

Compensation Connections, LLC

Who We Help

Compensation Connections primarily serves organizations in Washington State. We enjoy working with privately-held companies and non-profit organizations. In the for-profit sector, we have experience with financial services, manufacturing, technology, forest products, property management, professional services, media, and more. The non-profits we have worked with include those in health care, social services, housing, legal, biomed/research, education and environment/conservation.

Why We Help

Compensation Connections is founded on our belief that every organization is based on a core business strategy, and that your compensation strategy needs to be connected to how you do business. Knowing why your company exists is key to understanding the decisions that are made every day in your business, including the decisions around pay.

Connecting your business decisions to your pay decisions seems logical. Yet many organizations haven't had the time to stop and think about how their employees' pay is determined. In the early years of a business, pay is set by how much the organization can afford, or what a new hire will accept as compensation when they are hired.

As the company grows, managers begin to have more independence around making pay decisions. Eventually, you realize that it would be very helpful if the rationale for pay decisions was the same for all your managers. Or you're not getting enough bang for your buck with your sales compensation plan. Or maybe an employee complains about being paid less than someone who is new to the organization. It's often at this point that companies reach out to us for help.

How We Help

We help organizations improve their total rewards programs. Our services include: base pay analysis, incentive program design and analysis, executive compensation market studies, custom pay surveys, development of internal value/point-factor systems, benefit program analysis, AAP/EEO audit readiness assessment, geographic differential computation, performance management program design and mentorship program development.

Pricing

We offer customized solutions and services, which allows us to be flexible with our pricing arrangements. Depending on the nature of the project, we might perform the work on a flat-fee basis or by the hour. Some clients prefer an annual retainer, so they have the freedom to call us whenever they need assistance. Ultimately, we seek to meet the needs of our clients, including developing a pricing arrangement that works with their budget.