

New York City

Deferred Compensation Plan/New York City Employee IRA  
(a Fiduciary Fund of The City of New York)



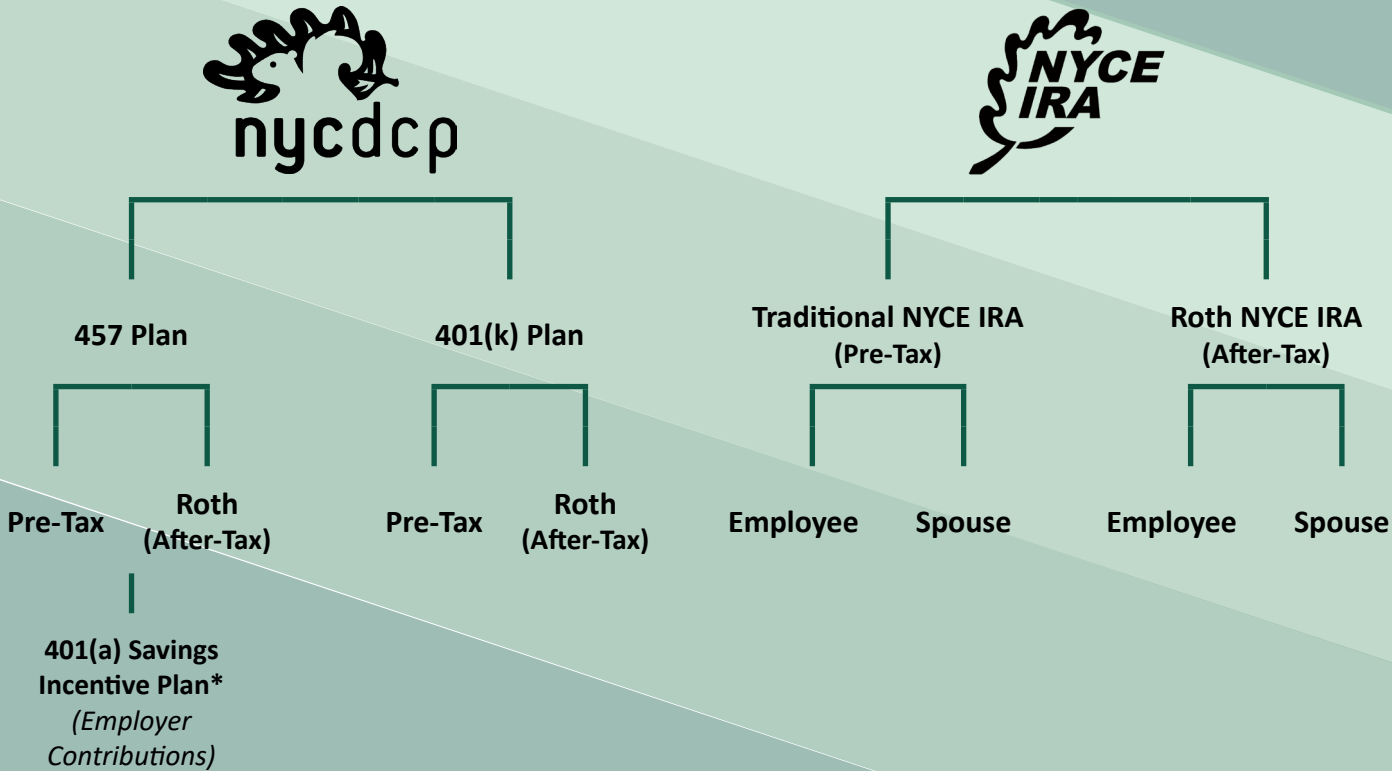
# Annual Comprehensive Financial Report

# 2024



For the Fiscal Years Ended December 31, 2024 and 2023

# Array of Programs



\* Available to eligible City employees with a negotiated employer contribution.

**The City of New York  
Deferred Compensation Plan/  
New York City Employee IRA  
Annual Comprehensive Financial Report  
(a Fiduciary Fund of The City of New York)  
*For the Fiscal Years Ended December 31, 2024 and 2023***

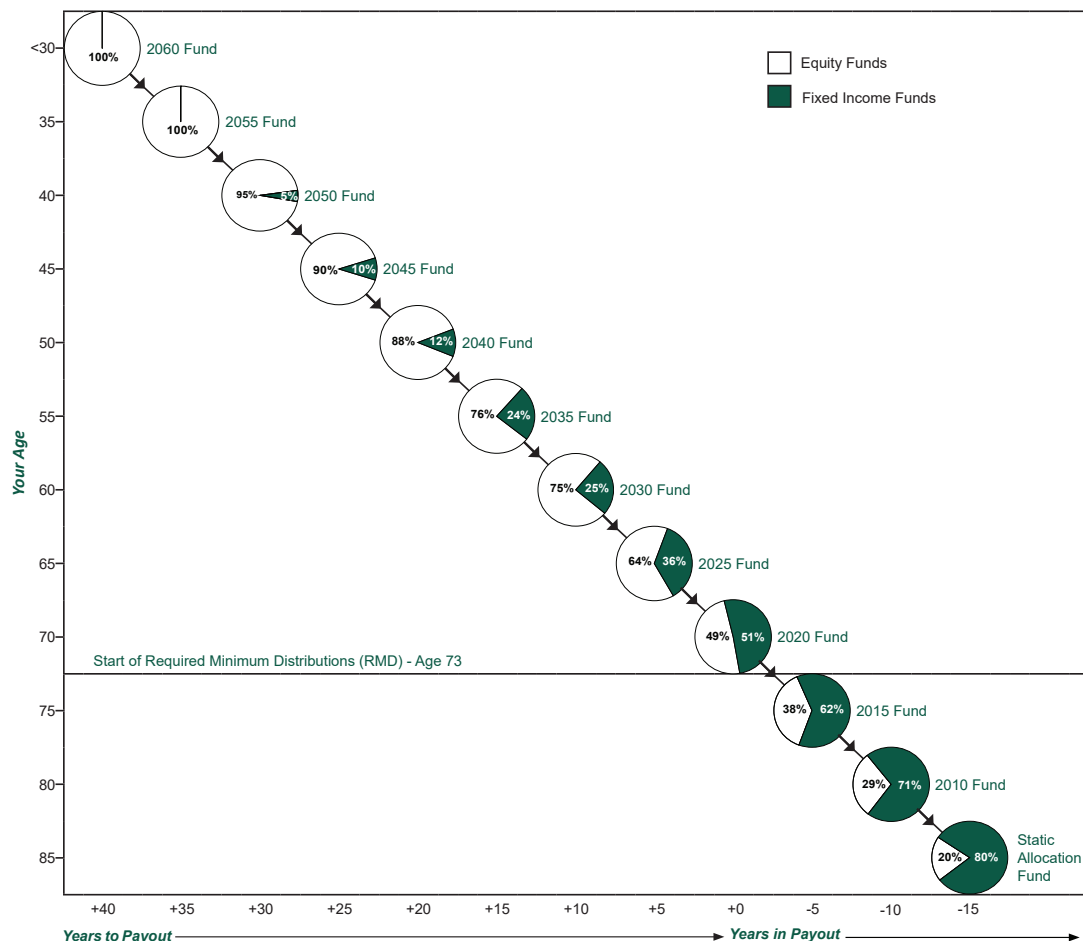
**Prepared by:**  
**Georgette Gestely**  
**Director**  
**Mai H. Chau**  
**Chief Accountant**

# Program Investment Choices

### Pre-Arranged Portfolios

Participants are offered a choice of 12 Pre-Arranged Portfolios. Participants should choose a Pre-Arranged Portfolio based on their age or distribution begin date.

On January 1, 2025, the 2010 Fund was rolled into the Static Allocation Fund and the 2065 Fund was added to the Pre-Arranged Portfolio line-up. If you were invested in the 2010 Fund on December 31, 2024, your funds were automatically rolled into the Static Allocation Fund.



## Core Options



All Plan assets are in either a separately managed account or a commingled account. Unlike a mutual fund, a separate account is not open to outside investors and is created solely for the benefit of Plan participants. Separate accounts only contain Deferred Compensation Plan assets and all participants trade according to the same rules.

Rather than utilize a single investment manager for some options, the Plan has created core investment options with multiple managers to diversify Plan risk. This structure provides flexibility to change managers, if necessary, without suspending participant trading.

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# Introductory Section

## Board Members

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- ◆ **Eric Adams**  
Mayor of the City of New York
  - ◆ **Brad Lander**  
Comptroller of the City of New York
  - ◆ **Renee Campion, Chair**  
Commissioner, Office of Labor Relations
  - ◆ **Jacques Jiha, Ph.D.**  
Director, Office of Management & Budget
  - ◆ **Preston Niblack**  
Commissioner, Department of Finance
  - ◆ **Louis A. Molina**  
Commissioner, Department of Citywide Administrative Services
  - ◆ **Jessica S. Tisch**  
Police Commissioner
  - ◆ **Robert S. Tucker**  
Fire Commissioner
  - ◆ **Henry Garrido**  
District Council 37, AFSCME
  - ◆ **Andrew Ansbro**  
Uniformed Firefighters Association
  - ◆ **Counsel to the Deferred Compensation Plan:**  
**Muriel Goode-Trufant**  
Corporation Counsel
- 

## Organization Chart Office of Labor Relations

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- ◆ **Renee Campion**  
Commissioner
  - ◆ **Daniel Pollak**  
First Deputy Commissioner
  - ◆ **Georgette Gestely**  
Director, Employee Benefits Program
- 

## Organization Chart Deferred Compensation Plan

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- ◆ **Georgette Gestely**  
Director
  - ◆ **Mai H. Chau**  
Chief Accountant
  - ◆ **Beth Kushner**  
Deputy Director, Administration
  - ◆ **Sang Hong**  
Deputy Director, Operations
  - ◆ **Dean S. Weltman**  
Executive Agency Counsel
  - ◆ **Michael Borushek**  
IT Manager, CIO
-



## Office of Labor Relations Deferred Compensation Plan & NYCE IRA

22 Cortlandt Street, 28<sup>th</sup> Floor, New York, NY 10007  
Tel: 212 306-7760 / Outside NYC: 888 DCP-3113 and 888 IRA-NYCE  
[nyc.gov/deferredcomp](http://nyc.gov/deferredcomp) and [nyc.gov/nyceira](http://nyc.gov/nyceira)

### Board Members

Mayor of the City of New York  
Comptroller of the City of New York  
Commissioner, Office of Labor Relations  
Director, Office of Management & Budget  
Commissioner of Finance  
Commissioner, Citywide Administrative Services  
Police Commissioner  
Fire Commissioner  
Uniformed Firefighters Association  
District Council 37, AFSCME

Counsel to the Board, Corporation Counsel

Renee Campion  
Commissioner

Daniel Pollak  
First Deputy Commissioner

Georgette Gestely  
Director, Employee Benefits Program

Beth Kushner  
Deputy Director, Administration

Sang Hong  
Deputy Director, Operations

June 16, 2025

Members of the Board and Participants of  
the City of New York Deferred Compensation Plan/NYCE IRA  
New York, New York

The Mayor's Office of Labor Relations is pleased to present you with the thirty-eighth Annual Comprehensive Financial Report of The City of New York Deferred Compensation Plan/NYCE IRA.

### An Umbrella Program

The Deferred Compensation Plan (Plan) is an umbrella program for three defined contribution plans, the 457 Plan, 401(k) Plan, and 401(a) Plan, and a deemed IRA called the New York City Employee (NYCE) IRA. The 457 Plan began operations in 1986, and the 401(k) Plan was introduced in January 2002. The NYCE IRA was introduced in 2006 and is also available to spouses of eligible City employees. NYCE IRA account owners are able to make contributions, consolidate their retirement assets through rollovers, and deposit their income tax refunds into their accounts.

The 401(a) Savings Incentive Program was added to the Deferred Compensation Plan in 2007. The 401(a) plan provides an employer contribution to eligible employees, as determined by labor agreements. The employer contribution is an incentive for employees to save even more for retirement by making contributions to the 457 Plan.

The investment program offered to participants is the same for all the programs under the Deferred Compensation Plan/NYCE IRA umbrella. The Plan offers participants core investment options and pre-arranged portfolios.

Eligible participants for the Deferred Compensation Plan include employees of The City of New York, the Housing Authority, the School Construction Authority, the Water Finance Authority, the Department of Education, NYC Health + Hospitals, and the community colleges of the City University of New York (401(k) only). These employees, as well as all NYC retirees who worked for the City from 1985 onwards, and the spouses of active and retired employees, are eligible to establish a NYCE IRA account.

At December 31, 2024, the 457, 401(k), the NYCE IRA and the 401(a) had exceeded \$26 billion, \$6 billion, \$568 million, and \$36 million, respectively, in net positions. This compares to \$24 billion, \$5 billion, \$511 million, and \$33 million, respectively, in net positions available for Plan benefits at December 31, 2023.

### Plan Funding and Expense Payment

The administration of The City of New York Deferred Compensation Plan is entirely self-funded. In 2024, it was financed through a combination of participants' quarterly administrative fees, amounts deducted from the net asset values, and interest earned on assets held in the Plan's custodial account. These funds covered custodial and recordkeeping expenses, communications, and administrative expenses.

Membership	457 Plan	401(k) Plan	NYCE IRA	401(a) Plan	Total Participant Accounts
Total Participants 2024	164,286	76,242	5,885	2,865	249,278
Total Participants 2023	161,998	73,183	5,810	2,973	243,964
Net Change	2,288	3,059	75	(108)	5,314

### Investments

Each Plan investment contract is procured in accordance with applicable New York State Regulations and New York City laws and awarded to the manager with the best combination of investment experience, performance history and management fees. The Deferred Compensation Board established the New York City Deferred Compensation Plan Minority and Women-Owned Business Enterprise (MWBE) Policy for the purpose of ensuring the inclusion of MWBE asset managers in searches conducted by or on behalf of the Board.

The Deferred Compensation Plan offers twelve pre-arranged portfolios and seven core investment options. The investment performance results, net of fees, are shown below:

Investment Option	2024 Yield/Return	Investment Option	2024 Yield/Return
Static Allocation Fund	5.6%	Stable Income Fund	3.0%
2010 Fund*	6.5%	Bond Index Fund	1.3%
2015 Fund	7.5%	Equity Index Fund	25.0%
2020 Fund	8.9%	Global Socially Responsible Index Fund	15.0%
2025 Fund	11.0%	Mid-Cap Equity Index Fund	13.9%
2030 Fund	13.0%	International Equity Index Fund	9.0%
2035 Fund	14.2%	Small-Cap Equity Fund	9.0%
2040 Fund	15.3%		
2045 Fund	15.8%		
2050 Fund	16.3%		
2055 Fund	17.1%		
2060 Fund	17.2%		

\*The 2010 Fund was closed at the end of the fourth quarter, with proceeds being transferred to the Static Allocation Fund as of January 1, 2025.

### Award

#### *Certificate of Achievement for Excellence in Financial Reporting*

The Government Finance Officers Association of the United States and Canada (GFOA) awarded a Certificate of Achievement for Excellence in Financial Reporting to the City of New York Deferred Compensation Plan for its annual comprehensive financial report for the fiscal year ended December 31, 2023. This was the thirtieth consecutive year that the Plan has achieved this prestigious award. In order to be awarded a Certificate of Achievement, a government must publish an easily readable and efficiently organized annual comprehensive financial report. This report must satisfy both generally accepted accounting principles and applicable legal requirements.

A Certificate of Achievement is valid for a period of one year only. We believe that our current annual comprehensive financial report continues to meet the Certificate of Achievement Program's requirements and we are submitting it to the GFOA to determine its eligibility for another certificate.



## 2024 Annual Report

The management of The City of New York Deferred Compensation Plan is responsible for establishing and maintaining procedures to administer and oversee Plan operations. An internal control structure is designed to provide reasonable assurance that the assets of the system are safeguarded against loss, theft, or misuse, and that adequate accounting data is compiled to allow for the preparation of financial statements in conformity with generally accepted accounting principles.

Furthermore, the concept of reasonable assurance recognizes that:

1. the cost of a control should not exceed the benefits likely to be derived from it; and
2. the valuation of cost and benefits requires estimates and judgment by management.

Management is responsible for the contents of the Annual Comprehensive Financial Report and believes the information presented in the Annual Comprehensive Financial Report is accurate and fair in all material respects.

This Letter of Transmittal is designed to complement Management's Discussion and Analysis (MD&A) and should be read in conjunction with it. The MD&A can be found immediately following the report of the independent auditors.

## Independent Auditors

The Deferred Compensation Plan's financial statements for the years ended December 31, 2024 and 2023 were audited by CLA (CliftonLarsonAllen LLP).

## Acknowledgments

We wish to express our appreciation and gratitude to the dedicated and knowledgeable individuals who comprise both the staff and the consulting community: the Plan's custodian, The Bank of New York Mellon, the Plan's legal advisor, Ice Miller, LLP, the Plan's educational consultant, MissionSquare Retirement, the Plan's recordkeeper, Voya Financial, who is responsible for the maintenance of individual participant accounts and the issuance of quarterly participant statements, and the Plan's investment consultants, CapFinancial Partners, LLC, NEPC, LLC and Segal Marco Advisors, who also provided the investment return figures throughout this report. These individuals and entities ensure the continued availability to the New York City employees of the finest possible defined contribution plan at the lowest possible cost.

Sincerely,



Georgette Gestely  
Director



Mai H. Chau  
Chief Accountant



Government Finance Officers Association

**Certificate of  
Achievement  
for Excellence  
in Financial  
Reporting**

Presented to

**City of New York  
Deferred Compensation Plan**

For its Annual Comprehensive  
Financial Report  
For the Fiscal Year Ended

December 31, 2023

*Christopher P. Morvill*

Executive Director/CEO

# Plan Summary Section for the 457, 401(k) & 401(a) Plans

The City of New York Deferred Compensation Board (the “Board”) was established by Executive Order No. 81 dated April 16, 1985 and Executive Order No. 85, dated November 13, 1985, of the Office of the Mayor. Executive Orders Nos. 81 and 85 were replaced by Executive Order No. 158, dated October 19, 2011. The Board is comprised of the Mayor of The City of New York, the Comptroller of The City of New York, the Commissioner of the Office of Labor Relations, the Director of the Office of Management & Budget, the Commissioner of Finance, the Commissioner of the Department of Citywide Administrative Services, the Police Commissioner, the Fire Commissioner, and two persons designated by the Municipal Labor Committee. The Municipal Labor Committee designated representatives from the Uniformed Firefighters Association and District Council 37, AFSCME to serve on the Board. The Corporation Counsel is counsel to the Board and the Plan. In 1986, the Board implemented the Deferred Compensation Plan for Employees of The City of New York and Related Agencies and Instrumentalities (the “457 Plan”) which is governed by §457 of the Internal Revenue Code of 1986, as amended (the “Code”). In January 2002, the Board commenced enrollment in the 401(k) Plan for Employees of The City of New York and Related Agencies and Instrumentalities (the “401(k) Plan”). In April 2006, the 401(k) Plan began accepting Roth (after-tax) contributions. In January 2007, the Board established the 401(a) Savings Incentive Plan for the Employees of The City of New York and Related Agencies and Instrumentalities (the “401(a) Plan”). The 401(a) Plan accepts only negotiated employer contributions for eligible employees. In 2011, as a result of the passage of the Small Business Jobs and Credit Act of 2010, the 457 Plan began accepting Roth (after-tax) contributions. The Mayor’s Office of Labor Relations (the “Plan Administrator”) administers the 457 Plan, the 401(k) Plan and the 401(a) Plan. The 457 Plan, 401(k) Plan and the 401(a) Plan will, at all times, comply with the Code and corresponding federal and state regulations and all other applicable laws. The 457, 401(k) and 401(a) Plans will sometimes be referred to collectively as the “Plans.”

The Plans are voluntary retirement contribution programs. The employers participating in the Plans include The City of New York, the Department of Education, NYC Health + Hospitals, the community colleges of the City University of New York (the 401(k) Plan only), the New York City Housing Authority, the New York City School Construction Authority and the New York City Municipal Water Finance Authority.

## Delegation by Employers

The employers participating in the Plans have delegated their powers, duties, and responsibilities under the Plans to the Board.

## Participation

An employee is eligible to participate in the Plans after the date he or she becomes a participant by completing an agreement (the “Participation Agreement”), via the Plans’ website, or through a Plan Enrollment Form with the Plan Administrator. All eligible employees enroll in the 457 Plan and/or the 401(k) Plan through the Plans’ website at [nyc.gov/deferredcomp](http://nyc.gov/deferredcomp), or by submitting a Plan Enrollment Form. Eligibility to participate in the 401(a) Plan is determined by labor agreements. The Participation Agreement must specify (a) the percentage of the participant’s includible compensation to be deferred in multiples of 0.5%, not less than 1% nor greater than 75%, and (b) the investment option(s) selected by the participant, including the percentages to be allocated to the selected option(s), in increments of 1%.

## Maximum Deferrals

### 457 Plan

The maximum amount which may be deferred, for both pre-tax and Roth contributions by a participant in the 457 Plan in a calendar year, may not exceed the lesser of (a) \$23,000 (\$23,500 in 2025) or (b) 75% of an active participant’s “includible compensation” (as defined by the Code). If you choose to contribute to both the 457 and the 401(k), your combined deferral election cannot exceed 75%. However, under certain circumstances, up to double the annual maximum participant contribution may be deferred by a participant during each of the last three years prior to reaching his or her designated

“Normal Retirement Age” (“Deferral Acceleration for Retirement Amount”) if less than the maximum was deferred during earlier years. In addition, participants age 50 and over can defer an additional \$7,500 (\$7,500 in 2025), irrespective of prior contributions (“Age 50 and Over Catch-Up”). Participants age 50 and over can defer the greater of: (i) the Deferral Acceleration for Retirement Amount, or (ii) the Age 50 and Over Catch-Up amount in any of the three years prior to the designated Normal Retirement Age. Pursuant to the SECURE Act, effective January 1, 2025, participants who are ages 60, 61, 62 and 63 have an increased Age 50 and Over Catch-Up contribution limit; for 2025 the higher contribution limit will be \$11,250. If a participant contributes to more than one 457 plan in a given year, the amounts deferred under such plans are aggregated in applying the maximums stated above.

#### *401(k) Plan*

The maximum amount which may be deferred, for both pre-tax and Roth contributions, by a participant in the 401(k) Plan in a calendar year may not exceed the lesser of (a) \$23,000 (\$23,500 in 2025) or (b) 75% of an active participant’s “includible compensation” (as defined by the Code). If you choose to contribute to both the 457 and the 401(k), your combined deferral election cannot exceed 75%. Participants age 50 and over can defer an additional \$7,500 (\$7,500 in 2025), irrespective of prior contributions. Pursuant to the SECURE Act, effective January 1, 2025, participants who are ages 60, 61, 62 and 63 will have an increased age 50 and over contribution limit; for 2025, the higher contribution limit will be \$11,250. If a participant contributes to two 401(k) plans or a 401(k) and 403(b) plan, the amounts deferred under all such plans are aggregated by applying the maximums stated above. Participants contributing to both the 457 Plan and the 401(k) Plan do not have to aggregate and are permitted to contribute the maximum to each plan.

#### *401(a) Plan*

The amount of the employer contribution to the 401(a) Plan is not subject to the maximums stated above and is determined by labor agreements.

#### *Assets Held in the Custodial Account*

The following list consists of the various types of assets held in the custodial account for the exclusive benefit of the participants and their beneficiaries of the 457 Plan, 401(k) Plan and the 401(a) Plan: (1) all amounts deferred under the Plans, (2) all property and rights purchased with such amounts, and (3) all income attributable to such amounts or rights.

