

WHAT DOES YOUR FUTURE LOOK LIKE?

THINK FURTHER FOR RETIREMENT



The traditional definition of retirement is changing for a number of reasons: we may stop working sooner or later than planned; the line between work and leisure has become less distinct; and we're living healthier, longer lives. For many people, retirement is no longer the end of work but is often now viewed as the beginning of a new life phase filled with opportunity and purpose.

HELPING **PARTICIPANTS** THINK FURTHER FOR RETIREMENT



Think of planning for your retirement as an investment in your future self. This brochure will help you **Think Further** about your retirement and how you may need to adjust it as your vision of your future continues to take shape.

- ▶ **WHAT** WILL YOU BE DOING?
- ▶ **WHERE** WILL YOU LIVE?
- ▶ **HOW** WILL YOU BE SPENDING YOUR TIME?

It's never too early — or too late to start.

1 CONVERSATIONS WITH TOMORROW

Those who can look years into the future help stretch the boundaries of conventional thinking.

Each of the visionaries below views the future optimistically: one filled with better health, more time to pursue our interests, and greater opportunities to make a positive contribution to the world around us. Doesn't this sound like the kind of retirement we all hope for?



DANIEL KRAFT

“50 years from now, I would hope that many cancers are essentially cured because we're going to find them early; we're going to prevent them from happening in the first place for those who have the predispositions. We won't wait for disease to happen. We'll start to cure the well before they even get sick.”

Daniel Kraft is a Stanford- and Harvard-trained physician-scientist, inventor and innovator.



JENNIFER HEALEY

“What if I had a personal assistant for my life who sort of knew what I needed and could make recommendations and suggestions, and follow me around all day? What would I need to do to live a healthy, full life, and then make intelligent decisions? I think we owe it to ourselves to live the best lives we possibly can. I think it's what we want for our children; it's what we want for ourselves.”

Jennifer Healey holds a PhD from MIT and is currently a senior research scientist at Adobe.



DONALD SADOWAY

“I want to give us the ability to draw electricity from the sun even when the sun doesn't shine. Imagine that you electrify parts of the world that at the moment don't have access to electricity. The first thing that comes to mind is water purification, and that means sanitation, which then means health, which then means the opportunity for a lifetime of other than survival.”

Donald Sadoway is the John F. Elliott Professor of Materials Chemistry at MIT.

You can watch videos¹ of these and other visionaries at alger.com/thinkfurther

2 TAKE STEPS TOWARD REALIZING YOUR TOMORROW

Think about the life you want years from now and follow these steps to potentially make that vision possible.

1 Envision Your Future



Spend time imagining what your version of retirement will look like. Find a way to document your vision, using photos and other tangible items to help bring your vision to life.

2 Start Saving Today



Your 401(k) plan is an important benefit that makes saving easy. Contribute to the plan and keep your savings invested to boost investment growth potential.

3 Save as Much as You Can



Contribute enough to maximize the company match if your employer provides one. Aim for saving 10% of your income – or more if you can. Take advantage of automatic increase programs and “catch-up” contributions if available.

4 Refine the Vision of Your Future



Rare is the person who never changes what they want their future to look like. Revisit **Step #1** and make adjustments as needed.

5 Calculate Your Retirement Income Needs in Light of Your Refreshed Goals



If there's a gap between what you are likely to have and what you are likely to need, don't delay! Return to **Step #3** and increase your savings rate.

If you are on course, congratulations! Keep doing what you're doing since unexpected events could still pose challenges, and you want to be as prepared as possible.

Remember to Always

Use the tools and resources available to you

- Your plan provider likely offers services that can make saving and investing easier.
- Be sure to ask about what's available as you move through your career because your needs will change over time.

Stay on plan

There are several important strategies that can help you reach your financial goals:

- Stay invested and focused on the long-term rewards.
- Keep investments diversified appropriately for your time horizon.
- Avoid borrowing from your future self.

3 HAVE A CONVERSATION WITH YOUR TOMORROW

There's real power in envisioning what lies ahead. Experts tell us that the more vividly we can imagine our futures—and can identify with our future selves—the more likely we are to plan successfully for our futures.²

How would you respond to the following questions?

- How do you envision your retirement? Consider what you will be doing, where you will be living, and who you will be spending your time with.
- What steps do you need to take during your working life to be able to live the future you envision? What steps can you take now toward those goals?
- How can you help ensure you will have enough money to enjoy the retirement you're envisioning?
- What do you wish for your future self? What would your future self want you to know today? What advice do you think your future self would give you?

Remember to Always

- Document your responses, perhaps on your smart phone, with a reminder set to revisit your vision on your birthday. There are apps that let you record messages or videos to replay in the future.
- Use tools to stay focused on your vision and remind yourself to re-evaluate and tweak your vision as needed. They will prompt you to review whether you've taken appropriate steps to help reach your goals.

4 PLAN AND SAVE YOUR TOMORROW WITH YOUR 401(K) PLAN

Fortunately, your employer gives you an incredible opportunity: to save for your retirement easily and conveniently through a retirement plan. This is a valuable benefit that many American workers don't get, so take full advantage of it. After all, if you pass up this opportunity, what do you think your future self would say?

Easy

Your 401(k) plan contribution is automatically withdrawn from every paycheck before taxes are withheld, so you probably won't even miss the money you're saving!

Convenient

If you continue to contribute to the plan and keep your savings invested, you will potentially benefit from the power of consistent contributions and compounding investment growth.

Yours

A 401(k) plan lets you decide how much to contribute, gives you control over how to invest your savings, and when you leave the company allows you to take your savings with you if you choose.

¹ Alger is an investment manager focused on identifying companies that are experiencing Positive Dynamic Change. Alger believes this forward-thinking philosophy can help individuals be more successful in planning and saving for their retirement.

² Department of Psychology Stanford University, "Don't stop thinking about tomorrow: Individual differences in future self-continuity account for saving," http://www.anderson.ucla.edu/Documents/areas/fac/marketing/Ersner-Hershfield_Garton_Ballard_Samanez-Larkin_Knutson_2009_JDM.pdf

Risk Disclosure: Investing in the stock market involves risks, including the potential loss of principal. Growth stocks may be more volatile than other stocks as their prices tend to be higher in relation to their companies' earnings and may be more sensitive to market, political, and economic developments.

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summary is based upon general principles in the Internal Revenue Code of 1986, as amended (the "Code"), the Employee Retirement Income Security Act of 1974, as amended ("ERISA"), as well as certain guidance issued under the Code and ERISA that may be applicable, all as currently in effect at the time that this summary was drafted, and all of which are subject to change or to differing interpretations, possibly retroactively, which could affect the continuing validity of this summary. There should be no anticipation that this summary has been, or will be, updated for any developments in the law or interpretation.

Tax and ERISA matters are very complicated and the consequences to plans, plan sponsors, fiduciaries and participants will depend on the facts of a particular situation. We encourage retirement plan sponsors, fiduciaries and participants to consult their own advisors regarding these matters, including applicable federal, state, local and foreign laws and the effect of any possible changes in the law.

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