Overcome the excuses and move forward with your workplace savings

Don't fool yourself into thinking you can't save for your future. The fact is, your workplace savings plan helps make it easy, convenient, and affordable to accumulate the money you need for retirement. Having trouble getting started? Here are some facts that can help you overcome eight of the most common excuses.

ACTION PLAN

- Overcome the excuses that may keep you from saving for retirement.
- Decide on an amount you can afford.
- Get started today.

Excuse #1: I don't understand investing.

You don't need to be an expert to save for your future; you just need to know a few fundamentals. Your employer and Fidelity can provide the guidance, education, tools, and ongoing support you need to become comfortable with investing.

Excuse #2: I can't afford to save.

You can't afford *not* to save, especially when you realize what a big difference small contributions can make. Let's say you start by putting just $10 a week in your workplace savings plan. You might barely notice the difference in your paycheck. But when you get your year-end account statement, you'll see that you contributed $520. That's a good start. Automatic payroll deduction makes adding to your plan account painless. If you save on a pretax basis, you reduce your current income tax bill with every dollar you put in. Putting away a percentage of your paycheck, instead of a set dollar amount, will keep your savings in line with your pay raises. And even better, your employer may help you save more by making matching contributions to your account.

Excuse #3: I have plenty of time.

Being young is the perfect reason to start saving in your plan, not to put it off. Thanks to the potential of compounded earnings, the money you save can multiply many times over in the years between now and retirement. In fact, if you start saving early in your plan and then stop, you could actually accumulate more for retirement than a coworker who starts later, saves for longer, and puts more money in.

A tale of two savers.

By starting early, you could potentially generate a bigger balance at retirement while investing less along the way.

	Starting age	Ending age	Total contributed	Years contributed	Potential value at age 67*
Maria	25	35*	**$50,000**	10	**$624,653**
Steve	35	67	**$160,000**	32	**$571,761**

*Although Maria stopped contributing to the plan at the age shown, assets remained invested in the plan until age 67.

This hypothetical example is based on monthly contributions of $416.66 for Maria and Steve, made at the beginning of the month to a tax-deferred workplace savings plan, and a 7% annual rate of return compounded monthly. Your own plan account may earn more or less than this example, and income taxes will be due when you withdraw from your account. Investing in this manner does not ensure a profit or guarantee against loss in declining markets.

Excuse #4: I worry about losing money.

Fear of losing money is understandable, but *not* investing your money doesn't give it a chance to grow. Your workplace savings plan offers a broad range of investment options with different risk and return characteristics—from conservative to aggressive. When you enroll, you'll get the tools, education, and guidance you need to help identify the type of investor you are. This will help you determine which choices you'll be most comfortable with.

Excuse #5: I've got Social Security coming.

The federal government estimates that Social Security benefits currently provide less than one-quarter of what many retirees need to cover their expenses. This makes sense, given the ongoing expense of living in retirement. A couple retiring today at age 65 will need current savings of at least $240,000[†] to cover medical costs in retirement.[‡] So it's important to save all you can.

Excuse #6: I don't plan to stay at my job forever.

That is why your plan is portable. Your contributions and any earnings are yours to take with you if you do change jobs. You'll be able to roll your eligible account balance into an IRA or transfer your savings into a new employer's plan, if allowed. You can even keep your money in this plan, if plan rules allow it.

Excuse #7: Small investments aren't going to get me to the retirement savings I need.

Don't underestimate how a small amount of money can grow over time, especially in a plan like yours. Any earnings on your savings are reinvested right into your account—where they can produce additional earnings. The longer this "compounding" process continues, the better your chances to accumulate the money you need. And you won't pay taxes on either your original investments or any investment earnings until withdrawal. You have the opportunity to save big, even if you have to start small.

Excuse #8: I won't be able to access my money if I need it.

Although the plan is designed primarily for retirement saving, you may be able to borrow from your account. If you have a financial hardship, emergency withdrawals may also be available. However, loans and withdrawals can create tax issues for you. Contact your plan administrator or tax advisor to find out about your plan's provisions and the relevant tax laws.

HERE'S HELP

To **enroll** in your workplace savings plan:

- Log on to Fidelity NetBenefits®.
- Call your plan's toll-free number.

Turn here®

Fidelity INVESTMENTS®

[†]Fidelity Consulting Services, 2012.

[‡]Assumes no employer-provided retiree health care coverage and life expectancies of 17 years for a male and 20 years for a female.

Keep in mind that investing involves risk. The value of your investment will fluctuate over time and you may gain or lose money.

Guidance provided by Fidelity is educational in nature, is not individualized, and is not intended to serve as the primary or sole basis for your investment or tax-planning decisions.

Contributions are subject to the annual IRS dollar limit.

Fidelity Brokerage Services LLC, Member NYSE, SIPC, 900 Salem Street, Smithfield, RI 02917

419190.9.0 1.824788.110