

Retirement Plans

401(a) Defined Contribution
and 457(b) Deferred
Compensation



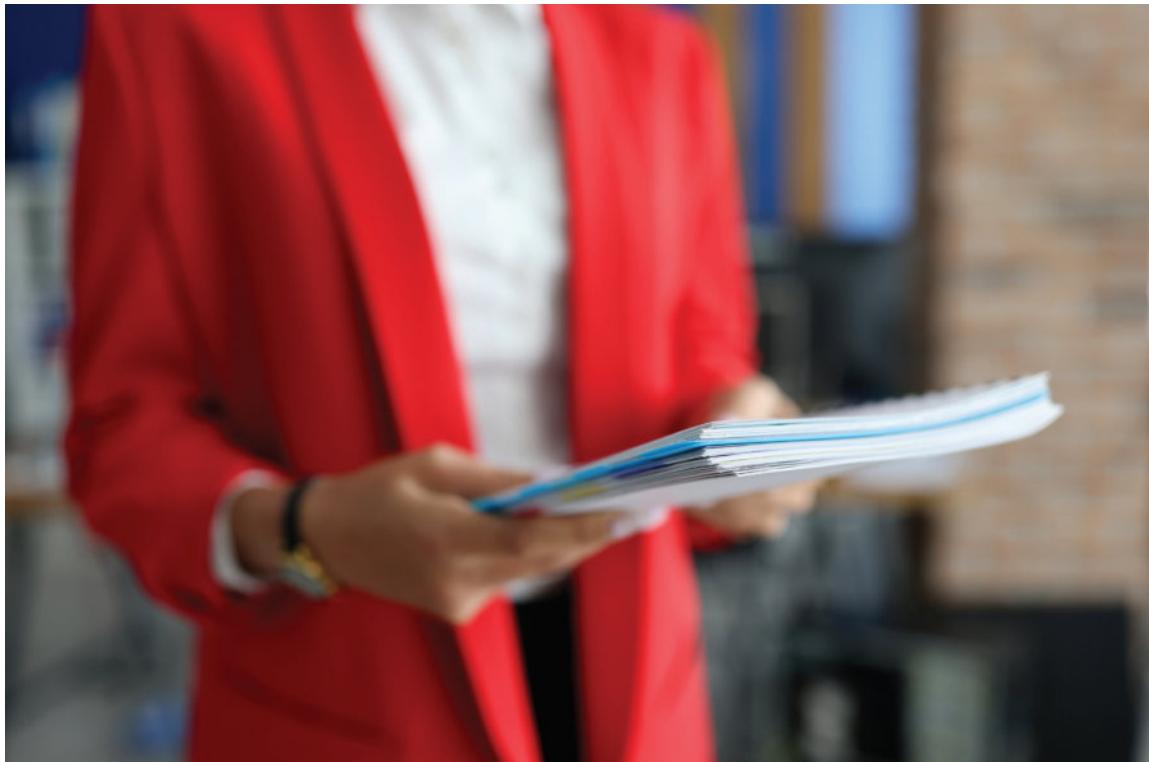




The Florida League of Cities and Florida Municipal Pension Trust Fund

The **Florida League of Cities**, Inc. (FLC) was created in 1922 to meet and serve the needs of Florida's municipalities.

Administered by the Florida League of Cities, the **Florida Municipal Pension Trust Fund** (FMPTF) was established in 1983 to collectively manage employee retirement programs of participating Florida governments. The FMPTF is a tax-exempt, member-owned trust providing professional and cost-effective investment and administrative services for all types of retirement plans.



Vanguard®

A Partnership with Vanguard

The FMPTF offers a mutual fund lineup of mainly low-cost Vanguard funds. Vanguard believes clients come first. The focus on their investors drives the decisions and actions of everyone at Vanguard. Vanguard is known and respected throughout the institutional investor community. Its unique structure as a client-owned company gives it a well-deserved reputation for integrity.

The partnership the FMPTF has created with Vanguard allows your employees to invest in Vanguard funds that may otherwise be unavailable to the typical individual investor. Through the power of pooled investing, participants in many Vanguard funds have access to lower-cost Institutional share classes.

