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From Paychecks to Purpose: Making Compensation Meaningful

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SVP, Total Rewards Practice

Compensation isn’t just numbers on a spreadsheet—

it’s the story we tell our employees about their value, their security, and their place in the organization.




Every paycheck, bonus, or promotion sends a message about fairness, recognition, and trust.

“If an employee asked you **‘why am I paid this way?’**, how would you answer—and how would you want them to feel?”



Today, we’re going to step into these compensation stories from your employees’ point of view.



Jordan



Individual Contributor

Day-to-Day Experience:

- Balances a tight budget: rent/mortgage, utilities, groceries, student loans, and family expenses
- Lives paycheck to paycheck; small unexpected expenses can cause stress
- Often plans work schedules around childcare or other obligations

What Jordan Worries About:

- Whether hours or overtime will cover bills
- If raises or bonuses are fair and reflect effort
- Job stability and feeling recognized for hard work



Individual Contributor

- **Role:** Production Operator
- **Tenure:** 2 years
- **Compensation Perspective:** Hourly wage with occasional performance bonuses
- **Pay:** $20/hour




Does my effort really matter here?

Why are small differences so impactful?

- Jordan earns $20/hour. A well-informed market analysis shows that similar roles in the area pay $20.50–$21/hour.
- That small difference—just **$0.50/hour**—can significantly affect his perception of fairness and value.
- Over a year, that's roughly **$1,000 extra**, which could cover a utility bill, groceries, or a portion of student loan payments. That's real, tangible impact on his life.

Why are small differences so impactful?

Why It Matters

- Entry-level employees are highly mobile – “wage tourists”; even a small pay gap can motivate them to explore other opportunities.
- A strategic, market-aligned pay approach shows Jordan that the company values him and is competitive, making him more likely to stay, engage, and grow within the organization.



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How do you do it

01 

Use market data to set pay ranges that are competitive but also equitable across roles.

02 

Communicate clearly to employees like Jordan: “We benchmark your role against the market to ensure fairness and opportunity for growth.”

03 

Pair pay with development and career-path conversations, so he sees both immediate and long-term value in staying.

For Jordan, market-aligned pay isn’t just numbers - it’s a signal that his work matters, that the company values him, and that he can pay bills, support his family, and plan for his future without constant financial stress.



Maya



Manager

Day-to-Day Experience:

- Manages a professional workload: projects, client deliverables, performance metrics
- Juggles career growth and personal life (e.g., mortgage, family, student loans)
- Monitors market value and career trajectory; compares compensation with peers

What Maya Worries About:

- Whether merit increases and bonuses fairly reflect performance
- How market data shapes her pay and promotion opportunities
- Clarity on long-term growth and advancement within the company



Manager

- **Role:** Marketing Manager
- **Tenure:** 5 years
- **Compensation Perspective:** Salary plus annual bonus
- **Pay**: $100,000/year + bonus



Manager

Maya wants to see the link between her work, her market value, and her pay—but the numbers don’t tell the full story.



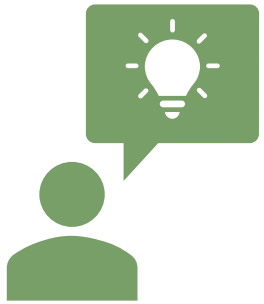


Employees are becoming more knowledgeable about compensation and total rewards and are expecting a higher level of transparency from their employers.

Why is Transparency so Powerful?



