

2020 Non-Qualified Deferred Compensation Plan Recordkeeper Survey



10,905
Plans

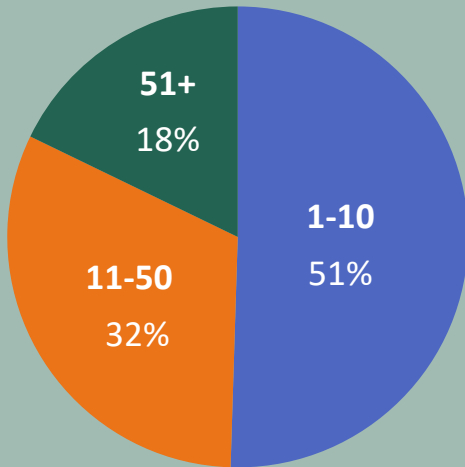
↑ **935**
New Plans
in 2019



640,591
Participants

↑ **16,862**
New Participants
in 2019

Percentage of Plans by Participant Count:



12%
Average salary deferral

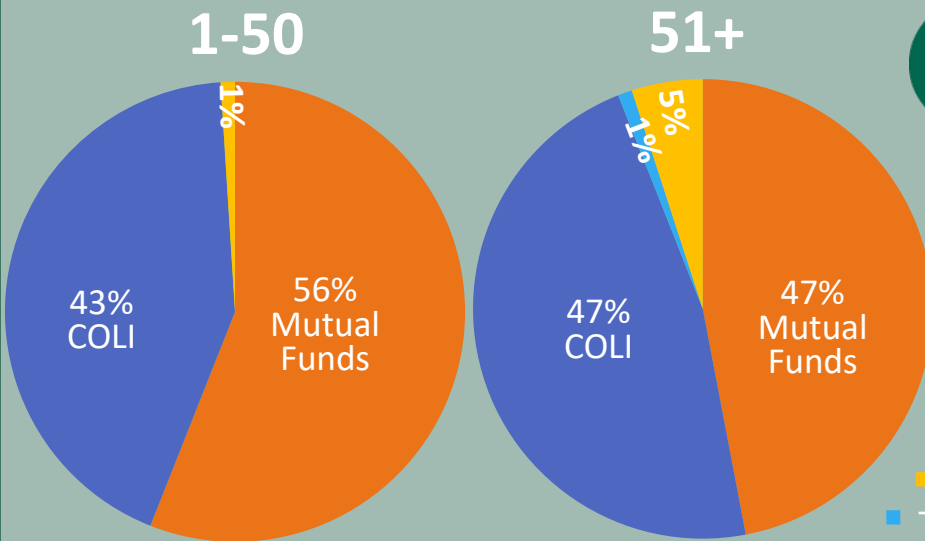
40%
Average Plan participation



32%
Average bonus deferral

28%
Average LTI deferral

Plan Funding by Participant Count:



84%
of Plans
are
informally
funded

↑ **11%**
Increase
since
2018



55%
of Plan
Sponsors
use a
Rabbi
Trust

↑ **1%**
Increase
since
2018

■ Company Stock
■ Total Return Swap

Combined data from 13 Vendors
(2 fewer vendors than in 2018 due to consolidations)

MULLIN | BARENS | SANFORD
FINANCIAL