Key employee retention and retirement

Narrow down your options

For tax-exempt entities

Retaining your key employees and helping them plan for retirement is just good business. But, how do you know which type of plan is right for you and your organization? We’ll help you figure that out.

Which objectives are most important to you?

As you think about that, keep in mind any existing plans or pain points related to your organization:

- Plan complexity
- Retaining employees
- Cash flow
- Cost
- Regulatory environment

Now, determine your primary objective, select the key employees to include, then consider the potential solutions.

- **Retaining Top Hat employees**
  - Principal® Bonus - Tax Exempt (with restrictive agreement)
  - Principal Deferred Compensation
    - 457(b)
    - 457(f)
    - Incentive Bonus
    - Select Reward
  - Principal® Loan Split Dollar
- **Retaining non-Top Hat employees**
  - Principal Bonus - Tax Exempt (with restrictive agreement)
  - Principal Deferred Compensation
    - Incentive Bonus
    - Select Reward
  - Principal® Loan Split Dollar
- **Overcoming qualified plan limits for employees**
  - Principal Bonus - Tax Exempt
  - Principal Deferred Compensation
    - 457(b)
    - 457(f)
    - Incentive Bonus
    - Select Reward
  - Principal Loan Split Dollar
- **Limiting complexity and legislative impact**
  - Principal Bonus - Tax Exempt
  - Principal Deferred Compensation
  - Incentive Bonus
  - Select Reward
  - Principal Deferred Compensation – 457(b)
- **Limiting cash-flow impact on the organization**
  - Principal Bonus - Tax Exempt (simulated deferral)
  - Principal Deferred Compensation
  - Incentive Bonus
  - Select Reward

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1 Top Hat employees are defined by the Department of Labor as a select group of management or highly compensated employees.
Once you’ve honed in on a solution that’s right for you, it’s time to start thinking about the details. Principal can help you with that, too.

**Administrative services that help make your life easier**

You don’t have to take care of the ongoing management of your plan all by yourself. We provide dedicated, ongoing support for most employer-owned and employer-sponsored plans. And we’ll be here not just today, but throughout the life of your plan.

Teams of dedicated administrators are here to assist you. From implementation to plan-level reporting and ongoing policy and plan administration, you’ll benefit from our support and online services.

For more information | Contact your financial professional today. Visit principal.com.