

# TEACHERS WANT CHOICE

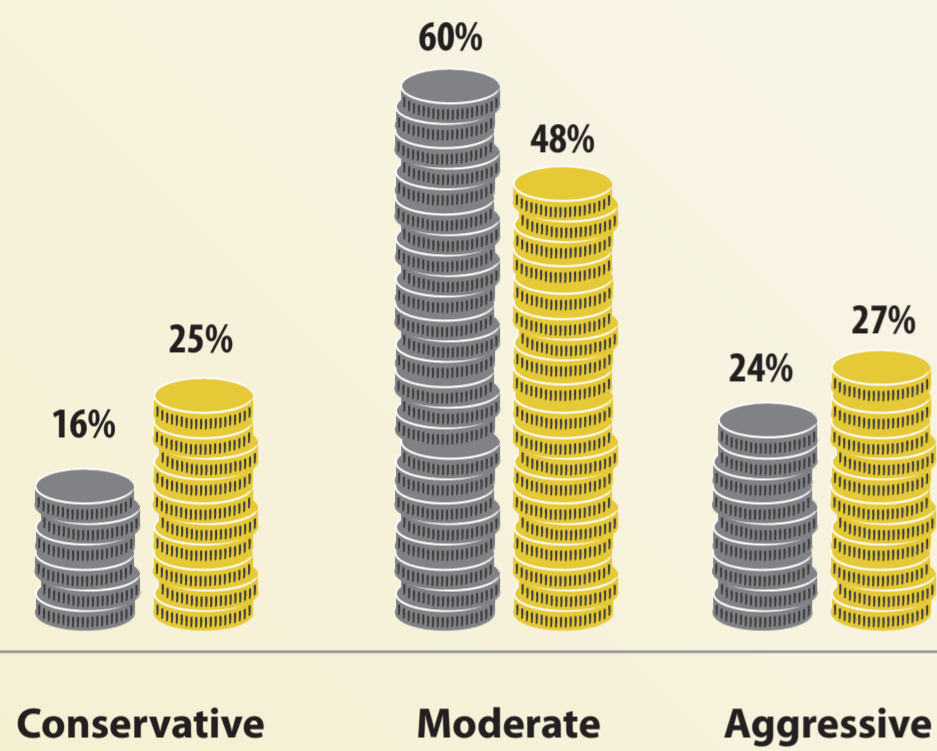
## Impact of Teacher Participation in 403(b) Plans

403(b) plans provide school district employees with an important means to save for retirement. However, state legislation is threatening to eliminate workers' retirement options, which would likely result in lower participation in 403(b) plans.

### EMPLOYEES PERFORM BETTER WITH FINANCIAL ASSISTANCE

#### Investment style based on time working with a financial advisor

- Spent some or a lot of time with advisor
- Spent little or no time with advisor

