT	QUANTITATIVE						QUALITATIVE				TOTALS	
	Risk-Adjusted Performance		vs. Peers Performance		Glidepath		Portfolio Construct.	Underlying Inv. Vehicles	Fund Mgmt	Fund Firm	Overall	Total Score
	3 Yr	5 Yr	3 Yr	5 Yr	% of Equities	Beta to Equities						
SsGA Target Retirement CIT												86

CAPITAL PRESERVATION INVESTMENTS

INVESTMENT	Overall	Commentary
South Carolina Stable Value Funds		This Capital Preservation option is in good standing per the guidelines as established by the Investment Policy Statement.

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State of South Carolina Deferred Compensation Program

PASSIVE INVESTMENTS

INVESTMENT	Overall	Commentary
Fidelity Inflation-Prot Bd Index	●	This fund currently meets the guidelines set forth by CAPTRUST for passively managed investments. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, tracking error, and cost.
Vanguard Institutional Index Instl Pl	●	This fund currently meets the guidelines set forth by CAPTRUST for passively managed investments. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, tracking error, and cost.
Vanguard Mid Cap Index InstitutionalPlus	●	This fund currently meets the guidelines set forth by CAPTRUST for passively managed investments. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, tracking error, and cost.
TIAA-CREF Small-Cap Blend Idx Inst	●	This fund currently meets the guidelines set forth by CAPTRUST for passively managed investments. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, tracking error, and cost.

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State of South Carolina Deferred Compensation Program

INVESTMENT WATCHLIST RECOMMENDATIONS			
INVESTMENT	RECOMMENDATION	# OF QUARTERS	RATIONALE
Large Company Growth T Rowe Price Growth Stock	On Watch	7	<p>The T. Rowe Price Growth strategy remains on watch due to poor performance over the trailing 3- and 5-year periods. However, going forward, CAPTRUST believes the strategy will show well in up-markets due to recent modifications to risk management.</p> <p>Portfolio Manager Joe Fath favors high-growth businesses that can grow revenue or earnings at double-digit rates, often leading him to cyclical, turnarounds, privates, and international stocks. The aggressive growth style was decisively out of favor in 2022 with bottom quartile performance but rebounded with top quartile performance in 2023 as growth leadership returned, benefiting from solid security selection. Despite the 2023 outperformance, 3-, 5-, and 10-year performance have trailed the peers and benchmark. CAPTRUST believes clients should continue holding the strategy as recent performance improvement and Fath's modifications to risk management prove the strategy can bode well in up-markets.</p>

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State of South Carolina Deferred Compensation Program

INVESTMENT WATCHLIST RECOMMENDATIONS

INVESTMENT	RECOMMENDATION	# OF QUARTERS	RATIONALE
<p>Foreign Large Blend American Funds Europacific Growth R6</p>	<p>On Watch</p>	<p>4</p>	<p>The peaking of interest rates which occurred in the U.S. in October of 2023 and a subsequent drop in yields over the past six months has benefited the growth style relative to value and core in both the U.S. and overseas markets as the strategy has outperformed the core index during the past two quarters. While relative performance has mostly improved over the past two years, the challenging environment for the growth style from late 2021 through mid 2022 and again in the third quarter of 2023 continues to weigh on the fund's three-year return. Five-year and longer trailing returns remain compelling, in the upper half of the peer group and ahead of the core benchmark.</p> <p>During the first quarter, the strategy returned 7.44% versus 4.69% for the core benchmark.</p> <p>Clients holding the strategy should continue to do so. The investment team has a deep and experienced bench (12 PMs plus an analyst research sleeve) to help smooth out disruptions from the inevitable retirements and departures that occur from time to time. While the strategy's growth tilted style has mostly been out of favor over the past three-years, this stylistic dynamic has started to shift back in the fund's favor more recently and relative performance has started to improve again.</p>

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FUND MANAGEMENT ITEMS	COMMENTARY
<p>American Beacon Small Cap Value</p>	<p>Matt Peden, portfolio manager on American Beacon’s International Equity, Large Cap Value, and Small Cap Value funds, has departed the firm. As a result, Robyn Serrano, who already served as a portfolio manager on Small Cap Value, has been added as a portfolio manager on the International and Large Cap Value strategies. Additionally, Colin Hamer has been promoted to senior portfolio manager of the Small Cap Value fund.</p>
<p>American Funds New Perspective</p>	<p>After spending the past 31 years with Capital Group, Jonathan Knowles, a portfolio manager for the New Perspective fund, has retired and transferred off of the team managing the fund. To fill in for Jonathan, Anne-Marie Peterson and Kohei Higashi have been disclosed as portfolio managers for the strategy. Anne-Marie has been with Capital Group for the past 18 years and has a total of 28 years of investment industry experience. Kohei has been with Capital Group for 19 years and has a total of 27 years of investment experience.</p>
<p>American Funds EuroPacific Growth</p>	<p>After spending the past 31 years with Capital Group, Jonathan Knowles, a portfolio manager for the EuroPacific Growth fund, has retired and transferred off of the team managing the fund. To fill in for Jonathan, Samir Parekh has been disclosed as a portfolio manager for the strategy. Samir has been with Capital Group for the past 16 years and has a total of 22 years of investment industry experience.</p> <p>The strategy is managed by an experienced team of 12 portfolio managers who have an average tenure at the firm of 26 years. Each PM independently manages their sleeve of assets based on their own investment ideology, which are diverse and complementary. The fundamental, research driven process focusses on identifying companies that are positioned to benefit from innovation, global economic growth, increasing consumer demand, or a turnaround in business conditions. While the strategy is designed to be a core international equity offering, it does have a growth stylistic tilt overall which has been a headwind for much of the past three years, resulting in a weak relative ranking over that period. That stylistic headwind has started to subside over the past two quarters as global interest rates have pulled in and performance has improved for the strategy more recently. Given the stable team and a disciplined process that has worked well over the longer-term, we would recommend clients that are currently using the strategy continue to do so.</p>

State of South Carolina Deferred Compensation Program

FUND MANAGEMENT ITEMS	COMMENTARY
T. Rowe Price Growth Stock	<p>Portfolio Manager Joe Fath favors high-growth businesses that can grow revenue or earnings at double-digit rates, often leading him to cyclicals, turnarounds, privates, and international stocks. The aggressive growth style was decisively out of favor in 2022 with bottom quartile performance but rebounded with top quartile performance in 2023 as growth leadership returned, benefiting from solid security selection. Despite the 2023 outperformance, 3-, 5-, and 10-year performance have trailed the peers and benchmark. We believe clients should continue holding the strategy as recent performance improvement and Fath's modifications to risk management prove the strategy can bode well in up-markets.</p>
FUND FIRM ITEMS	COMMENTARY
Vanguard Group, Inc.	<p>Effective December 2024, Tim Buckley, chairman and chief executive officer, will retire from the firm. Vanguard is currently conducting a search for Mr. Buckley's successor. Additionally, Chief Investment Officer Greg Davis has been named president of the firm. Mr. Davis continues to serve as CIO.</p> <p>Vanguard has reached an agreement to sell Vanguard Institutional Advisory Services, its institutional outsourced chief investment officer (OCIO) business, to Mercer. As part of this sale, all Vanguard OCIO clients will transition to Mercer, pending client agreement. With the completion of the sale, Vanguard will exit this business entirely and no longer provide advisory services to traditional institutional accounts, including endowments, foundations, and pension and corporate accounts.</p>
AB L.P.	<p>Jackie Marks has joined AllianceBernstein to become their CFO and member of their Executive team. Ms. Marks succeeds Bill Siemers, who had served as interim CFO since the departure of Kate Burke in May 2023. Additionally, Ms. Marks, Head of Global Business Development Steve Eisenberg, Head of Global Technology and Operations Rob McWilliams, Head of Client and Advisory - Private Wealth Rick Meyers, CEO of EMEA and Head of EMEA Retail Client Group Honor Solomon, and Head of Equities Nelson Yu, have joined AllianceBernstein's Operating Committee.</p> <p>Chris Hogbin, formerly AllianceBernstein's head of Equities, has assumed a newly created role of global head of Investments. Mr. Hogbin is now responsible for all of AllianceBernstein's public-market investment teams. By the end of 2024, his role will be expanded to include Private Alternatives as well. Nelson Yu has succeeded Mr. Hogbin as head of Equities.</p>

State of South Carolina Deferred Compensation Program

FUND FIRM ITEMS	COMMENTARY
MFS Family of Funds	<p>Effective January 1, 2025, CIO Ted Maloney will assume the role of CEO of MFS, succeeding Mike Roberge, who will become executive chair. At that time, Alison O'Neil will be named the chief investment officer of MFS. Alison will retain her co-CIO of Equity and portfolio manager responsibilities.</p> <p>Effective September 30, 2024, Bill Adams, co-CIO of Fixed Income, will retire. Co-CIOs Pilar Gomez-Bravo and Alexander Mackey will continue to serve in their roles.</p>
American Beacon Advisors, Inc.	<p>Resolute Investment Managers, Inc. (Resolute), the parent company of American Beacon Advisors, completed the recapitalization transaction that was announced last year. Private equity firm Kelso and Company, the majority owner of Resolute, has signed over all of its equity to the firm's new lender group in a debt-for-equity swap deal. As part of the agreement, Resolute's first-lien lenders exchanged existing debt for new debt and equity, and second-lien debt holders exchanged their existing debt for new equity.</p>
T. Rowe Price	<p>Eric Veiel, head of Global Equity, has assumed the position of head of Global Investments. The role was previously held by Rob Sharps prior to his appointment to CEO and president. Head of Fixed Income Arif Husain and Head of Global Multi-Asset Sebastien Page will now report to Mr. Veiel.</p> <p>Arlene Klein joined the firm as the new head of Global Compliance.</p> <p>Arif Husain has assumed the roles of head of Global Fixed Income and head of the Fixed Income Steering Committee following the retirement of Andy McCormick. Arif has also joined the firm's Management Committee.</p> <p>Robert Higginbotham, head of Global Distribution and Global Product and CEO and chair of T. Rowe Price International, has retired. Dee Sawyer has succeeded Mr. Higginbotham as head of Global Distribution and assumed his responsibilities on the firm's Management Committee. Additionally, Scott Keller, head of Americas, APAC, and EMEA Distribution, serves as the new CEO and chair of T. Rowe Price International, reporting to Ms. Sawyer.</p>

FUND FIRM ITEMS	COMMENTARY
Capital Group	<p>Rob Lovelace, vice chair of Capital Group and president of the firm’s Management Committee, has transitioned out of these roles to focus on his portfolio management duties. Jody Jonsson has succeeded Mr. Lovelace as vice chair. Mike Gitlin, chairman and CEO of Capital Group has taken Mr. Lovelace’s place as president of the Management Committee.</p>
Nuveen/TIAA-CREF	<p>The TIAA-CREF Funds and Nuveen Funds now operate under one consolidated fund board. Effective May 1, 2024, the TIAA-CREF mutual fund family will be rebranded as Nuveen. In addition, the Institutional, Advisor, and Retail share classes will be renamed to align with the existing Nuveen Funds. The Institutional share class will become R6, the Advisor share class will become I, and the Retail share class will become class A.</p>

INVESTMENT NAME	TICKER	NET EXPENSE RATIO	1 YEAR*	3 YEAR*	5 YEAR*	10 YEAR*
CASH AND CASH EQUIVALENT						
South Carolina Stable Value Fund	-	0.16%	2.29%	2.09%	2.21%	2.28%
FIXED INCOME						
Fidelity Inflation-Prot Bd Index	FIPDX	0.05%	0.25%	-0.63%	2.36%	2.14%
Baird Aggregate Bond Inst	BAGIX	0.30%	2.80%	-2.17%	0.81%	1.97%
TARGET DATE						
State Street Target Retirement Income Non-Lending Series Fund Class V	-	0.07%	8.36%	2.12%	4.83%	4.19%
State Street Target Retirement 2020 Non-Lending Series Fund Class V	-	0.07%	8.93%	2.30%	5.59%	5.29%
State Street Target Retirement 2025 Non-Lending Series Fund Class V	-	0.07%	11.44%	2.66%	6.84%	6.28%
State Street Target Retirement 2030 Non-Lending Series Fund Class V	-	0.07%	20.32%	4.97%	8.97%	7.49%
State Street Target Retirement 2035 Non-Lending Series Fund Class V	-	0.07%	15.60%	3.49%	8.37%	7.32%
State Street Target Retirement 2040 Non-Lending Series Fund Class V	-	0.07%	16.79%	3.84%	8.87%	7.65%
State Street Target Retirement 2045 Non-Lending Series Fund Class V	-	0.07%	24.00%	5.91%	10.41%	8.49%
State Street Target Retirement 2050 Non-Lending Series Fund Class V	-	0.07%	22.53%	5.46%	10.28%	8.43%
State Street Target Retirement 2055 Non-Lending Series Fund Class V	-	0.07%	18.96%	4.42%	9.62%	8.10%
State Street Target Retirement 2060 Non-Lending Series Fund Class V	-	0.07%	18.96%	4.43%	9.62%	-
State Street Target Retirement 2065 Non-Lending Series Fund Class V	-	0.07%	18.96%	4.42%	-	-
DOMESTIC EQUITY						
Dodge & Cox Stock X	DOXGX	0.41%	25.73%	10.45%	13.61%	11.11%
Vanguard Institutional Index Instl PI	VIIIX	0.02%	29.86%	11.47%	15.03%	12.95%
T Rowe Price Growth Stock	PRGFX	0.67%	40.33%	4.52%	12.60%	13.14%
T Rowe Price Mid-Cap Value I	TRMIX	0.68%	28.45%	11.46%	13.50%	10.36%
Vanguard Mid Cap Index Instl PI	VMCPX	0.03%	20.46%	5.73%	10.96%	9.91%
MFS Mid Cap Growth R6	OTCKX	0.66%	25.17%	4.13%	11.67%	12.09%
American Beacon Small Cp Val R6	AASRX	0.77%	19.73%	6.44%	10.56%	7.75%
TIAA-CREF Small-Cap Blend Idx Inst	TISBX	0.06%	19.73%	0.00%	8.22%	7.74%
AB Small Cap Growth I	QUAIX	0.84%	18.78%	-5.34%	8.50%	9.72%
INTERNATIONAL EQUITY						
American Funds New Perspective R6	RNPGX	0.41%	22.92%	5.22%	12.78%	10.96%
American Funds Europacific Growth R6	REGX	0.47%	13.49%	-0.16%	6.91%	5.58%
Fidelity Diversified International Class C	-	0.52%	17.20%	3.41%	9.14%	6.24%

*ANNUALIZED

SECTION 3: PLAN INVESTMENT REVIEW - STATE ORP

Plan Asset Summary.....

Vendor Fee Comparison.....

Investment Menu Comparison.....

Plan Investment Menu Review.....

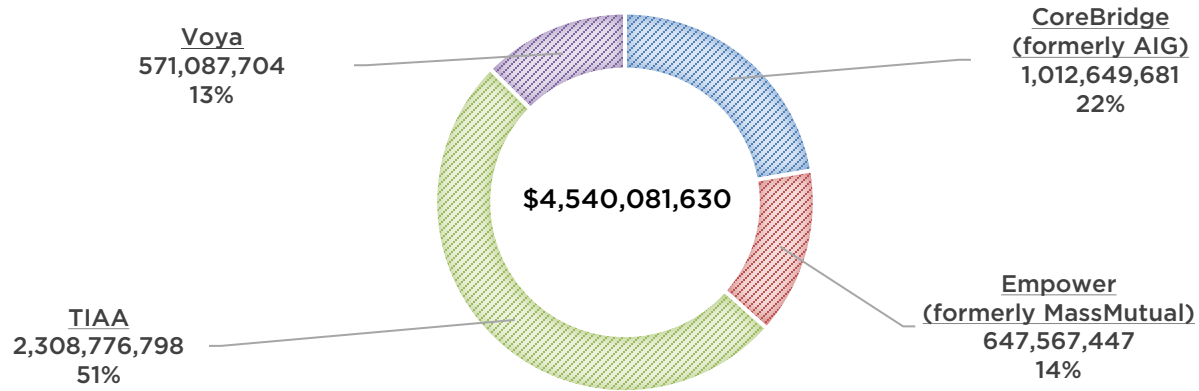
Investment Policy Monitor.....

Investment Review Select Commentary.....

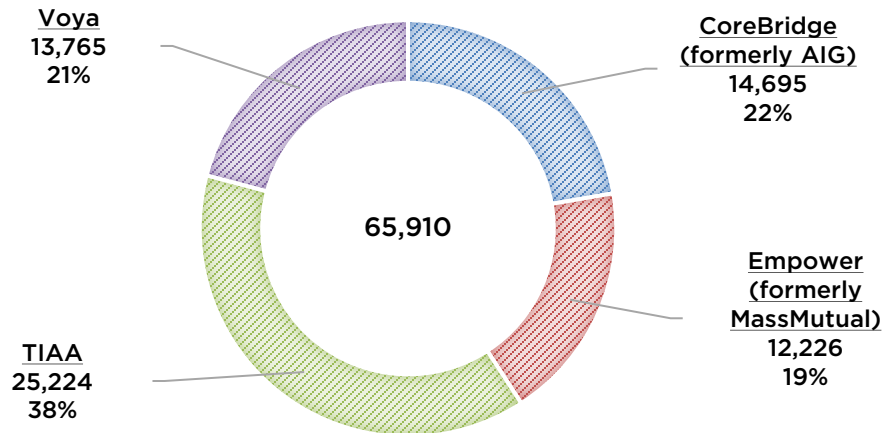
Investment Performance Summary.....



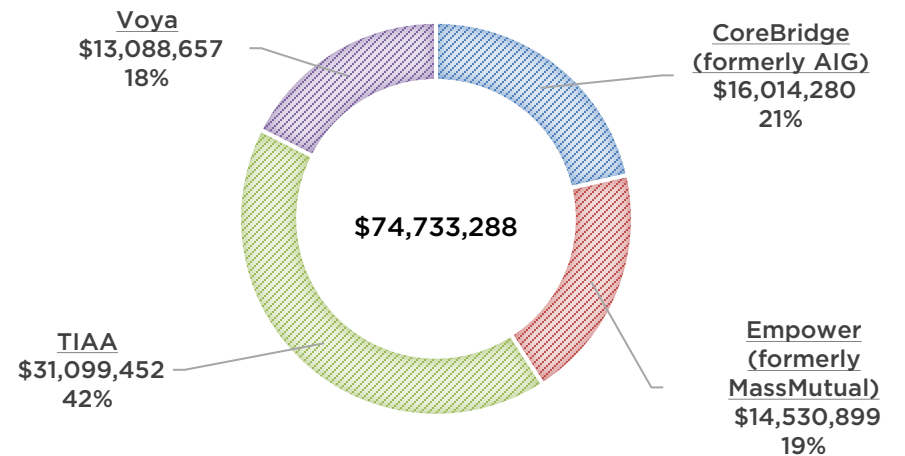
DOLLAR WEIGHTED ALLOCATION TOTAL



PARTICIPANT WEIGHTED ALLOCATION TOTAL

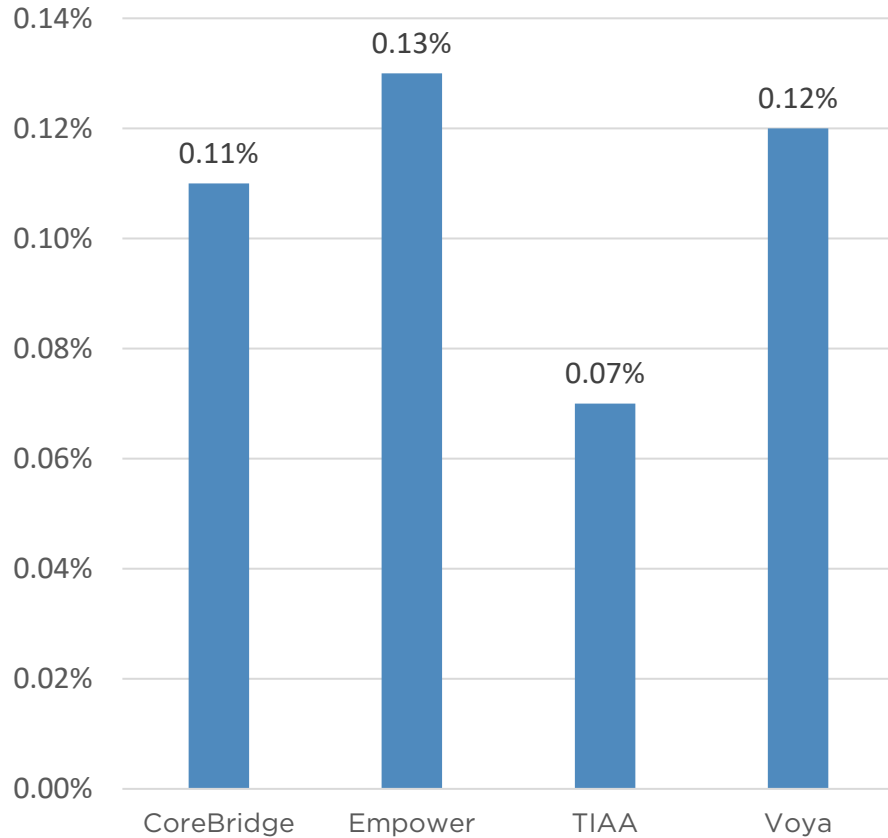


CONTRIBUTIONS BY VENDOR

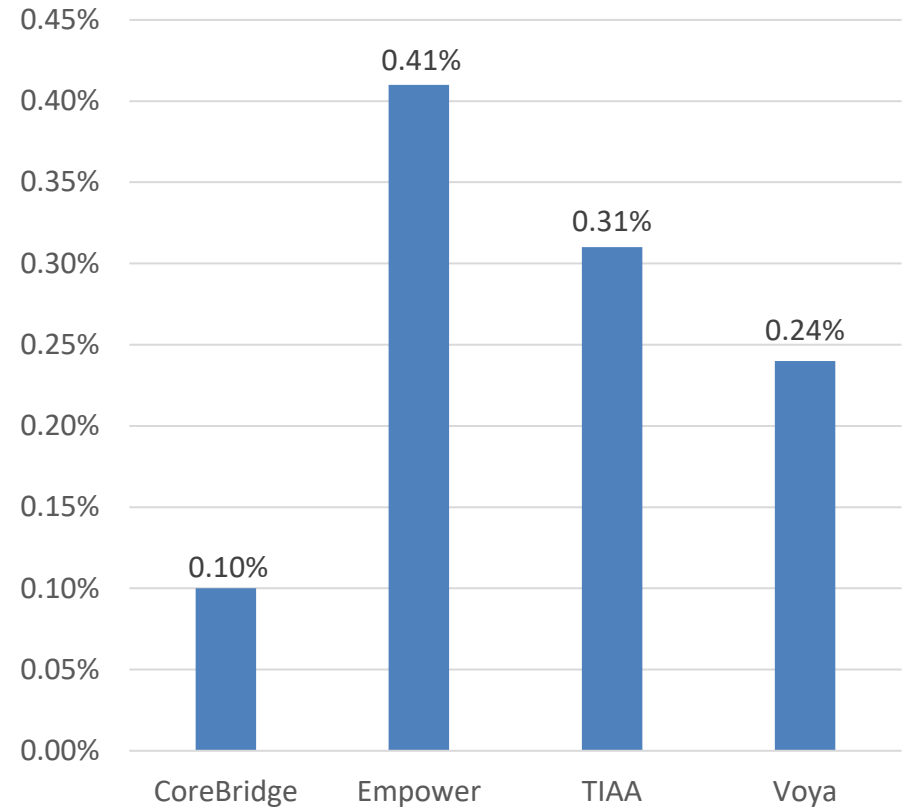


Information provided by Record Keeper. For informational purposes. Not a substitute for official statements produced by the plan custodian. Information has been obtained from sources considered reliable, but its accuracy and completeness are not guaranteed.

Asset-Based Fee



Unweighted Average Expense Ratio



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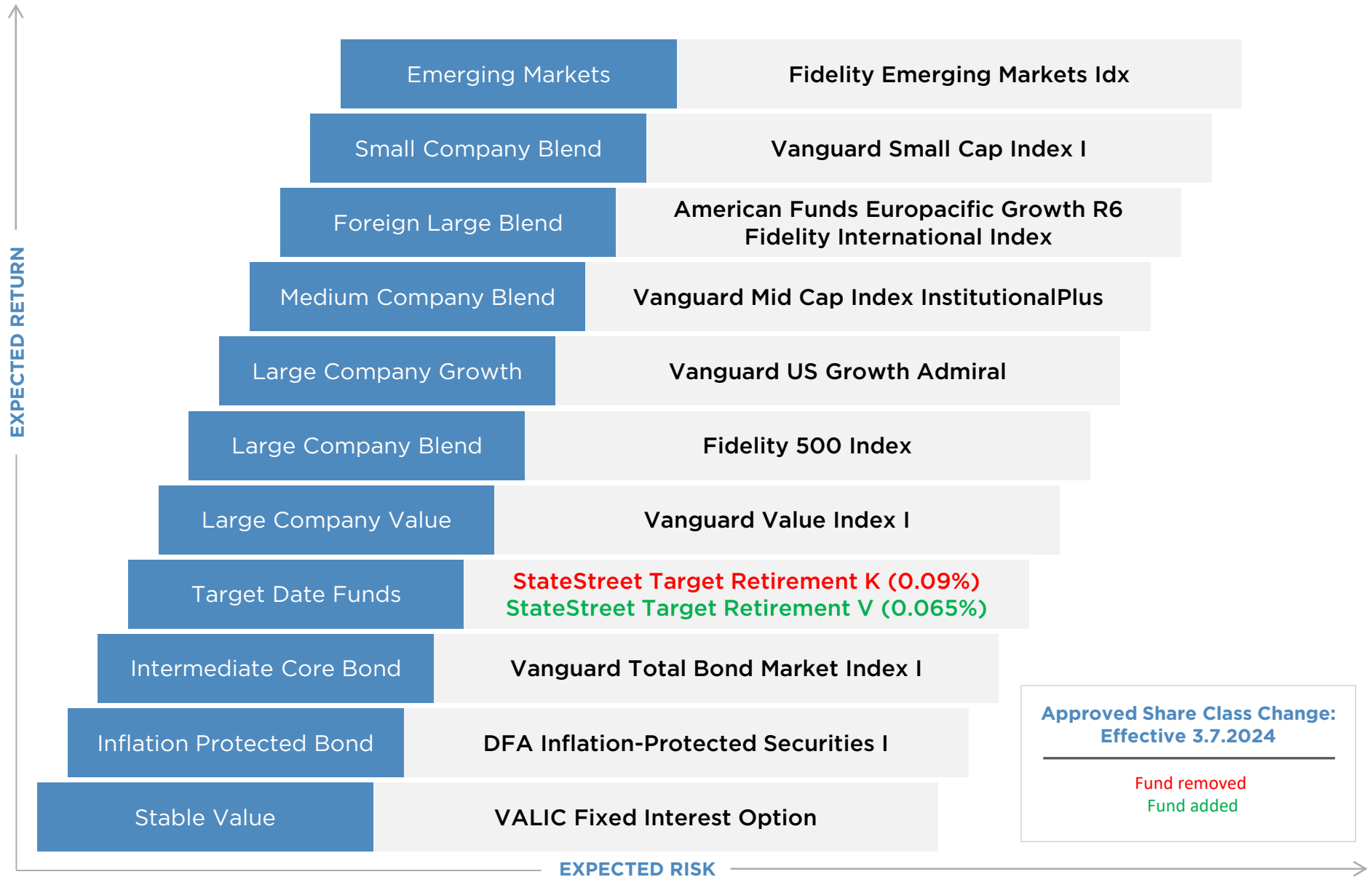
STATE ORP INVESTMENT MENU COMPARISON

Period Ending 03.31.2024 | Q1 24

Asset Class		CoreBridge (formerly AIG)	Empower (formerly MassMutual)	TIAA	Voya
Cash & Cash Equivalent	Money Market / Stable Value	VALIC Fixed Interest Option	MassMutual Guaranteed Interest Account	TIAA-CREF Money Market Instl / TIAA Traditional	Voya Fixed Account
Fixed Income	Inflation Protected Bond	DFA Inflation-Protected Securities I (DIPSX)	Vanguard Inflation-Protected Secs I (VIPIX)	CREF Inflation-Linked Bond R4	DFA Inflation-Protected Securities I (DIPSX)
	Intermediate Core Bond	Vanguard Total Bond Market Index I (VBTIX)	JPMorgan Core Bond R6 (JCBUX)	TIAA-CREF Bond Index Institutional (TBIIX)	Voya Intermediate Bond R6 (IIBZX)
Asset - Allocation	Target Date Fund / 85%+ Equity Allocation	State Street Target Retirement V	T Rowe Price Retirement I *	TIAA-CREF Lifecycle / CREF Stock R4	Voya Index Solution
Domestic Equity	Large Company Value	Vanguard Value Index I (VIVIX)	MFS Value R6 (MEIKX)	T Rowe Price Lrg Cp Va I (TILCX)	Vanguard Equity-Income Adm (VEIRX)
	Large Company Blend	Fidelity 500 Index (FXAIX)	Vanguard Institutional Index Institutional Plus (VIIIIX)	TIAA-CREF Equity Index Instl (TIEIX)	Fidelity 500 Index (FXAIX)
	Large Company Growth	Vanguard US Growth Admiral (VWUAX)	MassMutual Blue Chip Growth I (MBCZX)	---	Harbor Capital Appreciation Ret (HNACX)
	Medium Company Blend	Vanguard Mid Cap Index Institutional Plus (VMCPX)	Vanguard Mid Cap Index Institutional Plus (VMCPX)	Vanguard Mid Cap Index Institutional Plus (VMCPX)	Fidelity Mid Cap Index (FSMDX)
	Small Company Value	---	American Beacon Small Cp Val R6 (AASRX)	---	Fidelity Advisor Small Cap Value Z (FIKNX)
	Small Company Blend	Vanguard Small Cap Index I (VSCIX)	Vanguard Small Cap Index I (VSCIX)	TIAA-CREF Small-Cap Blend Idx Inst (TISBX)	Fidelity Small Cap Index (FSSNX)
	Small Company Growth	---	Invesco Small Cap Growth R6 (GTSFX)*	---	Vanguard Explorer Adm (VEXRX)
International Equity	Foreign Large Blend	Fidelity International Index (FSPSX)	Fidelity Total International Index (FTIHX)	Vanguard Total Intl Stock Index Institutional (VTSNX)	Vanguard Total Intl Stock Index Institutional (VTSNX)
	Foreign Large Growth	American Funds Europacific Growth R6 (RERGX)	MFS International Growth R6 (MGRDX)	American Funds Europacific Growth R6 (RERGX)	American Funds Europacific Growth R6 (RERGX)
	Emerging Markets	Fidelity Emerging Markets Idx (FPADX)	JPMorgan Emerging Markets Equity R6 (JEMWX)	American Funds New World R6 (RNWGX)	American Funds New World R6 (RNWGX)

* Funds will be going through a share class change or replaced effective 4.25.2024

State of South Carolina Optional Retirement Program - Corebridge



INVESTMENT	QUANTITATIVE								QUALITATIVE		TOTALS	
	Risk-Adjusted Performance		vs. Peers Performance		Style		Confidence		Fund Management	Fund Firm	Overall	Total Score
	3 Yr	5 Yr	3 Yr	5 Yr	3 Yr	5 Yr	3 Yr	5 Yr				
Inflation Protected Bond DFA Inflation-Protected Securities I	●	●	▼	●	●	●	●	●	●	●	●	89
Large Company Growth Vanguard US Growth Admiral	▼	▼	▼	▼	●	●	▼	●	●	●	▼	72
Foreign Large Blend American Funds Europacific Growth R6	▼	●	▼	●	●	●	▼	●	●	●	▼	78

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TARGET DATE INVESTMENTS

INVESTMENT	QUANTITATIVE						QUALITATIVE				TOTALS	
	Risk-Adjusted Performance		vs. Peers Performance		Glidepath		Portfolio Construct.	Underlying Inv. Vehicles	Fund Mgmt	Fund Firm	Overall	Total Score
	3 Yr	5 Yr	3 Yr	5 Yr	% of Equities	Beta to Equities						
SsGA Target Retirement CIT	▼	●	▼	●	●	●	●	●	●	●	●	86

CAPITAL PRESERVATION INVESTMENTS

INVESTMENT	Overall	Commentary
VALIC Fixed Interest Option	●	This Capital Preservation option is in good standing per the guidelines as established by the Investment Policy Statement.

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PASSIVE INVESTMENTS

INVESTMENT	Overall	Commentary
Vanguard Total Bond Market Index I	●	This fund currently meets the guidelines set forth by CAPTRUST for passively managed investments. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, tracking error, and cost.
Vanguard Value Index I	●	This fund currently meets the guidelines set forth by CAPTRUST for passively managed investments. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, tracking error, and cost.
Fidelity 500 Index	●	This fund currently meets the guidelines set forth by CAPTRUST for passively managed investments. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, tracking error, and cost.
Vanguard Mid Cap Index InstitutionalPlus	●	This fund currently meets the guidelines set forth by CAPTRUST for passively managed investments. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, tracking error, and cost.
Fidelity International Index	●	This fund currently meets the guidelines set forth by CAPTRUST for passively managed investments. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, tracking error, and cost.
Vanguard Small Cap Index I	●	This fund currently meets the guidelines set forth by CAPTRUST for passively managed investments. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, tracking error, and cost.

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PASSIVE INVESTMENTS

INVESTMENT	Overall	Commentary
Fidelity Emerging Markets Idx	●	This fund currently meets the guidelines set forth by CAPTRUST for passively managed investments. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, tracking error, and cost.

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INVESTMENT WATCHLIST RECOMMENDATIONS			
INVESTMENT	RECOMMENDATION	# OF QUARTERS	RATIONALE
Large Company Growth Vanguard US Growth Admiral		6	Vanguard reallocated its in-house quantitative strategy to subadvisor Wellington in May 2023, raising Wellington's allocation from 30% to 50%. Jennison (30%) and Baillie Gifford (20%) account for the remaining management. All three subadvisors favor high-growth stocks (especially Baillie Gifford), creating a high-beta portfolio with a considerable growth bias vs. the benchmark and peer group. As expected, the strategy significantly outperformed during the growth-led markets in 2020 and 2023 while underperforming in 2021 and 2022 when investors favored value over growth. Clients holding the strategy should continue to do so as the longer-term results rank solidly in the top half of the peer group.

