CULPEPPER™

Compensation 101

September 10, 2019

Project Team Introduction

Natalie Croy

Director, Compensation Consulting

Natalie has nearly 20 years of compensation experience in which she has helped a broad range of organizations in the review and design of compensation programs, including privately owned companies, government organizations and large publicly traded organizations. Prior to joining Culpepper and Associates as their Director of Compensation Consulting, Natalie served as the Director, Global Compensation for a $4.5B publicly traded Technology company. Prior to that, Natalie worked at Mercer, gaining deep expertise in job evaluation, compensation analysis, and project management.

Natalie earned a BS in Business Administration from University of Phoenix. She is a member of the Atlanta Area Compensation Association (AACA) and received her CCP designation from World at Work in 2007.

Stephanie Friedman

Director Global Business Development

Stephanie has over 20 years of Human Resources leadership experience. She currently serves as the Director of Global Business Development for Culpepper and Associates, Inc. Since she joined the company in 2015, Culpepper has seen its international survey database count grow by 250% with a 50% increase in the number of countries with a data presence. Stephanie serves as a director of marketing on the board of the Atlanta Area Compensation Association (AACA). Prior to joining Culpepper, Stephanie was with Western Management group for seven years where she instituted multiple new surveys, including media and entertainment, retail, high-tech, and aerospace. Stephanie also spent 11 years in various consulting and HR leadership roles at Accenture, in both France and the US.

She earned her BA in International Affairs and International Economics from the American University of Paris, France.

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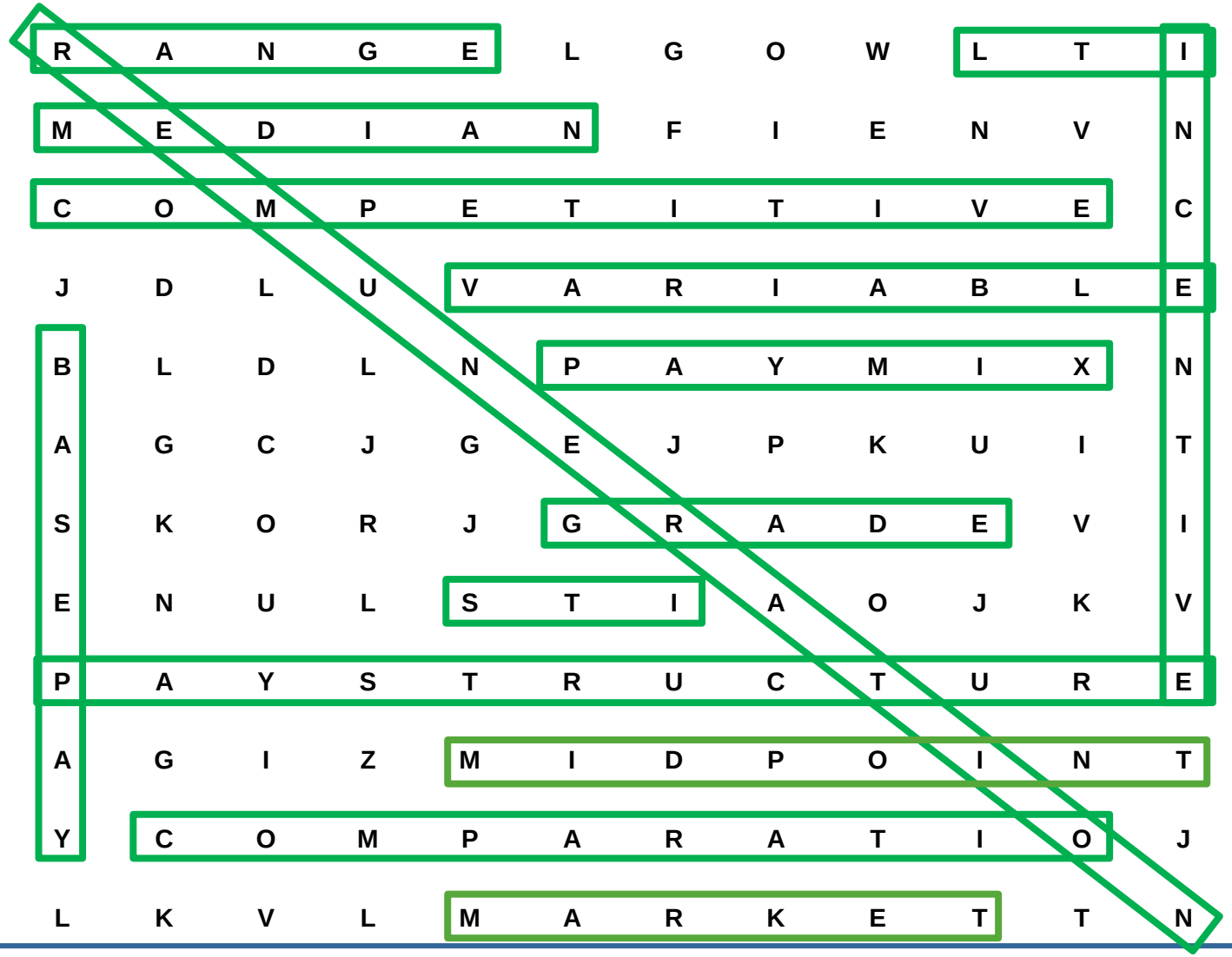
Compensation Word Search



