

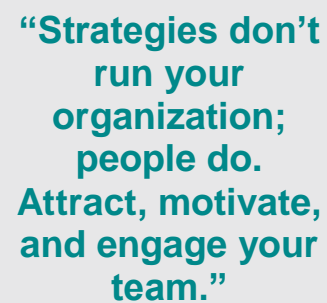
## Compensation Analysis

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Building and maintaining internally consistent compensation structures and policies are **fundamental best practices** in today's highly competitive job market. Compensating employees well below or well above the market can create competitive disadvantages for organizations. KEES recommends organizations should analyze compensation structures every 2-3 years.

This strategic process not only leads to overall consistency in hiring practices and compensation administration, it also provides clearer pathways to advancement and increased employee retention when implemented consistently across the organization.

Utilizing the wealth of market compensation data available, the KEES team will assess compensation of proposed and existing positions and benchmark them against comparable market positions. The results of this process will serve to effectively pave the way for the development and implementation of a more formalized compensation administration policy.



**“Strategies don’t  
run your  
organization;  
people do.  
Attract, motivate,  
and engage your  
team.”**

### OUR FOCUS OF ACTIVITY

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- 🔗 Conduct position analysis for all staff positions using existing job descriptions.
- 🔗 Align the select job structures with external market positions for comparison (i.e., industry positions which are comparable in terms of function, specialization, span of control and hierarchy).
- 🔗 Assess local and national competitors' pay practices utilizing industry and non-industry specific compensation studies.
- 🔗 Outline your organization's existing compensation structure compared to the market.
- 🔗 Prepare and present a final report outlining results and high-level recommendations.

**We look forward to unlocking your organization's full potential!**

