



Summer 2025 ViewPoint

Magazine for URS Members | Early to Mid-Career Edition

SPECIAL INSERT

Members are the Mission

2024 Summary
Annual Report:
*Real Members,
Real Stories,
Real Security*



Inside:

YOUR FIRST
100K
OF PERSONAL WEALTH

Why this is seen as
an important financial
milestone and strategies
to help get you there.

Pages 8-9

Von Dookhran
Police Officer,
Lone Peak Police Department

Getting Started

In This Issue

Building a Nest Egg
Early in Your Career

» Building significant savings early in your career can create the kind of momentum that changes your life. We'll show you how to do it and why it's important.

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ViewPoint

Utah Retirement Systems
560 East 200 South
Salt Lake City, UT 84102-2021
www.urs.org

ViewPoint is intended to provide general information about retirement, health, and other benefits. Nothing herein should be construed to establish, amend, enlarge, reduce, or otherwise affect any benefits, rights, responsibilities, or privileges. If there is a conflict between any applicable law, rule, regulation, plan provision, or contract and the contents of this newsletter, the law, rule, regulation, plan provision, or contract shall prevail.

Live URS Education » Seminars

View Your Financial Future
Through an Informed Lens

Tips and strategies to maximize your benefits and retirement

Early to Mid-Career Seminars

Learn about URS benefits and
financial and retirement planning.

- » Calculating and maximizing your pension.
- » Choosing the right savings plan and investment options for you.
- » College savings plans and estate planning.

IN-PERSON
Wednesday, July 30, 2025

8:30 a.m. – 1 p.m.

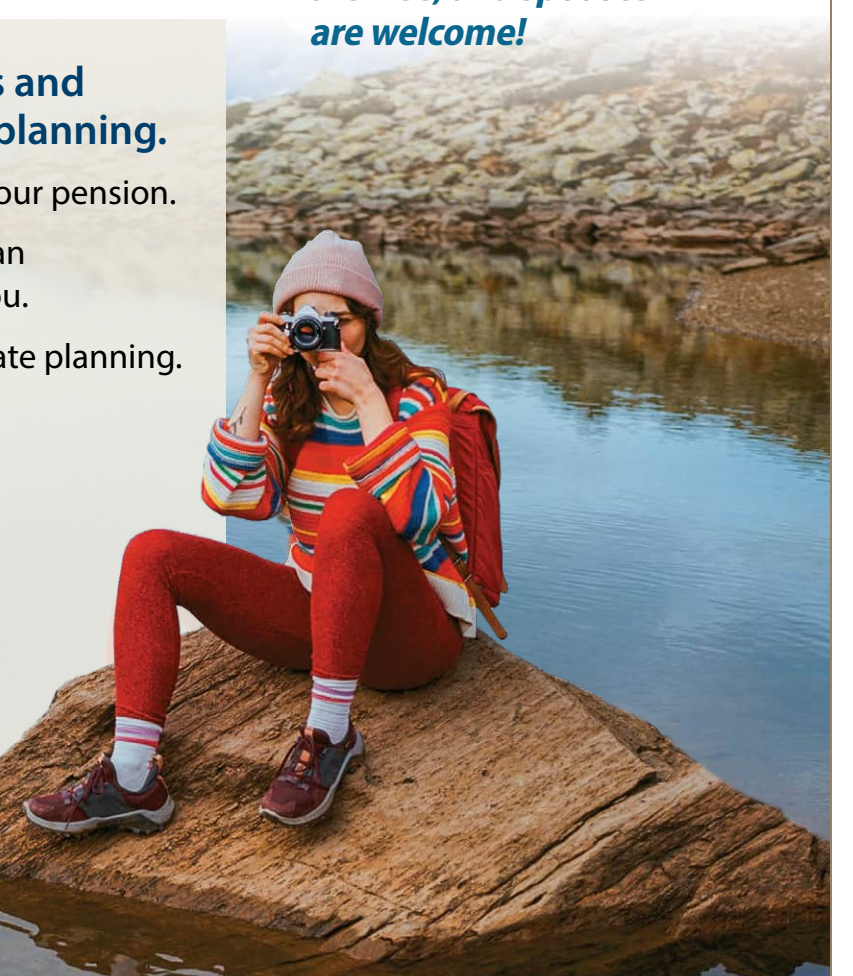
Murray City Hall

10 East 4800 South, Murray, UT 84107

VIRTUAL
Friday, October 10, 2025

9-11:30 a.m.

*All URS Seminars
are free, and spouses
are welcome!*



To register, log in to
myURS at www.urs.org.

Go to www.urs.org/us/seminars
to learn more about this and other
URS Seminars.



Post-Retirement Reemployment

New Return-to-Work Option Will Be Available July 1, 2025

Applies to reemployment after 90 days to one year

Starting July 1, 2025, a new post-retirement reemployment option will allow you to continue receiving your monthly pension benefit if you return to work after 90 days and within one year after retiring.

If you meet the separation requirement, you can keep receiving your pension with these conditions:

Reduced Benefit: Your pension benefit will be reduced by 15% if you retired from a public safety or

firefighter system or by 20% if you retired from another system.

No COLA: You will not receive cost-of-living adjustments while reemployed. Learn more at www.urs.org/us/postretire.

