

**STATE OF WISCONSIN PUBLIC EMPLOYEES  
DEFERRED COMPENSATION PLAN  
AND TRUST  
Madison, Wisconsin**

**Financial Statements as of and for the Year  
Ended December 31, 2022  
Including Independent Auditor's Report**



## TABLE OF CONTENTS

	PAGE
<a href="#"><u>Independent Auditor's Report</u></a> .....	<a href="#"><u>1</u></a>
<a href="#"><u>Management's Discussion and Analysis</u></a> .....	<a href="#"><u>3</u></a>
<b>FINANCIAL STATEMENTS</b>	
<a href="#"><u>Statement of Fiduciary Net Position Available for Plan Benefits</u></a> .....	<a href="#"><u>7</u></a>
<a href="#"><u>Statement of Changes in Fiduciary Net Position Available for Plan Benefits</u></a> .....	<a href="#"><u>8</u></a>
<a href="#"><u>Notes to Financial Statements</u></a> .....	<a href="#"><u>9</u></a>



## **Independent Auditor's Report**

Deferred Compensation Board  
Department of Employee Trust Funds  
State of Wisconsin  
Madison, Wisconsin

### **Opinion**

We have audited the accompanying financial statements of State of Wisconsin Public Employees Deferred Compensation Plan and Trust, which comprise the statement of fiduciary net position available for plan benefits as of December 31, 2022, and the related statement of changes in fiduciary net position available for plan benefits for the year then ended and the related notes to the financial statements.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the financial position Wisconsin Public Employees Deferred Compensation Plan and Trust as of December 31, 2022, and the changes in financial net position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

### **Basis for Opinion**

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Wisconsin Public Employees Deferred Compensation Plan and Trust, and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### **Responsibilities of Management for the Financial Statements**

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Wisconsin Public Employees Deferred Compensation Plan and Trust's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

### **Auditor's Responsibilities for the Audit of the Financial Statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.



Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we

- exercise professional judgment and maintain professional skepticism throughout the audit.
- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Wisconsin Public Employees Deferred Compensation Plan and Trust's internal control. Accordingly, no such opinion is expressed.
- evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Wisconsin Public Employees Deferred Compensation Plan and Trust's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

**Required Supplementary Information**

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

*Wipfli LLP*

Wipfli LLP

June 21, 2023  
Madison, Wisconsin

**STATE OF WISCONSIN PUBLIC EMPLOYEES  
DEFERRED COMPENSATION PLAN AND TRUST  
MANAGEMENT'S DISCUSSION AND ANALYSIS**

This section presents Management's Discussion and Analysis of the Wisconsin Public Employees Deferred Compensation Plan and Trust's (the Plan) financial performance, which includes an overview of the Plan's financial position and activities as of December 31, 2022, and 2021, and for the years then ended. It is presented as required supplemental information to the financial statements.

The Plan is a supplemental retirement savings plan available to all active State and university employees. Active local government and school district employees may also be eligible if their employer has elected to offer this optional benefit plan. The Plan is governed by Section 457 of the Internal Revenue Code (IRC), Wisconsin Statute § 40.80, 40.81, & 40.82 and Wisconsin Administrative Code ETF Chapter 70.

