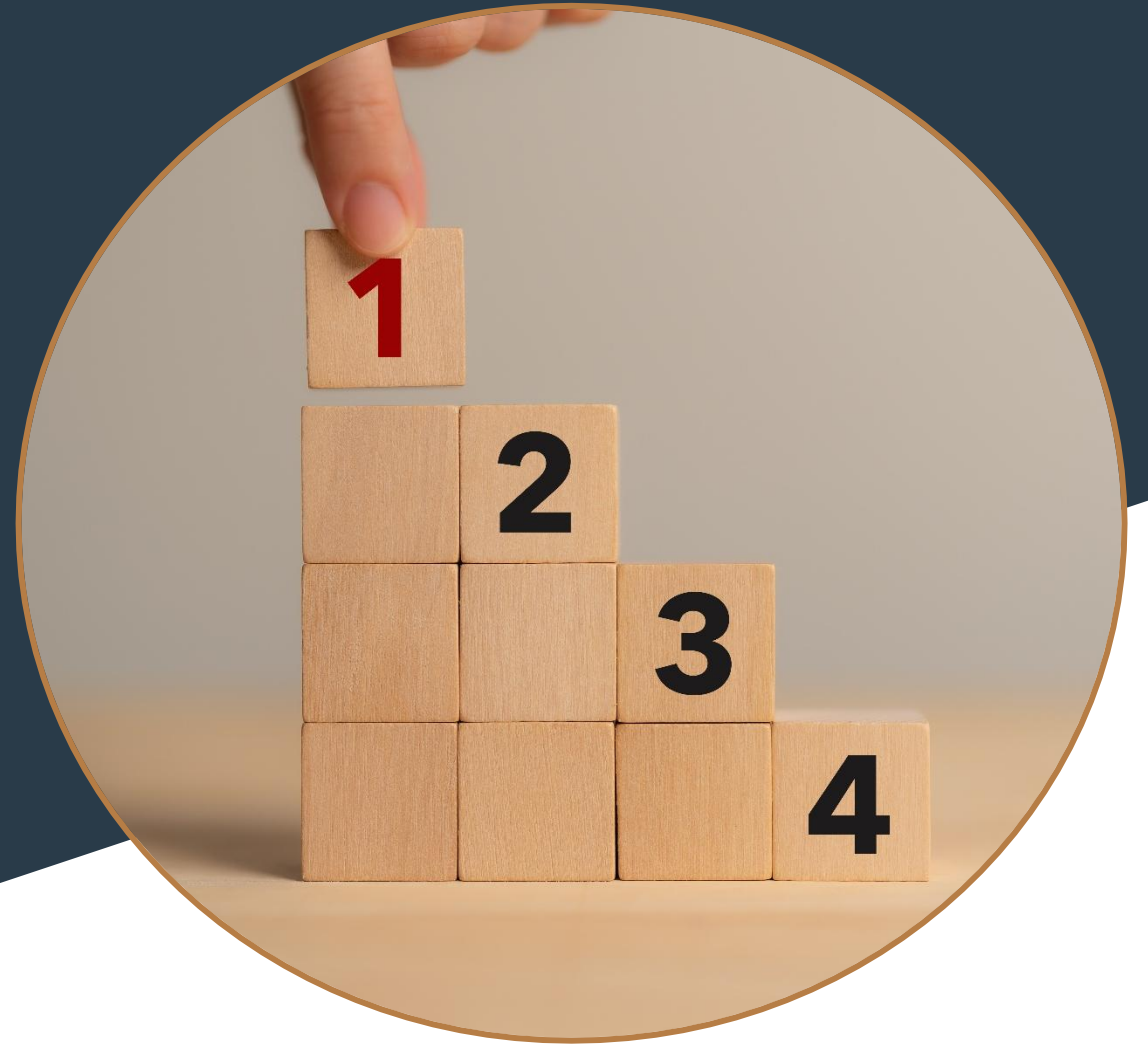


Get Your Priorities Straight

Where does the next dollar go?
Timothy.Shirk@FrancisWay.com



Evaluate Priorities

Priorities:

Save for Retirement

Build Emergency Fund

Life Insurance

Control Debt



Save 10-15%

Start at savings needed to max out match then increase gradually as needed to meet target



Capture Your Match

- Start saving right away in the Tax Deferred Account or the Roth 403(b)



Capture Your Match

- Start saving right away in the Tax Deferred Account or the Roth 403(b)
- After one year, elect 4% in Contributory Retirement Account



Capture Your Match

Start saving right away in the Tax Deferred Account or the Roth 403(b)

After one year, elect 4% in Contributory Retirement Account

- Save 1%, get a 1.5% match
- Save 2%, get a 3% match
- Save 3%, get a 4% match
- Save 4%, get a 5% match

After one year, receive the basic company contribution

- 1 year of service, receive 1% of pay
- 2 years of service, receive 2% of pay
- 3 years of service, receive 3% of pay
- 4 years of service, receive 4% of pay
- 5 years of service, receive 5% of pay



Consider Roth Conversions

- Consider converting Contributory Retirement Account contributions to Roth



To Dos:

Keep your account secure:
Customize your password
Set Two Factor
Authentication (2FA)

Capture your Match with 4%

Increase gradually to meet
target

Consider Roth

Name beneficiaries



Priorities:

Save for Retirement

Build Emergency Fund

Life Insurance

Control Debt



Emergency Fund

- It's going to rain!
- First goal is one-month of living expenses
- Then build to three-six months of expenses



Liquid – Get at it . . .

- Quickly
- Without Market Risk
- Without Penalty



Compare Local vs. Online Banks



Local



Online

Make sure it is FDIC insured!

* For illustration purposes only. These are examples of banking providers and does not constitute a recommendation for any bank listed.

To Dos:

Calculate monthly expenses

Establish a separate savings account

Set up direct deposit from each paycheck



Priorities:

Save for Retirement

Build Emergency Fund

Life Insurance

Control Debt



The purpose of life insurance is to replace lost income from a deceased income earner.

A young woman with long dark hair is hugging an elderly woman with short white hair from behind. They are both looking at a laptop screen. The scene is set in a bright, modern living room with large windows and a wooden table. A white mug is visible on the table in the foreground.

**Use insurance for insuring.
Use investments for investing.
Play the “Two Fridays” game.**

Where to purchase?

- Basic life
 - Employee benefit
- Supplemental Life
 - Employee paid
- Retail term insurance



To Dos:

Play the “Two Fridays”
Game

Purchase term insurance to
replace needed income



Priorities:

Save for Retirement

Build Emergency Fund

Life Insurance

Control Debt



Develop Plan to Repay Debt



Priority #1:
Credit Cards



Credit Card Debt Snowball

Snowball method pay off debt

DEBITS	TOTAL PAYOFF	MIN. PAYMENT	NEW PAYMENT
<input checked="" type="checkbox"/> Payday loans	50	10	20
<input checked="" type="checkbox"/> Credit card balances	560	212	290
<input checked="" type="checkbox"/> Student loans	2 500	250	540
<input checked="" type="checkbox"/> Home equity loans	2 850	380	920
<input type="checkbox"/> Medical bills	5 200	540	1 460
<input type="checkbox"/> Car notes	12 000	1 100	1 848
<input type="checkbox"/> Total	23 160		

Develop Plan to Repay Debt



Priority #1:
Credit Cards



Priority #2:
Student Loans

IDR Plan Court Actions: Impact on Borrowers

On Dec. 9, 2025, the U.S. Department of Education (ED) announced a proposed settlement agreement with the state of Missouri that would end the Saving on a Valuable Education (SAVE) Plan. As part of the proposed settlement agreement, which is pending court approval, ED would

- not enroll any new borrowers in the SAVE Plan,
- deny any pending SAVE applications, and
- move all SAVE borrowers into available repayment plans.

