

Provide a job description or a completed job analysis questionnaire.



Data is gathered on total number of employees, financial metric depending on industry (revenue, assets or budget size), industry type, SIC or NAICS code, and geography where you want to benchmark the position.

Matches from the Total Reward Solutions database that best align with your job requirements are returned for review and are agreed upon by client.



Data is pulled for the 25th, 50th, and 75th percentiles for base and total cash. The aggregate for all matches is returned. Other percentiles are available for an additional charge, if needed.



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DO YOU

- ...have competitive pay data for new positions?
- ...know if a significantly revised position is being paid competitively?
- ...have trouble recruiting for positions and need to ensure your offers are competitive?

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

With our market benchmarking, you will receive competitive data in just four easy steps. We will work together to review matches, so you're an active participant in the process and know you are getting reliable information in the labor market.

After you approve benchmark matches, we'll provide the data so you can make offers, determine promotion dollars and provide feedback to recruiting. Our base pay service is available for larger quantities of jobs and includes establishing a pay structure. With Total Reward Solutions, you'll get reliable data, better results and personal service.

WAYS TO MEASURE YOUR RESULTS

- » Acceptance of offers before and after new market benchmarking data
- » Turnaround time to provide data to recruitment
- » Improved ability to make promotion decisions thus improving employee engagement
- » Better determination of the value of significant job changes



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