



Because You're Different

Securities offered through LPL Financial, Member FINRA/SIPC. Retirement Planning Services offered through Heffernan Retirement Services, a registered investment advisor. Retail advisory services offered through Heffernan Financial Services, a registered investment advisor. Heffernan Retirement Services, Heffernan Financial Services and Heffernan Insurance Brokers are separate entities and unaffiliated with LPL Financial.

Your Financial Wellness

Presented By:

Rebecca Tapia, Financial Advisor

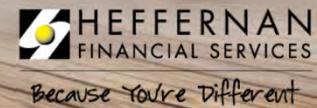
1350 Carlback Ave., Floor 1

Walnut Creek, CA 94596

(800) 437-0045

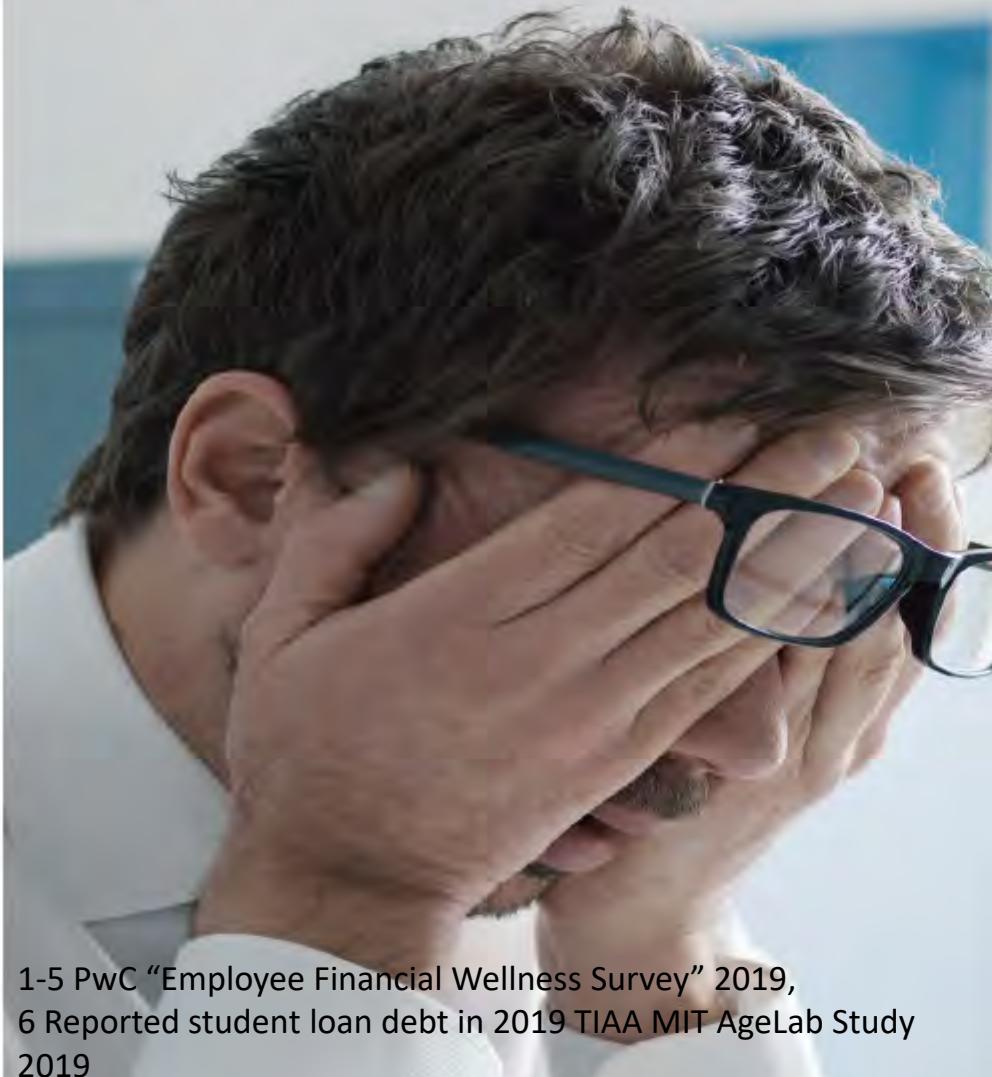
www.heffgroupfs.com

Why Financial Wellness Matters



Today's money

Financial Stress of Employees is Real:



67%
say they are personally
stressed
about their finances¹

49%
find it difficult to meet their
monthly expenses
on time²

45%
have less than
\$1000
in emergency savings³

68%
of employees stressed about
their finances have less than
\$50,000
in retirement savings⁴

40%
report
health impact
from their financial stress⁵

84%
report their
student loans
negatively impact the amount
they're able to save for retirement⁶

1-5 PwC "Employee Financial Wellness Survey" 2019,
6 Reported student loan debt in 2019 TIAA MIT AgeLab Study
2019

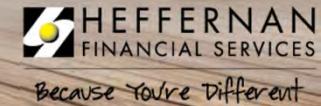
Financial Wellness Month



A perfect time for a financial checkup

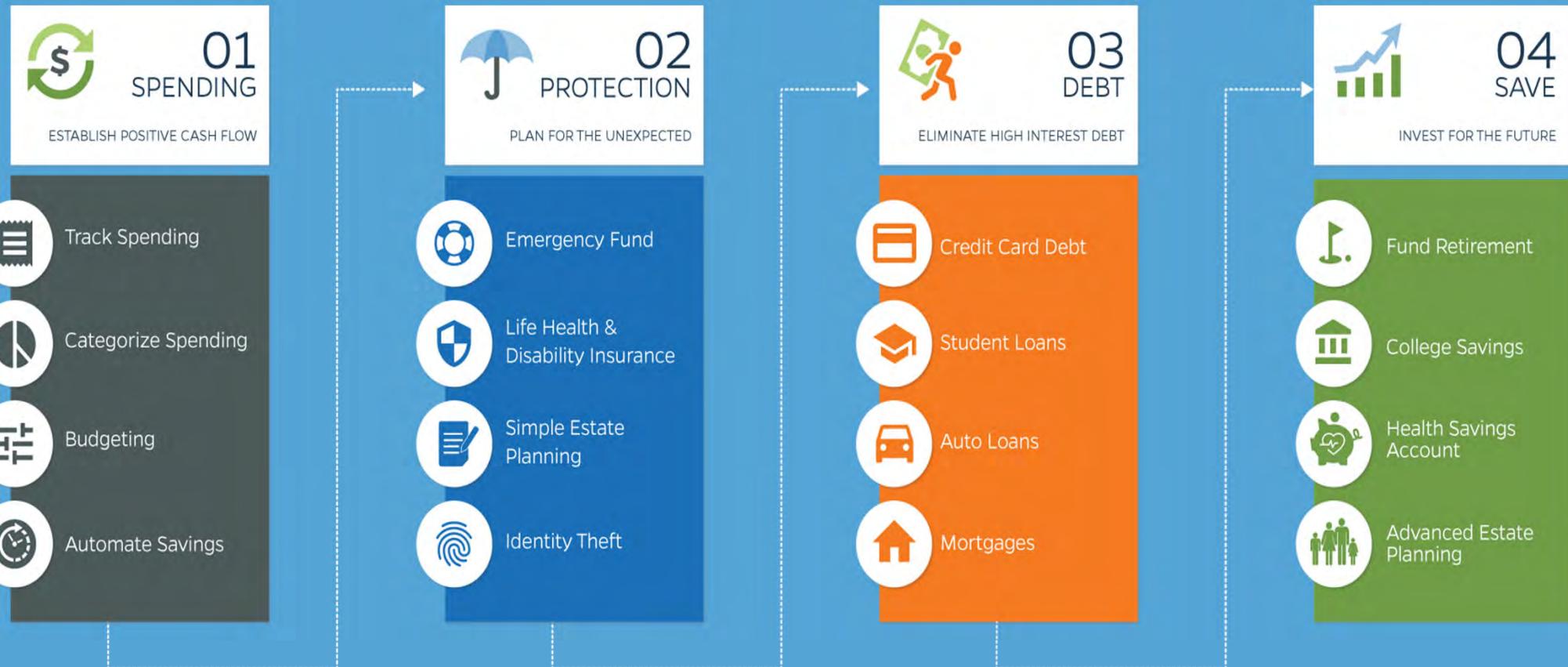
- January, “**Financial Wellness Month**”
- Reminds us to think about our financial well-being
- Holiday season tends to increase spending
- New Year’s resolutions are staring back at us
- Tax season preparation is upon us
- Planning a budget
- Now is the time – to plan

12 Common Financial Mistakes to Avoid

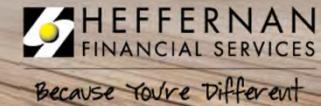


1. Impulse investing
2. Lacking an overall plan or strategy
3. Not paying yourself first
4. Not taking advantage of time
5. Not paying attention to risk
6. Not diversifying
7. Not working with your spouse toward the same goals
8. Not maximizing your retirement plan
9. Cashing out or borrowing from your 401(k) account
10. Ignoring tax or inflation when estimating your net retirement income
11. Not following your investments
12. Not updating beneficiaries

The Financial Wellness Journey



The Financial Wellness Journey



01 SPENDING

ESTABLISH POSITIVE CASH FLOW

Understand Your Cash Flow

Track your spending



Worksheet 1: Personal Balance Sheet

Liquid Assets	Balance	Liabilities	Interest Rate	Balance
Bank accounts		Credit cards		
Investment accounts				
Other		Auto loans		
		School loans		
		Other loans		
TOTAL LIQUID ASSETS				
Upcoming purchases		Mortgage		
		Other		
ASSETS LESS PURCHASES				
Subtract 3 months' living expenses				
NET ASSETS:		TOTAL DEBT:		

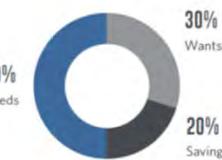
*Excluding IRAs and employer-sponsored retirement accounts.

BUDGETING FOR MIDDLE LIFE

Plan today, worry less tomorrow.

