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## the latest

# Honoring Our Friend Ed Huwaldt

## cb staff release balloons on Ed's birthday



Ed was born December 16<sup>th</sup>, 1943 in St. Louis. He moved to Kansas City in 1951, where he graduated from Pembroke-Country Day in June 1962. During his time at Pem-Day, he lettered in football as well as track and field where he threw the discus. His discus records lasted more than 30 years. Eddie was also a competitive swimmer; in 1960 he competed in the Junior Olympics and won second place for his age category in the butterfly.

He attended Colorado College, Colorado Springs, Colo., graduating in 1966 with a Bachelor's Degree in Business Administration. During his time he was elected Vice President/Treasurer for his fraternity, Phi Gamma Delta. He also played running back for the Tigers. He attended Central Missouri State University in Warrensburg, Mo., earning a Master's Degree in Business Administration in 1978.

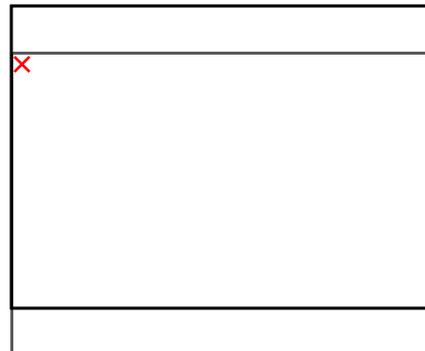
From 1967-1969 he served overseas as a Guided Missile Battery Executive Officer and Commander. He reached the rank of Captain and received an honorable discharge.

Eddie began a 44 year banking career in 1970 at North Hills Bank on Vivion and Chouteau, in Kansas City. He spent the past 17 years as Senior Vice President at Central Bank of Kansas City. During his time at Central Bank of Kansas City, he served on the Board of Directors of several organizations and businesses including: The Niles Home for Children, Northeast Neighborhood Chamber of Commerce, as well as volunteering for over 10 years to work with the Ewing Kauffman-First Step Fast Track Program as a Facilitator and Business Coach Trainer, instructing entrepreneurs in all facets of starting and running a small business. He also volunteered every year to teach financial education during Money Smart Month KC, a local initiative in April each year that the bank supports.

He was a lifelong skier. Skiing the mountains of Aspen, Colo., for more than 30 years as well as skiing the Swiss Alps in Switzerland. He spent the past 14 years golfing, skiing and traveling with his son, Chris. The time spent and annual trips to Las Vegas, Aspen, Mexico and everywhere else he and his son went were moments that he wouldn't change for anything.

*Ed was one of those people that was so special to everyone here at Central Bank. He was always mentoring others, helping them in any way he could. Especially at this time of year, we all remember Ed – not only because it's his birthday, but also because of Ed's extreme holiday spirit! Every year he wore these great Christmas plaid pants to the bank Christmas party and also decorated his office for Christmas with his holiday M & M man, his vintage sled, snow globes, and many holiday rugs.*

*Remembering those fun things helps put smiles on our faces, even though we miss Ed. We wrote messages and then released the balloons on his birthday, and spent some time remembering our friend, Ed Huwaldt. You will always be with us, Eddy. We miss you!*



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## getting ahead

# Three Things Identity Thieves Don't Want You to Know

What you don't know can hurt you and help someone pretending to be you

With everything going electronic and online, identity theft has become an ever more common problem. All the information whizzing around us — the e-mails we send, the forms we fill out, the news feeds we follow and comment on — all of it can be used by would-be thieves to gain access to your personal information and your financial accounts.

It isn't that these thieves are master hackers; geniuses using their talents to target everyday folk one at a time. In reality, most identity thieves depend on us to make one or two simple mistakes and provide them with access to everything. Learning three basic truths can foil the thieves' nefarious plans and place some strong protections between their fumbling fingers and your finances.

### 1. Security gaps are easy to close

Though digital and online identity thefts are becoming more common, many instances of identity theft originate with a bit of physical access. A lost wallet or other piece of information carried around, a piece of incoming mail and sensitive documents thrown out in the garbage remain the leading access points for identity thieves.

"A good rule of thumb is to shred all personal documents before disposing, from unsolicited credit card applications received in the mail to receipts received at retailer check-out locations," says Kim Garner, senior vice president of Global Security and Investigation for an international banking service.