**FINANCIAL HIGHLIGHTS**

- Net Position Available for Plan Benefits at December 31, 2022 was \$6.0 billion, a decrease of \$1.3 billion or 17.5%, compared to \$7.3 billion at December 31, 2021. This decrease was primarily due to a significant decline in investment performance in 2022 compared to 2021. The average rate of return on Mutual Funds and Collective Investment Trust (CIT) Funds earnings was (17.8)% during 2022 compared to 17.6% during 2021, resulting in a 222.3% decrease in Net Investment Income (loss).
- Employee Contributions increased 5.0% primarily due to higher average plan contributions per participant. Average contributions per participant were \$3,014 in 2021 compared to \$3,124 in 2022, which is a 3.6% increase. The Plan participants increased 1.4% from 67,933 as of December 31, 2021, to 68,867 as of December 31, 2022.
- Transfers in From Other Plans decreased 31.8% primarily due to a decrease in the average amount of assets transferred by participants from other eligible plans.
- Distributions to Participants increased 1.1% primarily due to an increase in the number of individuals who received distributions offset by the decrease in the average amount of distributions. In 2022, 10,413 individuals received a distribution compared to 9,670 in 2021. The average distribution was \$34,773 in 2022 compared to \$37,032 in 2021.
- Administrative Expenses include advisory service fees paid by participants using the managed accounts service provided by Empower Assets Group, LLC, fees paid to Empower Retirement for the Plan and participant record keeping services, Department costs to administer the Plan, costs for audits, and other Plan expenses. Furthermore, certain investment options provide reimbursements of fees to participants, which are netted against the Administrative Expenses, as shown on the next page.

**STATE OF WISCONSIN PUBLIC EMPLOYEES  
DEFERRED COMPENSATION PLAN AND TRUST  
MANAGEMENT'S DISCUSSION AND ANALYSIS**

**Administrative Expenses**

	<b>2022</b>	<b>2021</b>	<b>\$ Change</b>	<b>% Change</b>
Advisory Service Fees	\$ 4,129,117	\$ 3,892,810	\$ 236,307	6.1 %
Investment Option Reimbursements	(51,063)	(118,779)	67,716	57.0
Third Party Administrator Fee	3,874,140	3,743,130	131,010	3.5
Department Administrative Fee	154,566	333,856	(179,290)	(53.7)
Audit Fees	38,490	63,245	(24,755)	(39.1)
Other Fees	7,131	13,250	(6,119)	(46.2)
Administrative Expenses	<u>\$ 8,152,381</u>	<u>\$ 7,927,512</u>	<u>\$ 224,869</u>	2.8 %

Administrative Expenses increased 2.8% primarily due an increase in the Advisory Service Fees and third party administrator (TPA) Fees. Advisory Service Fees increased due an increase in the participation. The Deferred Compensation Board approved a 3.5% increase to TPA fees for 2022 due to the TPA meeting criteria per the administrative service contract. These increases were partially offset by a decrease in Department Administrative Fees. In 2021, the Plan accrued for Department Administrative fees which resulted in two years of expenses in 2021 compared to one year in 2022.

**OVERVIEW OF THE FINANCIAL STATEMENTS**

This financial report consists of the Statement of Fiduciary Net Position Available for Plan Benefits and the Statement of Changes in Fiduciary Net Position Available for Plan Benefits. These statements provide information about the financial position and activities of the Plan.

The following Summary of Fiduciary Net Position Available for Plan Benefits and the Summary of Changes in Fiduciary Net Position Available for Plan Benefits provide summary information about the financial position and activities of the Plan.

**Summary of Fiduciary Net Position Available for Plan Benefits**

	<b>Other Employee Benefit Trust Fund</b>			
	<b>December 31, 2022</b>	<b>December 31, 2021</b>	<b>\$ Change</b>	<b>% Change</b>
Cash and Cash Equivalents	\$ 133,369,092	\$ 129,704,028	\$ 3,665,064	2.8 %
Investments	5,886,556,730	7,165,915,200	(1,279,358,470)	(17.9)
Contributions Receivable	309,868	238,872	70,996	29.7
Total Assets	<u>6,020,235,690</u>	<u>7,295,858,100</u>	<u>(1,275,622,410)</u>	(17.5)
Administrative Expenses Payable	<u>208,056</u>	<u>211,870</u>	<u>(3,814)</u>	(1.8)
Total Liabilities	<u>208,056</u>	<u>211,870</u>	<u>(3,814)</u>	(1.8)
Net Position Available for Plan Benefits	<u>\$ 6,020,027,634</u>	<u>\$ 7,295,646,230</u>	<u>\$ (1,275,618,596)</u>	(17.5)%

