



FRANKLIN TEMPLETON  
INVESTMENTS

PLANNING FOR  
WHAT'S NEXT

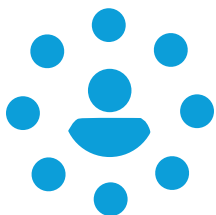
# ENTERING THE WORKFORCE



Entering the workforce is a big transition. This might be the first time you will be fully responsible for your own finances. Many graduate from college and have to start making payments on student loans and other debt while also managing a career and starting to save for the future.

**To help you address some of the unknowns, consider starting with the following steps.**

## LIFESTYLE



- Stay nimble.**  
You may be overwhelmed with the demands of an entry level position, but it's helpful to consider longer-term objectives and what you may need (experience, graduate school) to help you reach your goals.
- Build a network.**  
Spend time building your network of professional contacts, especially after you land your first job.
- Take advice, but make your own decisions.**  
Focus on your own success and career management and understand that what was best for some may not be right for you.

## FINANCIAL



- Consider an emergency fund.**  
An emergency fund can help you bridge these gaps without relying on high interest rate credit cards.
- Be aware of expenses.**  
Make a budget and map your expenses so that you understand where your money is going. There are several online tools that can simplify this process.
- Try to save early, save often and save consistently from each paycheck.**  
Consider enrolling in your employer's 401(k) or other retirement plan as soon as you are eligible. A good first goal is to contribute enough to receive your company's full match, if one is offered.
- Don't neglect your 401(k) when changing jobs.**  
All retirement savings, no matter how small, can be important. Just because you *can* raid your retirement savings when you leave a job, doesn't mean that you *should*. Depending on your 401(k) plan, you may be able to keep your account with a former employer or roll over to an IRA to preserve the tax treatment of your retirement savings.
- Be credit-smart.**  
Having good credit can help you throughout your life. Avoid charging more on your credit cards than you can afford to pay off each month. If you have outstanding debt, it's generally best to pay down (that is, make more than the minimum payment) debt with the highest interest rate.

## HEALTH



- Weigh your health insurance options.**  
What options are offered by your employer? If employer-provided health coverage is expensive (or nonexistent), consider staying on a parent's health plan. Generally, you can join or stay on a parent's health plan until you turn 26.
- Consider alternatives.**  
If monthly expenses are a concern, consider a high-deductible health plan (HDHP). HDHPs typically feature a lower monthly premium, with a high deductible, meaning you will generally pay more out-of-pocket for certain health expenses than traditional health coverage.
- HDHPs have another upside beyond lower premiums.**  
By enrolling in an HDHP, you are eligible to open and contribute to a Health Savings Account (HSA).

## SAFEGUARDS



- Understand insurance options.**  
Insurance is much more than something you need when you go to the doctor or register a car. Look beyond the cost of premiums and make sure that any existing coverage—like your auto insurance policy—is adequate, and also consider if optional insurance policies—like renter's insurance—are right for you.
- Consider disability insurance.**  
If you haven't started a family yet, disability insurance may be more attractive than life insurance. Disability insurance can protect your finances and lifestyle in the event of an unexpected injury or illness that prevents you from working.

## PITFALLS



- It doesn't hurt to prepare.**  
Be aware that layoffs and cutbacks can happen at any company and in any type of economy. Have a backup plan and an emergency fund to support you if this happens. Build and maintain a professional network to help you transition to other opportunities if you are laid off.

# PLANNING FOR WHAT'S NEXT

Franklin Templeton offers resources to help plan for what's next when entering the workforce. To learn more, visit us at [franklintempleton.com](http://franklintempleton.com) or call Franklin Templeton at (800) DIAL BEN® / 342-5236 to obtain any of the following materials.



## DOWNLOAD

### **IRA Investor's Guide Brochure**

It's never too early to start saving for retirement. Use this brochure to learn about the importance and benefits of opening an IRA.

### **Retirement Guide: Changing Jobs**

As you switch from one job to another, don't forget about your retirement savings. This brochure covers your retirement plan distribution options when you change jobs.

### **10 Things You Should Know About Health Savings Accounts**

Research different health insurance options and learn about the ten things everyone should know about HSAs.



## VIDEO

### **Understand the Difference Between Saving and Investing**

Do you know how saving and investing are different? This video shows how they work together in your investment strategy.



## ONLINE

### **Open an Account**

If you are interested in opening a new retirement or investment account with Franklin Templeton, visit [franklintempleton.com](http://franklintempleton.com).

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