

# **State of Michigan 401K Plan**

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**Financial Report  
September 30, 2020**

# State of Michigan 401K Plan

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# INDEPENDENT AUDITOR'S REPORT



Doug A. Ringler, CPA, CIA  
Auditor General

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Independent Auditor's Report on the Financial Statements  
and Other Reporting Required by *Government Auditing Standards*

Mr. Brom Stibitz, Director  
Department of Technology, Management, and Budget  
and  
Mr. Anthony J. Estell, Director  
Office of Retirement Services

Dear Mr. Stibitz and Mr. Estell:

**Report on the Financial Statements**

We have audited the accompanying financial statements of the State of Michigan 401K Plan as of and for the fiscal year ended September 30, 2020 and the related notes to the financial statements, which collectively comprise the Plan's basic financial statements as listed in the table of contents.

***Management's Responsibility for the Financial Statements***

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes 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.

***Auditor's Responsibility***

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements 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 entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.



# OAG

Office of the Auditor General

Doug A. Ringler, CPA, CIA  
Auditor General

Mr. Brom Stibitz, Director  
Mr. Anthony J. Estell, Director  
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### **Opinion**

In our opinion, the financial statements referred to in the first paragraph present fairly, in all material respects, the fiduciary net position of the State of Michigan 401K Plan as of September 30, 2020 and the changes in fiduciary net position for the fiscal year then ended in accordance with accounting principles generally accepted in the United States of America.

### **Emphasis of Matter**

As discussed in Note 2, the financial statements present only the State of Michigan 401K Plan and do not purport to, and do not, present fairly the financial position of the State of Michigan or its pension (and other employee benefit) trust funds as of September 30, 2020 and the changes in financial position for the fiscal year then ended in accordance with accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

### **Other Matter**

#### **Required Supplementary Information**

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis, as listed in the table of contents, be presented to supplement the basic financial statements. Such information, 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 auditing standards generally accepted in the United States of America, 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.

#### **Other Reporting Required by Government Auditing Standards**

In accordance with *Government Auditing Standards*, we will also issue a report on our consideration of the Plan's 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 Plan's 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 Plan's internal control over financial reporting and compliance.

Sincerely,

Doug Ringler  
Auditor General  
January 20, 2021

## MANAGEMENT'S DISCUSSION AND ANALYSIS

# State of Michigan 401K Plan

## Management's Discussion and Analysis

This section presents our discussion and analysis of the State of Michigan 401K Plan's (the Plan's) financial performance and provides an overview of the Plan's financial activities for the fiscal years ended September 30, 2020, and September 30, 2019. This section should be read in conjunction with the Plan's basic financial statements.

### Using This Annual Financial Report

This annual financial report consists of two parts: (1) management's discussion and analysis (this section) and (2) the Plan's basic financial statements. The Plan's basic financial statements are comprised of a Statement of Plan Fiduciary Net Position, a Statement of Changes in Plan Fiduciary Net Position, and Notes to the Financial Statements. The Statement of Plan Fiduciary Net Position reports the assets and liabilities of the Plan and the net position that is held on behalf of participants as of the end of the fiscal year. The Statement of Changes in Plan Fiduciary Net Position reports the additions and deductions to the Plan that occurred during the fiscal year. The notes explain some of the information in the financial statements and provide more detailed data.

### Condensed Financial Information

The table below compares key financial information in a condensed format between the current and prior year:

	Fiscal Years Ended September 30 (in thousands)	
	2020	2019
<b>Plan Net Position</b>	<b>\$ 7,692,823</b>	<b>\$ 6,841,100</b>
Net investment gain (loss)	\$ 668,714	\$ 122,126
Contributions - Employees	301,498	249,081
Contributions - Employers	354,559	300,793
Contributions - Transfers from other systems	20,215	15,307
Benefits paid	(255,430)	(169,866)
Refunds and payments to other systems	(221,462)	(239,872)
Other income and expenses - net	(16,370)	(14,984)
<b>Net Increase (Decrease) in Plan Net Position</b>	<b>\$ 851,724</b>	<b>\$ 262,583</b>

# State of Michigan 401K Plan

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## Management's Discussion and Analysis (Continued)

### Overall Fund Structure and Objectives

The qualified Deferred Compensation Plan (the Plan) was originally established by the State of Michigan pursuant to Act 306, P.A. 1976, for the exclusive benefit of eligible employees and their beneficiaries. The State of Michigan originally adopted the Michigan State Employees Deferred Compensation Plan II on September 13, 1985, effective October 1, 1985. The Plan has been amended and restated since the Plan's original adoption and retitled as the "State of Michigan 401K Plan." It was last restated in its entirety, effective January 1, 2014, and the restated Plan Document was last amended effective January 1, 2019.

