

Oregon Retirement Savings Plan
Financial Literacy Survey - March 2016
PROGRAMS

Respondent	Organization	Name and type of adult financial education or literacy programs your organization provides	Cost and Funding				Provision of Service				Service / Program
			Service offered at no or very minimal charge	Fee charged to help fund the program	Other types of funding are used to fund the program	Describe the types of funding used to fund the program.	Services are provided by our own staff	Services are provided by volunteers	Services are provided by another organization	Explain the services that are provided by another organization	
4537607179	Advantis Credit Union	Conquering Your Debt Workshop	Yes				Yes				1
4537607179	Advantis Credit Union	Establishing Your Credit Workshop	Yes				Yes				4
4537607179	Advantis Credit Union	First Time Home Buying Workshop	Yes				Yes				2
4537607179	Advantis Credit Union	Making The Most Of Your Credit Workshop	Yes				Yes				3
4538601006	Aon	Custom comprehensive education for plan sponsors, both online and onsite		Yes		Program funded by plan sponsors or participants so the program remains unbiased	Yes				1
4521319696	Easter Seals Oregon	Oregon Money Management Program	Yes		Yes	At this time we do not charge a fee for service. DHS/APD provides funding for state and local program operations. Our cost is low due to the OMMP being a volunteer-based program. 90% of the work is done by volunteers. However, we are considering charging a fee in the future based on the client's ability to pay.		Yes	Yes	Easter Seals Oregon Coordinats the OMMP throughout the state. We partner with nine non-profit or government agencies who provide direct support to people in their communities.	1
4519748030	Financial Beginnings	Adult financial education	Yes		Yes	Corporate and foundation		Yes			4
4519748030	Financial Beginnings	College-aged financial education	Yes		Yes	Corporate and foundation		Yes			2
4519748030	Financial Beginnings	K-12 Financial Education	Yes		Yes	Corporate and foundation		Yes			1
4519748030	Financial Beginnings	Public forums	Yes		Yes	Corporate and foundation		Yes			3
4545856106	Hacienda CDC	Su Dinero, Su Futuro- Financial Education in Spanish	Yes		Yes	We fund our Financial Education through a number of sources (we need additional support for this type of work) including private partnerships (Chase, State Farm, Wells Fargo, etc) and public funds (City of Portland and OHCS Homeownership Counseling and Education dollars- although these are limited).	Yes		Yes	When participants can't attend our class, we refer out to some of our partner organizations that also offer similar workshops including Innovative Changes and NAYA.	1
4545856106	Hacienda CDC	Your Money, Your Future- Financial Education in English	Yes		Yes	We fund our Financial Education through a number of sources (we need additional support for this type of work) including private partnerships (Chase, State Farm, Wells Fargo, etc) and public funds (City of Portland and OHCS Homeownership Counseling and Education dollars- although these are limited).	Yes		Yes	When participants can't attend our class, we refer out to some of our partner organizations that also offer similar workshops including Innovative Changes and NAYA.	2
4549234529	Innovative Changes	Credit Building Loan	Yes	Yes		individual donations	Yes				2
4521483395	Innovative Changes	Credit Building, Protecting, and Restoring		Yes		fees are charged to the class and we offer it on a sliding scale fee	Yes				4
4549234529	Innovative Changes	Financial Coaching	Yes		Yes			Yes			4
4521399101	Innovative Changes	Financial coaching one on one	Yes		Yes	Foundation grants, financial institutions grants, individual donors	Yes	Yes			2
4521399101	Innovative Changes	Financial education five part series	Yes	Yes	Yes	Foundation grants, financial institutions grants, individual donors, contract revenue, tuition	Yes				1
4521399101	Innovative Changes	Financial education seminars		Yes	Yes	Foundation grants, financial institutions grants, contract revenue	Yes				3
4521399101	Innovative Changes	Financial education training partners' staff		Yes	Yes	Contract revenue, tuition	Yes				4
4521483395	Innovative Changes	Financial Household Resiliency	Yes	Yes		Sliding scale fee for class	Yes				1
4549234529	Innovative Changes	Financial Household Resiliency	Yes	Yes	Yes	grants	Yes				1
4549234529	Innovative Changes	Matched Savings for Education	Yes	Yes	Yes		Yes				3
4521483395	Innovative Changes	Women's Borrower Support Group	Yes			100 % Grant funded, the class is at no cost to partners	Yes				2
4521483395	Innovative Changes	Your Money Your Goals		Yes		participants pay to attend the class	Yes				3
4538693064	Maps Credit Union	Budgeting and Saving	Yes			Department budget	Yes		Yes	Materials used for curriculum	2

