

*your money*, a magazine from WEA Member Benefits

# your \$

FALL 2020



# 10

## ways to build your wealth

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**NEW!** Life insurance can help your family remain financially secure

### **your resource**

Busting myths about our retirement savings program

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Prevent theft at home and in the car

WEA Member Benefits Foundation giveaway

Save with an IRA: It's all in the family



# {yours<sup>TM</sup>

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## {president's letter

Dave Kijek, President/CEO, WEA Member Benefits™

### There's more than one way to build your wealth



Building up your nest egg...it can be a challenge. But there's no time like the present to make a plan to improve your financial well-being. We share 10 tips that have stood the test of time as strategies to help get you closer to

your savings goals. Some of it is practical, and some of it is mindset. And following some of it or all of it, depending on your own unique situation, can get you moving in the right direction.

But building your wealth is more than

just saving more money. It's also about protecting what's most important to you—your family. Many people don't think about insurance when they think about their own wealth, but it's a key component to ensuring your assets remain secure now and in the future. With that in mind, Member Benefits is very pleased to announce we are partnering with Associates of Clifton Park to offer life insurance to our members for the first time in our history. Life insurance can help you answer a difficult personal question: How will my loved ones manage financially if something were to happen to me? Learn more about it on page 6. Then contact

our partner to explore the options that best meet your needs.

Speaking of family, don't forget your family members can build up their retirement savings with our IRA program...even if they live in certain states outside of Wisconsin! Visit [weabenefits.com/ira](http://weabenefits.com/ira) for more details.

Also in this issue, we bust some common myths about our retirement savings programs and share tips on how to prevent theft at home and in your car.

Remember, we're here to serve and support you. Please don't hesitate to rely on us to assist in improving your financial well-being.

Stay well.

Dave

# {your account}

## IRA and 403(b) news

### Have you reviewed your retirement account?

It's a new school year...and a good time to review your retirement account. You may want to:

- **Increase your 403(b) contributions** by completing a new Salary Reduction Agreement.
- **Review and update your beneficiaries**, especially if you've experienced any life events (marriage, divorce, birth of a child, etc.). Beneficiaries named on your retirement account supersede your will.
- **Update** your address, review your portfolio, and rebalance your investment allocation.

Visit [yourMONEY](#) online to review your account or call us at 1-800-279-4030.

### Mark your calendar for important deadlines!

#### 403(b) and IRA exchanges/transfers/rollovers

Exchanges, transfers, and rollovers require significant processing time. Your completed paperwork (including approved third-party administrator transaction authorization, if applicable) will be submitted to the payer company by the end of December if we receive it by December 11. This includes requests for IRA conversions. Call us if you have any questions. We're happy to help you through the process.

#### Postdated checks

We are unable to accept IRA contribution checks written and received this tax year (2020) for next tax year (2021). Postdated checks will be returned.

#### Year-end withdrawal deadlines

If you would like to take a lump sum withdrawal from your 403(b) or IRA accounts before the end of 2020, your completed request (including third-party administration transaction authorization, if applicable) must be received by us on or before December 18. Requests received after this date may not be processed before year end.

#### Watch your contribution limits...year end is closing in

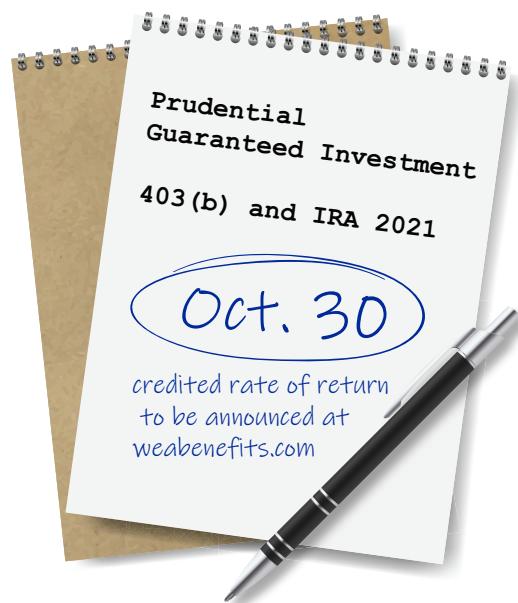
Employee contribution limits for 403(b) accounts are \$19,500 for 2020; however, employees age 50 and older can contribute an additional \$6,500 for a total of \$26,000 per year. Give us a call if you need assistance. Learn more at [weabenefits.com/limits](#).