**STATE OF WISCONSIN PUBLIC EMPLOYEES  
DEFERRED COMPENSATION PLAN AND TRUST  
MANAGEMENT'S DISCUSSION AND ANALYSIS**

**Summary of Changes in Fiduciary Net Position Available for Plan Benefits**

	<b>Other Employee Benefit Trust Fund</b>			
	<b>2022</b>	<b>2021</b>	<b>\$ Change</b>	<b>% Change</b>
<b>Additions</b>				
Employee Contributions	\$ 215,122,048	\$ 204,783,029	\$ 10,339,019	5.0 %
Transfers-in From Other Plans	26,527,340	38,908,508	(12,381,168)	(31.8)
Net Investment Income (Loss)	(1,147,025,338)	937,912,740	(2,084,938,078)	(222.3)
Total Additions (Losses)	(905,375,950)	1,181,604,277	(2,086,980,227)	(176.6)
<b>Deductions</b>				
Distributions to Participants	362,090,265	358,098,067	3,992,198	1.1
Administrative Expenses	8,152,381	7,927,512	224,869	2.8
Total Deductions	370,242,646	366,025,579	4,217,067	1.2
<b>Net Increase (Decrease)</b>	<u><u>\$ (1,275,618,596)</u></u>	<u><u>\$ 815,578,698</u></u>	<u><u>\$ (2,091,197,294)</u></u>	(256.4)%

**FINANCIAL CONTACT**

The Plan's financial statements are designed to present users with a general overview of the Plan's finances and to demonstrate the trustees' accountability. If you have questions about the report or need additional financial information, contact the Deferred Compensation Director for the Department of Employee Trust Funds at P.O. Box 7931, Madison, Wisconsin, 53707-7931.



## **FINANCIAL STATEMENTS**

**STATE OF WISCONSIN PUBLIC EMPLOYEES  
DEFERRED COMPENSATION PLAN AND TRUST  
STATEMENT OF FIDUCIARY NET POSITION AVAILABLE FOR PLAN BENEFITS  
As of December 31, 2022**

	<b>Other Employee Benefit Trust Fund</b>
<b>ASSETS</b>	
Cash and Cash Equivalents	\$ 133,369,092
Investments:	
Stable Value Fund	752,068,150
Mutual Funds	1,870,190,009
Collective Investment Trust Funds	3,264,298,571
Total Investments	5,886,556,730
Contributions Receivable	309,868
Total Assets	6,020,235,690
<b>LIABILITIES</b>	
Administrative Expenses Payable	208,056
Total Liabilities	208,056
<b>NET POSITION AVAILABLE FOR PLAN BENEFITS</b>	<b>\$ 6,020,027,634</b>

The accompanying notes are an integral part of the financial statements.

**STATE OF WISCONSIN PUBLIC EMPLOYEES  
DEFERRED COMPENSATION PLAN AND TRUST  
STATEMENT OF CHANGES IN FIDUCIARY NET POSITION AVAILABLE FOR PLAN BENEFITS  
For the Year Ended December 31, 2022**

	<b>Other Employee Benefit Trust Fund</b>
<b>ADDITIONS</b>	
Employee Contributions	\$ 215,122,048
Transfers-in From Other Plans	26,527,340
Investment Loss:	
Net Depreciation in Fair Value of Investments	(1,214,056,501)
Interest and Dividends	78,584,120
Less:	
Investment Expense	(11,552,957)
Net Investment Loss	(1,147,025,338)
Total Additions (Losses)	(905,375,950)
<b>DEDUCTIONS</b>	
Distributions To Participants	362,090,265
Administrative Expenses	8,152,381
Total Deductions	370,242,646
Net Decrease	(1,275,618,596)
<b>NET POSITION AVAILABLE FOR PLAN BENEFITS, BEGINNING OF YEAR</b>	7,295,646,230
<b>NET POSITION AVAILABLE FOR PLAN BENEFITS, END OF YEAR</b>	\$ 6,020,027,634

The accompanying notes are an integral part of the financial statements.

