

ADVISORY SERVICES

Reward

Converting Comp from a Cost to a Strategic Lever

At Meritarc we help firms convert compensation from a cost to be managed into a strategic lever to propel the firm forward. Our programs have a consistent focus on using reward to help recruit, retain and motivate talent, in order to achieve business outcomes. We marry together an unparalleled understanding of best market practices with a strong desire to understand each client's unique challenges and opportunities, in order to provide customized, market-informed solutions.

- > **Total Rewards Strategy**
- > **Compensation Philosophy**
- > **Equity Plan Design**
- > **Sales Initiative Plans**
- > **Pay Equity**
- > **Salary Banding**
- > **Incentive Plan Design**
- > **Executive Compensation**
- > **Pay/Performance Linkage**
- > **Compensation Benchmarking**

CLIENT OUTCOMES

-  Integrated business and reward strategies
-  Maximized ROI for every dollar of compensation spent
-  Precise alignment of performance and reward
-  Heightened ability to recruit, motivate and retain talent

OUR FIRM

Meritarc enables your business to realize the full value your people can create. We are a human capital software company and provider of advisory services, specializing in financial services, fintech, and consulting firms. Our job architecture, performance management, and reward tools anchor business strategy in all people processes.

CO-ADVISORY LEADS BIOGRAPHY

Warren Rosenstein Warren helps clients build customized reward and human capital strategies that support each firm's unique business requirements. He has designed solutions ranging from job architecture, performance management, incentive design, long-term plans, salary banding, compensation philosophy, staffing models and productivity optimization. A recognized industry thought leader, Warren has authored numerous articles and whitepapers, most recently in the Conference Board Review and The Secured Lender. Prior to co-founding Meritarc, Warren built the Investment Banking practice at McLagan, as well as the global Consulting Services and Financial Technology businesses. Warren also launched McLagan's Latin American business.



Eric Goff Whether Eric is designing innovative incentive plans that help drive performance and enhance retention or implementing frameworks to enhance oversight and governance and reduce risk, his strategies and programs always deliver positive business results. Eric's expertise spans broadly across human capital technology, governance, operations and organizational design. He has over two decades of experience working with company boards, people committees and traditional compensation committees. Eric is a true hands-on partner who is comfortable with all levels of program design and across several industries including Financial Services, Fintech startups and Insurance companies.