

## General Survey Statistics

The Retirement Survey was sent to terminated state of Missouri employees over the age of 55.

# of Surveys Sent	# of Surveys Completed	Response Rate
11,110	1,117	10.05%

## Participant Demographics

### What is your gender?

Female	59.7% (667)
Male	40.3% (450)

### What is your age?

Under 24	0.1% (1)
25-34	0.1% (1)
35-44	0.0% (0)
45-54	9.5% (106)
55-64	49.7% (555)
65-74	34.6% (386)
75 & Older	6.1% (68)

### Which of the following best describes your current relationship status?

Married	72.5% (810)
Widowed	7.2% (80)
Divorced	12.6% (141)
Separated	0.5% (6)
In a domestic partnership or civil union	0.3% (3)
Single, but living with a significant other	1.6% (18)
Single, never married	5.3% (59)

### What is the highest level of education you have completed?

Some high school, no diploma	0.6% (7)
High school graduate, diploma or the equivalent	17.5% (192)
Some college credit, no degree	16.3% (179)
Trade/technical/vocational training	4.2% (46)
Associate or Bachelor's degree	38.1% (417)
Master's degree	18.7% (205)
Doctorate degree	4.5% (49)

## Employment Related Responses

### In which region of Missouri do you work?

Central	54.7% (599)
Northeast	8.4% (92)
Northwest	11.9% (130)
Southeast	11.9% (130)
Southwest	13.2% (144)

### Which agency best describes your place of work?

Agriculture	0.7% (8)
Attorney General's Office	0.6% (7)
Conservation	4.8% (53)
Corrections	10.0% (109)
Economic Development	3.7% (40)
Elementary & Secondary Education	3.0% (33)
Governor	0.1% (1)
Health and Senior Services	6.7% (73)
Higher Education	2.3% (25)
Insurance, Financial Institutions & Professional Registration	1.4% (15)
Judiciary	5.7% (62)
Labor & Industrial Relations (DOLIR)	3.3% (36)
Legislature	1.6% (18)
Lottery	0.5% (5)
Lt. Governor	0.1% (1)
Mental Health	10.7% (117)
MOSERS	0.6% (7)
Natural Resources (DNR)	3.9% (43)
Office of Administration	4.7% (51)
Public Defender	0.5% (5)
Public Safety	5.1% (56)
Revenue	3.2% (35)
Secretary of State	0.5% (5)
Social Services	14.4% (158)
State Auditor Office	0.5% (5)
Transportation	8.4% (92)
Treasurer's Office	0.2% (2)
Other	3.0% (33)

## Communication Preferences

### What is your preferred method of communication?

Phone Call	17.5% (195)
Face to face	10.7% (120)
Text Message	8.9% (99)
Email	62.7% (700)
Social Media	0.3% (3)

Please rank the following social media channels in order of most used. 1 being the channel you use most often and 5 being the medium you use least. If you do not use one of the channels, please select the N/A button to the right.

	1	2	3	4	5	NA	Average Rating
Facebook	711	22	3	4	3	374	4.09
Twitter	12	72	27	20	6	980	45.45
LinkedIn	47	111	39	15	9	896	26.55
SnapChat	4	41	24	16	17	1015	62.72
Instagram	8	55	47	20	9	978	44.98

## Savings Habits & Retirement Preferences

### Prior to retiring, did you have a retirement savings plan or strategy in place?

Yes, I have a written plan.	27.9% (291)
Yes, I have a plan just not written down.	50.7% (529)
No, I do not have a plan.	21.5% (224)

### Approximately how much money does your household have saved in all of your retirement accounts?

Less than \$5,000	4.3% (45)
\$5,000 - \$10,000	3.7% (39)
\$10,000 - \$15,000	3.2% (33)
\$15,000 - \$25,000	4.5% (47)
\$25,000 - \$50,000	9.7% (101)
\$50,000 - \$100,000	17.0% (177)
More than \$100,000	57.7% (602)

# Retirement Results

## 2016 Retirement and Savings Survey



Retirement Savings, Simplified

### How confident are you that you built a large enough retirement nest egg?

Very confident	25.3% (264)
Somewhat confident	52.1% (544)
Not confident at all	22.6% (236)

### Which of the following is your biggest financial priority at the moment?

Just covering my basic living expenses	42.2% (441)
Paying off credit card debt	7.8% (81)
Paying off mortgage	21.8% (228)
Contributing to or paying for my child's education	4.2% (44)
Supporting family members (IE: assisted living, medical, etc.)	5.5% (57)
Other (please specify)	18.5% (193)

### At what age did you retire?

Before 55	18.7% (194)
Between 55 – 65	57.0% (592)
After 65	11.8% (123)
I do not plan on retiring.	12.3% (128)
I'm not sure.	0.2% (2)

### Did you retire when you had originally planned?

Yes, I retired as planned.	43.6% (428)
No, I retired sooner than expected.	43.4% (426)
No, I retired later than expected.	12.9% (127)

### What were your reason for retiring sonner than originally planned?

I wasn't happy with my job, lost my job, or my organization underwent change and influenced my decision.	37.3% (164)
Health and family-related issues forced me into retirement.	24.8% (109)
I was financially ready to retire.	8.6% (38)
Other (please specify)	29.3% (129)

# Retirement Results

## 2016 Retirement and Savings Survey



### What were your reasons for retiring later than originally planned?

I needed additional income.	22.2% (30)
I didn't save enough.	5.2% (7)
I needed health insurance.	20.7% (28)
I simply enjoyed working.	24.4% (33)
Other (please specify)	27.4% (37)

### Do you consider yourself fully or semi-retired?

I am fully retired.	64.1% (612)
I am semi-retired.	35.9% (343)

### If semi-retired, which best describes your employment status?

I'm working part-time.	69.7% (237)
I'm self employed.	20.0% (68)
I'm not employed, but I'm looking	7.6% (26)
I'm fully retired.	2.6% (9)

### Prior to retiring, did you plan on working after retirement?

Yes, I planned on working another full-time job.	11.1% (108)
Yes, I planned on working part-time.	42.1% (411)
No, I planned on relaxing and enjoying life.	46.9% (458)

### Are you currently providing financial support for family members (parents, parents-in-law, dependent children or grandchildren) during your retirement?

