

2023 Financial Wellness Survey

Active Employees

6,870 Responses (17.34% Response Rate)



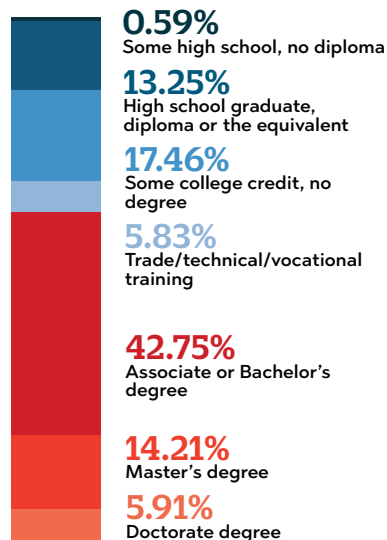
Retirement Savings, Simplified

Employee Profile

EMPLOYEE GENERATION



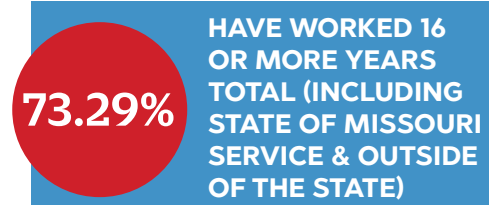
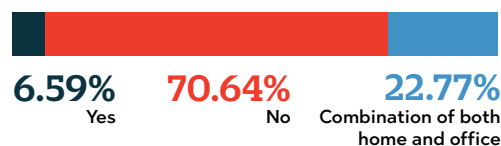
HIGHEST LEVEL OF EDUCATION RECEIVED



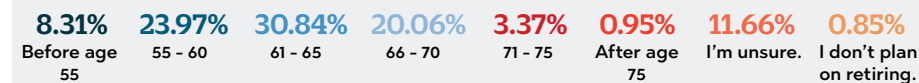
SURVEY RESULTS FROM THE TOP 5 STATE OF MISSOURI AGENCIES

- 1** 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?

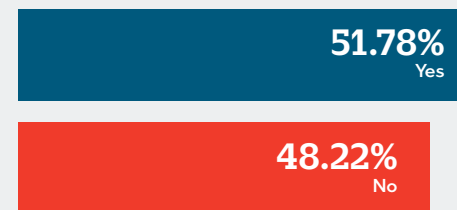


AT WHAT AGE DO YOU EXPECT TO RETIRE?

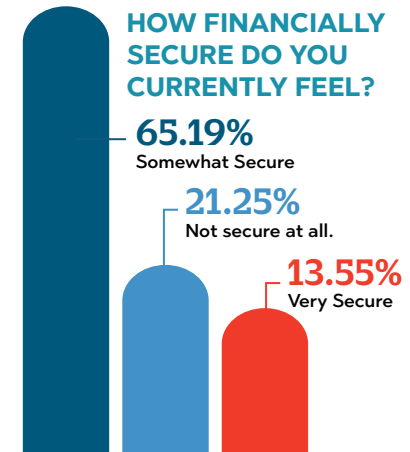
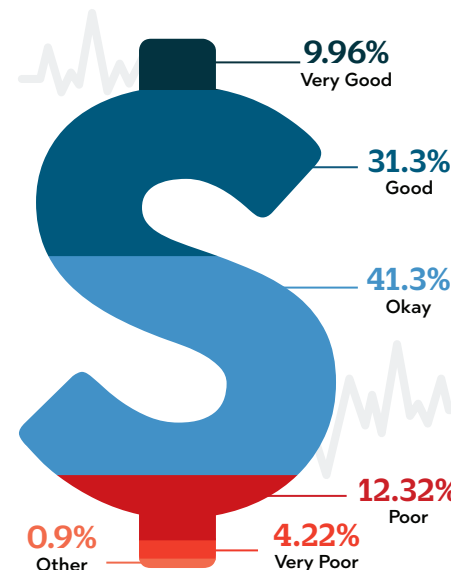


Financial Wellness

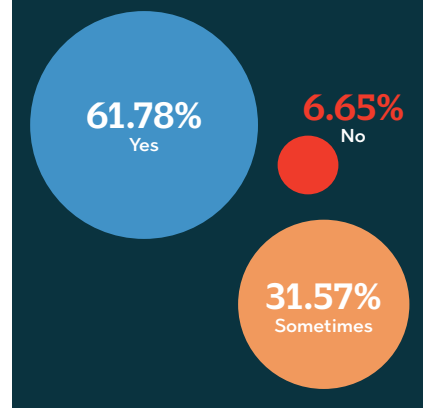
ARE YOU HAPPY WITH YOUR CURRENT FINANCIAL SITUATION?



