



Blue Whale Compensation Services **Competitive Advantages**

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Compensation Services

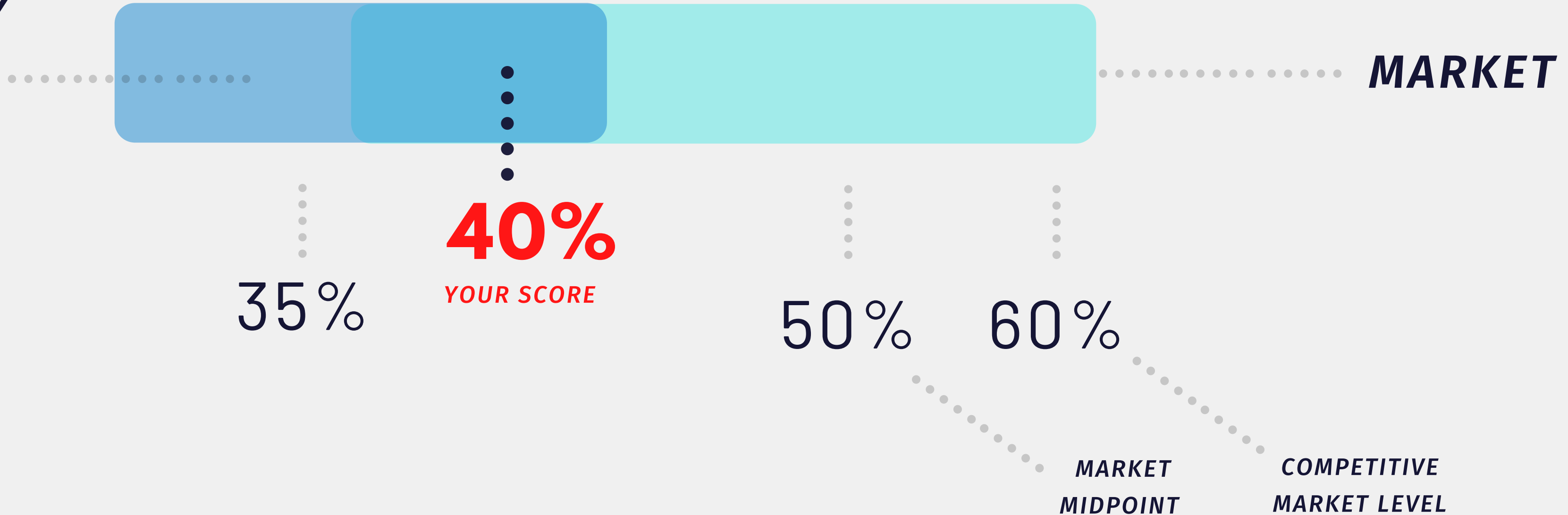
Sample Mgt Presentation, Inc. **BASIC COMP PLAN**©



