

Financial Wellness during COVID-19: **Moving from Panic Towards Peace**

Audio

Presented by Camille Bouvet, CFP® and Sarah Schwartz

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Today's Speakers



ABD, Financial Wellness
Camille Bouvet, CFP®
Senior Consultant,
Certified Financial Planner



ABD, Retirement Services
Sarah Schwartz
Retirement Plan Consultant

ABD Retirement Services Team



Camille Bouvet, CFP®



Sarah Schwartz



Chris Call, CFP®



Jeremy Stoker



Clay Stafford



Christian Bretz



Justin McAdams



Craig Buchanan



Jeff Ashworth, CFA®



Abiy Fisseha, CFP®



Nikki Venuti



Cynthia Danby



Scott McCloskey



Ali Ahmadi



Kevin Senaha



Brian Gilmore, JD

Today's Topics



- Recent market volatility and perspective
- Financial Relief Programs
 - CARES Act, federal and private-sector relief
- Opportunities
 - 401(k)/retirement accounts
 - Refinancing debt in low interest rate environment
- Adjusting your spending and scenario planning
- Tools & resources
- Q&A (time-permitting)

Adapting to the New Normal

A man with glasses and a beard, wearing a denim shirt, is sitting at a desk with a laptop. He is looking thoughtful, with his hand to his chin. The background is a blurred office or home workspace.

Clarity Amid Uncertainty

“Is it the right time to refinance my student loans / mortgage?”

“How can I work from home with the kids out of school?”

“Should I move my investments to cash?”

“Will I or my loved ones get sick?”

“Can I work from home? I don’t have a computer!”

“How do I keep myself and loved ones safe through this pandemic?”

“Can my company survive this?”

“When will this self-quarantine end?”

“Will I lose my job?”

“Will my spouse lose their job?”

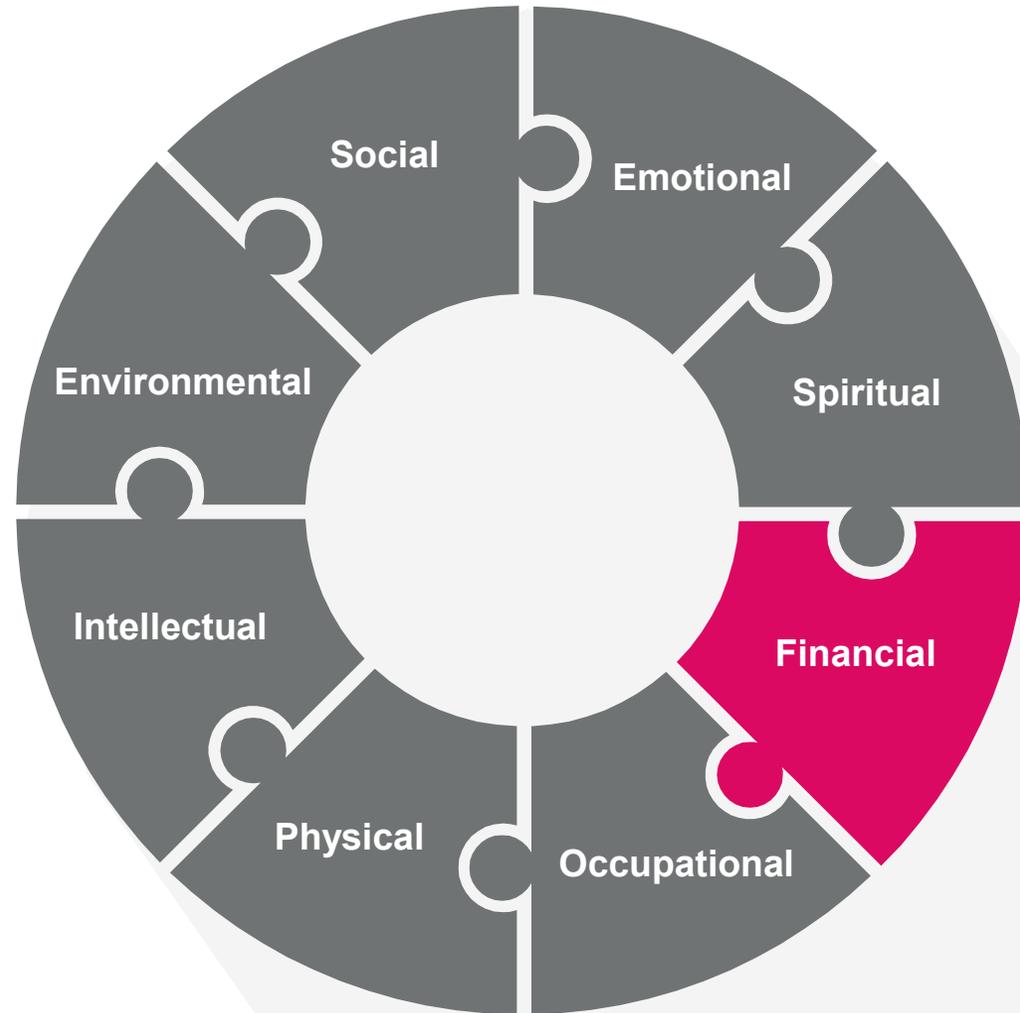


What happens if I get sick?

“Who can I talk to for help?”

There is a lot that’s happening beyond our control and the answers are not all clear. There are, however, actions to take and areas to highlight to help draw employees to clarity and peace of mind.

Financial Wellness is Only **One** **Piece of the** **Puzzle**



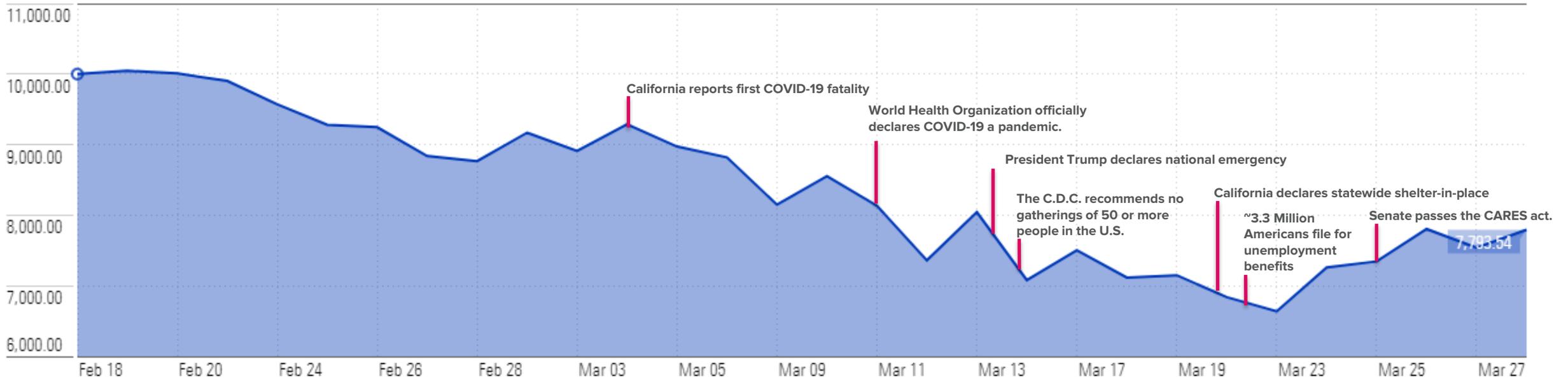


Insights on Market Volatility

S&P 500 Performance & COVID-19 Timeline

February 18th, 2020 - March 30th, 2020

Growth of \$10,000



- U.S. and International stock markets have seen increased volatility for several weeks, largely fueled by the recent COVID-19 pandemic and shocks to oil markets.
- The global outbreak seems to be causing investors to feel stressed and pessimistic about the future of economic growth, productivity, and earnings potential.

