

WRS Retirement Plan Structure

- The WRS retirement plan is a qualified pension plan that satisfies requirements of the Internal Revenue Code (IRC).
- The WRS retirement plan is subject to Section 401(a). It is not a 401(k) plan.
- The WRS retirement plan is a defined benefit plan with a variable investment option.
- Interest is only credited to your account each December 31. No interest is credited on a daily, monthly or quarterly basis, except that prorated interest may be credited for a partial year when WRS benefits are paid.
- You **cannot** take a loan against your account.



Contacting the Department of Employee Trust Funds

Visit us Online at etf.wi.gov

Find Wisconsin Retirement System benefits information, forms and publications, benefit calculators, educational offerings, email and other online resources.

Online Calculator

To project your potential retirement benefits, follow the instructions to use ETF's retirement benefit calculator at etf.wi.gov/calculator.htm. ETF encourages members to use this valuable tool for retirement planning. This calculator uses only the information that you enter; it is not connected to your WRS account. There is no risk of anyone accessing your confidential data through this calculator.

Appointments

Although you may continue to drop off completed forms in person at ETF's office, you must call us to schedule an appointment to meet with a benefits specialist. There are three options available to you:

1. Small group retirement appointments are held throughout the state. Visit the Member Education section online at etf.wi.gov to view upcoming events in your region.
2. Individual appointments are available in Madison.
3. Individual online retirement appointments allow you to meet face-to-face with a benefits specialist without traveling. These secure, online appointments are convenient, personalized and easy, using GoToMeeting technology. All you need is a computer, your telephone and an internet connection.



Explanation of Alternate Payee Annual Statement of Benefits

Wisconsin Retirement System Account Information

As of January 1, 2018

This Statement of Benefits contains information about your alternate payee account under the Wisconsin Retirement System. As the former spouse or domestic partner of a WRS participant, you were awarded a percentage of your former spouse's or domestic partner's WRS account through a Qualified Domestic Relations Order (QDRO). Your alternate payee account includes your share of his/her WRS account as of the decree date of the QDRO (including contributions, years of service and interest). Your alternate payee account is credited with annual interest each December 31.

Please review the information on page 3 regarding Required Minimum Distributions.

Keep This Explanation With Your Statement For Future Reference

Section 1— 2017 Earnings and Service

This section does not apply to alternate payee accounts.

Section 2— Years of Creditable Service as of 1/1/2018

This shows your former spouse's/domestic partner's years of creditable service that were transferred to your alternate payee account. This includes military service, if applicable. Service is broken down into three types: "Before 2000," "After 1999" and "After Act 10."

- Your former spouse/domestic partner may have service in one, two or all three types, depending on when and how long he or she worked under the WRS.
- If the QDRO decree date was after 1999 and your former spouse/domestic partner was employed in a WRS-covered position before 2000 and after 1999, a higher formula multiplier is applied to the "Before-2000" years of service when calculating your formula retirement benefit.
- Only employees in the elected/executive category have "After Act 10" service. A lower formula multiplier is applied to this service.

Section 3— Employee-Required Contributions

This section shows the cumulative employee-required contributions in your account and *does not* include the matching employer contributions (see Section 9 for your total account balance as of January 1, 2018).

- Annual interest is applied each December 31 to that year's beginning balance(s).
- Your interest rate is shown in this section.

Most contributions are made on a "pre-tax" basis and are not taxed until all WRS employment is terminated and the member receives a WRS benefit. However, some types of employee contributions can be made on an "after-tax" basis and are not taxed again. The non-taxable portion of your annuity, referred to as your "Investment in Contract," is shown at the bottom of this section.

Section 4 — Additional Contributions

This section shows the current balance of your share of any voluntary additional contributions your former spouse/domestic partner or his/her employer made to his/her WRS account before the decree date.

- Annual interest is applied each December 31 to that year's beginning balance(s).
- Additional contributions always receive the effective rate of interest.

If your former spouse/domestic partner was approved for a Long-Term Disability Insurance (LTDI) benefit before the decree date, the LTDI supplemental contributions are included as Core Employer Additional Contributions. Your Core balance includes your share of the LTDI supplemental contributions as of the decree date.

Section 5 — Primary Beneficiary Designation for WRS Required Account

A beneficiary designation controls who receives a death benefit if you die before you begin your retirement benefit.

- If you filed a beneficiary designation with ETF in 1988 or later, your primary beneficiary(ies) will normally appear in this section.
- Changes in your personal situation like marriage, divorce or termination of a domestic partnership do not change your beneficiary designation. You must file a new designation to change your beneficiary.
- If you never filed a beneficiary designation or if your beneficiary(ies) are all deceased, your death benefit will be distributed according to the standard sequence specified by Wis. Stat. § 40.02 (8)(a).
- You may change or add beneficiaries by completing the *Beneficiary Designation (ET-2320)* or *Beneficiary Designation-Alternate (ET-2321)* form. These forms are available at etf.wi.gov or by request from ETF.

