



**Total Reward Solutions**

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# DO YOU

- ...have a philosophy on how you want to pay your executives relative to market?
- ...know how your executives are compensated relative to market?
- ...know how your executives' pay mix of base and incentive aligns with the market?
- ...plan to develop your executives internally or recruit from external market?

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

You will receive a documented study of your executive compensation along with recommendations that align with your pay philosophy. You will have a third-party objective compensation study to validate executive compensation.

Our expectation is that we will work with the board, compensation committee, or CEO to develop your compensation philosophy. We also expect to meet with the same group to deliver the executive study findings and recommendations.

**DID YOU KNOW**  
that benchmarking of key executives can help ensure attraction and retention?

## WAYS TO MEASURE YOUR RESULTS

- » Determine competitive position in the market and alignment with philosophy before and after project.
- » Retention of executives.
- » Executive pay as a percent of total payroll.
- » Executive pay as a percent of revenue.
- » Plan to develop your executives internally or recruit from external market.



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