

Program Highlights



Helping You Turn
Over a New
Retirement Leaf

Learn more about Wisconsin's section 457(b)
Deferred Compensation Program



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What is a section 457(b) deferred compensation program?

A number of voluntary retirement savings programs are defined in the Internal Revenue Code (IRC). These include section 457(b) plans. Deferred compensation plans such as the Wisconsin Deferred Compensation Program (WDC) allow eligible employees to save and invest before-tax and after-tax (Roth) dollars through voluntary paycheck contributions, supplementing any existing retirement/pension benefits.

Why should I participate?

Having a WDC account may help provide a more comfortable financial future. You receive quality investment options, access to local service representatives, local call center support, and financial education services and planning tools that can help you better prepare for retirement.

Is there any reason why I should not participate in the WDC?

Participating may not be advantageous if you are experiencing financial difficulties, have excessive debt, or do not have an adequate emergency fund (typically in an easy-to-access account).

Who is eligible to participate?

The WDC is a voluntary supplemental retirement savings plan for all active state and university employees. Active local government and school district employees may also be eligible if your employer has elected to offer this optional benefit.

Does participation in the WDC affect my pension or reduce my Wisconsin Retirement System or Social Security benefits?

No. The WDC is a voluntary supplemental retirement program and does not replace or reduce any of your Wisconsin Retirement System or Social Security benefits.

What are the advantages of before-tax savings?

With tax-deferred savings, you pay no income taxes on any contributions or their potential earnings until you withdraw the money. This further enhances the benefit of compounding—generating returns on money that you would have paid in taxes if those taxes had not been deferred. Any earnings are reinvested in your account, where they have the potential for continued growth because they are not reduced by taxes each year.

What are the advantages of after-tax (Roth) savings?

Roth contributions are made with after-tax dollars. Roth 457 contributions reduce your take-home pay because you pay taxes on any earnings immediately rather than deferring those taxes until you take a distribution. Therefore, your contributions and any earnings are not taxed upon distribution. This can be beneficial if you expect to be in a higher tax bracket during retirement than in your working years. Please note, starting January 1, 2026, employees who earned over \$145,000 in FICA compensation the prior year and participate in the WDC must make their catch-up contributions as Roth (after-tax) contributions.

How can I see my WDC retirement savings and my pension estimate?

Log on to wdc457.org to see your Wisconsin Retirement System (WRS) pension included in your retirement income percentage. The pension estimate displays if you're actively working, have a balance, and are vested in the WRS. Additional information is available [here](#).

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Contribution Amounts

	If you are...	You are eligible to contribute the...	2025 Limit	= Total Annual Limit
How much can I contribute?	Any age	Regular contribution limit	\$23,500	\$23,500
	Age 50 and older	Age 50+ Catch-up contribution	\$7,500	\$31,000
	Ages 60 to 63	Higher Catch-up limit	\$11,250	\$34,750
	Nearing retirement	Special Catch-up contribution	\$23,500	\$47,000

If you are within three years of your normal retirement age, you may be eligible to use the Special Catch-up contribution option.¹ You may not contribute to the Special Catch-up option, the age 50+ Catch-up option, or the age 60-63 higher Catch-up option in the same calendar year, even if you are eligible for all options.² Catch-up contribution limits are in addition to the regular contribution amount depending on how much you undercontributed 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 \$47,000.

How can I increase or decrease my paycheck contribution amount?

You can increase, decrease, start, or stop your paycheck contribution by calling the WDC toll-free at **(877) 457-WDCP (9327)** or by accessing your account through the website at **wdc457.org**.³

Sabbatical, Sick, Vacation

Do I have any options for deferring sabbatical, sick, vacation, or back pay?

You must have an active WDC account before you retire in order to defer your sabbatical or final pay, and eligibility is dependent on your employer. If you are not yet enrolled, refer to the last page of this brochure for assistance.

