



Beyond the 401 (k)

NQDC

- What is it?
- Easiest quick description--
- A 401(k) with no limits



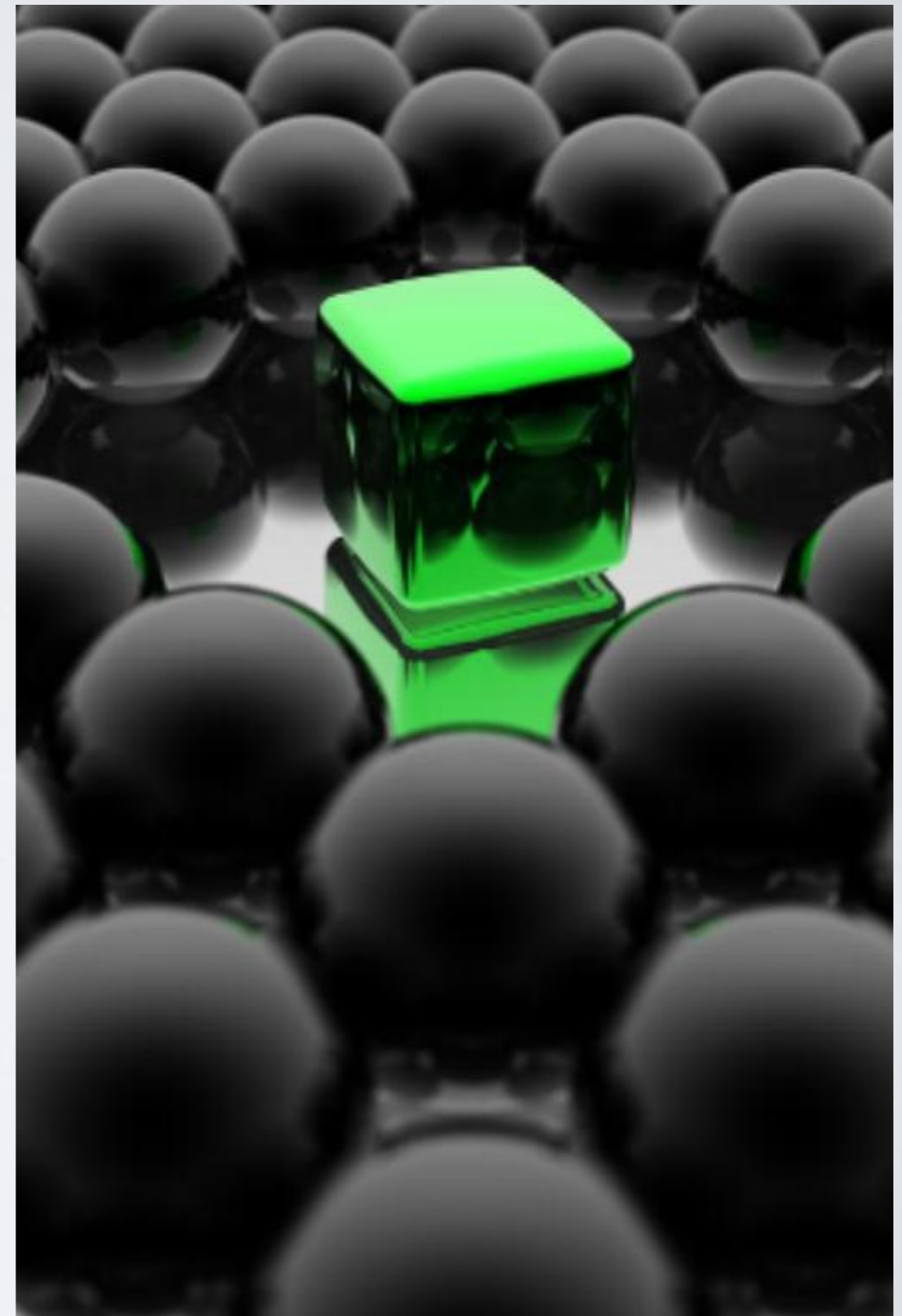
ALIKE BECAUSE:

- Pre-tax dollars deferred
- Growth & earnings tax-deferred
- Multiple investment choices
- Re-allocation any time
- Distributions taxable when received
- Annual contribution decision