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INVESTMENT WATCHLIST RECOMMENDATIONS

INVESTMENT	RECOMMENDATION	# OF QUARTERS	RATIONALE
<p>Foreign Large Blend American Funds Europacific Growth R6</p>	<p>On Watch</p>	<p>4</p>	<p>The peaking of interest rates which occurred in the U.S. in October of 2023 and a subsequent drop in yields over the past six months has benefited the growth style relative to value and core in both the U.S. and overseas markets as the strategy has outperformed the core index during the past two quarters. While relative performance has mostly improved over the past two years, the challenging environment for the growth style from late 2021 through mid 2022 and again in the third quarter of 2023 continues to weigh on the fund's three-year return. Five-year and longer trailing returns remain compelling, in the upper half of the peer group and ahead of the core benchmark.</p> <p>During the first quarter, the strategy returned 7.44% versus 4.69% for the core benchmark.</p> <p>Clients holding the strategy should continue to do so. The investment team has a deep and experienced bench (12 PMs plus an analyst research sleeve) to help smooth out disruptions from the inevitable retirements and departures that occur from time to time. While the strategy's growth tilted style has mostly been out of favor over the past three-years, this stylistic dynamic has started to shift back in the fund's favor more recently and relative performance has started to improve again.</p>

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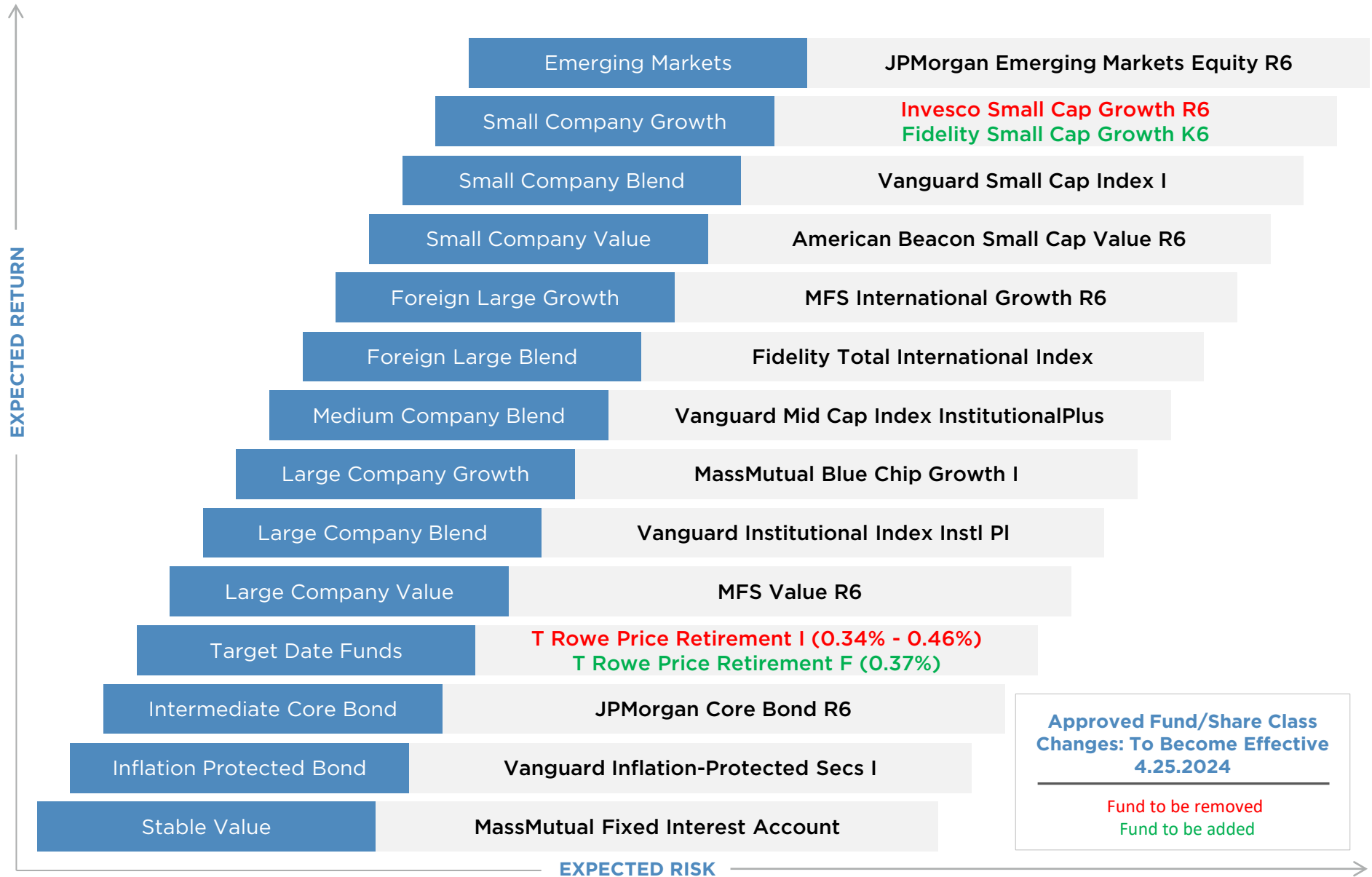
FUND MANAGEMENT ITEMS	COMMENTARY
<p>American Funds EuroPacific Growth</p>	<p>After spending the past 31 years with Capital Group, Jonathan Knowles, a portfolio manager for the EuroPacific Growth fund, has retired and transferred off of the team managing the fund. To fill in for Jonathan, Samir Parekh has been disclosed as a portfolio manager for the strategy. Samir has been with Capital Group for the past 16 years and has a total of 22 years of investment industry experience.</p> <p>The strategy is managed by an experienced team of 12 portfolio managers who have an average tenure at the firm of 26 years. Each PM independently manages their sleeve of assets based on their own investment ideology, which are diverse and complementary. The fundamental, research driven process focusses on identifying companies that are positioned to benefit from innovation, global economic growth, increasing consumer demand, or a turnaround in business conditions. While the strategy is designed to be a core international equity offering, it does have a growth stylistic tilt overall which has been a headwind for much of the past three years, resulting in a weak relative ranking over that period. That stylistic headwind has started to subside over the past two quarters as global interest rates have pulled in and performance has improved for the strategy more recently. Given the stable team and a disciplined process that has worked well over the longer-term, we would recommend clients that are currently using the strategy continue to do so.</p>
<p>Vanguard U.S. Growth</p>	<p>Vanguard reallocated its in-house quantitative strategy to subadvisor Wellington in May 2023, raising Wellington's allocation from 30% to 50%. Jennison (30%) and Baillie Gifford (20%) account for the remaining management. All three subadvisors favor high-growth stocks (especially Baillie Gifford), creating a high-beta portfolio with a considerable growth bias vs. the benchmark and peer group. As expected, the strategy significantly outperformed during the growth-led markets in 2020 and 2023 while underperforming in 2021 and 2022 when investors favored value over growth. Clients holding the strategy should continue to do so as the longer-term results rank solidly in the top half of the peer group.</p>

FUND FIRM ITEMS	COMMENTARY
Dimensional Fund Advisors	<p>Chief Talent Officer Stacey Winning will become global co-head of Human Resources alongside longtime Human Resource Chief Aaron Marcus.</p> <p>Dimensional has announced that their Global Head of Research, Savina Rizova, will become co-chief investment officer alongside co-CEO Gerard O'Reilly.</p>
Vanguard Group, Inc.	<p>Effective December 2024, Tim Buckley, chairman and chief executive officer, will retire from the firm. Vanguard is currently conducting a search for Mr. Buckley's successor. Additionally, Chief Investment Officer Greg Davis has been named president of the firm. Mr. Davis continues to serve as CIO.</p> <p>Vanguard has reached an agreement to sell Vanguard Institutional Advisory Services, its institutional outsourced chief investment officer (OCIO) business, to Mercer. As part of this sale, all Vanguard OCIO clients will transition to Mercer, pending client agreement. With the completion of the sale, Vanguard will exit this business entirely and no longer provide advisory services to traditional institutional accounts, including endowments, foundations, and pension and corporate accounts.</p>
Capital Group	<p>Rob Lovelace, vice chair of Capital Group and president of the firm's Management Committee, has transitioned out of these roles to focus on his portfolio management duties. Jody Jonsson has succeeded Mr. Lovelace as vice chair. Mike Gitlin, chairman and CEO of Capital Group has taken Mr. Lovelace's place as president of the Management Committee.</p>

INVESTMENT NAME	TICKER	NET EXPENSE RATIO	1 YEAR*	3 YEAR*	5 YEAR*	10 YEAR*
CASH AND CASH EQUIVALENT						
VALIC Fixed Interest Option	-	-	2.59%	2.09%	2.13%	2.16%
FIXED INCOME						
DFA Inflation-Protected Securities I	DIPSX	0.11%	0.14%	-0.69%	2.39%	2.23%
Vanguard Total Bond Market Index I	VBPIX	0.035%	1.67%	-2.41%	0.39%	1.53%
TARGET DATE						
State Street Target Retirement V	-	0.07%	8.36%	2.12%	4.83%	4.19%
State Street Target Retirement 2020 V	-	0.07%	8.93%	2.30%	5.59%	5.29%
State Street Target Retirement 2025 V	-	0.07%	11.44%	2.66%	6.84%	6.28%
State Street Target Retirement 2030 V	-	0.07%	20.32%	4.97%	8.97%	7.49%
State Street Target Retirement 2035 V	-	0.07%	15.60%	3.49%	8.37%	7.32%
State Street Target Retirement 2040 V	-	0.07%	16.79%	3.84%	8.87%	7.65%
State Street Target Retirement 2045 K	-	0.07%	24.00%	5.91%	10.41%	8.49%
State Street Target Retirement 2050 K	-	0.07%	22.53%	5.46%	10.28%	8.43%
State Street Target Retirement 2055 K	-	0.07%	18.96%	4.42%	9.62%	8.10%
State Street Target Retirement 2060 K	-	0.07%	18.96%	4.43%	9.62%	-
State Street Target Retirement 2065 K	-	0.07%	18.96%	4.42%	-	-
DOMESTIC EQUITY						
Vanguard Value Index I	VIVIX	0.04%	21.12%	10.20%	11.54%	10.45%
Fidelity 500 Index	FXAIX	0.02%	29.87%	11.48%	15.04%	12.95%
Vanguard US Growth Admiral	VWUAX	0.25%	40.80%	3.92%	15.10%	14.23%
Vanguard Mid Cap Index Institutional PI	VMCPX	0.03%	20.46%	5.73%	10.96%	9.91%
Vanguard Small Cap Index I	VSCIX	0.04%	22.53%	3.81%	10.00%	8.95%
INTERNATIONAL EQUITY						
American Funds Europacific Growth R6	RERGX	0.47%	13.49%	-0.16%	6.91%	5.58%
Fidelity International Index	FSPSX	0.04%	15.25%	4.96%	7.49%	4.94%
Fidelity Emerging Markets Idx	FPADX	0.08%	7.34%	-5.52%	1.94%	3.00%

*ANNUALIZED

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INVESTMENT	QUANTITATIVE								QUALITATIVE		TOTALS	
	Risk-Adjusted Performance		vs. Peers Performance		Style		Confidence		Fund Management	Fund Firm	Overall	Total Score
	3 Yr	5 Yr	3 Yr	5 Yr	3 Yr	5 Yr	3 Yr	5 Yr				
Inflation Protected Bond Vanguard Inflation-Protected Secs I	▼	●	▼	●	●	●	▼	▼	●	●	●	84
Intermediate Core Bond JPMorgan Core Bond R6	●	●	●	●	●	●	●	●	●	●	●	100
Large Company Value MFS Value R6	▼	●	▼	●	●	●	▼	▼	●	●	●	84
Large Company Growth MassMutual Blue Chip Growth I	●	▼	●	▼	●	●	●	▼	●	●	●	83
Foreign Large Growth MFS International Growth R6	●	●	●	●	●	●	●	●	●	●	●	96
Small Company Value American Beacon Small Cap Value R6	●	●	●	●	●	●	●	●	●	●	●	94
Small Company Growth Invesco Small Cap Growth R6	▼	▼	▼	▼	●	●	▼	●	●	●	●	80
Emerging Markets JPMorgan Emerging Markets Equity R6	▼	▼	▼	▼	●	●	▼	●	●	●	▼	72

The CAPTRUST Investment Policy Monitor ("Scorecard") is an illustration of our monitoring system and is designed to assist our clients in their efforts to provide fiduciary oversight to investment assets. It is not intended as a solicitation to buy any security. The scoring system measures quantitative areas as well as qualitative (or subjective) fields for actively managed investment options. Quantitative scoring areas include Risk Adjusted Performance (3 & 5 yr.); Performance vs. Relevant Peer Group; Style Attribution; and Confidence. Qualitative Scoring Areas measure the quality of the Management Team while also considering the stewardship of the investment option's parent company under Investment Family Items. Qualitative areas of analysis are subjective in nature. CAPTRUST typically requires at least 3 months of monitoring before including an investment in this report. Investments that have been added to our system less than 3 months prior to a report being generated may have a Fund Management assessment of '25' as a default, but will be updated, if necessary, after the first quarter of monitoring to more accurately reflect our system. Investments that are not mutual funds or have less than 3 years of performance history may not be scored. This material is for institutional investor use only and is not intended to be shared with individual investors.

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TARGET DATE INVESTMENTS

INVESTMENT	QUANTITATIVE						QUALITATIVE				TOTALS	
	Risk-Adjusted Performance		vs. Peers Performance		Glidepath		Portfolio Construct.	Underlying Inv. Vehicles	Fund Mgmt	Fund Firm	Overall	Total Score
	3 Yr	5 Yr	3 Yr	5 Yr	% of Equities	Beta to Equities						
T Rowe Price Retirement	●	●	●	●	●	●	●	●	●	●	●	93

CAPITAL PRESERVATION INVESTMENTS

INVESTMENT	Overall	Commentary
MassMutual Fixed Interest Account	●	This Capital Preservation option is in good standing per the guidelines as established by the Investment Policy Statement.

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PASSIVE INVESTMENTS

INVESTMENT	Overall	Commentary
Vanguard Institutional Index Instl Pl	●	This fund currently meets the guidelines set forth by CAPTRUST for passively managed investments. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, tracking error, and cost.
Vanguard Mid Cap Index InstitutionalPlus	●	This fund currently meets the guidelines set forth by CAPTRUST for passively managed investments. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, tracking error, and cost.
Fidelity Total International Index	●	This fund currently meets the guidelines set forth by CAPTRUST for passively managed investments. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, tracking error, and cost.
Vanguard Small Cap Index I	●	This fund currently meets the guidelines set forth by CAPTRUST for passively managed investments. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, tracking error, and cost.

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INVESTMENT WATCHLIST RECOMMENDATIONS			
INVESTMENT	RECOMMENDATION	# OF QUARTERS	RATIONALE
Emerging Markets JPMorgan Emerging Markets Eq R6	On Watch	3	The fund is managed by a stable team with a long tenure on the strategy. Austin Forey, a veteran EM investor, has led the strategy since 2005 and has been a key member of the global emerging markets program at JP Morgan since 1994. Leon Eidelman and Amit Mehta have been co-PMs since 2013. The strategy is oriented towards quality and growth and has historically had a significant valuation premium relative to the core emerging market benchmark. Fundamental analysis seeks companies with a sustainable return on equity, free cash flow generation, a strong balance sheet and reasonable capital structure, and a management team with interests aligned with their shareholders. This is decisively a growth strategy. It was a strong performer during the decade leading up to the pandemic in 2020, which generally favored the fund’s growth style, outperforming the core EM index in 7 out of those 10 years. However, since the end of 2020, the growth style has been wildly out of favor in emerging markets, with the core EM index outperforming the EM growth index in most quarters. The fund’s three-year trailing return is quite weak as a result. Given the stability, longevity, and experience of the PM team, which did well for their investors with the strategy’s growth style was in favor, CAPTRUST would recommend that clients currently utilizing the strategy continue to do so. CAPTRUST will need to see an improvement in relative results in the coming quarters to maintain that conviction.

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T. ROWE PRICE RETIREMENT

MEETING DATE: APRIL 16, 2024

FOCUS AREA

Performance and Positioning Update

COMMENTARY

T. Rowe Price Retirement Performance Update:

The T. Rowe Price Retirement series posted solid results in the first quarter, outperforming peers and the benchmark.

- During the quarter, the series’s strategic asset allocation and underlying managers added value.
- On a strategic basis, Retirement’s larger allocation to equities was the main contributor as global stock markets outperformed bonds.
- T. Rowe Price’s inclusion of high yield, emerging markets debt, and floating rate loans within the fixed income portfolio also added value as each of these sectors produced positive returns, while most core bond sectors were negative.
- At the underlying manager level, T. Rowe Price’s U.S. large-cap equity managers were the top contributors with solid gains across the spectrum as T. Rowe Price Value, U.S. Large-Cap Core, and Growth Stock all outperformed.
- Strong security selection was the primary driver for each strategy as both Growth Stock and Large-Cap Core had favorable positioning within the Magnificent 7, and Value had good picks in financials and health care.
- Other contributors during the quarter include T. Rowe Price Real Assets, Mid-Cap Value, and International Value.
- The gains from Retirement’s strategic asset allocation and underlying managers were able to offset slight losses from T. Rowe Price’s tactical overweights to emerging markets equity and value stocks, which trailed the broader market.

Positioning Update:

T. Rowe Price has a constructive near-term outlook on the economy as growth continues to be steady in the U.S. and inflationary pressures show signs of easing across most of the world. However, the firm sees risks in developed international markets as growth has weakened in Europe and Japan. T. Rowe Price also believes there is a risk of inflation remaining above central bank targets, resulting in interest rates staying higher than currently projected.

- T. Rowe Price initiated a small overweight to equities as earnings growth and employment continue to be positive and consumers remain healthy, especially in the U.S.
- Within equities, the series is overweight value stocks relative to growth. The firm believes value has the potential to outperform should central banks back off plans to cut interest rates as higher rates would be a headwind to growth stocks.
- The team removed the overweight to small-cap equities during the quarter as the likelihood of interest rate cuts in the short-term faded.
- Given the firm’s view on inflation, the series continues to be overweight real asset equities and TIPS.
- Within fixed income, T. Rowe Price remains overweight high yield, floating rate, and emerging markets debt given attractive yields and supportive fundamentals in each sector.
- The series is also overweight cash relative to investment grade bonds as bond volatility remains elevated and cash continues to provide good yields.
- Another position T. Rowe Price added during the quarter is an underweight to long-term bonds. This position is also driven by their view that interest rates may remain higher for longer.

Note: Benchmark relative performance refers to fund performance compared to the S&P Target Date Indexes.

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FUND MANAGEMENT ITEMS	COMMENTARY
<p>American Beacon Small Cap Value</p>	<p>Matt Peden, portfolio manager on American Beacon’s International Equity, Large Cap Value, and Small Cap Value funds, has departed the firm. As a result, Robyn Serrano, who already served as a portfolio manager on Small Cap Value, has been added as a portfolio manager on the International and Large Cap Value strategies. Additionally, Colin Hamer has been promoted to senior portfolio manager of the Small Cap Value fund.</p>
<p>JP Morgan Core Bond</p>	<p>Steve Lear, US CIO, retired in March 2024. Mr. Lear worked with the team to ensure a thorough and seamless transition. Tenured research veteran Kay Herr succeeded Mr. Lear as the head of US fixed income in October 2023. Rick Figuly remains the lead portfolio manager of the Core Bond strategy. Samrawit Soquar succeeded Kay Herr as the head of research.</p> <p>Steve Lear, US CIO, has decided to retire in March 2024. He will continue to work with the team during this period to ensure a thorough and seamless transition. Tenured research veteran Kay Herr will succeed Lear as the head of US fixed income in October 2023. Rick Figuly remains the lead portfolio manager of the Core Bond strategy.</p>
<p>JP Morgan Emerging Markets Equity</p>	<p>The fund is managed by a stable team with a long tenure on the strategy. Austin Forey, a veteran EM investor, has led the strategy since 2005 and has been a key member of the global emerging markets program at JP Morgan since 1994. Leon Eidelman and Amit Mehta have been co-PMs since 2013. The strategy is oriented towards quality and growth and has historically had a significant valuation premium relative to the core emerging market benchmark. Fundamental analysis seeks companies with a sustainable return on equity, free cash flow generation, a strong balance sheet and reasonable capital structure, and a management team with interests aligned with their shareholders. This is decisively a growth strategy. It was a strong performer during the decade leading up to the pandemic in 2020, which generally favored the fund’s growth style, outperforming the core EM index in 7 out of those 10 years. However, since the end of 2020, the growth style has been wildly out of favor in emerging markets, with the core EM index outperforming the EM growth index in most quarters. The fund’s three-year trailing return is quite weak as a result. Given the stability, longevity, and experience of the PM team, which did well for their investors with the strategy’s growth style was in favor, we would recommend that clients currently utilizing the strategy continue to do so, but need to see an improvement in relative results in the coming quarters to maintain that conviction.</p>

State of South Carolina Optional Retirement Program - Empower

FUND FIRM ITEMS	COMMENTARY
Vanguard Group, Inc.	<p>Effective December 2024, Tim Buckley, chairman and chief executive officer, will retire from the firm. Vanguard is currently conducting a search for Mr. Buckley's successor. Additionally, Chief Investment Officer Greg Davis has been named president of the firm. Mr. Davis continues to serve as CIO.</p> <p>Vanguard has reached an agreement to sell Vanguard Institutional Advisory Services, its institutional outsourced chief investment officer (OCIO) business, to Mercer. As part of this sale, all Vanguard OCIO clients will transition to Mercer, pending client agreement. With the completion of the sale, Vanguard will exit this business entirely and no longer provide advisory services to traditional institutional accounts, including endowments, foundations, and pension and corporate accounts.</p>
MFS Family of Funds	<p>Effective January 1, 2025, CIO Ted Maloney will assume the role of CEO of MFS, succeeding Mike Roberge, who will become executive chair. At that time, Alison O'Neil will be named the chief investment officer of MFS. Alison will retain her co-CIO of Equity and portfolio manager responsibilities.</p> <p>Effective September 30, 2024, Bill Adams, co-CIO of Fixed Income, will retire. Co-CIOs Pilar Gomez-Bravo and Alexander Mackey will continue to serve in their roles.</p>
T. Rowe Price	<p>Eric Veiel, head of Global Equity, has assumed the position of head of Global Investments. The role was previously held by Rob Sharps prior to his appointment to CEO and president. Head of Fixed Income Arif Husain and Head of Global Multi-Asset Sebastien Page will now report to Mr. Veiel.</p> <p>Arlene Klein joined the firm as the new head of Global Compliance.</p> <p>Arif Husain has assumed the roles of head of Global Fixed Income and head of the Fixed Income Steering Committee following the retirement of Andy McCormick. Arif has also joined the firm's Management Committee.</p> <p>Robert Higginbotham, head of Global Distribution and Global Product and CEO and chair of T. Rowe Price International, has retired. Dee Sawyer has succeeded Mr. Higginbotham as head of Global Distribution and assumed his responsibilities on the firm's Management Committee. Additionally, Scott Keller, head of Americas, APAC, and EMEA Distribution, serves as the new CEO and chair of T. Rowe Price International, reporting to Ms. Sawyer.</p>

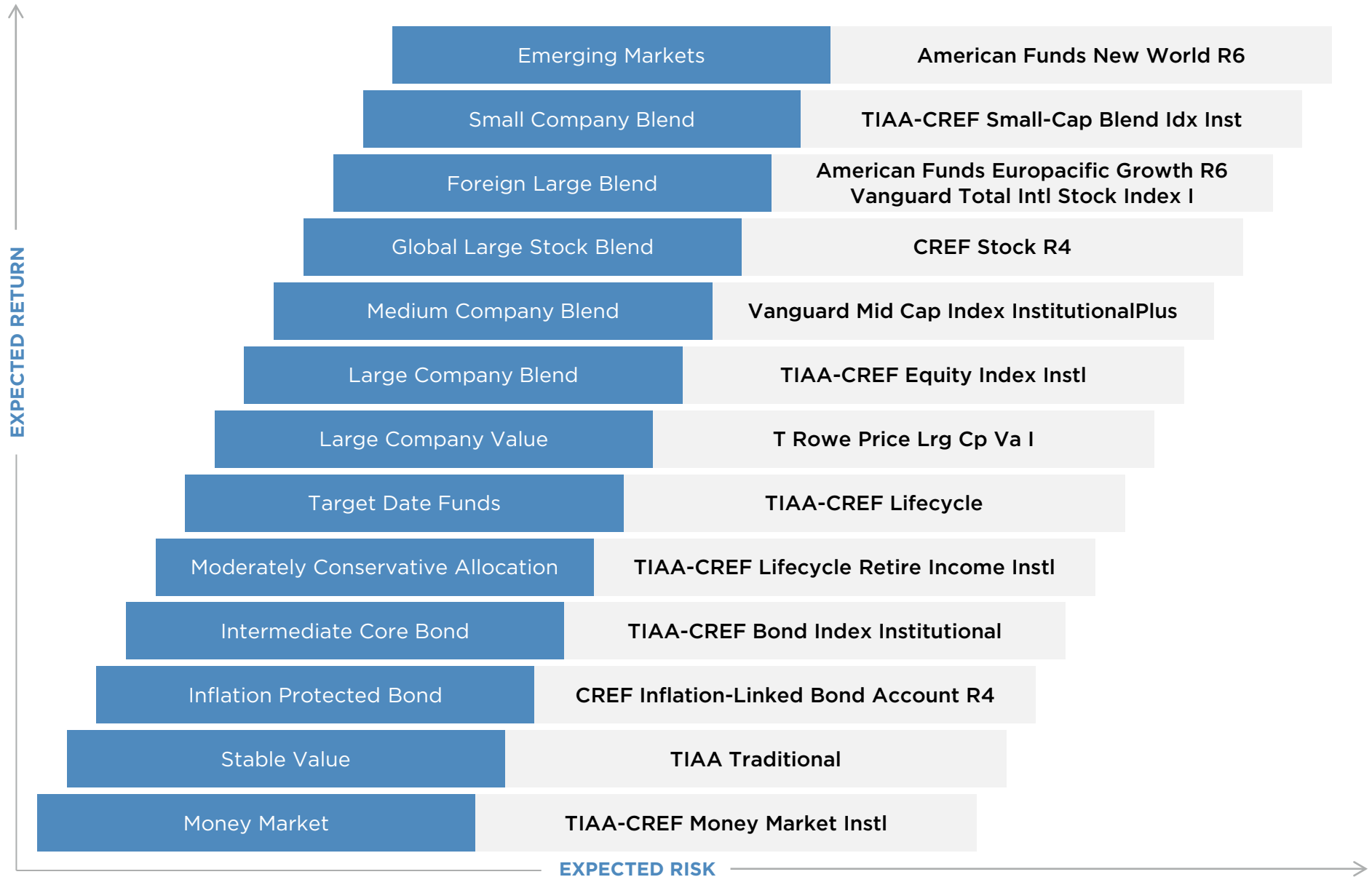
State of South Carolina Optional Retirement Program - Empower

FUND FIRM ITEMS	COMMENTARY
<p>Invesco Ltd.</p>	<p>There have been several changes to Invesco’s senior management. Jennifer Krevitt, head of Human Resources, left the firm. Following her departure, Jeff Kupor, general counsel, became the interim head of Human Resources. Global Head of Investment Risk Jerry Cubbin left the firm. Additionally, Anna Paglia, global head of ETFs, Indexed Strategies, SMAs, and Models (EISM) departed the firm. Brian Hartigan, global head of ETF investments will serve as interim global head of EISM while the firm searches for a permanent replacement.</p>
<p>American Beacon Advisors, Inc.</p>	<p>Resolute Investment Managers, Inc. (Resolute), the parent company of American Beacon Advisors, completed the recapitalization transaction that was announced last year. Private equity firm Kelso and Company, the majority owner of Resolute, has signed over all of its equity to the firm’s new lender group in a debt-for-equity swap deal. As part of the agreement, Resolute’s first-lien lenders exchanged existing debt for new debt and equity, and second-lien debt holders exchanged their existing debt for new equity.</p>

INVESTMENT NAME	TICKER	NET EXPENSE RATIO	1 YEAR*	3 YEAR*	5 YEAR*	10 YEAR*
CASH AND CASH EQUIVALENT						
Mass Mutual Fixed Interest Account		0.54%	2.34%	2.23%	2.42%	-
FIXED INCOME						
Vanguard Inflation-Protected Secs I	VIPIX	0.07%	0.16%	-0.69%	2.36%	2.14%
JPMorgan Core Bond R6	JCBUX	0.34%	2.02%	-1.86%	0.97%	1.90%
TARGET DATE						
T Rowe Price Retirement I 2010 - I Class	TRPUX	0.34%	12.23%	2.32%	5.85%	5.33%
T Rowe Price Retirement I 2015 - I Class	TRUBX	0.35%	12.67%	2.57%	6.28%	5.80%
T Rowe Price Retirement I 2020 - I Class	TRDBX	0.37%	13.43%	2.81%	6.77%	6.35%
T Rowe Price Retirement I 2025 - I Class	TREHX	0.38%	14.71%	3.12%	7.48%	6.94%
T Rowe Price Retirement I 2030 - I Class	TRFHX	0.40%	16.88%	3.64%	8.29%	7.57%
T Rowe Price Retirement I 2035 - I Class	TRFJX	0.42%	19.41%	4.32%	9.15%	8.15%
T Rowe Price Retirement I 2040 - I Class	TRHDX	0.43%	21.49%	4.87%	9.87%	8.63%
T Rowe Price Retirement I 2045 - I Class	TRIKX	0.44%	22.84%	5.33%	10.40%	8.94%
T Rowe Price Retirement I 2050 - I Class	TRJLX	0.45%	23.20%	5.48%	10.50%	8.98%
T Rowe Price Retirement I 2055 - I Class	TRJMX	0.46%	23.36%	5.46%	10.46%	8.96%
T Rowe Price Retirement I 2060 - I Class	TRLNX	0.46%	23.42%	5.48%	10.49%	-
DOMESTIC EQUITY						
MFS Value R6	MEIKX	0.43%	19.56%	8.65%	10.84%	9.57%
Vanguard Institutional Index Inst PI	VIIIX	0.02%	29.86%	11.47%	15.03%	12.95%
MassMutual Blue Chip Growth I	MBCZX	0.64%	43.81%	9.32%	14.86%	14.75%
Vanguard Mid Cap Index Inst PI	VMCPX	0.03%	20.46%	5.73%	10.96%	9.91%
American Beacon Small Cp Val R6	AASRX	0.77%	19.73%	6.44%	10.56%	7.75%
Vanguard Small Cap Index I	VSCIX	0.04%	22.53%	3.81%	10.00%	8.95%
Invesco Small Cap Growth R6	GTSFX	0.74%	16.37%	-5.34%	8.11%	8.60%
INTERNATIONAL EQUITY						
Fidelity Total International Index	FTIHX	0.06%	12.81%	1.72%	6.02%	-
MFS International Growth R6	MGRDX	0.70%	10.36%	3.70%	8.02%	7.08%
JPMorgan Emerging Markets Equity R6	JEMWX	0.79%	4.86%	-9.00%	2.45%	4.03%

*ANNUALIZED

State of South Carolina Optional Retirement Program - TIAA



INVESTMENT REVIEW | INVESTMENT POLICY MONITOR

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State of South Carolina Optional Retirement Program - TIAA

INVESTMENT	QUANTITATIVE								QUALITATIVE		TOTALS	
	Risk-Adjusted Performance		vs. Peers Performance		Style		Confidence		Fund Management	Fund Firm	Overall	Total Score
	3 Yr	5 Yr	3 Yr	5 Yr	3 Yr	5 Yr	3 Yr	5 Yr				
Inflation Protected Bond CREF Inflation-Linked Bond Account R4	●	●	●	●	●	●	●	●	●	●	●	100
Moderately Conservative Allocation TIAA-CREF Lifecycle Retire Income Instl	●	●	●	●	●	●	●	●	●	●	●	93
Large Company Value T Rowe Price Lrg Cp Va I	▼	▼	▼	●	●	●	▼	●	●	●	●	83
Foreign Large Blend American Funds Europacific Growth R6	▼	●	▼	●	●	●	▼	●	●	●	▼	78
Emerging Markets American Funds New World R6	●	●	●	●	▼	●	●	●	●	●	●	99

The CAPTRUST Investment Policy Monitor ("Scorecard") is an illustration of our monitoring system and is designed to assist our clients in their efforts to provide fiduciary oversight to investment assets. It is not intended as a solicitation to buy any security. The scoring system measures quantitative areas as well as qualitative (or subjective) fields for actively managed investment options. Quantitative scoring areas include Risk Adjusted Performance (3 & 5 yr.); Performance vs. Relevant Peer Group; Style Attribution; and Confidence. Qualitative Scoring Areas measure the quality of the Management Team while also considering the stewardship of the investment option's parent company under Investment Family Items. Qualitative areas of analysis are subjective in nature. CAPTRUST typically requires at least 3 months of monitoring before including an investment in this report. Investments that have been added to our system less than 3 months prior to a report being generated may have a Fund Management assessment of '25' as a default, but will be updated, if necessary, after the first quarter of monitoring to more accurately reflect our system. Investments that are not mutual funds or have less than 3 years of performance history may not be scored. This material is for institutional investor use only and is not intended to be shared with individual investors.

TARGET DATE INVESTMENTS

INVESTMENT	QUANTITATIVE						QUALITATIVE				TOTALS	
	Risk-Adjusted Performance		vs. Peers Performance		Glidepath		Portfolio Construct.	Underlying Inv. Vehicles	Fund Mgmt	Fund Firm	Overall	Total Score
	3 Yr	5 Yr	3 Yr	5 Yr	% of Equities	Beta to Equities						
TIAA-CREF Lifecycle	●	●	●	●	●	●	●	●	●	●	●	87

CAPITAL PRESERVATION INVESTMENTS

INVESTMENT	Overall	Commentary
TIAA-CREF Money Market Instl	●	This Capital Preservation option is in good standing per the guidelines as established by the Investment Policy Statement.
TIAA Traditional	●	This Capital Preservation option is in good standing per the guidelines as established by the Investment Policy Statement.


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PASSIVE INVESTMENTS

INVESTMENT	Overall	Commentary
TIAA-CREF Bond Index Institutional	●	This fund currently meets the guidelines set forth by CAPTRUST for passively managed investments. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, tracking error, and cost.
TIAA-CREF Equity Index Instl	●	This fund currently meets the guidelines set forth by CAPTRUST for passively managed investments. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, tracking error, and cost.
Vanguard Mid Cap Index InstitutionalPlus	●	This fund currently meets the guidelines set forth by CAPTRUST for passively managed investments. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, tracking error, and cost.
Vanguard Total Intl Stock Index I	●	This fund currently meets the guidelines set forth by CAPTRUST for passively managed investments. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, tracking error, and cost.
TIAA-CREF Small-Cap Blend Idx Inst	●	This fund currently meets the guidelines set forth by CAPTRUST for passively managed investments. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, tracking error, and cost.

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INVESTMENTS IN DISTINCT ASSET CLASSES

INVESTMENT	Overall	Commentary
CREF Stock R4		This fund currently meets the guidelines set forth by CAPTRUST for distinct investments in the Investment Policy Statement. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, excess return, and risk-adjusted performance.

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INVESTMENT WATCHLIST RECOMMENDATIONS

INVESTMENT	RECOMMENDATION	# OF QUARTERS	RATIONALE
<p>Foreign Large Blend American Funds Europacific Growth R6</p>	<p>On Watch</p>	<p>4</p>	<p>The peaking of interest rates which occurred in the U.S. in October of 2023 and a subsequent drop in yields over the past six months has benefited the growth style relative to value and core in both the U.S. and overseas markets as the strategy has outperformed the core index during the past two quarters. While relative performance has mostly improved over the past two years, the challenging environment for the growth style from late 2021 through mid 2022 and again in the third quarter of 2023 continues to weigh on the fund's three-year return. Five-year and longer trailing returns remain compelling, in the upper half of the peer group and ahead of the core benchmark.</p> <p>During the first quarter, the strategy returned 7.44% versus 4.69% for the core benchmark.</p> <p>Clients holding the strategy should continue to do so. The investment team has a deep and experienced bench (12 PMs plus an analyst research sleeve) to help smooth out disruptions from the inevitable retirements and departures that occur from time to time. While the strategy's growth tilted style has mostly been out of favor over the past three-years, this stylistic dynamic has started to shift back in the fund's favor more recently and relative performance has started to improve again.</p>

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TIAA-CREF LIFECYCLE

MEETING DATE: APRIL 19, 2024

FOCUS AREA

Organizational Update

COMMENTARY

Effective May 1, 2024, the TIAA-CREF Lifecycle series will be renamed Nuveen Lifecycle.

Investments Update

COMMENTARY

There were no changes to the underlying investments of the Lifecycle series during the quarter.

Performance and Positioning Update

COMMENTARY

TIAA-CREF Lifecycle Performance Update:

The TIAA-CREF Lifecycle series posted solid results in the first quarter, outperforming peers and the benchmark.

- The primary driver of Lifecycle’s outperformance was manager selection.
- During the first quarter, seventeen out of twenty of the series’s underlying active managers outperformed their respective benchmarks.
- The leading contributors were TIAA-CREF Growth & Income, Nuveen Growth Opportunities, and TIAA-CREF International Equity.
- Lifecycle’s strategic asset allocation was also additive for the quarter.
- Lifecycle does not have dedicated exposure to long duration bonds or REITs. Given long-term U.S. Treasuries and global REITs struggled in the first quarter as interest rates continued to rise, Lifecycle’s exclusion of them aided peer relative results.
- A smaller allocation to core fixed income and larger allocation to U.S. large-cap stocks compared to peers and the benchmark also helped performance.
- However, Lifecycle’s allocation to direct real estate through TIAA Real Property was a detractor in the quarter as the strategy posted negative returns and underperformed equity markets.

