CONTENTS

Introduction
Who is a key person? ................................................................. 1
When a business loses a key person ........................................ 1
Key person insurance is the solution ..................................... 2
Approaching the market ...................................................... 3
Developing the market ....................................................... 3
Key person valuation .......................................................... 4
  Common formulas
  Discount or loss of value
  Multiple of salary
  Replacement cost
Funding a key person program ............................................ 5-7
  Sinking fund/savings account
  Current profits
  Key Person funding using Life Insurance
  Permanent versus term coverage
Transferring a key person policy .......................................... 8
Tax issues ........................................................................... 8-10
  Premiums
  Inside build-up of cash values
  Policy surrender
  Death proceeds
  Taxation to the employee
  Estate tax issues
Other uses for key person insurance .................................... 11-12
  Entity purchase buy-sell arrangement
  Nonqualified deferred compensation
  Death benefit only (dbo) plan
  Endorsement split dollar arrangement
  Purchase of policy by insured-employee
  Bonus of policy to insured-employee
  Employer holds the policy until death
Conclusion ........................................................................... 13
Other Sales Opportunities .................................................. 13
Additional Resources ......................................................... 13
  Tools & brochures

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An Introduction to Key Person Coverage

Andrew Carnegie knew what it took for a business to be successful. It wasn’t his plant. It wasn’t his inventory or the money. Rather, it was his employees. This philosophy still rings true today for many businesses.

All businesses have key people who keep things running successfully through their ideas, know-how, experience, and leadership. A business can range anywhere from a local convenience store to a large manufacturing plant, but regardless of size, it has key people who contribute to its success. The only difference is that a larger business may have more of them.

When a business loses a key person...

**FINDING A REPLACEMENT BECOMES NECESSARY.**
The sudden loss of a key person leaves a void that may be difficult to fill. Many companies do not have successors identified to take over when a key person dies. Frequently, it will be necessary to go outside of the business to find and attract the right person for the position. This takes time and money—time to find the right person, and money to attract him or her.

**BUSINESS EARNINGS ARE REDUCED.**
The death of the key person could disrupt the normal business process. While the search for a replacement is being conducted, the business may be losing money from lack of sales, insufficient financing or business inefficiencies.

**EMPLOYEES BECOME CONCERNED.**
The death of a key person can cause employee concerns about the future of the business and their jobs. Good employees will look for other employment if they think the business will not be able to continue without disruptions.

**CUSTOMERS SHOP AROUND.**
Customers who have come to rely on a key person may have concerns about the business being able to provide good service. These concerns may diminish sales and revenue as customers seek out other suppliers or delay making new orders until they are assured the business will continue uninterrupted.

**FINANCING IS STRAINED.**
Creditors are interested in the financial success of the business. The death of a person they know and trust can cause concerns on their part that could put a hold on new credit or possibly accelerate the request for payment of outstanding loans.

### WHO IS A KEY PERSON?
Identifying a key person is obvious for many businesses. Frequently, he or she:
- Has managerial responsibility.
- Is responsible for sales.
- Is connected with creditors.
- Is responsible for client/customer relationships.
- Is responsible for bank financing.
- Is responsible for manufacturing.
- Designed the product.
- Has connections with regulators needed to get approvals.
- Frequently is the highest paid employee.
- Provides special skills unique to the business.
Key person insurance is the solution!

Life insurance provides cash to your business clients when they need it most.

- Cash to maintain profitability
- Cash for readjustment
- Cash to pay loans or strengthen credit
- Cash to pay current bills
- Cash to continue the business plan
- Cash for salaries

HELP YOUR CLIENTS START THINKING BY ASKING THEM:

- Who do you rely on the most?
- Which employee would you fire last?
- Who runs the business when you are gone?
- Who is in charge of production?
- Who is in charge of sales?
- Who is in charge of research?
- Who makes the most money for the company?
- Who makes the most money for the company?
- Who finances this business?
- Who brings in the most revenue?
- Who do you really miss when they are out?
Approaching the market

Use the Key Person Client Flyer (Form AAM2023) and the pre-approach letter to contact business owner prospects. Make appointments with them and use the Business Owner’s Confidential Factfinder (Form AAM2003) to identify the key persons and gather the necessary data to put together a proposal. With existing business clients, set up an appointment directly with your client to discuss key person needs.