Yes, I'm currently providing financial support.	28.6% (290)
No, I'm not currently providing financial support.	71.4% (723)

### Before retiring, did you expect your lifestyle (IE:expenses, leisure activities, etc.) to:

Increase	18.8% (185)
Decrease	21.2% (209)
Stay the same	60.0% (590)

### Now that you're in retirement, has your lifestyle (IE:expenses, leisure activities, etc.) changed?

Yes, it's increased.	27.9% (269)
Yes, it's decreased.	19.8% (191)
No, it's stayed the same.	52.3% (504)

# Retirement Results

## 2016 Retirement and Savings Survey



### Prior to retiring, what did you think would be your largest source of income in retirement?

Social Security	19.1% (185)
State retirement plan or defined benefit pension plan	62.1% (603)
MO Deferred Comp savings	3.4% (33)
Other savings and investments	15.4% (150)

### Now that you're retired, what is the primary source of income currently funding your retirement paycheck?

Social Security	18.9% (182)
State retirement or defined benefit pension plan	57.2% (550)
MO Deferred Comp savings	1.4% (13)
Other savings and investments	8.2% (79)
Continue working	10.7% (103)
I'm not sure.	3.5% (34)

### Are you currently receiving retirement income from Social Security?

Yes, I am receiving a Social Security benefit.	53.8% (528)
No, I am not receiving a Social Security benefit.	23.4% (230)
No, I am not eligible to receive a Social Security benefit.	22.7% (223)

### At what age did you start receiving your Social Security retirement benefit?

Before 62	10.4% (55)
62	48.0% (253)
63	4.7% (25)
64	5.3% (28)
65	15.9% (84)
66	12.1% (64)
67-70	3.2% (17)
After 70	0.2% (1)

# Retirement Results

## 2016 Retirement and Savings Survey



Retirement Savings, Simplified

### When do you expect to start receiving your Social Security retirement benefit?

Before 62	0.6% (3)
62	38.7% (181)
63	1.9% (9)
64	2.1% (10)
65	15.8% (74)
66	16.7% (78)
67-70	20.1% (94)
After 70	4.1% (19)

### How confident are you that you saved enough to maintain a comfortable lifestyle in retirement?

Very confident	25.3% (251)
Somewhat confident	56.3% (558)
Not confident	18.4% (183)

### Before your retirement, did you know how much you would need each month to live comfortably when you retired?

Yes, I had used deferred comp's RetirementTrack calculator or met with an education specialist.	8.9% (87)
Yes, I did the calculations myself.	34.5% (338)
I had a rough idea in my head.	45.1% (442)
No, I did not know.	11.4% (112)

### Do you currently use or have you used a professional advisor to help manage your retirement savings or investments? (Not including consultations with MO Deferred Comp education specialists.)

Yes	33.8% (337)
No	66.2% (659)

### What types of services does your professional financial advisor provide?

Investment recommendations	56.7% (139)
General financial planning	39.2% (96)
Calculate retirement savings goals	19.2% (47)
Health, life and long-term insurance recommendations	11.0% (27)
Tax preparation	22.0% (54)
Other (please specify)	20.0% (49)

# Retirement Results

## 2016 Retirement and Savings Survey



Retirement Savings, Simplified

### When you had questions about your benefits while employed with the state, who did you talk to? Select all that apply.

Family/friends	15.9% (155)
Coworkers	35.0% (342)
Human Resources staff	51.2% (500)
I research the answer myself	48.1% (469)
Other (please specify)	11.2% (109)

### Overall, how financially prepared did you feel about your retirement?

1 - Not at all prepared	2 - Not too prepared	3 - Somewhat prepared	4 - Very prepared	5 - Extremely prepared	Rating Average
29	73	450	367	50	3.35

### What advice would you give state workers today about saving for retirement?

I would have put more money in deferred compensation
They need to save at least \$50,000!
Start saving early and continue as long as possible
Take every advantage offered by the state to save for your retirement.
Save, Save & Save More!
Start saving now, even a little bit each month. Use the payroll deduction option.
Start on day one and put away as much as you can afford.
Save as much as you can afford.
SAVE, SAVE, SAVE, and talk to a financial advisor.
Save! Save! Save more!
Save more on your own. \$50 a month could help. Start early, save regularly in a mutual fund...and don't touch it!
Work as long as you are able.
Put money away into the Deferred Comp program- it makes a nice emergency nest egg
Start Saving for your retirement early placing your raises into retirement fund as you were living without that money before the raise.
Put away 10 percent of pay check
Start early and check status often.
save more
Start learning about retirement issues as soon as possible and start saving early, even if it's just a small amount.
Start early!!
Meet with your agency retirement specialist on a one-on-one basis.
Be prepared!!!
Start saving as early as possible and diversify.
start early

# Retirement Results

## 2016 Retirement and Savings Survey



Retirement Savings, Simplified

---

From day one, start saving!!!!

---

save early and often

---

Start saving by age 25

---

Just do it.

---

start early, save what you can and don't worry about the ups and downs

---

Save more in deferred comp

---

apply at least 5 percent towards 401K Plan each pay period

---

save as much as possible

---

Put as much is deferred comp as possible and contact your state representative on low pay for state employees yearly

---

Have a plan and stick to it. Review it periodically as needs can change.

---

save early nd keep it up

---

Save for retirement - put extra money in Deferred Comp

---

Save whenever you can. Take advantage of any matching funds!

---

Save as much as you can afford and start early.

---

Hope for the best, plan for the worst.

---

Start saving as soon as you can, even a mall amount each paycheck can make a big difference.

---

Save all the can and get out of debt.

---

Put money back each month

---

save as much as possible and use a reputable financial advisor.

---

save every extra penny

---

save...save.....save..... start early

---

Never too early to start!!!

---

Save all you can

---

Plan ahead & make sure you will be financially stable.

---

Take advantage of the deferred comp program, and increase withdrawals with each raise.

---

Save more than yu think yu can Invest in equities and track your expenses monthly tu know how much yu will have tu live on

---

Save as much as possible, pay yourself first, meaning set aside a specific amount monthly and stick with it.

---

Start early

---

Start early. Use deferred comp!

---

invest

---

Attend seminars at least 5 years prior

---

set aside as much money (in some kind of savings/retirement plan) each month as possible and still maintain current living status

---

Be realistic about spending and form a habit of at least moderate saving.

---

Payoff most Debt and Save more money before you retire

---

# Retirement Results

## 2016 Retirement and Savings Survey



Retirement Savings, Simplified

I began saving with my very first paycheck at age 16, to pay for college, and thereafter, for my daughter's college, and my old age. I didn't make much and didn't save a lot from each paycheck, but I started early and never stopped. Like all the advice you read and hear, starting early and saving a little bit consistently will bring you big rewards in your later years. As a result of my frugal living and careful spending and lifelong saving, my husband and I are able to travel extensively, including to Europe, etc. and we have enough money to meet all our needs and most of our wants. We had some rough years in midlife with health issues and not knowing if we would be able to stay employed until full retirement age, but because of my lifelong saving and wise use of money, we made it and I never stopped saving. What all employee benefit counselors and benefit administrators need to stress MORE THAN ANYTHING ELSE, IS START SAVING EARLY, AS IN TODAY! Unless this message is driven home OVER AND OVER UNTIL YOUNG PEOPLE FINALLY UNDERSTAND THE IMPORTANCE OF IT, THEY WILL KEEP PUTTING OFF UNTIL "SOMEDAY" SAVING FOR THAT RAINY DAY, LOSS OF JOB, LOSS OF HEALTH, RETIREMENT, ETC. The benefit counselors assigned to Legislative staff through the years were very good and were helpful to me in deciding which deferred comp funds to put my contributions into. TWO things were unhelpful. One was the one size fits all approach by wanting everyone to go into the target date fund. For people like me who were at or near retirement, that was a very bad deal. Older employees should have been told that and encouraged to opt out. I refused to be put into it and my husband and I continue to manage my deferred comp funds, along with our other investments. The other unhelpful thing has been the frequent change in fund managers over the last several years. By now you should have found a good one, so stick with them. I also find the one size fits all communications you send out online unhelpful and aggravating as a retired person. These all seem to be geared toward younger, active employees, who need to be saving for retirement. Something helpful or applicable to those of us already retired, or no e-mail at all would be appreciated. Also, financial advisers as a profession do their clients and readers a grave disservice by leading people to believe that when they retire and are older, their cost of living and needs will be less. The exact opposite is true. Any person over 65 who is retired and has any health issues at all, or the normal things that happen as we get older, will tell you their needs and expenses INCREASE. Medical, vision and dental costs go up extremely rapidly as you age, and you begin having to pay others to do for you many things you used to do yourself. People may often need TWICE as much money in their old age as when they were younger and healthier. This is particularly true in this age of politicians who see no problem with cutting Social Security, Medicare, Medicaid, and any number of other benefits that older people need, especially if they are not as financially secure as we are.