#### *Beneficiaries*

Each participant must file with the Plan Administrator a separate designation for the 457 Plan and 401(k) Plan of one or more beneficiaries entitled to receive the amount, if any, payable under the Plans upon the participant’s death. The filed beneficiary designation for the 457 Plan will be effective for the 401(a) Plan. A participant may revoke or change his or her beneficiary designation without the consent of any prior beneficiary by completing a change form with the Plan Administrator or through the Plans’ website, [nyc.gov/deferredcomp](https://nyc.gov/deferredcomp), using his or her personal identification number (PIN). The last such designation on file with the Plan Administrator will be controlling. No designation, change, or revocation of a beneficiary designation will be effective unless received by the Plan Administrator prior to the participant’s death, and in no event will it be effective as of a date prior to such filing.

If no beneficiary designation is in effect at the time of a participant’s death, or if no primary or contingent beneficiary survives the participant, payment will be made to the participant’s surviving spouse or, if the participant had no surviving spouse, to the participant’s estate.

#### *Amendment of Participation Agreements*

The Participation Agreement is legally binding and irrevocable with respect to all amounts deferred while it is in effect. However, a participant may make certain changes to the Participation Agreement which are allowed under the Plans. By using a PIN to access his or her account through the telephone voice response system or through the Plans’ website, a participant may, as often as they wish, suspend deferrals or may increase or decrease, in multiples of 0.5%, the percentage of wages to be deferred. In addition, a participant may, either through the telephone voice response system or through the Plans’ website, change the investment direction of future deferrals and initiate account transfers between investment options.

### *Recommendation of Participation*

An employee who has severed from New York City service may rejoin the 457 Plan, the 401(k) Plan, or both, and become an active participant after returning to New York City service by following the procedures set forth above. Eligibility to rejoin the 401(a) Plan is determined by labor agreements.

Any person who was a City employee after 1985 has the opportunity to join the 401(k) Plan irrespective of whether they are currently employed by the City. Employees that are no longer actively employed by the City may join the 401(k) Plan, however, only rollovers or transfers can be used to fund the account.

### *Maintenance of Accounts*

For both the 457 Plan and the 401(k) Plan, the recordkeeper establishes an account for each participant to which any amounts deferred, transferred or distributed under the Plans are credited or charged, including any increase or decrease in the value of the investment options specified in the Participation Agreement or any amendment thereto. The Plan maintains an Excessive Trading Policy for all of the Plan's investment options. The policy states that if monies are not held in any of the fund options for a period of thirty-two (32) calendar days, the participant will be assessed a 2% redemption fee. The minimum fee that will be assessed will be \$20 based on a \$1,000 trade. A participant enrolled in both the 457 Plan and 401(k) Plan who wishes to make any changes must do so independently for each plan.

The recordkeeper also establishes a 401(a) Plan account for eligible participants to which any amounts contributed, transferred or distributed are credited or charged, including any increase or decrease in the value of the investment options specified.

All investment options offered under the Plans are offered by persons, companies or entities authorized to do business in the State of New York and are duly licensed, if applicable, by the appropriate federal agencies regulating such investments. The Board and the Plan Administrator are not responsible for any decrease in the value of a participant's account resulting from capital or market changes or any other changes occurring in the investment options of the participant's account. A participant or beneficiary is considered to have exercised independent control over the assets in his or her account and the consequences are within a participant's or beneficiary's exercise of control.

### *Crediting of Accounts*

Each participant's account is credited with amounts authorized for deferral or completed incoming transfers/rollovers within four business days of receipt in good order by the Plans' custodian. Funds are invested in accordance with participants' directions with one or more financial organizations appointed by the Board, to be held, managed, invested and reinvested in accordance with the applicable agreement entered into by the Plan with each such financial organization.

### *Account Reporting*

A statement of the total amount invested in a participant's account is made available to each participant not more than forty-five days after the end of each calendar quarter. If employees participate in the 457 Plan, 401(k) Plan, NYCE IRA, and the 401(a) Plan, they will receive only one statement, but each plan will be separately accounted. Participants may also access their balance information through the Plans' telephone voice response system and the Plans' website. All participant statements are based on the net fair value or book value, as applicable, of the investment options as of the effective date of the statement to the extent such values are available to the Plan Administrator.

### *Fees*

All participants are assessed a single quarterly administrative fee of \$20.00 for participation in the 457 Plan, the 401(k) Plan, 401(a) Plan and the NYCE IRA. The administrative fee covers the cost of administering the Plans, safeguarding assets and data, and providing appropriate information and services including the supplying of quarterly statements. Furthermore, to offset Plan expenses an amount is deducted from the net asset values of each of the investment options. Currently, the amount deducted from the net asset values of each of the investment options is 0.04%. In addition, each investment manager charges an investment management fee that is deducted directly from each investment option's daily value.

### *Incoming Rollover or Transfers*

Participants in the Deferred Compensation Plan are eligible to roll over their pre-tax and Roth assets from other eligible retirement plans into either the 401(k) Plan or the 457 Plan. The 401(k) Plan accepts rollovers from all eligible retirement plans (as defined by the Code), including 401(a), 457, 401(k), 403(b) and rollover IRAs. The 457 Plan accepts transfers from other 457 plans only. The Roth 457 accepts transfers from other Roth 457 plans only and the Roth 401(k) only accepts rollovers from other Roth 401(k) plans. Participants in either the 457 Plan or 401(k) Plan are eligible, while in City service, to perform an in-plan transfer of assets from their pre-tax account to their Roth account, subject to applicable income taxes. The 401(a) Plan does not accept incoming rollovers or transfers. The Deferred Compensation Plan has also established the Special 401(k) Rollover Account exclusively for the acceptance of the federally tax-deferred portion of a participant's City pension and annuity funds.

### **In-Service Withdrawals**

#### *Emergency Withdrawals*

A 457 Plan participant who experiences an unforeseeable emergency (as defined by the Code) may submit an application to be presented to the Board for a determination of whether the guidelines for an emergency withdrawal under §457 of the Code have been met. Any determination by the Board of what constitutes an unforeseeable emergency, or the amount needed to satisfy the emergency, is final. Upon Board approval, the Plan's recordkeeper will disburse the amount authorized by the Board to the participant. Distributions are subject to applicable taxes.

A 401(k) Plan participant who experiences an immediate and heavy financial need (as defined by the Code) may submit an application certified by the participant that the guidelines for a withdrawal under §401 of the Code have been met and that the amount requested is no more than is necessary to satisfy the need. Subject to the Plan Administration's finding of any misrepresentation of facts or material omission of sufficient cause for rejection of an application, the Plan's recordkeeper will disburse the certified amount to the participant. Distributions are subject to applicable taxes and may be subject to early withdrawal penalties.

#### *Distribution Due to a Qualified Birth or Adoption*

Plan participants in the 457 Plan or the 401(k) Plan may take an in-service distribution of up to \$5,000 per child from each Plan, due to a qualified birth or adoption. The distribution payment will not be subject to mandatory income tax withholding and will not be treated as an eligible rollover distribution. Effective January 1, 2023, the Plan participant may recontribute any portion of the Qualified Birth or Adoption Distribution to an eligible retirement plan within a three-year period beginning on the day after the date on which the distribution was received.

#### *Domestic Abuse-Related Distribution*

Plan participants in the 457 Plan or the 401(k) Plan may take an in-service distribution up to the lesser of \$10,000 or 50% of their account balance, no more than one time per year. To be eligible to make such a withdrawal, the participant must certify that they have experienced or been a victim of domestic abuse. The distribution must be taken within 12 months of the domestic abuse incident. The 401(k) early distribution penalty tax will not apply to a distribution that qualifies as a domestic abuse-related distribution. The distribution payment will not be subject to mandatory income tax withholding and will not be treated as an eligible rollover distribution. The Plan participant may recontribute any portion of the domestic abuse-related distribution to an eligible retirement plan within a three-year period beginning on the day after the date on which the distribution was received.

#### *Withdrawals after age 59½ from the 457 Plan*

Pre-tax and Roth 457 Plan participants age 59½ and older are eligible to take distributions, without penalty, from their 457 account while still working for the City. Eligible in-service distributions from the Roth 457 account are income-tax free provided that it has been at least five taxable years since the initial contribution.

#### *Withdrawals after age 59½ from the 401(k) Plan*

Pre-tax 401(k) Plan participants age 59½ and older are eligible to take distributions, without penalty, from their 401(k) account while still working for the City. Roth 401(k) Plan participants age 59½ and older are eligible to take income-tax free distributions, without penalty, from their Roth 401(k) account while still working for the City if it has been at least five taxable years since the initial contribution.



### *Withdrawals after age 59½ from the 401(a) Plan*

401(a) Plan participants age 59½ and older are eligible to take distributions, without penalty, from their 401(a) account while still working for the City.

### *In-Plan Rollovers*

Plan participants of both the 457 Plan and the 401(k) may choose to transfer money from their pre-tax account to their Roth account, while still employed by the City.

457 Plan participants can transfer money from their Pre-tax 457 account to their Roth 457 account and 401(k) Plan participants can transfer money from their Pre-tax 401(k) account to their Roth 401(k) account. All transfers are subject to income taxes which will be reported on Form 1099-R in the year when transferred.

### *Direct Transfer for the Purpose of Purchasing Permissive Service Credit*

Plan participants are eligible to use their pre-tax 457 account and pre-tax 401(k) account assets as sources of funding for the purchase of permissive service credits (as defined by the Code) in any defined benefit plan or pension system, via a direct transfer.

### *457 Plan Small Account Withdrawals*

A participant may be entitled to a full withdrawal of his or her account prior to severance from service if the account balance does not exceed \$7,000, there have been no contributions or loans during the two-year period ending on the date of distribution, and there has been no prior small account withdrawal. Upon receipt of a small account withdrawal, the participant's account is closed. The Participant may, however, rejoin the Plan at any time, but they would not be entitled to another small account withdrawal.

### *Loans*

A participant in active payroll status is eligible to receive a loan from the pre-tax portion of the 457 Plan and the pre-tax portion of the 401(k) Plan. The minimum amount is \$2,500. The maximum amount of an approved loan shall not exceed the lesser of: (i) 50% of the participant's 457 or 401(k) Plan account balance (account balance minus current outstanding loan balance in the 457 or 401(k) Plan); or (ii) \$50,000 less the combined highest balance of all outstanding loans a participant may have from a pension, a 403(b) and other Deferred Compensation Plans for the preceding 1-year period. Participants will be permitted to receive one loan in any 12-month period and may have no more than two loans outstanding at any time from each Plan. An origination fee in the amount of \$50.00 shall be deducted from the loan amount approved and a quarterly maintenance fee of \$8.75 shall be deducted from the participant's account for the term of each loan.

Loans are not permitted from the 401(a) Plan and the Roth portions of either the 457 Plan or the 401(k) Plan (funds in the Roth 457 or Roth 401(k) are included in the determination of loan availability).

Other than these allowable in-service withdrawals, participants may not withdraw from their accounts until they sever from New York City service.

### *Distribution of Benefits*

Upon a participant's severance from New York City service, or if a 457 Plan participant is age 59½ or older, or if a 401(k) Plan participant is age 59½ or older, or if a 401(a) Plan participant is age 59½ or older, the participant is entitled to receive an amount equal to the value of his or her account, to be paid, subject to applicable taxes, in accordance with one of the methods described below. If the distribution is from a Roth 457 or 401(k) account and made (1) after a period of five consecutive taxable years that begins with the first day in which the participant makes a Roth contribution and ends when five consecutive taxable years have been completed; and (2) on or after the date the participant attains age 59½, the Qualified Distribution will not be subject to federal, state or local income taxes upon distribution. Participants can choose to remain in the Plans and are not required to withdraw, roll over or transfer their account upon severance from New York City service.

### *Commencement Date*

Subject to Required Minimum Distributions, a participant may elect any commencement date as long as such date is no earlier than the forty-fifth day after severance from New York City service. A participant has the option to cancel or change his or her distribution schedule at any time upon proper notice to the Plan Administrator. Upon reaching the later of the following: (1) April 1st of the calendar year following the calendar year he or she reaches age 73 (72 if the participant reached age 72 before December 31, 2022), or (2) the calendar year in which he or she severs from New York City service, 457 and 401(k) Plan participants (both pre-tax and Roth) are required to start receiving withdrawals from their account (Required Minimum Distributions). Effective January 1, 2024, Roth accounts are not subject to Required Minimum Distributions during a participant's lifetime.

### *Method of Distribution for Direct Payment*

If a participant chooses to take direct payments, the following methods of distribution are available under the Plans:

Full withdrawal; or

1. A Partial Withdrawal of a participant's account (minimum request of \$1,000); or
2. Substantially equivalent monthly, quarterly, semi-annual or annual installments; or
3. A specified Partial Withdrawal of a participant's account, with the remaining balance paid in substantially equivalent monthly, quarterly, semi-annual or annual installments.

Participants may request up to five non-periodic Partial Withdrawals per calendar year. Additional requests may be subject to a nominal processing fee.

### *Rollovers or Transfers Out of the Plans*

If a participant chooses to transfer or roll over his or her Deferred Compensation account, or a portion thereof, it must be to an eligible retirement plan, (457, 401(k), 403(b), 401(a), or rollover IRA). 457 Plan participants are permitted to roll over or transfer upon severance from City service or upon reaching age 59½. 401(k) Plan participants are eligible to roll over upon severance from City service or upon reaching age 59½. 401(a) Plan participants are eligible to roll over upon severance from City service or upon reaching age 59½. Participants looking to consolidate assets are eligible to roll over their Deferred Compensation account to the New York City Employee IRA (NYCE IRA). The NYCE IRA is available as both a traditional IRA and a Roth IRA. A spousal NYCE IRA is also available (see Plan Summary Section for the NYCE IRA).

### *Election of Length of Distribution*

If a participant elects installment payments, he or she may specify either: (1) the total number of payments, or (2) the dollar amount of each payment. In either case, distributions cannot be paid over a period of time which exceeds the life expectancy of the participant or, in certain circumstances, the joint life expectancy of the participant and a "designated beneficiary" (as defined by the Code). Payments will be recalculated annually and will be paid only until the account is exhausted.



### *Distribution Elections by Beneficiaries*

Subject to Required Minimum Distributions, beneficiaries are eligible to select how to receive distributions from the decedent's account by the submission of a Beneficiary Distribution Form. Effective January 1, 2022, if the participant named an "eligible designated beneficiary," (such as a spouse, minor child or beneficiary less than 10 years younger than the participant), he or she may be able to receive distributions over his or her life expectancy. If the participant named a "designated beneficiary" (such as an adult child or grandchild), he or she must complete distribution by the end of the tenth (10th) calendar year following the year of the Plan participant's death.

Effective January 1, 2024, a surviving spouse can be treated as a participant with respect to Required Minimum Distributions for 401(k) and 457(b) Plans. If the deceased participant designated their spouse as the sole beneficiary, the spouse may elect to be treated as the participant under the Plan for purposes of the Required Minimum Distribution period, including application of the Uniform Life Expectancy Table for calculating the spouse's Required Minimum Distribution.

Only spousal beneficiaries are eligible to roll over assets to their own eligible retirement plan or IRA. A non-spousal designated beneficiary is eligible to make a direct trustee-to-trustee transfer of an eligible rollover distribution from the Plan to an IRA established solely for the purpose of receiving the death benefit distribution. For a participant who has begun receiving distributions from his or her account, any amount not distributed to the participant during his or her life will be distributed after the death of the participant at least as rapidly as under the method of distribution being used by the participant.

If a participant died before his or her required beginning date, distribution to a spousal beneficiary must begin on or before December 31st of the year in which such participant would have attained age 73 (72 if the participant reached age 72 before December 31, 2022). All other designated beneficiaries must begin no later than December 31st of the calendar year following the calendar year in which the participant died. If a participant died after his or her required beginning date, distributions to all beneficiaries must begin no later than December 31st of the calendar year following the calendar year in which the participant died.

# Plan Summary Section for the NYCE IRA

The City of New York Deferred Compensation Board (the “Board”) was established by Executive Order No. 81 dated April 16, 1985 and Executive Order No. 85, dated November 13, 1985 of the Office of the Mayor. Executive Orders Nos. 81 and 85 were replaced by Executive Order No. 158, dated October 19, 2011. The Board is comprised of the Mayor of The City of New York, the Comptroller of The City of New York, the Commissioner of the Office of Labor Relations, the Director of the Office of Management & Budget, the Commissioner of Finance, the Commissioner of Citywide Administrative Services, the Police Commissioner, the Fire Commissioner, and representatives from the Uniformed Firefighters Association and District Council 37, AFSCME, both designated by the Municipal Labor Committee. The Corporation Counsel is counsel to the Board and the Plan. In November 2006, the Board implemented a deemed IRA program, the New York City Employee Individual Retirement Account (“NYCE IRA”) which is governed by §408 and §408(A) of the Internal Revenue Code of 1986, as amended (the “Code”). The provisions establishing the NYCE IRA are incorporated into the 401(k) Plan for Employees of The City of New York and Related Agencies and Instrumentalities (the “401(k) Plan”) in accordance with §408(q) of the Code. The Mayor’s Office of Labor Relations (the “NYCE IRA Administrator”) administers the NYCE IRA. The NYCE IRA will, at all times, comply with the Code and corresponding federal and state regulations and all other applicable laws.

There are two forms of IRAs: a traditional IRA and a Roth IRA. The current and former employees of the following agencies and instrumentalities are eligible to establish a NYCE IRA: The City of New York, the Department of Education, NYC Health + Hospitals, the community colleges of the City University of New York (401(k) only), the New York City Housing Authority, the New York City School Construction Authority, and the New York City Municipal Water Finance Authority.

## Establishing a NYCE IRA

A current or former eligible employee establishes a NYCE IRA account after the date he or she acknowledges the NYCE IRA Disclosure Statement and Fee Schedule (the “Disclosure Statement”), via the NYCE IRA website or the NYCE IRA Application. Establishing a NYCE IRA also requires specifying the investment option(s) selected by the account owner, including the percentages to be allocated to the selected option(s), in increments of 1%. In addition, the new NYCE IRA account owner must designate at least one individual or entity as beneficiary of his or her NYCE IRA account. A spouse of an eligible current or former employee of The City of New York may establish a Spousal NYCE IRA account. A spouse can open a Spousal NYCE IRA by completing a New York City Employee IRA Application and submitting it to the NYCE IRA Administrative Office.

## Funding a NYCE IRA

### Contributions

The contribution limit to the NYCE IRA for 2024 is the lesser of \$7,000 (\$7,000 in 2025) or total annual taxable compensation. NYCE IRA account owners age 50 and over can contribute a maximum to the NYCE IRA of the lesser of \$8,000 or total taxable compensation for year 2024 (\$8,000 in 2025). The same contribution limits apply for the Spousal NYCE IRA. The maximum contribution limit applies to the total contributions made to all IRAs (traditional and Roth) for the year. Contributions to the NYCE IRA may be made anytime during the year or by the deadline for filing a federal income tax return, without including extensions. Contributions to the NYCE IRA must be received by the Plan’s custodian prior to the tax-filing deadline. Contributions to a traditional IRA are generally deductible on a federal income tax return. Whether contributions into the NYCE IRA will be deductible or non-deductible depends on the account owner’s (or, if married, the account owner’s and the spouse’s) Modified Adjusted Gross Income and whether or not the account owner or spouse is covered by another retirement plan at work. Roth IRA contributions are not deductible and have no maximum age limit. Eligibility to make contributions to the Roth NYCE IRA depends on the account owner’s (or, if married, account owner’s and spouse’s) Modified Adjusted Gross Income. Contributions can be made by personal check or money order. Effective in 2025, contributions to the NYCE IRA can be made through regular payroll deductions.

### *Rollovers*

A rollover is a tax-free distribution from a previous retirement plan or IRA that is transferred to another retirement plan or IRA. A rollover does not count toward the annual maximum IRA contribution limit and is not a tax-deductible contribution.

The traditional NYCE IRA will accept rollovers from a previous employer's retirement plan and the City's pre-tax 457 Plan or pre-tax 401(k) Plan and 403(b) after severance from City service or attainment of age 59½. The Roth NYCE IRA will accept rollovers from the City's Roth 457 Plan and Roth 401(k) Plan. The Roth NYCE IRA will accept after-tax rollovers from the City's pensions systems. Both the traditional and Roth NYCE IRA accept IRA rollovers from other financial institutions.

The only distributions from a retirement plan or IRA that are not eligible for rollover to the NYCE IRA are the following: Periodic Payments from a pension, annuity or retirement plan (401(k), 457, 403(b) or IRA) that are made at least once a year and that will last for (a) your life expectancy, (b) your life expectancy and your beneficiary's life expectancy, or (c) a specified period of ten years or more, Required Minimum Distributions, and Hardship Withdrawals.

### *Conversions*

A conversion is a rollover from a traditional IRA to a Roth IRA, where the amount rolled over is subject to applicable income taxes. A conversion does not count towards the annual maximum IRA contribution limit.

Assets in the City's Pre-tax 457 Plan and the Pre-tax 401(k) Plan can be directly rolled over to the Roth NYCE IRA upon the participant's eligibility for distribution. The amount rolled over is subject to applicable income taxes.

### *Assets Held in the Custodial Account*

The following list consists of the various types of assets held in the custodial account for the exclusive benefit of NYCE IRA account owners and their beneficiaries: (1) all amounts contributed and rolled over into a NYCE IRA account, (2) all property and rights purchased with such amounts, and (3) all income attributable to such amounts, property or rights.

### *Beneficiaries*

Each NYCE IRA account owner must file with the NYCE IRA Administrator, a beneficiary designation indicating one or more beneficiaries entitled to receive the amount, if any, payable under the NYCE IRA upon the account owner's death. A separate beneficiary designation must be made for traditional and Roth NYCE IRA accounts. An account owner may revoke or change his or her beneficiary designation without the consent of any prior beneficiary by completing a personal information change request form with the NYCE IRA Administrator. The last such designation on file with the NYCE IRA Administrator will be controlling. No designation, change, or revocation of a beneficiary designation will be effective unless received by the NYCE IRA Administrator prior to the account owner's death, and in no event will it be effective as of a date prior to such filing. If no primary or contingent beneficiary survives the account owner, payment will be made to the account owner's surviving spouse or, if the account owner had no surviving spouse, to the account owner's estate.

### *Disclosure Statement*

The Disclosure Statement is legally binding and irrevocable with respect to all amounts contributed or rolled over into a NYCE IRA account while it is in effect.

### *Maintenance of NYCE IRA Accounts*

The recordkeeper establishes a NYCE IRA account for each account owner to which any amounts contributed, rolled over or distributed under the NYCE IRA are credited or charged, including any increase or decrease in the value of the investment options. A separate account is established for a traditional NYCE IRA account and a Roth NYCE IRA account.

A NYCE IRA account owner may make certain changes to his or her account by using a personal identification number to access his or her account through the telephone voice response system or through the Plan's Website. A NYCE IRA account owner may, as often as he or she wishes, change the investment direction of future contributions and rollovers and initiate account transfers between investment options in multiples of 1%. The NYCE IRA Administrator maintains an Excessive Trading Policy for all of the program's investment options. The policy states that if monies are not held in any of the fund options for a period of thirty-two (32) calendar days, the account owner will be assessed a 2% redemption fee. The minimum fee that will be assessed will be \$20 based on a \$1,000 trade. A NYCE IRA owner participating in both a traditional and Roth NYCE IRA who wishes to make any changes must do so independently for each account.