In This Guide

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What is a 401(a) Defined Contribution Plan?

Your 401(a) defined contribution plan (if applicable) may consist of non-elective employer contributions, matching employer contributions, and/or non-elective employee contributions. Contribution rates may vary and can be changed by your employer. You may not voluntarily add additional funds to the 401(a) plan. Any elective contributions must be directed to a 457(b) deferred compensation plan or other retirement plan provided by your employer. Unless specifically stated otherwise, these contributions are made on a pre-tax basis and will be taxable upon distribution. Please request an application for distribution of plan benefits that contains a special tax notice to understand taxes and penalties that may apply for distributions. The form is available at FLCretirement.com.

An employer may require an employee to remain employed for a certain number of years before that employee becomes vested in the employer contributions in a 401(a) plan. This is called a vesting schedule. Any employee contributions are immediately 100% vested. Many employers require an employee to complete a probationary period or remain employed for a certain amount of time before employer contributions will begin. Please request a Summary Plan Description from retirement@flcities.com to learn more about your specific plan.

Withdrawing vested funds from your retirement account is easy after you've separated service with your employer or retired. However, it's more difficult to withdraw funds from your retirement account while you are still employed with the organization where you started the account. Different rules apply based on your employer. Request a copy of your Summary Plan Description to determine your plan's contribution rate, eligibility period, vesting schedule and whether a loan or hardship withdrawal is available to you as an employee.



What is a 457(b) Deferred Compensation Plan?

Your 457(b) deferred compensation plan (if applicable) allows you to defer your salary into a tax-deferred retirement account, up to \$24,500 in 2026 if you're under age 50. If over age 50, you may defer an additional \$8,000 annually. Additional catch-up contributions are available if you are between ages 60 and 63. The limit applies to your total contributions among all 457(b) plans that you participate in within the year. Because the 457(b) is a retirement account and not a savings account, it is difficult to withdraw funds while you are working with the employer that sponsors the plan.

Check with your employer to determine if there is a minimum contribution allowable.



How to Enroll

To enroll in the program, locate the **Participation Agreement** in the back pocket of this guide or in the "Download Forms" section of our website at FLCretirement.com.

- 1 Fill out your **Participation Agreement**, and turn it in to your human resources department.
- 2 Speak with your human resources department about scheduling an on-site visit by an FMPTF representative, or contact the FMPTF.





Accessing Your Account Online

After your account has been created, log into your account at myFLCretirement.com for the first time using the following:

- ▶ Your Login ID is your Social Security Number (without dashes).
- ▶ Your password is your date of birth in MMDDYYYY format.
- ▶ If your password has been reset previously, it will be your date of birth in MonthDDYYYY format.
- ▶ For example, someone with a birthday of October 16, 1993 would have a password of 10161993. If the password had been reset, it would instead be October161993.

Download the **ReadySave** app.



Apple



Google

Questions? Contact Us.



retirement@flcities.com



Text or Call: 888.945.7401



FLCretirement.com

Oversight

At the FMPTF, we take pride in the robust oversight structure of our programs, ensuring excellence at every level.

Investment Advisory Committee

Firstly, our Investment Advisory Committee comprises esteemed finance directors and municipal managers of the Florida Government Finance Officers Association. Their collective expertise and leadership are instrumental to FMPTF's success.

Asset Consulting Group (ACG)

Additionally, we engage the services of an independent investment consultant, Asset Consulting Group (ACG). ACG reviews our mutual funds quarterly, offering recommendations for potential replacements if necessary. Participants can access detailed quarterly reports via the reporting tab on our website, FLCretirement.com.

FMPTF Board of Trustees

Lastly, the FMPTF Board of Trustees, composed of municipal government officials actively involved in the Trust, serves as the final layer of oversight. Guided by the Trust's by-laws and pertinent federal, state, and governmental regulations, the Board ensures adherence to the highest standards.