---

Work two jobs and save more.

---

Start putting aside as much as possible as early as possible. Once you get used to it, you won't notice and it'll be a great benefit once you are eligible.

---

start as soon a possible

---

add additional money to your saving-retirement accounts, invest wisely

---

Save as much as possible as early as possible.

---

save more

---

Start saving early and save as much as you with each paycheck

---

Start saving and increase annually regardless of how little it is.

---

The taxes you pay on money you've earned and put back will be taxed again and again to the extreme which will cut into the monies you intended to use to keep your head above water.

---

You can never save too much.

---

Saving reduces taxes now and pays off very well later.

---

Save some out of each paycheck.

---

Save

---

save all you can

---

start early health issues can become a problem overnight

---

Take the first step which is to begin the process which is the hardest part. After that every time you get a raise put all or most of it if you can into your deferred comp till you can reach the maximum. Remember the power of compound interest can't be denied. If you don't save you never get to harness that power!

---

# Retirement Results

## 2016 Retirement and Savings Survey



Retirement Savings, Simplified

---

Pick an amount, just about any amount and when and if you ever get a raise use it to increase your contribution amount

---

Start early investing in retirement income plans, even if you can only contribute a small amount each month or paycheck.

---

pay your self first

---

When you get past the age of 55 and you are put on probation start looking for another fulltime job.

---

Spend a decent amount of time thinking and informing yourself about investment alternatives

---

You can't start too early.

---

take advantage of deferred comp, as it is an excellent way to begin saving for retirement

---

Work as long as you can, you need to stay busy. Work part time or volunteer.

---

Start today

---

To live in their budget before they retire and budget money to be saved for retirement above the expected benefits such as Social Security and retirement.

---

If you do not take advantage of putting away a set amount into the deferred comp program every month from the day you start work then you are not nearly as smart as you think you are. Every time I got a pay increase (which working for the state was rare) I added the extra or a portion of it to my monthly deferred comp.

---

Start savings for retirement at a early age. The sooner the better!

---

Pay yourself each month. It is never too early to start planning retirement

---

I saved whatever I wasn't spending on necessities

---

Join Deferred Comp.

---

Start saving with the deferred plan at the beginning of employment. Develop a written retirement plan with established goals early in your working career.

---

Save, save, save...even if it is a little bit each month.

---

Save as much as you can reasonably afford.

---

Heed the advice to start early in your career with saving via deferred comp and maximize the amount deferred.

---

Save as much as you can on a regular basis and invest in index funds when you can.

---

Start early

---

Find someone on the out side to get advice from because the people you employ do not have a knowledge base or they do not want to work hard enough to help you.

---

save as much as possible

---

Save, quit spending money on unnecessary things

---

Double the amount of savings

---

Work until you are eligible for benefits or take a second job to cover Health benefits

---

Start saving at age30.

---

To start saving with your first paycheck and to always pay yourself first - after your tithe!

---

Every situation is different. Do what works for you.

---

Start saving when you first start work.

---

Consider the high cost of health insurance--when it costs about 1/2 of your retirement check.

---

Start saving when you begin working, even it litte.

---

Start saving the day you start work.

---

# Retirement Results

## 2016 Retirement and Savings Survey



Retirement Savings, Simplified

Use deferred compensation for a low cost savings strategy. Save the maximum amount allowed by law especially in your later years of employment.

Save early \$ often. Start a Roth IR A early

Save as much as you can

Saving for retirement is very important

Save each month

Put more money in a retirement account.

Save early it really adds up.

If you take back-drop, withhold 30% instead of 20%.

Save all you can. Increase savings with every raise

Start saving on day one.

Save as much as you feel you can and then save even more!

start young and continue to invest

Start saving early and keep at it

start as soon as you can

Remember inflation!! What you can manage to live on today will not increase through COLAs in comparison to the increased cost of living.

Start early and don't expect your State benefits, including 457 Plan, to sustain you. Other investments are a must. Although totally vested when I left State government, I went on to retire from the Federal government also and that is the bulk of my current monthly income.

Pay yourself 5-10% every pay period

Start saving early because you never know when your life/situation may change and require you to retire earlier than planned.

Attend at least one or more Retirement Seminars. They were very insightful.

Pay it just like everything else, in 20 years you will have something unlike if you pay for cable for 20 years you got squat!

If you can start early and contribute into MOSERS if you can.

Save as much as you possible can

Save something each payday.

Put as much as you can in the plan,put that amount and a little more.

Save as much as you can.

start saving as soon as you enter the workforce

Budget, budget, budget!!

Save the maximum amount you can in Deferred Compensation. It gives you an additional cushion for retirement income.

Start saving as early as possible, at least 5%.

Maximize the additional IRS deferred compensation retirement savings tax code provisions for catch up deferrals after 50.

Establish a 10 to 25% of all income to be put into a savings plan and then stick to it. Do not get into credit card debt.

Start early and save as much as possible.

Start from Day one

# Retirement Results

## 2016 Retirement and Savings Survey



Retirement Savings, Simplified

---

To start saving at a young age. Retirement age may look a million years away but it will there before they know it. Also, absolutely do not live outside of their means. Fancy houses are great but when retired \$1200.00 a month mortgage payments will be terribly stressful. Try to purchase and pay off home prior to retirement.

---

Save as much as you can as soon as you can - save until it hurts.

---

start early and steady

---

Start at earliest possible age and use monthly automatic withdrawals.

---

Keep working. It is easier when you can quit any time.

---

don't

---

Invest early and invest funds which you know you can get by doing so without shortening your living income.

---

Use the deferred comp program to greatest extent you can. It worked for me!

---

Start saving early.

---

Start eay

---

Contribute until it hurts a little. Start while young.

---

Fund a Roth account

---

save early and often

---

start early and save as much as you can

---

Save as much as you can as early as you can because you never know when you might lose your job.

---

Do it! And don't think it's too late.

---

save all you can

---

remember Murphy's Laws

---

Start saving your first paycheck -- even if it's only the bare minimum!!!

---

start early; save more than you think you should!

---

start early

---

Speak to them early. Advise people they need several sources of income. real estate, stocks, bonds, savings etc.

---

Start young and increase the amount you put in deferred comp as often as feasible.

---

Start saving as early as possible

---

Know what to expect; don't just hope it will all work out.

---

Start saving early, don't depend on your retirement to be there when you retire or to do much in helping you on your daily living.

---

Begin early saving for retirement.

