

Money MATTERS

MoneyIQ.co.uk - unlocking the secrets of Financial Intelligence

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Revolutionary workshops that explain how money really works...

Financial Intelligence is an essential skill for -

- Well-being
- Career Management
- Personal Development
- Business Awareness

In-house & Open Workshops

www.MoneyIQ.co.uk

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We're heading for trouble with debt

Workshops from MoneyIQ respond! UK consumer debt breaks through £1.4 trillion barrier

CREDITACTION, the UK charity that campaigns and reports on UK levels of consumer debt, reported that UK personal debt broke through the £1.4 trillion barrier this year, and that the level of personal debt is increasing at the rate of £1 million pounds every four minutes.

In response to this, and the need to bring a true element of sensibility to understanding personal financial matters, MoneyIQ are now running inspiring workshops to develop personal Financial Intelligence - to help ordinary people develop the skills and confidence to deal with the money pressures of daily life, and make better choices for a more stable financial future.

Financial Intelligence, in a workplace near you

MoneyIQ believe that the workplace is a great place to teach essential money management principles, where responsible employers can provide life skills training and make a real difference to the quality of life of their employees. The in-house workshops have been amazingly well received by participants and employers and the feedback clearly shows that the workshops are right on target. To find out more, catch up with all the latest news in this edition of **MoneyMATTERS**.

Figures to scare the pants off you!

The average household in the UK now has £8800 of personal unsecured debt. If mortgages are included, every man, woman and child in the UK owes approximately £18,722!

The appalling figures in the full report are a clear sign that one way or another, families face real crisis as they struggle to repay their debts, find enough to live on and save for the future.

Who's to blame?

Many people! The accelerating debt

situation is directed at banks for irresponsible lending, advertisers for creating rampant consumerism and even television companies for creating a 'have it now culture', with the current obsession for home improvement and travel programmes. Some commentators have suggested that our secular society means that people tend to measure their worth by the things they own rather than their character or personal qualities.

A failure of education?

"The main reason behind the debt situation is that people are not taught how money works. Schools don't teach money management,

and parents don't know enough to guide their children, and, in many cases, even give the wrong advice" so said Paul Way, the Managing Director of MoneyIQ. This lack of financial intelligence leads individuals and families into spirals of debt, stress and family conflict.

So back to school maybe... MoneyIQ are bringing enlightenment to people the length and breadth of the UK, delivering serious doses of empowerment in helping attendees think again about their financial well-being.



IBM experiences MoneyIQ workshop

And their Graduates love it!

In an innovative change to their Graduate Induction Programme, the IBM Software Group Laboratories in Hursley included the MoneyIQ's one day Financial Intelligence workshop run by MoneyIQ. IBM offers outstanding career development opportunities and the chance to work at the technical cutting edge, but they do not compete with the fat 'top-line' salaries offered by the city firms. Most graduates face real financial challenges as they struggle with finding homes, paying off their student loan and even equipping themselves with a professional wardrobe. All this adds to their financial burden, and the risk faced by employers like IBM is that graduates make decision based on short term financial concerns.

By helping them to take a longer term perspective of the role of their career in their lives, and by helping them understand the principles of good financial management, IBM with the help of MoneyIQ are ensuring that their graduates are in a strong position to make sound career choices. The energetic workshop was a great success with most of the graduates enticing the facilitators to stay on after the workshop ended to talk through in more detail some of the subjects raised on during the day. The graduates reported feeling respected and cared for by IBM as a result of their willingness to coach them in this essential area. For many of the graduates it was the first time they had ever had any formal training or guidance on money management.

Organisational Learning - PUSH OR PULL?

For many employees, the experience of preparing and implementing personal development plans (PDP's) is not a rewarding one. Complex competency frameworks, 360's and development planning meetings may feel a world away from the real hopes, aspirations and interests of the individual.

The people involved in the process, HR Professionals, Line Managers and the employee may all feel that the process is being 'pushed': HR pushing managers and employees, line managers pushing their people. The overwhelming experience becomes one of 'compliance and ritual', where the annual round of development planning and interviews becomes an additional organisational burden.

