

NC Total Retirement Planning Conference

How to make the most of your benefits



North Carolina
Retirement Systems
NC 401(k) & NC 457 Plan

2026



Welcome

Meet Your Retirement Readiness Team





New Employee

- Enroll in Supplemental Retirement Plan:
NC 401(k)
NC 457
- Select beneficiaries
- Check for rollovers

Mid-Career

- Review your Member Annual Retirement Statement (MARS)
- Increase Supplemental Retirement Plan contributions

Nearing Retirement

- Review your MARS
- Review beneficiaries
- Calculate benefits
- Review payment options
- Create a “My Social Security” account
- Consider age 50 catch-up
- Set retirement date
- Look for one-time contributions





Retirement Benefits Overview





Defined Benefit

*NC Pension Plan
(TSERS, LGERS)*

- Your retirement benefit – a guaranteed monthly lifetime benefit
- Based on the defined benefit formula and the option you select

Defined Contribution

*NC 401(k)
NC 457*

- Voluntary participation
- Your benefits under these plans are based on your contributions and investment results





How is your pension funded?





Retirement Eligibility

Unreduced Benefit (*Full Retirement*)

Age 65 with 5 years of membership service*

Age 60 and 25 years of creditable service

30 years at any age

Reduced Benefit (*Early Retirement*)

60 with 5 years of membership service*

50 with 20 years of creditable service

* Creditable service for LGERS





Retirement Eligibility for LEOs

Unreduced Benefit *(Full Retirement)*

Age 55 with 5 years
of membership
service*

30 years at any age

Reduced Benefit *(Early Retirement)*

50 with 15 years as
LEO service

25 years at any age
with 15 years as
LEO service

* Creditable service for LGERS





How the Supplemental Retirement Plans can help your retirement income

68%* of those **enrolled in the Plan** are on track to be retirement ready



48%* of those **NOT enrolled** are on track to be retirement ready

Retirement readiness means you are able to replace 80% of your pre-retirement income throughout your retirement.

* Source: MRS data as of Dec. 31, 2023

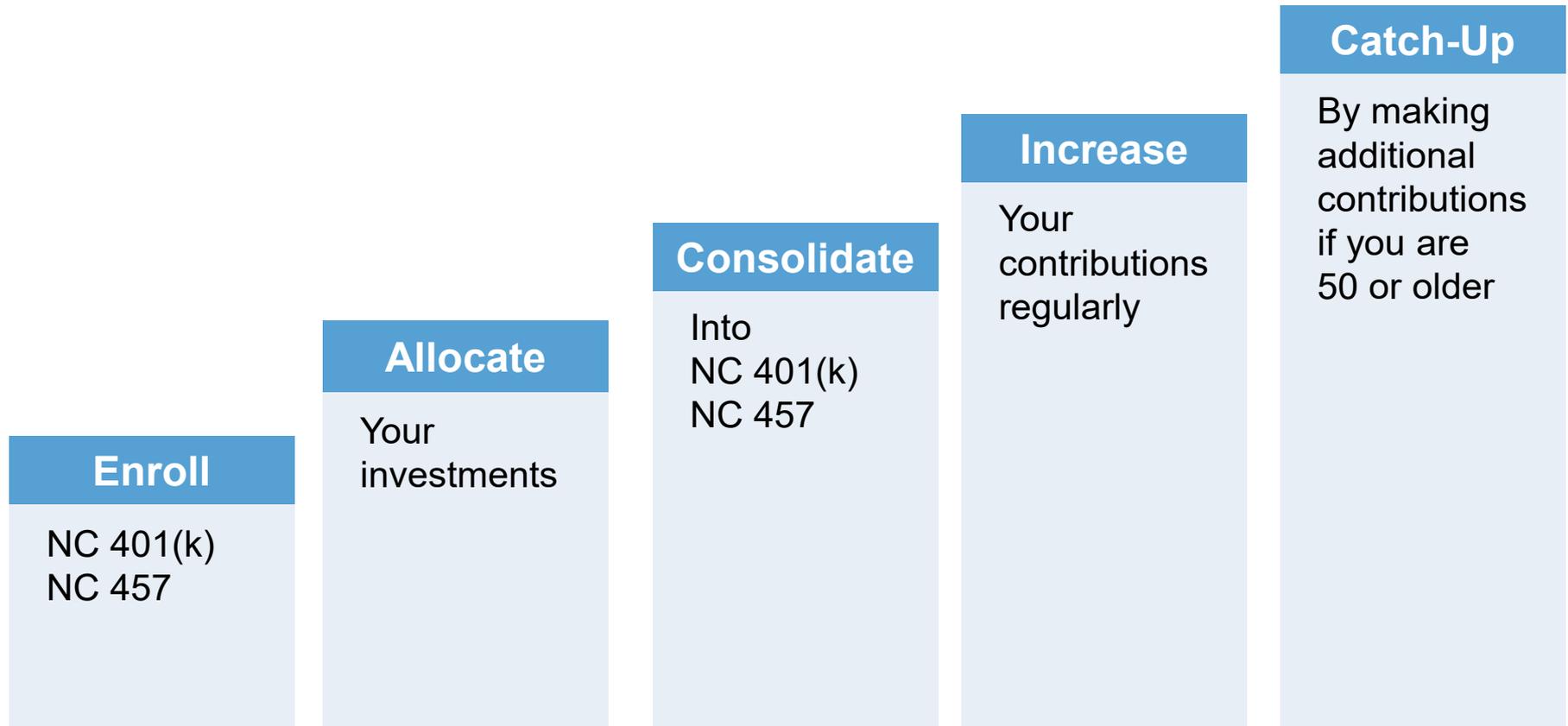


North Carolina
Retirement Systems

NC 401(k) & NC 457 Plan



What if I have a GAP?



