

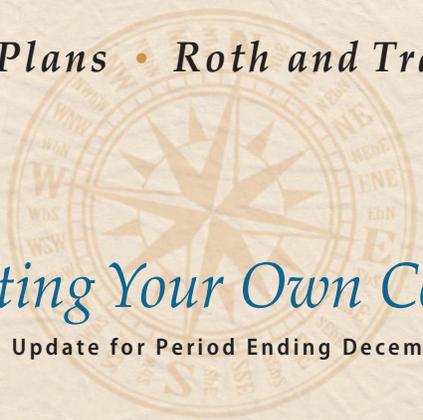


2016

# Investment Options

AND SAVINGS PLANS OVERVIEW

*401(k) and 457 Plans • Roth and Traditional IRAs*



*Charting Your Own Course*

Performance Update for Period Ending December 31, 2015

# Utah Retirement Systems Savings Plans

401(k) and 457 Plans • Roth and Traditional IRAs

## So where do I start?

1

### Pick your plan.

URS offers 401(k), 457, (subject to employer participation) Roth and traditional IRAs.

- You can have more than one, such as a 457 and a Roth IRA.
- See *plan comparison on page 3*.

2

**Pick your funds** by deciding how involved you'd like to be. Ask yourself the following questions:

- How comfortable am I with choosing my own investments?
- How much experience do I have investing?
- How much time do I want to spend picking my investments?
- How long do I have until retirement?

Target Date Funds offer a one-fund approach to investing in the URS Savings Plans. A Target Date Fund will give you a diversified portfolio through a single investment option. Each Target Date Fund is comprised of a different mix of asset classes that will gradually adjust over time. Information about the Target Date Funds is on pages 6 and 7.

If you are interested in designing your own diversified portfolio of funds, you can select from the eight individual core investment fund options found on pages 4 and 5.

If you're an experienced investor and looking for specific investments, the Personal Choice Retirement Account® (PCRA) is a brokerage account with Charles Schwab & Co. that offers access to thousands of different types of investments. This option is generally not advised for new accounts as it has minimum account balance requirements and additional risks. *See page 8 for PCRA information.*

3

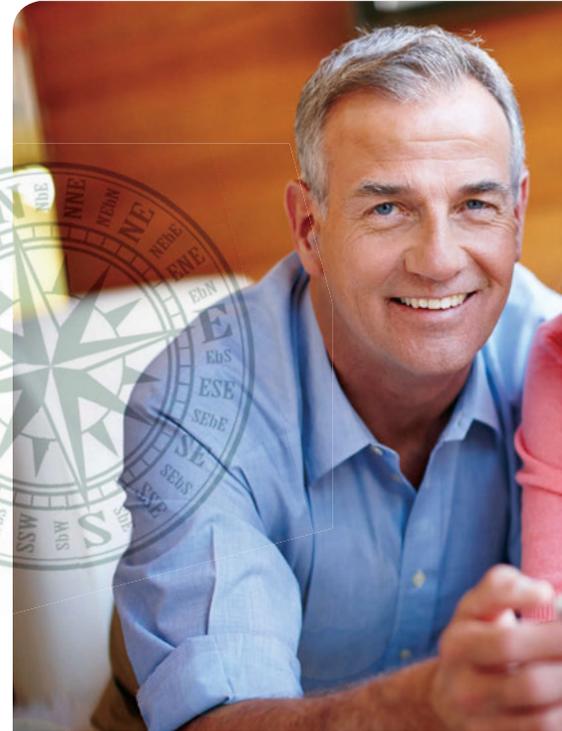
**Enroll.** Everything you need to enroll is available online through myURS. *Instructions are to the right.*

4

**Maintain your account.** Periodically review your account to make sure it is still in line with your goals. Here are a few questions to ask yourself when reviewing your account:

- Has my timeline to retirement changed?
- Are my investments still appropriate for my age and risk tolerance?
- Have I had a major life event (marriage, divorce, career change, change in income)?
- Can I afford to contribute more to my retirement?

Make changes to your investments or deferrals at [www.urs.org](http://www.urs.org) or by submitting an investment contract.



Enroll in URS Savings Plans in a few quick steps.



