WEA Member Benefits™

403(b)
Enrollment Booklet

WEA TSA Trust Program

Every member financially secure.
weabenefits.com

Welcome

ABOUT US

The savings programs at WEA Member Benefits™ were created by WEAC specifically for public school employees. We operate as a trust which reinvests any profits back into programs that benefit participants. Unlike commercial companies, we don't use creative jargon to hide our fees; after all, this is your program, and you have a right to know what it costs to operate the program.

As a trust, one of our responsibilities is to educate you about saving for retirement. You will find that we offer a variety of opportunities for you to learn—regularly scheduled seminars on a variety of topics, online programs that let you develop customized retirement plans, and one-on-one counseling to help you make informed decisions about investments.

This booklet provides step-by-step guidance to enroll in a Member Benefits' 403(b) and information to help you make your own investment decisions. If you ever have questions, please don't hesitate to contact us.

CONTACT US

Mail: P.O. Box 7893, Madison, WI 53707-7893

Telephone: Toll-free nationwide: 1-800-279-4030

Fax: 608-237-2529

E-mail: retirement@weabenefits.com

For individual account access and information:
WEA Member Benefits Line Toll-free: 1-800-279-2490

Enroll online:
weabenefits.com/ENROLL

WEA MEMBER BENEFITS ADDITIONAL PROGRAMS

Personal Insurance

Our personal insurance programs provide you with, industry-leading coverages, fair premium rates, exceptional service, and access to experienced consultants you can trust.

- Auto
- Home
- Condo
- Renters
- Umbrella
- Flood
- Life
- Long-Term Care
- Recreational Vehicle Coverage
- Equipment Breakdown Coverage
- Classic/vintage vehicles

Retirement and Investment

Our savings programs provide you with flexible investment options, low fees, and access to our savings consultants.

- 403(b)
- Traditional/Roth IRA

Financial Planning

- Financial Planning Services
- Personal Investment Accounts (nonretirement)

WEA Member Benefits™

Enrollment instructions and checklist

Step 1: Review 403(b) benefits, saving tips, and options (pages 4–7)

- ❑ Understand the 403(b) and why it's an important part of your retirement savings strategy.
- ❑ Review saving tips to help you make the most of your 403(b) contribution.
- ❑ Learn about the time value of money by reading the story of Jack and Jill.
- ❑ Find out the differences between before-tax and Roth (after-tax) contributions to help you determine which is best for you.

Step 2: Choose an investment strategy (pages 8–10)

Decide how involved you want to be in managing your investments and choose from three investment options:

- ❑ If you enroll online, you will be defaulted to target retirement funds. If you choose to invest in target retirement funds (option 1), you may skip to Step 5.
- ❑ If you choose model portfolios after you enroll (option 2), continue with Step 3.
- ❑ If you choose hands-on investing after you enroll (option 3), continue with Step 3.

Step 3: Determine your risk profile (pages 11–13)

- ❑ Answer 12 questions from the *Investor Suitability Profile Questionnaire* at weabenefits.com/risk to determine what kind of investor you are. If you choose the model portfolio (option 2), you must complete the questionnaire.

Step 4: Complete the investment worksheet (page 14)

- ❑ If you choose hands-on investing (option 3), use the results from your *Investor Suitability Profile Questionnaire* and suggested asset allocation charts to fill out the *Investment Worksheet* found at **weabenefits.com/retirementforms.** (The worksheet can be used to assist in selecting investments, but is not required for hands-on investment choice.) You may refer to the *Investment Spectrum* also found at the same web page for details about the mutual fund investment options available.

Step 5: Choose beneficiaries (pages 14–15)

- ❑ Learn about the importance of choosing beneficiaries for your retirement account and the definitions for the different types of beneficiaries.

Step 6: Read important account information (page 15-16)

- ❑ Learn about program costs, eligibility, and trading restrictions.

Step 7: How to enroll (pick one method) and SRA (page 17)

- ❑ Complete and Return the required Forms: *403(b) application*, *Investor Suitability Profile Questionnaire*, and *Salary Reduction Agreement*
- ❑ Enroll online at **weabenefits.com/enroll**
- ❑ Enroll with a representative by calling 1-800-279-4030, Extension 8577
- ❑ The *Salary Reduction Agreement* (SRA) must be completed before contributions can be made to your account. Your employer must sign the SRA form. Some districts have their own SRA form that may also require our signature. Check with your business office.
- ❑ Give the SRA to payroll; or, if your plan allows, submit your deferral amount into *your*MONEY™ online account. If your employer requires us to sign your SRA, please send us the SRA.
- ❑ If you choose the model portfolio, you must complete the *Investor Suitability Profile Questionnaire*.

Note: A contribution limit calculation (CLC) may be required if you want to contribute more than the standard limit and one of the following apply: you have 15 years of service with the same employer, your employer makes nonelective contributions on your behalf, you make salary deferral contributions to another 403(b), 401(k), SIMPLE plan, or SEP plan, or your employer requires the calculation results. Please call and request a CLC form.

You're finished!

You will receive a contract summary following your enrollment. If you have any questions, please call us at 1-800-279-4030. Thank you for choosing the WEA Tax Sheltered Annuity Trust.

Step 1: *403(b) benefits, tips, and options*

INTRODUCTION

This booklet will explain why you should begin a retirement savings program and assist you in making the various decisions necessary to participate in the plan.

As always, WEA Member Benefits is here to help you with any questions you may have. Please don't hesitate to contact us at 1-800-279-4030.

