



U.K. TAX

# Executive Compensation Services

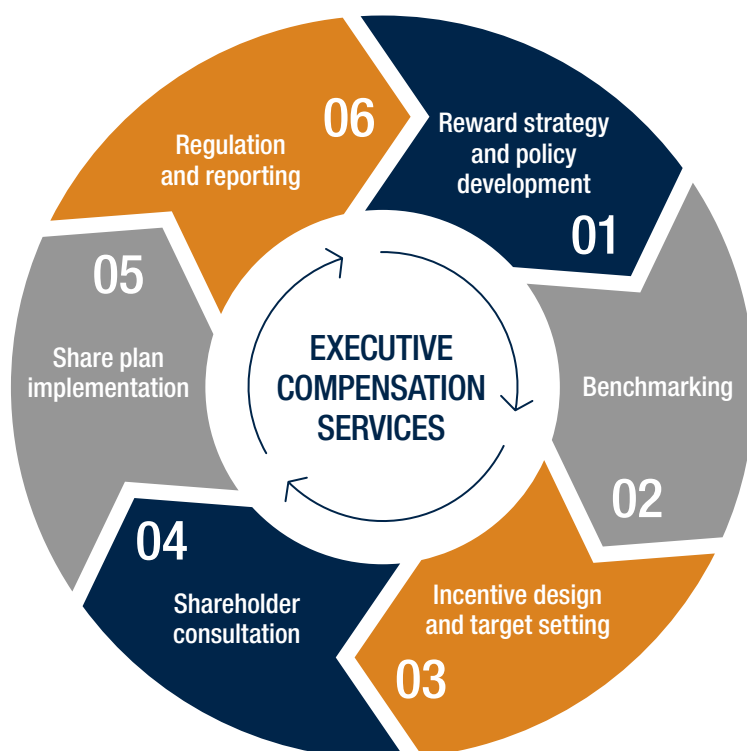
Helping clients navigate a complex landscape

As marketplace volatility continues, boards and management teams will look to re-evaluate their business strategy. Ensuring that changes to strategy are supported by the executive remuneration policy is an important factor in success.

Executive remuneration is under ever greater scrutiny and subject to an increasingly constraining governance framework. Effecting changes requires clear advice and effective action in order to quickly adapt to changing needs and strategies, especially at the most turbulent times.

At A&M, we assist companies and their Remuneration Committees and management teams to develop remuneration strategies and policies that align with business goals and culture while supporting the interests of their stakeholders.

## Our Range of Services



1. Develop and document a reward strategy and policy that supports your goals and culture.
2. Provide access to market leading data and insights at all executive levels.
3. Design short- and long-term incentives for a wide range of businesses.
4. Offer unique insights into UK investor perspectives, allowing you to frame proposals and strategies for successful investor consultation.
5. Extend full support throughout the planning and implementation process.
6. Ensure companies comply with all remuneration legislation, regulation and reporting requirements.

## Who We Work With

We support a variety of different businesses, listed and unlisted:



**FTSE 100 / 250 /  
SmallCap**



**AIM-listed  
companies**



**Overseas-listed  
companies**



**Unlisted  
companies**



**Mutual / Co-operative  
Societies**

## Why Choose Us?

### 1. Senior resource at every stage of delivery

All engagements are led by a senior member of A&M's Executive Compensation Services practice who attends all meetings and is actively involved in all deliverables. This ensures you always have access to the right level of advice, particularly when making critical decisions under time pressure. Our Managing Directors have a combined 80+ years of experience in advising on executive remuneration matters.

### 2. Independent and conflict-free

As A&M does not provide audit services, we are free of most conflicts and independence restrictions faced by accounting and actuarial firms.

### 3. Integrated approach across a breadth of services

A&M's broad professional services offering enables us to bring in specific expertise to help address the client's issues. We draw upon firm-wide capabilities in tax, accounting advisory, performance improvement and transactional diligence to provide comprehensive and robust advice on all aspects of executive pay. As we are one team working cohesively, the client has one point of contact for all their needs.

### 4. Leadership. Action. Results.™

A&M's approach has a bias towards action and the willingness to say what we think is needed. Our restructuring heritage sharpens our ability to act decisively, whilst embracing the toughest issues within the most challenging environments.

## Key Contacts:



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## ABOUT ALVAREZ & MARSAL

Founded in 1983, Alvarez & Marsal is a leading global professional services firm. Renowned for its leadership, action and results, Alvarez & Marsal provides advisory, business performance improvement and turnaround management services, delivering practical solutions to address clients' unique challenges. With a world-wide network of experienced operators, world-class consultants, former regulators and industry authorities, Alvarez & Marsal helps corporates, boards, private equity firms, law firms and government agencies drive transformation, mitigate risk and unlock value at every stage of growth.

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