

KEY PERSON UNDERWRITING GUIDELINES

Carrier	Key Person Multiple	Venture Capital/Private Equity Key Person
AIG	10 times compensation (Salary + Bonus)	Generally allow no more than 50% of principal investment.
Equitable	10 times Salary	Case by Case
Foresters Financial	10 times Salary; Fraternal guideline consideration also	Case by Case
Global Atlantic	10 times Compensation typically. For ages <70, we will consider up to 15x's income for established businesses with unique business/individual dynamics. Special expertise consideration can be given if documentation or proven ability to generate income or profits is provided.	Generally allow 25% of the investment in lieu of compensation.
John Hancock	Generally, underwriters will consider a death benefit of 5 - 10 times income, but for key employees of well-established businesses, underwriters may consider 15 - 20 times total compensation with a detailed cover letter.	Individual Consideration
Lincoln Financial	For ages 69 and under, generally consider up to 10 times the compensation. We will consider up to 20 times compensation for unique circumstances based on the type of business, the importance of the key person to the success of the business (i.e. patent holder, company founder who is the public face of the company). For ages 70 and up, the multiple should be up to 5 times the compensation.	Generally allow 25% of the investment in lieu of compensation.
Mutual of Omaha	Generally 5 - 10 times earned income plus bonuses if paid regularly as part of a company bonus plan.	Normal limits apply
Nationwide	Generally 5 - 10 times earned income plus bonuses if paid regularly as part of a company bonus plan.	Normal limits apply
New York Life	Generally, underwriters will consider a death benefit of 5 times income, but for key employees with ownership interest of well-established businesses, underwriters may consider more depending on total compensation with a detailed cover letter.	Normal limits apply
North American	up to 10 multiplied by annual income derived from the company. Individual consideration may apply.	Normal limits apply
Principal	10 times Compensation	Generally allow 25% - 50% of the investment in lieu of compensation.
Protective	The face amount allowed is based on the income of the key person being insured and is generally limited to 5 times-10 times salary. Verification of income may be required.	Normal limits apply
Prudential	5 - 10 times annual compensation. More may be considered depending on economic value to the company.	Normal limits apply
Sagicor	5 - 10 times annual compensation. More may be considered depending on economic value to the company.	Case by Case
Securian Financial	Annual Income plus bonus multiplied by: Ages ≤ 50: 12 times Ages 51 - 60: 9 times Ages 60+: 5 times	Normal limits apply
Symetra	Typically, 10 to 15 times the key person's income. Amounts as high as 20 times the income may be warranted on a case-by-case basis.	Normal limits apply
Transamerica	Annual Income plus bonus multiplied by: Ages ≤ 65: 10 times Ages 66 - 70: 5 times Ages 71+: Individual Consideration	Normal limits apply
Zurich	10 times Compensation	Normal limits apply

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For informational purposes only. Not binding. Please refer to carrier specific documentation for additional details.