Rollover assets may be assessed fees or other surrender charges. Please contact current account provider for this information.

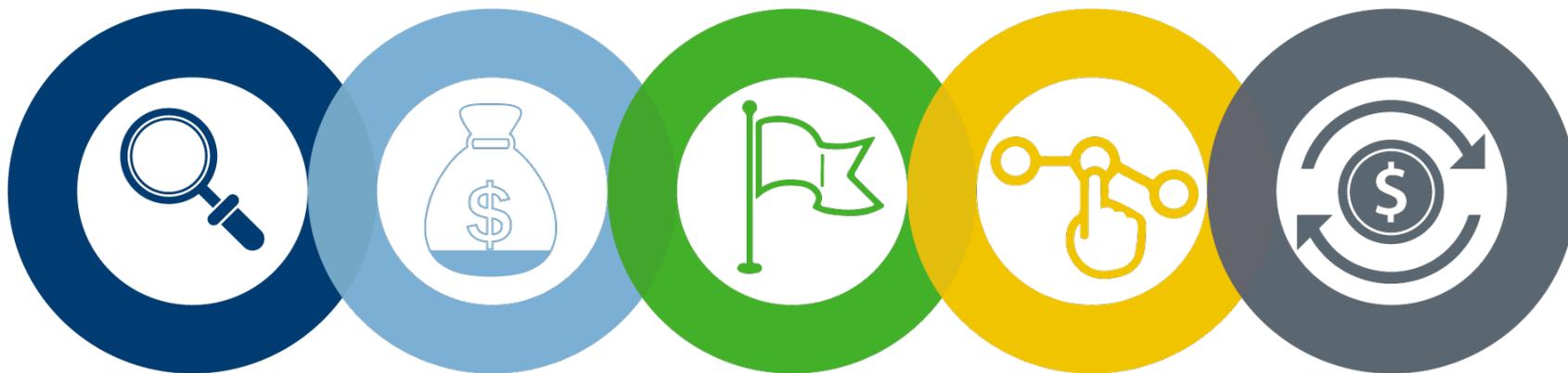




Strong oversight
of funds and
fund managers

Ease of
investment
selection through
GoalMaker[®]

Unique
opportunities to
transfer final
payouts/bonus



Competitive fees*

Personalized
assistance

* Source: North Carolina Supplemental Retirement Plans DC Fee Benchmarking Study by Callan, August 22, 2024, located at myNCRetirement.gov > Governance > Boards of Trustees > SRP Board of Trustees > All Previous Meetings > August 22, 2024 > Tab XI 2. Callan-NCSRPA Administrative Fee Benchmarking 08-22-24.



GoalMaker

Spread your money across different types of investments with GoalMaker

You provide

- Your risk tolerance
- Your chosen retirement age

You get

- Suggested NC GoalMaker models comprised of investments offered in the Plan(s)
- Model becomes more conservative over time
- Quarterly rebalancing based on your birthday
- **No additional cost**

The North Carolina GoalMaker models are subject to change — including, for example, the replacement of investment options and allocations within the models. You will be notified in advance of such changes.

Asset allocation models are pre-established asset allocation strategies composed of a plan's core investment options. The models are not securities. Allocations to a model will be invested in the various underlying investment options composing each model, as made available by the plan and according to the model's allocation methodology.

GoalMaker models

North Carolina GoalMaker Models														
Aggressive														
NC Inflation Responsive Fund	3%	3%	3%	4%	6%	7%	9%	9%	10%	10%	10%	10%	10%	10%
NC Treasury Inflation Protected Securities Fund	17	17	14	8	3	1	0	0	0	0	0	0	0	0
NC Fixed Income Fund	19	19	19	26	27	21	13	7	2	2	2	2	2	2
NC International Fund	17	17	20	21	24	32	36	38	40	40	40	40	40	40
NC Large Cap Index Fund	21	21	24	25	27	28	30	32	34	34	34	34	34	34
NC Small/Mid Cap Core Fund	6	6	6	8	10	10	12	14	14	14	14	14	14	14
NC Stable Value Fund	17	17	14	8	3	1	0	0	0	0	0	0	0	0
Total percentage	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Moderate														
NC Inflation Responsive Fund	3%	3%	4%	4%	5%	6%	7%	8%	9%	9%	9%	9%	9%	9%
NC Treasury Inflation Protected Securities Fund	22	22	16	9	5	2	0	0	0	0	0	0	0	0
NC Fixed Income Fund	23	23	27	34	36	33	28	21	13	6	6	6	6	6
NC International Fund	12	12	14	15	19	24	28	32	36	38	38	38	38	38
NC Large Cap Index Fund	14	14	16	18	19	21	24	27	30	33	33	33	33	33
NC Small/Mid Cap Core Fund	4	4	4	6	6	8	10	12	12	14	14	14	14	14
NC Stable Value Fund	22	22	19	14	10	6	3	0	0	0	0	0	0	0
Total percentage	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Conservative														
NC Inflation Responsive Fund	2%	2%	2%	3%	3%	4%	5%	6%	7%	8%	8%	8%	8%	8%
NC Treasury Inflation Protected Securities Fund	24	24	19	15	10	6	3	0	0	0	0	0	0	0
NC Fixed Income Fund	29	29	33	36	41	42	41	37	31	21	21	21	21	21
NC International Fund	8	8	9	9	12	16	18	25	28	32	32	32	32	32
NC Large Cap Index Fund	9	9	10	11	13	14	17	20	24	27	27	27	27	27
NC Small/Mid Cap Core Fund	2	2	2	4	4	6	8	8	10	12	12	12	12	12
NC Stable Value Fund	26	26	25	22	17	12	8	4	0	0	0	0	0	0
Total percentage	100	100	100	100	100	100	100	100	100	100	100	100	100	100