The situation is compounded when the organisation fails to help the employee meet their development goals. This happens when training budgets are cut or suspended; where planned moves are restricted and where the burden of doing the job leaves little time for the essential reflect and learn process. In some

organisations, the pressure to develop the 'high potentials' may leave a substantial section of the workforce somewhat isolated, under-developed and unfulfilled.

In organisations where development planning is truly successful, there is an entirely different sense of energy and excitement about learning and developing. This happens when organisations are successful at drawing out and supporting the true development aspirations and ambitions of their people. The resulting energy released creates a 'Pull' demand from people with a profound commitment to their development. The key elements that allow this to happen are where organisations:

- Appreciate the diverse ambitions and goals of employees – where it is okay to be 'planning to leave' and employees with rich lives outside work are valued and supported. In effect, a partnership is formed with the employer where their work gives them the development time and money to achieve their goals

- Help employees shape and articulate their 'life plans' by helping people think through what is truly important in their lives and enabling them to articulate these in the form of specific goals and plans.

When employers plan development the intention is to bring about sustained change in the level of skill, motivation and focus of employees. This is created

when the individuals in the organisation are engaged and excited. This happens when we see that those we work with and for are directly helping us achieve our life goals. What is rewarding for employers is how often life goals align with the organisational goals, because so many of us set great value in doing our work well. What is frustrating is when the pressure of daily life and work means we lose sight of the long term and our real goals and sadly this leads to regret, disillusionment and stress.

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MoneyIQ Workshops are a powerful launch platform: most of us perceive our income as essential to achieving our goals and plans, to the point where generating income becomes the goal

and the real goals become lost. Participants on the workshop take the time to focus on what is important (ie. what they really want out of life) and examine their relationship and behaviours around how they deal with money.

For many people, it will be the first time they have openly talked about financial goals and their beliefs, hopes and fears in this innovative way. The outcome is released energy, commitment and clarity about how to move forward. When employees bring this clarity and energy to their development plans, the virtuous circle of 'Pull' development is established.

Maggie Howe FCIPD,
Programmes Director, MoneyIQ

Open Programmes - Update



MoneyIQ runs an open programme Financial Intelligence Workshop every two months. Typically, people attending the workshop are normally independent consultants, small business owners and colleagues from client organisations. It's clear that the broad backgrounds and knowledge of the participants adds to the experience.

Keeping to the format of MoneyIQ's corporate in-house courses, they are open to anyone aged 18 or over and cost £155 per person.

To find out more about the open programmes, contact Paul Way, Business Director on 01483 600711 or email paul.way@moneyiq.co.uk

The pension Time Bomb



Many people do not realize the size of our pensions problems. It is a ticking time bomb: we are not providing enough to see us through our retirement.

In 2002 the Government set up the Pensions Commission, an independent body that reviewed the state of UK pensions and recommend solutions. It published its first report in October 2004 and here were some of its main observations:

People are not paying enough into their pensions

Many of us don't save enough during our working life to see us through an increasingly long period of retirement (especially as investment returns have been lower lately). And the problem is going to get steadily worse over the next 20 to 30 years.

People are living longer

The state pension (mainly for over 65 year olds) is funded by those in work (mostly 20 to 64 year olds). Today, there are four people aged 20 to 64 for every person over 65. By 2050, this reduces to two. Also, life

expectancy is increasing, so we have a longer time in which retirement needs funding. In 1950, a man aged 65 was expected to live a further 12 years, compared with 19 years now. By 2030, this will be 21 years.

People are not saving enough

11.3 million people in work aren't contributing to any private pension and 8.8 million of these don't have a partner contributing, so are relying solely on the state. This includes roughly 1.7 million self-employed people who don't have access even to the second level of the state scheme, so are just relying on the basic state pension. Even topped up by a means-tested minimum credit, this comes to just under £130 a week (for 2009-2010).

The real value of state pensions is falling

The pensioner population is rising

and, if the government doesn't increase the amount spent on state pension benefits over the next 30 years, spending per pensioner will fall by 26 percent.

Employers are paying less

Employers are closing final-salary schemes (Defined Benefit – DB) and instead are turning to schemes where the pension relies on investment performance (Defined Contribution – DC). With these new DC schemes, many employers are reducing the amount they pay in on employee's behalf.

