

Retirement Income Plan • Defined Benefit—Fully Insured

If you're like many successful business owners, the day-to-day demands of running your company may have distracted you from taking the time to develop a successful strategy for your retirement. Fortunately, it's never too late to begin.

With a fully insured defined benefit plan—a retirement plan that generates the highest possible tax deductions for business owners—you can save for a comfortable retirement, even if it's just a few years away. Best of all, a fully insured plan can provide you with a lifetime of retirement income—*guaranteed*.

Fully Insured Plan Features

- Life insurance premiums are tax deductible for the employer.¹
- Only a small portion of the premium is taxable to plan participants.
- When funded partially by life insurance, the portion of the policy's death benefit that exceeds its cash surrender value is generally paid to beneficiaries free of federal income tax.
- This type of retirement plan offers the largest plan-related tax deduction allowed by law—a significantly higher deduction than that offered by defined contribution plans.
- The older the participant, the larger the tax deduction.
- Plan assets grow on a tax-deferred basis.
- Funded exclusively with a fixed annuity—or through a combination of life insurance and annuity contracts.
- Contribution levels are based on contract guarantees.
- Benefits guaranteed by the life insurance company that issues the life insurance and/or annuity contracts.²

Benefits

- Offers higher contribution limits than any defined contribution plans.
- The only retirement plan that allows older business owners to set aside a significant amount of money for retirement.
- Unlike defined contribution plans, retirement benefits are guaranteed.
- Life insurance (when used as a funding vehicle) provides a pre-retirement death benefit to the participant's beneficiaries.
- Contributions/deductions may decrease as retirement approaches.
- Generally less expensive to maintain than other types of defined benefit plans—since no annual actuarial certification is required.
- Plan assets are not correlated to the financial markets—which eliminates market risk and provides you with a more balanced investment portfolio.

Benefit Limits

- Amount of retirement benefit is defined by plan formula.
- Annual benefit cannot exceed the lesser of:
 - \$210,000 per year in 2014; or
 - 100% of average compensation for the highest three years.

Ideal for Business Owners Who . . .

- Have W-2 or self-employment income.
- Are age 40 or older—and wish to retire in five to 20 years.
- Have no employees or, generally, less than six.
- Have stable earnings that are expected to continue.
- Are looking for large contributions/deductions in early years of plan.
- Wish to put away a considerable amount of money for retirement.
- Desire guaranteed lifetime retirement income.
- Are generally risk-averse when planning for retirement.

Plan Services

- IRS-approved plan documents.
- Simplified installation; signature-ready documents.
- Complete plan administration, including annual plan review and compliance testing.
- Annual government filing assistance.
- Competitive fee structure.

Guardian's Turnkey Solution Makes It Simple

- Consultative and advice-driven plan design services tailored to your plan-related needs.
- Complimentary customized plan illustrations show you projected retirement income levels for all plan participants.

Why Guardian?

- Guardian offers high-quality insurance and annuity plan funding vehicles to help meet your long-term financial objectives.
- Founded in 1860, Guardian has been in the life insurance business for over 150 years.
- Guardian's mutual company structure focuses on what benefits policyholders.
- Guardian declared a 2013 dividend payout of \$776 million to its policyholders.³
- One of the most highly rated insurance companies for financial strength and stability, as judged by the major rating agencies⁴:

Moody's Investors Service	Aa2
Standard & Poor's	AA+
Fitch Ratings	AA+
A.M. Best Company	A++
Comdex Rating	98

Because it's never too late to plan for a more financially secure tomorrow.

¹Guardian, its subsidiaries, agents or employees do not give tax or legal advice. You should consult your tax or legal advisor regarding your individual situation.

²Life Insurance guarantees are subject to the timely payment of all required premiums and the claims paying ability of the issuing insurance company.

³Dividends are not guaranteed. They are declared annually by Guardian's Board of Directors.

⁴Ratings are current as of 04/2014.

Financial information concerning The Guardian Life Insurance Company of America as of December 31, 2013 on a statutory basis: Admitted Assets = \$42.1 Billion; Liabilities = \$37.1 Billion (including \$32.7 Billion of Reserves); and Surplus = \$5.0 Billion.

For more information on Guardian's fully insured defined benefit plan offering, please contact your local Guardian representative.