DESCRIBE YOUR PERSONAL FINANCIAL HEALTH



ARE YOU CONFIDENT IN YOUR ABILITY TO MANAGE YOUR FINANCES? (I.E., PAYING BILLS, MANAGING DEBT, SAVING FOR THE FUTURE, INVESTING, ETC.)



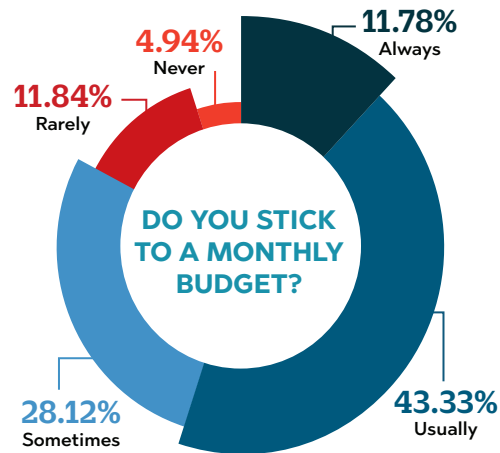
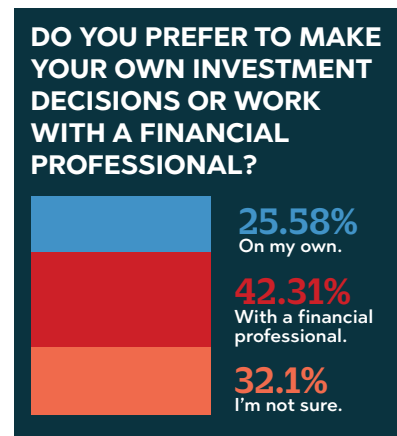
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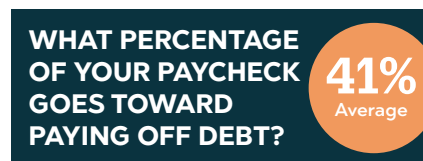
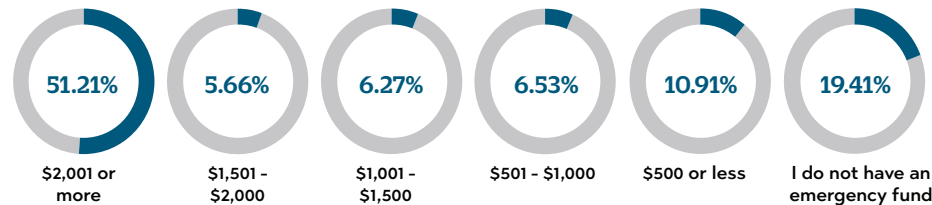
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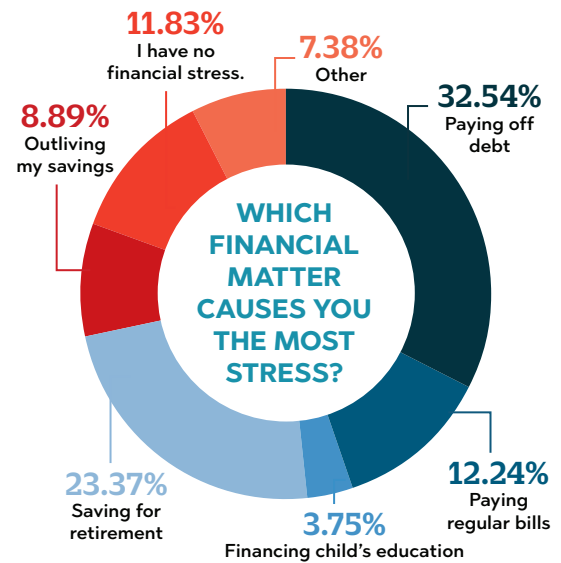
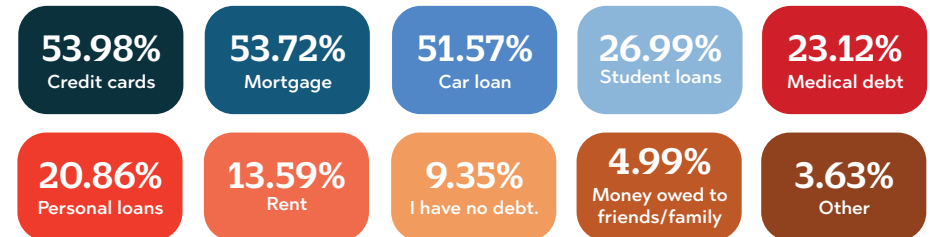
Retirement Savings, Simplified



