

A man and a woman are dancing in a garden. The man is wearing a light blue button-down shirt and khaki pants. The woman is wearing a red cardigan over a white shirt and dark pants. They are holding hands and smiling. The background shows trees and a wooden fence.

Pre-Retirement Education Program

NDPERS PREP DAY 1

RETIREMENT BENEFITS & FINANCIAL PLANNING



NORTH DAKOTA
PUBLIC EMPLOYEES
RETIREMENT SYSTEM

Retirement Agenda

- Defined Benefit Plans
- Unused Sick Leave Purchase
- Death Benefits
- Defined Contribution
- Retiree Health Insurance Credit (RHIC)
- Getting Ready for Retirement
- Beneficiaries

NDPERS Retirement Plans

1. Main Defined Benefit (DB) Hybrid Retirement Plan – Tiers 1, 2 & 3
2. Defined Contribution (DC) Retirement Plan
3. ND Judges Retirement System
4. ND Highway Patrol Retirement System
5. ND Public Safety Retirement System – Tiers 1 & 2
6. State Law Enforcement Retirement System
7. Job Service Retirement Plan

Your Defined
Benefit money
never runs out



How is that possible?



First, you receive your pension from your account balance.

When that is gone, we pay you the rest of your life from the General Pool

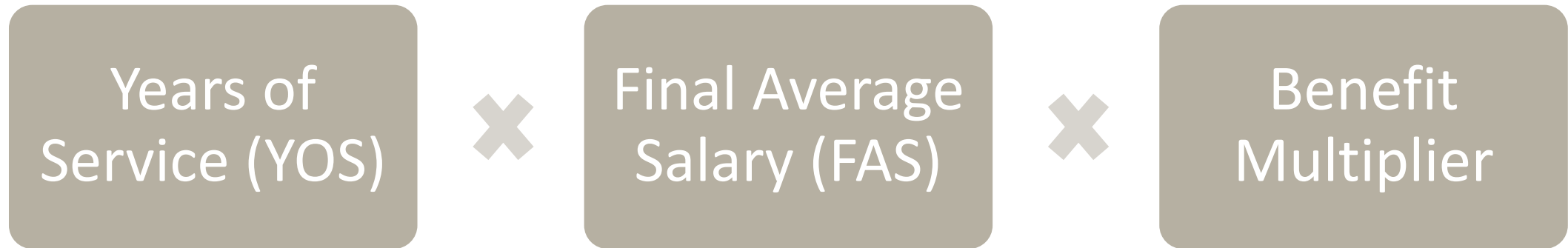


Date First Enrolled	Vesting	Contributions	Early Retirement	Normal Retirement	Multiplier
TIER 1 Prior to Jan 2016	36 months	7.00% Employee 7.12% Employer 1.14% RHIC	Age 55 6% reduction	Rule 85 or age 65	2.00%
TIER 2 Jan 2016 through Dec 2019	36 months	7.00% Employee 7.12% Employer 1.14% RHIC	Age 55 8% reduction	Rule 90 with <u>min age 60</u> or age 65	2.00%
TIER 3 Jan 2020	36 months	7.00% Employee 8.26% Employer No RHIC	Age 55 8% reduction	Rule 90 with <u>min age 60</u> or age 65	1.75%

Main Retirement Plan Tiers

Tiers 2 and 3 require BOTH age 60 and meeting the rule of 90 to be eligible for normal (unreduced) benefit

Retirement Benefit Formula



- **Years of Service (YOS):** One month of service for each month of contribution
- **Final Average Salary (FAS):** Average of your highest 3 consecutive 12-month periods during the last 180 months worked
- **Benefit Multiplier:** **Varies** depending on Tier
 - Tier 1 and 2: 2.00%
 - Tier 3: 1.75%

Benefit Options

RE: BENEFIT ESTIMATE

Dear [REDACTED]

Your estimated benefit is calculated assuming the following information:

Benefit Multiplier:	2.00%	Marital Status:	Married
Age at Retirement:	54.6667	Retirement Date:	March 01, 2039
Years of Service Credit:	30.4167	Account Balance:	\$116,931.40
Final Average Salary:	\$6,871.00		

Benefit Sub-Type: Normal Retirement (Unreduced)

Please refer to the enclosed Retirement Plan Brochure for an explanation of your retirement benefit options. Refer to the NDPERS on-line help for complete information on retirement benefits.

These are projected estimates and are subject to validation at the time you retire.

RETIREMENT BENEFIT OPTIONS

Single Life Benefit:	\$4,179.86
50% Joint & Survivor Benefit:	\$3,986.33
100% Joint & Survivor Benefit:	\$3,809.52
Ten (10) Year Term Certain Benefit:	\$4,137.23
Twenty (20) Year Term Certain Benefit:	\$4,036.07

Under all retirement options, the fund guarantees a minimum payout equal to the member account balance determined at retirement. This is the sum of your employee contributions, any vested employer contributions, plus interest earned.

RETIREE HEALTH INSURANCE BENEFIT OPTIONS (RHIC)

Standard Health Credit:	\$152.08
Alternate 50% Joint & Survivor Health Credit:	\$145.04
Alternate 100% Joint & Survivor Health Credit:	\$138.61

The alternate 50% and 100% Joint & Survivor Health Credit option can only be elected in conjunction with a Retirement Benefit Option election of Single Life, 10 or 20 Year Term Certain.

If a 50% or 100% Joint & Survivor Retirement Benefit Option is elected the Standard Health Credit Option is automatic.

APP-7353 (01-2020)

—

If you are normal (unreduced) or
past normal retirement ...

Partial Lump
Sum Option
(PLSO)

Graduated
Benefit
Option



Partial Lump Sum Option (PLSO) Example

RULE 85

Member: 55.4167 years; Spouse: 54.4167 years

Benefit Multiplier:	2.00%	Marital Status:	Married
Age at Retirement:	55.4167	Retirement Date:	December 01, 2039
Years of Service Credit:	29.5833	Account Balance:	\$35,505.69
Final Average Salary:	\$4,255.00		

RETIREMENT BENEFIT OPTIONS

WITHOUT PLSO

WITH PLSO

Single Life Benefit:	\$2,517.54
50% Joint & Survivor Benefit:	\$2,422.13
100% Joint & Survivor Benefit:	\$2,333.51
Ten (10) Year Term Certain Benefit:	\$2,497.65
Twenty (20) Year Term Certain Benefit:	\$2,443.78

\$2,284.92
\$2,198.32
\$2,117.89
\$2,266.87
\$2,217.97

PARTIAL LUMP SUM OPTION (PLSO)

\$30,210.48

RETIREE HEALTH INSURANCE BENEFIT OPTIONS (RHIC)

Standard Health Credit:	\$147.92
Alternate 50% Joint & Survivor Health Credit:	\$142.31
Alternate 100% Joint & Survivor Health Credit:	\$137.11

This example may not be interpreted as a personal calculation

2% Graduated Benefit Option Example

RULE 85

Member: 55.4 years / Spouse: 54.4 years

Benefit Multiplier:	2.00%	Marital Status:	Married
Age at Retirement:	55.4167	Retirement Date:	December 01, 2039
Years of Service Credit:	29.5833	Account Balance:	\$35,505.69
Final Average Salary:	\$4,255.00		

RETIREMENT BENEFIT OPTIONS

No Graduated Benefit

Graduated Benefit

Single Life Benefit:	\$2,517.54	\$2,075.71
50% Joint & Survivor Benefit:	\$2,422.13	\$1,973.07
100% Joint & Survivor Benefit:	\$2,333.51	\$1,880.34
Ten (10) Year Term Certain Benefit:	\$2,497.65	\$2,060.81
Twenty (20) Year Term Certain Benefit:	\$2,443.78	\$2,007.57

RETIREE HEALTH INSURANCE BENEFIT OPTIONS (RHIC)

Standard Health Credit:	\$147.92
Alternate 50% Joint & Survivor Health Credit:	\$142.31
Alternate 100% Joint & Survivor Health Credit:	\$137.11

Typically takes
between 14-16
years to break
even

This example may not be interpreted as a personal calculation

Should you purchase service?

