



**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES
Meeting/Telephone Conference Call Meeting
MINUTES**

July 8, 2014,

Time Convened: 5:24 p.m. EDT

Time Adjourned: 5:28 p.m. EDT

Board Chair Steven M. Scott called the UF Board of Trustees meeting to order at 5:24 p.m. EDT, after T.J. Villamil confirmed a quorum, with all Trustees present except as noted below.

Members of the University of Florida Board of Trustees present were:

Steven M. Scott (Chair), David L. Brandon, Susan M. Cameron, Christopher T. Corr, Bill Heavener, Pradeep Kumar, Carolyn K. Roberts, Jason J. Rosenberg, Juliet M. Roulhac, David M. Thomas, Cory M. Yeffet. Trustees Charles Edwards and C. David Brown, II, were unable to attend.

Others present were:

Jan Greenwood, Partner, Greenwood/Asher & Associates, Stephen Pollack, Partner, Mercer, Christina Bonarrigo, UF Presidential Search Committee member, Vice President for Human Resource Services, Paula Fussell, Vice President, General Counsel and University Secretary, Jamie Lewis Keith, Vice President for University Relations, Jane Adams, Assistant Vice President for Public Affairs, Janine Sikes, Administrative Contact for the Search, Melissa Orth, Executive Assistant, Becky Holt, Special Assistant to the President, TJ Villamil, members of the media and other members of the UF community and public. The meeting was also live-streamed over the Internet.

Board Chair Steven Scott began the meeting by noting:

- All members of the Board of Trustees who are present today were present for the joint meeting of the Search Committee and Board Governance Committee, which just concluded.
- Trustees joined in the discussion.

- The full Board received the July 7, 2014 Mercer Report and heard Mercer Partner Stephen Pollack present Mercer's opinion and Report on the current (2014) market range of total compensation for presidents of peer institutions.
- The Search Committee and the Board Governance Committee recommend approval by the Board of SC1/GV1 as amended at their joint meeting.
- Chair Scott then asked if any Trustee desired any further discussion-- or had any questions for Mercer, Bill Heavener Chair of the Search Subcommittee on Compensation, Search Chair Scott, or Governance Committee Chair David Thomas— before proceeding to the Consent Agenda.

There were no further questions, as Trustees were included in the just-concluded joint meeting where a full discussion occurred.

Board Chair Steve Scott then summarized the following key points:

- UF expects to pay current (2014) market total compensation to recruit the quality of leader needed to bring one of the largest, broadest scope, most complex public AAU research universities—that is also Florida's foremost preeminent university--into the top 10 of public AAU research Universities as nationally ranked—particularly in the competitive recruitment field UF faces. This current (2014) market range is reflected on penultimate slides 8 and 9 of the Mercer Report.
- Ms. Keith interjected that Chair Scott pointed out at the joint meeting that the Board would be asked to approve the specific total compensation and configuration of components for the selected President (with the Board Chair making the proposal and being assumed to have some flexibility to negotiate) based on the particular experience and circumstances of that person and related negotiations. The Governance Committee and Search Committee recommended unanimously that the Board Chair, who is also the Search Chair, be given the flexibility to make these determinations within the market range set out in the Mercer Report and taking into account the experience and circumstances of each candidate when known (later in the search process).
- Chair Scott also noted that some portion of Total Compensation—such as base increases or deferred compensation increases—is expected to be tied to performance metrics associated with UF's preeminence goals (which are supported by the Board of Governors, Legislature and Governor)—as well as UF's state system performance metrics, which are proposed by UF's Board and approved by the Board of Governors.
- As required by Florida law, no more than \$200K of the President's remuneration will be funded by state funds.

Chair Scott then turned the Board's attention to the Consent Agenda. He asked Ms. Keith to repeat SC1/GV1, as amended, which she did as follows:

SC1/GV1 Action to Approve for Recommendation to the Board of Trustees for Its Approval on the Consent Agenda, the Mercer Opinion on Range of Market Compensation for Peer Institution Presidents As A Basis For Establishing the Total Compensation for the Next UF

President and to provide to the Chair of the Board the authority and flexibility to determine, and structure the components of, total compensation according to the qualifications and needs of the particular candidate within the market range reflected in the Mercer Report.