### Step 1:

Go to [www.urs.org](http://www.urs.org)

- Log in to "myURS." (Follow the prompts to set up an account if you don't already have one.)



# URS Savings Plans Comparison

Plan Ahead to Get Ahead!

	Lower tax bill now!		Tax-deferred growth!	Tax-free growth!
	401(k) Tax deferred Pay income tax when withdrawn	457 Tax deferred Pay income tax when withdrawn	Traditional IRA May be tax deductible Pay income tax when withdrawn	Roth IRA After-tax deposits Tax-free withdrawals
<b>Deposits</b>				
Payroll deduction (if allowed by employer)	✓	✓	✓	✓
Rollovers	✓	✓	✓	✓
Transfers	✓	✓	✓	✓
Personal deposits			✓	✓
<b>Withdrawals</b> <i>(Vested balances only)</i>	<ul style="list-style-type: none"> <li>Retirement</li> <li>Termination</li> <li>Age 59½ if still employed</li> <li>Hardship <i>(Elective deferrals only)</i></li> </ul>	<ul style="list-style-type: none"> <li>Retirement</li> <li>Termination</li> <li>Age 70½ if still employed</li> <li>Unforeseeable Emergency</li> </ul>	<ul style="list-style-type: none"> <li>Any time</li> </ul>	<ul style="list-style-type: none"> <li>Any time</li> </ul>
<b>Early Withdrawal Penalty Tax</b>	Yes — 10% early withdrawal penalty tax if withdrawn before age 59½.	No penalty tax	Yes – if withdrawn before age 59½.	Contributions: No Earnings: Yes – if withdrawn before age 59½.
Exceptions:	<ul style="list-style-type: none"> <li>you work into the calendar year you turn age 55 (age 50 if you separate from service as a qualified public safety employee)</li> <li>payout based on life expectancy</li> <li>disability</li> </ul>		<ul style="list-style-type: none"> <li>first home</li> <li>higher education</li> <li>payout based on life expectancy</li> <li>disability</li> </ul>	<ul style="list-style-type: none"> <li>first home</li> <li>higher education</li> <li>payout based on life expectancy</li> <li>disability</li> </ul> <p><i>(For additional exceptions see IRS publication 590.)</i></p>
<b>Loan Provision</b>	Yes <i>(Limitations apply to Tier 2 employer contributions)</i>	Yes	No	No
<b>Annual Contribution Limits</b>	<b>2016</b> \$18,000	\$18,000*	\$5,500**	\$5,500**
<b>With Age 50+ Catch-Up Provision</b>	<b>2016</b> \$24,000	\$24,000	\$6,500	\$6,500
<b>Special 457 Catch-Up Provision</b>	<p>*The three years prior to the year you qualify to retire, your limit on 457 contributions is double the standard limit (depending on past contributions). This is called the special catch-up. Note: You cannot use the 457 age 50+ catch-up the same year as the special catch-up.</p>			

\*\*The IRA annual contribution limit represents the amount you can contribute, in total, across all of your Roth and traditional IRAs, including those that you hold with other financial institutions.

## Step 2:

### Select the Savings Plan you want to enroll in

- 401(k), 457, Roth or traditional IRA
- May participate in multiple plans
- Select plan and click on “Enroll”
- After reading about the plan, click on “I Agree” to accept the terms of the plan provisions.

## Step 3:

### Select Contribution/Deferral Rate

## Step 4:

### Select Investment Options

- Select a Target Date Fund (see pages 6 & 7).
- OR
- Select funds in the Core Investment Options that total 100% (see pages 4 & 5).

## Step 5:

### Designate Your Beneficiaries

- List your primary and contingent beneficiaries
- You may list a trust as beneficiary.

# Core Investment Options

## Income Fund

is a stable value option and the most conservative of the investment choices. About 95% of its assets are invested in investment grade bonds that are “wrapped” with book value contracts. The contracts are financial agreements from creditworthy banks and insurance companies, protecting against changes in interest rates and smoothing returns over the duration of the portfolio.

