WHAT TO DO BEFORE SAYING "I DO"

A COMPREHENSIVE GUIDE TO FINANCIAL PLANNING BEFORE YOU WALK DOWN THE AISLE

Specialized topics for first-time marriage

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INTRODUCTION

The joy. The jubilation. The anticipation of wedded bliss and the 'big day.'

The road to marriage is filled with a bevy of emotions, a bundle of nerves, and countless tasks and to-do's. However, couples should take time to ensure their individual financial houses are in order before comparing carats and caterers. We are excited to share this comprehensive Ebook with you and are here to help couples before, during, and after exchanging wedding vows.

If you have questions about your financial situation, any of the topics addressed in this book, or are seeking to retain a firm that can walk with you through every phase of life, call on us. Our tax and accounting professionals guide clients to achieve a solid foundation through a strategic approach that will help you live a happy and financially strong, ever after.

Contacting us is easy. We're available online at zinnerco.com, by email at info@zinnerco.com, in person at 3201 Enterprise Parkway, Beachwood, or by phone at 216.831.0733.

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HOW TWO GREAT INCOMES CAN CREATE ONE BIG MESS

WE'RE GETTING MARRIED!

The 'will you?' and 'YES!' have been asked and answered, and now it is time to plan The Big Day. Regardless if it will be a backyard garden party, a lunchtime trip to City Hall or a gala event with hundreds of celebrants, couples need to ensure planning—especially financial planning, is a shared process.

For many couples, the bride handles the details, and the groom shows up. Knowing all the financial details is the best idea; many couples discover when the bills begin to roll in, that it was an incredibly expensive day.

Open, frequent, and collaborative planning and communication will help many couples understand the reality – and cost, of paying for the wedding and the romantic, tranquil seven-night stay in the Hawaiian Islands.

Too often, many couples make the mistake of spending more on their wedding and honeymoon than they can afford. Making a marriage work is hard work; adding a financial burden before you even make it home from your honeymoon isn't a good way to begin your union.

Two things to keep in mind as you start to plan:

1. **Determine what kind of wedding you want and calculate its estimated cost.**
   Also, research where you want to go and if you can afford to go on a honeymoon. Remember to include those often-forgotten expenses, such as airport parking, luggage fees, tips for the hotel staff, resort usage fees, rental cars or Uber costs, and souvenirs.

2. **Determine how you will pay for everything.**
   Will you and your fiancé have to pay for everything on your own? Will you use savings from one or both of you? Do either of you have generous family who is willing and able to help pay for your big day? Does your career provide opportunities to generate any additional income to raise funds to help pay the cost? Do you have enough vacation time available or will you need to take unpaid days off?

REALITY CHECK

Are you going to have one of those crazy weddings you saw on a reality television show, with 2,000 guests, a moving dance floor, a 10-course meal and a Bugatti to whisk you to your newlywed suite? You need to be realistic and stay within the budget that you have established. Staying within your financial plan may require you to make a few sacrifices. Be flexible about your wedding day and date. Perhaps you can reduce your costs by getting married on a weekday. Can you pare down your guest list? You may need to forgo visiting Fiji for your honeymoon. Maybe it is best to save up for a few more months before splurging on a big trip and take a delayed honeymoon.

And, if you or your spouse-to-be has uttered any of these phrases, it may be time for an open chat.

> *"We need to have 12 in the bridal party; we don't want to leave anyone out…"*
>
> *"I don't have to do anything except show up at the wedding. My fiancé will take care of everything else."*
>
> *"Certainly, her family will pick up the bill."*
>
> *"The groom's family is supposed to pay for the rehearsal dinner."*
>
> *"$37 per person for chicken and rigatoni!!"*
>
> *"But, we have to rent a limo."*
>
> *"What's another thousand…we've already spent a ton!"*
>
> *"You spent how much on your dress? Why not just buy one on sale at the department store?"*
>
> *"We need to have enough in the budget to make sure my buddies have a lot of choices at the bar."*
>
> *"Why do we need flowers for the altar and the cake table?"*
>
> *"I'm going to Vegas for my bachelor party."*

The important aspects to remember are to plan and budget, and to make sure you do this together, as a couple. Planning and budgeting for your wedding will be good practice for other significant expenditures you will have down the road.

TOYS IN THE SANDBOX: LEARNING TO SHARE AS A COUPLE

According to the 2014 APA Stress in America survey, almost one third of adults with partners (31 percent) reported that money is a primary source of conflict in their relationship.

