

# Maximizing Your Intel SERPLUS Enrollment

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## Key Decision Points for 2025

# Today's Discussion

- 1 SERPLUS Program Overview
- 2 Understanding Your Risk
- 3 Funding & Tax Benefits
- 4 Making Your Elections



## SERPLUS at a Glance



### DCP Overview

- > Reduce Taxes Today
- > Tax-Deferred Growth
- > **Unfunded Liability**



### Contributions

- > Base Pay: 1-60%
- > Bonus: 1-75%
- > Match: 1:1; Up to 5%



### Eligibility

- > **10+** Grade Level  
Required



### Key Dates

- > Enrollment: Dec 2<sup>nd</sup> -13<sup>th</sup>



### Distribution Options\*

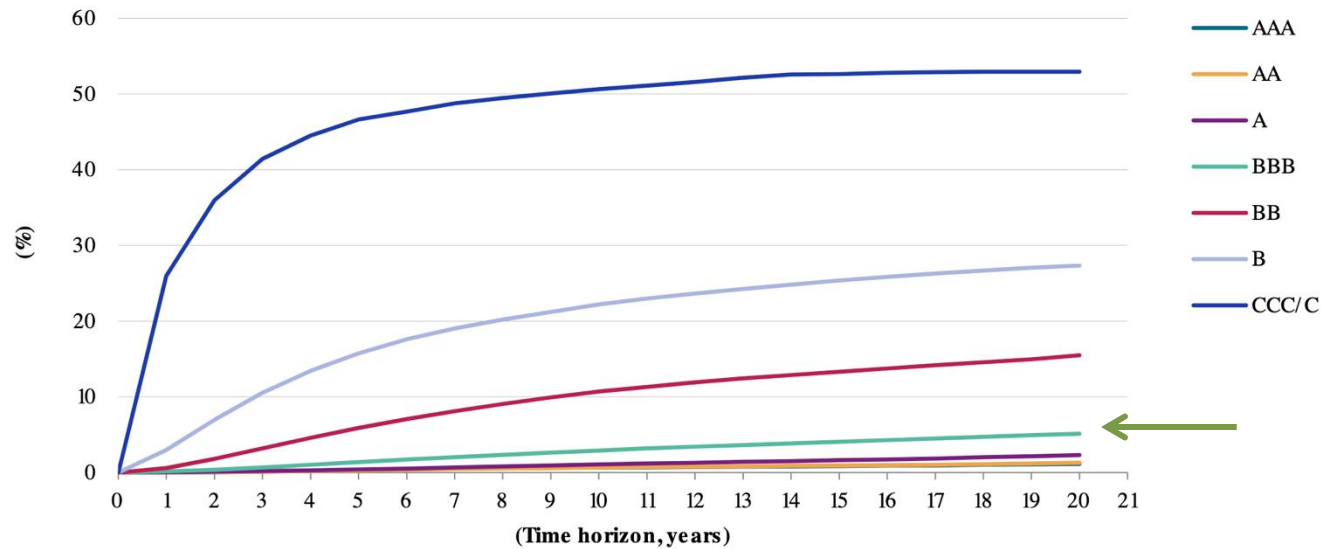
- > Immediate
- > Lump Sum
- > 5-year or 10-year

\* Must Select "In Service" or after employment ends.

