



# VRS Overview

**Presented to the Joint Legislative Audit and Review Commission**

Susan T. Gooden, Ph.D., Chair, VRS Board of Trustees

Andrew H. Junkin, VRS Chief Investment Officer

Patricia S. Bishop, VRS Director

July 6, 2026

# Agenda

## VRS Overview

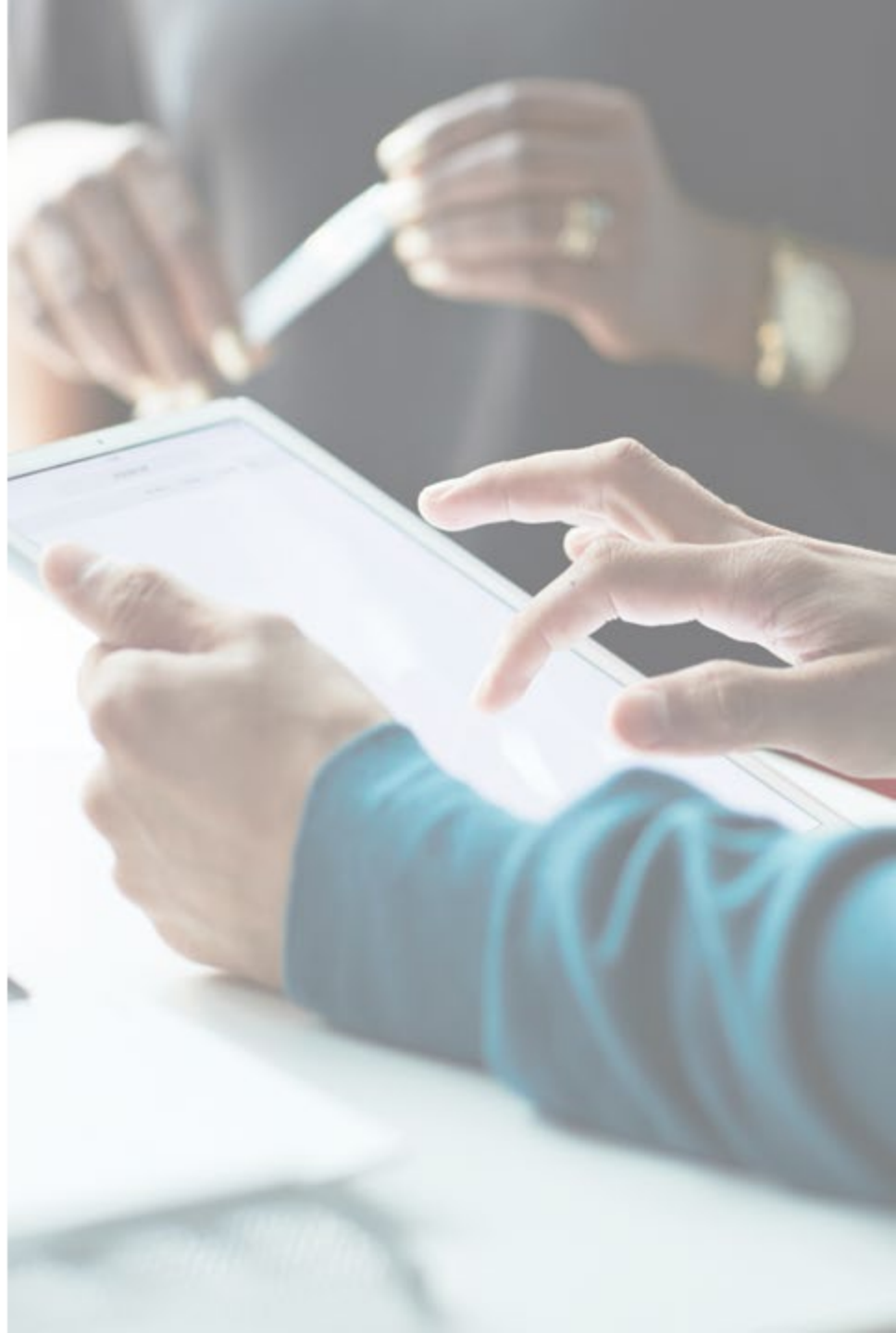
**Susan T. Gooden, Ph.D.**  
Chair, VRS Board of Trustees

## Investments Overview

**Andrew H. Junkin**  
VRS Chief Investment Officer

## Administration Overview

**Patricia S. Bishop**  
VRS Director





# VRS Overview

**Susan T. Gooden, Ph.D.**  
Chair, VRS Board of Trustees

# VRS Board Members in Fiscal Year 2026



**Susan T. Gooden, Ph.D., *Chair***  
VCU



**A. Scott Andrews, *Vice Chair***  
Northern Contours & Harvest Equity Investments



**John M. Bennett**  
VCU (Retired)



**Lawrence A. Bernert III**  
Clearstead Advisory Solutions



**J. Clifford Foster IV**  
Raymond James & Associates



**Jessica L. Hood**  
Wise County and City of Norton  
Commonwealth's Attorney's Office



**The Hon. Matthew James**  
MJames Consulting LLC



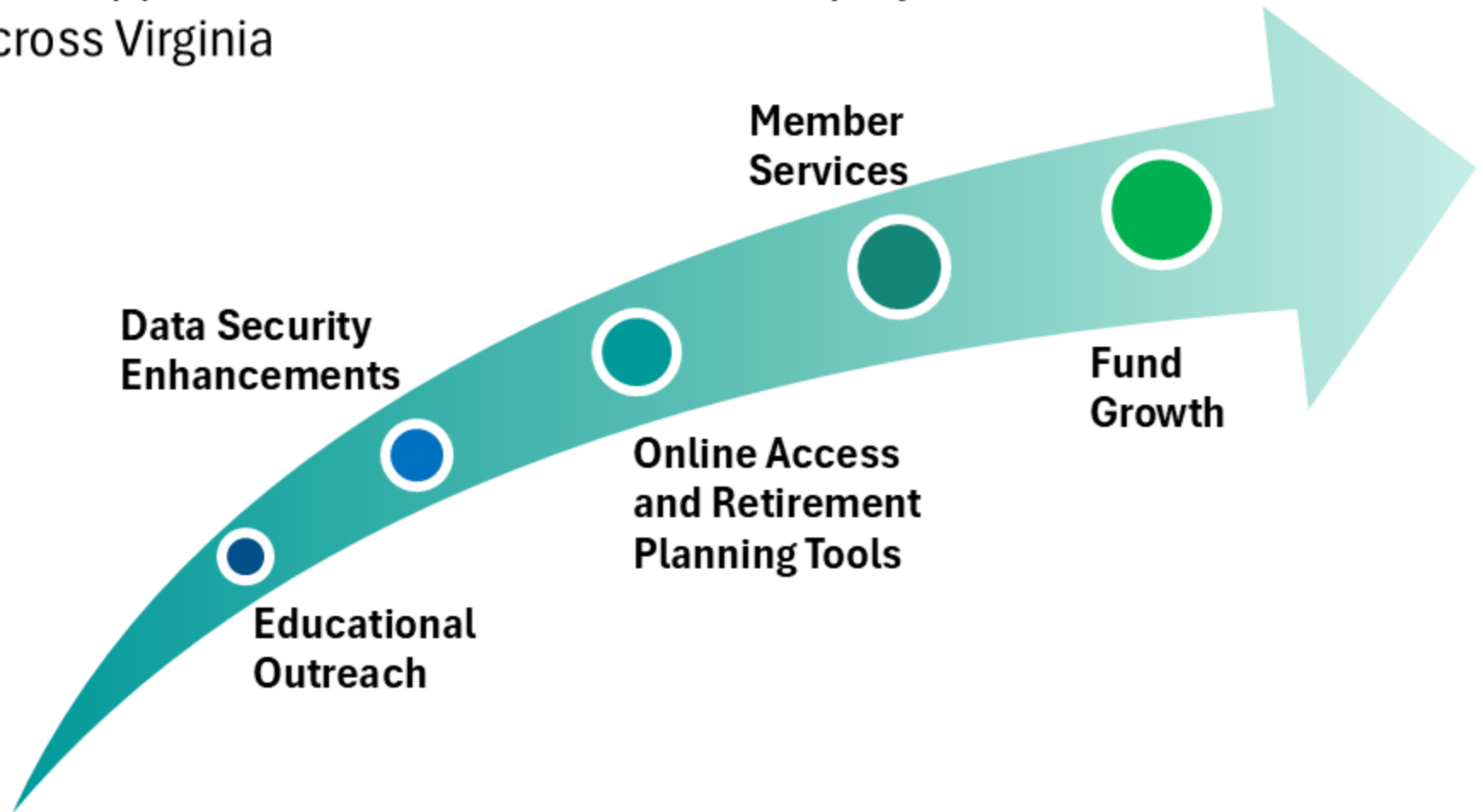
**William H. Leighty**  
DecideSmart LLC