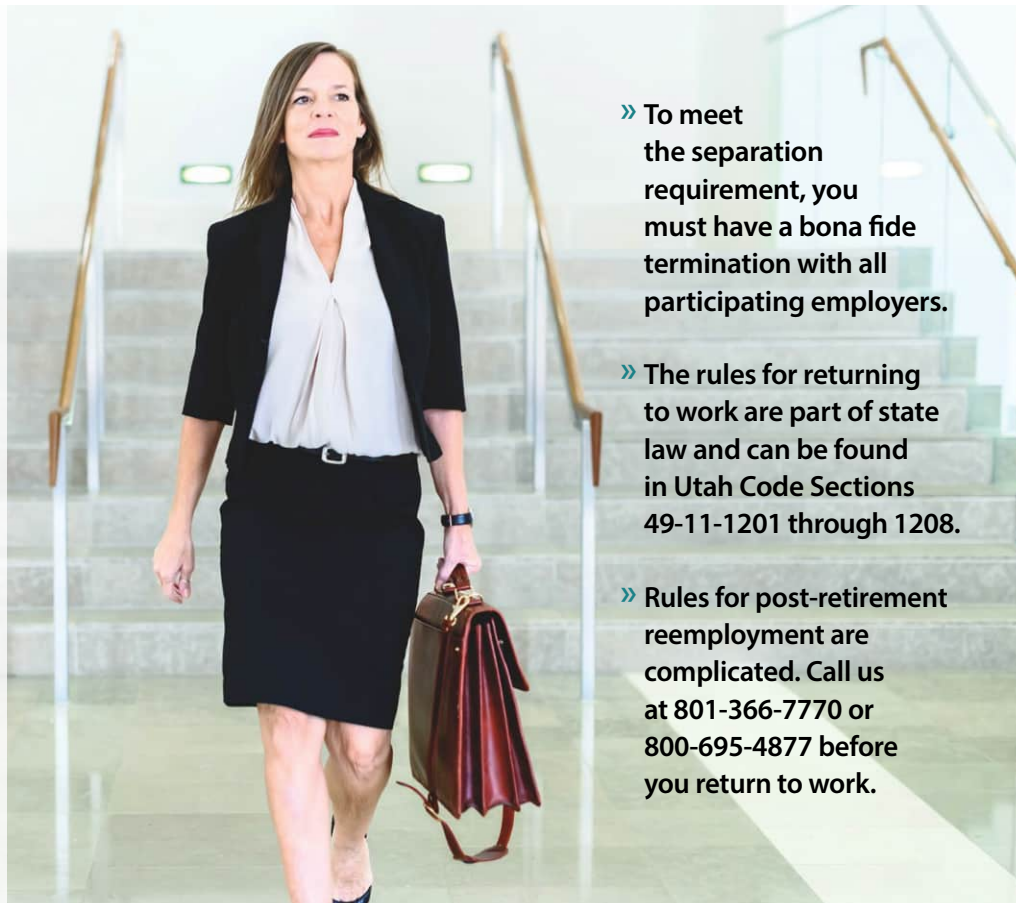
Learn about other options by reading this [Post-Retirement Reemployment brochure](#).



» To meet the separation requirement, you must have a bona fide termination with all participating employers.

» The rules for returning to work are part of state law and can be found in Utah Code Sections 49-11-1201 through 1208.

» Rules for post-retirement reemployment are complicated. Call us at 801-366-7770 or 800-695-4877 before you return to work.

**Understanding Your Employer-Funded Benefits**

Retirement is Real!

Maybe it feels like the distant future to you, but retirement is real! And thanks to the substantial retirement benefit your employer funds on your behalf every paycheck, you've got a huge advantage!

» **The retirement benefits funded by your employer represent a major part of your overall compensation.** As you make career decisions, consider the impact on your retirement benefits.

» **See for yourself how career longevity will impact your benefit.** Use URS online calculators at myURS to estimate your future monthly pension benefit or your savings plan nest egg.

» **Understand the value of your employer-provided retirement benefits.** Stay informed and in control. Log into myURS at www.urs.org to access and manage your benefits.

See More Tips at:
www.urs.org/us/real



Managing Your Benefits Online

We Don't Care if Your Look is Out of Date

Just make sure your **information** isn't

Even if your sense of fashion never changes, your personal information probably will.

That's why you should review your **contact information** and **beneficiaries** at least once a year. Incorrect or outdated beneficiary information could delay your wishes or prevent us from fulfilling them.

That's not groovy!

1 » Log in to myURS

Go to www.urs.org and click "LOGIN"

in the top-right corner. To create an account, you'll need your URS Member Number — a "W" followed by eight digits. If you have questions, call 801-366-7700 or 800-365-8772.



2 » Click "Manage Profile"

It's the top-right corner of the myURS homepage. From here you can review and change your contact information and beneficiaries.

Go to www.urs.org/us/beneficiary for a step-by-step video tutorial.

Retirement Planning » Inflation

How Will Inflation Impact My Retirement?

If you're worried about the potential impact of higher consumer prices on your retirement, here are some things to consider.

Your URS Pension

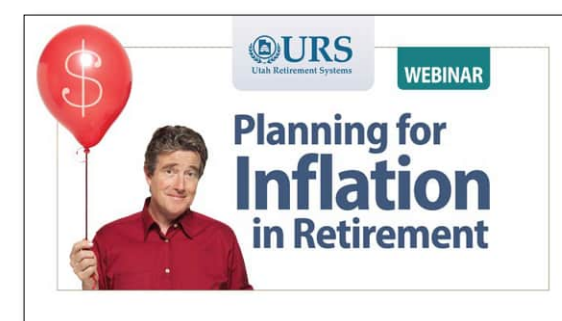
As the cost-of-living rises, so will your pension benefit. The URS Cost-of-Living-Adjustment (COLA) is calculated each January based on the previous year's Consumer Price Index (CPI) as determined by the U.S. Bureau of Labor Statistics. The 2024 COLA is 2.9%.

You'll be eligible for the COLA on the anniversary of your retirement date. It's based on your original retirement benefit amount and is non-compounding. Learn more at www.urs.org/us/cola.

Your Savings Plans

Saving for retirement in a diverse investment portfolio, like URS Target Date Funds, may help you offset higher costs in retirement. If you're concerned about inflation, consider contributing more to URS Savings Plans. Go to www.urs.org/us/savings to learn more.

How can you mitigate inflation's impact on your retirement?
Go to www.urs.org/us/inflation to register for our free webinar.



Free Webinar:

10 a.m., Wednesday, Sept. 10, 2025

How inflation affects your finances in retirement and what strategies you can use to mitigate its impact.



www.urs.org/us/inflation

Your Social Security Benefit

Social Security also provides a cost-of-living adjustment. Go to www.ssa.gov/oact/cola/colasummary.html to learn more.

Your First 100K » Why It's So Important and How to Get There

“ I don't care what you have to do. If it means walking everywhere and not eating anything that wasn't purchased with a coupon... Find a way to get your hands on **\$100,000** After that, you can ease off the gas a little bit. ”

— Charlie Munger, Warren Buffett's longtime business partner at Berkshire Hathaway

This famous quote

from the late, legendary investor may sound extreme, but it makes a simple point: Saving early in your career is hard—but it's when it matters most.

The exact dollar amount might differ depending on your situation, but the takeaway's the same: Building a sizable nest egg early in your career can create the kind of momentum that changes your life.

Be disciplined now, and saving for retirement later won't feel like an uphill battle. In fact, you might even be able to “ease off the gas a little” down the road.

Ready to put yourself on this path? Go to www.urs.org/us/100k to watch a video and register for an upcoming webinar. We'll break down the “why” and “how” of hitting your first \$100K—with tips to help you get there faster than you might think.

Go to www.urs.org/us/100k to watch a video or register for our webinar that will show how to put these concepts to work for you.

