

# Compensation Analysis

**HR Now!** has the depth of expertise in handling sensitive compensation issues which enables us to provide you a multitude of services:

- Job market pricing research and reports
- Job descriptions – ADA compliant, extensive database
- Job analysis
- Salary grade structures – for single and multiple location clients
- Salary ranges/bands by salary grade
- Salary administration policies and procedures
- Pay for performance (PFP) incentive program design
- Executive compensation design
- Sales compensation design
- International compensation and expatriate programs
- Benefits market comparison & cost analysis
- Fair Labor Standards Act (FLSA) guidance
- Equal Pay Act and Title VII compliance reviews

## ***Incentive Plans (Pay for Performance)***

Incentive-based compensation and other performance-based pay programs are motivating employees to meet their goals which in turn drives the company to new levels of success.

## ***Executive Compensation***

Clearly linking pay closely to an organization's short and long-term objectives and reflect the stage of the organization's development.

## ***Job Market Pricing***

Careful analysis and pricing of comparable jobs based upon company size, industry type and geographical area.

## ***Merit Matrices***

Salary increase determination based on their level of job performance and links closely to the employer's performance management system and salary grade/range system.

## ***Salary Grade/Range Structures***

Tool for effectively managing base pay for multiple jobs within an organization and can accommodate



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