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Insurance | Risk Management | Consulting

Diocese of Pensacola – Tallahassee

About Your 401(k)

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June 30, 2025

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Learn About Your 401(k)

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Learn About Your 401(k)

What is it?

- **Long-term savings plans offered by employers for retirement**
Your employer handles the administration and general expenses
- **Employee contributions are automatically deducted from your paycheck, based on how much you want taken out (deferred)**
- **You do not pay taxes while the invested funds grow in your account**
- **Contributions are invested in one or more funds provided by the plan to best meet your financial goals and risk appetite**
- **Even if you change jobs, your savings and compounded interest are yours to keep**

Learn About Your 401(k)

How does it work?

**Contribute up to the IRS maximum:
\$23,500 per year***

**Additional \$7,500 for employees 50 – 59,
and 64 + years or older, referred to as a
'catch-up contribution'***

**Additional \$11,250 for employees
between age 60 – 63**

**Change your contribution anytime
visiting Voya's website.**

**Your plan also accepts rollovers
from other qualified plans**



**2025 Limits*

Taxation of Contributions

What are your options?

Traditional

Before Tax

- Pay taxes later, more take home pay
- Tax-deferred potential earnings
- Taxable distributions

Roth

After Tax

- Pay taxes now, less take-home pay
- Tax-free potential earnings*
- Tax-free distributions*



**If withdrawn (1) after five years and (2) after you turn age 59½ or if distribution follows death or disability.*

Learn About Your 401(k)

How can you participate?

When am I eligible?

Full-Time employees: No Service Requirement

Part-Time Employees – 1 Year of Service (12 months of service with 1,000 hours worked)

When can I join?

Full-Time employees – Entry Date on the 1st day of the Quarter following the hire date.

Part-Time Employees – an Entry Date on the 1st day of the next month.

Is there a match offered by my employer?

Based on 6% of pay

Less than 6 years = 50% match

6-10 years = 100% match

11-15 years = 150% match

16-20 years = 200% match

21+ years = 250% match

When am I eligible for the employer match?

Immediately

Who owns the money in my account?

Employer contributions vest over a 4-year period, 25% per year

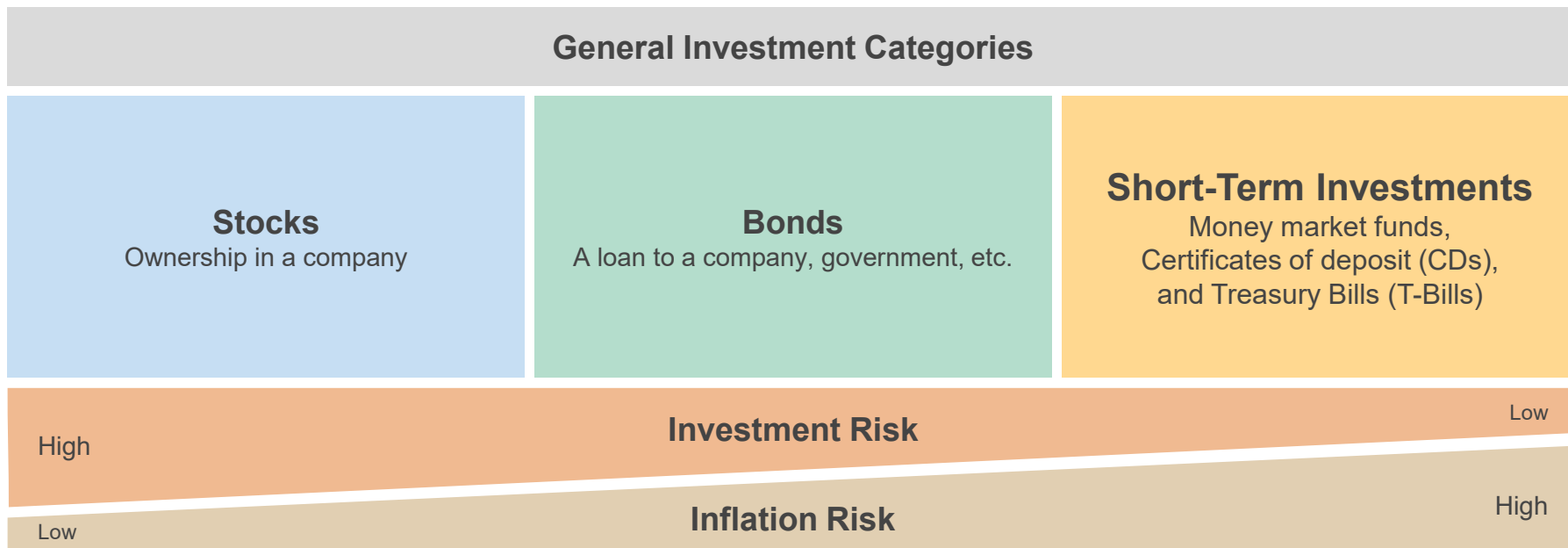
**Your account value will vary with investment gains and losses.*