**Investment Manager:**  
Ameriprise

**Sample of Portfolio**  
Book Value Contracts  
Government Bonds  
Short-Term Investments

Annualized Returns for Periods Ended Dec. 31, 2015

1 Year	3 Years	5 Years	10 Years	15 Years
1.58%	1.68%	1.76%	2.79%	3.42%

Annual Returns for Periods Ended December 31



## Bond Fund

generally contains investment grade and government bonds issued in the United States and denominated in U.S. dollars.

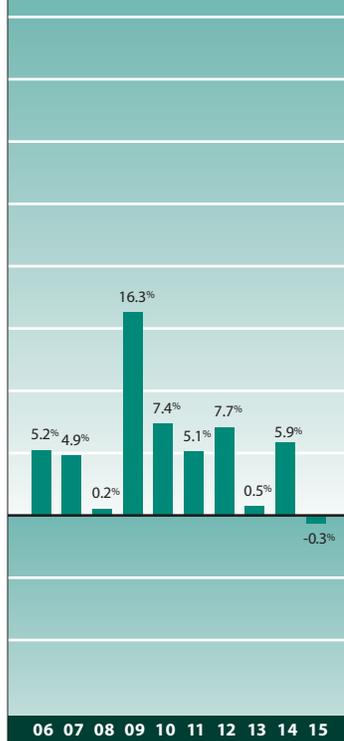
**Investment Manager:**  
Dodge & Cox

**Sample of Portfolio**  
Asset-Backed Securities  
Corporate Bonds  
U.S. Treasury and Gov't. Related

Annualized Returns for Periods Ended Dec. 31, 2015

1 Year	3 Years	5 Years	10 Years	15 Years
-0.27%	2.02%	3.74%	5.19%	5.55%

Annual Returns for Periods Ended December 31



## Balanced Fund

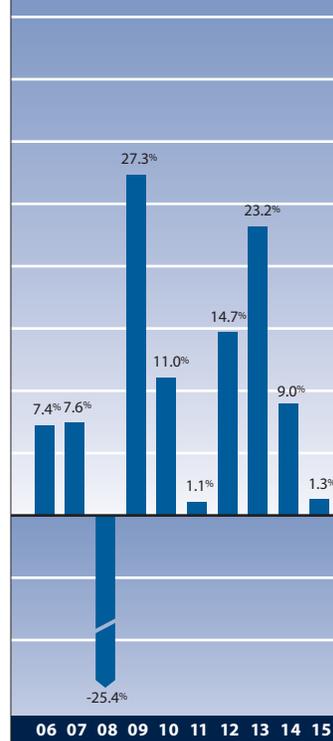
invests in a portfolio consisting of about 60% stocks, and 40% bonds. This fund is considered less risky than most stock investments, but has higher risk than most fixed income investments.

**Portfolio Structure**  
40% Bond Fund  
30% Large Cap Growth Fund  
30% Large Cap Value Fund

Annualized Returns for Periods Ended Dec. 31, 2015

1 Year	3 Years	5 Years	10 Years	15 Years
1.29%	10.80%	9.55%	6.75%	6.38%

Annual Returns for Periods Ended December 31



## Large Cap Stock Value Fund

invests in a diversified portfolio of common stocks that appear undervalued by the stock market, but have a favorable outlook for long-term growth.

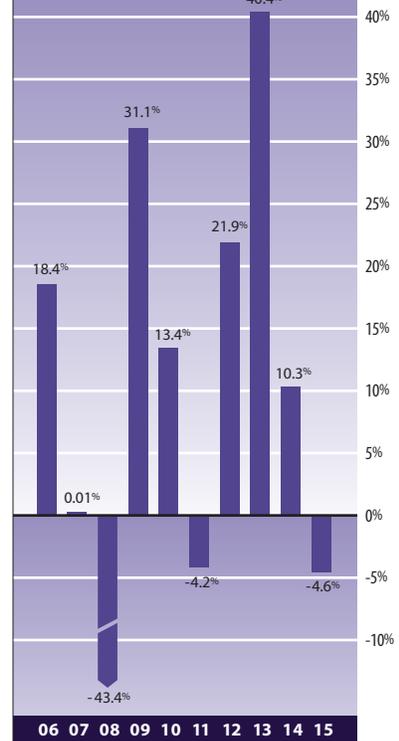
**Investment Manager:**  
Dodge & Cox

**Sample of Portfolio Securities**  
Capital One Financial Corp.  
Comcast Corp.  
Microsoft Corp.  
Time Warner Inc.  
Wells Fargo & Co.

