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Featured content

Gifting before **you're gone**

Some seniors want to witness benefits of giving before they die

By Annelise Kelly

Financial professionals cite a growing trend: As the older generation plans their estates, they're increasingly making arrangements to share the wealth prior to death.

"We're starting to see people be very proactive in terms of transferring assets so they can enjoy watching their children and grandchildren receive the benefit of their hard work, and experience it with them," says Michael Yoshikami, the founder and CEO of Destination Wealth Management in Walnut Creek, Calif.

There are many reasons seniors gift money to younger relatives, and as today's tax code is written, the potential tax consequences of such gifts are limited.

In the past, seniors sometimes gave money to their kids or grandkids in order to reduce potential estate and inheritance taxes down the road. But that's not as important these days.

"Getting it out of our taxable estates is not as pressing as it used to be, because of the new bigger exemption of $11.4 million," says Lynn Ballou, CFP, a partner at EP Wealth Advisors, based in Torrance, Calif.

However, there can be a tax advantage in some cases. For example, it might make sense to transfer wealth to relatives when they are young and in a lower tax

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bracket than when they are in their 50s and at peak earning power, because then they'll have to pay more taxes on the inheritance.

Another reason some seniors are giving away money is because they realize the gift will have a greater impact at that stage in a person's life. If a young couple is struggling to make a down payment on a house, for example, a $10,000 gift from grandma could be just the ticket.

Many grandparents also welcome the opportunity to share their long-term vision with grandchildren and witness how their heirs handle the assets.

"Grandparents often set up a meeting for grandkids with a financial adviser to help them get skilled at handling money," says Ballou. "Seniors want to educate and enlighten, to make sure the heirs can handle money and have the tools to optimize it."

People at all economic levels are engaging in early gifting, says Yoshikami. "For anyone who would like help children or grandchildren, it's certainly appropriate, even if it's leaving small amounts of money for education or living expenses. It doesn't have to be a large amount to make an impact."

What tax impact do such gifts have? Probably none.

"As long as it's under the allowed amount, there's no tax consequence for the gifter or receiver," says Yoshikami.

Currently, the limit is $15,000 per year. The limit is per recipient, not total, which means you could give $15,000 to each of your five grandkids and it wouldn't trigger any negative tax consequences. Furthermore, even if you exceed that limit, you probably won't have to pay a tax on it; you'll just need to file the proper tax form. Any amount above $15,000 will simply count against the $11.4 million lifetime gift limit everyone has.

So, say you pay your granddaughter's $50,000 wedding tab in 2019. You'll probably have to report the $35,000 extra you gifted her above the $15,000 annual limit, but no one will have to pay any tax on it. The $35,000 will be subtracted from

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your lifetime $11.4 million limit, so when you die, the exemption your heirs get on inheritance tax will be $35,000 less than it would be otherwise.

If you pay your granddaughter's college tuition and make the payment directly to the college, you don't have to worry about the $15,000 limit. Same goes for medical expenses, as long as you pay the hospital or other provider directly.

Regardless of the situation, the person receiving the gift won't have to pay tax on it.

If this all makes you feel altruistic, don't rush into gifting to those grandkids. Before you give away your fortune, make sure your own retirement needs are secure, experts caution.

"Be cautious if you're not quite certain that your current asset base is sufficient to take care of yourself in your retirement. It all starts with the right financial plan," says Yoshikami.

"Secondly, make sure the recipient is ready to receive that gift," he adds. "If they're not, in your view, mature enough to receive, you should think twice. Also, make sure you are clear on what the gift is intended to provide. You may give a gift intended for education, but unless you specify that, they could use it for whatever they want after they get access to the asset."

Getting advice from financial and tax advisers is vital if you're going to be making large gifts, Ballou notes.

"Ultimately," she concludes, "if you want to transfer resources well, inter-generational planning can't be overemphasized."

Feeling **charitable**

Questions to ask when considering philanthropy

By Bruce DeBoskey
Tribune News Service

Today, the U.S. population includes nearly 50 million adults over the age of 65. Members of this demographic control substantially greater assets and net worth than any younger generation.

According to the Federal Reserve, the average net worth for Americans age 65-74 is $1,066,000. The median net worth is $224,000. The U.S. Census Bureau estimates that by 2060, the population over 65 will nearly double to 98.2 million.

Older Americans make up the most generous generational group in the country. Those born before 1964 account for nearly 70 percent of all charitable giving.

Many older Americans are able to shift their focus from income creation to asset preservation, retirement and a more relaxing lifestyle. They often increase their giving and volunteering — with enormous benefits for society and themselves.

Today's retirees are much more likely to define success by their generosity (85 percent) than by their wealth (15 percent). Retirees who give are more likely than their less-generous counterparts to report high levels of happiness and a sense of purpose.

The millions of adults who volunteer their time to help other people or a specific cause report:

—Improved self-esteem (88 per-

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cent),

• Lower stress levels (79 percent),

• Feeling physically better (75 percent),

• An improvement in mood (93 percent),

• An expanded worldview (89 percent), and

• An enriched sense of purpose in life (94 percent).