Compared to other touchy topics, couples' arguments about money tend to be more intense, more problematic and more likely to remain unresolved.

We all learned the importance of sharing as children, but there is an entirely different mindset about sharing sand toys on a summer day versus sharing money with your spouse. Much of the conflict couples face about money stems from an expectation of behavior from the other, and the expectation that their spending or savings habits mimic or are compatible with our own.

As a couple, the first understanding to achieve is the sharing of income, expenses, and the debt. This understanding is not just "from this day forward", but also includes what each spouse has brought into the marriage. Couples must understand some basic team-based mindsets: (Source: Key.com)

1. **Merging the Finances**
   The Wrong Approach: United we stand, divided we bank
   The Right Approach: It's yours, mine and ours

2. **Dealing With Debt**
   The Wrong Approach: Your debt will ruin us; you must find a way to pay it off
   The Right Approach: It's our debt: Let's decide how to pay it off together

3. **Keeping Spending in Check**
   The Wrong Approach: I'm a saver, and you're a spender. That's the problem
   The Right Approach: We both spend, but on different things. Let's budget

4. **Investing Wisely**
   The Wrong Approach: You're a risk-taker, I'm risk-averse. Hands off our retirement savings
   The Right Approach: Let's think in time frames and take as much risk as our goals allow

5. **Keeping Money Secrets**
   The Wrong Approach: What my spouse doesn't know will never hurt him/her
   The Right Approach: Big financial secrets can ruin a marriage

6. **Emergency Planning**
   The Wrong Approach: We're okay. We don't need to worry about money
   The Right Approach: Anything could happen. Let's plan for emergencies

While some say that financial discussions make people feel vulnerable (and emotional), couples who learn to share their feelings and attitudes about money will likely make fewer financial mistakes. Mistakes can ruin credit ratings which will affect the ability to purchase a home. Errors can manifest into a bankruptcy situation and mistakes can create conditions for foreclosure. Money mistakes, and the arguments that ensue, can lead to the demise of the marriage.

The basic "cup of coffee" conversation you and your partner should have begins with:

1. **How much debt do you have?**
   You both need to be aware of what debt you are bringing into the marriage and, an understanding that you will be sharing the debt. Make a list of all balances due, including student loans, car loans, credit cards, mortgages, and any other debt. It's important to be very honest so you can get a real sense of where you and your spouse are at financially. You also want to take a look at each other's credit scores, so you're not surprised when you try to buy a house.

   Equally important: ask your partner if he or she is a spender or a saver. Typically, people fall into one crowd or the other, and changing these habits can be next to impossible. Some people prefer paying off loans and credit card balances as quickly as possible every month, while others are content carrying a balance and paying the minimum amount due so that they can spend the extra money elsewhere. Knowing how your spouse feels about spending and saving money can prevent disagreements later on.

2. **Are you contributing to a retirement plan?**
   It may seem silly to plan for retirement this early in a marriage, but this is the best time to start saving for your future. Be forthcoming with your spouse about what dreams and goals you have so that you can plan appropriately as a couple. If you want to retire early and travel to exotic places, you will need to buckle down and save.

Start by taking a look at each other's 401(k) plans, if applicable – which one offers a better match, what the vesting period is like, and which is a better plan, overall. If your spouse's employer offers a higher match than your employer, and your spouse isn't contributing to the plan, as a couple are missing out on free retirement money. Once you are ready to contribute above and beyond what your employer matches, then you can start looking at traditional or Roth IRAs as well as taxable investment accounts to see what makes financial sense for your family.

Also take into account what will happen once children come along. For eample, if one person is going to cut back or stop working to take care of the kids, you will have a reduction in your family income and, consequently, there will be less money going into your retirement accounts. As a result, it will take longer to save up the funds you need for retirement.

3. How are we going to commingle?

Do you open a joint account and share all your money, or should you keep separate accounts? It is important to know how your spouse feels about joint accounts, or you may be in for a shock. Knowing how your spouse feels about a joint account is critical if one spouse is used to the autonomy of having his or her money. Some couples choose to have both: a joint account for the household expenses, and separate accounts for "fun money" to be used on whatever you want.