Thank you for your interest in our program.

WHAT IS A 403(b)?

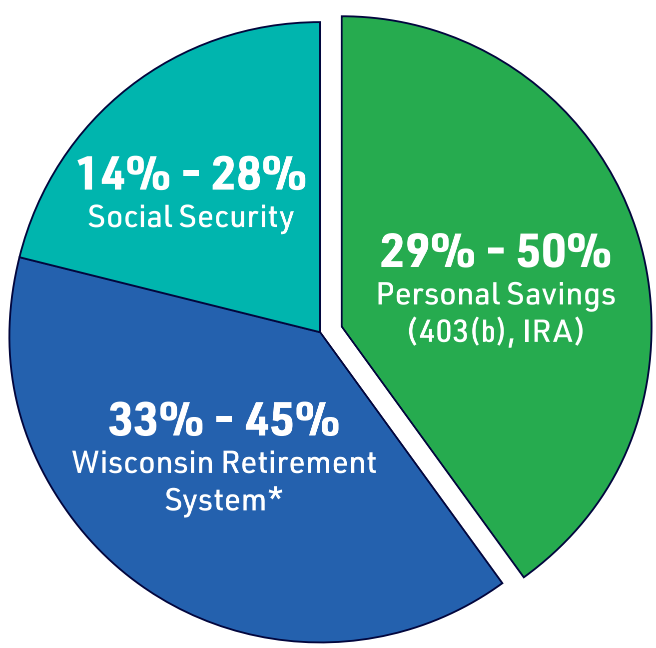
As an employee of a public school, you have a unique opportunity to invest for your retirement through a 403(b) retirement plan, sometimes referred to as a tax-sheltered annuity (TSA).

Offered through the employer, 403(b) plans:

- Are salary deferral plans that allow you to contribute to your retirement through the convenience of payroll deduction, like 401(k) plans offered in the private sector.
- Offer you the opportunity to build up retirement savings and direct your savings investment to best meet your goals and personal situation.
- Accept contributions on a before-tax and/or Roth (after-tax) basis. Please check with your school to see what type of 403(b) contributions are permitted.

THE BENEFIT OF CONTRIBUTING TO A 403(b)

A 403(b) investment allows you to fill any shortfall in your retirement income that may not be satisfied by your Wisconsin Retirement System (WRS) pension plan and Social Security benefit. Retirees are living longer and are more active in retirement. Saving outside of traditional sources is becoming increasingly important.



Sources of retirement income for most Wisconsin public school employees

**The percentage of salary replaced is tied to how many years one works in state service. The 33%–45% figure assumes 25–33 years of WRS service and depends on individual circumstances.*

Saving tips

PAY YOURSELF FIRST

One secret to building financial security is to regularly pay yourself first. Choose a level of contribution that you can handle and stick with it. In a short time, you will not even notice it's missing. Then plan to increase your contributions at least at the same rate as your pay increases.

USE TIME TO YOUR ADVANTAGE

If you are an investor with long-term goals, time allows you to look at more volatile investments with the potential for higher rates of return. When you have time on your side, you are less likely to feel pressured to sell out of an investment after it has sunk in value, thereby "locking in" a loss. A longer time horizon also provides you with a great opportunity to put the concept of compounding returns to work for you.

HAVE A GOAL IN MIND

Do you want to retire early? Or maintain your pre-retirement income during retirement? These are wonderful goals, but your pension may not be enough to meet your income needs. We can help you determine what your retirement "income gap" may be and can help you create a plan to bridge the gap.

KNOW YOUR TOLERANCE FOR RISK

It is important to set up an investment strategy with which you are comfortable. If you constantly worry about your investments or become distressed by sudden reductions in their value, your investments may not be aligned with your risk tolerance. To assess your risk tolerance, take the *Investor Suitability Profile Questionnaire* by visiting weabenefits.com/risk.

DIVERSIFY

When certain types of investments are declining in value, other types may be gaining value. Diversification, putting your money in different types of investments, may help you achieve more consistent long-term performance than you may likely achieve if you put all of your money in a single type of investment. Owning several different funds that are all in the same category is NOT diversification.

STICK WITH A GOOD, SOLID PLAN

Once you determine how your retirement assets should be allocated, stick with your plan. Many people fail to achieve expected results because they always try to maximize returns by moving money to "hot" investments. Often what's hot today turns cool very quickly.

FIND AN ADVISOR

If you are interested in working with someone to assist with specific portfolio recommendations, consider taking advantage of one of the financial planning services offered by Member Benefits. The financial planner will take time to help you identify and prioritize your financial goals, determine whether you're on track to meet your goals, and provide you with the information and tools to help you get there.

Nationally recognized.
Our 403(b) program has been nationally recognized by *Forbes Magazine* and the *Los Angeles Times* as a low-cost, soundly-managed retirement savings option for Wisconsin public school employees.

