Hi everybody and welcome to the second session of the Your Family Matters track. My name is Eddy Mentzer, and as always, I lead the spouse education and career opportunities program, the host for this week's symposium. Please feel free to utilize the chat pod to ask any questions or provide feedback during this seminar. Earlier, we heard from the small business administration about funding resources for military spouse entrepreneurs in a session titled, show me the money. I'm going to use executive privilege and call the next session, show me how to save the money. Our next speaker is Kim Myers from the DoD's Office of Financial Readiness. Kim is going to discuss the new military retirement system, the need for early planning, and how the Thrift Savings Plan can play a role in reaching your retirement goals. Welcome Kim.

Good afternoon everyone, and thank you Eddy. I definitely like your executive decision on the play on words there, that's fantastic. Welcome to everyone, and it looks like we're stretching from coast-to-coast and also aloha to those in Hawaii. I have to admit, I'm a little jealous, but thank you all for joining us today, and I hope you find this session enlightening, a little bit helpful, and I look forward to engaging with you. So with that, I'm gonna jump right on in, and we're gonna talk a little bit about planning for retirement and as Eddy mentioned, the need for early planning. As you know, many spouses are the financial managers of their household, so when it comes to planning, you likely won't find anyone more on top of what bills are due, how much vacations are gonna cost, and what prices are increasing. But what you may not find on that list, as in the case for most Americans, is the cost of living in retirement, or how the plan for retirement.

When I began my career as a military spouse, I was completely clueless about retirement. Truth be told, I was just excited that my very first paycheck covered my student loan payment. But planning and thinking about something so far down the road, talking 20 or 30 years in the future was just outside of my scope. And too far to imagine, a plan for anything at that point in my life. But as I got into my career and I really started learning how much money I could earn and have available to me at the end of my career, I really perked up and started paying attention, and I thought to myself, what? Me, a potential millionaire? Yes please, thank you very much. It's really at that point that I began dreaming and I started dreaming big. Because at 22, you think, why not dream big? And so that's what I started doing. So I just started thinking about what I wanted my future to look like, and what I wanted my retirement to look like, even at such a young age. So I just really want to engage you all and ask you, let's dream a little and pretend that thing called retirement that seems so far off maybe isn't just a distant idea anymore. Maybe it's a little bit closer. I see that they are super active in the chat box, and I love that. But what I really like to know is, what your ideal retirement would look like. Take a moment and tell me. What do you want to see in retirement? Where would you want to live, perhaps. Is traveling on your priority list? Hopefully, maybe, will your
children be out of the house? Do you plan to own a home? Awesome, I see some of this, owning a home, you haven't yet to dream big. Oh Justin, well, hopefully we can help you with that. I love this. Excellent ideas. Actually, some of these I'm gonna take down for myself. Peace and travel, three homes. Who wouldn't want that, right? One for each season of the year, so that we can have the best of both worlds. These are all great answers, and before I understood planning for retirement, I would've never even considered some of these ideas myself. Being a military spouse, we know it's difficult. Maybe you own a home, maybe you can't. Your priorities change from assignment to assignment, but with early planning and thinking about these things, definitely you can put yourself on track to have these become a reality. To meet your goals, planning early is essential, so that they can be met. It includes many considerations that might impact your finances. It helps you identify your income, your expenses, and your overall plan in order to reach your retirement dream.

One area for consideration that a lot of people might not really think about whenever it comes to planning early for retirement is estate planning, because this really does impact not only your life but your family and to those to whom you're closest. So have you considered how your assets would be overseen? Or what type of financial obligations you might have, and how you will designate taking care of those commitments? Will there be property that might need management or that you would want to have preserved? Do you have a plan to provide for any children, grandchildren, significant family members? Personally for my goal, I would love nothing more than to be able to leave behind an inheritance for my children, grandchildren, maybe even great-grandchildren, right? Or perhaps you just want to leave behind a legacy to a charitable cause or something that is near and dear to you. All of these things involve identifying what you wish for, and early planning ensures that. It's hard to know what the future may hold. What housing may cost 30 years from now, where will you live, what type of travel or lifestyle you want to have. But these again also all play a part in the projecting income needed in retirement. According to the government accounting office in the Bureau of Labor Statistics, life expectancy is now into the mid-80s, which is fantastic, since I truly believe 40 is the new 20. But we need to take this into consideration when we are looking at planning future out, because it's also estimated that many professionals, sorry, excuse me, many professionals are estimating that you will need approximately 80% of your pre-retirement income to maintain your current quality-of-life. So think about where you are right now, or perhaps even where you want to be, and really realize that just a 20% reduction in your current income is what you are going to need. So start thinking now. Are you already on the right path? For planning for that retirement? Do you have that number in mind of where you need to be? As military spouses, we are all accustomed to Murphy's Law, which is why military spouses are incredible, because they likely have a plan or a support system in place to rally when things do mess up, go wrong, quite askew. It's important to take a similar approach when planning for retirement, because in life, uncertainties happen. And some of those things that we need to prepare for might be long-term medical care, or even short-term if there is an interim period of time in there. You may find yourself caring for a parent, or potentially even helping your child or children whenever things aren't maybe so great for them. And of course, those unexpected predictions in inflation. All of these things need to be taken into consideration and really thought about and planned for whenever you're looking at retirement.

