

6 KEY FINDINGS

2014 Nonqualified Deferred Compensation Plan Participant Survey

Principal[®]
Financial Group

www.principal.com/nqresearch

1

Participants consider their NQDC plan most important:

82% – In reaching retirement goals



67% – In deciding to take a new job



55% – In deciding to stay with a current employer



3

Important factors plan participants use to determine a deferral amount

77%



Estimated salary and/or bonus changes

80%



Overall investment portfolio

83%



Performance of plan investment options

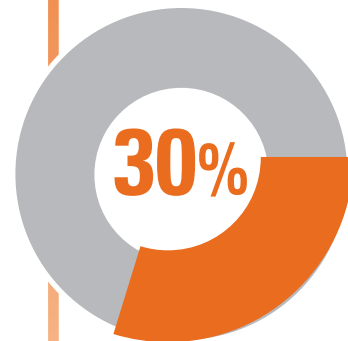
86%



Progress towards savings goals

2

Participants increasing their NQDC plan contributions in the next year



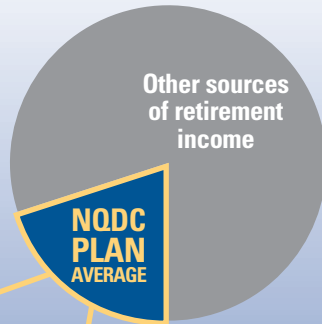
WHY 30% PLAN TO INCREASE:

- TOP REASONS**
- 87% – Can afford to *defer* more
 - 69% – Can't save enough in *qualified* retirement plan
 - 67% – Help manage current income tax rate

4

Expected retirement income by NQDC plan participants

Among *all* participants, an average of **20%** of retirement income is expected from the NQDC plan.



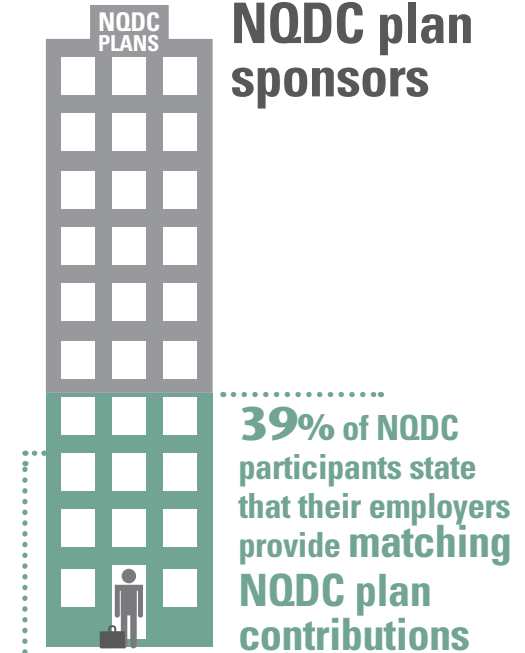
28% of participants anticipate NQDC will provide **10-24%** of their retirement income.

26% of participants anticipate NQDC will provide **25% or more** of their retirement income.



5

Matching contributions from NQDC plan sponsors



87% of those participants contribute enough to get the **maximum employer match**

6

Retirement readiness & financial plans

86% of NQDC participants are *confident* in their retirement readiness

Only **49%** have a *written financial plan* including goals and retirement sources of income

The 2014 Principal Nonqualified Deferred Compensation Plan Participant Survey is an online survey of 923 NQDC plan participants conducted between September 23 and October 3, 2014.



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