

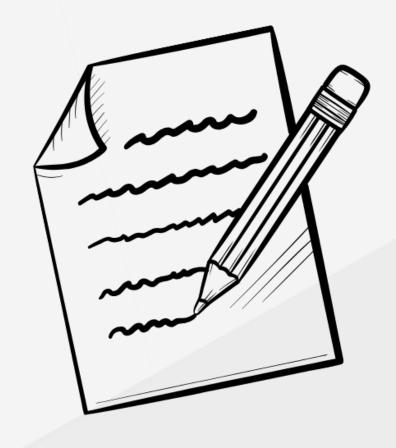
Friendly reminders

- This presentation contains general information to be used as a guide during the webinar. For more information, please visit **www.TRSL.org**
- All participants are muted.
 - Have a question? Type your question in the Q&A Box.
 - We will answer questions during the webinar and at Q&A periods.
- This webinar will be recorded. Our recordings & PDFs are available at <u>www.trsl.org/members/webinars</u>
- Check out our YouTube page @TRSLOnline

If you have any specific questions about your retirement, please contact us at AskTRSL.org so we can look up your account and assist you directly.



What do you want to learn today?



1.____

2._____

3.____

What we will cover

Participating in DROP

- What happens during your DROP participation?
- How was your DROP deposit calculated?

Ending DROP participation

- What happens if you want to continue working?
- How is the time you work after DROP calculated?

Retirement after DROP

- What forms should you complete?
- How and when will your benefits be paid?

Q & A periods will be provided.



Understanding DROP: 3 simple rules

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2

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Educate yourself

- What happens to your salary while you're in DROP?
- What is being deposited into your DROP account?

Don't listen to your friends

- What's right for your friend <u>MAY NOT BE</u> right for you.
- Every member has different circumstances.

There's a form for everything

- Forms for entering DROP
- Forms for retiring during or after DROP participation
- Forms for taking funds out of your DROP account

Deferred Retirement Option Plan (DROP)

- DROP is an optional program that allows you to freeze your monthly retirement benefit check while you continue to work and earn a paycheck.
- During DROP, your monthly retirement benefit is deposited into a special account each month.
 - » Minimum participation time: 1 day
 - » Maximum participation time: 36 months (3 years)





Deferred Retirement Option Plan (DROP)

 The "frozen" benefit is calculated based upon years of service credit and average compensation upon entering DROP.

Your decision to participate in DROP is irrevocable.

- You can apply up to 12 months before your DROP window opens.
- Members can end DROP participation and terminate employment (retire) at any time.



"What is the DROP window?"

The DROP window refers to the 3-year (up to 36 months) period of time you can participate in DROP, starting from your first day of eligibility.

Your window opens when you are **FIRST eligible**.

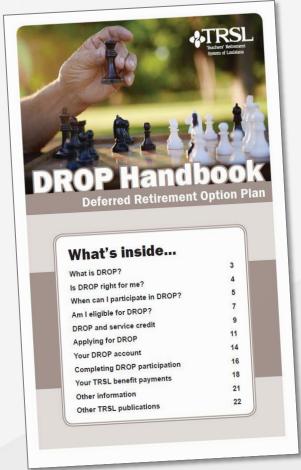
This period is your **ONE-TIME** opportunity to participate in DROP during your career.



It is important to find out the **EXACT DATE** you first become eligible for DROP.



DROP eligibility – Regular Plan



Membership prior to Jan. 1, 2011

Age 60 with 10 years*

Age 55 with 25 years

Any age with 30 years

*2.0% benefit factor

Membership between Jan 1, 2011 & June 30, 2015

Age 60 with 5 years

Membership on or after July 1, 2015

Age 62 with 5 years



You're in DROP!

- The retirement option you selected on your affidavit
 (<u>not your contributions</u>) determines how much is deposited
 into your DROP account.
- The option chosen is a permanent choice. You will not get to choose another option when you retire.

You submitted an application to enter DROP, not to officially retire.



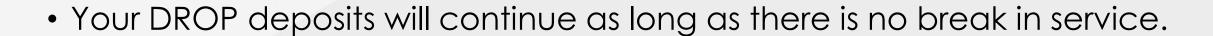
TRSL computed your benefits & sent you an Affidavit of Retirement Option Election.



You returned the notarized affidavit, in which you chose a retirement option.

While in DROP, what is the same?