All investment options offered under the NYCE IRA are offered by persons, companies or entities authorized to do business in the State of New York and are duly licensed, if applicable, by the appropriate federal agencies regulating such investments. The Board and the NYCE IRA Administrator are not responsible for any decrease in the value of a NYCE IRA account resulting from capital or market changes or any other changes occurring in the investment options of the owner's NYCE IRA account. In accordance with the Disclosure Statement, an account owner or beneficiary is considered to have exercised independent control over the assets in his or her account and the consequences are within an account owner's or beneficiary's exercise of control.

### *Crediting of Accounts*

Each NYCE IRA account is credited with amounts authorized for contributions or completed incoming rollovers within four business days of receipt in good order by the NYCE IRA's custodian. Funds are invested in accordance with the account owners' directions with one or more financial organizations appointed by the Board, to be held, managed, invested, and reinvested in accordance with the applicable agreement entered into by the Plan with each financial organization.

### *NYCE IRA Account Reporting*

A statement of the total amount invested in a NYCE IRA account is made available to each account owner not more than forty-five days after the end of each calendar quarter. If the NYCE IRA account owner has either or both a traditional IRA account and Roth IRA account and/or participates in either or both the 457 Plan and 401(k) Plan, they will receive only one statement, but each program will be separately accounted. NYCE IRA account owners may also access their balance information through the telephone voice response system or Plan's website. All statements to a NYCE IRA account owner are based on the net fair value or book value, as applicable, of the investment options as of the effective date of the statement, to the extent such values are available to the NYCE IRA Administrator.

### *Fees*

All participants are assessed a single quarterly administrative fee of \$20.00 for participation in the 457 Plan, the 401(k) Plan, 401(a) and the NYCE IRA. The administrative fee covers the cost of administering the Plans, safeguarding assets, and providing appropriate information and services including the supplying of quarterly statements. Furthermore, to offset Plan expenses an amount is deducted from the net asset values of each of the investment options. Currently, the amount deducted from the net asset values of each of the investment options is 0.04%. In addition, each investment manager charges an investment management fee that is deducted directly from each investment option's daily value.

### *Withdrawal of NYCE IRA Assets*

NYCE IRA account owners can withdraw assets from their account at any time. Subject to certain exceptions, the withdrawal of assets from an IRA prior to age 59½ is subject to a 10% early withdrawal penalty.

### *Domestic Abuse-Related Distribution*

NYCE IRA account owners may take a penalty free distribution up to the lesser of \$10,000 or 50% of their account balance. To be eligible to make such a withdrawal, the NYCE IRA account owner must certify that they have experienced or been a victim of domestic abuse. The distribution must be taken within 12 months of the domestic abuse incident. The 10% early withdrawal penalty tax will not apply to a distribution that qualifies as a domestic abuse-related distribution. The distribution payment will not be subject to mandatory income tax withholding and will not be treated as an eligible rollover distribution. The NYCE IRA account owner may recontribute any portion of the domestic abuse-related distribution to an eligible retirement plan within a three-year period beginning on the day after the date on which the distribution was received.

Assets in a traditional NYCE IRA account are tax-deferred until the account owner takes a withdrawal. Upon withdrawal, the account owner is responsible for federal income tax and applicable state and local taxes on the taxable amount of the withdrawal. Distributions from a traditional NYCE IRA may be fully or partially taxable, depending on whether the traditional NYCE IRA account includes any non-deductible contributions.

A Qualified Distribution from the Roth NYCE IRA is income-tax free. A Qualified Distribution is any payment or distribution from a Roth NYCE IRA account that meets the following requirements:

It is made after the 5-year period beginning with the first taxable year for which an account was established, AND the payment or distribution is:

1. made on or after the date the account owner reaches age 59½, or
2. made because the account owner is disabled, or
3. made to a beneficiary or to the account owner's estate after his or her death.

If the Roth NYCE IRA account owner receives a distribution from his or her account that is not a Qualified Distribution, the earnings portion of it may be subject to applicable federal, state and local taxes along with an early withdrawal penalty.

A traditional NYCE IRA account owner must start receiving Required Minimum Distributions from his or her account by April 1st of the year following the year in which the account owner reaches age 73 (72 if the participant reached age 72 before December 31, 2022).

Roth NYCE IRA accounts are not subject to Required Minimum Distributions and account owners can leave amounts in their Roth NYCE IRA as long as they live. Upon the death of a NYCE IRA account owner, the assets in his or her Roth NYCE IRA will be paid to his or her designated beneficiaries.

### *Method of Withdrawal for Direct Payment*

If a NYCE IRA account owner chooses to take direct payments, the following methods of distribution are available under the Plans:

1. Full withdrawal, or
2. A Partial Withdrawal of a NYCE IRA account, or
3. Substantially equivalent monthly, quarterly, semi-annual or annual installments, or
4. A specified Partial Withdrawal of a NYCE IRA account, with the remaining balance paid in substantially equivalent monthly, quarterly, semi-annual or annual installments.

### *Rollovers Out of the NYCE IRA*

If a NYCE IRA account owner chooses to roll over his or her NYCE IRA account, or a portion thereof, it must be to an eligible retirement plan (457, 401(k), 403(b), 401(a), or rollover IRA).

### *Election of Length of Withdrawal*

If a NYCE IRA owner elects payments, he or she may specify either: (1) the total number of payments, or (2) the dollar amount of each payment. In either case, distributions cannot be paid over a period of time which exceeds the life expectancy of the account owner or, in certain circumstances, the joint life expectancy of the account owner and a "designated beneficiary" (as defined by the Code). Payments will be recalculated annually and will be paid until the account is exhausted.

### *Distribution Elections by Beneficiaries*

Beneficiaries of NYCE IRA accounts may select how to receive distributions from the decedent's account by the submission of a NYCE IRA Beneficiary Withdrawal Form.

Spousal beneficiaries have the option of establishing an inherited NYCE IRA beneficiary account from assets they inherit from their deceased spouses. With an inherited NYCE IRA account, the amount of the Required Minimum Distributions will be based on age and will be recalculated each year. Surviving spouses older than age 73 must begin taking Required Minimum Distributions by December 31st of the year following the spouse's death. Spouses younger than age 73, can delay Required Minimum Distributions until the deceased account owner would have turned age 73.

Surviving spouses also have the option to roll over their inherited NYCE IRA proceeds into their own new or existing IRA and treat the assets as if they were their own. Spouses can also consolidate their inherited NYCE IRA proceeds into their existing Spousal NYCE IRA account.

Non-spousal beneficiaries of a NYCE IRA account will control both how the inherited assets are invested and to whom they pass upon death. Required Minimum Distributions will also generally be based on their own life expectancy and distribution must begin by December 31st of the year following the deceased participant's death.

Effective January 1, 2022, if the participant named an "eligible designated beneficiary," (such as a spouse, minor child or beneficiary less than 10 years younger than the participant), he or she may be able to receive distributions over his or her life expectancy. If the participant named a "designated beneficiary" (such as an adult child or grandchild), he or she must complete distribution by the end of the tenth (10th) calendar year following the year of the Plan participant's death.

## Introduction to the Financial Section

The Management of The City of New York Deferred Compensation Plan is responsible for establishing and maintaining procedures to administer and oversee Plan operations. An internal control structure is designed to provide reasonable assurance that the assets of the system are safeguarded against loss, theft, or misuse, and that adequate accounting data are compiled to allow for the preparation of financial statements in conformity with generally accepted accounting principles.

Furthermore, the concept of reasonable assurance recognizes that:

1. the cost of a control should not exceed the benefits likely to be derived from it; and
2. the valuation of cost and benefits requires estimates and judgment by Management.

To be in accordance with these principles, an audit should be viewed as independent and impartial, by knowledgeable third parties. An audit includes examining, on a test basis, evidence supporting transactions recorded in the accounting and operations records, including assessing the estimates, judgments and decisions made by Management.



# Independent Auditors' Report



CliftonLarsonAllen LLP  
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Members of the Board and Participants of  
the Deferred Compensation Plan for Employees of  
the City of New York and Related Agencies and Instrumentalities  
New York, New York

## Report on the Audit of the Financial Statements

### *Opinions*

We have audited the accompanying financial statements of the Deferred Compensation Plan for Employees of the City of New York and Related Agencies and Instrumentalities (the “457 Plan,” the “401(k) Plan,” the New York City Employee Individual Retirement Account “NYCE IRA,” and the “401(a) Plan,” or, collectively, the “Plans”) as of and for the years ended December 31, 2024 and 2023, and the related notes to the financial statements, which collectively comprise the Plans’ 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 financial position of the Plans as of December 31, 2024 and 2023, and the respective changes in fiduciary net position for the years then ended in accordance with accounting principles generally accepted in the United States of America.

### *Basis for Opinions*

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) 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 Auditors’ Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plans 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 opinions.

### *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 Plans’ 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.

### *Auditors’ 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

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# Independent Auditors' Report

misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinions. 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 GAAS 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 GAAS 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 Plans 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 Plans 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 GAAS, 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.

## *Supplementary Information*

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the Plans basic financial statements. The combining schedules of fiduciary net position as of December 31, 2024 and 2023, schedules of cash receipts and disbursements, schedules of administrative expenses and recordkeeping/loan fees, and schedules of investment management fees (collectively referred to as "supplementary information"), as listed in the table of contents, are presented for purposes of additional analysis and are not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied

# Independent Auditors' Report

in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with GAAS. In our opinion, the supplementary information is fairly stated, in all material respects, in relation to the basic financial statements as a whole.

## *Other Information*

Management is responsible for the other information included in the annual report. The other information comprises the introductory, investment, and statistical sections and the summary of administrative revenues and expenses but does not include the basic financial statements and our auditors' report thereon. Our opinions on the basic financial statements do not cover the other information, and we do not express an opinion or any form of assurance thereon.

In connection with our audit of the basic financial statements, our responsibility is to read the other information and consider whether a material inconsistency exists between the other information and the basic financial statements, or the other information otherwise appears to be materially misstated. If, based on the work performed, we conclude that an uncorrected material misstatement of the other information exists, we are required to describe it in our report.

## *Other Reporting Required by Government Auditing Standards*

In accordance with Government Auditing Standards, we have also issued our report dated June 12, 2025, on our consideration of the Plans 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 Plans 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 Plans internal control over financial reporting and compliance.



**CliftonLarsonAllen LLP**

Boston, Massachusetts  
June 12, 2025

# Management Discussion and Analysis (MD&A)

For Years Ended December 31, 2024 and 2023

## Using These Financial Statements

This discussion and analysis of the Deferred Compensation Plan for Employees of The City of New York and Related Agencies and Instrumentalities (the 457, the 401(k), the 401(a), and the NYCE IRA employee benefit plans, collectively the “Plans”) financial performance provides an overview of the Plans’ financial activities as of and for the years ended December 31, 2024 and 2023. Please read it in conjunction with the Plans’ financial statements beginning on page 32.

The financial statements consist of two basic financial statements and the notes to the financial statements. The statements of fiduciary net position and the statements of changes in fiduciary net position (page 32) provide information about each of the Plans. These statements are prepared using the accrual basis of accounting. All of the current year’s additions and deductions are recorded when earned or incurred regardless of when cash is received or paid.

## 457 Plan, 401(k) Plan, NYCE IRA and 401(a) Plan History

### 457 Plan

The 457 Plan was established in 1986 to provide employees of The City of New York and Related Agencies and Instrumentalities with the ability to defer a portion of current earnings on a pre-tax basis. In 2011, as a result of the passage of the Small Business Jobs and Credit Act of 2010, the 457 Plan began accepting Roth (after-tax) contributions. The 457 Plan had 164,286, 161,998 and 160,238 participants as of December 31, 2024, 2023, and 2022, respectively. This represents an increase of 4,048 participants since 2022.

### 401(k) Plan

The 401(k) Plan was established in 2002 and, as a result, employees have another savings option for deferrals. The 401(k) Plan had 76,242, 73,183 and 69,721 participants as of December 31, 2024, 2023 and 2022, respectively. This represents an increase of 6,521 participants since 2022.

### NYCE IRA

The New York City Employee Individual Retirement Account (NYCE IRA) was established in 2006 to offer City employees and their spouses, as well as City retirees and their spouses, an additional retirement savings vehicle which they can use to make contributions, consolidate their retirement assets through rollovers and deposit their income tax refunds. The NYCE IRA account holders increased from 5,712 in 2022 to 5,885 as of December 31, 2024.

### 401(a) Plan

The 401(a) Plan began accepting employer contributions in 2007 from The City of New York for eligible members of the Lieutenants Benevolent Association (“LBA”). In addition to the members of the LBA, in 2011, The City of New York employees who were members of the Captains Endowment Association (“CEA”) had employer contributions made on their behalf to the 401(a) Plan. Employer contributions to the 401(a) Plan for LBA ceased as of February 1, 2015, and for CEA ceased as of October 1, 2023. The 401(a) Plan had 2,865, 2,973, and 2,980 participants as of December 31, 2024, 2023 and 2022, respectively.

## Self-Directed Brokerage Account

The Plans offer the option for 457 Plan and 401(k) Plan participants to invest in a Self-Directed Brokerage (SDB) account, opening up the opportunity for participants to invest in over 11,000 mutual funds outside of the Plans’ core investment options, including a broad range of no transaction fee (NTF) funds. Starting in 2017, 457 Plan and 401(k) Plan participants were able to invest in exchange-traded funds (ETFs). The maximum percentage of an account balance that can be transferred within the 457 or 401(k) plans into the SDB option is 20% and participants are required to have a minimum of \$5,000 in either their 457 or 401(k) to be eligible to enroll in this option. As of December 31, 2024 and 2023, the SDB option had over \$112 million and \$85 million in assets, respectively.

# Management Discussion and Analysis (MD&A) cont'd

For Years Ended December 31, 2024 and 2023

## 457 Plan Assets, Deferrals, Additions and Deductions

The Fiduciary Net Position exceeded \$26.8 billion as of December 31, 2024. The 457 Plan had appreciation in fair value of \$3.3 billion in 2024. At December 31, 2024 the Plan had 164,286 participants, increasing from 161,998 at December 31, 2023.

## December 31 (in thousands) Statements of Fiduciary Net Position

	2024	2023	2022
Total assets	\$ 26,897,169	\$ 24,133,059	\$ 21,169,444
Total liabilities	\$ 7,577	\$ 7,453	\$ 8,101
Fiduciary Net Position	\$ 26,889,592	\$ 24,125,606	\$ 21,161,343
<b>Additions (Deductions)</b>			
Employee contributions and rollovers	\$ 995,104	\$ 961,514	\$ 861,672
Appreciation (Depreciation) in fair value	3,335,415	3,314,915	(3,211,838)
Investment management fees	(30,030)	(28,861)	(29,307)
Custodial fees	(1,466)	(1,515)	(1,071)
Total additions (deductions), net of investment management and custodial fees	\$ 4,299,023	\$ 4,246,053	\$ (2,380,544)
<b>Deductions</b>			
Distributions to participants	\$ 1,516,894	\$ 1,264,701	\$ 1,066,446
Recordkeeping/Loan fees	6,955	6,784	6,862
Administrative expenses	11,188	10,305	9,855
Total deductions	\$ 1,535,037	\$ 1,281,790	\$ 1,083,163
Change in Fiduciary Net Position	\$ 2,763,986	\$ 2,964,263	\$ (3,463,707)
Fiduciary Net Position, Beginning of year	\$ 24,125,606	\$ 21,161,343	\$ 24,625,050
Fiduciary Net Position, End of year	\$ 26,889,592	\$ 24,125,606	\$ 21,161,343

## 401(k) Plan Assets, Deferrals, Additions and Deductions

The Fiduciary Net Position exceeded \$6.1 billion as of December 31, 2024. The 401(k) Plan had appreciation in fair value of \$685.9 million in 2024. At December 31, 2024 the Plan had 76,242 participants, increasing from 73,183 at December 31, 2023.

## December 31 (in thousands) Statements of Fiduciary Net Position

	2024	2023	2022
Total assets	\$ 6,139,574	\$ 5,356,209	\$ 4,586,315
Total liabilities	\$ 1,395	\$ 207	\$ 375
Fiduciary Net Position	\$ 6,138,179	\$ 5,356,002	\$ 4,585,940
<b>Additions (Deductions)</b>			
Employee contributions and rollovers	\$ 408,368	\$ 372,201	\$ 333,886
Appreciation (Depreciation) in fair value	685,909	663,347	(623,100)
Investment management fees	(6,641)	(6,258)	(6,208)
Custodial fees	(294)	(272)	(254)
Total additions (deductions), net of investment management and custodial fees	\$ 1,087,342	\$ 1,029,018	\$ (295,676)
<b>Deductions</b>			
Distributions to participants	\$ 301,612	\$ 255,828	\$ 203,631
Recordkeeping/Loan fees	1,286	1,106	1,020
Administrative expenses	2,267	2,022	2,178
Total deductions	\$ 305,165	\$ 258,956	\$ 206,829
Change in Fiduciary Net Position	\$ 782,177	\$ 770,062	\$ (502,505)
Fiduciary Net Position, Beginning of year	\$ 5,356,002	\$ 4,585,940	\$ 5,088,445
Fiduciary Net Position, End of year	\$ 6,138,179	\$ 5,356,002	\$ 4,585,940

# Management Discussion and Analysis (MD&A) cont'd

For Years Ended December 31, 2024 and 2023

## NYCE IRA Plan Assets, Deferrals, Additions and Deductions

The Fiduciary Net Position has increased from \$511.7 million on December 31, 2023 to \$568.4 million on December 31, 2024. The number of account holders in the NYCE IRA on December 31, 2024, 2023 and 2022 was 5,885, 5,810 and 5,712, respectively. Employee contributions and rollovers increased from \$34.3 million in 2022 to \$40.7 million in 2024.

### December 31 (in thousands) Statements of Fiduciary Net Position

	2024	2023	2022
Total assets	\$ 570,014	\$ 513,504	\$ 469,719
Total liabilities	\$ 1,632	\$ 1,838	\$ 535
Fiduciary Net Position	\$ 568,382	\$ 511,666	\$ 469,184
<b>Additions (Deductions)</b>			
Employee contributions and rollovers	\$ 40,679	\$ 28,366	\$ 34,261
Appreciation (Depreciation) in fair value	60,824	57,992	(51,561)
Investment management fees	(657)	(644)	(681)
Custodial fees	(28)	(27)	(26)
Total additions (deductions), net of investment management and custodial fees	\$ 100,818	\$ 85,687	\$ (18,007)
<b>Deductions</b>			
Distributions to participants	\$ 43,874	\$ 42,960	\$ 29,951
Recordkeeping/Loan fees	51	54	38
Administrative expenses	177	191	211
Total deductions	\$ 44,102	\$ 43,205	\$ 30,200
Change in Fiduciary Net Position	\$ 56,716	\$ 42,482	\$ (48,207)
Fiduciary Net Position, Beginning of year	\$ 511,666	\$ 469,184	\$ 517,391
Fiduciary Net Position, End of year	\$ 568,382	\$ 511,666	\$ 469,184

## 401(a) Plan Assets, Deferrals, Additions and Deductions

The Fiduciary Net Position has increased from \$33.4 million since the end of 2023 to \$36.8 million on December 31, 2024. The number of participants in the 401(a) Plan was 2,865 on December 31, 2024, decreasing from 2,973 on December 31, 2023.

### December 31 (in thousands) Statements of Fiduciary Net Position

	2024	2023	2022
Total assets	\$ 36,841	\$ 33,411	\$ 29,248
Total liabilities	\$ 2	\$ 1	\$ 5
Fiduciary Net Position	\$ 36,839	\$ 33,410	\$ 29,243
<b>Additions (Deductions)</b>			
Contributions	\$ -	\$ 22	\$ 23
Appreciation (Depreciation) in fair value	5,383	5,585	(5,837)
Investment management fees	(41)	(40)	(41)
Total additions (deductions), net of investment management fees	\$ 5,342	\$ 5,567	\$ (5,855)
<b>Deductions</b>			
Distributions to participants	\$ 1,905	\$ 1,390	\$ 937
Recordkeeping/Loan fees	8	10	8
Total deductions	\$ 1,913	\$ 1,400	\$ 945
Change in Fiduciary Net Position	\$ 3,429	\$ 4,167	\$ (6,800)
Fiduciary Net Position, Beginning of year	\$ 33,410	\$ 29,243	\$ 36,043
Fiduciary Net Position, End of year	\$ 36,839	\$ 33,410	\$ 29,243

# Management Discussion and Analysis (MD&A) cont'd

For Years Ended December 31, 2024 and 2023

## Plans' Activities

The Plans' combined Fiduciary Net Position at December 31, 2024, 2023 and 2022 exceeded \$33 billion, \$30 billion, and \$26 billion, respectively. The Plans had a combined net investment income of approximately \$4 billion in 2024. All of the Investment Options had positive returns for the year ending December 31, 2024. Total deferrals of compensation and participant rollovers exceeded \$1 billion each year for the last three consecutive years.

## Fund Performance

Participants must choose to invest into one or more of the following funds (except TIPS<sup>1</sup>):

	2024		2023		2022	
Core Fund Name	Annual Return	Market Benchmark	Annual Return	Market Benchmark	Annual Return	Market Benchmark
Stable Income Fund	3.0%	6.8%	2.4%	6.6%	1.7%	3.0%
Bond Index Fund	1.3%	1.3%	5.6%	5.5%	(13.1%)	(13.0%)
Equity Index Fund	25.0%	25.0%	26.3%	26.3%	(18.1%)	(18.1%)
Global Socially Responsible Index Fund	15.0%	14.7%	25.9%	25.6%	(22.1%)	(22.5%)
Mid-Cap Equity Index Fund	13.9%	13.9%	16.4%	16.4%	(13.1%)	(13.1%)
International Equity Fund <sup>2</sup>	9.0%	5.5%	16.0%	15.6%	(22.0%)	(16.0%)
Small-Cap Equity Fund	9.0%	11.5%	18.7%	16.9%	(20.4%)	(20.4%)
Pre-Arranged Portfolio Name	Annual Return	Market Benchmark	Annual Return	Market Benchmark	Annual Return	Market Benchmark
Static Allocation Fund	5.6%	7.9%	6.0%	9.3%	(5.2%)	(4.2%)
2010 Fund	6.5%	6.4%	7.0%	9.6%	(6.8%)	(5.7%)
2015 Fund	7.5%	7.2%	8.7%	10.8%	(9.1%)	(7.9%)
2020 Fund	8.9%	8.3%	10.6%	12.2%	(11.4%)	(10.1%)
2025 Fund	11.0%	9.7%	13.4%	14.0%	(14.3%)	(12.7%)
2030 Fund	13.0%	11.6%	16.0%	16.2%	(16.4%)	(14.8%)
2035 Fund	14.2%	13.0%	17.7%	17.7%	(17.5%)	(15.8%)
2040 Fund	15.3%	14.0%	18.9%	18.8%	(18.2%)	(17.0%)
2045 Fund	15.8%	14.9%	19.6%	19.6%	(18.5%)	(16.7%)
2050 Fund	16.3%	15.2%	20.3%	20.1%	(18.7%)	(16.9%)
2055 Fund	17.1%	16.0%	21.1%	20.9%	(19.1%)	(17.1%)
2060 Fund	17.2%	16.7%	21.3%	17.5%	(19.3%)	(17.2%)
TIPS <sup>1</sup>	1.8%	1.8%	4.0%	3.9%	(11.7%)	(11.8%)

<sup>1</sup>TIPS are included in some of the Pre-Arranged Portfolios but are not available as a core investment option.

