



Compensation Analysis: Senior Leaders/Executives

Step 1: Position Summary

- Determine the primary responsibilities of the role, typically to execute organizational strategy, and to lead divisions or teams
- Identify the size and scope of resources to be managed
- Identify the level of responsibility, authority and accountability for the role
- Identify the accomplishments of an individual who would be successful in this role

Step 2: Regional Market & Industry Analysis

- Identify a nationally recognized benchmark source, validated and current to within past year's data
- Conduct an analysis by region, industry and role to benchmark
- Profile the position's best fit within a range based upon the objective analysis
- Evaluate current incumbents in similar roles & responsibilities
- Adjust ranges for significant internal variance from the objective analysis range
- Establish a compensation range for the selected position

Step 3: Candidate Analysis & Compensation

- Evaluate each candidate with regard to skills, experience, knowledge and abilities for placement within the established range
- Placement in the range is guided by specific factors aligned to top performance standards, or additional skills or abilities that are desired to achieve strategy
- Total compensation considers salary, paid and in-kind benefits, stock-options, bonuses, and other valued compensation
- Reevaluate compensation at least triennially, or as new roles are added