THE TIME VALUE OF MONEY

At Age	Jill Saves *$50 per pay period*		Jack Saves
22	$1,200		$0
23	$1,200		$0
24	$1,200		$0
25	$1,200		$0
26	$1,200		$0
27	$1,200		$0
28	$1,200		$0
29	$1,200		$0
30	$1,200		$0
31	$1,200		$0
	If Jill stops	**If Jill continues**	
32	$0	$1,200	$1,200
33	$0	$1,200	$1,200
34	$0	$1,200	$1,200
35	$0	$1,200	$1,200
36	$0	$1,200	$1,200
37	$0	$1,200	$1,200
38	$0	$1,200	$1,200
39	$0	$1,200	$1,200
40	$0	$1,200	$1,200
41	$0	$1,200	$1,200
42	$0	$1,200	$1,200
43	$0	$1,200	$1,200
44	$0	$1,200	$1,200
45	$0	$1,200	$1,200
46	$0	$1,200	$1,200
47	$0	$1,200	$1,200
48	$0	$1,200	$1,200
49	$0	$1,200	$1,200
50	$0	$1,200	$1,200
51	$0	$1,200	$1,200
52	$0	$1,200	$1,200
53	$0	$1,200	$1,200
54	$0	$1,200	$1,200
55	$0	$1,200	$1,200
Total Value	**$103,530**	**$183,902**	**$80,373**

The story of Jack and Jill

Take a lesson from Jack and Jill. They start out as equals: same school, same job, same salary. Smart Jill socks $50 a pay period (24 times a year) into her retirement account right away. Tardy Jack waits 10 years.

Look at what happens.* Jill's contributions in the first 10 years—totaling $12,000—grow to $103,530 by age 55 even if she stops contributing at age 32. Jack, who begins investing at age 32, contributes $28,800 over 24 years, but his account value at age 55 is still less than Jill's.

Jack contributed more money and still doesn't catch up with Jill...all because he procrastinated.

**Your actual situation may be different from the value shown here. This example uses a projected earning rate of 7.5% for illustrative purposes only. No guarantees are expressed or implied. Results will vary depending upon the actual rate used in the calculation. Over time, the results of any investment will fluctuate and are not guaranteed.*

The story of Jack and Jill illustrates the power of compounding interest or the time value of money. It pays to start saving early.

To Roth or Not to Roth

Participants may make contributions on a before-tax basis, a Roth (after-tax) basis, or some combination of the two up to the 403(b) limit. While saving on a Roth (after-tax) basis is an option with a 403(b), not all schools allow Roth contributions. Please check with your employer or call us to check availability.

For current IRS contribution limits, please visit weabenefits.com/limits.

WHAT'S THE DIFFERENCE BETWEEN 403(b) SAVINGS OPTIONS?

Roth contributions are after-tax, which means you pay taxes now on your contributions, but all qualified* withdrawals, including earnings, are tax-free.

This is different from 403(b) contributions that are made on a before-tax basis. Before-tax contributions reduce your taxable income and defer taxes until you withdraw the money.

So the question is, do you want to pay the taxes on your contributions now or after you begin taking distributions?

**For qualified withdrawals from the 403(b) Roth (after-tax) option, the participant must be age 59½ or older and have had the 403(b) account for at least five years.*

WHAT IS THE BENEFIT OF AFTER-TAX SAVINGS?

One of the greatest benefits of Roth savings is the ability to reduce your tax liability in retirement.

For decades the assumption has been that most people would be in a lower tax bracket in retirement, and thus would benefit from before-tax savings. However, changes in tax policy, including lower tax rates, the taxation of Social Security, and other deductions available under the tax code increase the chances that you could be in the same or higher tax bracket when you retire.

These changes mean that before-tax savings may not always be the optimal tax strategy.

WHAT DOES THIS MEAN TO ME?

At retirement, Wisconsin public school employees typically have at least three sources of income: Wisconsin Retirement System (WRS), Social Security, and individual retirement savings. All are taxable as ordinary income in retirement. Any tax savings realized today could be more than offset by a higher tax bill in retirement. Roth contributions may provide an opportunity to control your tax liability in retirement.

IS CONTRIBUTING AFTER-TAX TO THE 403(b) RIGHT FOR EVERYONE?

Before-tax contributions and tax-deferred growth are key advantages of 403(b) retirement savings accounts. However, there will be some who will benefit more from Roth (after-tax) contributions and tax-free growth.

Wisconsin public school employees have the benefit of receiving retirement income from WRS, Social Security, as well as a 403(b) if contributions have been made. All are taxed when the money is withdrawn. Because retirement income from these sources may be substantial, you could get bumped into a higher tax bracket. If this is the case, you may benefit from paying taxes today on Roth contributions.

Roth (after-tax) contributions to the 403(b) gives you tax-free access to some of your nest egg in retirement, allowing you to manage your tax situation and possibly preventing you from moving into a higher tax bracket. You may want to consult with a tax professional to assess the right type of contribution for you.

Step 2: *Choose an investment strategy*

Managing your own investments can be an overwhelming and time-consuming business, requiring regular monitoring and rebalancing to make sure your investments are meeting your investment objectives.

But not everyone has the time or desire to be actively involved in managing their investments. That's why WEA Member Benefits' retirement accounts offer you three different investment options.

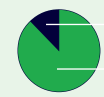
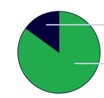
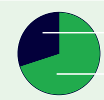
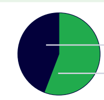
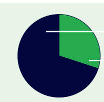
OPTION 1: *One-decision investing: Target Retirement Funds*

Simplify your investments.

- Choose the fund nearest your retirement or withdrawal date.
- Consider the risk associated with your selection.

Although target retirement funds can simplify investment selection, all mutual fund investing is subject to risk. Diversification does not ensure a profit or protect against loss in a declining market. Target retirement funds are not guaranteed and may gain or lose value now and after the target date is attained.

If you choose this option, stop here and go to Step 5 on page 14 to learn about choosing your beneficiaries.

