

# What is your total compensation strategy?

Employee compensation is a core component of any business. For most businesses, it is one of their largest expenses and also vital to competing for key talent and driving business outcomes. In today's dynamic business environment, a solid total compensation strategy is more important than ever.

Your total compensation strategy serves as a blueprint to:

- Control costs while attracting and retaining key talent
- Align company culture with pay practices and understand how pay impacts the entire organization
- Provide simple guidelines to administer and communicate pay
- Align pay with performance and provide flexibility when rewarding staff.

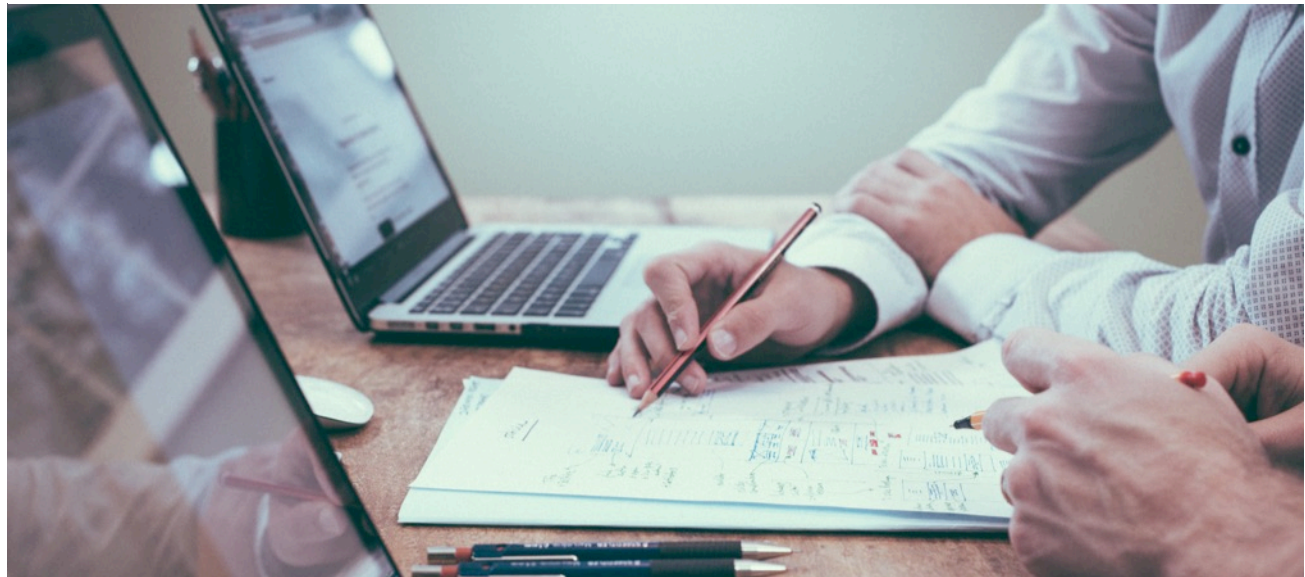
At 3C, we can help you determine where your compensation stands in relation to the market, design a compensation strategy to get you where you want to go, and provide solutions on how to get there.

## About 3C

3C– Compensation Consulting Consortium, LLC, – was founded in 2002 and is a full-service, client-focused compensation consulting firm. 3C is owned by its employees and is completely independent, allowing us the freedom and objectivity to deliver advice without conflict of interest. Each of our engagements is led by one of our three founding partners, so that a client's primary contact is with the individual accountable for the project's success.

For nearly 20 years, we have excelled at providing clients with straightforward analysis and creative solutions to compensation challenges.

We currently have offices in Chicago, Pittsburgh, Myrtle Beach, South Bend, and Fort Wayne.



## Why 3C?

### Expertise

At 3C, we have designed compensation solutions for hundreds of clients and our expertise covers every compensation element. From base pay and incentives to benefits and perquisites, we have designed plans of every type across all industries.

### Experience

Each of our founding partners has over 25 years of compensation experience, in both corporate and consulting environments. Over the years, we have designed compensation plans for hundreds of thousands of employees.

### Data

Our library of 100+ compensation and benefit surveys allows us to provide clients with up-to-date data on nearly every market practice. Using multiple data sources provides a comprehensive and stable view of market practices.



# Our Services & Solutions

Let us help you find answers to the following:

## Where are we at?

For any organization, the first step is finding out how your compensation & rewards compare to the general market.



### Market Pricing Analysis

We analyze individual positions at your organization and provide a snapshot of current market competitive rates, specific to your company and industry.



### Total Compensation Assessment

We provide detailed benchmark analyses to help your organization understand the design and value of your total compensation and reward program and your competitive positioning in its industry and the marketplace.



### Executive Compensation

Using both survey data and custom peer group analysis, we provide a detailed comparison of your executive pay versus market. We can also analyze other complex elements such as equity plans, pay mix, and employment agreements.

## Where do we want to go?

3C has extensive experience designing pay programs and can help you develop a custom plan that achieves your key objectives.



### Total Compensation Strategy

We identify why and how your organization wishes to recognize and reward its employees, crafting a compensation strategy that aligns with and reinforces your organization's short- and long-term goals and objectives.



### Program Design

We can help design a custom pay program for a range of topics, including:

- Short-term incentives
- Long-term incentives
- Sales compensation
- Equity plans
- Salary structures



### Performance Plans

We help identify your key performance metrics and compare your organization's financial and operational performance with a group of peer organizations to determine an appropriate pay and performance relationship.

## How do we get there?

After objectives have been set, 3C can help your organization create a smooth transition to the new plan.



### Program Implementation

We provide assistance when your organization introduces a new compensation program to your internal audience and key stakeholders. Our activities might include providing detailed information about determining career profiles; pay targets and employee pay levels; program cost analyses; employee skill assessments and transition guidelines; communication strategies and implementation; manager training; and the development of administrative tools.



### Compensation Outsourcing

Our Compensation Investment Management Services (CIMS) provides full outsourcing capabilities for all areas of compensation administration and management.

## Speak with us today

We are eager to help. Please contact us by phone or email to schedule a brief discussion about your current compensation needs.



## Our Partners

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For more information about 3C and the services we offer, please visit our company website at

[www.3ccomp.com](http://www.3ccomp.com)