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LATEST NEWS FROM TYGES INTERNATIONAL- AEROSPACE & DEFENSE BUSINESS UNIT

Reinventing Company Comp Structure

By: Katrina Blalock - VP/GM, Aerospace / Defense Practice

Dan Price, CEO of a credit-card payments company, is making headlines with his move to increase the pay of his employees while decreasing his own pay. The driving force behind the change is Price's desire to close the gap in income inequality between employees and CEOs. His adjustments are based on a 2010 study that was conducted by Princeton University and he hopes to improve the overall happiness and wellbeing of his team.

Some may find this change exhilarating, others may find this terrifying. While I'm certain that Price's employees are ecstatic, it will take some time to determine what long term benefits will be gained from this change. Immediately, I believe he will see that his employees feel more valued. They will also be able to focus more on work responsibilities instead of being distracted by struggles related to financial instability. In the long term, his company will probably be able to enjoy decreased turnover and increased productivity as his long-time employees become more efficient and invested in the success of the company.

Personally, I still have so many questions. Though I believe there will be benefits, will this bold change ultimately lead to greater overall success for his company? Will other CEOs follow Price's lead? Only time will tell and I am looking forward to seeing the end result.

As employers, I would love to hear your opinions on making such a major change. Would you consider increasing employee wages in hopes for betterment within your company culture? As a recruiter, I would like to speak with you regarding what qualities and characteristics in your employees would prompt such an increase in pay? What do you look for in an individual when it's time to add to your team? As a part of reinventing recruiting with resolve, your insight will help me source the best personnel for you.

You can read more of Price's story [here](#).

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Contact Katrina Blalock for more information on these positions.

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Please note: I want to direct you to a blog that our firm started the first of 2014 - www.reinventingrecruiting.com. It deals with a multitude of topics and I encourage you to follow it and make comments or ask questions. All are welcome.

To sign up / follow the blog, go to www.reinventingrecruiting.com and look to the lower right hand corner where you will see a tab "follow" - click on it and sign up. I hope you find the blog helpful and insightful and please give us feedback on topics you'd like our experts to discuss.

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