

RETIREMENT REPORT

Littleton Public Schools | 403(b) and 457 Retirement Plans



Spring 2024

Smart Move

SMART Financial Goals Can Help Guide Your Way to Financial Wellness

Financial goals play a crucial role in the pursuit of financial wellness. Whether it's paying off credit card debt, saving for retirement, making a down payment on a home — or any other goal — they help guide your actions, habits and decision-making.

As you think about your financial future, consider creating SMART financial goals. SMART is an acronym that stands for specific, measurable, achievable, relevant and time-bound. Instead of setting goals with vague aspirations (such as “I need to start saving more money”), SMART goals encourage you to think things through and define what success looks like. Here's how you can create SMART financial goals:

Specific: Define exactly what you want to achieve. Instead of saying “I want to save money,” specify the amount and purpose, such as “I want to save \$5,000 for a down payment on a newer car in the next 12 months.”

Measurable: Set criteria to measure your progress. In the previous example, the measurable piece is the \$5,000 target within 12 months. You can track your progress periodically to ensure you're on the right path.

Achievable: Your goal should be realistic and attainable. Consider your income, expenses and other financial obligations. Saving \$5,000 in a year might be achievable depending on your income and expenses, but saving \$10,000 might not be.

Relevant: Make sure your goal aligns with your broader financial objectives and priorities. For instance, if your long-term goal is to retire early, saving for retirement or investing might be more important than saving for a luxury vacation.

Time-bound: Set a clear timeframe for achieving your goal. This adds a sense of urgency and helps you stay focused. For example, saving \$5,000 within 12 months provides a deadline and helps structure your savings plan.

Review these hypothetical personal finance examples to help inspire your own SMART goal-setting efforts:

Retirement Savings

Specific: Contribute 8% of pay to your workplace retirement plan



Measurable: Track monthly contributions and investment growth

Achievable: Adjust budget to allocate a fixed amount to retirement savings

Relevant: Securing financial stability postretirement

Time-bound: Consistently contribute 8% of pay for the next 30 years.

Emergency Fund

Specific: Save \$3,000 in a dedicated emergency fund

Measurable: Track monthly savings progress to reach \$3,000 within 10 months

Achievable: Allocate a portion of income or windfall (bonuses, tax refunds) toward savings

Relevant: Provides a safety net for unexpected expenses

Time-bound: Achieve the \$3,000 goal within 10 months.

Informational Sources: How to Set SMART Financial Goals (Experian, April 11, 2022); How to Set SMART Financial Goals With Examples (Finmasters, November 27, 2023).

Baby Steps

Looking To Improve Your Personal Life? Embrace the Kaizen Philosophy

Kaizen is a Japanese business philosophy centered around continuous improvement. It involves making small, incremental changes to processes, systems and behaviors to enhance efficiency, quality and productivity over time. For example, a healthcare provider may use kaizen to improve patient wait times by analyzing the flow of patients through their facility and identifying ways to reduce delays. Or a manufacturing company may use kaizen to identify and eliminate bottlenecks in its production process, improve product quality and reduce waste.

On an individual level, you can apply the kaizen philosophy to improve various aspects of your personal life. Here are seven tips:

1. Set clear goals.

Identify specific areas you want to improve, whether it's health, learning a new skill, personal relationships or productivity.

2. Start small.

Break down your goals into smaller, manageable tasks. For example, if you aim to exercise regularly, start with a 10-minute workout each day and gradually increase it.

3. Be consistent.

Focus on making consistent, small improvements rather than sudden, drastic changes. For instance, if you want to read more, start by dedicating 15 minutes a day to reading and gradually increase the time.

4. Reflect and adjust.

Regularly review your progress. Reflect on what's working and what's not and adjust your approach accordingly. If a particular strategy isn't yielding results, tweak it or try a different approach.

5. Continue learning.

Embrace a mindset of continuous learning and improvement. Seek new knowledge, skills and feedback to refine your approach.

6. Develop habits.

Transform beneficial actions into habits. Consistently practicing positive habits contributes significantly to long-term improvement.

7. Stay patient and persistent.

Understand that change takes time. Stay patient and persistent, celebrating small victories along the way. For instance, if you want to improve your productivity, start by identifying one area where you can make a small change, like reorganizing your workspace. Then gradually implement other changes, such as blocking time for tasks or minimizing distractions.

Remember, kaizen is about progress, not perfection. By consistently making small improvements in various aspects of your life, you can create significant and lasting positive changes over time.



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Past performance is no guarantee of future results. Investing involves the risk of loss.

