



Effective Employee Engagement in Your Retirement Plan

About WFG

HOW WE HELP YOU PROVIDE AN EFFECTIVE RETIREMENT PLAN

Combining our expertise in retirement services with your specific objectives, we strive to help you design a workplace retirement program that meets your business needs and helps your employees to pursue their retirement goals.



EXPERIENCE COUNTS



EDUCATION

RECOGNITION

INVOLVEMENT

Agenda

- Employee Engagement
- Retirement Plans 2.0
- The Retirement Plan Committee
- Choice Architecture
- Channels of Communication
- Financial Wellness
- Conclusion





Employee Engagement

FIDUCIARY INVESTMENT REVIEW

*appropriate investment
opportunities*

Investment
Due Diligence

HIGH-TOUCH EDUCATION

preparing employees

Employee
Engagement

PROVIDER ANALYSIS

*best-match service
providers*

RFP Vendor
Analysis &
Benchmarking

FIDUCIARY PLAN GUIDANCE

*fiduciary risk
management*

Fiduciary Fitness
Program



BEST PRACTICES APPROACH



Retirement Plans 2.0

Challenges

- Concerns about Social Security
- Fewer covered by traditional pension plans
- Longer life expectancy
- Insufficient savings
- Poor investment decisions
- Savings not sufficient to sustain



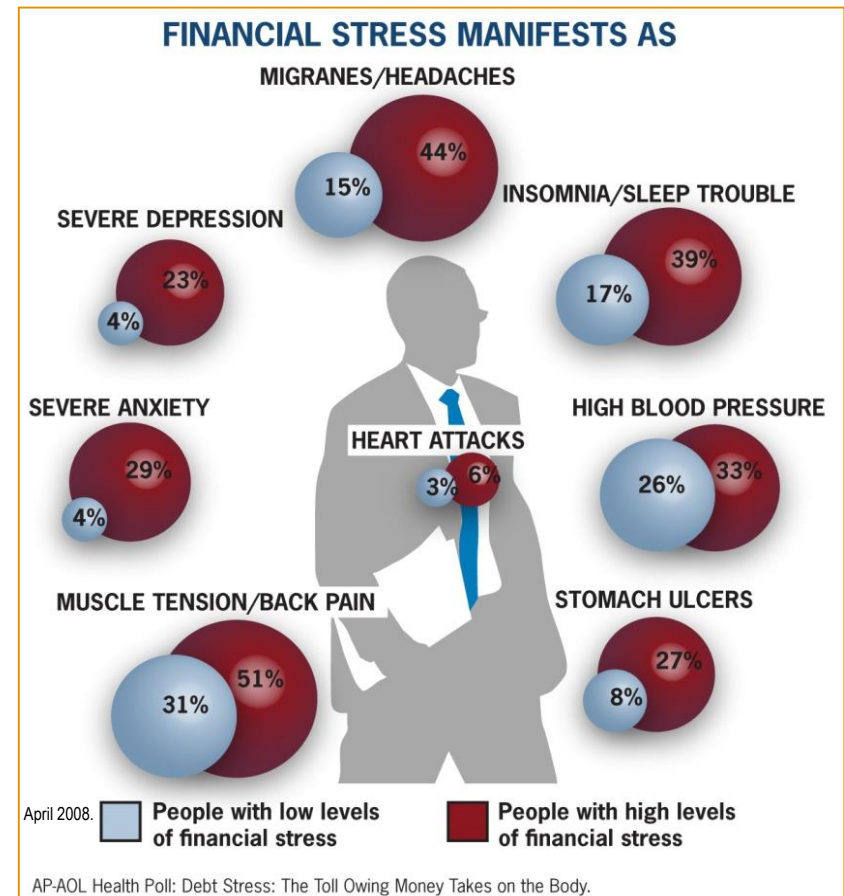
FINANCIALLY STRESSED EMPLOYEES

Employees Stress About Money

- Financial stress is the #1 cause of stress-related illnesses¹
- 24% higher healthcare costs in people who are stressed about finances²

Impact to Your Business

- Recurring financial education helps reduce stress and healthcare costs among employees in a recent study¹



¹ Research Works: Partnership for Workplace Mental Health report. Feb 2009.

² Higher Health Care Costs for Metabolic Syndrome Risk, Disabled World, September 2009.