Moreover, volunteering frequently to help others is associated with delayed mortality among older adults, according to a Stanford University study.

"When the happiness, security and well-being of others become real to us, we come into our own," said Dr. Stephen Post, a professor of preventive medicine and bioethics at Stony Brook University School of Medicine. "Creativity, meaning, resilience, health and even longevity can be enhanced as a surprising by-product of contributing to the lives of others. This is perennial wisdom, and science now says it is so."

Seniors who are considering philanthropy should ask themselves a series of important questions, including:

• How much of my net worth is needed to adequately take care of myself and any dependents for the rest of our lives?

• How much do I want to leave for my heirs, keeping in mind the apt words of investor Warren Buffet: "Enough so that they would feel they could do anything, but not so much that they could do nothing"?

• How do I wish to be remembered? What is my legacy?

• What difference do I want to make in my community, nation or world while I am still in a position to do so?

• What skills do I have that might be useful to others?

• How do I wish to share and express my values with my children and grandchildren?

• What am I passionate about?

• What kind of philanthropic efforts could help me achieve a greater sense of significance in my life?

• Can an expert in wealth management, tax and estate planning or philanthropic strategy help me answer any of these questions?

When acting on a desire to be generous, elders can be susceptible to fraud. They should ignore tele-

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phone and front door solicitations and should reject random email and internet donation requests. Before volunteering, they should question a nonprofit's need, safety and training to assure an experience that benefits both the volunteer and the organization.

Charitynavigator.org is a great place to start to assess the financial health, accountability and transparency of specific charitable organizations.

Despite the relative affluence of older Americans, there are millions more who struggle to make ends meet and for whom traditional charity is not an option. Based on the official poverty threshold of $11,756 for people ages 65 and older in 2017, the number of older adults in poverty was 4.7 million (9.2 percent). This number rises to 7.2 million (14.1 percent) based on the alternative (and more accurate) Supplemental Poverty Measure threshold.

Under both measures, the poverty rate among people ages 65 and older is higher for women, Black and Hispanic adults and people in relatively poor health.

For those in a more comfortable financial position, however, charitable activities in the last third of life can have tremendous meaning and value.

"One thing I know," said humanitarian Albert Schweitzer, "the only ones among you who will be really happy are those who will have sought and found how to serve."

Bruce DeBoskey is a philanthropic strategist working with The DeBoskey Group (www.deboskeygroup.com) to help businesses, families and foundations design and implement thoughtful philanthropic strategies and actionable plans.

Selling **out**

How to come out ahead as a small business owner who's ready to retire

By Ed Avis

Are you past the normal retirement age but still self-employed? If so, you have lots of company.

Nearly 17 percent of people over age 65 who were still working in 2016 were self-employed, according to the Bureau of Labor Statistics. Common self-employed positions for those people include consulting, freelance writing and running a small retail business.

So, here's the question: When you finally decide to give up work, will you be able to sell the business you are now running? Many factors impact the answer, experts say, but the bottom line is this: Even when a business depends on one key person, it's possible it has value to somebody else and can be sold.

"Those businesses can still sell… (but) generally not with payments in full at closing," says William Barrett, CEO of law firm Mandelbaum Salsburg P.C. in Roseland, N.J. "Often there is an earn-out where the amount paid is based on future collections."

Obviously, if your business generates millions of dollars per year and you have a decent management structure in place, you'll likely find a buyer. You still need to plan the transition many years ahead and ensure, as much as possible, that the value of the business will survive your departure. But small businesses that generate good cash flow generally attract buyers.

Not making millions? That's when things get a bit trickier. Let's say you own a small retail business. It makes

