

Knowledge is Power

REMchannel®: an innovative tool for online benchmarking



REMchannel®, our online remuneration benchmarking tool has been live in the Luxembourgish market since October 2017, and started with more than 4,000 remuneration data points for key positions. This number is growing every month.

The online portal enables you to conduct numerous surveys and gives you the possibility to compare your function's remuneration packages with other companies in the same industry, in a fully secured, online setting. With its user-friendly design, the system creates autonomy, flexibility, and value for each user. REMchannel® empowers your remuneration strategy with current, real-time data, and offers you an exceptional value proposition.

www.pwc.lu/people-organisation



Your challenges

We live in a world that is rapidly evolving, ever changing, and more digitalised than ever. The Luxembourgish market is growing quickly, and acquiring expertise in new domains. Company leaders are looking to capitalise on new opportunities in innovation, digital and technological capabilities, but face major challenges when it comes to their workforce such as:

- retaining key employees,
- evaluating candidates' profiles accurately,
- making relevant decisions based on HR data,
- aligning reward policies with HR strategy and the business plan, and
- developing a unique employee value proposition.

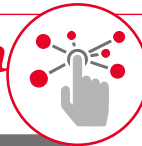
In light of the digital revolution, the whole system within which we work is set to undergo major transformation. This includes areas such as:

- pay and reward mechanisms,
- performance enhancing mechanisms, and
- internal equity and fairness in the HR Reward policies, including gender equality.

In this context, how do you assess the efficiency of your reward strategy? How do you ensure that your culture attracts key talents that you remunerate with adequate levels of salary and benefits? How do you control the HC cost structure of your organisation? Can you assess how much it will cost you to lose a talent? At PwC Luxembourg, we understand your need to have accurate remuneration information, at the right time.



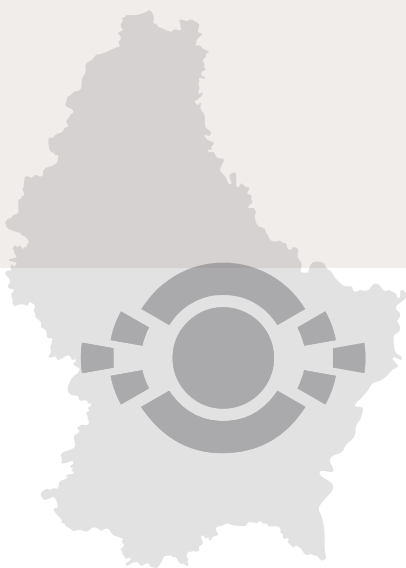
Our solution



An innovative system...

Our innovative survey system allows experts to make informed reward and strategy decisions based on the following distinctive features:

- **Local data:** primary data collected within the Luxembourgish market
- **Real-time data:** a rolling, live database, capable of performing constant data updates
- **Choice:** supreme flexibility in defining comparator market, job positions, and job grades
- **User-friendly:** absolute ease in data submission and retrieval of all of your benchmark reporting needs
- **Access:** instantaneous, finger-tip driven generation of reports
- **Freedom:** freeing up HR time to focus on strategy and not on administrative tasks



... providing high added-value information...



REMchannel® offers participants an exceptional value proposition that allows access to multiple surveys and at least one data submission is provided annually, for one flat-rate fee:

- Top executive surveys
- All staff surveys
- Industry-specific surveys
- Job-based surveys (including surveys for people holding 2 or more functions)
- Grade-based surveys (correlated to all major grading systems)

With deeper analysis:

- Gender analysis
- Age analysis
- Internal and external equity measures
- Detailed benefit analysis
- Automatic data projection (i.e. for national indexation)
- Customised reporting

...right when you need it.

