

CASH FLOW ISSUES	YES	NO
<p>Has your income changed substantially? If so, consider how the change in income will impact your ability to reach your goals and your ability to save.</p>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Will your cash flow needs change? If so, consider developing a new income and expense plan.</p>	<input type="checkbox"/>	<input type="checkbox"/>

EMPLOYER-PROVIDED BENEFIT ISSUES	YES	NO
<p>Are there significant changes in the amount or type of employer-provided benefits? If so, consider how this will impact your financial situation (such as individual disability coverage).</p>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Will your health insurance coverage change as a result of taking a new job? If so, consider the following:</p> <ul style="list-style-type: none"> Coordinate insurance coverage, so there are no gaps in coverage (such as COBRA). Check to see if your current doctors and health care providers are still in-network. 	<input type="checkbox"/>	<input type="checkbox"/>
<p>Did you have an HSA with your old employer and expect to have one with your future employer? If so, consider the benefits and trade-offs of transferring the funds from your old HSA into the new HSA.</p>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Did you have an FSA with your old employer? If so, consider the following:</p> <ul style="list-style-type: none"> Make sure to spend all of the funds before you leave that company. Check with your employer to see if they have COBRA Continuation coverage for the FSA. If you contributed to an FSA with your old employer, consider contributing to the new employer's FSA plan as well. Each FSA has its own annual limit. They are not combined. 	<input type="checkbox"/>	<input type="checkbox"/>

RETIREMENT PLANS & DEFERRED COMPENSATION ISSUES	YES	NO
<p>Do you have a 401(k) with your old employer? If so, reference "Should I Rollover My Dormant 401(k)?" flowchart to determine what you should do with your old 401(k).</p>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Will you have a retirement plan with your new employer? If so, consider the following:</p> <ul style="list-style-type: none"> Enroll in the plan as soon as you can. Consider contributing at least enough to receive the full employer match. 	<input type="checkbox"/>	<input type="checkbox"/>
<p>Do you have any unvested stock options with your old employer? If so, you may lose the unvested stock options.</p>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Do you have vested stock options? If so, consider the following:</p> <ul style="list-style-type: none"> Review exercise periods, which are usually about three months from your last day of employment (but in some cases you must exercise the options before your departure). If you were terminated for cause, your vested stock options might be canceled. 	<input type="checkbox"/>	<input type="checkbox"/>
<p>Do you have any deferred compensation with your old employer? If so, review Plan Documents to understand the vesting schedule, distribution schedule and the distribution options available, such as yearly or lump sum.</p>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Did you own stock (or stock options) in a private company for which you were also employed? If so, consider the impact of the shares being illiquid and if there are any clawback or repurchase rights.</p>	<input type="checkbox"/>	<input type="checkbox"/>

TAX PLANNING ISSUES	YES	NO
<p>Do you expect there to be any changes to your taxable income (due to a change in salary)? If so, consider strategies to mitigate the tax liability.</p>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Do you need help deciding on the amount of withholding you should elect?</p>	<input type="checkbox"/>	<input type="checkbox"/>

OTHER PLANNING ISSUES	YES	NO
<p>Are you subject to non-solicitation or non-compete agreements from your old employer? If so, keep these documents in a safe place.</p>	<input type="checkbox"/>	<input type="checkbox"/>

ABOUT US:



Millennial Wealth is a fee-only financial planning firm specializing in services for young professionals and families in the tech industry. We're located in Seattle, WA but service clients all across the United States. Our services include but are not limited to; cash flow and budgeting advice, goals-based planning, retirement planning, insurance advice, college planning, estate planning, tax preparation, and filing, tax planning, investment management, employee benefits optimization, equity compensation planning, and debt management.

[Visit our website for more information or to schedule a free consultation!](#)

Disclosure: Millennial Wealth is an Investment Adviser registered with the State of Washington. This communication is not intended as an offer or solicitation to buy, hold, or sell any financial instrument or investment advisory services. We do not guarantee the accuracy or completeness of any description of securities, markets, or developments mentioned. The information provided is subject to change without notice.

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