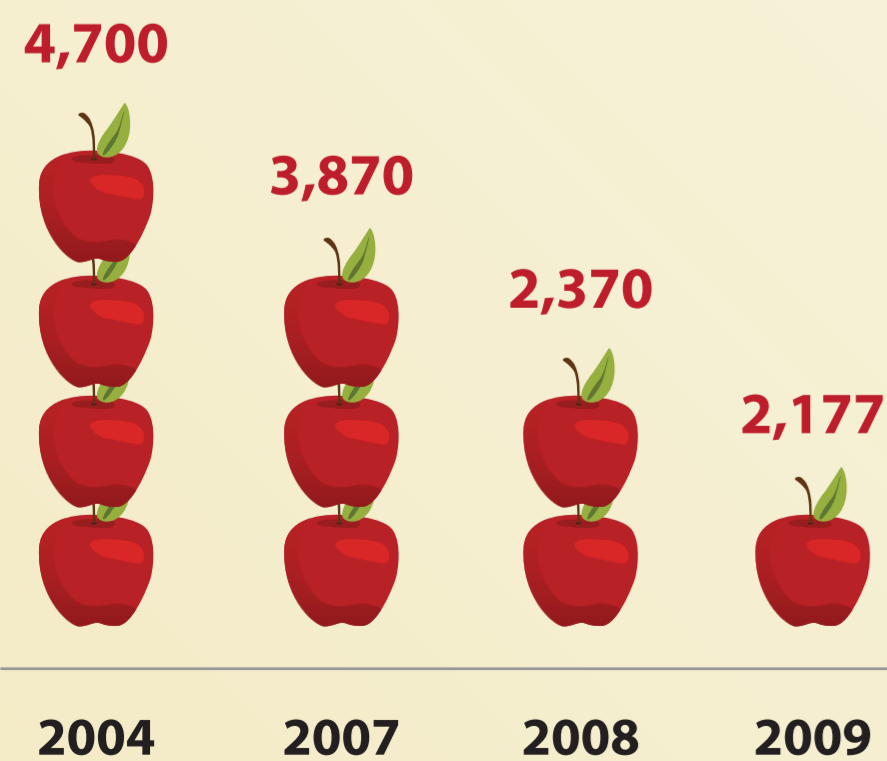


**+** A study by Charles Schwab found that professional guidance had a positive impact on retirement plan participants.

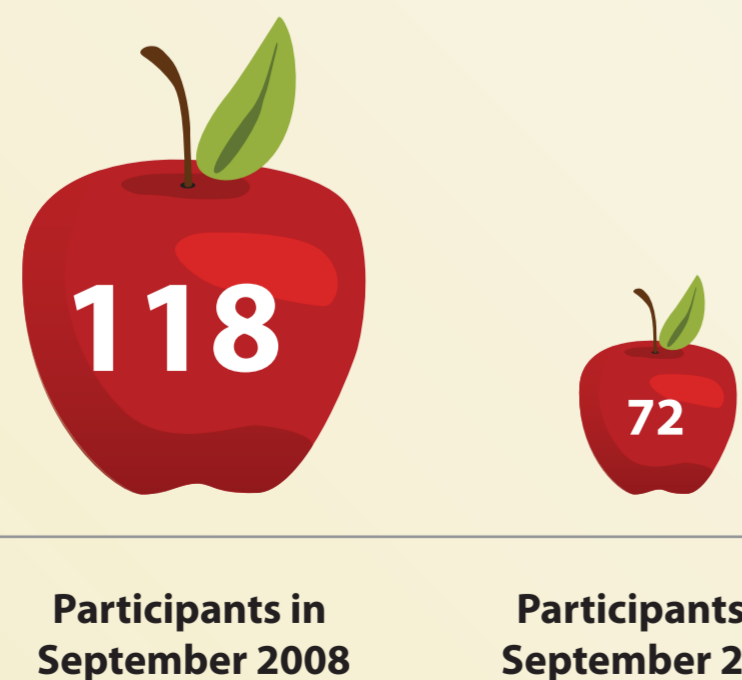
**5-10 percent** They found that their savings rates nearly doubled from 5% to 10% as a result of receiving and implementing advice

### SCHOOL DISTRICT EMPLOYEES PARTICIPATE LESS WHEN THE NUMBER OF PROVIDERS IS REDUCED

Participation in Colorado school district's 403(b) plan dropped by 54% when they switched to a single investment provider

