

Public Employees' Individual Retirement
Account Fund/Deferred Compensation Plan
(A Component Unit of the State of Alabama)

FINANCIAL STATEMENTS

For the Fiscal Year Ended September 30, 2023

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INDEPENDENT AUDITORS' REPORT

To the Board of Control
Public Employees' Individual Retirement
Account Fund/Deferred Compensation Plan

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of the Public Employees' Individual Retirement Account Fund/Deferred Compensation Plan (a component of the State of Alabama), as of and for the year ended September 30, 2023, and the related notes to the financial statements, which collectively comprise the Public Employees' Individual Retirement Account Fund/Deferred Compensation Plan's basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective fiduciary net position of the Public Employees' Individual Retirement Account Fund/Deferred Compensation Plan, as of September 30, 2023, and the respective changes in fiduciary net position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Public Employees' Individual Retirement Account Fund, and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Public Employees' Individual Retirement Account Fund/Deferred Compensation Plan's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations,

or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Public Employees' Individual Retirement Account Fund/Deferred Compensation Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Public Employees' Individual Retirement Account Fund/Deferred Compensation Plan's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Other Matters

Prior-Year Comparative Information

The financial statements include partial prior-year comparative information. Such information does not include all of the information required to constitute a presentation in conformity with accounting principles generally accepted in the United States of America. Accordingly, such information should be read in conjunction with the Public Employees' Individual Retirement Account Fund/Deferred Compensation Plan's financial statements for the year ended September 30, 2022, from which such partial information was derived. We have previously audited the Public Employees' Individual Retirement Account Fund/Deferred Compensation Plan's financial statements and we expressed an unmodified opinion on the respective financial statements in our report dated January 20, 2023. In our opinion, the summarized comparative information presented herein as of and for the year ended September 30, 2020, is consistent, in all material respects, with the audited financial statements from which it has been derived.

Other Reporting Required by Government Auditing Standards

In accordance with Government Auditing Standards, we have also issued our report dated January 15, 2024, on our consideration the Public Employees' Individual Retirement Account Fund/Deferred Compensation Plan's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Public Employees' Individual Retirement Account Fund/Deferred Compensation Plan's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with Government Auditing Standards in considering the Retirement Systems of Alabama's internal control over financial reporting and compliance.

Carr, Rigg & Ingram, L.L.C.

January 15, 2024
Montgomery, Alabama

Public Employees' Individual Retirement Account/Deferred Compensation Plan
Management's Discussion and Analysis
September 30, 2023

The Public Employees' Individual Retirement Account/Deferred Compensation Plan (PEIRAF/DCP) operates as a deferred compensation plan as defined in Section 457 of the Internal Revenue Code of the United States. The following discussion provides an overview of the financial position and results of operation for the PEIRAF/DCP as of and for the fiscal year ended September 30, 2023. For more detailed information, please refer to the financial statements, including the *Notes to the Financial Statements*.

Overview of the Financial Statements

The financial statements of the PEIRAF/DCP include the *Statement of Fiduciary Net Position* and the *Statement of Changes in Fiduciary Net Position*. The *Notes to the Financial Statements* are considered an integral part of the financial statements and should be read in conjunction with the financial statements.

The financial statements are prepared under the accrual basis of accounting using the economic resources measurement focus. Revenues are recognized when earned and expenses are recognized when incurred, regardless of when cash is received or expended. Investments are reported at fair value.

The *Statement of Fiduciary Net Position* includes all assets and liabilities of the PEIRAF/DCP and provides a snapshot of the financial position of the PEIRAF/DCP as of the end of the fiscal year. Assets are reduced by liabilities resulting in the fiduciary net position restricted for the PEIRAF/DCP's members as of the end of the fiscal year.

The *Statement of Changes in Fiduciary Net Position* reports all additions and deductions during the fiscal year for the PEIRAF/DCP. Additions are primarily comprised of member contributions and investment income. Deductions primarily consist of distributions made to participants during the fiscal year. The change in fiduciary net position plus the beginning fiduciary net position results in the fiduciary net position restricted for members at the end of the fiscal year.

The *Notes to the Financial Statements* include a description of the PEIRAF/DCP, a summary of significant accounting policies, and notes and disclosures regarding the PEIRAF/DCP's investments.

