

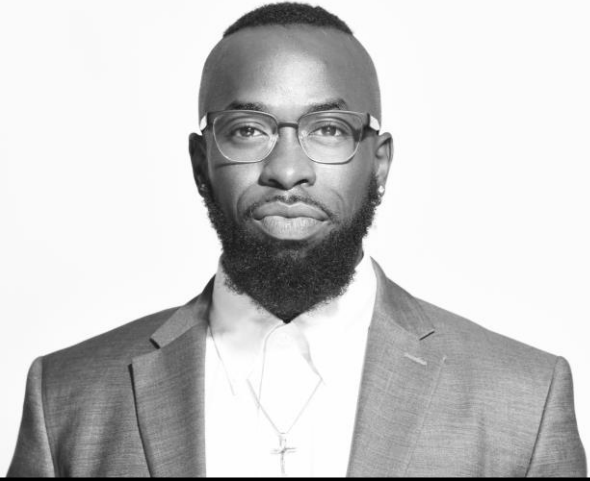
Compensation
Talent Management
Employee Assistance Program



Ekonometrix for Organizations

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E. Patrick Ekong | CCP, GRP
Occupational Psychology, Rewards

Patt holds the Certified Compensation Professional (CCP) and Global Remuneration Professional (GRP) certifications from WorldatWork Total Rewards Association. The designations are considered the global standard within the industry and Patt is well known for providing expertise in philosophy design and reward implementation. By integrating pay legislation into HR processes, and business operations, Patt creates opportunities for organizations to promote reward practices that they (and their employees) can be proud of.

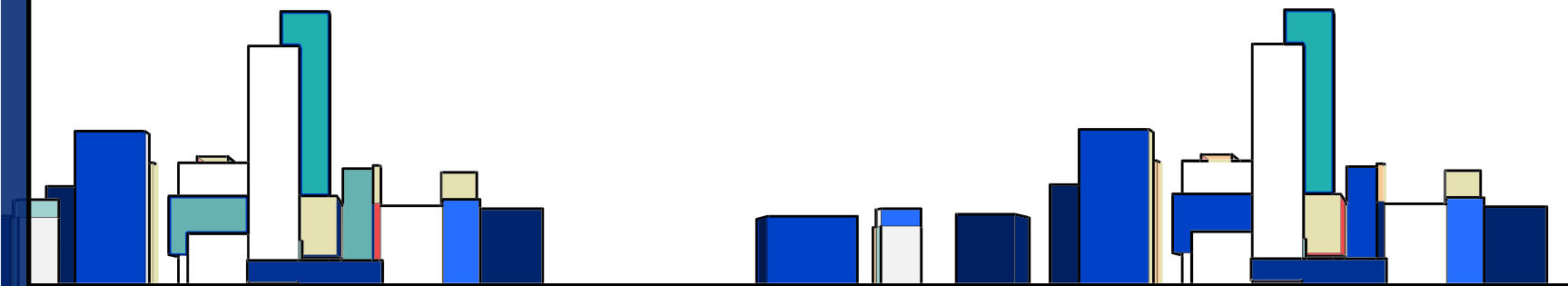
Founder, Ekonometrix

Patt oversees the operations, branding and execution of the agency's initiatives. As an accomplished leader who brings a unique blend of compensation management and occupational psychology expertise to the office, Patt works to design strategic roadmaps that empower performance and mobility opportunities for organizations and their employees.

Expertise: Compensation Plan Design, Pay Education, Internal Mobility, Career Analytics, HR Systems

For the past 13 years, Patt has worked with company leaders, executives, HR teams and board members in the development of pay philosophies used to attract, motivate, and retain great talent. His independent experience at leading companies such as Gusto, Warner Music Group, Medallia, and 10x Genomics has helped create a successful track record in providing both short- and long-term solutions to performance-based initiatives and practices.

Patt received his Masters in Applied Industrial-Organizational Psychology from George Mason University in Northern Virginia, his MBA from the University of North Texas, and his Bachelors in Finance from the University of Texas, Arlington.



Ekonometrix for Organizations

As a talent enablement agency, we work to unlock the best in people. Whether that's improving workforce optimization, administering pay interventions to sustain internal equity and external competitiveness, or working with teams in designing performance pathways for career possibilities, we are in business for...people.

