



# State of Alaska

## DEFINED CONTRIBUTION PLANS



## 457 Deferred Compensation Plan *Features and Highlights*

The State of Alaska 457 Deferred Compensation Plan (DCP) allows you to set aside and invest a portion of your income for your retirement on a voluntary basis. It is designed to complement the Alaska SBS Supplemental Annuity Plan and the Alaska PERS/TRS Retirement Plan.

The amount set aside, plus any potential gains on the money you invest, is payable to you or your beneficiary at a future date. You have the option of making pretax contributions, after-tax/Roth contributions, or both. See below for more information on the differences between these contribution types.

### WHY PARTICIPATE?

According to one commonly used measure, our annual retirement income needs will be roughly 70-90% of our annual pre-retirement earnings.\* The benefits from your Alaska Supplemental Annuity Plan or PERS/TRS Retirement Plan may not be enough to help you reach that 70% level. The DCP provides you with a tax-advantaged way to save and invest an additional portion from each paycheck for your future retirement income. Some of the advantages of participating include:

- » Automatic contributions with each paycheck
- » A wide range of investment options in multiple asset classes
- » Low fees that help you put more from each contribution toward your future
- » Online and over-the-phone account management
- » Representatives who can help you get the most from your participation
- » Education, training, and planning tools to help you make informed decisions

### ELIGIBILITY AND ENROLLMENT

#### Who is eligible to participate?

Any permanent employee, long-term non-permanent employee, elected official, or participating political subdivision of the State of Alaska may participate.

#### How do I enroll?

If you are a State employee, enroll online at [www.akdrb.com](http://www.akdrb.com) (select **Register** on the home page), emailing the Anchorage office at [anchorageoffice@empower.com](mailto:anchorageoffice@empower.com), or through Empower at **1-800-232-0859**.

If you are employed by a participating political subdivision, you can enroll by completing the enrollment form. Contact your local representative at [anchorageoffice@empower.com](mailto:anchorageoffice@empower.com) for help downloading and completing the form.

### CONTRIBUTIONS

#### How much can I contribute?

#### How often can I make a change?

You can contribute a maximum of 100% of includible compensation in a combination of before-tax and Roth contributions up to the tax code's limit of \$23,500 in 2025. Participants age 50 or older in 2025 can make additional catch-up contributions up to \$7,500 — for a maximum of \$31,000 in 2025. For employees aged 60, 61, 62 and 63, a higher catch-up contribution limit applies. For 2025, this higher catch-up contribution limit is \$11,250 instead of \$7,500. You may increase or decrease your contribution amount once per month.

#### What is the special catch-up provision?

Employees who are within three years of their normal retirement can make up for under-contributing during previous years of eligible employment. The catch-up limit is double the regular contribution limit. For 2025, this equals \$47,000. You may contribute under the catch-up provision for a maximum of three consecutive years. Once you elect catch-up, if you do not utilize it for all three consecutive years, you cannot make up the amounts not utilized at a later time or with another employer. **The age 50 and over catch-up and the regular catch-up provisions cannot be used in the same year.**

#### What are pre-tax contributions?

With pre-tax contributions, you do not pay income tax on the contribution amount or any earnings until you withdraw the money. One potential advantage of this approach is that the money that you would have paid in taxes may generate additional earnings during your working years. The Plan also reinvests any earnings in your account, where they may generate

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\*"Top 10 Ways to Prepare for Retirement." U.S. Department of Labor, September 2023, <https://www.dol.gov/sites/dolgov/files/ebsa/about-ebsa/our-activities/resource-center/publications/top-10-ways-to-prepare-for-retirement.pdf>.



CONTRIBUTIONS (continued)

additional earnings. You then pay taxes when you make a withdrawal. You may withdraw funds at any age in the event of:

- >> Leaving eligible employment (including retirement)
- >> Proven unforeseeable emergency (as defined by the Internal Revenue Code)
- >> Death

The State Division of Retirement and Benefits (DRB) must authorize any withdrawal. No early withdrawal penalty applies to distributions taken before age 59½. All funds are subject to federal income tax as they are paid out, and state-mandatory withholding will be taken from your distribution depending on your state of residency. Residency for this purpose is determined by the address supplied for payment mailing. DCP monies can be transferred to another governmental 457(b) plan, an IRA or any other qualified plan that accepts them.