Board Chair Steve Scott asked if the Board is ready to act on the Consent Agenda. Hearing no further discussion, Chair Scott asked for a motion to approve SC1/GV1, as amended. The motion was made by Trustee Heavener and a second was made by Trustee Cameron.

Chair Steve Scott asked if there was any further discussion. Hearing none, Chair Scott asked for all in favor and any opposed and the motion passed unanimously.

Board Chair Steve Scott thanked the Board and asked if there was any new business. Hearing none, he asked for a motion to adjourn the Board Meeting, which was made by Trustee Cameron, and a second, which was made by Trustee Thomas. He asked for all in favor and any opposed and, with no further discussion, the motion was approved unanimously.

Chair Scott adjourned the meeting at 5:28 p.m. EDT.



TALENT • HEALTH • RETIREMENT • INVESTMENTS



University of Florida President Total Compensation Report

July 07, 2014

Stephen S. Pollack
Jayna Patel





Background & Objectives

- UF engaged Mercer to provide compensation data and an opinion on the range of reasonable compensation for the President position. Mercer collected data regarding the following total compensation elements:
 - Base Salary
 - Total Cash Compensation
 - Retirement
 - Transportation
 - Supplemental Benefits
 - Total Compensation
- This report presents Mercer's findings regarding President total compensation based on the market range of compensation for Presidents of public and private peer institutions; the market in which UF is recruiting.
- A summary of penultimate findings of the market range of total compensation can be found on slides 8 and 9.

Scope & Methodology

- The University of Florida (UF) is a flagship, public, land-grant, research university and is a member of the Association of American Universities (AAU), the association of North America's premier 62 research universities. In 2013, UF was officially designated and is now being funded as the foremost preeminent research university in Florida. UF's Board of Trustees, with the support of the Board of Governors, Legislature and Governor, has a goal to advance UF to the top 10 of public AAU research universities. With more than 50,000 students its 16 colleges, the UF Health system including two academic health science centers with affiliated hospitals and other healthcare operations, more than 150 research centers and institutes and ~\$700M of research annually, the University of Florida is one of the largest, broadest-scope, academic research institutions in the nation and is one of only six public land-grant universities in the U.S. with colleges of Medicine, Law, Engineering, Agricultural and Life Sciences and Veterinary Medicine on one campus. In addition to its predominant academic focus, the University has a premier NCAA Division I athletic program. The annual budget of the University, with its close affiliates, is in excess of \$4.4 billion.
- Twelve (12) peer institutions from the AAU were selected based on comparable size, scope and complexity of organization to UF, taking into consideration the following characteristics:
 - National, complex research university, including some that are major land-grant institutions; flagship campus of the respective University system, as appropriate, with multiple professional schools including a medical school¹ and affiliated hospital; broad academic offerings; and major athletics program.
- The selected peer institutions include the following (public/private designation based on AAU membership):
 - Seven (7) public peer institutions: The Ohio State University, Pennsylvania State University, University of Michigan, University of Minnesota, University of Texas at Austin, University of Virginia, and University of Washington.
 - Five (5) private peer institutions: Cornell University², Harvard University, Northwestern University, Stanford University, and Vanderbilt University.

¹ University of Texas at Austin as of May 3, 2013 was approved to have a medical school, has launched it's medical school and is preparing to admit its first class in 2016. Along with University of Michigan, University of Minnesota, Pennsylvania State University, and The Ohio State University, UF is considered one of the most complex, public research institutions.

² Cornell University is listed as a private member of the AAU, but is the federal land-grant institution of New York State and a private endowed university, a member of the Ivy League/Ancient Eight, and a partner of the State University of New York.