# Intel's Risk

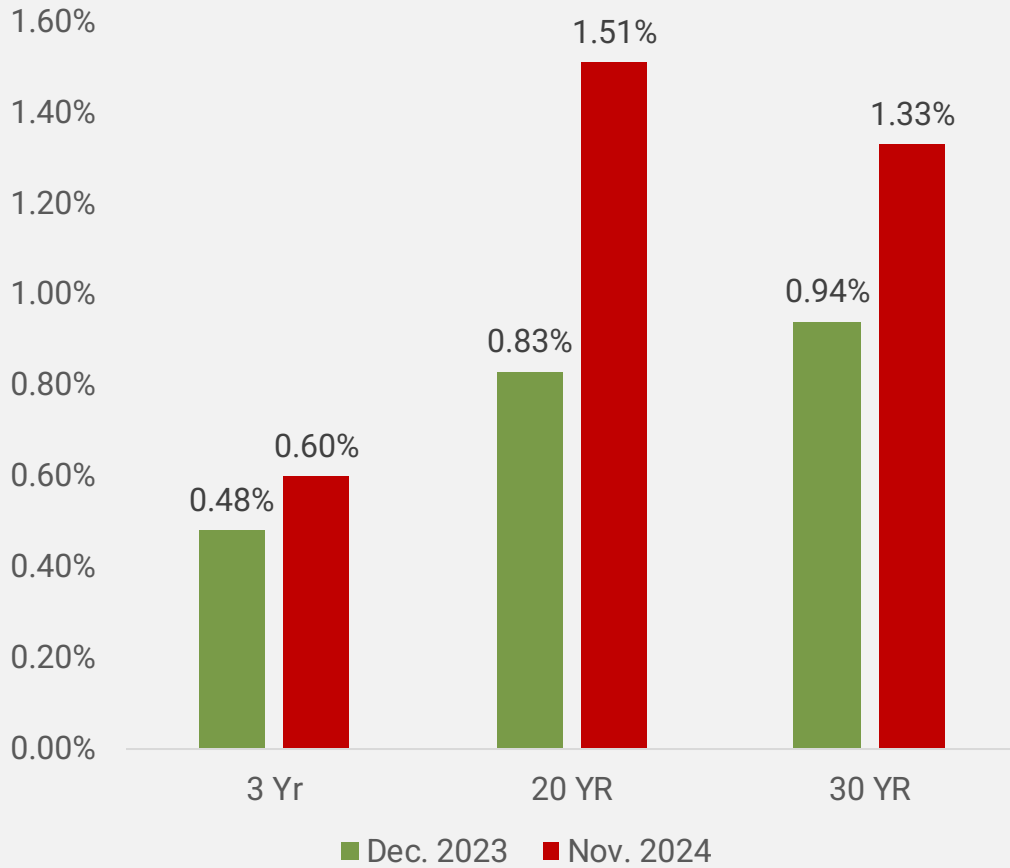
	S&P	Moody's	
	AAA	Aaa	Investment-Grade Bonds
	AA	Aa2	
	A	A2	
Intel's S&P Rating <b>BBB+</b>	BBB	Baa2	
	BB	Ba2	Intel's Moody's Rating <b>Baa1</b>
	B	B2	
High-Yield Bonds (Junk Bonds)	CCC	Caa	
	CC	Ca	
	C	C	
	D	D	

