

## **GRAYSON & ASSOCIATES**

GRAYSON & ASSOCAITES IS A PENSION CONSULTING FIRM DEDICATED EXCLUSIVELY TO THE HOSPITAL AND HEALTHCARE INDUSTRY. WE PARTNER WITH CLIENTS WHO SPONSOR DEFINED BENEFIT, DEFINED CONTRIBUTION AND NONQUALIFIED DEFERRED COMPENSATION PLANS FOR THEIR EMPLOYEES AND WORK WITH THEM IN VARIOUS AREAS SUCH AS:

IMPROVING DB PLAN FUNDED RATIO; REDUCING PLAN COSTS AND FEES; IMPROVING DC PLAN EFFECTIVENESS FOR EMPLOYEE RETIREMENT; INVESTMENT POLICY STATEMENTS; PLAN REVISIONS AND AMENDMENTS; EARLY RETIREMENT WINDOW PLANS; THIRD PARTY ADVISOR SEARCH; PLAN MODIFICATIONS AND/OR TERMINATIONS; ACQUISITION OR MERGER DUE DILLIGENCE; IMPROVING COMMUNICATIONS BETWEEN INVESTMENT ADVISORS AND PLAN SPONSOR COMMITTEES; FIDUCIARY EDUCATION AND TRAINING; INVESTMENT / FINANCIAL MARKETS EDUCATION AND TRAINING; RETIREMENT PLANNING WORKSHOPS; INDEPENDENT ANALYSIS OF INVESTMENT RESULTS; DEVELOPMENT OF DB PLAN INVESTMENT GOALS; LIABILITY-DRIVEN INVESTMENT PLANS; NON-BIASED COMPARATIVE STUDIES; ASSISTANCE WITH REGULATORY COMPLIANCE; AND SPECIAL PROJECTS AS DIRECTED BY PLAN SPONSOR COMMITTEES.

GRAYSON & ASSOCIATES IS A FEE-ONLY ADVISOR AND RECEIVES NO COMMISSIONS OR COMPENSATION FROM ANY SOURCE OTHER THAN OUR CLIENTS.