Scope & Methodology

- UF falls approximately at or above the 75th percentile of all peer institutions for total employees, total full-time enrollment and total operating budget and between the 25th and 50th percentile for total research expenditures^{1,2} (See Appendix for additional demographic details).
 - 11 of the 12 peer institutions have a medical school.³

Variable	University of Florida	All Organizations						All Public Organizations						All Private Organizations					
		n	25th %ile	50th %ile	Avg	75th %ile	100th %ile	n	25th %ile	50th %ile	Avg	75th %ile	100th %ile	n	25th %ile	50th %ile	Avg	75th %ile	100th %ile
Total Employees	41,000	12	9,376	11,538	17,014	24,898	43,630	7	7,540	24,864	20,020	25,340	43,630	5	10,295	11,128	12,805	11,948	20,924
Total Full-Time Enrollment	50,000	12	21,156	33,587	39,346	52,701	98,097	7	43,736	51,112	54,393	60,302	98,097	5	15,877	20,633	18,280	21,330	21,593
Total Operating Budget (in millions)	\$4,400	12	\$2,555	\$4,084	\$3,696	\$4,512	\$6,647	7	\$2,449	\$4,167	\$3,802	\$4,833	\$6,647	5	\$3,425	\$4,000	\$3,548	\$4,200	\$4,800
Total Research Expenditures (in millions) ²	\$697	12	\$629	\$799	\$794	\$845	\$1,323	7	\$694	\$798	\$832	\$968	\$1,323	5	\$631	\$799	\$739	\$802	\$903

- As Florida's foremost preeminent research university, UF is strategically pursuing its goal of advancing to the top 10 of public AAU research universities. To support this goal, the Legislature, with the support of the Governor and Board of Governors, is providing \$95M over five years to UF and the UF Foundation is raising over \$800M more over three years. UF is using this almost \$1B of funding to hire and support the work of approximately 120 preeminent faculty and highly promising mid-career faculty in areas of strategic strength.

¹ The President has responsibility for \$4.4B and 41,000 employees, which include all affiliates (e.g., UF Health – the collaboration of University of Florida Health Science Centers and affiliated private nonprofit hospitals). Operating budget data for peer institutions includes affiliated hospitals for all universities except Stanford University, Harvard University, and University of Minnesota. Northwestern University, Cornell University, and University of Texas, at Austin did not disclose whether operating budget includes affiliated hospitals. Employee data includes affiliated hospitals for Vanderbilt University, Stanford University, The Ohio State University, University of Washington, University of Texas, at Austin, and University of Minnesota; all other universities reported total employee headcount for university faculty and staff only.

² Research expenditures represent fiscal year 2012 data from the National Sciences Foundation

³ The University of Texas, at Austin has launched its medical school and is preparing to admit its first class in 2016

Scope & Methodology

- Mercer collected compensation data for the President or the functionally equivalent position for each of these peer institutions using a combination of data sources to provide the most current available data as possible.
 - Data solicited via e-mail from each of the 12 peer institutions
 - Responses were received from Harvard University, The Ohio State University, Pennsylvania State University, University of Michigan, University of Washington, University of Texas at Austin, and University of Minnesota.
 - Data were used from the Chronicle of Higher Education from the following two studies for institutions that did not respond to e-mail inquiry and to supplement data gaps from inquiry responses:
 - Chronicle of Higher Education, Executive Compensation at Public Colleges, 2013
 - Data were used to reflect compensation or supplement inquiry responses for the following institutions: The Ohio State University, University of Virginia, University of Texas at Austin, University of Minnesota
 - Chronicle of Higher Education, Executive Compensation at Private Colleges, 2011
 - Data were used to reflect compensation or supplement inquiry responses for all private universities: Northwestern University, Vanderbilt University, Stanford University, Harvard University, Cornell University
- Compensation data were aged forward to July 1, 2014 by the median annual market movement for executives in the education industry: 2.6% in 2012, 2.5% in 2013 and 2.5% in 2014 (Mercer's *2012/2013 and 2013/2014 Compensation Planning Survey*).
- Mercer used the following data reporting standards.
 - To protect the confidentiality of participant data, aggregate statistics require a minimum of three cases.
 - Three organizations must report observations in order to display the mean.
 - Five organizations must report observations to display the 25th, 50th and 75th percentiles.
 - "--" indicates there were insufficient observations provided to display results.

