



# **SERVICE OFFERINGS 2014**



## TRADITIONAL SERVICES

- Compensation planning and design
  - Executives
  - Directors
  - Broad Based Employee Groups
- Compensation philosophy and guiding principles
- Peer group selection and competitive analysis
- Short-and long-term incentive plan design (cash and equity-based)
- Performance measurement selection and calibration
- Executive benefits and perquisites, including non-qualified deferred compensation arrangements and SERP's
- Employment contracts, severance agreements, and change-in-control arrangements
- Plan documentation and disclosure requirements
- Tax consulting
  - Sections 162(m), 280G, 409A
  - ASC 740 tax accounting
  - Employer deductibility/employee taxation
  - Income and employment tax reporting and withholding
- Reasonable compensation for 501(c)(3) and 501(c)(4) organizations



## SPECIALTY SERVICES

- “Special situation” programs, including retention plans and carried interest plans, etc.
- Due diligence and equity plan designs for initial public offerings and acquisitions
- Advice on compensation structure for organizations entering or emerging from chapter 11 bankruptcy
- Proxy statement CD&A preparation and review
- Executive succession planning, talent management and development
- Policies and procedures design, review, and testing
- Benefit plan and payroll reconciliations
- Employee communications including total rewards statements and educational training seminars
- Project management
- Succession Management
- Litigation support services
- Global incentive plans
- Organization-wide compensation plans
- Board of Director & Management evaluations and performance management