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4538693064	Maps Credit Union	Building, Repairing & Protecting Credit	Yes			Department budget	Yes		Yes	Materials used for curriculum	4
4538693064	Maps Credit Union	Hands-on Banking	Yes			Department budget	Yes		Yes	Materials used for curriculum	3
4538693064	Maps Credit Union	Making Ends Meet	Yes			Department budget	Yes		Yes	Materials used for curriculum	1
4538455901	MESO	Anchors Program	Yes		Yes	multiple grants	Yes				2
4538455901	MESO	Educate Program	Yes		Yes	multiple grants	Yes				4
4538455901	MESO	Loan Program	Yes		Yes	multiple grants	Yes				3
4538455901	MESO	One Stop Program	Yes		Yes	multiple grants	Yes				1
4538179308	Milliman	Importance of Saving (Budgeting)		Yes	Yes	Fee for DC participant education can be rolled into the base annual fee or charged per event.	Yes		Yes	We provide service to defined contribution plans and we may use vendors to provide education for clients with multiple locations.	1
4538179308	Milliman	Investment Basics		Yes	Yes	Fee for DC participant education can be rolled into the base annual fee or charged per event.	Yes		Yes	We provide service to defined contribution plans and we may use vendors to provide education for clients with multiple locations.	3
4538179308	Milliman	Managing Credit		Yes	Yes	Fee for DC participant education can be rolled into the base annual fee or charged per event.	Yes		Yes	We provide service to defined contribution plans and we may use vendors to provide education for clients with multiple locations.	2
4538179308	Milliman	Understanding Social Security/Medicare		Yes	Yes	Fee for DC participant education can be rolled into the base annual fee or charged per event.	Yes		Yes	We provide service to defined contribution plans and we may use vendors to provide education for clients with multiple locations.	4
4521346905	NEDCO (Neighborhood Economic Development Corp)	Financial Foundations (more advanced financial literacy - assumes some knowledge of budgeting, credit, etc.)		Yes	Yes	Financial Foundations has a \$75 fee for class participation, which includes one-on-one counseling sessions after the class. Primarily funded through private grants. Additional funding from Regional Housing Center Grants through Oregon Housing and Community Services, and Housing Counseling grant through HUD, because Financial Foundations is the preliminary class leading into our first time homebuyer programs. Also a very small portion of funding from class sponsorships.	Yes				2
4521346905	NEDCO (Neighborhood Economic Development Corp)	Individual Development Accounts (matched savings program)		Yes	Yes	Small application fee to help fund admin. Primarily funded through state IDA program, which allows 20% of funding to be used for education and counseling for IDA savers. Supplemented with private grant funds.	Yes				4
4521346905	NEDCO (Neighborhood Economic Development Corp)	LifeLine (basic financial literacy - assumes very little or no previous knowledge)	Yes		Yes	LifeLine is primarily a referral program in partnership with other emergency/social service providers. Some referral partners pay us per client on a fee-for-service basis. Other partners provide a single annual fee for the right to refer clients throughout the year. Also supplemented significantly with grant funds from private foundations. Classes and a single one-on-one counseling session are free to clients.	Yes				1