### Global corporate average cumulative default rates by rating, 1981 to 2023

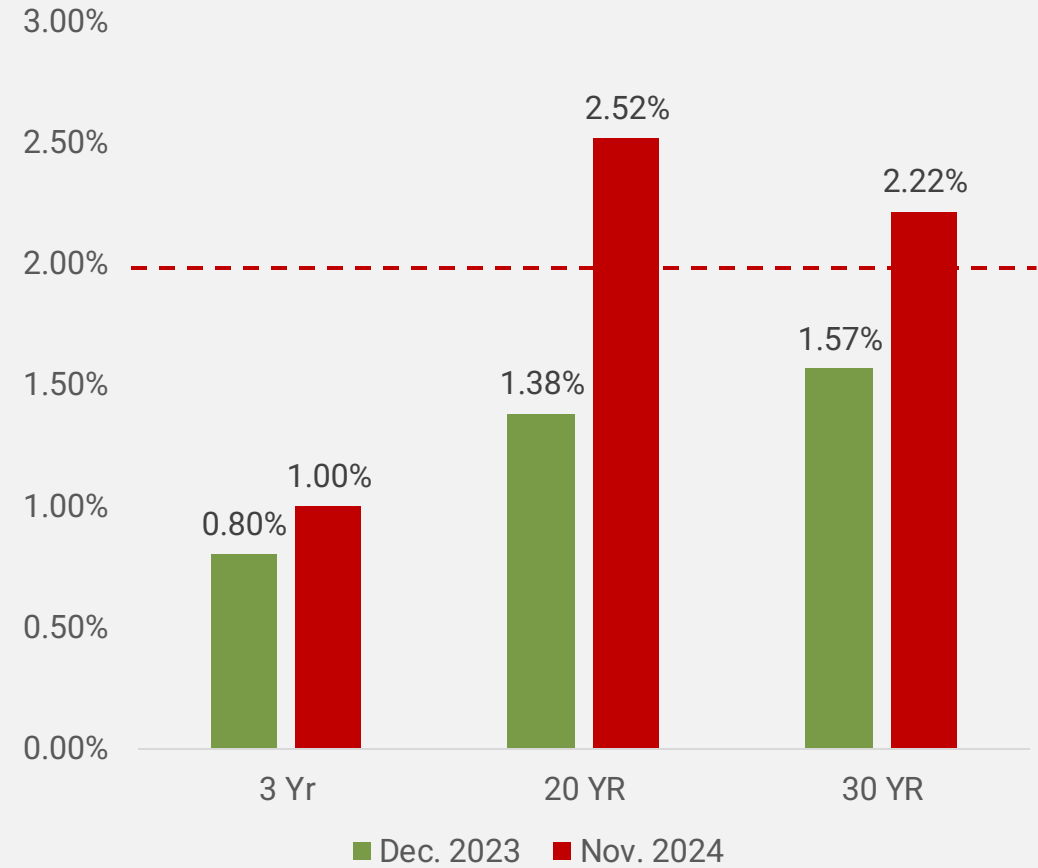


Sources: S&P Global Ratings Credit Research & Insights. S&P Global Market Intelligence's CreditPro®.  
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### Intel Bonds by Maturity Spread vs. Treasury Bonds

