



Dana Kepner Company



**Dana Kepner  
Company  
401(k) Plan**

# Advantages of saving in your plan

| Features                  | Benefits  |
|---------------------------|---|
| Payroll withholding       | <ul style="list-style-type: none"><li>• Pay yourself first</li><li>• Easy and convenient – Automatic Enrollment at 5% of pay</li></ul>  |
| Pretax contributions      | <ul style="list-style-type: none"><li>• Reduces current taxes</li><li>• Earnings grow tax-deferred</li></ul>  |
| Roth 401(k) contributions | <ul style="list-style-type: none"><li>• Earnings are tax-free for qualified withdrawals</li><li>• Withdrawals not subject to income tax if certain requirements are met</li></ul> |
| Company match             | <ul style="list-style-type: none"><li>• <b>Additional savings for you!</b></li></ul>  |

# Contribution limits effective January 1, 2020



- Maximum Employee Contribution Increase
  - Effective **January 1, 2020**, the 401(k) employee contribution limit rises to **\$19,500**, a \$500.00 increase from 2019. The catch-up contribution limit will also increase to **\$6,500**.
  - Please keep these numbers in mind as you begin to plan for your 2020 401(k) payroll deductions.

# Roth 401(k) - So how should I choose?

---

## Roth 401(k)

- *Higher* tax rate expected at retirement
- Locks in current tax rate
- Tax-free distributions at retirement if qualifications are met
- If you're ineligible for Roth IRA

## Pretax 401(k)

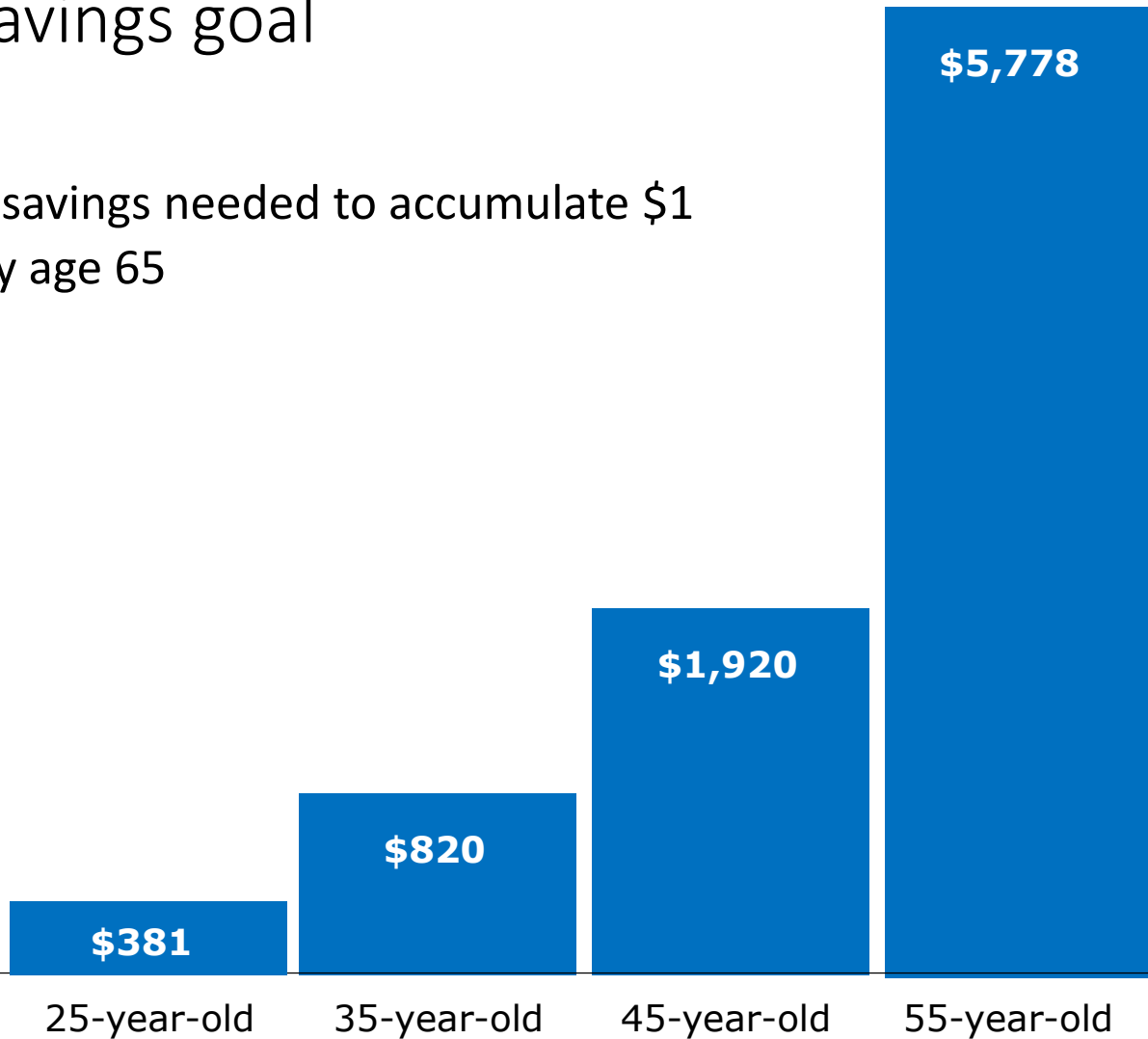
- *Lower* tax rate expected at retirement
- Reduces current tax burden
- Taxable distributions at retirement