Source: Morningstar

Potential Paths

There are several variable factors that could either continue to exacerbate the current course or positively redirect the economic trajectory:

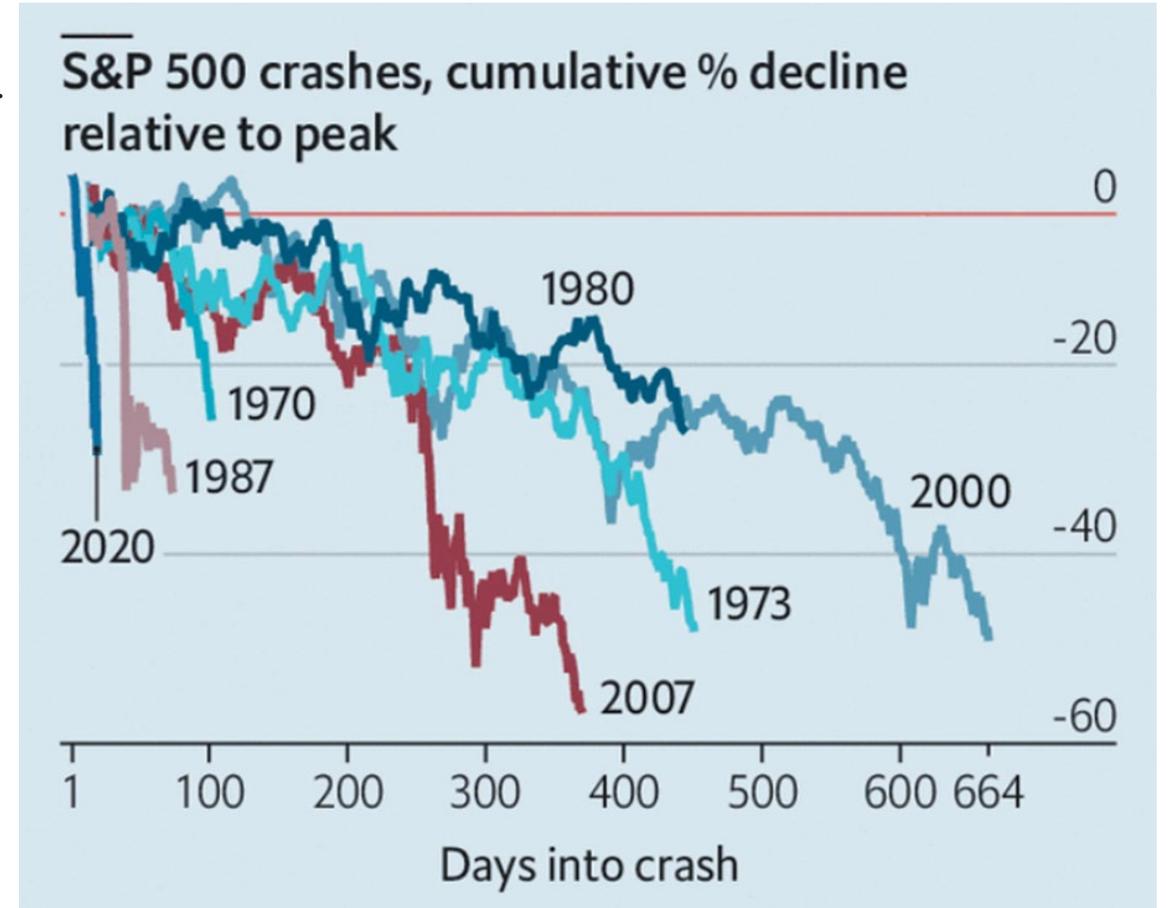
Path to Social & Economic Recovery	Continued Volatility & Pullback
COVID-19 Vaccine is developed	Continued uncertainty around treatment of COVID-19 (fear of unknown)
Supply of COVID-19 test kits increase to sufficient levels	Continued undersupply and inaccessibility of testing kits
Virus spread slows (“flattened curve”)	Broad based quarantine needed
Expansionary fiscal stimulus to stimulate demand & consumer spending	Shelter-in-place mandates extended, consumer & business spending/demand shrink
Additional monetary stimulus	Unemployment worse than expected

Market Volatility Insights

The S&P 500 Index has dropped 20%+ from the high, officially ending the 11-year bull market and shifting the U.S. in a bear market.

- Concerns regarding supply chain disruption
- Declines in travel and tourism
- Decreases in consumer spending
- Service industry severely impacted
- GDP Forecasts into Q2 look bleak

Bear markets and volatility are nothing new, but what makes this version unique is the speed at which it has taken place.



Source: Dow Jones Market Data

Returns for the S&P 500: 2019-2020*

January 1st, 2019 - March 30th, 2020

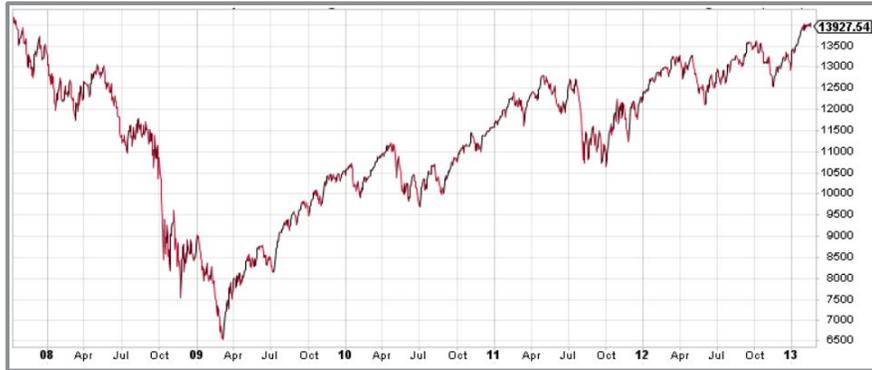


*Performance does not include dividends.
Source: Morningstar

Previous Declines & Recoveries in the Last Decade

Financial Crisis: 2007-13

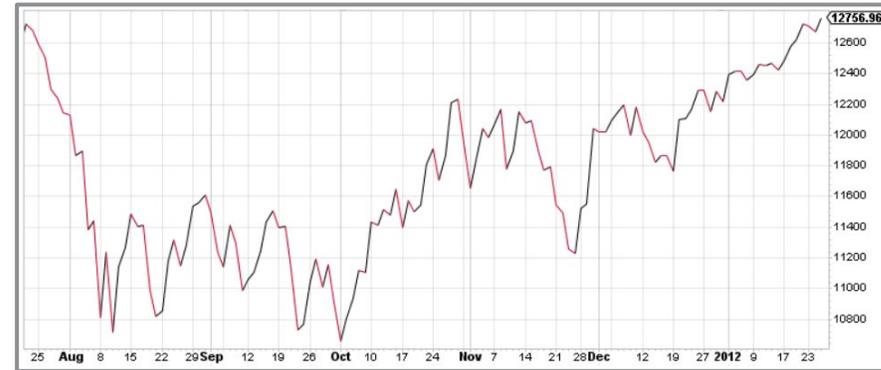
5 Years, 4 Months to Recover



-50%

Debt Ceiling & Euro Crisis: 2011

6 Months to Recover



-18%

Oil, Yuan, Fed Rates: 2015-16

1 Year, 2 Months to Recover



-14%

Tariffs, Fed Rates: 2018-19

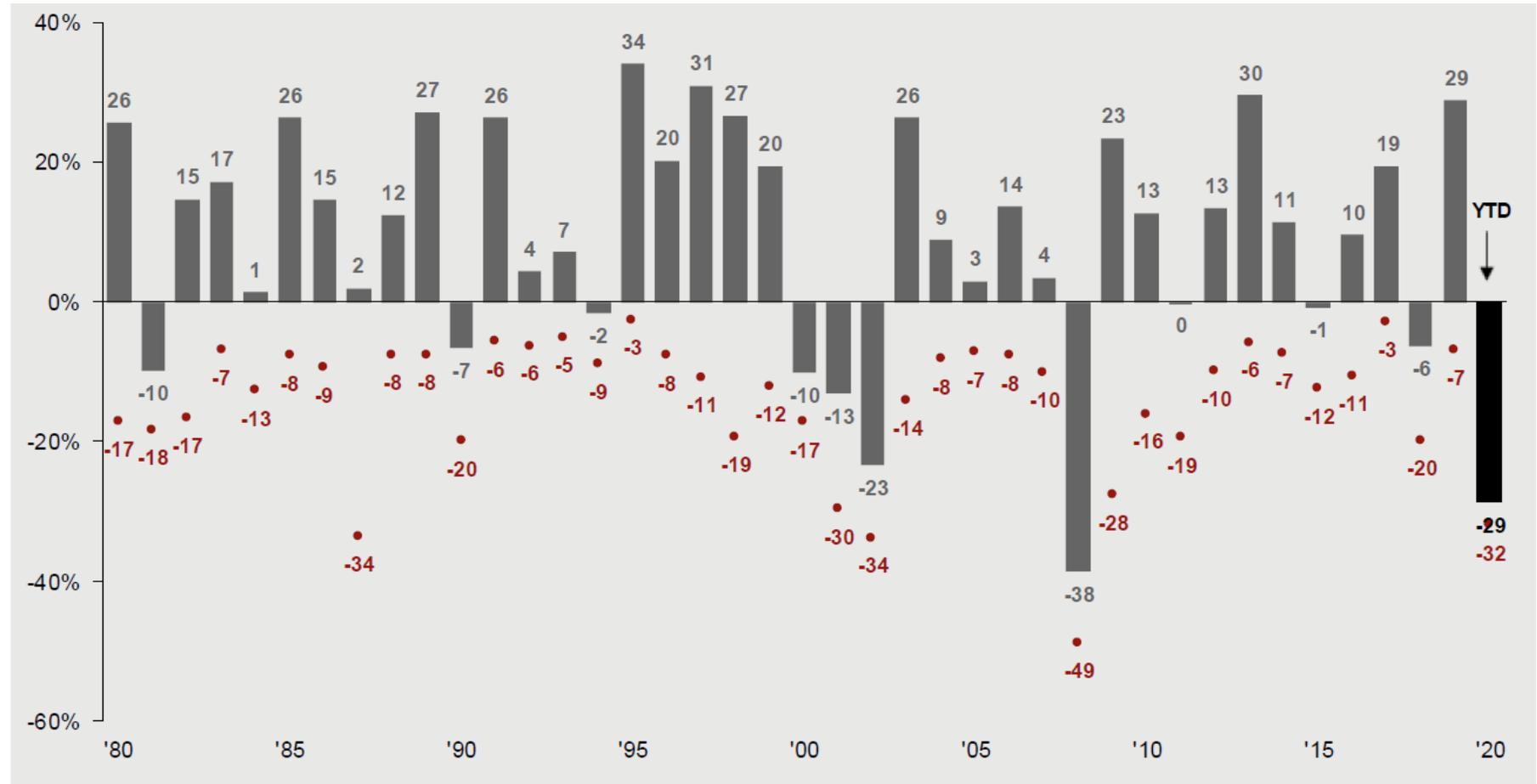
9 Months to Recover



-20%

S&P 500 Intra-Year Declines vs. Calendar Year Returns

Despite average intra-year drops (peak to trough during the year) of 13.8%, annual returns have been positive in 30/40 years (1980-2020).