As of January 2025

The North Carolina GoalMaker models are subject to change — including, for example, the replacement of investment options and allocations within the models. You will be notified in advance of such changes.

These model allocations are provided as samples and not as investment recommendations. The model allocations are based on generally accepted investment practices and take into account the principles of modern portfolio theory, in which allocations are adjusted in an effort to achieve maximum returns for a given level of risk. You should consider other assets, income, and investments (e.g. equity in a home, Social Security benefits, individual retirement plan investments, etc.) in addition to your interest in the plan, to the extent those items are not taken into account in the model before applying these models to your individual situation. Please note that in addition to the specific investments used in the GoalMaker model allocations, other designated investment alternatives have similar risks and return characteristics. Information regarding those designated investment alternatives can be found in your plan enrollment materials or by logging into your retirement account. The GoalMaker allocations are subject to change including, for example, the replacement of investment options and allocations within the allocations. **Past performance of investments or asset classes does not guarantee future results.**



Death Benefits in the NC Pension Plans





Active Member Death Benefits



Survivor's
Alternate Benefit



Return of
Contributions



Death Benefit



Retiree Death Benefits



Survivor Benefit

Lifetime benefit begins for beneficiary if member chose Option 2, 3, 6-2 or 6-3



Active Death Benefit

This benefit continues for retirees for 180 days after last day of employment



Guaranteed Refund

Complete refund of all remaining unused member contributions



Contributory Death Benefit

- Optional benefit
- Monthly contributions
- Payable up to \$10,000



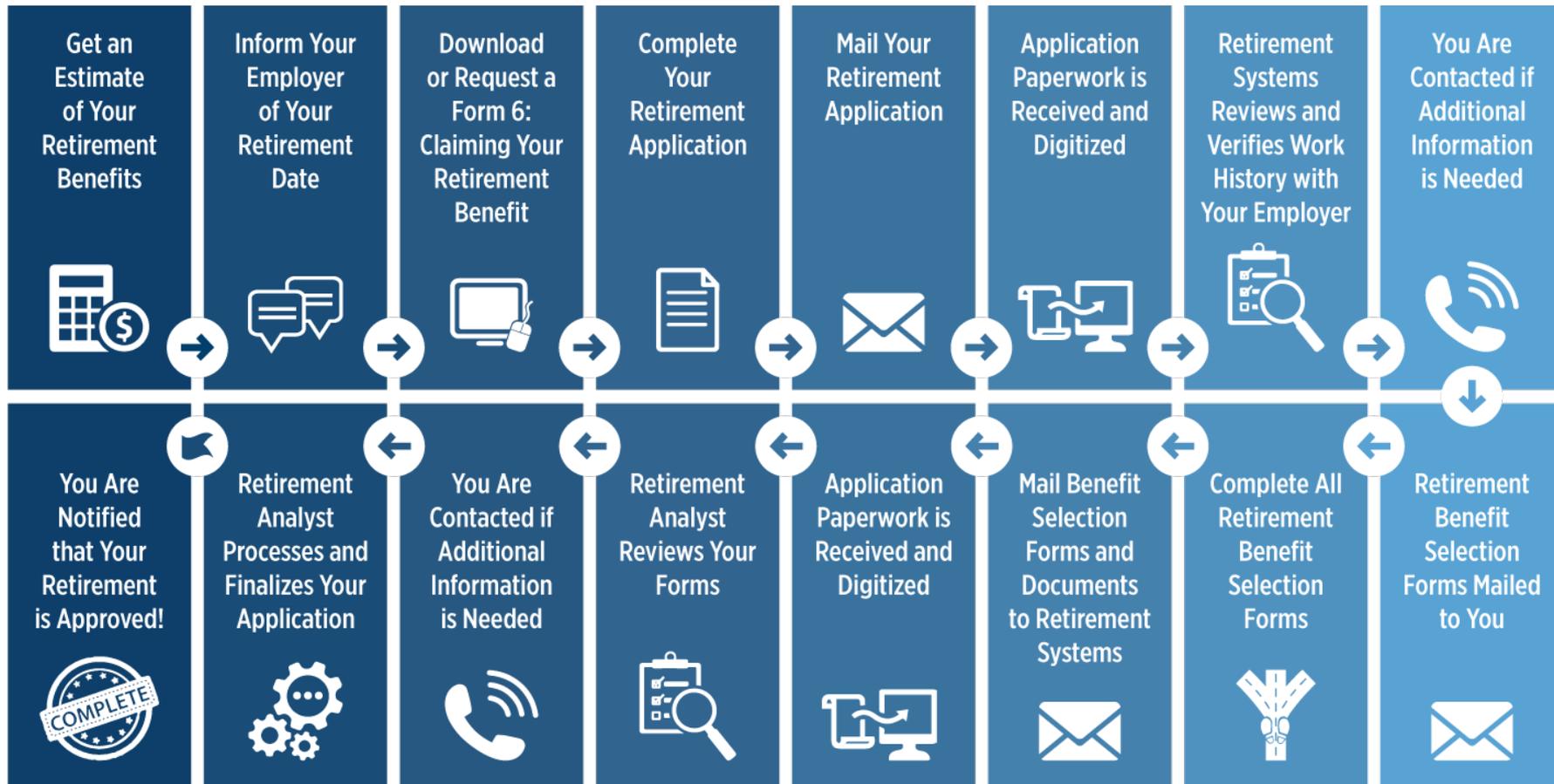


Initiating Retirement





Paper Retirement Application Process





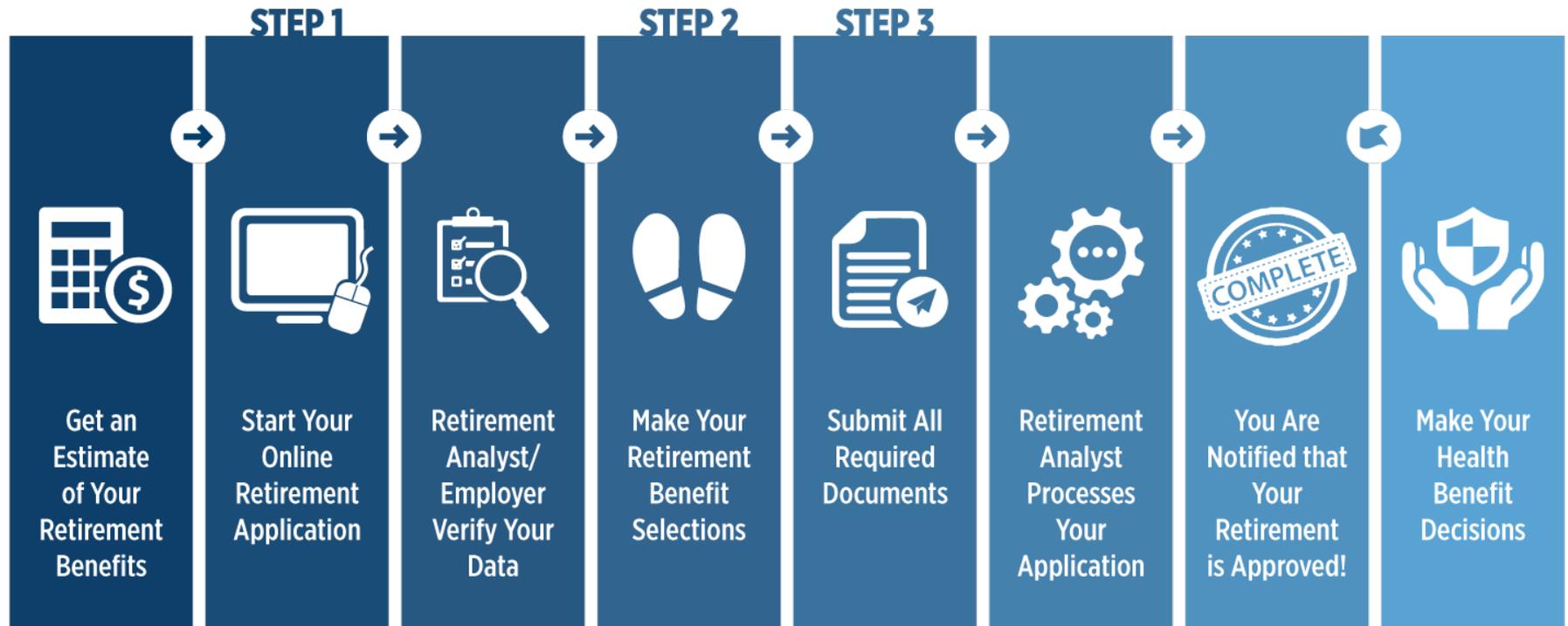
Retirement Online

ORBIT





Retirement Online Application Process





Retirement Options

MAXIMUM ALLOWANCE

Largest lifetime benefit you're eligible to receive, but it stops at your death.



OPTION 2

You receive a smaller benefit until you die. Then, your beneficiary receives the same amount for life.

OPTION 3

You receive a smaller benefit until you die. Then, your beneficiary receives half that amount for life.



OPTION 4

You receive a larger benefit until you reach age 62, then your payment drops.

OPTION 6-2

Same as Option 2, but if your beneficiary dies first, your benefit increases to the Maximum Allowance.



OPTION 6-3

Same as Option 3, but if your beneficiary dies first, your benefit increases to the Maximum Allowance.

