



2023 Strategic Partnership Plan – Year-end Update

February 12, 2024



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2023 Strategic Partnership Plan (SPP)

Q1

Benefit Summit Campaign

Goal: Educate participants on how Social Security, the WRS pension and WDC Program fit together in their retirement picture

Audience: New hires, mid-career and pre-retiree participants

Tactics:

- Email
- Web banner
- Social media post
- Webinar

Communication updates:

- Add Auto Increase language post-login in Things To Know (TTK) Box
- How to read an Empower statement flier posted pre or post login
- ETF newsletter articles
- News and Updates article – survey results
- 2023 social posts
- Promote Vanguard TDFs (web postings)

Q2

At-Risk Retiree Campaign

Goal: Meet with your RPA for no cost/promote advice, Stay in the plan, Attend a webinar

Audience: At-risk termed over 58 (retirees)

Tactics:

- Webinars
- Email
- Social media post
- ETF newsletter article

Communication updates:

- ETF newsletter articles
- 2023 Annual Participant Satisfaction Survey
- Brand CFP presentations in WDC look and feel

Q3

Investment Campaign

Goal: Promote investment options available, including expanded target date funds; meet with an RPA

Audience: At-risk active, all ages

Tactics:

- Email
- Mailer
- ETF newsletter article
- Web messaging
- Social media post

Communication updates:

- ETF newsletter articles
- Enrollment mailing to all non-participating employees

- Ongoing Employer communications
 - Newsletter
 - Non-participating employer outreach
 - Benefits fairs and conventions
 - Employer plan reviews as needed/requested
 - Survey
 - Survey email
 - Webinar

Q4

National Retirement Security Month

Goal: Aggregate accounts, Meet with a RPA, engage with the new website

Audience: All participants

Tactics:

- Emails – 2 to 4
- Social media posts – 2 to 4
- Web banner
- ETF newsletter article
- Webinars

Communication updates:

- ETF newsletter articles

Automated Campaigns

Empower Communications Engine (ECEs)

Goal: Deliver personalized automated messaging to participants

Audience: Based on various participant criteria and/or triggers

Topics:

- Benefits of using the personalized website
- Welcome to your retirement plan
- Update your beneficiary and profile
- Save More
- Invest Wisely
- Get help with financial wellness (CFP)
- RPA Investment Advice
- RPA Near-retiree/retiree
- Key milestones ages (RSG)
- Do you need help investing?
- Welcome to professionally managed accounts
- Engage with your professionally managed account
- Your retirement savings options (RSG)
- Ongoing guidance for stay-in-plan terminated ppts

- Retirement Readiness Reviews with Retirement Plan Advisors – ONGOING
- Monthly Retirement Solutions Group terminated participants mailer
- Library of material updates

SPP Progress Report



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Dimension	Activity	Objective	Audience	Results as of 12/31/2023
All	NRSM/Open Enrollment Campaign	Meet with your Retirement Plan Advisor, engage with the website, attend a webinar	All participants	<ul style="list-style-type: none"> Meet Your Rep email - Open rate: 57%; Click rate: 4%; Meetings scheduled: 94 Webinar email - Open rate: 51%; Click rate: 2%
All	ECEs	Various	Various	Results attached
All	2023 social media posts	Increase WDC awareness via ETF's Twitter and LinkedIn profiles	ETF followers	Complete
Asset Allocation	At-Risk Retiree Campaign	Increase Retirement Readiness Reviews, promote advice and staying in the plan	At-risk termed over 58	<ul style="list-style-type: none"> Open rate: 55%; click rate: 0.62% 46 clicks to schedule a meeting; 2 scheduled via email 296 meetings scheduled 6/6-7/6 4 webinar attendees (8 registrants)
Asset Allocation	Investment Campaign	Target-date Fund, advice and managed account promotion	Participants with a balance and not enrolled in managed accounts	<ul style="list-style-type: none"> Open rate: 50%; click rate: 3% 77 direct clicks to schedule a mtg; 82 meetings scheduled 8/31-9/7
Asset Allocation/Retention	Retirement Readiness Reviews (RRRs)	Conduct 2,700 Retirement Readiness Reviews with participants	All participants	3,177 RRRs
Education	Conventions	Attend at least one convention	Local associations of public employees (ex. WMCA)	WI Municipal Clerks Association (WMCA) and WI Counties Association (WCA)
Education	New presentations in WDC look and feel	Enhance library of presentations	All participants	Complete

SPP Progress Report cont'd



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Dimension	Activity	Objective	Audience	Results as of 12/31/2023
Education	How to read an Empower statement flyer	Provide education	Participants who review their quarterly statements	Satisfaction with statements up 1.7% over 2022
Education	Benefit Summit Campaign "Steppingstones to Retirement"	Educate participants on how SSA, WRS and WDC fit together	New hires, mid-career and pre-retiree participants	3,388 registrants; 2,516 attendees; 1,430 attended entire webinar
Education	Benefits fairs	Host 25+ webinars/events during the annual Open Enrollment period	Virtual	33 webinars; 20 in-person events attended
Education & Asset Allocation	News & Updates articles: Survey results Vanguard TDF changes	Keep participants up-to-date with the WDC	All participants and employers	Ongoing
Education & Retention	ETF newsletter articles	Various	Active and retired WRS members	January 2023 – Complete May 2023 – Complete Sept 2023 – Complete
Education & Retention	Employer newsletter Employer webinars Employer survey	Engage employers	Participating Employers	February 1 email June 1 email Oct 1 email Newsletter & survey complete November 7 webinar
Education/Retention	Group meetings	Conduct 400 group meetings for employers and participants	Participating employers/participants	400 group meetings

SPP Progress Report cont'd



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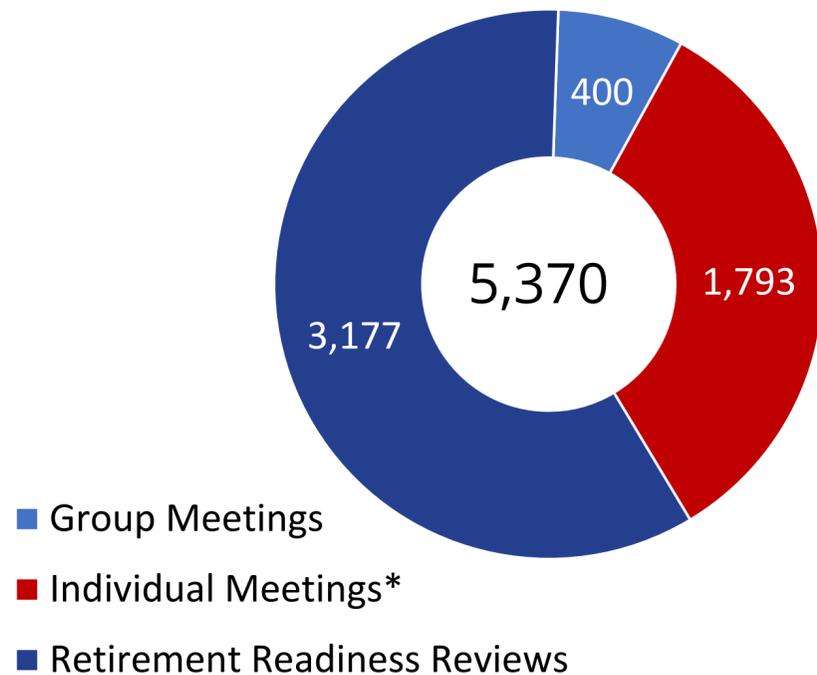
Dimension	Activity	Objective	Audience	Results as of 12/31/23
Enrollment	Eligible employee outreach	Increase enrollment in WDC	WRS-eligible employees not enrolled in WDC	Q1 2024 with Tax Time theme
Enrollment	Non-participating employer outreach	Add new employers to the WDC	Non-participating employers	<ul style="list-style-type: none"> Email to 828 employers 11/30 Mailing to 738 employers 11/24 Resulting in: <ul style="list-style-type: none"> - 10 leads; 6 adopted; 2 pending
Enrollment	New employers	Add 12 new employers to the WDC	Eligible employers	13 new employers
Enrollment	In-force growth	Enroll eligible employees and retain participants to grow the WDC by 2%	Eligible employees and participants	1% growth
Enrollment/Save More	Add auto increase language post-login in	Increase awareness of auto increase tool available	Active participants	Usage decreased per 2023 survey respondents 75% of whom were age 55+
Retention	Call center and RPA surveys (NPS)	Measure participant satisfaction with customer care center and field staff	Participants who call and/or meet with their Retirement Plan Advisor	4.37 out of 5 call center satisfaction 81 RPA Net Promotor Score (NPS)
Retention	2023 custom annual participant satisfaction survey	Obtain feedback from participants	All participants	Results attached

Field Activity as of 12/31/2023

Annual Goals:

400 Group Meetings

2,700 Retirement Readiness Reviews (RRRs)



*Individual Meetings are generally not investment-related; enrollments, beneficiary changes, distribution requests are examples of individual meetings. All existing participants are offered an RRR.



At-risk population = 50+ >75% equities; 50+ <10% equities; all ages <25% equities and twice average plan balance; At Risk RRRs are a subset of all RRRs.