Source: FactSet, Standard & Poor's, J.P. Morgan Asset Management.
 Returns are based on price index only and do not include dividends. Intra-year drops refers to the largest market drops from a peak to a trough during the year. For illustrative purposes only. Returns shown are calendar year returns from 1980 to 2019, over which time period the average annual return was 8.9%.
Guide to the Markets – U.S. Data are as of March 20, 2020.



Concepts & Strategies to Help Navigate Market Volatility

Long Term Savings Strategies

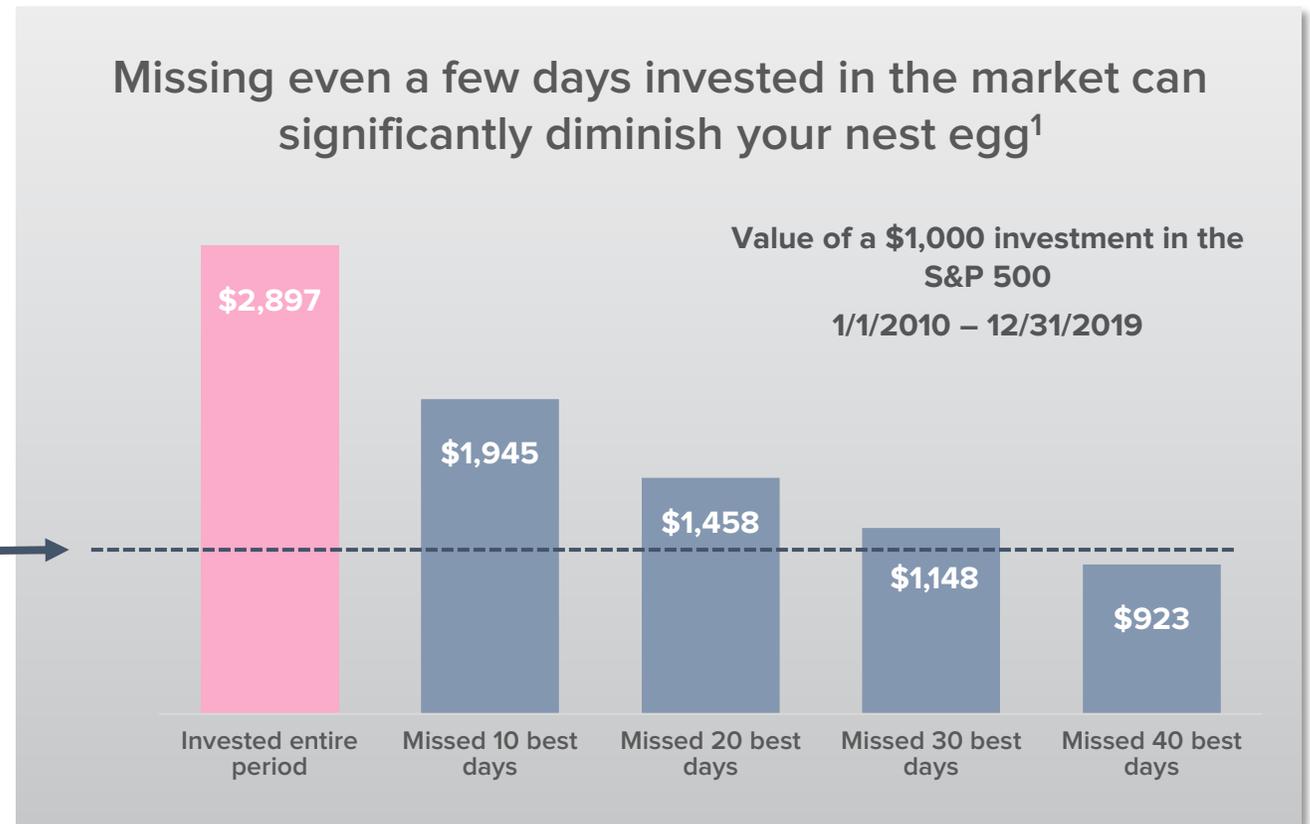
- 1) **Time In the Market vs. “Market Timing”**
- 2) **Dollar Cost Averaging**
- 3) **Compound Growth**
- 4) **Diversification**

Time In the Market vs. Market Timing

People often wonder if they should move their money to cash during a period of market volatility

History shows us why it can be beneficial to stay invested, even during volatile periods.

By moving to cash, you risk staying on the sidelines for too long and missing out on potential rebounds that may follow.



Source:



Insurance &
Financial Services

¹ RIMES, Standard & Poor's. As of 12/31/19. Values in USD.

Dollar Cost Averaging

- If you **keep contributing** every pay-period, your contributions allow you to **dollar-cost-average**, a strategy that could benefit you in the long-term.
- Your money is invested in equal portions, at regular intervals, regardless of the ups and downs of the market.
- You buy more shares of an investment when the share price is low and fewer shares when the share price is high.
- This can result in paying a lower average price per share over time.
- Removing emotion from your investing should benefit you over time. Trying to “time” the market often backfires.

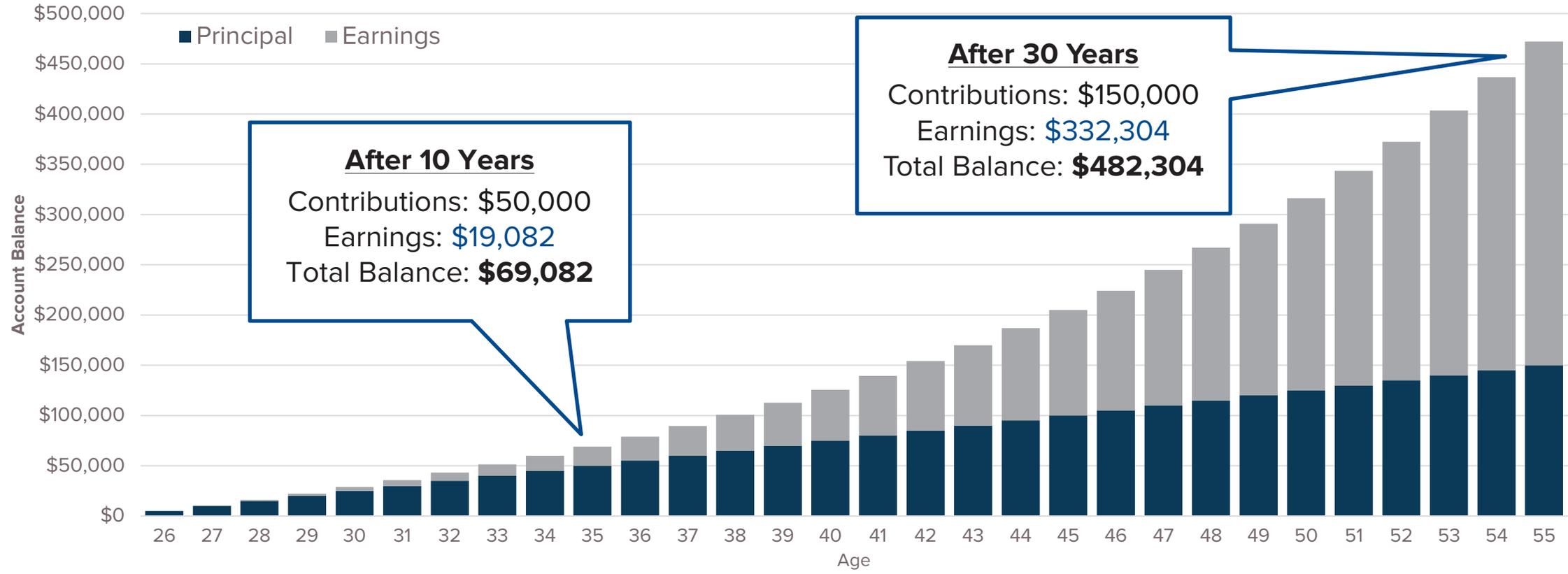
Example: Dollar Cost Averaging

<u>Date</u>	<u>Price/Share</u>	<u>Shares</u>	<u>Cost</u>
Jan. 1st	\$20	50	\$1,000
Feb. 1st	\$15	66.66	\$1,000
Mar. 1st	\$10	100	\$1,000
Apr. 1st	\$18	55.55	\$1,000
	Total	272.22	\$4,000
	Avg. Price Per Share		\$14.69

