

**April is U.S. National
Financial Literacy Month**



THE OMINOUS WORLD OF FINANCES

UNDERSTANDING
THE BASICS TO BE
FINANCIALLY SOUND

THE TEAM



Claremont Graduate University
Career Development Office



Dr. Jason Siegel



Kaajal Sheth



Michelle Ponce



YOUR RELATIONSHIP WITH MONEY

Dr. Jason Siegel

Psychology Professor

Department of
Behavioral and
Organizational
Sciences

 Claremont Graduate University
Career Development Office

HOW DO YOU FEEL ABOUT MONEY?



A word cloud of financial and career-related terms. The words are arranged in a dense, overlapping cluster. The colors range from dark brown to light tan. The words include: 403b, College, Deposit, Market, emergency, Money, Bankruptcy, cash, Budget, Checking, Flow, Credit, Theft, Roth, Insurance, IRA, Identity, certificate, Assets, savings, retirement, Cryptocurrency, Default, Loan, Estate, spend, personal, save, Earn, Real, Fund, Score, Finances, Debt, Dollars, and Investing.

FEELINGS ASSOCIATED WITH





**STRATEGIZE
STRUCTURE
COMMITMENT**

Kaajal Sheth

MPH

**Applied Biostatistics and
Epidemiology**

PhD

Health Promotion Sciences

**Marketing and Communications
Specialist**

Career Development Office



Claremont Graduate University
Career Development Office

WHY IS BUDGETING IMPORTANT | BABY STEPS

Control Your
Spending

Track Your
Expenses

Save More
Money

Enjoyment of
Purchases

Monitor Your
Financial
Debt

Happier
Retirement

Prepare for
Emergency
Situations

Financial
Stability



CREATE YOUR OWN RULE

50-30-20

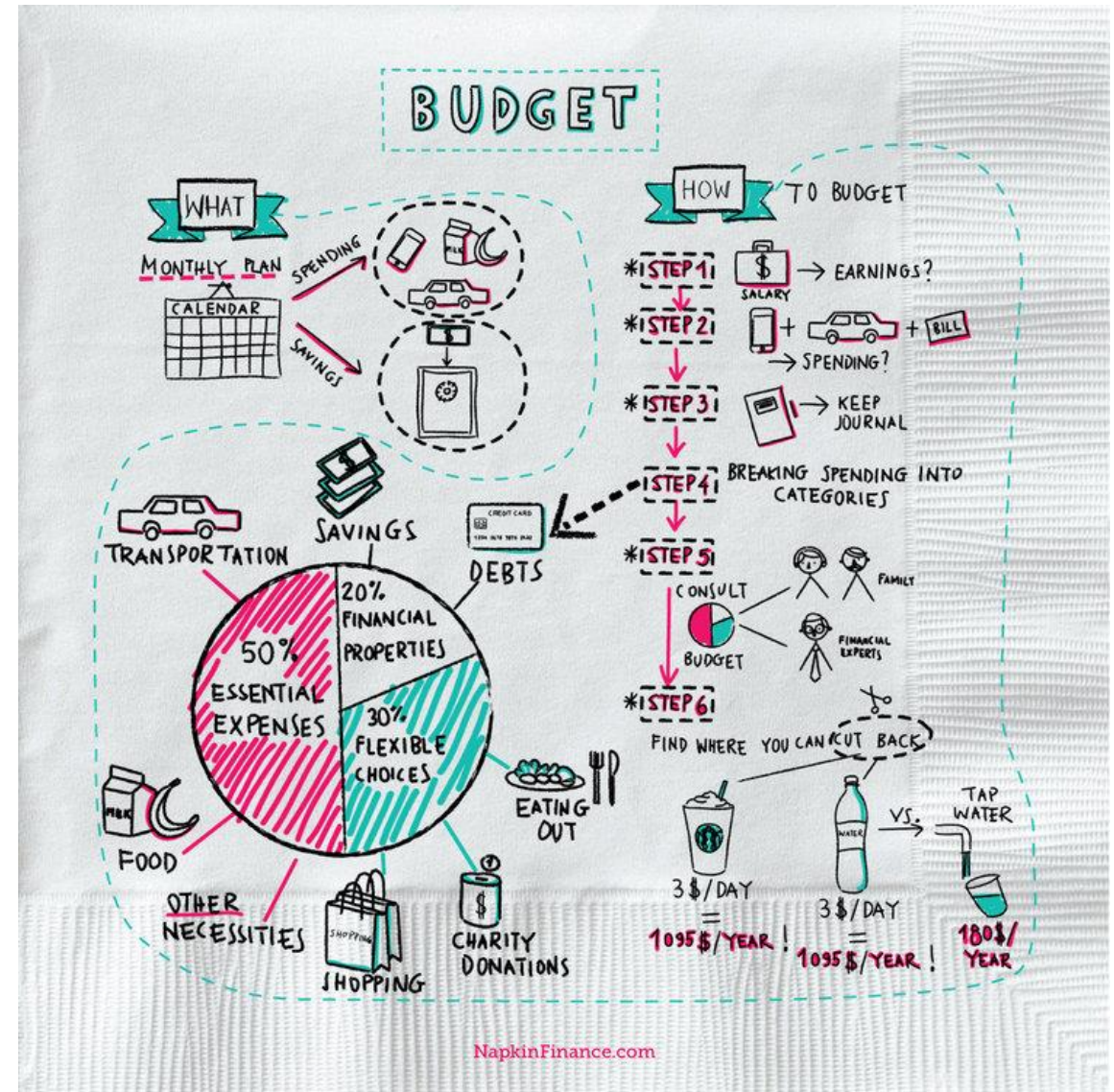
