<table>
<thead>
<tr>
<th>Topic</th>
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<tbody>
<tr>
<td>WELCOME &amp; INTRODUCTIONS</td>
<td>Maris E. LeBlanc</td>
</tr>
<tr>
<td></td>
<td>LASERS Deputy Director</td>
</tr>
<tr>
<td>EXECUTIVE DIRECTOR COMMENTS</td>
<td>Cindy Rougeou</td>
</tr>
<tr>
<td></td>
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</tr>
<tr>
<td>2018 LEGISLATIVE SESSION</td>
<td>Maris E. LeBlanc</td>
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<tr>
<td>MEMBER SERVICES INFORMATION</td>
<td>Wendy Demouy</td>
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<tr>
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<td>LASERS Retirement Benefits Educator</td>
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<tr>
<td>REHIRED RETIREES</td>
<td>Casey Jackson &amp; Amanda Kimble</td>
</tr>
<tr>
<td></td>
<td>LASERS Fiscal Division</td>
</tr>
<tr>
<td>INVESTMENT PERFORMANCE</td>
<td>Bobby Beale, CFA, CAIA</td>
</tr>
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<td></td>
<td>LASERS Chief Investment Officer</td>
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<tr>
<td>FINANCIAL WELLNESS</td>
<td>Wayne Veal</td>
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<tr>
<td></td>
<td>Retirement Plan Advisor</td>
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<td>Empower Retirement</td>
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<td>RSEA UPDATE</td>
<td>Jimmy Anthony</td>
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<td>RSEA Executive Director</td>
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<tr>
<td>Q&amp;A / WRAP UP</td>
<td>Maris E. LeBlanc</td>
</tr>
<tr>
<td></td>
<td>LASERS Deputy Director</td>
</tr>
</tbody>
</table>
2018
Louisiana Legislative Session
Disability Retirement & Survivor Benefits

• Act 595 increases the disability benefit to 100% of final average compensation for members in certain hazardous duty plans injured in the line of duty by an intentional act of violence. It also applies to those disabled before the Act’s effective date of May 31.

• Act 224 increases the survivor benefit to 100% of final average compensation for members in hazardous duty positions killed in the line of duty by an intentional act of violence.
New Haz Plan members

• Act 215 provides that certain Firefighters hired at the Department of Agriculture and Forestry will become members of the Hazardous Duty Services Plan (Haz Plan). Firefighters currently employed will have the option to join the Plan.
• To be eligible for the Haz Plan, the member must respond to wildfires and qualify as Firefighter Type 2 or higher according to the National Wildfire Coordinating Group.

Random Acts

• Act 399 moves the Public Retirement Systems’ Actuarial Committee (PRSAC) from the Department of Treasury to the Legislature and provides the office of the Chair shall rotate between the members of the House and the Senate sitting on the Committee.
• Act 59 appropriates $3.7 million in surplus funds to help pay the initial unfunded accrued liability.
• Act 45 allows retirement systems to invest in Terror Free Funds, replacing Terror Free Index Funds.
• Act 113 sets out a formula for calculating COLAs. However, it does not apply to LASERS since a formula already exists.

• Act 397 limits the duties of actuaries who contract with public retirement systems. Services must relate only to the practice of actuarial science or ministerial duties that do not require the exercise of supervision or discretionary control over the administration or management of the system.

• Act 225 requires that military purchase provisions must comply with federal law.

Technicalities

• LASERS had proposed a new retirement plan for employees hired after January 1, 2020, providing a defined benefit base and a defined contribution add-on.

• SB 14, authored by Senate Retirement Chair Barrow Peacock, was approved by the Senate Retirement and Pension Coalition, and teachers’ unions.

• The bill was opposed by the AFL-CIO, the National Public Pension Coalition, and teachers’ unions.

• After the Governor expressed opposition, it was not heard on the Senate floor.