Track Your Progress

Profile: Active Employee
Change Retirement Profile

- My Personal Information
- My Account Summary
- My Account History
- Apply for Retirement Online

Apply for Retirement Online



Congratulations! Your retirement is now complete!



ers of service to the citizens and visitors of the
ina! We hope you enjoy your retirement.
k will be a paper check mailed to the address
ation. After the first check, all other benefit
will be direct deposited.

ORBIT account updated with your current
ORBIT account is linked to your work email
to your personal email address now, so you

can get the periodic emails we send to retirees about legislative changes
and other updates that may impact your retirement benefits.

! REMEMBER: If you're planning to return to work in the future, make sure you understand the Return to Work laws for your retirement system, so you don't jeopardize the retirement benefits you just selected. [Learn more](#)

\$ If you are a member of one of the North Carolina Total Retirement Plans: NC 401(k), 457 and 403(b), [click here](#) to learn about what you can do with your supplemental retirement account when you retire.

+ Please note: If you are eligible, the State Health Plan will automatically enroll you into a health plan, even if you did not have coverage as an active employee. You will receive a letter from the State Health Plan outlining your health plan options and any necessary actions. For more information, please read the [Planning for Retirement page](#) on the State Health Plan website.



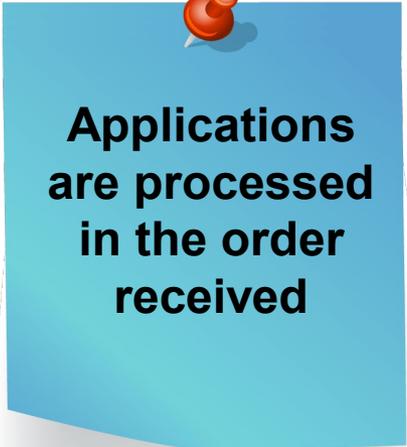
Retirement Processing Reminders



**Retirements
are always
effective on
the first day
of the month**



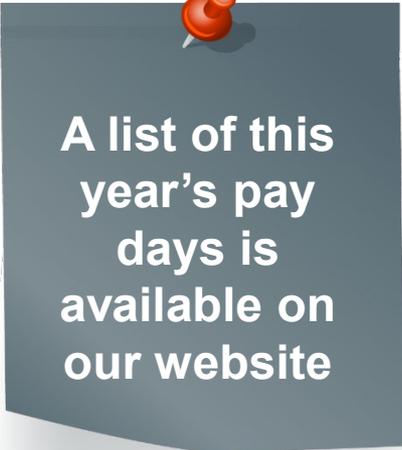
**Applications
should be
submitted as soon
as possible
(but not more than
120 days from
retirement)**



**Applications
are processed
in the order
received**



**First retirement
payment will be
issued as a
direct deposit.**



**A list of this
year's pay
days is
available on
our website**



**Payments are
usually made on
the 25th of each
month unless
it's on a holiday
or weekend**



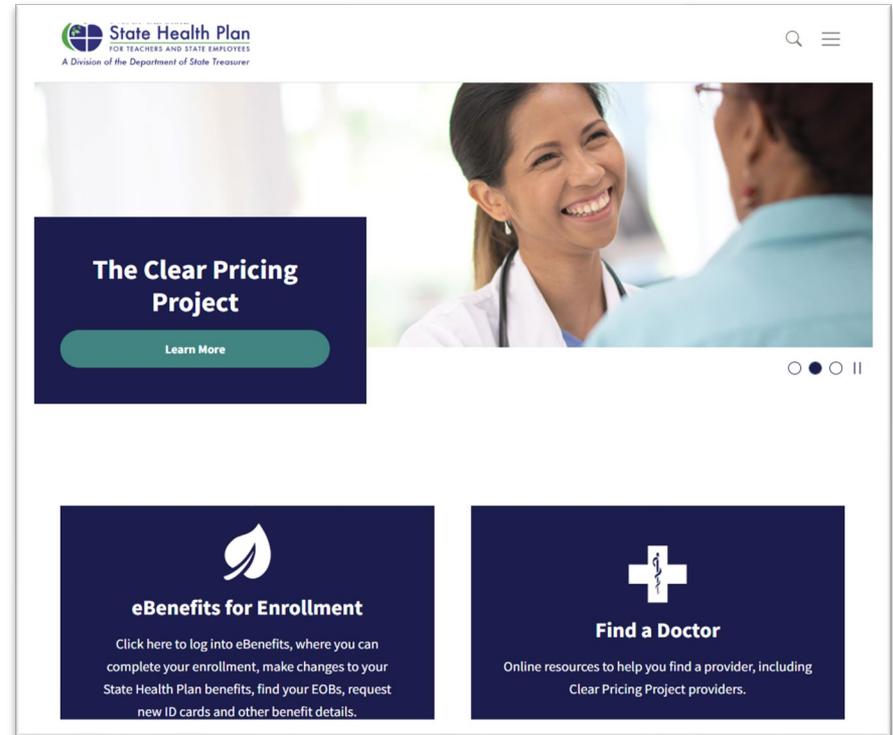
Health Coverage and Optional Insurance





Retiree Health Coverage

To learn more about the options available to you, call the State Health Plan at 855-859-0966 or visit the plan's website at www.shpnc.gov.



Optional Dental, Vision and Identity Theft Protection



- Enrollment is optional
- Retirees pay full cost
- Premiums will be deducted from monthly retirement benefit



Dental



Vision



Identity Theft





Coverage Continuation Options



When NCFlex coverage is lost due to retirement, termination of employment or other losses of eligibility, employees and covered dependents may continue certain benefits.