---

Save as much as possible. They say the Social Security fund will expire soon and your life will be difficult if you plan on living on state retirement alone.

---

Invest in deferred comp as soon as possible.

---

Start early

---

Become knowledgable about options and do not trust everything you are given.

---

Make a written timeline of when your different retirement benefits are available and the rate of how much you expect to use.

---

If you want to continue living at your current lifestyle, saving for retirement is your only option.

---

Save more, sooner!

---

Save save save... Make investments and leave them alone

---

# Retirement Results

## 2016 Retirement and Savings Survey



Retirement Savings, Simplified

TALK TO THE PEOPLE AVAILABLE TO ANSWER QUESTIONS THROUGH THE MO. RETIREMENT SYSTEM. THEY WERE EXCELLENT IN ANSWERING MY QUESTIONS.

Start saving early

Start saving as early as possible with Deferred Comp.

Start early and contribute as much as you can for as long as you can.

When I retired I lived in Missouri and felt we could do good, but my husband insisted on moving to Indiana to be near his children and it is more expensive living here. Taking more money to live.

Start your deferred comp as soon as possible after you begin employment w/the state. Put in as much as you can afford on a monthly basis and watch how it adds up!

pay yourself first....save as much as you can.

Deferred comp over 15% paycheck

Plan ahead & write it down.

It is critical to have a retirement savings. You MUST include savings to complement your State retirement and social security. Any pay increase you receive consider increasing your deferred comp contribution some or all of your increase in pay. You are accustomed to living on your former salary, invest the increase in your future retirement.

Save as much as possible.

Deferred Comp

Put in all you can to start and then put in 1/2 of each raise up to the max the feds will allow.

Save, save, save

Be sure to calculate your intended and allow for unintended expenses

Take advantage of a deferred comp. plan -- and the sooner, the better! Even if you can afford only to make only small contributions for a while, do it (and increase the amount, perhaps annually, with a portion -- or all -- of any raise you might have gotten).

If you want to retire young, manage your money and live within your means long before thinking about retirement.

Plan

Do it as early as you can, don't wait

save more

Save as much as possible and don't touch it until you are retired.

start early and stick with it. as you earn more money add to your retirement account

Save as much as you can while employed!

Be faithful in putting back money into a retirement account and increase the amount whenever you can. Then, leave it alone!

You'll know when you are ready to retire!

Start early. Diversify

Take full advantage of the deferred comp plan; don't withdraw retirement savings to pay for a non-emergency item/situation; save MORE than you think you can afford.

Save all that you are able.

put at least something in Deferred comp each month

research very good what your expenses and income will be. Down to the penny! And see where U can cut expenses, keep track of every cent you spend.

Save more than you think you need, especially given low interest rates.

# Retirement Results

## 2016 Retirement and Savings Survey



Retirement Savings, Simplified

---

Fully fund deferred comp and stay till medical insurance fully maxed out in subsidy.

---

Save each month.

---

Start saving very early in your career. It is important to contribute extra dollars toward your retire. The dollars will look good over a period of time. Set a goal and stick to it to retire on the date you chose. Start paying off your monthly expenses 2 to 3 years prior to retirement--Discipline yourself and yield to temptation to create more bills.

---

Pay your bills off before you retire, you will be happier. Also many state workers don't understand that using your deferred comp/backdrop when you retire will cost you in taxes and as well you will not have any retirement when you wish to so make sure that they understand this and don't use deferred comp/backdrop as a way to pay off their bills.

---

Start saving now, don't wait for social security. If you have a house payment work on paying it off before retiring. Pay off credit cards and throw them away.

---

save

---

deferred comp and backdrop

---

If you're single, never been married, and have no kids, then the retirement seminar is a waste of time.

---

Start as soon as possible! I did not start saving for deferred comp right away; and I regret that I started later than I did. I'm lucky that my retirement income is what it is.

---

Make sure you have a nest egg beyond your monthly retirement income. Save as much as you can while still being able to enjoy life.

---

Work till you can get your state and social together, you will need both to get along.

---

Try to not spend by creating large credit card debit and try to save \$5-10 a week by putting away in an envelope that you don't touch and when you get close to 2-3 years of retiring, do a lot of research.

---

Start early. Save as much as you can monthly. Do not borrow money against your retirement account.

---

Save as much as you can, but prioritize the payoff of high-interest debt, especially credit cards

---

save as much as you can

---

Start saving with your first paycheck and continue to do so throughout your employment years.

---

Don't expect to live on social security benefits, save all that you can without negatively impacting your ability to meet your financial obligations and recreational choices, and make sure your family knows what's going on with the financial choices you have made.

---

Check and keep up with your retirement account and eligibility ...

---

You can never save enough so start early, and expect the unexpected!

---

Start early and put your money in an index fund. Save as much as you can.

---

Keep saving

---

Save as much as you can while you can, while you're young.

---

Start early

---

Even though you are very underpaid, put away 10% of your income.

---

Save, save, save!!! Retirement is so worth it!!!

---

Save as much and as early as you can thru deferred comp. also take advantage of cafeteria plan.

---

start as early as possible even though it may be a small amount to start with.

---

Save your sick leave. Invest in deferred comp, and work through back-drop.

---

Start saving now. Don't wait. A small monthly amount can add up.

---

Start saving as soon as possible, if you can. I had nearly the first 15 years of my career where it was basically trying to make it from month to month, so couldn't save much.

---

# Retirement Results

## 2016 Retirement and Savings Survey



Retirement Savings, Simplified

---

To save as much as they can.

---

Start saving early and increase the amount as your disposable income grows.

---

Save and don't touch...

---

Save back as much as you can prior to retirement. Investments

---

Start early and put each raise into your retirement

---

Go to work for the federal government.

---

Save as much as you can

---

Plan well

---

Save early.

---

Provide resources for retirements. Financial security, best places for retirement and expected emergency cases, etc.

---

Pay off your bills and watch your credit cards. If you can't handle the payment each month... destroy them!

---

Start early and set a percentage of your income for retirement so the amount grows with your raises.

---

Do not use Deferred Comp plan. Use Roth IRA. Pay taxes on money then because, in my case, taking out Def Comp funds raises my tax bracket when I can least afford to and I do not receive MO Property Tax credit.

---

Save as much as you can

---

With the salary I had, it was not possible to save and put two children through college. I did take advantage of the BackDrop program, which provided a small savings account.

---

start saving early

---

hang in there put something in each and every month. review your budget annually to see where you can put more in savings. if you get Social Security and are still with the state load up on the savings. take advantage of all matching programs

---

Do research on every area about retirement.

---

Do save for retirement, but look at fees for your investments. My spouse got much better returns with TIAA than I got . Saving is important.

---

Max out deferred comp and other savings opportunities as much as you can and keep a lot of your investments in stocks.

---

Save all you can and plan for the unexpected.

---

research before retirement

---

There is not enough consistant information.I would like a phone number myself so I can contact them.Thank you

---

start early & put away something even if it isn't much....but as much as you can.

---

Use deferred comp to save for your future & save on taxes

---

Save the maximum allowed.

---

save more than you think you'll need

---

Save as much as you can.

---

start early

---

Start saving early

---

Contribute as much money as possible each month.

