



Compensation and Total Rewards Solutions

MEA provides a full range of services to help Members implement and manage a flexible, yet comprehensive compensation system. We collaborate with you to align your organizational objectives and human resources strategy with your reward systems.

What is the goal?

Our concentration on quality service focuses on providing an efficient, competitive, and cost-effective compensation program that supports the culture, vision, and environment of your organization.

What are my organization's needs?

Together we will assess your organizational culture and philosophy in order to identify the best approach whether it means developing a new plan, revising the current plan, or just looking at certain aspects.

What's the bottom line?

We recognize that your organization is unique. And we understand that your input and participation is crucial to the process. That, coupled with our collective and diverse expertise helps to ensure that we deliver tailored compensation solutions that are competitive and support your organizational objectives.

Our areas of expertise include:

- Compensation System Design & Implementation
- Job Analysis
- Job Description Review
- Market Pricing
- Total Rewards Analysis
- Engagement Surveys
- Communication Strategies
- Benefits Analysis
- Executive Market Analysis
- Audits
- Variable Pay Design
- Fair Labor Standards Act (FLSA) Analysis

5 Signs You Need a Compensation Checkup

- You just don't know how your company salaries compare to the market
- New hires are demanding higher salaries than you are paying long-term employees, but you have to pay those rates to attract qualified candidates
- Your employees are starting to complain about pay and internal equity issues
- Your job titles have gotten out of control
- You have never approached rewards, performance, or talent management *strategically*

Call 800-662-6238 or visit www.meainfo.org to learn more.