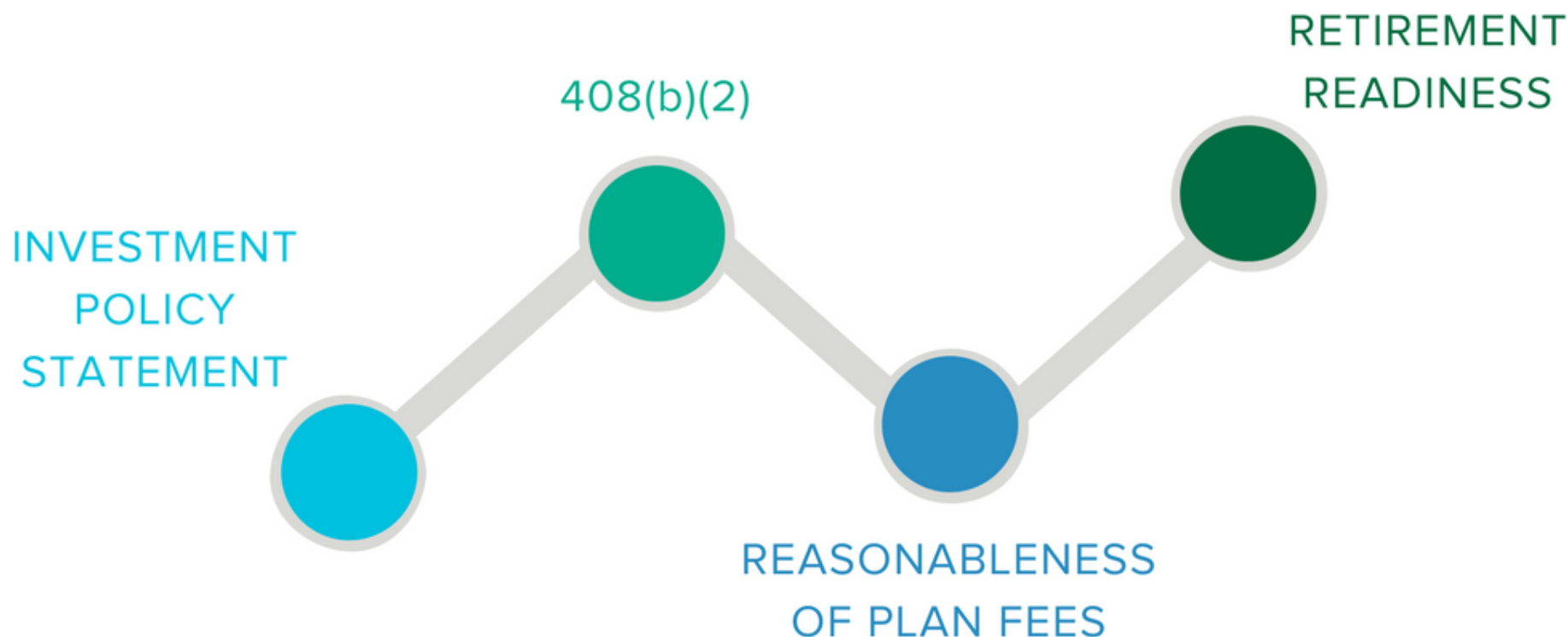
Retirement Readiness

- Employer benefit costs can be reduced
- Less worry = more productive employees
- Reduced plan costs = saving more
- Improve company value
- Increase internal competitiveness
- Realize efficiencies



The Plan Fiduciary's Most Helpful Tool

Measurement





The Retirement Plan Committee



Act in the best interest of participants



Act with care, skill, prudence and diligence

Questions

- What can an employer do to help participants prepare for retirement?

Participant questions:

- Will I have sufficient money for retirement?
- Will my savings last through retirement?
- What if something goes wrong?





