

# Supplemental Buy/Up

Are You

And

Your Key Employees

Victims of

*Reverse*

*Discrimination???*

# Executive Reverse Discrimination

An **All Group** Approach to a  
Disability Program could create  
Several potential problems.

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Does your existing plan look like this?

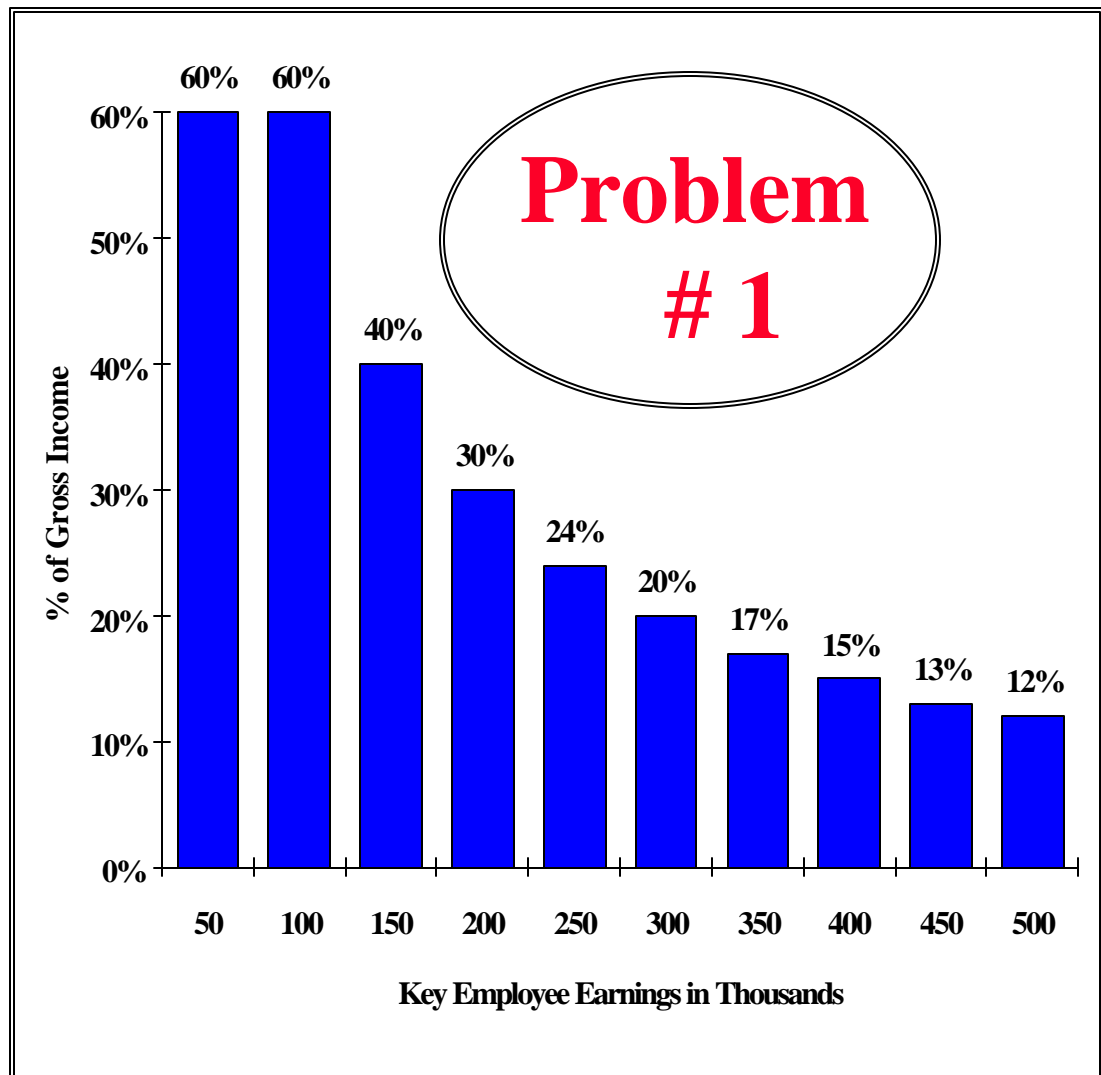
**60%** of Earnings  
To A **Maximum** Of **\$5,000**

