



# COMPENSATION

We provide straightforward advice, statistically validated information and experience in designing effective pay strategies and programs. We work with your team to understand your goals, strategic focus, culture and current competitive environment. We ensure that your reward systems drive the right behaviors and deliver results.



## Our Services Include:

### Competitive Pay Analysis

- Individual Position Analysis
- Market Analysis including 25<sup>th</sup>, 50<sup>th</sup> & 75<sup>th</sup> Percentile of Labor Market
- Executive Compensation Methodology & Recommendations

### Base Pay Programs & Grade Structures

- Complete company pay analysis
- Market based Pay Grade Structures
- Salary Administration Guidelines
- Salary Range Structure Updates

### Incentive Programs

- Individual Position Bonus
- Sales Incentive
- Profit Sharing
- Team Bonus

### Total Rewards Strategy

- Analysis and Design of Total Compensation Value
- Development of Compensation Philosophy

### Performance Management

- Annual & Quarterly Review Processes & Forms
- Company, Team, and Individual Goal Setting
- Merit Budget Planning & Distribution