

# OCA President & Founder



Tim Silvera, President

Optimum Comp Advantage, Inc.

Mobile: 760.330-6607

[tim.silvera@optimumcompadvantage.com](mailto:tim.silvera@optimumcompadvantage.com)

Tim is a total rewards expert with over 25 years of corporate and consulting experience in designing and implementing innovative total rewards practices that engage employees to drive business results and build success-driven cultures.

His expertise includes executive and broad-based compensation, variable pay design, performance management and sales compensation. Tim's experience spans domestic as well as global compensation in high-tech, life sciences, medical device, real estate, manufacturing, energy, mining, retail, outsourcing, healthcare and many other industries.

Graduate of California State University, Hayward with a bachelor's degree in business administration, with an emphasis in HR and finance. Tim also holds the following designations: Certified Compensation Professional, Certified Global Professional in Human Resources, Master Human Capital Strategist and Executive HR Professional from Stanford University

# OCA Overview



## What We Do

Pay-for-Success Philosophy

Results-driven Strategies

Executive Compensation

Broad-based Compensation

Incentive Plan Design

Sales Compensation

Performance Optimization

Career Track Job Structures

## How We Engage with Clients

### Outsourcing Services

Includes Everything in "What We Do"

Replaces In-house Resources

Ongoing Consulting and Administration

Monitor Competitive Environment

Technology Implementation

### Project Consulting

Choose One Or More Projects from "What We Do"

# OCA Consulting Practice

OCA's consulting practice specializes in designing simple and essential compensation and performance practices for today's workforce:



## Targeting

Mid-market and start-ups  
transitioning to high-growth  
companies



Partnering  
with clients on  
projects



Offering  
comprehensive outsourcing  
services



Specializing  
in executive compensation studies,  
sales incentive plan design and  
career track job structures



Designing  
short and long-term incentive plans to  
align and reward employees for delivering  
financial and non-financial results