Roth 401(k) *and* pretax 401(k) if your plan allows

- Tax diversification

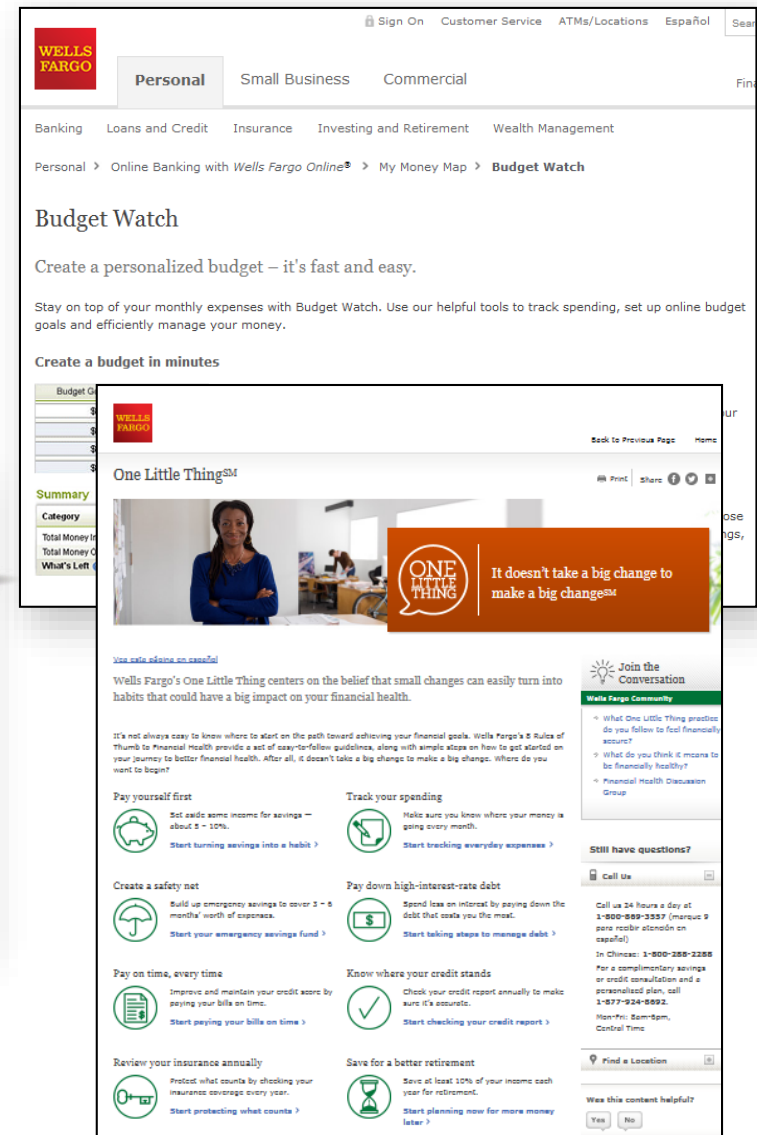
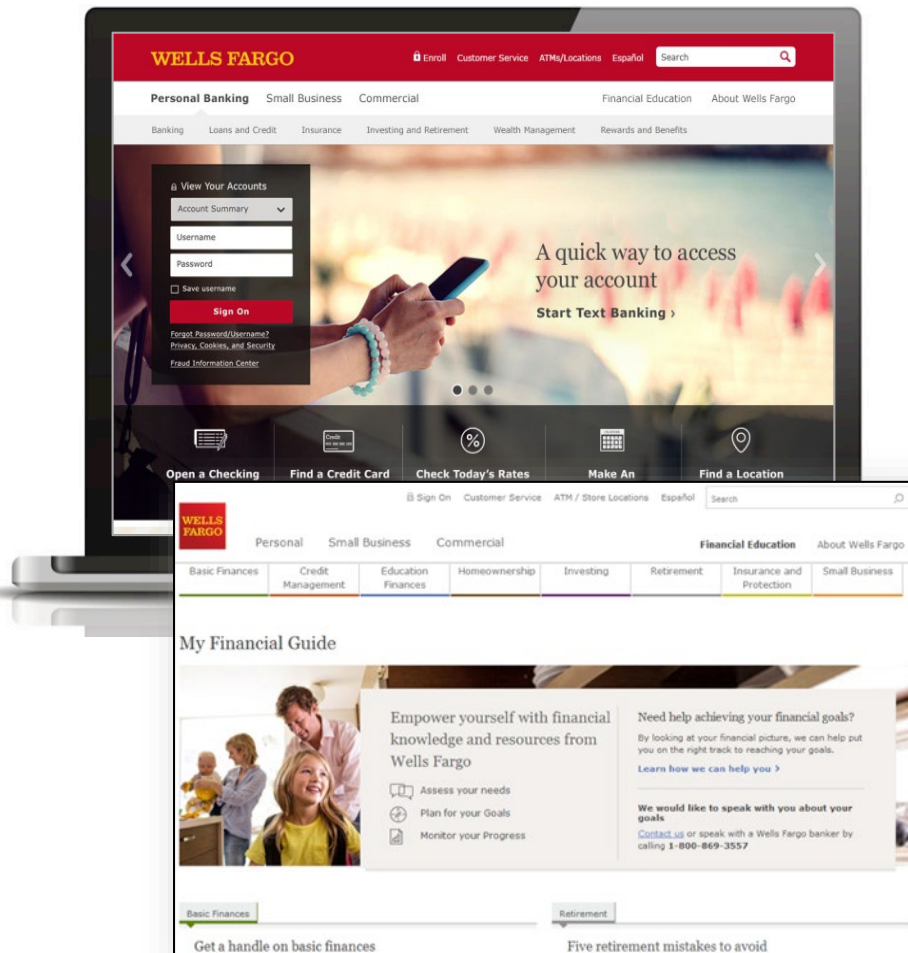
# The earlier you start, the easier it may be to reach your savings goal

Monthly savings needed to accumulate \$1 million by age 65



© Morningstar 2019. All rights reserved. This is for illustrative purposes only and not indicative of any investment. The image represents monthly savings necessary using a 7% hypothetical rate of return (compounded). Examples are for illustration purposes only. Estimates are based on the assumptions noted, do not guarantee or imply a projection of actual results, and do not include the effect of taxes or fees. Wells Fargo Institutional Retirement & Trust cannot guarantee results under any savings or investment program and cannot guarantee that you will meet your retirement savings goal.

