

Partners in Practice

A Guide to Consulting

Pearl Meyer & Partners

132 Turnpike Road, Suite 300
Southborough, MA 01772
508-630-1485

Email: jim.hudner@pearlmeyer.com

Pearl Meyer & Partners has served as a trusted independent advisor to boards and their senior management in the areas of compensation strategy and program design. The firm provides comprehensive solutions to complex compensation challenges for companies ranging from the Fortune 500 to smaller private companies and not-for-profits, as well as emerging high-growth companies.

➤ www.pearlmeyer.com

Pearl Meyer & Partners Comprehensive Compensation®

Managing Employee Pay Programs in an Uncertain Economy

As companies await clear signs of economic recovery, they're weighing mixed messages about the prospects for sustained performance and growth. The unclear financial outlook is complicating the already significant challenge of managing employees, retaining needed talent and structuring results-oriented compensation programs within tight budgets.

Pearl Meyer & Partners' new three-part webcast series — Managing Employee Pay Programs in an Uncertain Economy —

is designed to succinctly capture the key issues for managing employee pay programs in the current environment. The presentations incorporate new survey data on current pay practices, along with guidance on how to best manage compensation programs going forward.

Among the issues discussed:

- Refining competitive pay strategies to make the most efficient use of limited resources and to leverage your organization's competitive advantage.



- Assessing whether current compensation programs are sufficiently flexible to ensure continued alignment with changing strategic and operational priorities.
- Developing approaches that strike an optimal balance between recognizing performance and establishing competitive pay.
- Ensuring that compensation structures, systems and policies are aligned with your organization's pay philosophy.
- Controlling fixed salary costs, while retaining needed flexibility in managing variable rewards.
- Understanding how projected 2012 merit budgets compare to those in 2011.
- Understanding of how organizations are differentiating salary increases for high performers.
- Assessing evolving market practice on the use of incentives/bonuses.
- Making more strategic use of equity-based incentives to retain and reward key talent.

Areas of Expertise

- Executive compensation
- Employee compensation
- Salary surveys

PM&P Webcast Series

Managing Employee Pay in an Uncertain Economy

Listen to PM&P experts — Jim Hudner, managing director, and Aria Glasgow, vice president, as they share their expertise and insight to help you structure and manage pay programs in today's uncertain business environment.

Download PM&P's new three-part series of 15-minute webcasts — Managing Employee Pay Programs in an Uncertain Economy — at www.pearlmeyer/uncertaineconomy

Getting executive pay right starts right here:

Before you go to your next meeting to discuss executive pay, equip yourself with the latest intelligence: ***PM&P On Compensation Planning: Looking Ahead to Pay Practices in 2012***. Based on current input from hundreds of organizations, it provides a detailed look at executive compensation data by industry, company size and company, and gives you a forward-looking perspective on how decision-making is being influenced by growing regulatory and shareholder pressures. Because it comes from Pearl Meyer & Partners, the leading independent compensation consultancy, you can rely on the report to provide both the information and insight you need to advise your management and board on what have become extremely challenging issues.



To read highlights of the survey, and learn how to obtain the whole report, please visit us at pearlmeyer.com/pay2012