Financial Planning, Debt Management, and Investment Opportunities for Recently Graduated Professional Students Bryan Alan Hill, Pharm.D., MBA Bristol-Myers Squibb Company April 4, 2002

Agenda...

- Define Worth
- Financial Mistakes to Avoid
- Setting Goals
- Budgeting
- Salaries
- Credit Repair
- Debt Consolidation
- Investment Opportunities



Objectives...

- Give a brief overview of available resources for money management
- Have class understand implications of not planning for their financial future
- Allow class to understand future opportunities for wealth building and management
- Provide class with initial (basic) understanding of financial terms

Disclaimer...

- I am not a licensed financial planner...
- However, I am in a lot of debt...



42 45

Famous Words by Famous People...

- I have tried to turn every disaster into an opportunity
 - John D. Rockefeller
- When one door closes, another door opens
 - Alexander Graham Bell
- The hardest thing to understand in the world is the income tax
 - Albert Einstein

How Do You Define Worth?

- Salary Income
- Investment Income
- Credit Lines
- Bills
- Taxes
- Other Expenses
- Credit Debt
- Student Loan Debt



The 7 Biggest Financial Decisions You'll Ever Make...

- How you handle risk
 - Risk should be age appropriate
- Your choice of career
 - Will your skills retain value year after year?
- Your lifestyle
 - Every dollar you don't spend on a house saves
 you \$2.40 in mortgage payments

The 7 Biggest Financial Decisions You'll Ever Make (cont)...

- How you manage debt
- protecting your assets
 - your ability to work
- How many children you have
 - \$526,000 to raise 2 children and pay for public college
- Marrying
 - In bankruptcy, IRAs are untouchable by creditors
 - In divorce, nothing is safe from the attorneys

9 Steps to Help You Meet Your Goals...

• Use a computer program to get organized:





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- Prepare a Budget
- Prepare for the unexpected
 - Set aside at LEAST 3 months worth of income (such as a money market fund)

9 Steps to Help You Meet Your Goals (cont.)...

- Review your will and estate plan
 - "Death Tax" is 55% leveled on all non-exempt assets
 - Payable in cash by estate within 9 months
- Get a better handle on your credit
 - Average credit card rate is 14.9%
- Establish some savings goals
 - Do you want to retire at 55 instead of 65?

9 Steps to Help You Meet Your Goals (cont.)...

- Create an investment strategy
 - Stocks
 - Bonds
 - -401(k)
 - IRA
 - Roth IRA



Assess your insurance needs

Common Mistakes in Money Management...

- Not knowing where the money goes
 - Most people can't account for 20% of their income.
- Failure to set priorities and goals
- Tendency to be too trusting
- Lending money to relatives
 - If you can't afford to give the money as a gift, don't lend it.
- Waiting too long to plan for retirement
 - Median income for women from pensions = \$233/month

Common Mistakes in Money Management (cont)...

- Counting on prince / princess charming
- Overuse of credit
- Poor shopping habits
- Insufficient attention to financial details
- Lack of a regular system for savings

Where Are You Now?

- The only way to know where you are going financially, is to know where you stand (with your creditors, the government, the IRS, etc.) at the present time
- Budgeting gives the individual the ability to see a "snapshot" of personal financial health at any given time for a specified period

Budgeting...

- What is personal financial planning?
 - Controlling your day-to-day financial affairs
 - Choosing and following a course toward longterm financial goals
 - Building a financial safety net to prevent financial disasters
- Why Budget???

What Does It Cost?

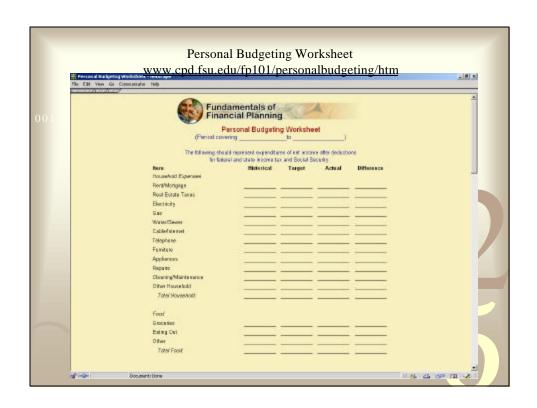
- Daily cup of coffee
- 2 packs of cigarettes / week
- 1 hardback / month
- Lunch takeout 5 days / week
- 3 drinks at a bar / week
- 3 six packs of beer / week

