



Creating a Legacy That Works for You

Your Practical Guide to
Planned Giving Options

Your Legacy, A Reflection of Your Values

Have you thought about the legacy you would like to leave?

Most of us hope to be remembered for more than what we earned or owned. We want our lives to reflect the values we held dear, the family we cared for, and the opportunities we created for others.

Legacy planning gives you the chance to shape that story in a way that protects loved ones, pays forward the opportunities you once received, and carries your values into the future.

This brochure is designed as a handy guide to the financial tools that can help you achieve your goals — ways to reflect your values, provide for your family's well-being, and take advantage of smart tax-saving strategies.

JobTrain is here as a knowledgeable resource, to listen and provide clear information as you consider what feels right for your legacy. If and when you are ready, we invite you to join The Open Door Society — a community of donors who have chosen to leave a planned gift to JobTrain that opens doors of opportunity for generations to come. We hope this guide provides a useful resource to you. Please reach out to us with any questions.

Your friends at JobTrain

Bequest from a Will or Trust

Best for donors who want an easy, flexible way to leave a gift without affecting their current income.

What It Is: A simple way to make a gift through your will or living trust. You can designate a dollar amount, percentage, or portion of your estate to a charity such as JobTrain.

Benefits: You retain full control of your wealth during your lifetime, it's easy to update, and it ensures your legacy continues exactly as you wish.

How to Implement: Simply insert the following language into your will, adding JobTrain as a beneficiary. You can have your attorney update your will or trust, update your will yourself, or create a will using an online tool such as freewill.com.

Sample Language:

"I gift to JobTrain, a nonprofit organization, Tax ID#: 94-1712371, ___% of my estate (or the sum of \$___)."

TERMS TO KNOW

A Will is a legal document that specifies how you want your assets, property, and even pets to be distributed and managed after your death.

An Estate refers to the total assets and property, money, and possessions left by someone after they die.

A Trust allows a third party, or trustee, to hold assets on behalf of a beneficiary or beneficiaries. It offers more protection and flexibility than a will but is more complex and costly to set up and maintain.

Retirement Plan, Bank Account, or CD Assets

Best for donors who want to care for family and charity while minimizing taxes.

What It Is: You can name a charity as a beneficiary of your IRA, 401(k), pension plan, bank account, or Certificate of Deposit (CD). This does not affect what you withdraw from your retirement account during your life. After, however, the remainder can go to the charity of your choosing.

Benefits: Retirement assets are often heavily taxed if left to heirs, but pass tax-free to charity. Other assets can then go to your family to create a balanced plan for tax savings.

How to Implement: You complete a beneficiary designation form through your plan administrator to add JobTrain as a beneficiary. You can specify a percentage or the entirety of the balance in your account go to the charity.



"We want to make a difference in people's lives, and to leave a legacy that our children and grandchildren will continue."

— Rebecca Morgan,
longtime JobTrain supporter

Life Insurance Policies

Best for donors who want to make a big impact at modest cost.

What It Is: Did you know that you can name JobTrain as a beneficiary of a life insurance policy, or donate a policy that you no longer need? You can list a charity as a secondary beneficiary in the event that your primary beneficiary does not survive you. Under the right circumstances, it's possible to have "secondary" or "supplemental" policies, and you can list a charity as a beneficiary.

Benefits: Modest premiums can yield a surprisingly large future gift. Premiums on gifted policies may be tax-deductible.

How to Implement: Contact your insurance provider for a beneficiary form to transfer ownership of the policy, or ask your advisor about donating a policy outright or about purchasing a secondary policies with JobTrain as the beneficiary.



"People will say a lot of things about me when I die ... but I am determined that 'he died rich' will not be one of them."

— Bill Gates

Donor-Advised Funds (DAFs)

Best for donors who already use a DAF and want giving to continue beyond their lifetime.

What It Is: A donor-advised fund (DAF) is a charitable giving account that allows you to contribute cash, stock, or other assets and receive an immediate tax deduction. The funds in your account are invested for tax-free growth, and over time, you recommend donations to qualified charities of your choice. What most people don't know is that you can also designate a charitable organization as successor beneficiary to receive the remainder of the funds in the account after you pass away.

Benefits: It's easy to include in estate planning and keeps your charitable intent alive, it allows family involvement in philanthropy, and it has no effect on your current giving.

