

A Salary Continuation Plan

For: Eric Olson



Presented By: _____

[Licensed user's name appears here]

A Salary Continuation Plan Using Cash Value Insurance (CVI)

Presented By: [Licensed user's name appears here]

Insured: Eric Olson

Banner, Inc.

Preface

Of all the strategies used by executives for efficient retirement tax planning, this variation is one of the most efficient.

With this benefit plan, the employer contractually agrees to pay scheduled amounts of retirement compensation to selected executives. The income benefits are informally funded with life insurance policies that are owned by the employer.

In some cases, the covered executive volunteers a compensation reduction in order to assist with premium payments.

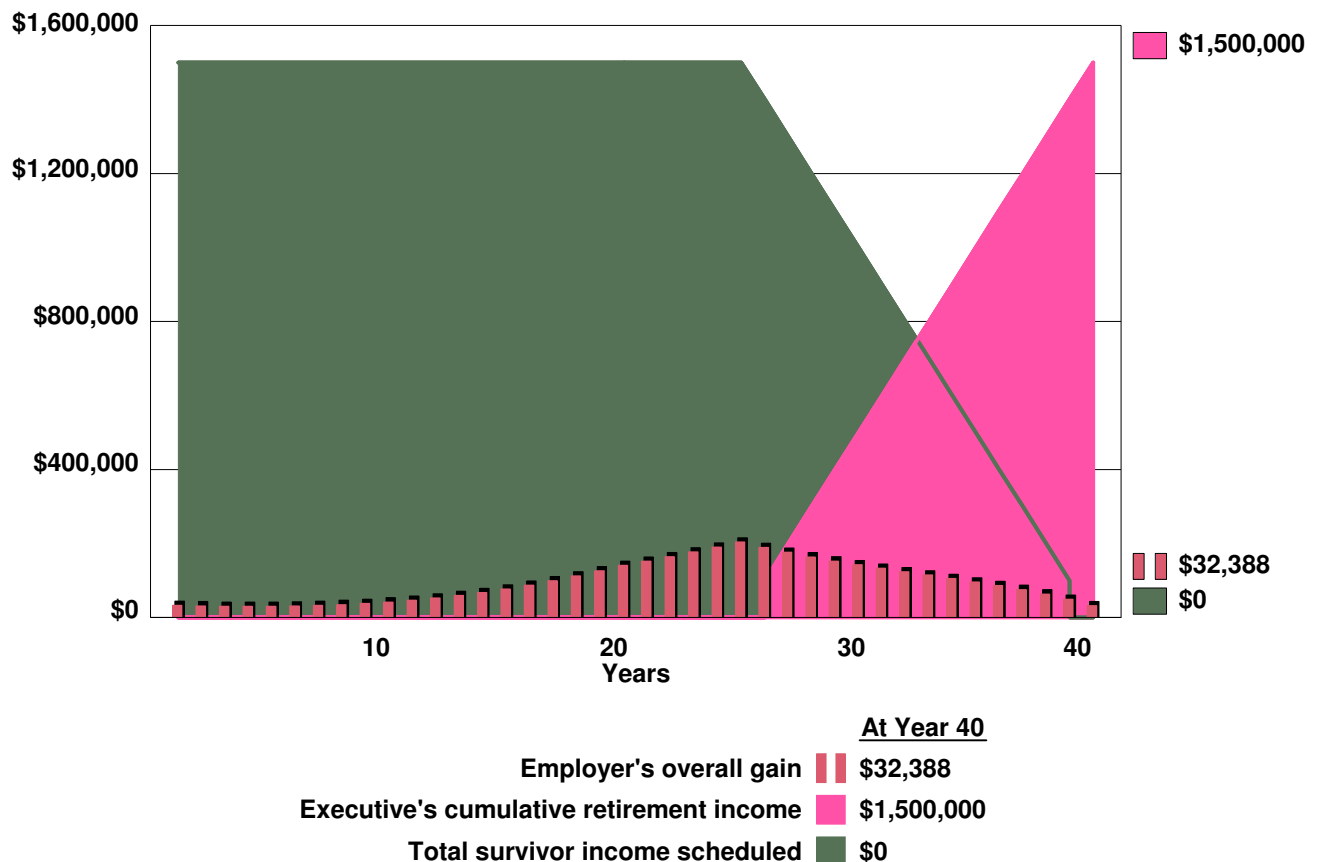
The plan will generally include sufficient death benefits so that, at the executive's death, the employer will recover its plan costs.

Typically, the plan will include a provision for benefit payments to survivors if an executive dies before receiving all the scheduled retirement payments.

These benefit plans have the following characteristics:

1. Discriminatory participation;
2. Policy cash values are an employer asset;
3. Tax free policy death benefits;
4. Deductible benefit payments;
5. No regulatory approval required;
6. Negligible plan administration.

These features facilitate a nurturing employment environment that rewards and retains important executives while simultaneously providing efficient funding leverage. This is particularly evident in the accompanying presentation.



This graphic assumes the non-guaranteed values shown continue in all years. This is not likely, and actual results may be more or less favorable.