Annualized Returns for Periods Ended Dec. 31, 2015

1 Year	3 Years	5 Years	10 Years	15 Years
-4.55%	13.93%	11.53%	5.57%	7.30%

Annual Returns for Periods Ended December 31



## Large Cap Stock Index Fund

invests in stocks included in the Russell 1000 Index\*. The Russell 1000 Index is constructed as a broad and impartial measure of the large cap stock sector. The index includes about 1000 of the largest stocks based on a combination of their current market cap and current index membership.

**Investment Manager:**  
Utah Retirement Systems

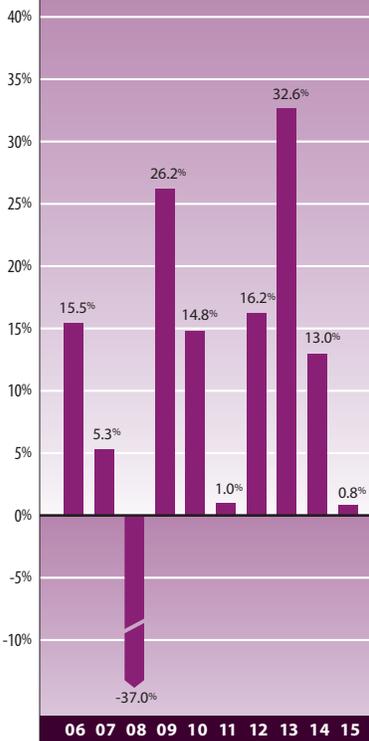
### Sample of Portfolio Securities

Apple Inc.  
Berkshire Hathaway Inc.  
Exxon Mobil Corp.  
General Electric  
Johnson & Johnson

#### Annualized Returns for Periods Ended Dec. 31, 2015

1 Year	3 Years	5 Years	10 Years	15 Years
0.80%	14.73%	12.13%	7.00%	4.71%

#### Annual Returns for Periods Ended December 31



Risk / Reward

## Large Cap Stock Growth Fund

emphasizes capital appreciation and seeks to identify companies with future relative earnings strength at a reasonable valuation. The portfolio is actively managed to react quickly to changing company fundamentals and prevailing market forces.

**Investment Managers:**  
Waddell & Reed, Inc.  
Jennison Associates, LLC

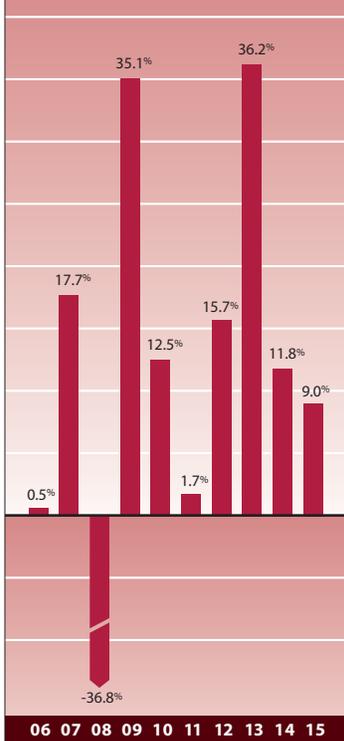
### Sample of Portfolio Securities

Amazon.com Inc.  
Facebook, Inc.  
Google Inc.  
MasterCard Inc.  
Nike, Inc.

#### Annualized Returns for Periods Ended Dec. 31, 2015

1 Year	3 Years	5 Years	10 Years	15 Years
8.97%	18.37%	14.30%	8.29%	4.19%

#### Annual Returns for Periods Ended December 31



Risk / Reward

## International Fund

tracks the performance of the MSCI All Country World Index – ex. U.S. – Investable Market Index (ACWI ex. U.S. IMI) as closely as possible. The index is designed as a measure of the global stock market performance of developed and emerging markets that excludes the United States.