Compare

- Conversion formula = Sick leave hours / 173.3, rounded up
- Cost = Final Average Salary X Months to Purchase X Plan Contribution Rate

No converted sick leave

Your estimated benefit is calculated assuming the following information:

Benefit Multiplier:	2.00%	Marital Status:	Married
Age at Retirement:	65.5	Retirement Date:	August 01, 2025
Years of Service Credit:	19.2500	Account Balance:	\$154,093.38
Final Average Salary:	\$7,643.83		

Benefit Sub-Type: Normal Retirement (Unreduced)

No purchase

RETIREMENT BENEFIT OPTIONS

Single Life Benefit:	\$2,942.87
50% Joint & Survivor Benefit:	\$2,734.22
100% Joint & Survivor Benefit:	\$2,553.53
Ten (10) Year Term Certain Benefit:	\$2,865.18
Twenty (20) Year Term Certain Benefit:	\$2,685.96

RETIREE HEALTH INSURANCE BENEFIT OPTIONS (RHIC)

Standard Health Credit:	\$96.25
Alternate 50% Joint & Survivor Health Credit:	\$89.43
Alternate 100% Joint & Survivor Health Credit:	\$83.52

Converted sick leave

Increase your benefit by \$65.79 per month

Your estimated benefit is calculated assuming the following information:

Benefit Multiplier:	2.00%	Marital Status:	Married
Age at Retirement:	65.5	Retirement Date:	August 01, 2025
Years of Service Credit:	19.6667	Account Balance:	\$154,093.38
Final Average Salary:	\$7,643.83		

Benefit Sub-Type: Normal Retirement (Unreduced)

Includes 5M of SL at approximate cost of \$5832.24.

RETIREMENT BENEFIT OPTIONS

Single Life Benefit:	\$3,006.58
50% Joint & Survivor Benefit:	\$2,793.41
100% Joint & Survivor Benefit:	\$2,608.81
Ten (10) Year Term Certain Benefit:	\$2,927.21
Twenty (20) Year Term Certain Benefit:	\$2,744.11

RETIREE HEALTH INSURANCE BENEFIT OPTIONS (RHIC)

Standard Health Credit:	\$98.33
Alternate 50% Joint & Survivor Health Credit:	\$91.36
Alternate 100% Joint & Survivor Health Credit:	\$85.32

If you invested the \$7,643.93 somewhere else, could it guarantee a \$65.79 monthly payment for the rest of your life?

Account Balance & Separation of Employment

NOT VESTED

Leave member account balance with NDPERS

- Return to service, accrued service and account balance are recognized
- Account accrues interest (subject to legislative change)

Lump Sum Refund

- Tax Penalties
- Forfeit service credit and RHIC

Direct Rollover

Forfeit service credit and RHIC

Combination rollover/refund

VESTED (36 MONTHS OR AGE 65)

Receive a lifetime annuity

Main - Retire as early as age 55
or attain “Rule” or age 65

Public Safety – Retire as early as age 50
or attain the “Rule” or age 55

Interest no longer accrues once payments begin.

Lump Sum Refund

- Tax Penalties
- Forfeit service credit and RHIC

Direct Rollover

Forfeit service credit and RHIC

Combination rollover/refund

What if I pass
away before I
begin drawing
my retirement?

For **non-retired** employees:

Not vested – account balance paid

Vested, single – account balance paid

Vested, married, NOT at normal retirement – either account balance paid or a monthly lifetime benefit (1/2 single life benefit)

Vested, married and at normal retirement -either account balance paid or a monthly lifetime benefit (100% Joint & Survivor)

Defined Contribution (DC) Plan

Available to Non-Classified state employees, Elected & Appointed state officials



The DC plan is finite. You manage your funds. There is no guaranteed life time benefit.
Current Trust company is TIAA

Defined Contribution Plan – Tier 1

Service Credit and Vesting

Your employer sends to PERS 15.26% of your gross earnings each pay period (does not include overtime)

1.14% of this is funding your RHIC

Years of Service	% Vested in Employer Contribution	Your Account
Less than 2 years	0%	7%
2 years	50%	10.56%
3 years	75%	12.34%
4 years	100% [*]	14.12%

^{*}Also vested 100% in employer contributions upon attaining age 65 as an active employee

Defined Contribution Plan – Tier 2

Service Credit and Vesting

Your employer sends to PERS 15.26% of your gross earnings each pay period (does not include overtime)

This plan does not have a RHIC

Years of Service	% Vested in Employer Contribution	Your Account
Less than 2 years	0%	7%
2 years	50%	11.13%
3 years	75%	13.19%
4 years	100% [*]	15.26%

^{*}Also vested 100% in employer contributions upon attaining age 65 as an active employee

Defined Contribution Plan

Account Balance Options at Separation

- Lump Sum Refund*
 - Under 59 ½ Tax Penalty
- Direct Rollover
- Combination Rollover/Refund*
 - Under 59 ½ Tax Penalty for Refund
- Periodic Payments*
 - Not a lifetime annuity

**Taxes Apply*

Note: Member only receives RHIC if receiving a lifetime annuity and in Tier 1.

A group of five diverse older adults are shown in a close-up, laughing and hugging each other outdoors. The group includes a Black man, a white woman, a white man with a beard and cap, an Asian woman, and an Asian man. They are all smiling broadly and appear to be in a joyful, supportive environment. The background is a soft-focus green, suggesting a park or garden setting.

RETIREE HEALTH INSURANCE CREDIT

RHIC

How does RHIC work?

Reimbursement

- After tax reimbursement for any health, dental and vision premiums through ASI Flex.

Multiplier

- $\$5 \times \text{YOS (Years of Service)} = \text{RHIC}$
- Reduced for early retirement

Contact

- Administered by ASIFlex. Claim questions should be addressed to ASIFlex at 1-800-659-3035

Your To-Do List

- Make an appointment with NDPERS two months before your last month of employment
- Determine when your last paycheck will be issued
- Determine when your active insurance ends
- Determine your sick leave balance and if you would like to purchase the converted sick leave
- Find your birth certificate and your spouse's birth certificate (if married)
- Find your marriage certificate (if married)
- Gather your beneficiary(ies) information: *Name, Address, Date of Birth, Social Security Number*
- Submit a voided check or know your routing and account number
- Retirement income is taxable – discuss your withholding amount with tax advisor. **NDPERS cannot assist you with your withholding.**
- Your forms must be received and on file with NDPERS no later than your last month of employment or your retirement payment will be delayed



Your Timeline . .

State Employee

or

Political Subdivision that reports
wages when earned (check with your
employer)

April 2023 – if Medicare eligible, contact Social Security

June 2023 – get your retirement forms on file with NDPERS

July 31, 2023 – last day on payroll

August 1, 2023 - last paycheck

August 1, 2023 – NDPERS retirement date

August 10, 2023 – your employer pays out your leave

August 15, 2023 – sick leave payment due

August 31, 2023 – health insurance ends
◦ (if on NDPERS health insurance)

September 1, 2023 – first retirement payment
◦ (retro to August and current September)

September 1, 2023 – enrolled in NDPERS retiree insurances
(if enrolled)

NOTE: Your first payment may be a physical check.