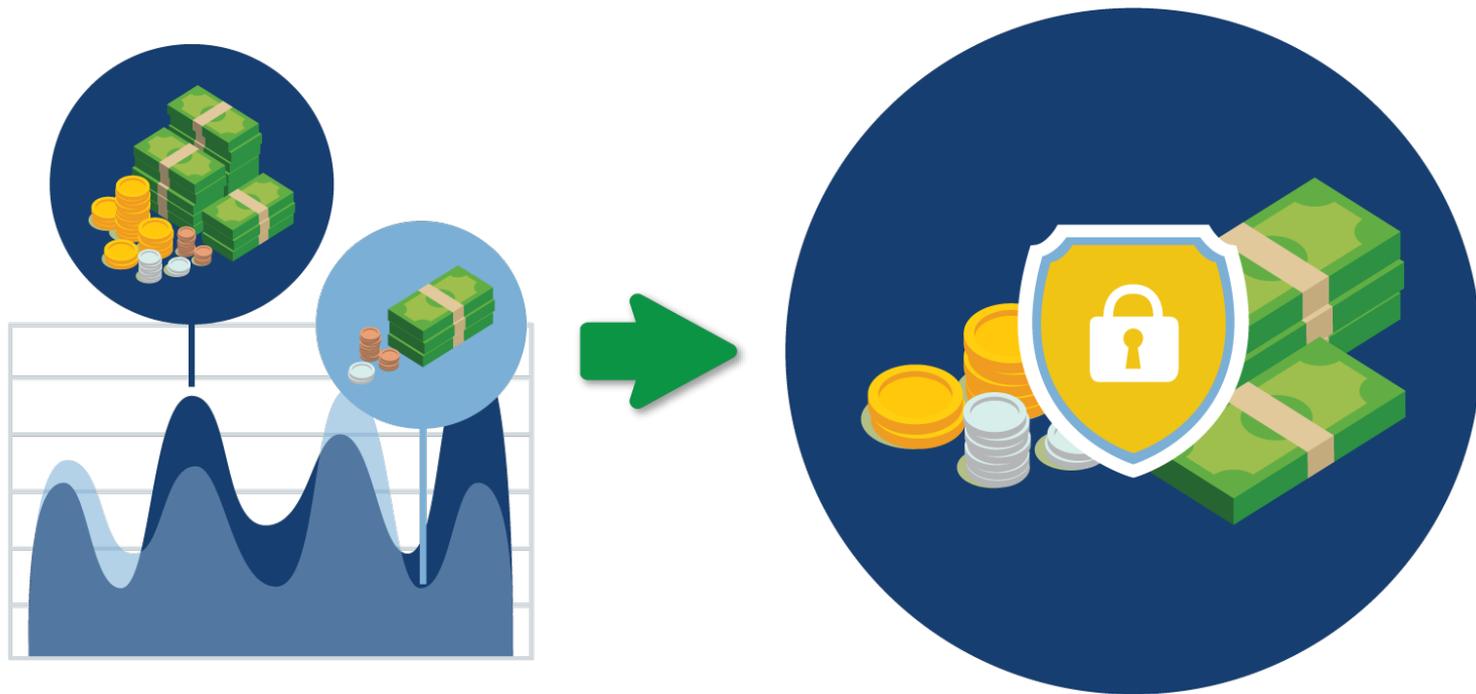
View Options: <https://oshr.nc.gov/coverage-continuation-options-separation-employment-guide/open>





Optional Transfer Benefit (NC Plans)





Transfer all or a portion of your NC 401(k)/NC 457 funds to your pension account.
Learn more about transfer benefits from these helpful resources.

North Carolina Retirement Systems
myNCRetirement.gov

NC 401(k)/NC 457 Plans
myNCPlans.gov



The advantages of consolidating/rollovers

	Money remains tax-deferred	Avoid taxes and penalties	Convenience	Potentially lower cost	Easier to manage and maintain asset allocation	“Transfer Benefit”
Consolidated account	✓	✓	✓	✓	✓	✓
Multiple accounts	✓	✓				

Consider all your options and their features and fees before moving money between accounts.



NC 401(k) Plan and NC 457 Plan Withdrawal Options



*Payments are subject to a mandatory 20 percent federal income tax withholding, and for withdrawals from the NC 401(k) Plan may be subject to a 10 percent tax penalty if taken prior to age 59½. Note: if you plan to retire and return to employment with another NC plan sponsor, your options will differ.





Returning to Work after Retirement





Important Rules for Returning to Work

TSERS



Wait six months before working for TSERS employer

LGERS



Wait one month before working for LGERS employer



You can volunteer in a bonafide position with no loss of benefits.



You can work for an employer that doesn't participate in the system from which you retired.





ORBIT Member Portal





Active Employees

- Retirement estimates (bring estimates to appointments)
- Service purchase cost estimates
- NC 401(k)/457 Transfer Benefit estimates
- Member Annual Retirement Statement (MARS)
- Online retirement application

Retirees

- View account information
- Chose tax withholding preferences
- View 1099-R
- Generate income verification letters



ORBIT.myNCRetirement.gov





[Login to ORBIT](#)

Already have an ID.me account?