A Salary Continuation Plan Using Cash Value Insurance (CVI)

Presented By: [Licensed user's name appears here]

Insured: Eric Olson

Banner, Inc.

Illustration of Policy Values Funding the Plan

		Employer's Tax Bracket 34.00%	CVI Interest Rate 6.50%	Initial Payment 9,500	Initial Death Benefit 800,000		
Year	Male Age	(1) Payment	(2) Pre-Tax Policy Cash Flow	(3) Year End Accum Value*	(4) Year End Surrender Value*	(5) Death Benefit	
1	40	9,500	0	7,683	0	807,683	
2	41	9,500	0	15,738	6,018	815,738	
3	42	9,500	0	24,309	14,589	824,309	
4	43	9,500	0	33,432	23,712	833,432	
5	44	9,500	0	43,133	33,413	843,133	
6	45	9,500	0	53,428	45,328	853,428	
7	46	9,500	0	64,475	57,995	864,475	
8	47	9,500	0	76,333	71,473	876,333	
9	48	9,500	0	88,882	85,642	888,882	
10	49	9,500	0	102,149	100,529	902,149	
11	50	9,500	0	116,504	116,504	916,504	
12	51	9,500	0	131,894	131,894	931,894	
13	52	9,500	0	148,354	148,354	948,354	
14	53	9,500	0	165,936	165,936	965,936	
15	54	9,500	0	184,693	184,693	984,693	
16	55	9,500	0	204,730	204,730	1,004,730	
17	56	9,500	0	226,003	226,003	1,026,003	
18	57	9,500	0	248,514	248,514	1,048,514	
19	58	9,500	0	271,944	271,944	1,071,944	
20	59	9,500	0	296,328	296,328	1,096,328	
21	60	9,500	0	317,265	317,265	1,117,265	
22	61	9,500	0	338,839	338,839	1,138,839	
23	62	9,500	0	360,971	360,971	1,160,971	
24	63	9,500	0	383,588	383,588	1,183,589	
25	64	9,500	0	406,605	406,605	1,206,605	
26	65	0	0	419,884	419,884	1,219,884	
27	66	0	0	432,718	432,718	1,232,718	
28	67	0	0	445,031	445,031	1,245,031	
29	68	0	0	456,738	456,738	1,256,738	
30	69	0	0	467,782	467,782	1,267,782	
		237,500	0				

*This is an example of a "supplemental" life insurance illustration. In actual presentations, this footnote will refer you to an accompanying "basic" illustration from a specific life insurance company.

A Salary Continuation Plan Using Cash Value Insurance (CVI)

Presented By: [Licensed user's name appears here]

Insured: Eric Olson

Banner, Inc.

Illustration of Policy Values Funding the Plan

		Employer's Tax Bracket 34.00%	CVI Interest Rate 6.50%	Initial Payment 9,500	Initial Death Benefit 800,000		
Year	Male Age	(1) Payment	(2) Pre-Tax Policy Cash Flow	(3) Year End Accum Value*	(4) Year End Surrender Value*	(5) Death Benefit	
31	70	0	0	477,745	477,745	1,277,745	
32	71	0	0	486,234	486,234	1,286,234	
33	72	0	0	492,944	492,944	1,292,944	
34	73	0	0	497,536	497,536	1,297,536	
35	74	0	0	499,851	499,851	1,299,851	
36	75	0	0	499,466	499,466	1,299,466	
37	76	0	0	495,919	495,919	1,295,920	
38	77	0	0	488,691	488,691	1,288,691	
39	78	0	0	476,872	476,872	1,276,873	
40	79	0	0	456,888	456,888	1,259,888	