- You continue to work and draw a salary.
- You continue to earn and use leave.
- You are still eligible for raises, promotions, etc.
- You can change jobs and/or employers.







While in DROP, what is different?

- Neither you nor your employer makes contributions to TRSL.
 - No service credit is earned while you are in DROP.
- Your salary is not reported to us while you are in DROP.
 - We will not know if you have received a salary increase/decrease.
- Your retirement benefit is "frozen."
 - The retirement option you chose determines how much is deposited into your account.
 - If you don't work after DROP participation and retire, this will be your base monthly retirement benefit.





Example: DROP account

- This member selected the maximum option on their affidavit, which was calculated to be \$2,356.
- The retirement option chosen is the amount that will be deposited into the DROP account each month.

Amount	Length of time in DROP
\$28,272	12 months in DROP
\$56,544	24 months in DROP
\$84,816	36 months in DROP

- Members can end DROP participation and terminate employment (retire) at any time.
- Maximum participation time participating in DROP is 36 months.



DROP account statements

- Online quarterly statements (through Member Access):
 - January, April, July, & October





Information on statements:

- Deposits (during DROP, after a retroactive deposit)
- Withdrawals (after retirement)
- Interest (after DROP, your DROP account is eligible to earn interest)



DROP interest rates

Members eligible to participate in DROP on or after Jan. 1, 2004:

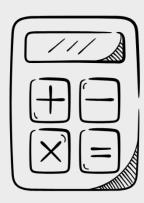
Earn interest based on the liquid asset money market rate (less a 0.25% admin fee)

Funds for this group are invested in a liquid asset money market account

Interest is posted monthly (2024 average interest rate was 4.9703%)

Interest rate is similar to the rate paid by financial institutions on regular savings accounts

For more information about DROP interest rates, please visit www.TRSL.org







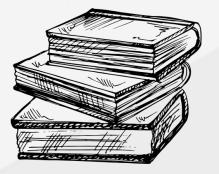
Your options after DROP participation



TERMINATE EMPLOYMENT (RETIRE):

- Start receiving monthly benefits
- Begin DROP account withdrawals

OR

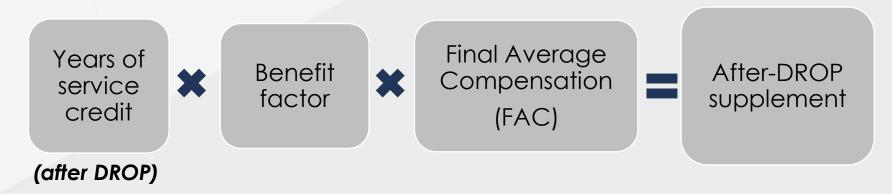


CONTINUE TO WORK:

- DROP deposits will end
- Resume contributions to TRSL
- Earn supplemental benefit (added to your future monthly retirement benefit after you retire)

Formula for after-DROP supplement

- The formula for calculating the after-DROP supplement uses the same three components as the DROP deposit calculation.
- Your benefit factor will be the same as when you entered DROP (2% or 2.5%) and "froze" your benefit.
- The retirement option you chose at the time of entering DROP is also a factor in calculating your supplemental amount.





Working after DROP

 Upon retirement, TRSL will calculate a supplemental retirement benefit for <u>ALL</u> post-DROP service.

✓ 4 months

√ 1 year

√ 5 years



Any amount of time you work after DROP **can** result in a higher monthly retirement benefit.



After-DROP supplement

 Your length of employment after DROP will determine the FAC amount used in the supplemental calculation:

	<u>PRIOR TO</u> Jan. 1, 2011	ON OR AFTER Jan. 1, 2011
If you work LESS than	3 YEARS:TRSL will use your before-DROP average.*	5 YEARS:TRSL will use your before-DROP average.*
If you work MORE than	3 YEARS:TRSL will calculate an after-DROP average.**	5 YEARS:TRSL will calculate an after-DROP average.**

^{*} This is the same FAC that was used to calculate your DROP deposit.

^{**}This may be a different FAC, depending on if your salary is higher or lower 3 or 5 years after DROP.



Example: After-DROP supplement

Your final monthly retirement benefit = base benefit (before DROP) + supplement (after DROP) in 1 payment. Max benefit example below:

1 x 2.5% x \$3,770 = \$94	
\$2,356	Base benefit
\$94	+ supplement
\$2,450	Final retirement benefit

Working 1 year after DROP

3 x 2.5% x \$4,000 = \$300		
\$2,356	Base benefit	
\$300	+ supplement	
\$2,656	Final retirement benefit	

Working 3 years after DROP





Is DROP right for you?