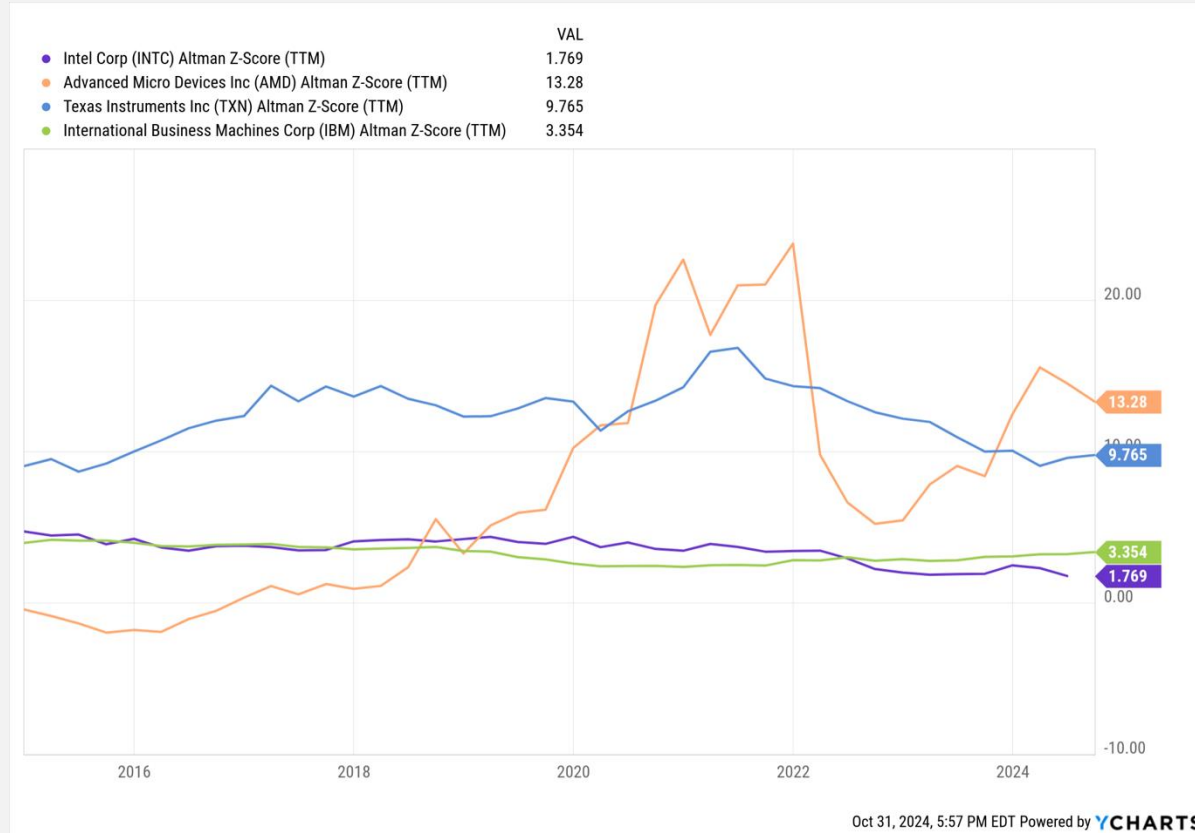
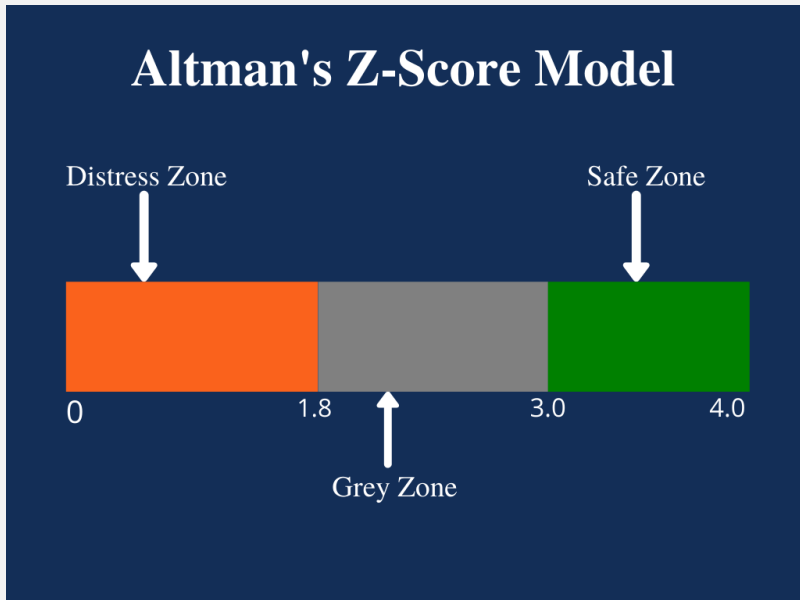


### Intel Bonds Implied Probability of Default



Source: Cordant's Calculations. Treasury rates via Treasury.gov. Intel bond yields via FINRA.org. Historical default rates and recovery rates (40%) via S&P Global "Default, Transition, and Recovery: U.S. Recovery Study: Loan Recoveries Persist Below Their Trend" Dec. 2023. Implied Probability of Default calculation is: Spread / (1-Recovery Rate).

