

# Total Rewards and Compensation

## Benefits of a Professional Compensation Study

A professional compensation study is based on a proven, reliable and consistent methodology. There are numerous advantages of enlisting the help of a compensation advisor with reputable benchmarking resources, including:

- Established, credible and accurate data.
- Effective use of salary budget resources.
- Consistency and efficiency in making compensation decisions.
- Better monitoring of employee pay equity.
- Confidence in recruiting offers and discussions with employees.
- Internal equity concerns among current employees addressed.
- Easily add new jobs to your structure.

## Pitfalls of Crowdsourced Compensation Data

We recommend avoiding compensation data from websites like Glassdoor and LinkedIn because it is:

- Inconsistent and fragmented.
- Unverified and not reflective of the entire population.
- Unable to be customized for your organization type.

## Consulting Services

**In today's competitive market, it's critical to have a total rewards strategy to attract and retain the best talent.**

**NFP can help you create robust total rewards strategies that align your compensation with market and industry benchmarks and provide a compelling value proposition to your employees.**

## Services



### Benchmarking

The foundation of a market-based compensation program is benchmarking. Having multiple reliable and professional data sets can help you determine the “market rate.” Our team works with you to understand the unique nature of your organization and your jobs so we can find the right match. We will work closely with you to ensure the sources meet your needs and the job matches are accurate. Based on your needs, the compensation study will examine national, international, local and regional data, industry- and job-specific data, and any custom survey data you wish to include.

We may analyze:

- Multiple cities, regions and locations.
- Industry.
- Revenue size.
- Operating budget.
- Number of full-time employees.
- Job descriptions and duties.



### Salary Structure Development

An easy-to-use and consistent structure for your jobs is necessary to create equity in compensation decisions. We take the benchmark market data and place your jobs into a structure that can be used as a key tool by your leadership and HR teams.



### Incentive Programs

Incentive or bonus programs are an increasingly important part of an employee’s total compensation package. We design programs that align with your organization’s culture and motivate your employees to drive your organization’s results and strategic goals.



### Strategy and Communication

Communicating the value of your total rewards package and your compensation philosophy in a compelling way differentiates you from competitors. At NFP, we think holistically to help you define and successfully communicate your strategy.



### Advance Your Total Rewards Strategy

NFP, an Aon company, is an organization of consultative advisors and problem solvers. We help companies and individuals around the globe to address their most significant risk, workforce, wealth management and retirement challenges through custom solutions and a people-first approach.

Take the first step towards optimizing your total rewards and compensation strategy. To get started, contact:

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