



# MEMBER EDUCATION HIGHLIGHTS

Publication	Audience	Delivery	Message Highlights
<b>New Member Onboarding Checklist</b> <a href="#">Sample 1</a>	Employers	Provided at the beginning of each school year - this fiscal year, we included it in the Employer Bulletin on 8/10/20	<ul style="list-style-type: none"> <li>Encourage their employee to visit the New to SERS section of our website</li> <li>Suggest their employee review the New to SERS video on our website</li> <li>Note to employee that additional savings will secure their financial well-being and Deferred Compensation is available</li> </ul>
<b>Member Education Connection</b> <a href="#">Sample 2</a>	Employers	Periodic - this fiscal year, it was sent on 10/13/20	<ul style="list-style-type: none"> <li>We request the employer partner with us to educate their staff on the importance of financial security and SERS</li> <li>Offer member meetings</li> <li>Note the availability of video and webinar education</li> </ul>
<b>New Member</b> <a href="#">Sample 3</a> <a href="#">Sample 4</a>	Members	Two months after first date of service, new members receive a mailing from SERS	<ul style="list-style-type: none"> <li>Encourage member to partner with SERS for a financially secure retirement</li> <li>SERS is a foundation but more than one source of income is necessary</li> <li>Encourage investment in Deferred Compensation</li> <li>Provide an example of potential Deferred Compensation savings</li> <li>Invite member to visit the New to SERS section of our website, watch the New to SERS video, and create an online account</li> </ul>
<b>Invest in Yourself</b> <a href="#">Sample 5</a>	Members	Available on the New to SERS and Working Members section of the SERS website	<ul style="list-style-type: none"> <li>Discussion of the importance of additional savings and promoting availability of Deferred Compensation</li> </ul>
<b>Future Matters – Less than 10 years of service</b> <a href="#">Sample 6</a>	Members	Enclosed with Annual Statement for members with less than 10 years of service	<ul style="list-style-type: none"> <li>Retirement Readiness section to educate members about SERS, the importance of additional savings, and noting the availability of Deferred Compensation</li> <li>Discussion of income gap experienced in retirement</li> </ul>
<b>Future Matters – 10 or more years of service</b> <a href="#">Sample 7</a>	Members	Enclosed with Annual Statement for members with 10 or more years of service	<ul style="list-style-type: none"> <li>Retirement Readiness section providing the educational opportunities SERS offers</li> <li>Discussion of income gap experienced in retirement</li> </ul>

Publication	Audience	Delivery	Message Highlights
<b>Getting to Know SERS</b> <a href="#">Sample 8</a>	Members	Presentation provided at Employer-sponsored Member Meetings (only including slides about additional savings)	<ul style="list-style-type: none"> <li>▪ Discussion of the importance of additional savings and promoting availability of Deferred Compensation</li> </ul>
<b>Building Your Future: Your Toolkit for Retirement</b> <a href="#">Sample 9</a>	Members 10-15 years away from retirement	Pre-retirement seminars (only including Deferred Compensation and Plan, Budget, Practice, and Adjust sections)	<ul style="list-style-type: none"> <li>▪ Provides an overview of their SERS pension options</li> <li>▪ Plan, Budget, Practice, and Adjust section that discusses filling the income gap and Invest in Yourself content</li> <li>▪ A representative from Deferred Compensation discusses investment options</li> </ul>
<b>Retiring with SERS</b>	Members within 5 years of retirement	Webinar - 14 total this fiscal year (sample not included)	<ul style="list-style-type: none"> <li>▪ Provides an overview of their pension options, health care options, potential impact of Social Security provisions, and how to apply for retirement.</li> </ul>
<b>Retirement Conference</b>	Members within 2 years of retirement	Conferences and a recorded version is available on our website (sample not included)	<ul style="list-style-type: none"> <li>▪ Provides an overview of their pension options, health care options, potential impact of Social Security provisions, and how to apply for retirement.</li> </ul>
<b>America Saves Week</b> <a href="#">Sample 10</a>	Members and Retirees	Campaign on both website and social media in February	<ul style="list-style-type: none"> <li>▪ Importance of saving and budgeting</li> <li>▪ Promotion of additional retirement savings with Deferred Compensation</li> </ul>
<b>National Retirement Security Month</b> <a href="#">Sample 11</a>	Members and Retirees	Campaign on both website and social media in October	<ul style="list-style-type: none"> <li>▪ Importance of financial security in retirement</li> <li>▪ Promotion of additional retirement savings with Deferred Compensation</li> </ul>
<b>Retirement Education and Savings</b> <a href="#">Sample 12</a>	Members and Retirees	Shared on social media regularly	<ul style="list-style-type: none"> <li>▪ Retirement education opportunities</li> <li>▪ Sharing information from Deferred Compensation and national stories on savings, investing, supplemental retirement income, retirement readiness</li> </ul>

## Upcoming Initiative

Targeted communication centering on the value of a SERS pension combined with education concerning realistic expectations and the need to save more for retirement in the form of additional savings accounts. Focusing on the largest segment of our active members (ages 40-49 with 5-9.999 years of service), we are testing different communication methods. We are inviting this group to complete a specific action that they have not completed on our secure member self-serve portal. The communication is either by email, self-mailer, or post card. We will monitor their activity on the portal and assess which communication method compels them to complete the action requested. This will help shape our communication strategies with our membership.



