



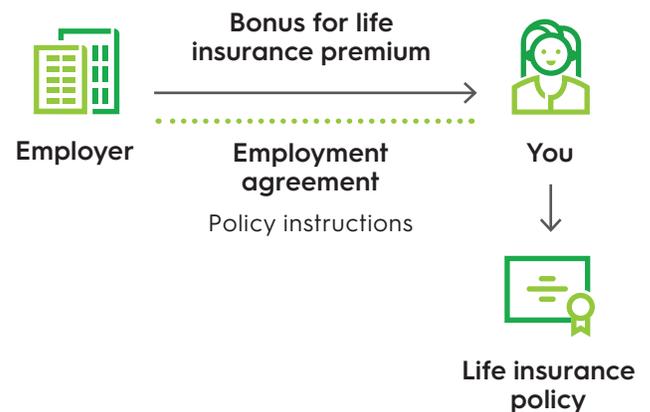
You make our business flourish

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

Policy death benefit helps protect your family if you die prematurely

Cash value can potentially provide an opportunity reserve – a source of funds for a future purchase or investment opportunity life may bring you

After retirement

Policy death benefit can help you transfer your assets to heirs in a tax-efficient manner when you die

Cash value can provide supplemental retirement income and be distributed on a tax-advantaged basis

Understanding your bonus

Benefits

Death benefit protection

- Protection for the unexpected
- Income replacement

Flexible financial tool

- During your working years, cash value may be used as an opportunity reserve
- During retirement years, cash value may provide supplemental retirement income

Portability

- If you leave the company, you may choose to continue paying premiums on the policy or exercise any rights under the policy provisions

Tax benefits

- Income-tax-free death benefits
- Tax-deferred growth of policy cash values
- Potential for tax-advantaged retirement income through policy loans and withdrawals

Considerations

- 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
- Access to cash value is restricted until employment obligations are met
- Bonus is considered taxable income
- 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



Learn more

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

1. As 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.

This is a general communication for informational and educational purposes. The information is not designed, or intended, to be applicable to any person's individual circumstances. It should not be considered investment advice, nor does it constitute a recommendation that anyone engage in (or refrain from) a particular course of action. If you are seeking investment advice or recommendations, please contact your financial professional.

Insurance products are issued by Minnesota Life Insurance Company in all states except New York. In New York, products are issued by Securian Life Insurance Company, a New York authorized insurer. Minnesota Life is not an authorized New York insurer and does not do insurance business in New York. Both companies are headquartered in St. Paul, MN. Product availability and features may vary by state. Each insurer is solely responsible for the financial obligations under the policies or contracts it issues.

Securian Financial is the marketing name for Securian Financial Group, Inc., and its subsidiaries. Minnesota Life Insurance Company and Securian Life Insurance Company are subsidiaries of Securian Financial Group, Inc.



INSURANCE
INVESTMENTS
RETIREMENT

[securian.com](https://www.securian.com)

400 Robert Street North, St. Paul, MN 55101-2098
©2022 Securian Financial Group, Inc. All rights reserved.

F71834-114 Rev 2-2022 DOFU 2-2022
2020174