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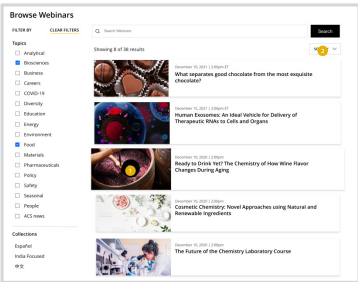


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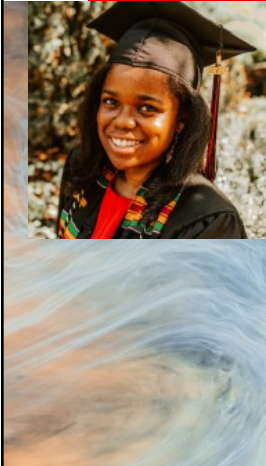
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## ACS Scholar Adunoluwa Obisesan

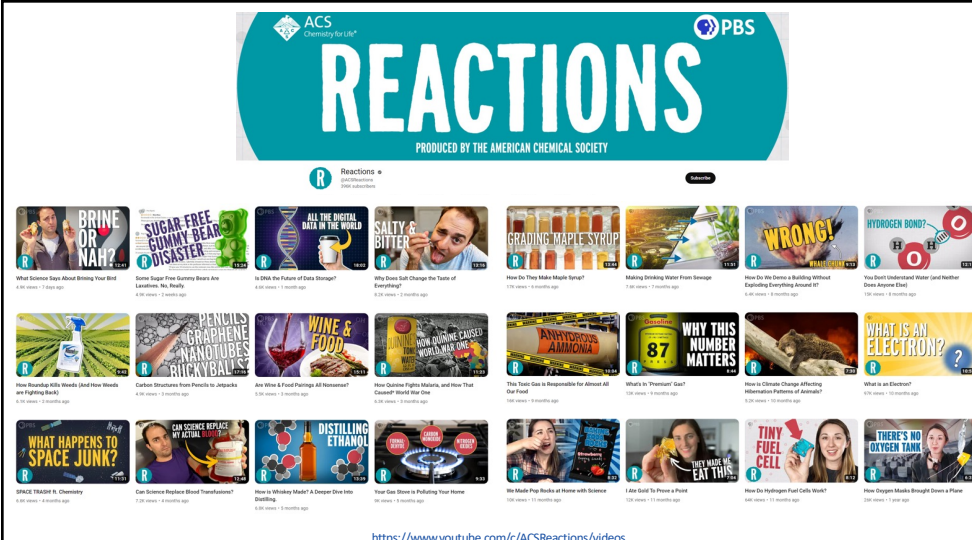
BS, Massachusetts Institute of Technology, June 2021  
(Chemical-biological Engineering, Computer Science & Molecular Biology)

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For John Goodenough's 100th birthday, Stereo Chemistry revisits a fan-favorite interview with the renowned scientist  
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**Bonus Episode**  
  
Jess Wade on Wikipedia and work-life balance  
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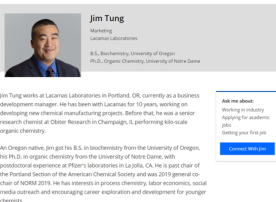
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**ACS Career Resources** 


**Upcoming Events**



**MAY**  
**2**

12:00pm EDT


**Virtual Office Hours**  
Career Transitions with  
Lucinda Jackson



**Lucinda Jackson**  
Founder  
LJ Ventures

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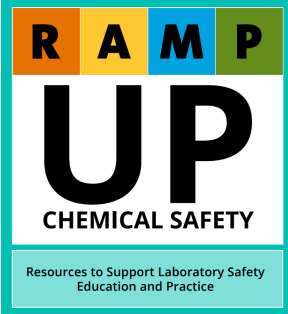