Your Timeline . .

Political Subdivision that reports wages by paycheck date (check with your employer)

April 2023 – if Medicare eligible, contact Social Security

June 2023 – get your retirement forms on file with NDPERS

July 2023 – last day on payroll

Reported to NDPERS as July 2023 wages

August 1, 2023 – NDPERS retirement date

August 15, 2023 – sick leave payment due

August 31, 2023 – health insurance ends

- (if on NDPERS health insurance. If not on NDPERS health insurance, check with your employer)

September 1, 2023 – first retirement payment

- (retro to August and current September)

September 1, 2023 – enrolled in NDPERS retiree insurances
(if enrolled)

NOTE: Your first payment may be a physical check.

Your Timeline . .

Political Subdivision that reports either by last day worked or by paycheck date (check with your employer)

April 2023 – if Medicare eligible, contact Social Security

June 2023 – get your retirement forms on file with NDPERS

July 2023 – last day on payroll

Reported to NDPERS as August 2023 wages

September 1, 2023 – NDPERS retirement date

September 15, 2023 – sick leave payment due

August 31, 2023 – health insurance ends

- (if on NDPERS health insurance. If not on NDPERS health insurance, check with your employer)

September 1, 2023 – first retirement payment

- (retro to August and current September)

September 1, 2023 – enrolled in NDPERS retiree insurances
(if enrolled)

NOTE: Your first payment may be a physical check.

Not retiring soon? You should know - who is your beneficiary?

View your beneficiaries in Member
Self Service

If you need to update, use the
Designation of Beneficiary for the
Group Retirement Plan, SFN 2560



Member Self Service (MSS) in retirement

<https://www.ndpers.nd.gov/>

Oh the things you can do!!

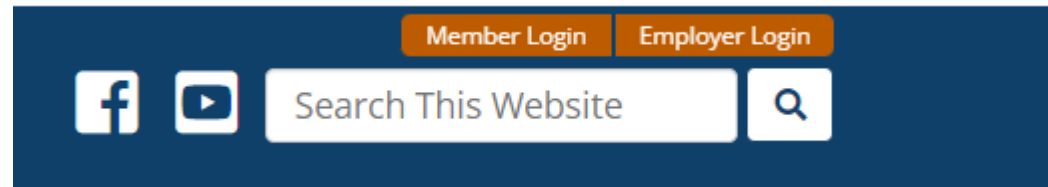
Your retirement account logon is the same as your active account

You can update your address, phone, email

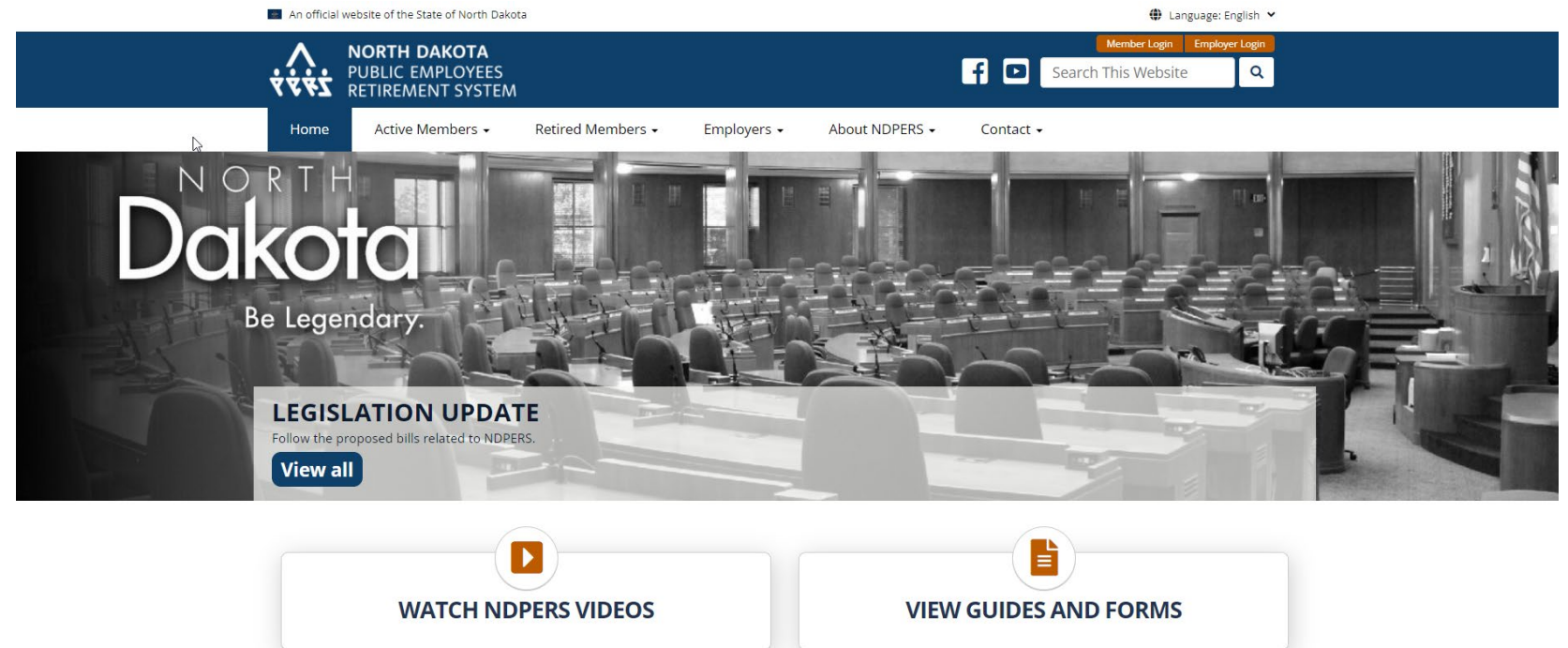
You can change your withholding

You can change your bank account

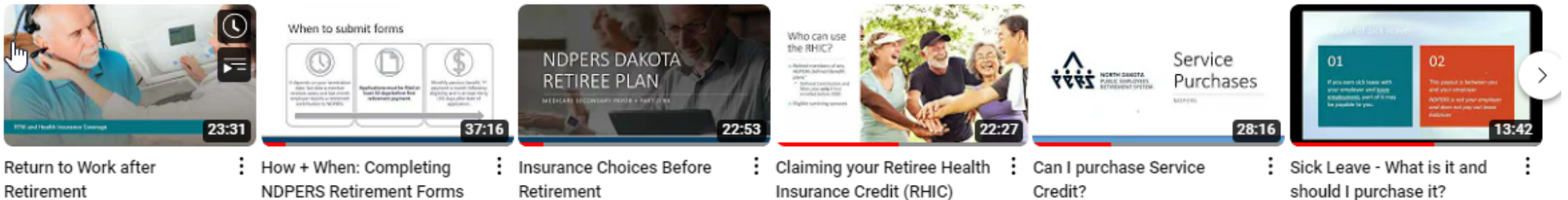
You can view your beneficiaries



Check out the NDPERS YouTube



Lunch & Learn Series ▶ Play all





Help is available

CONTACT US



NORTH DAKOTA
PUBLIC EMPLOYEES
RETIREMENT SYSTEM

Contact NDPERS

- **Customer Service**

- Call: (701) 328-3900 or
- TF:(800) 803-7377

- **Online Resources**

- Website: ndpers.nd.gov
- [Member Self Service \(MSS\)](#)





Write your next chapter

5 steps to setting your retirement date

Molly Phelps

Integrated Solutions Director, Retirement Sales and Product Coaching

TIAA | Financial Services

May 11, 2023



Live life on your own terms

Retirement is not just about the money, but creating a whole new vision of your life.