The Plan was established as a means for State employees to save for retirement. Employees of the State of Michigan and judges are eligible to participate in the Plan as of the first day of employment and may voluntarily contribute a portion of their compensation up to the established Internal Revenue Code limits. The Plan was expanded in 2010 and 2012 to benefit eligible Michigan public school employees and their beneficiaries. Then in 2012, the Plan was further expanded to benefit eligible Michigan State Police and their beneficiaries, and to employees of the Education Achievement Authority (EAA) and their beneficiaries.

Effective August 11, 2014, public school employers were provided the option to sign up to offer public school employees a deferred compensation option through the State of Michigan 401K and 457 Plans. Public school employees enrolled in the defined benefit pension plan who were hired prior to July 1, 2010 and also elected to retain their premium subsidy health care are eligible to participate. The deferred compensation option extends the opportunity to invest in the 457 Plan, and it also allows rollovers to the 401K Plan.

On April 25, 2017, the EAA Executive Committee approved a Resolution Authorizing Dissolution of the Education Achievement Authority of Michigan. The EAA ceased to exist as a legal entity on June 30, 2017. No new contributions were made to the plan since August 18, 2017.



## **State of Michigan 401K Plan**

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### **Management's Discussion and Analysis (Continued)**

On July 13, 2017, the Governor signed Public Act 92 of 2017 into law. The legislation requires public school employers to make a 4% non-matching contribution to the 401(K) Plan effective October 1, 2017 for all Michigan Public School Employees' Retirement System (MPSERS) Defined Contribution participants hired on or after September 4, 2012 and changed the matching contribution formula for all MPSERS Defined Contribution participants hired on or after September 4, 2012 to a dollar-for-dollar match up to 3% of compensation effective February 1, 2018. Further, the legislation closed the current hybrid plan (Pension Plus) to newly hired employees as of February 1, 2018 and created a new optional revised hybrid plan (Pension Plus 2) with similar plan benefit calculations but containing a 50/50 cost share between the employee and the employer, including the cost of future unfunded liabilities.

On June 3, 2018, the Governor signed Public Act 169 of 2018 into law. The legislation requires public school employers to make a dollar-for-dollar matching contribution to the 401(K) Plan on up to 3% of gross wages deferred to the 457 Plan effective September 1, 2018 for all MPSERS members who had elected to convert to the Defined Contribution plan.

#### **Asset Allocation**

The State Treasurer, with the advice of the Department of Technology, Management, and Budget (DTMB), selects mutual funds, pooled funds, separate accounts, or other investment vehicles to pursue the Plan's investment objective, which are then made available by the trustee. Except as required under auto-enrollment in the State of Michigan 401K Plan Document, all participants have the ability to direct the investments of their accounts under the Plan, in accordance with the investment choices made available by the trustee and those policies or procedures determined by the administration from time to time. The Plan has no control over investment decisions made by the participants. Plan assets may be invested and reinvested in various instruments as deemed appropriate by the trustee and Plan management. Several investment tiers have been developed and made available to participants. A summary of the types of investments is listed in Note 3.

## State of Michigan 401K Plan

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### Management's Discussion and Analysis (Continued)

#### Investment Results

During fiscal year 2020, the National Association of Securities Dealers Automated Quotations (NASDAQ) Composite Index outperformed both the Dow Jones Industrial Average (the Dow) and Standard & Poor's 500 Index (S&P 500). The NASDAQ saw a significant increase of 40.96% while the Dow gained a modest 5.70% and the S&P 500 gained 15.15%.

Global stocks rebounded for the second and third quarters of 2020, extending a broad-based recovery from steep first quarter declines. Commodities and riskier fixed income categories, including high-yield bonds, posted solid returns amid extraordinary monetary support and continued economic progress. US large-cap stocks moved into positive territory for 2020, but gold and higher-quality bonds remain the year-to-date leaders.

Abundant central bank liquidity and sustained progress on economic reopening underpinned the continuing rally in riskier asset prices. Many major economies, including the US, entered the early-cycle phase of recovery, but uneven progress suggests momentum may remain dependent on the path of COVID-19 and further policy support. Elevated uncertainty implies the potential for higher market volatility.

After a historically sharp but short recession during the spring, most major economies entered early-cycle recovery. China remains somewhat ahead of the rest of the world due largely to its faster reopening. In the United States and Europe, both consumer and business confidence continued to improve, despite uneven progress, below-normal activity levels, and elevated COVID-19 caseloads.

Employment conditions continued to improve as temporary job losses were regained, but permanent layoffs are on the rise and unemployment remains high overall. So long as the pandemic limits reopening, there may be a ceiling to job and activity gains for industries hit hardest by virus-related restrictions. The recovery in the number of small businesses and their employees has lost momentum and remains 20% below January levels.

## State of Michigan 401K Plan

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### Management's Discussion and Analysis (Continued)

US manufacturing activity dropped less and recovered more compared with service industries, boosted by a sharp rebound in durable goods consumption. COVID-19 has driven a shift from consumer spending on travel and other services toward the purchase of goods, and the housing market has benefited from low interest rates and increased demand. Service-industry activity has improved but still faces reopening challenges. The technology sector has provided ballast to market profitability, maintaining positive earnings expectations for 2020.