**Lindsey K. Pantele**  
Henrico County  
Public Schools

# Continued Progress in Service Delivery

VRS supports members, retirees and employers across Virginia



**Data Security  
Enhancements**

**Member  
Services**

**Fund  
Growth**



**Educational  
Outreach**

**Online Access  
and Retirement  
Planning Tools**

# Diversification Helps Manage Risk

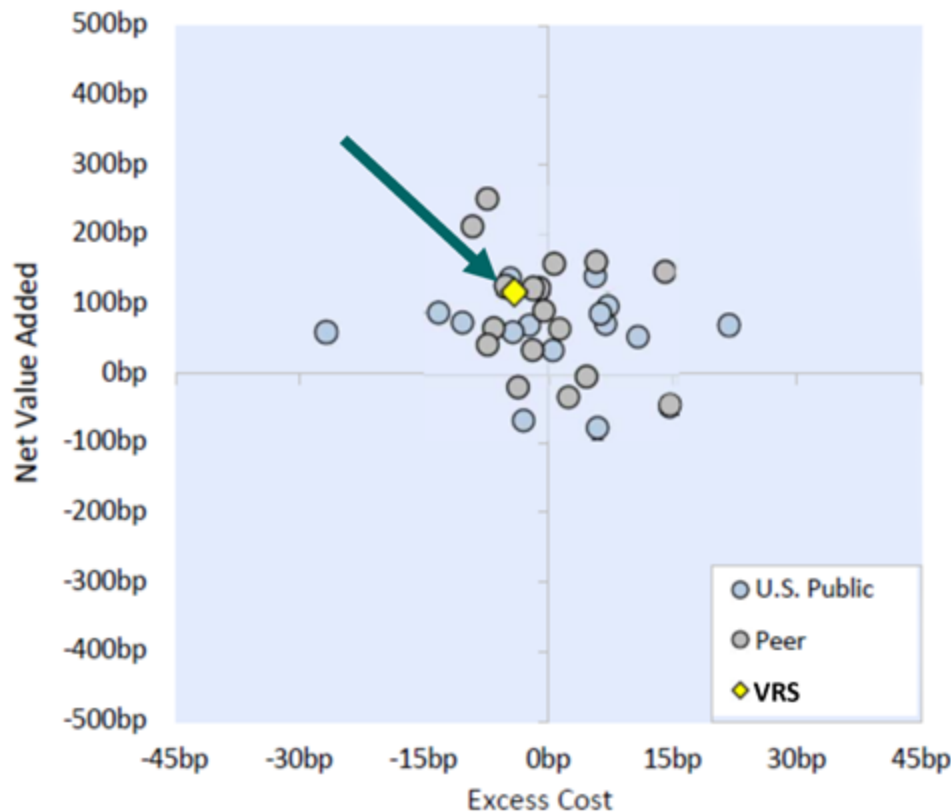


- In 2020, the VRS Trust Fund stood at \$86.1 billion.
- Today, the fund has a market value of nearly \$130 billion.

# CEM Benchmarking: VRS Investments

## 5-year net value added versus excess cost

(Your 5-year: net value added 118 bps, cost savings 4 bps)



- **VRS' five-year net total return: 8.3%**  
U.S. public median: 7.5%  
VRS peer median: 7.6%
- **VRS' five-year net value added: 1.2%**  
U.S. public median: 0.8%  
VRS peer median: 1.1%
- **VRS' investment cost: 73.4 bps**  
Benchmark cost: 76.4 bps

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# Defined Contribution Plans

as of March 31, 2026

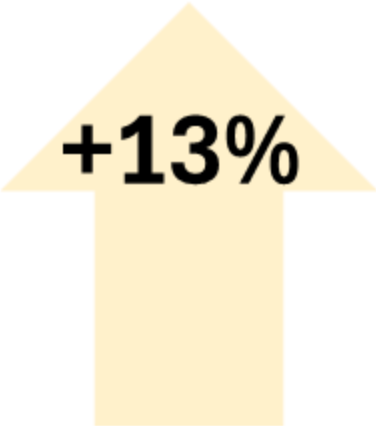
VRS is seeing growth in member savings through its defined contribution plans:

**\$12 billion**  
in total assets,  
a nearly 20%  
increase  
over last year



**+20%**

Approximately  
**750,000**  
**accounts** with  
over 400,000  
unique  
participants,  
up 13% this year



**+13%**

# Hybrid Retirement Plan

- VRS partners with Voya Financial to encourage increased retirement savings.
- New campaigns target key moments to prompt higher voluntary contributions.
- SmartStep enables automatic, scheduled contribution increases set by members.
- Members can access calculators, guides, videos and other online tools.
- VRS is collaborating with DHRM to add Hybrid Learning Channel content to the new-hire webpage.



# New Hybrid Plan Outreach Campaigns

## Targeted Communication to Members

**Retirement Goals under 40**  
It is never too early to start planning

**Are you a new hybrid plan member?**  
Get out on your savings journey now.

If you will be covered by the Hybrid Retirement Plan in your new position but have not yet been enrolled by your employer, don't wait to make a voluntary election. Present your contribution election today.

**Maximize the Match**

Employee Selected	Employer Matching
100%	100%
75%	75%
50%	50%
25%	25%
0%	0%

**Componente de contribución definida del plan de jubilación híbrido**  
Su guía del plan

**Planes de contribución definida del sistema de jubilación de Virginia**  
Guía de acceso a la cuenta

**Don't leave money on the table.**  
Get the full employer match.

**Como miembro del sistema de jubilación híbrido**  
Su guía del plan

**Take the Next Step in Building Your Retirement Savings**

**Don't leave money on the table.**  
Get the full employer match.

**Planes de contribución definida del sistema de jubilación de Virginia**  
Su guía del plan

# Opportunities to Enhance Hybrid Retirement Plan Outcomes\*



- Auto-enrolling new hybrid plan members in the voluntary portion of the plan, with the ability to opt out



- Increasing auto-escalation frequency

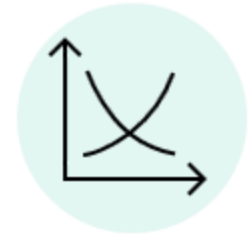


- Adjusting the required member contribution to the DB portion of the plan so that a higher portion goes to the DC component

\* Plan design changes require legislative action.

# Summary

- Fully funding contributions allows VRS to pay down unfunded liabilities and improve plan health.
- A strategic and diversified approach to investing has elevated fund market value to nearly \$130 billion.
- Continued partnership with the legislature and governor allows VRS to deliver on promises made to public employees.



# Investments Overview

**Andrew H. Junkin**  
VRS Chief Investment Officer





# Investments Agenda

- Long-Term Asset Allocation
- Performance Update
- Staff Value Add
  - Internal Management
  - Cost-Effective Implementation
- Markets & Economy

# Asset Liability Study – Risk Reduction

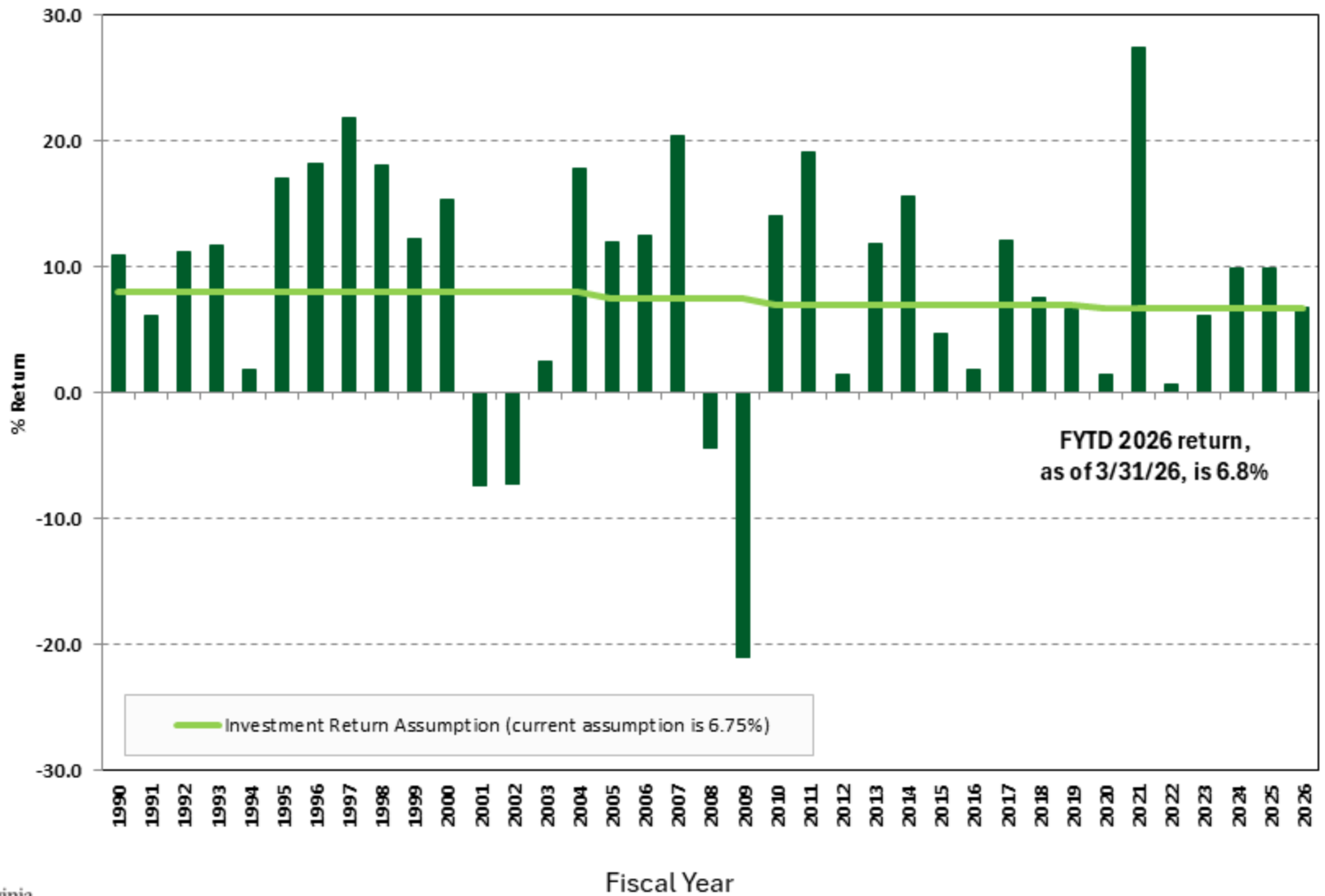
- After a comprehensive Asset Liability Management study conducted in 2023/2024, the VRS Board adopted a long-term asset allocation that increases the overall diversification of the portfolio without sacrificing expected returns in the future.
- *Code of Virginia* requires the Board to “diversify such investments so as to minimize the risk of large losses.”
- VRS will begin its regularly planned Asset Liability Management study beginning this fall and the Board will adopt a new long-term asset allocation before fiscal year 2028.

