

HORTONVILLE AREA SCHOOL DISTRICT

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To: Employees of the Hortonville Area School District
From: Brenda Bergmann
Re: Notice to Employees - Universal Availability Notice/Meaningful Notice
Date: January 1, 2024

Opportunity to Make Elective Deferrals to the Hortonville Area School District 403(b) Plan

This is to notify you that if you are a Hortonville Area School District employee, you are eligible to make a pre-tax elective deferral from your salary to the Hortonville Area School District 403(b) Plan (the "Plan"). If the Plan permits after-tax Roth contributions, such elective deferrals may be designated as Roth contributions.

What is a 403(b) Plan?

A 403(b) plan allows you to save for retirement on a tax-deferred or after-tax basis. Your contributions are voluntary and you can choose the amount based on your retirement goals. To learn more about the Plan and resources available to you, refer to the attached Plan Summary Information.

How do I contribute?

Participation in the 403(b) plans is voluntary and should be based on your financial objectives and resources. Individual investment strategies should reflect your personal savings goals and tolerance for financial risk.

To make an elective contribution to the Plan, you must submit a Salary Reduction Agreement to the Plan's Third-Party Administrator, TSA Consulting Group (TSACG). Employees who wish to enroll in the 403(b) plan must first select a District approved provider and investment product best suited for them. Please refer to the District's list of approved vendors located in the General Notice on the District website's Business Services page or TSACG's website www.tsacg.com. Upon establishment of the account with the selected provider(s), a Salary Reduction Agreement form and any disclosure forms must be completed and submitted to TSACG. A Salary Reduction Agreement must be completed to start, stop, or modify contributions to a 403(b) account.

Such elective contributions are subject to applicable Internal Revenue Code limits and the terms of the Plan.

Opportunity to Make Elective Deferrals to the Hortonville Area School District Wisconsin Deferred Compensation 457(b) Plan

This is to notify you that if you are a Hortonville Area School District employee, you are eligible to make a pre-tax or after-tax Roth contribution elective deferral from your salary to the Hortonville Area School District 457(b) Plan (the "Plan"). For information on how to enroll in the Wisconsin Deferred Compensation (WDC) Program, call the WDC toll free at (877) 457-9327. You may also visit the WDC website, www.wdc457.org, complete an enrollment form, and mail or fax it to the WDC. You must also submit a Salary Reduction Agreement to the Hortonville Area School District's Business Office. The WDC Salary Reduction Agreement can be obtained in the Business Office or on the District website.

Once your plan has been established, you can increase, decrease, start, or stop your paycheck contribution amount by calling the WDC toll free at (877) 457-9327 or by accessing your account through the website at www.wdc457.org.

Additional Information - Additional information regarding 403(b)/457(b) plans and features can be found on the Business Services page on the District website (District > District Services > Business Services. Scroll down to Brenda Bergmann, Business Services Assistant, and click on Employee Elective Retirement Plans (403(b)/457(b)).

This Notice is to provide general information regarding availability of the Plan. You should consult with your own financial, tax, or legal advisor as to whether you should contribute to the Plan. Should there be any difference between the information in this Notice and the Plan, the terms of the Plan will control. The information in this Notice is not intended or written to be used, and cannot be used, for the purpose of avoiding penalties under the Internal Revenue Code or promoting, marketing, or recommending to any transaction or matter addressed herein.

HASD Mission Statement: *Our community ensures every student learns at the highest level.*

Pupil Nondiscrimination Statement: It is the policy of the Hortonville Area School District that no person may be denied admission to any public school or be denied participation in, be denied the benefits of, or be discriminated against in any curricular, extracurricular, pupil services, recreational or other program or activity because of the person's sex, color, race, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability.

MEANINGFUL NOTICE / PLAN SUMMARY INFORMATION**403(b) PLAN**

The 403(b) Plan is a valuable retirement savings option. This notice provides a brief explanation of the provisions, policies and rules that govern the 403(b) Plan offered.

Plan administration services for the 403(b) plan are provided by U.S. OMNI & TSACG Compliance Services. Visit the U.S. OMNI & TSACG Compliance Services' website (<https://www.tsacg.com>) for information about enrollment in the plan, investment product providers available, distributions, enrollment, exchanges or transfers, 403(b) loans, and rollovers.

