EPISODE 734

[ASK FARNOOSH]

[0:00:34.8]

FT: You're listening to So Money everyone, welcome back to the show. It's Friday, May 25th, some of you probably heading out for your memorial day excursions. We are home bound this week end, this long weekend. My mom and dad are in town from the west coast, very excited to be seeing them. I mean -

Maybe it sounds crazy but I only see my parents like maybe twice or three times a year, always for like about a week, at a time but we don't get to see each other that much and it's got even harder now with having smaller children, grand kids, they are really missing us and likewise.

Whenever we get a chance to be together, we just kind of like, we just stay in the room and we don't leave but excited to have the long weekend, that's why my father was able to come, he is still hard at work in his 60s and some of you might know, I think I might have my dad on the podcast again because I interviewed my parents.

Many of you have said that it's been one of your favorite episodes, it's also one of mine. About their immigration and their – the way they raised us and why we talked about money so much and my dad is pretty exemplary in that, you know, he got laid off in his early 60s which is –

For many people, even for a while, we were thinking, maybe this is like your sign to retire early and it's just, you know, throw in the towel and start a new adventure. My dad is such an academic and curious person and also, his mind goes like a hundred miles per hour, he could not retire, he wouldn't know what to retire to, which is a whole other, perhaps episode but he wanted to get back into the career world and long story short, he got laid off and he was pretty senior at his company and the reason he got laid off was due to a consolidation, there was a merger.

His role was no longer available and frankly like his entire industry in the tech space was consolidating constantly and shrinking and so, it wasn't like he could just go back and get that job some place else.

He had to kind of reinvent himself and how he did it, he spent a year taking a bunch of online course, drilled down, zeroed in on data science, my dad's a physicist so it wasn't a complete departure but it was a lot of kind of new learning about data science and a new kind of software coding program and blah blah blah.

I mean, this is like, way out of my – I don't even know if I'm talking about it correctly but do know that he was able to bounce back like an all star and now he's working again - big job, big role at a big company and he reverse engineered it. He went online and discovered where the hiring was gravitating towards for people that kind of had his skillset, what were the holes he needed to fill, he hired a LinkedIn resume ninja, I call him.

Who basically allowed my father to be discovered on LinkedIn and as soon as that happened, he was getting a ton of inquiries and so, here's my father in his 60s, proving that despite sometimes ageism and feeling like you've topped out in your career, now you've gotten laid off and there's really no other place to go but the golf course and he doesn't even play golf.

You know, he was able to basically reignite his career in a way that he's very happy now, much more happier than he was being at home. Guess what my mom is a lot happier too to have him out of the house, you can only imagine what that must have been like for them.

TMI? I don't know. Let's have him back on the podcast I think. I think that's basically where I'm leading this to and just wanted to brag a little bit about my dad, that was a complete diversion, I wasn't expecting to tell you that story but it's a podcast and we have the time and I think you're interested. Thanks for indulging me.

All right, it's May 25th and our special co-host today, we're in for a treat everybody, she's a certified financial planner, her name is Gretchen Caldwell and Gretchen emailed me just like I often get emails from people who listen to the show and it was specifically because she wanted to cohost and I love that because it's what I ask you to do and some of you do it and this is an example of you know, when dreams come true for both of us.

I dream of having great guests or sorry, great listeners come on and co-host and I don't know, this is Gretchen's dream but he did the good work of emailing me and here we are, Gretchen.

Just to share a little bit more about Gretchen before bringing her on the stage, she's a financial planner and adviser who focuses on helping people navigate financial transitions in their lives including things like retirement, career change, divorce, the death of a spouse or partner so maybe she can chime in about my dad.

She has a Series 65 license, a certificate in financial planning from Santa Clare University, she's past the CFP exam and she's amazing, in her free time, she likes to read, bake, spend time with her extended family and co-host Ask Farnoosh.

Welcome to the show, Gretchen.

[0:05:44.1]

GC: Thanks for having me Farnoosh and it is one of my dreams to be on the show for a long time. I'm a long time listener since back when you used to have the every day podcast so I'm thrilled to be her and it is definitely one of my dreams then, like you said, it was great to email and take your back from you, it's such a thrill.

[0:06:02.8]

FT: Blast from the past, Gretchen, wow, what do you think? Do you like that we've come down to now three days a week, do you think I should go any fewer?

