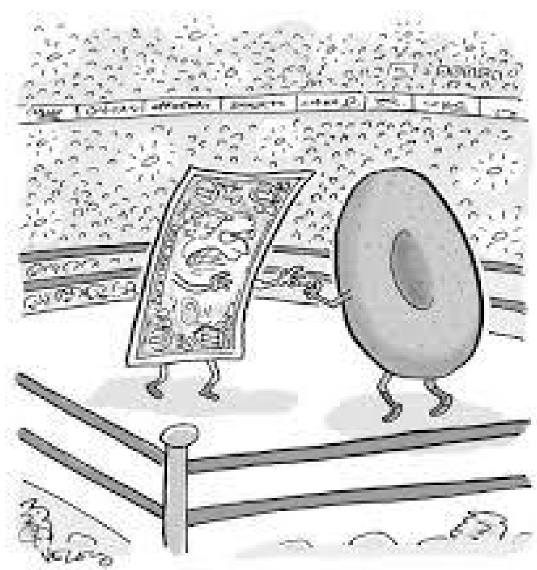
Prizant Group

RETIREMENT PLANS THAT “CLEARLY” WORK FOR YOU.

Prizant Group

DOLLARS TO DONUTS: A certainty of an event or activity.

This expression is used mostly in bets where you are very sure about something and would bet for it.



All bets are off as Round One begins in the "Dollars versus Donuts" World Championship title bout.

Example Sentences

And I'll bet dollars to donuts that he will have no strategic plan on how to effectively deny Clinton's speech.

I'll bet you dollars to donuts she won't accept his marriage proposal.

I will bet you dollars to donuts that this time she will not top in the exam.

I lost my umbrella. Dollars to donuts it rains tomorrow!

Dollars to donuts that Kevin will be late tonight—he's never on time.

Dollars to donuts that John will lose the battle as his opponent is very strong as compared to him.

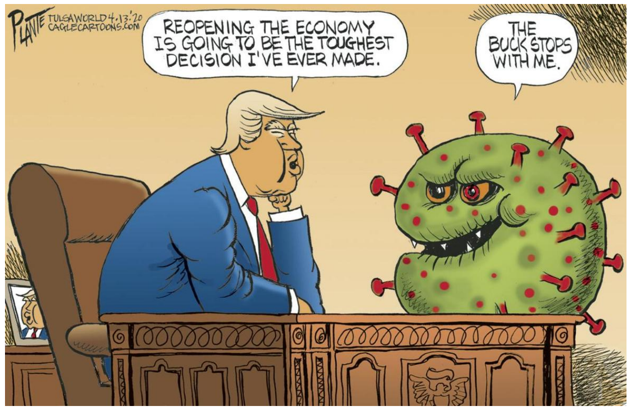
Dollars to donuts that the economy is going to be hit adversely due to fall in prices.

Origin

Dollars to doughnuts is one of several 'dollars to ...' phrases, like 'dollars to buttons' and 'dollars to cobwebs', which date from 1884 (in G. W. Peck's Boss Book) and 1904 (in The Boston Herald) respectively. It is obviously an American phrase and so it is used as donuts rather than its actual notation doughnuts. In earlier days when a dollar was worth more than it is now and a doughnut cost considerably less as compared to it, someone who was reasonably sure that an event would happen might bet upon it and say "I bet dollars to donuts" as it is used in the above examples.
Donuts

As long as we are discussing "Donuts and Dollars", let's take a peek at a classic financial transaction between Abbott and Costello in the "Two Tens for a Five" skit.

Two Tens for a Five



I will bet **"Dollars to Donuts"** that whoever wins the 2020 Presidential Election will get too much credit for a recovering economy or too much blame for a staggering economy. That my friend is a **GIVEN!** As for the actual influence of any President on the economy; the facts speak for themselves.Presidents/Economy. I espouse that a President influences the American economy about as much as a Major League Baseball Manager determines "Wins and Losses" (i.e**. NOT A WHOLE HELL OF A LOT!)** With the truncated Major League Baseball season winding down and the playoffs beginning shortly, a look at the effect that a manager has on his team (so far there has not been a woman manager but....).

Criticizing baseball managers is a pastime as American as baseball itself. Players make their share of gaffes, but few mistakes are dissected with as much scrutiny as those made by the men in the dugout, especially during the postseason. Whether it's his faulty in-game tactical choices or just the vague sense that he's lost control of the clubhouse, the manager is an easy target. (As the old saying goes, you can't fire the players.)

Yet sabermetrics tells us that most dugout decisions barely have any effect on the outcome of the game.1 Furthermore, if we look at effects on player performance, it's evident that hardly any manager can distinguish himself from his counterparts. Based on my analysis, 95 percent of all managers are worth somewhere between -2 and +2 wins per 162 games. Last year alone, 21 batters and seven pitchers were worth more to their teams than nearly every manager of the last 112 years.

To prove the relentless mediocrity of most MLB managers, I did what Phil Birnbaum did with his old “Were the ‘94 Expos Just Lucky?” study.3 I examined how players played in a given year (and under a given manager) compared to how we expected them to play based on their past and future performance.

Take the Atlanta Braves' 1990s first baseman, Fred McGriff. He had a 3.1 win above average mark in the strike-shortened 1994 season, which means he produced 3.1 more wins than an average player would have, if that average player were given the same amount of playing time. Based on his performance in the seasons before and after ’94, we would have expected McGriff to produce only .4 wins above average in ‘94 — 2.7 fewer than he actually did.

