

# EAGA Business Builder

Volume 13

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October 31, 2017

Today's presentation was a round-table affair.



Today's scheduled speaker was unable to attend because of an emergency. A fall-back plan was table discussions of how individual companies are faring so far this year. Better than usual; worst than usual; about the same as usual. And what would be the reason for how things are going. Maybe a change in the business structure; maybe a new hiring technique; maybe blind-luck...

After a few minutes of table discussion, the floor was made available to anyone wanting to comment.

We heard some success being credited to a switch to the "Trust & Track" philosophy - that is finding a good, qualified, member of your team, then give them the responsibility to manage some things. Trusting them to get the right thing done, and let them go...but pay attention to make sure that all is really going as expected. It takes less time to periodically review circumstances than it does to personally manage every thing, every day.

We heard how some of the guys gauge the current state of the economy. Pat Maloy's containers can be a weather vane for the economy: if rentals are active, the local economy is doing good; if sales are up, construction is up; if fabricated containers are being ordered, the government spending is up.

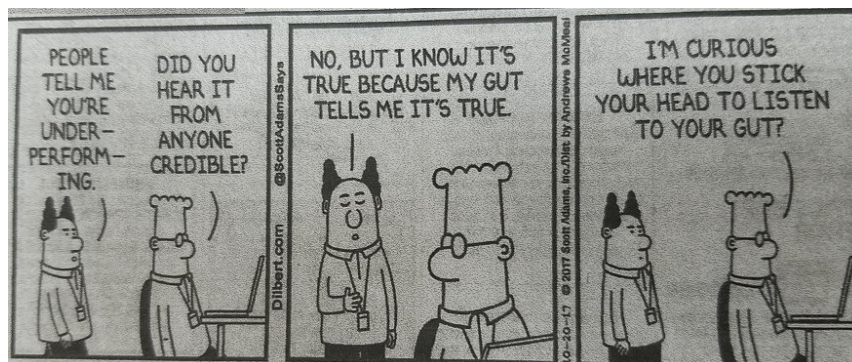
We heard that available residential home lots are becoming scarce. Currently there are not any subdivisions under contract in Rio Rancho. And the cost differential between homes on the west side and homes the east side is back to being relatively substantial.

We heard that it is still quite difficult for most, though not all, of our members to hire quality staff. One company regularly interviews about 60 people before hiring one. Some members have little success finding new hires in the younger age group; while still others prefer to hire those 'youngsters'.

We heard that New Mexico economy is improving, but at the "Little Engine That Could" pace of slower, but steady; versus places like southern Arizona; Denver and the Bay Area where improvement appears to have been substantial of late, but it does look like bubbles forming again.

Over all the general consensus is that business success continues to look up for our members.

- ◆ See page 3 for information from Klint Hall - Lobo Wealth Strategies listing the 2018 IRS Indexed Limits applicable to qualified retirement plans.
- ◆ A thought from Dilbert as forwarded by Jack Zipper:



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## Business Leads:

None written down today

## Reciprocity:

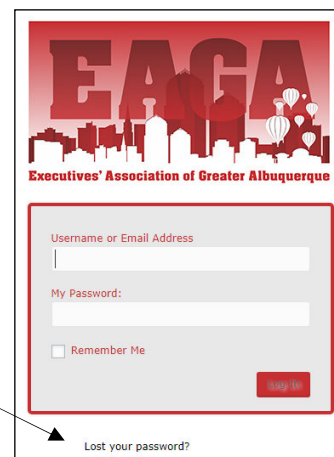
Thank you to Mario Hernandez for support of Verus Research for freight forwarding/shipping.  
Jeff Sakamoto—Southwest Business Advancement, LLC

◆ **President Dave's Tech Tip of the Week: Microprocessors—which is better?**

Basic choices from Intel are i3; i5 and i7. The i3 is 2 core processor; the i5 and i7 are 4 core. (a core is two processors that work together to share duties). The i3 is probably adequate for most general computer work. The i5 is faster than the i3 and would be better for heavy calculations and non-graphic work. The i7 is overkill for anything other than digital heavy applications. Dave does not recommend the i7 for a laptop since that processor runs quite hot.

