



# Compensation Insight

## **Deferred Compensation and Retirement Services:**

### **Attract Talent and Build Long-Term Loyalty**

When it comes to attracting and retaining top executives, physicians, and key employees, a well-rounded compensation package that recognizes the importance of providing benefits today and in the future, can make or break the deal.

That's why Sullivan, Cotter and Associates, Inc. has brought on Lenore Morin, a specialist in deferred compensation and supplemental executive retirement plans (SERPs), and has added credentialed actuarial staff. A managing principal in SullivanCotter's Atlanta office, Ms. Morin will assist in the evaluation and redesign of existing retirement programs, help create new plans for SullivanCotter clients, and develop appropriate funding for these plans.

A properly designed retirement plan can be a cost-effective program for rewarding high-caliber executives. SullivanCotter can assist in the design, implementation, financing, and ongoing administration of these plans, to assure that they continue to achieve organizational objectives at a reasonable cost. Some of the SERP consulting services we offer include:

- Nonqualified deferred compensation plans, such as customized target benefit or defined contribution programs, or a combination of alternatives
- A full range of funding choices, including annuities, Rabbi trusts, and life insurance products

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- Customized executive communications
- Special strategies specific to your organization or industry

In addition, SullivanCotter will help assure that all regulatory requirements are met—a challenge in today's changing taxation environment.

Deferred compensation and SERP services complete SullivanCotter's compensation consulting offering, which also includes:

- Compensation philosophy and strategy development
- Compensation program design and benchmarking

- Total compensation and best practice audits and board advisory services
- Base pay programs for executives, managers, and staff
- Physician compensation
- Employee recognition and reward systems
- Executive benefits and perquisites
- Total compensation reasonableness opinions
- And much more

For more information on SERPs and deferred compensation solutions, as well as a wide range of human resources insights, contact your SullivanCotter consultant today.

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