

Supporting Job Classification

Need current, accurate data on competitive pay levels in the labor market?

Access to job-specific data on what other, competing employers pay is essential to the relevance of any pay plan. Market-data research is a key part of the process of evaluating and classifying jobs. It also contributes to the development of competitive variable pay plans and equity-based compensation strategies.

Our staff uses the latest in survey technology to obtain and analyze the latest labor market data. We offer information and analysis from three primary sources:

- ✓ **Published surveys** – Comprehensive compilation of salary, bonus, and/or stock option data, utilizing multiple sources of survey data from legitimate sources. We maintain a large library of published and electronic surveys. Job-by-job data analysis is specific to location, organizational size, and industry. Trend research is also available.
- ✓ **Custom surveys** – Specialized, focused surveys of specified organizations in a particular industry and/or location, usually to obtain pay data on industry-specific or rarely surveyed jobs. May also include pay practices research.
- ✓ **Publicly available executive pay data** – Analysis and evaluation of data from proxy statements and/or nonprofit/government agency reports.

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