



*** * Announcement—Benchmarking Your Company's Compensation Levels Will Keep Your Company Competitive and Your Employees Satisfied * ***

Most 2011 compensation surveys are available for both staff and senior manager positions. Now is the time to arrange to have the compensation levels for your key employees benchmarked against this industry compensation data.

There are many advantages of benchmarking compensation levels, for example:

- ✓ Ensure that your company's compensation levels are competitive compared to similar companies.
- ✓ Find out what similar companies are paying for bonus amounts.
- ✓ Find out typical salary increases for 2011.
- ✓ Find out if salary and total compensation levels are aligned with your company's compensation philosophies.
- ✓ Find out if there is salary compression for existing employees and newly-hired employees?
- ✓ Find out which employees need "equity" increases to keep their compensation competitive.
- ✓ Find out how large promotional increases should be.
- ✓ Find out if your salary ranges need adjustment.

Keep your salary and total compensation levels competitive without dramatically increasing fixed overhead costs. The only way to really know how much to adjust compensation levels is to perform benchmarking.

Call or email Rick Sharpnack (303-355-0168, rsharpnack@sharpcapitalconsulting.com) to get additional information concerning our compensation benchmarking services.