

Lincoln *LifeComp*® Executive Bonus Plan

Permanent life insurance for key-employee protection

Valuable reward strategy for key players

Executive benefit strategies using life insurance can provide a simple yet powerful recruitment and retention incentive for the top performers a business relies on. That's why Lincoln Business Insurance Solutions offers *LifeComp*® Executive Bonus Plans – protection and tax-advantaged retirement income for employees and a competitive solution for your owner clients in one package.

LifeComp® Executive Bonus has so many benefits

Executive bonus plans allow businesses to pay life insurance premiums and set funding levels for key employees. Advantages include flexibility to control who participates and the possibility of tax incentives.



1. It works for your clients' businesses

- Rewards key employees with tax-deferred policy growth
- May provide a tax deduction on the premiums the business pays
- Avoids the liability associated with promised future benefits



2. It works for key employees

- Uses a life insurance policy fully owned by the selected employee(s)
- Provides tax-free death benefits for employees' beneficiaries
- Delivers a cash value supplement at retirement, which employees can increase through personal payments



3. It offers plan design options to fit clients' and employees' needs

- Allows the business to cover premiums through salary bonuses, which may be tax-deductible
- Offers an optional "restrictive endorsement" that gives the business control over participant access to account values during their working years



4. It streamlines plan administration and reporting

Simplified, transparent plan management makes a difference.

- **Accounting reports** help ensure the proper premium is billed and shown as a salary expense to participating employee(s)
- **Year-end reports** summarize premiums paid and salary expensed by fiscal year
- **Optional post-retirement services** help retired employees monitor their withdrawals and loans

Administration made easy with Lincoln LifeComp®

Get unique life insurance plan designs and comprehensive plan documentation and administration.

LifeComp® business insurance solutions help protect businesses and retain and reward key employees by balancing the benefits those employees want and the control employers need.



Learn how the *LifeComp®* Executive Bonus Plan can benefit your clients' businesses. Contact your Lincoln representative today.

The deductibility of the bonus is subject to the reasonable compensation limits established by Internal Revenue Code Section 162(a).

Important note: Nonqualified plans operate in a clearly defined but complex regulatory environment. Professional plan administration is critical. Lincoln Financial Group offers plan administration for certain forms of executive bonus plans, loan regime split-dollar plans, undivided interest plans, and endorsement split-dollar plans through the Lincoln *LifeComp®* platform. Lincoln Financial Group maintains relationships with several third-party administrators for elective deferral plans and supplemental executive retirement plans. These third-party administrators are not affiliated with Lincoln Financial Group.

Important information:

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LifeComp® Executive Bonus is offered only by specially trained representatives of Lincoln.

All guarantees and benefits of the insurance policy are subject to the claims-paying ability of the issuing insurance company. They are not backed by the broker-dealer and/or insurance agency selling the policy, or any affiliates of those entities other than the issuing company affiliates, and none makes any representations or guarantees regarding the claims-paying ability of the issuer.

Products available may include market risk including possible loss of principal. Products, riders and features are subject to state availability. Limitations and exclusions may apply. Check state availability.

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Not a deposit
Not FDIC-insured
Not insured by any federal government agency
Not guaranteed by any bank or savings association
May go down in value

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