Keeping personal details offline — not hidden behind easily broken privacy barriers, but omitted from your profiles completely — is also recommended.

"Information you post on the Internet is never completely private, and fraudsters are adept at accessing information online, even within privacy settings," Garner says. "Don't post your full birth date, home address, pets' names or anything else that could be used to impersonate you."



### 2. Being proactive about identity theft response is easy

No matter how careful you are with your personal information, there's always some risk that your information will fall into the wrong hands. Fortunately for you — and unfortunately for the identity thieves — there are some easy ways to protect yourself, your family and your business even after your identity has been compromised.

If you're worried about identity theft, it only takes a few minutes to contact one of the three credit reporting bureaus (Equifax, Experian and Transunion) and place an alert on your credit file. If you place an alert with one bureau, it will contact the other two, and for the next 90 days you should receive a phone call anytime someone (including you) tries to open a new account in your name. As soon as one alert expires, you can simply place a new one.

There are also many services that will place these alerts for you, and that offer other credit monitoring services that can help protect you. Be wary before purchasing these services, however, and make sure you shop around.

“There has been a problem in general with some ID-theft services claiming to do more than they actually do,” says Susan Grant, director of consumer protection at the Consumer Federation of America. “We tell them to steer clear of anybody who says they will prevent you from becoming an ID-theft victim because no one can really make that claim.”

### **3. Quick reporting works**

The faster you learn about an identity theft or identity theft attempt, the faster you can report it, and the faster you report it, the less the thief can get away with. As soon as you think your identity might have been compromised, contact a credit-reporting bureau, your financial institutions and the Federal Trade Commission.

It's true. The FTC probably won't get involved in investigating your case, but they can help make sure you're protected from further damage and get you on track to setting things right. When your identity is secure again, the thief is out of luck, so pick up the phone if you even suspect an intrusion!

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## getting ahead

# Disability Insurance: Do You Really Need It?

## Weighing the pros and cons of having disability insurance

Disability insurance — a safe haven to replace a portion of your salary in the event you became injured and were unable to work — has been the topic of controversy: How much do you *really* need it?

Statistics may surprise you. In 2011, a 20-something had a 30 percent chance of becoming disabled — anything from a back injury to being diagnosed with heart disease — before they retired, according to the Social Security Administration. And while some may argue that a construction worker has more of a chance of getting hurt on the job than, say, somebody who works in an office, it's important to note that the second most common cause for collecting disability is cancer, which does not have to do with your occupation.

Considering that information, ask yourself: Do I have enough money in savings to maintain my lifestyle if I were to become injured and could not work? How much of a hardship would it be on me and my loved ones if this misfortune were to occur? Would I have to cut back and compromise my standard of living, or worse, forfeit my possessions, such as my car or even my house? Keep in mind that the average long-term disability claim is 34.6 months. Would you be able to go that long (or even longer) without the income you were used to?



One expert in favor of having disability insurance poses the question: Why would you take the chance when it offers such reassurance and sense of security?

“As an economist, I’m happiest to insure the things that are rare occurrences that don’t cost much to insure against,” said Jonathan Skinner, a professor of economics at Dartmouth College, who has done research on worldwide disability coverage. “The disability top-up gives me peace of mind 100 percent of the time.”

However, on the other hand, the cost can be quite high to have disability insurance — about one to three percent of your annual income. And some people already dealing with financial burdens may swear it off just because of that reason. However, low-income families without disability insurance are the ones who would take the hardest hit if they were out of work due to being disabled and were not covered.

To make your decision about whether or not to get disability insurance easier, it's important to know

about what's offered: Short-term (kicks in on the eighth day of your disability and lasts up to six months) and long-term (benefits begin after the first six months and typically pays until you're 65). You may have access to an employer plan (although most don't provide short-term insurance), or you may need to purchase private disability insurance. Policies can go up to about 70 percent of your annual income, and sometimes may even be tax-free if you're paying the premium instead of your employer.

David Ropeik, a consultant and teacher who has authored two books about assessing risk dishes this takeaway.

"Our willingness to spend money to defray our worry depends on who we are as individuals. It's not a waste of money if you never collect. You're buying something. You're getting a value."

It's really up to you when it comes to deciding whether you think having disability insurance is worth it or not. Be sure to fully consider your options and understand how they can impact your financial future.