**Investment Manager:**  
Northern Trust Global Investments

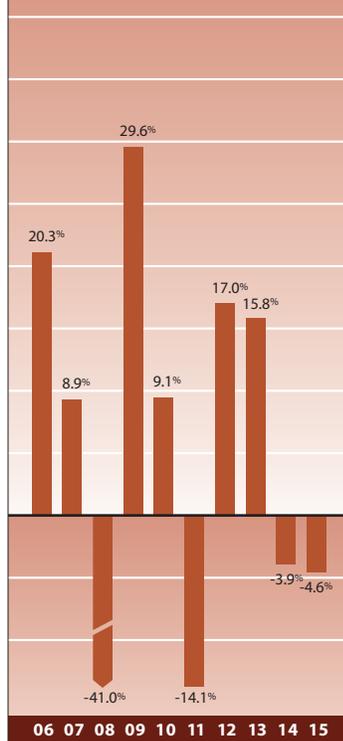
### Sample of Portfolio Securities

Nestle SA (Switzerland)  
Roche Holdings AG (Switzerland)  
Samsung Electronics (So. Korea)  
Sanofi (France)  
Toyota Motor Corp. (Japan)

#### Annualized Returns for Periods Ended Dec. 31, 2015

1 Year	3 Years	5 Years	10 Years	15 Years
-4.58%	2.03%	1.31%	1.55%	2.84%

#### Annual Returns for Periods Ended December 31



Risk / Reward

## Small Cap Stock Fund

invests in a broad cross-section of U.S. small companies whose size (market capitalization) falls within the smallest 10% of companies listed on the New York Stock Exchange and NASDAQ National Market System.

**Investment Manager:**  
Dimensional Fund Advisors

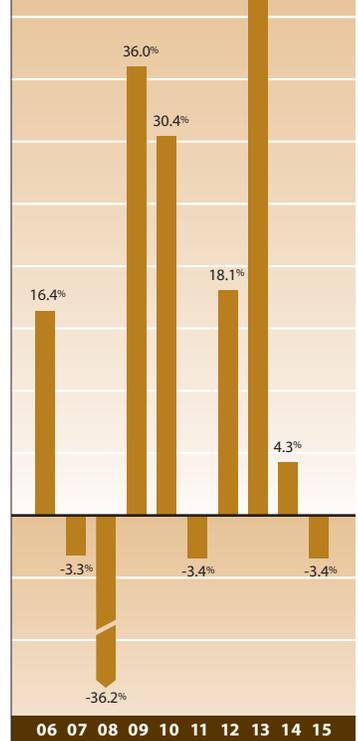
### Sample of Portfolio Securities

Buffalo Wild Wings Inc.  
Euronet Worldwide Inc.  
JetBlue Airways Corp.  
Manhattan Associates Inc.  
StanCorp Financial Group

#### Annualized Returns for Periods Ended Dec. 31, 2015

1 Year	3 Years	5 Years	10 Years	15 Years
-3.44%	12.64%	10.28%	7.58%	8.84%

#### Annual Returns for Periods Ended December 31



Risk / Reward

\*Russell Investment Group is the source and owner of the trademarks, service marks, and copyrights related to the Russell Indexes. Russell® is a trademark of Russell Investment Group.

# URS Target Date Funds

## Diversified Portfolio

The URS Target Date Funds were created to give participants a diversified retirement portfolio through a single investment option. These funds gradually adjust throughout your career and into retirement. The investment mix — which includes stocks, bonds, and real assets — is automatically reallocated to be weighted more conservatively as you age and enter retirement. There is no need to adjust your investments as your time horizon changes; your Target Date Fund does the work for you.

