

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, 2024

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## **INDEPENDENT AUDITOR'S 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, 2024, 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, 2024, 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 Auditor's 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.

#### **Auditor's 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 auditor's 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, 2023, 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 15, 2024. In our opinion, the summarized comparative information presented herein as of and for the year ended September 30, 2021, 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 February 19, 2025, 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.*

February 19, 2025  
Montgomery, Alabama

**Public Employees' Individual Retirement Account/Deferred Compensation Plan**  
**Management's Discussion and Analysis**  
**September 30, 2024**

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, 2024. 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, 2024, and September 30, 2023, have been included below.

**Summary Comparative Statement of Fiduciary Net Position  
As of September 30, 2024 and 2023**

	<b>2024</b>	<b>2023</b>	<b>Variance</b>	<b>% Increase/ (Decrease)</b>
<i><b>Assets</b></i>				
Cash	\$ -	\$ 500,334	\$ (500,334)	(100.00)
Interest and Dividends Receivable	8,170,108	9,034,444	(864,336)	(9.57)
Investments	2,851,537,545	2,381,172,598	470,364,947	19.75
Invested Securities Lending Collateral	51,437,039	50,981,666	455,373	0.89
<b>Total Assets</b>	<b>2,911,144,692</b>	<b>2,441,689,042</b>	<b>469,455,650</b>	19.23
<i><b>Liabilities</b></i>				
Securities Lending Collateral	51,437,039	50,981,666	455,373	0.89
<b>Total Liabilities</b>	<b>51,437,039</b>	<b>50,981,666</b>	<b>455,373</b>	0.89
<i><b>Net Position Restricted for Deferred Compensation Benefits</b></i>	<b>\$ 2,859,707,653</b>	<b>\$ 2,390,707,376</b>	<b>\$ 469,000,277</b>	19.62

**Summary Comparative Statement of Changes in Fiduciary Net Position  
For the Fiscal Years Ended September 30, 2024 and 2023**

	<b>2024</b>	<b>2023</b>	<b>Variance</b>	<b>% Increase/ (Decrease)</b>
<i><b>Additions</b></i>				
Member Contributions	\$ 74,744,086	\$ 76,754,777	\$ (2,010,691)	(2.62)
Interest & Dividend Income	68,511,227	64,152,347	4,358,880	6.79
Net Change in Fair Value of Investments	485,154,264	183,152,743	302,001,521	164.89
Net Income from Securities Lending Activities	464,959	362,742	102,217	28.18
<b>Total (Reductions)/Additions</b>	<b>628,874,536</b>	<b>324,422,609</b>	<b>304,451,927</b>	93.84
<i><b>Deductions</b></i>				
Distributions	159,874,259	139,647,174	20,227,085	14.48
<b>Total Deductions</b>	<b>159,874,259</b>	<b>139,647,174</b>	<b>20,227,085</b>	14.48
<b>Change in Net Position</b>	<b>469,000,277</b>	<b>184,775,435</b>	<b>284,224,842</b>	153.82
<i><b>Net Position Restricted for Deferred Compensation Benefits:</b></i>				
<i><b>Beginning of Year</b></i>	<b>2,390,707,376</b>	<b>2,205,931,941</b>	<b>184,775,435</b>	8.38
<i><b>End of Year</b></i>	<b>\$ 2,859,707,653</b>	<b>\$ 2,390,707,376</b>	<b>\$ 469,000,277</b>	19.62

## **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 5.63% for the short-term investment fund, 11.33% for the fixed income fund, and 36.29% for the S&P 500 Index Fund. Overall, investments increased 19.75% during the fiscal year primarily due to increases in the market value of the investments.
- Member distributions increased by 14.48% during the fiscal year with the greatest increase 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, 2024 with comparative amounts at September 30, 2023**

