MissionSquare

REALIZE

Helping public sector employees retire well

Go for It!

Boost your financial health this year 8

Winter 2024

Together, Let's Make It a Great Year

Every new year gives us each a fresh opportunity to move toward meaningful goals. For us at MissionSquare Retirement, this means continuing to provide the public sector workforce with retirement plans, investment options, financial education, and personalized service to help you create your best retirement.

In this issue of ***MissionSquare Realize*** magazine, we deliver tips and guidance to help you reduce debt and keep your family's finances secure. See our cover story, "Go for It!" which features moves to help you boost your financial health this year. This exclusive financial content is focused on supporting public sector workers, and we are proud to bring it to you. We hope you enjoy the magazine!

Deanna Santana
Acting CEO & President
MissionSquare Retirement

WINTER 2024

In This Issue

MissionSquare Realize magazine is published by MissionSquare Retirement to provide general information regarding your retirement benefits. It is not intended to provide you with or substitute for specific legal, tax, or investment advice. You may want to consult with your legal, tax, or investment advisor to review your own personal situation. Some of the products, services, or funds detailed in this publication may not be available in your plan. This document may contain information obtained from outside sources, and it may reference external websites. While we believe this information to be reliable, we cannot guarantee its complete accuracy. In addition, rules and laws can change frequently. Copyright ©2024 by MissionSquare Retirement. All Rights Reserved. 63528-1223.

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The Public Sector Difference

3 ways your retirement planning is unique

As a public sector employee, you play a special role in your community. We salute you and recognize that your retirement planning needs are different in important ways. Know that we are here to help you make the most of these distinctions.

Photography: Siede Preis; Peter Dazeley; KarenMower. All via Getty Images.

1 Your 457 plan

You can build your retirement savings and get tax advantages with a 457 plan. The pretax money you contribute isn't counted as taxable income that year, meaning you pay less in taxes. And unlike some other retirement accounts, with your 457, you may take allowable withdrawals before age 59½, generally without the early withdrawal penalty.

You can monitor your 457 and view all your finances by logging in to your account at **www.missionsq.org/login**.

2 Your pension

According to the U.S. Bureau of Labor Statistics, 86% of public sector employees have access to a pension, compared to just 15% of private sector workers.* This is good news for public sector workers. Group pension plans usually provide guaranteed monthly income payments for life. But keep in mind that this typically covers only a portion of living expenses. Public service retirees often rely on income from a combination of pension, a 457 plan, and Social Security benefits.

3 Your (possible) early retirement

The median age for retirement in the private sector is 65, according to the U.S. Bureau of Labor Statistics. For public sector workers, however, the median retirement age is just 60.* While that can mean more free time to enjoy your life, start a second career, or even open your own business, it also means you'll need to plan and pay for more retirement years.

To learn more, connect with your MissionSquare representative at **www.missionsq.org/connect.**

*"How do retirement plans for private industry and state and local government workers compare?" U.S. Bureau of Labor Statistics, January 2023.

Your Money Now

Eliminate Credit Card Debt Faster

If you are unable to cover your monthly credit card balance in full, try to pay as much as you can above the minimum – **this can save you thousands in the long run**. Here's how much you can save by paying more than the monthly minimum:

Paying off a $5,000 credit card balance*

	Pay **$300** a month	Pay the **minimum payment** monthly
Months to pay off:	20	**273**
Total paid:	$5,797	**$11,923**
Interest paid:	$797	**$6,923**

*Hypothetical comparison, assuming a $5,000 balance with an interest rate of 18% and minimum payments of interest plus 1% of the balance. The minimum payment begins at $125 and is gradually reduced as the balance decreases.

Understanding ABLE Accounts

If your family includes someone with a disability, there's a way you can save tens of thousands of dollars while still qualifying for federal benefits such as Medicaid. Consider opening an Achieving a Better Life Experience account.* Take advantage of these key features:

- ABLE accounts can be opened at any age, as long as the person's disability began before age 26.
- Money in your ABLE account can be invested and withdrawn tax free for eligible expenses.
- Be careful: If ABLE money is used for nonqualified expenses, the earnings will be subject to income tax and a 10% penalty.

