

Executive Benefits

The Ultimate Competitive Advantage

SUCCESS DEPENDS ON THE TALENTS OF AN ORGANIZATION'S KEY PEOPLE.

How can they encourage high caliber executives to stay the course? Keeping the people who keep them in business can be easier said than done. Their key employees are not simply looking for a pat on the back.

Key employees want to see in tangible ways – preferably financially driven – that an organization recognizes and appreciates their efforts in making their company a success.

Addressing the unintended shortfalls of group benefit and retirement programs

Whether by plan design, or by way of regulatory limitations, group benefit plans can cause unintended reverse discrimination against highly compensated employees. The regulatory limits on qualified retirement plans, and plan design caps on group disability and life insurance programs create shortfalls that decrease the effectiveness of these valuable programs.

Addressing the costs of delayed retirement

Regulatory rules restrict the amount of that can be contributed to tax-deferred plans, like a 401(k). A common rule of thumb is that retirees will need 70-80% of their final income to maintain their standard of living during retirement. Highly compensated employees may only be able to replace 30-50% of their salary — creating a Retirement Income Gap. Executive benefit solutions allow you to bridge the gap, giving you an essential recruiting and retention advantage.

Build programs to creatively attract and retain top level talent.

In any employment environment, the direct costs to replace a highly compensated executive is estimated to be 200% of the annual salary associated with that position. If indirect expenses are considered, the total cost can increase to 400%*. Considering the competitiveness of the upper end of employment market, attracting and retaining key employees is critical.

We design, implement and administer executive benefits programs that help companies like yours offer key executives long-term financial stability. The advantage of attracting, retaining and rewarding top talent through their working career helps with turnover cost savings, employee satisfaction, and ultimately enables loyal, quality people to be contributors to the future of not only their own retirement but the growth of your business.

There are so many different approaches to getting your company set up with the best plan. Fortunately, we know the ins and outs of executive benefits and can work with you to craft the right, custom solution for your key employee group. And since we're carrier and vendor agnostic, there can be peace of mind that our only incentive is to make sure everything's done for the right reasons. We work with just one goal in mind: what's going to yield the best results for your company and executives.

OUR SOLUTIONS

Executive Retirement

- Deferred Compensation
- Supplemental Executive Retirement Plans

Executive Life Insurance

- Executive Bonus Plans
- Split-Dollar Life Insurance
- Death-Benefit-Only Plans

Institutional Funding Solutions

- Bank-Owned Life Insurance (BOLI)
- Corporate-Owned Life Insurance (COLI)
- Credit Union-Owned Life Insurance (CUOLI)
- Insurance Company-Owned Life Insurance (ICOLI)

Global Benefits

- Executive Plans
- Carried Interest Plans

Income Protection

- Executive Disability
- Executive Long Term Care
- Life Insurance

Compensation Consulting

- Executive, Employee, and Board of Directors Compensation

Plan Administration

- Bank-Owned Life Insurance (BOLI)
- Nonqualified Deferred Compensation (NQDC)
- Global Executive Plans

EXECUTIVE BENEFITS — AND A WHOLE LOT MORE

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For more information visit, [NFP.com](https://www.nfp.com).

* HR Magazine Article, "Employee turnover: Learn to calculate and improve yours" January 31, 2023

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