Why it's so important

- » Your paycheck may feel stretched in your early career, but these are the years when every dollar saved has the most long-term power.
- » Time is your greatest advantage. With decades ahead, your money has years to potentially grow through compound returns.
- » Reaching \$100K builds serious momentum. By then, you're likely earning more and have better financial habits in place—allowing your savings to snowball faster.

How to get there

- » Understand and master financial wellness basics. Track your spending, use debt wisely, and live within your means.
- » Save consistently—and increase it regularly. Try bumping up your savings rate by 1% each year. It's a small change you'll barely notice in your paycheck with a potentially huge long-term impact.
- » Invest wisely. Low-cost URS Target Date Funds do the work for you, offering a simple, low-cost way to invest, automatically adjusting as you approach retirement.

Go to www.urs.org/us/finwell for financial wellness resources, including education materials, calculators, and counseling.



Free Webinar: Noon, Tuesday, July 22, 2025

Get more actionable ideas for how to put the concepts in this article to work and ask questions.

www.urs.org/us/100k



Video: How to Reach the 100K Savings Milestone

URS Educator Mike Wilson shows the steps you should take early in your career.

www.urs.org/us/100k



URS Calculators: Estimate What It Would Take to Reach 100K in Savings

Use our Savings Plans Calculator at myURS to see how small, consistent savings can grow over time.

www.urs.org/us/calculators



2024 Summary
Annual Report

**Members
are the
Mission**

**Real Members,
Real Stories,
Real Security**



Special Insert
to Summer 2025
URS Member Magazine

Contents:

Benefiting Utah
How we impact lives and
strengthen communities
across the state.
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How we carefully invest
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Real Members,
Real Stories,
Real Security

URS publishes this summary report each year to update members on the condition of the pension fund with financial data and statistics. But the story of URS can't be told by numbers alone. Our members are our mission. In this report, we share the stories of real members enjoying secure and fulfilling retirements thanks to URS benefits.



Liesl Jacobson
Manager, Children's Department,
Salt Lake City Public Library



Jared Taylor
Deputy Chief,
Weber Fire District



Funding Status »
URS Compared
to Peers

Funding status is often used to reflect the health of a pension system. This metric demonstrates a fund's proportion of assets to liabilities. URS' funded status stands at 95.4% as of December 31, 2023, among the most well-funded state pensions. According to a 2023 study by the National Association of State Retirement Administrators, the average state public pension is funded at 76.4 percent.*

*Source: NASRA Public Fund Survey for FY 2023: www.nasra.org/files/Public%20Fund%20Survey/FY23/AppendixB.pdf



“The URS funding ratio is well above average compared to other public pension plans around the United States... You’re able to say, overall, it’s a pretty healthy system. It’s doing pretty well.”

Keith Brainard

National Association of State Retirement Administrators (NASRA)
in The Salt Lake Tribune, February 13, 2025

To Learn More » This Summary Report contains excerpts from the URS 2024 Annual Comprehensive Financial Report, containing detailed financial information about URS. Find it at www.urs.org/2024.





Pension Payouts in Utah

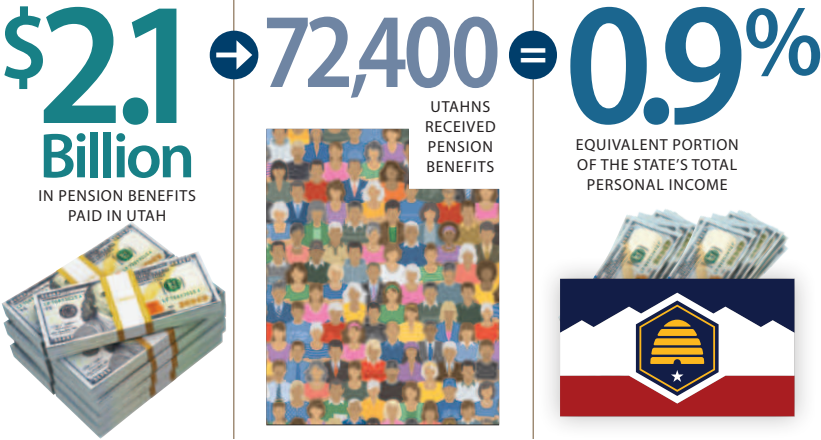
Retirees Who Live in Utah Characteristics by County

County	Recipients	Dollars Paid
Salt Lake County	24,776	\$775,428,115
Utah County	10,581	\$317,897,924
Davis County	7,842	\$246,710,342
Weber County	6,356	\$183,557,394
Washington County	4,787	\$134,114,160
Cache County	3,125	\$87,255,704
Box Elder County	1,676	\$43,866,950
Tooele County	1,524	\$41,880,490
Iron County	1,364	\$36,555,872
Sanpete County	1,234	\$32,097,411
Sevier County	1,063	\$30,092,556
Summit County	880	\$28,831,681
Wasatch County	829	\$25,365,481
Uintah County	924	\$22,372,904
Carbon County	819	\$21,649,362
Duchesne County	772	\$18,253,810
Millard County	604	\$16,122,322
San Juan County	478	\$12,888,838
Emery County	496	\$12,331,578
Morgan County	365	\$11,508,704
Juab County	399	\$10,847,382
Grand County	343	\$8,703,328
Beaver County	248	\$6,664,084
Garfield County	233	\$6,456,399
Kane County	244	\$5,610,293
Wayne County	161	\$4,565,433
Rich County	111	\$2,894,089
Piute County	84	\$1,970,357
Daggett County	76	\$1,585,468
Total	72,394	2,148,078,428

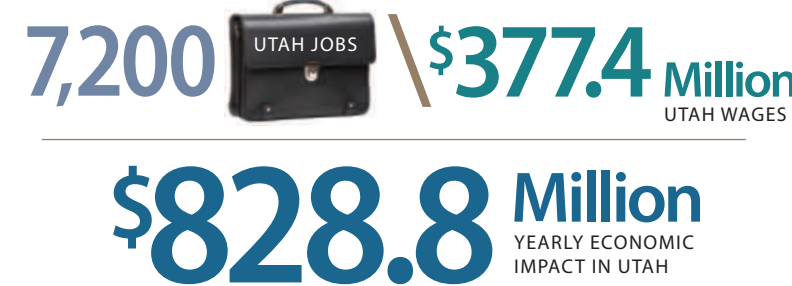
Benefiting Utah

URS pension payments help keep Utah's economy buzzing, supporting thousands of jobs and significantly boosting the tax base. A recent study by the University of Utah's Kem C. Gardner Policy Institute shows how these payments ripple throughout the state's economy.

