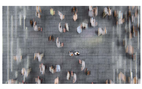
Compensation consulting for rapid-growth organizations

Recruit and retain the best people as your company expands. Compensation strategy from Aligncomp helps you win and keep talent in a highly competitive market.

Talk with Aligncomp

When you're growing, and great talent is your edge, you need clarity on how to pay your team effectively and competitively.



Your old HR systems aren't keeping up with new business plans and compliance rules. As the chief people officer, you're looking for a better way to build and sustain an outstanding team.

Aligncomp designs and implements compensation programs for growing companies. We help organizations shift from "person-based pay" to "job-based pay" so they can attract high-quality employees, improve their performance, and ensure competitiveness and equity.

Partner with Aligncomp, and realign your compensation strategy with your business strategy.

Your company's management is thinking big. You need a larger workforce that can achieve these ambitions, but there are **real challenges to growth**.

Overpaying or underpaying employees in an unstable labor market
Or you're not sure, and you don't have the data to predict costs or set your budget with confidence.

Talent drain
Without proper compensation, you have to watch job candidates and experienced employees leave for your competitors.

Murky recruiting standards
Your HR team is trying to recruit without clear guidelines, grades, and pay ranges. It's always operating in "emergency hire" mode.

Getting employees on board with comp changes
Even when you invest in pay program adjustments, you may struggle to communicate them effectively to employees.

Rewarding the wrong people
Compensation seems to be going to the best negotiators and not necessarily to the talent that contributes the most to your company.

Incentives that don't incentivize
Payouts and increases aren't motivating employees or changing behavior. People are just going through the motions and dislike your process.

Pay transparency and equity are important but uncertain
Your inbox is filled with articles about legal requirements and best practices, but you don't know where the company stands.

Job titles no longer match responsibilities and compensation
The organization began with a flat hierarchy. A growing team has left people unclear about their role, career path, and pay expectations.

Break through these obstacles to growth. With the **right compensation strategy**, you can:

Scale the workforce with the flexibility to update job and pay structures, all while sticking to your compensation budget.

Make yearly pay increase events meaningful and efficient and eliminate doubts about the ROI of your merit and promo cycles.

Back your pay decisions with professional-grade data, helping you walk into every meeting with answers for stakeholders.

Make it easier for employees to understand and have pride in their roles and feel excited about opportunities for growth.

Give your HR Team and managers great tools to help them do their job without coming to you for every exception.

Have confidence that your reward programs match up with your competitors while highlighting your unique culture.

Aligncomp leads organizations through transformational growth by realigning their compensation strategy with their business strategy.

Aligncomp designs and implements compensation plans for companies as they expand to 100 employees and beyond. We offer industry best practices tailored to the unique needs of small and midsize businesses.

See how. Talk with Aligncomp

Aligncomp's Founder and CEO

Jim Campbell helps clients transition from basic tactics to best practices in employee rewards. For over 25 years, he has created and optimized compensation programs for some of the world's largest and fastest-growing businesses. Through Aligncomp, he brings this expertise to small and midsize companies at the crucial point in their expansion.

Career Highlights

Aligncomp
CEO and Founder

Benefitfocus
Leader of Rewards, Incentives, and Executive Compensation

McKesson
Director of Compensation and HRIS

Truist (SunTrust Bank)
VP, Senior Compensation Consultant

Orange / France Telecom (Equant)
HR Business Partner

Willis Towers Watson (Towers Perrin)
Consultant

JPMorgan Chase
HR Associate / Compensation Officer

Download Jim's Bio

"My goal is to make a great impact for clients in a short amount of time. A close and collaborative working relationship is as important to the process as market intelligence and experienced advice. We design a solution that fits the client.

Based on 25-plus years of experience, I've learned what works and what doesn't. I've led compensation functions and programs for Fortune 100 companies and for influential market makers. Aligncomp makes that experience accessible to small and midsize businesses.

Still, this isn't a top-down approach with one set of answers. A pay structure or program is a significant investment, and to create one that works best, I learn about the organization's unique culture and priorities. I analyze objective data and guide clients through options grounded in market best practices and our experience. I help them establish the right foundation to build on, and then to see around corners and make the design choices that differentiate their organization. In that way, we address their immediate needs and set them up to achieve their aspirations for the future."

World atWork
Certified Compensation Professional

25+
Years of Experience

VANDERBILT UNIVERSITY
B.A., Cum Laude, Human & Organizational Development

Some of the ways Aligncomp can help your business

Total Alignment

With a full scale suite of services, Aligncomp guides every aspect of your compensation strategy

Best for organizations that need to create a new compensation program or replace an aging program

I. Research

Review and analysis. Aligncomp examines your current pay programs, collateral, staff roster, job structures, incentives, and compensation practices.

