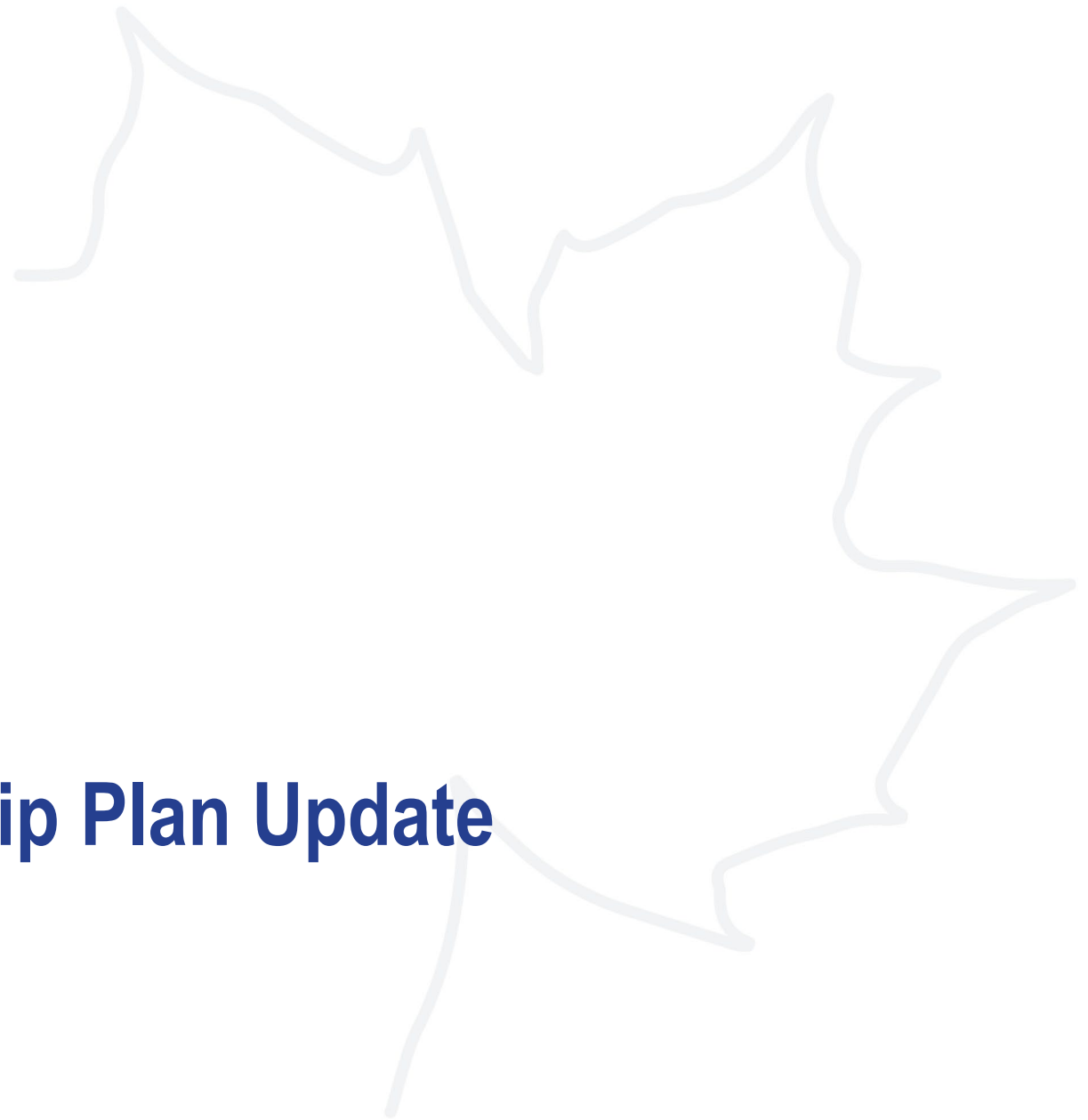




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2022 Strategic Partnership Plan Update

December 31, 2022

FOR FINANCIAL PROFESSIONAL AND PLAN SPONSOR USE ONLY.

2022 Scorecard Update

Goal/Action Item	Tools adopted	Results desired	12/31/22 Results
Enrollment	<ul style="list-style-type: none"> Employee and Employer 	<ul style="list-style-type: none"> Increase number of in-force* accounts by 2.5% (69,626) Add 12 new local public employers Attend 1 or 2 conventions 	<ul style="list-style-type: none"> 1.38% in-force* growth (68,867) 11 new employers added 2 conventions attended <ul style="list-style-type: none"> WASBO – Booth only WMCA – Presented with ETF (Income Continuation Insurance) and Marilyn Collister (Employer Fiduciary Responsibility)
Asset Allocation	<ul style="list-style-type: none"> Retirement Readiness Reviews with at-risk** groups Free trial period 	<ul style="list-style-type: none"> Complete Retirement Readiness Reviews (RRR) with 5% (970) of at-risk population Increase managed account users by 2% (383 new users) 	<ul style="list-style-type: none"> 1,483 RRRs with at-risk population 279 new managed account users
Education	<ul style="list-style-type: none"> Participant Education <ul style="list-style-type: none"> Save more New website Group and individual meetings Employer Education Financial wellness <ul style="list-style-type: none"> Lifetime Income Score Celebrate WDC's 40th anniversary 	<ul style="list-style-type: none"> Complete 2,800 total Retirement Readiness Reviews Increase deferral amounts by 5% for targeted audience (Participants saving 1% or \$50; Participants who haven't increased in 2+) Increase new website users by 7% (2,745 new users) Obtain a 6%+ clickthrough rate on Lifetime Income Score (LIS) campaign and monitor interactions with the tool Provide 415 group meetings Drive positive actions equaling 40%+ of meetings 	<ul style="list-style-type: none"> 2,952 RRRs 1,591 deferral increases; 13.9% increase 2,864 more unique users in August than in July; 979 users have aggregated accounts as of 10/31/22 3.65% clickthrough rate; 51% open rate; 212 deferral increases 428 group meetings conducted 68% positive action rate
Retention	<ul style="list-style-type: none"> Retirement Readiness Reviews Retiree webinar 	<ul style="list-style-type: none"> Meet with 500+ retirees/terminated participants Increase asset retention by 5%+ (roll out less than \$97.7) 	<ul style="list-style-type: none"> 317 individual meetings with retirees/terminated participants \$57M rolled out from participants who interacted with the Retirement Solutions Group



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*In-force means net lives or number of participants with an account balance greater than \$0.

**At-risk population = 50+ >75% equities; 50+ <10% equities; all ages <25% equities

***Positive actions include actions like enrollments, rollovers, deferral increases, diversification (moving 100% to TDF or enroll in managed accounts), and personalization for those in managed accounts

Note: Recurring goals such as group meetings and in-force growth are based on average of last three years (2018-2020)

Field Activity as of 12/31/22

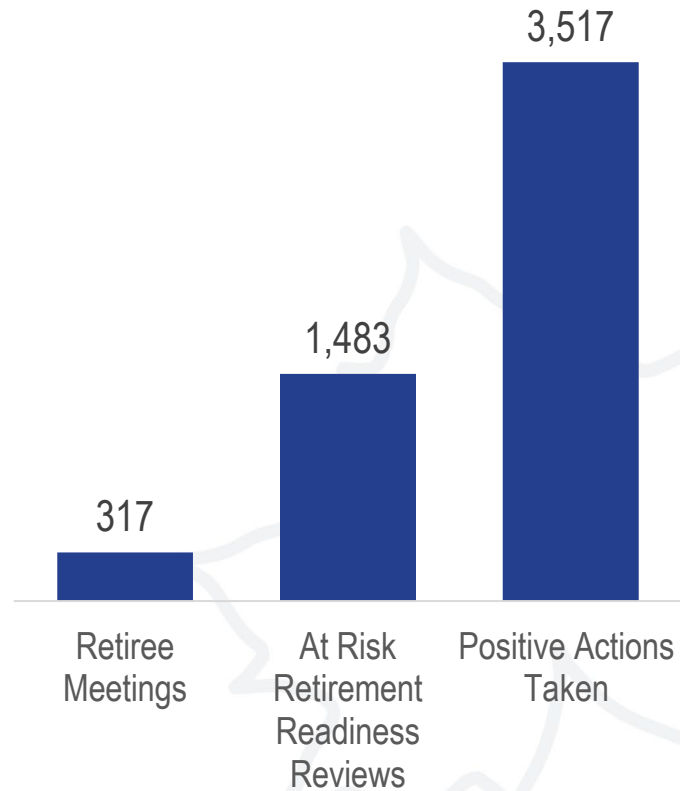
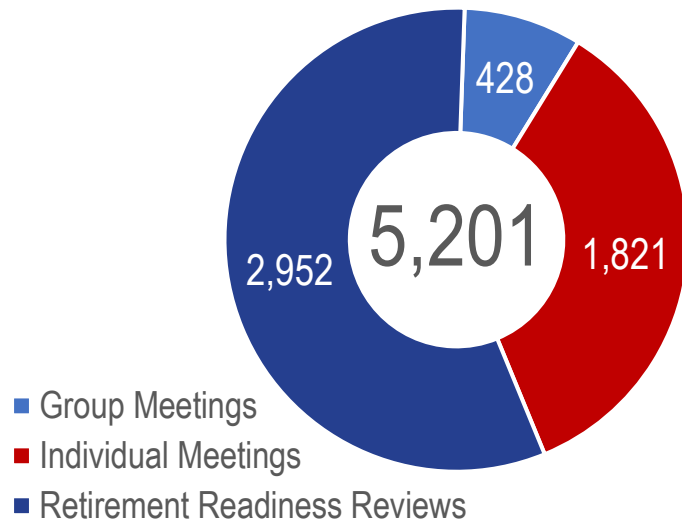
Goals:

415 Group Meetings

2,800 Retirement Readiness Reviews

970 At Risk Retirement Readiness Reviews

40% Positive Action Rate



At-risk population = 50+ >75% equities; 50+ <10% equities; all ages <25% equities and twice average plan balance

Positive actions include actions like enrollments, rollovers, deferral increases, diversification (moving 100% to TDF or enroll in managed accounts), and personalization for those in managed accounts



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Q1 Communications Projects 2022

Changes to communicate

- Fund Changes
 - Web bulletin
 - News and Updates tile
 - Q1 Statement Narrative
- Contribution limit changes
 - Review and update library of materials
- Participant fee changes
 - Review and update library of materials

News and updates

▶ [Understanding Stable Value Fund Trading Restrictions](#)

▶ [A WDC Investment Change Effective March 4, 2022](#)

February 11, 2022

The Wisconsin Deferred Compensation Program (WDC) is an important part of your long-term retirement savings strategy. The WDC's investment options are regularly reviewed and sometimes changed so you may continue to select from a competitive range of investment options. Effective March 4, 2022, the following change will be made in the investment lineup:

The Fidelity Contrafund Commingled Pool CI 2 (CUSIP 31617E745) will be replaced by the Fidelity Contrafund Commingled Pool CI 3 (CUSIP 31617E612). The fund's investment strategy and risk/potential reward characteristics remain the same; this is a change in share class only. The new share class offers a lower expense ratio, which means it costs less to invest in the fund. The gross expense ratio for the new share class is 0.35%, compared to 0.38% for the current investment option.

