

your money, a magazine from WEA Member Benefits

your \$™

WINTER 2021

Financial Literacy: A 21st century survival skill

Wisconsin educator Patrick Kubeny is changing lives by building up financial literacy knowledge

your service

Get to know us better!

your finances

Financial tips to weather the times

your kiosk

Retired? Time to review your insurance

New financial wellness resources

What to know about your windshield



{your\$TM

CONTENTS WINTER 2021

3 YOUR ACCOUNT

- 2021 Prudential credited rate.
- Watch your mail in January.
- Check contribution limits.
- Update your beneficiaries.
- Check out new financial resources.

4 YOUR RESOURCE

- Patrick Kubeny teaches financial skills crucial to his students' lives.

6 YOUR SERVICE

- Get to know our Member Benefits family face to face!

8 YOUR FINANCES

- Financial tips to help you weather this year and beyond.



10 YOUR KIOSK

- Retirement may change your insurance needs.
- Avoid the main causes of home fires.
- Your windshield: More important than you may think.
- NEW financial wellness resources for our members.
- Update on WEA Member Benefits Foundation.



{president's letter

Dave Kijek, President/CEO, WEA Member BenefitsTM

Follow us.



© 2021 WEA Member Benefit Trust.
All rights reserved.

Personal finance skills are critical as we head into the future



Patrick Kubeny is a business education teacher in Rhinelander. He knows that financial literacy is critical for navigating financial decisions...and life. We might even call financial literacy a 21st century survival

skill. While it may feel like just one more of too many issues that cropped up in 2020, Patrick sees this time as an opportunity to improve people's lives. Read why Patrick sees financial literacy as so important as well as the strategies

he uses to teach it on page 4. Then explore some resources you can use in your own classroom to strengthen your students' financial knowledge—and your own.

Speaking of 2020, we know it's been challenging. For one thing, you haven't been able to interact with us (and others) face to face, which can feel impersonal. So we'd like to help you get to know us a little better. Learn more about our story and our "why" on page 6, then "meet" four of our personable and helpful staff. And be sure to join us on social media to get to know more of us in the coming months!

To help you build on your own

financial knowledge, we share some basic financial tips to help you weather these times regardless of your current financial situation. If you're retired or are going to retire soon, we explain why it's so important to reevaluate your insurance coverage. And if you have a retirement account with us, you'll find a treasure trove of new financial wellness resources when you access *yourMONEY*.

Also learn why your windshield is so important to your safety, and pick up some ways to prevent home fires.

Here's to a happier and healthier new year. As always, we're here for you, and we look forward to serving you in the years ahead.

{your account

IRA and 403(b) news

2021 Prudential Guaranteed Investment credited rate is 2.55%*

The 2021 Prudential Guaranteed Investment credited annual rate of return for both the WEA TSA Trust 403(b) and WEA Member Benefits IRA programs is 2.55%. The Prudential fact sheet, company overview, and a Q&A regarding market conditions and the Prudential Guaranteed Investment are available online at weabenefits.com/pru.



1099-R coming in the mail

If you took a reportable distribution from your WEA TSA Trust 403(b) and/or WEA Member Benefits IRA account(s) during 2020, we will send a 1099-R to the address on file on or before January 31, 2021. You will receive your 1099-R from our custodian, Mid Atlantic Trust Company.

Contribution limits remain the same

The 2021 limit for the 403(b) remains the same as last year at \$19,500, with the age 50 and over catch-up at \$6,500 for a total of \$26,000. The limit on annual contributions to an IRA also remains the same at \$6,000, with the age 50 and over catch-up limit at \$1,000 for a total of \$7,000. Visit weabenefits.com/limits for more information.

Now is a good time to check your beneficiaries

The new year is a great reminder to check the beneficiaries for your 403(b) and/or IRA accounts with Member Benefits. Beneficiaries on your retirement account supersede what you have in your will, so it's good to be in the habit of making sure they're current as your life circumstances change. You can review beneficiaries when you receive your statement.

New online financial wellness resource available to members

As part of your retirement plan experience, the *yourMONEY* account portal has a new Financial Wellness Center to help you on your financial journey. Learn more on page 11.

Information current as of 01/01/21, 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.

Help us keep in touch



Any time you have a change of name, address, phone number, etc., please contact us as soon as possible so we can continue to give you important information regarding your accounts. Ensuring your personal information is up to date helps us accurately and efficiently administer your retirement plan, provide you with important insurance information, and minimize errors.

If you have an account with us, please use your **personal e-mail** rather than your district e-mail. Due to potential spam filters used by your employer, our e-mail may not reach your inbox. Plus, if you change districts or retire, we will still be able to get in touch with you.

