



State of Wisconsin  
**Wisconsin Deferred  
Compensation Program**  
**Fact Sheet**

As of December 31, 2019

The Wisconsin Deferred Compensation Program (WDC) is a supplemental retirement savings program authorized under Section 457 of the Internal Revenue Code (IRC). The WDC was created by Wisconsin Laws of 1981 Chapter 187 and established in 1982 for state employees. It has been available to local employers since 1985.

### **Program Administration**

The Department of Employee Trust Funds and the Deferred Compensation Board (Board) have statutory authority for program administration and oversight. The Board contracts for administrative services (marketing, record keeping, daily program administration) through a competitive bid process. Empower Retirement is under contract to provide these services through November 30, 2022.

The Board selects the investment options offered by the WDC and contracts directly with investment providers. The Board annually reviews the performance of the investment options offered to determine if they continue to meet established performance benchmarks. Options that are determined to be no longer acceptable may be removed from the WDC and new options may be added at any time.

### **Features**

**Maximum Deferral**—Section 457 plan participants may contribute 100% of taxable income to their accounts, up to a federal maximum that is adjusted annually. In 2019, this maximum was \$19,500. Note: This amount remained \$19,500 for 2020. Participants over age 50 are eligible to contribute an additional \$6,500 annually. The maximum limit for federal income tax purposes may be periodically increased (in \$500 increments) for cost of living adjustments tied to the consumer price index. Participants within three years of normal retirement age in 2020 who under-contributed in prior years may also be eligible to contribute an additional \$19,500 annually.

**Account Flexibility**—The WDC allows participants to:

- Change the amount of their deferrals at any time.
- Save by deferring traditional pre-tax or Roth (post-tax) dollars.
- Redirect deferrals to other investment options offered by the WDC without restriction.
- Exchange existing account balances from one option to another (subject to the excessive trading policy).
- Elect to use the asset allocation service to provide automatic rebalancing of a participant's account balance based on an established asset allocation model.
- Elect to use the WDC's managed accounts service (additional separate fee applies).

**Portability**—Dollars from a traditional IRA, a 401(k) and a 403(b) can be rolled into the WDC, and amounts distributed from the WDC, can roll into a traditional IRA, a 401(k) and a 403(b) plan. Dollars rolled out of the WDC are subject to the tax rules of the new plan.

**Participant Services**—WDC representatives in Wisconsin are available to assist participants between 7:00 a.m. and 9:00 p.m. every workday of the year, and Saturdays between 8 a.m. and 4:30 p.m. Both participants and employers may call WDC at 1-877-457-9327 (toll-free).

An automated voice response system is available for participants to obtain account information and execute transactions. The WDC's website at [www.wdc457.org](http://www.wdc457.org) offers program information, access to personal account data and execution of transactions online. Distribution of an itemized participant statement and newsletter occurs within 15 days of the end of each quarter.

**Distribution Options**—At termination of employment, participants may defer receiving distributions from their account up to age 70½.<sup>1</sup> Distribution options available include lump sum payments, partial lump sum payments and periodic payments.

<sup>1</sup> Effective 1-1-2020, participants may defer receiving distributions from their account up to age 72.

**WDC Program Costs**

Participant fees provide the primary source of funding for program administration. State funds are not used for the administration of the WDC. Certain contracts with investment providers have been negotiated to include specific reimbursements to participants investing in those options. The Board annually reviews administrative revenues and expenses and adjusts participant fees as necessary. As of January 1, 2017, annual participant fees were:

If participant balance is between:	Monthly fee deducted:	Equals total annual fee of:
\$0 to \$5,000	\$0.00	\$0.00
\$5,001 to \$25,000	\$1.00	\$12.00
\$25,001 to \$50,000	\$3.00	\$36.00
\$50,001 to \$100,000	\$6.00	\$72.00
\$100,001 to \$150,000	\$8.00	\$96.00
\$150,001 to \$250,000	\$11.00	\$132.00
Over \$250,000	\$16.50	\$198.00

**Statistics as of December 31, 2019**

- 944 local government and school district employers (from approximately 1,400 eligible) have elected to offer the WDC to their employees.
- 66,125 public employees participate in the WDC. 37,988 are state employees and 28,227 are employees of local and school district employers.
- The WDC offered 6 target date (asset allocation) funds and 18 options in the core investment spectrum in 2019. Participants may have an account with one or more of the available options. Participants also have access to a managed accounts service and thousands of mutual fund choices through the Schwab Personal Choice Retirement Account (PCRA), the WDC's self-directed option.

Investment Option	Number of Participant Accounts	Total Assets
FDIC Bank Option	9,333	131,461,225
Vanguard Admiral Treasury Money Market Investment Stable Value (Galliard)	6,388	37,533,414
American Funds EuroPacific Growth - Class R6	27,811	689,463,655
BlackRock EAFE Index Fund F	23,830	179,426,156
Calvert US Large Cap Core Resp. Index R6	22,182	205,879,591
American Beacon Bridgeway LargeCap Val I CIT	3,320	67,229,546
Fidelity Contrafund Commingled Pool CL2	17,312	30,893,868
Vanguard Institutional 500 Index Trust	32,459	750,625,050
T. Rowe Price Institutional MidCap Equity Growth	29,702	616,680,005
BlackRock MidCap Equity Index Fund F	32,560	602,587,784
BlackRock Russell 2000 Index Fund M	23,838	243,005,371
DFA U.S. Micro Cap	15,736	83,267,978
Vanguard Target Retirement 2015 Trust I	11,638	219,974,510
Vanguard Target Retirement 2025 Trust I	2,849	119,761,607
Vanguard Target Retirement 2035 Trust I	6,464	281,493,802
Vanguard Target Retirement 2045 Trust I	6,820	199,886,282
Vanguard Target Retirement 2055 Trust I	6,426	119,048,516
Vanguard Target Retirement Income Trust I	4,018	38,031,139
Vanguard Wellington Admiral	1,875	58,562,872
BlackRock US Debt Index Fund M	25,073	500,197,095
Dodge and Cox Income	20,427	223,075,406
Federated US Gov't: 2-5 Yr. Institutional	12,314	40,506,042
Vanguard Long-Term Investment Grade Bonds Admiral	5,624	27,153,476
Schwab PCRA (including Money Market)	15,629	154,301,776
	1,182	70,226,343
<b>Total</b>	<b>*364,810</b>	<b>5,690,272,509</b>

\* The total number of participant accounts exceeds the number of participants, as participants may invest in more than one investment option. The average number of investment options per participant is approximately 5.4.