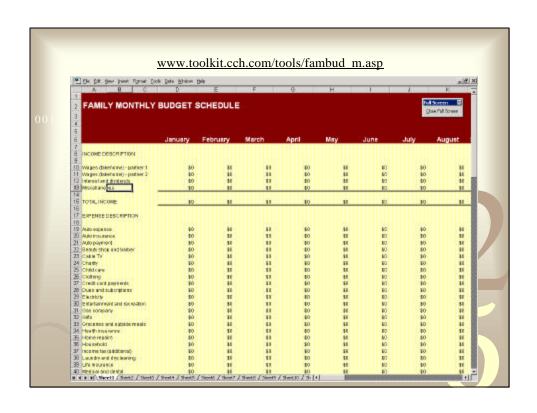
- \$390 / year
- \$3,285 / year
- \$690 / year
- \$2,600 / year
- \$780 / year
- \$624 / year

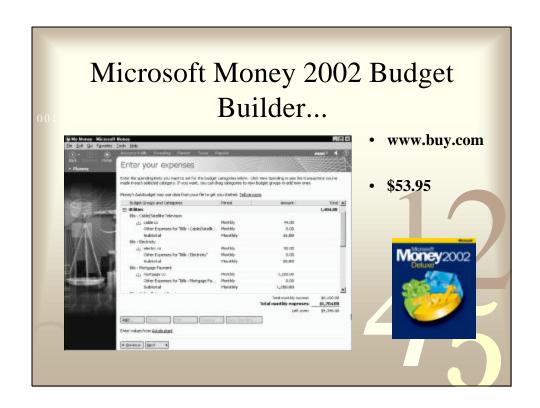
Steps to Balancing Your Budget...

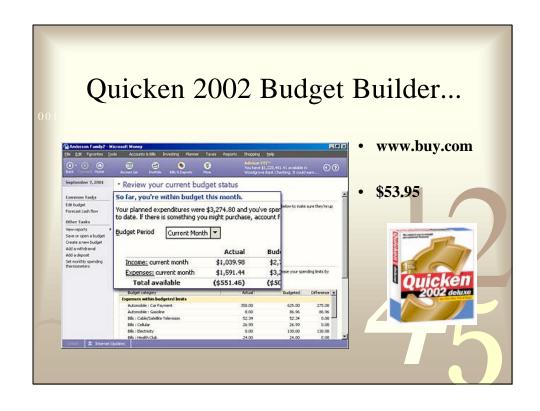
- Where Are You Now?
- How Much Are You Worth?
- How to get Out of Debt.
- Set Your Goals.
- Establish Your Budget.
- Plug the Holes.

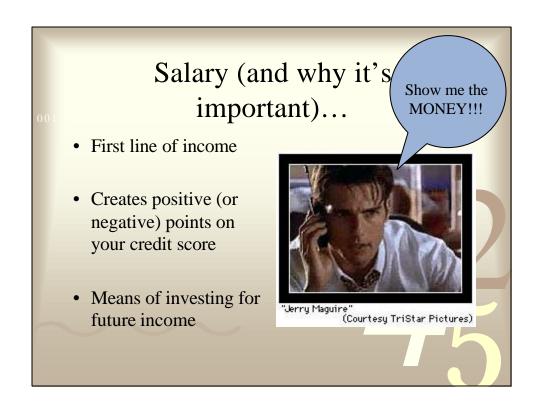












Average Salaries (Healthcare)...

www.salary.com

• Pharmacy:

- Pharmacy Director: \$109,984

– Pharmacist, Retail: \$75,302

– Pharmacist, Clinical: \$82,432

• Nursing:

- Registered Nurse: \$37,902

- Charge Nurse: \$53,524

Average Salaries (non-healthcare)...

www.salary.com

• Manufacturing:

- Senior Managers: \$120,268

– Midlevel Managers: \$89,926

• Finance and Banking:

- Senior Managers: \$138,128

– Midlevel Managers: \$93,897

• Insurance / Real Estate / Legal:

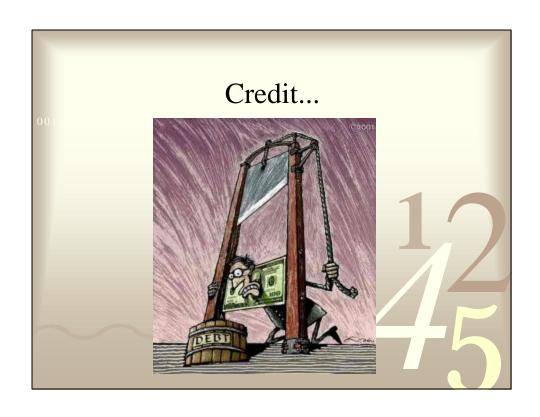
- Senior Managers: \$104,910

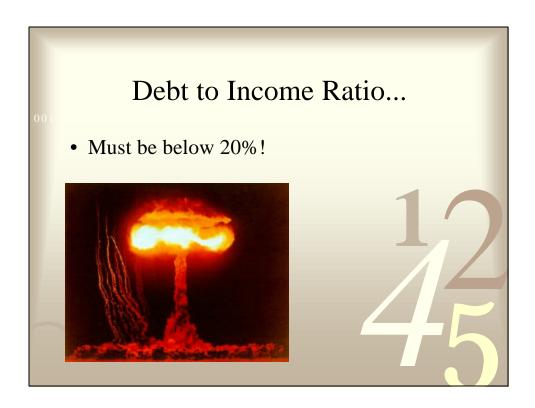
– Midlevel Managers: \$78,122



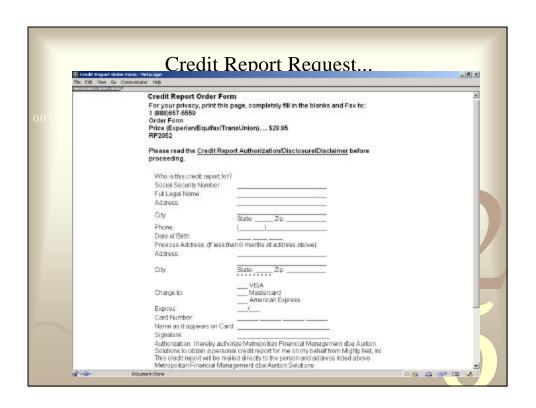
Negotiating a Higher Salary..

- Provide comparable salaries:
 - Written evidence that your desired salary is consistent with the market.
- Assert that you'll be performing more responsible work in the coming months
- Plant the idea that without a higher salary, the employer risks losing you.
 - Headhunter trick





Get a Handle On Your Credit... • Credit Reporting Agencies (CRA): - Equifax: • 1-800-685-1111 · www.equifax.com \$9.00 per • PO Box 740241 Atlanta, GA 30374-0241 report - Experian: maximum • 1-888-397-3742 charge • www.experian.com • PO Box 2104 Allen, TX 75013-2104 - Trans Union: • 1-800-916-8800 • www.tuc.com • PO Box 1000 Chester, PA 19022



Credit Card DEBT...

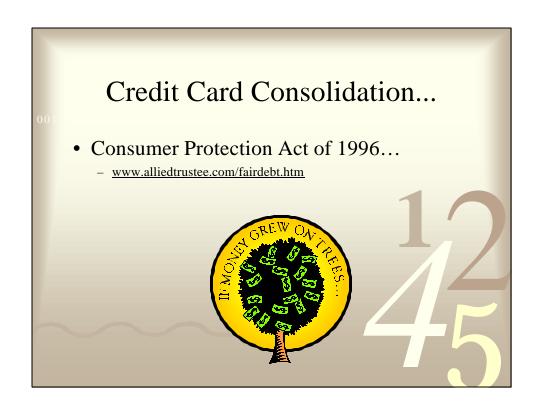
- Make sure your money is working for you, instead of against you:
 - Example from HELL...
 - \$2,000 charged on a credit card
 - 19.8% interest
 - You pay only the minimum monthly payment

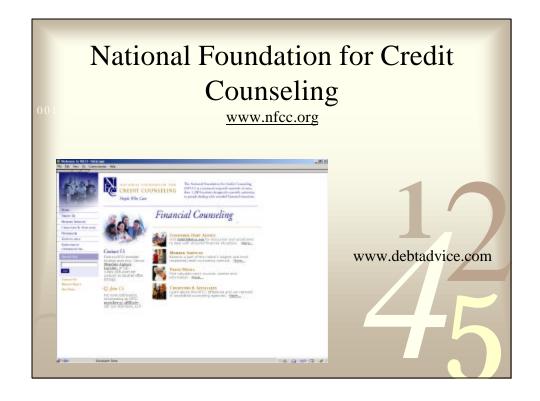


Credit Debt Will Eat You (and your investing ability) Alive...