ELIGIBILITY

Most employees, with the exception of private contractors, appointed/elected trustees and/or school board members are eligible to participate in the 403(b) plan immediately upon employment. Please verify if your employer allows student workers to participate in the 403(b) plan. Eligible employees may make voluntary elective deferrals to the 403(b) plan. Participants are fully vested in their contributions and earnings at all times.

EMPLOYEE CONTRIBUTIONSTraditional 403(b)

Upon enrollment, participants designate a portion of their salary that they wish to contribute to their traditional 403(b) account up to their maximum annual contribution amount on a pre-tax basis, thus reducing the participant's taxable income. Salary deferral contributions to the participant's 403(b) account are made from income paid through the employer's payroll system. Taxes on contributions and any earnings are deferred until the participant withdraws their funds.

Roth 403(b)

Contributions made to a Roth 403(b) account are after-tax deductions from your paycheck. Income taxes are not reduced by contributions you make to your account. All qualified distributions from Roth 403(b) accounts are tax-free. Any earnings on your deposits are not taxed as long as they remain in your account for five years from the date that your first Roth contribution was made. Distributions may be taken if you are 59½ (subject to plan document provisions) or at separation from service.

The Internal Revenue Service regulations limit the amount participants may contribute annually to tax-advantaged retirement plans and imposes substantial penalties for violating contribution limits. U.S. OMNI & TSACG Compliance Services monitors 403(b) plan contributions and notifies the employer in the event of an excess contribution.

THE BASIC CONTRIBUTION LIMIT FOR 2024 IS \$23,000.

Additional provisions allowed:

AGE-BASED ADDITIONAL AMOUNT

Participants who are age 50 or older any time during the year qualify to make an additional contribution of up to \$7,500.

ENROLLMENT

Employees who wish to enroll in the 403(b) plan must first select the provider and investment product best suited for their account. Upon establishment of the account with the selected provider, a "Salary Reduction Agreement" (SRA) form and any disclosure forms must be completed and submitted to U.S. OMNI & TSACG Compliance Services. This form authorizes the employer to withhold 403(b) contributions from the employee's pay and send those funds to the Investment Provider on their behalf. A SRA must be completed to start, stop or modify contributions to a 403(b) account. Unless otherwise notified by your employer, you may enroll and/or make changes to your current contributions anytime throughout the year.

Please note: The total annual amount of a participant's contributions must not exceed the Maximum Allowable Contribution (MAC) calculation. For convenience, a MAC calculator is available at <https://www.tsacg.com>.



INVESTMENT PROVIDER INFORMATION

A current list of authorized 403(b) Investment Providers and current employer forms are available on the employer's specific Web page at <https://www.tsacg.com>.

PLAN DISTRIBUTION TRANSACTIONS

Distribution transactions may include any of the following depending on the employer's Plan Document: loans, transfers, rollovers, exchanges, hardships, withdrawals or distributions. Participants may request these distributions by completing the necessary forms obtained from the provider and plan administrator as required. All completed forms should be submitted to the plan administrator for processing. Prior to taking a loan, participants should consult a tax advisor.

PLAN-TO-PLAN TRANSFERS

A plan-to-plan transfer is defined as the movement of a 403(b) account from a previous plan sponsor's plan and retaining the same account with the authorized investment provider under the new plan sponsor's plan.

ROLLOVERS

Participants may move funds from one qualified plan account, i.e. 403(b) account, 401(k) account or an IRA, to another qualified plan account at age 59½ or when separated from service. Rollovers do not create a taxable event.

DISTRIBUTIONS

Retirement plan distributions are restricted by IRS regulations. A participant may not take a distribution of 403(b) plan accumulations unless they have attained age 59½ or separated from service. In most cases, any withdrawals made from a 403(b) account are taxable in full as ordinary income.

EXCHANGES

Participants may exchange account accumulations from one 403(b) investment provider to another 403(b) investment provider that is authorized under the plan; however, there may be limitations affecting exchanges, and participants should be aware of any charges or penalties that may exist in individual investment contracts prior to exchange.