# EMPLOYER CHECKLIST

## for Onboarding New Employees

### 1 Educate your employees that they are members of SERS:

- They are public employees in the state of Ohio.
- They do not pay into Social Security or earn qualified service toward Social Security.
- In place of Social Security, they contribute 10% of their pay to SERS, and the employer contributes an amount equal to 14% of their pay, in return for a lifetime pension, which is earned after meeting certain age and service requirements.
- SERS is a defined benefit plan which is different from a defined contribution plan like a 401k. With a defined benefit plan, they are provided a lifetime pension.

### 2 As new members with SERS:

- Direct them to the “New to SERS” section of the SERS website at [www.ohsers.org](http://www.ohsers.org).
- Suggest they watch the “Welcome to SERS!” video in the Video Center of our website at [www.ohsers.org](http://www.ohsers.org) or on our YouTube channel at <https://youtu.be/lypif8nQDeY>.
- Offer them the *Account Login: Step-by-Step* handout to set up their online account.
  - Encourage them to use Account Login to designate a beneficiary and keep their contact information updated.
- Advise anyone that worked in private employment to review the information included on our website about how their SERS pension can affect any Social Security benefit they receive.

### 3 Inform employees that an advantage of membership in SERS is availability of:

- Disability Benefits
- Survivor Benefits

### 4 Encourage employees to invest in their financial future:

- While SERS is a valuable benefit, additional savings will secure their financial well-being.
  - Introduce access to Ohio Deferred Compensation as savings option.

### 5 For full-time employees at a college:

- Ask whether employee wishes to contribute to SERS, or the college-sponsored Alternative Retirement Plan (ARP).
- Notify SERS of an employee who is eligible for an ARP within 10 days of the employee's first day of employment by submitting a Notice of Employment or Reclassification of Employee Eligible for Alternative Retirement Plan.
- Make sure the employee signs the Retirement Plan Election Form and returns it to you within 120 days of their date of eligibility.
- File a copy of the form with SERS within 10 days of receiving it from the employee.

School Employees Retirement System of Ohio Employer Services

300 E. Broad St., Suite 100, Columbus, Ohio, 43215 | 614-222-5853 | Toll-Free 800-878-5853 | [www.ohsers.org](http://www.ohsers.org)



# Member Education Connection



School Employees Retirement System of Ohio

October 13, 2020

## Educating Your Staff about SERS

SERS wants to partner with you to educate your employees about their financial security and SERS.

### Member Meetings

While we are currently unable to travel to provide member educational meetings during in-service days, we can provide a virtual meeting for your employees that provides general information about SERS as their retirement system and what it means to be a SERS member.

If you would be interested in scheduling such a learning opportunity, please email us at [web@ohsers.org](mailto:web@ohsers.org).

### YouTube Videos

You also might want to consider inviting your employees to visit the SERS YouTube channel at <https://www.youtube.com/SERSofOhio>, where they will find a number of informative videos concerning SERS membership. Topics range from a “**Welcome to SERS!**” introductory video to an “**Explore Account Login**” video, which offers an overview of the online portal for SERS members to manage their accounts.

### Retirement Webinars

If you have staff members who are close to retirement, they should consider joining us for a *Retiring with SERS* webinar. The webinar is an online seminar where information is presented to an audience via computer. As participants in the SERS webinar, they will be able to listen to the webinar through their computer and ask questions by typing them on their keyboard.

During the webinar, we cover:

- Service Retirement Basics
- Social Security Offset/Windfall
- SERS Health Care
- Retirement Process and What to Expect

Registration for our webinars is available on the Events Center page of the SERS website at <https://www.ohsers.org/education/educationalevents>.

School Employees Retirement System of Ohio  
[employerservices@ohsers.org](mailto:employerservices@ohsers.org)  
[www.ohsers.org](http://www.ohsers.org)





## ***SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO***

300 E. BROAD ST., SUITE 100 • COLUMBUS, OHIO 43215-3746  
614-222-5853 • Toll-Free 800-878-5853 • [www.ohsers.org](http://www.ohsers.org)

Date

Name  
Address  
City, State Zip

Member ID: [Person ID]

### **Welcome to the School Employees Retirement System of Ohio (SERS).**

When you began work as a school employee, you became a member of SERS. We are your retirement system, and want to partner with you to help you reach a financially secure retirement.

Take a look at the publication included with this letter to find out **what SERS does for you, and what you can do to prepare for a retirement you can enjoy**. We encourage you to:

- Take an active role in planning for your retirement.
- Learn how SERS is different from Social Security.
- Get to know us and create your online account using our website.
- Learn why having more than one source of retirement income helps most people pay for basic needs, such as food, gas, and medical costs.

**It's never too early to start saving.** Many people put off retirement planning because it seems too complicated and takes too much time, but planning ahead is an important investment in your future. No matter if you are 18 or 48, the sooner you begin planning and saving, the more financially secure you will be when your working career ends.

Each SERS member is assigned a unique Member ID code. Your Member ID, which is included at the top of this letter, identifies your account. For your protection, we will request your Member ID each time you call our office, and ask that you reference it on any correspondence sent to our office regarding your SERS account.

If you ever have any questions about your SERS retirement account or benefits, please contact us on our website at [www.ohsers.org](http://www.ohsers.org) or toll-free at 800-878-5853. Let us know how we can help. Again, welcome to SERS!