Give us a call at 1-800-279-4030, or update your personal information online at your convenience.

Retirement accounts

weabenefits.com/yourmoney

Insurance policies

weabenefits.com/yourinsurance

Easy account management

Managing your retirement accounts and insurance policies online through the *yourMONEY* and *yourINSURANCE* portals (above) provides you with helpful options such as:

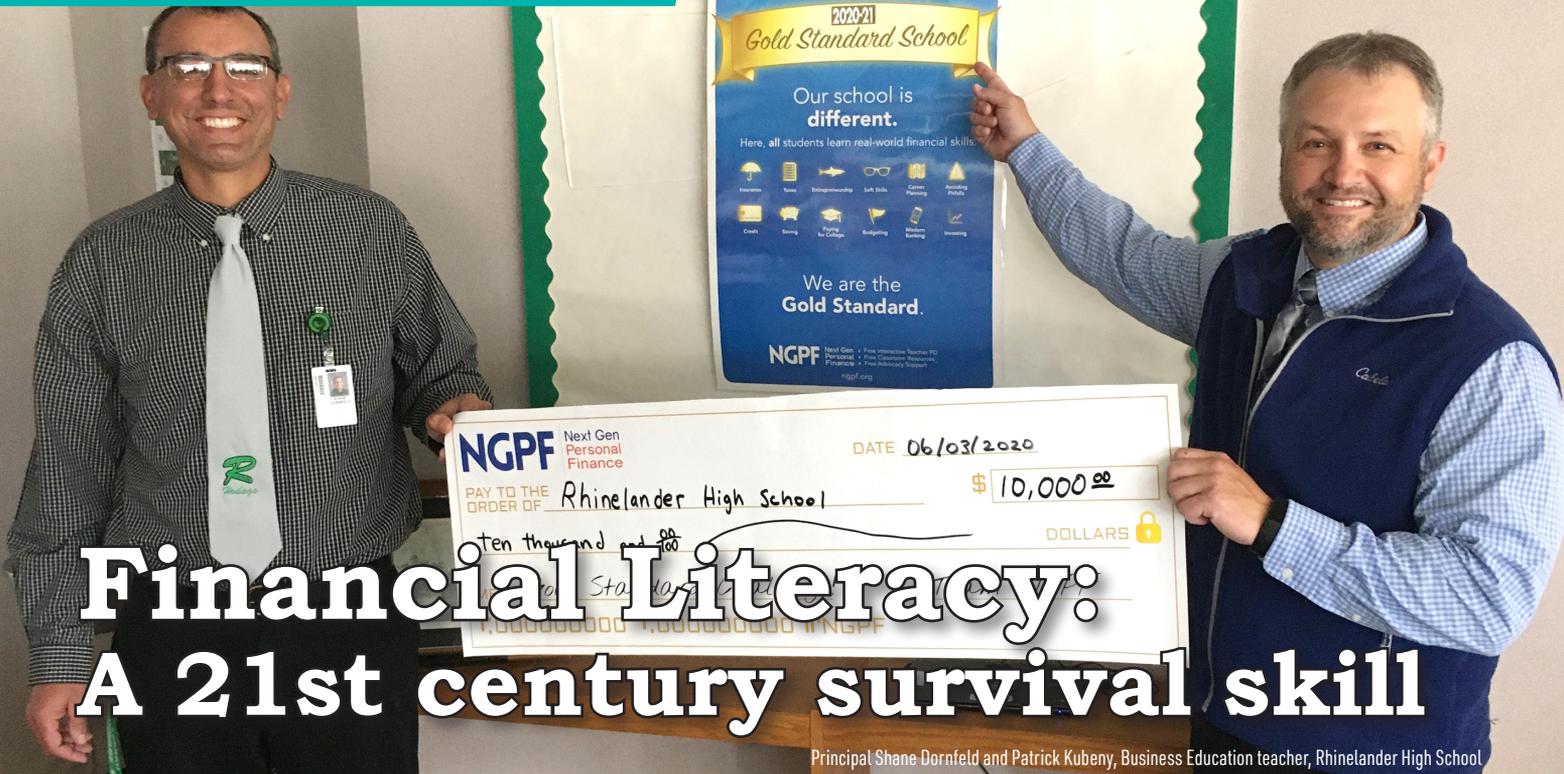
- Detailed rate of return features on your retirement investments.
- Retirement target calculators.
- Insurance cards, billing management, and online payment options.
- Opt-in to go paperless to receive your insurance policy information and other important notifications via e-mail.

