WELCOME TO THE Teacher Retirement System of Texas!

Check in, Security badges, and I-9 forms should be administered now

A Warm Welcome from the Executive Council

APIERT OF LLARNING

TRS Culture and You

APIRIT OF LEARNING

all free a town,

Our Work is at the heart of the Mission

TRS Vision:

Earning your trust every day.

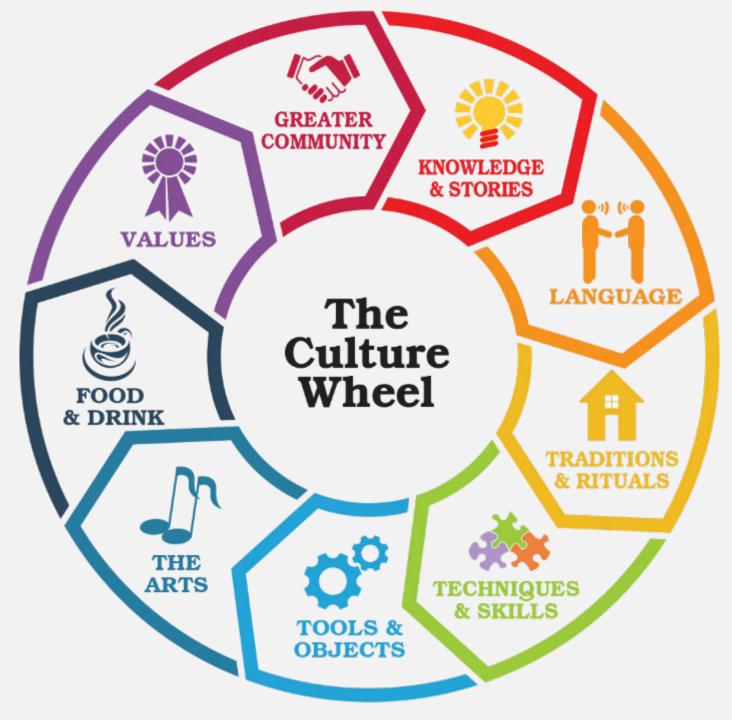
TRS Mission:

Improving the retirement security of our members by prudently investing and managing the Trust assets and delivering benefits that make a positive difference in their lives.



Workforce Culture: the way of life of a group of people; the customs, <u>values</u>, morals, attitudes and goals shared by group of people.

Inclusive



Organizational Culture: the way of operating an organization grounded in commitments, exemplified in actions and evident in how business is conducted.

We All Belong

What is Organizational Culture?



Grounded in commitment to shared purpose, values, mindsets and behaviors



Exemplified and amplified by the words and deeds of leaders



What makes us US



Actuated in an architecture of organizational practices and processes

Evident in our rituals, stories, and lore and our aspiration and practice day-to-day



www.bluebeyondconsulting.com

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TRS Culture grounded in values

"Our values represent a mutual understanding about responsibilities, expectations and communication in the way we treat each other and those we serve."

Earning your trust every day.

Member Focus We exist to serve our members.

Ethics We act with integrity in everything we do.

Respect

We build and maintain trusting relationships by working collaboratively, embracing our differences, and treating each other with kindness.

Excellence

We are accountable for our performance, striving to exceed expectations and deliver superior service.



Innovation

We explore and embrace new ideas to create efficiencies and optimize business outcomes.



TRS Culture evident in behavior

"Our values represent a mutual understanding about responsibilities, expectations and communication in the way we treat each other and those we serve."

Earning your trust every day.

TRS VALUES BEHAVIOR STATEMENTS

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Member Focus

- I work to earn the trust of our members.
- I understand my role is to serve and exceed member expectations.
- I make decisions and pursue our strategic vision, mission, and goals with members' best interests in mind.

· I listen and respond empathetically to members' needs.

Ethics



- lact in the best interest of our members.
- I abide by TRS rules, procedures, and policies.
- I act with integrity and uphold ethical standards.
- I take full responsibility for following guidelines and meeting expectations.
- * I encourage and challenge others to maintain high ethical standards.

Respect

- . I understand we are one team with one mission to serve our members.
- I work collaboratively in support of our mission.
- * I appreciate that our differences enable us to more effectively serve our members.
- I understand and embrace how each person's uniqueness enriches TRS' culture.
- I strive to build trust and treat others as they would like to be treated.
- I respect and encourage others' ideas and contributions.
- lact with kindness and empathy.
- * I appreciate the value of all departments and their contributions to our strategic goals.

· I listen for points of agreement with others and build from there.

Excellence

- I strive to exceed expectations and goals.
- * I seek opportunities for personal and professional growth.
- I recognize my actions impact member trust in TRS.
- I follow through and keep my commitments.
- I own my actions and their outcomes.
- I contribute to my team's success.
-

Innovation

- I welcome and support new solutions to improve productivity and create value for our members.
- I strive to be agile and creative when facing changes and challenges.
- I consider best practices, emerging industry advancements, and available resources to inform my decision-making.
- I offer suggestions to streamline processes.
- I stay curious and open-minded.



10

If TRS was an animal, it would be a.....

Multicultural Workforce Multicultural Membership



11





Doing Your BEST Work

EVP:

- 1. Human-centered
- 2. Holistic
- 3. Service oriented
- 4. Achievement

12

1. Sign up for and participate in various training offered at TRS.



Learn. Connect. Grow.

Welcome

Please use this portal to check out offerings for learning and development. You can complete training, browse for courses, check your transcript, and view your profile.



ຊ ≡

My Training

No Training Available

My Approvals

15 1

View transcript (0 approved training selection(s)) (Registered for 0 training selection(s))

My Action Items

No Pending Actions

ROI ROSA

TIPS:

2. Access and peruse the OCE site available through TRS SharePoint.

Outreach, Culture, and Engagement at TRS

The Outreach, Culture, and Engagement (OCE) team focuses on the impact that these three areas have on employees and the organization to help TRS keep a pulse on what is happening at the employee level.

Employees are where the work begins, gets done, and generates outcomes. OCE's work supports the sustainment of a workplace environment conducive to employees doing their best work on behalf of the TRS members and gaining professional satisfaction from it. This includes efforts for leveraging employee strengths, expanding outreach for the talent pipeline and the HUB program, enhancing organizational culture, and increasing employee engagement.

For more insight into our strategic plan, click here.

OCE Consultation Services

Gain insight from our expertise. From quick documentation reviews to more involved collaborations in process establishment.





мау	EP: Social Hour	
14	Wed, May 14, 5:00 PM	
JUN	OCE Council Meeting: Q2 CY25	
5	Thu, Jun 5, 2:00 PM	
лик	EP: Social Hour	
11	Wed, Jun 11, 5:00 PM	
лим	BEN: Juneteenth Social Hour (T	
18	Wed, Jun 18, 5:00 PM	
JUL	EP: Social Hour	
9	Wed, Jul 9, 5:00 PM	
AUG	EP: Social Hour	
13	Wed, Aug 13, 5:00 PM	

Upcoming Events



April quick poll question:

With which TRS related social event(s) are you comfortable?

March quick poll results:

What currently motivates you the most at work?



Terminology

Autism:

Autism can be diagnosed at any age. It is said to be a "developmental disorder" because symptoms generally appear in the first two years of life. Autism is known as a

See all

17

TIPS:

3. Be curious about your new colleagues and get to know as many of them as you can.



Maximizing Your Work through Best Practices

Making the most of your workday is a priority. TRS wants to help you maximize time by sharing ways to do so. The *Let's MEET* initiative provides tools you can use right now. TRS launched the campaign in January as part of its ongoing effort to integrate efficiency daily. The yearlong initiative, brought forth by Deputy Director Caasi Lamb, promotes meeting best practices – techniques you can employ to improve all you do. *Let's MEET* kicked off with "5 to Thrive" followed up by "Decision Tree – To Meet or not to Meet."

Each month a best-practice topic is highlighted, and resources are shared on the <u>Let's MEET page</u> on the intranet. There you'll find all the topics and videos explaining what you can implement. Let's MEET has launched but YOU can help it land.



Meaghan Bludau To Meet or Not to Meet

Let's MEET can only enhance the exemplar TRS has built its reputation. Our topics an to be beneficial. I encourage you to follow incorporating the information and best prawork. Our evolution as a retirement system the best possible service to those we serve and inspires everyone who work

- Deputy Director Caas



6

Benefit Counselor

Katheryne Grahn is a Benefit Counselor who understands the importance of meeting member needs. She knows putting members first means ensuring new hires learn best practices after beginning their TRS

educating them on all their op and confident in their decision I was helping a member with I and grateful for the time and p everything. He kept apologizin S I reassured him over and over

Congratulations to everyone!



Left to right: Richard Vasquez, Monica Bernal, Maverick Martinez

The Health Division's celebration of the TRS-Care Dental and Vision plans was a testament to the incredible dedication and efficiency



Left to right: Joe Wiggs and Glenn Louviere

TRS successfully completed its iPhone upgrade process. More than 300 older iPhones were transitioned to the new iPhone 15. This upgrade



TOP

WORK

PLACES

2024

USA

Salman Chaudhry, Business Analyst Associate

Enterprise Program Management (EPM) Welcomes Salman Chaudhry. Salman joined TRS as the Business Analyst Associate on the Research

APRIL 2025 • TRS NEWSLETTER



Events & Initiatives, Careers, Employee Interests, Fun Facts, and More!



19

TIPS:

4. Attend Day 2 of NEO.





About Us

APIRIT OF LEARNIN



TRS Mission



Improving the retirement security of our members by prudently investing and managing Trust assets and delivering benefits that make a positive difference in their lives.



Core Programs



Support Services

Information Technology	Finance	Organizational Excellence	Legal & Compliance
Strategy	Internal Audit	Administrative Services	Contract Services
Governmental Relations		Communications	

TRS Strategic Plan 2023 - 2027

GOAL 1 Sustain a financially sound pension system.

GOAL 2 Continuously improve our benefit delivery.

GOAL 3 Facilitate access to competitive, reliable health care benefits for our members.

GOAL 4 Ensure that people, processes, und the delivery of services to members. Ensure that people, processes, and technology align to achieve



Our History

Established in 1937

by Texas legislation and governed by a Board, Executive Director and Executive Management staff.





TRS Member Demographics

۰

Over 2 million members



Active members average 44.7 years old with 10.2 years of service

44

YEARS



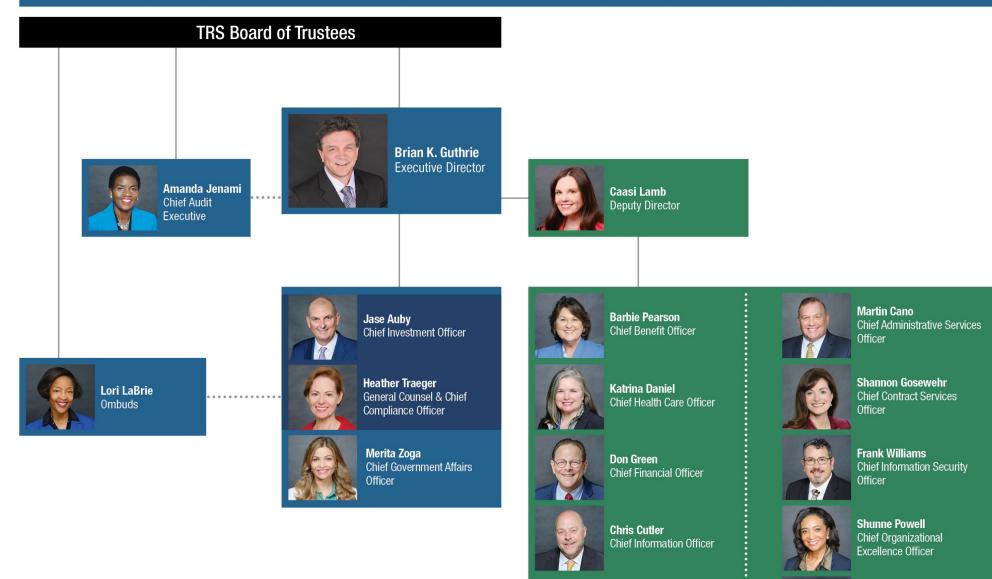


Average salary of retirees in FY24 was \$50,049

Average age for all retirees is 72.7 years



Teacher Retirement System of Texas 2025 Executive Council

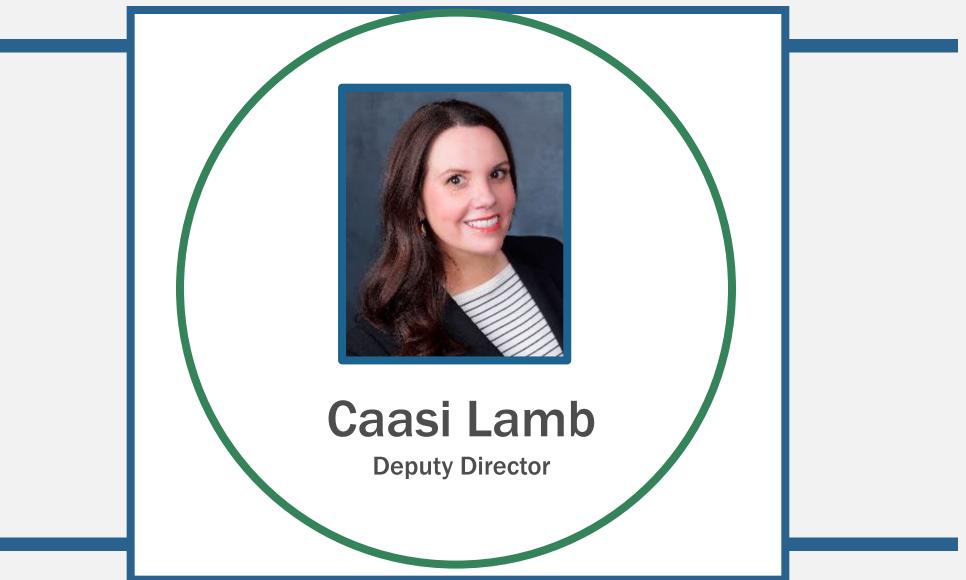


Beth Hallmark Chief Communications Officer











Core Programs









Investment Management: Jase Auby



Health: Katrina Daniels



Benefit Services: Barbie Pearson







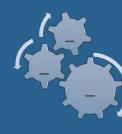




Finance: Don Green

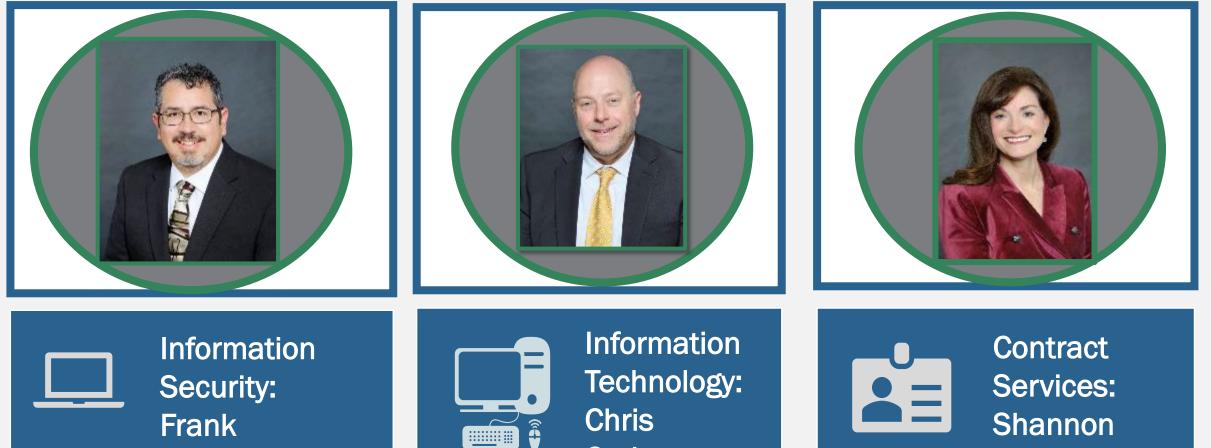


Organizational Excellence: Shunne Powell



Administrative Services: Martin Cano





Williams

Chris Cutler

Gosewehr











Outreach, Culture and Engagement: Kellie Sauls











Legal and Compliance: Heather Traeger



Internal Audit: Amanda Jenami



Governmental Relations: Merita Zoga – ABOUT US –

TRS Workforce Profile







Average tenure with TRS is 6 years

Employees are located in one of six divisions and may be located in the Red River, Mueller, El Paso or London offices.