ESTIMATED MARKET PERCENTILE

COMPANY

A

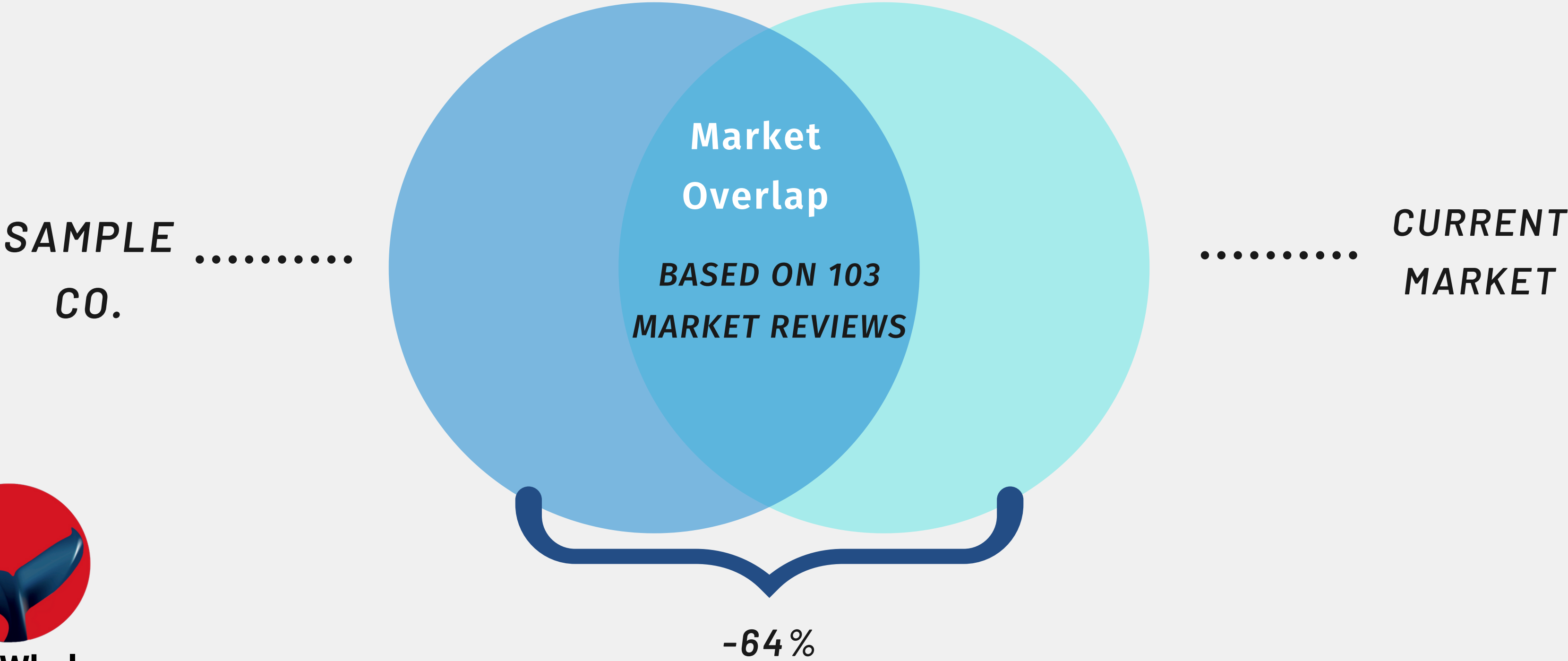


OVERALL, YOUR COMPANY IS AT 40%, WELL BELOW PREVAILING MARKET MIDPOINT (50%) AND SUBSTANTIALLY BELOW COMPETITIVE MARKET (60%)



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PERCENT OF SALARIES BELOW PREVAILING MARKET MIDPOINT BY MORE THAN 7%