If you don't have an online account, sign up today! For assistance, give us a call at 1-800-279-4030.

Student Art Contest 2021

Get ready for another great Wisconsin public school student art contest this year! Visit weabenefits.com/studentartcontest in March for details. Sponsored by WEA Member Benefits and WEA Member Benefits Foundation.

{your resource



Principal Shane Dornfeld and Patrick Kubeny, Business Education teacher, Rhinelander High School

Financial Literacy: A 21st century survival skill

Wisconsin educator Patrick Kubeny is helping move the needle forward on students' personal finance know-how

To say that 2020 was “unconventional” would be a vast understatement. The pandemic hit hard, and what started as a health threat quickly evolved into something bigger, wreaking havoc on our financial health as well. What’s more, it has cast a spotlight on a problem that has plagued the U.S. for decades: the lack of financial literacy.

While this exposure may feel like a “piling on” of the many woes we face in the midst of the pandemic, financial literacy advocates see it as an opportunity to move the needle on our nation’s financial health.

One of those advocates is Patrick Kubeny, a business education teacher in Rhinelander. He may look familiar because his name and face have been on the pages of *your\$* before.

“Financial literacy is critical for navigating financial decisions...and life,” says Patrick. “It’s a critical survival skill. People’s lives can be monumentally improved if they are financially literate

AND if they use that knowledge.”

Without the skill set, he adds, things can deteriorate quickly when events like a pandemic happen—making it increasingly more difficult for those without a solid financial foundation to gain ground.

Lack of knowledge is costly

Patrick has been teaching personal finance for over a decade at Rhinelander High School (RHS), where it is a required course for graduation. And while he is doing his part to instill essential money skills in northern Wisconsin, it’s not a skill we are honing as a nation. In fact, there has been a clear decline in financial literacy over the past nine years—dropping 8 percentage points to 34%.¹

Despite having the world’s largest economy, the U.S. is ranked 14th when it comes to the percentage of adults who are considered financially literate, with just over a third of Americans able to answer simple questions about inflation, compound interest, and diversification.²

This lack of knowledge comes with a significant cost as consumers who fail to understand these concepts spend more on transaction fees, run up bigger debts, incur higher interest rates on loans, and save less.

Moving it forward

For Patrick, the solution is simple: more financial education. “Right now, only 1 in 6 students across the nation graduate with a decent financial literacy education,” he says. That’s just 17%.³

The key, he says, is to teach them practical money management skills that will prepare them for adulthood—before they acquire bad habits—and do it in a way that engages them and makes it real. “My favorite way to teach is my favorite way to learn...that’s telling stories. And when the story is true and you can put a name and a face to it, it’s sticky.”

Patrick puts a personal spin on his lesson plans and he does it to a degree that would make most people squirm. “I use my personal finances to support the

4 This individual's experience is their own and is not a guarantee of future results for all clients. No compensation was provided for this opinion. Individual is a current client of WEA Financial Advisors, Inc. at the time of this statement.

curriculum as much as possible. I show students my paychecks, Social Security statements, online checking accounts, monthly budget, credit card statements, taxes, and investment accounts. I want the subject matter to be as real as possible because I believe people learn best from examples and real life situations.”

In addition to sharing his finances, Patrick has students take a hard look at their own future financial situation. Students must create a Lifetime Financial Plan that includes their potential earnings, taxes, estimated expenses for housing, transportation, and raising a family. “This exercise shows them what decisions they will have to make and how those decisions will impact their life and financial future.”

Before setting them loose to map their own future, he runs through a scenario that relies on a \$10/hr. wage job to illustrate what their bottom line will look like after accounting for real life expenses. “I let them see mathematically what it looks like if they choose to graduate from high school and not pursue a degree or trade. It’s not a pretty picture, but this leads to conversations on education, career paths, and income.” He even addresses the importance of being on the same financial page as your future spouse.

Patrick also coaches RHS teams for the Finance and Investment Challenge Bowl—a program created by Asset Builders. “It’s a fun way for my students to showcase what they’ve learned.” Teams compete in regional tournaments for a spot at the state competition. “Rhinelanders teams have done well. I’m very proud of them.”

What’s most pertinent to Patrick and what really fuels his passion is the impact he can have. “These are important skills that these kids will use for the rest of their lives. And the majority of the students think it is a very important and practical course...they actually *want* to be financially literate.”