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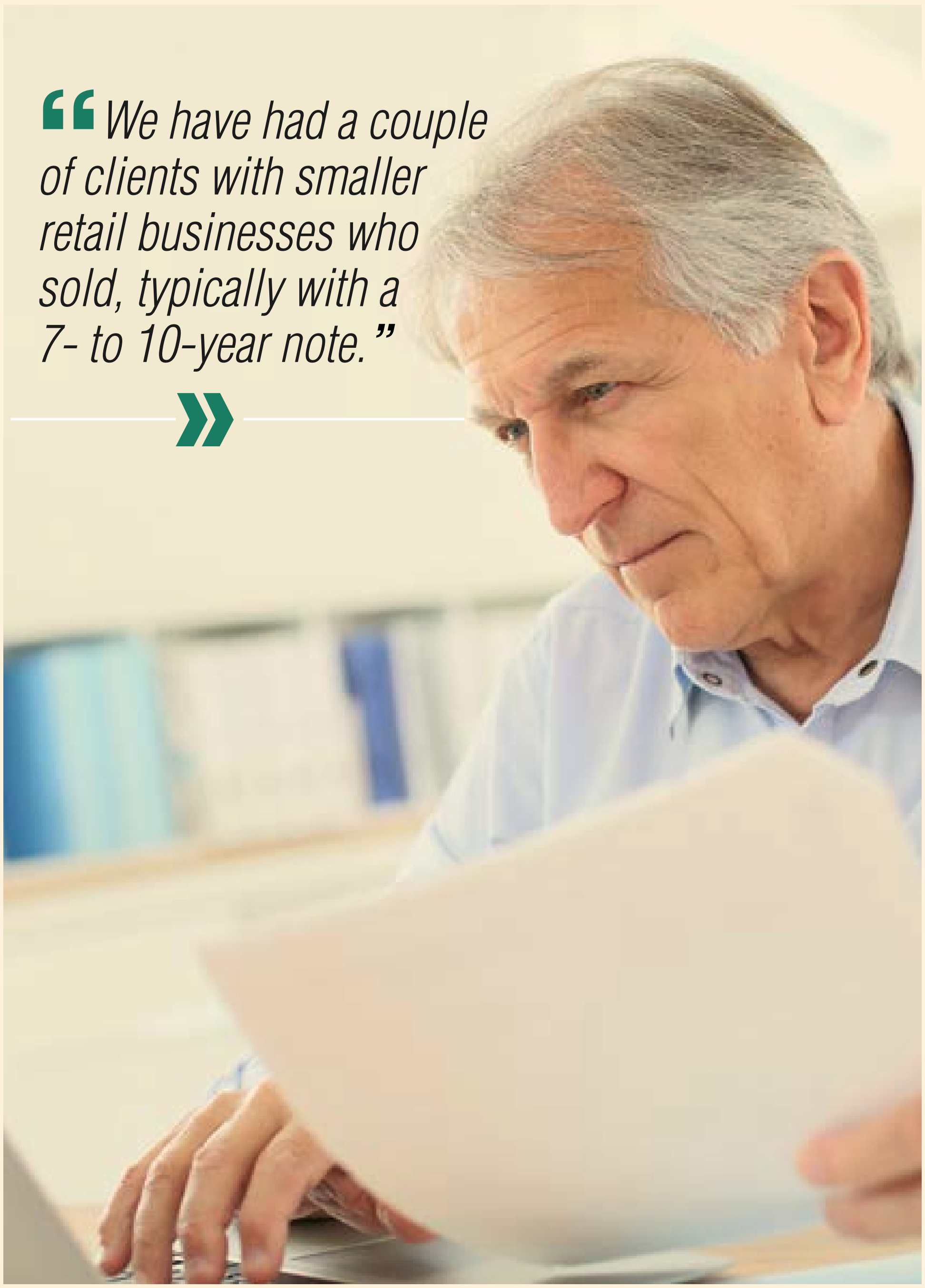
enough money for you to pay yourself and your employees, and maybe a save a little extra, but those numbers are not in the seven-figure category.

First, consider inviting a younger family member or trusted employee to become a partner. If your business is large enough to have managers, those people are obvious candidates.

"Sometimes the buyer is already working in the company; they just need an opportunity," notes Ben Feldmeyer, owner of Feldmeyer Financial Group in Dayton, Ohio. "I encourage business owners to look for family, key employees, new hires and outside buyers."

The key with this kind of sale is that it should begin years before you want to retire. Because your business is not generating a ton of extra cash, it's not likely your chosen family member or employee is going to come up with a big chunk of money and suddenly buy you out. But if you agree upon an amount spread over 5 to 10 years, that may be feasible.



"We have had a couple of clients with smaller retail businesses who sold, typically with a 7- to 10-year note," says Nick Strain, a wealth advisor at Halbert Hargrove, an investment management firm with offices in five states. "I think the buyers paid 20 percent up front and made payments for 7 to 10 years. In those cases, the seller usually stays on in some consulting capacity to help with the transition."

Another option is to consider selling or merging your business with a competitor or similar, non-competing business. Sometimes this can work even if your business is not doing very well, because the competitor values something — your customer list, your inventory, your intellectual property — that an outside buyer may not appreciate.

"We had a client in a niche business who was approached by a larger business within the same industry," Strain says. "He went through the entire selling process and then decided not to sell, because he had built up that business from the ground and didn't know what he would do after the sale. But I think there will be an opportunity to go back to that buyer and restart discussions in the future."

A consultant or freelance designer poses different challenges. These businesses are generally entirely based on the owner's skills, which makes for a difficult transition. But even in those cases, it's possible someone will be interested.

"I've had a couple of clients who were business consultants who sold

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their businesses," Strain says. "The key is you have to prove that if the owner leaves the company, the clients won't leave, too."

In one case Strain handled, a consultant folded his business into that of a larger consultancy. He stayed on for a year to make sure his existing clients made the move with him, then retired with a decent payout from the buyer.

A similar situation might be arranged for any single-person business with a loyal client base. An independent sales rep with solid accounts could join forces with another sales rep in the field, for example, and eventually turn over those accounts. Or a successful freelance designer might join an established firm and bring her clients along, then retire six months later.

If your business is making money, it's possible a buyer will see value in it.