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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Webinars* through 9/30/2023

- 80 webinars
- 938 total registrants; average registration 12
- 525 total attendees; average attendance 7
- 56% attendance rate
- Most popular topic by registrants: Your Journey to Retirement (Enrollment)
- Highest attendance rate: January, 73%
- Lowest attendance rate: July, 30%

Topic	# Webinars	# Registered	# Attended	Attendance Rate	Ave Attended	Ave Registered	Views of eLearning (inception to date)
Your Journey to Retirement	43	580	334	58%	8	13	700
Retirement Planning with the WDC	24	251	145	58%	6	10	348
Maximizing Your Retirement	6	62	27	44%	5	10	70
Financial Wellness Education	5	36	13	36%	3	7	55
Participant Experience	2	10	6	63%	3	5	N/A
Total	80	938	525	56%	7	12	1,173**

*not including Steppingstones to Retirement or Financial Planning spring webinars

**not including 111 views of Women and Investing



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Q1 Communications Summary

- 2023 social posts
- Vanguard TDF
 - Email
 - News and Updates website language
- Benefit Summit Campaign – *Steppingstones to Retirement*
 - Email
 - Pre-login pop-up
 - Social post
- News and Updates articles
- RSG Term Mailer



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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

[VIEW ONLINE](#)

 **WDC**
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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 your investments with a local Retirement Plan Advisor. Schedule a free retirement readiness review with your local Retirement Plan Advisor. Go to wdc457.org and click on the "Schedule a meeting" tile or click the button below:

[Schedule a meeting](#)

Cybercriminals often use malicious links in scam emails to trick users into revealing sensitive information. To help protect you and your money, the WDC will never use an email or link answers to your password-recovery security of any links or attachments and call 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.

Securities, when presented, are offered and sold by Empower Retirement, LLC, Empower Retirement, a subsidiary of Empower Financial Group, Inc. Empower Retirement is for informational purposes only and does not constitute an offer of securities.

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.

[WDC Investment Changes Effective January 6, 2023.](#)

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.

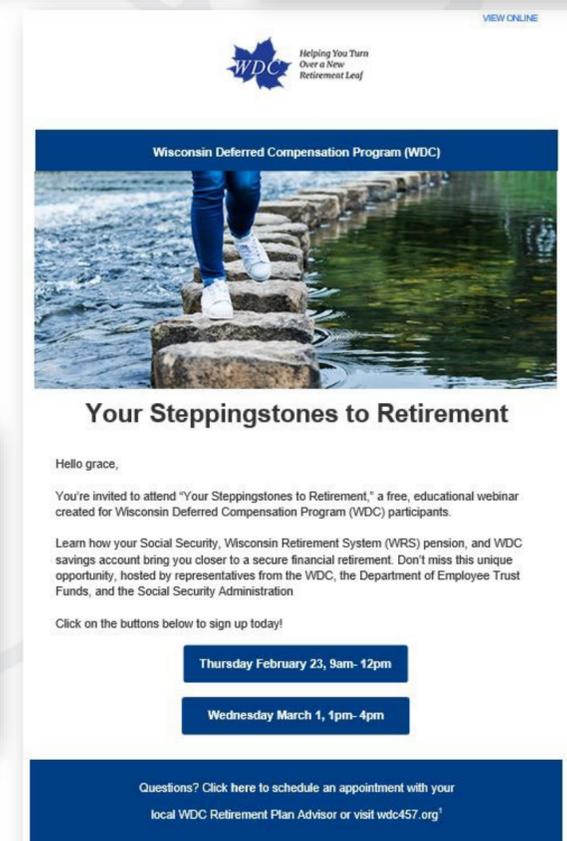
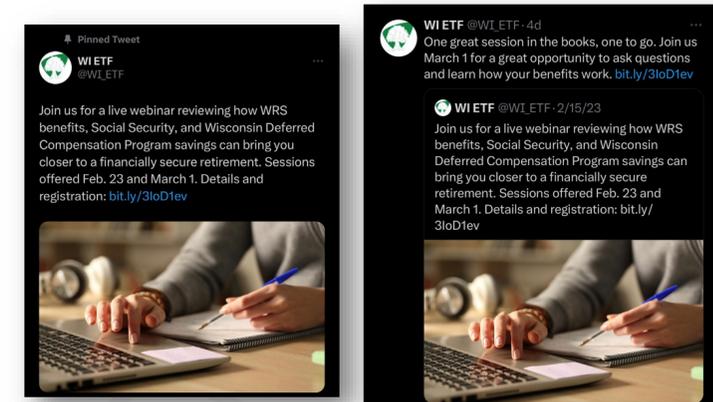
If you would like to change future contribution allocations or move your existing account balance to a different investment option, you can do so anytime by logging on to your account at wdc457.org or calling the WDC at (877) 457-WDCP (9327) weekdays from 7 a.m. to 9 p.m., or Saturdays, from 8 a.m. to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



Benefit Summit Campaign (*Your Steppingstones to Retirement*)

- Event:
 - Webinars – February 23 and March 1
 - Speakers from WRS, SSA and WDC
- Tactics:
 - Pre-login pop-up
 - Social posts
 - ETF GovDelivery emails sent 2/15
 - One to subscribers of Department News; WRS News Online; and WRS News.
Total recipients: 33,787
 - One to all WRS employers, asking them to forward the news to employees.
Total employers: 2,712
 - WDC Email sent on 2/16 to all participants without a termination date on file
- Email Metrics:
 - 33,703 emails sent
 - Open rate: 61%
 - Click rate: 3%

- Results:
 - 3,388 total registrants
 - 2,516 total attendees (74%)
 - 1,430 total attended entire webinar (57%)
 - 81 meetings were scheduled with an RPA
- Results by webinar:
 - February 23 @ 9:00 a.m.
 - 1,655 registered
 - 1,321, attended (80%)
 - 26 meetings scheduled
 - March 1 @ 1:00 p.m.
 - 1,733 registered
 - 1,195, attended (69%)
 - 55 meetings scheduled



News and Updates article additions

- January 2023 Fee Changes
- Audit Message from WDC
- Contribution Limits

▶ [January 2023 Fee Changes](#)

The WDC is a self-supporting supplemental retirement savings plan and as required by Wisconsin law, all costs for the plan are borne by participants. The Deferred Compensation Board reviews participant fees and expected expenses annually. In December 2022, the Deferred Compensation Board determined that an increase was needed to keep pace with increases in the WDC's expenses. The administrative fees pay for important WDC features such as account recordkeeping services, the WDC website, call center and the planning and education resources to which you have access to as a WDC participant.

Effective January 1, 2023, the new fee schedule is as follows:

PARTICIPANT ACCOUNT BALANCE	2022 MONTHLY FEE	2023 MONTHLY FEE	2022 ANNUAL FEE	2023 ANNUAL FEE
\$1 – \$5,000	\$0.00	\$0.00	\$0.00	\$0.00
\$5,001 – \$25,000	\$0.75	\$1.25	\$9.00	\$15.00
\$25,001 – \$50,000	\$2.00	\$3.00	\$24.00	\$36.00
\$50,001 – \$100,000	\$4.25	\$6.50	\$51.00	\$78.00
\$100,001 – \$150,000	\$5.50	\$8.25	\$66.00	\$99.00
\$150,001 – \$250,000	\$7.75	\$11.75	\$93.00	\$141.00
Over \$250,000	\$11.50	\$17.25	\$138.00	\$207.00

The Board uses the negotiating leverage of thousands of WDC participants to keep fees as low as possible and highly competitive with other retirement savings plans. The WDC is also committed to clear disclosure of fees, so you always know how much you pay and what those fees help fund. For more information on WDC fees, click on the Learning center menu and *Program resources* submenu to access the Program Highlights.

▶ [Contribution limits change in 2023](#)

The Internal Revenue Service (IRS) announced retirement plan contributions will change for tax year 2023. Highlights include the following:

- The limit on elective deferrals for participants under age 50 will increase to \$22,500 (from \$20,500 in 2022).

Additional contributions:

- Participants who are age 50 or over can contribute an extra \$7,500 as a catch-up contribution for a total of up to \$30,000.
- The special catch-up limit for eligible participants in governmental 457(b) plans will increase to \$22,500 from \$20,500 in 2022.

Visit the IRS website for more information on [2023 457\(b\) contribution limits](#).

▶ [A message from the Wisconsin Deferred Compensation Program](#)

Our auditors, Wipfli LLP, are conducting an audit for the State of Wisconsin \$457(b) Deferred Compensation Program (WDC). Wipfli LLP has been engaged by the Wisconsin Department of Employee Trust Funds (ETF) on behalf of the Deferred Compensation Board. This audit is a core tool used by the Board and ETF to ensure the plan is being operated according to relevant statutes and the contract with the third-party administrator, Empower.

As part of the audit, Wipfli LLP is responsible for testing account activity in the WDC. To accomplish this, Wipfli has randomly selected a sample of accounts from the plan to confirm account activity with participants. Your account may be randomly selected for confirmation. If you are contacted this is not an IRS engagement and you will not be under any sort of investigation. This engagement is intended to ensure that the WDC is operating effectively, and that Empower is administering the plan in accordance with the terms of their contract with ETF.

For questions, please direct participants to contact Bryan Johnson at Wipfli at 608.270.2966 or via an email to BT.Johnson@wipfli.com.