2024 URS PENSION PAYOUTS...



IN 2024 THE PAYOUTS SUPPORTED...



Source: University of Utah's Kem C. Gardner Policy Institute.

See Full Report »

See the full report from the University of Utah's Kem C. Gardner Policy Institute at www.urs.org/2024study.



Benefiting You

Von Dookhran
Police Officer,
Lone Peak Police Department

262,786
Total Members

81,919
Retirees

498
Participating Employers

A Snapshot of You When we pose all of you together, we get this picture.

2024	Noncontributory System	Contributory System	Public Safety System	Firefighters System	Judges System	Utah Governors & Legislators Plan	Tier 2 Public Employees System	Tier 2 Public Safety & Firefighter System	Tier 2 Defined Contribution Only	Averages and Totals All Systems
Total Membership	155,439	4,230	15,514	3,360	306	324	58,901	7,505	17,207	262,786
Active	40,816	178	3,420	1,172	119	12	47,702	6,671	13,428	113,518
Terminated vested	46,387	758	4,595	470	18	78	10,439	825	3,779	67,349
Retired	68,236	3,294	7,499	1,718	169	234	760	9	—	81,919
Active Members	40,816	178	3,420	1,172	119	12	47,702	6,671	13,428	113,518
Average age	52.3	60.7	47.2	48.2	54.1	55.1	39.5	32.2	39.5	44.0
Average years of service	19.6	31.9	19.9	20.2	14.8	18.2	4.9	5.1	5.3	10.9
2024 Retirees	2,787	42	220	52	8	5	164	2	N/A	3,280
Average age	64.1	64.9	53.4	55.6	64.8	67.6	67.7	56.5	N/A	63.5
Average years of service	22.1	29.2	22.9	26.1	27.1	12.6	8.7	6.2	N/A	21.6
All Retirees										
Average annual benefit	\$ 32,638	51,109	50,248	63,686	170,655	4,810	6,964	14,093	N/A	33,548



‘I don’t need to rely on anyone...

Luci Transtrum walked into her HR office in tears. At age 42, a recent divorce left her bankrupt and raising three kids alone. She didn’t even have a car. Her financial future seemed bleak.

“I just didn’t know how my life was going to be,” she recalled. “I was scared I’d end up living with my kids because I wouldn’t be able to afford anything else.”

Her HR rep explained something Luci didn’t realize: During her years as a staff assistant for Ogden School District, the seeds for something incredibly valuable were quietly growing.

Luci already had almost 15 years of service credit. And, her HR rep explained, in about another 15 years, she’ll qualify for a URS pension benefit. He estimated how much Luci could get in lifetime monthly pension payments, showed her the dollar figure, and Luci’s jaw dropped.

“And I just cried again,” she said. “But this time with relief. I walked out of there feeling better about my future. He told me, ‘Luci, you’ll be OK, you won’t have to live with your children, you can take care of yourself.’”

I take care of me.’

Fast-forward more than 20 years, and thanks to her URS pension, Luci enjoys the kind of financial freedom today that once felt hopelessly out of reach.

She retired from Ogden School District in 2022 at age 62 with 27 years of service credit, and now her days are rich with family, friends, and activities.

There are water aerobics classes in the morning, craft nights with friends, themed staycations with her grandchildren (“We’re going to Italy!” she’ll announce before taking them out for pasta and gelato), and actual trips around the world to places like Thailand, Italy, and Spain. She’s won blue ribbons at the Utah State Fair for her crochets.

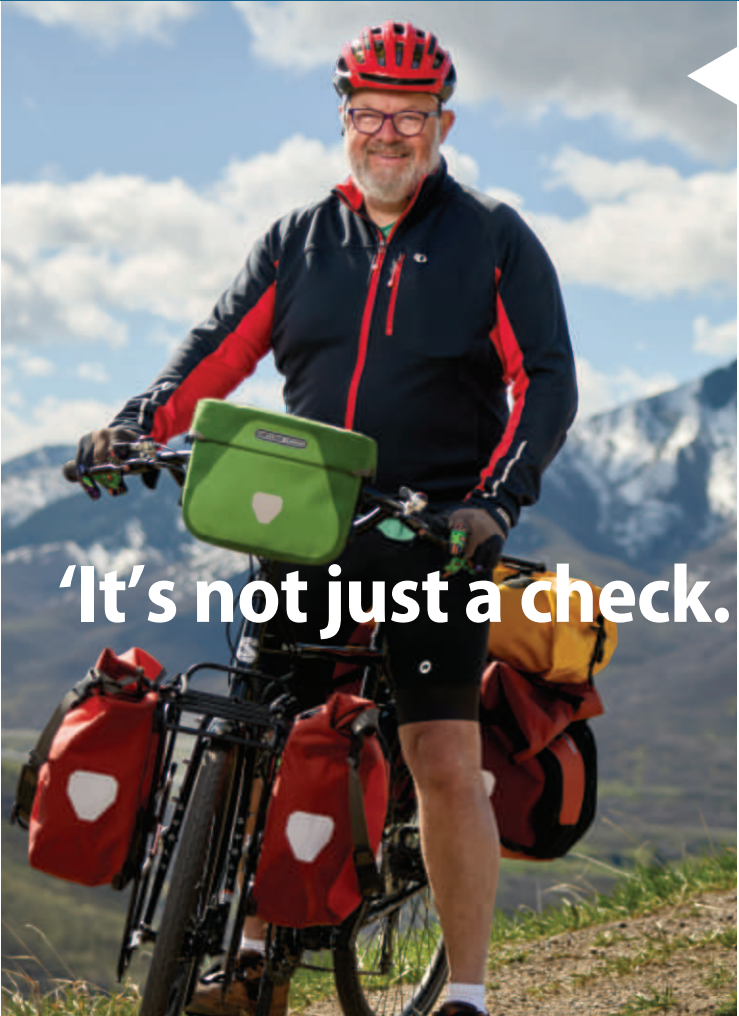
“I wrote a list after my divorce,” she said. “Plays I’d never seen. Places I’d never been. Things I’d never done. Retirement gave me the time and freedom, and my pension gives me the financial ability to start checking them off.”

But it’s not just about the fun—it’s about financial peace of mind. “I don’t need to rely on anyone,” she said. “I don’t have to marry for financial help. I don’t have to live with my kids. I take care of me.”