[0:06:10.9]

GC: I think two to three days a week, you know why? Because I couldn't keep up with the five days but I loved them all so I was always tried to get to the place where I was right on schedule with you so I was one of those people who said, three days a week is good because I like to listen to all that episodes and I couldn't quite keep up with the five days a week.

[0:06:29.5]

FT: Okay, good. Now, tell us where you're based out of?

[0:06:33.1]

GC: I'm based in the Bay Area, I'm in Danville California which is just east of Oakland in the San Francisco Bay Area.

[0:06:43.2]

FT: I really like that you have this focus on transitions, life transitions. I think that that's often an underserved market and need, where you're going through either like a career change or a divorce and money is such a huge component of whether or not you're going to succeed or fail.

Did you always kind of gravitate towards this life stage in helping your clients in this life stage or how did it basically transpire?

[0:07:13.6]

GC: Yeah, it came out of my own experience so I was always in technology and sales and recruiting and about five years ago I got really sick and was told I wasn't going to be able to work ever again. My husband and I hit this point of going from the two income family to a one income family and trying to adjust the kind of basic financial planning we had done.

It sent us looking for somebody who could help us navigate that transition and I wasn't really able to find anyone who was dedicated to that kind of shake up of your financial world. I was very fortunate and a few years later, they figured out what was wrong with me, I ended up needing open heart surgery but once I had that, I literally had a newly fun life.

I went back to school and studied financial planning and really have dedicated myself since then to helping other people navigate financial transition because as you said, when these changes come up in our life, we don't think about them as money changes a lot of times, maybe a career change like your dad's, yes, but for a lot of other things, divorce doesn't feel like a financial change but it really is.

The death of a partner is a huge financial change. Helping people figure out the financial end of that so that they can deal with more of the emotional aspect is so gratifying, it's so fulfilling, I'm thrilled to be here to help other people as they walk through these changes in our life.

[0:08:39.6]

FT: Well, I think this transitions as well into our first question, his name is Joe from Instagram. He sent in this query and he's 22 years old Gretchen and first of all, what were you doing at 22, were you writing into podcast or having these deep thoughts about your career?

Kudos to Joe. First of all, there was no Instagram right back then but the point is, he's very thoughtful, very proactive, he wrote in and he's 22 and he says he's done really well to get this job in engineering at Rolls Royce, he lives in the UK, the problem is, the pay is quite low and he says this may sound surprising because engineering jobs typically is - in the states at least are on of the higher paying jobs at a college but where he is in the UK, I guess, that's not a very lucrative industry or even, you know, he said that the pay is like very low.

I think 23 pounds a year which is you know. Comes to about less than 50k a year here. Which is not little money but I suppose he's having a hard time making ends meet there and this is where he's starting to second guess his career choice, me saying that you know, with his poultry salary, he's spending at least half of his wages on housing and food, the cost of living there is very expensive.

He's thinking of leaving his job. The project at Rolls Royce where he's at, is a three year project and they're expecting him to stay until the end at least but he thinks he could go financially further in three years and he is specifically thinking about doing a career switch to finance.

He's like, "I know that's a total departure but I think I'd actually like it." He's kind of concerned that he's going to sort of like tossing away his degree and engineering and I think that no, he might even have a masters in it.

What do we think? I mean, he's 22, there is no, I feel this is maybe too blanket of a statement but I kind of feel like there's no bad decision when you're 22. I mean, in the sense that should I do this job or that job or take this path or that path, yeah, you could make a lot of bad decisions when you're young but – let me preface that when it comes to deciding between two jobs.

I think that in some ways, you kind of have to have the good jobs, have the bad jobs, have the okay jobs, it's how you learned and he always will have his degree to fall back on. No one can take away his engineering education. If he transitions at this stage, decides he hates it and wants to go back. You know what? He could probably package that nicely and have a unique angle to engineering, saying like I've worked in the financial field and maybe he can go work in engineering at a financial services company or a financially focused company.

I don't know, I just feel like, he might be a little too worried. I think that being cash strapped in your early 20s is definitely something to reflect upon and really consider your income and maybe he just needs to find another job with a better paying salary and he could stay in engineering.

But it doesn't sound like he has a lot of prospects there.

[0:12:00.8]

GC: Yeah, when I read it, what sticks out to me when I hear the question is, does he have a passion for finance? It sounds like he really might like his engineering job and if it's just a finance issue, is there a way to find an engineering job that pays more? Now, if he's intrigued by finance and thinks that maybe an avenue he wants to go down.

