

FROM CLIENTS:

1. "I've rarely had an experience with a vendor as completely positive as I did with CompTeam. Sam Reeve is fantastic at explaining the big picture. He helped us think through the strategy of rolling out a new pay structure, specifically focusing on job roles that were underpaid by world standards. After detailed analysis, we increased overall compensation by 20% and have had very low turnover in an era where turnover is widespread. It has been satisfying to see how our team members doubled down on their commitment in return. We did it together and everyone is sharing in the benefit of this work." - Brian Vogt, CEO, Denver Botanic Garden

2. a. "I've worked with contractors in the past and the owners didn't show up to every meeting. Sam Reeve has been involved and shown up to every meeting. That shows me I'm top priority and it's nice to feel that way. The fact that he's been so involved is meaningful and indicates the level of client service CompTeam provides." - Matthew Stephens, President and CEO, Mount Auburn Cemetery

b. "We chose Compteam because they were equipped to meet our needs. I'm very appreciative of their hard work and dedication. I am impressed with the project planning. Everything is clearly laid out from the beginning and thoughtfully coordinated. I interacted with 4 or 5 CompTeam members over the course of a few months. Each person managed a very specific slice or component of the work. And, everyone is there to help you address your challenges." - Matthew Stephens, President and CEO, Mount Auburn Cemetery

3. "The one thing I truly appreciate about working with CompTeam is the enthusiasm their consultants bring to topics that can feel heavy and boring, such as core company and role-specific competencies. Our project work took place during the busy year-end and it was hard for the team to find the motivation to make time for it. Our CompTeam consultant reminded us of the importance of this work and how it was going to help us promote talent and develop future potential, which gave us motivation to complete the tasks at hand. Additionally, CompTeam consultants are excellent with timely follow-up messages and responses. Our team is stretched thin and appreciated their reminders. CompTeam was not afraid to ping us and push us to get the work done and to see the project through to completion, ahead of schedule." - Heather Hormell, People Team Operations Manager, System1

4. "While in a career transition, I sought out coaching from TMA USA using the [tma method](#) assessment. At the time, I lacked motivation to take the necessary steps to push my new career forward. After one session with the TMA USA certified professional, I discovered my learning style, talents and passions, and made an action plan to move forward. She helped me craft a plan that was practical and enjoyable. Because this plan was specific to my talents, I was able to achieve my first goal more effortlessly than I imagined possible. When I realized what motivates me more deeply, I was able to build on my strengths and mitigate risks more easily. Thank you!" - Elizabeth J. Shephard, BA, LMT, CNMT, Confluence Connection, LLC, Aligned, LLC.

5. "At our company, we were losing our ability to attract and retain talent, given rapid inflation in wage markets. CompTeam helped us benchmark our current salaries and wages against comparable positions in our marketplace. They were instrumental in helping us develop a plan for increases on our base wages that we could afford. Ultimately, we were successful in addressing high rates of attrition, while avoiding the negative morale impacts of compression. CompTeam even developed a job grading system with min and max levels for each position to help us better manage our human resources going forward. Couldn't be happier with the results!" – John Newman, Executive Director, Lauritzen Gardens

6. "It had been quite a while since our last compensation package had been evaluated. CompTeam came highly recommended to us. They went above and beyond meeting our needs. Being in the LA area, the competition is high and we need to ensure that we are paying competitively and treating our current staff fairly, both in wages and benefits. CompTeam provided us with detailed and relevant data, allowing the Foundation to use best hiring and retaining tools with current staff as well as hiring information enabling us to hire the best. What CompTeam brings to the table is experience and expertise along with open communication allowing us to create an equitable compensation package." - Jennifer Van Stralen, Chief Financial Officer, The Arboretum

7. "We selected CompTeam to help us establish whether our staff were paid fairly when compared to both our competitors and to each other. CompTeam did the arduous work of analyzing every position in our organization, comparing them to positions across the country. They gave us a great pay framework for our organization and smart advice regarding how to move forward. It was a much more thorough process and result than we could have achieved ourselves. Every one of the CompTeam staff was pleasant, knowledgeable, and responsive to all of our questions." – Cathy Messmer, Finance Manager, Coastal Maine Botanical Gardens