

Executive Pay Analysis

Retaining Key Executives

Investing in top leadership is a primary consideration of all businesses. After all, these are the people that founders and board members are trusting to lead the company. Their skills, expertise, and experience pave the way toward business success. However, that path can be disrupted if key contributors are lured away by better compensation packages.

The cost of losing an executive is far-reaching. It leaves a gap in leadership that can disrupt workflows, leave employees floundering, impact the company's reputation in the marketplace, and potentially take months to find a suitable replacement. The cost can be over 200% of salary to replace an executive and can include the cost of moving a new hire across the country. Not to mention that it takes up to two years for the newly hired executive to ramp up at a new company.

Prevent attempts by competitors to poach your top talent by conducting regular reviews of C-Suite and team member compensation plans. Ensure that your business remains competitive and that your leadership remains properly motivated to perform in the best interests of the business, your employees, and the owner(s).



Where do you go from here?

Engaging an outside evaluation team like CompTeam that understands the market, the industry, as well as trends in compensation and talent management is your first step. CompTeam will assess the position of the base salary and total rewards for your senior management team.

This analysis includes a review and assessment of your company's current offering:

- Cash Compensation: Base salary
- Short- and Long-Term Incentive Plans

CompTeam will also build and evaluate a group of competitive peers to your company and provide you with an analysis compared to those benchmarks. Finally, CompTeam will deliver a presentation to your leadership and/or board members defining the pay competitiveness of the top C-Suite executives and recommended actions.

