

Healthcare Organization Services



Jim Hebets
Chief Executive Officer
& Founder



Derek Welch
Vice President
& Legal Counsel



Melinda Figeley
Principal
Hebets HR Solutions



Susan Quirk
Vice President, Executive
& Provider Retirement
Consulting



Richard Harrison
Principal



Jamie Hebets
President

We currently serve over 150+ Non-Profit Healthcare Organizations across the United States as clients

- **C-Suite Retention, Retirement & Succession Planning:** Bridge the retirement gap, through the use of supplemental retirement plans, for a successful succession plan to be possible.
- **Physician Retention Strategies:** Incentivize your key healthcare providers to stay with your organization long term.
- **Executive Team Education:** Learn about the pros and cons of all available supplemental retirement plan options in a non-profit setting such as *457(b)*, *457(f)/SERP*, *162(b) Bonus and Loan Regime Split Dollar*.
- **Board Member Education:** What are appropriate compensation packages for executives and providers.
- **Proper Pay Practices:** How to use Compensation & Total Rewards Benchmarking to strike the right balance between cash pay fringe benefits, perks and retirement benefits, while simultaneously staying “in-market” and passing fairness opinion testing.
- **Competitive Retirement:** Packages to attract and retain CEOs, providers and key executives. Learn in depth about the options available in the Non-Profit world - *401(k)*, *403(b)*, *457(b)*, *457(f)*, *162(b) Bonus Arrangement*, *Loan Regime Split Dollar*.
- **Cost Recovery with Interest:** How some supplemental retirement plans can be designed to return 100% of the cash flow required to fund the benefit, with interest, at a later date.
- **Negative Public Optics Mitigation:** How certain supplemental retirement plan strategies can mitigate the negative public optics on the Form 990 - Schedule J.
- **Balance Sheet / P&L Transformation:** How a properly structured supplemental retirement plan can dramatically improve your organization’s financial statements by converting liabilities to assets and removing expenses from all future employer contributions.
- **HR Solutions:** Learn how Hebets HR Solutions can help you with HR Outsourcing & Consulting, Employment Agreements, Employee Benefits Engagement, Communications, Technology Consulting, Regulatory Compliance & more.
- **NFP Retirement Services 401(k)/403(b):** Do you know how much your retirement plan costs? Learn how to undergo a comprehensive audit to ensure you are receiving the best level of service possible at the most competitive pricing in the areas of record keeping, investment management, compliance services, employee education and technology.
- **NFP Employee Benefits:** Undergo a comprehensive audit to ensure you are providing the best level of group health & welfare benefits for your employees at the best possible pricing. Explore financial literacy, employee debt reduction and benefit education programs.



The Hebets Company | WWW.HEBETSCO.COM | 602•840•7505 | Phoenix, AZ 85016 |

The Value of Voice

AN **NFP** COMPANY

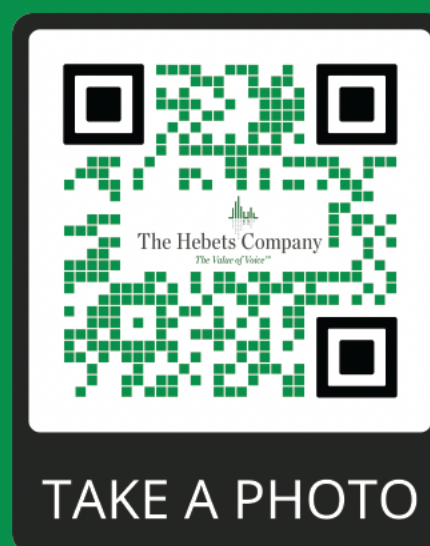
COMPLIMENTARY:

CEO COMPENSATION & TOTAL REWARDS SNAPSHOT REPORT

After completing a quick online questionnaire you will receive an individualized report of how your executive compensation and retirement benefits compare to other CEOs in the national marketplace in the following areas:

Base Compensation + Incentive / Bonus Compensation + Retirement + Life Insurance + Disability Insurance

WWW.HEBETSCO.COM/TRS



Scan the QR Code to learn more about our CEO Compensation & Total Rewards Snapshot Report

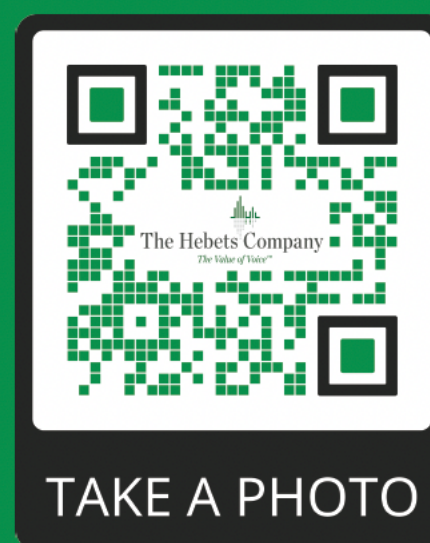
COMPLIMENTARY:

SUCCESSION PLANNING SNAPSHOT REPORT

Accelerate your organization's progress on the path to a successful and well-developed succession plan. After completing a quick online questionnaire you will receive a complimentary Executive Succession Plan Snapshot report that summarizes your level of succession plan preparedness in the following areas:

Talent Programs + Financial / Budget Planning + Organizational Considerations + Communication to Stakeholders

WWW.HEBETSCO.COM/ESPS



Scan the QR Code to learn more about our Executive Succession Plan Snapshot evaluation

NON-PROFIT HEALTHCARE - FQHC/RURAL/BEHAVIORAL/OTHER ANNUAL EDUCATION SYMPOSIUM

**Cutting Edge Trends in Executive Compensation: How to Attract and Retain Top Talent
For Non-Profit Healthcare CEOs, Board Chairs & Executive Guests**

**Invited guests will receive a complimentary two night stay at a luxury resort in
Phoenix, Arizona**

WWW.HEBETSCO.COM/EVENTS



Scan the QR Code to request an invitation and to learn more about our event

Insurance services provided through The Comp Consulting Companies, LLC.; a subsidiary of NFP Corp. (NFP). Doing business in Arizona as The Heberts Company (License #29172). Securities offered through Kestra Investment Services, LLC (Kestra IS), Member FINRA/SIPC. Investment advisory services may be offered through Kestra Advisory Services, LLC (Kestra AS), an affiliate of Kestra IS. Kestra IS and Kestra AS are not affiliated with The Heberts Company, NFP or its subsidiaries. Investor Disclosures: www.kestrafinancial.com/disclosures. Federal tax laws are complex and subject to change. The information in this message is based on current interpretations of the law and is not guaranteed. Neither The Heberts Company nor its employees, its agents, brokers or registered representatives give tax or legal advice. You should consult an attorney or competent tax professional for answers to specific tax questions as they apply to your situation.