

NON-CERTIFICATED EMPLOYEES RETIREMENT PLAN

TABLE OF CONTENTS

Columbia Management's Investment Presentation as of Dec. 31, 2013	1
The 2014 Cost of Living Allowance (COLA) For Retirees ..	1
Report on New Participants/ Retiree's/Return of Contributions/ Deceased Retirees	2
Explanation of Retirement Date versus Termination Date	2
Retirement Interview Schedule and NCERP Proposed Schedule of Campus Visits	2
Beneficiary Accuracy.....	2
NCERP's Accounting System.....	2
NCERP Meeting Schedule	2
Unofficial	4
Your NCERP Representatives	4

COLUMBIA MANAGEMENT'S INVESTMENT PRESENTATION AS OF DECEMBER 31, 2013

Mr. James Wilkinson, Columbia Management, Senior Institutional Relationship Manager, began his quarterly presentation by reviewing what has occurred during the last quarter ending December 31, 2013. There had been a government shut down for 16 days, debt ceiling was extended and was the catalyst for the equities market taking off, performance for stocks increased for the year, and the Gross National Product (GNP) reached 4.1 percent for the quarter. Also, quantitative easing has begun the Fed's decision to taper their asset purchase program, decreased from \$85bn to \$75bn. Expectations are that we anticipate more quantitative easing from the federal government. The Dow Jones Industrial average had its best year since 1998 and the S&P's best year since 1997. The new Fed chair is now in place, Mrs. Janet Yellen, who replaced Mr. Ben Bernanke, is providing continuity for her new position because she was the assistant chair for a number of years. Her opening comments at her first Fed meeting were very much welcomed as the markets responded by increasing its value over 200 points. Inflation reports reveal that the CPI rates are at a benign 1.2

percent. Unemployment gains have been reduced to the mid 6 percent range, with increases in the manufacturing industry. There are concerns that employment participation rates are dwindling, as some of the unemployed are no longer seeking employment.

Wilkinson informed the NCERP committee of the Plan's performance this quarter. It started slightly under \$67M market value, with almost \$500K in withdrawals from the Plan, the income earned for the quarter offset that amount, as it was over \$500K. The change in market value was over \$3.2M, and at the end of the quarter the Plan's assets grew slightly above \$72M. This growth is attributed to the diversified mix of assets across multiple asset classes.

He provided a brief performance summary of investments over the past year that has been at 17.25 percent. Over the past 3 years, it has been 10.14 percent. Over the last 5 years a rate of 12.89 percent and over the last 10 years at 7.38 percent. The 7.38 lowest return over the last ten years is very similar to the actuary's assumed return of 7.25 percent. Over the long haul, the plan has performed significantly well.

THE 2014 COST OF LIVING ALLOWANCE (COLA) FOR RETIREES

All eligible NCERP retirees have received a (1) one percent Cost of Living Allowance (COLA) increase in their January 1, 2014 annuity benefit payment. Each retired NCERP participant is entitled to a COLA increase four years after their retirement date and is no longer entitled after they reach the maximum COLA benefit of 36 per cent.

BENEFICIARY ACCURACY

Make sure beneficiary information on file for NCERP retirement contributions is accurate. Failure to do so could result in retirement contributions being paid to the employee's estate versus having the contributions going to loved ones. If there are questions or concerns, contact **James Hayden**, plan coordinator, at ext. 5217.

NCERP MEETING SCHEDULE

The quarterly NCERP Committee meetings now are being rotated from various campus locations. The tentative schedule is as follows:

May 14, 2014

Cosand Center, 9:15 a.m.

August 13, 2014

Florissant Valley, 9:15 a.m.

November 12, 2014

Meramec, 9:15 a.m.

February 11, 2015

Forest Park, 9:15 a.m.

NCERP'S ACCOUNTING SYSTEM

The fiscal year budget report as of December 31, 2013, includes the following:

- Total budget for FY 2014: \$407,019.00
- Total invoices paid through the end of quarter is: \$180,027.13
- Balance of budget as of December 31, 2013, after all bills paid: \$226,991.87

NCERP has anticipated completing the fiscal year 2013-2014 under its proposed budget.