But not just herself — also her kids and grandkids. “They know they can come to me,” Luci said. “If one of my grandkids needs help with school, or a little extra for a trip, I can say yes. That’s what my pension allows me to do... URS didn’t just give me a pension, they looked out for me — like family.”

“If one of my grandkids needs help with school, or a little extra for a trip, I can say yes.

That’s what my pension allows me to do... URS didn’t just give me a pension, they looked out for me — like family.”



‘It’s not just a check. **It’s freedom.**

Matt Peters doesn’t worry much nowadays about the stock market or whether he can cover his regular expenses.

“The pension shows up in your account every month, and you don’t do a thing,” he said. “You just live your life. It makes everything possible.”

Everything, including a bold plan to ride his bike across America in Summer 2025. Matt retired from the Utah Geospatial Resource Center in August 2024 at age 60, after 30 years of service — young enough to embrace such adventures.

For Matt, retirement isn’t about slowing down. He skis midweek, explores the Wasatch when the trails are quiet, and sets off on spontaneous road trips. “I have time now,” he says. “Time to think. Time to fix things. Time to experience things and kind of live more fully.”

When we spoke to Matt, he was planning to complete a cross-country bicycle trip that was interrupted last year because of wildfires. He’ll be riding from Oregon to Washington, D.C., with a friend and former colleague.

“There’s a simplicity to it,” he said. “You wake up, eat, ride. You meet people from every walk of life. You see small towns you never would have visited otherwise. It gives you this deep appreciation for America.”

To those behind the scenes at URS, Matt puts it simply: “You can’t imagine the ripple effect of what you do. Because of the pension, I get to live the life I want. That’s the final product of your work. It’s not just a check. It’s freedom.”

Debi Mofford sees retirement almost like a second childhood, thanks to URS. “This is my new childhood,” she jokes. “URS is paying the bills now, and I just get to live.”

After 31 years of service at Utah’s WCF Insurance, Debi retired in 2022 at age 58. Thanks to her URS pension, she did so with confidence and without financial stress. “It’s a security blanket,” she said. “I don’t have to worry about market downturns. I don’t have to constantly pull from investments. My pension covers my expenses — and that gives me real freedom.”

From Day 1 of retirement, Debi embraced that new freedom. She no longer sets an alarm or rushes to meetings. Instead, she spends time

‘URS is paying the bills now, and I just get to live.’

traveling, trying new hobbies, and staying socially connected. She visits her grandchildren often — including trips to watch her grandson race motocross—and regularly gets together with friends for hikes, pickleball, and monthly lunches. “I thought I might get bored,” she says. “But the days fly by. I’m doing everything I never had time to do when I was working.”

Looking back, she sees the URS pension as the key that unlocked a full, free life. “It’s a luxury a lot of retirees don’t have. And for me, it’s made all the difference.”



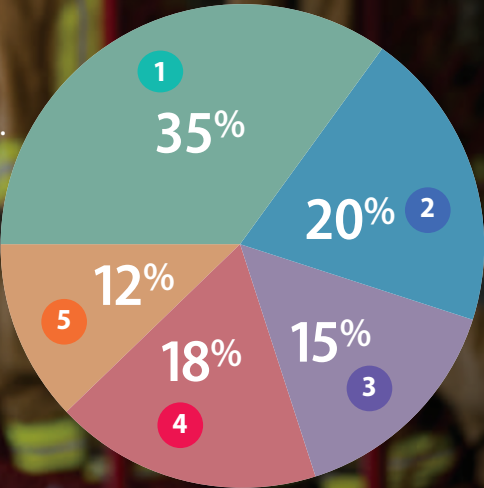
Investing For Your Future

Our pension fund asset allocation is designed to meet long-term obligations, protect members' benefits, and moderate risk and volatility. We construct the portfolio to be less reliant on public equity, preserve capital in adverse markets, and be positioned for quick recoveries in the event of market downturns.

Pension Fund Target Asset Allocation

As of Dec. 31, 2024
Actual allocations may vary based on market movement.

- 1 Global Equities**
Stocks make us part owner and beneficiary of many successful companies around the world.
- 2 Fixed Income**
Bonds yield a steady stream of income. Short-term securities allow URS ready funds to make advantageous moves.
- 3 Absolute Return**
These strategies strive to achieve returns that have little correlation to the other asset classes.
- 4 Real Assets**
Investments include real estate, energy, timber, and commodities.
- 5 Private Equity**
Although supplying capital to fund private companies is riskier than some investments, returns are expected to outperform public equity markets over the long term.



Keri Lawson
Firefighter,
Unified Fire Authority

Growing to Meet Obligations

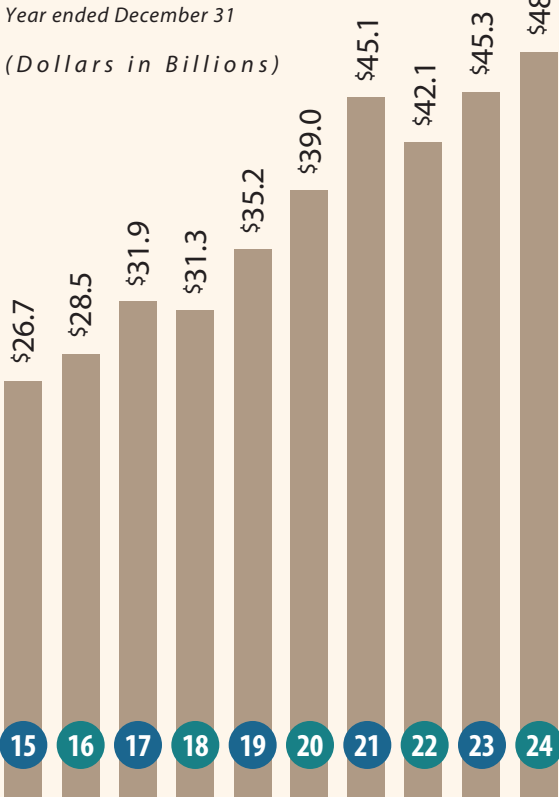
In 2024, the pension fund experienced a solid **7.5%** return, growing by **\$2.7 billion** to an all-time high of **\$48 billion**. But no one single year defines the trajectory or overall condition of the fund. Our responsibilities extend across generations, and the fund is built to maximize long-term returns over market cycles for the retirement security of our members.



Aldo del Bosque
Teacher, Granger Elementary,
Granite School District



URS Pension Fund Growth in the Last 10 Years



Putting You First » By law, URS is obligated to act as a fiduciary to you. A fiduciary is a person or organization that makes financial decisions on the behalf of someone else and is legally obligated to act only in their best financial interests. URS invests in accordance with its fiduciary responsibilities, following the prudent investor rule, for the sole purpose of maximizing risk-adjusted returns for the benefit of Utah public employees.