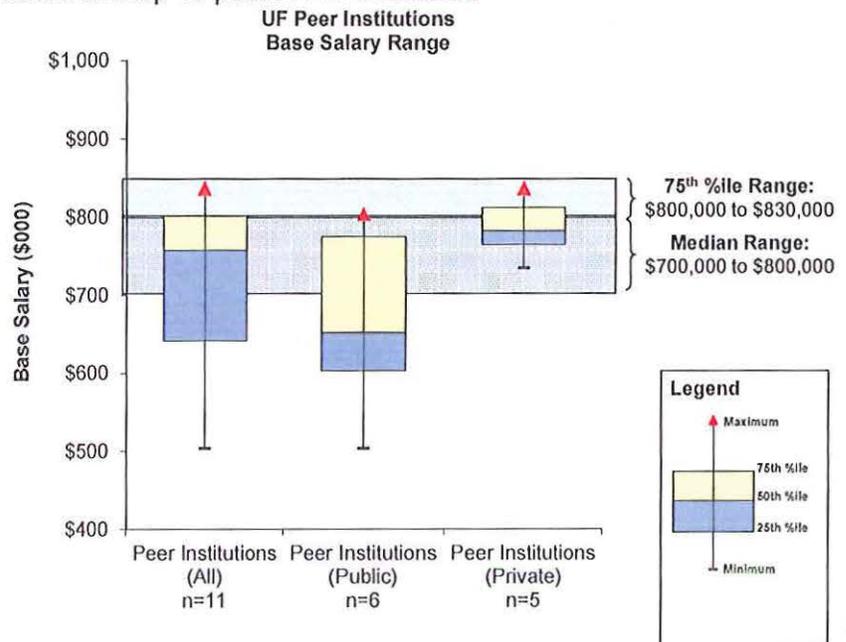
Overall Base Salary Positioning

- According to the market data, Mercer finds that a base salary of \$700,000 to \$800,000 is within the range of the median of all peer institutions. A base salary of \$800,000 to \$830,000 is within the range of the 75th percentile of all peer institutions.
- Total compensation for UF's President should reflect UF's recruitment of a President in 2014 and UF's status as Florida's foremost preeminent research university, one of the top four most complex, public AAU research universities, and goal to advance to a top 10 public AAU institution.

Base Salary (\$000s)	Base Salary Positioning (Percent Rank UF Peers)		
	All	Public	Private
\$825	96%	100%	89%
\$800	73%	83%	65%
\$775	60%	75%	39%
\$750	45%	67%	13%
\$725	35%	62%	0%
\$700	33%	58%	0%
\$675	30%	54%	0%
\$650	27%	49%	0%
\$625	21%	39%	0%
\$600	12%	21%	0%
\$575	7%	13%	0%
\$550	5%	8%	0%
\$525	2%	4%	0%

Note: orange shading indicates base salary is positioned between 35th %ile and 65th %ile of peer institutions; green shading indicates base salary is positioned between 65th %ile and 90th %ile of peer institutions.

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Base Salary Summary

- Base Salary Summary of Peer Institutions:

Base Salary Summary						
Comparison Group	n	25th %ile	50th %ile	Avg	75th %ile	100th %ile
All	12	\$641,491	\$757,445	\$720,396	\$800,833	\$836,103
Public	7	\$603,000	\$651,988	\$673,528	\$775,000	\$803,333
Private	5	\$764,891	\$782,336	\$786,011	\$811,930	\$836,103

Total Cash Compensation Summary (does not include deferred compensation, retirement benefits, or other compensation)

- Total Cash Compensation Summary of Peer Institutions:
 - Total cash compensation includes base salary and certain annual incentives (but does not include deferred compensation, retirement benefits, or other compensation).