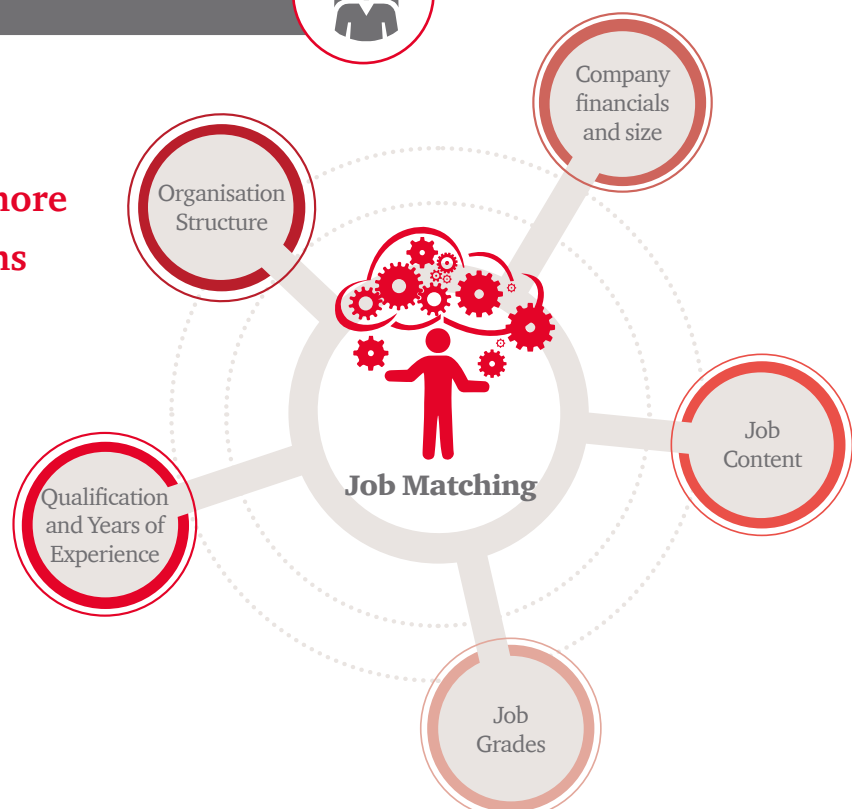


- Robust, accurate and complete data validation process
- Comprehensive job-matching process
- Scenario analysis (i.e. median, 25th and 75th percentile)
- Real-time database
- 24/7 access
- Export into Microsoft Excel or PDF

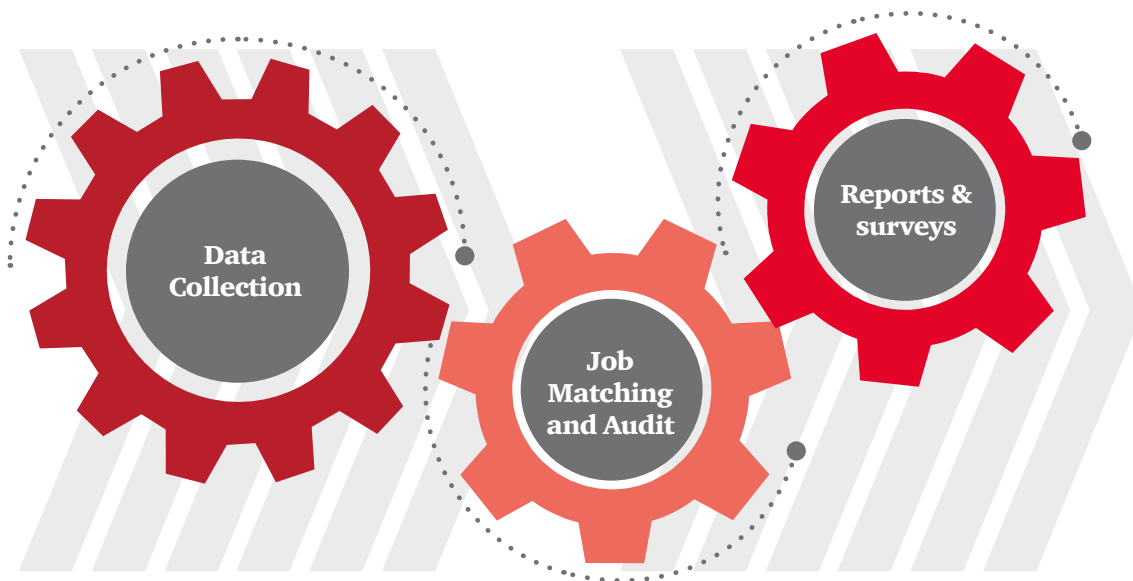
Accurate Job Matching



REMchannel® benchmarks more than 1,800 job positions based on the below criteria:



Highly Accurate Data



**PwC
validates
each step to
ensure the
quality of the
data**

Ask for a demo!



A REMchannel® demonstration is available upon request, please contact us to discover our solution.



Your Contacts

Bénédicte Burioni-Dupont

Partner, People & Organisation
+352 49 48 48 2181
benedicte.burioni@lu.pwc.com

Aude Guinet

People & Organisation
+352 49 48 48 4272
aude.guinet@lu.pwc.com

Caroline Linel

People & Organisation
+352 49 48 48 2986
caroline.linel@lu.pwc.com