What do you need to do?

You do not need to take any action right now. Balances and future contributions in the Fidelity Contrafund Commingled Pool CI 2 will automatically transfer to the Fidelity Contrafund Commingled Pool CI 3. Please note: you may change how your money is invested at any time after the transfer is complete. If you wish to make investment changes, you can make them through the WDC website at wdc457.org or by phone at (877) 457-WDCP (9327) weekdays between 7 a.m. and 9 p.m. Central time, or Saturdays between 8 a.m. and 4:30 p.m. Central time.

Carefully consider the investment option's objectives, risks, fees and expenses. Contact Empower Retirement for a prospectus, summary prospectus for SEC-registered products or disclosure document for unregistered products, if available, containing this information. Read each carefully before investing.

Investing involves risk, including possible loss of principal.



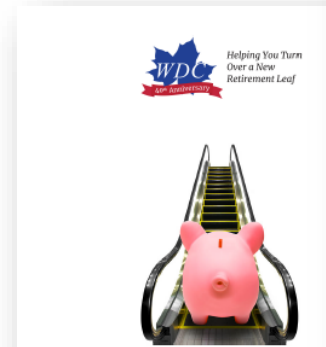
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America Saves Week

- Audience:
 - Participants saving 1% or \$50; Participants who haven't increased in 2+ years
- Tactics:
 - Auto Increase Email
 - Sent: 2/21
 - Sent: 31,963
 - Open rate: 55.8%
 - Click-through rate: 1.6%
 - Meet with Your Rep Email
 - Sent: 2/24
 - Sent: 31,876
 - Open rate: 50.5%
 - Click-through rate: 2.04%
- Results:
 - 4.3% or 1,591 participants increased deferrals
 - 13.9% average increase (deferrals by dollar amount)



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Ride your way to more savings — automatically

Sometimes life gets busy. When you take advantage of the automated WDC features you have available, it may be easier for you to reach the financial future you imagine.

One easy way to keep your financial strategy on track is to use the auto-increase feature. This option — as the name implies — lets you save more automatically. It also gives you the flexibility to adjust your savings increase schedule based on your individual goals and specific financial situation.

You can:

- Determine your desired increase percentage.
- Choose the date on which to start your auto-increase.
- Select the maximum percentage at which to stop your auto-increase.

This feature provides a simple way to save more, and you can adjust your automatic increases at any time. Take advantage of this automated feature and the many other resources available on WDC's website.


Save more conveniently by saving automatically

VISIT WDC457.ORG

AMERICA SAVES WEEK 2022

Or copy and paste this link into your browser: <http://www.wdc457.org>. Log in, then click on "Deferral Compensation Program" > "Contributions," then click on "Add Auto Increase."

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A retirement readiness story


Scheduling a Retirement Readiness Review with your WDC Retirement Plan Advisor is a great way to help ensure you're on the right path to reach your long-term goals.

Sometimes just talking with someone about your specific needs and unique situation is all it takes to feel more comfortable about the progress you're making toward being able to enjoy the future you imagine.

When you meet with your representative, you'll have the opportunity to:

- Evaluate your readiness for a successful retirement.
- Review your savings and investment strategy.
- Learn more about the valuable tools, resources and services available.

You can even ask questions about your broader financial picture. We'll help ensure you're taking a big-picture approach to your overall retirement strategy.



Have you heard? You can get a personalized Retirement Readiness Review.

Schedule a Retirement Readiness Review at a time that's convenient for you. Here are some events that may lead you to set up a meeting.¹

Event	Percentage
Increase in income savings	39%
Review of retirement savings	38%
Meet with rep	26%
Meet with spouse	21%
Change job	17%
Change of savings vehicle	10%

Schedule a Retirement Readiness Review at wdc.timetap.com

1 "Empowering America's Financial Journey" doc:empower-retirement-composer-institute-EAR-Full-Study.pdf, November 2021. Securities, when presented, are offered and/or distributed by GWFS Equities, Inc., Member FINRA/SIPC. GWFS is an affiliate of Employer Retirement, LLC, Great-West Funds, Inc., and registered investment advisor, Advisor Asset Group, LLC. This material is for informational purposes only and is not intended to provide investment, legal or tax recommendations or advice. *EMPPOWER and all associated logos and product names are trademarks of Great-West Life & Annuity Insurance Company. ©2022 Employer Retirement, LLC. All rights reserved. GEN-WDSM-WF-1568-124-0222-02/24/2022



Are you ready for retirement?

Scheduling a Retirement Readiness Review with a WDC Retirement Plan Advisor (RPA) is a great way to help ensure you're on a path to reach your long-term goals. Sometimes just talking with someone about your specific needs and unique situation is all it takes to feel more comfortable about the progress you're making toward being able to enjoy the future you imagine.

When you meet with your RPA, you'll have the opportunity to:

- Evaluate your readiness for a successful retirement.

You can schedule a Retirement Readiness Review at a time that's convenient for you. Go to wdc457.org and click on the owl photo to schedule a meeting.

Here are some events that may lead you to want to set up a meeting.

Event	Percentage
Increase in income savings	39%
Review of retirement savings	38%
Meet with rep	26%
Meet with spouse	21%
Change job	17%
Change of savings vehicle	10%

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Equity wash language added to website

- Audience:
 - All participants
- Tactics:
 - Website update under the News and Updates tile
 - Investment Options flyer updated

Home / News and updates

News and updates

► [Understanding Stable Value Fund Trading Restrictions](#)

April 7, 2022

The Stable Value Fund has what's called an equity wash. This means that in order to transfer dollars from the Stable Value Fund into a competing fund like the Vanguard Treasury Money Market investment or the FDIC Bank Option, the money must first be held in a non-competing fund (i.e. a fund exposed to the stock market) for 90 days.

Equity wash restrictions are in place to protect the Stable Value Fund from any potential instability caused by sudden mass transfers to the competing investment options. While these requirements may seem restrictive, they are typically imposed by fund managers as a condition for issuing investment contracts to retirement plans.

For more information, please read the [WDC Stable Value Fund factsheet](#) and the [WDC Stable Value Fund disclosure](#).

Questions? Contact the WDC at (877) 457-WDCP (9327) or your Retirement Plan Advisor.

Carefully consider the investment option's objectives, risks, fees and expenses. Contact Empower Retirement for a prospectus, summary prospectus for SEC-registered products or disclosure document for unregistered products, if available, containing this information. Read each carefully before investing.

You could lose money by investing in a money market fund. Although the fund seeks to preserve the value of your investment at \$1 per share, it cannot guarantee it will do so. An investment in the fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The fund's sponsor has no legal obligation to provide financial support to the fund, and you should not expect the sponsor to provide financial support to the fund at any time.

