

Properly valuing and incentivizing your workforce is essential to optimizing your talent acquisition, engagement, and retention. At TPO, we have the expertise to provide high quality, industry-sensitive compensation consulting services to organizations large or small. From individual position market pay pricing to full organizational job classification and pay structure over-haul, TPO delivers comprehensive compensation services to ensure your pay practices are aligned, developed, and delivered to meet your organizational goals.

Services

- **Market Pricing** for single or multiple jobs
- **Pay Equity** analysis for one position, department(s), or entire organizations
- **Job Classification** review or creation of a job classification structure
- **Pay Structure** creation/update/maintenance
- **Merit and Incentive** program updates or creation
- **Executive Compensation**
- **Compliance**

The TPO Difference

- **Zero “Off the Shelf” Products or Services** – Our approach and deliverables are always customized based on your organization goals
- **An Experienced Compensation Team** with industry-leading expertise in compensation and data analysis
- **Data Visualizations** that provide clear, informative reports and make compensation data easy for you to understand
- **Ongoing Guidance and Availability** to support program implementation and inform compensation decisions now and in your organization’s future
- **Customized Work Style** means your TPO consultant will be on site to meet your needs, working with you and your team to ensure the project meets your timeline and information requirements

Methodology

- **Evaluate and Understand** – TPO will work with you to understand your organization’s profile, goals, challenges, and aspirations
- **Full Transparency** – TPO will inform you of projects steps and deliverables throughout the project and upon conclusion
- **Analysis** – TPO’s compensation experts will interpret the data for you, simplify the compensation complexities, and translate them into a clear, actionable plan
- **Implementation** – TPO’s programs and studies are designed for implementation in any organization by all skillset levels
- **Delivery and Communication** – TPO creates and delivers data visualizations, executive summaries, and a full report of the project to easily assist you with interpreting the results
- **Maintenance** – TPO will provide a roadmap to ensure the investment you make in your workforce remains up to date and your organization remains competitive in the market

Getting Started

TPO wants to work with you to enhance your compensation programs. Contact Sue Claytor, sclaytor@tpo-inc.com to get started today.