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### Resources

<p><b>Inclusivity Style Guide</b> Designed to help staff and members use language and images that respect diversity in all its forms.</p>	<p><b>ACS Webinars on Diversity</b> Covering diversity and inclusion at the workplace.</p>
<p><b>ACS Publications DEIR Hub</b> See what ACS publications is doing for fostering inclusivity in scholarly publishing.</p>	<p><b>ACS Volunteer and ACS Meetings Code of Conduct</b> Fostering a positive and welcoming environment for attendees, volunteers and staff.</p>
<p><b>C&amp;EN Trailblazers</b> Challenging stereotypes from different backgrounds who are making an impact in chemistry.</p>	<p><b>NEW! Download DEIR Educational Resources</b> Download this educational guide for additional recommendations on videos, articles, books, podcasts, and more on diversity, inclusion, and related topics.</p>
<p><b>Quick Guide: Inclusion Moments</b> Learn more about what Inclusion Moments are and see ideas to host them during your meetings.</p>	<p><b>Quick Guide: How to host inclusive in-person events</b> Recommendations and best practices to ensure that your events can accommodate everyone.</p>

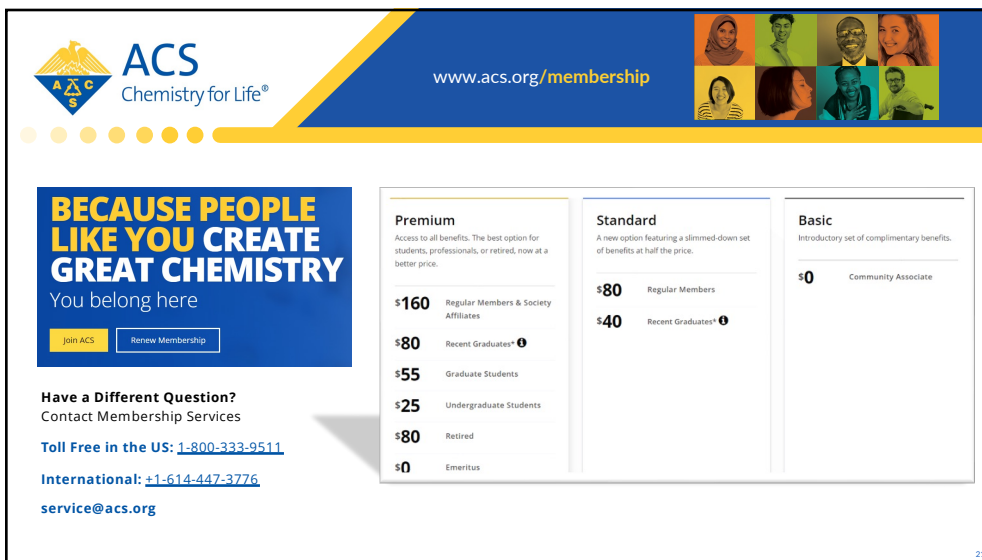
### Diversity, Equity, Inclusion, and Respect

\*\*Adapted from definitions from the Ford Foundation Center for Social Justice:

<p><b>Equity**</b> Seeks to ensure fair treatment, equality of opportunity, and fairness in access to information and resources for all. We believe this is only possible in an environment built on respect and dignity. Equity requires the identification and elimination of barriers that have prevented the full participation of some groups.</p>	<p><b>Diversity**</b> The representation of varied identities and differences (race, ethnicity, gender, disability, sexual orientation, gender identity, national origin, tribe, caste, socio-economic status, thinking and communication styles, etc.), collectively and as individuals. ACS seeks to proactively engage, understand, and draw on a variety of perspectives.</p>	<p><b>Inclusion**</b> Builds a culture of belonging by actively inviting the contribution and participation of all people. Every person's voice adds value, and ACS strives to create balance in the face of power differences. In addition, no one person can or should be called upon to represent an entire community.</p>
<p><b>Respect</b> Ensures that each person is treated with professionalism, integrity, and ethics underpinning all interpersonal interactions.</p>		