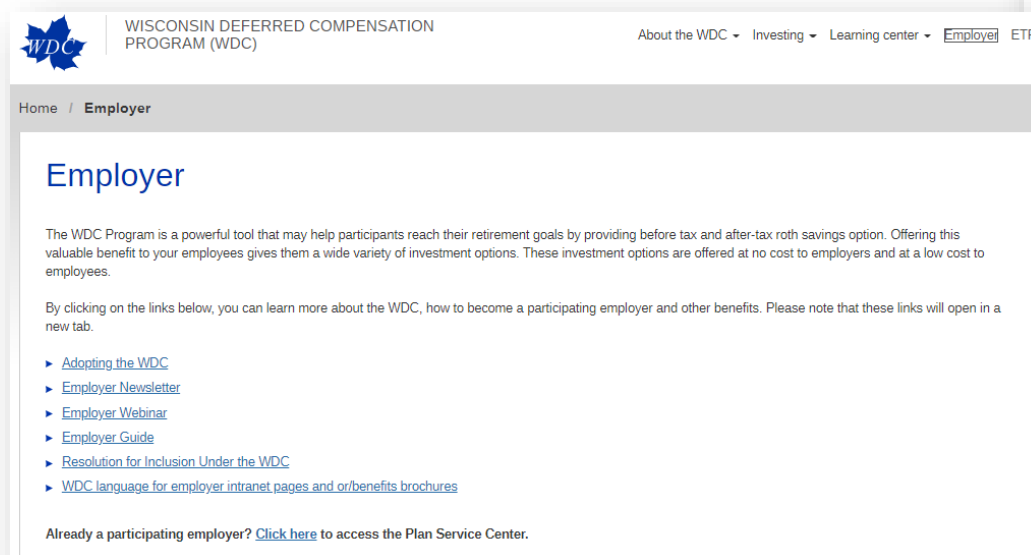


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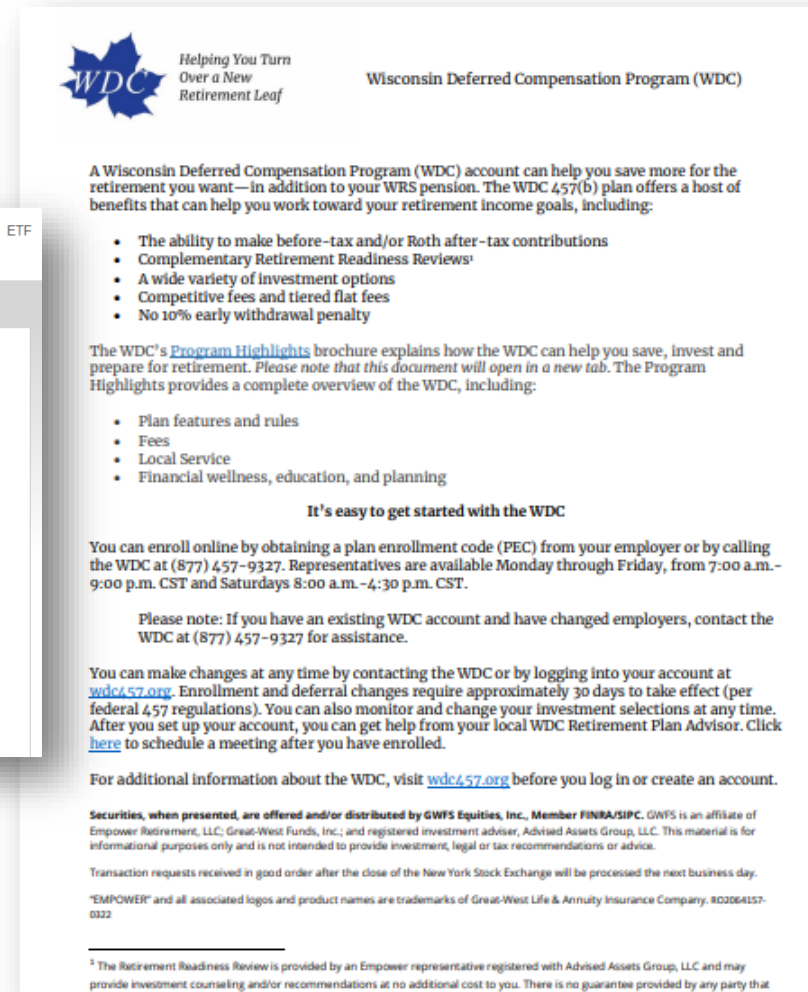


Employer flier added to website

- WDC language for employer intranet pages and/or benefits brochures



The screenshot shows the 'Employer' page of the Wisconsin Deferred Compensation Program (WDC) website. The page features a navigation menu with 'About the WDC', 'Investing', 'Learning center', and 'Employer' (highlighted). The main content area is titled 'Employer' and includes a brief description of the WDC Program, a list of links for more information, and a note for existing employers. The links listed are: Adopting the WDC, Employer Newsletter, Employer Webinar, Employer Guide, Resolution for Inclusion Under the WDC, and WDC language for employer intranet pages and or/benefits brochures.



The screenshot shows a brochure titled 'Wisconsin Deferred Compensation Program (WDC)'. The brochure includes the WDC logo and the tagline 'Helping You Turn Over a New Retirement Leaf'. It provides an overview of the WDC account, its benefits, and how to get started. The benefits listed include: before-tax and/or Roth after-tax contributions, Complementary Retirement Readiness Reviews, a wide variety of investment options, competitive fees and tiered flat fees, and no 10% early withdrawal penalty. The brochure also mentions that the WDC's Program Highlights brochure explains how the WDC can help you save, invest and prepare for retirement. It provides a list of features and rules, including Plan features and rules, Fees, Local Service, and Financial wellness, education, and planning. The brochure concludes with information on how to enroll online or by phone, and a note for existing WDC account holders who have changed employers.



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Q2 Communications Projects 2022

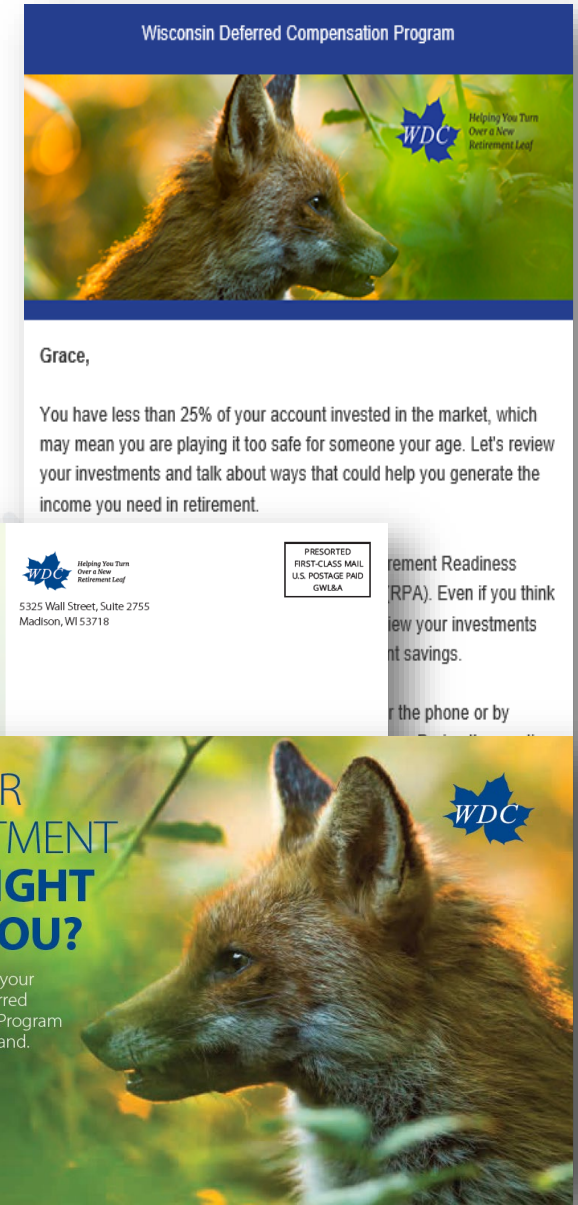


At Risk Campaign

- Audience:
 - Inflation: Participants 50+ with less than 25% equity
 - Equity: Participants 50+ with more than 75% equity
- Tactics:
 - Postcard: Sent 5/1 to 9,808 at risk participants
 - Email: Sent 4/26 to 9,478 participants
 - Inflation email (2,355 participants):
 - Open rate - 53.76%
 - Click rate - 2.46% (46 clicks to schedule a meeting)
 - Equity email (7,123 participants):
 - Open rate - 64.68%
 - Click rate - 7.3% (575 clicks to schedule a meeting)
- Results:
 - 201 Retirement Readiness Reviews scheduled with at risk participants



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CFP Campaign (May 2022)

- Audience:
 - All participants
- Tactics:
 - Mailer sent to 7,357 ppts
 - Email 5/10 to 36,474 ppts
 - Open rate: 34.51%
 - Click rate: 0.42%
- Results:
 - 10 registered for an introductory meeting
 - 6 were interested in the Planning
 - 1 enrolled in Planning immediately

*41 full financial plans have been delivered since implementation (as of 6/30/22)



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2022 Participant Survey

Participant Survey Metrics	Original Email	Reminder Email
Survey email launch date	6/21/22	7/8/22
Emails delivered	52,309	52,084
Unique open rates	51.5%	50.9%
Click to open rates	2.9%	2.2%
Survey close date	7/13/22	
Number of survey responses	2,737	
Survey response rate	5.2%	

Tactics:

- Email
- Reminder email
- Post-login plan message
- Pre-login pop-up
- Social posts for WDC



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The collage features several promotional elements:

- Pre-login pop-up:** A white box with the text "How are we doing? Take this quick survey and tell us what you think of the WDC. Start the survey now >>>" and a "Dismiss" button.
- Plan message:** A white box titled "Plan messages" with a "View all" button, showing a message dated 6/24/2022 with the subject "Wisconsin Deferred Compensation Program" and the text "How are we doing? Take this quick survey and tell us what you think of the WDC. Start the survey now >>>".
- Main Survey Email:** A large white email body with the WDC logo, a scenic image of a lake, and the text: "We want your feedback on the Wisconsin Deferred Compensation Program (WDC)! Click the link before **Wednesday, July 13**, to take our short survey. It should only take a few minutes to complete. Click here to take the survey! Or cut and paste this link into your browser: <https://www.surveymonkey.com/r/2022WDCParticipantSurvey> Your confidential responses will help gauge customer satisfaction with the WDC. Thank you for helping us improve! Questions? Call the WDC at (877) 457-WDCP (9327)."
- Social Media Posts:** Two tweets from WI ETF (@WI ETF) promoting the survey. One tweet says "WDC members: Watch your email inbox next week for a quick survey -- share your ideas for improving the Wisconsin Deferred Compensation Program!" and the other says "WDC members: Take this quick survey and help improve the Wisconsin Deferred Compensation Program. bit.ly/3xySWWN".