Consumers aren't saving elsewhere

Consumers aren't plugging the gap left by a retreating state scheme and restricted employer schemes. There appears to be a lack of trust in the pensions industry to provide their pension needs.

MoneyMATTERS interview - High flyer returns to nest

Peter Donaldson, 22, has given up his high flying career in the City, packed his bags and gone back home to Northampton and his Mum. Friends and colleagues are stunned at his decision: "He was really going places, he's the last person we expected to leave".

We met with Peter to ask him why he left and what his plans are for the future

Tell me about the job you left, Peter.

Well, I worked for one of the top global insurance firms, I'd been with them for 17 months on their graduate training programme, and had a great time and fantastic development working in the different departments in the company. I moved to London to start the job, and was very excited at the idea of working in the City.

What made you take the job?

I am very interested in finance and did a degree in business studies; I had a number of friends working in London and wanted to enjoy the social life of working in the capital. At first it was great, I got on really well with the people I worked with, had a flat near work and life was great.

What made you decide to leave so suddenly?

One Saturday morning when my post arrived I received three letters; my bank statement, my credit card bill, and a notice about a rent increase. For the first time in months I sat down and took a good look at my money situation – it was frightening! I was so much in debt, it was going to take years to pay it off, and I couldn't keep paying the costs of living and working away from home.

How did you manage to get into debt so badly?

Hmmm...I was offered a great salary with my company, and really thought I was in Easy Street, especially as my student debt was quite small, at only £4,500. I found a flat sharing with friends, and bought myself a second hand car to get around and take trips home. But I just didn't think about how much it cost to live, pay the bills, run a car and eat and as well as buy decent clothes for work. I paid for everything on credit card, and the debt just gradually crept up, especially as the interest rate on my student loan increased.

What did your parents say when you told them?

They were great. They were upset at the amount I owed, and there is no way they could have paid it off for me, so I really had to help myself. We talked it through together and agreed that I should cut down expenses and start repaying the debt by coming home and finding a job locally.

How are things now?

Much better. I'm really disappointed that I had to give up such a great career opportunity, and know if I had the chance again I'd do things differently – I'd certainly be much smarter about managing my money! I've found a job with a local company, and they are encouraging me to join their management trainee scheme, so hopefully I will get back on track, one good thing is I've met a girl here

and we are very happy, so who knows what the future holds.

Thanks for talking to us Peter.

We talked to Peter's Mum, and she said "I'm thrilled to have Peter home, but sad he's had such a tough experience.. "It's a hard way to learn a lesson.. If we could find a way to help people learn how to manage their money properly. It could all be have been so different for young people starting out".

Editor: mmm we know a workshop that would help Peter and his graduate friends!

Employers win 3-0



MoneyIQ's Financial Intelligence Workshops are helping employers offer real support and skills development to their employees. In particular, three areas have been highlighted as being crucial to this win-win scenario for employers choosing MoneyIQ as part of their people development programme.

• Occupational Health and Well-Being Programmes

Developing financial intelligence is a practical intervention to help avoid and reduce stress. As people feel more able to take positive action to deal with their personal financial well-being, they also feel better able to cope with the challenges and demands in the workplace. There is an increasing body of evidence that programmes like MoneyIQ make a real difference to motivating and retaining employees.

• Business Awareness

MoneyIQ's workshops focus on developing individuals' ability to understand and work with personal financial statements. The learning is equally relevant to business and where business awareness is a

development objective, participants are easily able to make sense of the financial aspects of their role and decisions on business performance.

• Induction Programmes

Introducing the Financial Intelligence Workshop to induction programmes can make a real difference to how employees experience the critical first few months of a new job. For most people, a new job can mean new financial pressures; whether it's graduates learning to live away from home, women returning to work and paying for child care or employees relocating to start a new role. MoneyIQ's workshop is a powerful way to help employees deal with the challenges the new job brings and energises them as they settle into their new world of work.