<https://www.acs.org/diversity>

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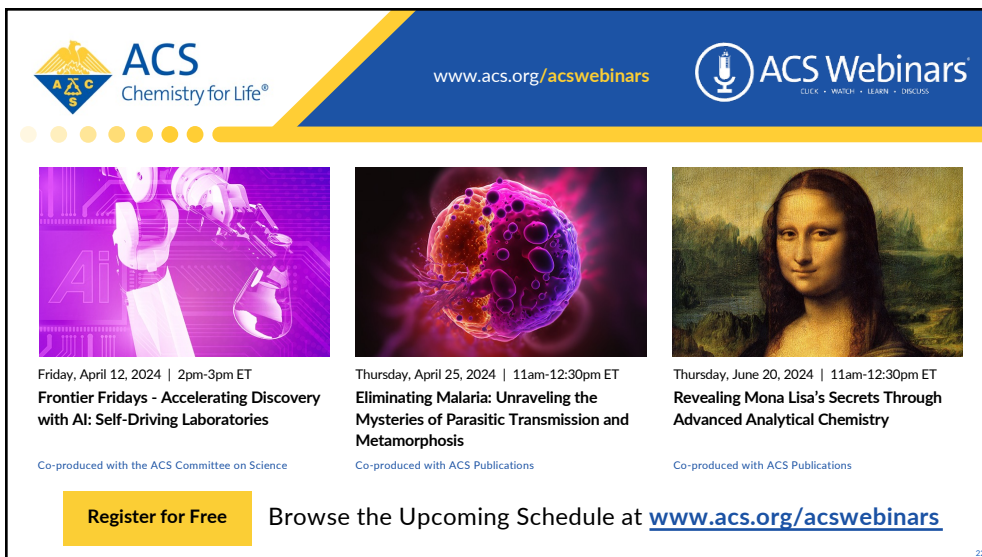
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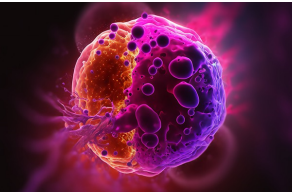
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**Retirement Realities:**  
More Than Just Dollars and Cents




**Dave Smordin**  
Member, Board of Trustees,  
Division of Chemical Education,  
ACS




**Bill Carroll**  
Principal,  
Carroll Applied Science

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## Retirement Realities: More Than Just Dollars and Cents

David Smorodin  
Former ACS Assistant General Counsel  
Currently Happily Retired  
David.Smorodin@gmail.com

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### Everybody's Question No. 1: Have I Saved Enough Money



- Pensions (?)
- Employer retirement accounts
- Private investments
- Savings
- Retirement calculators (AARP and others)
- ... And maybe sometimes, we fantasize about a future life of fun and sun and drinks with little parasols

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## Agenda




- Social Security
- Preparing to Retire From Your Full-Time Job
- Healthcare/Medicare
- Estate Planning

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## Two Categories of Retirement




- **Voluntary** - You decide when to retire
- **Involuntary** - Outside forces push/force you to retire
  - Health
  - Termination
  - Buyout
- Not always a bright line between these categories

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## Social Security




- Provides at least 50% of income for more than half of all households headed by someone 65 or older
- If eligible, may take retirement benefits as early as age 62
  - Below Full Retirement Age (FRA) benefits are reduced
    - 66 for people born in 1957, gradually rising to 67
- Increased retirement benefits if you wait until age 70

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## Social Security




- When to take Social Security - **Not always a no-brainer**
  - Tradeoff: Higher benefits vs. fewer years collecting
- Create a personal Social Security account:  
[https://secure.login.gov/sign\\_up/enter\\_email](https://secure.login.gov/sign_up/enter_email)
  - The Social Security Administration's Retirement Estimator provides a personalized estimate of your retirement benefits based on when you choose to start receiving payments
  - Spouse's work history may complicate the calculus