Information current as of 10/01/20, see [weabenefits.com](#) for updates. Content in this magazine is for informational purposes only and is not intended to constitute legal, financial, or tax advice. Certain recommendations or guidelines may not be appropriate for everyone. Consult your personal advisor or attorney for advice specific to your unique circumstances before taking action.

The Trustee Custodian for the WEA Member Benefits IRA accounts is Newport Trust Company. Certain state residency requirements may apply.

The 403(b) retirement program is offered by the WEA TSA Trust. TSA program registered representatives are licensed through WEA Investment Services, Inc., member FINRA. If you choose to invest in the 403(b) or IRA programs, fees will apply. Consider all expenses before investing. Mutual fund management and redemption fees may apply.

\*Interest is compounded daily to produce a yield net of Prudential's administrative fee of 0.60%. PRIAC is compensated in connection with this product by deducting an amount for investment expenses and risk from the investment experience of certain assets held in PRIAC's general account. For more information, go to [weabenefits.com/pru](#).



### Bank change for 403(b) and IRA accounts coming soon

A 403(b) and IRA program bank change is effective January 8, 2021. More details will be coming at a later date. In the meantime, please note:

- **No distributions will process from January 4–8, 2021.**
- If you are participating in the IRA SmartPlan program, your contribution ACH pull will be initiated by and display *Newport Trust Company*.
- If you are taking distributions and your funds are directly deposited into your checking or savings account, your deposits will display *Newport Trust Company*.
- January systematic distributions will not be impacted.
- Personal Investment Accounts will not be affected.

Expect a notice from us regarding this change in December. If you have any questions about this transition, please call us at 1-800-279-4030.



#### We will be closed:

Thanksgiving—Nov. 26–27

Christmas—Dec. 24–25

New Year's Day—Jan. 1

# {your finances}

# 10



## ways to build your wealth

**Building up your savings can seem daunting, but there are many tried and true tips you can follow to help you shore up your stash.**

No matter what your age, saving enough money to meet your needs and wants is probably up there on your list of priorities. For most of us, it will pose a challenge at some point in our life—or maybe many times. And during a challenging time such as we are facing now, it can cause a great deal of anxiety.

However, some of the basic steps you can take to help build your personal wealth are the same now as they have ever been. Yes, everyone's situation is different. But following these tips by doing as many as you can—to the best of your ability, based on your situation—may just improve your savings account over time.

**People often forget that we are living longer, often into our 80s. Depending on when you retire, you could be looking at 30+ years in retirement.**

### 1 Save enough

People often forget that we are living longer, often into our 80s. According to the Social Security Administration, a 65-year-old can expect to live another 19 to 21.5 years on average. Further, one-third of 65-year-olds will hit age 90, and 1 in 7 will live beyond age 95. Depending on when you retire, you could be looking at 30+ years in retirement.

Even though your expenses during retirement average 70% of your working years, because of early retirements and active lifestyles, our expenses may be greater than 85% in the early years.

And don't forget about the impact of inflation. A million dollars after 10 years of 3% inflation is worth about \$737,000, before figuring taxes.

For health costs, Medicare doesn't cover everything. Things like prescription drugs, custodial care, and long-term care are not covered. Consider long-term care insurance and a supplemental insurance plan to cover what Medicare doesn't. Remember, the longer you live, the more likely you will need long-term care. The

Genworth 2019 Cost of Care Survey found that the median monthly cost for a home health aide in Wisconsin is \$4,767. A semi-private room in a nursing home facility is \$8,273. Plan ahead for possible costly health care expenses.

### 2 The earlier you save, the better

The earlier you start, the more you can benefit from compound earnings. Compounding is when earnings on your investments are reinvested in your account. The reinvested earnings may also have earnings, and then those earnings are reinvested, and so on. This means that contributing a small amount now could benefit you more in the long run than any larger amount you contribute later on. Even modest monthly contributions have been shown to grow exponentially.

