



NORTH SHORE BANK

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Welcome DJ Hostettler

Please join me in welcoming our newest team member Denis (DJ) Hostettler (not to be confused with Dennis Christoffel!). DJ has been with North Shore Bank since 2020, serving as a Senior Contact Center Specialist.

Starting this quarter, DJ will be your primary contact for contribution processing for our municipalities. We're thrilled to have him on board and excited for the value he'll bring to our team!

Roth Update

The wait is almost over—our Roth 457(b) option is set to launch this quarter. A separate notice will be sent once this option is officially available. With this addition, you'll be able to contribute to a traditional 457(b) (tax-deferred), a Roth 457(b), or both, if you choose.

For tax year 2025, the combined contribution limit across both accounts is \$23,500. Beginning in 2026, all catch-up contributions will be required to go into a Roth account. If you are in this group, we'll reach out directly to guide you through the paperwork to open your Roth 457(b).

Which account option fits you best?

457(b) Tax-Deferred (Pay Taxes Later)

- Contributions are deducted from your paycheck before taxes
- May reduce your annual taxable income
- Distributions are taxed as regular income at any age once you break employment
- Required minimum distributions begin at age 73

457(b) Roth (Pay Taxes Now)

- Contributions are deducted from your paycheck after taxes
- Does not reduce your annual taxable income
- Earnings grow tax-free
- Tax-free withdrawals after 5 years of investing and attaining age 59½

Certificates of Deposit

Certificates of Deposit (CDs) are available for your 457(b) and HRA accounts. Please contact us if you are interested in this investment option.

CD Specials* Rates effective as of 9/25/2025

<u>Term</u>	<u>Minimum Account Balance</u>	<u>Interest Rate</u>	<u>APY</u>
7-Month CD	\$1,000	3.94%	4.00%
13-Month CD	\$1,000	3.60%	3.65%
25-Month CD	\$1,000	3.46%	3.50%
10-Year CD	\$1,000	3.71%	3.75%

*Rates are effective as of 9/25/2025. The Annual Percentage Yields (APYs) assume that the current interest rates will be in effect for one year and that the interest credited remains on deposit. Penalty for early withdrawal. A withdrawal will reduce earnings. Valid for personal accounts only. Certificates of Deposit held at North Shore Bank are FDIC-insured.

Contact Us

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To our New Participants

Welcome! Thank you for choosing North Shore Bank to help you save for retirement.

You're receiving this newsletter and fund return sheet to keep you informed about any updates to your plan.

Additionally, you'll receive a quarterly account statement from North Shore Bank. You might be wondering, "Why do I get this statement with such a small balance from North Shore Bank?" Your first deferral into the plan is used to open an account with us for IRS reporting purposes. After that, all future contributions are allocated based on your investment selections. You will also receive a separate statement from Transamerica detailing your chosen funds and account balances.

If you have any questions about your plan, contact us at any time.

Eight Mistakes That Can Upend Your Retirement

Pursuing your retirement dreams is challenging enough without making some common, and very avoidable, mistakes. Here are eight big mistakes to steer clear of, if possible.

1. No Strategy: Yes, the biggest mistake is having no strategy at all. Without a strategy, you may have no goals, leaving you no way of knowing how you'll get there—and if you've even arrived. Creating a strategy may increase your potential for success, both before and after retirement.

2. Frequent Trading: Chasing "hot" investments often leads to despair. Create an asset allocation strategy that is properly diversified to reflect your objectives, risk tolerance, and time horizon; then make adjustments based on changes in your personal situation, not due to market ups and downs.¹

3. Not Maximizing Tax-Deferred Savings: Workers have tax-advantaged ways to save for retirement. Not participating in your employer's defined contribution plan may be a mistake, especially when you're passing up free money in the form of employer-matching contributions.²

4. Prioritizing College Funding over Retirement: Your kids' college education is important, but you may not want to sacrifice your retirement for it. Remember, you can get loans and grants for college, but you can't for your retirement.

5. Overlooking Healthcare Costs: Extended care may be an expense that can undermine your financial strategy for retirement if you don't prepare for it.

6. Not Adjusting Your Investment Approach Well Before Retirement: The last thing your retirement portfolio can afford is a sharp fall in stock prices and a sustained bear market at the moment you're ready to stop working. Consider adjusting your asset allocation in advance of tapping your savings so you're not selling stocks when prices are depressed.³

7. Retiring with Too Much Debt: If too much debt is bad when you're making money, it can be deadly when you're living in retirement. Consider managing or reducing your debt level before you retire.

8. It's Not Only About Money: Above all, a rewarding retirement requires good health, so maintain a healthy diet, exercise regularly, stay socially involved and remain intellectually active.

1. The return and principal value of stock prices will fluctuate as market conditions change. And shares, when sold, may be worth more or less than their original cost. Asset allocation and diversification are approaches to help manage investment risk. Asset allocation and diversification do not guarantee against investment loss. Past performance does not guarantee future results.

2. Under the SECURE Act, in most circumstances, you must begin taking required minimum distributions from your 401(k) or other defined contribution plan in the year you turn 73. Withdrawals from your 401(k) or other defined contribution plans are taxed as ordinary income, and if taken before age 59½, may be subject to a 10% federal income tax penalty."

3. The return and principal value of stock prices will fluctuate as market conditions change. And shares, when sold, may be worth more or less than their original cost. Asset allocation is an approach to help manage investment risk. Asset allocation does not guarantee against investment loss. Past performance does not guarantee future results.

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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.

More Photos Needed to Fill Our 2026 Calendar!

We want YOU to be part of our *2026 Wisconsin's Treasures Calendar*, showcasing our beautiful state. We wouldn't be here without YOU, and we want to thank you by showing off your community treasures in our free calendar!

We've received some great photos, but we need more to fill the pages.

Photo Guidelines:

- Must be in a horizontal (landscape) format.
- All pictures must be Wisconsin scenery taken by an amateur photographer.
- Include the photographer's name and where the picture was taken.
- Pictures must be high-res images (at least 300 dpi) for proper image quality and taken from a 5MP camera or larger.
- Email pictures in either jpeg or tiff format to: retirement@northshorebank.com

Go Paperless

North Shore Bank eStatements:

<https://online.northshorebank.com/auth/Enrollment> and follow the instructions to sign up for eStatements!

Transamerica eStatements:

<https://transamerica.com/portal> and select Create Account and follow the prompts to sign up for eStatements!

Build Your Financial Future with a Free Checking Account

As a valued 457(b) or Post Employment HRA client, you're eligible to open a free checking account at North Shore Bank!

Whether you're ready to start an emergency fund or simply looking for a trusted bank for all your everyday needs, we're here to help!