

COMPENSATION CONSULTING SERVICES



Does Your Organization Have a Strategic Approach to Compensation?

GENERAL INFORMATION

1. How many employees does your organization have?

- A. More than 100
- B. Between 75-99
- C. 75 or fewer

If you answered A or B, how much do you plan to grow your workforce this year?

- A. More than 10%
- B. Less than 10%

2. Who is generally responsible for salary decisions at your organization?

- A. The HR leader manages compensation for the organization
- B. Finance oversees all salary decisions
- C. Department managers generally handle salary decisions within their budget

3. When was the last time a market pay study was conducted to ensure salaries are competitive?

- A. Within the last 2-3 years
- B. Within the last 3-5 years
- C. Never

WHY NEWPORT GROUP COMPENSATION CONSULTING SERVICES?

1. There are ways to enhance benefits and compensation programs for senior executives to encourage increased tenure. Would your company benefit by enhancing benefits to its key leaders?

- A. We currently have a plan in place to motivate senior leaders to commit to the company long-term
- B. Yes, we would benefit by enhancing benefits to senior management
- C. That might be something for us to explore

2. How confident does your organization feel about access to reliable compensation data?

- A. Highly confident – we purchase compensation surveys
- B. Confident – we can quickly find online pay data as needed
- C. Somewhat confident – we can sometimes find online pay data as needed

3. When was your organization's executive cash compensation program last reviewed for market competitiveness?

- A. Within the last 2-3 years
- B. Within the last 3-5 years
- C. Never

RECRUITING/RETENTION

1. Have your job offers to new candidates been turned down for higher pay elsewhere?

- A. Hardly ever
- B. Occasionally
- C. Yes, all the time

2. Have employees expressed dissatisfaction with pay?

- A. Not a current concern
- B. Yes, some employees have left for this reason
- C. Yes, this is a concern that needs to be addressed

3. Has your organization lost employees to competitors?

- A. Hardly ever
- B. Occasionally
- C. Yes, all the time

4. Does your organization have a salary structure in place?

- A. Pay grades and ranges for most positions
- B. Pay ranges for some positions
- C. No formal salary structure

5. What is your organization's annual employee turnover rate?

- A. 0% - 10%
- B. 11% - 20%
- C. Higher than 20%

6. How does the organization communicate to employees the value of their total rewards package (pay and benefits)?

- A. We provide annual Total Rewards statements
- B. Increases to benefits costs are discussed during open enrollment
- C. Employees can see their annual earnings on their W-2 form

KEY: A – 10 points B – 5 points C – 1 point

Total the answers based on the key above.

86-130 Points—Time to Get Strategic!

Your organization has a compensation foundation and the fundamentals in place; now it's time to engage your leaders and align your pay programs with the company's strategic goals. What skills and competencies should be rewarded? How transparent is the pay decision process? How well is executive compensation tied to business performance and success? Our consultants can guide you on best practices and how to align rewards with strategic results.

36-85 Points—Fundamentals in Place!

Your organization has a compensation program in place and salaries seem competitive. Now is a good time to consider how your workforce will need to change to support business growth ahead. What new jobs will the organization need? How much should you pay? How may this impact your current staff and top performers? Set up a complimentary consultation with one of our experts to see where you need to focus for results.

13-35 Points—Time to Set a Foundation

Your organization is positioned for growth, now is an ideal time to set up a solid compensation foundation. Talk with one of our experts to see how you can position your pay competitively within the market to recruit the new talent you need to move the organization forward.