So now you want MoneyIQ

MoneyIQ will be delighted to hear from employers wanting to integrate the Financial Intelligence Workshops as part of their employee development programmes. The Workshop is one day long and can run with group sizes ranging from 8 to 30. (We can also run special corporate group events by arrangement). The costs to run the Workshop in house start at around £95 per person. Where needed MoneyIQ will arrange an excellent Central London venue for the Workshop.

To find out more, contact our Business Development Team on **01483 600711** or visit **www.MoneyIQ.co.uk**

Email: **info@MoneyIQ.co.uk**

Real Life experiences can make money

amazing success stories for people with Financial Intelligence



Tim at Partybox.co.uk is a dot com success

One of the great secrets of financial intelligence is that people who have multiple sources of income tend to prosper, especially when they have a mindset that means they are alert for strange, new and interesting ways to generate income. The people who think in this way are often people who care about others – they want to share great ideas, make things easier for everyone and provide a service. Many of these people have interesting careers and are highly valued by their employers; they tend to be creative, imaginative, and most importantly, bring their creativity and money making ideas to work! Here are just some of the stories.

■ Annie spent a fortune on maternity clothes, and after she had her baby, set up an Agency in her home for other Mums to sell their unwanted maternity clothes. When her customers call, they come to her home by appointment, get a cup of tea, and as much time as they need to try on and choose their new outfits - much better than the shopping centre for tired and busy mums-to-be. The set up costs were minimal: a spare room and contact cards in the local GP surgeries. She pays 70% of the price to the owner of the clothes and keeps 30%, but only pays for her stock when the goods are sold. "It takes organisation and good book keeping, and fits with the rest of my life, and it's lovely meeting mums-to-be and hearing all their stories".

■ Tim got frustrated trying to buy all the stuff for his little boy's Spiderman party, so he set up Partybox.co.uk to sell kids party goods on the internet, and 5 years later has a successful business, ten employees and thousands of satisfied customers.

It makes you think... what do you enjoy doing that could make you money, rather than costing you money?

Is chocolate the cure for stress?

By Maggie Howe MBA FCIPD Director, MoneyIQ.co.uk

I received an email yesterday from a friend; it was a joke describing how all the different food groups were bad for you so that just left chocolate as the only safe food to eat. The punch line was that STRESSED spelt backwards was DESSERTS. There must be some truth in it, as I know I reach for the Maltesers when I'm miserable.

But a more thoughtful look at the 'cures' is deeply worrying. There is a huge industry built around this modern malaise: pharmaceutical companies create anti-depressants, there's counselling and therapy for stressed workers, and well-being programmes and workplace gyms all helping us to develop our bodies and minds to cope with the ever increasing stress we experience in our daily lives.

Some of the 'cures' are tackling the causes and some are treating the symptoms.



One of the reasons I decide to establish MoneyIQ was because I could see friends and family suffering from stress, and it became clear to me the root cause of their stress was their lack of Financial Intelligence. Let me give you three examples.

Sheila is taking anti-depressants and has had several absences from work. She is in conflict with some of her colleagues and feels trapped in her job. She could advance in her job but her stress means that she is not able to take up the training on offer. The truth is that she lives alone and finds it hard to make ends meet, she is worried about the future and has a vicious circle of money worries creating stress which comes out as illness and aggressive behaviour, yet her doctor, her employer and even Sheila have never identified money as the root cause.

Nina and Raj are unhappy and not far from splitting up. The kids are unhappy and fights are frequent in the house. Raj spends too much time at work, he is clearly stressed and it is affecting his work. Nina feels frustrated staying home to look after the kids. The accusations are flying

about each others' character and failings. Everyone is miserable. Because they are well off with a good income, no-one sees money as the root cause, but it is. They have not agreed their financial goals, so set different priorities. They consider their earning power to be part of their self worth, so both spend too much time worrying about earning (not because they need the money) and not enough time focusing on what is really important to them.