	Prior Target Allocation	Long Term Target Allocation
Public Equity	34%	32%
Fixed Income	15%	16%
Credit Strategies	14%	16%
Real Assets	14%	15%
Private Equity	16%	15%
Private Investment Partnerships	2%	1%
Diversifying Strategies	4%	6%
Cash	1%	2%
Total	100%	103%
<i>Leverage included in the Total</i>	0%	-3%

	Prior Target Allocation	Long Term Target Allocation
Expected Annualized Return	7.3%	7.3%
Expected Annualized Volatility	10.7%	10.2%
Return Greater Than 6.75% - 10 Years	53%	55%
Return Greater Than 6.75% - 20 Years	55%	61%



# VRS Fiscal Year Returns



# Total Fund Performance\* as of March 31, 2026

For all periods, the returns have exceeded the 6.75% long-term rate of return.

	VRS Return	Benchmark	
1-year	11.5	12.2	—
3-year	9.7	11.0	—
5-year	7.8	6.8	+
10-year	8.8	8.2	+
15-year	8.2	7.6	+
20-year	7.1	6.5	+
25-year	7.2	6.7	+

\* Percent; net of fees

Source: Bank of New York

# Total Fund Performance\* as of March 31, 2026

	10 Year	5 Year	3 Year	1 Year	Market Value (\$MM)
<b>Total Public Equity</b>	<b>11.1</b>	<b>10.1</b>	<b>17.4</b>	<b>20.8</b>	<b>42,342</b>
<i>Benchmark</i>	11.1	9.1	16.1	18.4	
<b>Total Private Equity</b>	<b>14.1</b>	<b>11.2</b>	<b>7.0</b>	<b>8.3</b>	<b>19,910</b>
<i>Benchmark</i>	13.8	11.6	21.0	22.3	
<b>Total Real Assets</b>	<b>7.0</b>	<b>6.2</b>	<b>1.4</b>	<b>5.9</b>	<b>17,113</b>
<i>Benchmark</i>	4.8	3.7	-0.6	4.1	
<b>Total Credit Strategies</b>	<b>7.8</b>	<b>7.8</b>	<b>10.3</b>	<b>8.8</b>	<b>19,017</b>
<i>Benchmark</i>	6.0	5.1	8.1	5.9	
<b>Total Diversifying Strategies</b>	<b>n/a</b>	<b>5.2</b>	<b>7.9</b>	<b>6.2</b>	<b>6,711</b>
<i>Benchmark</i>	n/a	4.7	8.0	6.5	
<b>Total Private Investment Partnerships</b>	<b>8.8</b>	<b>10.0</b>	<b>7.9</b>	<b>8.3</b>	<b>1,952</b>
<i>Benchmark</i>	7.9	7.1	9.0	10.5	
<b>Total Fixed Income</b>	<b>2.7</b>	<b>1.2</b>	<b>4.7</b>	<b>5.4</b>	<b>19,864</b>
<i>Benchmark</i>	1.9	0.6	4.1	4.7	
<b>Total Fund</b>	<b>8.8</b>	<b>7.8</b>	<b>9.7</b>	<b>11.5</b>	<b>129,276</b>
<i>VRS Custom Benchmark</i>	8.2	6.8	11.0	12.2	

\*Percent; net of fees

Source: Bank of New York

# Total Fund Performance\* as of April 30, 2026

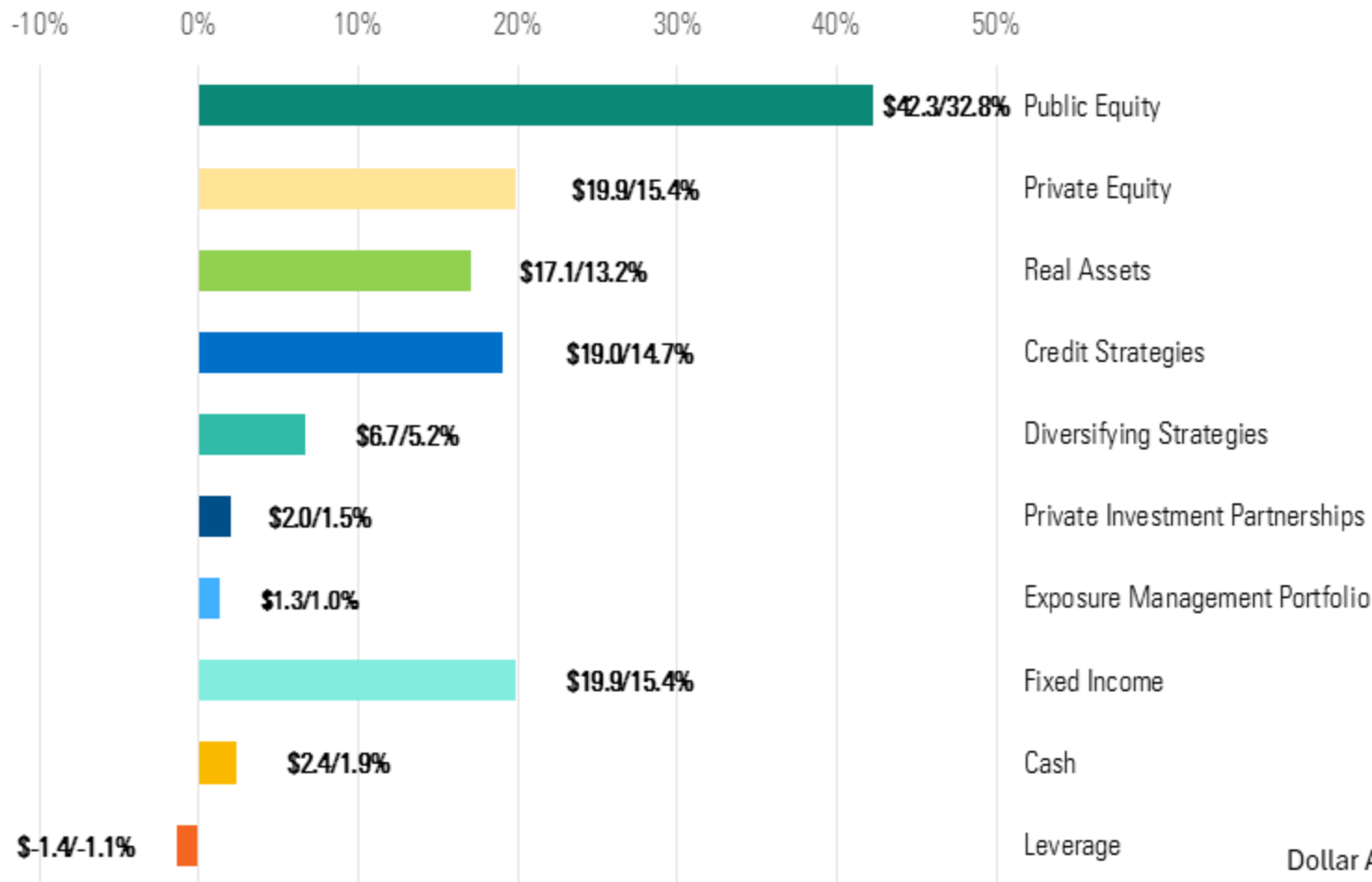
	10 Year	5 Year	3 Year	1 Year	Fiscal YTD	Market Value (\$MM)
<b>Total Public Equity</b>	<b>11.9</b>	<b>11.0</b>	<b>20.2</b>	<b>29.6</b>	<b>18.0</b>	<b>45,534</b>
<i>Benchmark</i>	11.9	10.1	18.9	27.7	16.8	
<b>Total Private Equity</b>	<b>14.1</b>	<b>10.9</b>	<b>7.0</b>	<b>8.1</b>	<b>6.5</b>	<b>19,882</b>
<i>Benchmark</i>	14.6	12.2	19.2	21.0	27.3	
<b>Total Real Assets</b>	<b>7.0</b>	<b>6.1</b>	<b>1.5</b>	<b>6.3</b>	<b>4.9</b>	<b>17,254</b>
<i>Benchmark</i>	4.8	3.6	-0.3	4.1	3.3	
<b>Total Credit Strategies</b>	<b>7.7</b>	<b>7.7</b>	<b>10.2</b>	<b>9.5</b>	<b>7.4</b>	<b>19,046</b>
<i>Benchmark</i>	6.0	5.3	8.2	7.5	4.4	
<b>Total Diversifying Strategies</b>	<b>n/a</b>	<b>5.0</b>	<b>7.9</b>	<b>8.4</b>	<b>7.7</b>	<b>6,984</b>
<i>Benchmark</i>	n/a	4.3	7.9	6.5	5.3	
<b>Total Private Investment Partnerships</b>	<b>8.8</b>	<b>10.0</b>	<b>7.9</b>	<b>8.6</b>	<b>5.6</b>	<b>1,952</b>
<i>Benchmark</i>	8.1	7.3	8.6	10.6	11.1	
<b>Total Fixed Income</b>	<b>2.7</b>	<b>1.1</b>	<b>4.6</b>	<b>5.5</b>	<b>4.4</b>	<b>19,939</b>
<i>Benchmark</i>	1.8	0.5	4.0	4.7	3.6	
<b>Total Fund</b>	<b>9.1</b>	<b>8.0</b>	<b>10.6</b>	<b>14.5</b>	<b>9.9</b>	<b>132,881</b>
<i>VRS Custom Benchmark</i>	8.5	7.1	11.6	15.1	11.8	

