

# Salary Structure Diagnostic

Is your salary structure aligned to the market? Understanding industry practices empowers firms to more effectively attract, retain, and motivate talent in an increasingly competitive environment.

Your firm's salary structure is your internal representation of the market. The Salary Structure Diagnostic provides a snapshot of your salary structure compared to the market in addition to the information needed to help you stay competitive with the market.

**We help clients address:**

- 🔍 Your Current Salary Structure:** Has your structure maintained its intended shape? Do midpoint differentials and range spreads facilitate your internal career paths?
- Your Compensation Strategy and Competitive Positioning:** Overall, how do the benchmark jobs in your structure compare to market? Additionally, does this positioning align to your firm's compensation strategy?
- Cost of Labor in Your Office Locations:** How does pay in your local market compare to the national level compensation data?
- Market Salary Range Movement:** What is the expected salary structure movement in the market?

We will collect your firm's complete salary data and structure information to perform a diagnostic assessment on your salary structure.

We're here to empower results

Contact our team today to learn more about our solutions for regional & community banks and credit unions.

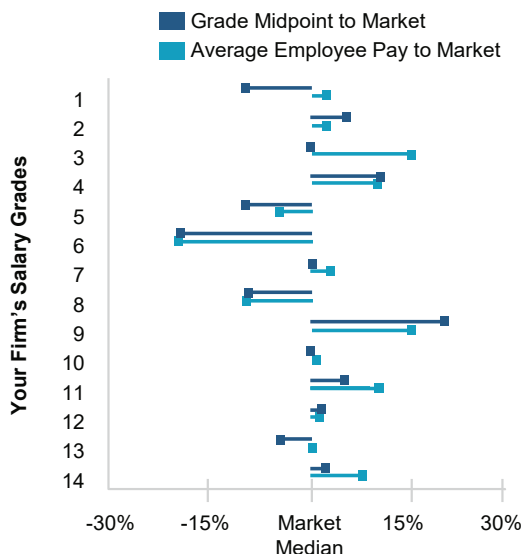
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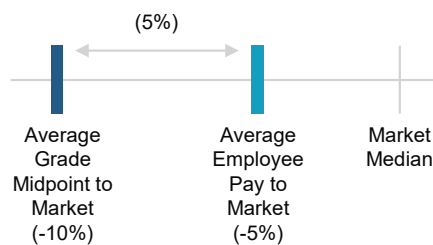


Our team specializes in providing customized, **focused expertise for regional and community banks** to help our clients solve their most pressing talent challenges.

**Salary Grade Variance to Market**



**Average Employee Pay to Structure**



**Note:**

- Structure has fallen behind market (10% below market median on average)
- Average employee pay is above midpoints of internal structure however remains 5% below market due to structure misalignment

All data is illustrative.