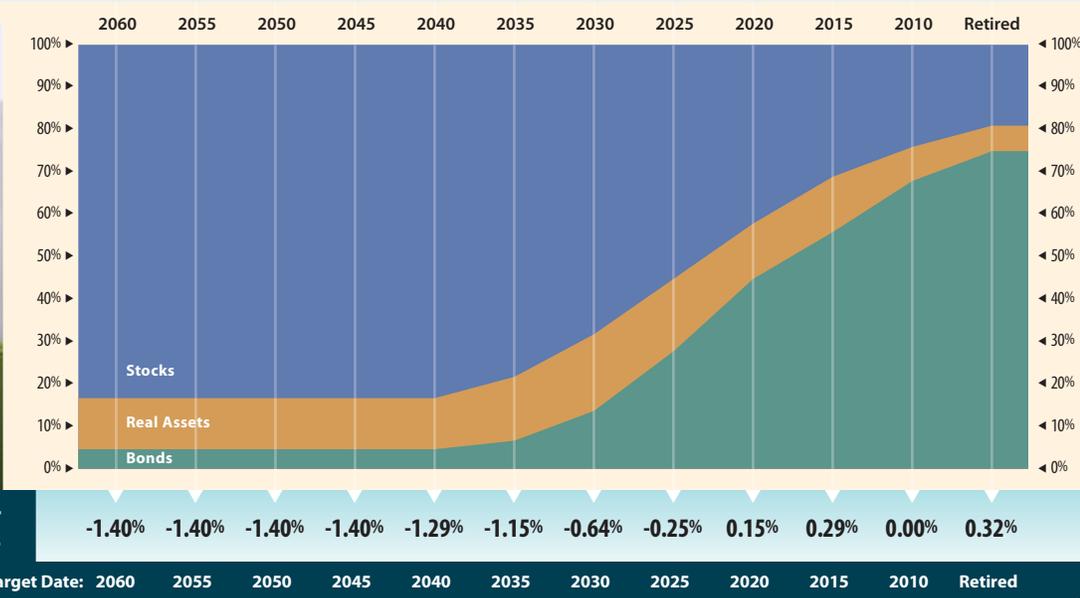
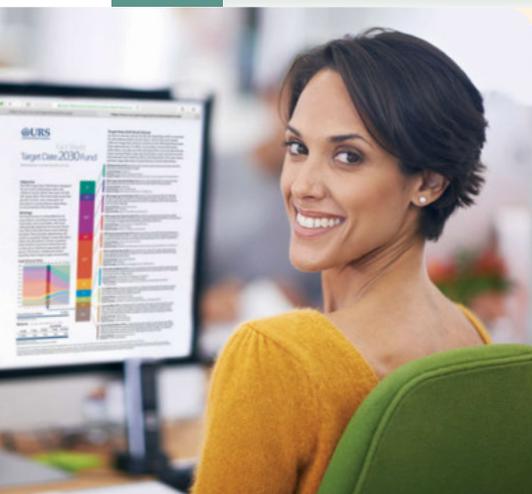
To select a Target Date Fund, choose the fund with the date closest to when you will start withdrawing funds for retirement purposes. For example: if you're a younger employee and you plan to leave the workforce and begin withdrawals around the year 2055, you'd choose the Target Date 2055 Fund. If you're further along in your career and will begin utilizing your account close to the year 2020, you'd choose the Target Date 2020 Fund.

## Target Date Funds Asset Allocation

The asset allocation chart below shows the current breakdown of each Target Date Fund. Some of the asset classes are made up of the URS core funds (URS Income Fund, URS Bond Fund, URS Large Cap Stock Value Fund, URS Large Cap Stock Index Fund, URS Large Cap Stock Growth Fund, URS International Fund, URS Small Cap Stock Fund) while others are exclusive to the Target Date Funds (International Bonds, U.S. REITs, Commodities, Global Inflation-Linked Bonds, Private Real Estate).