2022 Participant Survey Results

Survey Emails	Open rate	Click rate
June 21 initial email	52%	2.9%
July 8 reminder email	51%	2.2%

Demographics	Answers
Age breakdown	
• Age 54 and under	• 25.6%
• Age 55-64	• 30.0%
• Age 65+	• 44.3%
How long have you had your WDC 457 account?	
• Less than 5 years	• 12.5%
• 6 to 20 years	• 31.7%
• 20+ years	• 55.6%
What is your estimated account balance?	
• Less than \$10,000	• 11.2%
• \$10,000 to \$50,000	• 22.5%
• \$50,001 to 100,000	• 15.9%
• More than \$100,000	• 50.2%



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2022 Participant Survey Results

Questions	Answer
Do you have (or have you ever had) a WDC account?	<ul style="list-style-type: none"> • 98.5% yes • 1.4% no
How would you rate your satisfaction (4 or 5) with the WDC Board services below?	
<ul style="list-style-type: none"> • Website resources • 24/7 automated voice response system to commonly asked questions • Customer services representative availability • Local staff providing virtual support • Quarterly statements and balance information • Managed Account service, also called Empower Retirement Advisory Services or Online Advice or My Total Retirement 	<ul style="list-style-type: none"> • 76.1% • 56.2% • 72.4% • 65.4% • 79.2% • 65.9%
<p><i>65% of respondents <u>were unfamiliar</u> with the automated voice response system, 56% with the local staff providing virtual support, and 39% with the Managed Account Services</i></p>	
Overall satisfaction (4 or 5) with services received from WDC/Empower	4 out of 5 satisfied (73%)
How likely are you to recommend the WDC to a friend or colleague?	78%
Overall satisfaction (4 or 5) with wdc457.org:	
<ul style="list-style-type: none"> • Information provided on the WDC website – • Ease of use of the WDC website – • Ability to access and make changes to my account – • Information and tools on the website – 	<ul style="list-style-type: none"> • 75.7% • 69.6% • 68.1% • 67.1%

2022 Participant Survey Results

Questions	Answer
Would you like more information on the investment help and advice offered to you as a WDC participant?	<ul style="list-style-type: none">• 32.0% Yes• 68.0% No
How do you like to get information from the WDC? (Select all that apply.)	
<ul style="list-style-type: none">• Email• Quarterly statements• Website• Mail	<ul style="list-style-type: none">• 75.8%• 56.5%• 48.0%• 45.9%
Topics of Interest	
<ul style="list-style-type: none">• Living in retirement• Managed Accounts• Nearing retirement• Fees charged	<ul style="list-style-type: none">• 60.1%• 29.0%• 25.6%• 24.7%
Overall satisfaction (4 or 5) with quarterly statements:	
<ul style="list-style-type: none">• Timeliness• Accuracy• Ease of reading and understanding	<ul style="list-style-type: none">• 72.2%• 80.2%• 73.6%

2022 Participant Survey Results

Questions	Answer
Do you currently use the automatic increase feature?	<ul style="list-style-type: none">• 29.8% yes• 70.2% no
Are you aware of the minimum required withdrawals?	<ul style="list-style-type: none">• 73.2% yes• 26.7% no
Do you currently use the PCRA?	<ul style="list-style-type: none">• 4.3% yes• 95.6% no
Do you want more investment options (ex: non mutual funds, ETFs, stocks, bitcoin)?	<ul style="list-style-type: none">• 28.0% yes• 71.9% no
Did you know you can rollover and transfer old account or current 457 accounts to your WDC plan?	<ul style="list-style-type: none">• 61.7% yes• 38.3% no



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Q3 Communications Projects 2022

Q3 Communications

- New Web Experience Campaign
 - Emails (x4)
 - Mailer
 - Web messaging
 - Social posts
- My Total Retirement/Free Look Campaign
 - Email (1 in Q3, but 3 total)
 - Mailer
 - ETF Newsletter article
- Benefit Fair/Open Enrollment Webinar Promotion
 - Pre-login pop up
 - Post-login plan message
- Dodge and Cox Custom Fund Change Letter
- Lifetime Income Score Campaign (***Marcom Award Winner!***)
 - Email
 - Mailer
 - Web messaging
 - Social post
 - Video
- RSG Monthly Termination Mailer
- WDC material updates with new disclosures

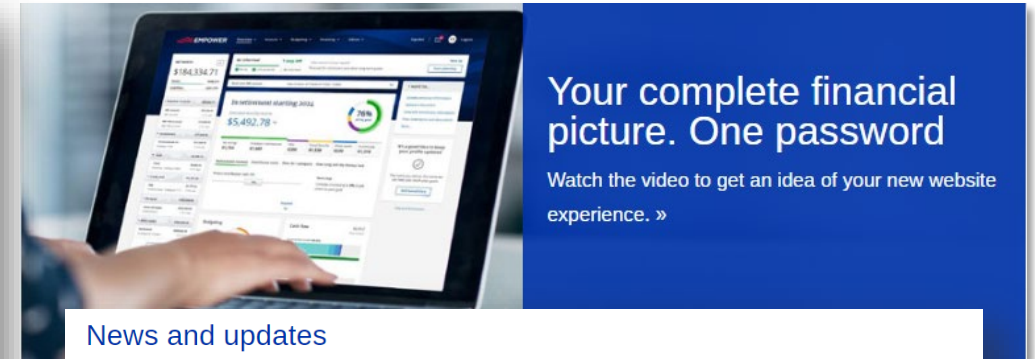
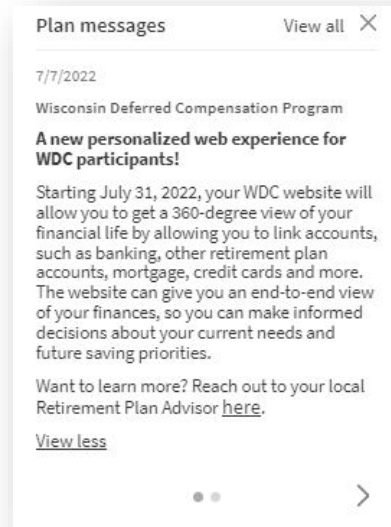


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New Website Experience Campaign

- Audience:
 - All participants with a balance
- Tactics:
 - Emails (x4)
 - Mailer
 - Web messaging
 - Web banner
 - Video
 - Webinars (four; 195 attendees)
 - Newsletter article



News and updates

▶ [A New Personalized Web Experience for WDC Participants!](#)

July 22, 2022

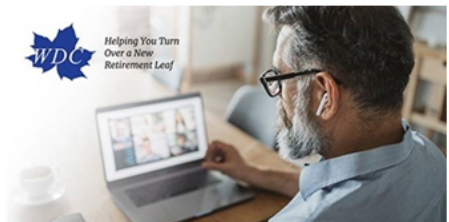
Starting July 31, 2022, your WDC website will allow you to get a 360-degree view of your financial life. The new web experience is a great resource to help you track your progress toward the retirement you want — but it can do a whole lot more than help you manage just one account.

Here's how this new — and optional — WDC website feature can help you put together the different snapshots of your finances into a single comprehensive picture:

- **Link all of your accounts.** You can add other accounts — such as checking, savings, credit cards, mortgages, health savings accounts, and brokerage and stock accounts — to your WDC account for a complete, real-time overview of all your finances on one site with a single login. This gives you a complete view of your net worth. The consolidated view of your finances can help you understand your net worth, so you can clearly see what you own and what you owe. You can also track your budget and cash flow. Keep track of your monthly income and where you spend it. You'll be able to track your spending by category and spot month-to-month trends.
- **Prepare your retirement future.** Get insight into your retirement income and monitor how much you're spending to ensure you're reaching your goals. The new website features include multifactor authentication, proactive security alerts, device fingerprinting, and access controls, all intended to help keep your information secure.
- **Link your WDC account at wdc457.org to link your other financial accounts to your WDC profile — and get an end-to-end view of your finances. Questions? Set up an appointment with your local Retirement Plan Advisor at wdc.timetap.com.**

New WDC Website Provides Your Financial “Big Picture”

The Wisconsin Deferred Compensation Program website has always been a great resource to help you manage this vital source of retirement income — and now it can do a great deal more. Recent enhancements allow you to track every aspect of your finances in real time — in one place and with one login. **More Financial Big Picture** [[lnks.gd](#)] [[secure-web.cisco.com](#)]>



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▶ 2:23 ◀

New Website Experience Campaign (cont.)

- New Web Experience Campaign Results:

- Teaser email metrics:
 - Sent to 49,918 on 7/12
 - Open rate: 54.2%
 - Click rate: 1.2%
- 1st email metrics:
 - Sent to 49,850 on 8/2
 - Open rate: 56.5%
 - Click rate: 4.1%
- 2nd email metrics:
 - Sent to 49,831 on 8/12
 - Open rate: 58.1%
 - Click rate: 1.8%
- 3rd email metrics:
 - Sent to 49,822 on 8/25
 - Open rate: 49.2%
 - Click rate: 1.0%



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Wisconsin Deferred Compensation Program (WDC)

Coming soon!
A new personalized website for
WDC participants

Link outside accounts to get a 360° view of your financial life

Starting July 31, 2022, your WDC website will allow you to link accounts, such as banking, other retirement plan accounts, mortgage and credit cards, to get a complete view of your financial picture, including:

- ↳ Your net worth.
- ↳ How close you are to your savings goals.
- ↳ How you're tracking toward retirement.
- ↳ Your saving and spending trends.

Want to learn more? Attend an upcoming webinar.
Monday, July 25th @ 3pm CT Click to register
Tuesday, July 26th @ 12pm CT Click to register
Thursday, July 28th @ 12pm CT Click to register
Friday, July 29th @ 8am CT Click to register

Questions? Visit wdc457.org or reach out to your local Retirement Plan Advisor at wdc@timetap.com.

Options offered are available to those who are eligible to link their existing financial information. To help protect you, the WDC will never use an email or link to an email to add your User ID, Social Security number, account number, password, or the account to your account. Account linking is available to participants with a valid email address on file. If you receive a spam email, please report it to the WDC. Don't click on any links or attachments and call (877) 457-8322. Securities, when provided, are offered as a service by WDC Investment, Inc. WDC Investment, Inc. is a member of Empire Retirement, LLC (Empire Retirement, Inc.) and registered investment advisor. Address: 1000 N. Lincoln Ave., Suite 1000, Madison, WI 53703. ©2022 Empire Retirement, LLC. All rights reserved. 08/19/2022 10:07:02 AM EDT

Wisconsin Deferred Compensation Program (WDC)

View all your finances with a single login

Retirement. Credit. Cash. Mortgage. All in one place.