# Intel's Risk

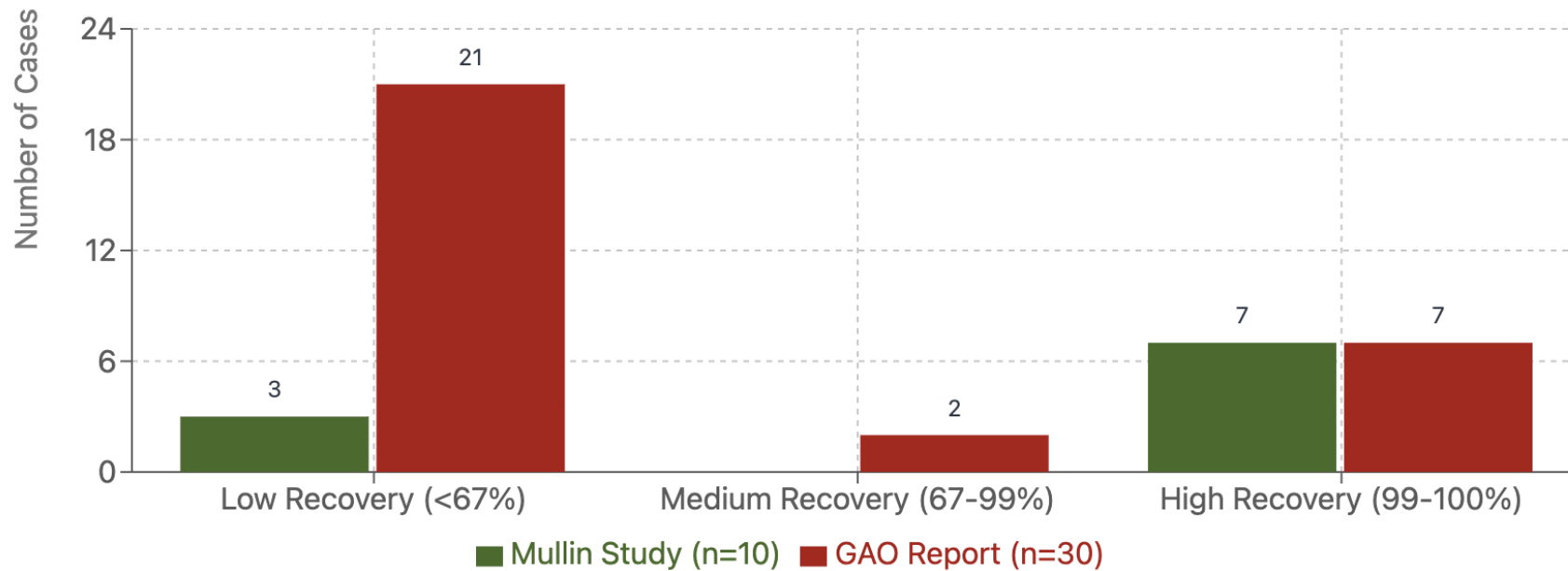


Source: Corporate Finance Institute and Ycharts.

# Magnitude of Loss

## Retirement Plan Recovery Rates: Study Comparison

Comparing recovery rates between 2018 Mullin Study and 2020 GAO Report

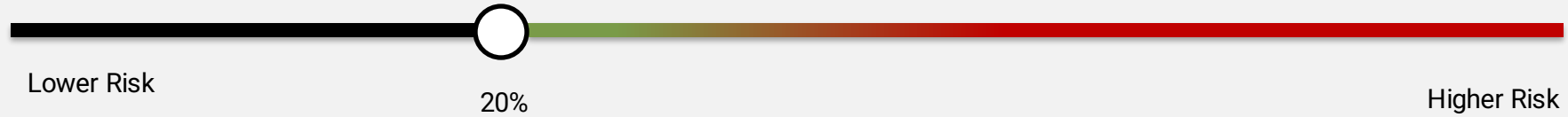


Sources: 2018 Mullin, Barenz, Sanford Financial and Insurance Services, LLC "Bankruptcy and Non-Qualified Deferred Compensation Plans" GAO Report to Congress. 2020. "IRS and DOL Should Strengthen Oversight of Executive Retirement Plans"

# Personal Risk Assessment

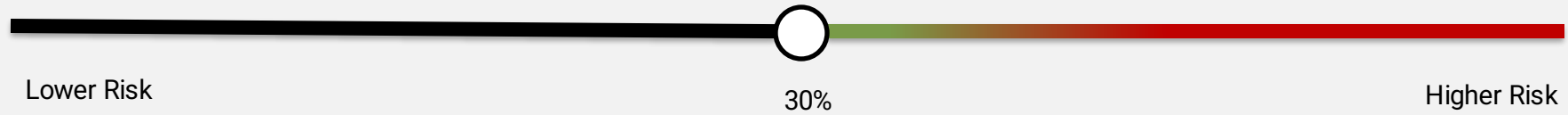
## Total Intel Exposure:

SERPLUS Balance + Intel Stock / Net Worth



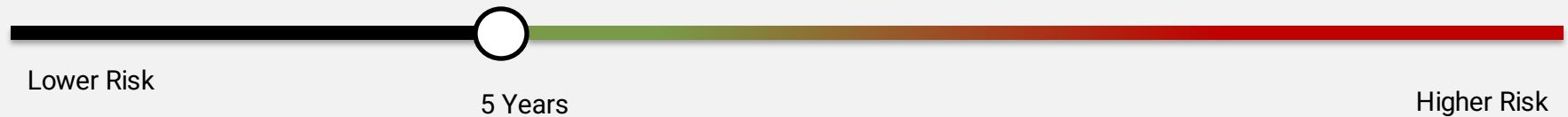
## SERPLUS as % of Net Worth:

SERPLUS Balance / Net Worth



## Distribution Timeline:

Years Until Money is Distributed



# The Tax Benefits

**MARGINAL TAX BRACKET**

The marginal tax rate for your or

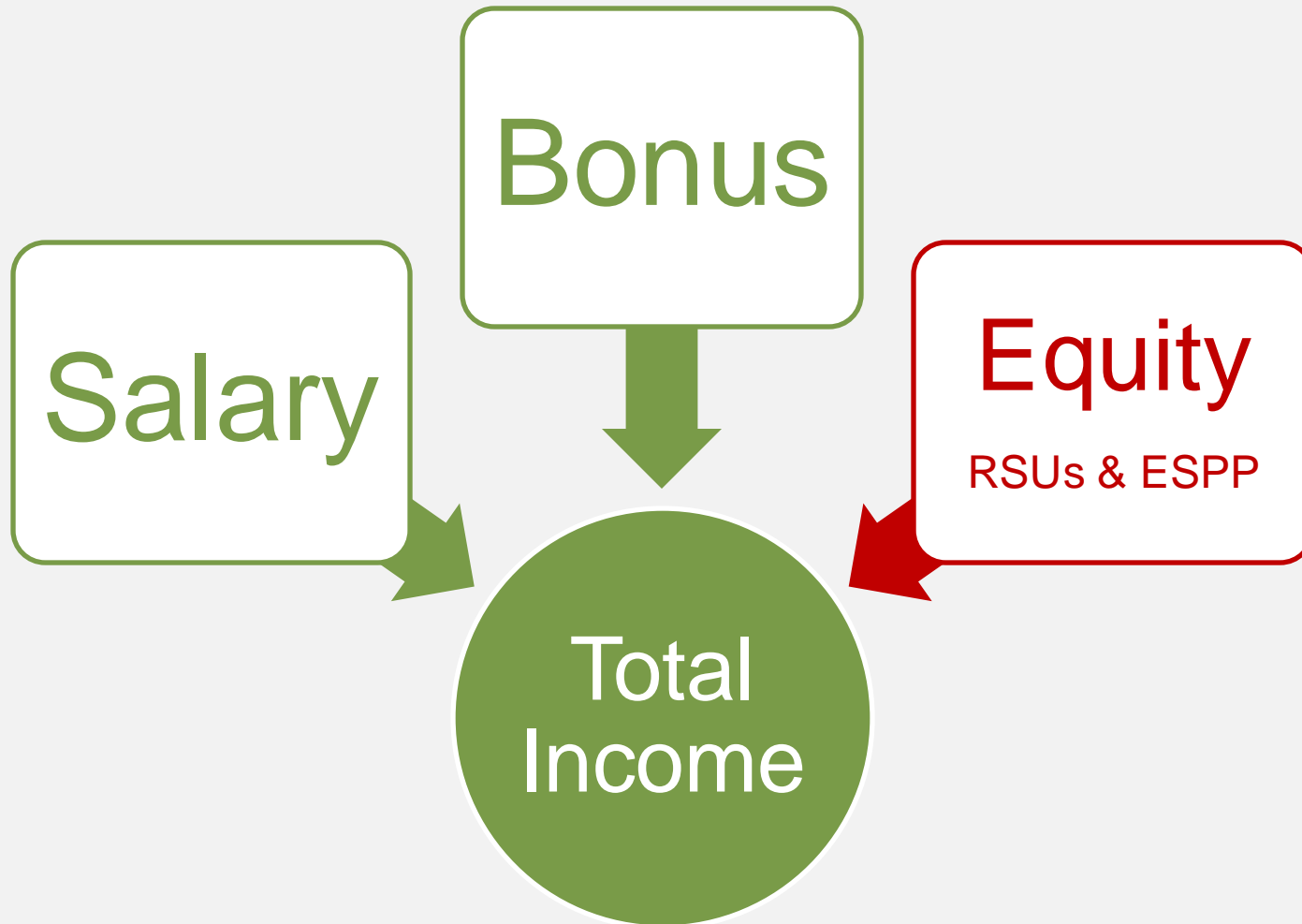
