Active Employees

6,870 Responses (17.34% Response Rate)



Employee Profile

EMPLOYEE GENERATION

0.16%Silent
(1928 - 1945)

21.78%Baby Boomer (1946 - 1964)

46.54% Gen X (1965 - 1980) 26.6% Millennial (1981 - 1996) 4.92% Gen Z (1997 - 2012)

HIGHEST LEVEL OF EDUCATION RECEIVED

0.59%

Some high school, no diploma

13.25%

High school graduate, diploma or the equivalent

17.46%

Some college credit, no degree

5.83%

Trade/technical/vocational training

42.75%

Associate or Bachelor's degree

14.21% Master's degree

5.91% Doctorate degree

HAVE WORKED
11 OR MORE
YEARS FOR
THE STATE OF
MISSOURI

SURVEY RESULTS FROM THE TOP 5 STATE OF MISSOURI AGENCIES

Social Services (13.72%)

2 Corrections (13.23%)

3 Judiciary (10.34%)

4 Mental Health (8.49%)

5 Higher Education (7.18%)

ARE YOU CURRENTLY WORKING REMOTELY FROM A HOME OFFICE?

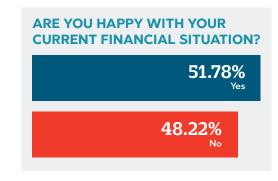
6.59% 70.64% 22.77%
Yes No Combination of both home and office

73.29%
HAVE WORKED 16
OR MORE YEARS
TOTAL (INCLUDING
STATE OF MISSOURI
SERVICE & OUTSIDE
OF THE STATE)

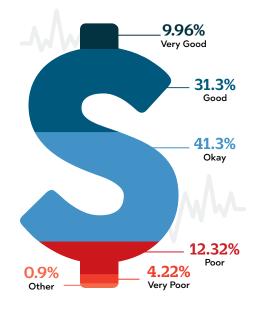
AT WHAT AGE DO YOU EXPECT TO RETIRE?

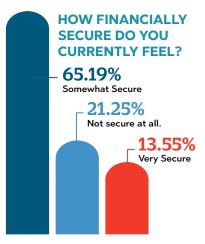
8.31% 23.97% 30.84% 20.06% 3.37% 0.95% 11.66% 0.85% Before age 55 - 60 61 - 65 66 - 70 71 - 75 After age 1'm unsure. I don't plan on retiring.

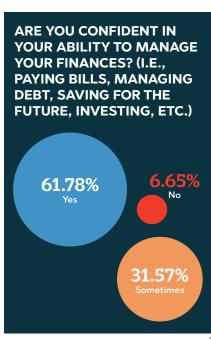
Financial Wellness



DESCRIBE YOUR PERSONAL FINANCIAL HEALTH



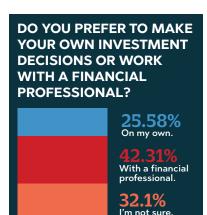


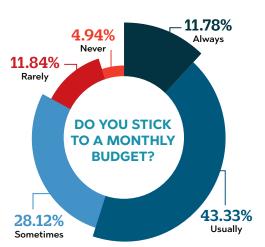


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HOW MUCH DO YOU HAVE SAVED IN AN EMERGENCY FUND?



DO YOU SPEND WITHIN YOUR MEANS EACH MONTH OR OVERSPEND? I always spend within my means.

i always spend within my means.	
	43.34%
I occasionally overspend.	
	47.31%
I frequently overspend.	
	7.09%
I overspend every month.	
	2.26%

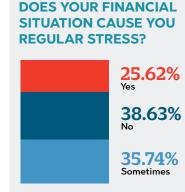
WHAT PERCENTAGE OF YOUR PAYCHECK GOES TOWARD PAYING OFF DEBT?



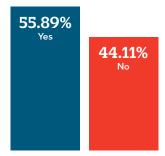


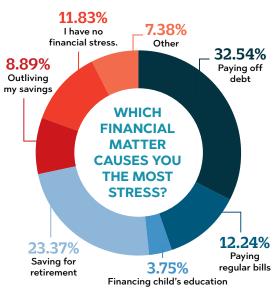
WHAT KIND OF DEBTS DO YOU HAVE?





DO YOU FEEL LIKE YOUR EMPLOYER CARES ABOUT YOUR FINANCIAL, MENTAL, AND PHYSICAL WELLBEING?