To learn more about ABLE account rules and benefits, visit **www.ablenrc.org**.

*ABLE accounts are not available in all states, but some states allow any eligible person to hold an account regardless of where they live.

Photography: Westend61 via Getty Images.

Photography: Peter Dazeley; FG Trade. All via Getty Images.

Tax Time: What To Know About Audits

While everyone hopes for a refund when filing taxes, no one wants an audit. Here are some red flags that could catch the eye of IRS auditors:

1 **Claiming unusually large charitable deductions.** Have documentation handy that serves as evidence of charitable contributions.

2 **Neglecting to take required minimum distributions.** If you will turn 73 in 2024, you'll need to start taking annual RMDs from your tax-deferred retirement plans, such as a 457, 401(a), 401(k), or 403(b), unless you are still working for the employer that sponsored the plan. For more details, see "In the Know" on page 16 or visit **www.missionsq.org/rmd**.

3 **Failing to report all your income.** IRS computers can catch mismatches between the income you list on your return and what your employer and financial institutions report.

4 **Writing off losses from a hobby.** You can deduct losses from a business but not a hobby. "Businesses" must have the intention of making a profit and be run in a business-like manner.

5 **Dealing in cryptocurrency.** The IRS considers virtual money taxable property. If you've bought or sold crypto, consult a tax professional.

MissionSquare Retirement does not provide tax advice. You are encouraged to consult a tax professional to review your specific tax situation.

Caring for Both Parents and Kids

Are you "sandwiched" between caring for your children and your parents? The good news is that you can find tax breaks, such as the dependent care tax credit, to help. If you and your spouse work, you may be eligible for a $1,050 tax credit for one child (or $2,100 for two or more) for child care.

You may also qualify for the same tax credit if you support elderly parents who can't care for themselves. Be sure to consult with your tax professional.

Good To Go?

How to know when you're ready to retire

You might already have a date in mind for your retirement. Maybe it's when you become eligible for Social Security or the year your Medicare or pension starts. But will you be financially – and mentally – ready by then?

Ask yourself these key questions:

Have I saved enough? Generally, your income in retirement should be about 80% of what it was when you were working. If your savings, pension, and Social Security benefits can generate that amount of annual income, you may be able to afford retirement.

Run your numbers to estimate whether your retirement income will be enough, using our Retirement Savings Calculator at **www.missionsq.org/ontrack**.

Is my debt manageable? Debt can have a big impact on your retirement timing. Researchers have found that older adults today are more likely to shoulder mortgage, student loan, and credit card debt – and at higher amounts – than did prior generations.[1] And older adults who have significant debt are more likely to postpone retirement than are their peers with less debt.

Not all debt sidelines a retirement. For instance, a low-interest-rate mortgage may be fine. To determine if your debt is manageable, consider the 36% rule used by many lenders. Under this rule, debt is considered manageable if no more than 36% of your gross monthly income goes toward financial obligations, such as credit cards, rent or mortgage, car and student loans, or child support.

[1] "Is Rising Household Debt Affecting Retirement Decisions?" Social Science Research Network, May 2020.

Photography: FatCamera via Getty Images.

What's my Social Security strategy? You have an eight-year window – from age 62 to 70 – to start receiving Social Security benefits. Weigh the pros and cons of taking Social Security benefits earlier or later.

If you're in poor health, you might want to claim as early as possible, even though your benefit will be up to 30% less than if you waited until your full retirement age (typically 66 to 67). But if you can afford to wait until age 70, your benefit will be about 77% higher than if you start collecting at age 62. This can also mean a larger survivor benefit for your spouse.

Each person's exact benefit is individualized based on work history. But as a hypothetical example, consider someone who would be eligible for a $1,000 monthly payment if they wait until age 67 to start getting benefits. That same person would receive only about $700 a month if they instead start receiving benefits at age 62. And if they wait until age 70? That $1,000 monthly benefit would jump to about $1,240.