Says Strain: "Even if you're small, someone else might think your business is key to their growth."

Solo **and super**

How single people should plan for retirement

By Jeffrey Steele

There are many benefits to being married, and retirement planning often is one of them.

"For single individuals, the reality is it requires a bit more intense planning," says ShirleyAnn Robertson, a financial adviser for Prudential Financial in Schaumburg, Ill. "You need to be more vigilant, intentional and focused in reaching financial goals, because there's just one bucket of money, whereas in a marriage there are two."

You also may have to look harder for solid retirement planning advice, says Michelle Fait, founder and financial planner at Satori Financial LLC in Seattle, who identifies herself as "financial adviser to singles in a world of couples."

The 2017 U.S. Census found that more than 45 percent of the adult population is single. "Yet retirement planning typically focuses on a couple," Fait says.

Studies show singles typically have lower savings and may face higher costs. But figuring out Social Security often is simpler because single people have fewer options. If you've always been single, your check will be based on your earnings.

Singles should be aware of income thresholds at which their Medicare Part B and Part D premiums rise, says Nicholas De Jong, certified financial planner with Savant Capital Management in Naperville, Ill. Single taxpayers begin to pay higher Medicare premiums starting when their modified adjusted gross income exceeds $85,000.

The comparable MAGI threshold for a married couple is $170,000. "Careful tax planning can help individuals avoid paying more for their Medicare premiums," DeJong says. "Consult a tax

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professional for advice specific to your situation."

Whether single or married, you will have to pay tax on your Social Security benefits if your income is above certain thresholds. For tax year 2019, single filers with combined income of between \$25,000 and \$34,000 must pay taxes on as much as 50 percent of their Social Security benefits, says Greg Hammer, president of Hammer Financial Group in Schererville, Ind.

Singles with combined incomes greater than \$34,000 must pay income taxes on as much as 85 percent of Social Security benefits.

"The thresholds for a single person are lower than a married person," Hammer adds, noting the first income threshold for marrieds is a combined income of \$32,000, the second \$44,000.

As they approach age 62, typically the age at which Social Security benefits become available, singles should engage in careful study of claiming strategies.

Some of the Social Security claiming considerations for single people differ based on different scenarios. These include whether they are a widow or widower, are divorced after a marriage that lasted at least 10 years, or have always been single, De Jong says.

Widows and widowers can claim benefits as early as age 60 based on their deceased spouse's work records, while allowing the Social Security benefits based on their own work records to increase between the ages of 62 and 70, he says. Divorced men and women whose marriages lasted at least 10 years can potentially receive benefits based on their ex-spouses' records if they meet specified criteria.

"Those who have always been single will want to evaluate their Social Security benefit claiming strategies in the

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context of their other income sources, and their overall financial situation," De Jong says, urging singles to visit the Social Security Administration's website for more information.

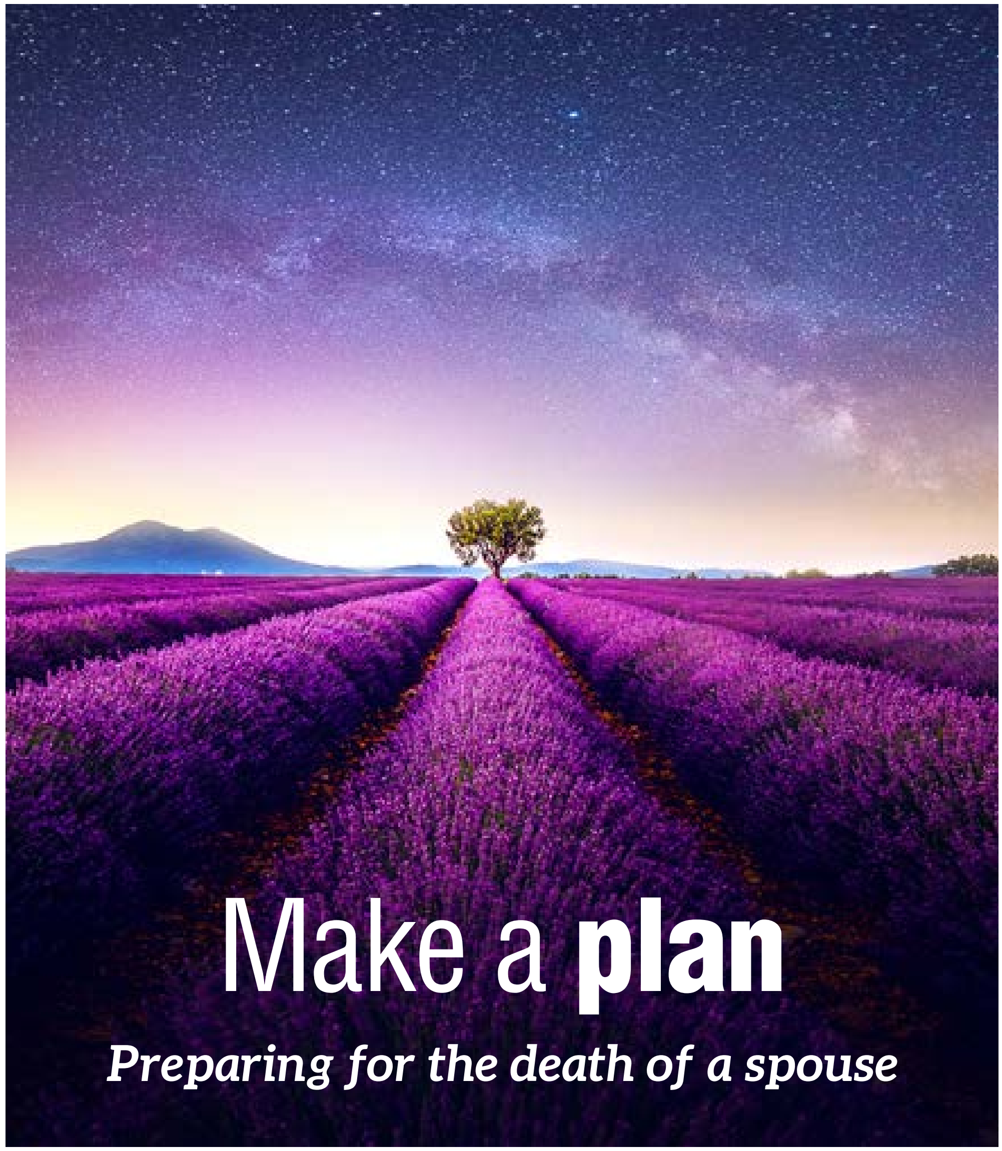
Approximately 52 percent of people turning 65 will have a long-term-care need during their lifetimes, says Kate B. Leipprandt, advisor with AXA Equitable Life in Deerfield, Ill., citing a statistic reported by Morningstar in 2018.