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**NOT FDIC-INSURED**  
**NOT INSURED BY ANY FEDERAL GOVERNMENT AGENCY**  
**NOT GUARANTEED BY THE BANK**  
**MAY GO DOWN IN VALUE**

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## business banking

### Retirement Plans for Small Businesses

Offering these options will benefit both you and your employees

It's never too late — or early — to start saving for retirement. According to the United States Department of Labor, experts estimate that Americans will need 70 to 90 percent of their pre-retirement income to maintain their standard of living when they stop working. As a small business owner and employer, your role is of huge importance in helping your workers and yourself become successful in planning for retirement.

There are many options available for your consideration. These plans will not only prepare you and your employees for the future, but they're also selling points to help you, the small business owner, attract and retain qualified employees, as well as offer tax savings to your company.



**401(k) Plans.** This, the most widely known retirement product on the market, allows a business owner and employees to make tax-deferred contributions consistently over the length of their careers. While consistent, these plans are also the most flexible.

“401(k)s not only offer higher contribution limits than most other plan options, but also offer more choices in design to manage business costs and program saving goals,” said *Forbes* contributor Stuart Robertson.

Employers also have the option in matching employee contributions, which may be nice for the workers, but not mandatory for struggling bosses. Contribution percentages vary based on the desires of the individuals. These plans also allow for penalty-free access to the funds via a loan if an emergency should arise, and allow for catch-up contributions after the age of 50. There are different types of 401(k)s, as referenced below, but prototype plans are available to greatly lessen the administrative burden on small business owners to establish and maintain these plans.

- **Roth 401(k).** As Robertson noted, these versions are better for small businesses and employees that may fear higher tax rates down the road. The Roth 401(k) funds are taxed up front, making withdrawals tax-free during retirement.
- **Solo (Individual) 401(k).** This option is best for a self-employed individual, as you can contribute both as an employee and an employer. “You can cap your contributions as an employee and then have your business contribute up to 20 percent of your total earnings,” stated *U.S. News and World Report*. Furthermore, contributions can change each year and they are tax-deductible for the business, but they are slightly more complicated and expensive and require benefit reporting annually.
- **Automatic Enrollment 401(k).** Like the name suggests, employees are automatically enrolled in this plan and contributions are deducted from their paychecks, unless they opt out upon receiving notice of their impending enrollment. Default contribution rates that can rise incrementally over time, and default investment options ease the burden of choosing for employees and the burden of liability in investment results for the employer. As noted by the U.S. Department of Labor, “This plan is best for employers who want a high level of participation, and who have highly-compensated employees whose contributions might be limited under a traditional 401(k) plan.”
- **Safe Harbor 401(k).** Similar to an auto-enrollment plan, safe harbor plans encourage employee participation and eliminate traditional 401(k) testing for employers. Also best for highly compensated workers, “a safe harbor 401(k) plan allows employees to contribute a percentage of their salary each paycheck and requires employer contributions,” according to the U.S.D.O.L.

**Simplified Employee Pensions (SEPs).** SEP plans are very simple to begin, with low start-up and operating costs, and are very low-maintenance. They are 100 percent funded by the employer and allow Individual Retirement Accounts to be set up for themselves and each of the employees. The employer must contribute a uniform percentage of pay to each employee, with a limit of the lesser of 25 percent of pay or a dollar amount indexed for inflation (that amount was \$50,000 in 2012, \$51,000 in 2013 and is now \$52,000 in 2014). This amount can change each year based on the conditions of the business, making flexibility a key selling point.

SEPs don't offer loan options, profit-sharing options or catch-up contributions like 401(k) plans do, but other than that and the lack of contributions from the employees themselves, they are very similar in nature to 401(k)s. SEPs are best used when you have only a few employees, and the contributions are tax deductible as business expenses. These plans can be good motivation for workers, as the more hard work put in, the more the business profits and the more that can be contributed to retirement savings.

**SIMPLE IRA Plans.** Also telling from the name, the SIMPLE plan is an easy, affordable option. While it actually stands for Savings Incentive Match Plan for Employees, it's a solid retirement plan that is suitable for most small businesses. Open to employers with 100 or fewer employees, this plan allows a percentage of each employee paycheck to be contributed, with mandatory employer contributions of either a matched amount or a fixed two percent to all eligible employees (not just those enrolled).