After falling sharply during the first half of 2020, consumer inflation bounced back in the third quarter. Over the long term, inflation risks may be higher than anticipated. The expected 30-year annualized consumer price index (CPI) is less than 2%, a stark contrast from a decade ago when the market expected monetary accommodation to eventually lead to higher inflation.

Since March of this year, global central banks have injected more than \$6 trillion of liquidity into world financial markets. Most of the easing came in the form of quantitative easing (QE), a monetary policy whereby a central bank buys government bonds or other financial assets in order to inject money into the economy to expand economic activity, which helped support asset prices. In the United States, the Federal Reserve's creation of extraordinary facilities such as the Main Street Lending Program and the Corporate Credit Facility restored calm in the financial markets. Bank lending standards tightened during the third quarter despite the Federal Reserve's extremely accommodative policies, highlighting the limits of monetary stimulus on the real economy. Also during the third quarter, the Fed amended its framework toward an average inflation targeting (AIT) approach, wherein higher inflation is tolerated to make up for past misses. AIT reinforces the notion that extraordinary accommodation may continue well into the recovery.

Almost all asset categories posted positive returns for the third quarter. The global recovery boosted emerging- market and small-cap non-US equities, in addition to materials and industrials stocks. US growth stocks, including the technology and consumer discretionary sectors, registered another strong quarter and led in year-to-date gains. Riskier credit segments such as high-yield and leveraged loans gained back most of their 2020 losses.

## State of Michigan 401K Plan

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### Management's Discussion and Analysis (Continued)

The rally in stock prices and decline in earnings drove global equity valuations to decade highs. The rise in price-to-earnings (P/E) ratios was broad-based across regions, with all categories finishing the quarter above their long-term historical averages. U.S. forward P/E ratios remain elevated but developed- and emerging-market equity forward valuations have fallen below their long-term averages, providing a relatively favorable long-term backdrop for non-US stocks.

Despite depreciating for the second quarter in a row, the U.S. dollar remained relatively expensive against most major currencies. US 10-year Treasury yields kept near record lows, held stable by weak economic activity, quantitative easing, and a global low-yield environment. The real cost of borrowing fell deeper into the negative due to a rise in inflation expectations from depressed levels. Credit spreads tightened during the quarter but remained elevated relative to their long-term averages. Massive central bank accommodation in both the Treasury and credit markets put downward pressure on both rates and spreads, helping keep bond yields in high-quality debt categories near their lowest levels on record.

### Contacting Management

This report is designed to provide Plan participants with a general overview of the Plan's finances and to demonstrate the Plan's accountability for the money it receives. If you have any questions about this report or need additional information, contact the Office of Retirement Services, P.O. Box 30171, Lansing, MI 48909-7671.

## BASIC FINANCIAL STATEMENTS

## **Statement of Plan Fiduciary Net Position (in thousands)**

As of September 30, 2020

	<b>State of Michigan Defined Contribution and Deferred Compensation Retirement Fund</b>	<b>Public School Defined Contribution Fund</b>	<b>Education Achievement Authority Defined Contribution Fund</b>	<b>Total</b>
<b>Assets</b>				
Equity in Common Cash	\$ 19,942	\$ 755	\$ 28	\$ 20,726
Participant-directed investments, at fair value/contract value (Note 3):				
Mutual funds	459,690	3,630	4	463,324
Common trust funds	4,625,092	493,038	5,018	5,123,148
Tier III investments	171,217	982	29	172,228
Stable Value Fund	683,171	2,556	45	685,773
Voya Small Cap Growth Strategy Fund	106,574	844		107,418
Jennison Large Cap Growth Equity Fund	427,457	3,507	7	430,971
Artisan U.S. Mid Cap Growth Strategy Fund	127,529	1,539		129,069
Dodge & Cox Stock Portfolio	376,849	1,998		378,847
Participant loans	156,665			156,665
Other receivable	17,736	7,630	1	25,367
<b>Total assets</b>	<b>\$ 7,171,923</b>	<b>\$ 516,480</b>	<b>\$ 5,133</b>	<b>\$ 7,693,536</b>
<b>Liabilities</b>				
Accounts Payable	\$ 713			\$ 713
<b>Total liabilities</b>	<b>\$ 713</b>			<b>\$ 713</b>
<b>Plan Net Position</b>	<b>\$ 7,171,210</b>	<b>\$ 516,480</b>	<b>\$ 5,133</b>	<b>\$ 7,692,823</b>

The accompanying notes are an integral part of the financial statements.