What are you looking forward to?

- Spending time with family
- Enjoying your hobbies
- Caring for others
- Continuing to work



All it takes is a plan

The sooner you have a strategy for meeting your expenses, the more confident you can be about your future.

STEP 1

Estimate
what you'll
need

STEP 2

Estimate
what you'll
have

STEP 3

Adjust as
needed

STEP 4

Consider key
milestones

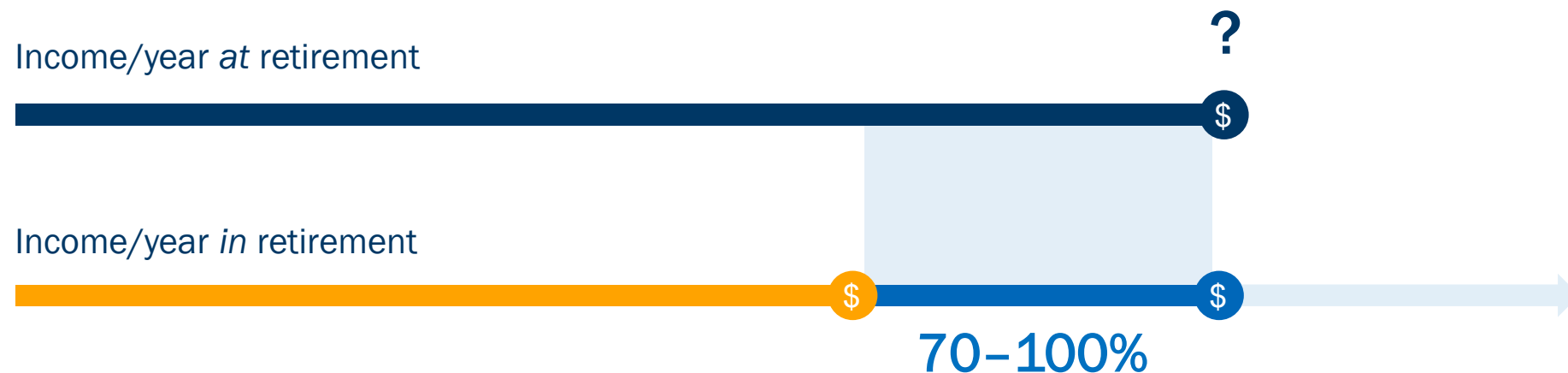
STEP 5

Protect your
savings

Step 1: Estimate what you'll need

For a quick guesstimate of how much you'll need, use a percentage of your income at retirement.

Your retirement income goal



Let your vision lead the way

Picture what the first year or two of your retirement will look like day to day.

Will you spend retirement with anyone else?



Let your vision lead the way

Picture what the first year or two of your retirement will look like day to day.

Will you spend retirement with anyone else?

Will you work in retirement?



Let your vision lead the way

Picture what the first year or two of your retirement will look like day to day.

Will you spend retirement with anyone else?

Will you work in retirement?

Where will you live?



Let your vision lead the way

Picture what the first year or two of your retirement will look like day to day.

Will you spend retirement with anyone else?

Will you work in retirement?

Where will you live?

How will you spend your free time?



Let your vision lead the way

Picture what the first year or two of your retirement will look like day to day.

Will you spend retirement with anyone else?

Will you work in retirement?

Where will you live?

How will you spend your free time?

Do you want to leave money to family or charity?



Tally up your expenses

Start with current costs and then modify for retirement.

Use the worksheet from the guide

Check your bank and credit card statements

List essential and discretionary expenses separately if you can

STEP 1 – Estimate what you'll need

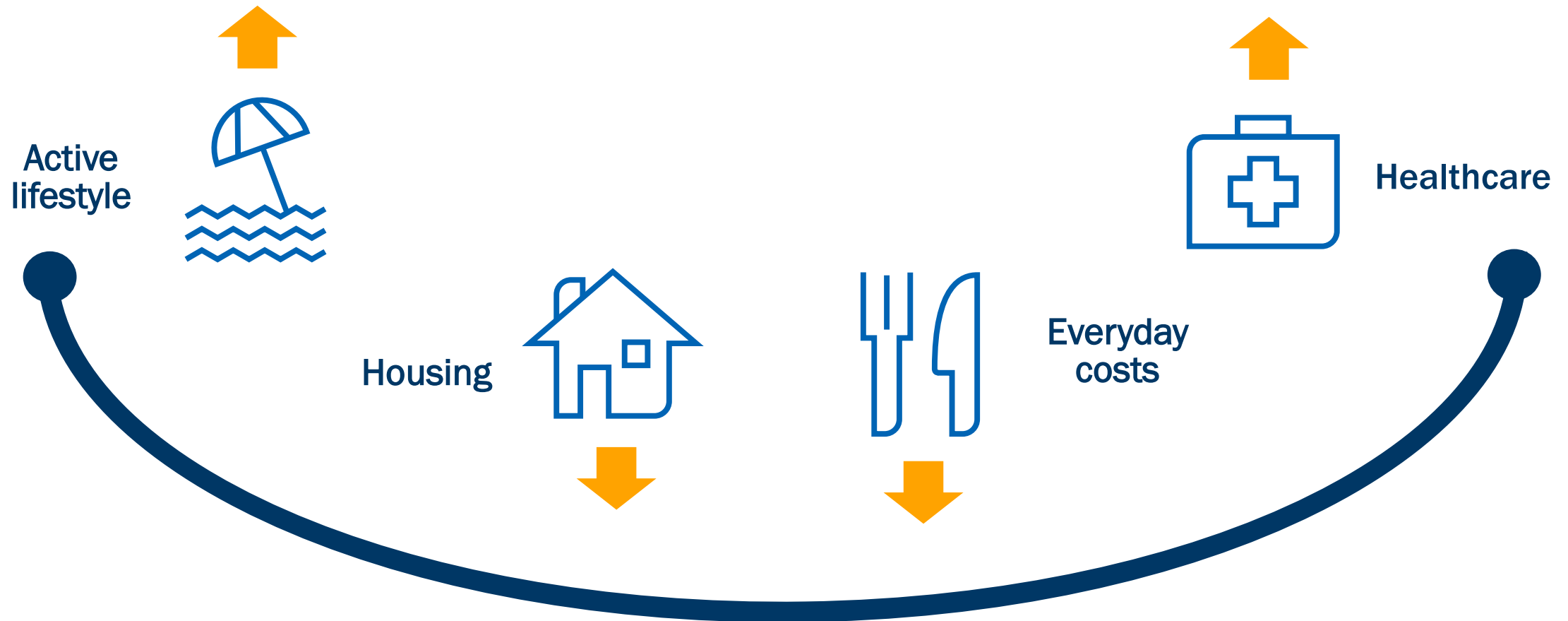
Monthly expense worksheet

To estimate your expenses in retirement, start by listing your current expenses. Then adjust the numbers up or down based on your plans for retirement. If you can, list “essential” and “discretionary” (extra) expenses separately. This can help you find ways to modify spending if necessary based on your income and savings. If you're not sure what you can afford, that's OK. Start with your ideal scenario. Then, when you see where you are financially, you can adjust if necessary based on your values and priorities. You may be surprised what's possible.

