

Unlocking Deeper Insights from Data

We're much more than a data provider. Our consultants specialize in providing custom, focused expertise to help our clients solve their most pressing human capital challenges. Our companion survey offerings include the FLSA Prevalence, Incentive Size and Depth Analysis, Salary Structure Diagnostic, and Corporate Title Analysis. These tools give you deeper understanding of your data supporting meaningful, data-driven business decisions.

FLSA Prevalence

Classifying jobs and making exemption decisions requires a baseline understanding of how the market treats similar roles. With limited resources and time, understanding which jobs are at risk reduces time spent and lessens the load of a full job analysis. Our survey data supports a holistic, robust process for evaluating jobs and making informed decisions. You'll get a market-view of what your peers consider exempt and non-exempt positions.

Using this tool, you can answer questions like:

- What is the prevalence of exempt employees in the commercial lending space?

Sample output

McLagan RCB - FLSA Prevalence										
Prevalence of Exempt Employees										
Sales & Relationship Mgmt and Portfolio Mgmt Levels										
12 - Chairman and/or CEO				08 - Expert						04 - Entry
11 - Senior Leadership Team or Equivalent				07 - Advanced						03 - Senior Support
10 - Managing Expert				06 - Experienced						02 - Intermediate Support
09 - Senior Expert				05 - Intermediate						01 - Junior Support
Sales & Relationship Management Levels				10	09	08	07	06	05	04
Commercial Banking										
Multi-Focus	SR.CMCM	Market	Prevalence	100%	92%	90%	80%	75%	60%	45%
			n	620	890	945	1200	915	475	130
			ABC Bank	Prevalence	100%	100%	90%	80%	70%	66%
			n	2	12	15	30	45	38	15
Commercial & Industrial (C&I) Lending	SR.CMCI	Market	Prevalence	100%	100%	90%	90%	80%	80%	--
			n	112	180	405	315	165	55	0
			ABC Bank	Prevalence	--	100%	95%	90%	85%	78%
			n	0	4	22	30	60	25	0
Commercial Real Estate Lending	SR.CMCR	Market	Prevalence	100%	95%	95%	93%	91%	85%	38%
			n	128	186	260	295	116	65	18
			ABC Bank	Prevalence	100%	--	90%	80%	70%	66%
			n	1	0	25	24	32	27	21

All data is illustrative.