I totally agree with you that there's no – this is not going to be a catastrophic mistake if he decides to try finance and it doesn't end up working. He's at the perfect time in his life to try new things and you know, I'm obviously an advocate for changing careers if you want to.

My only concern would be making sure he actually is interested in finding beyond the paycheck because I think we've all taken jobs just for the paycheck and the glory of that paycheck can wear off over time so figuring out what is he really interested in doing that would also pay more and if that's finance, great, if that's engineering in different company or with a different project.

You know, I think he's on the right track, he's asking himself the right questions and he's clearly a diligent employee wanting to stay on as part of this project but also figure out how to have a life that he enjoys and can pay for.

[0:13:24.0]

FT: I agree, I think that Joe, you know, really asking yourself, will I be happy in this new field is really important because really, who is 22 and is rolling it in? Making all the dough. In fact, this is a common problem in your 20s, you don't make enough to cover your expenses, the cost of living has risen exponentially relative to wages, wages have them sagging.

I guess the same in UK and the UK and definitely the case here in the US. There is that friction, does it mean that you need to switch your career to make more money? Maybe if you really want to do it and you're passionate about that new prospect but if it's like – Gretchen is saying where it's just about the money then I think that perhaps you want to find other ways to make your career track work.

Whether that's, hey, you know what? Starting a side hustle and creating some supplemental income to cover your overhead costs and stay in this job which sounds like it's – you know, you're enjoying and they value you.

It's asking for a raise or it's finding a different job in this field and knowing that with experience and you know, time, you will be able to earn more and hopefully that will be motivating to you but I appreciate the question Joe and keep us posted, let us know if you stick with Rolls Royce or if you switch gears.

No pun intended. Did you like how I did that? That was totally on my feet.

[0:14:57.4]

GC: That's very nice.

[0:15:00.7]

FT: Also on Instagram, a lot of questions coming in from Instagram, Mo has a question about real estate and his buyer's remorse.

Gretchen, do you own in San Francisco or in Danville where you are?

[0:15:13.5]

GC: No, we used to, we owned a house in Oakland for a long time and when we decided to move out to the suburbs, we thought we'd rent for a while and see if the prices came down which clearly was not my best decision because the prices just keep going up. Right now we're a renting family.

[0:15:31.9]

FT: Which is definitely the way to go sometimes you know? I think there's a lot of emphasis on buying just for the sake of buying which I think is kind of Moe's dilemma. He says that, "My mom actually pushed me into buying a house with my brother. We split the cost but I was very reluctant at the time towards buying this house and now I'm stuck paying a mortgage and home improvements," and as a result, he cannot go out and enjoy his life he says or go out with his friends and do many of the other things that he wants to do.

He's only 27, he's single, he wants to travel, he wants to be active but this home is really keeping him home. He blames his mom he says, and his brother for pushing him into making such a big commitment at this stage in his life. At the same time, he's wondering maybe it was for the best.

Maybe this home will turn out to be a great asset-building property. He wants to know what we think. I mean, first of all, I'm like, you got to stop the blame, the blame game.

[0:16:30.2]

GC: Right, stop blaming mom, mom takes the blame for everything.

[0:16:33.1]

FT: I mean, I know. In fact, somebody wrote in the other day, was like "Farnoosh, your guests are constantly blaming their parents for why they screwed up with their money in their 20s and it's just getting hard to listen to, as a parent," she said. I said, well, I get that but part of it is, it's just us being honest about how we got to sort of make the decisions that we did.

I do believe that what differentiates adults from children is when you stop blaming your parents. You can acknowledge how you were raised and how it influenced you but the blame game needs to stop. I think that's my first tip is to realize that you made this decision.

No one was putting a gun to your head to say, "You got to sign and close on this house." I know there's a lot of pressure that comes from family, I'm not saying that that wasn't the case but you know, you were very much an active participant in this and now you're in it.

You know, at this point, those mortgage payments are going to continue and it's important to keep up on that but I wonder if you could – you're 27, if it's really an income situation that's - your income, is not enough to sort of keep up with your expenses, then maybe you want to address the income and look into ways to make more money.

If you don't want to live in the home, you talk to your brother, can you rent out your can you sublet your portion of the home and so I don't know what the setup is if it's – if your brother would be into that but could you sublet?

Maybe get some rental income to help you pay down this mortgage, your portion of it while you live somewhere more affordably and you're renting. It sounds like he didn't really consider his lifestyle before he made this home purchase which Gretchen, chime in here.