Do I have a plan to manage my money in retirement? Some factors can make it difficult to manage your income in retirement, including:

- Your uncertainty about how many years your money needs to last.
- Your retirement savings need to keep up with inflation.
- You don't want to risk losing what you've invested.

In addition, after so many years of investing, retirees often find it hard to start spending what they've saved, according to research by the Employee Benefit Research Institute.[2]

For all these reasons, it's important to work with your MissionSquare Retirement representative to establish a plan for how you will manage your retirement income.

[2] "EBRI Finds Evidence that Many Retirees Aren't Spending Down Their Retirement Assets," Employee Benefit Research Institute, April 2018.

Photography: FatCamera via Getty Images.

Do I enjoy my work? And what will I do with my time? After the initial enjoyment of more free time, many retirees discover they miss work. Some miss the mental stimulation from the job or the structure it gave to their days. More important, retirees often miss the social interactions with colleagues.

Before retiring, consider whether you're ready to give up the things you like about the job and whether you might prefer transitioning to part-time work. Or consider ways to use your current skills in a new venture. Building connections outside of work is also important for a happy retirement for many people.

When it comes to my retirement goals, am I in sync with my significant other? Make sure you and your partner share the same retirement goals. You might want to relocate to a warmer climate or travel, while your partner isn't ready for that. If your retirement visions differ, consider options and whether you'll need to compromise.

Questions? Schedule a meeting with your MissionSquare representative at **www.missionsq.org/connect**.

Go for It!

Photography: kali9 via Getty Images.

Consider making these 7 moves for your financial health

Get the year off to a good start by taking some easy actions that can help you improve your financial picture now and in the years ahead. We know that obstacles sometimes get in the way. For instance, a study by MissionSquare Research Institute found that nearly 64% of public service workers surveyed are extremely or very worried about inflation making it hard to keep up with the current cost of living.[1]

While you may not be able to change the circumstances, you can control how you respond. Kick off the year with a financial checkup, beginning with these easy moves:

1 **Envision what you want.** Take a moment to think about what you want in the future. Maybe it's a new home or a comfortable retirement. Whatever your goal, we can help you figure out what you need to do financially to get there.

Take action: Write down your goals and keep them somewhere you can easily reference. Discuss your goals with your MissionSquare representative. Set up an appointment today at **www.missionsq.org/connect**.

2 **Check your budget.** Knowing what you're earning and how much you're spending will help you find ways to save more for now – and for later in life.

Take action: Use our budgeting tool at **www.missionsq.org/budget**. *Continued >*

[1] "State and Local Government Employees: Morale, Public Service Motivation, Financial Concerns, and Retention," MissionSquare Research Institute, March 2023.

A general rule is to have three to six months' worth of living expenses in an emergency account.

Give Your Retirement a Boost

When reviewing your current financial condition, it's also a good idea to take a look at how much you are saving in your workplace retirement plan, especially if you haven't reviewed or adjusted your contributions since you were hired. Consider setting a calendar reminder each year for yourself – like at the start of the year or during benefits enrollment at work – to increase your contribution.

If you get a raise, put it to work for your future. Let's compare two public sector employees, both age 30, earning $50,000 a year and getting 2.5% annual pay increases.

Employee 1
- **Contributes 5% of salary to workplace retirement plan**
- **No additional contributions**

Employee 2
- **Contributes 5% of salary to workplace retirement plan**
- **Once a year increases biweekly contributions by $50**

Potential Results After 35 Years[2]

	Employee 1	Employee 2
Retirement Account Total	$402,261	$2,040,277

If you get a pay raise, quickly bump up your retirement plan contributions before you get used to living on a bigger paycheck. You don't have to devote your entire raise to retirement savings – after all, your other expenses have likely gone up, too. But by adding extra to your contributions, you can significantly bolster your retirement account.

Increase your workplace retirement plan contributions by simply logging in to your account at **www.missionsq.org/login** or scheduling a meeting with your MissionSquare representative at **www.missionsq.org/connect**.