"Singles must consider who will care for them and manage finances if serious illness strikes, making long-term care insurance even more critical," she adds. "I often advise singles to build a team: extended family, trusted friends, CPA, and financial advisor to assist in these decisions."

Estate planning considerations can vary substantially based on whether singles have children or other close family members and friends they wish to include in their estate plans. Key considerations for singles can include naming beneficiaries to receive assets, and who will administer the estate upon death, De Long says.

"It is often advisable to create an order of succession for the roles of power of attorney agent, executor and successor trustee. If the first person named is unable or unwilling to serve, another capable person can serve in that role," he reports.

"Individuals who do not want to burden family members or friends with the responsibilities of executors and successor trustees may consider naming an attorney or corporate trustee," De Long continues. "Obtaining the counsel of an estate planning attorney can be very valuable in thinking through these and other important considerations."



Make a **plan**

Preparing for the death of a spouse

By Kathleen Furore

It's something no one wants to think about, but something virtually every married couple should discuss: What will your financial situation be if your spouse dies before you do?

"As humans we tend to spend more time planning our next vacation," says Jay Ferrans, president of JM Financial & Accounting Services in Southfield, Mich. "Don't wait to have this conversation. You and your spouse should plan an evening to discuss how the household finances will change should one of you pass away."

Moving on financially after a spouse passes, after all, is something millions of Americans face.

In 2018, about 11.69 million widows and 3.41 million widowers were living in the United States, according to Statista, a provider of market and consumer data. And many of them never took time to understand how their finances would be affected after their significant other was gone.

For example, 58 percent of widows said they wish they had been more involved in long-term financial

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decisions in their household, and 56 percent said they discovered financial surprises after the death of their spouse, according to "Own Your Worth," a 2018 study from UBS.

Many survivors can be hit with big financial shocks. A surviving spouse can lose up to 50 percent of the Social Security money he or she was accustomed to receiving, for instance.

"Combining pension and Social Security loss, it is not uncommon to see an income loss of $25,000 to $40,000 per year," Ferrans says. "Having a conversation about the ramification of lost sources of income can be a very eye-opening conversation."

When a spouse dies, Social Security allows the surviving spouse to continue receiving the amount of the larger check. "The other side of that coin means the smallest check goes away," Ferrans notes.