New Retirement Plan
SB 14
Member Services Information
TOPICS

- Changes in Agency Personnel
- Liaison Memoranda
- Enrollments
- Optional Membership in LASERS
- Useful Tools
- Forms and Applications
- Hazardous Duty Services Plan Reminders
- Disability Retirement
- Social Security Protection Act of 2004
REPORT CHANGES IN PERSONNEL TO LASERS

- Update agency contact information in Employer Self-Service
  - LASERS Home Page, Employers, Login to My Account

- Ensures LASERS emails and Liaison Memoranda are sent to correct contacts at agencies

LIAISON MEMORANDA

- Emailed to agency contacts to disburse important legislative information, updates, reminders, and events

- Located on website in the Employers portal

- Statewide Individual Counseling (IC) sessions announced
  - Important to forward IC notifications to employees as soon as received
ENROLLMENTS

• Direct specific questions concerning enrollments to AskLASERS by clicking the link on the LASERS website

• Tools on LASERS website to assist with enrollments:
  • Employer’s Guide to Retirement
  • Agency Liaison Memos
  • Enrollment Form (ER1)
  • Employer Self-Service (ESS)

ENROLLMENTS

• Newly enrolled members should complete Form 01-01 Member Registration
  • Do not submit to LASERS
  • Keep in member’s personnel file

• Newly enrolled members should submit to LASERS:
  • Copy of Social Security card – member and beneficiary(ies)
  • Copy of birth certificate - member and beneficiary(ies)
  • Form 01-06 Designation of Beneficiary
OPTIONAL MEMBERSHIP IN LASERS

• Three situations when an employee can elect to opt out of LASERS
  • Employee at least age 55 and have earned 40 credits in SSA, or
  • Employee at least age 60
  • Employee is a retiree from another state retirement system

• Employee must make selection on Form 01-01, *Membership Registration* and should not be enrolled in LASERS, and

• Employee must provide Form SSA-7005, *Earnings and Benefits Statement* certifying he has met the requirements for optional membership

OPTIONAL MEMBERSHIP IN LASERS

• If employee was eligible to opt out at the time of hire, that employee can change his/her enrollment decision at any time
  • If employee elected not to join LASERS, the employee can join in the future and start paying into LASERS as of the date of enrollment
  • If employee decided to join LASERS, the member can terminate membership at any time and choose to join/maintain membership in Deferred Compensation, or join FICA

• See LASERS Liaison Memo 17-28 for more information and examples
USEFUL TOOLS ON LASERS WEBSITE

- Video Library
- Liaison Memoranda
- Frequently Asked Questions
- Forms
- Employer’s Guide to Retirement
- Member’s Guide to Retirement

LASERS FORMS AND APPLICATIONS

- Access LASERS website to download most up-to-date forms
- Retirement applications must be received at LASERS on or before member’s termination date
- Applications and documents can be faxed
  - Exception: Legal Documents and forms requiring a notary signature
HAZARDOUS DUTY SERVICES PLAN (Haz Plan)

• Potential Haz Plan members are encouraged to apply for a cost quote prior to signing the Haz Plan election form
  • Form 2-19 Application to Transfer/Upgrade Service into Hazardous Duty Services Plan
  • Form 2-18 Hazardous Duty Services Plan Election

• Haz Plan members applying for retirement should complete transfer for prior service into Haz Plan before terminating employment
  • Retirement cannot be effective until the Haz Plan transfer is completed
  • Completing transfer after the date of termination will cause member to be out of state service
  • Could cause member to be ineligible for leave payment and insurance eligibility coverage, or greater reduction in benefits if member retires with actuarially reduced benefit

REMINDER: DIVORCE DECREES

• LASERS requires a certified, true copy of divorce decree if the member has ever been divorced
DISABILITY RETIREMENT

• Encourage members interested in Disability Retirement to apply for an estimate first
  • Confirms eligibility for Disability Retirement
  • Provides an estimate of retirement option benefits
  • Estimates leave supplement, if any, added to benefit

DISABILITY RETIREMENT

• Submit Form 04-01, Disability Retirement Application timely
  • Members have 10 days from date original application received to resubmit a completed application and supporting documentation to LASERS if an incomplete application was received
  • Use the Disability Application Checklist on the first page of the application
SOCIAL SECURITY PROTECTION ACT OF 2004

• Agencies must notify potential employees about effects of Windfall Elimination Provision (WEP)

• Member is required to sign Form 1945, Statement Concerning Your Employment in a Job Not Covered by Social Security certifying possible effects of the WEP on potential future Social Security benefits

FORM SSA-1945
**FORM SSA-1945**

- Employee ID number is member Social Security number
- Employer ID number is agency number
- Retain this form in the member’s personnel file, do not submit to LASERS

**WINDFALL ELIMINATION PROVISION (WEP)**

- WEP reduces YOUR social security benefit if you receive a government pension, such as LASERS
- You must have at least 10 years (40 credits) paid into Social Security to be eligible for a benefit from Social Security on your own record
- A modified formula is used to calculate your social security benefit
- Your social security benefit is NOT totally eliminated
Do you have any questions?
A SPECIAL THANK YOU!

