Nonqualified Deferred Compensation Plan

Preparing for your underwriting call

As part of the organization's nonqualified deferred compensation plan design, your employer is informally financing it with corporate-owned life insurance. This insurance contract will be owned by your employer (or a trust), and any benefits will be paid to your employer as a method for informally financing the plan. This choice of financing strategy has no impact on you, the participant. Your plan benefits are the same regardless of the method selected.

To assist in the process, we're providing step-by-step instructions to help you prepare for the underwriting interview.

Let's get started.

What to expect during the interview

1. An interviewer from Principal® will call you to complete the interview.
2. The call should take approximately 15 to 20 minutes (extensive health histories may take longer).
3. During the call, the interviewer will determine if additional medical exams are needed. See below for details.

Information needed for your interview

To help complete the telephone interview as quickly as possible, please have the following information available:

- Names and addresses of physicians and hospitals providing medical care in the last 10 years
- Names of medications you take or have taken in the last 10 years
- Foreign travel planned in the future
Additional medical exams after interview

The interviewer documents your medical history during the telephone interview. But, we still require a medical exam based on your age, medical history and protection amount requested. The exams may include:

- Measurements of blood pressure, pulse, height and weight
- Blood sample to test cholesterol levels, blood sugar and other blood chemistry values
- Urine sample to check for the presence of blood, protein, sugar, nicotine and other lab values
- Electrocardiogram to measure the heart’s electrical impulses

Tips to prepare for the medical exam

Follow these recommendations to help you achieve the best results.

Do not:

- Eat or drink within 12 to 14 hours before your exam or blood draw
- Smoke or chew tobacco at least one hour prior to the exam
- Use alcohol or nonprescription drugs within 24 hours before the exam
- Ingest caffeine within eight hours before the exam
- Exercise strenuously within 24 hours before the exam

When it’s all said and done

After the underwriting process is complete, you’ll receive information on how to access your test results (if applicable).

Thank you for the opportunity to assist you and your employer with this exciting new benefit program.