This document may contain returns and valuations from outside sources. While the information contained herein is believed to be true and accurate, Innovest assumes no responsibility for the accuracy of these valuations or return methodologies.

Whom do I call for help?

Account Information

Balances | Investment Changes | Personal Info

Contact: TIAA

800.842.2009

www.TIAA.org

Plan's Investment Consultant

Innovest Portfolio Solutions

7979 East Tufts Avenue, #1700

Denver, CO 80237

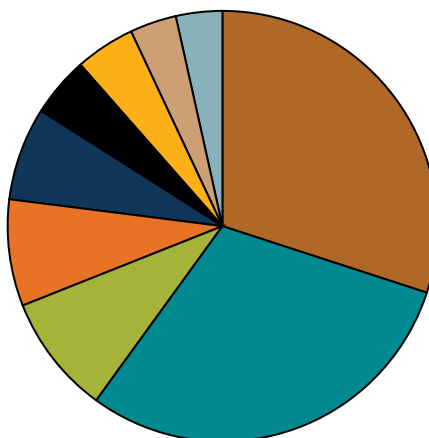
303.694.1900 | www.innovestinc.com

Who typically uses this portfolio?

Current Age:	Over 60
Risk Level:	Low
Expected Return:	Low
Time Horizon:	
Years to Age 65:	Under 5
Years to Age 85:	Under 25

Portfolio Allocation (%)

■ Dodge & Cox Stck;X (DOXGX)	4.5
■ Vanguard 500 Idx;Adm (VFIAX)	9.0
■ Harbor:Cap Apprec;Inst (HACAX)	4.5
■ Vanguard S-C Id;Adm (VSMAX)	7.0
■ Am Beacon:Intl Eq;R6 (AAERX)	3.5
■ Vanguard Tot I S;Adm (VTIAX)	8.0
■ American Funds EuPc;R6 (RERGX)	3.5
■ MetWest:Total Rtn;Plan (MWTSX)	30.0
■ Vanguard Tot Bd;Adm (VBTIX)	30.0



Expense Ratio (%) 0.23

Past Performance (%)*

	Last Quarter	YTD	1 Year	3 Years	5 Years	10 Years
Littleton Public Schools Conservative	2.73	2.73	10.12	1.09	4.62	N/A

Understanding Your Professionally-Managed Portfolios

Who typically uses this portfolio?

Current Age: The age (today) of an average investor with time horizon, risk level, and return expectations of the Conservative Portfolio.

Time Horizon: Indicates the number of years (time horizon) to the average retirement age of 65, when the investor will begin spending the money in their account, and the number of years to assumed life expectancy of age 85.

Risk Level: The amount of expected risk in the Conservative Portfolio. Risk is measured by the potential loss over a 12-month period that an investor might expect in the Conservative Portfolio, and is calculated via a statistical process consistent with 95% probability.

Low: -8.5% to -11.5%

Expected Return: The level of expected investment return from the Conservative Portfolio. The range of returns shown below indicates the potential gain that an investor might expect each year, on average, over a 5-year period. This is also referred to as the "mean" return, and is calculated using a statistical process to determine a range of probabilities.

Low: 5.25% to 6.25%

Past Performance

Investment performance results shown above represent past performance and are not indicative of future results. Please read the information contained in the applicable fund prospectuses carefully before investing money.

How is the portfolio diversified?

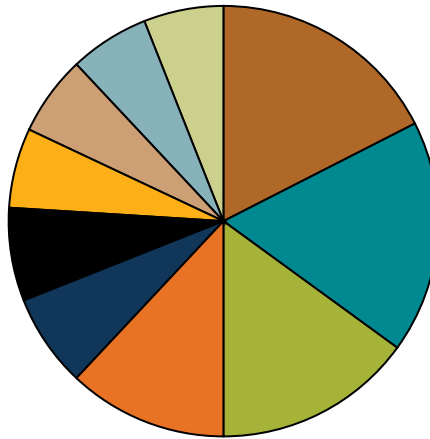
The pie chart and accompanying data shown for each portfolio illustrates the percentage allocated to each fund.

*Innovest relies on 3rd party data for these returns.

Who typically uses this portfolio?

