



To realize an organization's vision, deliver upon its mission and achieve key strategic and operational goals, it is imperative that total rewards programs are designed to help attract, retain and motivate executives to improve performance.

Organizations and their boards that partner with SullivanCotter gain access to experienced health care and not-for-profit consulting teams, leading research on all aspects of executive total compensation and rewards practices, and insights that support organizational change. Our comprehensive and integrated workforce solutions, which also include physician, advanced practice provider (APP) and employee compensation and performance strategies, are supported by our industry-leading compensation and productivity data, enabling us to advise our clients and help them achieve their strategic objectives faster.

### As a result, our clients can better:

- Attract, engage and retain the best executive talent to drive organizational performance through customized total rewards programs
- Structure executive total rewards supported by our exclusive market practice data and competitive analyses
- Benchmark market performance measures to inform and justify the alignment of executive rewards programs with desired organizational outcomes
- Implement a "best fit" approach to governance, decision-making and compensation-related due diligence to enhance defensibility
- Educate the board on environmental trends impacting executive total rewards programs and help to design the appropriate response to support the operating priorities of the organization
- Develop programs to support leadership succession and talent management initiatives
- Address compensation and benefits-related issues resulting from mergers and acquisitions
- Identify and develop both existing and emerging roles as the health care industry evolves