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2019 Plan Performance

By Michael H. Sheridan, Senior Consultant



It was quite a year! I have been around for a long time and it is rare to see an investment year where both the stock and bond markets rose to such a degree. Your Vista 401(k) Plan's overall performance not only mirrored these markets, but generally outperformed the benchmarks.

There were four stock funds that gained more than 30% for the year and the broad market bond fund substantially outperformed the US Aggregate Index.

From a broad economic view, our country is experiencing all the metrics that are necessary for healthy growth. Unemployment is very low, interest rates are low and under control, inflation is minimal and consumers are buying US goods and services.

The Small and Mid-Cap funds all showed phenomenal gains and the Fidelity; Mid Cap, Growth Strategies was the plan's big gainer for the year with a 36.6% growth.

There have been many discussions in the media about actively managed funds as compared to passively managed index funds. The actively managed funds charge more than index funds but have been returning

lower gains during the past few years. Vista offers a choice between active and passive and takes no position on which category to select. I believe in selecting both, utilizing the concept of "diversify, diversify, diversify," which I have preached for decades.

In general, our actively managed funds, led by the aforementioned leader Fidelity; Growth Strategies, outperformed the index funds. This is how this diversification should work during active growth period markets and we are satisfied with the outcome.

The only growth stock fund that underperformed was American; Investment Company of America, an actively managed combination growth and value combination. After considerable correspondence and interviews with this fund's management, we were dissatisfied with their approach to investing, believing that they have deviated from their stated principles. Late last year, we recommended that this fund be replaced to your Advisory Council and they agreed. There will be more information to you soon about this process and the replacement fund we recommend.

2019 Plan Performance

(continued)

The Target date funds, varying combinations of stocks and bonds, all performed well and continue to hold our confidence. The International fund, American; Europacific, had an exceptional 27% gain for the year, outperforming most global investments.

We are especially pleased with our large general bond fund, Fidelity Advisor; Total Bond with a 9.8% return for this actively managed investment. The benchmark, S&P US Aggregate Bond Index measured a 7.4% gain for the year. Our plan's fund substantially outperformed the Index, on a comparative percentage basis, by a large margin.

We believe that the stock market will not repeat these performances in 2020, but will have a small gain. No recession is on the horizon and politics, elections, impeachment trials, trade deals and tariffs – as much as they should affect the market on at least a short term basis – will not have as much impact as one would expect. The economy is just too strong to be moved that far off course.

Since Vista is a retirement plan – and the principles of investing should be much different from the principles of general investing – I recommend taking some profits in the first quarter, especially as the 4th quarter 2019 earnings reports are released in January and February. These reports should be good and will benefit the stock market. However, all profits are good, but almost everything points to a stock market correction in 2020. Don't try to guess the market's timing. Take the profits and reinvest them on a timely basis.

You might want to consider some small cap and mid cap funds which should continue to gain from the US economy as they did in 2019. Bond funds should continue some modest growth if current yields are contained.

Stay alert about trends in investments and, as you take profits and reinvest them, **Diversify, Diversify, Diversify.**



New Year's Resolution – Invest in Yourself!

By Jim Matheu, Retirement Services Manager



It's that time of year again. A time to reflect on the past year and look to the future with a hopeful eye. A future funded, in part, by your Vista 401(k) account. Whether you are already invested in the Vista 401(k) Plan or sitting on the sidelines, take a moment to evaluate your financial position and choose to invest in yourself!

OPEN A VISTA 401(k) ACCOUNT

Start the year off right. Take the first steps toward a secure retirement and establish a Vista 401(k) account today. You can start the Vista 401(k) retirement savings plan with tax-deferred contributions as low as \$25 per paycheck. This will reduce your gross income and lower your federal tax burden. Know that you can make changes along the way as well. So, get started now by visiting vista401k.com or calling us at 866-325-1278.

CONTRIBUTION INCREASE

For those who are currently invested, consider the following: if you receive a pay increase, reward yourself by increasing your contribution.

