



Strengthening Line of Sight between Stakeholder & Organizational Performance

## PORTICO's Key Success Factors in Building Base Compensation Programs

- We are experts at helping organizations **assess and build their total reward strategy**.
- We have developed more than 100 base compensation programs, across 50+ business sectors for profit and non-profit organizations. Each base compensation program is **customized** to support your business strategy and align with your total rewards programming.
- During your project we will pay particular attention to how the **value of all your other reward components** (benefits, variable pay, premium pay and other reward components) stack up against your desired market and how these impact the design of the base pay program.
- We are **always looking peripherally**, to understand and apply applicable federal and state wage and employment laws (FLSA), external and internal best practices and value added results. (E.g. job titling).
- We understand **scalability** – We build expansion room into your pay structure; by understanding your strategic goals we anticipate things in your future that may have implications now, for the pay structure.
- We are **effective at managing project process and budget**; we talk about surprises before they happen with candid honest communications.
- Our goal is to deliver a compensation program with all of its agreed upon moving parts - one that is competitive, has unique features that differentiate you as an employer, that mitigates risk and allows you to **attract, retain and engage high performing employees**.