

Internationality

Advising companies and organizations worldwide, also family owned companies with questions about the topics remuneration and fringe benefits

Internat. Assignment

Determination of the relevant indices, such as cost of living, rental prices, etc. for calculating the compensation in the host country

Employee Retention

Consulting and development of concepts for the retention of employees of the company

Occupational Pension Scheme

Adequacy review of the shareholder occupational pension schemes

Rothe Consulting GmbH (Compensation & Benefits)

Total Remuneration · Special Reports · Special Assessments · Position Evaluation
Internat. Assignments · Employee Retention · Occupational Pension Scheme

About us

Compensation & Benefits Manager

interim
national und international
Management of compensation projects;
Corporate internal compensation consulting; Analyzing and developing salary strategies; budget planning

Your contact

Total Remuneration

Delivery of salary information (national and international); Development, implementation and review of salary ranges; Assistance in determining salary levels; salary benchmarks

Special Reports

(VorstAG)
Adequacy verification of Executive Compensation / Top Management Compensation / General Manager Managing / Director salary

Special Assessments

Delivery of total compensation analysis; Development and implementation of total compensation concepts (national and international); Simulation and forecasts for budget planning

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Rothe Consulting GmbH (Compensation & Benefits) is an independent and owner-managed consulting company and advises family businesses and medium-sized companies on the topics of job evaluation, remuneration and fringe benefits. As an international consulting company, Rothe Consulting GmbH (Compensation & Benefits) advises family businesses and medium-sized companies all over the world.

- ✓ Consulting focus of the Rothe Consulting GmbH are
- ✓ Support for job classifications, position and job evaluations
- ✓ Preparation of salary analyzes and benchmarks as well as special evaluations
- ✓ Development and introduction of strategy-oriented total remuneration concepts
- ✓ Appropriateness review for Executive Board remuneration / GGF remuneration (VorstAG)
- ✓ Definition and implementation of salary structures and salary bands
- ✓ Creation of job / job / position / function descriptions
- ✓ Assistance with postings

The management of Rothe Consulting GmbH can look back on more than 20 years of national and international professional and consulting work with well-known international corporations and companies. Through several stays abroad and on-site consulting projects abroad, there is a high cultural understanding of the local conditions.

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Dorotheenstraße 40
61348 Bad Homburg v.d.H.
Germany

Badnerstraße 17
2500 Siegenfeld
Austria

Tel.: +49 6172 6818938
+49 6172 6828434
Mobil: +49 178 688 4003
Email: wrothe@rotheCb.com
www.rotheCb.com



Wolfgang R. Rothe
Managing Partner

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Since 2001 international consultancy experience in Compensation & Benefits (AMERICAS, APAC, EMEA und LATAM), also abroad.

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You ...

- ... are looking for a competent and experienced temporary Compensation & Benefits Manager / Expert.**
- ... need urgently and for limited time support and advices in the field of compensation & benefits.**
- ... have a compensation & benefits projekt and you don't have the manpower.**
- ... have a shortage of capacity in the area of compensation & benefits.**
- ... don't have the budget and / or workload for a full time position.**
- ... searching for a cost-effective alternative, with know-how.**

... then you are right with us, because ...

We ...

- ✓ ... take over the leadership of national and/or international compensation projects
- ✓ ... develop for your company the correct national and/or international compensation strategy
- ✓ ... are your internal corporate compensation consultant
- ✓ ... assist you in the budget planning
- ✓ ... draw up for your organization salary benchmarks, salary analyzes, ...
- ✓ ... help internally in the matter of position evaluations
- ✓ ... assist your company in all requests belonging to the issue of „Compensation & Benefits“

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**What should your company pay to the executives and employees and what additional allowances / benefits should your company grant
 a) to have satisfied executives / employees and
 b) to be / to become competitive?**

- ✓ Providing national and international salary information (base salary, guaranteed allowances, bonus and voluntary fringe benefits such as company car, company pension, etc.)
- ✓ Assistance in the determination of salaries / definition of total compensation / total compensation packages
- ✓ Review of benefits in the national and international comparison
- ✓ Definition of benefits packages in national and international comparison
- ✓ Salary Benchmark / Total Remuneration Benchmark
- ✓ Definition, structure, development, verification, and implementation of national and international salary structures and bands
- ✓ Creation of pre-calculations and simulations for budget planning
- ✓ Development and implementation of national and international policy-driven total compensation concepts

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About us

Are the provisions of Article 1 VorstAG and thus § 87 paragraph 1 of the German Stock Corporation Act fulfilled?

Is the compensation for your management appropriately (level of remuneration and compensation components of the managing partners)?

Were the proper compensation elements taken into account?

- ✓ Review of the remuneration for the board members pursuant to Article 1 VorstAG
- ✓ Review of the remuneration of the managing partners in accordance with BMF letters
- ✓ Provision of advice regarding the appropriateness of board members and managing partners
- ✓ Review the adequacy of the amount of fringe benefits
- ✓ Support for operating and auditing

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How does the salary strategy from your company looks like in the individual salary components and are they in a national and / or international competitive?

Does your company have for all locations a unified compensation strategy?

Adjusts the salary strategy to your corporate objectives?

How does your corporate salary structure / salary bands looks like?