Investment Overview

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Investment Overview

Asset Class



More volatility, but higher return potential

Lower risk, and less fluctuation

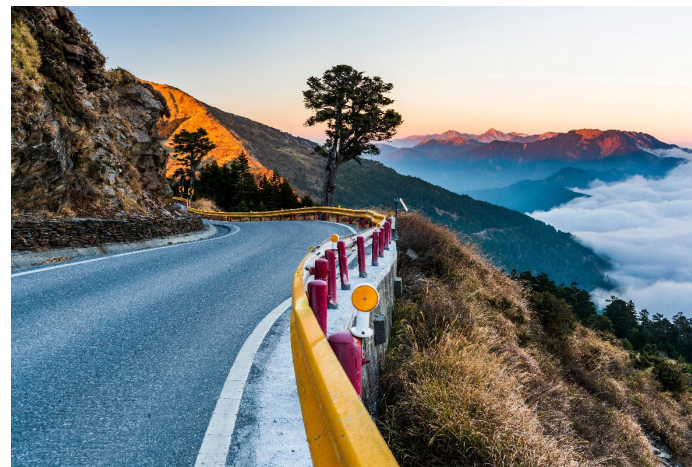
Mutual funds are sold by prospectus only. Before investing, investors should carefully consider the investment objectives, risks, charges and expenses of a mutual fund. The fund prospectus provides this and other important information. Please contact your representative or the Company to obtain a prospectus. Please read the prospectus carefully before investing or sending money.

Investment Overview

What type of investor are YOU?

Build your own portfolio

Choose your own diversified combination of individual funds offered by the plan.



Select a single, ready-mixed fund

Make a single investment choice to professionally diversify your total retirement savings across an array of funds.



**Diversification does not ensure a profit or protect against loss. It is possible to lose money in a diversified portfolio.*

Investment Overview

Build your own portfolio

Choose your own combination of investments

Each asset has historical data to show past performance, but does not guarantee future results

