Executive bonus strategy
Individual Life Insurance

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

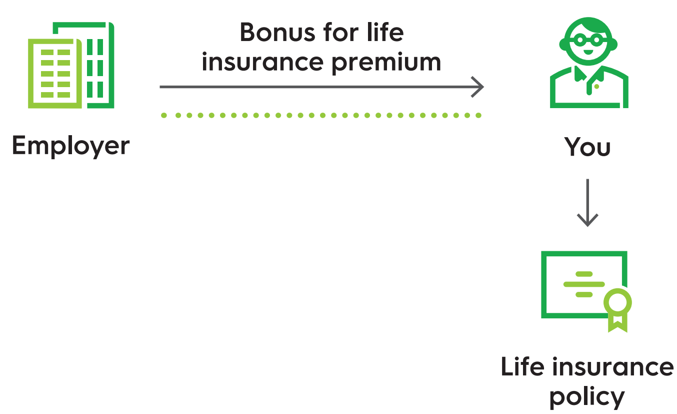
You make our business flourish

Congratulations! Your employer has identified you as a key employee and wants to reward you for your role in growing their business.

Because of your commitment to the organization, your employer would like to make a commitment to you and your family. While cash bonuses are nice, they can be spent, and soon forgotten. An executive bonus of a life insurance policy helps protect your family during your working years, and can be a potential source of supplemental retirement income.[1]

How can you use your executive bonus to help protect your family and fund your retirement?

- You take out a personally owned life insurance policy.
- Your employer pays the premiums as a bonus to you.



As the owner of this policy, you receive a number of benefits:

While working	After retirement
Policy death benefit helps protect your family financially if you were to die prematurely	**Policy death benefit** can help you transfer assets to your heirs in a tax-efficient manner when you die
Cash value can potentially provide an emergency fund and opportunity reserve — a source of funds for a future purchase or investment opportunity life may bring you	**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 benefit
- 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
- Certain limitations may apply to withdrawals
- Policy loans and withdrawals will reduce the death benefit and surrender values — and may be taxable under certain circumstances
- Bonus is considered taxable income
- 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 an 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.

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F71834-113 Rev 2-2022 DOFU 2-2022
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