Clarity Builds Trust



Reduces Uncertainty



Supports Engagement



Guides Career Decisions

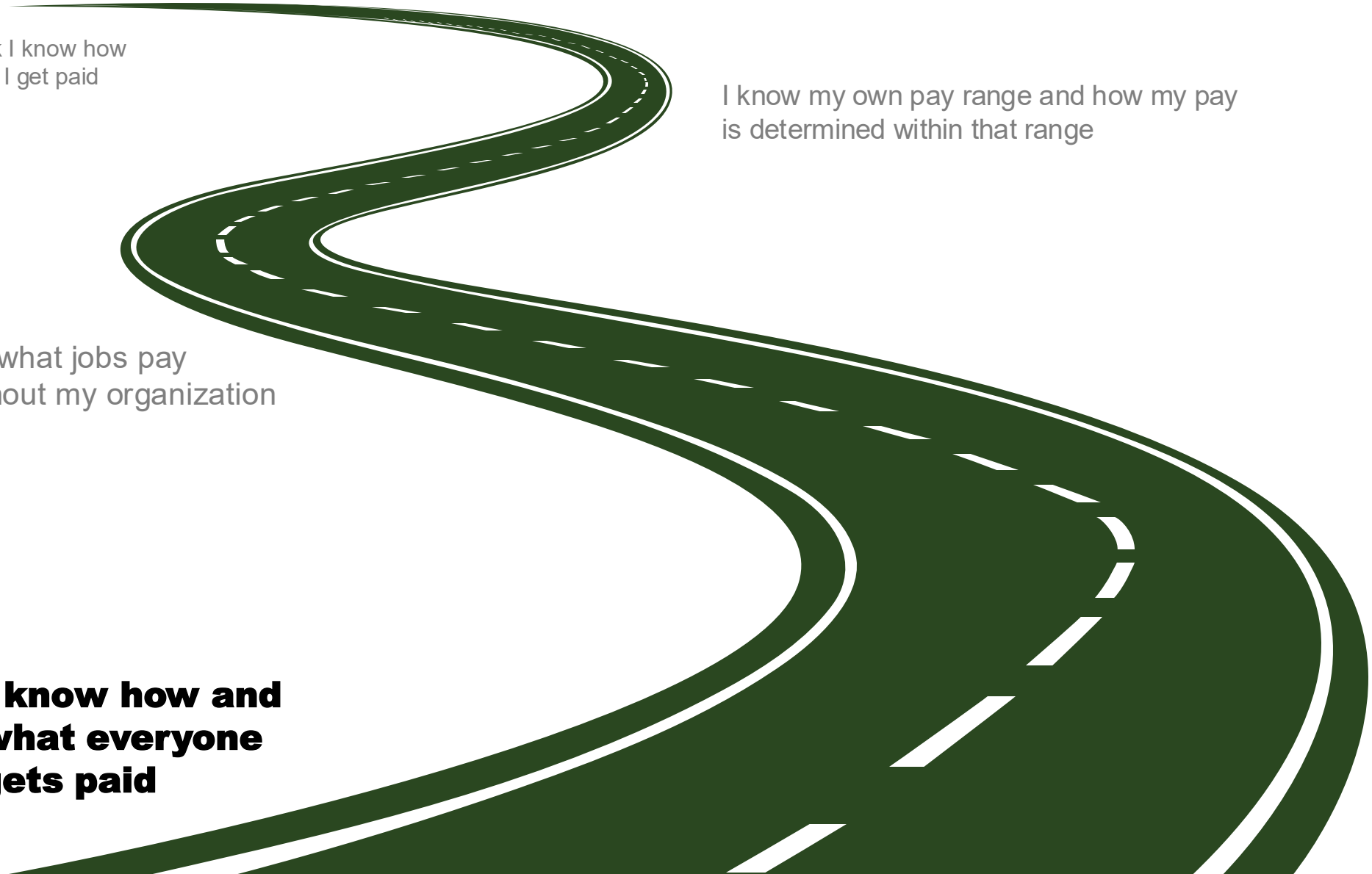
How to do it

I think I know how much I get paid

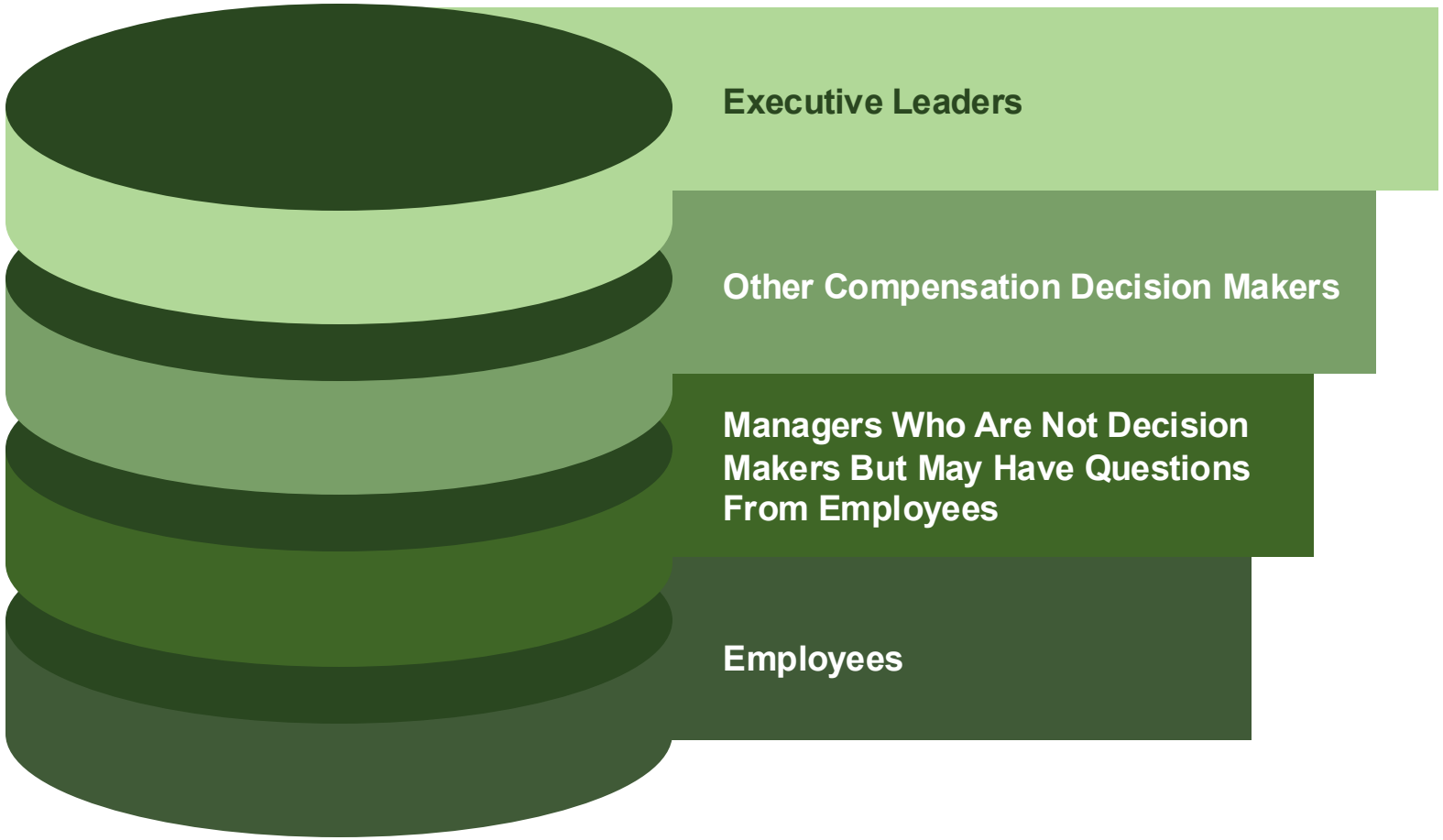
I know my own pay range and how my pay is determined within that range

I know what jobs pay throughout my organization

I know how and what everyone gets paid



How to do it



Comprehensive and details information for strategic decision-making.

Summarized data and detailed program specifics for consistent implementation.

Program overview, policies, and guidelines for effective communication with employees – equip them to answer basic questions.

Clear and concise information focusing on personal impact and support resources.



How to do it

- Review the compensation philosophy and process.
- Outline the budget and context for salary increases.
- Reiterate your organization’s goals.
- Explain how the employee’s goals and contributions align with the organization’s goals.
- Share how the employee’s behaviors, actions and skills have contributed to the outcomes.
- Share a few opportunities for growth and learning to help them achieve future goals.

For Maya, pay transparency turns numbers into understanding.

When she sees the logic behind her compensation, she trusts the system, engages more deeply, and plans her career with the company rather than looking elsewhere.



Carlos



Executive Leader

Day-to-Day Experience:

- Oversees teams and strategic initiatives, ensures alignment with organizational goals
- Balances budgets and resource allocation, including compensation for direct reports
- Focused on equity across the team, retention, and attracting top talent

What Carlos Worries About:

- Whether pay decisions for employees are perceived as fair and competitive
- Maintaining trust and engagement among managers and team members
- Communicating compensation clearly without eroding confidentiality or morale



Executive Leader

- **Role:** Chief Financial Officer
- **Tenure:** 15 years
- **Compensation Perspective:** Base salary, bonus, long-term incentives (nonqualified deferred compensation - NQDC)
- **Pay:** $250,000/year + bonus + employer NQDC contribution



Executive Leader

Carlos sees the numbers all the time—but does his team feel valued, understood, and fairly treated?