The WDC now gives you access to an account dashboard that offers a real-time view of your spending, saving, debt and more with a single login if you choose. You can link accounts to easily track, manage and plan for all your financial priorities — and get a clear view of your net worth.

[Log in to your dashboard](#)

or cut and paste this link into your browser: wdc457.org

See how it works. Watch the video

Bringing your full financial view together is easy and secure

- ✔ Track and manage all your financial accounts — in one place.
- ✔ Enjoy one login to view household financial accounts, including retirement, credit cards, cash, mortgage and more.
- ✔ Manage your budget, savings and spending with easy-to-use tools.
- ✔ Track your daily spending; progress on managing debt, savings and investment performance; and more.
- ✔ Link your accounts with banking-level security to view within your dashboard.

Connect to your WDC account whenever, wherever.
Download the app from the WDC recordkeeper (Empower) to view your account and link your financial life.

Wisconsin Deferred Compensation Program (WDC)

Your complete financial picture. One password.

Link outside accounts to get a 360° view of your financial life

You can link accounts, such as banking, other retirement plan accounts, mortgage and credit cards, to get a complete view of your financial picture in one secure place.

With a single login, you would be able to see:

- ✔ Your net worth.
- ✔ How close you are to your savings goals.
- ✔ How you're tracking toward retirement.
- ✔ Your saving and spending trends.

[Start linking accounts](#)

or cut and paste this link into your browser: wdc457.org

See how it works. Watch the video

You can feel secure when you link accounts

We take advanced measures to protect your privacy and information to ensure your accounts are secure and can't be viewed by the WDC or your employer.

- Multifactor authentication
- Proactive security alerts
- Device fingerprinting

Wisconsin Deferred Compensation Program (WDC)

Expand your financial toolbox

Your WDC website gives you free access to advanced financial tools designed to give you a better view of your individual situation and help you manage your finances.

Retirement planner
Review your current savings, projected retirement income and expected Social Security benefits.

Savings planner
Review your savings to date and progress toward your individual goals.

Budgeting
View all transactions across accounts.

Cash flow
See your income and expenses across accounts.

Debt payoff
Create a plan to reduce your debt.

Emergency funds
Get help with saving for the unexpected.

Investments
View your holdings, balance and performance.

Get a better view of your financial picture

[Log in now](#)

or cut and paste this link into your browser: wdc457.org

My Total Retirement Campaign – First touch

- Audience:
 - Active and terminated participants with a balance and not enrolled in managed accounts
- Tactics:
 - Emails (x3)
 - Mailer
 - Social posts
 - Newsletter article
- Email metrics:
 - Touch 1 results: Sent to 33,375 on 9/1
 - Open rate: 52.95%
 - Click rate: 1.51%



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A retirement strategy as unique as you

Hi Grace,

With Empower Retirement Advisory Services, you have the opportunity to choose the level of assistance you want as you build a retirement strategy that is tailored to and designed specifically for you.

contact your Retirement Plan Advisor to discuss your **no-cost meeting now!**

SEE YOUR OPTIONS

Move your future forward with a personalized plan

With Empower Retirement Advisory Services, all you have to decide is which service makes the most sense for your needs, goals and personal situation.

Have questions? Call us at (877) 457-WDCP (9327) or scan the QR code to schedule a meeting with your Retirement Plan Advisor.

We can help a lot. Or just a little. It's your call.

Take advantage of Online Advice*

Online Advice gives you saving and investment recommendations so that you can take the reins. This option is available at no additional cost to you.

Enroll in My Total Retirement™

If you're not sure how much to save or which funds to invest in, consider having our professionals do the work for you. Fees apply.*

Experience it for 90 days.* Enroll now through 11/30/2022.

See where you stand with a personalized analysis

We've analyzed your account to identify where you could improve your readiness for retirement. Log in at wdc457.org to see your results.

WDC and My Total Retirement: A Retirement Investment Strategy Just for You

While basic investment strategies often consider only your age, My Total Retirement™ looks at a wide range of factors to develop a more strategy that best fits your individual needs. Now you can experience this program free for 90 days. [More My Total Retirement \[lnks.gd\] \[secure-web.cisco.com\]](http://web.cisco.com)>

ve your future forward with Empower Retirement Advisory Services

ONLINE ADVICE*

Online Advice gives you saving and investment recommendations so you can take the reins. This option is available at no additional cost to you.

MY TOTAL RETIREMENT™

If you're not sure how much to save or which funds to invest in, consider having our professionals do the work for you. We'll personalize your retirement strategy and support you along the way. (Fees apply)

Dodge and Cox Fund Change Letter

- Letter mailed on 9/7 to 3,680 participants invested in the Dodge & Cox Income Fund Class I



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September 7, 2022

Wisconsin Deferred Compensation Program: Dodge & Cox Income Fund Class I to be replaced with the addition of Dodge & Cox Income Fund Class X

The Wisconsin Deferred Compensation Program (WDC) is an important part of your long-term financial strategy. That is why the Deferred Compensation Board regularly reviews and sometimes makes changes to the WDC's investment options. The following changes are coming soon:

- The Dodge & Cox Income Fund Class X will be automatically added to the WDC on October 7, 2022.
- The Dodge & Cox Income Fund I will be discontinued, and a process called "mapping" will occur.

The investment strategy and risk/potential reward characteristics of the Dodge and Cox Income Fund remain the same; this is a change in share class only. The new share class offers a lower expense ratio, which means it costs less to invest in the fund. The expense ratio for the new share class is 0.36%, compared to 0.41% for the current share class.

Important information about fund mapping

If you have a balance in and/or future contributions directed to be invested in the Dodge and Cox Income Fund, your money and/or future contributions will automatically transfer from the "I" share class to the new "X" share class. No action is required on your part. However, if you do not want your existing balance or future contributions transferred in the manner outlined in this letter, you must take action.

From Investment Option	To Investment Option
Dodge & Cox Income Fund I	Dodge & Cox Income Fund Class X

- If you do not want your existing balance in the Dodge & Cox Income Fund I to automatically transfer to the Dodge & Cox Income Fund Class X, you must reallocate your balance to other options in the WDC's investment lineup before market close by **October 7, 2022**.
- Changes to any future contributions directed to the Dodge and Cox Income Fund I must be made before market close on **October 21, 2022**.

After the share class change, your account will remain invested according to the fund mapping instructions, unless you actively elect to transfer your account balance to another investment and/or change your future contributions.

If you are enrolled in managed accounts, there is nothing you need to do. Your Dodge & Cox Income Fund I will be liquidated and automatically invested in the Dodge & Cox Income Fund Class X. Your investments will then be reallocated at your next rebalancing cycle.

You can make changes to your investments online at wdc457.org or by speaking to a WDC representative at 877-457-9327 weekdays between 7 a.m. and 9 p.m. central time or Saturdays between 8 a.m. and 4:30 p.m. central time. The TTY number for those with a hearing impairment is 800-345-1833.

You can change how your money is invested any time before or after the Dodge and Cox Income Fund share class change occurs.

Now may be a good time to review your investments with a local Retirement Plan Advisor. To schedule a retirement readiness review, visit wdc457.org and click *Schedule a Meeting*.

Questions?

If you still have questions, please contact us at the phone number listed above.

Carefully consider the investment option's objectives, risks, fees and expenses. Contact the WDC for a prospectus, summary prospectus for SEC registered products or disclosure document for unregistered products, if available, containing this information. Read each carefully before investing.

Funds exempt from SEC registration do not have ticker symbols.

Investing involves risk, including possible loss of principal.

Fund changes may alter the risk exposure of an investment account. Some cash-alternative options (other than money market funds), such as guaranteed interest funds or stable value funds, may have withdrawal and transfer restrictions. Carefully consider the importance of a well-balanced and diversified investment portfolio, taking into account all your assets, income and investments. Adjustments may be needed to realign the account with its desired investment strategy.

Asset allocation and balanced investment options and models are subject to the risks of their underlying investments.

Empower will take all reasonable steps necessary to execute the above transactions on the dates and by the terms specified. During these transaction periods your account may experience a period of limited accessibility. However, Empower's ability to execute the transactions may be affected by the policies or restrictions imposed by the underlying investment providers and/or market conditions beyond its control. In the event Empower is not able to execute any of the transactions on the dates specified above due to circumstances beyond its control, Empower will complete the authorized transaction(s) or remaining transaction(s) on the earliest business day if it is reasonably able to do so. In the event Empower fails to execute any or all of the transactions due to its own actions, participant accounts will be adjusted as if the transaction had occurred in accordance with these instructions.

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Lifetime Income Score Campaign

- Audience:
 - Anyone saving 10% or less
- Tactics
 - Email
 - Mailer
 - Social posts
 - Web messaging
 - Video
- Email metrics
 - Sent 9/8 to 34,399
 - Open rate: 51.51%
 - Click rate: 3.65%
- Results:
 - 805 unique participants sliding sliders, 353 unique participants saving deferrals
 - 212 participants increased their savings



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Plan messages View all X

8/31/2022

Wisconsin Deferred Compensation Program

See Where Your Retirement Savings Stand

The percent figure displayed at the top of your account landing page charts your progress toward reaching your Lifetime Income Score – aka, your retirement income goal. Below that, note your estimated yearly income, which includes your projected Wisconsin Retirement System benefit (if you're vested). Adjust the slider bars to see how even small changes could boost your score and your estimated retirement income!

[View less](#)

\$?,? : : :

See your estimated monthly retirement income

Log in or watch the video to see what your retirement paycheck might look like »

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70% of my goal

What is your Lifetime Income Score?

FOR ILLUSTRATIVE PURPOSES ONLY.