<sup>2</sup>In 2024 the International Equity Fund was transitioned to the International Equity Index Fund. The International Equity Index Fund is passively managed through a commingled account.



# Management Discussion and Analysis (MD&A) cont'd

For Years Ended December 31, 2024 and 2023

## Overall Fund Review

In 2024 global equity markets posted a second consecutive year of strong results led by the largest companies in the US. Gradual progress towards reducing inflation was achieved which allowed the Federal Reserve to cut interest rates by 100 bps towards the end of the year. While the economy in the United States continued to add jobs over the course of the year, a heightened sense of uncertainty started to increase as the fight against inflation appeared to stall. Although the rate of inflation has come down substantially from highs of around 9% in 2022, with the rate ending the year 2024 at around 3% it is still above the Federal Reserve's preferred target of 2%. Moreover, with a changing US administration in 2025, markets are adjusting in real-time to incoming information as the investment landscape appears to change. A heightened sense of uncertainty was first apparent in the bond market as rate volatility increased and bonds gave up some of the gains seen over the course of the year following the US election. The stock market, particularly in the US led by mega-cap technology companies, continued to impress investors looking to participate in the trend of artificial intelligence and technological improvements combined with prospects for future deregulation. For the year investors were supported by a backdrop of moderating inflation and continued strength in the labor market. Uncertainty notably picked up at the end of the year and investors will be watching closely for continued improvements in inflation, the impact of policy changes from the new US administration, and how the Federal Reserve will balance their mandate of price stability and full employment.

In the United States, the returns for the large capitalization S&P 500 Index were again dominated by the "magnificent 7" (Meta, Tesla, Google, Apple, NVIDIA, Amazon, Microsoft) whose contribution to the 25.0% yearly index return was outsized relative to the other 493 companies in the index. Mid-capitalization U.S. stock returns as measured by the S&P 400 Index were also strong, but substantially lower at 13.9% for the year. Small-capitalization U.S. stock returns as measured by the Russell 2000 Index were slightly lower than their Mid-cap peers, rising 11.5%. Non-U.S. stock markets had positive returns for the year, although they lagged substantially behind their large capitalization U.S. peers. The non-U.S. developed market MSCI EAFE Index was up 3.8% while the emerging market MSCI EM Index was up 7.5%.

Fixed income markets produced modest gains in 2024. Over the year the short end of the yield curve declined, and the Federal Reserve cut their policy interest rate target by 100 basis points. Although short-term rates declined, longer-term maturities increased over the course of the year, reflecting policy uncertainty mixed with potential growth and inflation concerns. The bond market is still faced with a Federal Reserve policy stance that is more restrictive relative to the low-interest rate environment that has dominated the investment backdrop for much of the past 15 years. Bond investors will carefully watch if the Federal Reserve will continue along the markets expected path of further rate reductions in 2025. Changing dynamics in the jobs market and progress towards bringing inflation down to the Fed's 2% target will also be key. The core bond market measured by the Bloomberg U.S. Aggregate Index was up 1.3% in 2024, significantly better than the result of the index over the trailing three-year period which was -2.4%. Yields remained relatively flat over the course of the year but elevated in most of the developed markets compared to recent history. Global central banks kept interest rates near record highs in the event of a resurgence in inflation, which is mostly mirroring the approach taken in the United States.

All investment options for the City of New York Deferred Compensation Plans produced positive results for the calendar year ending December 31, 2024. The Equity Index Fund returned 25.0%, the Mid-Cap Index Fund returned 13.9%, and the Small Cap Fund returned 9.0%. The International Equity Index Fund returned 9.0% for the year and the Global Socially Responsible Index Fund returned 15.0%. The Bond Index Fund was positive for the year at 1.3%, and the Plan's capital preservation strategy, the Stable Income Fund, returned 3.0% for the year.

~END~

# Basic Financial Statements

For Years Ended December 31, 2024 and 2023

## Statements of Fiduciary Net Position

December 31, 2024 and 2023 (in thousands)

	457 Plan		401(k) Plan		NYCE IRA		401(a) Plan	
	2024	2023	2024	2023	2024	2023	2024	2023
<b>Assets</b>								
<b>Investments:</b> (Notes 1, 2 and 3)								
Stable Income Fund	\$ 5,498,814	\$ 5,837,426	\$ 1,423,186	\$ 1,460,694	\$ 188,054	\$ 197,843	\$ 3,416	\$ 3,655
Bond Index Fund	927,961	917,912	323,237	308,839	24,029	23,513	662	698
Equity Index Fund	11,842,649	9,361,241	2,361,152	1,765,733	218,219	164,462	20,160	16,651
Global Socially Responsible Index Fund	614,718	553,276	121,227	103,777	9,909	7,990	714	701
Mid-Cap Equity Index Fund	1,719,819	1,522,504	520,071	449,133	34,338	29,685	1,851	1,745
International Equity Fund	1,914,746	1,786,207	599,819	538,666	38,082	35,806	1,976	1,958
Small-Cap Equity Fund	3,671,328	3,477,180	596,553	543,877	45,599	41,851	7,732	7,645
Treasury Inflation Protected Securities (TIPS)	356,472	369,863	125,088	127,632	11,719	12,148	328	357
Self-Directed Brokerage Option	90,779	69,683	21,509	15,910	-	-	-	-
Total investments	\$ 26,637,286	\$ 23,895,292	\$ 6,091,842	\$ 5,314,261	\$ 569,949	\$ 513,298	\$ 36,839	\$ 33,410
Participant loans receivable (Note 4)	224,943	204,740	42,197	38,058	-	-	-	-
Other assets	3,706	5,656	28	761	-	16	2	1
Cash and cash equivalents	31,234	27,371	5,507	3,129	65	190	-	-
Total assets	\$ 26,897,169	\$ 24,133,059	\$ 6,139,574	\$ 5,356,209	\$ 570,014	\$ 513,504	\$ 36,841	\$ 33,411
<b>Liabilities</b>								
Accounts payable and accrued expenses	7,577	7,453	1,395	207	1,632	1,838	2	1
Total liabilities	\$ 7,577	\$ 7,453	\$ 1,395	\$ 207	\$ 1,632	\$ 1,838	\$ 2	\$ 1
Fiduciary Net Position Restricted for Plan Benefits	\$ 26,889,592	\$ 24,125,606	\$ 6,138,179	\$ 5,356,002	\$ 568,382	\$ 511,666	\$ 36,839	\$ 33,410

See Notes to Financial Statements.



## Statements of Changes in Fiduciary Net Position

For The Years Ended December 31, 2024 and 2023 (in thousands)

	457 Plan		401(k) Plan		NYCE IRA		401(a) Plan	
Additions to Fiduciary Net Position	2024	2023	2024	2023	2024	2023	2024	2023
<b>Net investment income:</b>								
Appreciation in fair value	\$ 3,335,415	\$ 3,314,915	\$ 685,909	\$ 663,347	\$ 60,824	\$ 57,992	\$ 5,383	\$ 5,585
Investment management fees	(30,030)	(28,861)	(6,641)	(6,258)	(657)	(644)	(41)	(40)
Custodial fees	(1,466)	(1,515)	(294)	(272)	(28)	(27)	-	-
Total net investment income	\$ 3,303,919	\$ 3,284,539	\$ 678,974	\$ 656,817	\$ 60,139	\$ 57,321	\$ 5,342	\$ 5,545
Contributions:								
Deferrals of compensation	\$ 993,107	\$ 954,964	\$ 325,886	\$ 298,782	\$ 10,612	\$ 9,687	\$ -	\$ 22
Participant rollovers	1,997	6,550	82,482	73,419	30,067	18,679	-	-
Total Contributions	995,104	961,514	408,368	372,201	40,679	28,366	-	22
Total Additions	\$ 4,299,023	\$ 4,246,053	\$ 1,087,342	\$ 1,029,018	\$ 100,818	\$ 85,687	\$ 5,342	\$ 5,567
<b>Deductions From Fiduciary Net Position:</b>								
Benefits paid to participants and beneficiaries	\$ 1,516,894	\$ 1,264,701	\$ 301,612	\$ 255,828	\$ 43,874	\$ 42,960	\$ 1,905	\$ 1,390
Recordkeeping/Loan Fees	6,955	6,784	1,286	1,106	51	54	8	10
Administrative expenses	11,188	10,305	2,267	2,022	177	191	-	-
Total deductions	\$ 1,535,037	\$ 1,281,790	\$ 305,165	\$ 258,956	\$ 44,102	\$ 43,205	\$ 1,913	\$ 1,400
Change in Fiduciary Net Position	2,763,986	2,964,263	782,177	770,062	56,716	42,482	3,429	4,167
Fiduciary Net Position, Beginning of year	24,125,606	21,161,343	5,356,002	4,585,940	511,666	469,184	33,410	29,243
Fiduciary Net Position, End of year	\$ 26,889,592	\$ 24,125,606	\$ 6,138,179	\$ 5,356,002	\$ 568,382	\$ 511,666	\$ 36,839	\$ 33,410

See Notes to Financial Statements.

# Notes to Financial Statements

For Years Ended December 31, 2024 and 2023

## *Note 1 - Description of Plans and Significant Accounting Policies*

### **Plan Description**

The following description of the Deferred Compensation Plan for Employees of the City of New York and Related Agencies and Instrumentalities (the “457 Plan,” the “401(k) Plan,” the New York City Employee Individual Retirement Account “NYCE IRA” and the “401(a) Plan” or collectively, the “Plans”) provides only general information. Participants should refer to the respective Plan documents for a more complete description of the Plans’ provisions.

### **General**

The 457 and 401(k) Plans are defined contribution plans which permit employees of The City of New York (the “City”) and Related Agencies and Instrumentalities to defer receipt of a portion of their current salary until future years. The 457 Plan is intended to satisfy the requirements for an “eligible deferred compensation plan” under Section 457 of the Internal Revenue Code of 1986, as amended (the “Code”), and is comprised of pre-tax and Roth (post-tax) components. The 401(k) Plan is a “qualified plan” under Section 401(k) of the Code and is comprised of the pre-tax and Roth components. The NYCE IRA is a deemed IRA under section 408(q) of the Code. The 401(a) Plan is a defined contribution plan that is qualified under Section 401(a) of the Code. The 457 Plan, 401(k) Plan and the 401(a) Plan are governmental plans under Section 414(d) of the Code.

The NYCE IRA is comprised of a traditional IRA and a Roth IRA, both of which are available to current and former City employees (with a termination date of 1985 or after) and their spouses as an additional retirement savings vehicle. Employees and their spouses can use the NYCE IRA to make contributions and/or consolidate their retirement assets through rollovers.

Assets in the Plans are held in a custodial account for the exclusive benefit of the Plans’ participants and their beneficiaries.

The Plans are reported as other employee benefit trust funds within The City of New York’s Annual Comprehensive Financial Report.

### **Employer Contributions**

In 2007, as a result of collective bargaining agreements, the 401(a) Plan was established to accept employer contributions made on behalf of The City of New York employees who are members of the Lieutenants Benevolent Association (“LBA”) and the Captains Endowment Association (“CEA”). Employer contributions to the 401(a) Plan for LBA ceased as of February 1, 2015, and for CEA ceased as of October 1, 2023. Employer contributions were based on the collectively bargained agreements. The 401(a) Plan had 2,865 participants as of December 31, 2024 and 2,973 participants as of December 31, 2023.

### **Participant Contributions**

Participants in the 457 and 401(k) Plans could contribute up to \$23,000 in 2024, and \$22,500 in 2023, of “Includible Compensation” (as defined by the Code) to each plan. If an employee was age 50 or older, the employee was permitted to contribute up to \$30,500 in 2024, and \$30,000 in 2023, to each plan.

Participants in the NYCE IRA may make traditional and Roth contributions annually subject to a contribution limit. The yearly combined contribution limit for the traditional and Roth NYCE IRA was \$7,000 for 2024 and \$6,500 for 2023, and if age 50 and older, \$8,000 of taxable compensation for 2024 and \$7,500 for 2023.

# Notes to Financial Statements

## For Years Ended December 31, 2024 and 2023

### *Note 1 - Description of Plans and Significant Accounting Policies (continued)*

Deferral Acceleration for Retirement (DAR), the 457 Plan's "catch-up" provision, permits employees to increase the maximum amount that they may contribute to the Plan in each of the three consecutive calendar years before the year they designate as their "Normal Retirement Age." The DAR provision allows employees to catch up on contributions for years in which they were otherwise eligible to participate in the Plan but did not contribute the maximum amount they would have been permitted to contribute. The maximum amount an employee could contribute under DAR for 2024 and 2023 was \$23,000 and \$22,500, respectively.

#### **Vesting**

Participants are fully vested in their account balances at all times.

#### **Participant Loans**

Participants may borrow from their pre-tax 457 and/or pre-tax 401(k) accounts. Loans are not permitted from the NYCE IRA and 401(a) Plans. The minimum loan amount is \$2,500. The maximum amount of an approved loan shall not exceed the lesser of: (i) 50% of the participant's 457 or 401(k) Plan account balance; or (ii) \$50,000 less the combined balance of all outstanding loans a participant may have from pension loans, 403(b) and other Deferred Compensation Plan loans. The loans are secured by the balance in the participant's account and bear interest equal to one percentage point above the prime interest rate as published in The Wall Street Journal on the first business day of each month, or such other reasonable rate of interest as the Board shall determine. Principal and interest are paid through payroll deductions. All loans are to be repaid over a nonrenewable period not to exceed five years.

#### **Participants' Accounts**

Each participant's account is credited with the participant's contributions as remitted, with a daily allocation of earnings/losses on the investment options in which the participant is invested. A participant's 401(a) account is credited with employer contributions as remitted, with a daily allocation of earnings/losses on the investment options in which the participant is invested. The participant is charged a single quarterly administrative expense fee, regardless of the number of participant accounts. In addition, to offset Plan expenses an amount is deducted from the net asset values of each of the investment options. For the years ended December 31, 2024 and 2023, the amount deducted from the net asset values of each of the investment options is .04%. Each participant's account balance is invested in accordance with the investment option(s) selected by the participant.

#### **457 Plan**

A participant's 457 deferred compensation account balance is available upon severance from City service, attainment of age 59½, death, or the occurrence of certain unforeseeable emergencies as set forth by the Code. A participant may elect to receive: 1) full withdrawal amount equal to the value of the account, 2) a partial withdrawal, 3) substantially equivalent monthly, quarterly, semi-annually or annual installment payments over a period not exceeding the life expectancy of the participant, or, in certain circumstances, the joint life expectancy of the participant and a "designated beneficiary" (as defined by the Code), or 4) a partial withdrawal with the balance paid as installment payments. Funds can also be rolled over into an Eligible Retirement Plan (as defined in the Code) or an Individual Retirement Account (IRA).

Certain eligible participants are entitled to a full distribution of their account prior to severance from service if the total account balance does not exceed \$7,000; there were no contributions or loans during the two-year period ending on the date of distribution; and there have been no prior distributions of this type.

# Notes to Financial Statements

For Years Ended December 31, 2024 and 2023

## *Note 1 - Description of Plans and Significant Accounting Policies (continued)*

457 Plan participants are eligible to use their pre-tax 457 assets as a source of funding for the purchase of permissive service credits (as defined in Section 415(n) (3) (A) of the Code) in an employee's pension system via a trustee-to-trustee tax-free transfers in accordance with procedures established by the Plan. Roth 457 assets are not eligible to be used for the purchase of permissive service credits.

Plan participants in the 457 Plan or the 401(k) Plan may take an in-service distribution, of up to \$5,000 per child from each Plan, due to a qualified birth or adoption. The distribution payment will not be subject to mandatory income tax withholding and will not be treated as an eligible rollover distribution. The Plan participant may recontribute the distribution to an eligible retirement plan.

### **401(k) Plan**

A participant's 401(k) deferred compensation account balance is available upon severance from City service, attainment of age 59½, death, or the occurrence of an immediate and heavy financial need as defined by the Code. 401(k) Plan participants age 59½ and older are eligible to take distributions, without penalty, from their 401(k) accounts while still in service. A participant may elect to receive: 1) full withdrawal amount equal to the value of the account, 2) a partial withdrawal, 3) substantially equivalent monthly, quarterly, semi-annually or annual installment payments over a period not exceeding the life expectancy of the participant, or, in certain circumstances, the joint life expectancy of the participant and a "designated beneficiary" (as defined by the Code), or 4) a partial withdrawal with the balance paid as installment payments. Upon severance from City service, or attainment of age 59½, funds may be rolled over into an Eligible Retirement Plan (as defined in the Code), or an IRA.

401(k) Plan participants are eligible to use their pre-tax Plan assets as a source of funding for the purchase of permissive service credits (as defined in Section 415(n)(3)(A) of the Code) in an employee's pension system via a trustee-to-trustee tax-free transfers in accordance with procedures established by the Plan via a direct transfer in accordance with procedures established by the 401(k) Plan. Roth 401(k) assets are not eligible to be used for the purchase of permissive service credits.

Plan participants in the 401(k) Plan may take an in-service distribution, of up to \$5,000 per child from each Plan, due to a qualified birth or adoption. The distribution payment will not be subject to mandatory income tax withholding and will not be treated as an eligible rollover distribution. The Plan participant may recontribute the distribution to an eligible retirement plan.

### **NYCE IRA**

The owner may elect to receive: 1) full withdrawal amount equal to the value of the account, 2) a partial withdrawal, 3) Substantially equivalent monthly, quarterly, semi-annually or annual installment payments over a period not exceeding the life expectancy of the account owner, or, in certain circumstances, the joint life expectancy of the account owner and a "designated beneficiary" (as defined by the Code), or 4) a partial withdrawal with the balance paid as installment payments. Funds withdrawn prior to age 59½ may be subject to a penalty. Funds may be transferred to another Eligible Retirement Plan (as defined in the Code) or an IRA at any time.

# Notes to Financial Statements

## For Years Ended December 31, 2024 and 2023

### *Note 1 - Description of Plans and Significant Accounting Policies (continued)*

#### **401(a) Plan**

A participant's 401(a) deferred compensation account balance is available upon severance from City service, attainment of age 59½, or death. 401(a) Plan participants age 59½ and older are eligible to take distributions, without penalty, from their 401(a) accounts while still in service. A participant may elect to receive: 1) full withdrawal amount equal to the value of the account, 2) a partial withdrawal, 3) substantially equivalent monthly, quarterly, semi-annually or annual installment payments over a period not exceeding the life expectancy of the participant, or, in certain circumstances, the joint life expectancy of the participant and a "designated beneficiary" (as defined by the Code), or 4) a partial withdrawal with the balance paid as installment payments. Upon severance from service, or attainment of age 59½, funds may be rolled over into an Eligible Retirement Plan (as defined in the Code), or an IRA.

#### **Basis of Presentation**

The Plans present their financial statements on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (GAAP) as promulgated by the Governmental Accounting Standards Board.

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

#### **Plans' Termination**

The Plans' Board has the right under each of the Plans to amend, suspend or terminate the Plans, any deferrals thereunder, or add or eliminate any investment option, in whole or in part. Upon termination of the Plans all amounts deferred shall be payable to participants or their beneficiaries as provided in the Plans' controlling document.

#### **Income Tax Status**

The Plans are periodically reviewed and amended as required by federal laws and regulations and, at the time of this publication, are in compliance with the applicable requirements of the Code and, therefore, qualify as tax-favored plans.

#### **Cash and Cash Equivalents**

Cash includes cash on hand and demand deposits with financial institutions. All highly liquid investments with a maturity of 90 days or less when purchased are considered to be cash equivalents. Cash equivalents are stated at cost, which approximates fair value.

# Notes to Financial Statements

For Years Ended December 31, 2024 and 2023

## *Note 1 - Description of Plans and Significant Accounting Policies (continued)*

### **Investment Policy**

The Plans' investment policy was developed by the Board. The Plans' objective in providing multiple investment fund options is to provide participants with investment fund options that are diversified across a range of risk levels, asset classes and investment strategies in the aggregate in order to accommodate the varying levels of risk tolerance of the participants and to allow participants to construct portfolios tailored to meet their particular financial goals.

The Board has overall responsibility for establishing and maintaining this investment policy, selecting the investment options available under the Plans, regularly evaluating the Plans' investment performance, providing participants with investment education and communications regarding the Plans and their investments, and ensuring that the assets of the Plans are in compliance with all applicable laws governing the operations of the Plans.

The Board has authorized the Plans to invest in the following investments:

- Stable Income Fund holds guaranteed investment contracts, separate accounts with insurance companies and wrapped managed fixed-income portfolios with the objective to invest in high quality fixed income securities with an emphasis on safety of principal and consistency of returns.
- Bond Index Fund is a passively managed fund and seeks to replicate the investment results, before fees and expenses, of the Bloomberg U.S. Aggregate Bond Index. The Fund is invested and reinvested primarily in a portfolio of debt securities with the objective of approximating as closely as practicable the total rate of return of the market for debt securities as defined by the Bloomberg U.S. Aggregate Bond Index.
- Equity Index Fund passively invests in a portfolio of equity securities of companies listed on the U.S. securities exchanges or traded on the NASDAQ or over the counter with the objective of replicating the return of the S&P 500 Index.
- Global Socially Responsible Index Fund passively invests in equity securities of companies worldwide that meet specific financial, social and environmental requirements with the aim to approximate as closely as practicable the total rate of return of the MSCI ACWI SRI index.
- Mid-Cap Equity Index Fund passively invests in a portfolio of equity securities of mid-sized companies with the objective of replicating the composition and characteristics of the Standard and Poor's Mid-Cap 400 Index.
- International Equity Fund, using active and passive managers, invests in companies located outside the U.S. The primary emphasis of the portfolio is on relatively large to mid-capitalization stocks in developed and emerging market countries (countries included in the MSCI ACWI ex-US IMI Index). In 2024 the International Equity Fund was transitioned to the International Equity Index Fund. The International Equity Index Fund is passively managed through a commingled account.

# Notes to Financial Statements

## For Years Ended December 31, 2024 and 2023

### *Note 1 - Description of Plans and Significant Accounting Policies (continued)*

- Small-Cap Equity Fund, using active and passive managers, invests primarily in small to medium capitalization domestic companies listed on the U.S. exchanges or traded on the NASDAQ or over the counter with the objective to provide long-term growth of capital. In the short-term, these stocks may display substantial volatility.
- Treasury Inflation Protected Securities (“TIPS”) invests primarily in inflation indexed bonds. TIPS are included in some of the pre-arranged portfolios but are not available as a core investment option. The TIPS allocation helps protect against inflation and seeks to increase the risk-adjusted returns of the pre-arranged portfolios.
- Self-Directed Brokerage Option allows participants to invest a portion of their assets in mutual funds and ETFs offered outside of the Plans (not available in the NYCE IRA and 401(a)).

The Plans also provide options called pre-arranged portfolios to provide diversified investment options for participants with different time horizons for expected withdrawals. Each portfolio consists of varying percentages of the existing investment options described above with the exception of the Global Socially Responsible Index Fund.

Contributions are allocated among investment options based on participant designations through the Plans’ recordkeeper.



# Notes to Financial Statements

For Years Ended December 31, 2024 and 2023

## Note 2 - Investments

### Risks and Uncertainties

The Plans provide for participant directed investments including a stable income fund which is composed of guaranteed investment contracts, separate accounts with insurance companies and wrapped, managed fixed- income portfolios. The Plans' investments are exposed to various risks that are discussed in Note 2. Other risks may include sector and derivative risk. Due to the level of risk associated with certain investments and the level of uncertainty related to changes in the value of investments, it is at least reasonably possible that changes in risks in the near term could materially affect participants' account balances and the amounts reported in the Statements of Fiduciary Net Position and the Statements of Changes in Fiduciary Net Position.