To demonstrate this concept to the business owner, use the Financial Advisors Key Employee presentation found in Life Portrait Sales Solutions (LPSS). Financial Advisors will also help you calculate the value of each key person to the company, as described in the following section.

Life insurance provides cash to your business clients when they need it most.

Developing the market

Market opportunities for key person insurance are unlimited since every business has one or more key persons responsible for its success. Unfortunately, the economic importance of these individuals is not always recognized, and it is necessary to point out the potential economic losses that could result from the untimely loss of a key person.

You can begin developing your market by talking to BUSINESS OWNERS about the key people who make their business successful. It’s particularly appropriate when you are working with them on a buy-sell agreement or an estate plan. These plans can quickly lose value if the business is unable to survive due to the loss of a key person. If the estate plan calls for estate taxes being paid in part through a 303 stock redemption, the company will need entity-owned life insurance to assure appropriate funds are available to meet its obligation.

SOLE PROPRIETORSHIPS (and sole owners of businesses regardless of the type of entity) are natural business prospects for key person insurance. The only reason the business exists is due to the owner’s initiative. Even if the business is to be liquidated at the sole proprietor’s death, there is still a need to protect the family during the liquidation period to cover debts and the expenses of closing the business. Having the policy owned by the sole proprietor or a family member with a family member as beneficiary may be more advantageous than having it owned by the business. It can provide the beneficiary flexibility to use the proceeds. If owned and payable to the business, proceeds may be subject to creditors’ claims. Payments to the owner’s family can have income tax consequences. Don’t forget about the sole proprietor’s key people. The business needs to consider coverage on them as well as the sole proprietor.

FAMILIES who plan to transfer the business to the next generation also have key person needs for both the younger and older generation. If the younger generation dies and is not able to take over the operation of the business, it will be necessary to make other arrangements for the continuation of the business. The older generation’s years of experience provide learning opportunities for the younger generation to learn the business making these individuals vitally important to its continued success.

Listen to your clients as they talk about their places of employment. They know the critical employees who make a business successful. This could provide an opportunity to call on the business or contact them by direct mail to see if they have insured their “most valuable asset.”

Some employees are obviously important to the success of the business. However, some may not be as obvious, and it may be necessary to go through employees by name to identify the special skills or talents that are critical to the success of the business.
Key person valuation

There are several ways to place a value on a key person, and it may be necessary to include the company’s financial officers or other advisors. Consider the following issues when calculating value:

DETERMINE HOW LONG IT WILL TAKE TO FIND AND TRAIN A REPLACEMENT.

Is special training required? Are the skills readily available? Training could be critical, and it will be necessary to determine how long it will take to train a replacement. If a suitable replacement is found, additional salary or bonuses may be required to attract him or her to the job.

ESTIMATE THE AMOUNT OF LOST EARNINGS IF A REPLACEMENT IS NOT IDENTIFIED QUICKLY.

Lost earnings can result from lower production, lost sales of goods and services, or loss of operational efficiencies. If bank financing and credit sources will be impacted, determine how much this will cost the company in lost business opportunities.

Common formulas

DISCOUNT OR LOSS OF VALUE

This method discounts the fair market value of a business by a factor designed to reflect the lost value to the business. For example, if a business is worth $1 million, a discount factor of 20% would place a value of $200,000 on the key person.

Experts have suggested that if a business can find a replacement and survive, the discount factor should be 15% to 20%. On the other hand, if the business would have difficulty finding a replacement and has a high risk of failing, the discount factor should be in the 20% to 45% range.

