

## Executive Compensation Consulting Services for Healthcare Organizations

### The Current Compensation Environment

Evolving government mandates, broad demographic changes, and the need to compete in a global economy are exerting unprecedented pressure on healthcare industry executives to contain rising costs, redefine the role of the physician, promote community health efforts, and improve service value.

To meet these and additional challenges, organizations are focused more than ever on recruiting, retaining, and motivating top talent, amid a highly competitive marketplace for employees that is driving up compensation costs. Healthcare systems and hospital boards of directors need to develop more innovative incentive compensation arrangements that are attractive to employees, focus rewards on keeping people healthy, and meet increased regulatory mandates around the disclosure and reasonableness of executive compensation at tax-exempt healthcare organizations.

### Our Services

#### Strategic Alignment:

- Alignment of compensation with business goals
- Recruitment, retention, and motivation of strategic leadership teams
- Short- and long-term incentive design

#### Sophisticated Analytics:

- Peer group definition and competitive assessment
- Performance metric selection and calibration
- Pay-for-performance calibration
- Risk assessment
- Costing analysis

#### Compliance Confidence:

- Corporate and not-for-profit regulatory compliance reviews
- Governance assessment and recommendations
- Disclosure communication

#### Tailored Solutions

Our focus on strategic alignment, providing the industry's most comprehensive and sophisticated analytics, and helping ensure airtight compliance and effective communication of programs results in a tailored solution designed to provide your organization with a competitive advantage in the swiftly-changing healthcare marketplace.



## Our Approach

Pearl Meyer's consulting services are tailored to each client's unique strategy, business environment, and compensation needs. Whether you are a provider of primary, secondary, or tertiary levels of care, we work closely to understand your competitive strategy, your mission, your employee culture, and your particular definition of success. The result is customized and highly effective compensation programs, practices, and strategies that will be effective in attracting and motivating the right directors, executives, and employees to achieve your organization's goals and maximize the value of services you provide to your communities.

## Our Commitment

Pearl Meyer is dedicated to providing the best compensation guidance and partnership in the industry. Each assignment is staffed by senior professionals who bring knowledge and expertise from within and beyond the industry, and apply it in a way that is meaningful to your organization. Where appropriate to your needs, we also develop compensation surveys and conduct custom research.

## Our Clients

We are specialists in the healthcare market. Pearl Meyer advises healthcare organizations of all sizes and structures on the full range of compensation and governance needs, from executive compensation assessment and program design to compliance reviews, financial modeling, and plan implementation. We work with healthcare systems at all stages of integration and consolidation, including the development of incentive pay arrangements tied to significant cost reduction. Whether you are redefining your current pay plan in light of the uncertain economic and payer climate, or looking for a partner to help create a more competitive and motivational approach to executive compensation, there is an experienced Pearl Meyer professional who can help.

**For more information and to find out how Pearl Meyer can help you align business and leadership strategy to your pay programs, visit [pearlmeyer.com/healthcare](http://pearlmeyer.com/healthcare) or contact the Pearl Meyer office nearest you.**

## About Pearl Meyer

Pearl Meyer is the leading advisor to boards and senior management on the alignment of executive compensation with business and leadership strategy, making pay programs a powerful catalyst for value creation and competitive advantage. Pearl Meyer's global clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private companies to the Fortune 500 and FTSE 350. The firm has offices in Atlanta, Baltimore, Boston, Charlotte, Chicago, Houston, London, Los Angeles, New York, Raleigh, and San Jose.

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