



COMPENSATION STRUCTURE OVERHAUL:

Description:

Small company in growth-mode, doubled in size. There were no consistent job titles or compensation structure in place.

Scope:

- Gathered compensation data (surveys, anecdotal data and internal data)
- Elements of the compensation model:
 - Basic job structure with consistent titles
 - Compensation model with broad salary bands
 - Bonus target structure aligned with new salary bands
- Created Communication package for CEO and managers

Summary:

Implemented and continued to use new compensation program at significant savings to the client.

Developed and implemented a compensation program that was flexible, allowing for company growth in the future.