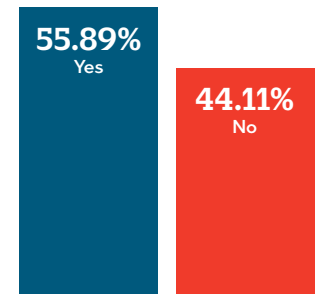
HOW MUCH DO YOU HAVE SAVED IN AN EMERGENCY FUND?



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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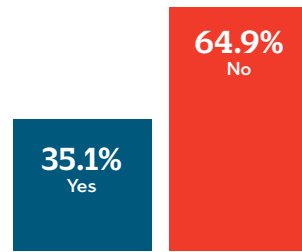
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Retirement Savings, Simplified

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?

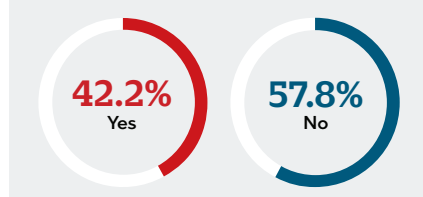


Retirement Planning

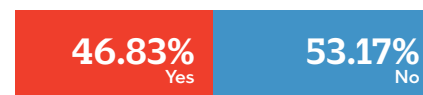
WHAT ARE YOU LOOKING MOST FORWARD TO IN RETIREMENT?



DO YOU THINK IT'S POSSIBLE THAT YOU WILL LIVE TO BE AGE 100?



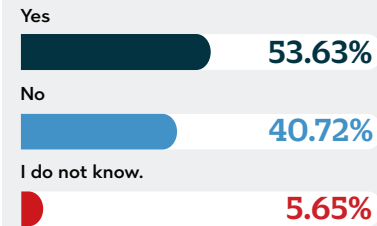
DO YOU THINK THE "TRADITIONAL RETIREMENT DREAM" IS UNACHIEVABLE?



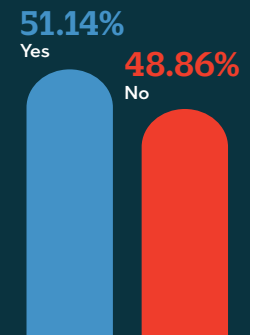
85.07%

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

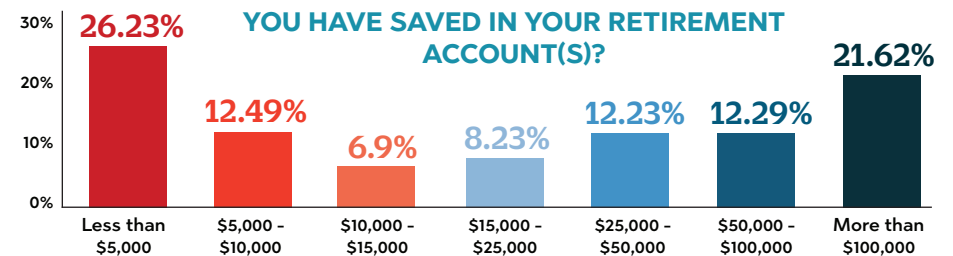
DO YOU HAVE ANY OUTSIDE INVESTMENT ASSETS (401K, 403B, 457, IRA, ETC.?)



DO YOU BELIEVE YOU WILL BE FINANCIALLY PREPARED FOR RETIREMENT WHEN THE TIME COMES?



APPROXIMATELY HOW MUCH MONEY DO YOU HAVE SAVED IN YOUR RETIREMENT ACCOUNT(S)?



