



EXECUTIVE COMPENSATION &
BENEFITS ASSESSMENT PROCESS

savage
& ASSOCIATES

In today's competitive business environment, how can you attract and retain the talented employees your business needs to be successful? Companies need the right benefits and compensation package to help motivate and keep key employees. To put you in a competitive employment position, your benefits plan should address such issues as retirement, savings, and deferred compensation.

A key consideration in designing a benefits package involves government regulations that limit the amount of contributions an employer or employee can put into a 401 (k) or qualified plan. This limitation is a significant disadvantage for executives and highly compensated employees.

Savage & Associates has the expertise to help companies develop innovative and cost efficient ways to address these issues. Our assessment process includes:

NEEDS-BASED BENEFITS SOLUTIONS

**Highly
Compensated
(\$90,000+)**

Equity-Based Enhanced Compensation

- Stock Options
- Phantom Stock
- Stock Appreciation Rights

Deferred Compensation Plans

- Basic Deferred Compensation
- Supplemental Executive Retirement Plans (SERP)
- 401(k) Mirror

Key Employee Benefits

- Executive Bonus Plans
- Split Dollar

Voluntary Benefits

- Life
- Disability
- Cancer
- Long-Term Care
- Dental

Ancillary Benefits

- Group Life
- Long-Term Disability/Short Term Disability
- Vision
- Dental

Core Benefits

- Group Medical
- 401(k) Pension

**Broad Base of
Employees**



Stage 1: Assessment

- 1 Assess current benefits: Our specialist will sit down with you and your management team to review your current compensation and benefits package.
- 2 Establish goals for your benefits plan: We will help you outline your goals and objectives for your benefits plan and explain how we can help you accomplish these goals.
- 3 Determine the target group: Once the goals have been set, we will work with you to determine who should receive the new benefits plan.

Stage 2: Design

- 4 Establish plan benefits and attributes: After reviewing your current plan and determining any deficiencies, we will work with you to include the benefits you want in your new plan, such as: deferred compensation, disability, severance, vesting, portability, etc.
- 5 Build the plan financing model: We will discuss different methods that you may use to finance the your benefits plan. The financing model will include comparisons for cash flow and earnings impact.
- 6 Plan recommendation: Based on our assessment of your requirements, we will provide you with a detailed plan that meets your company's needs.

Stage 3: Implementation

- 7 Plan documentation: We will work with your attorneys to complete all of the plan legal documentation and forms.
- 8 Employee orientation: We will provide your covered employees with an orientation meeting to discuss their benefits package.
- 9 Enrollment: We will help develop a process for your employees to enroll in the new benefits plan.
- 10 Establish review procedures: In the future, your company's needs and objectives may change. Therefore, we will schedule follow-up reviews to discuss any issues you may have.

To remain competitive in today's business environment, companies must have reliable and talented people. Most companies understand the importance of having a good executive compensation and benefits plan to attract and retain executives and other key employees. However, developing, changing, and/or implementing such a benefits plan may seem daunting and confusing. That is where Savage & Associates can help. With our expertise, we can help you determine the right benefits and develop a customized plan to meet your company's needs.





4427 Talmadge Road
Toledo, Ohio 43623
Office: (419) 475-8665
Fax: (419) 475-8240
www.savageandassociates.com

Securities offered through registered representatives of Walnut Street Securities, Inc. (WSS), a MetLife, Inc. company, member NASD/SIPC. Savage & Associates is not a subsidiary or affiliate of WSS. This material is for informational purposes only and is not intended for tax, lending, or legal purposes. You should consult your own professional tax advisor for additional details.