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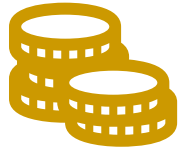
What is Compensation?

A reward for performing a service



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Why is Compensation Important?

Attract Talent

Stay Competitive in Labor Market

It is important to our most valuable asset…our employees!

Help the Business Achieve Objectives

Retain High Performers

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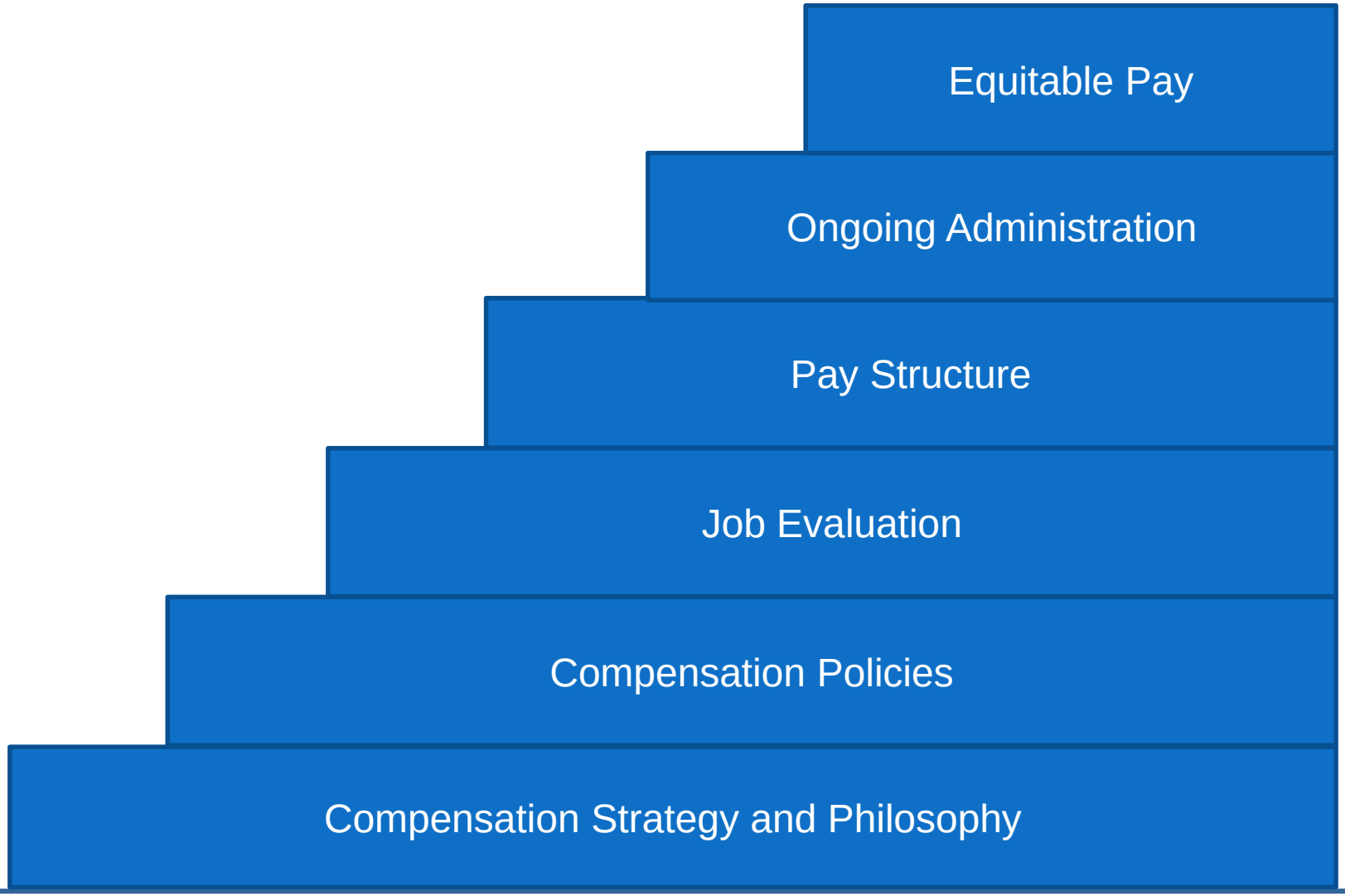
Compensation Program Steps to Success



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How Do We Ensure We Are Paying Competitively?