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Pay by Classification

Eff 4/15/2021 - Confidential

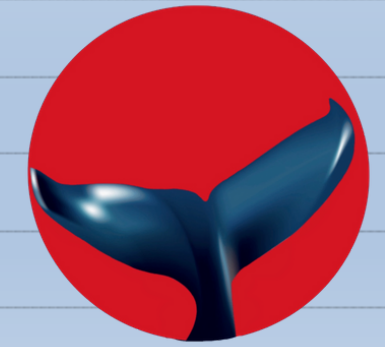
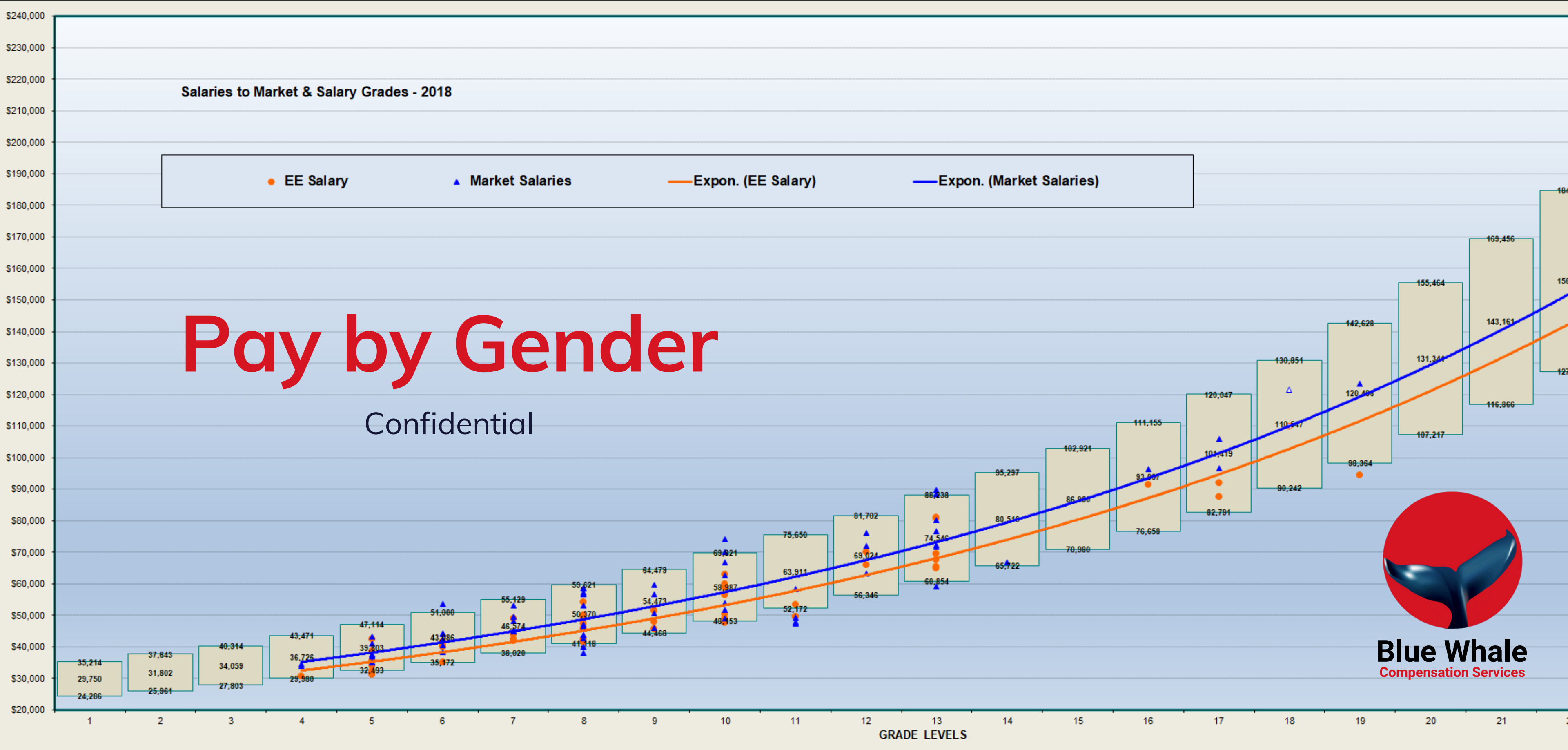
DC	Department	Title	Grade	Current Salary	Hire Date	ERI	LA Metro, High Tech	Bana Survey, 2020	General Market, Private Sector	CULP.
1	Administration	COO	10	\$210,056	09/08/00	\$90,640	\$130,974	\$126,500		
1	Administration	Executive Assistant	6	\$58,718	07/01/06		\$59,793	\$63,555	\$65,333	
1	Administration	Office Coordinator	4	\$41,165	08/01/13	\$40,335	\$36,809	\$43,496	\$41,354	
1	Administration	Executive Director	12	\$155,000	07/17/17	\$157,080	\$169,353	\$178,934		
1	Student Government	Lead Project Engineer Director of Engine	7			\$66,753				
2	Engineering Assembly Ops	Electronics Assembler	4	\$45,667	09/09/96	\$38,038	\$37,890	\$35,070		
2	Engineering Assembly Ops	Electronics Assembler	4	\$45,667	09/03/03	\$38,038	\$37,890	\$35,070		
2	Engineering Assembly Ops	Assistant Eletronics Assembler	2	\$33,888	9/2/2005	\$33,473	\$26,000			
2	Engineering Assembly Ops	Assistant Eletronics Assembler	2	\$32,164	09/16/07	\$33,473	\$26,000			
2	Engineering Assembly Ops	Assistant Eletronics Assembler	2	\$32,084	02/21/08	\$33,473	\$26,000			
2	Engineering Assembly Ops	Assistant Eletronics Assembler	2	\$31,928	01/26/09	\$33,473	\$26,000			
2	Engineering Assembly Ops	Electronics Assembler	4	\$42,496	04/25/11	\$38,038	\$37,890	\$35,070		
2	Engineering Assembly Ops	Assistant Eletronics Assembler	2	\$31,670	03/07/11	\$33,473	\$26,000			
2	Engineering Assembly Ops	Assistant Eletronics Assembler	2	\$31,268	12/02/11	\$33,473	\$26,000			
2	Engineering Assembly Ops	Assistant Eletronics Assembler	2	\$31,268	01/14/13	\$33,473	\$26,000			
