

## Enhance leadership continuity with a 457(f) plan.



Credit union CEOs continue to retire at a high rate.  
How are your peers retaining the next generation of leaders?

**50%**

of executive benefits plans are now implemented for those below the CEO level.<sup>1</sup>

And there's an increase in the number of credit unions offering 457(f) plans to others in the C-Suite.<sup>2</sup>

**↑ 60%**

As CEO retirements continue to increase, the need to support your succession plan with executive benefits that help retain key leaders beyond the CEO has never been more critical. Including a **457(f) plan** from **CUNA Mutual Group** can help you compete against banks and other organizations that can offer more in terms of compensation, allowing you to maintain the strategic leadership your credit union needs to succeed.

### Key Features of a CUNA Mutual Group 457(f) Plan

- Exclusive IOU from the credit union to key executives
- Not subject to IRS limits on contributions
- Can be designated as defined benefit or defined contribution plan
- Funded by investments that are informally set aside
- Payouts cannot be made or taxed until vesting
- Payouts may be customized based on amount, as well as length of service, death, disability, retirement or other milestones
- Payouts are subject to creditor claims, as in bankruptcy or liquidation

# Why CUNA Mutual Group for leadership continuity?

## Customized plan design

At CUNA Mutual Group, we're able to customize 457(f) plans with a wide array of plan design and funding options that not only meet your executives' needs, but support your credit union's strategic goals. Our **experienced specialists** work with a variety of industry-leading vendors to identify the best options for your credit union.



## The most established, committed provider in the industry

As the nation's largest provider of credit union executive benefits plans, with **3,800+ plans at 1,200+ credit unions**,<sup>3</sup> you can rest assured knowing that we'll be there to support you throughout the life of your plan.



## Experienced compliance support and monitoring



Our Executive Benefits team is fully licensed to provide comprehensive fiduciary and compliance services, including a yearly review of your plan to help maintain compliance based on the latest **National Credit Union Administration (NCUA)** regulations. We proactively meet with the NCUA on a regular basis to discuss current and emerging regulations and practices within the executive benefits industry. And we work closely with your attorneys and accountants to establish and maintain a compliant program.

## Executive Benefits Service Center

Our in-house service team provides **full-time support** dedicated exclusively to our executive benefits clients. We have access to tools that help demonstrate impact on your credit union's financial performance, as well as benchmarking data to help you stay on top of market trends.



To learn more about our 457(f) plan, visit [cunamutual.com/executivebenefits](http://cunamutual.com/executivebenefits) or call the Executive Benefits Service Center at **800.356.2644, ext. 665.8576** today.

### Other Executive Benefits available from CUNA Mutual Group:

- Split-Dollar Life Insurance
- Executive Bonus Plan
- 457(b) Plan
- Key Person Insurance

Be sure to ask about our potentially higher-yielding funding vehicles: **Total Benefits Pre-Funding Program** and the new **Charitable Donation Account (CDA)**.



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<sup>1</sup>CUNA Mutual Group Internal Data, 11/27/2017. <sup>2</sup>CUNA Senior Executive Total Compensation Report, 2017-2018. <sup>3</sup>CUNA Mutual Group Internal Data, 12/31/17

Proprietary insurance is underwritten by CMFG Life Insurance Company. Proprietary and brokered insurance is sold by CUNA Mutual Insurance Agency, Inc., a wholly owned subsidiary. This insurance is not a deposit and is not federally insured or guaranteed by your credit union. For more information, contact your Executive Benefits Specialist at 800.356.2644. Representatives are registered through, and securities are sold through, CUNA Brokerage Services, Inc. (CBSI), member, FINRA/SIPC, 2000 Heritage Way, Waverly, Iowa 50677, toll-free 866.512.6109. Insurance and annuity products are sold through CMFG Life Insurance Company. Non-deposit investment products are not federally insured, involve investment risk, may lose value and are not obligations of or guaranteed by the credit union.