**Statement of Changes in Plan Fiduciary Net Position (in thousands)**  
**For Fiscal Year Ended September 30, 2020**

	State of Michigan Defined Contribution and Deferred Compensation Retirement Fund	Public School Defined Contribution Fund	Education Achievement Authority Defined Contribution Fund	Total
<b>Additions to Net Position</b>				
Investment income (loss):				
Interest and Dividends	\$ 34,907	\$ 114	\$ 1	\$ 35,021
Net increase (decrease) in fair value of investments	584,225	49,008	459	633,692
Total investment income (loss)	\$ 619,132	\$ 49,122	\$ 460	\$ 668,714
Contributions:				
Employees	\$ 301,498			\$ 301,498
Employers	248,006	\$ 106,553		354,559
Transfers from other systems	17,002	3,213		20,215
Total contributions	\$ 566,506	\$ 109,766		\$ 676,272
Miscellaneous income	\$ 1,108	\$ 681	\$ 3	\$ 1,792
Total additions	\$ 1,186,746	\$ 159,569	\$ 463	\$ 1,346,778
<b>Deductions from Net Position</b>				
Benefits paid to participants	\$ 249,844	\$ 5,456	\$ 130	\$ 255,430
Administrative and investment expenses	15,177	2,974	11	18,162
Refunds and payments to other systems	217,689	3,582	191	221,462
Total deductions	\$ 482,710	\$ 12,012	\$ 332	\$ 495,054
<b>Net increase (Decrease) in Net Position</b>	<b>\$ 704,036</b>	<b>\$ 147,558</b>	<b>\$ 130</b>	<b>\$ 851,724</b>
<b>Plan Net Position</b>				
Beginning of fiscal year	\$ 6,467,175	\$ 368,922	\$ 5,002	\$ 6,841,100
<b>End of fiscal year</b>	<b>\$ 7,171,210</b>	<b>\$ 516,480</b>	<b>\$ 5,133</b>	<b>\$ 7,692,823</b>

The accompanying notes are an integral part of the financial statements.

# State of Michigan 401K Plan

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## Notes to Financial Statements

### NOTE 1 – GENERAL DESCRIPTION OF THE PLAN

The State of Michigan 401K Plan (the Plan) is a deferred compensation fund and a defined contribution retirement fund sponsored by the State of Michigan. The Plan is considered part of the State's reporting entity and is included in the *State of Michigan Comprehensive Annual Financial Report* as a pension (and other employee benefit) trust fund. The Office of Retirement Services administers the Plan and the plan administrator has the authority to amend the Plan.

The following description provides only general information. Participants should refer to the Plan Document for a more complete description of the Plan's provisions. The Plan Document is available on the State of Michigan 401K and 457 plan website.

#### General

The State of Michigan originally adopted the Michigan State Employees Deferred Compensation Plan II on September 13, 1985, effective October 1, 1985, pursuant to Act 306, P.A. 1976, for the exclusive benefit of eligible employees and their beneficiaries. The Plan was amended as of March 31, 1997 to implement a defined contribution retirement fund. The Plan Document was restated effective January 1, 2014 to incorporate all amendments, update changes required by law, and add new sections for changes in provisions made since the previous restatement. The restated Plan Document was last amended effective January 1, 2019. As of September 30, 2020, the Plan included 73,743 State of Michigan participants, 114,340 Michigan public school participants (656 participating employers), and 356 participants of the former Educational Achievement Authority (EAA).

#### Eligibility

The following employees are eligible to participate in the 401K deferred compensation fund on the first day of employment:

- State of Michigan employees hired before March 31, 1997 (except per diem workers who receive no taxable wages, working patients of a mental health facility, and individuals paid on a fee basis or receiving only military subsistence payments),
- Judges elected before March 31, 1997, and



## State of Michigan 401K Plan

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### Notes to Financial Statements (Continued)

- Michigan State Police hired prior to June 10, 2012.

The following employees are eligible to participate in the defined contribution retirement fund as of the first day of employment:

- State of Michigan employees hired on or after March 31, 1997 (except the Adjutant General and Assistant Adjutant General, per diem workers who receive no taxable wages, working patients of a mental health facility, and individuals paid on a fee basis or receiving only military subsistence payments),
- State of Michigan employees hired prior to March 31, 1997 who irrevocably elected to forgo participation in the State's defined benefit pension plan,
- Judges elected on or after March 31, 1997,
- Judges elected prior to March 31, 1997 who irrevocably elected to forgo participation in the State's defined benefit pension plan,
- Michigan State Police hired on or after June 10, 2012,
- Public school employees hired on or after July 1, 2010,
- Public school employees hired prior to July 1, 2010 who either elected the Personal Healthcare Fund (PHF) or irrevocably elected to forgo participation in the defined benefit pension plan, and
- Former Education Achievement Authority employees (no new contributions).

### Contributions

In accordance with Section 401(k) of the Internal Revenue Code, the Plan limits the amount of an individual's annual contribution, including additional catch-up contributions for those participants age 50 or older. Plan limits are adjusted each year by the Internal Revenue Service (IRS) based on increases in the Consumer Price Index (CPI).

Also, for State of Michigan employees and judges participating in the defined contribution retirement fund and who are not covered by the State's defined benefit pension plans, the Plan provides for the State of Michigan to make a mandatory (i.e., non-matching) contribution of 4.0% plus a matching contribution on up to 3.0% of each participant's compensation. The State does not make matching contributions for employees in the deferred compensation component of the Plan.

