Missouri State Employees' Retirement System

A Component Unit of the State of Missouri

Annual Comprehensive Financial Report

Fiscal Year Ended June 30, 2026



MOSERS



Retirement security doesn't happen through a single connection. It is built through a network of relationships, responsibilities, and commitments that work together over time. Members, employers, contributions, investments, planning, and service are all connected—each playing a vital role in delivering on the promise of a pension.



CONNECTIONS THAT COUNT

Abby Spieler
Executive Director

PO Box 209 • Jefferson City, MO 65102
(573) 632-6100 • (800) 827-1063

Visit us at 907 Wildwood Drive
or online at *www.mosers.org*.

Prepared by the MOSERS staff.

MOSERS

Missouri State Employees' Retirement System
A Component Unit of the State of Missouri

Annual Comprehensive Financial Report
Fiscal Year Ended June 30, 2026

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MOSERS

OUR MISSION

MOSERS exists to advance the financial security of its members.

OUR VISION

We endeavor to:

Exceed customer expectations

Educate stakeholders

Ensure sound investment practices

Encourage responsible funding of the plans,

all through a commitment to *Excellence Always.*

INTRODUCTORY SECTION

Professional Awards



Certificate of Achievement for Excellence in Financial Reporting

MOSERS Annual Comprehensive Financial Report (ACFR) for the fiscal year ended June 30, 2025, was awarded the Certificate of Achievement for Excellence in Financial Reporting by the Government Finance Officers Association of the United States and Canada (GFOA). This was the 37th consecutive year that MOSERS has received this prestigious award. The Certificate of Achievement is the highest form of recognition for excellence in state and local government financial reporting. To be awarded a Certificate of Achievement, a government must publish an easily readable and efficiently organized financial report. The ACFR must satisfy generally accepted accounting principles, applicable legal requirements, and GFOA reporting standards.

Public Pension Standards Award

MOSERS received the Public Pension Standards Award from the Public Pension Coordinating Council (PPCC) in 2025 in recognition of meeting professional standards for plan design and administration as set forth in the Public Pension Standards. This award is presented by the PPCC, a confederation of the National Association of State Retirement Administrators (NASRA), the National Conference on Public Employee Retirement Systems (NCPERS), and the National Council on Teacher Retirement (NCTR).

Letter of Transmittal

MOSERS
MISSOURI STATE EMPLOYEES' RETIREMENT SYSTEM

PO Box 209, Jefferson City, MO 65102-0209
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mosers@mosers.org (email)
Visit us at 907 Wildwood Drive or www.mosers.org

October 19, 2026

The Board of Trustees and Members
Missouri State Employees' Retirement System
907 Wildwood Drive
Jefferson City, MO 65109

To the Board of Trustees and Members of MOSERS:

We are pleased to submit the *Annual Comprehensive Financial Report* of the Missouri State Employees' Retirement System (MOSERS or the System) for the fiscal year ended June 30, 2026. During fiscal year 2026, the Board and staff worked extensively and collaboratively on solutions to ensure the fiscal sustainability of MOSERS for current and future members. I would like to thank our trustees for their dedication and commitment.

This ACFR is designed to provide an overview of the financial condition of MOSERS while also satisfying the reporting requirements of state law as stipulated in Sections 104.480, 104.1006, and 105.661 of the Revised Statutes of Missouri (RSMo), as amended. In addition to the *Introductory Section*, the MOSERS ACFR also contains a *Financial Section*, *Investment Section*, *Actuarial Section*, and *Statistical Section*. This report is available on our website at *www.mosers.org*.

Profile of MOSERS

MOSERS is a cost-sharing, multiple-employer defined benefit pension plan that was established in 1957 by state law for the purpose of providing retirement benefits to most state employees. MOSERS is governed by an 11-member Board of Trustees (the Board). As of June 30, 2026, MOSERS serves 45,108 active employees and pays 57,969 benefit recipients across the Missouri State Employees Plan (MSEP) and the Judicial Plan.

In addition to retirement benefits, MOSERS administers term life and long-term disability insurance for most state employees. MOSERS provides these benefits through insured plans with Standard Insurance Company (The Standard). We maintain membership information on those eligible and manage a custodial fund to track premiums collected from employers and payments made to The Standard.