	<u>2024</u>	<u>2023</u>
<i><b>Assets</b></i>		
Cash	\$ -	\$ 500,334
Interest and Dividends Receivable	8,170,108	9,034,444
Investments, at Fair Value (Note 2)		
Money Market Funds	247,615,263	232,274,138
U.S. Treasuries	281,786,794	300,865,674
U.S. Agency	31,911,840	32,992,438
GNMAs	35,852,047	36,580,465
CMOs	168,641,022	149,675,943
Corporate Bonds	457,897,037	405,624,877
Private Placements	3,064,986	3,474,119
Common Stocks	1,624,768,556	1,219,684,944
Total Investments	<u>2,851,537,545</u>	<u>2,381,172,598</u>
Invested Securities Lending Collateral	51,437,039	50,981,666
Total Assets	<u>2,911,144,692</u>	<u>2,441,689,042</u>
<i><b>Liabilities</b></i>		
Securities Lending Collateral	51,437,039	50,981,666
Total Liabilities	<u>51,437,039</u>	<u>50,981,666</u>
<i><b>Net Position Restricted for Deferred Compensation Benefits</b></i>	<u><u>\$ 2,859,707,653</u></u>	<u><u>\$ 2,390,707,376</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, 2024 with comparative amounts shown for 2023**

	<u>2024</u>	<u>2023</u>
<b><i>Additions</i></b>		
Member Contributions	\$ 74,744,086	\$ 76,754,777
Investment Income (Note 2)		
<i>From Investing Activities</i>		
Interest and Dividends	68,511,227	64,152,347
Net Increase in Fair Value of Investments	485,154,264	183,152,743
Total Investment Income from Investing Activities	<u>553,665,491</u>	<u>247,305,090</u>
<i>From Securities Lending Activities</i>		
Securities Lending Income	3,572,635	2,012,610
Less Securities Lending Expenses:		
Borrower Rebates	2,911,251	1,463,980
Management Fees	196,425	185,888
Total Securities Lending Expenses	<u>3,107,676</u>	<u>1,649,868</u>
Income from Securities Lending Activities, Net	464,959	362,742
Net Investment Income	<u>554,130,450</u>	<u>247,667,832</u>
<b><i>Total Additions</i></b>	<u>628,874,536</u>	<u>324,422,609</u>
<b><i>Deductions</i></b>		
Distributions	159,874,259	139,647,174
<b><i>Total Deductions</i></b>	<u>159,874,259</u>	<u>139,647,174</u>
<b><i>Change in Net Position</i></b>	469,000,277	184,775,435
<b><i>Net Position Restricted for Deferred Compensation Benefits:</i></b>		
Beginning of Year	2,390,707,376	2,205,931,941
End of Year	<u><u>\$ 2,859,707,653</u></u>	<u><u>\$ 2,390,707,376</u></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, 2024**

**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 \$23,000 for calendar year 2024. Any member, age 50 and older, may make additional deferrals of \$7,500 for calendar year 2024. 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, 2024, there were 40,803 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, 2024**

#### **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. As of September 30, 2024 no cash was held on hand.

#### **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. Member Account**

Member account balances reflect the effects of income or losses from each particular investment option posted daily through the Net Asset Value of the funds. Member account balances increased at an annual rate of 5.63% for the short-term investment option 11.33% for the fixed income investment option, and 36.29% 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, 2024**

**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. Distributions include monthly benefit disbursements, lump-sum distributions upon retirement or separation of service, rollovers to other qualified plans, and 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.

**J. Reclassification of Prior Year Presentation**

Certain prior year amounts have been reclassified for consistency with the current year presentation. These reclassifications had no effect on the reported results of operations.

