

Here's What's Current



2022 Tax Reference Guide

These tax tables are designed to offer a quick summary of tax brackets and taxes for: personal income, capital gains, children, and both employer and personal retirement plans.

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Q1 2022 Wealth Solutions Capital Markets Review

The U.S. equity market ended the first quarter down more than 5%.

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Participant Perspectives



PARTICIPANT PERSPECTIVES

Q1 2022

HOW EXPOSED ARE YOUR RETIREMENT SAVINGS TO MARKET RISK?

Retirement plan savings can be exposed to risk during periods of market volatility. While no strategy offers a guarantee against losses, some strategies can help with managing the risks.

Market volatility is an inherent part of investing and places investors at risk for lost capital. Investors confront several different types of risks, including market, inflation, and interest rate risks. Market risk is one that all investors, but especially those investing for retirement, should understand and prepare for. Essentially, market risk is the risk that the prices of securities may fall due to external factors like economic changes, world events, or investors' expectations and outlook. Stock investors are most likely to be impacted by market risk.

As traditional pension plans become less common, households with investments in 401(k) and other defined contribution plans increasingly bear the full brunt of stock market turmoil. Declines in major stock market indexes, such as the S&P 500, the Dow Jones Industrial Average, and NASDAQ, occur relatively frequently and have experienced dramatic declines over the last half century. In February-March 2020, during the early months of the COVID-19 pandemic, the value of equities in employer-sponsored retirement plans and household portfolios fell by \$14.2 trillion.¹ While the stock market subsequently recovered, ongoing volatility continues to expose retirement plan assets to risk.

MANAGING MARKET RISK

While all investors must temper their hopes for gains with the realization that the market can also deliver

¹ Center for Retirement Research, Boston College, Issue Brief, June 2020, *How Exposed are Retirement Savings to Market Risk?*

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Readings in Review



PLANNING FOR A MARKET DOWNTURN

Because stock market crashes can be terrifying to contemplate, investors often avoid thinking about them at all—especially during long-running bull markets like the one we've seen these past 12 years.

Market downturns, or corrections, tend to happen when people least expect. Like a bad blizzard or dangerous hurricane, investors know another is likely to occur—but when and how big are anyone's guess. Even though no one can predict when the next storm will hit, there are things investors can do to feel better prepared for the next severe market decline.

And contrary to human behavior, the best time to act is before the next market downturn occurs. Waiting until the winds start to gust, or the rain starts to fall, can be costly. So, what can investors do now to prepare for market volatility in the future?

STAY INVESTED

First, it's important to acknowledge that basic human instincts are at odds with what it takes to invest successfully over the long term. After all, what did our ancestors do when faced with danger? It was either fight or flight. "Do nothing" probably wouldn't have been a good

strategy, but it's exactly what most investors should do when a sharp downturn occurs.

BE PATIENT

Patience is key. As Oracle of Omaha Warren Buffett says, "The stock market is a device for transferring money from the impatient to the patient." When markets are volatile, either up or down, it's easy for investors to let emotions like euphoria or fear get the better of them, causing them to make impulsive investment decisions. Being aware of how emotions can impact decision-making is a great first step to avoiding making bad investment choices when a market decline does happen.

RESIST THE URGE TO SELL AT THE WRONG TIME

A well-known cognitive bias humans have is loss aversion. Put simply, people have a stronger negative reaction to losing money than they do a positive reaction to gaining the same amount. How does loss aversion play out for investors? It can cause investors to sell at their most panicked, when stock prices have already considerably declined.

Planning for a Market Downturn

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Transition Time? Planning Counts When Continuity is the Goal

Are you a business owner who wants to retire someday? Do you want to see the business prosper even after

your exist, with young family members and/or other key employees in charge?

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TRANSITION TIME? PLANNING COUNTS WHEN CONTINUITY IS THE GOAL

Are you a business owner who wants to retire someday? Do you want to see the business prosper even after your exit, with younger family members and/or other key employees in charge?

According to the 2021 Business Owner Benchmark, 30% of business owners have no succession plan in place. And half of those who do have a plan are concerned about their successors' ability to run the business!

It is possible to achieve the dual goal of retirement and business continuity, but it takes planning.

Because every situation is different, your plan should be tailored to achieve the results you desire. That said, here's just one example of how a transition plan could be crafted.

Step 1: Establish a new entity

Form a new business entity some time before your anticipated retirement date. Let's call this new entity "Company 2"—a limited liability company or LLC.

Capitalize this new entity with contributions from the new owners and a small contribution from you.

Step 2: Transition operations

Company 2 operates alongside your old company during a buyout period, with you as the managing member. During that period, your old company finishes its existing work and collects its outstanding accounts receivable.

New work is funneled to Company 2 as it comes in. Company 2 rents equipment from your old company and gradually buys the equipment. Any new equipment that must be acquired during the transition period is purchased by Company 2.

Your old company receives a management fee for your assistance during the transition and is reimbursed for any operating expenses it incurs on Company 2's behalf. You continue to receive a salary from your old company. At a prearranged time and price, the new owners of Company 2 buy out your interest in Company 2.

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