

REMEDY COMPENSATION CONSULTING

ABOUT REMEDY



Remedy is a leading compensation consulting firm. We partner with public, private, and pre-IPO companies that are intent on improving the link between their people, how they are paid and how that ultimately translates into company success. Our clients benefit from fact-based consulting advice rooted in industry experience.

CONSULTING

Remedy specializes in the following areas of compensation:

- Assistance to the Board of Directors
- Executive compensation
- Sales compensation
- Workforce compensation
- Equity strategies

Our services can include the following, depending on your needs:

- Working with leadership — to establish pay strategies
- Conducting competitive assessments — comparing pay levels and program characteristics to market norms
- Designing or refining plans — defining plan characteristics and payout mechanics in support of plan objectives
- Conducting financial modeling — to understand the financial impact of potential changes for both the company and plan participants
- Drafting plan documentation — ensuring a common understanding for participants and those responsible for administering the plan

SURVEYS

We believe market data is a critical component in making compensation decisions. As a result, we utilize a number of survey resources and have developed a number of strategic partnerships enabling us access to a broad range of compensation data. In the event we are unable to identify any published data, we conduct custom compensation surveys using our ASAP survey system as described below.

RemedyASAP Custom Online Surveys

- For companies seeking specialized information, we offer custom online survey capabilities. Through our industry connections, we are able to deliver high participant-count, high quality findings.

COMPENSATION MANAGEMENT CO-SOURCING

Today's economic environment is requiring companies to find creative ways to do more with tighter operating budgets. Within Human Resources, companies face the added challenge of finding and filling compensation-related positions with scarce local talent to meet the needs of the Compensation Management function. In response, Remedy Compensation Consulting is offering a Compensation Management Co-Sourcing solution. As opposed to an outsourcing model, Remedy Compensation Consulting's expertise and complete resources are available to the client, with Remedy working as an integral part of the HR team.

CLIENT LIST

Below is a representative list of our current and past clients:

- Axtelin Pharmaceuticals
- Alphatec Spine
- AMN Healthcare
- Aethercomm
- Beckman Coulter
- BIOCUM
- Buzztime
- Cardica
- CooperVision
- Digirad
- Dot Hill
- Exelixis
- Gen-Probe
- Hay House
- Illumina
- Inverness Medical Innovations
- Jenny Craig
- Karl Storz
- Life Technologies
- Modern Postcard
- Neurocrine Biosciences
- Prometheus Laboratories
- Rady Children's Hospital
- REMEC
- San Diego Blood Bank
- Senomyx
- Somaxon
- Synthetic Genomics
- US Endoscopy
- WD-40



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LEADERSHIP BIOS

Ken Wechsler is a Principal for Remedy Compensation Consulting. Ken advises clients in the areas of executive and board compensation, incentive and sales compensation, and broad-based compensation program design. In addition, to working a significant portion of his career at three prominent HR consulting firms (Mercer, Watson Wyatt and Towers Perrin), Ken also has significant Corporate experience as the Head of Compensation and Benefits for two Fortune 500 employers (Science Applications International Corp and Gateway). Ken's a frequent speaker on a variety of compensation and benefits topics. He's a member of World-at-Work's national faculty, teaching their "Total Rewards" (T-1) and "Quantitative Methods" (T-3) courses. He received his undergraduate degree at Claremont McKenna College with dual Bachelor Degrees in Economics and Mathematics.

Alissa Nelson is a Consultant with broad experience in compensation subjects including: executive and Board compensation, broad-based rewards and sales compensation. Her expertise has helped clients develop and determine implementation plans for enhancing their compensation practices. While she primarily focuses within the medical technology, biotechnology and high technology industries, she has worked on clients in most industries. Prior to joining Remedy Compensation Consulting, Alissa Nelson was the Engineering Program Manager at UCSD Extension. During her time with UCSD Extension she helped develop multiple new internal programs to improve efficiency, expand course offerings and improve work/life balance for employees. She was also integral to the creation of a consistent instructor pay program within all departments of the Business, Science and Technology cluster. Alissa earned her Bachelor of Arts degree in Economics from Revelle College at the University of California, San Diego with a focus in Communications. She then completed the Human Resources program at UCSD Extension with honors, earning a Professional Certificate in Human Resources.

Stephen Rosenberg is a 20+ year consultant with expertise in broad-based compensation, with specific experience in Life Sciences, Manufacturing and Public Sector Organizations. Steve has extensive background in collaborative design, development, implementation and training of broad-based compensation programs, compensation policies and performance management tools. Steve's expertise includes all aspects of daily management and administration of compensation programs including base salaries, bonus and incentive programs. Steve is also experienced in the competitive analysis and administration of benefit programs including medical, dental, group life, disability, 401(k) and other similar programs. Steve has worked in the corporate compensation function of two Fortune 500 companies and/or consulted for various organizations.

For more information, please contact any of our leaders:

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