

your money, a magazine from WEA Member Benefits

your\$™

WINTER 2020

Don't let your ne\$t egg get

POACHED

If you're being told to move your retirement account,
are you really getting all the facts?

your goals

We can help you see your way to improving your finances in 2020

your money

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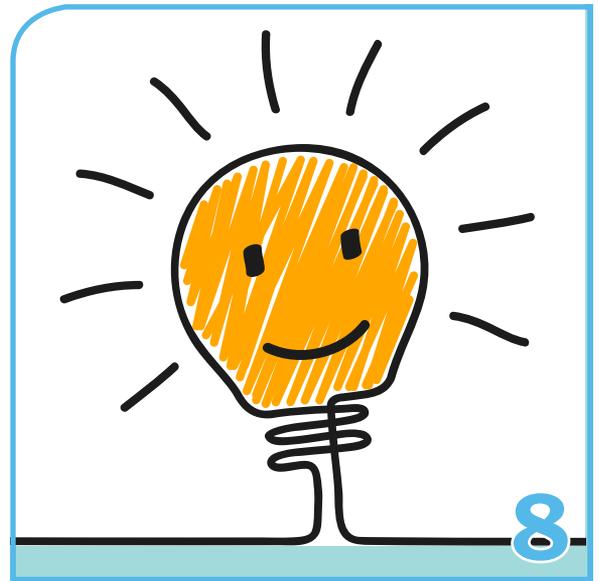
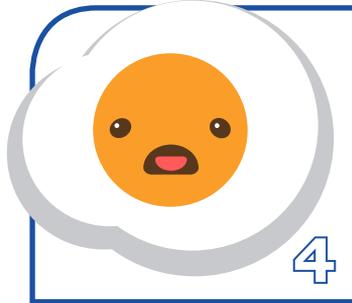
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{president's letter

Dave Kijek, President/CEO, WEA Member BenefitsTM

New year, new decade, new financial goals



Happy new year to you and yours! As we enter a fresh new decade, I want to thank you for trusting in WEA Member Benefits to help you build your financial security. We've been around for more than four

decades, and we look forward to serving you and your family for many more decades to come.

A new year is a great time to take another look at your financial picture. Why not use 2020 to get started on

some fresh financial beginnings? We share some tips, resources, and simple steps you can take to start meeting your personal goals this year and beyond.

We also want to help you understand what to consider before moving a retirement account. Many of our members receive partial facts or misinformation about the real costs involved in the decision. Here is one real fact: **Participants in our IRA and 403(b) programs can keep their accounts with us for as long as they want regardless of their employment status and continue to take advantage of our low fees.** Don't ever let anyone rush you into any decisions. And please call us with any questions or concerns—we're on your side.

If you haven't looked at your auto insurance lately, it may be time to make sure you have the appropriate coverage. Our consultants can help you know what to consider. For classic car and vintage vehicle fans, we're offering a new optional insurance coverage choice. And do you know what to keep in your car this winter...and what not to? We have answers.

Finally, gather some ideas for spending your tax refund, visit our new Equipment Breakdown Coverage interactive portal, and get your students ready for our 2020 art contest.

Here's wishing you a fulfilling and prosperous new year!

Follow us.



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{your account

IRA and 403(b) news

2020 Prudential Guaranteed Investment credited rate

is 3.00%*

WEA Member Benefits™ is pleased to announce that the 2020 Prudential Guaranteed Investment credited annual rate of return for both the WEA TSA Trust and WEA Member Benefits IRA programs is 3.00%. The Prudential fact sheet, company overview, and a Q&A regarding market conditions and the Prudential Guaranteed Investment are available online at weabenefits.com/pru.



1099-R coming in the mail

If you took a reportable distribution from your WEA TSA Trust 403(b) and/or WEA Member Benefits IRA account(s) during 2019, we will send a 1099-R to the address on file on or before January 31, 2020. You will receive your 1099-R from our custodian, Mid Atlantic Trust Company.

