

Compare our fees, expenses, and options

Use the fee comparison worksheet below to assist you when comparing program fees and options. WEA Member Benefits' fees and features are listed and space is provided for you to fill in the fees and features of any other savings vehicle you are considering, providing you with a comparison for simplified decision making at-a-glance.

| Description of Fees/Expenses | WEA TSA Trust 403b | WEAC Traditional/Roth IRA | Other Savings Vehicle |
|--|--|---|-----------------------|
| Annual Administrative Fee (Annual fee or recordkeeping fee) is a fee charged for administrative expenses. | Annual fee of 0.35% of your account balance (deducted quarterly from your account at a rate of 0.0875%). Annual fee cap of \$300*. | Annual fee of 0.45% of your account balance (deducted quarterly from your account at a rate of 0.1125%). Annual fee cap of \$600 for WEAC members; \$750 for non-members*. | |
| Mortality and Expense Fee (M&E Fee) A charge levied by annuities to cover insurance-related costs. | NONE | NONE | |
| Sales Loads and/or Contingent Deferred Sales Charge (CDSC) Back-end load sales charge incurred if funds are withdrawn or transferred before the end of the holding period. Also known as redemption fee. | NONE | NONE | |
| Commissions (loads) A sales charge paid when an individual buys or sells an investment. Front-end load = sales charge paid when an investment is purchased. Back-end load = sales charge paid when investment is sold. | NONE | NONE | |
| Mutual Fund Management Expense (Investment advisory fee) represents the company's cost for managing the money in the fund. Visit weabenefits.com/investments for details on WEA Member Benefits' investment choices. | Expenses vary by investment choice. We pre-select no-load funds which typically have lower expenses. | Expenses vary by investment choice. We pre-select no-load funds which typically have lower expenses. | |
| 12b-1 Fee This charge generally allows fund companies to compensate broker/dealers for selling their funds, with payment to the representative who sold the fund. This fee is also used to cover the marketing and distribution costs of the investment. | NONE | NONE | |
| Account Management Fee | NONE** | NONE** | |
| Trading/Distribution Fee | NONE | NONE | |
| Distribution Restrictions | NONE | NONE | |
| Surrender/Maturity Period The amount of time an investor must wait before withdrawing funds from an annuity without penalty. Can be many years long. | NONE | NONE | |
| Surrender Charges A fee charged by some annuities when an investor takes money out of his or her account during the surrender period. | NONE | NONE | |

*A minimum administrative fee of \$25 will be assessed to inactive accounts. Inactive accounts are accounts with no contributions within a calendar year.

** Account Management Fees may be subject to change.

Compare program features

| | WEA TSA Trust 403b and WEAC Traditional/Roth IRA | Other savings vehicle |
|---|--|-----------------------|
| Automatic Rebalancing | We offer automatic rebalancing for both Model Portfolios and do-it-yourself investing. | |
| Model Portfolio Management | Five Model Portfolio options from which to choose, based on results from a personalized risk profile analysis. | |
| Annual Fee Cap | \$300 fee cap for 403(b) accounts caps out when balance reaches \$85,714. \$600 fee cap for IRA (WEAC Member) caps out when balance reaches \$133,333, \$750 fee cap (non WEAC Member) when balance reaches \$166,666. | |
| High-quality, no-load Mutual Fund Lineup | Current lineup includes 23 investments: one fixed income option and 22 mutual funds (five of which are Target Retirement funds), plus Model Portfolios | |
| Flexible Withdrawal Options | Available options: Online, as a lump sum, scheduled payments, and declining balance. | |
| Financial Advisory and Financial Planning Services | Includes a free one-hour financial consultation once per year. Fee-based comprehensive financial planning services also available. | |
| 24/7 online access to your account(s) at weabenefits.com/yourmoney | My Retirement Goal Planner, financial calculators, articles, how-to videos, and more. | |
| Local representatives | Talk to a real person when you call. Retirement Specialists are available between 7:30am-5pm Monday-Friday and are here to serve Wisconsin public school employees and their families exclusively. | |

low fees

WEA TSA Trust participants pay one annual administrative fee of 0.35% with a \$300 annual fee cap.

FEES MATTER

Fees have a direct and sometimes dramatic impact on your earnings. "The number one factor in determining your rate of return—after asset allocation—is cost. Fees matter! Don't let anyone tell you otherwise."

Dan Otter, teacher and founder of 403bwise.com

WHICH ACCOUNT BALANCE WOULD YOU RATHER HAVE AFTER 30 YEARS?

| Fees | Ending Balance |
|-----------|----------------|
| 0.35% | \$459,406 |
| 1.4% fee | \$379,628 |
| 2.25% fee | \$326,413 |

Illustration assumes an annual contribution of \$5,000 and an annual rate of return of 7% over a period of 30 years. This is for illustrative purposes only and not indicative of any investment.

This comparison worksheet 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. 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. Minimum annual fee of \$25 for inactive accounts. Inactive accounts are accounts with no contributions within a calendar year. Mutual fund management fees apply. Redemption fees may apply to certain mutual funds.

