

COMPENSATION CONSULTING SERVICES



In addition to our current FrankAdvice services, FrankCrum is working with HR Compensation Consultants to offer top-notch compensation consulting at a reasonable price.

HRCC was formed in 2003 to offer Human Resource and Compensation consulting to a variety of organizations, including global companies, family offices, government agencies, non-profits, and entrepreneurial firms across the US.

HRCC specializes in market and internal analyses, and pay plan and job framework design tailored to each client's needs, objectives, and organizational philosophy. HRCC has a professional team of data analysts, writers, and compensation consultants.

AVAILABLE SERVICES

- Classification Plans
- Sales & Incentive Plans
- Market Pricing
- Merit Matrix
- Total Rewards Strategy
- Custom Communication Materials



WHY COMPENSATION CONSULTING?

You may benefit from compensation consulting if you experience any of the concerns below.

- I am not able to recruit the employee talent I need to grow.
- I am getting feedback from employees that they think pay is not fair.
- We are not managing pay consistently across the company.
- Our long-tenured employees seem to be paid too much (or too little) compared to newer employees.
- I do not know if I am paying my top performers enough compared to average performers.
- I want to develop a new incentive or bonus plan to reward employee contributions to the company's success.
- It is difficult to compete for executive talent with other companies.
- I want to retain my senior team until I can sell my business.
- I want my executives to have some 'ownership' in the business, but I don't know how to do this.
- My sales staff does not seem motivated.
- I have not assessed the effectiveness of my sales compensation plan in many years.

An initial consultation with HRCC is available to FrankCrum clients at no cost.

Please reach out to your FrankAdvice HR Consultant regarding your compensation needs and they will guide you in determining next steps.