403(b) PLAN LOANS

Participants may be eligible to borrow their 403(b) plan accumulations depending on the provisions of their 403(b) account contract and provisions of the employer plan. If loans are available, they are generally granted for a term of five years or less (general-purpose loans). Loans taken to purchase a principal residence can extend the term beyond five years depending on the provisions of their 403(b) account contract and provisions of the employer. Details and terms of the loan are established by the provider. Participants must repay their loans through monthly payments as directed by the provider.

HARDSHIP WITHDRAWALS

Participants may be able to take a hardship withdrawal in the event of an immediate and heavy financial need. To be eligible for a hardship withdrawal according to IRS Safe Harbor regulations, you must certify and may be asked to provide evidence that the distribution is being taken for specific reasons. These eligibility requirements to receive a Hardship withdrawal are provided on the Hardship Withdrawal Disclosure form at <https://www.tsacg.com>.

EMPLOYEE INFORMATION STATEMENT

Participants in defined contribution plans are responsible for determining which, if any, investment vehicles best serve their retirement objectives. The 403(b) plan assets are invested solely in accordance with the participant's instructions. The participant should periodically review whether his/her objectives are being met, and if the objectives have changed, the participant should make the appropriate changes. Careful planning with a tax advisor or financial planner may help to ensure that the supplemental retirement savings plan meets the participant's objectives.

PLAN ADMINISTRATOR CONTACT INFORMATION

Transactions

P.O. Box 4037 | Fort Walton Beach, FL 32549
Toll-free: 1-888-796-3786 | <https://www.tsacg.com>

For overnight deliveries

73 Eglin Parkway NE, Suite 202 | Fort Walton Beach, FL 32548
Toll-free: 1-888-796-3786 | <https://www.tsacg.com>

Program Highlights



Helping You Turn
Over a New
Retirement Leaf

Learn more about Wisconsin's section 457(b)
Deferred Compensation Program



Table of Contents

For more information, click on a topic

[Contribution amounts](#)

[Investments](#)

[Financial planning resources
and assistance](#)

[Rollovers](#)

[Distributions](#)

[Fees](#)

[How do I enroll?](#)

What is a section 457(b) deferred compensation program?

A number of voluntary retirement programs are defined in the Internal Revenue Code (IRC). These include section 457(b) programs, commonly called 457 deferred compensation programs. Deferred compensation programs allow eligible employees to save and invest before-tax and after-tax (Roth) dollars through voluntary paycheck contributions, supplementing any existing retirement/pension benefits.

Why should I participate?

Having a WDC account may help provide a more comfortable financial future. You receive quality investment options, access to local service representatives, local call center support, and financial education services and planning tools that can help you better prepare for retirement.

Is there any reason why I should not participate in the WDC?

Participating may not be advantageous if you are experiencing financial difficulties, have excessive debt, or do not have an adequate emergency fund (typically in an easy-to-access account).

Who is eligible to participate?

The WDC is a voluntary supplemental retirement savings program for all active state and university employees. Active local government and school district employees may also be eligible if your employer has elected to offer this optional benefit program.

Does participation in the WDC affect my pension or reduce my Wisconsin Retirement System or Social Security benefits?

No. The WDC is a voluntary supplemental retirement program and does not replace or reduce any of your Wisconsin Retirement System or Social Security benefits.

What are the advantages of before-tax savings?

With tax-deferred savings, you pay no income taxes on any contributions or their potential earnings until you withdraw the money. This further enhances the benefit of compounding—generating returns on money that you would have paid in taxes if those taxes had not been deferred. Any earnings are reinvested in your account, where they have the potential for continued growth because they are not reduced by taxes each year.

What are the advantages of after-tax (Roth) savings?

Roth contributions are made with after-tax dollars. Roth 457 contributions reduce your take-home pay because you pay taxes on any earnings immediately rather than deferring those taxes until you take a distribution. Therefore, your contributions and any earnings are not taxed upon distribution. This can be beneficial if you expect to be in a higher tax bracket during retirement than in your working years.

How can I see my WDC retirement savings and my pension estimate?

