SmartLock™

BONUS PLANS · REWARD STAFF, REDUCE TAXES

A Y-UFinancial® Strategy

Reward your team with an asset they own.

What if you could reward your best people with a benefit they own outright, using deductible business dollars, without the cost and complexity of group plans?

Group life and benefit plans are often costly and complex, and your people walk away with nothing if they leave. A SmartLock™ Bonus Plan is a simpler way to reward staff: you use deductible business dollars to fund a single-premium policy each worker owns from day one. It rewards performance and loyalty, costs nothing to administer, and gives your team an asset with accessible cash value they keep for life.

THE PROBLEM Traditional group benefits cost a lot to offer.

Costs keep climbing

Group life and benefit plans carry rising premiums and overhead for thin perceived value.

A drain to administer

Renewals, compliance, and plan management pull time away from running your business.

Nothing to keep

When a worker leaves or a plan lapses, they walk away with no lasting value.

HOW A SMARTLOCK™ BONUS PLAN WORKS

1

Sign on

The employer sets each plan's details and signs an engagement letter to begin the process.

2

Fund the bonus

The employer pays the bonus premium into a single-premium policy owned by the worker.

3

Deduct it

The premium is added to the worker's W-2 or 1099 and deducted on the business's taxes.

4

They own it

The worker owns the policy outright and names their beneficiaries, with no ERISA limits.

TAXES	RETENTION	SIMPLICITY	OWNERSHIP	LEGACY
Generally deductible	**Reward your best people**	**Easy to install and administer**	**Workers own it outright**	**Generally tax-free to heirs**

BENEFITS FOR THE EMPLOYER

What your business gains

- ✓ Premiums are generally tax-deductible to the business.
- ✓ Incentivizes performance and rewards loyalty.
- ✓ Plan details can be set on an individual basis.
- ✓ Free to install, administer, and understand.
- ✓ The business retains no ownership or ERISA obligations.

BENEFITS FOR THE WORKER

What your team gains

- ✓ Bonus compensation with accessible cash value.
- ✓ No out-of-pocket cost to participate.
- ✓ They name their own personal beneficiaries.
- ✓ Unlike other work policies, they own it outright.
- ✓ They keep the coverage even if they change jobs.

Y-UFinancial®
LET YOUR WHY EMPOWER YOU

Conceptual illustration for educational purposes only. Not tax, legal, or accounting advice. SmartLock™ refers to a single-premium whole life insurance concept. Employer deductibility depends on the bonus qualifying as reasonable compensation; the bonus is taxable income to the worker, and outcomes vary by entity type, state, and individual circumstances. A SmartLock™ bonus plan is a non-qualified arrangement generally not subject to ERISA qualified-plan limits, but employers should confirm applicability with their own advisors. Guarantees rely on the issuing insurer's claims-paying ability, and policy values are not guaranteed. Consult your own tax and legal advisors.