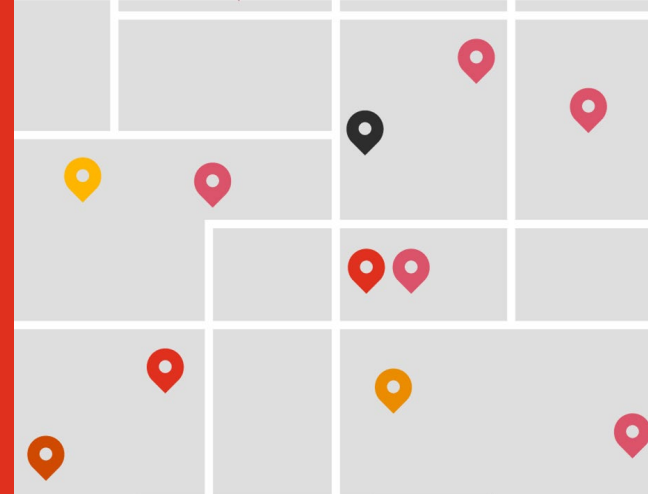


Reward Consulting Germany – Service Offering



Companies need **modern remuneration concepts** that ensure an **appropriate balance of the factors economic efficiency, attractiveness and fairness**. PwC is a reliable partner that not only considers the reward perspective but also keeps an **eye on the bigger picture** and knows what financial, regulatory, and technological factors must be kept in mind in the process.



Executive Reward

Executive compensation should comply with a number of requirements: it should be **competitive**; its structure should create the **right incentives** and **ensure cost flexibility**. Regulatory requirements must be met and, last but not least, the expectations of investors or stakeholders must be taken into account. As your experienced and reliable partner, PwC offers you support in all facets of compensation from one source.



Employee participation programmes

There are many different types of participation. Whether you want a **profit-sharing model for all employees** or to use the **advantages of classic management participation**, PwC delivers you the solution that best suits your organization thanks to its expertise in the areas of compensation, tax, and legal advice.



Compensation regulation

Given the scope of CRR II/ CRD V, InstitutsVerV (IVV), AktG, DCGK, Solvency II, AIFMD, UCITS V und MiFID II, almost all areas of the **financial sector** have to deal with meeting various regulatory requirements regarding their compensation systems. We support you in mastering the diverse challenges of your **regulatory obligations** in ensuring appropriate remuneration in a legally secure manner.



Variable compensation and benefits

Variable compensation motivates employees to focus on performance and helps link HR costs to company success. PwC works with you to develop **organisation-specific, balanced incentive models** (short-, long-term variable incentive programs and benefits) that consider the various requirements of **different employee groups** while keeping your **strategy** in mind. As part of that, we offer you support in design, adjustments, communication, and all facets of practical implementation.



Equal Pay

Equal pay and equal treatment in remuneration are important components for **compliance with ESG criteria** and for **demonstrating transparency and fairness** in the workplace. By using the Equal Pay Analyzer to **identify gender pay gaps** and/or the EQUAL-SALARY Certification to **confirm equal pay and equal opportunities** in your company, you improve your employer branding, strengthen employee satisfaction and ensure regulatory compliance.



Job evaluation/grading

Job evaluation based on the STRATA method creates a framework by **developing a grading structure** in which the different quality ratings of an organization's specific jobs are depicted. Various **HR instruments**, such as remuneration, benefits, career paths, etc., **can be linked** to this sense of value, which is comprehensible to employees and the company.



Performance and talent management

We support you in the development of an **appropriate talent strategy** and the design of the most important elements of **talent management** and integrate them with each other. This includes, among others, the definition of competency models, performance management and performance-based compensation.



Compensation and cost analysis

Whether you are implementing a new HR technology or work on the integration of a recently acquired business, our reward experts will use their experience, **comparative data**, and **cutting-edge visualization tools** to help you achieve **cost-efficient C&B harmonization**.

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