MULTIPLE OF SALARY

As the title implies, the key person’s salary is multiplied by a multiplier of 1 to 5. A multiplier of 5 is used for an employee who is essential to the survival of the company. A key person that will take a while to replace and whose death would not cause the company to go out of business, might have a multiplier of 2. Let’s assume for example that a key person has a salary of $100,000 and the multiplier is 2. His or her value would therefore be $200,000.

REPLACEMENT COST

This method determines a key person’s value based on how much his or her replacement would cost and the number of years it would take for training.

Here is how it is calculated:

<table>
<thead>
<tr>
<th>Salary of Key Person</th>
<th>$225,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minus salary of replacement</td>
<td>$175,000</td>
</tr>
<tr>
<td>Difference</td>
<td>$50,000</td>
</tr>
<tr>
<td>X number of years to be fully trained</td>
<td>x3</td>
</tr>
<tr>
<td>Value of Key Person</td>
<td>$150,000</td>
</tr>
</tbody>
</table>

Thus, $150,000 is the loss in value to the company of losing a key person and replacing him or her with a non-fully trained replacement.

HELPFUL HINT

The Financial Advisors Presentation, which is built into Life Portraits software, can perform a discounted present value calculation for you.
Funding a Key Person Program

SINKING FUND/SAVINGS ACCOUNT
If a key person suddenly died, does the business have enough financial security put aside to cover the loss? What happens if the business unexpectedly needs to use this sinking fund/savings account for other emergencies? If the fund is used up, what happens when the key employee dies? Will the business owner have enough time to set aside enough funds before death occurs? No one knows when death will occur. What types of investment are these monies in? Are they subject to market fluctuation? Could the value of the fund be wiped out due to poor investment strategies?

CURRENT PROFITS
Most often, businesses don’t have enough current profits to cover the cost of losing a key person or several key people in a relatively short period of time. What if the current profits aren’t enough to cover the cost of the loss? What if the business experiences some down years and there is no profit to use?

LIFE INSURANCE
Life insurance is the only solution that provides immediate cash when a key person dies at an unpredictable point in time. Life insurance proceeds can provide the money needed to find and attract a new key person as well as necessary training costs for the new employee. The loss of income during this time period is also offset by the death proceeds. While both term and permanent insurance can be used, permanent insurance has some advantages. Permanent life insurance provides cash values to the business while the key employee is alive. These cash values are carried on the books as a current asset and can be used by the business at any time. This also enhances the credit potential of the business.

TIPS ON COMPLETING THE APPLICATION

- In the “owner/applicant” field, list the company name. The signature of the policyowner should be an officer of the business who is not the insured.
- In the “insured” field, list the key person. Although the key person has no rights in the policy, he or she must sign the application as the proposed insured, which grants permission to be the policy’s insured.
- In the “beneficiary” field, list the company’s name.
- Form 15996 must be submitted with the application. Form 15996 is the Notice and Consent for Employer Owned Life Insurance.
Key person funding using life insurance

Neptune Electronics, Inc., is a C-Corporation with two key employees, Susan Colmes and Jim Hanity. Both Susan and Jim are long-time employees with Susan managing accounting, and Jim being the key salesman who has secured all of the company’s accounts. If either one were to die prematurely, neither survivor could step into the other person’s shoes and do their job. Neptune Electronics would suffer greatly in terms of lost sales, lost profits, down time in finding and training a replacement, lost credit by their banker, etc.

Based on a needs analysis using the Financial Advisors Key Employee presentation, the value of Susan and Jim to Neptune Electronics, Inc., is $250,000 each. After explaining the coverage and how it would work as key person insurance, the company agreed to purchase the needed life insurance. On the life insurance application for Jim, the owner/applicant will list Neptune Electronics, Inc. The insured is Jim Hanity. The face amount is $250,000. On Susan’s $250,000 policy, the owner/applicant is Neptune Electronics, Inc. The insured is Susan Colmes. The beneficiary of both policies is Neptune Electronics, Inc. All premiums will be paid by the company.
Keep in mind that the purpose of the policy is to help out the business if the key person dies; therefore, the beneficiary is NOT the employee’s spouse or family members. Naming a beneficiary other than the business can cause tax problems, such as the spouse paying full income tax on the death benefits since the benefit is treated as a ordinary income. (The benefit is only treated as a dividend if it is a C corporation and the employee was an owner.)