Current Age: 40 - 60
Risk Level: Moderate
Expected Return: Moderate
Time Horizon:
Years to Age 65: 5 - 25
Years to Age 85: 25 - 45
Expense Ratio (%): 0.24

Portfolio Allocation (%)



- Dodge & Cox Stck;X (DOXGX) 7.0
- Vanguard 500 Idx;Adm (VFIAX) 15.0
- Harbor:Cap Apprec;Inst (HACAX) 7.0
- Vanguard Md-Cp I;Adm (VIMAX) 6.0
- Vanguard S-C Id;Adm (VSMAX) 6.0
- Am Beacon:Intl Eq;R6 (AAERX) 6.0
- Vanguard Tot I S;Adm (VTIAX) 12.0
- American Funds EuPc;R6 (REGGX) 6.0
- MetWest:Total Rtn;Plan (MWTSX) 17.5
- Vanguard Tot Bd;Adm (VBTIX) 17.5

Past Performance (%)*

	Last Quarter	YTD	1 Year	3 Years	5 Years	10 Years
Littleton Public Schools Moderate	5.00	5.00	15.53	3.50	7.16	N/A

Understanding Your Professionally-Managed Portfolios

Who typically uses this portfolio?

Current Age: : The age (today) of an average investor with time horizon, risk level, and return expectation of the Moderate Portfolio.

Time Horizon: Indicates the number of years (time horizon) to the average retirement age of 65, when the investor will begin spending the money in their account, and the number of years to assumed life expectancy of age 85.

Risk Level: The amount of expected risk in the Moderate Portfolio. Risk is measured by the potential loss over a 12-month period that an investor might expect in the Moderate Portfolio, and is calculated via a statistical process consistent with 95% probability.

Moderate: -15.5% to -18.5%

Expected Return: The level of expected investment return from the Moderate Portfolio. The range of returns shown below indicates the potential gain that an investor might expect each year, on average, over a 5-year period. This is also referred to as the "mean" return, and is calculated using a statistical process to determine a range of probabilities.

Moderate: 6% to 7%

Past Performance

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How is the portfolio diversified?

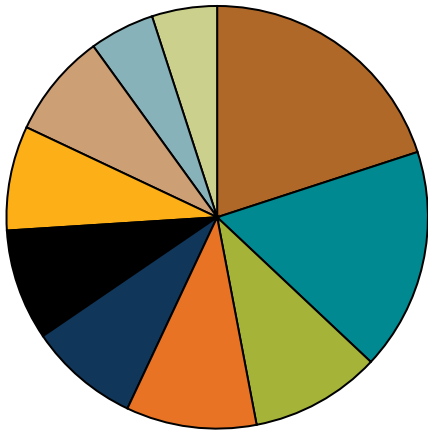
The pie chart and accompanying data shown for each portfolio illustrates the percentage allocated to each fund.

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Who typically uses this portfolio?

Current Age: 30 - 50
Risk Level: High
Expected Return: High
Time Horizon:
Years to Age 65: 15 - 35
Years to Age 85: 35 - 55

Portfolio Allocation (%)



- Dodge & Cox Stck;X (DOXGX) 10.0
- Vanguard 500 Idx;Adm (VFIAX) 20.0
- Harbor:Cap Apprec;Inst (HACAX) 10.0
- Vanguard Md-Cp I;Adm (VIMAX) 8.0
- Vanguard S-C Id;Adm (VSMAX) 8.0
- Am Beacon:Intl Eq;R6 (AAERX) 8.5
- Vanguard Tot I S;Adm (VTIAX) 17.0
- American Funds EuPc;R6 (REGGX) 8.5
- Vanguard Tot Bd;Adm (VBTIX) 5.0
- MetWest:Total Rtn;Plan (MWTX) 5.0

Expense Ratio (%) 0.26

Past Performance (%)*

	Last Quarter	YTD	1 Year	3 Years	5 Years	10 Years
Littleton Public Schools Aggressive	7.25	7.25	21.15	5.75	9.97	N/A

Understanding Your Professionally-Managed Portfolios

Who typically uses this portfolio?

Current Age : The age (today) of an average investor with time horizon, risk level, and return expectation of the Aggressive Portfolio.
Time Horizon: Indicates the number of years (time horizon) to the average retirement age of 65, when the investor will begin spending the money in their account, and the number of years to assumed life expectancy of age 85.

Risk Level: The amount of expected risk in the Aggressive Portfolio. Risk is measured by the potential loss over a 12-month period that an investor might expect in the Aggressive Portfolio, and is calculated via a statistical process consistent with 95% probability.

High: -22.5% to -25.5%

Expected Return: The level of expected investment return from the Aggressive Portfolio. The range of returns shown below indicates the potential gain that an investor might expect each year, on average, over a 5-year period. This is also referred to as the "mean" return, and is calculated using a statistical process to determine a range of probabilities.

High: 6.50% to 7.50%

Past Performance

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How is the portfolio diversified?

The pie chart and accompanying data shown for each portfolio illustrates the percentage allocated to each fund.

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