RELIABLE

SURVEY

DATA

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Why are Pay Structures Important?

Simplifies Pay Administration

Guides Pay Decisions

Ensures Pay Equity

Helps Control Costs

Maintains Alignment with External Market

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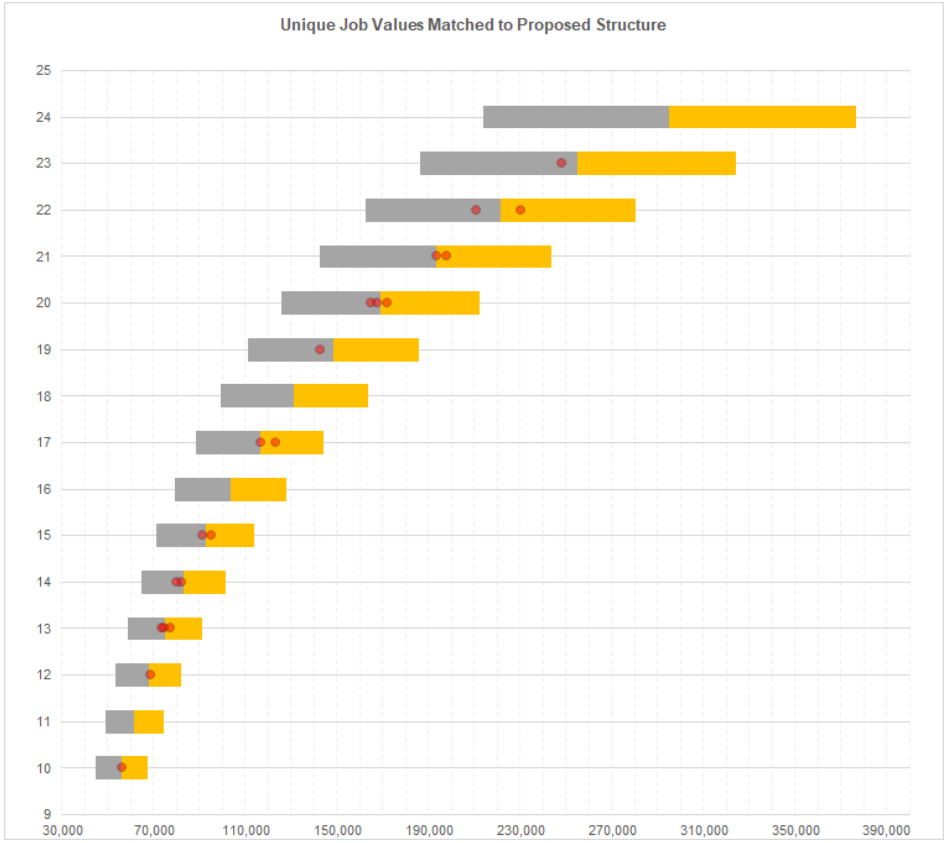
Sample Pay Structure