MONTHLY INCOME:

NEEDS 50%	YOUR MONTHLY EXPENSES	PERCENT OF YOUR INCOME
Housing (include property tax, insurance, and HOA)		0.00%
Utilities		0.00%
Car payment, insurance, and gas		0.00%
Mobile phone and plan		0.00%
Groceries		0.00%
Medical/health		0.00%
Credit card payments		0.00%
Streaming/cable		0.00%
	SUBTOTAL	\$ 0.00
WANTS 30%		
Entertainment		0.00%
Travel		0.00%
Charity/gifts		0.00%
Misc. expenses		0.00%
	SUBTOTAL	\$ 0.00
SAVINGS 20%		
Retirement savings		0.00%
Other savings (i.e. house downpayment)		0.00%
	SUBTOTAL	\$ 0.00
	TOTAL	\$ 0.00
		0.00%



<https://www.mint.com/>



<http://wally.me/>



**POCKET
GUARD**

<https://pocketguard.com>

Read Your Pay Stubs & Understand What You Keep



“You don’t pay taxes. They take taxes.” –Chris Rock

Company Name		Earning Statement				
420 Sample Street Anytown, MA, 08756		Employee Name/Address	SSN	Reporting Period	Pay Date	Employee #
John Doe 123 Any Street Anytown, MA, 08756		XXX-XX-XXXX	01-11-2011 – 01-18-2011	1-19-2011	1357	
Income	Rate	Hours	Current Pay	Deductions	Total	YTD Total
Gross Earnings	10.00	10.00	400.00	Statutory Deductions FICA - Medicare	5.80	29.00
				FICA - Social Security	24.80	124.00
				Federal Tax	44.50	225.50
				State Tax	35.00	140.00
YTD Gross	YTD Deductions	YTD Net Pay	Total	Deductions	Net Pay	
Company Name 420 Sample Street Anytown, MA, 08756		Check Date 1-20-2011	Check Number 8549			
Pay "425" Dollars and "65" Cents		This is not a check Direct Deposit				
Pay to order of John Doe 123 Any Street Anytown, MA, 08756		Non-Negotiable				

1 Federal Income Tax

Based on taxable income

→ $\approx 10\%$ for single filers earning under \$10,000 up to $\approx 39.6\%$ for earnings over \$415,050 annual income

2 Social Security

Deducted as a flat percentage based on taxable income up to a yearly maximum of \$7,347

→ $\approx 6.2\%$

3 Medicare Tax

Flat percentage (FICA)

→ $\approx 1.45\%$

4 Other Deductions

Insurance policies from employers

→ Varies

5 State and Local Tax

- Based on taxable income
- Not all states have income tax

→ Varies from 0% at state level for Texas and Florida up to 13.3% for California (highest in nation)

6 Wage Garnishments*

Only if needed to pay off debt

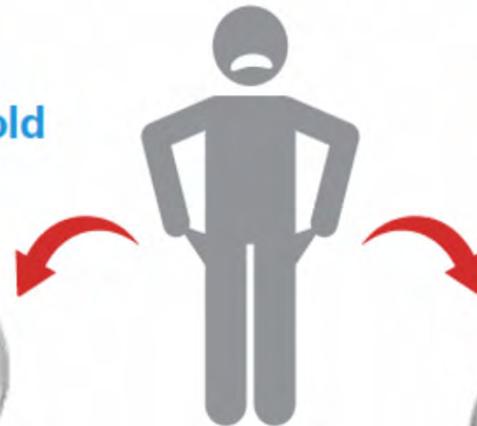
→ Only occasionally applicable



Beware of Little Expenses

“Beware of little expenses. A small leak will sink a great ship.” –Benjamin Franklin

Annual Expenses per Household



\$50,756

Average yearly income
in the United States.

\$8,000 or 16%

Average yearly amount
wasted on little expenses!



Gym Membership **\$1,600**



Alcohol **\$760**



Wasted Food **\$2,115**



Gambling **\$800**



Coffee **\$2,180**



Credit Card Interest **\$2,750**



Lottery Tickets **\$600**



Fast Food **\$990**



Cable TV **\$1,240**

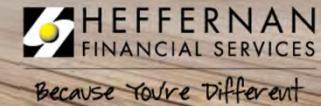


Wasted Energy **\$2,950**

Sources: Bureau of Labor Statistics and USA Today, 12/31/16

Securities offered through LPL Financial, Member FINRA/SIPC. Retirement Planning Services offered through Heffernan Retirement Services, a registered investment advisor. Retail advisory services offered through Heffernan Financial Services, a registered investment advisor. Heffernan Retirement Services, Heffernan Financial Services and Heffernan Insurance Brokers are separate entities and un-affiliated with LPL Financial.

The Financial Wellness Journey



02 PROTECTION

PLAN FOR THE UNEXPECTED

Build Your Emergency Fund

“I didn’t invent the rainy day, man. I just own the best umbrella.” – Jimmy Fallon

Average Monthly
Expenditures



Needed Duration



Fund Size



\$1,900



\$1,000



\$800



\$700



\$400

Total = \$4,800



3.75 months*

If you expect to be re-employed in short time.



6 Months

If you have a limited safety net and volatile income sources.



12 Months

If your income fluctuates wildly from year to year and you work in a profession where it is hard to find work.



\$18,000



\$28,000



\$57,600

Who Gets What?

“The acceptance of death gives you more of a stake in life, in living life happily, as it should be lived.” – Sting

Large Estates with No Named Beneficiaries



Howard Hughes
\$3.8 billion



Michael Jackson
\$825 million



Pablo Picasso
\$500 million



Elvis Presley
\$400 million



Kurt Cobain
\$400 million



Prince
\$300 million

Source: Forbes, 12/31/16

Securities offered through LPL Financial, Member FINRA/SIPC. Retirement Planning Services offered through Heffernan Retirement Services, a registered investment advisor. Retail advisory services offered through Heffernan Financial Services, a registered investment advisor. Heffernan Retirement Services, Heffernan Financial Services and Heffernan Insurance Brokers are separate entities and un-affiliated with LPL Financial.

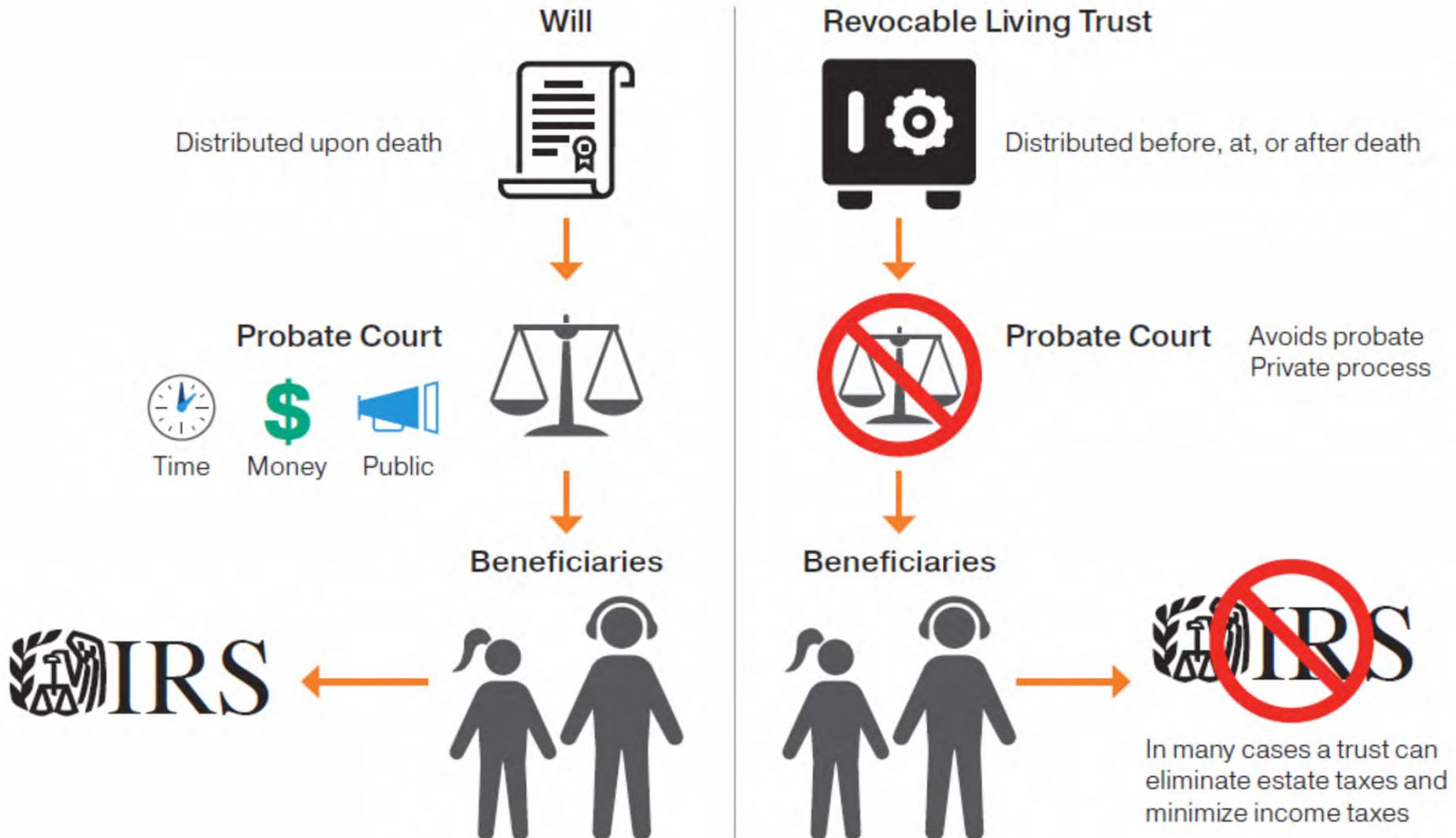
Protection Planning

Important documents



Will or a Trust?