Comparative financial statements for the fiscal years ended September 30, 2023, and September 30, 2022, have been included below.

**Summary Comparative Statement of Fiduciary Net Position
As of September 30, 2023 and 2022**

	<u>2023</u>	<u>2022</u>	<u>Variance</u>	<u>% Increase/ (Decrease)</u>
Assets				
Cash	\$ 500,334	\$ -	\$ 500,334	100.00
Interest and Dividends Receivable	9,034,444	8,254,804	779,640	9.44
Investments	2,381,172,598	2,198,861,873	182,310,725	8.29
Invested Securities Lending Collateral	50,981,666	46,531,106	4,450,560	9.56
Total Assets	<u>2,441,689,042</u>	<u>2,253,647,783</u>	<u>188,041,259</u>	8.34
Liabilities				
Investment Purchases Payable	-	1,184,736	(1,184,736)	(100.00)
Securities Lending Collateral	50,981,666	46,531,106	4,450,560	9.56
Total Liabilities	<u>50,981,666</u>	<u>47,715,842</u>	<u>3,265,824</u>	6.84
Net Position Restricted for Deferred Compensation Benefits	<u>\$ 2,390,707,376</u>	<u>\$ 2,205,931,941</u>	<u>\$ 184,775,435</u>	8.38

**Summary Comparative Statement of Changes in Fiduciary Net Position
For the Fiscal Years Ended September 30, 2023 and 2022**

	<u>2023</u>	<u>2022</u>	<u>Variance</u>	<u>% Increase/ (Decrease)</u>
Additions				
Member Contributions	\$ 76,754,777	\$ 76,934,041	\$ (179,264)	(0.23)
Interest & Dividend Income	64,152,347	54,753,884	9,398,463	17.16
Net Change in Fair Value of Investments	183,152,743	(391,789,179)	574,941,922	146.75
Net Income from Securities Lending Activities	362,742	279,604	83,138	29.73
Total (Reductions)/Additions	<u>324,422,609</u>	<u>(259,821,650)</u>	<u>584,244,259</u>	224.86
Deductions				
Normal Distributions	139,379,927	154,686,963	(15,307,036)	(9.90)
Emergency Withdrawals	267,247	317,190	(49,943)	(15.75)
Total Deductions	<u>139,647,174</u>	<u>155,004,153</u>	<u>(15,356,979)</u>	(9.91)
Change in Net Position	184,775,435	(414,825,803)	599,601,238	144.54
Net Position Restricted for Deferred Compensation Benefits:				
Beginning of Year	<u>2,205,931,941</u>	<u>2,620,757,744</u>	<u>(414,825,803)</u>	(15.83)
End of Year	<u>\$ 2,390,707,376</u>	<u>\$ 2,205,931,941</u>	<u>\$ 184,775,435</u>	8.38

Financial Highlights

- The PEIRAF/DCP's annual rate of return on investment options as calculated by State Street Bank and Trust Company, the PEIRAF/DCP's investment custodian, was 4.91% for the short-term investment fund, 2.26% for the fixed income fund, and 21.59% for the S&P 500 Index Fund. Overall, investments increased 8.29% during the fiscal year primarily due to increases in the market value of the investments.
- Member distributions decreased by 9.91% during the fiscal year with the greatest decrease in transfers/rollovers out of RSA-1 to other qualified plans.

PUBLIC EMPLOYEES' INDIVIDUAL RETIREMENT ACCOUNT FUND
DEFERRED COMPENSATION PLAN
Statement of Fiduciary Net Position
September 30, 2023 with comparative amounts at September 30, 2022

