



EXECUTIVE BENEFIT CONTINUATION

BURNS-FAZZI, BROCK CONSULTANTS ARE EXPERTS IN ALL ASPECTS OF FINANCIAL INSTITUTION EXECUTIVE BENEFITS

Burns-Fazzi, Brock (BFB) specializes in assisting financial institutions with comprehensive compensation strategies. We partner with our clients to guide them through a unique process that systemizes financial rewards for increased productivity. We aim to help clients **Attract, Reward** and **Retain** talented executives.

Our broad expertise in the complex tax, accounting, legal, regulatory, funding and administrative issues that govern the use of benefit programs by financial institutions allows us to deliver a wide range of solutions to our clients.



“No sale, takeover or consolidation...shall take place unless the new or surviving entity expressly acknowledges and accepts the obligations under the executive benefit plan and agrees to abide by its terms.”



BFB PROVIDES CONSULTATION REGARDING ALL PIECES OF EXECUTIVE BENEFIT PLANS

FOR BOARDS

- Evaluate the cost and expense of merged plans
- Assess the safety and soundness of the plans
- Evaluate legal and informal funding risk
- Assess the compatibility of the plan design
- Analyze the change of control provision in legal documents
- Evaluate the equality of the benefits
- Assist on due diligence for underlying funding vehicle (using certified actuary)

FOR EXECUTIVES

- Review the employment contracts to ensure alignment of plans
- Consult on plan exit strategy
- Provide a thorough explanation of all existing plans
- Coordinate the administration of the plans
- Provide a review and reconciliation of all accounting on plans

STRUCTURED STRATEGIES AND SOLUTIONS THAT ATTRACT, MOTIVATE AND REWARD

- Incentive benefit plans are essential to rewarding performance in a significant way
- Non-qualified plans can be designed to effectively hold the executive's interest and loyalty to the credit union
- Broad expertise in complex areas of financial institution governance
- Strategies to mitigate inherent risk



CREATING SOLUTIONS THROUGH PARTNERSHIPS.™

800.826.9384