Interviews with company stakeholders. This step helps Aligncomp identify priorities, challenges, and opportunities. It's also invaluable for building buy-in.

Compensation survey. Aligncomp helps you select market survey sources based on our experience. We audit job matches, discuss recommendations with your team, and can complete the surveys on your behalf. This saves you hours of time and ensures your confidence in the findings.

Benchmark report. Aligncomp analyzes the survey data and provides a written report that addresses each role and each person's compensation against your true market competitors.

II. Strategy

Once we understand your organization's position, it's time to decide how to use that information.

Stakeholders meeting. Aligncomp presents opportunities for improving your compensation program. Do you want to pay at the market's 50th percentile, or do you want to be more aggressive? Do you need to vary your strategy for different functional areas? Aligncomp explains each option and helps you define your compensation philosophy, and guides you in choosing the best approach.

Job architecture and pay structure. Based on these discussions, Aligncomp re-creates your job architecture and pay structure. It delivers base salary ranges, incentive targets, and program recommendations that you can act on immediately. Just as importantly, Aligncomp provides an impact analysis to gauge the cost of implementation.

III. Implementation

Aligncomp integrates these new processes and policies into your organization. It bases this part of the project on your individual needs, which might include:

Developing materials to **communicate the new compensation structure** to your employees.

Creating a **pay policy handbook** so you can administer compensation consistently and efficiently.

Addressing your questions, concerns, and "what ifs" throughout the year's **promotion cycles**.

Recommending programs for **pay equity and pay transparency**.

IV. Ongoing Improvement

Aligncomp partners with providers in other HR fields that can guide your business through transformational growth, such as:

- Sales management strategy and sales compensation
- Culture and employee value proposition, organizational design, and mergers and acquisitions
- Talent acquisition, talent management, and performance management
- Leadership assessment and executive coaching
- Change management, program implementation, and communication

Contact Aligncomp about a new design project

Targeted Alignment

Have Aligncomp take a project to address a specific need or objective for your business.

Best for organizations that require a new salary structure, incentive plan, or other well-defined deliverable

Following an initial consultation, Aligncomp can design a project around the needs and objectives of your business, whether it is market analysis, salary structure or incentive plan design, communication materials, or another goal. We can ensure that you touch the right bases in the right order, understand your choices, and make the best decisions.

Contact Aligncomp about a customized project

Alignment Assessment

Get a to-the-point analysis of your pay program so you know where to begin making improvements.

Best for organizations that plan to use the findings to win support from stakeholders for a larger initiative

You believe that the organization's compensation program and budget are limiting growth. If you can demonstrate the challenges to your CEO and stakeholders, you will be able to make a real change. **The Alignment Assessment** is a starter-scale project. It's for chief people officers who need an expert's perspective on where their company stands. With this offering, Aligncomp:

- **Reviews and analyzes** your pay programs, job structures, incentives, and compensation practices.
- **Identifies the biggest roadblocks** keeping your company from competing effectively and from getting the best return on your investment in compensation.
- **Gives you data** to make a case that compensation programs should be adjusted, revamped, or created.

Use the Alignment Assessment to understand what's working, what's not, the reasons why, and what's possible with the right changes. With it, you can get buy-in from your stakeholders for a larger project, like Total Alignment (information above), or other services customized to your needs.

Contact Aligncomp about an alignment assessment

Alignment Partner

Receive ongoing consulting to supplement or fill a gap on your existing HR team.

Best for organizations that want a trusted expert to manage projects and give ongoing advice on employee issues

Ensure that your organization has the resources and expertise it needs through an hourly consulting relationship. Aligncomp excels at blending in with client teams. It can assist you each week for a defined or rolling period of time. Examples of work include:

- Managing a project in which you require additional leadership or support.
- Offering guidance or training to your recruiters or managers, with the option of working alongside them during a project and improving their capabilities.
- Providing advice to your leadership to assist or improve their decisions, such as during a merit cycle.
- Researching and making recommendations on compensation strategy and employee issues as they arise.

Contact Aligncomp about ongoing consulting

Create a clear and effective structure for compensating your employees.

Share your interest and Aligncomp will quickly contact you to set up a consultation. Whether you have a few brief questions or want a deeper dive into your company, see how Aligncomp can help.

ALIGNCOMP CONSULTING
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843.725.9802

Contact us

Name | Email
Company
How can we help?
Send