Loose Change®
a penny saved is a penny earned

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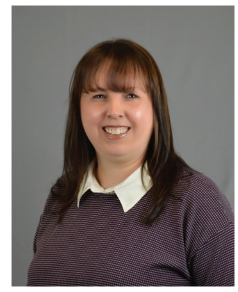

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ESG Investing: Making a Difference

Environmental, social and governance (ESG) investing is a strategy that considers a company's policies and actions and how well they serve workers, communities, customers, shareholders, and the environment.

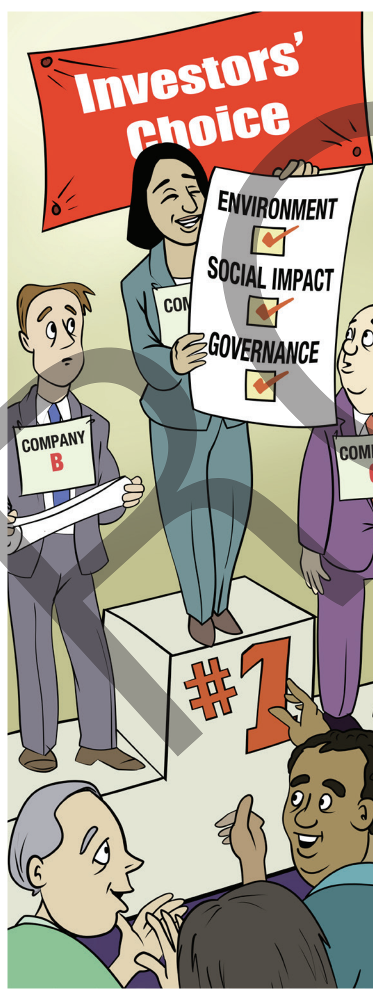
ESG investing uses independent ratings to help investors assess a company's commitment to environmental performance, social impact, and governance issues. Employing an ESG strategy helps investors compare investment vehicles to ensure their portfolio reflects their priorities.

The company's hiring practices, commitment to racial and gender diversity, corporate giving strategy, employee health and safety, accessibility to employee benefits, volunteer programs, and supply-chain ethics are factors used in ESG ratings.

Rating agencies use the criteria below to evaluate companies for ESG investing.

The Environment

A company's impact on the environment is one of the criteria used to choose companies for ESG investing. It includes natural resource conservation, treatment of animals, use of renewable energy, waste and pollution and steps taken to mitigate those risks. Mitigation practices may encompass water usage, use of toxic chemicals in manufacturing processes, resource management and overall environmental stewardship, carbon footprint and any employee incentives that reduce the carbon footprint, such as car sharing and bicycle commuting.



Social Impact

Criteria include steps taken by a company to improve its social impact, both within the company and in the community.

Governance

ESG ratings consider whether a company's management and board strive for positive change. Areas of concern include executive pay, leadership diversity, business ethics, conflicts of interest, political activity, shareholder input, accurate and transparent accounting methods, and a well-run management structure.

How to Invest

Your financial professional can guide you in finding ESG-centered exchange traded funds (ETFs)* and mutual funds* that meet your investing goals. Expenses may be higher than with other funds, so look for ESG funds whose performance compensates for the higher costs.

**Investors should consider the investment objectives, risks, charges, and expenses of the fund carefully before investing. Contact the issuing firm to obtain a prospectus which should be read carefully before investing or sending money. Because mutual fund values fluctuate, redeemed shares may be worth more or less than their original value. Past performance won't guarantee future results. An investment in mutual funds may result in the loss of principal.*

Expanding Your Business into Other States?

If you're ready to take your business to the next level, congratulations.

In addition to logistical and operational plans, there are a few administrative tasks to tackle when expanding into new states. Just like when you formed your business in your home state, you'll need to do something similar in the new state. Typically, that involves registering as a foreign company with the new location's Secretary of State. This grants you the right to do business in the new state.

Also, check whether your existing insurance policies for things like business liability and automobiles will cover your operations in the new locale.

If expanding means hiring employees in the new state, you'll want to register with the Department of Revenue for employment tax purposes. And lastly, workers' compensation insurance laws may be different, so make sure you secure coverage when it's required.

Consult your tax professional regarding laws in the new state.

The Name Game

A will specifies who should receive your assets when you die. But that's not its only purpose. A will also names someone to settle your estate, as well as someone to care for any minor children you leave behind.