Positioning Update:

The Lifecycle portfolio management team maintained the series’s neutral strategic allocation during the quarter. There are no open tactical positions.

Note: Benchmark relative performance refers to fund performance compared to the S&P Target Date Indexes.

FUND MANAGEMENT ITEMS	COMMENTARY
<p>American Funds EuroPacific Growth</p>	<p>After spending the past 31 years with Capital Group, Jonathan Knowles, a portfolio manager for the EuroPacific Growth fund, has retired and transferred off of the team managing the fund. To fill in for Jonathan, Samir Parekh has been disclosed as a portfolio manager for the strategy. Samir has been with Capital Group for the past 16 years and has a total of 22 years of investment industry experience.</p> <p>The strategy is managed by an experienced team of 12 portfolio managers who have an average tenure at the firm of 26 years. Each PM independently manages their sleeve of assets based on their own investment ideology, which are diverse and complementary. The fundamental, research driven process focusses on identifying companies that are positioned to benefit from innovation, global economic growth, increasing consumer demand, or a turnaround in business conditions. While the strategy is designed to be a core international equity offering, it does have a growth stylistic tilt overall which has been a headwind for much of the past three years, resulting in a weak relative ranking over that period. That stylistic headwind has started to subside over the past two quarters as global interest rates have pulled in and performance has improved for the strategy more recently. Given the stable team and a disciplined process that has worked well over the longer-term, we would recommend clients that are currently using the strategy continue to do so.</p>
<p>American Funds New World</p>	<p>After spending the past 31 years with Capital Group, Jonathan Knowles, a portfolio manager for the New World fund, has retired and transferred off of the team managing the fund. To fill in for Jonathan, Matt Hochstetler has been disclosed as a portfolio manager for the strategy. Matt has been with Capital Group for the past 9 years and has a total of 24 years of investment industry experience.</p>
FUND FIRM ITEMS	COMMENTARY
<p>Capital Group</p>	<p>Rob Lovelace, vice chair of Capital Group and president of the firm’s Management Committee, has transitioned out of these roles to focus on his portfolio management duties. Jody Jonsson has succeeded Mr. Lovelace as vice chair. Mike Gitlin, chairman and CEO of Capital Group has taken Mr. Lovelace’s place as president of the Management Committee.</p>

FUND FIRM ITEMS	COMMENTARY
Vanguard Group, Inc.	<p>Effective December 2024, Tim Buckley, chairman and chief executive officer, will retire from the firm. Vanguard is currently conducting a search for Mr. Buckley's successor. Additionally, Chief Investment Officer Greg Davis has been named president of the firm. Mr. Davis continues to serve as CIO.</p> <p>Vanguard has reached an agreement to sell Vanguard Institutional Advisory Services, its institutional outsourced chief investment officer (OCIO) business, to Mercer. As part of this sale, all Vanguard OCIO clients will transition to Mercer, pending client agreement. With the completion of the sale, Vanguard will exit this business entirely and no longer provide advisory services to traditional institutional accounts, including endowments, foundations, and pension and corporate accounts.</p>
T. Rowe Price	<p>Eric Veiel, head of Global Equity, has assumed the position of head of Global Investments. The role was previously held by Rob Sharps prior to his appointment to CEO and president. Head of Fixed Income Arif Husain and Head of Global Multi-Asset Sebastien Page will now report to Mr. Veiel.</p> <p>Arlene Klein joined the firm as the new head of Global Compliance.</p> <p>Arif Husain has assumed the roles of head of Global Fixed Income and head of the Fixed Income Steering Committee following the retirement of Andy McCormick. Arif has also joined the firm's Management Committee.</p> <p>Robert Higginbotham, head of Global Distribution and Global Product and CEO and chair of T. Rowe Price International, has retired. Dee Sawyer has succeeded Mr. Higginbotham as head of Global Distribution and assumed his responsibilities on the firm's Management Committee. Additionally, Scott Keller, head of Americas, APAC, and EMEA Distribution, serves as the new CEO and chair of T. Rowe Price International, reporting to Ms. Sawyer.</p>
Nuveen/TIAA-CREF	<p>The TIAA-CREF Funds and Nuveen Funds now operate under one consolidated fund board. Effective May 1, 2024, the TIAA-CREF mutual fund family will be rebranded as Nuveen. In addition, the Institutional, Advisor, and Retail share classes will be renamed to align with the existing Nuveen Funds. The Institutional share class will become R6, the Advisor share class will become I, and the Retail share class will become class A.</p>

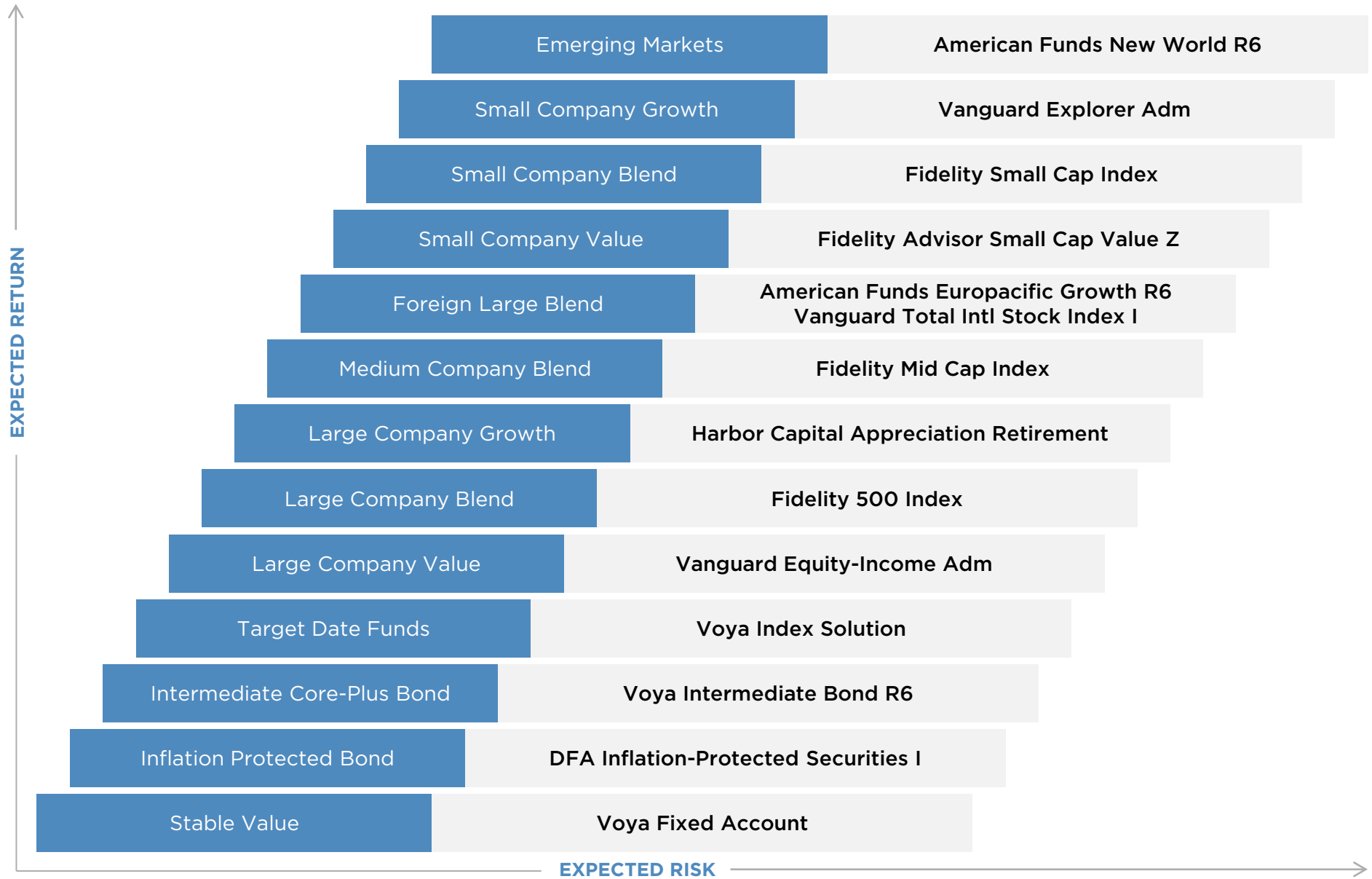
STATE ORP INVESTMENT MENU PERFORMANCE SUMMARY | TIAA

Period Ending 03.31.2024 | Q1 24

INVESTMENT NAME	TICKER	NET EXPENSE RATIO	1 YEAR*	3 YEAR*	5 YEAR*	10 YEAR*
CASH AND CASH EQUIVALENT						
TIAA-CREF Money Market Instl	TCIXX	0.12%	5.26%	2.60%	1.95%	1.31%
TIAA Traditional	-	-	4.88%	4.26%	4.14%	4.19%
FIXED INCOME						
CREF Inflation-Linked Bond R4	QCILFX	0.045%	2.41%	1.32%	3.12%	2.33%
TIAA-CREF Bond Index Institutional	TBIIX	0.07%	1.65%	-2.57%	0.22%	1.42%
TARGET DATE						
TIAA-CREF Lifecycle Retire Income Instl	TLRIX	0.37%	10.35%	2.05%	5.17%	4.96%
TIAA-CREF Lifecycle 2010 Institutional	TCTIX	0.37%	10.31%	2.03%	5.19%	5.08%
TIAA-CREF Lifecycle 2015 Institutional	TCNIX	0.38%	10.82%	2.17%	5.53%	5.40%
TIAA-CREF Lifecycle 2020 Institutional	TCWIX	0.39%	11.85%	2.46%	5.96%	5.80%
TIAA-CREF Lifecycle 2025 Institutional	TCYIX	0.41%	13.20%	2.86%	6.68%	6.34%
TIAA-CREF Lifecycle 2030 Institutional	TCRIX	0.42%	15.08%	3.49%	7.50%	6.93%
TIAA-CREF Lifecycle 2035 Institutional	TCIIX	0.43%	17.24%	4.20%	8.39%	7.54%
TIAA-CREF Lifecycle 2040 Institutional	TCOIX	0.44%	19.83%	5.13%	9.40%	8.18%
TIAA-CREF Lifecycle 2045 Institutional	TTFIX	0.45%	21.56%	5.67%	10.14%	8.63%
TIAA-CREF Lifecycle 2050 Institutional	TFTIX	0.45%	22.43%	5.89%	10.38%	8.78%
TIAA-CREF Lifecycle 2055 Institutional	TTRIX	0.45%	22.65%	5.97%	10.48%	8.86%
TIAA-CREF Lifecycle 2060 Institutional	TLXNX	0.45%	22.88%	6.07%	10.61%	-
TIAA-CREF Lifecycle 2065 Institutional	TSFTX	0.45%	23.15%	6.26%	-	-
DOMESTIC EQUITY						
CREF Stock R4	QCFTFX	0.12%	24.26%	6.92%	11.35%	9.42%
T Rowe Price Lrg Cp Va I	TILCX	0.56%	21.13%	8.21%	10.89%	9.37%
TIAA-CREF Equity Index Instl	TIEIX	0.05%	29.28%	9.76%	14.30%	12.30%
Vanguard Mid Cap Index Institutional Plus	VMCPX	0.03%	20.46%	5.73%	10.96%	9.91%
TIAA-CREF Small-Cap Blend Idx Inst	TISBX	0.06%	19.73%	0.00%	8.22%	7.74%
INTERNATIONAL EQUITY						
American Funds Europacific Growth R6	RERGX	0.47%	13.49%	-0.16%	6.91%	5.58%
Vanguard Total Intl Stock Index Instl	VTSNX	0.08%	13.00%	1.91%	6.19%	4.48%
American Funds New World R6	RNWXG	0.57%	14.64%	-0.07%	7.22%	5.99%

*ANNUALIZED

State of South Carolina Optional Retirement Program - Voya



INVESTMENT	QUANTITATIVE								QUALITATIVE		TOTALS	
	Risk-Adjusted Performance		vs. Peers Performance		Style		Confidence		Fund Management	Fund Firm	Overall	Total Score
	3 Yr	5 Yr	3 Yr	5 Yr	3 Yr	5 Yr	3 Yr	5 Yr				
Inflation Protected Bond DFA Inflation-Protected Securities I	●	●	▼	●	●	●	●	●	●	●	●	89
Intermediate Core-Plus Bond Voya Intermediate Bond R6	●	●	●	●	●	●	●	●	●	●	●	91
Large Company Value Vanguard Equity-Income Adm	●	●	●	●	●	●	●	▼	●	●	●	91
Large Company Growth Harbor Capital Appreciation Retirement	▼	▼	●	●	●	●	●	●	●	●	●	91
Foreign Large Blend American Funds Europacific Growth R6	▼	●	▼	●	●	●	▼	●	●	●	▼	78
Small Company Value Fidelity Advisor Small Cap Value Z	●	●	●	●	●	●	●	●	●	●	●	100
Small Company Growth Vanguard Explorer Adm	●	●	●	●	●	●	●	●	●	●	●	100
Emerging Markets American Funds New World R6	●	●	●	●	▼	●	●	●	●	●	●	99

The CAPTRUST Investment Policy Monitor ("Scorecard") is an illustration of our monitoring system and is designed to assist our clients in their efforts to provide fiduciary oversight to investment assets. It is not intended as a solicitation to buy any security. The scoring system measures quantitative areas as well as qualitative (or subjective) fields for actively managed investment options. Quantitative scoring areas include Risk Adjusted Performance (3 & 5 yr.); Performance vs. Relevant Peer Group; Style Attribution; and Confidence. Qualitative Scoring Areas measure the quality of the Management Team while also considering the stewardship of the investment option's parent company under Investment Family Items. Qualitative areas of analysis are subjective in nature. CAPTRUST typically requires at least 3 months of monitoring before including an investment in this report. Investments that have been added to our system less than 3 months prior to a report being generated may have a Fund Management assessment of '25' as a default, but will be updated, if necessary, after the first quarter of monitoring to more accurately reflect our system. Investments that are not mutual funds or have less than 3 years of performance history may not be scored. This material is for institutional investor use only and is not intended to be shared with individual investors.

TARGET DATE INVESTMENTS

INVESTMENT	QUANTITATIVE						QUALITATIVE				TOTALS	
	Risk-Adjusted Performance		vs. Peers Performance		Glidepath		Portfolio Construct.	Underlying Inv. Vehicles	Fund Mgmt	Fund Firm	Overall	Total Score
	3 Yr	5 Yr	3 Yr	5 Yr	% of Equities	Beta to Equities						
Voya Index Solution	●	●	●	●	●	●	●	●	●	●	●	88

CAPITAL PRESERVATION INVESTMENTS

INVESTMENT	Overall	Commentary
Voya Fixed Account	▼	This Capital Preservation option has been marked for review as its crediting rate has lagged peers.

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PASSIVE INVESTMENTS

INVESTMENT	Overall	Commentary
Fidelity 500 Index	●	This fund currently meets the guidelines set forth by CAPTRUST for passively managed investments. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, tracking error, and cost.
Fidelity Mid Cap Index	●	This fund currently meets the guidelines set forth by CAPTRUST for passively managed investments. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, tracking error, and cost.
Vanguard Total Intl Stock Index I	●	This fund currently meets the guidelines set forth by CAPTRUST for passively managed investments. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, tracking error, and cost.
Fidelity Small Cap Index	●	This fund currently meets the guidelines set forth by CAPTRUST for passively managed investments. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, tracking error, and cost.

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INVESTMENT WATCHLIST RECOMMENDATIONS

INVESTMENT	RECOMMENDATION	# OF QUARTERS	RATIONALE
<p>Foreign Large Blend American Funds Europacific Growth R6</p>	<p>On Watch</p>	<p>4</p>	<p>The peaking of interest rates which occurred in the U.S. in October of 2023 and a subsequent drop in yields over the past six months has benefited the growth style relative to value and core in both the U.S. and overseas markets as the strategy has outperformed the core index during the past two quarters. While relative performance has mostly improved over the past two years, the challenging environment for the growth style from late 2021 through mid 2022 and again in the third quarter of 2023 continues to weigh on the fund's three-year return. Five-year and longer trailing returns remain compelling, in the upper half of the peer group and ahead of the core benchmark.</p> <p>During the first quarter, the strategy returned 7.44% versus 4.69% for the core benchmark.</p> <p>Clients holding the strategy should continue to do so. The investment team has a deep and experienced bench (12 PMs plus an analyst research sleeve) to help smooth out disruptions from the inevitable retirements and departures that occur from time to time. While the strategy's growth tilted style has mostly been out of favor over the past three-years, this stylistic dynamic has started to shift back in the fund's favor more recently and relative performance has started to improve again.</p>

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FUND MANAGEMENT ITEMS	COMMENTARY
<p>American Funds EuroPacific Growth</p>	<p>After spending the past 31 years with Capital Group, Jonathan Knowles, a portfolio manager for the EuroPacific Growth fund, has retired and transferred off of the team managing the fund. To fill in for Jonathan, Samir Parekh has been disclosed as a portfolio manager for the strategy. Samir has been with Capital Group for the past 16 years and has a total of 22 years of investment industry experience.</p> <p>The strategy is managed by an experienced team of 12 portfolio managers who have an average tenure at the firm of 26 years. Each PM independently manages their sleeve of assets based on their own investment ideology, which are diverse and complementary. The fundamental, research driven process focusses on identifying companies that are positioned to benefit from innovation, global economic growth, increasing consumer demand, or a turnaround in business conditions. While the strategy is designed to be a core international equity offering, it does have a growth stylistic tilt overall which has been a headwind for much of the past three years, resulting in a weak relative ranking over that period. That stylistic headwind has started to subside over the past two quarters as global interest rates have pulled in and performance has improved for the strategy more recently. Given the stable team and a disciplined process that has worked well over the longer-term, we would recommend clients that are currently using the strategy continue to do so.</p>
<p>American Funds New World</p>	<p>After spending the past 31 years with Capital Group, Jonathan Knowles, a portfolio manager for the New World fund, has retired and transferred off of the team managing the fund. To fill in for Jonathan, Matt Hochstetler has been disclosed as a portfolio manager for the strategy. Matt has been with Capital Group for the past 9 years and has a total of 24 years of investment industry experience.</p>
<p>Harbor Capital Appreciation</p>	<p>Jennison has promoted Erika Klauer and Owuraka Koney from analysts to portfolio managers on the Large Cap Growth strategy. Their promotions will not change the listed portfolio management team for the Harbor Capital Appreciation or PGIM Jennison Growth funds. Ms. Klauer and Mr. Koney have been on the team since 2001 and 2007, respectively.</p>

FUND MANAGEMENT ITEMS	COMMENTARY
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<p>Vanguard Explorer</p>	<p>Within the ClearBridge portion of the Vanguard Explorer Fund, Jeffrey Bailin was added as a co-portfolio manager, having replaced the recently retired Jeffrey Russell. He had co-managed a portion of the Explorer fund since 2017. Mr. Bailin joins three other co-portfolio managers for ClearBridge: Brian Angerame, Aram Green, and Matthew Lilling.</p>
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<p>Voya Index Solution</p>	<p>Voya has announced that Paul Zemsky, CIO of Multi-Asset Strategies and Solutions (MASS), will retire at the end of the year. Barbara Reinhard, head of Asset Allocation for MASS, will assume the role of CIO on November 1, 2023. In addition, Lanyon Blair, head of Manager Research and Selection for MASS, has been added as a portfolio manager for Voya's target date suite and other multi-asset and multi-manager portfolios. In further changes, Amit Sinha, head of Multi-Asset Design, two members of his team, and Jay Rausch, head of Portfolio Implementation, left the firm. Victor Hucke has become head of Portfolio Implementation and reports to Susanna Jacob, who has assumed management responsibilities for the Strategy Research and Portfolio Implementation teams. Ms. Jacob reports to Ms. Reinhard.</p>
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FUND FIRM ITEMS	COMMENTARY
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<p>Voya Funds</p>	<p>Matt Toms has been named CEO of Voya Investment Management and will join Voya Financial's Executive Committee. He succeeds Christine Hartsellers, who will remain with the firm as a strategic advisor until she retires later this year. Mr. Toms will relinquish his responsibilities as CIO, Fixed Income and portfolio manager on the Voya Strategic Income Opportunities strategy to focus on his new role. Eric Stein has joined the firm as head of Investments and will assume the role of CIO, Fixed Income from Matt Toms. Mr. Stein will also serve chair of the Fixed Income Asset Allocation Committee.</p>
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FUND FIRM ITEMS	COMMENTARY
<p>Vanguard Group, Inc.</p>	<p>Effective December 2024, Tim Buckley, chairman and chief executive officer, will retire from the firm. Vanguard is currently conducting a search for Mr. Buckley’s successor. Additionally, Chief Investment Officer Greg Davis has been named president of the firm. Mr. Davis continues to serve as CIO.</p> <p>Vanguard has reached an agreement to sell Vanguard Institutional Advisory Services, its institutional outsourced chief investment officer (OCIO) business, to Mercer. As part of this sale, all Vanguard OCIO clients will transition to Mercer, pending client agreement. With the completion of the sale, Vanguard will exit this business entirely and no longer provide advisory services to traditional institutional accounts, including endowments, foundations, and pension and corporate accounts.</p>
<p>Dimensional Fund Advisors</p>	<p>Chief Talent Officer Stacey Winning will become global co-head of Human Resources alongside longtime Human Resource Chief Aaron Marcus.</p> <p>Dimensional has announced that their Global Head of Research, Savina Rizova, will become co-chief investment officer alongside co-CEO Gerard O’Reilly.</p>
<p>Capital Group</p>	<p>Rob Lovelace, vice chair of Capital Group and president of the firm’s Management Committee, has transitioned out of these roles to focus on his portfolio management duties. Jody Jonsson has succeeded Mr. Lovelace as vice chair. Mike Gitlin, chairman and CEO of Capital Group has taken Mr. Lovelace’s place as president of the Management Committee.</p>

INVESTMENT NAME	TICKER	NET EXPENSE RATIO	1 YEAR*	3 YEAR*	5 YEAR*	10 YEAR*
CASH AND CASH EQUIVALENT						
Voya Fixed Account	-	-	2.04%	1.77%	1.80%	2.04%
FIXED INCOME						
DFA Inflation-Protected Securities I	DIPSX	0.11%	0.14%	-0.69%	2.39%	2.23%
Voya Intermediate Bond R6	IIBZX	0.30%	3.60%	-2.12%	0.89%	2.15%
TARGET DATE						
Voya Index Solution Income Port Z	VSZJX	0.14%	9.29%	1.37%	4.56%	4.35%
Voya Index Solution 2025 Port Z	VSZBX	0.16%	12.99%	2.87%	6.73%	6.14%
Voya Index Solution 2030 Port Z	VSZCX	0.16%	14.76%	3.52%	7.59%	6.86%
Voya Index Solution 2035 Port Z	VSZDX	0.17%	17.22%	4.12%	8.40%	7.42%
Voya Index Solution 2040 Port Z	VSZEX	0.17%	19.32%	5.13%	9.58%	8.08%
Voya Index Solution 2045 Port Z	VSZFX	0.15%	20.69%	5.78%	10.18%	8.44%
Voya Index Solution 2050 Port Z	VSZGX	0.16%	21.24%	5.96%	10.21%	8.48%
Voya Index Solution 2055 Port Z	VSZHX	0.16%	21.34%	6.00%	10.29%	8.53%
Voya Index Solution 2060 Port Z	VSZIX	0.16%	21.30%	6.03%	10.36%	-
DOMESTIC EQUITY						
Vanguard Equity-Income Adm	VEIRX	0.19%	18.68%	9.87%	11.17%	10.27%
Fidelity 500 Index	FXAIX	0.02%	29.87%	11.48%	15.04%	12.95%
Harbor Capital Appreciation Retirement	HNACX	0.59%	47.91%	9.32%	17.22%	15.59%
Fidelity Mid Cap Index	FSMDX	0.025%	22.35%	6.07%	11.10%	9.95%
Fidelity Advisor Small Cap Value Z	FIKNX	0.90%	23.02%	7.27%	12.89%	9.43%
Fidelity Small Cap Index	FSSNX	0.025%	19.83%	-0.02%	8.21%	7.74%
Vanguard Explorer Adm	VEVRX	0.34%	20.19%	2.55%	11.07%	10.26%
INTERNATIONAL EQUITY						
American Funds Europacific Growth R6	RERGX	0.47%	13.49%	-0.16%	6.91%	5.58%
Vanguard Total Intl Stock Index I	VTSNX	0.08%	13.00%	1.91%	6.19%	4.48%
American Funds New World R6	RNWGX	0.57%	14.64%	-0.07%	7.22%	5.99%

*ANNUALIZED

APPENDIX

Glossary of Terms.....

Evaluation Methodology.....



ALPHA

Alpha measures a manager's rate of return in excess of that which can be explained by its systematic risk, or Beta. It is a result of regressing a manager's returns against those of a benchmark index. A positive alpha implies that a manager has added value relative to its benchmark on a risk-adjusted basis.

BATTING AVERAGE

Batting Average, an indicator of consistency, measures the percentage of time an active manager outperformed the benchmark.

BETA

Beta measures a manager's sensitivity to systematic, or market risk. Beta is a result of the analysis regressing a manager's returns against those of a benchmark Index. A manager with a Beta of 1 should move perfectly with a benchmark. A Beta of less than 1 implies that a manager's returns are less volatile than the market's (i.e., selected benchmarks). A Beta of greater than 1 implies that a manager exhibits greater volatility than the market (i.e., selected benchmark).

CAPTURE RATIO

Up Market Capture is the average return of a manager relative to a benchmark index using only periods where the benchmark return was positive. Down Market Capture is the average return of a manager relative to a benchmark index using only periods where the benchmark return was negative. An Up Market Capture of greater than 100% and a Down Market Capture of less than 100% is considered desirable.

INFORMATION RATIO

The Information Ratio measures a manager's excess return over the passive index divided by the volatility of that excess return, or Tracking Error. To obtain a higher Information Ratio, which is preferable, a manager must demonstrate the ability to generate returns above its benchmark while avoiding large performance swings relative to that same benchmark.

PERCENTILE RANK

Percentile Rankings are based on a manager's performance relative to all other available funds in its universe. Percentiles range from 1, being the best, to 100 being the worst. A ranking in the 50th percentile or above demonstrates that the manager has performed better on a relative basis than at least 50% of its peers.

RISK-ADJUSTED PERFORMANCE

Risk-adjusted Performance, or RAP, measures the level of return that an investment option would generate given a level of risk equivalent to the benchmark index.

R-SQUARED

R-squared measures the portion of a manager's movements that are explained by movements in a benchmark index. R-squared values range from 0 to 100. An R-squared of 100 means that all movements of a manager are completely explained by movements in the index. This measurement is identified as the coefficient of determination from a regression equation. A high R-squared value supports the validity of the Alpha and Beta measures, and it can be used as a measure of style consistency.

SHARPE RATIO

Sharpe ratio measures a manager's return per unit of risk, or standard deviation. It is the ratio of a manager's excess return above the risk-free rate divided by a manager's standard deviation. A higher Sharpe ratio implies greater manager efficiency.

STANDARD DEVIATION


Standard Deviation is a measure of the extent to which observations in a series vary from the arithmetic mean of the series. This measure of volatility or risk allows the estimation of a range of values for a manager's returns. The wider the range, the more uncertainty, and, therefore, the riskier a manager is assumed to be.

TRACKING ERROR

Tracking Error is the standard deviation of the portfolio's residual (i.e. excess) returns. The lower the tracking error, the closer the portfolio returns have been to its risk index. Aggressively managed portfolios would be expected to have higher tracking errors than portfolios with a more conservative investment style.

TREYNOR RATIO

The Treynor Ratio is a measure of reward per unit of risk. With Treynor, the numerator (i.e. reward) is defined as the annualized excess return of the portfolio versus the risk-free rate. The denominator (i.e. risk) is defined as the portfolio beta. The result is a measure of excess return per unit of portfolio systematic risk. As with Sharpe and Sortino, the Treynor Ratio only has value when it is used as the basis of comparison between portfolios. The higher the Treynor Ratio, the better.

	QUANTITATIVE EVALUATION ITEMS	QUALITATIVE EVALUATION ITEMS
<p data-bbox="235 397 577 446">  MARKED FOR REVIEW </p> <p data-bbox="121 490 577 604"> The following categories of the Investment Policy Monitor appear “Marked For Review” when: </p> <p data-bbox="121 774 583 831"> CAPTRUST’s Investment Policy Monitoring Methodology </p> <p data-bbox="121 846 592 1016"> The Investment Policy Monitoring Methodology document describes the systems and procedures CAPTRUST uses to monitor and evaluate the investment vehicles in your plan/account on a quarterly basis. </p> <p data-bbox="121 1049 562 1133"> Our current Investment Policy Monitoring Methodology document can be accessed through the following link: </p> <p data-bbox="121 1166 508 1190"> captrust.com/investmentmonitoring </p>	<p data-bbox="751 344 1150 368"> 3/5 Year Risk- adjusted Performance </p> <p data-bbox="751 386 1318 467"> The investment option’s 3 or 5 Year Annualized Risk Adjusted Performance falls below the 50th percentile of the peer group. </p> <p data-bbox="751 532 1096 557"> 3/5 Year Performance vs. Peers </p> <p data-bbox="751 574 1310 656"> The investment option’s 3 or 5 Year Annualized Peer Relative Performance falls below the 50th percentile of the peer group. </p> <p data-bbox="751 737 919 761"> 3/5 Year Style </p> <p data-bbox="751 779 1285 860"> The investment option’s 3 or 5 Year R-Squared measure falls below the absolute threshold set per asset class. </p> <p data-bbox="751 915 978 940"> 3/5 Year Confidence </p> <p data-bbox="751 948 1268 1029"> The investment option’s 3 or 5 Year Confidence Rating falls below the 50th percentile of the peer group. </p> <p data-bbox="751 1084 995 1109"> Glidepath Assessment </p> <p data-bbox="751 1127 1310 1240"> % of Equity Exposure: The combined percentage of an investment option’s equity exposure ranks in the top 20th percentile or bottom 20th percentile of the peer group. </p> <p data-bbox="751 1273 1318 1354"> Regression to the Benchmark: The investment option’s sensitivity to market risk - as measured by beta relative to a Global Equity Index - is above 0.89. </p>	<p data-bbox="1411 344 1617 368"> Fund Management </p> <p data-bbox="1411 386 1944 443"> A significant disruption to the investment option’s management team has been discovered. </p> <p data-bbox="1411 506 1549 531"> Fund Family </p> <p data-bbox="1411 555 1944 612"> A significant disruption to the investment option’s parent company has been discovered. </p> <p data-bbox="1411 693 1654 717"> Portfolio Construction </p> <p data-bbox="1411 742 1965 815"> The investment option’s combined Portfolio Construction score is 6 or below out of a possible 15 points. </p> <p data-bbox="1411 888 1755 912"> Underlying Investment Vehicles </p> <p data-bbox="1411 945 1923 1018"> The investment option’s combined Underlying Investment Vehicles score is 6 or below out of a possible 15 points. </p>

PUBLIC EMPLOYEE BENEFIT AUTHORITY AGENDA ITEM
Retirement Policy Committee

Meeting Date: June 26, 2024

1. Subject: Deferred Compensation Program Quarterly Plan Summary

2. Summary: Nancy Ornduff from Empower will present the SC Deferred Compensation Program (SCDCP) Plan Summary Report for the quarter ended March 31, 2024.