What are Roth contributions?

With Roth contributions, you contribute to your account after taxes have been deducted. In other words, you pay taxes on your Roth 457

contribution up front rather than deferring those taxes until you take a distribution. Your Roth distributions are income tax-free if you withdraw your Roth contributions and any earnings after holding the account for at least five tax years and meeting one of the following criteria:

- >> You are at least age 59½.
- >> You become disabled.
- >> You die (after which your beneficiaries will take the withdrawal).

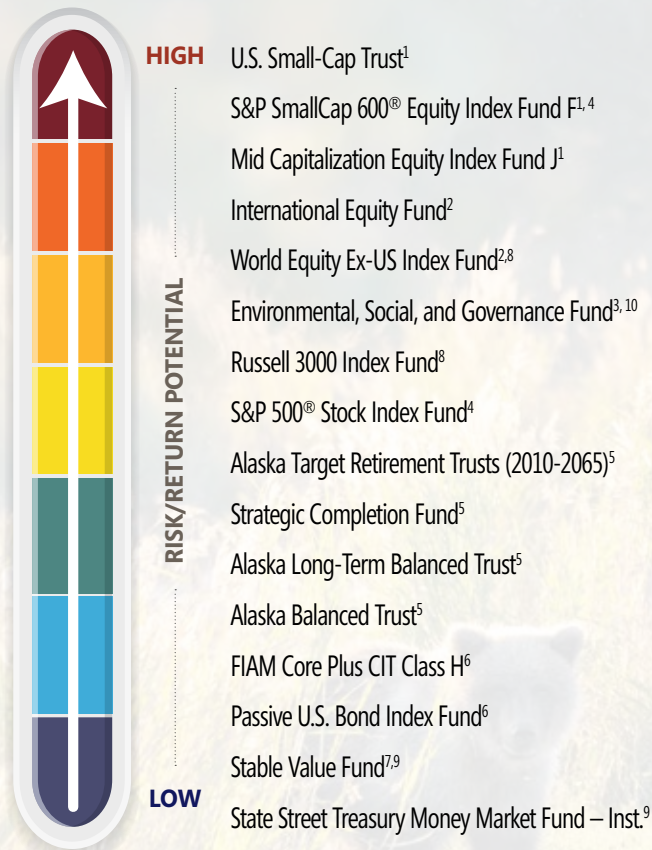
Any withdrawal must be authorized by the State DRB. If you take a distribution from your Roth 457 account before you reach age 59½ and it is not due to death or disability, or you have not reached the five-tax-year period beginning with your first Roth contribution, you will owe income tax on any earnings the Plan distributes. Otherwise, you do not owe income tax on the Roth contributions that the Plan distributes because you made these contributions with after-tax dollars.

Can I make both pre-tax and Roth contributions?

Yes. You may also change from one type to the other. You may make a change once a month.

INVESTMENTS

Your Plan investment option lineup at a glance:



FOR ILLUSTRATIVE PURPOSES ONLY. The chart reflects the expected relative risk/return potential over the long term. Past performance is not a guarantee of future results.

How can I invest my contributions?

The DCP is a participant-directed plan. You choose from the investment options offered by the Plan. You can invest your contributions in any the following ways, depending on your knowledge and comfort level with researching and selecting investments:



**Build and manage your own portfolio** – You can build and manage your own portfolio by investing in one or more of your plan’s investment options. The plan offers investments in a mix of asset classes to help you create a portfolio that suits your retirement goals and risk tolerance.

The Alaska Retirement Management Board has selected the plan’s investment options, which are described in detail in the Plan Information Booklet and in the individual Fund Overviews, which are available at [www.akdrb.com](http://www.akdrb.com) by selecting *Investment information* under the *Investing* menu.

You can also find a variety of online calculators and planning tools to help you on [www.akdrb.com](http://www.akdrb.com). From there, you select the investment options and implement your own retirement savings strategy.