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Q2 Communications Summary

- Financial Planning Webinars
- Annual Participant Satisfaction Survey
 - Email
 - Pre-login pop up
 - Post login plan message
 - Social post
- At-Risk Retiree Campaign
 - Email
 - Webinar
 - Social post
- Newsletter articles
- RSG Term Mailer



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Spring Financial Planning Webinars

Topic	Date/Time	# Registered	# Attended	Overall Satisfaction	Likelihood to Recommend
Medicare & Healthcare Costs*	April 19 9:00 a.m.	514	354	3.3 out of 5	5.6 out of 10
Estate Planning	May 1 Noon	739	456	4.1 out of 5	8 out of 10
Social Security	May 5 9:00 a.m.	689	374	4.6 out of 5	9 out of 10

*The first session encountered some confusion around the relationship between Empower, the WDC and ETF. Attendees were expecting an ETF presentation. The subsequent two sessions included a brief introduction in the opening of how Empower is related to ETF and the WDC and attendees were much more comfortable as indicated in the results and feedback provided.



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2023 Participant Survey

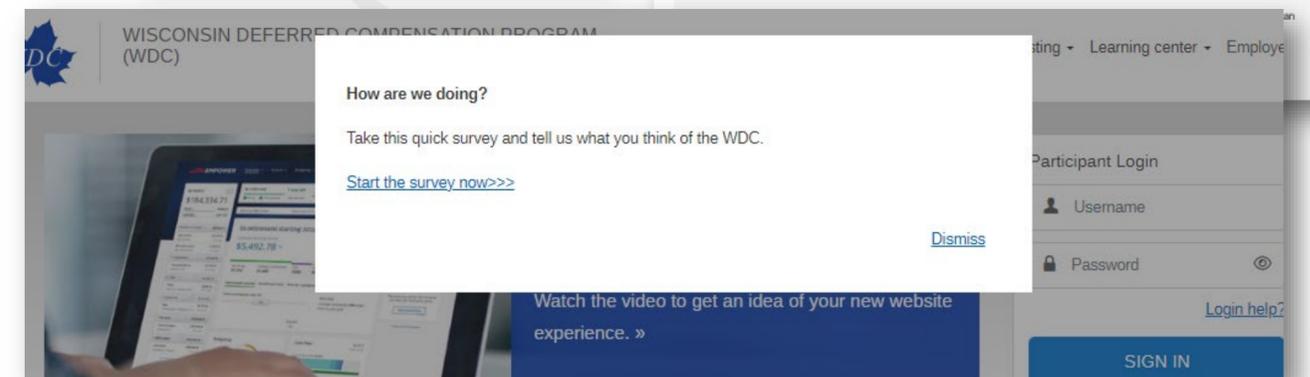
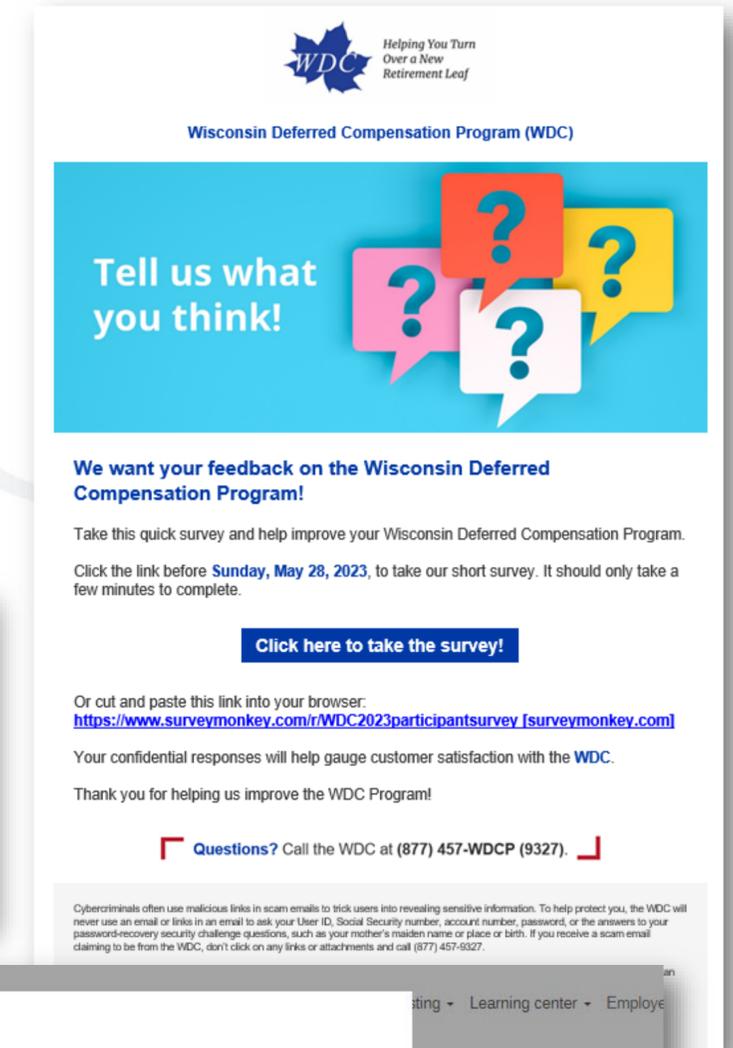
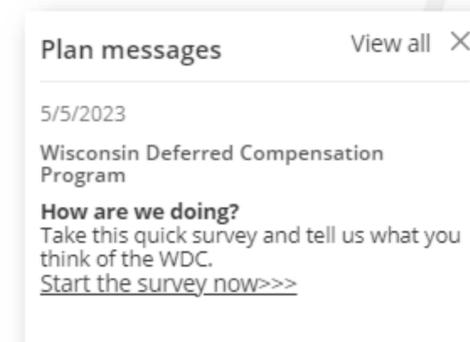
Participant Survey Metrics	Original Email	Reminder Email
Survey email launch date	5/9/23	5/25/23
Emails delivered	50,869	50,814
Unique open rates	53%	52%
Click to open rates	2%	2%
Survey close date	5/28/23	
Number of survey responses	2,430	
Survey response rate	4.7%	

Tactics:

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



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2023 Participant Survey Results

- Red percentages: decrease from 2022 survey
- Green percentages: increase from 2022 survey

Survey Emails	Open rate	Click rate
May 9 initial email	53% (+1%)	2% (-0.9%)
May 25 reminder email	52% (+1%)	2% (-0.2%)

Demographics	Answers
Age breakdown	
<ul style="list-style-type: none"> • Age 54 and under • Age 55-64 • Age 65+ 	<ul style="list-style-type: none"> • 24.1% (-1.5%) • 30.1% (+0.1%) • 45.7% (+1.4%)
How long have you had your WDC 457 account?	
<ul style="list-style-type: none"> • Less than 5 years • 6 to 20 years • 20+ years 	<ul style="list-style-type: none"> • 11.4% (-1.1%) • 33.4% (+1.7%) • 55.2% (-0.4%)
What is your estimated account balance?	
<ul style="list-style-type: none"> • Less than \$10,000 • \$10,000 to \$50,000 • \$50,001 to 100,000 • More than \$100,000 	<ul style="list-style-type: none"> • 8.3% (-2.8%) • 9.1% (-13.3%) • 15.5% (-0.4%) • 54.1% (+3.9%)



2023 Participant Survey Results

Questions	Answer
Do you have (or have you ever had) a WDC account?	<ul style="list-style-type: none"> 98.6% yes (+0.1%) 1.3% no (-0.1%)
<p>How would you rate your satisfaction (4 or 5) with the WDC Board services below?</p> <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 Advisory Services or Online Advice or My Total Retirement 	<ul style="list-style-type: none"> 75.7% (-0.4%) 58.2% (+2.0%) 72.9% (+0.5%) 65.7% (+0.3%) 80.9% (+1.7%) 66.6% (+0.7%)
<p><i>66% (+1%) of respondents <u>were unfamiliar</u> with the automated voice response system, 54% (-2%) with the local staff providing virtual support, and 40% (+1%) with the Managed Account Services</i></p>	
Overall satisfaction (4 or 5) with services received from WDC/Empower	4 out of 5 satisfied (73.7%) (+0.7%)
<p>Overall satisfaction (4 or 5) with wdc457.org:</p> <ul style="list-style-type: none"> Information provided on the WDC website Ease of use of the WDC website Information and tools on the website 	<ul style="list-style-type: none"> 71.9% (-0.1%) 75.5% (-0.2%) 68.8% (-0.8%) 68.9 (+1.8%)



2023 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">• 26.1% Yes (-5.9%)• 73.8% No (+5.8%)
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">• 75.1% (-0.7%)• 55.9% (-0.6%)• 51.7% (+3.7%)• 40.9% (-5.0%)
Topics of Interest (top 4)	
<ul style="list-style-type: none">• Living in retirement• Managed Accounts• Nearing retirement• Fees charged	<ul style="list-style-type: none">• 59.8% (-0.3%)• 24.9% (-4.1%)• 26.0% (+0.5%)• 25.5% (+0.8%)
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">• 75.0% (+2.8%)• 82.3% (+2.1%)• 75.5% (+1.9%)

