



OPTIONAL PROGRAM DELIVERABLES

- » Job Families/Level/Descriptors
- » Geographic Differentials
- » Cursory or In-depth FLSA Review
- » Discrimination Analysis
- » Manager's Compensation Guide
- » Manager's Training
- » Development of Job Descriptions



Total Reward Solutions

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DO YOU

- ...have a pay philosophy and job description for every position?
- ...lie awake at night wondering if you are paying your employees competitively?
- ...know if your company is in compliance with wage and hour laws and overtime regulations?
- ...truly reward your top performers?

WHAT IMPACT OR EXPECTATIONS can you have when engaging Total Reward Solutions?

You will receive competitive market rates aligned with your compensation philosophy, a customized pay structure, an analysis as to how your employees are compensated relative to the new structure, as well as recommendations for employees whose salaries are under minimum and/or over maximum of the new pay ranges.

You will additionally have better longevity and less turnover due to less employee dissatisfaction with pay relative to the market and relative to others. You will receive a compensation system that is fair and aligned with the market.

DID YOU KNOW

the turnover expense for just one employee will far exceed the cost of engagement with Total Reward Solutions?

WAYS TO MEASURE YOUR RESULTS

- » Total Reward Solutions can perform a survey to measure employee's importance and satisfaction with various pay components and then perform that same measurement months after the program is in place to ensure employees feel compensation has improved.
- » Percent of offers accepted before and after project.
- » Look at any type of survey currently in place (such as Best Places to Work) to see if compensation scores improve after we have provided you a service.
- » Calculate the financial impact of employees underpaid vs. overpaid.
- » Determine competitive position in the market and alignment with philosophy before and after project.
- » ROI on project via improved turnover or cost per employee.



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