# Use online budgeting resources

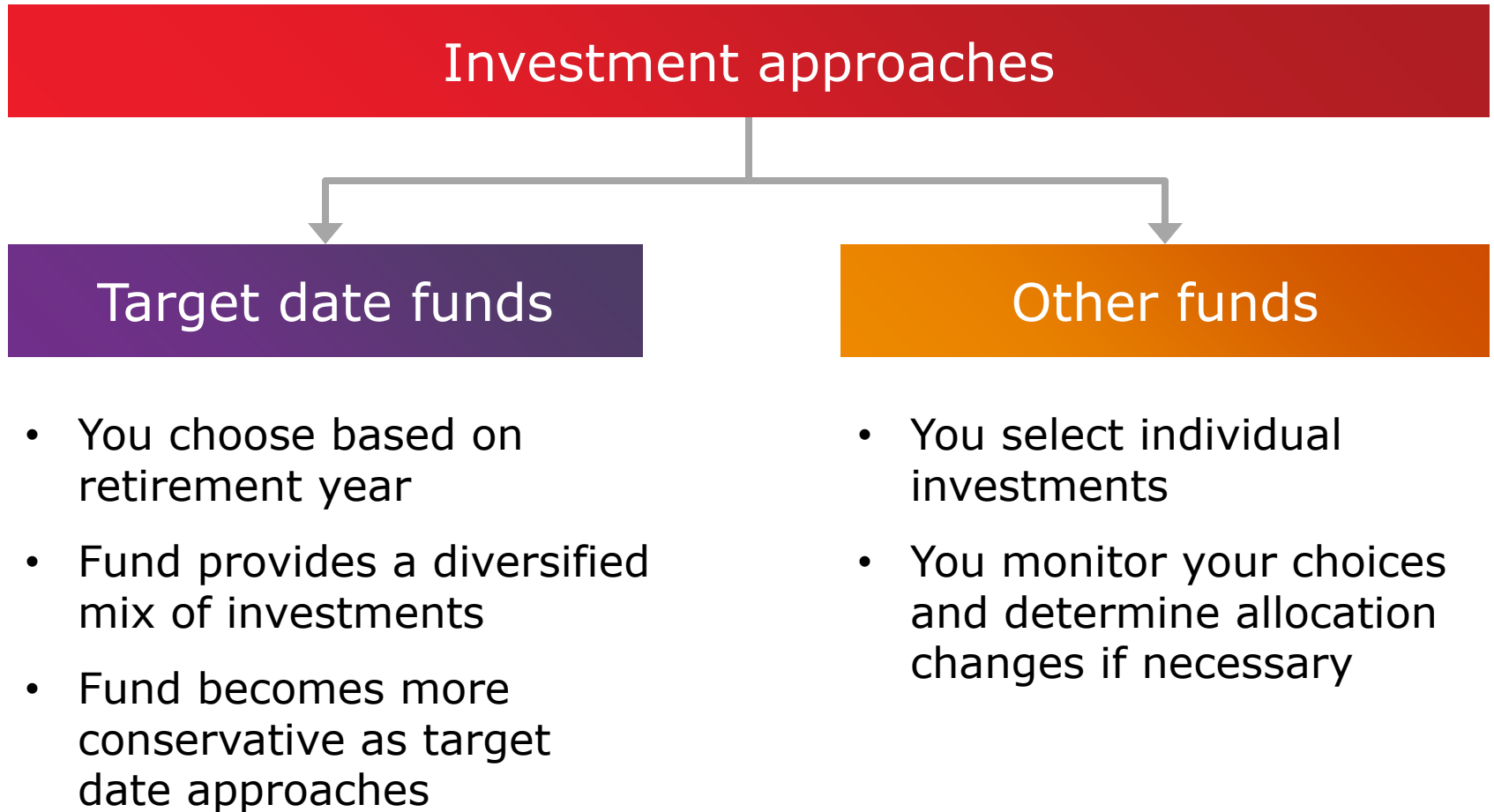


# Other Changes for 2020

The Wells Fargo logo, consisting of the words "WELLS" and "FARGO" in yellow, stacked vertically, on a red rectangular background.

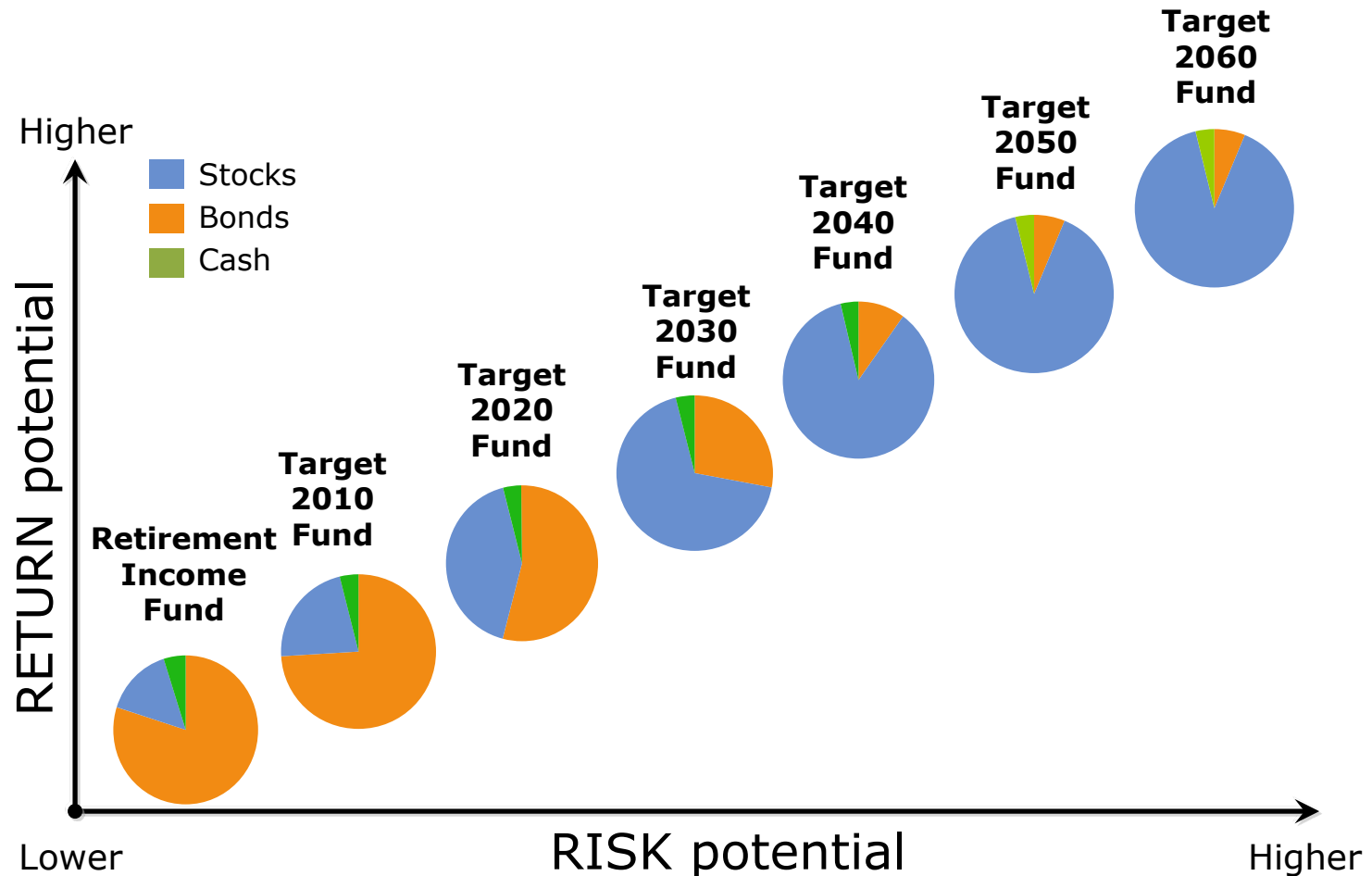
- **Distribution options expanded**
  - Plan will permit installment payments and partial distributions to provide more flexibility
- **Fee Reduction**
  - Plan administrative costs being reduced from 0.35% to 0.30%. (lower costs mean more earnings you keep)
- **Electronic Delivery**
  - The delivery of participant statements, plan notices and ongoing educational information will default to electronic delivery to your email.
- **Easy Enrollment**
  - If you opted out of Auto-enrollment you will be able to use simplified Easy Enrollment feature to join the plan

# Investment options





# Vanguard Target Date Funds



The charts shown above illustrate the relative differences in the Target Date Funds' asset allocations. As the pie charts indicate, there is a decreasing holding of stocks, and an increasing holding of bonds and cash as funds approach their retirement date. Actual allocations of the Wells Fargo Dow Jones Target Date Funds will change over time. For current fund allocations, please go to [wellsfargo.com/advantagefunds](https://wellsfargo.com/advantagefunds).