Break 15 minutes

APERIT OF LEARNING







General Information:

- CAPPS is the system used to enter timesheets and process payroll.
- Timesheets drive payroll!
- Employees can access earning statements, W-2 forms and can also update personal information such as address, emergency contacts etc.





Centralized Accounting and Payroll/Personnel System

Confidential Treatment of Information Acknowledgement (CTIA):

- Users complete the CTIA before accessing any Comptroller systems or databases, including CAPPS.
- All agency personnel must formally acknowledge that they will comply with the security policies and procedures of the agency.
- Look for an email from the Payroll Team which will contain a Payroll New Hire Onboarding Details document. This document will contain a link for CTIA.
- Complete the acknowledgement and forward the confirmation email that you will receive to: "DL Comptroller Security Access."





Centralized Accounting and Payroll/Personnel System

Initial Login:

- After your CTIA completion confirmation is received, your CAPPS login credentials (User ID and Texas Digital Identity Solution- TDIS enrollment link), will be delivered via two emails.
- You must register in TDIS **within 72 hours** after receiving the email or your enrollment link will expire.
- Immediate action required: Once you login successfully, you are required to enter your Direct deposit banking information and your W-4 information into CAPPS.

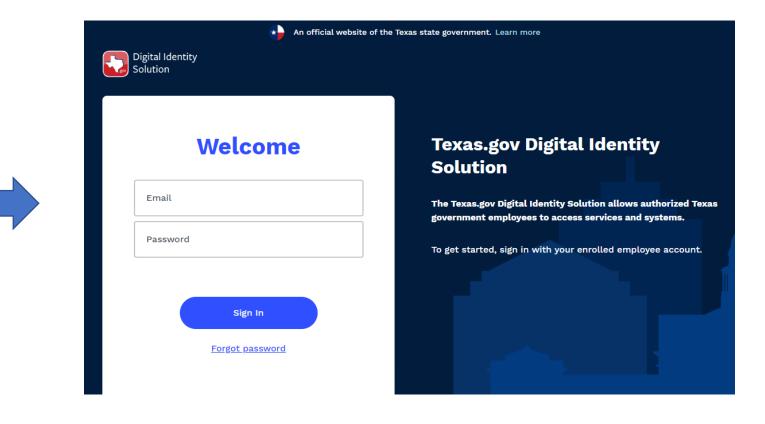


Texas Digital Identity Solution (TDIS) Enrollment

Please set a secure password.

Passwords must be at least eight characters.

Enter password	۲
Confirm password	۲
Back	Next





Texas Digital Identity Solution (TDIS) Login





Non-Production

Work Ema	il	
Password		
	Sign In	
	Forgot Password	
Employees us	ing shared computers	are advised

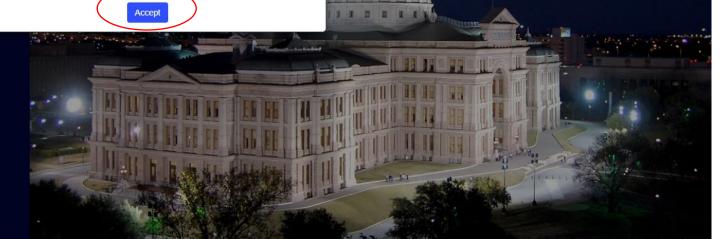
Employees using shared computers are advised to click Logout and then exit the browser after completing their session

An official website of the Texas state government.

Texas Comptroller of Public Accounts Acceptable Use Policy

Unauthorized access to this computer system or unauthorized use of any confidential or federal tax information may constitute a violation of federal law and give rise to civil and criminal liability and penalties. This system is subject to monitoring and stored data may be accessed and recorded. Anyone using this system consents to monitoring and should have no expectation of privacy. Evidence of criminal liability will be provided to law enforcement agencies.

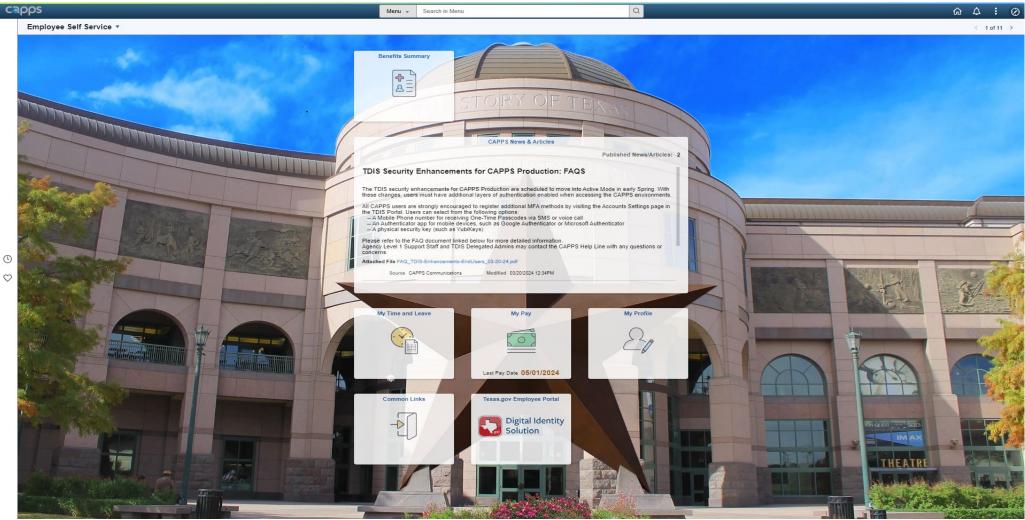
This website is intended for use by State of Texas employees and others expressly authorized by State of Texas. Attempting to access this website without authorization may violate criminal laws and subject you to fines and imprisonment. Offenders will be prosecuted.



Glenn, Hegar, Texas Comptroller | Home | Contact Us Texas.gov | Texas Records and Information Locator (TRAIL) | State Link Policy | Texas Homeland Security | Texas Veterans Portal Privacy and Security Policy | Accessibility Policy | Link Policy | Public Information Act | Compact with Texans



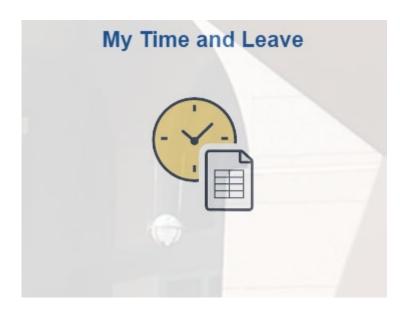
CAPPS Employee Self Service Dashboard

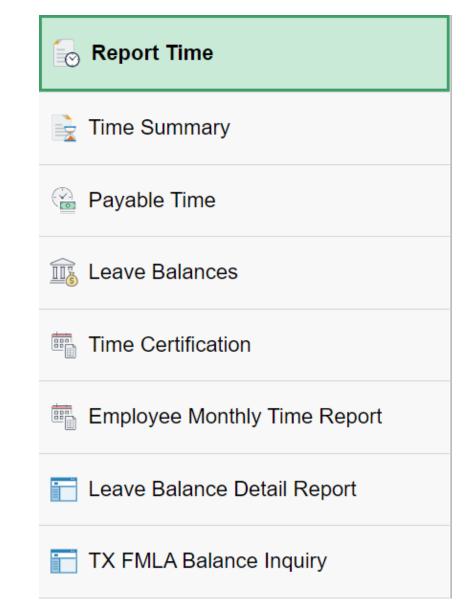




CAPPS Employee Self Service (ESS):

Centralized Accounting and Payroll/Personnel System







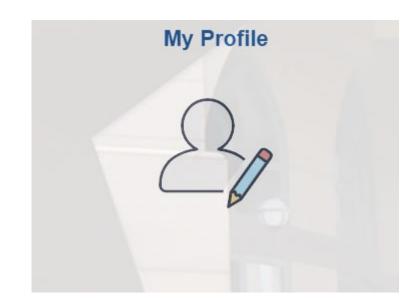
Capps Employee Self Service (ESS):

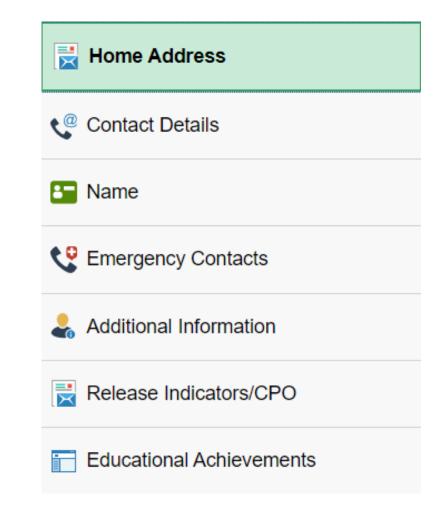


💐 Paychecks
W-4 Tax Information
W-2/W-2c Consent
m View Form 1095-C
m Form 1095-C Consent
W2 View W-2/W-2c Forms
Soluntary Deductions
View/Edit Direct Deposit
View Compensation History
Charity Deductions



CAPPS Employee Self Service (ESS):







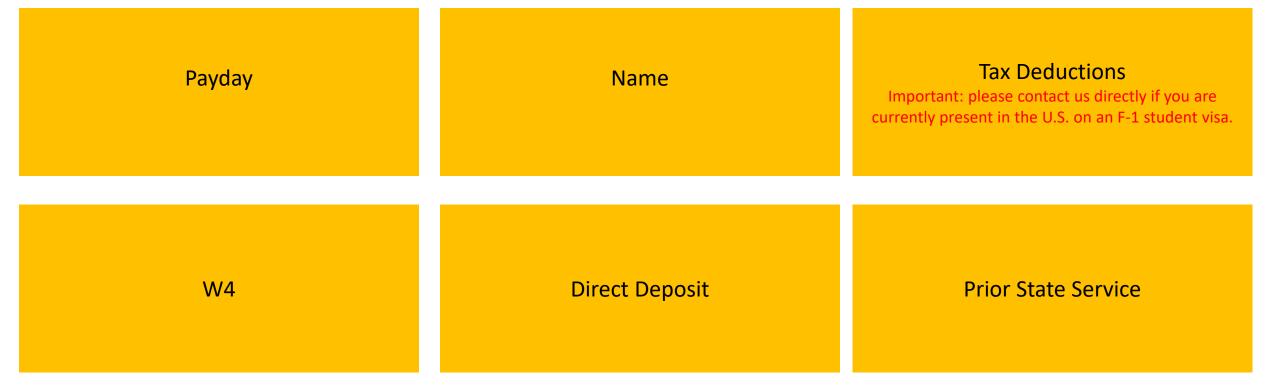
CAPPS Employee Self Service (ESS):

Centralized Accounting and Payroll/Personnel System











Leave Accounting



Employee Payroll & Time Administration











Green, Wesley



Arias Cordero, Juan



Bond-Allen, Kita

Metoyer, Marcey

Faz, Veronica







Ramos, Amy

Caballero, Arlene

DL Payroll Team: PayrollTeam@trs.texas.gov



Payroll Support Request System

Warrant Pick Up: Cashier's Window- E434

Contact Us



Benefits and Leave

ABSENCTION SUPPLY

Benefit and Leave Team





Kendra Alvi



Tori Penland Benefit and Leave Coordinator Benefit and Leave Coordinator Sr. Benefit and Leave Coordinator



Laura Velasquez Team Lead



Michelle Walker

Director of Benefits and Leave



What can we help you with?

FMLA

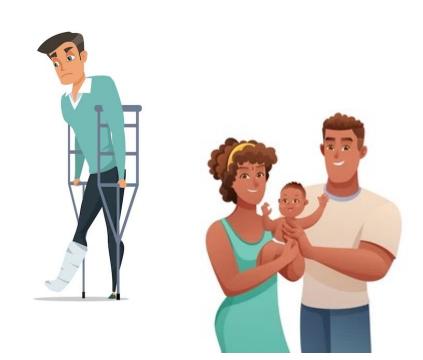
- Serious medical condition
- Must meet eligibility requirements
- Provides job protection and continuation of health insurance coverage

Parental Leave

• Unpaid job protected leave for birth, care, adoption or foster care placement of a child.

Special Leave

 Statutory Parental Leave, Jury Service, Bereavement, Military, Veteran's Medical, Sick Leave Pool, Extended Sick Leave, Family Leave Pool, Employee to Employee Donations.









Workplace Accommodations

- Individual with a qualified disability or an employee who has a temporary or minor physical or mental impairment
- Provides reasonable accommodations for employee to perform the essential functions of the job

Medical Documentation

- Do not provide any medical documentation to your department
- Send all medical documentation to the Benefit and Leave Coordinator



Resources

Employee Assistance Program

- Alliance Work Partners
- All services are confidential

Services

- Counseling
- SafeRide
- Legal and
- Financial services

WorkplaceAccommodations@trs.texas.gov



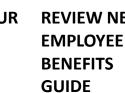


Housekeeping Items





ERS.TEXAS.GOV





REVIEW TRS BENEFITS HANDBOOK (RETIREMENT)





When do I Enroll?

Optional add-on benefits

 Enroll within 31 days of hire – optional coverage begins the first of the following month

Health Coverage

 Enroll within 60 days of hire – health coverage begins on the first of the month, following your 60th day of employment.

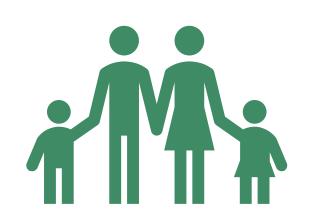
Enrollment opens on your 2nd day of employment.



Dependents: Who can enroll?