You may have heard the phrase, "Pay yourself first." It can be a powerful savings strategy. It means you pay into your own savings and investments before anything else. Setting up automatic contributions into your retirement account using payroll deduction or electronic funds

transfer can make it easier to do.

Kyle Steenport is in his early 20s and just started his first year of teaching at Stanley-Boyd Area Schools. He follows the pay yourself first mentality. "I think it's important to be saving for my future at a young age. I think a lot of people coming out of college are just so excited to finally have a salary and make money that they forget the importance of saving. All of my family members who are older have been saying for years how imperative it is to start saving up as soon as possible. To me, that means utilizing the benefits you are given through your job."

Nick German agrees. Nick has spent 18 years in the Appleton Area School District. He teaches high school, coaches middle school, and runs engineering and robotics camps for elementary kids in the summer. "Start saving early and live within your means. My wife and I are both fortunate to be educators. We're also fortunate to come from modest backgrounds, so we've continued to live a simple life as our income has increased over the years. This allowed us to devote an aggressive percentage of our income to our retirement for the first half of our careers."

Take a look at our infographic at [weabenefits.com/jackandjill](http://weabenefits.com/jackandjill) to see what happens when you start saving early for retirement. You might be surprised.

### 3 Don't spend more than you earn

It's important to be aware of the money you have coming in versus what's going out. Spending more than you earn on a consistent basis can build debt quickly! Being in debt has a BIG impact on financial wellness by affecting your credit score, making it harder to get a loan, etc.

Once you've assessed your debt, devise a plan to pay off the highest interest debt first. If you need some help, contact one of our financial advisors. We'll help you come up with a plan to get you back on



**"I think it's important to be saving for my future at a young age. To me, that means utilizing the benefits you are given through your job."**

— Kyle Steenport, teacher, Stanley-Boyd Area Schools

track. And visit [weabenefits.com/calc](http://weabenefits.com/calc) to use our debt calculators.

The best way to avoid debt is to be proactive about managing your money, which brings us to the next tip...

### 4 Make a budget

Not only does it help ensure you'll have money for the things you need and that are important to you, but having a spending plan can also help keep you out of debt (or work your way out of it). And following a budget can make it less likely you'll spend money you don't have.

On the more positive side, a budget also helps maximize your savings and investments, allowing you to make sure your hard-earned money is being used to its best purpose. You'll be better prepared in case of an emergency such as a job

loss, major health crisis, or extensive home repair. And it gives you some room to splurge. That may sound counterintuitive, but having a budget can "give you permission" to buy those fancy shoes or purchase those drive-in concert tickets by tracking your expenses and building in an amount you choose for the fun spending.

Another way a budget can help you is to make it easier to clarify your short- and long-term savings goals. Long-term financial goals are often too easy to put off for later. For example, depending on your age, saving for retirement may seem a long way off. However, a budget can help you discover a way to fit it in, even if it's just a small amount at first.

Here are a few examples of goals you may want to achieve:

- Short-term (0-5 years): Emergency fund, vacations, start a family.
- Intermediate term (5-10 years): New car, new home/condo, college fund.

- Long-term (10 years or more): Retirement savings (IRA, 403(b), etc.).

There's a need for all three types of saving in your financial wellness plan. Starting earlier than later gives you a huge advantage by utilizing the power of compound earnings (see tip #2).

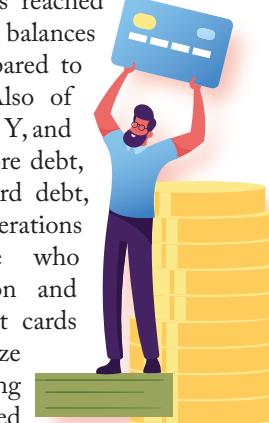
A budget can also be a helpful tool to use if you have a partner. Kyle, who was recently married, adds, "Another thing I've found to be important for my wife and me is our ability to budget and to communicate about money. This saves so many headaches and allows us to be on the same page. Once a month, we review our budget and see how we did. Then we adjust it accordingly. This small step allows us the chance to understand where our money is going and puts it on paper."

Consider setting up a budget if you don't have one. You can download a myriad of budgeting apps, set up a simple Excel sheet, or use our interactive budget form at [weabenefits.com/budget](http://weabenefits.com/budget).