Harry is 47 years old and severely stressed. He was working full time as a senior manager, but has been disciplined because he has been bullying some of his colleagues. He's on a leave of absence and I doubt whether he will return to work soon. He's been ill with a 'bad back', and is thinking of packing it in. When Harry left university his dream was to build boats and sail. He'd been in the university team and had fantastic success and fun. He got a good job and when the family came along he kept working to provide for the kids. He thought that when the kids were older, he could get back to his sport, but gradually realised the costs are too high and he's too old and unfit. He's taking his frustration out on everyone and making himself ill. I see this as a financial intelligence problem, because he thinks about money first and his dreams and plans second, whereas a financially intelligent person would understand the importance of prioritising and planning for your dreams and setting goals first - the money follows the intention.

Financial intelligence is about how we think about money, what we believe about money, how we behave and the consequences that our thoughts, beliefs and behaviours have on our health, relationships, careers and well-being.

MoneyIQ's mission is to help people develop their financial intelligence, and I believe this can be a better long term cure for stress than chocolate... (Though chocolate will always have an important place in my life!).

Kids & Money- the right or wrong mixture

COUNTING THE COST OF THE SCHOOL HOLIDAYS

Working parents fork out a fortune for kids during the holidays, with an average of £50 per week on childcare and around £35 per week on treats and outings. Summer holiday spending can be over £500 for one child and over £1000 for a family with two children, and that's before they pay for the family trip abroad. Most families fund this expense through savings, but over 25% resort to credit cards and

14% rely on family and friends to help out financially. (Source: Abbey You Gov Survey June 2005)

KIPPERS!

One in four parents now has adult children living at home. Problems with students debt and getting on the housing ladder mean that that the grown up offspring are not leaving home. This trend has spawned the term 'Kippers' – Kids in Parent's Pocket Eroding Retirement Savings!

MoneyMATTERS Problem2Solutions

STAR LETTER

Money can't buy happiness

Dear MM
I've a good job, a nice home and a lovely husband, I can't explain why but I'm depressed and fed up, I've even tried 'make-overs' on my house and my wardrobe to cheer myself up, but nothing seems to work. I don't feel bad enough to go to the doctor, but would like to get back to being my happy go lucky self.
Lynda



Dear Lynda,
Do go to the doctors, just to reassure yourself there is nothing physically wrong. When you get the all clear, I suggest that you give your thinking a 'make-over' (it won't cost as much as a new wardrobe!). Go out for a walk each day, for 20-30 minutes, because walking helps stimulate the 'feel good' hormones, and use the walks to plan some changes in your life. Write down your thoughts after the walk and call your notes 'Lynda's Energising Plan'. Here are some powerful questions to ask yourself: What kind of life do I want in three years time? What will be different and what do I need to do to achieve this? What will be the same and what do I need to do to keep this in my life? What roles do I like (e.g. wife, friend, worker, boss, citizen) and how can I expand these roles? Take a month to refine your plan, adding and changing things as your thinking becomes clearer (it will!).

I think, Lynda, that most of us need purpose and goals, and most of us feel better when we connect with and involve others. Try it and Good Luck!!

Do I follow the money?

Dear MM,
I've just missed out on a promotion. I had really set my heart on it, and the extra money it would bring in. I can't see a chance for another promotion coming up for at least a year. I love my job, but am thinking of leaving to get a better paid job elsewhere.

Do you think this is a good idea?
Simon

Dear Simon,
NO, I don't! You spend eight hours a day, five days a week in your job, and you love your job, you lucky dog! You need to decide what the real issue is here. If the promotion meant career progression and opportunity, then spend the time making sure you win next time. Find out why you missed out and use the waiting time to build the skills and experience you need. If the real issue is the money, then think carefully. What do you want the extra money for? How else could you get the things you want (be creative, money rarely stops us doing things we REALLY want to do). Look at how you are spending your money now, what are you wasting, and spending on the wrong things? A change in priorities may well get you what you want without the dramatic upheaval of giving up a job you love!

Preparing for the 3rd Age

My dear MM,
My company is relocating and I can't move, so I've agreed to a redundancy package. I'm 55 and there are not many jobs in the area, and I need more time to look after my elderly parents. I'm worried about the future; I will have a small pension, but don't think it will be enough, especially if I'm not working. I'm scared I'll feel old and useless, when I think I still have so much to offer.

