Financial Ratings Series

Weiss Ratings & Grey House Publishing

Financial Literacy Basics: How to Start a 401(k)

2023/24

GREY HOUSE PUBLISHING

Financial Literacy Basics:
Starting a 401(k)

Financial Literacy Basics:
Starting a 401(k)

2023/24 Edition

GREY HOUSE PUBLISHING

https://greyhouse.weissratings.com

Grey House Publishing
4919 Route 22, PO Box 56
Amenia, NY 12501-0056
(800) 562-2139

Weiss Ratings
11780 US Highway 1, Suite 201
Palm Beach Gardens, FL 33408
(561) 627-3300

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Welcome!

Grey House Publishing and Weiss Ratings are proud to announce the sixth edition of ***Financial Literacy Basics***. Each volume in this series provides readers with easy-to-understand guidance on how to manage their finances. Designed for those who are just starting out, as well as those who may need help handling their finances, the volumes in this series outline, step-by-step, how to make the most of your money, which pitfalls to avoid, what to watch out for, and the necessary tools to make sure you are fully equipped to manage your finances.

Each of these eight volumes focus on specific ways to take the guesswork out of financial planning—how to stick to a budget, how to manage debt, how to buy a car or rent an apartment, how to calculate the cost of college, and how to start saving for retirement—all information necessary to get started on your financial future. Each volume is devoted to a specific topic. Combined, they provide you with a full range of helpful information on how to best manage your money. Individual volumes are:

- How to **Make and Stick to a Budget**
- How to **Manage Debt**
- Starting a **401(k)**
- Understanding **Health Insurance** Plans
- **Renting an Apartment** & Understanding **Renters Insurance**
- Calculating the **Cost of College** & Understanding **Student Loans**
- **Buying a Car** & Understanding **Auto Insurance**
- What to Know About **Checking Accounts**

Filled with valuable information that includes helpful, hands-on worksheets and planners, these volumes are designed to point you toward a solid financial future with clear suggestions, supportive guidance and easy-to-follow dos and don'ts.

Financial Literacy Basics: Starting a 401(k)

Would you like to have a million dollars?

If you're like most people, you probably answered "Yes!" Depending on when you start saving, you can actually save a million dollars during your lifetime using a 401(k) plan.

A 401(k) is one of the most popular types of retirement savings plans. If you start planning for retirement at a young age, becoming a millionaire is possible. If you're just starting out in the workplace or are still in college, retirement may seem like a lifetime away, but financial experts emphasize that by planning for retirement when you are young, you can maximize the amount of money you save for later.

In other words, if you start saving at age 25, you will have 10 more years of your money working for you (earning interest and making money) than someone who starts at age 35, and 20 more years than someone starting at 45. This is why it's so important to start saving early.

What is a 401(k)?

A 401(k) plan is a retirement savings account sponsored by your employer. It works by allowing you to set aside (contribute) a portion of your paycheck to be placed in a special type of account.

This account is different from a regular savings account because the money in it is actively invested in mutual funds, stocks, or bonds. These investments can earn money over time and increase the value of your contributions.

The most popular type of 401(k) accounts allows you to contribute money from your paycheck before taxes are taken out—these are traditional 401(k) plans. You only pay taxes on the money when you withdraw from the account. Because of this, most 401(k) accounts have restrictions on how much you can contribute and when you can access your money.

These restrictions vary by plan, but in most cases, taking money out of a 401(k) plan early (well before retirement age) results in a 10% penalty and other fees on top of that.

The bulk of this guidebook focuses on saving for retirement using a 401(k) because it's one of the most popular types of savings plans. If your employer does not offer a 401(k), that's OK. There are several types of retirement savings plans that allow you to save on your own. If you work for a non-profit, they might make a 403(b) available to you. You'll find more information on other types of retirement savings plans starting on page 19 in this guide. Regardless of which type of plan you decide to use, the most important piece of the puzzle is to start saving for retirement as early as you can.

The History of the 401(k)

In case you were wondering, the term 401(k) has nothing to do with the amount of money you can contribute or remove from your account. It is simply named after Section 401(k) of the Internal Revenue Service (IRS) code.

This section allows workers to avoid paying taxes immediately on a portion of their income if they elect to receive that income at a later date. When the rule was originally written in the late 1970s, it did not allow employers to put this "deferred compensation" into savings accounts for their employees.

In 1980, Ted Benna, a benefits consultant with the company Johnson & Johnson, was working out a problem for a client. Taking note of the tax provision, Benna conceived of an account to which an employer could contribute tax-free and that the company could contribute to in the form of matches.

Benna asked the IRS to adjust its laws to allow such a practice. The IRS agreed and the 401(k) plan was born. The plan became so popular that by 2020, 90% of large companies and 83% of medium-sized companies offered a 401(k) or similar employee-funded retirement plan.

The original 401(k) plan conceived by Ted Benna had only two investing options. You could choose a stock fund or you could choose a fund that guaranteed a return, similar to a money market fund. Today, the typical 401(k) comes with a menu of over a dozen different funds that you can choose from.

Employer Matching

Some employers will also match the amount you put into your 401(k) with a contribution of their own. That means that if you contribute $100 to your retirement plan, your employer will also contribute $100 too, with certain restrictions.

These employer contributions may also come with additional restrictions. For example, you may have to work for a company for a specific period of time before you can access its share (their contribution) of your 401(k) account. This is a process called vesting.

Employers can also choose to cap their matching contributions at a certain percentage of an employee's salary, in addition to the government's caps on the total amount of money that both you and your employer can put into a 401(k) each year.

The personal finance site, Ocho.com reports that "the average 401(k) employer match in 2023 is between 4% and 6% of compensation. The most common structure is 50% partial match contributions up to 6% of salary[1]."

[1] https://ocho.com/learn/average-401k-employer-match

If your employer matches your 401(k) contribution, **take advantage of it**. If you can, invest the maximum amount so you'll get the most out of employer matching. If you contribute $500 a month to your retirement account and your employer matches that amount, that's like getting $6,000 of free money every year. And, that extra $6,000 will earn interest every year too.

If your employer does not offer a matching contribution, you should still save for retirement. You can choose to participate in your employer's 401(k) plan without a match, or you can create your own Individual Retirement Account or IRA. See page 19 for more information on additional types of retirement plans.

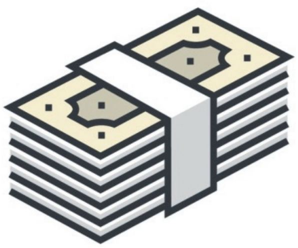
Vesting

The money you contribute to your 401(k) account is all yours. If you decide to withdraw it early you will have to pay penalties, but it is available to you at any time.

The matching contributions by your employer, however, are often subject to certain rules. As an incentive to keep their employees, many companies will only allow you full access to their 401(k) contributions if

you remain there for a number of years. This process is called vesting.

Vesting periods differ by company, but some businesses will free up a percentage of their matching funds per year, and the entire amount after three or four years. If you choose to leave the company after their contributions have vested, then all the matching funds are yours to take with you.



401(k) Match = Free Money

If your employer matches the money you put into your 401(k) with a contribution of company funds, try to take advantage by saving the maximum amount your company allows.

This amount varies by company, and can be a set dollar limit or a percentage of your salary—usually about 3 to 6 percent. Be aware that some companies require you to work for them for a certain period of time before the money is "vested," meaning its permanently yours.

Maximum Contributions

According to law, the maximum annual amount a person under 50 years old can contribute to a 401(k) in 2023 is $22,500. A person older than 50 years old is allowed a $7,500 "catch-up" contribution, for an annual total of $30,000.

When you combine your own contribution with your employer's contribution, plus other sources, the maximum annual amount by law a person can put into his or her plan in 2023 is $66,000, or $73,500 if you are 50 or older.

When are Taxes Deducted?

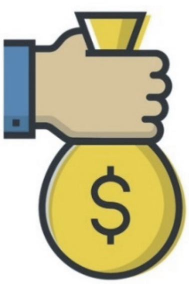
In a traditional 401(k) your investments are transferred to your 401(k) account before taxes are deducted from your paycheck. This is called "tax-deferred." You don't pay taxes when you move money into your 401(k) but you will pay taxes when you withdraw your money later.

Some employers give you the option of having taxes deducted from your money before you make your contribution. These are known as Roth

401(k) plans. The main difference between traditional 401(k) plans and Roth 401(k) plans is when your money is taxed.

With Roth plans, taxes are deducted from your paycheck as usual, and then your contribution is deposited into the Roth plan. Since you have already paid taxes on your money, you don't have to pay taxes again upon withdrawal.

Both types of 401(k) plans offer tax benefits, so if your employer offers you a choice between a Roth 401(k) and a traditional 401(k), talk to your tax preparer about which option is the better fit for you.



When Can You Access Your Money?

Both traditional and Roth 401(k) plans come with rules that specify when you can access your money.

Since they are retirement plans, you can't withdraw money without paying a penalty until you are at least 59½ years old. Exceptions occur if you become disabled or die before you reach 59½, which allows your family or beneficiaries to access the account.

You can also take your money out early if you declare a hardship or if the company you work for goes out of business, or terminates the plan.

Another rule that applies to Roth plans is that your money needs to be in the plan for at least five years before withdrawing it.

Choosing Investments

When you invest money in a 401(k), you get to choose the investments that you want to put your money into. You can make your choices from a list of different types of investments offered by your 401(k) manager.

Most employers who offer 401(k) plans hire a financial services company that manages the plan. The financial services company, or 401(k) manager, will help you choose from a range of investment opportunities. Keep in mind that not every investment will be available for you to choose. Your 401(k) manager will give you a list of investments to pick from and how much of your money you want to invest in each fund.