403(b) contribution limits have increased

The 2020 limit for the 403(b) has increased to \$19,500, and the age 50 and over catch-up has increased to \$6,500 for a total of \$26,000. The limit on annual contributions to an IRA remains the same at \$6,000, with the age 50 and over catch-up limit at \$1,000 for a total of \$7,000. Visit weabenefits.com/limits for more information.

Now is a good time to check your beneficiaries

The new year is a great reminder to check the beneficiaries for your 403(b) and/or IRA with Member Benefits. Beneficiaries on your retirement account supersede what you have in your will, so it's good to be in the habit of making sure they're current as your life circumstances change. You can review beneficiaries when you receive your statement.

Content in this magazine is for informational purposes only and is not intended to constitute legal, financial, or tax advice. Certain recommendations or guidelines may not be appropriate for everyone. Consult your personal advisor or attorney for advice specific to your unique circumstances before taking action.

The Trustee Custodian for the WEA Member Benefits IRA accounts is Newport Trust Company. The 403(b) retirement program is offered by the WEA TSA Trust. TSA program registered representatives are licensed through WEA Investment Services, Inc., member FINRA.

If you choose to invest in the 403(b) or IRA programs, fees will apply. Consider all expenses before investing. Mutual fund management and redemption fees may apply.

*Interest is compounded daily to produce a yield net of Prudential's administrative fee of 0.60%. PRIAC is compensated in connection with this product by deducting an amount for investment expenses and risk from the investment experience of certain assets held in PRIAC's general account. For more information, go to weabenefits.com/pru.



Help us keep in touch

Anytime you have a change of name, address, phone, etc., please contact us as soon as possible so that we can continue to give you important information regarding your accounts. Ensuring your personal information is up to date helps us accurately and efficiently administer your retirement plan, provide you with important insurance information, and minimize errors.

Why we ask for your personal e-mail address: If you have an account with us, please use your personal e-mail rather than your district e-mail. Due to potential spam filters used by your employer, our e-mail may not reach your inbox. Plus, if you change districts or retire, we will still be able to get in touch with you.

Give us a call at 1-800-279-4030, or update your personal information online at your convenience.

Retirement accounts

weabenefits.com/yourmoney

Insurance accounts

weabenefits.com/yourinsurance

Easy account management

Managing your retirement and insurance accounts online through the *yourMONEY* and *yourINSURANCE* portals (above) provides you with helpful options such as:

- Detailed rate of return features on your retirement investments.
- Retirement target calculators.
- Insurance cards, billing management, and online payment options.
- Opt-in to go paperless to receive your insurance policy information as well as important notifications.

If you don't have an online account, sign up today! For assistance, give us a call at 1-800-279-4030.

{ Have a story to tell or article suggestion?

Send an e-mail to memberbenefits@weabenefits.com. Type "your\$" into the subject line.

Don't let your ne\$t egg get

POACHED



Have you been told you need to move your retirement account because you're no longer working? Tempted to invest in something that may sound a little too good to be true? Before you do anything, stop and get the facts. Here's what you need to consider before moving your account.

If you're in or near retirement, guess what—you're a real catch. Assuming you've been saving over a number of years in your 403(b), IRA, and/or spouse's 401(k), your retirement account balance is probably becoming pretty significant, which is of great interest to investment brokers, financial planners, and insurance agents.

According to a June 2018 report by the U.S. Securities and Exchange Commission (SEC), Americans over the age of 50 currently account for 77% of financial assets in the United States. And as of the end of 2017, retirement assets for those 65 and older reached \$28.2 trillion dollars! Just five years ago, that number was \$16 trillion dollars. That's a lot of money—and puts your assets on the radar.

Perhaps at this point in your career you're wondering if you need to do something differently with your retirement savings. Or maybe you've been contacted by an investment broker and have heard something like this:

- “You can't stay in your current plan now that you're retiring, so you'll have to move it.”
- “This new account will double in 10 years.”

- “It's only a 1% fee to rollover.”
- “I don't charge a fee for planning.”

While these statements may not be untrue, they may omit some of the facts. Whether this is by choice or through carelessness on their part, it's critical to know if you're missing some very important information needed to make the best decision for your circumstances.

