

## DEFERRED COMPENSATION PLAN

Supplemental Benefit

### DEFERRED COMPENSATION PLAN - SUPPLEMENTAL BENEFIT

## SOMETHING FOR EVERY INVESTOR

No matter how you view yourself as an investor, deferred comp has something for you with fees that are hard to beat. What type of investor are you?



### DO IT FOR ME

If numbers swirl in your head and leave you frozen, afraid to make a decision for fear of making a bad one ... then you likely are a ***Do-it-for-me investor.***



### HELP ME DO IT

If you are somewhere in between, then you likely are a ***Help-me-do-it investor.***



### DO IT MYSELF

If you enjoy spending time researching your options, formulating a strategy, regularly monitoring progress, and shifting assets accordingly... then you likely are a ***Do-it-myself investor.***

### Deferred compensation plan fees

Fee type <sup>1</sup>	Fees
Recordkeeping fee	\$4.55 a month <sup>1</sup>
Plan administration fee	Accounts with a balance of more than \$5,000: <ul style="list-style-type: none"> <li>• \$1 flat fee per month; plus</li> <li>• 0.02% of account value annually, to be withheld on a monthly basis, not to exceed \$50 annually</li> </ul>
Contract maintenance fee	None
Plan withdrawal fees <sup>2</sup>	None
Fund management or operating expenses <sup>3</sup>	Varies depending on investment option — 0.00% to 0.305%
Mortality and expense risk charge	None
Back-end sales charge	None
Front-end sales charge	None

Questions or request your free Retirement Readiness Review\*  
 1.866.737.7457 | [www.SERS.pa.gov](http://www.SERS.pa.gov)



## Do-it-for-me investor



### DO IT FOR ME

If you would feel more confident with an investment professional making investment choices for you based on your personal goals and financial situation, deferred comp also offers the My Total Retirement™ service.

For an additional fee, My Total Retirement provides you with a personalized and strategically designed retirement portfolio that is monitored, and investment changes are made for you each quarter as necessary.

### My Total Retirement provides:

- Professional portfolio monitoring and management.
- Personalized savings strategies.
- A dedicated team of investment adviser representatives for consultations.

#### My Total Retirement annual fees

Charged quarterly based on a percentage of your assets under management

Participant assets under management	Annual fee
Up to \$100,000	0.45%
Next \$150,000	0.35%
Next \$150,000	0.25%
Greater than \$400,000	0.15%

Please note the fees in this chart are subject to change. Log in to your account to view the current fee schedule.

You can access the My Total Retirement service by logging in to your account at [www.SERS.pa.gov](http://www.SERS.pa.gov).

*There is no guarantee provided by any party that participation in any of the advisory services will result in a profit.*

Online Advice and My Total Retirement are part of the Empower Advisory Services suite of services offered by Empower Advisory Group, LLC, a registered investment adviser.

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## Help-me-do-it investor



### HELP ME DO IT

If you would like a little help with your investments, you have access to Online Advice.

Through Online Advice, you choose the level of assistance you want at no additional cost. Your recommendations will reflect your unique financial information, retirement time frame, goals, and financial situation.

You'll see recommendations based on your needs using the core funds in the plan, which include a short-term money market fund as well as international, large-cap, mid-cap, bond, and fixed-income funds. You also have access to a series of target date funds.

Target date funds allow you to choose a single fund option based on a targeted retirement date (generally assumed to be age 65). The asset allocation becomes more conservative as the fund nears the target retirement date; however, the principal value of the fund is never guaranteed. Your target date options target retirement dates in five-year increments.<sup>4</sup>

Fund fact sheets provide you with information about each option's investment objective and risk profile. You can find the fund fact sheets on the Deferred Compensation Plan Investment Information page at [www.SERS.pa.gov](http://www.SERS.pa.gov).

As a help-me-do-it investor, you choose the recommendations you want to act on — you are in charge of your portfolio structure, monitoring your account on a periodic basis, and adjusting as your recommendations change and you see fit.

## Do-it-myself investor



### DO IT MYSELF

You can create your own investment portfolio from the plan's options, considering your long-term financial goals, years until retirement, and tolerance for risk.

Deferred comp includes a self-directed brokerage option that provides you with access to thousands of mutual funds and exchange-traded funds (ETFs), and several core fund options that include a short-term money market fund as well as international, large-cap, mid-cap, bond, and fixed-income funds. The self-directed brokerage option is intended for knowledgeable investors who understand the risks associated with that kind of account. You also have access to a series of target date funds.

Target date funds allow you to choose a single fund option based on a targeted retirement date (generally assumed to be age 65). The asset allocation becomes more conservative as the fund nears the target retirement date; however, the principal value of the fund is never guaranteed. Your target date options target retirement dates in five-year increments.<sup>4</sup>

Fund fact sheets provide you with information about each option's investment objective and risk profile. You can find the fund fact sheets on the Deferred Compensation Plan Investment Information page at [www.SERS.pa.gov](http://www.SERS.pa.gov).

As a do-it-myself investor, you can use the available online tools at [www.SERS.pa.gov](http://www.SERS.pa.gov) to help you select your own investments, asset allocation, and contribution amounts. You then monitor your account on a periodic basis and adjust as you see fit.

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## Deferred comp specialists are here to help!

No matter what kind of investor you are, questions come up. Deferred comp plan specialists are here to help.

Whether you're looking for additional investment education or want a more comprehensive review of your overall retirement readiness, you have easy access to retirement planning professionals as part of your deferred comp plan. You can set up a personalized virtual one-on-one meeting with a deferred comp specialist at [www.SERS.pa.gov](http://www.SERS.pa.gov).

Your plan specialist can:

- Help you enroll.
- Give you more information about deferred comp.
- Review your retirement goals.
- Conduct a Retirement Readiness Review that considers all your retirement income sources — from your pension or other retirement plans to Social Security and personal savings — to help you more clearly understand how ready you are for retirement.

To learn more, visit [www.SERS.pa.gov](http://www.SERS.pa.gov) or call **1.866.737.7457**.

*Carefully consider the investment option's objectives, risks, fees, and expenses. Contact Empower for a prospectus, summary prospectus for SEC-registered products or disclosure document for unregistered products, if available, containing this information. For prospectuses related to investments in your self-directed brokerage account (SDBA), contact your SDBA provider. Read them carefully before investing.*

1 This is not a complete list of fees. Other fees may apply.

2 Withdrawals may be subject to ordinary income tax. The 10% federal early withdrawal penalty does not apply to deferred comp plan withdrawals except for withdrawals attributable to rollovers from another type of plan or account.

3 Each investment option has its own operating expenses. Funds may impose redemption fees and/or transfer restrictions if assets are held for less than the published holding period. For more information, see the fund's prospectus and/or disclosure documents.

4 Asset allocation investment options are subject to the risks of their underlying investments.

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

Investing involves risk, including possible loss of principal.

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