

Consultant Background

- ▶ 25 Years Management & Consulting Experience public, private and non-profit organizations
- ▶ Masters in Industrial Psychology / Bachelors in Psychology & HR
- ▶ Certified Senior Professional in Human Resources by Society for Human Resources Management
- ▶ Working Exclusively in the Utility Cooperative Market since 2001
- ▶ Personally served over 200 Cooperatives nationwide (Distribution, G&T, and Statewide)
- ▶ Currently working with Cooperatives in 37 States

States where we have provided solutions.



What can we do for you?

Background

- ▶ I personally managed the production of the National Compensation Survey from 2001 Until 2004
- ▶ For around \$300 you got:
 - ▶ Binder with National Regional & State Tables
 - ▶ CD with
 - ▶ Comp Inquire Database to produce special reports with infinite combinations
 - ▶ All Survey Tables in Excel, and PDF
 - ▶ Ability to share data with your Compensation Consultant to more efficiently provide you service
 - ▶ Special reports prepared by the Consulting Group at no extra cost
- ▶ In 2014 for over \$500, you get
 - ▶ Access to a website, with big brother watching
 - ▶ If you want your consultants to have access,
 - ▶ that is an additional \$10,000

The background features abstract green geometric shapes. On the left, a solid green trapezoid points towards the center. On the right, a series of overlapping, semi-transparent green polygons create a layered effect, with some areas showing a fine grid pattern. A thin white line extends from the bottom right towards the center.

Database of Cooperative Salary Information

Now you have an alternative

- ▶ In 2013 MDF HR Consulting and our partners began developing the
 - ▶ Database of Cooperative Salary Information (DBCSI)
- ▶ First Version distributed in spring of 2014
 - ▶ Downloadable Application
 - ▶ Freely accessed at any time
 - ▶ Special Reports on any parameters you wish
 - ▶ Geography
 - ▶ Consumer Size
 - ▶ Assets
 - ▶ Revenue
- ▶ 47 Participants in 17 States

Improvements over the NCS

- ▶ Combine Multiple States or Regions
- ▶ By Consumer Size; Utility Plant; or Revenue
 - ▶ NCS Only using arbitrary parameters set by the Trade Association
 - ▶ DBCSI Any parameters you wish
- ▶ List of survey participants provided
- ▶ Reports by selecting 5 or more participants
- ▶ Application downloaded to your computer you are free to access any time you want
 - ▶ NCS Secure website with access and usage controlled and monitored by the Trade Association
- ▶ Using a third party to analyze data for you
 - ▶ DBCSI You bought it, you own it
 - ▶ NCS \$10,000 Consultant edition fee

How to participate

- ▶ File sent to DBCSI@MDFHRConsulting or;
 - ▶ Submitted through a file transfer site.
- ▶ Text or Excel File
 - ▶ Job Code
 - ▶ Base Pay
 - ▶ “November 15” report

Pricing

- ▶ Base Cost \$250 per organization
- ▶ We only seek to cover our cost, so
- ▶ Declining block rate
 - ▶ Every block of 50 subscribers,
 - ▶ Price goes down \$5.00

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