

WHAT IS THE REAL VALUE OF YOUR SERP?

WHAT IS A SERP?

A SERP is a supplemental executive retirement plan or supplemental executive retention plan that provides retirement or retention benefits to supplement the basic retirement benefits or regular compensation to which the employee is otherwise entitled. The arrangement is typically a non-qualified deferred compensation plan that is limited to a select group of management or highly compensated employees.

WHAT BENEFIT LEVEL IS THE SERP ACTUALLY PROVIDING?

The value of an executive's SERP is heavily dependent upon rate of return assumptions. In recent audits of executive benefit plans, we are finding the current value projections of SERPs, based on existing assumptions, are significantly less than the original benefit level designated by the Board.

WHAT DOES THIS MEAN?

These executives are learning that the projected SERP value, which is what the Board thought they were giving them, is in fact not going to provide the retirement income or retention benefit amount they had originally expected it to provide.

WHAT CAN YOU DO?

Have your existing SERP professionally reviewed on a regular basis. Many times, SERPs are implemented with assumptions by an actuary that seem reasonable at the time. However, over time economic conditions change rendering the original assumptions obsolete. Regular SERP reviews will uncover these changes and allow the assumptions to be modified on a timely basis, which will avoid surprises for both the organization and the executive. Ask for a thorough analysis of your SERP, determine your current projected benefit, and review it alongside the retention objectives set by your Board.

HOW DO WE HELP?

We provide SERP review services to help you obtain a realistic view of what your SERP will actually provide. We analyze your plan and determine the impact of any advisable changes, if applicable. If your current SERP benefit is less than expected, we can suggest changes going forward and/or offer alternatives to traditional SERP options. Solutions exist that can realign your benefit to its intended level, often without having to ask your Board for additional funding.

WHO ARE WE?

Triscend^{NP} is changing the game for nonprofits by transforming the way executive benefits are provided. Guided by a socially responsible approach, the CAP-Ex Program returns all funding dollars of the plan, which may include interest, to the organization while simultaneously providing competitive retirement benefits to retain key talent. Since 2011, it is projected to return over \$1.2 billion to nonprofit communities throughout the United States. Comprised of seasoned professionals with diverse backgrounds in healthcare, corporate development, and financial services, Triscend^{NP} delivers turnkey solutions complete with program implementation and ongoing client services. To learn more, contact us at (855) 882 - 2739 or info@triscendnp.com. Additional information is available at www.triscendnp.com.

"The CAP-Ex Program is an effective alternative to traditional SERPs. It positions the funding for executive benefits in a more responsible manner that meets the needs of the hospital and its leadership team."

- Tommy Cockrell, President and CEO of SCHA Solutions