Does an analysis of your finances reveal you can afford to contribute additional funds to your Vista 401(k) account? If not, perhaps you can shift money from something of lesser significance? Maybe eliminate that gourmet cup of coffee or pack a lunch every now and then. Even a small increase in your contribution invested consistently can move you closer toward your savings goals. You can make any necessary changes on our website at vista401k.com or by calling us.

Whether you are new to the Vista 401(k) Plan or a seasoned veteran, the following tips will help keep you on track.

WHAT IS YOUR RISK TOLERANCE?

If you are new to the plan, it is recommended that you visit the vista401k.com website and complete the Investment Risk Tolerance questionnaire in the learning center. This will enable you to identify the level of risk

you are comfortable maintaining over time. Once this is determined, you can choose those investments that are best suited to the results of your risk profile. Even if you are a long-time investor, it is helpful to take the risk assessment questionnaire. For example, you may have been very aggressive when you first opened a Vista 401(k) account. Today, you may be older and more conservative. Not everyone grows more conservative with age, but it is important to identify any changes and have your investments reflect your evolving risk tolerance.

CONSOLIDATION OF ACCOUNTS

Over the course of your career, you may work for several different organizations. If this is the case, you likely accumulated funds in a few different retirement plans. This can be confusing. It may cause you to lose track of some of your investments. Further, an old plan from a prior job may not reflect your current risk tolerance. A way to keep track is through consolidation. You can roll other qualified plans into your Vista 401(k). This includes 403(b), 457, and IRA plans. You can even roll your DROP money into your Vista 401(k). Note that the Vista 401(k) is different from many other plans in that there are no sales charges or exchange fees.

BENEFICIARY DESIGNATIONS

Marriage, children, divorce, and remarriage are examples of how life can change quickly. It is in your best interest to make certain your Vista 401(k) reflects any of those changes. Please take a moment to review the beneficiary section of your Vista 401(k) account to determine if the correct beneficiaries are listed. This can be completed by visiting vista401k.com or reaching out to the FBMC Retirement Services Team at 866-325-1278.

CHANGE OF ADDRESS

Please revisit your account to make sure that we have your correct address on file. This is an extremely important housekeeping item. An incorrect address prevents us from providing essential information during the plan year. Therefore, please be proactive and update your address with your employer so that you can receive your statements and all other important communications from the Vista 401(k) Plan.

Please be aware that 401(k) contribution limits for the year 2020 have increased. The maximum amount you can contribute to your 401(k) Plan in 2020 is \$19,500. If you are 50 years old or older, you can contribute an additional \$6,500 in 2020.

Invest in yourself today and achieve financial peace tomorrow!

Wealth Building Principles to Live By in Any Decade

By Robert Pumphrey, Retirement Plan Specialist



By the time you read this Vista 401(k) Newsletter, the decade of 2010s is over, and we are moving into a new decade of the 2020s. The past decade began amid the chaotic wake of a global financial crisis and ended with the impeachment of a U.S. President. The growing use of social media fueled mass protest movements, bringing millions of people together around the globe in pursuit of common objectives. Britain saw a new generation of royals emerge. In America, the Affordable Care Act went into effect for millions, and a beloved baseball team ended a 108-year-long dry spell by winning a World Series. In addition, many countries around the world passed laws legalizing same-sex marriage.

What is in store for the next decade is anybody's guess. Financially, starting March 9, 2009, we witnessed the longest period of uninterrupted gains in American history. At some point in the next decade, everyone is expecting a correction regarding the American stock exchange. Regardless if the stock market is rising or falling, there are some proven financial principles that you can master to better reach your goals to build wealth.

PAY YOURSELF FIRST – This is an investor mentality and a phrase popular in both personal finance and among retirement planners. It means automatically routing a specified savings contribution from each paycheck at the time it is received. If you do pay yourself before all the bills and discretionary spending are used up, you are reinforcing that savings is a priority. Your 401(k) account with Vista can automatically deduct your contributions from your paycheck, and the minimum amount to start is only \$25.00.

