Supplemental executive retirement plan
Individual Life Insurance

Insurance products issued by:
Minnesota Life Insurance Company
Securian Life Insurance Company

BUSINESS PROFILE

Help businesses attract and retain key talent

Supplemental executive retirement plan

Your sales opportunity

Business owner(s) wishing to:

- Reward and retain their key people for their contribution to the company's success
- Supplement a 401(k) program, in which executives may be limited in their contributions
- Recruit key talent and foster loyalty with key employees, while helping ensure business continuity

Solution: supplemental executive retirement plan

A supplemental executive retirement plan (SERP) is an executive compensation strategy. The business sets aside funds to pay retirement benefits to key employees[1] sometime in the future.

Three valuable features

1. In the event of the key employee's death, the business receives a tax-free death benefit
2. Key employee receives retirement income
3. Policy's cash value can serve as a source of funds for the key employee in the event of disability

Target client

Businesses with the following characteristics:

- Over 50 employees
- At least 10 years old
- Highly compensated employees facing limits on their 401(k) contributions

Candidates	Not considered candidates
Sales professionals	
Managers	
Executives	Business owners
Other highly compensated employees	Rank-and-file employees

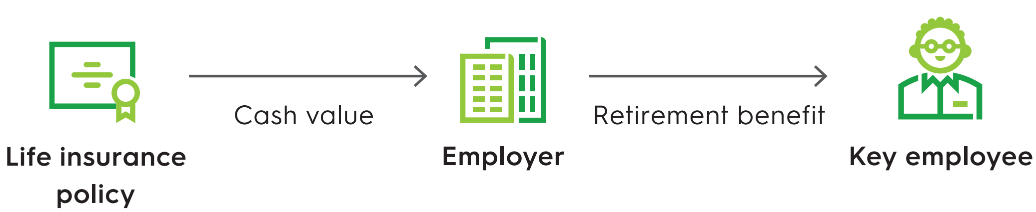
How it works

1. Company and key employee implement an agreement, drafted by a licensed attorney, specifying:

- The plan type – defined contribution or defined benefit – details of employer contributions, a method of crediting earnings, and a vesting schedule if desired.
- The benefit that will be paid to the executive at retirement.

2. Company determines how the plan will be funded:

- The plan must be unfunded in order to obtain the preferable tax and ERISA treatment.
- The company should consider an informal funding method to meet its obligations under the plan.
- As an informal funding vehicle, permanent life insurance offers tax-deferred growth potential and tax-advantaged access to policy values:
  - Company is owner and beneficiary of the policy. The employee is typically the insured but has absolutely no rights or ownership in the life insurance policy.
  - Company may choose to provide SERP retirement benefits on a tax-advantaged basis through policy loans and withdrawals.



Learn more

Do you have business owner clients who could benefit from a nonqualified deferred compensation plan to attract and retain key employees? We can help - call our Advanced Sales Team today: **1-888-413-7860,** option 3.

1. Key employees must be either highly compensated employees or management.

Life insurance products contain charges, such as Cost of Insurance Charge, Cash Extra Charge, and Additional Agreements Charge (which we refer to as mortality charges), and Premium Charge, Monthly Policy Charge, Policy Issue Charge, Transaction Charge, Index Segment Charge, and Surrender Charge (which we refer to as expense charges). These charges may increase over time, and these policies may contain restrictions, such as surrender periods. Policyholders could lose money in these products.

Please keep in mind that the primary reason to purchase a life insurance product is the death benefit.

Policy loans and withdrawals may create an adverse tax result in the event of lapse or policy surrender, and will reduce both the surrender value and death benefit. Withdrawals may be subject to taxation within the first 15 years of the contract. Clients should consult their tax advisor when considering taking a policy loan or withdrawal.

This material may contain a general analysis of federal tax issues. It is not intended for, nor can it be used by any taxpayer for the purpose of avoiding federal tax penalties. This information is provided to support the promotion or marketing of ideas that may benefit a taxpayer. Taxpayers should seek the advice of their own tax and legal advisors regarding any tax and legal issues applicable to their specific circumstances.

These materials are for informational and educational purposes only and are 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. Securian Financial Group, and its subsidiaries, have a financial interest in the sale of their products.

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.

For financial professional use only. Not for use with the public. This material may not be reproduced in any way where it would be accessible to the general public.

securian FINANCIAL®

PREPARE
PROTECT
SECURE

securian.com

400 Robert Street North, St. Paul, MN 55101-2098

F71834-73 Rev 4-2025 DOFU 4-2025
4385496