



Karl Buehler, Compensation Consultant

What our clients have to say about Karl's work:

Mike McVaugh, Laboratory Testing:
Hatfield, PA

"The best thing I ever did."

Bill Walker, Franklin Electric:
Philadelphia, PA

"Aside from a good system to administrate compensation, the performance goal process drives my company's business plan."

Mark Bergey, Bergey's, Inc.:
Franconia, PA

"Karl's program provided us with a platform to discuss compensation with employees. The salary ranges let employees know the limits of their compensation aspirations."

Chris Dende, Ateeco:
Shenandoah, PA

"Program provided structure, format, and now takes emotion out of compensation decisions."

Sharon Hettrick-Histand, J. Reckner Associates:
Montgomeryville, PA

"The value to JRA was the development of a structured total compensation program that is linked to individual performance. Our employees understand the compensation program and managers have clear direction in linking reward to performance."

Al Wismer, George's Tool Rental:
Hatfield, PA

"Karl's program brought our Run Away Compensation Train under control."

James M. Hasson, HyPex, Inc.,
Southampton, PA

"I was very pleased with the compensation system that Karl developed for HyPex. It provides a structured salary planning approach that we were lacking. The new system has been embraced by both management and employees."

Dan Balmer, Penn Valley Gas, Inc.,
Telford, PA

"Karl has a great non-threatening way of asking pointed questions that brought us to conclusion. I appreciated his expertise and simple compensation system ... including his templates that I could plug my info into. Anyone that is still 'kinda' flying by the seat of their pants with a self-made system of "what has worked" would do well to tap into this resource."

Karen Hendricks, T. H. Properties
Harleysville, PA

"Karl reduced the stress that comes with developing new hire offers, and annual salary increase decisions. Our need to continually research the market for going wage and salary levels has been significantly reduced."

Karen Hendricks, T. H. Properties
Harleysville, PA (continued)

“Karl is very objective in his approach to each job description and takes the ‘politics’ and favoritism factors out of placing value on an individual in your organization. His goal is internal equity, and he systematically focuses on placing that value by using facts. He is very comfortable to work with, personable and friendly. He is good at giving suggestions and ideas and allowing you to decide what works best for your company. He also gives the pitfalls of different ideas, so you feel more confident in your decision. We now pay everyone in our company using the salary grade system created with Karl.”

David J. Thompson, Laminators, Inc.
Hatfield, PA

“We have received excellent value from Karl’s work with us. We had no system in place to help us build a compensation strategy; we paid people based on what we thought were market benchmarks and merit. Karl also helped us institute a bonus structure that influenced employees’ behavior and focused their attention on critical business end results. We now have a ‘Pay for Performance’ compensation program in place that ties annual salary increases and bonus rewards to personal job performance against pre-established goals.

Karl gave us a cost estimate up front together with a good outline of what he would provide. I have several friends who have used Karl in their family businesses, and ALL have been very pleased with what they have received.”

Additional satisfied clients:

Company

ACE Designs, Bristol, PA
Baum Precision Machining, Pipersville, PA
General Machine Products, Trevoze, PA
Harry W. Gaffney & Co., Hatboro, PA
Landis Supermarket, Telford, PA

Contact

Tery Vartanian, Controller
William Baum, President
Kevin O’Reilly, Dir. Human Resources
Frank Gaffney, President
David Landis, CEO