Understanding 457(b) Deferred Compensation Plan Contribution Limit and Rules for 2026

Contribution Type	2026 Limit
Normal Limit	\$24,500
Age 50+ Catch-up	\$8,000 (\$32,500 total)
Super Catch-up (ages 60-63)	\$11,250 (\$35,750 total)
Special Catch-up*	\$24,500 (\$49,000 total)

Did you earn over \$150K in 2025?

No	Yes
<ul style="list-style-type: none">Normal limit contributions can be pre-tax, Roth after-tax, or a combination of bothCatch-up contributions can be pre-tax, Roth after-tax, or a combination of both	<ul style="list-style-type: none">Normal limit contributions can be pre-tax, Roth after-tax, or a combination of bothAge 50+ and super catch-up contributions must be made with Roth after-tax dollars once you've reached the \$24,500 in pre-tax contributionsYour 2025 income is what appears in box 3 of your w-2No changes if you are under age 50You are responsible for ensuring your pre-tax contributions stop after you reach the normal limit

Contact us at retirement@flcities.com or 888.945.7401 for additional details.

*The Special Catch-up allows for doubling of the normal contribution for three years prior to retirement, assuming there are "unused deferrals" from prior years. Special catch-up form required in order to participate and additional restrictions apply.





Why Participate in the 457(b) Deferred Compensation Plan?

It's automatic. It's easy. It's pre-tax and some employers allow for Roth after-tax contributions.

Employees can no longer count only on the federal government and their employers to provide a secure retirement for them. Investing a little money each month now can grow into a large amount of money when you retire.

A 457(b) deferred compensation account is a fantastic way to save for your future and the best part is, it's incredibly easy to get started.

One of the great things about the 457(b) plan is that you don't need to worry about selecting an investment right away. The default option is a Vanguard Target Retirement Fund, which automatically adjusts its investments based on your age, ensuring your money is invested appropriately for your stage in life.

Plus, the flexibility of the plan makes it so convenient. You can start contributing a small amount right now, and if you find you're comfortable with it, you can increase your contributions as your salary grows over time. And if you ever need to, you can easily stop or adjust your contributions at any point.

By starting to defer money into your 457(b) now, you're taking a proactive step toward securing your financial future. It's a simple, hassle-free way to start building towards your retirement goals. **Let's make it happen together!**

