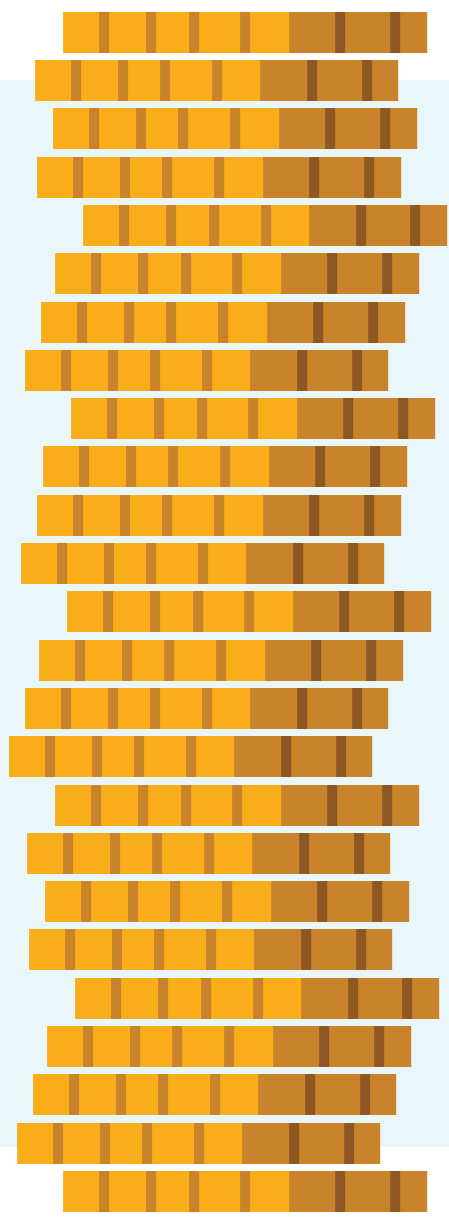


RISKS OF GETTING COMPENSATION WRONG



OVERPAYING

While attractive to new talent, overpaying can be detrimental to your bottom line and is unsustainable in the long-term.



Inflates payroll to unaffordable levels



Retains more low performers



Unsustainable in the long-term



Can lead to employee complacency

UNDERPAYING

Underpaying won't attract top talent or retain critical skills, especially if they know their market worth.



Diminishes ability to attract top talent



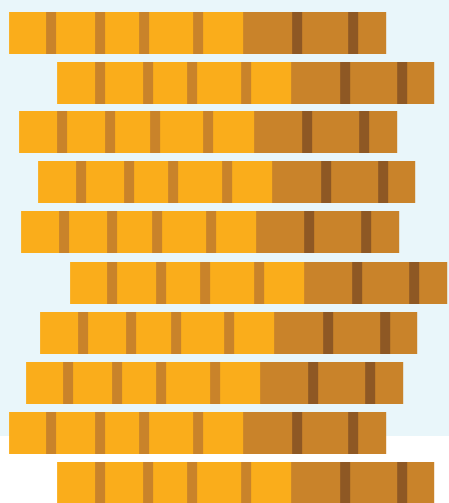
Impacts productivity negatively



Reduces employee engagement



Decreases retention rates of critical skills



MISALLOCATING

Misallocating your compensation can potentially lead to internal strife and organizational distrust.



More turnover of critical skills



Fosters more internal strife



Introduces pay equity issues



Creates perception of internal inequity