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## Social Security




- Many people take Social Security and continue to earn
  - **BUT** below FRA benefits may be reduced if you earn too much
  - How Work Effects Your Benefits  
<https://www.ssa.gov/pubs/EN-05-10069.pdf>
  - In general, make informed decisions regarding Social Security  
<https://www.ssa.gov/pubs/>

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## Preparing to Retire From Your Full-Time Job



- In many cases, advance notice is not actually legally required, but...
- Check employment contracts, research grants and always be professional
- **Don't burn bridges** - former colleagues may be a source of future work or references
  - Little things matter in shaping people's recollections
  - Clean your lab/office/workspace
  - Leave detailed guidance for your soon-to-be former colleagues who may be picking up your work

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## Retirement Preparation: Benefits



- Payment for unused annual/sick leave?
  - Possible impact of “use or lose” rules
- **Bonus:** Do you have to be present to receive?
- Use any benefits that will cease with your retirement
- Employer-provided insurance
  - Avoid unintended coverage gaps
- Make a draft budget for post-retirement life
- **Once retired, you are your own IT Department!**

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## Retirement Preparation: Logistics



- Transfer communications to non-work email and phone
- Update contact information for friends/colleagues
- Ensure that you have not taken confidential intellectual property or other confidential information
- Inventory critical information and contacts
  - Healthcare professionals
  - Subscriptions/social media
    - Two-factor authentication

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## Retirement Preparation: Accounts



- Review past/present employers' retirement accounts
  - Compile a complete list (update contact information)
  - Consider making additional payments into current accounts
  - Check/change beneficiaries
- Consider rolling over retirement accounts to IRA/Roth IRA
  - **Pros:** May be more investment choices, easier to administer, lower cost
  - **Cons:** May be plan restrictions; messing up a transfer may result in a large tax bill
  - Talk to a professional about your exact situation

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## Healthcare



- Healthcare is essential for everyone's retirement
- As you approach age 65, the transition from your current health insurance to Medicare becomes critical
- Definitions:
  - **Medicaid:** designed to aid the poor
  - **Medicare:** designed to care for those 65 and over

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## Medicare




- Government health insurance coverage
  - People 65 and older
  - Younger people with certain disabilities
- Parts A and B are called “Original” or “Traditional” Medicare
  - Part A: Hospital, skilled nursing facility, hospice, some home care
  - Part B: Doctor’s visits, preventive services, durable medical equipment, diagnostic tests and other outpatient services
  - Part C: Medicare Advantage (Private alternative to Original Medicare)
  - Part D: Prescription drugs

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## Medicare Enrollment



- Parts A and B
  - Online at [www.ssa.gov](http://www.ssa.gov)
  - In person at your nearest Social Security office
  - Call Social Security at 800.772.1213
- Medicare Advantage or Part D
  - Online at [www.medicare.gov](http://www.medicare.gov)
  - Help? Medicare hotline at 800.633.4227
  - Your local State Health Insurance Assistance Program

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## Medicare Enrollment



- Within 3 months +/- 65th birthday
  - Failing to do so may result in penalties
  - Other coverage may provide exceptions – **but be careful!**

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## Original or Medicare Advantage?



- Original
  - Any provider or facility that accepts Medicare
  - Need to enroll in a Part D prescription drug plan
  - No out-of-pocket spending cap for Parts A and B
  - Experts recommend adding a Medigap plan

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## Original or Medicare Advantage?




- Medicare Advantage
  - A number of confusing commercial alternative Plans
  - Generally include Part D
  - May switch Plans during annual open seasons
  - May not be able to return to Original Medicare/Medigap
  - Many plans include other benefits including Silver Sneakers

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## Original or Medicare Advantage?