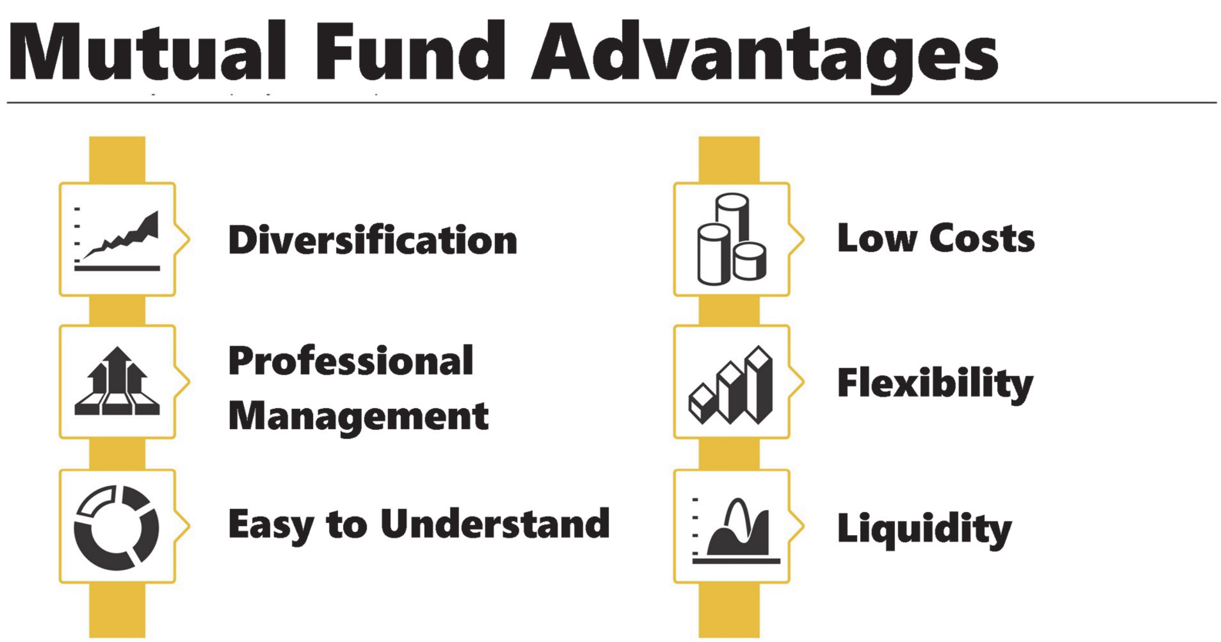
If this seems like an overwhelming task, don't worry. Your 401(k) manager is there to help you navigate your options and pick a plan that's best for you.

Once you select your plan, your employer automatically deducts your requested contribution from your paycheck and sends the money directly to the company handling your 401(k).

Most Common 401(k) Investments

Most 401(k) investments are made in mutual funds, which are pools of money from a group of investors that are invested in a variety of stocks, bonds, and other securities.

Mutual funds are professionally managed and have the advantage of being diverse investments. This means they are spread out over a wide range of investment options and less likely to lose money if one stock or bond does poorly.



Most of the money invested into 401(k) plans is used to purchase mutual funds. Mutual funds are collections of stocks, bonds, and other securities.

Money market funds

This type of mutual fund is considered one of the safest forms of investment. It comes with lower risk, but also has a lower return on your money.

Money market funds invest in short-term securities, such as certificates of deposit (CDs) or treasury bills (T-bills).

A CD is similar to a bank savings account, except you agree to leave your money in the account for a pre-determined length of time.

A T-bill is like loaning money to the U.S. government in exchange for an IOU. It does not pay interest until after a specific period of time. Since they are short-term investments, this period is always less than a year.

For example, an investor can purchase a $1,000 T-bill for $950. When the T-bill "matures," (meaning that it reaches its maximum worth) the investor is paid the full $1,000 face value of the bill. In this example, the investor made $50 on this deal.

Stock funds

A stock fund is a mutual fund that invests in a specialized group of stocks. This means the investments will focus on a particular type of stock, such as stocks from large companies, technology companies, medical companies, etc. When you buy stocks, it is like you are buying a small piece of ownership in a company. The company uses your money to fund its business and pays you back a certain amount if it does well. Of course, if it does poorly, you run the risk of losing some or all of your money.

Target-date funds

This fund is one of the most popular investment choices for 401(k) plans. A target-date fund is a mutual fund with a selected "target" date of your choice. This date is typically the year you think you will retire.

For example, if you are 20 years old in 2023, and you want to retire when you turn 67, you may choose a target-date fund for 2070. The fund manager invests your money in a range of stocks, bonds, and other securities, usually starting out with riskier options while you are younger. As you get older and closer to your target date, the manager shifts your money into safer investments with less risk.

Blend funds

These are a mix, or a "blend," of growth funds and value funds. Growth funds are stocks in companies expected to grow at a faster rate than the overall stock market. Value funds are stocks that are considered to be selling at too low a price and have the potential to experience unexpected growth.

Both funds come with some risk. Growth stocks can fluctuate wildly and may not reach their expected earnings; value stocks may have been priced lower for a reason and never bounce back.

Bond funds

These funds are primarily invested in bonds. Bonds are similar to loans you make to a business or government. Like most loans, the recipient of the money is expected to pay you back with interest.

Bonds tend to be safer investments, but you are also relying on the company to hold to its repayment promise. The riskier the investment, the higher the rate of return on your money.

For example, bonds issued by an established company are nearly risk-free but would pay a lower rate than those issued by a start-up tech business.

Government bonds are considered the safest, but they also pay the lowest amount of interest. The longer you leave your money in a bond, the more it will pay you back.

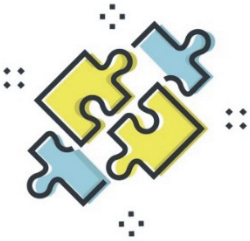
One drawback with bonds is that their rate of return is tied to federal interest rates. When interest rates go up, bond prices go down. Interest rates have been increased several times in the last year, so bond investments are not very profitable right now.

Aggressive Growth Funds

These mutual funds look to invest in the next big thing, taking on a lot of risk to hopefully share in windfall profits. These funds invest in startup companies who might generate huge profits. These startups could fail as well, losing you money. The more aggressive the investment, the higher the risk of losses, so proceed with caution. If you want to take on this risk, talk to your 401(k) manager about how much of your investment should be in aggressive growth funds, and make sure some of your investments are in other categories to balance your risk.

Company Stock

If you work for a publicly traded company, you might be able to purchase shares of your own company’s stock through your 401(k). You might be able to purchase those shares at a discount or your employer might match a higher percentage of your contribution if your purchase their stock. If you go this route, make sure that you have other investments in your 401(k) to be sure you have a diversified portfolio.



Learn About the Funds in Your Plan

Trying to keep track of your money with all the investment options available for your 401(k) may seem like an intimidating task.

The best way to learn about how your money is invested is to ask the financial manager who handles your 401(k). Part of their job is to answer your questions and steer you toward the best possible investment strategy.

Your employer's financial management company will also send you periodic updates on how your funds are performing. These may be available online or through an app. They might also be mailed to you or sent via e-mail.

Take the time to read your statements. It may seem confusing at first, but many of these reports are designed for the beginning investor.

If you have questions about which investments might be a good match for you, contact your plan administrator for more information.

Which Investments are Right for Me?

Investments vary from the most conservative, safest investments to the most aggressive investments that carry a lot of risk. Riskier investments have the potential to make a lot of money fast, but they also can lose all of your money just as quickly. Ultimately, you'll want to balance your risk with a diversified portfolio.

In order to determine whether more conservative or more aggressive investments are right for you, or if you should stay somewhere in the middle, consider the following factors:

Your Age

If you are younger and have a long time ahead of you to save for retirement, you can try a few riskier investments. If you make money, that's great, but if one of your investments loses money, you'll have a lot of time to make up for your loss.

As you get closer to retirement, you'll want to transition to more conservative, safer investments. You won't make as much money, but the money you have saved will be safe. You don't want to have a big loss right before you retire and need access to your savings.

Your Risk Tolerance

- **Low-Risk Tolerance**

  If you have a low tolerance for risk, you are likely to invest in conservative options with small, steady increases, and where your initial investment is less likely to decrease.

  Your earnings may not be as high as someone who accepts a greater degree of risk; however, your conservative nature helps to ensure that you do earn, and that the value of your investment doesn't decrease. This attitude makes the most sense if you are in the later stages of life, approaching retirement, or already in retirement.

- **Moderate-Risk Tolerance**

  If you are moderately risk tolerant, you are likely to invest in growth opportunities, keeping a balanced approach with a portion of your funds in safer, more stable bonds, and another, perhaps smaller, portion in more stocks. Your earnings may be higher, and you may also have a slightly higher degree of loss exposure.

- **High-Risk Tolerance**

  High-risk investors are highly aggressive in their investment vehicles. By taking added risk, they create a larger potential for greater earnings, as well as for greater losses. As an aggressive investor, you also add a greater risk of losing some or all of your initial investment. You may be headed for college or just out of college and getting your first job. A principal loss at this time in your life is a bit less devastating than the same loss in your retirement years. Most can afford to take some added risk at a young age.

If the idea of a risky investment that might lose money causes you anxiety, it may be best to avoid more aggressive investments. If you don’t mind taking some risk, talk to your 401(k) manager about how to achieve your goal.

You can balance your risk by diversification. If you choose a few riskier options, choose some others that are more conservative. That way, you can benefit from greater potential earnings from your more aggressive investments, but you won’t lose too much if one of them doesn’t perform well.

Changing Your Options

In some cases when you join a 401(k) plan, you are automatically enrolled in a default investment option. Some companies may even automatically enroll you in their 401(k) when you start your employment.

These plans may default to more conservative, lower-earning investments, such as money market funds, or may start your contribution on the low side. If you are slotted into a 401(k) that is not tailored to your financial needs, don't worry. It is not difficult to change your plan's default options.

Most financial services companies allow you to customize your investments or adjust your contributions over the phone or online.

If you need help or have any questions, do not be afraid to ask your plan administrator or company's human resources representative.

How Much Should You Invest?

Experts often offer advice on how much money you should contribute to a 401(k) account, but only you can decide on what you can afford.

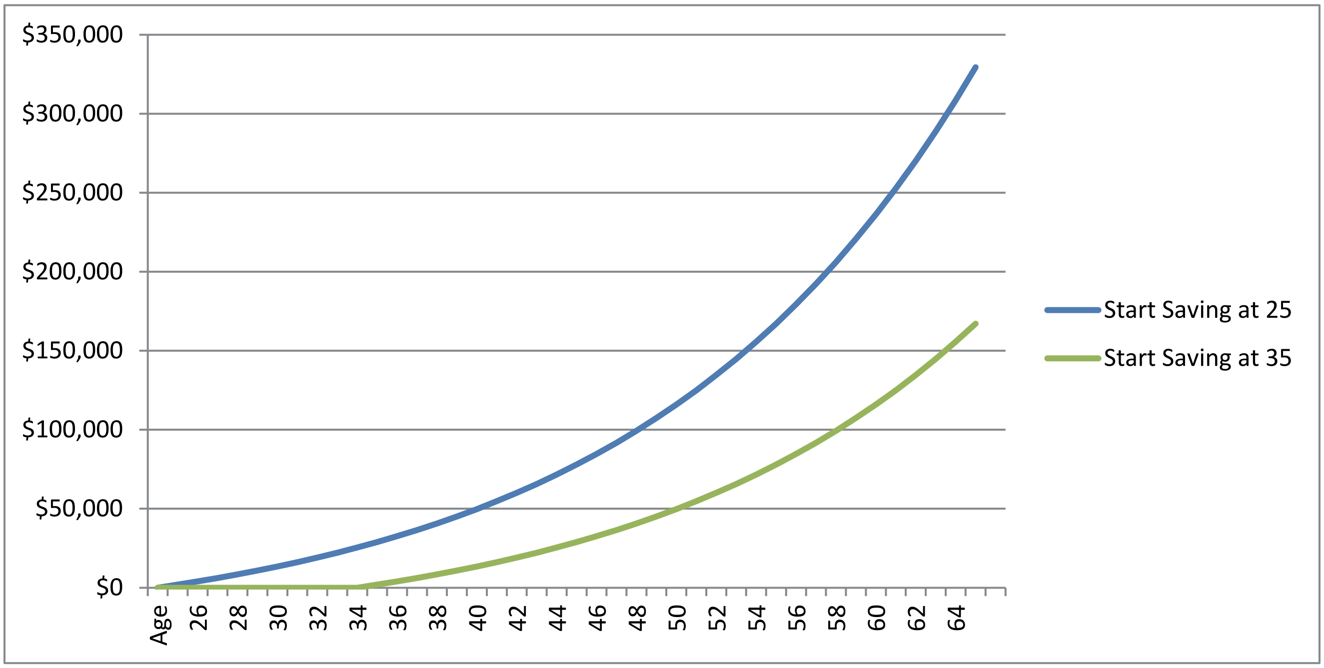
Remember that money invested early has more time to earn interest and grow in value. With standard rates of return, for example, $1.00 invested at age 25 can turn into $20.00 by age 65.

