

2024 RETIREMENT & SAVINGS SURVEY AWARENESS RESULTS



RESPONDENT DEMOGRAPHICS

- **1,132 active participants age 35 and under** responded to the 2024 survey. That's a 8.5% response rate.

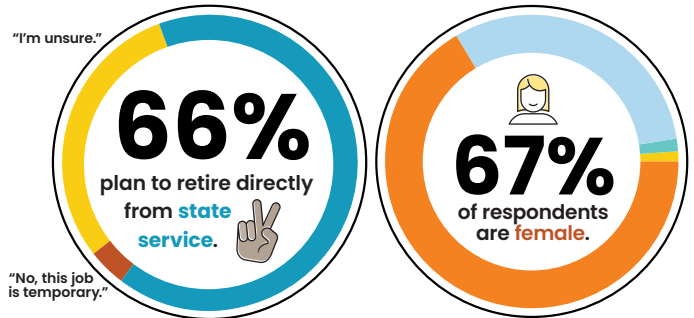
♥ The majority of respondents are either **married (46%)** or **single (33%)**.

📖 **52%** have a Bachelor's degree (4-year) or greater level of education.

- A significant amount of respondents have working experience outside state employment. In fact, over **68%** have worked between 6-20 years total.
- **Only 3%** of respondents work from home full-time, 73% are in the office full-time, and the remaining percentage work from both home and in-office.

81%

of survey respondents have worked for the state **5 years or less**.



91%

of respondents **prefer email** communication over phone calls (4%), direct mail (16%), in-person meetings (8%), text message (19%), web articles (7%), or social media (4%) communication.

COMMUNICATION & EDUCATION PREFERENCES

🗨️ **71%** of respondents use social media, but do not follow the MO Deferred Comp Plan.

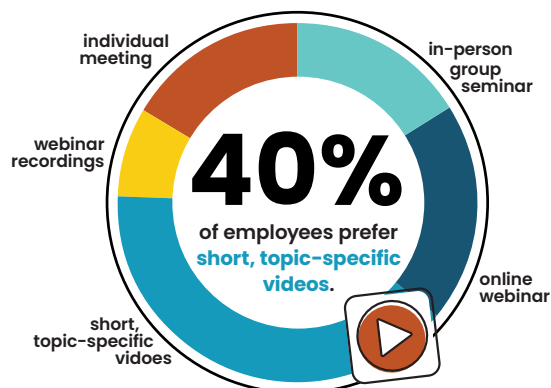
- Most employees visit the MO Deferred Comp website on a **monthly (24%)** or **quarterly (35%)** basis.

💻 **64%** log into their MO Deferred Comp account through the Employee Self-Service (ESS) Portal compared to **23%** who log in directly from the deferred comp website.

- **Only 4%** of respondents utilize the MO Deferred Comp mobile app.

- Roughly, **25%** of employees have attended a MO Deferred Comp presentation and met with a financial education professional.

▶ **46%** of those surveyed said they have watched a deferred comp video. This number increased from the 2022 Retirement & Savings Survey results!





78%

prefer to attend a seminar or webinar that lasts **under an hour**.



When it comes to discussing an employee's deferred comp account, **48% stated that they preferred to meet face-to-face** with a financial education professional versus meeting over a web-based program (21%), speaking on the phone (11%), or emailing (20%).



When learning about a topic, most employees would rather **speak to an expert (42%)** or **watch a video (34%)**.

- **76%** of state employees did not know about the MO Deferred Comp Plan's *Closing the Gap* podcast.
- Do you know where to find information or who to call if you have a question about your deferred comp retirement savings benefit? **47%** answered "yes", **29%** said "sometimes", and **only 24%** admitted to not knowing.

FINANCIAL STATUS & RETIREMENT PLANNING

64% of employees rate their understanding of the MO Deferred Comp retirement savings benefit as **average (56%)** or **above average (8%)!**



- **On a scale of 1 to 100**, the average state employee rates their understanding of the state's employment benefits (defined benefit pension, health insurance, life insurance, deferred compensation, etc.) at a **51**.
- **47%** of state employees say their agency has a formal new employee orientation, **10%** say their employer does NOT have a formal process, **9.5%** say their agency relies on SEBES to educate new employees on their benefits, **3%** use OA's New Employee Orientation webinar, and the remaining are unsure how their agency educates new hires on their benefits.



