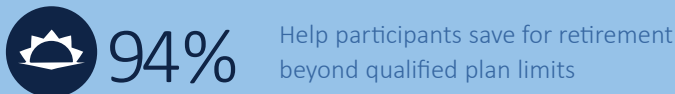
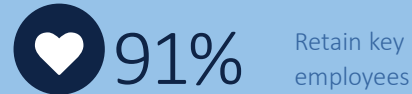
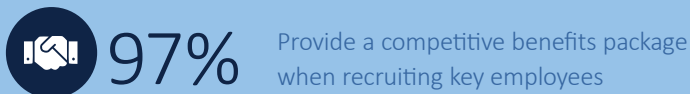


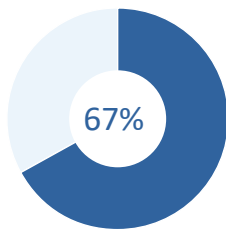
2018 KEY RESEARCH FINDINGS

RPG INSURANCE SOLUTIONS | NONQUALIFIED DEFERRED COMPENSATION PLANS

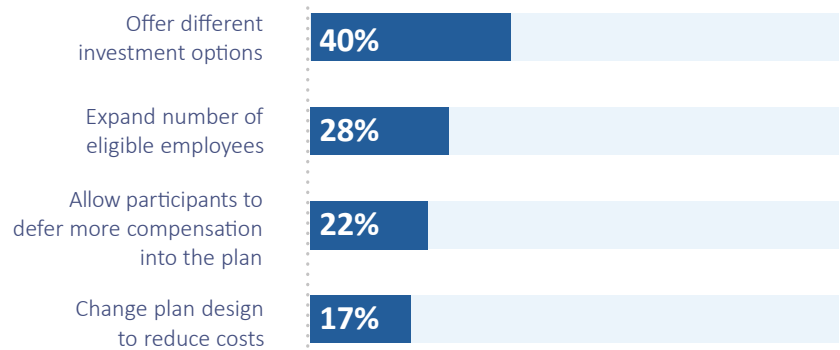
1 TOP REASONS WHY plan sponsors offer deferred comp plans



2 2 in 3 plan sponsors are **CONCERNED ABOUT LOSING** key employees to competitors

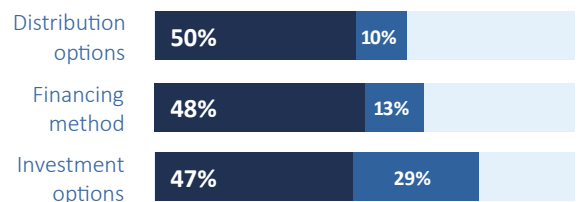
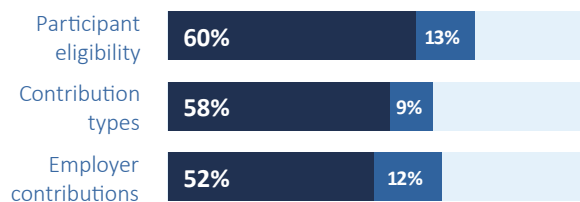


3 **CHANGES PLAN SPONSORS** are most likely to make to their plan



4 **FREQUENCY** that employers review the plan to identify needed changes

■ One time per year ■ Multiple times per year



5 FACTORS THAT BUILD SATISFACTION with plan record-keeper



89%
Easy to do business with



86%
Resources to offer the best plan



85%
Partners effectively on plan-administrative challenges



76%
Participant education resources available



75%
Legislative and regulatory support available



70%
Thought leadership

6 EMPLOYER CONTRIBUTIONS into the plan



54%
Contribute

PRIMARY REASONS FOR EMPLOYER CONTRIBUTIONS

46% Retain key employees

28% Restore lost 401(k) match

17% Motivate key employees

7 How employers expect financial professionals to PLAY THE LARGEST ROLE

76%
SHARE
information about regulatory changes

74%
HANDLE
initial plan set up

63%
ASSIST
with annual plan review/actions

LEARN MORE

For complete research results and the latest nonqualified deferred comp trends, please contact an admin at RPg Insurance Solutions. RPgINS.com

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Source: The 2018 Principal Trends in Nonqualified Deferred Compensation report is an online survey of 271 NQDC plan sponsors conducted between June 25 and July 23, 2018. Principal National Life Insurance Company and Principal Life Insurance Company.