	<u>2023</u>	<u>2022</u>
<i>Assets</i>		
Cash	\$ 500,334	\$ -
Interest and Dividends Receivable	9,034,444	8,254,804
Investments, at Fair Value (Note 2)		
Money Market Funds	232,274,138	213,820,466
U.S. Treasuries	300,865,674	301,440,111
U.S. Agency Securities	32,992,438	44,011,973
GNMAs	36,580,465	42,343,922
CMOs	149,675,943	157,915,368
Corporate Bonds	405,624,877	423,121,156
Private Placements	3,474,119	4,147,449
Common and Preferred Stocks	1,219,684,944	1,012,061,428
Total Investments	<u>2,381,172,598</u>	<u>2,198,861,873</u>
Invested Securities Lending Collateral	50,981,666	46,531,106
Total Assets	<u>2,441,689,042</u>	<u>2,253,647,783</u>
<i>Liabilities</i>		
Investment Purchases Payable	-	1,184,736
Securities Lending Collateral	50,981,666	46,531,106
Total Liabilities	<u>50,981,666</u>	<u>47,715,842</u>
<i>Net Position Restricted for Deferred Compensation Benefits</i>	<u><u>\$ 2,390,707,376</u></u>	<u><u>\$ 2,205,931,941</u></u>

See accompanying Notes to the Financial Statements.

PUBLIC EMPLOYEES' INDIVIDUAL RETIREMENT ACCOUNT FUND
DEFERRED COMPENSATION PLAN
Statement of Changes in Fiduciary Net Position
For the Fiscal Year Ended September 30, 2023 with comparative amounts shown for 2022

	<u>2023</u>	<u>2022</u>
<i>Additions</i>		
Member Contributions	\$ 76,754,777	\$ 76,934,041
Investment Income (Note 2)		
<i>From Investing Activities</i>		
Interest and Dividends	64,152,347	54,753,884
Net Increase/(Decrease) in Fair Value of Investments	183,152,743	(391,789,179)
Total Investment Income/(Loss) from Investing Activities	<u>247,305,090</u>	<u>(337,035,295)</u>
<i>From Securities Lending Activities</i>		
Securities Lending Income	2,012,610	720,445
Less Securities Lending Expenses:		
Borrower Rebates	1,463,980	321,045
Management Fees	185,888	119,796
Total Securities Lending Expenses	<u>1,649,868</u>	<u>440,841</u>
Income from Securities Lending Activities, Net	<u>362,742</u>	<u>279,604</u>
Net Investment Income/(Loss)	<u>247,667,832</u>	<u>(336,755,691)</u>
<i>Total Additions/(Reductions)</i>	<u>324,422,609</u>	<u>(259,821,650)</u>
<i>Deductions</i>		
Normal Distributions	139,379,927	154,686,963
Emergency Withdrawals	267,247	317,190
<i>Total Deductions</i>	<u>139,647,174</u>	<u>155,004,153</u>
<i>Change in Net Position</i>	184,775,435	(414,825,803)
<i>Net Position Restricted for Deferred Compensation Benefits:</i>		
Beginning of Year	2,205,931,941	2,620,757,744
End of Year	<u>\$ 2,390,707,376</u>	<u>\$ 2,205,931,941</u>

See accompanying Notes to the Financial Statements.

Public Employees' Individual Retirement Account Fund/Deferred Compensation Plan
Notes to the Financial Statements
For the Fiscal Year Ended September 30, 2023

1) Organization and Summary of Significant Accounting Policies

A. Plan Description

On November 26, 1986, the Public Employees' Individual Retirement Account Fund (PEIRAF) Board of Control established the Public Employees' Individual Retirement Account Fund/Deferred Compensation Plan (PEIRAF/DCP) under the provisions of the *Code of Alabama 1975, Title 36, Chapter 27A* (Act 685 of the Legislature of 1986) to afford PEIRAF members the greatest possible tax benefits under the federal income tax laws. The PEIRAF/DCP operates as a deferred compensation plan as defined in Section 457 of the Internal Revenue Code of the United States and began receiving deferred portions of employees' income on January 1, 1987. The responsibility for the general administration and operation of the PEIRAF/DCP is vested in its Board of Control. In accordance with the Governmental Accounting Standards Board (GASB) pronouncements, the PEIRAF/DCP is considered a component unit of the State of Alabama (State) and is included in the State's *Comprehensive Annual Financial Report*.

Each member may defer a maximum of \$22,500 for calendar year 2023. Any member, age 50 and older, may make additional deferrals of \$7,500 for calendar year 2023. A member may "catch-up" unused eligible amounts for one to three years if the member did not defer the maximum deferral amount in the years beginning with 1986 and was eligible to participate. In order to make these additional deferrals ("catch-up" deferrals), a member must be within three years of normal retirement and be eligible for an unreduced pension.

