

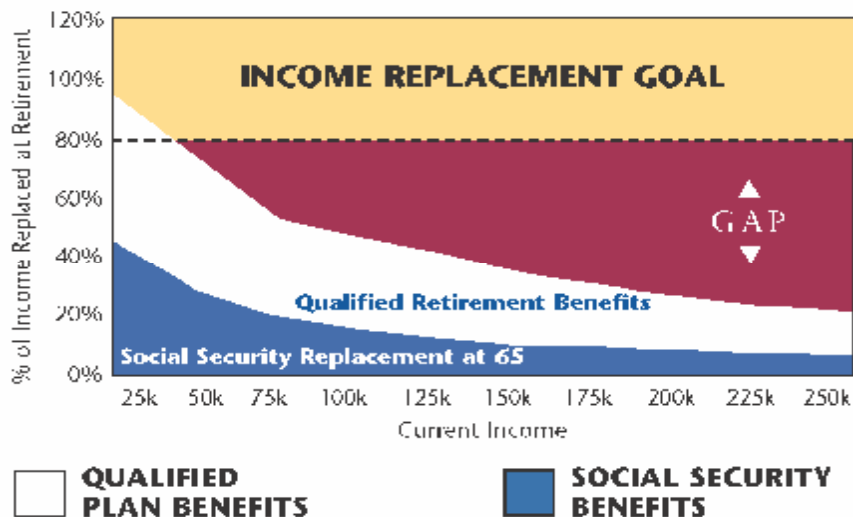
Nonqualified Complete Solutions

THE CHALLENGE

Business owners and key employees are finding it more difficult to adequately save for retirement. Why? Qualified retirement plans and group insurance plans, even Social Security, place limits on contributions, payouts and tax advantages of benefits for highly-paid individuals. Industry retirement experts suggest we need at least 80% of pre-retirement income to maintain our current standard of living in retirement.

THE INCOME GAP

With qualified plans and Social Security alone, you and your key employees could receive as little as 30% of your current income at retirement – creating a retirement income gap.



COMPLETE RETIREMENT SOLUTIONS

Nonqualified executive benefits can help solve the challenges created by qualified plan limits. The retirement income needs for you and your key employees can be achieved using complete solutions from **Blake Thibault and John Pritchard (Heffernan Financial Services®)**. By layering nonqualified strategies with your new or existing qualified retirement plan you can:

- Attract, retain and reward those who contribute most to your company's success
- Replace benefits restricted because of qualified plan limits
- Close the retirement savings gap for you and your key employees

COMPLETE PLAN DESIGN SOLUTIONS

Employers have the option to design plans providing various tax advantages to suit business and/or executive tax needs. These advantages may be structured to mimic a 401(k) type tax experience (contributions reduce taxable income, growth is deferred, tax is paid upon distribution) or Roth IRA type tax experience (contributions are after-tax, growth is deferred, income stream is tax-advantaged).

Consider the benefits of nonqualified plans:

- **No contribution limits** – Unlike qualified retirement plans, nonqualified executive benefit plans are not subject to contribution limits.
- **No participation requirements** – You choose which employees you want to participate in the program.
- **Golden handcuffs** – Benefits can be used to tie key employees more closely to your business.
- **Minimal reporting** – These programs are typically exempt from most reporting and ERISA requirements.
- **Customization** – Executive benefit plans can be designed to meet your specific needs, interests and ownership structures.

Other Considerations – In selecting from the various plan designs, consideration should be given to:

- Timing of participant elections
- Possible exposure to corporate creditors
- Administrative service fees
- Loan provisions to Employee
- Timing of corporate deductions
- Human Resource time

COMPLETE FUNDING OPTIONS

Once a plan design is determined, finding the right funding vehicle is next. Mutual funds, life insurance and annuities can provide the flexibility to customize a solution to fit your needs.

COMPLETE CONFIDENCE

Our experience and expertise give you the confidence that the right plan design, product, implementation, competitive underwriting and post-sale administrative services work together to deliver the plan that best fits your needs.



HEFFERNAN FINANCIAL SERVICES

A DIVISION OF HEFFERNAN INSURANCE BROKERS