

PwC Remchannel Surveys

PwC Remchannel Survey Overview

PwC and Remchannel (one of South Africa's premier remuneration survey practices for the past 10 years) have combined expertise to create PwC Remchannel; aimed at delivering enhanced value to your organisation.

Remchannel, the product was launched in late December 2000 and since then the participant list has grown to more than 300 organisations. Today, Remchannel provides benchmark data for more than 1400 positions across a variety of disciplines and industries. The sample size has increased to more than 700 000 data points with in excess of 2900 Executive data points on the Paterson E and F Bands.

Our leading-edge survey system allows discerning practitioners to make informed reward and strategy decisions based on the following distinctive features of the system:

- Real time: a rolling, live database, capable of constant updating;
- Choice: it gives you flexibility to define your comparator market;
- Friendly: it is easy for you to submit and retrieve data;
- Access: you have instant generation of reports at your finger tips;
- Freedom: it frees up your HR time to pursue strategy; and
- Value: you submit data once a year and it will give you access to multiple surveys.

Remchannel offers participants an exceptional value proposition that allows access to more than one survey for one data submission annually and one survey fee:

- Top Executive Survey;
- General Staff Survey;
- Industry Specific Survey;
- Job Based Survey; and a
- Grade Based Survey (correlated to all major grading systems)

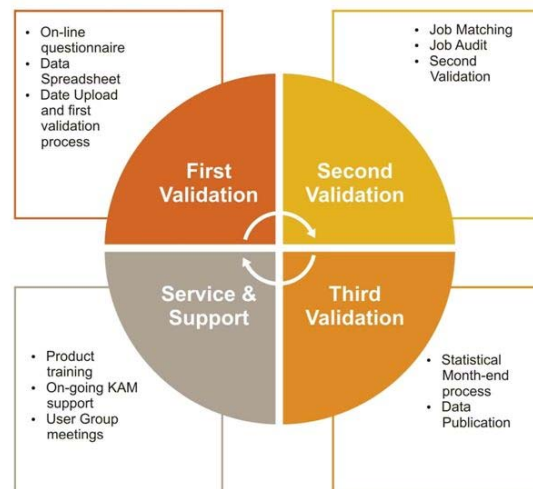
PwC Remchannel unique features

In addition to the exceptional value proposition offered by Remchannel, the Survey offers extra value added features:

- Stringent validation of data;
- Job matching assistance;
- Geographic analysis;
- Gender analysis;
- Age analysis;
- Internal and external equity measure;
- Detailed benefit quantum analysis;
- Selection of own package component analysis;
- Selection of percentile comparison;
- Automatic age correction of data;
- Interactive web based selection ("what if" scenarios);
- Real-time database; and
- Reports can be copied and exported into Microsoft Office packages for presentation to remuneration committee.

Validation of Survey Data

The data upload process consists of three validation phases and an on-going Service and Support element, which is captured in the Remchannel Data Collection Model below.



The confirmation and validation of remuneration and benefit data as well as accurate job matching is critical to the success of the Remchannel Survey. It is also important to note that outdated remuneration information is not retained in the database. All participants agree contractually that data will be removed if refreshed information cannot be provided on time.

The Remchannel Key Account Managers assist participating organisations with their job matching to the Remchannel suite of jobs, based on job content and not just job title. The Remchannel Job Matching Methodology applied is illustrated below:



The Remchannel uncompromised data collection process, job matching methodology, stringent validation phases and on-going service and support enables Remchannel to deliver on high quality survey results. This provides our participants with a real return on their investment. A satisfaction questionnaire is forwarded to all participants after the completion of a Data Collection Process, to ensure that we receive feedback which will allow us to continuously enhance our services.

Customised Survey Extracts

Customised remuneration benchmark extracts from Remchannel are only available to survey participants. The information will only be provided if the nominated comparator group agrees to the extract of data. Should you require a specific customised survey.

Remchannel Participants

A full participant list and demonstration of the Remchannel Survey Database is available on request.

Contact Details

If you require additional information on the Remchannel Survey please send your query to pwcremchannel.kenya@ke.pwc.com or contact one of the following:

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