

# Finally, *a better way* for savvy HR leaders to get the compensation leadership and support they need to succeed

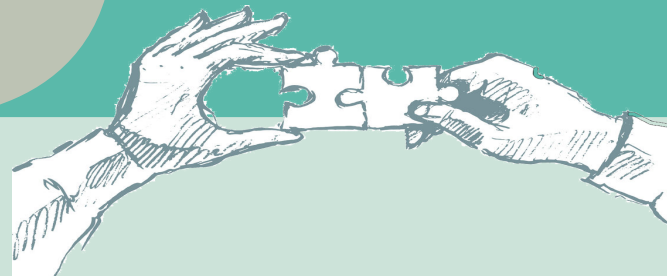
BEA HR is breaking down the barriers between small & mid-sized companies and big time compensation expertise.

Our mission is to provide world-class, affordable, on-demand compensation partnership and support to HR leaders who don't have the resources or need for a full-time senior compensation leader.

## A True Partner

Close collaboration, a strong personal commitment to your success and effective communication form the foundation for successful long-term client partnerships.

You can rely on BEA HR just as you would any highly-valued member of your team to operate seamlessly and prioritize the needs of your company.



## Understanding Your Needs

Even small and medium-sized companies have big challenges when it comes to designing incentives, paying competitively, creating pay structures, developing compensation strategies and presenting to CFOs, CEOs and Boards.

BEA HR understands that while your challenges might mirror those of a large company, your fast pace, tight budget and limited internal resources certainly don't.

## Your Business Impact

Compensation is often a company's biggest "expense". But, in reality, it's your biggest "investment". Every day, you invest in the talent that takes care of your customers, makes your products, delivers your services and determines your success.

Are you scrutinizing and maximizing the value you get from your compensation investment with as much rigor as your CFO assesses a new acquisition or capital investment?

If not...you have a HUGE opportunity to contribute more to your company's success and bottom line.



## BEA HR vs. Traditional Sources of Compensation Support

		Hire a Big Consulting Firm	Hire a Full-Time Comp Expert
Knows You Very Well			
Affordable			
Able to Tackle Small Projects			
Pay as You Go			
Committed to Your Success			

*A true compensation partner for savvy HR leaders*



# Compensation Solutions to Fuel Your Success

- 🏆 Compensation Benchmarking
- 🏆 Job Level & Compensation Structures
- 🏆 Executive Compensation
- 🏆 Employee Communications
- 🏆 Rewards & Recognition
- 🏆 Bonus Plan Design
- 🏆 Equity & Long-Term Incentives
- 🏆 Compensation Committee Support
- 🏆 Data Analysis & HR Metrics
- 🏆 Merger Integration



## Rapid Results & Seamless Service

BEA HR has the business experience along with the deep compensation expertise required to get to the heart of your complex issues quickly. This means results are always on-point and projects are completed efficiently, saving you time and money.

No time is wasted on drawn-out meetings or boiler-plate methodologies. You'll get solutions, not slide shows.

With full dedication to your success and no big firm red tape to get in the way, BEA HR is always ready to support you. Fire drills & compensation emergencies are welcome!

All at a fraction of what the giant consultancies charge.



## Analytical + Creative + Practical

- ◆ Consulting experience to quickly understand your unique culture and business needs, resulting in customized solutions that help you succeed
- ◆ Business experience to ensure your programs work in the real world and have maximum impact
- ◆ Creativity to push beyond convention and explore a range of strategies to find YOUR best solution
- ◆ Analytical ability to explore, model and distill the employee and financial impacts of possible new plans and programs so you can zero in on the best one and avoid unpleasant surprises

## Founding Principles

Brandon Auster founded BEA HR to share his passion for creating innovative compensation solutions that help HR leaders, companies and employees reach their potential. Clients benefit from his 20+ years experience in Fortune 500 and Big 4 consulting leadership roles. He believes that ALL companies, no matter how large or small, deserve smart compensation solutions that help their companies thrive.



## It's Time to Talk to BEA HR if you...

- ◆ Want to be confident you have the right compensation strategy & programs to fuel your company's performance, employee engagement and retention
- ◆ Wonder how your pay stacks up against the market
- ◆ Need short or long-term incentives that more effectively align and motivate
- ◆ May be outgrowing your current comp structure or need to implement one
- ◆ Want help supporting and advising your CFO, CEO and/or Board of Directors
- ◆ Are unsure if you are maximizing the ROI of your compensation investment
- ◆ Need another experienced HR leader to brainstorm or collaborate with

## A Proven Track Record w/ Savvy HR Leaders

“

...one of the most capable comp professionals I have ever worked with.

We rely on BEA HR's expertise to guide our decision making in all facets of compensation.

...fantastic support at two different organizations. The ability to quickly assess our needs was a difference maker and led to very successful results.

”

**BEA**  **HR**  
CONSULTING

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