Another thing to keep in mind is adding or updating beneficiaries on your various accounts. Once married, do you want to add your spouse onto the mortgage? How might it affect both of your credit scores? Should you list him or her as a beneficiary on any life insurance policies? Maybe it's time to start drafting a will. Our tax team can help you create a "love letter," which is essentially a letter of instructions for your loved ones after you pass away. The "love letter" lists all of your account numbers, assets, login information and passwords, the location of the will and other important documents, insurance, and other financial information that is vital to have when someone passes away. Typically one spouse handles all of the financial affairs, so this is especially important if you are in charge of the finances. You don't want to leave your loved one scrambling.

If you are in a financial position to gift, you have double the exclusion limit, once married, to make gifts without having to file a gift tax return. The exclusion for a single filer is $14,000 for the 2015 and 2016 tax years, which doubles to $28,000 for joint gifts, regardless of whose assets the gift came from. Any gifts over the exclusion amount must be reported on Form 709. Another benefit is, if you are married to a US citizen, there is no limit on what you can gift to your spouse – this is a great way to move assets from one person to another, estate and gift tax-free.

As you continue reading, you will learn more about each of these areas, and the strategies couples should adopt to create a great financial start as husband and wife and one that go a long way toward increasing your chances of having a successful marriage.

THE TALK: DISCUSSING THE HOUSEHOLD BUDGET

Finances are the leading cause of stress in any relationship (Source: 2015 Sun¬Trust Bank survey). Knowing this, what can couples do to reduce this prime source of stress in their relationship?

Mitigating financially-driven stressors begins before the wedding date. As a couple seriously considering marriage, weeks away from the big day, or newly married, a frank, open, and fearlessly honest conversation needs to occur.

While many understand they idea they need to talk about money, the depth of discussion is derived from habits about money. To begin, it is good to lead off with these eight questions:

1. How would you describe your understanding of money, budgeting, finance and investing?
2. What are the habits you have surrounding recurring bills? Pay online, in person, by mail, charge to a credit card?
3. Do you pay bills on time and do you ever let some bills lapse beyond the due date?
4. Do you find you need your next paycheck a week before you get paid?
5. What is your process for paying for monthly needs, such as groceries, or prescriptions?
6. Do either of you pay bills with cash? Does one always use a credit card?
7. Do either of you receive a dividend, stipend, or government assistance?
8. Have either of you started to save for retirement?

It is important to make sure you and your future spouse have compatible behaviors surrounding money. Make sure to discuss your financial goals with your fiancé as well as his or her goals. If one says "I want us to save a lot of money before we turn 30 years old," you need to define "a lot." Similarly, if you both agree that you'd like to be in the position to purchase a home in five years, what does "be in the position" look like?

For example, is it simply enough to put money in a "don't touch" savings for a 20% down payment? And, 20% of what amount? Does that include slush funds for new furniture or cost overruns if building a home? Will each of you contribute a set amount to the down payment fund or will it be a percentage of take-home money assuming salaries are not the same?

Make sure each of you is aware of what, if any, financial baggage will be coming into the marriage.

Couples will benefit from spending the time to honestly ask:

- How much money are you earning? What are you bringing home after taxes?
- What are your fixed expenses? (rent, mortgage, car, student loans, utilities, insurance, food, etc.)
- What do you do with your extra money at the end of the month?
- How much can you and do you put away for retirement?
- Do you have money left for any of those fun adventures you'd love to have tonight, this weekend or next month?

Next, take a good look at your spending history. How much are you spending on unnecessary items? How many trips to the coffee shop did you make last month? How many times during the past few weeks have you dined out or went out for drinks after work? It's amazing how these little things don't seem like much, but can quickly derail your budget.

Remember, when you marry your best friend, you are also taking on their $10,000 credit card debt as "ours."

Finally, if you are spending more than you are bringing home and, therefore, adding to your debt (most likely credit card debt), you ought to reassess your living style.

Understandably, spending more money than you earn is not sustainable. Couples who are unable or unwilling to trim expenses may need to find a way to enhance their income (a second job, selling some of your property, begging a rich Aunt for a large gift), to avoid a debt-laden start to a happy beginning. Begin with the basics....are you driving an affordable car, one that is a "want" with a high maintenance cost such as insurance, tires, and perhaps winter storage vs. a car to get around the city?