- Will my benefit be calculated at 2.0% or 2.5%?
 - » DROP at age 60 with 10 years is calculated at 2.0%. (under Regular Plan)
 - » Regular service retirement at age 65 with 20 years is calculated at 2.5%.
- What if I receive a significant salary increase (or change in position) while I'm in DROP?
 - » Any salary increase you receive while you are in DROP will not be added to your FAC.
- How long do I plan to work after my DROP participation ends?
 - » If you work for many years after DROP, it could result in a lower benefit than if you had not participated in DROP.





Applying for retirement

There are two ways you can apply for retirement/DROP:



Apply online through your **MEMBER ACCESS account**: **www.TRSL.org/memberaccess**



Submit Application for Service Retirement, ILSB, or DROP (Form 11) via fax, mail or scan/email to TRSL.

Entering DROP: Submit **Form 11 (only)** to enter DROP.

OOO Retiring after DROP: Submit Form 11H, Form 15D & IRS Form W-4P to retire.

Apply through Member Access



Retiring after DROP: Submit Form 11H

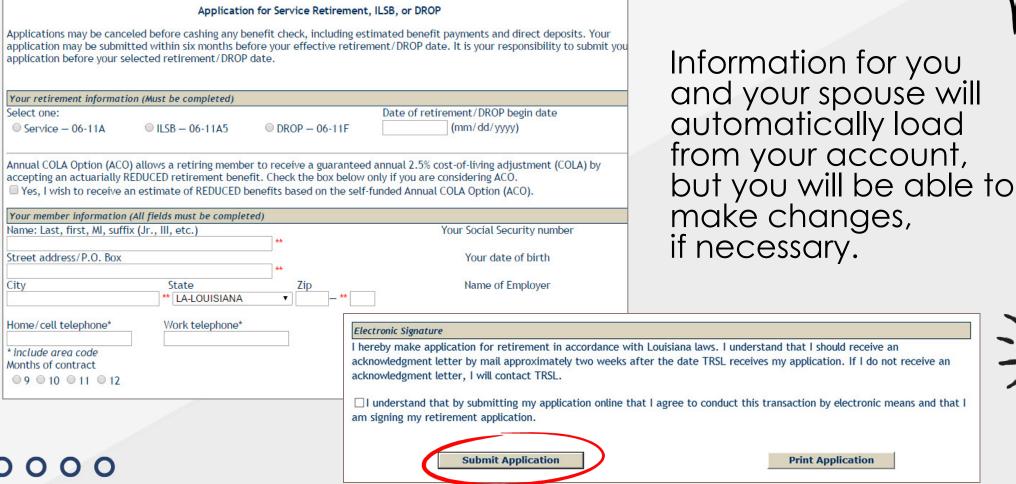


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NOTE: Two weeks after submission of the Form 11 or 11H to TRSL, you will receive an acknowledgment letter in the mail.



Apply through Member Access









Leave credit: Sick leave

- 1. At their discretion, your employer may pay you up to 25 days of unused sick leave at your daily rate of pay upon retiring or entering DROP.
- 2. At the time of retirement, unused sick leave may be converted to service credit:
 - This can increase your monthly retirement benefit.
 - TRSL makes this conversion 4-6 months after you have retired, when your final benefit has been calculated.



Unused sick leave cannot be used to attain eligibility for retirement.



Unused sick leave conversion chart

Sick day balance		Comico ovadil
9-month employees	10-month employees	Service credit earned
10-18 days	11-20 days	0.1 year
19-36 days	21-40 days	0.2 year
37-54 days	41-60 days	0.3 year
55-72 days	61-80 days	0.4 year
73-90 days	81-100 days	0.5 year
91-108 days	101-120 days	0.6 year
109-126 days	121-140 days	0.7 year
127-144 days	141-160 days	0.8 year
145-162 days	161-180 days	0.9 year
163-180 days	181-200 days	1.0 year