Choice Architecture

Choice Architecture

- Participation
- Contribution
- Poor investment decisions
- Match optimization





DRIVING OUTCOMES AT TWO LEVELS

	Design easy choices to address inertia	Manage losses to address loss aversion	Provide behavioral time machines to address myopia
Save (enroll)	Auto enrollment	Optimize employer match	The face tool
Save More (adequate savings rate)	Pre-plan savings increases	Get raise and save	Visualize retirement
Save Smarter (wise investment decisions)	Target Date Funds	Lifetime statements	Projected retirement income

BUILD BETTER OUTCOMES



Channels of Communication

BENEFICIARY DESIGNATION REMINDER (DIRECT MAIL & ELECTRONIC DELIVERY)	January	WFG EMPLOYEE WEBINAR	May 22
WFG EMPLOYEE WEBINAR	January 15	"DID YOU KNOW?" ROTH AND 1% CHALLENGE (DIRECT MAIL)	Quarter III
"SWITCH ON YOUR 401(K)" MAILER	February/Quarter I	EMPLOYEE ENROLLMENT MEETING	Quarter IV
LIFETIME INCOME ANALYSIS WEBINAR AND DIRECT MAIL	April	ENCOURAGE INCREASED SALARY DEFERRAL	November
LIFETIME INCOME ANALYSIS WEBINAR	May	BENEFICIARY DESIGNATION REMINDER (DIRECT MAIL)	December

JANUARY							FEBRUARY							MARCH							APRIL							MAY							JUNE								
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S									
			1	2	3	4							1							1			1	2	3	4	5					1	2	3	1	2	3	4	5	6	7		
5	6	7	8	9	10	11	2	3	4	5	6	7	8	2	3	4	5	6	7	8	6	7	8	9	10	11	12	4	5	6	7	8	9	10	8	9	10	11	12	13	14		
12	13	14	15	16	17	18	9	10	11	12	13	14	15	9	10	11	12	13	14	15	13	14	15	16	17	18	19	11	12	13	14	15	16	17	15	16	17	18	19	20	21		
19	20	21	22	23	24	25	16	17	18	19	20	21	22	16	17	18	19	20	21	22	20	21	22	23	24	25	26	18	19	20	21	22	23	24	22	23	24	25	26	27	28		
26	27	28	29	30	31		23	24	25	26	27	28		23	24	25	26	27	28	29	27	28	29	30				25	26	27	28	29	30	31	29	30							
														30	31																												
JULY							AUGUST							SEPTEMBER							OCTOBER							NOVEMBER							DECEMBER								
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S		
			1	2	3	4	5						1	2		1	2	3	4	5	6			1	2	3	4						1		1	2	3	4	5	6			
6	7	8	9	10	11	12	3	4	5	6	7	8	9	7	8	9	10	11	12	13	5	6	7	8	9	10	11	2	3	4	5	6	7	8	7	8	9	10	11	12	13		
13	14	15	16	17	18	19	10	11	12	13	14	15	16	14	15	16	17	18	19	20	12	13	14	15	16	17	18	9	10	11	12	13	14	15	14	15	16	17	18	19	20		
20	21	22	23	24	25	26	17	18	19	20	21	22	23	21	22	23	24	25	26	27	19	20	21	22	23	24	25	16	17	18	19	20	21	22	21	22	23	24	25	26	27		
27	28	29	30	31			24	25	26	27	28	29	30	28	29	30					26	27	28	29	30	31		23	24	25	26	27	28	29	28	29	30	31					
							31																					30															

EDUCATION CALENDAR

Channels of Communication

- Email
- Webinar
- Group meetings
- One-on one meetings
- Vendor plan web site
- MOBILE, MOBILE, MOBILE





PUSH vs PULL MESSAGING

Retirement Wellness Score ⓘ

56

You can get beyond a yellow score with some quick changes. Try using the [Retirement Wellness Planner](#) to get to green!

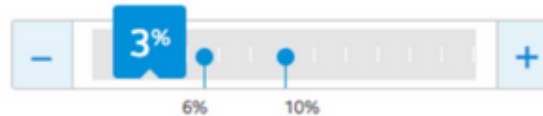
Retirement Wellness Score represents an estimate of the percentage of your pre-retirement income available once you retire. Studies suggest achieving a score of at least 70-85 to be on track for retirement.

[Retirement Wellness Planner >](#)

Contributions

Pre-Tax Contribution Amount ⓘ

\$52.50 every two weeks



⚠ You're not contributing enough to get the full employer match!

[Manage Other Contributions](#)

Annual Increase ⓘ

To be reported on 01/01/2018



Amount to increase each year



Until my contribution reaches

[Clear Changes](#)

[Save Changes](#)

You Need ⓘ

\$2,925/month

in retirement

If you spend this much, your savings may run out by age 85.

