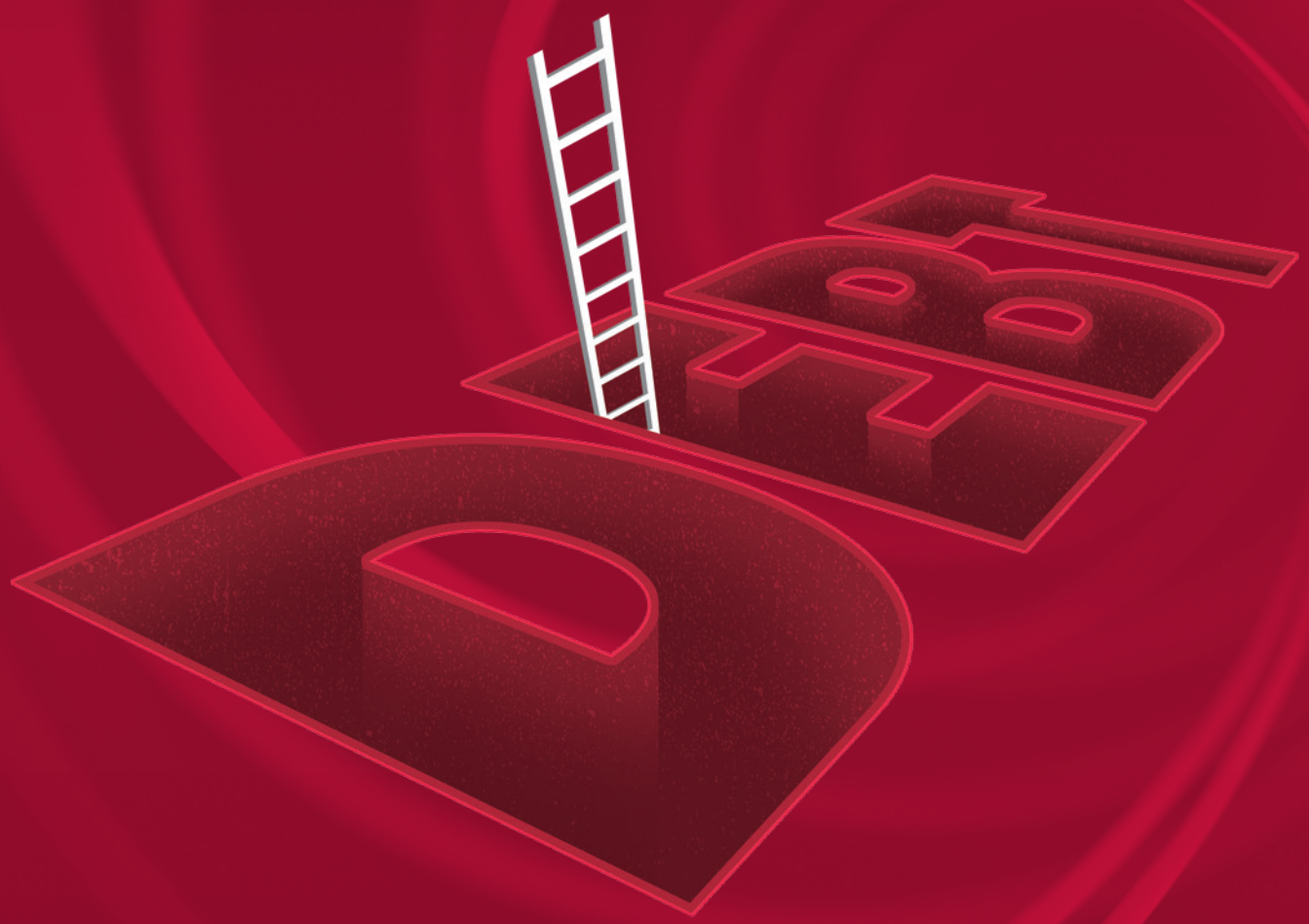
Q4 | 2020

ParsecFinancial

DEBT MANAGEMENT



"The most important thing to do if you find yourself in a hole is to stop digging."

- Will Rogers

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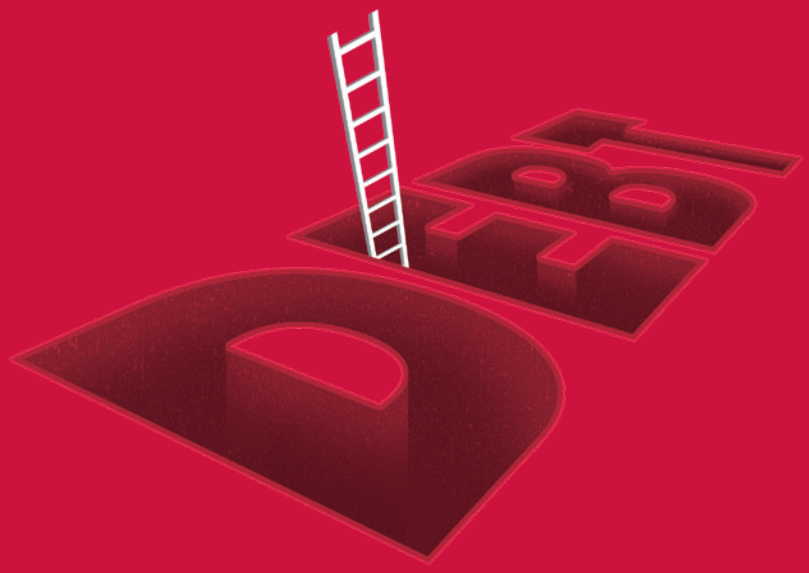


A NOTE FROM THE CEO

Why are we ending a stressful year talking about debt management?