“We don’t own our family history. We simply preserve it for the next generation.” – Rosemary Alva



Life Insurance

“You don’t buy life insurance because you are going to die, but because those you love are going to live.” - Advertisement

A simple calculation:

Annual salary X # of years to replace



Mortgage balance



Other debts



Future needs (college costs, funeral costs)



Savings



Existing funds for future needs

Total Needed

Example: **Jane** and **John** (married couple)

Salary: **\$100,000**



Age 48



Age 5



Age 8

Salary: **\$70,000**



Age 48

Savings: \$20,000

College Funds: \$10,000

Mortgage Balance: \$150,000

Car Loans: \$16,000

Jane's Number

Annual salary X years to replace (100,000 X 17*)	\$1,700,000
+ Mortgage	\$150,000
+ Other debts	\$16,000
+ Future needs	\$207,000**
- Savings	(\$20,000)
- College Funds	(\$10,000)

\$2.043M

John's Number

Annual salary X years to replace (70,000 X 17*)	\$1,190,000
+ Mortgage	\$150,000
+ Other debts	\$16,000
+ Future needs	\$207,000**
- Savings	(\$20,000)
- College Funds	(\$10,000)

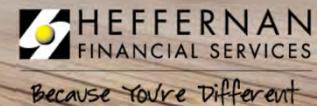
\$1.533M

- **How much will be needed at death to meet immediate obligations?**
- **How much future income is needed to sustain the household?**



<http://www.lifehappens.org/>

Long Term Care



- What is long-term care?
- According to the Centers for Medicare and Medicaid Services (CMS) 70% of consumers over age 65 will need long-term care at some point in their lives*
- LTC is the most overlooked source of retirement health-care expenses
- National average annual cost of nursing home = \$108,408**

Options

- Pay out-of-pocket
- Rely on Medicaid
- Long-term care insurance

*Source: US Department of Health and Human Services, longtermcare.acl.gov, accessed June 25, 2018

**Source: 2021 Cost of Care Survey, Genworth Financial, Inc.

Source: Kaiser Family Foundation; <https://www.kff.org/Medicaid/report/Medicaid-and-long-term-services-and-supports-a-primer/>

Securities offered through LPL Financial, Member FINRA/SIPC. Retirement Planning Services offered through Heffernan Retirement Services, a registered investment advisor. Retail advisory services offered through Heffernan Financial Services, a registered investment advisor. Heffernan Retirement Services, Heffernan Financial Services and Heffernan Insurance Brokers are separate entities and un-affiliated with LPL Financial.

The Financial Wellness Journey



03
DEBT

ELIMINATE HIGH INTEREST DEBT

The Financial Wellness Journey

"Compound interest is the 8th wonder of the world. He who understands it, earns it. He who doesn't, pays it. —Albert Einstein

Bills:



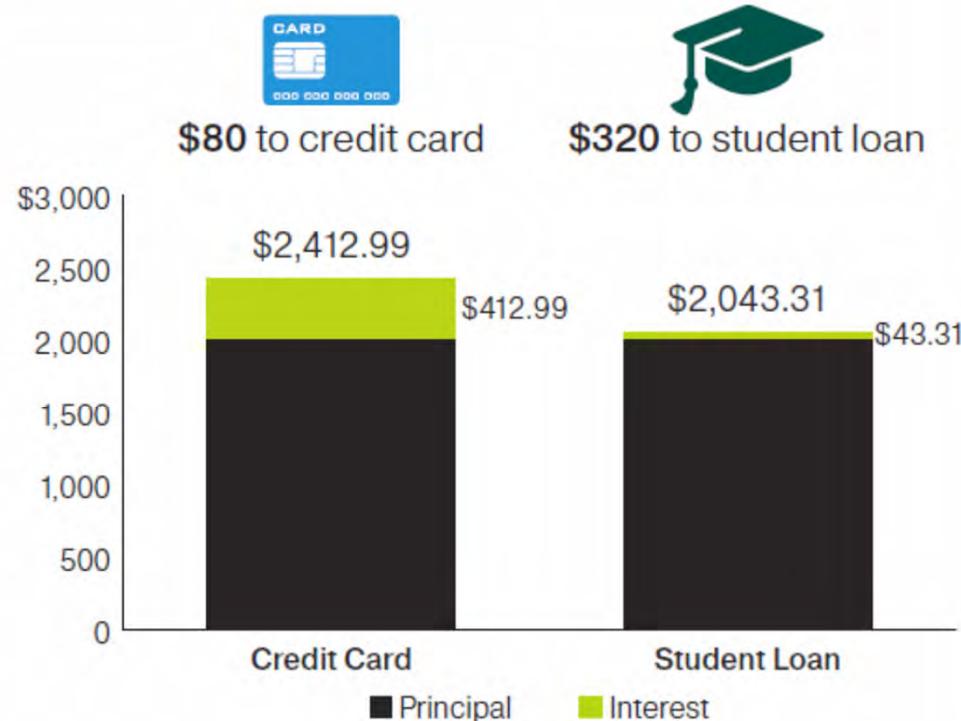
\$2,000 credit card debt at 15%,
minimum monthly payment \$80

and

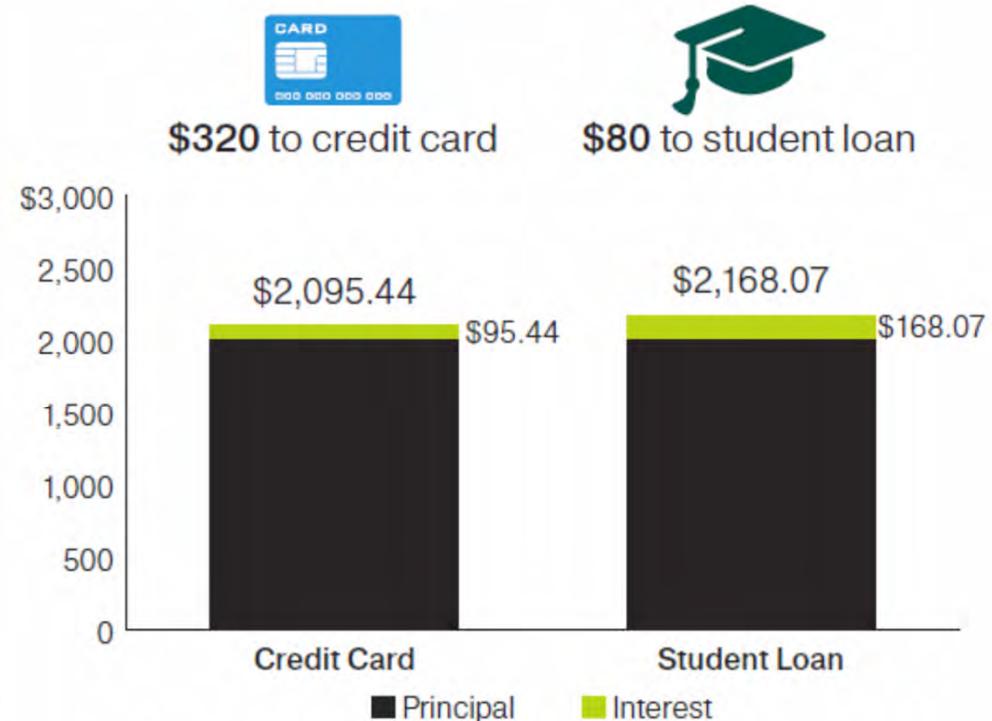


\$2,000 student loan at 7%,
minimum monthly payment \$80

Scenario 1: Total interest cost = **\$456.30**



Scenario 2: Total interest cost = **\$263.51**



This is a hypothetical example and is not representative of any specific situation.

Debt Management

Debt Blaster Strategy - https://ffcalcs.com/debt_blaster

DebtBlaster Calculator

Making extra payments on your debt is a surefire way to pay it off faster. See how much faster using this DebtBlaster strategy.

Your Debt Accounts

Account Name	Current Balance	Interest Rate	Minimum Payment	Lump Sum Payment	Monthly Payments	Months to Pay Off
Visa	\$3,700	19%	\$65	\$0	\$65	148
American Expre	\$1,200	23%	\$45	\$0	\$345	4
Personal Loan	\$10,000	8%	\$100	\$0	\$100	166

Total Balance on All Accounts (Total Debt) \$14,900

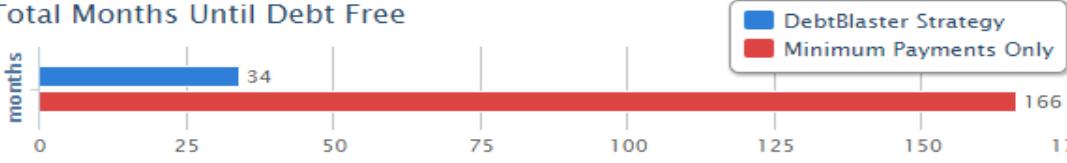
Additional Contribution Amounts

New Lump Sum	\$0	New Monthly Amount	\$300	Total Monthly Payment	\$510
--------------	--	--------------------	--	-----------------------	--

DebtBlaster Strategy Estimate

	Minimum Payments Only	With DebtBlaster Strategy
Total Years Until Debt Free	13 years 10 months	2 years 10 months
Total Estimated Cost of Debt	\$27,811	\$17,043
Total Estimated Interest	\$12,911	\$2,143
Total Interest Saved		\$10,768

Total Months Until Debt Free



Strategy	Months
DebtBlaster Strategy	34
Minimum Payments Only	166

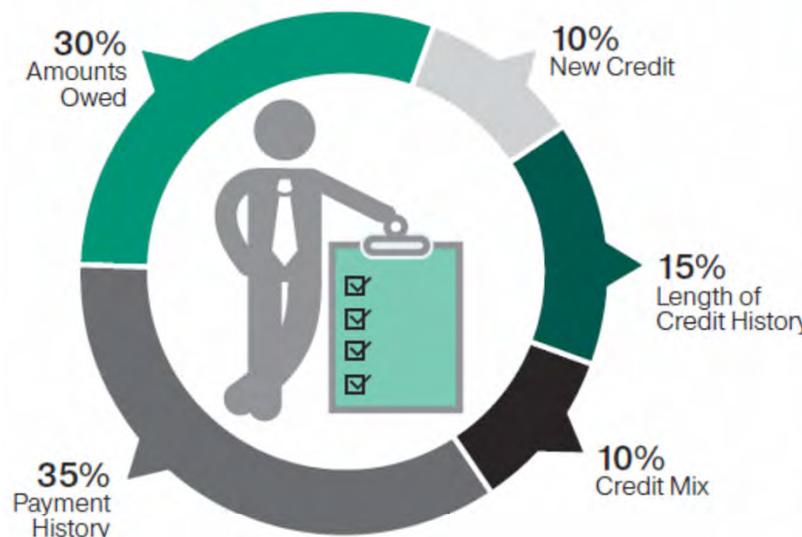
This is a hypothetical example and is not representative of any specific situation.