Log on to wdc457.org to see your Wisconsin Retirement System (WRS) pension included in your income percentage. The pension estimate displays if you're actively working, have a balance, and are vested in the WRS. Additional information is available [here](#).

[Return to Table of Contents](#)

Contribution amounts

	If you are...	You are eligible to contribute the...	2024 limit	Total annual limit
How much can I contribute?	Any age	Regular contribution limit	\$23,000	\$23,000
	Age 50 and older	Age 50+ catch-up contribution	\$7,500	\$30,500
	Nearing retirement	Special catch-up contribution	\$23,000	\$46,000

If you are within three years of your normal retirement age, you may be eligible to use the special catch-up contribution option.¹ You may not contribute to both the special catch-up option and the age 50+ catch-up option in the same calendar year, even if you are eligible for both options.² Catch-up contribution limits are in addition to the regular contribution amount depending on how much you undercontributed in prior years. You are responsible for monitoring your contributions to ensure that you stay within the annual limits. The special catch-up option requires a completed form. Please contact the WDC for more information before contributing more than \$30,500.

How can I increase or decrease my paycheck contribution amount?

You can increase, decrease, start, or stop your paycheck contribution by calling the WDC toll free at **(877) 457-WDCP (9327)** or by accessing your account through the website at **wdc457.org**.³

Do I have any options for deferring sabbatical, sick, vacation, or back pay?

You must have an active WDC account before you retire in order to defer your sabbatical or final pay, and eligibility is dependent on your employer. If you are not yet enrolled, refer to the last page of this brochure for assistance.

Getting started

You will need to know the exact dollar amount of your payment and the date of the check that will include your payout. (Your payroll staff may be able to help you determine the amount of your sabbatical time.) When determining the amount you wish to defer to the WDC, keep in mind that FICA and any normal deductions you have coming out of your paycheck will also be withheld from the sabbatical check; therefore, you want to be sure that the amount you choose to defer leaves enough money for FICA and the other deductions. If your WDC deferral amount is too much, you may end up having \$0 deferred to the WDC from your sabbatical check.

How much can I contribute?

You may contribute up to the limits shown in the chart above.

Changing your deferral amount

Once you know the amount you wish to defer and the date of your sabbatical check, call the WDC toll free at **(877) 457-WDCP (9327)**, or log on to **wdc457.org** with your username and password to request a deferral change.

NOTE: The WDC can process this request for you as long as you give us approximately 30 days' notice. If you are beyond the date on which the WDC can make the change, you will have to ask your payroll staff if they are willing to manually process your sabbatical contribution to the WDC.

[Return to Table of Contents](#)

Investments

What are my investment option choices, and how do I know which investments are right for me?

You can choose from the current array of investment options, including target retirement date portfolios, mutual funds options, commingled trust options, a core stable value option,⁴ and an FDIC-insured bank option.

The menu of investments is selected and monitored by the Deferred Compensation Board. The appointed members of the Board ensure that the WDC offers a well-diversified array of investment opportunities. Current investment options are described in the [investment option fund overviews](#), and investment information is also available through the WDC website at wdc457.org and at **(877) 457-WDCP (9327)**. The voice response system and website are available to you 24 hours a day, seven days a week.³ We recommend you request and review current prospectuses before making investment decisions.

In addition to the core investment options, a [self-directed brokerage account](#) (SDBA) is available through an agreement with Charles Schwab, Inc. The SDBA allows you to select from numerous mutual fund options for additional fees. These securities are not offered through Empower Financial Services, Inc. The SDBA option does not provide the ability to purchase stocks, commodities, or exchange-traded funds through the WDC. It is limited to mutual funds only at this time. The SDBA is intended for knowledgeable investors who acknowledge and understand the risks associated with the investments contained in the SDBA. You will receive a separate statement from Charles Schwab that details the investment holdings and activity within your SDBA, including any fees and charges imposed in connection with the SDBA.

Carefully consider the investment option's objectives, risks, fees, and expenses. Contact us for a prospectus, summary prospectus, or disclosure document containing this information. Read each carefully before investing. Prospectuses can also be obtained online at wdc457.org. For prospectuses related to investments in the SDBA, contact Charles Schwab at (888) 393-7272. Read the prospectuses carefully before investing.

