



HR Roundtable – Successful Benefit and Financial Wellness Communication Practices in the Workplace



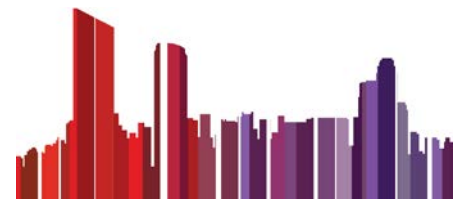
2018
RETIREMENT
CONFERENCE



Presented by:
Denise Boucke, Chief Operating Officer
Jennifer Mausolf, Communications and
Retirement Strategies Director

Agenda

- Introductions
- New Hire Welcome
- Ongoing Employee Communications
- Financial Wellness



Introductions



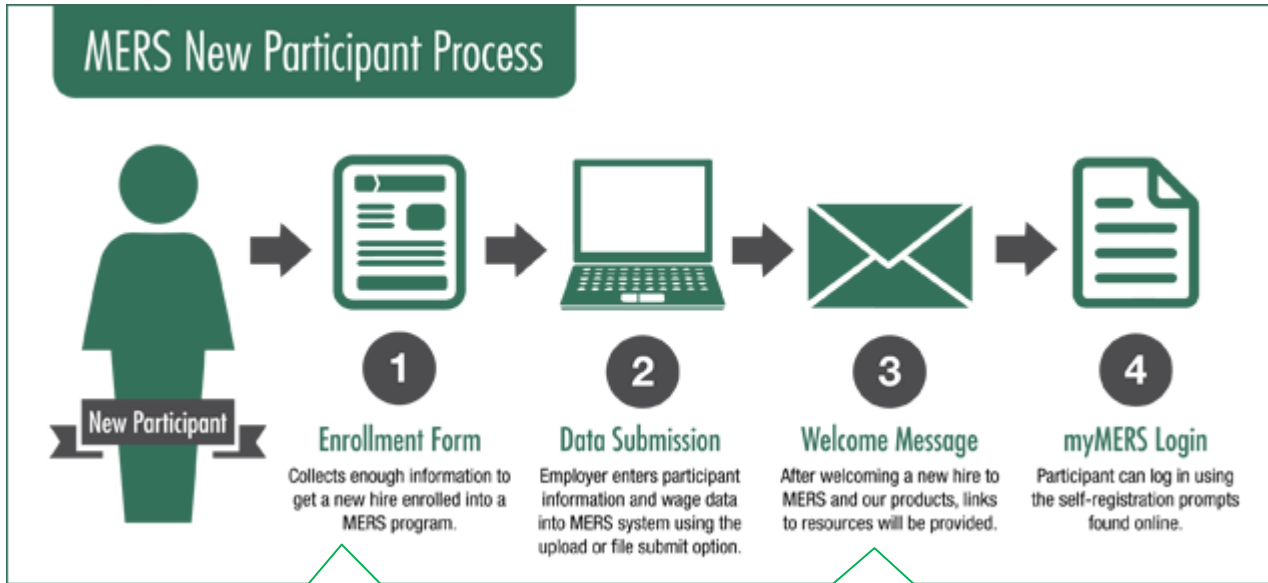
- *Name*
- *Municipality*
- *Role*
- *Biggest challenge?*
- *What are you most proud of this year?*



New Hire Welcome



Onboarding Process



ENROLL TODAY
MERS 457 Supplemental Retirement Program

About the Program
 The MERS 457 Supplemental Retirement Program offers you a flexible retirement account you manage. You decide how much to contribute, how to invest the assets, and how to plan for the future. One of the benefits of the program is that you have access to your account when you leave employment, even a year before age 59.

Contributions

The MERS 457 Program is flexible because you determine how much you want to contribute, either a flat dollar amount or a percentage of pay, and you can stop, stop increasing or decrease your contributions, without fees or penalties. Your contributions can be made by pay or from your employer tax withheld. This option. Do you have an employer that withheld this option. Do you have an employer that withheld this option.