Sadly, debt issues oftentimes negatively impact relationships. Perhaps the problems caused by finances and debt aren't that surprising since our money personalities are unique. There are many ways we can have differing priorities, especially compared to our spouse or partner. With such a wide variety of attitudes about our financial lives, it is imperative to have a financial plan. Among the many virtuous things about sound planning, one of the best (but least talked about) benefits is that the process helps couples better communicate about their financial needs and desires.

Part of any thriving relationship is for each person to understand the other's values. Most of the time, there are some shared values as part of the attraction that brings folks together. The most successful couples start with having a great financial plan with thoughtful life goals that are in alignment with shared values. And where our values are different, there is potential for goals to look different. For example, one person may value prestige and status more than another. Understanding that can help each member of a couple agree to consider the priorities of the other in choosing the house they buy. This process of identification helps the couple to recognize the trade-offs that will have to be made for the financial plan. Open communication followed by tough prioritization of goals can help prevent a misunderstanding from causing major disagreements.

I suggest the following four-step process for cultivating a great financial plan involving spouses or partners:

1. **Commit to communicate.** Agree to the creation of a financial plan that considers life priorities in the short, intermediate and long term. Take plenty of time to identify your shared values and priorities.
2. **Recognize differences in goals.** Do not expect them to be the same (but hopefully some will be). Understand the trade-offs and seek agreement on the prioritization. Expect changes to occur.
3. **Act.** The best plans come with actionable items that move people toward their life goals. Be aware of any behaviors and decisions that stand in the way of progress toward the highest-priority goals.
4. **Track progress and adhere to a flexible process.** Financial planning changes as our lives unfold. Sometimes the change is gradual, and tracking progress is easier. But when there is sudden change, a plan must be flexible and account for that.

We encourage you to work with your financial advisor as an unbiased third party on these steps. Managing your portfolio wisely and adhering to a financial plan can help to save on taxes, reduce risk and increase your chance of retiring by your goal date. But perhaps the greatest advantage of the planning relationship is the focus that it puts on communication between loved ones about life's biggest goals and values. Sharing differences and getting in front of any possible challenges is perhaps the greatest benefit of a couple's shared financial plan.

Happy sharing!

- Rick Manske, CFP®, BFA™

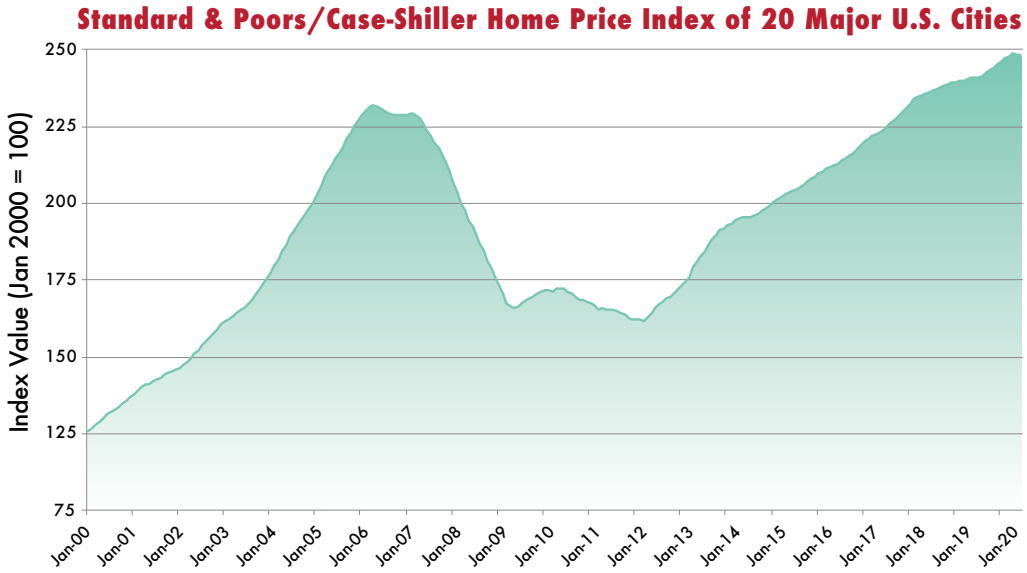
"Managing your portfolio wisely and adhering to a financial plan can help to save on taxes, reduce risk and increase your chance of retiring by your goal date."