2023 Participant Survey Results

Questions	Answer
Overall satisfaction (4 or 5) with the content of the WDC educational and communications materials?	<ul style="list-style-type: none">• 61.8% (+0.5%)
Do you currently use the automatic increase feature?	<ul style="list-style-type: none">• 29.8% yes (-23.3%)• 70.2% no (+2.1%)
Did you attend the “Your Steppingstones to Retirement” educational webinar?	<ul style="list-style-type: none">• 12.9% yes• 87.0% no
Did you find the webinar beneficial in understanding how the WDC, WRS and Social Security work together?	<ul style="list-style-type: none">• 89.7% yes• 10.2% no
If you did not attend, would you be interested in attending a future webinar?	<ul style="list-style-type: none">• 39.1% yes• 60.8% no
On a scale of 1 to 10, would you recommend the WDC to a friend/colleague?	<ul style="list-style-type: none">• 8.3 out of 10 (= Net Promotor Score of 76)



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At-Risk Retiree Campaign

- Audience:
 - Participants identified as at-risk, over the age of 58 and having a termination date on file
- Tactics:
 - Webinar 6/14
 - Email sent 6/6
 - Social media post
 - ETF newsletter article
- Email Metrics:
 - Email sent on 6/6 to at risk terminated participants age 58+
 - 5,597 emails sent
 - Open rate: 55%
 - Click rate: 0.62%
- Results:
 - 46 clicks to schedule a meeting; 2 scheduled via email
 - 296 meetings scheduled 6/6-7/6
 - 4 webinar attendees (8 registrants)



Meet with your local WDC Retirement Plan Advisor | [2023 RELEASE](#)



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Wisconsin Deferred Compensation Program (WDC)

Create the future you imagined

Hello Grace,

What does your retirement look like? No matter where you're at in your retirement journey, you probably have a picture in your head of what you thought it would be like. Are those dreams becoming a reality?

Schedule a no cost one-on-one Retirement Readiness Review with your local Wisconsin Deferred Compensation Program (WDC) Retirement Plan Advisor (RPA) to take a look at your personal situation and help create a plan that's appropriate for where you are in your retirement journey, your risk tolerance, and the goals you want to reach. When meeting with your RPA, you'll review and discuss:

- your personal finances and establish goals;
- your outside investments and expenses, including projected income and cash flows throughout your retirement;
- recommendations to help strengthen your financial projections;
- investment strategies;
- a detailed spend-down plan; and
- the variety of options for staying right here in the WDC post retirement, and the potential benefits of doing so.

Schedule your no cost Retirement Readiness Review today. Call (877) 457-WDCP (9327), click the link below or copy and paste <https://wdc-campaign.empowermytime.com> into your browser.

[Schedule your review](#)

Want to learn more about Maximizing Your Retirement?
Attend an upcoming webinar on June 14, 2023
at 9:00 a.m. - 10:00 a.m. CT

[Register today](#)

You can also visit your WDC enhanced website at wdc457.org and explore different areas that may help you with your strategy. Learn more about the financial tools and resources available to you by logging in today.

Q3 Communications Summary

- Employer Communications
 - Survey email
 - Newsletter
 - Newsletter and webinar email
- Investment Options Campaign
 - Email
 - Postcard
 - Social post
 - Newsletter article
- New Catch-up flier
- Statement Narrative – Fidelity Contrafund
- CESA 7 Transition Letter
- News and Updates Blurbs
 - Fidelity Contrafund
 - Enhanced Communication blurb
 - W-4P and W-4R Changes
- Newsletter articles
- RSG Term mailer



*Helping You Turn
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Catch Up Flier



Helping You Turn Over a New Retirement Leaf

Catch-Up Contributions

If you are over age 50 or getting close to normal retirement age, you might feel a little behind on your retirement savings. Fortunately, the federal government makes it easier to catch up on your savings through the Wisconsin Deferred Compensation Program (WDC) at a faster rate by providing two catch-up provisions: the age 50+ and three-year catch-up provisions. Taking advantage of a catch-up option allows you to save at an accelerated rate and could also lower your taxable income--which means more money that could work for you.

Age 50+ catch-up

In 2023, retirement plan participants can contribute a maximum of 100% of includible compensation to their plan, not to exceed the IRS limit of \$22,500. However, if you are age 50 or older during the 2023 calendar year, you can take advantage of the age 50+ catch-up provision and contribute an additional \$7,500. Your date of birth will determine whether you qualify to use this option.

Three-year catch-up

If you are in the three years before the year you reach your normal retirement age, and you've not contributed enough in previous years, you may use the three-year catch-up provision. This allows you to contribute up to an additional \$22,500 in 2023, amounting to a total possible maximum contribution of \$45,000. In order to qualify for the three-year catch-up provision, you must have underutilized contributions with the same employer from previous years.

2023 catch-up options	
Age 50+ catch-up	Three-year catch-up
For participants age 50 and older during the 2023 calendar year	For participants within the three years before their normal retirement age
Allows you to contribute an additional \$7,500	Allows you to contribute up to an additional \$22,500
No application required	Complete a 457(b) application for catch-up form
Maximum total: \$30,000	Maximum total: \$45,000

Note: You cannot use both options in the same year.

Age 50+ catch-up and three-year catch-up contributions

To take advantage of the 50+ catch-up or the three-year catch-up in any calendar year, remember these important considerations:

If you are within three years of your normal retirement age, you may be eligible to use the special catch-up contribution option. You may not contribute to both the special catch-up option and the age 50+ catch-up option in the same calendar year, even if you are eligible for both options. Catch-up contribution limits are in addition to the regular contribution amount depending on how much you under contributed in prior years. You are responsible for monitoring your contributions to ensure that you stay within the annual limits. The special catch-up option requires a completed form. Please contact the WDC for more information before contributing more than \$30,000.

Irrevocable election—The three-year catch-up is a once-in-a-lifetime opportunity and can be used up to a maximum of three consecutive years before the year in which you reach your normal retirement age. You are not required to contribute the maximum amount each year and you are not required to use it for all three years, but once you begin, you have three consecutive years to complete your catch-up contributions.

Example: You make your first catch-up contributions in year one. You decide to skip year two. You can resume in year three. Once the three-year period ends, you lose the ability to make three-year catch-up contributions for any remaining underutilized contributions.

Underutilized amounts—In order to qualify for the three-year catch-up provision, you must have underutilized contributions with the same employer from previous years. Underutilized contributions occur when you defer less than the maximum allowable limit in a given tax year.

Example: If you were eligible to contribute \$18,500 in 2021 and \$20,500 in 2022 but only contributed \$10,000 each year, you would be eligible to catch up on \$20,000 in underutilized contributions.

Normal retirement age (NRA)—For purposes of the three-year catch-up limitation, NRA shall be age 70½ or an earlier age as selected by the participant. In selecting an alternate NRA, you may choose any age that is: (1) not earlier than the earliest age at which you have the right to retire and receive unreduced retirement benefits from your employer's basic pension plan and (2) not later than the date that you reach age 70½. Participants are not required to retire on their NRA date.

Catch-up questions

Can I contribute accrued sick and vacation pay to my WDC account*?—If you have underutilized contributions, you may be able to contribute all or a portion of your accrued sick and vacation pay to your WDC account when you sever employment. Your NRA must be at least one year later than the year in which the accrued sick and vacation pay will be contributed to your account.

Example: If you plan to sever employment at age 66 and your accrued sick and vacation pay will be paid in January when you are 67, then your NRA year must be the year you turn 68 or older but no later than the year you turn 70½.

*Note: State of Wisconsin employees cannot defer sick leave. Unused sick leave credits are put toward state group health insurance premiums when retired.

Is this the first time using the three-year catch-up?

If you have used this provision in the past with any employer, you are ineligible to use it again.

Do you have underutilized contributions within your deferral history?

You need underutilized contributions from previous years to make additional contributions in the three years prior to your NRA. In order to contribute the maximum contribution of \$45,000 each of the three years prior to your NRA (assuming the contribution limit remains at \$22,500 for each year), you would need \$67,500 of underutilized contributions with the same employer from previous years.

Where can I get a three-year catch-up form?

You may log into your account at wdc457.org > Account > Plan forms and download the Application for Catch-Up form. You may also speak with a call center representative at (877) 457-9237 or visit the local office at 5325 Wall Street, Suite 2900 Madison, WI 53718.

Reminder

Your contribution limit will not automatically increase if the maximum allowable amount is increased. You must elect to increase your contribution into your WDC account.

May I use both catch-up options at the same time?

No. The age 50+ catch-up provision and the three-year catch-up provision cannot be used in the same calendar year. If you are eligible for both catch-up options, you may use the one offering the higher benefit. In addition, you may not use the three-year catch-up option in the year in which you reach your NRA.

For more information or to enroll in the WDC, please call (877) 457-9237, press 0 and say "yes" to speak to a WDC representative. www.wdc457.org

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Helping You Turn Over a New Retirement Leaf

News & Updates and Q3 Statement Narrative

News and Update articles:

- Resources to help you manage your retirement savings (July 20, 2023)
- WDC Investment Change Effective August 1, 2023 (Fidelity Contrafund) (August 17, 2023)
- Understanding 2023 IRS Form W-4P and Form W-4R Changes (September 7, 2023)

Q3 Statement Narrative

- Fidelity Contrafund

► [Resources to help you manage your retirement savings](#)

July 20, 2023

The WDC is partnering with Empower, WDC's recordkeeper, to roll out enhanced communications to better serve participants. The WDC provides numerous resources to help you save and plan for retirement. For example, our website includes resources to help you see where you stand with your retirement savings and overall finances so you can plan more confidently.