· Spouse

• Eligible Dependents*



Page 5-6

Dependent Eligible Coverage

- Medical
- Dental
- Vision
- Voluntary AD&D
- Dependent Term Life Insurance

*All dependents must be certified through Alight Solutions



Understanding Your Health Plan Options

I

BlueCross BlueShield of Texas

Plan Options

HealthSelect		consumer directed HealthSelect
Point-of-Service Plan (POS)	Out-of-State Plan	High-deductible plan with Health Savings Account (HSA)





HealthSelect

of Texas and Out-of-State

Key Plan Features

- Primary Care Physician (PCP) Required*
- Specialist Physician Referrals Required*
- No deductible
- Copays and Coinsurance
- In-network Preventive Services Covered at 100%

*Out-of-state coverage does not require selection of a PCP or specialist referrals





Consumer Directed HealthSelect

High-Deductible Health Plan

• No PCP

| |≡]

- No Specialist Referrals
- Upfront Deductible
- Coinsurance after
 deductible
- In-network preventive services covered at 100%

Page 10-13

2

Health Savings Account - HSA

- Contribute money pre-tax
- Pay for qualified medical & RX expenses tax free
- Earn interest on the account tax free
- TRS monthly contribution



Health Plan Comparison

Benefit	HealthSelect of Texas and Out-of-State		Consumer Directed HealthSelect	
Feature	In-Network	Out-of-Network	In-Network	Out-of-Network
РСР	\$25	40%	20%	40%
Specialty Physicians	\$40	40%	20%	40%
Diagnostic x-rays and lab tests	20%	40%	20%	40%
Routine Preventive Care*	No Charge	40%	No Charge	40%

*Under the Affordable Care Act, certain preventive and women's health services are paid at 100% (at no cost to the participant) dependent upon physician billing and diagnosis.





Prescription Drug Coverage

Benefit Feature	HealthSelect of Texas and Out-of-State	Consumer Directed HealthSelect
Deductible	\$50 for each covered individual	Expenses applied to medical deductible
Copay/Coinsurance	Tiered copays	20% coinsurance after deductible
Mail Order	Yes	Yes
Extended Day Supply	Yes	Yes
Out-of-Network Benefits	Yes	Yes

www.HealthSelectRx.com





Health Insurance Opt-Out Credit

- Up to \$60 credit full-time employees (\$30 part-time employees)
- Health coverage equal to or better than that offered (excluding Medicare & other state health coverage)

Opting-out waives:

- Medical Insurance
- Prescription Drug Coverage
- \$5,000 Basic Term Life

Insurance





Certify and Verify

ERS Child Certification*

• Certify each child when you enroll them in any coverage in ERS Online

Alight Solutions Dependent Verification

 Must verify that each dependent enrolled in health coverage is eligible by providing documentation to Alight Solutions

*Certifying dependents in ERS does not meet standard for verification through Alight Solutions.





Dental Insurance

Benefit Feature	DeltaCare® USA DHMO	$\frac{DENTAL}{PPO} \overset{\text{State of Texas}}{PPO}$
Primary Care Dentist (PCD)	Yes*	No
Deductible	No	Yes
Copay/ Coinsurance	Yes	Yes
Maximum Calendar Year Benefit	Unlimited	\$2,000 40% after maximum met



- Lower out-of-pocket at in-network provider
- Add eligible dependents
- Orthodontic coverage child & adult



*Services must be provided and coordinated through an in-network PCD.



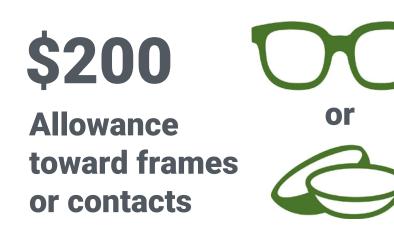


Lower cost for routine eye exam





Providers available in all 50 states



Save money using in-network providers





You must enroll before enrolling eligible dependents





Life Insurance

Optional Term Life Insurance

- Dependent Term Life Insurance
- Voluntary AD&D







Optional Term Life Insurance



Who can enroll?

You only

Premium

Based on coverage selection

Coverage options

Elections 1, 2, 3, or 4

Double indemnity

Yes

Evidence of Insurability

No – 1 & 2 – initial enrollment



Dependent Term Life Insurance



Who can enroll?

Dependent only

Premium

\$1.45 per month

Coverage options

\$5,000

Double indemnity

Yes

Evidence of Insurability

No – during initial enrollment



Voluntary AD&D



Who can enroll?

You only or you plus family

Premium

Based on coverage selection

Coverage options

\$10,000 up to \$200,000

Double indemnity

No

Evidence of Insurability

No





Disability Insurance

Short-term Disability

- Up to 66% of salary
- \cdot Up to 5 months
- \cdot 14 day waiting period

Long-term Disability

- \cdot Up to 60% of salary
- 12 months up to Social Security retirement age
- \cdot 180 day waiting period



Enroll in one or both.

- Must use all available sick leave before eligible for pay out
- Pre-existing conditions subject to certain exclusions









Flexible Spending Accounts - FSA

- Health Care
- Limited-Purpose
- Dependent Care

Where to start....

- **Determine** the type of FSA you need and your annual expenses.
- **Divide** expenses by the number of paychecks you receive in a plan year.
- · Enroll and set aside the amount pretax in a spending account for eligible expenses.





Health Care FSA

TEXFLEX

Who can participate?

Employee and tax dependents

Eligible Expenses

Medical, Dental, Vision, and Prescription Drugs

Pledge Amounts

\$180 up to \$3,200

Debit Card

Yes

Carryover

Up to \$640





Limited-Purpose FSA

TEXFLEX



HealthSelect

Who can participate?

Employee and tax dependents

Eligible Expenses

Dental and Vision only

Pledge Amounts

\$180 up to \$3,200

Debit Card

Yes

Carryover

Up to \$640



Dependent Care FSA

TEXFLEX





Who can participate?

Dependents only

Eligible Expenses

Dependent care expenses

Pledge Amounts

\$180 up to \$5,000

Debit Card No

Carryover

None; 2.5-month grace period



TRS Defined Retirement Benefit Plan

- 8.25% mandatory pre-tax monthly contribution
- Earn service credit toward retirement eligibility
- Lifetime annuity
- No loan options



Contact:

Alejandro Martinez

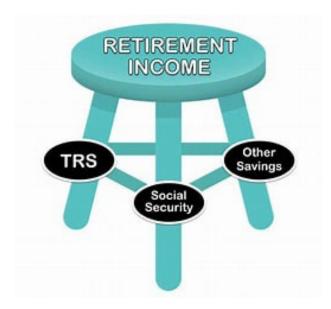
www.trs.texas.gov



TEXA\$AVER

TEXA**\$AVER**™ **EMPOWER** RETIREMENT

- 401(k) or 457 Program
- Pre-tax contribution
- Automatically enrolled at 1%
- Transfer funds



401(k) / 457 Program





Discount Purchase Program





Ready to Save?

- Shop online for discounted prices
- No membership fee
- · Just shop and save!





Resources

Employees Retirement System (ERS):

- · Call Center: (877) 275-4377
- ERS Website: <u>www.ers.Texas.gov</u>

Employee Benefits:

TRSEmployee.Benefits@trs.texas.gov





- 12:15 to 1pm Optional Q&A Benefits - 1:10 pm Orientation Session Begins

Ice Breaker Activity

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Ethics and Compliance

ABSTRACTION, FORM VII

Ethics & Compliance Team











Compliance Officer



Data Governance and Ethics Compliance Officer

Email: <u>TRSCompliance@trs.texas.gov</u> Site: https://trstexas.sharepoint.com/sites/legalhub/SitePages/Ethics-and-Compliance.aspx

Day-to-Day Compliance Obligations

Agenda

- Gifts and Entertainment: Permissive Benefits
- Gifts and Entertainment Reporting
- Outside Business Activities
- Confidential information
- Material Non-Public Information (MNPI)
- Personal Trading
- Insider Trading
- Protected Health Information (PHI)
- Protecting all Confidential Information
- Fraud, Waste & Abuse
- Reporting Options

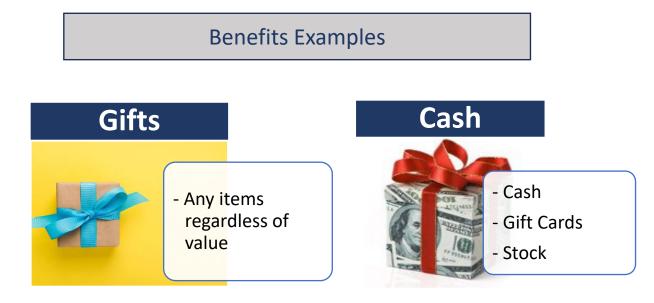


Day-to-Day Compliance Obligations: Gifts/Entertainment

An employee **shall not** solicit, accept, or agree to accept from any donor a benefit that:

- Is a consideration for the employee's decision, opinion, recommendation, vote or other exercise of discretion.
- Is a consideration for a violation of a duty imposed by the law.
- Might reasonably tend to influence the employee in the discharge of their duties.
- Is not identified or the employee knows or has reason to know the benefit is offered through an intermediary.
- Creates a foreseeable conflict of interest.

An employee may accept certain benefits under \$50 if they are infrequent, unsolicited and meet certain requirements.





Day-to-Day Compliance Obligations: Gifts/Entertainment

An employee may accept certain benefits **under \$50** from a Restricted Donor if they are infrequent, unsolicited and meet certain requirements.

Restricted Donor:

- Persons or entities with which TRS does business;
- Persons or entities seeking to do business with TRS or with whom TRS is considering doing business;
- Non-publicly traded entities in which TRS invests or is considering investing;
- Publicly traded entities in which TRS invests or is considering investing, but only if the Employee knows that the publicly traded entity is interested in or likely to become interested in a TRS contract, purchase, payment, claim or transaction;
- Persons or entities seeking official action from TRS; or
- Any other person or entity who gives the Benefit because of the Employee's official position with TRS.



Day-to-Day Compliance Obligations: Gifts/Entertainment Ethics Reporting Log (ERL)



Day-to-Day Compliance Obligations: Outside Business Activities (OBA)

- Outside Business Activities are:
 - business or employment activities, whether compensated or not, including self-employment;
 - \circ volunteer activities where the employee owes fiduciary duties.
- Prior approval is required.











Confidential information is that information that is identified as such by federal or state law, TRS policies and procedures, as well as information typically excepted from public disclosure through specified statutory carve outs or through decisions by the Open Records division of the Texas Office of the Attorney General. Access to this information should be very limited; it should be limited to a "need to know" based on your role at TRS.

Employees are required to:

- Only request and be given authorized access to Confidential information only when access is necessary to perform their assigned duties to conduct TRS business. ("Need to know" basis)
- Protect Confidential information from unauthorized disclosure and not disclose or provide access to Confidential information except as permitted by law, regulation, or rule, or TRS policies and procedures.
- Only disclose the minimum amount of Confidential information necessary to accomplish the purpose of the disclosure.

Two examples of information Confidential by law we are going to look at:

- MNPI
- PHI

Day-to-Day Compliance Obligations: MNPI

Definition

MNPI is information that is both:

- Not yet publicly known about a company
- Likely of being considered important to an investor when making an investment decision regarding a security of the company.



Your Role at TRS

•Treat all MNPI on a need-to-know basis and keep highly confidential.

•If you have MNPI about a security, you:

- may NOT participate in investment decisions regarding the security on behalf of TRS or conduct a Personal Securities Transaction regarding the security, and
- must provide a Conflict-of-Interest form if you have a personal interest in a security related to the MNPI.

Employees are required to **contact Investment Compliance** <u>IMDCompliance@trs.texas.gov</u> as soon as you come into possession of MNPI.

Day-to-Day Compliance Obligations: TRS Personal Trading Policy

- TRS takes an active role in preventing front running and insider trading by individuals who have access to, or knowledge of, potential TRS trades or material non-public information.
- The Trading Policy applies to ALL TRS employees and certain Non-TRS Workers.
- The TRS Trading Policy outlines the requirements for personal trading and can be found on the Investment Compliance intranet site at:

https://trsnet/Pages/legal_compliance.aspx



Day-to-Day Compliance Obligations: Insider Trading

Insider Trading:

- is buying or selling a security in breach of a legal or fiduciary duty while in possession of MNPI about the security
- pertains to trades conducted on behalf of TRS as well as TRS employees' personal trades
- is a very serious crime that can result in severe civil and criminal repercussions for both the employee and TRS, such as sanctions and jail time



Employees with knowledge of insider trading must promptly report the violation to the Chief Compliance Officer, Executive Director or by contacting the TRS hotline

Day-to-Day Compliance Obligations: Personal Trading and Brokers



Consult with Investment Compliance or your attorney if you think you have MNPI before you conduct a securities transaction. **Covered Persons** are (1) Key Employees, (2) Investment Management Division Employees, (3) Legal & Compliance Employees who work primarily on TRS investments; (4) Non-TRS Workers assigned to the Investment Management Division or to Legal & Compliance to work primarily on TRS investments or investment compliance; and (5) Employees designated as a Covered Person by their department head or the Chief Compliance Officer.

Personal Trading

- TRS uses software to monitor and review personal trading activity of Covered Persons.
- Covered Persons must submit initial certification within 30 days of start.

Approved Brokers:

- Charles Schwab
- Goldman Sachs
- Raymond James
- Merrill Lynch
- RBC Wealth

Fidelity Vanguard Interactive Brokers Wealthfront

Day-to-Day Compliance Obligations: Protected Health Information

The Health Insurance Portability and Accountability Act of 1996 (HIPAA) sets forth requirements for Covered Entities (such as TRS) to protect individual health information (Protected Health Information) from being disclosed without the individual's consent.

Protected Health Information (PHI)= Individually identifiable Information (e.g. name, address, SSN, DOB, etc.) + health information.

- Health information examples: member health plan enrollment information, member health enrollment card, member claims data.
- All TRS employees are responsible for ensuring the protection of all member PHI.
- All requests for uses and disclosures of PHI must be approved by the TRS Privacy Officer: Privacyofficer@trs.Texas.gov



Health Data Privacy



Day-to-Day Compliance Obligations: Maintaining/Guarding Confidential Information

If you encounter PHI, MNPI, or other Confidential information, regardless of whether it is part of your job, you have the responsibility to protect it.

If you have questions, or a concern, contact the TRS Privacy Officer: PrivacyOfficer@TRS.Texas.gov





Employees are the key. If you are away from your desk, your computer, your file cabinets (whether working at a TRS office or remotely **including your home**,) lock them.

Never put Confidential information in your trash or recycle bin. It must be placed in a secure shred bin. These bins are in every office and can be recognized by the lock on the bin.

A clean desk is a happy desk. Keep your workspace clear of all Confidential information whenever you are away from your workstation.

Fraud

Use of one's employment or business relationship with TRS either for the improper or unauthorized:

- Personal third-party enrichment or advantage
- Detriment to TRS, through the deliberate misuse or misapplication of TRS processes, resources, or assets.

Waste

May be the result of unintentional actions, thoughtlessness, or carelessness



Abuse

Π

Is the intentional excessive or the intentional improper use of TRS resources to the detriment or potential detriment of TRS.

Like **Waste**, a single act of abuse may not be to the detriment of TRS, but an accumulation of such acts can be.



