



Compensation Consulting Consortium

Our Firm

3C—Compensation Consulting Consortium—is a full-service compensation consulting firm that is focused on establishing effective total reward programs to enhance the value of your business. We are compensation professionals whose interactive approach to client consulting is based on a wealth of compensation experience in corporate and consulting environments. 3C is owned by its employees and completely independent. Each project is led by a 3C partner so that a client's primary contact is the individual accountable for the project's success.

Our Services

Some of our prevalent offerings include:

- Total compensation strategy development to determine how an organization wishes to pay its employees and why.
- Total compensation market assessment and gap analysis to understand the competitiveness of compensation offerings. This includes custom surveys, as well as extensive market research on the total compensation offered by comparable organizations for comparable positions.
- Business performance assessment. We help identify performance metrics that drive your organization's success and then assist in determining the appropriate pay and performance relationship.
- Program design focused on base pay, variable pay, equity, deferred compensation and performance management programs that are aligned with an organization's strategy and objectives.
- Program implementation to assist when your organization introduces a new compensation program to your internal audience.
- Compensation outsourcing. Our Compensation Investment Management Services (CIMS) provides full outsourcing capabilities for all areas of compensation administration and management.

Our Approach

We measure our own success by each client's success and satisfaction with the outcome of a 3C consulting engagement. Our consulting approach is a process, not a single product. We focus on understanding your organization, its compensation programs and related issues. In addition, we address the fine balance between performance and pay.

3C uses experience to guide in-depth research and analysis that confirm and validate a solution. Our consultants know how to plan, design, implement and administer compensation plans for all levels of your organization. Our solutions are straightforward, easy to understand and flexible. Equally important, our programs are designed to anticipate staff and organizational change.

Our Consultants

3C provides an experienced team for each consulting engagement that is led by a partner and a senior consultant. Our staff by office includes:

Chicago Lisa Audi, Brian Enright, Jon Mumaw, Mike Plecki, Mark Reilly
Pittsburgh Dawn Cumpston, Jennifer Gligonic
Indianapolis Sue Anthony