



## COMPENSATION CONSULTING

An effective compensation program is an important aspect of an organization's ability to attract, retain and motivate talented employees. HEC's compensation professionals will partner with you to develop a compensation philosophy along with the strategy, structure and programs to support your mission, vision and values. Our strategic, yet practical approach will be the foundation of our partnership as we listen to your challenges first, and learn about your business before suggesting a plan of action.

We provide a competitive assessment of current jobs against market data against specific demographics which fit your organization's philosophy and strategy.

- **Compensation Strategy:** Facilitate discussions with you to determine the appropriate compensation strategy that is aligned with your vision, mission and values.
- **Market Pricing / Workforce Analysis:** Review data from various market survey data sources to recommend pay levels for specific company jobs, including comparisons between your organization and competitive market comparisons.
- **Workforce Analysis:** Review individual employee pay in relation to the organization's pay objectives and discuss considerations for adjustments and ongoing pay administration.
- **Pay Structure Design and Assessment:** Compile market data for "benchmark" jobs to develop a market-based pay structure (grades and ranges).
- **Market Pay Structure Maintenance:** Perform annual updates/aging of your organization's pay structures and re-assess pay levels for jobs.
- **Employee Benefits Analysis:** Perform comparisons of your organization's employee benefit plans and practices against HEC's Employee Benefits Survey results.
- **Pay Policy, Guidelines and Forms:** Review your organization's pay strategy and related administrative practices (policy, procedures, guidelines, and forms) to support alignment with your organization's strategy.

For more information, please contact [Cathy Keaulani](#), Research & Compensation Services Manager (440-8845).