Additionally, Empower has begun proactively providing decisions. Based on your communication preferences, experience, you may hear from your local Retirement Fund communications you receive are based on your personal secure retirement. Text messaging, for those who opt-in.

Questions? Visit wdc457.org or call (877) 457-WDCP

► [WDC Investment Change Effective August 1, 2023 \(Fidelity Contrafund\)](#)

August 17, 2023

On August 1, 2023, Fidelity made changes to the equity pools offered through the Fidelity Management Trust Company. The Wisconsin Deferred Compensation Program (WDC) investment lineup includes one of the pools impacted by these changes.

The WDC Program previously held Class 3 of the Fidelity Contrafund Commingled Pool. On August 1, 2023, Class 3 was renamed to Class O. Fidelity also lowered the management fee for the share class offered through the WDC by two basis points, effective on August 1, 2023.

► [Understanding 2023 IRS Form W-4P and Form W-4R Changes](#)

September 7, 2023

As first communicated in November 2022, Wisconsin Deferred Compensation Program (WDC) participants taking distributions from their accounts may be impacted by changes to IRS income tax withholding regulations. These changes were made by the IRS to match individuals' withholding instructions to changes in tax law.

The IRS redesigned Form W-4P and split it into two forms:

1. A redesigned [Form W-4P](#) (Withholding Certificate for Periodic Pension or Annuity Payments) a. Utilizes wage withholding rules based on income tax filing status and adjustments. b. New default withholding for Form W-4P eligible payments is single with no adjustments.
2. The new [Form W-4R](#) (Withholding Certificate for Nonperiodic Payments and Eligible Rollover Distributions)

Anyone requesting tax withholding different than the defaults must use the redesigned Form W-4P and the new Form W-4R, per IRS requirements.

Empower, the recordkeeper for the WDC, updated its systems to comply with the IRS regulation for participants who had an existing W-4P eligible installment payment with a flat dollar or flat percentage withholding. Federal income tax withholding on periodic payments was changed to the IRS default withholding rate of single with no adjustments (regardless of your marital status). This change occurred December 29, 2022, and has been effective on payments received after January 1, 2023.

To make income tax withholding elections other than the default withholding, complete and return IRS Form W-4P to the WDC. Forms can be submitted in any of these ways:

Fidelity Contrafund Commingled Pool Changes

AS OF 8-1-2023	PRICE AS OF 8-1-2023
	33 bps

to 9 p.m. or Saturdays, from 8 a.m. to 4:30 p.m.,

WDC Investment Change Effective August 1, 2023 (Fidelity Contrafund)

On August 1, 2023, Fidelity made changes to the equity pools offered through the Fidelity Management Trust Company. The Wisconsin Deferred Compensation Program (WDC) investment lineup includes one of the pools impacted by these changes.

The WDC Program previously held Class 3 of the Fidelity Contrafund Commingled Pool. On August 1, 2023, Class 3 was renamed to Class O. Fidelity also lowered the management fee for the share class offered through the WDC from .35% to .33%, effective on August 1, 2023. The next Participant Statement you receive will reflect these changes to the extent they impact you.

Questions? For more information, visit wdc457.org or call 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 options 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.

upload Documents to submit.

4

e, CO 80111

withholding elections, refer to [IRS Publication 15-T](#). Please contact your professional tax advisor for more information. The WDC cannot offer tax advice or help you complete tax withholding forms.

) 457-WDCP (9327) weekdays between 7 a.m. and 9 p.m. Central time. The TTY number

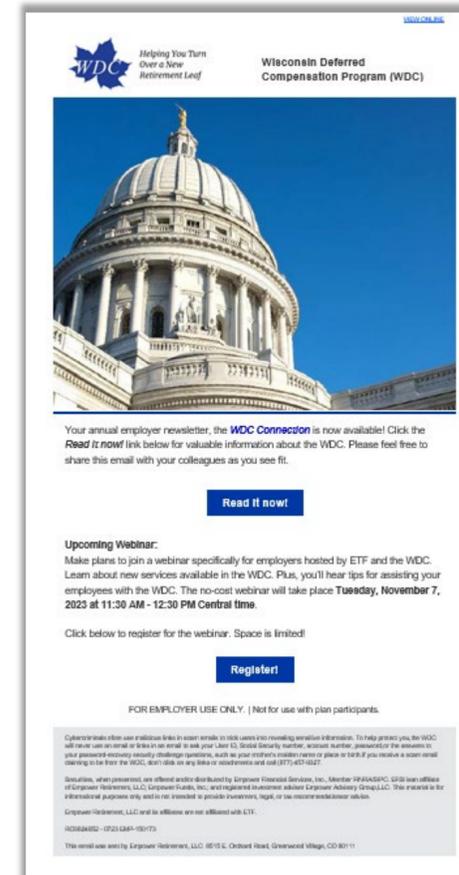


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Employer Newsletter

- Audience:
 - All participating employers
- Tactics:
 - Email sent 8/1
- Email Metrics:
 - Email sent to 1,601 employer contacts
 - Open rate: 43%
 - Click rate: 15%
- Results:
 - 32 RPA meetings
 - 66 Employer webinar registrations
 - 3 Steppingstones registrations



Wisconsin Deferred Compensation Program (WDC) WDC Connection



SECURE 2.0 AND THE WDC

SECURE 2.0 is a 4,000-page federal law enacted December 29, 2022. The law made multiple changes to retirement savings plans that are intended to increase savings, simplify and clarify plan rules, and improve access to retirement funds. Stay tuned for developments from the WDC as we implement applicable provisions.

A MESSAGE FROM THE DEPARTMENT OF EMPLOYEE TRUST FUNDS (ETF)

In tandem with national legislation and in keeping with industry trends, the Deferred Compensation Board has consistently kept the Wisconsin Deferred Compensation Program moving forward. Examples include adding a Roth contribution for participants and the option to allow participants to save using payroll percent contributions.

The passage of SECURE 2.0 in late 2022 will also bring changes to the WDC. We are analyzing the law's required and optional provisions to ensure the Board continues to make sound decisions for the WDC that are in support of and consistent with the Board's fiduciary responsibilities to both employers and participants.

Some of these changes may require revisions to Wisconsin laws and/or Administrative Code, and many may lead to Plan and Trust Document updates. As a WDC participating employer, you will need to abide by any new or revised provisions. If your payroll system has not been updated to allow Roth and/or percentage contributions, for example, it is important that you take steps now to update it ahead of anticipated SECURE 2.0 changes.

Employers adopting the WDC abide by a resolution that states the employer has "agreed to be bound by the terms and conditions of the contracts between the State, its investment providers and its plan administrator, and the **Plan and Trust Document and Employer Guide** as amended from time to time."

These documents can be found on the WDC's website, wdc457.org, on the Employer page.

The benefits of participating in the WDC for employers include the Deferred Compensation Board selecting and reviewing investment options, determining and collecting participant fees, maintaining the Plan and Trust Document as well as the Investment Policy Statement, and more.

Thank you for your partnership and cooperation. If you have any questions or need additional information, please contact Shelly Schueller, Deferred Compensation Director, at shelly.schueller@etf.wi.gov or 608-266-6611.

NEW RMD AGE

SECURE 2.0 raised the required minimum distribution (RMD) age to 73 starting this year. This change has already been implemented; participants of age will be notified later this year.

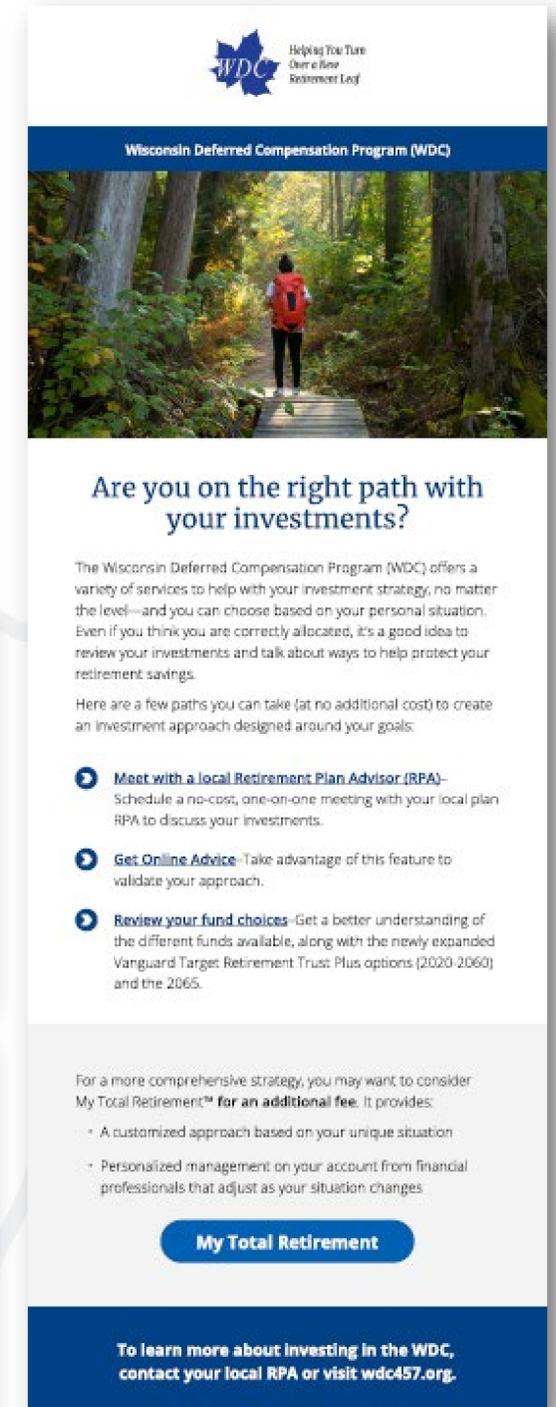
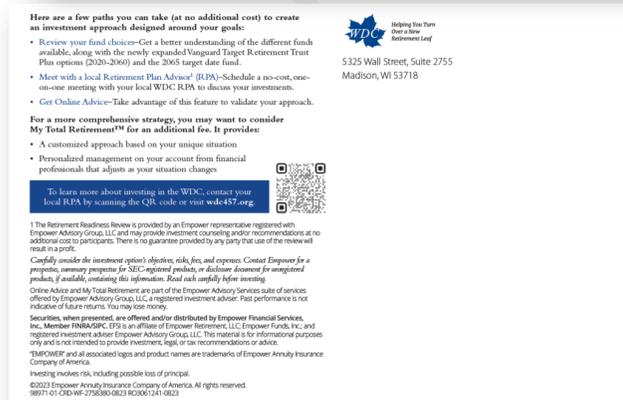
The big change we have all been waiting for regarding deferrals — elimination of the first day of the month rule — is coming later this year. Before this can be implemented, the Board needs to amend the Plan and Trust Document and Empower, the WDC's recordkeeper, must update its programming. We will notify you when we are able to begin processing deferral changes before the first of the following month.