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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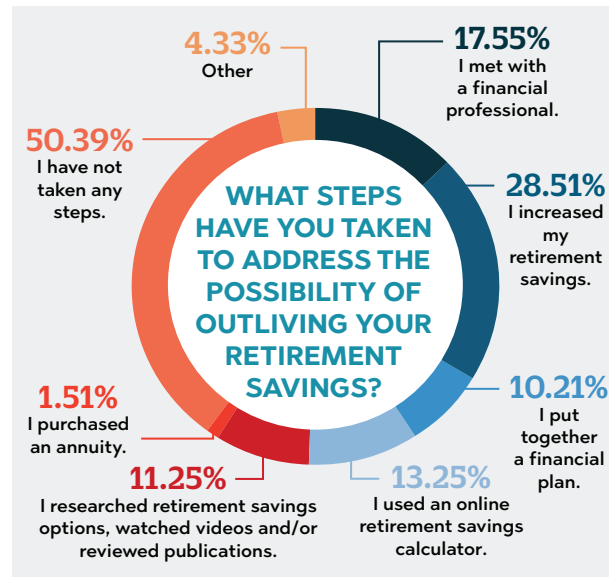
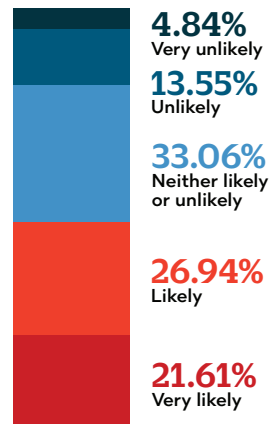
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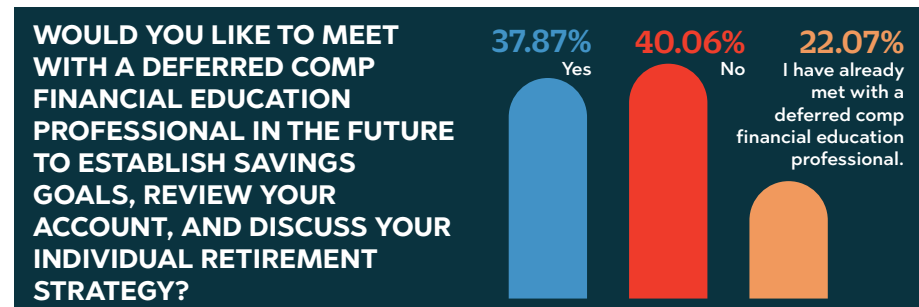
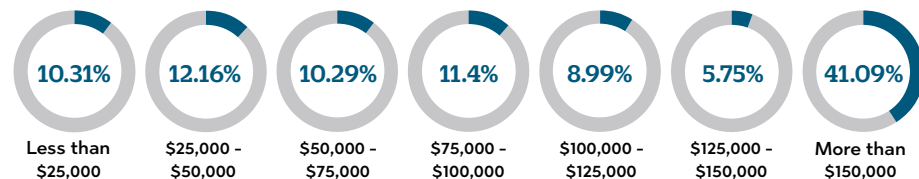


Retirement Savings, Simplified

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



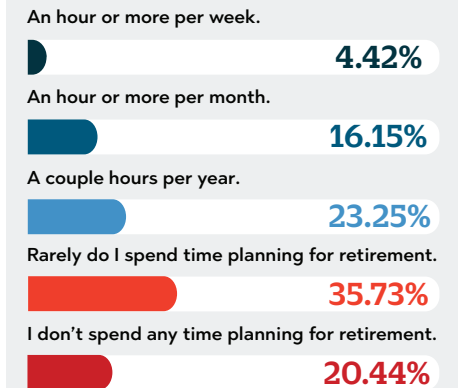
HOW MUCH PERSONAL SAVINGS DO YOU BELIEVE YOU WILL NEED TO SUPPLEMENT YOUR DEFINED BENEFIT PENSION AND SOCIAL SECURITY IN ORDER TO LIVE COMFORTABLY IN RETIREMENT?



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

- 1 I have already met with a deferred comp financial education professional. (22.25%)
- 2 I don't have the time. (20.92%)
- 3 The topic is intimidating. (16.86%)
- 4 Other (16.25%)
- 5 I'd rather attend a group presentation and not discuss my personal situation. (10.08%)
- 6 I don't know what information I need to bring with me. (9.9%)
- 7 Saving isn't a priority at this time. (3.73%)

APPROXIMATELY HOW MUCH TIME DO YOU SPEND PLANNING FOR RETIREMENT?



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