Services + Plans (HR Retainment Subscriptions Available)

Compensation Management

Partnering with your organization, we work to develop and implement compensation programs that can support and sustain an engaged workforce while seeking to keep employees motivated and driven at every level.

Talent Management

Anchored in the scientist-practitioner model of I-O psychology, we collaborate with stakeholders to strengthen productivity norms that exist within organizations empowering career health, direction, effectiveness, and overall cohesion.

Employee Assistance Program

The Talent Empowerment Program is a voluntary, confidential assistance program allowing employees to identify career ambitions, and anchors interventions at the intersection of career development, personal finance, and mental health.

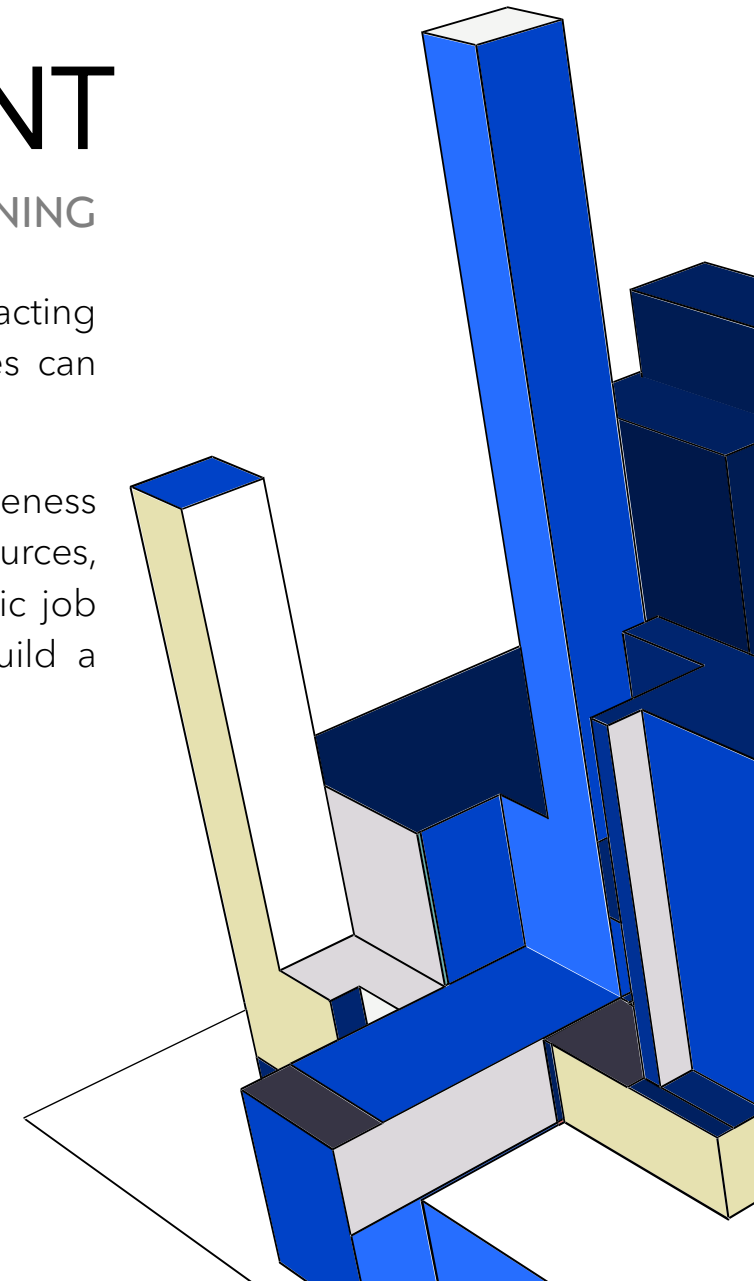
COMPENSATION MANAGEMENT

REWARD DESIGN & WORKFORCE PLANNING

Creating reward plans that reflect an organization's ethos and objectives is a cornerstone of attracting and retaining exceptional talent. By designing strategic compensation programs, companies can incentivize and reward performing employees in line with their values and goals.