SIMPLE IRAs are great because employees can set up their own plans, as they are very easy to do, and then they keep control. These plans are also nice for employers because they avoid IRS tests and reporting, but they don't have Roth or loan options, monetary limits are more inconvenient and big penalties may apply if you withdraw early.

Other retirement plans are out there, but the above selections are the best choices for small businesses. When selecting, remember to consider your personal goals and also those for your business. What would happen if your business grows? Would your current choice still be the best option? Be a smart consumer and consult a tax professional before making any final decisions.





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## news & events

### Elf on the Shelf arrived at Central Bank

Jingles, our Elf on the Shelf, arrived at Central Bank on December 10th. If you have young children or grandchildren, you are already familiar with the Elf on the Shelf. Once you give your Elf a name, he receives his Christmas magic and can fly to the North Pole each night to tell Santa Claus about all of the day's adventures. Each morning, Jingles returns and perches in a different place - so don't miss out! Keep checking our facebook page where you can spot Jingles' latest antics.

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## lifestyle

# The Best Affordable Vehicles for Poor Weather Climates

These vehicles make weather one less thing to worry about

With all of the impressive technologies available today, it's kind of amazing to think that the weather is still something that can wreak such havoc on our lives. Winter blizzards, torrential rains and even road hazards can make our daily commutes far more adventurous than we expect. But the right vehicle can help alleviate some of those concerns.

### Jeep Grand Cherokee

As the most awarded SUV ever, it's no surprise to see the Grand Cherokee on this list. There are three available four-wheel drive systems: Quadra-Trac I<sup>®</sup>, Quadra-Trac II<sup>®</sup> and Quadra-Drive<sup>®</sup> II (the latter with class leading capability and an Electronic Limited Slip Differential). There is also a feature called Selec-Terrain traction control that lets you choose from Auto, Rock, Snow, Sand and Mud to custom tailor your drive to the conditions, as well as Quadra-Lift air suspension that raises and lowers the Grand Cherokee for easier entry and exit.



There are three engine options, too, ranging from the award-winning 3.6-liter V6, to the powerful HEMI V8 and the 3.0-liter EcoDiesel that provides a whopping 420 lb/ft of torque while giving back up to 30 mpg highway, and a 730-mile range. Towing is rated up to an impressive 7,400 pounds. There are also a slew of winter busting features including High Intensity Discharge headlights, heated front and second row seats and a heated steering wheel.

### Subaru Legacy

The Legacy has been redesigned for 2015, but retained all of the things that have made it a favorite for those who want a midsize sedan that can conquer the worst winter has to offer. All models come standard with Symmetrical All-Wheel Drive, a feature that almost no other competitor in the segment offers, and is also available with the EyeSight driver assist technology that sounds an audio warning, and a visual warning, to get you to react, and can even stop the car by itself. The Subaru STARLINK infotainment system and Bluetooth technology help you keep your eyes on the road, too. The Legacy also has one of the best safety records in the industry today, and was named a “2014 Top Safety Pick+” from the Insurance Institute for Highway Safety (IIHS).

"Although not without its faults, the 2015 Legacy remains the only vehicle in the segment to offer standard all-wheel-drive while still returning up to 36 mpg on the highway (on par with most front-wheel-drive competitors)," according to Kelley Blue Book. "This unique powertrain story coupled with a higher-quality interior, attractive pricing, and relevant in-vehicle electronics have elevated the Subaru Legacy into a genuine competitive posture with entrenched nameplates like Camry, Accord and Altima."

### **Ford Edge**

If you're looking for a vehicle that can handle both the weather, as well as your family, the Ford Edge is a great choice. The Edge was named by *US News* as a Best Cars for the Money Winner and was reviewed by *Autotrader* as a "sleek, two-row crossover SUV that does just about everything right."

Available in four models (SE, SEL, Limited and Sport), the Edge can be equipped with one of three engines, a 3.5-liter V6, a 2.0-liter EcoBoost turbocharged four-cylinder that gets up to 30 mpg highway and a 3.7-liter V6 that cranks out 305 horses. Intelligent Active All-Wheel Drive helps maintain control, regardless of the weather outside, and safety features like Adaptive Cruise Control, Forward Collision Warning with Brake Support and Blind Spot Information System with Cross Traffic Alert help keep you out of trouble.