Needs Wants Savings

80-20

Needs Savings

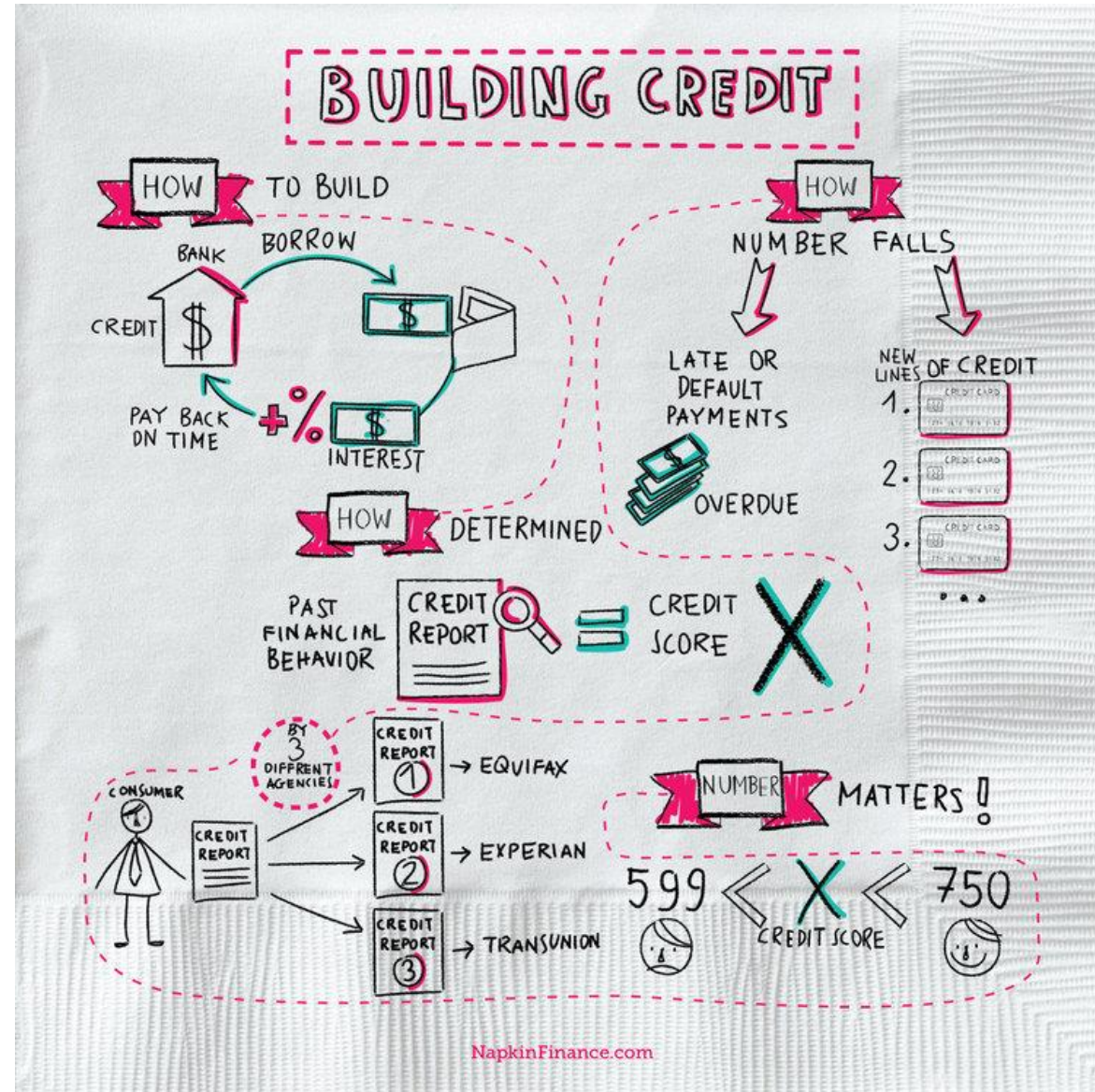
Traditional Envelope Method

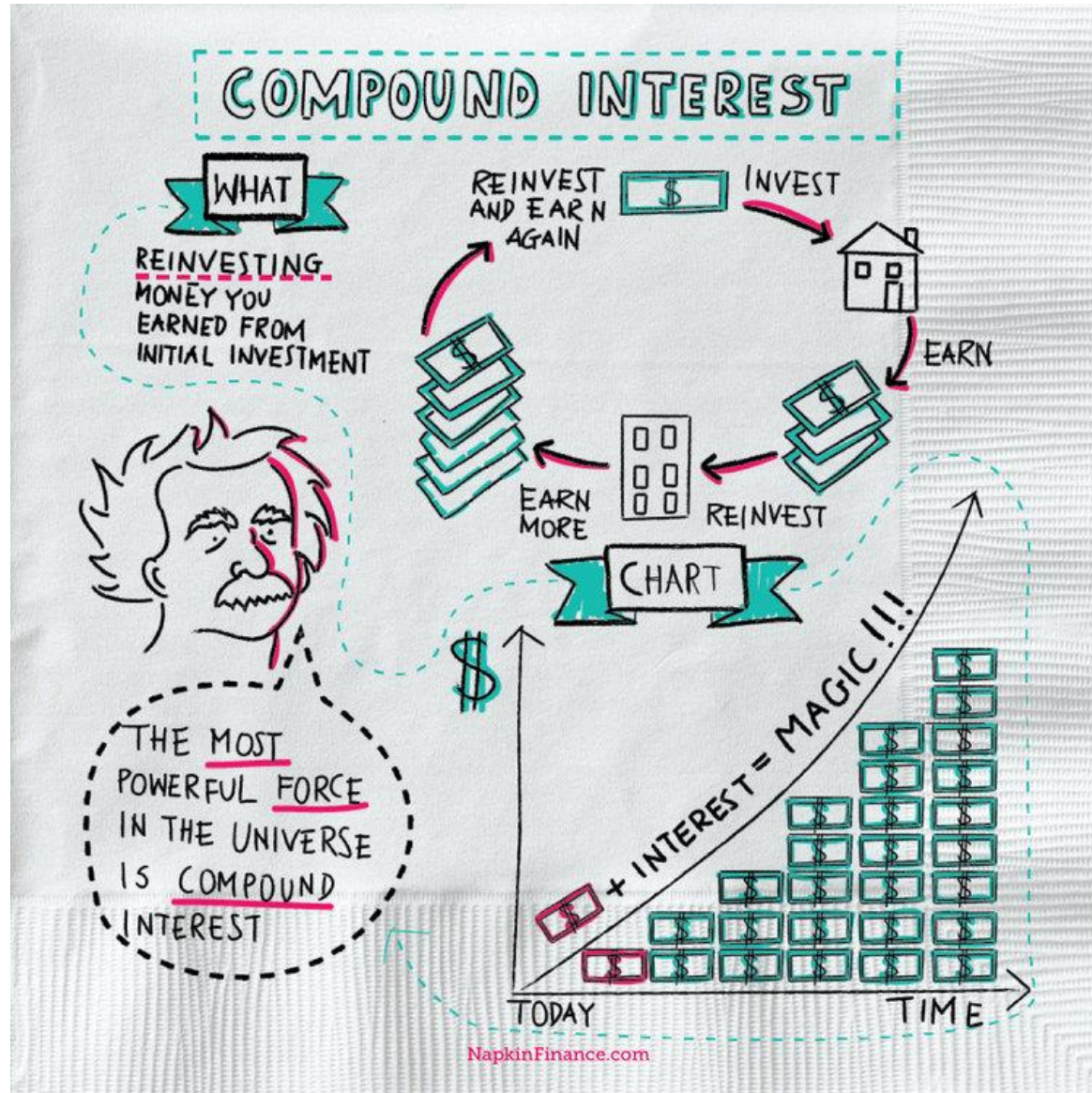
Envelopes for expenditure categories





Begin your credit history by obtaining a loan or line of credit.





The interest you earn on your interest.

If you negotiate \$5,000 more in your starting salary, that's \$5,000 every year.

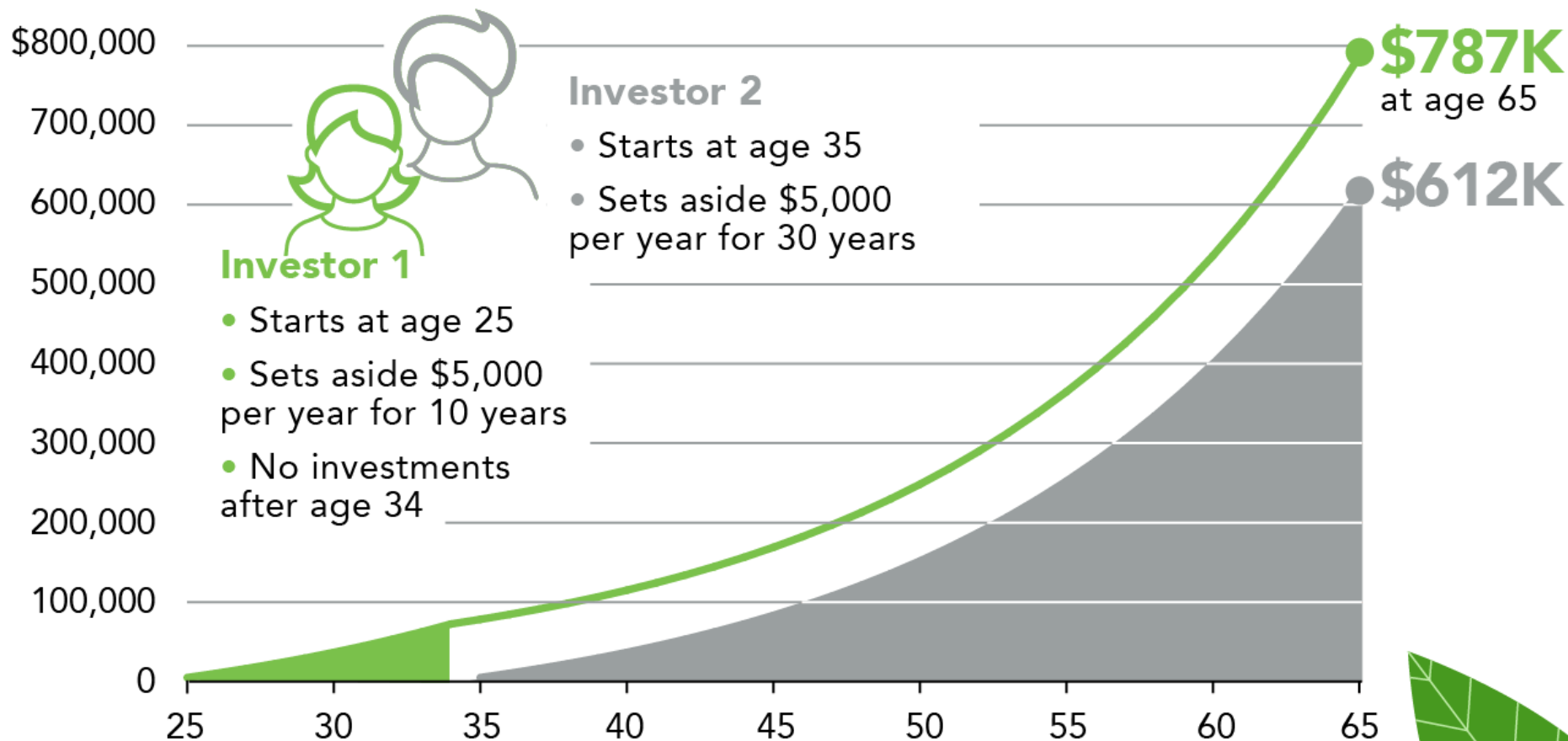
That's \$10,000 if you stay for two years and \$20,000 if you stay for four years.