The payoff

Patrick shares that many of his students report they are already using their knowledge to make spending decisions, navigate credit card offers, and even save for retirement with a Roth

IRA. This coincides with findings from a 2018 study that indicated 88% of young adults who took a personal finance course said they were using what they were taught in class.⁴

He emphasizes to students that they need to be in charge of their personal finances. “They alone are responsible for their financial future. I like to say, ‘No one will ever care about your money more than you will, so the more you can learn about taking care of it, the better off you will be.’”

Patrick also hears from countless former students. They stay in touch and thank him. Several are now new teachers in his district where he continues his mentorship as a colleague. “One of my

“These are important skills that these kids will use for the rest of their lives...they actually *want* to be financially literate.”

favorite things to do is help my fellow teachers. I hope to continue helping educators build financial security even after I retire.”

Trickle up

Patrick’s course is not only popular with the students, parents like it too. “The coolest thing is that there is this ‘trickle up’ that happens when students take what they learn home to their family. Parents come in for conferences and report that they’re getting schooled on financial matters. ‘Did you know this? You should be doing that...’ Parents are impressed and say they learn something new.”

Many ask if they can take the class and Patrick invites them to work on the modules he assigns alongside their kids. “They can do this on their own as well, and the best part is it’s free,” he says.

While not every district will have the parental support for personal finance courses that Rhinelanders enjoys, it seems to be on the uptick. National research conducted in June found that 63% of American adults want financial literacy to be a priority in school—even over health and wellness education.⁵

The “Gold Standard”

This year, RHS received a \$10,000 grant from the nonprofit Next Gen

Personal Finance (NGPF) thanks to Patrick’s continued passion and advocacy for financial literacy. “While the topic of personal finance has been taught at Rhinelanders High School for decades, we became eligible to receive this award because we recently adopted a policy requiring all students graduating from our school to take and pass a specific one semester personal finance course,” Patrick explains.

NGPF is very supportive of other courses such as economics or consumer education that include financial instruction; however, they only provide grant monies to schools that specifically require a personal finance course. RHS is among 800 school districts in the nation

to require a one-semester personal finance course, but one of only 23 high schools in the country to earn the grant and be designated a “Gold Standard” school.

A way ahead for Wisconsin

When it comes to financial literacy statewide, however, Wisconsin as a whole doesn’t fare so well. Wisconsin earned a grade of “F” in a 2017 report on financial literacy from the Champlain College Center (The Center) for Financial Literacy. Every two years, The Center uses national data to grade all 50 states on their efforts to produce financially literate high school graduates.

For the most part, Wisconsin leaves it up to the district to decide if and how they want to do it. The Center is in favor of statewide mandates, but Patrick isn’t sure that’s the optimal way to go. “Some districts would be hard pressed to find the money or the staff qualified to teach personal finance. If you don’t have the ability to do it well, it probably won’t be as effective as having it come from a local, more organic effort.”

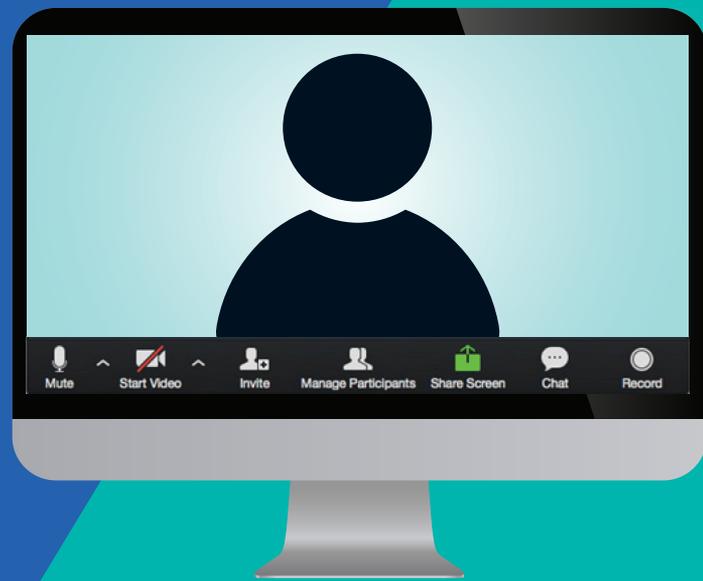
He notes that it took years for Rhinelanders to make the change. “My predecessor and colleague did a great job getting the course added as an elective,

| continued on page 9

{your service

BEHIND THE Screen

Get to know our staff and unmask the person behind the phone call!



It's been nearly 50 years since we first began serving you. And while 2020 has brought many changes, our mission and our vision remain the same.

- **Our mission:** To support the values of WEAC by enhancing the financial security of our members with best-of-class benefit programs that are developed and delivered with integrity, sensitivity, and reliability.
- **Our vision:** Every member financially secure.