If you're considering making a move with your retirement account, we have some guidance for you to follow so you can be aware of some potential consequences of your choices as you navigate this important financial consideration.

Keep your emotions in check

It's a fact—the decisions we make about money are often fraught with emotion. And the thought of making money last through a potentially long retirement can feel daunting. But first and foremost, do your best not to let your emotions overly influence your financial decisions.

One of the most common emotions driving our money decisions is fear. According to Brenda Echeverria, Financial Planning Supervisor at Member Benefits, “People are afraid they won't have enough money, worry

whether their asset allocations are appropriate, or hear about what others are doing and wonder if they should be doing it too. Emotions can be useful in driving people to take action, but they can also lead to disastrous results if they drive the decision.”

Educators in particular are natural helpers. It's common to feel obligated to use the services of someone they know. “I often hear from people who know someone, like a friend or a neighbor, and feel like they need to go with them for financial help, products, or services,” adds Brenda. “They don't want to hurt their feelings or risk hurting the relationship. But I tell them to keep in mind that this is a business transaction. They are not doing you a favor, they are making a living. And you have the right to make your own decisions on who you want to do business with.”

“Money is personal. While you will certainly have feelings surrounding it, don't let them take over your decision-making process and potentially jeopardize your financial security.”

Don't believe everything you hear

Since older folks are a growing segment of investors, financial services firms are

increasingly focusing their marketing and sales of investment products to investors in or nearing retirement. One common marketing approach is to invite seniors to an investment seminar and offer them a free meal. But as we all know, there's no such thing as a free lunch. The seduction of high returns or quick profits are often touted at these events, but there's usually a catch. And it can be difficult and costly to undo certain moves.

As a general rule, the more guarantees or promises you are getting with a product, the more restrictive the withdrawal options. Many insurance company annuities have surrender periods of five to seven years. This means that you are locked into the contract for that period of time and can't withdraw your money without paying surrender fees. "It's not uncommon for people to fall into that trap, hoping to get big rewards quickly," Brenda says. "Unfortunately, they don't

financial decision for the participant."

Participants in our IRA and 403(b) programs can keep their accounts with us for as long as they want regardless of their employment status and continue to take advantage of our low fees. Your Member Benefits' 403(b) and IRA accounts can remain with us whether you retire, change districts, move out of state, or change professions. Additionally, both can be "stretched" over your lifetime if you choose.

However, when you retire, you are no longer eligible to open a 403(b) account because you are not working. So once that account is closed, there's no coming back. "I can't tell you how many retired people I have talked to who want to come back after they moved their money and were unhappy to learn they no longer can," Brenda explains. "Unfortunately, we have to disappoint them. It's hard."

Likewise, with the IRA, you can stay



well spent," Brenda assures, "because this is your hard earned money and future income we're talking about."

Uncover the total cost

When you're talking fees with the agent/broker, ask for a list of all of the costs and identify which are one-time fees and which are ongoing. Fees may include investment fees, advisory fees, and more. (Note: Brokers may use the terms "costs" or "expenses" instead of "fees" when referring to their products.)

For example, you may be charged fees associated with the product that the agent doesn't receive, like mortality and expense (M&E) fees that go to the company. And, if you are adding premium services, such as ongoing investment advice, you'll typically pay a percentage of your assets on top of fund fees.

Is it worth it? Maybe, but adding layers of fees can cut the chances that your money will last. **Every dollar you pay in fees is not earning interest in your account.** So consider the potential earnings you may be losing out on.

It may help you get a more accurate perspective by converting any percentages to actual dollars. "I often hear, 'it's just 1%,' but when I convert that into dollars, it's a real eye-opener for people," says Brenda. "And these dollars are typically an annual, recurring expense."

Our fees are in plain sight

Participants in Member Benefits' 403(b) and IRA programs enjoy low fees (0.35% for our 403(b) and 0.45% for our IRA) that are capped annually. "Typically, the larger your balance, the more fees you pay in terms of dollars—but that's not true here," Brenda says. "Mutual funds do have their own fees. But the administrative fees for

"Our participants will say, 'the broker I talked to said I have to move my money out of my 403(b) now that I'm retired or changed careers.' This is not true of their Member Benefits account, and it could result in a poor financial decision for the participant."

realize until it's too late that if they need to take their money out, they can't do it readily."