Compound Growth

Compound Growth Over 30 Years

Assuming \$5,000 in Annual Contributions, 7% Annualized Return



After 10 Years
 Contributions: \$50,000
 Earnings: \$19,082
 Total Balance: **\$69,082**

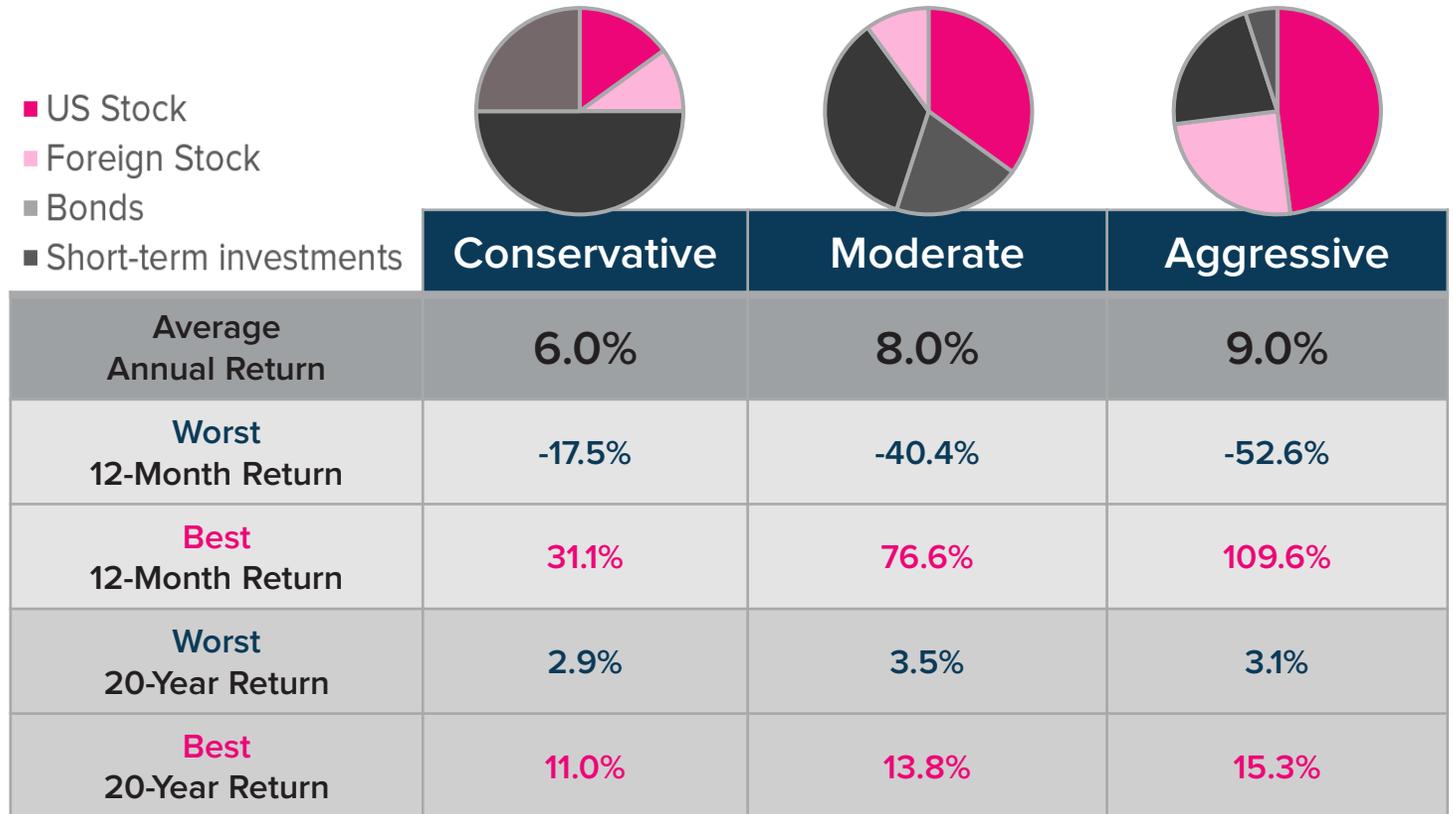
After 30 Years
 Contributions: \$150,000
 Earnings: \$332,304
 Total Balance: **\$482,304**

Diversification & Investment Strategy

Investment strategy aligned with *your* risk tolerance and timeline

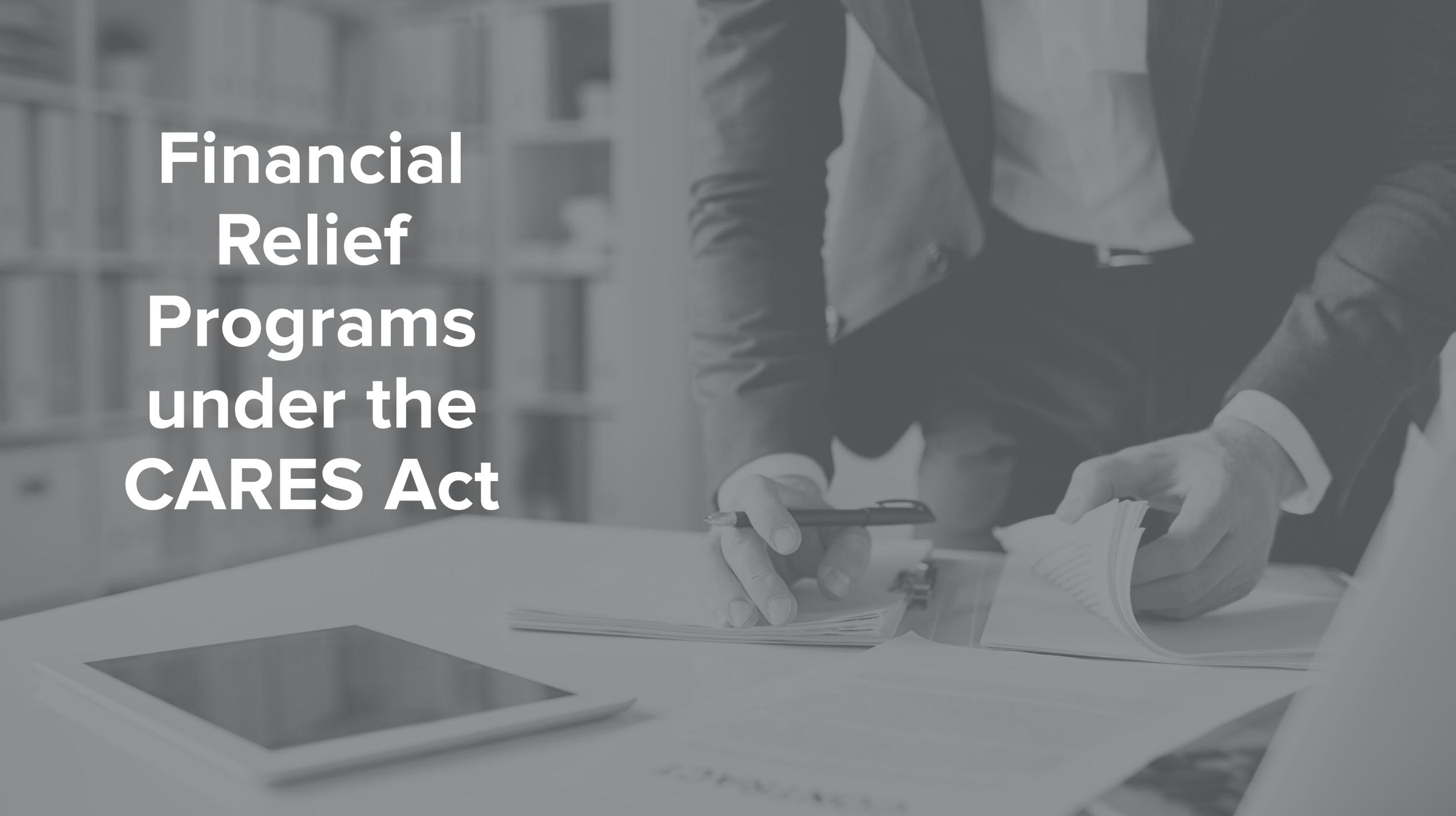
When building an investment portfolio it's important to consider **your risk tolerance** and **your time horizon**. An individual with a longer time horizon, e.g. retiring in the year 2060, can afford to take on more risk in their investment portfolio –to ride out the highs and lows of the market—than someone who is in or is nearing retirement.