**STATE OF WISCONSIN PUBLIC EMPLOYEES  
DEFERRED COMPENSATION PLAN AND TRUST  
NOTES TO FINANCIAL STATEMENTS**

**NOTE 1- DESCRIPTION OF PLAN**

The State of Wisconsin Public Employees Deferred Compensation Plan and Trust (the Plan) was established in 1981 pursuant to Wisconsin State Statute Section 40.80.

In accordance with Section 457 of the Internal Revenue Code (IRC), the Plan limits the amount of an employee's annual contributions to an amount not to exceed the lesser of \$20,500 or 100% of the employee's includible compensation for 2022. The Plan offers a catch-up option for participants age 50 and over increasing contribution limits by an additional \$6,500 annually. An additional catch-up option is available to participants within three years of normal retirement age who have under-contributed in prior years, increasing contribution limits by an additional \$20,500 annually. Participants may not contribute to the age 50 and over catch-up and the pre-retirement catch-up provision during the same tax year. Amounts contributed by employees are deferred for federal and state income tax purposes until benefits are paid to the employees.

The Plan allows for Roth contributions, which are made with after-tax dollars. Participants may withdraw Roth contributions and earnings income tax and penalty free once they have held the account for at least five years and severed employment. The Plan allows the employer to make contributions on behalf of employees. No such contributions were made in 2022.

Under the Plan provisions, employees of the State of Wisconsin and public employers in Wisconsin that elect to participate are eligible to contribute to the Plan through payroll deductions. As of December 31, 2022, approximately 66% of the Plan assets were applicable to State employees and the remaining 34% represent the assets of local Wisconsin public employees participating in the Plan.

Under provisions of the Small Business Job Protection Act of 1996, which became effective for plan years beginning after December 31, 1996, assets of IRC Section 457 plans must be held in a trust, custodial account, or annuity contract for the exclusive benefit of employees and beneficiaries. In March 2006, Wisconsin Act 150 was signed into law, creating Code Section 40.80 (2)(g) of the Wisconsin Statutes. Section 40.80 (2)(g) incorporates requirements of the federal tax code by establishing the Plan as a trust. Furthermore, it established the Deferred Compensation Board members as trustees with fiduciary responsibilities.

The Plan is governed by the Wisconsin Deferred Compensation Board (the Board) and is administered by a third party administrator, Empower Retirement.

Employees electing to participate in the Plan may contribute to or exchange within any of the following investment options:

- FDIC Bank Option managed by Johnson Bank,
- Stable Value option managed by Galliard Capital Management, Inc.,
- Mutual Funds,
- Self-Directed Option (SDO) limited to Charles Schwab & Co., Inc. mutual funds, which provides over 3,000 investment offerings in addition to the Plan's core options, and
- Collective Investment Trust (CIT) Funds.

The Plan also offers a suite of investment advisory services, which is provided by Empower Assets Group, LLC (EAG), a registered investment adviser. If a participant chooses to have EAG manage their account, an annual fee

**STATE OF WISCONSIN PUBLIC EMPLOYEES  
DEFERRED COMPENSATION PLAN AND TRUST  
NOTES TO FINANCIAL STATEMENTS**

is charged based on a percentage of the managed account balance and assessed to the participant's account quarterly.

Employees may withdraw the value of the funds contributed to the Plan upon termination of employment with the employer, retirement, death, or financial hardship. Employees, or their beneficiaries, may select various payout options which include lump sum or periodic payments.

**Legislative Changes**

During 2022, there was no legislation enacted that significantly affected the Plan.

**NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**Basis of Accounting**

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with generally accepted accounting principles (GAAP) and present the net position available for plan benefits and the net change in position.

**Use of Estimates in Preparing Financial Statements**

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of additions and deductions during the reporting period. Actual results could differ from those estimates.

**Cash and Cash Equivalents**

Cash and Cash Equivalents represent the balance of the FDIC Bank Option at December 31, 2022. The FDIC Bank Option provides safety of principal and a stable credited rate of interest and is insured up to \$250,000 per participant. At December 31, 2022, 95 individual participant accounts held more than \$250,000 totaling \$36.0 million. The FDIC Bank Option paid interest ranging from 0.15% to 4.06% during the year. As of December 31, 2022, the crediting rate was 4.06%.