While the settlement agreement is still pending court approval, we encourage borrowers to use [Loan Simulator](#) to explore other available repayment plans. Loan Simulator allows borrowers to estimate their monthly payments, determine their repayment plan eligibility, and choose the available repayment plan that best meets their needs and goals. The settlement must be approved by the court before it can be implemented.

The [One Big Beautiful Bill Act \(OBBBA\)](#) allows borrowers who don't have partial financial hardship to enroll in the Income-Based Repayment (IBR) Plan. On Dec. 22, 2025, we updated our systems, including Loan Simulator, to implement this change. Borrowers who previously could not enroll in the IBR Plan because they lacked partial financial hardship will now see IBR as an option when using Loan Simulator, and they can enroll in the IBR Plan using the [online income-driven repayment \(IDR\) plan application](#). As more information becomes available, we will update this page.

Along with the federal student loan servicers, we will reach out to SAVE borrowers in the coming months with more information.

www.studentaid.gov/save

Develop Plan to Repay Debt



Priority #1:
Credit Cards



Priority #2:
Student Loans



Next Priority:
Pay off car, then
keep until it dies

Develop Plan to Repay Debt



Priority #1:
Credit Cards



Priority #2:
Student Loans



Next Priority:
Pay off car, then
keep until it dies



Last Priority:
Home paid
by retirement

To Dos:

List and prioritize debt accounts

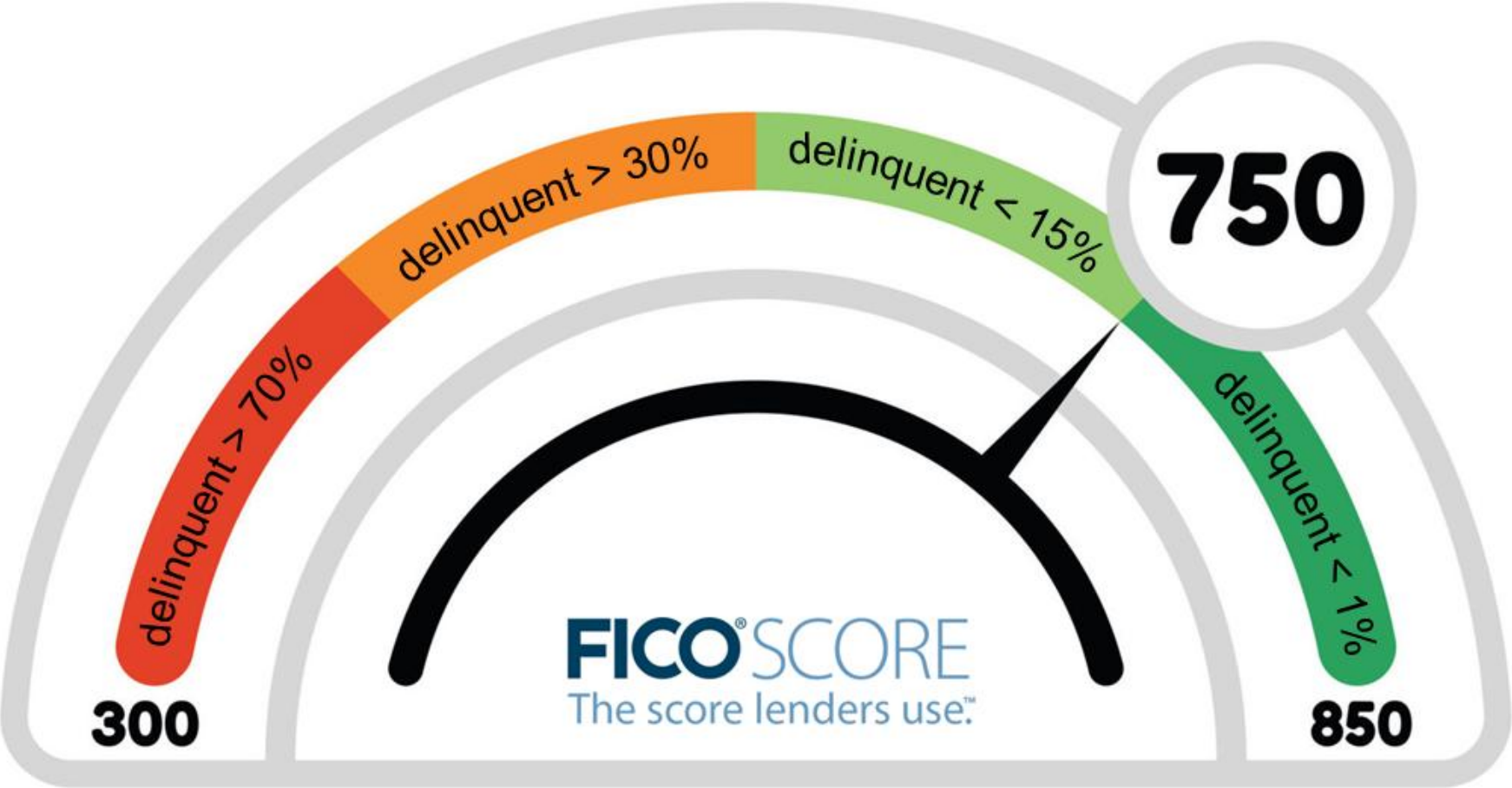
Focus all overpayment on highest priority debt

