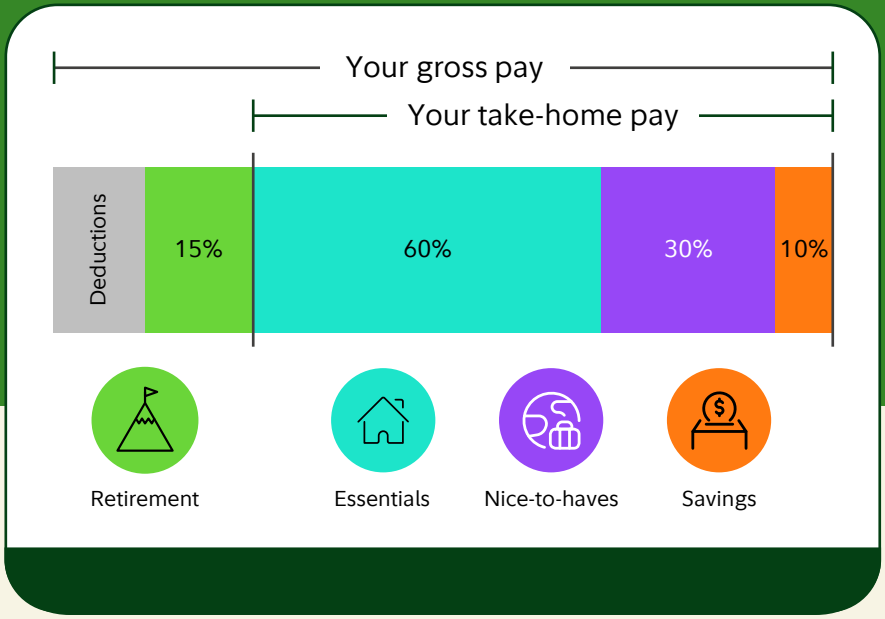
Plan Your Pay

Fidelity's 60/30/10+15 guideline for budgeting and saving



A balanced budget is the foundation of financial wellness. Plan Your Pay helps you build habits that grow with you—month after month.

Start with your gross pay

This is your total earnings before any money is taken out. From here, money can be automatically deducted for things like retirement savings, taxes, and employer benefits.

Once those deductions are taken, what you'll have left is your take-home pay—the money you actually have available to build your spending plan.

Keep in mind: These percentages are guidelines, not rigid rules. Your plan should reflect your life and priorities.

15%: Retirement savings (for life after work)

Aim to save **15% of your pre-tax income** for retirement, including any employer match. This helps you build your future while taking advantage of tax benefits.

- Start with the amount you can save and increase it gradually. Even saving **1% more each year** can have a big impact.
- Contribute at least enough to get your full employer match, if offered—that's essentially free money.
- When you earn a raise or bonus, consider saving a portion to accelerate your progress.

60%: Essential expenses (the must-haves)

These are your nonnegotiables—the expenses that are necessary in your daily life, such as:

- Housing
- Food
- Healthcare
- Transportation
- Childcare
- Debt payments and other obligations

What if my must-haves cost more?

If your essential expenses consistently take up more than 60% of your pay, things may be out of balance. You might explore ways to reduce your expenses, restructure your debt, or increase your income.

30%: Discretionary spending (the nice-to-haves)

This is your fun money—for things that enhance your life but that aren't strictly necessary. Think dining out, hobbies, entertainment, travel, and charitable giving. Enjoying this category guilt-free is easier when the rest of your plan is solid.

10%: Emergency savings & goals (future-ready savings)

Saving for the unexpected—and your important future goals—can help you feel more confident and in control.

- Start your emergency fund with a $1,000 goal, then build toward saving 3–6 months' worth of essential expenses.
- Keep your emergency savings separate from your everyday and your long-term savings.
- You can also use this category for big future goals like buying a car or a home or paying for education expenses.

Tip: Set up automatic transfers to a savings account so the money is moved before you're tempted to spend it.

Next step: Build your spending plan

Put the Plan Your Pay guideline into action to create a spending plan that's balanced, realistic, and tailored to your life—so you always know where your money is going and why.

Make your plan:
Fidelity.com/createyourbudget

Looking for more personalized support?
Explore tools, insights, and resources designed for this part of your financial journey in your financial wellness dashboard on NetBenefits®.

Access your dashboard:
NetBenefits.com/dashboard

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