

COMPANY LOGO

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ADDITIONAL CORPORATE BENEFIT OPTIONS

PLAN FEATURES	Non Qualified Deferred Comp 401k Mirror / SERP	162 Plan Executive Bonus Plan / REBA	412 (i) Plan Defined Benefit Ins.	419 (e) Plan Welfare Benefit Plan	162 LTC Plan Executive Long Term Care
Description	A compensation plan designed to recruit, reward and retain designated key employees. The employer retains maximum control over the plan	A compensation plan designed to recruit, reward and retain designated key employees. Employers sacrifice much of the control over the plan for a current tax deduction	A qualified retirement plan allowing for the largest possible contributions and guaranteed investment returns through the use of insurance products	An ERISA plan funded on a level basis over the working life of the employee that creates an account to fund for post retirement medical benefits	A compensation plan designed to recruit, reward and retain designated key employees. Employers have no control over the plan other than to cease premium payments
EMPLOYER					
Tax Deduction	None until completion of plan (see below)	Immediate	Immediate	Immediate	Immediate
Contribution Limits	Only held to a "reasonable" standard	Only held to a "reasonable" standard	Age and Compensation weighted	Age and Compensation weighted	Only held to a "reasonable" standard
Discrimination	Yes	Yes	None	None	Yes
Vesting	Discretionary	Possible (REBA)	Yes	Only at Entitlement Age	Immediate
EMPLOYEE					
Taxability	Upon retirement or completion of the plan	Immediate	Only at time of distribution	Never (if used for qualified expenses)	None (C Corp)
Benefits	Supplemental retirement income funded by employer	Tax free supplemental retirement income	Guaranteed Benefits @ Ordinary Income	Post Retirement Medical / Death Benefits	Long Term Care Insurance
HIGHLIGHTS					
Summary	Deferred compensation plans allow funds to be set aside for key employees to provide supplemental retirement income. The contribution is not deductible by the employer until the promised benefit is actually paid to the employee (i.e., retirement or a designated period of years).	A bonus is paid to the employee into a life insurance policy (often grossed up to cover the immediate income tax liability). Once significant cash values have grown the policy is able to provide tax free supplemental retirement income via withdrawals and loans. Usually a restrictive endorsement is used to deny access to cash value until retirement (REBA).	412(i) plans create the largest qualified plan contribution possible. The plan is funded on a level basis over the working life of the participant therefore larger contributions are generated for older plan participants. This ERISA plan caters to small employers with owners reaching their retirement years because all employees must be offered some form of qualified retirement plan.	419 plans allow employers to choose either the annual contribution or the ending benefit amount to be used for post retirement medical benefits. These benefits vest only when the participant reaches the employer chosen entitlement age. Should the employee separate from service before such time their accumulated funds are redistributed to the accounts of the remaining participants. 419 plans coordinate with defined contribution plans that could result in a smaller DC contribution -does not coordinate with a defined benefit plan.	Executive Long Term Care provides the employer with an immediate tax deduction for premiums paid while the C Corporation employee is not required to report any taxable income. No premiums are due after 10 years allowing the employee to walk away with a paid up policy. S Corporation participants that are more than 2% owners are limited in the corresponding deduction allowed.

*The above summary contained herein has been obtained from sources believed to be reliable but are not necessarily complete and can not be guaranteed.