Sincerely,  
Your Member Services Team

MBS-0051 Rev. 4/2020

# Are you ready to get started?

# WELCOME

## Visit our website [www.ohsers.org](http://www.ohsers.org)

- Watch the “Welcome to SERS” video
  - Go to [www.ohsers.org/members/new-to-sers/](http://www.ohsers.org/members/new-to-sers/)





## Create your **online account** with the Account Login feature:


- Update your contact information, including your email address
- Designate your beneficiary
- Review your account balance and service credit



## Connect with us on social media

-  Facebook at [facebook.com/sersofohio](https://facebook.com/sersofohio)
-  Twitter [@sersofohio](https://twitter.com/sersofohio)

## Learn how you can start saving more for retirement

-  Visit [www.ohio457.org](http://www.ohio457.org) to learn about Ohio Deferred Compensation
  - Enroll in Ohio Deferred Compensation



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*Serving the People Who Serve Our Schools®*  
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MBS-7018 3/2020



to the  
**School Employees Retirement System of Ohio (SERS)**  
*Serving the People Who Serve Our Schools®*





## Working Together for Your Retirement

### SERS Invests for Your Future

SERS is a defined benefit pension plan — a pooled retirement plan that guarantees a monthly benefit to you after you retire — for the rest of your life. As a public school employee, you are automatically enrolled, and SERS assumes the investment risk. Last year, contributions from SERS’ members and employers totaled nearly \$854 million. That’s money that SERS invests to fund pension payments, including yours.

You contribute  
**10%**  
of your pay to help fund your retirement.

### What You Need to Know...

- You cannot borrow against your account.
- You do not pay into Social Security for your SERS-covered employment, and may be subject to Offset and Windfall penalties that could negatively affect your Social Security benefits.
- Your pension is based on your age, amount of service credit, and average of your highest three years of salary at retirement.
- Your employer also contributes to your pension.
- Visit our website for details about the age and service eligibility requirements to retire.
- Other Ohio retirement system service may be combined with your SERS service.

**SERS**  
members  
are public  
employees.



### You Should Invest for Your Future Too

A SERS pension gives you a foundation for retirement, but more than one source of income is necessary for security.

#### Average New Retiree



**65.1** Years Old



**25.8** Years of Service



**\$1,659** Monthly Pension

*Can you live on \$1,659 a month?*

#### Save Additional Money for Retirement



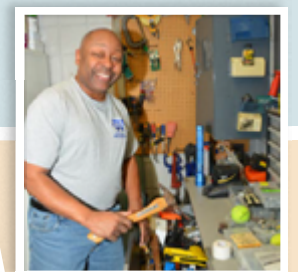
Ohio Deferred Compensation is a supplemental 457(b) retirement plan for all Ohio public employees. It allows you to enhance your pension benefit by saving and investing pre-tax and post-tax dollars through payroll deferrals.

Learn more at [www.ohio457.org](http://www.ohio457.org).



#### Invest in yourself

If you enroll in Ohio Deferred Compensation’s SMarT Plan, your pre-tax payroll deferral amount automatically increases each year by an amount you specify. **A \$10 SMarT with 6% compounding interest over 30 years could have you earning about \$270,000.** That’s more money for your retirement.



### Visit our website at [www.ohsers.org](http://www.ohsers.org) to:

- Watch the Welcome to SERS video to learn more about your pension
- Create your online account using the Account Login feature
- Update your personal information, such as address and beneficiary
- Access member education opportunities, including events, videos, and publications
- Download important forms

Be sure to provide your email address when you register to stay up-to-date with pension news and resources for your retirement!

# Invest in Yourself

Make a plan now so you can retire comfortably later.



## SERS

gives you a lifetime pension based on your age, years of service, and Final Average Salary.

## OHIO DEFERRED COMPENSATION

helps you supplement your retirement income with a 457(b) plan.



You are not paying into **SOCIAL SECURITY** while you work in a SERS-covered position.

Will the **Offset** or **Windfall** affect YOU?

## SAVINGS and INVESTMENTS

401(k) from previous

- private employment
- Employer-sponsored plans
- 403(b) accounts
- Individual Retirement Accounts



## HEALTH CARE, TAXES and OTHER EXPENSES

After factoring in: health care costs, taxes, and living expenses, will you have **enough income** in retirement?

School Employees Retirement System of Ohio



If you meet the age and service requirements to retire, you will receive a pension **for your lifetime.**

## The average

### \*new SERS retiree:

- is **65** years old
- has **24.8** years of service credit
- receives a monthly pension of **\$1,573**



\*Newly retired members in FY2020



## Ohio Deferred Compensation (ODC)

is a 457(b) plan.

As an Ohio public employee, you can **supplement your retirement** by enrolling in Deferred Compensation.

Through payroll deferrals, you can save **extra money** and allow ODC's financial experts to invest those pre-tax dollars.



Visit **ohio457.org** to enroll



## Social Security

While working in a SERS-covered job, you are **not paying into Social Security.**

**Government Pension Offset (GPO)** will affect you if you are receiving a Social Security benefit based off your spouse or former spouse's work history.

### Windfall Elimination Provision (WEP)

will affect you if you receive a Social Security benefit based on your own Social Security employment record.

However, if you have 30 or more years of qualified earnings, the WEP will not affect you.

**The GPO and WEP will NOT reduce your SERS pension.**

**They affect only your Social Security benefit.**



## Savings and Investments

According to a 2020 Bureau of Labor report, the average American worker will have **12 different jobs** between ages 18 and 52.

This means that most people will be piecing together **retirement income from many different sources** including public and private pensions, 403(b)s, Social Security, 401(k)s, and IRAs.



