

Compensation Surveys: Helping Companies Withstand “Transparency”

Transparency is Everybody’s Business

Recent lawsuits, increasing media exposure, and the accessibility of information in a wired world have resulted in companies facing increased scrutiny in the area of compensation practices—and not just for executives:

- **Public companies** are facing new SEC disclosure rules for executive compensation in the wake of several highly visible lawsuits – this is having a significant impact on their governance initiatives
- **Private and not-for-profit companies** are examining the potential impact of new SEC disclosure rules on their own compensation practices.
- **All companies** are struggling with the need to have appropriate pay data comparisons to enable a meaningful assessment of their competitive positioning throughout their organization.

.....Will your company withstand the scrutiny?

Developing confidence in your pay positioning requires having a clear picture of your compensation practices relative to your peers. This means looking beyond salary and incentives to other elements, including benefits, perks, SERPs, and change-in-control/severance agreements—what HR Survey Solutions calls “Total Potential Remuneration™.”

Customized Compensation Surveys are our Business

To help companies address the need to look at more elements of remuneration, HR+Survey Solutions, LLC (HRSS), pioneered the development of custom compensation surveys that cover all elements of pay, including Total Potential Remuneration™ (TPR). TPR is our proprietary comprehensive analysis designed to provide a *quantitative* summary of an executive’s complete compensation package, including:

Current and Long-term Compensation:

- Base Salary
- Annual Incentives
- Long-Term Incentives
- Perquisites and Benefits

Potential Remuneration:

- Deferred Compensation
- Pensions and SERPS
- Severance potential payouts
- Change-of-control potential payouts

This analysis will put you ahead of the game. With SEC’s increased disclosure requirements, Boards are proactively requesting “tally sheets” that fully illustrate all components of executive remuneration. The Total Potential Remuneration™ Survey allows you to develop a tally sheet and compare the results to competitive practices!

TPR is just one reason why HR+Survey Solutions (HRSS) is the first choice for surveys. HRSS creates flexible, user-driven surveys that are custom-designed to maximize the value of the output for our clients. All of our survey solutions:

- Have custom-designed inputs and outputs
- Are administered by experienced compensation consultants
- Include impeccable customer service
- Meet the highest quality standards

The Businesses we Have Helped

A Sample of Clients

- Accenture
- ARMS
- Blue Cross and Blue Shield Companies
- FirstMerit
- Fox Chase Bank
- IBM
- Kimberly-Clark

Example Surveys

- The Executive Total Potential Remuneration™ Survey
- The Business Process Outsourcing Compensation Survey
- Survey of Manufacturing Positions’ Compensation and Pay-for-Skills
- Engineering Compensation Levels



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