

CASH FLOW ISSUES	YES	NO
<p><b>Has your income changed substantially?</b> If so, consider how the change in income will impact your ability to reach your goals and your ability to save.</p>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>Will your cash flow needs change?</b> If so, consider developing a new income and expense plan.</p>	<input type="checkbox"/>	<input type="checkbox"/>

EMPLOYER-PROVIDED BENEFIT ISSUES	YES	NO
<p><b>Are there significant changes in the amount or type of employer-provided benefits?</b> If so, consider how this will impact your financial situation (such as individual disability coverage).</p>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>Will your health insurance coverage change as a result of taking a new job?</b> If so, consider the following:</p> <ul style="list-style-type: none"> <li>Coordinate insurance coverage, so there are no gaps in coverage (such as COBRA).</li> <li>Check to see if your current doctors and health care providers are still in-network.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>Did you have an HSA with your former employer and expect to have one with your future employer?</b> If so, consider the benefits and trade-offs of transferring the funds from your old HSA into the new HSA.</p>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>Did you have an FSA with your former employer?</b> If so, consider the following:</p> <ul style="list-style-type: none"> <li>Make sure to spend all of the funds before you leave that company.</li> <li>Check with your employer to see if they have COBRA continuation coverage for the FSA.</li> <li>If you contributed to an FSA with your former employer, consider contributing to the new employer's FSA plan as well. Each FSA has its own annual limit. They are not combined.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>

RETIREMENT PLANS & DEFERRED COMPENSATION ISSUES	YES	NO
<p><b>Do you have a 401(k) with your former employer?</b> If so, reference "Should I Roll Over My Dormant 401(k)?" flowchart to determine what you should do with your old 401(k).</p>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>Will you have a retirement plan with your new employer?</b> If so, consider the following:</p> <ul style="list-style-type: none"> <li>Enroll in the plan as soon as you can.</li> <li>Consider contributing at least enough to receive the full employer match.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>Do you have any unvested stock options with your former employer?</b> If so, you may lose the unvested stock options.</p>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>Do you have vested stock options?</b> If so, consider the following:</p> <ul style="list-style-type: none"> <li>Review exercise periods, which are usually about three months from your last day of employment (but in some cases you must exercise the options before your departure).</li> <li>If you were terminated for cause, your vested stock options might be canceled.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>Do you have any deferred compensation with your former employer?</b> If so, review plan documents to understand the vesting schedule, distribution schedule and the distribution options available, such as yearly or lump sum.</p>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>Did you own stock (or stock options) in a private company for which you were also employed?</b> If so, consider the impact of the shares being illiquid and if there are any clawback or repurchase rights.</p>	<input type="checkbox"/>	<input type="checkbox"/>

TAX PLANNING ISSUES	YES	NO
<p><b>Do you expect there to be any changes to your taxable income (due to a change in salary)?</b> If so, consider strategies to mitigate the tax liability.</p>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>Do you need help deciding on the amount of withholding you should elect?</b></p>	<input type="checkbox"/>	<input type="checkbox"/>

OTHER PLANNING ISSUES	YES	NO
<p><b>Are you subject to non-solicitation or non-compete agreements from your former employer?</b> If so, keep these documents in a safe place.</p>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>Do you have student loans?</b> If so, consider the following:</p> <ul style="list-style-type: none"> <li>■ Check to see if your new employer offers student loan repayment assistance.</li> <li>■ Review your eligibility for loan forgiveness or discharge programs (e.g. the PLSF Program, Teacher Loan Forgiveness, etc).</li> <li>■ Update your records for any IDR programs in which you currently participate, as your new salary may impact your repayment plan.</li> <li>■ Adjust your payments and/or consider consolidating/refinancing as appropriate.</li> </ul>	<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.

Founder Ben Smith 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.

[Visit our website](#) for more information or to schedule a free initial consultation call.

*Disclosure: Cove Financial Planning is an Investment Advisor registered with the state of Wisconsin. This communication is not intended as an offer or solicitation to buy, hold, or sell any financial instrument or investment advisory service. We do not guarantee the accuracy or completeness of any description of securities, markets, or developments mentioned. The information provided is subject to change without notice.*

**Ben Smith, CFP®, CSRIC™, Founder & Financial Planner**

ben@coveplanning.com | 952-807-4060 | www.coveplanning.com