With a pay deduction you make contributions with pre-tax dollars, so you get a tax break up front, helping to lower your current income tax bill. Your money goes into contributions and earnings (your tax deferred) and you withdraw them. At that time, withdrawals are considered to be ordinary income and taxed at your current tax rate.

With a Roth contribution, it's basically the reverse. You make your contributions with after-tax dollars, meaning you've already paid taxes. However, withdrawals of contributions and earnings are tax-free at age 59½, as long as you've held the account for five years.

Our 401(k) plan is available when it's better for you to pay the taxes - now or later. You can access online calculators on the MERS website to help you determine the best option for your goals.

Why Should You Enroll?

Help meet your retirement goals.
 Experts suggest that you should aim on having at least 80% of your current income in retirement. So if you are 30, you're going to need to pay on personal savings, now and above your Social Security and other retirement benefits.

Low cost. As a nonprofit organization the MERS program is the most cost-effective way of saving - putting more of your money to work for you.

It's easy. You contribute through the convenience of automatic payroll deduction.

One stop planning. Experienced retirement advisors are available to help with any questions you may have.

MERS is an independent, professional retirement services company that serves municipal members across the nation. We're here and we're in and we're with you - members to deliver a superior value that "makes our members' hearts."

Municipal Employees' Retirement System

YES
Tell me more.

NO
I'll come back.



Ongoing Communications



Year-Long Education

- Increase communication with participants
- Encourage participants to consider their current level of savings and take an age-appropriate approach to saving adequately for retirement



2018 Events



Listening to Your Feedback

Administrative and Policy Update Log

The screenshot displays the MERS website interface. At the top left is the MERS logo with the tagline "Municipal Employees' Retirement System". To the right are social media icons for Facebook, Twitter, LinkedIn, and YouTube, and a navigation menu with links for Home, Forms, Contact Us, and Login. Below this is a green navigation bar with tabs for EMPLOYEE, RETIREE, EMPLOYER, MEDIA, and MERS, along with a search bar. The main content area features a large banner titled "ARE YOUR INSURANCE CHOICES CLEAR?" with a photo of a doctor and a patient. Below the banner is a row of smaller promotional tiles. The right sidebar contains several sections: "Account Access" with a "LOG IN" button and a link for "First time user or need help?"; "Communications Corner" with a link to "View Communications Sent"; and a highlighted yellow box for "Administrative And Policy Updates" containing a warning icon and a link to "View changes over time." Below this is an "Upcoming Events" section with the text "----- MERS Events -----". The bottom left of the page has three main service tiles: "CentsAbility" (Making sense of your financial future), "Resources" (Quick access to your MERS forms, publications, and more, with links to Forms, Publications, Calculators, Investments, and Videos), and "Retirement Readiness" (The MERS retirement readiness approach utilizes behavioral finance research to assist you in understanding your level of retirement readiness along with providing you actions that can be taken to become more prepared, with a link to "Click to view.").



Listening to Your Feedback

Redesigned Program Pages

MERS
Municipal Employees' Retirement System

Home Forms Contact Us Login

EMPLOYEE RETIREE **EMPLOYER** MEDIA MERS

Search... Search

Home » Employer » Programs » Defined Benefit Plan

Print | Font AAA

Defined Benefit Plan

- [How It Works](#)
- [Administration](#)
- [Investments](#)
- [Resources](#)

Quick Links

- [Plan Overview](#)

How It Works

Learn how the plan is structured, funded, and who the fiduciary is.

[View How It Works](#)

Administration

View a list of procedures on how to administer your plan.

[View Administration](#)

Investments

Learn more about the MERS Defined Benefit Investment Policy.

[View Investments](#)

Resources

Learn about upcoming free events and access forms, publications, and videos.

[View Resources](#)



Listening to Your Feedback

Added Resources



Portal Training

The MERS Service Center is available to provide one-on-one training for the Employer Portal.