CONSIDERATIONS AFTER MARRIAGE

Once married, couples will need to take another look at their budget. Income and expenses will have changed due to (now likely) having two incomes. Your household expenses may have changed as well if you recently moved in together or purchased a home. Hopefully, both you and your spouse were open and honest about what each of your financial situations look like, so there should be no big surprises. Keep in mind, any significant debt your spouse has will now need to be factored into the budget.

Other considerations:

Establish the framework for effective financial management. How will you work together as a couple to resolve or address financial issues? Many rely on the "he pays this and she pays that" or "he handles the checkbook..." but in reality, both need to be transparent about the flow of funds in and out of the marriage.

Define the structure of marital accounts. Many couples create a joint checking and savings account where each contributes a percentage of their wages via direct deposit to pay the living expenses. Now that you understand how the flow of funds will affect your marriage, you need to determine where those funds will sit (joint or separate checking or savings), how the funds will be deposited or withdrawn (percentage from each, directly from paycheck, twice per month, bank ATM, etc.), and what type of transactions can occur (household expenses, entertainment, or savings).

Create a plan with financial goals. Develop the habit of a bi-weekly 'date' to discuss and track income, spending, and expenses. Make it fun, not fearful. Avoiding talk about money is the least beneficial to the fiscal health of your marriage, yet the most beneficial when done.

Successful budgeting begins with living within your means. You may need to make sacrifices along the way; however, having a healthy financial life based on frank talk about money will build a firm basis for all other parts of your marriage.

HIS, HERS, AND THE IRS

Although it shouldn't affect your decision to say "I do," your taxes, along with just about everything else, will change with marriage. Here are three things to keep in mind so you're not surprised on April 15th.

1. Filing Status

Now that you've (legally) said goodbye to single life, you must also say goodbye to your single filing status. You have two options going forward: married filing jointly or married filing separately.

For most couples, married filing jointly makes the most sense. Why? Couples receive a higher standard deduction and, although the tax brackets contain a marriage penalty for many who file jointly, those who file separately miss out on some valuable credits, including (but not limited to) the Earned Income Tax Credit, the Child Tax Credit, and the American Opportunity Tax Credit.

There are only a couple of significant instances when married filing separately may be a better option. These include:

- One of you is at risk for an audit
- One owes a lot of backtaxes (filing separately can shield you from the potential tax liability) Note: If one spouse owes the IRS money from prior years, the 'married filing jointly' status allows the IRS to seize any refund from that joint return against the prior balance due of that spouse. However, married filing separately does little to shield you from the marriage penalty.

2. Standard Deduction

Newly married couples filing jointly for the first time this year can expect to see their standard deduction double. For 2016, the standard deduction is the same as 2015: $6,300 for single filers and $12,600 for couples filing married jointly.

That said, you may choose to itemize your deductions this year since there are now two persons contributing to the expense tally. Itemized deductions include:

- Medical expenses
- Tax preparaton and planning
- Charitable contributions
- Mortgage interest
- Real estate taxes

Note that itemizing deductions is only beneficial if they add up to more than the $12,600 standard deduction.

Also, if you are married but filing separately and one spouse claims itemized deductions, the other spouse has to claim itemized deductions as well, even if they don't have any. Be aware that both spouses can not claim the same deduction.

High-income couples ($250k and over) will see a cap or phase-out of certain itemized deductions because of a tax provision known as the Pease limitation. (To learn more about the Pease limitation, contact us – we're ready to have the conversation!)

3. Tax Bracket

More likely than not, you will fall into a new tax bracket as a married couple. Many things affect this, but, as a rule, the more disparity between both spouses' incomes, the more likely your tax will decrease (example #1). This is known as the “marriage bonus.” Conversely, the higher and more similar your incomes, the more likely you will encounter the “marriage penalty” – i.e., having a higher tax burden than you would if you had both filed as single (example #2).

EXAMPLE #1

You make $50,000 in 2016 – as a single filer, you fall into the 25% tax bracket. Your spouse only makes $25,000. If you get married during the year and file jointly, the $75,000 total household income pushes you both down into the 15% tax bracket.

EXAMPLE #2

You make $90,000 in 2016 – as a single filer, you fall into the 25% tax bracket. However, a couple earning $180,000 now falls into the 28% bracket for 2016. Plus, you may be phased-out of some deductions as your income increases.

Federal income tax has seven tax brackets: 10%, 15%, 25%, 28%, 33%, 35%, and 39.6%. The amount of tax you owe depends on your filing status, allowable deductions and income level.