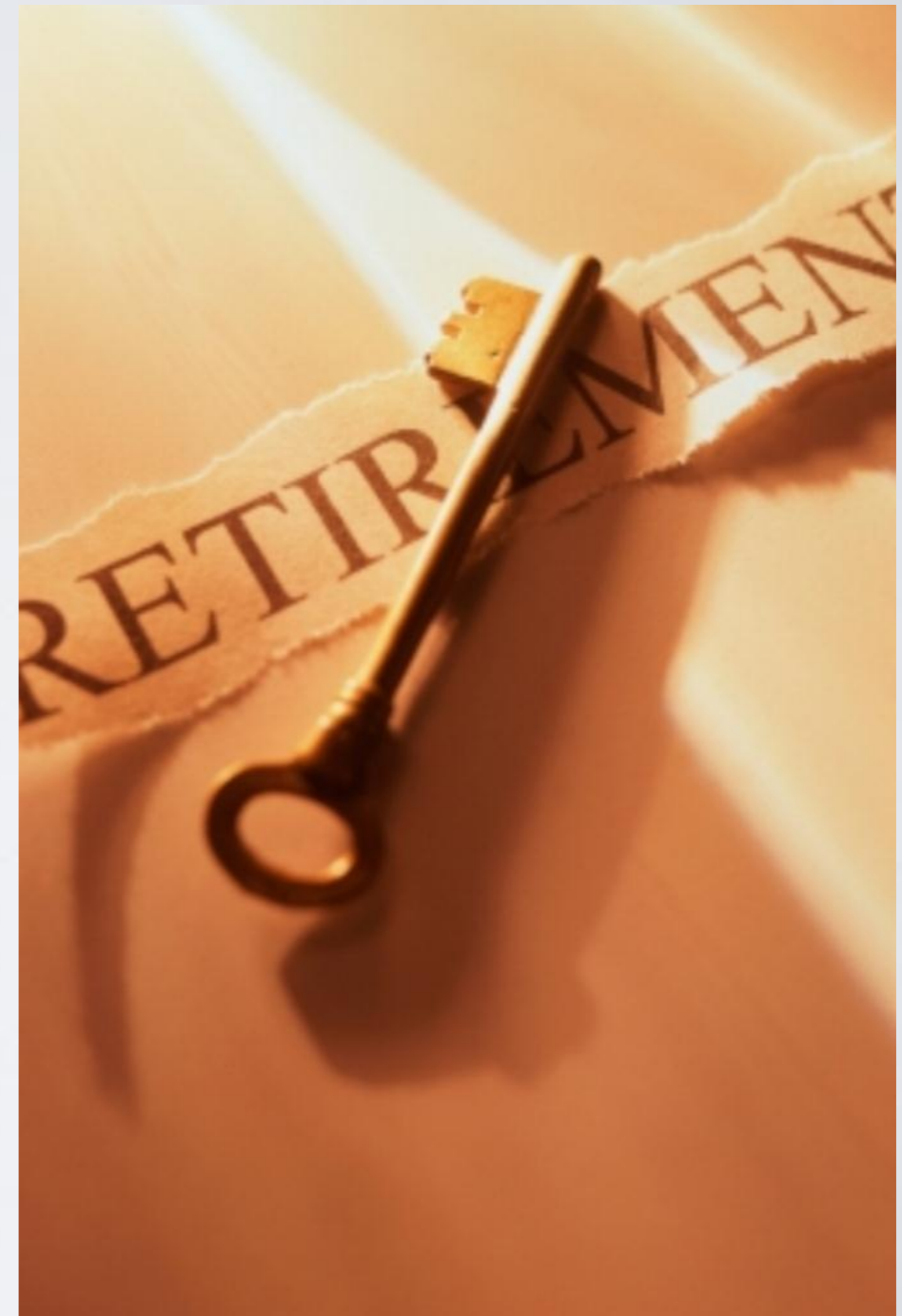
DIFFERENT BECAUSE:

- Management, HCEs and Board only
- No limit on the amounts deferred
- Distributions with no age limit
- Company match can be tailored
- Risk of loss in event of bankruptcy
- Not immediately deductible for employer
- Mandatory distribution at separation:
NO ROLLOVER



AFTER-TAX RETIREMENT PLAN

- Similar in function to a Roth 401(k)
- Not subject to ERISA
- No limit on contributions or who can participate
- Tax is paid before contribution is made to plan
- No taxation during growth and accumulation phase



- No taxation on distribution
- Annual contribution decision
- Multiple investment choices
- Protected against company's creditors
- Judgment-proof for MDs in many states