[FIND OUT NOW](#)

or cut and paste this link into your browser: wdc457.org

Log in to your Wisconsin Deferred Compensation Program (WDC) account at wdc457.org to view your Lifetime Income Score, an estimate of your progress toward your monthly retirement income goal.

A Wisconsin Retirement System (WRS) benefit projection is now included in the estimated retirement income and Lifetime Income Score for all vested, actively employed WRS members. Your estimated retirement income is based on your current savings and contribution amounts.

Use the slider bars to see how you could boost your score even higher and aim for 100%.

[Edit](#)

We're here to help you – set up a Retirement Readiness Review!

Your local WDC Retirement Plan Advisor can walk you through your savings options, talk to you about your Lifetime Income Score, and more at no cost. Visit wdc457.org, and click on the [Schedule a meeting](#) tile or use the QR code on the back page.

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

View an estimate of your retirement income based on current savings and contribution amounts

And check your Lifetime Income Score™, an estimate of your progress toward your monthly retirement income goal

70% of my goal

FOR ILLUSTRATIVE PURPOSES ONLY

What is your Lifetime Income Score?

Wisconsin Deferred Compensation Program
PRETAX CONTRIBUTION RATE: 5%

We're here to help you – set up a Retirement Readiness Review!

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

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P.O. BOX 5020
DENVILLE, CO 80127

Have questions?

Call us at (877) 457-WDCP (9327) or scan the QR code on the left to schedule a meeting with your Retirement Plan Advisor

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IMPORTANT: The projections, or other information generated on the website by the investment analysis tool regarding the likelihood of various investment outcomes, are hypothetical in nature, do not reflect actual investment results and are not guarantees of future results. The results may vary with each new anniversary.

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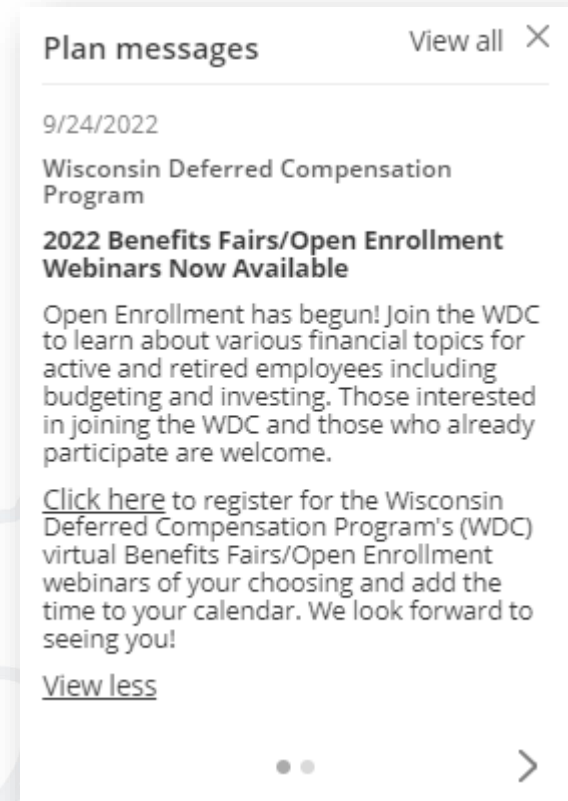
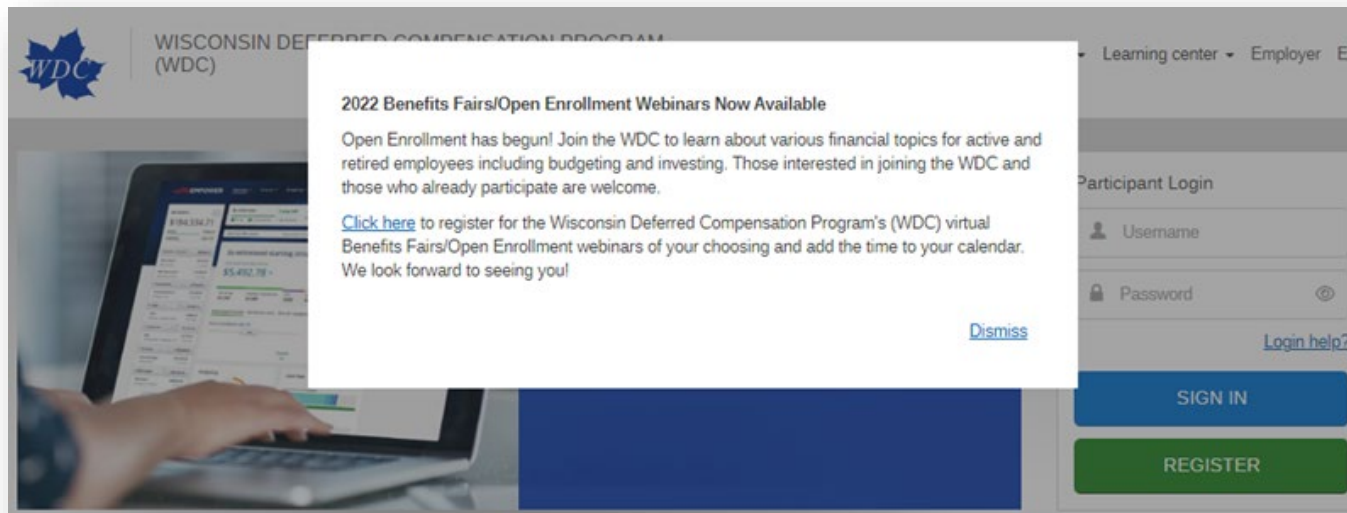
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4th Anniversary

Are you moving toward your retirement goals in your WDC account?

Benefit Fair/Open Enrollment Webinar Promotion

- Tactics
 - Post-login plan message
 - Pre-login pop-up



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Benefit Fair/Open Enrollment Activity

- 51 virtual events
 - Lunch hour
 - Average group size – 13
 - Largest group – 49 (Estate Planning)
- 5 in-person events
- Lesser attended topics:
 - Basic Investing
 - Budgeting
 - Market Volatility
 - New website

VIRTUAL PRESENTATIONS	TOTAL MEETINGS OFFERED	TOTAL REGISTERED	TOTAL NUMBER OF ATTENDEES
Your Journey to Retirement	15	296	162
Retirement Planning	12	182	134
Medicare	2	73	59
Social Security	2	78	59
Estate Planning	2	81	58
Financial Planning Overview	4	69	48
Basic Investing	3	81	38
Women and Investing	2	67	31
Market Volatility	4	63	28
Advantages of Budgeting	3	55	26
New Participant Experience	2	31	20
TOTAL	51	1,076	663



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Q4 Communications Projects 2022

Q4 Communications

- Employer Survey
 - Email
 - Post-login PSC Message
- My Total Retirement/Free Look Campaign
 - Email (2 in Q4, but 3 total)
 - Mailer
 - ETF Newsletter article
- Security Guarantee Email
- Vanguard TDF
 - Q4 Statement Narrative
 - News and Updates website language
- RSG Monthly Termination Mailer
- 2023 Limit Updates
 - Enrollment presentation
 - Women in Retirement presentation
 - Retirement Planning presentation
 - Program Highlights
 - 403 Companion flier
- Employer Newsletter
- Non-participating employer outreach



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Employer Survey

- Audience:
 - All participating employers
- Tactics:
 - Email
 - PSC Post-login Message
- Survey Response:
 - 76, 6.5%
- Email metrics:
 - Sent to 1,193 employers on 10/4
 - Open rate: 52.95%
 - Click rate: 1.51%
- Results:
 - See pages 28-29



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Take the WDC employer satisfaction survey

As an employer who offers the Wisconsin Deferred Compensation Program (WDC), we value your feedback. This online satisfaction survey takes about two minutes to complete and is available now through **Friday, October 28, 2022**. Click the button below to take the survey now.

You can also cut and paste this link into your browser to take the survey:
<https://www.surveymonkey.com/r/2022WDCEmployerSurvey>
[\[surveymonkey.com\]](https://www.surveymonkey.com)

Thank you for providing your feedback. We appreciate your time and will use your feedback to improve services to employers and participants.

[Take me to the survey!](#)



IMPORTANT



Take the WDC employer satisfaction survey

As an employer who offers the Wisconsin Deferred Compensation Program (WDC), we value your feedback. This online satisfaction survey takes about two minutes to complete and is available now through Friday, October 28, 2022. Click the button below to take the survey now. You can also cut and paste this link into your browser to take the survey: <https://www.surveymonkey.com/r/2022WDCEmployerSurvey>

2022 Employer Survey Results

Question	Satisfied or Very Satisfied
Overall, how satisfied are you with the Wisconsin Deferred Compensation (WDC) Program?	97%
How satisfied were you and your employees with the group/or individual meetings with your local WDC Retirement Plan Advisor?	100%
Have you worked with the WDC's Madison office in the last 12 months?	30% Yes; 70% No
How satisfied were you with the WDC's Madison office?	100%
Have you contacted Plan Technical Support for assistance with the Plan Service Center (PSC) employer website in the last 12 months?	14% Yes, 86% No
How satisfied were you with your Plan Technical Support experience?	100%
Have you had payroll errors that needed to be corrected in the last 12 months?	3% Yes; 97% No
How satisfied were you with the help you received from the WDC regarding the payroll error?	100%



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2022 Employer Survey Results

Question	Answer
Have you hosted/promoted your local WDC Retirement Plan Advisor for group or individual meetings virtually with your employees in the last 12 months?	45% Yes 43% No
How likely are you to offer virtual meetings (by phone and/or videoconference) for your employees in the future?	73%
How do you promote the WDC to your employees? Select all the apply.	59% Email; 75% In person; 19% Internet; 14% Webinars
How easy do you find it to process WDC Contributions?	99%
Do you submit termination dates to other benefit providers (ex. WRS, health insurance, Social Security) upon employee's separation of service?	100%
If yes, how do you submit termination dates?	5% Mail; 2% fax; 79% Online manually; 14% Online automated file feed
How likely are you to recommend the WDC to a friend or colleague?	94%