Annuities are complicated and can be very difficult to understand. "Wisconsin public school employees already have two forms of annuities in retirement: WRS and Social Security. There may not be a reason for another annuity in their financial plan," Brenda adds. She encourages caution when being presented with annuity options.

Secondly, our members frequently report getting misinformation from various brokers looking for their business. One common line is being told they have to move their retirement account because they can't stay in the current plan or they can't roll over into a new employer's plan, even though that may not be true.

Brenda explains, "Our participants will say, 'the broker I talked to said I have to move my money out of my 403(b) now that I'm retired or changed careers.' This is not true of their Member Benefits account, and could result in a poor

as long as you like, but if, for example, you close the account and move out of state, you may not be eligible to reopen an account.

Always validate the details given by your provider before you take any action in moving your account. When discussing investments, a broker or advisor should discuss all of the risks, restrictions, and costs with you and provide complete and accurate information.

Decide what is fair and reasonable

So how do you know what is a fair and reasonable price to pay? Before making a money move, you need to understand—really understand—the implications of your decision.

The bottom line is this: Do the benefits justify the cost? Know what you're buying, exactly how much it will cost, and what you stand to gain (and/or lose) from the move. Dedicate some time to gather the necessary information, and do your due diligence. "It will be time

{your goals



20/20 CHALLENGE

What's your vision for the future?

2020 is the beginning of a new decade and a great opportunity to set up some fresh financial beginnings. Do something that your future self will thank you for by taking some simple steps toward meeting your savings goals this year and beyond.

Hindsight is 20/20

When you think about setting financial goals for yourself, is your first thought, "I've waited too long to start saving!" Put that thought aside! It's never too late to start saving and putting a plan in place. Think of it as doing something today your future self will thank you for.

No matter what regrets you might have, consider taking a second look at your financial situation this year and learn from past missteps. After all, hindsight is 20/20. Whatever your reality might be, you have options to make improvements now, no matter how small.

Take up our 20/20 challenge to build a brighter financial year for yourself! We've got plenty of ideas to get you started.

What's your vision for your financial future?

Seeing your savings goals clearly does take a bit of work. But it's easy to get started when you break it down into steps to visualize the "big picture."

1. Evaluate your 2019 finances.
2. Identify your financial goals.
3. Set up a balanced budget.
4. Track your spending.
5. Keep going!

Want some help? Contact us!
1-800-279-4030



Twenty/20

- ✓ **Do something in 20 minutes!** Write goals, budget, read articles at weabenefits.com, review your accounts...break them down into short time frames to make it easier.
- ✓ **Do you have \$20?** Start saving just \$20 a paycheck. Or boost your current savings choice by \$20.
- ✓ **How long will it take you to save \$2,020?** Figure out how quickly you can get there based on your budget.

20 20
20

for **20** somethings

Where do you see yourself in 20 years? Many of your peers have thought about where they want to be—in fact, a full 45% of millennials are already saving for retirement. *How about you?*

We have tools and resources to help you brush up on your finances so you can start planning your next 20 years with confidence and reach your personal goals.

Get schooled

Use our budget worksheet and free financial calculators, and sign up for eBooks like *10 Money-Saving Tips New Teachers Want to Know*, *20 WRS FAQs*, and much more.

weabenefits.com/learning-center

Get proper coverage

Whether you're renting or buying, we've got you covered with insurance that fits your needs. And take advantage of the Young Educator Discount on our auto policy.

weabenefits.com/insurance

Get help

Contact our financial planning staff to find out which services might be the most beneficial to you.

1-800-279-4030

Whether you're in your **20s** or have saved for over **20** years, you can take advantage of a free consultation with one of our Member Benefits Consultants. Watch your district news for upcoming dates of when they'll be at your school.