---

Automatic deposit into 401K

---

Save early

---

Dave as much as you can each month. Pay yourself first!

---

# Retirement Results

## 2016 Retirement and Savings Survey



Retirement Savings, Simplified

---

Start saving as soon as you can afford it.

---

Definitely start the deferred comp program as early as you can, even if you can only save a small amount each month.

---

Start early

---

Everyone should at least try to save for the future because the money you will be receiving is different not enough

---

Start saving early through automatic means. Even if you think you can't afford it, you can save even small amounts add up

---

Save more than you can afford

---

Save as much as possible. Probably be advisable to speak to planner.

---

It takes more money in retirement than you think. Don't forget to include in your budget such things as emergency house and car repairs, uncovered medical expenses such as dental, vision, and over the counter meds, travel, and entertainment.

---

start early,save at lest 20%

---

Invest as much as possible in deferred comp, become debt free before retirement.

---

Figure def. comp. to be about 1/3 of your retirement if you have SS & State pension.

---

Start early

---

To begin planning for retirement early in your career make the most of deferred comp offerings and seek retirement advice from a professional

---

get expert financial advice

---

Put the max into deferred comp and live on your net pay. Then when you retire, your net pay will likely be close to your retirement benefit.

---

Put all you can in mutual funds and bonds.

---

Start saving at an early age.

---

Realize the insurance payment is extremely higher than when you were working.

---

Make it a priority.

---

Health insurance is a major cost in retirement. And politics plays the major role in that. That can not be calculated into retirement.

---

Start as early as possible - Save first.

---

Take advantage of matching funds. Save a minimum of 10% from each pay period.

---

Put as much money into Deferred Comp as you can.

---

Start early

---

Start early in your planning and pay attention!!

---

Do as much as you can and then some

---

Start early and investment as much as possible.

---

Start when you are young

---

Save all you can while you can!

---

start saving early, save as much as you comfortably can, seek advice from financial advisor, don't dip into those savings while working unless it is a BIG emergency

---

Plan ahead, you can not live on the states retirement plan monies.

---

Save a little each month - Over the years a little grows into quite a nice retirement.

---

Don't wait, start putting away even a little bit each pay period and up that amount at each new pay increase. Retirement comes quicker than you think.

---

# Retirement Results

## 2016 Retirement and Savings Survey



Retirement Savings, Simplified

---

Have a financial plan so you know what money's coming in and what's going out.

---

If you have not, start immediately. Plan bigger.

---

Save as much as you can....it is difficult to plan for the unexpected.

---

Save all that you can even if it is a small amount to start with.

---

Contribute the maximum amount to IRA's and any employer matching

---

Save early, don't wait.

---

do not live beyond your means. do not live on credit cards. do not try to keep up with the Jones's and you will be fine.

---

save save save

---

To start early.

---

Start saving early.

---

SAVE every month. Put your eggs in more than one basket.

---

Start saving early, learn as much as you can about financing and investing, and watch expenses related to investment instruments

---

Start early and be consistent in saving

---

save more

---

Put something back into your retirement from the start and then try to increase your contributions

---

start as soon as possible

---

Make sure you have a plan in progress

---

Start early, seek advice, be persistent.

---

Utilize the savings services of Deferred Comp to the max possible.

---

To get as much information as possible and to plan for unforeseen circumstances

---

Only buy things when you have saved enough to pay for them. Pay off credit cards before interest accrues. Saving for the future is top priority. Pay off your house and be debt free at least 5 years before you semi retire. Take a post retirement job and save and invest all that income in low risk assets for at least 10 years. Enjoy life during your productive years, but provide for the coming less active life we are all eventually reduced to.

---

Definitely have a financial plan in place. But just as important, you must be prepared mentally and emotionally for retirement years. All of these must work in harmony for retirement to be satisfying.

---

Keep saving as much as you can to supplement your MOSERS benefit and Social Security.

---

Start early savings

---

Start deferring as much \$ as you can as early as possible.

---

Get everything paid for and live within your means.

---

save more

---

Join deferred comp and put the maximum in the fund each year.

---

I don't believe I have the background to give advice on this issue. They might benefit from talking to someone at the state professional level for this.

---

Start a deferred comp plan as soon as possible.

---

Start early and give yourself a raise each year

---

Start saving as soon as possible and live below your means

---

# Retirement Results

## 2016 Retirement and Savings Survey



Retirement Savings, Simplified

---

I would attend seminars at different times during employment to make a plan.

---

Invest in your future by contributing to deferred comp. If you invest zero dollars, in 20 years you'll have zero dollars. If you contribute something, you will have a nest egg later. Increase the amount as you can over the years. No regrets!

---

Save more

---

Save and invest all that you can and pay as you go to avoid debt. Everything is going up except income.

---

Meet individually with mosers , mchcp people, deferred comp, and social security--the general meetings are too vague for a person to be able to make a decision.

---

start early

---

start early

---

Start saving early. Small amounts over long time build!

---

Start as soon as you're hired and save as long as you can.

---

Retirement requires more income than when working because of the free time you now have

---

Contribute some amount now. Goal should be at least 10 percent.

---

Start and be consistent

---

Put money in deferred comp account

---

Savings plan for retirement is necessary, Insurance and health care is a unknown in planning for retirement. State retirement makes up half of what your income was while working, society security is questionable. It easier to save now then wait to retirement age and wonder what you are going to do.

---

Use deferred comp! Set up a retirement account now... A little bit each payday won't hurt and adds up!!!\n

---

Just do it!

---

Start early

---

use deferred comp

---

Set something aside each month. When I bought my 2 cars during my work years, I rolled the monthly payments into deducted retirement account. I also made an extra house payment whenever I could.

---

Save at a minimum of 10-15% of income and invest in tax deferred growth as much as possible for as long as possible. Always remember-spending money is EVIL!

---

Pay off your mortgage

---

Start early and bank as much of your raises as you can.

---

Talk with a financial advisor, make a rough draft of what you may need each month and then invest or save.

---

Start as early as you can if only giving a small amount toward it each month.

---

Start a plan as soon as possible and concentrate on being debt free before you retire.

---

Do not work for a courthouse employer they will let you go to hire one of their friends

---

set aside monthly

---

Get into Deferred Comp, I didn't get started right away. I could have had a lot more money if I had started sooner.

---

save all you can

---

Save a much as you can. Only get what you need !!!!!

---

Save as much as possible

---

# Retirement Results

## 2016 Retirement and Savings Survey



Retirement Savings, Simplified

---

Check everything out yourself, DO NOT listen to someone else, even if they think they know what you are talking about. It is very difficult to get a firm answer no one wants to give a firm answer even the IRS or tax consultant. Make sure if you find a tax consultant he is honest and not in it for himself.

---

max out all you can

---

just do it

---

Save as much as you can and reduce your credit and debt load to as low as possible.

---

Defer until it hurts and then add more because Missouri pension isn't enough.

---

Track your spending prior to retirement and an understanding of what you will be spending in retirement.

---

Start deferred comp when get hired even if it is only 10 or 25 dollars. My husband was convinced he could provide for our retirement and discouraged me from participating in retirement until one day I woke up and did it on my own. I now know how much further ahead I would be had I not allowed him to sway my decision making regarding my retirement.