To the right are three examples of model portfolios with varying risk profiles; **conservative**, **moderate**, and **aggressive**. The chart to the right includes historical performance for the three portfolios.¹

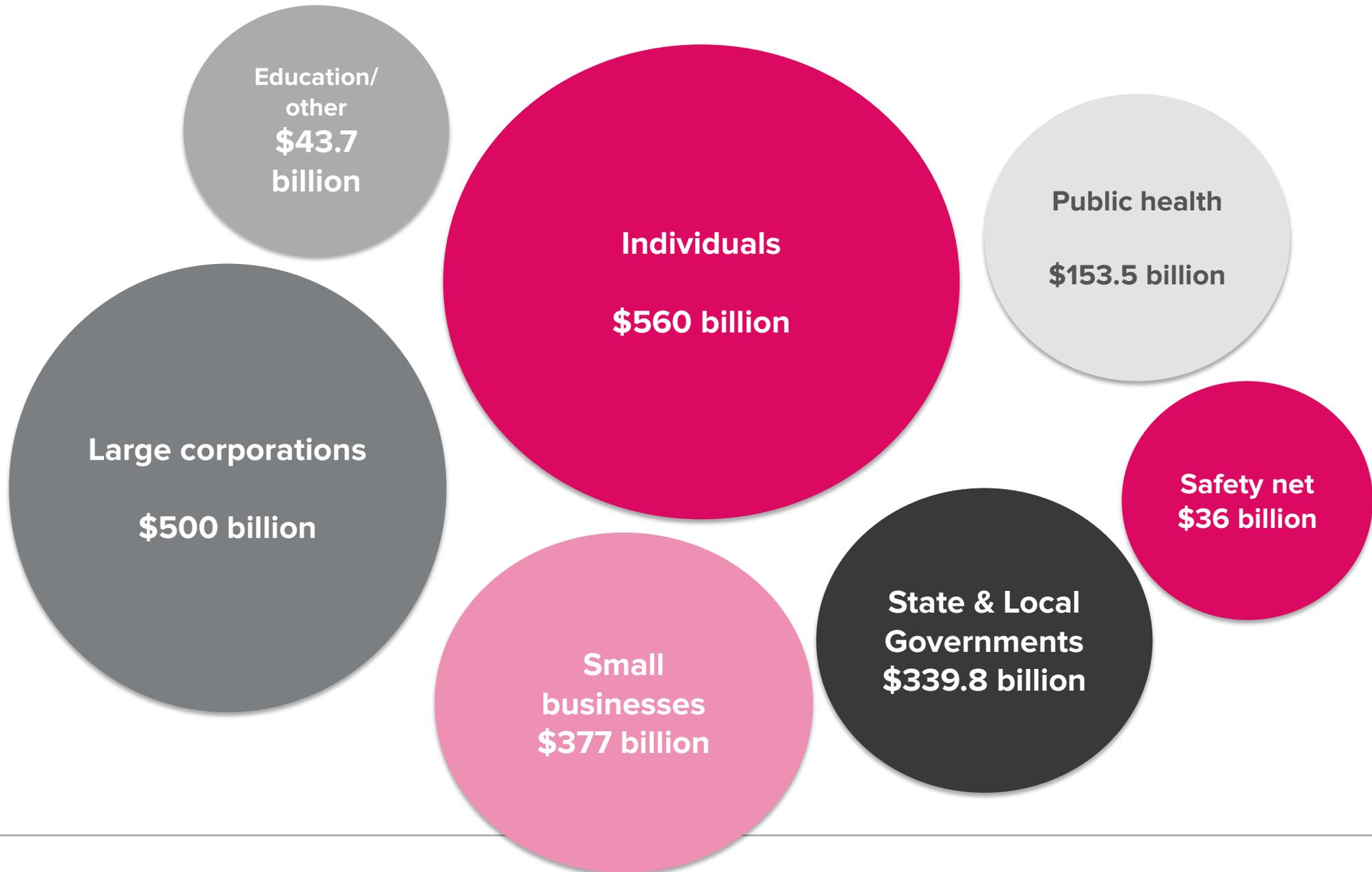


Source:

¹Morningstar, Inc., 2019 (1929-2018)

A grayscale photograph of a business meeting. Several people in suits are gathered around a table, looking at and handling various documents and a tablet. The scene is dimly lit, with the background showing a blurred office environment. The overall tone is professional and focused.

Financial Relief Programs under the CARES Act



What's in the **\$2.2 Trillion CARES Act?**

Taxpayer Relief under the “Coronavirus Aid, Relief, and Economic Security Act”

1

Direct payments to taxpayers

- Expected to take ~3 weeks once finalized
- Payments received via direct-deposit or mailed check
- Additional \$500 per child

Relief Amount	If Single Earning...	If Married Earning Combined...
\$1,200	\$0 - \$75,000	\$0-\$150,000
<\$1,200	\$75,000 - \$100,000	\$150,000 - \$200,000
\$0	\$100,000+	\$200,000+

Income is determined by gross income on recent tax returns

2

Expanded Unemployment Benefits

- Larger checks for four months in addition to what state already provides (up to \$600/week additional from federal gov)
- Extra 13 months of eligibility
- Assistance for “gig” workers, freelancers, and furloughed
- Go to **careeronestop.org** for information your state’s unemployment benefits

3

“CARES Act Distributions” from Retirement Plans

- *Check with your record keeper for information on their process*
- Up to \$100,000 available for withdrawal and loan for either being diagnosed with COVID-19 or experiencing adverse financial consequences due to being quarantined, furloughed, laid off, reduced work hours

How much of a stimulus check are you getting?

Calculate Your Stimulus Payment

Have you filed your 2019 tax return?

Yes No

What was your filing status in your 2019 tax return?

Single Married Head Of Household

What was your income in 2019? ⓘ

How many children did you claim as dependents in 2019? ⓘ

Calculate

Forbes' Stimulus Check calculator: <https://www.forbes.com/advisor/personal-finance/stimulus-check-calculator/>

A background image showing a business meeting with people in suits looking at documents. The entire image is overlaid with a semi-transparent red color.

CARES Act Impact on Qualified Retirement Accounts: Withdrawals, Loans, Rollovers

CARES Act – Coronavirus-Related Distribution Option (CRD)



Allows you to take a Corona-Virus Related Distribution (CRD) of up to \$100,000 from a retirement plan between 01/01/2020 and 12/31/2020

- The 10% early withdrawal penalty is waived for such distributions
- You still owe taxes, but you can spread out the tax liability over a maximum of **three years**
- **Loans:** you can borrow 100% of your account, up to \$100,000
 - Only applies to loans processed between **3/27/20 – 9/23/20**



To qualify for a CRD, you must meet one of the following requirements:

- Individual, spouse, or dependent has been **diagnosed with COVID-19**
- You have experienced “**adverse financial consequences**” caused by:
 - Being quarantined, furloughed, laid off, reduced work hours due to the virus
 - Unable to work due to lack of child-care
 - The closing or reduced hours of a business you own/operate
 - The law allows a plan sponsor (employer) to rely on employee’s self-certification



A CRD can be paid back to an eligible retirement plan within three years

- Same manner as a rollover; not subject to retirement plan limits
- Non-taxable if paid back to retirement plan

CARES Act – Coronavirus-Related Distribution Option (CRD)

Type	Pre-CARES Act	CARES Act
Hardship Withdrawals	<ul style="list-style-type: none"> Subject to 10% penalty on early withdrawal + taxes Must be experiencing an IRS-defined hardship (limited) 	<p>If you qualify:</p> <ul style="list-style-type: none"> Distribution from eligible retirement plan up to \$100,000 between 01/01/2020 and 12/31/2020 10% early withdrawal penalty is waived for such distributions You still owe taxes, but can spread out tax liability over a maximum of three years
401(k) Loans	<ul style="list-style-type: none"> You may borrow 50% of your account balance, up to a maximum of \$50,000 Interest rate is assessed 	<p>If you qualify:</p> <ul style="list-style-type: none"> You may borrow 100% of your plan balance up to a maximum of \$100,000 for loans processed 3/27/20 – 9/23/20 Interest rate is assessed Important: you need to rollover old 401(k) balances to your current plan if you want to borrow from them
Required Minimum Distributions	<ul style="list-style-type: none"> RMDs required for individuals age 72+ 	<ul style="list-style-type: none"> RMDs not required for calendar year 2020 RMDs taken in 2020 are eligible for rollover treatment

401(k) Withdrawals, Loans, and Rollovers

- All are **expected to increase** with CARES Act provisions
- **Start the process with your recordkeeper**
- Your employer may be sharing more details soon
- **Not sure what do to?** Explore calculators to see the implications of taking a hardship withdrawal
- See what your recordkeeper provides

INTEREST RATE ON LOAN 3 %

TIMESPAN Years

LENGTH OF LOAN REPAYMENT 5 years

CURRENT FEDERAL INCOME TAX RATE 25 %

PROBABILITY THAT YOU LEAVE YOUR EMPLOYER BEFORE REPAYMENT IS COMPLETE Medium

LOAN FEES \$ 300

EXPECTED ANNUAL RATE OF RETURN

Total potential costs of taking loan

\$ 3,786

■ Lost investment growth: \$ 1,381
■ Loan fees: \$ 300
■ Default risk: \$ 438

EMPOWER RETIREMENT

Retirement Plan Loan Calculator

Thinking about taking a loan from your employer plan? Before you do, use this tool to determine the true cost of the loan, and if an alternative might be better for you.