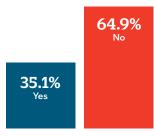


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ARE YOU AWARE THE MO DEFERRED COMP PLAN OFFERS A COMPREHENSIVE FINANCIAL WELLNESS WORKSHOP CALLED POCKET CHANGE THAT CAN HELP YOU UNDERSTAND YOUR STATE BENEFITS, BUDGETING TOOLS AND TIPS AND ESTIMATE HOW MUCH YOU NEED TO SAVE TO REACH YOUR RETIREMENT NEEDS?



DO YOU HAVE LIFE INSURANCE OUTSIDE OF THE STATE'S LIFE INSURANCE BENEFIT?



Retirement Planning

WHAT ARE YOU LOOKING MOST FORWARD TO IN RETIREMENT?



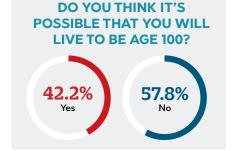
22.83%
More family time



11.04%
More hobbies







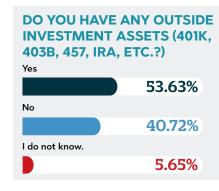
DO YOU THINK THE "TRADITIONAL RETIREMENT DREAM" IS UNACHIEVABLE?

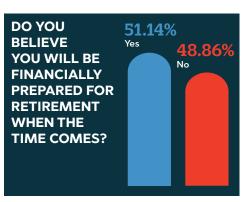


53.17%

85.07%

OF ACTIVE EMPLOYEES ARE CURRENTLY SAVING FOR RETIREMENT WITH THE MO DEFERRED COMP PLAN.







OBSTACLES FACED WHEN SAVING FOR RETIREMENT



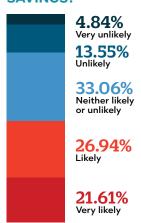
Above my level of understanding	.28.58%
Stock market volatility	30.54%
Unexpected expenses	55.13%
Keeping up with monthly expenses	31.25%
Saving/paying for children's education.	18.04%
Not making enough money	44.97%
Paying off debt	41.59%
Started saving too late	.36.28%
Saving isn't a priority	4.39%
None	6.38%
Other	4.07%

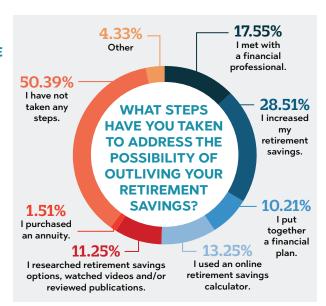
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WHAT'S THE LIKELIHOOD THAT YOU COULD OUTLIVE YOUR RETIREMENT **SAVINGS?**





HOW MUCH PERSONAL SAVINGS DO YOU BELIEVE YOU WILL NEED TO SUPPLEMENT YOUR DEFINED BENEFIT PENSION AND SOCIAL SECURITY IN ORDER TO LIVE COMFORTABLY IN RETIREMENT?



FINANCIAL EDUCATION PROFESSIONAL IN THE FUTURE TO ESTABLISH SAVINGS **GOALS. REVIEW YOUR ACCOUNT, AND DISCUSS YOUR** INDIVIDUAL RETIREMENT STRATEGY?

IF YOU HAVE NOT MET WITH A **DEFERRED COMP EDUCATION** PROFESSIONAL. WHAT IS THE **MAIN REASON STOPPING YOU** FROM MEETING?

I have already met with a deferred comp financial education professional. (22.25%)

I don't have the time. (20.92%)

The topic is intimidating. (16.86%)

Other (16.25%)

I'd rather attend a group presentation and not discuss my personal situation. (10.08%)

I don't know what information I need to bring with me. (9.9%)

Saving isn't a priority at this time.

APPROXIMATELY HOW MUCH TIME DO YOU SPEND PLANNING FOR RETIREMENT?

An hour or more per week.

4.42%

An hour or more per month.

16.15%

A couple hours per year.

23.25%

Rarely do I spend time planning for retirement.

I don't spend any time planning for retirement.

20.44%

35.73%

WHEN IT COMES TO RETIREMENT PLANNING, WHICH OF THE FOLLOWING AREAS DO YOU NEED HELP WITH?

51.17%

Calculating how much I need to save for retirement

46.01%

Determining what age I can afford to retire

(1) 38.22%

> Understanding my investment choices

37.28%

34.43% Creating an income stream

in retirement

31.05%

Planning how to catch up on my retirement savings goal

26.33%

deferred comp

financial education professional.

> Managing expenses and creating a budget

17.73%



2.39% Other