3. What is Committee asked to do? Receive as information

4. Supporting Documents:

(a) Attached: Quarterly Review – Quarter Ended March 31, 2024

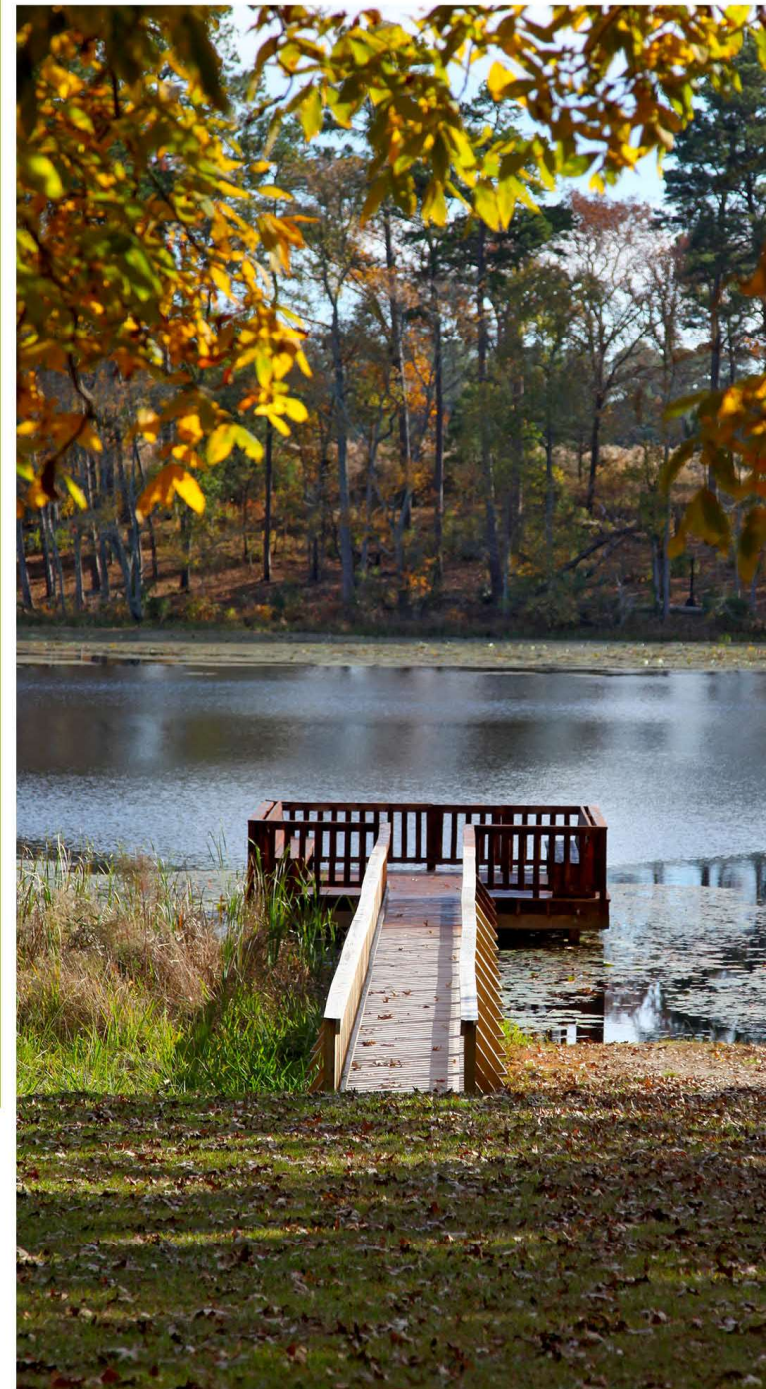
Quarterly review

Quarter ended March 31, 2024

Retirement Policy Committee
PEBA Board of Directors

June 26, 2024

Administered by:



Topics

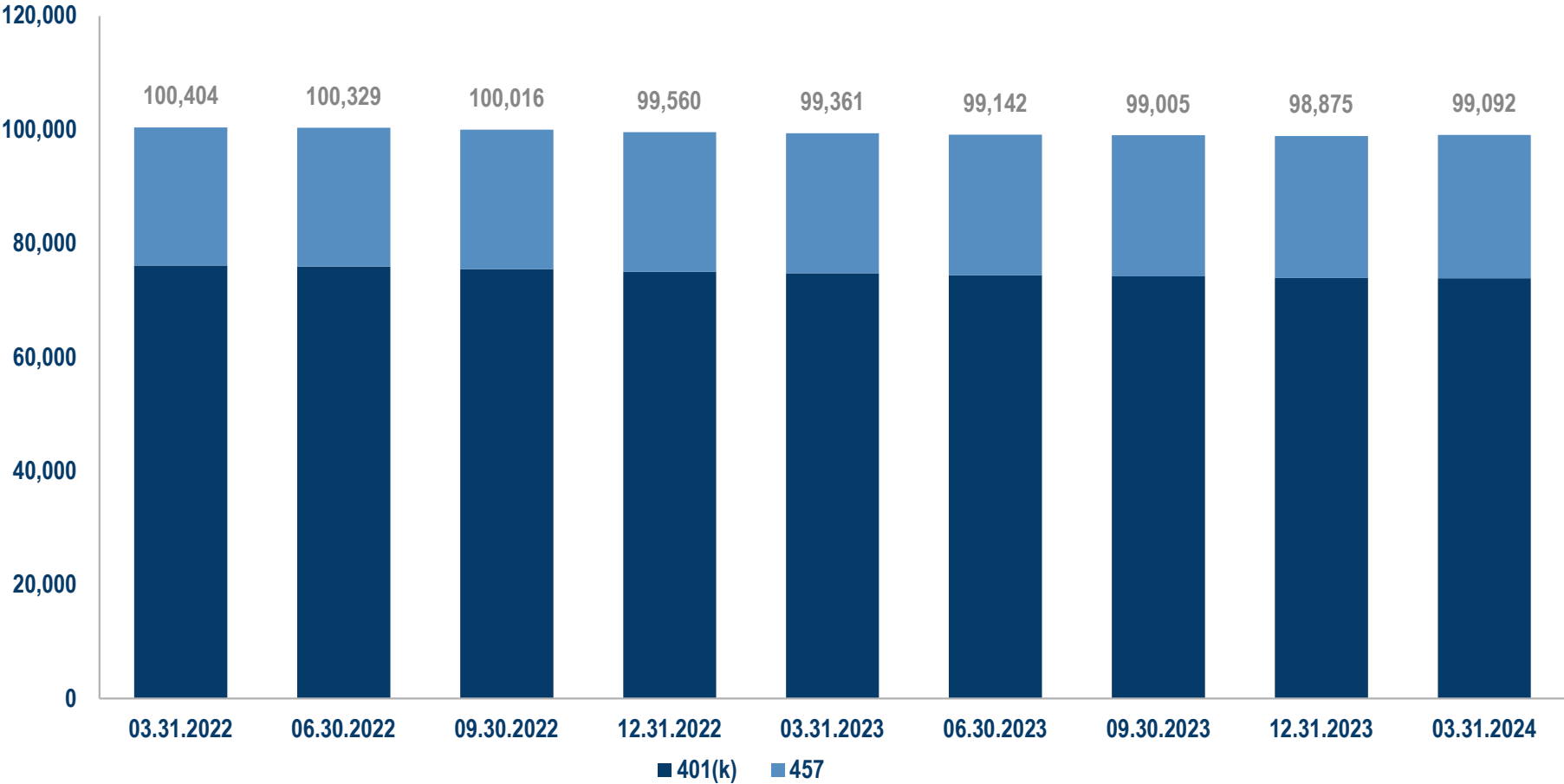
- Plan statistics
- Retirement Plan Advisor activity
- Outreach to participants and employers
- Website and Call Center statistics

Plan statistics



Participant accounts¹

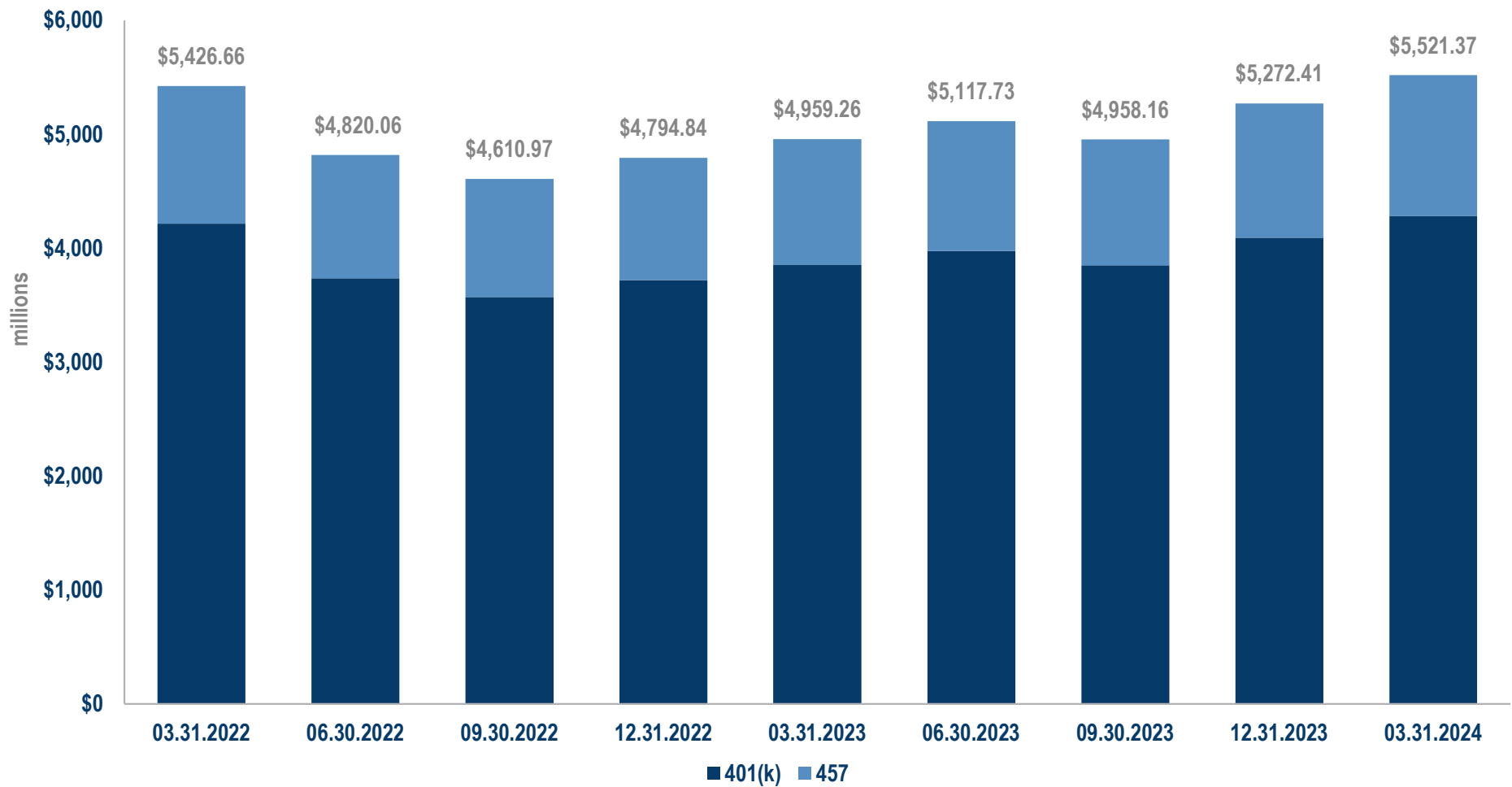
	401(k)	457	Total
Quarter ended 03.31.2024	73,871	25,221	99,092 ²



¹Participants who had an account at any point during quarter.
²85,005 unique participants across both plans

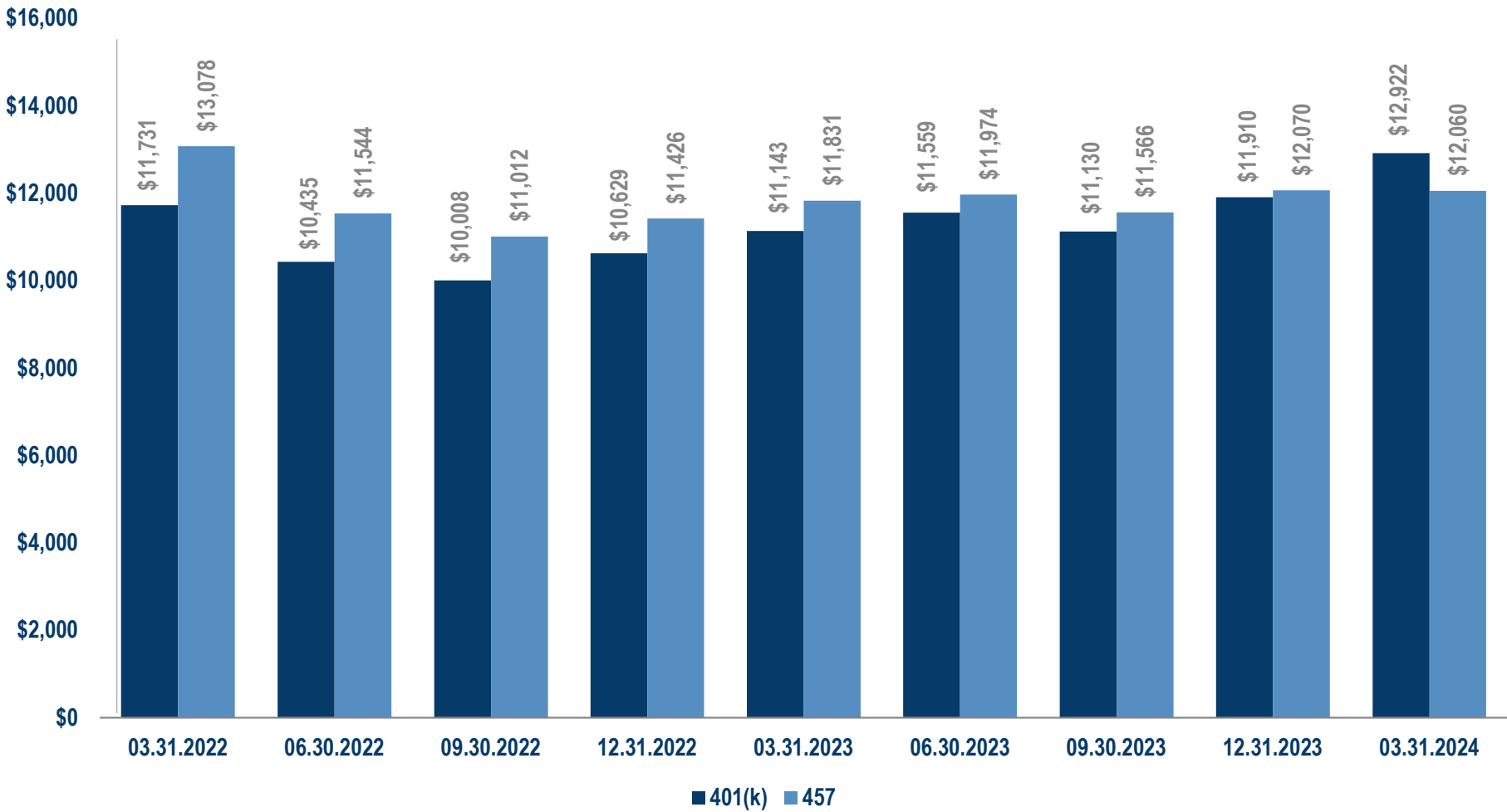
Assets

	401(k)	457	Total
Quarter ended 03.31.2024	\$ 4,284,826,406	\$1,236,546,334	\$5,521,372,740



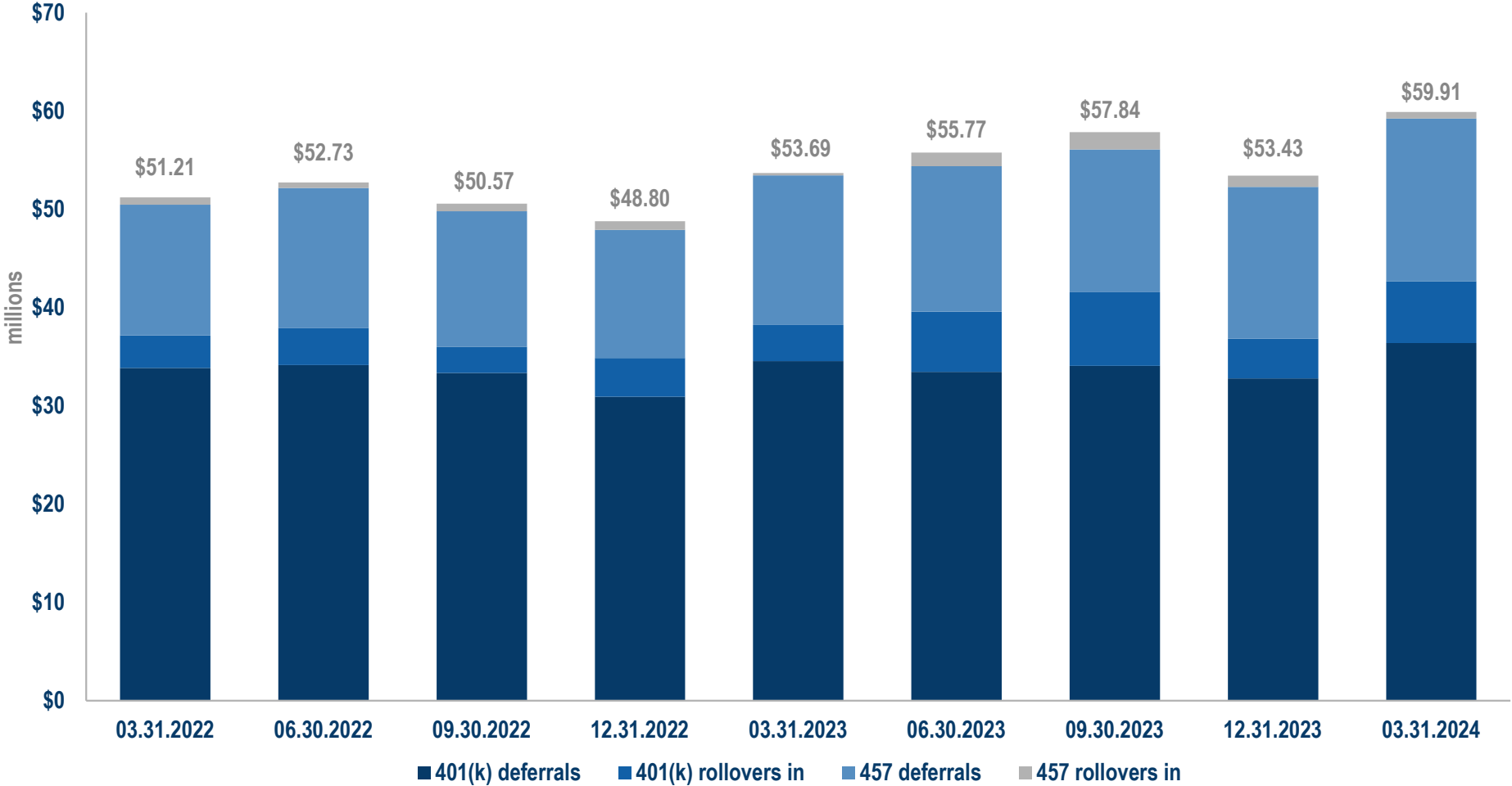
Median participant account balance

	401(k)	457
Quarter ended 03.31.2024	\$12,922	\$12,060



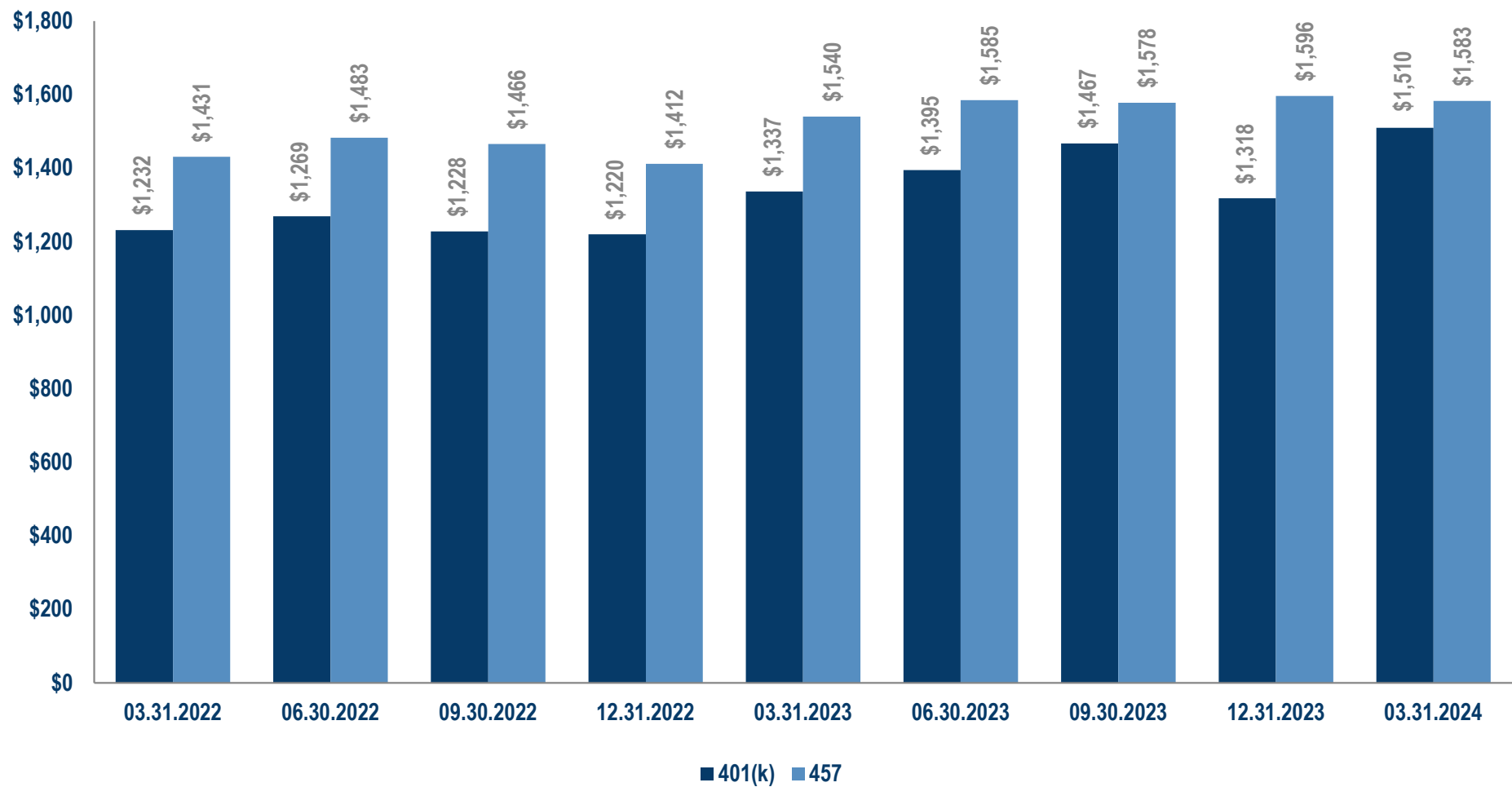
Contributions

	401(k) deferrals	401(k) rollovers in	457 deferrals	457 rollovers in
Quarter ended 03.31.2024	\$36,414,639	\$6,274,114	\$16,542,643	\$675,301



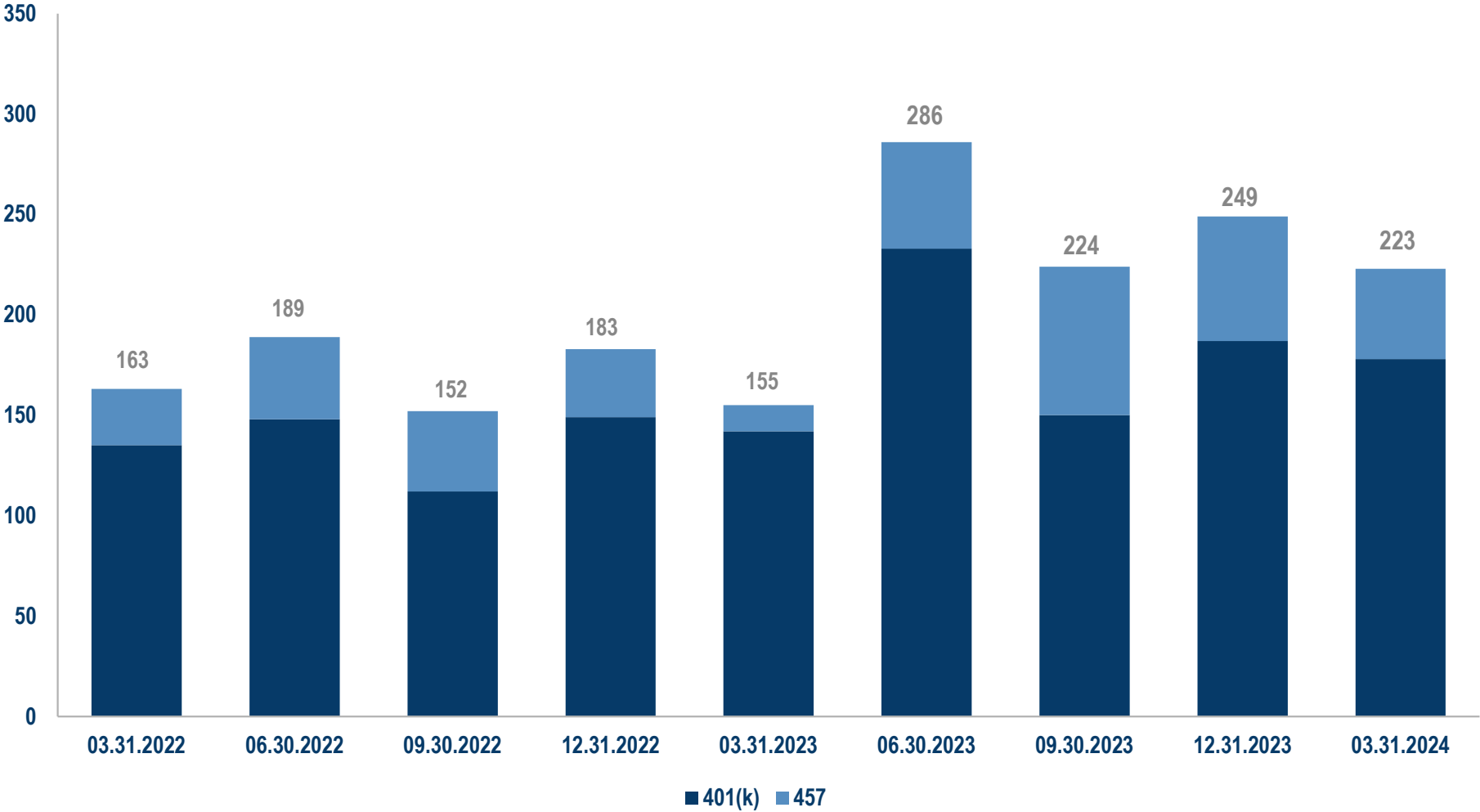
Average quarterly participant contribution

	401(k)	457
Quarter ended 03.31.2024	\$1,510	\$1,583



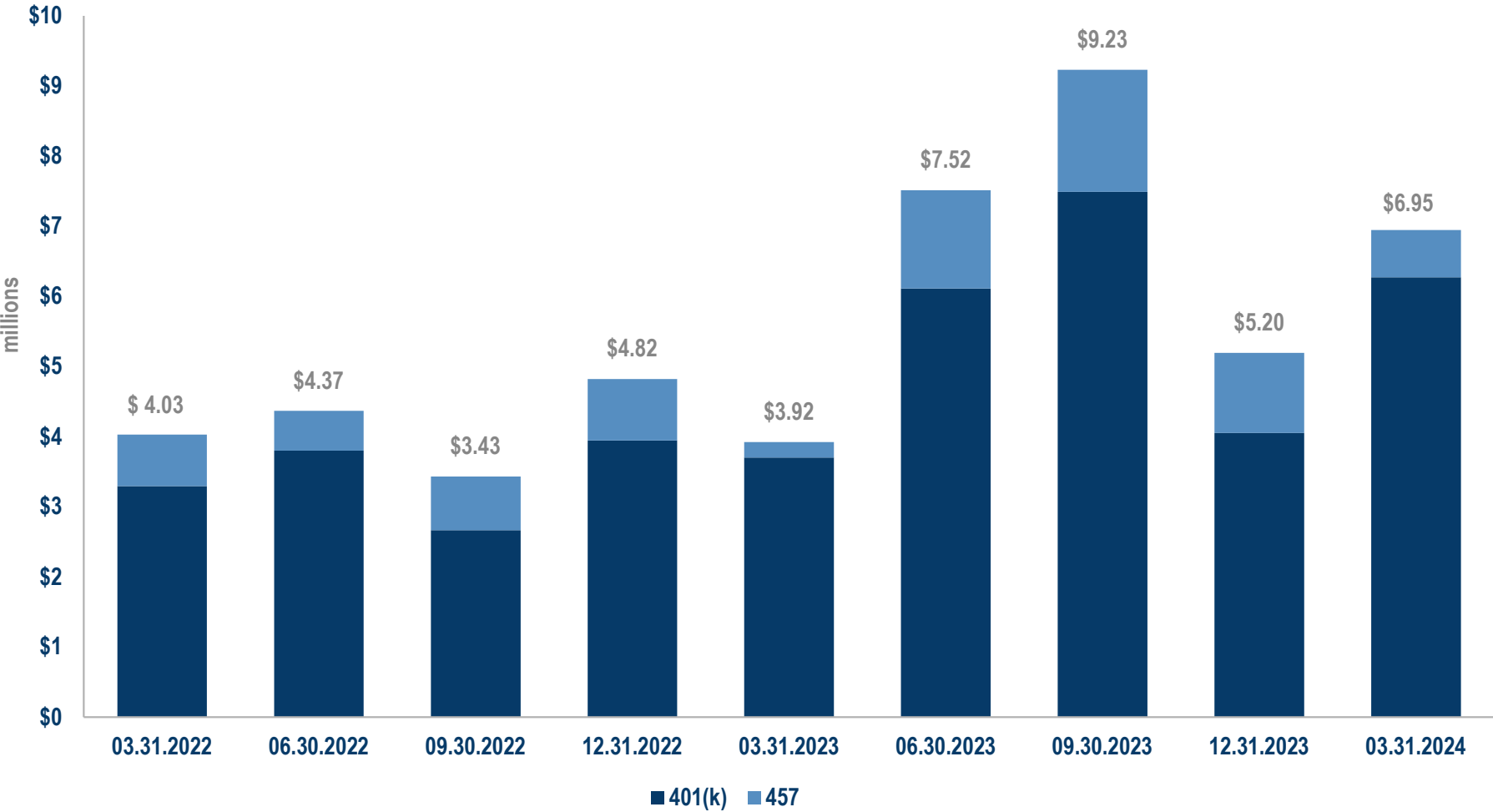
Number of incoming rollovers

	401(k) rollovers in	457 rollovers in	Total
Quarter ended 03.31.2024	178	45	223



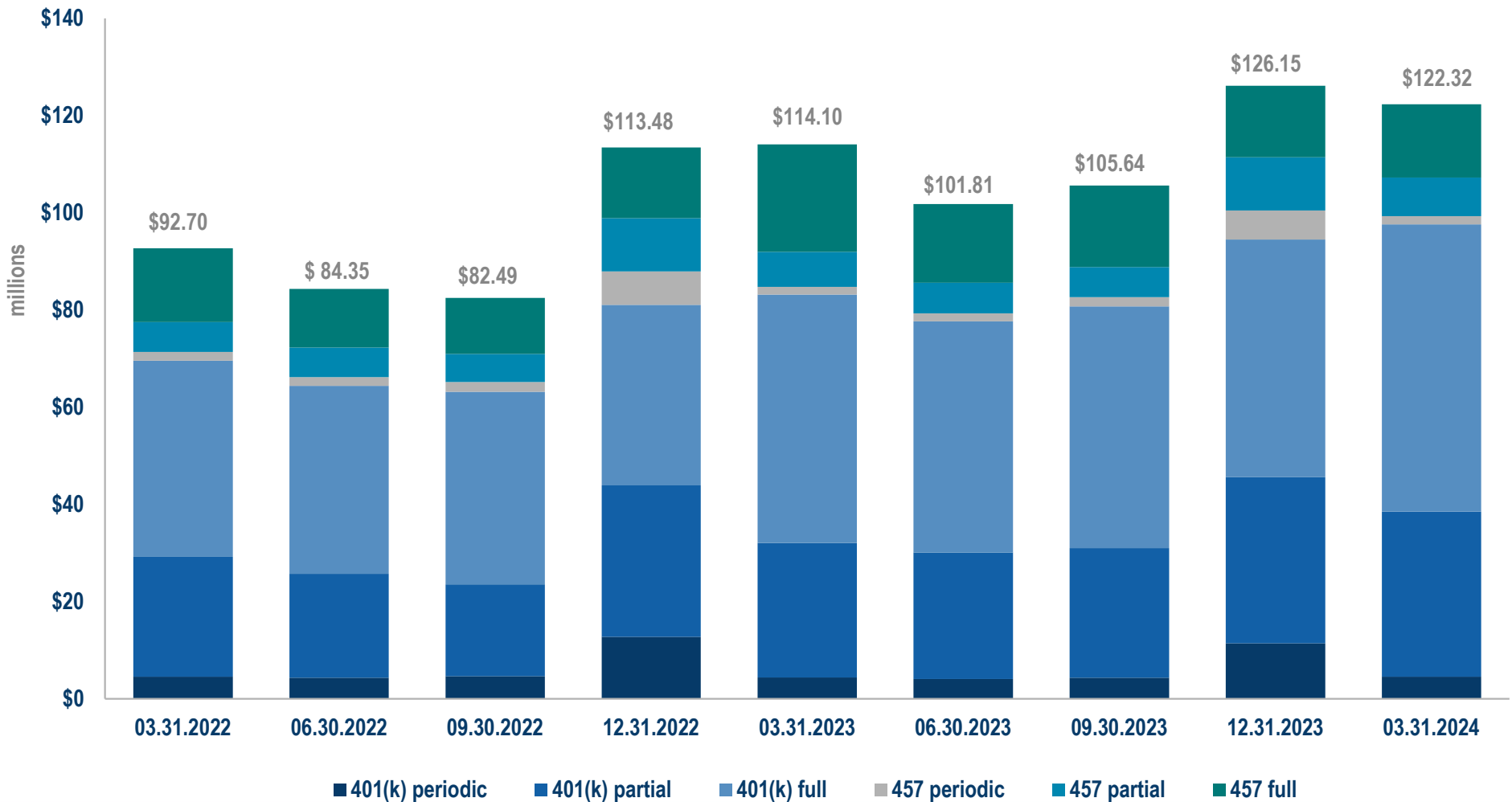
Incoming rollovers

	401(k) rollovers in	457 rollovers in	Total
Quarter ended 03.31.2024	\$6,274,115	\$675,302	\$6,949,417



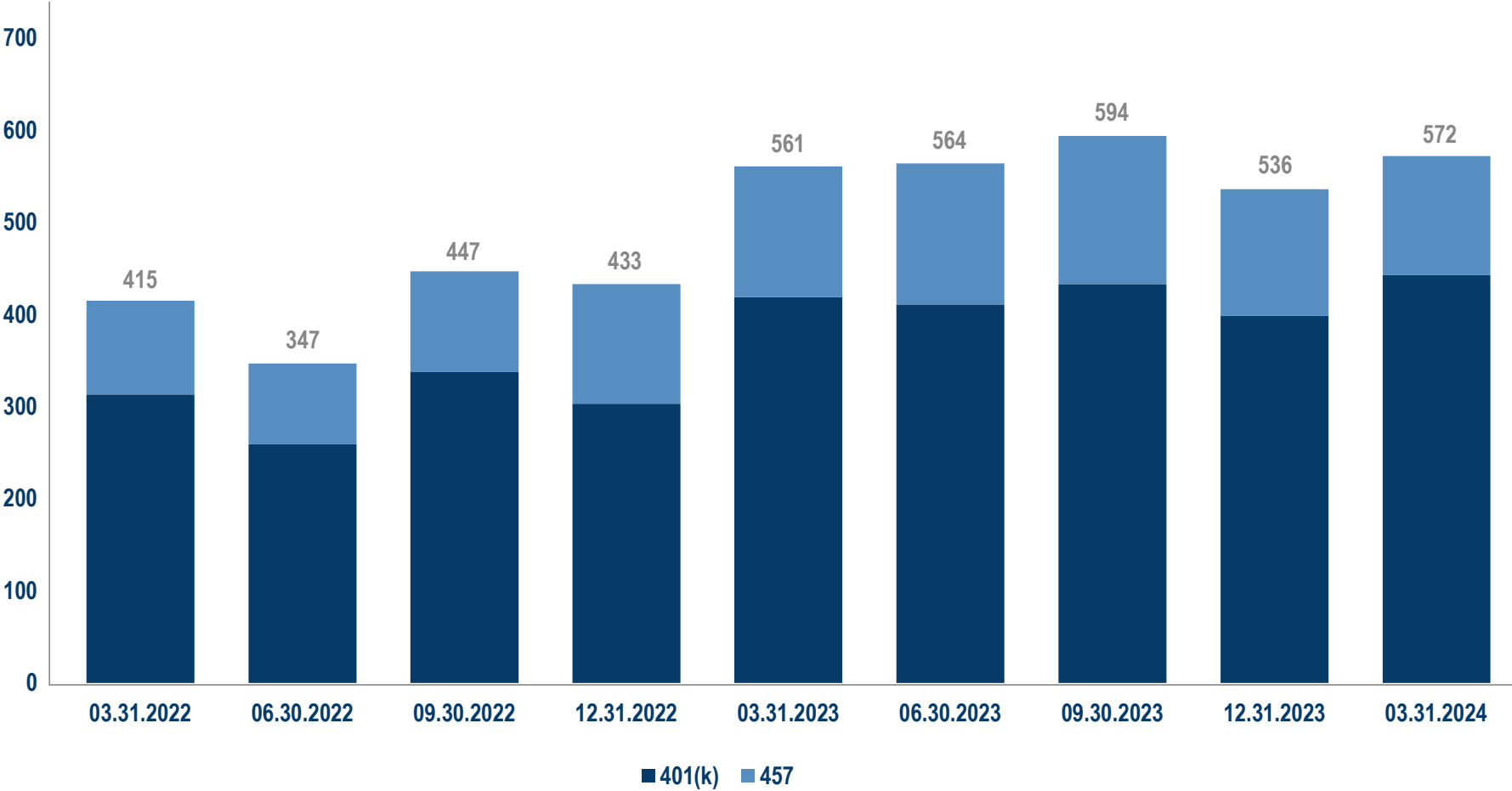
Distributions

	401(k) periodic	401(k) partial	401(k) full	457 periodic	457 partial	457 full
Quarter ended 03.31.2024	\$4,528,863	\$33,963,463	\$59,120,379	\$1,695,381	\$7,971,912	\$15,040,404