Sick day balance		Sanciae eredit
11-month employees	12-month employees	Service credit earned
12-22 days	13-24 days	0.1 year
23-44 days	25-48 days	0.2 year
45-66 days	49-72 days	0.3 year
67-88 days	73-96 days	0.4 year
89-110 days	97-120 days	0.5 year
111-132 days	121-144 days	0.6 year
133-154 days	145-168 days	0.7 year
155-176 days	169-192 days	0.8 year
177-198 days	193-216 days	0.9 year
199-220 days	217-240 days	1.0 year

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(Sick leave earned on or after July 1, 1988)



Leave credit: Annual leave

- Employees of Louisiana state agencies, colleges, universities, community colleges, and technical colleges may earn annual leave (12-month employees).
- Members who earn annual leave are usually paid up to 300 hours or 37.5
 days of annual leave by their employers upon termination of employment.
- Please speak to your employer to discuss your options if you anticipate having more than 300 hours of annual leave upon retirement.



How TRSL pays your benefits

Monthly benefits on the 1st

- First benefit payment will be a paper check; future payments will be direct deposited.
- Retirement/DROP participation can only be canceled if a benefit payment has not been cashed (or directly deposited).

Monthly estimated benefits

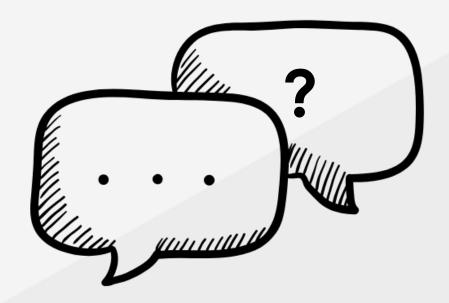
- Receive monthly estimated benefits for 4-6 months until TRSL finalizes the retirement benefit.
- Receive a letter regarding a one-time retroactive payment.
- "Retro" payments include the difference between estimated monthly benefits and final monthly benefit.

Members retiring after DROP

• Estimated benefit is "frozen" DROP deposit amount plus after-DROP estimated supplemental benefit, if applicable.



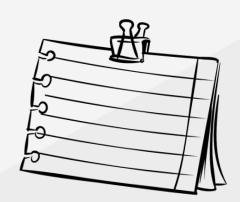
Questions?





What we will cover

- DROP withdrawals
 - When can you withdraw DROP funds?
 - What are your DROP withdrawal options?

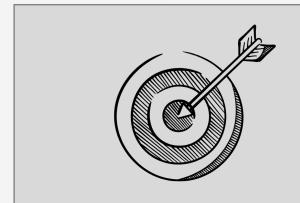


- Tax considerations
 - Are DROP funds exempt from Louisiana state taxes?
 - Are there any mandatory federal tax withholdings?
- Withdrawal method letter
- DROP account forms





When can you withdraw DROP funds?



DROP withdrawals <u>must</u> begin within one year of your retirement date. *



The minimum amount to be withdrawn is based on the Internal Revenue Service (IRS) life expectancy chart.

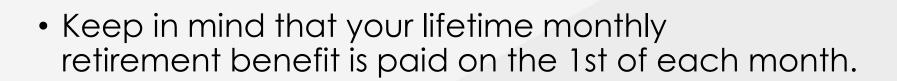


*If a member does not submit DROP withdrawal paperwork within **ONE** year of retirement, TRSL will issue the member a minimum annual payment.

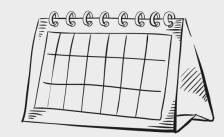


When are DROP withdrawals paid?

- Monthly DROP withdrawals:
 - Paid on the 15th of each month, following payment of your first monthly retirement benefit.





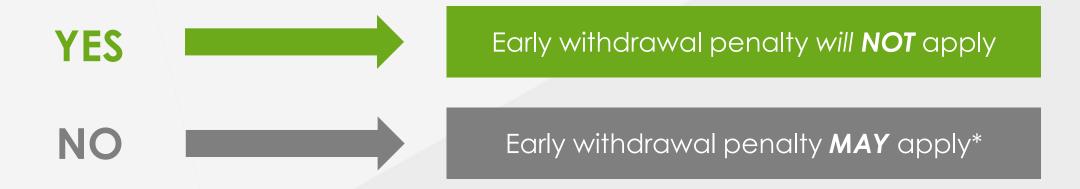






Early withdrawal penalty age

Will you be (or turn) age 55 or older in the calendar year (Jan 1 – Dec 31) in which you retire?