*Let's take a closer look....*

# Observation

## Discrimination Against Key Employees

*To Begin With... Highly Compensated Executives Have A Lower Percentage Of Their Income Covered*



\*Employer Paid Group LTD @ 60% to \$5,000 per Month

*In Addition...*

*Observation # 2*

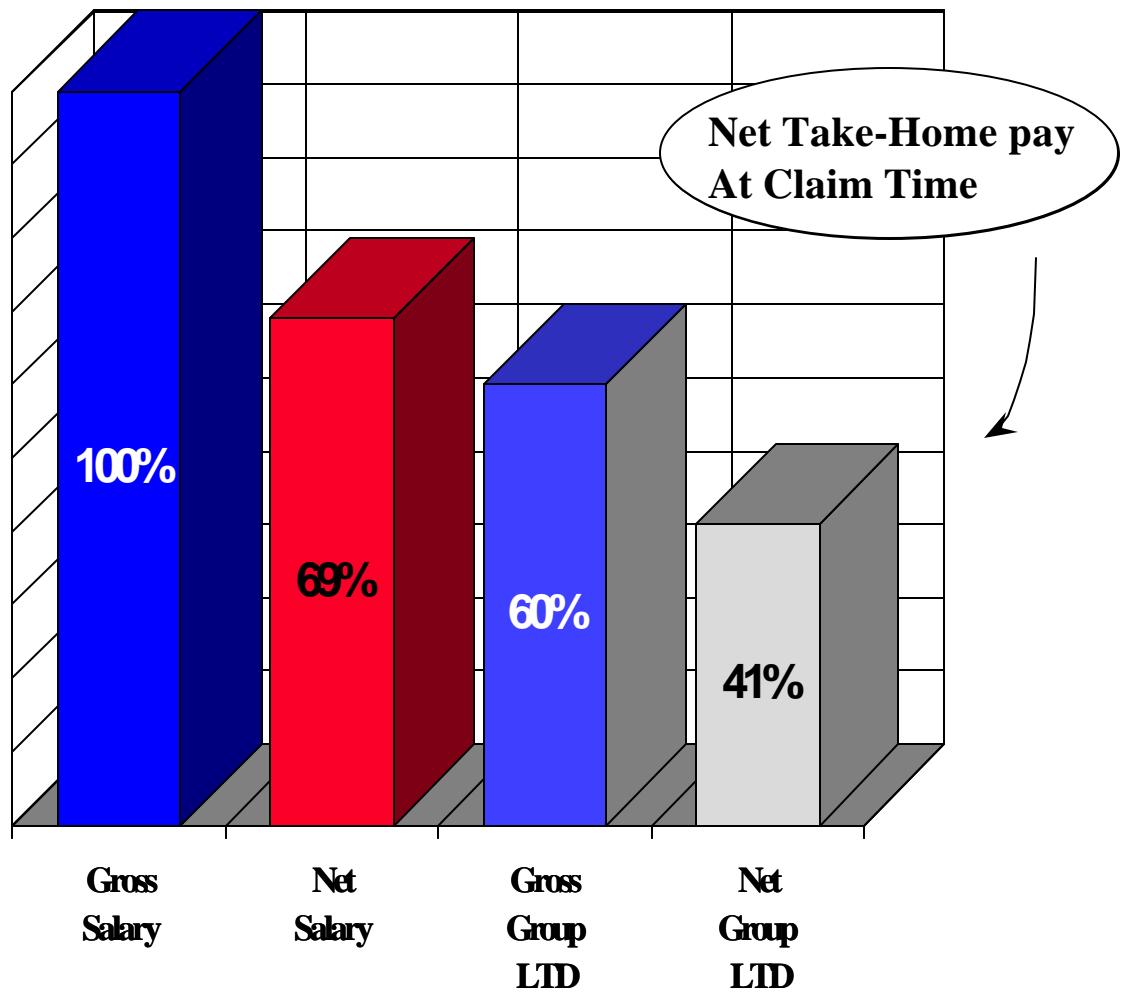
□ Corporate Paid Premiums =  
*Taxable Benefits*