**Contributions and Contributions Receivable**

Employee Contributions are recognized when such amounts are withheld from employee paychecks. Contributions Receivable represent amounts withheld from employees but not yet received or remitted to the investment carriers at year-end.

**Investment Valuation**

Mutual Funds are valued at the daily closing price as reported by the fund on an active market, which is based on the underlying net asset value (NAV) of the shares held by the Plan at year-end. Mutual Funds held by the Plan are open-end Mutual Funds that are registered with the Securities and Exchange Commission (SEC). These funds are required to publish daily NAV and to transact at that price. The Mutual Funds held by the Plan are deemed to be actively traded.

**STATE OF WISCONSIN PUBLIC EMPLOYEES  
DEFERRED COMPENSATION PLAN AND TRUST  
NOTES TO FINANCIAL STATEMENTS**

CIT Funds are similar in structure to mutual funds but are not regulated by the SEC and are not publicly traded. CIT Funds are valued at NAV, which approximates fair value as a practical expedient. The NAV, as provided by fund administrator, is based on the fair value of the underlying investments held by the fund less liabilities. Participant transactions may occur daily. There are no unfunded commitments and no restrictions on the redemption of these investments.

CIT Funds consist of:

- Target date funds that seek to provide growth of capital and income using an asset allocation strategy designed for specific retirement dates. These funds invest in a mix of Vanguard mutual funds and trusts.
- Index funds that seek investment results that correspond to a particular equity or debt index.
- A fund that seeks to provide long-term total return on capital, primarily through capital appreciation and, to a lesser extent, income.
- A fund that seeks to provide capital appreciation over a market cycle relative to the S&P 500 Index, through the active management of equities with a focus on companies having strong long-term growth prospects.

During the year ended December 31, 2022, the American Beacon Bridgeway Large Cap Value Fund was discontinued and was replaced by the JPMorgan U.S. Value Fund. Vanguard merged Vanguard Target Retirement Trust 2015 into Vanguard Target Retirement Income Trust. In addition, the Board approved share class changes to seven investments to share classes with lower expense ratios.

The share class changes were for the following funds:

- Dodge & Cox Income Fund
- Fidelity Contrafund Commingled Pool
- Vanguard Target Retirement Income Trust
- Vanguard Target Retire Trust 2025
- Vanguard Target Retire Trust 2035
- Vanguard Target Retire Trust 2045
- Vanguard Target Retire Trust 2055

The Stable Value Fund invests in fully benefit-responsive investment contracts, often referred to as "wrap contracts". The wrap contracts are issued by insurance companies and banks to stabilize the fund's investment return on various fixed income securities, providing participants with low-risk investment that seeks to provide stable returns that exceed other low-risk investments over the long term.

The wrap contracts allow participants to withdraw or transfer their balances in the Stable Value Fund in accordance with the Plan at contract value, which is principal plus credited interest. The wrap contracts guarantee of participants' return of principal does not extend to certain events, such as a board decision to terminate the contract or very large unexpected withdrawals that might arise from other specified events. NAV is contract value less fees and expenses, and approximates fair value as a practical expedient. Participants can transact daily at the NAV. There are no unfunded commitments and no restrictions on redemptions.

**STATE OF WISCONSIN PUBLIC EMPLOYEES  
DEFERRED COMPENSATION PLAN AND TRUST  
NOTES TO FINANCIAL STATEMENTS**

**Distributions**

Distributions are recorded at the time withdrawals are made from participant accounts.

**Investment Income**

Investment income consists of interest and dividend income and realized and unrealized gains and losses attributed to the Mutual Funds, including SDO, and CIT Funds. Dividend income is recorded on the ex-dividend date.

**Interest Income**

The Stable Value option paid interest ranging from 1.57% to 2.14% during the year ended December 31, 2022. At December 31, 2022, the crediting rate was 2.14%. Interest income is recorded as earned on the accrual basis.