237,500 0

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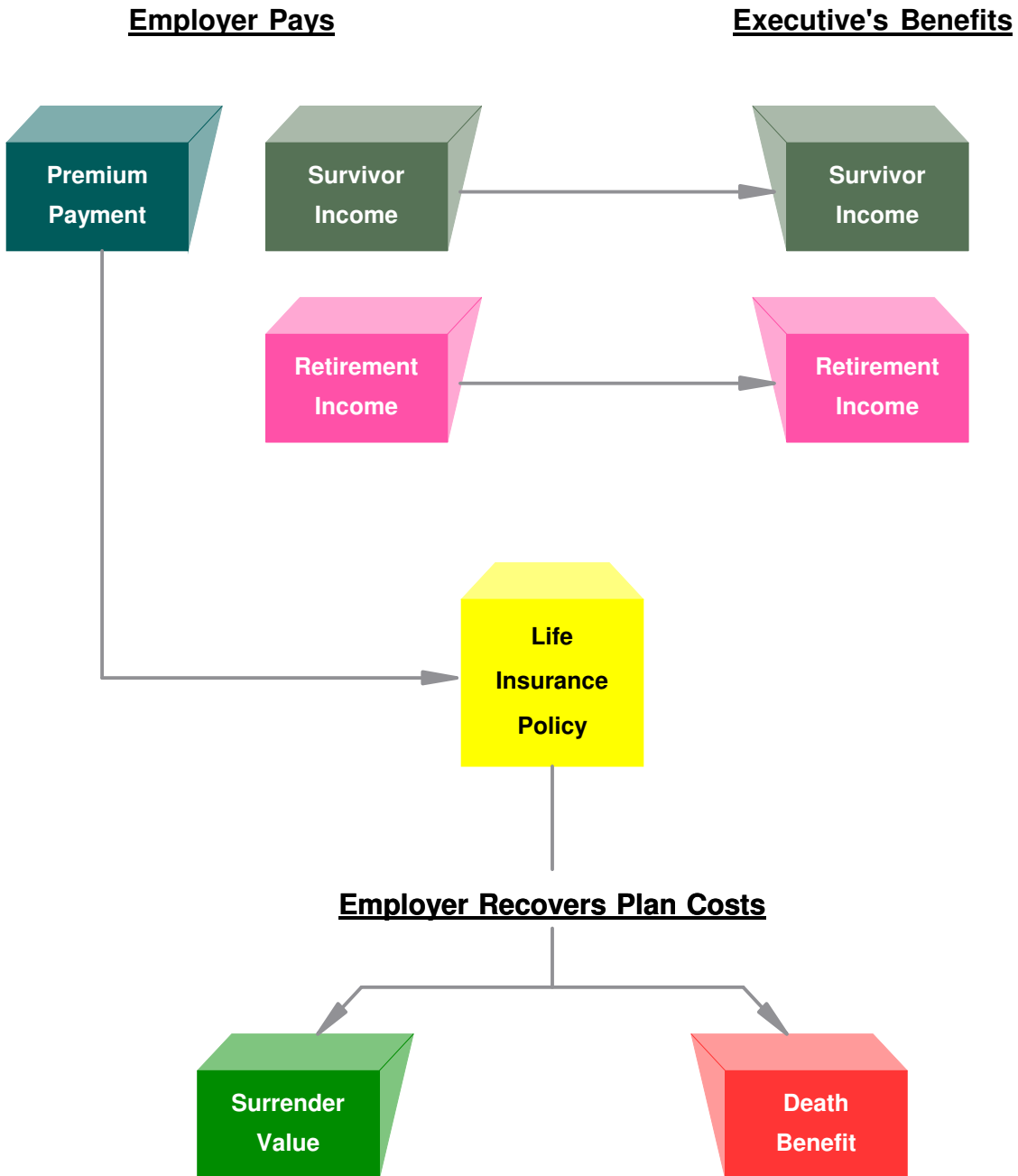
A Salary Continuation Plan Using Cash Value Insurance (CVI)

Presented By: [Licensed user's name appears here]

Insured: Eric Olson

Banner, Inc.

Flow Chart



A Salary Continuation Plan Using Cash Value Insurance (CVI)

Presented By: [Licensed user's name appears here]

Insured: Eric Olson

Banner, Inc.

Summary of Costs and Benefits

Employer's Tax Bracket 34.00% Employer's Assumed Use of Money (Survivor Income) 6.00% CVI Interest Rate 6.50%

Plan Year	Male Age	Employer					Executive				
		(1) Net Payment to the Plan	(2) Cumulative Net Payments to the Plan	(3) Year End Surrender Value*	(4) Cost to Provide Column (10)	(5) Total Plan Cost (2) + (4)	(6) Plan Death Benefit	(7) Overall Gain From Plan (6) - (5)	(8) Annual Scheduled Retirement Income	(9) Cumulative Retirement Income Received	(10) Total Survivor Income Scheduled
1	40	9,500	9,500	0	765,011	774,511	807,683	33,172	0	0	1,500,000
2	41	9,500	19,000	6,018	765,011	784,011	815,738	31,727	0	0	1,500,000
3	42	9,500	28,500	14,589	765,011	793,511	824,309	30,798	0	0	1,500,000
4	43	9,500	38,000	23,712	765,011	803,011	833,432	30,421	0	0	1,500,000
5	44	9,500	47,500	33,413	765,011	812,511	843,133	30,622	0	0	1,500,000
6	45	9,500	57,000	45,328	765,011	822,011	853,428	31,417	0	0	1,500,000
7	46	9,500	66,500	57,995	765,011	831,511	864,475	32,964	0	0	1,500,000
8	47	9,500	76,000	71,473	765,011	841,011	876,333	35,322	0	0	1,500,000
9	48	9,500	85,500	85,642	765,011	850,511	888,882	38,371	0	0	1,500,000
10	49	9,500	95,000	100,529	765,011	860,011	902,149	42,138	0	0	1,500,000
11	50	9,500	104,500	116,504	765,011	869,511	916,504	46,993	0	0	1,500,000
12	51	9,500	114,000	131,894	765,011	879,011	931,894	52,883	0	0	1,500,000
13	52	9,500	123,500	148,354	765,011	888,511	948,354	59,843	0	0	1,500,000
14	53	9,500	133,000	165,936	765,011	898,011	965,936	67,925	0	0	1,500,000
15	54	9,500	142,500	184,693	765,011	907,511	984,693	77,182	0	0	1,500,000
16	55	9,500	152,000	204,730	765,011	917,011	1,004,730	87,719	0	0	1,500,000
17	56	9,500	161,500	226,003	765,011	926,511	1,026,003	99,492	0	0	1,500,000
18	57	9,500	171,000	248,514	765,011	936,011	1,048,514	112,503	0	0	1,500,000
19	58	9,500	180,500	271,944	765,011	945,511	1,071,944	126,433	0	0	1,500,000
20	59	9,500	190,000	296,328	765,011	955,011	1,096,328	141,317	0	0	1,500,000
21	60	9,500	199,500	317,265	765,011	964,511	1,117,265	152,754	0	0	1,500,000
22	61	9,500	209,000	338,839	765,011	974,011	1,138,839	164,828	0	0	1,500,000
23	62	9,500	218,500	360,971	765,011	983,511	1,160,971	177,460	0	0	1,500,000
24	63	9,500	228,000	383,588	765,011	993,011	1,183,589	190,578	0	0	1,500,000
25	64	9,500	237,500	406,605	765,011	1,002,511	1,206,605	204,094	0	0	1,500,000
26	65	66,000	303,500	419,884	726,692	1,030,192	1,219,884	189,692	100,000	100,000	1,400,000
27	66	66,000	369,500	432,718	686,855	1,056,355	1,232,718	176,363	100,000	200,000	1,300,000
28	67	66,000	435,500	445,031	645,441	1,080,941	1,245,031	164,090	100,000	300,000	1,200,000
29	68	66,000	501,500	456,738	602,387	1,103,887	1,256,738	152,851	100,000	400,000	1,100,000
30	69	66,000	567,500	467,782	557,628	1,125,128	1,267,782	142,654	100,000	500,000	1,000,000
		567,500							500,000		

