

Creative Compensation Strategies: Empower Your Business



Strategic Direction for Compensation Programs

Creating competitive, well-designed compensation packages for businesses



Mary A. Rizzuti enthusiastically provides thoughtful consulting support to clients, while leading the compensation and human resources advisory practices for EisnerAmper.

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Products/Services: Base Pay Administration, Executive Compensation, Incentive Compensation, Job Description Development, Market Pricing/Salary Data, Not-for-Profit Compensation, Board of Director Advisory Services, Performance Management, Sales Compensation, HR Advisory and Outsourcing.

Year Founded: 1963

Mary A. Rizzuti and her seasoned team know the meaning of the word “innovation,” and they bring it to life every day at Compensation Resources. Mary, a partner in Eisner Advisory Group, LLC, leads Compensation Resources (CR), a compensation consulting practice within EisnerAmper’s Advisory Group.

“We approach each project as if it’s our first project,” Mary says. “Each client has a unique culture and unique needs and, therefore, requires a different approach. Our team is empowered to think strategically and creatively to find solutions to our clients’ issues and, as a firm, we are an ongoing resource to them.”

Mary has been with CR since 1997. CR joined EisnerAmper’s Advisory practice in 2020. It specializes in providing comprehensive compensation and human resource consulting services including executive compensation, base pay administration, sales compensation, and performance management, as well as fractional and outsourced services for compensation and human resources.

Since its inception in 1985, CR has had a strong presence as a reliable resource. As client needs have evolved, it has become agile in delivering innovative solutions to meet our clients’ needs. According to Mary, it’s CR’s agility that sets it apart from the competition. “You can no longer provide templated deliverables. We are innovative and agile in how we design each compensation program.”

Most of CR’s team members have experience in vari-

ous industries and have a deep understanding of organizational operations. “The work is all encompassing,” adds Mary. “It’s not as simple as ‘tell me what the market data is for a specific position.’ Our work goes much deeper. We consider how our programs will impact all areas of an organization—both short-term and long-term.”

Mary is also proud of the relationships CR has built with its clients and the longevity of those relationships—some stretching back more than two decades. “Our clients appreciate the value of our expertise and our relationship-driven approach. We are their partners and collaborators, and we provide them with actionable trend analyses and ongoing best practices, as well as applicability to their specific business.”

Today, clients are mostly challenged by issues like pay transparency and incentive compensation. Notes Mary: “Pay equity is still at the top of the list, but now clients struggle with the issue of pay transparency—how much, how often and when? There is no one right answer. Each company is different.” She adds: “Incentive pay is an ongoing concern. As strategic initiatives shift, incentive compensation needs to be fluid enough to continue to motivate individuals and teams, as well as being cost-effective for the organization.”

These days, everyone is interested in AI. Looking to the future, Mary says she would expect to see more automation. “While CR embraces technology and has included AI as an addition to our toolbox, we will always maintain a hands-on, person-to-person consultative and strategic approach in the way our team serves clients.”