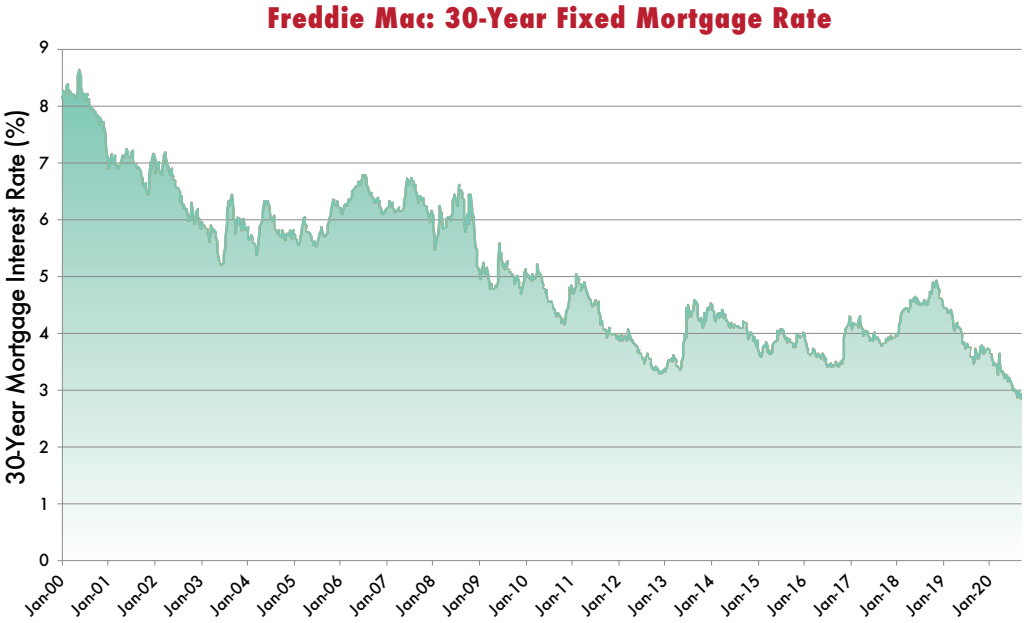
Can You Afford That House?

Travis Boyer, CFA, CFP® | Senior Financial Advisor

The COVID-19 pandemic and resulting recession have caused a lot of people to think deeply on their financial goals as they relate to home ownership. Unfortunately for many who have faced an unexpected income interruption, the dream of buying their first home will likely need to be delayed until they can resume employment and then prove to lenders that their income is back to a sustainable level. For those of us fortunate enough to be able to continue our careers working remotely, we have had more time than we could have ever imagined sitting in our homes and wondering what we might prefer differently from our current living situation in the years ahead.

> Unfortunately for many who have faced an unexpected income interruption, the dream of buying their first home will likely need to be delayed until they can resume employment and then prove to lenders that their income is back to a sustainable level.

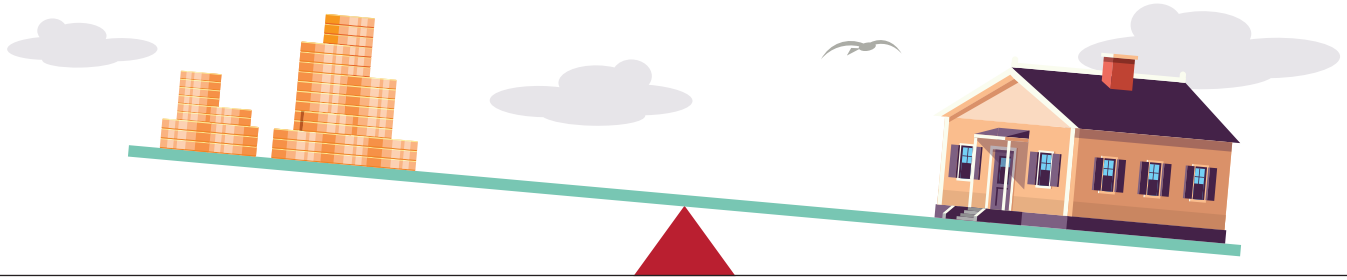




This recession is unique in that there are two conflicting forces related to home affordability: Nationwide home prices are holding firm near record highs, but mortgage interest rates have dropped to record lows. Here is a chart of a home price index for the largest 20 U.S. cities compiled by Standard & Poor's.

This index began in January 2000, so the index shows price movement relative to that date. Note how the index rose more than 100% from 2000 to 2006 but then abruptly fell more than 25% through early 2009 during the Great Recession. Notice in 2020 how well home prices have held up through June during the COVID-19 pandemic.

This table shows a nationwide average interest rate for a 30-year fixed-rate mortgage as compiled by Freddie Mac's Primary Mortgage Market Survey.