Benefit Options » Members in the Tier 2 system, those hired on or after July 1, 2011, choose between two retirement options, including the Tier 2 Defined Contribution Plan. If a member chooses this option, instead of earning credit toward a pension benefit, their employer contributes a portion of their salary into a 401(k) on their behalf. If you're new to URS and want to learn more about your Tier 2 choice, go to www.urs.org/us/steps.



‘I love that my time is my own.’

Mike Hylland has a vision to climb the highest peaks in all 50 states. But, before he could embrace that dream, URS helped inspire a vision of what retirement could be.

“I started going to URS workshops within my first five years on the job,” he says. “And every few years after that, just to keep those thoughts in my head.”

Mike worked more than 30 years with the Utah Geological Survey, rising to deputy director before retiring in 2024 at age 63.

“I loved my job, but now I love that my time is my own,” Mike said. Mike keeps a weekly schedule — not out of necessity, but to bring rhythm and variety to each day. One morning he’s tackling a house project. Another day he’s meeting friends at a coffee shop book group, discussing science, philosophy, and religion. Then there’s his music — guitar, bass, drums —

sometimes jamming with his son’s band, sometimes picking bluegrass with friends, often volunteering at church.

He and his wife hit the road regularly in the travel trailer they bought using a partial lump sum from his URS benefit. “We’re not extravagant,” Mike says. “But we travel a lot and live comfortably.”

Some of those travels are part of a long-term goal: to visit the highest geographic point in all 50 U.S. states. Mike is 37 peaks in and climbing. “Some are mountains, some are hills, and some barely rise off the ground,” he says, laughing. “But they all have a geologic story.” He’s now writing a book that tells those stories in plain language — a kind of geology travelogue, decades in the making.

“URS didn’t just help me retire,” Mike said. “They helped me see retirement as something to look forward to — and plan for — right from the start.”

URS Savings Plans

Growing Personal Investments

Member balances in the 401(k), 457(b), and IRAs at year-end 2024 totaled over **\$10.5 billion.**

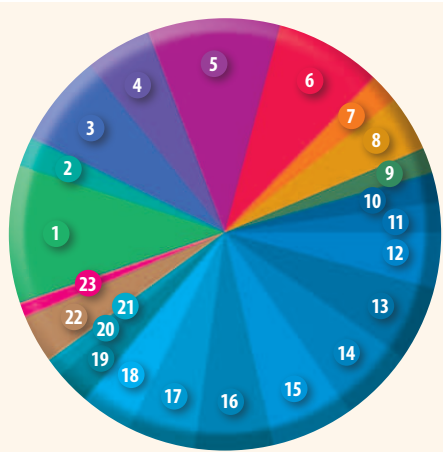
Total Balances by Investment Option and Rates of Return

Percentage Total of Each Investment Option

December 31, 2024

Percentage of Total Fair Value		(Dollars in Thousands)		Total Investment Balance	2024 Annualized Rates of Return	Annualized 5-Year Rates of Return	Annualized 10-Year Rates of Return
8.59%	1	Income Fund	\$	902,918	3.49%	2.38%	2.16%
2.09	2	Bond Fund		219,555	2.28	1.46	2.67
6.65	3	Balanced Fund		699,077	14.29	10.01	9.46
4.73	4	Large Cap Stock Value Fund		497,422	14.51	11.95	10.79
10.95	5	Large Cap Stock Index Fund		1,150,244	24.31	14.13	12.69
8.97	6	Large Cap Stock Growth Fund		942,494	29.67	16.88	15.42
2.09	7	International Fund		219,937	5.12	4.14	4.93
3.95	8	Small Cap Stock Fund		415,258	11.38	10.34	8.62
2.02	9	Tier 2 DC Nonvested		212,446	10.87	7.54	6.82
1.79	10	Retired Fund		188,348	7.78	4.63	4.54
2.15	11	2015 Fund		225,924	8.12	5.07	5.15
3.56	12	2020 Fund		374,058	8.76	5.54	5.80
5.17	13	2025 Fund		543,668	9.30	6.30	6.53
5.81	14	2030 Fund		610,350	10.38	7.36	7.39
6.22	15	2035 Fund		653,508	10.94	7.62	7.75
6.11	16	2040 Fund		641,565	11.94	8.51	8.32
5.50	17	2045 Fund		578,429	12.75	9.05	8.62
4.08	18	2050 Fund		428,745	13.80	9.41	8.80
2.87	19	2055 Fund		301,606	13.80	9.41	8.80
1.47	20	2060 Fund		154,301	13.80	9.41	8.80
0.35	21	2065 Fund		36,659	13.80	—*	—*
3.86	22	Brokerage Window		406,077	N/A	N/A	N/A
1.01	23	Loan Fund		105,801	N/A	N/A	N/A
Total				\$ 10,508,390			

*Fund inception: Jan 1, 2021



Suzanne Timoney
Teacher, Canyon View Elementary School, Canyons School District

Statements of Changes in Fiduciary Net Position — Pension Trust Funds

December 31, 2024 (in thousands)

Total Defined Benefit Pension Plans

Additions:

Contributions:	
Member contributions	\$ 743,705
Employer contributions	1,661,167
Court fees and fire insurance tax	18,850
Total contributions	2,423,722
Investment income:	4,695,603
Transfers from affiliated systems	16,800
Total additions	6,979,337

Deductions:

Retirement benefits	1,911,054
Cost-of-living benefits	435,985
Supplemental Retirement Benefits	204
Refunds	622,096
Administrative Expenses	25,186
Transfers to affiliated systems	16,800
Total deductions	3,011,325
Increase from operations	3,968,012

Net position restricted for pension benefits beginning of year	54,520,494
Net position restricted for pension benefits end of year	\$ 58,488,506

Financials

The Statements of Changes in Fiduciary Net Position show the additions (income) and deductions (expenses) of the Systems. Investment earnings and contributions comprise the additions. The deductions are composed almost entirely of benefit payments and refunds. Additions exceeded deductions by nearly \$4 billion in 2024.

The Systems are audited annually by an international CPA firm, Eide Bailly LLP. Our actuary, Gabriel, Roeder, Smith & Company, reviews the funding and contribution rates to ensure they are adequate to fund your benefits.

Want to Know More?



www.urs.org

Visit www.urs.org or call our office. We can explain your benefits one-on-one or to your group.