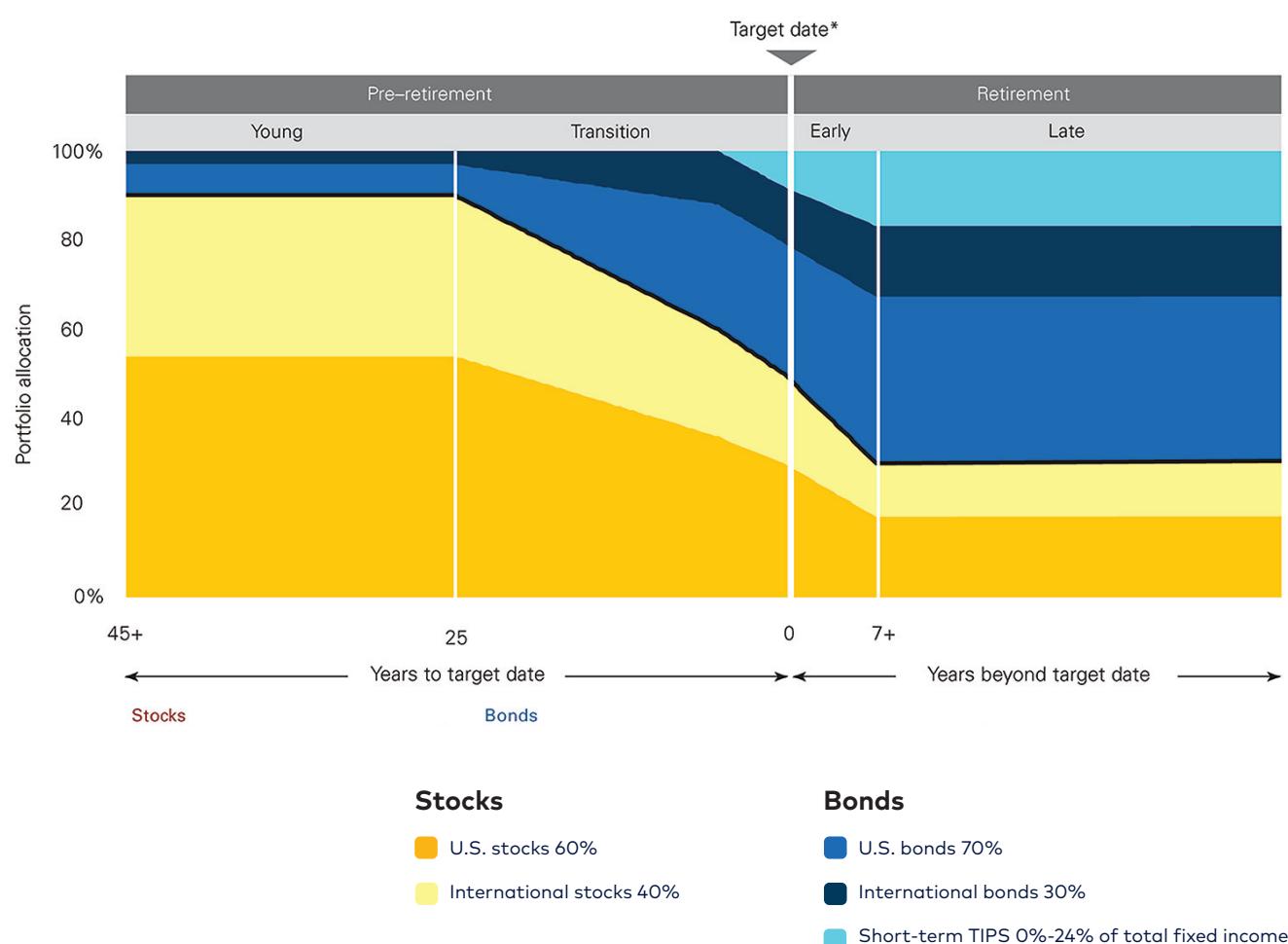


We Make Investing Easier with Vanguard Target Retirement Funds

Retirement investing doesn't have to be complicated. Decide how much you want to contribute, and we'll take care of the rest. You can change your investments at any time, but as a default, your contributions are invested in a date-specific fund that's closest to your expected retirement year.

Target Retirement Funds are broadly diversified funds that gradually and automatically shift to more conservative investments as their target dates approach. A single Target Retirement Fund can provide diversification and is designed to keep your assets invested appropriately for someone in your stage of life, up to and including your retirement years.

Investments in Target Retirement Funds are subject to the risks of their underlying funds. The year in the fund name refers to the approximate year (the target date) when the investor in the fund would retire and leave the workforce. The fund will gradually shift its emphasis from more aggressive investments (stocks) to more conservative ones (bonds and short-term reserves) based on its target date. An investment in a Target Retirement Fund is not guaranteed at any time, including on or after the target date.





Meet Your Representatives

The FMPTF is proud to provide participants with a team of experienced professionals dedicated to supporting every aspect of their retirement journey. Together, they ensure that our retirement program operates with the highest standards of service, accuracy, and integrity.

Through individualized guidance, educational outreach, and efficient program administration, our representatives play an essential role in helping participants make informed decisions and achieve long-term financial security. Their collective expertise reflects our ongoing commitment to helping members plan confidently for retirement and enjoy peace of mind in the years ahead.



Rodney Walton
Financial Services Account Executive

Rodney Walton, a Financial Services Account Executive with the Florida League of Cities, has been instrumental in providing retirement education and guidance to participants in our 401(a) Defined Contribution and 457(b) Deferred Compensation programs since 2015. His primary focus lies in offering comprehensive retirement plan information and assistance regarding retirement planning to participants in the Florida Municipal Pension Trust Fund retirement plans.

Rodney serves as an on-site representative, ensuring participants receive tailored guidance and support. He actively promotes participation in our 457 Deferred Compensation plans, emphasizing the importance of saving for retirement. In addition to his direct engagement with participants, Rodney has delivered educational presentations on various topics, including Retirement Plan Committees, to regional chapters of the Florida Government Finance Officers Association (FGFOA) across the state.