**Participants' Accounts**

Earnings are credited to individual participants' accounts based upon the investment performance of each specific option selected.

**Transfers-in From Other Plans**

Transfers-in From Other Plans represents the balance of assets transferred by employees from other eligible plans.

**Related Party Transactions**

Certain members of the Deferred Compensation Board, Wisconsin Retirement Board, Teachers Retirement Board, Group Insurance Board and Employee Trust Funds Board are participants of the Plan.

The Plan is required by Wisconsin Statute §40.80(2)(f) to reimburse the department for any costs incurred directly or indirectly by the department in soliciting, evaluating, monitoring, and servicing deferred compensation plans. In 2022, the Plan incurred \$208,056 for such costs.

**STATE OF WISCONSIN PUBLIC EMPLOYEES  
DEFERRED COMPENSATION PLAN AND TRUST  
NOTES TO FINANCIAL STATEMENTS**

**NOTE 3 - INVESTMENTS**

Investments held in the Plan at December 31, 2022, are listed in the table below.

**Investments by Fair Value for the Year Ended December 31, 2022**

Investment Option	Fair Value
<b>Stable Value Investments:</b>	
Stable Value Fund	\$ 752,068,150 *
<b>Mutual Funds and CIT Funds:</b>	
International Equity Funds	
American Funds EuroPacific Growth R6	141,916,721 **
BlackRock EAFE Equity Index Fund <sup>1</sup>	304,693,868 *, **
Total International Equity Funds	446,610,589
Large-Cap Funds	
JP Morgan US Value R6	60,548,659
Calvert U.S. Large Cap Core Responsible Index R6	79,405,172
Fidelity Contrafund Commingled Pool <sup>1</sup>	672,360,238 *
Vanguard Institutional 500 Index Trust <sup>1</sup>	682,891,586 *
Total Large-Cap Funds	1,495,205,655
Mid-Cap Funds	
BlackRock Mid Cap Equity Index Fund <sup>1</sup>	299,591,836
T. Rowe Price Institutional Mid-Cap Equity Growth	469,162,993 *
Total Mid-Cap Funds	768,754,829
Small-Cap	
BlackRock Russell 2000 Index Fund M <sup>1</sup>	101,566,680
DFA U.S. Micro Cap Fund	217,756,878
Total Small-Cap Funds	319,323,558
Target Date Funds	
Vanguard Target Retirement 2025 <sup>1</sup>	312,669,197 *
Vanguard Target Retirement 2035 <sup>1</sup>	258,834,542
Vanguard Target Retirement 2045 <sup>1</sup>	172,372,974
Vanguard Target Retirement 2055 <sup>1</sup>	70,554,641
Vanguard Target Retirement Income Trust <sup>1</sup>	161,591,103
Total Target Date Funds	976,022,457
Balanced Funds	
Vanguard Wellington Admiral	582,140,937 *
Total Balanced Funds	582,140,937
Bonds	
BlackRock U.S. Debt Index M <sup>1</sup>	227,171,906
Dodge & Cox Income Fund	65,268,450
Vanguard Long-Term Investment Grade Fund	132,646,134
Total Bonds	425,086,490
Money Market	
Vanguard Treasury Money Market Fund	44,076,872
Total Money Market	44,076,872
Self-Directed Option Accounts	
Personal Choice Retirement Account - Charles Schwab	77,267,193
Total Self-Directed Option Accounts	77,267,193
Total Mutual Funds and CIT Funds	5,134,488,580
<b>Total Investments</b>	<b>\$ 5,886,556,730</b>

\* Exceeds 5% of the Net Position Available for Plan Benefits.

\*\* Funds with International exposure.