[2] Assumes 6% annual rate of return and 2.5% annual pay increases. This illustration regarding compounding or the likelihood of various investment outcomes is hypothetical, does not reflect actual investment results, and does not guarantee future results.

Photography: YorVen via Getty Images.

Photography: kali9 via Getty Images.

3 Create or rebuild your emergency fund. A general rule is to have three to six months' worth of living expenses in a savings account, just in case something unexpected happens, like a car or home repair.

Take action: From your budget, figure out how much you spend on average every six months. Cut out any excess, and start putting aside savings little by little until you reach your savings goal. Keep it in an account you can access quickly for an emergency.

4 Prioritize and simplify. Based on your budget, find costs that you may be able to eliminate or reduce. This could be a subscription you don't use much or a daily habit that you could do without. If it's not a priority for you, consider whether you need it at all or can cut back. Not only could this save you time and money, but it could also help you focus on your long-term aspirations.

Take action: Try to cancel subscriptions you don't use and cut back on some nonessential spending. You can put that newfound money into an account that pays you interest or into a retirement account that can grow and help you reach long-term goals.

5 Get a grip on credit and debt. The more debt you hold, the harder it is to pay it down. With interest rates so high, it just isn't smart to pay more than you should. Plus, having too much debt can negatively impact your credit score. And a higher credit score helps when you're trying to get a mortgage or other loan.

Take action: Pay down debt on whatever account has the highest interest rate and explore consolidating to a low-interest account. To learn more, see "Cut Your Debt" on page 12. Also, get a free copy of your credit report from each of the three nationwide consumer credit reporting companies through **www.AnnualCreditReport.com**, which is the official site authorized by the federal government for you to get your free annual reports.

6 Evaluate your insurance coverage. Taking a look at your coverage levels annually is a good idea. Look at life, health, disability, auto, and property insurance. Your needs or circumstances might have changed. And even if they haven't, you may be able to find lower premiums or better coverage.

Take action: Research and ask if you qualify for any discounts, including bundling homeowners and auto insurance with the same company to take advantage of deals that reward customers who buy multiple policies.

7 Update the beneficiaries on your financial accounts. Did you get married, get divorced, or have children recently? You may want to update the people you originally listed as beneficiaries, so if anything happens to you, your money will go exactly where you want it to go.

Take action: Review the beneficiary designations for your retirement accounts and insurance policies, as well as any estate planning documents. Take the time to make any needed updates.

Questions? Set up a meeting with your MissionSquare representative at **www.missionsq.org/connect**.

Cut Your Debt

Accumulating debt is easier than paying it off. These three steps can help you find relief.

Do you have too much debt? Not only can debt add financial stress, but it can also hurt your life in many ways, making it harder to save, plan, and live the way you want.

Tackle your debt by starting with these three steps:

1

Pay off high-interest debt first. Your most expensive debt is likely to be from your credit cards. The average annual percentage rate on credit cards in late 2023 was nearly 23%, according to the Federal Reserve, although it can often jump much higher if you're late with a payment.*

- One approach is to put any extra dollars you can squeeze from your budget toward **the card with the highest interest rate** while continuing to make at least the minimum payments on your other cards.
- Once that first card is paid off, tackle the card with the next-highest rate, and so on until all balances are paid off. This strategy will help reduce the amount you pay in interest.
- A second option is to **pay off the card with the lowest balance first** so you can see some quick progress. Then, apply what you were paying toward that card's balance to the card with the next-lowest balance. This can work, especially if you have cards with low balances. But generally, starting with the highest-interest-rate card will help you reduce your debt faster.

While you bring down your debt, try not to spoil your efforts by adding new credit card debt. It's important to change your mindset so that you **think of a credit card as a tool for convenience and to build your credit – not as extra money**. And look to pay off balances each month to avoid racking up debt again.

Photography: Martin Paul; AlasdairJames. All via Getty Images.

2

Transfer high-interest-rate credit card debt to a lower-rate card. Contact your current credit card company to see whether they will lower your interest rate. Sometimes they will, especially if you've been a loyal customer with a record of paying your bills on time. Or consider transferring your existing balance to a new card with more favorable terms. You may have to pay a balance transfer fee, typically 3% to 5% of the amount you are transferring, but it can be worth it if you're paying down sizable credit card debt.