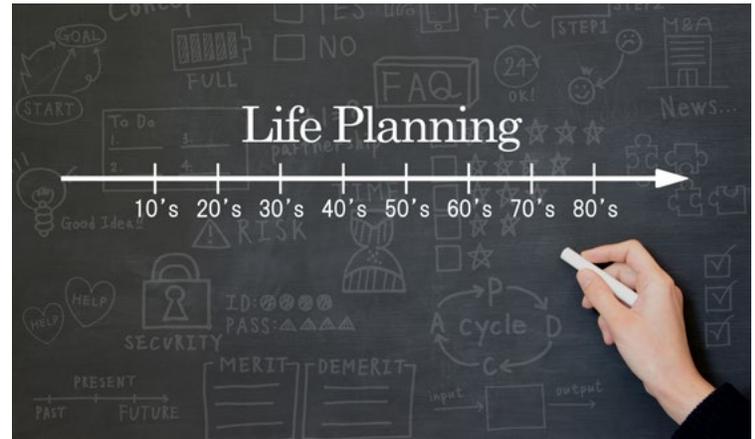
BE DISCIPLINED – Wealth is the cumulative result of many little things added together and compounded during a lifetime. Saving for your retirement in the Vista 401(k) account requires persistent and consistent effort. Without being disciplined, you risk falling prey to procrastination. Therefore, if you are NOT contributing to your school-sponsored 401(k) account – **TAKE ACTION** – as anything else may be considered an excuse. It is very easy to start contributing as it does not require any large sum of monies or filling out a lengthy application. Call us at 866-325-1278 and we can get you a simple Change of Contribution Form to fill out.

Wealth Building Principles to Live By in Any Decade

(continued)

LIVE MODESTLY – Wealth builders consistently spend less than they can afford, so that they can invest the difference for greater value in the future. The reality is, to build wealth you must practice delayed gratification. Therefore, enjoy what lifestyle you can afford and at the same time, seek the discipline to accumulate wealth for tomorrow. If you are already contributing to your Vista 401(k) account, then consider contributing more this new year. In addition, if you are able to, consider contributing the maximum amount this year. For participants under the age of 50 years old, the maximum amount is \$19,500. Those 50 years and older can contribute an additional \$6,500, for a total of \$26,000.

INVEST AS EARLY AS YOU CAN – Everyone's biggest financial challenge is saving for retirement. It's the largest amount of money you'll have to save in your lifetime. Unpredictable windfalls notwithstanding, the only way to accomplish it is to save regularly over a long period of time. If you start to save early in your career, the prospect becomes less daunting. Saving at a young age allows you to take advantage of the power of compounding. For example: Person A saves \$5,000 a year from age 25 to 40 for a total of \$75,000, and then never invests another penny. Person B invests \$5,000 every year from 40 to 65 for a total of \$125,000 invested. Assuming a 5% growth rate under each scenario, person A will end up with more than \$400,000 by retirement, while person B will only have \$256,000,



simply because Person A started saving earlier, even if she put away less. Any person working as a fulltime employee can immediately start their own 401(k) account. Therefore, we encourage you to start today. It is never too late!

BE COURAGEOUS – Building wealth doesn't come from following the crowd. To build wealth, have courage to be determine your own path and be a self-starter.

DOWNLOAD THE VISTA 401(K) APP TODAY!

Check your fund performance, plan highlights, videos and more!



The Vista 401(k) Way to Minimize Taxes and Service Fees

By Toni Milton, Sr. Retirement Plan Representative



Merging your other retirement accounts with your Vista 401(k) account can help you minimize taxes, avoid fees, and simplify future withdrawals. If you are contributing to multiple retirement accounts, it might be time to think about consolidating. The desire to have all the pieces of your nest egg in one place is only natural. Many companies in the retirement planning business today advertise the need for rolling over your 401(k) once you retire. If you have ever been told that you have to roll over your 401(k) account, that's not true!