Why Pay Drives Performance



Executive compensation drives business outcomes and aligns leadership with organizational goals.



Incentives reward results, retain top talent, and focus leaders on long-term value creation.



Structured pay-for-performance reinforces a culture of accountability and high performance.

How to do it



Link performance metrics to incentives for executives and their teams.



Use your executive benefits package to reinforce retention and reward long-term performance.

For Carlos, pay-for-performance and executive incentives aren’t just numbers - they shape his behavior, influence how he rewards and motivates his team, and signal the organization’s commitment to fair, results-driven recognition.



When organizations understand what truly matters to each employee, even small differences in pay, clear communication, and meaningful incentives become powerful tools to build trust, drive engagement, and inspire performance across every level of the workforce



The Impact of Small Differences



The Power of Transparency



When Pay Drives Performance

When your employees look at their pay, what do they see?

Fairness, trust, and value - or confusion and doubt?

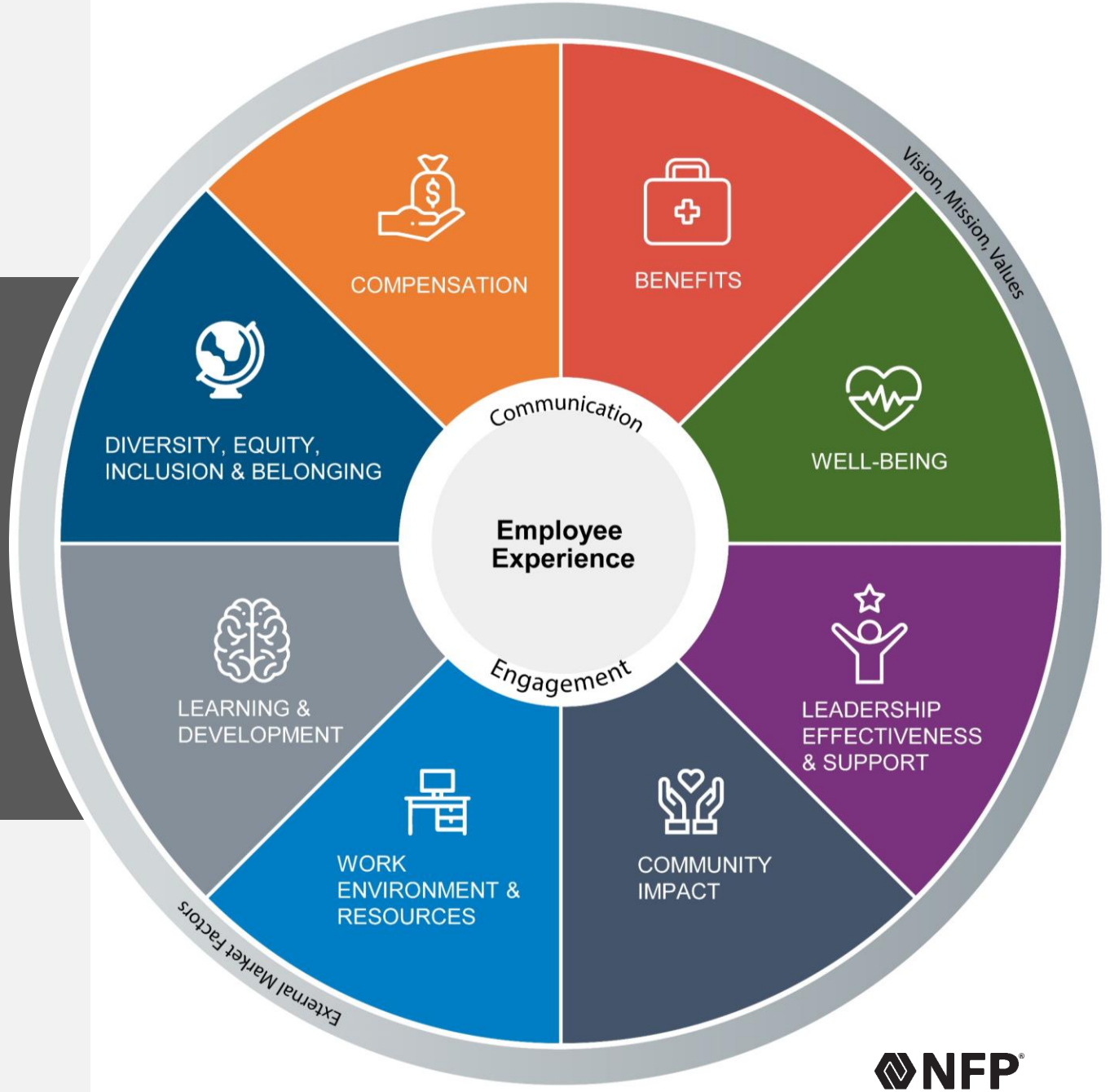



Compensation isn’t just numbers—it’s the story we tell our people every day.
Make it fair, make it clear, make it human—and you’ll shape the way they show up, every single day.


Total Rewards and Benefits

Total Rewards Halo™

Our framework for Total Rewards benchmarking



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April EHRA Meeting

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BENEFITS STRATEGY



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MARKET TRENDS



Market Updates

Employer-sponsored health care costs are projected **to increase by 9%** with average annual expense rising to **over $16,000 Per EE Per Year (PEPY)**

This increase is driven by:

- Overall inflation
- Reduction in competition in markets
- Expanded use of Specialty Medications (and more restrictive manufacturer discounts)
- Increased use of medications for weight loss/diabetes (GLP-1s)
- Inclusion of “lasers” in stop loss contracts (nearly 40% of clients took on laser risk in 2026

“In a non-traditional market; we have to think non-traditionally to find success.”

To combat these market headwinds, employers must balance cost containment with plan competitiveness and employee wellbeing:

This saw many employers (of all sizes) considering:

- Exploration of alternative funding strategies (self-funding / level-funding)
- Quoting of alternative/captive stop loss arrangements (even for mid-size and larger groups)
- Thorough analysis of an ICHRA strategy (sponsoring an “experience” in lieu of a health plan)

Market Insights
Mitigating Costs

High increases are expected to continue over the next four years. Health care costs are consuming a greater portion of the total rewards budget, leaving employers with difficult choices to make. Employees are also feeling the impact.

