

Planning for Tomorrow



Clark/Bardes Consulting
Compensation Resource Group

E X E C U T I V E B E N E F I T S P R A C T I C E

*I*n a world of ever-changing tax laws and shifting market conditions, focus is the currency of success. Which is why those corporations with well-focused, well-implemented benefit programs attract and retain top-level executive talent. And, executive talent with its ideas, knowledge, and experience creates a business advantage.

At CBC-CRG, we focus on the correct way to design, fund and administer nonqualified executive benefit plans for your corporation. That means customized solutions that respond to defined goals, and reflect what makes your company unique in the marketplace.

Tailored Solutions

First, we evaluate your existing program under various financial assumptions to identify the best way to balance cost against benefits. Then, we interview your executive team to determine perceptions, understand attitudes and pinpoint motivators. Next, we benchmark competitor programs, noting benefit shortfalls

such as the impact of government regulations that limit internal benefit equity. Strategies are created to take advantage of corporate tax leverage. The entire process is completed in concert with your human resource and finance team.

Confidence-Building

Process is everything in our business. As a market leader, CBC-CRG has led the way in executive benefits by simplifying the process and building client confidence with a distinctive seven-part approach. Through this approach, we design, fund and administer the right program for nonqualified deferred compensation, supplemental executive retirement or similar benefit plans. Alongside your team, our experts will:

1. Build corporate objectives and consensus on program issues
2. Launch program design planning
3. Develop funding and security device options
4. Apply client feedback to refine and finalize plan
5. Analyze and select ideal funding vehicle(s)
6. Create plan implementation strategy
7. Execute effective plan administration

Best of all, you will enjoy the personal service of a highly responsive CBC-CRG account team from our Administrative Services division, including key IT professionals, who bring the latest in technology and tools to your engagement. Benefit from comprehensive systems that coordinate benefit plan parameters. Proprietary software that measures program effectiveness. And always, maximum security that ensures confidentiality.

In the end, our total focus is on your destination: to enable you to hold competitive market advantage by providing a significant wealth accumulation opportunity for key executives and directors with negligible financial impact on your company.

Focus

...to reach your destination



t a l e n t • t e c h n o l o g y • t r u s t

On Course for Tomorrow



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William Frederick Cody

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TALENT • TECHNOLOGY • TRUST



Building for the future



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Compensation Resource Group

Executive Benefits Practice

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The Seated Colossi of Ramesses II,
circa 1257 BC. The Temple of Ramesses,
Abu Simbel, Nubia Province, Egypt.

