



## COMPENSATION CONSULTING TO INCREASE RETENTION

Our approach to compensation is directly tied to talent acquisition strategies and current market trends. Knowledge is power, applies to Compensation more today than ever in our past. Our team leverages “live” data cuts at the core of our compensation consulting. Our depth in Executive Search provides real data others can only dream about.

This approach is different and keeps pace with changing market trends to keep your strategies fluid as the market changes. Data collection drives our model to keep pace with subtle but important changes that impact retention at every level.

Retention strategies should be ready to implement the day after you start new employee’s due to the competitive recruiting pressure being experienced across banking at all levels.

**Retention Strategies**-Our Retention Strategies review helps your organization improve or implement retention strategies to keep your most valued employees engaged and loyal. We utilize a comprehensive review of monetary and non-monetary programs to support retention.

**Executive Compensation**-Our Executive Compensation review focuses on your total compensation package for the executive team: base, short term cash incentives, long-term cash incentives, long-term stock awards, BOLI, and SERP’s. Our team leverages public data, peer group data, industry surveys, and our extensive “live” data cuts from our applicant tracking system. This is the same system we rely on in our Retained Search Practice. This analysis compliments our team’s direct banking experience in providing you with the most accurate and up to date data available. Our solutions are designed with different service levels, giving you more control over your compensation project.

**Base Compensation**-We hear clients talk about compensation being out of sync with their surveys-the fact is that data is outdated before it goes to print. Our “live” compensation data is more accurate and up to date than any survey. We recommend an annual review based on “live” data to benchmark base salaries for senior management, mid-management, and commissioned commercial, and mortgage producers.

**Mortgage Compensation**-Our Mortgage Banking practice has built the largest “live” compensation data cut in the industry. Our team can provide compensation assistance at every level and position function within mortgage. Retaining Mortgage professionals can be easier with our Mortgage Compensation program.

**Incentive Plan Design**- Our incentive plan design and review will help you develop a plan that will stand out in the market as a leader while supporting your strategic goals. Our “live” data cuts provide a baseline of current market conditions; from there we can help you create an incentive plan that supports higher retention rates. We can help you create goals for all areas within the bank.



**Long-Term Incentive**-Our goal is to help you develop a plan that will tie executive performance to your shareholders. A well-developed plan will help you retain, but more importantly it can be leveraged as an incredible recruiting tool.

**Regulatory Review**-Our goal in this review process is to make sure your plan, and its components follow SEC, and Dodd-Frank compensation guidelines. This review is customizable based on your unique situation.

**Change-in-Control Agreement**-Our goal is to include CIC review as part of a Compensation analysis. CIC agreement and plan document review can be completed separately. We will review your Bank's agreements, equity plan, incentive plan, and other executive benefits to determine how your plans compare to your peer group.

Contact us today to learn how we can help you recruit and retain top talent.