



Take **action** on your retirement plan

Florida FICA Alternative Plan Highlights

As an Other Personal Services (OPS) employee, the Florida FICA Alternative Plan affords you an excellent opportunity to help accumulate money for a secure retirement. You contribute 7.5% of your compensation to this tax-deferred plan instead of paying FICA (Social Security) tax to the government. Your account benefits from the opportunity for tax-advantaged growth.

This is not your plan document. The administration of each plan is governed by the actual plan document. If discrepancies arise between this summary and the plan document, the plan document will govern.

Eligibility

All Florida OPS employees are required to participate in this plan and are automatically enrolled. Reference Internal Revenue Code Section 3121(b)(7)(F) and Florida Statute 110.1315 for details regarding participation.

Account setup

You can visit opsfl.corebridgefinancial.com to make changes to your investment allocations and to make your beneficiary designations.

Your contributions

You contribute a mandatory 7.5% of your compensation to the Florida FICA Alternative Plan. Unless you choose otherwise, your contributions will be invested in age-appropriate target date funds. If you want to contribute more than 7.5%, you can participate in the Florida Deferred Compensation Plan by calling 1.877.299.8002 or by visiting the plan website at <https://www.myfloridacfo.com/DeferredComp/>.

The principal value of an investment in a target date fund is not guaranteed at any time including at or after the target maturity date. The target date is the approximate

date when investors plan to start withdrawing their money. The fund will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date.

Vesting

You are always 100% vested in contributions made to the plan.

Beneficiary designations

Make sure to designate your beneficiaries for the Florida FICA Alternative Plan by signing in to opsfl.corebridgefinancial.com. Don't forget to update it when there's a major change in your life – like a marriage, new child, divorce or death.

Custom website

For additional information about the plan, including access to fund performance, prospectuses, financial planning tools and more, visit opsfl.corebridgefinancial.com.

Fee disclosure information

Obtain specific fee disclosure and fund performance information by visiting opsfl.corebridgefinancial.com and clicking on "Fund Performance" in the box at the bottom of the screen.

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Investment flexibility

You decide how to invest your plan account, selecting from the mutual funds and the Fixed-Interest Option* offered under the plan, as determined by The State of Florida c/o Department of Financial Services.

- You can change your investment choices anytime.

This plan represents a long-term investment. Investment values of the mutual funds you choose will fluctuate, and there is no assurance that the objective of any fund will be achieved. Mutual fund shares are redeemable at the then-current net asset value, which may be more or less than the original cost. Bear in mind that investing involves risk, including possible loss of principal.

* Policy Form GFA-315, a group fixed allocated annuity issued by The Variable Annuity Life Insurance Company, Houston, Texas.

Withdrawal options

Your plan was established to encourage long-term savings, so withdrawals prior to age 59½ may be subject to federal restrictions and a 10% federal early withdrawal tax penalty.

Generally, depending on plan provisions, you may withdraw your vested account balance if you meet one of the following requirements:

- Severance from OPS employment after a 31-day break in service
- Your death or total disability

The following are some events upon which you may withdraw vested amounts without incurring a 10% federal early withdrawal tax penalty:

- Severance from employment on or after age 55
- Your death or total disability
- Taking substantially equal payments for a period of five years or reaching age 59½, whichever is later

In addition, you must begin taking distributions once you reach age 73 (age 72 if you were born after June 30, 1949 and before January 1, 1951 or age 70½ if you were born before July 1, 1949) or you retire, whichever is later.

Distribution options

Your plan offers many distribution options, allowing you to tailor your benefits to meet your individual needs. Your distribution options include:

- Transferring or rolling over your vested account balance to another tax-advantaged plan that accepts transfers of rollovers such as the Florida Deferred Compensation Plan
- Electing systematic or partial withdrawals
- Taking a lump-sum distribution
- Choosing one of the many annuity options available
- Deferring distributions until the later of severance of employment or you reach age 73 (age 72 if you were born after June 30, 1949 and before January 1, 1951 and age 70½ if you were born before July 1, 1949), and allowing your account to continue to potentially grow on a tax-deferred basis

Generally, income taxes must be paid on all amounts you withdraw from your plan. Consult your financial professional for more specific information.

Fee equalization

Administrative fees for plan services are assessed to each participant in the plan. These fees are structured in proportion to each participant's account balance so that expenses are equitably distributed among participants. This method of fee equalization includes revenue sharing from some mutual funds and reimburses the applicable portion to participants who are invested in those funds.

Administrative fee

The gross annual administrative fee assessed on assets in the plan is \$55 per participant with an account balance equal to or greater than \$600. This may be offset, in whole or in part, by reimbursement received from mutual fund companies. Additionally, mutual fund annual operating expenses apply based on the funds chosen. Mutual fund expenses and fund reimbursements are described in the prospectus.

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Account statement

Corebridge sends all active participants a comprehensive account statement at least annually. This account statement documents all activity for the preceding period, including total contributions and transfers among investment options.

You can choose to “go paperless” if you wish. Receive secure, paperless, electronic notification when your retirement account statements, transaction confirmations and certain regulatory documents are available online through our secure connection, Personal**Deliver**-e®. Managing these items electronically is faster and more secure than paper mail. Simply log in to your account at opsfl.corebridgefinancial.com to sign up for this free service.

Account access

Once enrolled, you can access account information 24 hours a day, seven days a week:

- **Online** – opsfl.corebridgefinancial.com
- **By phone** – 1.800.448.2542

Access account information on your mobile device.

- Corebridge Mobile for iPad®, iPhone® or Android™-based phones

Personal service

For assistance, please visit opsfl.corebridgefinancial.com, call our Client Care Center at 1.800.448.2542 or contact your financial professional(s).

opsfl.corebridgefinancial.com 1.800.448.2542

We're here to help you take action

You can reach out directly to your financial professional.

Important considerations before deciding to move funds either into or out of a Corebridge retirement services account

There are many things to consider. For starters, you will want to carefully review and compare your existing account and the new account, including: fees and charges; guarantees and benefits; and, any limitations under either of the accounts. Also, you will want to know whether a surrender of your current account could result in charges. Your financial professional can help you review these and other important considerations.

Investors should carefully consider the investment objectives, risks, fees, charges and expenses before investing. Read the fund prospectuses carefully before investing. The fund prospectuses contain important information, which can be obtained from your financial professional, at opsfl.corebridgefinancial.com or by calling 1.800.428.2542 and following the prompts.

This material is general in nature, was developed for educational use only, and is not intended to provide financial, legal, fiduciary, accounting or tax advice, nor is it intended to make any recommendations. Applicable laws and regulations are complex and subject to change. Please consult with your financial professional regarding your situation. For legal, accounting or tax advice consult the appropriate professional.

Annuities are issued by **The Variable Annuity Life Insurance Company**, Houston, TX. Variable annuities are distributed by AIG Capital Services, Inc., member FINRA.

Securities and investment advisory services offered through VALIC Financial Advisors, Inc., member FINRA, SIPC and an SEC-registered investment adviser.

VALIC Retirement Services Company provides retirement plan recordkeeping and related services and is the transfer agent for certain affiliated variable investment options.

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