Getting started

You will need to know the exact dollar amount of your payment and the date of the check that will include your payout. (Your payroll staff may be able to help you determine the amount of your sabbatical time.) When determining the amount you wish to defer to the WDC, keep in mind that FICA and any normal deductions you have coming out of your paycheck will also be withheld from the sabbatical check; therefore, you want to be sure that the amount you choose to defer leaves enough money for FICA and the other deductions. If your WDC deferral amount is too much, you may end up having \$0 deferred to the WDC from your sabbatical check.

How much can I contribute?

You may contribute up to the limits shown in the chart above.

Changing your deferral amount

Once you know the amount you wish to defer and the date of your sabbatical check, call the WDC toll-free at **(877) 457-WDCP (9327)**, or log on to **wdc457.org** with your username and password to request a deferral change. The WDC can process your request once you know the amount you wish to defer. For added assurance, please speak with your payroll staff when making large sabbatical or final pay deferral changes.

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Investments

What are my investment options, and how do I know which investments are right for me?

You can choose from investment options, including target retirement date portfolios, mutual funds options, commingled trust options, a core stable value option,⁴ and an FDIC-insured bank option.

The menu of investments is selected and monitored by the Deferred Compensation Board. The appointed members of the Board ensure that the WDC offers a well-diversified array of investment opportunities. Current investment options are described in the [investment option fund overviews](#), and investment information is also available through the WDC website at **wdc457.org** and at **(877) 457-WDCP (9327)**. The voice response system and website are available to you 24 hours a day, seven days a week. We recommend you request and review current prospectuses before making investment decisions.

In addition to the core investment options, a [self-directed option](#) is available through an agreement with Charles Schwab, Inc. The Personal Choice Retirement Account (PCRA) allows you to select from numerous mutual fund options for additional fees. These securities are not offered through Empower Financial Services, Inc. The PCRA option does not provide the ability to purchase stocks, commodities, or exchange-traded funds through the WDC. It is limited to mutual funds only. The PCRA is intended for knowledgeable investors who acknowledge and understand the risks associated with the investments contained in the PCRA. If you open a Schwab account through the WDC, you will receive a separate statement from Charles Schwab that details the investment holdings and activity within your PCRA, including any fees and charges imposed in connection with the PCRA.

*Carefully consider the investment option's objectives, risks, fees, and expenses. Contact us for a prospectus, summary prospectus, or disclosure document containing this information. Read each carefully before investing. Prospectuses can also be obtained online at **wdc457.org**. For prospectuses related to investments in the PCRA, contact Charles Schwab at (888) 393-7272. Read the prospectuses carefully before investing.*

What if I don't know which investments to choose?

Additional investment information may be found on the WDC website at **wdc457.org**.

The WDC also offers a suite of investment advisory services called [Empower Advisory Services](#), which is provided by Empower Advisory Group, LLC. The services include Online Advice and My Total Retirement^{TM,5}

Financial Planning Resources and Assistance

Can I get comprehensive financial planning?

The WDC offers comprehensive financial planning with a professional who has a specialized certification in financial planning. A WDC professional can help you identify and prioritize your financial goals, retirement savings and income strategies, and insurance and estate planning; organize your finances; save for higher education expenses; and manage debt.⁵ This service is affordable, comprehensive, and personalized to help you reach the retirement you want. There is a cost for this service (see page 6 for details). To schedule a meeting with a WDC financial planner, [click here](#) or call **(833) 301-9355**.

Can I get advice on things like rollovers, contributions, and distributions?

In addition to your local WDC Retirement Plan Advisor, you can access Empower's Workplace Planning and Advice (WPA) for point-in-time advice.⁶ WPA can help you decide where your next dollar saved for retirement should go, whether you should contribute to the WDC using pre-tax or Roth, and help you roll outside monies into the WDC. WPA can also help you decide how to invest the money you are saving for retirement and what you should do with the money you have saved once you have left employment. There is no additional cost for this advice. Call Empower WPA at **(833) 301-9355** to schedule a meeting.

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Rollovers

Can I combine assets from my other retirement plans into my before-tax WDC account?