Young people often have fewer financial responsibilities than they will have later in life. Before your finances get complicated by marriage, children, and homeownership, consider getting a head start on your 401(k).

The best answer to "How much should you invest?" is, "As much as you can." If you can invest 10% of your income, do it. If you can, invest 10% of your income. If you cannot, invest the maximum amount you feel comfortable investing, but make sure that you examine your retirement planning every year. When you're in a better position to save more, do it. Keep in mind that it can be easiest to start saving when you're young and have fewer other financial responsibilities. When you start early, your money has more time to increase in value.

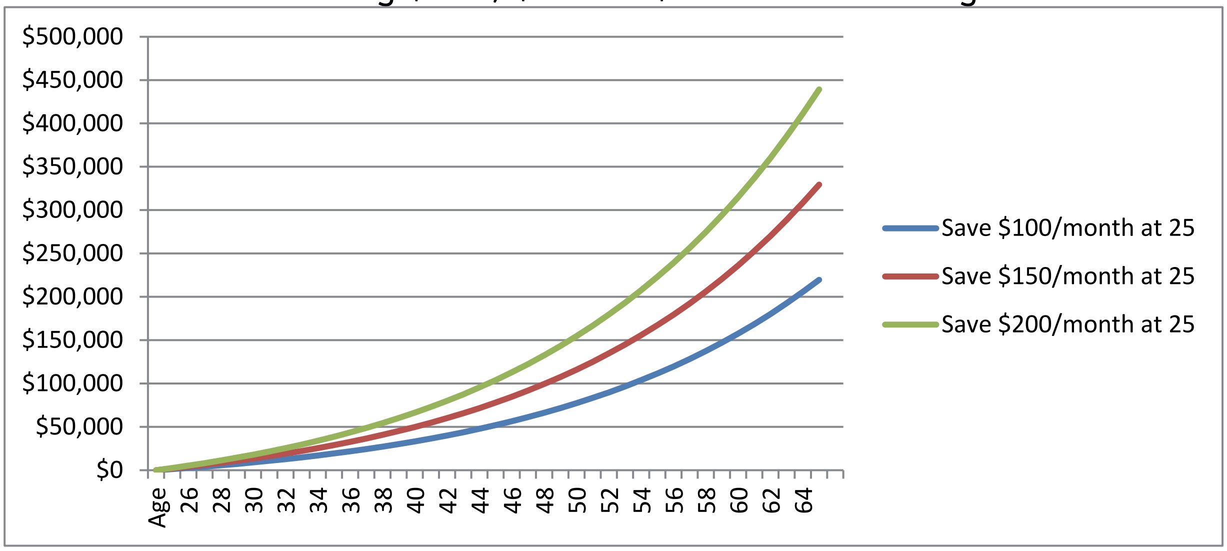
The graph below shows the difference 10 years of savings can make.

Savings $150 per Month Starting at 25
Compared to Savings $150 per Month Starting at 35



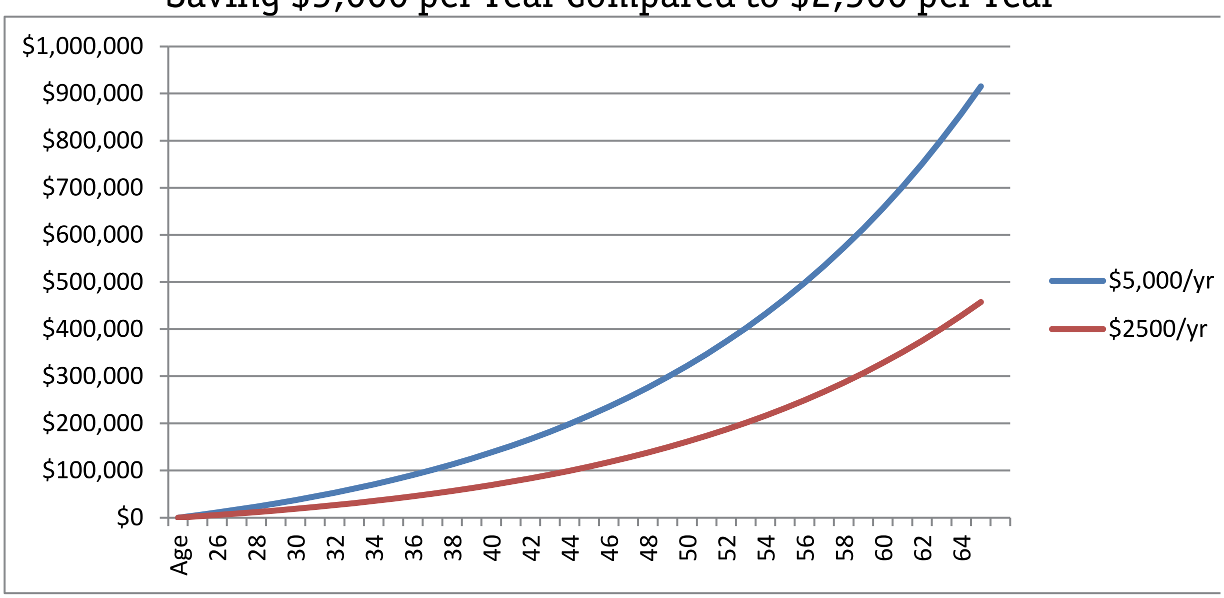
John and Sue put $150 per month into a retirement account that earns 6% interest. John starting saving at age 25, and Sue starting saving at age 35. Over the course of 40 years, John contributed $72,000 and that is now worth over $329,000. Sue, who started saving 10 years later, contributed $54,000 and that is now worth roughly $167,000. John contributed only $18,000 more than Sue, but because he started 10 years earlier, his retirement account is worth $162,000 more. The earlier you start saving—even if it's just a little bit—will add up over time.

Start Saving $100, $150 or $200 a month at age 25



The more you save and the earlier you start really make a difference. If you saved an additional $100 per month starting at age 25, you would have an extra $219,000 in your retirement account at age 65.

Saving $5,000 per Year Compared to $2,500 per Year



Saving $5,000 per year starting at age 25 would yield over $915,000 in your retirement account. If you saved only half of that ($2,500 per year), your retirement savings would be worth $457,000.

Review Your 401(k) Contributions and Investments Every Year

Most financial advisors recommend that you review your 401(k) plan at least once per year. Reviewing your investments at the start of each new calendar year is a good rule of thumb. While you're at it, the New Year is a good time to review your budget to make sure it still makes sense.

This is a good time to review how much you are contributing. Did you get a raise and have a little extra money to contribute? Any extra money that you can add to your retirement fund will add up over the years, so it's important to review this amount regularly.

You'll also want to review your investment selection. Your employer will give you instructions on how to access your 401(k) account and how to make changes to your investment selections. The financial services company that manages your 401(k) will most likely have tools you can use to select the best investments based on your age, your tolerance for risk and your retirement goals. The most important thing is to take the time to review your options and make sure you are on the right track to achieve your goals.

Create a Budget

Before you can determine how much you can afford to save, you need to figure out how much money you make and what your expenses are.

The best way to do this is to create a household budget. Budgets are typically made on a monthly basis, so the first step is to know how much income you bring in each month.

Then, look at your expenses—how much you spend on rent, utilities, student loan payments, car payments, groceries, gas, nights out, etc.

Subtract your expenses from your income. This will determine how much money you can afford to save.

However, make sure you have some money in a savings account for emergencies. Creating a budget is easiest if you use a worksheet or a digital tool. Many online resources, mobile apps, and financial software are available to help you make a budget that works for you. Refer to the budget worksheet on the next page to get started.

BUDGET WORKSHEET

Month/Year: ______________________

Monthly Income

	Wages	
	Tips	
	Other Income	
	TOTAL MONTHLY INCOME	

Monthly Expenses

HOUSING	Mortgage/Rent	
	Utilities (Electricity/Water)	
	Internet	
	Insurance (Homeowner's, Renters, etc.)	
	Other Housing Expenses (Cable, Streaming, etc.)	
FOOD	Groceries/Household Supplies	
	Restaurant and Other Food	
TRANSPORTATION	Public Transportation	
	Vehicle Loan	
	Gas for Personal Vehicle	
	Parking, Tolls, etc.	
	Maintenance & Supplies (oil, etc.)	
	Vehicle Insurance	
HEALTH	Health Insurance	
	Medicine/Prescriptions	
	Other (Dental, Vision, Copays)	
PERSONAL	Childcare or Support	
	Other Family Support	
	Laundry	
	Clothing, Shoes, etc.	
	Charitable Gifts, Donations, etc.	
	Entertainment (Movies, etc.)	
	Other (Haircuts, etc.)	
DEBT & FINANCE	Debt (Credit Cards, etc.)	
	Student Loans or Other Debts	
	Fees (Bank, Credit Card, Debit)	
	Prepaid Cards, Phone Cards, etc.	
MISCELLANEOUS EXPENSES	Supplies (School, etc)	
	Pet Care	
	Other	
	TOTAL MONTHLY EXPENSES	

TOTAL MONTHLY INCOME	
subtract your TOTAL MONTHLY EXPENSES	
=	

Determine When you will Retire

Until recently, the retirement age in the United States had been 65. If you were born before 1943, you could retire when you turned 65 and collect full Social Security benefits. If you were born from 1943 to 1959, you can collect full retirement benefits sometime after you turn 66, depending on which year you were born. If you were born in 1960 or later, you'll have to wait until you turn 67 to collect full retirement benefits.