Any raise you get starts from \$5,000 higher.



The power of compounding

This example shows how the earlier a person starts saving for retirement, the more time that money has to grow.



Note: Assumes an 8% interest rate, compounded annually.

GRAPHIC: KIERSTEN SCHMIDT | GROW SOURCE: FEDERAL RESERVE BANK OF ST. LOUIS

FINANCIAL APPS TO CONSIDER



Pocketguard.com

Mortgage  **Calculator**

Mortgagecalculator.org



mvelopes
by *Finicity*

Mvelopes.com



Wally.me

YNAB.

Ynab.com



Michelle Ponce

Director

Career Development

UNDERSTANDING CAREER SALARY

THE BASICS, BUT NOTEWORTHY

EARNINGS  **TAXES**  **MONTHLY INCOME**

2080
Hours Work in Year

173.3
Hours Work in Month

40+
Hours Work in Week

Before Taxes (Gross)

\$75000 *Annually*

\$6250 *Monthly*

\$36 *Per Hour*



Available Monies

After Taxes (Net)

\$58,500 *Annually*

\$4875 *Monthly*

\$28 *Per Hour*

EXEMPT VS. NON-EXEMPT EMPLOYEES



Exempt Employees:

- ✓ Generally paid a salary, meaning they will receive the same amount each pay period regardless of hours worked
- ✓ 3 main exemption categories are: Executive, Professional and Administrative
- ✓ Not eligible for overtime pay



Non-Exempt Employees:

- ✓ Must be paid at least minimum wage
- ✓ Paid an hourly rate
- ✓ Eligible for overtime pay



Credit Unions

vs.

