GPSolo Podcasts – Brown Bag Series

Is Your Retirement Plan Right for Your Solo or Small Practice?
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OPERATOR: This is Conference # 4696732

Operator: Good day ladies and gentleman and welcome to the ABA GPSolo Brown Bag: Is Your Retirement Plan Right for Your Solo or Small Practice Conference Call. At this time, all participants are in a listen only mode. Later we will conduct a question and answer session and instructions will follow at that time. If anyone should require assistance during the conference, please press star then zero on your touchtone telephone. As a reminder, this conference call is being recorded. I would now like to introduce your host for today's conference, Ms. Lynn Howell. Ms. Howell, you may begin.

Lynn Howell: Thank you very much and welcome to today's podcast. My name is Lynn Howell and I am chair of the GPSolo Program’s board and I'm kicking off today's program. As the operator mentioned, our title today is, is your retirement plan for your solo or small firm practice right for you.

In this presentation, you'll hear an overview of the legal industries attitudes towards retirement planning. You'll also learn about the different retirement plan type, how to make sense of the various retirement plan costs and fees as well as guidance for selecting, administering and maintaining a retirement plan for your firm.

Our speaker today is Maria Fisher. She is a sales director for the ABA retirement funds program out of Boston, Massachusetts. I'm going to give you her email address which is something I normally don't do, but you may have follow up questions for her and its maria.fisher@abaretirement.com. We will have a question and answer session after the main presentation begins. At that time, an operator will
come in and give you instructions. All right, Maria, it's time for you to lead us through retirement.

Maria Fisher: Great and thank you, Lynn. And good afternoon to everyone listening today on the live call. Thank you so much for inviting me to talk with GPSolo and small firm division today. As Lynn mentioned my name is Maria Fisher, vice president and sales director for the ABA retirement funds program.

The program has had a long partnership with GPSolo and Small Firm Division for many, many years. And I'm so delighted that we continue to find new and innovative ways to deliver our thought leadership around these retirement topics to you. So, thanks again to Lynn and to Kim Kocian and everyone at GPSolo and Small Firm for putting this session together.

Under live podcast today I'm sure with you three common trends that we've recently seen in Solo Small Firm across the legal industry, and more importantly what the impact of these trends have on our ability to save for retirement, I’m going to share some ideas with you on how you can select and choose the right workplace solution for your firm. And then lastly as Lynn said we will open it up to take any questions from the live audience.

So, let me start with the three trends that we've seen. Entry number one, this is always sort of been present and I've always found this one very interesting. Most law firms and legal organization do not sponsor a workplace retirement today. We gather data across the legal industry and there's only an estimated 10% of law firms in the United States that sponsored a workplace retirement plan. So, thank 401K, profit sharing plan, defined benefit pension type plan.

And so you may be wondering why businesses, especially in the locker fashion would lack access to the nation's best retirement savings vehicle. But it's actually quite simple. Law firms as you all know are generally small and what we know about small firm is that they tend not to sponsor workplace retirement plans at all.

Matter of fact as we look across the US more than 50% of firms, and this could be any firms, not just in the legal profession, that have less than 50 employees do not currently sponsor a workplace retirement plan.
You know I was at the National Association of Bar Executives, you may be familiar with NABE and NNCBP last week. And I had one of the participants come up to the ABA Retirement Fund Program spoof and she came over and she said “are you the retirement lady?” and you know, I said, “I guess I am.” And she said well “unfortunately, I'm a Solo practitioner and I can't set up retirement plan for my firm.” And so number one this was a mistake.

She actually could set up a retirement plan for her firm. And I think that's part of the reason why we see so few Solo and Small Firm actually have workplace retirement plan. I do think there is a myth out there that the small plants can't have access to those type of retirement plans, but here are the facts as we know them.

We know that only 10% of law firms have a workplace retirement plan such as the 401K. We know the reason that law firms have limited access is because they tend to be small firms. We know small firms generally speaking cannot sponsor retirement plan. And lastly we know the reason that small firms don't sponsor a plan is because in many cases and similar to this woman that I met last week they don't really think that they can. And the reality is this is a myth.

