



Nonqualified deferred compensation plan discovery *questionnaire*

Determining the appropriate plan design and funding option for a nonqualified deferred compensation (NQDC) plan involves a multifaceted discussion. This is the case for both plan sponsors with established plans and those considering creating a new plan. Completing the questionnaire below helps organize the relevant details to have a productive conversation on the best arrangement for you and your employees.

Company name

Key decision makers

1 Do you currently have an NQDC plan? Yes No

If yes, in which of the following areas would you like to improve your existing NQDC plan? (Check all that apply)

Performance Cost Tax liability Compliance

Administration Other: _____

2 How many years have you been in business? _____

3 What's your business entity type?

C corporation Limited liability company Proprietor

Partnership Other _____

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- 4** Is ownership public or private? Public Private
- 5** How many owners are there? _____
- 6** How many total employees do you have? _____
- 7** How many management or highly compensated employees (annual income greater than \$150,000) do you have? _____
- 8** What's your company's annual revenue? _____
- 9** Does your company have positive cash flows? Yes No
- 10** Do you expect to be profitable this year and consistently in the future? Yes No
- 11** Are you currently carrying forward a net operating loss? Yes No
- 12** What's your marginal income-tax rate (combined state and federal)? _____
- 13** Which of the following compensation types—other than salary—are part of your executive pay?
- | | | |
|---------------|---------------------------|-------------|
| Bonus(es) | Performance bonus(es) | Other _____ |
| Stock options | Long-term incentive plans | |
| Commissions | Restricted stock units | |
- 14** Are the employees from question 7 limited in how much they can contribute to the company's qualified plan due to discrimination testing? Yes No
- 15** Please list any additional information you think is relevant.
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