



# COMPENSATION CONSULTING

*Your workforce is your greatest investment. Put your people first with a holistic total rewards strategy and a meaningful compensation program.*

## Eckler can help:

The needs and demands of the modern workforce are changing at a rapid pace. The right compensation and total rewards strategy will not only attract and retain top talent – it can transform the performance of your organization and give you an edge on the competition.

As trusted advisors, we know that a one-size fits all approach does not work, and that's why we assess all key elements of your compensation package through a client-focused and customized approach.

We'll work with you on a sustainable program design that's structured around your objectives, reflects your company culture, and signals to your employees that they're valued. By partnering with us you receive:

- ✓ Relevant, factual, and informative perspectives
- ✓ Insightful, objective, and focused advice
- ✓ Integrative solutions that align people, equity, and rewards

# ECKLER

To learn more, contact us at [compconsulting@eckler.ca](mailto:compconsulting@eckler.ca)

## Our service expertise:



### Executive Compensation and Board Advisory

Working with Boards and senior leadership we design executive pay programs that adopt sound governance, are defensible and strike the right balance between pay and performance.



### Broad-Based Compensation

We help ensure compensation works in parallel with your organization's budget, talent management, cultural and strategic goals. Together, we will uncover your best-fit model, by presenting the facts and realities.



### Market Surveys and Industry Insights

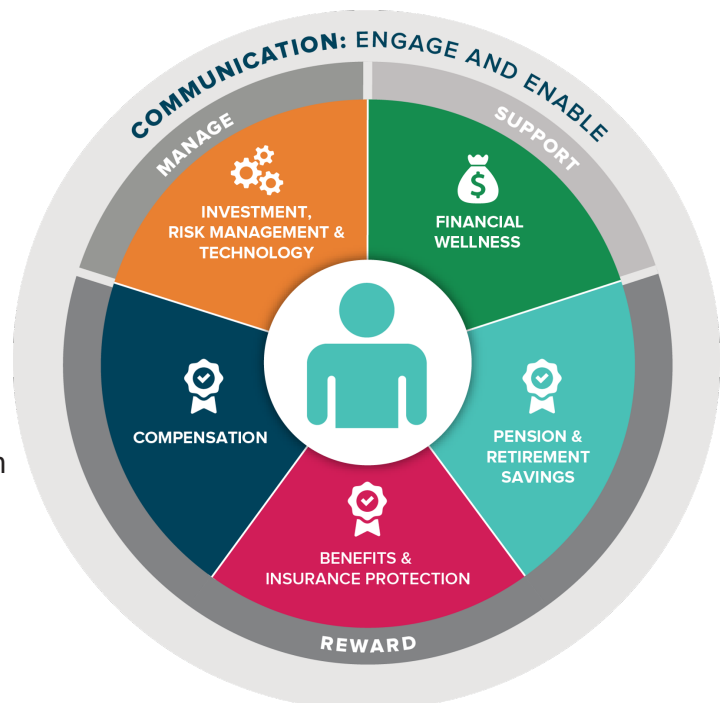
Compensation goes beyond just the numbers – our data agnostic approach demystifies total rewards by presenting the relevant facts so you can create a robust and defensible pay strategy.

## Broad-Based Compensation

Providing integrative solutions to manage your great investment – your workforce.

We cover all employee levels and find the balance to address internal, external, and individual equity needs. Presenting a complete total rewards perspective, we help elevate your employee value proposition.

- Pay philosophy, communication, and rewards alignment.
- Job analysis, evaluation, and classification
- Market benchmarking and salary structure design
- Pay equity analysis, maintenance, and reporting
- Pay transparency, administration, and policy governance
- Incentive review, design, and performance management



# Executive Compensation and Board Advisory

In an era of increased governance requirements, greater public scrutiny and the demand for improved financial standards, executive compensation has never been more complex. Our consultants excel at helping executives and boards of directors navigate the issues and meet the demands. At Eckler we have the expertise and experience to help you:

- **Compensation framework design**
- **Performance strategy, design, and alignment**
- **Compensation benchmarking**
- **Executive and Board governance**
- **Stakeholder engagement and education**
- **CEO and Board Evaluations**
- **Pay philosophy and peer group development**
- **Board and executive survey design and reporting**
- **Job analysis and position job matching**
- **Benchmarking of all pay elements**
- **Plan design comparisons, including base and incentive pay (short term and long-term)**
- **Performance metric evaluation and determination**
- **Special situations (i.e., M&A, executive succession, IPOs, KERPs, etc.)**

## Market Survey and Insights

Our comprehensive research, data access and analysis of national and industry-specific data, provides organizations with the information they need to:



- Assess market pricing and evaluate competitive positioning
- View market trends and implement best practice strategies
- Manage pay perceptions and improve pay transparency
- Plan and budget for annual salary increases

We help you to conduct custom surveys that are designed with your organizational framework in mind.