



# Sharp Capital Consulting, LLC

*Human and Financial Capital Consulting Services*



## HUMAN CAPITAL CONSULTING

It's been proven that highly motivated and engaged employees result in best-of-class financial performance for companies. These companies are also able to differentiate themselves from their competitors through superior customer satisfaction.

Our human capital consulting services include:

- ◇ Design and implementation of incentive and sales compensation programs to motivate employees and reward high performers with the best compensation levels.
- ◇ Development of a salary management system based on market pricing to ensure that your employees receive competitive salaries consistent with your compensation philosophy.
- ◇ Design and implementation of executive compensation programs, such as stock option/restricted stock plans and nonqualified, deferred compensation programs, to create an ownership culture and to retain key employees.
- ◇ Nonqualified plan administration.
- ◇ Compensation and benefits surveying and benchmarking to compare your compensation/benefits levels to those of competitor companies and to assist in market pricing of salaries/benefits levels.
- ◇ Design and implementation of an effective performance management system to assess and improve each employee's individual performance.
- ◇ Job analysis to create accurate position descriptions and to assist in the development of an effective performance management system.
- ◇ Assessment and improvement of your company's hiring and recruiting program.

### Services

Incentive & Sales Compensation Plans

Executive Compensation Plans

Compensation & Benefits Analysis & Benchmarking

Performance Management Plans

Job Analysis

Hiring & Recruiting Programs

## Sharp Capital Consulting, LLC

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## FINANCIAL CAPITAL CONSULTING

There comes a time for every business and every owner when it is time to think about the next generation that will lead your company. Continuity planning is complex since it is impacted by myriad topics from taxes to stock valuation to the leadership capabilities of the next generation.

Our business continuity planning services include:

- ◇ Succession planning and implementation to identify the next generation of managers and leaders for your company and the critical leadership skills that need development.
- ◇ Ownership transfer planning and implementation to design and put in place an effective plan to transfer stock or other ownership from one generation to the next.
- ◇ ESOP analysis and planning to assess if an ESOP makes sense for your company and the planning necessary to make sure it will be successful.
- ◇ Joint venture creation to put in place a project, temporary, or permanent joint venture that meets the needs of all parties.
- ◇ Stock or ownership valuation services to analyze and identify the enterprise value for a company and/or the value for a minority ownership interest.

### Services

Succession Plans

Ownership Transfer Plans

ESOP Evaluation and Plans

Joint Venture Creation

Valuation Services

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## BOARD OF DIRECTOR SERVICES

We provide services to Boards of Directors as follows:

- ◇ Board of Director membership.
- ◇ Membership on a Committee of the Board.
- ◇ Membership on an Advisory Board.
- ◇ Advisory services to the Board or Committees of the Board on a retainer basis.
- ◇ One-time or periodic expert advice to the Board or Committees of the Board.

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