

## COMPEASE

### The credit union difference starts with your people.

It's a simple equation: the better the employees you have running your credit union, the better experience your members will have. Your people are the face of your credit union. They are the ones who help close the deal with prospective members and build wallet share with current members.

To attract and retain the best people in today's tight labor market, you need to provide them with competitive salaries and compensation packages. Compease gives you the tools you need.



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## Competitive base salaries are important to employees

Most credit unions don't move top employees through their salary range fast enough to prevent them from only staying for two-to-three years. Compease helps you identify your top employees that are most at-risk.

## Good employees are your lifeblood, so why handle their compensation without guidance?

Managing salaries without professional help may seem like a way of saving money but, ultimately, the cost to replace top employees is far more than the annual Compease software subscription. Over 95 percent of companies that use Compease keep it over the long-term.

## Over 700 credit unions currently use Compease. So should you.

Compease provides employers with the tools, information, and consulting needed to manage salary administration with ease and confidence. The system is user-friendly and generates actionable reports.

We designed Compease to help credit unions ensure their salary ranges are market-competitive and will allow them to attract and retain top talent.

## What's so special?

Compease uses the best market data to determine salary ranges for key employees. It uses an effective algorithm to determine salary ranges for your unique hybrid positions, and it shows you which employees you should be most concerned about losing based on a combination of performance reviews and pay structure.

Our team will build custom systems for any credit union, factoring individual position responsibilities, location, size and industry.

## Key Features:

- Job evaluation system — Eight compensable factors allow easy job comparisons, including unique hybrid positions
- Salary grades and ranges — Supports up to 24 salary grades, with extensive salary data specific to industry, size and geographic location
- Merit increase planning — Individual merit increase guidelines are developed and projected for the entire organization, especially for top employees that need to move through their salary range faster
- Compensation management — Extensive reporting capabilities include compa-ratios and current/projected salaries for individuals
- Salary updates — Annual salary data updates ensure your compensation plan remains competitive
- Job descriptions — Compease includes proforma job descriptions
- Compensation consulting expertise — Customized salary data analysis and plan development by a certified compensation consulting specialist
- Onsite system implementation and user training — We come to you

Find out how Compease can help your credit union attract and retain top talent today by calling **800.940.7522** or emailing **Info@HRPerformanceSolutions.net**.