

# Boost your financial wellbeing.

From retirement planning tools to health benefits to a 401(k) Savings Plan, you have access to a wide variety of financial rewards that extend beyond your pay through New York Life.

The company invests in you and these rewards because we believe that your financial wellbeing is just as important as your physical and emotional wellbeing. They're designed to help you become confident in your financial life today, while preparing you for the future—along with anything unexpected along the way.

Ensure you're taking advantage of all of the resources available to you and amp up your financial wellbeing today using the checklist on the following page.



## What does your financial picture look like?

If you're struggling with debt, out of your element when it comes to finances, or just not saving anything for health care expenses, you're not alone:

- 8 in 10 U.S. employees carry non-mortgage debt (such as student loans)<sup>1</sup>
- 40% save nothing for health care expenses<sup>1</sup>
- 56% of Americans report that most of their stress comes from their finances<sup>2</sup>

The good news is that New York Life resources can help you get on the right path. Already on it? They'll help you stay on track.

Regardless of where you are in your financial wellbeing journey and whatever your goals are, remember that New York Life can help you get wherever you want to be. Personalized information is available on <http://digital.alight.com/newyorklife> starting your first day with New York Life, or find general information about your benefits at [www.nylbenefits.com](http://www.nylbenefits.com).

<sup>1</sup> Alight Solutions, 2020 Employee Wellbeing Mindset Study

<sup>2</sup> Kantar Consulting, 2019 Download on Stress Study

## □ Develop a budget.

Develop a budget that includes emergency savings. No matter how well you plan, something could happen leaving you with unexpected bills for things like medical care, home repairs, and car trouble. An emergency fund that covers six months of living expenses will go a long way toward bringing you peace of mind.

Want help creating a budget? Many apps and online budgeting tools are available to make budgeting easy. Try Googling “budgeting apps” to get started, or visit Your Benefits Resources™ (YBR) at <http://digital.alight.com/newyorklife> for a basic budgeting worksheet.

Need to stretch your budget? The Commuter Benefits program can help by paying transit and/or parking expenses through pre-tax payroll deductions. Enroll on [www.wageworks.com](http://www.wageworks.com) by the fourth of the month before the month you would like to start participating.

## □ Manage debt.

Most people have some debt—a mortgage, car loan, student loan, or credit card debt. Debt isn't always bad; it becomes a problem when you have too much. Generally, that means your debt to income (DTI) ratio is above 36. To determine your DTI ratio, divide your monthly debt by your monthly gross income.

Take advantage of tuition reimbursement if you're continuing your education while working for New York Life. You can be reimbursed for eligible expenses related to independent study for your current job, such as for certifications and designations, as well as certain undergraduate and graduate courses. Talk to your manager for more information.

Looking for help with a student loan? New York Life offers a Student Loan Repayment Program that provides financial support to eligible employees with student loans, and access to tools and resources to help guide you through your repayment options. To get started, visit <https://nyl.studentloangenius.com>.

We also offer LifeCare, a New York Life-sponsored program that offers information and discounts on services and products such as mortgages, loans, and childcare to help you manage your life. For more information visit [www.newyorklife.lifecare.com](http://www.newyorklife.lifecare.com).

Having difficulty with debt? Take a close look at where you're spending your money and look for places to cut back. Even better, avoid incurring debt by taking advantage of the Flexible Spending Account (FSA) for Health Care, so you can set aside money to pay for eligible out-of-pocket health care expenses (including medical, prescription drug, dental, vision, and hearing) on a pre-tax basis. And, if you are enrolled in the Active Health Medical Option, your Health Reimbursement Account (HRA), funded by New York Life, will also help you pay for eligible medical expenses, including your deductibles and coinsurance. Visit [www.nylibenefits.com](http://www.nylibenefits.com) to understand how your FSA and HRA work together.

## □ Protect yourself with life and disability insurance.

Having the right level of insurance coverage is another way to get that coveted peace of mind. You can learn more about the life insurance, AD&D insurance, and long-term disability coverage available to you today at [www.nylibenefits.com](http://www.nylibenefits.com), and decide on insurance coverage levels each year during annual enrollment.

## □ Save for your future.

When you contribute to your 401(k) Savings Plan, New York Life adds a matching contribution to your account to help you reach your savings goal more quickly. Other plan features include convenient payroll deduction, tax advantaged savings, investment options that fit your needs, and the flexibility to make pre-tax, “traditional” after-tax, and Roth contributions.

Are you putting aside as much as you can in the Savings Plan? For 2021, you can contribute up to \$19,500 for the year.

### Savings Tip

If you receive a salary increase or bonus, a tax refund, or think you will pay less in federal taxes, consider putting the extra money into your 401(k) Savings Plan or using it to build up your emergency savings.

Your Benefits Resources is a trademark of Alight Solutions LLC.