*This is an example of a "supplemental" life insurance illustration. In actual presentations, this footnote will refer you to an accompanying "basic" illustration from a specific life insurance company.

A Salary Continuation Plan Using Cash Value Insurance (CVI)

Presented By: [Licensed user's name appears here]

Insured: Eric Olson

Banner, Inc.

Summary of Costs and Benefits

Employer's Tax Bracket 34.00% Employer's Assumed Use of Money (Survivor Income) 6.00% CVI Interest Rate 6.50%

Plan Year	Male Age	Employer					Executive				
		(1) Net Payment to the Plan	(2) Cumulative Net Payments to the Plan	(3) Year End Surrender Value*	(4) Cost to Provide Column (10)	(5) Total Plan Cost (2) + (4)	(6) Plan Death Benefit	(7) Overall Gain From Plan (6) - (5)	(8) Annual Scheduled Retirement Income	(9) Cumulative Retirement Income Received	(10) Total Survivor Income Scheduled
31	70	66,000	633,500	477,745	511,096	1,144,596	1,277,745	133,149	100,000	600,000	900,000
32	71	66,000	699,500	486,234	462,722	1,162,222	1,286,234	124,012	100,000	700,000	800,000
33	72	66,000	765,500	492,944	412,432	1,177,932	1,292,944	115,012	100,000	800,000	700,000
34	73	66,000	831,500	497,536	360,151	1,191,651	1,297,536	105,885	100,000	900,000	600,000
35	74	66,000	897,500	499,851	305,799	1,203,299	1,299,851	96,552	100,000	1,000,000	500,000
36	75	66,000	963,500	499,466	249,295	1,212,795	1,299,466	86,671	100,000	1,100,000	400,000
37	76	66,000	1,029,500	495,919	190,554	1,220,054	1,295,920	75,866	100,000	1,200,000	300,000
38	77	66,000	1,095,500	488,691	129,486	1,224,986	1,288,691	63,705	100,000	1,300,000	200,000
39	78	66,000	1,161,500	476,872	66,000	1,227,500	1,276,873	49,373	100,000	1,400,000	100,000
40	79	66,000	1,227,500	456,888	0	1,227,500	1,259,888	32,388	100,000	1,500,000	0

1,227,500

1,500,000

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A Salary Continuation Plan Using Cash Value Insurance (CVI)

Presented By: [Licensed user's name appears here]

Insured: Eric Olson

Banner, Inc.

Employer's Funding Analysis

		Employer's Tax Bracket 34.00%	CVI Interest Rate 6.50%	Initial Payment 9,500	Initial Death Benefit 800,000		
Plan Year	Male Age	(1) Payment to the Plan	(2) Retirement Payment to the Executive	(3) After Tax Cost of Retirement Payment	(4) Net Payment to the Plan (1) + (3)	(5) Cumulative Net Payment to the Plan	
1	40	9,500	0	0	9,500	9,500	
2	41	9,500	0	0	9,500	19,000	
3	42	9,500	0	0	9,500	28,500	
4	43	9,500	0	0	9,500	38,000	
5	44	9,500	0	0	9,500	47,500	
6	45	9,500	0	0	9,500	57,000	
7	46	9,500	0	0	9,500	66,500	
8	47	9,500	0	0	9,500	76,000	
9	48	9,500	0	0	9,500	85,500	
10	49	9,500	0	0	9,500	95,000	
11	50	9,500	0	0	9,500	104,500	
12	51	9,500	0	0	9,500	114,000	
13	52	9,500	0	0	9,500	123,500	
14	53	9,500	0	0	9,500	133,000	
15	54	9,500	0	0	9,500	142,500	
16	55	9,500	0	0	9,500	152,000	
17	56	9,500	0	0	9,500	161,500	
18	57	9,500	0	0	9,500	171,000	
19	58	9,500	0	0	9,500	180,500	
20	59	9,500	0	0	9,500	190,000	
21	60	9,500	0	0	9,500	199,500	
22	61	9,500	0	0	9,500	209,000	
23	62	9,500	0	0	9,500	218,500	
24	63	9,500	0	0	9,500	228,000	
25	64	9,500	0	0	9,500	237,500	
26	65	0	100,000	66,000	66,000	303,500	
27	66	0	100,000	66,000	66,000	369,500	
28	67	0	100,000	66,000	66,000	435,500	
29	68	0	100,000	66,000	66,000	501,500	
30	69	0	100,000	66,000	66,000	567,500	
		237,500	500,000	330,000	567,500		

