



# **Taxation and Funding of Nonqualified Deferred Compensation: A Complete Guide to Design and Implementation (5430397)**

*Michael G. Goldstein, William A. Drennan, Michael A. Swirnoff*

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Written by specialist in the field, this book addresses all the key issues involved in nonqualified deferred compensation and life insurance. Defining the perspective of both the employee and employer, this book shows how NQDC can provide solutions to complex compensation issues.

The authors provide you with up-to-date information on:

The ways that NQDC can be tailored to serve the needs of employers and employees

Differences in the timing of NQDC benefits under income tax and FICA rules, and how recent proposed regulations to Section 3121(v) affect the special timing rule

The six major requirements of ERISA that can be important to NQDC plans, and detailed information about plans exempt from these constraints

Opportunities to minimize potential estate and income taxes on death benefits paid under NQDC

Risks to the employee in creating an NQDC plan, and ways to reduce these risks, including rabbi and secular trusts

Options for the employer in accumulating assets to satisfy future NQDC obligations, and the consequences of using various asset types to "informally fund" the plan

Why tax-exempt organizations are at a disadvantage in the area of NQDC planning, and the special rules these entities must follow in creating a plan

When the Source Tax Law statute applies to a plan, and how to avoid pitfalls created when an employee moves from state to state

How to provide employees with both retirement and death benefits through an NQDC plan and split dollar agreement, and how a wrap-around 401(k) plan can maximize an employee's contributions

How NQDC impacts social security benefits, and when the risk of forfeiture should be structured to lapse in order to avoid substantial reductions in these payments tax consequences of NQDC for the employer and employee

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