Write



Salt Lake Office
PO Box 1590
Salt Lake City, UT 84110-1590

St. George Office
20 North Main St., Suite 206
St. George, UT 84770

Call



Salt Lake Office
801-366-7700 • 800-365-8772

Pension Benefits
801-366-7770 • 800-695-4877

401(k), 457(b), IRA
801-366-7720 • 800-688-401k

St. George Office
435-673-6300 • 800-950-4877

Fax



Salt Lake Office
801-366-7734

401(k), 457(b), IRA
801-366-7445

St. George Office
435-634-0654

Visit



Salt Lake Office
560 East 200 South
Salt Lake City, UT 84102

St. George Office
20 North Main St., Suite 206
St. George, UT 84770

URS Board, from left:
Larry W. Evans
Christie N. Behunin
(Vice-President)
Richard K. Ellis
Karl W. Wilson
(President)
Aaryn S. Birchell
Laura C. Warnock
Marlo M. Oaks



Meet the Board

A majority of the URS Board members are experts in banking and investments and are appointed by the Governor. The Board appoints our executive director to carry out the day-to-day operations of URS. Together they guide and safeguard URS.

Membership Advisory Council

Those who serve on the Membership Advisory Council speak for the interests of active and retired members and participating employers.

Executive Committee Members / Represents

- Mr. Marty Peterson (Chair)Represents Firefighters
- Mr. Rodney Hurd (Vice-Chair) Represents Educators
- Ms. Heather AndersonRepresents Special Districts
- Mr. Brad Hardesty Represents Retired Public Employees
- Mr. Larry MillwardRepresents Retired Educators

Membership Council Member / Represents

- Mr. JJ AllenRepresents Cities
- Ms. Sheri Dearden Represents Counties
- Ms. Jenny Graviet Represents Educators
- Ms. Anna Lewin Represents Educators
- Ms. Lisa NanceRepresents Public Employees
- Honorable Kara Pettit Represents Judges
- Mr. Scott Wilberger Represents Police Officers
- Mr. Brandon Wolf Represents Classified School Employees
- Mr. Zane WoolstenhulmeRepresents School Business Officials



Robin Hatch has a lifelong passion for gardening.

“I’ve loved to garden since I was a kid,” she said. “I just find peace in the garden, playing in the dirt, watching things grow.”

Much like tending to a garden, Robin patiently watched her URS benefit grow through a long career in Utah public service. And now she’s reaping the rewards of a financially secure retirement.

Robin, who lives in Roosevelt, Utah, retired from Northeastern Counseling Center in 2023 at age 58 with more than 25 years of service credit. “I will never outlive my security, and that to me is huge,” Robin said.

With her URS benefit, Robin’s retirement priorities include expanding her garden, giving back to the community, and spending time with her children, grandchildren, and great-grandchildren. “I don’t have to worry,” Robin said. “I can kick-off and go watch their dance competitions, go to their basketball games. I have the time to do what I want.”

“I’m happy,” she said. “Retirement is wonderful, and the peace of mind of my URS benefit is invaluable.”



Retirement Savings » Catching Up Later in Your Career

Worried You Missed the Boat?

Don't panic!
There's still plenty
of time to make
meaningful progress
toward saving for
retirement, even
later in your career.

Maybe you're later in your career and feel like the ship has sailed on saving for a secure retirement. Even if you missed the first tide, there's still time to catch the next wind. URS education resources can be the lifeboat to help you escape the late-career doldrums and chart a new course toward building a retirement treasure chest.

Drop anchor at www.urs.org/us/catchup to watch a video and register for an upcoming webinar. We'll offer tips and strategies to help you adjust your sails later in your career and steer toward a secure retirement.

If you're feeling adrift, lost at sea, or unsure how to navigate forward, don't abandon ship just yet! Let these free URS resources be your compass to a secure retirement.

Go to www.urs.org/us/catchup to watch a video or to register for our webinar with tips for saving for retirement later in your career.

Saving for Retirement Late in Your Career: Key Considerations



» Focus on stretching your savings comfort zone. Putting aside just a few hundred dollars more a month can lead to thousands of dollars by the time you retire. The power of compounding interest means even modest increases can grow exponentially.



» If you're 50 or older, you're eligible for "catch-up" contributions. This is a fantastic way to boost your retirement savings when you're nearing the final stretch. For 2025, you can contribute an additional \$7,500 to your 401(k) or 457(b) beyond the regular annual limit, bringing your total contribution limit to \$31,000 for the year.



» URS Target Date Funds can help make your investments fit you. Choose the fund based on your planned retirement date and you'll get a diversified portfolio that adjusts as you approach and enter retirement, automatically becoming more conservative to fit your stage of life.



» Need some personalized advice? Meet with URS in-person or virtually for a free, one-on-one individual retirement planning session. Learn more at www.urs.org/us/irps.



Free Webinar:

2 p.m., Wednesday, July 9, 2025

We'll share strategies for playing catch-up and maximizing your contributions later in life.

www.urs.org/us/catchup



Video: Saving for Retirement Later in Life

URS Educator Mike Wilson explains key considerations to help you catch-up.

www.urs.org/us/catchup



URS Calculators: See How Much You Need to Save for Your Retirement Nest Egg

Use our Savings Plans Calculator at myURS to see how small, consistent savings can grow over time.

www.urs.org/us/calculators



Go to www.urs.org/us/finwell for financial wellness resources, including education materials, calculators, and counseling.



Managing Your Money
in Retirement

The Keys to Keeping Score in Your Retirement

For a winning record,
focus on the 4 Ls.

Usually, Ls mean losses. But when you're keeping score of your retirement money, playing the right Ls is how you win! Focus on these 4 Ls — Longevity, Lifestyle, Liquidity, and Legacy — for the W in managing your money in retirement.

These four key areas each call for an intentional, thoughtful plan with different types of retirement resources. For example, lifetime resources such as a pension benefit or a reverse mortgage

may be ideal for addressing **Longevity** considerations. While protection resources, such as savings accounts, insurance, and home equity credit, can address **Liquidity** concerns — making sure you have funds readily available for contingencies.

For practical tips on addressing these important 4 Ls, join us for a free upcoming webinar about managing your money in retirement — go to www.urs.org/us/manage.

Go to www.urs.org/us/manage to register for our free webinar with tips for managing your money in retirement.

Longevity



Lifetime income for essential expenses

You'll need to cover basic living expenses for the rest of your life, such as housing, food, utilities, etc. Ideally, you'll pay for lifetime expenses with lifetime income sources, such as a pension and Social Security. But don't just think about your lifespan, think about your healthspan, which focuses on the *quality* of life rather than just the *quantity*. Increasing your healthspan with good habits and practices means less money spent on healthcare throughout retirement.