It’s important to realize that moving into a higher tax bracket does not mean that all of your income will be taxed at a higher rate. Instead, only the money that you earn within a particular tax bracket is subject to that particular tax rate.

BUDGETS, BABIES, GIFTS AND GADGETS: HOW TO AFFORD EVERYTHING

You’re newly married, the wedding and honeymoon bills are paid, and now life, as you planned, has begun. Marriage is wonderful, and you couldn’t ask for anything more.

Eventually, one spouse starts suggesting that you need a bigger house, perhaps in a different neighborhood, with a huge living room, (home to a brand new 55” mounted TV), gourmet kitchen with stainless steel appliances, and four bedrooms, all situated within an excellent school system for the kids. Kids!! Wait, we can’t afford to have kids!

As the saying goes “you are never ready for kids,” the same can be said for those large-ticket purchases every couple makes over the years. The majority of couples will purchase a home by way of a mortgage, splurge on new furnishings and take a yearly vacation. This can quickly derail savings for a crib, car seat, and college savings plan.

Having children is the most amazing and challenging thing many of us will experience. While one can't actually prepare themselves for the ups and downs of daily life after children, couples can prepare financially and strive to be in a position to comfortably adjust to the additional expenses that will arise. Maybe you have decided you aren't ready to add kids to your household just yet, but you would like to get a new car and go on a great vacation. Whatever it is you want to do, planning for these wishes can help make it happen.

When planning for large expenses, you again need to look at your current situation. Go back to your budget. How much extra cash do you have left over after all of your fixed expenses have been paid?

Knowing what your disposable income is can be somewhat of an eye-opener. Know your long-term goals and understand that the weekly dinners out can add up to one or two hundred dollars each month. Ask, "is what we are spending getting us closer to or further away from our goals?"

How much can each of you put away each month to save up for whatever you are planning? How long will this take? Are there incidental expenses each spouse can trim per week that will help reach your goal?

With respect to the big picture, look for discounts. For example, travel during non-peak times, wait for vacation sales, and shop rates. Ask for last-minute travel deals. If in the market for a new car, educate yourself on car prices and loan rates. Know before you go what you want your monthly payment to be, and what that means the purchase price can be. Check out sources, such as TrueCar, Edmunds and Kelly Blue Book, to name a few.

What is a fixed expense?

- Mortgage(s)
- Rent
- Property taxes
- HOA fee/condo fee
- House/tenant insurance
- Utility bills (cable, cell, electricity, water, etc.)
- Lease/car loan payment
- Vehicle insurance
- Life/Disability/Extended health (or other) insurance
- Bank fees
- Student loans

There are many ways to help you achieve your goals; it just takes a little planning, some ingenuity and restraint when deciding on what purchases you make. Budgeting must have sense and order. Couples should understand the logical perspective of what is paid, what is saved and why. What is the priority? Always, debt payoff.

CREDIT CARDS

Credit cards carry the highest interest rate of any debt you can carry. If you are carrying a lot of credit card debt (more than you can pay off each month) and are only making the minimum payment, you should focus on paying off the card. Why? Because the high interest rate coupled with the low payment will put you in to a never-payoff spiral. Any discretionary spending needs to wait until you have your credit card debt paid off.

Credit Cards

If you had a $5,000 balance on a card with an 18.9% interest rate and your minimum payment was $200 each month, it would take you 11.5 years to pay the entire balance. By the time you make the last payment, you will have paid $8,109!

Even more depressing, let's say that you purchased a beautiful bedroom suite for $5,000. Once you pay the credit card balance making only the minimum payments, you will have paid 62% more for that bedroom suite while watching the value of your furniture drop with each passing year. Will you still own that furniture 11 years from now? Why does it work out to be so customer unfriendly? It's because the credit card companies employ some tricks to keep you paying more.

Source: Investopedia.com/financial-edge

RETIREMENT – YES, ESPECIALLY IN YOUR 20s AND 30s!

Many couples can't fathom putting away money they won't need for 30-40 years. It is a hard habit to get into, but once underway, becomes routine. Let's look at an example:

If you start putting away $200 a month in a retirement account from the moment you land your first full-time job at age 22, within ten years you'll have a stash of more than $37,000, assuming your investments grow 8% a year. In 20 years, you'll have more than $122,000, and by the time you reach age 67, your nest egg will be worth $1.2 million.

(Source: Kiplinger.com).