REPORT ON NEW PARTICIPANTS/RETIREE/ RETURN OF CONTRIBUTIONS

Mr. Hayden has reported to the NCERP Committee that during the period of September 1, 2013 through December 31, 2013 that three (3) new participants were added to the Plan and eight (8) separated from the College. Of those who separated; their returned contributions and credited interest totaled \$62,153.68.

Also, during the same period, there were four (4) Plan participants who chose to retire. Two (2) chose the Annuity Payments for Life Option and two (2) chose the Lump Sum Payment totaling \$154,612.78. No one chose the 50 percent Annuity/50 percent Lump Sum method of payment this quarter.

Mrs. Virgie Smith who worked at Forest Park passed on Dec. 1, 2013.

EXPLANATION OF RETIREMENT DATE VERSUS TERMINATION DATE

It is very important for every NCERP participant to understand the difference between your *termination* date and your *retirement* date. Your termination date is the last day actually worked.

Administrative Procedure C.27.3 provides that all insurance coverage automatically terminate on the last day of the month in which an employee's full-time employment terminates. On the other hand, Section 2.21 of the Plan document provides that your retirement date is the first date of the month coincident with or next following your satisfaction of the requirements for retirement in accordance with the termination of employment.

Consequently, these cannot be the same date. An individual cannot simultaneously have both terminated and active employee status. It is not possible to be eligible to receive retirement benefits (first day of the month) and be present for work (termination date) at the same time.

Any questions may be directed to Plan Coordinator, **James Hayden**, at 314-539-5217.

RETIREMENT INTERVIEW SCHEDULE

If employees would like an estimate of their retirement benefits, attend any of the campus visits made by **James Hayden**, plan coordinator, ext. 5217. Please call at least one week before the scheduled visit to ensure the retirement assessment is complete. Every participant is encouraged to contact Hayden at any time to obtain a retirement benefit assessment.

NCERP Coordinator's Proposed Schedule of Campus Visits

Date:	Location:	Time:
Apr. 3, 2014	Forest Park	Noon
Apr. 10, 2014	Florissant Valley	2 p.m.
Apr. 17, 2014	Meramec	2 p.m.
May 1, 2014	Forest Park	Noon
May 8, 2014	Florissant Valley	2 p.m.
May 15, 2014	Meramec	2 p.m.
May 22, 2014	Cosand Center	2 p.m.
June 5, 2014	Forest Park	Noon
June 12, 2014	Florissant Valley	2 p.m.
June 19, 2014	Meramec	2 p.m.
July 10, 2014	Forest Park	Noon
July 17, 2014	Florissant Valley	2 p.m.
July 24, 2014	Meramec	2 p.m.
July 31, 2014	Cosand Center	2 p.m.
Aug. 7, 2014	Forest Park	Noon
Aug. 14, 2014	Florissant Valley	2 p.m.
Aug. 24, 2014	Meramec	2 p.m.
Sept. 4, 2014	Forest Park	Noon
Sept. 11, 2014	Florissant Valley	2 p.m.
Sept. 18, 2014	Meramec	2 p.m.
Sept. 25, 2014	Cosand Center	2 p.m.
Oct. 2, 2014	Forest Park	Noon
Oct. 9, 2014	Florissant Valley	2 p.m.
Oct. 16, 2014	Meramec	2 p.m.
Nov. 6, 2014	Forest Park	Noon
Nov. 13, 2014	Florissant Valley	2 p.m.
Nov. 20, 2014	Meramec	2 p.m.
Dec. 4, 2014	Forest Park	Noon
Dec. 11, 2014	Florissant Valley	2 p.m.
Dec. 18, 2014	Meramec	2 p.m.

Locations are:

Florissant Valley, Training Center, TC-109; **Forest Park**, VP Academic Affairs' Conf. Room; **Meramec**, BA-106; **Cosand Center**, Room 208.