• Your attendance is appreciated!

STAY CONNECTED WITH US!

www.lasersonline.org/email_services

Facebook.com/lasersonline.org

@LASERSonline

Youtube.com/laserschannel
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Rehired
Retirees
What Employers Need to Know

Discussion Points

Overview

• Rehired Retirees
• Updating Agency Contact information
• Wage Types
A Few Reminders

• Human Resources must determine when hiring a retiree if the position is a LASERS eligible position
  • LASERS cannot determine if a position is LASERS eligible
  • Can submit request through ASK LASERS
• To determine if retiree is a LASERS member, it is suggested at time of hire to:
  • Check ISIS
  • Check LASERS Employer Self-Service (ESS)
    • Field offices should be advised of this process

Rehired Retirees

• Form 10-2: Re-employment of Retiree must be completed within 45 days of re-employment
  • Section 1: Verify Date Employed
  • Section 2: Ensure Re-employment Option is selected
  • Section 3: Member Signature
  • Section 4: Agency Verification
  • Incomplete forms will be returned to agency for completion
  • Failure to submit form timely results in retiree defaulting to Option 3, as required by statute
Rehired Retirees

A retiree hired in a LASERS eligible position must select one of the four options:

- Option 1A
  - May earn 50% of annual retirement benefit
  - Allowable Earnings letters sent upon request and every August/September
  - The retiree is responsible for monitoring their actual earnings during the fiscal year
  - The agency must report to LASERS the actual earnings through June 30

- Option 1B
  - Unlimited earnings, exempt from suspension of benefits
  - Age 70 with 30 years of service

- Option 2
  - Regain LASERS Membership

- Option 3
  - Suspend benefit/start contributing

Contact Amanda Kimble (225.922.0521) or Mona Joseph (225.922.0123) at LASERS with any questions

Refer to Liaison Memorandum 12-21: Procedures When Hiring Rehired Retirees and Liaison Memorandum 13-23: Rehired Retirees
Rehired Retirees

Termination Forms: 10-02B and 10-02C

Completed when

- Member Terminates
- Option change only allowed upon termination and rehire
  - i.e., Option 1A to Option 1B; Option 1A to Option 3
Rehired Retiree

10-02C: Termination Form for Option 1

[Image of termination form]

Rehired Retiree

10-02B: Termination Form for Option 3

[Image of termination form]
Updating Agency Contact Information

• Where to go
  • Employer Self-Service
    • Employer Maintenance

• Contact Types
  • Payroll Coordinator
  • HR Liaison
  • Agency Director
  • Chief Financial Officer

• Form FIS25 no longer available

Refer to Liaison Memorandum 15-12 Updating Contact Information in Self-Service
Updating Agency Contact Information

Determining What’s Retirement Eligible

- Earned Compensation
  - R.S. 11:403(10)
  - Base Pay
- Wage Type Exclusions
  - Overtime
  - Per Diem
  - Differential Pay
  - Payment in Kind
  - Premium Pay
  - Any other allowance for expenses
Wage Types

• Wage Type Exclusions Cont’d
  • Supplemental Pay
  • Optional Pay
• Permanent/recurring – eligible
• Temporary/non-recurring – not eligible
  • Such as Rewards and Recognition, Incentive Awards, Lump Sum Optional Pay, or Optional Pay spread over several pay periods or months, One-Time Payments
• Contact your agency’s legal counsel for determination

Refer to Liaison Memorandum 13-13: Retirement Eligible Contributions and Wage Types and Liaison Memorandum 12-23: Retirement Eligibility on Optional Pay
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Investment Performance
Investment Performance