Enter amounts to the nearest dollar. Totals will automatically be calculated for you on page 7.

	CURRENT EXPENSES		RETIREMENT EXPENSES	
	Essential	Discretionary	Essential	Discretionary
Home				
Mortgage/rent	\$	\$	\$	\$
Homeowners/renters insurance	\$	\$	\$	\$
Utilities (electric/oil/gas/water)	\$	\$	\$	\$
Services (garbage pickup/other)	\$	\$	\$	\$
Maintenance	\$	\$	\$	\$
Home improvement	\$	\$	\$	\$
Internet	\$	\$	\$	\$
Phone (home/mobile)	\$	\$	\$	\$
TV (cable/satellite/streaming)	\$	\$	\$	\$
Other _____	\$	\$	\$	\$
Healthcare and wellness				
Health insurance/Medicare	\$	\$	\$	\$
Supplemental insurance	\$	\$	\$	\$
Co-pays/deductibles/out-of-pocket	\$	\$	\$	\$
Prescription and over-the-counter drugs	\$	\$	\$	\$

“Smile” to see how expenses may shift in retirement



Source: Study by the Bureau of Labor Statistics, <https://www.bls.gov/opub/btn/volume-5/spending-patterns-of-older-americans.htm>.

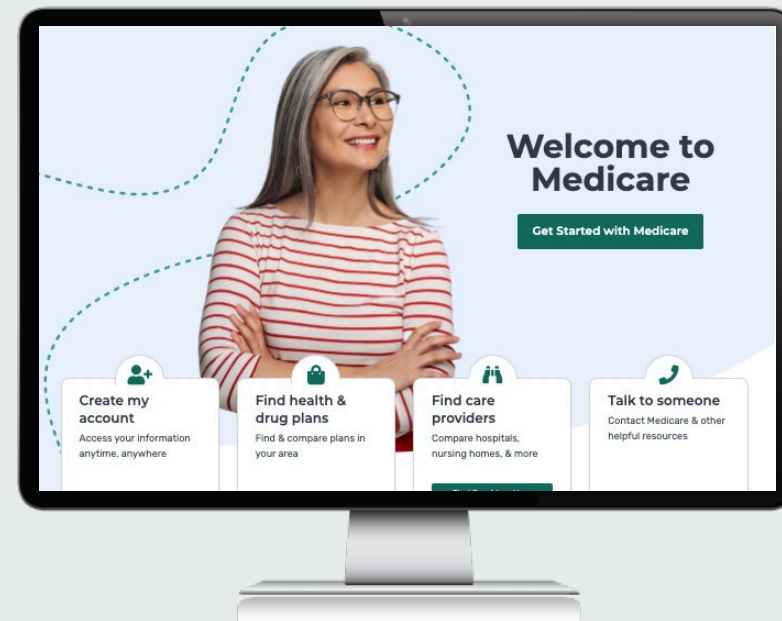
Remember your health

Out-of-pocket costs can add up, so be sure you know what's covered.

Medicare won't cover everything

Plan to pay for...

- Medicare premiums
- Supplemental insurance
- Co-pays and deductibles
- Over-the-counter & prescription drugs
- Medical devices
- Dental/vision/hearing

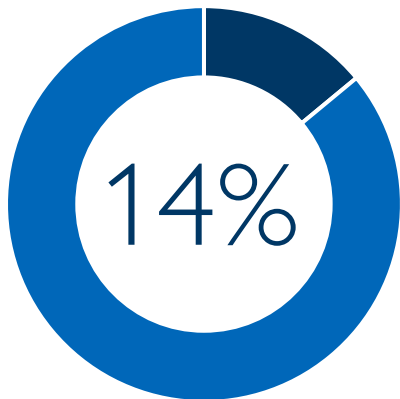


Get your Medicare estimate at [Medicare.gov](https://www.Medicare.gov)

Remember your health

Plan for a portion of your savings to go to healthcare costs.

Average healthcare spending for a U.S. household led by someone 65 or older*



\$6,668 annually
or \$556/month

Based on average total spending of \$47,579 annually

Targeted savings at age 65*

Man

\$142,000

Woman

\$159,000

Couple

\$296,000

*Bureau of Labor Statistics 2020 Consumer Expenditure Surveys, Table 1300.

*Fronstin et al., "Projected Savings Medicare Beneficiaries Need for Health Expenses Spike in 2021," EBRI Issue Brief, No. 549, January 20, 2022.

Remember your health

Consider long-term care insurance for assisted living, home care and/or a nursing home should you ever need it.



Long-term care

Care to help you with everyday activities when you are unable to do it yourself

- Consider if long-term care insurance is right for you
- Evaluate your financial situation, ability of family/friends to help with care, current health and family history
- Look into state and local resources
- Talk to a qualified professional to see what's the best strategy for you

Taxes still apply

Different income is taxed in different ways. Factor this into your expenses.

Ordinary income tax



Social Security
(up to 85% of benefits)



Pensions



Pretax retirement
accounts

No income tax



Roth IRAs*

*Withdrawals of earnings from a Roth IRA prior to age 59½ are subject to ordinary income tax and a 10% penalty may apply. Earnings can be withdrawn tax free if taken no earlier than five years after contributions were first made and you meet at least one of the following conditions: age 59½ or older or permanently disabled. Beneficiaries may receive a distribution in the event of your death.

Capital gains tax



Profits from home sales



Profits from stock or
other investment sales

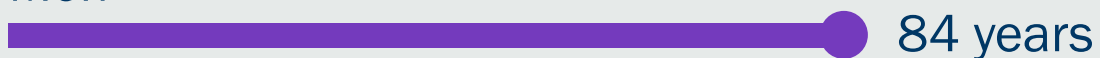
The tax information in this webinar is not intended to be used, and cannot be used, to avoid possible tax penalties. The TIAA group of companies does not provide legal or tax advice. Please consult with your legal or tax advisor.

How long will retirement last for you?

Planning for 30 years from age 65 is common.

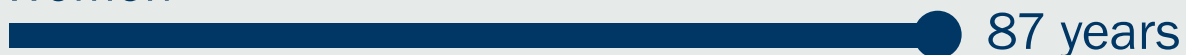
U.S. life expectancy¹

Men



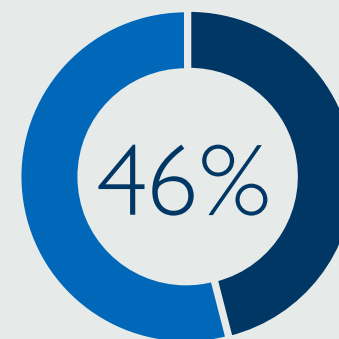
84 years

Women



87 years

Chance of one partner living to 95²



65-year-old
couple

¹ Social Security Administration, "Calculators: Life Expectancy," accessed online July 2022.

² Based on January 2021 TIAA dividend mortality tables.

Step 2: Estimate what you'll have

Start by understanding where your income will come from.



Lifetime income sources

Social Security

Pensions

Annuities



Other monthly income sources

Part-time work

Alimony or child support

Rental income



Withdrawals from retirement assets

Retirement accounts

Stocks, bonds, mutual funds
(brokerage account)

Cash and savings

Tally up your income

The income worksheet will show you what's needed from your retirement savings.

