



What You Need to Know about the Deferred Compensation Plan for 2022 October 2021

I'm currently an ICMA-RC participant. What will my Empower Retirement account look like starting November 1?

Empower will set up your account so that you can register it (set up your Username and password) and start exploring the web experience beginning November 1. NOTE: Your account balance will display \$0 because the ICMA-RC assets do not transfer over until December 15. You can, however, make changes to your investment portfolio and deferral/contribution amounts in November.

When will I see my ICMA balance on the Empower website?

Your ICMA-RC assets will show on your Empower account no later than December 28, 2021.

When is my last contribution to ICMA coming out of my paycheck?

Your last contribution to ICMA-RC will appear on your November 24 paycheck. Your first contribution to Empower will start on December 8.

I'm near retirement or may be leaving WSSC Water. How do I keep my money with ICMA-RC instead of Empower?

All assets within the WSSC Water 457(b) Plan at ICMA-RC will be transferred to Empower Retirement. If you are retiring or separating from service with WSSC Water, you have the option to keep your assets within the WSSC Water 457(b) at Empower, roll over your assets to another qualified plan or IRA, or take a distribution, which may be subject to taxes and penalties as applicable.

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

Governmental 457 funds rolled into another type of plan or account may become subject to the 10% early withdrawal penalty if taken before age 59½.

When will my investments change to a target date fund?

For ICMA-RC participants, the investment change will occur with the December transfer of assets. But you will be able to see your account starting November 1 (although without any dollar amounts – see the first question about what your account will look like on November 1).

For current Empower participants, this occurred on October 18. Empower sent you a letter after September 17 that explains the fund change, along with a listing of the target date funds.

REMINDER: If you do not wish to have your assets moved into a target date fund, there is an opt-out option for both Empower and ICMA-RC participants. That opt-out period runs November 1 to November 30.

Which target date fund will be most age-appropriate for me?

Target date funds combine the year of your birth and the age you plan to retire (generally anticipated to be age 65) to determine which fund may be most appropriate. For example, if you were born in 1985 and plan to retire at age 65, the American Funds 2050 Target Date Retirement Funds would be where your assets would be mapped.

The date in the name of the target date fund is the assumed date of retirement. The asset allocation becomes more conservative as the fund nears the target retirement date; however, the principal value of the fund is never guaranteed. Asset allocation and balanced investment options and models are subject to the risks of their underlying investments.

Review the following chart to find out into which target date fund your assets will be mapped, based on your birth year. For current Empower participants, the birth year selected is as shown in the recordkeeping system on November 30, 2021.

Plan default investment birth year range chart			
Target date fund	Ticker	Gross expense ratio	Birth year range
American Funds 2010 Target Date Retirement Funds Class R-6	RFTTX	0.30%	Earlier – 1947
American Funds 2015 Target Date Retirement Funds Class R-6	RFJTX	0.30%	1948 – 1952
American Funds 2020 Target Date Retirement Funds Class R-6	RRCTX	0.31%	1953 – 1957
American Funds 2025 Target Date Retirement Funds Class R-6	RFDTX	0.33%	1958 – 1962
American Funds 2030 Target Date Retirement Funds Class R-6	RFETX	0.35%	1963 – 1967
American Funds 2035 Target Date Retirement Funds Class R-6	RFFTXX	0.37%	1968 – 1972
American Funds 2040 Target Date Retirement Funds Class R-6	RFGTX	0.38%	1973 – 1977
American Funds 2045 Target Date Retirement Funds Class R-6	RFHTX	0.39%	1978 – 1982
American Funds 2050 Target Date Retirement Funds Class R-6	RFITX	0.39%	1983 – 1987
American Funds 2055 Target Date Retirement Funds Class R-6	RFKTX	0.39%	1986 – 1992
American Funds 2060 Target Date Retirement Funds Class R-6	RFUTX	0.40%	1993 – 1997
American Funds 2065 Target Date Retirement Funds Class R-6	RFVTX	0.45%	1998 – Later

When will a Roth 457(b) option be available through Empower?

WSSC Water and Empower are still examining when this option will be available to you and will share that information when it is known.

How do I sign up for the Roth 457(b) when it is available?

To set up your account, log on to **empowermyretirement.com**, select your plan and click on *My contributions* in the left-hand column. Then choose *Add/Edit*, select *Roth*, and enter your contribution amount or percent. You can also call Empower Customer Care at **800-701-8255** to enroll.