### Target Date Funds Asset Allocation

Asset Classes	Target Date 2060	Target Date 2055	Target Date 2050	Target Date 2045	Target Date 2040	Target Date 2035	Target Date 2030	Target Date 2025	Target Date 2020	Target Date 2015	Target Date 2010	Target Date Retired
<b>Stocks</b>												
URS Large Cap Stock Value	10.0%	10.0%	10.0%	10.0%	10.0%	7.5%	50%	3.0%	1.5%	—	—	—
URS Large Cap Stock Index	20.0%	20.0%	20.0%	20.0%	20.0%	22.0%	23.0%	25.0%	23.0%	21.0%	18.0%	14.0%
URS Large Cap Stock Growth	10.0%	10.0%	10.0%	10.0%	10.0%	7.5%	5.0%	3.0%	1.5%	—	—	—
URS International	33.0%	33.0%	33.0%	33.0%	33.0%	32.0%	27.0%	19.0%	13.0%	8.0%	5.0%	4.0%
URS Small Cap Stock	10.0%	10.0%	10.0%	10.0%	10.0%	9.0%	8.0%	5.0%	3.0%	2.0%	1.0%	1.0%
<b>Real Assets</b>												
U.S. Real Estate Investment Trusts	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	3.0%	—	—	—	—
Commodities	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	3.0%	3.0%	3.0%	3.0%
Private Real Estate	4.0%	4.0%	4.0%	4.0%	4.0%	7.0%	10.0%	10.0%	10.0%	10.0%	5.0%	3.0%
<b>Bonds</b>												
URS Income	—	—	—	—	—	—	—	5.0%	10.0%	15.0%	20.0%	25.0%
URS Bond	3.0%	3.0%	3.0%	3.0%	3.0%	4.0%	9.0%	13.0%	18.0%	19.0%	21.0%	20.0%
International Bonds	2.0%	2.0%	2.0%	2.0%	2.0%	3.0%	5.0%	8.0%	10.0%	10.0%	10.0%	10.0%
Global Inflation-Linked Bonds	—	—	—	—	—	—	—	2.0%	7.0%	12.0%	17.0%	20.0%



## Stocks:

- **URS Large Cap Stock Value Fund:** See page 4.
- **URS Large Cap Stock Index Fund:** See page 5.
- **URS Large Cap Stock Growth Fund:** See page 5.
- **URS International Fund:** See page 5.
- **URS Small Cap Stock:** See page 5.

## Real Assets:

■ **U.S. REITs**, real estate investment trusts, are an actively managed portfolio of real estate properties and mortgage related investments within the U.S. market. REITs increase diversification within the Target Date Funds and also add long-term inflation protection.

**Investment Manager:** Utah Retirement Systems  
**Sample of Portfolio:** American Tower Corp.  
 Public Storage  
 Simon Property Group, Inc.

■ **Commodities** are bulk goods and raw materials, such as grains, metals, livestock, oil, cotton, coffee, sugar, and cocoa; goods used to produce consumer products. Commodities are bought and sold on the cash market, and they are also traded on the futures exchanges in the form of futures contracts. In addition to their diversification benefits, commodities are used as a long-term hedge against inflation.

**Investment Manager:** AQR  
**Sample of Portfolio:** Crude Oil, Gold, Soybeans

■ **Private Real Estate** is a fund of funds that allows investors to gain exposure to portfolios of direct real estate investments. The fund will invest primarily in existing private real estate funds, publicly traded real estate securities, and other real estate related investments. These portfolios are comprised of institutional quality commercial real estate across a broad range of real estate asset types.

**Investment Manager:** Prudential Real Estate Investors

## Bonds:

- **URS Income Fund:** See page 4.
  - **URS Bond Fund:** See page 4.
  - **International Bonds** are used to diversify the bond investments within the Target Date Funds. An international bond is a bond issued outside of the United States by a government or non-U.S. corporation.
- Investment Manager:** Standish Mellon Asset Management Company, LLC  
**Sample of Portfolio:** International Asset-Backed Securities  
 International Corporate Bonds  
 International Government Bonds

■ **Global Inflation-Linked Bonds** are debt instruments created to protect investors from the effects of inflation through inflation-linked bonds issued primarily by developed countries. An example of inflation-linked bonds are TIPS (Treasury Inflation-Protected Securities), which are issued by the U.S. Government and are designed to reduce the risk of inflation by indexing the principal of the bond to an inflation rate.

**Investment Manager:** BlackRock Financial Management, Inc.  
**Sample of Portfolio:** TIPS (Treasury Inflation-Protected Securities)  
 Index-Linked Government Bonds — UK  
 Index-Linked Government Bonds — Germany



## Low Annual Fees

These fees are deducted from earnings prior to posting and do not appear as separate items on your statement. Thoroughly investigate all fees before you invest in any program.