TOTAL MONTHLY INCOME NEEDED (from expense worksheet)		MONTHLY INCOME NEEDED FROM RETIREMENT ASSETS	
	\$		\$
Lifetime income sources		Retirement assets	
Social Security (retirement)	\$	Retirement accounts	
Social Security (disability/survivor)	\$	Employer retirement accounts ⁶	\$
Pensions	\$	Traditional IRAs	\$
Fixed annuities ⁵	\$	Roth IRAs	\$
Variable annuities (CREF or other)	\$	Other _____	\$
Other _____	\$	Investments	
LIFETIME INCOME TOTAL	\$	Stocks/bonds/mutual funds/ brokerage accounts	\$
		Other _____	\$
Other monthly income sources		Cash assets to be used for retirement	
Gross employment income	\$	Savings/money market accounts	\$
Alimony/child support	\$		

STEP 2 – Estimate what you'll have

Retirement income worksheet

To see how much income you may have for retirement, fill in your income sources below. The "total monthly income needed" is automatically filled in from your expense worksheet and cannot be filled in manually.*

For lifetime and other monthly income sources, list the *monthly* amount you expect to receive. For retirement assets, list the *full value* of your savings. Since many of these items will change over time, be sure to review at least annually. All items in shaded in blue are calculated automatically and cannot be filled in manually.

TOTAL MONTHLY INCOME NEEDED (from expense worksheet)		MONTHLY INCOME NEEDED FROM RETIREMENT ASSETS	
	\$		\$
Lifetime income sources		Retirement assets	
Social Security (retirement)	\$	Retirement accounts	
Social Security (disability/survivor)	\$	Employer retirement accounts ⁶	\$
Pensions	\$	Traditional IRAs	\$
Fixed annuities ⁵	\$	Roth IRAs	\$
Variable annuities (CREF or other)	\$	Other _____	\$
Other _____	\$	Investments	
LIFETIME INCOME TOTAL	\$	Stocks/bonds/mutual funds/ brokerage accounts	\$
		Other _____	\$
Other monthly income sources		Cash assets to be used for retirement	
Gross employment income	\$	Savings/money market accounts	\$
Alimony/child support	\$	Other _____	\$
Rental income	\$	TOTAL VALUE	\$
Royalties	\$		
Other _____ (e.g., trust income)	\$		
OTHER MONTHLY INCOME TOTAL	\$		
TOTAL MONTHLY INCOME	\$		

* If you have not done the expense worksheet and want to fill in your own number, enter the amount in the "other" field under "Miscellaneous" on page 7 and the totals will fill in automatically.

8

Lifetime income is the bedrock

It's money you can count on for the rest of your life.

Social Security



To get your
estimate...

Go to ssa.gov

Lifetime income is the bedrock

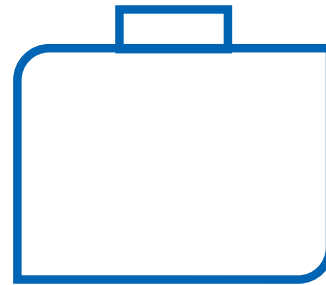
It's money you can count on for the rest of your life.

Social Security



+

Pensions



To get your
estimate...

Go to ssa.gov

Contact the employer

Lifetime income is the bedrock

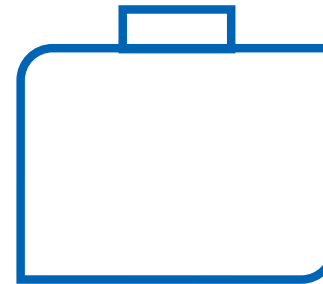
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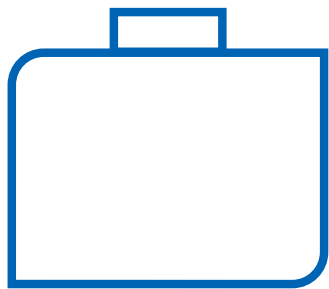
Contact the employer

Any guarantees under annuities issued by TIAA are subject to TIAA's claims-paying ability.

Will you have any other monthly income?

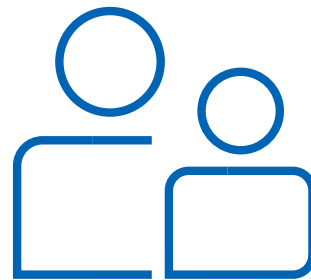
This money may not be there for the rest of your life.

Employment income



+

Alimony/child support



+

Rental income/other



The rest will come from your savings

Fill in the total value of the assets you'll use for retirement on the worksheet.

Retirement accounts

Employer plans/IRAs



+

Investments

Mutual funds/stocks/bonds



+

Cash and other

Savings/money market



Will you have enough?

Talk to a financial consultant—and a tax advisor—for help.

Consider covering 2/3 of your income needs with lifetime income*

Go to Retirement Advisor at TIAA.org/setyourgoals for online help

MONTHLY INCOME NEEDED FROM RETIREMENT ASSETS \$

TOTAL VALUE \$

STEP 2 – Estimate what you'll have

Retirement income worksheet

To see how much income you may have for retirement, fill in your income sources below. The "total monthly income needed" is automatically filled in from your expense worksheet and cannot be filled in manually.*

For lifetime and other monthly income sources, list the *monthly* amount you expect to receive. For retirement assets, list the *full* value of your savings. Since many of these items will change over time, be sure to review at least annually. All items in shaded in blue are calculated automatically and cannot be filled in manually.

TOTAL MONTHLY INCOME NEEDED (from expense worksheet)		MONTHLY INCOME NEEDED FROM RETIREMENT ASSETS	
	\$		\$
		MONTHLY INCOME	
		TOTAL VALUE	
Lifetime income sources		Retirement assets	
Social Security (retirement)		Retirement accounts	
	\$	Employer retirement accounts ⁶	
	\$		\$
	\$	Traditional IRAs	
	\$		\$
	\$	Roth IRAs	
	\$		\$
	\$	Other _____	
	\$	Investments	
	\$		\$
	\$	Stocks/bonds/mutual funds/ brokerage accounts	
	\$		\$
	\$	Other _____	
	\$	Cash assets to be used for retirement	
	\$		\$
	\$	Savings/money market accounts	
	\$		\$
	\$	Other _____	
	\$	TOTAL VALUE	
	\$		\$
Other monthly income sources			
Wages/employment income			
	\$		
Spouse/child support			
	\$		
Rental income			
	\$		
Royalties			
	\$		
Other (e.g., trust income)			
	\$		
OTHER MONTHLY INCOME TOTAL			
	\$		
TOTAL MONTHLY INCOME			
	\$		

If you have not done the expense worksheet and want to fill in your own number, enter the amount in the "other" field under "Miscellaneous" on page 7 and the totals will fill in automatically.

8

*This point of view is designed to be a starting point for the retirement income conversation. It is not a recommendation.

