THE ROOT OF A QUALITY EDUCATION IS FACULTY

The walls of Dr. Randal Cassling’s Omaha, Neb., office are full of framed diplomas, but one in particular—a 2005 Bachelor of Science from Iowa State University—stands out from the rest.

Originally from Ames, Cassling majored in pre-med at Iowa State for three years in the 1970s, following in the footsteps of his parents: his father, H. Robert Cassling, is a 1956 graduate in business, and his mother, Rita, attended Iowa State and was a homecoming queen in the early 1950s.

While on campus, Cassling joinedPhi Delta Theta Fraternity and was active in VEISHEA activities, but all extracurriculars took a backseat to his academic career. “Going to medical school was always the plan—you could say that I had blinders on,” he said. “I was focused on that goal.”

So focused, in fact, that his high scholastic achievement gained him acceptance to the University of Nebraska Medical School while still an undergraduate student at Iowa State, an accomplishment he described as “a dream—few people get in after their junior year.”

Cassling took advantage of the opportunity: He left Iowa State without earning his degree, graduated with his doctor of medicine degree in 1981 and became a cardiologist. However, he never forgot his fond Iowa State memories or the influential faculty who impacted his medical education and career, and in 2004 began exploring options to give back to the institution that had “molded his brain” so many years before.

After initially providing scholarship support for pre-med students, Cassling and his wife, Lori, sought a way to reward and retain strong Iowa State faculty, and decided to establish the Cassling Family Faculty Awards, named in honor of Cassling’s parents. The Cassling Awards annually recognize outstanding faculty in the College of Liberal Arts and Sciences, and provide two individuals with

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DON’T LOSE OUT
Save Your Retirement Account From Taxes

When you allocated a portion of your paycheck to be used for building your retirement plan, you did so with the goal of having enough to live on after your working years. Perhaps you even planned on leaving what was left to your loved ones. What you probably didn’t plan on was having a substantial chunk consumed by taxes after your lifetime.

When your retirement plan assets are passed to your loved ones upon your death, they become subject to income taxes. This could whittle away up to 39.6 percent of the value of your heirs’ inheritance. If your estate is subject to estate taxes, even more could be lost.

A WIN-WIN SOLUTION
How can you ensure that your hard-earned dollars won’t be consumed by taxes after you’re gone? Consider leaving them to the Iowa State University Foundation in support of Iowa State.

Leaving your retirement plan assets to Iowa State after your lifetime eliminates any income or estate taxes. This means we can put the full value of your retirement plan assets to good work supporting our students, faculty and programs.

It doesn’t have to be all or nothing, though. A gift of a small percentage of your retirement plan assets can also make a big difference.

EXAMPLE: PROVIDING FOR FAMILY AND IOWA STATE

Roger has a retirement account worth $100,000. He would like to provide for his daughter, Joy, after his lifetime as well as Iowa State.

If he leaves his retirement account to Joy, it will be subject to income taxes at Joy’s marginal income tax rate of 35 percent. If Roger leaves the account to the Iowa State University Foundation instead, we will receive the full $100,000 because we are a tax-exempt entity.

Roger decides to leave the retirement plan assets to Iowa State and provide for Joy by naming her as the beneficiary of other assets in his estate that carry less of a tax burden, such as life insurance and real estate.

Contact 800.621.8515 or giftplanning@foundation.iastate.edu to learn more about using your retirement plan assets to make a tax-wise gift to Iowa State.

57 PERCENT OF AMERICANS AGED 30 AND OLDER AREN’T AWARE OF THE TAX EFFECTS ON THEIR RETIREMENT ACCOUNTS WHEN THEY NAME LOVED ONES AS BENEFICIARIES.

Source: “America Speaks: Scientific Research Reveals New Targets for Planned Giving”
**TAX COMPARISON**

**Retirement Plan to a Loving One vs. Iowa State University**

<table>
<thead>
<tr>
<th>Retirement plan beneficiary</th>
<th>Loved One</th>
<th>Iowa State</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retirement plan value before taxes</td>
<td>$100,000</td>
<td>$100,000</td>
</tr>
<tr>
<td>Federal income taxes*</td>
<td>-$35,000</td>
<td>$0</td>
</tr>
<tr>
<td>Net to beneficiary after taxes</td>
<td>$65,000</td>
<td>$100,000</td>
</tr>
</tbody>
</table>

*Based on a 35 percent marginal income tax bracket. Federal estate taxes and applicable state income and inheritance taxes could further reduce the amount available to heirs.

