



## For-profit health care organizations face many of the same challenges as their tax-exempt counterparts.

**However, as competitive pressures mount and the need to achieve key financial objectives becomes more acute, for-profits are challenged with increasingly rigorous performance expectations.**

SullivanCotter helps for-profit health care organizations design effective compensation solutions that are strategically aligned with performance objectives. Guided by industry intelligence and exclusive access to a suite of proprietary survey data, our unique insight into equity-based pay practices and their role in incentive plan design enables us to develop competitive compensation programs tailored to the unique needs of for-profit organizations.

### **Our comprehensive for-profit health care services include:**

- Total compensation benchmarking
- Integrated total compensation program design and assessment
- Salary and incentive structure review and design
- Annual and long-term incentive design
- Equity valuation
- Carried interest plan design
- Compensation philosophy development
- Severance and change-in-control arrangements
- Employment contract review
- Regulatory compliance and governance support
- Proxy disclosure support
- Board pay program design, including retainer and fee analysis and determination
- Physician, advanced practice provider and employee compensation and rewards
- Governance and compliance
- Workforce analytics
- Business and practice valuations
- Tool and technology solutions
- Mergers and acquisitions
- Clinical workforce optimization