There are many fantastic options for sponsoring a retirement plan out there whether you're a true solo practitioner with no employees or a mega firm with thousands of employees there's a solution for you. And so today I wanted to spend some time talking about what solutions are out there that you can use and we will talk about that a little later.

But the question is why does this myth exist in the first place which actually brings me to try number two. And try number two that we see a small business owner believes that workplace retirement plans are very expensive and too administratively burdensome.

We conducted a survey actually back in 2017 and it was found that the two main reasons that the small business owners do not set up a work place retirement plan is because they view them as being too expensive and they also believe that their firm doesn't have the right resources to be able to properly administer a plan. And in some cases, that very well may be true,
that there's also many options out there for small business owners to limit those costs and those administrative burden.

We actually had, at the ABA retirement Funds Program, we had one of our clients call in, maybe I don't know a few months ago, and he called in to process the request because he was getting ready to retire. But he said in his process he also wanted to thank us. He said he had started a plan with us in the late 1990’s. He was a solo practitioner. He had one employee.

And he said that he had been saving for the last 25 plus years and he said he is a lawyer. And that he never intended on retiring. It was never part of his plan. But he did always save and due to some health issues he did actually have to retire. And he thanked us for giving him a vehicle to where he could save for retirement in a tax deferred way and be able to retire when he really needed it.

So, there are these examples out there where even as a small firm you are able to avoid high cost and those administrative burdens. And I think his comment was really around him saying it's worth it, right, it's worth the effort maybe that you have to initially put in.

But I think the key is to understand what are your options. And so let's spend some time talking about what options exist for small firms today, but want to be able to put something in place for their or to save for themselves for retirement.

And I really put workplace retirement plans into two categories. The first category is your non-ERISA qualified plan. And many of you have probably heard of these plans today; SEP IRA’s, simple IRA's. These tend to be plans that are a little bit easier to administer. They tend to be pretty cost effective, right.

The downside to these types of plans is they do have some limitations. They also have some requirements in some cases for you to be able to provide a contribution to your employees. And so they're a little bit less flexible. So that's the first type of plan. We'll get into a few more details about later.
The second type of workplace retirement plans are your qualified ERISA plans. Your qualified plans, those are your 401K plan, profit sharing plans, cash balance plan, defined benefit plan. And these particular type of plans they offer a lot more in terms of flexibility, but again, you know the downside to these plans is that in some cases they can be a little bit more expensive and they can have a little bit more administration depending on the size of your firm and your needs.

So, those are really the two categories that I put retirement plans into. And so, you may be asking how do I know if my firm should consider a non-ERISA plan such as the SEP or a simple or should I be considering something like a 401K or profit sharing plan.

And so I would say the first thing would be to talk to your CPA if you have one or another financial professional. They should be trained in understanding the different types of plans that are available out there and what might be best for you individually or your firm.

But, again generally speaking non-ERISA type plan tend to be less flexible, but offer some cost savings and a ERISA type plan tend to maybe be a little bit more expensive in some cases, but they're going to offer the full flexibility.

So, obviously there's many other things to consider. And at the end of the podcast I will also offer up some resources on how you can individually get help determining what may make sense for you. And I'll also tell you I think it's really important to take that next step which is going to lead me to trend number three.

And trend number three is that you may not have a choice on whether or not you sponsor a retirement plan depending on the state that you live in. And so this is interesting and this is a more recent trends that we've seen come up.

So the individual states really want to start tackling the looming retirement savings crisis that will stress elder care and social security services. And there are five states right now in particular that include California, Connecticut, Illinois, Maryland, and Oregon that have enacted legislation to launch an auto IRA program.
And there're actually many other states and even municipalities that are working on some of these state run initiatives. There are only actually seven states across the US today that have taken no action on introducing or acting a state run retirement program.