^{*} An additional 10% early withdrawal penalty by the IRS may be assessed only if withdrawals are taken before age 59 ½, <u>unless</u> retirement age is 55 or older during the calendar year of retirement <u>or</u> TRSL transfers the withdrawal directly to a rollover-eligible plan <u>or</u> if withdrawals are taken monthly/annually over your life expectancy (per IRS life expectancy tables).





Projected DROP withdrawals



If **projected** DROP withdrawals DO NOT exhaust the balance in your TRSL account within 10 years or less

DROP funds in TRSL account last at least 10 or more years

SUBJECT TO: Voluntary federal income tax withholding based on your W4P



If **projected** DROP withdrawals WILL exhaust the balance in your TRSL account in less than 10 years

DROP funds in TRSL account do NOT last at least 10 years

SUBJECT TO: Mandatory 20% federal withholding tax



What are your DROP withdrawal options?

- Total account balance withdrawal
 - Direct payment
 - Rollover
 - Direct payment/rollover split
- Withdrawals from TRSL
 - Monthly
 - Annual
- Partial Single-Sum (PSS) withdrawal

- You will have one opportunity in a 12-month period to change the withdrawal method and/or amount.
- Amount cannot be decreased.
- Total account balance withdrawal is an available option for members.

NOTE: If TRSL pays your DROP withdrawal directly to you, it is exempt from LA state taxes, provided you live in LA. File an annual LA income tax return and claim the exemption.



Total account withdrawal

A total account balance withdrawal is an available option for members.

- DROP withdrawals that will exhaust the account balance in less than 10 years have tax consequences:
 - Mandatory 20% federal withholding tax
 - Additional 10% early withdrawal penalty if taken before age 59 ½, unless retirement age is 55 or older during the calendar year of retirement



EXAMPLE: Total account withdrawal

Susan is under age 73 and has \$100,000 in her DROP account.



- She would like to withdraw all of her funds and move with her husband to Australia.
- Because there is a mandatory 20% federal withholding tax, Susan will receive \$80,000 from TRSL.
- Unless Susan's age in the calendar year of her retirement is 55 or older, she may be subject to a 10% early withdrawal penalty when she files her taxes at the end of the year.



Rollovers

- Must be rolled over to another qualified plan within the United States.
- If TRSL rolls over the account to an IRA or other qualified plan, there will be no tax withholding at the time the funds are rolled over.

Eligible accounts Minimum rollover amount: \$200										
401(a)	401(k)	403(b)	457	Roth IRA	408(a)	Traditional IRA				

- When withdrawals are made from a rollover, the funds are subject to both federal and state taxes.
 - No longer Louisiana state tax exempt





Direct payment/rollover split

- Must be rolled over to another qualified plan within the U.S.
- Minimum rollover amount: \$500
- Direct payment subject to federal taxes:
 - Mandatory 20% federal withholding tax
 - Additional 10% early withdrawal penalty if taken before age 59½, unless retirement age is 55 or older during the calendar year of retirement









EXAMPLE: Direct payment/rollover split

Bob has \$100,000 in his DROP account.

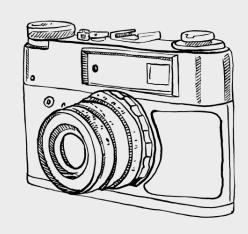


- He would like to use half to pay off his house, then roll over the other half.
- Because there is a mandatory 20% federal withholding tax, Bob will receive about \$40,000 to pay off his house.
- \$50,000 will then be eligible for rollover.



Monthly withdrawals from TRSL

- Minimum amount is determined by IRS life expectancy table
- Can be increased once every 12 months, never decreased
- Must be direct deposited (U.S. banks only)
- Total account balance withdrawal is an available option for members





EXAMPLE: Monthly withdrawals from TRSL

Jane has \$100,000 in her DROP account.



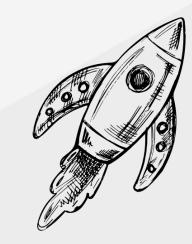
- She wants to increase her monthly income by taking monthly withdrawals from her DROP account.
- Jane would like her DROP account funds to last at least 10 years in order to avoid the mandatory 20% federal withholding tax.
- She can withdraw \$700-\$800* per month.



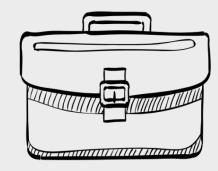
^{*} Withdrawal amounts can vary greatly due to many factors, including: age at the time of retirement, if a Partial Single Sum (PSS) withdrawal has been taken, how much and how long funds have been withdrawn.

