Foundations of Financial Wellness
Hi. I’m... 

Gordon B. Ward 
Retirement Education Specialist
We’re Voya Financial®
Plan fundamentals

Understand the principles of Financial Wellness

Identify your own personal priorities

Learn how to access Voya resources to support your progress

Gain insights on key retirement planning questions

Identify your best next steps to Financial Wellness
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Let’s talk about Financial Wellness

What is financial wellness?

- Living within your means
- Feeling confident in your future
- Being prepared for the unexpected
- Feeling free to indulge a little and embrace life
Why financial wellness matters

- 47% are stressed about their finances¹
- 72% feel stressed about money at least some of the time²
- 25% report that issues with personal finances have been a distraction at work¹

Let’s talk about Financial Wellness

What is financial wellness?

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PILLAR 1: Understand your protection needs

We all want to protect ourselves and our families. Help strengthen the financial security of those you love. When it comes to getting the protection you need, a simple plan to help you make informed decisions is essential.

Protect yourself

- Health Insurance
- Disability
- Critical Illness
- Consider taking advantage of disability buy-up option through work to increase your protection

Protect your future

- Life insurance
- LTC
- Make sure you have a will
PILLAR 2: Focus on spending and saving

You work hard for your money. Your income is precious and what you do with it counts. Live within your means today and save for tomorrow.

Establish good money habits by:

- Getting organized
- Building a budget that is realistic
- Setting it in motion
- Making adjustments as you go

**TIP:** Save time and simplify your life by taking advantage of automated options for paying bills and saving money
Budgeting to achieve your goals

Find the balance between the money you have and the lifestyle you desire. Let’s consider a “spending plan” to help you prioritize so that you can spend money on the things that you want most.

- What are your fixed and variable expenses?
- Detail all of your expenses, but don’t forget to detail income sources as well.
- Plan on having a good time – include the cost of things that you want. This will give you more freedom to spend without breaking the bank.
PILLAR 3: Create an emergency fund

Saving for the unexpected involves making sure you have enough money set aside in an emergency fund to cover expenses and protect yourself when life hands you a few surprises.

Build a 3-6 month “financial cushion” or emergency savings

- This protects against having to raid retirement and college savings in the event of an unexpected emergency.

How to accelerate?

- Consider using part of your tax refund
- Pay yourself first
- Build into your monthly budget

FACT: 46% of Americans could not meet $400 expense without borrowing (May 2016 Fed Study)
PILLAR 4: Save for retirement

Maintaining your current lifestyle is one of the most important factors when it comes to an ideal retirement. Good things take time, so when saving, make sure you keep in mind that the money you save has to last, so save consistently as much as you can.

Early Career: Capital accumulation is more relevant for younger individuals who can reap the potential benefits of longer-term compounding.

Mid-Career: As age increases, individuals may prioritize capital preservation and transition to safer investments. It is especially important for people who are focused on mitigating risk to protect against unexpected market volatility.

Late Career: Retirement income generation is primary focus for individuals in pre-retirement and retirement, particularly if they are at risk of outliving their assets.
Tips for investing

Investing tips to live by:

- Start Early…it is never too late
- Invest at your own pace
- Invest only what you do not currently need
- Do not time the market
- Diversify
- Do not obsess over day-to-day performance

TIP: ALWAYS remember the advantages of your company match, and it's impact on your savings!

Using diversification as part of your investment strategy neither assures nor guarantees better performance and cannot protect against loss in declining markets.
The earlier, the better

Assumes each account earns an annual tax-deferred rate of return of 6.00% compounded monthly. This illustration is hypothetical, is not guaranteed and is not intended to reflect the performance of any specific investment or security. You should consider your financial ability to continue investing consistently in up as well as down markets. In addition, these figures do not reflect taxes or any fees, expenses or charges of any investment product. Taxes are generally due upon withdrawal and early withdrawal penalties may apply to withdrawals taken prior to age 59½. You should consult with a tax advisor or tax attorney prior to implementing tax based decisions. Legal and tax advice are not offered by Voya Financial and its representatives.
Assumes 6 percent hypothetical rate of return and contributions made at the beginning of each month. This illustration is hypothetical, is not guaranteed, and is not intended to reflect the performance of any specific investment. There is no assurance that increasing contributions will generate investment success. In addition, these figures do not reflect taxes or any fees or charges that may be assessed by the investments. The tax-deferred investment will be subject to taxes on withdrawal. Systematic retirement plan contributions does not ensure a profit nor guarantee against loss.
Eligibility

