

PROFESSIONAL PROFILES

LINDALEE A. LAWRENCE

Ms. Lawrence is the founder and President of Lawrence Associates. She has over thirty years of experience working with nonprofit clients in executive and trustee compensation design; IRS Intermediate Sanctions; wage and salary design and administration; surveys and competitive analysis; incentive programs; and pay for performance. She serves as an **outside expert to the IRS.**

Ms. Lawrence is frequently cited by the media (*Boston Globe, Modern Healthcare, Inside Higher Ed News, Monster, Great Boards*). She has been quoted in **BNA Daily Tax Report**, "IRS Audits Harvard, Other Universities in Probe of Exempt Purpose Rules." Her work was highlighted by NPR on **All Things Considered**. She authored the compensation chapter of Aspen Publishers' **Health Care Administration Manual** (winner of the ASHHRA Communications Award). Lawrence Associates' website lists her webinars on executive compensation, foundation compensation, Lean, and other topics.

Prior to founding Lawrence Associates, Ms. Lawrence worked for KPMG, Mercer, and the Massachusetts Division of Insurance, responsible for regulating HMOs.

She holds an M.B.A. from the Wharton School and a B.A. from the University of Pennsylvania, is a WorldatWork Certified Compensation Professional (CCP), and is certified in Lean, a value creation and continuous improvement process.

Lawrence Associates

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Lawrence
Associates

Compensation Consultants

Reliable, Responsive, Respected

**Lawrence Associates Provides
Compensation Consulting
Services to Nonprofit Clients**

**Executive and Director
Compensation and Benefits
IRS Intermediate Sanctions
Review**

Market Surveys and Analysis

**Wage and Salary
Design/Administration**

Incentive/Bonus Pay

~ Established in 1989 ~

ABOUT LAWRENCE ASSOCIATES

OVERVIEW

Established in 1989, Lawrence Associates is a national compensation consulting firm, and a leader in providing compensation consulting to nonprofits.

We are known for providing reliable, responsive and respected consulting advice in a cost-effective manner. We are sought out as strategic, innovative problem-solvers.

Lawrence Associates meets the certification requirements of IRS Intermediate Sanctions regarding executive and trustee compensation, and regularly provides assistance to nonprofit management and Board members.

Ms. Lawrence serves as an outside expert to the IRS, and Lawrence Associates has successfully assisted clients in passing audits, and resolving enforcement actions by government entities such as the IRS and state Attorneys General.

We assist clients through working with their attorneys under Attorney Client Privilege, accountants and others serving our clients. We are committed to the success of our clients and their projects.

OUR SERVICES

Executive and Board Compensation, Intermediate Sanctions, Reasonable Compensation Review: assistance with competitive analysis; compensation strategy; incentive plan design; capital accumulation; perquisites; benefits; and response to media and public disclosure.

- ✓ Assistance to other professionals (attorneys, accountants) with complex client issues related to compensation, employment agreements, retirement transitions, succession planning, severance, and supplemental retirement.
- ✓ Adherence to Best Practices for nonprofit compensation.

Recognition & Reward: variable pay/incentives; team, project, competency, skill-based pay, wage and salary program design; broadbanding; and other reward programs for management and staff.

- ✓ Innovative, successful incentive approaches as reported on NPR's *All Things Considered*.

Custom Competitive Market Surveys and Analysis: local, regional, and national surveys of compensation and benefits.

- ✓ Customized, confidential, proprietary surveys are our specialty.

OUR COMMITMENT AND APPROACH TO CONSULTING

We are committed to providing excellent client support and services as shown by our:

- ✓ Long-term client relationships.
- ✓ Application of the “Lean” philosophy to ensure creation of value for clients.
- ✓ Lean process approach to surveys, quality assurance and reporting.
- ✓ Up-to-date educational information, webinars, and presentations available through our website.

Our *On Point, On Time, On Budget* philosophy is a key to our success. Our greatest source of pride is the number of repeat clients and ongoing relationships.

- ✓ *On Point:* Effective, creative, flexible solutions, employing best practices and research, tailored to meet our clients' specific needs.
- ✓ *On Time:* Meeting pre-established deadlines, and responding to our clients' changing priorities and objectives.
- ✓ *On Budget:* Establishing upfront project fees that provide a fair value for the work performed, and not exceeding fee estimates unless a project materially changes in scope.