A Salary Continuation Plan Using Cash Value Insurance (CVI)

Presented By: [Licensed user's name appears here]

Insured: Eric Olson

Banner, Inc.

Employer's Funding Analysis

		Employer's Tax Bracket 34.00%	CVI Interest Rate 6.50%	Initial Payment 9,500	Initial Death Benefit 800,000		
Plan Year	Male Age	(1) Payment to the Plan	(2) Retirement Payment to the Executive	(3) After Tax Cost of Retirement Payment	(4) Net Payment to the Plan (1) + (3)	(5) Cumulative Net Payment to the Plan	
31	70	0	100,000	66,000	66,000	633,500	
32	71	0	100,000	66,000	66,000	699,500	
33	72	0	100,000	66,000	66,000	765,500	
34	73	0	100,000	66,000	66,000	831,500	
35	74	0	100,000	66,000	66,000	897,500	
36	75	0	100,000	66,000	66,000	963,500	
37	76	0	100,000	66,000	66,000	1,029,500	
38	77	0	100,000	66,000	66,000	1,095,500	
39	78	0	100,000	66,000	66,000	1,161,500	
40	79	0	100,000	66,000	66,000	1,227,500	
		237,500	1,500,000	990,000	1,227,500		

A Salary Continuation Plan Using Cash Value Insurance (CVI)

Presented By: [Licensed user's name appears here]

Insured: Eric Olson

Banner, Inc.

Employer's Cost Evaluation Analysis

		Employer's Tax Bracket 34.00%	CVI Interest Rate 6.50%	Initial Payment 9,500	Initial Death Benefit 800,000				
Plan Year	Male Age	(1) Cumulative Net Payments to the Plan	(2) Year End Accum Value*	(3) Year End Surrender Value*	(4) Cost to Provide Column (8)**	(5) Total Plan Cost (1) + (4)	(6) Plan Death Benefit	(7) Employer's Gain from the Plan (6) - (5)	(8) Total Survivor Income Scheduled
1	40	9,500	7,683	0	765,011	774,511	807,683	33,172	1,500,000
2	41	19,000	15,738	6,018	765,011	784,011	815,738	31,727	1,500,000
3	42	28,500	24,309	14,589	765,011	793,511	824,309	30,798	1,500,000
4	43	38,000	33,432	23,712	765,011	803,011	833,432	30,421	1,500,000
5	44	47,500	43,133	33,413	765,011	812,511	843,133	30,622	1,500,000
6	45	57,000	53,428	45,328	765,011	822,011	853,428	31,417	1,500,000
7	46	66,500	64,475	57,995	765,011	831,511	864,475	32,964	1,500,000
8	47	76,000	76,333	71,473	765,011	841,011	876,333	35,322	1,500,000
9	48	85,500	88,882	85,642	765,011	850,511	888,882	38,371	1,500,000
10	49	95,000	102,149	100,529	765,011	860,011	902,149	42,138	1,500,000
11	50	104,500	116,504	116,504	765,011	869,511	916,504	46,993	1,500,000
12	51	114,000	131,894	131,894	765,011	879,011	931,894	52,883	1,500,000
13	52	123,500	148,354	148,354	765,011	888,511	948,354	59,843	1,500,000
14	53	133,000	165,936	165,936	765,011	898,011	965,936	67,925	1,500,000
15	54	142,500	184,693	184,693	765,011	907,511	984,693	77,182	1,500,000
16	55	152,000	204,730	204,730	765,011	917,011	1,004,730	87,719	1,500,000
17	56	161,500	226,003	226,003	765,011	926,511	1,026,003	99,492	1,500,000
18	57	171,000	248,514	248,514	765,011	936,011	1,048,514	112,503	1,500,000
19	58	180,500	271,944	271,944	765,011	945,511	1,071,944	126,433	1,500,000
20	59	190,000	296,328	296,328	765,011	955,011	1,096,328	141,317	1,500,000
21	60	199,500	317,265	317,265	765,011	964,511	1,117,265	152,754	1,500,000
22	61	209,000	338,839	338,839	765,011	974,011	1,138,839	164,828	1,500,000
23	62	218,500	360,971	360,971	765,011	983,511	1,160,971	177,460	1,500,000
24	63	228,000	383,588	383,588	765,011	993,011	1,183,589	190,578	1,500,000
25	64	237,500	406,605	406,605	765,011	1,002,511	1,206,605	204,094	1,500,000
26	65	303,500	419,884	419,884	726,692	1,030,192	1,219,884	189,692	1,400,000
27	66	369,500	432,718	432,718	686,855	1,056,355	1,232,718	176,363	1,300,000
28	67	435,500	445,031	445,031	645,441	1,080,941	1,245,031	164,090	1,200,000
29	68	501,500	456,738	456,738	602,387	1,103,887	1,256,738	152,851	1,100,000
30	69	567,500	467,782	467,782	557,628	1,125,128	1,267,782	142,654	1,000,000