2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
U.S. Fixed Income 5.24%	Emerging Market Equity 78.61%	Small Cap Equity 26.85%	U.S. Fixed Income 7.84%	Real Estate 27.73%	Small Cap Equity 38.82%	Real Estate 15.02%	Large Cap Equity 1.38%	Small Cap Equity 21.31%	Emerging Market Equity 37.28%	Cash Equivalent 1.87%	Large Cap Equity 31.49%	Small Cap Equity 19.96%	Large Cap Equity 28.71%	Cash Equivalent 1.46%	Large Cap Equity 26.29%
Global ex-U.S. Fixed 4.39%	High Yield 68.21%	Real Estate 19.63%	High Yield 4.98%	Emerging Market Equity 18.23%	Large Cap Equity 32.39%	Large Cap Equity 13.89%	U.S. Fixed Income 0.55%	High Yield 17.13%	Developed ex-U.S. Equity 24.21%	U.S. Fixed Income 0.01%	Small Cap Equity 25.52%	Large Cap Equity 18.40%	Real Estate 26.09%	High Yield -11.19%	Developed ex-U.S. Equity 17.94%
Cash Equivalent 2.06%	Real Estate 37.13%	Emerging Market Equity 18.88%	Global ex-U.S. Fixed 4.36%	Developed ex-U.S. Equity 16.41%	Developed ex-U.S. Equity 21.02%	U.S. Fixed Income 5.97%	Cash Equivalent 0.05%	Large Cap Equity 11.96%	Large Cap Equity 21.83%	High Yield -2.08%	Developed ex-U.S. Equity 22.49%	Emerging Market Equity 18.31%	Small Cap Equity 14.82%	U.S. Fixed Income -13.01%	Small Cap Equity 16.93%
High Yield -26.16%	Developed ex-U.S. Equity 33.67%	High Yield 15.12%	Large Cap Equity 2.11%	Small Cap Equity 16.35%	High Yield 7.44%	Small Cap Equity 4.89%	Real Estate -0.79%	Emerging Market Equity 11.19%	Small Cap Equity 14.65%	Global ex-U.S. Fixed -2.15%	Real Estate 21.91%	Global ex-U.S. Fixed 10.11%	Developed ex-U.S. Equity 12.62%	Developed ex-U.S. Equity -14.29%	High Yield 13.44%
Small Cap Equity -33.79%	Small Cap Equity 27.17%	Large Cap Equity 15.06%	Cash Equivalent 0.10%	Large Cap Equity 16.00%	Real Estate 3.67%	High Yield 2.45%	Developed ex-U.S. Equity -3.04%	Real Estate 4.06%	Global ex-U.S. Fixed 10.51%	Large Cap Equity -4.38%	Emerging Market Equity 18.44%	Developed ex-U.S. Equity 7.59%	High Yield 5.28%	Large Cap Equity -18.11%	Emerging Market Equity 9.83%
Large Cap Equity -37.00%	Large Cap Equity 26.47%	Large Cap Equity 8.95%	Small Cap Equity -4.18%	High Yield 15.81%	Cash Equivalent 0.07%	Cash Equivalent 0.03%	Small Cap Equity -4.41%	Developed ex-U.S. Equity 2.75%	Real Estate 10.36%	Real Estate -5.63%	High Yield 14.32%	U.S. Fixed Income 7.51%	Cash Equivalent 0.05%	Global ex-U.S. Fixed -18.70%	Real Estate 9.67%
Developed ex-U.S. Equity -43.56%	Global ex-U.S. Fixed 7.53%	U.S. Fixed Income 6.54%	Real Estate -6.46%	U.S. Fixed Income 4.21%	U.S. Fixed Income -2.02%	Emerging Market Equity -2.19%	High Yield -4.47%	U.S. Fixed Income 2.65%	High Yield 7.50%	Small Cap Equity -11.01%	U.S. Fixed Income 8.72%	High Yield 7.11%	U.S. Fixed Income -1.54%	Emerging Market Equity 20.09%	Global ex-U.S. Fixed 6.72%
Real Estate -48.21%	U.S. Fixed Income 5.93%	Global ex-U.S. Fixed 4.95%	Developed ex-U.S. Equity -12.21%	Global ex-U.S. Fixed 4.09%	Emerging Market Equity -2.80%	Global ex-U.S. Fixed -3.09%	Global ex-U.S. Fixed -6.02%	Global ex-U.S. Fixed 1.49%	U.S. Fixed Income 3.54%	Developed ex-U.S. Equity -14.09%	Global ex-U.S. Fixed 5.09%	Cash Equivalent 0.67%	Emerging Market Equity -2.54%	Small Cap Equity -20.44%	U.S. Fixed Income 5.53%
Emerging Market Equity -53.33%	Cash Equivalent 0.21%	Cash Equivalent 0.13%	Emerging Market Equity -18.42%	Cash Equivalent 0.11%	Global ex-U.S. Fixed -3.08%	Developed ex-U.S. Equity -4.32%	Emerging Market Equity -14.92%	Cash Equivalent 0.33%	Cash Equivalent 0.86%	Emerging Market Equity -14.57%	Cash Equivalent 2.28%	Real Estate -9.04%	Global ex-U.S. Fixed -7.05%	Real Estate -25.10%	Cash Equivalent 5.01%

Source: Callan Institute, The Callan Periodic Table of Investment Returns, Annual Returns for Key Indices Ranked in Order of Performance (2008-2023).