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Investment Campaign

- Audience:
 - Active, at-risk participants
- Tactics:
 - Email sent 8/31
 - Mailer sent 8/31 to 1,235 active, at-risk participants without an email address on file
 - Social post
 - ETF newsletter article
- Email Metrics:
 - Email sent to 7,916 active, at-risk participants with an email address on file
 - Open rate: 50%
 - Click rate: 3%
 - 77 direct clicks on the scheduling link
- Results:
 - 82 meetings scheduled 8/31-9/7



Employer Survey

- Audience:
 - All participating employers
- Tactics:
 - Email sent 8/10
 - Employer newsletter
- Survey Response:
 - 79, 5%
- Email metrics:
 - Sent to 1,601 employer contacts
 - Open rate: 34%
 - Click rate: 7%
- Results:
 - See pages 26-27



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 <DATE>. 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/WDCemployersurvey2023>

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](#)

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 links 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 of birth. If you receive a scam email claiming to be from the WDC, don't click on any links or attachments and call (877) 457-9327.

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2023 Employer Survey Results

Question	Satisfied or Very Satisfied
Overall, how satisfied are you with the Wisconsin Deferred Compensation (WDC) Program?	95%
Have you hosted/promoted your local WDC Retirement Plan Advisor for group or individual meetings virtually with your employees in the last 12 months?	34% Yes; 57% No
How satisfied were you and your employees with the group/or individual meetings with your local WDC Retirement Plan Advisor?	100%
How likely are you to offer virtual meetings (by phone and/or videoconference) for your employees in the future?	72%
Have you worked with the WDC's Madison office in the last 12 months?	23% Yes; 77% 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?	25% Yes; 75% No
How satisfied were you with your Plan Technical Support experience?	85%
Have you had payroll errors that needed to be corrected in the last 12 months?	15% Yes; 85% No
How satisfied were you with the help you received from the WDC regarding the payroll error?	67%
Beginning January 1, 2024, the SECURE 2.0 Act of 2022 requires catch-up contributions for individuals aged 50+ who have FICA earnings greater than \$145K to be made on a Roth basis. The WDC currently offers Roth contributions. Are you allowing Roth contributions now?	87% Yes; 13% No
How likely are you to recommend the WDC to a friend or colleague?	94%



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2023 Employer Survey Results

Question	Answer
<p>How do you promote the WDC to your employees? Select all the apply.</p>	<p>63% Email; 67% In-person; 23% Intranet; 13% Webinars</p>
<p>The SECURE 2.0 Act of 2022 is packed with many provisions aimed to help American workers achieve financial freedom. What optional withdrawal provisions would you like to see the WDC add? Please select all that apply.</p>	<p>55.84% Don't know yet; 45.45% Terminal illness; 32.47% Qualified emergency expenses; 29.87% Qualified federally declared disasters; 19.48% Domestic abuse; 19.48% Birth or adoption</p>
<p>Beginning January 1, 2024, the SECURE 2.0 Act of 2022 requires catch-up contributions for individuals aged 50+ who have FICA earnings greater than \$145K to be made on a Roth basis. The WDC currently offers Roth contributions. Are you allowing Roth contributions now?</p>	<p>87% Yes; 13% No</p>
<p>How likely are you to recommend the WDC to a friend or colleague?</p>	<p>94%</p>



Open Enrollment/Benefits Fair Webinars 9/25-10/20/2023

- Most popular webinar topic by registrants and attendees: Maximizing Your Retirement (Retiree)
- Highest attendance rate: Social Security
- Lowest attendance rate: Medicare

Topic	# Webinars	# Registered	# Attended	Attendance Rate	Ave Registered	Ave Attended
Your Journey to Retirement (Enrollment/Overview)	10	409	241	59%	41	24
Retirement Planning with the WDC	7	271	186	69%	39	27
Maximizing Your Retirement (Retiree)	3	151	102	68%	50	34
Financial Wellness Education	6	101	53	52%	17	9
Participant Experience	1	16	10	63%	16	10
Social Security	1	13	10	77%	13	10
Healthcare Costs in Retirement (Medicare)	1	41	18	44%	41	18
Introduction to Taxes	1	34	23	68%	34	23
LGBTQ+ Estate Planning	1	5	3	60%	5	3
Planning for the Unexpected (Estate Planning)	1	40	22	55%	40	22
Total	33	1,102	683	62%	33	21



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Q4 Communications

- National Retirement Security Month
 - Webinar email
 - Meet Your Rep email
 - Web banner
 - Pre-login pop-up
- Steppingstone Email
- News and Updates Blurbs
 - DRO form
 - Plan Document Updates
 - The Currency
 - 2024 Contribution Limits
- ETF Newsletter articles
- Web tile image update
- Q4 Statement Narrative – Plan Document Updates
- Non-participating employer outreach
- RSG Term Letter



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National Retirement Security Month

- Audience:
 - All participants with an email on file
- Tactics:
 - Pre-login pop-up
 - Web banner
 - Meet Your Rep email
 - Webinar email
- Email Metrics:
 - Meet Your Rep email sent on 10/24 to 51,389 emails
 - Open rate: 57%
 - Click rate: 4%
 - Timetap campaign meetings scheduled: 94
 - Webinar email sent on 10/3 to 51,476 emails
 - Open rate: 51%

- Click rate: 2%



2023 NATIONAL RETIREMENT SECURITY MONTH

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Got money questions? Get money answers. Schedule a meeting »

2023 NATIONAL RETIREMENT SECURITY MONTH

Wisconsin Deferred Compensation Program (WDC)

2023 NATIONAL RETIREMENT SECURITY MONTH

Got money questions? Get money answers.

When money is on your mind, who better to talk to than a financial professional? It's your opportunity to ask — and get answers to — the important questions you have about your personal financial situation. Here are a few suggested conversation starters:

- Am I saving enough to retire when I want and how I want?
- Should I focus on paying down debt or saving more?
- Are my investment choices aligned with my long-term goals?

Schedule a meeting

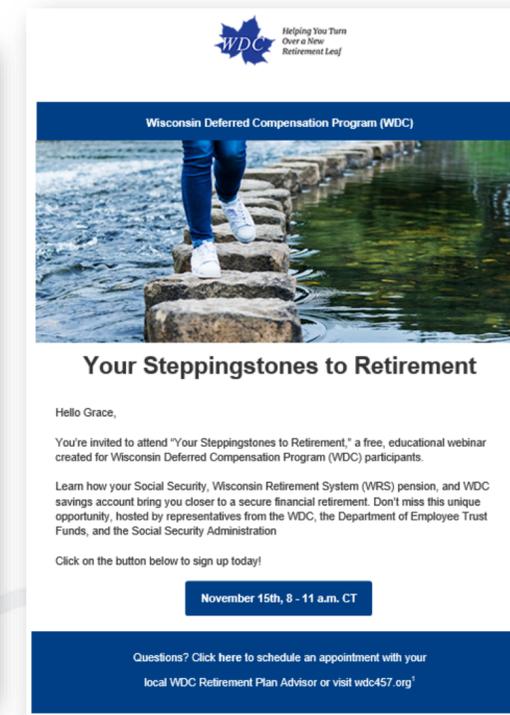
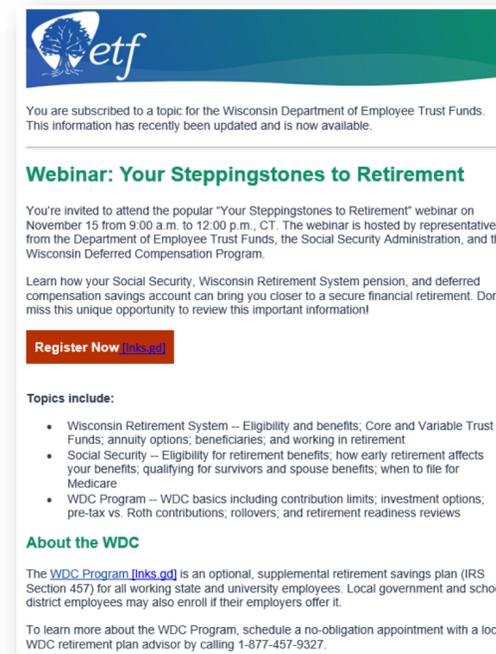
"I was so impressed that after my meeting, I emailed our HR Department to let them know. I hope more employees have such a positive meeting that makes them feel better about understanding retirement. Thank you." — Heather S.