Nearly one third of Americans age 55 and older have saved less than $10,000 for retirement, according to the Employee Benefit Research Institute. Only 22% have saved $250,000 or more. Couples (or even individuals) do not want to "catch up" when they suddenly realize they'd have to work for 30 more years rather than 15 years, to retire comfortably.

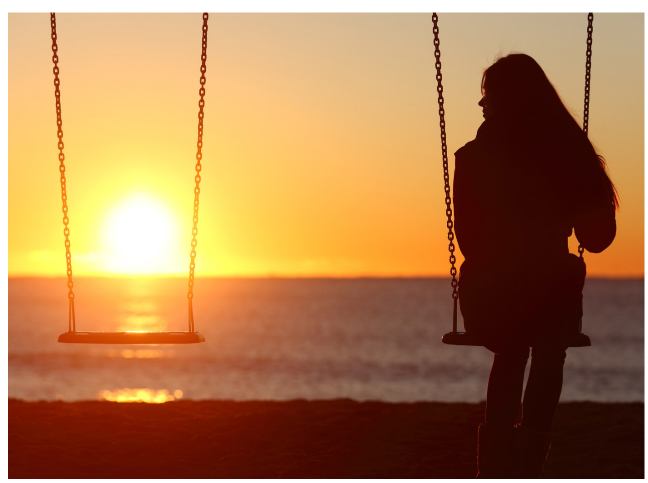
EMERGENCIES

Couples need to ensure there is a plan in place to pay for large, unexpected expenses. For example, if you are homeowner and your furnace blows up or your roof starts to leak, how will you pay for this? Do you have cash saved? Do you have enough equity in your home to take a home equity loan or line of credit?

An emergency fund is a savings account that you don't touch but is readily accessible (liquid) if an emergency arises. A few years ago, the recommendation was to accumulate about three months of living expenses, then, the economy took a hit, jobs were lost (and not easily found) and the recommendation was became months. In this day, suggesting a nine month to one year nest egg savings is realistic. Couples who face job loss may have to consider relocating for a position; a spouse may have had an unexpected illness, accident or other health issue; and the low-cost-high-deductible healthcare plans are costly. Living off of credit will create added stress—and interest expense, which is not easily paid down. Pay attention to your savings vs. your credit card debt.

Could you cover the full balance of your credit card debt with your emergency savings? If the answer is no, the time is now to nip away at the debt and simultaneously, begin saving for emergencies. Conventional wisdom is to pay off credit-card debt first before putting money into savings.

THE MOST MEANINGFUL LOVE LETTER YOU WOULD EVER WRITE



You found your perfect life partner! The courtship was filled with romance: love notes, boxes of chocolates and flowers. But soon after the wedding day, couples forget about one of the most important—and romantic, love letters they could write—their estate planning documents.

No matter the age at which a couple marries, having a discussion and action plan surrounding wills, trusts and beneficiaries can help keep a lasting love for each other, your children, and your extended family, in harmony.

To start your marriage off on the right foot, it is important that couples have conversations early in the relationship – long before the marriage. One or both are working to accumulate assets and wealth and would not want to lose control over how those assets would be distributed should one pass away unexpectedly. Although it is an unpleasant thought, addressing matters of a serious nature as a couple will help to unify and strengthen the marital bond.

Three of the most common documents couples should have in place are a:

- Last Will and Testament,
- a life insurance policy and,
- a trust

LAST WILL AND TESTAMENT

One of the most basic estate-planning documents is a will. Many young couples have not thought about creating a will, and few come into a marriage with a will in place.

Once married, or even prior to the marriage, couples should meet with legal counsel to draft their wills. While each spouse will likely want to identify the other as their beneficiary, that is not always the case.

When you or a loved one dies without a will in place, it is called "dying intestate," meaning, the decedent's assets will (in Ohio) go through probate, whereby the court will determine who will be named executor of the estate and, who is to receive money, property, assets, and handle debt payments. In this case, assets are distributed under the laws of intestate succession.

Many understand that having the court, who is not familiar with the affairs of the family or the wishes of the decedent, making these decisions could become problematic. The transfer of assets will take place without any regard for such wishes. A will provides for the wishes of the decedent to be carried out, without court interference.

Also, couples are reminded to review and, if appropriate, change the beneficiary designations on their life insurance policies and retirement accounts. Becoming legally married does not automatically make your spouse or children your beneficiaries.