If the business is a corporate entity, then a board resolution should be entered into stating that coverage is necessary on the lives of the key people. A sample board resolution is available from AMO Documents on the agent’s portal.

**PERMANENT VERSUS TERM COVERAGE**

A business owner may be tempted to purchase term insurance over permanent insurance due to the perceived low cost. However, talk to him or her about the value and versatility of permanent life insurance and the opportunities available to the business to have access and use of the cash values at any time. Term insurance should only be used for temporary needs, not permanent needs such as the longterm risks associated with the loss of key employees. The cash value of permanent insurance is carried as an asset for the company. When the policy cash value exceeds the premiums paid, the policy has a positive effect on the balance sheet and income statement.
Transferring a key person policy

If a business wants to transfer a life insurance policy to its key person at retirement or any other time, it is a taxable event. The key person is taxed on the fair market value of the insurance policy minus any amount he or she pays for the policy. If the key person is also a stockholder, the fair market value of the policy might be considered dividend income rather than compensation and therefore not deductible by the company. (Any agreement to transfer the policy or its cash value to the key person is considered deferred compensation subject to section 409A unless the short-term deferral exception applies.)

As an alternative, the employee could purchase the policy from the business for its fair market value. If the business receives more in value from the key person than the business paid in premiums, the difference would likely be considered taxable income to the business.

Is this type of transaction considered a “transfer for value that could potentially cause the loss of the income tax exemption on the death proceeds?” Yes, however a transfer to the insured is an exception to the transfer for value rule. Since the business is transferring the policy ownership to the key person who is also the insured, the transaction falls within the exceptions to the transfer for value rule. Therefore, death proceeds from the policy will be income tax free to the beneficiary.

Tax issues

PREMIUMS

Life insurance premiums are paid by the business, but they are not a tax-deductible expense. Sometimes, a misconception exists among corporate bookkeepers that key person life insurance premiums are a tax-deductible expense. However, they are not deductible by the business or the insured.

INSIDE BUILD-UP OF CASH VALUES

The annual increase in a permanent policy’s cash values grows on a tax-deferred basis. However, for C-Corporations, the inside build-up may be included in the adjusted current earnings and profits calculation to determine if the alternative minimum tax will apply.

POLICY SURRENDER

If the policy is surrendered by the business, the cash values of the policy, to the extent the cash values exceed the premiums paid, are generally considered taxable income to the business. On the other hand, if the premiums paid are greater than the surrendered cash values, the business cannot deduct the loss.

EMPLOYER-OWNED LIFE INSURANCE (EOLI)

In order for employer-owned life insurance proceeds to be income tax free, the “notice and consent requirements” must be met and one of the “exceptions” must apply. Policies meeting both the notice and consent requirement and the exception rules will exclude the full amount of death benefits from income taxation. Said a different way, death proceeds received by the employer in excess of premiums paid will be characterized as taxable income UNLESS the notice and consent requirements are met AND the insured meets one of the exceptions to the income inclusion rule.

NOTE

The key person must also change the beneficiary designation once the ownership is transferred. He or she is then free to name family members, a spouse, or whomever as the beneficiary of the policy.
Notice and Consent Requirements: There are three (3) elements to the notice and consent requirement and ALL must be satisfied before the life insurance policy is issued. The form must be signed by the employee. The employee:

1. Is informed in writing that the policyholder (employer) intends to insure the employee’s life and is informed of the maximum face amount at issue.

2. Consents in writing to being insured under that policy and that coverage may continue after termination of employment.

3. Is informed in writing that the employer will be a beneficiary of death benefits under the policy.

If all three requirements are met AND one of the following exceptions applies, the death proceeds will be received fully income tax free.