Banks

NOT-for-profit

FOR-profit

MEMBER owned

SHAREHOLDER owned

HIGHER savings rates

LOWER savings rates

LOWER loan rates

HIGHER loan rates

MEMBER driven

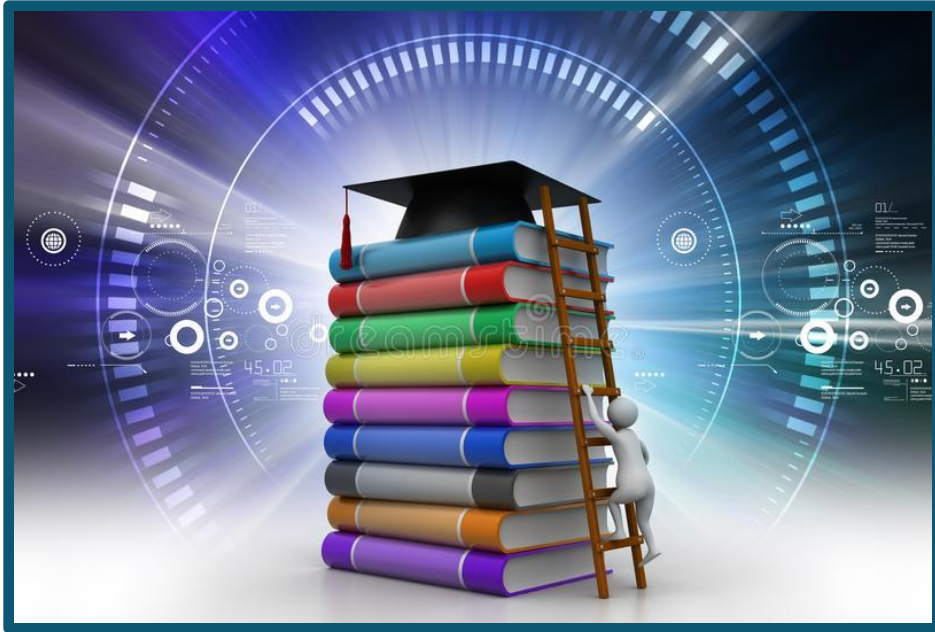
SHAREHOLDER driven

VOLUNTEER board of directors

PAID board of directors



CAREER ONE = EDUCATION



0 to 25 | Family Financial Support

CAREER TWO = PROFESSIONAL CAREER



25 to 70 | Independent Financial Support



SALARY NEGOTIATION



They were moving closer on salary.

NEGOTIATION...WHAT IF?

What will they think if I ask for more money? Could it jeopardize my offer?

Absolutely not!

No one should renege an offer because you requested a higher salary.

They assume you will ask for more and think...

**Here is a person who knows their worth.
They are not afraid to ask for it.**



10 TIPS FOR NEGOTIATING

Do Your
Research

Confidence
is Key

Be Patient

Know Your
Worth

Go in
Prepared

Consider the
Entire
Compensation
Package

It Doesn't
Hurt to Ask

Practice
Makes
Perfect

Convey Your
Enthusiasm

Be Flexible



Plan	Basic	Standard	Premium
Monthly cost	\$4000	\$8000	\$16000
Hours per week	40	40	40
Emails per week	400	600	Unlimited
Poop breaks	3	2	1
Overtime available		✓	✓
Personal number available			✓
Working with a smile			✓

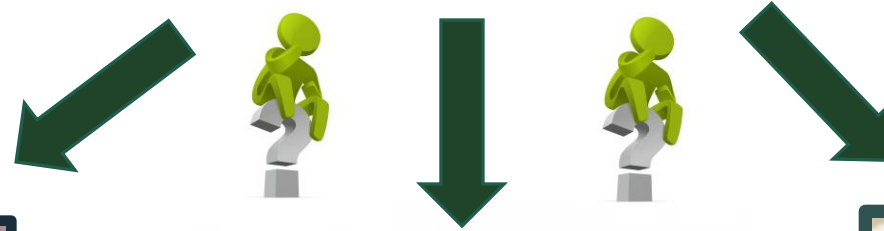


@mildnihilist

THE SHAPES AND SIZES OF NEGOTIATION...AND MORE

Signing Bonus	Vacation Time	Flexible Work Schedule	Remote Work
Professional Development and Memberships	Moving Expenses	Vehicle Allowance	Tuition Reimbursement
Yearly Bonus	Job Title	Salary	Retirement Options

INVESTING OPTIONS



Tax break now



Traditional IRA

You get your tax break up front and pay no taxes on the money you put in until you withdraw it.

Tax break later



Roth IRA

The money you deposit has already been taxed. You pay no taxes when you make withdrawals after age 59½.

2022 IRA Contribution Limits



TRADITIONAL IRA

\$6,000

Under Age 50

\$7,000

Age 50+ Catch
Up Contribution

ROTH IRA

\$6,000

Under Age 50

\$7,000

Age 50+ Catch
Up Contribution

SEP IRA

\$61,000

Or up to 25%
of income

Simplified Employee Pension

CAREER THREE RETIREMENT



70 to ☺❤☺ | Investments and Social Security

FUTURE AWESOME WORKSHOPS

Conversations About The Future

April 15th (Friday)
10:30 AM – 11:30 AM (PT)



Navigate and Engage Your Career Journey

April 26th (Tuesday)
Noon – 1:00 PM (PT)

In Collaboration:
The International Scholars Program
Student Life, Diversity & Leadership

In Collaboration:
The Office of Student Engagement