◆ **Our Holiday Party is scheduled for December 9th at Hotel Albuquerque. Cocktails from 6 to 7 PM; Dinner from 7 to 8 PM; 8 to 11 PM dancing and door prizes. Mario has been selecting some great items to be given away at the party, and our holiday party is always an enjoyable event. Don't miss out on the great fun. Sign up sheets will be circulated at our next couple of Tuesday meetings. Be sure to sign up; note your spouse/guest; and mark your food selection.**

◆ **EAGA is working on making our website a more useful, and a more frequently visited place. There is now a section titled "Shout Out" where members can post leads and reciprocity information. The site has a Bulletins Archive section; an important EAGA documents sections (By-laws and other similar items); a galleries section (pictures from past EAGA events); and the member directory (members with pertinent contact information). The site location is eaganm.com. Most everything is limited to member only access, so you will need your user name and password. User name is the first initial of your first name and your full last name [all lower case is fine]. The password is anything you want it to be, so set it to what you want after your first log in. If you haven't visited the site before, or if you have a bad memory, you can get a temporary password by clicking on the "Lost your password?" phrase under the initial window. A new pop-up appears and you will be instructed to re-enter your user name or email address (the user name is as noted above and the email has to be the one that is on file with EAGA). Go to eaganm.com and check it out. If you have suggestions for something to add, or if you have other recommendations, let us know. Trouble logging in? Contact Executive Director Mario or President David for assistance.**



## Badge Board Greeters

Nov 7th	Paul Jew—Moji Studios
Nov 14th	Mark Tobiassen—Action Coach Business Coaching
Nov 21st	Kit Turpen—HUB International
Nov 28th	No Meeting - Thanksgiving Holiday
Dec 5th	
Dec 12th	
Dec 19th	

## Upcoming Speakers

Nov 7th	Lou Rodges—Retriever Merchant Services
Nov 14th	David Dworsky—Team 1st Technologies
Nov 21st	Paul Jew—Moji Studios
Nov 28th	No Meeting - Thanksgiving Holiday
Dec 5th	Business Meeting and Elections
Dec 12th	
Dec 19th	Jeff Sakamoto—Southwest Business Advancement, LLC

*The IRS has announced the 2018 indexed dollar limits applicable to qualified retirement plans. This update is provided for informational purposes to Lobo Wealth Strategies retirement plan clients. Neither J. Klint Hall, Lobo Wealth Strategies PC, NYLIFE Securities LLC nor its affiliates provide tax, legal or accounting advice. Please consult your professional advisors in this regard.*

Item	IRS Code Reference	2017 Limit	2018 Limit
401(K) Employee Deferral Limit <sup>1</sup>	402(g)(1)	\$18,000	\$18,500
457 Employee Deferral Limit	457(e)(15)	\$18,000	\$18,000
Catch-up Contribution <sup>2</sup>	414(v)(2)(B)(i)	\$6,000	\$6,000
SIMPLE Deferral Limit	408(p)(2)(E)	\$12,500	\$12,500
SIMPLE Catch Up Contribution	408(p)(2)(E)	\$3,000	\$3,000
Defined Contribution Dollar Limit	415(c)(1)(A)	\$54,000	\$55,000
Defined Benefit Dollar Limit	415(b)(1)(A)	\$215,000	\$220,000
Compensation Limits <sup>3</sup>	401(a)(17); 404(l)	\$270,000	\$275,000
Highly Compensated Employee (HCE) Income Limit <sup>4</sup>	414(q)(1)(B)	\$120,000	\$120,000
Key Employee Officer	416(i)(1)(A)(i)	\$175,000	\$175,000
Social Security Taxable Wage Base	TWB	\$127,200	\$128,700
IRA/Roth IRA Contribution Limit	219(b)(5)(A)	\$5,500	\$5,500
Catch Ups <sup>5</sup>	219(b)(5)(B)	\$1,000	\$1,000

1. Employee deferrals to all 401(k) and 403(b) plans must be aggregated for purposes of this limit. A lower limit applies to simple plans
2. Available to employees age 50 or older during the calendar year. A lower limit applies to SIMPLE plans.
3. All compensation from a single employer (including all members of a controlled group) must be aggregated for purposes of this limit.
4. For the 2018 plan year, an employee who earns more than \$120,000 in 2017 is an HCE.
5. For Ages 50+ as of 1/1/2018

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