With a Bachelor of Science in Business Administration/Finance from the University of Central Florida and a Master of Business Administration from the University of South Florida, Rodney brings more than 16 years of experience in marketing and financial services to his current role at the Florida League of Cities.



Jeremy Button

Senior Analyst

Jeremy Button, serving as a Senior Analyst with the Florida League of Cities, has been with the League for 22 years. His extensive experience, including 18 years in his current role, highlights his leadership in shaping and advancing the strategic direction of the 401(a) and 457 (b) retirement programs.

Jeremy plays a key role in developing and optimizing the processes that support the administration of these programs. He oversees the design and improvement of operational workflows—from quarterly reporting systems to new plan implementation and program-wide data management—ensuring accuracy, efficiency, and scalability across all plan operations. His focus on continuous enhancement helps strengthen the overall performance and reliability of the retirement programs.

With a Bachelor of Science in Information Studies from Florida State University, Jeremy brings a strong technology-focused foundation to his work. This background enables him to develop digital solutions, modernize processes, and leverage information systems to improve automation, data integrity, and access to critical program information.



Gunnar Rosenquist
Financial Services Coordinator

Gunnar Rosenquist serves as a Financial Services Coordinator with the Florida League of Cities, bringing two years of dedicated service to the organization. His experience in the administrative side of the program provides essential support, allowing the program to run as smoothly as possible.

Based in the Tallahassee office, Gunnar is committed to delivering prompt, knowledgeable assistance and ensuring that every participant receives timely responses to their inquiries. In this role, Gunnar is responsible for processing contributions, participant enrollment, distribution requests, on-site participant visits, and providing essential administrative support for every retirement plan.

With a Bachelor of Science in Finance from Florida State University, Gunnar offers a strong foundation in financial services and a broad range of expertise to support our participants. Gunnar's passion for customer service and attention to detail help ensure a seamless experience for all those served by the Deferred Compensation program.



Roll an old retirement account or IRA into your FMPTF retirement account

Rolling an old employer's retirement account into your FMPTF account may help reduce your fees and allows you to consolidate the number of statements you receive.

There are three steps to rolling your account over:

- 1** Contact your former employer and request a form to roll money out of their plan into a different plan.
- 2** Make the rollover check out to "**Ascensus Trust FBO (Participant Name)**" and mail it to:

Ascensus Trust
P.O. Box 1757
Tallahassee, FL 32302-1757

- 3** Complete our **Rollover/Transfer Acceptance Form** in the back pocket of this guide. Send to us at retirement@flcities.com, or fax to 850.222.3806.

The rollover funds will be invested according to your account investment elections. Your rollover will start earning gains and losses in the investment funds you have selected as soon as it is deposited and the check has cleared. Depending on how long your current plan takes to issue the check and send the funds, there may be two weeks or more in which your funds are in transfer and not invested in the stock market. Your funds being out of the stock market will impact your returns, depending on how the stock market performs at that time.

Additional information is available at FLCretirement.com.