Shift overpayment to next account at termination

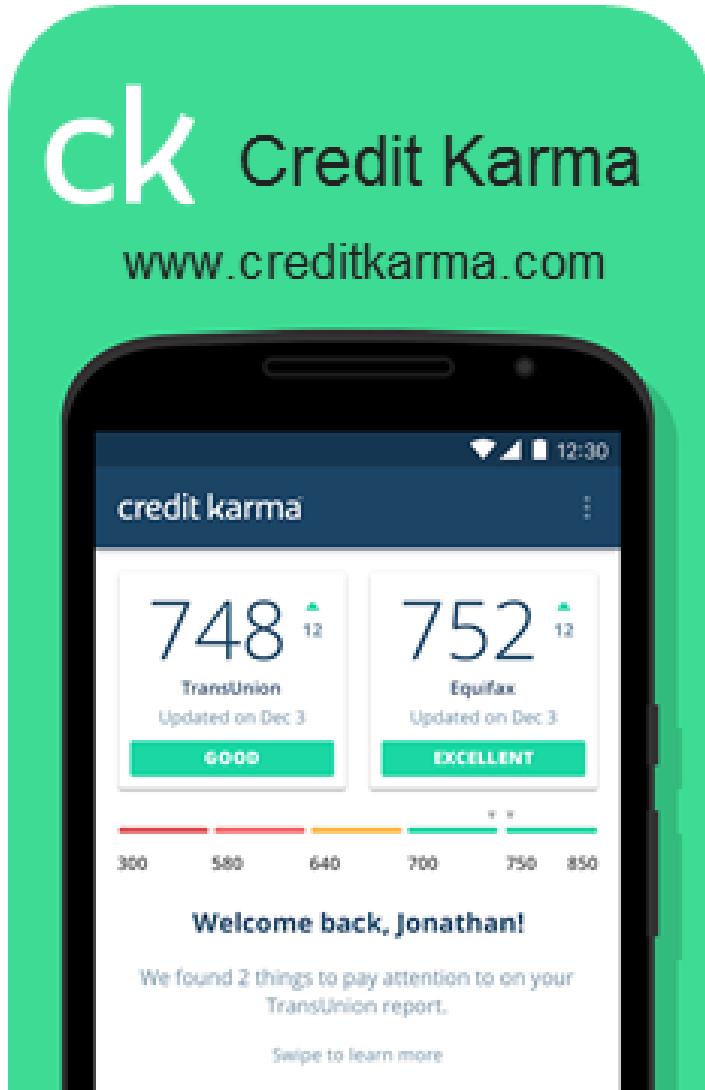
Don't close the accounts



What's a Credit Score?



