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