

Executive Benefits

The ultimate
competitive advantage.

Most of your employees can replace their entire income after retirement with a tax-deferred plan, like a 401(k). But your top executives can't. In fact, they may be able to replace only 30 to 50 percent of their salary because of government rules. That gives your business a serious recruiting and retention advantage — if you offer a competitive executive benefits program.

Introducing NFP.

Why do business with us? Great question.

A top-five executive benefits provider,* we design and then administer executive benefits plans that keep the people who drive your business forward satisfied. Equally important, we care about your employees and your company as much as you do.

We know you need a plan with competitive costs that's easy to implement and even easier to administer. One that's customized to your needs, not some insurance salesman's. We have the experience and knowledge to give it to you. There's no pushing of specific products, because we're carrier and vendor agnostic. That means you can choose the solutions that best protect your executives' lifestyles. And your bottom line.

YOU FINALLY FOUND IT — A COMPANY THAT DOESN'T JUST SAY "WE'RE COMPREHENSIVE," BUT THAT CAN ACTUALLY BACK IT UP.

When you work with our executive benefits team, you work with all of NFP, a leading insurance broker and consultant with some of the most advanced benefits, property & casualty, retirement, and individual insurance and wealth management teams around. Public and private firms, banks and other financial institutions, health care groups and nonprofits use our smart solutions to be the better company.

Executive benefits solutions done the right way.

EXECUTIVE RETIREMENT

Pre-Tax Saving

Deferred Compensation Plans and Supplemental Executive Retirement Plans

- These solutions help your domestic and international executives save more income so they can make up the shortfall caused by limits on a qualified plan, such as an IRA, 401(k) or 403(b).
- You get affordable, tailored plans with flawless execution backed by the latest technology and daily support.

After-Tax Saving

Bonus Plans and Voluntary Savings Plans

- To motivate an executive to work hard and stick around, you can pay the premiums on a specially designed, employee-owned life insurance policy. The premium amount becomes a compensation bonus to the executive.
- We properly structure these plans so that the policy's tax-advantaged cash value accumulation and death benefit help provide your executives with significant income and survivor benefits.

CORPORATE-SPONSORED DISABILITY INCOME PROTECTION

- Corporate-sponsored disability insurance (DI) closes the compensation gap your executives face with most group long-term disability benefits plans. Bonus compensation and base salary above a certain maximum aren't covered, and disability benefits are subject to federal, state and local taxes.
- Our proprietary operating platform lets you implement DI benefits for high earners in a way that has little impact on corporate HR through:
 - Increased coverage maximums
 - Protected bonus compensation
 - Tax-free benefits

1,400+

NQDC plans in 49 states and 65 countries

80,000+

participants under administration

60,000+

policies under management

\$11B+[†]

in NQDC plan liabilities

Over \$12B[‡]

in assets under administration

[†]PLANSPONSOR, 2015

[‡]As of Dec. 31, 2014

EXECUTIVE COMPENSATION

Compensation Consulting

The most effective companies understand the connection between company performance and executive compensation. We consult with you to put into place tailored pay strategies and structures you need to successfully attract, retain and motivate the top talent your company's future depends on.

Institutional Funding Solutions

Bank-Owned Life Insurance (BOLI) and Corporate-Owned Life Insurance (COLI)

- BOLI**
- Informally funding an executive benefits plan with a tax-advantaged BOLI asset versus taxable assets can help banks offset the rapidly rising costs of broad-based benefits programs and deliver income. BOLI may also generate higher tax-equivalent yields than most traditional bank investments.
 - You get access to our unique BOLI service model, which ensures you understand every aspect of the transaction and plan design. Then we help you implement, monitor and maintain those assets in line with the most current regulatory and compliance requirements.

COLI

- A lot of employers buy COLI to hedge future benefits obligations. They use it as a financing strategy to offset the costs associated with nonqualified deferred compensation plans or other broad-based benefits programs.
- Our relationships with top-rated COLI carriers mean you get in-depth analysis of product choices, design, costs and the supporting due diligence needed for the successful implementation of a COLI program. We expertly guide you with ongoing reporting and administrative services, and we monitor future obligations of your employee benefits plans. Then we develop funding strategies to meet them.

EXECUTIVE LIFE INSURANCE

Split-Dollar Life Insurance** and Death-Benefit-Only Plans

- When your company purchases split-dollar life insurance, it pays the premiums and owns the cash value and death benefit. The term "split dollar" refers to the fact that the policy death benefits are split between your company and the employee.
- In the event of a death, the benefit specified in the plan document is paid directly from your company to the employee's beneficiaries. No life insurance has to be purchased in conjunction with this plan — it's simply an obligation of the bank to the employee.