Videos


Can't make it to one of our educational events? No problem! The MERS Video Library is a collection of all pre-recorded webinars and other sessions to help walk you and your employees better understand your benefits.

 [Product Overview](#)

 [Understanding Defined Benefit Pensions](#)

 [Defined Benefit Retirement Process](#)

 [Service Credit Purchase Overview](#)

 [From a Snapshot to a Full Picture - An Overview of MERS Retirement Readiness](#)

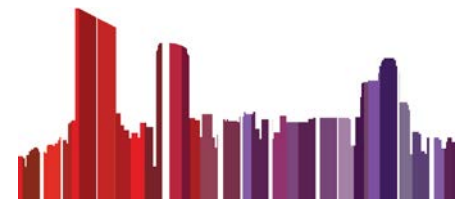


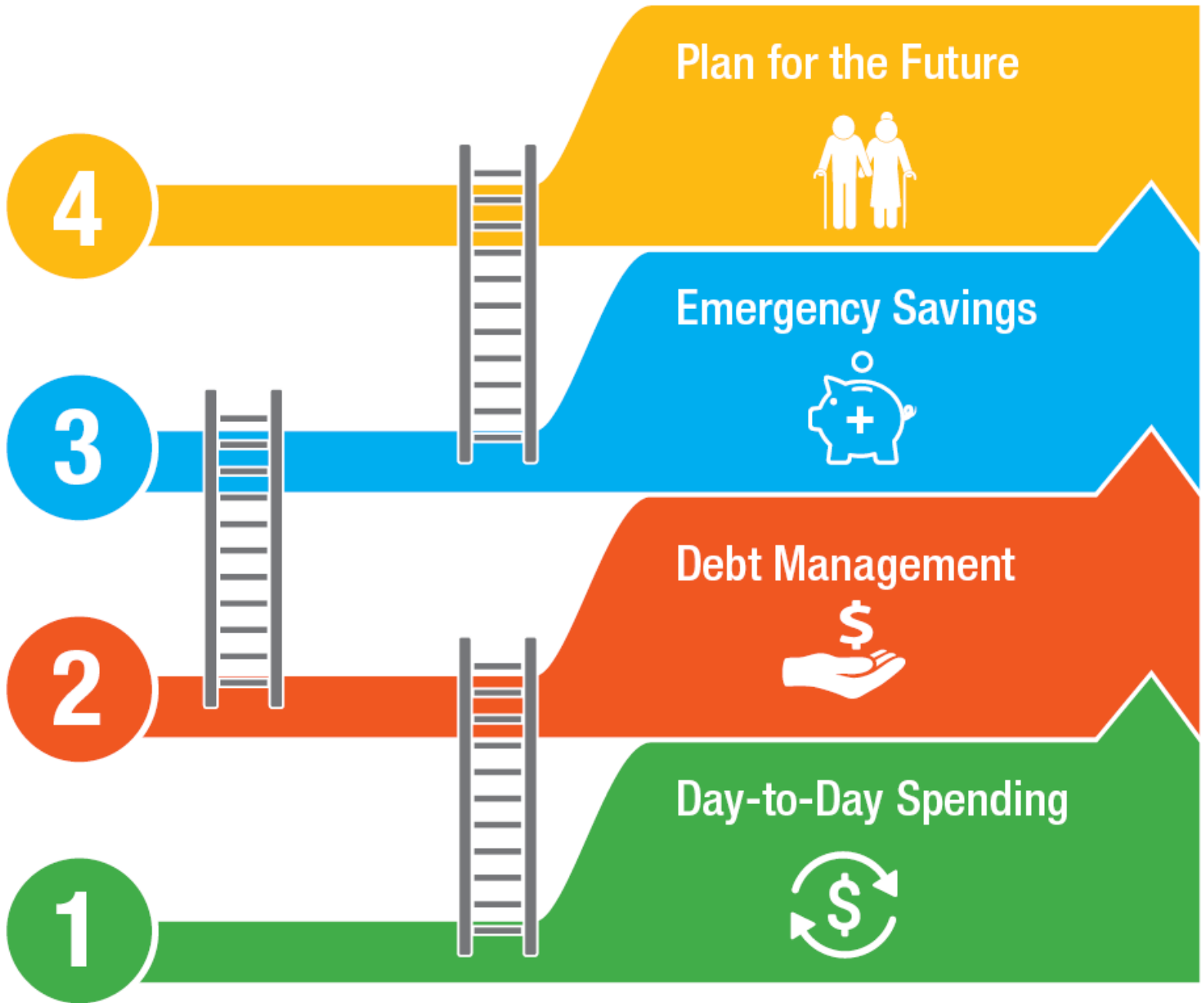
Financial Wellness



What is Financial Wellness?

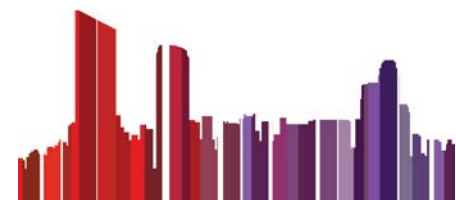
Financial Wellness is a program or set of programs designed to improve employees' financial behavior and outcomes while also driving business impact





Staff Certifications

- All Benefit Education Specialists received became **Certified Financial Education Instructors (CFEI)** through the National Financial Educators Council
 - Recognized certification through Financial Industry Regulatory Authority (FINRA)



Expanding our Content

Financial wellness content has been integrated into events



Pizza & Planning

Q1

Financial Planning for Your Future Self

Q2

DB Retirement Process with SS & Medicare

Q3

Healthcare in Retirement

Q4

DB Retirement Process with SS & Medicare



Quick Bite Webinar

Part1 - Fundamentals of Investing

Part 2 – Making Your Money Work for You

Part 3 – Managing & Monitoring Your Portfolio

Part 4 – Using Your Retirement Account

Estate Planning

Retirement Process (DB)