Day-to-Day Compliance Obligations: Work Ethics / TRS Fraud Ethics Hotline



Employees can make a verbal or written report to any of the following:

- Senior Leadership Team
- Manager
- Compliance
- Fraud and Ethics Hotline
 - <u>http://trstexas.ethicspoint.com</u>
 - o 1-866-897-5071
 - Gives the option to remain anonymous
- Texas State Auditor's Office
 - o <u>https://sao.fraud.texas.gov/</u>





Security and Safety

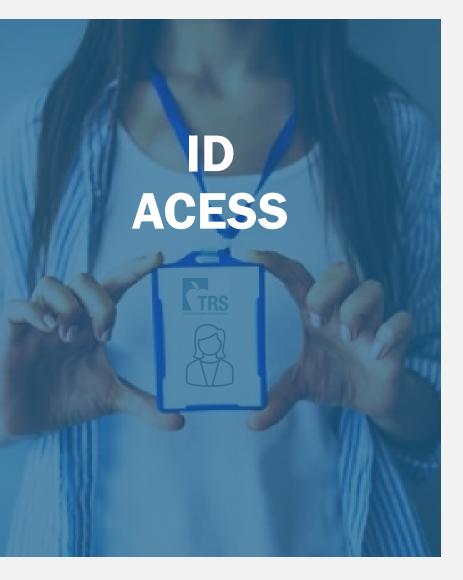
Who we are and what we do.

Security & Facilities Management works to provide a clean, comfortable and safe environment for all TRS personnel and visitors.

Hours: 24 hours a day, 7 days a week

- * Apply Security and Safety Policies
- * Monitor TRS Facility Activities including building alarms & security cameras
- * Respond to Emergencies for Safety and Medical events
- * Provide Operational Support





- TRS Security Department is responsible for issuing identification badges and building security access
- TRS ID badges are required to be visible in plain sight at all times while on TRS property or while conducting business offsite on behalf of TRS.
- The TRS ID is YOUR responsibility and access is assigned to YOU as authorized. Improper use of access will result in management notification.

*Please note:

- Each employee **must** use their own ID to gain access to TRS.
- Please **do not tailgate** behind another individual to get onsite.
- On the anniversary date, contact security so we can reactive your ID permissions as they expire annually.

Alpha Parking

TRS does not own the Simond Avenue (Alpha) Garage

Parking garage entrance on Simond Avenue



Parking garage entrance on Robert Browning Street



1 entrance and 2 exits – Access by rear License Plate Reader

Note Address - 1601 Robert Browning, Austin, Tx 78723

Alpha Designated Nesting Stations

Access to nesting stations are read by a rear License Plate reader



235 TRS Exclusive parking spaces on lower levels B1-B2 **550 TRS Shared parking spaces on upper levels G2-G6.**

Only 1 vehicle may pass with each gate lift

Security and Safety -

Bravo Parking

TRS owns the Bravo Garage



Parking Entrance & Exit on Robert Browning Street

Only 1 vehicle may pass with each gate lift

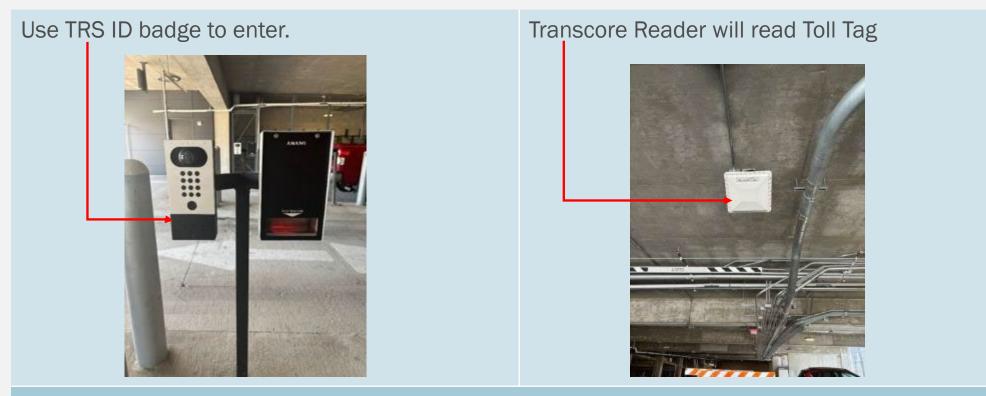
No Smoking/No Idling

Emergencies – Use Stairwell Exits

Bravo Garage Address - 1517 Robert Browning, Austin, Tx 78723

Bravo Parking Access

Access by Toll Tag Reader or TRS ID



Issues - Please press the call button on the access panel above the badge reader and Security Control will assist you.

Security and Safety

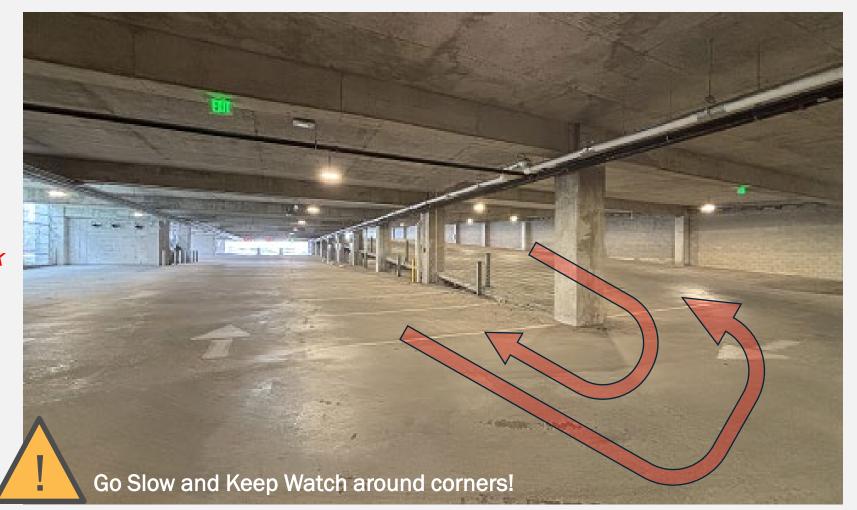
Bravo Designated Parking

Member & Visitor Parking G1 and Ramp leading to G2

Employee Parking G2 thru G6.

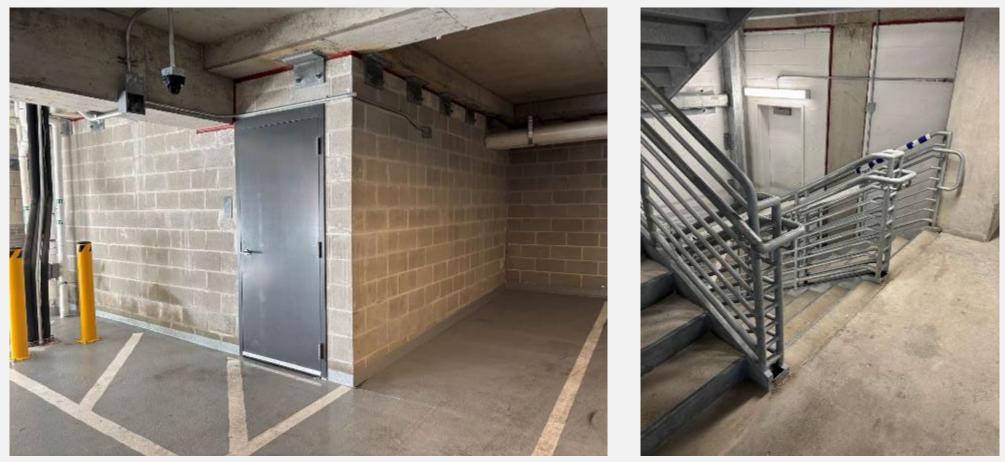
*Employees should never park on G1 or Ramp as that is reserved for Members & Visitors.

Speed Limit = 5mph



Security and Safety

Bravo Garage Access to Building



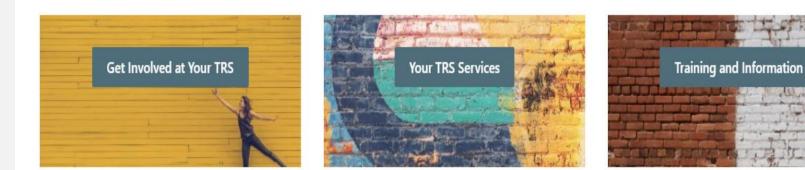
*Convenient Door Access – G3 down into Building Level 2 *This is not part of the evacuation egress from the building

Register for Parking

Service Highlights Section

or

See your New **Employee Tool** Kit.

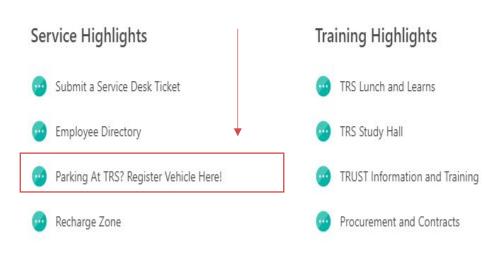


Get Involved Highlights

- Diversity and Inclusion
- Go Green Committee
- Safety Committee
- Veteran Services

General Secc

Wellness Committee



alline

Register for a parking pass (Continued)

TEACHER RETIREMENT SYSTEM OF	S	Vehicle Parking & Garage Access Registration					
Employee Information	:						
*Employee Name:	Guzman, Derrick	*Email:	Derrick.Guzman@trs.texas.gov				
*Department:	4280 - EX-SAFETY AND SECURITY	*Account Type:	State Employee				
*Access Type:	Select an item	\sim					
If any Employee Inform	atio Alpha Garage Access	rection.					
	Bravo Garage Access 3 (Opt-Out TRS Parking	Options	Submit				

Register for a parking (Bravo)

Enter your vehicle Information and click submit.

Employee	e Informatio	n:										
*Employe	ee Name:	Guzmar	Guzman, Derrick			*Email:	Derrick.Guzman@tr	Derrick.Guzman@trs.texas.gov				
*Departm	nent:	4280 - E	X-SAFETY AND SEC	URITY			*Account Type:	State Employee				
*Access T	(ype:	Bravo Garage Access										
lf any Emp	ployee Inform	nation is inco	orrect, please sub	mit a <u>TF</u>	S Sei	rvice Portal for co	prrection.					
Current V	/ehicle Infor	mation:										
Vehicle Info	ormation: Ple	ease Add, Up	date or Delete Vel	nicle Inf	ormat	tion and Click Sul	bmit when finished.	Maximum of 4 vehicles. Vehicle	e registration is for Red Riv	er parking only.		
+ Add	🖋 Edit	🗙 Delete	🖒 Refresh									
Selected F	Filter: Defau	lt		\sim	s	Quick Search:	All fields	~	C			
TRSID	MAKE		MODEL			YEAR	COLOR	LICENSE PLATE NO.	CLASSIFICATION	TOLL PROVIDER	TOLL TAG NO.	STATUS
TRSKBS	Ford		F-150			2017	White	PNT9794	Standard			Active
TRSKBS	Nissan		Altima Coup	e 2.55		2012	White	TTC8876	Standard			Active
TRSKBS	Nissan		Altima			2020	Black	RWT4413	Standard			Active
								Submit				

Register for Alpha parking (Simond Ave Garage – Metropolis)

Alpha Parking Garage Option:

You will receive an email from Brian Johnson or DL Alpha Parking to register your vehicle via the Metropolis Application.

You must use our link to register to avoid fees.

If you have any questions or concerns, please email <u>alphaparking@trs.Texas.gov</u>.

M metropolis									
		Vehicle Parking & Gara	ge Access	Submit Date: Form ID:	2/4/2025				
TEACHER RETIREMENT SYSTEM OF T	Dus	Registration							
Employee Information:									
*Employee Name:	Guzman, Derrick	*Email:	Derrick.Guzman@trs.texas.gov						
*Department:	4280 - EX-SAFETY AND SECURITY	*Account Type:	State Employee						
*Access Type:	Alpha Garage Access	\sim							
There is a new management company for the parking garage associated with the Alpha Building. You will need to complete the Metropolis registration process.									
Any vehicles not registered by <u>November 14, 2024</u> , may be subject to parking fines.									
If you need assistance with the registration process, you can utilize this step-by-step guide. If you have any questions, please contact DL Alpha Parking.									

If any Employee Information is incorrect, please submit a TRS Service Portal for correction

Safety Committee

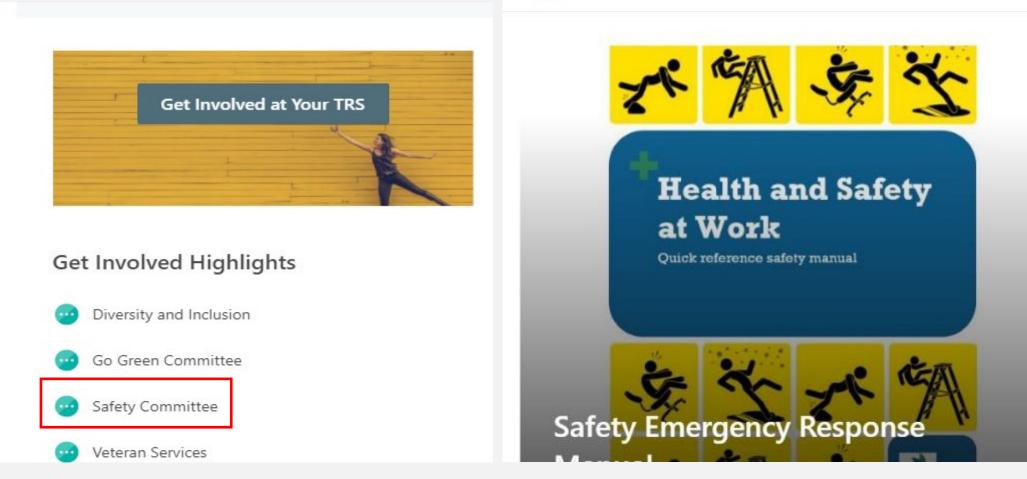


Department Safety Officers (DSOs) are located on each floor and are trained to assist in:

- Emergency situations and drills
- Spreading awareness and safety information
- Maintaining a safe and secure work
 environment

Security and Safety -

Accessing the Safety Handbook



Please refer to the Safety Handbook located on the intranet for additional information regarding safety procedures

Alpha Bravo Emergency Supply Locations

In Hallways:



2 DSO Supply Cabinet

Outside Main Restrooms:

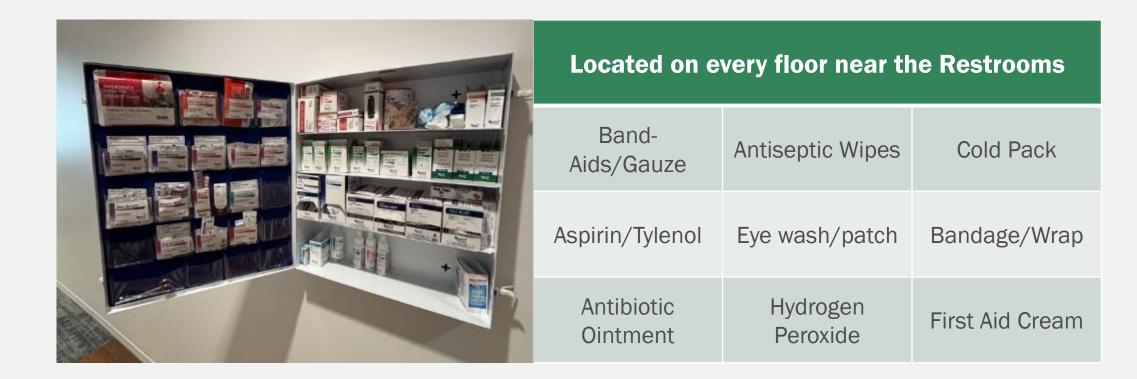






Security and Safety

First Aid Supply Cabinets



In a Medical Emergency

Security and Safety

Call EMS: 9-1-1

TRS Security receives an alert notification when 911 is dialed from TRS desktop phones. This helps ensure Security can assist the responders to the emergency area.

