

Outsource Your Employee Market-Based Pay Program

Although the economy appears to be improving, clear signs of a recovery and prospects for sustained growth and performance are missing. Companies must continue to balance the cost of compensation programs with the need to attract, retain, and engage employees to run their businesses. Today, many companies find they do not have the internal resources to find the balance and to leverage competitive employee compensation practices.

Let OCG help you...

While you focus on mission critical, core business operations, we can provide experienced, knowledgeable compensation professionals to assist you with your compensation needs. We recognize that companies are changing the way they conduct their business, which often requires a simultaneous review of employee rewards and recognition. Whether taking a consultant "advisory" approach, partnering with your resources, or providing "turn-key" administration of your compensation program, OCG is here to help you address these challenges.

Our OCG team of compensation professionals can assist you with creating a competitive compensation strategy by assessing organization readiness and tailoring solutions that contribute to business performance. Our expertise includes:

- Assessing whether current compensation programs are competitive and flexible enough to provide alignment with business objectives and priorities.
- Developing approaches that strike the right balance between recognizing performance with competitive pay.
- Ensuring compensation structures, policies, and procedures are aligned with your philosophy and business objectives.
- Controlling fixed costs while maintaining flexibility in managing variable compensation.
- Understanding how to differentiate compensation of high performers to maximize retention.
- Understanding compensation trends in the market.
- Performing job evaluations, writing job descriptions, interpreting competitive market data, and creating salary structures to support an organizational pay philosophy.

- Providing guidance on the development of individual, team, and management incentive plans by aligning compensation programs, including base salary, cash incentives, and long term participation, with company goals and objectives.
- Understanding how to strategically use equity-based incentives to attract and retain top talent.
- Analyzing pay for disparities using EEOC/OFCCP methodologies and assisting with developing strategies to eliminate problematic pay differences.
- Designing and delivering compensation training programs for managers and leaders who perform compensation planning.
- Creating electronic delivery processes/tools for personalized compensation communications while simplifying and expediting delivery to enhance leader/employee communications.
- Developing analytics and reports containing key performance indicators and benchmarks for an organization's pay philosophy.
- Other related services to meet your company's needs.