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			Service offered at no or very minimal charge	Fee charged to help fund the program	Other types of funding are used to fund the program	Describe the types of funding used to fund the program.	Services are provided by our own staff	Services are provided by volunteers	Services are provided by another organization	Explain the services that are provided by another organization	Service / Program
4521346905	NEDCO (Neighborhood Economic Development Corp)	Opportunity@Work (more advanced financial literacy program delivered in the workplace, adapted for each employer)		Yes	Yes	Education and mini-counseling sessions are free for employees, but employers pay a fee to bring the services to their workplace. This program is in pilot right now - the pilot was funded by a grant from the FINRA Foundation and United Way Worldwide. The first year pilot in Lane County is just finishing, and we have our first paying company. We will do a second year pilot in Marion County beginning in April, 2016. The program is designed to be scalable and self-sufficient without grant funding.	Yes				3
4521105581	NeighborImpact	"Teaser" workshops designed to provide very basic information in an informal, non-threatening location	Yes		Yes	Federal, state, and local funding, as well as private donations	Yes				3
4521105581	NeighborImpact	Financial Coaching & Counseling	Yes		Yes	Federal, state, and local funding, as well as private donations	Yes				1
4521105581	NeighborImpact	Financial Fitness Workshops	Yes		Yes	Federal, state, and local funding, as well as private donations	Yes				2
4521105581	NeighborImpact	IDA Matched Savings	Yes		Yes		Yes		Yes	We deliver IDAs with support from our network.	4
4545776281	NeighborWorks Umpqua	E-home Money (online basic financial literacy)		Yes					Yes		2
4545776281	NeighborWorks Umpqua	Financial Capability (6 hour in-person class)		Yes	Yes	OHCS Housing Centers operating grant	Yes			third party online education program	1
4521518849	not stated	Financial planning considerations in student loan management	Yes			I work as a financial counselor for a university. This service is covered in student tuition and fees.	Yes				4
4521518849	not stated	Group Sessions	Yes			I work as a financial counselor for a university. This service is covered in student tuition and fees.	Yes				2
4521518849	not stated	Individual counseling	Yes			I work as a financial counselor for a university. This service is covered in student tuition and fees.	Yes				1
4521518849	not stated	Specialty specific session	Yes			I work as a financial counselor for a university. This service is covered in student tuition and fees.	Yes				3
4540340201	Oregon Department of Consumer and Business Services, Division of Financial Regulation	Investment Fraud Prevention	Yes			A portion of negotiated payments resulting from multi-state settlements violating financial regulations					1
4540340201	Oregon Department of Consumer and Business Services, Division of Financial Regulation	Retirement Readiness	Yes			A portion of negotiated payments resulting from multi-state settlements violating financial regulations				Social Security benefits by the SSA (partnership)	2
4540340201	Oregon Department of Consumer and Business Services, Division of Financial Regulation	Risk Management through Insurance Literacy	Yes			Fees charged to insurance companies			Yes		3
4519756660	Oregon Health Insurance Marketplace	Health Insurance Literacy	Yes		Yes	Assessment on insurance plans sold	Yes	Yes	Yes	Outreach, enrollment, counseling.	1
4521557408	Oregon Health Insurance Marketplace	Individual market health insurance outreach and education	Yes		Yes	Per member per month fee charged to participating insurers	Yes	Yes	Yes	Paid partners, including insurance agents and community organizations	1
4521557408	Oregon Health Insurance Marketplace	Medicare outreach and education	Yes		Yes	Federal grant funds	Yes	Yes			2
4546249630	Oregon State Credit Union	4 week Personal Finance Course - Organically Developed with Springboard Curriculum	Yes			Funded by the not-for-profit, member owned, financial cooperative credit union—it is part of the Community Education Director's annual budget.	Yes				3

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			Service offered at no or very minimal charge	Fee charged to help fund the program	Other types of funding are used to fund the program	Describe the types of funding used to fund the program.	Services are provided by our own staff	Services are provided by volunteers	Services are provided by another organization	Explain the services that are provided by another organization	Service / Program
4546249630	Oregon State Credit Union	8 week Personal Finance Course - Organically Developed with Springboard Curriculum	Yes			Funded by the not-for-profit, member owned, financial cooperative credit union—it is part of the Community Education Director's annual budget.	Yes				2
4546249630	Oregon State Credit Union	Personal Finance Courses - Organically Developed	Yes			Funded by the not-for-profit, member owned, financial cooperative credit union—it is part of the Community Education Director's annual budget.	Yes				1
4519525711	Retired	Disability Insurance Planning	Yes			commissions				agency	3
4519525711	Retired	Finacial Planning including Budgeting	Yes			agreed upon fees				staff	1
4519525711	Retired	Life Insurance Planning	Yes			commissions				agency	2
4519525711	Retired	Retirement Planning	Yes			agreed upon fees				Wickman Paterson Corrigan	4
4537985771	State Farm Insurance Co	Individual financial discussions	Yes		Yes	These discussions are typically done with customers and potential customers, so they're funded with the revenue generated by product sales	Yes			Customized discussion of the customer's particular situation and needs	4
4537985771	State Farm Insurance Co	Long-term care seminars	Yes			These are for customers and are funded by potential product sales	Yes			How to coordinate long-term care costs into a financial plan	3
4537985771	State Farm Insurance Co	NEDCO Financial Foundations	Yes		Yes	These programs are funded by NEDCO, a non-profit funded with donations	Yes	Yes	Yes	Financial planning, budgeting, credit planning done in coordination with NEDCO and other volunteer service providers to underprivileged participants	1
4537985771	State Farm Insurance Co	Social Security seminars	Yes			These are for customers and are funded by potential product sales	Yes			How to coordinate social security with other retirement resources	2
4521783202	United Way of Lane County	Your Money, Your Goals Financial Empowerment Training	Yes	Yes	Yes	We have received grant funding and other support for the cost of printing the materials.	Yes	Yes	Yes	We deliver this training in partnership with NEDCO, Goodwill and Neighborhood Partnerships.	1
4519372395	Unitus Community Credit Union	Budgeting Seminars	Yes				Yes				2
4537382161	Unitus Community Credit Union	Financial Beginnings - Financial Education for your pre-teen and teenager	Yes				Yes				4
4519372395	Unitus Community Credit Union	First-time Homebuyers Seminars	Yes				Yes				3
4537382161	Unitus Community Credit Union	How To Buy Your Next Home Seminar	Yes				Yes				3
4537382161	Unitus Community Credit Union	MoneyQuest - an online Financial Challenge	Yes				Yes				2
4519372395	Unitus Community Credit Union	Second chance Checking	Yes	Yes			Yes				4
4537382161	Unitus Community Credit Union	Understanding Your Credit Seminar	Yes				Yes				1
4519372395	Unitus Community Credit Union	Understanding your Credit Seminars	Yes				Yes				1