The fair value of the Plan's investments at December 31, 2024 and 2023, segregated by funds, are as follows (in thousands):

	457 Plan		401(k) Plan		NYCE IRA		401(a) Plan	
	2024	2023	2024	2023	2024	2023	2024	2023
<b>Stable Income Fund:</b>								
American General Life	\$ 507,632	\$ 513,941	\$ 131,384	\$ 128,603	\$ 17,361	\$ 17,419	\$ 315	\$ 322
Bank of New York Mellon	261	456	68	114	9	15	-	-
Massachusetts Mutual	110,571	136,808	28,618	34,233	3,781	4,637	69	86
Metropolitan Life Insurance Company	1,087,668	1,163,720	281,507*	291,196*	37,197*	39,441*	676	729
Minnesota Life	116,043	200,907	30,034	50,273	3,969	6,809	72	126
MissionSquare Retirement	521,845	547,238	135,062	136,935	17,847	18,547	324	343
Nationwide Life	474,774	481,757	122,879	120,550	16,237	16,328	295	301
New York Life Insurance Company	106,650	142,778	27,603	35,727	3,647	4,839	66	89
Principal Life Insurance Company	132,258	158,565	34,231	39,678	4,523	5,374	82	99
Protective Life	71,707	69,721	18,559	17,446	2,452	2,363	45	44
Prudential Life Insurance Company	992,766	1,015,488	256,944	254,105	33,952*	34,417*	617	636
Transamerica Life	455,519	464,130	117,896	116,139	15,578	15,730	283	290
United of Omaha	-	5,977	-	1,496	-	203	-	4
Voya Retirement Insurance & Annuity	921,120	935,940	238,401	234,199	31,501*	31,721*	572	586
	\$ 5,498,814	\$ 5,837,426	\$ 1,423,186	\$ 1,460,694	\$ 188,054	\$ 197,843	\$ 3,416	\$ 3,655
<b>Bond Index Fund:</b>								
Bank of New York Mellon	\$ -	\$ 639	\$ -	\$ 215	\$ -	\$ 16	\$ -	\$ -
BlackRock, Inc.	927,961	917,273	323,237*	308,624*	24,029	23,497	662	698
	\$ 927,961	\$ 917,912	\$ 323,237	\$ 308,839	\$ 24,029	\$ 23,513	\$ 662	\$ 698
<b>Equity Index Fund:</b>								
Bank of New York Mellon	\$ 11,842,649*	\$ 9,361,241*	\$ 2,361,152*	\$ 1,765,733*	\$ 218,219*	\$ 164,462*	\$ 20,160*	\$ 16,651*
<b>Global Socially Responsible Index Fund:</b>								
BlackRock, Inc.	\$ 614,718	\$ 553,276	\$ 121,227	\$ 103,777	\$ 9,909	\$ 7,990	\$ 714	\$ 701
<b>Mid-Cap Equity Index Fund:</b>								
Rhumbline Advisers	\$ 1,719,819*	\$ 1,522,504*	\$ 520,071*	\$ 449,133*	\$ 34,338*	\$ 29,685*	\$ 1,851*	\$ 1,745*



# Notes to Financial Statements

## For Years Ended December 31, 2024 and 2023

### Note 2 - Investments (Continued)

The fair value of the Plan's investments at December 31, 2024 and 2023, segregated by funds, are as follows (in thousands):

	457 Plan		401(k) Plan		NYCE IRA		401(a) Plan	
	2024	2023	2024	2023	2024	2023	2024	2023
<b>International Equity Fund<sup>1</sup>:</b>								
Baillie Gifford Overseas Ltd.	\$ 677	\$ 594,374	212	\$ 179,245	14	\$ 11,915	1	\$ 651
BlackRock, Inc.	16,645	-	5,214	-	331	-	17	-
Copper Rock Capital Partners, LLC	158	374	50	113	3	8	-	-
MCM ACWI Ex US	1,892,042*	541,269	592,707*	163,230	37,630*	10,849	1,953*	594
Mondrian Investment	5,224	650,190	1,636	196,078	104	13,034	5	713
	<u>\$ 1,914,746</u>	<u>\$ 1,786,207</u>	<u>\$ 599,819</u>	<u>\$ 538,666</u>	<u>\$ 38,082</u>	<u>\$ 35,806</u>	<u>\$ 1,976</u>	<u>\$ 1,958</u>
<b>Small-Cap Equity Fund:</b>								
Dimensional Fund Advisors, LP	\$ 619	\$ 398	100	\$ 62	8	\$ 5	1	\$ 1
Rhumblin Advisers	1,160,187	1,046,666	188,518	163,712	14,409	12,597	2,444*	2,302*
Systematic Financial Management, LP	434,763	420,738	70,645	65,809	5,400	5,064	916	925
T. Rowe Price Associates, Inc.	770,682	744,500	125,228	116,450	9,572	8,961	1,623	1,637
Wellington Management Company, LLP	872,835	852,588	141,827	133,356	10,841	10,262	1,838*	1,874*
Westwood Management Corp.	432,242	412,290	70,235	64,488	5,369	4,962	910	906
	<u>\$ 3,671,328</u>	<u>\$ 3,477,180</u>	<u>\$ 596,553</u>	<u>\$ 543,877</u>	<u>\$ 45,599</u>	<u>\$ 41,851</u>	<u>\$ 7,732</u>	<u>\$ 7,645</u>
<b>Treasury Inflation Protected Securities:</b>								
Rhumblin Advisers	\$ 356,472	\$ 369,863	125,088	\$ 127,632	11,719	\$ 12,148	328	\$ 357
Sub-total	<u>\$26,546,507</u>	<u>\$ 23,825,609</u>	<u>\$ 6,070,333</u>	<u>\$ 5,298,351</u>	<u>\$ 569,949</u>	<u>\$ 513,298</u>	<u>\$ 36,839</u>	<u>\$ 33,410</u>
<b>Self-Directed Brokerage Option:**</b>								
Schwab/TD Ameritrade	\$ 90,779	\$ 69,683	21,509	\$ 15,910	N/A	N/A	N/A	N/A
Total	<u>\$26,637,286</u>	<u>\$ 23,895,292</u>	<u>\$ 6,091,842</u>	<u>\$ 5,314,261</u>	<u>\$ 569,949</u>	<u>\$ 513,298</u>	<u>\$ 36,839</u>	<u>\$ 33,410</u>

\* Represents 5% or more of investments of the respective Plans.

\*\* Participants manage their own accounts in the Self-Directed Brokerage Option.

<sup>1</sup>In 2024 the International Equity Fund was transitioned to the International Equity Index Fund. The International Equity Index Fund is passively managed through a commingled account.

Transfers out of the Plans' core investment options were assessed a 2% redemption fee on the amounts transferred into another fund within the previous 32 consecutive calendar days. Any amounts held longer than 32 consecutive calendar days were not assessed the redemption fee. The fees collected are reinvested back into the applicable fund for the benefit of participants in those funds. Lump sum withdrawals and periodic distributions do not incur the redemption fee, and payroll contributions held less than 32 days are not included in the calculation of the redemption fee if they are transferred out of a fund.

# Notes to Financial Statements

For Years Ended December 31, 2024 and 2023

## Note 2 - Investments (continued)

Net investment income, exclusive of custodial fees for the years ended December 31, 2024 and 2023, segregated by investment fund, was as follows (in thousands):

457 Plan	2024	Appreciation (Depreciation) in Fair Value	Investment Management Fees	Total
	Stable Income Fund	\$ 181,690	\$ (11,365)	\$ 170,325
	Bond Index Fund	14,274	(232)	14,042
	Equity Index Fund	2,332,878	(425)	2,332,453
	Global Socially Responsible Index Fund	83,220	(340)	82,880
	Mid-Cap Equity Index Fund	227,573	(151)	227,422
	International Equity Index Fund	150,610	(3,769)	146,841
	Small-Cap Equity Fund	307,510	(13,715)	293,795
	TIPS	7,567	(33)	7,534
	Self-Directed Brokerage Option	13,157		13,157
	Interest on Participant Loans	15,083		15,083
	Other	1,853		1,853
	<b>Totals</b>	<b>\$ 3,335,415</b>	<b>\$ (30,030)</b>	<b>\$ 3,305,385</b>
	<b>2023</b>			
	Stable Income Fund	\$ 154,725	\$ (11,877)	\$ 142,848
	Bond Index Fund	54,416	(220)	54,196
	Equity Index Fund	1,917,166	(336)	1,916,830
	Global Socially Responsible Index Fund	114,642	(286)	114,356
	Mid-Cap Equity Index Fund	230,554	(127)	230,427
	International Equity Fund	264,082	(3,763)	260,319
	Small-Cap Equity Fund	538,605	(12,219)	526,386
	TIPS	16,004	(33)	15,971
	Self-Directed Brokerage Option	12,493	-	12,493
	Interest on Participant Loans	10,385	-	10,385
	Other	1,843	-	1,843
	<b>Totals</b>	<b>\$ 3,314,915</b>	<b>\$ (28,861)</b>	<b>\$ 3,286,054</b>

# Notes to Financial Statements

## For Years Ended December 31, 2024 and 2023

### Note 2 - Investments (continued)

Net investment income, exclusive of custodial fees for the years ended December 31, 2024 and 2023, segregated by investment fund, was as follows (in thousands):

401(k) Plan	2024	Appreciation (Depreciation) in Fair Value	Investment Management Fees	Total
	Stable Income Fund	\$ 44,110	\$ (2,941)	\$ 41,169
	Bond Index Fund	2,953	(81)	2,872
	Equity Index Fund	475,414	(85)	475,329
	Global Socially Responsible Index Fund	16,000	(67)	15,933
	Mid-Cap Equity Index Fund	46,396	(45)	46,351
	International Equity Index Fund	31,108	(1,181)	29,927
	Small-Cap Equity Fund	62,121	(2,229)	59,892
	TIPS	1,550	(12)	1,538
	Self-Directed Brokerage Option	3,078	-	3,078
	Interest on Participant Loans	2,748	-	2,748
	Other	431	-	431
	<b>Totals</b>	<b>\$ 685,909</b>	<b>\$ (6,641)</b>	<b>\$ 679,268</b>
	<b>2023</b>			
	Stable Income Fund	\$ 36,353	\$ (2,972)	\$ 33,381
	Bond Index Fund	10,866	(74)	10,792
	Equity Index Fund	381,660	(62)	381,598
	Global Socially Responsible Index Fund	20,636	(54)	20,582
	Mid-Cap Equity Index Fund	45,914	(38)	45,876
	International Equity Fund	52,965	(1,135)	51,830
	Small-Cap Equity Fund	106,710	(1,911)	104,799
	TIPS	3,373	(12)	3,361
	Self-Directed Brokerage Option	2,527	-	2,527
	Interest on Participant Loans	1,937	-	1,937
	Other	406	-	406
	<b>Totals</b>	<b>\$ 663,347</b>	<b>\$ (6,258)</b>	<b>\$ 657,089</b>

# Notes to Financial Statements

For Years Ended December 31, 2024 and 2023

## Note 2 - Investments (continued)

Net investment income, exclusive of custodial fees for the years ended December 31, 2024 and 2023, segregated by investment fund, was as follows (in thousands):

NYCE IRA	2024	Appreciation (Depreciation) in Fair Value	Investment Management Fees	Total
	Stable Income Fund	\$ 6,026	\$ (389)	\$ 5,637
	Bond Index Fund	255	(6)	249
	Equity Index Fund	41,109	(8)	41,101
	Global Socially Responsible Index Fund	1,221	(5)	1,216
	Mid-Cap Equity Index Fund	4,008	(3)	4,005
	International Equity Index Fund	2,664	(75)	2,589
	Small-Cap Equity Fund	5,347	(170)	5,177
	TIPS	134	(1)	133
	Other	60	-	60
	<b>Totals</b>	<b>\$ 60,824</b>	<b>(657)</b>	<b>60,167</b>
	<b>2023</b>			
	Stable Income Fund	\$ 5,195	\$ (403)	\$ 4,792
	Bond Index Fund	925	(6)	919
	Equity Index Fund	32,469	(6)	32,463
	Global Socially Responsible Index Fund	1,620	(4)	1,616
	Mid-Cap Equity Index Fund	3,906	(2)	3,904
	International Equity Fund	4,486	(75)	4,411
	Small-Cap Equity Fund	9,064	(147)	8,917
	TIPS	272	(1)	271
	Other	55	-	55
	<b>Totals</b>	<b>\$ 57,992</b>	<b>(644)</b>	<b>57,348</b>

# Notes to Financial Statements

## For Years Ended December 31, 2024 and 2023

### Note 2 - Investments (continued)

Net investment income, exclusive of custodial fees for the years ended December 31, 2024 and 2023, segregated by investment fund, was as follows (in thousands):

401(a) Plan	2024	Appreciation (Depreciation) in Fair Value	Investment Management Fees	Total
	Stable Income Fund	\$ 102	\$ (7)	\$ 95
	Bond Index Fund	23	-	23
	Equity Index Fund	3,974	(1)	3,973
	Global Socially Responsible Index Fund	103	-	103
	Mid-Cap Equity Index Fund	387	-	387
	International Equity Index Fund	253	(4)	249
	Small-Cap Equity Fund	528	(29)	499
	TIPS	13	-	13
	<b>Totals</b>	<b>\$ 5,383</b>	<b>\$ (41)</b>	<b>\$ 5,342</b>
	<b>2023</b>			
	Stable Income Fund	\$ 88	\$ (7)	\$ 81
	Bond Index Fund	96	-	96
	Equity Index Fund	3,399	(1)	3,398
	Global Socially Responsible Index Fund	140	-	140
	Mid-Cap Equity Index Fund	409	-	409
	International Equity Fund	465	(4)	461
	Small-Cap Equity Fund	960	(28)	932
	TIPS	28	-	28
	<b>Totals</b>	<b>\$ 5,585</b>	<b>\$ (40)</b>	<b>\$ 5,545</b>

# Notes to Financial Statements

For Years Ended December 31, 2024 and 2023

## Note 2 - Investments (continued)

As of December 31, 2024, the Plans had the following investments in fixed income investments:					
Fixed Income Investments	457 Plan Fair Value (In thousands)	401(k) Plan Fair Value (In thousands)	NYCE IRA Fair Value (In thousands)	401(a) Plan Fair Value (In thousands)	Weighted Average Maturity (In years)
Stable Income Fund	\$ 5,498,814	\$ 1,423,186	\$ 188,054	\$ 3,416	3.95
Bond Index Fund	\$ 927,961	\$ 323,237	\$ 24,029	\$ 662	8.30
TIPS	\$ 356,472	\$ 125,088	\$ 11,719	\$ 328	7.10
Total	\$ 6,783,247	\$ 1,871,511	\$ 223,802	\$ 4,406	

As of December 31, 2023, the Plans had the following investments in fixed income investments:					
Fixed Income Investments	457 Plan Fair Value (In thousands)	401(k) Plan Fair Value (In thousands)	NYCE IRA Fair Value (In thousands)	401(a) Plan Fair Value (In thousands)	Weighted Average Maturity (In years)
Stable Income Fund	\$ 5,837,426	\$ 1,460,694	\$ 197,843	\$ 3,655	3.89
Bond Index Fund	\$ 917,912	\$ 308,839	\$ 23,513	\$ 698	8.54
TIPS	\$ 369,863	\$ 127,632	\$ 12,148	\$ 357	7.12
Total	\$ 7,125,201	\$ 1,897,165	\$ 233,504	\$ 4,710	

## Interest Rate Risk

Interest rate risk is the risk that fixed income securities will decline in value because of an increase in interest rates; a fund with a longer average portfolio duration will be more sensitive to changes in interest rates than a fund with a shorter average portfolio duration. Investments held in the portfolio are limited to those issuers which meet stringent criteria with respect to diversification and credit quality. Duration limits are used to control the portfolio's exposure to interest rate changes. In accordance with the Plans' investment guidelines, the duration policy with regard to the Stable Income Fund is for a weighted average not to exceed four years. The weighted average duration for the year ended December 31, 2024 was 3.19 years and 3.19 years for the year ended December 31, 2023. For the Bond Index Fund, the duration policy is the weighted average of the portfolio between 75% to 125% in relation to the Bloomberg U.S. Aggregate Bond Index benchmark. For the TIPS, the duration policy is within 75% to 125% in relation to Bloomberg U.S. TIPS Index benchmark. Duration is a measure of the weighted average maturity of the portfolio, while statements of the stated maturity reflect the specific maturities of the individual securities held.

The lengths of investment maturities (in years), as shown by the percent of the rated portfolio, are as follows:

Years to Maturity Investment Type December 31, 2024	Investment Maturities		
	Zero to One Year	One to Five Years	More than Five Years
Stable Income Fund	12%	58%	30%
Bond Index Fund	1%	42%	58%
TIPS	0%	52%	48%

Years to Maturity Investment Type December 31, 2023	Investment Maturities		
	Zero to One Year	One to Five Years	More than Five Years
Stable Income Fund	9%	61%	30%
Bond Index Fund	2%	39%	59%
TIPS	0%	52%	48%

# Notes to Financial Statements

## For Years Ended December 31, 2024 and 2023

### Note 2 - Investments (continued)

#### Credit Risk

Credit risk is the risk that the fund could lose money if the issuer or guarantor of a fixed income security, or the counterparty to a derivative contract, is unable or unwilling to meet its financial obligations. The Plans' credit risks are limited to the Stable Income Fund, the Bond Index Fund, and TIPS. Overall, credit ratings for external investment funds that are comprised of the Stable Income Fund, the Bond Index Fund, and TIPS are not separately identified, although a summary of the ratings of the individual investments is provided below. In accordance with the Plans' investment policy, the Stable Income Fund investment option maintained a minimum weighted average quality of Aa2/AA by the median rating of the three major rating agencies (Moody's, Standard & Poor's and Fitch Investors Service). The Bond Index Fund investment option maintained a minimum average quality rating of A- by any one of the three major rating agencies. The TIPS (which may invest in securities other than U.S. Treasury securities) maintained a minimum average portfolio quality of AA+ using the middle rating of Moody's, Standard & Poor's and Fitch Investors Service. As of December 31, 2024 and 2023, the TIPS portfolio has maintained the minimum investment in inflation indexed bonds of 80% of net assets as required by the TIPS guidelines.

The quality ratings of investments, as described by nationally recognized statistical rating organizations, are as follows:

Investment Type	Ratings							
	AAA	AA	A	BBB	Below BBB	Agency*	US Treasury	Non Rated
December 31, 2024								
Stable Income Fund	15%	19%	16%	12%	0%	14%	25%	0%
Bond Index Fund	4%	73%	11%	12%	0%	0%	0%	0%
TIPS	0%	0%	0%	0%	0%	0%	100%	0%
Investment Type	Ratings							
	AAA	AA	A	BBB	Below BBB	Agency*	US Treasury	Non Rated
December 31, 2023								
Stable Income Fund	13%	26%	15%	10%	0%	11%	25%	0%
Bond Index Fund	5%	72%	11%	12%	0%	0%	0%	0%
TIPS	0%	0%	0%	0%	0%	0%	100%	0%

\*Agency quality includes 5% and 3% allocation to securities that are classified as U.S. Government Guaranteed as of December 31, 2024 and 2023, respectively.

#### Custodial Credit Risk

For investments, custodial credit risk is the risk that in the event of the failure of the counterparty, the Plans will not be able to recover the value of their investments or collateral securities that are in the possession of the outside party. Investment securities are exposed to custodial credit risk if the securities are uninsured, are not registered in the name of the Plans, and are held by either the counterparty or the counterparty trust department. All of the Plans' investments are held by the trustee in the Plans' names and, therefore, are not exposed to custodial credit risk. At December 31, 2024 and 2023, operating cash of approximately \$37 million and \$31 million, respectively was held in short-term investment accounts by the trustee in the Plans' names, and, therefore, were not exposed to custodial credit risk.

Additionally, the Plans' had deposits at financial institutions of \$595,839 and \$327,607 at December 31, 2024 and 2023, respectively, of which \$345,839 and \$77,607 exceeded the Federal Deposit Insurance Corporation (FDIC) insured limit of \$250,000.



# Notes to Financial Statements

For Years Ended December 31, 2024 and 2023

## Note 2 - Investments (continued)

### Foreign Currency Risk

Foreign currency risk is the risk that foreign currencies will decline in value relative to the U.S. dollar and affect the Fund's investments denominated in foreign (non-U.S.) currencies or in securities that trade in, and receive revenues in, or in derivatives that provide exposure to, foreign (non-U.S.) currencies. Currency risk is present in underlying portfolios that invest in foreign stocks and/or bonds. The Plans' policy is to use forward contracts which may be utilized by investment managers to hedge currency exposures.

In 2024 the International Equity Fund was transitioned to the International Equity Index Fund. The International Equity Index Fund is passively managed through a commingled account in which the Plan does not have direct foreign currency holdings.

Foreign Currency Holdings - as of December 31, 2023 (amounts in U.S. Dollars, in thousands):		
Trade Currency		2023
Euro	\$	507,577
Japanese Yen		203,413
British Pound		166,598
Hong Kong Dollar		130,389
Danish Krone		47,991
South Korean Won		38,745
Swiss Franc		38,336
Swedish Krona		36,462
New Taiwan Dollar		33,509
Australian Dollar		22,527
Chinese Yuan		19,336
Canadian Dollar		18,844
Singapore Dollar		16,047
Brazilian Real		10,280
Indonesian Rupiah		8,680
Saudi Riyal		7,374
Mexican Peso		7,108
UAE Dirham		4,927
Norwegian Krone		4,254
TOTAL	\$	1,322,397

# Notes to Financial Statements

## For Years Ended December 31, 2024 and 2023

### Note 3 - Fair Value Measurements

Certain investments are reported at fair value by the custodian daily, with the exception of the Stable Income Fund, which is valued monthly. Fair value is computed by the Plans' custodian based on quoted market price and information provided by various investment managers. The Stable Income Fund is valued at contract value based upon information provided by the respective insurance companies and investment managers. Contract value represents contributions made to the fund, plus earnings, less participant withdrawals and administrative expenses.

The Plan implemented GASB Statement No. 72 "Fair Value Measurement and Application" ("GASB 72") during 2014. GASB 72 defined fair value hierarchy consisting of three levels as follows:

- **Level 1:** Valuations based on quoted prices (unadjusted) in an active market that is accessible at the measurement date for identical assets or liabilities. The fair value hierarchy gives the highest priority to Level 1 inputs.
- **Level 2:** Valuations based on observable inputs other than Level 1 prices such as quoted prices for similar assets or liabilities; quoted prices in inactive markets; or model-derived valuations in which all significant inputs are observable or can be derived principally from or corroborated with observable market data.
- **Level 3:** Valuations based on unobservable inputs used when little or no market data is available. The fair value hierarchy gives lowest priority to Level 3 inputs.

In determining fair value, the Plan utilizes valuation techniques that maximize the use of observable inputs and minimize the use of unobservable inputs to the extent possible in its assessment of fair value.

Following is a description of the valuation methodologies used for assets measured at fair value.

Mutual funds are valued at the daily closing price as reported by the fund. Mutual funds held by the Plan, in the self-directed brokerage, are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily Net Asset Value and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded and are included in Level 1 of the fair value hierarchy.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The Plans' investments in the self-directed brokerage options are all Level 1 investments. The Plans' investments measured at net asset value can be redeemed daily. Additionally, there were no unfunded commitments and redemption notice period for investments measured at net asset value.

