



NONQUALIFIED DEFERRED  
COMPENSATION PLANS

# Is your plan all it can be?



Your nonqualified deferred compensation plan is an important part of your benefits program to help your key employees. But is it as effective 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 these components of your current plan. And if 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 value the plan?  
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. 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.

You choose how to finance your plan, with options like corporate-owned life insurance (COLI), corporate-owned mutual funds, or a combination of the two. 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 professionals 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 your key employees:

- Online enrollment
- Ongoing communications and education
- Quarterly statements and digital access to plan information
- Interactive, digital tools to help participants maximize their plans

#### For you:

- Plan participants' account information
- Support for multiple account types, like retirement, education, and in-service distributions
- Daily valuation of assets/liabilities and rebalancing services
- Digital resources and experience reviews to help manage financing of the plan
- Regular communications to stay informed of legislative news and timely updates

## An industry leader in your corner

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 over 30 years.

We're the No. 1 provider for nonqualified deferred compensation (409A) clients<sup>(1)</sup> and a top 3 defined contribution plan service provider by number of participants.<sup>(2)</sup> 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 experience, and real-life solutions to help make financial progress possible.

 [Learn more](#)

For more information, contact your financial professional or visit [principal.com](https://www.principal.com).

<sup>(1)</sup> 2024 PLANSPONSOR NQDC Market Survey, July 2024 (1,970 clients).

<sup>(2)</sup> PLANSPONSOR Recordkeeping Survey, July 2024.



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