

TAX-EXEMPT ORGANIZATIONS

Compensation Consulting Services for Colleges and Universities

PEOPLE. Colleges and universities are in the “business” of attracting, motivating, developing and retaining people – students, faculty and staff – each of whom has a role in pursuing the institution’s unique mission of learning.

CHANGE. These efforts are managed in the face of significant change: increasing competition among (non-profit and for-profit) institutions, technology-driven changes to methods of learning, tuition increases that are outpacing inflation, ongoing capital improvements, greater challenges with identifying funding sources, growing competition with industry for faculty and staff, and a maturing workforce.

LEADERSHIP. An institution’s success in navigating through these changes and staying true to its mission is largely dependent on its ability to recruit, engage and retain the right people – leaders – be they senior administrators and deans who are in visible “leadership” roles or faculty and staff who demonstrate leadership skills through their actions and the results they achieve.

The role of rewards in this equation is increasing and becoming more complex. Understanding your unique mission, strategic objectives and culture - and how that translates into the right rewards programs - requires a trusted advisor. Pearl Meyer & Partners knows the academic environment and works to develop innovative, yet practical solutions.

Pearl Meyer & Partners has a team of specialists who work with a range of higher education institutions; private and public, large and small.

■ OUR SERVICES

Our compensation consulting services cover the full spectrum of pay and rewards, including competitive assessment, strategic total rewards design and implementation support, including:

- Compensation Strategy Design
- Short-Term Incentive or Bonus Plan Design
- Pay Structure and Pay Policy Development
- Compensation Audits
- Supplemental Benefits and Perquisites Review
- Non-Qualified Deferred Compensation Plans and SERPs
- Executive New Hire Compensation Arrangements
- Opinions of Reasonableness (e.g., Internal Revenue Code Section 4958)

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OUR APPROACH

Today's challenging business and regulatory environment demands a comprehensive approach to compensation planning. Our clients rely on our senior consultants to provide day-to-day direction and guidance at each stage of their consulting project from research and assessment to strategy, planning and implementation. Their complete expertise and depth of knowledge help you identify and address critical issues and evaluate your organization's unique reward opportunities. All to ensure we are creating comprehensive compensation solutions that work.

LEADERS IN EXECUTIVE COMPENSATION — AND MORE

For over twenty years, PM&P has been a recognized leader in executive and Director compensation strategy and governance. We have guided the philosophy and implementation of executive reward programs at hundreds of organizations helping them link pay and performance to deliver maximum return on their compensation investment.

Our leadership in executive compensation can benefit your entire organization. Clients also call on us to provide broad-based strategy and implementation and rely on our annual compensation surveys to provide a complete picture of pay and pay practices at all levels within their organization. Learn more about our expertise in:

- Executive Compensation
- Director Compensation
- Compensation Governance
- Employee Compensation
- Compensation Surveys

Join hundreds of Directors and their senior management who count on Pearl Meyer & Partners to deliver independent, credible and comprehensive advice... challenging times demand it...PM&P delivers it.

ABOUT PEARL MEYER & PARTNERS

For more than twenty years, PM&P (www.pearlmeyer.com) has served as a trusted independent advisor to Boards and their senior management in the areas of compensation governance, strategy and program design. The firm provides comprehensive solutions to complex compensation challenges through the development of programs that align rewards with business goals to create long-term value for all stakeholders: shareholders, executives and employees. The firm maintains offices in New York, Atlanta, Boston, Charlotte, Chicago, Houston, Los Angeles, San Francisco and San Jose.

For more information on how PM&P can help you create comprehensive compensation solutions, please visit our website www.pearlmeyer.com or contact the PM&P office nearest you.