Birth Year	Suggested Fund	Approximate Investment Mix
2003+	Target Retirement 2070 Fund	 10.0% 90.0%
1993-2002	Target Retirement 2060 Fund	 12.0% 88.0%
1978-1992	Target Retirement 2045 Fund	 15.0% 85.0%
1968-1977	Target Retirement 2035 Fund	 30.0% 70.0%
1958-1967	Target Retirement 2025 Fund	 44.0% 56.0%
1957 and before	Target Retirement Income Fund	 70.0% 30.0%

■ Bonds
■ Stocks

Approximate allocation targets for each fund. Allocations for date-specific funds will shift over time, based on an assumed retirement age of 65. Approximate allocation mix as of 04/30/22. Please call for updated information.

OPTION 2: *Model portfolios*[1]

If you choose this option, you must complete the *Investor Suitability Profile Questionnaire* at weabenefits.com/risk.

A model portfolio helps you achieve your personal investment goals by placing you in a pre-defined portfolio based on your age, risk tolerance, and retirement timeline.

Which model portfolio is best for you depends on the results of a risk assessment. Your risk assessment or suitability test tells you which model portfolio may be best for you and your financial goals. If you are young and just starting out, you may want to focus on long-term growth. If you are an investor with retirement on the horizon, you may want a more conservative portfolio.

Members who choose to invest in a model portfolio will need to take the *Investor Suitability Profile Questionnaire* when they initially invest and then again every three years to determine if there are any changes in their risk tolerance and investment goals.

Model portfolio features

- The investments that make up the model portfolios are selected from the WEA TSA Trust investment platform.
- Low maintenance.
- There are no additional fees to invest in a model portfolio.
- Model portfolios auto-rebalance each year so your investment mix aligns with the model portfolio investment goals.
- Takes age, risk preference, and your retirement timeline into account.

[1]See page 17 for model portfolio disclosure.

OPTION 3: *Hands-on investing*

Manage and monitor your investments.

If you are a do-it-yourself investor, follow these steps:

1. Review the following pages.
2. Complete the *Investor Suitability Profile Questionnaire* (weabenefits.com/risk).
3. Choose the appropriate investment allocation for your risk tolerance.
4. Select your funds. Use the *Investment Worksheet* (weabenefits.com/retirementforms) as a guide.
5. Monitor your investment mix.
6. Rebalance as needed for fund growth or life changes.
7. We can talk to you about asset allocation and risk tolerance. Please call an RIS Specialist at 1-800-279-4030, Extension 8568.

How do I invest my retirement savings?

ASSET ALLOCATION

Before investing your money, you will want to know what kind of investor you are so that you can select a mix of investment types consistent with your financial situation and your risk tolerance. You can determine which approach fits your style by taking the *Investor Suitability Profile Questionnaire*. After answering 12 questions, your score will suggest an asset allocation appropriate for you. The idea is to find an allocation mix and stick with it. Many experts say that maintaining an asset allocation strategy is more important in the long run than making frequent investment changes. The next step is to choose specific investments that fit your asset allocation.

PICKING INDIVIDUAL INVESTMENTS

The *Investment Worksheet* groups your investment choices into the five asset categories used in the suggested portfolios. To start, you may want to write percentages for each category. Then, within each category, you may use one or more investments to fill that percentage allocation.

To help you, fact sheets for the investments are available on our Web site at weabenefits.com/investments. Our *Investment Spectrum* (weabenefits.com/retirementforms) identifies the investment objective, company size, the role it plays in your portfolio, Morningstar® category, and risk/return trade-off associated with this type of investment.

SIZE: SMALL, MEDIUM, AND LARGE

Many mutual funds are set to invest only in companies of a certain size, based on the market value of all of its stock. Morningstar Inc.® categorizes mutual funds as small-, mid-, or large-cap, based on the companies the fund owns. **Small-cap** companies have a market capitalization, or cap, of generally less than $1 billion. Companies worth from $1 billion to about $10 billion are found in **mid-cap** funds, while those larger than $10 billion are termed **large-cap**.

The large-cap companies are usually mature and represent the mainstream of the U.S. economy. In number, they represent fewer than one-quarter of all companies issuing stocks, but in capitalization, they represent nearly three-fourths of the stock market's value. Small- and mid-cap companies are usually younger, often representing new products, technologies, or sectors of the economy.

STYLE: GROWTH, VALUE, AND BLEND

Growth investing and value investing are terms given to two distinct styles employed by stock fund managers. Instead of selecting companies based just on their size, a fund manager may also look at certain financial characteristics.

An individual company's earnings, dividends, cash flows, and other ratios determine if it is a value or growth investment. A mutual fund owning financially-similar companies can be termed a value or growth fund. Historically, both growth and value styles have produced similar long-term returns, though each category has periods when it outperforms the other.

Growth funds are a diversified portfolio of stocks that has capital appreciation as its primary goal, with little or no dividend payouts. The portfolio mainly consists of companies with above-average growth that reinvest their earnings into expansion, acquisitions, and/or research and development.

Morningstar® Style Box™

	Value	Blend	Growth
Large	**Large-cap value**	**Large-cap blend**	**Large-cap growth**
Medium	**Mid-cap value**	**Mid-cap blend**	**Mid-cap growth**
Small	**Small-cap value**	**Small-cap blend**	**Small-cap growth**

Value funds generally emphasize the stocks of companies from which the market does not expect strong growth and are relatively lower in price. These companies are usually mature, in traditional businesses, and pay dividends.