Between the ages of 55 and 80, it's estimated the average American will need over $50,000 a year to cover living expenses. As you can imagine, this number will probably continue to increase as cost of living increases and inflation goes up. But this yield, this source of income that you're going to need in retirement is gonna come from several streams of income. We like to think of these streams of income as the legs on a stroll. You have pension, retirement savings, Social Security, and other investments. Today, because of time, and because there's a lot of details in each and every one of these, we're gonna take a look at two of these income streams. Pension and retirement savings plans, and how they relate to you and your servicemember. Now, 88% of active duty and 90% of reserve component servicemembers have reported saving for retirement as a goal. That is fantastic to see that many servicemembers wanting to make sure that they are planning and set up for retirement. And we've all set goals, usually starting about January 1st, but many times we face barriers to reach these goals, because retirement planning is equally
impacted as any kind of goal in life. So let's take a quick poll. Which barriers do you think impacts a family's retirement savings goal the most? Give you guys just a few moments to kind of weigh in on this. See those numbers leveling out a little bit? I'll just give you a moment more. Excellent, excellent. So you all have a pretty good idea on the barriers and I see quite a few of you selected credit card debt, student loans or bills. These can certainly make us feel like additional savings is a mountain we can't overcome. But creating a debt reduction plan can help you find areas where savings are possible. So thank you for taking a moment and just kinda weighing in on this a little bit more, but for those of you that may just not know what to do, you don't need to worry about that, because I can tell you that even the most savvy and knowledgeable investors had to start somewhere. Military installations across the world, and online resources through Military OneSource have personal financial managers and counselors that are available to help. They are highly skilled professionals that can assist in creating those debt management plans, if credit card debt, student loans or bills are one of those challenges that you face, or they can also begin to help you understand where to begin on investing, as well as understand what you need to do, or make you really realize how important investing early really is. And for those of you that are afraid of losing money, I understand, because there is risk in investing. But keep in mind that the long-term investments have been a successful way for Americans to save for retirement, especially if you're starting early.

When I first started my military, not my military career, when I first started my career alongside my spouse, well, he was in the military. I was constantly watching the market. I didn't really know what I was doing. I had invested money 'cause I knew I wanted to save big and I had these big dreams that I was thinking of, but the moment I saw a slight dip in the market, I really started to panic, and I immediately wanted to move everything over to the safest possible route. But one thing that he reminded me of is how time is on my side, and that's why starting to save for retirement is so important at an early age, is because you do have time on your side. So even when the market does dip, he liked to kind of tell me that it was an opportunity for you to invest more, so that you would see a greater return in the future, because prices were lower. So with that in mind, I slowly have been able to see over time that even whenever I'm a little scared of that risk, it does pay off in the long run.