Questions? [Click here](#) to schedule an appointment with your local WDC Retirement Plan Advisor or visit [wdc457.org](#).

All you have to do is ask

Benefit Summit Campaign (*Your Steppingstones to Retirement*)

- Audience:
 - All participants with an email on file
- Tactics:
 - ETF GovDelivery email sent on 11/7
 - Empower email sent on 10/31 to 51,476 emails
- Empower email Metrics:
 - Open rate: 50%
 - Click rate: 3%
- Results
 - 1,163 registered,
 - 585 attended
 - Timetap campaign meetings scheduled: 10



News & Updates and Q4 Statement Narrative

- News and Update blurbs:
 - DRO forms
 - Plan Document Updates
 - The Currency
 - 2024 Contribution limits
- Q4 Statement Narrative
 - Plan Document Updates

News and updates

► [Domestic Relations Order Processing Fee Effective January 1, 2024](#)

October 20, 2023

Effective January 1, 2024, the cost to split a WDC account via a Domestic Relations Order due to a participant and the alternate payee(s). The total cost to split an account is \$250.

► [Contribution Limits Change in 2024](#)

November 16, 2023

The Internal Revenue Service (IRS) announced retirement plan contributions will change for tax year 2024. Highlights include the following:

- The limit on elective deferrals for participants under age 50 will increase to \$23,000 (up from \$22,500 in 2023).

Additional contributions:

- The catch-up contribution limits for participants who are age 50 or over remains the same. Participants can contribute an extra \$7,500 as a catch-up contribution for a total of up to \$30,500.
- The special catch-up limit for eligible participants in governmental 457(b) plans will increase to \$23,000 from \$22,500 in 2024.

Visit the IRS website for more information on [2024 contribution limits](#).

► [Freshly minted financial insights, delivered right to your inbox](#)

November 16, 2023

From how to save to how to spend, everyone has questions about money. Empower, the WDC's recordkeeper, can help answer some of your financial questions with [The Currency™](#). Every week, The Currency covers the latest financial news and views shaping how we live, work, play and invest for life. Sign up [here](#) for email delivery of The Currency, a free publication from Empower. And happy reading!

► [Plan and Trust updated November 1, 2023](#)

November 1, 2023

The WDC Board recently made updates to the Plan and Trust document including enacting several new provisions as a result of federal legislation known as SECURE 2.0.

These changes were enacted with a revised WDC Plan and Trust document effective November 1, 2023. Please see highlights listed below. To view the full updated Plan and Trust document, [click here](#).

Changes impacting active employees:

- **Faster contribution changes (Elimination of the first of the month requirement)** – Late in 2023, actively working employees contributing to the WDC may elect to change their deferral rates at any time. The need to wait until the first of the following month for a change to be effective is no longer required by the IRS.

Changes impacting former employees:

- **Required Minimum Distributions (RMD) during a Participant's Lifetime** – Required Minimum Distributions have increased to age 73 starting in 2023 and will be increased to age 75 by the year 2033. The excise tax has been reduced from 50% to 25% for a failure to take a distribution. If the failure to take the distribution is corrected in a timely manner, the excise tax is reduced to 10%.

How does this change your benefit? It gives retirees additional time to keep assets in their accounts longer, should they choose to do so. This could potentially lead to more compound growth. For more information on RMDs, call the WDC at (877) 457-WDCP (9327).

- **Required Minimum Distributions (RMD) Forced Distributions**. To prevent participants from missing their mandatory RMDs in the future, the WDC is working with Empower, its recordkeeper, to distribute RMD amounts to participants who have not requested them on time. The goal is to satisfy the RMD requirement and avoid penalties to participants. We anticipate this service becoming available in 2025.

Changes of interest to both active and former employees:

- **Domestic Relations Orders (DRO)** - beginning January 1, 2024, the \$250 cost to divide a WDC account via a DRO will be charged to and split equally between the participant and alternate payee.

- **Changes to Surviving Spouse Required Minimum Distributions (RMDs)**– SECURE 2.0 includes changes to Required Minimum Distributions relative to survivor spousal benefits.

If a participant passes away before RMD age AND the spouse is the sole beneficiary, the spouse has the option now to elect to take RMDs calculated using the Uniform Lifetime Table and the RMD age of the participant. This lengthens the time payments are made, reducing the individual payments which may be attractive to some beneficiaries for tax reasons.

This election must be made by December 31st of the calendar year immediately following the calendar year in which the participant died OR by December 31 of the calendar year in which the participant would have attained RMD age, if later. If the surviving spouse does not make this election, RMD payments will be begin by December 31 of the calendar year immediately following the calendar year in which the participant died.

For more information on this, please call the WDC at (877) 457-WDCP (9327).

- **Income tax deductions available on distributions for eligible retired Public Safety Officers** – The WDC Plan and Trust has enacted a SECURE 2.0 provision that affects eligible retired Public Safety Officers (PSOs). Eligible PSOs receiving a distribution from the plan may claim an income tax deduction for that portion of their distribution which is used to pay for eligible health or other long-term care insurance premiums. An eligible PSO may take the deduction whether they self-certify their eligibility for the deduction or elect to have the distribution paid directly to their insurer.

Remember, this WDC website ([wdc457.org](#)) is a great resource to help you stay current on changes to your plan. Visit this News and Updates page where you will find the latest information on the WDC.

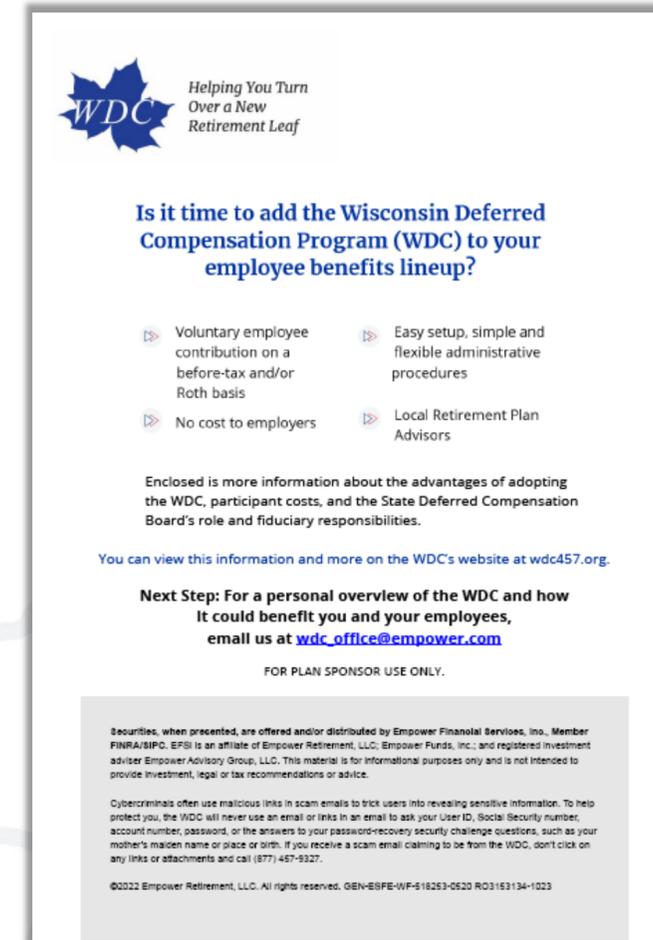
The WDC Board recently made updates to the Plan and Trust document including enacting several new provisions as a result of federal legislation known as SECURE 2.0. These changes were enacted with revisions to the WDC Plan and Trust document. To view the highlights and full updated Plan and Trust document, visit [wdc457.org](#) and click on the News & Updates web tile.