- Immediately eligible
- Automatic enrollment at 4%
- Auto escalation for all participants with contribution rate between 3% - 9%*

Contributions

Contribute 3%-75% of eligible compensation pre-tax basis, subject to IRS limitations

- 2019 IRS Contribution Limits Pre-tax contributions
  - $19,000 for those under age 50
  - $25,000 for those age 50 and older by year’s end
  - Must be entered in percentage

Company match

- $1.1667 for $1 on the first 3% of eligible compensation
- Contribute 3% per pay period to receive the full match

Vesting

- Immediate ownership of contributions, match and any earnings
How much should you save?

myOrangeMoney®

Shows how your savings percentage affects your potential monthly retirement income.
PILLAR 5: Manage your debt

How would life change for you if you were debt-free? Knowing where to start is important to reducing and eliminating debt.

Easy steps to get started:

• Pay down highest interest debt first
• Keep saving for retirement and don’t dip into that savings to pay off your debt
• Use cash for everyday purchases
• Be disciplined with credit cards
• Use good debt but stay away from bad debt
PILLAR 6: Save for other financial goals

Think of everything you’d ever want to do if you could. Does it seem like it’s a dream? Having a sound budget in place will help keep your dreams come alive.

Get started:

• Write down your needs, wants, and wishes.
• Understand the costs of your goals
• Select the right accounts and investments
• Start saving towards your goals
Your journey to Financial Wellness begins now
Life stage guidance

**Starting Out**
Are you still trying to figure out how to pay down school debt, pay rent, save a little and still get out with your friends on the weekend? Although challenging — it is possible.

**Gaining Momentum**
Now that you are a little older and likely married, are you trying to be more responsible like planning for your first home or adding to your family with a little one? Although all are exciting moments, they may take a little planning.

**Balancing**
By now, you are probably feeling a little more stable in many areas in your life. With so many people depending on you, are you still figuring out how to balance your family, your future and your finances?

**Transition**
In this time of transition, you may be nearing retirement and feeling more rooted in your life. You’ve also been sensible about saving. Are you thinking more about when to retire? Before you make the shift, make sure you have a plan.

**Retirement**
All those years of saving have paid off. Now, in retirement, it's time to cash in - one withdrawal at a time. So how do you make the most of what you have and make it last? Savor the moment then stretch your savings.
Financial Wellness Resource

Log in to your retirement plan website and click on the Financial Wellness tab to take your assessment and explore the resources available.
**Resource: myOrangeMoney®**

**myOrangeMoney®**

- Visual and educational interactive online experience to see where you stand today
- Enables you visualize and better understand savings decisions
- Displays how current retirement assets may translate into monthly income in retirement
Online Advice

- Web based service for investors seeking advice to help make their own decisions.
- Based on users input, the Online Advice tool will display:
  - A retirement forecast of their current choices
  - Investment and saving recommendations
  - Available to all Plan participants at no additional cost

Professional Management

Service designed for the investor, who would rather have investment professionals pro-actively manage their retirement savings Plan.

- Ongoing assessment of your progress
- Automatic updates to keep you on target
- Personalized your profile
- Periodic account optimization
- Review Progress Reports

IMPORTANT: Forecasts regarding the likelihood of various retirement income and/or investment outcomes are hypothetical in nature, do not reflect actual results (including investment results) and are not guarantees of future results. Results may vary with each use and over time.
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Automatic Escalation Coming in 2020*

Elect to have your contributions increased gradually – and automatically – in 2020.

Coming in 2020, the Archdiocese of New Orleans 401(k) Plan will add the Automatic Rate Escalator feature to the Plan.

How it works:
- Lets say you are contributing 4% to the Plan but would like to get to 10% over the next 6 years.
- You would set the start date of when your increases will start (for example 4/1)
- Then set the maximum contribution to 10% and the frequency to annually
- With this election you can expect on 4/1 every year your contribution will increase by 1% until you reach a 10% contribution.

If you enroll in the escalator, you may choose to change your maximum contribution, your frequency, or cancel the escalator at any time.

Using the Automatically Rate Escalator is a great way for you to set a financial goal for your retirement contribution and reach it over time.

* New feature as of 2020, more information to be provided in the new year
Your 401k Plan Access

24/7 Account Access through the Plan web site and Plan Information Line

• [https://archdioceseno.voya.com](https://archdioceseno.voya.com)

• 1-877-659-6995
  
  • 24/7 using touchtone keys
  • M-F 7am – 7pm CT (Except Stock Market Holidays)