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POPULATIONS

Respondent	Does your organization target particular populations or demographics for your financial education or literacy programs (e.g., particular ages, income levels, ethnic backgrounds, geography)?		Do you offer financial education or literacy programs in languages other than English?		
	No	Yes - If so, please describe.	No, English only	Yes, other languages	Other (please specify)
4549234529		We aim to serve those most disenfranchised by mainstream financial institutions. Our main target population is women of color.		Yes, other languages	Spanish as we are able to.
4546249630	No			Yes, other languages	Primarily English; however, when requests for classes in Spanish are received, we brainstorm ways to work together to achieve the desired outcome.
4545856106		We serve primarily low income (80%+) families how are 80% of MFI in the Portland area. Also, over half of our clients are Latino/Spanish speaking clients.		Yes, other languages	Spanish
4545776281		low/moderate income		Yes, other languages	Spanish
4540340201		Seniors; Baby boomers; Gen Xers; Millennials		Yes, other languages	Literature only
4538693064		A major focus on the underserved of all ages, classes in schools K-12, Adult programs , all areas of our membership base, focus at the university level for young, college age students.		Yes, other languages	Spanish
4538601006	No			Yes, other languages	Typically Spanish, but open to other languages as requested
4538455901		Underserved Communities - African American, people of color, and income qualification		Yes, other languages	Spanish or other languages as needed
4538179308	No			Yes, other languages	Spanish
4537985771	No		No, English only		
4537607179	No		No, English only		
4537382161		Financial Beginnings is targeted at youth ages pre-teen through teenage years.	No, English only		
4521783202	No			Yes, other languages	Spanish (limited availability)
4521557408		Those eligible for insurance through the individual market and Medicare.		Yes, other languages	Primarily Spanish and Russian
4521518849					
4521483395		African Americans, Low income individuals and women are our target populations		Yes, other languages	Spanish

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 POPULATIONS

Respondent	Does your organization target particular populations or demographics for your financial education or literacy programs (e.g., particular ages, income levels, ethnic backgrounds, geography)?		Do you offer financial education or literacy programs in languages other than English?		
	No	Yes - If so, please describe.	No, English only	Yes, other languages	Other (please specify)
4521399101		People of low income. Adult women, communities of color, African Americans, Latinos. Youth at risk. Portland metro area.		Yes, other languages	Spanish
4521346905		We serve Lane, Marion, and Clackamas County. Our classes are generally open to anyone, but our primary target audience is low-moderate income. LifeLine is targeted for 50% AMI and below; for Financial Foundations and Opportunity@Work for 50-80% AMI. We serve a few client between 80-100% AMI. We offer all classes in both English and Spanish, and the Latino community is a priority. We also target particularly financially vulnerable populations (by delivering LifeLine in partnership with social service agencies), including domestic violence survivors, people living with HIV/AIDS, youth aging out of foster care, etc.		Yes, other languages	Spanish
4521319696		We serve low-income Oregonian as 18 and over. The income level matches the HUD low-income limit for Oregon. There is a liquid asset limit as well. We are considering changing the income and asset limits to include more people.		Yes, other languages	We recruit volunteers who speak various language to work with non-English speaking Oregonians.
4521105581		We target very low income persons with our teaser workshops. Our full financial fitness workshops are aimed at working-class individuals.		Yes, other languages	On demand Spanish workshops and one on one coaching/ counseling.
4519756660		Hispanic, millenials, small business, African-American, middle income, self employed, seasonally employed, etc.		Yes, other languages	Russian, Spanish, Vietnamese,
4519748030	No			Yes, other languages	Spanish
4519525711	No		No, English only		
4519372395	No		No, English only		
TALLY	9 of 27		5 of 27	18 of 27	Spanish - 16, Russian - 2, Vietnamese - 1, Various - 3

