WE MAKE YOUR VISION A LITTLE CLEARER

The design of an executive compensation plan is a complex process. Each facet of the firm's regulatory requirements, financial state, and company culture must be carefully considered and integrated into the design of each plan. We help our executive compensation clients make informed decisions by turning complex data into meaningful information.

The POE Group has been an independent executive compensation consulting firm since 1997. Our clients range from small businesses to Fortune 1000 companies in many different industries across the United States. We take pride in delivering experienced, independent, and candid compensation advisory services using a collaborative approach and for a reasonable fee. ***Our client retention ratio is above 90% in the last ten years indicating the long-term value we provide.***

The POE Group, Inc.

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POE GROUP, INC.

Our Approach

Our engagements begin with gathering quantitative and qualitative information. We develop an understanding of the client's industry, business drivers, organization, performance, and culture. Data is analyzed from multiple perspectives to provide a comprehensive understanding of a program's strengths and weaknesses based on sound compensation design, regulatory compliance, strong governance, and pay-for-performance considerations.

Often, our review for a client will suggest the need to redesign the compensation plan. New plan designs are driven by the company's business strategy. We prefer to work collaboratively with Management and the Compensation Committee during plan design to ensure the best results. We use an iterative approach to design, further refining the design through stakeholder feedback.

We are in business to serve our clients, and we strive to share our knowledge and experience with all stakeholders. Our role is flexible and is based on the needs of the client. We will speak frankly and provide firm opinions, candid views, and constructive challenges when appropriate.

The POE Group only consults in compensation-related projects. We do not provide benefits consulting, insurance placement, or other ancillary services.

Compensation Consulting Services

Our client engagements may include the services listed below:

Reward Strategy Determination - Any review of total compensation must be grounded in a firm understanding of the client's industry, economic influences, and the business objectives of the company. We gather input on your business to identify the external and internal influences that must be considered when evaluating and sustaining the reward strategy.

Peer Group Definition - An important aspect of the executive compensation program is the definition of the peer group. The peer group is used for compensation benchmarking and possible relative performance measurement. Peer group analysis plays an important role in the proxy advisory firm review.

Executive Total Compensation Analysis – This process involves a competitive analysis across all components of executive pay and provides a complete overview of the total value of the executive pay package.

Non-Compensation Component Analysis (Trends Analysis) - An executive pay package includes many elements beyond direct compensation. These elements are of significant importance to strong governance and the proxy advisor services. These elements are reviewed, trends and best practices are noted, and recommendations are provided for improvement.

Short-Term Incentive Plan Design - Annual incentive plans provide alignment to short-term organizational goals and are the most important reward element for motivating performance. Recommended design changes are scenario-tested to determine potential results across different situations.

Long-Term Incentive Plan Design - The largest component of executive pay packages is provided through long-term compensation, most typically denoted in equity. Recommended design changes are scenario-tested to determine potential results across different situations.

Say on Pay Testing - The influence of the proxy advisor firms on executive pay governance has increased substantially. We model the ISS tests to determine projected results in each of the three quantitative assessments.

Shareholder Communication through the CD&A - The importance of a well-written CD&A has increased dramatically with the required Say on Pay vote in public companies. We collaborate with the company's internal authors to maximize the messaging in this critical document.

Board of Director Plan Competitive Analysis and Design – Well-designed Board compensation plans help align the interests of the Directors with those of the shareholders they represent and recognize their role as important advisors. We provide competitive analysis of the director plan across the major segments of pay.