



## A Strategic Approach to Compensation

Newport's Compensation Consulting Practice has decades of experience designing programs that support your business goals and culture—and which provide the ability to attract, retain, and motivate talent while controlling expenses.

### **Workforce Compensation**

Our customized workforce compensation programs help control salary expenses and minimize turnover in your organization.

### **Executive Compensation**

We work with boards and leadership teams to develop compensation programs that attract, motivate, and retain key executives. Our consulting services can help ensure that your executive compensation strategy enables your organization's short- and long-term business goals and desired culture. Core service offerings include executive compensation and benefits benchmarking, peer group development, annual and long-term incentive program design, transaction and retention bonus plans, and deferred compensation and supplemental executive retirement plans.

### **Specialized Compensation Services**

We can make your compensation program more effective, competitive, and impactful. We offer specialized services to streamline performance management systems and job descriptions, design and deploy sales incentive plans, offer regulatory compliance reviews, and provide other specialized compensation services.

### **Custom Survey Services**

We can help you develop custom surveys to obtain market intelligence that would otherwise be impossible to obtain. Examples include industry-specific compensation comparisons, operational and staffing benchmarks, and more.

### **Board Compensation**

We provide critical board consulting services such as benchmarking compensation levels and program design features, examining the Board's governance posture, and facilitating chairperson and director performance evaluations.

### Workforce Compensation Solutions

- Total rewards philosophy development
- Market pricing and competitive analysis
- Job analysis and job description writing workshops
- Job family and career progression plans
- Job evaluation system design
- Salary range design (traditional and non-traditional programs)
- Incentive program design for all organizational levels
- Cost impact analyses

### Executive Compensation Solutions

- Executive compensation strategy development
- Executive compensation benchmarking (published surveys and peer groups)
- Annual incentive program design
- Long-term incentive program design
- Deferred compensation or SERP plan design
- Executive perquisite benchmarking
- Intermediate sanctions – non-profit executive compensation compliance
- Board of directors compensation analysis
- Board compensation committee governance practices (oversight and functioning)

### Specialized Compensation Solutions

- Performance management system design
- Sales compensation plan design
- FLSA reviews
- Pay discrimination testing
- Reward communication strategies, education, and management training around compensation
- Salary administration policies and procedures
- Benefit package benchmarking
- Job titling guidance

### Custom Survey Services

- Industry-specific compensation surveys
- Employee engagement surveys and action planning
- Customer satisfaction, pricing/customer service practices
- Operational and staffing benchmarking surveys
- Benefit surveys
- Board compensation surveys
- Polls and trending topic surveys

## FIND OUT MORE

Contact your Newport representative to learn how Newport's Compensation Consulting Practice can help your organization.



1350 TREAT BOULEVARD, SUITE 300, WALNUT CREEK, CA 94597

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