## State of Michigan 401K Plan

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### Notes to Financial Statements (Continued)

The Plan also provides for public school reporting units and the Michigan State Police to make a mandatory contribution of 50% of eligible hybrid plan participants' voluntary contributions up to 1% of compensation. Additionally, effective February 1, 2018, the Plan provides for the public school reporting units to make a matching contribution of 100% of Defined Contribution participants' voluntary contributions up to 3% of compensation. The EAA was dissolved effective June 30, 2017 and the plan no longer receives new EAA contributions; however, the plan will remain open as long as former EAA employee balances remain in the plan.

Finally, the Plan provides for the Personal Healthcare Fund (PHF) for State of Michigan employees hired on or after January 1, 2012, Michigan public school employees hired on or after September 4, 2012, and Michigan State Police hired after June 10, 2012 to account for employee contributions and an employer match on up to 2% of compensation. State of Michigan employees who were hired after March 31, 1997 but prior to January 1, 2012 and who opted out of the graded premium benefit receive an employer match on up to 2% of compensation plus a monetized amount for existing years of service upon terminating employment. Public school employees who were hired prior to September 4, 2012 and who opted out of the graded premium benefit also receive an employer match on up to 2% of compensation.

#### Contributions from Other Systems

Active employees or former employees may roll over money from another 401k plan, 401a or 403b plans, from traditional individual retirement accounts (IRAs) into their account in the Plan, or from a 457 Plan if severed from employment more than twelve (12) months and have maintained a 401k account balance. Participants may withdraw funds rolled into the Plan at any time.

#### Participant Account

Each participant's account is credited with his or her contributions; the employer contributions, if applicable; and an allocation of the Plan's earnings. Allocations are based on the participant's account balance to reflect the effect of income or losses from the particular investments. The

## State of Michigan 401K Plan

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### Notes to Financial Statements (Continued)

benefit to which a participant is entitled is limited to the benefit that can be provided from the participant's account.

#### **Vesting**

Participants are 100% vested in their contributions and related earnings or losses at all times. All participants are vested in their employer contributions and related earnings or losses based on years of service. A participant is 50% vested upon attaining two years of service credit, 75% vested upon attaining three years, and 100% vested upon attaining four years. A year of service for State of Michigan participants, judges and Michigan State Police is defined as 2,080 hours, whereas a year of service for public school and EAA participants is defined as 1,020 hours.

#### **Loans to Participants**

State of Michigan participants may borrow from their vested account balances of the Plan in accordance with the loan policy statement. Loan amounts can range from a minimum of \$1,000 to a maximum of \$50,000. An additional loan option was made available for eligible participants under the Coronavirus Aid, Relief, and Economic Security (CARES) Act from April 22, 2020 to September 22, 2020 to a maximum of \$100,000. Loans must be repaid within five years, with the exception of residential loans, which may be extended up to thirty years. However, through December 31, 2020, participants can defer loan payments for up to one year under the CARES Act. The interest rate on loans reflects a rate equal to the prime interest rate on the first day of the prior month.

#### **Loans to Participants – Defaulted**

Defaulted loans are loans resulting from the failure of a participant to make the required loan repayments on an outstanding loan. These loans are considered a distribution to the participant for which a federal 1099 tax form is issued. During fiscal year 2020 defaulted loans totaled \$5.4 million for participants in the State of Michigan 401K Defined Contribution Retirement Fund.

## State of Michigan 401K Plan

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### Notes to Financial Statements (Continued)

#### **Payment of Benefits**

Participants may, but are not required to, withdraw their vested funds upon leaving employment. Withdrawal of participant funds may be by lump sum, monthly payments, annual payments, or rollovers to other qualified plans or an IRA. Payments may occur over a period not to exceed life expectancy from the date the payments begin. In-service benefit payments are permitted for various reasons as outlined in the Plan Document.

#### **Refunds and Payments to Other Systems**

Upon leaving employment, participants may, but are not required to, roll over all or a portion of their vested account balances to other qualified plans or an IRA, or they may use all or a portion of their account balances to purchase preapproved service credit in the State of Michigan's pension trust funds, if applicable.

#### **Forfeited Accounts**

Forfeited non-vested accounts totaled \$31.7 million at September 30, 2020. Section 401(a)(2) of the Internal Revenue Code restricts the State from recapturing any contributions made to the Plan. Accordingly, as specified in the Plan Document, these accounts are to be used to restore forfeited assets when applicable, offset future employer contributions, and pay administrative expenses of the Plan.