What is the difference between a Roth 457(b) and a Roth IRA?

The Roth 457(b) will be available through WSSC Water. A Roth IRA is a separate retirement account you would need to set up with another financial institution. WSSC Water will not offer a Roth IRA through Empower. Both require after-tax contributions, meaning you pay income tax on your contribution before it is deposited in your Roth account, and provide tax-free earnings and distributions after you meet qualifying requirements.

I am 50 years old and understand I can save more for retirement?

Yes, you can, through the age 50+ catch-up provision set up under federal law. Current IRS contribution limits allow you contribute an additional \$6,500 in 2021 for retirement, above the \$19,500 limit on standard 457(b) plan contributions. To do that, log on to your account at **empowermyretirement.com**, select the plan and click on *My contributions* in the left-hand column. Enter the dollars/percentage you wish to contribute, and the system will accept the amount that is more than the \$19,500 limit.

Can I withdraw funds through the website or over the phone with Empower?

Yes, you can. Distributions for retirees or qualified withdrawal requests can be submitted via the website (**empowermyretirement.com**), or over the phone with Empower Customer Care at **800-701-8255**. You can also fill out an electronic form and upload it via the website.

Do I have to sign a paper or form for distributions or withdrawals?

Distributions and qualified withdrawals can be requested via the website (**empowermyretirement.com**) or over the phone with Empower Customer Care at **800-701-8255**. Empower does still accept paper forms if you wish to submit a request that way.

How will my privacy be protected and with whom will Empower share my personal information?

Empower Retirement takes data privacy very seriously and is committed to protecting and respecting the privacy, security and integrity of your personal information. It uses physical, administrative and technical safeguards designed to protect the confidentiality, integrity and availability of your personal information. Any third-party service providers with whom Empower shares your personal information agree to maintain the confidentiality and security of the personal data and use it solely to provide their services to the company. In addition, Empower provides the Empower Retirement Security Guarantee to its customers and participants. For more information regarding account security and the Security Guarantee's conditions, visit **empowermyretirement.com** and click on *Security Guarantee* at the bottom of the page.

Empower limits the information it shares and the parties it shares it with. Empower does not sell your personal data. Sharing depends on the types of products or services you have procured and applicable law. Empower does not share your personal data in any way that requires us offering you an "opt-out" of such sharing.

Further, personal data may be shared as necessary to effect, administer or enforce a transaction you request or authorize, with your consent, at your direction or as allowed by applicable law. For example:

- Retirement plans – Your personal data may be shared with WSSC Water and our third-party administrators, advisors and service providers as authorized or directed by WSSC Water.

- Affiliate sharing – Certain personal data may be shared among Empower’s affiliates as permitted by law for their everyday business purposes, to make it easier to do business with Empower, and for such affiliates to market to you.
- Nonaffiliated third parties – Your personal information may be shared with nonaffiliated third parties to provide services on Empower’s behalf, including marketing our products or services. These third parties agree to maintain the confidentiality of the personal data and use it solely to provide their services.
- Health Information – Your health information will not be shared except as permitted or required by law.

See the full security policy on empowermyretirement.com under the *Privacy* link at the bottom of the page.

On the Empower website, how do I add outside income sources after I set up my account?

Once you have logged into your account, you’ll see a dashboard of your investments. Click on the light blue *Other assets* tab under your estimated yearly income figure, then click the *Add* button. The website will take you step by step to add other retirement plans, outside income sources and other assets to your dashboard.

Is the Empower retirement plan advisor paid a commission for sales?

Empower pays all retirement plan advisors a set salary, without commission opportunities to help them focus on providing information, advice and education to you that is in your best financial interest—not to make a sale. This has been Empower’s standard practice for many years so that the advisor can focus on you and your retirement needs.

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

Where can I direct my questions?

Send questions to the WSSC Water-designated email address: Empoweryoursavings@wsscwater.com.

After the transition, call Empower’s Participant Services at 800-701-8255. Representatives are available by phone Monday through Friday, from 8am to 10pm Eastern time, and Saturday from 9am to 5:30pm.

For after-hours services, use Empower’s voice response system at 800-701-8255. The voice response system and website are available 24 hours a day, seven days a week.

Contact Empower’s Retirement Plan Advisor, Daryl Wells at daryl.wells@empower-retirement.com or 800-701-8255 (office) or 203-535-2793 (mobile).

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

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

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