When you're buying a home, it's not just the finances that need to add up, right? There are so many other considerations, your lifestyle, your emotional state, your desire to be a homeowner, all of that.

[0:18:33.8]

GC: Exactly, the cost is certainly one thing that sometimes we even forget about the extended cost of owning a home because obviously everything that breaks if you're the homeowner, you're going to be paying for that, you're paying for the property taxes, you're paying for the insurance and a lot of times, we just look at the mortgage.

If they like and afford the mortgage, it's similar to my rent or maybe less than my rent but thinking about the extended cost are important then, exactly as you pointed out.

What is your lifestyle like right now? Do you want to be locked into this purchase and especially if you are going in with someone else, I would be very cautious of buying a home with a sibling or a friend where what happens when one of you decides you don't want to live in that house anymore or what happens when one of you let's say in this case gets married and wants to move out.

So thinking through all those situations before you buy obviously that does not halt more today but thinking through all of those things as those of us that are listening and considering these types of purchases, do we really want to be a home owner now. When I look at most questions, I think about the way most of us feel in our 20s which is we are not quite doing exactly what we want. You know we are not making as much money as we want in our job.

Maybe our job isn't exactly what we want the job to be yet and so you could get in that position of feeling stuck and perhaps that's where he is in the house. It is really adding to that feeling of being stuck of like this isn't quite what I thought my life would look like at 27. So figuring out a way to relieve some of that stuck feeling by either taking on a renter or getting a renter and moving out of the house, is it an option to just sell the house?

Is the brother open to that at all? But really sitting down and thinking through what can I do now to change the situation. Is it going to be bringing more income? Is it going to be sell the house? Is it going to be bringing a renter? But help relieve some of that stuck feeling by thinking about what your choices really are versus regretting the fact that you are in this situation.

[0:20:40.6]

FT: Right, another potential way to get out of this is to talk to your brother and see if he will buy you out, right? I mean there is that possibility of just saying, "Hey do you want to buy me out?" And maybe it's at a small loss but it is a long term benefit to you if this is something that again, when you look at the long term cost of being this home owner versus a short term loss of maybe giving back your partial ownership to your brother and he becomes the full owner.

That maybe something that will be hard to stomach in the short term but will do you justice in the long run and given the lifestyle that you want to pursue it, it just seems like yeah, this home is going to lock you down because that is what becoming a home owner sort of requires off of you. It's like you're going to be available and around and there are going to be fix ups required and it is a mortgage and you are going to be in it.

It is a 30 year mortgage, it is not a 12 month lease. So we wish we had an easier answer for you Mo but I think that it starts with having a conversation with your brother and looking at ways where you can untether yourself from this situation in a way that is amenable to both of you. So good luck and of course, let us know how things shake out.

All right, we have a couple of questions in the queue here regarding 401(k)s.

But before that we have Zelda who wrote into the website at somoneypodcast.com who wants to know what she should do with a $150,000 inheritance and that is all she asked. I don't know what her debt situation is, I don't know what her goals are, I don't know anything. I just know that she's got a nice little windfall. Not little, nice chunk of windfall come in and wants to know how she should go about managing this.

Do you ever have clients Gretchen that I am sure you do that sort of like come into a large sum of money either through an inheritance or a bonus things like that and what do you recommend?

[0:22:58.2]

GC: Yeah, we do get a lot of people that come in with this situation and I think inheritance could be particularly loaded because people have a sense of guilt or feeling bad because obviously someone passed away for that inheritance to happen and so I do caution people as they get an inheritance to really take their time and think about what they would like to do because there is just this guilt around that money and feeling like they shouldn't really have it.

Or that it is not really there and so taking the time to work through the emotional piece of having someone in your life pass away. But once we kind of work through that, think about what your situation is and her question is so great because it talks to why there isn't a generic - say 40% spend 60 because it really depend on her situation. Did she have a goal in her life that required money to achieve?

Did she want to go, has she always dreamed of getting her masters and this could pay for that degree? Has she always wanted to buy a house and this could be a down payment. Does she have debt or student loans that this could help pay off?

So thinking through here overall financial situation and how she can best put this money to use for her but there is no one size fits all. Everybody should take their inheritance and save this amount, spend that amount.