We Estimate You Will Have ⓘ

\$2,872/month

in retirement

You May Be SHORT

\$53/month

in retirement

KNOW YOUR RETIREMENT READINESS SCORE



Financial Wellness

38%

SAY THEY KNOW
**LITTLE OR
NOTHING**
ABOUT THEIR
EMPLOYER-PROVIDED
BENEFITS

37%

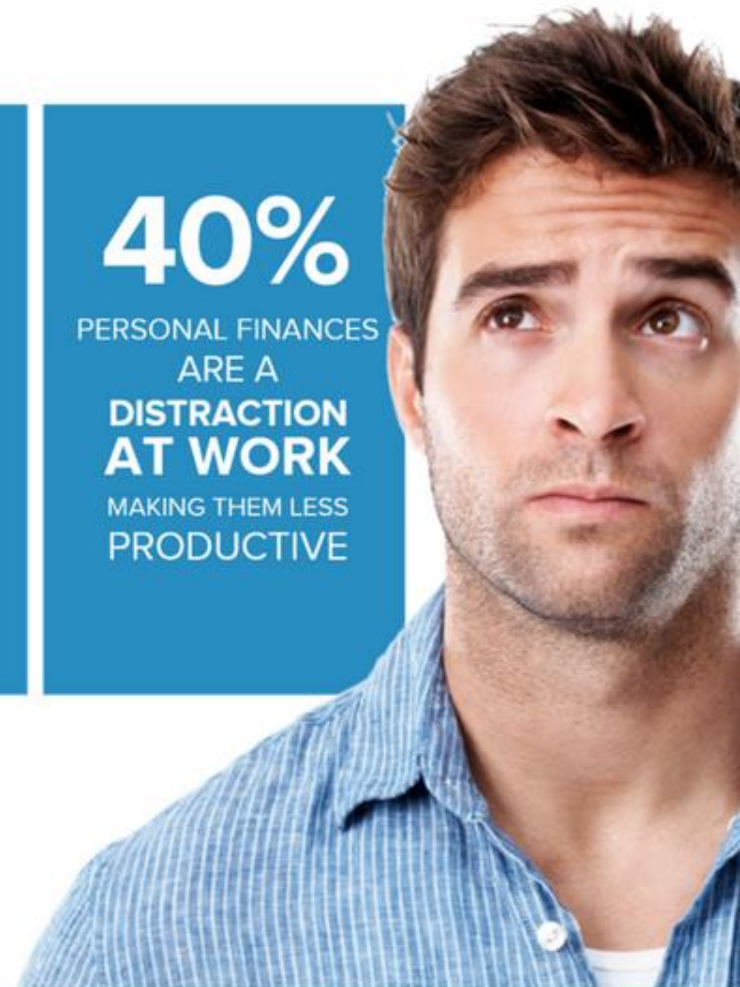
FIND MANAGING THEIR
**PERSONAL
FINANCES**
SOMEWHAT OR
VERY DIFFICULT

42%

TWO IN FIVE ARE
CLUELESS
WHETHER OR NOT
THEY ARE ON TRACK
TO RETIRE
COMFORTABLY

40%

PERSONAL FINANCES
ARE A
**DISTRACTION
AT WORK**
MAKING THEM LESS
PRODUCTIVE



Source: 2015 MassMutual Employee Benefits Security Study

THE OPPORTUNITIES ARE CLEAR

83%

employer financial benefits are critical to my financial security¹

55%

“I want help managing my finances”¹



86%

employees say it is important for their employer to offer financial wellness programs ²