LIFE INSURANCE

In single-income households, consideration should to be given to how the surviving family members will be supported financially, should the sole earner pass away. Life insurance, which is more affordable when you are younger when the policy is purchased, should be an integral part of any couple's estate plan, and robust enough to provide much-needed funding for the surviving spouse and children.

TRUSTS

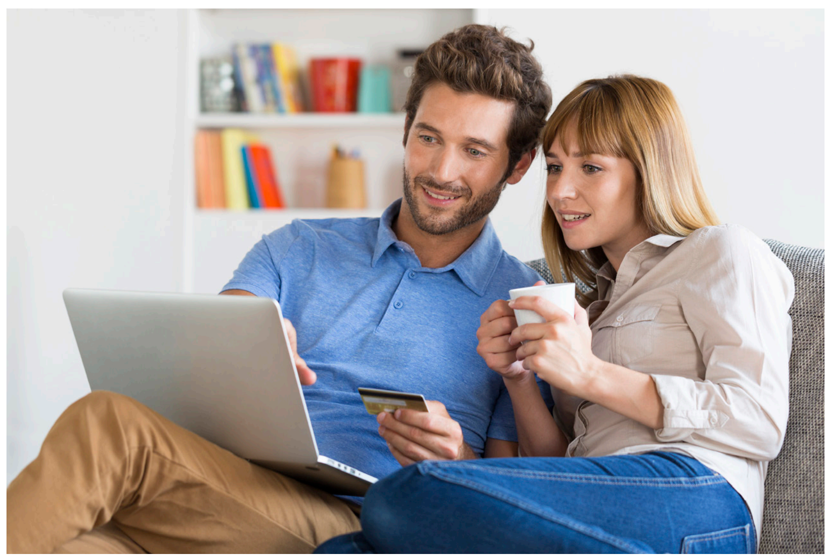
Trusts can play a key role in one's estate plan. There are many different types of trusts and they can be used for many purposes. Among their uses are:

- Providing for a tax-efficient means of transferring wealth to beneficiaries,
- Restricting a beneficiary's ability to draw money out too quickly, and
- Preventing a beneficiary's creditors from accessing the assets held in trust

The use of trusts can be an important piece of a couple's estate-planning puzzle that must be carefully considered and implemented. Trusts also comprise a complex area of law that cannot be adequately covered in this Ebook. The financially savvy couple will have a good CPA and legal advisor on their personal team to guide them down their financial path.

SUMMATION

Clearly, marriage brings many financially-impactful considerations that have a lot of moving parts. If not addressed, these considerations can make one's life exponentially more complicated. However, the opportunity to begin your marriage with open, honest communication about money will lead to more time to focus on being together and starting anew.



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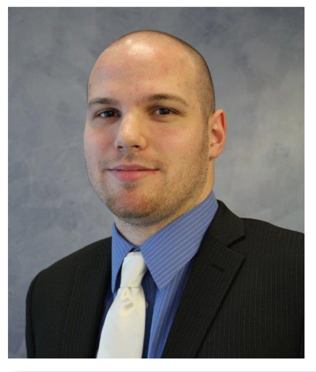
Accounting & Tax Manager

Laura joined Zinner & Co. over 15 years ago and serves clients as an Accounting and Tax Services Manager.

She is a member of the Ohio Society of CPAs and has held her CPA license since 2006. Laura's expertise allows her to guide clients with difficult accounting situations and work directly with client's outside bankers, brokers, attorneys and taxing authorities. She works with clients to provide meaningful financial data that is used by owners to evaluate operations, profitability and future strategies. Laura holds a Master of Science degree in Accounting and a Bachelor of Business Administration degree in Accounting, both from Kent State University. She is currently enrolled in the Upstream Academy's Emerging Leaders Program which culminates in 2018.



Richard Huszai, CPA, MBA

Accounting and Tax Services Senior

Richard serves clients on accounting and tax engagements, with a specialty in individual and business tax, payroll tax, and accounting services, including audits, review and compilations. Richard joined Zinner & Co. as an intern in the taxation department and was hired as a member of the accounting and tax services staff following his second year in the program.

Richard is a Certified Public Accountant and is a member of the Ohio Society of CPAs and the American Institute of CPAs. He is volunteer coach for the Middleburg Heights basketball team and has coached community sport and athletic teams for the past 12 years.