



Compensation and Rewards Solutions

In today's marketplace, both employers and employees are aware that total compensation must be competitive in order to attract and retain key talent. Pay and benefits are often the largest controllable employer costs, so it is critical to consistently evaluate your compensation program to ensure that your investment is yielding results.

FlashPoint can help you in this effort. Our experienced consultants will partner with you to design a program that fits your organization's unique needs. We'll thoughtfully craft a total-rewards package that is competitive, consistent, equitable, and aligned with your goals and objectives. Whether your organization is in the for-profit, nonprofit, or public sector, and regardless if it is small or large, FlashPoint will assist you in developing rewarding and cost-effective compensation solutions that help you achieve your goals.

FlashPoint offers a full array of compensation and rewards services to give you a competitive edge:

Program Design and Analysis

- » Compensation philosophy and strategy
- » Job analysis and evaluation
- » Competitive pay benchmarking
- » Custom salary surveys
- » Pay and benefits audit and evaluation
- » FLSA compliance
- » Salary structure design and implementation
- » Competency- and skill-based pay systems
- » Salary administration and policy development

Incentive Plans and Recognition Programs

- » Sales incentive plans
- » Team and individual plans
- » Gainsharing
- » Profit-sharing plans
- » Communication strategies
- » Non-cash award systems
- » Service award systems
- » Performance award systems

Executive Compensation

- » Compensation strategy for key executives
- » Total-rewards packages, including base pay, incentives, benefits, and perquisites

Performance Management

- » Pay-for-performance systems
- » Merit-distribution programs
- » Employee communications and education
- » Manager training
- » Performance planning and evaluation

FlashPoint can help you:

- » Create a compensation system that fits your organization's culture, style, and needs
- » Be confident that you are paying employees appropriately
- » Determine which rewards are most important to your employees so that you can maximize your resources
- » Skillfully balance reward elements that attract, motivate, and retain talent
- » Align pay with performance