PEIRAF/DCP investments are participant-directed in either a short-term investment fund, an S&P 500 Index Fund, or fixed income investments such as corporate bonds, U.S. agency obligations, government national mortgage association securities, and commercial paper.

All members of the Teachers' Retirement System of Alabama (TRS), the Employees' Retirement System of Alabama (ERS), the Judicial Retirement Fund (JRF), and employees of employers eligible to participate in the ERS pursuant to provisions of the *Code of Alabama 1975, Section 36-27-6*, and public officials and employees of the State of Alabama or any political subdivision thereof (collectively, participating employers) are eligible to participate in the PEIRAF/DCP. As of September 30, 2023, there were 42,075 participants.

Effective October 1, 1997, the PEIRAF/DCP adopted Trust status in compliance with The Small Business Job Protection Act of 1996. Deferred income and investment earnings are held in trust for the exclusive benefit of the PEIRAF/DCP's participants and their beneficiaries.

Public Employees' Individual Retirement Account Fund/Deferred Compensation Plan
Notes to the Financial Statements
For the Fiscal Year Ended September 30, 2023

B. Cash

Cash consists of deposits held by the State Treasurer in the PEIRAF/DCP's name. Deposits are entirely insured by the Federal Deposit Insurance Corporation or protected under the Security for Alabama Funds Enhancement (SAFE) Program. The *Code of Alabama 1975*, as amended, requires all State organizations to participate in the SAFE Program. The SAFE Program is a multiple financial institution collateral pool. The SAFE Program requires all public funds to be deposited in a financial institution designated by the State Treasurer as a qualified public depository. Each qualified public depository is required to pledge collateral in accordance with the rules established by the SAFE Board of Directors. In the event that a qualified public depository defaults or becomes insolvent and the pledged collateral is insufficient to satisfy the claims of public depositors, the *Code of Alabama 1975, Section 41-14A-9(3)* authorizes the State Treasurer to make assessments against the other qualified public depositories in the pool so that there will be no loss of public funds. All cash on hand on September 30, 2023 were deposits held pending allocation to member accounts.

C. Basis of Accounting

The PEIRAF/DCP is a private purpose trust fund that operates under the accrual basis of accounting using the economic resources measurement focus. Revenues are recognized when earned and expenses are recognized when incurred, regardless of the timing of the cash flows in accordance with standards of the GASB. Subsequent events were evaluated by management through the date the financial statements were issued.

D. Investments

The Board of Control has the authority and responsibility to invest and reinvest available funds, through the Secretary-Treasurer of the ERS, in bonds, mortgage-backed securities, common and preferred stocks, and other investment vehicles with the care, skill, prudence, and diligence under the circumstances then prevailing that a prudent person acting in a like capacity and familiar with such matters would use.

All investments are carried at fair value. Short-term investments are reported at cost, which approximates fair value. Securities traded on national exchanges are valued at the last reported sales price at current exchange rates. Mortgage-backed securities are reported based on estimated future principal and interest payments discounted at the prevailing interest rate for similar instruments. Generally, private placements are valued based on the selling price of similar investments sold in the open market. In those instances where there are no similar investments sold in the open market, an independent appraisal is performed to determine the fair value of the private placements.

E. Income Distribution

All investment income earned on the accrual basis is posted monthly to member accounts based on average daily balances. Income was posted to member accounts at an annual rate of 4.91% for the short-term investment option. Income was posted to member accounts at an annual rate of 2.26% for the fixed income investment option. Income was posted to member accounts at an annual rate of 21.59% for the S&P 500 Index Fund investment option.

Public Employees' Individual Retirement Account Fund/Deferred Compensation Plan
Notes to the Financial Statements
For the Fiscal Year Ended September 30, 2023

F. Administrative Costs

Pursuant to the provisions of the *Code of Alabama 1975, Section 36-27A-7* (Act 1061 of the Legislature of 2001), the administrative costs incurred directly for the operation of the PEIRAF/DCP are provided from the expense funds of the TRS and the ERS.

G. Distribution Policy

An employee may retire or terminate service and receive a lump-sum distribution, a partial distribution followed by equal monthly payments, or a monthly disbursement. The Internal Revenue Code and Regulations require that distributions to the member begin no later than April 1 of the calendar year following the calendar year in which the employee attains age 73 or retires, whichever is later. Generally, distributions may begin at any age following retirement or separation of service. Normal distributions include monthly benefit disbursements, lump-sum distributions upon retirement or separation of service, and rollovers to other qualified plans. Member withdrawals include emergency disbursements.

