

Expert Consulting on Executive Compensation

In today's marketplace, understanding the relationship between company performance and your executive compensation packages can make or break the long-term viability of your organization's leadership.

The complexity of setting, managing and implementing compensation programs requires independent third-party guidance. NFP's compensation consulting services work to provide you the strategic, compelling compensation packages or your executives and board members to help you manage your risk, maximize ROI, and keep your operations secure well into the future.

Retain Top Talent

- Set up long-term incentive plans to attract, motivate and retain current and future key employees and stay aligned with the long-term growth of your company.
- Develop an annual incentive plan that readapts to the long-term incentive plan to maximize the pay-for-performance relationship and drive corporate performance.
- Design executive retirement compensation plans and succession plans to ensure a smooth transition into retirement.

KEY INSIGHT

Whether you are a public, private or not-for-profit entity, our highly experienced compensation consultants are ready to assist in every aspect of your compensation plan.

Stay Competitive in the Market

- Receive an independent assessment concerning the market competitiveness of your executives' compensation.
- Determine the appropriateness of the compensation provided over an executive's tenure in relation to the market and the executive's performance.
- Assess the market and develop customized peer company groups for compensation comparability.

Respect Equal Pay Practices

- Identify signs of pay disparity to ensure equitable pay practices across the executive group.
- Conduct CEO pay ratio analyses and disclosure strategies.
- Provide an assessment of terms and provisions in executive employment agreements.

Keep Your Business Thriving

- Develop change-in-control programs and tax mitigation strategies in the event of a transaction.
- Create retention programs aimed at ensuring key talent stays focused through various events.
- Perform stock ownership requirement analysis and design.

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Keeping Your Company on the Right Track

NFP is a leading insurance broker and consultant that provides compensation, 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.

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