



HAVENS
GROUP

HAVENS GROUP
Professional Recruiting
Executive Search & Transition
Compensation Advisory
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■ COMPENSATION ADVISORY

PAY INTELLIGENCE, REDEFINED.

Are you paying yesterday's prices for **tomorrow's work?**

Salary surveys are slow, narrow and outdated by the time they reach your desk. We deliver real-time, defensible pay answers for Kansas City employers — and for professionals who want to know their worth.

3–5%

typical raise for staying put

10–20%

typical jump when talent moves to a new employer

2019

year KCMO banned salary-history questions

350+

compensation consulting engagements

The work evolved. Did the pay?

Every role is quietly growing: new tools, broader scope, extra hats no title captures. When the work outpaces the pay plan, your best people notice first, and the market notices right after.

Today's talent expects **proof, not a range**. We price the real work against live market evidence, so every number you put forward is one you can stand behind.

THE HAVENS MODEL

FREE

with every search we run

- ✓ Real-time market data
- ✓ P25 / P50 / P75 ranges
- ✓ Personal pay read in 48 hours

WHEN TO CALL US

01

Making an Offer?

Price it on live evidence, not a two-year-old survey, and close the candidate you want.

02

Losing People?

Learn whether the market is outbidding you before the next resignation lands.

03

Role Outgrew Its Title?

We map the work task by task and price the extra hats your leaders wear.

04

Paid What You're Worth?

Send your LinkedIn profile and get a confidential market read within 48 hours.