# Notes to Financial Statements

For Years Ended December 31, 2024 and 2023

## Note 3 - Fair Value Measurements (continued)

The following table sets forth by level, within the fair value hierarchy, the Plans' assets at fair value and valuation method measure at Net Asset Value (NAV) per share as of December 31, 2024 and 2023 (in thousands):

457 Plan	2024	2023
Investments by fair value level:		
Self-directed brokerage option:		
Mutual funds/ETFs	\$ 90,779	\$ 69,683
Total mutual funds/ETFs	90,779	69,683
Investments measured at the net asset value		
Core funds:		
Stable Income Fund (1)	5,498,814	5,837,426
Bond Index Fund (2)	927,961	917,912
Equity Index Fund (3)	11,842,649	9,361,241
Globally Socially Responsible Index Fund (4)	614,718	553,276
Mid-Cap Equity Index Fund (5)	1,719,819	1,522,504
International Equity Fund (6)	1,914,746	1,786,207
Small-Cap Equity Fund (7)	3,671,328	3,477,180
Treasury Inflation Protected Securities (8)	356,472	369,863
Total Investments measured at the NAV	26,546,507	23,825,609
Total Investments measured at the fair value	\$ 26,637,286	\$ 23,895,292

401(k) Plan	2024	2023
Investments by fair value level:		
Self-directed brokerage option:		
Mutual funds/ETFs	\$ 21,509	\$ 15,910
Total mutual funds/ETFs	21,509	15,910
Investments measured at the net asset value		
Core funds:		
Stable Income Fund (1)	1,423,186	1,460,694
Bond Index Fund (2)	323,237	308,839
Equity Index Fund (3)	2,361,152	1,765,733
Globally Socially Responsible Index Fund (4)	121,227	103,777
Mid-Cap Equity Index Fund (5)	520,071	449,133
International Equity Fund (6)	599,819	538,666
Small-Cap Equity Fund (7)	596,553	543,877
Treasury Inflation Protected Securities (8)	125,088	127,632
Total Investments measured at the NAV	6,070,333	5,298,351
Total Investments measured at the fair value	\$ 6,091,842	\$ 5,314,261

# Notes to Financial Statements

## For Years Ended December 31, 2024 and 2023

NYCE IRA		2024		2023
Investments measured at the net asset value				
Stable Income Fund (1)	\$	188,054	\$	197,843
Bond Index Fund (2)		24,029		23,513
Equity Index Fund (3)		218,219		164,462
Globally Socially Responsible Index Fund (4)		9,909		7,990
Mid-Cap Equity Index Fund (5)		34,338		29,685
International Equity Fund (6)		38,082		35,806
Small-Cap Equity Fund (7)		45,599		41,851
Treasury Inflation Protected Securities (8)		11,719		12,148
Total Investments measured at the NAV	\$	569,949	\$	513,298

401(a) Plan		2024		2023
Investments measured at the net asset value				
Stable Income Fund (1)	\$	3,416	\$	3,655
Bond Index Fund (2)		662		698
Equity Index Fund (3)		20,160		16,651
Globally Socially Responsible Index Fund (4)		714		701
Mid-Cap Equity Index Fund (5)		1,851		1,745
International Equity Fund (6)		1,976		1,958
Small-Cap Equity Fund (7)		7,732		7,645
Treasury Inflation Protected Securities (8)		328		357
Total Investments measured at the NAV	\$	36,839	\$	33,410

# Notes to Financial Statements

For Years Ended December 31, 2024 and 2023

## *Note 3 - Fair Value Measurements (continued)*

1. The Stable Income Fund maintains an allocation to liquid bond investments, guaranteed investment contracts, other investment grade fixed income portfolios and wrap contracts issued by banks and insurance companies. Guaranteed investment contracts held within the fund are measured at their contract value. The fund is calculated at Net Asset Value (NAV). The NAV accrues interest based on the Stable Income Fund crediting rate. The Plans' wrap administrator, NISA Investment Advisors, calculates the crediting rate based on the component investments of the Stable Income Fund.
2. The Bond Index Fund portfolio is designed to be a well-diversified portfolio of government, agency, corporate, and mortgage-backed securities that replicates the composition and characteristics of the Bloomberg U.S. Aggregate Index. The fair value of the Bond Index Fund is calculated at Net Asset Value (NAV). The Plans' Custodian, Bank of New York Mellon, calculates the NAV based on the market value of the underlying securities of the Bond Index Fund.
3. The Equity Index Fund invests in a portfolio of equity securities of companies listed on U. S. securities exchanges that replicates the composition and characteristics of the S&P 500 Index. The fair value of the Equity Index Fund is calculated at Net Asset Value (NAV). The Plans' Custodian, Bank of New York Mellon, calculates the NAV based on the market value of the underlying securities of the Equity Index Fund.
4. The Global Socially Responsible Index Fund invests in companies worldwide that meet specific financial, social and environmental requirements. The fair value of the Global Socially Responsible Index Fund is calculated at Net Asset Value (NAV). The Plans' Custodian, Bank of New York Mellon, calculates the NAV based on the market value of the underlying securities of the Global Socially Responsible Index Fund.
5. The Mid-Cap Equity Index Fund invests primarily in medium-sized domestic companies listed on U.S. stock exchanges that replicates the composition and characteristics of the S&P 400 Index. The fair value of the Mid-Cap Equity Index Fund is calculated at Net Asset Value (NAV). The Plans' Custodian, Bank of New York Mellon, calculates the NAV based on the market value of the underlying securities of the Mid-Cap Equity Index Fund.
6. The International Equity Fund invests in companies located outside the U.S. The primary emphasis of the portfolio will be on relatively large to mid-capitalization stocks in developed countries (countries included in the MSCI All Country World ex-US Index) and investment of a moderate portion of the portfolio's assets will be in international small capitalization stocks. The fair value of the International Equity Fund is calculated at Net Asset Value (NAV). The Plans' Custodian, Bank of New York Mellon, calculates the NAV based on the market value of the underlying securities of the International Equity Fund. In 2024 the International Equity Fund was transitioned to the International Equity Index Fund. The International Equity Index Fund is passively managed through a commingled account.
7. The Small-Cap Equity Fund invests primarily in small and medium capitalization domestic companies listed on the U.S. exchanges or traded on the NASDAQ or over the counter. The fair value of the Small-Cap Equity Fund is calculated at Net Asset Value (NAV). The Plans' Custodian, Bank of New York Mellon, calculates the NAV based on the market value of the underlying securities of the Small-Cap Equity Index Fund.

# Notes to Financial Statements

## For Years Ended December 31, 2024 and 2023

8. The Treasury Inflation Protected Securities (“TIPS”) portfolio is designed to be a real return portfolio of inflation-linked bonds, with additional exposure to a broad array of public and private asset classes, including but not limited to money market instruments, corporate securities, mortgage-backed securities, private placements, etc. The managers are required to maintain a minimum investment in inflation indexed bonds of 80% net assets. The TIPS portfolio invests in individual debt securities that have a quality rating, at minimum, (as designated by a recognized rating service) of “B/B2” or higher. The average quality rating of the portfolio should be, at minimum, “A/A2.” Regarding concentration limits, the portfolio may hold up to 20% of its combined assets in foreign issued bonds, 5% in any issue/issuer, 5% below BBB, 10% private placements, and 5% foreign currency exposure. TIPS are included in some of the pre-arranged portfolios but are not available as a core investment option.

For each of the above-mentioned funds, there were no unfunded commitments as of December 31, 2024 and 2023.

### **Note 4 - Participant Loans Receivable**

Participants in active payroll status are eligible to apply for a loan from the pre-tax portion of the 457 and 401(k) Plans. The minimum loan amount is \$2,500. The maximum amount of an approved loan shall not exceed the lesser of: (i) 50% of the participant’s 457 or 401(k) Plan account balance; or (ii) \$50,000 less the combined balance of all outstanding loans a participant may have from pension loans, 403(b) and other Deferred Compensation Plan loans. Loans are not permitted from the NYCE IRA and 401(a) Plans. Participant loans receivable, inclusive of interest receivable, at December 31, 2024 and 2023 were \$267.1 million and \$242.8 million, respectively.

### **Note 5 - Related Parties (in thousands)**

The costs of administering the Plans are paid with the quarterly administrative fee charged to participant accounts, an annualized asset-based fee assessed to the Plans’ investment funds, and interest earned on assets held in the Plans’ custodial account (which are administered by the Plans’ custodian and consists of cash and other rights and properties arising from amounts deferred).

The Office of Labor Relations of The City of New York provides cash receipt and cash disbursement services to the Plans. The Office of Labor Relations also pays costs of certain administrative services including salaries and overhead expenses. These expenses are reimbursed to the Office of Labor Relations by the Plans. Total amount reimbursed by the Plans to the Office of Labor Relations amounted to \$2,701 and \$2,313 as of December 31, 2024 and 2023, respectively.

The Office of Labor Relations is also responsible for a portion of the expenses for office space leased by Voya which is utilized by the Plan to provide administrative services. Such expenses totaled \$380 and \$325 in 2024 and 2023, respectively.

The Plans also reimbursed Voya, the third-party administrator for recordkeeping services, for the office space leased in New York City on a quarterly basis. Such expenses totaled \$1,936 and \$1,662 annually for 2024 and 2023, respectively.

Pursuant to the New York City Deferred Compensation Board Resolution, dated March 7, 2012, the Board approved the use of a consultant-driven search process for the selection of investment managers. The consultant-driven search process is conducted in accordance with the New York State Regulations. The investment management fees were \$37,369 and \$35,803 as of December 31, 2024 and 2023, respectively.

~ End ~

# Supplemental Information

For Years Ended December 31, 2024 and 2023

## Combining Schedules of Fiduciary Net Position December 31, 2024 (with computed totals for December 31, 2023) (in thousands)

457 Plan	Program Fund <sup>1</sup>	Administrative Fund <sup>2</sup>	Total 2024	Total 2023
<b>Assets:</b>				
Investments	\$ 26,637,286	\$ -	\$ 26,637,286	\$ 23,895,292
Participant loans receivable	224,943	-	224,943	204,740
Other assets	-	3,706	3,706	5,656
Cash and cash equivalents	-	31,234	31,234	27,371
Total Assets	\$ 26,862,229	\$ 34,940	\$ 26,897,169	\$ 24,133,059
<b>Liabilities:</b>				
Accounts payable and accrued expenses	-	7,577	7,577	7,453
Total Liabilities	\$ -	\$ 7,577	\$ 7,577	\$ 7,453
<b>Fiduciary Net Position Restricted for Plan Benefits:</b>				
Net Position for program benefits	\$ 26,862,229	\$ -	\$ 26,862,229	\$ 24,100,032
Designated for administration	-	27,363	27,363	25,574
Total Fiduciary Net Position	\$ 26,862,229	\$ 27,363	\$ 26,889,592	\$ 24,125,606
401 (k) Plan	Program Fund <sup>1</sup>	Administrative Fund <sup>2</sup>	Total 2024	Total 2023
<b>Assets:</b>				
Investments	\$ 6,091,842	\$ -	\$ 6,091,842	\$ 5,314,261
Participant loans receivable	42,197	-	42,197	38,058
Other assets	-	28	28	761
Cash and cash equivalents	-	5,507	5,507	3,129
Total Assets	\$ 6,134,039	\$ 5,535	\$ 6,139,574	\$ 5,356,209
<b>Liabilities:</b>				
Accounts payable and accrued expenses	-	1,395	1,395	207
Total Liabilities	\$ -	\$ 1,395	\$ 1,395	\$ 207
<b>Fiduciary Net Position Restricted for Plan Benefits:</b>				
Plan Net Position for program benefits	\$ 6,134,039	\$ -	\$ 6,134,039	\$ 5,352,319
Designated for administration	-	4,140	4,140	3,683
Total Fiduciary Net Position	\$ 6,134,039	\$ 4,140	\$ 6,138,179	\$ 5,356,002

<sup>1</sup> Program Fund represents all participant assets currently invested in the Plan, as well as any outstanding loan balances.

<sup>2</sup> Administrative Fund is the amount available for recordkeeping, communication and administrative expenses.



# Supplemental Information

For Years Ended December 31, 2024 and 2023

## Combining Schedules of Fiduciary Net Position December 31, 2024 (with computed totals for December 31, 2023) (in thousands)

NYCE IRA	Program Fund <sup>1</sup>	Administrative Fund <sup>2</sup>	Total 2024	Total 2023
<b>Assets:</b>				
Investments	\$ 569,949	\$ -	\$ 569,949	\$ 513,298
Other assets	-	-	-	16
Cash and cash equivalents	-	65	65	190
Total Assets	\$ 569,949	\$ 65	\$ 570,014	\$ 513,504
<b>Liabilities:</b>				
Accounts payable and accrued expenses	-	1,632	1,632	1,838
Total Liabilities	\$ -	\$ 1,632	\$ 1,632	\$ 1,838
<b>Fiduciary Net Position Restricted for Plan Benefits:</b>				
Plan Net Position for program benefits	\$ 569,949	\$ -	\$ 569,949	\$ 513,298
Designated for administration	-	(1,567)	(1,567)	(1,632)
Total Fiduciary Net Position	\$ 569,949	\$ (1,567)	\$ 568,382	\$ 511,666
401(a) Plan	Program Fund <sup>1</sup>	Administrative Fund <sup>2</sup>	Total 2024	Total 2023
<b>Assets:</b>				
Investments	\$ 36,839	\$ -	\$ 36,839	\$ 33,410
Other assets	-	2	2	1
Total Assets	\$ 36,839	\$ 2	\$ 36,841	\$ 33,411
<b>Liabilities:</b>				
Accounts payable and accrued expenses	-	2	2	1
Total Liabilities	\$ -	\$ 2	\$ 2	\$ 1
<b>Fiduciary Net Position Restricted for Plan Benefits:</b>				
Plan Net Position for program benefits	\$ 36,839	\$ -	\$ 36,839	\$ 33,410
Designated for administration	-	-	-	-
Total Fiduciary Net Position	\$ 36,839	\$ -	\$ 36,839	\$ 33,410

<sup>1</sup> Program Fund represents all participant assets currently invested in the Plan, as well as any outstanding loan balances.

<sup>2</sup> Administrative Fund is the amount available for recordkeeping, communication and administrative expenses.

# Supplemental Information

For Years Ended December 31, 2024 and 2023

## Schedules of Cash Receipts and Disbursements for the Years Ended December 31, 2024 and 2023 (in thousands)

	457 Plan		401(k) Plan		NYCE IRA		401(a) Plan	
	2024	2023	2024	2023	2024	2023	2024	2023
Cash and cash equivalents - beginning	\$ 27,371	\$ 25,531	\$ 3,129	\$ 1,749	\$ 190	\$ 129	\$ -	\$ -
<b>Receipts:</b>								
Employee contributions	995,104	961,514	408,368	372,201	40,679	28,366	-	22
Investment withdrawals for distribution	1,516,894	1,264,701	301,612	255,828	43,874	42,960	1,905	1,390
Miscellaneous income	16,280	13,786	681	138	4	4	-	-
Total receipts	\$ 2,528,278	\$ 2,240,001	\$ 710,661	\$ 628,167	\$ 84,557	\$ 71,330	\$ 1,905	\$ 1,412
<b>Disbursements:</b>								
Distributions to participants	1,516,894	1,264,701	301,612	255,828	43,874	42,960	1,905	1,390
Investment purchases	983,217	952,612	406,671	370,959	40,608	28,309	-	22
Administrative expenditures	24,304	20,849	-	-	200	-	-	-
Total disbursements	\$ 2,524,415	\$ 2,238,162	\$ 708,283	\$ 626,787	\$ 84,682	\$ 71,269	\$ 1,905	\$ 1,412
Cash and cash equivalents - ending	\$ 31,234	\$ 27,371	\$ 5,507	\$ 3,129	\$ 65	\$ 190	\$ -	\$ -

## Schedules of Administrative Expenses and Recordkeeping/Loan Fees for the Years Ended December 31, 2024 and 2023 (in thousands)

	457 Plan		401(k) Plan		NYCE IRA		401(a) Plan	
	2024	2023	2024	2023	2024	2023	2024	2023
Salaries	\$ 1,653	\$ 1,520	\$ 369	\$ 206	\$ 35	\$ 20	\$ -	\$ -
Communications expenses	3,414	3,252	643	631	43	58	-	-
Advisory and Auditing Fees	536	459	118	84	12	9	-	-
Rent & Reimbursement to The City	816	697	182	175	26	20	-	-
Administrative support	4,769	4,377	955	926	61	84	-	-
Recordkeeping/Loan fees	6,955	6,784	1,286	1,106	51	54	8	10
Total	\$ 18,143	\$ 17,089	\$ 3,553	\$ 3,128	\$ 228	\$ 245	\$ 8	\$ 10

## Schedules of Investment Management Fees for the Years Ended December 31, 2024 and 2023 (in thousands)

	457 Plan		401(k) Plan		NYCE IRA		401(a) Plan	
	2024	2023	2024	2023	2024	2023	2024	2023
Stable Income Fund	\$ 11,365	\$ 11,877	\$ 2,941	\$ 2,972	\$ 389	\$ 403	\$ 7	\$ 7
Bond Index Fund	232	220	81	74	6	6	-	-
Equity Index Fund	425	336	85	62	8	6	1	1
Global Socially Responsible Index Fund	340	286	67	54	5	4	-	-
Mid-Cap Equity Index Fund	151	127	45	38	3	2	-	-
International Equity Fund	3,769	3,763	1,181	1,135	75	75	4	4
Small-Cap Equity Fund	13,715	12,219	2,229	1,911	170	147	29	28
TIPS	33	33	12	12	1	1	-	-
Total	\$ 30,030	\$ 28,861	\$ 6,641	\$ 6,258	\$ 657	\$ 644	\$ 41	\$ 40

## Investment Option Section

All Deferred Compensation Plan investment options experienced positive results for the calendar year ending December 31, 2024. The strongest positive returns generated from domestic equity options came from the large-cap Equity Index Fund, followed by the Mid-Cap Equity Index Fund and then the Small-Cap Equity Fund. Two of the three domestic equity fund results over the past year matched their respective benchmarks, while the Small-Cap Equity Fund modestly trailed its benchmark for the year. The International Equity Fund outperformed its benchmark for the year. The Fund was transitioned to a low-cost Index Fund option at the end of the year and was renamed the International Equity Index Fund. The Global Socially Responsible Index Fund was positive for the year with the largest contribution coming from U.S. equities. The core Bond Index Fund was modestly positive for the year and matched its benchmark. As expected, the Stable Income Fund generated a consistent positive result for the year although the return modestly lagged its short-term Treasury Index.

The information provided in the Investment Section of the Annual Comprehensive Financial Report has been prepared by Segal Marco Advisors, acting as the investment consultant for The City of New York Deferred Compensation Plan/New York City Employee IRA. All investment information herein has been reconciled between Segal Marco Advisors, the investment managers hired by the Plan and the Plan's custodian.

## Equity Index Fund Performance

The Equity Index Fund returned 25.0% in 2024, matching the return of the S&P 500 Index. This performance ranked in the 36<sup>th</sup> percentile in the universe of large-cap domestic equity managers. Results over the past three through ten years are in-line with the S&P 500 Index after fees. The Fund option has consistently ranked near the top quartile against large-cap equity peers.

## Mid-Cap Equity Index Fund Performance

The Mid-Cap Equity Index Fund returned 13.9% in 2024, matching the return of the S&P 400 Mid Cap Index. This passive performance result ranked in the 42<sup>nd</sup> percentile in the universe of mid-cap domestic equity managers. The option is in-line with the return of its benchmark over all trailing time periods.

## Small-Cap Equity Fund Performance

The Small-Cap Equity Fund returned 9.0% in 2024, which underperformed the 11.5% return of the small-cap Russell 2000 Index. This performance ranked in the 69<sup>th</sup> percentile in the universe of small-cap domestic equity managers. The Small-Cap Fund has outperformed the benchmark over all trailing time periods five-years and longer.

## International Equity Index Fund Performance

The International Equity Index Fund returned 9.0% in 2024, which outperformed the 5.5% return of the MSCI ACWI ex-USA Index. Formerly the International Equity Fund, this fund was transitioned to a passive Index Fund at the end of the year. The International Equity Index Fund ranked in the 21<sup>st</sup> percentile of the universe of international equity portfolios in 2024. The International Equity Index Fund slightly lags the benchmark over the trailing three-year period but has exceeded the benchmark over all longer trailing time periods.

## Global Socially Responsible Index Fund Performance

The Global Socially Responsible Index Fund returned 15.0%. This return was in-line with the 14.7% return for the MSCI ACWI SRI Index. The Global Socially Responsible Index Fund ranked in the 40<sup>th</sup> percentile of global equity portfolios over the trailing year.

## Bond Index Fund Performance

The Bond Index Fund returned 1.3% for the one-year period ending December 31, 2024, matching the return for the Bloomberg U.S. Aggregate Index. The Bond Index performance ranked in the 74<sup>th</sup> percentile in the universe of core fixed income funds.

## Stable Income Fund Performance

For the 2024 calendar year the Stable Income Fund returned 3.0%, which was modestly higher than the crediting rate from the year prior. The Stable Income Fund's return was lower than the 4.0% return of the Bloomberg 1-3 Year Government benchmark. Over the past ten-year period the Stable Income Fund returned 2.1%, which is in-line with the Morningstar universe of stable value funds and outperforms comparable short-term treasuries and money market alternatives.

All return figures mentioned in this review are presented net of fees, are time-weighted, and are calculated by Segal Marco Advisors.

## Asset Allocation

As of December 31, 2024, Plan investments were \$33.3 billion, which represents an increase of \$3.5 billion from the December 31, 2023 fair value of \$29.8 billion. Plan investments, as of December 31, 2024, were allocated as follows: 33.6% in the Equity Index Fund, 2.2% in the Global Socially Responsible Index Fund, 5.3% in the Mid-Cap Equity Index Fund, 11.6% in the Small-Cap Equity Fund, 2.8% in the International Equity Index Fund, 1.7% in the Bond Index Fund, 18.2% in the Stable Income Fund, and 24.5% in the Pre-arranged Portfolios (the largest Pre-arranged Portfolios were the 2025 Fund with 3.9% of Plan investments, and the 2030 Fund, with 3.1% of Plan investments). Additionally, there were 0.3% of Plan investments in the Self-Directed Brokerage Option.

Percent of Fair Value	457 Plan	401(k) Plan	NYCE IRA	401(a) Plan
<b>Pre-Arranged Portfolios</b>				
Static Allocation Fund*	1.4%	2.4%	4.2%	0.8%
2015 Fund	2.1%	2.5%	1.8%	1.7%
2020 Fund	1.3%	2.1%	3.1%	1.1%
2025 Fund	3.6%	5.1%	3.9%	2.3%
2030 Fund	2.7%	4.9%	4.0%	1.2%
2035 Fund	2.4%	4.4%	2.9%	1.7%
2040 Fund	2.0%	3.5%	2.1%	0.6%
2045 Fund	2.2%	3.9%	1.6%	1.0%
2050 Fund	1.8%	2.9%	1.3%	0.5%
2055 Fund	1.6%	2.3%	0.8%	0.2%
2060 Fund	0.6%	1.0%	0.7%	0.3%
<b>Core Options</b>				
Stable Income Fund	17.8%	19.1%	27.9%	7.3%
Bond Index Fund	1.6%	2.2%	1.9%	0.7%
Equity Index Fund	35.7%	24.4%	28.9%	50.6%
Global Socially Responsible Index Fund	2.3%	2.0%	1.7%	1.9%
Mid-Cap Equity Index Fund	5.1%	6.4%	4.5%	4.4%
International Equity Fund	2.9%	2.7%	2.1%	3.3%
Small-Cap Equity Fund	12.6%	7.8%	6.6%	20.4%
Self-Directed Brokerage Option	0.3%	0.4%	N/A	N/A

\*The 2010 Fund was closed at the end of the fourth quarter, with proceeds being transferred to the Static Allocation Fund as of January 1, 2025.

