

### Employee Compensation Advisory Services

#### The Environment

In today's complex compensation environment, much time and attention has been focused on executive pay, but what is happening with reward strategies for the rest of the organization? Are companies missing the opportunity to improve the return on their single biggest compensation expense—the broad-based employee population?

Pearl Meyer works with senior executives and human resources professionals from the Fortune 500 to not-for-profits and emerging high-growth companies in a range of industries, including the research, technology, life sciences, consumer products, and financial and professional services sectors.

Our senior consultants' experience and expertise in creating reward programs at all levels—executive, managerial, professional, and support staff—ensures that you will create fully integrated compensation programs that are aligned with your business' strategic focus.

#### Our Approach

Compensation can act as a catalyst to help you execute your strategy and create long-term value. Our consulting advice is designed around the requirements of your unique situation. We work closely with you to understand your business and leadership strategies, culture, and industry dynamics. We believe that business and human capital objectives should drive your program design and aligning those objectives with your pay program will help you achieve your business goals.

Our Employee Compensation Practice specializes in tailored compensation solutions that help you attract and retain the best people and maximize shareholder value. We partner with you on engagements in various capacities—we can act as counsel on a specific issue or consult on a full project from assessment to implementation.

#### Our Services

##### Strategic Alignment:

- Business and leadership strategy review
- Strategic total rewards design and implementation
- Compensation philosophy and strategy
- Designing, creating, and implementing pay programs and structures

##### Sophisticated Analytics:

- Competitive analysis and assessment of employee pay programs
- Costing analysis of current and prospective pay programs
- Development of variable pay programs
- Compensation audit

##### Compliance Confidence:

- Implementation strategy
- Communication and training strategy
- Pay guidelines and tools

## Tailored Solutions

We believe that there is no such thing as one-size-fits-all compensation design. We partner with you to understand what makes your organization unique and through our proven methodology, we create tailored solutions that align your employee pay programs with your business strategy and goals.



## Leaders in Aligning Pay to Strategy

For more than 30 years, Pearl Meyer has been a recognized leader in executive, director, and employee compensation strategy and governance. We have guided the philosophy and implementation of reward programs at hundreds of organizations, helping them link pay and performance to deliver maximum return on their compensation investment. We have in-depth expertise in both internal and external pay communication, ensuring all stakeholders understand the value your programs deliver to each constituency.

Our leadership in executive and employee compensation can benefit your entire organization. Clients also rely on our annual compensation surveys to provide a complete picture of pay and pay practices at all levels within their peer organizations. Learn more about our expertise in:

- Executive Compensation
- Director Compensation
- Compensation Governance
- Employee Compensation
- Compensation Communication
- Compensation Surveys

Join hundreds of directors and senior HR managers who count on Pearl Meyer to deliver strategic, independent, and credible and advice...challenging times demand it...Pearl Meyer delivers it.

**For more information and to find out how Pearl Meyer can help you align business and leadership strategy to your pay programs, contact the Pearl Meyer office nearest you or visit us at [pearlmeyer.com](http://pearlmeyer.com).**

## About Pearl Meyer

Pearl Meyer is the leading advisor to boards and senior management on the alignment of executive compensation with business and leadership strategy, making pay programs a powerful catalyst for value creation and competitive advantage. Pearl Meyer's global clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private companies to the Fortune 500 and FTSE 350. The firm has offices in Atlanta, Baltimore, Boston, Charlotte, Chicago, Houston, London, Los Angeles, New York, Rochester, and San Jose.

**ATLANTA**  
(770) 261-4080  
[atlanta@pearlmeyer.com](mailto:atlanta@pearlmeyer.com)

**BALTIMORE**  
(410) 494-4100  
[baltimore@pearlmeyer.com](mailto:baltimore@pearlmeyer.com)

**BOSTON**  
(508) 460-9600  
[boston@pearlmeyer.com](mailto:boston@pearlmeyer.com)

**CHARLOTTE**  
(704) 844-6626  
[charlotte@pearlmeyer.com](mailto:charlotte@pearlmeyer.com)

**CHICAGO**  
(312) 242-3050  
[chicago@pearlmeyer.com](mailto:chicago@pearlmeyer.com)

**HOUSTON**  
(713) 568-2200  
[houston@pearlmeyer.com](mailto:houston@pearlmeyer.com)

**LONDON**  
+44 (0)20 3384 6711  
[london@pearlmeyer.com](mailto:london@pearlmeyer.com)

**LOS ANGELES**  
(213) 438-6500  
[losangeles@pearlmeyer.com](mailto:losangeles@pearlmeyer.com)

**NEW YORK**  
(212) 644-2300  
[newyork@pearlmeyer.com](mailto:newyork@pearlmeyer.com)

**ROCHESTER**  
(585) 713-1349  
[rochester@pearlmeyer.com](mailto:rochester@pearlmeyer.com)

**SAN JOSE**  
(669) 800-5074  
[sanjose@pearlmeyer.com](mailto:sanjose@pearlmeyer.com)

For more information on Pearl Meyer, visit us at [www.pearlmeyer.com](http://www.pearlmeyer.com) or contact us at (212) 644-2300.