---

SAVE ALL YOU CAN , YOU WILL NEED IT LATER IN LIFE. SAVE SAVE SAVE.

---

save all you can

---

Start early and put as much in as you can afford plus a little

---

Savings is a long range plan when your income is modest its best to save whatever you can no matter how small. And start early.

---

Maybe rethink early retirement.

---

Save more than you think you need

---

Start your own savings account of some sort.

---

Start early. Participate in the Deferred Compensation program as soon as you can.

---

Start saving NOW

---

When you have questions, talk to the people who actually KNOW the answers - MOSERS, MCHCP, Deferred Comp. Don't take the advice of people who are only speculating (co-workers), they are only passing along opinions of others who don't have a clue. Like the folks in the MOSERS retirement seminars say, "your retirement is like your fingerprint, each one is uniquely specific to YOU". Get YOUR answers from the departments who KNOW about retirement.

---

Start early even a small amount

---

Start Deferred Compensation as early as possible.

---

Do it

---

start early and put as much as possible aside that you can

---

Put a larger percentage into deferred comp

---

Start saving for retirement as early as possible.

---

Make sure you've saved more than you think you'll need. Unexpected expenses always pop up. Medical premiums go up more than you expect. What you're paying today won't be close to what you're paying in 7 years. You'll need new cars eventually, so even without that payment today you'll have it eventually. Etc., etc.

---

Be more informed!

---

Put the maximum you can in the 457 plan and IRAs. Pay off credit cards every month. Don't go in debt for anything that does not appreciate in value. Have an emergency savings account.

---

Start early and get the state match.

---

Start young and be consistent.

---

Save as much as you possibly can.

---

Save all you can.

---

# Retirement Results

## 2016 Retirement and Savings Survey



Retirement Savings, Simplified

---

Participate in your state savings plan.

---

Increase amount you put into your Deferred Comp...double or more. Make sure you stay for the backdrop if at all possible.

---

Save save save...m

---

Start saving early in your career. It will add up.

---

Save as much as you can. Know when to transfer stock into less riskier investment vehicles.

---

When you are at a point in life that you have some discretionary income, live below your means and save as much as you can. Invest like you are in it for the long haul and don't sweat over ups and downs in the stock market.

---

Save, save, save

---

Start saving when you start working and never stop.

---

Nothing

---

Go through the deferred com personal and start at an early age and other investments. If you get a raise just put that in deferred com because you were making a living before you got it.

---

Start IRA

---

Save as much as possible beginning with the first paycheck. Seek retirement planning advice within the first year of employment.

---

Not to invest in Deferred Comp, but to save in a different account because of the monthly fees being charged which were not there when I signed up for the straight savings with Nationwide, and the state is no longer matching funds. Beware of the false advertising of Voya for interest rates averaging 7%.

---

Definitely take advantage of deferred compensation

---

Start saving as early as possible & never withdraw if you can keep from it until you retire.

---

Save wisely

---

defer as much as possible

---

Put in the maximum amount possible to the deferred comp. plans available

---

Start earlier

---

Start right away, take advantage of any matching funds, diversify your investments.

---

Save as much as possible and try to have as little debt as possible.

---

Save what you can, when you can, and as earliest as you can.

---

Save all you are allowed w Thru deferred comp.

---

Start early within first three years of state employment

---

Plan, plan, plan.

---

Start planning for retirement as soon as possible

---

Start saving early, even if it's just a little.

---

Save as much as you can, from the beginning. 20% of your paycheck, always, at source. You'll never miss it, and by the time you're in your 50's you'll reap the benefits. Live within your means, and be sure your mortgage is paid off before you children start college.

---

Start Early Be consistent.

---

Save and invest wisely. Someone is constantly trying to take money from you and change your benefits i.e.health insurance and daily expenses gasoline groceries.

---

Try to save more each month and remember to anticipate medical problems that might arise as they get older, even if their health is okay now because the cost of insurance goes way up after retirement.

---

start doing the retirement seminars years before planned date invest more with each raise

---

# Retirement Results

## 2016 Retirement and Savings Survey



Retirement Savings, Simplified

Save as much as possible

Save, save, save. Deferred comp is a good way to do it.

Take care of your health. You may need to keep working after retirement.

work as long as you can to get a larger ck to go with your ss ck., everything goes up in life, it is not the GOLDEN YEARS AT ALL!!

Save early, save often.

Use all categories offered by the state for saving while employed and save day to day by being aware of expenses

Put money into deferred comp systematically and don't pull it out for any reason until you are retired.

need to be prepared so you can enjoy retirement

Start early -even a small amount

Participate in the savings opportunity offered. Invest early. Research and take advantage of the resources offered through MOSERS.

Start planning as soon as you can.

Save all you can

Start investing in deferred comp as quickly and as much as possible and increase your contributions at least yearly

Do ALL the math so you know the entire picture about YOUR retirement. Don't rely on what someone else did/does.

Save as much as possible and do your research

Keep contributing as much as you can to deferred comp.

Start as early as possible and save as much as possible.

Withhold the maximum for Deferred Comp.

Save as much as you can

Start early and invest monthly, even if only a small amount to start, but try to increase the amount as often as you can.

start funding your deferred comp when you get your first paycheck...time is the biggest advantage to building a nest egg.

Start early

Start saving early.

Put into deferred comp until it hurts

I thought that I would be able to earn a decent income on investment and retirement accounts. The state should have a stable income option that earns more than 2%.

START EARLY

Save all you can; get investment advice

Start saving for retirement Early.

Consult all resources

Save all you can

Put all you can into DeferComp

Get out of debt (not including house) before you retire

START EARLY IN LIFE

Invest in Deferred Comp

Save as much as you can

Retire, life is too short.

# Retirement Results

## 2016 Retirement and Savings Survey



Retirement Savings, Simplified

Start saving early and often!

If it doesn't hurt, you're not saving enough.

none

Do not go to work for the Department Of Corruption

start saving early and as much as possible

try to set money aside, even though it may be difficult

What lifestyle will you need to support?

Save as much as you can, as soon as you can

Put as much as you can afford n deferred comp!

Save & put more into deferred comp

Begin saving for your retirement the very day you start your employment. Time passes too fast.

Start saving as soon as possible as much as you can...

SAVE. SAVE SAVE AND SAVE SOME MORE.

Save as much as possible and make sure all your assests are paid for when your retire.

Go to the retirement seminars starting early middle and towards the end of your career

Save some money from each pay check.

Save early, max contribution limits and employer matching! Live within your means!

Start saving early and take advantage of matching funds. Invest wisely and if you get in the habit of taking it out of your paycheck you do not miss it. If you get a raise, start putting that into your retirement account. Tax deferred savings are the way to go.

If possible contribute as much as possible to Deferred Compensation.

Save more at an early age

Start early (young) with a retirement account and save regularly.

Don't change positions (especially Departments) close to the end of you back drop. To easy for them to screw things up for you to get your full benefits.

Save all you can before retiring.

Start saving something NOW and increase that amount at least yearly. You won't miss it in the long run!

Put money away each month.

Use the matching fund

Start early, start small and increase over time.

Max out savings early

If you retire early, if hounds not have children in the home, you will be fine. If your health is still good, you will probably want to work part time anyway.