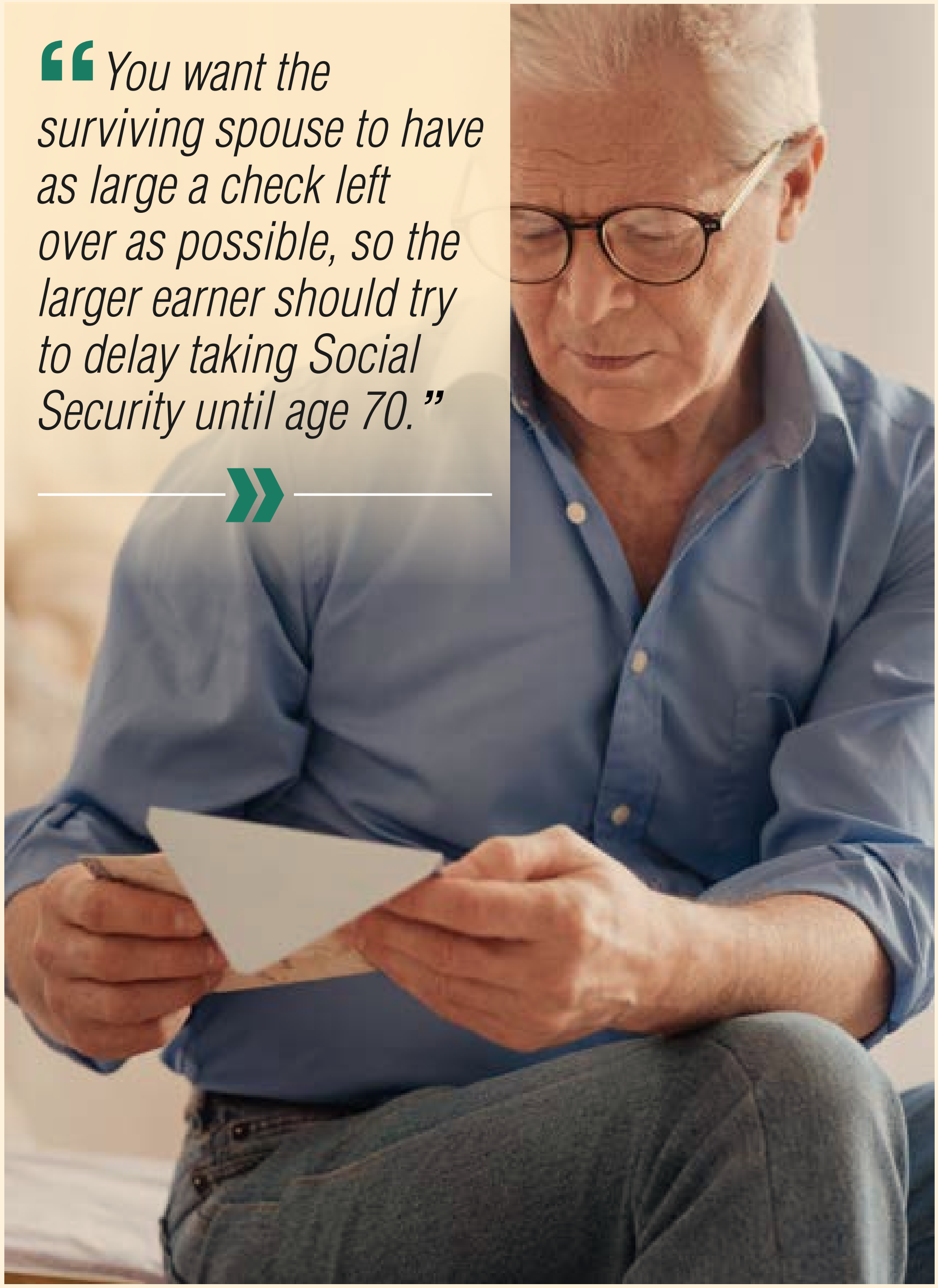
One example: A couple collects $4,200 monthly from Social Security — his check is $2,500, hers $1,700. If he dies, her $1,700 goes away

That's why it is important to structure Social Security payments in a way that will protect the surviving spouse, Ferrans says.

"You want the surviving spouse to have as large a check left over as possible, so the larger earner should try to delay taking Social Security until age 70," he suggests. "Many people say no way, but when they learn why they will consider it."

Couples should also consider the way pension payments are structured. As Ferrans notes, survivor benefits on pensions range widely.

"A 50 percent survivor benefit will result in larger checks coming in



while both people are alive," Ferrans explains. "But if the pension holder passes away first, this leaves the survivor with a substantial income shortfall."

Let's say the spouse from our example above who is collecting $2,500 monthly from Social Security opted for a 50 percent survivor benefit and is cashing a $2,800 pension check every month, too. If he dies first, his surviving spouse will only be able to collect half that amount, $1,400 per month. Add in the $1,700 in lost Social Security income, and the survivor will be hit with a $37,200 annual loss in income.

"Peoples' eyes pop!" Ferrans says of the reaction he's seen from couples unaware of what the future could hold in the absence of careful planning.

Ideally, you're making decisions about Social Security and pension

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options with the help of a planner so you can run the numbers and make informed decisions.

"You'll know what the ramifications of your choices will be, because with planning, you can dial stuff in pretty well," Ferrans says.

But what happens if you discover you'll be losing a significant part of your income if your spouse dies, an amount you know you don't have enough back-up sources of income to cover?

"Life insurance is one option you can use as 'fill in' income if you'll need more," Ferrans says. "If you're healthy, buy (the right kind of) life insurance, which can be another tool in financial planning … one that helps replace income for surviving spouse if there is no other way."

While discussing what life will be like after a spouse dies isn't a cheery task, it is an important one that could uncover problems. The good news is that solutions exist if you tackle the topic as early as possible.

"The sooner you talk about it the more options you'll have — and options are good," Ferrans says. "As you go down the aging path, options go away and solutions become more expensive … so start at least 10 years before you're going to retire and save like crazy."