### 5 Keep credit card debt to a minimum

Credit card loans crossed the \$1 trillion mark last year, reaching \$1.08 trillion in the third quarter of 2019 ([debt.org](http://debt.org)). Before credit cards, people knew easily whether or not they were living within their means. But the average credit card debt for Americans reached

\$6,194 in 2019, and balances increased 3% compared to the year before. Also of note, generations X, Y, and Z tend to carry more debt, including credit card debt, than older generations (Experian). Those who don't pay attention and overuse their credit cards may not realize they're overspending until they're weighed down with debt.



# {your insurance}

Auto/Home/Umbrella  
Insurance

Long-term  
care  
insurance

NEW!

Life  
insurance

## Two products to help ensure your financial security

### LIFE INSURANCE

**Member Benefits is very pleased to announce we have partnered with Associates of Clifton Park (AoCP) to offer life insurance to our members.**

Life insurance not only helps ensure your family's financial security, it provides peace of mind.

It's also an important part of your family's financial stability and well-being. If anyone depends on your income, they would likely struggle without it if you were to pass away.

Have you considered life insurance and what it might mean to your family? We answer some frequently asked questions to help you decide.

#### When is the best time to buy life insurance?

Now! You will never be younger or healthier. Life insurance costs less the younger you are.

#### Why should I purchase life insurance?

Life insurance is essential when there's someone you care about who would suffer if you and your financial contributions were no longer in the picture. This could include a spouse, children, disabled family members, aging parents, or anyone else

who depends on your earnings to make ends meet. It's a simple answer to a very difficult question: How will my loved ones manage financially if something were to happen to me?

#### What does life insurance cover?

Some common immediate and everyday expenses people use life insurance for include:

- Funeral and estate settlement costs.
- Healthcare and health insurance bills.
- Mortgage or rent.
- Credit card debt and other loans.
- Childcare expenses.

In addition to letting your loved ones maintain their standard of living now, life insurance also helps ensure their future. Some common non-immediate expenses life insurance covers include:

- Future college costs.
- A spouse or partner's retirement.
- Planned inheritances.
- Special charitable giving projects like a memorial fund.

#### What type of life insurance should I have?

While there are several different types of life insurance to consider, what they all have in common is that they pay cash to your loved ones in the event that you pass away.

Steve Gregory, Principal at AoCP, explains, "We offer life insurance from a variety of insurance carriers, including term insurance and universal or whole life insurance policies. Most people purchase life insurance to provide benefits to their loved ones when they are no longer here, but there are also a variety of 'living benefits' that life insurance can offer. We can review options to help you decide what best meets your needs."

#### Who needs life insurance?

This question is a very personal one. Some of the people who commonly consider life insurance include:

**Married or partnered people.** Those left behind often find it difficult to cover daily and future living expenses without a partner's financial contributions. This is

often as true for young couples as it is for empty nesters closing in on retirement. Life insurance can help ensure your surviving spouse or partner can maintain the standard of living you worked so hard to achieve.

**Parents.** It is estimated that it costs \$233,610 to raise a child to age 18 (USDA). And that number increases if you plan on contributing to your child's college education.

Statistics like this underscore how incredibly important it is for parents to consider life insurance. This is as true for working parents as it is for stay-at-home parents whose unpaid contributions to the family would be expensive to replace. And single parents supporting families on their own have an especially important need for financial protection in the form of life insurance.

**An easy way to know if you need life insurance is to consider whether someone would suffer financially if you were to pass away.**

**Retirees.** Surviving partners often have to make do with less Social Security and pension support. They may also have unforeseen funeral costs to cover. This can seriously hamper their finances.

What's more, if you're planning on leaving money to heirs, they could be required to pay estate taxes of up to 45%. Life insurance, which is almost always exempt from federal taxes, can be immensely helpful in any of these situations.

**Business owners.** Surviving family members are often not prepared to take over a business when an owner passes away. This pain is only compounded when a business has debts that are backed by assets like the family home. What's more, a family that wishes to continue running a business may need to buy out a partner's shares.

**Those who only have group insurance through work.** Group insurance is usually limited in amount and scope, and only covers you while you remain an employee. Individual insurance can

be purchased for any amount needed and allows you to choose your own time period of 10, 20, 30 years or more.