2	Engineering Assembly Ops	Electronics Assembler	4	\$41,498	10/02/17	\$38,038	\$37,890	\$35,070		
2	Engineering Assembly Ops	Lead Project Engineer Director	7			\$59,249				
3	Facilities	Supervising Building Engineer	6	\$63,024	10/30/89	\$65,631	\$59,626	\$65,893	\$63,365	
3	Facilities	Custodial Services Coordinator	5	\$51,447	05/02/95	\$46,353		\$59,503	\$52,022	
3	Facilities	Administrative Assistant	4	\$48,949	05/07/01	\$39,315	\$40,980	\$40,215	\$40,836	
3	Facilities	Custodian - Day Lead	3	\$38,478	07/01/06			\$38,232	\$35,106	
3	Facilities	Building Services Engineer	4	\$47,392	06/04/15	\$57,573		\$58,482	\$59,339	
3	Facilities	Custodian - Night Lead	3	\$35,543	06/22/15			\$38,614	\$35,457	
3	Facilities	Custodian-Day	2	\$30,600	06/04/15			\$35,544	\$32,505	
3	Facilities	Lead Project Engineer Director of Facilit	7	\$64,890	10/17/16	\$69,303	\$67,634	\$78,910	\$75,435	
3	Facilities	Building Services Engineer	4	\$49,922	02/12/18	\$57,573		\$58,482	\$59,339	
3	Facilities	Custodian-Night	2					\$35,899	\$32,830	
5	R&D	Admin Assistant to Director	3	\$41,946	02/28/00	\$40,335	\$44,732	\$42,663	\$45,934	
5	R&D	Lead Project Engineer Director	7	\$70,093	11/03/03			\$64,210		
5	R&D	R&D Coordinator	5	\$54,138	08/02/04	\$51,175	\$49,784	\$43,485		
5	R&D	Director Engineering Center	9	\$91,917	08/04/08	\$83,072	\$89,492			
5	R&D	Commercial Services Coordinator	5	\$47,612	12/23/11	\$49,361				
5	R&D	Program Assistant (R&D Coordinator)	4	\$42,134	10/28/13	\$51,175	\$49,784	\$43,485		
5	R&D	Lead Project Engineer Dir of R&D	7	\$65,920	07/26/16	\$65,281	\$61,355	\$64,210		
5	R&D	Audio Visual Coordinator	4	\$41,715	10/26/16			\$46,205		
5	R&D	Reservations Coordinator	5	\$47,847		\$47,226	\$44,732			\$47,559