The Vista 401(k) Plan allows you to leave your money in your account for as long as you would like. The plan also allows you to roll over into your account other retirement accounts that you might have. For example, if you have a 401(k), IRA, 403(b), or 457 account, they all can be rolled into the Vista 401(k) Plan. Your money will be earning tax-deferred income while in the plan. There are no commissions paid to the representatives, no restrictions or charges for fund transfers, no surrender charges, no exchange fees, and you avoid paying the mandatory federal withholding taxes by doing a rollover.

Once you retire, you will need to figure out how to structure your investments so you will continue to

generate gains while providing enough income for you to live. This can be difficult to do when you have multiple accounts. When you combine all your retirement accounts, you can easily select your investments to meet both your short-term and long-term needs. The Vista 401(k) Plan has several investment options. There are more than 25 mutual fund choices available. Leaving your money in the 401(k) Plan after retirement allows you the convenience of continuation with a company that you have already built a relationship – a company that embraces the

highest ethical standard and best business practice in order to offer superior quality in retirement planning.

Also remember that the 401(k) Plan is one of the lowest cost options available to you. The 401(k) Plan does not have balance requirement fees as many other companies may. There are no restrictions on withdrawing your money. You can even set up quarterly withdrawals to be sent to your personal checking or savings account. Ultimately, combining your accounts will also free up time. There will be less mail and fewer emails to read and fewer passwords to remember. Having all your money in one account makes it easier to receive a single statement, instead of multiple account statements.

Don't forget about DROP! If you are enrolled in DROP, you have the option of rolling your DROP funds into the 401(k) Plan. One key advantage to consider is if you take the DROP funds as a payment directly to yourself, these funds will be taxable income for that tax year. For example, if your DROP payout is \$100,000, and you asked for these funds to be paid directly to you, your taxable income will be \$100,000, plus any taxable amount you earned up until your retirement.

The Vista 401(k) Way

(Continued)

You may owe a significant amount of taxes at the end of the year. Alternatively, if you roll a portion or all your DROP funds into your Vista 401(k) account, the amount rolled into the plan is NOT taxable until withdrawn.

If you qualify for normal retirement from the School Board and reach age of 55, you qualify to withdraw your funds without incurring the age 59 ½ withdrawal penalty from your 401(k) Plan. This means that if you choose to rollover your DROP funds to your 401(k) Plan instead of a

traditional IRA, you can withdraw funds before age 59 ½, without a penalty.

Regardless of your retirement date, rolling other retirement accounts into the Vista 401(k) Plan may be beneficial to you. If you are considering rolling your account out of the Vista 401(k) Plan, the better choice for you may be to keep your funds in place. Please contact us to help you evaluate your options.

The SECURE Act

On December 20, 2019 President Trump signed into law the Setting Every Community Up for Retirement Act (SECURE Act). The Act was drafted by Congress to address over-due revisions to the code and is the most substantial piece of retirement legislation since 2006. Through the code revisions, the Act incentivize employers to provide workplace retirement plans, and it encourages employees to participate in these plans. Many of the key features of this Act are as follows:

PARTICIPANT-RELATED BENEFITS:

- Potential 401(k) eligibility for long-term, part-time employees
- Required mandatory distribution age increased from 70½ to 72, effective January 1, 2020
- Increases the cap for automatic enrollment safe harbor from 10% to 15%
- Penalty-free withdrawals related to the birth or adoption of a child
- Portability of lifetime income options
- Expansion of section 529 Plans

EMPLOYER-RELATED BENEFITS:

- Broadens Multiple Employer Plans / Pooled Employer Plans
- Eases requirements for non-elective safe harbor 401(k) plans

- Certain defined contribution plans can combine annual reports
- Fiduciary safe harbor for selection of lifetime income provider
- Testing relief for certain “soft” frozen defined benefit plans
- More time to adopt selected retirement plans

ITEMS IN THE SECURE ACT THAT MAY BE BURDENSOME:

- Lifetime income disclosure
- Modified required distribution rules for designated beneficiaries

There are many other provisions within the Secure Act, such as those related to filing and notification failures (which hold a tenfold increase in penalties), direction regarding church-controlled pension plans, allowing types of accounts under a 403(b) plan to be distributed upon termination, and additional tax credits granted to small businesses that establish retirement plans or add automatic enrollment.