*This is an example of a "supplemental" life insurance illustration. In actual presentations, this footnote will refer you to an accompanying "basic" illustration from a specific life insurance company.

**This is the amount needed to provide the Survivor income. See column (3) of the Employer's Survivor Income Analysis report for details.

A Salary Continuation Plan Using Cash Value Insurance (CVI)

Presented By: [Licensed user's name appears here]

Insured: Eric Olson

Banner, Inc.

Employer's Cost Evaluation Analysis

Plan Year	Male Age	(1) Cumulative Net Payments to the Plan	(2) Year End Accum Value*	(3) Year End Surrender Value*	(4) Cost to Provide Column (8)**	(5) Total Plan Cost (1) + (4)	(6) Plan Death Benefit	(7) Employer's Gain from the Plan (6) - (5)	(8) Total Survivor Income Scheduled	Employer's Tax Bracket	CVI Interest Rate	Initial Payment	Initial Death Benefit
										34.00%	6.50%	9,500	800,000
31	70	633,500	477,745	477,745	511,096	1,144,596	1,277,745	133,149	900,000				
32	71	699,500	486,234	486,234	462,722	1,162,222	1,286,234	124,012	800,000				
33	72	765,500	492,944	492,944	412,432	1,177,932	1,292,944	115,012	700,000				
34	73	831,500	497,536	497,536	360,151	1,191,651	1,297,536	105,885	600,000				
35	74	897,500	499,851	499,851	305,799	1,203,299	1,299,851	96,552	500,000				
36	75	963,500	499,466	499,466	249,295	1,212,795	1,299,466	86,671	400,000				
37	76	1,029,500	495,919	495,919	190,554	1,220,054	1,295,920	75,866	300,000				
38	77	1,095,500	488,691	488,691	129,486	1,224,986	1,288,691	63,705	200,000				
39	78	1,161,500	476,872	476,872	66,000	1,227,500	1,276,873	49,373	100,000				
40	79	1,227,500	456,888	456,888	0	1,227,500	1,259,888	32,388	0				

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**This is the amount needed to provide the Survivor income. See column (3) of the Employer's Survivor Income Analysis report for details.

A Salary Continuation Plan Using Cash Value Insurance (CVI)

Presented By: [Licensed user's name appears here]

Insured: Eric Olson

Banner, Inc.

Employer's Survivor Income Summary

Plan Year	Male Age	(1) Annual Scheduled Survivor Income*	(2) Years Payable	(3) Total Survivor Income Scheduled	(4) Cost to Provide Column (3)
1	40	100,000	15	1,500,000	765,011
2	41	100,000	15	1,500,000	765,011
3	42	100,000	15	1,500,000	765,011
4	43	100,000	15	1,500,000	765,011
5	44	100,000	15	1,500,000	765,011
6	45	100,000	15	1,500,000	765,011
7	46	100,000	15	1,500,000	765,011
8	47	100,000	15	1,500,000	765,011
9	48	100,000	15	1,500,000	765,011
10	49	100,000	15	1,500,000	765,011
11	50	100,000	15	1,500,000	765,011
12	51	100,000	15	1,500,000	765,011
13	52	100,000	15	1,500,000	765,011
14	53	100,000	15	1,500,000	765,011
15	54	100,000	15	1,500,000	765,011
16	55	100,000	15	1,500,000	765,011
17	56	100,000	15	1,500,000	765,011
18	57	100,000	15	1,500,000	765,011
19	58	100,000	15	1,500,000	765,011
20	59	100,000	15	1,500,000	765,011
21	60	100,000	15	1,500,000	765,011
22	61	100,000	15	1,500,000	765,011
23	62	100,000	15	1,500,000	765,011
24	63	100,000	15	1,500,000	765,011
25	64	100,000	15	1,500,000	765,011
26	65	100,000	14	1,400,000	726,692
27	66	100,000	13	1,300,000	686,855
28	67	100,000	12	1,200,000	645,441
29	68	100,000	11	1,100,000	602,387
30	69	100,000	10	1,000,000	557,628

*See accompanying Employer's analysis of survivor income in plan year 1 for a representative example of survivor income calculations.

A Salary Continuation Plan Using Cash Value Insurance (CVI)

Presented By: [Licensed user's name appears here]

Insured: Eric Olson

Banner, Inc.