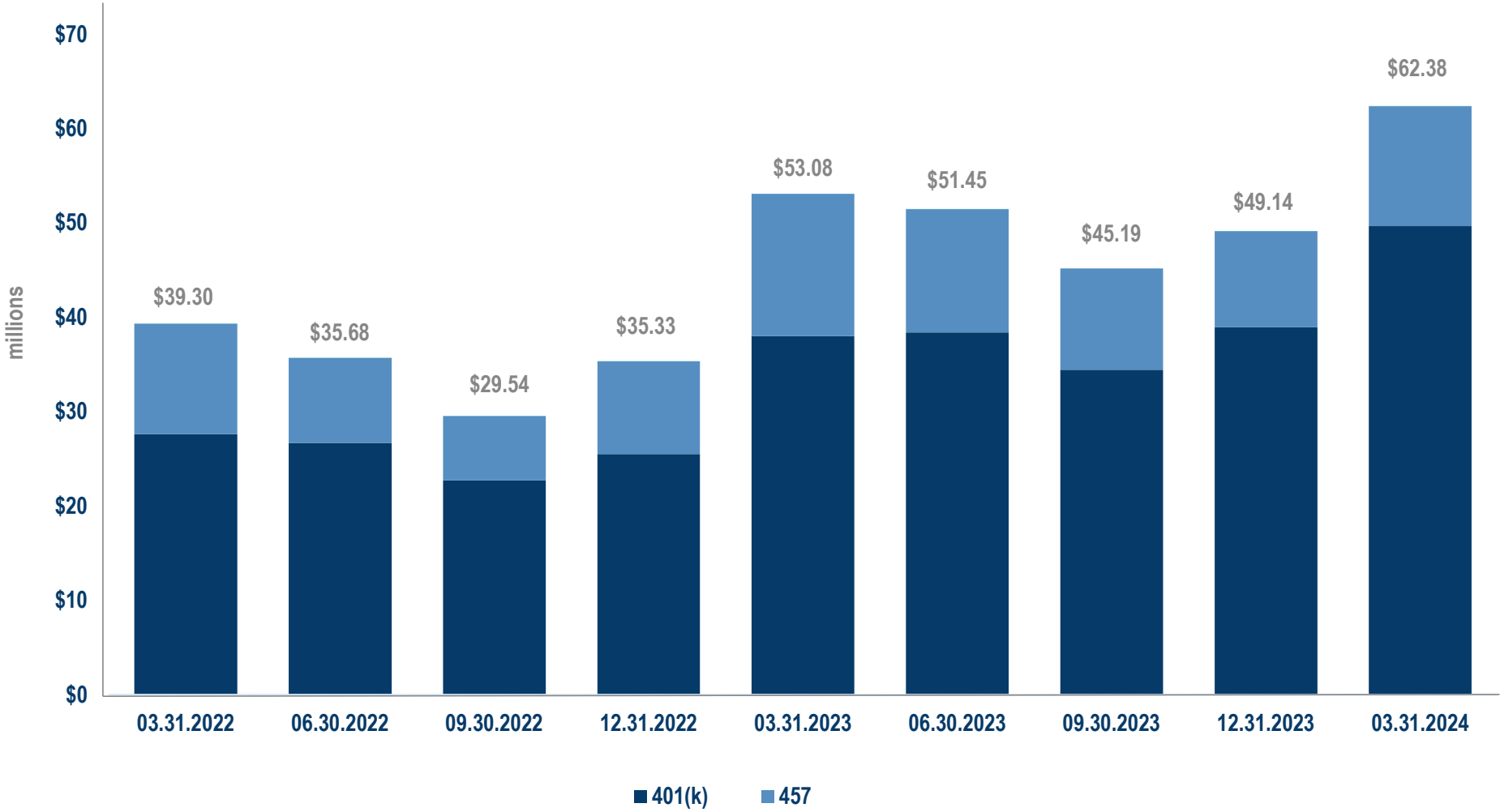
Number of outgoing rollovers

	401(k) rollovers out	457 rollovers out	Total
Quarter ended 03.31.2024	443	129	572

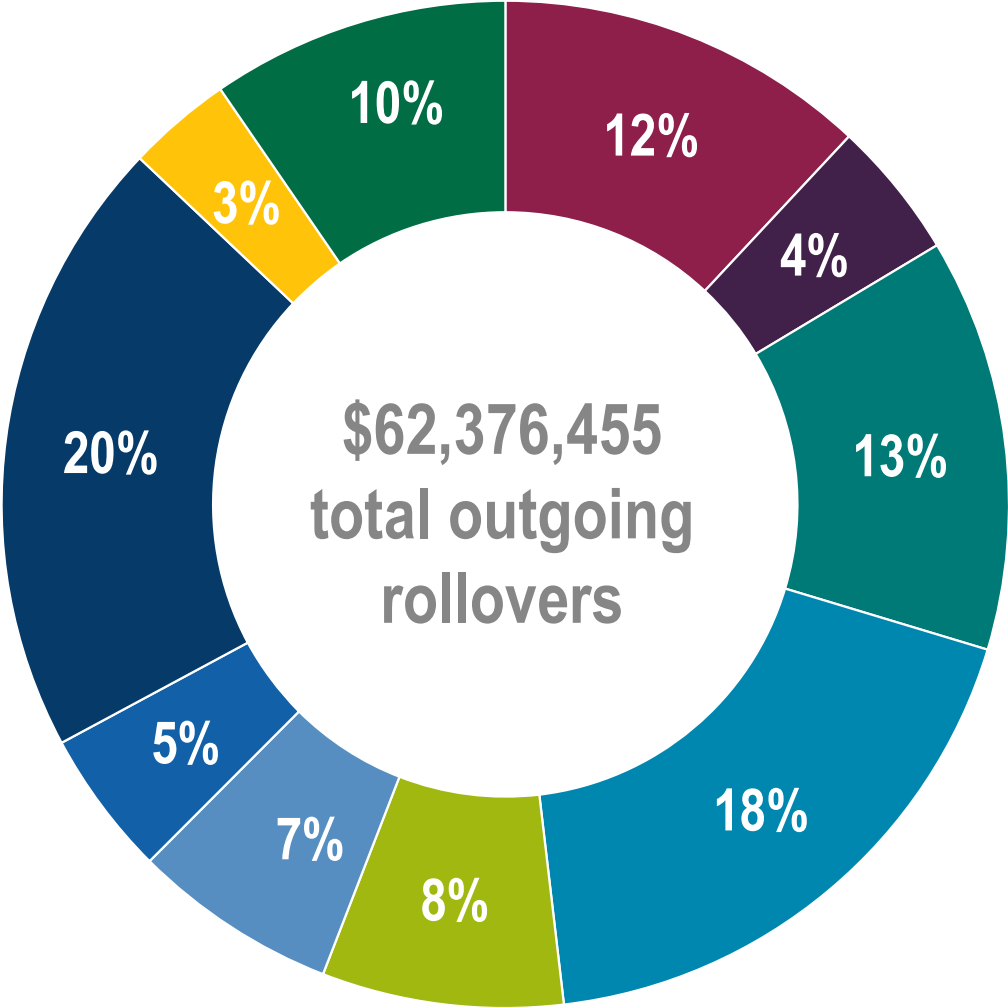


Outgoing rollovers

	401(k) rollovers out	457 rollovers out	Total
Quarter ended 03.31.2024	\$49,674,558	\$12,701,897	\$62,376,455



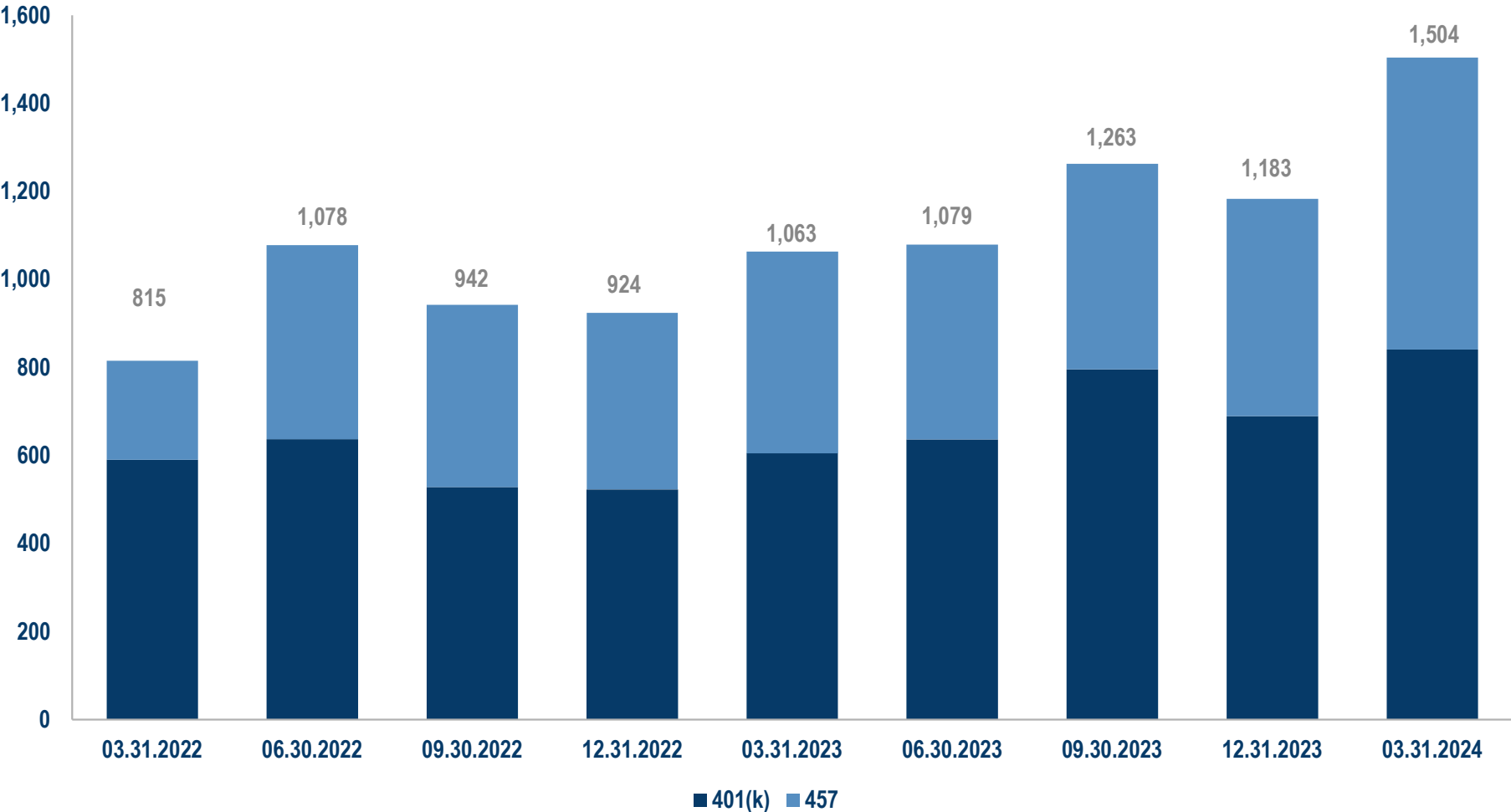
Outgoing rollovers by vendor: Quarter ended 03.31.2024



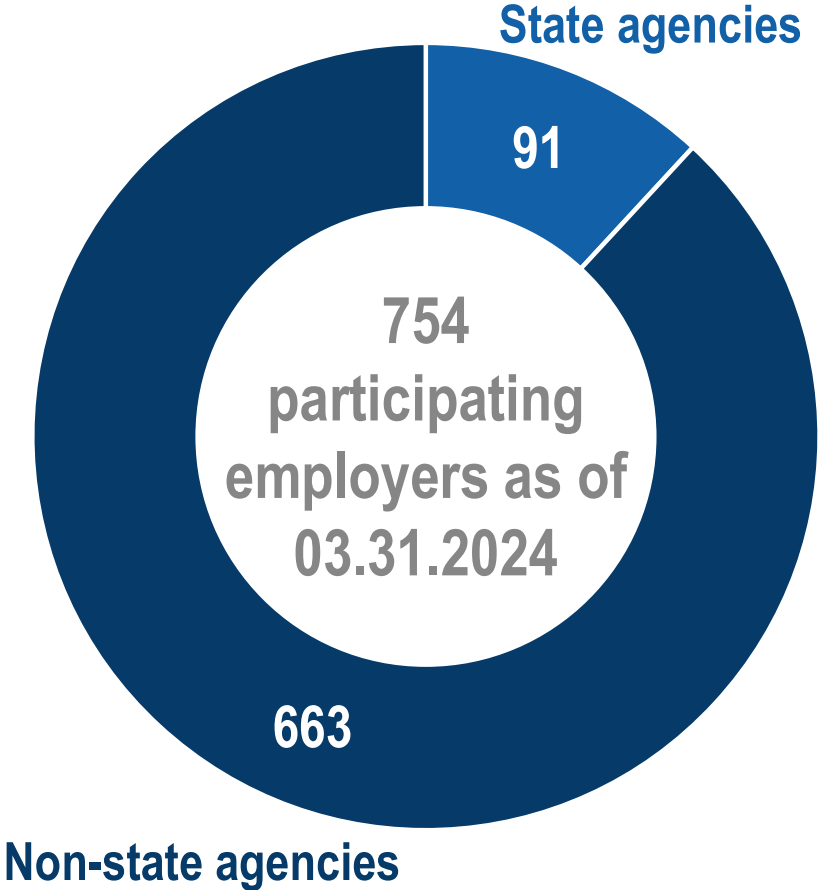
- Edward Jones
- Wells Fargo
- Pershing
- Fidelity
- Merrill Lynch
- Vanguard
- LPL
- Charles Schwab
- Raymond James
- Empower-Retirement IRA

New enrollments

	401(k) enrollments	457 enrollments	Total
Quarter ended 03.31.2024	841	663	1,504



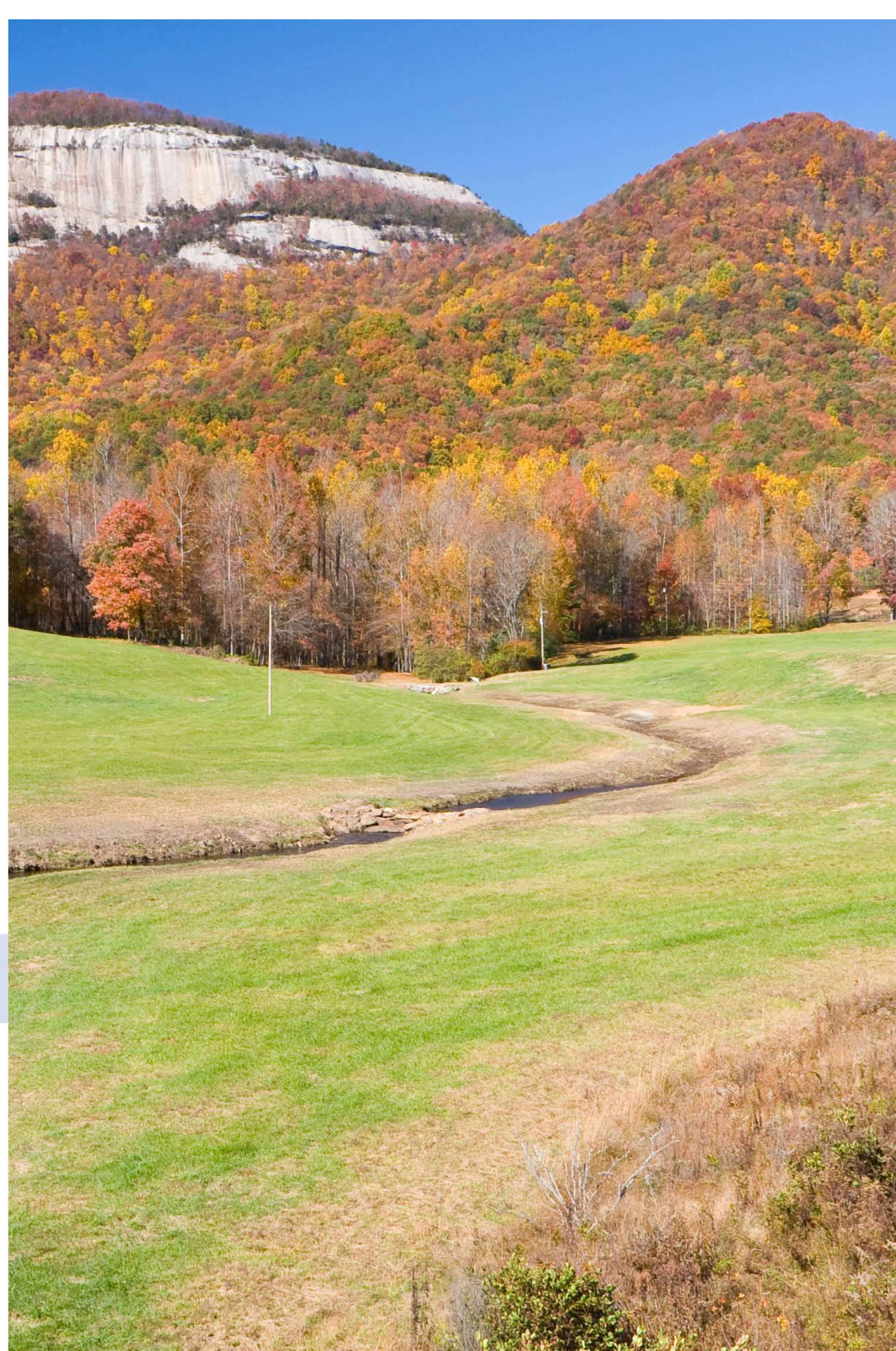
Participating employers



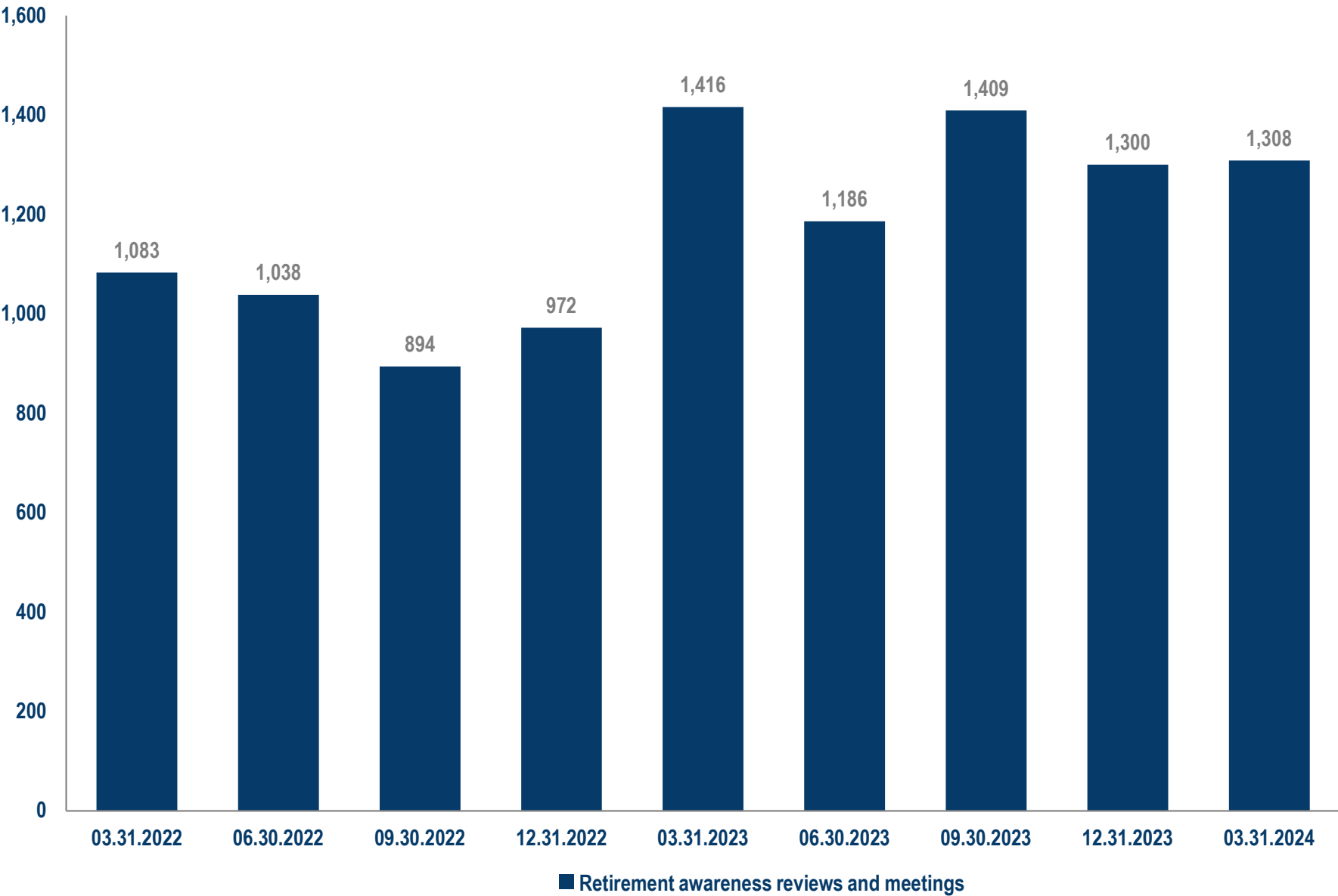
New participating employers

- Richburg Fire Protection District
- MUSC Community Physicians

Retirement Plan Advisor activity



Retirement Plan Advisor activity: Quarter ended 03.31.2024



Retirement Plan Advisor surveys*

How many years do you have until retirement?

Less than 10 years	45%
10-20 years	22%
20+ years	12%
Already retired	21%

Did you take action during your meeting with your RPA?

Yes	61%
No	39%

“Clay was a pleasure to speak with. He came prepared and explained where I'm at currently in my retirement and where I will be in the future if I remain on track. He was very polite, positive and forthcoming in answering all the questions I had. He is definitely an asset to have on your staff.”

All the Best, T. Falconer Charleston County

How would you rate your RPA's ability to adequately answer your questions and share relevant knowledge with you?

Excellent	82%
Highly effective	13%
Effective	3%
Somewhat effective	1%
Not effective	1%

On a scale of 1-10, how likely are you to refer a colleague to your RPA?

8-10	95%
5-7	3%
1-4	2%

*295 responses between 01.01.2024 and 03.31.2024.

Outreach to participants and employers



Online enrollment with Plan Enrollment Code

- Date: February 2024
- Audience: All eligible participants
- Focus: Enroll online
- Items:
 - RPA email to employers
 - Enrollment webpage enhancement
 - Plan Enrollment Code (PEC) flyers
 - Updated *Employer Reference Guide*
 - Updated Enrollment flyer
- Results: 641 enrolled online in Q1





ENROLL TODAY IN DEFERRED COMP

The South Carolina Deferred Compensation unique opportunity for you to save for your retirement through a primary retirement plan (401(k) or 457(b)), that plan may not provide you with and unplanned expenses in retirement. Do to supplement your primary retirement plan and afford the lifestyle you desire in retirement by choosing to contribute a portion of your benefit from:

- Convenience. Your contributions are auto.
- Choice. You can elect to make before-tax or after-tax contributions.
- Variety. You have a wide range of investment options.
- Education. You have access to local retirement seminars and webinars.
- Vesting. You own 100% of your investment.

I AM READY TO ENROLL NOW!

To enroll online, you will need the current Plan Enrollment Code. To find the code, visit southcarolinadcp.com from a desktop computer. Click on the *About Deferred Comp* tab, then select the *Enroll now* link.

Select *Register/Enroll* from the homepage and click on *I have a plan enrollment code*. Enter the required information and follow the prompts to set up your account.


You may also contact your human resources department or your local retirement plan advisor to obtain the Plan Enrollment Code. To enroll from your phone or tablet, download the Empower app and select *Register now*, then *I have a plan enrollment code* to begin the enrollment process.

You can also download an enrollment form from the *Enroll now* web page. If you do not wish to enroll online, complete the form and return it to the address indicated.

Need assistance with the enrollment process? Contact Empower's Participant Service representatives at 877.457.6263. Representatives are available weekdays between 8 a.m. and 10 p.m. and Saturdays between 9 a.m. and 5:30 p.m. Eastern time.

You may also contact your local retirement plan advisor for assistance. Go to south-carolina-campaign.empowermytime.com to set up a meeting or scan the QR code below.





Online enrollment
 State of South Carolina Safety Deferred 401(k) Plan and Trust

Group ID / Plan Number: 98955-01
 Plan Enrollment Code: XXXXXX (expires June 1, 2024)

Enroll in the Deferred Comp 401(k) Plan

- Visit southcarolinadcp.com and select the REGISTER/ENROLL button.
- Select *I have a Plan Enrollment Code* and follow the prompts using the information provided.
- The website will guide you through the enrollment process.

Already have a 457 account and want to enroll in the 401(k)?

- Select *Log in*.
- Enter your username and password.
- On the homepage, select the *Enroll in the 401(k)* button on the left side navigation pane and follow the prompts to set up your account.


Future logins

For future visits to the website, enter your username and password and select SIGN IN. For enhanced security, you will be asked to confirm your identity using a verification code that will be sent to you.

You may skip the verification code process in the future by checking the *Remember this device*.

Need assistance with the enrollment process? Call Empower's Participant Service representatives at 877.457.6263. Representatives are available weekdays between 8 a.m. and 10 p.m. and Saturdays between 9 a.m. and 5:30 p.m. Eastern Standard Time. Please be sure to mention you have a Plan Enrollment Code.

You can also contact your local retirement plan advisor to assist you in enrolling. Set up a meeting today at south-carolina-campaign.empowermytime.com.






Please share the following message with your employees to let them know about this new enrollment option through the South Carolina Deferred Compensation Program (Deferred Comp).

Online enrollment is now available.

Eligible employees now have the option to enroll online in Deferred Comp's 401(k) and/or 457(b) plans so you can start your savings journey quickly and easily. [Learn more about Deferred Comp online.](#)

To enroll online, visit southcarolinadcp.com.

- Click on *REGISTER/ENROLL* under *Participant Login*. To visit the site from a mobile phone or tablet, you must download the Empower app. In the mobile app, select *Register now* to begin the enrollment process.
- Select the *I have a plan enrollment code* tab.
- If you want to enroll in the 401(k) Plan:
 - o Enter the Group ID/Plan number: 98955-01
 - o Enter the Plan Enrollment Code: XXXXXXXX (expires MM/DD/YYYY)
- If you want to enroll in the 457(b) Plan:
 - o Enter the Group ID/Plan number: 98955-02
 - o Enter the Plan Enrollment Code: XXXXXXXX (expires MM/DD/YYYY)



 About Deferred Comp | Investing | Learning Center | Program Resources | Employers

Home / About Deferred Comp / Enroll now

Enroll now

Take charge of your financial future.

You might wonder why you should enroll in the South Carolina Deferred Compensation Program (Deferred Comp). The answer is simple. Even if you are already saving for retirement through a primary retirement savings plan, such as the South Carolina Retirement System (SCRS) or State Optional Retirement Program (State ORP), that plan might not provide you with enough money to cover your desired and unplanned expenses in retirement. Deferred Comp offers the ability to supplement your primary retirement plan with additional savings to help you afford the lifestyle you desire in retirement.

You can get started by saving as little as 1% of your gross pay or \$20 per paycheck, whichever is greater. You can elect to make before-tax contributions or choose the Roth option to make after-tax contributions. Deferred Comp offers a wide range of investment options from which to choose, and local retirement plan advisors can get you started and help you along the way to define and achieve your goals for the future.

If you are unsure how much you need to save right now, the important thing is to start as soon as possible. Setting aside even a small amount each month can pay off over time.

Saving

\$25

A month now

➔

Could add

\$180

A month in retirement

Did you know? Social Security may not be enough. The Social Security Administration estimates that you'll need about 40% of your working income during retirement. If you have a higher income, they could require even less.

Did you know? In 2023, the median private pension benefit for individuals age 65 and older was \$3,262 a year, and the median state or local government pension benefit was \$2,716 a year.

Cost of waiting

Don't miss out on the powerful power of compounded earnings by waiting to save. Consider the two employees below. Robin starts saving \$50 a month at age 22 until she reaches age 42. Then she lets her balance grow until age 65. Chris saves \$50 a month from age 45-65. How do the balances in their respective retirement accounts compare?

Employee	Contributions	Retirement account
Robin	\$12k	\$96k
Chris	\$12k	\$23k

FOR ILLEGIBLE PURPOSES ONLY: This hypothetical illustration is not intended as a prediction or guarantee of future investment results, nor is it intended as an offer of insurance or investment advice. It assumes a 6% annual rate of return and retirement of earnings with no withdrawals. There is no risk-free rate. The illustration does not reflect any assumed or implied expenses or fees. The tax-related calculations shown would be subject to future law and the actual results may vary. The illustration is not intended to be used as a basis for investment decisions. For more information, please contact your local retirement plan advisor or call 877.457.6263.

It's quick and easy to enroll. But before you start, choose the [enrollment assistance page](#) to see the options available to you. Choosing the right investment is an important part of your strategy, and there are several options to help you make your investment choices. If you are unsure about how to select your investment options, your local retirement plan advisor can assist you with your investment strategy. [Click here to see all events with your local retirement plan advisor page.](#)

For more information about investing and details about Deferred Comp, including the differences between the 401(k) Plan and the 457(b) Plan, visit the [Plan Enrollment page](#).

How to enroll


To begin the enrollment process, you will need the following information:

- Social Security number
- Current annual income
- Date of hire, and
- Name of your employer.

Follow these steps to enroll:


Other deliverables

- March 8, 2024, fund change letter and email
- Updated IRS limits in library of materials
- Meet with your RPA web banner
- New Stable Value Fund vs. Money Market flyer posted online



PEBA
SC Retirement Systems
and State Health Plan
Deferred Compensation Program

Administered by



EMPOWER

February 7, 2024

Important changes to the South Carolina Deferred Compensation Program

The South Carolina Deferred Compensation Program (Deferred Comp) is an important part of your long term financial strategy. The South Carolina Public Employee Benefit Authority (PEBA) and Deferred Comp's independent investment consultant regularly review Deferred Comp's investment lineup so you may continue to select from a diverse and competitive range of quality investment options. As a result of a recent review, changes will be made to Deferred Comp's investment lineup.

Share class changes

Funds offer investors different types of shares, known as classes. Each class will invest in the same investment portfolio of securities and will have the same investment objectives and policies. But each class will have different fees and expenses and, therefore, different gross and net performance. The Current funds in the chart below will be mapped to new share classes, as listed in the chart under Replacement fund, after market close on **Friday, March 8, 2024**. The changes to these funds will result in a lower expense ratio for Deferred Comp participants who invest in the funds.

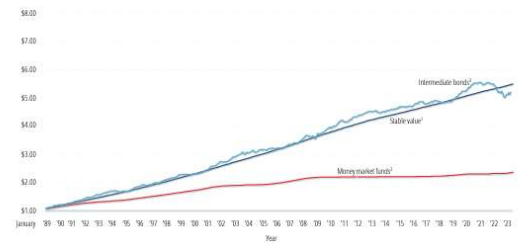
Current fund	Gross expense ratio	Replacement fund	Gross expense ratio
SSgA Target Retirement Income NL Fund W	0.1%	State St Target Ret Income SL CI V	0.065%
SSgA Target Retirement 2020 NL Fund W	0.1%	State St Target Ret 2020 SL CI V	0.065%
SSgA Target Retirement 2025 NL Fund W	0.1%	State St Target Ret 2025 SL CI V	0.065%
SSgA Target Retirement 2030 NL Fund W	0.1%	State St Target Ret 2030 SL CI V	0.065%
SSgA Target Retirement 2035 NL Fund W	0.1%	State St Target Ret 2035 SL CI V	0.065%
SSgA Target Retirement 2040 NL Fund W	0.1%	State St Target Ret 2040 SL CI V	0.065%
SSgA Target Retirement 2045 NL Fund W	0.1%	State St Target Ret 2045 SL CI V	0.065%
SSgA Target Retirement 2050 NL Fund W	0.1%	State St Target Ret 2050 SL CI V	0.065%
SSgA Target Retirement 2055 NL Fund W	0.1%	State St Target Ret 2055 SL CI V	0.065%
SSgA Target Retirement 2060 NL Fund W	0.1%	State St Target Ret 2060 SL CI V	0.065%
SSgA Target Retirement 2065 NL Fund W	0.1%	State St Target Ret 2065 SL CI V	0.065%
Fidelity Diversified Intl Commingled Pool A	0.58%	Fidelity Diversified Intl Commingled Pool C	0.52%

EMPOWER INVESTMENTS

Why stable value funds are returning less than money market funds

Over the past 30+ years, stable value funds have delivered steady and consistent returns that have typically exceeded those of money market funds and outpaced inflation. Chart 1 illustrates the cumulative return from stable value funds, money market funds and intermediate-term bonds. Stable value funds have nearly doubled the return of money market funds since 2000, providing long-term total returns comparable to intermediate-term bonds.

Chart 1: Growth of a dollar: December 31, 1989 - March 31, 2023



Source: Stable Value Investment Association (SVIA)

One of the biggest benefits of stable value funds is the protection from market losses when interest rates rise. Stable value funds typically invest in bonds with maturities between 2 and 5 years. In most environments, this results in higher yields than money market funds, which invest in securities with maturities of 90 days or fewer. But when interest rates rise and bond values fall, stable value funds guarantee book value (no market losses)*. Because of this, investors typically receive the higher yields from short-medium term bonds without experiencing market losses when interest rates rise.

* If there is a plan sponsor-initiated event, such as but not limited to a merger, acquisition or partial plan termination, a book value payment may be delayed over a period of 12 to 36 months, depending on the product. If the plan sponsor decides for a market value payout instead, it is possible investors could lose money in a stable value product.