Salaries to Market & Salary Grades - 2018



Pay by Gender

Confidential



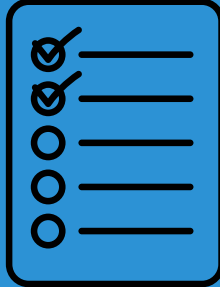
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Comp Practices: Review & Discussion



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WRITTEN PLANS?



NO

75% don't have one


MARKET POSITION?



BELOW

-10%, trails competitive pay by 20%

TOTAL CASH?



BONUS & BASE

Bonus plans are prevalent

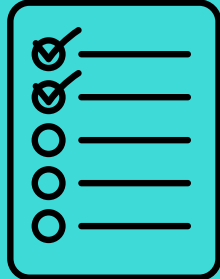
HOW IS PLAN BASED?



MARKET

Most common practice

PERFORMANCE MANAGEMENT

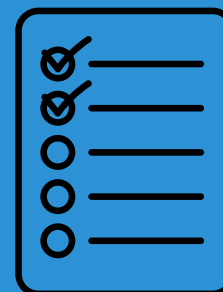


NOT IN PLACE

70% of Cos link annual increases to EE performance

Comp Practices: Review & Discussion

MARKET REVIEW?



NONE IN
LAST 2 YRS

Most Cos. Review
plans every 4 to 5 yrs

GRADES AND RANGES?

-	-	-
-	-	-
-	-	-
-	-	-

NOT IN
PLACE

60% of Cos have G&R

SALARY ADJUSTMENTS?