Large Cap Equity: S&P 500, Small Cap Equity: Russell 2000, Emerging Market Equity: MSCI Emerging Markets, Developed Equity (excluding U.S.): MSCI World excluding USA, U.S. Fixed Income: Bloomberg Barclays US Aggregate Bond Index, High Yield: Bloomberg Barclays High Yield Bond Index, Global Fixed Income (excluding U.S.): Bloomberg Barclays Global Aggregate ex US Bond Index, Real Estate: FTSE EPRA Nareit Developed REIT Index, Cash Equivalent: 90-day T-Bill.

Balanced portfolio assumes annual rebalancing. Using diversification as part of your investment strategy neither assures nor guarantees better performance and cannot protect against loss of principal due to changing market conditions. Please see disclosure page at end for index definitions. All data represents total return for stated period. The "Asset Allocation" portfolio is for illustrative purposes only. Past performance is not indicative of future returns. Active management involves the sub-adviser buying and selling securities based on research and analysis. Unlike investment funds that are actively managed, Index Funds try to match, as closely as possible, the performance of a target index by generally holding either all, or a representative sample of, the securities in the index. Indexing provides simplicity because it is a straightforward market-matching strategy. Index funds generally provide diversification by investing in a wide variety of companies and industries (although many "index" funds are technically non-diversified for purposes of the Investment Company Act of 1940. An index fund's performance is predictable in the fund's value is expected to move in the same direction, up or down, as the target index. Index funds also tend to have lower costs because they do not have many of the expenses of actively managed funds such as research; index funds usually have relatively low trading activity and therefore brokerage commissions tend to be lower; and index funds generally realize lower capital gains.

Benefit of Saving and Investing Early

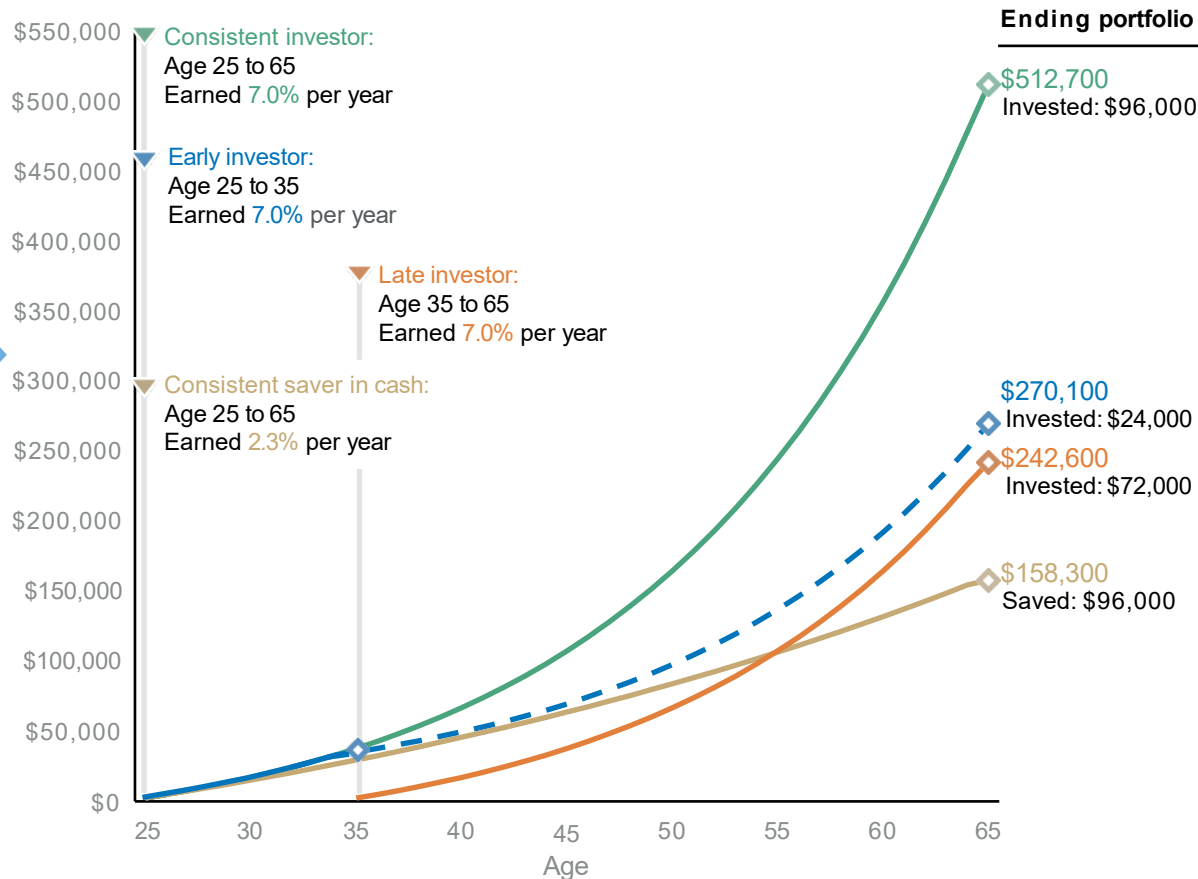
Account growth of \$200 invested/saved monthly