Don't put it off.

Save as much as possible.

Start early & be consistent

Put as much away as possible.

Invest.invest...invest

do it

# Retirement Results

## 2016 Retirement and Savings Survey



Retirement Savings, Simplified

---

get a qualified advisor.

---

Use deferred comp. increase your contribution every time you get a raise. Pay off your house. Avoid debt.

---

Contribute to your deferred compensation to the maxim, contribute to your IRA and/or Roth IRA. Pay yourself first and save, save, save. Invest wisely.

---

Save all you can afford and you can live comfortably after retirement

---

None

---

Start early and save regularly

---

save - save - save - have no debt - know your expenses

---

Use Deferred Comp to the maxium

---

Save all you can as early as you can

---

Don't put it off start now no matter your age the sooner the better.

---

Save as much as you can.

---

retirement planning class offered by the State should occur after 5 years of service rather than 6 months before retirement

---

Being saving as soon as you begin employment.

---

Keep feeding your retirement system and making contributions to Deferred Comp.

---

Know what you need for living expenses and have a contingency plan for emergencies.

---

Put money away for retirement because medical expenses are VERY high in retirement. Hearing aids can cost \$5,000.00, Dental is very expensive, glasses are very expensive, four walls can get very boring. All entertainment can get very expensive for a family, some grandkids need help. There's always someone who wants a piece of your money!! Lib

---

Start early and pay yourself first.

---

Start saving as soon as possible and as much as possible. Defer 'wants' purchases in favor of saving. Put as much as possible in tax deferred instruments like Deferred Comp.

---

Start saving from day one.

---

general info

---

Save every penny you can. But still live a good life. Balance is everything.

---

Start early putting into the deferred compensation so you will have a nice safety net.

---

Save all you can, don't borrow money or use CC without paying off all amounts every month

---

Save

---

I would advise everyone to begin saving and investing money as early as possible and to stick with it for their entire life. I would advise investing in equities as opposed to fixed income concentrating on solid companies with substantial balance sheets that have a history of increasing dividends on a regular basis. I would also advise making long-term investments as opposed to trading frequently. And finally don't sell your investments when the market goes down. If you have cash at that time add to your investments. The market always recovers and if you make good investments you will do well.

---

Start young.

---

Start early and save as much as you comfortably can.

---

Start saving as much money as possible and either invest it in something that guarantees no loss. Put what possible into savings that makes you money every quarter or every 3 months.

---

Use deferred comp and get the matching benefits.

---

Always do a ROTH-deferring taxes is of no real benefit to you

---

# Retirement Results

## 2016 Retirement and Savings Survey



Retirement Savings, Simplified

---

Start saving early and save throughout your years of employment. Deferred comp is an excellent way to save. It's secure, automatic, and tax exempt until you draw it out.

---

Save

---

Save a little out of your check every month and it will add up.

---

Save, save, save!

---

start saving right away

---

Save it you can always spend your money.

---

I worked for the state many years, I didn't always care for what I did but I knew I had to do something somewhere and just made the best of my time in and it paid off in the end. I put some money aside, used the 25% match funds when I really couldn't afford to, got my years in and it paid off for me. I needed a job that had insurance, benefits and good days off with what I thought was a pretty good retirement plan and I didn't think that I would stay as long as I did but I did and it's worth all the time I invested.

---

Start as early as you can and save as much as you can

---

Save early and consistently. Take advantage of any State match.

---

save all you can because the money from your retirement is not nearly enough

---

---

Make sure that you save as much money as you can afford. It may not seem like much but it does add up over time.

---

Set a budget with goals, and stick to it.

---

Don't forget the deferred savings option, I did. Also, make sure you are vested in the retirement system before you leave the office.

---

Start a savings plan VERY early!

---

Start early, from the first paycheck and as much as you can put in.

---

You won't miss what you don't see-save something every month

---

get a roth ira and MaX it out every year !

---

Start young and increase it as you grow older.

---

Start early

---

Save as much as possible.

---

Definitely participate in deferred comp, consult with the appropriate depts there to assist with retirement.

---

Put as much in your Deferred Comp account each month as you possibly can.

---

Start saving as early as possible. Check into buying or applying previous employment if applicable, the sooner the better. Go to MOS-ERS Retirement Planning workshops. Learn as much as you can.

---

Start early, even if it is a small amount

---

Find another occupation versus working for state government. You are not valued by your management nor your legislatures nor even citizens in spite of well you manage your responsibilities. Just a statement of fact.

---

Save it, never cash it in

---

Save as much as possible

---

Leave within your means and set your personal priorities for funds not needed for normal living expenses. Be aware unexpected medical expenses do come up

---

Do it...start early.

---

Deferred compensation is a great way to save. Every employee should at least do the minimum donation. Its pretax money

---

start saving early

---

# Retirement Results

## 2016 Retirement and Savings Survey



Retirement Savings, Simplified

---

The deferred comp is the best plan.

---

Save, save, save.

---

pay your self first

---

Start early

---

Take advantage of deferred comp. It's a great benefit and you have significant tax savings.

---

Maximizing retirement

---

Pay off your mortgage as soon as you can. Save as much as you can in addition to defined benefits expected. The easy saving plan is PEBSCO. Put in as much as you can.

---

Start young, even a little bit will add up.

---

put money in and diversify

---

Save early, save often, stick with it!

---

Put about 10% of your pay into some sort of savings every month for your entire career. If you do this regularly you won't miss it.

---

Start early and save as much a you can!

---

Put more money into deferred compensation.

---

Start saving right away, no matter how much. Get financial advise from a professional if you aren't sure how to get started or where to put your savings.

---

Start saving immediately after becoming employed, diversify and get annual financial reviews/recommendations.

---

Start early

---

start immediately

---

Start early and continue adding to your savings.

---

Put away for savings

---

Begin saving as soon as employed.

---

Save early as much as you possibly can.

---

Start saving as soon as possible, reduce debts.

---

Save more than you think you'll need. Be thrifty and defer gratification to future years.

---

save early

---

Save all you can.

---

Start as soon as you start employment. A little bit over a long time makes it easier.

---

Start as early as possible even if it is only a small amount.

---

Work the backdrop period and have a regular amount transferred to deferred comp each pay period.

---

Start a retirement plan as soon as you start working.

---

Start as soon as possible even if its \$25 a month

---

Save as much as you can using Def. Comp

---

Put in as much as you can afford.

---

Take every advantage of deferred comp and when you retire, have your health insurance paid out of your retirement. Then you have a larger choice of jobs if you choose to work after retirement without having to work full time to insure insurance coverage. It allows you freedom and choices for fun jobs with fewer hours to fund you without being locked into a full time job just for the insurance.

---

Start saving early and use Deferred Comp, it builds over time.

---

# Retirement Results

## 2016 Retirement and Savings Survey



Retirement Savings, Simplified

Sufficient medical/dental insurance will cut into retirement benefits, especially if health and/or dental insurance was included when employed and now a retired person has to pay for their own.

Contribute everything you can to the Deferred Comp program

Save sick time if you can to add to years of service.

mm

Plan to have your big expenses (house, car) paid off before you retire - and build up your savings accounts as much as you can before you retire.

