

COMPENSATION SYSTEM CONSULTANTS

This memorandum provides information on potential consultants the committee may wish to consider using to assist it in its employee compensation study. The following consultants have been identified as providing services relating to employee compensation systems:

Hay Group - Hay Group, located in Philadelphia, Pennsylvania, is a global management consulting firm that has over 2,600 employees working in 85 offices in 47 countries. The firm's clients are from the private, public, and not-for-profit sectors. The firm provides consultation in the areas of leadership and talent, reward (compensation) services, building effective organizations, and employee and customer surveys.

Hay Group has provided services to North Dakota Workforce Safety and Insurance and state agencies in Kansas, South Dakota, and Wyoming regarding their compensation systems.

Fox Lawson & Associates, LLC - Fox Lawson & Associates, LLC, located in St. Paul, Minnesota, and Phoenix, Arizona, provides compensation and human resource consulting services. The firm has conducted over 500 compensation studies for various universities, colleges, school districts, cities, counties, and states.

Fox Lawson & Associates, LLC, has provided services to the Office of Management and Budget and Cass and Burleigh Counties.

CompAnalysis, Inc. - CompAnalysis, Inc., is an independent, privately owned compensation and performance management firm located in Oakland, California. The firm offers consulting services specifically related to employee compensation and performance management, including developing and refining compensation strategy, planning and implementing changes, and measuring and analyzing outcomes.

Compensation Center, LLC - Compensation Center, LLC, located in South Burlington, Vermont, provides custom consulting services to assist its clients develop effective compensation programs. The firm's services include base salary administration; performance management; incentive compensation; executive compensation; compensation surveys; and expert witness research, reports, and testimony.

Compensation Resources, Inc. - Compensation Resources, Inc., located in Upper Saddle River, New Jersey, specializes in providing comprehensive compensation and human

resource consulting services, including executive compensation, sales compensation, salary administration, performance management, and litigation support.

HR Compensation Consultants - HR Compensation Consultants, located in Delray Beach, Florida, provides surveys, analysis, and development of base pay programs, classification systems, and pay administration guidelines.

Mercer Human Resource Consulting - Mercer Human Resource Consulting, located in Louisville, Kentucky, offers a range of compensation management cosourcing services to help organizations improve the performance of their compensation function and maximize compensation investments.

ORC Worldwide - ORC Worldwide, located in New York, New York, provides global compensation and workforce management services. ORC Worldwide advises on best practices, conducts benchmarking research studies, performs reviews, and designs and communicates compensation programs.

Tandehill Human Capital - Tandehill Human Capital, located in Warrenville, Illinois, provides services in the areas of compensation strategy, performance management, base pay management, incentive pay guidelines, and training and communication.

Towers, Perrin, Forster & Crosby, Inc. - Towers, Perrin, Forster & Crosby, Inc., located in Stamford, Connecticut, is a global professional services firm that provides companies with a range of market data products and services, including compensation and benefits survey data and comprehensive compensation cosourcing solutions.

Watson Wyatt Worldwide, Inc. - Watson Wyatt, Worldwide, Inc., located in Arlington, Virginia, has 7,500 associates in 33 countries. The firm's global services include managing the cost-effectiveness of employee benefit programs and developing attraction, retention, and reward strategies to create a competitive advantage.

Towers, Perrin, Forster & Crosby, Inc., and Watson Wyatt Worldwide, Inc., are merging to form Towers Watson & Co. The merger is expected to be complete shortly after a vote of shareholders in the fourth quarter of 2009.