Investing in rental **real estate**

Move cautiously when adding property to your portfolio

By Ed Avis

Many investment portfolios contain rental real estate. It's a solid asset that usually appreciates in value while generating cash flow, and retirees with time on their hands often make good landlords.

But before you plop down cash on that multi-unit in your neighborhood, make sure you know the risks and amount of work involved.

"There are benefits to owning rental property, but for those just trying to create sustainable retirement income, you have to weigh the benefits against the risks," says Neil Krishnaswamy, a wealth adviser in Exencial Wealth Advisors in Frisco, Texas. "There is a lot to consider when constructing your rental real estate plan."

If you're considering becoming a landlord, you probably already know you'll have to mow the lawn, clean the common areas and generally keep up the place. But you also need to prepare for that 4 a.m. phone

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call when rain floods the basement or wind blows a branch through a window.

"Are you willing to deal with the headaches of being a landlord? Getting things fixed? Maintaining the property?" Krishnaswamy asks. "Those are things that will potentially take time, and you need to figure that into your investment math."

The paperwork is another task some potential landlords overlook, Krishnaswamy says. Advertising vacancies, preparing leases, contracting with repair people and filing tax returns all take time.

Of course, you can outsource some of those headaches to a property management firm, but that eats into profit. Property management firms typically charge 8 to 12 percent of the rent.

"The most problems with investment properties that are used for rental purposes surround a tenant's inability or refusal to pay rent," says Vincent Averaimo, a partner at Milford Law in Milford, Conn. "Tenants can be determinative of whether you made a good investment or … your investment will be a nightmare."

Finding good tenants can be harder than you think. And when things go wrong, it's tough to get rid of them. The laws landlords must follow regarding how they treat tenants vary by community and violating them can bring serious consequences.

"A landlord must follow local tenancy laws very strictly," Averaimo says. "For example, there are very specific requirements about how to hold security deposits, when a landlord can enter a property, and what items in an investment property must be kept in working order while a tenant is on the property, even if not paying."

In addition to the rules that Averaimo mentions, landlords must be familiar with federal fair housing rules, which prevent discrimination because of color, race, sex, religion, handicap, national origin or familial status. Those rules extend to advertising — you can't advertise that an apartment is "ideal for a young couple" because

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that implies older adults are not welcome, or that you "prefer a Christian renter" because that discriminates against non-Christians.

If you're considering renting your property through Airbnb or one of the other vacation-rental services, check with your local authorities first. Some cities — and many condominium associations — restrict such rentals.

Experts caution against putting too much of your retirement nest egg into one or two rental properties because if something goes wrong with them, your investment portfolio may not have the diversity to ride out the problem. That's called concentration risk.

"The other thing to think about from a portfolio viewpoint is that rental real estate has significant transaction costs to get into and out of," Krishnaswamy notes. "So, it's a not a suitable investment from a rebalancing perspective."

Krishnaswamy also advises landlords to carefully manage their liability. He recommends that landlords carry liability insurance on the property, and/or hold the property through a legal entity, such as an LLC, to shield personal assets in case a tenant sues.

Despite these challenges, rental property can play a positive role in a retiree's investment plan, says Kurt Westfield, managing partner of WC Equity Group in Tampa, Fla.

"I believe rental properties are a concrete investment and deserve a place in all investment portfolios, small and large," Westfield says. "Properly managed, purchased correctly and well cared for, a rental property is about the most secure, safest return one can hope for."

Career Changer

Bored retiree dives into **digital content**

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By Kathleen Furore

Vivian Young has been a career changer, more or less, for most of her adult life.

"My resume includes jobs in many diverse industries and businesses, ranging from non-profit organizations to manufacturing," says Young, whose stints include a teacher in a reading program at an inner-city elementary school, an on-air host for a radio station's music programs and a grant writer and PR pro for a variety of non-profits, to name a few.

"I worked pretty much non-stop other than a brief pause to raise two children. As soon as they were in grade school, I was back to work," Young continues. "Retirement was something I looked forward to. Daydreaming of the day I didn't have to set an alarm clock and drive to work."

