

# 2021 research key findings

## THE VIEW FROM THE EMPLOYER

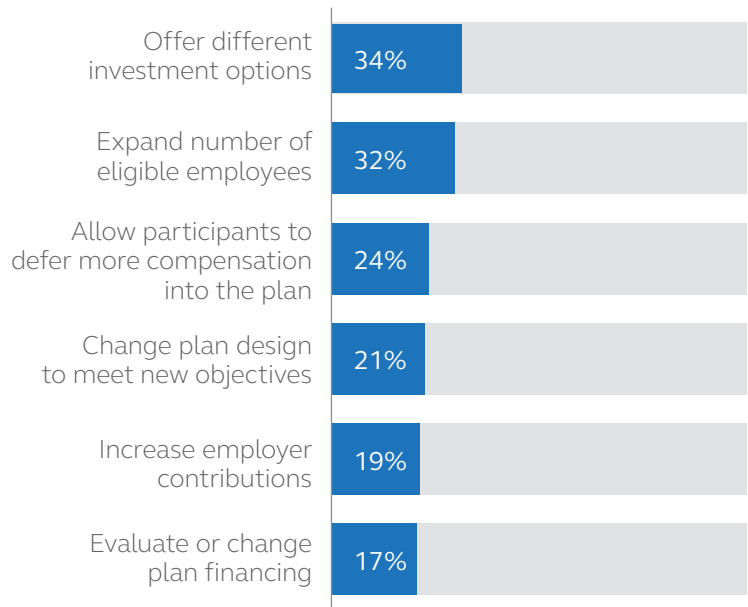
### Top reasons why plan sponsors offer deferred comp plans



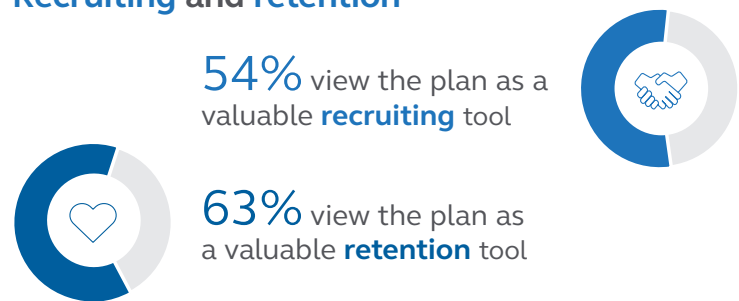
### How employers expect financial professionals to play the largest role



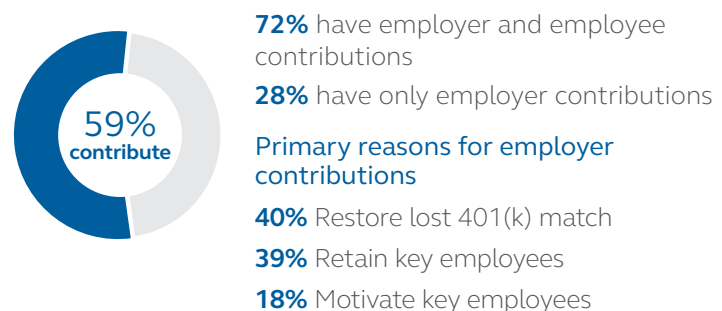
### Changes plan sponsors are most likely to make to their plan



### Recruiting and retention



### Employer contributions into the plan



# THE VIEW FROM THE PARTICIPANT

## Main reasons for participating in a deferred comp plan



Save for retirement



Reduce current taxable income

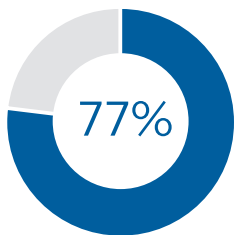


Employer contributions participants would miss



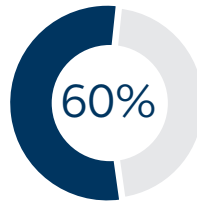
Save for financial needs while still working

## Preparing for retirement

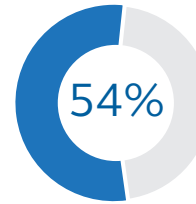


Plan is important in reaching their retirement goals

## Participants consider a deferred comp plan important in

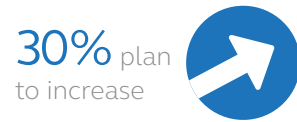
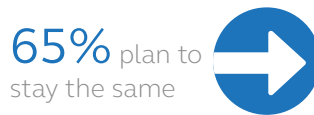


Deciding to take a new job



Deciding to stay with a current employer

## Changes to deferral amounts



## Employer contributions to participant accounts



90% of participants with an employer match contribute enough to get the maximum match

8% of employers both match their deferrals and make discretionary contributions

Learn more

For the latest results, visit [principal.com/nqresearch](https://principal.com/nqresearch).

The 2021 Principal® Trends in Nonqualified Deferred Compensation (NQDC) report is an online survey of 191 NQDC plan sponsors and 1,529 NQDC plan participants conducted between June 7-25 and September 7-24, 2021.

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