

How to create a retirement paycheck that lasts

By Liz Weston *NerdWallet*

Withdraw too much and you could run out of money. Withdraw too little and you might stint on some retirement pleasures you could actually afford. Taxes and Medicare premiums should be considered, too, since both could be inflated by the wrong withdrawal strategies.

Financial planners use powerful software to model various ways to tap retirement funds so they can recommend the best options for their clients. Recently, some companies introduced similar software that consumers can use to find the most tax-efficient, sustainable strategies.

I kicked the tires on a few of these products and found

they were pretty impressive. The programs won't necessarily save you from yourself if you make certain mistakes, such as underestimating your life expectancy or claiming Social Security too early.

Schwab intelligent income: Schwab's "retirement paycheck" option, which launched in January, is an extension of its robo-advisor, Schwab Intelligent Portfolios, which invests using computer algorithms. Schwab Intelligent Income uses hundreds of market simulations to analyze how accounts enrolled in its robo-advisor might perform and to project how much retirees can afford to withdraw each month. The service also advises which accounts to tap and when and factors in users' tax brackets, required minimum withdrawals and how their money is distributed among taxable, tax-advantaged and tax-

free accounts.

Income Strategy: Like the other services, Income Strategy suggests what accounts to tap when and how much to withdraw. But the tool, which debuted last year, also offers seemingly infinite ways to tweak and compare strategies. And you don't have to move your money — Income Strategy works no matter where your accounts happen to be.

Kindur: Kindur, which launched last year, offers a free tool to estimate your retirement costs (including health care), see how much income you'll need to cover essential and optional spending, recommend when to collect Social Security, then calculate how long your money is likely to last. For \$99 a year, Kindur's SmartDraw product can create a personalized withdrawal plan that includes all your accounts plus an annual review by a certified financial planner.

Workers' rights Q&A: Dealing with discrimination

During the COVID-19 pandemic, we have witnessed an alarming uptick of xenophobia and racism. Just like when the Muslim, Sikh, Arab, Middle Eastern and South Asian communities faced increased discrimination after 9/11, Asian Americans and many immigrant groups are suffering from a wave of a hate crimes and prejudice.

"Over 1,400 discrimination complaints were reported nationwide by Asian Americans between March 19 and April 15," says Harry Budisidharta, the executive director of the Asian Pacific Development Center in Aurora. "This wave of hate crimes and prejudice is part of a historical pattern where communities of color, immigrants, and refugees are used as political scapegoats, resulting in dire consequences to themselves and their communities. Although not as prevalent as in some other states, Colorado has not been completely spared. We have witnessed a local rise in hate crimes and discrimination as well."

Discrimination is not only morally wrong; it is also illegal. In this column, we will be answering questions about the rights that all Coloradans have to be free from discrimination and harassment in the workplace, housing, and commercial spaces.

Q: A coworker is calling me derogatory names, using racial slurs, and telling me to go back to China, blaming "my people" for the spread of COVID-19. What are my rights?

A: Title VII of the Civil Rights Act of 1964, the Colorado Anti-Discrimination Act, and the Denver Anti-Discrimination Ordinance, as well as many other local laws, make racial, ethnic, and national origin harassment illegal.

This includes not only anti-Asian harassment, but all other racial, ethnic, or national origin-based harassment. By failing to stop the harassment, your employer is also violating your federally protected

contractual rights to work in an environment free from racial and ethnic discrimination. If you are suffering from a co-worker's or supervisor's harassment, you should complain to your employer. Try to document your complaints by making them in writing, for example, by sending them in an email. If you complain verbally, you should keep a record of whom you spoke to, the date of the complaint, and what everyone present said. Remember, your employer cannot retaliate against you in any way for reporting harassment to management or to a government agency. If your employer does so, that is a separate violation of your rights.

Q: There have been several rounds of layoffs due to COVID-19 at the company I worked for. Most of the layoffs were minority workers. When we were laid off, my employer did not say anything about our race; rather, management said it was because business had slowed down. Have our rights been violated?

A: Even if your employer did not give race, ethnicity, or national origin as the reason for selecting you for layoff, if those characteristics did in fact influence management's decision, then the answer is yes — you and your coworkers' rights have been violated. Federal, state, and local laws prohibit employers from making employment decisions, such as who to lay off, based on race, ethnicity, or national origin.

Q: I am of Asian descent and grocery stores, public transit, and other businesses have denied me service. What do I do?

A: The Colorado Anti-Discrimination Act, the Denver Anti-Discrimination Ordinance, and other local laws all prohibit discrimination in what are called places of "public accommodation." Places of public accommodation include private businesses that sell goods and services to the public — such as

grocery stores, restaurants, retail businesses, and public transportation services. These and many other businesses cannot exclude you from services because of your race, ethnicity, or national origin.

Q: As a result of being laid off, I cannot pay my rent this month. I am a person of color and my landlord gave me a notice of eviction but has allowed others in my building to skip a payment without consequence. Is this allowed?

A: First, you should know that Gov. Jared Polis has suspended evictions and foreclosures during the pandemic at least until the end of May. This does not necessarily change the fact that you may owe your landlord money or face eviction further down the line. Many landlords have been negotiating with their tenants to reach repayment plans to avoid possible eviction. However, a landlord cannot pick and choose who gets evicted based on a tenant's race, ethnicity, or national origin. The federal Fair Housing Act, and state and local laws such as the Colorado Anti-Discrimination Act and Denver Anti-Discrimination Ordinance, forbid this type of discrimination. These laws and others also restrain landlords from basing decisions about who to lease, sublease, or rent to on an applicant's race, ethnicity, or national origin.

Q: How do I enforce my rights if I think I have been a victim of discrimination?

A: If you believe your rights have been violated, you should talk to an attorney immediately. Depending on what has happened to you, there are federal,

state, and local agencies you must go to before you can go to court, each one of which has strict deadlines for filing complaints. The Colorado Civil Rights Division is a good place to start, as it investigates a wide range of discrimination throughout the state. "Discrimination is still illegal in Colorado despite COVID-19," says Aubrey L. Elenis, director of the Colorado Civil Rights Division. "The Colorado Anti-Discrimination Act (CADA) protects employees from discrimination on the basis of disability, race, creed, color, sex, sexual orientation, religion, age, national origin, ancestry, and pregnancy including

childbirth and related conditions. Individuals who are pregnant or have disabilities have the right to request 'reasonable accommodations' from employers that are subject to the Americans with Disabilities Act or CADA. Employers are prohibited from discriminatory or unfair employment practices against employees who are showing symptoms of COVID-19 or who have been in contact with a known positive case of COVID-19. If an individual feels that they have been a target of discrimination in one of these areas, we urge them to report it." The Colorado Civil Rights Division has put out guid-

ance on discrimination during the COVID-19 epidemic, which can be found at colorado.gov/pacific/dora/civil-rights.

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