H. Comparative Statements

The basic financial statements include the prior fiscal year *Statement of Fiduciary Net Position* and the *Statement of Changes in Fiduciary Net Position* for comparative purposes only. Prior fiscal year note disclosures are not included. Therefore, the prior fiscal year basic financial statement presentation does not meet the minimum level of detail required for a presentation in conformity with accounting principles generally accepted in the United States of America. Accordingly, the prior fiscal year statements should be read in conjunction with the PEIRAF/DCP's prior fiscal year financial report from which the prior fiscal year statements were derived.

I. Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts and disclosures in the financial statements. Actual results may differ from these estimates.

Public Employees' Individual Retirement Account Fund/Deferred Compensation Plan
Notes to the Financial Statements
For the Fiscal Year Ended September 30, 2023

2) Investments

A. Investment Risks

Investments are subject to certain types of risks, including interest rate risk, custodial credit risk, credit quality risk, and concentration of credit risk. The following describes those risks:

Interest Rate Risk – The fair value of fixed maturity investments fluctuates in response to changes in market interest rates. Increases in prevailing interest rates generally translate into decreases in fair value of those instruments. The fair value of interest sensitive instruments may also be affected by the creditworthiness of the issuer, prepayment options, relative values of alternative investments, and other general market conditions. Certain fixed maturity investments have call provisions that could result in shorter maturity periods.

Custodial Credit Risk – Custodial credit risk is the risk that an entity will not be able to recover the value of its investments or collateral securities that are in the possession of an outside party if the counterparty fails. The PEIRAF/DCP's custodial credit risk policy requires the custodial agent to hold or direct its agents or subcustodians to hold, for the account of the PEIRAF/DCP, all securities and other non-cash property other than securities in the Federal Reserve book-entry system, in a clearing agency which acts as a securities depository, or in another book-entry system. The PEIRAF/DCP's safekeeping agent holds all investments of the PEIRAF/DCP in the PEIRAF/DCP's name except for securities in the securities lending program.

Credit Quality – Nationally recognized statistical rating organizations provide ratings of debt securities' quality based on a variety of factors, such as the financial condition of the issuers, which provide investors with some idea of the issuer's ability to meet its obligations. Domestic fixed maturity investments may consist of rated or non-rated securities. Short-term investments may consist of commercial paper rated at least A-2 and/or P-2, repurchase agreements, short-term U.S. securities, and other money market investments.

Concentration of Credit Risk – The distribution of investments between fixed maturity investments and the S&P index fund is determined by member elections.

Public Employees' Individual Retirement Account Fund/Deferred Compensation Plan
Notes to the Financial Statements
For the Fiscal Year Ended September 30, 2023

A. Investment Risks, Continued

The following table provides information as of September 30, 2023, concerning the fair value of investments and interest rate risk:

Type of Investment	Maturity in Years at Fair Value				Total Fair Value	Cost
	Less Than 1	1-5	6-10	More Than 10		
<i>Fixed Maturity</i>						
Domestic						
Money Market Funds	\$ 232,274,138	\$ -	\$ -	\$ -	\$ 232,274,138	\$ 232,274,138
U.S. Agency	2,822,671	24,795,889	4,604,970	768,908	32,992,438	36,390,280
U.S. Treasuries	95,840,701	120,788,864	24,613,256	59,622,853	300,865,674	341,800,115
Corporate Bonds	66,762,222	157,004,093	68,092,834	113,765,728	405,624,877	451,390,177
Private Placements	-	-	3,474,119	-	3,474,119	3,158,976
GNMAs	47	22,265	-	36,558,153	36,580,465	45,116,769
CMOs	-	3,069,357	5,183,690	141,422,896	149,675,943	181,544,242
Total Domestic Fixed Maturity	\$ 397,699,779	\$ 305,680,468	\$ 105,968,869	\$ 352,138,538	1,161,487,654	1,291,674,697
<i>Equities</i>						
Preferred					11,422,015	11,251,000
Common					1,208,262,929	535,714,850
Total Equities					1,219,684,944	546,965,850
Total Investments					\$ 2,381,172,598	\$ 1,838,640,547

