

REWARDS AND BENEFITS:

Compensate your people with purpose



KORN FERRY[®]

Executive Search | HayGroup | Futurestep

UP.



IT'S WHERE REWARD DRIVES PERFORMANCE

Reward can be a powerful tool to motivate people to hit goals — but there are a lot of moving parts. Beyond compensation and benefits, companies provide a career path, work with purpose, a healthy environment, personal development. These, too, have value to employees and can help you achieve your strategy.

Korn Ferry Hay Group knows how to leverage reward programs to attract, retain and engage a diverse workforce — and keep everyone focused on doing the right things. Our global team of reward experts use best-in-class methodologies and draw on a pay database of 20 million employees to develop fair and competitive reward programs at a cost you can afford.

A PARTNER IN CRAFTING REWARD PROGRAMS

Clients turn to us for help with their reward for many reasons. Here are just a few of the challenges we can help you solve:

- Ensuring reward programs are driving the right behaviors for business success.
- Re-aligning reward programs to fit a new strategy.
- Designing executive pay programs.
- Benchmarking salaries to be competitive without overpaying for talent.
- Devising flexible reward programs that appeal to a diverse workforce.
- Ensuring fairness and equity in compensation.
- Structuring career frameworks and mapping reward to retain your best people.

REWARD IS TOUGH TO GET RIGHT

Figuring out fair and competitive reward packages is complex. New roles, with no precedent for pay, are emerging every year. Flatter organizations and contingent workers make job levels and career paths unclear. The equity of compensation — from top executives to entry-level hires — is under scrutiny internally and externally. New hires are getting more demanding, too.

At the same time, traditional performance management simply feels broken in spots. Annual performance reviews — and tying pay raises to them — doesn't suit our fast-moving world. There's a lot at stake and you've got to get it right.

BIG-PICTURE THINKING WITH DETAILED DATA

Korn Ferry Hay Group has been mastering the art of reward for 70 years. We have built the most comprehensive pay database in the world with data on 20 million employees.

Our insights can be delivered in whatever manner best suits your needs. We have a portfolio of self-service reward tools, but also offer hands-on consulting services to diagnose your organization's challenges and create a system of reward that will drive results.



With reward data on **20 million professionals**, from **25,000 companies** in **110 countries**, Hay Group PayNet is the most reliable pay database in the world.

GET THE RIGHT RETURN ON REWARD

Executive pay and governance

Executive pay is under the microscope as never before. Our experienced advisers provide the data, analysis, and judgement to help you make the best decisions for rewarding your executive team. We also support the investor consultation process and manage communication and implementation for incentive plans.

Total Reward and Benefits

What's a total rewards approach? It considers not only compensation and benefits, but also non-financial rewards such as providing interesting and meaningful work, an energizing work climate, career development and recognition. Korn Ferry Hay Group can help you implement a total reward program that creates genuine business value.

Incentives to suit your business:

Korn Ferry Hay Group will help you determine the mix of incentives for everyone from young professionals to top executives. We'll help you roll out an incentive scheme that aligns to your strategy, make sure its messages are clear, and then measure results.

Benefits valuation:

Employee benefits are a vital part of total remuneration. And yet many employees underestimate how much they're worth. Employers, for their part, don't know how that value compares with the marketplace. Korn Ferry Hay Group can help by establishing the value of every benefit, auditing your benefits packages against your competition and providing Total Remuneration Statements to help communicate to employees the full value of their reward package.



The Hay Group job evaluation methodology is the most robust and widely used in the world.

Pay benchmarking

Our proprietary compensation database, PayNet, is the most comprehensive pay database in the world. It holds reward data for more than 20 million employees in 110 countries, across 25,000 organizations. We transform that information into tools and services that allow you to accurately compare roles across countries, sectors and functions and even calculate the pay for a brand new role.

Job evaluation

Korn Ferry Hay Group's method for analyzing how, where and why work is done in your organization is the most widely used such system in the world. Once we assess your jobs, we organize them into job grades or families that becomes a foundation for all of HR management. With roles defined and put in a framework, you can finally see the big picture: Are the right people in the right jobs? Do we have work organized in a way that fits our strategy?

Career frameworks

Building functional career frameworks requires mastering job analysis, work measurement, competencies and assessment. No one knows these better than Korn Ferry Hay Group. We plot out both the technical and behavioral skill sets needed for every role and then pave realistic career paths that fit the organization.

Our extensive database of job families is the foundation for our off-the-shelf frameworks, but we can also tailor those for you, or create an entirely custom framework to suit your organization.



70% of the Fortune 500
choose Korn Ferry Hay Group
as their partner in reward.

SIX REASONS TO CHOOSE KORN FERRY HAY GROUP

- We have been market leaders in reward for more than 70 years.
- We have local reward experts in every country we operate in.
- We have the most comprehensive pay database in the world, giving you access to data on 20 million employees from 25,000 organizations in more than 110 countries.
- We use the most robust and widely used job evaluation methodology in the world.
- 70% of the Fortune 500 are already our clients.
- Our independence means that our advice is truly guided by your best interest.

ABOUT KORN FERRY

Korn Ferry is the preeminent global people and organizational advisory firm. We help leaders, organizations, and societies succeed by releasing the full power and potential of people.

Through our Executive Search, Hay Group, and Futurestep divisions, our nearly 7,000 colleagues deliver services in the following areas:

- Strategy Execution and Organization Design
- Talent Strategy and Work Design
- Rewards and Benefits
- Assessment and Succession
- Executive Search and Recruitment
- Leadership Development

See how we help your organization rise **UP** at kornferry.com