To ensure that the organization is on the right track, we assess the practical and financial effectiveness of its talent management approach. This analysis helps identify gaps, optimize existing resources, and anticipate future staffing needs, enabling the organization to remain alert in the dynamic job market. With a well-planned and finely-tuned compensation strategy, organizations can build a motivated and engaged workforce that drives business success.

- PAY PHILOSOPHY DESIGN + COMPENSATION STRUCTURE DEVELOPMENT
- MARKET PRICING
- PAY-FOR-PERFORMANCE + STATEMENT REPORTING
- EXECUTIVE COMPENSATION
- REWARD SYSTEMS + PROCESS INTEGRATIONS



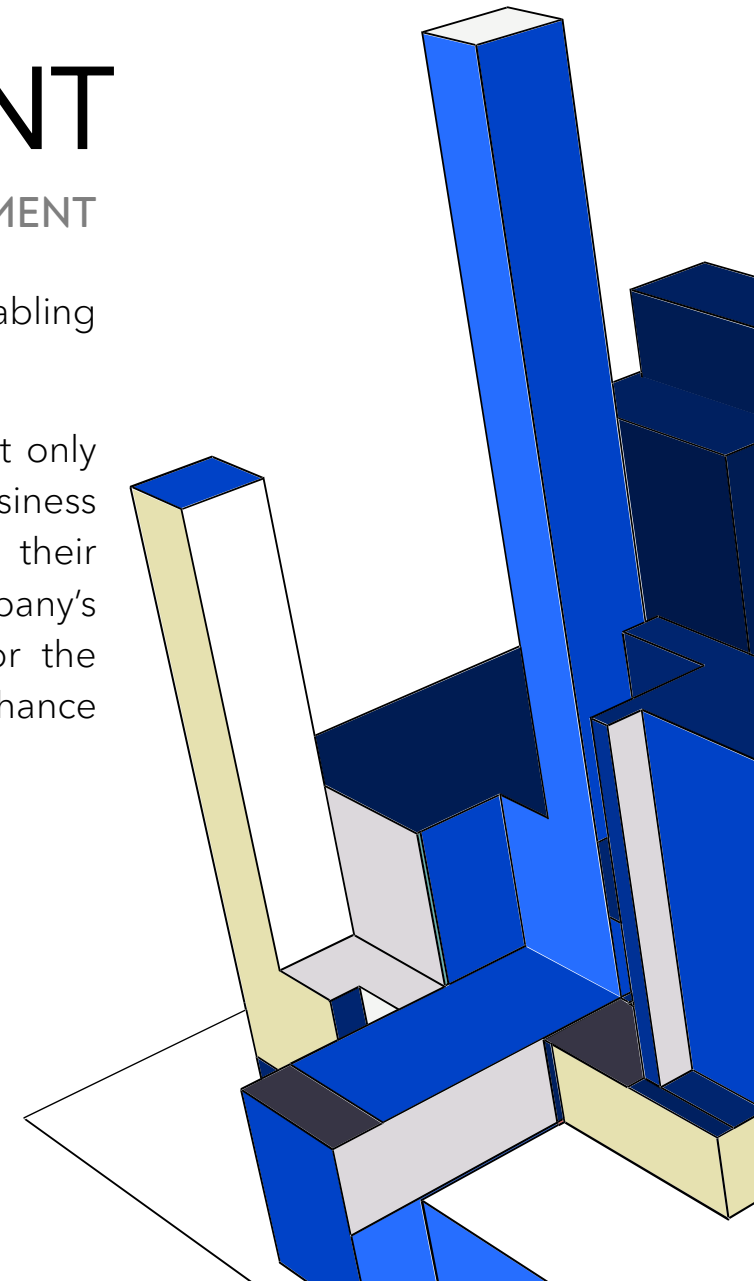
TALENT MANAGEMENT

CAREER CRAFTING & TEAM ENABLEMENT

Aligning employee's talent to business objectives is a key driver of competitive advantage, enabling organizations to stay ahead of the curve and achieve sustainable success.

To ensure that organizations can meet mobility demands, we build job architectures that not only outlines the knowledge, skills, and responsibilities that roles are to have in order to meet business needs, but also invite employees into a framework that gives them more ownership of their professional development. By creating a formalized feedback loop that considers the company's business needs and the workforce's mobility desires, organizations can better prepare for the anticipation of human capital needs, improve on attrition/retention goals and ultimately, enhance their employee experience.