Section 6 — Separation Benefit

A separation benefit is a payout of the employee-required contributions in your account, plus any additional contributions (if applicable) and interest. It does not include the employer required contributions. A separation benefit closes your WRS account. If you are vested and take a separation benefit, you forfeit all rights to a retirement benefit based on the employer contributions and WRS service in your account.

If you are the alternate payee of a former spouse, you may take a separation benefit under either of two circumstances:

- Your former spouse has not yet reached *minimum* retirement age (55, or age 50 if he/she had some protective category service on the decree date that was not purchased forfeited service).
- Your former spouse is not vested.

If you are the alternate payee of a former domestic partner, you may take a separation benefit under either of two circumstances:

- Your former domestic partner has not yet reached *normal* retirement age (65 for general employees and teachers. See etf.wi.gov for information about other employee categories).
- Your former domestic partner is not vested.

An alternate payee can apply for a benefit even if the participant is still employed under the WRS. Once the participant reaches minimum retirement age (if you are a former spouse), or normal retirement age (if you are a

former domestic partner), you are eligible for a retirement benefit based on both the employee and employer contributions if the participant is vested.

Some participants must meet one of two vesting laws based on when they first began WRS employment. As an alternate payee, your vesting status generally depends on whether or not your former spouse/domestic partner is vested.

- Participants who first began WRS employment after 1989 and terminated employment before April 24, 1998, must have some WRS creditable service in five calendar years.
- Participants who first began WRS employment on or after July 1, 2011, must have five years of WRS creditable service.

If neither vesting law applies, participants were vested when they first began WRS employment. If the participant was not vested on the decree date, but later becomes vested by earning the required service before taking a lump sum benefit, you also become vested.

Section 7 — Death Benefit

If you die prior to applying for a WRS benefit, the death benefit amount shown, plus any additional interest credited, is the amount payable to your beneficiary(ies).

Section 8 — Formula Benefit Data

This section shows the data ETF uses to calculate your formula retirement benefit:

- Your former spouse's/domestic partner's three highest annual WRS earnings. The years do not need to be consecutive nor the three most recent years of earnings.
- His/her final average monthly earnings (FAE). The FAE is calculated by adding the total earnings in the three highest years, dividing the total by the total service credited for those three years, then dividing the result by 12.
- Any Variable Fund excess/deficiency as of January 1, 2018.

A Variable excess/deficiency amount is shown if your former spouse/domestic partner participated in the Variable Fund before the QDRO decree date. This amount illustrates the value of your account compared to the value if your former spouse/domestic partner had never participated in the Variable Fund. A Variable excess will increase your benefit, while a Variable deficiency will decrease it.

As an alternate payee, you cannot enroll in the Variable Fund, but you can cancel participation in the Variable Fund. For more information, review the *How Participation in the Variable Trust Fund Affects Your WRS Benefits (ET-4930)* brochure. You may also project updates to your Variable excess or deficiency balances using the WRS Variable Excess/Deficiency Update Calculator available at etf.wi.gov/calculator.htm.

Section 9 — Money Purchase Balance

- Your monthly money purchase retirement benefit is calculated by multiplying your total money purchase balance (including interest) by the money purchase factor for your age on the benefit begin date.
- You must be vested to be eligible.
- A retirement benefit based on this balance is available only if your former spouse is age 55 (age 50 if he/she had some protective service on the decree date) or if your former domestic partner is normal retirement age.
- In 2018, this balance is only available as a lump sum retirement benefit if the monthly annuity amount is less than \$405.

Section 10 — Retirement Benefit Projections

No projections are shown for alternate payee accounts.

You **must** be vested to be eligible for a retirement benefit. A retirement benefit is available only if your former spouse is age 55 (age 50 if he/she had some protective service on the decree date), or if your former domestic partner is normal retirement age.

Contact ETF to request a retirement benefit estimate six to twelve months before you plan to apply for a retirement benefit.

Please note, your statement does not include any account receivable amount due if you have an outstanding balance pending. Any monies owed on your account will be deducted from your WRS annuity, if not paid in full, before you apply for benefits.

Additional Information for Vested Alternate Payees

If you are vested, you may want to consider applying for your retirement benefit as soon as you are eligible, regardless of your employment status or income. Delaying your retirement benefit may increase your monthly annuity. However, you should also consider how long it will take to recover the monthly payments and any annual increases that will be lost by waiting to begin receiving a benefit.

Additionally, if you die before you begin receiving a retirement benefit, the death benefit will be less than your total account balance because you will forfeit the matching employer contributions.

Required Minimum Distribution

Federal and state laws require you to begin receiving your WRS benefit (required and additional contributions, if applicable) by a certain date to avoid tax penalties. This is called a "required minimum distribution". For more information, see the *Tax Liability (ET-4125)* brochure.

Important deadlines:

- If you are a former spouse, you must apply for all benefits from your WRS account before December 31 of the year in which your former spouse reaches (or would have reached) age 69½.
- If ETF does not receive your application by the time it is required, ETF must begin your benefit the following year.

Required minimum distributions apply to your beneficiaries after your death. For more information, see *Information for Beneficiaries of WRS Accounts (ET-6102)*.