#### **Other Postemployment Benefits (OPEB)**

The Plan's financial statements reflect the PHF activity for State employees, Michigan State Police, and public school employees participating in the PHF that are not eligible for subsidized health care benefits. The State employees eligible for subsidized health care benefits are included in the OPEB actuarial valuation provided for Michigan State Employees' Retirement System (MSERS) and reported in the MSERS financial statements. The public school employees

## State of Michigan 401K Plan

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### Notes to Financial Statements (Continued)

eligible for subsidized health care are included in the OPEB actuarial valuation provided for the Michigan Public School Employees' Retirement System (MPERS) and reported in the MPERS financial statements. The Michigan State Police eligible for subsidized health care are included in the OPEB actuarial valuation provided for the Michigan State Police Retirement System (MSPRS) and reported in the MSPRS financial statements. For more information regarding these OPEB, please refer to the separately issued retirement system comprehensive annual financial reports.

#### **Tax Status**

The U.S. Department of Treasury made its most recent determination on October 17, 2014, that the Plan constitutes a qualified trust under Section 401(a) of the Internal Revenue Code. Although the Plan may be subsequently amended and restated, management believes that the Plan will continue to operate as a qualified trust.

#### **NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

##### **Basis of Presentation**

The financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America as prescribed by the Governmental Accounting Standards Board (GASB). The accompanying financial statements present only the State of Michigan 401K Plan. Accordingly, they do not purport to, and do not, present fairly the financial position and the changes in financial position of the State of Michigan as a whole or its pension (and other employee benefit) trust funds in conformity with accounting principles generally accepted in the United States of America.

# State of Michigan 401K Plan

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## Notes to Financial Statements (Continued)

### Measurement Focus and Basis of Accounting

The Plan uses the economic resources measurement focus and the accrual basis of accounting. Employee contributions are recognized in the period in which the contributions are due. Employer contributions are recognized when due and the employer has made a formal commitment to provide the contributions.

### Investments

Investments in the mutual funds, common trust funds, Voya Small Cap Growth Strategy Fund, Jennison Large Cap Growth Equity Fund, Artisan U.S. Mid Cap Growth Strategy Fund, Dodge & Cox Stock Portfolio, and Tier III investments are stated at fair value based on quoted market prices. The Stable Value Fund is stated at contract value (see Note 3 for additional information). The mutual funds are registered with the Securities and Exchange Commission, and guaranteed investment contracts (GICs) are regulated by state insurance departments. Investments in common trust funds are managed by State Street Global Advisors (SSgA), BlackRock, and the Prudential Trust Company. Common trust funds are similar to mutual funds though not registered like mutual funds are. The value of the Plan's position in the common cash fund is equivalent to the fair value of the common cash fund shares.

Investments measured at fair value are determined based on the market approach, which utilizes prices and other relevant information generated by market transactions involving identical or comparable assets or liabilities. The fair value of publicly traded fixed income and equity securities is based upon quoted market prices and exchange rates, when applicable.

### Participant Loans

Participant loans are stated at the outstanding principal amount.

# State of Michigan 401K Plan

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## Notes to Financial Statements (Continued)

### NOTE 3 – INVESTMENTS

The State Treasurer, with the advice of the Department of Technology, Management, and Budget (DTMB), selects mutual funds, pooled funds, separate accounts, or other investment vehicles to pursue the Plan's investment objective, which are then made available to participants by the trustee. Except as required under auto-enrollment in the State of Michigan 401K Plan Document, all participants have the ability to direct the investments of their accounts under the Plan, in accordance with the investment choices made available by the trustee and those policies or procedures determined by the administration from time to time.

Three investment tiers have been developed to classify the investments available to participants, based upon the general investment strategy. Tier I contains funds that have a passive investment strategy. These investments are managed to mirror investment performance of an established index. Tier II contains funds that have an active investment strategy. These investments are managed actively by an investment advisor using a specific fund investment objective. Tier III contains accounts with investments that are self-directed by the participant. These are not managed passively or actively by anyone other than the participant. A brief summary of the types of investments included in each tier is shown below:

**Tier I** - Common trust funds include BlackRock Government Short-Term Investment Fund, State Street U.S. Bond Index Fund, State Street S&P 500 Index Fund, State Street S&P Mid Cap Index Fund, BlackRock S&P Small Cap 600 Equity Index Fund, State Street Global All Cap Equity ex-U.S. Index Fund, BlackRock Emerging Markets Index Fund, State Street Target Retirement Income Fund, and State Street Target Retirement Funds ranging in retirement dates from 2015 through 2065. All of the BlackRock funds employ the unitized accounting method. The State Street Target Retirement 2015 Fund was transitioned into the State Street Target Retirement Income Fund and the Target Retirement 2065 Fund was added effective March 27, 2020.