In general, growth funds appeal to investors who will accept more volatility in hopes of a greater increase in share price, while value funds are appropriate for investors who want some dividend income, but are less tolerant of share price fluctuations.

Some mutual funds are a **blend** of both styles. By definition, mutual funds that invest in all of the companies of a stock index will own stock of hundreds of similar-sized companies, without regard to value or growth character. As such, they are a blend of value and growth companies and are different than mutual funds that are predominantly invested in just one style.

The data that Morningstar Inc.® gathers on individual companies and then translates to the mutual funds that own them provides a convenient framework. Based on the size of the companies a mutual fund owns, it may be called a large-, mid-, or small-cap fund and then a value, blend, or growth style based on financial data. This creates a nine-square table representing the various categories of U.S. stocks.

OTHER INVESTMENTS

There are mutual funds that may concentrate on a single sector of the economy, regardless of company size or management. The sector may be that of a certain business or geographic region. These funds may use screening criteria to select certain types of companies and exclude others.

International mutual funds include foreign and global funds. Foreign funds invest most of the assets in companies of countries other than the United States, while global mutual funds include U.S. companies as well. Along with the general risks of investing in stocks, foreign stocks also carry added risk, including currency exchanges and political activity. Global and foreign mutual funds are often used to add further diversity to portfolios that also invest in U.S.-based mutual funds.

The Prudential Guaranteed Investment* is not a mutual fund, but an investment contract that guarantees the principal and interest. In an asset allocation mix, our Prudential Guaranteed Investment assumes the role of a fixed-income or bond investment. You may trade dollars in your account among the Prudential Guaranteed Investment and the various mutual funds.

*Interest is compounded daily to produce a yield net of Prudential's administrative fee of 0.60%. PRIAC is compensated in connection with this product by deducting an amount for investment expenses and risk from the investment experience of certain assets held in PRIAC's general account. For more information, go to weabenefits.com/pru.

Step 3: *Determine your risk profile*

Complete the *Investor Suitability Profile Questionnaire*

If you are choosing the model portfolio investment option, you must complete the *Investor Suitability Profile Questionnaire* (weabenefits.com/risk). Your investments will be chosen for you.

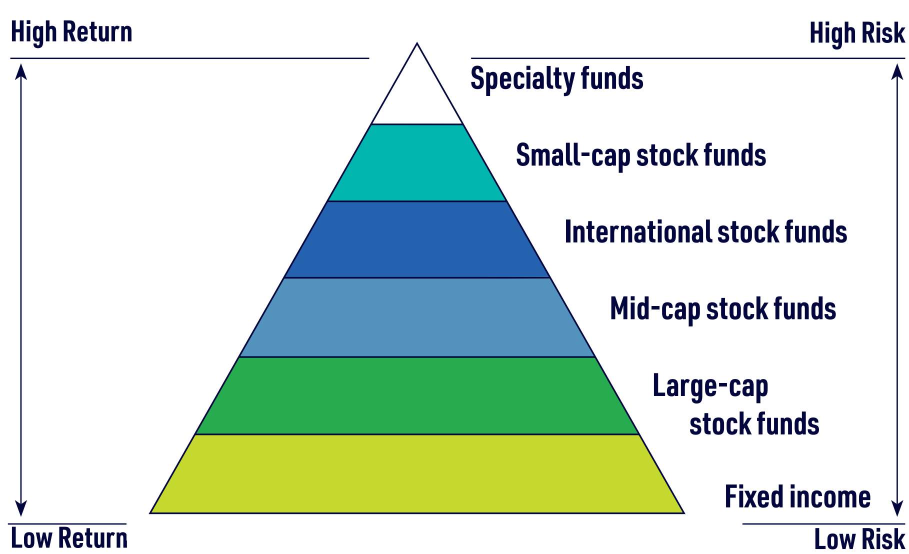
If you choose hands-on investing, you can use the results from the *Investor Suitability Profile Questionnaire* to aid you in completing the *Investment Worksheet* (weabenefits.com/retirementforms).

The sample risk/allocation portfolio strategies that follow show you suggested allocation mixes.

Risk tolerance spectrum

The risk tolerance spectrum demonstrates the wide spectrum of risk levels among asset classes. Before you consider any investment, you need to understand risk and determine your personal risk tolerance.

This is for illustrative purposes only and not indicative of any investment. Past performance is no guarantee of future results. Future performance may be lower or higher than past performance.



Sample risk/allocation portfolio strategies

CONSERVATIVE

Very low tolerance for risk. Stresses safety of principal and interest with limited investment in riskier areas.

Fixed income	60%
Large-cap stock funds	15%
Mid-cap stock funds	8%
International equity funds	10%
Small-cap stock funds	7%

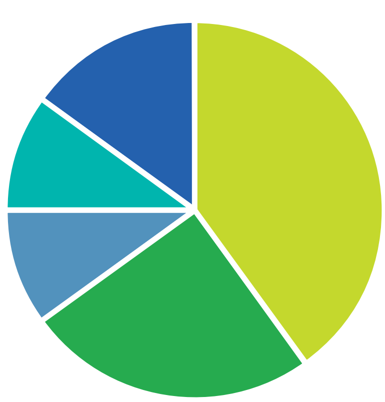
MODERATELY CONSERVATIVE

Willing to take some risk, but still needs a sizeable "anchor" of safety.