MOSERS oversees the State of Missouri Deferred Compensation Plan (MO Deferred Comp). We administer this plan through a contractual relationship with Voya as the third-party record keeper. The plan provides various investment options to participants who retain responsibility for the investment of their individual accounts. MO Deferred Comp activity and administrative costs are reported via separate audited financial statements.

Additionally, MOSERS oversees the Colleges and Universities Retirement Plan (CURP), a mandatory 401(a) defined contribution plan for education employees hired after June 30, 2002, by the regional universities that participate in MOSERS. TIAA is responsible for third-party administration and for providing investment products to plan members. The activities of CURP are not included within this report.

Financial Statements

The financial statements in this report were prepared in accordance with accounting principles generally accepted in the United States. Management is responsible for the preparation of this report and the fairness and integrity of the information presented herein. Some amounts included in the financial statements and elsewhere may be based on estimates and judgments. Management is responsible for maintaining a system of adequate internal controls designed to provide reasonable, but not absolute, assurance that assets are properly safeguarded and that the financial statements are fairly stated. We believe that the internal controls currently in place support this purpose and that the financial statements and accompanying schedules are fairly presented in all material respects.

Eide Bailly, LLP, our independent external auditors, conducted an audit of the *Basic Financial Statements* in accordance with U.S. generally accepted auditing standards. This audit and the financial statements and related notes are presented in the *Financial Section* of this report.

Management's Discussion and Analysis in the *Financial Section* serves as an introduction to and overview of the financial statements. Additional financial information can be found in the financial statements and schedules included in the *Financial Section* of this report.

MOSERS retirement funds are component units of the state of Missouri for financial reporting purposes and as such, the financial statements in this report are also included in the *Annual Comprehensive Financial Report* of the state of Missouri.

Investments

The MOSERS investment portfolio generated a time-weighted return of 16.2%, net of fees, for fiscal year 2026. The total fund returned 1.9% more than would have been expected through passive investing in the benchmarks.

The MOSERS Board of Trustees has adopted investment objectives, investment philosophies, and a strategic asset allocation to guide all investment-related decisions. Investment objectives strive to maintain stable and reasonable contribution rates over long periods of time, while maximizing investment return by exposing assets to a prudent level of risk. During fiscal year 2024, the Board took part in an asset-liability study and ultimately selected a new policy portfolio. Implementation of the new portfolio was completed in fiscal year 2026. Additional detailed information regarding MOSERS' investments, including policies and strategies, can be found in the *Investment Section* of this report.

Actuarial Information

The Board contracts with CavMac to perform an actuarial valuation of each plan every year. The valuations use economic and demographic assumptions adopted by the Board based upon experience studies conducted at least every five years. The most recent full experience study was adopted effective June 30, 2026. The Board approved increases to the inflation, productivity, cost-of-living, and wage growth assumptions, and also adjusted the mortality assumptions to use recently published tables. Separately, the Board voted to reduce the amortization period on new amortization bases from 25 years to 20 years. See the *Actuarial Section* for a more detailed discussion of changes.

To allow for more predictable and stable contribution rates, MOSERS' funding is based upon the actuarial value of assets, which smooths asset gains and losses over a five-year period. As of June 30, 2026, the MSEP was 54.7% pre-funded and the Judicial Plan was 30.6% pre-funded on an actuarial basis. The MSEP experienced a decrease in the funded ratio compared to the June 30, 2025, funded status of 55.4%. The Judicial Plan experienced a decrease in the funding ratio compared to the June 30, 2025, funded status of 31.1%.

At the September 2023 meeting, the Board voted to increase the minimum employer contribution rate from 16.97% of pay for all years to 28.75% of pay in fiscal 2025, 30.25% of pay in fiscal year 2026, and 32.00% of pay thereafter. Subsequently, at the May 2026 meeting, the Board voted to eliminate the minimum employer contribution rate for fiscal year 2028 and after.

The required certification letter from the Board's retained actuary is included at the beginning of the *Actuarial Section*. Additional information regarding the financial condition of the pension trust funds can be found in the *Actuarial Section* of this report.