Exceptions to 101(j): One of the following three (3) exceptions needs to apply to exclude the death proceeds from income taxation.

1. The insured was an employee at any time during the 12-month period before the insured’s death.

2. At the time the policy was issued, the insured was:
   • A director of the employer, or
   • A 5% or greater owner of the employer in the prior year, or
   • Highly compensated employee, as defined at the time the contract was issued
   • An employee who is one of the five highest paid officers at the time the policy becomes effective; or
   • An employee who is among the highest paid 35% of all employees when the policy became effective.

3. At the insured’s death, proceeds are paid to:
   • A family member of the insured,
   • A designated beneficiary of the insured (other than the employer),
   • A trust established for family members or a designated beneficiary,
   • The estate of the insured

For the death benefits to be received income tax-free, all of the Notice and Consent requirements and one of the exception must be met.

Accordia Life requires Form 15996, Notice and Consent for Employer-Owned Life Insurance to be completed and included with all new life applications.

For all employer-owned policies issued after August 17, 2006, the employer must also file IRS Form 8925 for tax years ending after November 13, 2007.
DEATH PROCEEDS
The death benefit will normally be received income tax free by the business. However, if the business is a C-corporation, death benefits will be included in the adjusted current earnings and profits calculation to determine if the alternative minimum tax (AMT) must be paid. If the AMT applies, C Corporations will pay a tax of approximately 18.75% on the death benefit. Corporations subject to AMT generally need an approximate additional 23% added to the face amount of the policy in order to cover both the calculated loss of the key employee and the additional corporate alternative minimum tax. Small corporations, with less than $7.5 million of 3-year average gross receipts, may be exempt from AMT.

ESTATE TAX ISSUES
Death benefits paid through a key person insurance policy on an owner-employee’s life are not part of the insured’s taxable estate for federal estate tax purposes. However, death proceeds received by the business will affect the value of the business for estate tax purposes. Therefore, when determining the deceased’s interest in the business, the interest is inflated by the proportionate amount of death proceeds.

• If the death proceeds of a policy are mistakenly payable to the personal beneficiary of a controlling (greater than 50%) stockholder in a corporation instead of the business, then 100% of the death benefit would be includible in the gross estate of the insured-controlling stockholder.

• If the business is a partnership, and the partnership is both the owner and beneficiary of the policy, the value of the death benefit will not be included in the partner’s estate for federal estate tax purposes. However, the value of the death benefit will proportionally be included in the value of the deceased’s partnership interest for estate tax purposes. If the beneficiary is not the partnership, but instead is a personal beneficiary of the deceased partner, then the entire amount of the death proceeds will be included in that partner’s taxable estate.

CALCULATING THE FACE AMOUNT FOR AMT

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assume a key person is valued at $500,000, and the corporation is a C-Corporation</td>
<td>$500,000</td>
</tr>
<tr>
<td>Amount needed to cover loss of key employee and the additional corporate alternative minimum tax</td>
<td>x 123%</td>
</tr>
<tr>
<td>Face amount to apply for</td>
<td>= $615,385</td>
</tr>
</tbody>
</table>

TAXATION TO THE EMPLOYEE
Premiums are not considered taxable income to the insured/employee. The employee should not retain any rights to the policy, including access to cash values or the ability to name the beneficiary. If the beneficiary of the policy is not the business, but instead is a personal beneficiary named by the key person, premiums could possibly be considered income to the employee and would be taxed as ordinary income to the employee or as dividends to an owner-employee (Dividends only come into play if the business is a C corporation). To further complicate matters, if the business remains the policyowner with the key person’s personal beneficiary receiving the death benefit, the proceeds will be taxable as post-mortem compensation to the personal beneficiary or as a dividend if the insured was an owner-employee.
Other uses for key person insurance

One of the more useful attributes of key person life insurance is its flexibility – that is, its adaptability to changing circumstances. For example, one common question that arises when setting up a key person program is “How can the policy be used when the key person departs, retires or dies?” There are several potential answers to this question and they can differ depending upon whether the key person is an owner or non-owner. If the original need for coverage has changed, diminished or disappeared, the policy owned by the business could be used for a variety of other purposes.