**Marginal Rate**

- 10.0%
- 12.0%
- 22.0%
- 24.0%
- 32.0%
- 35.0%
- 37.0%

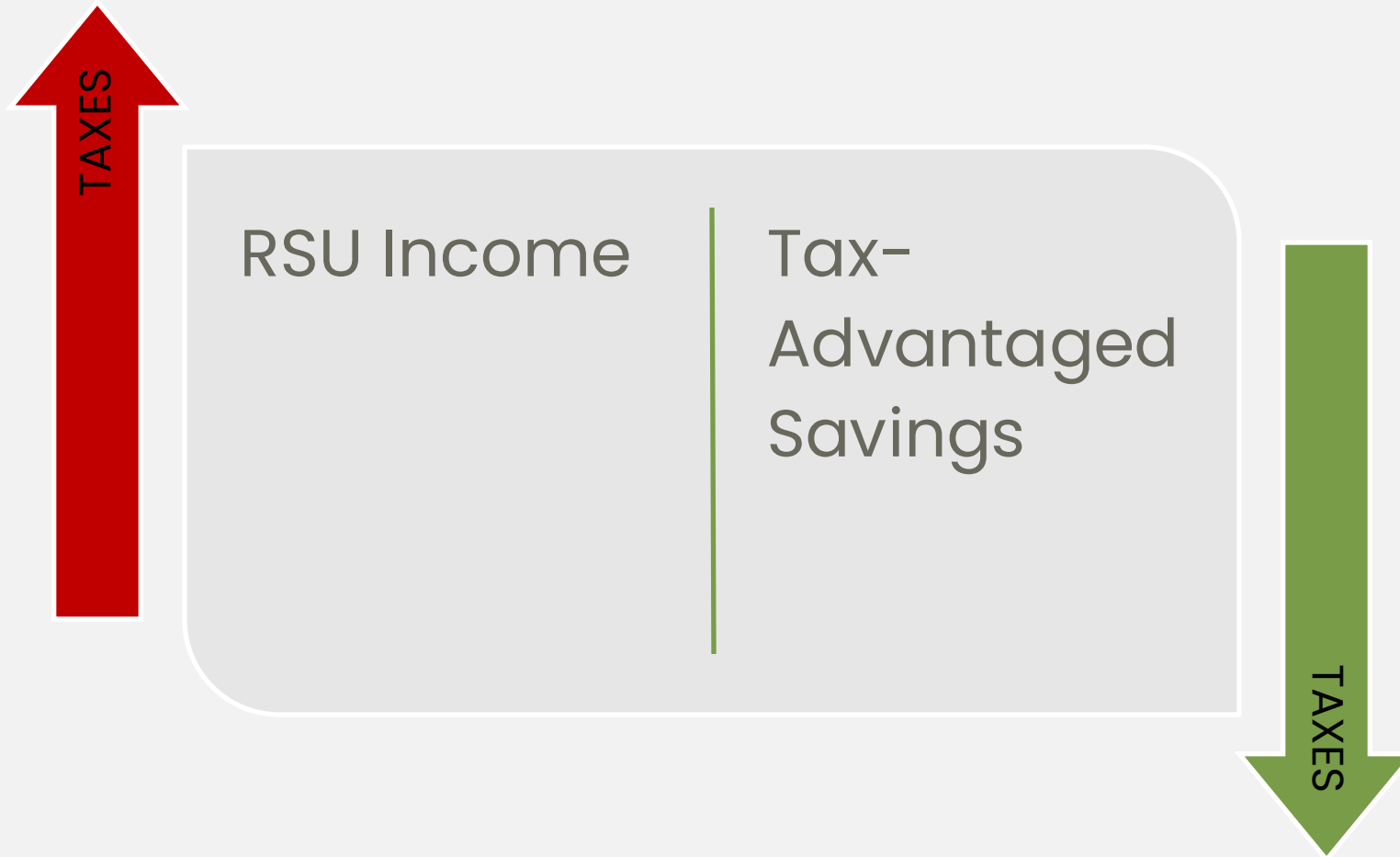
	Example #1	Example #2
RSU Income	\$100k	\$100k
Additional Savings (HSA, 401k, IRA, Deferred Comp)		\$70k
Tax Bill (@ 32% Federal Tax Bracket)	\$32k	\$9.6k
<b>TAXES SAVED</b>	\$0	<b>\$22,400</b>

