Gain more confidence.

Lots of Americans have no confidence that they will have enough money to retire comfortably,[4] and many are not contributing anything to a retirement plan.[5] We've got to put something in if we expect to get something out. Start saving, and watch what can happen to your confidence level. Keep in mind that there are inherent risks in investing and that it's possible to lose money by investing in securities.

You may have more than you think you do.

When you look at your budget, there are often places you can save. Eat in more often. Cancel your cable. Invest the money you save.

Take stock.

Since the stock market historically performs well over the long term, it means you may be better off in the market than out of it. If you have 30 years left in the workforce, the day-to-day market fluctuations have less impact on an investment strategy. The earlier you start saving for retirement, the longer your retirement account will have a chance to grow. Of course, past performance is no guarantee of future results. Keep in mind that there are risks associated with investing in securities, including loss of principal.

An IRA is one way.

Learn which of the two distinct types is right for you. With a Roth IRA, you don't get a tax deduction for the amount of your contribution, but you also won't pay income tax on your contribution when you withdraw it after you retire, subject to a few exceptions and limitations. With a traditional IRA, you reduce your current taxable income, and you aren't taxed on your investment earnings while your IRA grows. But when you withdraw money during retirement, that money will be taxed. And, there is a penalty if you withdraw money before you're 59½.

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The formula for a better investing strategy?

You plus knowledge.

A TIAA-CREF Financial Essentials Workshop

Money at Work 1:
Foundations of investing

WORKSHOP GUIDE

It's not how much you earn. It's how much you save.

Anyone can take steps towards securing a better financial future and retirement. It's not about how much money you make. It's about planning ahead, budgeting and saving. Time and its effect on your money – when invested wisely – is essential to helping you reach your goals. The sooner you start, the better.

Save now; savor later.

Americans are managing to save only 3.7% of what they earn.[1] Planning for a secure retirement may involve delaying gratification. You may have to go without something you want now to feel secure after you've left the workforce and a steady paycheck.

Psst, want a hot investment tip?

Here it is: Get out of debt. It's one of the best investments you can make. Paying off debt frees your money to be put towards investments, an IRA, an annuity or some other vehicle. Please keep in mind that there are inherent risks in investing. It is possible to lose money by investing in securities.

Start with a goal. Then, give it time.

A common goal is to save 10% of your income each year...more if you can.[2] But don't let the 10% goal scare you. If you can't save 10%, save 8%. Save anything. Put money away in something where it's not easy to reach. The idea is to let money compound over time.

Mix it up.

Where you put your money is as important as how early you begin putting it away. Ninety-one percent of a portfolio's performance is determined by allocation of assets and not individual investments or market timing.[3] You should keep in mind that diversification cannot ensure a profit or eliminate the risk of investment losses. Consider all investment information and your personal circumstances before making any allocation decisions. The old adage about not putting all your eggs in one basket applies here.

A few facts to consider:

Twenty-eight percent of Americans more than a quarter of us – have no confidence that they will have enough money to retire comfortably. That's the highest level in *The Wall Street Journal* study's 23-year history.[4]

Nearly half (49%) of Americans say they aren't contributing to any retirement plan, according to a new survey by LIMRA, an industry-sponsored group.[5]

[1] Huffington Post, Personal Saving Rate Plunges As Americans Get Back To Spending More Than They Earn, April 18, 2012, http://www.huffingtonpost.com/2012/03/30/personal-saving-rate_n_1391333.html.

[2] Forbes, How to Get Americans to Save 10% for Retirement, May 23, 2013, http://www.forbes.com/sites/nextavenue/2013/05/23/how-to-get-americans-to-save-10-for-retirement/.

[3] MarketWatch, How to Invest for Retirement, November 13, 2012, http://www.marketwatch.com/story/how-to-invest-for-retirement-2012-11-13.

[4] The Wall Street Journal, Workers Saving Too Little to Retire, March 19, 2013, http://online.wsj.com/article/SB10001424127887323639604578368823406398606.html.

[5] USA Today, Retiree Health Care Costs Rising; Many People Not Preparing, May 9, 2012, http://usatoday30.usatoday.com/money/perfi/retirement/story/2012-05-09/rising-retirement-health-care-costs/54863320/1.