ENTITY PURCHASE BUY-SELL ARRANGEMENT

A key person policy on the life of an owner can be used in conjunction with an entity purchase buy-sell agreement. In a corporate setting, this is referred to as a stock redemption agreement. If the insured owner-employee is getting close to retirement and the original key person need has diminished, the corporation can use the policy to fund an otherwise unfunded buy-sell agreement. This is particularly useful if the insured has become uninsurable since the key person policy was issued. The policy’s cash values could also be used (assuming that it is a permanent insurance product) to fund a down payment on a stock redemption installment buyout when an owner-employee retires or decides to sell his or her interest in the business.

NON-QUALIFIED DEFERRED COMPENSATION

Corporate-owned life insurance has long been used as an informal funding/cost recovery vehicle with a non qualified deferred compensation (NQDC) plan. The implementation of a NQDC plan can occur many years after a key person insurance program is established on the lives of the founders of the business or its initial key employees. Some of those key employees may still be involved in the business. As the business grows over time, perhaps the original need for the key person insurance diminishes and the need to provide key people with a meaningful retirement benefit package increases. The same policies, originally purchased to protect the corporation against losses associated with the death of a key person, can be used to informally fund the retirement benefits paid through an NQDC plan as well as provide cost recovery for the corporation when the insured employee dies.

Interestingly, these policies do not require the insurance to be on the life of a particular plan participant. In other words, a corporate owned policy on the life of a former key person no longer with the company is entirely suitable. The cash values can be used to provide the after-tax cost of providing non qualified retirement benefits to an active employee. Just like a corporate-owned policy on the life of an active, participating employee, a policy on the life of the ex-employee is an asset of the corporation and can be used for any corporate purpose.

DEATH BENEFIT ONLY (DBO) PLAN

A DBO plan is a type of non qualified deferred compensation plan that provides a participating employee’s spouse or other beneficiary pre- or post-retirement survivor benefits from the corporation when the employee dies. An existing key person policy is ideal, particularly if an employee is nearing retirement. The key person has likely been of great service and made significant contributions to the organization, and the corporation now is interested in providing some post-retirement financial security for the retiree’s family.

Using the existing key person policy to fund the obligations under the DBO plan is also appropriate. Depending upon the size of the policy, it can be used to perform “double duty” in that the tax-free death proceeds can be used to provide tax-deductible survivor benefits with enough left over for the corporation to recover its cumulative premium costs and in some cases, additional net gain.
BONUS OF POLICY TO INSURED-EMPLOYEE

In situations where the insured-employee has worked a considerable time for the company and made significant contributions, the company may consider a bonus of the policy at retirement rather than a sale of the policy to the employee. Assuming that the value of the transferred policy would constitute “reasonable compensation” to the employee, the transaction would result in the employee realizing taxable income equal to the cash value of the policy with a corresponding deductible compensation expense for the employer. The employee who now owns the policy could, of course, access the cash value of the policy to recover his or her tax cost.

EMPLOYER HOLDS THE POLICY UNTIL DEATH

A business can simply maintain ownership of the key person policy until the death of the insured-employee. As a general asset of the company, the policy could be used to provide funds for emergencies through cash flow from policy values, to provide collateral for a loan, or simply as an investment that will someday be realized in the form of death proceeds from the policy. In this regard, the company can keep paying premiums which would generally result in an increase in the death proceeds, stop paying premiums at some point (assuming policy values are sufficient to pay the premiums) or even take a reduced paid-up policy if such an option is available.

ENDORSEMENT SPLIT DOLLAR ARRANGEMENT

A split dollar arrangement using the endorsement method might be an appropriate use for a key person policy. Again, if the company’s needs change due to growth, additional executive talent joining the firm or redefinition of the key employee’s role in the organization, the company’s need for key person coverage may diminish.