Liquidity



Easily accessible funds for the unexpected

What happens when you encounter an emergency or unexpected personal event in retirement? Maybe you get in a car accident. Perhaps there's a death in the family. Maybe you get injured or sick and require a short stay in a rehab facility. You'll need access to "liquid" funds, the equivalent of "having money in the bank." That's why in retirement you *still* need "protection" resources: safe, easy-to-access money, like savings accounts or insurance.

4Ls

Lifestyle



Discretionary income to fuel your dreams

This is the fun part! Think about all the exciting and rewarding things you want to do in retirement — travel, hobbies, luxuries. Ideally, these cherries on the top of your retirement sundae will be fueled by variable resources, such as income from 401(k)s and IRAs. This may be your fun money, but you need a serious strategy for how you manage these retirement savings plans, or you could get burned by taxes and inflation.

Legacy



The inheritance or charity you leave behind

Plan how you wish to pass on your retirement savings plans to family, friends, or charities. Have you updated your beneficiaries recently? It's critical to review them at least annually. Outdated information could delay or derail your wishes. View your beneficiaries and make changes at myURS — log in at www.urs.org. This video (www.urs.org/us/beneficiary) shows how.



Free Webinar:

10 a.m., Tuesday, August 26, 2025

We'll look at four key areas for managing your money in retirement to meet your financial goals.



www.urs.org/us/manage

URS Savings Plans

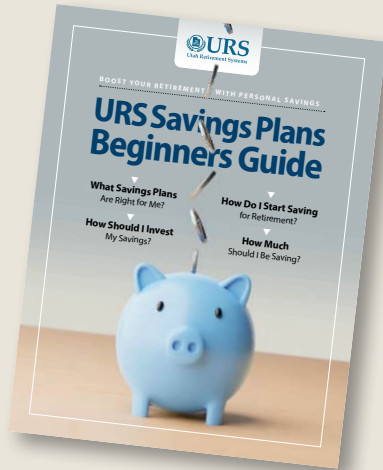
Free Help is Available

Take advantage of these URS resources to understand your retirement savings options and become a confident investor

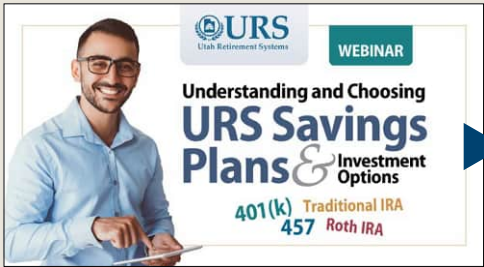
The retirement benefit provided by your employer gives you an incredible head start over most Americans. But you should still save for retirement on your own. Becoming an individual investor can help you cover all your costs in retirement, perhaps enable you to retire early, and help you build generational wealth. URS Savings Plans provide an easy, low-cost, tax-advantaged way for you to get into the game. The first step is to figure out which savings plans and investment options are right for you. Here's how URS can help.

BROCHURE: URS Savings Plans Beginners Guide

Get a high-level overview of your savings options and how to get started.



www.urs.org/us/beginners



WEBINAR: Understanding and Choosing URS Savings Plans and Investment Options

In this one-hour webinar, we'll walk through savings plans and investment options to help you understand which are right for you. We'll have time to answer questions.

Noon, Thursday, July 17, 2025

Register at www.urs.org/us/savingswebinar

Go to www.urs.org/us/rollover to see the simple steps to rollover money from other retirement savings plans to URS Savings Plans.

URS Savings Plans

Fees Keep Going Down

The annual administrative fee was recently cut in half — lower costs make URS Savings Plans a better value for you

The annual administrative fee for URS Savings Plans has been cut in half, **from 0.10% to 0.05%**, on January 1, 2025. This follows a previous fee decrease from 0.16% in 2022.

What does this mean for you? Lower fees help your savings grow more over time. So, grab the handlebars and let the momentum help carry you to a secure retirement!

See and Compare the Performance of URS Investment Funds

www.urs.org/dailyunitvalues



URS Savings Plan Fees

Fund	Annual Investment Fees*	Annual Administrative Fees*	Total Annual Fees*
Income Fund	0.20%	0.05%	0.25%
Bond Fund	0.10%	0.05%	0.15%
Balanced Fund	0.24%	0.05%	0.29%
Large Cap Value Fund	0.41%	0.05%	0.46%
Large Cap Index Fund	0.02%	0.05%	0.07%
Large Cap Growth Fund	0.24%	0.05%	0.29%
International Fund	0.05%	0.05%	0.10%
Small Cap Stock Fund	0.27%	0.05%	0.32%
Target Date 2065	0.10%	0.05%	0.15%
Target Date 2060	0.10%	0.05%	0.15%
Target Date 2055	0.10%	0.05%	0.15%
Target Date 2050	0.10%	0.05%	0.15%
Target Date 2045	0.11%	0.05%	0.16%
Target Date 2040	0.12%	0.05%	0.17%
Target Date 2035	0.13%	0.05%	0.18%
Target Date 2030	0.14%	0.05%	0.19%
Target Date 2025	0.14%	0.05%	0.19%
Target Date 2020	0.13%	0.05%	0.18%
Target Date 2015	0.12%	0.05%	0.17%
Target Date Retired	0.12%	0.05%	0.17%
Tier 2 Nonvested	0.13%	0.05%	0.18%

* For up-to-date fees, see Rates of Return and Fees at www.urs.org. Information about these and other special service fees can be found in the Summary Plan Descriptions.



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*Are your account preferences
and information current?
Go to www.urs.org/info to learn more.*

Have You Claimed Your Session?

Get free, one-on-one help from URS in-person or virtually

Individual Retirement Planning

These free sessions help you financially plan for retirement.

Have questions about your URS benefits? Want some guidance to see if you're on track for a comfortable retirement? Let us help.

- » Which Tier 2 retirement option should I choose?
- » How much should I be saving for retirement?
- » Which URS savings plans and investment options are right for me?

www.urs.org/us/IRPS

Financial Wellness Counseling

These free sessions cover a variety of financial topics.

We'll assess your overall financial situation, address your areas of concern, and help you set and reach your financial goals. Topics include:

- » Financial wellness basics
- » Personal spending
- » Managing debt
- » Getting financially organized
- » Emergency savings
- » Managing credit cards

www.urs.org/us/finwell