Starting early and investing are the keys to compound returns

The early and consistent investor has the best results.

The early investor who stops after 10 years does slightly better than the late investor who invests significantly more over a longer time.

And the consistent saver who does not invest loses out on higher returns.



Source: J.P. Morgan Asset Management, Long-Term Capital Market Assumptions. Compounding is the increasing value of assets due to investment return earned on both principal and prior investment gains. The above example is for illustrative purposes only and not indicative of any investment.

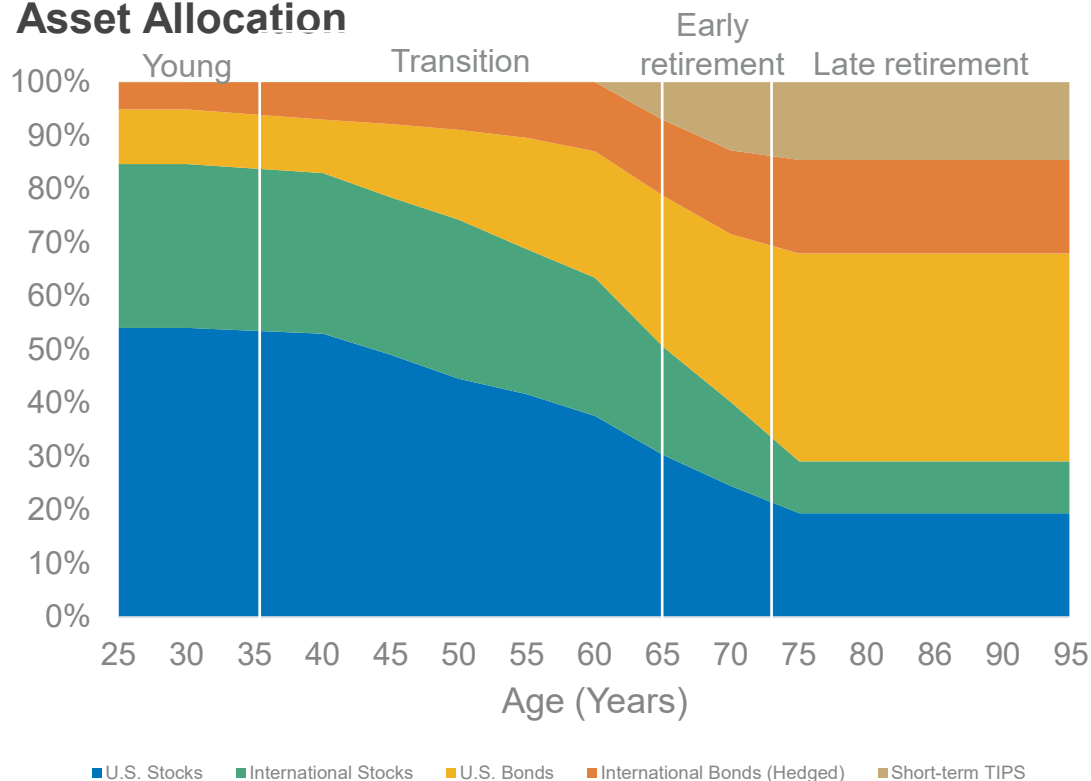
Investment Overview

Selecting a single, ready-mixed fund

What is a Target Date Fund?

- a single, complete investment
- professionally diversified across investment styles
- meant to align with an expected retirement window
- generally, starts with a more aggressive risk tolerance
- automatically adjusts towards a more conservative level based on the individuals proximity to retirement and remaining investment period

Asset Allocation



Using diversification as part of your investment strategy neither assures nor guarantees better performance and cannot protect against loss of principal due to changing market conditions. Asset allocation does not protect against loss of principal due to market fluctuations. It is a method used to help manage investment risk.

Considerations

3

Considerations

Take a moment to picture yourself in retirement

How much will you need?

- Financial planners generally recommend saving 10 times your pre-retirement salary and plan to living on 80% of your pre-retirement annual income¹
- Depending on your preferred lifestyle and needs, you may need more or less
- Healthcare is an important consideration

How long will your retirement money need to last?

- The average life expectancy for a 65 year in America is 82 for males and 85 for females²
- You could be planning to live without a formal paycheck for 20 years or more.

Are there other sources of financial support you can rely on to support your retirement lifestyle?

- Pension Plan
- Social Security
- Company Retirement Plans
- Savings
- Inheritance
- Continued Employment
- Lottery
- Personal Savings
- Sale of Your Home
- Reverse Mortgage
- Your Kids

¹ Probasco, Jim. "[How Much Do I Need to Save to Retire](#)," Investopedia, 9 September 2022.