Plan your financial future from your couch

Meet with your local retirement plan advisor today

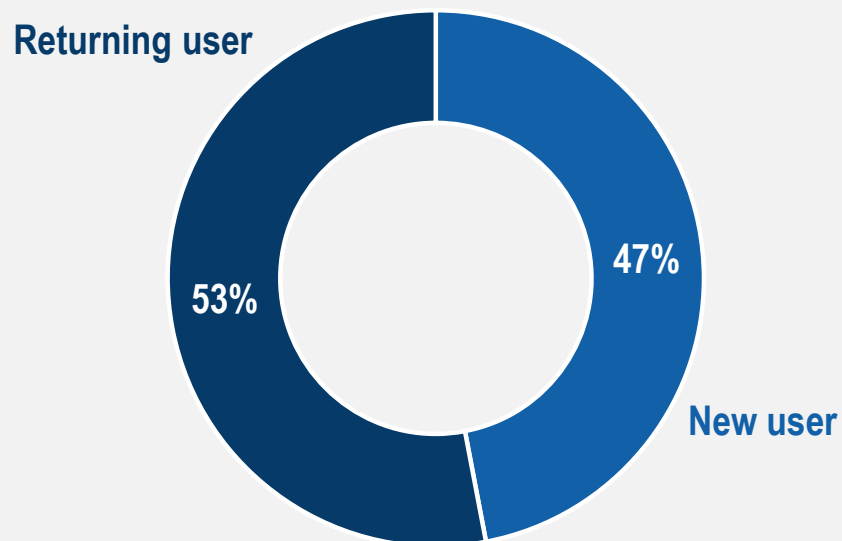


Website and Call Center statistics

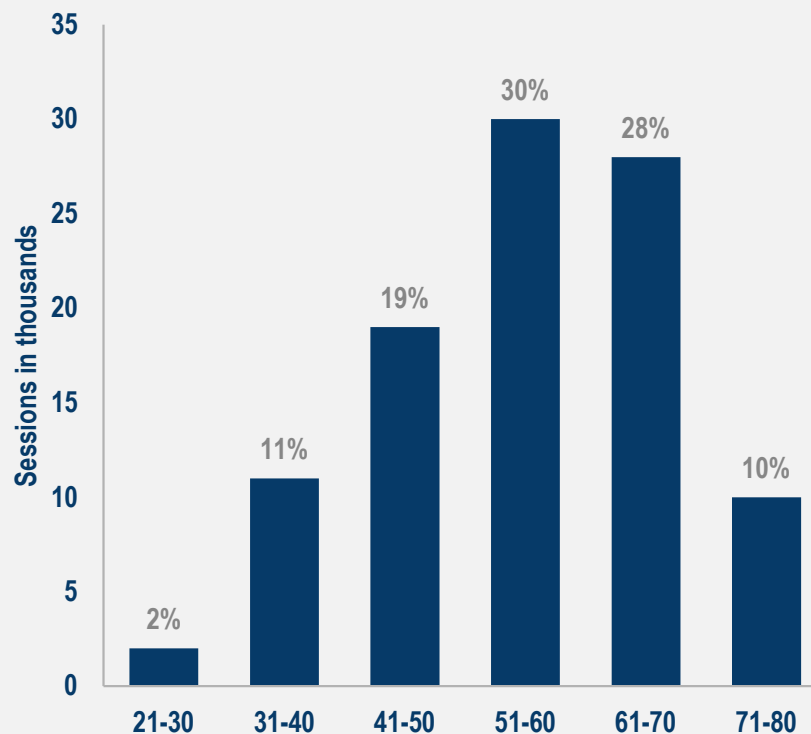


Website statistics: Quarter ended 03.31.2024

User type by sessions



Age bracket by sessions



Overall performance

Unique users	55,124	Total participants	22,080
Sessions	101,845	Avg. session duration	06:50
Page views	828,551	Sessions per user	1.85
Pages per session	8.14	Bounce rate	1.9%

Change from 4Q2023

- *Unique users*: Increase of 54%
- *Sessions*: Increase of 56%
- *Pages per session*: Decrease of 14%
- *Bounce rate*: Decrease of 5%

Website statistics: Quarter ended 03.31.2024

Top 3 pre-login pages

- Program resources: 455 views
- Security Center: 405 views
- Employer: 231 views

Top 3 post-login pages

- Account details: 57,438 views
- Investments: 55,755 views
- Account balance: 27,758 views

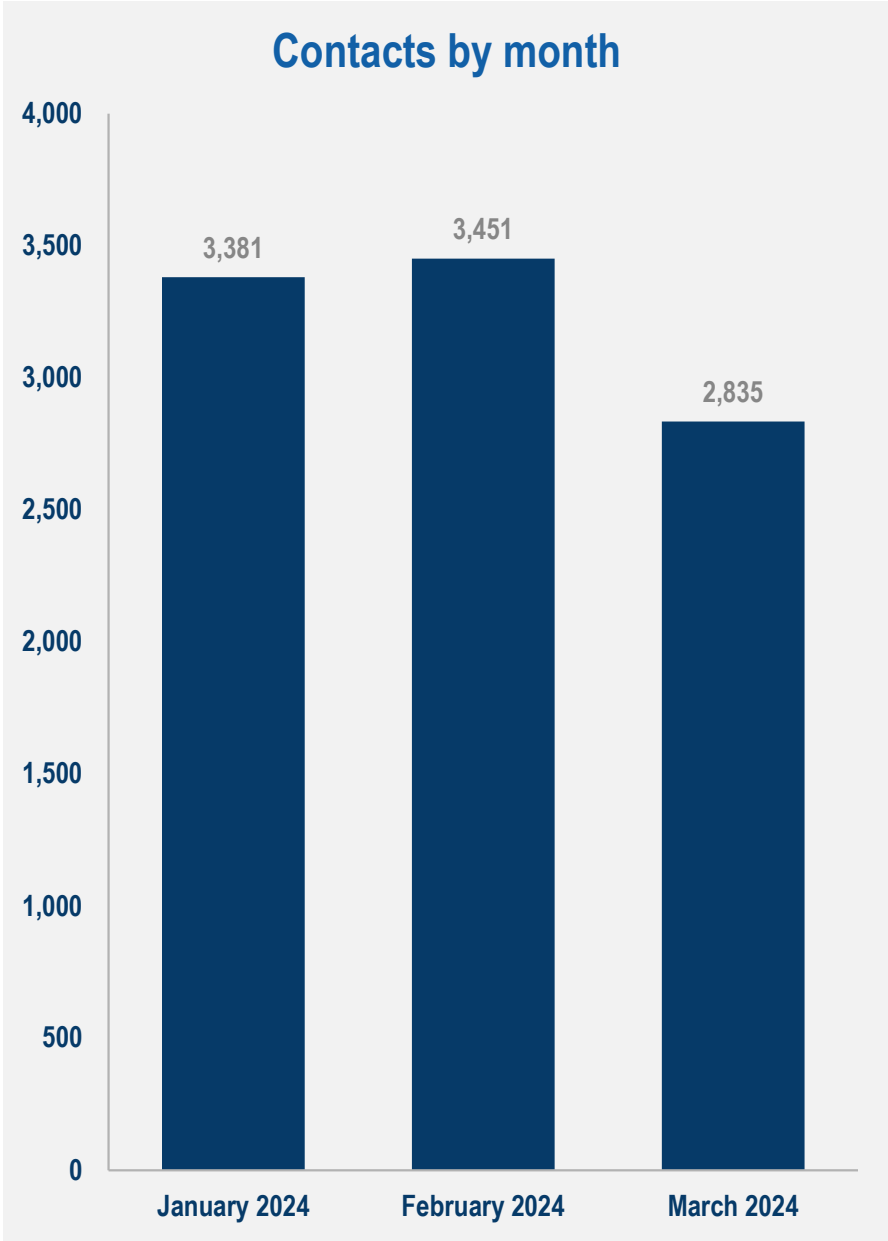
Gender by session

- Male: 56%
- Female: 44%

Devices per session

- Desktop: 98%
- Mobile: 2%
- App users: 12,178
 - iOS: 9,111 users
 - Android: 3,067 users

Call Center statistics: Quarter ended 03.31.2024



Contacts by plan	
401(k) plan	7,771
457 plan	1,896
Total	9,667

Top 10 contact reasons	
Sep serv eligibility/Request	1,348
Trouble Logging In-Existing	585
Account Balance	480
Misdirected	415
Sep Serv Status	410
Inservice Eligibility/Request	399
Death Status	377
Contribution Change	320
Investment Options/Performance	313
Personal Info Change	309

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PUBLIC EMPLOYEE BENEFIT AUTHORITY AGENDA ITEM
Retirement Policy Committee

Meeting Date: June 26, 2024

1. Subject: Voya Financial State ORP Service Provider Review

2. Summary: Mr. Carl Goodwin, Stacey Laxton, and Deltra Hayes from Voya Financial will present a State ORP Service Provider Review.

3. What is Committee asked to do? Receive as information

4. Supporting Documents:

1. Year End 2023 Service Review



South Carolina State ORP Annual Service Review



April 1, 2023 – March 31, 2024

For plan sponsor use only. Not for use with participants.
PLAN | INVEST | PROTECT



Agenda

Plan Statistics

Participant Engagement & Communications

Advisor Engagement & Outcomes

Voya's Digital Experience and Cybersecurity



Plan Statistics

PLAN | INVEST | PROTECT

CN1091853_0222



Assets History

April 1, 2023 – March 31, 2024

Total Assets

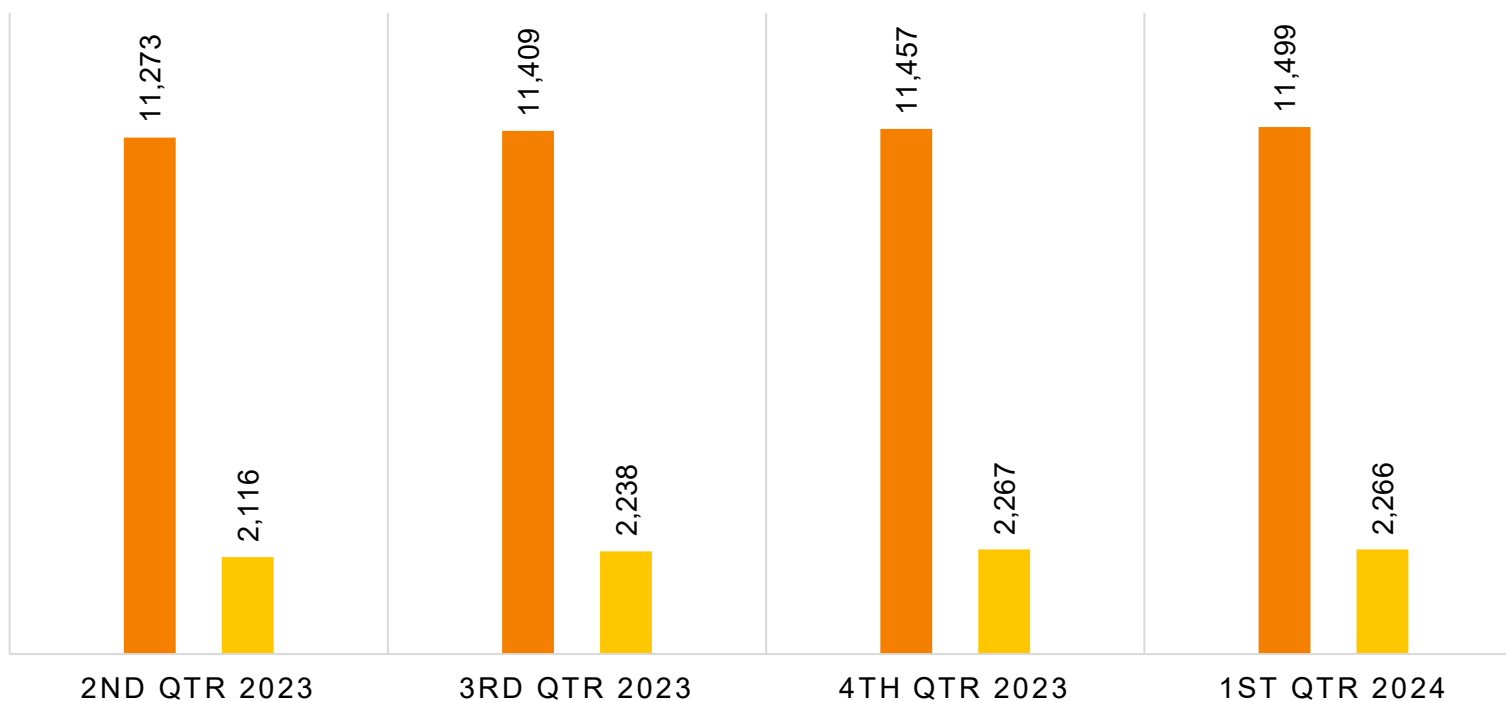


Participant History

April 1, 2023 – March 31, 2024

PARTICIPANTS WITH A BALANCE

Active Terminated

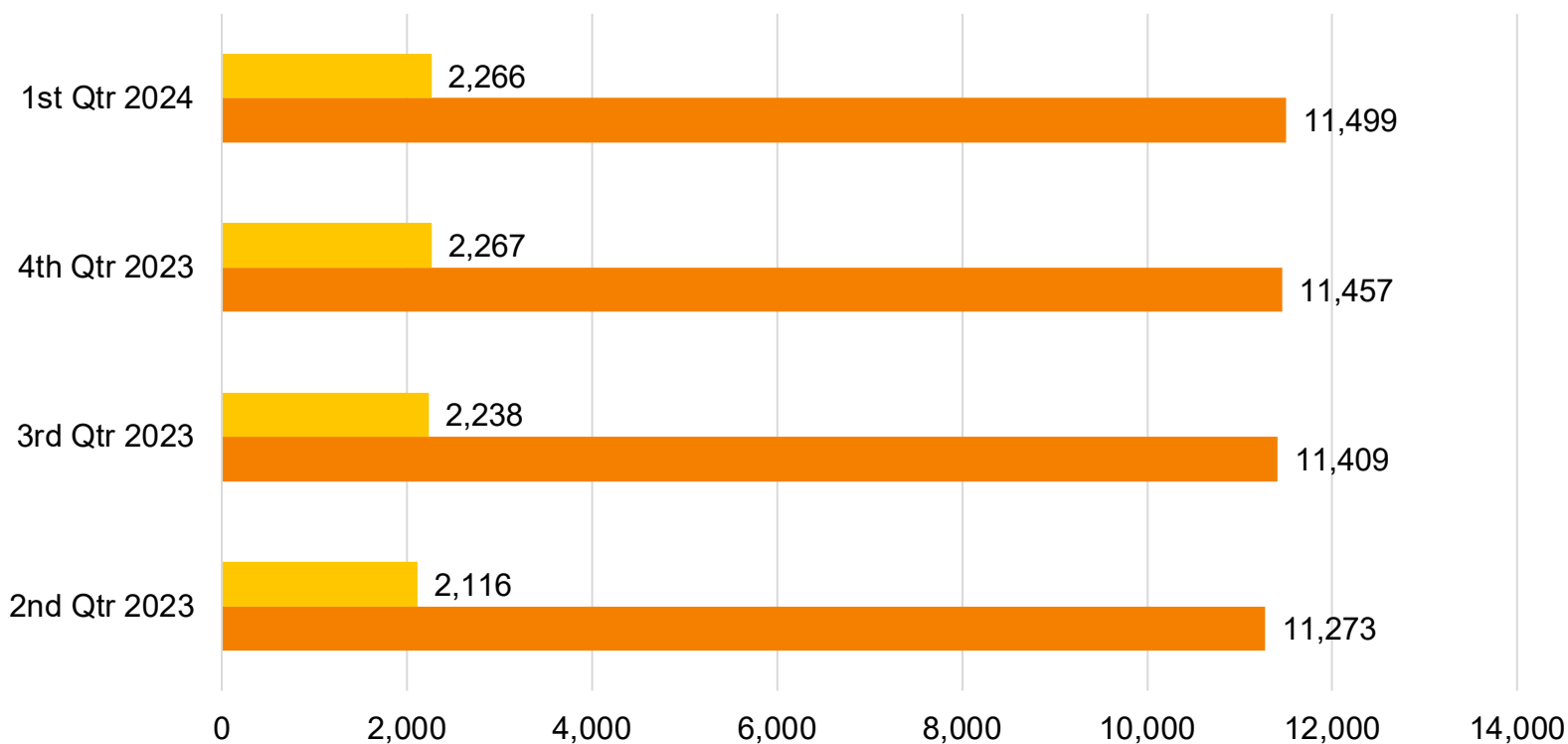


Participant History

April 1, 2023 – March 31, 2024

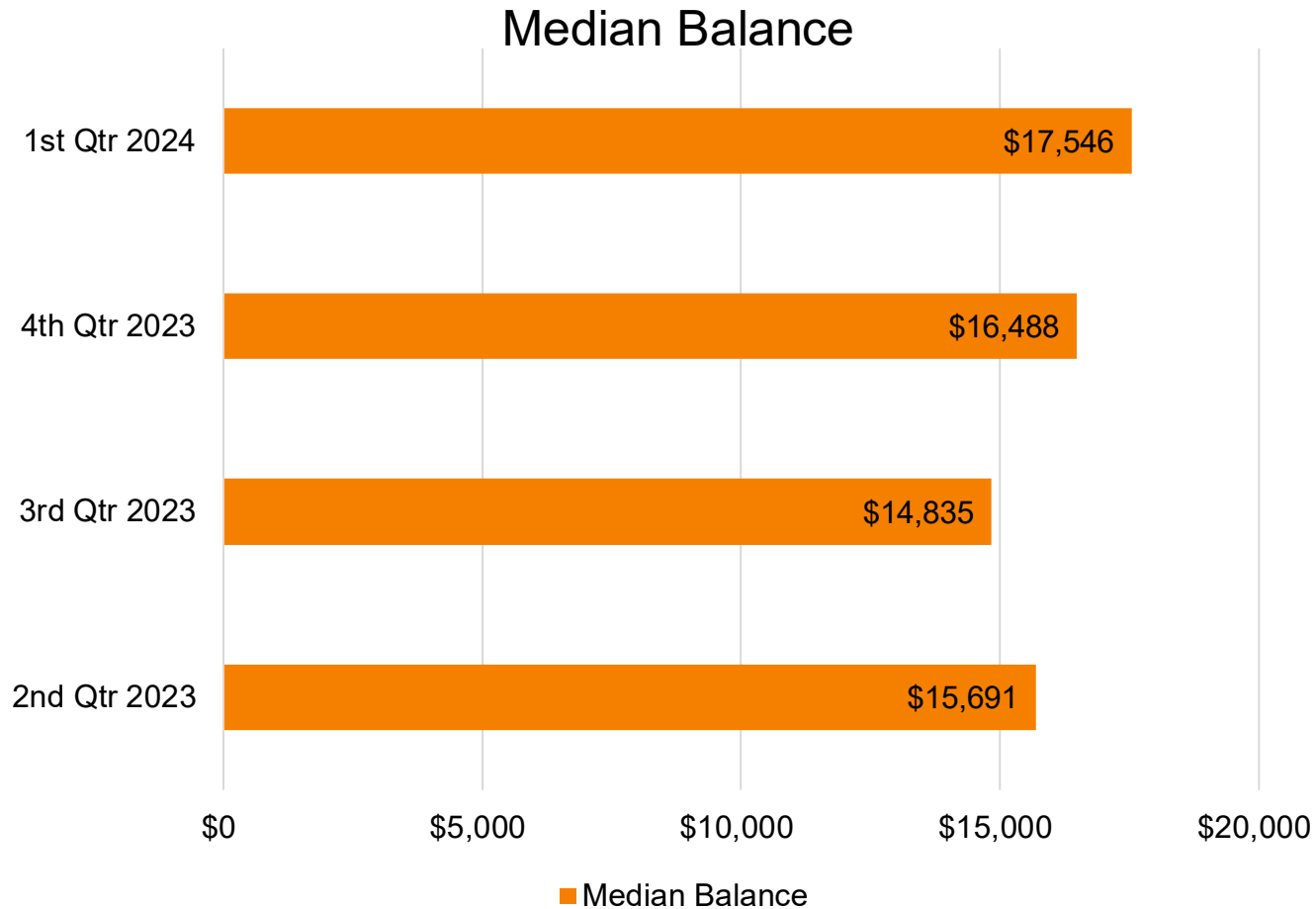
Participants with a balance

Terminated Active



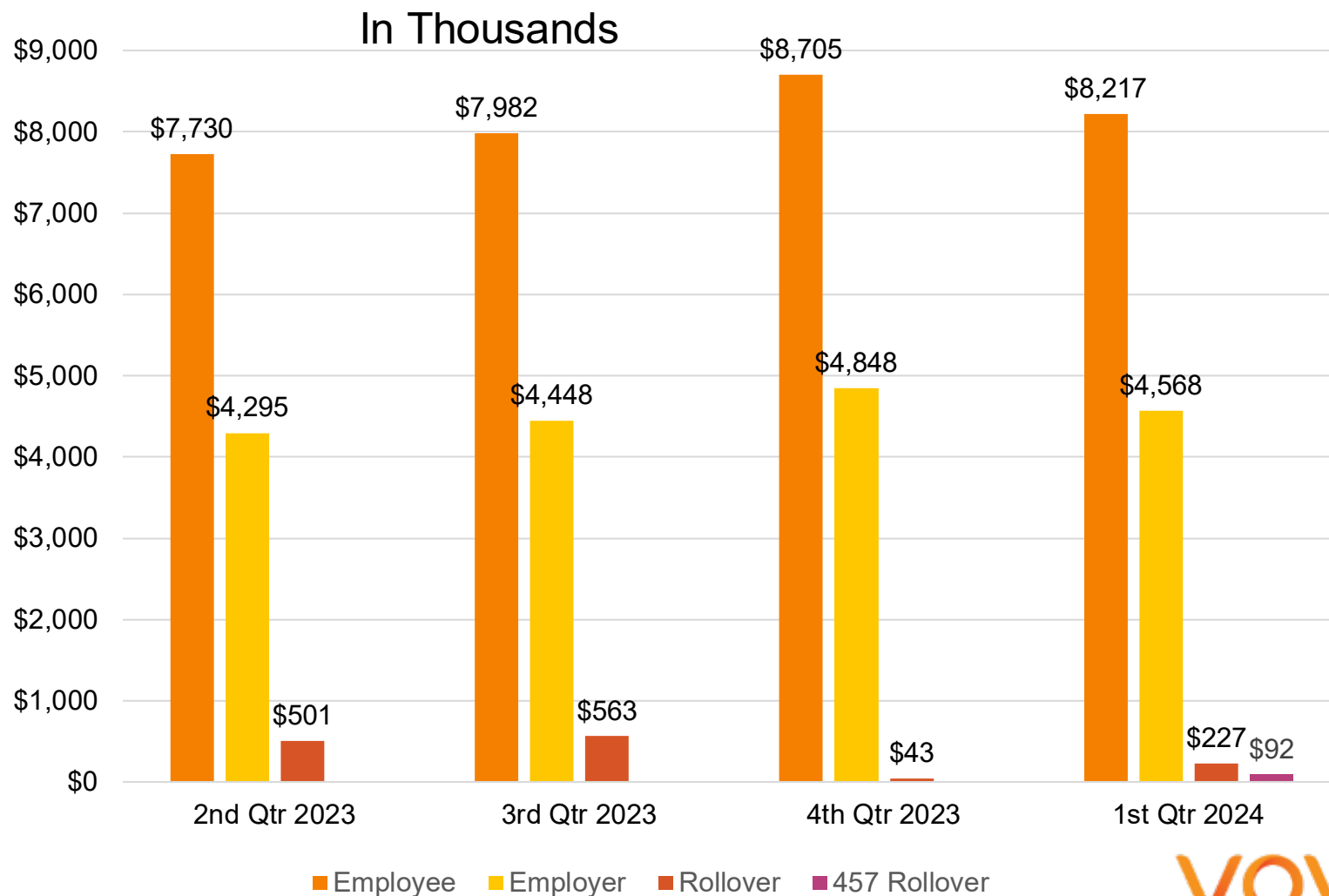
Median Participant Balance History

April 1, 2023 – March 31, 2024



Contribution History

April 1, 2023 – March 31, 2024



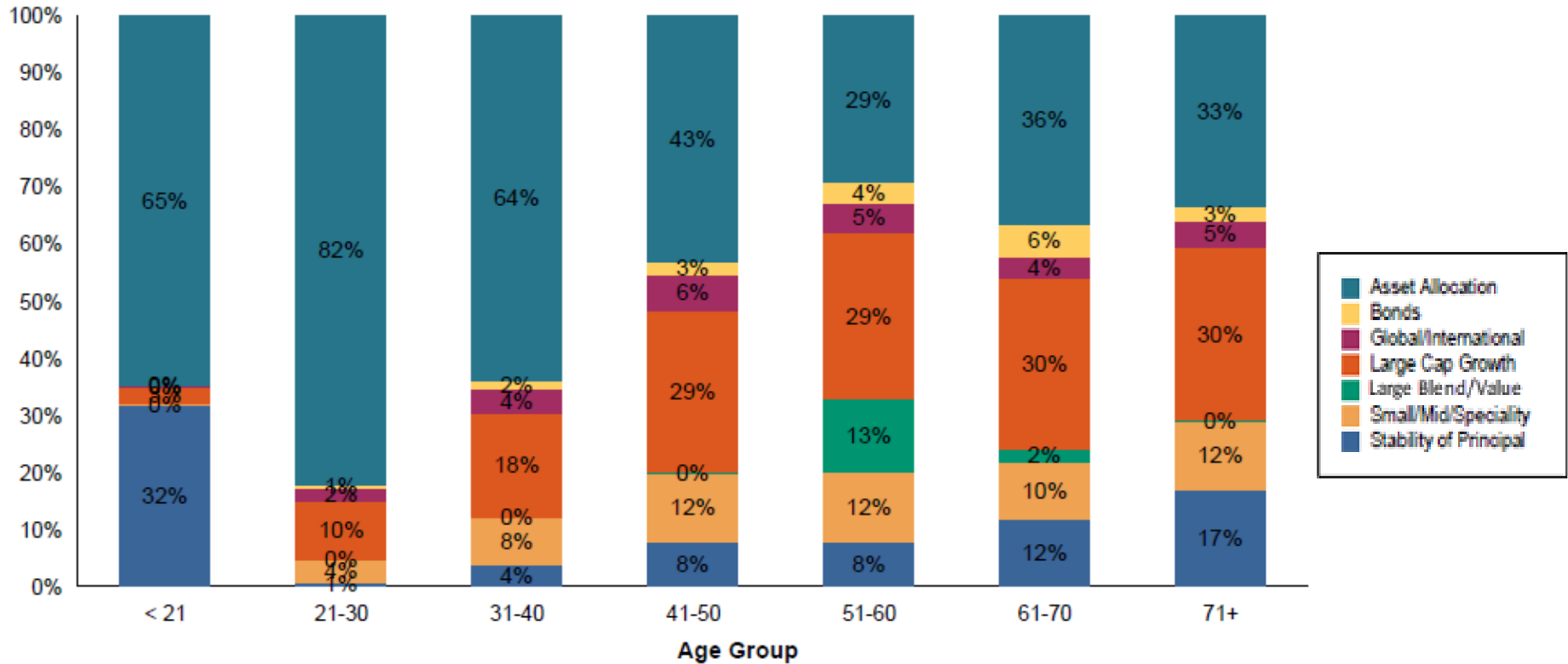
Withdrawal History

April 1, 2023 – March 31, 2024

		2023		2024	
Death Payments	<i>Includes RMD withdrawal to beneficiaries</i>	16	\$150,628	8	\$116,722
RMD		73	\$30,929	8	\$23,382
Plan to Plan	<i>Corebridge</i>	3	\$45,099	1	\$1,504
	<i>Empower</i>	7	\$202,074	4	\$133,301
	<i>TIAA</i>	8	\$297,962.63	1	\$76,793
Pension Buyback		25	\$2,019,325	3	\$116,291
Installments	<i># of payments</i>	180	\$203,489	52	\$55,912
Withdrawal	<i>Cash</i>	728	\$4,205,222	215	\$1,785,657
Withdrawal	<i>Rollover</i>	41	\$3,414,472	8	\$599,187
Termination	<i>Cash</i>	285	\$3,203,907	532	\$6,572,168
Termination	<i>Rollover</i>	237	\$10,331,105	67	\$682,603

Asset Class Balances by Age Group

as of March 31, 2024



Age Range	< 21	21 - 30	31 - 40	41 - 50	51 - 60	61 - 70	71+
Total Balance	\$88,514.35	\$44,048,584.87	\$150,868,651.98	\$190,208,859.63	\$124,998,231.02	\$53,493,961.65	\$7,380,901.20
Total Participants	54	4,712	7,954	5,257	2,608	2062	177



Participant Engagement & Communication

PLAN | INVEST | PROTECT

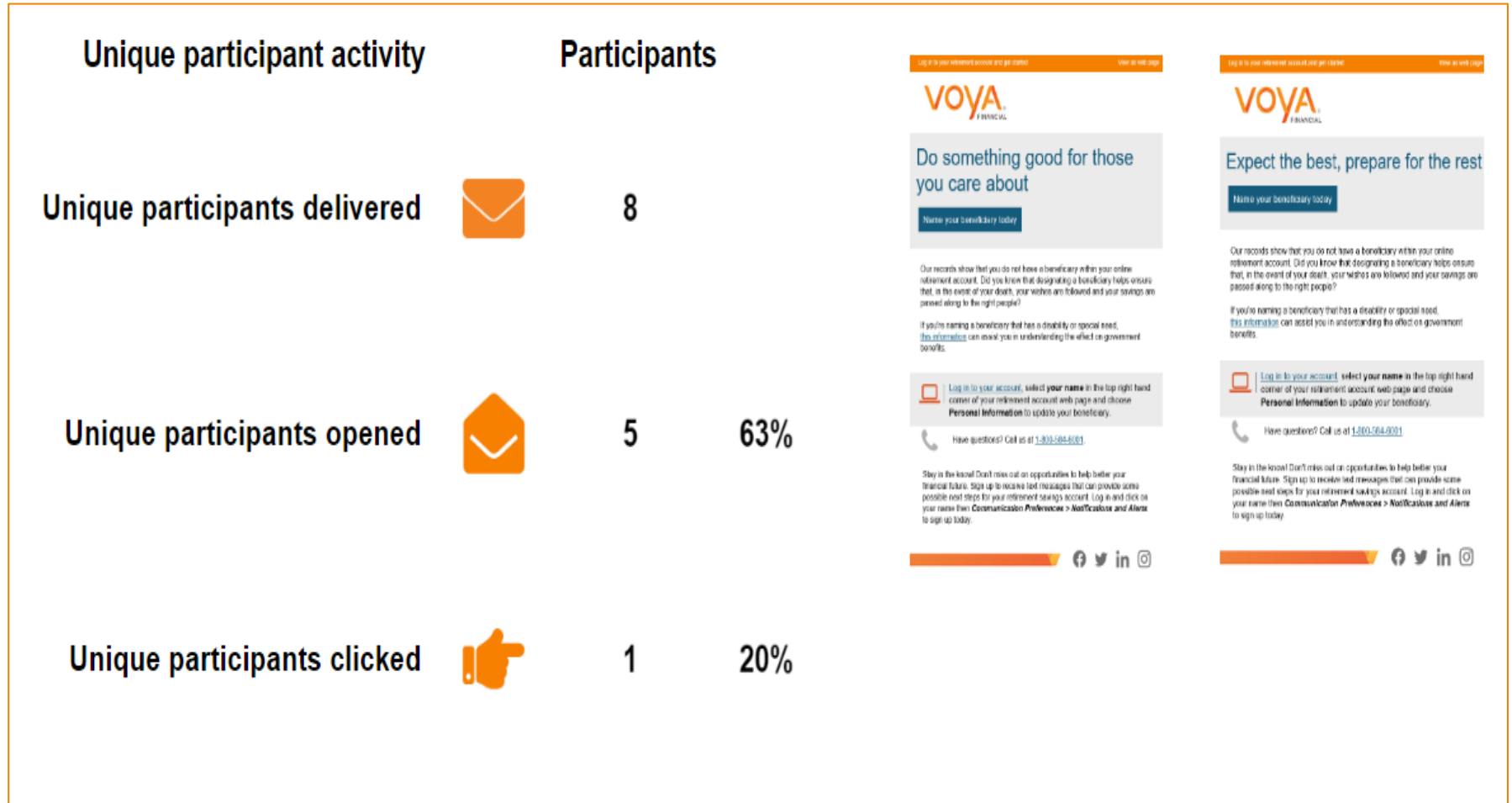
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VOYA[®]
FINANCIAL

2024 Personalized Messaging

Beneficiary Results

(Personalized Messaging)



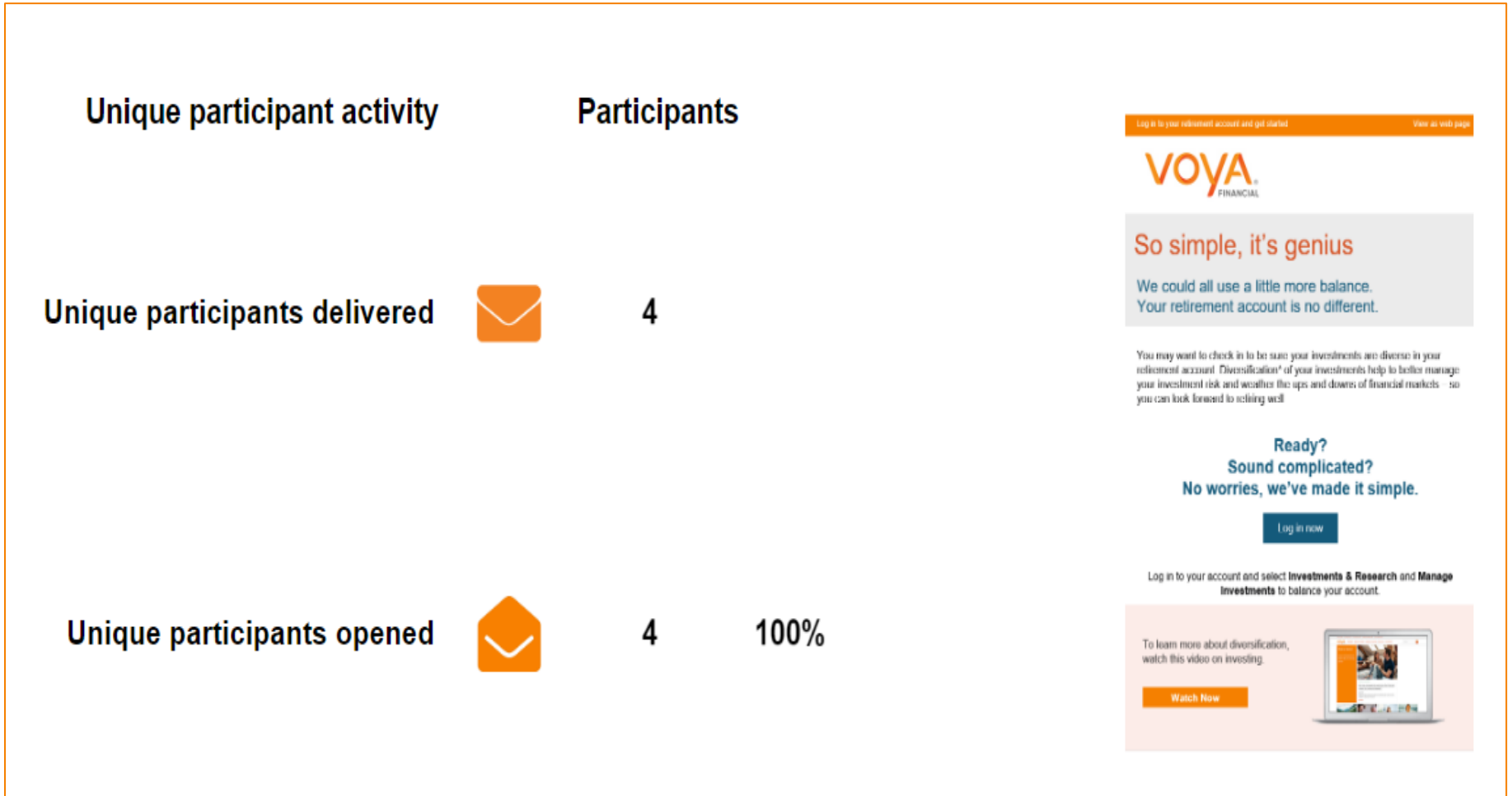
Data is cumulative from inception as of 4/15/2024

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Diversification Results

(Personalized Messaging)

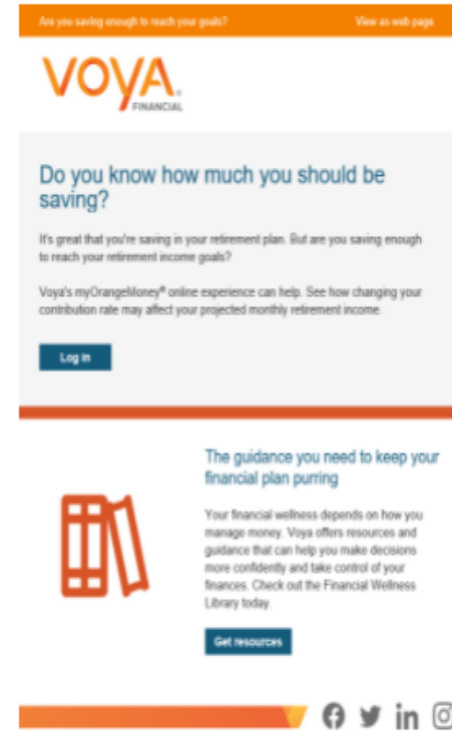
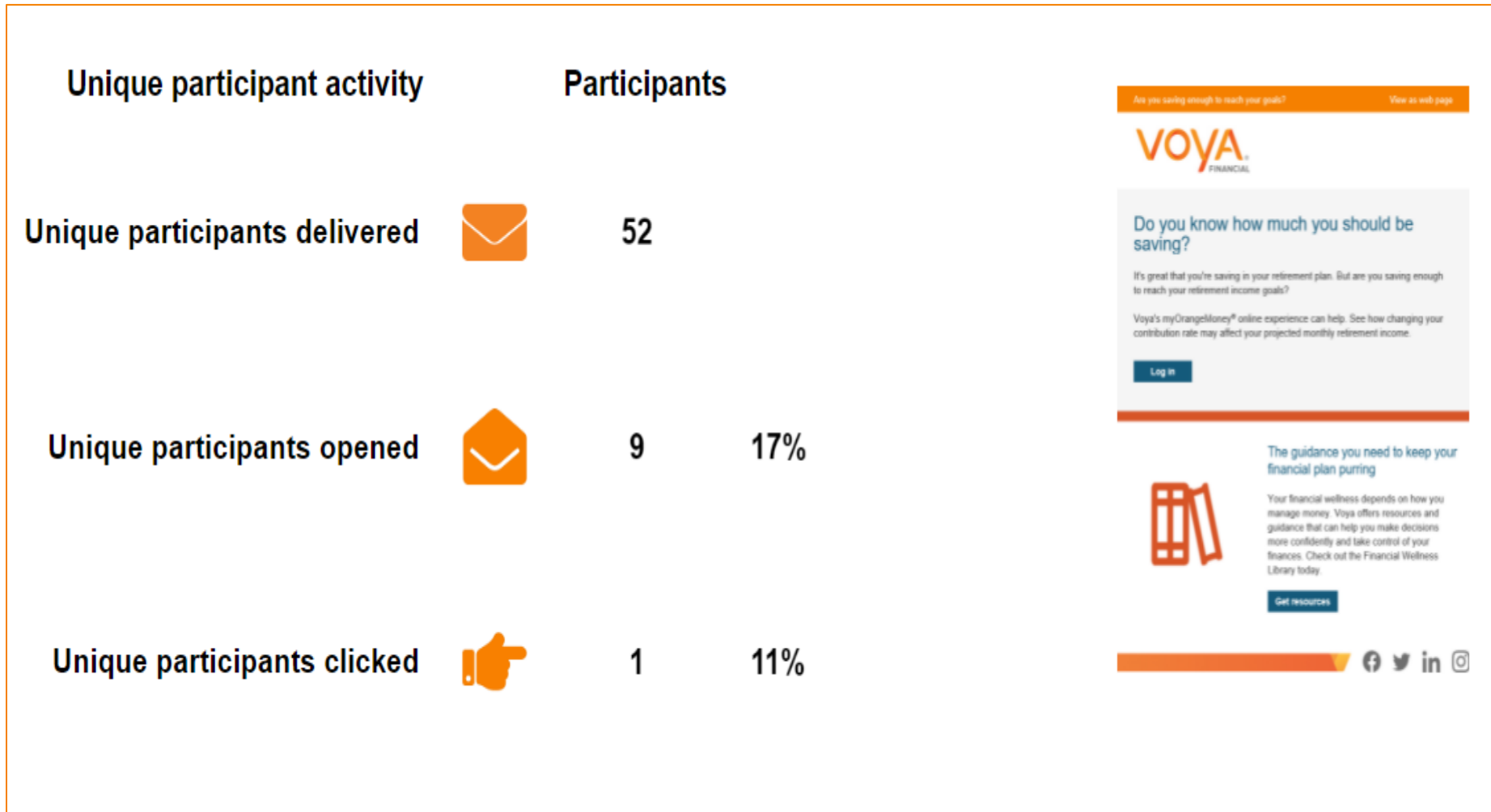


