

2020 · WHAT ISSUES SHOULD I CONSIDER IF I GET A PROMOTION OR RAISE AT WORK?



CASH FLOW ISSUES	YES	NO
<p>Has your income changed substantially? If so, consider the following:</p> <ul style="list-style-type: none"> ■ The change in income may impact your ability to reach your goals or may result in entirely new goals. ■ You may decide to pay down your debts faster. 	<input type="checkbox"/>	<input type="checkbox"/>
<p>Will this promotion change your budget or ability to save? If so, consider the following:</p> <ul style="list-style-type: none"> ■ A new income and expense plan may be needed. ■ You may be able to increase the amount you contribute to tax-advantaged accounts such as HSA's, 401k's, and IRA's. 	<input type="checkbox"/>	<input type="checkbox"/>

RETIREMENT PLANS & DEFERRED COMPENSATION	YES	NO
<p>Are there significant changes in the amount of employer-provided benefits (such as stock options, RSUs or Supplemental Retirement Plan)? If so, consider the following:</p> <ul style="list-style-type: none"> ■ Review your strategy for how you will handle the stock options as they vest and the potential tax impact. ■ Review the amount of stock-based compensation you will receive and if your overall financial situation may be overly reliant on one company stock. 	<input type="checkbox"/>	<input type="checkbox"/>
<p>Are there new benefits you may be eligible to participate in, such as non-qualified deferred compensation plans? If so, read the plan documents to understand your options and the potential benefits of participating in the plan.</p>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Did this promotion include equity ownership? If so, consider the following:</p> <ul style="list-style-type: none"> ■ Understand how the buy-in process is handled and the amount/timing of the payments you will need to make. ■ Understand the options to pay for the equity, including self-financing, bank financing or company-provided options. (continue on next column) 	<input type="checkbox"/>	<input type="checkbox"/>

RETIREMENT PLANS & DEFERRED COMPENSATION (CONTINUED)	YES	NO
<p>Do you have a 401(k) with your employer? If so, consider the following:</p> <ul style="list-style-type: none"> ■ Review the amount you are able to contribute. ■ If you contribute the maximum salary deferral amount of \$19,500 (\$26,000 if age 50 or over) and want to contribute more, consider if a Mega Backdoor Roth Contribution is applicable. Reference "Can I Make A Mega Backdoor Roth IRA Contribution?" flowchart. 	<input type="checkbox"/>	<input type="checkbox"/>
<p>Have you or your spouse been contributing to a Roth IRA? If so, ensure that you are still eligible to make a contribution to the Roth IRA. Reference "Can I Contribute To My Roth IRA?" flowchart.</p>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Have you or your spouse been contributing to a traditional IRA? If so, ensure that you are still eligible to make a deductible pre-tax contribution to the IRA. Reference "Can I Make a Deductible IRA Contribution?" flowchart.</p>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Did you receive Non-Qualified Stock Options or Restricted Stock? If so, consider the benefits and trade-offs of an 83(b) election which will allow you to pay ordinary income tax on the NQSOs or Restricted Stock now, rather than when they vest.</p>	<input type="checkbox"/>	<input type="checkbox"/>

TAX PLANNING ISSUES	YES	NO
<p>Do you expect there to be any changes to your taxable income (due to a change in salary)? If so, consider the following:</p> <ul style="list-style-type: none"> ■ You may move into a higher tax bracket. ■ You may need to adjust your tax withholdings and/or make quarterly tax payments. ■ An increase in your Adjusted Gross Income may affect your ability to deduct certain items such as medical expenses. (continue on next page) 	<input type="checkbox"/>	<input type="checkbox"/>

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TAX PLANNING ISSUES (CONTINUED)	YES	NO
<p>Do you need help deciding on the amount of withholding you should elect? If so, consider electing the part-year withholding method to adjust your withholding.</p>	<input type="checkbox"/>	<input type="checkbox"/>

INSURANCE PLANNING ISSUES	YES	NO
<p>Do you expect your life insurance needs to change due to increased income? If so, consider reviewing your current coverage, including employer-provided life insurance, to determine if you need to adjust coverage amounts.</p>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Do you expect your income to increase substantially? If so, consider reviewing your disability insurance policies. Depending on your income and employer benefits, a private disability policy may be needed, if you don't have a policy currently.</p>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Do you have an individual disability insurance policy? If so, consider updating it to reflect your new income.</p>	<input type="checkbox"/>	<input type="checkbox"/>

OTHER ISSUES	YES	NO
<p>Do you expect your income to increase? If so, consider calling your credit card company to let them know of your increased income. They may increase your credit limit, which could help your credit utilization ratio.</p>	<input type="checkbox"/>	<input type="checkbox"/>

ABOUT US:



Cove Financial Planning is a fiduciary, fee-only Registered Investment Advisor that provides comprehensive financial planning and investment management services with a focus on Socially Responsible Investing (SRI). Cove primarily works with clients virtually across the country. Their mission is to help individuals and families align their financial plan and investments with their future goals as well as their core values.

Cove has been featured in national publications including The New York Times, USA Today, CNBC, Business Insider, Investment News, Financial Planning Magazine, Investor's Business Daily, MarketWatch, NerdWallet and Bustle.

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