□ Result

*Reduced* \$\$\$\$ at Claim Time

# A 31% Tax Rate Shrinks Take-Home Pay

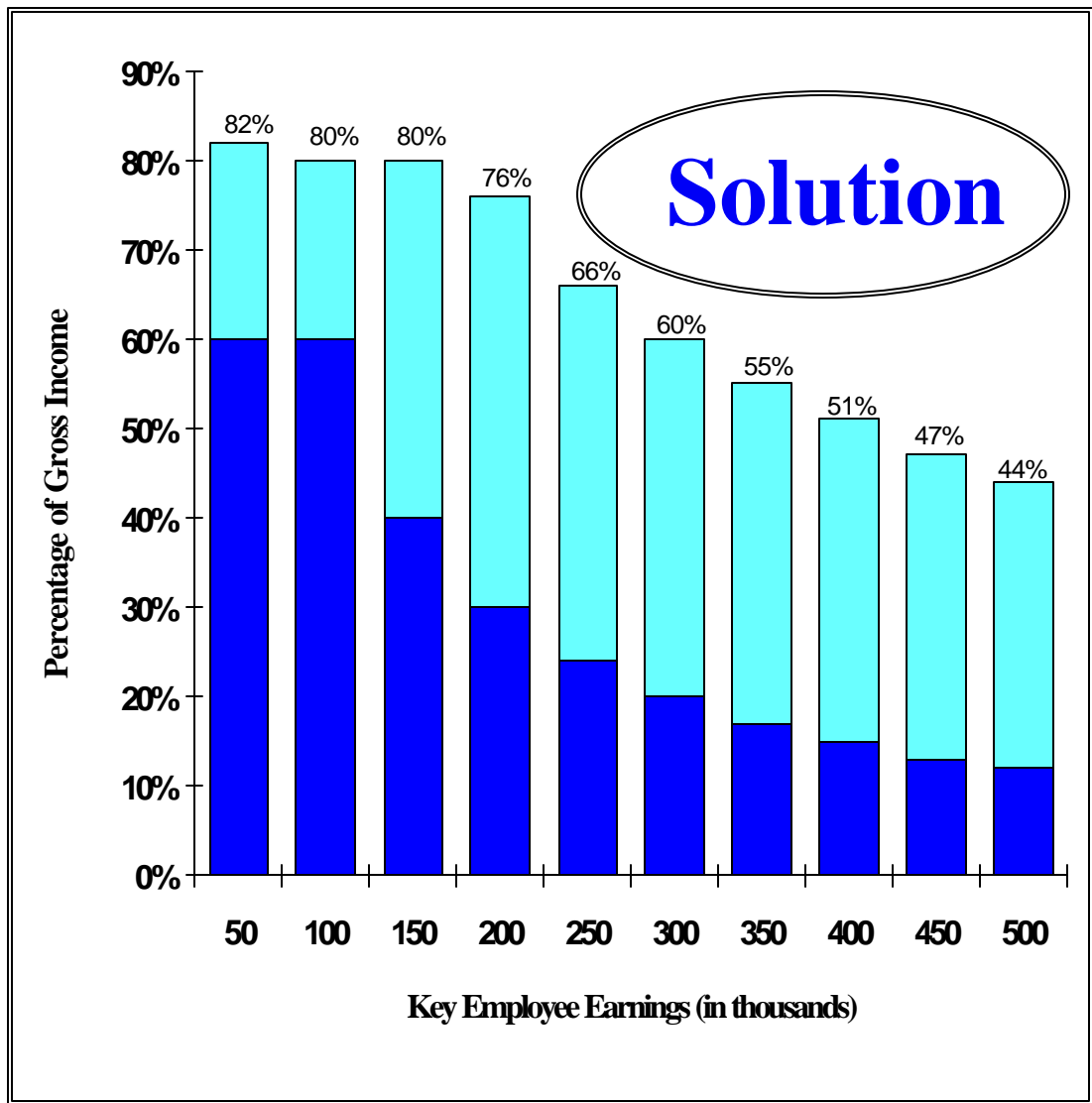
Group LTD Benefits are No Exception



# Solution!!!

## Supplemental Individual Policies

*Add supplemental individual policies to cover a more realistic portion of your take-home pay.*



\*Employer Paid Group LTD @ 60% to \$5,000 per Month

# Combo benefits equal 86% of Healthy take home pay

\*Chart based on \$100,000 annual income --  
Group LTD 60% to \$5,000

