



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!

BECKY REINHARDT
Vice President
Retirement Services Manager
414-964-3390
rreinhardt@northshorebank.com

VIKKI L. DOLEZAL, CRC®
Assistant Vice President
Retirement Services Consultant
414-964-3390
vdolezal@northshorebank.com



Flexibility to Fit Your Financial Goals

Our 457(b) Plan offers both tax-deferred and Roth after-tax savings options, as defined under IRS Code Section 457(b). Created by Congress, these plans help public employees save for a more comfortable retirement. Through this Plan you can contribute pre-tax and/or after-tax dollars to your retirement account.

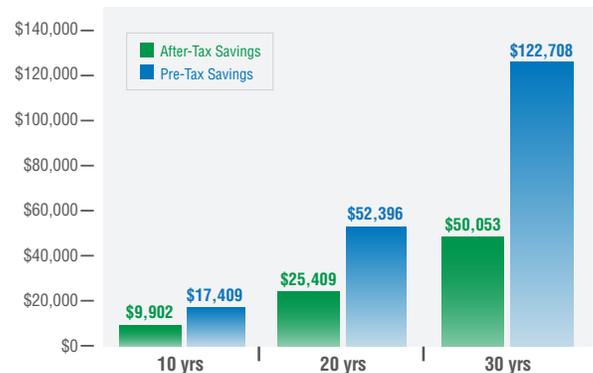
This Plan provides two savings options:

457(b) TAX-DEFERRED (Pay Taxes Later)	457(b) ROTH (Pay Taxes Now)
Contributions are deducted from your paycheck before taxes	Contributions are deducted from your paycheck after taxes
May reduce your annual taxable income	Does not reduce your annual taxable income
Distributions are taxed as regular income at any age once you break employment	Earnings grow tax-free
Required minimum distributions begin at age 73	Tax-free withdrawals after 5 years of investing and attaining age 59½

Which 457(b) option fits you best?

You can choose to contribute to a 457(b) tax-deferred option, a 457(b) Roth option, or both.

If you prefer to reduce your taxable income now, the tax-deferred option may be a good fit. If current taxable income isn't a concern, you might consider the Roth option, which allows for tax-free withdrawals in retirement. Enrolling in both options can provide the advantages of each.



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

The North Shore Bank Difference

PERSONAL SERVICE

We consider personal customer service to be what separates our 457(b) Plan 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, to provide you with a large array of no-load mutual funds. As a bank, we are also able to provide you with the safety and security of FDIC insured savings options with our bank Certificates of Deposit – *not available for Roth 457(b)*.

HELPING YOU SUCCEED SINCE 1923

North Shore Bank has been serving Wisconsin communities for over 100 years. We care about the communities we serve and provide our customers with products and services that will help them achieve their goals. Whatever your goal is, we provide you with the tools and knowledge to manage your money so you can plan for retirement, buy a home, or help your children through college—we are here 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](#). Click on an investment option to open its fund fact sheet.

FDIC Insured Savings Certificates (Not available for Roth 457(b))

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](#)

Mutual Funds/Fixed Income

Minimum \$10.00 per fund per pay period

[L. Federated Hermes Total Return Bond](#)

[R. Eaton Vance High Income Opportunities A Fund](#)

[Z. Federated Hermes US Treasury Cash Reserves Service](#)

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

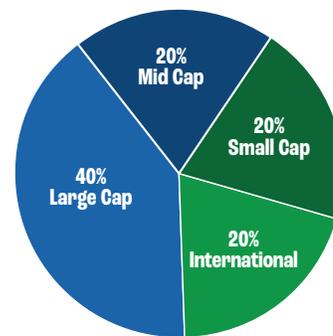
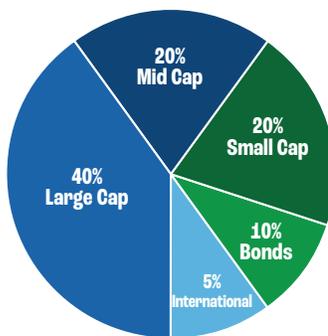
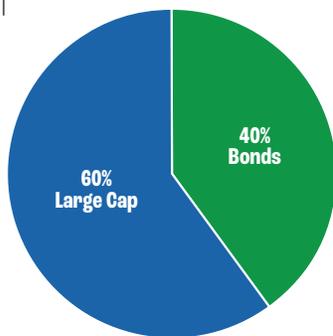
[30% -Eaton Vance High Income Opportunities A Fund \(R\)](#)
[20% -Transamerica Stock Index R \(D\)](#)
[10% -Federated Hermes Total Return Bond \(L\)](#)
[10% -Transamerica Large Growth R \(G\)](#)
[10% -MFS Research R2 \(F\)](#)
[10% -BlackRock Equity Dividend R \(C\)](#)
[10% -American Funds Fundamental Invs R4 \(U\)](#)