You may even be able to find a card offering a very low promotional interest rate, perhaps for 12 to 24 months, although you typically need a good or excellent credit score to qualify for that rate. In any case, it pays to shop around for a low rate. Just be aware that you can lose a promotional rate if you pay your bill late or miss a payment. If possible, you should plan to pay off the balance before the promotional rate expires.

Do You Owe Too Much?

To take control of your debt, add up all your monthly debt payments, such as your mortgage (or rent), credit cards, car or other loans, etc., and divide that number by your gross monthly income (the amount of your pay before taxes). This is your **debt-to-income ratio**. Lenders generally consider debt to be manageable if monthly obligations are no more than 36% of gross monthly income. An example:

$1,800 Monthly costs of debts ÷ $5,000 Gross monthly income = 36% Your debt-to-income ratio

But you don't have to do the math to know you're overextended. There are plenty of warning signs, including:

- You often pay bills late and aren't able to save for an emergency fund.
- You struggle to pay the minimum balance on your credit cards.
- You've been turned down for new credit.

If you find yourself in this situation, it's time to make a plan to gradually pay off your debt.

3

Borrow only for goals that retain value. You may have heard of the concept of good debt and bad debt. Among other things, bad debt refers to high-interest credit card debt or payday loans, which tend to be short term with high costs.

Good debt generally is money borrowed for purposes that provide long-term financial benefits. These include a mortgage to buy a home that can appreciate in value over time and a small car loan, which can give you transportation to your job – as long as they fit within your budget.

The bottom line: Not all debt is created equal. Limit borrowing to things that you still will be benefiting from long after the debt has been repaid.

*"Terms of Credit at Commercial Banks and Finance Companies," Federal Reserve System, December 2023.

Track your income and debt at **www.missionsq.org/budget**.

Photography: SolStock via Getty Images.

Your Top Questions Answered

What are some ways to pay for health care costs in retirement?

After you turn age 65, you typically need to sign up for Medicare for health coverage and prescription drugs. Start by making these moves:

Add up your health care costs. Use the Retiree Health Care Cost calculator at **www.missionsq.org/health** to estimate how much money you may need to pay for medical expenses, prescription drugs, and health insurance premiums.

Sign up for Medicare at the right time. Generally, you need to apply at age 65. Your Initial Enrollment Period is a seven-month window: the month you turn 65, as well as the three months both before and after your birth month. Miss this window, and you'll need to enroll during the General Enrollment Period, Jan. 1 to March 31. You can enroll at **www.ssa.gov/medicare**. If you are still working at age 65 and have health insurance through your current employer, you can delay signing up but must enroll within eight months of leaving your job and losing coverage.

Decide how to fill the gaps. With Medicare, you'll need to pay deductibles, co-payments, and prescription drug coverage. Find out more about your options at **www.medicare.gov**, get assistance at **www.shiphelp.org**, or call 1-800-Medicare (1-800-633-4227).

Review your options every year. You have from Oct. 15 to Dec. 7 every year to pick certain Medicare plans. Go to the Medicare plan finder (**www.medicare.gov/find-a-plan**) to assess your options.

As a working woman who is saving for retirement, how should I plan for my future?

Women often live longer, earn less, and take more time away from the workforce for child-rearing or caregiving. This results in smaller savings and a lower Social Security benefit – and more retirement planning challenges. These strategies can help:

1 Increase your plan contributions if you're not maxing them out now.

2 If you're married and taking an extended leave from work, your spouse may be able to contribute to an IRA on your behalf.

3 It may be tempting to start claiming your monthly benefit at age 62, but keep in mind that women tend to live considerably longer than men. While each situation is different, it can be smart to wait. Your Social Security benefit gets an 8% boost for every year you delay claiming between full retirement age (66 or 67) and 70. Your monthly check if you start at age 70 is 77% larger than if you claimed at age 62.