While home prices remain elevated, lower interest rates are enticing those who are financially capable of making that next step to call their banker and get the mortgage process underway. Banks will look at your personal finances carefully to determine if you qualify for taking out a new loan, either for your primary residence or a vacation home. They will compare your earnings relative to your ongoing debt obligations to compute some ratios that you will likely need to fit within for loan approval:

Consumer Debt Ratio:

Monthly Nonhousing Debt Payments ÷ Monthly Net (After-Tax) Income = **Keep Under 0.20**

For example:

- Monthly minimum payments on student loans, auto loans, credit cards = $1,200
- Monthly income after taxes = $7,000
- Consumer debt ratio = $1,200 ÷ $7,000 = 0.17
  ► **This is below 0.20, so that is good**

Housing Cost Ratio:

Monthly Nondiscretionary Housing Costs ÷ Monthly Gross (Before-Tax) Income = **Keep Under 0.28**

For example:

- Monthly mortgage payment, property taxes, home insurance, association fees = $2,500
- Monthly paycheck before taxes = $10,000
- Housing cost ratio = $2,500 ÷ $10,000 = 0.25
  ► **This is below 0.28, so that is good**

Debt-to-Income Ratio:

All Debt and Housing Costs ÷ Monthly Gross Income = **Keep Under 0.36**

For example:

- Combine the above items: $1,200 + $2,500 = $3,700
- Monthly paycheck before taxes = $10,000
- Debt-to-income ratio = $3,700 ÷ $10,000 = 0.37
  This is above 0.36, meaning one of the following: You will need to pay off some auto/student/credit card debt to qualify for a loan, your mortgage may be subject to a higher interest rate, or you should consider a lower-priced home.

It's usually safe to assume that you will need to reinvest 1% to 2% of the home value back into the property each year in ongoing maintenance and repairs, so have that factored into your ongoing budget ahead of time.

You should also make sure that the overall expenses with homeownership still allow you to pursue other financial goals, like saving roughly 15% of your pre-tax income for retirement savings and having adequate cash flow to save for other planning needs, such as kids' college education. The same analysis can apply to a second home purchase if you just add the additional expenses of the second home on top of your primary residence costs to see if the earlier ratios I mentioned are still satisfied. If the numbers look good with the value of the home you want to purchase, and the home purchase would not impede your other financial goals, then approach several local banks to get some loan quotes and review bankrate.com to review quotes from nationwide providers.

Young professionals are usually best suited to focus on a 30-year fixed-rate mortgage to lock in a low rate that isn't subject to rate increases and that will stretch out the repayment horizon so that your monthly payment is lower. This will allow you to have additional monthly cash flow that you can add to your retirement and investment accounts, which over time could earn a rate of return higher than your mortgage interest rate. In other words, paying the minimum payment on your mortgage and investing the rest should serve you well over a long mortgage term.

For midcareer professionals considering upgrading homes or buying a vacation home, it may make sense to pursue a 15-year mortgage so that your mortgage payment is scheduled to end once you approach your targeted retirement date.

Reviewing these specific decisions with your financial advisor can help you review the various options to hopefully give you confidence in your decision. Please reach out to your advisor if we can help run some scenarios for you.

Time to Refinance Your Home?

Bill Hansen, CFA | President, Chief Investment Officer

One silver lining amid recent events is that market interest rates have declined, resulting in lower mortgage rates. Mortgage rates are sensitive to the 10-year Treasury note, which had a near-record low 0.66% yield as of Sept. 30, 2020, down over a full percentage point from an already low 1.73% one year ago. If you have not refinanced recently, we suggest you consider it now.

Even if you are at a seemingly attractive 4% interest rate, it may make sense for you to take advantage of today's extraordinarily low rates to refinance. This is particularly true if you believe that inflation and interest rates are likely to rise over time — not necessarily over the next year (or two or three), but it is a reasonable possibility that rates will be higher over the 15- to 30-year term of a mortgage. At this point, rates can't fall much further, and there may be upward pressure over time from the deficit spending we have seen recently to help the economy recover from the COVID-19 pandemic.

One key question is how long will you be in the property? This determines the amount of interest rate protection that you will need. As of Nov. 1, 2020, the published 15-year mortgage rate from a major national lender is 2.625% with a ½-point origination fee. The 30-year mortgage rate is currently 3% with ½ point.

How do you calculate the break-even point?

- Determine your closing costs, excluding property taxes and insurance, which you would have to pay anyway. Your lender can give you these figures.
- Calculate a new monthly principal and interest payment based on the remaining maturity of your old loan and compare it with your current principal and interest payment.
- Then divide the total closing costs by your annual principal and interest savings.
- The result is the number of years it would take for you to break even, which may not be as long as you think. If this period is relatively short, and you intend to stay in the property for a while, then there's really no reason not to refinance. It's just a matter of going through some paperwork, most of which is done by the lender and your attorney.

If you have had a 30-year mortgage for some time, you may want to consider moving to a 15-year term. For example, say you have 20 years remaining on your existing 30-year mortgage. Your total payment will go up because of moving to the shorter payment schedule, but the lower interest rate will offset much of this increase, and you will save significant interest costs over the term of the loan.

If we can help analyze your situation, please give your advisor a call.

Take Advantage of Tax Rules To Decrease Your Debt Service Expense

Brad Burlingham, CPA | Director of Tax Services

Debt can sure come in handy when buying a major asset like a house or car or managing unexpected expenses. Thankfully, the interest you pay on this debt can often provide a helpful deduction on your tax return. However, the IRS is very specific regarding the situations where interest is or is not deductible. The rules can be quite complex, so a discussion with your tax professional is always a good idea. Here are several typical examples of how the IRS treats interest payments.