Understanding Expenses and Fees

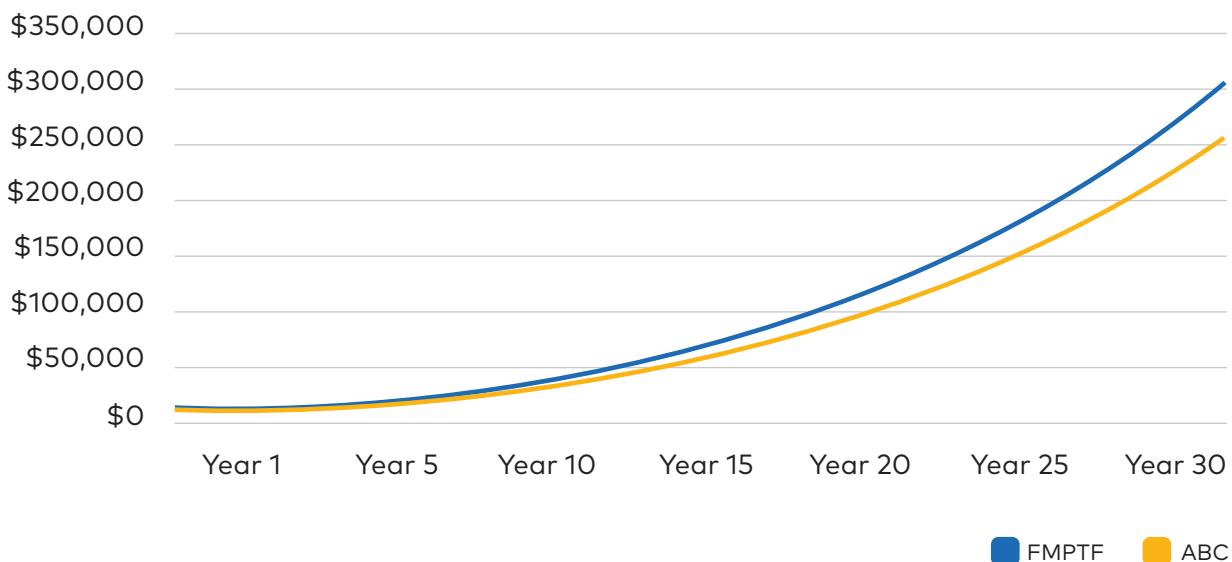
Understanding expenses and fees in retirement plans is crucial for maximizing your savings over time. The FMPTF has taken steps to ensure that participants like you are not burdened with front-end or back-loaded fees, nor 12b-1 reimbursements. This means more of your hard-earned money stays invested in your retirement account.

The fees you encounter depend on your employer's total retirement plan assets and the Fee Group they fall into. To determine which Fee Group your employer belongs to, you can request a copy of your Summary Plan Description.

Fee Group	Combined DC/Def Comp Plan Size in Assets	Active Participants	Inactive Participants	Percent of Assets
Group A	Plans under \$2 Million	\$16/year	\$80/year	0.40%/year
Group B	\$2 Million - \$5 Million	\$0/year	\$80/year	0.40%/year
Group C	\$5 Million - \$10 Million	\$0/year	\$80/year	0.30%/year
Group D	\$10 Million - \$30 Million	\$0/year	\$80/year	0.20%/year
Group E	\$30+ Million	\$0/year	\$80/year	0.14%/year

Let's consider two hypothetical employees who start saving for retirement simultaneously.

They both contribute \$300 in the first year, progressively increasing their contributions by \$300 each year. One opts for the FMPTF, which incurs administrative expenses of 0.40% (\$16 annually) and investment expenses of 0.15%. The other chooses ABC Investing, which charges a flat 2% in expenses every year. Despite both employees earning a 7% return on their investments before expenses, the employee in the FMPTF ends up with a 20% higher account balance after 30 years compared to the ABC Investing participant!



To illustrate further, here are example fees for various balances of an active participant in **Group A**, assuming an average investment expense of **0.15%**.

Participant Plan Balance	Annual Participant Fee	Administrative Fee (balance x 0.40%)	Investment Expense (balance x 0.15%)	Total All-In Annual Fees
\$1,000	\$16.00	+ \$4.00	+ \$1.50	\$21.50
\$10,000	\$16.00	+ \$40.00	+ \$15.00	\$71.00
\$100,000	\$16.00	+ \$400.00	+ \$150.00	\$566.00



Participation Agreement

The Florida Municipal Pension Trust Fund (FMPTF) collects your social security number for the following purposes: pension administration; identification and verification; data collection, reconciliation and processing; and tax reporting. Social security numbers are also used as a unique numeric identifier and may be used for search purposes.

Please note that the FMPTF or Florida League of Cities, Inc. (FLC) representative can assist employees in reviewing plan benefits and offerings but cannot provide investment advice. Educational materials will be provided to each employee to assist you in your investment decision; the FMPTF or FLC representative cannot give you any advice on which investment options to choose. You alone are responsible for your investment decisions. Your investment direction applies to all your investments.

