

The Bostonian Group is an innovative, relationship-focused consulting firm that develops customized solutions in the areas of benefits, financial and retirement security, and workforce management. Clients leverage our depth of experience and range of services through our consulting practices which include: Employee Benefits, HR Services, Executive Compensation & Benefits, Retirement and Financial Planning.



BOSTONIAN
GROUP

Look further. See more.

Executive Compensation and Benefits — Total Rewards



Attracting, retaining and motivating key talent is critical to the success of every business. Developing a competitive executive compensation and benefits program is essential to achieve these objectives.

Assessment of Total Rewards Package for Key Executives

Our Total Rewards Assessment benchmarks the design and structure of your company's Total Rewards package against those of other similarly sized companies, identifies plan design opportunities and presents ways to modify the performance metrics to make a program more effective.

Our Assessment focuses on the following areas of the Total Rewards package:

- Cash Compensation: base salary and short-term incentives (e.g. Annual Bonus)
- Long-Term Incentives: equity based (e.g. stock option plans, phantom stock plans, restricted stock and stock appreciation rights plans) or cash
- Supplemental Wealth Accumulation Benefits: 401(k) mirror plans, non-qualified deferred compensation plans, Supplemental Executive Retirement Plans
- Supplemental Wealth Protection Benefits: life insurance, disability income and long-term care benefits
- Perquisites

Designing and Implementing Executive Benefits Packages

Employer provided group plans with dollar limits restrict the benefits of highly compensated employees when compared to benefits provided to the employee population at-large. Many employers remedy the inherent gaps by providing supplemental benefit packages that allow for adequate life insurance, disability income protection and long-term care coverage to satisfy executive needs.

In addition, retirement plan contributions for high wage earners are restricted by IRS contribution limits. Supplemental retirement plans such as deferred compensation plans and 401(k) mirror plans provide an opportunity for highly compensated employees to save at a rate necessary to provide adequate retirement income to enjoy a comparable post-retirement lifestyle.

The Bostonian Group assists employers in designing and implementing plans to fill these gaps, as well as negotiating on behalf of our clients to obtain pricing concessions and to simplify the underwriting process.

Independent Advice

The Bostonian Group has worked for three decades with clients across a wide range of industries in the area of Executive Compensation and Benefits to identify the most effective rewards package to meet client needs. Our advice is completely independent and unbiased as we do not represent any particular product solution but rather obtain the best product to meet the client's objectives and criteria.

For more information about our Executive Compensation and Benefits practice, call us today at 617-587-2300.

Securities offered exclusively through Raymond James Financial Services, Inc. Member FINRA/SIPC



First, we listen. Our 360° approach puts your specific needs at the center of the process. Our consultants recommend solutions only after studying the business and cultural drivers unique to your organization.

Employee Benefits | Retirement Services | Executive Compensation & Benefits | HR Services | Financial Planning