Yes. By rolling your other retirement savings accounts (401(k), 403(b), 457(b), IRA, etc.) into your WDC account, you can simplify your life in the following ways:

- Save time by only having to use one website.
- Reduce clutter with one statement.
- Enjoy the convenience of having a diversified portfolio in one place.⁷
- Know your beneficiaries have the ease of one account upon payout.

Please note: All non-457 plan assets transferred into the WDC remain subject to an early withdrawal penalty that does not apply to 457 plan assets. In addition, 457 plan assets transferred into another plan (IRA, 401(k), 403(b), etc.) may become subject to the early withdrawal penalty when distributed from the new, non-457 plan. Consider all your options and their features and fees before moving money between accounts. **For more information and/or to begin the rollover process, call a Retirement Consultant at (877) 457-WDCP (9327).**

Can I combine assets from my other retirement plans into my Roth WDC account?

Yes. You may transfer a prior employer-sponsored Roth account into the WDC Roth 457(b) account. However, per Internal Revenue Service (IRS) regulations, you are not allowed to transfer Roth IRAs into your WDC Roth account.

What are the benefits of combining assets with the WDC?

When you combine assets with the WDC, you can take advantage of State of Wisconsin oversight, low fees, and consolidation of statements for easier review.

If I leave public employment, must I transfer or roll over my WDC account?

No, you don't have to do anything with your WDC account. Upon leaving public employment, your options are to:

1. Leave your money in the WDC and continue to take advantage of the WDC's diverse selection of investment options, account management tools, and dedicated service representatives. Transferring your account balance is not required.
2. Transfer or roll over your account balance to another eligible governmental section 457 plan if your new employer accepts this type of transfer and/or rollover.
3. Roll over your account balance to a section 401(a), 401(k), or 403(b) plan or IRA. Remember that your section 457 assets may be subject to an early withdrawal penalty if distributed from your new plan prior to you reaching age 59½.⁸ Also, be aware that some services available in the WDC may not be available in another plan. There is a [Fee Comparison Worksheet](#) located on **wdc457.org** to help you weigh your options. Consider all your options and their features and fees before moving money between accounts.

Distributions

What are my distribution options?

When you are eligible for a distribution, you may:

- Leave the value of your account in the WDC until a future date.
- Receive periodic payments, a lump-sum payment, or a partial lump-sum payment and change this payment type at any time.
- Roll over or transfer your funds to another eligible plan.

Additional details are available in the [Distribution Options Guide](#).

When can I withdraw the money from my before-tax account?⁸

Your before-tax money may be withdrawn only when you:

- Retire (and have received your final paycheck) and/or terminate employment or reach age 59½.²
- Suffer a financial hardship.⁸
- Die (your designated beneficiary(ies) will receive your benefits).
- Reach Required Minimum Distribution (RMD) age. The IRS generally requires you to start taking RMDs at age 73. Your exact RMD age will depend on your date of birth.
- Experience a qualifying event. As of January 1, 2025, under SECURE 2.0 regulation changes, you are eligible for qualified disaster recovery assistance and domestic abuse survivorship relief with a repayment period of three years from the date of distribution. Qualified birth or adoption distributions are enhanced with an option for repayment within three years of the distribution date.

You are not required to take a distribution until April 1 of the calendar year following the year you reach RMD age;⁹ you can leave your account balance in the WDC until that time, even if a distribution event has occurred.

How much income tax will be withheld from my before-tax distributions?

Withholding will vary depending on the type of distribution you request. Generally, the mandatory 20% federal income tax withholding will apply to before-tax distributions unless you elect a direct rollover of the entire amount or periodic payments that last longer than 10 years, or if the payment is an RMD. A 1099-R will be issued to you by January 31 of the year(s) following the year(s) in which you receive a distribution.

When can I withdraw the money from my after-tax (Roth) account on a tax-free basis?

Your after-tax distributions are free from income taxes and penalties if you withdraw your after-tax contributions and earnings after holding the account for at least five years and:

- You are at least age 59½ and have severed employment (and received your final paycheck).
- You become disabled.
- You experience an unforeseeable emergency defined as a severe financial hardship.
- You die (after which your beneficiary(ies) will take the withdrawal).