Making regular contributions to a retirement savings account will bring **peace of mind** when the time to retire finally arrives.

### What's in your portfolio?

- Employer-sponsored plan
- 403(b) account
- Traditional or Roth Individual Retirement Account (IRA)
- 401(k) from previous private employment
- Stocks
- Mutual funds
- Annuities

## Expenses

### Health Care

Keep in mind: retiree health care premiums and coverage **differ** from employer coverage.



Your health care plan while working may cost less due to the overall compensation package offered by your employer.

### Do you have any of these living expenses?

Rent or mortgage  
Student loans  
Utilities  
Property taxes  
Groceries  
Dining out



Travel  
Gas for vehicle  
Parking fees  
Child care  
Entertainment  
Public transportation

Will you still have these expenses when you retire?

## Add together

Your SERS pension



Ohio Deferred Compensation



**Social Security benefit**

(after any GPO or WEP reductions)



Your personal savings and investments

## Subtract



Health care, taxes, housing, and other living expenses

=

**Your income in retirement**

Will it be enough?





# Future Matters

Start Thinking About Tomorrow – Today

## Election Petition Process Option Added

Due to state restrictions on gatherings and social distancing requirements to reduce the spread of COVID-19, SERS changed its Board election nominating petition process for this election, which includes two active-member Board seats with terms beginning July 1, 2021, and ending June 30, 2025.

The change involves the ability for active members to sign an electronic petition form on SERS' website to nominate a candidate. The electronic form is secure and requires the same information as the paper form. Active members may provide only one signature either on paper or electronically. Multiple submissions from one person for the same candidate are not counted.

To be considered for election, candidates must:

- Obtain signatures of 500 SERS members on a paper or electronic nominating petition form provided by SERS with not less than 20 signatures of members from each of at least 10 counties where those members are employed.
- Make sure each signing member indicates employer (school district), county of employment, either last four digits of Social Security number or SERS member ID, and the date.
- Deliver the following to the SERS office no later than 4:30 p.m., EST, December 4, 2020:
  1. Paper petitions with original signatures; electronic signature collection also ends at this time
  2. Completed Certification Form

Persons interested in running must contact Tim Barbour at [tbarbour@ohsers.org](mailto:tbarbour@ohsers.org) to have an electronic form on the SERS website created with their name. The paper petition forms and Certification Form can be downloaded from the SERS website at [www.ohsers.org/about-sers/board-of-trustees/board-election](http://www.ohsers.org/about-sers/board-of-trustees/board-election). ●

## Annual Statement Enclosed with Future Matters



Your annual statement shows your total contributions and service credit as of June 30, 2020.

If you have service credit or are buying service credit with another Ohio system, such as Ohio Public Employees Retirement System or State Teachers Retirement System, it is NOT shown in your total credit.

Employer contributions also are not included.

### About Your Pension

SERS offers two types of service retirement: unreduced service retirement and early service retirement.

For unreduced service retirement, you earn the maximum pension amount based on your service credit, which is how long you worked in an Ohio public service job, and final average salary, which is the average of your three highest years of salary. Early retirement pensions are reduced to cover the cost of providing a pension over a longer period of time.

The Service Retirement Eligibility Requirements chart on your statement includes eligibility requirements for both unreduced service retirement and early service retirement.

### Questions?



If you have a question about this statement, visit our website at [www.ohsers.org](http://www.ohsers.org) and submit it using the message feature on SERS' secure Account Login, or call SERS toll-free at 800-878-5853. ●



### Create an Online Account:


- Update contact information
- Designate beneficiary
- Review account balance, current contributions, and service credit
- Run estimates

[www.ohsers.org](http://www.ohsers.org)

# RETIREMENT READINESS:

## It's Never Too Early or Late to Think About Your Retirement


### Learn: Retirement Coaching Online

 SERS offers information about online educational opportunities through our website at [www.ohsers.org](http://www.ohsers.org).


Watch a Retirement Conference video presentation by visiting the SERS YouTube channel. The presentation is divided into subject segments, so you can choose individual segments to watch or view the entire series, all at your own convenience: [www.youtube.com/SERSofOhio](http://www.youtube.com/SERSofOhio), or [www.ohsers.org/education/video-center](http://www.ohsers.org/education/video-center).

Videos discussing the benefits of being a SERS member, service credit, contributions, eligibility, Social Security Offset/Windfall, and health care, as well as your SERS online account, Account Login, also are available in the Video Center.

### Plan: Fill the Income Gap

 A SERS pension is great, but alone, it probably is not enough to carry you into the future. Start adding other savings accounts to your retirement nest egg now to supplement your retirement savings. Every little bit helps.

### Save: Leverage Opportunities

 While you can't control the future, you can control the amount you save.

Because you are a public employee, you are eligible to participate in Ohio Deferred Compensation, a 457(b) plan. It is a voluntary retirement savings plan that allows you to supplement your pension by investing pre-tax dollars through payroll deferrals. Contributions and earnings are tax-deferred.

Learn more about Ohio Deferred Compensation at [www.ohio457.org](http://www.ohio457.org).

### Tips:

- ✓ Start Saving Now
- ✓ Enroll in Ohio Deferred Compensation
- ✓ Open an Individual Retirement Account (IRA)
- ✓ Increase Your Contributions to Your Other Savings Accounts
- ✓ Create a Budget
- ✓ Pay Down Debt
- ✓ Cut One Unnecessary Expense

### Budget: Can I Afford Retirement?

To create a useful budget, you need to understand that your SERS income in retirement will be a percentage of your present income. Determine what your expenses are presently, then adjust figures, and budget with less. The average SERS retiree has a final average salary of \$37,047, and 25.8 years of service. That's a monthly pension of about \$1,659. Can you live on that?

