

## Healthcare Executive Benefits Planning: Supplemental Executive Retirement Plans



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### How to Retain and Reward Top Level Talent in Today's Healthcare Industry

This presentation, given to the South Dakota Association of Healthcare Organizations by Pearl Meyer and Modern Capital, outlines important considerations for implementing a supplemental executive retirement plan, including:

- Why Conduct Independent Remuneration Studies
- Data Gathering & Analysis
- Employer Funded SERP/NQDC Education
- Implementing SERPs for the First Time
- Enhancing a Current NQDC Package to Ensure Longer Term Retention
- Recommended Next Steps

### About the Author

Alexander is a managing director at Pearl Meyer. The former president and CEO of Yaffe & Company, he is a second-generation expert in executive compensation and has two decades' experience in the field. As the leader of Yaffe & Company, he oversaw its geographic expansion from 10 to 37 states, development of complimentary service lines, and worked with clients whose net revenues ranged from \$10M to greater than \$1B, allowing for a varied perspective in similarities and differences based on geography, size, and organizational design.

### About Pearl Meyer

Pearl Meyer is the leading advisor to boards and senior management helping organizations build, develop, and reward great leadership teams that drive long-term success. Our strategy-driven compensation and leadership consulting services act as powerful catalysts for value creation and competitive advantage by addressing the critical links between people and outcomes. Our clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private organizations to the Fortune 500.

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