Investments in Retirement Plans:

**NOT FDIC INSURED • NO BANK GUARANTEE • MAY LOSE VALUE**

# Individual funds

| Stable value/<br>money market<br>funds   | Bond  | Balanced   | Large<br>Cap<br>Stock   | Mid<br>Cap<br>Stock  | Small<br>Cap<br>Stock  | International   |
|--|---|--|---|--|--|---|
| <ul style="list-style-type: none"> <li>▪ <b>WF Stable Return Fund</b></li> </ul> | <ul style="list-style-type: none"> <li>▪ <b>Metro West Total Return Bond</b></li> <li>▪ <b>American Century Inflation Protected Fund</b></li> </ul> | <ul style="list-style-type: none"> <li>▪ <b>Janus Henderson Balanced Fund</b></li> </ul> | <i>Growth</i> <ul style="list-style-type: none"> <li>▪ <b>JP Morgan Large Cap Growth</b></li> </ul> <i>Blend</i> <ul style="list-style-type: none"> <li>▪ <b>WF.BlackRock S&amp;P 500 Index</b></li> </ul> <i>Value</i> <ul style="list-style-type: none"> <li>▪ <b>Invesco Comstock</b></li> </ul> | <i>Blend</i> <ul style="list-style-type: none"> <li>▪ <b>WF BlackRock S&amp;P Mid Cap Index</b></li> </ul> | <i>Growth</i> <ul style="list-style-type: none"> <li>▪ <b>Baron Small Cap</b></li> </ul> <i>Value</i> <ul style="list-style-type: none"> <li>▪ <b>Goldman Sachs Small Cap Value</b></li> </ul> | <i>Growth</i> <ul style="list-style-type: none"> <li>▪ <b>American Funds EuroPacific Growth</b></li> </ul> <i>Blend</i> <ul style="list-style-type: none"> <li>▪ <b>Vanguard Total Int'l Stock Index</b></li> </ul> |

**Mutual funds are sold by prospectus. Please consider the investment objectives, risks, charges and expenses carefully before investing. The prospectus, which contains this and other information, can be obtained by calling your financial advisor or calling the Wells Fargo Retirement Service Center, visiting the Wells Fargo website, or calling your plan administrator. Read the prospectus carefully before you invest.**

For more information about these funds including fees and expenses, obtain a current prospectus by calling the Wells Fargo Retirement Service Center, visiting the plan website, or calling your plan administrator.

Refer to the Disclosures section for important information.

# We can help with your important decisions

## Retirement Investment Advice program

**Suggested  
retirement  
age and  
savings rate**

**Strategies to  
help get on  
track**

**Recommended  
funds and  
allocations**

**No cost to you**

The program does not guarantee a profit or return of principal and investments may lose value. Retirement Investment Advice is delivered through connectivity with Morningstar Investment Management LLC and is intended for citizens or legal residents of the United States or its territories. Investment allocation strategies are based on Morningstar Investment Management's analysis of the eligible funds within the plan and participant personal and financial data. The participant may provide specific additional information about assets outside the plan, which will be taken into account in providing an asset allocation recommendation; however, no advice will be provided with respect to the investment of assets outside the plan. You must decide whether to implement the investment recommendations. The Morningstar name and trademarks are used under license from Morningstar, Inc. Morningstar Investment Management LLC is a registered investment advisor and subsidiary of Morningstar, Inc., neither of which are an affiliate of Wells Fargo Institutional Retirement and Trust or its affiliates. Please carefully review the disclosure document for a full description of services, including fees and expenses.

| Investments in Retirement Plans: |                   |                |
|----------------------------------|-------------------|----------------|
| NOT FDIC-Insured                 | NO Bank Guarantee | MAY Lose Value |

# Available by phone or online

Need a plan for your plan?  
We'll help you focus.

Give us 10 minutes, and we'll walk you through how much to save, where to invest it  
and options for retirement (Seriously, You'll  
Want to see our Privacy Policy)

Let's Get Started


We see

No cookie-cutter  
other money you  
401(k)s, your spouse

Let's Get Started


## Here's Our Advice

Build your plan around these key numbers.

 Overall Annual Savings ⓘ

5% → 7%

Started At Going Forward

 Retire At ⓘ

65 → 67

Started At Going Forward

**OVERALL SAVINGS INCLUDES**

|                       |    |
|-----------------------|----|
| Current Employer Plan | 7% |
| Your Other Account    | 0% |

Take on an aggressive amount of risk overall.

Contribute to these investments within Your Employer Plan.

Back

Accounts/Expenses Our Advice Final

## Confirm changes to your strategy?

Here's how your changes will affect your retirement strategy.

