

2024 research key findings

Retention issues and concern over inflation and possible recession are top themes.

Employees looking for a change

Employers and participants differ when asked if current key employees are:

Actively looking for a new job



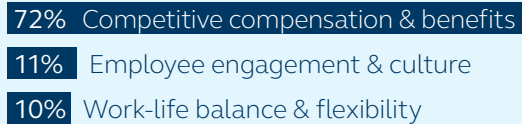
Considering changing jobs



72% of employers say **competitive compensation and benefits** is the top way to retain key employees.

What's being done to help with retaining existing employees

Employers' actions



Employees' perceptions



Concern about:

Continued inflation

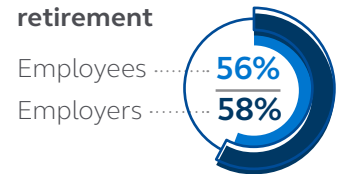


Possible recession



Retirement considerations

Phased retirement

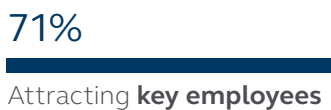


Delaying retirement



VIEW FROM THE EMPLOYER

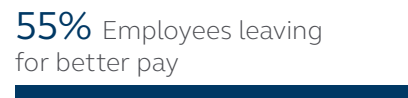
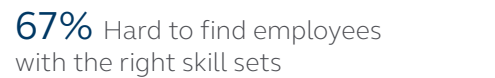
Concern about recruiting and retaining



Recruiting and retention



Reasons for hiring challenges



Top reasons why plan sponsors offer deferred comp plans



Provide a competitive benefits package for key employees



Help participants save for retirement above qualified plan limits



Retention tool for key employees



Help key employees manage current taxation

Employer contributions into the plan



79% have employer and employee contributions

21% have only employer contributions

Primary reasons for employer contributions

47% Retain key employees

38% Restore lost 401(k) match

VIEW FROM THE PARTICIPANT

Participants consider a deferred comp plan **important in**



Deciding to take a **new job**



Deciding to **stay** with a current employer



Preparing for retirement.

Plan is important in reaching their financial goals in retirement.

Main reasons for participating in a deferred comp plan

59% Save for retirement

22% Reduce current taxable income

15% Employer contributions participants would miss

Learn more

For the latest results, visit principal.com/nqresearch.

The 2024 Principal® Trends in Nonqualified Deferred Compensation report is an online survey of 118 NQDC plan sponsors and 984 plan participants conducted between June 10-July 1 and Sept. 9-30, 2024.

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