Data is cumulative from inception as of 4/15/2024

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Financial Wellness/Education (Personalized Messaging)



Data is cumulative from inception as of 4/15/2024





PLAN | INVEST | PROTECT

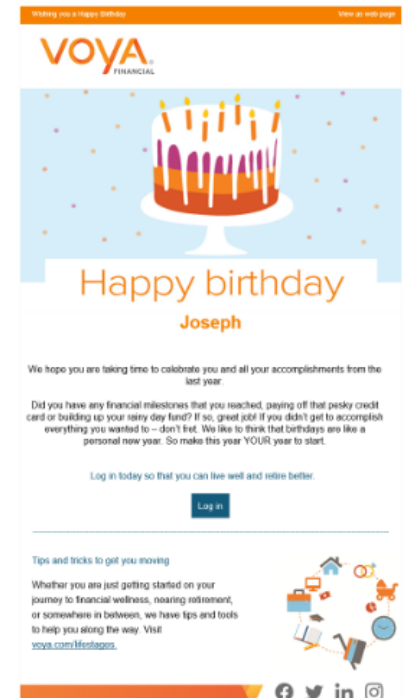


Happy Birthday

(Personalized Messaging)

91 (10%) participants logged into their account after opening the email

Unique participant activity		Participants	
Unique participants delivered		1,600	
Unique participants opened		920	58%
Unique participants clicked		75	8%
Participants took action after opening		91	10%



Data is cumulative from inception as of 4/15/2024

PLAN | INVEST | PROTECT



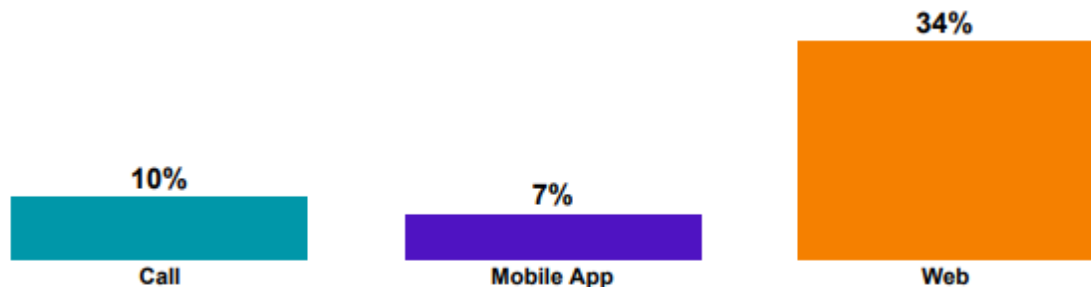
2023 - 2024 Participant Engagement

Participant Engagement

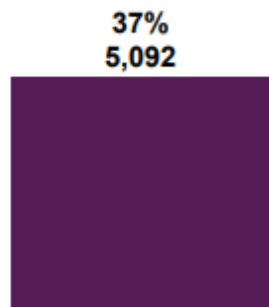
(Web/Mobile/Call Center)

41% Plan participants have engaged (calls, mobile, web)
 34% Plan participants have engaged digitally

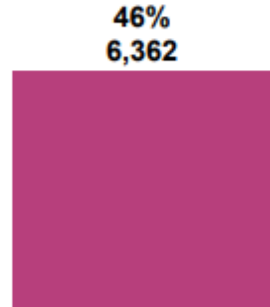
Unique Participant Engagement by Channel



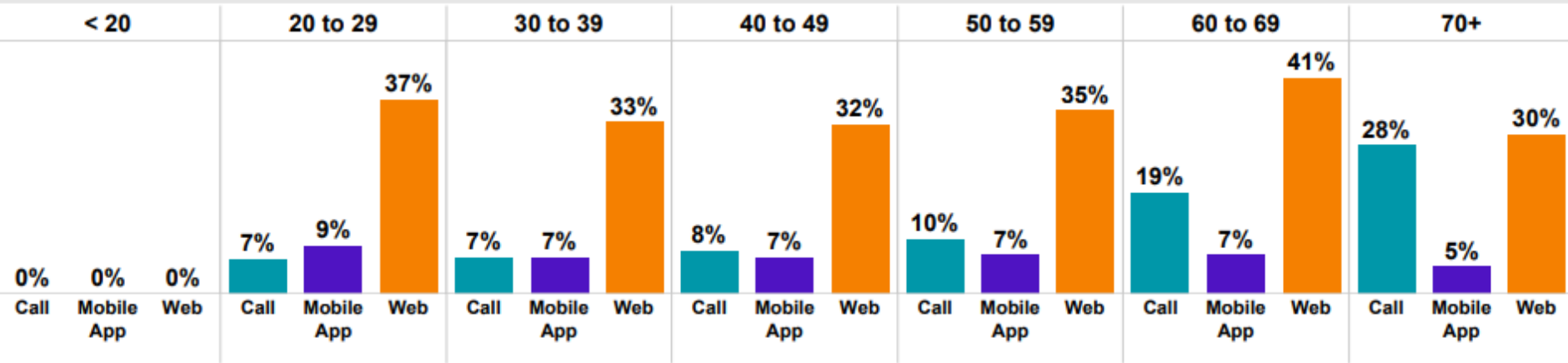
E-Delivery



Web Registration



Unique Participant Engagement by Age Group

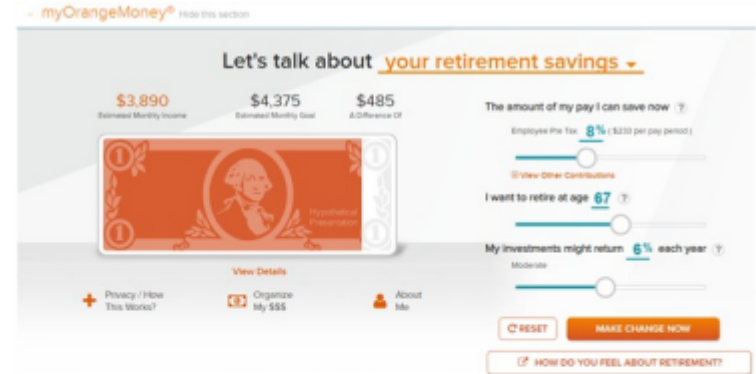


Engagement between April 1, 2023, and March 31, 2024

Digital Engagement (myOrangeMoney)

myOrangeMoney Engagement

Unique Participant Activity	Participants	
Logged in with access to myOrangeMoney	5,943	
Viewed myOrangeMoney	2,837	48%
Engaged and interacted with myOrangeMoney	913	32%
Took action after using myOrangeMoney	33	4%



4% of participants took action after using myOrangeMoney

26 participants changed a fund allocation

4 participants enrolled in a managed account

4 participants rolled money into a plan

Engagement between April 1, 2023, and March 31, 2024

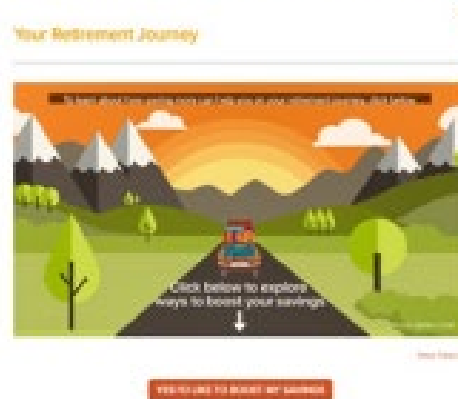
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Digital Engagement

(Personalized Video)

Personalized Video



119 viewed a video

21% clicked the call to action

Engagement between April 1, 2023, and March 31, 2024

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2023 - 2024 Communication Initiatives

Beneficiary

April 2023

Goal

Encourage participants to protect the ones they love by adding a beneficiary to their account.

Audience


Active and contributing participants with no beneficiary on file

Results

Mailed: **7,899** participants

Added a Beneficiary: **318**

Action Rate: **4%**



Date April 3, 2023

Dear State ORP participant:

Designating beneficiaries for your State Optional Retirement Program (State ORP) account with Voya can help ensure that the assets you've worked hard to accumulate pass on according to your wishes. It's always best practice to review your designations periodically, too, in case there has been a change in your personal situation, such as a marriage, divorce, birth/adoption or death. If you do not designate a beneficiary for your State ORP account, your beneficiary will default to your estate upon your passing.

According to our records, we do not have a beneficiary designation on file for your State ORP account at Voya.

Keep in mind that the beneficiary designation for your State ORP account balance at Voya is separate from the beneficiary designation for the State ORP active member incidental death benefit administered through the South Carolina Public Employee Benefit Authority (PEBA). Updating your State ORP account beneficiary at Voya does not change the beneficiary on file with PEBA for the State ORP active member incidental death benefit.

Consider these things when designating your State ORP account beneficiary:

- Designating an entity other than an individual may have implications on the IRS required minimum distribution payments to beneficiaries. We encourage you to speak with a tax advisor before naming an entity as your beneficiary to help you understand the full implications of your decision.
- Designating a loved one with special needs could have an unintended impact on their eligibility for government benefits. Please visit [Voyascores.com](https://voya.com/voyascores) to learn more.

How to add your beneficiary
It's easy to add, review and make changes to your State ORP account beneficiary information on file with Voya. Log in to your account any time at stateorp.voya.com. From your profile, select *Personal Information* and then *Beneficiary Information*. Follow the instructions to add or edit your beneficiary.

Questions?
Contact your local Voya Plan Representatives[®] who are dedicated to State ORP.

Michael A. McFaul, CRPC 843.754.3814 mike.mcfaul@voya.com To schedule a virtual appointment, go to https://mikemcfaul.timetap.com .	Jody L. Van Hecke 336.314.4635 jody.vanhecke@voya.com To schedule a virtual appointment, go to https://jodyvanhecke.timetap.com .
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You may also contact Voya's State ORP Retirement Service Center at 866.373.5338 weekdays, 8 a.m. to 8 p.m. ET, except on New York Stock Exchange holidays.

Managed Account

May 2023

Goal

Encourage participants to consider their level of investment experience and enroll in *Have Morningstar Manage My Plan*.

Audience

Active and contributing participants.

Results

Emailed: **4,181 participants**


Unique Opens: **2,280 (55%)**

- Mobile: **123 (5%)**
- Desktop: **2,157 (95%)**

Unique Clicks: **54 (2.4%)**

Mailed: **1,133 participants**

Enrolled in Managed Account: **6**



A little help can go a long way

South Carolina State Optional Retirement Program (State ORP)

Through State ORP with Voya Financial, you have access to Morningstar® Retirement Manager™, an online managed accounts service that provides savings and investment strategies. The guidance provided is personalized for you and can help you make investment decisions based on your goals, age and specific situation.

PEBA

Based on your level of investment experience and the amount of time you want to spend managing your retirement plan, you have access to two investment advisory services through Morningstar Investment Management, LLC.

Manage My Plan Manually is a do-it-yourself option that provides investment advice, educational tools and resources at no additional cost to help guide your investment decisions.

Have Morningstar Manage My Plan is a fee-based service that provides personalized advice and guidance from leading investment professionals, and is a service that puts those recommendations into action for you.

Morningstar Retirement Manager¹ at-a-glance

What you receive	Manage My Plan Manually	Have Morningstar Manage My Plan
Professional investment selection	✓	✓
Appropriate retirement savings level recommendation	✓	✓
Quarterly account monitoring and automatic adjustments	✓	✓
Automatic account rebalancing	✓	✓
Annual progress report	✓	✓
Additional fee for use of the service		✓

How do you decide which service is right for you?

It boils down to how comfortable you are with managing the investment options in your State ORP account. The **Manage My Plan Manually** service may be appropriate if you want to maintain control over the investment options in your State ORP account. While Morningstar Investment Management will provide recommendations on how to invest your account at no additional cost to you, you implement the recommendations and rebalance your portfolio as necessary.

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e-Delivery Campaign

June 2023

Goal

Increase e-Delivery adoption by updating communication preferences online.

Audience

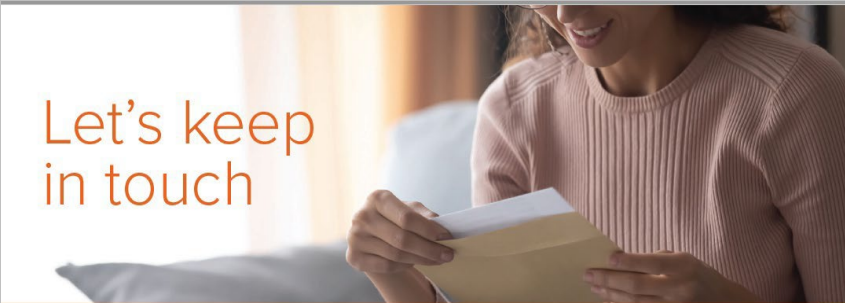
Active participants who have not signed up for e-Delivery.

Results

Mailed: **6,495 participants**

Added email: **88**


Action Rate: **1.4%**




Let's keep in touch


State Optional Retirement Program (State ORP)

Take the worry—and waiting—out of getting your account information and correspondence through the mail.

PLAN INVEST PROTECT




 **Make your life easier; sign up for e-Delivery today**

- Feel confident that documents have not been lost in the mail.
- Save time. Stop storing, organizing and shredding documents.
- Reduce clutter in your mailbox and around your home.
- Print or download and save only what you need. Statements and documents are available online 24/7.*

To sign up for e-Delivery, simply log in to your account at stateorp.voya.com, select your name in the top right hand corner of the web page, select **Communication Preferences** and follow the prompts to update your communication preferences to paperless.

Questions?
If you have questions or need assistance, Voya's State ORP Retirement Service Associates are here to help. Call **866.373.5338** (TDD: **800.579.5708**), Monday to Friday, from 8 a.m. to 8 p.m., ET, excluding stock market holidays.

* Statements are stored and available online for up to two years.
Plan administrative services are provided by Voya Institutional Plan Services, LLC (VIPS), VIPS is a member of the Voya® family of companies.
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Voya.com


One Orange Way
Windsor, CT 06095

Account Registration Campaign

September 2023

Goal

Promote online account registration and regular account access.

Audience

Active participants who have not registered their account online.

Results

Emailed: **3,082 participants**

Unique Opens: **1,428 (46%)**

- Mobile: **78 (6%)**

- Desktop: **1,350 (94%)**

Unique Clicks: **71 (5%)**

Mailed: **4,272 participants**

Registered Account: **61**



If you connect to it, protect it

Protecting your identity and ensuring your privacy is an important part of building a secure financial future

Account protection is a team sport. Voya is committed to safeguarding your State ORP account and personal information from the risk of fraud, cyber threat and unauthorized activity—whether they're conducted through email, text, phone, mail or social media. But, you have a part to play on the team, too.

Consider the following best practices and tips you can use to safeguard your account:

1. Register your account. If you have not already done so, register your account online.
 - ✔ Visit stateorp.voya.com and click Register Now below the Enter button and follow the instructions.
 - ✔ Create a unique username and password. You will use these to access your account going forward (through stateorp.voya.com and the Voya Retro® mobile app).
 - ✔ Provide an email address and mobile phone number for future recovery of your username and password.
2. Be data vigilant. Ensure your contact information remains up-to-date and check your account frequently to monitor activity. Your quarterly or on-demand statements are a great way to review account information. To view, log in and click Statements & Documents.
3. Enroll in Voya Voiceprint. Voya's voice biometrics program, makes it easier to get help and adds another layer of fraud-prevention. Call Voya's State ORP Retirement Service Associates at 866.373.5338 and speak with a Customer Service Associate to set this up.
4. Practice caution. Carefully guard personal information, be certain you are visiting the plan's official website, and never provide sensitive data on similar sites. Promptly report any suspected identity theft or unauthorized activity. Visit <https://www.voya.com/articles/protecting-your-accounts#monitor> to learn more.
5. Employ safe computing habits. Keep your devices up to date by installing the latest operating system updates, and be suspicious of unexpected or unfamiliar emails, including embedded links. Visit <https://www.voya.com/articles/protecting-your-accounts#monitor> to learn more.

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2023 Quarterly Newsletters

Quarter 2 | 2023

Smart ways to save more of what is yours

– Six pillars of foundational financial health:

- Protection
- Spending and saving
- Emergency funds
- Retirement
- Debt management
- Other savings goals



State ORP newsletter
Second quarter 2023

Smart ways to save more of what is yours

Ask yourself this question—how financially healthy am I? Saving for retirement is one of your most important financial goals, but it's never done in a vacuum. There will always be more immediate life events and competing priorities that could impact your ability to save.

Balancing the needs of now with your goals for the future is key to your overall financial wellness. Knowing where you stand financially across all aspects of your life is also essential to building a healthier financial future. One way to know where you stand today is to log in to your account and take Voya's financial wellness assessment. The brief assessment will measure six pillars of your foundational financial health.

Protection: We all want to protect our families and ourselves, so getting the protection you need is essential.

Spending and saving: Your income is a lifeline, so what you do with it counts.

Emergency fund: Saving for a rainy day involves making sure you have enough money set aside in an emergency fund when life hands you a surprise.

Retirement: Maintaining your current lifestyle is one of the most important factors when it comes to an ideal retirement.

Debt management: How would life change for you if you were debt-free? Knowing where to start is essential to reducing and eliminating debt.

Other savings goals: Think of everything you'd ever want to do if you could. Besides retirement, are there other goals for which you're saving or are interested in saving?

So how do you get ahead? Pay yourself first. When you save more, you pay yourself first. But where do you find more to save? Start by banking a tax refund, bonus or raise you got or may get this year. Then consider building a new spending plan based on your financial wellness assessment results.

Challenge yourself to a no-spend month. For one month, commit to only spending on necessities like rent, utilities and food. No dining out, shopping trips or going to shows. Go to free local events, stream something at home and create savings momentum by avoiding a month's worth of unnecessary expenses. Review how much more you have at the end of the no-spend month. How many of those unnecessary expenses could you realistically avoid each month? How much healthier could you be financially by doing that for a year? It takes discipline but take the challenge today and unlock your savings potential.

For more ways to help cut costs and manage your finances properly, complete any of these seven money challenges at voya.com/blog/save-1378-or-more-completing-these-7-money-challenges.

Bring your healthy future to life

Take the Financial Wellness Assessment to learn more about your financial priorities and how to take meaningful action. Log in to your account at staloop.voya.com and click on Financial wellness to take your quick assessment today.

PEBA
The Public Employees' Pension Benefits Authority

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2023 Quarterly Newsletters

Quarter 3 | 2023

October is National Retirement Security Month

- Spend less then you earn each month.
- Find ways to save more money.
- Set short- and long-term financial goals.

Quarter 4 | 2023

Do More in 2024

- Take financial wellness assessment.
- Create a budget.
- Review your investment allocations.

State ORP newsletter
Third quarter 2023



October is National Retirement Security Month

During your working years, retirement may feel like a distant goal. Being proactive with planning and saving for retirement may allow you to find the ideal balance of preparing for the future while still enjoying life now. Finding a balance for both is key. During National Retirement Security Month, envision your best retirement, and then make plans to save and invest towards that goal.

So, what can you do in the moment to help improve your financial outlook?

- Spend less than you earn each month. If you need help with budgeting, visit [voya.com/look/budget-calculator](https://www.voya.com/look/budget-calculator) to balance your needs and wants.
- Find ways to save more money (no amount is too small) and save consistently. This includes your retirement savings as well.
- Set short- and long-term financial goals for yourself and family, as well as actionable steps to achieve them. Celebrate the little victories along the way, too.
- Get help when you need it. Ask questions and talk to professionals who understand your taxes, finances and investment portfolio.

Protect what matters most


It's important to designate beneficiaries for your State ORP account so that your account can be distributed as you intend. Log in to your retirement account at stateorp.voya.com and click **My Professional Information > Beneficiary** to review your current beneficiary designation. If one is not listed, consider adding a beneficiary. According to Plan rules, if you do not designate a beneficiary for your State ORP account balance, it may be paid only to your estate in the event of your passing.

Pitch the paper, pick eDelivery

Going paperless unclutters your world, helps you go green, and provides secure, 24/7 access to account documents and statements. Log in to your account at stateorp.voya.com and go to the **Communication Preference** section of your profile page.

PLAN INVEST PROTECT **VOYA FINANCIAL**

State ORP newsletter
Fourth quarter 2023



Do more in 2024

When it comes to your State Optional Retirement Program (State ORP) account, it's important to stay focused on long-term retirement saving and planning goals while finding a balance so you can live well and retire without regret. No matter where you are on your retirement journey, saving regularly and consistently can be one way to make a life not just a living. You can help achieve this by organizing your money and rebalancing on what matters most, then reorganize your money and reset your goals so the money you've worked hard for can work harder for you. Maybe the new year is a good time to reflect on how far you've come and where you want to go.

Know where you stand – log into your account at stateorp.voya.com and click Financial Wellness at the top of the page to take or make your financial wellness assessment.

Create a budget – visit [voya.com/look/budget-calculator](https://www.voya.com/look/budget-calculator) to help maximize your monthly income by balancing saving with your spending needs and wants.

Use myOrangeMoney™ – log in to your account at www.voya.com to estimate how much income you may need for retirement.*

Review your investment allocations – align your investments with your risk tolerance and time horizon for investing.

Review your estate plan – keep your will, health care proxy, and power of attorney updated.

Make a plan for Social Security and Medicare – know when applying for both is best for you.

Don't do it alone – consult with a financial professional to review and discuss your saving and retirement planning strategies.

Consider taking advantage of every available retirement benefit and planning resource. Log into your account at stateorp.voya.com, schedule an appointment with your local Voya Plan representative or visit [voya.com/voyaplans](https://www.voya.com/voyaplans) for more ways to put time on your side so you can retire well.

Protect what matters most

It's important to designate beneficiaries for your State ORP account so that your account can be distributed as you intend. Log in to your retirement account at stateorp.voya.com and click **My Professional Information > Beneficiary** to review your current beneficiary designation. If one is not listed, consider adding a beneficiary. According to Plan rules, if you do not designate a beneficiary for your State ORP account balance, it may be paid only to your estate in the event of your passing.

Paperless is more

Going paperless unclutters your world and provides secure, 24/7 access to account documents and quarterly statements. Log in to your account at stateorp.voya.com and go to the **Communication Preference** section of your profile page.

On the go? Be in the know

The Voya Retire mobile app is an easy, secure and convenient way to access and manage your retirement account all in one place—so you can help boost your retirement savings and manage your money all while on the go.

The Voya Retire app is available from the App Store or Google Play (keyword: Retire).

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PLAN INVEST PROTECT **VOYA FINANCIAL**

Seasonal Checklist Tips

January 2024

Goal

Month-by-month financial checklist.

Audience

All employees with email on file.

Results

Emailed: **9,145** participants

- Unique Opens: **5,430 (64%)**
- Unique Clicks: **347 (4%)**

Make a fresh start in 2024

Planning can be the key to success and the new year is an opportunity to refocus on your financial goals.

To make the most of the coming year, consider the following month-by-month financial checklist that can help as you're putting together your plan and monitoring it throughout 2024.

January

Set your intentions

- Draft a budget based on your goals. The [budget calculator](#) can help you find the balance between your needs, wants and savings to stay on track for retirement.
- Think about ways to reduce your expenses. A new year presents a great opportunity to reassess your spending and consider making adjustments, such as ordering less takeout or canceling unwanted subscriptions. Visit [Voya.com/Voyatip](#) to learn more.
- Experience myOrangeMoney™. Log in to your account at [statecrp.voya.com](#) and visualize how your savings can translate into estimated monthly retirement income.

February

Simplify your investments

- Simplify with only one retirement plan. Consolidating your retirement savings into your State CRP could help simplify your financial life and give you a clearer picture on how much monthly income you may have in retirement. To learn more, contact the Voya Account Consolidation Team[†] at 866.365.2866 or via email at [acc@voyafin.com](#). Please carefully consider the benefits of existing and potentially new retirement accounts and any differences in features. Please note that assets rolled over from other non-401(k), 401(k), 403(b), 403(d) and traditional IRA plans, may remain subject to the IRS 10% premature distribution penalty tax if they are subsequently withdrawn prior to age 59½.
- Get savings and investment advice tailored to your personal situation. Morningstar Retirement Manager provides savings and investment strategies personalized for you based on your goals, age and specific situation. Review the [Tip](#) to learn more.
- Automate your investment allocations. Set up automatic account rebalancing for a specific rebalancing period on future contributions. It's an easy way to keep your portfolio on track. [Learn more here](#). (Please note, rebalancing does not ensure a profit or protect against a loss in a declining market, but it will help you stick to a strategy when markets shift. When your goals change, be sure to revisit your strategy and adjust your asset allocation.)

March

Prepare for tax time

- Get organized. Gather last year's forms and records. Make sure you have access to all documents needed.
- File your taxes. Submit your return as soon as you're ready but no later than April 15, 2024.
- Invest your tax refund. Use the money from your refund to replenish your emergency fund (typically three to six months of expenses for most households), pay down any high-interest debt or make an investment in something of interest.

Questions? Need help?

As a State CRP participant, you have ongoing access and support from your local Voya Plan representatives.†

Michael A. McFaul, CRPC® 863.754.3314 mike.mcfaul@voyafin.com To schedule a virtual appointment, go to https://mike.mcfaul@metap.com .	Jody L. Van Hecke 336.314.4822 jody.vanhecke@voyafin.com To schedule a virtual appointment, go to https://jody.vanhecke@metap.com .
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For more information about State CRP or to view your account online, log in at [statecrp.voya.com](#) today.

Beneficiary

March 2024

Goal

Encourage participants to protect the ones they love by adding a beneficiary to their account.

Audience

Active and contributing participants with no beneficiary on file.

Results

Mailed: **8,863 participants**

Added a beneficiary: **397**

Action Rate: **4.5%**



Date March 13, 2023

Dear State ORP participant:

According to our records, you do not have a beneficiary designation on file for your State ORP account at Voya. Your immediate action is required.

Designating beneficiaries for your State Optional Retirement Program (State ORP) account with Voya can help ensure that the assets you've worked hard to accumulate pass on according to your wishes. It's always best practice to review your designations periodically, too, in case there has been a change in your personal situation, such as a marriage, divorce, birth/adoption or death. If you do not designate a beneficiary for your State ORP account, your beneficiary will default to your estate upon your passing.

Keep in mind the beneficiary designation for your State ORP account balance at Voya is separate from the beneficiary designation for the State ORP active member incidental death benefit administered through the South Carolina Public Employee Benefit Authority (PEBA). Updating your State ORP account beneficiary at Voya does not change the beneficiary on file with PEBA for the State ORP active member incidental death benefit.

Consider these things when designating your State ORP account beneficiary:

- Designating an entity other than an individual may have implications on the IRS required minimum distribution payments to beneficiaries. We encourage you to speak with a tax advisor before naming an entity as your beneficiary to help you understand the full implications of your decision.
- Designating a loved one with special needs could have an unintended impact on their eligibility for government benefits. Please visit Voyacares.com to learn more.

How to add your beneficiary

It's easy to add, review and make changes to your State ORP account beneficiary information on file with Voya. Log in to your account any time at stateorp.voya.com. From your profile, select *Personal Information* and then *Beneficiary Information*. Follow the instructions to add or edit your beneficiary.

Questions?

Contact your local Voya Plan Representatives¹ who are dedicated to State ORP.

Michael A. McFaul, CRPC
843.754.3814
mike.mcfaul@voyafa.com

To schedule a virtual appointment,
go to <https://mikemcfaul.timetap.com>.

Jody L. Van Hecke
336.314.4635
jody.vanhecke@voyafa.com

To schedule a virtual appointment,
go to <https://jodyvanhecke.timetap.com>.

You may also contact Voya's State ORP Retirement Service Center at 866.373.5338 weekdays, 8 a.m. to 8 p.m. ET, except on New York Stock Exchange holidays.

Seasonal Checklist Tips

April 2024

Goal

Month by month financial checklist.

Audience

All employees with email on file.

Results

Emailed: **9,167 participants**

- Unique Opens: **4,464 (53%)**
- Unique Clicks: **199 (2.3%)**



Refocus your financial goals

Planning can be the key to success and there's no better time than now to refocus on your financial goals.

To make the most of the coming quarter, consider the following month-by-month financial checklist that can help as you continue to achieve your financial goals in 2024.

April

Improve your financial standing

- Check your credit report. You can access one free report from each major credit bureau per year. Checking your credit report can help you spot and dispute any errors or fraud that could harm your credit score. It can also help you monitor your payment history and credit position and take action to improve your credit if needed.
- Review your debt. Consider targeting your debt repayments (e.g., credit card, mortgage, car loan) toward high-interest debt first. Visit [Voya Learn](#) for a live session on managing your debt.
- Remember to file your taxes. Submit your return as soon as you're ready but no later than April 15, 2024.

May

Focus on education

- Open a 529 account for your child or grandchild. Saving for college, graduate school or vocational training can be more attainable with a 529 plan. To learn more, visit the [Voya Blog](#) article on [Saving for college: Everything you need to know about 529 plans](#).
- Inspire good money habits from an early age. Feeling financially confident is a crucial skill, and kids learn by doing. Engage the children in your life in activities to help them become regular savers and conscientious spenders. Make it a natural (and even fun!) part of your lives.
- Give yourself the power of knowledge. Find a book, podcast or visit [Voya Learn](#) that provides live and on-demand sessions that are designed to help you achieve the financial future you envision.

June

Give your a midyear checkup

- Check your budget. Are you sticking to your targets? If priorities have shifted, adjust accordingly. Voya's [budget calculator](#) can help you find the balance between your needs, wants and savings to stay on track for retirement.
- Review your asset allocation.* Everyone has different thoughts on investments, financial goals and risk tolerance. Achieving a good balance of asset classes may help keep your retirement portfolio in shape. [Learn more](#) about your investor style and consider mixing it up.
- Assess your investment portfolio as a household. Reviewing your portfolio as a household can help reveal unintended overlap and ensure that you're on track.

Questions? Need help?
As a State ORP participant, you have ongoing access and support from your local Voya Plan representatives.**

Michael A. McPaul, CRPC® 843.754.3014 mike.mcPaul@voyafa.com To schedule a virtual appointment, go to https://mikeemcPaul.stateap.com .	Jody L. Van Hecke 336.314.4536 jody.vanhecke@voyafa.com To schedule a virtual appointment, go to https://jodyvanhecke.stateap.com .
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For more information about State ORP or to view your account online, log in at stateorp.voya.com today.



2024 Quarterly Newsletters

Quarter 1 | 2024

New State ORP Account Experience

- Securely connect your State ORP account with external accounts.
- Quick access to educational resources and interactive tools.
- Simpler way to manage your money.

State ORP newsletter
First quarter 2024

Are you ready for your new State ORP account experience?

When was the last time you logged into your account at stateorp.voya.com? If you haven't logged in recently, your account experience has been upgraded with new features to bring your whole financial life together online. Using your existing account login credentials, you can track and manage your financial goals in one cybersafe place. Here's what you can expect:

It's comprehensive. You can securely connect your State ORP account with external accounts like checking, credit cards and personal savings in a private environment to get a full view of your net worth. You also receive personalized insights designed to help you improve your finances.

It's insightful. You will have quick access to educational resources and interactive tools that can help you set goals, track your progress, and get real-time insights on your money habits. The experience will also adjust as your needs change to help you understand where you stand financially and how to manage your money with confidence.

It's an evolved account experience. Whether you want to check your balances, update your investments or even track the progress of your non-retirement goals, you'll enjoy an effortless account experience that adjusts to you.

It's a simpler way to manage your money. Visit stateorp.voya.com to log in and get started. If you've never accessed your account online, there's never been a better time to start. Click the Register Now button on the homepage, create a username and password, and follow the prompts to get registered and into your account.

Protect what matters most

It's important to designate beneficiaries for your State ORP account so that your account can be distributed as you intend. Log in to your retirement account at stateorp.voya.com and click **My Profile** > **Personal Information** > **Beneficiary** to review your current beneficiary designation. If one is not listed, consider adding a beneficiary.

According to Plan rules, if you do not designate a beneficiary for your State ORP account balance, it may be paid only to your estate in the event of your passing.

Get the right ingredients for your retirement.

Conservative? Aggressive? Somewhere in between? Achieving a good balance of asset classes may help keep your retirement portfolio in shape. Learn more about your investor style and consider mixing it up! Visit resourcecenter.voya.com/tools/type-of-investor.

To make changes to your investment options, log in to your account at stateorp.voya.com.

PEBA
Public Employees' Pension Benefits Act

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2024 Communication Calendar

	2024	Dates	Delivery method
Targeted campaigns	Newsletter	Quarterly	Web/Print/Email
	Local Rep Email	Quarterly	Email
	Seasonal Checklist Tips	January	Email
	Beneficiary	March	Print
	Seasonal Checklist Tips	April	Email
	E-Delivery	May	Print
	Consolidation	June	Print/Email
	Seasonal Checklist Tips	July	Email
	Diversification	August	Print/Email
	Account Registration	September	Print/Email
	Seasonal Checklist Tips	October	Email
Personalized messages	<ul style="list-style-type: none"> - Diversification - Financial Wellness - Birthday - Beneficiary 	Ongoing	HTML Email/Other

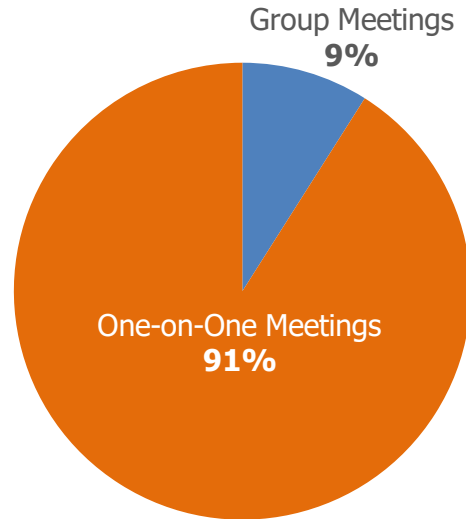


**Advisor
Engagement &
Outcomes**

PLAN | INVEST | PROTECT

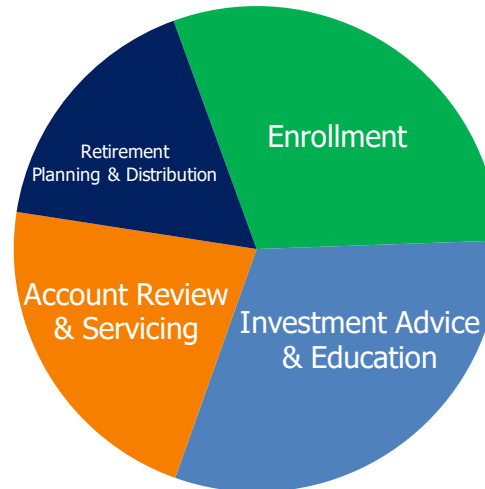
VOYA[®]
FINANCIAL

Participant & Advisor Interactions*



How do participants engage with advisors?