Healthcare in Retirement

Social Security



Facebook Live

Inside MERS Investments

Interview with Social Security

Interview with Mercer 365 Exchange

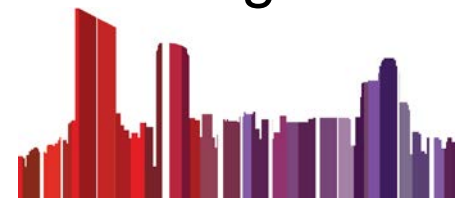
Annual Account Checkup



Expanding Content & Reach



Visit www.mersofmich.com/CentsAbility to start learning!



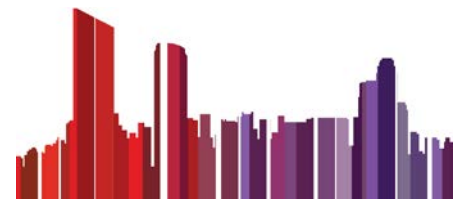
Champion Program

- Peers and local onsite support is key to financial wellness success
- Program aims to create a group of advocates at the local level
- These champions could be employers, employees, union representatives, etc.
- MERS would provide:
 - An initial training program that covers both MERS programs as well as financial wellness topics
 - Yearly continuing education requirements that could be fulfilled either by attending sessions at our Annual Conference or ongoing webinars / training opportunities.



Table Discussions

- What is your initial reaction to this idea?
- What kinds of topics should we consider?
- What type of time commitment would you be willing to give?
- Do you have experience with similar programs?



Contacting MERS of Michigan

MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM

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Lansing, MI 48917

800.767.MERS (6377)

www.mersofmich.com



This presentation contains a summary description of MERS benefits, policies or procedures. MERS has made every effort to ensure that the information provided is accurate and up to date. Where the publication conflicts with the relevant Plan Document, the Plan Document controls.