Fixed income	50%
Large-cap stock funds	20%
Mid-cap stock funds	9%
International equity funds	12%
Small-cap stock funds	9%

MODERATE

Some safety is good, but will accept moderate levels of risk.



Fixed income	40%
Large-cap stock funds	25%
Mid-cap stock funds	10%
International equity funds	15%
Small-cap stock funds	10%

MODERATELY AGGRESSIVE

High levels of risk are acceptable in seeking out potentially higher returns.

Fixed income	25%
Large-cap stock funds	30%
Mid-cap stock funds	14%
International equity funds	17%
Small-cap stock funds	14%

AGGRESSIVE INVESTOR

Won't lose sleep at high levels of risk.

Fixed income	10%
Large-cap stock funds	40%
Mid-cap stock funds	15%
International equity funds	20%
Small-cap stock funds	15%

Please note that while you may choose any of the sample risk/allocation portfolios, you are not limited to them.

Keep in mind that mutual fund investments are not guaranteed and may gain or lose value. Past performance is no guarantee for future results. Future performance may be lower or higher than past performance.

Before investing in any mutual fund, visit weabenefits.com/investments to view a prospectus or call WEA Member Benefits at 1-800-279-4030 to request one. We advise you to read it carefully and consider the fund's investment objectives, risks, and charges and expenses carefully before investing. The prospectus contains this and other information about the investment company.

[1]See page 16 for model portfolio disclosure.

Step 4: *Investment Worksheet and Investment Spectrum*

If you choose hands-on investing, you may use the results of your *Investor Suitability Profile Questionnaire* and corresponding portfolio suggestion or select your own investments by filling out the *Investment Worksheet*. Your allocations must total 100%. (If you have a model portfolio, you don't need to fill out the worksheet as these allocations and investments will be chosen for you.) See *Investment Spectrum* for investment details (weabenefits.com/retirementforms).

Step 5: *Choose your beneficiaries*

CHOOSING BENEFICIARIES FOR YOUR RETIREMENT ACCOUNTS

Though saving as much as possible in your retirement account is important, do not lose sight of one of the most important financial decisions you will make: determining the beneficiaries of your account. Without careful consideration, your decision may have unexpected tax and estate planning implications.

The beneficiary designated on any retirement account typically supersedes the instructions found in a will or a trust. Understand that not all beneficiaries are treated alike. When choosing your beneficiaries, you should know the options that are available to them when they inherit your retirement account. This is a brief introduction to some typical beneficiary designations. Naming beneficiaries for your retirement accounts is an important first step in your estate planning. This booklet is a general guide and is not meant to replace legal counsel. Please consult with an attorney if you have questions regarding beneficiary designations on your account.

NAMING PRIMARY BENEFICIARIES AND CONTINGENT BENEFICIARIES

Your primary beneficiaries will be entitled to receive any undistributed assets in your account following your death. They will share equally in your account unless you specify different percentages. If a beneficiary predeceases you, his or her share of your account shall be divided proportionately among the surviving beneficiaries.

Your contingent beneficiaries will be entitled to receive any undistributed assets in your account only if you have no surviving primary beneficiaries at the time of your death. If there are no surviving primary beneficiaries, your contingent beneficiaries will share equally in your account unless you specify different percentages (see example).

Example

Beneficiary(ies):
Spouse - 100%

Contingent Beneficiary:
Son - 100%

Scenario:
In this case, if your spouse predeceases you, your son would receive any undistributed assets in the account.

YOUR SPOUSE AS PRIMARY BENEFICIARY

Most people voluntarily name their spouse as their primary beneficiary. Spousal beneficiaries have the greatest flexibility regarding distribution options. They can keep the account with WEA Member Benefits, liquidate all or part of the account, or they can roll the account over to their own retirement plan or IRA account. Rolling it over may be advantageous if your spouse is younger than you, as your spouse may defer receiving distributions until his or her own required distribution date. In Wisconsin, you are not required to name your spouse as a beneficiary of your 403(b). However, since certain states are marital property states, your spouse could claim their right to 50% of your account, even if he/she is not named as a beneficiary.

NAMING SOMEONE OTHER THAN YOUR SPOUSE

You may name anyone as a beneficiary of your account. Although spousal beneficiaries have the most flexibility with an inherited retirement account, for many reasons you might find it more appropriate to name someone other than your spouse as your primary beneficiary or as your contingent beneficiary.

In effect as of January 1, 2020: For account owners that die after January 1, 2020, a person other than your spouse is required to liquidate the account within 10 years following your death unless they are a considered an eligible designated beneficiary (EDB). EDBs include a spouse, a person less than 10 years younger than you, a minor child, or disabled and chronically ill individuals (as defined by the IRS).

Step 5: *Choose your beneficiaries* (continued)

NAMING A TRUST

Although a trust may not have the flexibility available to the spouse and other persons, naming a trust can give you more control over your assets after you have passed away. The trust must be set up before naming the trust as beneficiary. The administrator of the trust then distributes the assets according to the trust directions. If a trust is set up under very specific rules, the beneficiaries of the trust may be eligible for the same treatment as a spouse and other individuals. These requirements can be very complicated. You should consult with a qualified advisor before naming a trust as beneficiary.

NAMING A CHARITY

If you have already provided for your heirs and you have charitable inclinations, naming a charity is an option for you. Generally, pre-tax 403(b) accounts are subject to tax on all distributions. However, an exception may apply to direct distributions to qualified charities.