PROMOTIONS
& MARKET

Both Require consistent
JDs and Job Families

EE SATISFACTION WITH COMP?



TURNOVER
& EE
SURVEYS

Turnover high with entry
level, avg. with co. 2 yrs.

BETTER COMP?



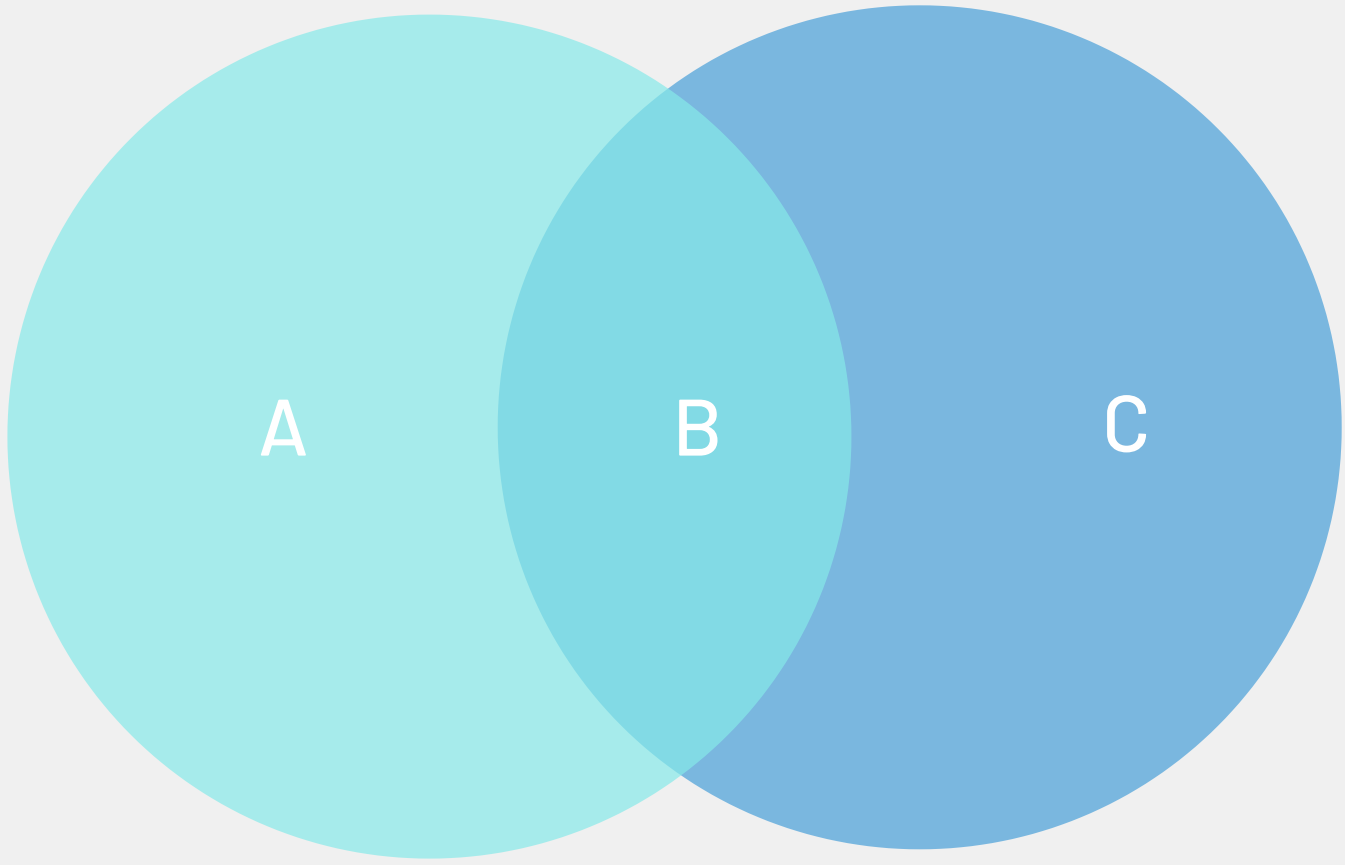
PERFORMANCE
MANAGEMENT

Bonus based on Co. and EE
Performance

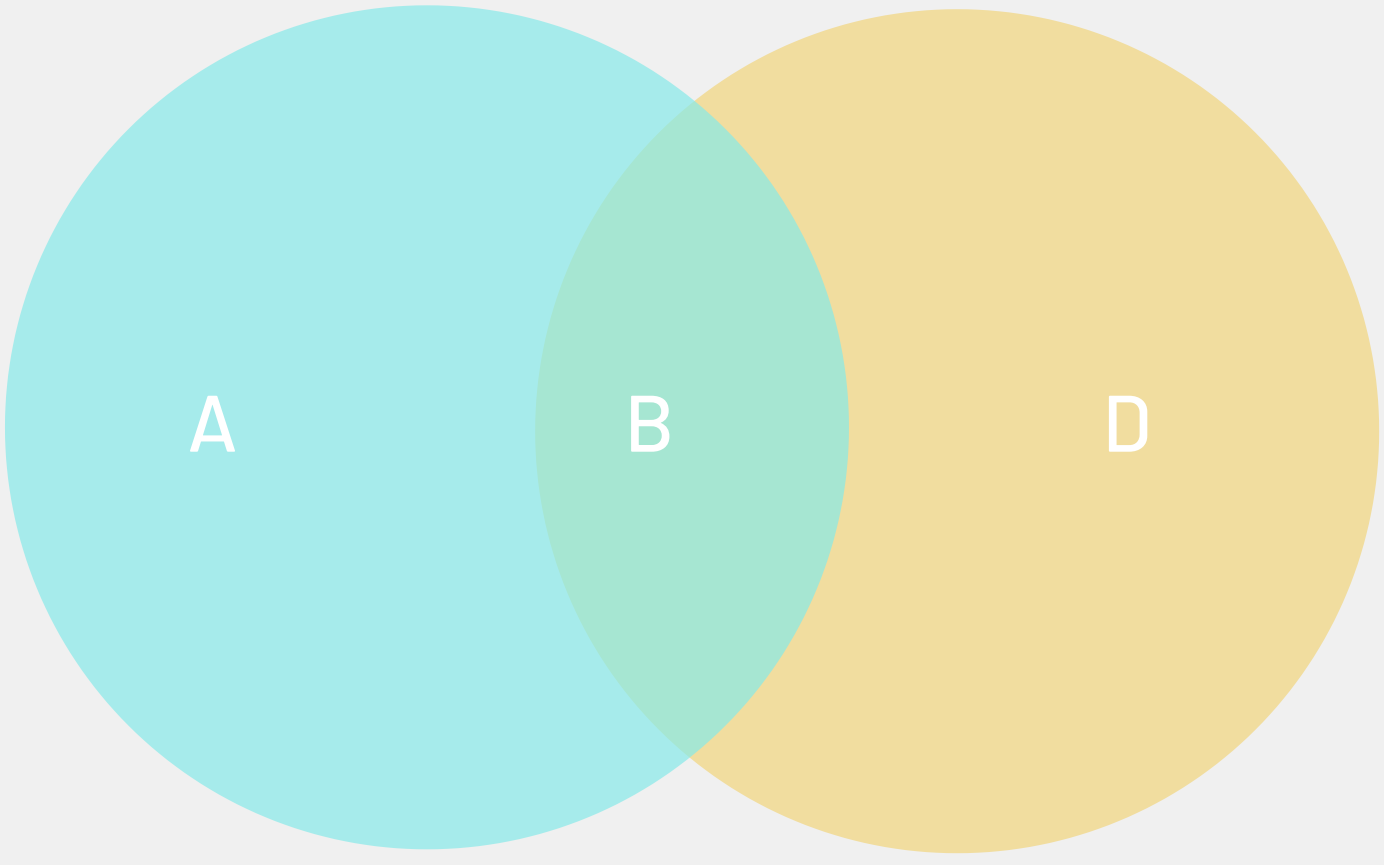


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OVERLAP TO PREVAILING LEVELS AND RECOMMENDED PRACTICES



- A SAMPLE CO
- B OVERLAP WITH OTHER COMPANIES
- C MARKET LEAD
- D LEADING PRACTICES



COMP LEVELS - AT THE 40% PERCENTILE

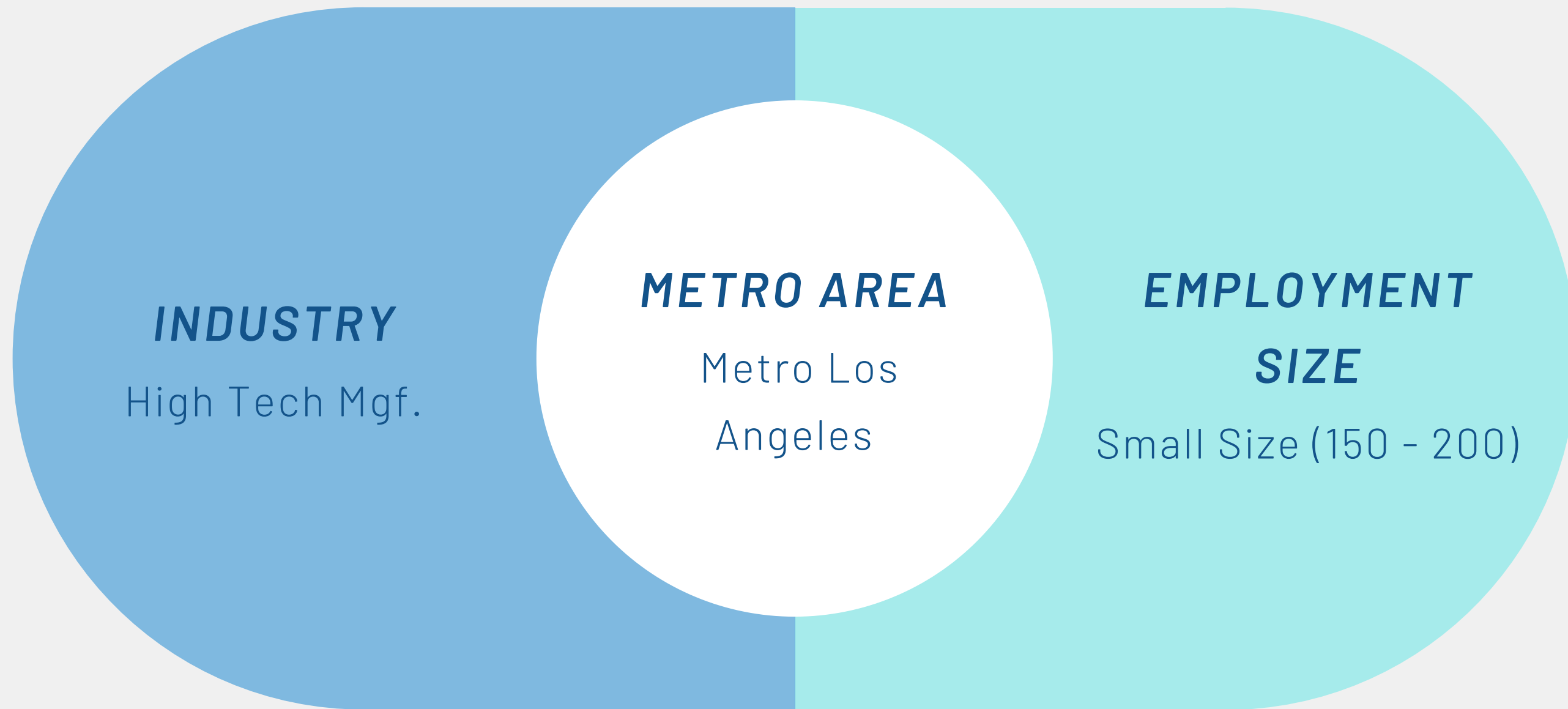
Well Below Market; avg. length of employment @ 1.5 years, below 2.5 yrs from the 4 yr norm.



COMPENSATION PRACTICES

Performance Management, Bonus Plan to control expenses

COMPARISON PROFILE



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Beyond Basic Comp Plan *ADDITIONAL SOLUTIONS*

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213-595-3224

**0
1**

BASIC BONUS PLAN

Tie Company Performance & Key Metrics to EE Pay Adjustments

**0
2**

FORMALIZE BANDS AND RANGES

Simplify it and Group Based On Job Value

**0
3**

DOCUMENT PAY POLICIES

Blend Policies with EE Handbook

**0
4**

BENEFITS & DE&I

Review Cost of Benefits & Pay Equity Practices

**0
5**

E-COMP®

Blue Whale's Online Comp Dashboard 7/1