

# SAMPLE CLIENT ENGAGEMENTS: Not-For-Profit Compensation



## Alumni Association

Cowden Associates, Inc. (Cowden) conducted a compensation study and review of current job evaluations and pricing. We assisted with the review/analysis, evaluation, development of a job evaluation system and provided the Association a methodology, merit and incentive structure of a comprehensive total compensation program.

## Community Family for the Intellectually Disabled

Cowden provided a market review to the Executive Compensation Committee of its Executive Compensation programs to ascertain the reasonableness of total compensation when compared to current market data for not-for-profit organizations similar in size and scope. We reviewed base compensation, bonus compensation, any perquisites, professional development, general benefits and retirement benefits (“total compensation”).

## State Employees Credit Union

Cowden conducted a review of a State Employees Credit Union base pay structure and completed a competitive market benchmarking for management and bargaining unit positions. We also reviewed their salary administration program.

## Faith-Based Retirement Community

Cowden performed a review of the competitiveness of base compensation, annual incentive compensation and total compensation for a select group of salaried employees. The information was utilized to alter compensation and incentive plans. We prepared a report summarizing our findings which contained charts and other information for each position under review. We assisted them in the decision of a long-term incentive plan to supplement existing programs.

### OTHER INDUSTRIES OF INTEREST

- County Board of Education
- Convention/Visitors Promotion Agency
- Conference on Community Development
- Technology Based Educational Institution
- Gardening Attraction
- School for Blind Children
- Alternate Housing & Corrections Facility
- Numerous Health & Medical Centers



# COWDEN

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