Employer's Survivor Income Summary

Plan Year	Male Age	(1) Annual Scheduled Survivor Income*	(2) Years Payable	(3) Total Survivor Income Scheduled	(4) Cost to Provide Column (3)
31	70	100,000	9	900,000	511,096
32	71	100,000	8	800,000	462,722
33	72	100,000	7	700,000	412,432
34	73	100,000	6	600,000	360,151
35	74	100,000	5	500,000	305,799
36	75	100,000	4	400,000	249,295
37	76	100,000	3	300,000	190,554
38	77	100,000	2	200,000	129,486
39	78	100,000	1	100,000	66,000
40	79	0	0	0	0

*See accompanying Employer's analysis of survivor income in plan year 1 for a representative example of survivor income calculations.

A Salary Continuation Plan Using Cash Value Insurance (CVI)

Presented By: [Licensed user's name appears here]

Insured: Eric Olson

Banner, Inc.

Employer's Survivor Income Analysis in Plan Year 1

Employer's Tax Bracket 34.00% Employer's Assumed Use of Money 6.00% Employer's Cost to Provide the Benefit* 765,011 Total Survivor Income Scheduled 1,500,000

Year Following Executive's Death	Employer's Benefits and Costs		Employer's Survivor Income Account Activity		
	(1) Annual Payment to Executive's Survivors	(2) Annual After Tax Cost of Payment to Survivors	(3) Beginning of Year Balance in Survivor Income Account	(4) Balance in Account to Accrue (3) - (2)	(5) Year End After Tax Accrual of Account
1	100,000	66,000	765,011	699,011	726,692
2	100,000	66,000	726,692	660,692	686,855
3	100,000	66,000	686,855	620,855	645,441
4	100,000	66,000	645,441	579,441	602,387
5	100,000	66,000	602,387	536,387	557,628
6	100,000	66,000	557,628	491,628	511,096
7	100,000	66,000	511,096	445,096	462,722
8	100,000	66,000	462,722	396,722	412,432
9	100,000	66,000	412,432	346,432	360,151
10	100,000	66,000	360,151	294,151	305,799
11	100,000	66,000	305,799	239,799	249,295
12	100,000	66,000	249,295	183,295	190,554
13	100,000	66,000	190,554	124,554	129,486
14	100,000	66,000	129,486	63,486	66,000
15	100,000	66,000	66,000	0	0
	1,500,000	990,000			

This table shows the escrow calculations (columns 3, 4 and 5) necessary to produce the survivor income shown in column (1). Rounding may cause minor math inconsistencies. Calculation formulae are:

- Column (2) = column (1) times (1-(tax bracket/100))
- Column (4) = column (3) minus column (2)
- Column (5) = column (4) plus the after tax interest credit

*See column (3), year 1.

A Salary Continuation Plan Using Cash Value Insurance (CVI)

Presented By: [Licensed user's name appears here]

Insured: Eric Olson

Banner, Inc.

Executive's Analysis

Plan Year	Male Age	Living Benefits		Survivor Benefits		
		(1) Annual Scheduled Retirement Income	(2) Cumulative Retirement Income Received	(3) Annual Scheduled Survivor Income	(4) Years Payable	(5) Total Survivor Income Scheduled
1	40	0	0	100,000	15	1,500,000
2	41	0	0	100,000	15	1,500,000
3	42	0	0	100,000	15	1,500,000
4	43	0	0	100,000	15	1,500,000
5	44	0	0	100,000	15	1,500,000
6	45	0	0	100,000	15	1,500,000
7	46	0	0	100,000	15	1,500,000
8	47	0	0	100,000	15	1,500,000
9	48	0	0	100,000	15	1,500,000
10	49	0	0	100,000	15	1,500,000
11	50	0	0	100,000	15	1,500,000
12	51	0	0	100,000	15	1,500,000
13	52	0	0	100,000	15	1,500,000
14	53	0	0	100,000	15	1,500,000
15	54	0	0	100,000	15	1,500,000
16	55	0	0	100,000	15	1,500,000
17	56	0	0	100,000	15	1,500,000
18	57	0	0	100,000	15	1,500,000
19	58	0	0	100,000	15	1,500,000
20	59	0	0	100,000	15	1,500,000
21	60	0	0	100,000	15	1,500,000
22	61	0	0	100,000	15	1,500,000
23	62	0	0	100,000	15	1,500,000
24	63	0	0	100,000	15	1,500,000
25	64	0	0	100,000	15	1,500,000
26	65	100,000	100,000	100,000	14	1,400,000
27	66	100,000	200,000	100,000	13	1,300,000
28	67	100,000	300,000	100,000	12	1,200,000
29	68	100,000	400,000	100,000	11	1,100,000
30	69	100,000	500,000	100,000	10	1,000,000
		500,000				

This is an illustration not a contract. Specific terms as to the timing and amount of any retirement and survivor income are contained only in written agreements between the parties.

A Salary Continuation Plan Using Cash Value Insurance (CVI)

Presented By: [Licensed user's name appears here]

Insured: Eric Olson

Banner, Inc.

