

total rewards toolkit

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COMPENSATION

TotalComp 4.5

Available from Kadiri Inc., a provider of enterprise compensation management (ECM) software, TotalComp 4.5 offers organizations increased flexibility and specific guidance to align compensation decisions with budget and corporate business goals. It also assists large, geographically dispersed organizations to streamline and simplify the complexities of salary, variable pay and stock. This product introduces Multi-Flex Guidelines, which enable organizations to take a more “granular approach” to compensation planning and effectively implement pay-for-performance philosophies. The guidelines allow organizations with many lines of

business, compensation structures and locations to establish compensation plans for targeted employee populations.

Phone: 877/642-2299

Price: Licensed based on the number of employees whose compensation is being planned for, including professional services and maintenance fees.

BENEFITS

401(K)

Investment Tailor

Introduced by CIGNA Retirement and Investment Services, this portfolio-selection resource helps workers identify a model investment portfolio suited to their individual needs, matches that model to

horizons. Second, employees answer questions designed to gauge their risk tolerance. Third, with the information gathered, employees are presented with a suggested asset allocation from a set of possible allocations.

www.cigna.com

Phone: 800/997-6633

Price: Pricing is included for CIGNA participants/eligible plans. A nominal fee for communication materials may apply.

TOTAL REWARDS

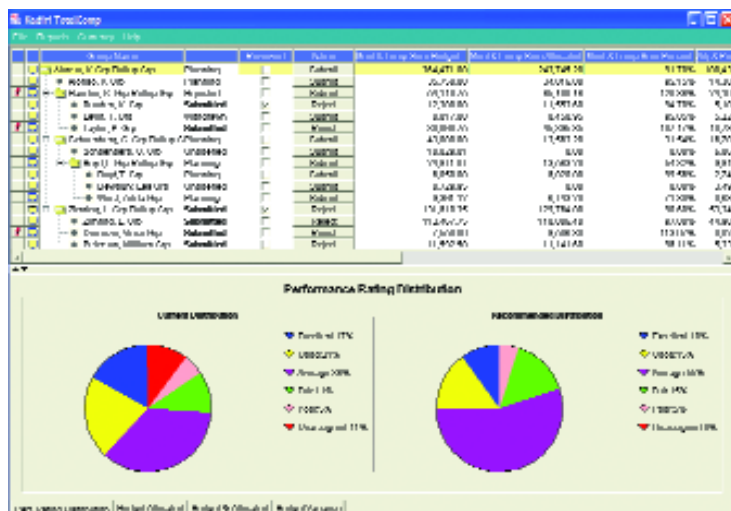
Compensation Committee Checklist

Vivient Consulting LLC has developed a compensation committee checklist for management and compensation committee members to use as a tool to plan their activities for the year. “In today’s environment of increased scrutiny on corporate governance, compensation committees need to be proactive in fulfilling their responsibilities to shareholders,” said Bertha Masuda, a partner at Vivient. The checklist details the issues that require compensation committee approval versus those that require committee review, and provides the timing for when each issue is addressed by most companies. The checklist is available at Vivient’s Web site, www.vivient.com/news.htm.

Phone: 310/426-2340

Price: Free PDF on the Web site.

TotalComp 4.5



funds in their employer’s 401(k) plans, then regularly rebalances the portfolio to ensure it retains its custom fit. To use Investment Tailor, employees first answer a few questions about significant life events, retirement goals and investment