



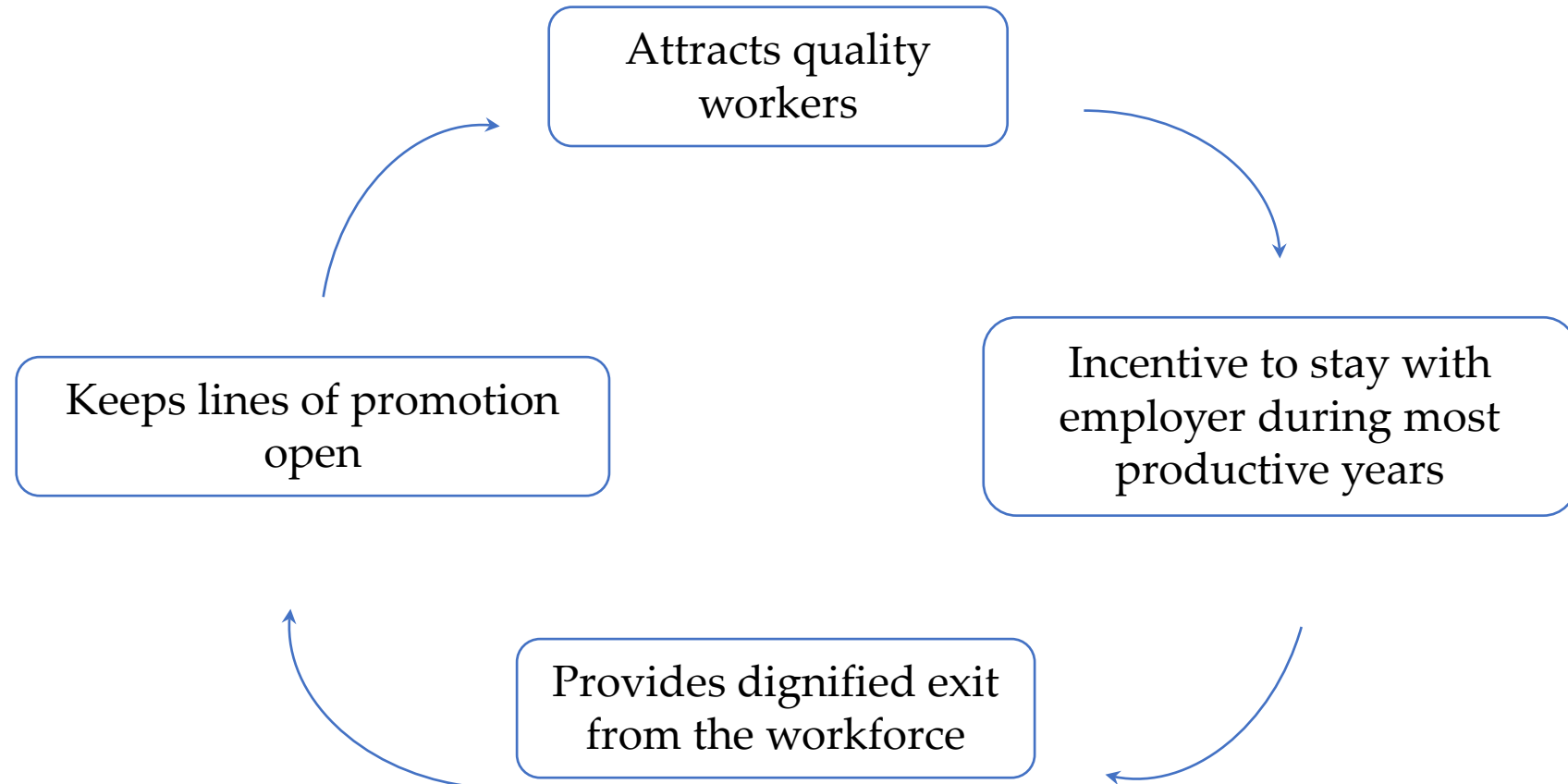
Methods & Tools for Educating Employees



MISSOURI LAGERS
A Secure Retirement for All

LAGERS is a Workforce Management Tool

Education is Key!



Education Methods: Recruitment

870+ Political Subdivisions in Missouri partner with LAGERS for their retirement plan needs

74% of Local Government workers in the U.S. participate in a Defined Benefit Retirement Plan

- Only 48% of Private Sector Workers are Eligible for any Retirement Plan Through Their Employer



Education Methods: Recruitment

Government's competitive advantages

Employee Benefits

- Tend to lead private sector in retirement, healthcare, paid time off

Mission & Purpose

- Younger workers more drawn to employers that make a difference in society



Education Methods: Recruitment

Consider using phrases like:

- LAGERS provides you with secure lifetime income when you leave the workforce
- Our retirement plan will provide a larger benefit the longer you work for us (it's always going up!)