Mortgage interest:

If you pay interest on a loan that is secured by property (particularly for a home you own), you can deduct the interest you pay on that mortgage, subject to the limits below. This is typically reported to you on a Form 1098 from the lender, which includes not only the interest you paid during the year but also an identification of the property that secures the loan.

Here are the most typical limits on this deduction:

- For a couple filing a joint tax return, the maximum residential debt for which you could deduct interest is $750,000, if you incurred the debt after Dec. 15, 2017. If your debt was incurred before then, the limit is $1 million. To calculate the amount, you must include debt on both your primary home and any secondary home(s).
- As of 2018, interest paid on a home equity line of credit (HELOC) is no longer deductible, even if the debt was incurred in an earlier year, unless the HELOC proceeds were used to acquire or make a major improvement on the home.

Interestingly, you can deduct mortgage interest secured by a boat or recreational vehicle if it has cooking, sleeping and toilet facilities.

Investment interest:

Often, investors will set up a margin account with a brokerage firm to trade securities or take out a loan to invest in a partnership or other business. The IRS considers this investment interest, and the interest is deductible only to the extent of investment income. Investment income does not normally include qualified dividends or capital gains, but a special election can be made on a tax return to include these as investment income for this purpose. If your tax return includes a Form 4952 with a large amount of unused investment interest, you may want to consider this election. Any interest paid on a loan to buy tax-exempt securities, however, is never deductible.

Student loan interest:

Parents can take a beneficial above-the-line deduction for interest paid on student loans if their children were dependents when the loans were issued. However, the deduction is limited to $2,500 and phases out for couples with a combined income over $140,000.

Business interest:

Interest paid on debt incurred for a business or rental operation is fully deductible, although if the rental activity generates a loss, then passive loss rules could apply.

Personal interest:

This sad category includes a number of situations for which the IRS allows no deduction at all, including credit card interest, loans secured by an automobile, interest paid to the IRS or state tax authorities in the form of a penalty, and finance charges on personal expenditures.

Interest expense deductions can take some of the sting out of debt payments, but you may need some help navigating complex IRS rules. We are happy to guide you!

Pay Off Debt? Or Save for Retirement?

Harli Palme, CFA, CFP® | Chief Operating Officer, Chief Compliance Officer

Fifty-six percent of adults under the age of 44 have student debt, according to the Pew Research Center. This is the highest share in history. The increase in college costs and the rising importance of a post-secondary education for improving income are a big part of this. Many surveys conducted in recent years have discovered that Millennials share a resistance to debt, no doubt influenced by coming of age during the dot-com crash of 2001 and housing crisis of 2008. Given this, it's no wonder we often see that younger people want to pay off debt before they save for retirement.

For those under age 40, retirement may seem like a lifetime away while currently your debt may be staring you in the face, inducing anxiety. If you looked at the amortization schedule of your new mortgage, you probably felt a spike of adrenaline and thought, "I'm paying this off as soon as I can!" But setting emotions aside, there is a rational way to make your decision.

To boil it down to its simplest form, think of your debt as an investment and the interest rate as a rate of return. Compare your debt interest rates to the expected rate of return on your other investment opportunities, and you'll have a good starting point. If your student loan is locked in at 5% over 10 years and the expected return in your 401(k) is 8% over that time period, all else being equal, the 401(k) is a more attractive place to put your money. And remember, an employer match on your 401(k) contribution is an immediate 100% return, and you just can't beat that. Do whatever is necessary to get your match as long as you're not missing minimum payments on your debt.

Some interest expense is tax-deductible, making holding the debt more attractive if you itemize deductions. Examples of this are primary home mortgage interest (to the extent interest expense is greater than your standard deduction) and, depending on income level, student loan interest. Compare the benefit of this tax deduction to an investment's expected rate of return by converting the debt interest rate to a tax-deductible equivalent yield. To do this, multiply your debt interest rate by 1 minus your marginal tax rate. For example, if your student loan interest rate is 5% and your marginal tax rate is 22%, multiply 5% times 78% to get 3.9%. Therefore, 3.9% is essentially what you're paying in interest due to the tax savings from the debt. Compare this to your 8% return opportunity, and the prospects for investing are even sweeter.

A variable interest rate can complicate the analysis. Consider whether your rate is scheduled to go up in predictable increments. If so, you can look at your interest schedule, determine at what point in the future it no longer makes sense to have that debt and then plan accordingly. If your debt interest varies based on market factors, such as the prime rate, all other factors being equal, consider paying this debt off quickly in a rising interest rate environment and more slowly in a declining interest rate environment.

Having too much debt can be risky. If your debt level is to the point that an unexpected curveball will make it all come tumbling down, you should prioritize getting your debt to a more manageable level. However, don't make the mistake of putting critical retirement savings on hold for the sake of blindly paying down debt. Younger investors have the luxury of time and can generally withstand more investment risk. Investment risk usually leads to higher returns over the long-term, and higher returns lead to a more comfortable — and possibly earlier — retirement.