Items	Amount
<b>Housing</b> (Mortgages, Rent, Taxes, Insurance)	\$
<b>Utilities</b> (Electricity, Gas, Water, Phone, etc.)	\$
<b>Food</b> (Grocery and Restaurants)	\$
<b>Transportation</b> (Car Payment, Gas, Insurance, Upkeep)	\$
<b>Health Care</b>	\$
<b>Debt</b> (Credit Cards, Loans)	\$
<b>Personal Care</b> (Toiletries, Clothing, Hair Care, Education)	\$
<b>Recreation</b> (Entertainment, Vacations)	\$
<b>Emergencies</b>	\$
<b>Total</b>	\$

### Filling an Income Gap

Working



Income  
100%

Retired with about 26 Years  
of Service



Income  
54%

Can you live on about 54% of your present income?



**School Employees Retirement System of Ohio**  
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[www.facebook.com/sersofohio](http://www.facebook.com/sersofohio)



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# Future Matters

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## Election Petition Process Option Added

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The change involves the ability for active members to sign an electronic petition form on SERS' website to nominate a candidate. The electronic form is secure and requires the same information as the paper form. Active members may provide only one signature either on paper or electronically. Multiple submissions from one person for the same candidate are not counted.

To be considered for election, candidates must:

- Obtain signatures of 500 SERS members on a paper or electronic nominating petition form provided by SERS with not less than 20 signatures of members from each of at least 10 counties where those members are employed.
- Make sure each signing member indicates employer (school district), county of employment, either last four digits of Social Security number or SERS member ID, and the date.
- Deliver the following to the SERS office no later than 4:30 p.m., EST, December 4, 2020:
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## Annual Statement Enclosed with Future Matters



Your annual statement shows your total contributions and service credit as of June 30, 2020. It also gives you pension estimates.

One estimate is based on your earliest eligibility (on or after September 1, 2017) for a monthly pension based on the single life plan, which pays the highest amount to you during retirement and ceases upon your death. Also included are estimates based on working one or two more full school years after your earliest eligibility.

Please remember that the figures included on this statement are **only estimates**. They are based upon your continued employment in a SERS-covered position.

If you have service credit or are buying service credit with another Ohio retirement system, it is NOT shown in your total credit. Employer contributions also are not included.

### About Your Pension


SERS offers two types of service retirement: unreduced service retirement and early service retirement.

For unreduced service retirement, you earn the

maximum amount based on your service credit, which is how long you have worked in an Ohio public service job, and final average salary, which is the average of your three highest years of salary.

Early retirement pensions are reduced to cover the cost of providing a pension over a longer period of time.

### Questions?

 If you have a question about this statement, please visit our website at [www.ohsers.org](http://www.ohsers.org) and submit your question using the message feature on SERS' secure Account Login, or call SERS toll-free at 800-878-5853.

You can also check your current contributions and service credit anytime on our website by using Account Login. ●



### Create an Online Account:

- Update contact information
- Designate beneficiary
- Review account balance, current contributions, and service credit
- Run estimates

[www.ohsers.org](http://www.ohsers.org)

# RETIREMENT READINESS:

## It's Never Too Early or Late to Think About Your Retirement

SERS offers many opportunities to learn about your retirement, so when the time comes, you are ready. While our traditional face-to-face meetings are on hold due to COVID-19, we want to make sure you are still receiving the same level of assistance with your retirement-related decisions.

### Learn: Retirement Coaching

#### Videos



If you are about five years away from retirement, watch the Retirement Conference video series on the SERS YouTube channel. Select individual topics or view the entire series, all at your own convenience: [www.youtube.com/SERSofOhio](http://www.youtube.com/SERSofOhio), or [www.ohsers.org/education/video-center](http://www.ohsers.org/education/video-center).

Videos discussing retirement eligibility also are available in the Video Center.

#### Webinars

If you are within five years of retirement, participate in the

Retiring with SERS webinar on GoToWebinar, where you will be able to listen to the live presentation through your computer and send questions.

The monthly webinar discusses issues including service retirement basics, Social Security Offset/Windfall, health care, and the retirement process.

There is no charge to participate, but registration is required through links on our website. Once you complete registration, you will receive a confirmation email that provides instructions on how to connect to the webinar on the day of the event. Visit our website for a schedule of dates and times.

#### Counseling



If you are within one year of retirement, and prefer to discuss your retirement questions one-on-one in a personal phone conference, email us at [information@ohsers.org](mailto:information@ohsers.org) or call us toll-free at 800-878-5853 to request a phone counseling session.

We will schedule an appointment for a counselor to contact you.

### Register: Account Login



Account Login is a resource tool to manage your SERS account. Once you are registered, you can check your account anytime. Features available include:

- Review of your account balance and service credit
- Creation of estimates
- Access to applications for service retirement, disability benefits, and refunds
- Ability to update personal information, including address, beneficiary, direct deposit, and tax withholding

Call SERS toll-free at 800-878-5853 to begin the process. For assistance on how to set up your online account, access the *Account Login: Step-by-Step* handout on our website at [www.ohsers.org](http://www.ohsers.org).