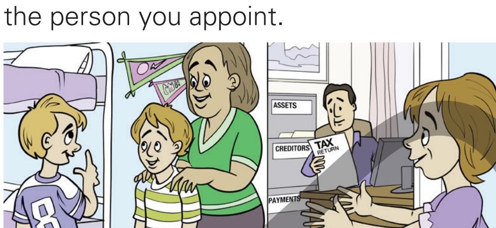
Your Personal Representative

The person (family member or professional) who serves as your personal representative (formerly known as an executor) has a time-consuming job. Some tasks include:

- Executing your will
- Obtaining copies and distributing the death certificate
- Identifying and paying creditors
- Collecting and distributing assets
- Keeping records of all payments, deposits, and distributions and sharing that information with heirs
- Filing final tax returns

Your Child's Guardian

The person you choose as guardian will make legal decisions on your child's behalf. He or she will be responsible for your child's personal care, medical and financial needs, and education. When naming a guardian, consider your child's feelings and relationship with the person you appoint.



A Perk that Helps Recruit and Retain Key Employees

Staffing issues. Stress. Burned-out managers. If the "Great Resignation" has prevented your business from attracting and retaining key employees, a Section 162 Executive Bonus Plan might be an incentive program worth considering.

With an executive bonus plan, your business provides a benefit—typically life and/or disability insurance—to key executives to motivate them to join or stay with the company. Premiums are either paid through cash bonuses or made directly to the insurance company and reported as income on the employee's W-2. Under a cash bonus arrangement, the bonus received by the key employee is usually equal to the cost of the policy premiums and the associated taxes on the income. Thus, the employee incurs no out-of-pocket expense.

Benefits for You

You don't have to offer the plan to all key employees. You can choose which key executives will receive the incentive. You also have the flexibility to offer plans with different terms and benefits for individual employees. The plan is easy to implement and administer and doesn't require IRS approval. Your company can take a tax deduction for the bonus payments if they're considered "reasonable compensation."

Benefits for a Key Employee

An executive bonus plan provides life insurance coverage to the employee. Generally, the employee retains ownership of the policy, names the beneficiaries, and has access to the policy's cash value. Beneficiaries will eventually receive the policy proceeds income-tax free.

Maintaining Control

Your company can ensure that a key employee remains with the company for a certain period by implementing a *restricted executive bonus arrangement*. This option allows the company to retain control over the policy's cash value until the employee meets a goal that's defined by the company. The goal might be the executive's retirement or a specified number of years that he or she must remain with the company. The cash value becomes available to the employee after the goal is met.

Get It in Writing

Although a written plan isn't required, it can help your company avoid problems, such as having its tax deduction disallowed by the IRS.

Balance Saving for College and Retirement

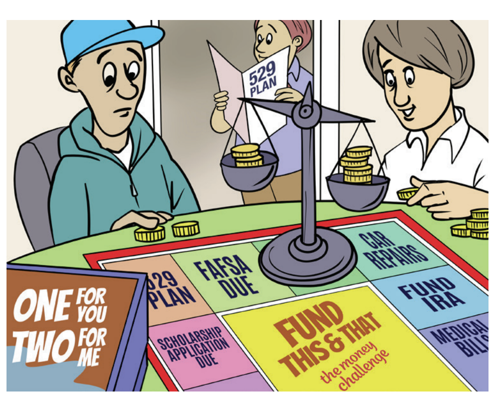
As a parent, you need to think further ahead than summer camp. When it comes to choosing between saving for a child's college education or saving for retirement, remember that there are no loans for retirement if you come up short on your savings. While there are no hard and fast rules about prioritizing your savings, the usual recommendation is to put aside money for retirement first. Your personal circumstances should be your guide.

How Much Have You Saved?

If you already have significant retirement savings, you may be able to direct more money toward saving for your children's college expenses. However, make sure you're still contributing enough to your company's retirement plan to take advantage of employer matching funds.

Contribute to a 529 Plan

A 529 plan allows you to make after-tax contributions to an investment account on behalf of a designated beneficiary. One upside: Parents may be able to contribute less if others are chipping in. Grandparents, other relatives, and friends can contribute to the account.



Withdrawals are tax free if they're used to pay qualified education expenses.

Other Payment Options

There are a variety of ways to pay for college, including financial aid, loans, and work study. In addition, many organizations offer scholarships to students whose interests align with their mission. Work with your school's counselor throughout high school to help ensure your student is performing community service and other activities that will help when applying for scholarships.

It’s Never Too Early

Hey, millennials, when it comes to improving your finances, time is on your side. You haven’t yet reached your peak earning years, and you’re still many years away from retirement. Establishing good money habits will help you throughout your lifetime. These ideas may help.

Keep a Spending Journal

If you’re having a difficult time finding money to set aside, maybe you’re not looking hard enough. To see where your money is going, take the two-week challenge. Write down everything you buy over the next 14 days — even that pack of gum. Once you add it all up, you might be surprised at how much money you’re spending on small or impulsive purchases.