As noted above this was signed into law December 20, 2019. For a more detailed explanation of the various components of the SECURE Act please visit

<https://www.jdsupra.com/legalnews/an-overview-of-employee-benefit-13253/>



The DROP Box

- *Are you enrolled in DROP and close to retiring?*
- *Do you have questions about what to do with your DROP benefits?*
- *Would you like to speak with a 401(k) Plan Specialist about your distribution options?*

CALL 866-325-1278 or EMAIL 401k@vista401k.com

When you retire, you don't have the option of leaving your DROP benefits with the State of Florida. You are required to select a payout method from the following three choices:

- Lump Sum Distribution – less income tax withholding (under age 55, an additional 10% tax penalty withheld)
- Direct Rollover – no tax withholding
- Partial Distribution and Direct Rollover – some income tax withholding

Here are some good reasons to rollover the DROP payout into a Vista 401(k) account:

- If you take the DROP funds as a payment directly to yourself, these funds will be taxable income for the current tax year.

- If you qualify for normal retirement from the School Board and reach the age of 55, you qualify to withdraw your funds without incurring the age 59½ withdrawal penalty from your 401(k) Plan. This means that if you choose to rollover your DROP funds to your Vista 401(k) Account, instead of a traditional IRA, you can withdraw funds before age 59½, without a penalty.

If you entered DROP in 2015, your DROP benefit will be distributed in 2020.

We also accept rollovers from your BENCOR, 403(b) or 457 accounts, so you can have all of your retirement funds in one convenient account. Call us at 866-325-1278 or email us at: 401k@vista401k.com for one-on-one support from our experienced Retirement Services Team.



Carefully consider the investment objectives, risks, charges and expenses of the underlying fund before you invest. This, and other important information, is contained in the prospectus, which should be read carefully before investing. You can request underlying fund prospectuses from the Vista 401(k) website at www.vista401k.com or call us at 866-325-1278.

