

## TAX-EXEMPT ORGANIZATIONS

### Compensation Consulting Services for Research & Public Policy Organizations

**MISSION-DRIVEN.** Tax-exempt research organizations and public policy institutes are mission-driven, with an ever-present focus on service in the public interest. Through their leadership teams, staff, and program areas, these organizations create and expand science and knowledge, and provide practical solutions to nations, governments, and their citizens. Staff and leaders join these organizations for the opportunity to contribute to the mission, to pursue work for a better society, and to sustain and grow their expertise.

**BALANCED PERSPECTIVE.** Attracting and retaining nationally and internationally recognized experts in a competitive labor market requires an appropriate balance of mission, programs, environment, opportunity, and rewards. Defining and communicating the organization's value proposition is critical to successfully compete for professional talent in the broader marketplace.

**RELEVANT REWARDS.** The role of rewards in this equation is increasing and becoming more complex. Understanding and translating your unique mission, strategic objectives, and culture into the right rewards programs requires a trusted advisor – one who understands your requirements and who works to develop innovative yet practical solutions that meet the stringent reasonableness requirements.

Pearl Meyer & Partners' specialists bring extensive experience advising research organizations and public policy institutes in compensation and related matters.

#### ■ 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](http://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](http://www.pearlmeyer.com) or contact the PM&P office nearest you.**