There are plenty of smart options that can help you stay safe this winter, but regardless of what you choose, stop by and let us help you with the financing.

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## lifestyle

### DIY Projects for a Cozy Home

#### Easy ways to keep your home cozy

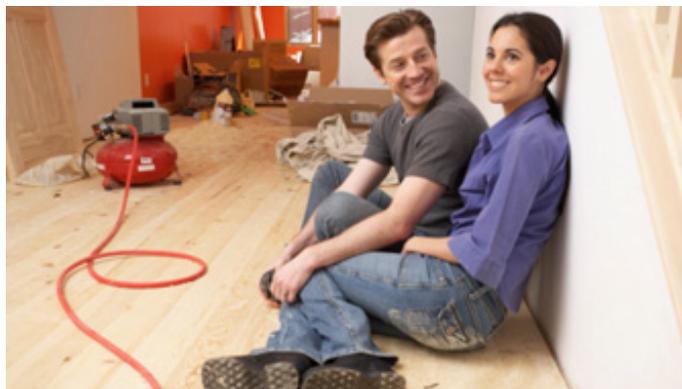
Even if you don't live in a region where winters hit extreme low temperatures, this time of year still tempts us to layer on soft clothing and snuggle up in a cozy room with our families. If your house doesn't currently have the cozy atmosphere you desire, it is easy to create that feeling with one of these projects:

#### Add a Mix of Textures

One of the simplest ways to add an instant feeling of coziness to a room is to add a mix of textures and make sure that there is plenty of softness in easy reach of each sitting area. Don't keep your extra blankets in a linen closet, fold them to display next to each chair and couch so that your family and visitors are more tempted to make use of them. Be sure to mix the textures within each stack to create a feeling of warmth and depth in the room. For example, you can add a stack that contains a knit, fleece and thin blanket by the couch and place a second stack with a faux-fur and a knit throw by the recliner.

#### Add Softness with Pillows

Sure, your couch is basically one big pillow, but you will be amazed at the instant coziness that a few extra down pillows adds. When you are choosing couches, you don't have to limit yourself to what can fit on your couches. Instead, look for pillows that can be placed on chairs and benches as well. This will allow all of your guests who are looking for a place to sit an equal opportunity to find the comfort of a soft pillow.



#### Bring Warmth Through Color

One of the simplest ways that you can make the biggest difference in a room is by changing the color of the walls. If you want your home to feel cozier, add the warmest color from the color wheel, red. If you aren't ready to commit to painting a whole room red, try painting a single accent wall or adding in red accent pieces, such as blankets, pillows or rugs.

"Wake up a monochromatic neutral palette with pops of a rich, warm color. Look for accent colors that are saturated, but have brown undertones to keep the look cozy," advises Better Homes & Gardens online. "Repeat an accent at least three times in a space to make it stick."

### **Add Detail Through Curtains**

A room without detail feels temporary and rushed, and that is the antithesis of coziness. Curtains are one way to add detail to a room without cluttering it or compromising on walking space. If you want ornate curtains, however, you may find that they can be surprisingly expensive. Fortunately, you can buy simple curtains and transform them into something that feels rich and detailed with this easy DIY project from TheNest.com.

"Buy an inexpensive pair of plain curtains (we like pleated ones) and amp them up with some grosgrain ribbon trim sewn vertically down the edges," recommends TheNest.com "The heftiness of grosgrain will make them look expensive, and the subtle embellishment will turn forgotten-about curtains into a unique focal point."

### **Unify and Soften Furniture**

If you have one piece of furniture that is comfortable but has an unsightly appearance or simply doesn't blend with your home's décor, you don't have to throw it out or spring for expensive reupholstering. Adding slipcovers to chairs and benches is an inexpensive way to give them new warmth and help them coordinate with the rest of your furniture. You may even wish to add slipcovers to furniture that already matches but is too cold, such as leather furniture. If you have a sewing machine, you can save money by making covers yourself with this tutorial from MarthaStewart.com at <http://www.marthastewart.com/267923/making-a-slipcover>.

You don't have to spend the winter in a home that lacks coziness. Any of these easy projects can turn your home from cold to cozy with a minimal amount of supplies and time.