Total Cash Compensation Summary						
Comparison Group	n	25th %ile	50th %ile	Avg	75th %ile	100th %ile
All	12	\$658,684	\$766,168	\$767,938	\$833,946	\$1,048,581
Public	7	\$603,000	\$674,912	\$705,374	\$776,667	\$1,000,000
Private	5	\$782,336	\$811,930	\$855,528	\$899,995	\$1,048,581

- As previously reported, in addition to base salary, six peer institutions (50%) indicated that the President is eligible to receive an annual incentive. Four Presidents (1/3) received an annual incentive for the most recent calendar year averaging \$137,124.
- The Board of Trustees typically determines performance goals that are aligned with the strategic objectives and mission of the institution. Performance goals are subject to change over time.

Total Compensation Summary

- Total Compensation Summary of Peer Institutions:
 - Total compensation includes base salary, bonus, other compensation, deferred compensation, retirement pay, and nontaxable benefits*.

Total Compensation Summary						
Comparison Group	n	25th %ile	50th %ile	Avg	75th %ile	100th %ile
All	12	\$799,478	\$950,658	\$1,007,322	\$1,215,625	\$1,409,887
Public	7	\$744,135	\$816,000	\$907,036	\$1,049,667	\$1,252,500
Private	5	\$991,223	\$1,128,782	\$1,147,722	\$1,298,625	\$1,409,887

- Total Compensation Details of Peer Institutions*:

Public Institutions	Total Compensation*	Assumed Role In	Private Institutions	Total Compensation*	Assumed Role In
The Ohio State University ¹	\$1,252,500	Jul-14	Northwestern University	\$1,409,887	Sep-09
Penn State University ²	\$1,203,333	May-14	Vanderbilt University	\$1,298,625	Mar-08
University of Michigan ³	\$896,000	Jul-14	Stanford University	\$1,128,782	Oct-00
University of Washington ⁴	\$816,000	Jul-11	Harvard University ⁷	\$991,223	Jul-07
University of Virginia	\$749,911	Aug-10	Cornell University	\$910,093	Jul-06
University of Texas, at Austin ⁵	\$738,360	Jan-06			
University of Minnesota ⁶	\$693,150	Jul-11			

*Represents publicly available information as reported (May 2014 for public institutions and December 2013 for private institutions) by The Chronicle of Higher Education unless otherwise noted below. All data have been time-adjusted to July 1, 2014. Total Compensation values for public institutions do not include any health benefits; however, they are included in data for private institutions.

1. Ohio State University Total Compensation reflects compensation as of July 2014 and includes previous president's retirement pay as proxy.

2. Penn State University Total Compensation includes May 2014 base salary, a \$200,000 transition bonus and one-fifth of a \$1,000,000 five year completion bonus as listed in the President's compensation contract published online. Deferred compensation and retirement amounts are not available due to new President.

3. University of Michigan Total Compensation reflects compensation per President's contract including July 2014 base salary, retirement and \$100,000 deferred compensation

4. University of Washington Total Compensation includes July 2014 base salary amount as provided by University of Washington

5. University of Texas, at Austin Total Compensation reflects data provided by the university for all compensation elements except for retirement as amount was not provided by university. Base salary provided by the university is slightly lower than that provided in the Chronicle of Higher Education. Total Compensation includes 1/5 of a 5 year \$50,000 deferred compensation award.

MERCER 6. University of Minnesota base pay remained the same for the past two years as the President has not taken any increases during that time. Data has not been time-adjusted. 8

7. Harvard Total Compensation includes 2011 base salary adjusted by 5% and 6% for 2012 and 2013 respectively as provided by Harvard.

Summary of Total Compensation for Presidents Commencing Office in 2014

- The year of hire data in the charts on slide 8 show a distinction between total compensation of presidents hired in 2014 and total compensation of presidents hired in 2006 to 2011.
- 3 out of 12 peer institutions have Presidents who will commence office in 2014, which is the market in which UF is recruiting.