Loan Info

Loan amount: \$10,000

Term of the loan: 10 years

Option 1: Borrow from your plan

Plan loan interest rate: 6.0%

Option 2: Borrow from another lender

Cost Comparison

Balance Impact

If you borrow from your plan, your balance after 10 years will be... **\$1,439 higher**

Name your beneficiaries!

Log in to your 401(k)
account or check
with company on
process



Pandemics prompt us to think about our estate plan



**More
Financial
Relief
Programs**

Taxes



Federal filing deadline extended to July 15th

- You can defer tax payments up until July 15th
- No additional forms need to be filed to take advantage of this later deadline



Most states have extended filing date to at least July 15th

- California extended state filing deadline to July 15th
- Check the specifics on your state

Federal Student Loans

Until September 30, 2020:



No federal loan payments due

Automatic suspension means you do not have to opt-in; servicers will arrange automatically



No interest on federal loan payments

Federal mandates automatically set interest rates to zero until September 30th



No garnishment of wages, Social Security, or tax refunds

For those in default (or anticipating default)

Next steps to take advantage:

1. Log in to your servicer's website
2. Turn off auto pay, if applicable
3. Set a reminder for **September 30th to resume payments**

*Remember, this is for *federal* loans only! Check hardship options with your private lender



Homeowner Relief



Homeowners

- Federal regulators are ordering federal lenders to offer homeowners flexibility; suspending foreclosures
- **Options if you have a federally owned loan** (accounts for about half of all U.S. mortgages):
 - **Forbearance:** If you have suffered a loss of income due to coronavirus, you may qualify for reduced payments or forbearance (pause in payments) for up to twelve months
 - **You must contact your lender** to proceed – there is no automatic suspension
 - **No impact on credit report:** federal regulators are directing lenders *not* to report people to credit bureaus for late or missed payments if under a forbearance plan
 - **Do not just stop making payments** without working out a plan with your lender or you risk damage to your credit report
- **Private mortgage lenders** expected to adopt similar policy, with JPMorgan Chase and Wells Fargo already pledging to help borrowers who are suffering
- **California:** Governor Newsom negotiated deals with: Citigroup, JPMorgan Chase, U.S. Bank, Wells Fargo and 200+ other lending institutions **to allow deferred mortgage payments for 90 days if you can show you've lost income during the crisis**



Renter Relief



Renters

- Varies by state; most states offering temporary moratoriums
 - California: Statewide ban on evictions through May 31st
- **Communication is key - contact your landlord as soon as possible** if you anticipate having trouble making payments
- **Do not just ignore payments** – you may end up in default and potentially breach of contract; landlords become less interested in negotiating and offering help at this point



Other Employer Sponsored Benefits Updates

Health Savings Accounts (HSA)

- All major health plans have waived member cost sharing, including copays, coinsurance and deductibles for COVID-19 diagnostic testing *and telehealth services*
- HSA funds are **not required** for COVID-19 testing at approved locations
- You can now pay for OTC medicine *without a prescription*

529 College Savings Plans

- No official rule changes (yet,) with many advocating
- Challenge is that 529 plans are administered at the state level

Flexible Spending Accounts (FSA)

- You can now pay for OTC medication *without a prescription*
- Currently a lot of COVID-19 preventive items are *not qualified* FSA expenses, but changes are expected
- Menstrual care products add as an “eligible expense”

Commuter Benefits

- You may want to pause your automatic contributions while you’re not commuting to work
- Policies may vary per provider

See if you can take advantage of private sector relief

Telecom



- **AT&T, Verizon:** no plan terminations for non-payment and no late fees
- **T-Mobile:** 60 days of free data
- **Ford: & Hyundai:** \$0 payments for 60 days (new-car buyers)
- **Comcast:** free access to Wi-Fi hotspots, no terminations or late fees, 60 days free basic internet for new customers

Utilities



- PG&E halting service disconnections for non-payment and offering flexible payment plans
- Cheaper gas expected as energy prices have fallen due to slowing productivity and oil market supply

Credit Cards



- Most credit card companies offering relief programs
- Check out Credit Karma guide for details:
<https://www.creditkarma.com/advice/i/coronavirus-credit-card-relief-options/>

Refinancing Your Debt



Refinancing Debt

Why refinance?

- The Federal Reserve recently cut interest rates which usually causes a **ripple effect** in the lending marketplace, since banks use the federal funds interest rate to set their prime rates
- **Prime rates** right now are between ~**3.25% - 4.25%** (usually reserved for customers with the best credit)
- **Shop around** for an attractive loan offer
- **Beware of refinancing student loans:** they become permanently private and you lose federal protections and programs, such as provisions under the CARES Act



Assess the impact – use a refinancing calculator

Refinance calculator

How much can refinancing your mortgage save you? Find out the quick and easy way with NerdWallet's free refinance calculator.

Current mortgage

What was your original mortgage amount? [?]

 ×



Nerdy insight

When you first take out a loan, most of your monthly payments go toward paying interest rather than principal.

NEXT

Nerdwallet Refinance Calculator: <https://www.nerdwallet.com/mortgages/refinance-calculator/calculate-refinance-savings>

Assess the impact – use a refinancing calculator

Current mortgage

What was your initial origination year? ⓘ

BACK NEXT


Nerdy insight

A lower monthly payment isn't the only reason to refinance; you can also do a cash-out refinance, switch loan types, or eliminate private mortgage insurance.

Nerdwallet Refinance Calculator: <https://www.nerdwallet.com/mortgages/refinance-calculator/calculate-refinance-savings>

Assess the impact – use a refinancing calculator

Current mortgage

What was your original mortgage term? ⓘ

 ×

BACK **NEXT**

 **Nerdy insight**

Fixed-rate loans are offered in 30-, 20-, 15- and even 10-year terms. If you're refinancing from an adjustable-rate loan, be aware that your interest rate won't change during the life of the loan in a fixed-rate mortgage.

Nerdwallet Refinance Calculator: <https://www.nerdwallet.com/mortgages/refinance-calculator/calculate-refinance-savings>

Assess the impact – use a refinancing calculator

Current mortgage

What was your original mortgage interest rate? ⓘ

BACK **NEXT**



Nerdy insight

Mortgage rates are still near historic lows. Refinancing could help lower your monthly payments considerably if your current loan's interest rate is much higher than today's rates.

Nerdwallet Refinance Calculator: <https://www.nerdwallet.com/mortgages/refinance-calculator/calculate-refinance-savings>

Assess the impact – use a refinancing calculator

New mortgage

What is your new mortgage term?Ⓢ

 ×

BACK **NEXT**

 **Nerdy insight**

A shorter-term loan saves money in interest, but the monthly payments are higher. Choose a longer-term loan if you need lower monthly payments. But remember — you'll pay more in interest over the life of the loan.

Nerdwallet Refinance Calculator: <https://www.nerdwallet.com/mortgages/refinance-calculator/calculate-refinance-savings>

Assess the impact – use a refinancing calculator

New mortgage

What is your new mortgage interest rate? ⓘ

BACK **NEXT**



Nerdy insight

We've provided Freddie Mac's current refinance rate, but your actual rate will depend largely on your credit score and credit history. Make sure both are in good standing by getting your most recent credit report and addressing any errors or issues.

Nerdwallet Refinance Calculator: <https://www.nerdwallet.com/mortgages/refinance-calculator/calculate-refinance-savings>

Assess the impact – use a refinancing calculator

When thinking about refinancing, it is most important for me to decrease:

Monthly payments ▼

BACK **DONE**

 **Nerdy insight**

Refinancing can decrease your monthly mortgage payment. Alternatively, you can decrease your total mortgage interest. Sometimes you can save on both.

Nerdwallet Refinance Calculator: <https://www.nerdwallet.com/mortgages/refinance-calculator/calculate-refinance-savings>

Analysis

Refinance calculator

You should refinance to save **\$638/month**.

By refinancing, you'll also **save \$47,188** on the **interest** you pay.