Stay on the line with the dispatcher

Shout out for help from co-workers near by

Assist if you are able and willing

Notify your DSO and/or supervisor once emergency personnel have arrived

For further guidance and information please visit the TRS Safety site or review the Safety Handbook.

*Please note: if you accidentally dialed 911, please stay on the line to inform the operator that it was an error.

Building Evacuations

Proceed to the Stairs

Descend on the right side of the stairwell – move swiftly but safely.

Mobility Impaired

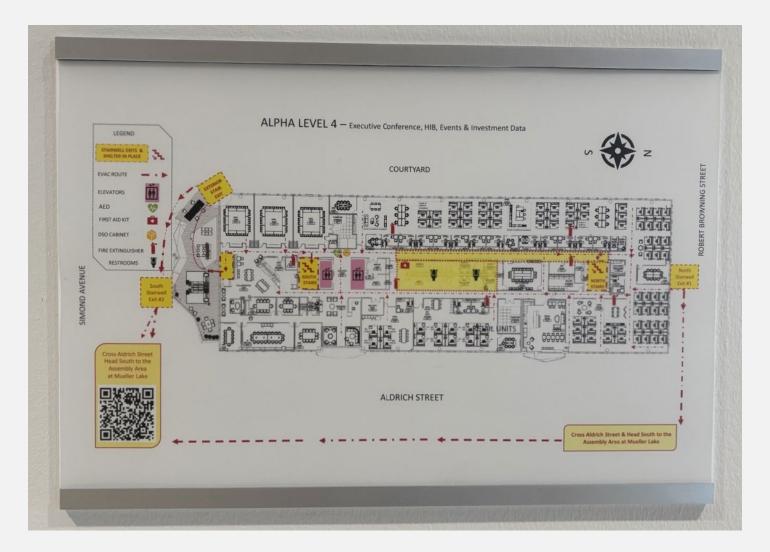
Follow the DSO guidance. Report to the stairwells, find an evacuation buddy or DSO, descend on the right side of the stairwells. Please notify Security of your status.

Get Out

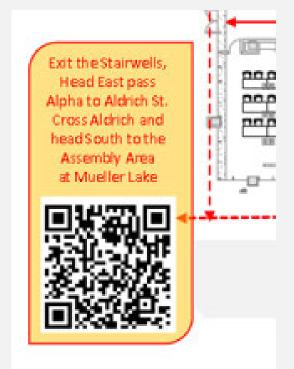
Report to your assigned assembly area to check in

Security and Safety

Evacuation Routes are located outside stairwells on every floor



QR Code – Assembly Area This an open source QR code that will help you get to the Assembly Area at Lake Mueller.



ALPHA - BRAVO Evacuation Routes & Assembly Area

Mueller Lake Amphitheater



Patterson leighborhood Park Mueller Lake Park

Bravo Garage

Alpha Garage

ALPHA

McBee

Fire pit

El Paso Evacuation Routes



Sign up today!



Mass notification system used to alert you of operational delays and any other TRS-wide emergencies that would impact staff. Your work email and TRS-issued cell phone are auto enrolled in TRS Alert. In order to receive TRS Alerts on your personal devices you must register them.

Emergency Contact Notifications

Allows TRS to contact your family or other individuals you indicate if you are involved in a personal emergency while at work.

Please be sure to sign up to get critical alerts!

Workers' Compensation

The Workers' Compensation Process

Reporting an Injury

Report injuries to your supervisor or other management immediately.

- Forms to be Completed and Returned Forms will be sent to your personal email. Must be completed and returned with 5 days of receipt.
- State Office of Risk Management (SORM)

Workers' Compensation claims are filed with and determined by the SORM.

• Designated Healthcare Network

CareWorks CompKey Plus HCN www.careworks.com 800-580-1314

Workers' Compensation Contacts

Derrick T. Guzman WC Coordinator 512-542-3506 Derrick.Guzman@trs.texas.gov Cynthia Walker Workplace Accommodations 512-542-6892 WorkPlaceAccommodations @trs.texas.gov State Office of Risk Management 512-475-1440 www.sorm.texas.gov



TEACHER RETIREMENT SYSTEM OF TEXAS







Information Security Department



Frank Williams Chief Information Security Officer (CISO)



Kristi Glasgall Deputy Chief Information Security Officer (CISO)

Operations & Infrastructure

Ensures TRS digital data is <u>defended</u> from unauthorized digital attacks, access, and damage

- Oversee the prevention of data infringement
- Monitor and respond to cyber-related threats and attacks
- Direct the analysis and assessment of infrastructure and application vulnerabilities
- Recommend solutions and best practices

Threat & Risk Management/Fraud

Ensures TRS digital and physical data is <u>safeguarded</u> from unauthorized use, disruption, and modification

- Develop and implement strategies, policies, procedures, and solutions
- Develop and administer Risk Management program
- Direct and determine enterprise-wide information security standards
- Ensure that all information systems are functional and secure

Why Information Security?



Required by Law – State, Federal

TX Penal Codes, HIPAA/HITECH, IRS, CJIS, SEC

Regulations, Compliance TAC 202, Internal/External Audit, Policies

TRS Data at Stake

Retirement, Medical, Investments



TRS is Texas' largest public retirement system 6th largest in U.S. public pension plans

Top 25 in the world

Crown Jewels

Information Security is here to protect TRS' most important assets:



pension information

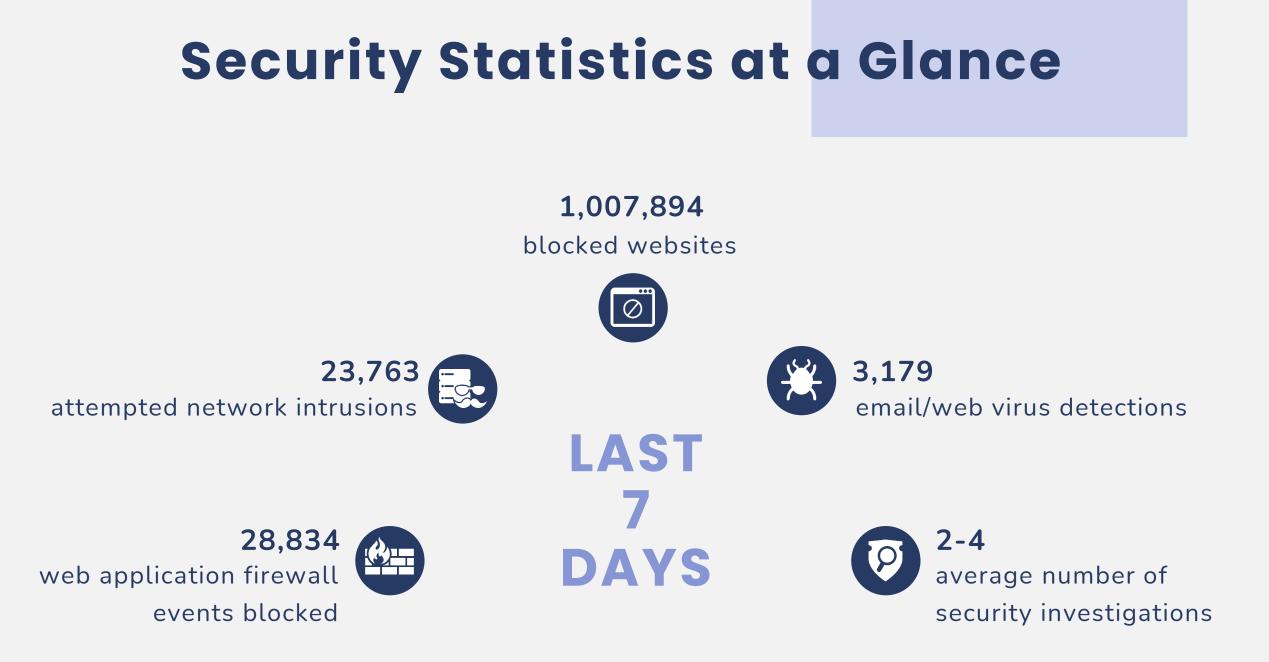


health information



proprietary code for our applications

Governance & Compliance Security Monitoring Incident Response Security **Awareness** Risk Management



Password/Passphrase Security



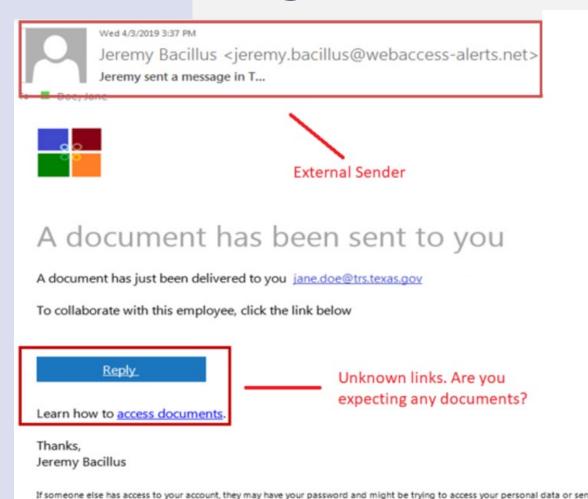
Instead of using a passWORD, try using a **passPHRASE**!

examples: Cowboys+Butter=Heaven Cowboys+Butter=Heav3n

Passwords are tested for weakness and are required to be changed **every 90 days**!

No one in IT or IS will ever ask for your password, so if that occurs, report it!

Phishing Awareness



Phishing is when bad actors send malicious emails designed to trick you into falling for a scam - and InfoSec wants you to stay vigilant against them by:

- THINKING BEFORE YOU ACT!
- **BEWARE OF URGENT CALLS TO ACTION!**
- **EXERCISING CAUTION ON EMOTIONAL APPEALS!**
- IF IT'S TOO GOOD TO BE TRUE, IT PROBABLY IS!

Have a suspicious email? Click **Report Phishing** button or

forward it to Phishing@trs.texas.gov

CAUTION: This email came from outside TRS. Do not click links/open attachments unless you know the sender and the content is safe.

Safe Social Media Habits

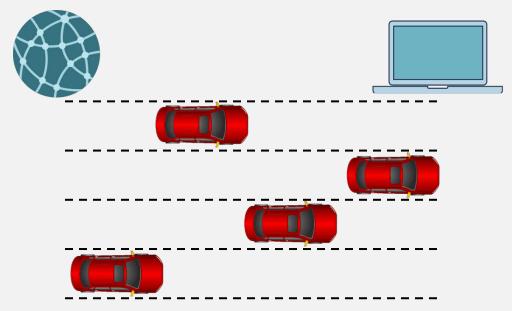
- We monitor all internet traffic on TRS networks
- Please review the **TRS Social Media Policy**
- Be mindful of what you post DO NOT POST PHOTOS OF YOUR BADGE ONLINE!
- If you see something odd or suspicious, report it to your manager and InfoSec
- While working remotely, all policies apply
- TRS blocks search engine ads because they can lead you to a malicious site



Telework

- If you need to work remotely, contact your manager and OE
- All cloud services (Slack, DropBox, GitHub, etc.) and apps must be approved by TRS before use
- Remember to connect to VPN at least once a week throughout the workday

TRS bandwidth guidelines:10 Mbps (minimum)25 Mbps (recommended)



Other Things to Be Aware Of

A CLUTTERED DESKTOP IS A CLUTTERED MIND! Remember the **CLEAN DESK POLICY!**

If you receive any suspicious emails or security alerts, DON'T CLICK! CONTACT US!

For more information, drop us a line InfoSec@trs.texas.gov

Remember to lock your computer when stepping away!

QUESTIONS?

Thank You!

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Records & Information Management

APIRIT OF LLARNING

Records Management

TRS employees are responsible for maintaining records.





Public Information Act (Gov. Code, Chapter 552)

The requirement to produce public information when requested.

State Records Management Laws (Gov. Code, Chapter 441)

State laws related to the preservation and management of state agency records.



Open Meeting Act, Gov. Code, Chapter 551)

Requires government agencies to keep official business open to the public.

What is a Record?

Information you need to do your job



Recorded information in any format

Created or received by or on behalf of a state agency



Documenting activities in the conduct of state business or use of public resources Records Retention Schedule

- How all records are managed across the agency (digital and physical)
- A listing of all records created or received by TRS with instructions on how long to keep them

		OPS5000 Project Management		
AIN	RS Title	Period	Archival	
OPS5000	Project Management	AC+6		

Records related to monitoring and managing the activities and progress of projects and internal initiatives, including business case, scope, project plans, budgets, schedules, close-out and lessons learned, and related correspondence. Includes projects related to the development of systems and software from initial stages through hand-off to production, including planning, requirements analysis, design, verification and testing, quality assurance and installation. Also includes training and guidance to manage change related to rolling out new internal initiatives or tools.

AC = Completion of project.

What you need to know



Everyone is responsible for records management



Be aware of records in your email and personal areas (G Drive, OneDrive)



Your workgroup has a file plan with what your records are and where to store them.

Store records in their correct locations.

Contact DL Records Analysts for questions

Organizational Excellence

SPIRIT 0] LLARSIN

Employee Handbook & Policies

OE ------



TRS Intranet

Excellent employee resource. Hosts links to TRS information, handbooks, manuals, policies (nepotism, tuition reimbursement, etc.), and training.

Compliance Training

Responsible for completing online compliance trainings, 6+ depending on your position.

Notification and links received via email. Cornerstone access takes effect 2-3 days from start date.

Performance Management

Annual appraisals after 6 month probation

Contact Information



Employee Information

Update your contact information in CAPPS any time there is a change.

Public Disclosures

Completed this section on Employee Data Change Request form. Information subject to Open Records Act.

TRSAlert (link on intranet)

Register to receive emergency alerts from TRS.

Provide emergency contact information.

Employee Appreciation



Business Hours and Holidays

TRS is open Monday-Friday, 8 AM to 5 PM



Work Schedule

Alternative work schedules may be approved by the Chief Officer and manager

Holiday Schedule

There are 16 state holidays. Generally, TRS employees enjoy a minimum of 12-14 holidays per year.

On state holidays, state offices remain open. You will receive comp time if you work on one of these "skeleton crew" days.

SAO and TRS Holiday schedules are available on the TRS intranet.

Overtime and Compensatory Time



Exempt vs. Non-Exempt Fair Labor Standards Act Overtime Compensatory Time

Overtime and Compensatory Time Policy is available on the intranet.

Outside Work and Remote Work

OE -----



Work outside of TRS must be reported to your supervisor

Hybrid or remote work schedules are permitted for certain positions

Advance approval from management is required before working outside of Texas

Social Media

—— OE ——



Welcome Wednesday Email

Follow Us on Social Media (Linked In, Facebook, Instagram, YouTube)

Social Media Policies

Day 2 – Orientation Preview (Manager Determines Attendance)					
*Scheduled Time	Торіс				
8:30 AM	Building Tours				
9:15 AM	9:15 AM Introduction to ERGs and Committees				
9:45 AM	Introduction to Core Lines of Business				
10:30 AM	Benefit Enrollment Consults (Optional)				
11:45 AM	Dismissed				

Questions?



ecome to the team!

