The Power of Starting Early:

Why Time Matters in Retirement Savings

A Tale of Two Savers

Early Eddie and Late Larry are both the same age and will retire in 40 years. Early Eddie started saving $50 per week when he was 25 years old but plans to stop at age 40. Late Larry didn't think he could afford it, so he will wait until he is 40 to begin saving and will save until he retires. To try and make up for lost time, he will save $100 per paycheck, twice as much as Early Eddie.

Who will have more money at retirement? At the same 7% return, Early Eddie will have nearly twice as much as Late Larry. That is because Early Eddie gave his money time to grow and benefit from compound earnings.

	Early Eddie	Late Larry
Age started saving	25	40
Age stopped saving	40	65
Amount per week	$50	$100
Total Saved	$18,000	$60,000
Balance at Retirement	$243,992	$127,517

It is Easier Than You Think!

Mary is in the 25% tax bracket, earning $36,000 per year. She contributes $200 per month to her retirement plan. Because her contributions are made on a Pre-Tax basis, her monthly pay is only reduced by $150 per month. When you add in the 5% employer match, $350 is contributed to her account each month, and there is a $0 net difference to her bottom line!

	$0 set aside	$ set aside
Gross Monthly Pay	$3,000	$3,000
Employee Contribution	$0	$200
Taxable Income	$3,000	$2,800
Taxes Withheld	$750	$700
Net Paycheck	$2,250	$2,100
Employer Match	$0	$150
Net Result per Month	$2,250	$2,250

*Assumes 25% flat tax rate

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ARE YOU ON THE RIGHT TRACK?

Retirement Savings Checkpoints

	Current Household Income						
	$30,000	$40,000	$50,000	$60,000	$70,000	$80,000	$90,000
Current Age	Savings rate (x current household income)						
25	3%	5%	6%	6%	7%	8%	8%
30	4%	6%	7%	8%	9%	10%	11%
35	5%	8%	10%	11%	12%	13%	14%
40	6%	11%	13%	14%	16%	17%	19%
45	9%	15%	18%	19%	23%	24%	26%
50	13%	21%	25%	28%	33%	35%	38%

(Model assumptions Pre-retirement portfolio: 60/40 diversified portfolio. Post-retirement portfolio: 40/60 diversified portfolio. Inflation rate: 2.5% Retirement age: • Primary earner: 65 • Spouse: 63. Years in retirement: 35)

Values assume you would like to maintain an equivalent lifestyle in retirement. Household income is assumed to be gross income (before taxes and savings).

How to use:

• Go to the intersection of your current age and your closest current household income.

• This is the percentage of your current household income to contribute annually going forward if you have $0 saved for retirement today.

• Example: A 40-year-old with household income of $50,000 and $0 saved for retirement today may need to save 13% every year until retirement.

How Much to Contribute

How Much Should You Contribute?

To INCREASE your contribution, START RIGHT NOW. For questions on meeting your retirement goals and maximizing your Employer contribution, download the Start Right mobile app or visit us at www.startright.bokf.com today and complete the My RetireRight Planner.

Start Right App

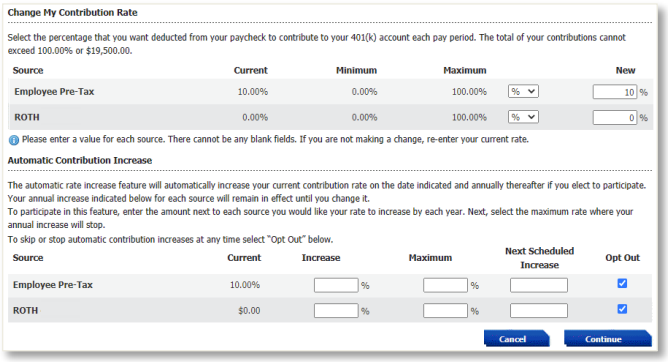
Start Right Website

For assistance contact Participant Services Group at **1.800.876.9557.**

Start Right: How to Change Your Contribution

Your retirement plan is one of the most effective ways to save for your future, and increasing your contribution can help you reach your goals sooner. You can adjust how much you contribute on a pre-tax basis, a Roth after-tax basis (if available in your plan), or a mix of both—up to the IRS annual limits. To make changes to your contribution, simply log in at www.startright.bokf.com.



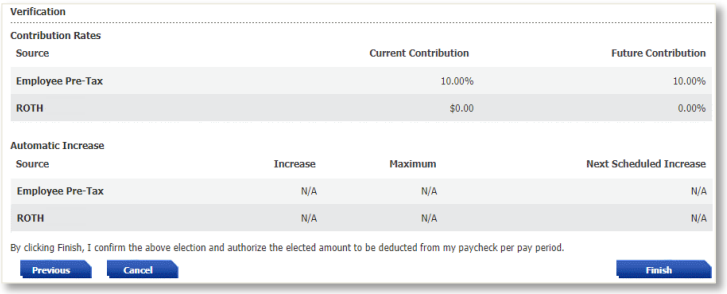


Select **Change my contribution rate** from the menu at the top-left of the webpage and follow the step-by-step process.

If you want to keep your current amounts, simply re-enter them in the **NEW** column. If you'd like to make changes, just type in the new values. Be sure to enter an amount for every source—no fields can be left blank.

If you have the Automatic Contribution Increase Option, you can set it up or click **Opt-Out** for to each source and click **Continue**.





Verify the information is correct and click **Finish**.



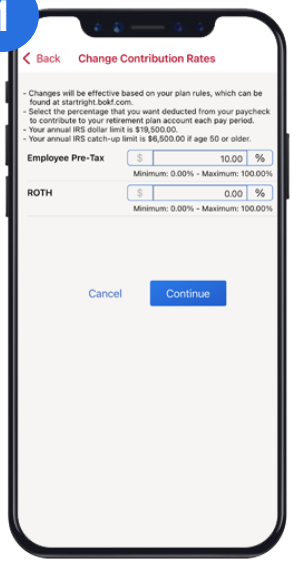


Requests will be pending until processed; they can be reviewed and deleted by clicking on **pending transactions**.

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To change your contribution on the Start Right Mobile App, download the Start Right app from the App Store or Google Play.

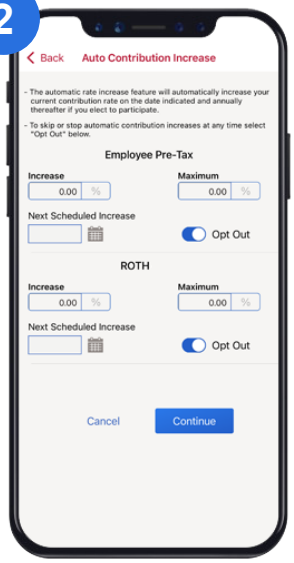
1



Select **Contributions** from the menu and select **Change My Contribution Rate**.

Select the percentage that you want deducted from your paycheck and click **Continue**.

2



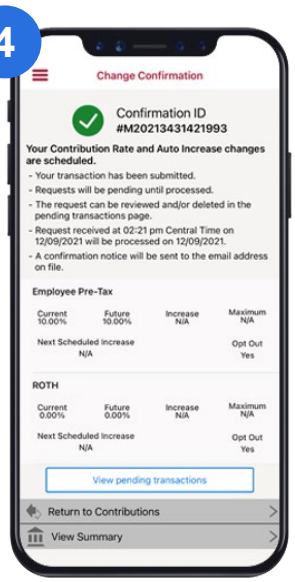
If you have the Automatic Contribution Increase Option, you can set it up or Click **Opt- Out** for to each source and click

3



Verify the information is correct and click **Finish**.

4



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