Validate project team, timing, and objectives
Schedule project update calls
Collect data request documents
Conduct stakeholder interviews to understand current state context and desired future state
Conduct current state analysis
Discuss Communication and Engagement Strategy

Re ie and pda e UVM compen a ion philosophy and develop benchmarking methodology
Collect market data at the 25th, 50th and 75th percentiles for each benchmark job for base salary and total cash compensation and conduct a competitive assessment
Develop market-based salary structure, preliminary slot jobs into the structure, and prepare outlier and cost analysis
Develop compensation administration guidelines

Compensation philosophy
Benchmarking methodology
Competitive assessment summary results
Market-based salary structure
Outlier and cost analysis summary results
Compensation administration guidelines