



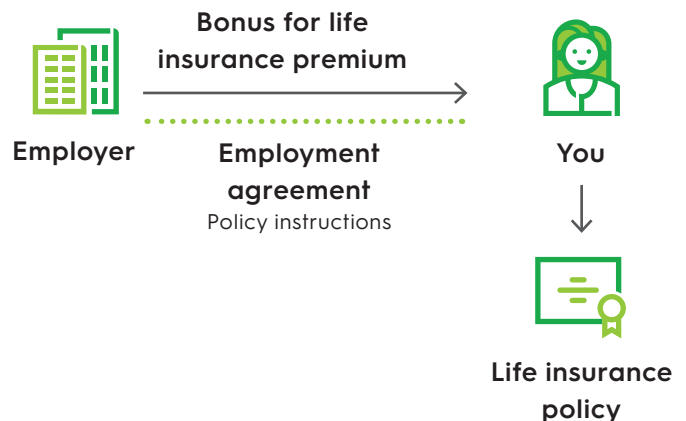
You make our business flourish

Congratulations! Your employer is rewarding you for your key role in growing the business and its ongoing success.

To encourage you to stay with the company, your employer is providing you with a golden executive bonus. While cash bonuses are nice, they can be spent, and soon forgotten. A golden executive bonus provides a life insurance policy to help protect your family for the unexpected during your working years. The cash value in the policy can grow to become a source of funds for future needs, including supplemental retirement income.¹

How can a golden executive bonus arrangement help protect your family and fund your retirement?

- You and your employer enter into an employment agreement that lays out a vesting schedule.
- You take out a personally owned life insurance policy.
- Your employer pays the premiums as a bonus to you.
- A set of instructions (to the insurance company) accompanies the life insurance policy and outlines to what extent you can access policy values over time.
- Once the employment agreement has been satisfied, you receive full access to all benefits provided by the policy.



As the owner of this policy, you receive a number of benefits:

While working	After retirement
Policy death benefit helps protect your family if you die prematurely	Policy death benefit can help you transfer your assets to heirs in a tax-efficient manner when you die
Cash value can potentially provide an opportunity reserve — a source of funds for a future purchase or investment opportunity life may bring you	Cash value can provide supplemental retirement income and be distributed on a tax-preferred basis

Understanding your bonus

Benefits	Considerations
Death benefit protection <ul style="list-style-type: none">• Protection for the unexpected• Income replacement	<ul style="list-style-type: none">• Must be an acceptable underwriting risk; less-healthy individuals can be at a disadvantage• Death proceeds may be included in the estate without proper planning
Flexible financial tool <ul style="list-style-type: none">• During your working years, cash value may be used as an opportunity reserve• During retirement years, cash value may provide supplemental retirement income	<ul style="list-style-type: none">• Access to cash value is restricted until employment obligations are met• Bonus is considered taxable income
Portability <ul style="list-style-type: none">• If you leave the company, you may choose to continue paying premiums on the policy or exercise any rights under the policy provisions	<ul style="list-style-type: none">• Policy loans and withdrawals will reduce the death benefit and surrender values — and may be taxable under certain circumstances• Depending on your specific policy experience, you may need to increase premium payments to keep the policy from lapsing
Tax benefits <ul style="list-style-type: none">• Income-tax-free death benefits• Tax-deferred growth of policy cash values• Potential for tax-preferred retirement income through policy loans and withdrawals	



Learn more

Talk to your employer today about how the golden executive bonus can protect you today — and work to accumulate assets for tomorrow.

¹As long as you pay premiums to keep the policy in force.

Please keep in mind that the primary reason to purchase a life insurance product is the death benefit.

Life insurance products contain fees, such

as mortality and expense charges (which may increase over time), and may contain restrictions, such as surrender periods.

If you pay too much premium, your policy could become a modified endowment contract (MEC). Distributions from a MEC may be taxable, and if the taxpayer is under age 59½ may also be subject to an additional 10% penalty tax.

This information should not be considered as specific tax/legal advice. You should consult your tax/legal advisor regarding your own specific tax/legal situation.

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