Use LAGERS Recruitment Webpage:

- molagers.org/join-the-lagers-community/



What do local government heroes look like? They look like you!

Meet LAGERS 2021 Local Government Hero Award Winner, Dan Burns. Dan is a mechanic with Battlefield Fire Protection District, and even though Dan doesn't see himself as a hero, he has made a difference in his community. Watch the video to hear more about Dan's story!



Join the LAGERS Community Today!

Peace of Mind in All Markets

Not a professional investor? No problem. LAGERS takes the guess work out of retirement planning. Future retirement income is not tied to market performance, rather, how long you serve. The longer you work, the more your monthly benefit will be!

Security that follows you

LAGERS is a network of over 820 local government employers, all working to build a superior local government workforce. LAGERS members can earn a benefit at any member employer, so no matter where you serve, financial security will follow!

Partnerships that Matters

LAGERS employers believe in the value of their workforce, because great communities start with great public servants. Membership in LAGERS is one way local government employers invest in their workforce and community's future!

Education Methods: **New Employees**

New Hire Communication

- Welcome letter with benefit explanation
- New Enrollment Emails
- Give new employee custom LAGERS handouts
 - Not just limited to new hires

Presentation: Lunch Break!



Education Methods: Employee Retention

- When explaining LAGERS benefits to employees consider the following:
 - Focus on Vesting - You are guaranteed to receive a benefit from LAGERS after 5 years with a LAGERS employer
 - Focus on Security - Your LAGERS benefit will grow larger the longer you work for a LAGERS employer