It is estimated that one in five employees spend more than 10% of their annual income on health care. To mitigate health expenses, employers are looking at strategies that drive employee purchasing behavior, manage care and outcomes, and promote plan efficiency while balancing plan competitiveness in the marketplace.

Source:
Aon's Key Trends in US Benefits for 2024 and Beyond



Value-Based Care

- High quality / cost-effective care
- Plan design steerage
- Navigation tools
- Virtual-first programs
- Incentives for COEs or specialty networks
- Incentives to adhere to care guidelines
- Direct primary care



High-Cost Claims Management

- Predictive analytics to drive early engagement
- Clinical and case management
- Annual stop loss evaluation
- COEs for certain complex services



Pharmacy Management

- Utilization of specialty pharmacy
- Utilization management and clinical programs
- Formulary evaluation and additional formulary tier for specialty Rx
- Management of GLP-1s
- Traditional vs Pass Through contracts
- Member facing cost transparency tools



Benefit Equity

- Affordability, especially pharmacy costs
- Plan flexibility and added choice
- Focus on access to care
- Evaluation of benefit expansion and programming in support of DEIB initiatives



Digital Solutions

- Virtual primary and urgent care
- Digital apps and remote patient monitoring of chronic conditions
- Text messaging / Member facing tools
- Claims data integration
- Connection of personalized data and resources
- Carrier AI tools

Market Updates
Impact of AI



AI Impact on Health Insurance Companies & Physicians

- Automates claims processing, reducing errors and speeding up approvals
- Enhances fraud detection through advanced pattern recognition
- Supports physicians with AI-powered clinical decision tools, improving diagnosis and care quality
- Streamlines administrative tasks allowing more time for patient care
- Identifies at-risk patients for targeted interventions and population health management



AI Tools for Employers

- Virtual assistants and chatbots guide employees through benefits and HR questions
- Predictive modeling tools forecast future costs and evaluate program effectiveness
- Digital solutions support compliance monitoring and automate regulatory reporting
- Wellness and engagement platforms personalize outreach and support for employee health needs

Market Insights
Wellbeing Trends and Takeaways

Mental Health & Wellbeing

25% of employees and dependents have mental health care needs

77% of workers having reported experiencing work-related stress in the last month[1]

- Mental Health Care (and tools) for Dependents under 13
- Robust mental health care imbedded into condition management point solutions
- Neurodiversity support and tools
- Year-long programs to build resiliency, growth mindset, emotional intelligence etc.

Caregiver Support

24% of employees cite childcare and eldercare as a distraction in the workplace[2]

56% of caregivers report having to take a leave of absence from work due to caregiving responsibilities.[3]

- Caregiver leave (updated PTO policies)
  - Paid/unpaid
  - Parental & maternity

Backup childcare

- Parent/elder care support programs
- ERGs for parents
- Productivity tools for caregivers

1. 2023 Work in America Survey: Workplaces as engines of psychological health and well-being
2. 2024 NFP US Leave Management and Trend Report
3. AARP

Physical Wellbeing

48% of respondents would “definitely” or “probably” be interested in weight management programs[4]

89% feel that the fertility & family-forming process has negatively impacted their mental health.[5]

- Weight management programs/GLP1s
- Chronic condition management
- Women’s health through the lifecycle from fertility/family planning through menopause
- Male infertility home testing

Social Wellbeing

40% of workers feel physically and emotionally isolated in the workplace[6]

37% of respondents are providing more on-site perks and social opportunities.[4]

- On-site wellbeing events
- Digital wellbeing platforms
- Team challenges and competitions
- Preventive on-site clinics (dental, vision, hearing)
- Community volunteer events
- Peer recognition programs
- Mentorship programs

4. NFP Employee Trends Insight Report
5. Carrot
6. Twaronite, K. May 2019 EY Five Finding on the Importance of Belonging



HEALTH BENEFITS STRATEGY

Rx Benefits

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PBMs & Fiduciary Litigation



ERISA Fiduciary Litigation

2024 saw the beginning of a trend in ERISA fiduciary litigation against health plan sponsors.

Breach of Duty

Lawsuits allege breach of fiduciary duty for failure to use prudence in selecting/monitoring the plan's PBM

Hidden Revenue

Claim is that hidden revenue in PBM contract is driving up participant costs

Moving Forward

Draws attention to the need for documented processes related to plan service provider selection and monitoring

2025 Rx Legislation: Indiana

Senate Bill 140

Signed May 6th, 2025

Effective 1/1/2026

1. **TPAs must allow PBM carve-out down to 100 lives; eliminates PBM carve-out fees**
2. **Pharmacy networks must be reasonably adequate (30 miles)**
3. **PBMs cannot prevent pharmacists from advising patients on lower cost options**

Moving Forward



Review Contracts

Review contracts to ensure understanding of all sources of revenue to PBM, particularly if not using a transparent PBM

Check the Market

Conduct periodic RFPs as a market check

Document Rationale

Document the rationale for the PBM selected



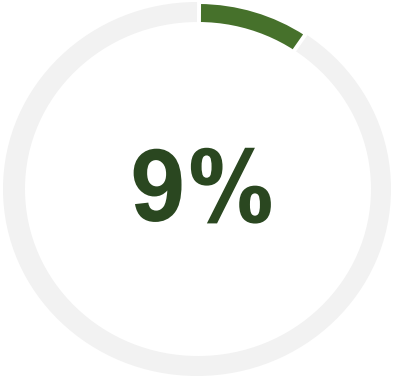
HEALTH BENEFITS STRATEGY

GLP-1s

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Market Data

GLP-1s are the number one Non-Specialty Therapeutic Class medication by spend, **representing an average of $16,400 annual cost per member.**



Coverage

J.P. Morgan estimates that by 2030, 30 million Americans (9% of the US population) could be on GLP-1s for weight loss



GLP-1 Futures

Kaiser found 19% of firms with 200 or more employees covered GLP-1s for weight loss in 2025

GLP-1s: Current State

Current estimates suggest over 2 in 5 adult Americans are eligible for treatment with a GLP-1

Up to 70% of patients taking GLP-1s for weight loss will discontinue therapy in the first year – often related to side effects, cost, or accessibility



Several promising additional therapies are in the pipeline with improved mechanisms of action, dosage forms and expanded indications.