"This organization has a passion for excellence, both in serving our members and doing whatever we do extremely well. Meaningful work brings a deep sense of satisfaction. Being surrounded by dedicated, talented professionals with a common purpose is another big positive of working here."

- Brian Guthrie, TRS Executive Director

Break 15 minutes

APERIT OF LEARNING

Information Technology

SPIRIT 0] LLARSIN

Headshots Employee Benefits Consults (optional)

Thank You for Attending Orientation and Welcome to TRS!

APIRIT OF LLARNESS ABSORNCTION FORD TO August a torn

Welcome to the Teacher Retirement System of Texas

New Employee Orientation – Day Two

- Welcome! Please make yourself comfortable.
- Restrooms are to the left, at the end of the hallway.
- Feel free to get to know each other as we wait for the **Building Tour to begin at 8:30am**.

TRS Culture and You

APERIT OF LEARNING

ABSTRUCTION PROF

Our Work is at the heart of the Mission

TRS Vision:

Earning your trust every day.

TRS Mission:

Improving the retirement security of our members by prudently investing and managing the Trust assets and delivering benefits that make a positive difference in their lives.



TIPS:

4. Attend Day 2 of NEO.

TIPS:

5. Get to know the OCE Council members and talk to them about your interests.

OCE Council Charter

Motto: We all belong

Mission/Purpose

Advise Brain Trust Liaise

OCE Director TRS Leadership TRS Workforce

OCE Council Charter

Motto: We all belong

<u>Goals/Pillars</u>

Retention and Satisfaction Two-way Communication Values Aligned Culture

> TRS Workforce TRS Members

TRS Employee OCE Council – Calendar Year 2025



Guzman, Derrick EX-SAFETY AND SECURITY



Reyna, Savanna BS-CONTACT CENTER T4



Turner, Shylee NV-EMERGING MANAGERS



Seguine, Daniel FN-ANALYTICS & FINANCIAL INSIGHTS



Medina, Christina EX-TALENT ACQUISITION GROUP



McCullough, Craig NV-INVESTMENT OPERATIONS



Dinh, Anh EX-LEARNING AND DEVELOPMENT



Farmer, Alyssa NV-INVESTMENT OPERATIONS



Rye, Cui EX-INTERNAL AUDIT



Gabaldon, Catherine HB-HEALTH OPERATIONS



Sevilla, Ren BS-CONTACT CENTER T6



Castillo, Monica EX-SHARED LEGAL & COMPLIANCE



Goodwin, Cynthia FN-ACCOUNTING AND REPORTING



Traugott, Danalynn EX-INFORMATION SECURITY OFFICE



Jordan, Katasia FN-BUDGET AND FINANCIAL ANALYSIS



Shrout, Barbara IT-BUS EXP ARCH & DEMAND MGMT



Lopez, Lisa EX-IMD LEGAL & COMPLIANCE



Brodie, Chris

BS-TRAINING

Bridgeman, Kathy EX-CONTRACT MANAGEMENT OFFICE



Klekman, Jon NV-EXTERNAL PUBLIC MARKETS



Martin, Alexis **BS-CONTACT CENTER T3**



Wilson, Jakaiya BS-BP RETIREMENT T1



Richmond, Heather **BS-CONTACT CENTER T5**



EX-COMMUNICATIONS



Henderson, Sonta

Procter, Sonya BS-BENEFIT COUNSELING HQ T2



LaBrie, Lori EX-SHARED LEGAL & COMPLIANCE



TIPS:

6. Join an Employee Resource Group and/or Committee.

TRS Employee Resource Groups 2025













TRS ASIAN PROFESSIONALS





*To join an ERG, please complete the interest form on the OCE SharePoint site.

How to Get Involved

Step 1

Outreach, Culture, and Engagement at TRS

The Outreach, Culture, and Engagement (OCE) team focuses on the impact that these three areas have on employees and the TRS keep a pulse on what is happening at the employee level.

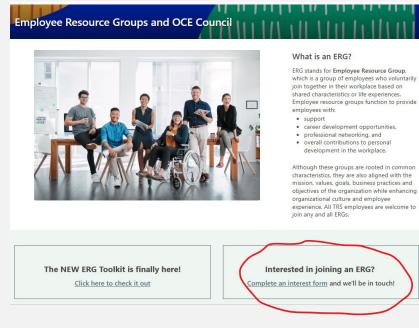
Employees are where the work begins, gets done, and generates outcomes. OCE's work supports the sustainment of a workpl conducive to employees doing their best work on behalf of the TRS members and gaining professional satisfaction from it. Th leveraging employee strengths, expanding outreach for the talent pipeline and the HUB program, enhancing organizational ci employee engagement.

For more insight into our strategic plan, click here.



Important Links





Step 3

ERG and OCE Council Interest Form

We are so excited that you are interested in getting involved with our agency-wide initiat

Hi, Kellie. When you submit this form, the owner will see your name and email address.

* Required

1. Are you an employee or contractor? *

C Employee

O Contractor



TRS Committees







*Wellness has been incorporated into the work our TRS Benefits team.

Questions?





Pension Services Division

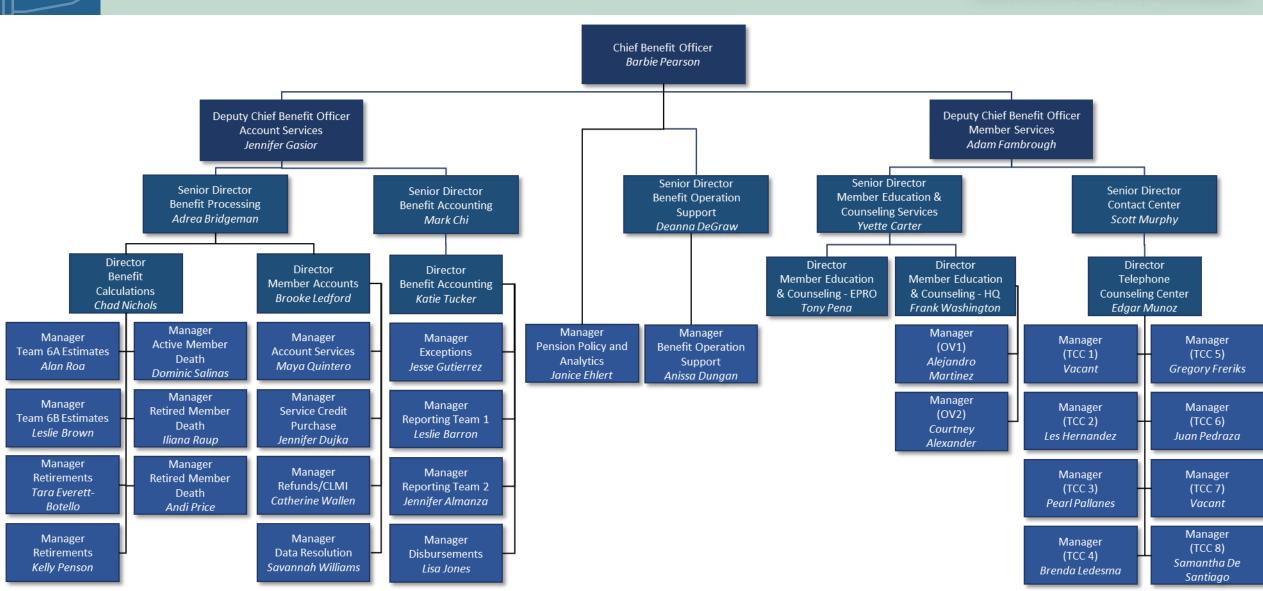


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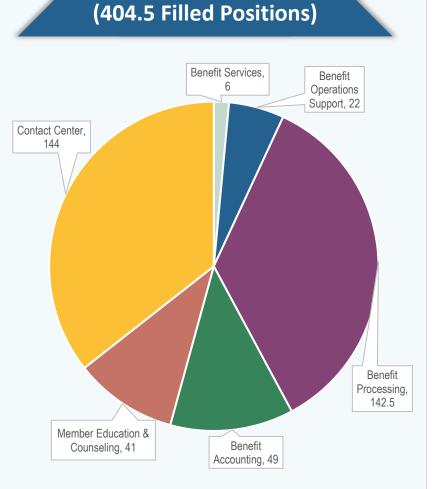
Objectives and StrategiesImprove the customer service experience for participants and reporting employers.•Increase engagement with members/participants and reporting employers regarding•Expand our services to meet members where they are.•Improve the reporting employer experience.	g TRS benefits.

Benefit Accounting	Benefit Processing	Contact Center	(HQ and EPRO)	Benefit Operation Support	Pension Policy and Analytics
 Employer Reporting Reporting Exceptions Benefit Payments Employment After Retirement 	 Estimates Retirements Death Claims Refunds Service Credit Purchase Account Services Data Resolution 	Incoming CallsCallbacksSecure Email	 Office Visits (in- person, virtual, field) Walk-ins Benefit Presentations Benefit fairs and conferences 	 Foundational Training Quality Assurance Workforce Management Continuous Pension Training 	 Determine actuarial impacts Run legislative reports Audit actuary Meet agency actuarial needs Manage pension/health dashboard

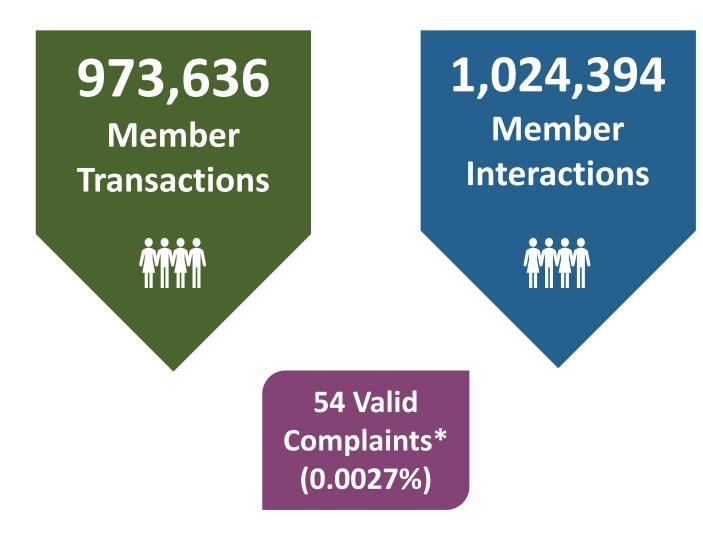
Organization



Staffing versus Transactions/Interactions



Pension Services



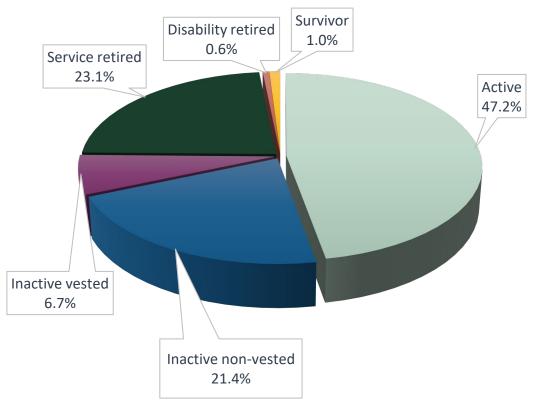


Members

TRS Membership

Member Numbers by Category				
Current Members	FY 2024			
Active Contributing	970,874			
Inactive Non-vested	439,889			
Inactive Vested	138,146			
Total Current Members	1,548,909			
Retirement Recipients	FY 2024			
Service	475,891			
Disability	12,127			
Survivor	20,683			
Total Retirement Recipients	508,701			
Total Membership	2,057,610			

As of August 31, 2024



Account Services

Account Services is responsible for the accurate and timely employer reporting and processing of benefits and payroll.





Offer support and training to reporting employers



Benefit Processing



Calculate member benefits and process applications



Annuity payroll management and data integrity



Demographic or data updates for member accounts



Monitor Employment After Retirement



Process death benefits

Benefit Accounting

Benefit Accounting is responsible for:

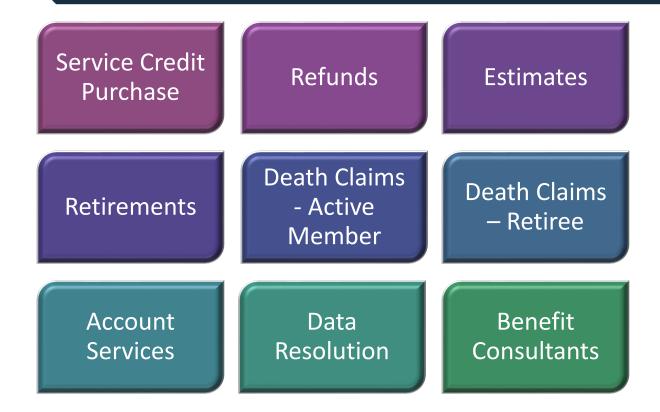
- Providing employer customer service and training to over 1,350 reporting employers
- Ensuring data integrity
- Managing the annuity payroll processes and paid out over \$13
 billion a year
- Monitoring employment after retirement reports and collections

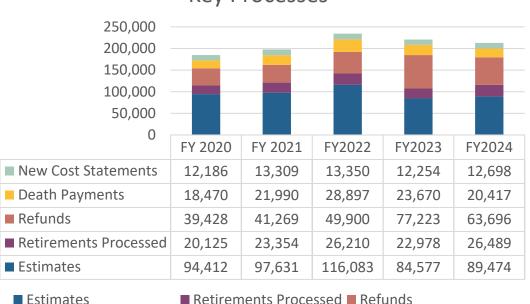




Benefit Processing

Benefit Processing is responsible for the accurate and timely calculation and processing of benefits.



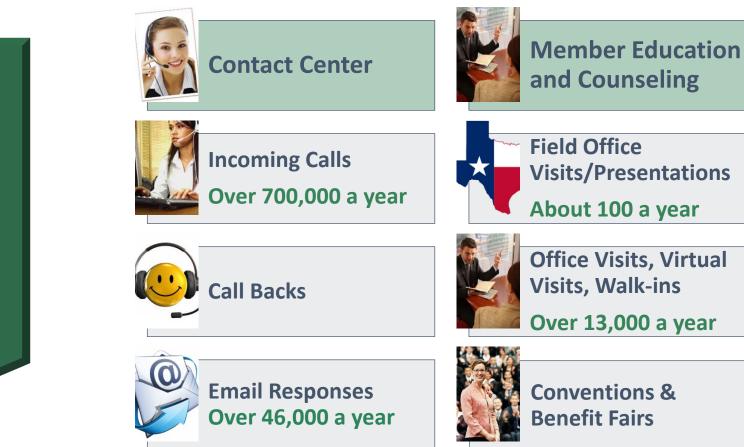


Key Processes

Death Payments
New Cost Statements

Member Services

Member Services is responsible for providing excellent member service through a variety of communication channels.





Offices in Austin and El Paso

Pension Services Administration

Pension Services Administration is responsible for providing support throughout the division.