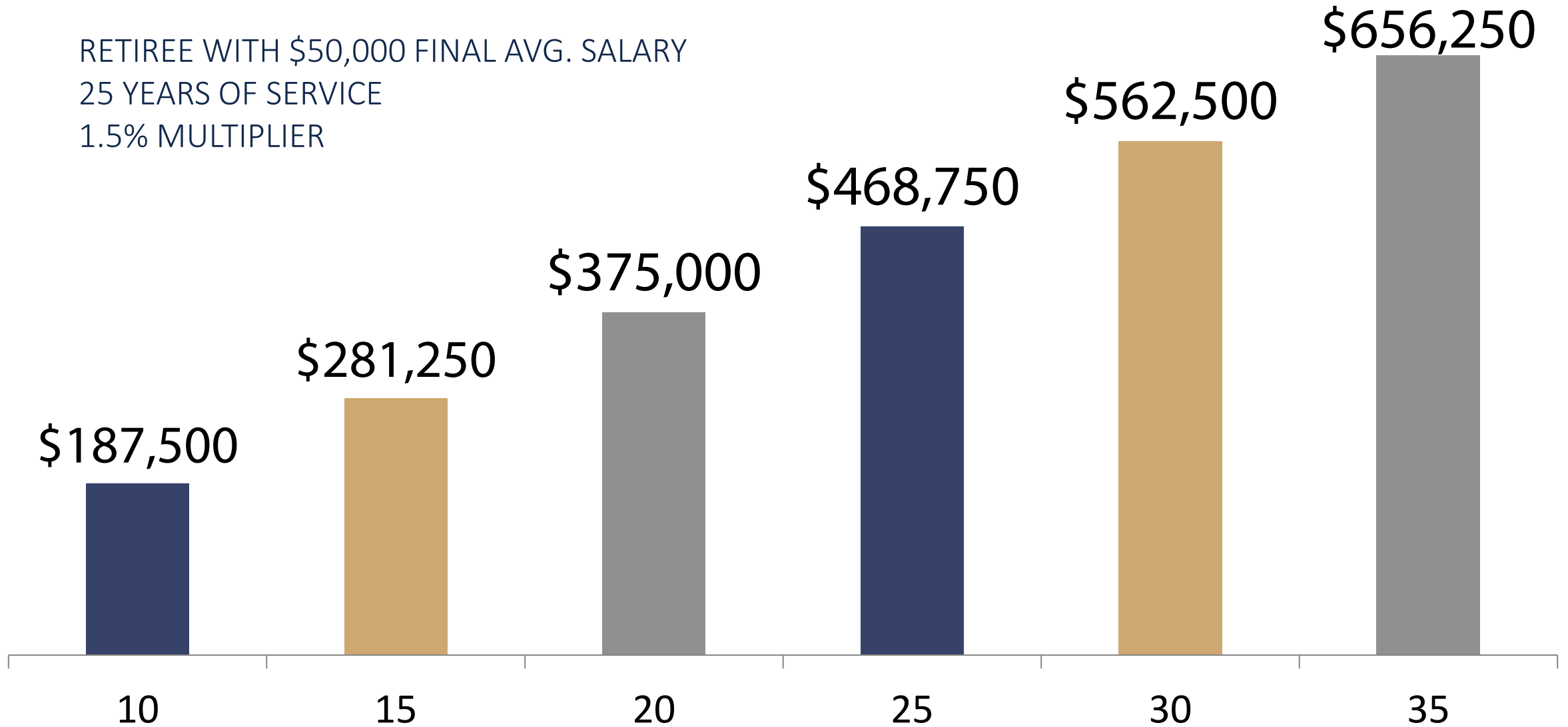
Education Methods: Employee Retention

- Use Custom Employee Handout
 - Worksheet on back will help show employee total value
 - Member Handbook is a good in-depth resource
 - Caution: Information Overload
- Member Annual Statements
- Webinars
- Custom Presentation: Lunch Break, Management Meetings

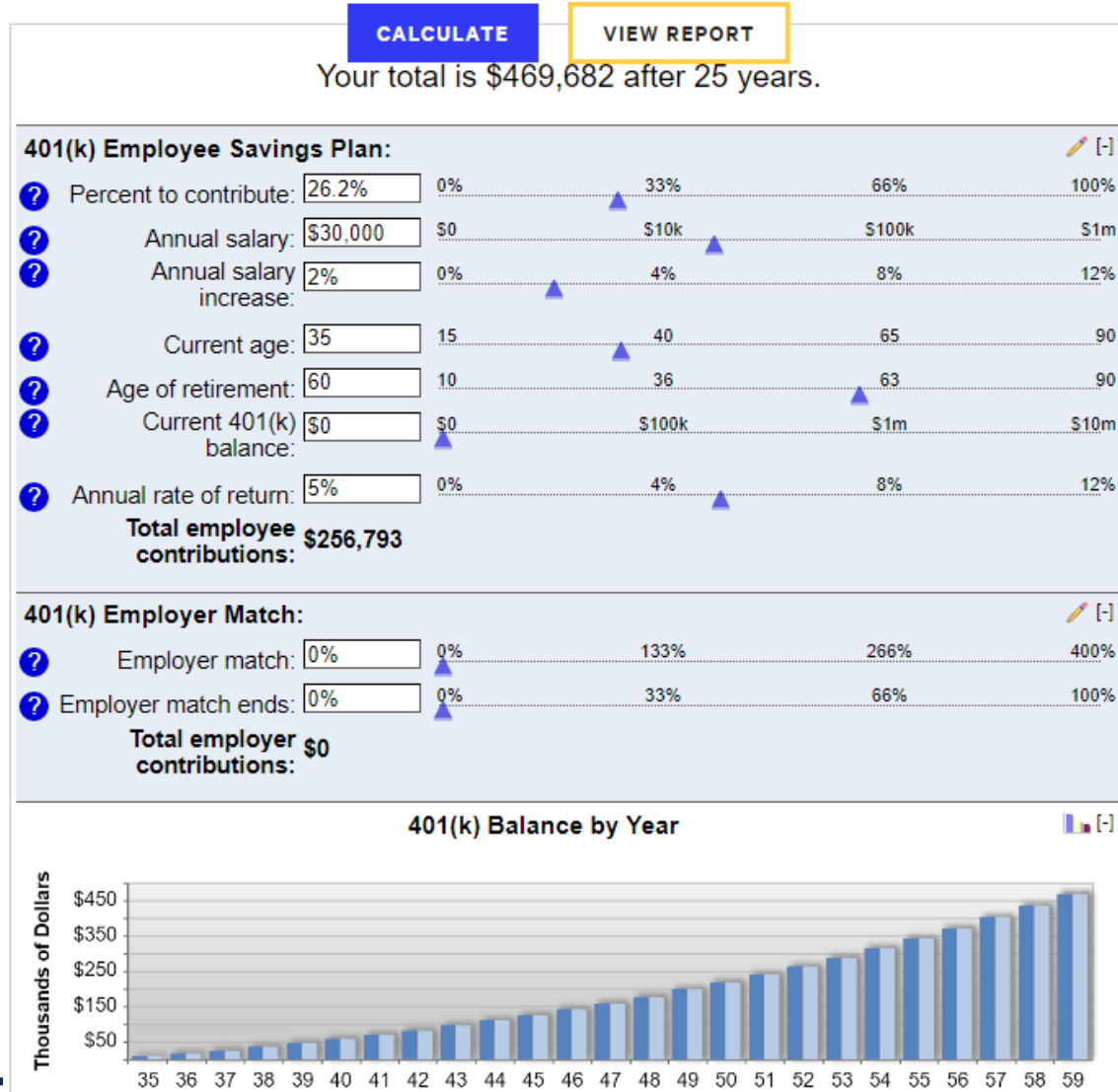


Employee Retention: Show the Value

RETIREE WITH \$50,000 FINAL AVG. SALARY
25 YEARS OF SERVICE
1.5% MULTIPLIER



Employee Retention: Show the Value



Over a 25-year retirement, the total value of the LAGERS benefit was

To save this amount on their own based on a 25-year career, the employee would need to save **26.2%** of their salary!