Securities offered through LPL Financial, Member FINRA/SIPC. Retirement Planning Services offered through Heffernan Retirement Services, a registered investment advisor. Retail advisory services offered through Heffernan Financial Services, a registered investment advisor. Heffernan Retirement Services, Heffernan Financial Services and Heffernan Insurance Brokers are separate entities and un-affiliated with LPL Financial.

Protect Your Credit Score

“It's amazing how fast later comes when you buy now.” –Milton Berle

How a FICO Score Breaks Down




<https://www.experian.com/>


<https://www.transunion.com/>


<https://www.equifax.com/personal/>

 30-Year Fixed Rate Loan			 5-Year Car Loan		
 Loan Value: \$250,000			 Loan Value: \$20,000		
Credit Ranges	APR for Home Loan	Total Interest Paid	Credit Ranges	APR for Car Loan	Total Interest Paid
800+ Exceptional borrower	3.73	\$166,242	800+ Exceptional borrower	2.63%	\$821
740-799 Very Dependable	3.96	\$177,653	740-799 Very Dependable	3.60%	\$1,129
670-739 Good credit	4.35	\$198,137	670-739 Good credit	6.42%	\$2,041
580-669 Risky: Approved at high interest rate	5.33	\$251,340	580-669 Risky: Approved at high interest rate	10.71%	\$3,473
579 or less Very risky: Credit hard to obtain	Not available	Not available	579 or less Very risky: Credit hard to obtain	Not available	Not available

This is a hypothetical example and is not representative of any specific situation.

Securities offered through LPL Financial, Member FINRA/SIPC. Retirement Planning Services offered through Heffernan Retirement Services, a registered investment advisor. Retail advisory services offered through Heffernan Financial Services, a registered investment advisor. Heffernan Retirement Services, Heffernan Financial Services and Heffernan Insurance Brokers are separate entities and un-affiliated with LPL Financial.

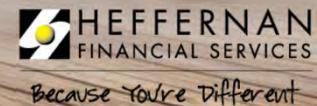
The Financial Wellness Journey



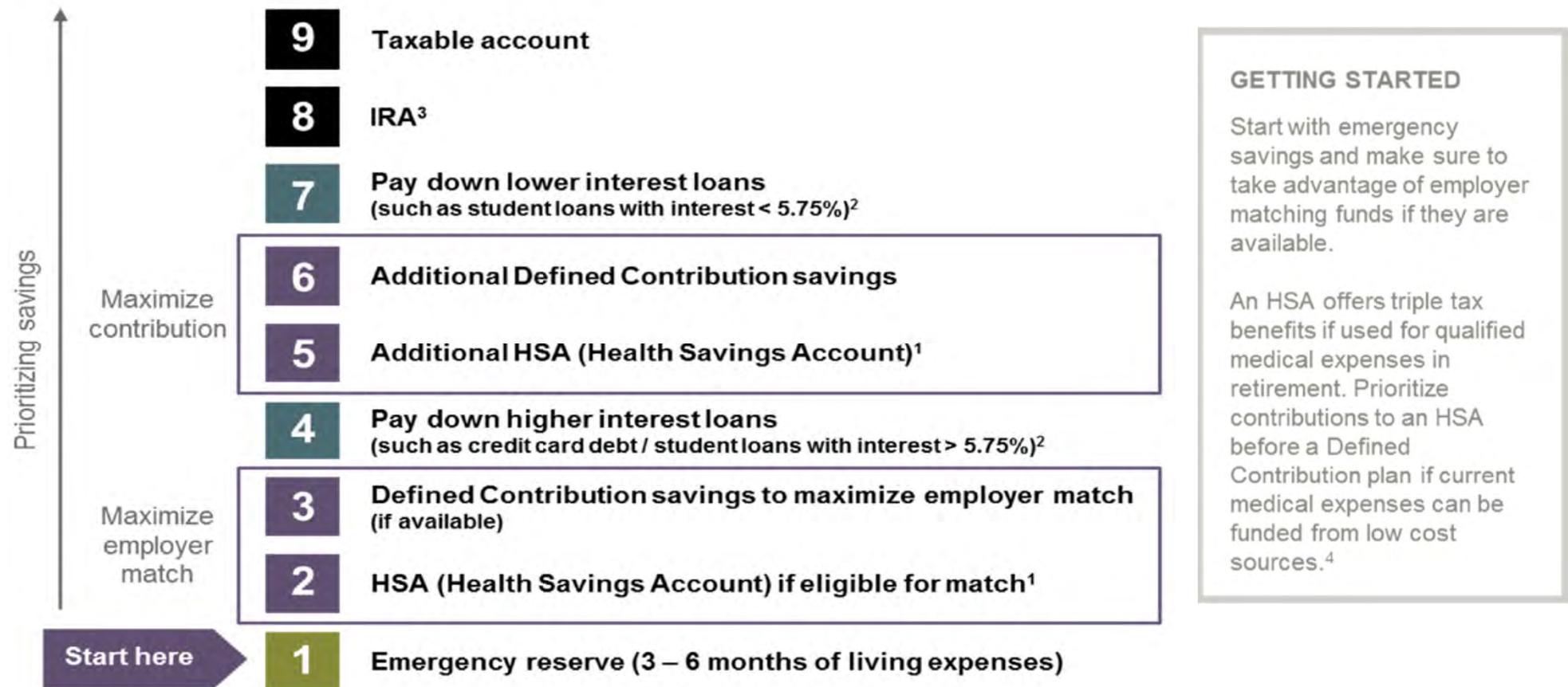
04
SAVE

INVEST FOR THE FUTURE

Prioritizing Long-Term Retirement Savings



Why is it so important?



¹Must have a high-deductible health insurance plan that is eligible to be paired with an HSA. Those taking Social Security benefits age 65 or older and those who are on Medicare are ineligible. Tax penalties apply for non-qualified distributions prior to age 65; consult IRS Publication 502 or your tax professional.

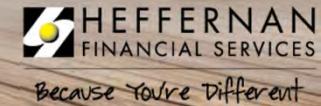
²This assumes that a diversified portfolio may earn 5.75% over the long term. Actual returns may be higher or lower. Generally, consider making additional payments on loans with a higher interest rate than your long-term expected investment return.

³Income limits may apply for IRAs. If ineligible for these, consider a non-deductible IRA or an after-tax 401(k) contribution. Individual situations will vary; consult your tax professional.

⁴Examples of low cost funding sources include cash and current income.

Source: J.P. Morgan analysis. Not intended to be a personal financial plan.

Health Savings Accounts (HSAs)

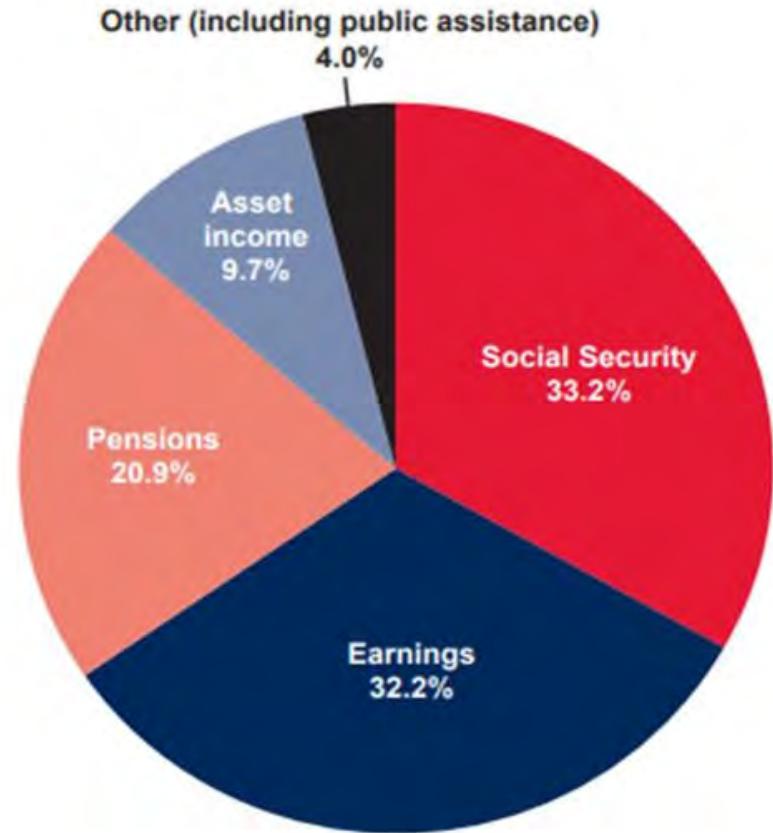


Provides a triple tax advantage

- Special savings account that is portable and allows individuals to pay out-of-pocket qualified medical expenses with tax free dollars
- Provides a triple tax advantage:
 - contributions go into the account tax-free,
 - earnings accrue tax-free, and
 - distributions are tax-free for qualified medical expenses
- In order to participate, you must be covered by a qualifying high deductible health plan (HDHP)
- Funds can be used to pay for qualified medical expenses for the employee and dependents
- If funds are withdrawn for non-qualified expenses, they are subject to a 20% penalty, in addition to income taxes
- Any unused funds will carry over from year to year, as the account is fully owned by the employee
- The 20% withdrawal penalty for non-qualified medical expenses is waived after age 65

Saving for Retirement

Why is it so important?



Income Sources:

Asset income: includes interest, dividends, income from estates or trusts, and net rental income or royalties.

Cash public assistance: includes Supplemental Security Income and other cash public assistance payments low-income people receive, such as Aid to Families with Dependent Children (AFDC, ADC), temporary assistance to needy families (TANF), general assistance, and emergency assistance.

Earnings: is the sum of income from wages and salaries and income from self-employment.

Noncash benefits: include Supplemental Nutrition Assistance Program benefits (SNAP benefits formerly known as food stamps), energy assistance, and housing assistance. Noncash benefits are not included as money income for public assistance or total income.

Retirement benefits: include Social Security, other public sources such as Railroad Retirement and government employee pensions (military, federal, state, and local), and private pensions and annuities.

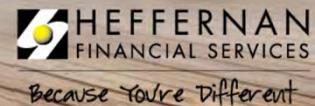
Social Security: includes retired-worker benefits, dependent or survivor benefits, disability benefits, transitionally insured benefits, and special age-72 benefits.

Pensions: include payments from private pensions and annuities; government employee pensions; Railroad Retirement; and individual retirement accounts (IRAs), Keoghs, and 401(k) plans.