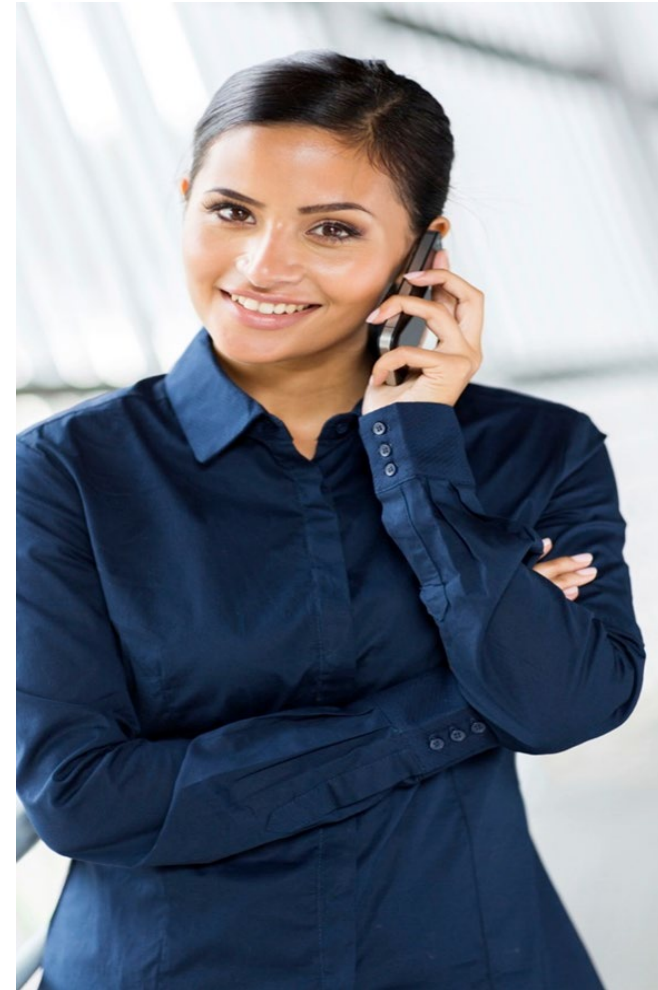
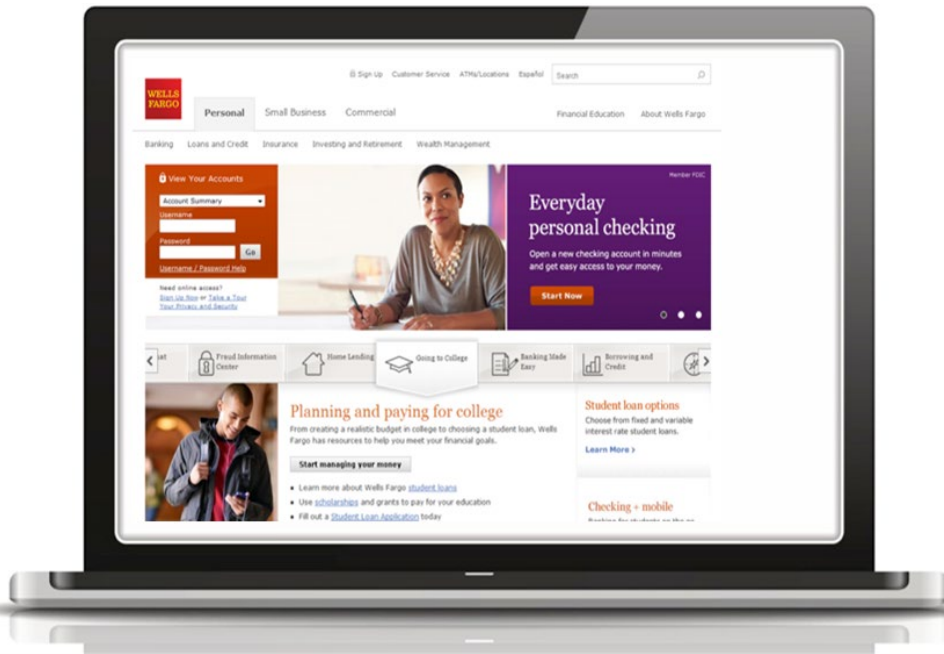
| Your Key Values                        | Started At            | Going Forward |
|--|-----------------------|---------------|
| Overall Annual Savings                 | 5% (\$1,750)          | 7% (\$2,450)  |
| Current Employer Plan                  | 5% (\$1,750)          | 7% (\$2,450)  |
| Retire at                              | Age 65                | Age 65        |
| Social Security Start Age              | Age 67                | Age 67        |
| In retirement, live off an estimated   | \$22,476/year         | \$23,896/year |
| Overall Risk level of investments      | Moderately Aggressive | Aggressive    |
| Risk level of SALES DEMO 2 investments | Moderately Aggressive | Aggressive    |
| Your SALES DEMO 2 investments          |                       | Will Change   |

After confirming, come back every three months.

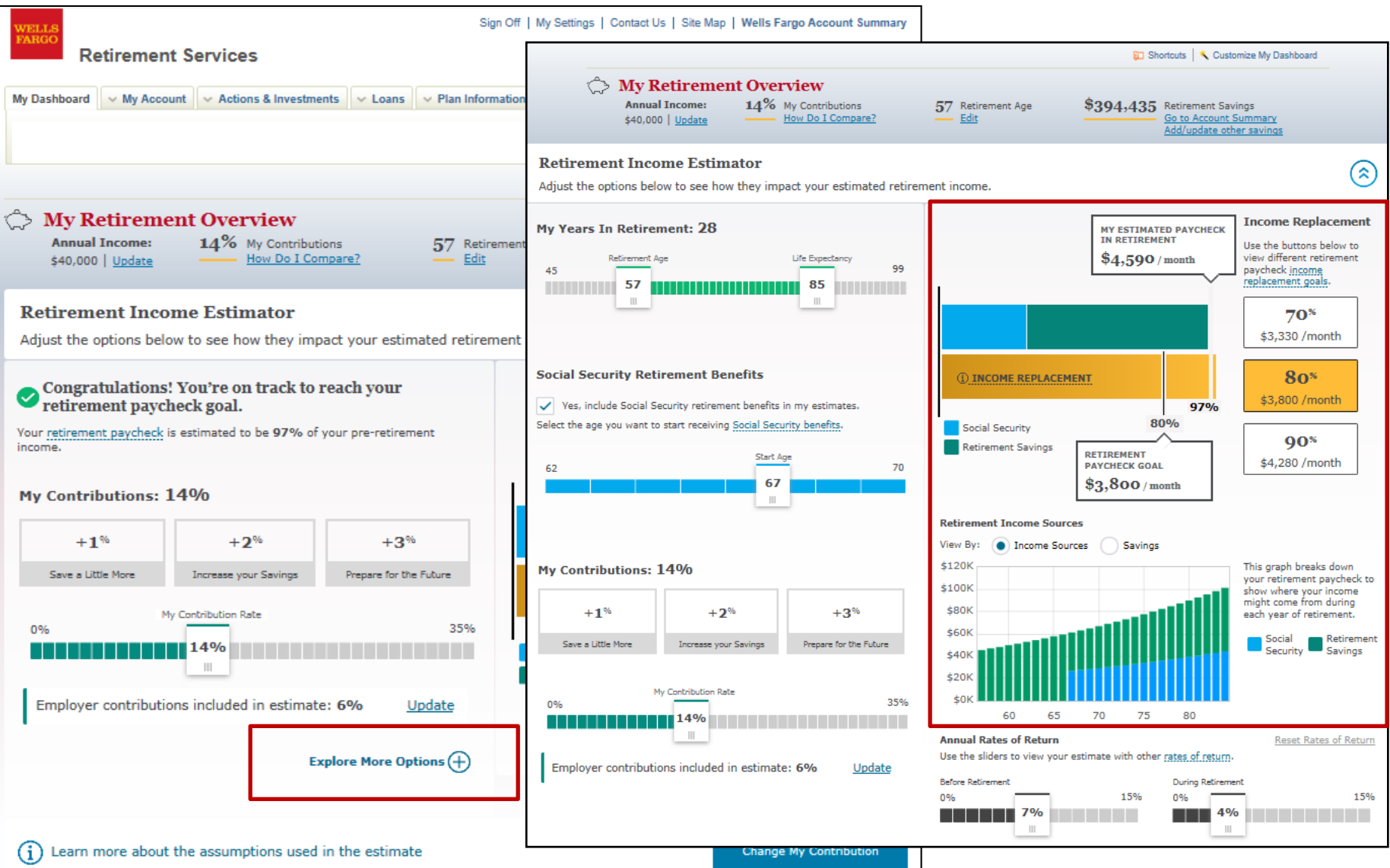
The decisions you are making today should be revisited every three months - and possibly adjusted - so that your retirement strategy evolves with you. So please plan on coming back to our site every three months, or more frequently if you've experienced a major life event or other change in your financial situation.