What if I don't know which investments to choose?

Additional investment information may be found on the WDC website at wdc457.org.

The WDC also offers a suite of investment advisory services called [Empower Advisory Services](#), which is provided by Empower Advisory Group, LLC. The services include Online Advice and My Total Retirement™.

Financial planning resources and assistance

Can I get comprehensive financial planning?

The WDC offers comprehensive financial planning with a professional who has a specialized certification for financial planning. A WDC professional can help you identify and prioritize your financial goals, retirement savings and income strategies, and insurance and estate planning; organize your finances; save for higher education expenses; and manage debt.⁵ This service is affordable, comprehensive, and personalized to help you reach the retirement you want. There is a cost for this service (see page 6 for details). To schedule a meeting with a WDC financial planner, [click here](#) or call **(833) 301-9355**.

Can I get advice on things like rollovers, contributions, and distributions?

In addition to your local WDC Retirement Plan Advisor, you can access Empower's Retirement Solutions Group (RSG) for point-in-time advice.⁶ RSG can help you decide where your next dollar saved for retirement should go, whether you should contribute to the WDC using pre-tax or Roth, and help you roll outside monies into the WDC. RSG can also help you decide how to invest the money you are saving for retirement and what you should do with the money you have saved once you have left employment. There is no additional cost for this advice. Call Empower RSG at (833) 301-9355 to schedule a meeting.

[Return to Table of Contents](#)

Rollovers

Can I combine assets from my other retirement plans into my before-tax WDC account?

Yes. By rolling your other retirement savings accounts (401(k), 403(b), 457(b), IRA, etc.) into your WDC account, you can simplify your life in the following ways:

- Save time by only having to use one website.
- Reduce clutter with one statement.
- Enjoy the convenience of having a diversified portfolio in one place.⁷
- Know your beneficiaries have the ease of one account upon payout.

Please note: All non-457 plan assets transferred into the WDC remain subject to an early withdrawal penalty that does not apply to 457 plan assets. In addition, 457 plan assets transferred into another plan (IRA, 401(k), 403(b), etc.) may become subject to the early withdrawal penalty when distributed from the new, non-457 plan. Consider all your options and their features and fees before moving money between accounts. **For more information and/or to begin the rollover process, call a Retirement Consultant at (877) 457-WDCP (9327).**

Can I combine assets from my other retirement plans into my Roth WDC account?

Yes. You may transfer a prior employer-sponsored Roth account into the WDC Roth 457(b) account. However, per Internal Revenue Service (IRS) regulations, you are not allowed to transfer Roth IRAs into your WDC Roth account.

What are the benefits of combining assets with the WDC?

When you combine assets with the WDC, you can take advantage of State of Wisconsin oversight, low fees, and consolidation of statements for easier review.

If I leave public employment, must I transfer or roll over my WDC account?

No, you don't have to do anything with your WDC account. Upon leaving public employment, your options are to:

1. Leave your money in the WDC and continue to take advantage of the WDC's diverse selection of investment options, account management tools, and dedicated service representatives. Transferring your account balance is not required.
2. Transfer or roll over your account balance to another eligible governmental section 457 plan if your new employer accepts this type of transfer and/or rollover.
3. Roll over your account balance to a section 401(a), 401(k), or 403(b) plan or IRA. Remember that your section 457 assets may be subject to an early withdrawal penalty if distributed from your new plan prior to you reaching age 59½.⁸ Also, be aware that some services available in the WDC may not be available in another plan. There is a [Fee Comparison Worksheet](#) located on wdc457.org to help you weigh your options. Consider all your options and their features and fees before moving money between accounts.

Distributions

What are my distribution options?

When you are eligible for a distribution, you may:

- Leave the value of your account in the WDC until a future date.
- Receive periodic payments, a lump-sum payment, or a partial lump-sum payment and change this payment type at any time.
- Roll over or transfer your funds to another eligible plan.

Additional details are available in the [Distribution Options Guide](#).