Good Debt, Bad Debt

Neal Nolan, CFP®, AIF®, CPFA | Director of Business Retirement Services, Sr. Financial Advisor

Benjamin Franklin has a famous quote: "… nothing can be said to be certain, except death and taxes." A more modernized quote would probably include the mention of debt! The prevalence of debt is in nearly every aspect of our lives, from credit cards to auto loans, home mortgages, student loans, and the list goes on and on. As a nation of consumers, we are masters at spending money, which can include spending money that we don't have.

Advisors are often asked about good versus bad debt. Perhaps a more accurate way of looking at that question is to help determine more constructive uses of one form of debt over another. While the comfort level of having debt will vary from person to person, it is difficult to dispute that debt can be a powerful financial tool. Like most things, when used in moderation, debt isn't necessarily bad. However, when abused, it can be a different story.

There are basically two forms of debt: secured and unsecured.

Secured debt, also known as collateralized loans, is backed by an asset such as a house or car. These are loans that are given to people with the promise of repayment or repossession of the asset if the loan terms are not met.

Conversely, unsecured debt (noncollateralized loans) refers to debt like credit cards, personal loans, payday loans and medical repayment plans. These loans are based on the creditworthiness of the person's ability to pay back money borrowed over time.

Too much of a good thing can be harmful, not only from a financial point of view but also psychologically. To illustrate a better picture of this, consider the following example:

For background, this person earned a decent salary and qualified for a conventional mortgage loan. The allure of travel was evident in their spending choices and in the number of travel credit cards and their debt load. I could tell that they had attempted to improve their financial condition by rolling high-interest debt into a lower interest rate home equity line of credit, but unfortunately, debt creep and rising balances were beginning to cause a fair bit of stress and concern. The debt service was about one-half of this person's pre-tax income (including mortgage payment), and because of the cycle of using a credit card to make the monthly payment of another credit card, high-interest debt was accumulating fast. We talked about one of two ways of paying down the debt. Each has its benefits and drawbacks, but both achieve the same result, which is to pay off the debt in meaningful steps.

Stair-step approach (snowball method)

The technique used for this person was a stair-step approach, also known as the snowball method. Here is how it works: Using a spreadsheet, we plotted each loan in the order in which the balances would be paid off. Since there was no room within the monthly budget for extra payments, we tackled the loan that would be paid off the soonest. When this balance was paid off, we took the monthly payment from that loan and added it to the second loan's monthly payment, sort of like doubling up the monthly payment. When the second loan was paid off, we took that payment and applied it to the third loan's monthly payment and so on until all eight creditors were paid off.

Avalanche method

Mathematically, this person would have been better off if we used a different strategy. The alternative approach looks much like the above. The difference, however, is to focus on paying off the balance with the highest interest rate first. Once paid off, take the loan payment and add it to the monthly payment of the debt with the second-highest interest rate, and so on. This is referred to as the avalanche method and will typically pay off debt faster than the snowball method.

Readers may be wondering why we used the snowball method. Easy: the psychology of debt. Getting that far in debt took time and came with a healthy amount of instant gratification. For some, going cold turkey will cause more harm than good as the borrower will be judicious in making timely payments at first but, with no gratification, will revert to old habits. That is why, with the snowball method, I recommend a reasonable, yet meaningful, reward each time a loan is paid off. This can take on many forms, but I typically recommend nonconsumable objects, such as clothing, small electronics, décor items or something equally tangible. This will aid in satisfying the gratification urge while also paying off the debt in meaningful steps.

Understand that this is not an exhaustive list of good versus bad debt or benefits versus drawbacks. In bigger-picture terms, borrowing money is not necessarily inherently good or bad — rather, some forms of debt are generally considered more constructive than others. Borrowers should consider whether they would be better off saving up and paying cash for an item, saving enough money to use as a down payment and limiting the amount of money borrowed, or financing the whole purchase. Which is better? It depends on a lot of variables that include income, taxes, personal living expenses, current debt load, financing expense, need versus want, personal attitude toward debt, and others. Know that you are not alone in your decision; your Parsec advisor is going to be a great resource for you to bounce questions off and will also speak objectively with you regarding your decision.

