

Start your retirement savings

Congratulations!

You are taking an important step towards saving for retirement!

A Deferred Compensation Plan is a tool to help municipal employees save for retirement. Your participation in this special tax shelter is above and beyond the State of Wisconsin Retirement System which is provided to you by your employer.

Enrollment is easy. You can begin saving in this plan by filling out the [Enrollment Form](#) and faxing it back to **262-787-6802** or returning it to your Human Resources Department.

If you have questions about the investment choices or anything else, please call North Shore Bank at **414-964-3390**. We are available to meet at a time and place convenient to you.

North Shore Bank separates itself from the competition because we are a bank that has provided Wisconsin with over 100 years of personal service. We offer a variety of investments including mutual funds, FDIC insured CD's and a savings account in the plan.

- [View investment options](#)
- [View investment performance summary](#)

Thank you for your decision to save with North Shore Bank and we look forward to providing you with the best personal service in the industry.

Contact us today to get started!

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**NORTH
SHORE
BANK**

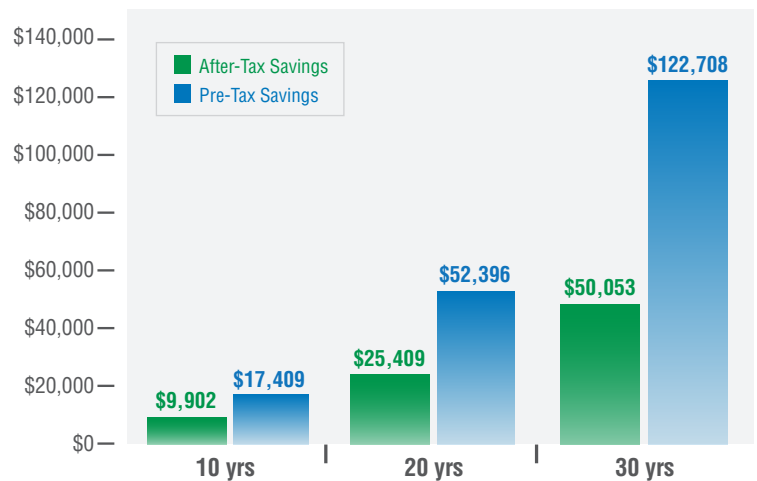
The Bank of You

The North Shore Bank Difference

Our Deferred Compensation program is a tax sheltered savings program under the Internal Revenue Code Section 457(b). Created by Congress, these programs help employees of municipalities, school districts and other governmental units save for a more comfortable retirement. Through this plan you are contributing pre-tax dollars to a retirement account, those dollars and earnings will not be taxed until you decide to withdraw them.

This plan provides:

- Tax deferred growth
- Reduces annual taxable income
- Distributions are taxed as regular income, but the 10% IRS penalty and early withdrawal penalty is never applied.



* Assuming 7% annual return and 28% federal and 6.93% state income tax bracket. Interest earning also taxable at the same rate.

Personal Service

We consider “personal” customer service to be what separates our 457(b) Deferred Compensation and Post-Employment Healthcare Reimbursement Plans from all others. We will be there with you every step of the way from choosing your initial investment choices or meeting with you to evaluate performance and review prior investment decisions you ARE a name and not a number to us.

Appropriate Investment Choices

Our retirement experts provide information on a multitude of investment choices. We have partnered with Transamerica Retirement Solutions and Nicholas Funds, which is located in Milwaukee, Wisconsin, to provide you with a large array of no-load mutual funds. As a bank, we are also able to provide you the safety and security of FDIC insured savings options with our bank Certificates of Deposit.

North Shore Bank

North Shore Bank has been serving Wisconsin communities for over 100 years. The “Bank of You” summarizes our philosophy in how we serve our customers. We care about the communities we serve and provide our customers with products and services that will help them achieve their goals. Whatever the goal is, we give our customers the tools and knowledge to manage their money so they can plan for retirement, buy a home, or help their children through college — we are there to help every step of the way.

Investment Options

This plan will provide you with the opportunity to simplify the investment selection process and “diversify” within an exclusive group of investment opportunities. The letter next to each option below corresponds to the investment choices located on the [Enrollment Form](#).

FDIC Insured Savings Certificates

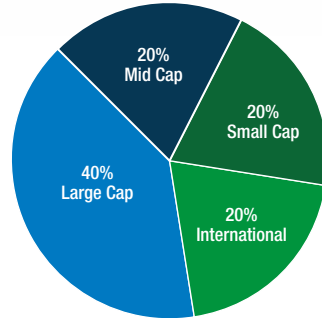
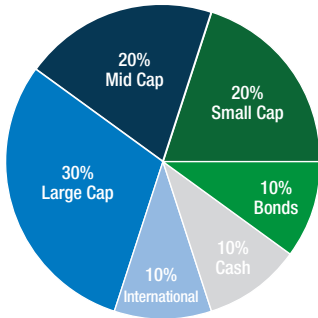
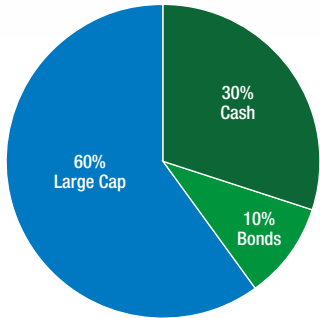
Minimum \$10.00 per pay period	A. North Shore Bank (NSB) – Variable-Rate Certificate Short Term Certificate		B. North Shore Bank (NSB) – Blended-Rate Certificate Long Term Certificate	