To whom should we credit those extra 2.7 wins? For the sake of this exercise, let’s give it to ol’ Bobby Cox, the manager of the Braves that year. This isn’t an outlier season a Braves player produced during Cox’s 25 years with the team. It turns out that Cox is one of the few managers of all time who could lead his players to unexpected performances year after year. Over the course of his career, Cox’s teams outperformed expectations by 3.1 wins per 162 games on average, sometimes exceeding their projected talent level by as much as 10 wins.

Nearly every other manager of the last 30 years — 172 overall — was, statistically speaking, indistinguishable from average. They either didn’t manage for long enough or didn’t separate themselves from the pack while they were still filling out lineup cards. Cox is one of only six managers since 1986 — Russ Nixon, Tony LaRussa, Davey Johnson, Billy Martin and Earl Weaver — who we can say with confidence actually affected the performance of the players he was managing more than the average manager.

One consequence of this apparent mediocrity is that general managers and owners are quick to pull the plug on their skips. The problem is that they often do so before they have all the data necessary to make an informed decision. If we expand our search further and take the data back to 1901, only 36 of 490 managers supplied enough evidence for us to know whether they were anything but average. This isn’t to say that all managers are average, only that we can’t prove whether they are until they manage more than 1,000 games.

Turns out that most don’t ever get to that threshold. Out of those 490 managers over the last 113 years, only 119 (24.3 percent) made it to 1,000 games. The ones who didn’t make it were probably fired too soon, before they actually had a chance to prove whether they were any good. Barring Bobby Valentine-level catastrophes, no team should fire a manager before he works those 1,000 games, because there’s no way to prove he’s any worse — or better — than his replacement

In many ways, managing a baseball team is a case study in survival analysis. In order to stay employed, managers have to outperform expectations repeatedly — something they show very little skill at doing from season to season. Aside from true outliers like La Russa and Cox, most of the differences we see among managers in squeezing wins out of their talent is in fact due to luck (or at least factors beyond the manager's control).

For the typical manager, only 12 percent of his players' unexpected wins in a given season are attributable to his own talent.6 On the flip side, in a given season, even one as bad as, say, the one Eric Wedge and the Seattle Mariners had last year, 88 percent of the unexpected losses had nothing to do with the manager. Yet it's that 88 percent that often makes or breaks managers' careers, if not in one season than in the seasons to come.

As is always the case with calculations like these, it's too simplistic to look at the small range of talent and conclude that Major League managers don't matter. These findings do, however, help to underscore the brutal inefficiency of the manager market.

The hirings and firings, the manager merry-go-round every offseason, the relentless second-guessing — all are relatively pointless. You can't prove that your team's manager is any better or worse than average. Come to peace with that, and go back to worrying about the players.

Baseball

Working on the "benefits side" of the workplace, I often wonder if the employees realize "How **Much Their Employer Benefits Cost?**" Doubtful that the average employee gives a "rat's ass" about the actual cost, but the employers certainly are always concerned. While it may be the proverbial **"Cost of Doing Business,"** an employee should really understand the added expense that their employer pays in addition to their wages. I thought this quick blurb from the Bureau of Labor Statistics was a good place to start.

MORE THAN JUST WAGES -For every $1 spent for wages and salaries in the private sector as of June 2020, employers spend an additional 45 cents on benefits, including paid leave, insurance, retirement plans and legally required *benefits. Average private sector compensation is $28.24 per hour while the cost of benefits averages an additional $12.75 per hour.*

_Benefit Costs

As to where retirement plans land in the **"benefit pecking order,"** they appear to land in the **TOP 5** (which I will gladly take after toiling in this "back burner" industry for oh so many years).

Employee Benefits

Now, it would certainly be stretching the truth that a job candidate will make a decision based on a prospective employers 401k plan. We all know that first comes **COMPENSATION**, then comes **HEALTH INSURANCE**, and lastly comes **RETIREMENT PLAN.** Though this benefit is not as important as others, job seekers do compare their current plans with the ones being offered. The comparison gets really sticky when you have someone coming from an employer that provides a traditional pension or a Cash Balance plan. It is very difficult to recruit someone away from a fully vested pension plan. Needless to say, it takes a good amount of cash, equity, or stock options to close the deal. In the case of a 401k/403(b)/457 plan, the companies need to be competitive based on their industry sector. If the prevailing matching is 100% on the 1st 4%, you best be in the ballpark. Companies that offer "Deferral Only" plans are definitely at a disadvantage unless the opportunity and compensation outweigh the company matching or profit sharing contribution. As for work place benefits in general, Generation Z is definitely focused in on benefits along with compensation Gen Z

We, at The Prizant Group, are continually speaking to our plan sponsors about having a **"Competitive Retirement Plan"** to **RECRUIT AND RETAIN QUALITY EMPLOYEES.** My experience is that for a small part of the annual budget; a generous profit sharing or matching contribution goes a long way with employees. Furthermore, if your employees can build a decent nest egg for retirement, they can be less stressed about money and more productive at work. Finally, it is much easier to retire at one's "expiration date" than needing to hang on until the end of days. Brings to mind the movie and song "9-5" song by the illustrious Ms. Dolly Parton.
9-5

Sanford Prizant (President) The Prizant Group, Ltd.
sanford@prizantgroup.com/847-208-7618
www.prizantgroup.com/@prizantgroup

Call, Email, Text, Twitter, LinkedIn, Carrier Pigeon, Smoke Signals, Naval Flags

Advisory services offered through Capital Asset Advisory Services, LLC. A Registered Investment Advisor.
Nothing contained herein is to be considered a solicitation, research material, an investment recommendation or advice of any kind.