<table>
<thead>
<tr>
<th>Asset Class</th>
<th>Mkt. Value ($millions)</th>
<th>Fiscal YTD</th>
<th>2 Years</th>
<th>3 Years</th>
<th>4 Years</th>
<th>5 Years</th>
<th>7 Years</th>
<th>10 Years</th>
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</thead>
<tbody>
<tr>
<td>U.S. Equity</td>
<td>$2,961.7</td>
<td>14.5</td>
<td>16.8</td>
<td>10.9</td>
<td>10.1</td>
<td>12.8</td>
<td>12.7</td>
<td>10.5</td>
</tr>
<tr>
<td>Non-U.S. Equity</td>
<td>$3,880.6</td>
<td>6.8</td>
<td>14.2</td>
<td>5.8</td>
<td>3.2</td>
<td>6.7</td>
<td>4.4</td>
<td>3.2</td>
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<tr>
<td>Fixed Income</td>
<td>$1,513.1</td>
<td>2.6</td>
<td>5.4</td>
<td>4.5</td>
<td>3.0</td>
<td>4.3</td>
<td>4.9</td>
<td>7.1</td>
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<tr>
<td>Alternative Assets</td>
<td>$3,132.6</td>
<td>11.9</td>
<td>10.8</td>
<td>7.1</td>
<td>6.1</td>
<td>7.8</td>
<td>7.3</td>
<td>5.7</td>
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<tr>
<td>Cash Equivalents/Other</td>
<td>$50.3</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>S&amp;P 500</td>
<td></td>
<td>14.4</td>
<td>16.1</td>
<td>11.9</td>
<td>10.8</td>
<td>13.4</td>
<td>13.2</td>
<td>10.2</td>
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<tr>
<td>TOTAL PLAN</td>
<td>$11,538.3</td>
<td>9.5</td>
<td>12.6</td>
<td>7.4</td>
<td>5.9</td>
<td>8.4</td>
<td>7.7</td>
<td>7.0</td>
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Target Allocation

- U.S. Equity: 23%
- Non-U.S. Equity: 32%
- Fixed Income: 6%
- Emerging Market Debt: 3%
- Global Multi-Sector: 7%
- Alternative Assets: 22%
- Risk Parity: 7%

Rankings

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<tr>
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<th>Percentile*</th>
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<tr>
<td>1 Year</td>
<td>22</td>
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<tr>
<td>3 Years</td>
<td>48</td>
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<tr>
<td>5 Years</td>
<td>53</td>
</tr>
<tr>
<td>7 Years</td>
<td>60</td>
</tr>
<tr>
<td>10 Years</td>
<td>40</td>
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</tbody>
</table>

*Percentile rankings according to the Trust Universe Comparison Service (TUCS) which provides a universe comparison of market returns for the larger public pension plans in the United States. Rankings are based on returns of public pension plans in the universe with market values greater than $1 billion.
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Financial Wellness
Budgeting:
Helping You Reach Your Goals,
Helping You Achieve Your Dreams

Louisiana Deferred Compensation Plan

What is a budget?

• It helps to ensure that the money spent doesn’t exceed money earned

• Your budget is a plan
  — A savings plan
  — A retirement plan
  — An investment plan
  — A spending plan

• It’s more than just “cutting up the pie”
  — Increase predictability
  — Maximize your financial worth
  — Manage surprises when they happen
  — Improve your standing with lenders
Evaluate your income

- Wages/salary
- Income from self-employment
- Interest and dividends
- Alimony or child support

Expenses

- Fixed expenses are expenses set in stone
  
  For example:
  - Taxes
  - Housing
  - Insurance
  - Automobiles
  - Child care

- Variable expenses are expenses that change
  
  For example:
  - Food
  - Clothing
  - Furniture, appliances
  - Gas, oil
  - Entertainment
  - Medical care
Track your spending

- Maintain a spending log for at least two months
  - Save receipts
  - Note cash expenditures
  - Record all checks and debit card transactions

Evaluate your spending

- Prioritize and categorize your expenses
  - Which are unavoidable?
  - Which are luxuries?
  - Which are long-term and/or short-term?

- Make spending adjustments
  - Which expenses can you eliminate?
  - Which expenses can you decrease?
Do the math

- Compare your income vs. your expenses
  - Surplus?
  - Deficit?
  - Both require budgets

Set goals

- Short term
  - Within one year

- Intermediate
  - Within five years

- Long term
  - Five to 10 years and beyond
Determine the financial impact of your goals

• Are your goals in sync with your income?
• Which goals will require the most money?
• When will you need the money?
• Which goals are most important to you?