Fees for participants decrease as their employer's retirement plan assets increase. Please review the Fee Disclosure at FLCretirement.com, your Summary Plan Description, or see p. 17 for descriptions of each fee group.

In Fee Group A, an annual active participant fee of \$16.00 will apply to your account and will be deducted on a quarterly basis (\$4.00 per quarter). In all fee groups, when you separate service with your employer or have no contributions for 6 months, the annual participant fee increases to \$80.00 annually and will be deducted on a quarterly basis (\$20.00 per quarter).

All Fee Groups pay an annual administrative fee. The annual administrative fee for Fee Groups A and B is 0.40%. Fee Group C is 0.30%. Fee Group D is 0.20%, and Fee Group E is 0.14%. Mutual fund companies charge varying additional investment expenses. Please read each mutual fund prospectus carefully. Mutual fund prospectuses are available upon request.

Most mutual funds have 60-day frequent-trading policy. For example, if a participant exchanges money out of a fund, he or she cannot exchange money back into the same fund within 60 calendar days. These restrictions may vary and are subject to change. Please read each prospectus carefully. The Vanguard Retirement Savings Trust has a 90-day equity-wash provision, meaning you

may not exchange funds out of the Vanguard Retirement Savings Trust into a competing fund (currently only the Vanguard Federal Money Market Fund). The funds exchanged out of the Vanguard Retirement Savings Trust may not enter a competing fund for 90 days after the transfer out. Plan-level redemptions from the Vanguard Retirement Savings Trust may be subject to a 12-month put (or hold) on the request.

When you receive a distribution from the plan (standard or corrective), there is a one-time \$75.00 distribution charge that is taken from your account. Payments made by overnight mail or direct deposit are \$20.00 each. After initial distribution costs, any regular recurring distributions payable by direct deposit or check are free. A hardship or unforeseeable emergency distribution, if available, is \$150.00. A Qualified Domestic Relations Order (QDRO) costs \$300.00, and a loan transaction (if applicable) is a \$125.00 charge. Costs may increase for a QDRO if extensive attorney review is required. A Required Minimum Distribution (RMD) will incur a \$160.00 charge.

Contribution limits: The parties intend that all contributions made under this Agreement be within applicable deferral and contribution limits. If any contribution specified on this form would exceed any applicable limit, you may reduce the salary-reduction contribution to the greatest amount that would cause all contributions to be within all limits. The parties agree that any contribution that does not satisfy all applicable limits should be presumed to have been made under a mistake of fact or contrary to this agreement. If any contribution was made under a mistake of fact or contrary to this agreement, you or the employer (without consent by or notice to the other party) may instruct a corrective disbursement of the mistaken contributions.

You can stop your contributions at any time. At any time, you may stop your 457(b) employee contributions by using a form to give notice to your Employer. See "Effective Date" on page 22.

How to change your contributions: Unless your plan or your employer requires otherwise, you may increase or decrease your employee contributions online or by contacting your human resources department.

Effective date: Your start, stop, increase, or decrease of contributions is effective as of the latest of: the Effective Date you asked for, the first pay date that is at least 31 days after your Employer has accepted a form, the date specified by the Plan, or the later date required by the tax law that governs your plan or arrangement.

Corrections: If your Employer or your plan administrator mistakenly directs your contributions to a contract, fund, or account other than according to your direction, you agree that they may correct the mistake.

Funding choices: Except as otherwise provided by the plan, you choose how to allocate your contributions. You must choose an investment permitted by your employer and plan administrator.

You are responsible for losses. Your Employer, the Florida Municipal Pension Trust Fund, and the Florida League of Cities are NOT responsible for any loss you suffer for any reason that arises out of this agreement or your participation in your plan.

Summary Plan Description: You confirm that you received your Plan's Summary Plan Description.

Investment changes: You may make investment changes via the website or Voice Response Unit (VRU) in accordance with the provisions of your plan. Any change will be effective only when accepted by the custodian.