Our staff remain as dedicated as ever to all Wisconsin public school employees during this challenging time. We know these are difficult days for you. And if we can help make them a little easier, we are happy to do it.

So we want to share our story with you. And especially during this time when we can't meet you in person, we thought we would introduce just a few of the people you might talk with on the phone—folks who are ready and willing to get you set up with our retirement savings or insurance programs, provide a financial consultation or financial planning session, and help you with your questions and concerns.

OUR STORY

In 1972, we began offering personal insurance coverage to Wisconsin public school employees, and later in the decade

we added a low-cost 403(b) program to help them save for retirement. Later, the demand for trusted options to save for the future became apparent, so in the late 1990s we added an IRA program for members and their families.

In 2007, to help our members make informed financial decisions, we began offering financial planning services. And this year we continue to grow, extending our IRA program to certain states beyond Wisconsin for those who meet our eligibility guidelines as well as their families.

OUR "WHY"

Why do we do what we do? Our President and CEO, Dave Kijek, puts it this way: **"To be able to work for an organization that has the vision to serve people who are so worthy of our service and allows us the opportunity to care for their insurance and financial services needs is inspirational."**

OUR PEOPLE

Meet a few of our staff in these next pages and get to know us a little better. And we'll be introducing more of us in the coming months—just follow us on our Facebook and Twitter pages.

We love talking to you. We want to help. And we look forward to hearing from you.



Favorite...

Music: Rap

Movie: Wedding Crashers

Restaurant: Fleming's Steakhouse

Beverages: Diet Mountain Dew

Treat: Reese's Peanut Butter Cup

How long have you worked at Member Benefits? 2 years

What do you do at Member Benefits? I am a Personal Insurance Consultant. I work with members to help analyze their insurance needs and provide the best solution I have for their situation.

What do you enjoy doing when you are not working? Watching college football, walking my dog, playing pinochle.

What is your "why?"

I love this job because I am strangely passionate about financial security. I take great pleasure in helping members understand that insurance is more about protecting their savings and investments than about protecting their car. Being able to advise and counsel members is what I like most.



Shobi

SAMUEL

Favorite...

Music: Pop/Rap

Movie: Iron Man

Restaurant: Salvatore's Tomato Pies

Beverages: Mango Juice, Whiskey, Scotch

Treat: Kit Kat/Ice Cream

How long have you worked at Member Benefits? 2.5 years

What do you do at Member Benefits?

My title is Retirement and Investment Services Specialist. I am on the phone helping members with their retirement by placing trades and helping members move other retirement accounts to us.

What do you enjoy doing when you are not working?

In my free time I enjoy working out, watching movies, and reading about investments. A hobby of mine is to collect coins from all over the world, something I had done as a child. My father traveled a lot due to his job and would always bring back coins/currency from wherever he went.

What is your "why?"

I have two passions: The first is to help people regardless of the subject, it's just a part of who I am. The second is investing because it's just so exciting to me. Being a specialist allows me to combine these two passions in perfect harmony, and I feel extremely lucky to be able to pursue both passions in my current role.



Ben

HELLENBRAND

Favorite...

Music: Christian

Movie: The Bourne Series

Restaurant: Texas Roadhouse

Beverages: Vitamin Water

Treat: Peanut Butter Cocoa Mounds

How long have you worked at Member Benefits? 6.33 years

What do you do at Member Benefits?

I am a Member Service Consultant who assists members with changes to their insurance policies and advises them on insurance coverages.

What do you enjoy doing when you are not working?

Going park-hopping with my family, then stopping at a local restaurant in the last town to support local economies.

What is your "why?"

I love to help people and educate those whose forte is not personal insurance. Prior to Member Benefits, I had no insurance knowledge other than what I learned the hard way. We had a different insurance carrier where we bought a policy online, without speaking to anyone, for what their computer algorithm said was good coverage for our family. As it turns out, we were severely underinsured for our auto insurance liability and didn't know it until it was too late and we needed it. It was a hard life lesson but one worthwhile if I can help others avoid my mistake.



Vicki

ENGLE

Favorite...

Music: Oldies and newer additions: REO, Billy Joel, Dawes, Decemberists, and Ed Sheeran

Movie: Anything directed by Aaron Sorkin might land in my top five

Restaurant: It's been so long...check back later this year

Beverages: Whatever fruity cocktail my son chooses for me

Treat: Homemade fudge and cherry pie

How long have you worked at Member Benefits? 3 years

What do you do at Member Benefits?