Your MissionSquare representative can help. Schedule a one-on-one meeting at **www.missionsq.org/connect**.

Women & Men

Pay discrepancy:
Women earn **83 cents** for every **$1** a man earns[1]

Life expectancy at birth:
Women: **79.3** years
Men: **73.5** years[2]

Average monthly Social Security benefit:
Women: **$1,483.75**
Men: **$1,838.08**[3]

[1] "Income and Poverty in the United States: 2020," United States Census Bureau, September 2021.
[2] "QuickStats: Life Expectancy at Birth, by Sex – National Vital Statistics System, United States, 2019-2021," Centers for Disease Control and Prevention, July 2023.
[3] "Old-Age, Survivors, and Disability Insurance: Benefits in Current-Payment Status," Social Security Office of Retirement and Disability Policy, 2022.

What are the benefits of a 457 plan?

A 457 plan available through your employer is one of the most tax-savvy – and easiest – ways for public service workers to save for retirement.

Your contributions are made automatically from your paycheck before taxes are taken out. This reduces your current taxable income. Use our paycheck calculator at **www.missionsq.org/ontrack** to see the tax savings from pretax contributions.

Many plans also offer target-date funds that manage the investment decisions for you, including gradually becoming more conservative as retirement approaches. Unlike other retirement plans, a 457 plan allows you to begin withdrawals when you retire even if you are not yet 59½ years old. You can make penalty-free withdrawals at any age once you leave your job.[4] Keep in mind that you will still need to pay income taxes when you withdraw your money.

Questions? Schedule a meeting with your MissionSquare representative at **www.missionsq.org/connect**.

[4] Non-457 plan assets rolled to a 457 plan and then withdrawn before age 59½ may be subject to a 10% tax penalty.

In the Know

Don't miss the helpful information and services available from MissionSquare Retirement.

Stay Up to Date With New Rules

Explore the Latest RMD Changes

A required minimum distribution is the minimum amount of money the IRS requires you to take out annually from your tax-deferred retirement accounts after you reach a certain age. These accounts include 457, 401(a), 401(k), and 403(b) plans as well as traditional IRAs.

(Note: RMDs don't apply to Roth IRAs. And beginning in 2024, Roth accounts in retirement plans will also be excluded from RMD calculations.)

If you turned 72 before 2023 (your birthdate was prior to Jan. 1, 1951), you should already be taking RMDs from your tax-deferred retirement plans, unless you are still working for the employer that sponsored the plan.

Turning age 73 in 2024? Read this!

The SECURE 2.0 Act delayed the required beginning date for taking RMDs in 2023 for anyone born after Dec. 31, 1950, from the previously required age of 72 to age 73. So, anyone who turned 72 in 2023 was not required to begin RMD withdrawals until 2024. This new age 73 start date applies to anyone born between 1951 and 1959. For those born in 1960 or later, the required start date to take RMDs is extended to age 75.

Learn more about RMDs and how they work at **www.missionsq.org/rmd** or contact your MissionSquare representative at **www.missionsq.org/connect**.

MissionSquare Retirement does not provide tax advice. You are encouraged to consult a tax professional to review your specific tax situation.

Photography: Nes via Getty Images.

Sign Up for a Financial Planning Webinar

Learn From Our Pros

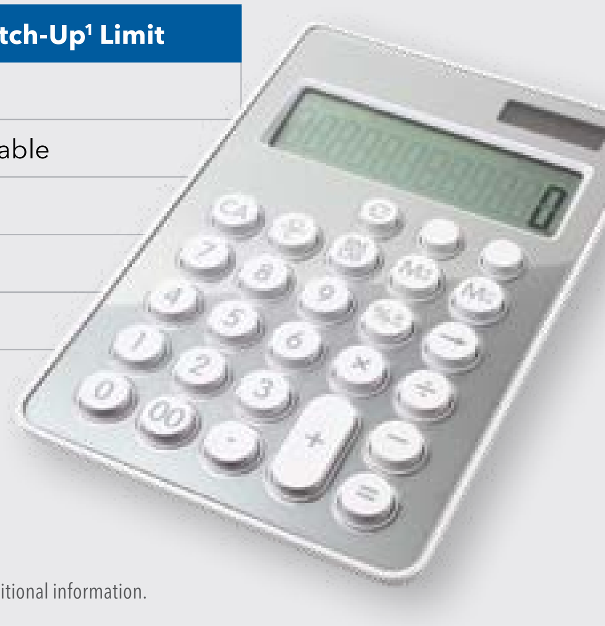
Join CERTIFIED FINANCIAL PLANNER™ professionals from MissionSquare Retirement for live educational webinars. Topics include financial planning, investing, tax planning, funding health care in retirement, Social Security, and more. Save your space for an upcoming session at **www.missionsq.org/cfpwebinars**.