Public Employees' Individual Retirement Account Fund/Deferred Compensation Plan
Notes to the Financial Statements
For the Fiscal Year Ended September 30, 2023

A. Investment Risks, Continued

The following tables provide information as of September 30, 2023, concerning credit risk:

Moody's Ratings	Cost	Fair Value	Fair Value as a Percentage of Total Fair Value of Fixed Maturities
Aaa	\$ 52,612,016	\$ 48,463,113	4.17
Aa2	6,204,690	5,181,734	0.45
Aa3	5,042,111	4,787,285	0.41
A1	41,261,971	38,868,875	3.35
A2	17,184,090	15,397,291	1.32
A3	87,766,996	82,443,188	7.09
Baa1	90,477,699	76,422,471	6.58
Baa2	119,587,222	107,161,320	9.23
Baa3	15,745,870	13,442,376	1.16
Ba1	1,766,746	1,658,426	0.14
Ba2	431,800	419,440	0.04
Ba3	1,125,220	1,013,192	0.09
NR	284,007,140	279,106,861	24.03
Total Moody's Rated Fixed Maturities	723,213,571	674,365,572	58.06
U.S. Agency Mortgage-Backed Securities	181,544,242	149,675,943	12.89
U.S. Government Guaranteed	386,916,884	337,446,139	29.05
Total Fixed Maturities	\$ 1,291,674,697	\$ 1,161,487,654	100.00

Public Employees' Individual Retirement Account Fund/Deferred Compensation Plan
Notes to the Financial Statements
For the Fiscal Year Ended September 30, 2023

A. Investment Risks, Continued

The following tables provide information as of September 30, 2023, concerning credit risk:

S&P Ratings	Cost	Fair Value	Fair Value as a Percentage of Total Fair Value of Fixed Maturities
AAA	\$ 7,951,706	\$ 7,000,941	0.60
AA+	43,882,758	40,769,467	3.51
AA	5,397,882	5,252,887	0.45
AA-	14,413,564	13,017,626	1.12
A+	6,047,157	5,461,710	0.47
A	24,969,140	22,937,128	1.97
A-	76,720,415	69,803,860	6.01
BBB+	120,610,234	109,211,240	9.41
BBB	118,148,424	102,537,207	8.83
BBB-	20,957,334	18,857,767	1.62
BB+	1,541,094	1,379,019	0.12
BB	1,125,220	1,013,192	0.09
NR	281,448,643	277,123,528	23.86
Total S&P Rated Fixed Maturities	723,213,571	674,365,572	58.06
U.S. Agency Mortgage-Backed Securities	181,544,242	149,675,943	12.89
U.S. Government Guaranteed	386,916,884	337,446,139	29.05
Total Fixed Maturities	\$ 1,291,674,697	\$ 1,161,487,654	100.00

Public Employees' Individual Retirement Account Fund/Deferred Compensation Plan
Notes to the Financial Statements
For the Fiscal Year Ended September 30, 2023

B. Fair Value Measurement

The PEIRAF/DCP categorizes its fair value measurements within the fair value hierarchy established by accounting principles generally accepted in the United States of America. The hierarchy prioritizes the inputs to valuation used to measure the fair value of the asset, giving the highest priority to quoted prices in an active market for identical assets (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The inputs to the three levels of the fair value hierarchy are described as follows:

- Level 1:** Quoted (unadjusted) prices in an active market for identical assets or liabilities.
- Level 2:** Significant other inputs which are observable either directly or indirectly, including quoted prices for similar assets or liabilities, quoted prices for identical or similar assets or liabilities in a less active market, or other market-corroborated inputs.
- Level 3:** Valuations derived from valuation techniques using significant unobservable inputs for the asset or liabilities.

The categorization of investments within the hierarchy is based upon pricing transparency of the instrument and should not be perceived as the particular investment's risk.

Investments in equity securities classified as Level 1 are valued using quoted prices in an active market for those securities.

Investments in securities classified as Level 2 are valued using non-proprietary information that is readily available to market participants from multiple independent sources, which are known to be actively involved in the market. Pricing inputs may include market quotation, yields, maturities, call features, and ratings.