Take action to help achieve the goal

• Brown-bag your lunch a few days a week
• Shop for groceries with coupons and a list
• Skip menu beverages at restaurants; order water instead
• See an afternoon matinee instead of an evening movie
• Leave the ATM card at home
• Carpool to work
• Pay down credit cards
• Pay down loans—pay more than the monthly minimum to reduce the principal
• Don’t skimp on your personal savings account

If applicable and appropriate for your unique situation.
Ongoing budget maintenance

• Review budget monthly
• Compare actual expenses vs. budgeted amounts
• Evaluate often
• Make changes where you need improvements

Additional resources*

• “The Nine Steps to Financial Freedom” by Suze Orman
• “Personal Finance for Dummies” by Eric Tyson
• “Two Incomes and Still Broke?” by Linda Kelley
• www.mint.com
• If you are having trouble with your budgeting, consider making an appointment with a credit counselor

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Questions?

• Wayne Veal, Jr.
  • Retirement Plan Advisor
  • 225-394-2447
  • wayne.veal@empower-retirement.com

Unless otherwise noted: Not a Deposit | Not FDIC Insured | Not Bank Guaranteed | Funds May Lose Value | Not Insured by Any Federal Government Agency
Financial planning tool

Financial goals
Divide your financial goals into realistic time frames for achieving them. When developing your goals be specific, realistic and flexible.

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<tr>
<th>TIME FRAME</th>
<th>GOAL</th>
<th>AMOUNT NEEDED</th>
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<tbody>
<tr>
<td>Short-term (up to one year)</td>
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<td>$</td>
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<tr>
<td>Intermediate-term (one to five years)</td>
<td></td>
<td>$</td>
</tr>
<tr>
<td>Long-term (more than five years)</td>
<td></td>
<td>$</td>
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</table>

Income (use pretax amounts)

<table>
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<tr>
<th>SOURCE</th>
<th>AMOUNT</th>
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<tbody>
<tr>
<td>Employment No. 1</td>
<td>$</td>
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<tr>
<td>Employment No. 2</td>
<td>$</td>
</tr>
<tr>
<td>Self-employment</td>
<td>$</td>
</tr>
<tr>
<td>Pension, IRA distributions</td>
<td>$</td>
</tr>
<tr>
<td>Interest, dividends</td>
<td>$</td>
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<tr>
<td>Alimony, child support</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>SOURCE</th>
<th>AMOUNT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social Security, SSDI</td>
<td>$</td>
</tr>
<tr>
<td>Other government payments</td>
<td>$</td>
</tr>
<tr>
<td>Other</td>
<td>$</td>
</tr>
</tbody>
</table>