Source: SSA, Income of the Aged, 2014, April 2016

Securities offered through LPL Financial, Member FINRA/SIPC. Retirement Planning Services offered through Heffernan Retirement Services, a registered investment advisor. Retail advisory services offered through Heffernan Financial Services, a registered investment advisor. Heffernan Retirement Services, Heffernan Financial Services and Heffernan Insurance Brokers are separate entities and un-affiliated with LPL Financial.

Are You on Track?



Savings Checkpoint

Current age	Current household income						
	\$100,000	125,000	\$150,000	\$175,000	\$200,000	\$250,000	\$300,000
Checkpoint(x current household income)							
25	0.2	0.4	0.6	0.8	1.0	1.2	1.3
30	0.8	1.0	1.3	1.5	1.7	2.0	2.1
35	1.5	1.7	2.1	2.3	2.5	2.9	3.1
40	2.3	2.6	3.0	3.3	3.6	4.0	4.2
45	3.3	3.6	4.1	4.5	4.8	5.3	5.6
50	4.5	4.9	5.4	5.9	6.3	6.8	7.2
55	5.9	6.4	7.0	7.6	8.0	8.7	9.2
60	8.0	8.7	9.5	10.3	10.8	11.6	12.2
65	10.8	11.5	12.6	13.6	14.2	15.3	16.0

How to use:

- This analysis assumes you would like to maintain an equivalent lifestyle in retirement.
- Household income is assumed to be gross income (before taxes and savings).
- Go to the intersection of your current age and your closest current household income.
- Multiply your current household income by the checkpoint shown. This is the amount you should have saved today, assuming you continue contributions of 10% going forward.
- Example: For a 40-year-old with a household income of \$100,000: $\$100,000 \times 2.3 = \$230,000$.

This chart is for illustrative purposes only and must not be relied upon to make investment decisions. J.P. Morgan's model is based on a blend of J.P. Morgan Asset Management's (JPMAM) proprietary Long-Term Capital Market Assumptions (first 10 years) and equilibrium returns, and an 80% confidence level through retirement. Household income replacement rates are derived from an inflation-adjusted analysis of: Consumer Expenditure Survey (BLS) data (2013-2016); Social Security benefits using modified scaled earnings in 2019 for a single wage earner at age 65 and a spousal benefit at age 62 reduced by Medicare Part B premiums. For more details, see slide 15.

Consult with a financial professional for a more personalized assessment. Allocations, assumptions and expected returns are not meant to represent JPMAM performance. Given the complex risk/reward tradeoffs involved, we advise clients to rely on judgment as well as quantitative optimization approaches in setting strategic allocations. References to future returns for either asset allocation strategies or asset classes are not promises or even estimates of actual returns a client portfolio may achieve.

Securities offered through LPL Financial, Member FINRA/SIPC. Retirement Planning Services offered through Heffernan Retirement Services, a registered investment advisor. Retail advisory services offered through Heffernan Financial Services, a registered investment advisor. Heffernan Retirement Services, Heffernan Financial Services and Heffernan Insurance Brokers are separate entities and un-affiliated with LPL Financial.

MODEL ASSUMPTIONS

Annual gross savings rate: 10%*

Pre-retirement investment return: 5.75%

Post-retirement investment return: 5.0%

Inflation rate: 2.0%

Retirement age:

- Primary earner: 65
- Spouse: 62

Years in retirement: 30

*10% is approximately twice the U.S. average annual savings rate

Annual Saving Needed if Starting Today

Savings Rates

Start saving age	Current household income						
	\$100,000	\$125,000	\$150,000	\$175,000	\$200,000	\$250,000	\$300,000
Savings rate (x current household income)							
25	11%	12%	13%	14%	15%	16%	17%
30	14%	15%	17%	18%	19%	20%	21%
35	18%	20%	22%	23%	24%	26%	27%
40	25%	26%	29%	31%	32%	35%	37%
45	34%	37%	40%	43%	45%	48%	51%
50	50%	54%	59%	63%	66%	71%	75%

How to use:

- Go to the intersection of your current age and your closest current household income.
- This is the percentage of your current household income to contribute annually going forward if you have \$0 saved for retirement today.
- Example: A 40-year-old with household income of \$100,000 and \$0 saved for retirement today may need to save 25% every year until retirement.

Important things you need to know:

- Values assume you would like to maintain an equivalent lifestyle in retirement.
- Household income is assumed to be gross income (before taxes and savings).

This chart is for illustrative purposes only and must not be relied upon to make investment decisions. J.P. Morgan's model is based on a blend of J.P. Morgan Asset Management's (JPMAM) proprietary Long-Term Capital Market Assumptions (first 10 years) and equilibrium returns, and an 80% confidence level in retirement. Household income replacement rates are derived from an inflation-adjusted analysis of: Consumer Expenditure Survey (BLS) data (2013-2016); Social Security benefits using modified scaled earnings in 2019 for a single wage earner at age 65 and a spousal benefit at age 62 reduced by Medicare Part B premiums. For more details, see slide 15.

Consult with a financial professional for a more personalized assessment. Allocations, assumptions and expected returns are not meant to represent JPMAM performance. Given the complex risk/reward tradeoffs involved, we advise clients to rely on judgment as well as quantitative optimization approaches in setting strategic allocations. References to future returns for either asset allocation strategies or asset classes are not promises or even estimates of actual returns a client portfolio may achieve.

Securities offered through LPL Financial, Member FINRA/SIPC. Retirement Planning Services offered through Heffernan Retirement Services, a registered investment advisor. Retail advisory services offered through Heffernan Financial Services, a registered investment advisor. Heffernan Retirement Services, Heffernan Financial Services and Heffernan Insurance Brokers are separate entities and un-affiliated with LPL Financial.

MODEL ASSUMPTIONS

Pre-retirement investment return: 5.75%

Post-retirement investment return: 5.0%

Inflation rate: 2.0%

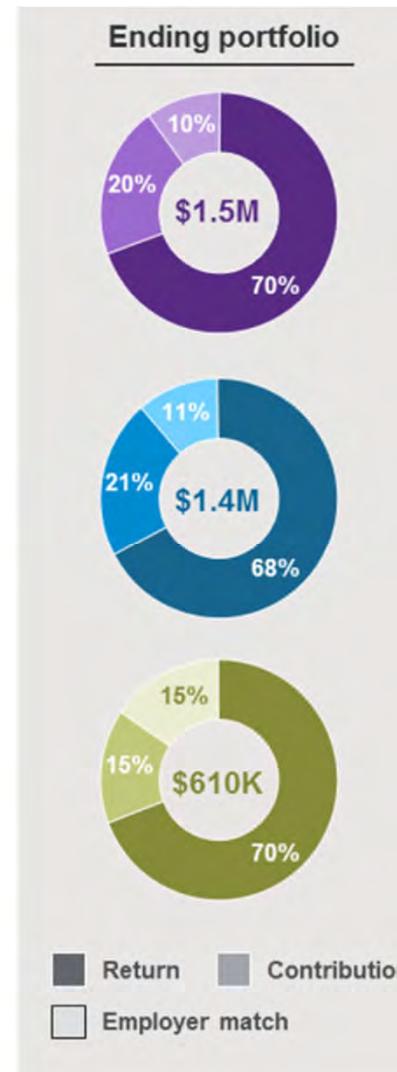
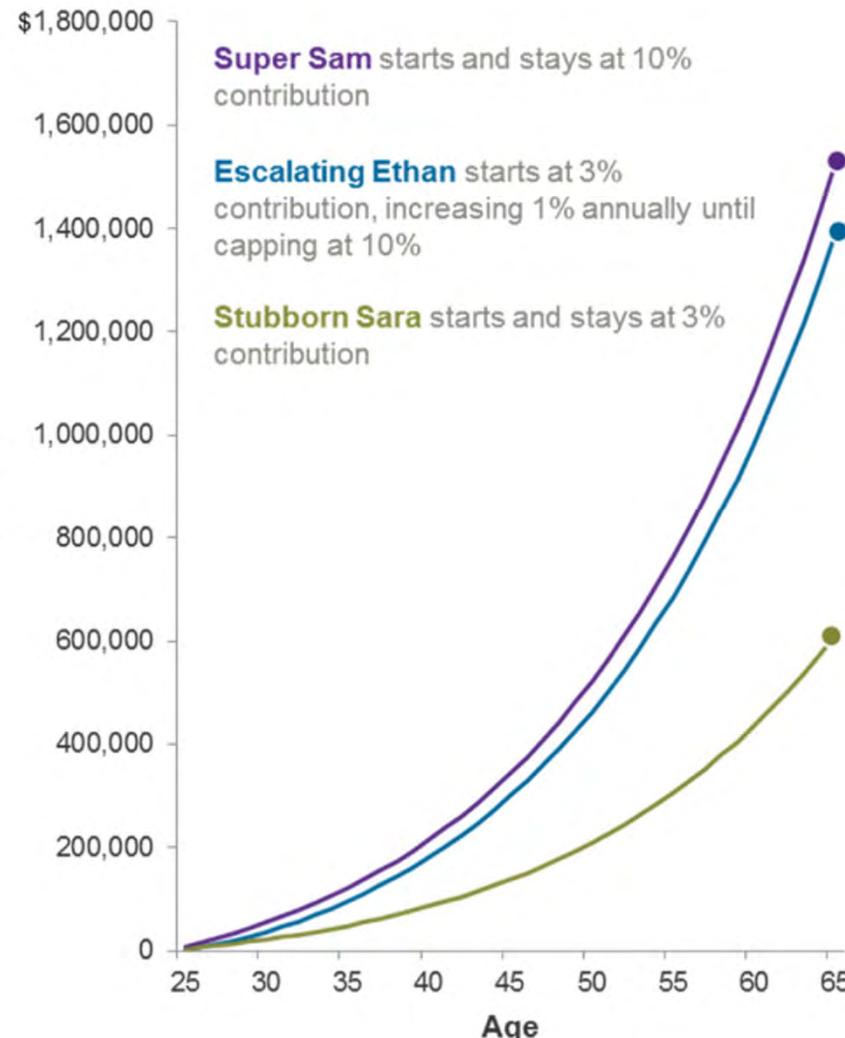
Retirement age:

- Primary earner: 65
- Spouse: 62

Years in retirement: 30

Increase Your Contributions Over Time

Account growth of auto-escalation vs. a static contribution



MODEL ASSUMPTIONS

Start age: 25

Retirement age: 65

Starting salary: \$50,000

Wage growth: 2.0%

Assumed annual employer match: 100% of employee contribution up to 5%

Investment return: 5.75%

Individual is assumed to retire at the end of age 65. Growth of portfolio is tax deferred; ending portfolio may be subject to tax. The above example is for illustrative purposes only and not indicative of any investment.