But I think the critical piece to this is that many states have or will make having a workplace retirement plan mandatory for businesses of that state. And this is really important. So, for example, in the state of Oregon, which was actually one of the first states to launch this program, they're requiring that by the end of 2020 every employer with at least one employee must offer a workplace retirement plan.

And I think obviously and for good reason, this has gotten some employers, especially in the state of Oregon, that don't currently sponsor a retirement plan, nervous, and that you know I don't know what option to choose. My state is going to require that I enact the plan.

And yes, they have an auto IRA, they call it an auto IRA, and in the case of Oregon it's called OregonSaves that will help me set something up. But I don't know if I want to be forced into my state plan, right. So, the question then becomes if I am required to have a retirement plan do I want to be pushed into the state run option or do I want to be proactive in getting a plan set up of my choosing right.

This is really one of the things that we've seen come out, especially over the last couple of years that had gotten people a little bit nervous as it gets closer and closer to full implementation. So, I wanted to offer some resources to help everybody get information that you need for retirement and to perhaps avoid a state run option if you're in one of the states that has enacted that.

So, the first thing I'll offer is you do need to know what those options are, right. There is finally an abundance of options out there for you to save for retirement, but you have to know about them. And as I mentioned earlier, there are non-qualified options like SEP IRA’s, simple IRA’s that can limit expense in administrative burden. But there're also qualified options that can maximize contributions and plan flexibility.

Number two. I would ask that you get help in making these financial decisions. A CPA or a financial adviser may be able to help, but then I'll
also that leads me to number three which is certainly leverage your ABA or state bar membership for free plan design consultation with the ABA retirement funds program.

The program for example allows members to start a new retirement plan or Solo 401K plan for no out of pocket expense. We work with over 4000 law firms across the country, 800 of them actually are full practitioners. We know the legal communities retirement planning needs very, very well and we certainly can help you make sense of it all.

So, if you do you want to take advantage of the free plan design consultation to talk more in depth about your individual firm's needs for retirement plan, you can email me as Lynn shared that email address with you earlier. You can also email our general box at joinus@abaretirement.com or you can call us at 1800-826-8901 and let them know that you'd like a free plan design consultation.

So with that I want to thank you all again for joining me on the first step to creating a safe and secure retirement for yourselves and for your employees. I am going to pause here and have Lynn open it up for any questions that you may have.

Lynn Howell: Okay. Josh, would you give our callers the instructions.

Operator: Yes. Thank you, ladies and gentlemen. If you have a question at this time, please press the star then the number one key on your touch tone telephone. If your question has been answered or you wish to remove yourself from the queue, please press the pound key. To prevent any background noise we ask that you please place your line on mute once your question has been stated. One moment for questions.

Lynn Howell: Okay, Maria, while we're waiting for questions wanted to ask you what's the hardest part about getting people to accept the plan. Because there's all the mental part of it to say “I’m going to retire some day.” You might be in your 20’s and going, that's like a gazillion years away.

Maria Fisher: Yeah and really that's what we hear all the time. So we here not ready to think about that yet, especially in the legal community. I think coming right out of college, right, there's a lot of student debt. There's a lot of other
financial items to focus on and retirement just seems so far in the future.
But yes, that is one of the biggest objections that we get.

The reality is that starting early can actually be one of the best things that you do in retirement savings. There's actually data that suggests that if you start early you are actually able to save more just in terms of that compounding year-over-year versus doubling the amount you save, but doing it later, right.

So, if that starting early, even if that's just a small amount, because you have other financial considerations at that time, can really be one of the most important factor in retirement planning. And really that's why so many of the state are so focused on this retirement crisis is that people do wait too long.

And you know really it's not needed to save a ton, but if they just save a little bit and invest it over time their chances of meeting their retirement goals are so much stronger.

Lynn Howell: Okay. Now, Josh, if you get any callers, please just interrupt me, okay?

Operator: Okay, not a problem. Just as a reminder, ladies and gentlemen, that’s star then one to ask a question. Thank you.