**Tier II** - Two of the Tier II funds (PIMCO Total Return Fund and American Funds EuroPacific Growth Fund R6) are mutual funds that employ the traditional share accounting method in which dividends are directly applied to participant accounts. The Prudential High Yield Fund is a common trust fund that also employs the traditional share accounting method. Two of the Tier

## State of Michigan 401K Plan

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### Notes to Financial Statements (Continued)

II funds (T. Rowe Price Mid-Cap Value Fund and Virtus Ceredex Small Cap Value Equity Fund) are mutual funds that employ a unitized accounting method in which dividends are applied to the pooled investment account. The Oakmark Equity and Income Fund, which was a Tier II fund, was removed as an investment option within the Plan effective June 12, 2020. Other Tier II investments that include the Stable Value Fund, Voya Small Cap Growth Strategy Fund, Jennison Large Cap Growth Equity Fund, Artisan U.S. Mid Cap Growth Strategy Fund, and Dodge & Cox Stock Portfolio, all employ the unitized accounting method and are designed for the exclusive use and benefit of State of Michigan 401K Plan and 457 Plan participants. The funds are unitized to eliminate the impact of revenue sharing on pricing. Unitization also allows the cash holding percentage of each unitized fund to be established between the plan sponsor and the trustee, which reduces the need to trade underlying securities of the investment option on a daily basis and, therefore, the commission cost of trading those securities can be minimized.

**Tier III** - Individual stocks and bonds and thousands of mutual funds (load, no-load, and no-fee/no-load) from a multitude of fund families are available through the Plan's third party administrator. The various types of investments within Tier III are self-managed by the participants and are not separately classified by type of investment by the Plan's third party administrator. These self-managed stocks, bonds, mutual funds, covered call options and Exchange Traded Funds are presented on the statement of plan net position within the Tier III investments.

#### **Investment Risk:**

The Plan's investments are subject to several types of risk. As of September 30, 2020, the Plan did not have any investments subject to custodial credit risk or concentration of credit risk. Other types of risk are examined in more detail below:

##### **a. Interest Rate Risk**

Interest rate risk is the risk that the value of investments will decrease as a result of a rise in interest rates. The Plan's investment policy does not restrict investment maturities. As of September 30, 2020 the weighted average maturities of investments subject to interest rate risk are shown on the following page (in thousands):



## State of Michigan 401K Plan

### Notes to Financial Statements (Continued)

<u>Investment Type</u>	<u>Fair Value/ Contract Value</u>	<u>Weighted Average Maturity (Years)</u>
Stable Value Fund:		
Synthetic contracts*	\$ 685,773	3.61
Common trust funds:		
State Street U.S. Bond Index Fund	\$ 783,014	7.94
BlackRock Government Short-Term Investment Fund	\$ 212,015	0.12
Prudential High Yield Fund	\$ 25,341	5.96
Mutual Funds:		
PIMCO Total Return Fund	\$ 98,643	7.28

\*These investments are reported at contract value as disclosed in Note 2.

#### **b. Credit Risk**

Credit risk is the risk that an issuer or another counterparty to an investment will not fulfill its obligation. The Plan has an investment policy that limits its investment choices. The investment choices offered to participants are defined by tiers as described in the preceding paragraphs. As of September 30, 2020 the credit quality ratings of debt securities subject to credit risk (other than U.S. government securities) are shown on the following page (in thousands):

# State of Michigan 401K Plan

## Notes to Financial Statements (Continued)

Investment Type	Fair Value/ Contract Value	Duration	Rating	Rating Organization
Stable Value Fund:				
Synthetic contracts*	\$ 685,773	Long-term	A to AAA	S&P
Common trust funds:				
State Street U.S. Bond Index Fund	\$ 783,014	Long-term	AA to AA+	S&P
BlackRock Government Short-Term Investment Fund	\$ 212,015	Short-term	A-1+	S&P
Prudential High Yield Fund	\$ 25,341	Long-term	CCC to AAA	S&P
Mutual Funds:				
PIMCO Total Return Fund	\$ 98,643	Short-term	D to A1+	S&P
		Long-term	Below B to AAA	S&P

\*These investments are reported at contract value as disclosed in Note 2.

### c. Foreign Currency Risk

Foreign currency risk is the risk that investments in securities traded in foreign currencies or more directly in foreign currencies may decline in value relative to the U.S. dollar, which may reduce the value of the portfolio. The Plan does not have an investment policy addressing foreign currency risk. As of September 30, 2020 the investments (other than U.S. government securities) shown on the following page were subject to foreign currency risk (in thousands):

## State of Michigan 401K Plan

### Notes to Financial Statements (Continued)

Investment Type	Foreign Currency	Fair Value
Mutual funds:		
American Funds EuroPacific Growth Fund R6	Various	\$ 245,227
T. Rowe Price Mid-Cap Value Fund	Various	\$ 80,281
PIMCO Total Return Fund	Various	\$ 98,643
Virtus Ceredex Small-Cap Value Equity Fund	Various	\$ 39,172
Common Trust funds:		
State Street Global All Cap Equity ex-U.S. Index Fund	Various	\$ 575,686
Prudential High Yield Fund	Various	\$ 25,341
BlackRock Emerging Markets Index Fund	Various	\$ 96,890
Separate accounts:		
Jennison Large Cap Growth Equity Fund	Various	\$ 430,971
Dodge & Cox Stock Portfolio	Various	\$ 378,847

#### Fully Benefit Responsive Synthetic Guaranteed Investment Contract (SGIC):

As part of the Stable Value Fund, the Plan uses SGIC investment derivatives that invest in a portfolio of underlying securities and a benefit responsive wrap contract. The wrap contract produces a floating rate of return that is adjusted periodically, but not below zero, to reflect the underlying investment portfolio and generally provide for participant withdrawals at contract value (principal plus accrued interest). As of September 30, 2020, the fair value of SGIC are shown below (in thousands):

	Fair Value
SGIC Components:	
Underlying investments	\$ 731,716
Wrap contract	*
Total	\$ 731,716

\* The market value of the SGIC's underlying investments was higher than the SGIC's contract value; therefore, the wrap contract does not have a value.

