

# Supplemental Employee Retirement Program



## Is Your Early Retirement Program Achieving Optimum Results?

Keenan and our Supplemental Employee Retirement Program (SERP) have successfully implemented school district cost reductions for the last 30 years. Our approach provides a customized, realistic view of your district's situation to give a reliable forecast of the potential savings.

- Our analytics are based on a 5-year projection providing a much more reliable forecast than the 10-year views used by other organizations
- Savings are not artificially inflated by including natural retirement attrition
- Keenan's program takes into account the historical rehire position, so that realized SERP savings are not diminished by future staffing changes



SERP offers your district an opportunity to provide economic retirement security for your valued long-term employees, as well as flexibility as you reorganize and streamline your operations. SERP lets you do more with less, now.

If your district needs to cut its payroll expenditures, in this environment, SERP is a superior choice as a fiscal solution. SERP offers you:

- **Workforce Flexibility:** Positions do not have to be eliminated but can be filled at the bottom of the salary range, under-filled or reclassified
- **Cash Flow Flexibility:** SERP can be paid for in one lump sum or in 1-to 5-year annual payments – you know the cost up front and it is fixed
- **Employee Choice:** Employees have multiple options for receiving the additional retirement income and the income can be deferred into an IRA
- **IRS Compliance:** SERP is structured as an IRS qualified 401(a) plan
- **Our Individual Enrollers:** Trained counselors who themselves are school district retirees give employees personalized attention, and achieve better program adoption and savings



Let us provide you with a no-cost, no-obligation analysis to illustrate the difference SERP can make. Contact Alden Yi today at 310-212-0363, ext. 3621 or [ayi@keenan.com](mailto:ayi@keenan.com) for more information.