



Does your company seek to attract
and retain the best talent –
without overpaying for it?

Then *move up* to THRD's Custom Compensation Programs.

The Human Resource Department, Inc. (THRD), a leading Cleveland-based HR consulting, project management, and HR temporary staffing firm, has developed a game-changing approach to Custom Compensation Programs that enables clients to attract and retain the best available talent without incurring a higher payroll than necessary or running afoul of compliance rules.

Back in the day, HR directors tended to take the latest industry salary surveys and then simply look for job “matches.” That strategy, while appealing in its simplicity and surface logic, hardly reflects a nuanced response to the variety of today’s organizational, cultural, and budgetary demands.

Each THRD Custom Compensation Program links the organization’s compensation strategy to its business objectives, while also reflecting the organization’s philosophy and internal culture with regard to how it promotes and rewards talent. And because one size does not fit all, the resulting program design could be based upon traditional solutions, unconventional approaches, or a hybrid of old and new solutions.

THRD Compensation Consultants bring to bear multi-industry expertise as well as specialized in-depth compensation planning experience.

They rely on multiple sourcing that is both global and local to create Balanced Data. And they provide each client with a Custom Compensation Toolkit that includes templates for ongoing salary planning and budgeting, plus job summaries for recruitment, benchmarking, and structural level-setting within the organization. To assure complete quality control, all THRD Custom Compensation Plans are subjected to a rigorous peer review process.

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Beyond the initial plan development, each THRD Custom Compensation client is paired with a dedicated lead consultant, who will monitor external industry trends as well as new internal initiatives that may affect the company’s compensation program — or may trigger new compliance concerns. All of our compensation professionals have ready access to THRD’s in-house expertise that covers a broad spectrum of complex HR compliance issues.

To learn how our THRD consultants can assist you with custom compensation — or with any other specialized HR consulting and staffing issues — contact
THE HUMAN RESOURCE DEPARTMENT AT 216.292.6996
INFO@THRD.COM OR VIA OUR WEBSITE AT WWW.THRD.COM.