- First oral formulation (Orforglipron) for the treatment of obesity and Type 2 Diabetes is forthcoming; additional therapies in the pipeline to be utilized with insulin to help mitigate weight gain associated with insulin. (APRIL 2026)
- Oral indications are currently marketed at $149/dose. However, utilization may increase with oral alternative, and effectiveness is still a concern



New Indications in GLP-1 Pipeline

Alzheimer's Disease: phase 3 trials completed - if approved, coverage pressure could extend to neurodegenerative care

Heart Failure: trials suggest improved symptom control, exercise capacity, and cardiometabolic markers.

Chronic Kidney Disease: show promise in slowing disease progression, may shift nephrology spend from medical to pharmacy.

MASH: current trials show promise in earlier stages preventing worsening fibrosis

Mental Health & Addiction: trials for alternate indications showed improved mood and reduced cravings

GLP-1s: Market Data

Employer & Market Trends



GLP-1 spend is rising sharply:

- Diabetes: +20% YoY (2024–2025), +70% since 2023
- Weight loss: +206% YoY (2024–2025), +522% since 2023



FDA-Approved Indications & Research

- Approved for: Kidney disease, cardiovascular disease, obstructive sleep apnea
- Ongoing studies: Alzheimer's, alcohol consumption, PCOS
- Oral alternatives launched in Q4 2025



Influences on Pricing

Semaglutide Negotiations

End of Compounding Tariffs

Executive Orders

Broader Drug Pricing Reforms

GLP-1s: AON Workforce Data

Key Findings:

GLP-1 users experienced **7% reduction in medical spend** growth:

- Primary Driver: Reduction in Inpatient Hospital Care

GLP-1 users saw **44% reduction in hospital incidents** for MACE

- Stroke, Heart Attack and Heart Failure

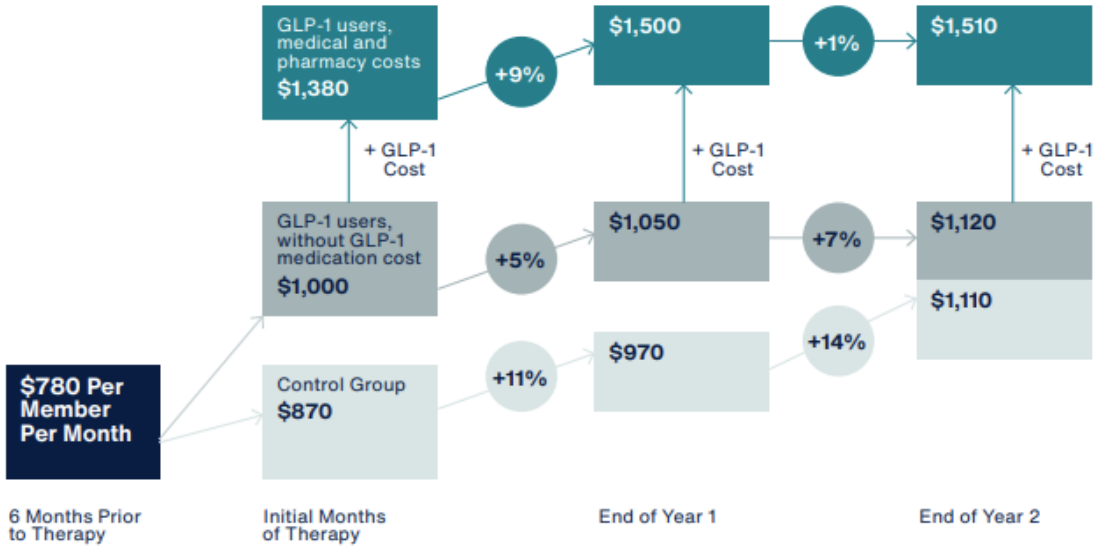
Research Scope & Methodology:

139,000 GLP-1 Users: Avg. Age 49 | 65% female

Control Group established based on closest matching clinical and demographics profiles.

24-month observation period to establish claims trend. (2022-2024)

Study only captures GLP-1s acquired through medical plan



Diagnosis Rate: GLP-1 Users vs Control Group

Condition	Diagnosis Rate Impact	Hazard Ratio
Pneumonia	Reduction	0.78
Inflammatory Bowel Disease (IBD)	Reduction	0.80
Osteoporosis	Reduction	0.80
Alcohol and Substance Use Disorder	Reduction	0.84
Cerebrovascular Disease	Reduction	0.87
Disc/Joint Disorder	Increase	1.13
Mental Health Disorder	Increase	1.15
Thyroid Disorders	Increase	1.16
Esophageal Disorders	Increase	1.19
Osteoarthritis	Increase	1.23
Sleep-Wake Disorder	Increase	1.28

GLP-1s Direct-To-Employer Solutions

EMPLOYER → **DTE Solution** → zepbound™ (tirzepatide) injection → Lilly

How it works:

- **DTE Vendor** administers the solution and accesses the direct-to-consumer pricing (ex: $550 per script)
- Members work through **Vendor** directly for no hassle navigation
- **Vendor** provides ongoing safety checks (NOT Prior Authorization)
- **Vendor** charges a dispensing fee per script ($50-$75 depending on the manufacturer)

Key Considerations:

- This model allows the employer to pick up some of the cost share (benchmark: 30% of the prescription cost)
- Member costs will not track towards deductible or out-of-pocket maximums
    - The benefit is separate from the health plan; it is an additional benefit offering



HEALTH BENEFITS STRATEGY

ICHRA

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What is an ICHRA?

Individual Coverage Health Reimbursement Arrangement

Summary

ICHRA provides a way for employers to contribute **pre-tax dollars** to employees used for purchasing their own individual health plans.

Growth

While some employers have been offering this approach since the late 90s, federal regulations passed in 2019 **expanded the availability and usability of ICHRA** to include all businesses.

Key Advantages

ICHRA contributions are tax deductible for employers and free of payroll and income taxes. Employees can choose the individual health policy that best suits their needs

How it Works



Employer

An account is created for each employee and funded by the organization to a certain amount that you determine.



Employee

Employees can then use that money toward a health plan of their choosing on the individual exchange or market.