### Budget: Can I Afford Retirement?

Your SERS income in retirement is a percentage of your present income based upon your years of service. Determine what your expenses are presently, then adjust figures, and budget with less. Your statement includes an estimate of your monthly pension. Enter that figure here \$ \_\_\_\_\_ and compare it to your expenses. Can you live on that?

Items	Amount
<b>Housing</b> (Mortgages, Rent, Taxes, Insurance)	\$
<b>Utilities</b> (Electricity, Gas, Water, Phone, etc.)	\$
<b>Food</b> (Grocery and Restaurants)	\$
<b>Transportation</b> (Car Payment, Gas, Insurance, Upkeep)	\$
<b>Health Care</b>	\$
<b>Debt</b> (Credit Cards, Loans)	\$
<b>Personal Care</b> (Toiletries, Clothing, Hair Care, Education)	\$
<b>Recreation</b> (Entertainment, Vacations)	\$
<b>Emergencies</b>	\$
<b>Total</b>	\$

### Filling an Income Gap

Working



Income  
100%

Retired with 30 Years of Service



Income  
66%

➔ Look at your estimate. ⬅  
Can you live on that amount?



**School Employees Retirement System of Ohio**  
300 E. Broad St., Suite 100, Columbus, Ohio 43215-3746  
614-222-5853 • Toll-free 800-878-5853 • [www.ohsers.org](http://www.ohsers.org)



[www.facebook.com/sersofohio](http://www.facebook.com/sersofohio)



[@sersofohio](https://twitter.com/sersofohio)









## GETTING TO KNOW SERS

*Serving the People Who Serve Our Schools®*



### WILL IT BE ENOUGH?

-   Your SERS Pension
-   Social Security benefit  
(after any GPO or WEP reductions)
-   Your personal savings and  
investments
-   Health care, taxes, housing, and  
other living expenses
-   Your income in retirement




 *Serving the People Who Serve Our Schools®*

### SUPPLEMENT YOUR RETIREMENT

- 457(b) plan
- Pre-tax contributions
- Licensed, trained professionals available to help with enrollment, investor education, and advise your investment decisions



Call 877-644-6457 or  
Visit [Ohio457.org](http://Ohio457.org)

 *Serving the People Who Serve Our Schools®*



# Building Your Future



## Creating Your Toolkit

- SERS 101
- Social Security and Your SERS Pension
- Deferred Compensation
- Financial Planning
- Planning for the Unexpected
- Your Health Care Options
- Plan, Budget, Practice, Adjust
- Questions and Wrap-up



## Plan, Budget, Practice, Adjust



## Make a Plan

- Where do you plan to live?
- Will you travel?
- Pick up a new hobby?
- Spend more time with friends and family?
- Take that class you've always wanted to try?



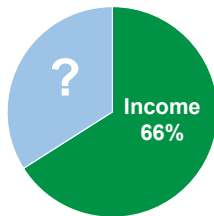
PLAN, BUDGET, PREPARE, ADJUST

## Filling an Income Gap

Working



Retired with 30 Years of Service



PLAN, BUDGET, PREPARE, ADJUST

## Invest in Yourself

Make a plan **now**, so you can retire comfortably later.

PLAN, BUDGET, PREPARE, ADJUST



**SERS** gives you a lifetime pension based on your age, years of service, and Final Average Salary.

**OHIO DEFERRED COMPENSATION** helps you supplement your retirement income with a 457(b) plan.



You are not paying into **SOCIAL SECURITY** while you work in a SERS-covered position. Will the **Offset** or **Windfall** affect YOU?

PLAN, BUDGET, PREPARE, ADJUST

## SAVINGS and INVESTMENTS

- 409(k) from previous private employment
- Employer-sponsored plans
- 403(b) accounts
- Individual Retirement Accounts



## HEALTH CARE, TAXES and OTHER EXPENSES

After factoring in health care costs, taxes, and living expenses, will you have **enough income** in retirement?

PLAN, BUDGET, PREPARE, ADJUST






## Prepare a Budget

- Look at your estimate.
- Can you live on that amount?
- What do you owe?
- What do you need?

PLAN, BUDGET, PREPARE, ADJUST

## Practice and Adjust

- Pay down your debt.
- Live on your pension amount for one year.
- Stay healthy.
- Consider making changes.


+

=



Plan + Budget = Happy Retirement

PLAN, BUDGET, PREPARE, ADJUST



## Investing with Deferred Compensation


PLAN, BUDGET, PREPARE, ADJUST



Ohio Deferred Compensation

Retirement planning

### Invest in Your Future



NRM-398201.7 (07/16)

## Today, you will...


- **Discover** the importance of investing in your future
- **Identify** your retirement income needs
- **Recognize** how your deferred compensation plan can help you invest in your future
- **Prepare** your **Action Plan**

## What is a deferred compensation plan?

- 457(b) plan—similar to a 401(k)
- Automatic deferrals for hassle-free investing
  - Can change at any time
- Pre-tax contributions
- Opportunities for tax-deferred growth
- Generally no distribution penalties before 59½

## Trivia Time

How much money does the average couple spend on their wedding?



## Trivia Time



How much money has almost half of Americans saved for retirement?

