

A group of business professionals in a modern office setting. A man in a suit stands and presents to a group of people seated around a long wooden table. The office has large windows and a curved, modern design.

NFP

Compensation Consulting



sell	4901.701	1.01439	4972.23647
sell	4901.62186233	0.001	4.90162186
sell	4901.62186233	0.00306021	14.9999922
sell	4901.62186233	0.04599855	225.467498
sell	4901.6817	0.99459	4875.16360
sell	4901.62186233	0.00361509	17.7198041
sell	4901.62186233	0.00276556	13.5557293
sell	4901.62186233	0.0027471	13.4632454
sell	4901.62186233	0.0152094	78.4258617
sell	4901.62186233	0.0384548	188.490986

When it comes to setting up and managing compensation programs, “ok” isn’t enough.

NFP’s Compensation Consulting services will assist your company with the design and implementation of compensation packages for executives, board members and employees. The ultimate goal of a compensation consultant is to create a plan that allows your organization to attract, motivate and retain the talent it depends on while managing risks and ROI. The complexity of implementing compensation programs combined with increased scrutiny from outside organizations, such as the SEC, make it more important than ever to receive insightful third-party guidance on your company’s compensation plans and corporate governance.

The Total Compensation Picture

NFP provides compensation solutions that deliver results for public, private and not-for-profit organizations. We work diligently with your management and HR teams to tailor plans specific to:

- Executive compensation
- Employee compensation
- Board of director compensation

Top leaders demand competitive compensation packages. You need manageable costs, easy administration and continuous support. We deliver on all.

The role of NFP’s executive compensation consultants is to advise the board on governance and compensation best practices, especially regarding the financial compensation awarded to your organization’s CEO and top executives. Executive compensation packages are designed with the intent of incentivizing and retaining key talent needed to create long-term value for your business.

Our executive compensation consulting services help your company:

- **Stay competitive in the market:** A third-party evaluation of the reasonableness and market competitiveness of total direct compensation (base salary, annual incentives and long-term incentives, perks, and retirement compensation) for your organization's executives.
- **Understand through comparison:** Careful selection of a peer group made up of companies in the same industry, with similar size operations, commonly measured by revenue, assets and market capitalization. The right peer group is crucial in order to assess and maintain competitive compensation levels, identify potential competitors, assess relative performance and defend compensation decisions.
- **Create sustainable performance goals:** Independent analysis of a company's performance across multiple financial measures (absolute company financial and operational metrics, relative financial and operational metrics, stock price/company value, relative TSR, etc.) as compared to compensation for the company's executives. Assess market-prevalent goals and company objectives to recommend appropriate performance metrics.
- **Establish fair employee agreements:** Review, revise or draft executive-employment agreements. Assessment of terms and recommendations for specific provisions such as termination, change-in-control, death, disability, retirement and renewal.
- **Design and review executive retirement plan:** Design executive retirement compensation plans and succession plans to ensure an optimally smooth transition.
- **Review executive stock options:** Perform stock ownership requirement analysis and design.
- **Assist with executive compensation disclosure:** Aid public companies in drafting effective, SEC-compliant executive compensation proxy disclosures including the Summary Compensation Table and Compensation Disclosure and Analysis.

Recognizing the Complexity

A total rewards package may differ from one organization to another, but the most important elements of an executive offer often involve:

- Properly aligned cash opportunity
- Competitive executive benefits packages
- Performance-based pay
- Deferred compensation options
- Supplemental executive retirement plans

Today's employees have high expectations for the benefits they receive from their employer.

How you reward employees speaks volumes about your organization's core values. No matter the type of program you have in place at your company, your employees will form their own opinions of pay competitiveness and fairness. This is where NFP's experienced consultants can help by designing an effective compensation strategy that maximizes growth and fosters high performance alongside greater employee engagement and overall satisfaction.

The process begins with an employee compensation analysis — a comprehensive assessment comparing the proximity of compensation between your organization and the competitive market. During this phase, we work extensively with managers and your HR team to ensure a foundational understanding of each position's roles, responsibilities, internal equity and hierarchy within the company. The results of this analysis will provide a heightened awareness regarding at-risk or overpaid incumbents from a market perspective. The analysis helps you:

- Stay competitive in the market: An evaluation of the reasonableness and market competitiveness of total rewards (base salary, annual incentives and long-term incentives) for employees at your organization.
- Review salary structure: Using the results of the market assessment, the salary grade structure is reviewed and fine-tuned to account for any market adjustments and your organization's compensation philosophy.
- Respect equal pay practices: Identify and correct any inappropriate pay discrepancies and provide annual monitoring to ensure equality is top of mind.

We work extensively with managers and your HR team to ensure a foundational understanding of each position's roles, responsibilities, internal equity and hierarchy within the company.

Let us simplify the complicated topic of director compensation.

NFP's compensation consultants provide expert guidance in structuring a fair and balanced director compensation program that addresses the rapidly changing roles of board members, while taking emerging governance concerns into consideration. It's vital for directors to diligently review and maintain competitive and defensible compensation levels to mitigate potential director pay lawsuits. Our board compensation services include:

- Review, revise or design independent board of director compensation for public, private or not-for-profit organizations
- Implementation of market best practices and education on hot button topics
- Recommendations on market-competitive amounts and elements of compensation, and processes to ensure pay-for-governance is aligned with shareholder interests

The NFP Way is what sets us apart.

We'll deliver on this promise by building solutions with a bias toward a different way of thinking. We create real value for our clients by going beyond the standard answer, the packaged response, and the traditional method.

Contact NFP Compensation Consulting to maximize your organization's performance with a competitive compensation strategy. Whether you're a public, private, or not-for-profit entity seeking advisory, our highly experienced team of consultants work diligently to put your business on the right track.

For more information, contact NFP's compensation consultants at 281.378.1350 or compconsulting@nfp.com.



NFP is a leading insurance broker and consultant that provides employee benefits, specialized property and casualty, retirement, and individual private client solutions through our licensed subsidiaries and affiliates. Our expertise is matched by our commitment to each client's goals and is enhanced by our investments in innovative technologies in the insurance brokerage and consulting space.

NFP has more than 6,600 employees and global capabilities. Our expansive reach gives us access to highly rated insurers, vendors and financial institutions in the industry, while our locally based employees tailor each solution to meet our clients' needs. We've become one of the largest insurance brokerage, consulting and wealth management firms by building enduring relationships with our clients and helping them realize their goals.

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