Lynn Howell: Okay. Now many of us remember 10 years ago where most of our retirement plans took a serious hit. How have you been counseling people to stop that fear of going “gee I put all that money and then it evaporated. How do I get this back? I put it in like a good girl and it went poofey. I could have had 25 vacations to the Maldives with that money.”

Maria Fisher: Yes and that certainly has been a concern for a number of our participants with the ABA Retirement Funds Program. One of the things that we really encourage participants of our plan to do is to talk to an adviser when you're part of a retirement plan. So, I talked a little bit about in this podcast about some plans that you can get that are less flexible, they offer less features. They tend not to come with all kinds of advice.

But when you do sponsor 401K qualified retirement plan often times you can get a lot of education and even professional management services. So,
for some of our participants that have come to our program and said in the past we've lost some money, maybe we weren't properly diversified. We really took a hit in the market. The markets were volatile.

Those are participants we asked to talk to one of our advisors to really help get them back on track toward retirement. We have a number of different tools and I think a lot of other providers have these tools as well. To help you figure out, okay, how much am I going to need in retirement? You know, we try to do it in a very simplistic way to know how much am I going to need per month in retirement.

Because when you start to look at okay I need two to three million dollars, I think people, they start to sweat and they say, okay, I'm never going to get there. But when you think about it in terms of what do I need in monthly income for retirement. I think people tend to understand that better.

And also I think it allows them to do more effective planning for their future. So, to answer your question we recommend that our clients and participants talk to a financial adviser. We make one available to them with no additional cost as part of the program.

And then if they'd like to retain the adviser to actually maintain their account and make decisions on their behalf, a participant can choose to do that as well. And then hopefully they're following the right investment rules so that they're not completely subject to all the volatilities of the market and are taking advantage of all the proper asset allocations.

Hope that helps.

Lynn Howell: Okay now lawyers were a nervous bunch. I hate to say it, but we are. You know, I mean that’s just the nature of the breed.

Maria Fisher: A little skeptical I think.

Lynn Howell: Maybe yeah, nervous skeptical. We give you all of this money and they kind of want a guarantee. And I know that with stocks and bonds and all, there is no guarantees. There's that counseling part where how do you say, okay, Lynn, give me that 50 grand you saved up and I'll make you that
million by the time you're 85 and ready to retire. How do you get them to part with the cash.

Maria Fisher: Yes, well, and it is that can be a challenge. I mean I think -- so we believe in the rules of investing, right. And I think what's really important is to have an adviser who can help investors and participants try and take some of that emotion out of investing. There's been some studies done that shows that the people who are worst off in retirement are those that make emotional decisions, right.

So when you know the market is going down, down they see their account balance going down. The first thing you do you want to take your money out, right, you want to protect it, so you don't lose anymore. And so the best thing that we can do is to help, really help participants and investors stay the course, right.

And so that's what we're here to do and in terms of getting money into the plan we try and help people take that emotion out of it, start to save early. Here's your plan. First of all you have to believe in the plan, right. But if you do believe in the plan, then let's start executing on it because the small incremental steps, you know, when you look back and I talked about that participant who called and thanked us for starting his plan so many years ago and now he's ready to retire.

It's really about following that course of action and working with your financial adviser and someone who's really qualified to give advice so that you feel comfortable in the plan you're about to execute on.

Lynn Howell: No, some of our attorneys have worked at various whether it be in-house or they stepped outside, worked for a company for a few years, some hung up their own shingle where they may have a sorted 401K plans out there from the various groups. And they may have 10,000 in one, 15 in another 40 in -- is it a good advice to roll them all into one or is it something we're just keeping them out there in different groups good for everything?

Maria Fisher: So, you know, it really is a great question. It really depends we often talk to our participants about consolidating their 401K’s that are in various places. It certainly is easier I think for them to keep track of where their money is and then only having to deal with the one provider.
Most retirement plan operations so far as for example from our perspective any IRA’s that exist out there, any old 401K assets they could all be consolidated into one. And then as you're getting advised, your adviser is looking in one place to you know get all of your assets together as one. You know they certainly can look at multiple providers as well.