## Trivia Time



Source: Employee Benefit Research Institute

## How much money will you need... and for how long?

- Industry professionals estimate:  
**75-90%<sup>1</sup> of final pay at retirement**
- Average life expectancy in the United States: **78 years old<sup>2</sup>**

1. "Simple Guide to What Everyone Needs to Know About Money & Retirement." WISER Foundation, Sept. 2009  
2. The Census Bureau's 2012 Statistical Abstract  
[http://www.census.gov/compendia/statab/tables/2012/seath\\_marriage\\_divorce/le\\_expectancy.html](http://www.census.gov/compendia/statab/tables/2012/seath_marriage_divorce/le_expectancy.html) reports  
Total 78: Male 75.5; Female 80.5 years

## Watch out for future inflation

With 3% annual inflation, in 15 years:

- A **\$1,000** refrigerator will cost **\$1,600**
- A **\$4,000** furnace will cost **\$6,200**
- A **\$25,000** car will cost nearly **\$39,999**



Source: U.S. Bureau of Labor Statistics

## Watch out for future inflation

**3% annual inflation means if you need \$2,000 per month today:**

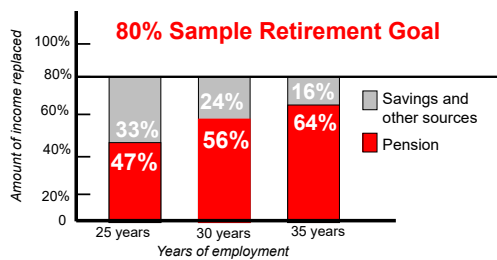
- In **10 years**, you'll need **\$2,688**
- In **20 years**, you'll need **\$3,612**
- In **30 years**, you'll need **\$4,855**

## Where will the money come from?



- Pension
- Social Security (if applicable)
- Income from savings
- Income from working

## Where will the money come from?



Source: Employee Benefits in State and Local Governments, 1998, U.S. Department of Labor Bulletin 2531, December 2000, tables 109 and 113.

## Saving for retirement can help you today

- Saver's Credit
  - Might reduce federal tax bill up to **\$1,000**
- Saving for tomorrow empowers you today
- Build financial knowledge and confidence by making today's money decisions

## How can you find the money to save?

- Become aware of spending
- Spend consciously
- Cut back on small luxuries now and increase over time
- Pay off credit cards



## Why is your deferred compensation plan a smart way to invest?

- Automatic contributions make investing **hassle-free**
- Contributions are **pre-tax**
- There's **tax-deferred growth potential**

Neither Nationwide nor any of its representatives give legal or tax advice. Please contact your legal or tax advisor for such advice. Investing involves risk, including possible loss of principal.

## Why is your deferred compensation plan a smart way to invest?

### Pre-tax contribution=less impact on paycheck

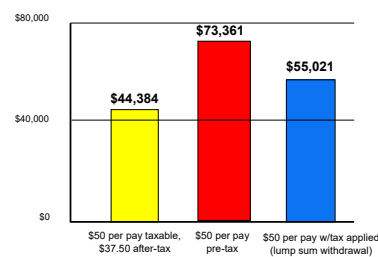
When you contribute...	It equals this dollar amount...	It reduces your net pay by...	But you get the earning potential of...
2%	\$29	\$22	\$29
5%	\$73	\$55	\$73
8%	\$117	\$88	\$117
15%	\$219	\$164	\$219

Assumes annual income of \$38,000 a year with a 25% federal marginal income tax rate.

This is a hypothetical compounding example and is not intended to predict or project investment results of any specific investment. Investment return is not guaranteed and will vary depending upon your investments and market experience. Assumptions do not include fees and expenses. If fees were reflected, the return would be less.

## Why is your deferred compensation plan a smart way to invest?

### Power your potential for growth



This 25-year example assumes biweekly investments of \$50 to an after-tax investment plan and \$50 pre-tax to a deferred compensation plan, using a hypothetical 6% rate of return with reinvestment of income, and an applicable tax rate of 25%. The tax-deferred total does not reflect any costs that may be incurred under a particular investment. If expenses were taken into account, they would reduce the performance shown. State income taxes are not reflected. This information is hypothetical and is not intended to predict or project the investment results of any specific investment. Investment return is not guaranteed and will vary depending on your investments and market experience. Return will vary, particularly for long-term investors.

## Why is your deferred compensation plan a smart way to invest?



- Change your deferrals at any time
- Your money automatically goes into chosen investments

## Why is your deferred compensation plan a smart way to invest?

### Investment choices include:

- Stock mutual funds
- Bond mutual funds
- Short-term investments (Stable Value Option)
- Asset allocation (LifePath Portfolios)

## How pre-tax contributions help you invest in your future

### Use your Deferral Decision Chart!

- In column C, choose actual pay reduction
- Look at same level in column A
- Record the amount of deferral in section 3a on Action Plan
- Change your deferral amount at any time

## Enrolling

### Decide:

<b>A</b>	How much to contribute per pay
<b>B</b>	How much to contribute to the SMarT Plan
<b>C</b>	Who to name as beneficiaries
<b>D</b>	How to invest your dollars
<b>E</b>	About combining other retirement dollars into this

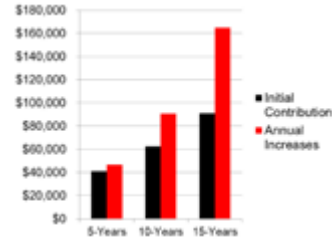
## The SMarT Plan



### It's SMarT and easy

- Your pre-tax payroll deferral amount automatically increases each year by the amount and in the amount you choose
- Start or stop any time

## The SMarT Plan: Potential effect of ongoing deferral increase



### Chart assumptions:

- Assumed interest rate: 6%
- Initial contribution: \$50
- Annual increase amount: \$20
- Current account balance: \$25,000

These are hypothetical compounding examples and are not intended to predict or project the investment results of any specific investment. Investment return is not guaranteed and will vary depending on your investments and market experience. Fund level fees are not reflected in these examples. Taxes will be due at withdrawal and will lower the totals shown.

