

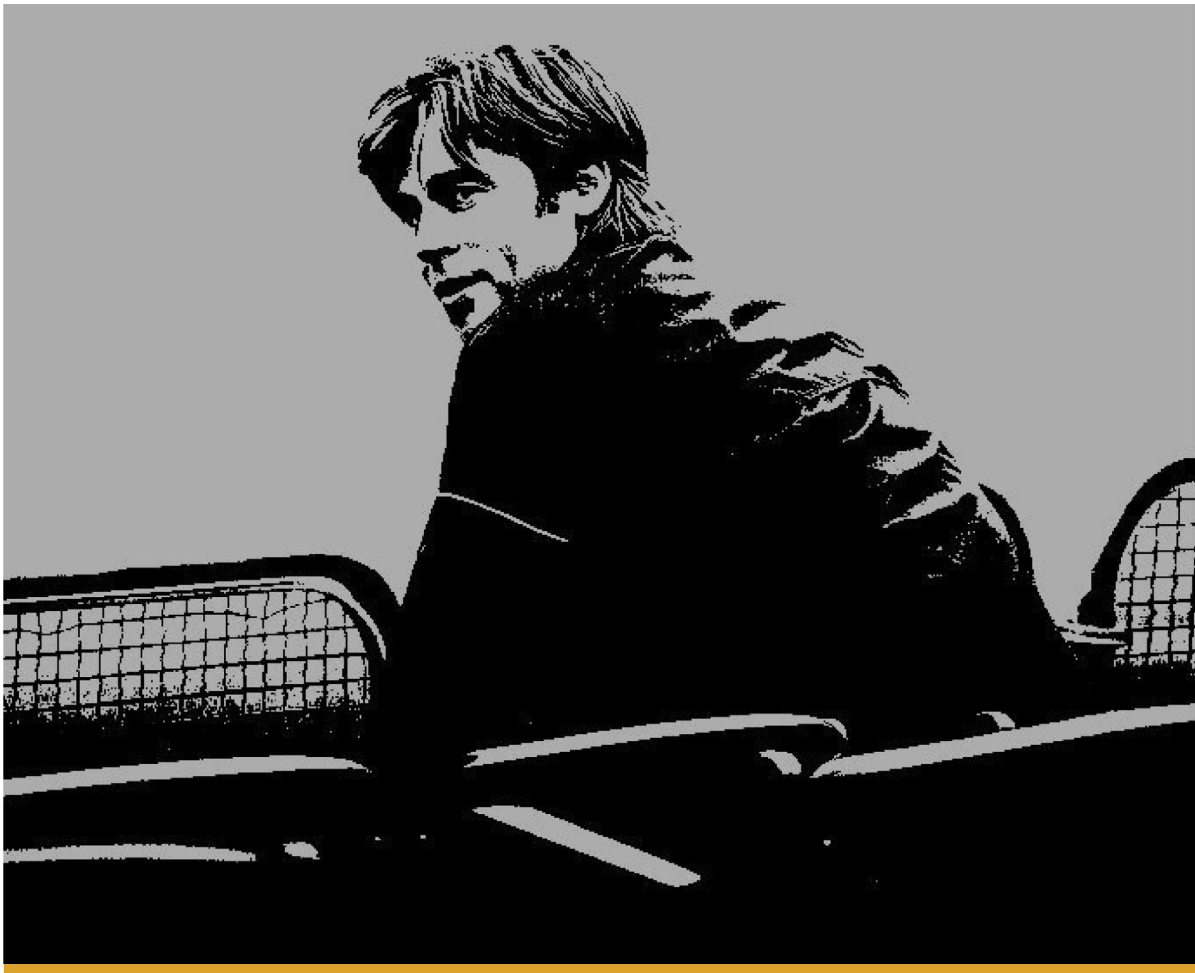


Moneyball Your Career

Imagine you have received an unsolicited invitation from a recruiter to discuss a new position. Normally these notifications are ignored, but something sticks out about this opportunity and you decide to follow up with the recruiter. You participate in the initial conference call and are excited to move forward. Then you recall that your corporate stock options, RSU's and non-qualified deferred comp with the current company are not 100% vested. From a very quick glance it's not apparent if switching companies is worth forfeiting your "golden handcuffs."

The average person changes positions 12 times in their career so this situation may seem very familiar. Opportunities can progress from lukewarm to red-hot quickly and most candidates do not have data, at the ready, for salary negotiations. This fog of war gives the hiring company (the old company is also counting on the uncertainty to help retain you) the advantage in negotiations and can leave you, the candidate, feeling like you've made a poor decision once deciding for or against the position.

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As a financial planning firm, we recognize that a job change is a life event. When life events occur, clients need a deliverable from us. In the case of job change we deliver assurance and confidence that the decision you're making is optimal.

As a start to this process, we have created a checklist to help clients inventory thoughts and numbers. Once we have a baseline of your situation we can:

- Analyze this situation in context of your entire plan and assess how it will change assumptions.
- Use future expected values to calculate what the current position is worth.
- Provide the client a document that contains irrefutable evidence that you can choose to forward to the recruiter (spouse, old boss etc.) to get the best deal possible.

Checklist

- Moving expenses (estimate) \$ _____ less moving allowance \$ _____
- Lodging/transportation for displacement \$ _____
- Spouse income change due to move \$ _____
- Babysitter, dog sitter, tuition change \$ _____
- Increased travel to see family and friends \$ _____
- Charitable/community other boards that you are forfeiting \$ _____
- Former employer benefits forfeited (life insurance, HSA etc. \$ _____
- Restricted stock (vesting period) \$ _____
- Stock options \$ _____
- Deferred compensations \$ _____
- Pension \$ _____
- Fringe benefits \$ _____
- Mobile phone \$ _____
- Car allowance \$ _____
- 401k (vesting period satisfied) \$ _____
- Bonus accrued \$ _____
- Health insurance cost differentia \$ _____
- Paid time-off/vacation time lost \$ _____
- Extra commute time (vehicle wear and tear) \$ _____
- Future expectations of common stock growth \$ _____
- Future expectations of promotions, compensation increases, bonuses \$ _____

Other

Description of Terms:

FAANG – FAANG is an acronym for the market’s five most popular and best-performing tech stocks, namely Facebook, Apple, Amazon, Netflix and Alphabet’s Google.

QE – Quantitative easing (QE) is an unconventional monetary policy in which a central bank purchases government securities or other securities from the market in order to increase the money supply and encourage lending and investment.

Sources:

- <https://www.ft.com/content/9ad80998-fed5-11e7-9650-9c0ad2d7c5b5>
- <https://www.wsj.com/articles/vanguard-bets-on-robot-only-adviser-11568989446>
- <https://www.cnbc.com/2017/07/28/fang-tech-market-concern-volatility.html>

Financial planning has *evolved*.

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