

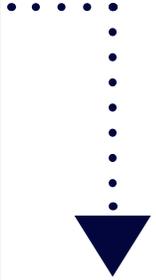
# Creating Financially Secure Employees

Do you have a plan? Let us help you take action.



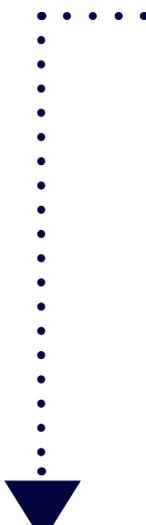
## ANALYZE the need

- Make employee wellness and retirement savings a priority.
- Understand the participation rate in your plan by taking a look at your plan demographics.
- Analyze who is saving in your plan. Make note of these key metrics so you can measure results later on. Ask these questions:
  - Are your employees on track to retire?
  - How much are your employees saving?
  - And most importantly who is not saving in your plan, and why?
- Identify if offering a matching and/or vesting program could help encourage your employees to save.
- Schedule a meeting with a Member Benefits Worksite Benefit Consultant to review your plan.



## BUILD a program

- Consider your employee demographics (i.e. administration, certified staff, support staff, and the age and needs of these groups) when building your plan.
- Talk to your employees about their plan, the benefits, and how they can start saving. Make sure your employees understand the three sources of retirement income and the need for personal savings. Send regular communications to them about their plan.
- Survey your employees to understand what is important to them in a retirement savings plan.
- Ask why your employees aren't saving and design a plan to address their needs.
- Review the investment options your 403(b) provider offers in your plan.
- Consider adding a Roth option to meet the unique savings needs of all employees.
- Encourage saving by offering auto enrollment.
- Consider offering a matching and/or vesting program.
- Partner with Member Benefits to offer free onsite financial education at your district (including financial seminars on topics like budgeting, preparing for retirement, the Wisconsin Retirement System (WRS), and more).
- Give your employees time to attend financial seminars. Consider seminar participation for credit, wellness points, etc. Add financial wellness to your employee mentor program.
- Check out [weabenefits.com](http://weabenefits.com) for financial resources for your employees.



## MEASURE the results

- Track the key metrics you identified when you analyzed your plan. Review periodically.
- Document plan participant behavior changes and identify any patterns.
- Continue to survey your employees. Ask for feedback, likes/dislikes, etc. Make changes accordingly.



## Have questions? Let us help!

Talk to one of our Worksite Benefit Consultants to review your district's 403(b) plan. Give us a call at 1-800-279-4030.

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