Max

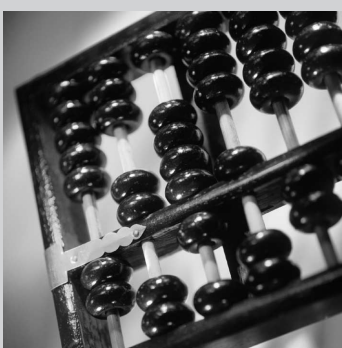
Dear Max,
Your state of mind will determine your future, so pay attention! You will dedicate as much time to managing your future as you did to doing your job. You need to make decisions about how to invest your redundancy package, how to continue to generate an income and how to manage your day to day finances. You need to learn about these subjects and create a plan for your future. I know many people who have found new lives and great satisfaction in their 'third age'. Seek out other people like yourself who are excited about life and keep hold to of your belief about having much to offer – you have. Get out there and you will find many people interested – both employers and voluntary organisations. Libraries, Local Authorities and the Internet are great places to start.

The kids want more

Dear MM,
I'm 43; and work in a low paid job. I've no qualifications and love doing what I do. My kids are growing up and seem to want so much that I can't give them; they want mobile phones, computers, holidays etc. My wife has suggested we borrow money to take the kids on holiday, or that we take part time work in the evenings to earn more money. What do you think?
Wayne

Dear Wayne
The time you spend with the kids is worth far more than anything you could buy for them. A part time job can be a great idea – you can earn extra cash, which can be put to good use, maybe to pay for college (for you and the kids!) so that you can increase your income for the long term. But not just to buy more things. And definitely not borrowing money – which will only make you poorer.

Think about what you want to teach your kids. Showing them that work is about more than money is an important lesson. Help them think about how they are going to pay their own way in the future and how they could help plan the family budget, maybe they could help you save to pay for something they want – get them to think of money-saving ideas.



University Boffins get a taste of the real world

A strange and surreal experience as 12 University of London Royal Holloway University PhD students get a lesson in real life. They spent a day on the MoneyIQ Financial Intelligence Workshop as part of a transferable skills programme to prepare them for the world of work. Geneticists, Historians, Geologists, Biologists, Engineers and Film Makers made up a real mixed bag, like a panel on University Challenge!

The first surprise was being asked to play games – at first, a bit tentatively but as they were caught up in the world of assets and expenses, deals and risks, they soon lost their inhibitions and became engrossed. By mid afternoon all of them were confidently manipulating

financial statements and talking knowledgeably about cashflow, assets and liabilities. By the end of the workshop, our boffins were transformed, as they realised the implications for future career plans, generating funding for research and the role of money and

investment in all aspects of life – even for researchers and writers. MoneyIQ put them on the right road... and the team looks forward to watching the progress of tomorrow's inventors and captains of industry...

And finally... Fagin & Scrooge Quit!

Shock announcement from Senior Partners at Dickens & Co

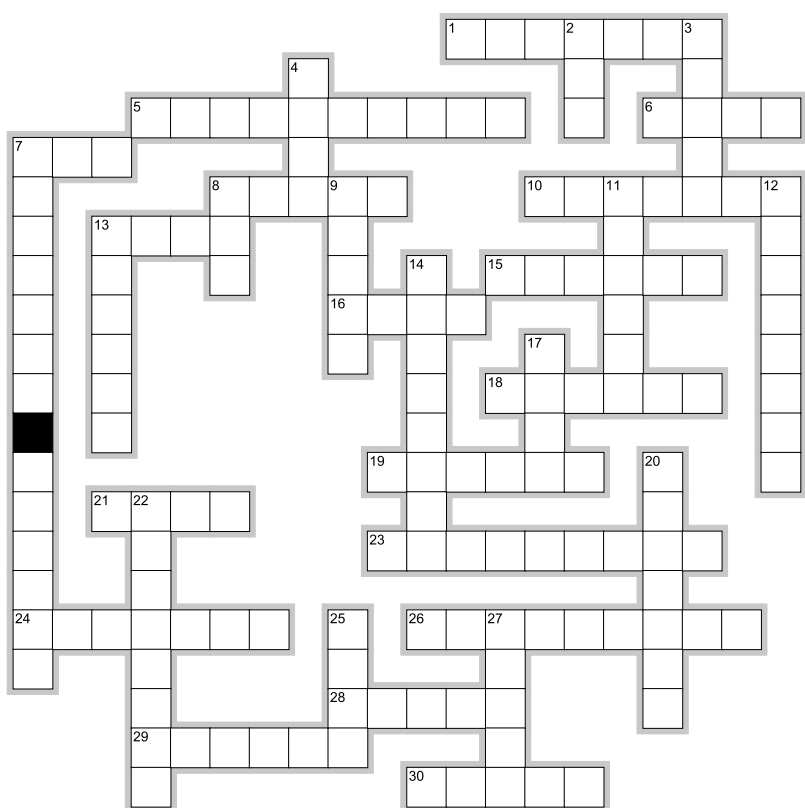
The Leaders and Founders of Dickens & Co Fund Management announced late yesterday that they are to leave the firm by the end of this month. The move was triggered when the two attended a recent MoneyIQ workshop. In a statement released by PR firm Dombey & Sons, the partners set out their reasons and future plans. 'Both Ebenezer and I were deeply impressed by the important principles of financial intelligence presented by MoneyIQ. What we learned on the workshop has made us both think hard about our relationship with money; how we have created unnecessary stress for ourselves because of the way we deal with finance and making money and we are now clear on how we want to move forward in the future'.