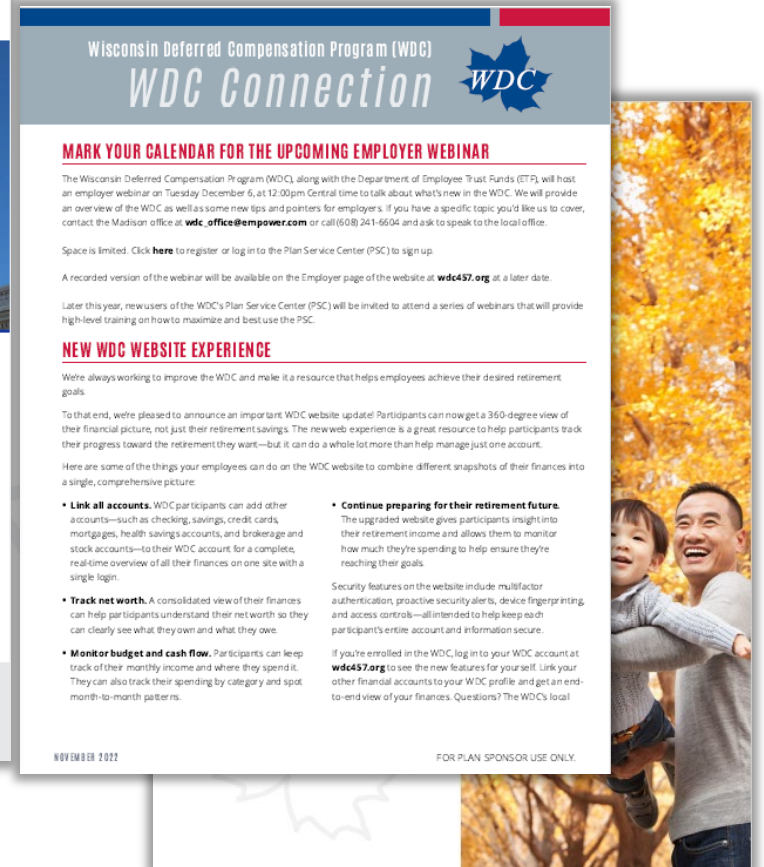
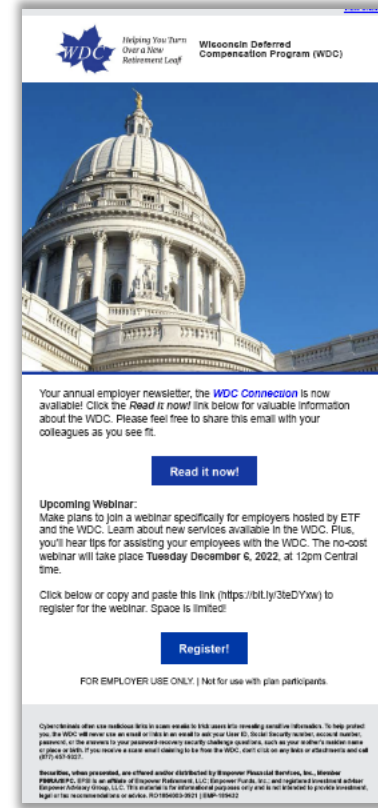


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Employer Newsletter & Webinar

- Audience:
 - All participating employers
- Tactics:
 - Email sent 11/29
 - Pre-login post
- Email metrics:
 - Sent to 1,234 employers
 - Open rate: 37%
 - Click rate: 25%!
- Employer webinar:
 - 51 attendees
 - Recorded and posted to pre-login Employer page



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Non-participating Employer Outreach

- Audience:
 - All non-participating, WRS-eligible employers
- Tactics:
 - Email sent 11/17
- Email metrics:
 - Sent to 903
 - Open rate: 41%
 - Click rate: 2%
- Results:
 - 16 leads
 - 1 adopted
 - 1 pending



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Is it time to add the Wisconsin Deferred Compensation Program (WDC) to your employee benefits lineup?

- ▶ Voluntary employee contribution on a before-tax and/or Roth basis
- ▶ Easy setup, simple and flexible administrative procedures
- ▶ No cost to employers
- ▶ Local Retirement Plan Advisors

Click below for more information about the advantages of adopting the WDC, participant costs, and the State Deferred Compensation Board's role and fiduciary responsibilities.

[ADOPTING THE WDC](#)

You can also cut and paste this link into your browser to view:
<https://docs.empower-retirement.com/ES/WisconsinWR/DOCS/Employee-Toolkit.pdf>

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Cybercriminals often use malicious links in scam emails to trick users into revealing sensitive information. To help protect you, the WDC will never use an email or link in an email to ask your User ID, Social Security number, account number, password, or the answers to your password-recovery security challenge questions, such as your mother's maiden name or place or birth. If you receive a scam email claiming to be from the WDC, don't click on any links or attachments and call (877) 457-9337.

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My Total Retirement Campaign

- Audience:
 - Participants not enrolled in the managed account service
- Tactics:
 - Emails (2 in Q4, 3 total)
 - Mailer
 - Social posts
 - Newsletter article
- Email metrics:
 - Touch 2:
 - Sent to 33,091 on 10/18
 - Open rate: 55.4%
 - Click rate: 1.86%
 - Touch 3:
 - Sent to 33,054 on 11/22
 - Open rate: 45%
 - Click rate: 0.92%
- Results:
 - 279 new managed account users; \$18M



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WDC Helping You Turn Over a New Retirement Leaf

Wisconsin Deferred Compensation Program (WDC)

5% of Americans work in finance¹

The rest of us could use some help

With My Total Retirement™, you can see a clear path from today to retirement. And when you know more, you can achieve more. You can also contact your Retirement Plan Advisor to discuss your options and the 90-day Free Look period. **Set up your no-cost meeting now!**

[LEARN MORE](#)

Your personalized retirement analysis is ready

We've analyzed your account to identify where you could take steps to help improve your savings and investment choices. Log in at wdc457.org to see your results.

What to like about professional investment management

- WE DO THE WORK FOR YOU
- CUSTOMIZES YOUR STRATEGY
- HELPS YOU REACH YOUR GOALS
- SAVES YOU TIME

WDC Helping You Turn Over a New Retirement Leaf

Wisconsin Deferred Compensation Program (WDC)

Try it for 90 days!

Experience the full benefits of My Total Retirement™

Enroll now through 11/30/2022 to experience all the benefits of My Total Retirement with no obligation* for 90 days.

You can also contact your Retirement Plan Advisor to discuss your options. **Set up your no-cost meeting now!**

[LEARN MORE OR ENROLL](#)

You do enough. Let us help with retirement.

- WE PERSONALIZE YOUR STRATEGY
- WE MONITOR YOUR INVESTMENTS
- WE SUPPORT YOU ALONG THE WAY

[See how it works >](#)

Would you rather manage your own investments? You can always take advantage of Online Advice.†


There is no guarantee provided by any party that participation in any of the advisory services will result in a profit

Security Guarantee Email


- Audience:
 - All participants with an email address on file
- Tactics:
 - Email sent 10/24
- Email metrics (not specific to WDC):
 - Open rate: 48%
 - Click rate (reflects social icons at the bottom): 1.5%



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Wisconsin Deferred Compensation Program


 **SECURITY
GUARANTEE**


Keeping your savings safer, together


Did you know that Empower offers a **Security Guarantee** as part of its commitment to your account safety? Do your part by taking the following steps to keep your account secure:

- 1 Register your account online (if you haven't already)**
If you don't register your account, it's easier for a fraudster to pretend to be you.
- 2 Choose a strong username and password**
Use a unique username and password for your account and do not share with others.
- 3 Review all security alerts immediately**
Ensure your cellphone number and email on file are correct and contact us immediately if you receive a Security Alert notifying you of account activity you did not perform.
- 4 Review your accounts periodically**
If you've experienced identity theft or have accounts that have been compromised, contact us to put additional protections on your account.

Stay current on recommended security practices. Visit our Security Center at wdc457.org for security tips.

 **PRO TIP**
Use a password manager to keep your information and passwords secure

 **EMPOWER**




Vanguard TDT Additions

- Audience:
 - All participants with an email address on file
- Tactics:
 - Q4 Statement Narrative
 - News and Updates web posting on 12/1
 - Email sent on 1/10
- Email metrics:
 - 53,482 emails sent
 - Open rate: 67%
 - Click rate: 2%
- Results:
 - 67 participants moved \$2M into one of the new TDTs
 - 89 participants scheduled a meeting with an RPA
 - 137 selected one of the new TDTs for their future allocations



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[VIEW ONLINE](#)

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Hi Tim,

The Wisconsin Deferred Compensation Program (WDC) is an important part of your long-term retirement savings strategy. That is why the Deferred Compensation Board regularly reviews the WDC investment options. On January 6, 2023, the WDC plan added both the Vanguard Target Retirement Trust Plus "10" series and the 2065 fund. These fund options (listed below) are in addition to the Target Date Funds already available in the WDC. To learn more about these additions, click [here](#) or cut and paste <https://wdc457.empower-retirement.com/participant/#/articles/WisconsinWR/newsAndUpdates> into your browser.

Fund Name	Ticker / CUSIP	Effective Date	Gross Expense Ratio
Vanguard Target Retire Trust Plus 2020	92202V427	1/6/2023	0.055%
Vanguard Target Retire Trust Plus 2030	92202V393	1/6/2023	0.055%
Vanguard Target Retire Trust Plus 2040	92202V377	1/6/2023	0.055%
Vanguard Target Retire Trust Plus 2050	92202V351	1/6/2023	0.055%
Vanguard Target Retire Trust Plus 2060	92202V179	1/6/2023	0.055%
Vanguard Target Retire Trust Plus 2065	92202V120	1/6/2023	0.055%

If you would like to change your future contribution allocations or move your existing account balance to a different investment option, you can do so anytime by logging on to your account at wdc457.org or calling the WDC at (877) 457-WDCP (9327) weekdays from 7 a.m. to 9 p.m., or Saturdays from 8 a.m. to 4:30 p.m., CST. The TTY number for those with a hearing impairment is 800-345-1833.