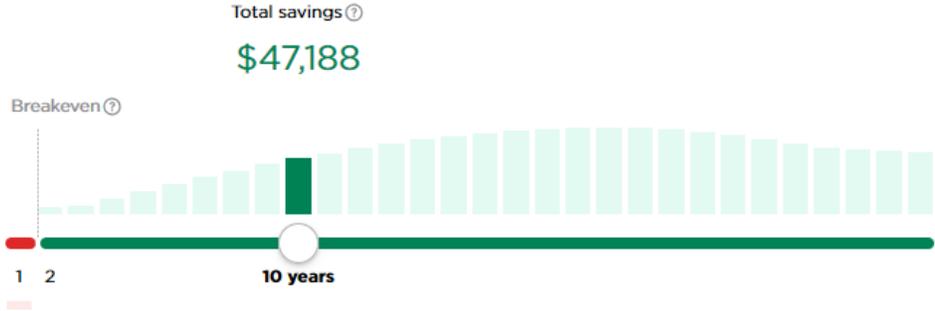
Monthly payment savings breakdown

CURRENT		NEW		SAVINGS
\$2,722	-	\$2,084	=	+\$638

Next steps

 See if you can get a better rate.

SEE RATES

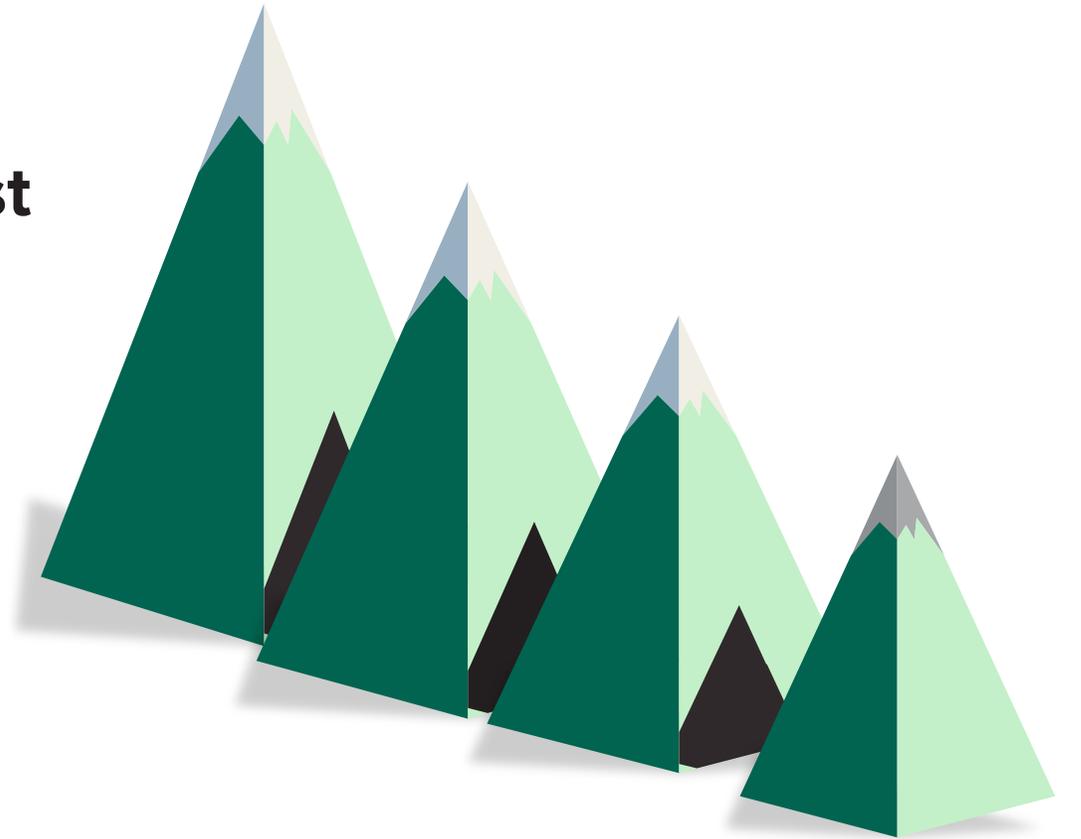


Nerdwallet Refinance Calculator: <https://www.nerdwallet.com/mortgages/refinance-calculator/calculate-refinance-savings>

Debt Repayment Strategies

Avalanche Method

- Pay off loans with higher rates first
- Pay less money overall
- Financially advantageous



Debt Repayment Strategies

Snowball Method

- **Pay off loans with smallest balances first**
- **Emotional return may give you more motivation to pay off rest of debt**



A hand is holding a smartphone, which is the central focus of the image. The phone's screen is lit up, showing a blurred background. In the foreground, a white coffee cup with a saucer is visible, containing a latte with a heart-shaped latte art. The entire scene is overlaid with a semi-transparent pink filter. The text 'Adjust your spending and scenario planning' is written in white, bold, sans-serif font across the middle of the image.

**Adjust your
spending and
scenario planning**

Steps to Scenario Planning

- 1. Get organized**
- 2. Contact lenders and providers to assess financial relief options**
- 3. Establish your “stay-at-home” budget and see how that feels**
- 4. Establish “emergency” budget, if needed**
- 5. Identify sources to meet expenses until income resumes normally**

Step 1: Get organized

Expenses:	Provider	Phone Number	Contacted?	Notes on financial relief options	Expected Savings
Home Lender/Landlord					
Student Loan Servicer(s)					
Auto Insurance					
Cell Phone Carrier					
Internet Provider					
Utilities					
Credit Card Lenders:					
Card #1					
Card #2					
Card #3					
Other:					

Apr-20	Business-as-usual
Fixed:	
Rent	\$1,300
Utilities	\$70
Student Loans	\$300
Car payment	\$350
Car insurance	\$130
Renter's insurance	\$19
Cell phone bill	\$150
Internet	\$65
Cable/streaming services	\$120
Gym membership	\$75
Variable:	
Groceries	\$240
Gas	\$125
Transportation (Uber/Lyft)	\$125
Eating out/Take out	\$350
Entertainment	\$500
Shopping	\$500
Miscellaneous	\$500
Payroll Deductions:	
Retirement Accounts	\$200
Health Savings Account	\$250
College Savings Account	\$150
Commuter Benefits	\$150
Other Deductions	\$0
TOTAL MONTHLY EXPENSES:	\$4,919

Step 2: Contact lenders and providers to assess financial relief options

Expenses:	Provider	Phone Number	Contacted?	Notes on financial relief options	Expected Savings
Home Lender/Landlord	Fairway	888-888-8888	Yes	Qualified for forbearance; pausing for 6 months	
Student Loan Servicer(s)	My Great Lakes		Yes	Automatic suspension until September 30th	
Auto Insurance	Geico		Yes	Can reduce payments	
Cell Phone Carrier	AT&T		Yes	Free unlimited data for six months - reduced monthly bill	
Internet Provider	Comcast		Yes	Suspended - work is paying for WiFi	
Utilities	PG&E		Yes	Qualified for reduced payments for three months	
Credit Card Lenders:					
Card #1	Chase				
Card #2	Wells Fargo				
Card #3					
Other:					

Step 3: Establish “stay-at-home” budget

Apr-20	Business-as-usua	Stay-at-home	Stay-at-Home Budget Notes
Fixed:			
Rent	\$1,300	\$1,300	
Utilities	\$70	\$90	Spending more time at home and cooking
Student Loans	\$300	\$0	Federal loans suspended until Sept. 30; zero interest
Car payment	\$350	\$275	Refinancing!
Car insurance	\$130	\$130	
Renter's insurance	\$19	\$19	
Cell phone bill	\$150	\$100	AT&T offering discount
Internet	\$65	\$0	Work is reimbursing for WiFi
Cable/streaming services	\$120	\$120	
Gym membership	\$75	\$0	Gym allowing members to suspend membership (no penalties)
Variable:			
Groceries	\$240	\$350	Buying more groceries; lunch at home instead of work
Gas	\$125	\$30	Not driving
Transportation (Uber/Lyft)	\$125	\$0	Not using uber or lyft to adhere to physical distancing
Eating out/Take out	\$350	\$100	Dine-in closed; takeout only a few times per week
Entertainment	\$500	\$100	Events cancelled and venues closed
Shopping	\$500	\$400	Spending less since stores are closed
Miscellaneous	\$500	\$300	Overall spending less than normal
Payroll Deductions:			
Retirement Accounts	\$200	\$125	Reduced contribution - still dedicating enough to get full company match
Health Savings Account	\$250	\$125	Reduced contribution - still getting company contribution
College Savings Account	\$150	\$0	Pausing until back to work
Commuter Benefits	\$150	\$0	Pausing until back to work
Other Deductions	\$0	\$0	Pausing until back to work
TOTAL MONTHLY EXPENSES:	\$4,919	\$3,314	
MONTHLY SAVINGS:		\$1,605	

How does this feel?