- Medicare Advantage, i.e., Part C: Similar to an HMO or PPO
- Medicare Advantage: Have to pick an Advantage plan
  - If you live in a major metropolitan area, you will be flooded with advertisements for many different Advantage Plans
  - Probably will not need a Part D plan - most Advantage plans include coverage for prescription drugs
- May switch Advantage Plans during annual open seasons
- If you choose a Medicare Advantage plan, depending on your health status, medical history and other factors, you may not be able to switch back later to Original Medicare with a Medigap plan

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## Medicare Notes



- **Medicare is not free**
  - Monthly premiums are indexed based on prior two years earnings
  - Co-pays and coinsurance costs
- There is no “Medicare family plan”; each Medicare beneficiary must sign up for his/her own plan
- Medicare usually does not cover people outside of the United States (Medicare Advantage plans may)

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## Estate Planning



- Not just for the wealthy
- Allows you to control what happens if you become incapacitated or when you pass away
- Makes your wishes clear, and helps avoid disputes
- Can preserve assets and provide for loved ones and charities.
- Incidentally, ACS appreciates charitable bequests...

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## Estate Planning: Do I Need A Will?



- **Yes**
  - If you don't have an estate plan, legislatures have one for you
- Executor or Personal Representative
  - A person appointed to carry out your will
- Beneficiary
  - A person who receives something from your will
- Probate
  - A legal process that involves validation and administration of your will (or lack thereof)

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## Estate Planning: Do I Need A Trust?



- **Maybe.** What is a trust anyway?
  - Definition: A fiduciary arrangement that allows a third party to hold assets on behalf of a beneficiary
  - It's like an immortal you administered by someone you...trust
  - There are lots of flavors that do different things
- Needs and rules differ by state
- If you are possibly Estate Tax eligible and/or you have even somewhat complex finances, it's worth a legal opinion

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## Estate Planning: Approaches




- Online-DIY
  - Cheaper than going to a lawyer
  - Laws vary from state to state
  - Might be ok; do you know what you don't know?
- Lawyer
  - May help avoid/minimize public, time-consuming probate
  - Provide comfort it has been done right
  - Can update if/when things change

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## Estate Planning: Other Stuff



- Federal Estate Tax or "Death Tax"
  - Applies to relatively large estates, although that could change
  - There may be state estate taxes and/or other tax issues
  - A lawyer/financial planner can help assess your options
- Durable Powers of Attorney: Financial and Medical
  - Two different documents that empower a designee to make financial and medical decisions if you are unable to do so
- Living Will/Advance Directive
  - Details your wishes for medical care at the end of your life


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## Estate Planning: Important Trivia




- Estate plans don't just spring into action when they are needed
  - Tell your Executor and your family where your documents are
  - Excellent resource: <https://www.nia.nih.gov/health/advance-care-planning/getting-your-affairs-order-checklist-documents-prepare-future>

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## Estate Planning: Important Trivia



- Keep a summary information letter
  - Account numbers
  - Passwords for important accounts/social media
  - Names/contact information of advisors
  - Safe deposit box information
  - Social media accounts
  - All have different practices--check options for each

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## Estate Planning: Legal/Financial



- Selecting a lawyer – **no one way**
  - Referrals
  - Check local/state bar associations
  - Check experience and specialties
  - Don't be embarrassed to ask about fees

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## Estate Planning: Legal/Financial



- Selecting a financial planner – **no one way**
  - Referrals
  - Brand names: Fidelity, TIAA, T. Rowe Price, etc.
  - Find a fiduciary with your interests and not theirs at hear

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## Preliminary Resources



- Social Security and Medicare websites are good starting places
- Magazines
  - Consumer Reports; Kiplinger's Personal Finance
- Books
  - Edelman, The Truth About Money (4th ed. 2010)
  - Margenau, Social Security: Simple & Smart (updated 2024)
- Websites
  - AARP
  - Financial Planners: [www.letsmakeaplan.org](http://www.letsmakeaplan.org)

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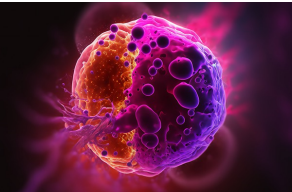


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