[Return to Table of Contents](#)

When can I withdraw the money from my before-tax account?⁷

Your before-tax money may be withdrawn only when you:

- Retire (and have received your final paycheck).
- Experience an unforeseeable emergency within the WDC guidelines.
- Die (your designated beneficiary(ies) will receive your benefits).
- Terminate employment (and have received your final paycheck).

You are not required to take a distribution until April 1 of the calendar year following the year you reach required minimum distribution (RMD) age;⁹ you can leave your account balance in the WDC until that time, even if a distribution event has occurred.

How much income tax will be withheld from my before-tax distributions?

Withholding will vary depending on the type of distribution you request. Generally, the mandatory 20% federal income tax withholding will apply to before-tax distributions unless you elect a direct rollover of the entire amount or periodic payments that last longer than 10 years, or if the payment is a required minimum distribution. A 1099-R will be issued to you by January 31 of the year(s) following the year(s) in which you receive a distribution.

When can I withdraw the money from my after-tax (Roth) account on a tax-free basis?

Your after-tax distributions are free from income taxes and penalties if you withdraw your after-tax contributions and earnings after holding the account for at least five years and:

- You are at least age 59½ and have severed employment (and received your final paycheck).
- You become disabled.
- You experience an unforeseeable emergency defined as a severe financial hardship.
- You die (after which your beneficiary(ies) will take the withdrawal).

If a distribution is made from your after-tax 457 account before you reach age 59½ and it is not due to an unforeseeable emergency, death, disability, or you reach

the five-year period beginning with your first after-tax contribution, you will pay income taxes on any earnings that are distributed.

Are distributions from the WDC required?

Yes, distributions from retirement programs like the WDC are required at a certain age. The mandatory withdrawal age is 73. If you turned 72 in 2022 and delayed your first-time RMD until April 1, 2023, you must take your 2022 RMD by April 1, 2023 and your 2023 RMD by December 31, 2023.

What qualifies as an unforeseeable emergency?

According to the IRS and its Treasury Regulation 1.457-6(c), an unforeseeable emergency is a “severe financial hardship” to the participant or beneficiary resulting from:

- An illness or accident affecting the participant or the participant’s spouse or dependent.
- Loss of property due to casualty (including the need to rebuild a home following damage to the home not otherwise covered by homeowner’s insurance, e.g., as a result of a natural disaster).
- The imminent foreclosure of a primary residence.
- The need to pay medical expenses, including nonrefundable deductibles or the cost of prescription drug medications.
- The need to pay for funeral expenses of a spouse or dependent.

You must prove that you are experiencing a severe financial emergency and provide evidence that you have exhausted all other sources of income in order to remove before-tax and/or after-tax (Roth) dollars from the WDC.

If you feel your situation meets the IRS requirements for a financial emergency and your WDC account is the only choice you have, call **(877) 457-WDCP (9327)** and request an Unforeseeable Emergency Withdrawal Request Form and Application. You must provide documentation supporting your application.

For further information about unforeseeable emergencies, please refer to the [WDC Hardship Withdrawal Guide](#) or the [WDC Plan and Trust Document](#).

What happens to my money when I die?

Your designated beneficiary(ies) will receive the remaining value of your account, if any. Your beneficiary(ies) should contact the WDC to discuss the available distribution options and apply for a distribution. If no beneficiary designation is on file, beneficiaries will be determined according to standard sequence as defined in Wisconsin statutes and detailed in the WDC Plan and Trust Document.

To elect or update a beneficiary(ies), log in to your account, click on your name in the upper right corner, and choose *Beneficiaries*.

Does the WDC offer loans?

No, the WDC does not offer loans.

Fees

What administrative fees will I pay?

A monthly fee is deducted from your WDC account to cover the cost of administering the WDC. You will see this fee detailed on your quarterly statement. The current fees are noted in the table below.

Account Balance	Monthly Fee
\$0 to \$5,000	\$0
\$5,001 to \$25,000	\$0.75
\$25,001 to \$50,000	\$1.75
\$50,001 to \$100,000	\$4.00
\$100,001 to \$150,000	\$5.00
\$150,001 to \$250,000	\$7.00
Over \$250,000	\$10.25

Are there any other fees I should know about?