NAMING YOUR ESTATE

WEA Member Benefits generally discourages participants from naming their estate as a beneficiary on 403(b) accounts as this produces unfavorable distribution options and makes your retirement funds subject to probate. Probate assets are all assets included in your estate that do not have named beneficiaries. The probate process can be expensive and time-consuming. If you fail to name a beneficiary on your account, your account will be paid to your estate or according to your employer's plan documents.

REVIEW YOUR BENEFICIARY DESIGNATIONS ANNUALLY

As you experience changes in your life, do not forget to review your beneficiary designations. Remember, your beneficiary designations take precedence over your will. Many people fail to change their beneficiaries after a marriage or divorce. Be sure to review your designations annually to ensure they are current and in line with your intentions. You may want to consult your attorney to ensure that you understand all aspects of your decision.

Step 6: *Read important account info*

FEES

Administrative fees

You will pay a quarterly administrative fee of 0.0875% of your average quarterly account balance, which works out to the equivalent of 0.35% of your average annual account balance.

The maximum administrative fee you can pay per calendar year is $500.

The 403(b) tax-sheltered annuity (TSA) program at WEA Member Benefits assesses no other fees...there are no sales loads, no mortality charges, no contribution fees, and no surrender charges or withdrawal fees of any type. However, certain product fees described below may apply.

An annual minimum fee of $25 applies to inactive accounts (accounts with no annual contributions).

PRODUCT FEES

If you are invested in mutual funds, you will pay mutual fund management fees assessed by the individual mutual fund companies in which you are invested.

The mutual funds offered by WEA Member Benefits may charge a redemption fee. The fees are applied to shares that are acquired through purchases, including, but not limited to, contributions, trades, exchanges, transfers, and rollovers, and the subsequent sale occurring within the specified time frame. For more information about redemption fees, please refer to the mutual fund prospectus.

The Prudential Guaranteed Investment interest is compounded daily to produce a yield net of Prudential's administrative fee of 0.60%. PRIAC is compensated in connection with this product by deducting an amount for investment expenses and risk from the investment experience of certain assets held in PRIAC's general account. For more information, go to weabenefits.com/pru. Current as of June 30, 2022.

TRANSFER RESTRICTIONS

The Participant-Owner may make transfers from or take withdrawals from the GDA during the year until PRIAC activates the "Participant Level Protection" as described in the contract with the Contractholder. On and after the date that PRIAC notifies the Contractholder or its designated agent that the Participant Level Protection is activated, it is in effect for the remainder of the Year. Participant Level Protection Limit: If the Participant

Step 6: *Read important account info* *(continued)*

Level Protection is activated, the sum of your withdrawals and transfers from the GDA cannot exceed more than twenty percent (20%) of your January 1 account balance in the GDA for that Year. If your balance was zero on January 1, your withdrawals and transfers from the GDA cannot exceed more than twenty percent of (20%) of your initial account balance in the GDA for that year. PRIAC does not consider the following transfers and withdrawals as described in the contract toward this sum:

- A participant owner 's distribution resulting from a participant owner 's death;
- A participant owner distribution due to a required minimum distribution after age 59 1/2;
- Provided Contractholder or its designated agent provides timely documentation satisfactory to PRIAC, transfers between the GDA for the contract and the GDA for the TSA contract when the contract and the TSA contract are aggregated;
- Provided Contractholder or its designated agent provides timely documentation satisfactory to PRIAC, Transfers within the GDA of the contract that do not result in negative net cashflow from the GDA of the contract or the TSA contract respectively;
- Transfers that occur as the result of a participant owner's enrollment into an asset allocation program;
- Transfers that occur as the result of a participant owner's participation in an automatic rebalancing program.

ELIGIBILITY

To participate, the WEA Tax Sheltered Annuity Trust must be an approved vendor under your employer's 403(b) plan.

ADDITIONAL INFORMATION

Trades are movements within a WEA Tax Sheltered Annuity Trust 403(b) account of existing fund balances between the Prudential Guaranteed Investment and a mutual fund investment or between mutual funds.

We are unable to process any part of a trade request that attempts to trade shares that do not meet the applicable holding requirements. WEA Member Benefits reserves the right to restrict excessive trading.

For prospectuses and fact sheets, visit weabenefits.com/investments.

Fees current as of June 30, 2022, and are subject to change. If fees change, you will be given a 30-day notice.

IMPORTANT DISCLOSURES

Keep in mind that mutual fund investments are not guaranteed and may gain or lose value. Past performance is no guarantee for future results. Future performance may be lower or higher than past performance.

Before investing in any mutual fund, visit weabenefits.com/investments to view a prospectus or call WEA Member Benefits at 1-800-279-4030 to request one. We advise you to read it carefully and consider the fund's investment objectives, risks, and charges and expenses carefully before investing. The prospectus contains this and other information about the investment company.

The Prudential Guaranteed Investment is a group annuity product issued by Prudential Retirement Insurance and Annuity Company (PRIAC).

Examples

A 24-year-old with a $3,000 average account balance would pay a 403(b)administrative fee of $10.50 ($3,000 average account balance x .35% = $10.50) for this account for the year.

A 46-year-old with a $48,700 average account balance would pay a 403(b)administrative fee of $170.45 ($48,700 average account balance x .35% = $170.45) for this account for the year.

A 59-year-old with a $210,000 average account balance would pay a 403(b)administrative fee of $500 ($210,000 average account balance x .35% = $735.00, but the fee is capped annually at $500) for this account for the year.

