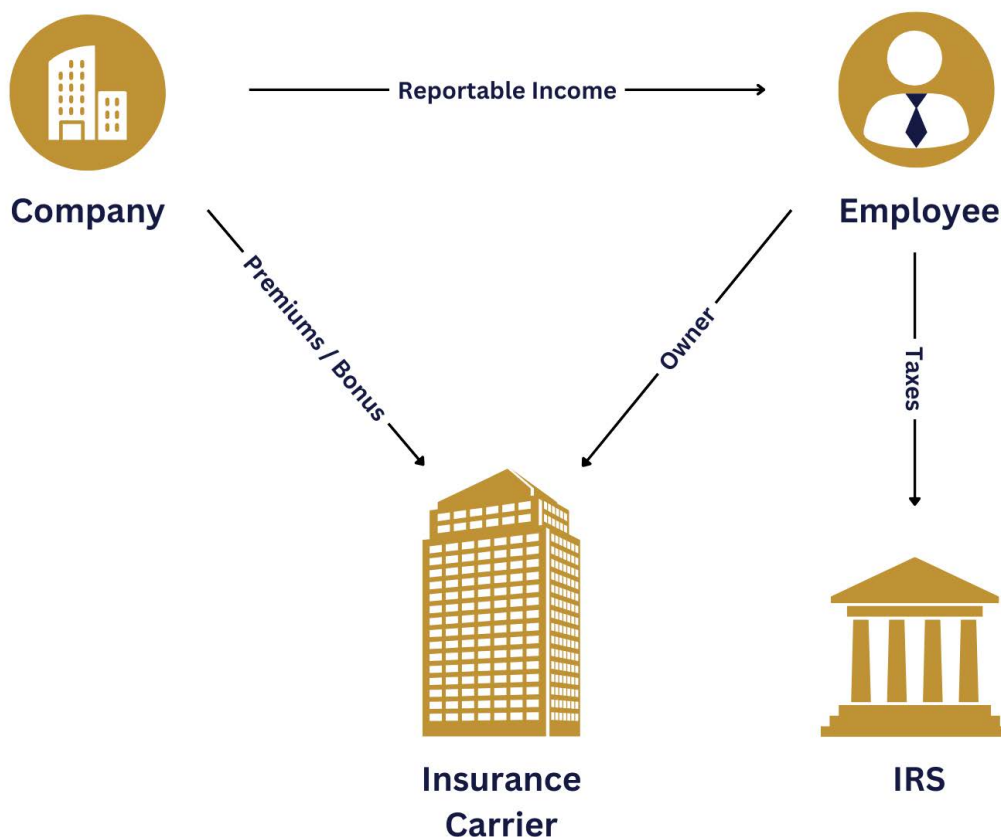


Elite Employee Incentives



Enable entrepreneurs to craft compelling compensation packages for staff, aiding in the attraction of key personnel and the retention of top-tier talent.

Executive Bonus Plan can provide a special *Elite* Employee Incentive. In any given circumstance, the general structure of the Elite Employee Incentive remains the same.



Elite Employee Incentives are a special perk for important employees of a company. Instead of just earning a regular bonus of cash, the employee gets a permanent cash accruing life insurance policy, paid for by their employer. The insurance provides for Death Benefit to the employee's family if the employee passes away, and when the employee retires, the tax-deferred dollars that have accumulated within the life insurance policy may be distributed to the retiree in the form of tax-free lifetime income.

Here's How It Works:

1. The employee applies for a life insurance policy and chooses their own beneficiaries.
2. The employee is the owner and the insured on the life insurance contract.
3. The employer pays the insurance premiums directly to the insurance carrier. The IRS deems the payment of insurance premium into the employee's life insurance policy as earned income. Therefore, the employer may deduct this amount as a business expense while the employee must include it in their reportable income for the year and pay the income tax on the dollars.

Restricted Arrangement

When the employer wishes to have more control, it means putting some restrictions into place in the current structure. In order to accomplish this, a written contract between the employer and the employee giving the employer the power to limit what the employee can do with the insurance policy, like accessing its cash or taking out a loan. This means the employee can't get any money from the policy until they've met certain conditions, such as working for the employer for a specific period of time. An employer may want to put the Restricted Agreement into place to fulfill a "golden handcuffs" goal, such as retaining very important employees until retirement and ensure that they are not lost to alternative competition.