But I do think it's easier for the participants to know where all their money is, to know who is invested with. Again, all of that's good. The one caveat is I think for participants to make sure that the investment house or the vehicle that they choose has a diversified number of options where they're able to have I think a little bit of flexibility of choice in what they're able to invest into. But I think it's a great idea to consolidate, keep it all simple in one place, and I think it just helps.

Lynn Howell: Is there a lot of fees involved when you go to roll them up together?

Maria Fisher: So it really depends, it depends on where they're coming from and it depends on where they're going. Typically, you were able to roll over your plans. We don't see backend fees as much as we used to. There are some providers out there. They do charge backend-leaving fees. So, when you leave your provider there could be exit fees there.

And so you'll definitely want to check with your provider to make sure they are going to charge you any fees to do that. Then coming into a new plan, so I can speak to ABA Retirement Funds Program. We don't charge any fees on the way in or on the way out.

And there are many providers that are certainly not charging on the way out. There are some that are charging setup fees if you're actually getting a new plan in place. There are quite a few providers on the 401K side anyways that are charging setup fees, plan document fees, and things like that. The program does not, but that is something that a participant could see. It’s always better to ask.

Lynn Howell: Okay. Josh, do we have any calls?

Operator: I'm not showing any questions at this time.
Lynn Howell: That's okay. I've got plenty. All right we talked about the young person. Well, let's talk about someone who is 55-ish, somewhere in their mid-50's. And they've done some, but they kind of really haven't paid attention to it, now they're like, oh, my goodness! Retirement is 15 years away or worse bad injury comes in. How do you get them to want to invest or where can they find funds to put away places that they may not have thought of?

Maria Fisher: Yeah, so that's a great question. A couple of things I'll offer on that question. So number one is that and again speaking to these workplace retirement plans, most of them offer an opportunity to catch up. And catch up contributions are an additional about 5500 dollars once you are over the age of 50.

And so that allows a person that is getting older and needs to save a little bit more the opportunity to do so in a tax advantage way. So that's number one. Number two, I think really good estimating tools. So, for example, for the program we use something called myOrangeMoney and it allows the participants to put in all of their retirement data, right, so everything that they already have saved. And then it allows them to play with, okay, if I'm going to save 10% of my salary for the next 15 years that I have before I retire, what does that get me in retirement and am I going to be retirement right?

And if the answer to that comes back as a no, then you can start to reuse the slider, you can start to slide up your contribution to say, okay, you know what if I want to make my goal when I really need to do is save 20% and I need to do a catch up contribution, right.

And so having those types of tools to estimate what you will actually need putting that plan together is really the most important step. Because once you know thereabouts what you're supposed to do, not exactly easy to execute, but at least you know what you're supposed to do and then hopefully you're able to execute on that to be ready.

So I would say leveraging the catch up contributions if you're allowed to save more leveraging tools that allow you to change factors such as how much you contribute on a monthly basis or an annual basis. And then also to your point you ask about investments, how aggressive do I need to be in saving for retirement, right.
And so if I have 15 years left, many could consider that long term. And so maybe I do look to be a little bit more aggressive in some of my investing and does that help me increase my average annual return over time. And again I think a financial adviser can help with that aspect of it, but I think those are really important factors for somebody over 50 today to be thinking about to really get them to their goal.

Lynn Howell: Okay. Now when you are dealing with you know you’ve got all these great plans and everything wanting to execute them, but what's the actual reasonable amount that people can put in their head because they're like, okay, I'll get extra amount from social security and I'll get extra amount. How do you go about telling them what are your expenses and where do they get the real stick or shock like you get them to part with 30 grand a year, where are the red flags for them?

Maria Fisher: Yeah. So and healthcare you hit the nail on the head, healthcare is the big one. But it's really in what we believe. We believe that replacing 70% of your income in retirement is a good goal to strive for. And again we try and look at it not in, okay, we need a million dollars, right. We don't want to look at it that way, its too overwhelming. So, we want to look at it as, okay, what are you making today, take 70% of that, right, and that's what we need to make per month in retirement. And that's where a good calculator like I said can help. Because that will help you actually showcase that, it will take social security into consideration. Okay, so here I'm going to get extra amount from social security, right.