Manage and Renew

Educate employees & discuss offering

Facilitate enrollments, deductions, and premium payments

Best Fit & Considerations

Best Fit

- **For companies** with high employee turnover.
- **For companies** new to providing benefits.
- **Groups** that have difficulty offering consistent coverage across multiple locations.
- **For employers** seeking to lower or manage costs while expanding options for employees
- **For groups facing** challenges with cost sustainability and traditional group plans.
- Historically small to midsize employers with recent trends showing them moving upmarket including 1,000+ employee lives

Considerations

- Change management requires **thoughtful and customized communication strategies**
- Some states have network differences: high performance narrow networks
- Challenges with **HSA funding** and 6-month lookback
- **Unique considerations** for those that are Medicare eligible
    - No products on or off exchanges for 65+ require Medicare
    - ICHRA allowed to be used to fund Medicare premiums



HEALTH BENEFITS STRATEGY

Aging Workforce Solutions

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Meeting the Needs of a Multi-Generational Workforce

The “Silver Tsunami” is still reshaping the Medicare landscape. Baby Boomers began aging into Medicare in 2011, and the wave continues:

- In 2025, an average of 11,400 Americans turned 65 and aged into Medicare every day.
- This is a slight decline from 12,000 per day in 2024, and the daily number will continue to gradually decrease in 2026.
- **By 2030, 20% of the U.S. population, about 71.6 million people, will be age 65 or older.**



Preparing for Generation Alpha: Born 2010-2024, entering the workforce by 2028.

By 2034, Millennials, Gen Z, and Gen Alpha will make up 80% of workers.

Employers must support the widest range of healthcare expectations, from Boomers’ traditional benefits to Gen Alpha’s post-ACA, post-pandemic reality.

Health Benefits Strategy

SUPPLEMENTAL *BENEFITS*

Supplemental Benefits: The Traditional Method



Critical Illness

Lump sum benefit to help cover the costs associated with major illnesses.

Often only covers a range of 5 to 15 illnesses or conditions.

Benchmark: 63% offer



Accident

Protects members if they are injured unexpectedly and unintentionally.

1 in 8 people (40.6 million) seek medical attention each year for accidental injuries.

Benchmark: 60% offer



Hospital Indemnity

Pays hospital admission benefits if an employee is admitted to the hospital.

Commonly considered a gap coverage for members on a high deductible health plan.

Benchmark: 25% offer

Meet Ansel (Renaissance)

Ansel was founded to build a world where health hardships don’t become financial burdens.

A simple supplemental health insurance product that is—

Comprehensive

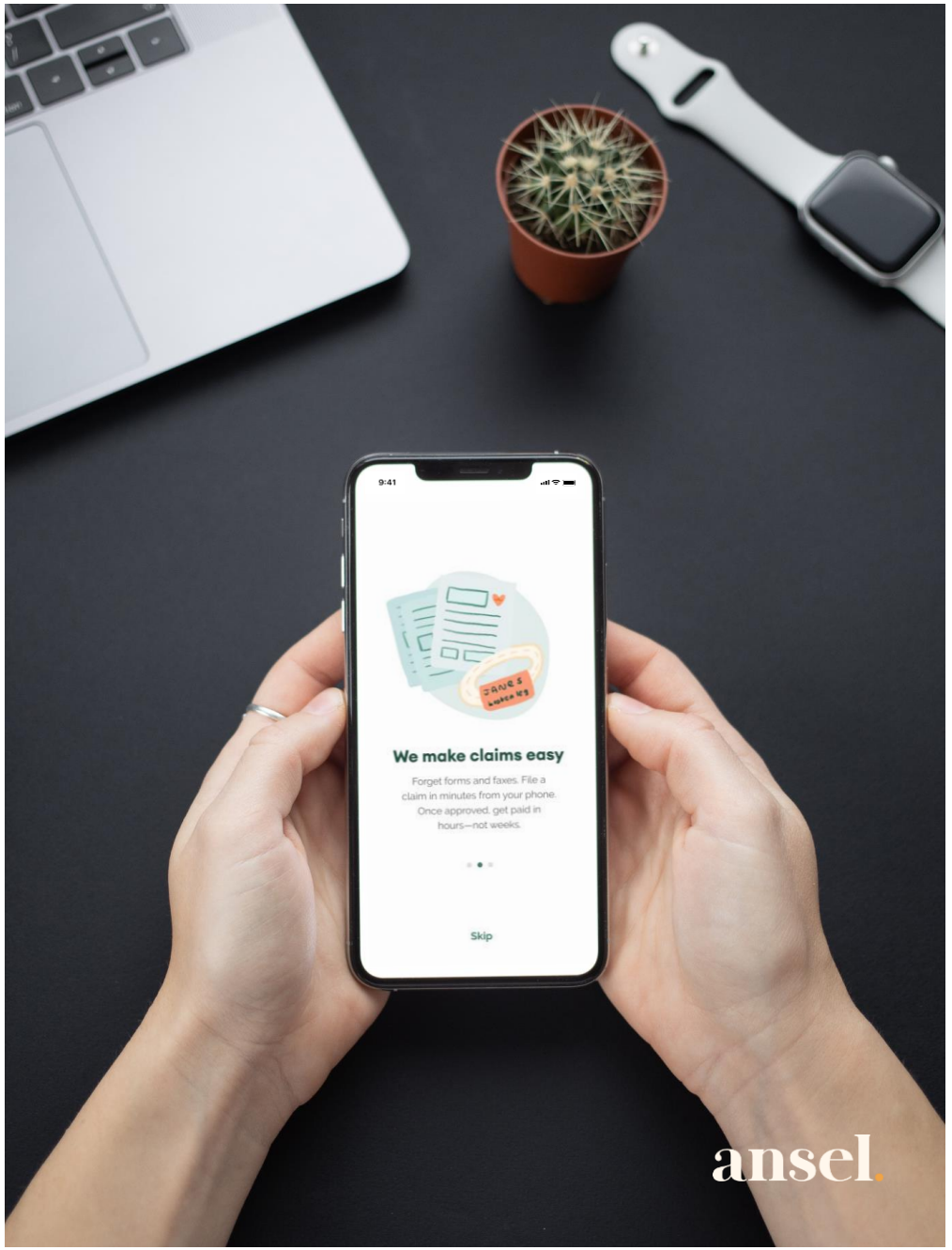
Ansel covers 13,000+ injuries and illnesses—from cuts with stitches to cancer, so people can get the most out of their plan.