PERFORMANCE CHART

FUNDCOMPANY	FUND	TICKER	MORNINGSTAR CATEGORY	Current Fund Operating Expense	Average Annual Performance					
					December 2019	YTD	1 Year	3 Years	5 Years	
TOTAL RETURNS (%) as of 12/31/2019; 1, 3, and 5-year returns are annualized.										
International										
American Funds	EuroPacific	RERFX	Foreign Lg Growth	0.84%	4.3%	27.0%	27.0%	12.1%	7.0%	
Small Cap Stock										
Vanguard	Small Cap Index	VSMAX	Small Blend	0.05%	2.2%	27.4%	27.4%	10.3%	8.9%	
T.Rowe Price	Small-Cap	OTCFX	Small Growth	0.89%	2.0%	33.6%	33.6%	14.2%	11.3%	
Mid Cap Stock										
Fidelity	Growth Strategies	FDEGX	Mid Cap Growth	0.59%	1.6%	36.6%	36.6%	15.6%	10.4%	
Vanguard	Mid Cap Index	VIMAX	Mid Cap Blend	0.05%	2.4%	31.0%	31.0%	12.4%	9.3%	
Large Cap Stock										
American Funds	Investment Co. of America	RICEX	Large Blend	0.64%	3.2%	24.0%	24.0%	11.5%	9.4%	
T.Rowe Price	Blue Chip Growth	PABGX	Large Growth	0.97%	2.2%	29.6%	29.6%	21.5%	14.9%	
T.Rowe Price	Dividend Growth	TADGX	Large Blend	0.91%	2.6%	30.7%	30.7%	15.3%	11.8%	
Vanguard	Institutional Index	VINIX	Large Blend	0.04%	3.0%	31.5%	31.5%	15.2%	11.7%	
Balanced										
Vanguard	Balanced Index	VBAIX	50% to 70% Equity	0.06%	1.7%	21.8%	21.8%	10.5%	8.1%	
Vanguard	Wellesley Admiral	VWIAX	30% to 50% Equity	0.16%	1.2%	16.5%	16.5%	7.8%	6.5%	
Vanguard	Wellington Admiral	VWENX	50% to 70% Equity	0.17%	2.0%	22.6%	22.6%	10.8%	8.7%	
Mixed Asset Target Date										
American Funds	2010 Target Date	RHATX	Tgt Date 2010	0.46%	1.7%	13.8%	13.8%	6.9%	5.4%	
American Funds	2015 Target Date	RHBTX	Tgt Date 2015	0.46%	1.8%	14.8%	14.8%	7.4%	5.7%	
American Funds	2020 Target Date	RHCTX	Tgt Date 2020	0.46%	1.9%	15.5%	15.5%	8.1%	6.3%	
American Funds	2025 Target Date	RHDTX	Tgt Date 2025	0.48%	2.1%	17.6%	17.6%	9.3%	7.0%	
American Funds	2030 Target Date	RHETX	Tgt Date 2030	0.50%	2.4%	19.9%	19.9%	10.7%	7.9%	
American Funds	2035 Target Date	RHFTX	Tgt Date 2035	0.52%	2.8%	23.1%	23.1%	12.1%	8.9%	
American Funds	2040 Target Date	RHGTX	Tgt Date 2040	0.53%	3.0%	24.2%	24.2%	12.6%	9.2%	
American Funds	2045 Target Date	RHHTX	Tgt Date 2045	0.53%	3.1%	24.6%	24.6%	12.8%	9.3%	
American Funds	2050 Target Date	RHITX	Tgt Date 2050	0.54%	3.1%	24.9%	24.9%	12.9%	9.4%	
Bond										
American Century	Government Bond	CPTNX	Intermediate Gov't	0.47%	-.43%	6.2%	6.2%	2.9%	2.0%	
American Century	Inflation-Adjusted Bond	ACITX	Inflation Protected	0.47%	0.35%	7.9%	7.9%	2.7%	2.1%	
Fidelity Advisor	Total Bond	FEPIX	Intermediate Term	0.50%	-.23%	9.8%	9.8%	4.3%	3.6%	
Cash/Money Market										
Vanguard	Federal Money Market	VMFXX	Money Market	0.11%	0.13	2.1%	2.1%	1.6%	1.0%	
Broad Base Benchmarks										
S & P 500 TR USD						3.0%	31.5%	31.5%	15.2%	11.7%
S&P US Aggregate Bond Index						-.12%	7.4%	7.4%	3.6%	2.7%

Sources: Standard & Poor's and Morningstar as of 12/31/2019.

There are no sales (front-end load), transfer or surrender charges for any mutual funds in the Vista 401(k) Plan. Any charges or fees imposed by a fund to the public are waived for Vista 401(k) participants. However, an administrative fee, called a "Wrap Fee," is assessed on a monthly basis from your asset balance in the amount of .0050.

The Current Fund Operating Expense is comprised of Management fees, Distribution and/or Service (12b-1) fees and Other expenses. The fees shown in this column are expressed as a percentage of assets on an annual basis, i.e. 0.85% of assets.

For further information visit www.vista401k.com or call 866-325-1278 to speak to a Retirement Services Team representative.

Important Links

Risk Tolerance Assessment

[VISIT THIS LINK](#)

To take an Investment Risk Assessment for your 401(k) Account

Confirmed your beneficiary?

[COMPLETE THIS FORM](#)

To confirm or update the beneficiary information on your Vista 401(k) Account

Increase your contributions

[COMPLETE THIS FORM](#)

To increase contributions to your 401(k) Account



Invest in your future and contribute to your retirement today through the Vista 401(k) Plan!

[CLICK HERE TO ENROLL](#)

Fund Performance

[CLICK HERE](#)

To view Vista 401(k) Fund Performance for December 2019

Have Questions?

[CLICK HERE](#)

To see answers to the most frequently asked questions



Visit us on [Facebook](#) and [Twitter](#)



Stay up-to-date on market activity and other important Vista 401(k) Plan information.