Target Date Fund

Minimum \$10.00 per fund per pay period	Y. T. Rowe Price Retirement Funds											
	2005	2010	2015	2020	2025	2030	2035	2040	2045	2050	2055	2060

Portfolio Allocated Funds

Minimum \$50.00 per pay period	N. Conservative Long-Term			O. Moderate Long-Term			P. Aggressive Long-Term		
	30% - North Shore Bank CD (B) 20% - Transamerica Stock Index R (D) 10% - Federated Hermes Total Return Bond (L) 10% - Transamerica Large Growth R (G) 10% - MFS Research R2 (F) 10% - BlackRock Equity Dividend R (C) 10% - American Funds Fundamental Investors R4 (U)			10% - North Shore Bank CD (B) 10% - Transamerica Stock Index R (D) 10% - Federated Hermes Total Return Bond (L) 10% - Transamerica Large Growth R (G) 10% - American Funds EuroPacific Growth R3 (M) 10% - Transamerica Mid Cap Value Opp R (H) 10% - Janus Henderson Triton R (K) 10% - MFS Mid Cap Growth R3 (S) 10% - Undiscovered Mgrs Behavioral Value A (V) 5% - BlackRock Equity Dividend R (C) 5% - American Funds Fundamental Investors R4 (U)			20% - American Funds EuroPacific Growth R3 (M) 15% - Transamerica Large Growth R (G) 10% - Transamerica Mid Cap Value Opp R (H) 10% - Janus Henderson Triton R (K) 10% - Transamerica Stock Index R (D) 10% - MFS Mid Cap Growth R3 (S) 10% - Undiscovered Mgrs Behavioral Value A (V) 5% - BlackRock Equity Dividend R (C) 5% - MFS Research R2 (F) 5% - American Funds Fundamental Investors R4 (U)		



Mutual Funds/Bonds

Minimum \$10.00 per fund per pay period	L. Federated Hermes Total Return Bond		R. Eaton Vance High Income Opportunities A Fund	

Manage Yourself Mutual Funds/Stocks

Minimum \$10.00 per fund per pay period		VALUE	BLEND	GROWTH
	Large Cap	C. BlackRock Equity Dividend R F. MFS Research R2	D. Transamerica Stock Index R U. American Funds Fundamental Investors R4	G. Transamerica Large Growth R
	Mid Cap	H. Transamerica Mid Cap Value Opp R T. Nicholas Equity Income Fund	E. Nicholas Fund	I. Nicholas II Fund S. MFS Mid Cap Growth R3
	Small Cap	V. Undiscovered Mgrs Behavioral Value A	Q. Goldman Sachs Small Cap Value Instl	J. Nicholas Limited Edition Fund K. Janus Henderson Triton R
	International		M. American Funds EuroPacific Growth R3	

Real Estate Funds

Minimum \$10.00 per fund per pay period	X. Cohen & Steers Real Estate Securities A	

Frequently Asked Questions

What are the minimum and maximum amounts I can contribute?

The minimum deferral is \$10.00 per pay period. The maximum deferral may change annually. As of tax year 2025 the contribution limit is \$23,500. Employees age 50 and older are eligible for catch up contributions of an additional \$7,500 with total allowable to \$31,000. There is a \$10,000 catchup for participants age 60-62, for a total allowable of \$33,500.

What costs are involved?

There are no service charges or administrative fees for funds allocated to a North Shore Bank Certificate of Deposit. A small annual asset fee is incurred when funds are allocated to the mutual fund options.

How are my distributions paid to me when I retire?

Distributions are not required at the time of retirement, but are required beginning in the year you attain the age of 73 years. However, you may elect to take your distribution at termination of employment as a lump sum, monthly, quarterly or annual payment. You may also choose to roll over your funds as permitted in your plan document. North Shore Bank will assist you in structuring your payments to meet your individual needs and goals.

May I participate in this plan in addition to other retirement plans?

Yes, participation in this plan does not stop you from participating in other retirement plans.

Common Forms

[Enrollment Form/Amendment](#)

[Rollover to North Shore Bank](#)

[Investment Options](#)

[Investment Performance Summary](#)

*The investment options provided within this plan are NOT a deposit or other obligation of North Shore Bank or its affiliates; are NOT guaranteed by North Shore Bank or its affiliates; are NOT insured by the FDIC or any other agency of the United States; are subject to investment risk, including possible loss of value. Neither the Employer nor North Shore Bank can provide any level of assurance that these funds will perform in a specific manner. Last fund update August 2021.

Enrollment is easy!

- ➔ Complete the top portion of the [Enrollment Form](#)
- ➔ Complete “Section – Deposit Directive”
 - Indicate the total dollar amount you wish to defer
 - Indicate how you would like your dollars allocated
- ➔ Complete “Section – Designation of Beneficiary”
If necessary please seek legal assistance in this matter
- ➔ Please sign and fax your completed form to North Shore Bank at 262-787-6802 or return it to your Human Resources Department



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