Start early in saving, increase even a little more each year than the previous year. Any increase in pay the difference was saved, such as a step increase or a percentage increase given to all employees.

Ask questions of those who have the answers about retirement benefits.

Put as much in deffer comp as you can

Save as much as you can and as soon as you start working

Make a budget and save as much as you can and participate in any match or contributory programs the State might offer. Stay with the State at least until you are vested.

Save more than you think you will need.

Please do start using the resources that the state has to prepare for retirement. It sneaks up on you and suddenly tomorrow is here.

Do the best you can.

Start saving early and anticipate decreased income after retirement.

Save money in an account outside of deferred compensation for an emergency, don't count on social security, or the state having money for your retirement.

Start early and do not assume you will be secure in your job as circumstances can change with government jobs.

Don't overspend prior to retirement. Don't accrue credit card or other high interest debt. Live within your means

save

Save all you can!!!

save

Don't vote for Donald Trump or other Republicans

Pay yourself first

Start saving now!

start early, even if small amounts. Don't wait until you're 60!!

The more the merrier.

Start saving at an early age, even if it is a small amount.

Put money in your deferred compensation plan. Retired benefits and social security is NOT enough to live on.

Start early. And save as much as possible.

Have no debt (i.e. Mortgage, etc)

SAVE, SAVE, SAVE

Pay for everything now. No credit cards. If you can't pay for it (with the exception of a house), you don't get it.

Saving is worthwhile

start early even if it is a small monthly amount and increase it every time you get a pay increase

# Retirement Results

## 2016 Retirement and Savings Survey



Retirement Savings, Simplified

- 
- Use deferred comp. Even a little money tucked away each month will help.
- 
- Save as much as you can to build retirement investments and to diversify your investments.
- 
- Look at cost of health insurance
- 
- Use the deferred compensation plan & start early
- 
- Save, save, save.
- 
- Save every penny
- 
- save as much as you can
- 
- Invest
- 
- Work 2 full time jobs with benefits and never retire.
- 
- Save as much as possible while still paying off all debt.
- 
- Start early and save aggressively, especially in the early years.
- 
- begin saving early. Smaller amounts out of the paycheck with longer time for growth makes the transition to retirement much smoother.
- 
- Start saving asap mopers is the best
- 
- Explore all options
- 
- Save as much as you can.
- 
- Save as much as possible in deferred comp !
- 
- Make sure health care is well covered; Expect to live on less than before; Make plans for what you will do "instead of just retiring"; Do some things apart from your spouse so you "have something to talk about in the evening"; maintain or develop friendships with people from a variety of age groups - old people can complain too much <smile>
- 
- Save the maximum you can.
- 
- Use the deferred compensation plan. It helps in your retirement days.
- 
- Save more than you expect to need. Take social security benefits as close to age 70 as possible. Consult with several advisors.
- 
- Start contributing as much as possible to Deferred Comp as early as possible.
- 
- Put money into deferred comp savings and don't draw it out until you have to.
- 
- Essential.
- 
- Start Early
- 
- Start saving on your 20s
- 
- Save early and do a little more than you think you can afford.
- 
- Save Save
- 
- Every raise, if you ever get one, allocate some of the money to deferred compensation.
- 
- Work as long as you can because of health insurance
- 
- Save as much as you can. Prices of everything keep going up and retirement income/social security doesn't go up as fast.
- 
- The earlier you start the easier it is. However it is never too late to start!
- 
- Save all you can.
- 
- Think waaaaay ahead
- 
- if you have a mortgage and can, pay it off early, invest in the max to get the max.
- 
- Start saving early
-

# Retirement Results

## 2016 Retirement and Savings Survey



Retirement Savings, Simplified

---

Plan plan plan

---

Save as much as you can, especially in Deferred Compensation. Work as much as you can!

---

save regularly

---

Go to work in the private sector asap after state retirement.

---

Start saving now! The younger you are when you start saving, the less money you will need to deposit from your paychecks into your retirement fund.

---

Start now

---

I don't have any advice. I lost about 1/2 of my retirement when the market took a downturn in 2008. No one could anticipate that or how to prepare for it.

---

Start saving early in your career and get informed!

---

Put as much as you can into deferred comp program

---

Save all that you can

---

Save more than you think you'll need.

---

N/a

---

SAVE, SAVE, SAVE. Do not overspend by purchasing expensive cars and homes, which you cannot afford.

---

Save, if you can; however, we do not get paid enough to save very much

---

start early

---

Be sure to put some additional money aside for retirement in a Deferred Comp type account or other Money Market, or CD account, etc.

---

Save early and often. Consult with a financial advisor.

---

Very important to put away as much as possible every pay period. If you can put away 15 to 20 percent that would be ideal

---

Start planning when you are in your 20's, even if your savings are small. Compounding over years can bring big returns. Talk with professionals and develop a written plan. Stick with your plan.

---

Start early and be consistent.

---

Start a savings account for retirement on your very first day of employment.

---

You can never save too much

---

Save and take advantage of deferred comp and state contribution.

---

Save as much as you can thru deffered comp. since it is pre tax.

---

Start early

---

Start saving as soon as you start with the state

---

Start early. Pay yourself first.

---

Save as much as you can.

---

Better start early

---

Use the deferred comp. program.

---

Save as much as you can make sure you match every time you get a raise put it away take your lunch everyday Save Save Save!

---

Plan fit retirement

---

Put as much money as you possibly can in the deferred comp plan.

---

Get good advice, stick to a plan, review your options on investing periodically. Plan for what if? Don't count on any business/government to take care of your future....take care of yourself!

---

# Retirement Results

## 2016 Retirement and Savings Survey



Retirement Savings, Simplified

- 
- save
- 
- Start saving early
- 
- Start early
- 
- Have a plan that is realistic and execute it.
- 
- To put away as much as you can afford to and to start early and be consistent.
- 
- Start saving early. Even a little adds up big time.
- 
- to save at least 2-5% of income for retirement
- 
- start early
- 
- Start early.
- 
- Start early.
- 
- Do it early and often!
- 
- Save, save, save
- 
- start saving and investing very early
- 
- Save as much as possible; pay off whatever bills you have prior to retiring (except mortgage)
- 
- Start early don't panic.
- 
- Don't just rely on your pension and SS. Start deferring your income into deferred comp early and continue on a regular basis.
- 
- Just do it. I did not miss the income that went into savings and NOW it is wonderful to be able to afford not just the things I need, but also some of the things I want!
- 
- Contribute to Deferred Comp, but put some money in a bank or credit union that is FDIC insured. Advice I would give to whoever wrote this survey is to use correct English. In the previous question, it should be, "...to whom did you talk?" not "...who did you talk to?"
- 
- Live frugally and save for the future.
- 
- Save as much as you can.
- 
- save, save, save
- 
- Save as much as you can. Work as long as you can.
- 
- Save more
- 
- Add as much into the account as possible
- 
- Remember that a good percentage of your funds in the deferred comp. program are still taxable and so you will have less saved than you think for your own retirement needs.
- 
- Start saving as soon as possible, even if it seems unnecessary at the time.
- 
- Save. And invest
- 
- Old adage is true - pay yourself first. Actually, pay all monthly bills, then put half of the remainder into savings of some kind.
-