[0:24:18.3]

FT: Yeah, thanks for that checklist of things to do. Yeah, the first thing is just realizing how can this money best serve you and make your life easier and better and if there is debt in the picture. If there are loans outstanding and that they are really bothering you that could be a way to go and I think you're right, Gretchen. It is a very emotionally charged situation as well because if this was an inheritance from a loved one that was very close to you then you might feel like you need to do something really grand with it.

Or really that is an homage to them and that is very special if you want to do that but I think you also want to marry that with practicality and really think about well, is this the right thing for me as opposed to just the right thing for is this what this person wanted. So Zelda thanks for writing in and we're sorry for your loss and we are here for you if you have questions about what to do with this inheritance.

If you wanted to share more about your life situation or any other sort of tangential questions, let us know. All right so now to those 401(k) questions, we have lovely Leah on Instagram who talks about wanting to know what to do with her husband's 401(k) because her husband got laid off last week. He has a Roth IRA with an online robo adviser. So she's asking, "Is it better to roll his 401(k) to this Roth IRA? Or can or should he roll it into a traditional IRA?"

"And if he does roll it over, does this mean that he cannot contribute any additional money to these accounts for the rest of the year?" Because presumably he will have put rolled over more than the annual $5,500 maximum contribution.

So Roth versus traditional, what do you think Gretchen?

[0:26:17.7]

GC: So yeah, it is important to define the two. So Roth is money that you've already paid taxes on. So you paid your income tax on that money and you contributed to a Roth. It grows tax free and when you pull money of it when you retire, you don't have to pay additional income tax on it. Traditional IRAs meant you have not paid taxes on. So you either took a tax deduction that is usually the case that you contribute and then you get a deduction on your taxes.

So the government considers that money that has not been taxed when you pull it out when you retire, you will pay taxes at that point in time. So when you have a 401(k), unless you're in a situation where it's a Roth 401(k) and lovely Leah didn't indicate that. So I am going to assume it's a traditional 401(k) where you are contributing pre-taxed money. When you roll that over it would need to go into a IRA.

If you tried to roll it in a Roth, you would end up having to pay tax on everything that was being rolled over so that would not be our advice unless you have disposable income to pay that additional tax but normally when people leave a job they would look into a traditional IRA and look at the choices in your husband's existing 401(k). You actually can leave it there if it is a great 401(k) plan and the costs are really low.

Usually people roll it over because they can then choose whatever investments they want to make sure the investments are low cost. So you could open a traditional IRA with that same online robo adviser if you like that company that you are working with and roll it over. It also does not count towards his contributions. So when you roll over money from an 401(k) to an IRA it doesn't get into that $5,500 contribution limit every year.

So you don't have to worry about them not being able to contribute to IRA because he's made that roll over.

[0:28:11.5]

FT: Thank you for that. Although I think I also have heard about Roth IRA conversions. So isn't there an exception where you can take a traditional IRA or a traditional 401(k) and easily convert that into a Roth IRA?

[0:28:29.8]

GC: You can but then you have to pay the tax before you do that.

[0:28:32.2]

FT: Right.

[0:28:32.7]

GC: So it would just be usually I am assuming here if he's lost his job that they probably don't want to pay a whole lot and additional tax what was here but if they do have a lot of money and they are okay paying additional taxes, you definitely could do a conversion. A lot of that is just going to depend on their specific situation and how much money they would be converting.

[0:28:54.2]

FT: Right, so it is still an option, the Roth IRA but to your point, they'd have to pay taxes and so it is attractive to some people. In that case maybe you want to talk to a financial advisor to kind of do the modeling for you and show you the cost and the tradeoffs.

In some cases if you are earning too much, you can't just open up a Roth IRA. You are out of the minimum salary - maximum salary requirement.

So in some cases it is attracted to people who wouldn't have an opportunity to have a Roth IRA because they like the idea of not paying taxes later on. Assuming your tax rate would go up at that point.

So there is a lot of guess work, I guess that is going to be at play but if you want just sort of a seamless move then from traditional 401(k) to a traditional IRA would probably be the quickest and fastest way to do it.

All right. And finally also on Instagram, Nancy wants to know that – this is a quickie because I think this is a straight forward question. She says, "I know that a person is only allowed to contribute up to $18,000 a year to their 401(k). If you are over the age of 50 I believe you can do 24,000 an additional 6,000, does that" –

[0:30:17.9]

GC: That's 20. That is 18-5 now and 24-5 right now.

[0:30:21.3]

FT: Oh 18, right.