Step 3: Adjust as needed



Save more if you can

Get employer match

Max out contributions

Make catch-up contributions

Save your raise/bonus

Consider an IRA

Step 3: Adjust as needed



Save more if you can

Get employer match

Max out contributions

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Save your raise/bonus

Consider an IRA



Adjust your retirement expenses

Prioritize spending

Reduce housing costs

Save on travel

Step 3: Adjust as needed



Save more if you can

Get employer match

Max out contributions

Make catch-up contributions

Save your raise/bonus

Consider an IRA



Adjust your retirement expenses

Prioritize spending

Reduce housing costs

Save on travel



Find other ways to make ends meet

Manage debt

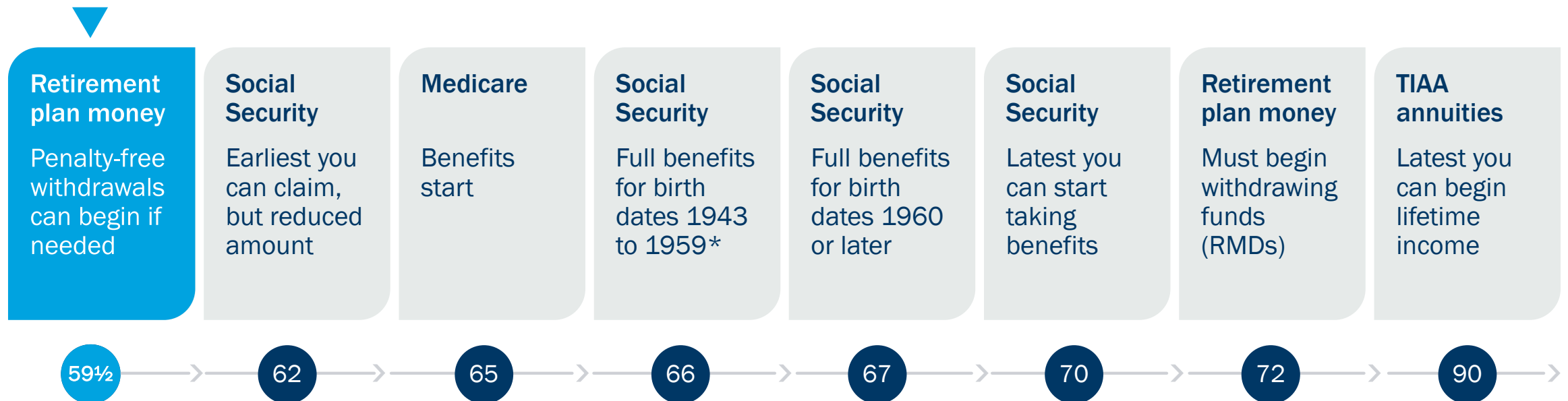
Add income, if an option

Delay retirement

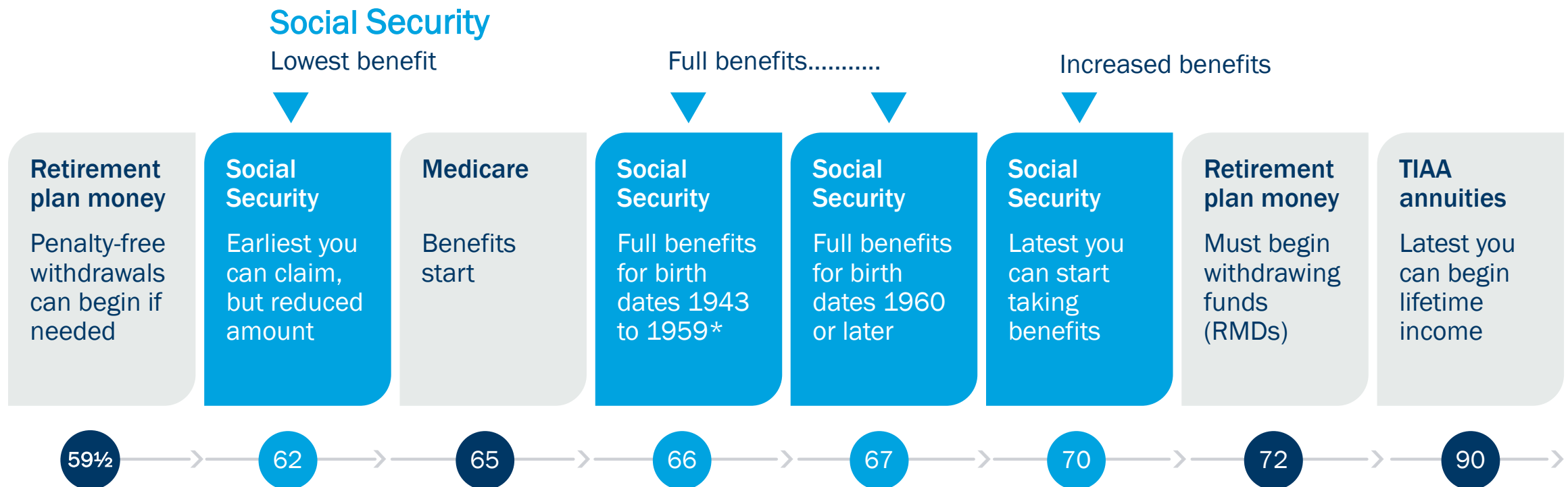
Step 4: Consider key milestones

Access to retirement money

No IRS penalty



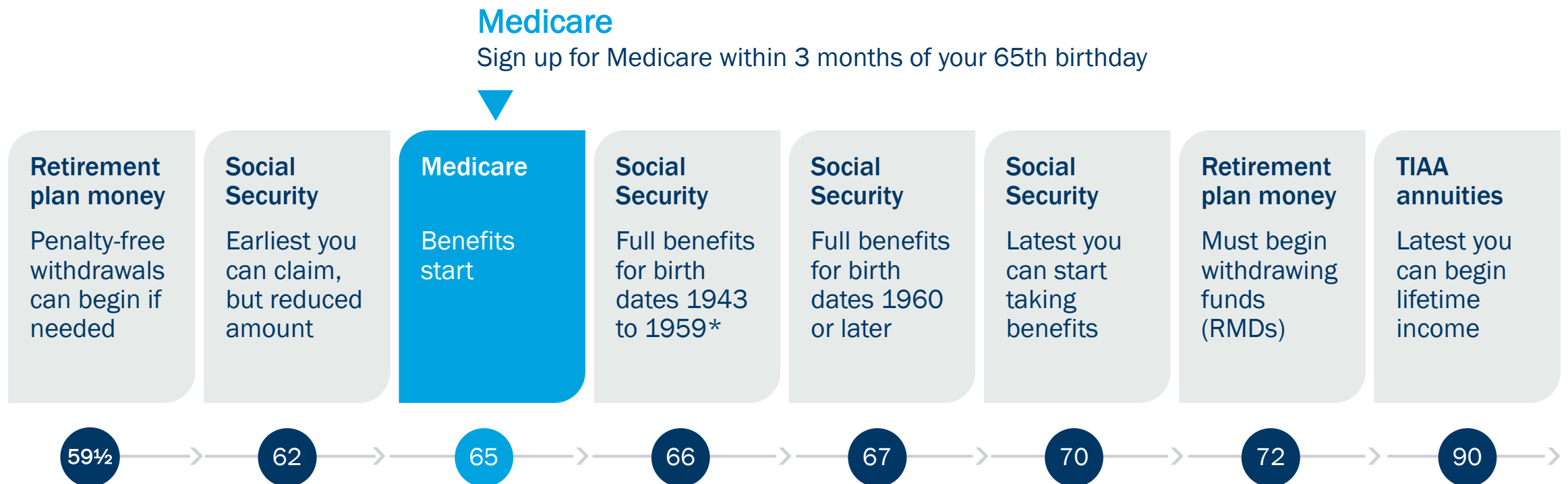
Step 4: Consider key milestones



* Full retirement age is 66 for birth years between 1943 and 1954, then increases by 2 months for each birth year until 1959.