**Choose an Alaska Target Date Retirement Trust based on your planned retirement date and risk tolerance** – Each Target Date Retirement Trust offers a professionally selected, diversified portfolio in a single investment option. The mix of assets automatically adjusts to become more conservative as the target retirement date approaches, and they are automatically rebalanced. One of these trusts may be appropriate for you if you don’t have the time or expertise to manage your retirement investments. Complete information on each Target Date Retirement Trust is available at [www.akdrb.com](http://www.akdrb.com).

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## INVESTMENTS (continued)

The date in a target date fund's name is the approximate date when investors are expected to start withdrawing their money (generally assumed to be at age 65). The principal value of the fund(s) is not guaranteed at any time, including at the time of the target date and/or withdrawal.

### How can I make changes to my investment selections?

You can move all or a portion of your existing balances among investment options and change how your future contributions are invested by visiting the website at [www.akdrb.com](http://www.akdrb.com) or by calling the voice response system toll free at **1-800-232-0859**.

You can transfer assets among existing fund options and allocation changes for future contributions once a day at no charge. However, your chosen funds may impose redemption fees, and/or transfer restrictions, on certain transfers, redemptions or exchanges if assets are held for less than the period stated in the fund's disclosure documents. For more information, please refer to the fund's disclosure documents at [www.akdrb.com](http://www.akdrb.com).

**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. Read each carefully before investing.**

*You could lose money by investing in a money market fund. Although the fund seeks to preserve the value of your investment at \$1 per share, it cannot guarantee it will do so. An investment in the fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The fund's sponsor has no legal obligation to provide financial support to the fund, and you should not expect that the sponsor will provide financial support to the fund at any time.*

## POINT IN TIME ADVICE<sup>11</sup>

Our Point-in-time advice is a powerful, phone-based service delivered by Empower's Workplace Planning & Advice (WPA) Group, acting as a fiduciary. Point-in-time advice can provide you with specific recommendations based on information you provide and intended to serve your best interest.

Your Alaska Retirement Plan Advisors are also available to work with you. Their focus remains on helping to educate you about your options, so you can make informed decisions to and through retirement. However, if you occasionally need someone to just tell you what to do, point-in-time advice is now here to help fill that gap.

### Included in the services offered by WPA:

- » Assistance with how to invest your contributions from the options available in the State of Alaska fund lineup.
- » Roll-in help for participants who wish to consolidate assets. Consider all your options and their features and fees before moving money between accounts.
- » Advice determining how much to save in the 457 plan, and whether you should contribute pre-tax or Roth.
- » Robust advice and counseling around distributions from the State of Alaska plans once you've left employment.
- » Help with your overall financial wellness and retirement readiness.

There is no additional cost for this advice. Call **1-800-232-0859** and schedule a meeting to talk about any of the above topics, so we can help you meet your retirement and financial goals.

## FEES/CHARGES

### What fees do I pay to participate?

Every Plan participant helps cover the costs of administration through two types of fees:

- 1** A monthly fee based on a 0.1275% annual rate on assets ( $0.001275/12 \times$  month-end asset balance). The fee is a combination of the Empower recordkeeping fee of 0.0725% and the State of Alaska plan fee of 0.055%. These fees will be listed separately on your quarterly statement.
- 2** The State of Alaska also charges a fixed annual fee of \$35 for actively contributing participants or \$25 for non-contributing members. This fee is charged to your account each February.

The Plan may also charge fees for the use of specific features. The Plan's investment options do not charge front-end loads (commissions or sales charges made at the time of the initial investment). The Plan's investment options have annual investment expenses that vary fund by fund. These costs are factored into the rate of return from the investment. For more detailed information, please read the corresponding Fund Overview available at [www.akdrb.com](http://www.akdrb.com).