- JOB LEVELING / STRUCTURE DESIGN
- ROLE PERFORMANCE & COMPETENCY FRAMEWORK
- TALENT RESEARCH & ASSESSMENT SURVEY
- CROSS-COLLABORATION WORKSHOP AND TEAM DEVELOPMENT OFFSITE



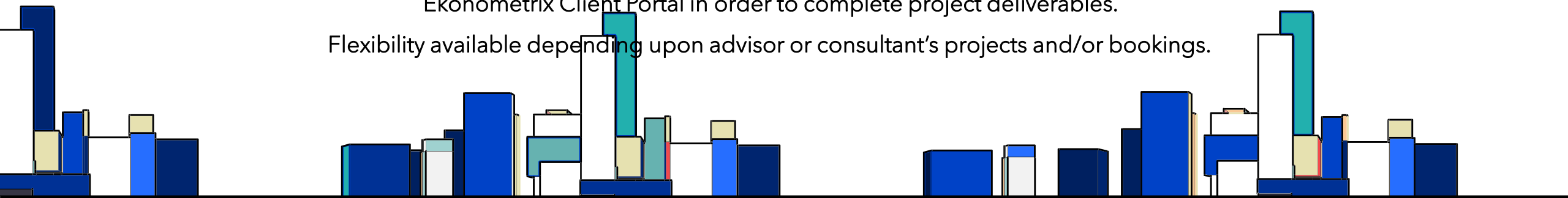
PROJECT > PLAN RATES & PRICES

Project plan subscriptions are one-time payments with half of cost due at time of purchase. Invoicing options available.

| PROJECT > 1 MNTH(S) | PROJECT > 3 MNTH(S) | PROJECT > 6 MNTH(S) | PROJECT > 12 MNTH(S) |
|--|---|---|--|
| \$21,500 TARGET: 8 PROJECT SESSIONS | \$57,500 TARGET: 15 PROJECT SESSIONS | \$95,000 TARGET: 30 PROJECT SESSIONS | \$175,000 TARGET: 45 PROJECT SESSIONS |

Sessions are considered the number of meetings the organization can anticipate scheduling within the Ekonometrix Client Portal in order to complete project deliverables.

Flexibility available depending upon advisor or consultant's projects and/or bookings.



