



%recipient.FirstName%

As a business owner, you understand the importance of offering an attractive benefits package to recruit and retain top talent. To stay competitive in today's marketplace, more and more employers are offering what's called Non-Qualified Deferred Compensation (NQDC) plans. Here's why:

- NQDC supports the long-term financial goals of your executives and key employees by allowing them to save for retirement beyond traditional annual limits
- Gives you, the employer, a high level of control over:
 - Participant eligibility
 - Employee deferrals
 - Employer contributions and vesting
 - Investment choices
- Generally lower administration costs than other qualified plans
- Can be offered alongside traditional qualified plans to help you create a multi-faceted, highly attractive benefits package

Are you ready to competitor-proof your talent? Let's connect and discuss the options.

All my best,



James Mitchell

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