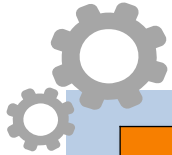
What do participants discuss with advisors?



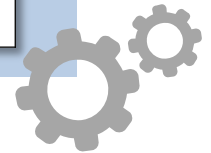
- Enrollment Activities: 30%
- Investment Advice & Education: 31%
- Account Review & Service: 22%
- Retirement Planning & Distribution: 17%

*Voya Advisor Activity Report for 12-month period ending 03/31/2024

Advisor Engagement with Participants*



Phone Calls	Emails	1-1 Meetings In-person or Virtual	Group Meetings	Enrollments	40 Rollovers into Plan
954	1,097	549	38	1,243	\$1,334,003



Michael A. McFaul, CRPC
Financial Advisor

*Feel good about doing business
with people who care.*



Jody L. Van Hecke
Financial Advisor

*Voya Advisor Engagement for 12-month period ending 03/31/2024

Voice of the Participant

- **Dear Mike** - Thank you so much for meeting with us! I really appreciate the useful guidance, the review of the account, and the advice. It was really great to talk to someone to whom we can relate and who make this all digestible. Thanks again! - **Vinita and Dave**
- **Hi Mike** - I appreciate the information. For some reason it was not allowing me to verify myself, but after your email, it worked! Thanks so much! - **Billy**
- **Hey Jody** - Thanks again for meeting with me today! You are, as always, a huge help! My wife wants to change her ORP vendor and switch to Voya so you can help her get things set up like mine. – **Rich**
- **Dear Jody** – Thank you for taking the time to outline clear and achievable financial goals, emphasizing the importance of saving for 3-6 months for unforeseen circumstances and the benefits of maximizing retirement contributions at my current age through my job. – **L.J.**



Retirement Awareness Service Model



Local Advisors

+



Digital Engagement

=



Retirement Awareness

Driving positive retirement outcomes with a step-by-step, targeted, integrated approach from Pre-enrollment through Retirement and beyond...

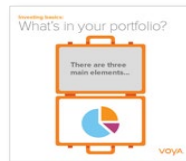
Pre-enrollment

Enrollment

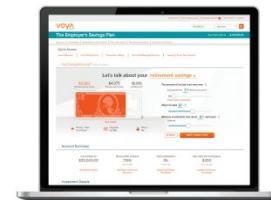
Financial Wellness

MyOrangeMoney

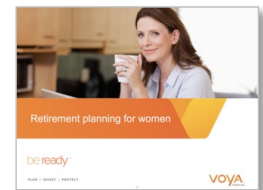
Retirement & Beyond



Call to Action

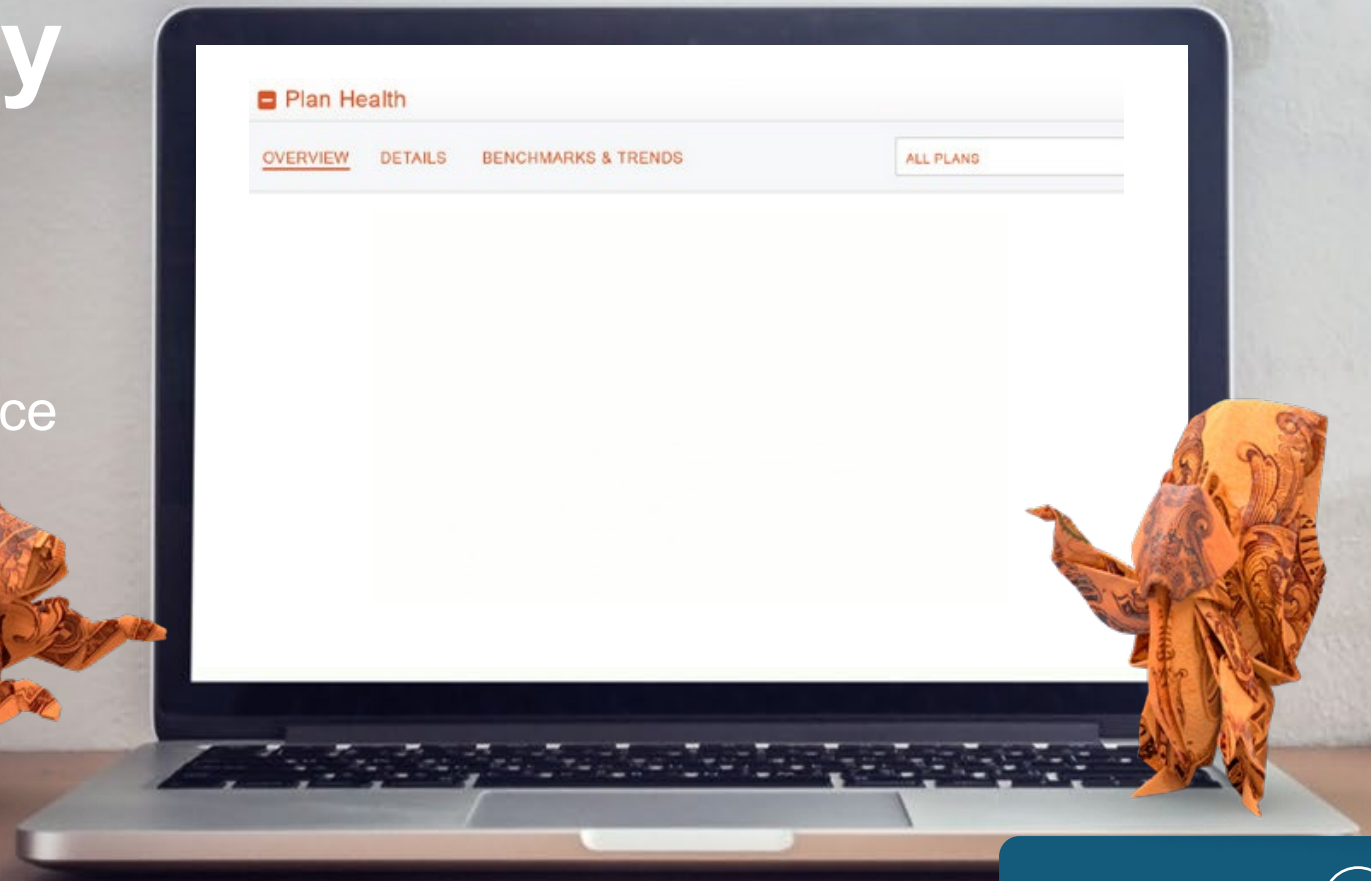


Inspiring Income Thinking



Voya's Digital Experience and Cybersecurity

Behavioral Finance
Participant Web Experience
Mobile App
Cybersecurity

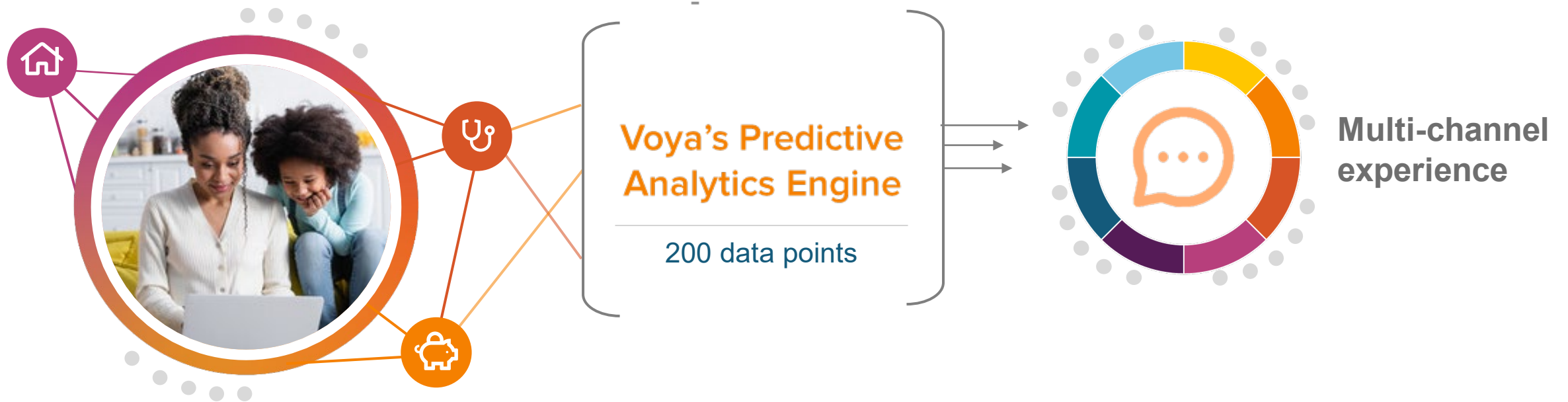


See demo [→](#)



Our goal is to get
100%
of your employees to
achieve at least 70% of their
pre-retirement income

Hyper-personalization fueled by data and AI



Optimized by data, insights and science

+ *The Voya Behavioral Finance Institute for Innovation*

Hi Sarah, your employer has chosen to automatically enroll you in your plan:

Employer's Savings Plan

If you confirm your automatic enrollment you will be enrolled at a savings rate of **3 percent**.

Your employer will match your savings up to a rate of **6 percent**.

Please select one of the following options:

I want to personalize my enrollment

Enroll with a different savings rate or investment option.

This option allows me to take full advantage of my employer match

SELECT

I want to confirm my scheduled automatic enrollment

Enroll with the savings rate and investment option chosen by my employer.

SELECT

I don't want to save

Cancel my scheduled automatic enrollment.

SELECT



[Details](#)

You may have

\$ 4,267

You may need

\$ 4,375

You might be short

\$ 108

Include Social Security Retirement Income [?](#)

[? How do we come up with your number?](#)

[Change my retirement goals](#)

You can keep these numbers and enroll now, or adjust them below to get closer to your goal.

Select an amount from your paycheck:

Your employer matches up to 6% of your savings. [?](#)



7%



While **\$188** in PRETAX dollars goes into your account per pay period, only **\$135** comes out of your take-home pay after taxes.¹

Select an investment option:

Give Me Advice

to get there with a professionally-managed account



Guide Me

with a pre-defined investment strategy



Get There Myself

by choosing my own investments





[Details](#)

You may have
\$ 4,267

You may need
\$ 4,375

You might be short
\$ 108

Include Social Security Retirement Income [?](#)

[? How do we come up with your number?](#)

[? Change my retirement goals](#)

You can keep these numbers and enroll now, or adjust them below to get closer to your goal.

Select an amount from your paycheck:

Your employer matches up to 6% of your savings. [?](#)

I would like to save



7

pennies



for every dollar I earn

While **\$188** in PRETAX dollars goes into your account per pay period, only **\$135** comes out of your take-home pay after taxes.¹

Select an investment option:

Give Me Advice

to get there with a professionally-managed account



Guide Me

with a pre-defined investment strategy



Get There Myself

by choosing my own investments

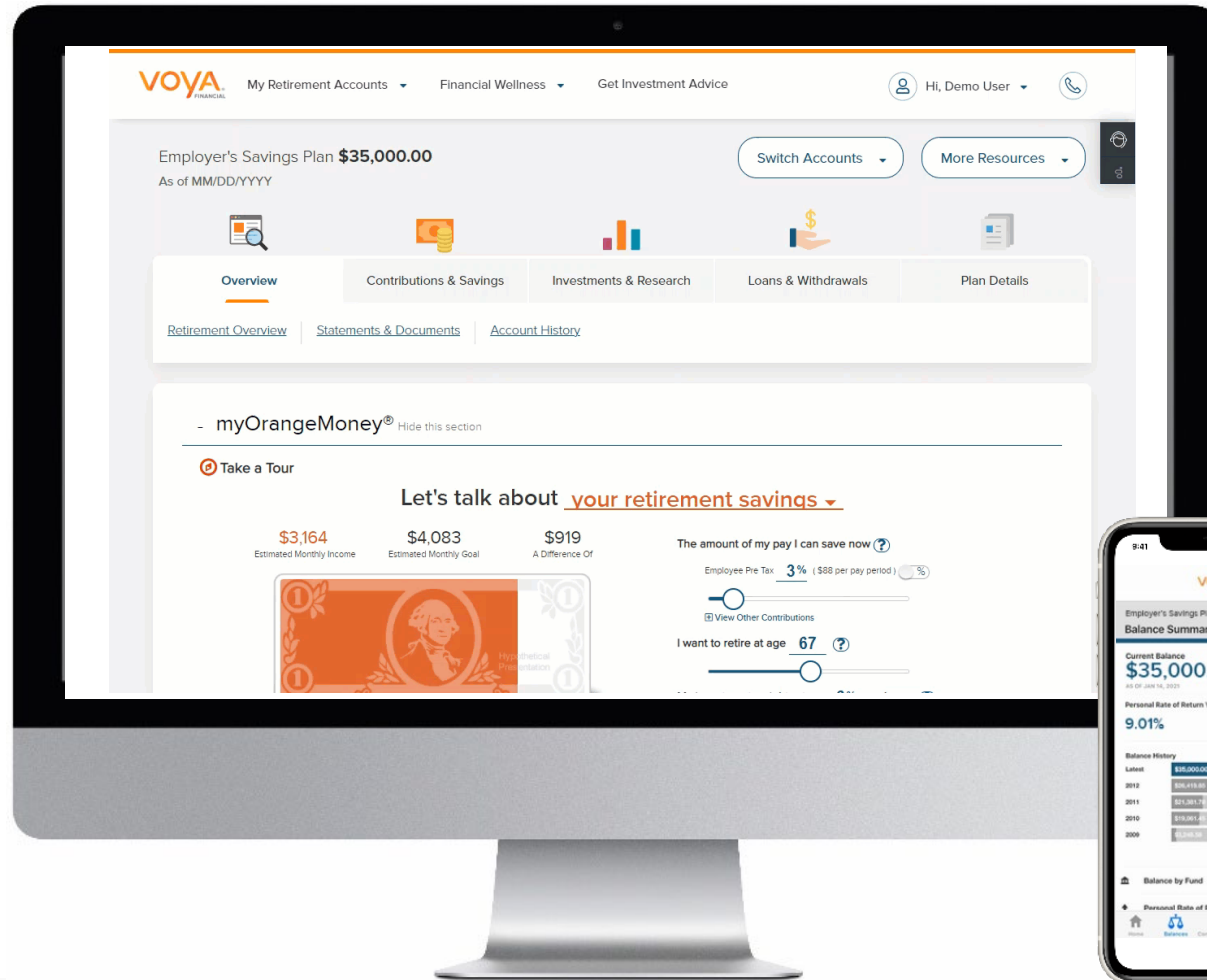


Award winning digital design

+30%
More savings

43%
engaged

34% Average
deferral Increase



South Carolina State Optional Retirement Program at Voya Financial

Log In

Username

 [SHOW](#)

[Forgot Username?](#)

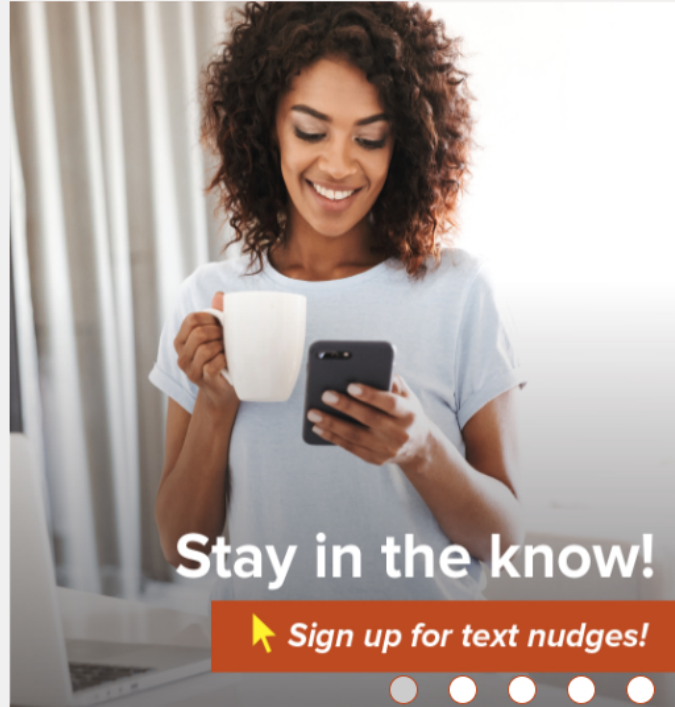
Password

 [SHOW](#)

[Forgot Password?](#)

 Remember Me

First time visitor?

 [Need Help?](#)

State ORP Quarterly Participant Newsletter



Not sure how to get started?



[Learn More](#)

Schedule time with your local Voya representatives.

Tips & Tools

[What Type of Investor Are You?](#)

Learning about yourself can help you make smart choices for your future.

[Retirement Calculators](#)

[State Optional Retirement Program](#)

To make sure that you get the most out of your Plan, this enrollment guide explains the advantages of

Plan Information

Make a selection below to learn more about your plan's features and benefits.

 [v](#)

Need Help?



Good Afternoon,

Demo User

myOrangeMoney[®]

My Monthly Retirement Income



\$3,706
Estimated
Monthly Income

\$4,375
Estimated
Monthly Goal

\$669
A Difference of

[VIEW DETAILS](#)

Snapshot of Your Accounts

Total Balance **\$22,000.00**

South Carolina State Optional Retirement Program **\$22,000.00**

Transaction Status Updates

Good News! Your withdrawal requested on 06/25/2024 for \$5,000.00 has been processed. We are currently preparing your payment for delivery. Once complete you should receive your payment via expedited check within 3 to 4 business days.

More Resources

Take A Tour



[Minimize This Section](#)



Tour Your Dashboard

Explore the information and tools we provide to help you manage your financial health.

[Start The Tour](#)

Your Financial Strength Score



Updated today 2:52 PM

0 Stayed at 86

Visit FinStrong to learn more.

[View Complete Financial Summary](#)



Investment Accounts

\$64,100.00

3



South Carolina State Optional Retirement Program

As of MM/DD/YYYY

\$22,000



Non-Qualified Savings Plan

As of MM/DD/YYYY

\$7,500.00



Roth IRA

As of MM/DD/YYYY

\$34,600.00



Savings Accounts

\$5,500.00

1



Checking Accounts

\$1,002.00

1



Chase Bank Checking

As of MM/DD/YYYY

\$1,002.00





My Accounts


Account Summary

Investment Accounts
\$48,000.21

3


 South Carolina State Optional
 Retirement Program
 As of January 1, YYYY
\$22,000.00

 Roth IRA
 As of January 1, YYYY
\$34,600.00

 Chase Bank Checking
 As of January 1, YYYY
\$1002.00

[Summary](#)
[Insights](#)
[Transactions](#)

Filter Accounts

< 12 Dec 1, 20XX - Jan 1, 20XX >



DATE	PAYEE	CATEGORY	ACCOUNT	AMOUNT
Oct 09	Harmon's Grocery	Groceries	Epic Checking	\$14.11
Oct 09	Redbox	Movies & DVDs	Capital One	\$3.20
Oct 09	Nordstrom	Clothing	Visa Platinum	\$37.33
Oct 08	Amazon Prime	Shopping	Capital One	\$6.93
Oct 08	Maverik Country Stores	Gas	Capital One	\$35.17
Oct 07	Gold's Gym	Gym	Epic Checking	\$32.06
Oct 07	Costco	Groceries	Epic Checking	\$176.08
Oct 06	Airport	Parking	Capital One	\$2.00
Oct 06	Toys "R" Us	Kids	Epic Credit Card	\$21.22

Give Feedback



My Accounts



Account Summary



Investment Accounts
\$48,000.21

3



South Carolina State Optional
Retirement Program
As of January 1, YYYY
\$22,000.00



Roth IRA
As of January 1, YYYY
\$34,600.00



Chase Bank Checking
As of January 1, YYYY
\$1002.00



Savings Account

1



Summary

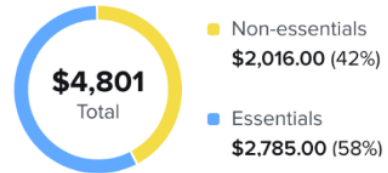
Insights

Transactions

Hello

Let's take a look at your finances and see what insights we have for you.

Non-essential category summary



Out of **\$4,801** you spent in **December**, **42%** was spent on non-essential items. Try spending **30%** or less on non-essentials.

[View transactions](#)

January 1, 20XX

2 Accounts

Monthly subscriptions



\$ 5 TOTAL TRANSACTIONS



In **December**, you spent a total of **\$66.95** on **5 subscriptions**.

[View subscriptions](#)

Unexpected charge

  **Netflix** \$16.99
Entertainment 01/04/22

My Accounts



All Accounts



South Carolina State Optional
Retirement Program
As of January 1, YYYY
\$22,000.00



Roth IRA
As of January 1, YYYY
\$34,600.00



Chase Bank Checking

Summary

Insights

Transactions

Spending & Budget

Let's look at your current spending and this months budget.

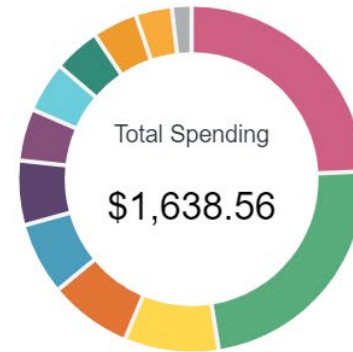
Mar 1 – Mar 30

MONTH YYYY

\$1313 / \$3569

Budget


Spent



[View Spending](#)



[View Budgets](#)

 Take a Tour

Let's talk about your retirement savings ▾

\$4,577
Estimated Monthly Income


\$4,375
Estimated Monthly Goal


**You are
on track!**



[View Details](#)

 [Privacy / How
This Works?](#)


 [About
Me](#)

The amount of my pay I can save now 


Employee Pre Tax **9%** (\$281 per pay period) %



 [View Other Contributions](#)

I want to retire at age **67** 



My investments might return **6%** each year 

Moderate



 **RESET**

 **HOW DO YOU FEEL ABOUT RETIREMENT?**

Let's talk about **social security** ▾

\$3,644
Estimated Monthly Income

\$4,375
Estimated Monthly Goal


\$731
A Difference Of



DEMO USER, you may receive your full benefit at normal retirement age.

[Include Social Security Retirement Income](#)

[Learn More About Your Options](#)

I expect to retire at age **67** 



I expect to start collecting Social Security at age **67**





My estimated monthly Social Security amount is 

\$2,262 / month

 **RESET**

SAVE CHANGES

If you have additional questions about your options or estimates, please contact us .



Home

Accounts ▾

Financial Wellness ▾

Get Investment Advice

Hi, Demo User ▾



Current Balance
\$35,000.00

[View Balance History](#)

Personal Rate of Return
7.16%
Year To Date

[View More Time Periods](#)
[Get Advice](#)

Total Contributions
9%
of your pay

[Manage Contributions](#)
[View History](#)

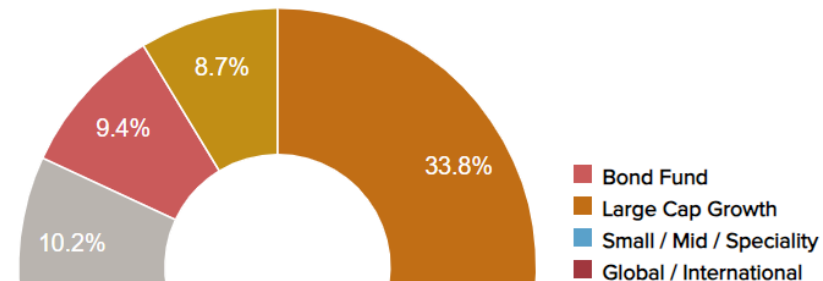
- Investment Details

Units & Pricing

Fund and % of My Balance	Unit/Share Price	# of Units/Shares	Fund Balances
Bond Fund - 9.43%	\$ 11.004128	299.9329	\$ 3,300.50

Investment Allocations

Use the pie chart or legend to view each asset class and % of balances



Assessing your financial health is an important step on your journey to financial wellness.



Protection

Well done! You are doing a great job preparing for the unexpected through your insurance coverages!

[SCORE DETAILS](#)



Spending & Saving

Occasionally spending more than you make is a reality for many people. Create a budget to help you stay on track toward a healthier future!

[SCORE DETAILS](#)



Emergency Fund

Building an emergency fund is an important part of your financial well-being. It's never too late to start so get started today with a savings plan.

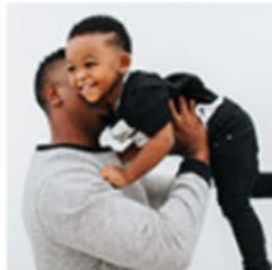
[SCORE DETAILS](#)



Retirement

You're off to a great start! Look for ways to increase your savings levels to feel even more confident about preparing for retirement.

[SCORE DETAILS](#)



Let's Talk Budgets

Making the most of your income.

[LEARN MORE](#)



Gain Control by Analyzing Your Spending

Discover how less can be more.

[LEARN MORE](#)

The Importance of Having an Emergency Fund

[LEARN MORE](#)



How to Build an Emergency Fund

There are ways to save even when money is tight.

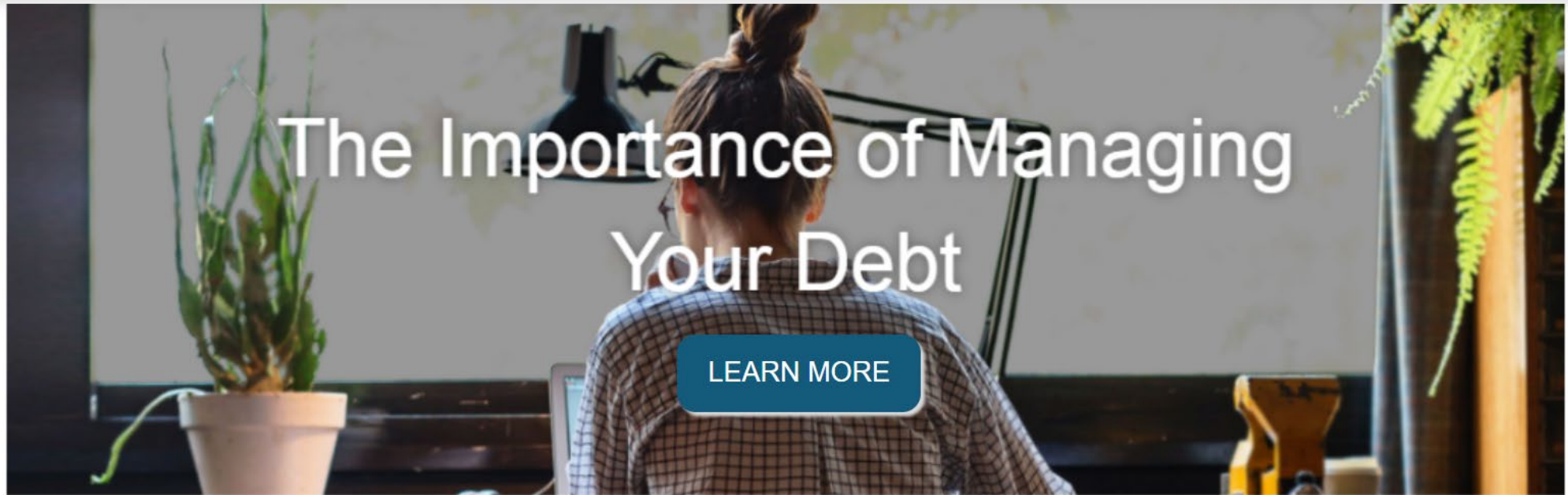
[LEARN MORE](#)



6 Smart Things You Can Do With \$1,000 Right Now

Whether it's a bonus or a gift, learn how to make the most of it.

[LEARN MORE](#)



The Importance of Managing Your Debt

[LEARN MORE](#)



Get Out of Debt

Take control of your finances and turn your situation in the right direction.

[LEARN MORE](#)



Gain Control by Analyzing Your Spending

Discover how less can be more.

[LEARN MORE](#)

Voya Learn[®]

Live and on-demand sessions

Our live and on-demand sessions will help you on your journey to financial wellness. Sign up today for one of our upcoming live sessions or browse our library of on-demand videos.





Upcoming Voya Learn Live Sessions (ET)

6 tips for a mid-year check-in

Get 6 easy tips to keep your finances on track for the year.

6/11: 10 a.m. and 2 p.m.

6/25: Noon and 3 p.m.

[Register](#)

Prepare for retirement

Discover how to have the right strategy to help you prepare you for the retirement you envision.

06/25: 10 a.m. and 2 p.m.

[Register](#)

[View All](#)

6 consejos para el check-in de mitad de año

Obtenga 6 sencillos consejos para mantener sus finanzas encaminadas durante el año.

06/11: 12 p.m. y 3 p.m.

[Registro](#)



South Carolina State



Overview

**Retirement
Overview**

Need Help?

Select an option below.



Call Us



Chat



Co-browse for
web assistance



Voya PAL (24/7)
Demo Image only

Powered by GENESYS



Need Help?

Powered by GENESYS

More Resources



Plan Details

[Retire Better
Resources](#)

- myOrangemoney [Hide this section](#)



Take a Tour

Let's talk about [your retirement savings](#)

\$3,644

Estimated Monthly Income


\$4,375

Estimated Monthly Goal

\$731

A Difference Of

The amount of my pay I can save now

 Haga un recorrido

Temas de conversación sus ahorros para jubilación ▾


\$4,577
Ingresos mensuales
estimados


\$4,375
Meta mensual estimada

¡Va por
buen
camino!



[Ver detalles](#)

 [Privacidad/Cómo funciona](#)

 [Información sobre mí](#)


Monto de mi sueldo que puedo ahorrar ahora 

Contribuciones antes de impuestos del empleado **9 %**


(\$281 por período de pago) %



 [Ver otras contribuciones](#)

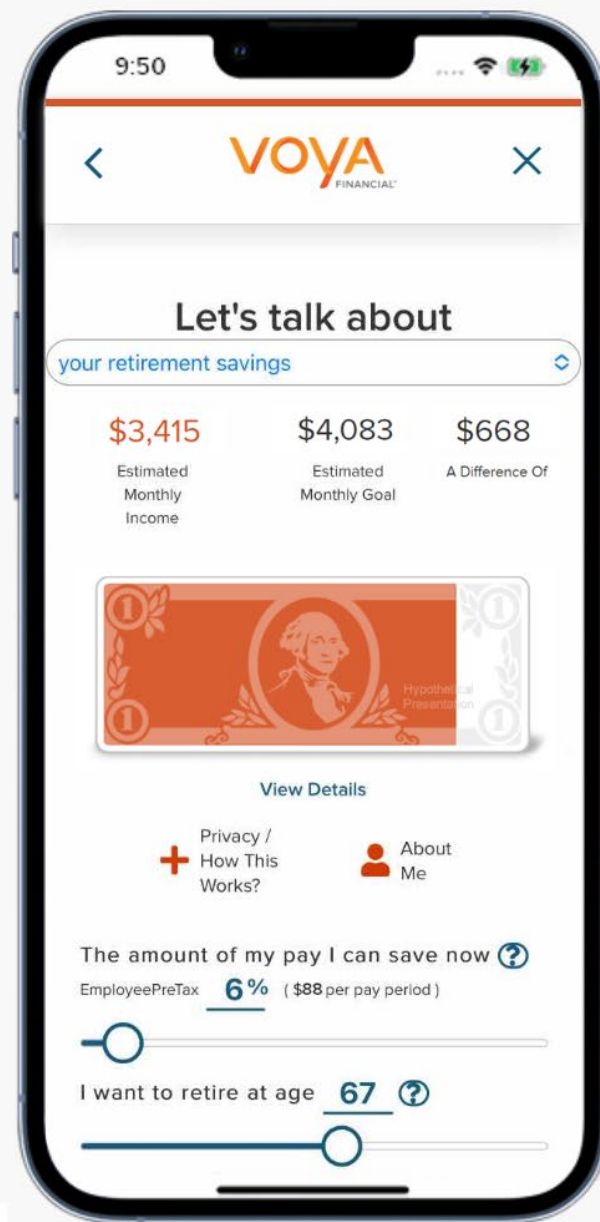
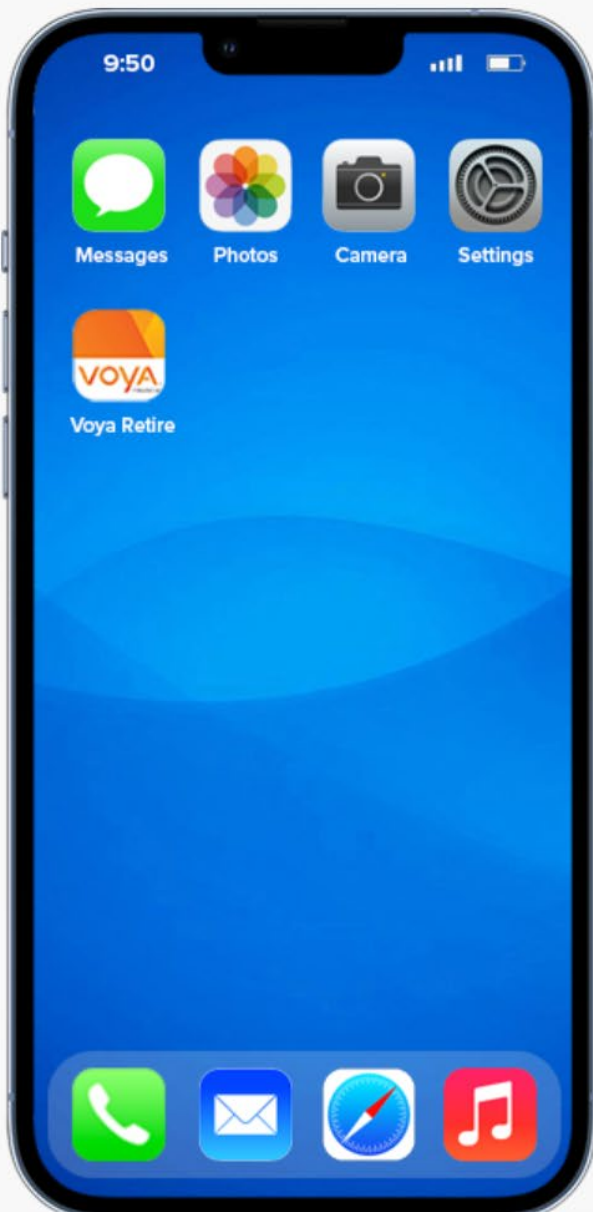
Quiero jubilarme a los **67** 



Mis inversiones podrían rendir **6 %** por año 

Moderada





Keeping your accounts secure

Our proprietary data security programs and our proactive focus on “**people, technology and process**” give us an advantage in combating constant threats.

PEOPLE

100+ highly skilled security professionals with a robust security awareness program for the entire Voya workforce¹

TECHNOLOGY

Layers of security controls to provide maximum protection with proactive threat intelligence collaboration

PROCESS

Industry best practice controls and processes—including 85,000 individual phishing tests annually—to ensure your data is secure



AUTHENTICATION

ENCRYPTION

MONITORING

AUDITING

SOC 1 & SOC 2
ISO 27001 certified

Voya's S.A.F.E.™ Guarantee



Cyber security + fraud prevention

S.A.F.E. *“Secure Accounts for Everyone”*