### Fair Value of Investments

Investments are recorded at fair value in accordance with GASB Statement No. 72, *Fair Value Measurement and Application*, which establishes a hierarchy of valuation inputs based on the extent to which the inputs are observable in the marketplace. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Observable inputs reflect market data obtained from sources independent of the reporting entity. Unobservable inputs reflect the entity's own assumptions about how market participants would value an asset or liability based on the best information available. Valuation techniques used to measure fair value maximize the use of observable inputs and minimize the use of unobservable inputs. Accordingly, the change in fair value of investments is recognized as an increase or decrease to investment assets and investment income.

The Plan categorizes fair value measurements within the fair value hierarchy established by generally accepted accounting principles. The hierarchy is based on the valuation inputs used to measure the fair value of the asset.

- a. Level 1 debt and equity securities are valued using quoted prices in active markets for the actual or identical securities. Market price data is generally obtained from relevant exchanges or dealer markets.
- b. Level 2 securities are valued using significant other observable securities.
- c. Level 3 securities are valued using significant unobservable inputs.

## State of Michigan 401K Plan

### Notes to Financial Statements (Continued)

The Plan has the following recurring fair value measurements as of September 30, 2020 shown below (in thousands):

	9/30/2020	Fair Value Measurements Using		
		Quoted Prices In Active Markets For Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Investments by fair value level				
Mutual Funds	\$ 463,324	\$ 463,324		
Common trust funds	5,123,148	3,338,485	\$ 1,784,663	
Tier III Investments*	151,784		151,784	
Stable Value Fund	685,773		685,773	
Voya Small Cap Growth Strategy Fund	107,418		107,418	
Jennison Large Cap Growth Equity Fund	430,971	430,971		
Artisan U.S. Mid Cap Growth Strategy Fund	129,069		129,069	
Dodge & Cox Stock Portfolio	378,847	378,847		
Total Investments by fair value	\$ 7,470,334	\$ 4,611,627	\$ 2,858,707	\$ -

\*Tier III Investments exclude cash held in participant accounts totaling approximately \$20.4 million.

The fair value of debt and equity securities classified in Level 1 at September 30, 2020 were valued using prices quoted in active markets for those securities. The fair value of debt securities classified in Level 2 at September 30, 2020 was based on the value of their underlying investments, which include, but are not limited to, treasury bills, government and corporate bonds, mortgage backed securities, and asset backed securities.

The State Street S&P 500 Index Fund, State Street S&P Mid Cap Index Fund, State Street Target Retirement Income Fund, and State Street Target Retirement Funds, within the common trust funds, are classified as Level 1. All other common trust funds, which are similar to mutual funds though not registered like mutual funds, are Level 2 because their fair value is determined by the fund manager based on the value of each underlying investment within their respective pooled investment account. The fair value of the State Street Target Retirement Income Fund and State Street Target Retirement Funds, within the common trust funds, was based on the units of the underlying funds that make up each Target Retirement fund, which may include, but are not limited to, the State Street S&P 500 Index Fund, State Street Russel Small/Mid Cap Index Fund, State Street Global All Cap Equity ex-U.S. Index Fund, State Street Bloomberg Roll Select

## State of Michigan 401K Plan

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### Notes to Financial Statements (Continued)

Commodity Index Fund, and State Street government and corporate bond funds. The value of the Stable Value Fund was also based on the value of its underlying investments, which include a Synthetic GIC issued by Voya Retirement Insurance and Annuity Company. The Jennison Large Cap Growth Equity Fund and Dodge & Cox Stock Portfolio are classified as Level 1. The Artisan U.S. Mid Cap Growth Strategy Fund and Voya Small Cap Growth Strategy Fund are classified as Level 2 because a portion of their value was based on assets held within State Street's Short-Term Investment Fund (STIF) for liquidity purposes. The Tier III investments are classified as Level 2 based on the value of its underlying investments, a portion of which are classified as Level 2.

The Plan does not contain any debt or equity securities classified in Level 3.

In instances where inputs used to measure fair value fall into different levels in the above fair value hierarchy, fair value measurements in their entirety are categorized based on the lowest level input that is significant to the valuation. The Plan's assessment of the significance of particular inputs to these fair value measurements requires judgement and considers factors specific to each asset or liability.