Fund	Annual Investment Fees	Annual Administrative Fees	Total Annual Fees
Income	0.29%	0.16%	0.45%
Bond	0.12%	0.16%	0.28%
Balanced	0.27%	0.16%	0.43%
Large Cap Stock Value	0.42%	0.16%	0.58%
Large Cap Stock Index	0.03%	0.16%	0.19%
Large Cap Stock Growth	0.31%	0.16%	0.47%
International	0.06%	0.16%	0.22%
Small Cap Stock	0.37%	0.16%	0.53%
Target Date 2060	0.22%	0.16%	0.38%
Target Date 2055	0.22%	0.16%	0.38%
Target Date 2050	0.22%	0.16%	0.38%
Target Date 2045	0.22%	0.16%	0.38%
Target Date 2040	0.22%	0.16%	0.38%
Target Date 2035	0.22%	0.16%	0.38%
Target Date 2030	0.23%	0.16%	0.39%
Target Date 2025	0.22%	0.16%	0.38%
Target Date 2020	0.22%	0.16%	0.38%
Target Date 2015	0.22%	0.16%	0.38%
Target Date 2010	0.20%	0.16%	0.36%
Target Date Retired	0.19%	0.16%	0.35%
Tier 2 Nonvested	0.18%	0.16%	0.34%

*Note: Information regarding these and other special service fees can be found on the Fact Sheets and in the Summary Plan Descriptions.*



charlesSCHWAB

PCRA

## Self-Directed Brokerage Account

URS offers the Schwab Personal Choice Retirement Account® (PCRA) — a self-directed brokerage account available through Utah Retirement Systems Savings Plans. A PCRA offers a wide variety of investment options and gives you more flexibility in managing your retirement savings.

### Invest in:

- Over 8,000 funds, including over 4,000 funds available with no loads or transaction fees, through Schwab Mutual Fund OneSource® (excluding core funds currently offered in the URS Savings Plans).
- Any stock listed on the major U.S. exchanges, including over-the-counter stocks, and foreign securities.
- Bonds and other fixed income investments.
- Money market and brokered CDs.
- Exchange traded funds (ETFs).

### Requirements:

- You must have a \$5,000 minimum vested account balance for each plan utilizing the PCRA (401(k), 457, and IRAs constitute separate plans).
- Beneficiary accounts and alternate payee accounts are not eligible to participate in a PCRA.
- To enroll and transfer money to the PCRA you must have access to the Internet.
- You must be willing to pay the \$25 quarterly administrative fee for each plan utilizing a PCRA.
- Other applicable fees may apply, depending upon the investments you choose.

### Trading Policy

You are allowed to submit one transfer request (whether electronically, by fax, mail or hand delivered) for your vested core fund balances every seven (7) days. This applies separately to each plan in which you participate — the 401(k), 457, Roth IRA, and traditional IRA each constitutes a separate plan. In addition, if you transfer any or all of your current accounts between core investment options more often than once every 30 days you will be charged a 2% fee on amounts transferred. Each transfer, after being processed, will start a new 30-day period. The fees generated by this policy are used to reduce the administrative expenses for all plan participants. Changes to the investment allocation of future deposits and future deferral amounts are allowed as often as daily.

### PCRA Transfer Policy

Transfers to or from a PCRA are allowed once every seven (7) calendar days. PCRA transfers must be requested at [www.urs.org](http://www.urs.org).

### Additional Information Regarding Transfers

Investment changes received at URS before the close of the New York Stock Exchange (NYSE), generally 2:00 p.m. Mountain Time, are transferred using that evening's closing market values. Requests received after the close of the NYSE are transferred using the next business day's closing market values. On days of unusually heavy transfer activity, computer system failure or other unforeseen circumstances, URS reserves the right to process transfers using the next available business day's closing market values. Elections for the investment allocation of future deposits and the elections of future deferral amounts are allowed as often as daily.

### Points to Remember

- The investments described in this publication are not FDIC insured; not deposits or obligations of, or guaranteed by, any financial institution; and not guaranteed by the Utah Retirement Systems or any government agency.
- The past performance of any of these funds does not guarantee future results.
- URS reserves the right to change investment managers or Target Date Fund allocations as needed.
- Further information for each fund is available at [www.urs.org](http://www.urs.org), or by calling 801-366-7720 or 800-688-401k.



#### Defined Contribution Department

P.O. Box 1590, Salt Lake City, UT 84110-1590

Or visit us at:

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