Legislative Changes

- **House Bill 2005** – The General Assembly authorized the appropriation of more than $864 million to the Office of Administration to pay the required employer contribution payments to MOSERS in state fiscal year 2027 to fund the MSEP, the Judicial Plan, life insurance premiums, and long-term disability premiums. The bill also appropriated $11.6 million to fund the deferred compensation employer match of $25 per month (with a minimum contribution of $25 per month). The Governor vetoed House Bill 2005 in part on June 30, 2026; however, the MOSERS-related provisions were unaffected.
- **Senate Bill 1572** – The General Assembly also passed Senate Bill 1572, a pension omnibus bill, which the Governor approved on July 9, 2026. The MOSERS-related provisions in this bill include: requiring MOSERS to automatically refund employee contributions in the amount of $1,000 or less for terminated, non-vested employees who were MSEP 2011 members; authorizing MOSERS to offer an annuity buyout to eligible members; and listing two additional methods for MOSERS to use when collecting overpayments. Additionally, this bill prohibits retirement systems from using system funds to advocate, support, or oppose ballot measures or candidates. MOSERS policy already included this prohibition.

Administrative Initiatives

MOSERS' staff engaged in several administrative initiatives during the year. The more notable items are listed below.

- **Asset Allocation Transition Completed** – The Board approved the asset allocation transition plan in May 2024, with implementation beginning in the first quarter of fiscal year 2025. The transition was planned over eight quarters and completed on June 30, 2026. The completed transition reduced overall portfolio leverage from 140% to 110% and shifted the portfolio toward a more growth-oriented posture – increasing exposure to global public equities, private real assets, US treasuries, private credit, and alternative beta, while reducing exposure to long treasuries, TIPS, core bonds, and commodities. With the transition now fully implemented, the investment portfolio positions MOSERS to pursue our long-term investment objectives.
- **MOSERS' Strategic Plan** – The MOSERS Board of Trustees approved a new organization-wide strategic plan for a five-year cycle beginning July 1, 2025, through June 30, 2030. Three major themes highlight nine initiatives that make up the new plan: Service Excellence, Operational Efficiency, and Great Place to Work. In the first year, MOSERS completed four of nine initiatives, including:
    - Evaluate design of the defined benefit member education program.
    - Propose legislation for automatic increase of employee contributions in the MO Deferred Compensation Plan.
    - Propose legislation for automatic contribution refunds of $1,000 or less.
    - Redesign the new employee orientation program.
- **Missouri Deferred Compensation Plan Recordkeeper Transition** – The transition from MissionSquare to Voya was successfully completed in fiscal year 2026. The transition was completed without disruption to participants, and service levels were maintained throughout.

Awards

The Government Finance Officers Association of the United States and Canada (GFOA) awarded a Certificate of Achievement for Excellence in Financial Reporting to MOSERS for its Annual Comprehensive Financial Report for the fiscal year ended June 30, 2025. This was the 37th consecutive year that MOSERS has received this prestigious award. To be awarded a Certificate of Achievement, a government must publish an easily readable and efficiently organized Annual Comprehensive Financial Report. The report must satisfy generally accepted accounting principles and applicable legal requirements. A Certificate of Achievement is valid for a period of one year only. We believe that our current Annual Comprehensive Financial Report continues to meet the Certificate of Achievement Program's requirements, and we are submitting it to the GFOA to determine its eligibility for another certificate.

MOSERS received the Public Pension Coordinating Council (PPCC), Public Pension Standards Award, in recognition of meeting the professional standards for plan design and administration as set forth in the Public Pension Standards. This award is presented by the PPCC, a confederation of the National Association of State Retirement Administrators (NASRA), the National Conference on Public Employee Retirement Systems (NCPERS), and the National Council on Teacher Retirement (NCTR).

MOSERS was named one of the Best Places to Work in Money Management by *Pensions & Investments* magazine for the second consecutive year (2024 and 2025). This influential awards program is dedicated to identifying and recognizing the best employers in the money management industry. MOSERS was one of only three pension plans recognized in 2025.

MOSERS Executive Director, Abby Spieler was named a Top 15 Rising Star for 2025 by *Pensions & Investments* magazine. Chief Investment Officer, TJ Carlson also received national recognition by being named to *CIO Magazine's* Power 100 List for the fourth consecutive year.