O. Moderate Long-Term

[10% - Transamerica Stock Index R \(D\)](#)
[10% - Federated Hermes Total Return Bond \(L\)](#)
[10% - Transamerica Large Growth R \(G\)](#)
[10% - American Funds EUPAC R3 \(M\)](#)
[10% - Transamerica Mid Cap Value Opps R \(H\)](#)
[10% - Janus Henderson Triton R \(K\)](#)
[10% - MFS Mid Cap Growth R3 \(S\)](#)
[10% - Undiscovered Mgrs Behavioral Value A \(V\)](#)
[10% - BlackRock Equity Dividend R \(C\)](#)
[10% - American Funds Fundamental Invs R4 \(U\)](#)

P. Aggressive Long-Term

[20% - American Funds EUPAC R3 \(M\)](#)
[15% - Transamerica Large Growth R \(G\)](#)
[10% - Transamerica Mid Cap Value Opps 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 Invs R4 \(U\)](#)



Manage Yourself Mutual Funds/Stocks

Minimum \$10.00 per fund per pay period

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

Real Estate Funds

Minimum \$10.00 per fund per pay period

[X. Cohen & Steers Real Estate Securities A](#)

Our representatives may not give legal or tax advice. Please consult your attorney or tax advisor for answers to your specific tax questions. Your North Shore Bank 457(b) Plan can be funded by both FDIC Insured North Shore Bank certificates of deposit and/or non-Bank investments provided through TransAmerica Funds. Investments held in North Shore Bank CDs are FDIC insured (options A & B listed above). However, investments other than North Shore Bank CDs are NOT a deposit or other obligation of the bank or its affiliates; NOT insured by the FDIC or any other agency of the United States; are subject to investment risk, including possible loss of value. All options except A & B are non-deposit investment products.

Frequently Asked Questions

What are the minimum and maximum amounts I can contribute?

The minimum deferral is \$10.00 pay period. The maximum deferral aggregates between 457(b) tax-deferred and Roth and may change annually. As of tax year 2026 the contribution limit is \$24,500. Participants age 50 and older are eligible for catch up contributions of an additional \$8,000 with total allowable to \$32,500. There is a \$11,250 catchup for participants age 60-62 for a total allowable of \$35,750. Roth adjusted gross income to be eligible for contribution is \$150,000 per year.

What costs are involved?

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

How are my distributions paid to me when I retire?

457(b) tax-deferred distributions are not required at 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 permitted in your plan document. North Shore Bank will assist you in structuring your payments to meet your individual needs and goals.

457(b) Roth have no required distributions. You can access tax-free withdrawals after you attain age 59 ½ and 5 years of investing.

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.

Enrollment is Easy!

Complete the top portion of the [Enrollment Form](#)

- **Complete “Section III – Deferral Amount and Investment Selection”**
 - Indicate the total dollar amount you wish to defer
 - Indicate how you would like your dollars allocated

- **Complete “Section IV – Beneficiary Designation”**
If necessary, please seek legal assistance in this matter

- **Please sign and fax your completed form to North Shore Bank at 262-787-6802**
 - If using the Web Form, submit electronically
 - If using the PDF Form, fax to North Shore Bank at 262-787-6802 or return it to your Human Resources Department

Common Forms

[Enrollment Form/Amendment](#)

[Rollover to North Shore Bank](#)

[Investment Options](#)

[Investment Performance Summary](#)



Member FDIC

*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 January 2026.



**NORTH
SHORE
BANK**