\*Percent; net of fees

Source: Bank of New York

# Asset Allocation as of March 31, 2026

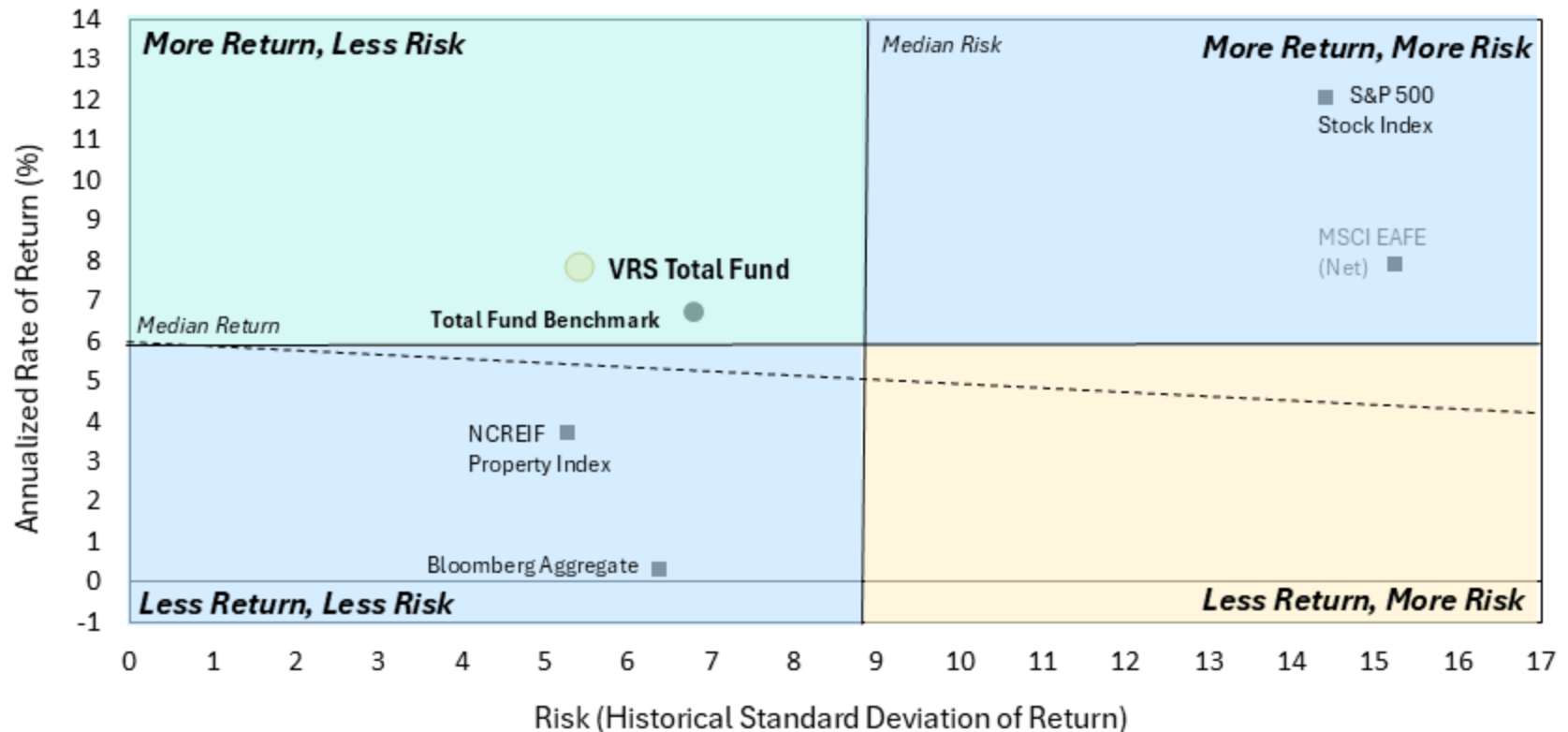
**Total Fund Market Value = \$129.3 billion**



Dollar Amounts in Billions /  
Percent of Total Fund  
Difference in totals are due to rounding  
Source: Bank of New York

# Trust Universe Comparison Services

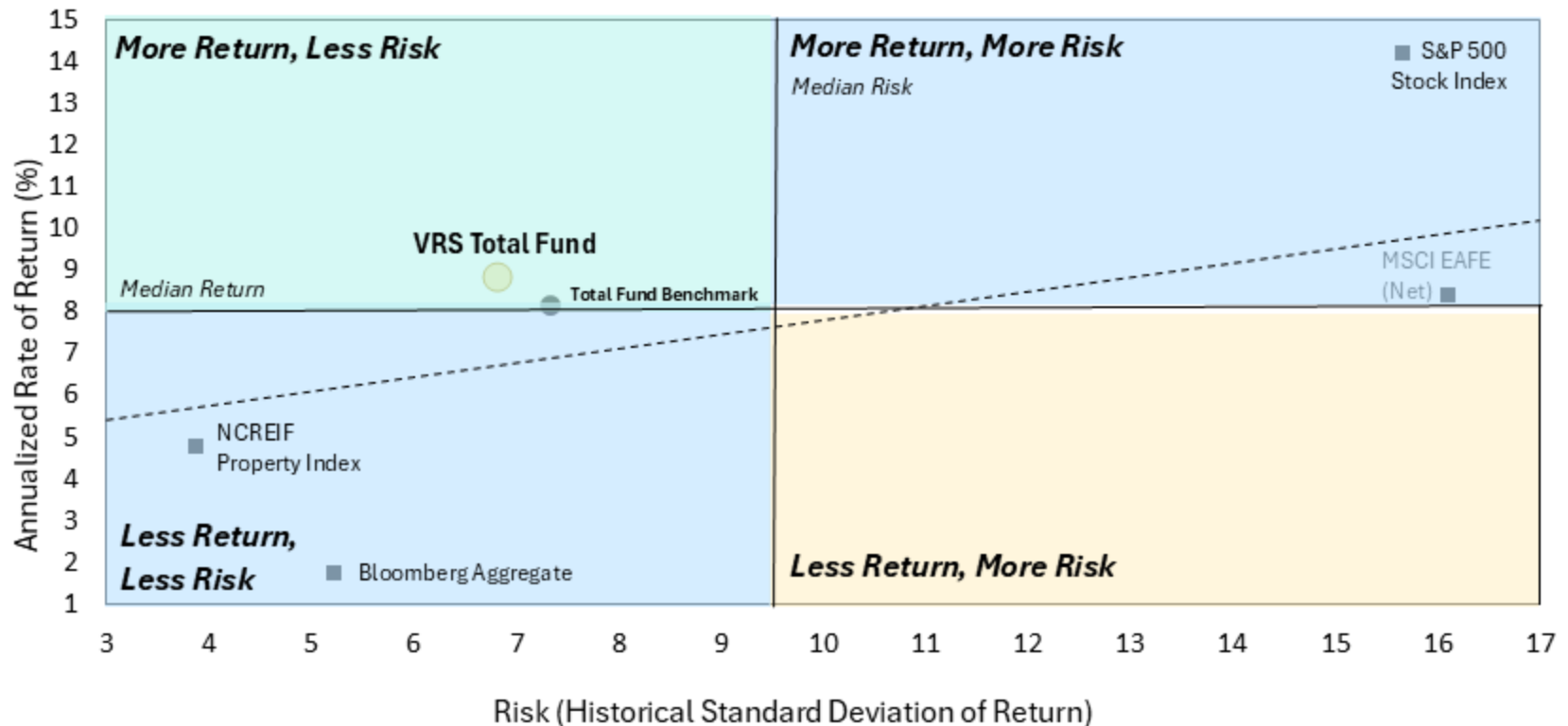
**Risk vs Total Return**  
5 Years Ending March 31, 2026



Source: Wilshire Trust Universe Comparison Service® (TUCS®)

# Trust Universe Comparison Services

**Risk vs Total Return**  
10 Years Ending March 31, 2026



Source: Wilshire Trust Universe Comparison Service® (TUCS®)

# Internally Managed Assets

Asset Class	Objective	\$MM
<b>Fixed Income</b>	Core	18,189.3
	Core Plus	759.2
	<b>Subtotal</b>	<b>18,948.5</b>
<b>Equity</b>	Low Tracking Error	14,221.0
	Low Volatility	7,632.3
	Other	36.9
	<b>Subtotal</b>	<b>21,890.2</b>
<b>Other</b>	Public Market Assets	241.6
	Private Market Assets	6,679.6
	<b>Subtotal</b>	<b>6,921.2</b>
	<b>Total</b>	<b>47,759.9</b>

as of March 31, 2026

# Adding Value Multiple Ways

## Total Fund 10-Year Value Add

As of 12/31/2024



Source: BNY Data, 12/31/24

## Effective Cost Management

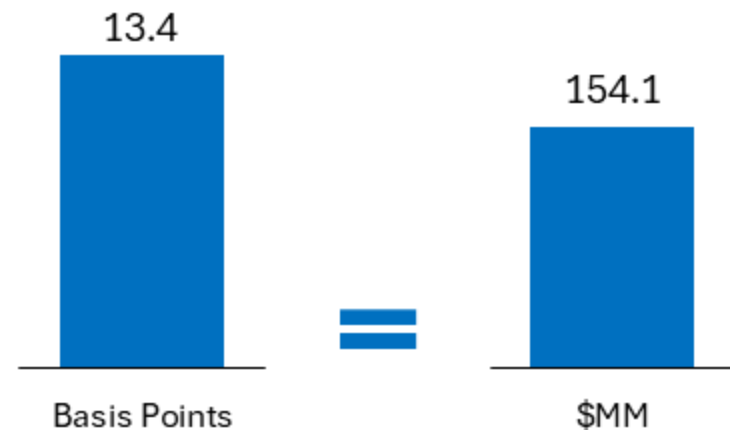
As of 12/31/2024



Source: CEM, CY2024

## In-House Management Fee Savings

As of 12/31/2024



Source: CEM, CY2024

# Markets & Economy



Financial markets have continued to have positive returns, with public equity markets near record levels and technology/AI-related investments remaining a major driver of returns.



Inflation has increased recently and consumer sentiment is low. Despite this, the U.S. economy has remained resilient with AI-related capital expenditures creating significant activity.



Geopolitical developments continue to create event risk. VRS manages this through diversification, liquidity planning, and a long-term investment horizon rather than attempting to trade around short-term events.

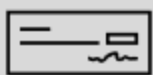


While recent market performance has been favorable, future returns may be more dependent on earnings growth and disciplined implementation.

# Risk Management and Stewardship



VRS continues to strengthen risk management, including liquidity and leverage oversight, stress testing, and monitoring of geopolitical and policy-driven risks.



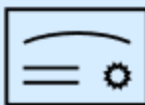
The portfolio maintains sufficient liquidity to meet benefit payments and other obligations, even under stressed market conditions.



VRS continues to expand our use of internal management to save on investment fees and expenses.



