

*The Congressional Tax Techies did it again  
Creating a thornier thicket of taxation and regulation  
devastating compliance issues, reporting requirements and penalties*



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**THE FINANCIAL ENGINEERING INSTITUTE, LLC**

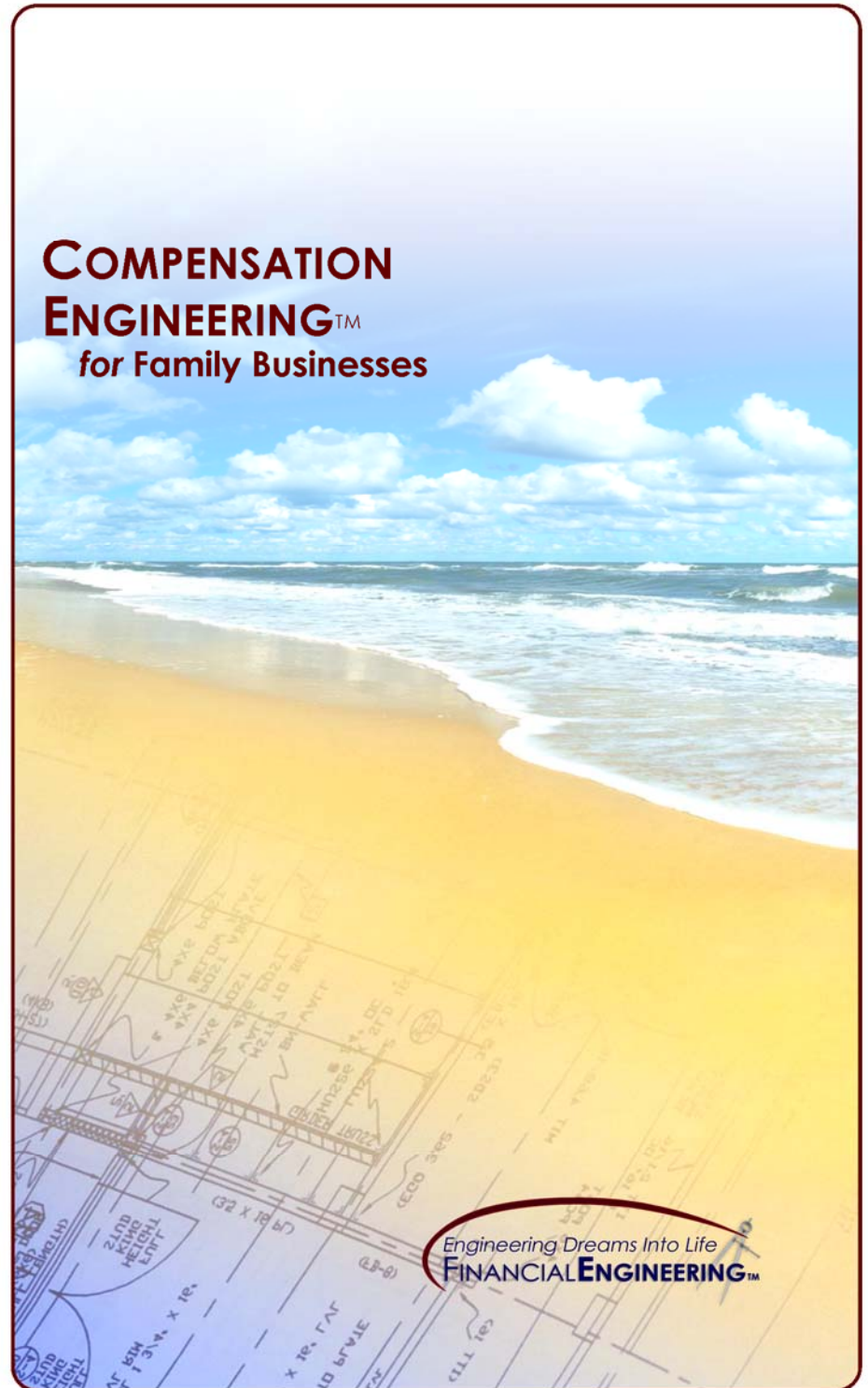
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## COMPENSATION ENGINEERING™ for Family Businesses



## OUR COMPENSATION ENGINEERING™ APPROACH

The single most predominant reason for employee dissatisfaction and turnover is compensation and benefits. Yet most privately held companies never take the time to undertake a comprehensive analysis of their compensation and benefit programs. Our approach is to help you evaluate your company's compensation and benefits package. We assist companies in either spending their allotted employee expense dollars more wisely or spending less.

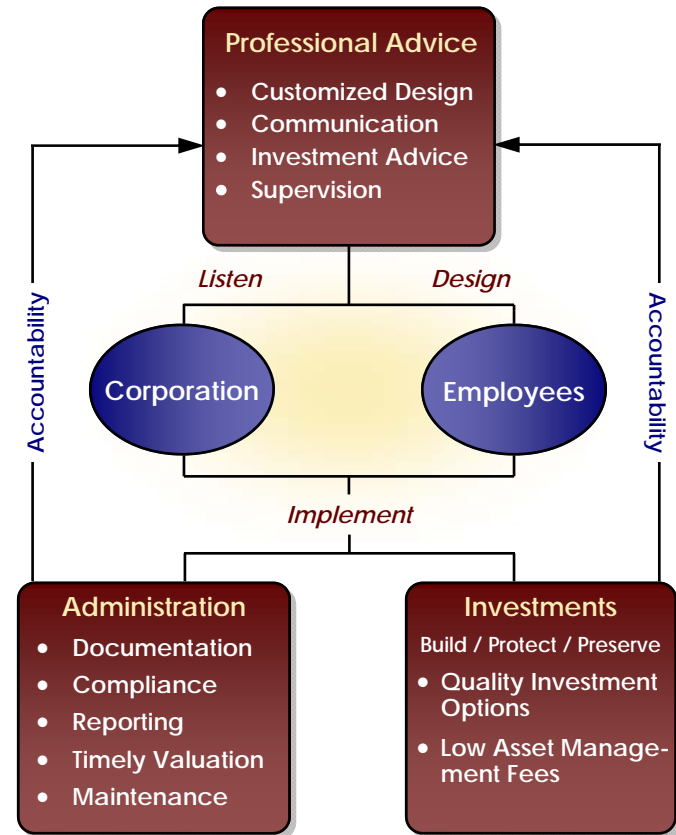
### THE PYRAMID OF COMPENSATION ENGINEERING™

#### The Layers of Benefit and Tax Planning



## TAX-QUALIFIED PLANNING

### A Three Element Turn Key Process



#### SERVICES WE PROVIDE

- ◆ Analyze present benefits and costs versus company objectives.
- ◆ Evaluate alternatives.
- ◆ Make specific recommendations.
- ◆ Assist in the implementation of the recommendations agreed upon.
- ◆ Constant updates regarding ever-changing compensation issues.