# Manage your account

- Sign on to [wellsfargo.com](https://www.wellsfargo.com) or through our app
- Call us at 1-800-728-3123



# The Retirement Income Estimator can help



# My Account

WELLS FARGO

Retirement Services

My Dashboard

My Account

Actions & Investments

Loans

Plan Information

Planning & Education

Account Balance

Personal Rate of Return

Account History

Statements

My Profile

View Tax Forms

WELLS FARGO

Retirement Services

My Dashboard

My Account

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Plan Information

Planning & Education

Account Balance

By Contribution

Balance by Investment

Balance Matrix

Portfolio Mix

Personal Rate of Return

Account History

Statements

My Profile

View Tax Forms

WELLS FARGO

Retirement Services

Enroll Now

My Dashboard

My Account

Actions & Investments

Loans

Plan Information

Planning & Education

Welcome,  
Chris Maliff

You are viewing the following plan:  
Wagner Equipment Co. Retirement Savings Plan

Shortcuts | Customize My Dashboard

Account Balance

Account History

Statements

View Statements

Interim Statement Request

Statement Delivery Options

My Profile

Online Statement

You have the following Statements available for viewing:

| Date | Statement Name       | Format |
|------|----------------------|--------|
|      | Wagner Equipment Co. |        |

PRIVACY, Security, Legal & Report Fraud | Contact Us

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[Demo Configuration](#)



# My Profile

WELLS FARGO

Retirement Services

My Dashboard

My Account

Actions & Investments

Loans

Plan Information

Planning & Education

Account Balance

Personal Rate of Return

Account History

Statements

My Profile

Personal Information

Change PIN for Automated Phone System

Manage Beneficiary

Manage ACH Information

View Tax Forms

My Profile

Personal Information

Change PIN for Automated Phone System

Manage Beneficiary

Manage ACH Information

View Tax Forms

Sign Off | My Settings | Contact Us | Site Map | Wells Fargo Account Summary

WELLS FARGO Retirement Services

Sign Off | My Settings | Contact Us | Site Map | Wells Fargo Account Summary

My Dashboard | My Account | Actions & Investments | Loans | Plan Information | Planning & Education

Shortcuts

Manage Beneficiary

Help

Last updated: 02/12/2018

Beneficiary Status: Complete

Please indicate your marital status. Please select 'Not Married' if your status is any of the following: Single, Legally Separated, Divorced, Widow/Widower, Civil Union or Domestic Partnership. These categories are treated similarly for purposes of applying federal tax law rules relating to spousal consent.

\* Marital Status: ☒ Married ☐ Not Married

Please indicate a Class and Percent Allocation for each beneficiary listed below. Percentages must be entered in 1% increments. Use the other fields provided to edit, add or delete a beneficiary.

| Delete                   | Name       | Date of Birth | SSN/TIN     | Relationship | Class*   | Percent*                           |
|--------------------------|------------|---------------|-------------|--------------|--|------------------------------------|
| <input type="checkbox"/> | Bob (Edit) | 01/01/1950    | XXX-XX-1111 | child        | <input checked="" type="radio"/> Primary<br><input type="radio"/> Contingent** | <input type="text" value="0"/> %   |
| <input type="checkbox"/> | we (Edit)  | 11/12/1976    | XXX-XX-6789 | SPOUSE       | <input checked="" type="radio"/> Primary<br><input type="radio"/> Contingent** | <input type="text" value="100"/> % |

\* Required field

\*\* Contingent Beneficiaries are optional and are eligible to receive benefits if your Primary Beneficiary(ies) precedes you in death.

