

Wisconsin Deferred Compensation Program (WDC) *WDC Connection*



MARK YOUR CALENDAR FOR THE UPCOMING EMPLOYER WEBINAR

Good news! The Wisconsin Deferred Compensation (WDC) Program, along with the Department of Employee Trust Funds (ETF), is hosting a webinar on October 26, 2021, to talk about what's changed in the WDC in 2021. We will talk about the WDC's new services and review some tips and tricks for employers when assisting employees with the WDC. If you have a specific topic you'd like us to cover, contact the Madison office at WDC_Office@empower-retirement.com or call **(608) 241-6604** and ask to speak to the local office.

Space is limited. Click [here](#) to register or log in to the Plan Service Center (PSC) to sign up.

Can't make the scheduled time? Don't worry! A recorded version of the webinar will be available on the website at a later date.

NEW IN 2021

We're always working to improve the WDC and make it a resource that helps employees achieve the retirement outcomes they want. Here's a quick look at some of the enhancements launched in 2021:

- **Wisconsin Retirement System pension included in Lifetime Income ScoreSM** – WDC participants who are actively employed and vested in the WRS can now see how their anticipated WRS pension may affect their estimated monthly retirement income—also known as their Lifetime Income Score—when they log in to their WDC accounts. The goal is to provide a more accurate estimate of total retirement income by combining multiple income sources. If they so choose, participants can remove the WRS pension estimate from their Lifetime Income Score by contacting WRS_Data_Opt_Out@empower-retirement.com.
- **In-service withdrawals are now available** – Participants age 59½ and older who are still actively employed can now make in-service withdrawals from

their WDC accounts, thanks to a plan change approved by the Deferred Compensation Board. In-service withdrawals are distributions from an employer-sponsored retirement plan (such as the WDC) before the participant leaves employment.

Participants have the same choice of distribution options as they do for post-retirement withdrawals, including lump sum, partial lump sum, and periodic payments.

To initiate an in-service withdrawal, participants can log in to their account on www.wdc457.org and go to *Account* then *Withdrawals*. They can also contact the Customer Care Center at **(877) 457-WDCP (9327)** and press 0 to speak with a representative. Before withdrawing funds from their WDC accounts or other retirement savings, participants should discuss their options with a tax professional.

EMPLOYER SURVEY

IT'S YOUR TURN TO SPEAK UP! COMPLETE THE WDC EMPLOYER SURVEY.

Got something on your mind? We'd love to hear it. Watch your inbox for upcoming communications on the WDC Employer Survey. We're interested to hear your views on what works with the WDC, what can be better, and how we can all work together to make the WDC an even better resource for employees and retirees.

You play a vital role in helping employees use the WDC to build retirement readiness. We want to tap into that experience and perspective to make the WDC a benefit your employees deserve.

The timing and amount of withdrawals may have a significant impact on the participant's tax obligation for the year of the withdrawal because in-service withdrawals from before-tax contributions will be taxable as income. Mandatory tax withholding will apply to distributions scheduled to last less than 10 years. Withdrawals from eligible Roth contributions will not be taxed.

- **Comprehensive financial planning** – With this affordable service—now available through the WDC—participants can work with a financial planning professional who has specialized certification for financial planning to address their overall financial situation. This includes retirement savings and income strategies, insurance and estate planning, saving for higher education expenses, managing debt, and more. Interested employees can learn more by scheduling an introductory meeting at wdcp.empowermytime.com or calling **(833) 301-9355**.

Advised Assets 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.

- **Support from the Empower Retirement Solutions Group** – The Empower Retirement Solutions Group (RSG) is now available to help participants make the most of the WDC and all it offers with “point-in-time advice.” The RSG can help participants address important questions, such as how to invest the money they save for retirement, whether to make before-tax and/or after-tax contributions, and whether to roll in assets from other accounts into the WDC. Participants can contact Empower at **(833) 301-9355** to schedule a session. There is no cost for using this service.

- **Local Advisors are still here to help** – Local WDC Retirement Plan Advisors (RPAs) are available throughout Wisconsin to help participants get the answers and support they need with their WDC accounts and investment selections. Participants can schedule a free meeting with their local RPA at any time on www.wdc457.org or by calling **(877) 457-WDCP (9327)** Monday through Friday between 7 a.m. and 9 p.m. Central time and Saturdays between 8 a.m. and 4:30 p.m. Central time.