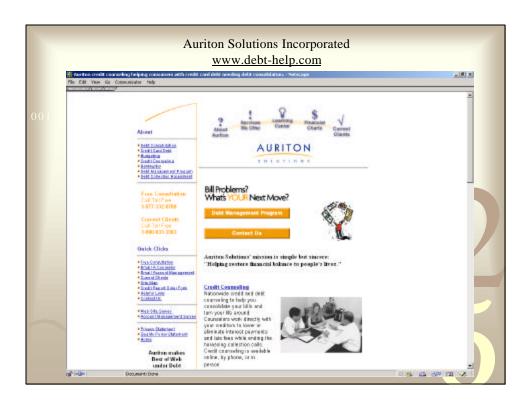
- Payoff time:
 - 31 years and 2 months
- Payoff amount:
 - -\$8,202 (interest payments) + \$2,000 principle
 - \$10,202 total paid amount

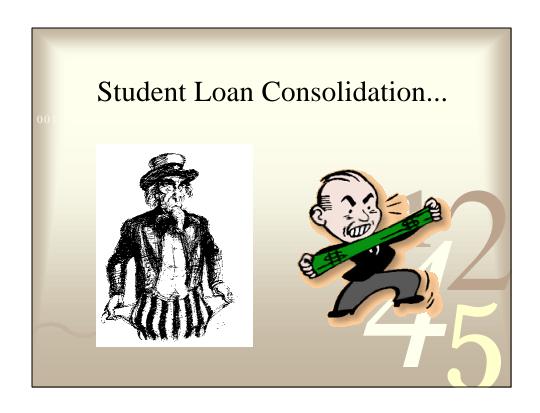


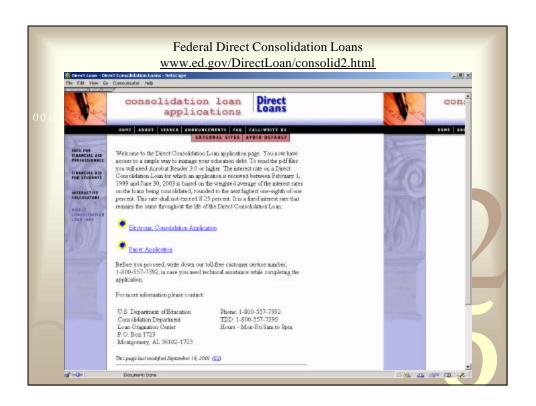


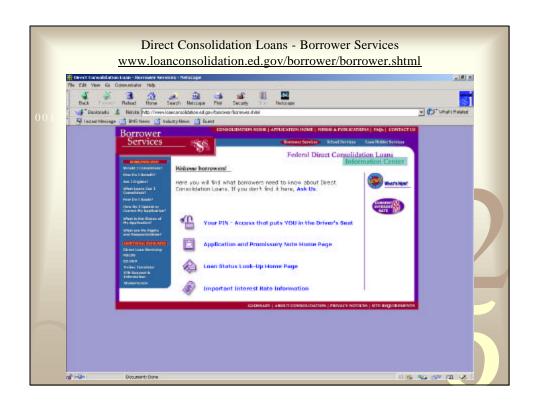


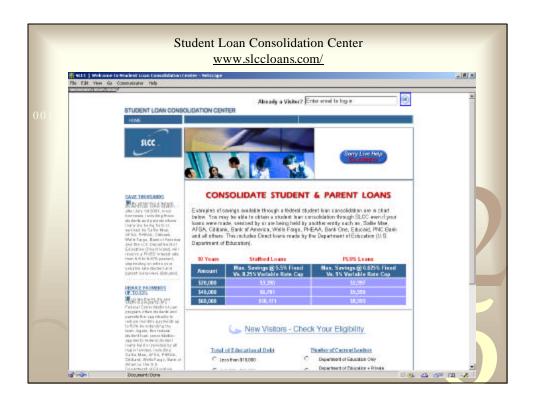
















Ten (10) Investing Rules...

- Have a PLAN
 - Goals should be the basis of your plan
 - Are you investing to build wealth or to build a retirement fund
- Don't be blinded by TAXES
 - Save using tax-deferred investments:
 - Roth IRA
 - 401(k)

Ten (10) Investing Rules (cont)...