If a distribution is made from your after-tax WDC account before you reach age 59½ and it is not due to an unforeseeable emergency, death, disability, or you reach the five-year period beginning with your first after-tax contribution, you will pay income taxes on any earnings that are distributed.

Are distributions from the WDC required?

Yes, distributions from retirement plans like the WDC are required at a certain age. The mandatory withdrawal age is 73 for pre-tax distributions. Although you must take pre-tax distributions, you are no longer required to take Roth distributions at age 73, if you were born between January 1, 1951, and December 31, 1959. (Please note: If you were born before January 1, 1951, an earlier age applies. If you were born after December 31, 1959, age 75 applies.)

Starting 2025, the WDC further broadened its service to better protect WDC participants and avoid unnecessary tax penalties by allowing forced out distributions on any missed RMD payments. Participants with a termination date on file who are RMD-eligible starting in 2025 will be issued a check late in 2025, if they have not already requested or met their annual RMD amount. RMD-eligible participants will continue to receive a letter in the mail each year with the amount they are required to take and instructions to follow.

What qualifies as an unforeseeable emergency?

According to the IRS and its Treasury Regulation 1.457-6(c), an unforeseeable emergency is a “severe financial hardship” to the participant or beneficiary resulting from:

- An illness or accident affecting the participant or the participant’s spouse or dependent.
- Loss of property due to casualty (including the need to rebuild a home following damage to the home not otherwise covered by homeowner’s insurance, e.g., as a result of a natural disaster).
- The imminent foreclosure of a primary residence.
- The need to pay medical expenses, including nonrefundable deductibles or the cost of prescription drug medications.
- The need to pay for funeral expenses of a spouse or dependent.

You must prove that you are experiencing a severe financial emergency and provide evidence that you have exhausted all other sources of income in order to remove before-tax and/or after-tax (Roth) dollars from the WDC.

If you feel your situation meets the IRS requirements for a financial emergency and your WDC account is the only choice you have, call **(877) 457-WDCP (9327)** and request an Unforeseeable Emergency Withdrawal Request Form and Application. You must provide documentation supporting your application.

For further information about unforeseeable emergencies, please refer to the [WDC Hardship Withdrawal Guide](#) or the [WDC Plan and Trust](#).

What happens to my money when I die?

Your designated beneficiary(ies) will receive the remaining value of your account, if any. Your beneficiary(ies) should contact the WDC to discuss the available distribution options and apply for a distribution. If no beneficiary designation is on file, beneficiaries will be determined according to standard sequence as defined in Wisconsin statutes and detailed in the WDC Plan and Trust.

To elect or update a beneficiary(ies), log in to your account, click on your name in the upper right corner, and choose *Beneficiaries*.

Does the WDC offer loans?

No, the WDC does not offer loans.

Fees

What administrative fees will I pay?

In 2025, participants with a balance of \$5,000 or more in their accounts will pay a flat fee for administrative costs for the Wisconsin Deferred Compensation Program (WDC). These fees cover the administrative cost of WDC recordkeeping and related plan services. You will see this fee detailed on your quarterly statement. The current fees are noted in the table below.

Account Balance	Monthly Fee	Annual Fee
\$0 to \$5,000	\$0	\$0
\$5,001 and over	\$3.90	\$46.80

Are there any other fees I should know about?

Yes, there are investment management fees (also known as expense ratios) that vary by investment option. These fees are deducted by each investment option's management company (not by the WDC) before the daily price or performance is calculated. Expense ratio fees are used to pay for securities trading in the underlying funds and other management expenses.

You can find the WDC's [investment option expense ratios](#) on the website at **wdc457.org** or in the WDC's annual investment performance report. Investment management companies may impose redemption fees and/or transfer restrictions if assets are held for less than the published holding period. Asset allocation funds may be subject to a fund operating expense at the fund level as well as a prorated fund operating expense for each underlying fund in which they invest. For more information, please refer to the fund's prospectus.