WDC BASICS: A QUICK REVIEW

We can all benefit from a review of the basics from time to time. So, in that spirit, here's a quick overview of some WDC fundamentals:

- **Enrolling in the WDC is easy!** New hires and existing employees can call or go online to enroll in the WDC. *Please remember to provide the current code to active employees for online enrollment.* It's best if they enroll before meeting with their local RPA so the Advisor can use the WDC's tools to provide a recommended strategy. Advisors can't access the tools for employees without WDC accounts.
- **Employees who choose to enroll and/or make changes themselves online should review screens carefully.** By clicking through the process, they are agreeing to the changes they've requested. A confirmation screen and notification are provided after each change made by a participant.
- **Employees don't need to wait to meet with their local RPA to change their contribution amount.** They can do it online or over the phone at any time. Changes are sent to payroll through the Plan Service Center and will take effect the following month.



ONLINE ADVISORY SERVICES REMINDER

Participants can access our advisory software themselves online. When they enroll themselves in managed accounts and/or update their profile, the system will likely recommend a contribution amount larger than what they are currently contributing. If they click through all the screens, they **WILL** change their contribution amount to the recommended amount unless they create an alternative strategy. The screens confirm this, and they will receive a written confirmation letter. There is no guarantee provided by any party that participation in any of the advisory services will result in a profit.

We encourage participants who access the advice screens on their own to pay careful attention to the savings recommendation as they could end up significantly increasing their savings rate. WDC Representatives are available to help and can provide a personal review. Participants can go to www.wdc457.org and click on *Schedule a Meeting* (look for the owl picture). They can also call the WDC at **(877) 457-WDCP (9327)**, press 0, and say "Representative."

Online advice and the managed account service are part of the Empower Retirement Advisory Services suite of services offered by Advised Assets Group, LLC, a registered investment adviser.

Need financial education for an employee newsletter or benefits meeting?

Visit www.wdc457.org for all kinds of WDC and retirement-related information. In the Learning Center you'll find:

- Program resources, including WDC fact sheets, brochures, and other documents.
- eLearning seminars in on-demand formats on topics, such as budgeting, basic investment education, and enrollment.

Don't forget that participants have the option to make before-tax or Roth contributions as dollar amounts (\$) or percentages (%).

Feel free to use these resources at any time! We do our best to keep them up to date.



DID YOU RECEIVE THIS NEWSLETTER, AND YOUR EMPLOYER DOESN'T PARTICIPATE IN THE WDC?

All WRS-eligible employers are invited to join the WDC. Offering the WDC is an excellent way to enhance your benefits package with a supplementary retirement savings plan that offers a wide variety of investment options for employees at no cost. The WDC Board has fiduciary responsibility for the plan, and our staff are exclusively dedicated to the WDC, salaried, and not allowed to sell any other products. For more information, visit www.wdc457.org and go to the *Employer* page. There you'll find the *Adopting the WDC brochure*, which outlines how to get started. Contact the Madison office at WDC_Office@empower-retirement.com or call **(608) 241-6604** and ask to speak to the local office with any questions you may have or to schedule a meeting.

2021 BENEFIT FAIRS

Benefit fairs will be virtual again this year—but the content will be as relevant and worthwhile as ever. Please join us in encouraging your employees to participate. Click [here](#) for the schedule.

ARE YOU ONLINE WITH THE WDC?

The Department of Employee Trust Funds (ETF) strongly supports the WDC's administrator, Empower Retirement, in its efforts to modernize and simplify WDC reporting for employers. In addition to reducing mail delays and mistakes, this project will improve data security and make it easier for employers to send WDC remittances electronically.

As of January 1, 2021, all WDC employers should have adopted the WDC's electronic remittance and reporting processes.

Still mailing checks? Contact the WDC's Madison office at **(608) 241-6604** or WDC_Office@empower-retirement.com with any questions or to schedule an initial ACH contributions setup call. Empower's dedicated staff will guide you through each step of the process to make sure your remittances are being received correctly and answer any questions you may have.

PLAN SERVICE CENTER PAYROLL REMINDERS

The Plan Service Center (PSC) makes managing your employee payroll contributions efficient and secure. To get the most from the PSC, keep in mind these helpful reminders:

- Log in to the PSC and download each payroll cycle's deferral report.
- Send in contribution amounts based only on the deferral report or other correspondence directly from the WDC.
- Process employee contributions each pay period so that these deposits are invested in a proper and timely manner.
- Use PSC's robust report-generation module to create custom reports.
- Find the most current participant forms in the PSC (under *Participants > Employee Forms*).
- Notify us when employees terminate by entering the termination date in their account in the PSC.
- Notify us if you leave your current position so we can transition payroll processing to your replacement without any service interruptions for your employees.
- Do not enroll employees yourself through the PSC. Provide the current enrollment code to interested employees along with the link to the WDC website at **www.wdc457.org**.

