

EXECUTIVE COMPENSATION

GATHERING DETAILED INFORMATION ABOUT THE POSITIONS FROM INCUMBENTS AND BOARD MEMBERS, BENCHMARKING THE POSITIONS TO VALIDATED SURVEY SOURCES TO DETERMINE THE MARKET PAY RATES FOR THE POSITIONS, AND ANALYZING THE INCUMBENTS' PAY PACKAGES TO MARKET PRACTICES

WHY EXECUTIVE COMPENSATION IS ESSENTIAL:



- Creates alignment between management and stakeholders
- Drives performance and results with the correct pay mix
- Measures your competitiveness to attract the highest caliber individuals
- Provides support for governance policies and promotes fiduciary responsibility

DO



1. Understand the scope and duties of the roles and expectations of the board
2. Incorporate industry, strategy, and business goals
3. Evaluate total compensation

DON'T

1. Overcompensate in either base pay or total cash compensation
2. Be reactive and wait until someone leaves
3. Disregard your compensation philosophy



CLIENT STORY

A manufacturing company requested a market analysis for the leadership team in preparation for their Board of Directors meeting. We reviewed their pay philosophy and market and benchmarked the positions using validated survey sources from our survey library. We analyzed the base and variable pay data and provided our assessment and recommendations, including pay ranges to manage incumbent pay going forward and talking points for their board meeting.

WHY HIRE US?

We will work closely with you to market-price your positions and design executive compensation plans that focus on best practices, paying competitively, and motivating employees.



CompensationWorks