Operation Support

• Develop training program to include:

- Foundational training based on department mission
- Year-round continuing education program
- On-the-job training roadmaps

• Expand quality assurance program for:

- Member and employer email correspondence
- Benefit Reporting
- Back-office processing
- Business Procedures and Training for TRUST
- Maintain Pension Services Knowledgebase

Fiscal Year 2024

Training:

93 New Employees SuccessfullyTrained Virtually and In-Person10 eLearning Courses Created

Quality Assurance: 12,252 call evaluations 452 OV evaluations

Work Force Management: Created dashboards to track data for Benefit Services.

Pension Policy and Analytics



Determine actuarial impact statements

Run Legislative Reports with an actuarial impact

Audit the Actuary

Work across the agency to ensure actuarial needs are met

Manage Pension and Health Dashboard with 20 years of data

TRS Employee Resources

MBER PORTA	NL .					WE	LCOME JUDY JETSON Participan	t ID: 004368
counts	Planning Tools	Benefits	Beneficiary	Payments	Account Managem	ient		
ccount Sumn	nary							
Membership Tier		Service Credit		Account Balance				
2		21 years		\$94,924.76				
Demographic Ir	nformation							
Name: Gender: Address:	JUDY JETSON Female 1000 RED RIVER ST AUSTIN, TX 78701 UNITED STATES			Phone: Date of Birth: Age: Communicatio Email:	Date of Birth: 07/04/1956 Age: 68 years Communication Preference: Email		rs.texas.gov	
Beneficiary Des	ignation							
Benefit Type - Dea	th							
Beneficiary Type		Relationship	First Name	Middle Name		Last Name	Organization Name	
Primary		Other	BAMBAM	G		RUBBLE		
Primary		Child	ELROY			JETSON		
Account Balanc	e as of 1/7/2025			High Year	s*			
Non-Tax Sheltered: \$0.00				High		Year	Salary	



TRS 200 Rod River Street Austo, TX 70201-2000 2000:222-077 average to Austo per	78833M2(0021
	ESTIMATED DISABILITY RETIREMENT BENEFITS
physically disabled from performing	age or years of service credit, you may apply for disability reference if you are mentally or your dulies, and your disability is probably permanent. The TRS Medical board must certify all insite all employment before annulty payments begin.
Based on 10 year(s) of service cre of the duration of your disability or th	t, your estimated monthly disability benefit is \$1,000.00. The benefit would be paid for the lesses e duration of your life.
	WILL MY TRS PENSION BE ENOUGH?

These are three pillers used to describe your determines that in the Area book more indexed depend on two (or in some cases three) of those pillers – your TRB persion, your personal savings, and social accurity. However, approximately 60% of public school employees do not pay in the social exactly system. This increases the importance of your pensol savings pillor.

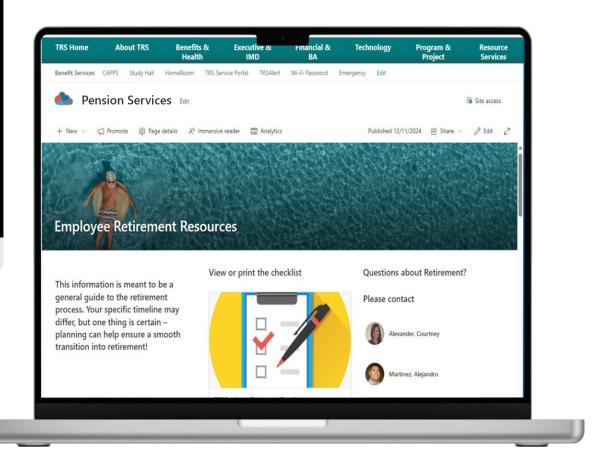


e about the pillers of your retrement, watch tress three thort videos on the TRS Financial Awareness's ebsite – Will My TRS Pension Be Enough?, Saving in a Tax-Geferred Plan, and Social Security.

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TRS Intranet - Resource Services - Employee Retirement Resources





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Questions?



TRS Health Overview

New Employee Orientation 2025

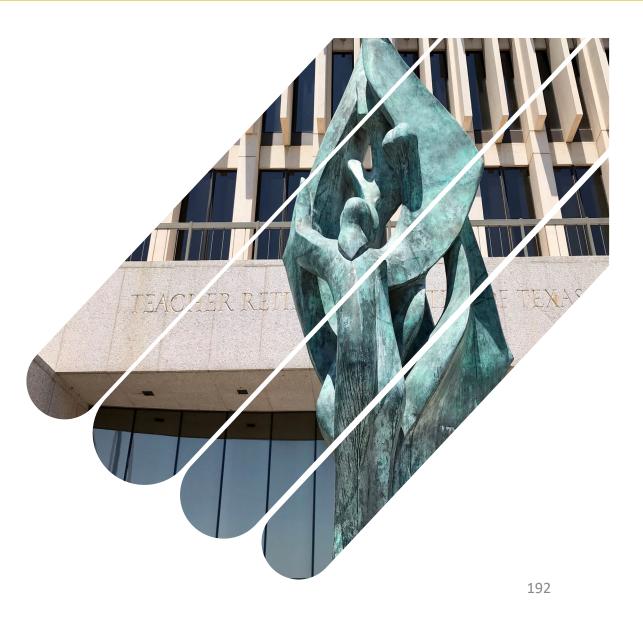


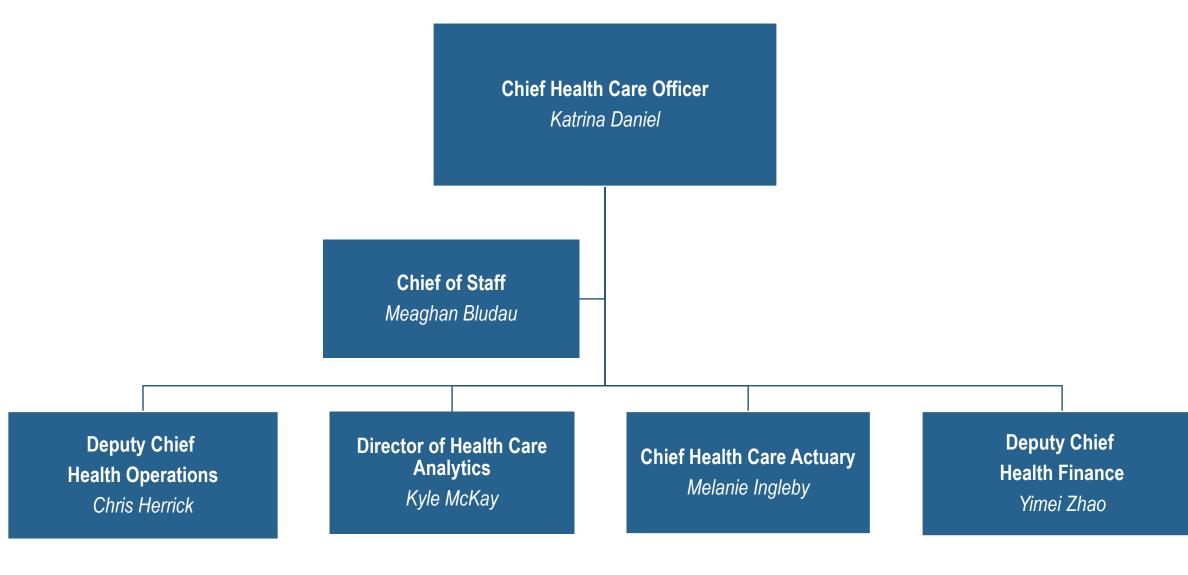
Mission

To deliver highly-valued health plans for Texas educators that provide access to affordable, quality health care.

Vision

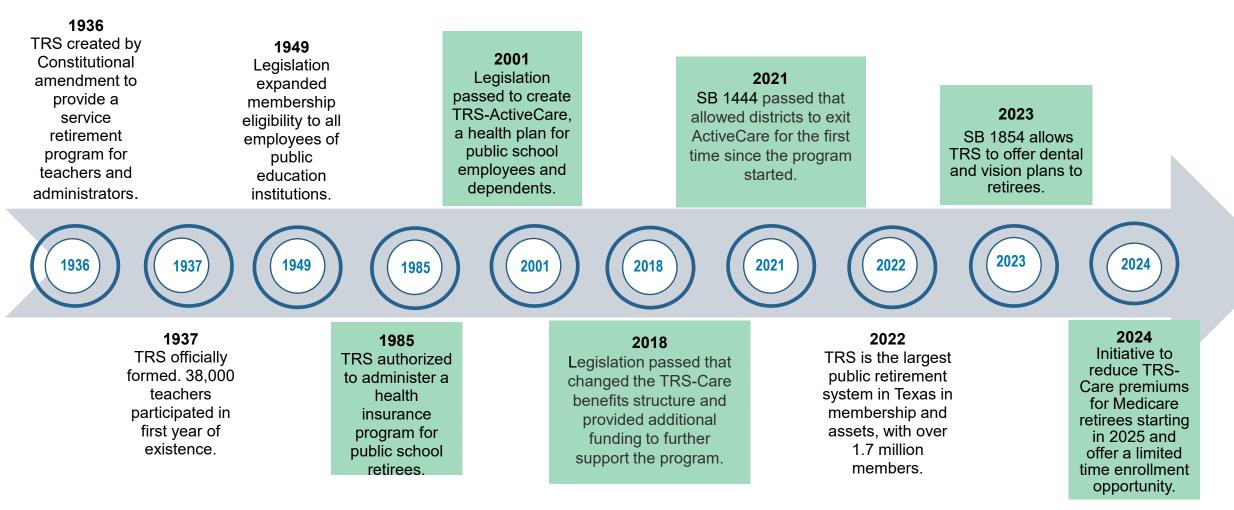
The clear choice in health plans for Texas educators.

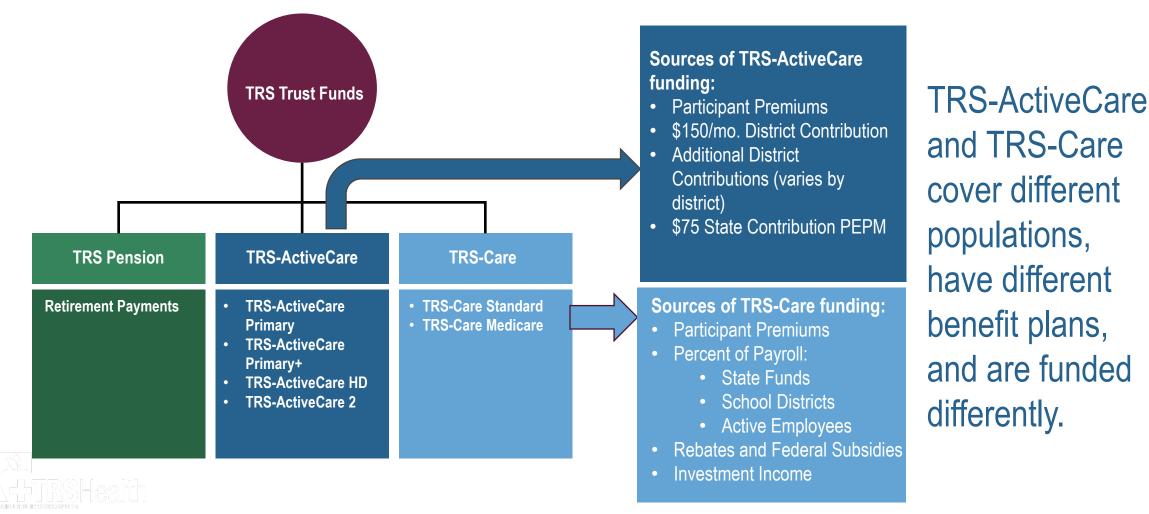


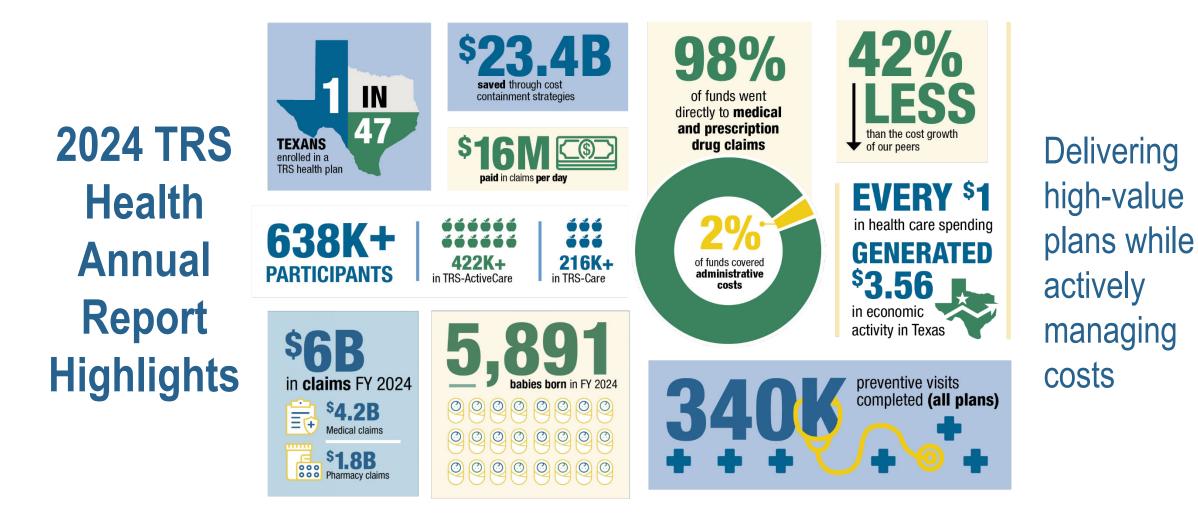


High Degree of Collaboration Across the Division to Deliver for Members

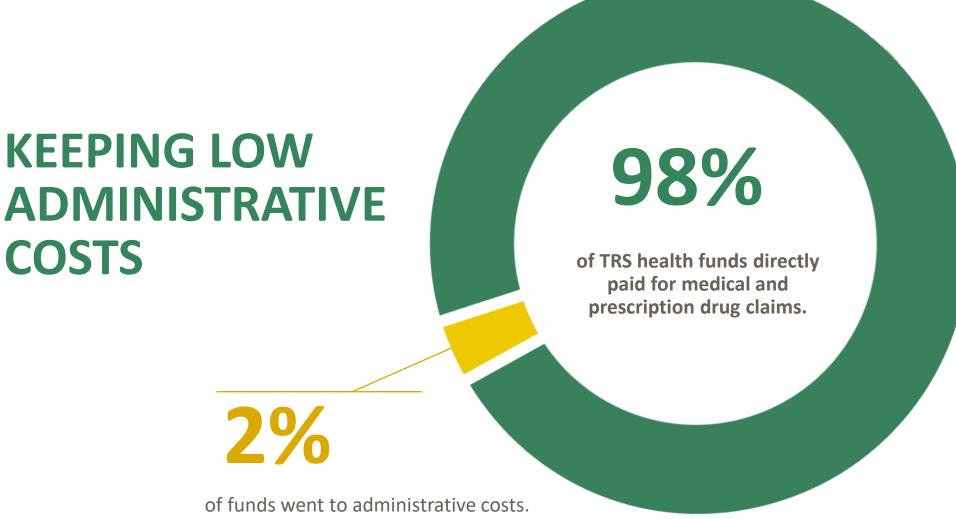








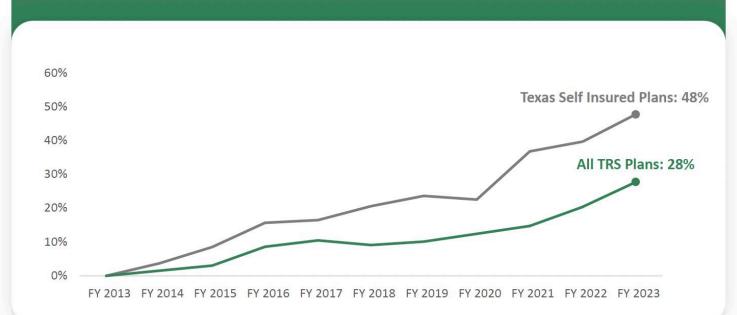
TRS Operates Cost-Efficient Health Plans



Cumulative cost growth 42% less than that of TRS' peers.

