

A photograph of a modern General Motors building. The words "GENERAL MOTORS" are mounted in large, dark, sans-serif letters across the top of the building's facade. Below this, there is a large glass entrance area framed by a dark structure with a prominent orange border. A blue sign with the "GM" logo and "CANADA" with a red maple leaf is positioned above the entrance. A red SUV is parked in front of the building. The sky is blue with some light clouds.

GENERAL MOTORS

# THREE WAYS TO MAXIMIZE YOUR GM EMPLOYEE BENEFITS

Discover a new option in your 401(k), how your group life insurance actually works, and how different types of investments can impact your tax situation.



Hi there, Doug Oosterhart here...

Thanks for downloading the guide!

I'm excited to show you how we've helped our GM clients save money with taxes and avoid some common (and costly) mistakes that they make when navigating their overall financial lives...

And listen, I get it - you've already got a financial planner and you're super busy.

You're knee deep in day-to-day obligations and you don't have the time to study and learn the nuances of all the options offered to you, how they play a role in your planning, and why it even matters in the first place.

But I do, and today I'm going to show you how to save money.

How much money?

Well, in certain cases it could be more than a few hundred thousand dollars in the next few decades.

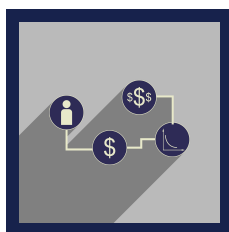
Do I have your attention now?

I hope so, because I love sharing the knowledge I've gained over the better part of a decade, bringing a rare combination of youth, experience, and expertise to my clients. After all, most clients tell me that they appreciate their advisor being younger than them since I'll be in my prime when you're in retirement.

So get ready to discover 3 ways that my clients are currently maximizing their benefits.

Oh, a quick note before we begin...PLEASE don't get too upset if your current planner hasn't brought these to your attention. Often times, they could be a generalist. We are specialists.

With that disclaimer, let's start saving you money by exploring 3 ways to maximize your benefits...



# 1

## Pre-tax, Roth, or After-tax 401(k) Savings?

What if I told you that HOW you save into your 401(k) can potentially have a multi six figure difference in taxes when you take the money out for retirement...

Well, you might say, "Doug, I've already talked with my "money manager" about 401(k) savings..."

And while that might be the case, it doesn't change the fact that GM and Fidelity are now offering the ability to super charge your long-term tax savings.

We currently have a client that is **able to pack his 401(k) with \$62,000 this year** (that includes the GM match)! Not only **deferring the normal \$25,000** (since he's over 50, otherwise it would be up to \$19,000), but also creatively making after-tax contributions and converting them to Roth contributions.

Confused yet? Don't worry. I've done both *videos and info-graphics* that explain the topic with simplicity. Long story short - this client is estimated to **save about \$150,000 in taxes** during retirement.

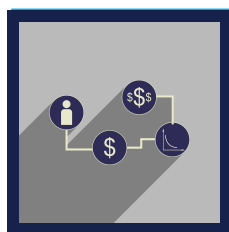
Some may call it a loophole. I like to think of it as simply using the tax code to your advantage, because it's all perfectly legal.

It's actually the perfect strategy for savvy and aggressive savers, that most companies don't even offer!

Now there's a lot to consider before changing your contributions or current elections.

You will need to know what portion of your 401(k) balance is currently pre-tax, Roth, and after-tax. Then we can help decide what the best course of action is.

**BUT**, these are small hurdles for potentially significant tax savings in the long run.



## 2 Your Group Life Insurance May Not Be What You Think

Did you know that your group "term" life insurance isn't actually term life insurance at all?

It's actually Group Variable Universal Life (GVUL). Don't believe me? Check page 95 of your benefit manual (or 104/193 in PDF format).

Although the coverage remains relatively cheap for the majority of your working years, once you hit age 40 and above, the premiums increase rapidly. **Every five years, the premium increases.**

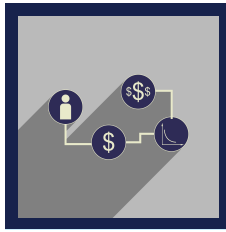
You may be thinking, "Doug, it doesn't go up by that much. Only a few dollars per month..."

Here's another story from a client of mine: early in 2018 I got referred to a 49 year old female client that utilized GM's group life insurance. She owned about \$500,000 of coverage and was paying about \$38 per month. However, this was the year she was turning 50.

BOOM. Premiums would go up to north of \$60 per month.

What was the solution? We first did an analysis on whether or not the \$500,000 was too much or too little coverage for the client. Our results came to the conclusion that the amount was spot on. Being an independent and fee-only firm, we do not accept any commissions - meaning that we were able to shop the market place for the best policy for the client and not which policy paid us the most.

She ended up securing a **level premium** 20-year term policy at a monthly premium amount in the mid 50 dollar range. Because the premiums stayed level compared to the increasing premiums of group insurance, she is going to **save about \$25,000 in premiums** over the next couple of decades.



# 3

## A Unique Take on Diversification

What I find is that many investors set up a retirement plan or savings strategy once, and then think they're "all set."

You meet a local financial guy/gal, he/she seems nice enough, and before you know it *\*BAM\** you have a [cookie cutter] retirement plan...

Then what? Well, life and business keep marching on and your plan continues to sit there...on the shelf, unchanged, accumulating dust. Maybe you check in with your advisor once per year and since the market has gone straight up for 10 years, you're happy.

Here's the reality - you forgot what you pay in fees, you forgot what you're invested in, and you don't have time to prioritize it. Now you're 10 years closer to retirement, your goals have changed, but *your plan remains the same*. Let's make a medical analogy - imagine only going to the doctor once every 10 years to see if anything has changed - that would be ludicrous.

This is exactly what happened to one of our clients that spent 8 years in China with GM. All of the sudden there are a bunch of different accounts, investments all over the place, multiple real estate properties, etc.

By making a few small tweaks to their plan we helped clarify and simplify their accounts.

It's not only important to diversify the investments in a given account, it's crucial that the investments are right for the account. What do I mean? Different accounts are all taxed differently. It's important that the accounts taxed the most favorably hold the investments that give the most potential for growth. The reverse is also true - if an account is taxed upon taking the money out (ie 401(k), Traditional IRA, brokerage/joint account), the investor might benefit from holding investments in it that don't grow as quickly.

Simply put, if your plan is collecting dust and you're not 100% sure if the investments in your accounts are ideal for the account type, it's probably going to cost you money in the long run.



## So what's next?

Well, if you think that some of these strategies might help maximize your plan, you can do something about it.

Right now.

All you have to do is [click this link](#) and schedule your free (and no obligations) review session.

During this short phone call you get personalized advice that helps you:

- Understand the best option for your 401(k) and overall savings strategy
- Avoid paying too much or having too much or too little group life insurance
- Get peace of mind knowing that you can work with an advisor specializing in the benefits and changes that GM employees and retirees face

All you need to do is [click here to schedule](#) your call right now.

You work hard for your money, and I want to show you how to keep as much as you can. But you must take the first step and schedule the call.

I look forward to getting to know you (oh, and helping you build and maintain wealth!).

Sincerely,

Doug Oosterhart, CFP®