Know How Much You Owe

It’s easy to lose track of how much you’ve charged to your credit card. If you’re charging more than you can pay off each month, your purchases are accruing interest on top of interest. Add up everything you owe. Then create a plan to pay off the balances. The money you’re paying in interest could make a good start on saving for your future.

Create a Spending Plan

Instead of spending money haphazardly, come up with a budget that lists all your expenses — mortgage or rent, utilities, insurance, car payment, etc. Subtract those expenses from your take-home pay to see what’s left for food, entertainment, clothing, and other items. Make sure you include a category for savings. By making savings a budget category, you’re more likely to put money away.

Make Saving Automatic

You can arrange to have money from each paycheck deposited automatically into a savings or other account. Because you won’t see that money in your checking account, you won’t be tempted to spend it.

Pay with Cash

Use cash or your debit card for all your purchases. That way, you can spend only as much as you have in your bank account. Consider placing cash in labeled envelopes for specific expenses like gas and lunch.

Pay Off, Not Down

U.S. consumer debt — including money owed on credit cards, student and auto loans — reached $4.37 trillion in September 2021, according to the Federal Reserve. If you’re carrying balances on high-interest credit cards, paying them off should be a priority. Having a pay-off strategy can help you stay on track toward becoming debt free.

Create a Payment Strategy

Pay off the card with the highest interest rate or the largest balance. Pay as much as you can toward one card, while paying the minimum on your other cards. When the first card is paid off, put the same amount toward the card with the next highest rate or biggest balance.

Another strategy is to pay off cards with low balances first. Eliminating several small balances may give you a psychological boost and help you continue the momentum with your higher balance cards.

Consolidate Debt

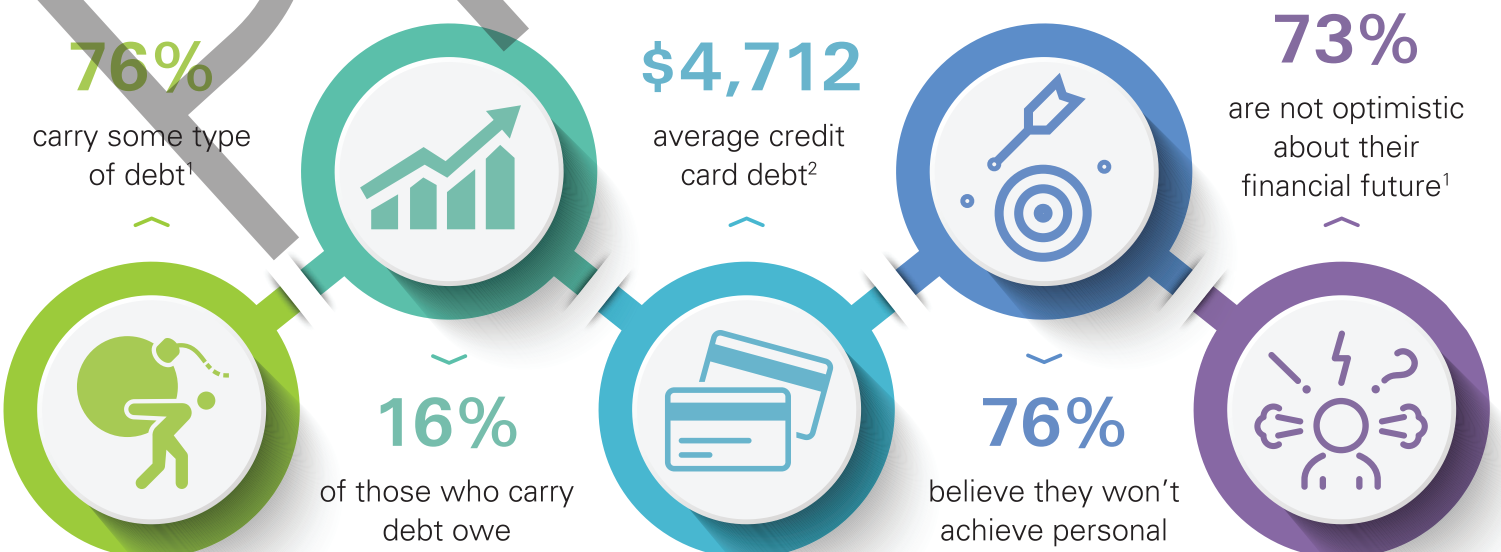
A debt consolidation loan allows you to pay off your cards and have a single monthly payment, often at a lower interest rate.

Seek Credit Counselling

Your financial professional is able to help guide your through this process. Also, nonprofit credit counseling agencies can help you eliminate debt and teach you good financial skills.