TRS plans experienced nearly half the cost growth of Texas self-insured plans.

Cumulative Increase in Per Member Costs Since 2013



Costs reflect allowed charges to both the plan and the participants. These are net of rebates. TRS plans include all self-insured ASO plans. Milliman data for Texas ASO does not include pharmacy rebates. The comparison does not adjust for changes in plan design or demographics over time.

Who We Serve

ACTIVE POPULATION

Gender Demographics: 2/3 enrolled are females

- Average age of 44
- Difficulty getting away for care during the day
- Likely to have children on plans



Three Plan Options Depending on Employee Needs

- TRS-ActiveCare Primary
- TRS-ActiveCare HD
- TRS-ActiveCare Primary+

Tailored Benefits

- Telemedicine
- Back & Joint Pain Therapy
- Mental Health
- Prenatal Care
- Family Coverage

RETIRED POPULATION

Demographics of Policy Holders:

2/3 of policy holders are female with an average age of 72.

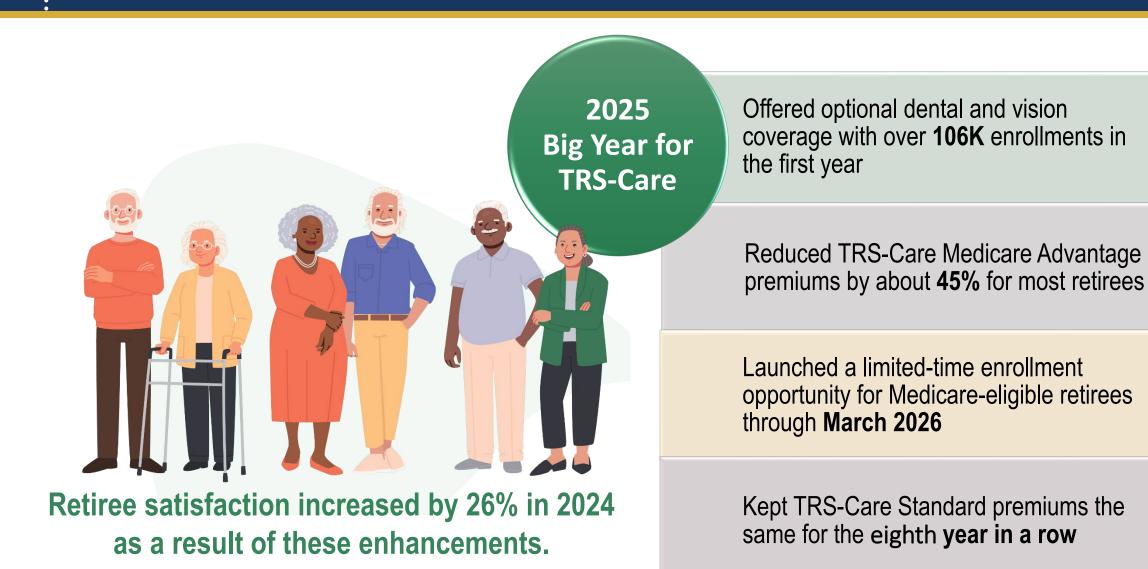
- Greater reliance on health benefits
- Need a large network of providers

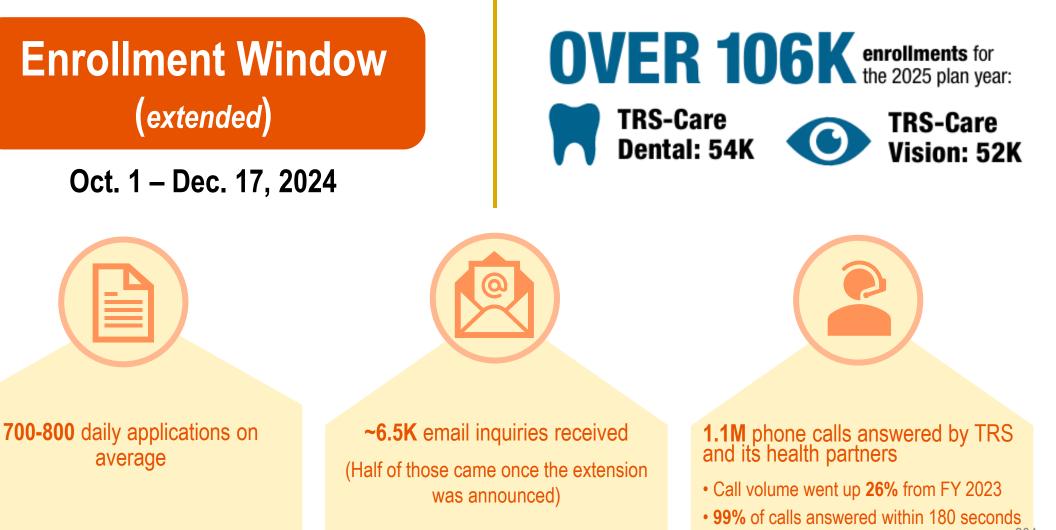


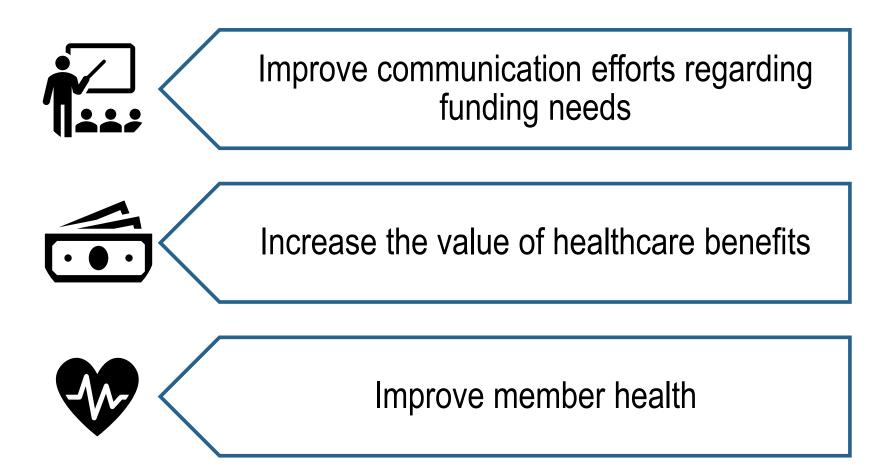
Tailored Benefits:

- Member Outreach
- Preventive Health Education
- Telemedicine
- House Calls Program
- Broad Network Access

Enhancing Value of Health Benefits for Retirees











IMD Overview

0.95 CONVERSION

Top Pension Fund

- 16th Largest Pension Fund in the World
- 6th Largest Pension Fund in the U.S.
- Largest Public Pension Trust Fund in Texas
- Manages about \$200 billion in Assets
- Serving 2 million members
- 1 of every 19 Texans is part of TRS

- Improve the retirement security of Texas educators by prudently investing and managing trust assets.
- Achieve a long-term rate of return that:
 - Exceeds the assumed actuarial rate of 7%
 - Exceeds the long-term rate of inflation by 500 basis points (bp)
 - Exceeds the return of the Fund Policy Benchmark
- Control risk through proper diversification of asset classes.

TRS Fund Strengths

ET .

Large

TRS manages the sixth largest U.S. public pension fund with a market value of \$209.6 billion as of Aug. 31, 2024. The fund's size allows for opportunities not available to most of the marketplace.



Long Term

TRS' size and membership composition allow for a long-term view in managing the investment portfolio, while avoiding shortterm investment limitations and constraints.

Liquid

With \$131.9 billion in highly liquid assets as of Aug. 31, 2024 (about 63% of the total fund), the TRS portfolio has access to liquidity in excess of what is needed to pay monthly benefits.



Low Leverage

The TRS portfolio has low levels of leverage. Because of this, TRS can better withstand periods of market volatility and is less likely to sustain permanent capital losses during market downturns.



Local

TRS has a member center in El Paso and is exploring another location. The investment team opened a London office in 2015, so TRS has access to U.K. and European opportunities.

Sell Side vs. Buy Side - What's the Difference?

Sell Side

This includes banks, advisory firms, etc., who facilitate the sale of securities on behalf of client corporations.

Buy Side

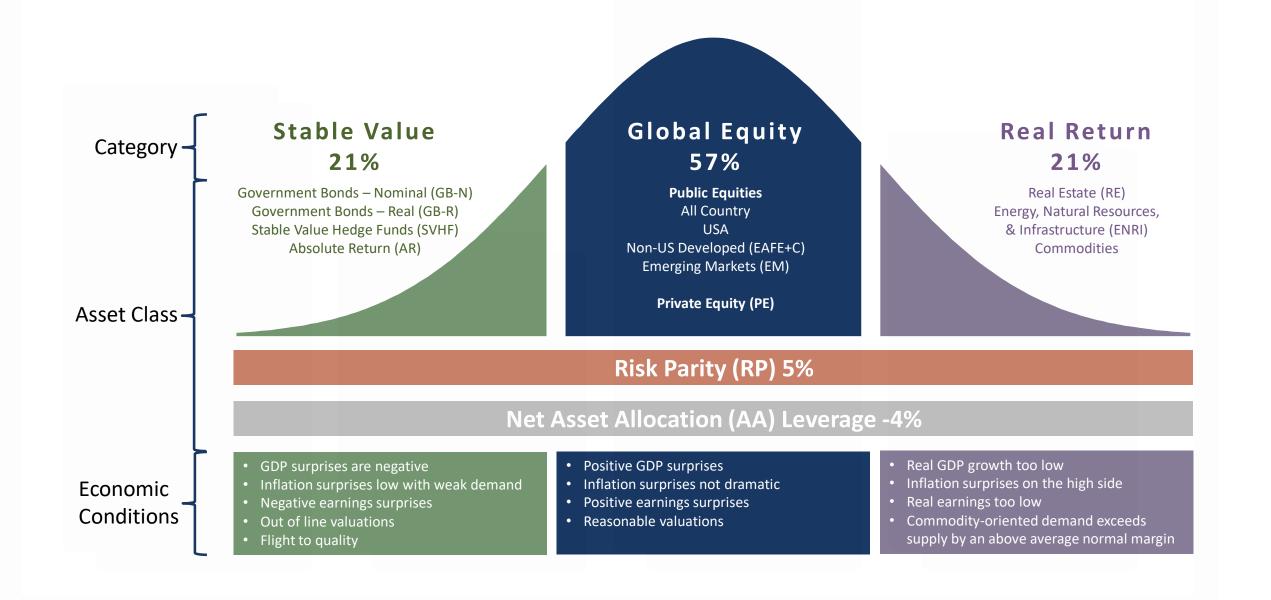
Firms in the financial market that purchase and invest securities with the goal of yielding profit. This includes pension funds who are investment managers like TRS, endowments and foundations, and hedge funds who are hybrid (in that they both raise capital like the sell side and manage capital like the buy side).



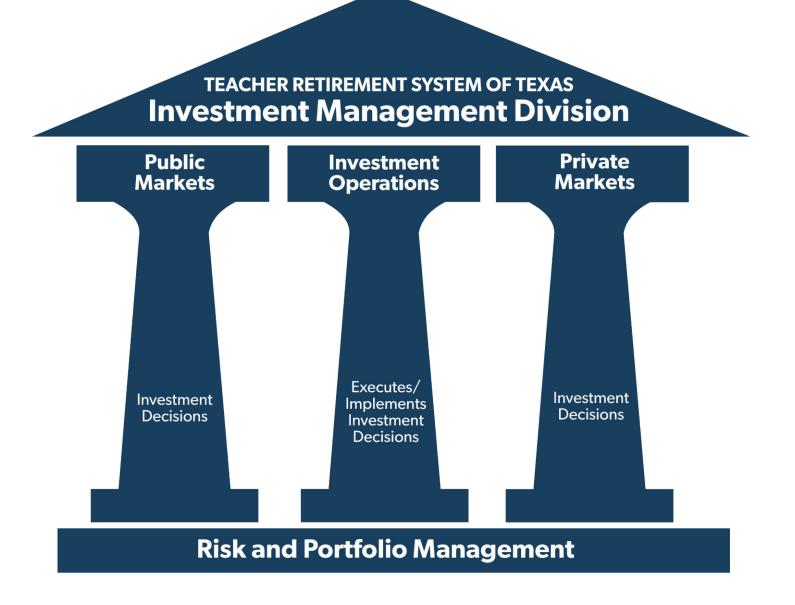
Stocks and Bonds

Capital \$\$\$

TRS Diversification Framework



IMD Unit Structure



IMD Unit Structure

Public Markets

- External Public Markets
- Internal Fundamentals
- Special Opportunities
- Quantitative Equity Group
- Portfolio Solutions

Private Markets

- Private Equity
- Real Estate
- Energy, Natural Resources, & Infrastructure
- Analytics

Investment Operations

- Budget & Accounting
- Middle Office
- Multi-Asset Trade Operations
- Investment Data & Systems
- Events & Facilities

Risk & Portfolio Management

Emerging Managers

IMD Legal & Compliance

Trading

Talent Management

Performance & Analytics

Investment Management Leadership Team

Katy Hoffman

Chief of Staff







IMD Management Committee

IMD Executive

Head of Private Markets



James Nield, CFA Chief Risk Officer



Dale West, CFA Head of Public Markets



Ashley Baum Managing Director of Special Opportunities



Kendall Courtney Managing Director of Investment



Managing Director of External



Carolyn Hansard Managing Director of Energy, Natural Resources, and Infrastructure



Jaime Llano - MC Chair Managing Director of Trading



Neil Randall Managing Director of Private Equity



Kirk Sims, CFA Managing Director of Emerging

Heather Traeger General Counsel & Chief Compliance Officer

KJ Van Ackeren - MC Chair Managing Director of Internal Fundamental



Grant Walker Managing Director of Real Estate

Horacio Zambrana Managing Director of IMD Talent Management

Kyle Wynne Managing Director of Quantitative Equity

Questions?

For more information, visit: <u>www.trs.texas.gov/investments</u>

For general questions, email: IMDTalentManagement@trs.texas.gov

For IMD position referrals, email: IMDRecruiting@trs.texas.gov

Thank you for joining us today, and welcome to TRS!

Thank You for Attending Orientation and Welcome to TRS!

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