Sign in with **ID.me**

OR

Create a new account?

ID.me Create an account

ID.me is our trusted technology partner specializing in digital identity protection and providing users with secure access to

[Estimators](#)

If you would like to calculate benefits without pre-filled personal information, use the options below. To calculate benefits with your information pre-filled, please login.

- [Retirement Benefit](#)
- [NC 401\(k\)/457 Transfer Benefit](#)
- [Service Purchase](#)

[Forms and Applications](#)

Need to download forms without any pre-filled information? ORBIT provides convenient access to forms for printing without logging in.

NOTE: To access forms with your information pre-filled, please login.

[Forms and Applications](#)

[EMPLOYER & FRSW Admin](#)

Click [here](#) to access Employer Reporting.





North Carolina Retirement Systems

Profile : Active
Select Account ▾

- Home/Active Member
- Maintain Personal Information
- Apply for Retirement Online
- Apply for Refund Online
- View Account History
- View My Annual Retirement Statement
- Create Custom Benefit Estimate
- Maintain Beneficiaries
- NC 401(k)/NC 457 Retirement Plans
- NC 401(k)/NC 457 Transfer Benefit Estimate
- Request Account Balance Statement
- Create Service Purchase Estimate
- Track Recent Request
- Reach a Counselor
- Retirement Appointment Scheduling

Welcome to ORBIT! This secure portal provides 24/7 access to your personal retirement account information. ORBIT has tools available for employees and retirees, from creating a Custom Benefit Estimate to reaching a counselor with a specialized request.

As an active or separated employee, ORBIT is a retirement planning resource where you can review your membership service and contributions, designate and maintain beneficiaries and apply for retirement online.

For those who have successfully made the transition to retirement, ORBIT is the gateway to your payment history, tax withholdings and annual forms, income verification letters and more.

Having chosen a career to teach, protect, or otherwise serve the citizens of North Carolina, you have membership in one of the strongest pensions in the United States. The six percent you contribute(d) per month, along with your employer's contributions and investment returns, help to fund your potential lifetime retirement benefit.

The North Carolina Supplemental Retirement Plans (NC 401(k) and NC 457 Plans) are additional savings opportunities available exclusively to public servants like you. Understanding your savings options will help you stay the course in living the retirement you envision.

The Department of State Treasurer is committed to providing tools and resources that will help you make informed decisions about your future. It's important to actively engage with the tools available in ORBIT and make full use of our education and planning resources here and on our website at www.myNCRetirement.com.

Thank you for your service to the citizens of North Carolina.

Maintain Personal Information

View the personal information (name, address, date of birth, etc.) we currently have on file for you.

[View](#)

Apply for Retirement Online

Ready to retire? Click here to start or continue your online retirement application.

[View](#)

Apply for Refund Online

Want to apply for your refund? Click here to start or continue your online refund application.

[View](#)

View Account History

This section allows you to view a historical summary of your service, salary, and contributions.

[View](#)

View My Annual Retirement Statement

This section allows you to view your Annual Retirement Statements.

[View](#)

Create Custom Benefit Estimate

This section allows you to create a customized estimate of your benefits.

[View](#)



A customized benefit estimate can be generated by completing the information below and clicking on the **Calculate** button. Please enter a retirement age or retirement/termination dates.

(*) Required Information

(If you enter retirement age, then retirement and termination dates are not required and vice-versa)

Calculate Benefit using Retirement Age

Please Enter a Retirement Age *

Calculate Benefit using Retirement/Termination Dates

Retirement Date *
Month: ?
Year: ?

Termination Date (MM/DD/YYYY) *

Service Status * ?

Beneficiary Name * ?

Beneficiary Date of Birth (MM/DD/YYYY) * ?

Accumulated Sick Leave Days ?

Estimated Monthly Social Security Benefit at Age 62
(For Option 4 only) \$?

Estimated Annual Leave Payout \$?

Estimated Bonus Payout \$?





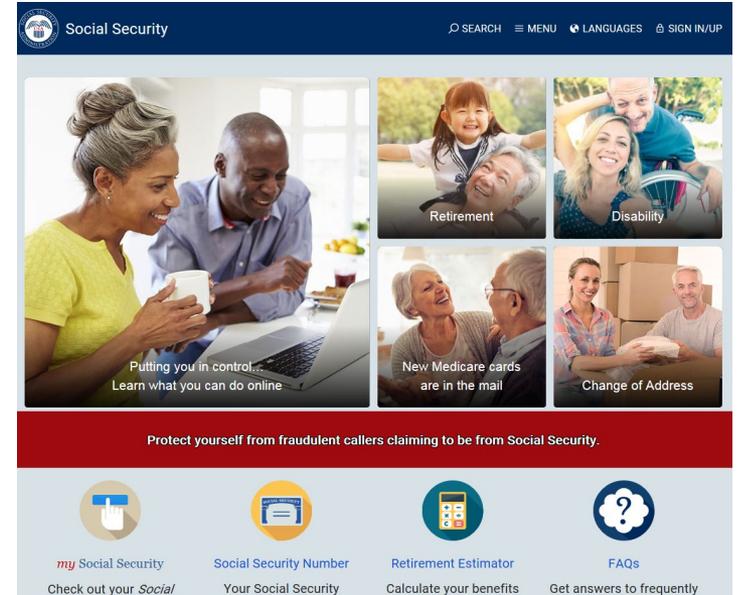
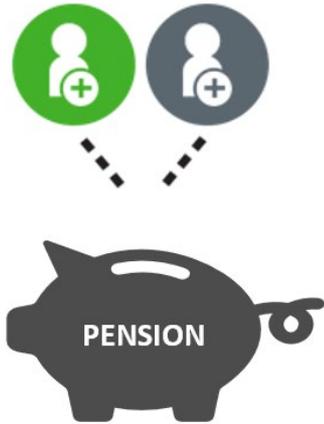
Reminders and Resources