The statement goes on to confirm that the split with Dickens & Co is amicable – Mr Nickleby, the senior partner stated that he wished the pair well in their future careers.

It is believed that Mr Fagin will continue in his work as a mentor to underprivileged boys and will now focus on putting his considerable personal fortune to work, to generate opportunities and resources to ensure the continuing education of his mentees. In a brief telephone interview last night, he described how his determination to amass a personal fortune had distracted him from his true vocation 'by focussing my efforts on putting my money to work, and by clear personal priorities, I now see a more positive future for me and the people I care about. It is a great relief to realise that I have a future following my dreams rather than obsessing about earning money'.

Mr Scrooge was unavailable for comment, but his solicitor, Mr Harold Skimpole explained that the recent rumours of a fraud investigation were untrue. 'Ebenezer's life has been one of dramatic changes in fortune; his recent struggles with debt are now behind him. He has focussed on developing his financial intelligence with the support of the MoneyIQ team and has now established a stable basis for his future. He is thrilled to be moving from the City and looks forward to running his Organic Turkey Farm with his adopted son Tim Cratchit.

Got a spare 5 mins? Take your mind off work and try our very relevant crossword!



Across

- The foundations of prosperity; what all the shops offer (7)
- Totally confused, how I feel when I read the small print (10)
- A board game, all this makes us nervous (6)
- What you get, it's the price... (3)
- Do it with my lips and keep it in my handbag! (5)
- How you feel when you realise the possibilities (7)
- Set by the Bank of England, it affects your heart (4)
- Our nighttime world, where all is possible (6)
- This is how we hold ourselves back, is it imagined or real? (4)
- Better than a job, your mum will be proud (6)
- Chancellor's annual announcement (6)
- Too much for my blood (4)
- The scary letter from the bank? (9)
- First company to train finance intelligence! (7)
- This is the bad news on the balance sheet (9)
- The great secret, and Michael Owen knows (5)
- What you feel when you have money problems (6)
- Shareholders enjoyed this right (5)

Down

- Old fashioned girl's name that pays tax free interest (3)
- No money, broke, penniless (5)
- Weak, not a great performance (4)
- You don't work for this money, and it makes you rich (7,6)
- Half a table spice that was initially tax free (3)
- What we buy that makes us poor, also done to turkeys (5)
- Plan for life or leave it to... (6)
- What the Co-op paid your Mum, the first reward scheme for shopping! (8)
- What you need to do to enjoy the Third Age (6)
- No money and debts you can't pay led you to this (8)
- A place of dead ends and confusion (4)
- The time bomb waiting for the baby boomers (7)
- I'm not bored, and this makes you poor if you pay it (8)
- Don't put them all in one basket (4)
- This is the good news on the balance sheet (5)



Your Money MATTERS

It's a sort of newspaper, but not really! International Media Conglomerates keep giving silly offers to buy us out...but we won't budge.

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