Set a **SmartGoal**

Save **\$20** toward your retirement at least twenty times in 2020 to increase the balance of your retirement account.

If you accept the **SMART Goal Challenge**, tag us on social media 2020 to keep us updated on your progress!  

"Teaching is a hard job. If you are going to make it your career, you should be able to enjoy your retirement...*but you have to invest in you.*"

—Lewis Gunderson, retired educator, School District of Cadott Community

20+ years of saving

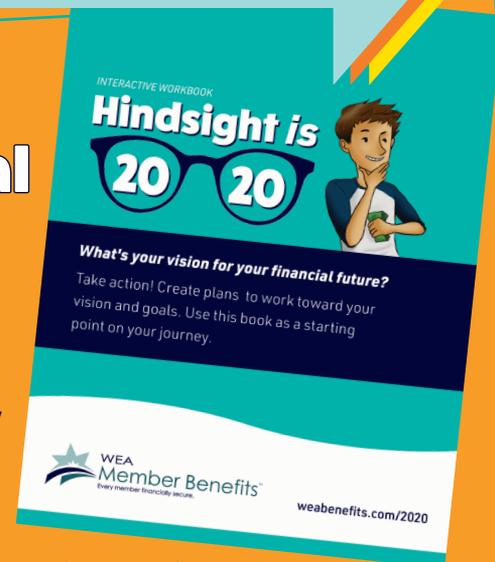
Congrats! You've been doing great work at saving for the future. But it doesn't mean your work is done.

- **Have you revisited your goals lately?** Priorities and circumstances can change over time. Consider meeting with one of our financial planning staff to make sure your contribution rate is still in line with your future plans.
- **Review beneficiaries.** Beneficiaries on your retirement account supersede your will, so be sure they are up to date.
- **What advice would you give your twentysomething self?** Consider becoming a mentor to younger employees on the importance of saving for retirement. We hear all the time what a difference that has made in people's lives.

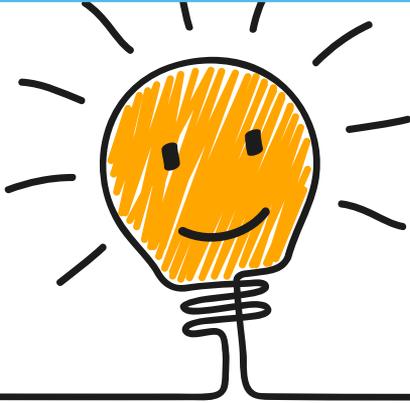
Get your free **20/20 financial workbook!**

Put your goals into action! Create a plan to make your vision of the future a reality.

This free eBook will give you plenty of ideas and resources to help you achieve financial security. Take an active role in writing out SMART (specific, measurable, achievable, relevant, timely) goals for 2020. Learn what questions to ask about your 403(b), insurance, student loans, and more. Finally, use our budget sheet as a guide.



weabenefits.com/2020



Smart spending

Six bright ideas to help you benefit from your tax refund

Expecting a tax refund from Uncle Sam this year? According to the IRS, the average 2019 tax refund for those who received one was \$2,833—a significant chunk of change.

If you do receive a refund this year, consider using it to improve your financial situation. Here are six great suggestions.

1. Pay off debt

Credit-card loans crossed the \$1 trillion mark this year, reaching \$1.08 trillion in the third quarter of 2019 (debt.org). Paying off outstanding bills has many benefits—it improves your credit score, reduces stress, and increases your financial security. Focus on paying off credit cards and other high interest debt.

Use our credit card pay-off calculator to see what it will take to pay off your balance. Visit weabenefits.com/calc for this and many other helpful financial calculators.

2. Add to your retirement savings

Add to your current retirement savings plan or open an IRA. You may make contributions before tax (Traditional), after tax (Roth), or some combination of the two up to the IRA limit.

Unsure of which one to choose? Use our tool at weabenefits.com/compareira to determine what may be right for you.

3. Buy more coverage

Umbrella insurance, which provides liability coverage above the limits in your auto and home insurance policies, is often overlooked as an important part of your financial security. You can purchase \$1 million or more of additional liability coverage very economically.