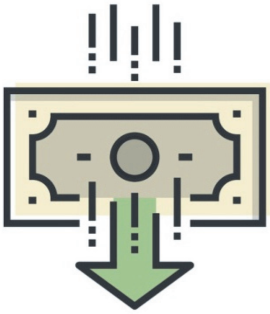
Social Security is a government-run insurance program to provide for people when they get older. The government takes a small amount of money from every paycheck an employee earns and puts it away into a fund.

Upon retirement, a person receives a monthly benefit based on the amount he or she has paid into the fund. For years, many older people relied on only this money to live on during retirement. However, as people have been living longer, and therefore needing more retirement money, the government has changed the way Social Security benefits are paid out.

Americans can start collecting their Social Security benefits when they turn 62, but since they are collecting early, before their full retirement age, they will receive a reduced payout amount.

You may be asking yourself how this affects your retirement decision. Consider that the estimated average monthly Social Security benefit, for January 2023, is $1,688. Think about how that number figures into your budget. Do you think you can live on that amount? Because the average Social Security benefit amount may increase over time, you may decide to wait until you are older than 66 or 67 to retire.

Remember, however, that while your benefit may increase the older you are, so will the prices you pay for everyday items. In determining when you wish to retire, take into account how much you want to rely on Social Security when you get older. Right now, you might set a retirement age of 67, but as you get older, you may want to retire earlier. Keep in mind that planning an early retirement will mean you have to put more money in your 401(k) plan now.



How to Invest the Ideal Amount

Experts say that if you start saving for retirement early, saving 10% of your income a year is the ideal amount. However, if you start your retirement fund later, in your 30s or 40s, saving 10% might not be enough. Obviously your personal financial situation will determine how much you can put in a 401(k) account.

If you can manage it, 10% of your income will provide you with a sizable fund to reach your retirement goals. For example, if a 22-year-old making $50,000 a year put $5,000 (10 percent) one time, in a 401(k) account and made no other contributions, the money would grow to more than $130,000 by about age 65 under a typical investment scenario. If that same 22-year-old put $5,000 into a 401(k) each year, at a 7% rate of return, he or she would have more than $1.2 million by age 65.

What if you can't afford to save 10% of your income right now? If you have student loans that you're paying off, or maybe your budget just does not allow for a 10% retirement contribution, starting at a lower percentage is OK. You could start by saving 1% of your income and increase that amount as your situation changes.

The most important thing is to start now. The earlier you start saving, the faster your retirement account will grow. Remember, that every extra dollar you save will multiply by 20 times over the course of 40 years. Spending less in other areas of your budget in order to put a little more into your retirement account will benefit you in the long run.

Increase Your Savings With Every Raise

As you gain more seniority at a company, chances are your salary will increase. With every increase in your paycheck, try to put a little more into your 401(k). The obvious benefits are that your retirement nest egg will grow that much larger.

You do not have to contribute the entire amount of your raise to your 401(k), but even a 1% increase can significantly add to your investments.

Set a Goal—Save 10 Times Your Annual Income by Retirement

Financial experts suggest that making a "savings roadmap" toward retirement is the best way to achieve your financial goals. This means trying to save about one time your annual salary by age 30, two times by age 35, three times by age 40, all the way up to 10 times by age 67.

On average, Americans are retiring when they turn 66, and the average lifespan of an American right now is 78 years. So, that means that the average person is spending 12 years in retirement. The more you save, and the earlier you start, the better off you will be.

Remember these are just guidelines. Your personal situation may not allow you to meet a specific milestone along your path to retirement. The important aspect is to start the journey. If you are aware of your goals, you may be able to find a way to catch up later.

What Happens if You Change Jobs?

When changing jobs, you'll also need to decide what to do with your employment-based retirement savings. With a pension—a defined benefit plan—if you leave after being vested in the plan but before the plan's retirement age, the benefit generally stays with the employer's plan until you file a claim for it at retirement. Some pension plans offer early retirement options.

If you have a defined contribution plans, such as 401(k)s and 403(b)s, you can take advantage of the following options:

- **A lump sum distribution.** This allows you to cash out your account in full with a single payment. You will owe taxes and may have to pay tax penalties if you take money out before the age of 59½.
- **A rollover to another retirement plan.** You can ask your former employer to transfer your account balance directly to your new employer's plan if it accepts such transfers.
- **A rollover to an IRA.** You can ask your former employer to transfer your account balance

to an individual retirement account (IRA) where it can continue to grow over time, giving you more income to live on in retirement. See page 20 for more information about rollovers.

- **No changes.** You may be able to leave your account balance in your former retirement plan.

Individual Retirement Accounts (IRA)

A 401(k) plan is not your only option for retirement savings. You can also consider Individual Retirement Accounts (IRA).

If your employer does not offer a 401(k) plan, or if your employer does not offer a matching contribution, an IRA might be a good fit for you, since you'll have more control over your investment options.

IRA plans have two options: a Traditional IRA and a Roth IRA.

Traditional IRAs are available to everyone. Roth IRAs, which were introduced in the late 1990s, are only fully available to people earning less than $153,000 a year.

IRAs are a powerful retirement savings tool because they are heavily tax-advantaged. For this reason, there are also limits to how much you can squirrel away in your IRA.

For 2023, for example, the combined annual limit for both traditional and Roth IRAs is:

- Under age 50: $6,500
- Age 50 or older: $7,500

Can You Have a 401(k) and an IRA?

The answer is yes! You can contribute to both a 401(k) plan and an IRA, provided you stay under the contribution limits of each plan.

If your employer does not offer a matching contribution, you might consider starting your retirement savings with an IRA which can provide more investment options than a 401(k).

But, given the IRA's lower contribution limits, when you want to save more than $6,500 a year, you can start directing your retirement contributions to a 401(k) plan.

You can review the differences between traditional and Roth IRAs and 401(k)s on page 27. Ask a financial planning professional if you have questions determining which plan is right for you.

403(b) Retirement Savings Accounts

Similar to the 401(k) retirement plans offered by for-profit employers, 403(b) retirement savings plans are offered by non-profit companies.

403(b) plans can only be offered by non-profit institutions, like public schools, colleges, universities, churches, or 501(c)(3) charities.

The investments offered in a 403(b) plan are limited to mutual funds and annuities. Investors with 401(k) plans have a few more options when it comes to selecting investments.

Rollovers

Since a 401(k) plan is an employer-sponsored retirement account, you may be wondering what happens if you change companies or leave your job?

The money that you have invested, and vested employer matching funds in a 401(k), are yours; if you leave your employer, you can take the money with you.

The rollover process allows you to reinvest your 401(k) funds in several other plans. The most common of these is an Individual Retirement Account, or IRA. An IRA is very similar to a 401(k) except that it's a retirement savings account you contribute to on your own. An employer is not involved in managing or contributing to an IRA. While IRAs have many of the same rules as 401(k) plans (contribution limits, age restrictions, penalties for early withdrawal), they also tend to have lower administrative fees and more investment options.

Just as with 401(k) plans, traditional IRAs defer taxes until you withdraw your money while Roth IRAs tax you up front. The government has instituted income limits to be eligible for a Roth IRA, although these tend to be fairly high.

As of 2023, these limits were $153,000 in taxable income for individuals (single filers) and $228,000 for couples (married filers).

While rolling over your 401(k) is relatively easy, be aware of a few financial pitfalls. First, decide on what type of IRA best suits you. You can open an IRA account with a financial services provider of your choice, or with the same company that managed your 401(k).

When transferring your funds from your 401(k) to your IRA, ask for a direct rollover. That way, the money manager will deposit your funds directly from one account to the other. If the money is given to you and you in turn deposit it in a new account, you may be subject to unnecessary taxes. If it makes better financial sense, you can also rollover your 401(k) into a 401(k) offered by your new employer. The best way to determine what is best for you is to talk to a financial adviser.

Retirement Plans if you are Self-Employed

Solo 401(k) Plans

What if you're self-employed, or if your employer does not offer a traditional 401(k)? If that's true, a Solo 401(k) or One-Participant 401(k) might be an option for you.

A Solo or One-Participant 401(k) is a traditional 401(k) plan covering a business owner with no employees, or that person and his or her spouse. These plans have the same rules and requirements as any other 401(k) plan.

Solo 401(k) plans have the same contribution limits as other plans, so individuals can contribute up to $22,500 per year, or $30,000 per year for individuals over 50. In addition, if you're self-employed, your business can contribute an additional 25% as an employer match.

Visit www.irs.gov/retirement-plans/self-employed-individuals-calculating-your-own-retirement-plan-contribution-and-deduction for more specific instructions on how to calculate your maximum contributions.

There are other options for retirement savings for self-employed individuals, like a Simplified Employee Pension Plan (SEP), or an IRA or Roth IRA.

Simplified Employee Pension Plan (SEP)

If you are self-employed, you can contribute to a SEP Plan for your retirement savings. The contributions you make will go into a SEP-IRA which is an Individual Retirement Account. SEP-IRA rules and regulations are the same as a traditional IRA.

Some small business owners make a SEP Plan available for their employees to save for retirement.

IRAs & Roth IRAs

As a self-employed individual, you can also contribute to an Individual Retirement Account (IRA) or a Roth IRA to save for retirement. See pages 19 and 27 for more information about IRAs.

More information on alternative retirement plans for the self-employed can be found here: www.irs.gov/retirement-plans/retirement-plans-for-self-employed-people

401(k) Loans

While most 401(k) providers allow you to take loans from your account, financial experts advise against doing this.

Taking money from your 401(k) not only prevents it from earning interest, but requires you to pay interest on the amount of the loan. The interest rate you will be charged varies by company, but it is usually more than the prime lending rate—the lowest amount of interest commercial banks in the United States charge to lend money.

If you do decide to take a loan from your 401(k), the IRS limits the amount you can borrow to $50,000 or half of your 401(k) vested balance, whichever is smaller. You gradually repay the amount of the loan, plus interest, back into your own account. Generally, loan payments are made through payroll deductions and participants have a maximum of five years to repay the loan.

When you borrow from your 401(k), you sign a loan agreement that spells out the principal, the term of the loan, the interest rate, any fees and other terms that may apply. You may have to wait for the loan to be approved, though in most cases you'll qualify. If you're married, your plan might require that your spouse agree to the loan in writing too.

When you take a 401(k) loan, you don't pay taxes on the loan amount. But, if you don't pay the loan back on time, taxes and other penalties might be due.

Be aware that if you change jobs, you'll be required to repay the loan by October of the next calendar year. If you do not repay the loan by that time, you'll have to pay taxes on the disbursement.

