

Part of understanding compensation is a thorough knowledge of management salary structures and how exempt employees (from FLSA) are compensated. Beginning next week we will have guest speakers from various Pittsburgh firms come into class and discuss their compensation structures and how they use compensation to attract and retain the best employees.

You will write a five/six page paper which will:

1. Describe in detail each compensation package presented by each potential employer highlighting how business majors are paid, what benefits are offered and how the firm's promotion path assists in retention.
2. Evaluate the presentation and the confidence you have in this employer as a potential executive employee.
3. After you complete the above you will then decide whether you are the type of person that can work on straight commission basis, a part salary/ part commission, an incentive (a 1099 plan paid for as much you do) or a person who is more comfortable with a straight salary. You must take into consideration that the higher the risk level the higher the paycheck. Complete a detailed analysis of why you feel the way you do.

Scheduled Speakers

Aflac

Fastenal

Mass Mutual

Northwestern

Others may be added

Email your paper to guiler@rmu.edu by December 7, 2018