**Public Employees' Individual Retirement Account Fund/Deferred Compensation Plan**  
**Notes to the Financial Statements**  
**For the Fiscal Year Ended September 30, 2024**

**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, 2024**

**A. Investment Risks, Continued**

The following table provides information as of September 30, 2024, concerning the fair value of investments and interest rate risk:

Maturity in Years at Fair Value						
Type of Investment	Less Than 1	1-5	6-10	More Than 10	Total Fair Value	Cost
Fixed Maturity						
Domestic						
Money Market Funds	\$ 247,615,263	\$ -	\$ -	\$ -	\$ 247,615,263	\$ 247,615,263
U.S. Agency	7,069,252	20,880,570	3,071,940	890,078	31,911,840	33,507,321
U.S. Treasuries	19,167,335	147,306,037	40,986,809	74,326,613	281,786,794	298,988,926
Corporate Bonds	148,469,434	127,894,536	55,271,321	126,261,746	457,897,037	471,346,735
Private Placements	-	3,064,986	-	-	3,064,986	2,812,599
GNMAs	-	12,319	-	35,839,728	35,852,047	41,189,342
CMOs	2,164	2,219,524	4,067,005	162,352,329	168,641,022	185,631,022
Total Domestic Fixed Maturity	\$ 422,323,448	\$ 301,377,972	\$ 103,397,075	\$ 399,670,494	1,226,768,989	1,281,091,208
Equities						
Common					1,624,768,556	556,770,606
Total Equities					1,624,768,556	556,770,606
Total Investments					\$ 2,851,537,545	\$ 1,837,861,814

**Public Employees' Individual Retirement Account Fund/Deferred Compensation Plan**  
**Notes to the Financial Statements**  
**For the Fiscal Year Ended September 30, 2024**

**A. Investment Risks, Continued**

The following tables provide information as of September 30, 2024, concerning credit risk:

<b>Moody's Ratings</b>	<b>Cost</b>	<b>Fair Value</b>	<b>Fair Value as a Percentage of Total Fair Value of Fixed Maturities</b>
Aaa	\$ 41,355,588	\$ 39,760,056	3.24
Aa2	6,504,690	5,986,462	0.49
Aa3	6,431,638	6,392,165	0.52
A1	40,168,714	40,102,470	3.27
A2	10,031,716	10,035,115	0.82
A3	92,884,137	91,693,187	7.47
Baa1	80,224,843	73,991,761	6.03
Baa2	124,268,553	119,281,992	9.72
Baa3	6,070,837	5,634,987	0.46
Ba1	1,766,746	1,804,526	0.15
Ba2	431,800	492,597	0.04
Ba3	1,125,220	1,095,524	0.09
NR	344,017,436	344,218,285	28.06
<b>Total Moody's Rated Fixed Maturities</b>	<b>755,281,918</b>	<b>740,489,127</b>	<b>60.36</b>
U.S. Agency Mortgage-Backed Securities	185,631,022	168,641,022	13.75
U.S. Government Guaranteed	340,178,268	317,638,840	25.89
<b>Total Fixed Maturities</b>	<b>\$ 1,281,091,208</b>	<b>\$ 1,226,768,989</b>	<b>100.00</b>

**Public Employees' Individual Retirement Account Fund/Deferred Compensation Plan**  
**Notes to the Financial Statements**  
**For the Fiscal Year Ended September 30, 2024**

**A. Investment Risks, Continued**

The following tables provide information as of September 30, 2024, concerning credit risk:

<b>S&amp;P Ratings</b>	<b>Cost</b>	<b>Fair Value</b>	<b>Fair Value as a Percentage of Total Fair Value of Fixed Maturities</b>
AAA	\$ 7,951,706	\$ 7,715,220	0.63
AA+	32,646,835	31,300,500	2.55
AA	3,338,231	3,519,759	0.29
AA-	14,005,969	13,460,879	1.10
A+	4,073,552	3,840,793	0.31
A	20,482,173	20,640,836	1.68
A-	74,775,402	72,236,490	5.89
BBB+	116,335,477	113,008,431	9.21
BBB	121,239,779	114,852,037	9.36
BBB-	17,984,832	16,909,001	1.38
BB+	1,341,348	1,328,116	0.11
BB-	1,125,220	1,095,524	0.09
NR	339,981,394	340,581,541	27.76
<b>Total S&amp;P Rated Fixed Maturities</b>	<b>755,281,918</b>	<b>740,489,127</b>	<b>60.36</b>
U.S. Agency Mortgage-Backed Securities	185,631,022	168,641,022	13.75
U.S. Government Guaranteed	340,178,268	317,638,840	25.89
<b>Total Fixed Maturities</b>	<b>\$ 1,281,091,208</b>	<b>\$ 1,226,768,989</b>	<b>100.00</b>



