



New Plan Fact Finder

Exploring New Executive Benefit Programs

Could a nonqualified executive benefit solution help take your business and key employees where you want to go? A few questions can help you find out.

- Yes No Are your key employees concerned about having enough savings from qualified plans and Social Security benefits to retire comfortably?
- Yes No Are you or any of your key employees limited in the amount of contributions you can make into your 401(k) plan?
- Yes No Do you have any other qualified retirement plans where you or any of your key employees receive less benefits than other employees?
- Yes No Are you concerned about recruiting, retaining and rewarding high-performing key employees?
- Yes No Are you interested in developing special incentives to tie your key employees to the business for the long term?
- Yes No Would you or any of your key employees like to save more money on a tax-deferred basis?

If you answered “yes” to any of these questions, a nonqualified executive benefit program may be right for you. Our solutions help companies recruit, retain and reward key employees with benefits that help bridge the retirement gap caused by qualified plan limitations.

We can help you to determine the appropriate solution and provide a complete range of products and plan administrative services to help you make the most of your executive benefit program. You’ll reap the benefits; we’ll handle the details!

Just complete the Questionnaire for Executive Benefit Solutions on the back, then submit to the Principal Financial Group® to get started.

Questionnaire for Executive Benefit Solutions

BUSINESS PROFILE

1. Business name _____

2. Type of business entity:
 - C corporation
 - S corporation
 - Sole proprietorship
 - Partnership
 - Professional corporation C corporation
 - Professional corporation S corporation
 - Limited liability partnership
 - Limited liability C corporation
3. Total number of employees:
 - 1-5
 - 6-50
 - 51-100
 - 101-1,000
 - 1,001+
4. Number of business owners:
 - Publicly traded
 - 1
 - 2
 - 3
 - 4+
5. How many years has the business been operating?
 - Fewer than 3
 - 3-5
 - 6-9
 - 10-20
 - 21+
6. Is there a written plan to continue the business in the event of death, disability or retirement of the owner?
 No Yes
7. Business tax rate (enter owner's tax rate if business is tax flow-through S corporation, sole proprietorship, etc.): ____ %

PROGRAM DESIGN INFORMATION

1. Number of key employees to include in program:
 - 1-5
 - 6-10
 - 11-20
 - 21+
2. Will the business owner(s) be included in the program?
 No Yes
3. How important is it to allow the business to recover some or all of the program costs in the future?
 - Very important
 - Important
 - Slightly important
 - Not important
4. The dollars to fund this program should come from:
 - All business
 - Primarily business
 - All key employees
 - Primarily key employees



WE'LL GIVE YOU AN EDGE®

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