

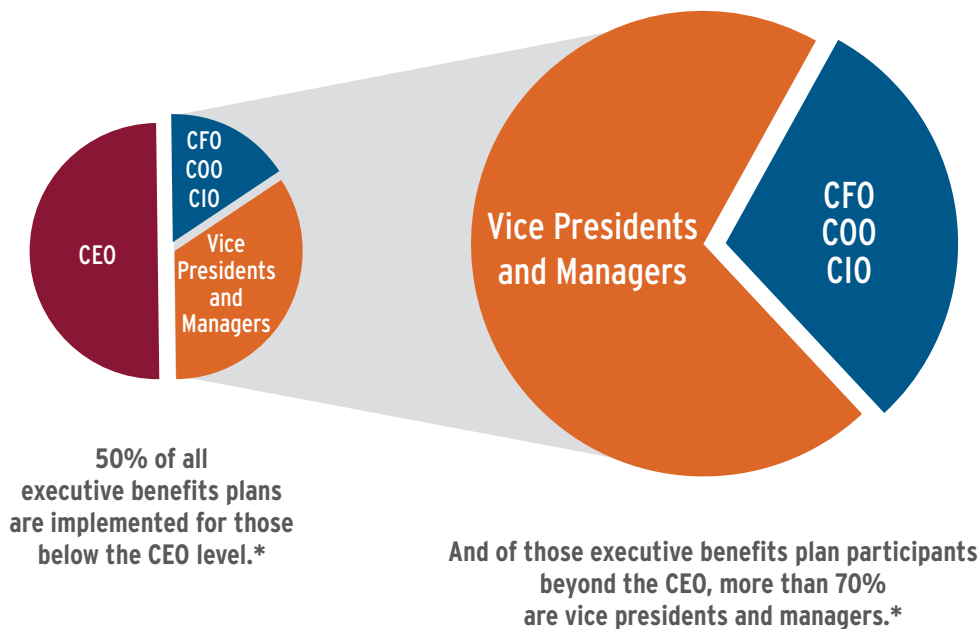
Leadership Continuity

Retain the executives critical to your credit union's future.



Losing an executive can be costly. Can your credit union retain—and reward—the leadership team needed to succeed?

A competitive salary used to be all you needed to keep top talent. Today, however, proven executives, in addition to the CEO, command compensation packages that go beyond salary.



The average age of an executive at time of plan implementation for 457(f) and split-dollar life insurance is

48

years of age.

And the average payout date for these plans ranges from

56-62

years of age

which reflects a more frequent use of these plans as a retention or bonus tool.*

Credit unions are acknowledging the value of executive benefits as a means to reward and retain leaders who are critical to their credit union's growth and stability. CUNA Mutual Group's non-qualified deferred compensation plans, such as 457(f) plans and split-dollar life insurance, are a customized approach to meeting your credit union's succession planning goals. With a variety of innovative options to fund these plans, you can offer them without negatively impacting the bottom line.



Credit unions everywhere trust CUNA Mutual Group's dedication to their success. The **Executive Benefits Program** furthers this commitment with plans that serve both credit unions and their leadership.

Tailor benefit plans and funding options to the best interests of your leaders and your credit union—today and tomorrow.



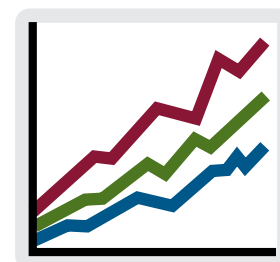
Customized plan design

We customize executive benefit plans for the entire leadership team to support strategic succession. We also work with numerous industry-leading financial services firms to provide the best solution for you.



Credit union influence, insight and experience

With licensed specialists having more than 20 years of financial services industry experience, you gain access to credentialed support in the fiduciary and compliance components of executive benefits, as well as to proprietary executive compensation data that spans **3,800 executives at 1,200+ credit unions.***



Expanded funding options

In addition to offering nonqualified deferred compensation plans (NQDC), our larger universe of funding solutions helps you offset the cost of these benefits—with options in Compliance with the National Credit Union Administration.

Create the compensation package your credit union needs to retain the leadership team required to succeed.

Learn more at cunamutual.com/executive-benefits or call CUNA Mutual Group's Executive Benefits Service Center at **800.356.2644, Ext. 665.8576.**

*CUNA Mutual Group, Internal Data, 12/31/17.



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