Long-term care insurance also helps protect your assets and may be worth a look. It has been called “the greatest uninsured financial risk today.” This is because the majority of costs for extended care services needed during recuperation from strokes, accidents, and illnesses are not covered by your health insurance or Medicare. The chances of needing long-term care usually increase as you age, but long-term care may be needed at any age.

4. Save, save, save

Start an Edvest or other 529 college savings plan for your kids or grandkids. Build up an emergency fund. Start a money market account with a higher interest rate to save for a vacation, a new car, or home remodel. Whatever your goal, you'll feel better knowing you have a head start on your savings. Our savings calculator at weabenefits.com/increasesavings can help you understand what it will take to reach your goal.

5. Share the wealth

Consider giving some or all of your refund to your favorite charity. Often monetary donations to charitable organizations are tax deductible, and you'll feel good knowing your money

will go toward helping others in need. WEA Member Benefits Foundation supports public schools and is one way you can give back.

6. Open a Personal Investment Account

A Member Benefits Personal Investment Account offers a way to invest your money outside of a retirement account. It is an alternative to cash accounts such as savings, checking or certificates of deposit and can be registered in your name or opened jointly with anyone. There may also be tax advantages to these types of investments. Visit weabenefits.com/pia to learn more.

Finally, if you received a sizeable tax refund this year, you may want to consider adjusting your income tax withholding. Doing this will reduce your annual refund, but you will be taking home more money each paycheck instead of letting Uncle Sam hold on to it (interest free).

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participants in our 403(b) are capped at \$500 annually, and for the IRA, fees are capped at \$600 for WEAC members and \$750 for nonmembers. Our fee cap means more of your money stays in your account and continues to work for you.”

Here are the main fees you need to watch for and quantify (Member Benefits does NOT charge any of these fees):

- Mortality and expense (M&E) fee.
- Commissions (loads).
- Management fee (unless you participate in the WEA Financial Advisory Managed Account Solution).
- 12b-1 fee.
- Annual contract charge.
- Separate custodial fee.
- Surrender charge (withdrawal charge).
- Wrap account fee.

Remember, the general public does not have access to a program like ours—a very low-cost investment platform with licensed, non-commissioned staff.

Take action

Consider these tips when making decisions about your retirement savings.

- Be aware of how emotion can impact your financial decisions.
- Don't just take someone's word for facts—do your due diligence before making any decisions.
- Set realistic short-, medium- and long-term goals, then work backward to plan how to get there. Decisions become less complex when you have goals.
- Use financial tools to help. Visit weabenefits.com/calc to access many free financial calculators. Before you consider any investment, you need to understand risk and determine your personal risk tolerance. We recommend using our Investor Suitability Profile Questionnaire calculator to find out what kind of investor you are.

Participating in a financial planning service from Member Benefits can help you get a more accurate picture of your financial situation. You might want to discuss your future goals and get our help to create a plan to reach them. If you are closer to retirement, we can help you look at important factors you may

Do your homework before you make a move

Investment salespeople (who offer securities) must be licensed. The firm must be registered with FINRA, the SEC, or a state securities regulator—depending on the type of business the firm conducts. An insurance agent must be licensed by the state insurance commissioner where he or she does business.

Check them out

- For a broker or investment adviser, use FINRA BrokerCheck or call the FINRA BrokerCheck Hotline at 800-289-9999.
- For an insurance agent, check with the Wisconsin Office of the Commissioner of Insurance.
- For all sellers, contact the Department of Financial Institutions at 608-266-9555.

Ask questions

Ask questions until you are satisfied that you know what you are buying and understand the risks and costs. You should know the answers to questions like:

- What are the risks of this investment?
- How much does it cost initially to purchase the investment?
- What, if any, additional or ongoing costs will I have to pay?
- How liquid is this investment? If I need to sell or cash in the investment, how readily can I do so?
- What happens if I decide to sell or cash in my investment? Are there surrender charges? Other fees?
- For what type of investor is this investment a good/bad idea?
- Is the investment registered? If so, with which regulator?

