

Comparison of the Wisconsin Deferred Compensation (WDC) Program and the United States Conference of Mayors (USCM) IRC s. 457 Deferred Compensation Plans

This guide was prepared to help employers compare the expenses of two IRC s. 457 deferred compensation plans commonly offered to Wisconsin cities. As a political subdivision, you have the option to offer one or more deferred compensation programs to your employees to assist them in planning and saving for their retirement. This flier addresses the unique features of the WDC, offered by the Wisconsin Department of Employee Trust Funds and the USCM plan. If you have any questions or need additional information on the WDC, please contact the WDC Madison office at 1-608-241-6604 for assistance.

EMPLOYER-PAID EXPENSES: ADMINISTRATION, RECORDKEEPING AND EDUCATION				
	USCM		WDC	
Explicit Asset Fee/Admin Fee	0.00%-0.25% ¹ based on assets in plan		\$0.00	
Contribution Processing: Electronic	\$0.00		\$0.00	
Contribution Processing: Non-Electronic	\$1,000 Annual Fee Billed to Employer		\$0.00	
PARTICIPANT-PAID EXPENSES: ADMINISTRATION, INVESTMENT MANAGEMENT, OPTIONAL SERVICES				
	USCM		WDC	
Participant Administrative Fees	\$0.00		Account Balance:	Annual Fee:
			\$0-5,000	\$0
			\$5,001-\$25,000	\$12
			\$25,001-\$50,000	\$24
			\$50,001-\$100,000	\$48
			\$100,000+	\$66
Mutual Fund Internal Expense Ratios (Gross)	0.50%-1.40%		0.02%-0.84%	
Guaranteed Lifetime Withdrawal Benefit (GLWB)	0.90%	Charged on balance in the fund	Not available	
Stable Value Fund	0.68%	Charged on balance in the U.S.Cities Stable Value Fund	0.37%	Charged on balance in the Stable Value Fund
Reality Investing Managed Accounts	0.65%	First \$100,000	0.60%	First \$100,000
Annual Asset-based Fee assessed quarterly:	0.55%	Next \$150,000 up to \$250,000	0.50%	Next \$150,000 up to \$250,000
	0.45%	Next \$150,000 up to \$400,000	0.40%	Next \$150,000 up to \$400,000
	0.35%	Over \$400,000	0.30%	Over \$400,000
Reality Investing Advice	\$25.00	Annual Fee	\$25.00	Annual Fee
Reality Investing Guidance	Included		Included	
Participant Loan Initiation Fee	\$50.00	One Time Per New Loan	Not Available	
Participant On-Going Loan Maintenance Fee	\$35.00	Annual Fee	Not Available	
Self-Directed Brokerage Account	\$50.00	Annual Fee	\$0.00	
ACH Fee for One Time Distributions	\$15.00	Per Request	\$15.00	Per Request
Express Delivery Fee	\$25.00	Per Request	\$25.00	Per Request
Wire Fee for Distributions	\$40.00	Per Request	Not Available	

¹ USCM 0.00% asset fee only available to plans over \$500,000 in assets. Plans under \$500,000 in assets are assessed a 0.25% annual recordkeeping fee charged quarterly. Revenue from mutual funds is retained by Great-West Financial, see the USCM Agreement for Recordkeeping and Communications Services and 408(b) disclosure for more information.

² Not available in New York, Illinois, Texas, Utah, Kansas, Minnesota, Missouri. The current Guarantee Benefit Fee is 0.9% of the Fund Value. GWL&A has the right to change this fee at any time with a 30-day written notice. The amount of the Guarantee Benefit Fee will not be higher than 1.5% or lower than 0.7% of the Fund Value. Additionally, the Great-West SecureFoundation Balanced Fund is subject to a fund operating expense at the fund level, as well as a prorated fund operating expense of each underlying fund in which it invests. For more information, please refer to the Great-West SecureFoundation Balanced Fund's prospectus and the SecureFoundation disclosure documents.

Comment [s1]: Per Sue, THESE DOCUMENTS ARE AVAILABLE ON WEB AFTER USCM PLAN HAS BEEN ADOPTED by an employer.