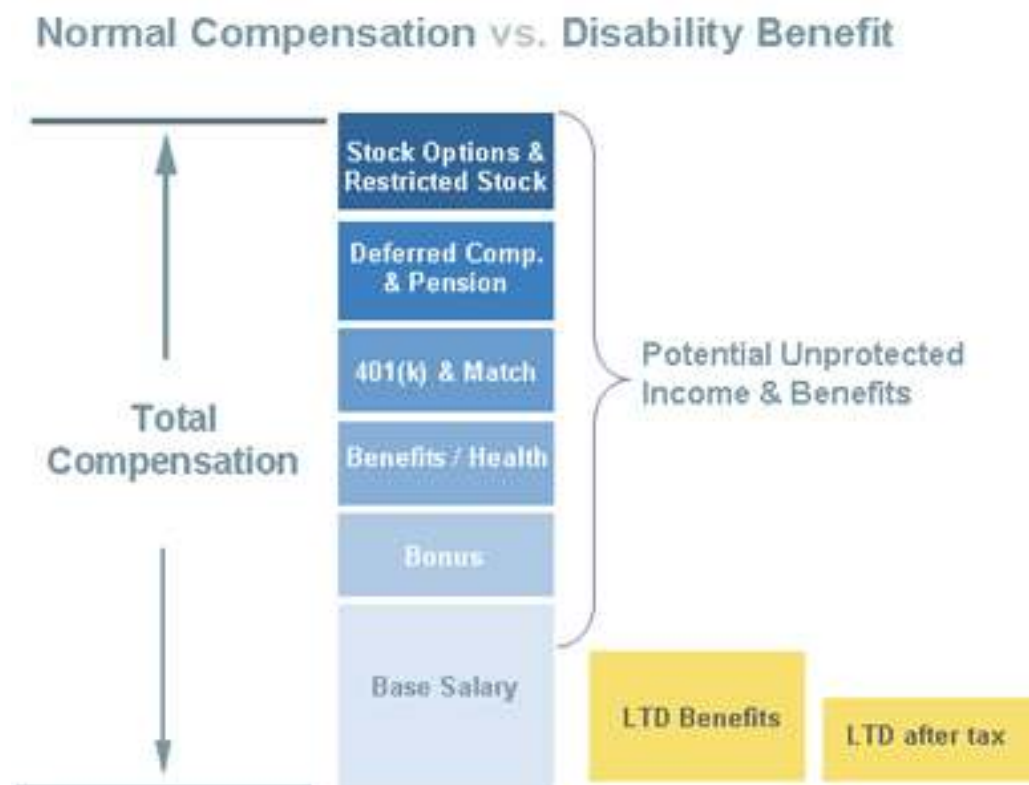


## Key Executive Disability Planning

Basic group LTD plans often exclude incentive compensation and the benefit is generally taxable if the employer pays the premium. Highly compensated employees often need more coverage, different monthly maximum benefits and portability. Given LTD plans were initially created for the average salary-only employee, they can be poorly suited for companies with varied employee populations. HCEs (highly compensated executives) get shortchanged due to the lack of coverage for bonuses and other incentives.

### The typical situation:



Serious consideration should be given towards making additional options available to HCEs (highly compensated executives).