



TITAN GROUP LLC

Compensation Services



◦ Job Market Pricing

Titan Group reviews our client's jobs and compares them with the best available market data in order to determine how compensation compares to desired market position. Titan Group professionals will assist clients in determining an appropriate compensation strategy and recommend salary ranges and grade placement for each job, as well as develop a process for updating salary structures.

◦ Compensation Surveys

Accurate information on competitive salary and total cash compensation is essential to maintaining the ability to attract and retain qualified employees. Titan Group provides custom compensation surveys, conducted on either local or regional levels, to ensure that the client is providing competitive pay for key jobs. Titan has sponsored the only Richmond-based compensation survey since 2001.

◦ Salary Structure Design and Implementation

Titan Group professionals will utilize their vast knowledge and experience in compensation to design a salary structure that aligns compensation with business goals and objectives. We design a custom implementation process that is uniquely suited to our client's need and budget. Salary structure adjustments can be a powerful tool to manage compensation costs and administer salaries.

◦ Incentive and Sales Compensation Design

Titan Group assists clients in defining strategy and designing the elements of a competitive and effective incentive and sales compensation program. We help our clients determine the appropriate amount of total compensation into the mix of fixed and variable pay. We develop the measures that are aligned with organizational goals and ensure that a design is in place to motivate and reward employees.

◦ Executive Compensation

The compensation of executives is especially critical and complex due to the direct impact that these valuable employees have on organizational success. Titan Group will review competitive salaries and incentives for executive jobs and provide comprehensive written reports presenting the reviewed and recommended salary ranges and bands for each job.

Developing employee compensation programs presents both a challenge and an opportunity; accurate compensation can make a difference in a competitive market. Titan Group's compensation services provide clients with expertise to help clients pay the "right" amount to employees, increasing client ability to attract and retain employees while leveraging critical financial resources. We help clients develop a compensation strategy that fits their industry and competitive position. We benchmark job data, update salary structures, evaluate salaries, and ensure that fair and equitable compensation is distributed as determined by the market.



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◦ Intermediate Sanction - Reasonable Compensation Analysis

Non-profit organizations are required to comply with IRS Intermediate Sanction guidelines set forth to ensure reasonable compensation is paid to executives. Titan Group experts determine reasonable compensation levels and render an opinion letter and supporting documentation.

◦ Retainer Services

For small and medium-sized organizations that require periodic compensation assistance, Titan can arrange a retainer service that provides clients with regular access to compensation expertise in a planned and budgeted fashion. Contact us for specific rates and services that can be customized to your organization.



Testimonials

"Titan Group did an excellent job in assessing our current systems and offering recommendations which included new salary grades, slotting of positions within new grades and communication tools to explain the changes to our management teams. Titan Group also customized a survey covering high volume positions to ensure our starting salaries and salary ranges were competitive with what other local employers are paying for similar jobs. The entire Titan Group team was very responsive and helpful. Our project was completed on time and on budget. I would not hesitate to recommend them."

- Cheryl Ames, HR Director, World Access

"Titan Group performed a comprehensive compensation review for CrossOver Health Centers...Titan Group was generous with its resources and provided an excellent product that has allowed our non profit organization to establish a fair market baseline for our valuable staff of 27. Thank you, Titan Group!"

- Mary S. D. Moore, Cross Over Ministry