MOSERS received a Blue Pencil & Gold Screen award from the National Association of Government Communicators (NAGC). This first-place honor award was received in the Digital Communications/Website category for MOSERS Month 2025. The Blue Pencil & Gold Screen Competition is an annual international awards program that recognizes superior government communication products and those who produce them at all levels of government.

The State of Missouri Deferred Compensation Plan received a National Association of Government Defined Contribution Administrators (NAGDCA) Leadership Award for its 2024 National Retirement Security Month "Scary-Smart Retirement Savings" campaign and website redesign.

These prestigious awards recognize MOSERS for achieving financial and professional standards of excellence and reflect the dedication and competence of the MOSERS staff.

Conclusion

This report is a product of the combined efforts of the MOSERS staff and advisors functioning under the Board's leadership. It is intended to provide complete and reliable information that facilitates the management decision-making process, serves as a means for determining compliance with legal requirements, and allows for the evaluation of responsible guardianship of System funds.

Digital copies of this report are provided to the Governor, State Auditor, and the Joint Committee on Public Employee Retirement of the General Assembly. Their support contributes to the success of MOSERS.

Respectfully submitted,

Abby Spieler, JD	Jeremy Pond, CPA, CFE, CGFM
Executive Director	Chief Financial Officer

Board of Trustees

June 30, 2026



Crystal Wessing – Chairwoman
Elected Active Member



Jenny Jacobs, CPA – Vice Chairwoman
Elected Active Member

Senator Rusty Black
Senate Appointed Member

Gary Findlay
Elected Retired Member

Treasurer Vivek Malek
Ex-Officio Member













Gary Metzger
Governor Appointed Member

Joe Keifer
Governor Appointed Member

Senator Doug Beck
Senate Appointed Member

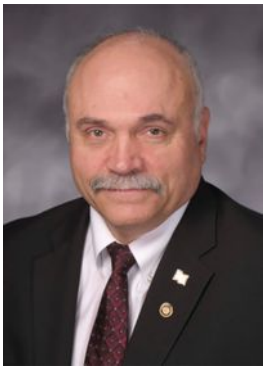
Commissioner Ken Zellers
Office of Administration
Ex-Officio Member

Representative Dirk Deaton
House Appointed Member

Representative Don Mayhew
House Appointed Member







Administrative Organization



Abby Spieler, JD
Executive Director

- TJ Carlson, MBA, CAIA, CTP
  Chief Investment Officer
- Cindy Dixon, MPA
  Chief Operating Officer
- Rochelle Reeves, JD
  General Counsel
- Cindy Rehmeier, CFP
  Manager, Defined Contribution Plans
- Nicki Russell, CPA, CIA, MPA
  Chief Auditor
- Lisa Verslues, PHR, SHRM-CP
  Chief Human Resources Officer



Cindy Dixon, MPA
Chief Operating Officer

- Andrea Binkley, CGBA
  Chief Benefits Officer
- Paul Moyer
  Chief Technology Officer
- Jamie Mullen
  Employer Services Manager
- Jeremy Pond, CPA, CFE, CGFM
  Chief Financial Officer
- Candy Smith, MPA
  Chief Communications Officer



TJ Carlson, MBA, CAIA, CTP
Chief Investment Officer

- Isaac Beckel, CFA, CAIA
  Managing Investment Director
- Tinisha Eickhoff, MBA, CAIA
  Managing Director – Investment Risk & Operations
- Tyson Rehfeld, CFA
  Deputy Chief Investment Officer

About MOSERS



Purpose

MOSERS was established on September 1, 1957, and is governed by the laws of the state of Missouri.

MOSERS administers retirement, survivor, life insurance, and long-term disability benefits, as well as deferred compensation plan management to its members.

MOSERS administers benefits for most state employees, including general state employees, employees of 10 regional colleges and universities, members of the Missouri General Assembly, statewide elected officials, judges, administrative judges, and legal advisors. MOSERS is responsible for administering benefits as set forth in state law and bears a fiduciary obligation to the state employees who are its members.

Administration

State law provides that responsibility for the administration of MOSERS is vested in an 11-member Board of Trustees. The Board is comprised of the following:

- Two members of the Senate appointed by the President Pro Tem of the Senate;
- Two members of the House of Representatives appointed by the Speaker of the House;
- Two members appointed by the Governor;
- The State Treasurer;
- The Commissioner of Administration; and
- Three System members: two active members elected by the active and inactive-vested members, and one retiree elected by the retired members.

