

TECHNICAL SPECIFICATIONS AND METHODOLOGY

Navigating Reward Choices

We map the long-term impact of reward choices on both your bottom line and your workforce vitality.

The Core Logic

REx is our flagship framework. It is designed to simulate the financial impact of compensation strategies with precision and realism.

Unlike traditional top-down models, REx combines granular **precision** with multi-dimensional **flexibility**. It captures data at its finest resolution while allowing organizations to design a balanced and sustainable compensation strategy through compound logic and a stepwise approach.

Service Model

REx is a process, not just a tool. It ensures the integrity of its results through

- **Custom Integration:** Every organization has unique policies. We customize (mini-) modules to reflect your specific agreements and practices, ensuring the framework fits your reality.
- **Iterative Refinement:** Insights mature through cycles of simulation and analysis. We provide validation to translate your data into a balanced strategy.

The Framework Components

The Salary Plan

The REX framework generates "Salary Plans" that act as a strategic overlay on your workforce data.

- **15-Year Horizon:** Every plan projects impact over a 15-year period.
- **Parameterization:** Captures all compensation-related agreements, detailing exactly how and when they apply across each segment of your workforce.

Modular Parameters

The REX engine is fully modular, allowing for the adjustment of:

- **Core Drivers:** Pay scales, merit tables, and performance curves
- **Workforce Dynamics:** Attrition levels, backfill assumptions, career progression rates and growth projections
- **Economic Factors:** Indexing and starting salary trends
- **Total Rewards:** Incorporating non-base salary rewards, each with its own calculation method

Profiles & Individual Mapping

The framework is anchored in actual workforce data. While employees carry the individual data, **profiles** carry the parameters. By mapping each employee to a profile, we link the planned or considered policy changes and their specific timing to the individual employees.

**Precise.
Individualized.
Auditable.**

My approach is hands-on and candid.
I don't deliver (just) numbers;
I navigate the complexity with you
to reach decisions that truly fit.

Calculation Methodology

The power of REx lies in its processing depth:

- **High-resolution Granularity:** Data is processed at its most fundamental level: per employee, per month.
- **Core Metrics:** Monthly FTE figures and gross salaries form the bedrock of the dataset.
- **Bottom-Up Aggregation:** Every analysis is built from these individual data points, allowing you to assess the impact of a decision at a population level or drill down to the individual level.

Reporting and Transparency

REx sets itself apart through **Absolute Traceability**.

- **Standard & Custom Reports:** A range of structured reports is supplemented by a dataset that allows for rapid, ad-hoc cross-sections.
- **Evidence-Based Dialogue:** Every figure and cost change can be traced back to the individual employee and the specific parameters applied. This eliminates "black box" outcomes and fosters alignment between HR, Finance, and the Board.

Invitation to Explore

The REx Framework is best understood through its application. We invite you to a brief, focused session to explore the methodology and assess its relevance to your organization's strategic challenges.