Source: J.P. Morgan Asset Management, Long-Term Capital Market Assumptions.

Securities offered through LPL Financial, Member FINRA/SIPC. Retirement Planning Services offered through Heffernan Retirement Services, a registered investment advisor. Retail advisory services offered through Heffernan Financial Services, a registered investment advisor. Heffernan Retirement Services, Heffernan Financial Services and Heffernan Insurance Brokers are separate entities and un-affiliated with LPL Financial.

Retirement Plan Contribution Limits



2023 Key Numbers

- Traditional 401(k)/Roth 401(k)
 - Under age 50- \$22,500
 - Age 50 and up- \$30,000
- IRA
 - Under age 50- \$6,500
 - Age 50 and up- \$7,500
 - Phase out Married, filing jointly \$116,000-\$136,000 MAGI
 - Phase out Single - \$73,000-\$83,000 MAGI
- Roth IRA
 - Under age 50- \$6,500
 - Age 50 and up- \$7,500
 - Phase out Married, filing jointly \$218,000-\$228,000 MAGI
 - Phase out Single - \$138,000-\$153,000 MAGI

Former Employer Plans



YOUR OPTIONS	PROS	CONS
Option 1 Rollover to an IRA Your Most Flexible Option	<ul style="list-style-type: none">• Continue any tax-deferred growth• Avoid early withdrawal penalties• Have the flexibility to select investment options that fit your specific needs. Your advisor can help you choose from the nation's leading investment managers.• Choose a Roth after-tax account, if appropriate• Consolidate your retirement assets in one convenient place as you change jobs	<ul style="list-style-type: none">• Can't borrow against your assets• Annual fees and/or commissions may apply, and may be higher than your plan
Option 2 Remain in your plan	<ul style="list-style-type: none">• Continue any tax-deferred growth• Avoid early withdrawal penalties• Move your savings to another retirement plan later• Have continued access to your plan• Protection from creditors• May have lower fees	<ul style="list-style-type: none">• Limited to the plan's investment options• May not be able to remain in the plan if your account is less than \$5,000• You can't take a loan against your old 401(k) Plan
Option 3 Rollover to another employer's plan	<ul style="list-style-type: none">• Continue any tax-deferred growth• Avoid early withdrawal penalties• May be able to consolidate your retirement assets in one account• May be able to borrow from the plan• Protection from creditors• May have lower fees	<ul style="list-style-type: none">• Limited to the investment options offered by that plan• May have limits on how you move your money between the investment choices in the plan

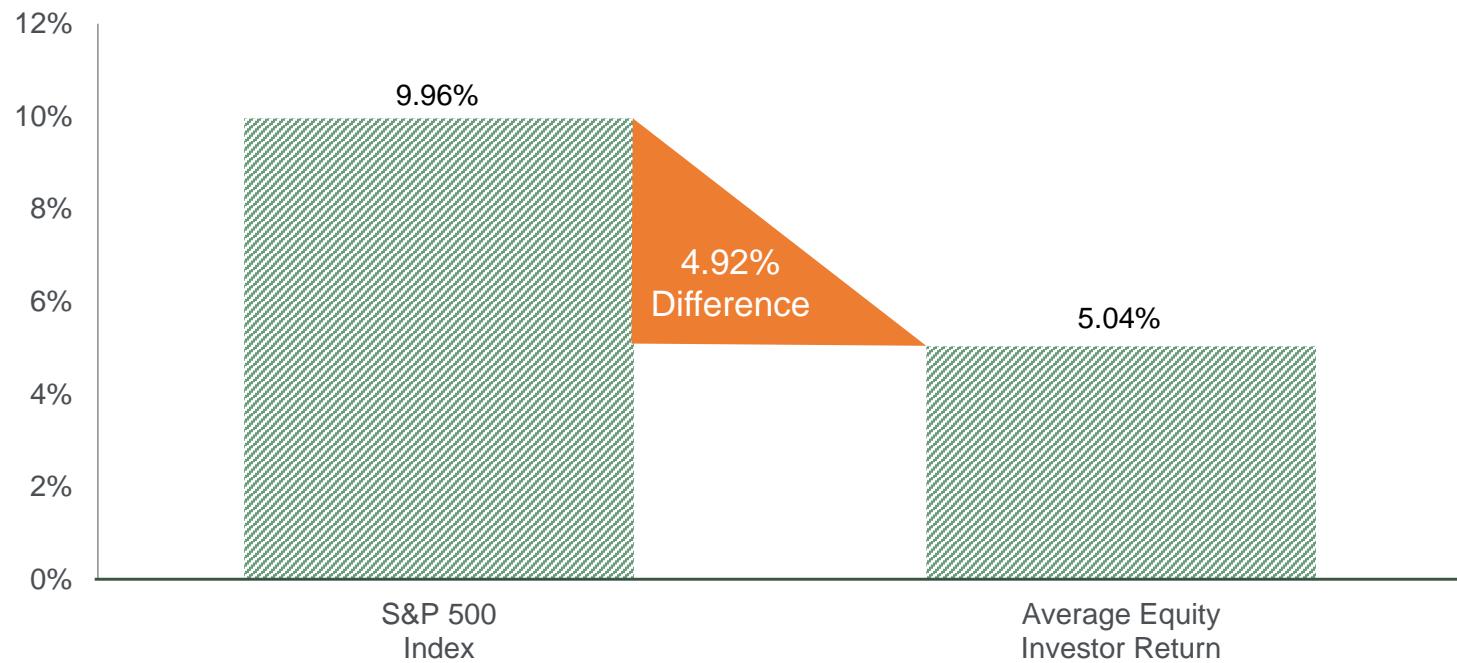
A final option: take a distribution in cash- You can decide to take the money out of your plan. If you are under age 59½, a 10% early withdrawal penalty may apply; your distribution may also be subject to state and federal taxes.

Securities offered through LPL Financial, Member FINRA/SIPC. Retirement Planning Services offered through Heffernan Retirement Services, a registered investment advisor. Retail advisory services offered through Heffernan Financial Services, a registered investment advisor. Heffernan Retirement Services, Heffernan Financial Services and Heffernan Insurance Brokers are separate entities and un-affiliated with LPL Financial.

Don't Let Volatility Dictate Your Plan



Investors have left thousands of dollars behind



Dalbar, Inc., "Quantitative Analysis of Investor Behavior," March 2020.

DALBAR's 2020 Quantitative Analysis of Investor Behavior (QAIB) study examines real investor returns from equity, fixed income and money market mutual funds from January 1999 through December 2019. The study was originally conducted by DALBAR, Inc. in 1994 and was the first to investigate how mutual fund investors' behavior affects the returns they actually earn.

Past performance is no guarantee of future results. Indexes cannot be invested into directly.

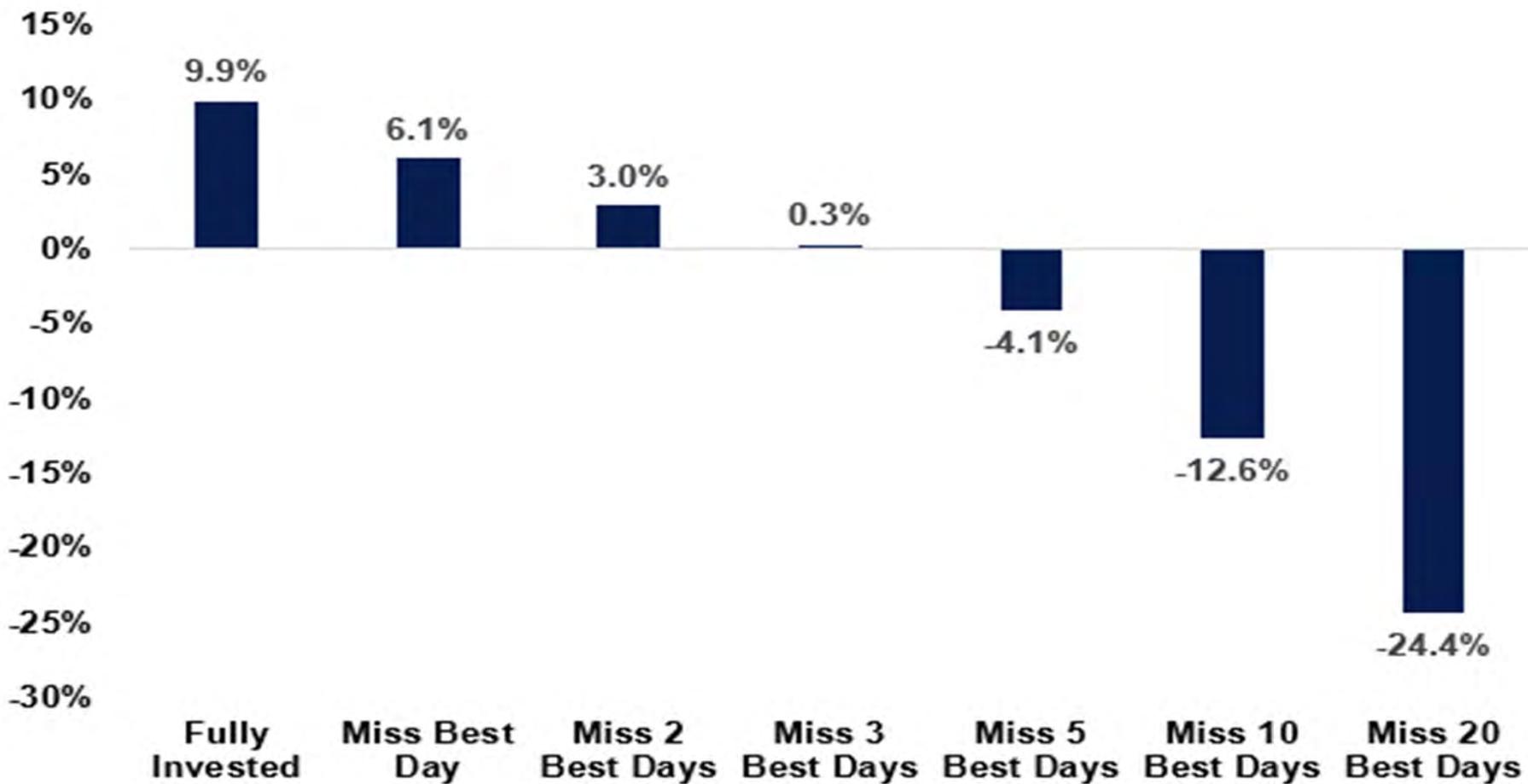
Average Investor is defined by DALBAR.