Please check your account statements. Please carefully read each account statement as soon as you receive it. Contact the FMPTF in writing about anything that you think may be incorrect. Send this information to the FMPTF address as specified on your statement. If you do not send your written objection within 60 days of the date of an account statement, the FMPTF assumes that the statement is correct.

Pre-tax vs. After-tax Retirement Savings. Unless otherwise approved by the employer and designation on the Roth Deferral Election Form, contributions will be designated as pre-tax deferrals.

Not FDIC Insured. All investing is subject to risk, including possible loss of the money you invest. Past performance is not a guarantee of future results.

You've agreed to reduce your salary depending on the plan. By signing this form, you authorize your Employer to reduce your salary or wages in amounts equal to the Employee Contributions that you've specified or as required under the plan. Your Employer will use these amounts to make contributions under the plan. This agreement remains in effect until you permanently terminate your employment with your Employer or you elect online to notify your Employer that you want to stop or change your contributions.

Qualified Default Investment Alternative (QDIA). Your plan uses Vanguard Target Retirement Funds as the plan's QDIA. These funds gradually change their asset allocations from more aggressive to more conservative over a defined period of time, based on the target retirement date you select (Income, 2020, 2025, 2030, 2035, 2040, 2045, 2050, 2055, 2060, 2065). The Target Retirement Fund that will be your QDIA will be the fund that most closely corresponds with the year that you turn age 65.

Plan distribution restrictions: Your plan is meant for retirement savings. If your plan is under Internal Revenue Code § 457(b), you will not be permitted to take money out until you sever from your Employer (including death or permanent disability). If you have an unforeseeable emergency, the plan may allow a limited distribution. Your plan might impose additional restrictions. Any requests for a withdrawal while you are employed must go through a rigorous review process to ensure compliance with the Internal Review Code and the Plan Document.



FMPTF 401(a)/457(b) Mutual Fund Lineup

Asset Class	Fund Name	Symbol	Investment Expense
Cash	Vanguard Federal Money Market	VMFXX	0.11%
Stable Value	Vanguard Retirement Savings Trust	n/a	0.44%
Bonds	Vanguard Intermediate-Term Investment Grade	VFIDX	0.09%
	Vanguard Total Bond Market Index	VBTLX	0.04%
	Vanguard Total International Bond Index	VTABX	0.10%
Balanced	Vanguard Wellington Fund	VWENX	0.17%
Large Cap Stock	Vanguard Windsor II	VWNAX	0.23%
	Vanguard Institutional Index	VINIX	0.04%
	Vanguard FTSE Social Index	VFTAX	0.13%
	Vanguard PrimeCap	VPMAX	0.29%
Small Cap Stock	Vanguard Small-cap Index Signal	VSMAX	0.05%
	EV Atlanta Capital SMID-Cap I	ERASX	0.81%
International	Vanguard Total International Stock Index	VTIAX	0.09%
	Vanguard Emerging Markets Stock Index	VEMAX	0.13%
	Vanguard All World ex-US Small Cap	VFSAX	0.17%
Real Estate	Vanguard Real Estate Index	VGSLX	0.13%
Target Retirement	Vanguard Target Retirement Income	VTINX	0.08%
	Vanguard Target Retirement 2020	VTWNX	0.08%
	Vanguard Target Retirement 2025	VTTVX	0.08%
	Vanguard Target Retirement 2030	VTHRX	0.08%
	Vanguard Target Retirement 2035	VTTHX	0.08%
	Vanguard Target Retirement 2040	VFORX	0.08%
	Vanguard Target Retirement 2045	VTIVX	0.08%
	Vanguard Target Retirement 2050	VFIFX	0.08%
	Vanguard Target Retirement 2055	VFFVX	0.08%
	Vanguard Target Retirement 2060	VTTSX	0.08%
	Vanguard Target Retirement 2065	VLXVX	0.08%

Average Investment Expense 0.15% • Investment options and expenses are as of 11/30/2025.



FLORIDA MUNICIPAL PENSION TRUST FUND

 retirement@flcities.com

 [Text or Call: 888.945.7401](tel:888.945.7401)

 FLCretirement.com

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