So we're gonna talk a little bit about another issue that folks have or that they face whenever they're talking about saving for retirement, and some of that is, they just don't have the money. And that's completely understandable for those that are just starting their careers, or those that may live in higher cost areas of living, because combined with your bills and other obligations, the thought of putting away additional money for something that is 20 or 30 years in the future just does not seem to be important right now. But let me just do a quick demonstration and this illustration that I'm gonna go with you is available in the download section if you want to use it later on. But it's really talking about how making a moderate adjustment in your daily spending habits can really add up, and what I'm really talking about here is the power of compound interest, which, put quite simply, is the reinvesting of money earned on investments, or your interest. So let's take a look at this graphic. We're gonna assume that the average cup of coffee at your favorite coffee shop is $2.75, and while I can't see all of you, I'm sure some of you are rolling your eyes and thinking, yeah right, because if you're like me, you might prefer more a hint of coffee with your fancy flavor. And so of course that drives the cost up, but for this, let's just take a look at $2.75. When you multiply that by cutting it out of your daily spending, on an average of 262 workdays a year, we arrive at $720. So if your $720 is invested and earns a 7% interest rate, which is fairly fair, then you reinvest the interest you earned on that $720, you can see how that interest earning interest can add up. Look at that, five years, you could earn over $4000. In 10 years, that interest is growing to $10,000. And in 20 years, you have over $30,000 in just interest alone. Now, keep in mind that this example is based off of a one-time investment of $720. What would happen to those numbers over a five, 10, 20, 30 years if you were able to continue to invest $720? Or if every time you receive a promotion, a bonus, that you invested that money as well into your retirement fund. The numbers are astronomical, and it's very easy to see at 22, 23, 24, how perhaps reaching the millionaire dollar range might allow you to start dreaming bigger. So hopefully by now, you realize that saving for retirement is very dependent upon your active participation.
This is reinforced in the transition of the uniformed services new retirement system known as the Blended Retirement System, or BRS. Now, let me get you guys to weigh in. How many of you are familiar with this new system? Oh, multiple of you are typing at once. Slightly, not at all, okay. Wow, a bit, okay. Aware, we need to make a choice soon. Oh yes, definitely. That time is ticking isn't it? Okay, good. Well, it looks like some of you may have a little bit of information, but quite a few really don't, so let me just explain a little bit more to help you better understand. Now, I'm not gonna go into the weeds too thick on this, because BRS is a huge program with a major undertaking, and we have a whole host of educational resources to help you out. But let me just go over the several of the key components. First, is the defined benefit, which is basically what we know as retired pay, and it has been the only monetary earnings received by retired service members for many years now. Retired pay or the defined benefit is determined by a formula. And I always sometimes like to refer to this as a magic book of numbers, but there is definitely a method to the madness and how this is determined. So for those of you whose spouse is new to the uniformed service, or who may be in the window to make an opt in decision to the BRS, there is an infographic in the download section to see how this number is actually calculated to help you out. And as a note, just so you guys are aware, those that are eligible to opt into BRS need to have fewer than 12 years of service, or 4320 accrued points for reserve component, and that's as of December 31st, 2017. But if your servicemember is unsure of their eligibility, they definitely should speak to their personnel office to help them know if they are in that opt-in window, if they're even eligible to look into the system. But those of you whose spouse is not eligible to opt into the BRS, or maybe they've already made the decision to remain under the legacy system as we call it or High Three, the formula can be found on the military pay and compensation website. The next component of BRS is the defined contribution, which is invested through the Thrift Savings Plan or TSP. Some of you may have heard of this as well. It's a deferred compensation retirement savings plan that allows your servicemember to contribute part of their wages to accounts they own, and manage for the purpose of saving for the future, and that's where the power of compound interest really happens. That means if your servicemember doesn't retire from the military, he or she may be able to take those contributions and any interest earned with them when they actually leave military service. It promotes early planning among new servicemembers, and they are beginning to receive more education on this at their initial training, but again, we really wanna encourage folks to become as educated as they can on the Blended Retirement System. And we'll give you some resources to help you out with that. Now, under the Blended Retirement System, servicemember and the government, if they are in BRS, contribute to an account in your servicemember's name. Any contribution and interest earned remains with the servicemember should they separate from the service. Now, the future income your spouse receives is dependent on how much is contributed, so that's important to know whenever you're making your retirement plan, is to look at how much are you able to contribute, 'cause that directly impacts what your earnings will be whenever you take that money out at retirement age. Those earnings accumulate over time based on your investment fund choice, and I'll talk briefly about that, but I'm actually gonna refer you to a great resource to help you better understand some of these fund choices. Now, if your servicemember is in the legacy retirement system, they can still contribute to TSP, but this retirement system, the High Three, does not include any of the government matching contributions, so all future income is based off of contributions made and interest earned over time from the servicemember's contribution. It can still play an important role in your overall retirement planning, because of course, of compound interest, and allowing that money to sit over time and just earn and earn and earn and earn. Now, under the Blended Retirement System, there are also two specialty pays known as continuation pay and lump-sum. Continuation pay is based on the servicemember's time in service. To be eligible, they need to apply for this payment between the eighth year and before the 12th year of service. It's a one-time midcareer bonus payment, and it is an exchange for an agreement to perform additional obligated service. So again, that is paid out between eight years of service, but before the completion of 12 years of service. The timeframe for receipt of that money and the exact amounts of pay are established every year by your branch of service. So I would encourage you, if you're not already following any kind of social media pages or looking at the websites for your service branches to really become familiar with those, 'cause they will announce those formulas and the amounts every year. So you'll want to make sure that you're looking into that, because it will play a role in your overall retirement planning.
Now, the next specialty pay that is under the Blended Retirement System is known as a lump sum. And this really won’t come into play until your servicemember is approaching retirement. But if your servicemember retires from the military with at least 20 years or 20 qualified years in the reserve component, he or she will have the opportunity to elect to receive a portion of their pension or retired pay as a lump sum upon retirement. So your servicemember may receive money upfront basically as an advance on his or her retired pay. Now, as your servicemember approaches retirement, they will learn more about the lump sum option, because it is important to keep in mind as you begin making your retirement plans. Now, our office is actually developing some education on lump-sum, and we’ll be putting that out within the next few months, but there is more information and some fact sheets available on the Blended Retirement System website. It goes a little bit more into detail on these, as well as links to some of the Blended Retirement System training courses that are available and don’t require a CAT card to access. So I would also encourage you guys to check those out. Whether your servicemember is eligible for blended retirement, whether they will be under the new Blended Retirement System as a new servicemember, or perhaps just because you’re curious and you want to know what is coming down the pipe for our next generation, I encourage everyone to take that educational opportunity and find out what’s going on.