And I'm expecting to put away, let's say 7% of my salary for the next 15 years and how close does that get me to that 70% of replacement income in retirement. But, yeah, social security plays a big factor in that. And also leveraging a good healthcare estimator is another great tool to help with planning, okay, how much should I expect to be spending in retirement for healthcare. You know that's going to be the biggest sticker shock absolutely. It is certainly a growing and looming problem.

You know, one of the tools that's been you know created out there is a health savings account. Many people are probably either using one they are already aware of them. And so that's been helpful, but even the
contribution limits for health savings accounts state they are huge, right, I think for a family of about 6500 dollars a year.

So, is that going to get you what you need in retirement. It's a stretch. I think still the best vehicle for being able to save the most amount of money would be your 401K, profit sharing, cash balance, defined benefit type plans that can be used to offset in health costs in retirement.

Lynn Howell: Okay. Because you see just with the health costs being so high these days is there any, I'm just trying to think of like if you have someone who is on their own them sending money away or with couples it is it better for them to pool their money together for healthcare, any kind of advice for the married type to, one might be healthier than the other or can they have a joint account for it?

Maria Fisher: So, most of – I mean they could have regular non-tax advantaged account jointly held. They would need, I believe individual plans for health savings, but they do look at it on a joint basis. So, when they're calculating the limitations on what you can actually invest into a health savings account they would aggregate that for two people who are married. Yes.

Lynn Howell: Okay. Does ABA retirement have any plans like the fixed benefits where you buy an annuity or or something where – yeah, because especially for women we tend to last a little longer than the guys. You know you might be thinking people can say, oh, 20 years of retirement, but okay, you retire at 65, 20 years only takes you out to 85 and you're heading fast for 100 and still doing well. You know at certain point how do you make sure that money may last that long?

Maria Fisher: Yeah, it's right a great point. The good news is that as women we’re living longer and the bad news is that we don't have the money to pay for it, right. And so ABA Retirement Funds Program does not currently have an in-plan annuity option. And I think that those can make sense absolutely for those people who want to have a steady stream of income that has some type of a guarantee on it.

And so once you do get to retirement right and you pass that accumulation phase of your savings, I think at that point speaking to again we have many
different types of financial professionals that will help our participants to get them into those type products.

So, ABA Retirement Funds doesn't have a product specific to that, but what we do is we actually connect them with an adviser who can offer many different types of out of plan [inaudible] options that will allow them to have that guarantee so that at least some of their money, maybe if not all of their money, but at least some of their money is protected until they die, and in some cases even beyond so that they're able to do some legacy planning for their children or left ones. So, absolutely that's always going to be part of the conversation.

Lynn Howell: Yeah [inaudible]. Guys, go on, you still got to have money.

Maria Fisher: Exactly (multiple speakers). No doubt.

Lynn Howell: We talked about 401K’s merging your plans. But was this probably if you were to have to say your best advice for a middle-aged lawyer that's just bringing in who has got a couple of kids. And she's working hard and everything. And you know the kids are bright, so college is going to cost some money. Not bright enough for scholarship kind of kids, but bright enough to do well in the world. You know making about 80,000 a year good money, not obscene money. How do you get her able to put some away?

Maria Fisher: Yeah. Well, you know this is interesting as a -- I'll answer this question not as a financial professional, but more as a person that has children in a similar camp. You know the way I really see that is I would not want to have my children have to take care of me in retirement. And so that's my own personal philosophy, right.

So, for me number one, yes, of course, I want to be able to help my children save for college, I want to be able to help them get their regardless of whether or not they get a full ride to Harvard, right. But, at the same time, I also want to ensure that they are not having to pay for me. And I think they will be better served if mom and dad or their parents are able to take care of themselves.
So, what do you do, I would pay myself first, right. We hear that sometimes, I pay myself first, I pay for my retirement first, I max out all my eligible plan to the best of my ability. And if I max those plans out and I'm able to save a little bit more, which hopefully we are, then I look at what's my next most important goal.