## Pre-Arranged Portfolios

The Pre-Arranged Portfolios are made up of varying percentages of the following core investment options: Stable Income Fund, Bond Index Fund, Equity Index Fund, Mid-Cap Equity Index Fund, International Equity Index Fund, and Small-Cap Equity Fund. They are designated by payout years. The portfolios are designed to meet certain expected rate of return requirements over time horizons, and balance the rate of return needs with the appropriate amount of risk. Each portfolio is rebalanced periodically to lower its equity exposure over time.

U.S. Treasury Inflation Protected Securities (“TIPS”) are a component of some of the portfolios as noted below. The goal of TIPS is to preserve and enhance purchasing power for individuals planning for retirement. TIPS represent a distinct asset class in which both principal and interest payments adjust to track changes in the Consumer Price Index or “CPI”. A fixed rate of interest is then paid on this increasing principal amount. The principal grows with inflation and the cash coupon also increases with inflation. In a diversified portfolio, an allocation to TIPS can help protect against inflation and increase the risk-adjusted returns of the portfolio.

To pick a portfolio, participants need to use their current age or the number of years until they expect to begin distribution payments as a guide, whichever better suits their personal circumstances.

Fund Name	Composition At December 31, 2024	Annual Return	Custom Benchmark	Portfolio Expense Ratio
Static Allocation Fund	60.0% Stable Income; 15.0% TIPS; 5.0% Bond; 10.0% Equity Index; 3.0% Mid-Cap; 4.0% International; and 3.0% Small-Cap	5.6%	7.9%	0.19%
2010 Fund	59.3% Stable Income; 15.0% TIPS; 5.1% Bond; 10.2% Equity Index; 3.1% Mid-Cap; 4.2% International; and 3.1% Small-Cap	6.5%	6.4%	0.19%
2015 Fund	45.5% Stable Income; 15.0% TIPS; 10.0% Bond; 13.3% Equity Index; 4.0% Mid-Cap; 8.2% International; and 4.0% Small-Cap	7.5%	7.2%	0.17%
2020 Fund	35.4% Stable Income; 15.0% TIPS; 11.0% Bond; 18.3% Equity Index; 4.5% Mid-Cap; 11.3% International; and 4.5% Small-Cap	8.9%	8.3%	0.16%
2025 Fund	23.3% Stable Income; 14.9% TIPS; 12.0% Bond; 23.5% Equity Index; 5.0% Mid-Cap; 16.3% International; and 5.0% Small-Cap	11.0%	9.7%	0.15%
2030 Fund	9.7% Stable Income; 11.8% TIPS; 13.0% Bond; 32.3% Equity Index; 5.5% Mid-Cap; 22.2% International; and 5.5% Small-Cap	13.0%	11.6%	0.13%
2035 Fund	3.9% Stable Income; 6.8% TIPS; 14.0% Bond; 38.2% Equity Index; 6.0% Mid-Cap; 25.1% International; and 6.0% Small-Cap	14.2%	13.0%	0.13%
2040 Fund	1.9% Stable Income; 1.9% TIPS; 13.9% Bond; 41.7% Equity Index; 6.5% Mid-Cap; 27.6% International; and 6.5% Small-Cap	15.3%	14.0%	0.13%
2045 Fund	0.0% Stable Income; 0.0% TIPS; 11.8% Bond; 45.1% Equity Index; 7.0% Mid-Cap; 29.1% International; and 7.0% Small-Cap	15.8%	14.9%	0.13%
2050 Fund	0.0% Stable Income; 0.0% TIPS; 9.8% Bond; 46.1% Equity Index; 7.0% Mid-Cap; 30.1% International; and 7.0% Small-Cap	16.3%	15.2%	0.13%
2055 Fund	0.0% Stable Income; 0.0% TIPS; 4.8% Bond; 48.1% Equity Index; 7.5% Mid-Cap; 32.1% International; and 7.5% Small-Cap	17.1%	16.0%	0.14%
2060 Fund	0.0% Stable Income; 0.0% TIPS; 0.0% Bond; 50.5% Equity Index; 8.0% Mid-Cap; 33.5% International; and 8.0% Small-Cap	17.2%	16.7%	0.14%
Returns are presented net of fees and time-weighted and are calculated by the Plan’s investment consultant, Segal Marco Advisors.				

## Core Investment Options

### Stable Income Fund

The investment objective of the Stable Income Fund is to conserve principal and to provide a steady rate of return. The Fund invests in a combination of insurance company general account investment contracts, a “wrapped” portfolio of high-quality bonds, and other fixed income investments as well as cash equivalents. A portfolio is “wrapped” when an insurance company or bank issues a form of investment contract (or wrap agreement) providing a guarantee that member withdrawals from the portfolio will not be adjusted for changes in market conditions. A wrap agreement provides price stability by helping to protect the Fund from severe changes in market value and, subject to certain conditions, provides repayment of principal and interest to Plan participants. NISA is the manager for the Traditional Guaranteed Investment Contract (“GIC”) portfolio. MissionSquare Retirement manages the liquidity buffer that handles cash flow activity. The actively managed synthetic GIC portfolios and the insurance company separate accounts within the Stable Income Fund are managed by NISA Investment Advisors, Dodge & Cox, BlackRock Financial Management, Prudential, Goldman Sachs Asset Management, Barings, LLC, Longfellow Investment Management, EARNEST Partners, LLC, and Pyramis Global Advisors. The actively managed synthetic GIC portfolios and the insurance company separate accounts are wrapped with a book value guarantee provided by Transamerica



Premier Life Insurance Company, Metropolitan Life Insurance Company, American General Life, Voya Retirement, Prudential Insurance Company of America, and Nationwide Life Insurance Company.

The top ten holdings of the Stable Income Fund are as follows:

#	Asset Long Description	WEIGHT %
1	United States Treasury 4.13 6/15/26	1.65%
2	United States Treasury 4.50 5/15/27	1.23%
3	United States Treasury 4.38 7/15/27	0.94%
4	United States Treasury 4.13 11/15/27	0.84%
5	United States Treasury 4.00 12/15/27	0.83%
6	United States Treasury 1.50 2/15/30	0.82%
7	United States Treasury 4.00 2/15/26	0.78%
8	United States Treasury 3.88 10/15/27	0.56%
9	United States Treasury 4.00 1/15/27	0.52%
10	United States Treasury 3.75 8/31/26	0.48%
Total For Top Holdings		8.65%

### Stable Income Fund Portfolios

Security Description	Maturity	Crediting	Total Assets (in thousands)
Stable Value Fund			
Mission Square Retirement	N/A	3.34%	\$299,762
Mission Square Retirement	N/A	3.24%	\$375,316
The Bank of New York	N/A	-	\$338
Total Stable Value Fund			\$675,416

Security Description	Credit Rating Moody's/ S&P/Fitch	Maturity	Crediting	Total Assets (in thousands)
GICs				
Massachusetts Mutual	Aa3/AA+/AA+	08/29/2025	1.66%	5,400
Massachusetts Mutual	Aa3/AA+/AA+	04/30/2025	1.69%	21,304
Massachusetts Mutual	Aa3/AA+/AA+	05/30/2025	1.47%	25,125
Massachusetts Mutual	Aa3/AA+/AA+	08/29/2025	0.85%	6,091
Massachusetts Mutual	Aa3/AA+/AA+	09/30/2025	0.96%	12,237
Massachusetts Mutual	Aa3/AA+/AA+	06/30/2026	5.21%	13,398
Massachusetts Mutual	Aa3/AA+/AA+	05/29/2026	4.84%	10,819
Massachusetts Mutual	Aa3/AA+/AA+	05/28/2027	4.74%	10,802
Massachusetts Mutual	Aa3/AA+/AA+	03/31/2028	4.68%	16,187
Massachusetts Mutual	Aa3/AA+/AA+	02/29/28	5.21%	21,675
Metropolitan Life	Aa3/AA-/AA-	01/31/2025	2.22%	12,254
Metropolitan Life	Aa3/AA-/AA-	06/30/2025	1.26%	12,802
Metropolitan Life	Aa3/AA-/AA-	03/31/2026	1.49%	21,670
Metropolitan Life	Aa3/AA-/AA-	04/30/2026	1.40%	22,519
Metropolitan Life	Aa3/AA-/AA-	04/30/2026	1.43%	23,544
Metropolitan Life	Aa3/AA-/AA-	10/29/2026	1.84%	12,715
Metropolitan Life	Aa3/AA-/AA-	12/30/2026	1.98%	25,451
Metropolitan Life	Aa3/AA-/AA-	01/29/2027	2.47%	12,455
Metropolitan Life	Aa3/AA-/AA-	07/30/2027	4.18%	12,146
Metropolitan Life	Aa3/AA-/AA-	11/30/2027	5.17%	16,665
Minnesota Life	Aa3/AA-/AA	01/31/2025	3.07%	9,516
Minnesota Life	Aa3/AA-/AA	07/31/2025	2.00%	13,823
Minnesota Life	Aa3/AA-/AA	01/31/2025	1.87%	3,648
Minnesota Life	Aa3/AA-/AA	08/29/2025	1.15%	12,037
Minnesota Life	Aa3/AA-/AA	11/28/2025	1.02%	5,996
Minnesota Life	Aa3/AA-/AA	01/30/2026	1.02%	19,744
Minnesota Life	Aa3/AA-/AA	04/30/2026	1.40%	25,541
Minnesota Life	Aa3/AA-/AA	08/31/2026	1.44%	12,691
Minnesota Life	Aa3/AA-/AA	04/28/2028	3.88%	13,835
Minnesota Life	Aa3/AA-/AA	06/30/2028	4.60%	14,326
Minnesota Life	Aa3/AA-/AA	08/30/2028	4.57%	13,319
Minnesota Life	Aa3/AA-/AA	09/29/2028	5.50%	5,641
New York Life	Aaa/AA+/AAA	03/31/2025	2.07%	6,763
New York Life	Aaa/AA+/AAA	03/31/2025	2.11%	10,828

Security Description	Credit Rating Moody's/ S&P/Fitch	Maturity	Crediting	Total Assets (in thousands)
GICs				
New York Life	Aaa/AA+/AAA	11/28/2025	0.80%	11,880
New York Life	Aaa/AA+/AAA	11/30/2026	1.70%	10,534
New York Life	Aaa/AA+/AAA	07/30/2026	3.81%	10,947
New York Life	Aaa/AA+/AAA	10/29/2027	5.14%	11,149
New York Life	Aaa/AA+/AAA	11/30/2027	4.92%	15,808
New York Life	Aaa/AA+/AAA	12/31/2027	4.95%	28,399
New York Life	Aaa/AA+/AAA	01/31/2028	4.68%	31,659
Principal Life	A1/A+/AA-	04/30/2025	2.37%	2,112
Principal Life	A1/A+/AA-	08/29/2025	1.16%	4,475
Principal Life	A1/A+/AA-	11/28/2025	1.23%	10,561
Principal Life	A1/A+/AA-	10/31/2025	1.20%	17,025
Principal Life	A1/A+/AA-	03/31/2026	1.06%	11,845
Principal Life	A1/A+/AA-	02/27/2026	1.13%	13,005
Principal Life	A1/A+/AA-	05/29/2026	1.29%	26,328
Principal Life	A1/A+/AA-	06/30/2026	1.25%	12,508
Principal Life	A1/A+/AA-	07/31/2026	1.63%	12,965
Principal Life	A1/A+/AA-	09/30/2026	1.73%	13,006
Principal Life	A1/A+/AA-	12/31/2026	1.89%	12,523
Principal Life	A1/A+/AA-	01/29/2027	1.97%	14,868
Principal Life	A1/A+/AA-	03/31/2027	3.55%	10,459
Principal Life	A1/A+/AA-	09/29/2028	5.98%	9,415
Protective Life	A1/AA-/AA-	05/31/2027	2.29%	13,887
Protective Life	A1/AA-/AA-	06/30/2027	2.72%	27,413
Protective Life	A1/AA-/AA-	08/31/2027	3.45%	16,470
Protective Life	A1/AA-/AA-	09/30/2027	3.93%	13,300
Protective Life	A1/AA-/AA-	05/31/2028	5.32%	21,693
Prudential	Aa3/AA-/AA-	02/28/2025	2.31%	3,008
Prudential	Aa3/AA-/AA-	04/30/2025	2.46%	2,829
Prudential	Aa3/AA-/AA-	05/28/2027	3.90%	24,291
Prudential	Aa3/AA-/AA-	09/30/2027	4.34%	13,349
Prudential	Aa3/AA-/AA-	01/31/2028	4.40%	11,059
Total GICs				\$921,737

Book Value Wrap Providers for Actively Managed and Buy & Hold Portfolios				
Transamerica Life	A1/A+/NR	N/A	2.48%	589,277
Metropolitan Life	Aa3/AA-/AA-	N/A	3.42%	1,013,780
Metropolitan Life	Aa3/AA-/AA-	N/A	2.38%	221,047
American General Life	A2/A+/A+	N/A	3.81%	656,691
Voya Retirement	A2/A+/A	N/A	3.32%	1,191,594
Prudential	Aa3/AA-/AA-	N/A	2.68%	544,728
Prudential	Aa3/AA-/AA-	N/A	2.76%	685,015
Nationwide Life	A1/A+/NR	N/A	2.83%	614,185
Sub-Total				\$5,516,317
Total 457, 401(k), NYCE IRA, and 401(a) Balance				\$7,113,470

### Bond Index Fund

The investment objective of the Bond Index Fund is to replicate the total return of the broad fixed income market while providing capital preservation and income. An allocation to this passively managed fund may be beneficial as a part of a balanced portfolio to hedge against the significantly higher risk (as measured by standard deviation) of equities. The fund seeks to replicate the performance of the Bloomberg Barclays U.S. Aggregate Index. The Bond Index Fund provides a diversified portfolio of bonds from the government, government agency, corporate, and mortgage related sectors. The Bond Index Fund assumes investment risk which includes the possible loss of principal. On average, the Bond Index Fund is expected to have less risk than equity options in the Plan, but more risk than a capital preservation strategy like the Stable Income Fund. The

primary risk to the Bond Index Fund is interest rate risk. For example, with the Bond Index Fund's current duration of 6, if interest rates increase by 1%, the Bond Index Fund would be expected to approximately decline by 6%. Conversely, if interest rates go down by 1%, the Bond Index would be expected to experience a gain of approximately 6%. The Bond Index Fund will also exhibit, credit risk, prepayment risk and inflation risk. The Bond Index Fund is managed by BlackRock.

#### The top ten holdings of the Bond Index Fund are as follows:

#	Asset Long Description	WEIGHT %
1	United States Treasury	43.65%
2	Uniform MBS	18.16%
3	Government National Mortgage Association 2	5.97%
4	Federal home loan Mortgage corporation - gold	0.69%
5	JP Morgan Chase & Co.	0.60%
6	Bank of America Corp.	0.57%
7	Morgan Stanley	0.45%
8	Goldman Sachs Group inc/the	0.38%
9	Wells Fargo & Co.	0.37%
10	Citigroup inc	0.36%
Total For Top Holdings		71.20%

#### Equity Index Fund

The Equity Index Fund is managed by BNY Mellon. It seeks to replicate the performance of the Standard & Poor's 500 Composite Stock Index ("S&P 500 Index") by investing in all 500 stocks listed in the S&P 500 Index in approximately the same proportions as they are represented in the S&P 500 Index. The Equity Index Fund offers participants exposure to the stocks of large- and mid-sized corporations through a passive investment vehicle. Over time, the S&P 500 Index is expected to provide total returns in excess of both inflation and fixed income funds. As with any investment in equities, substantial volatility (risk as measured by standard deviation) is expected.

#### The top ten holdings of the Equity Index Fund are as follows:

#	Asset Long Description	Weight %
1	APPLE INC	7.52%
2	NVIDIA Corporation	6.54%
3	MICROSOFT CORP	6.22%
4	AMAZON.COM INC	4.07%
5	Meta Platforms Inc	2.53%
6	Tesla Inc	2.24%
7	Google Inc [A]	2.20%
8	BROADCOM INC	2.15%
9	ALPHABET INC	1.80%
10	Berkshire Hathaway Inc	1.65%
Total For Top Holdings		36.92%

#### Global Socially Responsible Index Fund

The Global Socially Responsible Index Fund invests 100% of assets in the stocks of companies which display good corporate citizenship, while excluding companies that do

not pass social and environmental screens. As with any investment in global stock markets, substantial volatility (risk as measured by standard deviation) in the unit value of this option will occur. The Global Socially Responsible Index Fund option is expected to generate total returns at a rate in excess of inflation over the long term. The Global Socially Responsible Index Fund is managed by BlackRock.

#### The top ten holdings of the Global Socially Responsible Index Fund are as follows:

#	Asset Long Description	Weight %
1	NVIDIA Corporation	16.63%
2	Tesla Inc	5.86%
3	Taiwan Semiconductor Manuf	4.08%
4	Home Depot Inc. (The)	1.96%
5	Novo Nordisk A/S	1.41%
6	ASML Holding NV	1.40%
7	Coca-Cola Co (The)	1.31%
8	PepsiCo Inc	1.06%
9	WALT DISNEY CO (THE)	1.03%
10	Adobe Inc	1.01%
Total For Top Holdings		35.75%

#### Mid-Cap Equity Index Fund

The Mid-Cap Equity Index Fund, managed by Rhumblin Advisers, invests in the stock of medium-sized companies. It seeks to replicate the performance of the Standard & Poor's 400. Over longer time periods, mid-cap equity funds are expected to provide substantial total returns above inflation, with substantial volatility (risk as measured by standard deviation).

#### The top ten holdings of the Mid-Cap Equity Index Fund are as follows:

#	Asset Long Description	Weight %
1	William -Somoma Inc.	0.80%
2	Illumina Inc.	0.73%
3	Expand Energy Corporation	0.72%
4	Emcor Group Inc.	0.72%
5	Interactive Brokers Group Inc.	0.66%
6	PURE STORAGE INC	0.66%
7	DOCUSIGN INC	0.63%
8	BURLINGTON STORES INC	0.62%
9	CARLISLE COS INC	0.57%
10	RB GLOBAL INC	0.57%
Total For Top Holdings		6.68%

#### International Equity Index Fund

During the fourth quarter of 2024, the International Equity Fund changed from an actively managed fund to a passive index fund option. The International Equity Index Fund's objective is to provide long-term growth of capital through exposure to the broad international stock market. The fund is designed to invest substantially all of its assets outside the U.S. and to diversify broadly among developed, newly-industrialized, and emerging countries throughout the



world. It offers exposure to the potential risks and rewards of foreign markets.

### The top ten holdings of the International Equity Index Fund are as follows:

#	ASSET LONG DESCRIPTION	WEIGHT %
1	TAIWAN SEMICONDUCTOR MANUF	3.16%
2	TENCENT HOLDINGS LTD	1.36%
3	ASML HOLDING NV	1.09%
4	NOVO NORDISK A/S	1.08%
5	SAP AG SYSTEME ANWENDUNGEN	0.99%
6	NESTLE SA, CHAM UND VEVEY	0.84%
7	TOYOTA MOTOR CORP	0.80%
8	ASTRAZENECA PLC	0.79%
9	ROCHE HOLDING AG	0.77%
10	NOVARTIS AG	0.75%
	TOTAL FOR TOP HOLDINGS	11.63%

### Small-Cap Equity Fund

The Small-Cap Equity Fund seeks long-term growth of capital by investing primarily in the common stocks of small companies which are believed to have good prospects for capital appreciation. The fund's management concentrates on companies that may offer accelerated earnings growth because of new management, new products, or structural changes in the economy. Small-cap stocks offer the opportunity for greater long-term capital appreciation. In the short-term, however, these stocks may display substantial volatility (risk as measured by standard deviation). The Small-Cap Equity Fund is comprised of the following man-

agers: Systematic (Value), Westwood (Value), T. Rowe Price Associates, Inc. (Growth), Wellington Management Company, LLP (Core), and Rhumblin Advisors (Index).

### The top ten holdings of the Small-Cap Equity Fund are as follows:

#	ASSET LONG DESCRIPTION	WEIGHT %
1	DAYFORCE INC	0.73%
2	TELEDYNE TECHNOLOGIES INC	0.60%
3	BILL HOLDINGS INC	0.59%
4	SEACOAST BANKING CORP OF FLORIDA.	0.58%
5	HUBSPOT INC	0.57%
6	VERRA MOBILITY CORP	0.57%
7	TOAST INC	0.55%
8	ARGEN-X SE	0.54%
9	PAYLOCITY HOLDING CORP	0.54%
10	UMB FINANCIAL CORP	0.53%
	TOTAL FOR TOP HOLDINGS	5.80%

### Self-Directed Brokerage Option

The Self-Directed Brokerage (SDB) option allows participants with account balances of at least \$5,000 to invest in mutual funds, including no-load/no-transaction fee funds, which are outside of the Deferred Compensation Plan's investment fund line-up. 457 Plan and 401(k) Plan participants can also invest in Exchange Traded Funds (ETFs). The SDB is for knowledgeable investors who acknowledge and understand the risks associated with many of the investments contained in the SDB option. The SDB is available through Schwab.

### Investment Summary Fair Value

(in thousands)

Type of Investment	Date	457 Plan	401(k) Plan	NYCE IRA	401(a) Plan
Stable Income Fund	12/31/24	\$ 4,737,942	\$ 1,162,925	\$ 159,204	\$ 2,702
Bond Index Fund	12/31/24	424,355	135,110	10,763	270
Equity Index Fund	12/31/24	9,521,495	1,488,955	164,540	18,641
Global Socially Responsible Index Fund	12/31/24	614,718	121,227	9,909	714
Mid-Cap Equity Index Fund	12/31/24	1,364,152	387,819	25,753	1,607
International Equity Index Fund	12/31/24	765,336	167,481	11,952	1,230
Small-Cap Equity Fund	12/31/24	3,345,975	475,497	37,770	7,510
Static Allocation Fund	12/31/24	380,963	144,766	24,003	284
2015 Fund	12/31/24	555,058	153,386	9,951	618
2020 Fund	12/31/24	338,251	125,478	17,314	407
2025 Fund	12/31/24	947,777	313,368	22,339	854
2030 Fund	12/31/24	718,063	297,532	22,859	460
2035 Fund	12/31/24	627,769	267,846	16,674	615
2040 Fund	12/31/24	536,591	213,580	12,233	204
2045 Fund	12/31/24	596,693	235,434	9,362	367
2050 Fund	12/31/24	479,552	174,863	7,255	176
2055 Fund	12/31/24	431,475	142,345	4,336	87
2060 Fund	12/31/24	160,342	62,721	3,732	93
Self-Directed Brokerage Option	12/31/24	90,779	21,509	N/A	N/A
		\$ 26,637,286	\$ 6,091,842	\$ 569,949	\$ 36,839

**Investment Management Fees and Administrative Fees (0.04%)  
for the 457, 401(k), 401(a) Plans, and NYCE IRA for 2024**

(in thousands)

	Total Assets*	Investment Management Fees	Administrative Fees (0.04%)	2024 Expense Ratio**	Total Investment Management and Administrative Fees
Stable Income Fund	\$ 7,113,470	\$ 14,702	\$ 2,930	\$ 0.25%	\$ 17,632
Bond Index Fund	1,275,889	319	509	0.06%	828
Equity Index Fund	14,442,180	519	5,243	0.04%	5,762
Global Socially Responsible Index Fund	746,568	412	287	0.09%	699
Mid-Cap Equity Index Fund	2,276,079	200	871	0.05%	1,071
International Equity Index Fund	2,554,623	5,028	1,006	0.24%	6,034
Small-Cap Equity Fund	4,321,212	16,143	1,683	0.41%	17,826
TIPS	493,607	46	201	0.05%	247
<b>Total</b>	<b>\$ 33,223,628</b>	<b>\$ 37,369</b>	<b>\$ 12,730</b>		<b>\$ 50,099</b>

\* Total assets, excluding the Self Directed Brokerage Option.