Public Institutions	Total Compensation*	Assumed Role In
The Ohio State University ¹	\$1,252,500	Jul-14
Penn State University ²	\$1,203,333	May-14
University of Michigan ³	\$896,000	Jul-14

- Base salary for peer institution Presidents commencing office in 2014 ranges from \$750,000-\$800,000

Summary of Peers with Presidents Commencing in 2014				
Comparison Group	n	50th %ile	Avg	Highest
Base Salary	3	\$800,000	\$784,444	\$803,333
Total Cash Compensation	3	\$803,333	\$851,111	\$1,000,000
Total Compensation	3	\$1,203,333	\$1,117,278	\$1,252,500

Employer-Provided Retirement Benefits

Defined Contribution Plans

- 100% of presidents participate in a qualified defined contribution plan.² The average employer contribution to these plans is 10% of pay (subject to the IRS limit of \$260,000 eligible pay in 2014.)
- 38% of presidents participate in a non-qualified defined contribution plan.¹
- Typical, annual non-qualified defined contribution plan award for president is 20% of base salary.²

Defined Benefit Plans

- Two (25%) presidents receive a qualified defined benefit plan. The formula used varies, with the most common being 2% base pay per year of service.
- Non-qualified defined benefit plans are not as prevalent, with only one (13%) president provided one.
- Of the universities providing a qualified defined benefit plan to the president, 100% also provide a qualified defined contribution plan.

Retiree Medical Benefits

- 75% of presidents have an employer-paid retiree medical benefit plan, with an average of 33% of costs covered by the president.

Benefit Category (See Appendix for Definitions)	All Organizations (N=8) ³ (Prevalence / Avg.)
Defined Contribution (Employer-Provided)	
Qualified	100%
Employer Contribution % of Base (Avg)	10%
Non-qualified	38%
Employer Contribution (Avg)	--
Defined Benefit (Employer-Provided)	
Qualified	25%
Non-qualified	13%
Additional Plans (if Providing Qualified Defined Benefit Plan)	
Defined Benefit (Non-qualified)	0%
Defined Contribution (Qualified)	100%
Defined Contribution (Non-qualified)	50%
Retiree Medical Benefit (Employer-Provided)	
Employer-provided	75%
Spouse/family covered	100%
% costs contributed by employee (Avg)	33%
Access only	0%

¹ Two participants reported employer contribution to non-qualified defined contribution plan; however, to protect the confidentiality of participant data, aggregate statistics require a minimum of three reported observations.

² Represents data from all participants of 2011 University President & Chancellor Study.

³ Only includes peer institutions that participated in the 2011 University President & Chancellor Study.

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Source: 2011 University President & Chancellor Study.

Supplemental Benefits

Benefit	Market Practice
<i>Life Insurance</i>	<ul style="list-style-type: none"> • Almost all universities provide basic group life insurance to all employees • 15% provide supplemental life insurance to the top officer • Coverage level (basic and supplemental) is typically 1X-2X salary
<i>Short-Term Disability (STD)</i>	<ul style="list-style-type: none"> • About 70% of universities provide group STD to all employees • 5% provide supplemental STD coverage to the top officer
<i>Long-Term Disability (LTD)</i>	<ul style="list-style-type: none"> • Almost all universities provide group LTD to all employees • 15% provide supplemental LTD coverage to the top officer • Coverage level is typically 60% of salary with a \$10k-\$20k monthly maximum
<i>Long-Term Care (LTC)</i>	<ul style="list-style-type: none"> • 5% provide supplemental LTC coverage to the top officer

Source: 41 universities from the 2012 Mercer Executive Benefit and Perquisite Practices Survey for Tax-Exempt Organizations.

Transportation

Transportation

- 75% of presidents are provided either a car or car allowance.
- Of those Universities providing a car, most also cover fuel, maintenance, and car insurance for president.