Investments in private equity, debt, and direct investments in real estate are classified as Level 3 due to lack of observable pricing inputs and are valued using annual appraisals based on a combination of market data and projected cash flows.

Public Employees' Individual Retirement Account Fund/Deferred Compensation Plan
Notes to the Financial Statements
For the Fiscal Year Ended September 30, 2023

B. Fair Value Measurement, Continued

The following table provides information as of September 30, 2023, concerning fair value measurement:

	09/30/2023	Fair Value Measurement Using:		
		Quoted Prices in Active Markets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Domestic Fixed Maturity				
Money Market Funds	\$ 232,274,138	\$ -	\$ 232,274,138	\$ -
U.S. Agency	32,992,438	-	32,992,438	-
U.S. Treasuries	300,865,674	-	300,865,674	-
Corporate Bonds	405,624,877	38,540,775	367,084,102	-
Private Placements	3,474,119	-	-	3,474,119
GNMAs	36,580,465	-	36,580,465	-
CMOs	149,675,943	-	149,675,943	-
Total Domestic Fixed Maturity	1,161,487,654	38,540,775	1,119,472,760	3,474,119
Equities		-	-	-
Preferred	11,422,015	11,422,015	-	-
Domestic	1,208,262,929	1,208,262,929	-	-
International		-	-	-
Total Equities	1,219,684,944	1,219,684,944	-	-
Total Investments	2,381,172,598	1,258,225,719	1,119,472,760	3,474,119
Securities Lending Collateral	50,981,666	-	50,981,666	-
Total Fair Value	\$ 2,432,154,264	\$ 1,258,225,719	\$ 1,170,454,426	\$ 3,474,119

C. Concentration of Investments

As of September 30, 2023, the PEIRAF/DCP owned no debt or equity securities which represented greater than 5% of the total fair value of investments.

Public Employees' Individual Retirement Account Fund/Deferred Compensation Plan
Notes to the Financial Statements
For the Fiscal Year Ended September 30, 2023

D. Securities Lending Program

The PEIRAF/DCP is authorized by the Board of Control to participate in a securities lending program. The PEIRAF/DCP's custodian, State Street Bank and Trust Company (State Street), administers the program. Certain securities from the PEIRAF/DCP are loaned to borrowers approved by the PEIRAF/DCP for collateral that will be returned for the same securities in the future. Approved borrowers provide acceptable collateral in the form of cash (U.S. dollar and foreign currency), U.S. and non-U.S. equities, assets permissible under Rule 15c3-3 of the Exchange Act of 1934, and other collateral as the parties may agree to in writing from time to time. All security loans are open loans and can be terminated on demand by the PEIRAF/DCP or borrower. The initial collateral received shall have (depending on the nature of the loaned securities and the collateral received), a value of 102% or 105% of the fair value of the loaned securities, or such other value, not less than 102% of the fair value of the loaned securities, as may be applicable in the jurisdiction in which such loaned securities are customarily traded. Pursuant to the terms of the applicable securities loan agreement, State Street shall, in accordance with State Street's reasonable and customary practices, mark loaned securities and collateral to their fair value each business day based upon the fair value of the collateral and the loaned securities at the close of business, employing the most recently available pricing information and shall receive and deliver collateral in order to maintain the value of the collateral at no less than 100% of the fair value of the loaned securities.

The PEIRAF/DCP cannot pledge or sell collateral securities received unless the borrower defaults. Cash collateral is invested in the State Street Compass Fund.

The following describes the guidelines for the Compass Fund: The Compass Fund's Investment Manager shall maintain the dollar-weighted average maturity of the Compass Fund in a manner that the Investment Manager believes is appropriate to the objective of the Compass Fund, provided, that (i) in no event shall any eligible security be acquired with a remaining legal final maturity (i.e., the date on which principal must be repaid) of greater than 18 months, (ii) the Investment Manager shall endeavor to maintain a dollar-weighted average maturity of the Compass Fund not to exceed 75 calendar days, and (iii) the Investment Manager shall endeavor to maintain a dollar-weighted average maturity to final of the Compass Fund not to exceed 180 calendar days. Additionally, at the time of purchase, all eligible securities with maturities of 13 months or less shall be rated at least A1, P1, or F1 by at least two of the following nationally recognized statistical rating organizations: Standard & Poor's Corp. ("S&P"), Moody's Investor Services, Inc. ("Moody's"), or Fitch, Inc. ("Fitch") respectively, or be determined by the Investment Manager to be of comparable quality. Additionally, all eligible securities with maturities in excess of 13 months shall be rated at least A-, A3, or A- respectively, by at least two of the following nationally recognized statistical rating organizations: S&P, Moody's, or Fitch or be determined by the Investment Manager to be of comparable quality. The Compass Fund may invest up to 10% of its assets at the time of purchase in commingled vehicles managed by State Street Global Advisors or its affiliates that conform to the Investment Policy Guidelines.