THE EMPLOYER GUIDE IS A GREAT RESOURCE FOR YOU

As an employer, you are frequently the point person for employee questions about the WDC. To help you answer many of these questions, the WDC provides an *Employer Guide* on **www.wdc457.org** under the *Employer* heading. This guide contains helpful information on a variety of topics, such as:

- Your role as an employer.
- The role of Empower Retirement.
- Participant resources (including the plan website, voice response system, local RPAs, and the Madison staff).
- Employer resources (such as types of contributions, investment options, transfers/rollovers, required minimum distributions, the purchase of a service credit option, hardship withdrawals, fiduciary responsibilities, payroll processing, and more).



A MESSAGE FROM ETF

As a participating employer, you have specific responsibilities to provide, monitor, and protect WDC participating employee data. Employers are responsible for providing accurate employee eligibility data to Empower. Contribution reports should be reviewed, and any discrepancies identified should be communicated in writing to the WDC in a timely manner. Contact the WDC's Madison office at WDC_Office@empower-retirement.com when you have questions or potential problems with your employee data.

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Employers are also responsible for determining necessary access to the Plan Service Center (PSC), regularly reviewing access, and providing timely notification to Empower when access should be revoked. Changes to contact information for key contacts and authorized approvers should be communicated as soon as possible. For additional tips on managing your fiduciary responsibility, please refer to the Employer Guide available on WDC's website at www.wdc457.org under the *Employer* tab.

REMITTANCE INFORMATION

Wire/ACH instructions

U.S. Bank
Great West Trust Company, LLC
Account # 103655774323
Routing ABA # 102000021
Ref – 98971-01
Checking account for ACH debit filter
ACH number: 5800180000

Regular mail, checks, and remittance advice

Great-West Trust Company, LLC
P.O. Box 560877
Denver, CO 80256-0877

Overnight mail, checks, and remittance advice

Great-West Trust Company, LLC
10035 E 40th Avenue, Suite 100
Dept 0877
Denver, CO 80238

If you have any questions, contact WDC_Office@empower-retirement.com or call **(608) 241-6604** and ask to speak to the local office.



SCHEDULE YOUR CUSTOM WDC PLAN REVIEW

Did you know that you can review a custom report specific to your employees with the WDC? The review can help you understand how your employees use the WDC, with insight on how you can make it an even BETTER resource for your current and future employees. The presentation you receive will include a review of the WDC rules and regulations and an overview of available services and options. The information also includes a breakdown of your participant demographics and retirement readiness as well as a summary of participants' investment choices.

To schedule a Plan Review for your location, contact the Madison office at WDC_Office@empower-retirement.com or call **(608) 241-6604** and ask to speak to the local office.

VIRTUAL RETIREMENT READINESS REVIEWS

Due to COVID's ongoing impact, the WDC continues to support active and retired participants with virtual one-on-one Retirement Readiness Reviews, conducted either over the phone or online (currently via WebEx and soon via Microsoft Teams). Because of their popularity with participants, virtual meetings will continue post-COVID.

During these no-cost sessions, an active participant and WDC RPA can discuss the participant's overall retirement readiness, including their desired retirement age, investment suitability and allocation, and savings rate, to determine whether the participant is on track to achieve their retirement income goals. Retired participants can also schedule sessions to discuss spend-down strategies, how long their income stream may last, and whether any allocation changes might be needed.

WDC participants who want to schedule a Retirement Readiness Review with a WDC RPA in their area can go to www.wdc457.org and click on *Schedule a Meeting* (look for the owl picture). They can also call the WDC at **(877) 457-WDCP (9327)**, press 0, and say "Representative."

WDC CALL CENTER
7 A.M. - 9 P.M. CENTRAL TIME
MONDAY THROUGH FRIDAY
8 A.M. - 4:30 P.M. CENTRAL TIME ON SATURDAY
(877) 457-WDCP (9327)

MADISON OFFICE
8 A.M. - 4:30 P.M. CENTRAL TIME
MONDAY THROUGH FRIDAY
wdcquestions@empower-retirement.com
(608) 241-6604

ONLINE
www.wdc457.org

EMPLOYER ASSISTANCE
7 A.M. - 7 P.M. CENTRAL TIME
MONDAY THROUGH FRIDAY
(800) 695-4952

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The Retirement Readiness Review is provided by an Empower representative registered with Advised Assets Group, LLC and may provide investment counseling and/or recommendations at no additional cost to participants. There is no guarantee provided by any party that use of the review will result in a profit.