Total Income $ 0.00

Budgeting tip: keep a spending journal
One useful way to get an idea of what your expenses are is to keep a spending journal. Simply record all of your spending for one week, keeping track of the date, amount spent and what it was for. You may be surprised at the results!
<table>
<thead>
<tr>
<th>Expenses – fixed</th>
<th>AMOUNT</th>
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</thead>
<tbody>
<tr>
<td>Taxes: Federal</td>
<td>$</td>
</tr>
<tr>
<td>State</td>
<td>$</td>
</tr>
<tr>
<td>Local, property</td>
<td>$</td>
</tr>
<tr>
<td>FICA withholding</td>
<td>$</td>
</tr>
<tr>
<td>Medicare withholding</td>
<td>$</td>
</tr>
<tr>
<td>Mortgage or rent</td>
<td>$</td>
</tr>
<tr>
<td>Maintenance/repairs</td>
<td>$</td>
</tr>
<tr>
<td>Water/sewer</td>
<td>$</td>
</tr>
<tr>
<td>Natural gas/oil</td>
<td>$</td>
</tr>
<tr>
<td>Electricity</td>
<td>$</td>
</tr>
<tr>
<td>Cable/satellite TV/internet</td>
<td>$</td>
</tr>
<tr>
<td>Telephone/mobile phone</td>
<td>$</td>
</tr>
<tr>
<td>Trash removal</td>
<td>$</td>
</tr>
<tr>
<td>Alimony, child support</td>
<td>$</td>
</tr>
<tr>
<td>Insurance: Life</td>
<td>$</td>
</tr>
<tr>
<td>Health</td>
<td>$</td>
</tr>
<tr>
<td>Disability</td>
<td>$</td>
</tr>
<tr>
<td>Auto</td>
<td>$</td>
</tr>
<tr>
<td>Homeowner’s</td>
<td>$</td>
</tr>
<tr>
<td>Other</td>
<td>$</td>
</tr>
<tr>
<td>Autos: Loan/lease No. 1</td>
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<tr>
<td>Loan/lease No. 2</td>
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<tr>
<td>Gas/oil</td>
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<td>Maintenance/repairs</td>
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<table>
<thead>
<tr>
<th>Expenses – variable</th>
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<tbody>
<tr>
<td>Savings, investments: 401(k)</td>
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</tr>
<tr>
<td>IRA</td>
<td>$</td>
</tr>
<tr>
<td>Stocks and bonds</td>
<td>$</td>
</tr>
<tr>
<td>Mutual funds</td>
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</tr>
<tr>
<td>College savings</td>
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<td>Other</td>
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<tr>
<td>Groceries, food</td>
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<td>Clothes</td>
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<td>Furniture, appliances</td>
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<td>Entertainment</td>
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<tr>
<td>Medical payments</td>
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<td>Prescriptions</td>
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<td>Child/elder care</td>
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<td>Tuition</td>
<td>$</td>
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<tr>
<td>Other</td>
<td>$</td>
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<tr>
<td>Other</td>
<td>$</td>
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<tr>
<td>Other</td>
<td>$</td>
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| Total expenses | $0.00 |

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</thead>
<tbody>
<tr>
<td>Total income:</td>
</tr>
<tr>
<td>Minus total expenses:</td>
</tr>
<tr>
<td>= Balance:</td>
</tr>
</tbody>
</table>

---

For more information, call <phone> or visit <website>

Core securities, when offered, are offered through GWFS Equities, Inc. and/or other broker-dealers.

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Unless otherwise noted: Not a Deposit | Not FDIC Insured | Not Bank Guaranteed | Funds May Lose Value | Not Insured by Any Federal Government Agency
Reinventing Retirement
Knowledge Is Retirement Power

Louisiana Deferred Compensation Plan

Source: http://www.socialsecurity.gov/planners/benefitcalculators.htm#ht=1, 2015

What's keeping you from saving?

• “I can't afford to contribute.”

• “Retirement is too far off to worry about right now.”

• “I'm already taking care of my retirement needs by participating in another savings plan (such as an IRA or bank savings account).”
Pay yourself first

The cost of waiting one year

Before-tax saver’s account | Non-saver’s account
---|---
Gross annual pay | $25,000 | $25,000
Less: before-tax contribution (6%) | ($1,500) | ($0)
Taxable pay | $23,500 | $25,000
Less: federal income tax withheld | ($3,525) $225 lower | ($3,750)
Spendable pay | $19,975 | $21,250
Funds available for your retirement plan, end of year one | $1,500 | $0

Small savings = big rewards

FOR ILLUSTRATIVE PURPOSES ONLY. This hypothetical illustration is not intended as financial planning or investment advice. It assumes a 15% federal tax rate and does not account for state, Social Security or other taxes.
The before-tax saver’s potential account balance over time could be …

- After 10 years: $20,485
- After 20 years: $57,755
- After 30 years: $125,564

FOR ILLUSTRATIVE PURPOSES ONLY. This hypothetical illustration is intended to show the compounded value of investing in a tax-deferred vehicle. It is not intended as a projection or prediction of future investment results, nor is it intended as financial planning or investment advice. It assumes $125 monthly contributions, 6% annual rate of return, and reinvestment of earnings with no withdrawals. Rates of return may vary. The illustration does not reflect any associated charges, expenses or fees. The tax-deferred accumulation shown would be reduced if these fees had been deducted.

Increasing your contributions by just $25 a paycheck can make a big difference. This chart illustrates contribution amounts in $25 increments and how they accumulate over time.