Executive's Analysis

Plan Year	Male Age	Living Benefits		Survivor Benefits		
		(1) Annual Scheduled Retirement Income	(2) Cumulative Retirement Income Received	(3) Annual Scheduled Survivor Income	(4) Years Payable	(5) Total Survivor Income Scheduled
31	70	100,000	600,000	100,000	9	900,000
32	71	100,000	700,000	100,000	8	800,000
33	72	100,000	800,000	100,000	7	700,000
34	73	100,000	900,000	100,000	6	600,000
35	74	100,000	1,000,000	100,000	5	500,000
36	75	100,000	1,100,000	100,000	4	400,000
37	76	100,000	1,200,000	100,000	3	300,000
38	77	100,000	1,300,000	100,000	2	200,000
39	78	100,000	1,400,000	100,000	1	100,000
40	79	100,000	1,500,000	0	0	0

1,500,000

This is an illustration not a contract. Specific terms as to the timing and amount of any retirement and survivor income are contained only in written agreements between the parties.

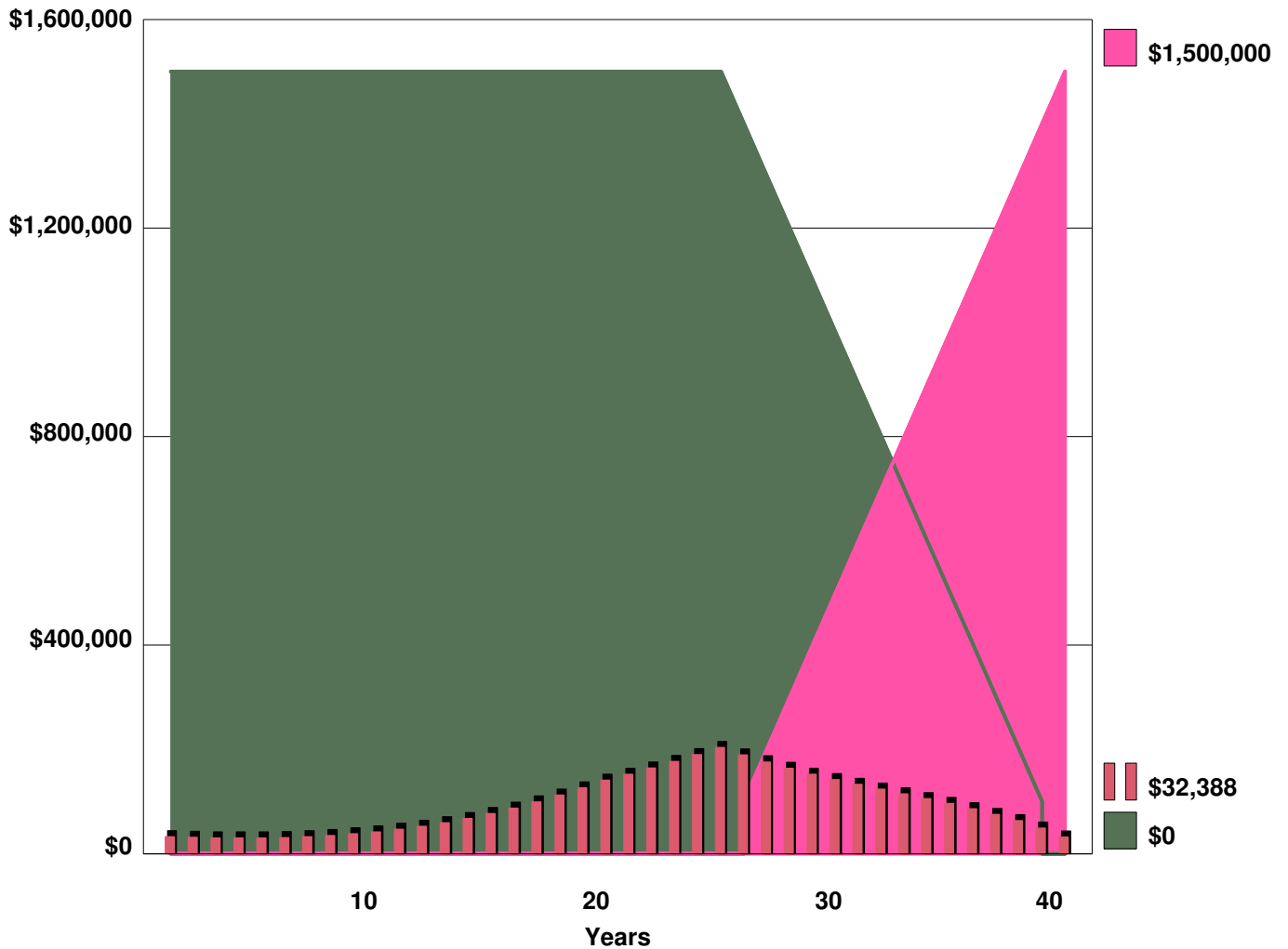
A Salary Continuation Plan Using Cash Value Insurance (CVI)

Presented By: [Licensed user's name appears here]

Insured: Eric Olson

Banner, Inc.

40 Year Analysis



	At Year 40
Employer's overall gain	\$32,388
Executive's cumulative retirement income	\$1,500,000
Total survivor income scheduled	\$0