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 RETIREMENT CONTENT

Respondent	Do you include retirement planning as part of your financial education or literacy programs?			
	Yes, we offer specific classes in or services focused on retirement planning.	Yes, we include retirement planning in our general financial education classes.	We don't address retirement planning separately, but we discuss retirement as a long-term savings objective.	No, we don't include any retirement planning in our classes.
4549234529	1			
4546249630	1			
4545856106		1		
4545776281			1	
4540340201	1			
4538693064	1			
4538601006		1		
4538455901		1		
4538179308		1		
4537985771		1		
4537607179	1			
4537382161	1			
4521783202				1
4521557408				1
4521518849				
4521483395	1			
4521399101		1		
4521346905		1		
4521319696				1
4521105581			1	
4519756660				1
4519748030		1		
4519525711		1		
4519372395	1			
SUM OF ALL	8 35%	9 39%	2 9%	4 17%
				23

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LEADING PROGRAMS

Respondent	Which three to five organizations in Oregon do you believe are leaders in the field of financial education and literacy? (Please feel free to include your own organization if appropriate.)	Which three to five organizations in Oregon do you believe are leaders in the field of financial education and literacy for retirement planning? (Again, feel free to include your own organization if appropriate.)
4549234529	Innovative Changes, Portland Housing Center, Hacienda CDC, Bradley Angle, Reach CDC	Innovative Changes, AARP
4546249630	Oregon State Credit Union, Junior Achievement, Financial Beginnings	Oregon State Credit Union Investment Services Team
4545856106	Innovative Changes, NEDCO, Financial Beginnings, Hacienda CDC, Metropolitan Family Services	Innovative Changes, Financial Beginnings
4545776281	NeighborhoodWorks Umpqua, Innovative Changes, United Way of Lane County, Neighborhood Partnerships	Not sure - not a main focus of our work.
4540340201	Financial Beginnings, Jumpstart Oregon, Neighborhood Partnerships, Innovative Changes, Junior Achievement	Financial Planners Association; Financial Beginnings
4538693064	Maps Credit Union, Financial Beginnings, Oregon State Credit Union	Oregon Credit Unions, State Agencies focused on seniors
4538601006	Good question, but it's hard to say which are the best without seeing content and also understanding motive. As a financial advisor by training/experience, I prefer seeing programs that aren't just opening the door to push product on attendees (i.e. have an ulterior motive).	Good question, but it's hard to say which are the best without seeing content and also understanding motive. As a financial advisor by training/experience, I prefer seeing programs that aren't just opening the door to push product on attendees (i.e. have an ulterior motive).
4538455901		
4538179308	We don't have enough information about firms providing the specific service in Oregon to respond.	We don't have enough information about firms providing the specific service in Oregon to respond. Our firm (Milliman) provides financial education geared towards retirement planning.
4537985771	I am not aware enough of other providers to know who the leaders are.	I am not aware enough of other providers to know who the leaders are.
4537607179	Financial Beginnings	
4537382161	Unitus Community Credit Union, Rogue Federal Credit Union, Financial Beginnings	Unitus Community Credit Union, Advantix Credit Union, Rogue Federal Credit Union
4521783202	Neighborhood Partnerships, NEDCO, Junior Achievement	AARP, NEDCO
4521557408		
4521518849		
4521483395	Innovative Changes, Metropolitan Family Services, Bradley Angel African American Alliance for Home Ownership, Portland Housing Center	Innovative Changes
4521399101	Innovative Changes, NEDCO	Innovative Changes
4521346905	NEDCO, Innovative Changes, Neighborhood Impact	NEDCO has only recently begun to focus on this area. I don't know if there are other organizations working in it.
4521319696	Our current client base struggles to meet their monthly expenses. We encourage saving for unanticipated expenses but most of our clients are unable to do so. If we raise the income limits, I believe that we will have the opportunity to help people plan for retirement.	
4521105581	Neighborhood Impact, Nedco, Portland housing center	The Oregon Money Management Program, Innovative Changes, United Way Lane County
4519756660	Unfortunately, I can't think of any organizations in Oregon doing great things on this topic. Financial Beginnings does a good job for the K-12 target.	None!
4519748030	Oregon Jumpstart, Financial Beginnings, Junior Achievement, DCBS	CFP of Oregon, Financial Beginnings
4519525711	Naïfa, Mass Mutual, Northwestern Mutual, New York Life, some Universities	Naïfa, Mass Mutual, Northwestern Mutual, New York Life, some Universities
4519372395		

