



Your Business— Our Solutions

You've worked long and hard to get your business to where it is today. Have you thought about what would happen if something unexpected happened, like losing a critical employee? But you can protect and strengthen what you've built with comprehensive insurance solutions and retirement strategies designed for your business and your future.

Thrivent can assist you and make you feel more confident about your financial goals. We offer an array of solutions to help meet your business needs. Because making the right decisions today, while investing in the best strategies, can help keep your business strong—and thriving.



No matter what your business goals may be, Thrivent's solutions and strategies can help:



Protect
Your key employees.



Help
Your employees meet their retirement goals.



Cover
Your employees health care costs.

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Protect key employees

Employees are valuable to your business. Thrivent offers several key-employee strategies to help protect them, while increasing their loyalty to you.

- Life insurance on a key employee may protect your business from the potential financial impact of a critical employee's death. Since your business owns the contract, you can use the death benefit proceeds to fund any business needs that result, such as:
 - Covering the cost of replacing a key person.
 - Replacing any lost business.

In addition, you can use the contract's cash value to fund a deferred compensation or salary continuation plan for your key employee.

- **Section 162 bonus plan** allows your business to pay life insurance premiums on behalf of an employee. The premiums are fully deductible to your business as compensation to your employee under IRC Section 162. The premiums are taxable income to your employee. And your employee is the contract owner, so he or she can access the potential cash value or his or her beneficiaries receive the death proceeds free of income taxes.
- **Split-dollar plan¹** provides life insurance protection to your employees through premiums paid partially or in full by your business. Benefits include:
 - If your employee dies, your business gets premium dollars back and your employee's beneficiary receives the remaining death benefit.
 - Cash value grows on a tax-deferred basis and can be used as a retirement fund.

Secure your business' future

When you're a sole proprietor, you are the business. That means you may need to put a strategy in place to help keep your business running without you.

- Sole proprietor buy-sell agreement helps ensure your business will continue after you're gone. The agreement states that you agree to sell, and the buyer agrees to buy, the business upon your death. This is usually funded with proceeds of a life insurance contract.

Thrivent may have solutions for your business needs

1. Life insurance for a key person.
2. Section 162 bonus plan.
3. Split-dollar plan.¹
4. Buy-sell agreements.
 - Sole proprietor.
 - Cross purchase.
 - Entity/stock redemption.
5. Employer-sponsored retirement plans.
6. Major medical insurance.¹
7. Long-term care insurance.
8. Disability income insurance.

¹Some products are marketed through Thrivent Insurance Agency, Inc., a wholly owned subsidiary of Thrivent.

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Help employees meet their retirement goals

Of the small businesses that offer retirement benefits, many say the most important reason for doing so is that it helps with recruitment and retention. Tax-advantaged retirement plans are a benefit that your employees typically value.

A variety of products can be used for these plans, including mutual funds and annuities. All can help ensure your business and your employees save the money they'll need for a financially secure retirement. Your financial professional can provide more details about which plan may be right for your employees and your business.

Cover health care costs

Almost all of your employees want or need affordable health insurance. As an employer, you can give your employees another reason to choose to join, or stay with, your business by offering one or more of these health care coverage options.

- Major medical insurance offering comprehensive health coverage for small groups and individuals is available through Thrivent financial professionals in states where we have brokerage arrangements.
- Long-term care insurance can keep care options open and reduce the financial impact that can accompany the need for extended care. Because a disabling accident or chronic illness can spell disaster for the employee's financial situation.
- Disability income insurance for employees can help ensure your needs, and those of your employees, are met should the unexpected happen. It provides additional protection for your business by covering you or the key employees whose inability to work

could hurt your day-to-day operations. It can also be an important element in buy-sell agreements where you're depending on a partner to help support your business.

Businesses with more than one owner

Entering into a business with one or more people can be a smart move. Each of you can benefit from the skills and experience of the other. But where would your business be if something happened to you or one of the other owners?

Buy-sell agreements help ensure your business can continue after the death or disability of an owner. The agreements may be funded with life or disability income insurance. The two most common types of buy-sell agreements generally used in this situation are:

- **Cross purchase:** In this agreement, individual owners own contracts on each other. And it can be used where there are only a few co-owners for whom life insurance contracts would need to be purchased.
- **Entity/stock redemption:** In this agreement, the business owns the contracts on the individual owners. And it can be used in partnerships, limited liability companies and corporations where the business itself becomes the logical purchaser of the business interest.

An accurate valuation is critical to ensure a smooth and fair transition of your business. Consult with your attorney and tax accountant for more information on valuing your business and a business continuation plan.

Retirement plans for your small business

The following are typical retirement plans offered:

- Simplified Employee Pension (SEP): This plan allows your employees to share in the profits of your company through discretionary employer contributions contributed into the employees' own SEP IRAs.
- Savings Incentive Match Plan for Employees (SIMPLE): This plan allows your employees to defer part of their salaries on a pretax basis and benefit from employer contributions as well.
- 401(k): This plan allows your employees to defer part of their salaries on a pretax basis and benefit from employer contributions as well.

Strong and stable

For over 100 years, Thrivent has helped people build their financial futures and live more generous lives. Today, we're a Fortune 500 company, offering a full range of expert financial solutions, serving more than 2 million clients, as well as the communities in which they live and work.



Rated by:

AM Best, Moody's Investors Service and S&P Global Ratings¹



100 out of 100 Comdex Ranking

Highest possible ranking for insurance companies
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Thrivent and its financial advisors and professionals do not provide legal, accounting or tax advice. Consult your attorney or tax professional.

A strategy that involves the use of life insurance requires the proposed insured to apply for and be accepted by an insurance company.

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