[0:30:21.7]

GC: So a little bit more this year.

[0:30:23.4]

FT: Right so she's at 18 but you're right. It's 18-5 I'm going to brush up at my 401(k) contribution lens. It's been a while since I've been an employee at a company but she wants to know does that maximum include what your company matches or does your company match not count towards the maximum contribution limit. I think that whatever total contribution whether that is your money or your employer's money cannot exceed 18,000 right?

[0:30:51.0]

GC: No it is actually her contribution can be 18,500 and her company could contribute another 18,500. So your company will control their end of that and then you want to make sure you're contributing that 18,500. Yes.

[0:31:04.4]

FT: Really? What? I am getting schooled on my podcast, right now. That's a lot of money that you could potentially put - I mean I always was pro match. I was like always contribute up to the match but that's incredible. I mean, I'm kind of embarrassed that I didn't know this I have to be honest. But I am going to –

[0:31:27.1]

GC: It has become most companies aren't contributing. It is $18,500 sadly, per employee.

[0:31:33.8]

FT: Because it rarely happens I suppose. It never quite comes up in the way that it could potentially. It is all theory - but whoa, that's really awesome if you have access to that I mean you could probably retire early.

[0:31:46.7]

GC: Yeah, exactly. Don't leave that job if you have that company match.

[0:31:50.0]

FT: Don't leave that job, don't get fired.

All right, well thank you so much Gretchen and Nancy and lovely Leah and Zelda and Mo and Joe and I just want to also follow up from last Friday's episode. There was a question actually that was pertaining to another career transition. It was from a listener and she had sent me a message on Instagram. Well when I transposed the question over to my Word document, I realized that I made a mistake.

This person, I thought was a man but she was actually a female and this was sort of an issue because you know, she actually followed up with me. So Virginia had asked this question about leaving her current field in architecture and switching careers to the tech field. And she is an avid listener of the show. She thinks the show is super empowering to her as a woman in an industry that is predominantly male.

Whether she's talking about architecture or tech. And so I made the mistake because it's through Instagram and I was just looking at her Instagram name and it was the first three letters are Z-E-V and I know a Zev and it's a guy. So I just made the big boo-boo of assuming that this person was a man. Now I should have gone back and just looked at her profile picture.

She's a gorgeous woman but I guess in the transition of transposing the question to Word document. And then on the podcast it got lost, her gender got lost in the conversation.

My advice would never change the way that I and then also our cohost Allison Task, the career coach, I looked back at how we handled the question. I don't regret what we said but nonetheless I think what was unfortunate about it was that what's awesome is that Virginia is a female in a very male dominant industry and considering another male dominant industry.

So it was sort of we lacked the opportunity to kind of give her a shout out for that and to empower other women to see how it is possible to thrive in these industries. So I apologize for that but again, but again my advice is what it is and if you want to go back and listen to that episode that was last Friday's episode.

So keep the questions coming on Instagram. I hope to not make a gender error again but I appreciate that Virginia followed up with me and we're still friends. All is well.

So Gretchen, thank you so much for coming on the show. I am so glad I was able to fulfill your dreams.

[0:34:30.1]

GC: Yes, definitely. I was lovely to be here and you have such great questions from your listeners, so it is fun to walk through those.

[0:34:37.6]

FT: My listeners are just top notch and we actually recently polled our audience over 650 of you replied within a couple of days which was awesome and we discovered that many of you are not just college educated. Many of you hold master's degrees and PHDs. Debt is a concern among many of you but it is not the sort of thing that is keeping you away from trying to really triumph in your financial life.

It is under control, you're achieving goals.

You are setting plans up and that is probably what brings you to the podcast space is you're looking for self-development advice and a community to really support you and so I am grateful that we have the audience that we have. I couldn't do this job without you and happy Memorial Day weekend everybody and same to you Gretchen. I hope that you and your family have a nice relaxing long weekend.

[0:35:31.3]

GC: Yes, definitely and I want to chime in one thing. I did go look up the 401(k) limitations because you made me nervous there but it is $55,000 is the maximum contribution. So technically your employer could actually contribute up to $36,500.

So again, if you are in that situation keep that job but your contribution is 18,500 and then your total so your employer can fill the rest up to 55,000 in 2018.

[0:35:59.2]

FT: All right, that's why I love having the CFPs on the show and they keep it honest.

Thank you again Gretchen and everybody, hope your weekend is so money.

[END]