## What life situations would warrant life insurance?

There are certain life events that should make you ask, "Do I need life insurance?" They include:

- Changing jobs or starting a business.
- Buying a house.
- Getting married or divorced.
- Having or adopting a child.
- Deciding to go back to school.
- Becoming a single parent.
- Supporting someone financially.
- Saving for a child's college education.
- Getting close to retirement.

## Learn more from Associates of Clifton Park

There are many reasons to consider life insurance. The good news is that getting life insurance is simpler and more affordable than most people think. One of the best ways is to work with a licensed insurance agent who can walk you through the entire process.

Adds Steve, "Educators love to teach and learn, as they know knowledge is power. The life insurance world has changed beyond comprehension in the last couple of years. For example, did you know there are programs that reward healthy living, with the potential to earn lower premiums, and other rewards? Contact us to learn more about all of your options."

Do you have health concerns or questions? AoCP shops over 70 policies, so chances are they can find the right policy and price for your situation.

Do you have a quote from an agent or company and want an education or second opinion? We can help. You DO NOT need to provide any personal information to compare life insurance quotes with us. If you have questions about your quote and if there is a better fit, we may tell you to go with it or give you better alternatives.

Contact us and speak with a Licensed Life Insurance Advisor. Fill out our online information request form or give us a call.

**1-800-893-1621  
weabenefits.com/life**

## LONG-TERM CARE INSURANCE

Long-term care (LTC) has been called "the greatest uninsured financial risk today." That's because most costs for extended care needed during recuperation from strokes, accidents, illnesses, and operations are not covered by health insurance or Medicare.

LTC is the care you may need at home if you are unable to perform daily activities on your own, such as eating, bathing, dressing, or going to the bathroom. It may also include care in the community, such as in an adult day care facility.

Long-term care insurance (LTCi) provides coverage for quality LTC that may be needed at any time in life. Without LTCi, these costs are paid from one's personal savings and assets.

Fortunately, LTCi policies can be tailored to cover varying circumstances. They are not one size fits all. When deciding which coverage you'll need, here are some things to consider:

- How much can you afford to contribute toward the expense of your care?
- For how long might you need LTC services?
- How much time will pass before you need to start receiving benefits from the policy?
- What's the anticipated cost of LTC?

Because your first claim might be years into the future, it's essential to obtain your policy from a trusted source to ensure that customer service and insurer funding will be available at the time of need.

For more information, contact Associates of Clifton Park.

**1-800-893-1621  
weabenefits.com/ltc**

# {your resource

## GET THE FACTS about Member Benefits' retirement and savings program

## MYTHS VS FACTS



**MYTH** You have to move your money out of WEA Member Benefits because (fill in the blank).

Despite what you might hear, you DO NOT need to move your money from your 403(b) or IRA with Member Benefits if you:

- Retire or leave your job to take another job (even if it's not in education).
- Turn (insert any number) years old.
- Move out of Wisconsin.

**MYTH** Consolidating your money will make it easier for your beneficiaries.

Sure, consolidation makes managing your money easier, but unless you are consolidating into a low-cost program, your account balance could take a hit.

**MYTH** You won't have access to your 403(b) funds in retirement because it is in an "annuity" (tax-sheltered annuity).

Our program has flexible withdrawal options without surrender periods (the amount of time an investor must wait before withdrawing funds from an annuity without penalty). Often individual annuities or insurance company annuities have surrender/maturity periods that are many years long (sometimes 5–12 years). Ours doesn't.

**MYTH** My beneficiaries are specified in my will, so I'm set.

Your will is not enough. The beneficiary designated on any retirement account supersedes the instructions found in a will or a trust. So be sure yours are up to date on all of your retirement accounts, and review and update your accounts whenever you experience any major life events (marriage, divorce, birth of a child, death of a family member, etc.).

**MYTH** There are fees to transfer money from other retirement accounts into Member Benefits program.

Nope! The WEA TSA Trust does not charge fees to transfer money from other retirement accounts into our program. However, if your retirement account at your current carrier has a surrender fee, or if you move money from a mutual fund that has a redemption sales charge, you may be charged a fee from your current carrier. Contact your current provider to review possible charges.

