

TOTAL COMPENSATION & REWARDS

Executive Compensation Services

NAVIGATING EXECUTIVE COMPENSATION CHALLENGES

At Integrated Healthcare Strategies, a division of Gallagher Benefit Services, Inc., we focus on total compensation from a unique perspective, so we can collaborate better, utilize better data, and provide better service, ensuring you have a market-competitive executive pay program and are able to meet IRS rules, determine reasonableness, and avoid sanctions. Our guidance and solutions make it easy for boards to make well-informed decisions, follow best practices, and respond to the IRS, media, and constituents.

Our consultants are nationally recognized experts in healthcare executive compensation and benefits. They have the experience, knowledge, and skill to confidently guide boards, compensation committees, and senior leadership through the complexities of changing regulations, the intricacies of stakeholder relationships, and the ever-increasing competition for the best leaders in healthcare.

We combine our experience and insight with cutting-edge market intelligence, including a proprietary database that includes compensation data from more than 2,300 healthcare systems, hospitals, associations, medical groups and other related organizations reflecting the pay provided to more than 37,000 incumbents. This comprehensive resource allows us to customize selected peer groups, value unique and unusual jobs, and ultimately provide insight beyond what is found in industry surveys.

At Gallagher Integrated, we understand that executive compensation is about more than just the data. It is about how to use data to create value—from instilling trust and confidence in the board to designing innovative compensation and benefit solutions, to recruiting, retaining, and rewarding the best healthcare executives.

A FULL RANGE OF COMPENSATION SERVICES TO GIVE YOU THE LEADERSHIP EDGE:

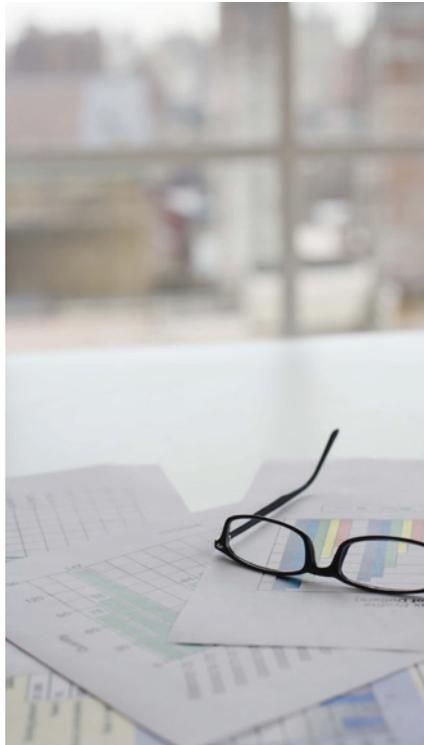
- Executive total compensation and rewards
- Reasonableness opinions
- Intermediate sanctions risk assessments
- 990 reviews and media inquiries
- Physician leadership pay
- Board education and governance support
- Supplemental executive retirement plans
- Performance-based incentive plans
- Retention strategies
- CEO performance appraisals
- Employment agreement, severance, and change in control communication strategies



Integrated Healthcare Strategies

ARTHUR J. GALLAGHER & CO.

WHAT SETS OUR EXECUTIVE COMPENSATION SERVICES APART



ANALYSIS

We review total compensation (cash and benefits) and provide our clients with both qualitative and quantitative analyses. It is important for boards to see the true costs of total compensation. The IRS also urges boards to understand total compensation. Many other consulting firms can only provide information regarding the prevalence of benefits.

DATA

We maintain one of the nation's largest proprietary databases in healthcare, containing detailed information on all elements of total compensation—base salaries, incentives, benefits, and perquisites. We continually update and verify the information we receive as our clients hire and promote their executives and/or physician leaders, and as they modify compensation and benefit and perquisite plans.

We are the only firm that can deliver a qualitative benefit analysis in addition to a quantitative benefit analysis, and we can provide a target peer group of benefit data.

SERVICE

We have more experience than any other consulting firm in analyzing and designing benefit programs as well as deferred compensation plan design.

Our clients have convenient and direct access to the most comprehensive array of healthcare-specific services available.