- When investing, stick to QUALITY
- Time in the Market is more important than Timing in the Market
- Diversify your portfolio (Enron)
- Buy to KEEP
 - 1 day return on investment 53%
 - 1 year return on investment
- 73% 93%
- − 5 year return on investment
- a **=** . .
- 10 year return on investment
- 97%

Ten (10) Investing Rules (cont)...

- Your first loss is your best one
- Make all investing decisions carefully (with the help of an advisor
 - 80% of all day traders lose money
- Once you decide, ACT!
- Review your PLAN
 - Check your investment strategy at least once quarterly

What are Bonds?

- A bond is a loan and you are the lender.
 - Who's the borrower?
 - Usually, it's either the U.S. government, a state, a local municipality or a big company like General Motors
 - All of these entities need money to operate -- to fund the federal deficit, for instance, or to build roads and finance factories
- So they borrow capital from the public by issuing bonds
- You pay a "face value" up front
- You are entitled to that "face value" plus interest at the maturity of the bond

What are Stocks?

- STOCK IS OWNERSHIP
- How Is a Stock Valued?
 - Earnings (a.k.a. profits) are the supreme measure of value as far as the market is concerned
 - No guarantees!

Investment Comparison...

- Bonds:
 - 5.2% annual returns over time
 - Risk averse
- Stocks:
 - 11% annual returns over time
 - Risk prone

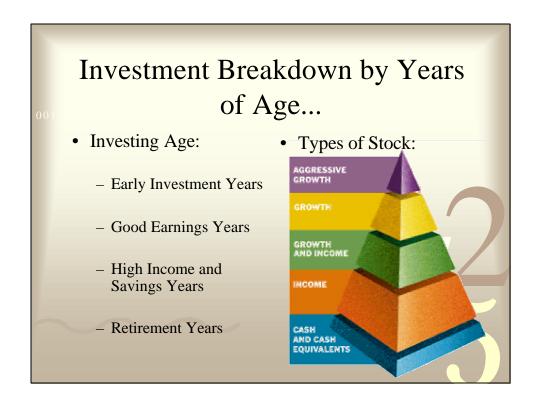
The Answer:

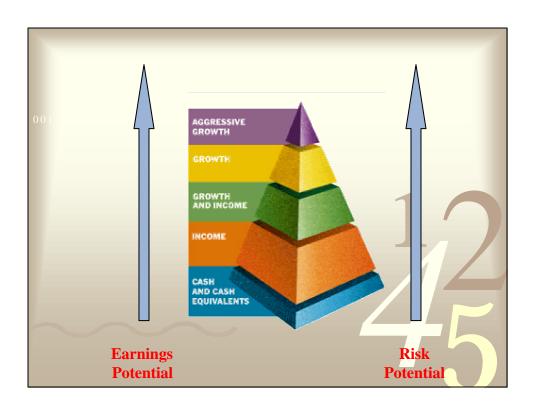
Diversify!!!

70% Stocks

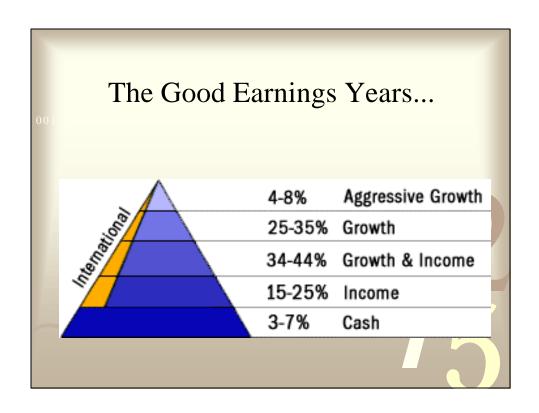
30% Bonds

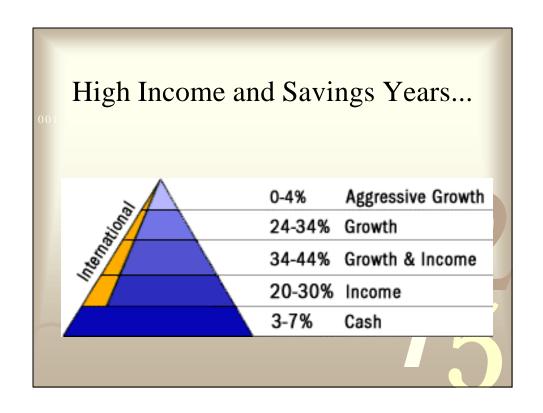
A portfolio of 100% stocks dropped almost twice as much as a portfolio with a mix of stocks and bonds

