



## Best Advice for Beginners Saving for Retirement

### Start Early and Be Consistent

- The earlier you begin saving for retirement, the more time your money has to grow through the power of compound interest<sup>[1]</sup> <sup>[2]</sup>. Even small, regular contributions can add up significantly over time.

### Understand and Use Employer-Sponsored Retirement Plans

Employers often offer various retirement plans, each with unique features<sup>[3]</sup> <sup>[4]</sup> <sup>[5]</sup>:

- **401(k) Plans:** These are the most common employer-sponsored retirement accounts. Employees contribute a portion of their salary, often with pre-tax dollars, and many employers match some or all of your contributions, which is essentially free money for your retirement<sup>[1]</sup> <sup>[4]</sup> <sup>[5]</sup>.
- **403(b) Plans:** Similar to 401(k)s but offered to employees of public schools and certain non-profit organizations<sup>[4]</sup> <sup>[5]</sup>.
- **457 Plans:** Typically available to government and some non-profit workers, with similar contribution features as 401(k)s<sup>[4]</sup> <sup>[5]</sup>.
- **SIMPLE IRA and SEP IRA:** Designed for small businesses or self-employed individuals. SIMPLE IRAs allow both employer and employee contributions, while SEP IRAs are funded only by employer contributions<sup>[4]</sup> <sup>[5]</sup>.
- **Profit-Sharing Plans:** Employers make discretionary contributions to employee accounts, often based on company performance<sup>[4]</sup>.
- **Employee Stock Ownership Plans (ESOPs):** Provide employees with company stock as part of their retirement benefits<sup>[4]</sup>.
- **Defined Benefit (Pension) Plans:** Promise a fixed monthly benefit in retirement, usually based on salary and years of service. These are less common today but still exist in some sectors<sup>[3]</sup> <sup>[4]</sup>.

### Meet Your Employer's Match

- If your employer offers matching contributions, always try to contribute enough to get the full match. Not taking advantage of this is leaving money on the table<sup>[1]</sup>.

### Automate Your Savings

- Set up automatic payroll deductions or transfers to your retirement accounts to ensure you save consistently without having to think about it<sup>[1]</sup> <sup>[2]</sup>.

### What Is a Roth Account?

- **Roth IRA:** A Roth IRA is a retirement account where you contribute after-tax dollars. The main benefit is that your money grows tax-free, and qualified withdrawals in retirement are also tax-free<sup>[6]</sup> <sup>[7]</sup>. You can contribute up to \$7,000 per year in 2025 if you're under 50, and you can continue contributing at any age as long as you have earned income<sup>[7]</sup>.
- **Roth 401(k):** Some employers offer a Roth 401(k) option, which allows you to make after-tax contributions within your workplace plan. Like a Roth IRA, withdrawals in retirement are tax-free if requirements are met<sup>[8]</sup>.

## Traditional vs. Roth Accounts

Feature	Traditional IRA/401(k)	Roth IRA/401(k)
Contributions	Pre-tax (may lower taxable income)	After-tax (no immediate tax break)
Withdrawals in Retirement	Taxed as ordinary income	Tax-free (if qualified)
Required Minimum Distributions (RMDs)	Yes (starting at age 73)	No RMDs for Roth IRAs

## Other Key Tips

- **Increase Contributions Over Time:** As your income grows, try to increase the percentage you save for retirement<sup>[1]</sup>.
- **Take Advantage of Catch-Up Contributions:** If you're age 50 or older, you can contribute extra to your 401(k) or IRA each year<sup>[1]</sup> <sup>[2]</sup>.
- **Diversify Investments:** Spread your investments across different asset classes (stocks, bonds, etc.) to manage risk.
- **Set Clear Goals and Review Regularly:** Use retirement calculators to estimate how much you'll need and track your progress<sup>[1]</sup> <sup>[2]</sup>.
- **Rein in Spending:** Adjust your budget to free up more money for retirement savings<sup>[1]</sup> <sup>[2]</sup>.

## Summary

- Start saving as early as possible and contribute regularly.
- Use employer-sponsored plans and always meet your employer's match.
- Understand the differences between traditional and Roth accounts, and choose what fits your tax situation.
- Automate savings, review your plan periodically, and adjust as needed.

By following these steps and taking advantage of available retirement benefits, you'll be well on your way to a secure financial future.

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1. <https://www.merrilledge.com/article/10-tips-to-help-you-boost-your-retirement-savings-whatever-you-r-age-ose>
2. <https://www.finra.org/investors/insights/things-to-do-boost-retirement-savings>
3. <https://worldadvisors.com/blog/employer/10-types-of-retirement-plans-offered-by-employers>

4. <https://www.paychex.com/articles/employee-benefits/types-of-retirement-plans>
5. <https://www.schwab.com/learn/story/types-of-retirement-plans>
6. <https://www.irs.gov/retirement-plans/roth-iras>
7. <https://www.nerdwallet.com/article/investing/what-is-a-roth-ira>
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