## Catch-up

- Allows large deferrals
  - Unused vacation and sick time payouts
- Two ways to Catch-up
  - **You can use only one at a time**
    - Age 50+
    - For each of the three years prior to normal retirement age

## Why combine other retirement dollars into this plan?

- Might make investing hassle-free
- Professionals research and monitor investments
- Personal help now and after you retire
- Might pay less in annual account fees

Qualified retirement plans, IRAs, and deferred compensation plans have different rules, including fees and withdrawal restrictions. Assets you roll over from other plan types into your Ohio DC account might still be subject to a 10% tax penalty if you choose to withdraw from your account before age 59½. Your Ohio DC 457(b) account has no age 59½ "early withdrawal penalty." Withdrawals are taxed as ordinary income. Please consider all factors and speak with your tax advisor for advice.

## What types of accounts can you combine?

### Transfer other 457 dollars or rollover dollars:

- Qualified 401(k) retirement plan
- Qualified 403(b) retirement plan
- Traditional IRAs, SEPs, or SIMPLE accounts
- PLOP (Partial Lump Option Plan)
- DROP (Deferred Retirement Option Program)

Assets rolled over from a qualified plan or individual retirement account may be subject to a 10% penalty tax if withdrawn prior to age 59½.

## Help is here

- Licensed, trained professionals available
- Help with:
  - Enrollment
  - Investor education
  - Asset allocation



Information provided by Account Executives is for educational purposes only and is not intended as investment advice.

## Tools to help you make informed investing decisions

- Financial education workshops
- Statements
- Newsletters
- Website
  - Calculators
  - Videos
  - Resources



## Thank you for attending!

### You can enroll:

- **Face-to-face** with me
- By phone: **877-644-6457** with an Account Executive
- Online: **Ohio457.org**
- By mail: **457 East Town Street, Suite 457, Columbus, Ohio 43215**

Information provided by Account Executives is for educational purposes only and is not intended as investment advice. Account representatives are registered representatives of Nationwide Investment Services Corporation, member FINRA.



## America Saves Week

February 22, 2021

SERS is a proud participant in America Saves Week, an annual celebration as well as a call to action for everyday Americans to commit to saving successfully. The daily themes focus on setting specific goals in order to achieve financial stability.



### Monday: Save Automatically

Do you have a savings account? If you do, how often do you add to it?

America Saves recommends saving automatically. You can set up a recurring transfer from your checking account to your savings account each week, month, or any timeframe that works best for you.

The Balance discusses how and why creating an automatic savings plan can work for you: <https://www.thebalance.com/how-to-create-an-automatic-savings-plan-1289900>.

### Tuesday: Save for the Unexpected

It would be fair to describe 2020 as "unexpected."

While we are always advised to save for emergencies, nothing could have fully prepared us for the economic impact of a pandemic. Budgets may be tighter, which might make you believe it is harder to save for unexpected short-term expenses.

There are many small ways to save, which will add up over time. Every little bit helps: <https://americasaves.org/for-savers/make-a-plan-how-to-save-money/saving-on-a-tight-budget>.

### Wednesday: Save to Retire

This theme is one we are more than a little familiar with: Saving to Retire.

Your pension is a good base, but we highly recommend adding supplemental retirement income. You can invest on your own OR let a financial professional help you. Consider enrolling in Ohio Deferred Compensation, a 457(b) retirement plan for all Ohio public employees: <https://www.ohio457.org/home>.



### School Employees Retirement System of Ohio (SERS)

Published by Jennifer Chao · February 24 ·

#AmericaSavesWeek continues! Today's theme is one we are more than a little familiar with: Saving to Retire.

Your pension is a good base, but we highly recommend adding supplemental retirement income. You can invest on your own OR let a financial professional help you.

Consider enrolling in Ohio Deferred Compensation, a 457(b) retirement plan for all Ohio public employees: [www.ohio457.org](http://www.ohio457.org).



### Ohio Deferred Compensation

May 2, 2018 ·

What Ohio Deferred Compensation can do for you. Ohio DC is a 457, supplemental savings plan for public employees of the state of Ohio. Find out what we can do t... [See More](#)

# Ohio Deferred Compensation Conducting Webinars This Week

October 19, 2020

Financial security should be everyone's goal in retirement. Your pension provides a good base, however it should not be your only source of income. Investing is a good place to start. While building your portfolio can be intimidating, Ohio Deferred Compensation can help.

They provide a 457(b) plan to help you supplement your pension. Among their many resources are videos and webinars (live and recorded) that will guide you in your retirement planning: <https://www.ohio457.org/resources>.

**School Employees Retirement System of Ohio (SERS)** Published by Jennifer Chao · March 9 at 11:30 AM

Student loans, childcare costs, and debt are just a few reasons that retirement is not a top priority for many adults in the U.S.


Even if you're in the middle of your career, it's not too late to start saving now for retirement.



AARP.ORG

**How to Start Saving For Retirement at 50**  
Steps to take at any age to create a financial plan, save money and ...

**School Employees Retirement System of Ohio (SERS)** added an event.  
January 19



**TUE, FEB 23**  
**Retiring with SERS Webinar**  
5 Went · 15 Interested

242 People Reached	8 Engagements	Boost Unavailable
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