<sup>1</sup> Collective Investment Trust Fund



**STATE OF WISCONSIN PUBLIC EMPLOYEES  
DEFERRED COMPENSATION PLAN AND TRUST  
NOTES TO FINANCIAL STATEMENTS**

**Custodial credit risk**

Custodial credit risk is the risk that, in the event of a failure of the counterparty, the Plan would not be able to recover the value of its deposits, investments, or collateral securities that were in the possession of an outside party. Investment securities are exposed to custodial credit risk if they are uninsured or not registered in the name of the Plan and are held by either the counterparty or the counterparty's trust department or agent, but not in the Plan's name. The Stable Value Fund, Mutual Funds, and CIT Funds do not have securities that are used as evidence of the investments and therefore are not exposed to custodial credit risk.

**Interest rate risk**

Interest rate risk, applicable to securities with exposure to debt instruments, is the risk that changes in interest rates will adversely affect the value of an investment. Duration is the measure of a debt investment's exposure to fair value changes arising from changing interest rates based upon the present value of cash flows, weighted for those cash flows as a percentage of the investment's full price. The weighted average duration for investments held as of December 31, 2022, is shown in the table below.

**Credit risk**

Credit risk is the risk that the Plan will lose money because of the default of the security of the issuer or investment counterparty. The average credit ratings for the fixed income securities included in the Stable Value Fund, Mutual Funds, and CIT Funds held as of December 31, 2022, are shown in the table below.

**Weighted Average Duration and Average Credit Rating for the Year ended December 31, 2022**

Investment Option	Fair Value	Weighted Average Duration (in years)	Average Credit Rating
Stable Value Investments:			
Stable Value Fund	\$ 752,068,150	3.03	AA
Mutual and Collective Investment Funds:			
Target Date Funds			
Vanguard Target Retirement 2025	312,669,197	6.39	AA
Vanguard Target Retirement 2035	258,834,542	6.75	AA
Vanguard Target Retirement 2045	172,372,974	6.75	AA
Vanguard Target Retirement 2055	70,554,641	6.74	AA
Vanguard Target Retirement Income Trust	161,591,103	5.74	AA
Balanced Funds			
Vanguard Wellington Admiral	582,140,937	6.56	A+
Bonds			
BlackRock U.S. Debt Index M	227,171,906	6.42	AA
Dodge & Cox Income Fund	65,268,450	5.50	A+
Vanguard Long-Term Investment Grade Fund	132,646,134	13.25	A+
Money Market Fund			
Vanguard Treasury Money Market Fund*	44,076,872	n/a	AA+
	<u>\$ 2,779,394,906</u>		

\*Weighted average maturity for Vanguard Money Market is 46 days.

**STATE OF WISCONSIN PUBLIC EMPLOYEES  
DEFERRED COMPENSATION PLAN AND TRUST  
NOTES TO FINANCIAL STATEMENTS**

**Concentration of credit risk**

Concentration of credit risk is the risk of loss attributed to the magnitude of the Plan's investment in a single issuer. The Plan's investments are managed by several fund managers. The concentrations of investments are determined by the participants' elections to invest in the available investment options as selected by the Board. Investments that exceed 5% of net position are identified on page 13.

**Foreign Currency Risk**

Foreign currency risk is the risk that changes in exchange rates will adversely affect the fair value of the investment. The Plan allows the option of investments in Mutual Funds and CIT Funds that make investments in foreign securities and are not required to disclose the individual assets within the fund. The fair value of these investments was \$446.6 million as of December 31, 2022. The individual funds are identified on page 13.

**Fair Value of Investments**

Fair value measurements of the Plan are categorized by the hierarchy established by GAAP. The fair value hierarchy prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to quoted prices in active markets for identical assets (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). There were no Plan assets requiring the use of Level 2 or Level 3 inputs. The inputs to the three levels of the fair value hierarchy are described as follows:

- Level 1: Quoted prices in active markets for identical assets or liabilities.
- Level 2: Significant other observable inputs, including quoted prices for similar assets or liabilities in active markets, quoted prices for identical or similar assets in markets that are not active and other market corroborated inputs.
- Level 3: Significant unobservable inputs.