Education Debt

Betsy Cunagin, CFP®, CRPC® | Senior Financial Advisor

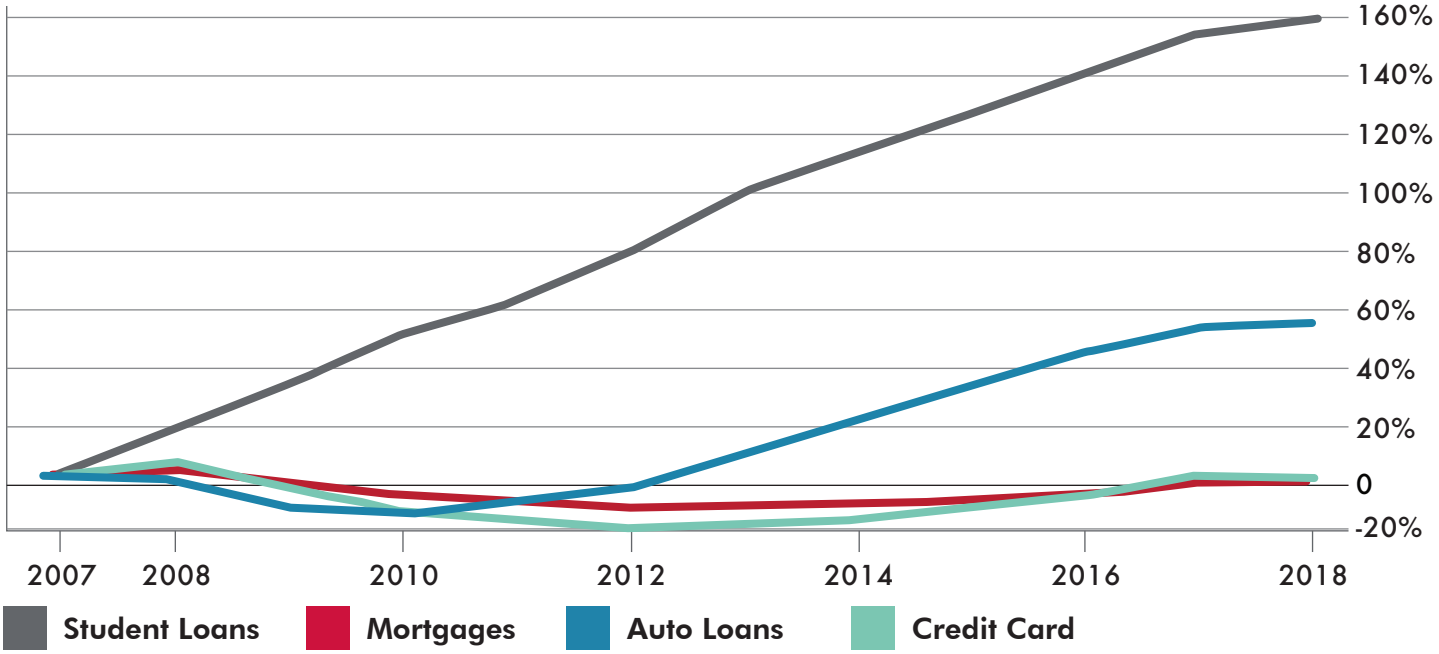
Student loan debt reached $1.6 trillion in June of 2020. This is close to 10% of the U.S. gross domestic product. How did we get here, and what options do families have for financing higher education?

Today, high school students are typically expected to continue their education and go to college. Graduates with a college degree on average will earn 80% more than those with only a high school diploma. However, receiving a college degree wasn't always a necessity in our country.

Prior to 1940, attending college or university was reserved for a few, wealthy, mostly white men and those who wanted to pursue a religious education. In 1919, approximately 600,000 students were enrolled in college. This number has ballooned to 20 million today.

> Graduates with a college degree on average will earn **80%** more than those with only a high school diploma.*

Student debt is fastest growing segment of U.S. household debt**



* Source: CNBC
** Source: Bloomberg Data

The federal government took three key actions that paved the way for college education to become more accessible:

1. GI Bill:

In 1944, the GI Bill was passed, which allowed veterans to attend college at no expense. GI Bill benefits have since changed.

2. National Defense Education Act (NDEA):

After the Soviets launched Sputnik in the fall of 1957, the U.S. feared technological advancements in our country were not keeping up during the Cold War. This fear led President Eisenhower to sign the NDEA in 1958. The NDEA expanded the role of federal government in higher education in the name of national security. The act provided scholarships and low-cost loans to students in the areas of math, science, engineering and foreign language. It also provided grants to states for improvements to high school education. In 1964, the NDEA was amended to expand federal assistance to fields of study beyond the few included in its initial passing in 1958. College enrollment more than doubled from 3.6 million in 1960 to 7.5 million in 1970. Many say the accessibility of higher education provided by the NDEA was the driving factor.

3. Higher Education Act (HEA):

President Johnson signed the HEA on Nov. 8, 1965, as part of his efforts to address rising poverty levels in the United States. As a result of the HEA, attending college became a reality for more young people growing up in lower- to middle-income households. The HEA created more financial assistance for higher education costs. College enrollment grew while education costs were affordable (by average standards).

This trajectory shifted in the 1980s with President Reagan's focus on budget cuts. Student aid programs were significantly reduced from 1980-1985. Widespread availability of low-cost, low-interest loans was limited and made available only to families with incomes below $32,000. The federal government shifted from primarily providing aid to primarily providing debt financing for higher education. States also began cutting funding for public colleges and universities with the tax and expenditure limitations passed during the 1980s.

States continued to cut spending on public higher education institutions, resulting in today's level of support nearly $9 billion below pre-Great Recession (2008-2009) levels. As a result, public college and university tuitions have increased to levels not affordable for many, leaving years of savings or loans as the only options to finance a college education.

Now, let's look at these options:

Section 529 of the Internal Revenue Code was part of the Taxpayer Relief Act passed in 1997 during the Clinton administration. Legislation passed in 2001 and afterward made the federal tax benefits of 529 plans permanent. Contributions to a 529 plan are made on an after-tax basis, but all earnings grow tax-free if used for qualified education expenses (those that are required for attendance).

