

Is your plan all it can be?

A closer look at three key areas can tell you



It's worth a closer look

You understand the value a nonqualified deferred compensation plan brings to your organization – you have one. It's an important part of your benefits program to help your key employees, but is it as fine-tuned as it could be? Taking a closer look at three key areas can help you see how well your plan is meeting your needs.

Plan design, financing options and administrative services are smart places to start. You can trust us to help you and your financial professional review your current plan in the following three areas. And if you find that you want to adjust your plan in any way, we offer solutions that can be tailored to the needs and goals of your organization and key employees.

1 Plan design – how satisfied are you with your plan's features?

You want to offer your key employees the benefits they value – and those that will have a positive influence on them and your organization. So together, we'll look at:

- Who can participate in the plan? Do eligible key employees perceive the value of the plan and are most participating?
- What contributions are allowed in the plan, such as employee deferrals and/or employer match?
- What happens with the plan balances in terms of investments and vesting options?
- What benefit payout events or payout options, like a lump sum or installments, are allowed? Does the plan offer options to receive payouts before retirement?
- What security measures does the plan offer, such as a Grantor trust?

2 Financing options – is your plan properly funded for the long term?

Keeping your promise to pay benefits to key employees in the future is important – and your plan's financing helps you do just that. So we can help you and your financial professional compare your organization's current liabilities to assets and provide a financial model based on your specific situation.

There are a number of ways to finance your plan, including corporate-owned life insurance (COLI) and corporate-owned mutual funds. If you finance with COLI, we can help you evaluate a variety of product features and policy options. No matter how you finance your plan, we're here to help you:

- Compare your plan's assets to its liabilities.
- Evaluate the plan's overall efficiency to meet future promises.
- Review tax implications (if applicable).

3 Administrative services – how well is your current plan serving you and your key employees?

Our team of experts will work closely with you to evaluate how satisfied you are with your current plan provider and if your plan design is meeting the needs of your organization. We'll review the specific services your plan offers – or doesn't offer, including:

For you:

- Online enrollment.
- Ongoing education and planning.
- Quarterly statements and access to plan information digitally.
- Interactive digital education to tailor the plan experience.

For your key employees:

- Plan participants' account information.
- Support for multiple account types, like retirement, education and in-service distributions.
- Daily valuation of assets/liabilities and rebalancing services.
- Financing reviews to assess plan performance.
- Regular communications to stay informed of legislative news and timely updates.

An industry leader in your corner

When it comes to deferred comp, you can count on us to help you design, execute and service your deferred comp plan. Our team of consultants has more than 200 years of combined experience. Plus, Principal has been providing these types of plans for more than 25 years.

We're the No. 1 provider of deferred comp plans¹ and a leading provider of defined contribution plans². Our employees are passionate about helping clients of all income and portfolio sizes achieve their goals. You can count on us to offer innovative ideas, investment expertise and real-life solutions to help make financial progress possible.



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¹ Based on total number of Section 409A plans, PLANSPONSOR 2018 NQDC Recordkeeping Survey, June 2018.

² Based on number of recordkeeping plans, PLANSPONSOR Recordkeeping Survey, July 2018.