Staff development remains a strength of the organization, with continued investment in professional expertise across public markets, private markets, risk, operations, and governance.



Ongoing professional development and training.

- 35 Chartered Financial Analyst designations
- 8 Chartered Alternative Investment Analyst designations
- 57 Master's degrees
- 5 Ph.D.s
- 1 Juris Doctor

# Summary



VRS remains focused on prudent risk-taking, strong governance, cost-effective implementation, and benefit security for members and retirees.



VRS is in a stronger position than a year ago: funded status has improved and employer contribution rates have generally benefited from strong investment performance.



Over the long term (5-, 10-, 15-, 20, and 25-year periods), the VRS portfolio has exceeded both its policy benchmark and the 6.75% assumed rate of return, reflecting the effectiveness of a diversified, risk-aware investment approach.



Investment staff continues to generate value through strong relative performance and efficient, cost-conscious implementation of investment strategies.



# Administration Overview

**Patricia S. Bishop**  
VRS Director



Our mission is to deliver retirement and other benefits  
to Virginia public employees  
through sound financial stewardship  
and superior customer service.



# VRS Total Membership\* as of May 31, 2026

	Plan 1	Plan 2	Hybrid	Total
Teachers	47,542	25,360	94,505	<b>167,407</b>
Political Subdivision Employees	24,691	33,978	67,504	<b>126,173</b>
State Employees	19,532	11,454	50,669	<b>81,655</b>
State Police Officers' Retirement System (SPORS)	731	1,110		<b>1,841</b>
Virginia Law Officers' Retirement System (VaLORS)	1,235	6,075		<b>7,310</b>
Judicial Retirement System (JRS)	89	30	351	<b>470</b>
<b>Total Active Members</b>	<b>93,820</b>	<b>78,007</b>	<b>213,029</b>	<b>384,856</b>

**Total  
Active Members  
384,856**

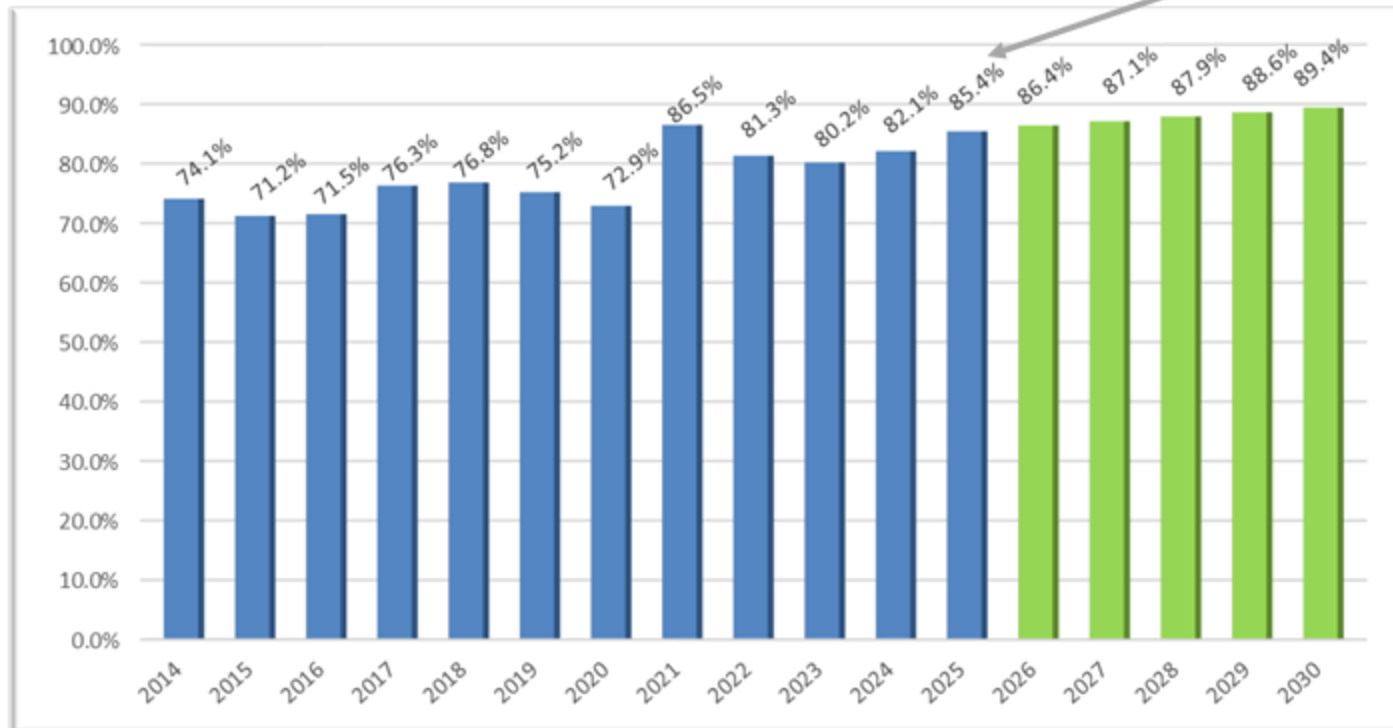
**Retirees/  
Beneficiaries  
253,727**

**Inactive/Deferred  
Members  
241,715**

**VRS Total  
Population  
880,298**

# Funded Status: State Plan

The funded status for FY 2025 based on the actuarial value of assets was 82.8%



State Plan  
Unfunded  
Liability as of  
6/30/2025

\$5.4 Billion  
using  
Actuarial  
Assets

\$4.5 Billion  
using  
Market Assets

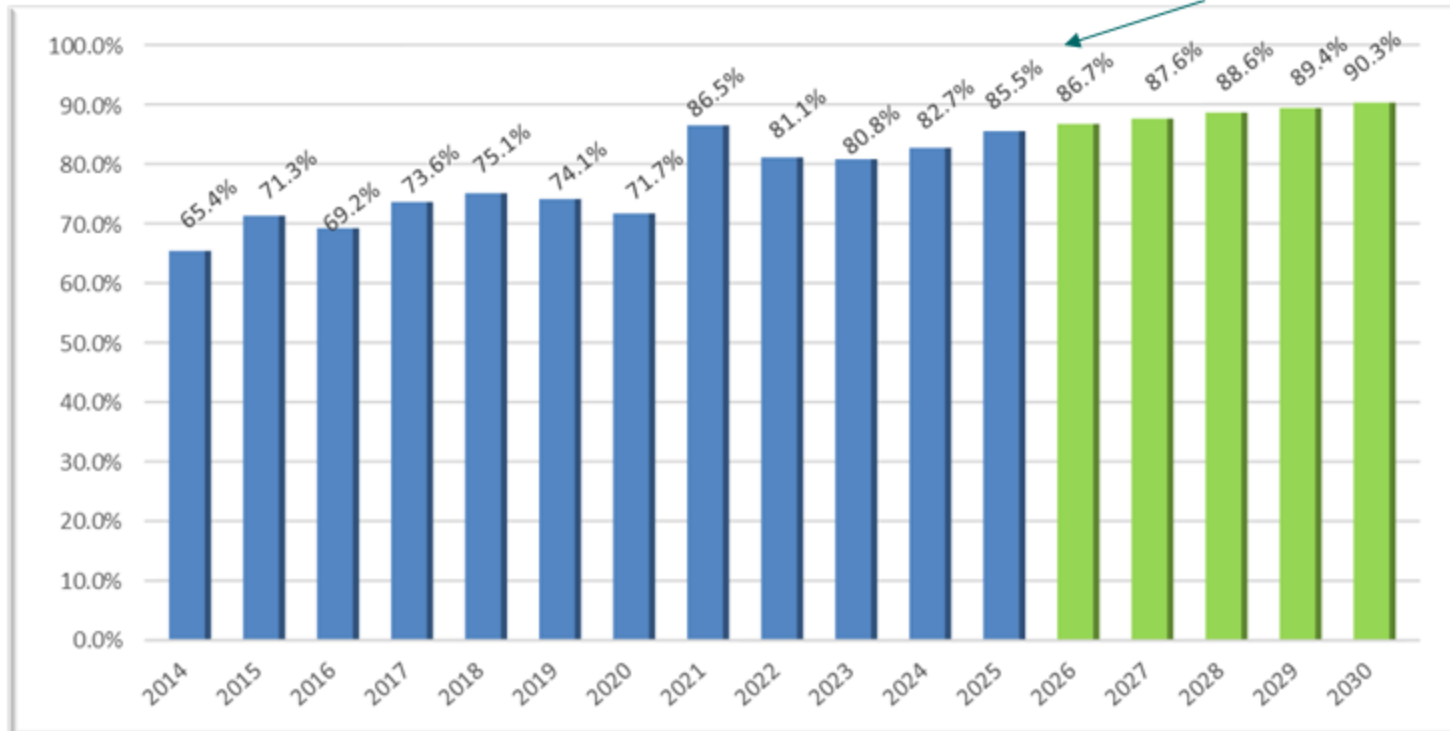
■ Historical Funded Status using Market Value of Assets    ■ Projected Funded Status using Market Value of Assets

**Notes:**

- Projected funded status based on assumed investment returns of 6.75% and inflation of 2.5%.
- GASB Accounting rules reflect funded status using Market Value of Assets.

