



# SAMPLE CLIENT ENGAGEMENTS: For-Profit Compensation

## Energy Company

Cowden Associates, Inc. (Cowden) provided consulting services, including a market review of base compensation levels for a fair cross-section of job titles representing employees who are employed at various locations and are involved in various government contracts. Cowden also conducted an internal privileged risk assessment analysis.

## OTHER INDUSTRIES OF INTEREST

- Mine Operating Supplies and Services
- Bearings Manufacturer
- Water Management Company
- Biochemical Company
- Software Integration Solutions Company
- Waste Management Firm
- A Finishes Contractor
- A Brewery
- Cable System Company

## Financial Institution

Cowden conducted a market based study of “Total Compensation” for the top five executives of a financial institution. We examined the current base compensation, annual incentive opportunities, long-term incentive opportunities, equity programs, health, retirement and other perquisites of the top five executives. We compared “Total Compensation” to their Peer Group as well as to general industry market trends. The institution was provided with our conclusions regarding the overall competitiveness and reasonability of “Total Compensation.”

## Environmental Consulting Organization

Cowden completed a compensation study of certain benchmark positions for the organization to determine the overall competitiveness of its base salaries and total annual cash compensation relative to the market. We also detailed the advantages and disadvantages of creating alternate pay ranges for different locations, including identifying competitive practices, and for those firms who have adopted alternate strategies, a description of their programs and suggested differentials.

## Nursing Educational Institution

Cowden provided a comprehensive compensation and benefit plan review to the organization to assist in designing and implementing a compensation and benefits package. We prepared a report summarizing our findings which contained charts and other information for each position under review. We designed an overall compensation structure for their employees, which provided a working framework for compensation plans.



# COWDEN

Cowden Associates, Inc.

Four Gateway Center ♦ 444 Liberty Avenue ♦ Suite 605 ♦ Pittsburgh, PA 15222  
412.208.0482 ♦ 1.888.889.9432 ♦ [www.cowdenassociates.com](http://www.cowdenassociates.com)



FOLLOW US ON [Twitter](#)

[LinkedIn](#)

[VIEW OUR BLOG](#)