Yes, there are investment management fees (also known as expense ratios) that vary by investment option. These fees are deducted by each investment option's management company (not by the WDC) before the daily price or performance is calculated. Expense ratio fees are used to pay for securities trading in the underlying funds and other management expenses.

You can find the WDC's [investment option expense ratios](#) on the website at wdc457.org or in the WDC's annual investment performance report. Investment management companies may impose redemption fees and/or transfer restrictions if assets are held for less than the published holding period. Asset allocation funds may be subject to a fund operating expense at the fund level as well as a prorated fund operating expense

for each underlying fund in which they invest. For more information, please refer to the fund's prospectus.

Charles Schwab Personal Choice Retirement Account® (PCRA)

– There is no extra fee to participate in the SDBA offered through Charles Schwab PCRA; however, additional transaction fees may apply. For more information on the PCRA option, contact the WDC.

The SDBA is intended for knowledgeable investors who understand the risks associated with the SDBA.

What fees do I pay to participate in Empower Advisory Services?

Online Advice – Available at no additional cost to you.

My Total Retirement – If you choose to have the Empower Advisory Group manage your WDC account for you, the annual fee will be based on a percentage of your assets under management, as shown in the table below, and assessed to your account quarterly.

Participant Assets Under Management	Annual Managed Account Fee
Up to \$100,000	0.45%
Next \$150,000	0.35%
Next \$150,000	0.25%
Greater than \$400,000	0.15%

For example, if your account balance is \$50,000, the annual My Total Retirement fee will be 0.45% of the account balance, or \$225. If your account balance is \$500,000, the first \$100,000 will be subject to an annual fee of 0.45%; the next \$150,000 will be subject to an annual fee of 0.35%; the next \$150,000 will be subject to an annual fee of 0.25%; and any amounts over \$400,000 will be subject to an annual fee of 0.15%.

Participation in My Total Retirement is voluntary. You may opt out at any time.

What fees would I pay to meet with a WDC Financial Planner who is certified?

Through the WDC, you'll pay \$499 for a one-time plan or \$299 plus \$29 per month for ongoing access to a planner, with no minimum account balance required. If you are enrolled in My Total Retirement, the cost is reduced to \$399 for a one-time plan or \$199 plus \$15 per month for ongoing access to a planner. Participation is voluntary.

[Return to Table of Contents](#)

How Do I Enroll?

To enroll in the WDC:

Visit wdc457.org or call the WDC to obtain an enrollment form.

For more information, call or visit your local WDC office at:

5325 Wall St., Suite 2900

Madison, WI 53718

(877) 457-WDCP (9327)

1 Normal retirement age is 65 unless otherwise specified by your employer or unless you are categorized as a protective employee. Please contact your employer's human resources representative or payroll staff if you have any questions regarding normal retirement age.

2 In order to contribute an additional catch-up amount, you must complete the catch-up election form and return it to the WDC. The form is available by calling the WDC office in Madison at **(877) 457-WDCP (9327)**.

3 Transaction requests received in good order after the close of the New York Stock Exchange will be processed the next business day.

4 The Stable Value Fund is backed by the general assets of Galliard. Galliard is not affiliated with Empower Retirement, LLC and its affiliates.

5 Empower Advisory Group, LLC, a registered investment adviser, provides financial planning services using the MoneyGuidePro tool. MoneyGuidePro is not affiliated with Empower Retirement, LLC and its affiliates. Empower Retirement, LLC and its affiliates are not responsible for the third-party content provided.

6 Point-in-time advice provided by an Empower representative may include savings, investment allocation, distribution, and rollover advice, including advice on consolidating outside retirement accounts.

7 Diversification does not ensure a profit or protect against loss.

8 Withdrawals may be subject to ordinary income tax. The 10% federal early withdrawal penalty does not apply to 457 plan withdrawals except for withdrawals attributable to rollovers from another type of plan or account.

9 As of January 1, 2023, the IRS generally requires you to start taking required minimum distributions (RMDs) at age 73. (If you turned 72 in 2022 and delayed your first-time RMD until April 1, 2023, you must take your 2022 RMD by April 1, 2023 and your 2023 RMD by December 31, 2023.)

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[Return to Table of Contents](#)