



**Competitive compensation, benefits and talent strategies are essential to delivering on the mission of high-performing not-for-profit organizations.**

**Attracting, retaining and engaging key talent is a top priority and a constant challenge in today's operating environment.**

SullivanCotter works to address the complexities that mission-based organizations face and provides insight and information that enables our clients to develop top talent and help them achieve their objectives. As a leading compensation and workforce performance advisor in the not-for-profit sector, we work closely with boards and executives to analyze industry best practices, develop customized strategies and implement programs uniquely tailored to the needs of each organization with which we partner.

**Our comprehensive not-for-profit services include:**

- Executive Compensation and Governance
  - Designing, evaluating and implementing executive total compensation programs
  - Selecting appropriate and defensible peer groups for compensation benchmarking
  - Determining and documenting reasonableness of compensation programs to help ensure compliance with federal and state regulations
  - Developing incoming and outgoing executive compensation and benefits packages
- Employee Compensation
  - Designing competitive cash compensation programs, including salary and incentive programs
  - Developing salary administration strategies, including salary structure design and evaluation
  - Analyzing programs for external competitiveness and internal equity
- Board Compensation and Governance
  - Educating board on best practices and regulatory requirements
  - Designing, evaluating and implementing board compensation programs
  - Researching and facilitating best practices in board governance