Charles Schwab Personal Choice Retirement

Account® (PCRA) – Beginning 2025, there is an annual fee of \$60 deducted at a rate of \$15 per quarter for all SDBA users. The fee is deducted entirely from the balance in the WDC core investment lineup. For more information,

log on to **wdc457.org**, click Learning Center -> Program Resources and then the Self-Directed Broker Account flier.

The SDBA is intended for knowledgeable investors who understand the risks associated with the SDBA.

What fees do I pay to participate in Empower Advisory Services?

Online Advice – Available at no additional cost to you.

My Total Retirement – If you choose to have Empower Advisory Group manage your WDC account for you, the annual fee will be based on a percentage of your assets under management, as shown in the table below, and assessed to your account quarterly.

Participant Assets Under Management	Annual Managed Account Fee
Up to \$100,000	0.45%
Next \$150,000	0.35%
Next \$150,000	0.25%
Greater than \$400,000	0.15%

For example, if your account balance is \$50,000, the annual My Total Retirement fee will be 0.45% of the account balance, or \$225. If your account balance is \$500,000, the first \$100,000 will be subject to an annual fee of 0.45%; the next \$150,000 will be subject to an annual fee of 0.35%; the next \$150,000 will be subject to an annual fee of 0.25%; and any amounts over \$400,000 will be subject to an annual fee of 0.15%.

Participation in My Total Retirement is voluntary. You may opt out at any time.

What fees would I pay to meet with a WDC Financial Planner who is certified?

Through the WDC, you'll pay \$499 for a one-time plan or \$299 plus \$29 per month for ongoing access to a planner, with no minimum account balance required. If you are enrolled in My Total Retirement, the cost is reduced to \$399 for a one-time plan or \$199 plus \$15 per month for ongoing access to a planner. Participation is voluntary.

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How Do I Enroll?

To enroll in the WDC:

Visit **wdc457.org** to get the Plan Enrollment Code or call the WDC to obtain an enrollment form.

For more information, call or visit your local WDC office at:

5325 Wall St., Suite 2900
Madison, WI 53718
(877) 457-WDCP (9327)

- 1 Normal retirement age is 65 unless otherwise specified by your employer or unless you are categorized as a protective employee. Please contact your employer's human resources representative or payroll staff if you have any questions regarding normal retirement age.
- 2 In order to contribute an additional Catch-up amount, you must complete the Catch-up election form and return it to the WDC. The form is available by calling the WDC office in Madison at **(877) 457-WDCP (9327)**.
- 3 Transaction requests received in good order after the close of the New York Stock Exchange will be processed the next business day.
- 4 The Stable Value Fund is backed by the general assets of Galliard. Galliard is not affiliated with Empower Retirement, LLC and its affiliates.
- 5 Empower Advisory Group, LLC, a registered investment adviser, provides financial planning services using the MoneyGuidePro tool. MoneyGuidePro is not affiliated with Empower Retirement, LLC and its affiliates. Empower Retirement, LLC and its affiliates are not responsible for the third-party content provided.
- 6 Point-in-time advice provided by an Empower representative may include savings, investment allocation, distribution, and rollover advice, including advice on consolidating outside retirement accounts.
- 7 Diversification does not ensure a profit or protect against loss.
- 8 Withdrawals may be subject to ordinary income tax. The 10% federal early withdrawal penalty does not apply to 457 plan withdrawals except for withdrawals attributable to rollovers from another type of plan or account.
9. As of January 1, 2023, the IRS generally requires you to start taking required minimum distributions (RMDs) at age 73 if you were born between January 1, 1951, and December 31, 1959. (If you were born before January 1, 1951, an earlier age applies. If you were born after December 31, 1959, age 75 applies.) (If you turned 72 in 2023 and delayed your first-time RMD until April 1, 2024, you must take your 2023 RMD by April 1, 2024, and your 2024 RMD by December 31, 2024.)

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