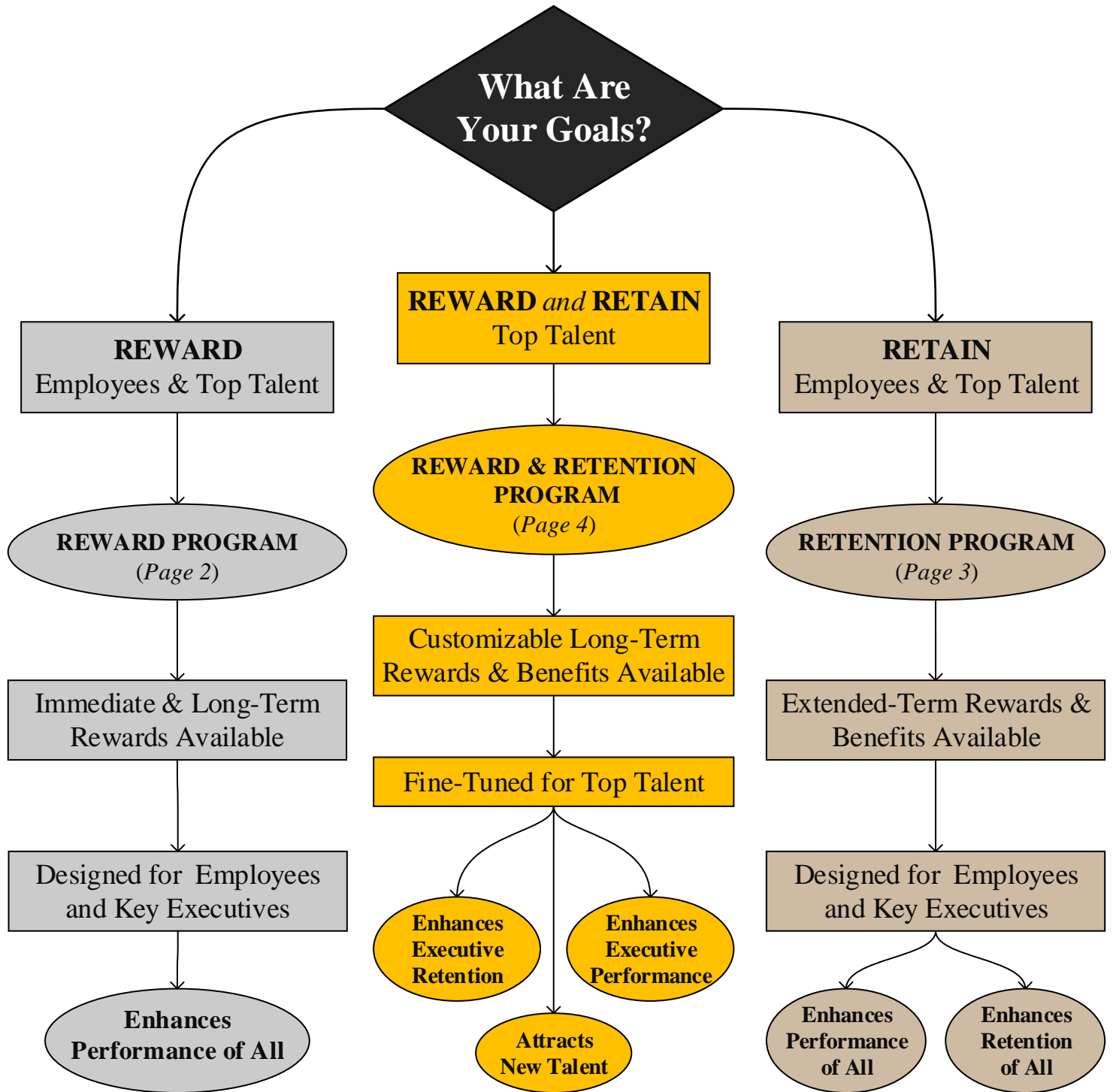


Choosing the Right Plan



Who & What? (Without Diluting Company Stock)