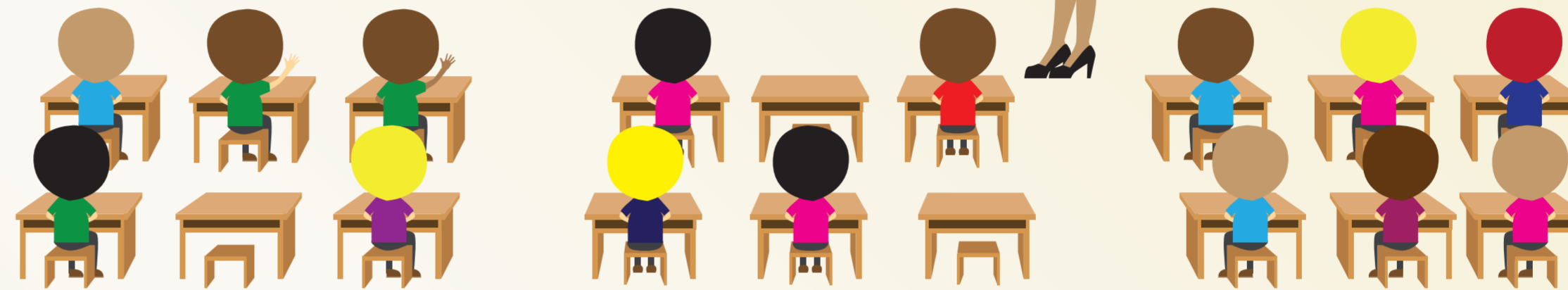
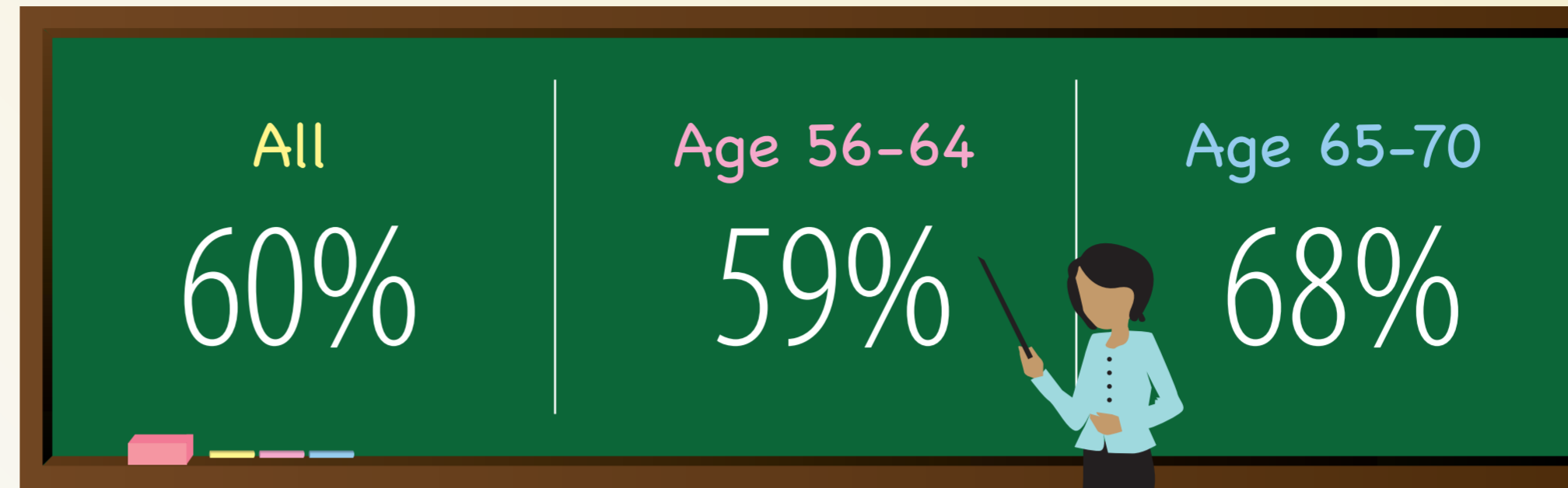


The number of participants in a Pennsylvania school district's 403(b) plan declined by nearly 40% when they went to a single provider



