

## FACT FINDER

# Executive compensation

### Key question:

Have you created strategies to recruit, reward and retain key employees?

(complete for each executive, key employee or identified successor owner)

### Who?

Name: \_\_\_\_\_

Current position: \_\_\_\_\_ Current salary: \_\_\_\_\_

Age: \_\_\_\_\_ Retirement age: \_\_\_\_\_

Is this a candidate to whom you would potentially transfer the business? ☐ Yes ☐ No

### Directional questions

**What type of benefit makes sense?** (check all that apply)

☐ Death benefit protection ☐ Retirement income ☐ Long-term care

**What is the primary motivation for exploring a special compensation strategy?**

Type of benefit	Choose one option
Death benefit protection	<input type="checkbox"/> Providing a death benefit solely paid to the business upon key employee's death <input type="checkbox"/> Providing a death benefit solely paid to employee's beneficiary(ies) upon key employee's death <input type="checkbox"/> Sharing death benefit proceeds, where a portion goes to both the business and key employee's beneficiary(ies)
Retirement income	<input type="checkbox"/> Providing the employee tax-preferred income during retirement/providing the business a current tax deduction <input type="checkbox"/> Providing the employee current tax deferral/providing the business a future tax deduction
Long-term care	<input type="checkbox"/> Benefit the employee in case of long-term care need

**The dollars to fund this strategy should come from:** (check only one)

☐ The business only ☐ Key employees only ☐ Mostly key employees

**Which will better serve your key person retention efforts?** (check only one)

☐ Employee's perception of value in the benefit ☐ Golden "handcuff" or vesting schedule

**Is it important for the business to recover some or all of the program costs in the future?**

☐ Yes ☐ No