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 LEADING PROGRAMS - TALLY

Program Providers	Fin'l Ed & Literacy Leader	... for Retirement Planning
Innovative Changes	7	5
Financial Beginnings	8	3
NEDCO	5	2
AARP		2
Oregon State Credit Union	2	1
MassMutual	1	1
NAIFA	1	1
New York Life	1	1
Rogue Federal Credit Union	1	1
Unitas Community Credit Union	1	1
United Way of Lane County	1	1
Advantis Credit Union		1
CFP of Oregon		1
Financial Planners Association		1
Oregon Credit Unions		1
State Agencies focused on seniors		1
The Oregon Money Management Program		1
Junior Achievement	4	
Neighborhood Partnerships	3	
Portland Housing Center	3	
Bradley Angle	2	
Hacienda CDC	2	
Jumpstart Oregon	2	
Metropolitan Family Services	2	
NeighborImpact	2	
African American Alliance for Home Owrs	1	
DCBS	1	
Maps Credit Union	1	
NeighborWorks Umpqua	1	
Northwestern Mutual	1	
Reach CDC	1	

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 ASSESSMENT OF OREGONIANS

Respondent	Do you believe most Oregonians have the information and skills they need to save for retirement? Please use a scale of 1 to 5, where "1" means very few have the information and skills they need, and "5" means most or all have the information and skills they need:				
	- 1 - Very few Oregonians	- 2	- 3 - Some Oregonians	- 4	- 5 - Most Oregonians
4549234529		1			
4546249630	1				
4545856106	1				
4545776281	1				
4540340201		1			
4538693064			1		
4538601006			1		
4538455901	1				
4538179308		1			
4537985771	1				
4537607179		1			
4537382161		1			
4521783202	1				
4521557408		1			
4521518849					
4521483395		1			
4521399101	1				
4521346905		1			
4521319696	1				
4521105581		1			
4519756660	1				
4519748030	1				
4519525711	1				
4519372395		1			
SUM OF ALL	11 48%	10 43%	2 9%	0	0

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RECOMMENDATIONS

Respondent	What recommendations would you make to improve financial literacy in Oregon?	What recommendations would you make to improve Oregonians' financial literacy specifically regarding retirement planning?
4549234529	Fund programs in Oregon. At nonprofits, incentivize it being taught in schools.	Start teaching the importance of it early.
4546249630	Put financial literacy back into the schools as required education. Create fully integrated lessons ranging from K-12--not a one and done type course. Students need to learn topics applicable to them at each grade level that build on previous years.	Similar to a first time home buyer who is required to take a first time home buyer quiz, and must pass, so should a wage earning tax payer take a retirement course, accessible online and receive a tax credit after successfully completing the quiz educating them on the variations of accounts used for retirement.
4545856106	1) Create a funding/revenue stream for non-profit organization to tap into to help build capacity. 2) Also, combining with other initiatives to help share who is doing what kind of financial literacy (BankOn Oregon, IDA initiative, OHCS's Homeownership Centers all have networks of providers) across the State 3) Provide content and best practices for these providers to be able to implement this information in a coordinated fashion 4) Outreach and funding to be able to reach under-served, under banked communities, non-English speaking communities.	Provide up-to-date and tested curriculum information and approaches to support non-profit providers to implement this information into their financial education programs.
4545776281	Start Children's Savings Accounts to improve overall financial literacy of children and families. Increase the use of IDAs in Oregon. Have high quality, easily accessible and graduated (people access information at their self-selected level of competency and comfort) online financial education at a modest fee and free to certain populations (TANF, youth, very low income).	Use employers as a venue for financial literacy education and information. PSA outlining the benefits of early investment in retirement and online tools that are easy to understand and use.
4540340201	Mandatory personal finance classes in middle and high schools, and community colleges and universities	More robust and statewide efforts to provide financial education in the workplace and through other channels such as afterschool programs for students and "after hours" education for adults
4538693064	Use social media for awareness of programs Youth programs that have a broader base scholastic base beyond social studies. Curriculum in schools that is accurately assessed. Multi media programs to raise awareness of available offerings for financial literacy for all demographics.	State funded programs taken to senior centers. Hosted media programs, well announced that can be accessed in home. Engage retirement specialists to volunteer in a broad based task force to offer free retirement planning for lower income adults
4538601006	Include required curriculum in schools (part of graduation requirements) and then also include as an incentive for lower fees to participate in program (i.e. fees are \$x lower if you attend educational classes online or in-person).	Include required curriculum in schools (part of graduation requirements) and then also include as an incentive for lower fees to participate in program (i.e. fees are \$x lower if you attend educational classes online or in-person).
4538455901	Lots of recommendations!! Mandate in high school curriculum. Mandate with employers. Offer classes with CE credits Mandate as a core college course Create curriculum that is easy to understand and teach in financial terms before applying. Culturally competent care I have more. I believe I will be sitting on the Advisory Committee so am looking forward to this.	Same as above. Show the different types of savings. Show the impact of withdrawal and taxes. Just better programs overall. There's a lot of literature published out there that NOBODY understands.
4538179308	Focus on high impact topics like credit management and budgeting and provide easy to use tools.	Account and investment type choices overwhelm most people. Also, it will be difficult for most people to effectively plan for long-term financial objectives like retirement. Basic financial literacy is unlikely to end up in improved action taking. Creating a simplified automated solution and highlighting the ease of saving and investing for retirement is likely to be more effective.
4537985771	Financial literacy needs to start at a young age - high school or even earlier.	Same as #11 - start as early as possible, high school, or before.
4537607179	Required courses in beginning in middle school/high school.	