Know Your Score



- Delinquency 35%
- Utilization 30%
- History 15%
- New credit 10%
- Type of credit 10%



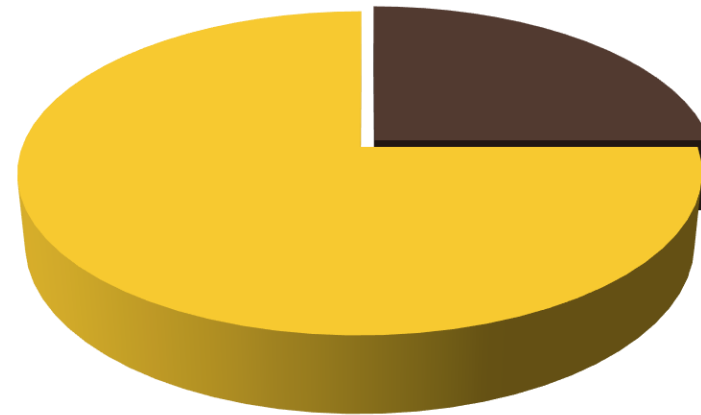
Prioritize Your Priorities

Arrange in Priority Order

1. One month emergency fund
2. Pay down credit card debt
3. Increase emergency fund
4. Pay down other debts



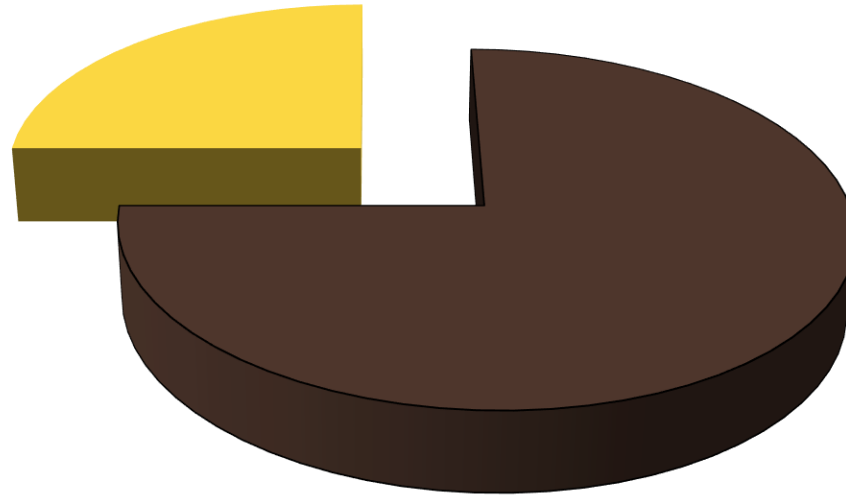
Automate Everything



■ Chocolate ■ Banana



Automate Everything



■ Chocolate ■ Banana



Automate

1. Direct deposit to separate account
2. Autopayment to top priority
3. Change autopayment as priorities achieved
4. Save for future expenses



Separate Accounts, Automate Deposits



Car
Fund



College
Fund



Vacation
Fund



House
Fund

Consider a Roth IRA

Consider a Roth IRA

1. Retirement savings tool
2. Backup to your emergency fund
3. College savings vehicle
4. Saving for home purchase



Low-Cost Roth IRA

1. Inexpensive
2. Set up at
[www._____](http://www.vanguard.com).com
3. Use index target
retirement date funds
4. 2025 contributions can
be made until tax filing



Q&A

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