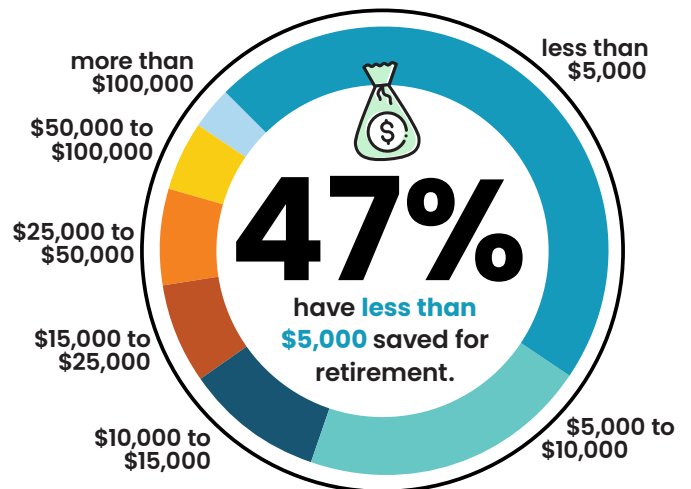
88% of employees who answered the survey say they are either solely **saving for retirement with MO Deferred Comp** or saving with deferred comp AND an outside retirement savings account, like an IRA or brokerage account.

- **60%** said they would sign up for an **automatic savings increase feature** that will help the employee build a better retirement savings balance over time. (*Psst! This is already available!*)



The state match **influenced 69% of employees** to either start saving or save more for retirement.


68% of employees have **NOT calculated** how much they should be saving for retirement.




- **79%** of employees **do NOT know** what percentage of their retirement income will come from their defined benefit pension and Social Security benefits and how much they will need to save throughout their career to make up for their shortage in come.



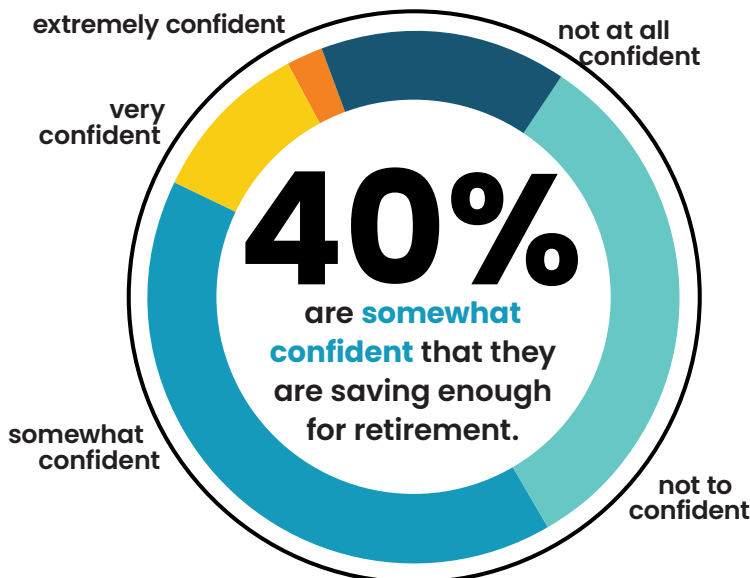
64%
do NOT understand the difference between their MPERS or MOSERS defined benefit pension and their MO Deferred Comp retirement savings plan.

-  **37%** of employees believe it is **somewhat likely** that they will be providing financial support for family members throughout their retirement. Another **23%** believe it is **very likely**.

- **62%** of responders want to retire between the **age of 55-65**.
- **Only 3%** of state employees plan to work a **full-time job** after they retire. **31%** believe they will work a **part-time job**, **30%** want to kickback, relax, and **enjoy life**, and the remaining **36% are not sure** what their retirement workload looks like.

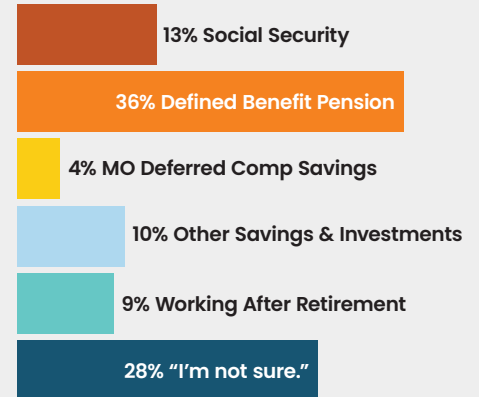
-  **66% plan to do MORE** than they are currently doing in retirement, like travel, increase hobbies or leisure activities, and so on.

- **93%** of responders **do NOT use a financial advisor** to help manage their retirement savings or investments.



Nearly,
50%

of state employees **do NOT know what their main source of income** will be in retirement.



We asked participants what their top three questions or concerns were about saving for retirement. Here are the **key themes** we found amongst responses:

- Adequacy of Savings: "How much should I save?" and "Am I saving enough?"
- Inflation and Cost of Living
- Investment Choices and Understanding Options
- Social Security Uncertainty
- Balancing Present Finances with Future Savings
- Healthcare Costs
- Lack of Knowledge