Securities offered through LPL Financial, Member FINRA/SIPC. Retirement Planning Services offered through Heffernan Retirement Services, a registered investment advisor. Retail advisory services offered through Heffernan Financial Services, a registered investment advisor. Heffernan Retirement Services, Heffernan Financial Services and Heffernan Insurance Brokers are separate entities and un-affiliated with LPL Financial.

Market Timing Can Be Costly

Missing the best days in the market substantially reduced returns

S&P 500 Index Annualized Performance (1990-2021)



Source: LPL Research, FactSet 4/29/22

All indexes are unmanaged and cannot be invested in directly. Past performance is no guarantee of future results.

S&P 500 Index performance before 1957 is based on its predecessor index, the S&P 90.

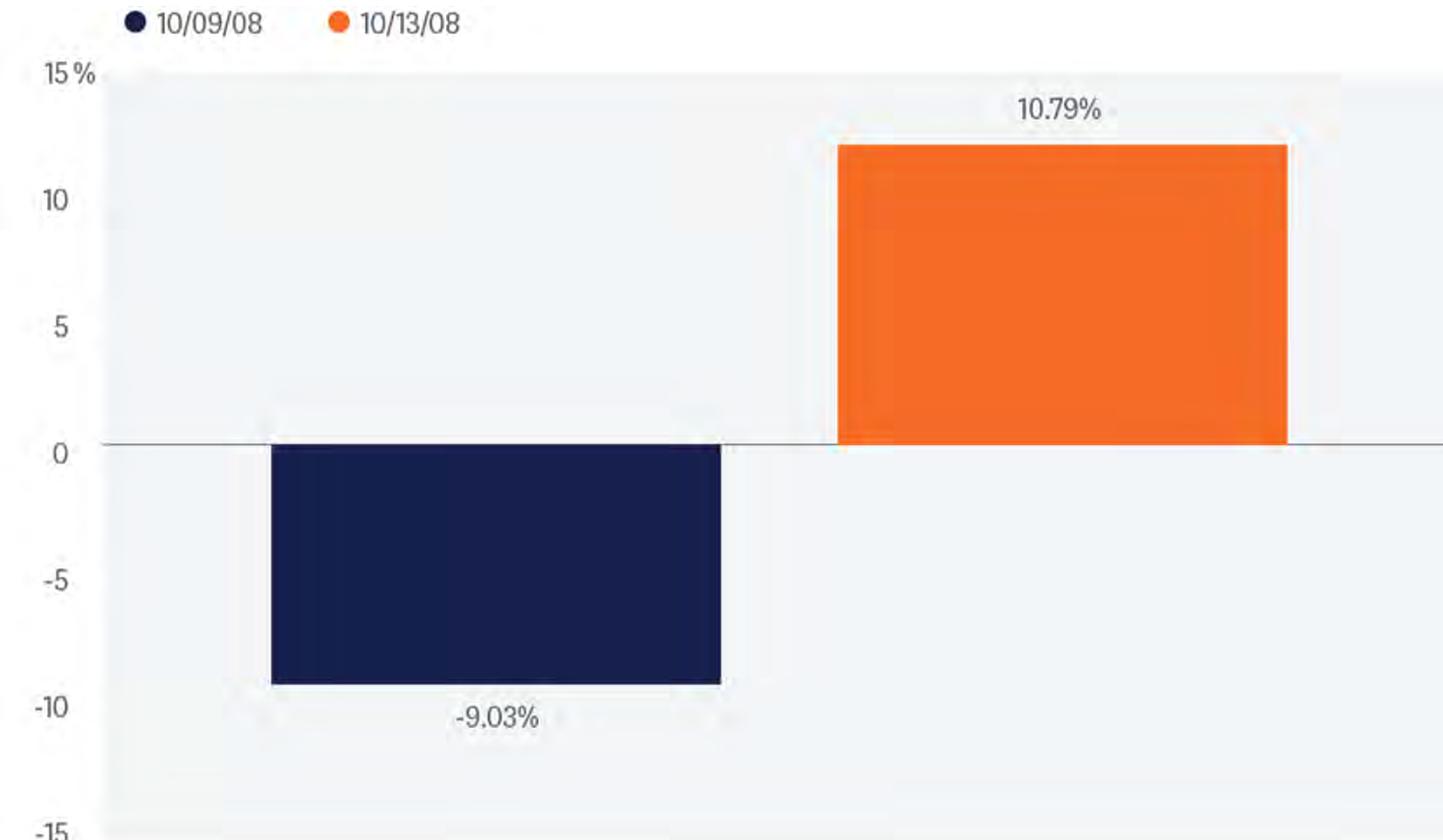
Securities offered through LPL Financial, Member FINRA/SIPC. Retirement Planning Services offered through Heffernan Retirement Services, a registered investment advisor. Retail advisory services offered through Heffernan Financial Services, a registered investment advisor. Heffernan Retirement Services, Heffernan Financial Services and Heffernan Insurance Brokers are separate entities and un-affiliated with LPL Financial.

Markets Tend to Have Best Days and Worst Days Close Together



By selling out of the market to avoid the worst days, you could also miss out on the best days

For example, in October 2008, the largest loss (-9.03%) and gain (10.79%) happened in the space of two weeks

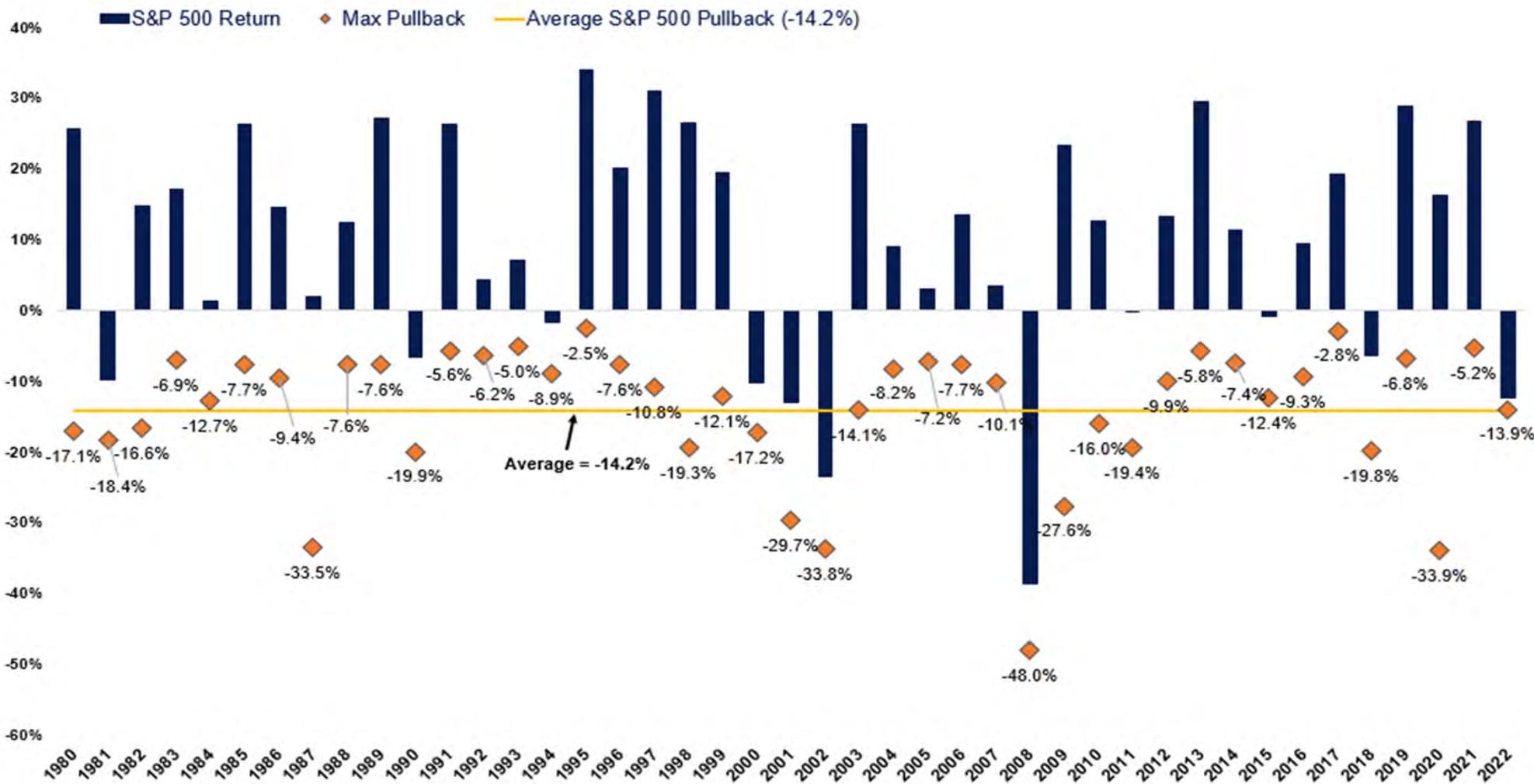


Performance data quoted represents past performance, which is no guarantee of future results.
The S&P 500 Index is generally considered representative of the U.S. Stock Market.