Submit

Add Beneficiary

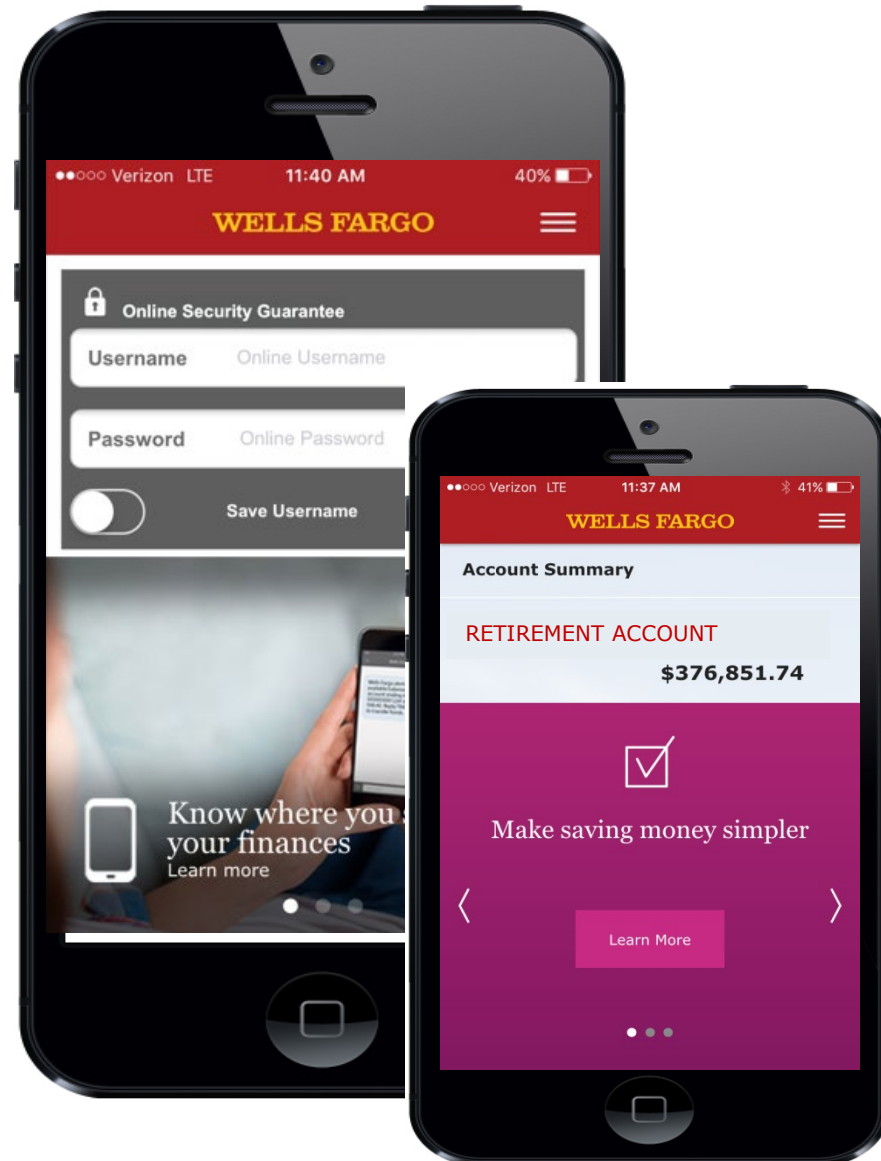
Delete Selected

Cancel

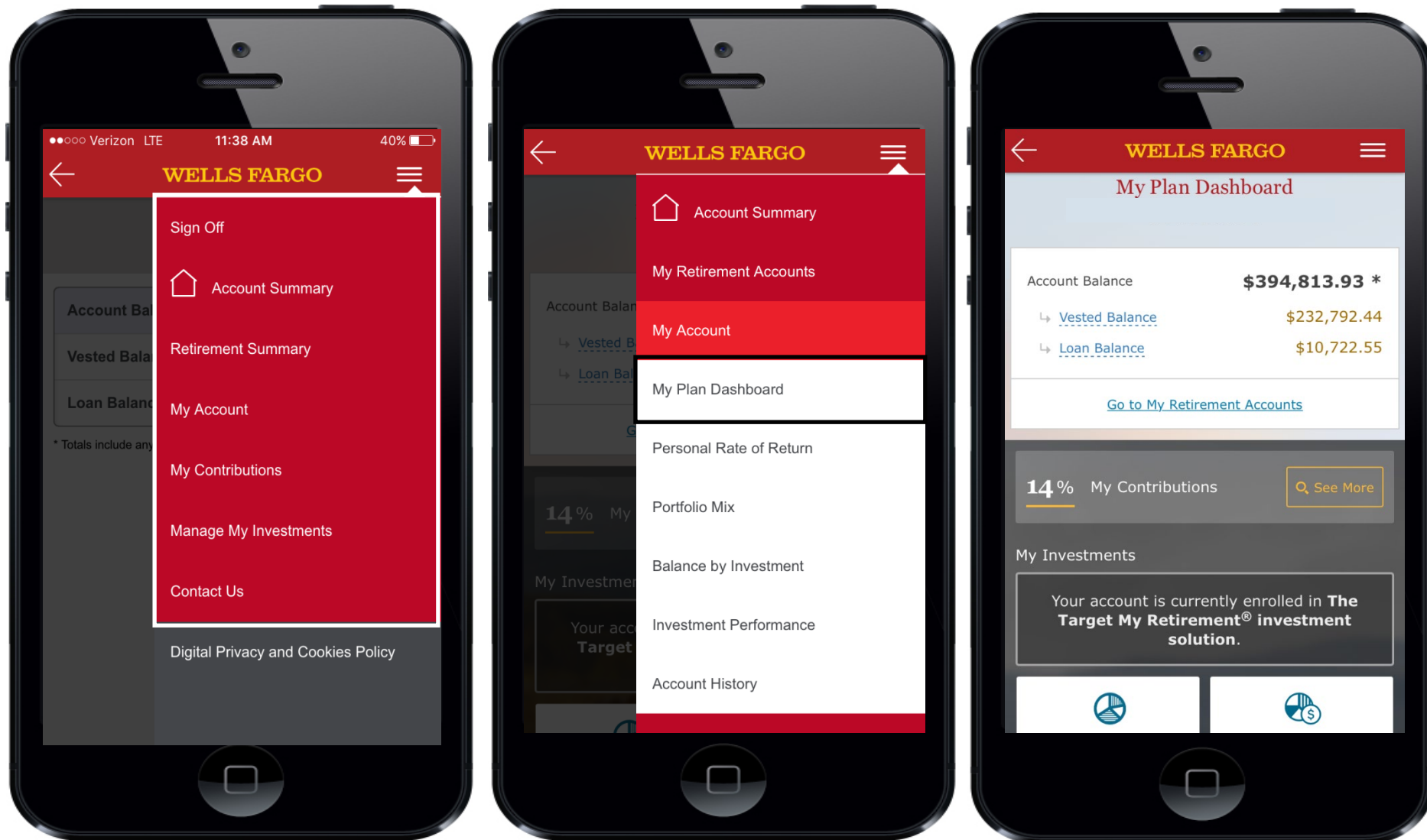


# More ways to manage your account

- Use your phone to sign on to wells Fargo.com or through the Wells Fargo mobile app
- Use your same username and password



# View your account information



# Retirement Income Planning Center

- Resources to create your own personal income plan for retirement:
  - Income Planning Guide
  - Retirement income expenses worksheet

The screenshot shows the Wells Fargo Retirement Income Planning Center website. The header includes the Wells Fargo logo and navigation links: Sign On, Contact Us, Español, Home. The main heading is "Retirement Income Planning Center". Below this, there's a section titled "What does your retirement look like?" with the subtitle "Determining your lifestyle and income needs is a good place to start." To the left of this text is an image of a couple sitting on a couch. Below the main heading, there's a section titled "What is retirement income planning?" followed by a "Get Started" button and a list of steps: Step 1: What does your retirement look like?, Step 2: How much money do you need in retirement?, Step 3: What are your sources of income and investment strategy?, and Step 4: How will you create a steady cash flow in retirement?. To the right of the steps is a section titled "Income Planning Guide" with a "Start now" button. At the bottom, there's a section titled "Hear tips from real retirees" with a "Watch now" button and a small image of a couple in a boat.

The image shows a man and a woman sitting on a white outdoor couch. The man is holding a tablet and showing something on the screen to the woman. They are both smiling and appear to be in a relaxed, outdoor setting. The man is wearing a blue button-down shirt and glasses, and the woman is wearing a blue patterned top and white pants.