- ✓ Deviation analysis / Variance analysis / Compa-ratio analysis
- ✓ Determination of the internal salary structures by salary components
- ✓ Simulation and forecasts for budget planning
- ✓ Development and implementation of total compensation concepts
- ✓ Development and implementation of national and international benefits service arrangements
- ✓ Harmonization of national and international salary structures
- ✓ Harmonization of national and international fringe benefits
- ✓ Assessment and comparison of fringe benefits across countries (fringe benefits benchmark)
- ✓ Creation of various mathematical evaluations and analysis

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**How can your company compare positions according to their significance to each other?
 Is your organizational structure still correct with your expectations?**

- ✓ Implementation of a position evaluation / functional classification system and support its implementation / application both nationally and internationally
- ✓ Position evaluations using a common and existing evaluation methodology (IPE/Mercer methodology)
- ✓ An own analytical evaluation system "**W**orldwide **E**valuation **M**ethodology (WEM) is available
- ✓ Conducting interviews in support of the Position / Function Review

How do your company find the right manager / the right people for your needs / tasks?

- ✓ Creation of and support at national and / or international position / job / function descriptions
- ✓ Organizational structure analysis based on the evaluation of reference positions

What skills do your company need in a position and how is the performance?

- ✓ Construction, creation and implementation of a competence model

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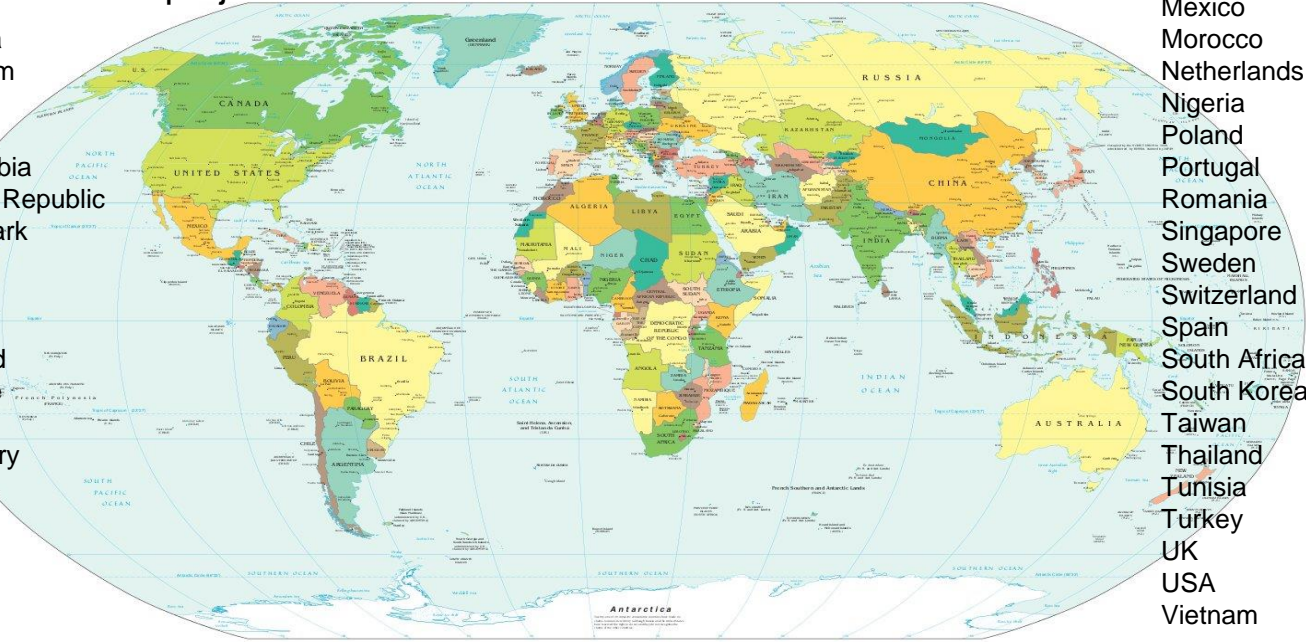
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Compensation projects in

- Austria
- Belgium
- Brasil
- China
- Columbia
- Czech Republic
- Denmark
- Dubai
- Egypt
- Finland
- France
- Ghana
- Hungary
- India
- Irland
- Italy
- Japan
- Kenya



- Malaysia
- Mexico
- Morocco
- Netherlands
- Nigeria
- Poland
- Portugal
- Romania
- Singapore
- Sweden
- Switzerland
- Spain
- South Africa
- South Korea
- Taiwan
- Thailand
- Tunisia
- Turkey
- UK
- USA
- Vietnam

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**How should be the remuneration adapted, if an employee will be send to another country?
 Are there regional differences in the compensation structure and / or height?
 Which fringe benefits are usually granted?
 Is there a possibility and way to take the family with?**

- ✓ **Salary benchmark**
- ✓ **Comparison of**
 - **Cost of Living**
 - **Health care and health systems**
 - **Crime and security**
 - **Traffic and transportation**
 - **Pollution and environment protection**
 - **Quality of Life**
 - **International schools**
 - **Travelling home and other costs**
- ✓ **„Balance-Sheet-Calculation“**

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**How can your company retain talented, performance-oriented and qualified staff in the long term?
What can your company do for a good working environment?
How can your company strengthen your "employer branding"?
How can your company minimize the fluctuation?
What are customary fringe benefits?**

- ✓ **Advice to strengthen the emotional bond (corporate culture, team climate, ...)**
- ✓ **Advice to improve calculative commitment (wages and salaries, career goals, ...)**
- ✓ **Devise ways of skill-binding (development opportunities, training opportunities,)**
- ✓ **Consultancy in the field of monetary opportunities**

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**What pension amount is calculated from the pension commitment?
To what extent the provision would have to lie?
Is the level of pension entitlement appropriate?**

- ✓ Calculating the amount of pension
- ✓ Assessment of the magnitude of the return (determining the present value) / plausibility check
- ✓ Determination of vested entitlement
- ✓ Review of the adequacy of the partners managing supply (VorSTAG)

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