EMPLOYEE ASSISTANCE PROGRAM

TALENT EMPOWERMENT PROGRAM

CAREER PATHING

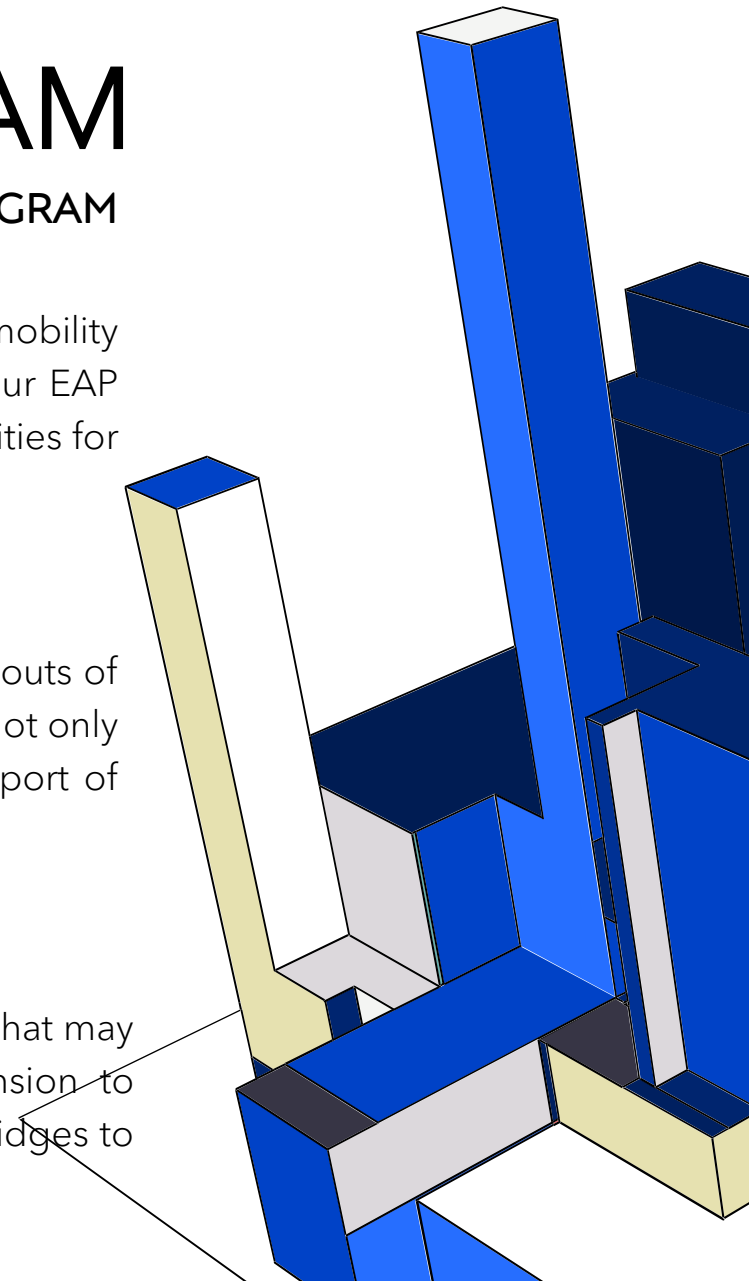
Employers who utilize talent management data to defend their career progression and internal mobility philosophies are better able to communicate clear career opportunities to their employees. Our EAP allows for us to utilize career analytics to partner in the development of crafting career opportunities for high-performing personnel.

EMPLOYEE REWARD SESSIONS

Reward conversations can carry topics that may thwart difficult conversations about the ins-and-outs of compensation decisions. In our EAP, we sit as the liaison between managers and employees to not only collect feedback about company pay perceptions but communicate tangible solutions in support of both company and employee goals.

PERFORMANCE DEVELOPMENT & INTERVENTION

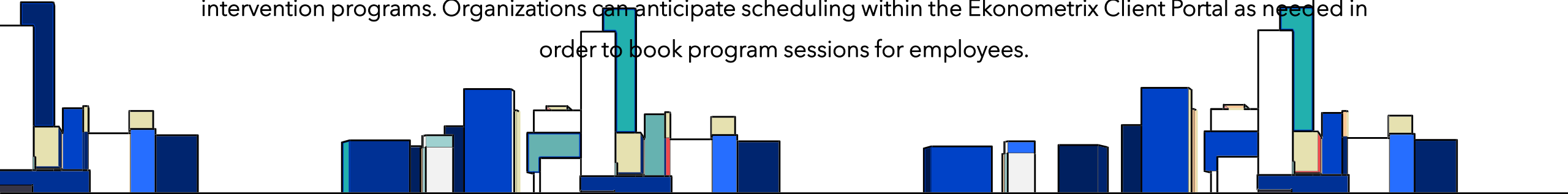
Sometimes, employees need an additional perspective to help remove performance obstacles that may hinder success. Using I-O psychology best practices and solutions, we serve as an extension to employee relations teams with intention to identify personal motivational potential and build bridges to improved personal performance.



EMPLOYEE ASSISTANCE > PLAN RATES & PRICES



The employee assistance program contains unlimited sessions available for workforces needing employee relations solutions with a focus in career pathing, employee pay conversations / communication, and/or performance intervention programs. Organizations can anticipate scheduling within the Ekonometrix Client Portal as needed in order to book program sessions for employees.





MOST RECENT PROJECTS COMPLETED

...as of March 30, 2023

- Pay-for-Performance Modeling and Planning (Financial)
- Job Classification and Market Pay Review
- Interim Compensation Division Leader / Advisor
- Pay Practices and Policies Composition
- KSA/Competency Framework Development
- Incentive Plan Design (Corporate Bonus and BD/Sales)
- Broad-Base Pay Design / Implementation
- EAP: Employee Rewards & Career Pathway Consulting

Note: most recent projects completed include all enablement services rendered within the past five years.