I am a Member Benefits Consultant. I help simplify the process of planning for retirement to create happy future selves.

What do you enjoy doing when you are not working?

Hiking, biking, kayaking on SLOW water, reading, and visiting family (before 2020, I would have added cooking...not so much right now).

What is your "why?"

Every day, someone I speak with feels empowered to change their future with enough financial understanding to begin saving for retirement. Having recently retired, I know this will improve lives.

Join us on social media



Give us a call

1-800-279-4030



Set up a consultation



Financial tips to fight against formidable times



We can probably all agree that this has been...a year. One that has presented various challenges for us mentally and emotionally and, for many, financially.

The pandemic has changed our way of living and has led many people to reevaluate their financial priorities. More than one in three Americans say they have been saving less since the pandemic started. And unfortunately, another one-third say they have turned to their savings or retirement accounts just to pay their bills (Pew Research).

You're not alone if you're feeling a bit financially unprepared during these times. Because life as we know it has become more complicated, we want to share a few financial tips to help you weather this year and beyond—regardless of your financial situation.

Use this time as an opportunity

Let's start with creating a mindset. You may have made totally different financial choices before COVID, and maybe you feel guilty for not being more prepared. Channel those feelings into something more productive by resolving to take an active role in your financial life and make better decisions moving forward.

Create a strategy

Build a new budget strategy for your "new normal." It may help to break things down by thinking on a per-spending basis, like setting a spending limit for each time you get groceries instead of for the whole month.

You can also separate your money into categories by giving it different labels:

necessary bills, current weekly expenses (like groceries), and long-term costs (like your retirement fund). This can help you get a clearer picture of your finances and prioritize what's most important.

Don't get carried away by emotions

We've said it before and we'll say it again—if you're thinking of pulling out or jumping into the market now, you may want to think differently. History has shown us the market tends to bounce back over time. While past performance is never a guarantee of future performance, it is an important fact to consider before making any major financial decisions. If you do move your money, consider whether any interest you make will keep up with the cost of inflation. It may be worth working with a financial advisor for some guidance. We can help. Visit weabenefits.com/fps to view your financial planning options.

Keep your credit score up

In the future, there may be opportunities to refinance mortgages, student loans, and auto loans at lower rates. You'll need to maintain a high credit score if you want to save some money on interest—which is just as important to your finances as what you gain in investments or dividends.

If you have credit card debt, student loans, or medical debt, it's ok to hit pause for now and make minimum payments if you need to—making at least the minimum payment is crucial to keeping your credit score up. However, before you decide, determine if the interest you'll be charged is worth the wait.

Continue saving for retirement if you can

If you're newer to the workforce, you may not think this is important—but it is. The earlier you save, the more you take advantage of compound interest. And if you've been saving for a while, keep at it—or at the very least, decrease your contribution temporarily but increase it again as soon as you can.

Consider life insurance

The pandemic has been a grim reminder about the importance of having life insurance. It is an essential part of a holistic financial plan. Learn more and get free quotes at weabenefits.com/life.

Build some routines

When we're stressed, we seek comfort. Find some free or inexpensive new routines to bring back some stability and enjoyment. It could include staying (virtually) connected with friends and family, exercising, cooking, trying a new hobby, or resurrecting an old one.

Need help?

Financial Planning Services
weabenefits.com/fps
1-800-279-4030

Learning Center
weabenefits.com/learning-center
Calculators, articles, eBooks, more.

Consumer Financial Protection Bureau
consumerfinance.gov/coronavirus
Financial resources and specific info for parents, older adults, and veterans.

| continued from page 5

and she advocated from day one for it to be required. Unfortunately, she retired before it was realized, but she was instrumental in getting it done,” he says. Patrick also had solid support for the policy change from his principal and the school board.

Patrick encourages educators to consider teaching or proposing a personal finance class in their district.

“It will change your life and the lives of your students. A fringe benefit of being a personal finance instructor is that you’ll learn how to improve your own finances when you teach this class.”

A great place to start, he says, is NGPF (ngpf.org). NGPF is a resource Patrick uses often in his classroom. They have a library of classroom resources and they offer certification courses. Patrick is about to complete his fourth certification course. “And there is no cost.”

Patrick is at the tail end of his teaching career and he feels fortunate to be winding down in such a positive and satisfying way. “I am just happy to know that when I retire it won’t mean the end for financial literacy in the district. I am very proud of my school district for being progressive and adopting a policy like this. I hope other school districts will be motivated and inspired to do the same thing. I sincerely believe that districts should not be asking themselves how can they justify a mandated policy like this; rather, they should be asking themselves how can they justify NOT doing so.”

