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REDACTED

Traditional

Split
Dollar

① Co purchase endorsement
split dollar plan

(Co. purchases + retains title
to policy w/ endorsement of death benefit
to executive)

② Executive's death benefit
can vary (up or down)
based on rate of
return on policy assets

[6%] 8%
e.g. guaranteed 4%

assumed 6.5%

↳ everything kegs
off this 11

Excess earnings buy
TERM insurance

③ Company must retain
cash surrender value
greater than or equal
to premiums paid.

④ Exec can "put" death benefit to co.
Agreement between
co & exec, requires that this
option not be exercised until