And maybe my next most important goal is being able to help my children out. And so then you know maybe you look at something like a 529 plan or another type of education type plan to be able to save some additional dollars for your children.

But I think from a tax advantage standpoint, for me for a personal standpoint I want to make sure that my retirement is set and secure that I don't have to ask my children for help, and then whatever I can do beyond that, then I will, yes, save money after that. But for me retirement, maybe it's because I'm in the business, but for me retirement is always first.

Lynn Howell: Okay. All right. Now we’ve looked at retirements young, old, single moms with kids. We're also you know having a spirit, you know lawyers practicing longer. You know they're staying in the active practice, sometimes still in their 80’s, few even going beyond. And, you know, that's incredible.

But you know there becomes a point in there where are they forced to draw on their 401K’s or take distributions and how can they refollow that, it’s just they're still working and they don't need that. You know, because they’re zero doing healthy and thinking they're going to make a 115. So, are they forced to take that money out?

Maria Fisher: So, currently yes, they are forced to take required minimum distributions once they reach seventy and a half. We do you have a number of -- so it's interesting because they actually can’t still face, however, if they're still in practice. So, one of the things that we see on you're right, lawyers, they tell me that all the time, lawyers never retire.

And so they often times [inaudible] council of a firm that they worked out for many years. If you're an up council and you're not participating anymore in your firm’s workplace retirement plan, you actually can still open up your own retirement plan as a solo practitioner. So, even though
you may have to drop if you're over seventy and a half, you could also be contributing to your own solo plan. So you may have some flexibility there. And then also the other thing that I'll mention is that there is some legislation that is looking to, it was passed by Congress, some of you may have heard the Secure Act. And one of the stipulations in the Secure Act at least when it was pass congress was that if you get to be over 70 they're going to extend the required minimum distribution age I believe to 72. So, that has not passed yet. It's not passed through the Senate, but that is something that they are looking at and it was something that was introduced at least once Congress approved that.

So, there might be a little bit of a extra time savings there. And there might be some other things that come out of it that help when you start to get over because we know people are working longer and longer in order to be able to pay for their retirement. So, couple of things here.

But if you are a council and this is something that we see most often. If you are transitioned to a council and you are still making money and you're doing it as soul practitioner, you are able to set up regardless of your age, you're able to set up a profit sharing plan, a defined benefit plan and you're able to meet very large maximum in order to contribute. So there is some help there.

Lynn Howell: Okay. Josh, do we have any callers?

Operator: We do not have any questions at this time.

Lynn Howell: Okay. Well, Maria, do you have any last best advice for our team listening today in the future?

Maria Fisher: Sure, yeah. If I could say one thing to everybody is there is no -- you have to start saving early there. You don't know what will happen in retirement. And even though you may believe that you will work all through your retirement or that your business may actually be your retirement, there's no reason not to set up a retirement plan, at least have a place for you to save money.

When you do your taxes at the end of the year and say, oh, you know, I could use a little bit of tax savings. If you have a plan set up and open, you will be able to make a contribution maybe get that tax savings. So, you
know, my last piece of advice talk to somebody who will let you take, you can call us for a consultation and get that consultation for free. And put yourself in a position where you're able to make an informed decision about what to set up for your firm's retirement plan.

And I also will thank Lynn and Kim again for setting up this podcast. I really appreciate the opportunity to be able to speak on it. And thank you again to GPSolo.

Lynn Howell: All right, Marie, you did an excellent job. We would like to thank everyone who's listening today or in the future for joining us on our podcast. This one will be available in a few days at americanbar.org/podcasts. If you're not a member of GPSolo, we hope you will join the division, especially since our membership is now free for ABA members.

Again, thank you and we hope you have a great day. Goodbye.

Operator: Thank you, ladies and gentleman. Thank you for participating in today's conference. This does conclude today's program and you may all disconnect. Everyone have a wonderful day.