Education Methods & Tools:

Near Retirement

When explaining LAGERS benefits to employees, use the following to help prepare employees for retirement

- Refer them to the LAGERS website
 - Encourage them to get a benefit estimate on myLAGERS or by calling our office
- Promote LAGERS Pre-Retirement Seminars
 - Available both in-person and virtually
 - Shorter webinars are available
- Refer to Member Handbook
 - Application Process & Payment Options in “Near Retirement Section”



Education Methods & Tools: Near Retirement (Continued)

- Refer them to the LAGERS website
 - Encourage them to get a benefit estimate on myLAGERS or by calling our office
- Promote LAGERS Pre-Retirement Seminars
 - Available both in-person and virtually
- Refer to Member Handbook
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Digital & Online Resources

Integrated Web Platforms



Wage Reporting, Enrollments,
Benefit Certifications

Online Payments
NEAR 99%

The logo for 'myLAGERS' consists of the text 'myLAGERS' in a white, lowercase, sans-serif font with a slight shadow effect, set against a dark blue rectangular background.

myLAGERS

Benefit estimates, beneficiaries, application for
distributions, and more

30+% of applications
completed on myLAGERS



Digital & Online Resources

Webinars

- 4+ Monthly
- Wide Variety of Topics
 - New Hire Orientation
 - Virtual Pre-Retirement Seminars
 - Understanding Your Contribution Rates
 - More
- Register Online
- Recorded Webinars Available



Digital & Online Resources

Responsive Website

- Online Member Handbook
 - **Summary of Benefits**
- Register for Events
- System Updates
- Printable Forms
- myLAGERS (Member) Access
- ECLIPSE (Employer) Access



Digital & Online Resources

Direct Member Communication

- Quarterly Member Resource Board Update Emails
- Monthly Event Emails
- Annual Member Newsletter

Custom Member Communication

- New Hire Email Series
- Pre-Retirement Email Series



Welcome to LAGERS' Pre-Retirement Email Series!

If you are like most, you've been waiting a long time for when you get to retire. This email series is designed to help you navigate through LAGERS' retirement process. If you have any questions about your LAGERS benefit, we encourage you to contact us. We are always happy to help!

How is your monthly benefit calculated?



BENEFIT CALCULATION



Digital & Online Resources

Direct Employer Communication

- Quarterly Administrator Emails

Custom Employer Communication

- Work in Progress – New Employer Contact Email Series



Print Resources

- Member Handbook
- Administrative Handbook
- Custom Employee Handout
- Annual Financial Reports



Print Resources

Direct Member Communication

- Newsletters
- Member Annual Statements



In-Person & Virtual Learning

Pre-Retirement Seminars

- In-Person:
 - 1 in each region of Missouri
- Virtual
 - One per month
 - Varying times with some after hours



9 of 10
Attendees Rate
Seminars as
EXCELLENT!

In-Person & Virtual Learning

LEARN Conference (In-Person ONLY)

- Held in May 15-16, 2024
- Topics will include:
 - In-Depth Benefit Information
 - Monthly Reporting
 - Financial Management & Audits
 - More
- More information coming soon!



In-Person & Virtual Learning

Board / Council Presentation

- Virtual & In-Person (if necessary)
- Actuarial Valuation Review / Benefit Changes
- Importance of LAGERS Benefits for the Employer and the Taxpayers
- How a Pension Fits in with Total Compensation



In-Person & Virtual Learning

Association Conference Presentations

Topics we speak about:

- LAGERS Specific Topics
- The Value of Public Pension Benefit
- The Economic Impact of LAGERS
- Compare / Contrast of Retirement Plans
- Pension Funding Basics



In-Person & Virtual Learning

Custom Employee Presentations

- In-Person or Virtual
 - LAGERS LunchBreak!
 - Custom Pre-Retirement Seminars
 - Employee Meetings / Benefits Fairs



Learning Enhancement

Certified LAGERS Administrator

- Self Study / Work at Your OWN Pace
- Receive a working knowledge about administration of LAGERS
- Will require you to attend some In-Person or Web events
- Can complete via the LEARN conference