The company can provide personal insurance by entering into an endorsement split dollar arrangement with the employee. This would be economical since the employee’s cost would be limited to his or her tax on the economic benefit being provided through the policy. The policy would continue to be owned by the company. When the employee reaches retirement, the endorsement could be extinguished and the policy would become a company asset. Or, the split dollar arrangement could be continued as long as the employee needed the coverage. Alternatively, the policy could be transferred to the insured-employee. (See below)

PURCHASE OF POLICY BY INSURED-EMPLOYEE

In some cases, a key employee who is departing or retiring from the company may have a personal need for the life insurance policy owned by the company. Since the original purpose for the insurance no longer exists, the company may be willing to sell the policy for its fair market value to the employee. This transaction would constitute a safe harbor exception to the “transfer for value” rule (the rule which exposes the death proceeds to income taxation) because it is a transfer for value to the insured. Assuming the fair market value of the policy is the purchase price, there would be no tax consequence for the employee. If the corporation instead sold the policy to the employee at a discount, the difference in price would constitute additional compensation to the insured-employee. As for the company, it would recognize taxable income upon the sale of the policy to the employee if there was gain on the contract on the date of the sale.

NOTE:

A key person policy can be held until death regardless of whether the insured-employee worked until retirement or terminated employment with the company at a much earlier date. As long as the company had an insurable interest in the life of the employee at the time the policy was issued, it generally does not need to continue to prove an insurable interest at some future date. (Whether the proceeds are tax-free under 101(j) depends on whether the employee was a director or highly compensated employee (under either definition).
Every business in operation today has valuable key employees. Therefore, your market opportunity for Key person life insurance sales is tremendous. So don’t let Key person insurance be “the forgotten sale” in your business. Instead, partner your sales experience with Accordia Life’s Key person marketing tools, and you are on your way to even greater success.

Other Sales Opportunities
Once you have sold a key person policy, there are other opportunities to discuss with the business owner and key person.

- Executive bonus or non-qualified deferred compensation. What is the business doing to provide its key persons with incentives to stay with the company? An executive bonus or non-qualified deferred compensation plan can provide some “golden handcuffs” to help keep the key person happy and with the company.

- Personal coverage for the key person. Key person coverage protects the business from financial loss if the key person dies or leaves the company. Is the key person’s family protected if something happens to him/her?

Additional Resources
The following resources are available to assist you in the Key person market:

AGENT TRAINING
Build additional skills by using Business Insurance Online. This is a great resource to improve your knowledge of business insurance concepts and ideas. Located on the agent website.

FINANCIAL ADVISORS (LPSS ILLUSTRATION SYSTEM)
A client-focused custom presentation is available: Key Employee Presentation (includes valuation techniques)

Marketing Tools and Brochures on Accordia Live
- Case Study - Departure of Key Employee (AAM2021)
- Case Study - Death of Key Employee (AAM2020)
- Client Flyer - Is your business protected? (AAM2023)

AMO Documents* Speciman Documents Software, which provides “sample” buy-sell agreements for corporations, partnerships and sole proprietorships.

AMO Salesmaker* Will provide point of sales support information on businesses continuation issues.

IRS Form 8925 - Report of Employer Owned Life Insurance contracts

Accordia Life Form 15996 - Notice and Consent for Employer Owned Life Insurance

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About Accordia Life

Accordia Life is an innovative life insurance company, providing customers and agents proven expertise in indexed universal life insurance. The company’s products help meet the protection, wealth transfer and small-business needs of customers throughout the United States. Accordia’s success is built on a foundation of experience, exceptional products and deep relationships.

Accordia is a subsidiary of Global Atlantic Financial Group Limited, a multi-line insurance and reinsurance company with over $30 billion in assets and 10 offices. Global Atlantic was founded at Goldman Sachs in 2004 and separated as an independent company in April of 2013.

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