

# BUSINESS OWNER SERVICES

WINTRUST®  
WEALTH MANAGEMENT



Consider services that will help you attract and retain talented employees, protect and manage your real estate assets, and ensure the long-term future of your company.

At Wintrust Wealth Management, we recognize the important role that providing a competitive retirement plan plays in attracting and retaining highly qualified employees. We also realize that there are many types of plans available, not all of which are necessarily appropriate for your business.

## EMPLOYEE RETIREMENT BENEFITS

Understanding the main types of qualified retirement plans is essential to making a wise choice. Available plans have different features and involve varying degrees of administration and expense. Most qualified retirement plans fit into one of three general types: defined contribution, defined benefit, or IRA-based.

In a defined contribution plan, a determined amount is contributed on behalf of each participant, usually as a percentage of compensation. The retirement benefit will depend on total contributions made, length of service, and investment return. On the other hand, and as the name implies, a defined benefit plan pays a specific benefit to participants upon eligible retirement age, typically as a monthly payment. These types of plans tend to favor older, highly compensated employees and are especially well suited to closely-held corporations in which the owner(s) is (are) nearing retirement. Self-employed individuals may also find these plans advantageous. Lastly, IRA-based plans are an inexpensive and flexible option for smaller businesses when a defined contribution or defined benefit plan may not be feasible.

Choosing the right plan for your company requires careful consideration of many factors including the number of

## Attract and retain talented employees

We can help you select and setup retirement benefits and/or college savings plans which can make the difference in how well you can recruit and keep your best employees.

## Protect and manage your company real estate assets

We can design a 1031 exchange and/or Illinois land trust plan to take advantage of tax-deferral strategies and simplify the ownership of business property.

## Ensure the long-term future of your company

Through key man insurance, retirement benefits, disability income insurance, and buy-sell agreements, we can help you protect your business from personnel risks.

employees, plans for growth, cyclicalities of your business, tax considerations, and the demographics of your employees. Wintrust Wealth Management can help you determine which plan will provide you and your employees the right retirement benefits and can work with you to develop and administer your program. In addition to helping you select and design a plan, we can conduct a comprehensive vendor search so you can choose the plan administrator that will best serve your retirement benefit needs. With this thorough review process, you can be confident that your plan is competitive in your market, cost-effective, and provides attractive investment options that are appropriate for your employees.

However, we do not stop there. We partner with your plan administrator to get your new plan up and running, and we continue to work with you once your plan is operational to monitor investment performance and provide ongoing guidance as needed. We specialize in a wide range of plans including:

#### Defined Contribution Plans

- Profit-sharing
- Traditional 401(k)
- Roth 401(k)
- 403(b)
- 457(b)

#### Defined Benefit Plans

- Money purchase plan
- 412(i) pension

#### IRA-Based Plans

- SIMPLE IRA
- SEP IRA

#### EMPLOYER-SPONSORED COLLEGE 529 PLANS

With the soaring cost of higher education, employer-sponsored college savings plans have become an attractive benefit that you might consider offering to your employees. These plans can provide your employees access to a tax-advantaged higher

education savings vehicle at no or relatively low cost. Sponsoring a 529 plan can help you attract and retain valuable employees, and there is typically not a requirement for minimum plan enrollment. We can help you select a plan that meets the needs of your employees without an administrative burden on your business.

#### REAL ESTATE TRUST SERVICES

As a business owner with real estate interests, we offer two powerful trust services to help protect and better manage your property: Illinois land trusts and 1031 exchanges. A land trust is a simple arrangement and a unique way to hold your real estate assets. It offers protection of your privacy, simplifies borrowing, eliminates the possibility of probate, avoids liens and clouds on your title, and provides numerous other advantages in the case of multiple ownership of property. Land trusts allow you to retain complete control over your real estate, making it a potentially valuable vehicle for business owners.

If you are considering the sale of property, or want to prepare for a potential future sale, a 1031 exchange can be a useful tax strategy. If a business owner plans to use the proceeds from the sale of a business or investment property to buy a similar type of property, a 1031 exchange offers tax savings for the next real estate investment. This tax-deferring strategy can also help business owners increase cash flow, consolidate their investments, and serve as a means to simplify relocating or changing the type of business operated.

#### BUSINESS SUCCESSION PLANNING

We understand that succession planning is one of the most important financial planning initiatives for any business owner. We take our role in helping our business clients with this type of planning very seriously and work closely to ensure their legacies are protected regardless of what the future holds. Whether you are concerned about retaining critical employees or protecting your business assets in the event of your death or incapacity, we can help you put in place the proper measures to keep your business running long into the future. From key man insurance and non-qualified deferred compensation programs, to gap insurance and funded buy-sell agreements, we can help you protect your business from personnel risks.



INVESTMENTS • TRUST • ASSET MANAGEMENT

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