FOR ILLUSTRATIVE PURPOSES ONLY. This is a hypothetical illustration to show the value of an increase in contributions. This hypothetical illustration assumes a 6% average annual rate of return, 24 pay periods, and reinvestment of earnings with no withdrawals. Rates of return may vary. This illustration does not include any charges, expenses or fees that may be associated with your plan. The tax-deferred accumulations shown above would be reduced if these fees had been deducted.
Your money can grow on a tax-deferred basis

Sally and Carl each earn $25,000 per year, and each saves 6% of his or her pay ($1,500) each year for retirement.

<table>
<thead>
<tr>
<th>Year</th>
<th>Sally Saving in her retirement plan</th>
<th>Carl Saving in a taxable savings account</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>$19,771</td>
<td>$18,955</td>
</tr>
<tr>
<td>15</td>
<td>$34,914</td>
<td>$32,613</td>
</tr>
<tr>
<td>20</td>
<td>$55,178</td>
<td>$50,126</td>
</tr>
<tr>
<td>25</td>
<td>$82,297</td>
<td>$72,586</td>
</tr>
<tr>
<td>30</td>
<td>$118,587</td>
<td>$101,387</td>
</tr>
<tr>
<td>35</td>
<td>$167,152</td>
<td>$138,320</td>
</tr>
<tr>
<td>40</td>
<td>$232,143</td>
<td>$185,683</td>
</tr>
</tbody>
</table>

A difference of $46,460 over time!

FOR ILLUSTRATIVE PURPOSES ONLY. This hypothetical illustration is intended to show a comparison between investing in a tax-deferred versus a taxable investment vehicle. It is not intended as a projection or prediction of future investment results, nor is it intended as financial planning or investment advice. It assumes a 6% annual rate of return, a 15% federal income tax bracket and reinvestment of earnings with no withdrawals. Rates of return may vary. Distributions from a tax-deferred retirement plan may be taxable as ordinary income. Assumes that the taxable account does not hold any investment for more than 12 months. Taxable investments held longer than 12 months may qualify for lower capital gains and/or qualified dividend tax rates, which may make the return on the taxable investments more favorable, thereby reducing the difference in performance between the accounts shown. The illustration does not reflect any associated charges, expenses or fees. The tax-deferred accumulation shown would be reduced if these fees had been deducted.

Track the cash — quick tips for saving

<table>
<thead>
<tr>
<th>Event</th>
<th>Monthly amount saved</th>
<th>Potential balance if invested for 25 years at 6%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shop around for a better cellphone plan</td>
<td>$15</td>
<td>$10,395</td>
</tr>
<tr>
<td>Receive a raise and invest $25 of it in your retirement plan</td>
<td>$25</td>
<td>$17,325</td>
</tr>
<tr>
<td>Shop for lower credit card interest rate</td>
<td>$30</td>
<td>$20,790</td>
</tr>
<tr>
<td>Find a lower car insurance premium</td>
<td>$50</td>
<td>$34,650</td>
</tr>
<tr>
<td>Refinance your mortgage</td>
<td>$150</td>
<td>$103,949</td>
</tr>
</tbody>
</table>

FOR ILLUSTRATIVE PURPOSES ONLY. This hypothetical illustration is not intended as a projection or prediction of future investment results, nor is it intended as financial planning or investment advice. It assumes a 6% annual rate of return and reinvestment of earnings with no withdrawals. Rates of return may vary. The illustration does not reflect any associated charges, expenses or fees. The tax-deferred accumulation shown would be reduced if these fees had been deducted.
You need enough money to last throughout retirement

- Worker confidence in having enough money to live comfortably throughout your retirement years:

<table>
<thead>
<tr>
<th>Worker Confidence</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very confident</td>
<td>18%</td>
</tr>
<tr>
<td>Somewhat confident</td>
<td>37%</td>
</tr>
<tr>
<td>Not too confident</td>
<td>24%</td>
</tr>
<tr>
<td>Not at all confident</td>
<td>23%</td>
</tr>
</tbody>
</table>

Source: Employee Benefit Research Institute, 2014 Retirement Confidence Survey

How much should you save?

- It can be overwhelming and frustrating.
- Here are a few simple rules of thumb:
  - Try to save 15% of your pretax income.¹
    - 15% may be ideal for a younger person looking to start saving
    - If you have to make up for lost time, you may need to save more.
    - The important thing is to start saving as much as you can right now!

What are you waiting for?
Join your retirement plan TODAY!

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Questions?