# Funded Status: Teacher Plan

The funded status for FY 2025 based on the actuarial value of assets was 82.8%



Teacher Plan Unfunded Liability as of 6/30/2025

\$11.2 Billion using Actuarial Assets

\$9.5 Billion using Market Assets

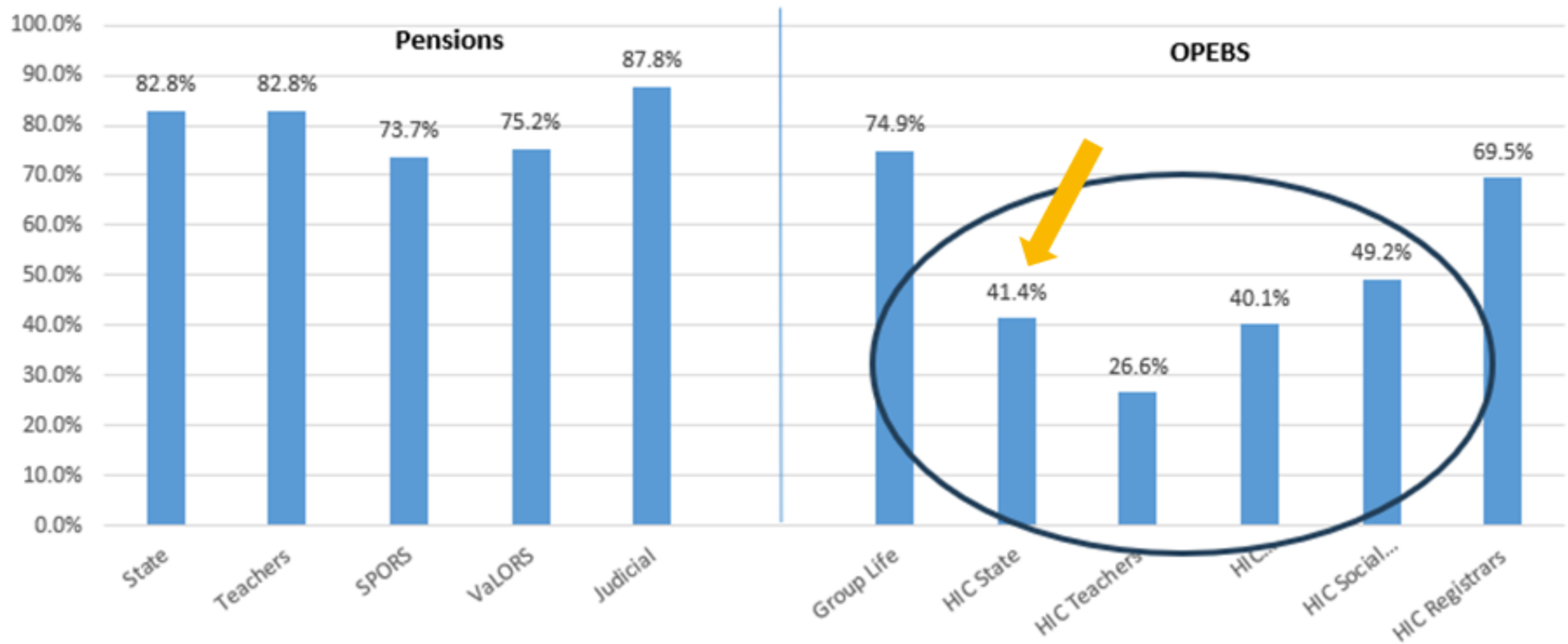
■ Historical Funded Status using Market Value of Assets    ■ Projected Funded Status using Market Value of Assets

Notes:

- Projected funded status based on assumed investment returns of 6.75% and inflation of 2.5%.
- GASB Accounting rules reflect funded status using Market Value of Assets.

# Outlook for OPEB Plans

Funded Status for State-Supported Benefit Plans  
Actuarial Value of Assets Basis – June 30, 2025

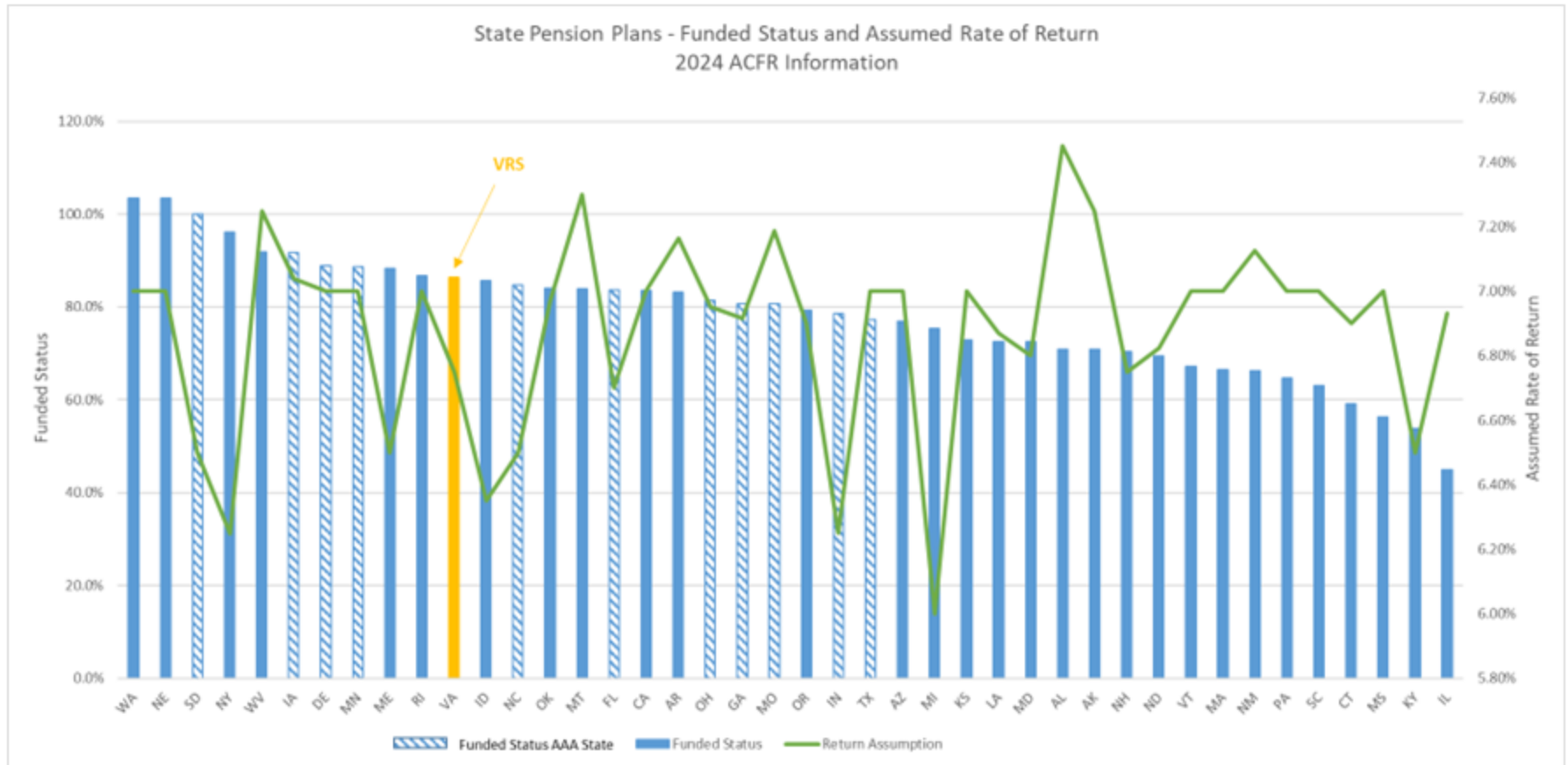


# OPEB Funded Status and Unfunded Liabilities: Market Value of Assets (MVA)

System	2024		2025	
	UAAL based on MVA (Dollars in Thousands)	Funded Status	UAAL based on MVA (Dollars in Thousands)	Funded Status
Group Life	\$ 1,166,536	72.5%	\$ 980,861	78.0%
HIC State	\$ 689,141	35.8%	\$ 613,069	42.5%
HIC Teachers	\$ 1,141,564	22.0%	\$ 1,054,242	27.3%
VSDP	\$ (364,449)	211.0%	\$ (467,052)	260.1%
<b>HIC Locals in Aggregate</b>				
HIC Locals in Aggregate	\$ 29,409	61.6%	\$ 24,118	69.6%
HIC Constitutional Officers	\$ 25,888	35.4%	\$ 23,909	41.5%
HIC Social Services	\$ 8,264	44.1%	\$ 7,524	50.0%
HIC Registrars	\$ 226	59.1%	\$ 143	75.2%
VLDP Teachers	\$ 471	96.7%	\$ 828	95.5%
VLDP Political Subdivisions	\$ (3,717)	130.7%	\$ (5,922)	138.9%
<b>Total OPEBS</b>	<b>\$ 2,693,334</b>	<b>63.0%</b>	<b>\$ 2,231,721</b>	<b>70.0%</b>

# State Pension Plans: Funded Status and Assumed Rate of Return

VRS is in the top quartile compared to other states.\*



\* VRS uses a lower discount rate than many other states that if normalized would move VRS up in rankings.


# 2026 Stress Test Completed



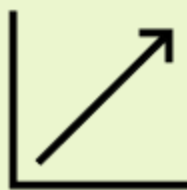
- Report includes:
  - Economic Scenario Testing**
  - Review of Non-Investment Risks to Plan Funding**
  - Strategies to Enhance Funding**
- Provides an analysis of the potential impact of various scenarios and hypothetical situations and supports transparency regarding the future health of the retirement system.

**Section 51.1-124.30:1 of the *Code of Virginia* required VRS to formally adopt a policy to regularly report sensitivity and stress testing analyses for members of the General Assembly.**

# Benefits of Improved Plan Health

A light teal rounded square containing a large black percentage symbol (%).

