

401(K) OPTIONS WHEN CHANGING JOBS

Whether changing career paths or advancing at a new company, there is a certain excitement around changing jobs. In the midst of all of the planning, however, there is one important detail that should not be overlooked: what to do with an existing 401(k).

To help decide which option is best for you, should consider the following factors:

- **Your current situation.**
Are you on pace to meet your financial and personal goals for retirement? How long will your retirement savings need to last? How much may your retirement expenses be?
- **Your choices.**
What are the pros and cons to preserving the tax-deferred status of your current retirement plan compared to taking a lump-sum distribution? Is it more beneficial for you to do a direct rollover to a traditional IRA or a Roth IRA?
- **Your asset allocation.**
Are your retirement savings diversified enough to help deliver the returns you will need to enjoy the retirement you envision? Should you look into adding new investments to your portfolio to help maintain balance?
- **Your costs.**
What are the fees you pay in the existing 401(k)? What will you pay if you rollover to your new employer's plan or an IRA?

Keep in mind that, if possible, you want to preserve what you've already saved for your future retirement income.

If you are currently starting a new job, or are preparing to make a change, the team at Beltz Ianni & Associates can review your options and help you decide what solution will best suit your needs.



HOME RENOVATIONS THAT DON'T PAY

Some improvements are likely to increase your home's value. However, others may *decrease* potential buyers' interest in your home. So, put away your toolbox until you know more about projects that typically don't pay.



Too Much Improvement

When you remodel your house, it should be in keeping with your neighborhood. Having your house stand out as the nicest one by far is often not a good thing when you're trying to sell. Too much improvement may not pay off since the market price of your house may be limited by your neighborhood's home values.

House Unusual

Unusual renovations, such as converting a garage into a home gym or adding a backyard basketball court, could turn off potential buyers. You also may want to stick with standard sizes for countertops and kitchen and bathroom fixtures.

Amateur Workmanship

Don't do it yourself if you're not handy. First of all, the results will probably show that you didn't hire a professional. And secondly, structural mistakes and building code errors will show up during a home inspection. If your home fails an inspection, you could either lose a sale or be forced to lower your selling price.

Before you tackle your next home renovation project, you may want to talk with a local realtor. They can give you information on the cost-to-value of your renovation. For example, a major kitchen remodel may only recoup 60% of project cost at resale.



KICK CYBERSECURITY UP A NOTCH

With data breaches becoming more and more common, it's important to be proactive in protecting yourself and your business against cybercrimes. Here are some thoughts on preventing cybercrimes in the first place and having a plan to protect your customers' information and your reputation should you become a victim.

Test your protection systems. It's better to have a friend (such as a cybersecurity firm) uncover your weaknesses than a hacker. It is especially important to run tests after you upgrade software or implement a new technology.

Check your apps. If you've created a mobile app for your customers, work with the app's developers to ensure it's secure before you release it.

Eliminate third-party risks. You could be exposed to risks via your vendors. Make sure they take security as seriously as you do.

Implement a response plan. Create a step-by-step response to cyber emergencies (e.g., a denial-of-service attack, the loss of a critical laptop, etc.). Hold "drills" to ensure that your plan is effective and that everyone knows what to do.

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WHERE DID THE BULL AND BEAR MARKET GET THEIR NAMES?

Historically, the middlemen in the sale of bearskins would sell skins they had yet to receive. As such, they would speculate on the future purchase price of these skins from the trappers, hoping they would drop. The trappers would profit from a spread—the difference between the cost price and the selling price. These middlemen became known as "bears," short for bearskin jobbers, and the term stuck for describing a downturn in the market. Conversely, because bears and bulls were widely considered to be opposites due to the once-popular blood sport of bull-and-bear fights, the term bull stands as the opposite of bears.

Source: <http://www.investopedia.com/ask/answers/129.asp#ixzz4jLow27TC>

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