**MYTH** There are fees to get funds out of your Member Benefits account upon retirement.

Nope again! Member Benefits does not charge transactional fees or surrender charges even if you move your money out. (Mutual fund redemption fees may apply in certain situations.)

**MYTH** Member Benefits doesn't offer nonretirement accounts.

Yes, we do! We have been offering Personal Investment Accounts since 2018. It's a way to invest your money outside of a retirement account without using a cash account such as savings, checking, or certificates of deposit. It can be registered in just your name or opened jointly with anyone. Learn more at [weabenefits.com/pia](http://weabenefits.com/pia).

**MYTH** In order to open a WEA Member Benefits IRA, I have to live in Wisconsin.

In case you missed it, Member Benefits recently opened our IRA program to folks who live outside of Wisconsin! If you meet eligibility guidelines and live in one of the states that offer our IRA program, **you and your family** may enjoy the benefits of saving with a WEA Member Benefits IRA. Visit [weabenefits.com/ira](http://weabenefits.com/ira) to learn more.

Have some questions about your retirement account or need help getting started? Contact us at 1-800-279-4030 or [retirement@weabenefits.com](mailto:retirement@weabenefits.com).

The Trustee Custodian for the Personal Investment Accounts is Mid Atlantic Trust Company. The Personal Investment Account program is offered by WEA Financial Advisors, Inc., a registered investment advisor.

To be eligible for this program, you must meet the IRS eligibility requirements for contributing to an IRA. Restrictions may apply. Certain state residency required. Your spouse/domestic partner, parents, parents-in-law, and children and their spouses may also participate in our IRA program if they live in one of the approved states.

| continued from page 5

Paying off outstanding bills has many benefits—it improves your credit score, reduces stress, and increases your financial security. Focus on paying off credit cards and other high interest debt.

Use our credit card pay-off calculator to see what it will take to pay off your balance. Visit our financial calculators page at [weabenefits.com/calc](http://weabenefits.com/calc) for this and many other helpful financial calculators.

## 6 Don't chase the market

Especially during times of uncertainty like we're in now, people tend to make investment choices based on emotion rather than careful consideration of their long-term plan. Selling stocks or cashing out your retirement savings when things look shaky, then buying again when the outlook seems brighter, is a common mistake. Trying to time the market almost never pays off because no one really knows what will happen next. Moving out of your investments into cash or very conservative investments means you may lose any opportunity to recover your losses when the stock market rebounds. One of the best things you can do right now for your retirement is to stay the course for the long term.

## 7 Create an emergency fund

Plan for unexpected expenses—there will always be surprise financial situations that pop up in daily life. Start with a goal of saving at least three months worth of expenses in your emergency fund—six months is even better if you can do it.

Consider setting up a recurring transaction to place money in your emergency fund each month. If you need to, take it slow and just save \$20 per paycheck, increasing as you are able.

Do you already have a well-established emergency fund and it's calling your name? Every time you consider spending money from your emergency fund, ask yourself these three questions:



## Take advantage of our resources and services

Need more information or assistance as you move forward on plans to build your personal wealth?

- **Financial planning services:** [weabenefits.com/financial-planning](http://weabenefits.com/financial-planning)
- **Calculators:** [weabenefits.com/calc](http://weabenefits.com/calc)
- **Online learning center:** [weabenefits.com/learning-center](http://weabenefits.com/learning-center)
- Watch your district news for **individual consultation opportunities**

1. Is it unexpected?
2. Is it necessary (a need vs. a want)?
3. Is it urgent?

Use your answers to guide your decision to make it less tempting to dip into the fund.

## 8 Understand and take advantage of your workplace benefits

Understand and take advantage of your benefits including flex spending accounts, health savings accounts, life insurance, disability insurance,

tell you! If not, we'll recommend changes and coach you to become a better insurance consumer. Call 1-800-279-4030 for a free consultation.

## 10 Pay attention to fees

Fees are everywhere—bank fees, credit card fees, loan fees, and retirement account fees. Fees matter. Keep an eye on how much you're paying in fees because they can take a bite out of your bottom line. Visit [weabenefits.com/fees](http://weabenefits.com/fees) for more information.

**"We appreciate the time and expertise Member Benefits provides our family as we make long-term financial decisions."**

— Nick German, teacher, Appleton Area School District

WRS, matching contributions to your retirement savings plan, etc. Visit your district office if you're unclear about the benefits available to you.