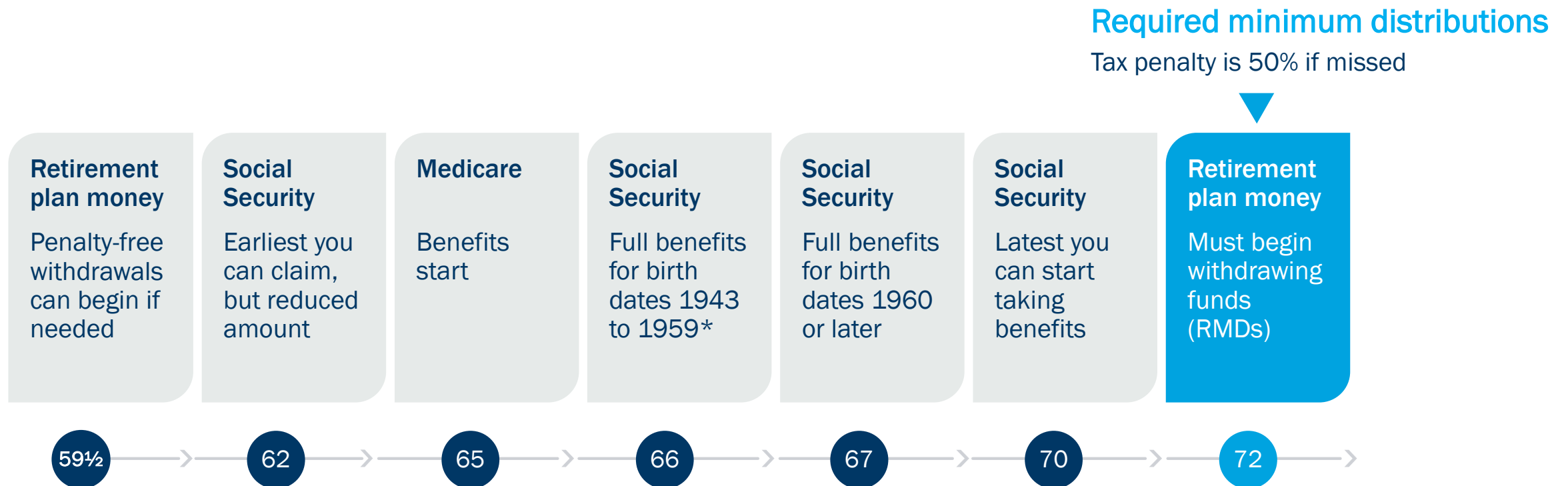
Alaska, Colorado, Louisiana, Maine, Massachusetts, Nevada and Ohio may have different rules regarding Social Security and/or disability benefits for public employees.

Step 4: Consider key milestones



Medicare works differently for people living in Massachusetts, Minnesota, and Wisconsin, so be sure to check rules in your state.

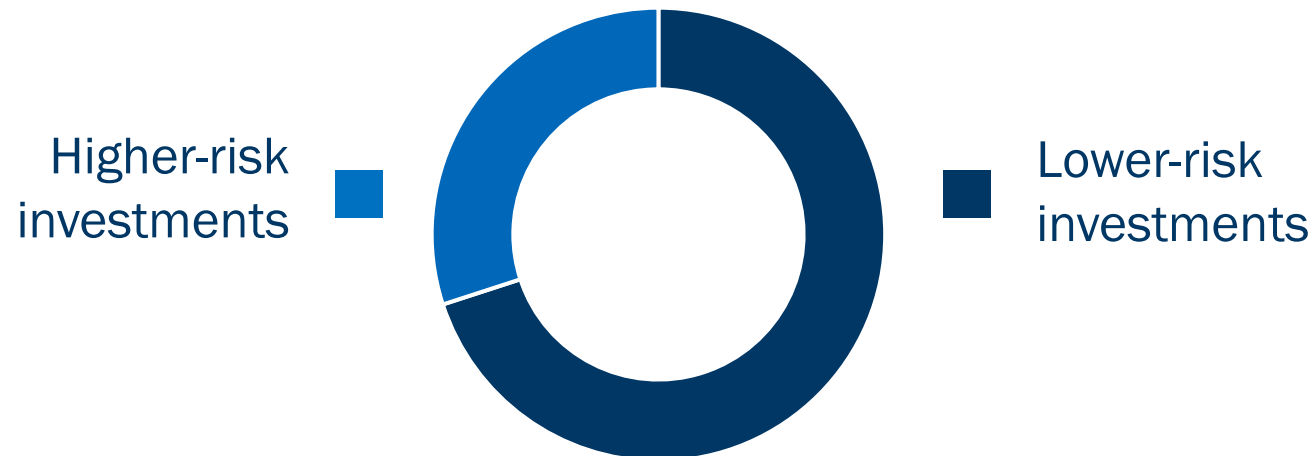
Step 4: Consider key milestones



Step 5: Protect your savings

Choosing the right mix of investments is one of the most important decisions you can make as an investor.

Gradual shift from growth to preservation near retirement



Step 5: Protect your savings

Simplifying your finances can make your money a lot easier to manage.

Consider consolidating old retirement accounts



Easier to track

Easier to manage

Simpler RMDs

Eliminate overlapping fees

Before rolling over assets, consider your other options. You may be able to leave money in your current plan, withdraw cash or roll over the assets to your new employer's plan if one is available and rollovers are permitted. Compare the differences in investment options, services, fees and expenses, withdrawal options, required minimum distributions, other plan features, and tax treatment. Speak with a TIAA consultant and your tax advisor regarding your situation. Learn more at [TIAA.org/reviewyouroptions](https://www.tiaa.org/reviewyouroptions).

Before consolidating assets, be sure to carefully consider the benefits of both the existing and new product. There will likely be differences in features, costs, surrender charges, services, company strength and other important aspects. There may also be tax consequences or other penalties associated with the transfer of assets. Indirect transfers may be subject to taxation and penalties.

Planning now is your best strategy

Be creative, flexible and confident.



Imagine your life and follow the 5 steps

STEP 1 - Estimate what you'll need

STEP 2 - Estimate what you'll have

STEP 3 - Adjust as needed

STEP 4 - Consider key milestones

STEP 5 - Protect your savings

Take the quiz

1

Living expenses are generally less in retirement except for costs associated with:

- a. Transportation
- b. Housing
- c. Food
- d. Healthcare
- e. All of the above

2

What is the only retirement product that can provide lifetime income besides Social Security and pensions:

- a. Roth IRA
- b. Mutual fund
- c. Annuity
- d. 401(k) plan
- e. None of the above

3

Having enough for retirement is not just about how much you save, but how you:

- a. Spend
- b. Budget
- c. Invest
- d. Sell your assets
- e. All of the above

What's next?

Create your income plan

“Live with confidence in retirement” webinar

Find out what you need to know...

- Social Security webinar
- Estate planning webinar

Schedule a call with a TIAA financial consultant



800-732-8353

Weekdays, 8 a.m. to 8 p.m. (ET)



TIAA.org/schedulenow

The tax information in this webinar is not intended to be used, and cannot be used, to avoid possible tax penalties. The TIAA group of companies does not provide legal or tax advice. Please consult with your legal or tax advisor.

Annuities are designed for retirement savings or for other long-term goals. They offer several payment options, including lifetime income. Guarantees are based on the claims-paying ability of the issuing company. Payments from variable annuities are not guaranteed, and the payment amounts may rise or fall depending on investment returns. The contract value of a deferred variable annuity is subject to market fluctuations and investment risk so that, when withdrawn, it may be worth more or less than its original value. Annuity contracts contain terms for keeping them in force. We can provide you with costs and complete details.

Withdrawals of earnings from a retirement account or annuity are subject to ordinary income tax, plus a possible federal 10% penalty if you make a withdrawal before age 59½.

You should consider the investment objectives, risks, charges, and expenses carefully before investing. Please call 877-518-9161 or log in to TIAA.org for underlying product and fund prospectuses that contain this and other information. Please read the prospectuses carefully before investing.

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