## Designing your retirement

A guide to creating and managing income throughout your retirement years

| Retirement expense analysis worksheet                      |                                  |                                      |                                 |                                     |
|--|----------------------------------|--------------------------------------|---------------------------------|-------------------------------------|
| Please add your monthly expenses in the blue fields below. |                                  |                                      |                                 |                                     |
| Expenses   | Monthly essential expense amount | Monthly discretionary expense amount | Annual essential expense amount | Annual discretionary expense amount |
| <b>Housing</b>   |                                  |                                      |                                 |                                     |
| Mortgage/rent/condominium fee                              |                                  |                                      | \$ 0.00                         | \$ 0.00                             |
| Second mortgage or rent                                    |                                  |                                      | 0.00                            | 0.00                                |
| Property taxes   |                                  |                                      | 0.00                            | 0.00                                |
| Maintenance/repairs  |                                  |                                      | 0.00                            | 0.00                                |
| Home/renter's insurance                                    |                                  |                                      | 0.00                            | 0.00                                |
| Household services (lawn, cleaning, etc.)                  |                                  |                                      | 0.00                            | 0.00                                |
| Utilities (electric, gas, water, etc.)                     |                                  |                                      | 0.00                            | 0.00                                |
| Telephone/cell phone                                       |                                  |                                      | 0.00                            | 0.00                                |
| Household supplies   |                                  |                                      | 0.00                            | 0.00                                |
| Cable/Internet   |                                  |                                      | 0.00                            | 0.00                                |
| Home security  |                                  |                                      | 0.00                            | 0.00                                |
| Other  |                                  |                                      | 0.00                            | 0.00                                |
| <b>Subtotal</b>  | \$ 0.00                          | \$ 0.00                              | \$ 0.00                         | \$ 0.00                             |
| <b>Food</b>  |                                  |                                      |                                 |                                     |
| Groceries  |                                  |                                      | \$ 0.00                         | \$ 0.00                             |
| Dining Out   |                                  |                                      | 0.00                            | 0.00                                |
| Other  |                                  |                                      | 0.00                            | 0.00                                |
| <b>Subtotal</b>  | \$ 0.00                          | \$ 0.00                              | \$ 0.00                         | \$ 0.00                             |
| <b>Automobile and transportation</b>                       |                                  |                                      |                                 |                                     |
| Car purchase/lease payments                                |                                  |                                      | \$ 0.00                         | \$ 0.00                             |
| Auto insurance and taxes                                   |                                  |                                      | 0.00                            | 0.00                                |
| Maintenance and repairs                                    |                                  |                                      | 0.00                            | 0.00                                |
| Fuel   |                                  |                                      | 0.00                            | 0.00                                |
| Registration and license renewal                           |                                  |                                      | 0.00                            | 0.00                                |
| Public transportation                                      |                                  |                                      | 0.00                            | 0.00                                |
| Parking  |                                  |                                      | 0.00                            | 0.00                                |
| Other  |                                  |                                      | 0.00                            | 0.00                                |
| <b>Subtotal</b>  | \$ 0.00                          | \$ 0.00                              | \$ 0.00                         | \$ 0.00                             |
| <b>Medical and health</b>                                  |                                  |                                      |                                 |                                     |
| Health insurance   |                                  |                                      | \$ 0.00                         | \$ 0.00                             |
| Uninsured medical expenses/ deductibles/co-pays            |                                  |                                      | 0.00                            | 0.00                                |
| Dental   |                                  |                                      | 0.00                            | 0.00                                |
| Vision or hearing  |                                  |                                      | 0.00                            | 0.00                                |
| Uninsured prescriptions and medications                    |                                  |                                      | 0.00                            | 0.00                                |
| Uninsured medical supplies expense                         |                                  |                                      | 0.00                            | 0.00                                |
| Long-term care insurance                                   |                                  |                                      | 0.00                            | 0.00                                |
| Other  |                                  |                                      | 0.00                            | 0.00                                |
| <b>Subtotal</b>  | \$ 0.00                          | \$ 0.00                              | \$ 0.00                         | \$ 0.00                             |

wellsfargo.com/retirementincome

# Create a profile of your retirement needs

- *Your Income Story* can help you understand your retirement lifestyle and needs and translate them into a personal income profile.

**WELLS FARGO**

[Home](#)  
[Meet Jim](#)  
[Working Years](#)  
[Today](#)  
[Looking Ahead](#)  
[Next Steps](#)


Welcome To Your...

## Income generation

At some point in people's lives, there comes a time to start a new relationship with their savings. One where their savings start giving back. For many, this happens sometime as they approach retirement age. We call this entering their INCOME GENERATION, when there are new choices, new freedoms, and new things to consider.

**Jim's Story**  
To illustrate this, we invite you to read Jim's Story - an example of someone of this generation approaching retirement.  
[Scroll](#) [Auto Play](#)

**Jump to Your Story**  
Answer 5 simple questions to create your own Personal Income Generation Profile, then save your results to discuss with a financial professional.  
[Personal Profile](#)



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### Personal Income Generation Profile

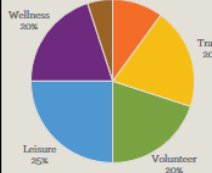
The information in your profile can help with the planning of your income generation needs and having a conversation with a financial professional. If you are already working with a financial professional or if your employer provides access to a financial professional, consider sharing this profile with them.

Use these resources to learn more about retirement income planning.

[Find educational online tools and resources](#)

**Question 1: Lifestyle** [Edit](#)

How do you plan to spend your time in the years to come?




| Category  | Percentage |
|-----------|------------|
| Leisure   | 25%        |
| Travel    | 20%        |
| Volunteer | 20%        |
| Wellness  | 20%        |
| Work      | 10%        |
| Other     | 5%         |

**Question 2: Spending** [Edit](#)

What impact will your future plans have on your expenses?

-8.33% average spending decrease

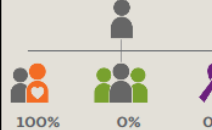


| Category          | Spending Change |
|-------------------|-----------------|
| 1. Food           | -2%             |
| 2. Housing        | -1%             |
| 3. Education      | -1%             |
| 4. Family         | -1%             |
| 5. Health Care    | -1%             |
| 6. Insurance      | -1%             |
| 7. Transportation | -1%             |
| 8. Savings        | -1%             |
| 9. Travel         | -1%             |
| 10. Leisure       | -1%             |
| 11. Unexpected    | -1%             |
| 12. Other         | -1%             |

- Food
- Housing
- Education
- Family
- Health Care
- Insurance
- Transportation
- Savings
- Travel
- Leisure
- Unexpected
- Other

**Question 3: Beneficiary** [Edit](#)

Are there others with whom you plan to share your money either during your lifetime or after it?



| Beneficiary | Percentage |
|-------------|------------|
| Individual  | 100%       |
| Group       | 0%         |
| Single      | 0%         |

**Question 4: Social Security** [Edit](#)

When would you like to start receiving Social Security?

Age at which you have chosen to begin receiving Social Security benefits: **66**

Percent you will receive of estimated monthly Social Security benefit: **100%**

# Retirement Income Conversations

- 1:1 conversations
  - Specially trained retirement specialists
  - 1-877-789-5067
- Learn how the Retirement Income Planning Center can help create an income plan for retirement
- Use underlying tools to help with planning, income, and allocation

# Thank you

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