**Performance Summary for One-, Three-, and Five-Year Periods Ended December 31, 2024**

Core Fund Name Market Benchmark	Annualized Returns (Net of Fees)		
	1 YR	3 YR	5 YR
Stable Income Fund Blmbg. US Govt 1-3 Yr TR	3.0% 4.0%	2.3% 1.4%	2.2% 1.4%
Bond Index Fund Blmbg. US Aggregate	1.3% 1.3%	-2.4% -2.4%	-0.3% -0.3%
Equity Index Fund S&P 500 Index	25.0% 25.0%	8.9% 8.9%	14.5% 14.5%
Global Socially Responsible Index Fund MSCI ACWI SRI NR USD	15.0% 14.7%	4.1% 3.7%	11.1% 10.8%
Mid-Cap Equity Index Fund S&P 400 MidCap	13.9% 13.9%	4.8% 4.9%	10.3% 10.3%
International Equity Index Fund MSCI ACWI ex-USA	9.0% 5.5%	-0.4% 0.9%	4.4% 4.2%
Small-Cap Equity Fund Russell 2000 Index	9.0% 11.5%	1.0% 1.2%	8.5% 7.4%

Returns are presented net of fees and time-weighted and are calculated by the Plan's investment consultant, Segal Marco Advisors.

Note: Past investment returns are no guarantee of future returns and should not be relied upon as a sole source for investment decision-making.

# Statistical Section

## Financial Trend Information

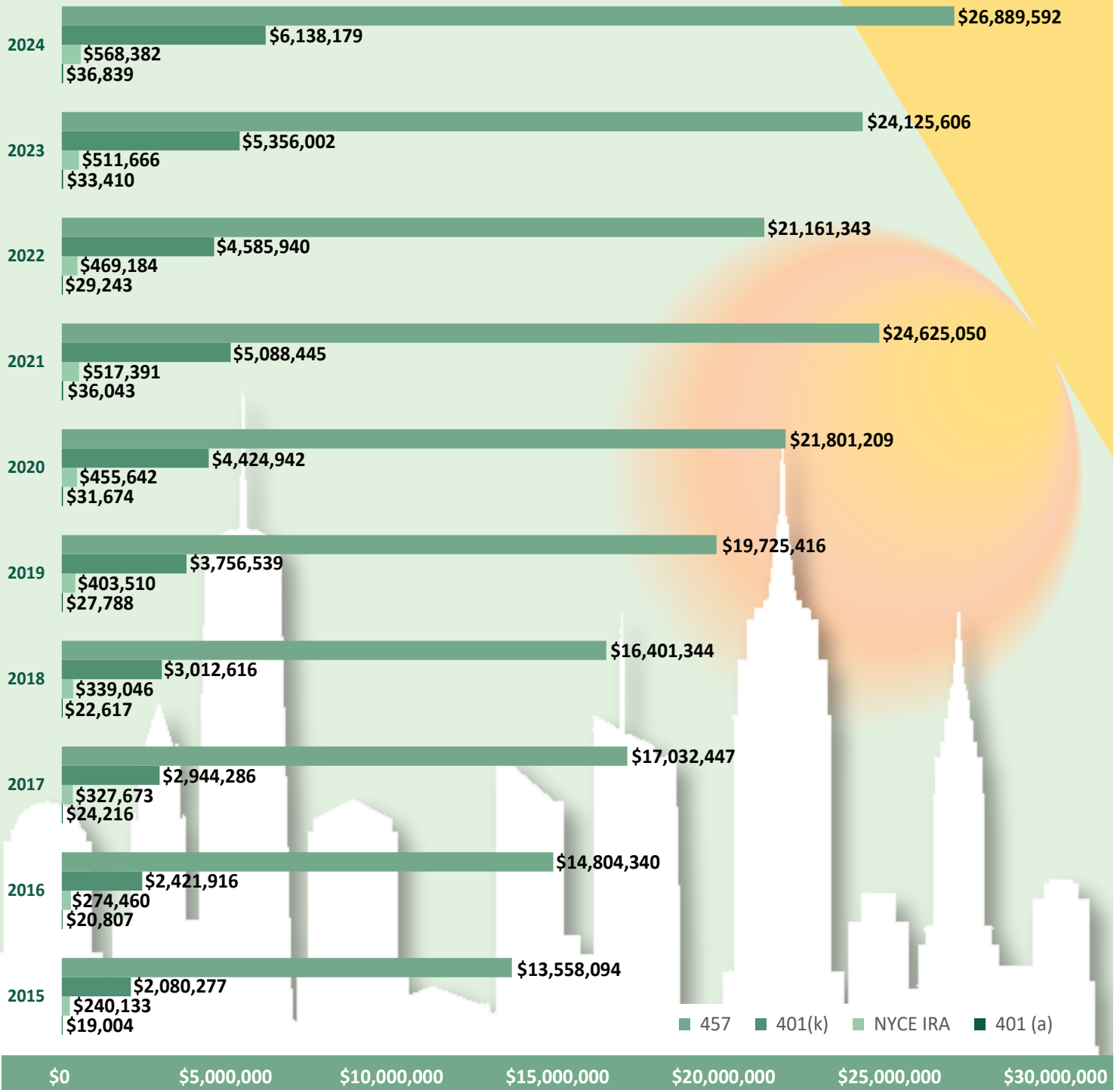
The 457 and 401(k) Plans are defined contribution plans of The City of New York (the “City”) and Related Agencies and Instrumentalities. The NYCE IRA is a deemed IRA under section 408(q) of the Code. The 401(a) Plan is a defined contribution plan that is qualified under section 401(a) of the Code and is a governmental plan under section 414(d) of the Code.

The financial trend information below illustrates how the Plan’s financial position has changed over the past ten years.

## Plan Net Position 2015 to 2024 (in thousands)

In 2024, the thirty-ninth year of the 457 Plan, the twenty-third year of the 401(k) Plan, the nineteenth year of the NYCE IRA, and the eighteenth year of the 401(a) Plan, the Deferred Compensation Plan’s combined Plan Net Position exceeded \$33.6 billion. The combined Plans Net Position at December 31, 2024 increased by \$3.6 billion from December 31, 2023.

## Plan Net Position 2015 to 2024 (in thousands)



**Additions to Assets by Type  
(in thousands) from 2015 to 2024**

Year Ended	Contributions (A)	Stable Value Income	Net Gains (losses) on Variable Investments	Total
<b>457 Plan</b>				
2015	\$ 621,074	\$ 91,950	\$ (79,627)	\$ 633,397
2016	\$ 629,214	\$ 97,074	\$ 1,053,710	\$ 1,779,998
2017	\$ 695,841	\$ 100,145	\$ 2,017,938	\$ 2,813,924
2018	\$ 709,574	\$ 113,504	\$ (814,243)	\$ 8,835
2019	\$ 736,760	\$ 134,749	\$ 3,162,084	\$ 4,033,593
2020	\$ 763,890	\$ 140,735	\$ 2,605,136	\$ 3,509,761
2021	\$ 820,348	\$ 119,267	\$ 3,047,151	\$ 3,986,766
2022	\$ 860,601	\$ 114,756	\$ (3,355,901)	\$ (2,380,544)
2023	\$ 959,999	\$ 155,076	\$ 3,130,978	\$ 4,246,053
<b>2024</b>	<b>\$ 993,638</b>	<b>\$ 187,261</b>	<b>\$ 3,118,124</b>	<b>\$ 4,299,023</b>
<b>401(k) Plan</b>				
2015	\$ 226,691	\$ 13,888	\$ (13,133)	\$ 227,446
2016	\$ 255,744	\$ 16,056	\$ 146,785	\$ 418,585
2017	\$ 283,515	\$ 17,837	\$ 311,972	\$ 613,324
2018	\$ 302,518	\$ 21,608	\$ (149,560)	\$ 174,566
2019	\$ 316,589	\$ 27,535	\$ 523,635	\$ 867,759
2020	\$ 353,909	\$ 30,261	\$ 490,889	\$ 875,059
2021	\$ 321,388	\$ 25,800	\$ 533,966	\$ 881,154
2022	\$ 333,632	\$ 25,507	\$ (654,815)	\$ (295,676)
2023	\$ 371,929	\$ 35,724	\$ 621,365	\$ 1,029,018
<b>2024</b>	<b>\$ 408,074</b>	<b>\$ 44,348</b>	<b>\$ 634,920</b>	<b>\$ 1,087,342</b>
<b>NYCE IRA</b>				
2015	\$ 31,005	\$ 2,361	\$ (1,113)	\$ 32,253
2016	\$ 33,984	\$ 2,617	\$ 12,350	\$ 48,951
2017	\$ 39,860	\$ 2,858	\$ 27,141	\$ 69,859
2018	\$ 36,698	\$ 3,402	\$ (12,777)	\$ 27,323
2019	\$ 37,415	\$ 4,247	\$ 46,248	\$ 87,910
2020	\$ 29,521	\$ 4,546	\$ 40,296	\$ 74,363
2021	\$ 38,003	\$ 3,714	\$ 47,886	\$ 89,603
2022	\$ 34,235	\$ 3,589	\$ (55,831)	\$ (18,007)
2023	\$ 28,339	\$ 4,847	\$ 52,501	\$ 85,687
<b>2024</b>	<b>\$ 40,651</b>	<b>\$ 5,697</b>	<b>\$ 54,470</b>	<b>\$ 100,818</b>
<b>401(a) Plan</b>				
2015	\$ 24	\$ 45	\$ (138)	\$ (69)
2016	\$ 23	\$ 47	\$ 2,040	\$ 2,110
2017	\$ 23	\$ 48	\$ 3,676	\$ 3,747
2018	\$ 23	\$ 56	\$ (1,378)	\$ (1,299)
2019	\$ 23	\$ 66	\$ 5,657	\$ 5,746
2020	\$ 23	\$ 73	\$ 4,667	\$ 4,763
2021	\$ 22	\$ 67	\$ 5,716	\$ 5,805
2022	\$ 23	\$ 59	\$ (5,937)	\$ (5,855)
2023	\$ 22	\$ 81	\$ 5,464	\$ 5,567
<b>2024</b>	<b>\$ -</b>	<b>\$ 95</b>	<b>\$ 5,247</b>	<b>\$ 5,342</b>

(A) Contributions include deferrals from participants and rollovers, less custodial fees.

**Deductions from Assets by Type  
(in thousands) from 2015 to 2024**

Year Ended	Distributions	Administrative Expenses	Total
<b>457 Plan</b>			
2015	\$ 512,324	\$ 12,374	\$ 524,698
2016	\$ 521,331	\$ 12,421	\$ 533,752
2017	\$ 573,108	\$ 12,709	\$ 585,817
2018	\$ 625,702	\$ 14,236	\$ 639,938
2019	\$ 694,220	\$ 15,301	\$ 709,521
2020	\$ 1,417,966	\$ 16,002	\$ 1,433,968
2021	\$ 1,146,903	\$ 16,022	\$ 1,162,925
2022	\$ 1,066,446	\$ 16,717	\$ 1,083,163
2023	\$ 1,264,701	\$ 17,089	\$ 1,281,790
<b>2024</b>	<b>\$ 1,516,894</b>	<b>\$ 18,143</b>	<b>\$ 1,535,037</b>
<b>401(k) Plan</b>			
2015	\$ 63,961	\$ 1,607	\$ 65,568
2016	\$ 74,958	\$ 1,988	\$ 76,946
2017	\$ 89,181	\$ 1,773	\$ 90,954
2018	\$ 104,001	\$ 2,235	\$ 106,236
2019	\$ 121,529	\$ 2,307	\$ 123,836
2020	\$ 203,586	\$ 3,070	\$ 206,656
2021	\$ 215,019	\$ 2,632	\$ 217,651
2022	\$ 203,631	\$ 3,198	\$ 206,829
2023	\$ 255,828	\$ 3,128	\$ 258,956
<b>2024</b>	<b>\$ 301,612</b>	<b>\$ 3,553</b>	<b>\$ 305,165</b>
<b>NYCE IRA</b>			
2015	\$ 11,068	\$ 149	\$ 11,217
2016	\$ 14,439	\$ 185	\$ 14,624
2017	\$ 16,483	\$ 163	\$ 16,646
2018	\$ 15,741	\$ 209	\$ 15,950
2019	\$ 23,232	\$ 214	\$ 23,446
2020	\$ 21,928	\$ 303	\$ 22,231
2021	\$ 27,666	\$ 188	\$ 27,854
2022	\$ 29,951	\$ 249	\$ 30,200
2023	\$ 42,960	\$ 245	\$ 43,205
<b>2024</b>	<b>\$ 43,874</b>	<b>\$ 228</b>	<b>\$ 44,102</b>
<b>401(a) Plan</b>			
2015	\$ 271	\$ 2	\$ 273
2016	\$ 304	\$ 3	\$ 307
2017	\$ 331	\$ 7	\$ 338
2018	\$ 296	\$ 4	\$ 300
2019	\$ 568	\$ 7	\$ 575
2020	\$ 870	\$ 7	\$ 877
2021	\$ 1,426	\$ 10	\$ 1,436
2022	\$ 937	\$ 8	\$ 945
2023	\$ 1,390	\$ 10	\$ 1,400
<b>2024</b>	<b>\$ 1,905</b>	<b>\$ 8</b>	<b>\$ 1,913</b>

Changes in Plan Net Position (in thousands) from 2015 to 2024				
Year Ended	457 Plan Totals	401(k) Plan Totals	NYCE IRA Totals	401(a) Plan Totals
2015	\$ 108,699	\$ 161,878	\$ 21,036	\$ (342)
2016	\$ 1,246,246	\$ 341,639	\$ 34,327	\$ 1,803
2017	\$ 2,228,107	\$ 522,370	\$ 53,213	\$ 3,409
2018	\$ (631,103)	\$ 68,330	\$ 11,373	\$ (1,599)
2019	\$ 3,324,072	\$ 743,923	\$ 64,464	\$ 5,171
2020	\$ 2,075,793	\$ 668,403	\$ 52,132	\$ 3,886
2021	\$ 2,823,841	\$ 663,503	\$ 61,749	\$ 4,369
2022	\$ (3,463,707)	\$ (502,505)	\$ (48,207)	\$ (6,800)
2023	\$ 2,964,263	\$ 770,062	\$ 42,482	\$ 4,167
2024	2,763,986	782,177	56,716	3,429

### Demographic Information

The employers participating in the Plans include The City of New York, the Department of Education, NYC Health + Hospitals, the community colleges of the City University of New York (the 401(k) Plan only), the New York City Housing Authority, the New York City School Construction Authority and the New York City Municipal Water Finance Authority.

The participant information below includes active employees and employees who have severed employment with the City.

Employee Participation and Deferral Trends					
Year Ended	Number of Participants (A)	Average Annual Deferral Per Participant (in thousands) (A)	Total Annual Deferrals (in thousands)	Plan Net Position (in thousands)	
457 Plan					
2015	129,349	\$ 9	\$ 622,019	\$	13,558,094
2016	134,877	\$ 9	\$ 630,183	\$	14,804,340
2017	141,179	\$ 7	\$ 697,028	\$	17,032,447
2018	146,660	\$ 7	\$ 710,703	\$	16,401,344
2019	150,675	\$ 7	\$ 737,934	\$	19,725,416
2020	150,658	\$ 8	\$ 765,250	\$	21,801,209
2021	158,299	\$ 8	\$ 821,680	\$	24,625,050
2022	160,238	\$ 8	\$ 861,672	\$	21,161,343
2023	161,998	\$ 8	\$ 961,514	\$	24,125,606
2024	164,286	\$ 8	\$ 995,104	\$	26,889,592
401(k) Plan					
2015	41,786	\$ 9	\$ 226,803	\$	2,080,277
2016	45,749	\$ 9	\$ 255,873	\$	2,421,916
2017	50,080	\$ 6	\$ 283,719	\$	2,944,286
2018	54,288	\$ 6	\$ 302,721	\$	3,012,616
2019	58,103	\$ 6	\$ 316,746	\$	3,756,539
2020	58,884	\$ 6	\$ 354,136	\$	4,424,942
2021	66,433	\$ 6	\$ 321,660	\$	5,088,445
2022	69,721	\$ 6	\$ 333,886	\$	4,585,940
2023	73,183	\$ 6	\$ 372,201	\$	5,356,002
2024	76,242	\$ 6	\$ 408,368	\$	6,138,179
NYCE IRA					
2015	4,009	\$ N/A	\$ 31,018	\$	240,133
2016	4,291	\$ N/A	\$ 33,999	\$	274,460
2017	4,558	\$ N/A	\$ 39,883	\$	327,673
2018	4,883	\$ N/A	\$ 36,721	\$	339,046
2019	5,116	\$ N/A	\$ 37,433	\$	403,510
2020	4,564	\$ N/A	\$ 29,545	\$	455,642
2021	5,660	\$ N/A	\$ 38,031	\$	517,391
2022	5,712	\$ N/A	\$ 34,261	\$	469,184
2023	5,810	\$ N/A	\$ 28,366	\$	511,666
2024	5,885	\$ N/A	\$ 40,679	\$	568,382
401(a) Plan					
2015	3,134	\$ N/A	\$ 24	\$	19,004
2016	3,097	\$ N/A	\$ 23	\$	20,807
2017	3,060	\$ N/A	\$ 23	\$	24,216
2018	3,028	\$ N/A	\$ 23	\$	22,617
2019	3,011	\$ N/A	\$ 23	\$	27,788
2020	2,940	\$ N/A	\$ 23	\$	31,674
2021	3,001	\$ N/A	\$ 22	\$	36,043
2022	2,980	\$ N/A	\$ 23	\$	29,243
2023	2,973	\$ N/A	\$ 22	\$	33,410
2024	2,865	\$ N/A	\$ -	\$	36,839
(A) Information provided by the Plans' recordkeeper.					

(A) Information provided by the Plans' recordkeeper.

# Summary of Administrative Revenues and Expenses from 2015 to 2024 (in thousands)\*

Year	Plan	Revenues (1)	E X P E N S E S	Salaries	Communication Expenses	Advisory and Auditing Fees	Rent & Reimbursement to the City for Overhead	Administrative Support	Recordkeeping/ Loan Fees (2)	Custodian Fees	Total Expenses
2015	457	\$13,713		\$1,029	1,636	695	599	2,666	5,749	945	\$13,319
	401(k)	\$1,728		\$156	248	104	76	332	691	112	\$1,719
	NYCE IRA	\$137		\$18	28	12	10	31	50	13	\$162
	401(a)	\$4		-	-	-	-	-	2	-	\$2
2016	457	\$14,071		\$924	1,902	631	586	2,777	5,601	969	\$13,390
	401(k)	\$1,893		\$150	264	88	85	393	1,008	129	\$2,117
	NYCE IRA	\$150		\$17	30	10	10	34	84	15	\$200
	401(a)	\$4		-	-	-	-	-	3	-	\$3
2017	457	\$15,364		\$970	1,874	406	586	2,769	6,104	1,187	\$13,896
	401(k)	\$2,184		\$156	319	64	87	395	752	204	\$1,977
	NYCE IRA	\$175		\$18	36	6	12	38	53	23	\$186
	401(a)	\$4		-	-	-	-	-	7	-	\$7
2018	457	\$16,778		\$990	2,263	675	595	3,240	6,473	1,129	\$15,365
	401(k)	\$2,544		\$178	428	119	99	562	849	203	\$2,438
	NYCE IRA	\$210		\$20	48	13	12	55	61	23	\$232
	401(a)	\$5		-	-	-	-	-	4	-	\$4
2019	457	\$17,300		\$1,031	2,221	599	537	4,182	6,731	1,174	\$16,475
	401(k)	\$2,688		\$192	413	87	96	709	810	157	\$2,464
	NYCE IRA	\$190		\$21	47	9	12	71	54	18	\$232
	401(a)	\$5		-	-	-	-	-	7	-	\$7
2020	457	\$20,538		\$1,057	3,287	535	623	4,102	6,398	1,360	\$17,362
	401(k)	\$3,236		\$214	565	98	125	773	1,295	227	\$3,297
	NYCE IRA	\$243		\$22	59	13	13	75	121	24	\$327
	401(a)	\$7		-	-	-	-	-	7	-	\$7
2021	457	\$18,487		\$1,121	2,614	491	632	3,965	7,199	1,332	\$17,354
	401(k)	\$3,189		\$231	517	96	130	967	691	272	\$2,904
	NYCE IRA	\$261		\$24	45	11	13	80	15	28	\$216
	401(a)	\$8		-	-	-	-	-	10	-	\$10
2022	457	\$18,771		\$1,288	3,078	487	701	4,301	6,862	1,071	\$17,788
	401(k)	\$3,338		\$277	620	137	181	963	1,020	254	\$3,452
	NYCE IRA	\$271		\$28	49	15	21	98	38	26	\$275
	401(a)	\$7		-	-	-	-	-	8	-	\$8
2023	457	\$22,993		\$1,520	\$3,252	\$459	\$697	\$4,377	\$6,784	\$1,515	\$18,604
	401(k)	4,162		206	631	84	175	926	1,106	272	3,400
	NYCE IRA	328		20	58	9	20	84	54	27	272
	401(a)	9		-	-	-	-	-	10	-	10
2024	457	\$21,533		1,653	3,414	536	816	4,769	6,955	1,466	19,609
	401(k)	4,265		369	643	118	182	955	1,286	294	3,847
	NYCE IRA	333		35	43	12	26	61	51	28	256
	401(a)	7		-	-	-	-	-	8	-	8





1. Revenues include:

- the annual administrative fees collected from participants;
- interest earned on assets held in the Plans' custodial account;
- amounts deducted from the net asset values; and
- loan origination and maintenance fees charged to participants who requested a loan during the year and have an outstanding balance.

2. Administrative fees:

\$50.00 from 1/1/08 - 12/31/08;

\$57.50 from 1/1/09 - 12/31/09;

\$80.00 from 1/1/10 - 12/31/10;

\$60.00 from 1/1/11 - 12/31/19;

\$80.00 from 1/1/20 - 12/31/20;

\$60.00 from 1/1/21 - 12/31/22;

\$80.00 from 1/1/23 - 12/31/23; and

\$60.00 from 1/1/24 – 12/31/24

\* The Summary of Administrative Revenues and Expenses is presented on the accrual basis of accounting.

Eric Adams, Mayor  
The City of New York

~

Renee Campion, Commissioner  
Office of Labor Relations



The City of New York Deferred Compensation Plan/NYCE IRA  
A Division of Tax-Favored Benefits & Citywide Programs within  
the Mayor's Office of Labor Relations' Employee Benefits Program  
22 Cortlandt Street, 28th Floor, New York, NY 10007  
(212) 306-7760, (888) DCP-3113, (888) IRA-NYCE  
[nyc.gov/deferredcomp](http://nyc.gov/deferredcomp), [nyc.gov/nyceira](http://nyc.gov/nyceira)