Now, the Thrift Savings Plan, as I mentioned before, is a component that plays a part in the Blended Retirement System. It’s a defined contribution plan which is a type of retirement plan that servicemembers make contributions to on a regular basis. And in this case, as I mentioned with the BRS, the government also makes contributions into the account based on the amount of contributions that the servicemember is making, which we call matching. A lot simpler term than what I just said. But as mentioned on the last slide, the TSP plays a role in overall retirement savings, because it’s one retirement vehicle that can assist you and your servicemember obtain retirement goals. Some of the benefits of TSP are very low administrative cost. Because TSP is a government retirement savings vehicle, the overhead is a lot less. And then you also have multiple investment options. Now, for the purpose of time, I’m not gonna going to each of these different investment options for you, but there are six different types of funds that are distributed across various investment indexes such as the S&P 500. Now, the TSP.gov website does have information and fact sheets on each of those investment funds, and also allows you to see over time how those funds are returning. So you can look at those annual rates of return and really determine perhaps which investment fund is best for you. The TSP also has calculators, because many people are very visual learners. They need to be able to put in their numbers, and their information so that they can see how it's going to impact them. So there’s some great calculators out there as well to help you identify kind of what you might expect from your TSP account and what its potential earning power could be. Now, the TSP is also transferable, which means that earnings in interest can be rolled over to another contribution plan if the account holder chooses to discontinue contribution. Now, how is that important to your servicemember? So let’s say that your servicemember is under BRS, and they decide to separate from the service, but now they get picked up by a company that has another 401plan. They can take that TSP account and all of those investments and earnings that have been earned or have been accumulated can now roll over into the new 401plan with the new company, so that they can continue earning interest. TSP contributions can be made in a couple of different ways. You can make contributions to a traditional account, which include contributions before taxes are taken out, also known as tax-deferred. Contributions can also be made after taxes account taken out, which is known as a Roth account. The type of account that you contribute to under TSP is 100% your decision. The same as which fund index you decide to contribute to. Some people prefer deferred taxes until they begin receiving allotments, because their tax rate may be lower since they'll be earning likely less in their retirement years, but some prefer to pay taxes prior to and then utilize the Roth account as a vehicle option instead.

Now that you understand the importance of investing early, and how the TSP can help you reach your ideal retirement, hopefully you're super excited and ready to get started, or consider looking at your finances and see how potentially you could impact and make that greater. The first thing you wanna do is establish a goal and how you'll adjust to reach it. Maybe for the first year, your goal is $1000, the next year, maybe it
could be a little bit more. The most important thing though is to always pay yourself first. If you put this off, you’re never going to begin saving for your retirement goal. So setting aside money every paycheck and a lot of folks will recommend that perhaps you do that as an automatic draft that comes out of your account into your retirement savings, so that you don’t see that money, out of sight, out of mind. Even if it means making adjustments to breakthrough some of those financial barriers that you’ve encountered that may be holding you back. Always pay yourself first. You are definitely worth the investment.