Public Employees' Individual Retirement Account Fund/Deferred Compensation Plan
Notes to the Financial Statements
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D. Securities Lending Program, Continued

As of September 30, 2023, the average loan term was 45 days. Cash collateral investments in the Compass Fund are matured as needed to fulfill loan obligations. There is no direct matching of the maturities of the loans with the investments made with cash collateral.

The fair value of the securities on loan was \$339,971,399, and the fair value of the collateral pledged by the borrowers was \$360,425,065 as of September 30, 2023. Since the amounts owed by the PEIRAF/DCP exceeded the amounts the borrowers owed to the PEIRAF/DCP, there was no credit risk exposure as of September 30, 2023. Additionally, there were no significant violations of legal or contractual provisions, no borrower or lending agent default losses, and no recoveries of prior period losses during the fiscal year.

Investments purchased with cash collateral are held by the custodial agent, but not in the name of the PEIRAF/DCP. Securities pledged as collateral are held by the custodial agent, but not in the name of the PEIRAF/DCP. Letters of credit pledged as collateral are issued by the borrower's bank and are irrevocable. Tri-party collateral is held by a third-party bank in the name of the custodial agent. State Street, as custodial agent, is authorized to request a third-party bank to undertake certain custodial functions in connection with holding of the collateral provided by a borrower. State Street may instruct the third-party bank to establish and maintain a borrower's account and a State Street account wherein all collateral including cash shall be maintained by the third-party bank in accordance with the terms of the agreement.

Public Employees' Individual Retirement Account Fund/Deferred Compensation Plan
Notes to the Financial Statements
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D. Securities Lending Program, Continued

The following table provides information as of September 30, 2023, concerning securities lent:

Securities Lending - Investments Lent and Collateral Received
(at Fair Value)

Type of Investment Lent	Amounts
<i>For Cash Collateral</i>	
Domestic Fixed Maturities	\$ 1,584,257
Domestic Equity - U.S. Dollar	35,869,782
Domestic Equity - Japanese Yen	12,007,642
Total Lent for Cash Collateral	<u>49,461,681</u>
<i>For Non-Cash Collateral</i>	
Domestic Fixed Maturities	258,239,272
Domestic Equity	32,270,446
Total Lent for Non-Cash Collateral	<u>290,509,718</u>
Total Securities Lent	<u>\$ 339,971,399</u>
 Type of Collateral Received	
<i>Cash Collateral - Invested in State Street Compass Fund</i>	<u>\$ 50,981,666</u>
<i>Non-Cash Collateral</i>	
Domestic Fixed Securities	
USD	256,664,966
Domestic Equity Securities	
USD	35,678,499
International Fixed Maturities & Equity	
USD	17,099,934
Total Non-Cash Collateral	<u>309,443,399</u>
Total Collateral Received	<u>\$ 360,425,065</u>

E. Mortgage-Backed Securities

As of September 30, 2023, the PEIRAF/DCP had investments in mortgage-backed securities. Embedded prepayment options cause these investments to be highly sensitive to changes in interest rates. Prepayments by the obligors of the underlying assets reduce the total interest payments to be received. Generally, when interest rates fall, obligors tend to prepay the mortgages thus eliminating the stream of interest payments that would have been received under the original amortization schedule. The resulting reduction in cash flow diminishes the fair value of the mortgage-backed securities. Additionally, the prepayment activity associated with this type of security can lead to changes in the average life and duration of the security. Higher prepayments will effectively shorten the expected life of the security while slower prepayments can lengthen the expected life of the security.