

INSIGHT PERFORMANCE'S COMPENSATION AND TOTAL REWARDS PRACTICE

Insight's Compensation Practice provides your organization with tools to drive performance and results by aligning your corporate compensation and total rewards to your strategic business needs.

Insight will work with you to design, develop, and deliver customized solutions that best fit your culture, desired market position, and employee population.

Our Compensation and Total Rewards offerings focus on the following areas:

- **COMPENSATION STRATEGY** – define a compensation strategy and guiding principles that align with overall business goals.
- **BASE PAY STRUCTURES AND JOB HIERARCHY** – build market competitive base pay structures and job hierarchy tools that will help you manage your employees pay and make effective pay decisions.
- **INCENTIVE PLAN DESIGN** – design and document market competitive incentive pay plans that achieve pay-for-performance in support of company-wide, departmental, and individual goals and objectives.

INSIGHT'S COMPENSATION AND TOTAL REWARDS APPROACH

Through a five step process you will receive compensation tools that are specifically designed to meet your business and organizational needs.

1. DEVELOP COMPENSATION PHILOSOPHY

Work with Senior Management to understand and define the mission and desired outcomes of your compensation and total rewards programs that will drive desired performance and results.

2. CONDUCT MARKET ANALYSIS

Recommend compensation surveys that best represent your market (both your industry and labor competitors) and analyze this market data to provide a gap-analysis of your organization's current position vs. the external marketplace.

3. DEVELOP TOOLS

Develop the tools to manage and make effective pay decisions: Compensation Philosophy Statement, Base Pay Structures, Job Hierarchy (assists with career progression and promotion readiness), Incentive Plan Documents and Pay Communication Tools (total compensation statements, training, etc.).

4. PRESENT FINDINGS AND RECOMMENDATIONS

Use a hands-on approach to help understand and apply all of the information. In a working meeting, we will review the market analysis and tools developed to ensure they meet the needs of your organization and culture.

5. COMMUNICATION AND IMPLEMENTATION

Facilitate the successful communication and implementation of compensation and total rewards programs.

ADDITIONAL COMPENSATION SERVICES:

- JOB BENCHMARKING
- SALARY SURVEY SELECTION
- JOB DOCUMENTATION AND EVALUATION
- SINGLE JOB PRICING SERVICE
- FLSA EXEMPTION TESTING
- PERFORMANCE MANAGEMENT PROGRAM – DESIGN AND/OR ALIGNMENT
- COMMUNICATION AND EDUCATION OF MANAGERS AND/OR EMPLOYEES
- IMPLEMENTATION AND COMMUNICATION

The above offerings are available for all levels – executive, managerial, professional, and support staff positions. Insight will work with each client to ensure the creation of fully integrated, strategic compensation and total rewards programs.