Now, to help you get started, your installation personal financial manager, counselor, or if you are not located near a military installation, please go to Military OneSource to help you create your plan. They'll help you connect with the right person to meet your goal, and then they'll also help you find avenues to review your family finances and establish your goals and then create that achievable plan to reach your retirement goal. Now, once you've done that, your future goal that you were kind of dreaming about in the beginning may be actually closer than you realize and be a whole lot more achievable than you think. The key is starting early. So with that, I really just wanna go over some more resources that we have available to you to help you out. There is a lot of information on the Blended Retirement System there on the militarypay.defense.gov website. From there, you can access links to all of the Blended Retirement System training, as well as fact sheets and resources to help you. Specifically, there are some spouses’ resources that are out there that I also believe are available in your download section. And the TSP.gov website is also a great resource. They have a lot of things that don’t require a login that you can access to look at some of their index funds and what those rates of return are and play around with their calculators. And then of course, militaryonesource.mil has a plethora of information, not only on financial readiness, but resources to help military spouses and their call center is fantastic at helping you connect with a financial counselor if you're not near a military installation and able to access one of the military personal financial managers or counselors. And lastly, I really wanna ask you guys to engage with us on social media. We are not all about retirement. We certainly wanna look at financial readiness as a whole, and we know that this is one component of it and a very important one at that. We have a lot of great information coming up, and a lot of information out there to help you out, so before I start taking questions, please just go ahead and engage with us @DoDFINRED, and I wanna thank Eddy Mentzer and the entire SECO team for inviting our office to participate in the virtual event, and it has been fantastic to share this information with you. So at this time, I'll go ahead and take a few questions and I appreciate you all joining us today.

[Eddy]
Kim, thanks so much. Amazing amount of information covered in 30 minutes. There's quite a few questions out there, and I'm trying to cherry pick a few of them. What is your take on investment managers who are, and I'm using air quotes here, military friendly?

[Kim]
Oh, we always tell people they need to do their research. There’s some great resource out there on the federal government website, such as the SEC and even the Federal Trade Commission. You have to do your research first. There are a lot of agencies that are definitely legitimate that truly have their hearts in wanting to support servicemembers and family members, but you have to do your research. I would even say look at Better Business Bureau ratings as well, as an avenue to see what kind of reviews. Now, I'm not necessarily saying that Yelp is the greatest government resource to look at, 'cause it's not one, but there's a lot of places out there that you can go and look at reviews and see what other users have encountered whenever they’re working with some of these financial advisors. But also, take advantage of the no cost resources that you have available to you at your military installation. I know I mentioned several times personal financial managers and personal financial counselors, and the plethora of resources available through Military OneSource. Utilize the avenues that you have available, 'cause keep in mind, some of those resources could cost you money when you have an equally advantageous resource available at your fingertips at no cost.
Eddy
That’s great advice Kim, and I’m sure there’s probably a couple military spouses on here today that did not know the Military OneSource will assist you with your taxes.

Kim
Oh yeah.

Eddy
Yeah, that’s right.

Kim
Definitely.

Eddy
So Military OneSource, it works with H&R Block to provide free tax services for military spouses. As a military spouse myself, my family has used that service for the last eight years, since it’s just another one of those resources that are out there, but I’ve got a great question from Shannon. She asked what’s the benefit of rolling over to the new 401 if TSP has low admin cost?

Kim
I’m not necessarily able to say, ’cause each person's situation could be different, but the great thing about TSP is you don't have to do that. So if you are happy with the interest rates that you're earning in the Thrift Savings Plan, and like you said, the low administrative cost, you don’t have to do anything with that 401 plan. You can leave your money in TSP, continue to let it grow. The only difference is that once you separate from service, you’re not able to continue making contributions to that TSP account.

Eddy
Great. Yeah, there’s just so much information here. Here’s a great comment, I love this. Incredibly succinct and informative. Sad that you may have ruined coffee for me forever.

Kim
I’m seeing that. I’m very sad. I am so sorry that I ruined your coffee habit. I do apologize for that, but it was a great illustration, wasn't it? Perhaps next time I should consider using pizza or Chinese take-out or something along those lines.

Eddy
Kim, if you had two takeaways from what you talk about today, what would they be?