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ASSET CLASSES

RISK: lower → higher

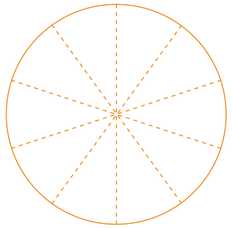
Guaranteed	A guaranteed asset is one that pays you back a fixed amount at a certain date for a specific cost over time and usually guarantees your initial investment as well. Guaranteed assets are subject to the claims-paying ability of the issuer.
Money Market	Money market accounts are comprised of short-term investments involving borrowing and lending. Treasury bills, certificates of deposit, and asset-backed securities are examples. An investment in a money market account is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. Although the account seeks to preserve the value of your investment at $1.00 per share, it is possible to lose money by investing in the account.
Fixed Income	Assets that yield a fixed amount over time are fixed income assets. Bonds and treasuries that pay a certain interest rate are examples.
Real Estate	For most investors, this is a home. This also includes vacation homes, land (such as family acreage or timberland), and commercial or investment properties.
Stocks (a.k.a. Equities)	A stock is a portion of the ownership of a corporation. A share in a corporation gives the owner of the stock a stake in the company and its profits.

BUILD YOUR INVESTMENT MIX

It's time to start thinking about your investment goals and needs. Using the asset classes above as a reference point, use the pie chart to help determine how you want your portfolio to look. Remember it's not about the amount of money you have to invest, it's about the percentage you allocate to each class. Use a different color to fill in the % amount you are allocating to each class.

Still have questions about your investment mix? Keep in mind that your allocation may change upon further analysis. Schedule an appointment with a TIAA-CREF Consultant who will help you with your portfolio based on your short- and long-term goals.

Guaranteed	_____ %
Money Market	_____ %
Fixed Income	_____ %
Real Estate	_____ %
Stocks	_____ %
TOTAL	100 %



DOLLAR COST AVERAGING

Year	Regular Investment	Price Per Share	Shares Purchased
Year 1	$1,000	$10	100
Year 2	$1,000	$20	50
Year 3	$1,000	$25	40
Year 4	$1,000	$20	50
Year 5	$1,000	$10	100
Year 6	$1,000	$25	40
Year 7	$1,000	$40	25
Year 8	$1,000	$20	50
Year 9	$1,000	$25	40
Year 10	$1,000	$40	25
Total Shares			**520**
Average Price Per Share			**$19.23**

Information is hypothetical and for illustrative purposes only. Figures are not indicative of the performance of any particular investment. Dollar cost averaging does not assure a profit or protect against a loss in declining markets. Because such a strategy involves periodic investment, you should consider your financial ability and willingness to continue purchases through periods of low price levels.

KEY INVESTMENT TERMS GLOSSARY

Annuity:
An annuity is a contract that obligates an insurance company to provide regular income payments for an agreed-upon time period in exchange for fixed contributions or premiums. There are two types:

- "Fixed" or Traditional annuity – pays an income for a specified number of dollars based on a predetermined rate.
- Variable annuity – pays an income each month or year, based on the current value of a fixed number of annuity units, which fluctuate with investment value.

Asset Allocation:
A risk management method – by investing various asset classes, you may reduce your exposure to investment volatility. However, there is no guarantee that asset allocation reduces or increases returns.

Bond:
A bond is an IOU. When you buy a bond, a company promises to pay back principal with interest at a future date.

Compounding:
The impact time has on money; it's when interest is being earned on both a principal balance and previously earned interest that has been reinvested.

Mutual Fund:
A pool of money that's invested in stocks, bonds or other investments. When you send money to the fund, you're buying shares in the fund. A mutual fund does not offer lifetime income options. These can be open-end or closed-end funds, and can be actively or passively managed. They can be growth or value funds.

Risk Tolerance:
Your ability to handle the inevitable downs in your portfolio's value. If you have a low risk tolerance, you'll want fewer higher-risk investments. Conversely, if you have a higher risk tolerance, you're more likely to commit more of your funds to equities.

Roth IRA:
An Individual Retirement Account that offers tax-free growth and tax-free withdrawals, subject to a few exceptions and limitations including an early withdrawal penalty. You don't get a tax deduction for the amount of your contribution, but you also don't pay income tax on your contribution when you withdraw it after you retire.

Stock:
Also called an equity – it's a piece of a corporation.

Traditional IRA:
An IRA that offers tax-deferred growth. Contributions may be tax deductible and there are no income limits to contribute. You reduce your current taxable income by the amount of your contribution, and aren't taxed on your investment earnings while your IRA grows. When you withdraw money from your IRA during retirement, the money is counted as taxable income. Remember, there is a penalty on any IRA if you withdraw funds prior to turning 59½.