GRADING CRITERIA FOR PHASE II

1. **Strategy, Competitive Positioning, Objectives, Rewards-25 points**

Recommended Compensation Strategy

Specify Objectives

Specify Internal Alignment Policy

Specify Competitive Position Policy

Link Competitive Position Policy to Compensation Objectives

Recommended Policy Lines, Rationale

Distinguish Level and Mix

Outline Pay for Performance Policy

Outline Administrative Policy

Distinguish Base, Total Cash, Total Compensation

1. **Market Selection, Rationale, Job Matches-25 points**

Market Analysis Decisions

Number of Markets FastCat Competes

Organizations Included

Key Jobs and Matches

Skill-Based Plan Conversion

Competency Plan Conversion

Data Analysis

Updating

1. **Analysis of Resulting Compensation Structure-25 points**

Data Analysis Used to Support Recommendations

Interpretation and Use of Regression Results

Analyze Various Alternatives

Recommended Grades/Classes; Rationale

Recommended Bands/Reference Rates: Rationale

Recognized Career Progressions

Examine Range or Zones Overlaps/Differentials

1. **Communication and Integration-25 points**

Communication/Training/Roles – Responsibilities

Results: The Pay Level, Pay Mix, and Pay Structure

Integration with Phase I: Balance Internal Alignment and External Competitiveness

Do Final Level, Mix, and Structures Help Achieve Objectives?

Consistency of Decisions