2 out of 3

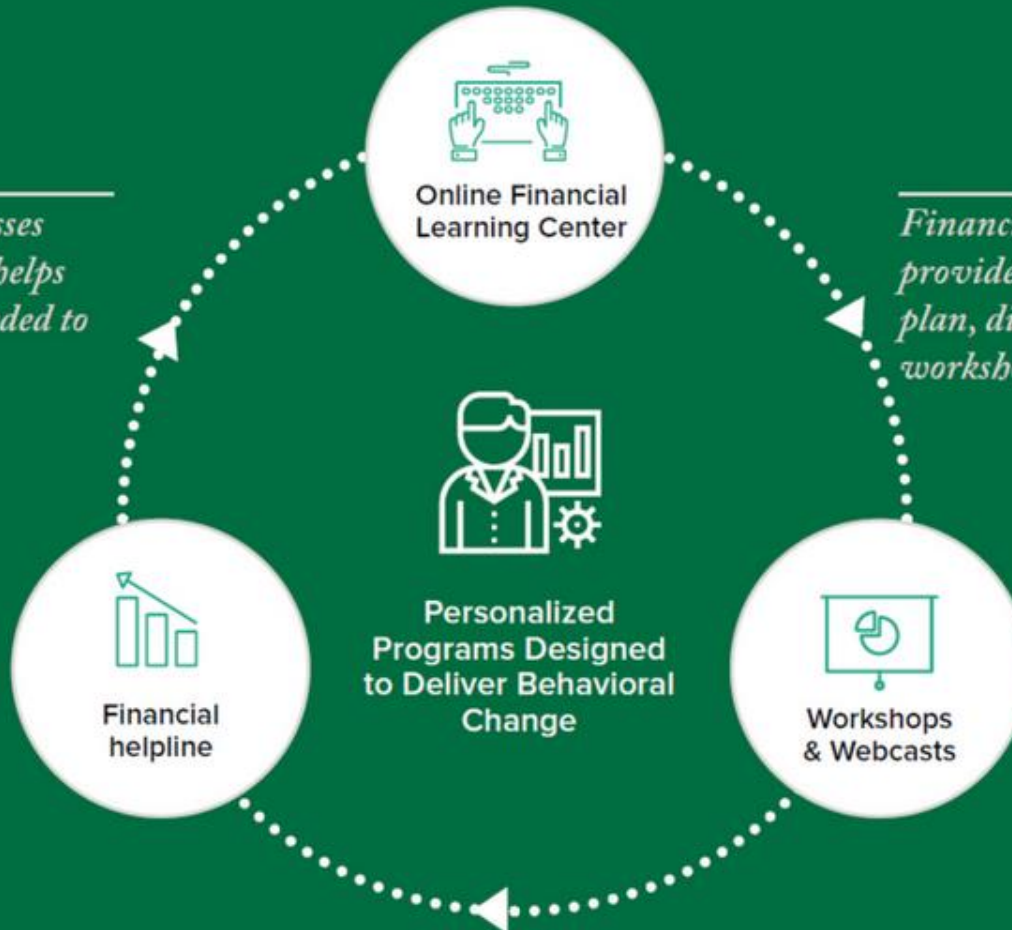
“My workplace retirement savings plan will be my main source of retirement income”¹

¹ 2016 Workplace Benefits Report - Bank of America Merrill Lynch, April 2016

² Harris Poll, June 2015

WORKERS LOOK TO THEIR EMPLOYERS FOR HELP

Financial coach addresses individual issues and helps them take the steps needed to prepare for the future



Financial Wellness Assessment provides personalized action plan, directing them to your workshops and webcasts.

Education sessions delve into key financial topics and offer helpful action items to improve financial habits

FINANCIAL WELLNESS PROGRAMS

Bottom Line for Employers

Make sure to have the right plan that:

- Meets current goals/objectives
- Conforms to fiduciary guidelines
- Ideal plan design to optimize outcomes
- Participant engagement model
- Incorporates guidance tools



How Do You Measure Progress?

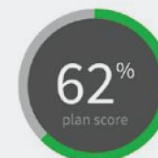
- PlanVisualizer is a powerful new tool that offers an unprecedented view of retirement plan data and real-time interactivity to model features and costs, making it easier to optimize plan design.
- **As an ASAE member, you are entitled to a complimentary PlanVisualizer analysis – contact us at info@washfinancial.com to request yours today!**



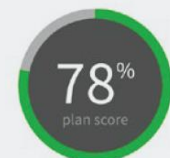
Visualize potential plan changes, such as average participation rates, average deferral rates, company match, and their likely impact on metrics and costs.



Compare scores for the current plan versus a potential new design across the participant population, and view costs and summary details.



Current Plan



New Plan



Conclusion

Commitment to Excellence.

We look forward to working with you to
develop a strong and lasting partnership.

WFGRETIRE.COM

Washington
Financial  Group

For Plan Sponsor Use Only - Not for Use with Participants or the General Public.

This information was developed as a general guide to educate plan sponsors, but is not intended as authoritative guidance or tax or legal advice. In no way does advisor assure that, by using the information provided, plan sponsor will be in compliance with ERISA regulations.

Securities offered through LPL Financial, Member FINRA/SIPC. Investment advice offered through Global Retirement Partners, LLC (GRP) a registered investment advisor. GRP, LPL Financial and Washington Financial Group are separate non-affiliated entities.