Retirement Reminder: Life Insurance Needs Don't Retire When You Do

Don't forget life insurance after you retire. Whether you're already near your retirement or simply dreaming about the day many years from now when you trade in that hectic 9-to-5 schedule for tee times or a flight schedule to Europe, it's important to remember that life insurance can help provide unsurpassed peace of mind during your golden years and beyond. Experts say that canceling a life insurance contract once the kids are grown and the house is paid for, or failing to purchase adequate insurance, can be costly without first carefully considering the benefits of maintaining life insurance as part of a comprehensive financial plan. There are at least four key reasons to maintain your life insurance even after you've retired.

Income preservation: One of the most important reasons to own life insurance is to provide a stream of income for your spouse or family after your death, especially if your spouse or a disabled child is going to rely on your income to survive. If your investment portfolio won't generate enough income for your surviving spouse – based on his or her life expectancy – life insurance can help generate additional income for your survivor.

Paying Uncle Sam: The potentially devastating effects taxes can have on an estate also make life insurance an attractive addition to any financial plan. Currently, if your estate is worth \$675,000, it's going to be subject to federal estate taxes. Rather than leave that burden to your surviving heirs, it can make a lot of sense to use the proceeds from a life insurance policy to pay taxes and avoid having to liquidate your estate. If you have an estate where a lot of your wealth consists of real estate, for example, you don't want to be forced to sell liquid assets at an unfavorable time. Having the life insurance to pay the bills is especially important in those instances. It's also important to properly structure the life insurance inside a trust so that the insurance does not become part of your estate and add to your tax problems.

Paid in Full: If you have outstanding loans or consumer debt, maintaining adequate life insurance during retirement will protect your family members from having to pay those debts from their own resources after you die. In some circumstances, term insurance that remains in effect for a short time could make sense to ensure your heirs are able to pay off any short-term debt you may have accrued, such as credit card debt or even a mortgage if you buy a new home late in life.

Remember Charity: Bequeathing a gift to your favorite charity or non-profit organization is another reason to consider owning life insurance after retirement. Life insurance can be used for gift giving to a charity such as a church, synagogue or mosque, or to a charitable foundation such as a hospital or favorite university – especially if you can't afford to do that out-of-pocket today.

There is no reason to hold on to a life insurance policy longer than necessary, but be sure to understand the benefits of life insurance before making that decision. It makes good sense to consider life insurance as part of any comprehensive financial plan – especially when living in retirement.

YOUR NCERP REPRESENTATIVES:

**Board of Trustees Appointment
Calla White**
6688 Chesapeake Drive, Apt. C
Florissant, MO 63033
Phone: 314-355-9112
Term expires: BOT's pleasure

**Board of Trustees Appointment
Ruth Lewis - Vice Chair**
10455 Litzinger Road
St. Louis, MO 63131
Telephone: 314-567-7098
Term Expires: BOT's pleasure

**Non-Unit Representative
Vicki Lucido**
FV - VP Academic Affairs office
Telephone: 314-513-4214
e-mail: vlucido@stlcc.edu
Term expires: June 30, 2014

**Unit Representative
Kevin White - Chair**
FP - Media Services
Phone: 314-644-9213
E-mail: kwhite@stlcc.edu
Term expires: June 30, 2016

**Physical Plant
Mike Wibbenmeyer**
MC – Utilities/HVAC
Phone: 314-984-7749
E-mail: mwibbenmeyer@stlcc.edu
Term expires: Oct. 30, 2016

Any suggestions for improvements, questions, comments or other concerns about the retirement plan may be directed to any of the NCERP Committee representatives. Any proposed agenda items may be sent to **James Hayden** or the employee representative 10 days prior to the meeting date.

100489 3/2014

NON-DISCRIMINATION STATEMENT
St. Louis Community College is committed to non-discrimination and equal opportunities in its admissions, educational programs, activities and employment regardless of race, color, creed, religion, sex, sexual orientation, national origin, ancestry, age, disability, genetic information or status as a disabled or Vietnam-era veteran and shall take action necessary to ensure non-discrimination.
For information or concerns relating to discrimination matters, contact the following: for matters relating to disabilities, contact Section 504/Title II Coordinator Donna Dare at 314-539-5285; for matters relating to sex discrimination, contact Title IX Coordinator Pam McIntyre at 314-984-7763.