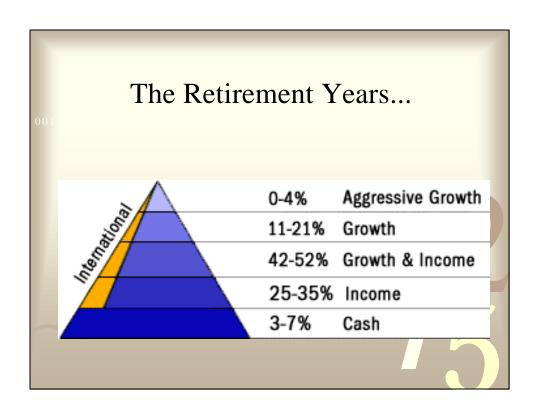






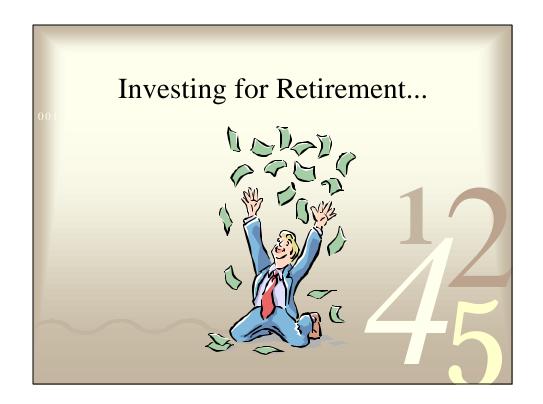






Savings for Junior's College: 529 Plans to the Rescue...

- Why a 529?
 - Earnings are TAX-FREE
 - Setup is extremely SIMPLE
 - Contributions are state-tax deductible
 - Plans are PORTABLE (can move from state to state)
 - No set annual contribution or income limits
 - You, the investor controls the plan and the investment decisions



Tax-Deferred / Tax-Exempt Retirement Plans...

- 401(k)
- SEPs: Simplified Employee Pension Plans
- Keogh Plans
- Traditional IRAs
- Roth IRAs

401(k)

- Defined:
 - A company-sponsored retirement savings plan that allows for pre-tax salary deferrals in addition to optional profit-sharing and matching contributions by the employer
- Any money you put into a 401(k) is not taxed until you withdraw it
- In 2000, you could contribute up to 15% of your salary or \$10,500 to a 401(k) account

Traditional IRA...

- Defined:
 - A personal savings plan that offers tax advantages to set aside money for retirement
 - Traditional IRAs are tax-deferred retirement investment vehicles
- Individual must be under 70 1/2 years of age
- If you withdraw prior to age 59 1/2, you must pay a 10% penalty

Roth IRA...

- Defined:
 - An IRA that allows for tax-free withdrawals as long as the contributions remain in the account for five years, and the account holder meets one of the following criteria
 - I.E., you can only get the money if:
 - Age 59 1/2
 - You become disabled or die
 - The distribution is for a first-time homebuyer (up to \$10,000)
 - Cannot participate in Roth if your income is greater than \$95,000

The Roth Nonconformists...

- <u>Federal law</u> passed last summer boosted allowable contributions to individual retirement accounts to \$3,000 (from \$2,000)
- It also raised limits for contributions to 401(k), 403(b) and 457 plans
- While most states conform to federal tax laws automatically, 21 states do not:
 - Alabama, Arizona, Arkansas, California, Georgia, Hawaii, Idaho, Indiana, Iowa, Kentucky, Maine, Massachusetts, Minnesota, Mississippi, New Jersey, North Carolina, Oregon, Pennsylvania, South Carolina, West Virginia, and Wisconsin

Put It Into Perspective

- By failing to prepare, you are preparing to fail!
 - Do not overlook the power of compound interest!
 - \$2,000 yearly contribution to a Roth IRA equals only \$38.46 a week
 - Historical rate of growth for a Roth IRA is 10.6%
 - Continue to contribute \$2,000 per year at 10.6%
 - Will build to \$500,000 in 31 years
 - Will build to \$3.5 million in 45-50 years

Roth Conversion?

- You must weigh the options:
 - Tax implications are identical for 401(k) and Roth IRA
 - Roth is capped at \$3,000 per year after tax,
 401(k) is capped at \$11,000 before tax
 - Rolling over to Roth may actually increase your transaction and management costs
 - Not all 401(k)'s are created equal while Roth
 IRA is generally uniform







