



THE DOLLAR CHASE

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WHAT IS THE REAL NUMBER

The Internet can be overwhelming with retirement calculators and estimators that help you figure out the size of the nest egg you'll need so that you don't outlive your retirement savings. But by focusing on one number, you run the risk that you won't adjust your savings goals to new circumstances, such as changing financial issues, health, higher/lower inflation and interest rates.

Instead, create a comprehensive retirement plan that you'll refine and change over time as your world changes. It should include your financial goals, a net worth statement, a working cash flow, debt management strategy, emergency funds, insurance and investment strategies. Revisit the plan every few years to make adjustments, if needed.

TAX CHANGES

Changes for 2022 include:

- increases in the income for each marginal tax rate
- standard deduction increase to \$12,950 for single filers, \$25,900 for joint filers
- basic exclusion for estates of decedents increases to \$12.06 million
- annual gift exclusion increases to \$16,000 (so you can front-load a 529 plan for \$80,000!)

VACCINATION SURCHARGE

New this year, we are seeing that the health open-enrollment period for many companies has a "yes or no" box to verify your vaccination status (like the "Are you a smoker?" question that's typically asked). Some employers are already penalizing unvaccinated employees. Others are beginning to develop a plan to do so in the future. For example, in late August 2021, Delta, one of the largest global airlines, announced that it will require unvaccinated employees to pay a \$200 monthly health insurance surcharge.

Some health insurance companies are looking into whether data shows that people who received the COVID-19 vaccine have lower health care costs. If yes, more employers may add a premium surcharge for unvaccinated employees, similar to the smoker's surcharge.

Insurers can't currently deny coverage because you had (or have) COVID-19, but surcharges are legal as long as you are offered an alternative to paying the surcharge. For smokers, the alternative is to complete a program that helps you kick the habit. In the case of COVID-19, the alternative would be to get vaccinated.



BE AWARE OF WHAT YOU'RE GIVING AWAY...

...when you use digital tickets; i.e; sports, airline, concerts and other digital tickets. They are a gold mine of data—giving both sporting leagues and teams, for example, easy access to fans' emails, phone numbers and other marketing information. You can limit what is sold when you sign up and can change your accessibility afterwards. Being aware of how various companies use your data is important in an ever-digital world.

TWICE MONTHLY COMMUNICATIONS

Unless you have opted out, then you should be receiving our phone calls or emails on generally the first and third Fridays every month--please check your spam, or call us to confirm you're on the list.

HALLOWEEN WINNERS!

Congratulations to John & Lisa!



OFFICE TID-BITS!

Highlights of our staff and families outside the office...

- Mel has a house divided--son, Cooper, is a junior at CSU, while son, Grant, is a sophomore at CU.
- Bryan has been enjoying all snow this winter by going snowboarding at Copper and Winter Park.
- KC's cat, Pearl, constantly teases her dog, Ruby--they've been buddies since 2019.
- Eric's son, Asa, is 6'1" as a high school freshman and is a skateboarder and snowboarding artist. His son, Ezra, is 5'6" and a 7th grader. He plays basketball and snowboards with his friends locally.



THE PERSONAL BENEFIT FINANCIAL AND ROUNTREE & ASSOCIATES FAMILY

~ SHARLA, ERIC, RON, MELISSA, ED, REGINA, JILL, LYNAAE, KAREN, BRYAN AND KC ~

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SURVEY RESULTS

As you know, our highest priority is ensuring we are delivering outstanding service to our clients. The client survey that we sent out recently was a critical first step in that process, providing us with meaningful feedback on how we are doing and where we can improve. We appreciate your time and were pleased that we got double the industry average of responses!

We'd like to share some of the results that we are thrilled and humbled by, including:

- It is great to know that 80% of you have referred us to your family and friends. The industry average is 50%.
- So glad to welcome you back to the office, and in our survey, you rated us high as far as us being welcoming to you.
- We are happy that a majority of you are confident you'll reach your financial goals and feel secure about your financial future.
- We love our newsletter and Friday notes, and it turns out, you enjoy them too!

We have worked very hard to deliver the foregoing services and those results are extremely gratifying. There is, of course, always room for improvement. Based on the feedback, in the next year we will:

- Assist you with our technology tools and work with our partners- Kestra and AssetMark in improving your experience on those tools.
- We will be clarifying our roles and the expertise of our staff and advisors with summaries and photos of everyone.
- We want to make sure you're aware of all our services and resources/tools that we can coach you on.
- We will continue to assess your progress towards your financial goals. Currently, our focus is on beneficiary reviews, IRAs, retirement plans, pre-tax, post-tax, and Roth options.

Thank you to all who took the time to complete the survey; we'll be talking with you further about the client survey in our next review meeting. If you have any questions on the results, please don't hesitate to call.

P.S. The winners of the \$50 Amazon gift card drawing are Larry, Buddy & Lisa, Don & Sandy, Chris & Joyel, and Bob.

CONGRATULATIONS AND THANKS AGAIN TO ALL OF YOU WHO PARTICIPATED!