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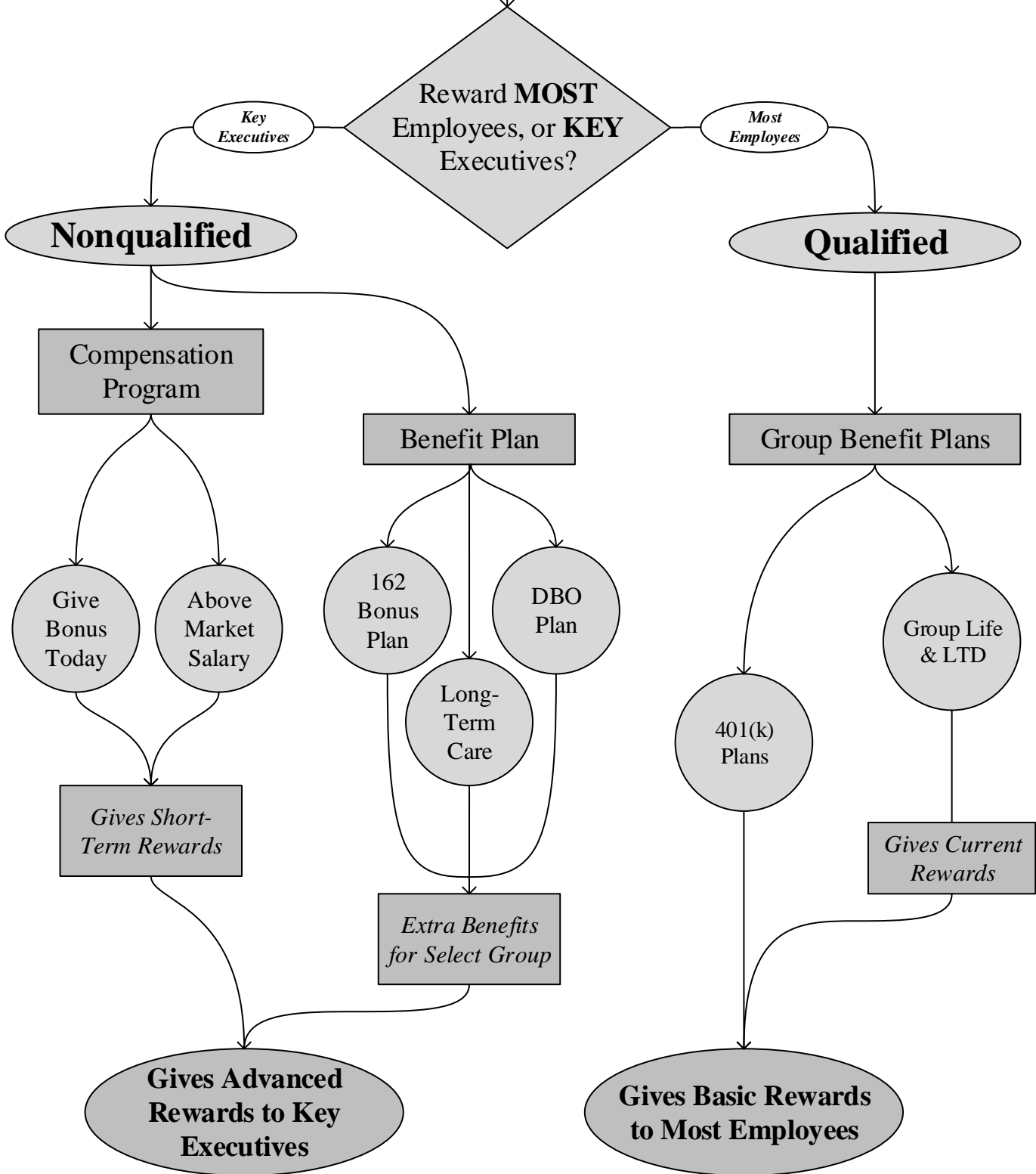
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REWARD PROGRAM

Reward Employees to Stay Competitive



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RETENTION PROGRAM

Prevent Top Talent from Being Recruited Away by Offering Medium- to Long-Term Benefits

Retain **MOST** Employees, or **KEY** Executives?

