

**Employees' Financial Futures:
All that and a bag of chips.**




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Tips for Success

All non-speaker lines will be muted during the presentation.

Enter all questions in the chat box; it will be monitored as we move through the presentation.

Slides will be shared following the session.



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Hosted by Rogue Networking

[Robin Chapekis](#), SHRM-SCP, Founder and Consultant, SVELTE HR

[Angelica Lopez](#), Investment Advisor Representative, Trivelloni Asset Management

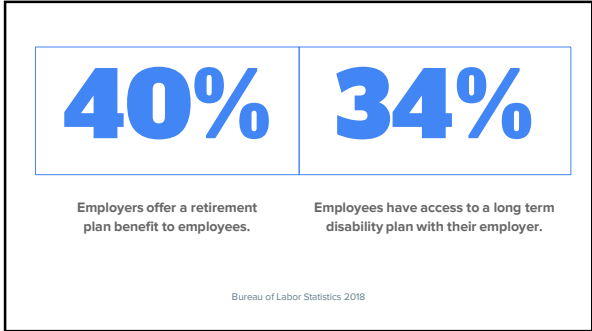
[Michael Craig](#), Insurance Advisor, Catalyst Solutions Group

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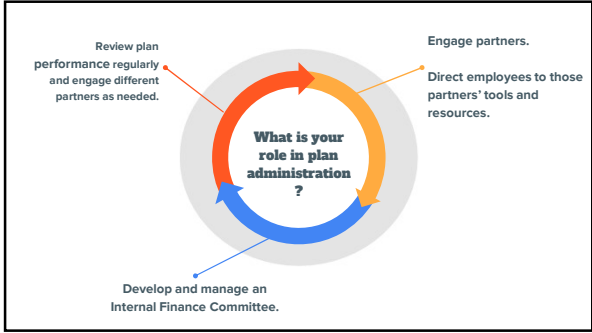
Why discuss this now?

- Attraction and retention always matters!
- Future doesn't just mean at the time of retirement...
- HR and small business leaders are burned out.

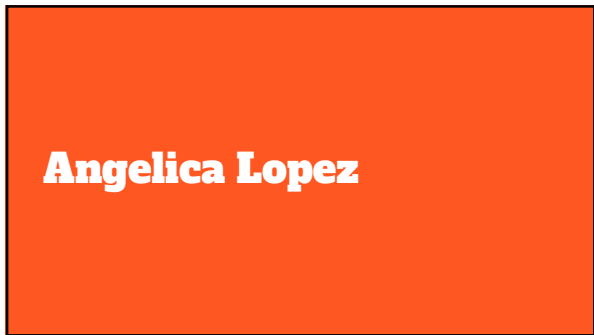
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<p>Benefits of Offering a 401k</p> <p>Retention</p>	<ul style="list-style-type: none">• Some employees have no outside retirement accounts• Benefits like 401K plans encourage employees to stay• Reduce costs in training new employees from turnover
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<p>Benefits of Offering a 401k</p> <p>Attraction</p>	<ul style="list-style-type: none">• Benefits attract employees looking for a new position• Comprehensive benefit package• Employee financial security adds to employee well-being
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Benefits of Offering a 401k

Tax Credits/ Incentives

- New employer tax incentives encourage starting a 401k plan
- Tax credits could outweigh cost to start

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Employee Support

- Financial Literacy
 - Education for employees
 - Personal contact
 - Support through tenure
- Ease for employee
 - Ease of enrolling
 - Website navigation and tools
 - How much should they save?

Retirement Needs Analysis

Prepared for: **Arthur W. Brown** Prepared on: **December 4, 2010**

1. Have you considered how to fund your potential retirement gap?
Your current projections are estimated to provide you with only 11 years and 4 months of income in retirement.

Estimated effects of various retirement plan contributions on Take Home Pay					
Monthly Contribution	0.00%	2.00%	4.00%	6.00%	8.00%
GROSS INCOME	\$4,200	\$4,200	\$4,200	\$4,200	\$4,200
401K CONTRIBUTION	\$0.00	\$84.00	\$168.00	\$252.00	\$336.00
EMPLOYER 401K	\$0.00	\$168.00	\$336.00	\$504.00	\$672.00
TOTAL TAKEHOME	\$4,200	\$4,272.00	\$4,364.00	\$4,442.00	\$4,536.00
NET PAY	\$3,132	\$3,288	\$3,380	\$3,458	\$3,552
CHANGE IN PAY	N/A	156	248	326	400

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Health of Your Plan

- How does it compare to a top shelf plan?
- Where could you improve?
- Are there any flags/issues you need to know about?
- Where is this information?

PLAN SCORECARD

The Plan Score summarizes each plan's overall performance compared to that of other plans nationwide, based on data on its most recent form 5500. The Plan Score is out of 100. A good score, meaning the plan is performing well compared to its peers, is anything over 75 and will appear in green. A moderate score is between 50 and 75 and will appear in yellow. A low score, meaning the plan is performing poorly compared to its peers, is anything below 50 and will appear in red. Plans with low scores may be more receptive to changing providers and other vendors.

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State	45	Industry	45	Assets	50	Participants	45
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Disability Insurance

Why it's important.

- Disability vs. Workers Comp
- Attraction & Retention
- More likely to be used than Life Insurance
- Paychecks are our most important asset
- Creates less liability for the company
- Benefit Parity is important to attract top talent

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Things to Consider:


- What's the definition of disability?
- Is there a specialty or niche?
- How are earnings defined?
- Are you covering your census?
- Taxability of benefits.

Executive/Management Population

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Bolstering disability for all employees!

- Group LTD is foundational coverage
- IDI has benefits
 - Portability
 - Underwriting
 - Not subject to ERISA
- Excess Disability available for those with need



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Non-Qualified Deferred Compensation (NQDC)

Why it's important.

- Employees and Businesses need tax efficient compensation strategies
- Picks up where qualified plans like 401(k) leave off.
- Allows employees to defer comp to a potentially lower tax bracket and grow earnings tax deferred.

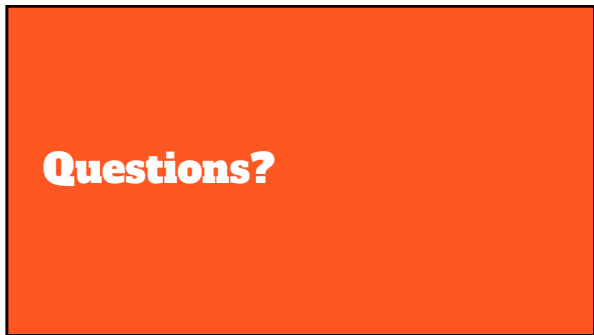
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Funding NQDC with Life Insurance

Benefits of Life Insurance with NQDC

- Deferred Compensation is fully funded (SERPs and COLI)
- Tax deferred growth within Life Insurance
- Benefit payout can be designed and contracted in the most beneficial way per individual agreements
- Premium costs can be recouped
- Life Insurance and Cash Value can be viewed as additional employee benefits depending on design

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Next Normal Learning Series

Thursdays at 12 noon eastern through the end of June, 2020.
Next Episode on May 14

Virtual Standard: IT and EQ with Jon Isenberg and Anne Bradley

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