



Market pressures and evolving executive demographics are rapidly changing the profile of leadership teams in the health care and not-for-profit industries.

Integrated compensation and benefits programs are increasingly important as organizations look to more effectively drive performance. Competitive benefits packages are a critical component of leadership succession plans and significantly impact an organization's ability to recruit and retain top talent – including executives, physicians, advanced practice providers and other employees.

SullivanCotter helps organizations design effective benefits solutions that are strategically-aligned with operational and performance goals. Guided by deep industry insight, our proprietary data and a growing team of independent advisors, our unique view into and across the health care and not-for-profit industries enables us to take a more comprehensive approach to structuring competitive benefits packages.

Our comprehensive benefits services include:

- Program Assessment
 - Market competitiveness and alignment with philosophy
 - Effectiveness and efficiency
 - Optics
 - Compliance
 - Financial risks and tax implications
- Plan Design and Redesign
 - Program development, including deferred compensation, insurance arrangements, time off programs, perquisites and severance
 - Transition strategies
 - Implementation
 - Oversight
 - Communications
 - Plan document review
 - Administrative support