



What Clients are Saying About RAS:

“Radford Analytic Services tools have been instrumental in helping us to increase efficiency in a period of time when resources are being cut. Thanks to these tools, we were able to effectively meet our deliverables, turn them around more quickly than ever, and alleviate a tremendous amount of pressure on my team.”

**Rosemary Arriada-Keiper,
Sr. Mgr, Global Comp
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Contact Information

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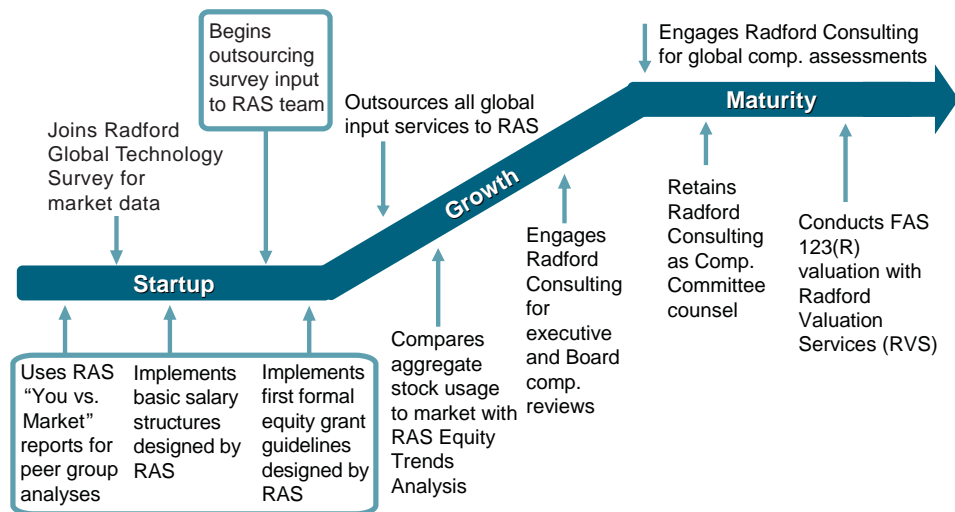
RADFORD ANALYTIC SERVICES

Introduction

In this shifting global environment, ensuring a competitive compensation philosophy and position among your peers is essential.

Meet these needs with Radford Analytic Services (RAS). Leveraging Radford’s comprehensive survey databases, tools and analyses, as well as leading-edge consulting expertise, the Analytic Services team can develop compensation programs and ensure market competitive pay that address your specific needs.

Radford Partnership Timeline



RAS Services and Analyses

Current Services

- > Benchmarking
- > Basic salary structure design
- > Bonus program assessment
- > Equity grant guidelines
- > Survey database mining
- > Total cash and stock analyses
- > Global leveling

Current RAS Analyses

- > “You vs. Market” - Benchmark
- > “You vs. Market” - GLS Benchmark
- > “You vs. Market” - Stock by Level
- > “You vs. Market” - Global Total Cash
- > Equity Trends
- > Board of Directors Compensation

RAS' customized market analyses and survey services help clients reduce internal/external resources for survey participation and market assessments, and facilitate better-informed compensation decisions. Cost-effective RAS solutions address the needs of both growing and multinational companies. For more information about RAS, please contact us at ras@radford.com.