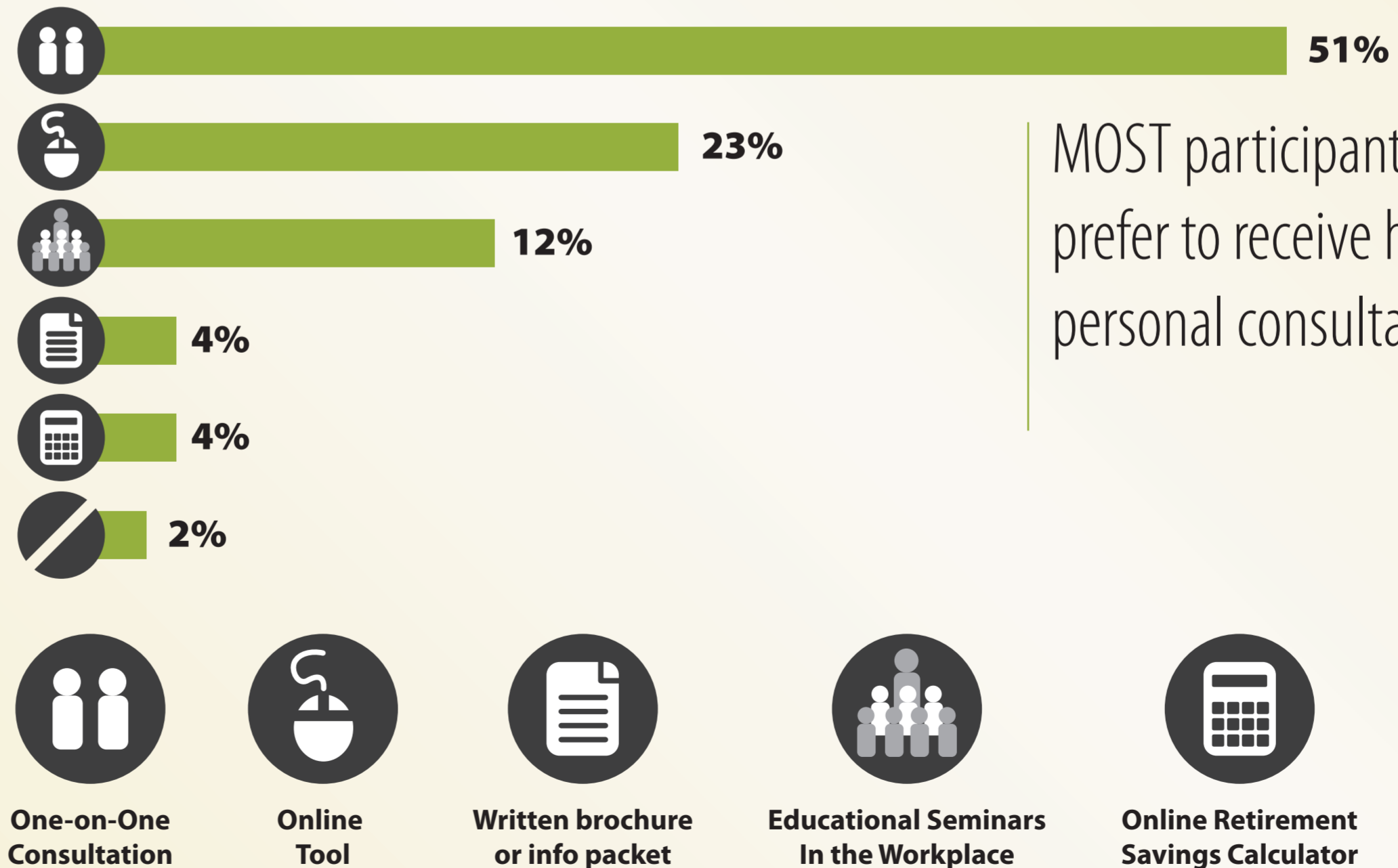
### TEACHERS WANT ADVICE

Study by TIAA-CREF showed that 60% of near-retirement higher education employees had consulted with a financial professional within the past two years regarding retirement.



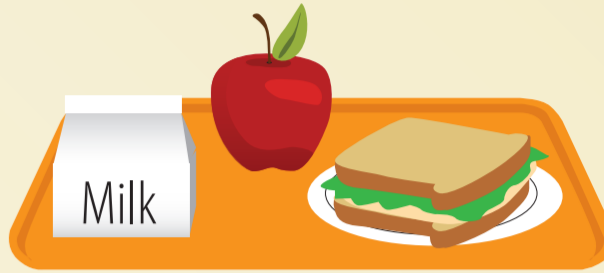
### PARTICIPANTS HAVE VARIED PREFERENCES FOR HOW THEY RECEIVE HELP

#### Preferred Method of Receiving Retirement Planning and Investment Help



MOST participants would prefer to receive help via personal consultation

### NO CHOICE VS CHOICE



An analysis of employees in

# 55

school districts shows that

# over 50%

of workers stopped contributing to their 403(b) plans when their existing provider was no longer available