If you have been defrauded

If you believe you or someone you know have been defrauded or treated unfairly by a securities professional or firm, you can send a written complaint to:

FINRA Investor Complaint Center
9509 Key West Avenue
Rockville, MD 20850-3329
Phone: 240-386-HELP (4357)
Fax: 866-397-3290

Complaints can also be filed online at finra.org.

not have considered, such as:

- How long should you estimate your retirement years to be?
- What tax bracket will you likely be in during retirement and how can you plan for it?
- How will you budget for things such as replacing cars?
- How do you draw from WRS?

Contact us at 1-800-279-4030 or weafa@weabenefits.com for more information.

Be a savvy investor—get the facts first and refuse to be rushed into any decisions. Rarely (if ever) do you have to invest your money on the spot. A good investment will be available tomorrow or next week or next month, when you are ready and understand where your money is going.

This article is for informational purposes only and is not intended to constitute legal, financial, or tax advice. Certain recommendations or guidelines may not be appropriate for everyone. Consult your personal advisor or attorney for advice specific to your unique circumstances before taking action. All advisory services are offered through WEA Financial Advisors, Inc., a registered investment advisor.

Is it time to evaluate your auto insurance?

You probably don't think about your car policy often, but your insurance needs can change over time. Too little insurance can leave you financially exposed, but too much may mean you're paying more than you need to. Ensuring you have the most appropriate coverage to fit your needs is to your benefit—and your family's.

If you haven't checked your auto insurance policy coverage lately, we can help.

Get an insurance review

If you have an auto policy with us and haven't reviewed it for a while, call us—what may have made sense a year ago may not make sense now. For example, if you drive an older vehicle, maybe it makes sense to drop collision coverage. Or it may be time to choose a higher deductible. We can take a look at your needs and your existing coverage and give you recommendations.

Contact us to get an insurance quote

If you have a policy with another company and have never contacted us for a quote (or it's been a while), it's worth checking with us again. But keep this in mind: **Deciding on insurance coverage is about much more than price.** When you simplify the purchasing process for insurance by basing it mainly on price, it diminishes your investment and could put you at financial risk. Cheaper doesn't always mean better, just like expensive doesn't mean more value.

Price means very little without considering the value of proper coverage, great service, and knowing that you and your family are protected. Our Personal Insurance Consultants can help you gain a better understanding of your insurance needs and give you confidence to make the right decision for you and your family. Talk with us and you'll become a better insurance consumer, whether you choose us or not.

Here are a few questions to ask yourself when comparing insurers:

- Do my expectations for coverage match what's in my policy?
- Is increasing my exposure to financial loss worth the money I may be saving on my premium?
- What is the company's claim satisfaction rating?
- Do the company's representatives take time to help me understand my policy?

We're here to help you make the best insurance decisions for your personal needs. Give us a call at 1-800-279-4030.

Property and casualty insurance programs are underwritten by WEA Property & Casualty Insurance Company. The terms and conditions of your coverage are exclusively controlled by your written policy. Please refer to your policy for details. Certain policy exclusions and limitations may apply.

Equipment breakdown interactive portal

Interested in Equipment Breakdown Coverage and want to learn more? Visit our Web site at weabenefits.com/equip and click on the "learn more" link to enter an interactive portal in which you can explore a home and the coverages that this insurance option provides. Then contact us to help determine if this optional coverage is right for you.



Looking for a charitable gift giving idea?

Consider giving a gift to **WEA Member Benefits Foundation**. We created the Foundation to support public schools and those who do the important work of educating our children. The Foundation provides financial resources for their success.

Your donation can help us achieve our goals of supporting teachers and their communities through awarding classroom grants, underwriting school supply events, supporting professional development initiatives, and much more.

Visit weafoundation.org for more information or to donate.

What to leave and what NOT to leave in your car this winter

The cold weather is always a good reminder to make sure you have needed emergency items in your car and that your spare tire is in good condition. Ready.gov recommends the following:

- Shovel, scraper, and small broom.
- Flashlight and matches.
- Battery powered radio and extra batteries.
- Water and snack food.
- First aid kit with pocket knife.
- Extra hats, socks, mittens, boots, and blankets.
- Tow chain, rope, and booster cables.
- Road salt and sand.
- Emergency flares and fluorescent distress flag.