How to Implement: Log in to your DAF account or contact your sponsoring organization to name JobTrain as a successor beneficiary.



"Someone's sitting in the shade today because someone planted a tree a long time ago."

— Warren Buffett

Charitable Remainder Trust (CRT)

Best for donors who want to balance income for themselves or their family with a future charitable impact.

What It Is: A trust (account) that provides income to you or loved ones for life or a term of years, with the remainder going to charity. A CRT lets you convert a highly appreciated asset like stock or real estate into lifetime income. You transfer assets into the trust, then you receive income from the trust on a monthly basis. When you pass away, the balance in the trust supports your designated charity.

There are two main types:

- 1. Charitable Remainder Unitrusts (CRUTs)**, which provide a variable income based on the trust's value.
- 2. Charitable Remainder Annuity Trusts (CRATs)**, which provide a fixed income amount.

Benefits: It reduces your income taxes now and estate taxes when you die. You pay no capital gains tax when the asset is sold. You will receive more income than selling and re-investing the asset yourself. And it lets you help one or more charities that have special meaning to you.

How to Implement: Work with your attorney or financial advisor to establish a trust document and name JobTrain as a charitable beneficiary.

Since 1969, countless families have used charitable remainder trusts (CRTs) to increase their incomes, save taxes, and benefit charities.

Qualified Charitable Distributions (QCDs)

Best for donors aged 70½+ seeking a tax-wise way to give now.

What It Is: You can make contributions of up to \$100,000 per year from your IRA to a charity.

Benefits: This counts toward your Required Minimum Distribution but is excluded from taxable income, making it a smart way to give while preserving other assets for your family.

How to Implement: Ask your IRA administrator to send your distribution directly to JobTrain instead of to you.

"I remember walking into JobTrain not knowing where I was going. Today, I have a career I love and a family I never imagined possible. Whoever made this journey possible for me — thank you."

— Adriana Pedrazas, JobTrain graduate



Decision Guide

Want maximum flexibility?	> Bequest
Want to support family and charity?	> Retirement Assets or CRT
Want a big impact at modest cost?	> Life Insurance
Already use a DAF?	> Name JobTrain as a successor beneficiary
Age 70½+ with an IRA?	> QCD

Tax Tips

Retirement Assets: May be heavily taxed to heirs, but pass tax-free to charity.

Bequests: May reduce estate taxes.

Life Insurance: Death benefits typically bypass estate taxes.

Charitable Remainder Trusts: Can provide a deduction now and reduce estate taxes.

QCDs from IRAs: Reduce taxable income in the year of the gift.
Always consult your advisor about your specific circumstances.

Common Myths About Legacy Giving

Myth: Legacy giving is only for the wealthy.

Truth: Anyone can make a meaningful gift — even a small percentage of an estate can have lasting impact and make a statement about what's important to you.

Myth: It's complicated.

Truth: Some of the simplest gifts (like adding a beneficiary to a retirement account) take just minutes.

Myth: I have to choose between my family and charity.

Truth: With the right planning, you can do both.

"If you're going to live, leave behind a legacy. Make an impact on the world that can never be erased."

— Maya Angelou



An Invitation to Learn More

Legacy giving is deeply personal, and every family, and every plan is unique. We understand that decisions about your legacy require thoughtful consideration. We're here to help you understand your options. Our team would be happy to speak with you in confidence about your giving goals, with no obligation. Together, we can ensure your legacy is a true reflection of your values.

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You can also read about these legacy giving options online.



THE
OPEN
DOOR
SOCIETY

Where your legacy gets to work.

When you include **JobTrain** in your plans, you join The Open Door Society, our community of visionary donors who put their legacies to work by opening doors that lead to economic mobility. It's a lasting way to ensure your values are at work for generations.



Job training and career advancement services that open doors of opportunity.

JobTrain is advancing social and economic well-being in our communities by opening pathways to quality careers for people of diverse backgrounds throughout the San Francisco Bay Area. We teach people the skills they need to find and retain meaningful, rewarding work, and we connect them with the life resources, opportunities, and personal support to propel them forward in life and ensure their prosperity.



JobTrainWorks.org

JobTrain is a 501(c)3 nonprofit organization.
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