{PROFILE

Professional: Patrick has been a business education teacher at Rhinelander High School since 1993. He is the recipient of the 2020 Excellence in Teaching Award given annually by Economics Wisconsin, a \$10,000 grant from NGPF, and was named a 2020 Kohl fellow. Patrick is nationally certified to teach financial literacy and was a 2013 Recipient of the Governor’s Financial Literacy Award.

Personal: His family includes wife Katrina (who teaches 5th grade in Elcho), a daughter (22), and a son (19). His wife, mother, and in-laws all have Roth IRAs with Member Benefits. Patrick is looking to retire in the next couple of years but won’t be at a loss for things to do. He loves to hunt and fish and hopes to continue helping Wisconsin teachers become financially secure.

SOURCES: ¹ FINRA: 2018 State of U.S. Financial Capability study ² Standard & Poor’s survey ³ Impact of High School Financial Education-World Bank study ⁴ 2018 study T. Rowe Price ⁵ Charles Schwab Financial Literacy Survey

weabenefits.com

Financial literacy resources for the classroom

Next Gen Personal Finance (ngpf.org): Moving financial literacy forward by advocating for educators and providing free classroom resources and training.

American Financial Services Association Education Foundation (afsaef.org): Patrick also relies on this resource that helps educate consumers of all ages on personal finance concepts.

Economics Wisconsin (ewwcee.org): Statewide organization that offers professional development for elementary and secondary teachers to assist them in educating students about economics.

Asset Builders (assetbuilders.org): Wisconsin nonprofit organization promoting financial education and wealth-building strategies to enhance the quality of life of low- and moderate-income youth, families, and communities.

JumpStart (jumpstart.org): National coalition that raises the importance of financial literacy and the importance of effective financial education.

WEA Member Benefits Don’t Be Jack™ Student Edition (weabenefits.com/dbjstudent)

Don’t Be Jack wins again! Member Benefits has received its second EIFLE award, winning the 2020 Game of the Year Award from the Institute for Financial Literacy. The student edition is based on the original game we created as a financial education option to help Wisconsin public school employees learn how to build their financial savvy and security.

Member Benefits worked in collaboration with local teachers and subject matter experts to create the game based on Wisconsin’s Academic Standards for Personal Financial Literacy for grades 9–12.

The format is flexible and allows students to work in teams as they make decisions and learn and discuss different personal financial issues or situations they could encounter in life. The game is available to Wisconsin public high schools for free. Visit our Web site to request it for your classroom.

Member Benefits’ financial literacy resources for you

For participants in our retirement programs, *yourMONEY* offers a Financial Wellness Center with 24/7 access to an interactive library of multimedia financial wellness resources. See page 11 for details.

We also offer a variety of seminars, eBooks, and personal financial consultations. Plus our various financial planning services can assist you whether you are just starting your career or planning your exit. Call us at 1-800-279-4030 or visit weabenefits.com for more information.



Reevaluate your insurance needs after retirement

A lot changes when you retire. Your day-to-day life is different and you may do more traveling, have new hobbies, or even a new home. Life may be different now—but you still need to protect yourself and your family with insurance that's appropriate to your circumstances.

Old policies may no longer meet your needs, but be cautious about cancelling policies without doing a careful evaluation first. One size does not fit all. Here are a few guidelines to consider.

Health insurance

As you age, your health care costs tend to increase, so health insurance is vital. If you retire before the age of 65 and no longer have health insurance from your district, go to healthcare.gov to view your insurance options. If you lose your health care coverage not by choice, you have some flexibility and potential benefits for purchasing insurance.

Once you're on Medicare, you may want to consider a supplemental policy to help pay for services not covered by the basic plan.

Consider dental insurance and vision insurance to help cover preventative checkups and new health issues as you age.

Long-term care insurance

Our life expectancies are longer than ever, which means we're more likely to need some sort of long-term care during our lifetimes. Most costs for extended care needed during recuperation from strokes, accidents, illnesses, and operations are not covered by health insurance or Medicare.

Life insurance

You may want to keep your life insurance for the next generation. Beneficiaries on your retirement accounts may need to cash out within 10 years, and life insurance can help offset that.

Home/renters/umbrella insurance

It's important to maintain coverage on your home and possessions. Without insurance, any loss you suffer would have to come from savings. If you move, be aware of any new hazards in your geographic zone or how your needs might change (with a new pool, for example) and how that could affect your liability coverage.

