

# COMPENSATION MANAGEMENT CO-SOURCING

Remedy Compensation Consulting



## Today's economic environment is requiring companies to find creative ways to do more with tighter operating budgets.

Within Human Resources, companies face the added challenge of finding and filling compensation-related positions with scarce local talent to meet the needs of the Compensation Management function.

Options include a range from hiring a full time staff to fully outsourcing the function. Yet, maintaining a full-time compensation presence can be too burdensome for many employers and a fully outsourced function may not provide the level of ownership and support required within your organization.

In response, Remedy Compensation Consulting is offering a Compensation Management Co-Sourcing solution. As opposed to an outsourcing model, Remedy Compensation Consulting's expertise and complete resources are available to the client, with us working as an integral part of the HR team.

Our solution is a model whereby we partner with our clients to determine how to deliver these services via a combination of your organizational resources and ours.

## WHY REMEDY COMPENSATION CONSULTING FOR CO-SOURCING?

We provide several advantages:

### Sliding scale of skill & experience

*We provide the necessary level of skill and experience needed to most effectively meet the client's needs, from analyst support to principal-level presentations to the Board.*

### Cost efficiency

*With the cost of employing full-time employees and buying the required tools and resources to meet the requirements of the Compensation Management function, our model is significantly less expensive. We are targeting fees at about half of a full-time staff.*

### Best practices

*We make available our methodologies, models and survey library at the client site; providing a professional approach to managing the function without requiring the investment.*

### Local, industry experts

*We are based in San Diego and are life sciences and high technology specialists. We understand the business models & speak the language*

### Transitional resource

*We can provide a compensation presence during times when you are searching to fill a position.*



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## SERVICE OFFERINGS

Our specific service offerings can vary based on your needs:

Strategy & Design	Manage & Monitor	Transactional
<ul style="list-style-type: none"><li>• Compensation philosophy and strategy</li><li>• Executive compensation</li><li>• Board pay</li><li>• Equity strategies</li><li>• Sales compensation</li><li>• Broad-based rewards</li><li>• Recognition programs</li></ul>	<ul style="list-style-type: none"><li>• Administer annual performance evaluation process</li><li>• Conduct annual competitive assessment of pay levels</li><li>• Manage compensation programs and policies</li><li>• Conduct job evaluations</li><li>• Review job documentation for accuracy</li><li>• Manage HRIS</li><li>• Monitor compliance</li></ul>	<ul style="list-style-type: none"><li>• Prepare budgets for merit increases, bonus payments and equity grants</li><li>• Conduct employee training and education</li><li>• Complete participation of published compensation surveys</li><li>• Conduct custom surveys for special data needs</li></ul>

## DETERMINING AND DELIVERING THESE SERVICES

We will work with you to develop the scope of services required and how to best deliver them using our resources in conjunction with your existing people & systems. We bundle our services together under one established fee arrangement. Should you need access to a Principal, Consultant or Analyst, these resources will be available as needed as part of our ongoing contract. Together we can deliver top quality service delivery at a significant cost and time savings for your organization.

## ABOUT REMEDY COMPENSATION CONSULTING

Remedy is a leading compensation consulting firm, specializing in the life sciences and broad technology industries. We partner with public, private, and pre-IPO companies that are intent on improving the link between their people, how they are paid and how that ultimately translates into company success. Our clients benefit from fact-based consulting advice rooted in industry experience. For more information, please visit us at [www.remedycomp.com](http://www.remedycomp.com).

For more information, please contact any of our leaders:

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