

Market leading compensation services

The EY Compensation Advisory Services practice assists clients in developing and refining their compensation strategies to align with business objectives and market benchmarks, enhancing the employer brand and improving the employee experience. We deploy these services in a wide range of industries and in support of business transformation, periods of attrition, in response to external competitive pressures and transactions. Our professionals are credentialed and experienced in customized solutions and complex corporate structures.

Our differentiated service delivery model

Our service delivery model is data-driven, technology-enabled and leverages the EY organization's long-standing brand for risk mitigation and business process improvement. This orientation differentiates our services from the market and provides business leaders with confidence as they approach the market for talent.

How does your compensation philosophy fit within your overall business and talent strategies?

How is the competitive landscape for talent evolving for your company?

What is your employee value proposition that allows you to attract, reward and retain employees?

What reward priority shifts do you anticipate and what are the implications for key talent segments?

Ernst & Young LLP Compensation Advisory Services



Shape the future with confidence

EY compensation advisory services help companies design and improve HR programs to attract, retain, motivate and engage key talent. In delivering these solutions, EY teams actively engage with cross-functional stakeholders, extending beyond the HR department. Our services span all workforce levels, including **broad-based, executive and sales compensation**.

Compensation strategy and design

Aligning employee rewards frameworks with strategic organizational priorities across broad-based, executive and sales compensation.

Pay-for-performance linkage

Designing and integrating merit pay, recognition and annual and long-term incentives.

Job evaluation and titling frameworks

Conduct job evaluation to complete a thorough analysis of internal job value. Designing and implementing a titling strategy and protocols to enhance organizational clarity.

Job family architecture

Supporting effective management of talent processes by:

- Creating frameworks that identify both vertical and horizontal career paths
- Enhancing job descriptions to provide clarity in role expectations
- Aligning JFA with the people agenda and strategic talent management processes

Compensation benchmarking

Enhancing strategic alignment by benchmarking traditional, emerging and disruptive market pay trends to attract, retain and engage top talent.

Sales compensation

Enhancing sales team motivation by structuring compensation that rewards performance achievement and fosters career growth.

Compensation/equity process and governance

Establishing robust processes and governance that manage risks and support fair and transparent employee rewards.

Job mapping

Conducting compensation and job harmonization, job and employee level impact analysis to support corporate transition events.

Salary structure design

Creating pay grade frameworks that promote equity and career mobility, aligning with market trends.

Executive Compensation Advisory Services

We develop executive pay frameworks through strategic consultation, encompassing compensation philosophy, market comparison, succession planning and tailored incentives plans, with tax assessment and effective management to promote company compliance and support leadership performance.

Transaction and transformation support

Facilitating successful transactions through focused compensation services, including compensation integration, harmonization, job mapping and comprehensive compensation due diligence. Supporting HR transformations through development and a holistic review of compensation services, HR system integration and alignment to change management strategy.

Implementation

Facilitating the successful execution of compensation transformations involves guiding strategic change management, reward communication, system readiness assessment and integration with the company's people agenda, processes and culture.



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Value to clients

Alignment of compensation frameworks with organizational priorities

Increased cost efficiencies and reduction of administrative costs

Management of compliance risks (e.g., pay equity)

Improved analysis and reporting of talent segments and strategic workforce planning

Enhanced talent acquisition and employee retention

Increased clarity over career development and career planning

EY approach

Data-driven and technology-enabled approach

Holistic, multivariate analyses and sector specific resources

Global consistency and locally relevant experience

Human-centric

Sector knowledge

EY teams deliver market leading insights and sector-tailored solutions via its global network of seasoned reward practitioners. We develop customized – yet practical – solutions that support corporate outcomes and drive long-term company value.

- Advanced manufacturing and mobility
- Consumer
- Energy and resources
- Financial services organizations
- Government and public sector
- Health sciences and wellness
- Private equity
- Real estate, hospitality and construction
- Technology, media and telecommunications