## 9 Have adequate insurance coverage

Stuff happens. Insurance is key to your financial well-being and is an important part of your financial plan. Protect yourself appropriately with auto insurance, renters/home/condo insurance, umbrella insurance, and more.

However, while nearly everyone thinks they are adequately insured, few actually are. If you're like most people who treat insurance like a commodity (i.e., based solely on price), you risk leaving yourself and your family exposed to financial loss or purchasing coverages you don't need.

Member Benefits can take a look at your insurance needs and your existing coverage. If you're well protected, we'll

Remember, Member Benefits is here to help you with financial information and guidance, whether it's an online resource, an individual consultation, or an in-depth financial plan. "I can't say enough about Member Benefits' efforts to help us understand our retirement investments," adds Nick. "This year we met with Mark Resch (a Member Benefits Consultant) for a short individual consultation. He helped us realize we were on track for a comfortable retirement and that we could afford a larger home that better fits our growing family.

**"We appreciate the time and expertise Member Benefits provides our family as we make long-term financial decisions."**

Member Benefit Consultants can provide assistance with your retirement savings accounts but do not offer investment advice. Registered Representatives of and securities offered through WEA Investment Services, Inc., member FINRA. All financial advisory services are offered through WEA Financial Advisors, Inc., an SEC registered investment advisor.

# {your kiosk}

## Home and car safety tips

It's always the right time to take steps to prevent theft from your home and car. But during the pandemic, some localities have seen an increase in home burglaries, theft from autos, and theft of autos. So it's important to remain vigilant. Here are a few tips to keep in mind.

### Home

- Keep exterior doors, garage door, and windows locked at all times when you leave the house—even for a few minutes.
- Package thefts from homes are on the rise. Consider sending packages to work or a neighbor's home, use "ship to store" instead, or add detailed delivery instructions to place packages in a less conspicuous location.
- Keep bushes and trees well trimmed to eliminate hiding places.
- Keep your home well-lit on the outside, and use timers to keep lights on inside when you're not at home.

- Stop mail and newspaper deliveries when you're away for an extended period of time and have a neighbor keep an eye out on your home.
- Make sure keys, purses, wallets, etc. are not visible through a window or door.
- When parking at home, remove keys and garage door openers from the car to prevent access to your home.
- Make sure your recreational toys (boats, motorcycles, etc.) are secured and properly insured.
- Consider scheduling valuable items on your home insurance.
- Do a home inventory of your possessions and keep it up to date. Download our free home inventory booklet at [weabenefits.com/ebooks](http://weabenefits.com/ebooks).

### Cars

Car theft is usually a crime of opportunity. During the pandemic, it has been easier to steal cars due to fewer people circulating outside and more cars available.



- Remove all valuables from sight—loose change and gift cards are some of the most common items taken. Even if you're only going to be away from your car "for a minute," secure valuables in the trunk or remove them from the car.
- Park in well-lit areas when in public. When parking at home, park in the garage or close to the house if possible.
- Lock your doors, windows, and sunroofs. The majority of car break-ins reported involve cars parked in the owners' driveways that are unlocked. No matter where you park—*always* lock your doors.

### Need an insurance review?

If you're curious about whether your home and auto are adequately covered, we can help! Call 1-800-279-4030 and talk with a Personal Insurance Consultant.



## HEY, Badger fans! Nominate an outstanding educator

WEA Member Benefits, together with the University of Wisconsin Athletics and WEAC, recognizes public educators throughout the Badger State. Thank you for your dedication to improving public education and the lives of our students!

Don't miss this opportunity to nominate yourself or another deserving Wisconsin public educator to be recognized with an **Outstanding Educator Award** and a chance to win special prizes. Eight winners will be chosen throughout the campaign. The campaign nominations will be closing on February 1, 2021.

Enter at [uwbadgers.com/outstandingeducator](http://uwbadgers.com/outstandingeducator).

Proud Partner of Wisconsin Athletics!

**It's time for a  
GIVEAWAY!**

Sponsored by the WEA Member Benefits Foundation

It's no secret teachers go above and beyond—not because it's their job, but because they care. The WEA Member Benefits Foundation wants to help you build up your classroom supplies!