Take Advantage of New Contribution Limits

Save More for Retirement in 2024

The IRS has raised the retirement plan contribution limits for 2024, allowing you to save more for your future. Below is a snapshot of the 2024 maximum amounts you can contribute this year.

Plan or Account Type	Normal Limit	Age 50 Catch-Up[1] Limit
457 Plans	$23,000	$7,500
401(a) Plans[2]	$68,000	Not Applicable
401(k) Plans	$23,000	$7,500
403(b) Plans	$23,000	$7,500
Traditional and Roth IRAs	$7,000	$1,000



Learn more at **www.missionsq.org/contributionlimits**, or log in to your MissionSquare Retirement account at **www.missionsq.org/login** to increase your contribution amount.

[1] Employees age 50 or older may contribute up to this additional amount.
[2] Limitations may apply to defined benefit plans. Please contact your defined benefit plan administrator should you require additional information.

Photography: Drazen_; blackred. All via Getty Images.

Safe and Sound

Protect yourself and your family from cybercrime.

More than 2.4 million consumers reported fraud cases to the Federal Trade Commission* in 2022. Many were victims of hackers who wanted one thing: to gain access to valuable data and accounts. That's why it's important to take actions to keep your money and data safe.

Use strong passwords. Cracking weak passwords is an easy way for hackers to gain access to your personal information. Choose a different password or passphrase for each account and keep them long (think 16 to 20 characters or more). Avoid passwords that use personal information, such as family names, pet names, team names, addresses, or birthdays. Consider silly phrases, such as Doggie-heart-teardrop@Beachland#431.

You can also use a reputable password manager to organize all your online credentials, such as usernames and passwords.

Think before you click. Phishing emails disguise themselves as harmless messages, but they're dangerous. Always check the sender's name and email address. Beware of unrealistic offers or alarming messages such as "Your computer has a virus." Never reply to an email with confidential data, and exercise caution before opening any unfamiliar attachments.

Don't ignore software updates. In many cases, updates help patch security gaps that could make your data vulnerable.

Protection for Your Savings
Your investments are protected by our MissionSquare Retirement Security Guarantee, which will reimburse you for all losses from your MissionSquare account(s) that are the result of unauthorized activity through no fault of your own. Learn how your investments with MissionSquare are protected at www.missionsq.org/security.

*"New FTC Data Show Consumers Reported Losing Nearly $8.8 Billion to Scams in 2022," Federal Trade Commission, February 2023.

Photography: FangXiaNuo; onurdongel. All via Getty Images.

Professional Open-Minded Respectful
Community Focused Motivated Team Player
Adaptable Understanding Positive
Reliable Compassionate Honest
Giving Strong-Willed Loving Patient
Friendly Caring Flexible Calm
Responsible Passionate Educated
Determined Driven Kind Selfless
Dependable Empathetic

These are among the **top word choices** public service employees used to describe those **best fit** to work in the public sector, according to a recent survey conducted by MissionSquare Research Institute.*

MissionSquare Retirement is proud to serve those who view their service in such a meaningful way. Thank you for your dedication to our communities. Learn more about our commitment to helping public employees retire well. Visit www.missionsq.org.

*"35 and Under in the Public Sector: Why Younger Workers Enter and Why They Stay (or Don't)," MissionSquare Research Institute, September 2023.

MissionSquare RETIREMENT