DMW CONSULTANTS
YOUR COMPENSATION SOLUTION

Strategic Solutions That Yield Real Results

HELPING BUSINESSES OF ALL SIZES BECOME EMPLOYERS OF CHOICE

DMW Consultants is a strategic HR Compensation consulting firm that helps businesses of all sizes build compliant, cost-effective, and competitive compensation strategies. We specialize in HR Onboarding & Orientation customized compensation frameworks, training and more. Clients call us when they're ready to hire their first or next employee, restructure pay or improve retention, - because we know how to turn workforce complexity into clarity.

Compensation without strategy = Chaos.
WE FIX THAT.
So you can grow confidently and pay equitably.

BOOK NOW

Corporate Information

NAICS CODES
- 541612 HR Consulting
- 541611 General Consulting
- 611430 Management Training
- 541613 Marketing Services
- 541820 Public Relations Agencies

COMMODITIES CODES
- 80111502 Comp & Benefits
- 80111509 Job Evaluation
- 80111510 Job Description Writing
- 80111500 HR Development
- 80101600 Project Management

- UEI: X9D9QCB7KAQ3
- CAGE CODE: 9ZAA5

Competencies

- **Compensation Program Design (Broad-Based, Executive, Sales, Equity)**
- **Job Architecture, Leveling, and Pay Band Design**
- **Pay Equity Analysis & Regulatory Compliance**
- **Compensation Data Analytics, Dashboards & Reporting**
- **M&A Integration Strategy & Workforce Alignment**

What Sets Us Apart

- **Certified Compensation Professional with 30+ years of compensation leadership**
- **Developed proprietary A.R.M.™ Method to align compensation with business strategy**
- **Deep experience in high-growth, global, and regulated industries**
- **Offers scalable solutions combining strategy, compliance, automation, and communication for full-service delivery**

Past Performance

ProcuraFind

Built comprehensive HR policies and onboarding protocols for a fast-growing company—providing clear orientation, setting employee expectations, and supporting long-term career growth and development.

aetna

Implemented proactive Sign-On and Retention Bonus Guidelines to combat unexpected poaching and reduce regrettable turnover—saving significant recruitment time and costs while preserving key talent pipelines.

IPG HEALTH

Reduced compensation complexity and saved $23.6M over two years by consolidating six merit cycles into a unified global review date for a pharmaceutical advertising firm—enabling consistent guidelines, centralized budgeting, and streamlined execution.

ppl

Generated $1M in annual cost savings for an energy company by leading all executive compensation responsibilities in-house—including plan design, incentive modeling, and board reporting—eliminating the need for an external consulting firm and enhancing internal alignment with business strategy.

Momentum Financial Services Group

Developed a performance-based in-house sales incentive plan for a consumer finance company, generating $200K in cost savings and increasing revenue by 14% in Canada and 22% in the U.S. within four months—on baseline revenues of $67.5M and $16.3M, respectively.

certified WBENC Women's Business Enterprise

NMSDC National Minority Supplier Development Council

SBA WOSB CERTIFIED

SBA HUBZONE CERTIFIED

SAM.GOV

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