Protect your home and the people you love

Cooking and heating are the leading causes of home fires and fire injuries, and winter months are the peak time for fire-related deaths

While deaths from home fires in the U.S. have steadily gone down since 1980, even one death from a preventable fire is too many. Here are some tips to help keep you and your family safe.

Cooking

Be alert and stay in the kitchen while you are frying, grilling, boiling, or broiling food. Keep anything that can catch fire away from your stove top.

Heating

Keep all flammable items at least three feet from a space heater, stove, or fireplace. Never leave portable heaters unattended and be sure fireplace embers are extinguished before leaving the room.

Other common causes of fire

Smoking, electrical problems, and candles are common hazards. Institute a "no smoking" policy in the house, check cords for damage or wear, and switch to flameless candles.

Working smoke alarms are a must

About three out of five fire deaths happen in homes with no smoke alarms or nonworking smoke alarms. Install smoke alarms on every level of your home, inside bedrooms, and outside of sleeping areas. Test smoke alarms monthly and replace batteries annually—same for your carbon monoxide detector. Replace alarms that are 10 or more years old.



Make an escape plan

Visit the National Fire Protection Association (nfpa.org) to learn how to make a fire escape plan for your family.

Source: National Safety Council

Don't crack up over windshield damage

Windshields are critical to your safety

A windshield is a crucial part of the safety system of your car. It provides strength and structural support to the vehicle, allows air bags to be deployed properly, and helps prevent you and your passengers from being ejected during an accident. In a front-end collision, the windshield provides up to 45% of the structural integrity of the cabin of the vehicle and in a rollover, up to 60% (Auto Glass Safety Council (AGSC)).

A windshield also protects you against extreme weather conditions. Changes in weather can expand or contract the windshield, which can cause cracks or chips to expand. Dirt and debris can also become embedded in cracks, making a repair less effective or impossible. So even if the damage to your windshield is minor, it's important to get it repaired as soon as possible.

Newer windshields are specialized equipment

Many windshields today have safety and navigation sensors added, so repairs can be costly. For example, front collision sensors may be mounted on the car's rearview mirror stand just inside the windshield. For these sensors to work properly, the windshield glass has to meet very specific requirements for clarity and lack of distortion. So even if your windshield has minor damage, it may mean you'll need to replace it with an original equipment manufacturer windshield, not the less expensive aftermarket glass. Adding to that cost is the specialized technician who must recalibrate the front collision sensors for the new glass.

Repairs (if appropriate) are generally much less expensive than replacement, which is a good reason to take care of them as soon as possible before minor damage gets any worse.

Be prepared before you repair or replace

Before you choose a repair shop, safewindshields.org suggests you ask them the following questions:

- Are you an AGSC-Registered Member Company?
- Do all the materials you use meet or exceed ANSI Z 26.1 and all pertinent Federal Motor Vehicle Safety Standards?
- Does your adhesive manufacturer certify you, and who is the manufacturer of the adhesive?
- What type of warranty can I expect?
- How soon after my glass is replaced will I be able to use my vehicle?

AGSC provides a certification program for installers as well, so ask if a company's technicians are certified and by whom. If someone tells you they are certified by an insurance company, that is most likely not true. Member Benefits does not certify windshield technicians.

In most cases with your Member Benefits policy, if you file a claim for damage to your windshield and the glass company determines it is repairable, your deductible is waived. If the windshield needs to be replaced, it is subject to the comprehensive deductible.

Questions about your insurance coverage?

1-800-279-4030

weabenefits.com/consults



NEW! Financial Wellness Center online resource

As part of your retirement plan experience, the *yourMONEY* account portal has a new Financial Wellness Center to help you on your financial journey. Whether you're on your computer or mobile device, you now have 24/7 access to an interactive library of multimedia financial wellness resources including calculators, videos, tutorials, and articles.

Explore various topics when you log in to your account, such as:

- Retirement planning.
- Investment strategies.
- Debt and credit management.
- Education funding.
- Health care and insurance.
- And much more.

Take advantage of these free resources by clicking on the Financial Wellness tab on your personal dashboard. You can also create a profile by answering a few basic questions to get a customized experience based on your age, learning style, goals, interests, and site usage. The Financial Wellness Center is also easy to search by life stage, topic, or media type.

Log in to your account at weabenefits.com/yourmoney.



Consider giving in 2021

As you decide on your charitable gift giving this year, consider a donation to the Foundation. Its purpose is to support public education, public educators, and the communities they serve. The Foundation also cosponsors the annual Student Art Contest (see page 3). Learn more by visiting weafoundation.org.

PROTECT THE STUFF

and the people

YOU LOVE

Insure what matters most with WEA Member Benefits