Oregon Retirement Savings Plan
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RECOMMENDATIONS

Respondent	What recommendations would you make to improve financial literacy in Oregon?	What recommendations would you make to improve Oregonians' financial literacy specifically regarding retirement planning?
4537382161	We need to start teaching this topic early - at least by middle school as a part of the curriculum for students. It needs to be practical and have real-world examples. We need to start with the basics and show kids the value of saving, setting goals, the good the bad and the ugly of credit and how to use it properly and providing rewards for good behavior - maybe discounts on college tuition?!	I would provide tax incentives or savings benefits for consumers that take classes on financial planning for retirement. Reward behavior for paying themselves first in a retirement fund and offer objective classes, such as what our credit union offers, to consumers in the work place. We need to give people time to attend and incentive to attend and to save. The education has to be objective and not a sales pitch and again, focused on real world examples that show how saving even a little can grow with the power of compound interest! Many people feel overwhelmed thinking they can't do it because it requires too many dollars out of their lean budgets. Show them how even \$10 a month to start can make a difference long term and they get excited about how they can do it!
4521783202	Increased access and availability to educational resources. People do not necessarily have the ability to add a meeting to their nights and weekends, how can we build this education into the workplace to support growth of financial literacy.	Everything. We aren't doing very much in this arena right now and retirement programs can be very daunting. Creating simple programs with easy to understand information will be key to capture people's attention.
4521577408	Holistic, coordinated education about all aspects of personal finance, instead of piecemeal by topic	
4521518849		
4521483395	Financial Literacy needs to be taught in public schools as part of the core classes. Teachers need a set Financial Literacy curriculum to incorporate into their regular agenda. If we start the kids out early learning basic financial systems and principals. I feel its a good first step to help education the state. Along with student financial education their needs to be adult education around how to build assets and access for to assets for low to moderately income families. Financial Education should be offered to clients that utilize DHS services, Head start parents, PTA's, sun school classes for parents, Churches organizations.	I'd like to see a marketing campaign to education the low income communities about retirement planning.
4521399101	The State should fund it. Do an RFP process and make multi-year awards to support classes and coaching. Address the gap as financial capabilities, not just financial literacy.	Fund classes and coaching. Fund public service announcements. Encourage employers to hold classes at job site, during work hours. Support coalitions that hold financial empowerment clinics. Address the gap as financial capabilities, not just financial literacy.
4521346905	Bring financial literacy back to our education system - and make it relevant content - not the 1950s version! Fund comprehensive financial wellness / asset building programs around the state.	Retirement planning workshops often focus on plan details: how to enroll, how much you "should" save, choosing a fund, etc. But that information is 50 steps too far down the road if people feel like they can't afford it. don't know how to budget for it. don't understand how it relates to other priorities (buying a home, saving for kids' college, etc.) I would love to see more focus on helping people get to a place where they feel like they can save...then focus on the plan details. NEDCO started Opportunity@Work partly to experiment with bridging that gap - based on the premise that education is most effective when it's delivered at the moment of related life events. (For example, several studies have show that financial literacy education has more lasting impact when delivered right before a first home purchase. We wondered if the same would be true if it is paired with retirement and other deferred compensation choices at work.) But we need a lot more organizations working in this area, including testing tech variations: online, apps, etc.