**Public Employees' Individual Retirement Account Fund/Deferred Compensation Plan**  
**Notes to the Financial Statements**  
**For the Fiscal Year Ended September 30, 2024**

**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, inputs other than quoted prices that are observable for the asset or liability, inputs that are derived principally from or corroborated by observable market data by correlation or other means, 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**  
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**For the Fiscal Year Ended September 30, 2024**

**B. Fair Value Measurement, Continued**

The following table provides information as of September 30, 2024, concerning fair value measurement:

	Fair Value	Fair Value Measurement Using:		
		Quoted Prices in Active Markets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
<b>Domestic Fixed Maturity</b>				
Money Market Funds	\$ 247,615,263	\$ -	\$ 247,615,263	\$ -
U.S. Agency	31,911,840	-	31,911,840	-
U.S. Treasuries	281,786,794	-	281,786,794	-
Corporate Bonds	457,897,037	88,393,644	369,503,393	-
Private Placements	3,064,986	-	-	3,064,986
GNMAs	35,852,047	-	35,852,047	-
CMOs	168,641,022	-	168,641,022	-
Total Domestic Fixed Maturity	1,226,768,989	88,393,644	1,135,310,359	3,064,986
<b>Equities</b>				
Domestic	1,624,768,556	1,624,768,556	-	-
Total Equities	1,624,768,556	1,624,768,556	-	-
<b>Total Investments</b>	2,851,537,545	1,713,162,200	1,135,310,359	3,064,986
Securities Lending Collateral	51,437,038	-	51,437,038	-
<b>Total Fair Value</b>	<b>\$ 2,902,974,583</b>	<b>\$ 1,713,162,200</b>	<b>\$ 1,186,747,397</b>	<b>\$ 3,064,986</b>

**C. Concentration of Investments**

As of September 30, 2024, 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, 2024**

**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**  
**For the Fiscal Year Ended September 30, 2024**

**D. Securities Lending Program, Continued**

As of September 30, 2024, the average loan term was 33 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 \$302,301,811, and the fair value of the collateral pledged by the borrowers was \$325,969,130 as of September 30, 2024. 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, 2024. 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**  
**For the Fiscal Year Ended September 30, 2024**

**D. Securities Lending Program, Continued**

The following table provides information as of September 30, 2024, concerning securities lent:

**SECURITIES LENDING - INVESTMENTS LENT AND COLLATERAL**  
(at Fair Value)

<b>Type of Investment Lent</b>	<b>Amounts</b>
<i>For Cash Collateral</i>	
Domestic Fixed Maturities	\$ 20,016,271
Domestic Equity -US	30,275,364
Domestic Equity -JPY	63,174
Total Lent for Cash Collateral	<u>50,354,809</u>
<i>For Non-Cash Collateral</i>	
Domestic Fixed Maturities	218,072,228
Domestic Equity	33,874,774
Total Lent for Non-cash Collateral	<u>251,947,002</u>
<b>Total Securities Lent</b>	<b><u>\$ 302,301,811</u></b>
 <b>Type of Collateral Received</b>	
<i>Cash Collateral - Invested in State Street Quality D Fund</i>	<u>\$ 51,437,039</u>
<i>Non-Cash Collateral</i>	
Domestic Fixed Securities	
CAD	98,224
USD	181,834,376
Domestic Equity Securities	
CAD	19,721,649
USD	18,547,027
International Fixed Maturities & Equity	
USD	<u>54,330,815</u>
Total Non-cash Collateral	<u>274,532,091</u>
<b>Total Collateral Received</b>	<b><u>\$ 325,969,130</u></b>

**E. Mortgage-Backed Securities**

As of September 30, 2024, 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.