Stability  
in employer  
contribution  
rates



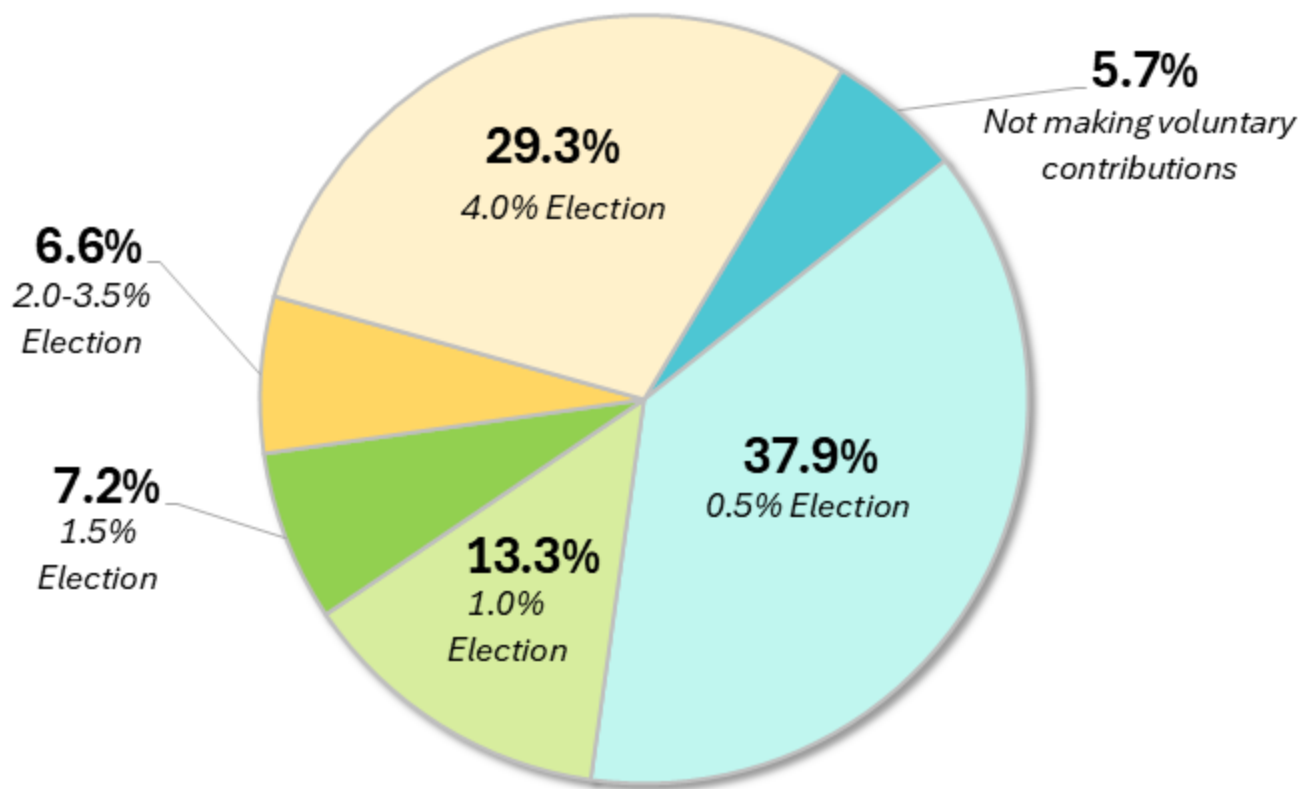
Improved  
funded status  
of VRS plans



Greater resiliency,  
especially during  
periods of  
market volatility

# Hybrid 457 Plan – Voluntary Participation

Voluntary contribution percentages for **all** current hybrid plan members effective April 1, 2026



**Voluntary Contribution Percentages**

■ 0.0% ■ 0.5% ■ 1.0% ■ 1.5% ■ 2.0-3.5% ■ 4.0%

# Innovations and Member-Focused Initiatives

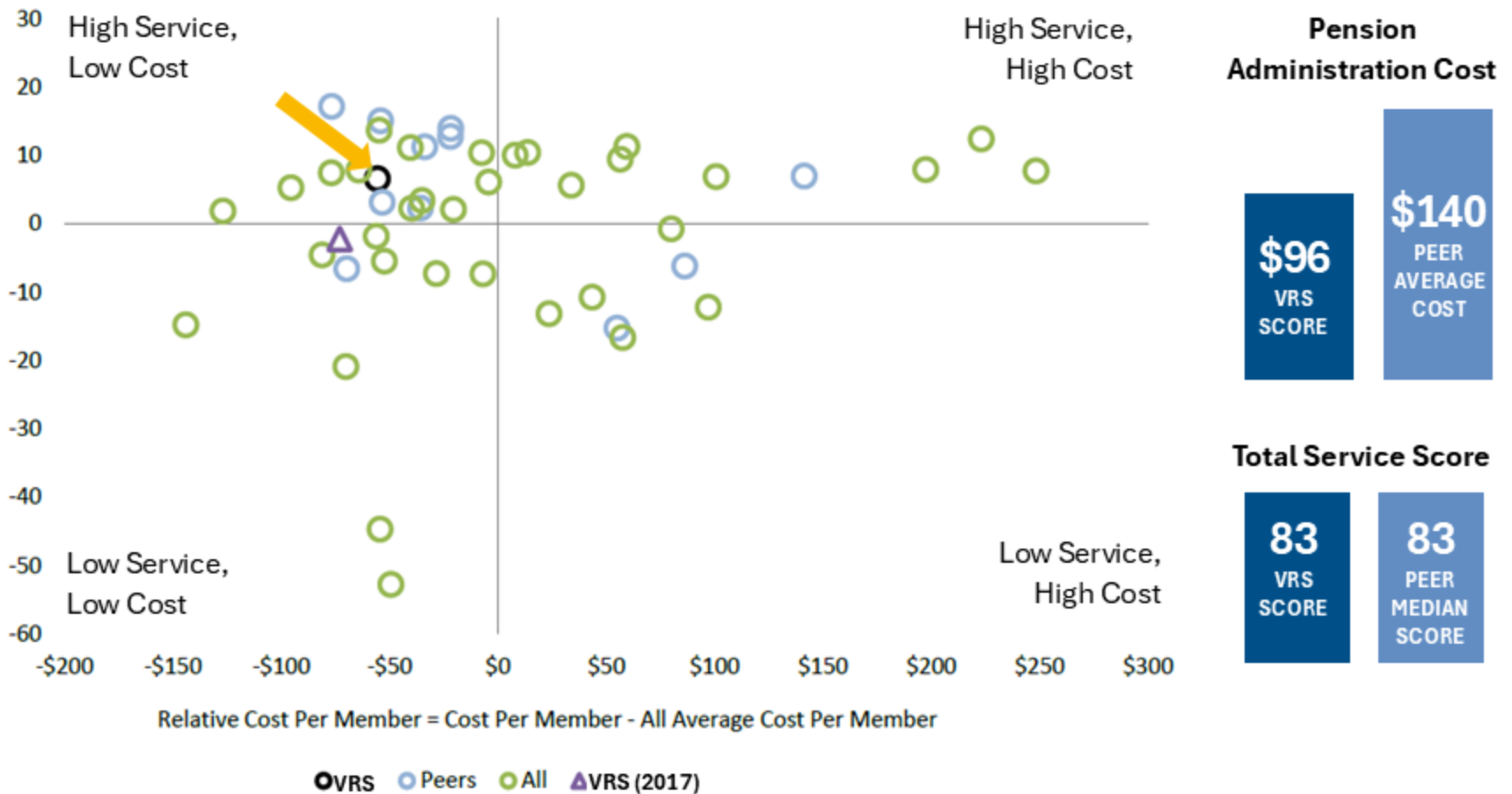
Strengthening operations:

- Expanded data capabilities, records management practices and responsible applications of AI.
- Implemented a new HR information system to streamline hiring, onboarding, performance evaluation and training.
- Increasing digital accessibility from 90% to 96%+ to meet federal and state ADA requirements.



# CEM Benchmarking: VRS Administration

Relationship between VRS service and pension administration cost



# Summary

- Continue to provide cost-effective service delivery including enhanced outreach and tools for improving member savings.
- Plan funded status has improved, and contribution rates for most employers remain stable in the new biennium.
- Ongoing financial support, including the cash infusion into the state Health Insurance Credit plan, results in lower liabilities and enhanced stability.
- The Governor and General Assembly's commitment to fully funding contribution rates ensures plan health.



Helping members  
plan for tomorrow,  
today





# Appendix

# Legislative Changes to VRS Plans

VRS implemented two legislative changes on July 1:

- Judges formerly in the Hybrid Retirement Plan are now members of VRS Plan 2 for prospective service.
- Local emergency dispatchers now have disability benefits through the Virginia Local Disability Program.
  - VRS Plan 1 and Plan 2 members were given the option to remain in the disability retirement program.



# Recent VRS Awards



**Certificate of Achievement  
for Excellence in Financial Reporting**

**Award for Outstanding Achievement  
in Financial Reporting**

Government Finance  
Officers Association



**Certificate of Transparency**

National Conference  
on Public Employee  
Retirement Systems



**Public Pension Standards Award  
for Funding and Administration**

Public Pension  
Coordinating Council



**Philanthropy Excellence Award**

**Heart of the CVC Award**

2025 Commonwealth of Virginia Campaign

# VRS Fiduciary Duty



## **Administer the trust fund solely in the interests of VRS members, retirees and beneficiaries.**

- *Constitution of Virginia*
- *Code of Virginia*
- *Internal Revenue Code*



## **Manage assets with care, skill, prudence and diligence.**

- Trustees carry out the Board's fiduciary duties and responsibilities.
- Protect long-term value of investment portfolio.
- Provide benefit security to members and rate stability for employers.



## **Maintain broadest possible opportunity set in the investment portfolio.**

- Divesting from/not investing in certain sectors may contradict fiduciary requirements.
- Investment income has historically funded two-thirds of benefit payments.

# Constitutional Duties and U.S. Code: Exclusive Benefit Rule

## ***Constitution of Virginia, Article X, Section 11:***

“The funds of the retirement system shall be deemed separate and independent trust funds, shall be segregated from all other funds of the Commonwealth, and shall be **invested and administered solely in the interests of the members and beneficiaries thereof.**” [Emphasis added.]

## **26 United States Code § 401(a):**

“A trust ... shall constitute a qualified trust under this section ... if under the trust instrument it is impossible ... for any part of the corpus or income to be (within the taxable year or thereafter) used for, or diverted to, purposes other than **for the exclusive benefit of his employees or their beneficiaries....**” [Emphasis added.]