Valuable

Typically, 20% of medical encounters qualify for an Ansel benefit, and medical claims integration enables proactive claims payments.

Painless

One easy-to-manage plan with paperless install and online admin tools. Dedicated support every step of the way.





One Election. **Broad Coverage.**

Sample Ansel Plan

$400	$1,000	$4,000
MODERATE	SEVERE	CATASTROPHIC
Any time a member has a covered condition in the Moderate category, they will receive $400.	Any time a member has a covered condition in the Severe category, they will receive $1,000.	Any time a member has a covered condition in the Catastrophic category, they will receive $4,000.

**Subject to plan eligibility and provisions, including benefit separation periods.*

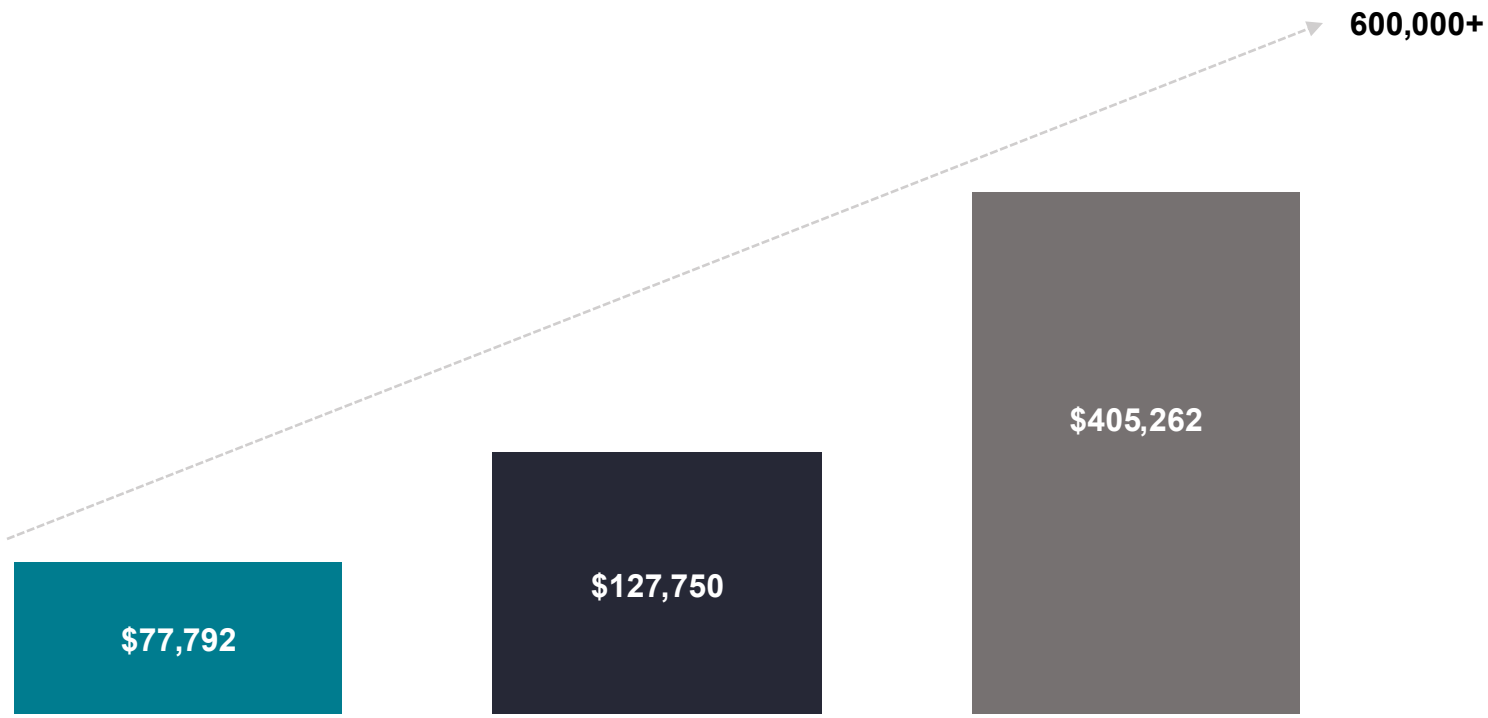


Hybrid Life with Long-Term Care Solutions

The Cost of Care

Without a plan, employees (and their families) bear the burden

The need for LTC
Approximately 56% people turning age 65 will need some type of Long-Term Care services in their lifetime. [1]



The median annual cost for a home health aide is currently $77,792[2]

A year in a nursing home private room is $127,750[2]

The estimated lifetime cost of care for someone with dementia is $405,262[3]

1 Actuarial Analysis of Long-Term Services and Supports Reform Proposals, Millman, 2025
2 CareScout, Cost of Care, 2025
3 2025 Alzheimer's Disease Facts and Figures, Alzheimer's Association

How Do Many Large Employers Offer These Benefits?

	The Old Way – Traditional LTC	The New Way – Hybrid LTC
Traditional LTC "Triggers" (2 or More ADL's and/or Cognitive Impairment)	✓	✓
No Rate Increase Due to Age	✓	✓
Portable Coverage	✓	✓
Options for Spouse Coverage	✓	✓
No History of Price Increases		✓
Death Benefit		✓
Build of Cash Value		✓
Indemnity Benefit		✓
Guaranteed Issue Coverage		✓
Spouses Bypass Full Underwriting		✓

- Over the last couple of decades, many insurance carriers have left the traditional LTC market and there are no Guaranteed Issue (GI) options for that product.
- There have also been extensive price increases over the years.
- Many large employers offer the "hybrid" solution of life insurance policies with LTC riders, which provide GI coverage and both a death benefit and cash value to address the common "use it or lose it" quandary of purchasing LTC insurance.
- These policies have fixed-term, portable coverage with tax-free indemnity benefits that can be "stacked" with other policies.
- These policies also satisfied the opt-out requirement of Washington State's LTC payroll tax-funded LTC program.