A list of the pros and cons of taking out a 401(k) loan is on the next page.

Pros and Cons of a 401(k) Loan

Before you determine whether to borrow from your 401(k) account, consider the following advantages and drawbacks to this decision.

Pros:

- You usually don't have to explain why you need the money or how you intend to spend it.
- You may qualify for a lower interest rate than you would at a bank or other lender, especially if you have a low credit score.
- The interest you repay is paid back into your account.
- Since you're borrowing rather than withdrawing money, no income tax or potential early withdrawal penalty is due.

Cons:

- The money you withdraw will not grow if it isn't invested.
- Repayments are made with after-tax dollars that will be taxed again when you eventually withdraw them from your account.
- The fees you pay to arrange the loan may be higher than on a conventional loan, depending on the way they are calculated.
- The interest is never deductible even if you use the money to buy or renovate your home.

CAUTION: Perhaps the biggest risk you run is leaving your job while you have an outstanding loan balance. If that's the case, you'll probably have to repay the entire balance by October of the following calendar year. If you don't repay, you're in default, and the remaining loan balance is considered a withdrawal. Income taxes are due on the full amount. And if you're younger than 59½, you may owe the 10% early withdrawal penalty as well. If this should happen, you could find your retirement savings substantially drained.

Source: http://www.finra.org/investors/401k-loans-hardship-withdrawals-and-other-important-considerations

Hardship Withdrawals

Some 401(k) providers offer a way for you to access your funds if you experience a personal or financial emergency.

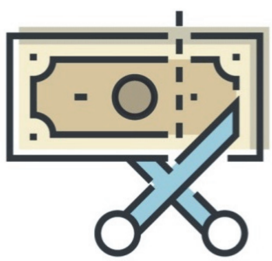
Not every 401(k) plan allows hardship withdrawals and the IRS has established strict rules to govern those that do.

The IRS accepts six reasons for a hardship withdrawal:

- To cover costs associated with the purchase of a primary residence
- To prevent you from being evicted from your home or having to foreclose on your mortgage
- To cover costs associated with repairing damages to your home
- To cover college tuition payments and related educational costs
- To cover funeral expenses
- To cover unexpected medical expenses

You may need to present proof that you qualify for a hardship withdrawal to the financial manager who handles your company's plan.

The IRS also requires that any money you take out must not exceed the amount you need and that you must have first applied for any 401(k) loans you may be eligible for. Unless you are disabled or your medical debt is higher than 7.5% of your income, you will have to pay taxes and fees on any hardship withdrawal. You will also not be allowed to make any contributions to your 401(k) for six months after taking a hardship withdrawal.



401(k) Fees

Since your 401(k) plan is handled by a financial manager, you can expect to pay a small fee to maintain the account.

However, hidden costs and fees can add up and drain your savings if you are not careful to avoid them. Even a 1% fee charged by a financial provider can mean a difference in thousands of dollars from your account down the road.

The best way to get around paying extra costs is to ask questions and select a financial adviser or investment plan with the lowest fees.

Some of the most common fees associated with a 401(k) plan are:

- **Brokerage account fees**: These are fees you pay a company or an individual to maintain and manage your account
- **Trade commissions**: These are fees charged when the person managing your plan buys or sells investments such as stocks
- **Mutual fund transaction fees**: Fees charged when your money manager buys or sells some mutual funds
- **Expense ratios**: Annual fees charged by all mutual funds to cover the cost of operating the fund
- **Sales loads**: A charge or commission on some mutual funds, paid to the money manager who sold the fund
- **Management or advisory fees**: A percentage of your 401(k) assets paid to the financial manager handling your plan
- **401(k) fees**: Administrative fees passed down to you from your employer

Tips for Managing Your 401(k) Plan

Choose the right plan

Both traditional and Roth 401(k) plans have their advantages, but choosing between them can be difficult. Deferring taxes until withdrawal allows more of your money to earn interest over time, while paying up front removes the hassle of paying later.

Experts suggest that a Roth 401(k) may be the best route for a young person because it takes taxes out first, rather than years later when he or she may be in a higher tax bracket. For older workers who are more likely to be earning a higher salary, a traditional 401(k) may be more suitable.

Know that high-risk does not always mean high returns

It may seem like a great idea to put all your money into the hottest new tech stock, but that is no guarantee it will make you the next Bill Gates. High-risk investments are called "high-risk" for a reason. While a stock may do well, it is also possible it will fail, taking your money with it.

Safer investments may take more time to grow, but they are also less likely to disappoint. That doesn't mean avoiding risk at all cost; sometimes aggressive investing can pay off. It just means being smart with your money.

Mix up your asset types

One of the best ways to be smart with your money is to spread it out over a number of different investments. A diversified mixture of stocks, bonds, and short-term funds is often the best way to ensure your money grows while guarding it against fluctuations in the stock market. It also allows you to take some chances, putting some money in high-risk stocks, while keeping a good portion of it in steady investments.

Don't hesitate to ask for help

Many resources are available offering advice on how to invest your money. Some say you should focus on growth stocks, some push target funds, while others swear by high-risk bonds. It can get confusing very quickly. The simplest and best way to make any decision is to talk to the financial manager, the person who manages your company's plan. He or she knows your account the best and is familiar with you and your financial needs. Ask questions and seek his or her advice. This person is there to help.

401(k) loans & hardship withdrawals: EMERGENCY measures

Because a 401(k) plan is a retirement account, the money is not intended to be used as a pool of funds you can dip into easily. Remember, your goal is to allow your money to grow into a sizable nest egg you can use later in life. If you start early and are able to invest enough, reaching a goal of a million dollars is a realistic objective. However, you can only get there if you leave your money where it can work for you.

Review your asset allocation and your fund performance each year

The beginning of each new year is a good time to take a step back and review how your funds are performing. When you get your year-end performance report from your fund manager, take some time to look it over. Are your funds performing well? If you're not satisfied, you can make an appointment to discuss your options with the financial manager who handles your 401(k), or you can make some changes on your own, so you make sure that your retirement fund is making the most money possible.

Overview of Your Retirement Account Options

This table has been summarized and synthesized from www.irs.gov

	Traditional IRA	Roth IRA	Traditional 401(k)	Roth 401(k)
Contributions	Made with pre-tax dollars. As of 2023, can contribute up to $6,500. If you're 50, it's $7,500.	Made with after-tax dollars. As of 2023, can contribute up to $6,500. If you're 50, it's $7,500.	Made with pre-tax dollars. In 2023, you can contribute up to $22,500 per year. If you're 50, it's $30,000.	Made with after-tax dollars. In 2023, you can contribute up to $22,500 per year. If you're 50, it's $30,000.
Eligibility	Anyone can participate. Contributions can only be made until age 70 ½	Income Limits: In 2023: AGI of $228,000 for couples and $153,000 for individuals. Contributions can be made at any age, and you must have earned-income.	You must work for an employer that provides a 401(k).	You must work for an employer that provides a 401(k). No income limits as in Roth IRAs.
Taxes on Withdrawal	All withdrawals are taxed at federal and state income tax rates.	None for qualified distributions.	All withdrawals are taxed at federal and state income tax rates.	None for qualified distributions.
Penalties	10% penalty on withdrawals of distributions made before age 59 ½ (can be up to 25%)	10% penalty on withdrawals of earnings made before age 59 ½ with few exceptions; you can generally withdraw your contributions anytime.	10% penalty on withdrawals on distributions made before age 59 ½.	10% penalty on withdrawals of earnings made before age 59 ½ with few exceptions; you can generally withdraw your contributions anytime.
Required Minimum Distribution (RMD)	Must begin taking RMDs by age 70 ½	None during your lifetime.	Must begin taking RMDs by age 70 ½.	Must begin taking RMDs by age 70 ½.

Weiss Ratings' Recommended Mutual Funds for Retirement Accounts

The following pages list Weiss Ratings' Recommended Mutual Funds for Retirement Accounts (based strictly on Weiss' Investment Rating). These "Class R" mutual funds are for retirement accounts, and the R share class mutual funds are only available through employer-sponsored retirement plans. R share mutual funds do not have any loads (front-end fees or back-end fees), but they do have annual asset-based fees typically of around 0.25% to 0.50%.

These funds currently receive a Weiss Investment Rating of B- or higher, which means the fund has a good track record for balancing performance with risk. Compared to other mutual funds, it has achieved above-average returns given the level of risk in its underlying investments. Although even good funds can decline in a down market, our "B" rating is considered the equivalent of a "Buy". The funds listed here have a minimum initial investment minimum required of $1,500 or less.

Fund Name	Describes the fund's assets, regions of investments and investment strategies.
Investment Rating	The Weiss rating measured on a scale from A to F based on each fund's risk and performance.
Ticker Symbol	An arrangement of characters (usually letters) representing a particular security listed on an exchange or otherwise traded publicly. When a company issues securities to the public marketplace, it selects an available ticker symbol for its securities which investors use to place trade orders. Every listed security has a unique ticker symbol, facilitating the vast array of trade orders that flow through the financial markets every day.
Telephone	The company's phone number.
Provider	The legal company that issues the fund.
5-Year Total Return	The rate of return on an investment over a five-year period that includes interest, capital gains, dividends and distributions realized.

To get the Weiss Investment Rating for a fund not included here, go to https://greyhouse.weissratings.com.

The following list of Recommended Mutual Funds for Retirement Accounts (Class R) is based on ratings as of April 11, 2023. Visit https://greyhouse.weissratings.com to check the latest rating of these funds.

The following list is sorted by Overall Rating then alphabetically by Fund Name.