## WITHDRAWALS

### When and how can I make withdrawals?

When you qualify for a withdrawal (also known as a distribution), you have the following options available:

- » Defer payment until you reach the age for a required minimum distribution (usually age 73)
- » Lump-sum payment (full or partial)
- » Five, 10, and 15 year period-certain annuity
- » Single life annuity and single life annuity with 10 or 15 year period-certain
- » 50% or 100% joint/survivor annuity
- » Periodic payment
- » Direct rollover to an IRA or other qualified plan<sup>12</sup>

You may begin receiving funds immediately or defer receipt until no later than April 1 of the year following the year in which you turn 73 or the year in which you retire, whichever is later. You will be allowed to take partial distributions, and there is no limit on the number of payments you can take. However, if you do not receive payment of your entire account, you must maintain a minimum \$1,000 account balance. Consider all your options and their features and fees before moving money between accounts.

See the above discussions of pre-tax and Roth contribution types for information on taxes related to distributions.



## ACCOUNT MANAGEMENT

### How do I make changes to my account and get more information?

You have a variety of ways to manage your account:



**ONLINE** – After registering your account online at **www.akdrb.com**, you can log in to perform the following:

- » Enroll in the Plan.
- » Change your contribution amount.
- » Obtain your current account balance.
- » Obtain daily fund values.
- » Transfer funds from one investment option to another without submitting forms.
- » Change allocations of future deposits without submitting forms.



**THE VOICE RESPONSE SYSTEM (VRS)** – The VRS is a toll-free, voice-response telephone service that allows you to access your account seven days a week, 24 hours a day. Call **1-800-232-0859**.



**EMPOWER REPRESENTATIVES** – To speak to a client services representative, call the VRS at **1-800-232-0859** and say “representative.” Representatives are available Monday through Friday from 4 a.m. to 6 p.m. Alaska time and Saturday from 5 a.m. to 1:30 p.m. Alaska time to assist you with the following:

- » Enrollment and changing or stopping monthly deferral.
- » Changing your address or your name if you are an inactive or retired employee (active employees must contact their employer to change their address or name.)

- » Account withdrawals (Empower processes all Plan payments and should be contacted for information on how to complete disbursement forms and for the status of pending payments).
- » Hardship (proven unforeseeable emergency) withdrawals from your account.



**ANCHORAGE OFFICE** – You can email the Anchorage office at **anchorageoffice@empower.com** with your questions.



**JUNEAU DRB OFFICE** – Contact the Juneau DRB office at **1-800-821-2251** (or **907-465-4460** from Juneau) for the following:

- » Participating in catch-up.
- » Deferring from an annual leave cash-in or final leave payout.



**TEXT TELEPHONE (TTY)** – Participants with a hearing impairment can use a special toll-free TTY (text telephone) number to contact client service representatives. The TTY line is available Monday through Friday from 4 a.m. to 6 p.m. Alaska time and Saturday from 5 a.m. to 1:30 p.m. Alaska time. The number is 1-800-766-4952.



- Equity securities of small and mid-size companies may be more volatile than securities of larger, more established companies.
- Foreign securities involve risks, such as currency fluctuations, economic changes and political developments. These risks may be heightened in emerging markets, which may also experience liquidity risk.
- Specialty funds invest in a limited number of companies and are generally non-diversified. As a result, changes in market value of a single issuer could cause greater volatility than with a more diversified fund.
- S&P 500, S&P MidCap 400, and S&P Small Cap 600 are registered trademarks of Standard & Poor's Financial Services LLC.
- Asset allocation and balanced investment options and models are subject to the risks of their underlying investments.
- Bond prices generally fall when interest rates rise (and vice versa) and are subject to risks, including changes in credit quality, market valuations, inflation, liquidity and default. High-yield bonds have a greater risk of default.
- A stable value fund is not federally guaranteed and has interest rate, inflation and credit risks. Guarantees are subject to the terms and conditions of the group annuity contract or funding agreement and the claims-paying ability of the insurer.
- 30-day frequent trading restrictions exist on the World Equity EX-US Index Funds and Russell 3000 Index.

- 90-day equity wash provision exists between the Stable Value and State Street Treasury Money Market Funds.
- Under certain market conditions, socially responsible funds may underperform funds that do not utilize a socially responsible investment style.
- 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.
- 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.

Investing involves risk, including possible loss of principal.

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