

**DYNAMIC COMPENSATION
FOR CHANGING ORGANIZATIONS**

A large stack of US dollar bills, likely \$100 bills, is shown in a blue-tinted image. A small wooden ladder is leaning against the right side of the stack, symbolizing the climb to success or the connection between money and performance.

People, Performance, & Pay

THE HAY GROUP

THOMAS P. FLANNERY DAVID A. HOFRICHTER PAUL E. PLATTEN

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