Step 7: *How to enroll* *(pick one method)* *and SRA*

1. Complete and Return the required Forms: *403(b) application*, *Investor Suitability Profile Questionnaire*, and *Salary Reduction Agreement*
2. Enroll online at **weabenefits.com/enroll**
3. Enroll with a representative by calling 1-800-279-4030, Extension 8577.

Fill out the *Investor Suitability Profile Questionnaire* if you are choosing the model portfolio option after you enroll. You will be able to do this once you have enrolled in our 403(b) program through *your*MONEY™, which allows you to manage your retirement account(s) with us.

SALARY REDUCTION AGREEMENT

A Salary Reduction Agreement (SRA) must be completed to start payroll contributions into your 403(b) account. School districts may use a WEA TSA Trust SRA (**weabenefits.com/retirementforms**), their own SRA form, a Third Party Administrator SRA, or the online SRA in *your*MONEY (click here for "How to fund your account online" (PDF)).

Check with your district business office or call a Member Service Representative at 1-800-279-4030, Extension 8567 to find out which SRA your district uses.

Congratulations!

You will receive a contract summary following your enrollment. It will include information on signing up for *your*MONEY.

If you have any questions, please call us at 1-800-279-4030.

Thank you for choosing the WEA Tax Sheltered Annuity Trust as your 403(b) provider.

IMPORTANT DISCLOSURES

This booklet is for informational purposes only and is not intended to constitute legal, financial, or tax advice. Certain recommendations or guidelines may not be appropriate for everyone. Consult your personal advisor or attorney for advice specific to your unique circumstances before taking action.

Keep in mind that mutual fund investments are not guaranteed and may gain or lose value. Past performance is no guarantee for future results. Future performance may be lower or higher than past performance.

Before investing in any mutual fund, visit weabenefits.com/investments to view a prospectus or call WEA Member Benefits at 1-800-279-4030 to request one. We advise you to read it carefully and consider the fund's investment objectives, risks, and charges and expenses carefully before investing. The prospectus contains this and other information about the investment company.

Interest is compounded daily to produce a yield net of Prudential's administrative fee of 0.60%. PRIAC is compensated in connection with this product by deducting an amount for investment expenses and risk from the investment experience of certain assets held in PRIAC's general account.

All earnings on investments are credited gross of 403(b) and IRA program fees.

The Prudential Guaranteed Investment is a group annuity insurance product issued by Prudential Retirement Insurance and Annuity Company (PRIAC). Amounts contributed to the contract are deposited in PRIAC's general account. Payment obligations and the fulfillment of any guarantees specified in the group annuity contract are insurance claims supported by the full faith and credit of PRIAC. PRIAC periodically resets the interest rate credited on contract balances, subject to a minimum rate specified in the group annuity contract and subject to change. Past interest rates are not indicative of future rates. Participant Level Protections (PLPs) are in place to help preserve the guarantee of the fund. PLPs may limit your ability to withdraw funds from the fund. For more information on the PLPs and how it may affect your account, please reference the Prudential Guaranteed Investment PLP question and answer sheet or by calling Retirement and Investment Services at 1-800-279-4030, Extension 8568.

The 403(b) retirement program is offered by the WEA TSA Trust. TSA program registered representatives are licensed through WEA Investment Services, Inc., member FINRA.

[1]Model Performance

The reported performance of the models is hypothetical yet based on actual performance of the underlying mutual funds and their corresponding weightings. The performance data on the underlying funds was derived from Morningstar®, an independent third party. The illustration does not reflect the actual performance of individual investors in the models. Investment models are not FDIC-insured, and they are not bank-guaranteed. Investment models may lose value. Past performance is no guarantee of future results. Model performance returns illustrate the relationship between risk and reward. The WEA Member Benefits model portfolios are risk-based. The more conservative the underlying asset weightings are, the lower the expected rate of return. Because of market changes, the makeup of your actual account portfolio will not exactly match the model portfolio. We may perform periodic adjustments of the model portfolio investments and rebalancing of your account to more closely match the model portfolio you select.

Model portfolios are developed by WEA Financial Advisors, Inc., (WEA FA) under the oversight of the WEA Member Benefits Investment Committee. Model portfolios may be adjusted at the discretion of WEA FA and the Investment Committee with prior notice to you. From time-to-time there may be extraordinary situations that will warrant more scrutiny when making adjustments. An example is the market downturn in October 2008. Although WEA FA carefully evaluates the makeup of the portfolios on a regular basis, we make no representation regarding the likelihood or probability that any or all of the portfolios will in fact achieve a particular investment goal or fulfill the risk tolerance profile as described for each portfolio. As a self-directed investor, you should carefully consider the merit and appropriateness of the available investments under your district's retirement plan in light of your own personal financial circumstances, including your other assets, income, investments, and/or cash flow needs.

Re-Assess Your Investment Needs Regularly

Because your needs, goals, portfolio, and situation may change over time, be sure to re-evaluate your investment strategy at least once a year. You can always choose a different model or create your own mix. Redemption fees may apply. When participating in a WEA Member Benefits model portfolio, you must complete the Investor Suitability Profile Questionnaire every three years. You may not continue to use the model portfolio option if you do not timely complete a Investor Suitability Profile Questionnaire. In such an event, and if we receive no other instruction from you, your plan assets will be moved to your plan's QDIA (qualified default investment alternative).

TSA 4325-280-0622 (W)

WEA Member Benefits™

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Retirement and Investment Services
Personal Insurance
Financial Planning

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