But when the temperatures plunge, have you ever thought about what NOT to have in your car? Certain items can break, explode, or otherwise suffer negative effects. Consider excluding these items from your car during extreme temperatures:

Medication: Some medications can lose their effectiveness if they freeze. Liquid medications, like insulin, can separate when they thaw, leading to incorrect or ineffective dosages.

Mobile phones/tablets: These items are susceptible to shutting down in cold weather, preventing the lithium-ion batteries from discharging electricity. They may work again when thawed, or there may be condensation inside the unit that short-circuits the battery. Apple and Samsung both recommend operating devices between about 32 and 95 degrees Fahrenheit.

Drinks/food: Soda, beer, and wine will all expand when they freeze, risking an explosion and a sticky mess—or worse, an unwelcome distraction as you're driving. Food in cans or glass jars react in a similar manner when left in a freezing car.

Musical instruments: Guitars and other wood instruments can suffer serious damage, which may be difficult or impossible to repair. Warm up instruments gradually if you forget them in a cold car.

NEW! Classic car coverage

Attention people who love cars! If you're a vintage vehicle buff, it's easy to protect your classic car, truck, boat, or vintage motorcycle.

Member Benefits now offers an add-on insurance product through Hagerty for classic and collector cars and other vehicles. Hagerty understands your passion for your classic. With their Guaranteed Value™ benefits, you'll agree on a fair value for your vehicle up front so that in the event of a covered loss, they'll pay that amount minus any deductibles.*

Their adjusters are trained in classic car repair and have a parts specialist on staff to track down hard-to-find replacements. Hagerty also allows you more freedom to drive your classic car than many other policies.

Give us a call at 1-800-279-4030 to learn more about this optional coverage.

Underwritten by Markel. *Any deductible and/or salvage value if vehicle is retained by you will be subtracted from the total amount paid. Guaranteed Value includes all taxes and fees unless prohibited by state law.



Adventure AWAITS

Get ready for adventure with our Fifth Annual Student Art Contest!

NEW Announcing our 2020 contest theme: Adventure & Explore

In 2016, we held our very first Student Art Contest after we were inspired by the Wisconsin Art Education Association's annual statewide art show at the capitol. For the past four years, visitors to our lobby have been wowed by the outstanding work done by Wisconsin public school students. And we're happy to showcase their talent!

We decided our fifth year should be something a little extra special. So it's time to let the creativity flow! How will you and your students tackle our Adventure & Explore theme in 2020?

Here are a few ideas to guide you on this year's theme. Artwork could be about:

- Places students have traveled or dream of traveling to.
- An imaginary place.
- A person or creature that is adventurous or likes to explore.

Finalists will be honored at a party in early August. Watch for 2020 Student Art Contest information as it becomes available (rules, eligibility, and art submission process) by visiting weabenefits.com/studentartcontest and by following our social media channels.

What are your savings goals for 2020?

Take the 20/20 challenge by taking some simple steps toward meeting your savings goals this year and beyond. Get started by saving with a WEA Member Benefits' 403(b) or IRA!

Check out our article on page 6 for more tips and resources.

403(b)

- ✓ Our nationally-recognized 403(b) is offered through your employer and is available in 98% of the school districts in Wisconsin.
- ✓ Open a 403(b) with us and enjoy low administrative fees and an annual fee cap. We don't charge any transfer fees if you want to move to us.
- ✓ If you have a 403(b) with Member Benefits but haven't funded it, contact us today and we can get you started.

IRA

- ✓ An Individual Retirement Account (IRA) is a great way to save for your future. Increase your retirement savings and take advantage of tax benefits.
- ✓ Choose from a Roth or Traditional IRA.
- ✓ Consolidating accounts through an IRA rollover makes money management easier.
- ✓ Family members may also be eligible to open a WEA Member Benefits IRA.

1-800-279-4030
weabenefits.com/2020