

# Deferred compensation prospect profile

Small businesses often have highly compensated key employees who have maximized contributions to their qualified plans. Providing these employees with a nonqualified deferred compensation plan can help prevent a potential shortfall at their retirement. This type of plan can attract key employees and help keep them motivated to contribute to the business.

## Meet Salvatore Jones



- Age 46
- Key executive at an accounting firm with 60 employees

He has maxed out his 401(k) plan and is looking for additional tax-efficient ways to supplement his retirement. The firm wants to retain and reward him with additional retirement benefits at a low cost.

### Goals

- Retain and reward key employees.
- Provide additional death benefits to key employees at low cost.
- Recover cost to the corporation at retirement or termination.
- Defer taxation until benefits are received by employee.

### Concerns

- Retain key employees.
- Providing executive with death benefit at low cost.
- Maintaining control of the plan.
- Ease of plan administration.
- Cost recovery for the business.
- Deferral of taxation.

### Ideal prospects

- Businesses with highly compensated owners and key employees.
- Small businesses with 20 or more employees.
- Businesses with a desire to provide additional benefits to employees.
- Any corporate entity, including S Corporations and partnerships and partnerships benefits to employees.

### Who do you know like Salvatore?

Name	Email	Phone