• Wayne Veal, Jr.
• Retirement Plan Advisor
• 225-394-2447
• wayne.veal@empower-retirement.com
LIMITED TIME OFFER: Sign up before November 30, 2018 to try a managed account for 90 days at no obligation.

Simplify your life with a personalized approach to investing

Customize your investments by taking advantage of the managed account service your employer offers through your plan. With a managed account, we create a personalized savings and investing strategy for you and provide ongoing management along the way to help you reach your individual goals. If you want to continue managing your own investments, you can take advantage of the online advice service.

EXPERIENCE THE BENEFITS OF A MANAGED ACCOUNT FOR YOURSELF

- **Personalizes your strategy** with your goals and financial situation in mind
- **Gives you confidence** by having a team of professionals do the work for you
- **Helps you reach your goals** with advice and guidance from experienced investment adviser representatives
- **Saves you time** by providing ongoing monitoring and management, and changes with you over time

There is no guarantee that participation in any of the advisory services will result in a profit or that the account will outperform a self-managed portfolio invested without assistance.

See how professional investment management may help you

CONTACT AN INVESTMENT ADVISOR REPRESENTATIVE AT 844-302-2448 or LEARN MORE AT LouisianaDCP.com

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Louisiana Deferred Compensation Plan
The Louisiana Public Employees Deferred Compensation Plan is the vehicle state employees use to save for retirement in addition to their pension benefit. I would encourage each of you to consider the Louisiana Deferred Compensation Plan. Your voluntary contributions to the Plan may enhance the quality of your retirement by supplementing your basic pension plan.

Some facts about Deferred Comp:

- There are two types of contributions: Roth 457 and Pre-Tax.
- You may join anytime.
- The Retirement Plan Advisors (RPAs) understand the Louisiana Deferred Compensation Plan and are ready to assist you with Retirement Readiness Reviews.

Two ways to join:

- Online at www.louisianadcp.com. Register, complete the information, and answer the verification questions.
- Complete the Active Choice flier (attached) and email to the Deferred Comp Baton Rouge office at louisianadcp@empower-retirement.com and a RPA will contact you.

The attached fliers illustrate what the Plan can do for you. By beginning now, you will be taking the first step toward ensuring a successful retirement.

Jay Dardenne  
Commissioner of Administration  
Louisiana Division of Administration  
PO Box 94095  
Baton Rouge, LA  70804-9095  
(225) 342-7000
RSEA Update
ABOUT RSEA
The Retired State Employees Association (RSEA) was formed in 1966 as an independent, member driven organization that represents men and women, and their families, who have retired or will retire from employment with the State of Louisiana.

RSEA is your voice! RSEA receives no appropriation, grant or subsidy from any level of government. RSEA depends on its support through your dues.

MISSION
"To advance the quality of life of current and future retired state employees who have given of their talents to the State of Louisiana."

OBJECTIVES
To make a significant difference in the lives and well-being of current and future retirees by:

• Protecting retirement and health benefits; securing COLAs; and providing access to other needed benefits.
• Informing members of important congressional legislation regarding new or enhanced social security benefits.

COLLABORATION
RSEA works with the Louisiana State Employees’ Retirement System (LASERS) and the Office of Group Benefits (OGB) to provide information to the state Legislature and Louisiana Congressional leaders on retirement and health benefit issues. RSEA is able to engage in efforts that LASERS and OGB, as well as active state employees, legally cannot.

RSEA and LASERS join together to convince the Legislature and the Governor to oppose any special interest legislation that would have a significant fiscal impact on the retirement system and unfairly treat the regular membership.

MEMBERSHIP
• Any retired Louisiana State Employee (including those in DROP) wanting to work together for our benefits from the state.
• Any active Louisiana State Employee wanting to maintain the future of our retirement system.
• Any individual who wishes to support the cause of retired state employees (Associate).

JOIN NOW
• Complete and return the application form contained in this brochure. Annual dues are only $18.00.
• You can sign up for the Direct Withdrawal pay plan from your LASERS retirement check. The monthly deduction is $10.00 per month
• You can sign up for the Direct Withdrawal pay plan from your LASERS retirement check. The monthly deduction is $1.50 per month.

RSEA NINE AREA CHAPTERS

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RSEA NINE AREA CHAPTERS

RSEA, On the Grow
Membership, Pass it On!