The day-to-day management of MOSERS is delegated to the executive director, who is appointed by the Board. The executive director acts as advisor to the Board on all matters pertaining to the System, and employs the remaining staff needed to manage the System.

Organization
The executive director, chief operating officer, and chief investment officer are responsible for planning, organizing, and administering the operations of the System under the broad policy guidance and direction of the Board.

Executive
The executive staff provides administrative support by assisting the executive director in the major legal, financial, operational, and oversight functions. Human resources, which includes oversight of general building maintenance, is also represented in this section. Responsible for business continuity preparation and planning, this section also coordinates activities and processes for the organization that facilitate strategic thinking, planning, and implementation.

Accounting
The staff members in this section are responsible for all financial records of the programs administered by MOSERS, including the preparation of financial reports. Staff are also responsible for various operational activities, including benefit payment processing, contribution receipt processing, accounts payable, employee payroll, and banking. This team works with the investment custodian, internal investment managers, Office of Administration accounting team, state of Missouri, actuaries, banks, and the Internal Revenue Service.

Benefits Administration
Staff in the benefits administration section are responsible for all member data, benefit verifications and inceptions, as well as contact with members regarding the benefit programs administered by MOSERS (retirement, life insurance, and long-term disability insurance).

Communications and Education
Communications and education staff are responsible for presenting information in clear and concise ways to facilitate effective and well-informed decision-making, planning, and action. They produce materials for members regarding the benefits administered by MOSERS, including publications such as newsletters, handbooks, forms, and brochures. This team works in conjunction with information technology staff on electronic materials and tools such as the public, Board, secure member, and internal websites; social media; and member emails. This team also conducts educational seminars in multiple cities around the state each year and hosts webinars to inform members about their MOSERS benefits.

Employer Services
Staff in the employer services section facilitate the collection of member and employer contributions, maintain member benefit eligibility records, and provide technical assistance and general education to employer representatives regarding the timely and accurate submission of payroll and benefit eligibility data.

Information Technology
Staff in this section provide computer and technical design support for MOSERS' administrative activities. This team is responsible for developing and maintaining the automated systems used to administer benefits. They are also responsible for the document imaging system, network and data security, unified communication system, and personal computers.

Internal Audit

Internal audit staff are responsible for identifying and managing MOSERS' risks and ensuring policies, procedures, and controls are in place and working effectively. They improve MOSERS' operations by strengthening the organization and protecting stakeholders.

Investments

The investments staff oversees and implements MOSERS' investment program. Primary functions include managing assets internally, selecting external managers for portions of the portfolio, researching and implementing portfolio allocation shifts and rebalancing, providing technical advice, serving as a liaison to the investment community, and informing and advising the Board and executive director on financial, economic, and political developments that may affect the System. This team works closely with external investment consultants, legal counsel, and the executive director.

Outside Professional Services

Actuary
- CavMac

Auditor
- Eide Bailly, LLP

Governmental Consultant
- Gamble & Schlemeier, Ltd.

Legal Counsel
- Ice Miller, LLP
- Thompson Coburn, LLP

Information Technology Consultants
- Gartner, Inc.
- TTEC Digital

Risk Management Consultant
- R&I Counselors, LLC

Third-Party Administrators
- Voya Financial, Inc.
  Deferred Compensation Plan
- The Standard Insurance Company
  Life Insurance & Long-Term Disability Insurance
- TIAA
  Colleges & Universities Retirement Plan

Investment Management Consultants
- Aksia, LLC
  Specialty Consultant - Alt Beta and Hedge Funds
- Blackstone Multi-Asset Investing
  Specialty Consultant - Hedge Funds
- Cerity Partners, LLC
  Board Investment Consultant
- Meketa Investment Group
  Specialty Consultant - Public Markets
- StepStone Group LP
  Specialty Consultant - Private Markets

Master Custodian
- BNY

Business Bank
- Central Bank

The Schedule of Brokerage Commissions can be found on page 74. Investment management, custodial, and consulting fees can be found in the Schedule of Investment Expenses on pages 60-62, and the Schedule of Investment Manager Fees on pages 78-80. Additional information on investment managers can also be found in the Investment Section of this report.

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