Weiss Ratings' Recommended Class R Mutual Funds

Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
Allspring Low Volatility U.S. Equity Fund Class R6	B	WLVJX	415-396-8000	Allspring Global Investments	59.37%
The Hartford Equity Income Fund Class R5	B	HQITX	888-843-7824	Hartford Mutual Funds	55.81%
The Hartford Equity Income Fund Class R6	B	HQIVX	888-843-7824	Hartford Mutual Funds	56.58%
Victory Global Energy Transition Fund Class R	B	RSNKX	210-694-9700	Victory Capital	36.24%
Victory Sycamore Established Value Fund Class R6	B	VEVRX	210-694-9700	Victory Capital	63.87%
Columbia Dividend Opportunity Fund Class R	B-	RSOOX	800-345-6611	Columbia Threadneedle	43.11%
Delaware Covered Call Strategy Fund Class R6	B-	FRCEX		Delaware Funds by Macquarie	26.46%
Delaware Growth and Income Fund Class R6	B-	FGIQX		Delaware Funds by Macquarie	43.48%
Delaware Value® Fund Class R	B-	DDVRX		Delaware Funds by Macquarie	29.36%
Delaware Value® Fund Class R6	B-	DDZRX		Delaware Funds by Macquarie	33.30%
Easterly Hedged Equity Fund Class R6	B-	JDSEX		Easterly Funds	37.59%
Eaton Vance Worldwide Health Sciences Fund Class R	B-	ERHSX		Eaton Vance	68.90%
Federated Hermes MDT Large Cap Value Fund Class R6	B-	FSTLX	800-341-7400	Federated	47.66%
Federated Hermes Strategic Value Dividend Fund Class R6	B-	SVALX	800-341-7400	Federated	39.65%

Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
GMO Resources Fund Class R6	B-	GAAHX	617-330-7500	GMO	61.69%
Goldman Sachs Managed Futures Strategy Fund Class R	B-	GFFRX	800-526-7384	Goldman Sachs	23.66%
Goldman Sachs Managed Futures Strategy Fund Class R	B-	GFFRX	800-526-7384	Goldman Sachs	23.66%
Goldman Sachs Managed Futures Strategy Fund Class R	B-	GFFRX	800-526-7384	Goldman Sachs	23.66%
Hartford Real Asset Fund Class R5	B-	HRLTX	888-843-7824	Hartford Mutual Funds	26.93%
Invesco Comstock Fund Class R	B-	ACSRX	800-659-1005	Invesco	47.36%
Invesco Comstock Select Fund Class R	B-	CGRNX	800-659-1005	Invesco	54.26%
Invesco Small Cap Value Fund Class R	B-	VSRAX	800-659-1005	Invesco	55.68%
Invesco SteelPath MLP Alpha Fund Class R	B-	SPMGX	800-659-1005	Invesco	35.99%
Invesco SteelPath MLP Alpha Plus Fund Class R	B-	SPMJX	800-659-1005	Invesco	31.69%
Invesco SteelPath MLP Income Fund Class R	B-	SPNNX	800-659-1005	Invesco	57.45%
Invesco SteelPath MLP Select 40 Fund Class R	B-	SPMWX	800-659-1005	Invesco	37.62%
Invesco Value Opportunities Fund Class R	B-	VVORX	800-659-1005	Invesco	47.23%
JPMorgan Equity Income Fund Class R3	B-	OIEPX	800-480-4111	JPMorgan	51.88%
JPMorgan Equity Income Fund Class R3	B-	OIEPX	800-480-4111	JPMorgan	51.88%
JPMorgan Equity Income Fund Class R4	B-	OIEQX	800-480-4111	JPMorgan	53.73%

Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
JPMorgan Equity Income Fund Class R4	B-	OIEQX	800-480-4111	JPMorgan	53.73%
JPMorgan Equity Income Fund Class R5	B-	OIERX	800-480-4111	JPMorgan	54.93%
JPMorgan Equity Income Fund Class R5	B-	OIERX	800-480-4111	JPMorgan	54.93%
JPMorgan Equity Premium Income Fund Class R5	B-	JEPSX	800-480-4111	JPMorgan	--
JPMorgan Equity Premium Income Fund Class R5	B-	JEPSX	800-480-4111	JPMorgan	--
JPMorgan Large Cap Value Fund Class R2	B-	JLVZX	800-480-4111	JPMorgan	51.75%
JPMorgan U.S. Value Fund Class R4	B-	JGRUX	800-480-4111	JPMorgan	56.42%
JPMorgan U.S. Value Fund Class R5	B-	VGIFX	800-480-4111	JPMorgan	57.56%
PGIM Jennison Focused Value Fund- Class R	B-	PJORX	800-225-1852	PGIM Investments	15.86%
PGIM Jennison Focused Value Fund- Class R6	B-	PJOQX	800-225-1852	PGIM Investments	19.69%
Putnam Global Health Care Fund Class R	B-	PHSRX	617-292-1000	Putnam	67.26%
Putnam Global Health Care Fund Class R6 Shares	B-	PGHAX	617-292-1000	Putnam	70.95%
Putnam Large Cap Value Fund Class R	B-	PEQRX	617-292-1000	Putnam	57.82%
Putnam Large Cap Value Fund Class R5	B-	PEQLX	617-292-1000	Putnam	61.78%
Putnam Large Cap Value Fund Class R6	B-	PEQSX	617-292-1000	Putnam	62.60%
The Hartford Equity Income Fund Class R3	B-	HQIRX	888-843-7824	Hartford Mutual Funds	51.20%

Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
The Hartford Equity Income Fund Class R4	B-	HQISX	888-843-7824	Hartford Mutual Funds	53.48%
Undiscovered Managers Behavioral Value Fund Class R4	B-	UBVUX	800-480-4111	JPMorgan	44.20%
Undiscovered Managers Behavioral Value Fund Class R5	B-	UBVVX	800-480-4111	JPMorgan	45.28%
Victory Sycamore Established Value Fund Class R	B-	GETGX	210-694-9700	Victory Capital	59.38%
Virtus KAR Equity Income Fund Class R6	B-	VECRX		Virtus	58.54%
Wedgewood Fund Class Retail	B-	RWGFX	888-564-4517	RiverPark Funds	77.36%

Target-Date Mutual Funds

The following pages list Weiss Ratings' Overall Investment Rating of Target-Date Mutual Funds. These mutual funds currently receive a Weiss Investment Rating of C- or higher.

A target-date mutual fund is designed to maximize its investment strategy based on when the funds will be withdrawn, the target date. Funds that have many years to go before the target date will generally employ a more aggressive investment strategy to maximize profits. As the fund nears the target date its investment strategy will become more and more conservative.

You would choose a Target-Date Fund based on the year you want to retire. For example, if you are 35 years old and want to retire when you're 67, you may choose a target-date fund for 2055.

A rating of B+, B or B- means the fund has a good track record for balancing performance with risk. Compared to other mutual funds, it has achieved above-average returns given the level of risk in its underlying investments. Although even good funds can decline in a down market, our "B" rating is considered the equivalent of a "Buy".

A rating of C+, C or C- means Fair. In the trade-off between performance and risk, the fund has a track record which is about average. It is neither significantly better nor significantly worse than most other funds. With some funds in this category, the total return may be better than average, but this can be misleading if the higher return was achieved with higher than average risk. With other funds, the risk may be lower than average, but the returns are also lower. Although funds can be driven higher or lower by general market trends, our "C" rating can generally be considered the equivalent of a "Hold" or "Avoid."

The funds listed here have a minimum initial investment required of $1,500 or less.

Fund Name	Describes the fund's assets, regions of investments and investment strategies.
Investment Rating	The Weiss rating measured on a scale from A to F based on each fund's risk and performance.
Ticker Symbol	An arrangement of characters (usually letters) representing a particular security listed on an exchange or otherwise traded publicly. When a company issues securities to the public marketplace, it selects an available ticker symbol for its securities which investors use to place trade orders. Every listed security has a unique ticker symbol, facilitating the vast array of trade orders that flow through the financial markets every day.
Telephone	The company's phone number.
Provider	The legal company that issues the fund.

5-Year Total Return The rate of return on an investment over a five-year period that includes interest, capital gains, dividends and distributions realized.

This section is sorted by Target-Date Year, by Overall Investment Rating, and then alphabetically by Fund Name.

To get the Weiss Investment Rating for a fund not included here, go to https://greyhouse.weissratings.com.

The following list of Target-Date Mutual Funds is based on ratings as of April 11, 2023. Visit https://greyhouse.weissratings.com to check the latest rating of these funds.

Target-Date Mutual Funds

2040 Target-Date Mutual Funds

Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
MFS Lifetime 2040 Fund Class A	C	MLFAX	877-960-6077	MFS	36.85%
MFS Lifetime 2040 Fund Class I	C	MLFIX	877-960-6077	MFS	38.52%
MFS Lifetime 2040 Fund Class R2	C	MLFGX	877-960-6077	MFS	35.12%
MFS Lifetime 2040 Fund Class R3	C	MLFHX	877-960-6077	MFS	36.83%
MFS Lifetime 2040 Fund Class R4	C	MLFJX	877-960-6077	MFS	38.51%
MFS Lifetime 2040 Fund Class R6	C	MLFKX	877-960-6077	MFS	39.48%
Mutual of America 2040 Retirement Fund	C	MURLX		Mutual of America	40.12%
Prudential Day One 2040 Fund Class R3	C	PDHFX	800-225-1852	PGIM Investments	32.62%
Prudential Day One 2040 Fund Class R4	C	PDHGX	800-225-1852	PGIM Investments	33.36%
Prudential Day One 2040 Fund Class R5	C	PDHHX	800-225-1852	PGIM Investments	33.90%
Prudential Day One 2040 Fund Class R6	C	PDHJX	800-225-1852	PGIM Investments	34.88%
Putnam Sustainable Retirement 2040 Fund Class A	C	PRRZX	617-292-1000	Putnam	21.96%
Putnam Sustainable Retirement 2040 Fund Class R3 Shares	C	PAAUX	617-292-1000	Putnam	21.57%

Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
Putnam Sustainable Retirement 2040 Fund Class R4 Shares	C	PAAYX	617-292-1000	Putnam	23.03%
Putnam Sustainable Retirement 2040 Fund Class R5 Shares	C	PABTX	617-292-1000	Putnam	23.47%
Putnam Sustainable Retirement 2040 Fund Class R6	C	PREHX	617-292-1000	Putnam	24.07%
Putnam Sustainable Retirement 2040 Fund Class Y	C	PRZZX	617-292-1000	Putnam	23.49%
USAA Target Retirement 2040 Fund	C	URFRX	210-694-9700	Victory Capital	25.01%

2045 Target-Date Mutual Funds

Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	1-Year Total Return %
Allspring Dynamic Target 2045 Fund - Class R6	C	WTDKX	833-568-4255	Allspring Global Investments	36.25%
Allspring Dynamic Target 2045 Fund Class A	C	WTDGX	833-568-4255	Allspring Global Investments	33.28%
Allspring Dynamic Target 2045 Fund Class R4	C	WTDJX	833-568-4255	Allspring Global Investments	35.33%
Dimensional 2045 Target Date Retirement Income Fund Institutional Class	C	DRIIX	512-306-7400	Dimensional Fund Advisors	39.74%
MFS Lifetime 2045 Fund Class A	C	LTMAX	877-960-6077	MFS	38.46%
MFS Lifetime 2045 Fund Class B	C	LTMBX	877-960-6077	MFS	33.37%
MFS Lifetime 2045 Fund Class I	C	LTMKX	877-960-6077	MFS	40.14%
MFS Lifetime 2045 Fund Class R1	C	LTMRX	877-960-6077	MFS	33.26%
MFS Lifetime 2045 Fund Class R2	C	LTMSX	877-960-6077	MFS	36.74%
MFS Lifetime 2045 Fund Class R3	C	LTMTX	877-960-6077	MFS	38.45%
MFS Lifetime 2045 Fund Class R4	C	LTMUX	877-960-6077	MFS	40.22%
MFS Lifetime 2045 Fund Class R6	C	LTMLX	877-960-6077	MFS	41.22%
Mutual of America 2045 Retirement Fund	C	MURMX		Mutual of America	40.34%
Prudential Day One 2045 Fund Class R2	C	PDIEX	800-225-1852	PGIM Investments	32.49%
Prudential Day One 2045 Fund Class R3	C	PDIKX	800-225-1852	PGIM Investments	33.59%

Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	1-Year Total Return %
Prudential Day One 2045 Fund Class R4	C	PDIGX	800-225-1852	PGIM Investments	34.21%
Prudential Day One 2045 Fund Class R5	C	PDIHX	800-225-1852	PGIM Investments	34.80%
Prudential Day One 2045 Fund Class R6	C	PDIJX	800-225-1852	PGIM Investments	35.89%
Putnam Sustainable Retirement 2045 Fund Class A	C	PRVLX	617-292-1000	Putnam	25.70%
Putnam Sustainable Retirement 2045 Fund Class R3 Shares	C	PACGX	617-292-1000	Putnam	25.44%
Putnam Sustainable Retirement 2045 Fund Class R4 Shares	C	PACFX	617-292-1000	Putnam	26.97%
Putnam Sustainable Retirement 2045 Fund Class R5 Shares	C	PACHX	617-292-1000	Putnam	27.44%
Putnam Sustainable Retirement 2045 Fund Class R6	C	PREKX	617-292-1000	Putnam	27.89%
Putnam Sustainable Retirement 2045 Fund Class Y	C	PRVYX	617-292-1000	Putnam	27.37%

2050 Target-Date Mutual Funds

Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	1-Year Total Return %
Allspring Dynamic Target 2050 Fund - Class R6	C	WTDPX	833-568-4255	Allspring Global Investments	37.27%
Allspring Dynamic Target 2050 Fund Class A	C	WTDLX	833-568-4255	Allspring Global Investments	34.33%
Allspring Dynamic Target 2050 Fund Class R4	C	WTDOX	833-568-4255	Allspring Global Investments	36.20%
Dimensional 2050 Target Date Retirement Income Fund Institutional Class	C	DRIJX	512-306-7400	Dimensional Fund Advisors	41.65%
MFS Lifetime 2050 Fund Class A	C	MFFSX	877-960-6077	MFS	38.53%
MFS Lifetime 2050 Fund Class B	C	MFFRX	877-960-6077	MFS	33.39%
MFS Lifetime 2050 Fund Class I	C	MFFIX	877-960-6077	MFS	40.13%
MFS Lifetime 2050 Fund Class R1	C	MFFMX	877-960-6077	MFS	33.40%
MFS Lifetime 2050 Fund Class R2	C	MFFNX	877-960-6077	MFS	36.74%
MFS Lifetime 2050 Fund Class R3	C	MFFOX	877-960-6077	MFS	38.46%
MFS Lifetime 2050 Fund Class R4	C	MFFPX	877-960-6077	MFS	40.14%
MFS Lifetime 2050 Fund Class R6	C	MFFKX	877-960-6077	MFS	41.24%
Mutual of America 2050 Retirement Fund	C	MURNX		Mutual of America	40.15%
Prudential Day One 2050 Fund Class R2	C	PDJEX	800-225-1852	PGIM Investments	32.71%
Prudential Day One 2050 Fund Class R3	C	PDJFX	800-225-1852	PGIM Investments	33.79%

Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	1-Year Total Return %
Prudential Day One 2050 Fund Class R4	C	PDJGX	800-225-1852	PGIM Investments	34.30%
Prudential Day One 2050 Fund Class R5	C	PDJHX	800-225-1852	PGIM Investments	35.09%
Prudential Day One 2050 Fund Class R6	C	PDJJX	800-225-1852	PGIM Investments	36.13%
Putnam Sustainable Retirement 2050 Fund Class A	C	PRRJX	617-292-1000	Putnam	28.27%
Putnam Sustainable Retirement 2050 Fund Class R3 Shares	C	PADWX	617-292-1000	Putnam	27.80%
Putnam Sustainable Retirement 2050 Fund Class R4 Shares	C	PAEHX	617-292-1000	Putnam	29.40%
Putnam Sustainable Retirement 2050 Fund Class R5 Shares	C	PAEJX	617-292-1000	Putnam	29.86%
Putnam Sustainable Retirement 2050 Fund Class R6	C	PREUX	617-292-1000	Putnam	30.40%
Putnam Sustainable Retirement 2050 Fund Class Y	C	PRRUX	617-292-1000	Putnam	29.82%
USAA Target Retirement 2050 Fund	C	URFFX	210-694-9700	Victory Capital	27.65%

2055 Target-Date Mutual Funds

Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	1-Year Total Return %
Allspring Dynamic Target 2055 Fund - Class R6	C	WTDUX	833-568-4255	Allspring Global Investments	38.08%
Allspring Dynamic Target 2055 Fund Class A	C	WTDQX	833-568-4255	Allspring Global Investments	35.12%
Allspring Dynamic Target 2055 Fund Class C	C	WTDRX	833-568-4255	Allspring Global Investments	32.67%
Allspring Dynamic Target 2055 Fund Class R4	C	WTDTX	833-568-4255	Allspring Global Investments	37.05%
Dimensional 2055 Target Date Retirement Income Fund Institutional Class	C	DRIKX	512-306-7400	Dimensional Fund Advisors	41.83%
MFS Lifetime 2055 Fund Class A	C	LFIAX	877-960-6077	MFS	38.49%
MFS Lifetime 2055 Fund Class B	C	LFIBX	877-960-6077	MFS	33.46%
MFS Lifetime 2055 Fund Class C	C	LFICX	877-960-6077	MFS	33.47%
MFS Lifetime 2055 Fund Class I	C	LFIIX	877-960-6077	MFS	40.27%
MFS Lifetime 2055 Fund Class R1	C	LFIRX	877-960-6077	MFS	33.48%
MFS Lifetime 2055 Fund Class R2	C	LFISX	877-960-6077	MFS	36.82%
MFS Lifetime 2055 Fund Class R3	C	LFITX	877-960-6077	MFS	38.48%
MFS Lifetime 2055 Fund Class R4	C	LFIUX	877-960-6077	MFS	40.28%
MFS Lifetime 2055 Fund Class R6	C	LFIKX	877-960-6077	MFS	41.40%
Mutual of America 2055 Retirement Fund	C	MUROX		Mutual of America	40.40%

Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	1-Year Total Return %
Principal LifeTime Hybrid 2055 Fund R-6	C	PLHTX		Principal Funds	36.98%
Prudential Day One 2055 Fund Class R1	C	PDKDX	800-225-1852	PGIM Investments	30.94%
Prudential Day One 2055 Fund Class R2	C	PDKEX	800-225-1852	PGIM Investments	32.53%
Prudential Day One 2055 Fund Class R3	C	PDKFX	800-225-1852	PGIM Investments	33.50%
Prudential Day One 2055 Fund Class R4	C	PDKGX	800-225-1852	PGIM Investments	34.16%
Prudential Day One 2055 Fund Class R5	C	PDKHX	800-225-1852	PGIM Investments	34.97%
Prudential Day One 2055 Fund Class R6	C	PDKJX	800-225-1852	PGIM Investments	35.98%
Putnam Sustainable Retirement 2055 Fund Class A	C	PRRFX	617-292-1000	Putnam	29.67%
Putnam Sustainable Retirement 2055 Fund Class R3	C	PAEOX	617-292-1000	Putnam	29.19%
Putnam Sustainable Retirement 2055 Fund Class R4	C	PAEPX	617-292-1000	Putnam	30.78%
Putnam Sustainable Retirement 2055 Fund Class R5	C	PAESX	617-292-1000	Putnam	31.18%
Putnam Sustainable Retirement 2055 Fund Class R6	C	PREVX	617-292-1000	Putnam	31.92%
Putnam Sustainable Retirement 2055 Fund Class Y	C	PRTLX	617-292-1000	Putnam	31.22%

2060 Target-Date Mutual Funds

Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	1-Year Total Return %
Allspring Dynamic Target 2060 Fund - Class R6	C	WTSZX	833-568-4255	Allspring Global Investments	37.79%
Allspring Dynamic Target 2060 Fund Class A	C	WTDVX	833-568-4255	Allspring Global Investments	34.79%
Allspring Dynamic Target 2060 Fund Class C	C	WTDW X	833-568-4255	Allspring Global Investments	32.30%
Allspring Dynamic Target 2060 Fund Class R4	C	WTDZX	833-568-4255	Allspring Global Investments	36.86%
Dimensional 2060 Target Date Retirement Income Fund Institutional Class	C	DRILX	512-306-7400	Dimensional Fund Advisors	41.82%
MFS Lifetime 2060 Fund Class A	C	MFJAX	877-960-6077	MFS	38.62%
MFS Lifetime 2060 Fund Class C	C	MFJCX	877-960-6077	MFS	33.71%
MFS Lifetime 2060 Fund Class I	C	MFJIX	877-960-6077	MFS	40.44%
MFS Lifetime 2060 Fund Class R1	C	MFJEX	877-960-6077	MFS	34.22%
MFS Lifetime 2060 Fund Class R2	C	MFJGX	877-960-6077	MFS	37.04%
MFS Lifetime 2060 Fund Class R3	C	MFJTX	877-960-6077	MFS	38.68%
MFS Lifetime 2060 Fund Class R4	C	MFJUX	877-960-6077	MFS	40.29%
MFS Lifetime 2060 Fund Class R6	C	MFJKX	877-960-6077	MFS	41.31%
Mutual of America 2060 Retirement Fund	C	MURPX		Mutual of America	--
Principal LifeTime Hybrid 2060 Fund Institutional Class	C	PLTHX		Principal Funds	37.57%

Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	1-Year Total Return %
Principal LifeTime Hybrid 2060 Fund R-6	C	PLKTX		Principal Funds	37.80%
Prudential Day One 2060 Fund Class R1	C	PDLDX	800-225-1852	PGIM Investments	31.09%
Prudential Day One 2060 Fund Class R2	C	PDLEX	800-225-1852	PGIM Investments	32.70%
Prudential Day One 2060 Fund Class R3	C	PDLFX	800-225-1852	PGIM Investments	33.71%
Prudential Day One 2060 Fund Class R4	C	PDLGX	800-225-1852	PGIM Investments	34.43%
Prudential Day One 2060 Fund Class R5	C	PDLHX	800-225-1852	PGIM Investments	35.01%
Prudential Day One 2060 Fund Class R6	C	PDLJX	800-225-1852	PGIM Investments	36.08%
Putnam Sustainable Retirement 2060 Fund Class A	C	PRTFX	617-292-1000	Putnam	31.06%
Putnam Sustainable Retirement 2060 Fund Class R3 Shares	C	PAEVX	617-292-1000	Putnam	30.74%
Putnam Sustainable Retirement 2060 Fund Class R4 Shares	C	PAEUX	617-292-1000	Putnam	32.17%
Putnam Sustainable Retirement 2060 Fund Class R5 Shares	C	PAEWX	617-292-1000	Putnam	32.69%
Putnam Sustainable Retirement 2060 Fund Class R6	C	PEFGX	617-292-1000	Putnam	33.29%
Putnam Sustainable Retirement 2060 Fund Class Y	C	PRTYX	617-292-1000	Putnam	32.80%
USAA Target Retirement 2060 Fund	C	URSIX	210-694-9700	Victory Capital	27.00%

