



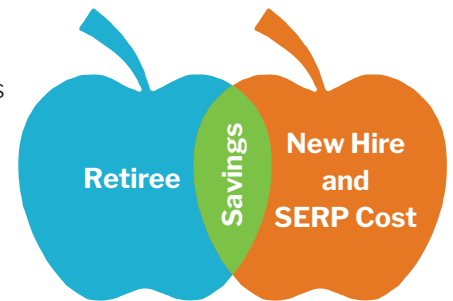
# Supplemental Early Retirement Plan (SERP)

## A Cost-Saving Solution for Public Sector Organizations



### What Is a SERP and How Does It Work?

- SERP is a unique plan developed exclusively for public sector organizations to encourage employees to retire earlier than anticipated
- It provides an attractive incentive to employees while taking into consideration your organization's financial ability in funding the plan
- SERP generates cost savings through the differential in salary costs for a retiring employee and a new hire



### What Are Customers Saying?



You guys **saved us from layoffs!**  
*Ambur Borth - Assistant Superintendent Business, Menifee USD*

The SERP process and staff were incredible. **They were there for us every step of the way.** It was like they were members of our staff. Yet another reason why I put my trust in you.  
*Brett W. McFadden - Associate Superintendent District Business Services, Monterey Peninsula USD*

We were assisted us at every stage of the process; from educating our Board members and employees on the value of a SERP, and providing **multiple group orientation sessions and individual counseling sessions**, to sharing educational materials for all interested in the program. Our employees found both the Group Orientations and Individual Counseling sessions to be quite informative.

*Irma Ramos - Vice Chancellor of Human Resources, North Orange CCCD*



**For a Free Assessment, Contact Your NIS Representative Today**  
**800.627.3660**