Life with Long-Term Care Hybrid Product Example

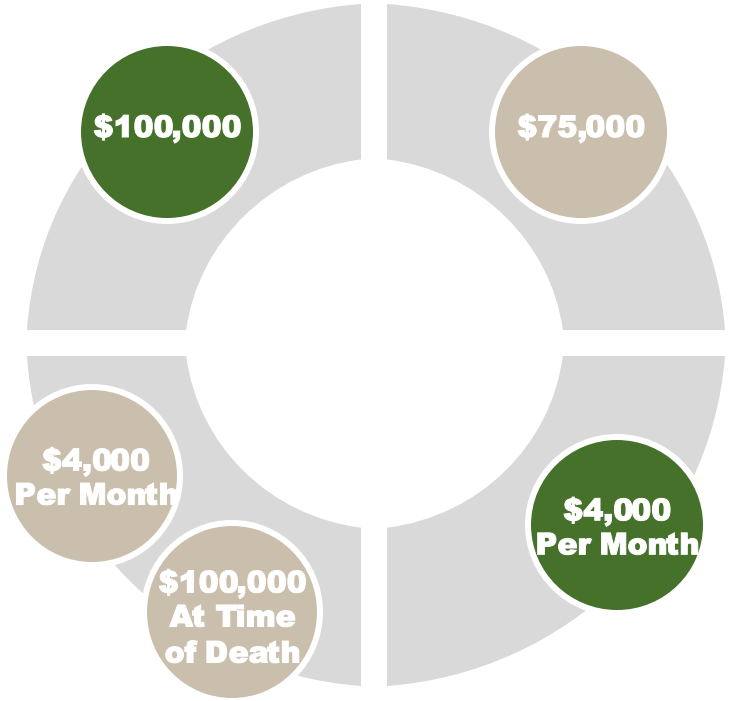
$100,000 Life Insurance Policy with Long-Term Care Rider

AT TIME OF DEATH

Beneficiary is paid the $100,000 death benefit

EXTENSION OF BENEFITS WITH FULL RESTORATION

Once the original death benefit is exhausted, the Extension of Benefits Rider will provide LTC coverage for another 25 months at $4,000 per month, as well as restoring the original $100,000 Life Policy.



TERMINAL ILLNESS

Policyholder will receive up to $75,000 to pay for care, treatment and other costs while they are alive. The balance of the policy benefit is paid to the upon death.

LONG-TERM CARE RIDER

If the policyholder cannot perform two or more activities of daily living, they will receive $4,000 per month up to 25 months. Benefits are paid after a 90-day elimination period

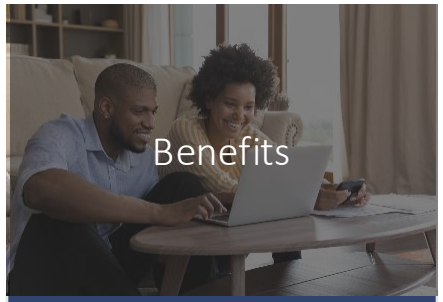
Base Plan/LTC: $100,000	Extension of Benefits: $100,000	Benefit Restoration: $100,000	Total Value: $300,000

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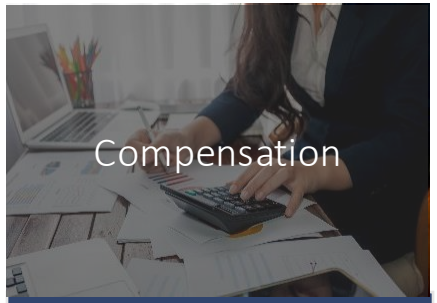
*Products may vary by state and carrier
**Full utilization of the Extension and Restoration riders can TRIPLE product value

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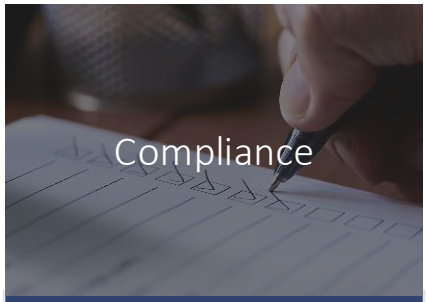
NFP Practice Areas



Benefits packages that meet your needs and objectives, including executive benefits and rewards.



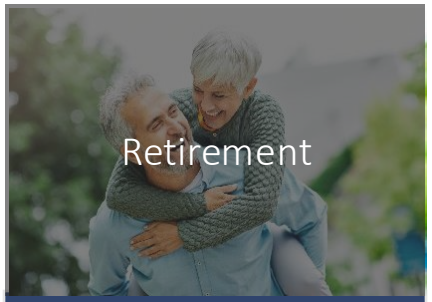
Compensation strategies that align with the market and your total rewards philosophy.



Anticipating opportunities to make informed choices that lessen your risk of penalties.



Business and individual solutions and employer liability.



A strategy and offerings that help employees plan for the future.



About Talent Solutions

Customized People and Talent Strategies

Our Talent Solutions practice provides tailored people and talent services to solve workforce challenges and drive business success. We cover the entire employee lifecycle from hire to retire. Our hands-on guidance and specialized expertise services clients globally, whether on a retained or project basis.

We specialize in eight core areas that deliver highly valued workforce solutions to our clients.

Compensation and Total Rewards
Benchmarking, Pay Structure Design, Incentive Plan Design

Strategic HR
PEO Extraction, Strategic Planning, Mergers and Acquisition Consulting

Recruiting
Executive Search, Retained Search, Recruitment Process Outsourcing

HR Operations
Leave Management, Fractional HR, Engagement Strategy

HR Technology
HR Information Systems, Benefits Administration, Leave Management

People Development
Executive & Leadership Development, Career Pathing Design, Training Needs Analysis

Career Transition
Executive Outplacement, Business Restructuring, Redundancy Planning

International HR
International Labor Law, New Market Expansion, Cultural Integration

For questions or more information contact talentsolutions@nfp.com



Compensation Bootcamp Series

Are you looking for more in-depth compensation training?

NFP hosts a Spring and Fall Bootcamp series. This engaging and informative program will give you the opportunity to learn about compensation from a team of nationally recognized experts.

During this 8 - 9-week education series, our compensation consulting team will walk you through both basic and advanced compensation frameworks, strategies and philosophies. It is SHRM-certified!

We will provide training on topics such as:

- Job Analysis
- Market Analysis and Benchmarking
- Developing Pay Structures
- How to Make Individual Pay Decisions in a Pay Structure
- Annual Increase Cycles/Compensation Challenges
- Variable Pay
- Total Rewards and Communication
- Pay Equity and Pay Transparency

$2,500 investment – waived for today's attendees!

NFP An Aon Company

Connect with Us!

Scan the QR code to add Megan on LinkedIn!



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