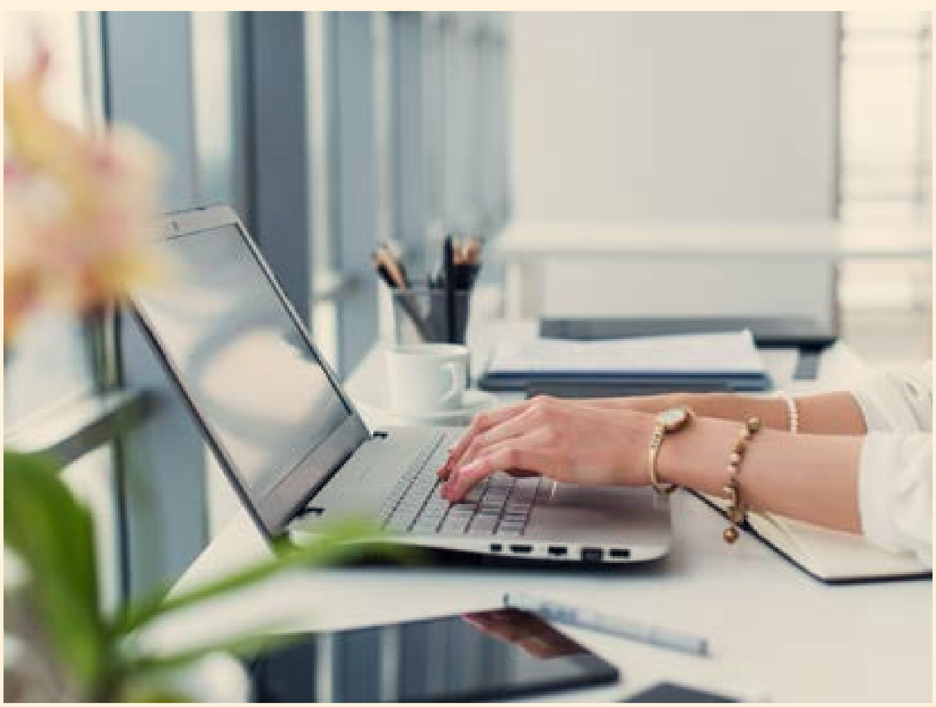
But when she got the chance to kick back and relax, her dream wasn't all she'd imagined.

"Of course, predictably, I got bored," says Young, who tried volunteering at an animal shelter and senior citizen's center to banish the boredom. Still unfulfilled, she abandoned those "not-so-appealing opportunities," and took a solo vacation instead.

It was a trip that ultimately ushered in her new career.

"At the airport, on the plane and at the hotel, I noticed all the young people tap-tap-tapping away on their laptops," Young recalls. "A chance encounter with a young man with a laptop at the hotel bar prompted me to ask what he did for a living. I can't remember his exact title, but the conversation was sprinkled with foreign words like digital marketing, marketing data analysis, SEO strategist, ecommerce analytics, branding and content."

The encounter sparked Young's interest, so much so that she returned home, studied up on content, and, in her words, "hit the career reset button at age 63."




Vivian Young

Today Young, who turns 65 this year, is a professional content writer who lives in the Los Angeles area with a dog and two cats. She shares the story of her later-in-life career change — a change that involved "a steep learning curve" but has been very worthwhile.

Q: After that encounter at a hotel bar, did you really understand what opportunities there might be in the digital marketing arena?

A: The only term I understood was content. Kinda. Content is information. Content is writing, graphs, videos and anything that engages, informs and influences. And this content is written, designed and managed by someone. I began to study and analyze websites I visit

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more carefully. Easy to navigate? Easy to click and buy? Good useful content or dull repetitive content? Did I have a good experience, and would I recommend it to friends?

Then it dawned on me that I wrote content in all my previous jobs. I wrote grants, press releases, employee handbooks, safety manuals and copy for theater programs and promo materials. So, I set out to become a copywriter for website content.

Q: How did you tackle that learning curve?

A: I did almost all the research via Google. However, it's like an endless pit of jargon. It was frustrating in the beginning. Every website claims to be the leading authority in the field. I went on Reddit and thought I was going to lose my mind. Who are these people who claim to know better? Sometimes the threads got too snarky and I got caught up in their psychodrama. I kept telling myself that I am not stupid. I am just old and cannot grasp this content concept.

As a student, I prefer a teacher, a mentor, a human being whom I can ask questions of without being judged. Well, I finally found someone young — 30 — in the digital marketing world who agreed to give me a primer. I actually took him out to dinner several times with the promise of good food and wine. It worked. He was an excellent teacher and knew when to dummy it down and when to tell me to start learning the lingo.

Q: How long did it take between the time you thought writing web content might be a good career to actually becoming a copywriter for web content?

A: I believe it took me about four months.

Q: How is your business structured now?

A: I freelance for multiple companies including Good Night's Rest (goodnights.rest) and do a fair amount of ghost-writing and editing. I do work from home. I can't do (a shared workspace like) WeWorks because it's too distracting. There are too many cute dogs, too many hipster types and too many opportunities to dispense career and love advice. The gray hair is a magnet for people who need affirmation, support or tips on how to clean an oven spill. Seriously!

I work a minimum of 30 hours a week. It's almost full time but it doesn't feel like it. I try and shut down by 5 p.m. My workday is broken up into two chunks of time — early a.m. and right after lunch.

Q: Any advice for someone approaching retirement?

A: Have a Plan B. Trust me, you will get bored. You will have feelings of low self-esteem. It won't matter if you were the CEO or CFO of a company. Nobody will care. So, don't feel sorry for yourself. You will have an identity crisis. Retirement will make you feel lazy and unproductive. Be proactive and do what makes you happy.

I'm enjoying every day of my "retirement" … and I can proudly claim that I am both a digital nomad and digital native, gray hair and all! ❯