² "[Actuarial Life Table](#)," Social Security Administration, 31 March 2023.

Considerations

Now determine what that looks like today

How much should you put aside?

- Financial planners generally agree that individuals should target 10-20% of their pay, depending on how close they are to retirement age¹
- Deduct the amount your employer will match or contribute from your target
- Use a retirement income calculator for help identifying the appropriate goal for your particular situation

How will your funds grow?

- You can elect to participate in the Traditional 401(k) and/or Roth 401(k) plans
- Reflect on your current tax bracket and that which you will likely be in at retirement age
- Take into account your current take-home pay and tax break for the year will be different
- You can invest funds in a ready-mixed fund or choose to manage your own custom portfolio

How can you make the most of other sources of financial support available to you?

- Social Security
- Investments outside of 401(k)

¹ ["How Much Should I Contribute to My 401\(k\)?"](#) Investopedia, 15 December 2022

In Closing

Assistance When You Need It

Connect with your HR department if you're unsure who to contact

Gallagher



When you're looking to:

- Discuss your investments
- Get guidance on making retirement decisions
- Determine what to do with your 401(k) when you reach retirement
- Get help about any outside accounts and your rollover options

Contact griffin_vehar@ajg.com

For financial planning and assistance addressing the specific issues for a priest, contact
Paul_Matheson@ajg.com

Voya



When you're looking to:

- Receive details and documentation specific to your 401(k) plan
- Get login assistance to your portal
- Making changes to your contributions, investment allocation, and deferrals

Use the portal:

<https://login.voya.com/voyassoui/index.html#/login>

- Need help enrolling? Call us at 800-584-6001
Monday - Friday, 8 AM to 9 PM ET

Action Steps

1

Explore free tools on your retirement plan website

- Saving calculators
- Risk tolerance quizzes
- Call Center

2

Learn about what you're invested in

- Morningstar factsheet reports

3

Research more investing options

- Visit Investopedia's [Education Center](#)
- Make an appointment with a qualified financial advisor

Thank you

Get in touch to let us know how we can help.

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