Volatility is Normal

On average stocks are up about 9% per year and the average pullback in a year is 14%

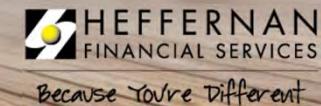
S&P 500 Index Max Pullback Per Calendar Year



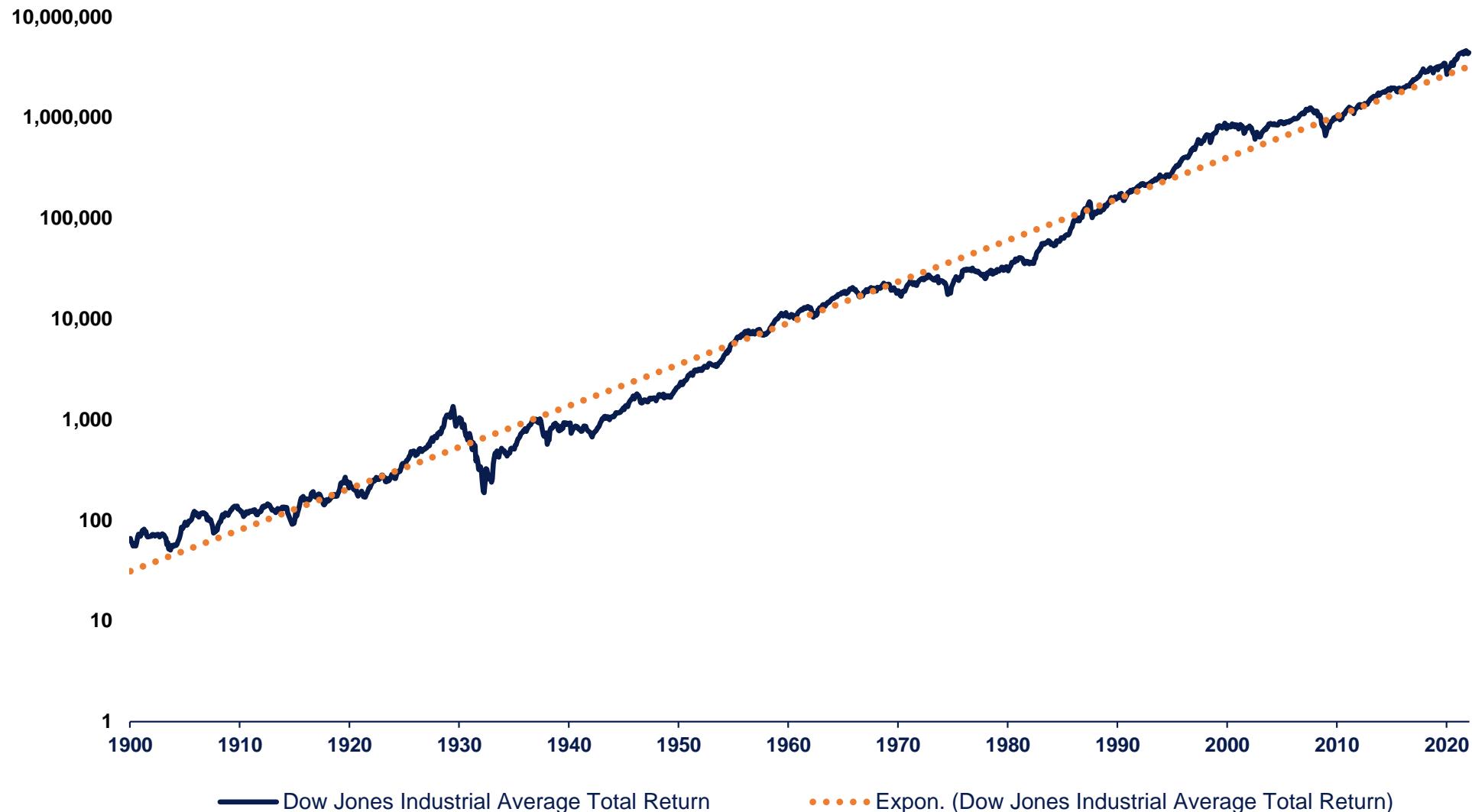
Source: LPL Research, FactSet 4/29/22 (1980-Current)

All indexes are unmanaged and cannot be invested in directly. Past performance is no guarantee of future results.

Stocks Historically Rise Over The Long-Term



On average stocks are up about 9% per year and the average pullback in a year is 14%



Source: LPL Research, Ned Davis Research 4/29/22

All indexes are unmanaged and cannot be invested in directly. Past performance is no guarantee of future results.

Securities offered through LPL Financial, Member FINRA/SIPC. Retirement Planning Services offered through Heffernan Retirement Services, a registered investment advisor. Retail advisory services offered through Heffernan Financial Services, a registered investment advisor. Heffernan Retirement Services, Heffernan Financial Services and Heffernan Insurance Brokers are separate entities and un-affiliated with LPL Financial.

Don't Let Volatility Get You Down

Letting volatility motivate you to pull out of the markets when they're down can mean you:



“Lock in” loss



Have no opportunity to benefit from any rebound



Must determine when to reinvest, which can be difficult



Understand market history



Understand it's a normal and necessary part of investing



Have a plan — *and stick to it*



Investment Risk Tolerance

Riskalyze is a cutting edge technology that identifies your acceptable levels of risk and reward

Risk Tolerance

You completed a risk questionnaire using advanced quantitative risk technology on February 22, 2018. The results were as follows.

On a scale of 1 to 99, with higher numbers indicating higher risk tolerance, your answers to the risk questionnaire resulted in a score of 74.



This means that over the next six months, you are comfortable risking a loss of -16% or -\$16,347, in exchange for the chance of making a gain of +25% or +\$24,587.

Current Asset Allocation (Current Portfolio)

This is your current asset allocation (current portfolio), as captured on May 29, 2018.



Target Asset Allocation (Proposed Portfolio)

This is your target asset allocation (proposed portfolio), as captured on May 29, 2018.





<https://pro.riskalyze.com/embed/7629c142e486953d0584>

Contact Information



Heffernan is here to help



ASSISTANT VICE PRESIDENT, EDUCATION & COMMUNICATION SPECIALIST, INDIVIDUAL WEALTH MANAGEMENT
FINANCIAL ADVISOR
Rebecca Tapia
☎ (415) 808-1369
✉ rebeccat@heffgroup.com



VICE PRESIDENT, INDIVIDUAL WEALTH MANAGEMENT FINANCIAL ADVISOR
Anthony Calomeni
☎ (650) 842-5220
✉ anthonyc@heffgroup.com



MANAGING DIRECTOR, RETIREMENT PLAN ADVISOR
Blake Thibault
☎ (415) 808-1359
✉ blaket@heffgroup.com



Because You're Different

(800) 437-0045

<https://www.heffgroupfs.com/>

The financial consultants at Heffernan Financial Services are registered representatives with, and securities are offered through, LPL Financial.

Securities offered through LPL Financial, Member FINRA/SIPC. Retirement Planning Services offered through Heffernan Retirement Services, a registered investment advisor. Retail advisory services offered through Heffernan Financial Services, a registered investment advisor. Heffernan Retirement Services, Heffernan Financial Services and Heffernan Insurance Brokers are separate entities and un-affiliated with LPL Financial.

What questions do you have?



Disclosures

The financial professionals at Heffernan Financial Services (HFS) and Heffernan Retirement Services (HRS) are registered representatives with, and securities are offered through, LPL Financial, member FINRA/SIPC. Investment advice offered through Global Retirement Partners, LLC (GRP), a registered Investment Advisor. GRP, HFS, HRS, and Heffernan Insurance Brokers (HIB) are separate entities from LPL Financial. GRP, HFS, HRS, HIB and LPL financial are not affiliated with Empower.

This presentation was created for education and informational purposes only and is not intended as ERISA, tax, legal or investment advice. If you are seeking investment advice specific to your needs, such advice services must be obtained on your own separate from this educational presentation.

There is no assurance that the views or strategies discussed are suitable for all investors or will yield positive outcomes. Investing involves risks including possible loss of principal. Any economic forecasts set forth may not develop as predicted and are subject to change. References to markets, asset classes and sectors are generally regarding that corresponding market index. Indexes are unmanaged statistical composites and cannot be invested into directly. Index performance is not indicative of the performance of any investment and do not reflect fees, expenses or sales charges. All performance referenced is historical and is no guarantee of future results.

Investing in stock includes numerous specific risks including: the fluctuation of dividend, loss of principal and potential illiquidity of the investment in a falling market.

The prices of small cap stocks are generally more volatile than large cap stocks.

Bonds are subject to market and interest rate risk if sold prior to maturity. Bond values will decline as interest rates rise and bonds are subject to availability and change in price.

High yield/junk bonds (grade BB or below) are not investment grade securities, and are subject to higher interest rate, credit and liquidity risks than those graded BBB and above. They generally should be part of a diversified portfolio for sophisticated investors.

Investing in Real Estate Investment Trusts (REITs) involves special risks such as illiquidity and may not be suitable for all investors. There is no assurance that the investment objectives of this program will be attained.

The fast price swings of commodities will result in significant volatility in an investor's holdings. Commodities include increased risks, such as political, economic, and currency instability, and may not be suitable for all investors.

Disclosures

If you need more information or would like personal advice you should consult an insurance professional. Guarantees are based on the claims paying ability of the issuing insurance company.

All indexes are unmanaged and an individual cannot invest directly in an index. Index returns do not include fees or expenses.

The Bloomberg Barclays 1-3 Month U.S. Treasury Bill Index includes all publicly issued zero-coupon US Treasury Bills that have a remaining maturity of less than 3 months and more than 1 month, are rated investment grade, and have \$250 million or more of outstanding face value. In addition, the securities must be denominated in U.S. dollars and must be fixed rate and non convertible.

The Bloomberg Barclays Global High Yield Index is a multi-currency flagship measure of the global high yield debt market. The index represents the union of the US High Yield, the Pan-European High Yield, and Emerging Markets (EM) Hard Currency High Yield Indices. The high yield and emerging markets subcomponents are mutually exclusive. Until January 1, 2011, the index also included CMBS high yield securities.

The Bloomberg Commodity Index and related sub-indices are composed of futures contracts on physical commodities and represents twenty two separate commodities traded on U.S. exchanges, with the exception of aluminum, nickel, and zinc.

The MSCI Emerging Markets Index is a free float-adjusted market capitalization index that is designed to measure equity market performance in the global emerging markets.

The MSCI EAFE Index (Europe, Australasia, Far East) is a free float-adjusted market capitalization index that is designed to measure the equity market performance of developed markets, excluding the US & Canada.

The Russell 2000 Index® measures the performance of the 2,000 smallest companies in the Russell 3000 Index.

The S&P 500 Index is widely regarded as the best single gauge of the U.S. equities market. The index includes a representative sample of 500 leading companies in leading industries of the U.S. economy. The S&P 500 Index focuses on the large-cap segment of the market; however, since it includes a significant portion of the total value of the market, it also represents the market.