Kim
Two takeaways. One, start early, as soon as you can. I don't wanna say that because you may be nearing retirement that it's too late, because it's never too late, but the sooner you can start, the better. So maybe for some of you that are already on that road to retirement, and you have the opportunity to educate those that are coming up behind you, your children, grandchildren, whoever it may be, encourage them to
start early and then the second thing I would say is pay yourself first. You are worth the investment. Your future is worth the investment. We hear it all the time how grateful people are to military servicemembers and military families. Take that to heart and invest in yourself.

[Eddy]
That's great advice, and that idea of starting as early as possible, as a military spouse myself for 18 years and being around the military for every day of my life for 48 years, quite often what we hear from military spouses is I wish I would've started saving earlier, and even as, you might be a brand-new military spouse. You got married last weekend. You got your ID card this weekend. You joined us for the Virtual Military Spouse Symposium, and it's not too early. Even if you're saving $20 a week, $10 a month.

[Kim]
Absolutely.

[Eddy]
It gets you started and it creates that habit of savings, and that's really what the key is, is to create that habit.

[Kim]
Exactly.

[Eddy]
And so I think that's great advice Kim, thanks so much for that. Looking at a couple other questions, since we have a little bit of time yet. I do see that quite a few people mentioned that they were having some technical difficulties. If you are with us from session to session, it might be worth it to completely closeout your browser in between sessions. I have found that when I do these back to back to back to back that sometimes I get a little bit of extra buffering, and it may be harder to join, so that's one idea, is to completely close your browser, and then start a new browser if you are just putting the next link in. But we appreciate everybody sticking with us today. Great information since early this morning, and we still got a couple of seminars coming up, but as always, please feel free to provide us feedback on the sessions. We want to make these more informative for military spouses, and always looking to improve what we are doing. There are a number of resources available on this, from this presentation, including all of the slides, but up in the upper left corner, you can download those resources. In addition, if you're having trouble with downloading the resources, you can give us your email address and we will get those sent out to you. And finally, that participant feedback is so important, and you can download your VMSS certificate of participation if you so choose and print that out. Keep it with your resume to show the professional development that you are undergoing as military spouses. So I want to thank Kim again for joining us, looking to see if there's any, got a couple different ideas there.

[Kim]
Yeah, hey Eddy. I see a question there about how much of your paycheck should you send. Could I go ahead and take a shot at that one and answer that?

[Eddy]
Please do.
Great. Yeah, see a lot of chatter, and a lot of different recommendations and I love seeing that. So here's what I would recommend, is that every person's situation is different. It's going to take a great effort to take a look at your budget and see what you are able to contribute. But the one thing I want you guys to remember and think about is, if your company is offering those matching contributions, to the extent possible, you need to maximize that. So if it's 5% matching, up to 5%, whatever you can do to maximize those kind of contributions, think of it as free money. And you certainly don't want to miss out on that. So a couple takeaways on that. It's gonna be very dependent upon what your threshold is, on where you're able to. It could be a dollar amount, or it could be a percentage amount, but the one thing that you might wanna look at is what is the matching contribution that you might be able to receive and try to maximize that to the extent possible, and that would help you out a lot.

It's great advice Kim. What a way of, I think one of the other things that I see quite often is, you always want to be saving and be planning for the future, but there's also this aspect of, one month, you may not be able to put that 10% away, and it may be 8% percent, but then look for the opportunities in following months to maybe for a month you can bump it up to 12% that month. I think the more you're aware of what you're doing financially, don't just expect it to do it itself. It really takes some effort on behalf of the family and the family members to be able to do that. So always look for opportunities to increase that little bit, every little bit helps because depending on what you're invested in and where you're saving money and putting that money, every extra bit you save is going to earn you more dollars in the future.

Absolutely. That's excellent point.

Okay, we’re going to wrap this session up, and we are getting ready to move into one of our exploring different career paths. Yesterday we heard about the medical field and healthcare. Today we’re gonna go to the head of the class, and explore careers in education. That's gonna be starting in about 23 minutes. 22 minutes now that my clock's just switched. So we look forward to seeing everybody in that next section. One more thing as we get ready to wrap up, we still got a couple sessions left today and all day tomorrow. Please put this out to the military spouses in your communities, so that we can get more and more spouses involved in this year's Virtual Military Spouse Symposium. Thanks again Kim, and we'll talk to everybody in about 17, 18, 20 minutes.