



Hybrid Retirement Plan Fact Sheet

Defined Benefit Component

The Mississippi Hybrid Retirement Plan is mandatory for all eligible employees who become members of the Public Employees' Retirement System of Mississippi (PERS) on or after March 1, 2026. Eligibility begins on the first day of employment and continues throughout covered service. The hybrid benefit structure combines the stability of a defined benefit plan administered by PERS with the flexibility of a participant-directed defined contribution plan administered by Empower, creating a dual-component structure designed to support both long-term income and workforce mobility.

DEFINED BENEFIT COMPONENT

- PERS provides a lifetime monthly benefit at retirement.
- Members are eligible to receive a retirement benefit after 30 years of service credit at any age or after reaching age 62 with 8 years of membership service credit.
- Benefits will be reduced for each year of creditable service below 30 years or each year in age below age 65, whichever is less.
- Benefits are calculated based on the member's years of creditable service, age, and average compensation. Average compensation is the average of the highest four fiscal or calendar years of compensation, or the final 48 months.
- Members contribute 4 percent of compensation to the defined benefit plan. Employers pay the applicable PERS employer contribution.

Contact PERS

- **Call:** 800-444-7377
- **Visit:** 429 Mississippi Street, Jackson MS 39201
- **Hours:** Monday - Friday: 8 a.m. - 5 p.m.
- **Email:** customerservice@pers.ms.gov
- **Online:** Find member handbook and plan highlights at www.pers.ms.gov/Tier5.

Additional Voluntary Retirement Contributions

Hybrid plan members who desire to contribute additional funds toward retirement may consider the Mississippi Deferred Compensation Plan (MDC). MDC is a 457(b) voluntary supplemental tax-deferred defined contribution retirement savings plan offered through PERS to state employees, elected officials, employees of participating political subdivisions, and independent contractors of the state or participating political subdivisions. The minimum MDC contribution is \$25 per month, and the plan is administered by Empower.

Defined Benefit Calculation Example Maximum Benefit Option

Pension Multiplier 1.00%

Years of Creditable Service X 30

Average Compensation X \$65,000

Annual Benefit = \$19,500

Monthly Benefit = \$1,625

The information in this document is general in nature and may be subject to change without notice. In the event of a conflict between this guide and plan documents, the plan documents will take precedence. Additionally, the value of a 401(a) defined contribution account will fluctuate, and it is possible for the value to be less than what was contributed. The risks associated with investing are numerous, and as with any investment, it is possible to lose money. The state of Mississippi and its employees are not authorized to provide legal, financial, or tax advice. For legal and tax advice concerning your situation you should consult your personal legal, tax or other advisers.



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Defined Contribution 401(A) Plan Component

The Mississippi Hybrid Retirement Plan is mandatory for all eligible employees who become members of the Public Employees' Retirement System of Mississippi (PERS) on or after March 1, 2026. Eligibility begins on the first day of employment and continues throughout covered service. The hybrid benefit structure combines the stability of a defined benefit plan administered by PERS with the flexibility of a participant-directed defined contribution plan administered by Empower, creating a dual-component structure designed to support both long-term income and workforce mobility.

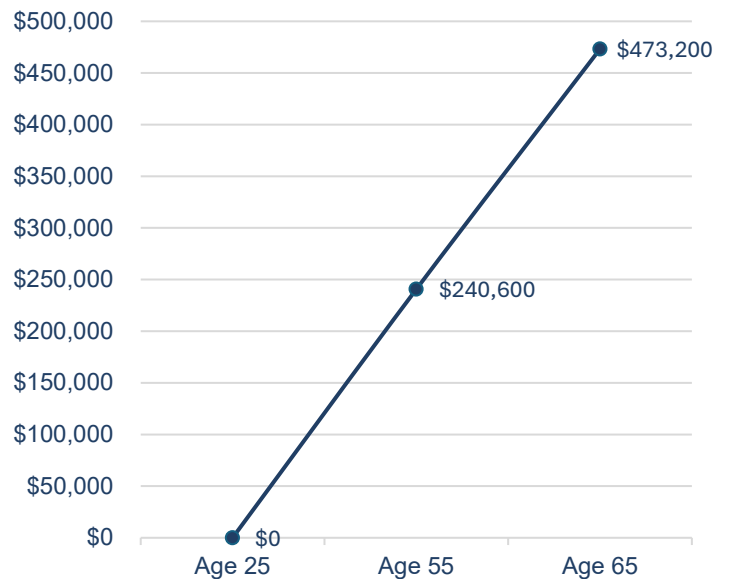
DEFINED CONTRIBUTION 401(A) PLAN COMPONENT

- The amount a member has available in retirement is based on contributions, plus accumulated earnings (if any), to the member's account.
- Members are immediately vested in the defined contribution 401(a) plan, allowing them to retain their savings and any earnings, regardless of tenure.
- Members have access to investment options and account management tools. Members select investment options based on their individual risk tolerance and personal retirement goals. Contributions are defaulted to the target date investment fund with a target year closest to the year the member will reach age 65.
- Members contribute 5 percent of compensation to the defined contribution plan. Employers may elect to contribute to the defined contribution plan.
- The defined contribution component provides hardship withdrawal options for certain immediate and heavy financial needs.

Contact Empower

- **Call:** 800-846-4551
- **Hours:**
 - Monday – Friday, 7 a.m. – 9 p.m.
 - Saturdays, 8 a.m. - 4:30 p.m.
 - Voice response system is available 24 hours a day, seven days a week
- **Online:** Create an individual account or set up a meeting with a retirement plan advisor at www.Empower.com/Mississippi.

Mississippi Hybrid DC Account Growth Potential



FOR ILLUSTRATIVE PURPOSES ONLY. Projections and illustration provided by Empower. Assumes a starting salary of \$45,000, an ending salary of \$65,000 after 30 years, an estimated annual salary growth rate of approximately 1.23 percent, and employee contributions equal to 5 percent of pay contributed monthly at the end of each month. Assumes a 7 percent annual rate of return, compounded annually, reinvestment of earnings, \$0 plan fees, and no withdrawals. The additional 10-year projection assumes the member separates after 30 years, makes no additional contributions, takes no withdrawals, and leaves the account invested until age 65. These illustrations are not intended as a projection or prediction of future investment results, nor are they intended as financial planning, tax, legal, or investment advice. Actual account balances will vary based on salary history, contribution timing, investment elections, market performance, fees, expenses, taxes, and withdrawals. Rates of return may vary and are not guaranteed. These illustrations do not reflect any charges, expenses, or fees that may be associated with the Plan. Empower refers to the products and services offered by Empower Annuity Insurance Company of America and its subsidiaries. This material is for informational purposes only and is not intended to provide investment, legal, or tax recommendations or advice. RO5475066-0526