Annual withdrawals from TRSL

- Minimum amount is determined by the IRS life expectancy table.
- Can be increased once every 12 months, never decreased.



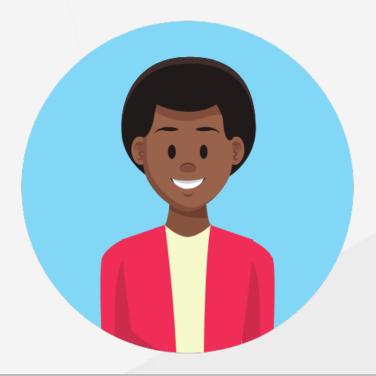
- Must be direct deposited (U.S. banks only).
- You specify the month you wish to receive payment.
- Total account balance withdrawal is an available option for members





EXAMPLE: Annual withdrawals from TRSL

Joe has \$100,000 in his DROP account.



- He wants to treat his family to an annual tropical vacation.
- Joe would like his DROP account funds to last at least 10 years in order to avoid the mandatory 20% federal withholding tax.
- He can withdraw \$8,000 \$9,000* per year.

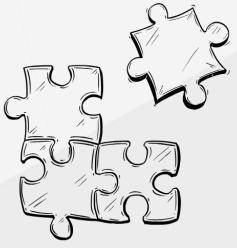


^{*} Withdrawal amounts can vary greatly due to many factors, including: age at the time of retirement, if a Partial Single Sum (PSS) withdrawal has been taken, how much and how long funds have been withdrawn.

Partial Single-Sum (PSS) withdrawal

Can be taken as follows:

- Once in the lifetime of you or your spousal beneficiary; AND
 - At time of retirement; OR
 - After withdrawals have begun

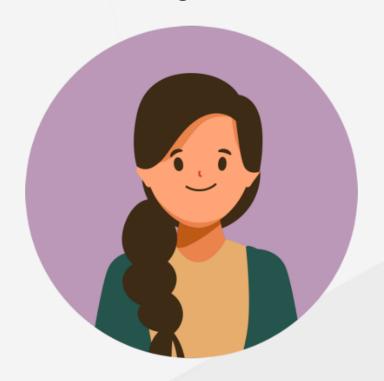


- You must have been at least age 55 at time of retirement (during the calendar year of retirement), or at least age 59 ½ at the time withdrawal is taken.
- It will affect the lifetime of the account balance and tax liabilities.



EXAMPLE: Partial Single-Sum (PSS) withdrawal

Linda is under age 73 and has \$100,000 in her DROP account.

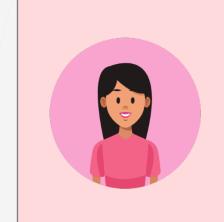


- She would like to withdraw \$25,000 to buy a new car, then receive monthly payments.
- Linda will receive \$20,000 (due to mandatory 20% federal withholding tax) then can withdraw \$500-\$600* per month for 10 years.



^{*} Withdrawal amounts can vary greatly due to many factors, including: age at the time of retirement, if a Partial Single Sum (PSS) withdrawal has been taken, how much and how long funds have been withdrawn.

\$100K – Withdrawal comparison







Withdraws approx. \$40K to pay off house. Rolls over remaining \$50K.*



Withdraws \$700-\$800 per month for 10 or more years to supplement income.**



Withdraws \$8K-\$9K per year for 10 or more years to take his family on vacation.**



Withdraws \$25K for a new car (\$20K after taxes).*

Still receives \$500-\$600 per month for 10 or more years.**

*Subject to 20% mandatory federal withholding tax and possible 10% early withdrawal penalty.

**Based upon the IRS life expectancy table; allows them to avoid 20% mandatory federal withholding tax.



Some tax considerations

DROP withdrawals that will exhaust the account balance in less than 10 years have tax consequences.

- <u>Less than</u> 10 years: (if not rolled over to another qualified plan)
 - 20% mandatory federal withholding tax
 - Additional 10% early withdrawal penalty if taken before age 59½, unless retirement age is 55 or older during the calendar year of retirement
- At least 10 years:
 - Voluntary federal income tax withholding based on your W-4P

PLEASE NOTE: Consult a qualified tax advisor before making any decisions about withdrawing your funds. Federal taxes are deferred on DROP account deposits and become due as funds are withdrawn.