**STATE OF WISCONSIN PUBLIC EMPLOYEES  
DEFERRED COMPENSATION PLAN AND TRUST  
NOTES TO FINANCIAL STATEMENTS**

Assets measured at fair value on a recurring basis are summarized as follows:

	Level 1	Level 2	Level 3	Fair Value
December 31, 2022				
Mutual Funds:				
International Equity Funds	\$ 141,916,721	\$ 0	\$ 0	\$ 141,916,721
Large-cap Equity Funds	139,953,831	0	0	139,953,831
Mid-cap Equity Funds	469,162,993	0	0	469,162,993
Small-cap Equity Funds	217,756,878	0	0	217,756,878
Balanced Funds	582,140,937	0	0	582,140,937
Bond Funds	197,914,584	0	0	197,914,584
Money Market Funds	44,076,872	0	0	44,076,872
Self-Directed Option Accounts	77,267,193	0	0	77,267,193
Total Mutual Funds	<u>\$ 1,870,190,009</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 1,870,190,009</u>

Investments measured at net asset value (NAV)

Stable Value Fund	\$ 752,068,150
Collective Investment Trust Funds	3,264,298,571
Total Investments measured at Net Asset Value (NAV) <sup>1</sup>	<u>4,016,366,721</u>
Total Investments	<u>\$ 5,886,556,730</u>

<sup>1</sup> In accordance with GASB 72, *Fair Value Measurement and Application*, certain investments measured at net asset value per share have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the Statement of Fiduciary Net Position Available for Plan Benefits.

**NOTE 4 - PLAN ADMINISTRATION**

The cost of the Plan is paid for primarily with participant administrative fees. Each participant in the Plan is charged a fee based upon their Plan balance and a tiered dollar charge. The following fees were in effect for 2022:

<u>Participant Account Balance</u>	<u>Monthly Participant Fee</u>	<u>Annual Participant Fee</u>
\$1 - \$5,000	\$0.00	\$0.00
\$5001 - \$25,000	\$0.75	\$9.00
\$25,001 - \$50,000	\$2.00	\$24.00
\$50,001 - \$100,000	\$4.25	\$51.00
\$100,001 - \$150,000	\$5.50	\$66.00
\$150,001 - \$250,000	\$7.75	\$93.00
More than \$250,000	\$11.50	\$138.00

The Board maintains an account from which Plan expenses are paid. The balance of this account as of December 31, 2022, was \$955,187 and is invested in the Stable Value Fund. At the Board's discretion, these funds are available to defray future administrative expenses and participant fee increases.

**STATE OF WISCONSIN PUBLIC EMPLOYEES  
DEFERRED COMPENSATION PLAN AND TRUST  
NOTES TO FINANCIAL STATEMENTS**

**NOTE 5 - TAX STATUS**

The Plan is reviewed by legal counsel to ensure conformity with Section 457 of the IRC. Accordingly, any amount of compensation deferred under the Plan and any income attributable to the amounts deferred shall be included in the gross income of the participant only for the taxable year in which such compensation or other income is paid or otherwise made available to the participant or beneficiary.

**NOTE 6 - CONTINGENCIES**

Periodically, the Plan may become subject to various pending or threatened claims or legal matters. As of the date of these financial statements, no such items are known or expected. It is the opinion of management that the ultimate liability arising from any such threatened and pending claims will not have a material effect on the financial position of the Plan. The Plan is exposed to various other liabilities and risks related to the fiduciary responsibility of directors and officers.

**NOTE 7 - RISK AND UNCERTAINTIES**

The Plan, as directed by participants, may invest in various types of investment securities. Investment securities are exposed to various risks, such as interest rate, market, and credit risks.

Due to the level of risk associated with certain investment securities, it is possible that changes in the values of investment securities may occur in the near term and that such changes could materially affect the amounts reported in the Statement of Fiduciary Net Position Available for Plan Benefits.

**NOTE 8 - PLAN TERMINATION**

The State may terminate the Plan at any time, although no intent to terminate the Plan has been expressed. In the event of termination, all participants will remain fully vested.