Stand out in recruiting
and retention by offering
a competitive executive
benefits program.



Executive benefits administration solutions that make your job easier.

BOLI ADMINISTRATION

- Our Client Plan Administration Delivery System provides a complete and secure Web experience for your financial institution and participating executives.
- The insurance company directly provides us with reportable values, ensuring accuracy. We also get bank-reporting data and the data needed to accommodate state and federal regulatory requirements, 24/7.

GLOBAL BENEFITS ADMINISTRATION

- We accommodate global schemes requiring the valuation of funds from worldwide markets. More importantly, you can rest easy knowing we understand how underlying investments, trusts, nominees, custodians and currency exchange requirements affect contributions, valuations, special distributions and other unique processes.
- Our benefits administration platform allows your company to work with any trust services provider or investment manager in the world to seamlessly manage the legal, jurisdictional and compliance issues of global benefits. You get special reporting on currency exposure, residency and other international concerns.

NONQUALIFIED DEFERRED COMPENSATION

- You receive a nonqualified deferred compensation plan designed to meet your executives' unique needs and your company's.
- The plan is supported by financing options, an implementation timetable and plan administration services, including:
 - Participant investment option processing
 - Contribution earnings/losses allocation
 - Maintenance of balance information
 - Calculation and tracking of vesting schedules and distributions
 - Creation of plan liability reports for asset rebalancing

Here's how we work on your behalf.

We're known for our efficient action plan and personal approach. Our three-step process has your business and executives in mind every step of the way.

1. FIRST, YOU GET ADVICE.

- **Plan design consulting** — An open-architecture design plan that helps you evaluate contribution sources, distribution options, funding considerations and investment choices
- **Documentation** — Compliant documentation based on the specific benefits plan design chosen
- **Implementation and enrollment** — A detailed implementation timeline, coordinated data exchanges, administration guidelines and customized enrollment materials

2. NEXT, YOU GET IMPLEMENTATION GUIDANCE.

- **Case design and modeling** — Benefits plan design analytics, including "What if?" modeling and detailed cash-flow and profit-and-loss forecasts, as well as financing analytics that include testing for premium sustainability, investment drag and carrier/product analysis
- **Investment option analytics** — Analysis of financial hedge to offset plan liabilities, drafting of investment policy statement, due diligence reviews and guidance on funds and asset allocation models
- **Product placement** — Product selection assistance based on an educational approach and client needs
- **Conversion** — Seamless execution of your transition plan by a talented team of knowledgeable professionals

3. THEN YOU GET CONTINUOUS, PERSONALIZED SERVICE THAT CONSTANTLY AMAZES YOU.

- **Record keeping and administration** — Processing of plan contributions and plan reporting to participants and sponsors, asset support and COLI and BOLI services, premium processing and cash-value reporting
- **Web access** — Dedicated participant and sponsor sites, including solutions for international plans

We're executive benefits — and so much more.

As a member firm of NFP Benefits Partners, August Benefits enables clients to benefit from a national network of credentialed advisors where independence and entrepreneurial spirit are the foundation for client service. A leader in the delivery of benefits solutions for companies of all sizes, Benefits Partners helps design, select and implement your health and welfare, retirement, executive benefits and commercial property and casualty insurance programs. More than 175 offices throughout the country make leverage and strategic carrier relationships accessible to our clients.

A privately owned firm backed by a national organization, the independent team of highly trained professionals at August Benefits services multiple industries across the country in an up-close-and-personal manner, resulting in an extensive knowledge base and prompt, efficient answers to our clients' questions.

For more information, visit AugustBenefits.com.

**You want top executives who will make your company successful.
Those executives want long-term financial security.
A forward-thinking benefits plan is a win-win.**

August Benefits can answer your questions about cost, administration and service.
Call us at: 631-435-2701

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Insurance Products: 1) are not a deposit or other obligation of or guaranteed by, any bank or bank affiliate; 2) are not insured by the FDIC or any other federal government agency, or by any bank or bank affiliate; and 3) may be subject to investment risk, including possible loss of value.

All guarantees are subject to the claims-paying ability of the issuing insurance company.

*According to *PLANSPONSOR*.

**Split-dollar insurance is not an insurance policy; it's a method of paying for insurance coverage. A split-dollar plan is an arrangement between two parties that involves "splitting" certain specified components of the policy. These arrangements are subject to Split Dollar Final Regulations that apply for purposes of federal income, employment and gift taxes. The final regulations provide that the tax treatment of split-dollar life insurance arrangements will be determined under one of two sets of rules, depending on who owns the policy.

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