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 RECOMMENDATIONS

Respondent	What recommendations would you make to improve financial literacy in Oregon?	What recommendations would you make to improve Oregonians' financial literacy specifically regarding retirement planning?
4521319696	Most people don't think about retirement until they are getting close to retirement age. By then it is too late, because successful retirement planning is a life long task	SSA is a good start. People don't actually know that they are saving. I would support expanding SSA to make it a more livable income in retirement.
	Actual funding for financial literacy programs. Specific industry training opportunities for financial literacy that are not tied to home ownership or other asset specific programs. In person trainings allow for networking across sectors and will help create a collective identity.	Practitioner training & resources, funding for marketing and outreach to consumers of all ages.
4521105581	Start young. Make it easy. Debt counseling.	Target small businesses which employ 90% of Oregonians and offer free curriculum to their employees.
4519756660	Provide more educational opportunities and build good financial management habits early.	Provide more educational opportunities and get young adults excited about the advantages to saving for retirement early.
4519748030	Start with Churches than High Schools, Community Colleges, Universities	Education Written down spending plans
4519525711	Make it a requirement within different levels of education. Provide incentives for organizations that offer it at no or minimal charge, rather than requiring additional reporting requirements. Share best practices and help encourage gamification and digitization of financial literacy.	Make plans more portable. Provide incentives for businesses to participate in portable plans if they don't offer them today. Look for ways to move to 'opt out' vs. 'opt in'.
4519372395		

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 RESPONDING ORGANIZATIONS

Respondent	Please tell us about yourself (Organization and City are required fields, others optional):					How big is your organization?			Join ORSP working group?
	Name	Organization	City	Email Address	Phone Number	# of employees ?	# of households served yearly?	Note	
4537607179	Kyleigh Gill	Advantis Credit Union	Portland	Kgill@advantiscu.org	503-785-2548	185			n
4538601006	Kenje Mallot	Aon	Chicago	kenje.mallot@aonhewitt.com	904-233-8791	25,000	1,000,000	USA ees / 1MM+	y
4521319696	Carol Cookson	Easter Seals Oregon	Portland	ccookson@or.easterseals.com	503-552-9919	75	300	OMMP clients served statewide	y
4519748030	Melody Bell	Financial Beginnings	Portland	melody@financialbeginnings.org	8004061876	8	35,000		y
4545856106	Carlos Garcia	Hacienda CDC	Portland	cgarcia@haciendacdc.org	5039616405	40	2,500		y
4549234529	Stephanie Sampedro	Innovative Changes	Portland	stephanie@innovativechanges.org	5032495205	5	1,000		y
4521483395	Rachell	Innovative Changes	Portland	rhall@innovativechanges.org	5032495205	8	1,200		y
4521399101	Nancy Yuill	Innovative Changes	Portland	nancy@innovativechanges.org	(503) 249-5205 x 1401	8	1,350	1000 adults and 350 youth	y
4538693064	Cori Frauendiener	Maps Credit Union	Salem	cfrauendiener@mapscu.com	503-375-2433	160	38,000	for organization	y
4538455901	Carmen Madrid	MESO	Portland	cmadrid@mesopdx.org	971-716-7309	14	1,000	approximately	y
4538179308	Abiy Fisseha	Milliman	Walnut Creek	abiy.fisseha@milliman.com	925-948-1257	2,600	600,000		y
4521346905	Emily Reiman	NEDCO (Neighborhood Economic Development Corp)	Springfield	emily@nedcocdc.org	541-345-7106 x201	30	3,500		y
4521105581	Lynne McConnell	NeighborImpact	Bend	lynnem@neighborimpact.org	5413236569	200	50,000		y
4545776281	Stacey Daniel	NeighborWorks Umpqua	Roseburg	sdaniel@nwumpqua.org	541-673-4909	63	36,188		y
4540340201	Diane Childs	Oregon Department of Consumer and Business Services, I	Salem	diane.m.childs@oregon.gov	503-947-7423	900	3,000	reached annually	y
4521557408	Joel Metlen	Oregon Health Insurance Marketplace	Salem	joel.c.metlen@oregon.gov	503-569-8171	30	147,000	Oregonians	y
4519756660	Berri Leslie	Oregon Health Insurance Marketplace	Salem	berri.l.leslie@oregon.gov	971-701-3941	30	150,000		y
4546249630	Amanda Brenneman-Brown	Oregon State Credit Union	Salem	abrown@oregonstatecu.com	541-714-4093	218	89,000		y
4519525711	Daniel Corrigan	Retired	McMinnville	dan.o.corrigan@gmail.com	5037844156	Retired		Retired	y
4537985771	Kirk Martin	State Farm Insurance Co	Eugene	kirk.martin.k2v1@statefarm.com	(541) 654-0737	65,000	20,000,000		y
4521783202	Elena Fracchia	United Way of Lane County	Springfield	efracchia@unitedwaylane.org	5417416000	25	4,000		y
4537382161	Laurie Kresl	Unitus Community Credit Union	Tigard	lkresl@unitusccu.com	5033470440	220	89,000		y
4519372395	Jason Werts	Unitus Community Credit Union	Portland	jwerts@unitusccu.com	503.423.8862	220	50,000	approx.	y
4521518849									