Category	All Institutions (N=8) ¹ (Prevalence / Avg.)
Transportation	
% Responding to Initial Question	100%
Auto Provided / Allowance (of % responding)	75%
Monthly maximum amount (Avg)	\$803
Fuel	67%
Maintenance	67%
Insurance	67%

¹ Only includes institutions that participated in the 2011 University President & Chancellor Study.

President Housing Policy Summary

Housing Policy (peer institutions)

- 82% of peer institutions provide a house to the president. Of the 82% of institutions providing a house, 88% require the president to live in provided housing.¹
- Average house provided by peer institutions has a \$1,620,296 value, 10,129 square feet, and 18 rooms.
- Typical annual housing allowance, if provided, is \$53,000.²
- Five peer institutions provided information about the use of the provided house, with all indicating that it is used for receptions.
- Three peer institutions indicated that there is some form of separation of public and private space within the provided house.
- One institution offers the president a low-interest mortgage. This institution also provides housing, but does not require the president to live in the university provided house.
- Many institutions are willing to cover reasonable relocation expenses up to a specified maximum amount.

Housing Details	Peer Institutions (N=11) (Prevalence / Avg.)
Housing	
% Responding to Question	100%
Housing Provided (of % responding)	82%
Housing Allowance (of % responding)	0%
Required to live in provided housing	88%
Monthly allowance (Avg)	--
Value of Home (Avg)	\$1,620,296
Square Footage (Avg)	10,129
Rooms (Avg)	18
Maintenance	88%
Provided housing used for receptions	100%
Low-interest Mortgage	13%

¹ While not a participant in the study, Penn State University also provides Presidential housing and requires the President to live in provided housing

² Represents data from all participants of 2011 University President & Chancellor Study.

MERCER Source: 2011 University President & Chancellor Study.

Appendix

Peer Institutions

College	Public/Private	Total Employees	Total Full-Time Enrollment	Total Operating Budget (\$MM)	Total Research Expenditures (\$MM)
University of Michigan ²	Public	6,768	43,710	\$6,647	\$1,323
The Ohio State University	Public	43,630	57,466	\$5,250	\$767
Pennsylvania State University ¹	Public	5,890	98,097	\$4,416	\$798
University of Florida	Public	41,000	50,000	\$4,400	\$697
University of Minnesota	Public	25,680	63,138	\$4,167	\$826
University of Virginia	Public	8,311	23,464	\$2,660	\$383
University of Texas, at Austin	Public	24,864	51,112	\$2,238	\$622
University of Washington	Public	25,000	43,762	\$1,238	\$1,109
Stanford University	Private	11,128	15,877	\$4,800	\$903
Harvard University	Private	11,948	21,330	\$4,200	\$799
Vanderbilt University	Private	20,924	11,965	\$4,000	\$560
Cornell University	Private	9,731	21,593	\$3,425	\$802
Northwestern University	Private	10,295	20,633	\$1,317	\$631

1. Total Employee count reflects full-time faculty members only and excludes staff employees

2. Total Employee count reflects faculty members only and excludes staff employees

Benefits Terms and Definitions

Term	Definition
Defined Benefit (DB) Plan	<ul style="list-style-type: none">• A retirement plan, either qualified or nonqualified, that provides a predetermined benefit at retirement.
Defined Contribution (DC) Plan	<ul style="list-style-type: none">• A retirement plan, either qualified or nonqualified, that provides an ongoing contribution to an account that grows at some interest rate until retirement.
Qualified Plan	<ul style="list-style-type: none">• An employer retirement plan that qualifies for tax advantages under the Internal Revenue Code (IRC). A "qualified" plan must meet many regulatory requirements (for example, may not discriminate in favor of highly paid employees). In a qualified plan, caps on eligible compensation and contribution/benefit levels can severely limit highly-paid executives.
Nonqualified Plan	<ul style="list-style-type: none">• A plan that does not meet certain requirements (see Qualified Plan) is "nonqualified" and, therefore, is not eligible for tax-favored treatment. However, a nonqualified plan is not subject to the limitations imposed on a qualified plan.