Step 4: Create an “emergency budget” if needed

Apr-20	Business-as-usual	Stay-at-home	Emergency Budget	Emergency Budget Notes
Fixed:				
Rent	\$1,300	\$1,300	\$1,300	
Utilities	\$70	\$90	\$90	Spending more time at home and cooking
Student Loans	\$300	\$0	\$0	Federal loans suspended until Sept. 30; zero interest
Car payment	\$350	\$350	\$275	Refinancing!
Car insurance	\$130	\$130	\$100	Temporary payment reduction - called lender
Renter's insurance	\$19	\$19	\$19	
Cell phone bill	\$150	\$100	\$100	AT&T offering discount
Internet	\$65	\$0	\$0	Work is paying for WiFi
Cable/streaming services	\$120	\$120	\$120	
Gym membership	\$75	\$0	\$0	Gym allowing members to suspend membership (no penalties)
Variable:				
Groceries	\$240	\$350	\$300	Created “emergency” grocery budget
Gas	\$125	\$30	\$30	Not driving
Transportation (Uber/Lyft)	\$125	\$0	\$0	Not using uber or lyft to adhere to physical distancing
Eating out/Take out	\$350	\$100	\$0	Avoiding any takeout
Entertainment	\$500	\$100	\$0	Events cancelled and venues closed
Shopping	\$500	\$400	\$200	Delaying purchase of new clothes until going back to work
Miscellaneous	\$500	\$300	\$300	Overall spending less than normal
Payroll Deductions:				
Retirement Accounts	\$200	\$125	\$0	Pausing contributions
Health Savings Account	\$250	\$125	\$0	Pausing contributions
College Savings Account	\$150	\$0	\$0	Pausing until back to work
Commuter Benefits	\$150	\$0	\$0	Pausing until back to work
Other Deductions	\$0	\$0	\$0	Pausing until back to work
TOTAL MONTHLY EXPENSES:	\$4,919	\$3,314	\$2,834	
MONTHLY SAVINGS:		\$1,605	\$480	
TOTAL MONTHLY SAVINGS:		\$2,085		

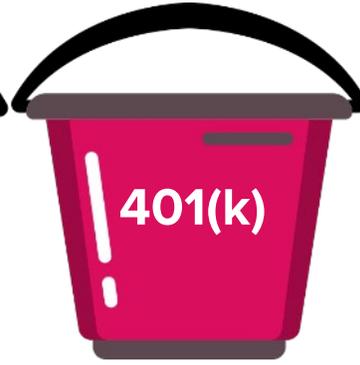
Step 4: Meet expenses by identifying non-income sources

- CARES Act payment
- Emergency fund
- Other savings/investments
- Retirement Accounts
- Credit Cards

INCOME:	Business-as-usual	Stay-at-home	Emergency
CARES Act Payment	\$1,000	\$1,000	\$1,000
Employment (Person 1)	\$4,000	\$4,000	\$4,000
Employment (Person 2)	\$5,000	\$1,500	\$1,500
SOURCES OF CASH:			
Emergency Fund		\$2,000	\$4,000
Brokerage Account		\$3,000	\$5,000
401(k)			\$15,000
IRA #1			\$5,000
IRA #2			\$25,000
Credit Card Limits			\$15,000



CARES Act payment



Credit Cards

Template

AutoSave Off | Relief Budget - Financial Wellness during COVID-19

File Home Insert Draw Page Layout Formulas Data Review View Help

Clipboard Font Alignment Number Styles

Clipboard: Cut, Copy, Paste, Format Painter

Font: Calibri, 11, Bold, Italic, Underline, Text Color, Background Color

Alignment: Wrap Text, Merge & Center

Number: General, Currency, Percentage, Decimals

Styles: Normal, Bad, Calculation, Check Cell

	A	B	C	D	E	F	G
1							
2							
3			Apr-20	Business-as-usual	Stay-at-home	Emergency Budget	Notes
4			Fixed:				
5			Rent	\$1,300	\$1,300	\$1,300	
6			Utilities	\$70	\$90	\$90	Spending more time at home and cooking
7			Student Loans	\$300	\$0	\$0	Federal loans suspended until Sept. 30; zero interest
8			Car payment	\$350	\$275	\$275	Refinanced!
9			Car insurance	\$130	\$130	\$100	Temporary payment reduction - called lender
10			Renter's insurance	\$19	\$19	\$19	
11			Cell phone bill	\$150	\$100	\$100	AT&T offering discount
12			Internet	\$65	\$0	\$0	Work is paying for WiFi
13			Cable/streaming services	\$120	\$120	\$120	
14			Gym membership	\$75	\$0	\$0	Gym allowing members to suspend membership (no penalties)
15			Variable:				
16			Groceries	\$240	\$350	\$300	Buying more groceries; lunch at home instead of work
17			Gas	\$125	\$30	\$30	Not driving
18			Transportation (Uber/Lyft)	\$125	\$0	\$0	Not using uber or lyft to adhere to physical distancing
19			Eating out/Take out	\$350	\$100	\$0	Dine-in closed; takeout only a few times per week
20			Entertainment	\$500	\$100	\$0	Events cancelled and venues closed
21			Shopping	\$500	\$400	\$200	Delaying purchase of new clothes until going back to work
22			Miscellaneous	\$500	\$300	\$300	Overall spending less than normal
23			Payroll Deductions:				
24			Retirement Accounts	\$200	\$125	\$0	Reduced contribution - still dedicating enough to get full company match
25			Health Savings Account	\$250	\$125	\$0	Reduced contribution - still getting company contribution
26			College Savings Account	\$150	\$0	\$0	Pausing until back to work
27			Commuter Benefits	\$150	\$0	\$0	Pausing until back to work
28			Other Deductions	\$0	\$0	\$0	Pausing until back to work
29			TOTAL MONTHLY EXPENSES:	\$4,919	\$3,314	\$2,834	
30			MONTHLY SAVINGS:		\$1,605	\$480	
31			TOTAL MONTHLY SAVINGS:	\$2,085			
32							
33							
34			INCOME:	Business-as-usual	Stay-at-home	Emergency	
35			CARES Act Payment	\$1,000	\$1,000	\$1,000	
36			Employment (Person 1)	\$4,000	\$4,000	\$4,000	

Lender & Provider Contact Info | **Modify Your Budget**

A photograph of a person's hands typing on a laptop keyboard, with a white cup of coffee on a saucer in the foreground. The image is overlaid with a semi-transparent pink filter. The text is centered in the upper half of the image.

**Tools and resources to help you
navigate your personal situation**

On-Demand: Recordkeeper resources at your fingertips

Log in to your 401(k) provider for tools & resources:

- Articles
- Calculators
- Self-guided videos
- On-demand webinars
- Personal guidance counselors



Example:

A screenshot of the Empower Retirement website's Market Volatility Center. At the top, there is a yellow banner with the text "Important information regarding market volatility" and a red "Read More" button. Below the banner, the Empower Retirement logo is visible, followed by navigation links for "INDIVIDUALS", "PLAN SPONSORS", and "FINANCIAL PROFESSIONALS". The main heading is "Market Volatility Center", with a sub-heading "Updated March 23, 2020". The main text reads: "The history of the financial markets can tell us one thing for certain: Volatility is a normal part of investing. We're here to help you understand what that means and what you can do to stay on track for retirement. Explore the resources below to get started." Below this is a section titled "A few tenets to remember:" with a bulleted list: "Consider staying invested instead of trying to time the market.", "Keeping portfolios diversified can help soften negative impacts.", and "Before making investment changes, consider your risk tolerance and how long before you retire and need access to the funds." A small disclaimer follows: "Diversification does not ensure a profit or protect against loss." The final section is "Market Volatility Resources" with a bulleted list of links: "Going Viral – The markets' reaction to the coronavirus", "Game Plan For Managing Market Volatility", "Managing your investment portfolio during volatile times", "Be Patient, Be Brave", "Earthquakes and Aftershocks", "Empower Retirement CEO Edmund F. Murphy III joins CNBC's 'Power Lunch'", and "The value of long-term investing in a volatile market (English) / (Spanish)".

Personal Guidance: Employee Assistance Program (EAP)



See if your company offers an Employee Assistance Program (EAP)

- If yes, see if your EAP provider has money coaches on staff
- Many EAP providers are also offering webinars to members

Other benefits through EAP:

- A counselor could help you with your budget and hold you accountable
- They may be able to connect you with local resources
- They may have information on specific financial relief programs you haven't thought of yet

Follow-up Materials

A grayscale photograph of a man in a dark suit, white shirt, and dark tie, wearing glasses. He is leaning over a desk, focused on writing with a pen on a document. The background is a plain, light-colored wall. The overall tone is professional and serious.

What's Next?

The following materials will be sent to you via e-mail:

- **Webinar recording**
- **Financial Relief Budget spreadsheet template**
- **Links to:**
 - Stimulus check calculator
 - Refinancing calculator

Q&A



Thank you and stay safe!



Disclosures

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For securities products, details and information regarding investment objectives, risk, charges and expenses and a description of the types of securities in which each product may invest can be found in the appropriate Prospectus for the product and should be reviewed carefully.