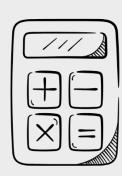
Tax liabilities

IRS IN IRS	Subject to LA STATE income tax?	Subject to FEDERAL income tax?	
Regular monthly retirement benefit	NO*	YES	
DROP withdrawals paid directly by TRSL	NO*	YES	

^{*}LA state tax exemption is not automatic.
You must claim the exemption when you file your LA taxes:









Withdrawal method letter

- Can be used to help make decisions about withdrawing your DROP funds
- Is sent when we receive your Form 11H
- Will contain:
 - Your DROP account balance
 - Life expectancy of your DROP account (based on your age at the time of retirement)
 - Possible withdrawal amounts based on total account balance
 - Possible withdrawal amounts with a Partial Single-Sum (PSS) taken at the beginning of retirement





EXAMPLE: Withdrawal method letter

- This example is for a Partial Single-Sum (PSS) withdrawal.
- The life expectancy is shown in months and years.
- This helps you plan and make decisions.

Original Balance \$135,180.00	AFTER Partial Single Sum(PSS) Withdrawal	MONTHLY		ANNUALLY	
- PSS W/D Amt. \$20,000.00	Amount	Life **	10 years	Life **	10 years
Account	No Interest (minimum withdrawal)	\$324.00	\$960.00	\$3,891.00	\$11,518.00
Balance	Assumed Interest 3.50% *	\$516.00	\$1,133.00	\$6,097.00	\$13,377.00
\$115,180.00	Assumed Interest 4.75 % *	\$595.00	\$1,197.00	\$6,989.00	\$14,063.00

^{*} These ASSUMED interest rates are not guaranteed by TRSL. Actual Interest paid on your DROP account will vary from month to month.





^{**} Your life expectancy is 355 months or 29.60 years, which may vary from your actual life span.

What DROP account forms do I submit?

Withdrawal form

(choose form, based on age):



Form 11J: DROP or ILSB Retiree Withdrawal Method Selection

OR

Form 11N: DROP or ILSB Retiree Withdrawal Method Selection for Ages 73 and Over

Federal Tax Withholding form:



Form W-4P and/or W-4R:

Federal Tax Withholding for DROP Withdrawals

Spousal consent form

(if withdrawal method is not life expectancy):

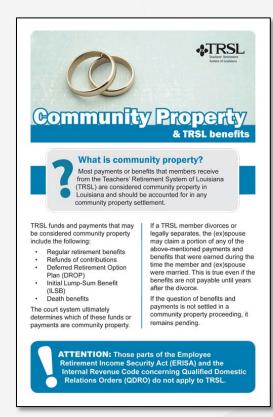


Form 11G:

DROP or ILSB Account Spousal Consent, if applicable



Community property



- Most payments or benefits received from TRSL are considered community property.
- The court system ultimately determines which funds or payments are considered community property.
- TRSL will not pay benefits to an ex-spouse without court documentation.

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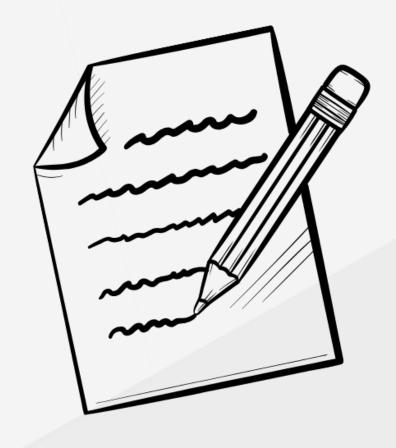
Regular retirement benefits

Refunds

DROP or ILSB withdrawals

Death benefits

What did you learn today?