Now may be a good time to review free retirement readiness review w on the "Schedule a meeting" tile or [WDC Investment Changes Effective January 6, 2023.](#)

Cybercriminals often use malicious links in scam money, the WDC will never use an email or link answers to your password-recovery security cha any links or attachments and call the WDC at (8

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Carefully consider the investment option's objec SEC-registered products or disclosure document before investing.

The Wisconsin Deferred Compensation Program (WDC) is an important part of your long-term retirement savings strategy. The WDC's investment options are regularly reviewed and sometimes revised so you may continue to select from a competitive range of investment options. Effective January 6, 2023, the following change will be made in the WDC's investment lineup:

The Vanguard Target Retirement Trust Plus options were expanded to include both the "10" series of funds (2020-2060) and the 2065 fund. The additional target date funds have a gross expense ratio of 0.055%, similar to the current target date funds. The list of additional target date funds now available via the WDC is:

FUND NAME	TICKER / CUSIP	EFFECTIVE DATE	GROSS EXPENSE RATIO
Vanguard Target Retire Trust Plus 2020	92202V427	1/6/2023	0.055%
Vanguard Target Retire Trust Plus 2030	92202V393	1/6/2023	0.055%
Vanguard Target Retire Trust Plus 2040	92202V377	1/6/2023	0.055%
Vanguard Target Retire Trust Plus 2050	92202V351	1/6/2023	0.055%
Vanguard Target Retire Trust Plus 2060	92202V179	1/6/2023	0.055%
Vanguard Target Retire Trust Plus 2065	92202V120	1/6/2023	0.055%

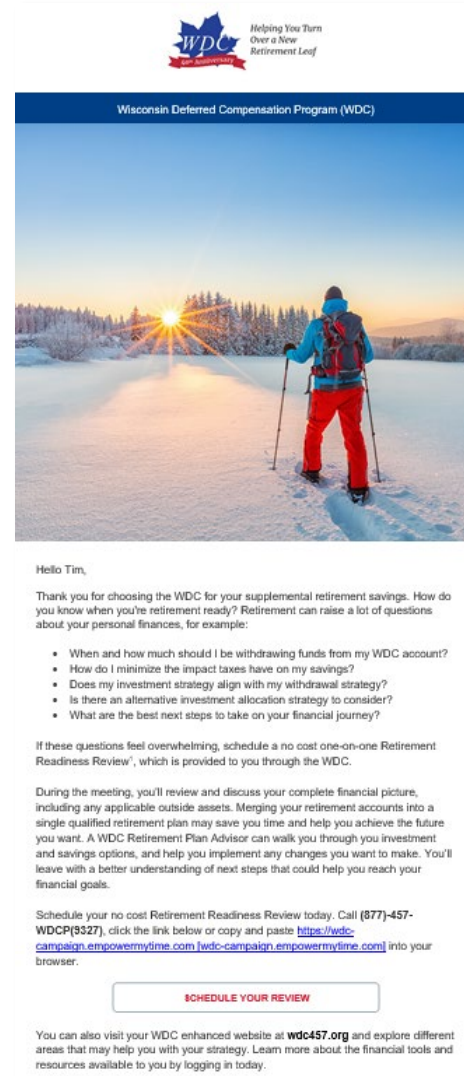
You do not need to take any action, as these are additions to the WDC investment option lineup.

If you would like to change future contribution allocations or move your existing account balance to a different investment option, you can do so anytime by logging on to your account at wdc457.org or calling the WDC at (877) 457-WDCP (9327) weekdays from 7 a.m. to 9 p.m. or Saturdays, from 8 a.m. to 4:30 p.m., CST. The TTY number for those with a hearing impairment is 800-345-1833.

Carefully consider the investment option's objectives, risks, fees and expenses. Contact Empower for a prospectus, summary prospectus for SEC-registered products or disclosure document for unregistered products, if available, containing this information. Read each carefully before investing. Investing involves risk, including possible loss of principal.

Under 58 Retiree Campaign

- Audience:
 - All terminated participants under age 58
- Tactics:
 - Email sent on 12/6
- Email Metrics:
 - Sent: 6,791
 - Open rate: 51%
 - Click rate: 3%
- Results:
 - 72 meetings scheduled with RPAs from both the Under 58 and Over 58 campaigns

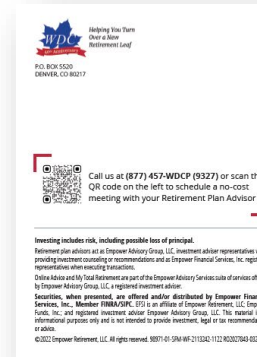


Helping You Turn
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Over 58 Retiree Campaign

- Audience:
 - All terminated participants over age 58
- Tactics:
 - Email sent on 12/6
 - Post Card – 4,002 recipients
 - Webinar on 12/12 and 12/14
- Email Metrics:
 - Sent: 11,734
 - Open rate: 53%
 - Click rate: 3%
- Results:
 - 72 meetings scheduled with RPAs from both the Under 58 and Over 58 campaigns



Hello Tim,

WDC for your supplemental retirement savings. How do you feel about your personal finances, for example:

- Should I be withdrawing funds from my WDC account?
- How do impact taxes have on my savings?
- How can my strategy align with my withdrawal strategy?

When withdrawing, schedule a no cost one-on-one Retirement Readiness Review provided to you through the WDC.

Review and discuss your complete financial picture, including side assets. Merging your retirement accounts into a single plan may save you time and help you achieve the future you want.

Your Retirement Plan Advisor can walk you through you investment and savings goals. If you want to make any changes you want to make. You'll leave with a plan of action that could help you reach your financial goals.

Schedule your Retirement Readiness Review today. Call (877) 457-WDCP or copy and paste <https://wdc.com/wdc-campaign.empowermytime.com> into your browser.

[SCHEDULE YOUR REVIEW](#)

Want to learn more about Retirement Readiness?

Attend one of our upcoming webinars. "The WDC Retiree"

[Monday, December 12 at 3:00 pm CT](#)

or copy & paste this link (<https://wdc.com/wdc-campaign.empowermytime.com>) into your browser

[Wednesday, December 14 at 10:00 am CT](#)

or copy & paste this link (<https://wdc.com/wdc-campaign.empowermytime.com>) into your browser



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RSG Term Mailer (ongoing)

- Audience:
 - Monthly, recently terminated participants
- Tactics:
 - Mailer sent to 1,361 total:
 - 351 in Q1
 - 396 in Q2
 - 371 in Q3
 - 243 in Q4
- Results:
 - Of the participants who interacted with RSG:
 - 56% kept their assets in the WDC
 - 33% rolled to another provider
 - 6% cashed out
 - 4% rolled to an Empower IRA



Helping You Turn
Over a New
Retirement Leaf

Changing jobs or retiring? We can help.

Hi, [Firstname].

If you're in the middle of a job change or retiring, you have a lot on your mind, including what to do with the money in your Wisconsin Deferred Compensation Program.

Essentially, you have four options.

Let us help you decide.

EXAMPLE ACCOUNT	CASH OUT NOW	KEEP TAX-DEFERRED
Starting balance	\$100,000.00	\$100,000.00
Federal, state and local taxes	\$(20,000.00)	\$0.00
Early withdrawal penalty (if applicable)	\$(0.00)	\$0.00
Final balance	\$80,000.00	\$100,000.00

The real costs of cashing out

- Income taxes
- Penalties
- Reduced retirement savings
- Lost opportunity for growth

Things to think about

It's important to consider keeping your hard-earned money in tax-deferred status.

Keeping your retirement savings in the Wisconsin Deferred Compensation Program — If you're happy with your plan, you can keep it there in most cases.

Transferring to an IRA — Opening an IRA is another way you can save for your future while saving on taxes.

Moving your retirement savings to your new employer's plan — If you take your savings with you, you can typically roll them over to the new plan.

If you need the funds now, you can decide to close your account and cash out. Take a look at the table to the right to see what cashing out could cost you in taxes and IRS penalties.

Consider all your options and their features and fees before moving money between accounts.

Let an experienced Empower Retirement consultant walk you through your options.

➤ Call 877-457-9327 or visit wdc457.com

TODAY'S VESTED ACCOUNT BALANCE	ACCOUNT BALANCE IN 25 YEARS**
\$100,000.00	\$446,496.48

*Calculations based on a hypothetical account balance.

**FOR ILLUSTRATIVE PURPOSES ONLY. This hypothetical illustration is not intended as a projection or prediction of future investment results, nor is it intended as financial planning or investment advice. It assumes a 6% annual rate of return and reinvestment of earnings with no withdrawals. Rates of return may vary. The illustration does not reflect any associated charges, expenses or fees. The tax-deferred accumulation shown would be reduced if these fees were deducted.

Your retirement savings options

- 1 KEEP IT IN YOUR PLAN
- 2 TRANSFER TO AN IRA
- 3 MOVE IT TO YOUR NEW PLAN
- 4 WITHDRAW YOUR MONEY

Additional Survey Results

- Retirement Readiness Reviews (local team):
 - 2,952 total; 1,483 with At Risk participants
 - NPS of 77
- Financial Planning:
 - NPS of 84
 - Action Rate 81%
- Point in Time Advice:
 - Of the 346 participants surveyed:
 - 82.8% said they feel more confident about their retirement or financial plan,
 - 83.0% said they feel more knowledgeable about their available options,
 - 87.8% said they were highly satisfied with Empower retirement, and
 - 87.2% said that their overall experience with Empower today was very positive.
- Customer Care Center:
 - 4.43 out of 5, 88.6%, average overall satisfaction score



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