



COMPENSATION AND BENEFITS PRACTICE

RESTRUCTURING COMPENSATION SERVICES

A company's workforce is often one of its most important assets during a restructuring. Implementing the right compensation program is critical for maintaining operational continuity and securing organizational knowledge. This allows key employees to continue to focus on strategic objectives that maximize the value of the estate. Still, compensation practices are placed under heightened scrutiny during bankruptcy — a time when the need for effective programs is the most critical.

Alvarez & Marsal (A&M) offers an experienced team of compensation and benefits professionals who are uniquely qualified to assist management in developing and defending appropriate compensation programs to motivate and reward executives and other key employees during a restructuring. We're uniquely qualified to meet the changing needs of our clients because of our strong skill sets, tools and expertise:

- Robust proprietary database that includes all large bankruptcy filings including incentive, retention and emergence equity programs approved since the enactment of The Bankruptcy Abuse Prevention and Consumer Protection Act of 2005 (BAPCPA).
- Unrivalled ability to design and deliver custom bankruptcy compensation solutions that can withstand creditor and court scrutiny, as well as support organizational changes, retain and incentivize key executive talent, and assist in future strategy implementation.
- Unmatched experience creating and implementing post-bankruptcy compensation arrangements that align the interests of management and shareholders, ensuring that your organization is positioned to thrive following emergence from bankruptcy.
- Thorough framework for addressing concerns related to the complex rules and regulations governing executive pay within the context of a bankruptcy proceeding.
- Integrity in the quality of the compensation programs we structure, with the willingness and ability to testify in bankruptcy court on the reasonableness of the program from both a qualitative and quantitative perspective.

POSITIONED WELL TO SERVE OUR CLIENTS

750+ Bankruptcies Included
in our Database



700+ Unique Plans in our Database
(KEIPs, KERPs, MIPs, etc.)

175+ Plans Designed by and/or
Supported by A&M

We combine our restructuring heritage, executive compensation expertise and proven techniques with forward thinking and creativity to build effective pay programs that balance key employee rewards with the concerns of creditors, the U.S. Trustee and the bankruptcy court.

Our services include:



PRE-BANKRUPTCY COMPENSATION CONSULTING

We help position the organization for post-petition success, including the design of pre-filing retention programs that can help identify and proactively address potential compensation issues.



KEY EMPLOYEE INCENTIVE AND RETENTION PLANS

We assist with developing programs to mitigate employee attrition, support organizational goals and incentivize key employees to achieve critical objectives.



MANAGEMENT INCENTIVE PLAN DESIGN

We structure comprehensive and thorough management incentive plans and other post-emergence compensation programs to ensure the entity has the necessary go-forward arrangements in place.



EXPERT WITNESS TESTIMONY

We provide expert testimony in support of restructuring compensation programs, including declarations, depositions and court testimony to the extent necessary.

FOR MORE INFORMATION:



Brian Cumberland

National Managing Director
Compensation and Benefits
bcumberland@alvarezandmarsal.com
+1 214 438 1013



J.D. Ivy

Managing Director
Compensation and Benefits
jivy@alvarezandmarsal.com
+1 214 438 1028



Allison Hoeinghaus

Managing Director
ahoeinghaus@alvarezandmarsal.com
+1 214 438 1037



Rob Casburn

Senior Director
rcasburn@alvarezandmarsal.com
+1 214 438 8470



James Deets

Senior Director
jdeets@alvarezandmarsal.com
+1 214 438 1017

ABOUT ALVAREZ & MARSAL

Companies, investors and government entities around the world turn to Alvarez & Marsal (A&M) when conventional approaches are not enough to make change and achieve results. Privately held since its founding in 1983, A&M is a leading global professional services firm that provides advisory, business performance improvement and turnaround management services.

With over 4,500 people across four continents, we deliver tangible results for corporates, boards, private equity firms, law firms and government agencies facing complex challenges. Our senior leaders, and their teams, help organizations transform operations, catapult growth and accelerate results through decisive action. Comprised of experienced operators, world-class consultants, former regulators and industry authorities, A&M leverages its restructuring heritage to turn change into a strategic business asset, manage risk and unlock value at every stage of growth.

Follow us on:



© Copyright 2020 Alvarez & Marsal Holdings, LLC.
All Rights Reserved. 111060

When action matters, find us at: AlvarezandMarsal.com

ALVAREZ & MARSAL
LEADERSHIP. ACTION. RESULTS.™