Key Executives

Most Employees

Nonqualified

Qualified

Defined Benefit Plan

Defined Contribution Plan

Percentage of Final Pay

Performance Based Deposit

Fixed Amount

Customizable Vesting Schedule

Choose Funding Method

Improves Long-Term Retainment

Retain & Recruit Key Executives

Profit Sharing

Short- to Medium-Term Vesting Schedule

Improves Short-Term Retainment

Retain & Recruit Employees

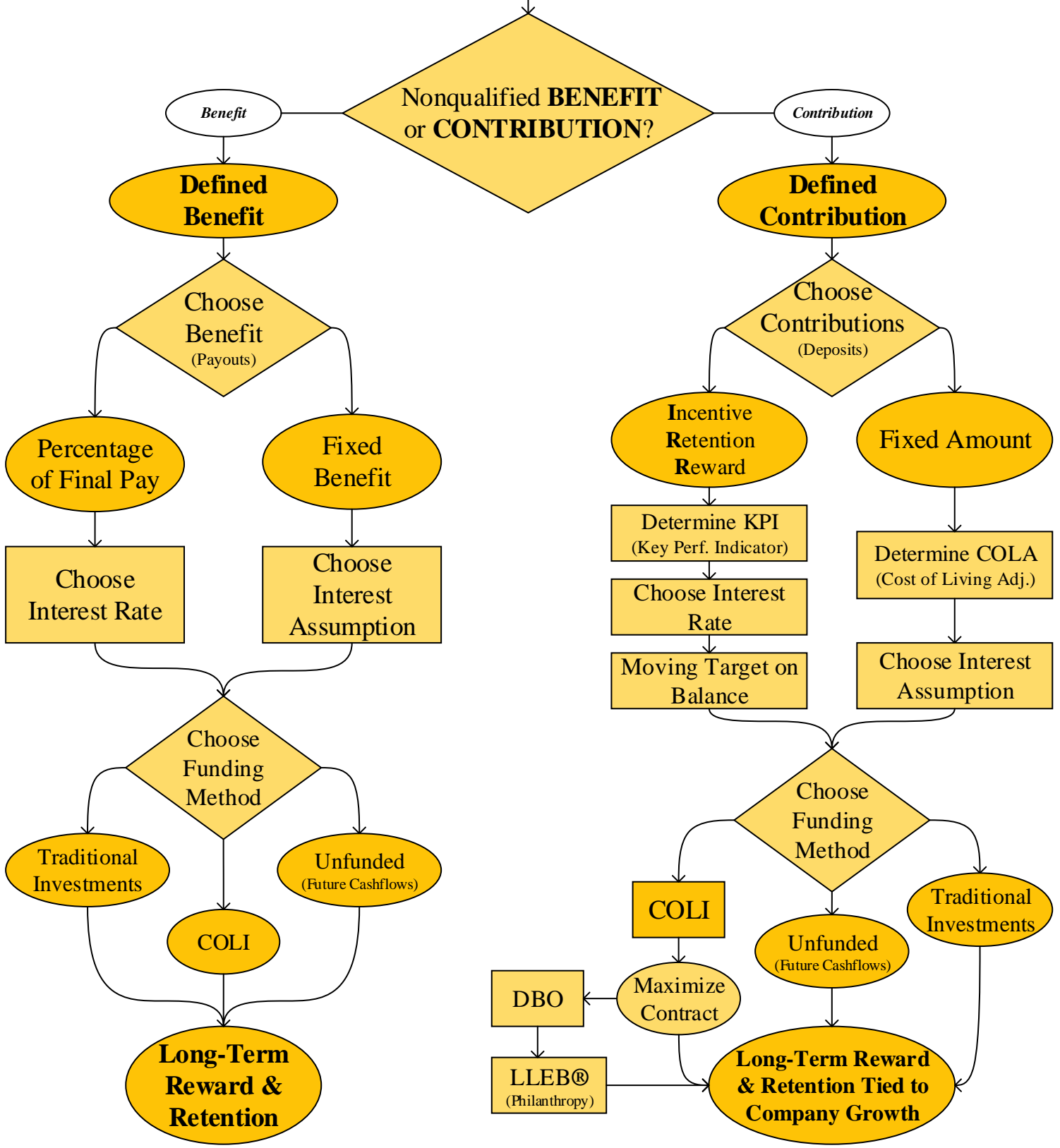
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REWARD & RETENTION PROGRAM

Offer Benefits that Go Above and Beyond to Reward and Retain Your Current and Future Talent



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Preliminary Employee Census

Company Name: _____

Today's Date: _____

Employee Name <i>First, Last</i>	Sex <i>Male/Female</i>	Date of Birth <i>MM/DD/YY</i>	Job Title	Salary (A) <i>Expected for 2023</i>	Bonus (B) <i>Expected for 2023</i>	Commission (C) <i>Expected for 2023</i>	Total Pay (A+B+C) <i>Expected for 2023</i>
1.							
2.							
3.							
4.							
5.							
6.							
7.							
8.							
9.							
10.							

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