



COMPENSATION AND BENEFITS

Executive Compensation Advisory Services

Employee compensation represents a significant investment by most organizations. The challenge for human resources professionals is to develop compensation programs that support and advance the organization's strategic plans, use financial resources efficiently, and deliver tax efficiencies for the organization and its employees. Bottom line results matter and a "one size fits all approach" is not the answer.

Compensation & Benefit Solutions Can Help

Alvarez & Marsal Compensation & Benefits ("A&M CAB") can work with you to help align your organization's goals and resources so you can attract and retain a first-class executive management team. We do it in a way that can assist in reducing the tax and financial burdens related to executive compensation programs. With a portfolio of tax-sensitive services, we can help you achieve measurable results.

Our Services

Our comprehensive range of services includes competitiveness analysis, program planning and design, implementation, and ongoing monitoring and support. Our services can give your organization an advantage in a competitive market.

Industry studies have shown the link between the success of an organization and the strength of its compensation programs. A&M CAB professionals can work with you to help achieve:



An overall compensation philosophy that balances pay with measurable performance results, external competitive influences, and shareholder expectations;



Comparative compensation analysis to help determine the competitive status of current pay levels and practices, and to alert you to trends in executive compensation; and



Measurable, performance-based compensation delivery systems.

Specific Services That Provide Measurable Results

Our Executive Compensation Advisory Services professionals not only provide comprehensive executive consulting services, but can also provide the following services on a project basis:



Compensation Committee Support Services

- Overall compensation structure reviews
- Stock ownership guidelines
- Compensation and financial performance benchmarking
- Guidance on roles and responsibilities of the committee



Broad-Based Compensation Program Services

- Salary structure design and implementation
- Broad-based employee salary benchmarking
- Sales compensation
- Job evaluation program design and implementation
- Performance management system design and execution
- Employee communications approach and delivery



Traditional Incentive Plan Services

Assistance with design and implementation of:

- Annual incentive plans
- Stock and cash-based long-term incentive plans
- Stock option and restricted stock plans
- Performance unit plans and phantom stock
- Global incentive plans, stock options, and restricted stock programs
- Retention program design



Tax and Accounting Advisory Services

- Tax services for difficult compensation issues
- Answers on various accounting implications



Executive Services

- Assistance with preparation or review of executive employment agreement provisions
- Change-in-control provision analysis
- Executive benefits and perquisites analysis



Nontraditional Plan Services

- Assistance with design and implementation of non-qualified deferred compensation programs
- Funding alternatives review
- Recordkeeping vendor review
- RFP Administration

For More Information:



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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 worldwide 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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