We're giving away \$100 gift cards to 10 teachers who go the extra mile. View contest rules and sign up by October 30 at [weafoundation.org/gift-card-giveaway](http://weafoundation.org/gift-card-giveaway).

# Q&A

## Parnassus Core Equity Fund

The 403(b) and IRA programs' fund lineup includes the Parnassus Core Equity Fund.

### What is it?

The Parnassus Core Equity fund is a large-cap blend fund with an objective to provide capital appreciation and income by investing principally in equity securities of larger capitalization companies.

### How does it work?

This fund is an actively managed portfolio using different strategies, including:

**Dividends.** At least 75% of the fund's total assets will normally be invested in equity securities that pay interest and dividends. The remaining 25% may be invested in non-dividend-paying securities.

**Environmental Social Governance (ESG).** The Parnassus Core Equity fund seeks to invest in companies with positive performance on ESG criteria. Environmental criteria consider how a company performs as a steward of nature. Social criteria examine how it manages relationships with employees, suppliers, customers, and the communities where it operates. Governance deals with a company's leadership, executive pay, audits, internal controls, and shareholder rights.

**Defensive nature.** The portfolio managers focus on high-quality companies that may perform better than the market during downturns.

### Risk

All investments involve risk and investing in the Parnassus Core Equity Fund is no exception. You could lose money investing in the Fund. The likelihood of loss may be greater if you invest for a shorter period of time. The Fund is intended for investors who can accept that there will be fluctuations in value.

### Trend

The number of funds that incorporate Environmental, Social, and Governance factors as a subset of nonfinancial performance indicators is on the rise. This is in response to many investors' desire to invest in a way that aligns with their values.

**This is not an offer. Securities can be offered by the prospectus only.** The Parnassus Core Equity Fund is not suitable for all investors and the prospectus should be read carefully by an investor before investing. Investors are advised to consider the investment objectives, risks, charges, and expenses carefully before investing. This prospectus, which is available at SEC.gov and weabenefits.com/investments, and may be obtained by calling 1-800-279-4030, contains this and other information about the fund. Securities offered through WEA Investment Services, Inc. Member FINRA.



### Saving for the future is a family affair

Does your teen have a job? Do you have a family member who works on the side? How about family who live outside of Wisconsin and want to build up their retirement nest egg? Great news—you can help them out!

If your teen has earned income, it's never too early to get them started on their retirement savings with a WEA Member Benefits IRA. A Roth IRA is a particularly attractive savings option for young people who can count on years of tax-free earnings.

If you, your spouse, or child work or own a small business, a Simplified Employee Pension (SEP) IRA might be an option for you or your family member. A SEP provides retirement benefits for small business owners and their employees with little to no administrative costs. There are contribution limits—call us discuss your options.

A Spousal IRA can provide retirement savings for a non-working spouse with no or very little income as long as the married couple files a joint income tax return and has eligible compensation to cover the contribution amount.

And if you have family who live in one of the states that offer our IRA program, and they meet eligibility guidelines, they may also enjoy the benefits of saving with a WEA Member Benefits IRA. Visit weabenefits.com to see which states are eligible.

**1-800-279-4030**  
**weabenefits.com/ira**

Restrictions may apply. Certain state residency required.

### DON'T FORGET

A renter's insurance policy provides protection for your personal property as well as liability protection. Get a free insurance consultation and comparison quote, and ask us about our renters discount programs and budget-friendly payment options. Call 1-800-279-4030.

### RENTER'S INSURANCE

Property and casualty insurance programs are underwritten by WEA Property & Casualty Insurance Company. The terms and conditions of your coverage are exclusively controlled by your written policy. Please refer to your policy for details.



## Balance your approach to saving for the future!

A balanced approach for a secure financial future includes auto, home, and life insurance...and more.

*Insure what matters to you!*

**CALL 1-800-279-4030**

**MORE INFO [weabenefits.com](http://weabenefits.com)**



Property and casualty insurance programs are underwritten by WEA Property & Casualty Insurance Company. The terms and conditions of your coverage are exclusively controlled by your written policy. Please refer to your policy for details. The life insurance program is offered and administered by Associates of Clifton Park. Life insurance products are underwritten by multiple life insurance carriers.