Millennials and Debt

As a group, millennials (ages 25-40) are carrying too much debt and may need to make major changes to feel secure about their future finances.



76% carry some type of debt[1]

16% of those who carry debt owe $50,000 or more *(excludes mortgage debt)*[1]

$4,712 average credit card debt[2]

76% believe they won’t achieve personal and financial goals due to debt[1]

73% are not optimistic about their financial future[1]

[1]Bank of America Better Money Habits® — Millennial Report 2020
[2]Experian®

Planning for a Child with Special Needs

Ensuring that special-needs children have support and resources when parents are no longer around to care for them takes planning and being aware of the available options.

Special-Needs Trust

A special-needs trust can help preserve government benefits, such as Supplemental Security Income (SSI), guaranteeing the recipient a minimum income, and Medicaid. Trust funds can be used to supplement an employed child's income, pay for therapies not covered by Medicaid, or purchase extras your child wants.

The trust doesn't have to be funded immediately. Making the trust, rather than your child, the beneficiary of your estate ensures that your child won't lose government benefits. Choose someone as trustee who is close to your child, such as a sibling or other relative, to manage the trust on your child's behalf.

ABLE Accounts

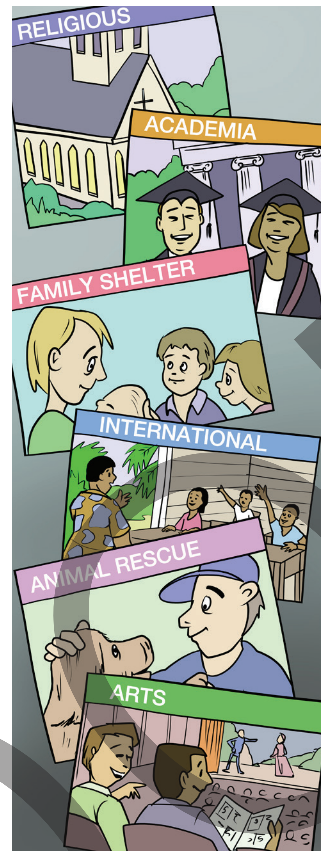
ABLE (Achieving a Better Life Experience) accounts are tax-advantaged savings accounts. Money in the account can be used for any qualified disability expense.

Planning for a child with disabilities can be complex. Consult an estate-planning attorney who specializes in disability planning to ensure compliance with government regulations and safeguard your child's benefits.

Giving to Charity with a Donor-Advised Fund

A donor-advised fund (DAF) is a charitable investment account established to manage charitable contributions from many different donors.

When you contribute to a DAF, you generally can choose the charities you want to support and the time frame for distributing the assets. You're entitled to an immediate tax deduction for the full amount of your contribution in the year you donate the assets, even if the charity won't receive them right away. You don't have to be wealthy to contribute to a DAF. Some funds have relatively low contribution thresholds.



Making Contributions

You can contribute many kinds of assets to a DAF, including: cash, stocks, bonds, mutual funds, retirement account assets, life insurance, cryptocurrency and, other assets. You won't pay capital gains on any appreciated assets you donate to the fund, and you'll typically be entitled to a tax deduction based on the asset's current value. Wealthy donors may be able to reduce the size of their estate for estate tax purposes by contributing to a DAF, because assets contributed to the fund aren't subject to estate tax.

Getting Started

There are several types of sponsoring organizations for DAF: community and faith-based organizations; public foundations, including national and international charities and university and hospital foundations; and national DAF organizations. Your first step should be to identify the type of fund that aligns with your giving strategy. Although you can specify the organizations that you want to support, keep in mind that the fund makes the final decision on where your donations ultimately go.

A Word About Life Insurance

Gifting a life insurance policy that you no longer need to a DAF is one option to consider. The fund administrator then becomes the sole owner and beneficiary of the policy. A qualified appraiser will determine an accurate value for the deduction.

When Will it End?

You can make a bequest in your will to the DAF sponsor or make the sponsor a beneficiary of assets. Many sponsoring organizations also enable you to create a succession plan for your DAF—allowing you to pass the remaining funds in your account on to your heirs or to your favorite charities.

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U.S. Postage Paid
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Permit No. 37

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ADVERTISING REGULATION DEPARTMENT REVIEW LETTER

January 11, 2022

Reference: **FR2021-1221-0259/E**
Link Reference : FR2021-1122-0164

Org Id: 23568

1. Loose Change MayJune 2022 Newsletter
   Rule: FIN 2210

Our review is based on your representation that the final version of this communication will prominently disclose the name of the member, pursuant to FINRA Rule 2210(d)(3)(A).

The communication submitted appears consistent with applicable standards.

Reviewed by,

Jeffrey R. Salisbury
Principal Analyst

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