

A Strategic Approach to Compensation Programs

Employee compensation is one of the biggest costs of doing business. Newport can help you develop a system that allocates these dollars strategically—allowing you to control expenses while attracting, retaining, and motivating key talent.

Broad-Based Workforce Compensation

Our customized workforce compensation programs help control salary expenses and minimize turnover in your organization.

Executive Compensation

Our consultants work closely with company owners boards of directors, compensation committees, or executive teams to establish strategies that align executive compensation to your corporate goals and culture. We design effective, performance-based programs, deferred compensation plans, supplemental executive retirement plans, executive perquisites, and board of director pay.

Specialized Compensation Services

Newport can make your compensation program more effective, competitive, and impactful. We offer specialized services to streamline performance management systems and job descriptions, design and deploy sales incentive plans, offer regulatory compliance reviews, and provide other specialized compensation services.

Survey Services

To provide access to competitive market information. Newport partners with you to design impactful surveys on a range of issues, including industry-specific compensation comparisons, operational and staffing benchmarks, and more.

Broad-Based Workforce

Compensation Solutions

- Development of total rewards philosophy
- Market pricing and competitive analysis
- Job analysis and job description writing workshops
- Job family and career progression plans
- Job evaluation system design
- Salary range design (traditional and non-traditional programs)
- Incentive program design for all organizational levels
- Cost impact analyses

Executive Compensation Solutions

- Executive rewards philosophy design
- Competitive executive pay benchmarking (published surveys and peer groups)
- Annual incentive plan design
- Long-term incentive plan design
- Deferred compensation or SERP plan design
- Executive perquisite benchmarking
- Board of directors compensation analysis
- Intermediate sanctions - non-profit executive compensation compliance
- Board compensation committee governance practices (oversight and functioning)

Specialized Compensation Solutions

- Performance management system design
- Sales compensation plan design
- FLSA reviews
- Pay discrimination testing
- Reward communication strategies, education, and management training around compensation
- Salary administration policies and procedures
- Benefit package benchmarking
- Job titling guidance

Survey Services

- Industry specific compensation surveys
- Employee engagement surveys and action planning
- Customer satisfaction, pricing/customer service practices
- Operational and staffing benchmarking surveys
- Benefit surveys
- Board compensation level surveys
- Polls and trending topic surveys

FIND OUT MORE

To learn more contact your Newport representative.



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