



Why enroll in the FBC Deferred Compensation Program?

Participating in an employer-sponsored retirement plan is an important part of preparing for your financial future. The Fringe Benefits Consortium (FBC) Deferred Compensation Program can be a great option to complement your pension.

1 More choice

With the FBC Deferred Compensation Program, you have access to more than just a traditional 403(b). In addition to the traditional, pre-tax 403(b) option, you can choose to enroll in a Roth 403(b) plan or a 457(b) plan.

Traditional 403(b) Plan	Roth 403(b) Plan	FBC-Exclusive 457(b)
Contributions taken before tax, lowering taxable income	Contributions taken after taxes	Contributions taken before tax, lowering taxable income
Withdrawals are taxed as ordinary income	Qualified withdrawals are tax-free¹	Withdrawals are taxed as ordinary income
In-service withdrawals allowed beginning at age 59½	In-service withdrawals allowed beginning at age 59½	In-service withdrawals allowed beginning at age 59½ with no 10% early withdrawal penalty for withdrawals prior to age 59½²

¹ Subject to requirements: Roth contributions must be in your account for at least five years and the money withdrawn after age 59½, death or disability. Any earnings on Roth contributions may be distributed tax-free if the withdrawal is a qualified distribution. Earnings on Roth contributions will be taxed unless withdrawals are a qualified distribution as defined by the IRS.

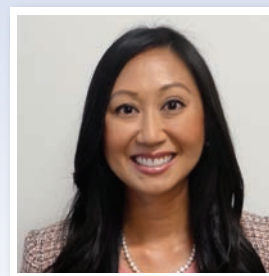
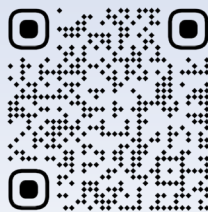
² Must be separated from service if taking a withdrawal prior to age 59½.

Advantages of the FBC Deferred Compensation Program

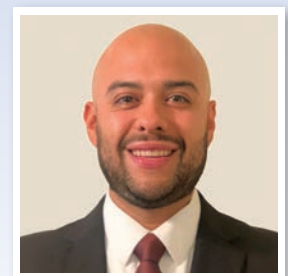
- » Access to Roth 403(b) and 457(b) plans
- » Local, salaried Retirement Plan Advisors to help you every step of the way
- » Diverse investment options
- » Additional services to help you invest confidently
- » Competitive fees to keep your money working harder for you

2 Real help from real people

Local, salaried, licensed representatives are available to answer your questions about the FBC Deferred Compensation Program, your investment choices, getting started, and even your retirement readiness at no additional cost to you. These Retirement Plan Advisors (RPAs) are committed to looking out for your best interests. You can set up an online meeting with your RPA at www.MyFBCretirement.com or by scanning the QR code.



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3 Diverse investment options

The FBC Deferred Compensation Program has a wide array of investment options for you to choose from which have been selected by LeafHouse Financial³, the national Registered Investment Advisor chosen by San Diego County Office of Education's FBC Board to provide total fiduciary responsibility for the program. This means that they are legally bound to work for your best interest alone, including rigorous investment oversight with no commissions or potential conflicts of interest.

Choose from pre-diversified options, such as a target date fund, or create your own portfolio from the available options in your plan. For more flexibility, a Self-Directed Brokerage Account (SDBA) allows you to select from numerous mutual funds and other types of securities not found in the Program's core investment lineup. The SDBA is intended for knowledgeable investors who acknowledge and understand the risks associated with the investments contained in the SDBA.

4 Investment strategies for the long-term

If you don't have the time or interest in choosing your own investments, or just want help from financial professionals, the FBC Deferred Compensation Program offers an optional benefit called the Empower Advisory Services, offered by Empower Advisory Group, LLC, a registered investment adviser. You can choose from the following services:

- » **ONLINE ADVICE:** An online service that recommends a target asset allocation strategy based on your input at no additional cost to you
- » **MY TOTAL RETIREMENT:** A managed account service that will build, monitor, and manage an investment strategy based on your unique situation for an annual fee (charged quarterly based on a percentage of your assets under management)

5 Potentially lower fees

The FBC Deferred Compensation Program offers lower cost plans compared to other 403(b) options available to you, according to CalSTRS.⁴ Paying less in fees means more of your contributions stay invested to help potentially grow your retirement savings. Compare the fees in the FBC to other providers:

Fee/Expense Type	FBC Deferred Compensation Program	Other Plan or IRA
Administrative Fee	0.15% of your account balance	
Mortality and Expense Fee (M&E)	NONE	
Contingent Deferred Sales Charge (CDSC)	NONE	
Sales Charges or Loads	NONE	
Investment Management Fee	Varies by investment option between 0.01% and 1.28% (see investment performance sheet for specific fees) ⁵	
Transfer or Exchange Fee	NONE	
Transaction Fee	NONE	
Distribution Fee	\$25 - \$75 (depending on distribution type)	
403(b) Plan Fee [Not exclusive to the FBC – charged by the third party administrator, SchoolsFirst, for all <i>actively contributing</i> participants in a 403(b) plan]	\$2/month maximum (no \$2 fee for the 457 Plan)	

This is not a complete list of fees. There may be additional fees applicable to other plans or IRAs, or for optional services available within the Plans.

³ LeafHouse Financial is not affiliated with Empower Retirement, LLC and its affiliates.

⁴ Source: 403bcompare.com, as of 9/30/2022.

⁵ Actual fund operating expenses may be less if the fund offers a waiver or reimbursement which is subject to an expiration date. Includes asset allocation funds, which may be subject to a fund operating expense at the fund operating expense level, as well as a prorated fund operating expense for each underlying fund in which they invest. For more information, please refer to the fund disclosure document.

Investing involves risk, including possible loss of principal.

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