Appendices

Helpful Resources

Internal Revenue Service
Telephone: 1-800-829-1040
Website: www.irs.gov

401(k) Resource Guide:
www.irs.gov/retirement-plans/401k-resource-guide

401(k) Calculators:

Bankrate.com:
www.bankrate.com/calculators/retirement/401-k-retirement-calculator.aspx

Calculator.net:
www.calculator.net/401k-calculator.html

Nerdwallet:
www.nerdwallet.com/investing/401k-calculator

Retirement Plans Frequently Asked Questions
www.irs.gov/retirement-plans/retirement-plans-frequently-asked-questions-faqs

Providers of Target-Date Mutual Funds

1290 Funds
1290 Funds
1290 Avenue of the Americas
New York NY 10104
212-554-1234
1290Funds.com

Allspring Global Investments
Allspring Global Investments
1415 Vantage Park Drive, 3rd Floor
Charlotte NC 28203
833-568-4255
allspringglobal.com

American Century Investments
American Century Investments
P.O. Box 419200
4500 Main Street
Kansas City, MO 64141
800-444-4015
americancentury.com

American Funds
American Funds
333 South Hope Street
Los Angeles CA 90071-1406
800-421-4225
americanfunds.com

AXA Equitable
AXA Equitable
1290 Avenue of the Americas
New York NY 10104
877-222-2144
axa-equitablefunds.com

BlackRock
BlackRock Funds
Providence RI 02940-8019
800-441-7762
blackrock.com

Columbia Threadneedle
Liberty Financial Funds
P.O. Box 8081
Boston MA 02266-8081
800-345-6611
columbiathreadneedleus.com

Dimensional Fund Advisors
Dimensional Fund Advisors
1299 Ocean Avenue, 11th Floor
Santa Monica CA 90401
512-306-7400
dimensional.com

Empower Funds
Empower Funds
8515 E. Orchard Road
Greenwood Village CO 80111
greatwestfunds.com

Fidelity Investments
Fidelity Investments
82 Devonshire Street
Boston MA 02109
617-563-7000
institutional.fidelity.com

Franklin Templeton Investments
Franklin Templeton Investments
One Franklin Parkway
Building 970, 1st Floor
San Mateo CA 94403
650-312-2000
franklintempleton.com

GuideStone Funds
Guidestone Funds
Suite 2200
Dallas TX 75244-6152
214-720-1171
guidestonefunds.org

John Hancock
601 Congress Street
Boston MA 02210
800-225-5291
jhinvestments.com

JPMorgan
JPMorgan 270 Park Avenue
New York NY 10017-2070
800-480-4111
https://www.jpmorganfunds.com

JPMorgan
JPMorgan
One Beacon Street
Boston MA 02108

Legal & General
58 rue de la Victoire
Paris 75009 France

MassMutual
MML Investment Advisers, LLC
100 Bright Meadow Blvd.
Enfield CT 06082
massmutual.com/funds

MFS
MFS 111 Huntington Avenue
Boston MA 02199-7632
877-960-6077
mfs.com

Mutual of America
Mutual of America
666 Fifth Avenue New York NY 10103
mutualofamerica.com

Nationwide
Nationwide
One Nationwide Plaza
Columbus OH 43215
800-848-0920
nationwide.com/mutualfunds

Natixis Funds
Natixis Funds
399 Boylston Street
Boston MA 02116
800-862-4863
im.natixis.com

PGIM Investments
Prudential Investments
One Seaport Plaza
New York NY 10292
800-225-1852
prudentialfunds.com

PIMCO
PIMCO
840 Newport Center Drive, Suite 100
Newport Beach CA 92660
866-746-2602
pimco.com

Principal Funds
1290 Broadway, Suite 1100
Denver CO 80203 United States

Principal Funds
Principal Funds
430 W 7th St, Ste 219971
Kansas City MO 64105-1407
800-787-1621
principalfunds.com

Putnam
Putnam Investments
100 Federal Street
Boston MA 02110
617-292-1000
putnam.com

Schwab Funds
Schwab Funds
101 Montgomery Street
San Francisco CA 94104
877-824-5615
schwabfunds.com

State Street Global Advisors
State Street Global Advisors
One Iron Street
Boston MA 02210
617-664-7338
ssga.com

T. Rowe Price
100 East Pratt Street
Baltimore MD 21202
410-345-2000
troweprice.com

TIAA Investments
TIAA-CREF Funds
P.O. Box 1259
Charlotte NC 28201
877-518-9161
tiaa.org

Transamerica
Transamerica Funds
1801 California Street, Suite 5200
Denver CO 80202
888-233-4339
transamericafunds.com

Vanguard
Vanguard
100 Vanguard Boulevard
Malvern PA 19355
877-662-7447
vanguard.com

Victory Capital
Victory Capital Management Inc.
15935 La Cantera Parkway
Building Two
San Antonio TX 78256
210-694-9700
vcm.com

Voya
Voya Investments
7337 E. Doubletree Ranch Road
Scottsdale AZ 85258
800-366-0066
voyainvestments.com

Glossary

This glossary contains the most important terms used in this publication.

Interest
A small fee paid to you for allowing financial institutes to use your money.

Traditional 401(k)
A retirement savings account where contributions are taken out from an employee's paycheck without being taxed. Taxes are paid upon withdrawal of the money.

Roth 401(k)
A retirement savings account where contributions are taxed when they are taken out from an employee's paycheck. Taxes are not paid upon withdrawal of the money.

Stocks
Shares of a company signifying ownership by the stockholder. Stocks pay dividends to the stockholder based on the company's performance.

Bonds
Investments in which a person loans money to a company or organization. The company uses that money and pays the bondholder back at a certain percentage rate.

Mutual Funds
Investments in which investors pool their money together into a professionally managed investment. Mutual funds can invest in stocks, bonds, or other assets.

Growth Funds
Company stocks expected to outperform the stock market.

Value Funds
Company stocks considered undervalued and priced below expectations.

Vesting The process by which an employee is granted the right to company-provided investment funds.

Rollovers The extension or transfer of funds from one account to another.

Individual Retirement Account A retirement savings account provided by an individual rather than an employer.

SOURCES

http://401kbenna.com/401k-history.html

http://blogs.marketwatch.com/encore/2011/11/22/father-of-the-401ks-tough-love/

http://guides.wsj.com/personal-finance/retirement/what-is-a-401k/

http://money.cnn.com/2013/06/25/pf/expert/roth-401k/

http://money.cnn.com/retirement/guide/401k_401kplans.moneymag/

https://money.usnews.com/money/retirement/articles/2016-04-25/how-to-become-a-millionaire-by-retirement

http://money.usnews.com/money/retirement/articles/2016-01-19/how-to-avoid-401-k-fees-and-penalties

http://www.401khelpcenter.com/401k_education/401k_fees_and_expenses.html#.WMq38fkrKUm

http://www.bankrate.com/finance/retirement/4-reasons-to-take-out-a-401k-loan-1.aspx

http://www.investopedia.com/articles/retirement/08/401k-info.asp

http://www.marketwatch.com/story/the-inventor-of-the-401k-says-he-created-a-monster-2016-05-16

https://www.dol.gov/sites/default/files/ebsa/about.../a-look-at-401k-plan-fees.pdf

https://www.investor.gov/introduction-investing/retirement-plans/switching-jobs

https://www.nerdwallet.com/blog/investing/401k-asset-allocation/

https://www.nerdwallet.com/blog/investing/contribute-company-401k/

https://www.nerdwallet.com/blog/investing/ira-vs-401k-retirement-accounts/

https://www.smart401k.com/resource-center/retirement-strategy/401k-hardship-withdrawal

https://www.fool.com/retirement/2018/03/24/heres-the-average-social-security-check-for-retire.aspx

https://www.rothira.com/2017-roth-ira-limits-announced

https://www.moneyunder30.com/investing-during-covid-19

https://www.gobankingrates.com/retirement/planning/jaw-dropping-stats-state-retirement-america

Weiss Ratings: What Our Ratings Mean

A **Excellent.** The fund has an excellent track record for maximizing performance while minimizing risk, thus delivering the best possible combination of total return on investment and reduced volatility. It has made the most of the recent economic environment to maximize risk-adjusted returns compared to other mutual funds. Although even the best funds can decline in a down market, our “A” rating can generally be considered the equivalent of a "Strong Buy".

B **Good.** The fund has a good track record for balancing performance with risk. Compared to other mutual funds, it has achieved above-average returns given the level of risk in its underlying investments. Although even good funds can decline in a down market, our “B” rating is considered the equivalent of a "Buy".

C **Fair.** In the trade-off between performance and risk, the fund has a track record which is about average. It is neither significantly better nor significantly worse than most other funds. With some funds in this category, the total return may be better than average, but this can be misleading if the higher return was achieved with higher than average risk. With other funds, the risk may be lower than average, but the returns are also lower. Although funds can be driven higher or lower by general market trends, our "C" rating can generally be considered the equivalent of a "Hold" or “Avoid.”

D **Weak.** The fund has underperformed the universe of other funds given the level of risk in its underlying investments, resulting in a weak risk-adjusted performance. Thus, its investment strategy and/or management has not been attuned to capitalize on the recent economic environment. Even weak funds can rise in an up market. However, our "D" rating can generally be considered equivalent to a "Sell."

E **Very Weak.** The fund has significantly underperformed most other funds given the level of risk in its underlying investments, resulting in a very weak risk-adjusted performance. Thus, its investment strategy and/or management has done just the opposite of what was needed to maximize returns in the recent economic environment. Even some of the weakest funds can rise in certain market conditions. However, our "E" rating can generally be considered the equivalent of a "Strong Sell."

\+ The plus sign is an indication that the fund is in the upper third of the letter grade.

\- The minus sign is an indication that the fund is in the lower third of the letter grade.

U Unrated. The fund is unrated because it is too new to make a reliable assessment of its risk-adjusted performance. Typically, a fund must be established for at least one year before it is eligible to receive a Weiss Investment Rating.

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