WISCONSIN NECA-IBEW RETIREMENT PLAN

Plan Comparison Chart

Congratulations on your upcoming retirement! The Plan's Board of Trustees knows that determining what to do with your retirement benefits can be overwhelming. While there are many benefits to not taking an immediate distribution, you may be considering other options as well including a rollover to an individual retirement account ("IRA"). You may find this chart helpful to compare the fees and services offered by your chosen IRA provider with those of the Plan.

If you have any questions regarding the fees or services offered under the Plan, or any other question regarding the terms of the Plan, please contact the Plan Office at (608) 276-9111.

Note that you may have other retirement benefits available to you due to your work in the electrical industry. For more details, please contact the National Electrical Benefit Fund at (301) 556-4300 or nebf.com, International Brotherhood of Electrical Workers at (202) 833-7000 or ibew.org, or your local union.

QUESTIONS TO CONSIDER	WISCONSIN NECA-IBEW RETIREMENT PLAN	IRA PROVIDER
Will I be charged a fee to open an account?	N/A	
Will I be charged an annual fee to maintain my account?	All participants pay an annual fee of $160	
Are there any other fees charged against my account?	No	
What services are included for those fees?	Fiduciary oversight of the Plan, monitoring of the investment options available under the Plan, and ongoing investment and financial wellness education.	
Will I be charged a fee to take a withdrawal from my account?	No	
Do any investment options carry a front or back end load?	No	
Will I be charged a fee to transfer money between investments?	No	
Do any of the investment options charge a front or back load fee to transfer money between investments?	No	
Do you receive any direct compensation (*e.g.*, commissions) based on my investment selection?	No	
Do you receive any indirect compensation based on my investment selection?	No	

QUESTIONS TO CONSIDER	WISCONSIN NECA-IBEW RETIREMENT PLAN	IRA PROVIDER
How will you invest my money?	You may self-direct the investment of your account among the investment options available under the Plan at any time, including the Core Fund which is a compilation of investment options of varying risk characteristics selected by the Trustees. If you choose to not self-direct your investment, your contributions will be automatically invested in a target date fund based on your anticipated retirement date.	
What distribution options are available to me?	If you commence your benefit after attaining age 60, you may receive a lump sum distribution, an annuity paying monthly benefits over the remainder of your life (or yours and your spouse's life), or installment payments. If you receive your benefit in installment payments, you may change the amount or frequency of your installments once per year and you may request additional lump sum payments at any time. Certain distribution options may not be available if you commence your benefit prior to attaining age 60.	
When am I required to receive a distribution from my account?	You are not required to take a distribution from your account until the April 1 following the later of your attainment of age 72 or your termination of employment per IRS requirements.	

To help illustrate how these investment fee differences could impact your account, the Plan provides these examples:

1. Bill has an account balance of $100,000. He has elected to invest 50% ($50,000) of his account balance in the Dodge & Cox Stock Fund. Each year he pays investment fees on that investment of $260 (0.64% of $50,000). However, he also receives a revenue sharing rebate of $50. Accordingly, the net investment fees on that investment are $210 (0.49% of $50,000). If Bill received a distribution of his account and made this same investment through an IRA, Bill's annual investment fees on that investment would be $260 (0.64%).

   Additionally, Bill has invested the remaining 50% ($50,000) of his account balance in the William Blair International Leaders Fund. Each year he pays investment fees on that investment of $425 (0.85% of $50,000). If Bill invested this amount in the same investment through an IRA, Bill's annual investment fees on that investment would be $505 (1.01% of $50,000).

	Fees Under the Plan	Fees Through an IRA
Dodge & Cox Stock Fund	$210	$260
William Blair International Leaders Investment Fund	$425	$505
TOTAL	**$635**	**$765**

2. Jane has attained age 60 and is ready to retire. She has an account balance under the Plan of $500,000, which is invested in the Vanguard Institutional Target Date Fund that is appropriate for her age. Her annual investment fees on that investment are $375 (0.075% of $50,000). If she were to receive a distribution of her entire account balance and invest that balance in the Vanguard Institutional Target Date fund that is appropriate for her age through an IRA, she would pay annual fees on that investment of $750 (0.15% of $50,000).

	Fees Under the Plan	Fees Through an IRA
Vanguard Institutional Investment Target Date Fund	**$375**	**$750**

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Wisconsin NECA-IBEW Retirement Plan
Investment Fee Comparison Chart

Every investment option charges fees for the operation and maintenance of the investment fund. When planning for retirement, it is important to consider the impact that investment fees will have on your account balance. Due to the size and scope of the Plan, the Plan often has access to investment classes that are unavailable in the retail market. These investment classes have significantly lower investment fees. Below is a chart that will allow you to compare the annual fees charged for the investments available under the Plan against the annual fees for the retail class of similar investments utilized outside the Plan. Before requesting a rollover, ask your financial advisor to provide fee information for these investments through an IRA.

Investment Fund	Net Investment Fees Through an IRA
T. Rowe Price Growth Fund	
Dodge & Cox Stock Fund	
Mid Cap Growth/Artisan Partners Fund	
Mid Cap Value/Robeco Boston Partners Fund	
Small Cap Growth/Emerald Fund	
Small Cap Value/Kennedy Capital Fund	
Dodge & Cox International Stock Fund	
William Blair International Leaders Fund	
Vanguard Total International Stock Index	
PGIM Total Return Bond R6	
Real Estate/Cohen & Steers Fund	
Oakmark Equity & Income Fund	
S&P 500 Equity Index Fund	
Money Market Fund	
Prudential IncomeFlex Select Lifetime Balanced Fund	Unavailable Outside the Plan
Prudential IncomeFlex Select Lifetime Conservative Growth Fund	Unavailable Outside the Plan
Prudential IncomeFlex Select Lifetime Income & Equity Fund	Unavailable Outside the Plan
Prudential Day One IncomeFlex Target Balanced Fund	Unavailable Outside the Plan
Vanguard Institutional Target Date Fund	
Core Fund	Unavailable Outside the Plan

The investment fees described in this comparison are accurate as of May 1, 2022. Investment fees may change over time. For up-to-date investment fee information, please review the prospectus for your individual investment options. Copies of investment fund prospectuses may be obtained by contacting Empower at (855) 756-4738 or visiting empower.com.