**Get Your Must-Have Guides**

You’ll learn more about saving your retirement account from taxes in *A New Use for Your Retirement Plan Assets* and find answers to tough questions in *What to Do in the First 48 Hours When You Lose a Loved One*. Simply return the enclosed survey to request your complimentary copies.

**ACTIONS YOU CAN TAKE TODAY**

Return the enclosed survey to request your complimentary must-have guides.

Visit [www.isugift.org](http://www.isugift.org) and click on the link for ISU alumni and friends to find helpful gift and estate planning ideas.

Contact us at 800.621.8515 or giftplanning@foundation.iastate.edu if you have any questions about supporting the future of Iowa State.
FACULTY BENEFIT FROM CASSLING AWARDS

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monetary awards: one for outstanding teaching performance over an extended period of time, and one for early achievement in teaching.

The Casslings established the awards by providing annual contributions that could be put to work immediately, and ensured the future of the awards by utilizing a gift of retirement funds made by completing a beneficiary designation form with the account administrator.

This is an attractive gifting vehicle for many philanthropists because the funds are only transferred to the beneficiary – in this instance, the Iowa State University Foundation – after the donor’s death, and no income or estate tax will be owed on the charitable gift.

“For Lori and me, it has been fun to meet our recipients each year,” Cassling said. “We feel humbled to be in the same room as them – they are all outstanding and very deserving.”

It was around this time that Cassling received some good news: transferring his first year of medical school classes made him eligible to receive his degree and become an official Iowa State alumnus.

“It was awesome!” he said when recalling his long-awaited graduation. “My parents gave me the genetics and values, but Iowa State refined me. High school was not hard, but Iowa State challenged me and put me on a path to succeed in everything from there on out.”

“Dr. Randal Cassling’s mother, Rita, attended Iowa State and was a homecoming queen in the early 1950s.”

“Iowa State challenged me and put me on a path to succeed in everything from there on out.”

– Dr. Randal Cassling ’05

Return the enclosed survey to let us know if you are interested in supporting Iowa State University with a gift from your estate.

OUR GIFT TO YOU

Take control of your future by requesting our complimentary estate planning kit. Simply return the enclosed survey or visit www.isugift.org and click on the link for ISU alumni and friends.
PUTTING YOUR VALUES FRONT AND CENTER

Have you ever discussed your values with your attorney, accountant or other professional advisors? If you haven’t, they won’t know how you’d like to be remembered in your community, and your financial and estate plans won’t reflect what you care about.

Professional advisors naturally concentrate their efforts on the value of your estate and the taxes it will eventually generate. They recommend helpful strategies to reduce the tax bite, but little more than your net worth is shared with them.

A BETTER ALTERNATIVE

Make sure you discuss your personal values and goals with your professional advisors during the planning process so your long-term plans are built around these important standards. To help your advisors get an idea of your values and goals:

• Share what is important to you.
• Document what you stand for in life.
• Tell them how you want to be remembered by your family and community.

INVOLVE YOUR FAMILY

Many families build mission statements as part of this process to help clarify and emphasize the values and legacy they want to leave behind. This mission statement can then become the core document in all your plans, whether it’s for estate tax planning, capital gains taxes or philanthropy.

To develop a mission statement with your family, sit down and discuss what your family believes are priorities in life and how you want to make a lasting impact as a group.

THE BEST OUTCOME

By declaring what you care about first, your advisors can build a plan with you that embraces and fulfills your values and goals – all while putting your family’s financial security first.

If you are interested in including a gift to Iowa State in your estate plan, feel free to contact us at 800.621.8515 or giftplanning@foundation.iastate.edu to learn about your options.
Dr. Randal Cassling, class of 2005, is passionate about supporting Iowa State faculty through the establishment of the Cassling Family Faculty Awards, named in honor of his parents. “It has been fun to meet our recipients each year,” Cassling said. “We feel humbled to be in the same room as them – they are all outstanding and very deserving.”

If a particular aspect of Iowa State speaks to you and your charitable interests, as faculty does for Cassling, consider making a gift to that area to make an immediate impact in the lives of today’s students. **Moving Students Forward** is Iowa State University’s five-year initiative to raise $150 million for scholarships and other student support. Your participation in this initiative has the power to strengthen the Cyclone family and make a true difference in the lives of Iowa State students.

**HOW TO REMEMBER IOWA STATE UNIVERSITY IN YOUR WILL OR TRUST**

Share the following language with your estate planning attorney to add to your will or living trust.

*I give, devise and bequeath to the Iowa State University Foundation, a not-for-profit corporation existing under the laws of the State of Iowa and located at Ames, Iowa, _____ (percent of my estate, dollars, property, securities, etc.) to be used for _____ (however you wish for your gift to be used) at Iowa State University.*