Update your Beneficiaries

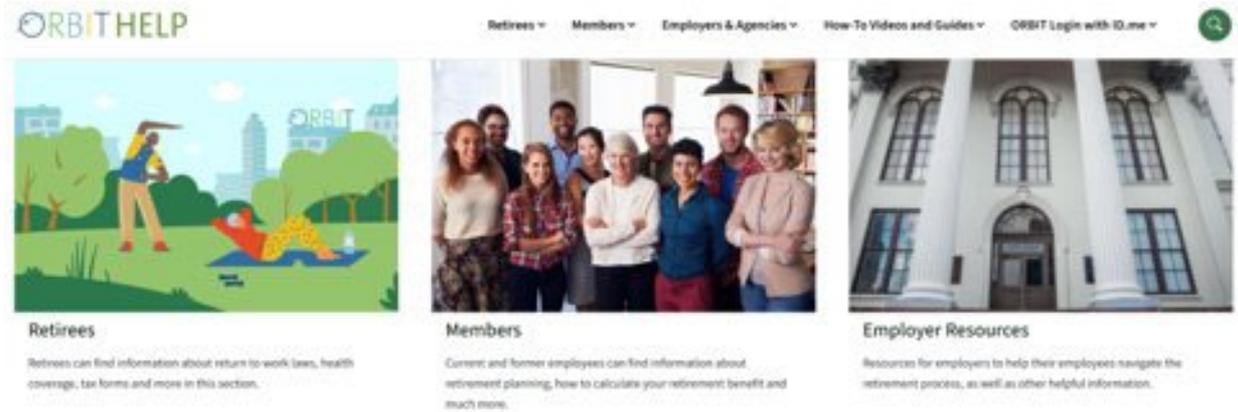
Create your account at SSA.gov





Resources

MyNCRetirement.gov
ORBIT Help
Video tutorials



North Carolina
Retirement Systems
NC 401(k) & NC 457 Plan

Achieving a Better Life Experience (ABLE) accounts are designed for those with the **occurrence of disability before the age of 46** and allow eligible individuals the opportunity to **save and fund** a variety of qualified disability expenses while maintaining Medicaid, SSI¹ and other public supports.



Savings & Investment Accounts for People with Disabilities



NC ABLE Program Benefits

Learn more about tax-advantaged savings for people with disabilities



Investment Options

Spend Today and Save Tomorrow! Choose account options that fit YOU - from checking to investments



Open an Account

Enroll and open an account online with as little as \$25

ncable.nc.gov

¹ ABLE account balances up to \$100,000 are excluded from assets for the purpose of determining SSI eligibility.



Feedback and Contacts





NC Retirement Systems Retirement Planning Survey



<https://forms.office.com/g/rBJTD5UAvd>





Thank you.



Member Services, Retirement Systems Division



ncretirement@nctreasurer.com



(919) 814-4590



myNCRetirement.gov





Questions?





GoalMaker models are pre-established asset allocation strategies composed of a plan's core investment options. The models are not securities. When you allocate your investment to a model, you will be invested in the various underlying investment options composing each model, as made available by the plan and according to the model's allocation methodology.

An asset allocation model provides targeted asset allocation for your plan account and allocates your account across the model's underlying investments. Your plan may include asset allocation models designed according to certain risk levels (e.g., aggressive, moderate, or conservative), asset allocation models that follow a glidepath based on a target date, or both model types depending upon the models selected by your plan. Neither model type is without risk or guarantee of positive returns. The date in the name of a target date model is an assumed date in which an investor will retire. The asset allocation becomes more conservative as the target retirement date nears and depending on the model's design, can remain static at the target date or adjust further through retirement. There is no guarantee the investment will provide adequate retirement income.

Investors should review the prospectus, summary prospectus for SEC-registered products, or disclosure document for unregistered products, if available, for underlying fund objectives, risks, fees, and expenses.

Empower is not undertaking to provide investment advice with respect to the presentation of any particular investment option or asset allocation model described herein.

Empower does not have ownership of the content in this presentation related to: Retirement Benefits Overview, Death Benefits in the NC Pension Plans, Initiating Retirement, Health Coverage and Optional Insurance, Optional Transfer Benefit, Returning to Work after Retirement, ORBIT, Reminders and Resources, and Feedback and Contacts. The only slides which Empower is responsible for the content of are slides; 10,11,12,13,14, 30 and 31 out of 47 slides.

Carefully consider the investment option's objectives, risks, fees and expenses. Contact the Plans at 866-NCPlans (866-627-5267) for a prospectus, summary prospectus for SEC-registered products or disclosure document for unregistered products, if available, containing this information. Read each carefully before investing.

It is possible to lose money when investing in securities.

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