# VRS Employer Contribution Rates by Fiscal Year

<b>Retirement Program</b>	<b>FY 2025-2026</b> Defined Benefit Rate*	<b>FY 2027-2028</b> Board-Certified Defined Benefit Rate***
State Employees	12.52%	11.07%
Teachers	14.21%	12.20%
State Police Officers' Retirement System	31.32%	31.67%
Virginia Law Officers' Retirement System	24.60%	22.60%
Judicial Retirement System	30.67%	30.49%
Non-Professional School Board and Political Subdivision Employees	Varies by Employer**	Varies by Employer**

\* Additional contributions of 1.0% – 3.5% of the hybrid payroll is required for Hybrid Retirement Plan members.

\*\* Political subdivision and non-professional school board employers can download actuarial valuation reports and rate letters directly from myVRS Navigator.

\*\*\* Subject to action by the General Assembly.

# Other Post-Employment Benefits Contribution Rates by Fiscal Year

OPEB		FY 2025-2026	FY 2027-2028 Board-Certified Rates
Group Life Insurance	Employee	0.71%	0.64%
	Employer	0.47%	0.42%
	Total	1.18%	1.06%
Health Insurance Credit	State Employees	1.12%	0.70%
	Teachers	1.21%	0.88%
	Non-Professional School Board Members and Political Subdivision Employees	Varies by Employer*	Varies by Employer*
Virginia Sickness and Disability Program	Covered Payroll	0.50%	0.42%
Virginia Local Disability Program	Teachers	0.45%	0.48%
	Political Subdivision Employees	0.74%	0.79%

\* Political subdivision and non-professional school board employers can download actuarial valuation reports and rate letters directly from myVRS Navigator.

# Estimated Employer Contributions

Plan	Fiscal Year 2026	Appropriation Act	Fiscal Year 2027	Fiscal Year 2028
State	12.52%	12.52%	11.07%	11.07%
SPORS	31.32%	31.32%	31.67%	31.67%
VaLORS	22.81%	24.60%	22.60%	22.60%
JRS	30.66%	30.67%	30.49%	30.49%
<b>Teachers</b>	<b>14.21%</b>	<b>14.21%</b>	<b>12.20%</b>	<b>12.20%</b>
<b>Total Statewide Plans</b>				

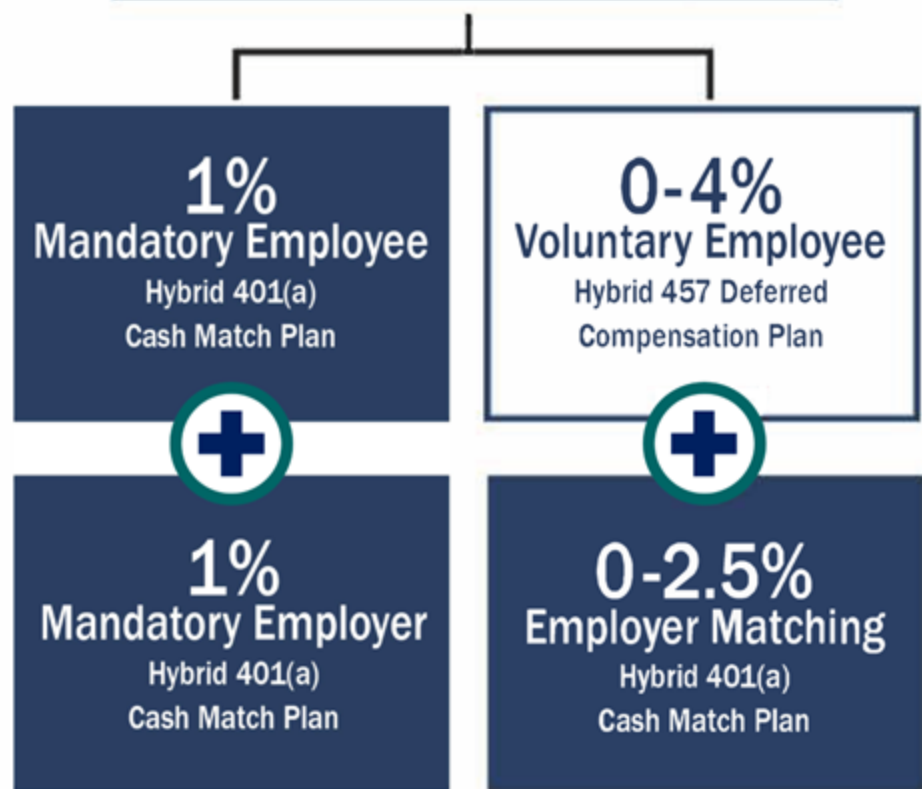
Plan	Estimated Employer Contributions FY 2027			Estimated Employer Contributions FY 2028		
	General Fund	Non-General Fund	Total	General Fund	Non-General Fund	Total
State	\$322,610,000	\$407,276,000	\$729,886,000	\$332,288,000	\$419,495,000	\$751,783,000
SPORS	\$53,441,000	\$7,357,000	\$60,798,000	\$55,045,000	\$7,577,000	\$62,622,000
VaLORS	\$91,541,000	\$11,198,000	\$102,739,000	\$94,287,000	\$11,535,000	\$105,822,000
JRS	\$31,599,000	\$0	\$31,599,000	\$32,547,000	\$0	\$32,547,000
<b>Teachers</b>	<b>\$572,101,000</b>	<b>\$858,152,000</b>	<b>\$1,430,253,000</b>	<b>\$589,264,000</b>	<b>\$883,897,000</b>	<b>\$1,473,161,000</b>
<b>Total Statewide Plans</b>	<b>\$1,071,292,000</b>	<b>\$1,283,983,000</b>	<b>\$2,355,275,000</b>	<b>\$1,103,431,000</b>	<b>\$1,322,504,000</b>	<b>\$2,425,935,000</b>

# Hybrid Retirement Plan Structure

## Defined Benefit Component

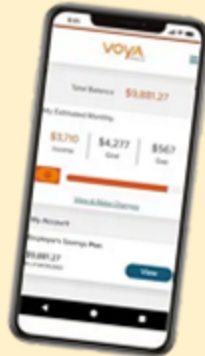


## Defined Contribution Component



# Communications and Outreach

The **Voya Retire mobile app** allows members to manage their accounts on the go



**SmartStep**

**SmartStep** allows members to increase their voluntary contributions at a date they choose

With **GoHybrid**, employees can elect a voluntary contribution before their hire date or enrollment in VRS



The **Hybrid Learning Channel**



features a video series to educate members

# Calculators for Planning and Saving

**My Retirement Overview®**

If you have considered these questions, My Retirement Overview may have the answers.

- Am I saving enough for retirement?
- How much can I afford to save from each paycheck?
- Am I on track to pursuing my retirement objectives?

My Retirement Overview delivers two powerful calculators in one simple tool.

- In only a few steps, the Retirement Calculator allows you to estimate the amount you may need to save for retirement. The results are immediately presented in an easy-to-read graph that identifies potential gaps in your retirement funding.
- The Paycheck Calculator allows you to compare your current contribution level to three other contribution levels. This comparison quickly illustrates how various contribution levels can impact your take-home pay today.

By combining the retirement and paycheck analysis calculators, you get a more complete review of your retirement outlook.

**My Retirement Overview®**  
Check out My Retirement Overview

Call Now!

**My Retirement Overview®** shows the change in a paycheck when making voluntary contributions

**Traditional vs. Roth IRA Calculator**

What are the differences in Roth and Traditional IRAs?

At the top left is an important part of your retirement calculator. The tool can help you better understand the future difference between what the IRS will deduct from your traditional contributions, you can choose what you would like your traditional contributions to be based on.

**Calculate** **Show Report**

A Roth IRA may be worth \$27,000.00 more than a traditional IRA.

Age, income and retirement information

Traditional IRA: \$10,000.00  
Roth IRA: \$10,000.00  
Age at retirement: 65  
Retirement age: 70  
Annual contribution: \$10,000.00  
Total contributions: \$100,000.00

Investment return, taxes, employment and other values

Investment return: 7.00%  
Employment: 40 hours per week  
Other values: 0.00%

**Traditional vs. Roth IRA Comparison**

After Tax Comparison

**Traditional vs. Roth IRA Calculator** explains the Roth option and selecting pretax or after-tax savings

**RMD Calculator**

How much are you required to withdraw from your retirement account?

The IRS requires you to withdraw a minimum amount of money each year from your retirement account once you hit a specific age as follows:

- Age 70 1/2 for an individual who starts age 70 after December 31, 2012, and age 70 before January 1, 2020
- Age 70 for an individual who starts age 70 after December 31, 2012

This amount, also known as your Required Minimum Distribution (RMD), is determined by your age and account balance - it will change each year.

Do you have multiple RMDs? Even though you must calculate each account individually, you can take your total RMD amount from one account or many.

Do you have a retirement account? If you are a beneficiary of a retirement account, use our Beneficiary RMD Calculator to determine your minimum withdrawal.

**Calculate** **Show Report**

Your required minimum distribution is \$2,775.85 (based on the selected tax and contribution).

Plan Information

Year of RMD: 2025  
Current balance: \$100,000.00  
Annual RMD: \$2,775.85  
RMD start date: 12/31/2025

Required Minimum Distributions by Year

Bar chart showing RMD amounts increasing from 2025 to 2035.

**RMD (Required Minimum Distribution) Calculator** estimates distribution amounts

**myOrangeMoney® Retirement Calculator**

Planning for retirement starts with a goal. Orange Money® is the money you save for tomorrow, today. myOrangeMoney® will show you the future monthly income you may need and your progress toward that goal.

All we need are answers to five simple questions:

Question 1 of 5  
How old are you?

Why ask for your age?  
Quite simply, to know how many years you have left before retirement to slow away orange dollars!

**Next Question**

**myOrangeMoney® Retirement Calculator** helps estimate the amount needed to save for retirement

# Financial Planning Services



- Available to **all** VRS members and retirees, regardless of participation in a DC plan, through Voya Financial's Be Ready team.
- Dedicated financial planners for VRS membership, including financial advice options.

## Individual Consultation: No cost to participant

- Focus on comprehensive financial planning needs beyond retirement savings.
- 30-minute consultation with a financial advisor delivered via phone or video conference.

## Financial Planning Webinars

- Live webinars with professionals.

[varetire.org/make-a-plan](https://varetire.org/make-a-plan)