States operate their own 529 plans. Some states offer a state tax deduction for residents. Each plan offers a menu of investment options. Most offer age-based plans, which automatically rebalance accounts with age — they are more aggressively invested in a child's early years and then become more conservative as the child nears college age. Savings in 529 plans reached over $350 billion by mid-2019 according to the College Savings Plan Network.

Now on to financial aid and loans as the other main option for financing higher education. All high school graduates who aspire to continue to postsecondary education should complete the Free Application for Federal Student Aid (FAFSA) form, which will determine the level of aid available. Aid is determined by a formula:

Cost of Attendance
– Expected Family Contribution
Financial Need

Each state has its own deadline for the FAFSA, and aid can come in the form of grants, scholarships or work-study programs. Each school combines all available aid into a package for students needing assistance. If aid is not enough to cover costs, a loan may have to fill the gap in funding.

The Department of Education offers four types of student loans: Direct Subsidized, Direct Unsubsidized, Direct PLUS and Direct Consolidation. Each of these loans varies in their terms, amounts and accessibility, the details of which are beyond the scope of this article. When considering student loans to pay for postsecondary education, the key is to understand the education's return on investment and to balance the underlying debt that is financing this investment.

The rising cost of higher education over the past few decades, coupled with cuts in both federal and state aid, has made education planning of utmost importance. Starting early is key. Parsec's comprehensive approach to wealth management includes education planning. We recommend that clients with young children create an education plan with their advisor that can be revisited annually in the years leading up to college.

"Fun" Debt

Greg James, CFP® | Partner

Personally, there is nothing more relaxing and exhilarating than being on a sailboat with a 15-knot wind on your beam (side), listening to the soft sounds of water splashing against the bow and using wind energy to propel the boat forward.

I grew up sailing on one of the Great Lakes with lifelong friends. I fell away from sailing while raising my family in Charlotte, running between soccer, basketball games and cheerleading competitions with my children and dedicating my time to clients at Parsec. But the passion for sailing was still there once my children had grown up. Now I have the time to devote to my passion. Time to buy a sailboat!

You may have a passion or hobby that you love as well. It could be horses, classic cars, luxury cars, wine collections, a full humidor with the finest cigars in the world, art, travel, etc. Often our hobbies come with very expensive equipment, and usually these are assets that have depreciating values. In other words, they may not be an investment. However, you worked hard and accumulated a certain amount of net worth and would like to enjoy the fruits of your labor.

So how do you go about justifying the price of these luxury items? Whenever I look at making this kind of purchase, I also evaluate the opportunity cost. What does that mean, you say? If I am making a purchase for a hobby and need $50,000, that is money I am taking from another source. If I were to invest that money for 20 years, it could potentially be worth $193,500 at a 7% rate of return. So is that $50,000 purchase really costing me $193,500? That is certainly one way of looking at it.

Of course, it is not easy to put a price on the joy your passions bring to your life and your family, so we need to find the most tax-efficient way of covering those costs. That may be to sell assets in your investment portfolio — but you may have a substantial amount of capital gains. Liquidating assets would create capital gains tax that could push you into a higher tax bracket and affect various Medicare costs if you are over the age of 65.

You may consider taking advantage of the current ultra-low interest rates and use a pledged asset line of credit against your investment portfolio. The return on your investment portfolio will probably exceed the interest on the loan, and you can pay it back on a schedule that makes sense to take portfolio distributions. You may also take a look at longer-term financing options such as a mortgage or home equity line of credit. As of November 2020, interest rates on a 15-year fixed mortgage are averaging around 2.625% for creditworthy borrowers. The best thing to do is work with your Parsec advisor to come up with a fitting financial solution to pursue your passion.

May you always have fair winds and following seas!

Parsec Announcements

Upcoming closings:

November 26-27: Thanksgiving
December 25: Christmas
January 1: New Year's Day

Parsec kudos:

Congratulations to Cody Raulerson for receiving the prestigious Chartered Financial Analyst® designation

Congratulations to Scott Kittrell for attaining his Certified Divorce Financial Analyst® designation

Congratulations to Neal Nolan for achieving his Certified Plan Fiduciary Advisor credential

Congratulations to Tammy LeJune for receiving her Accredited Asset Management Specialist™ designation

Congratulations to Sherry Davis and Wendy Stokes for receiving their Financial Paraplanner Qualified Professional™ designations

Learn more:
parsecfinancial.com/credentials

Employee internal promotions/transitions:

Congratulations to Anna Bruder who was promoted to a paraplanner

Congratulations to Kalei Mull who was promoted to a client service specialist

Congratulations to Jessie Goodwin who has transitioned back to the investment team as a portfolio manager

New Employees:

We are delighted to welcome Hilary Daniel, MBA, CFP® as a financial advisor in our Charlotte office

We are excited to welcome Bradley Burk, JD, MTWM, as a financial planning strategist in our Charlotte office

We warmly welcome Nicole Leffew and Michael Starkel as client service specialists in our Asheville office

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WEALTH MANAGEMENT

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