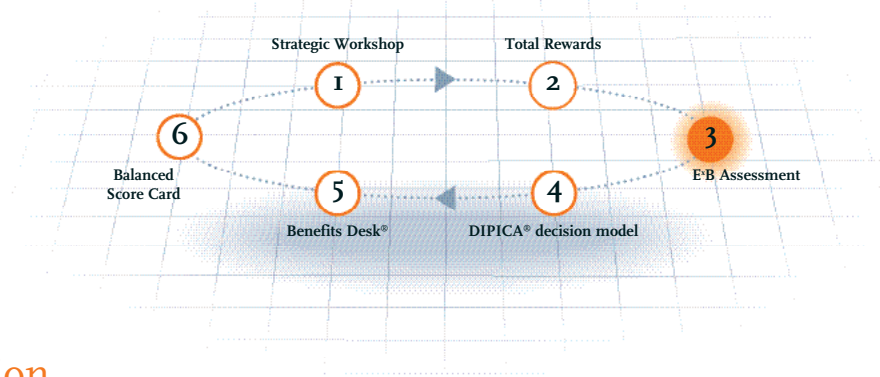


# E<sup>x</sup>B Assessment and Design



## Description

### Assessing present and future benefit programs

E<sup>x</sup>B Assessment is the F.R.A. Excellence Benefits Architects® tool that helps you compare your present and potential benefit programs. It is the heart of a process that starts with a full analysis and assessment of both programs and their future effects, and results in an exhaustive report pointing out the advantages and drawbacks of both models for the company as well as the employee. In this way, you know exactly what the consequences of your choice will be, facilitating and empowering the actual decision-making process.

## Vision

### The deeper the knowledge, the more accurate the decisions

When you decide to improve the motivational backbone of your company, you will need more than some good intentions. As with all major resolutions, you'll want information, facts, possible scenarios and an in-depth comparison between the plan you use now, and the one you are considering.

E<sup>x</sup>B Assessment gives you these figures and data in a comprehensible report, showing you trends and insights as well as individual exceptions and anomalies.

The information is presented here with statistical analysis, transparent graphics and explicit summaries.

Reading the report gives you a graspable overview of all elements involved in the program, ranging from technical parameters, the budget spent, and the evolution in time of the plan.

Eventually, you get a one to one comparison between the two programs on an annual basis for all elements of the benefit including a prognosis for the years to come.



## Approach

Embedded in the F.R.A. Excellence Benefits Architecture, the E<sup>x</sup>B Assessment is the pivotal moment in the complete process. This is the moment where we take a halt, looking back at the existing situation and the recent strategic choices and looking forward to a new benefit situation about to be created.

### Looking back

The E<sup>x</sup>B Assessment recalls the key moments from the Strategic Workshop, where the company strategy was compared with the existing benefit programs. The implications of this study may have indicated the need for a new approach to benefits.

Combining all the wishes, urges and possibilities the F.R.A. Excellence Benefits Architects® then propose a total benefit scenario that would suit the company better. You might call it a hypothesis that has to be checked scientifically and statistically using the most elaborate techniques.

### Looking forward

To investigate the advantages of the new, proposed benefit program, the F.R.A. Excellence Benefits Architects® evaluate the assets and liabilities for both programs and the consequences of these programs for the future. Comparing both results closely gives you a platform where you can choose the path to take:

- Will you continue the present situation?
- Will you switch to the proposed solution?
- Do you want another proposition?

### Choosing wisely

All these elements are brought together in the E<sup>x</sup>B Assessment report, giving you all necessary information to choose one of those three options, well aware of all future implications. The selection itself, however, is entirely up to you.

### Foundations for a future

If you choose to switch to the new benefit program, the F.R.A. Excellence Benefits Architects® will then start designing and developing the program as well as the necessary transition between the current and the future situation, using the DIPICA®-model.