

TCS Total Compensation Solutions

Answering Your Compensation Questions



TCS Total Compensation Solutions

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An independent human resources consulting firm dedicated to applied research & assisting clients achieve their strategic compensation objectives

We practice the art of listening to ensure that our clients' needs are filled on a timely & thorough basis.



TCS clients range from small to medium businesses to Fortune 500 conglomerates.



Your compensation program can give you a competitive advantage.

Today's competitive environment requires organizations to attract and retain the right talent at all levels. Your compensation program is vital in helping you do just that. Ask yourself:

- Is our compensation at the right competitive level?
- Do our compensation programs focus executives on activities that make us successful?
- Is the compensation for our Board of Directors in line with the increased challenges of the job?

TCS Total Compensation Solutions helps you develop compensation solutions that work for you.

Total Compensation Solutions has the experience and the knowledge to help you answer these questions so you get solutions that work for your company. Working with us, we will help you to:

- Identify the target market for talent so that you have appropriate compensation comparisons
- Articulate your pay strategy to find the right balance between the market and your internal requirements
- Structure your pay programs to fit your company culture and focus executives and employees on the key performance metrics

We identify best practices in the marketplace and use the data strategically to provide customized solutions for your compensation and benefit challenges.

The TCS Advantage:

- Principals with an average of 25 years experience
- Personal attention from a principal who will listen and work with you through every step of the project
- Competitive pricing
- Client satisfaction is our #1 priority

Our services span a variety of areas...

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| Executive Compensation | Executive Benefits & Deferred Compensation |
| Custom Salary Surveys | Board of Directors Compensation |
| Not-For-Profit Compensation | Broad-based Compensation |
| Incentive Compensation | |

...And we specialize in multiple industries.

Healthcare • Not-For-Profit • Financial Services • Insurance • Publishing • Media

For more information on how we can help with your total compensation and executive benefit issues, please call us today.

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