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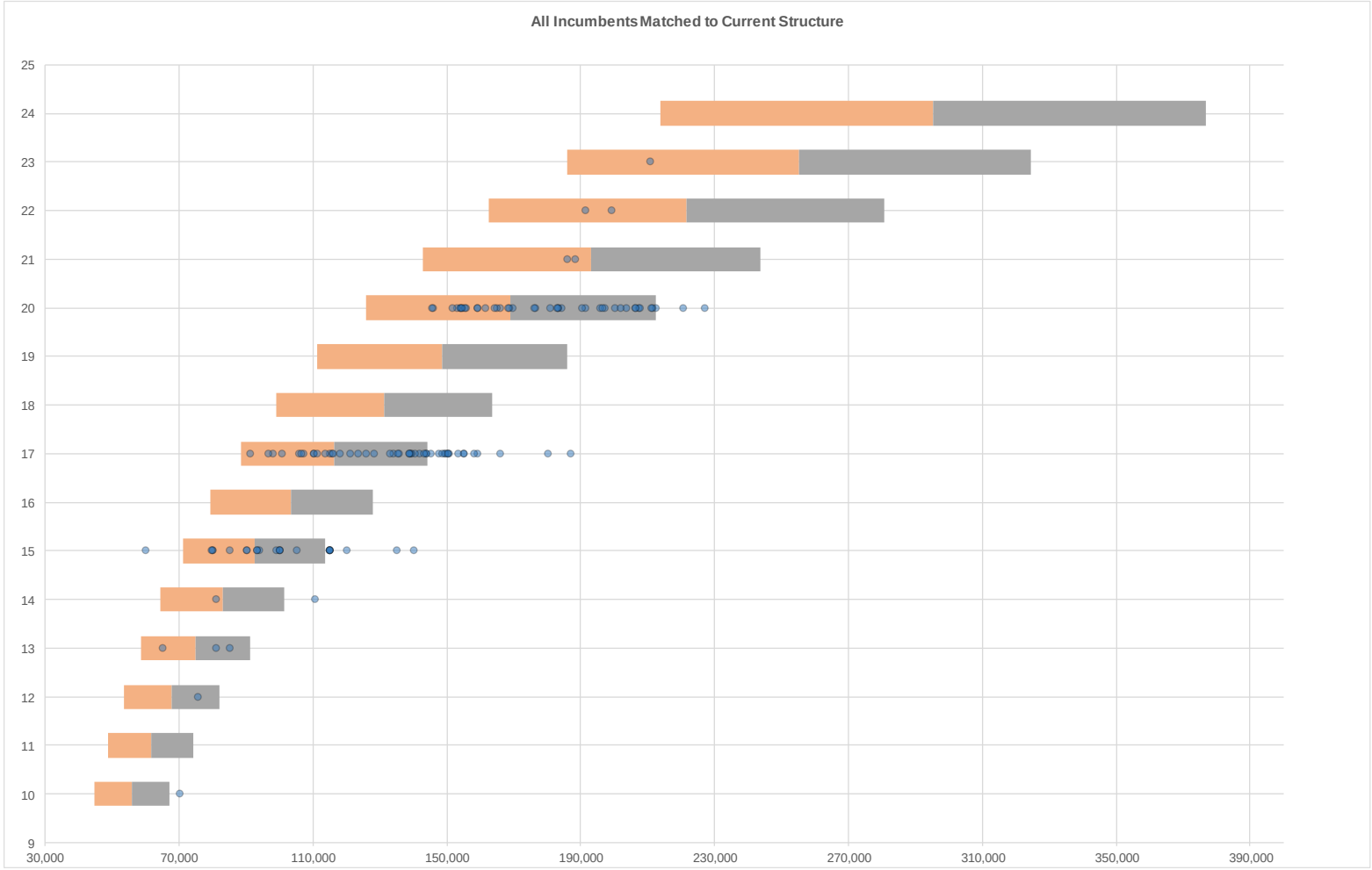
Sample – Employee Placement in Range

- Without a formal pay structure in place, employee pay can be all over the place
- Though there should be differentiation in pay based on factors such as performance, education, and experience, pay should not be vastly misaligned with the market



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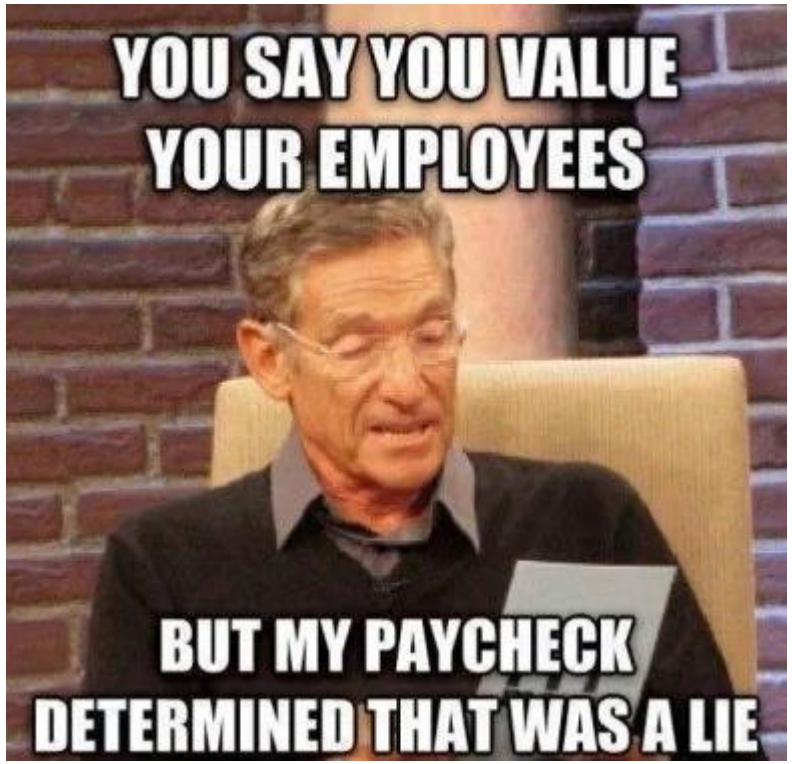
Pay for Performance!



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