This material has been prepared for informational and discussion purposes only. Our financial planning process includes investment recommendations and provides tax guidance, but it is not meant to represent formal tax advice.

## Funding Your DCP Contributions



## Using RSUs to Turbo-Charge Savings



## Making Your SERPLUS Elections

- 1 Assess Your Risk
- 2 Make Elections Based on Cash Flow Planning
- 3 Select Distribution Options
- 4 Getting Help

# Get Your Free Assessment

## Your Free Financial Assessment

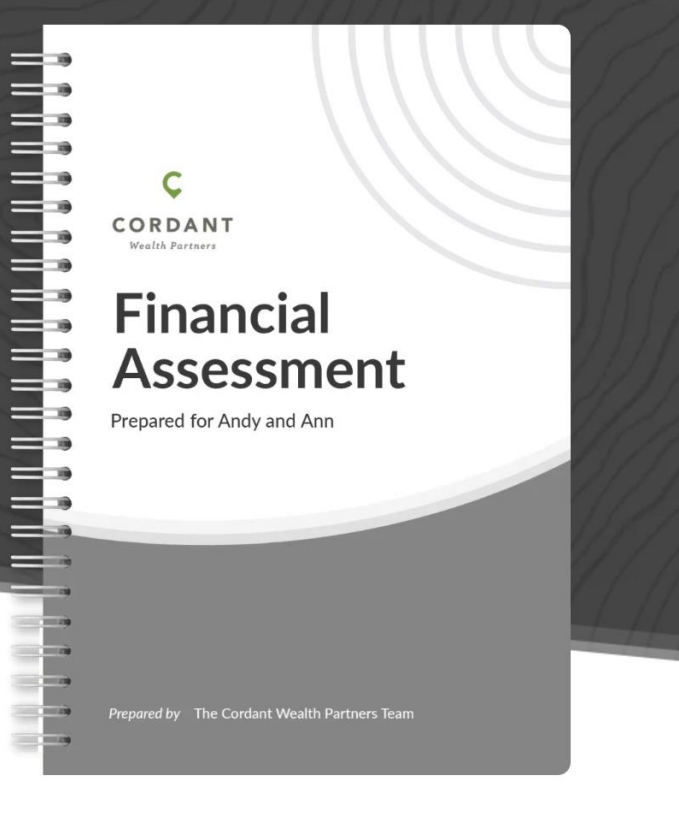
A 3-step process to help tech employees evaluate our services and make an informed decision about working together.

✓ Equity Comp Assessment

✓ Tax & Investment Analysis

✓ Personalized Action Plan

Start Here - 20-Minute Call



# Thank You

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