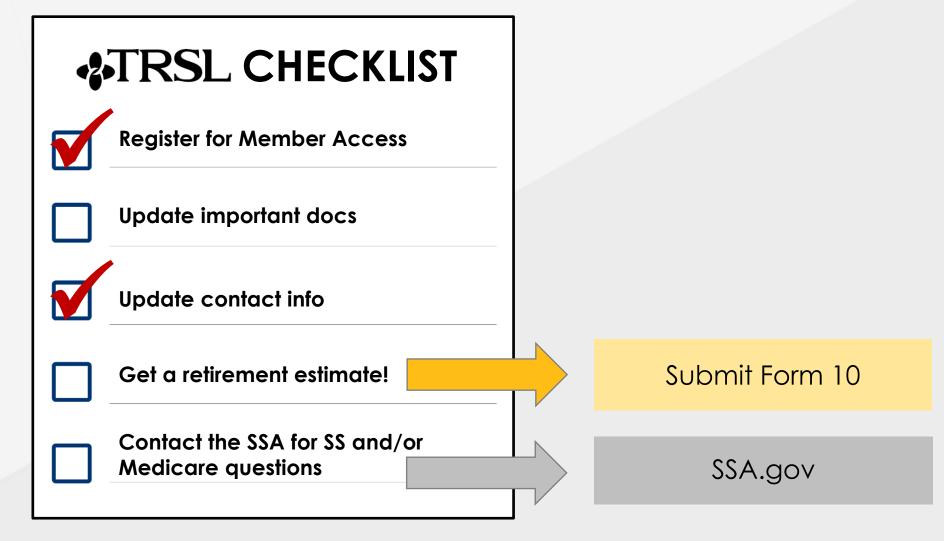


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Things to do now for DROP members

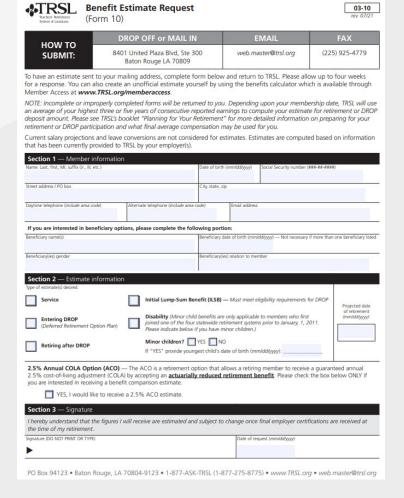




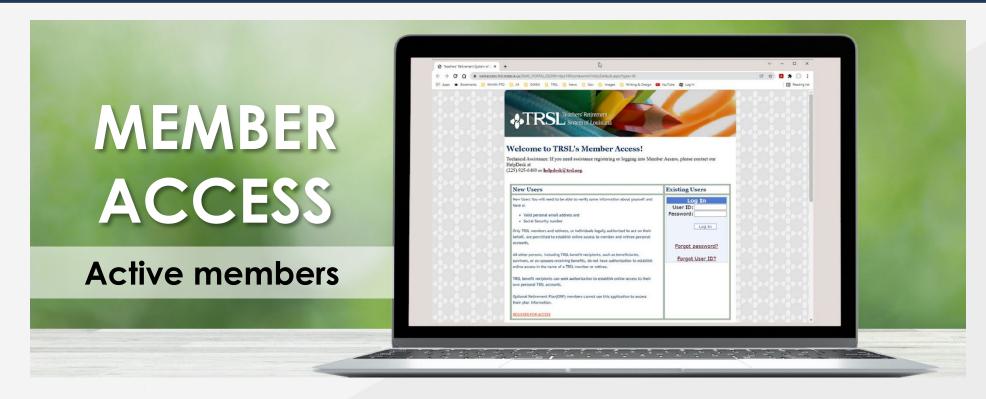
Request an after-DROP benefit estimate

Complete & submit a "Form 10" to TRSL for an after-DROP estimate.

www.trsl.org/forms





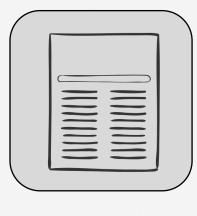


- Update name & mailing/email address
- Apply for retirement/DROP
- Calculate future retirement estimates (pre-DROP members)

- View DROP account
- View beneficiary(ies)
- View annual statements



Find it online at www.TRSL.org



BROCHURES



FORMS



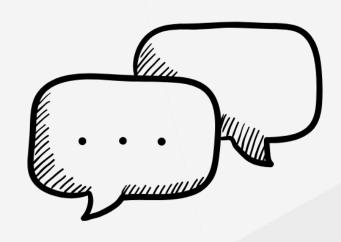
WEBINARS



NEWSLETTERS

Questions?

If you have specific questions about your TRSL retirement, please contact us for a direct reply:



AskTRSL.org

Questions about...

OOOO DROP window Eligibility Benefit estimate FAC And more!

We are here for you!

- Local phone: (225) 925-6446
- Toll free (outside Baton Rouge): 1-877-ASK-TRSL (1-877-275-8775)
- Website: www.TRSL.org
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