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Non-participating Employer Outreach

- Audience:
 - All non-participating, WRS-eligible employers
- Tactics:
 - Email sent 11/30
 - Letter and Toolkit mailed 11/24
- Email metrics:
 - Sent to 828 employers
 - Open rate: 46%
 - Click rate: 8%
- Mailing metrics:
 - Sent to 738 employers
- Results:
 - 10 leads
 - 6 adopted
 - 2 pending

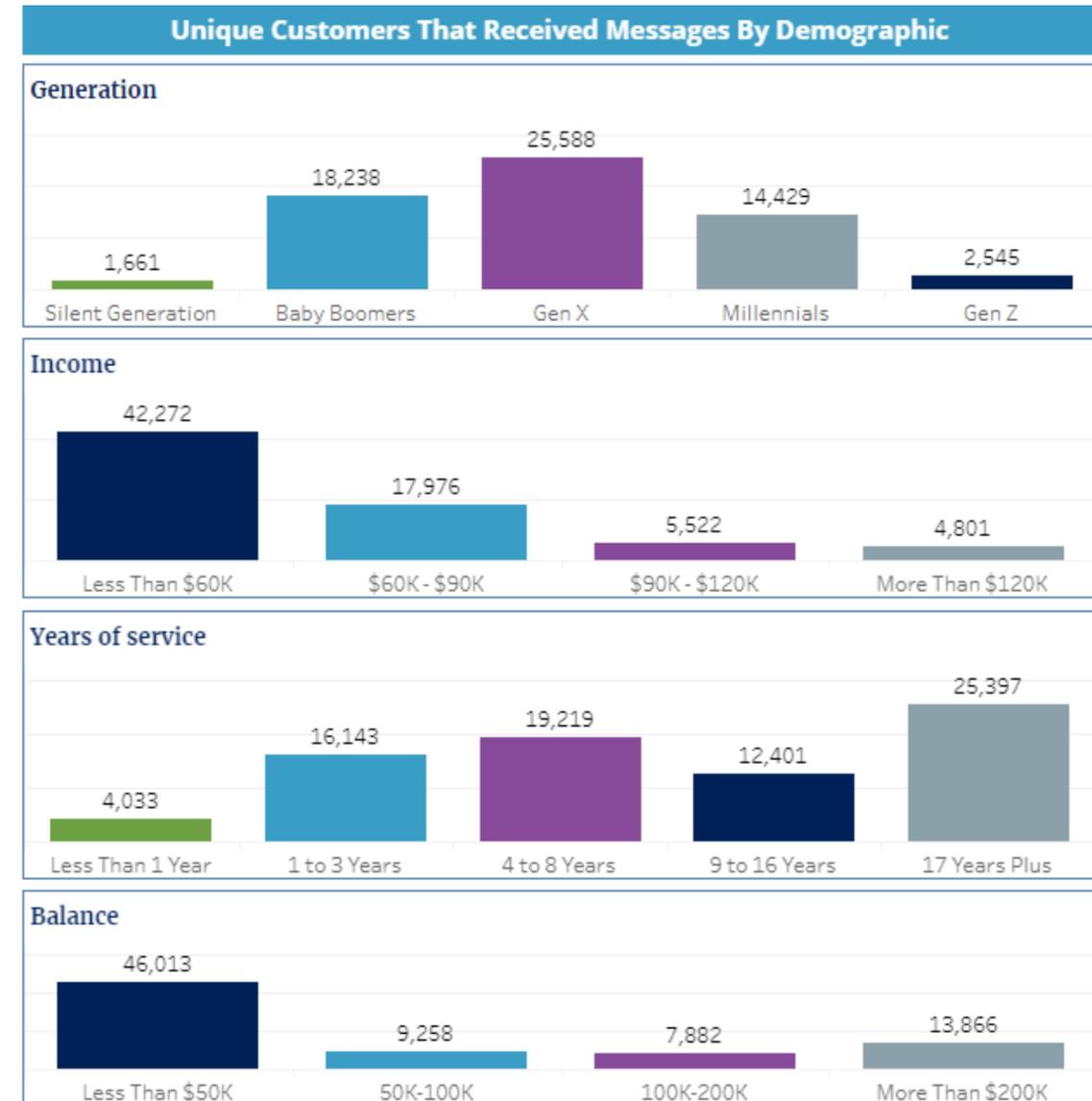


Empower Communications Engine (ECE) Results

Total unique individuals who received a message: 62,287

Engagement and Response Metrics*	
Unique Email Open Rate	51.10%
Unique Email Click Rate	3.17%
Inbound Call %	1.60%
Login %	38.35%
Primary Response Rate	1.76%
Secondary Response Rate	0.05%
PLA Click Rate	1.52%

*YTD through 12/31/23



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ECE Example: Welcome to your retirement plan

1/1/23-12/31/23

1,763

Total emails sent

	Plan Level	Benchmark
Email open rate	71.0%	47.9%
Email click rate	12.1%	3.5%
Primary response rate	0.1%	1.6%
Secondary response rate	2.2%	

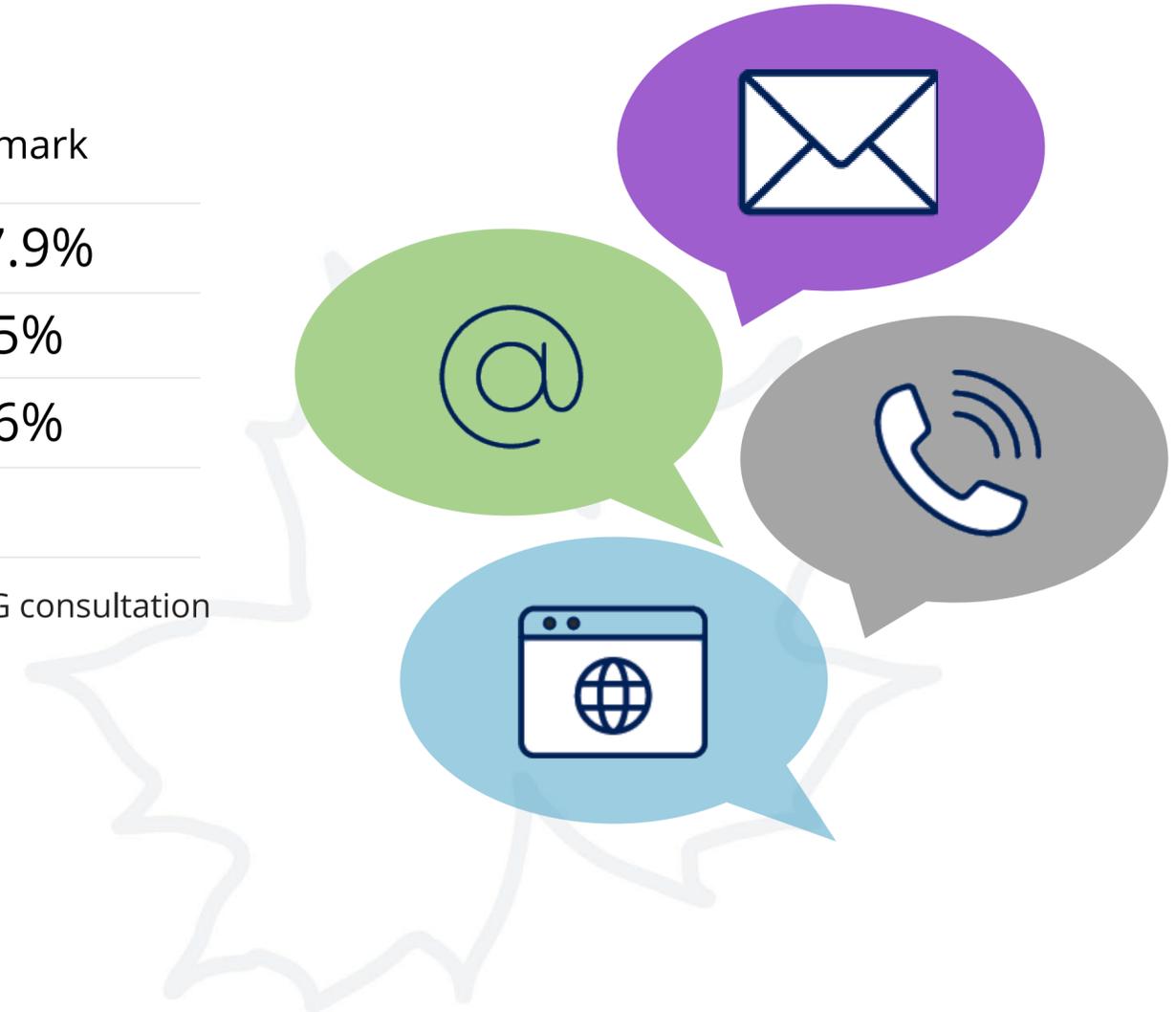
Primary response rate is register account; financial dashboard & tool user; RSG consultation scheduled; visit Empower Advisory Services web page

Secondary response rate is add beneficiary; download app; watch video

Benchmark is all messages sent YTD 2023 to Government clients.



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RSG Term Mailer (ongoing)

- Audience:
 - Monthly recently terminated participants
- Tactics:
 - Mailer
 - Q1: 494
 - Q2: 255
 - Q3: 357
 - Q4: 218

**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.

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

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

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

This is a hypothetical scenario based on an example of a pre-tax account for illustrative purposes only. Federal, state and local taxes (if applicable) are usually withheld at 20%. Unless you have a 457 plan, a 10% penalty generally applies for withdrawals prior to age 59½. Distributions on Roth accounts are generally not taxed.

Keeping your money in tax-deferred status also gives you the potential of growth over the next 25 years

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.

The real costs of cashing out

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



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Financial Planning Scorecard

1/1/23-12/31/23

Introduction

63

Individuals inquiring about Financial Planning services

Discovery

17

Individuals who have provided information to create a Financial Plan

Delivery

16

Number of plans completed and presented

Reviews

43

Follow-up conversations and update to a previously delivered Financial Plan

Total Conversations

153

Total number of individuals who met with a Financial Planner



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