

 **CORNERSTONE** |  **VISSTO**
HR TECHNOLOGY SOLUTIONS

"Driving Success Through People and Technology"

In the digital era, HR's role has evolved beyond resource management. Today, CEOs expect HR to lead innovation and drive organizational success.

Cornerstone International Group, in partnership with Vissto, delivers cutting-edge HR technology solutions designed to empower your workforce and achieve transformative results.

Our added value arises from the combination of consulting, data and SW tools.



HR consulting

Architecture | Remuneration |
Grading | Descriptions | Data | ELC



Rubik | SW for Comp&Ben

Automated | Understandable |
Easy-to-use | Flexible

We base our projects on quality, efficiency and sustainability.

Using our Rubik tool, we can deliver projects very quickly using the latest technology and a high degree of automation. Speed of delivery is not at the expense of quality. On the contrary, thanks to the use of sophisticated algorithms, we can work with a very large context of information and rules and thus ensure a better quality of deliverables than is usually the norm in traditional consulting projects.

Our approach is based on structure, simplicity and efficiency. Where possible, we try to provide the client with a total solution that we can teach them how to work with, rather than the classic "manday".

We set our pricing policy sensibly - our goal is a long-term sustainable cooperation that works for both parties.

Grading

Grading

What is grading and why is it important

Grading is the systematic process of evaluating job roles based on their importance, responsibility, complexity and the skills required to perform them.

It is the **basic building block for systematic reward management** within the overall employee lifecycle and helps to set appropriate, fair reward levels for individual roles.

Outside of remuneration, it is typically used as one of the core components of job architecture to facilitate career development planning, enable better comparison of roles across the organization and support effective employee lifecycle management.

What methodology we use for grading

Grading is carried out using our own methodology **Vissto Cubes**. Our approach is simple and intuitive. It allows HR professionals and managers to **easily understand and quickly use** the methodology themselves. The evaluation assesses the position based on the following areas:

- the impact on the different areas of the company
- the complexity of the tasks performed
- the expertise required to perform the position
- the size and structure of the team
- the organization led
- the dimensions of the company

Each of these areas is further broken down into more detailed breakdowns. The methodology has been developed with an emphasis on efficiency, visual clarity and, above all, user-friendliness.

Direct integration of the methodology in Rubik

Our methodology is integrated into the licensed Cornerstone Rubik tool. This provides organizations with continuous access and the **ability to reassess positions as required**. The methodology is also directly linked to the job description process, ensuring that **job descriptions are always up-to-date, accurate and reflect the competencies, responsibilities and complexity of each position**.



Grading

What approach to grading do we offer

Traditional grading based on analysis of job descriptions or interviews with managers is very laborious and time-consuming. At the same time, this detailed process may not always provide the best results compared to its difficulty. Very often, in practice, grades are distorted based on outdated job descriptions or based on targeted pressure and "overestimation" of positions by individual managers.

For this reason, we have developed a unique methodological approach (**automated grading**) that enables grading to be carried out with incomparably higher efficiency, significantly lower costs, less client involvement and often higher objectivity. In this way, we can achieve the same and, in some cases, better quality results.

It is the most cost and time attractive solution to perform comprehensive grading at the level of the entire organization. The grading is **very precise, easy to understand and offers a detailed breakdown and explanation of each graded position** (for each graded position a detailed grading profile is also created by this method, which can then be refined in a detailed way if necessary and specific situations arise).

The screenshot displays the software interface for automated grading. It includes a table of grades, a detailed profile for a specific job function, and a complex matrix for grading positions.

Grade	General HR Specialization	H
20		
19		
18		
17		HR Business
16		
15		
14	HR generalist (Level 2)	

Job Function: General HR Specialization
Career profile: Specialists

Select required category from the list below.

Level 4:
 Leads or coordinates specialized projects or problem-solving teams, formulates methodological procedures, and sets methodologies for specific areas of specialization. Ensures methodological leadership of teams and development of professional competencies of the organization. The position requires professional expertise, experience in leading or coordinating teams, and strategic thinking.

Level 3:
 Coordinates complex specialized activities, including creating and implementing methodologies, designing innovative technical solutions, or developing new products or systems. The position requires deep knowledge of the field and ability to solve complex problems within the specialization.

Level 2:
 Independently applies theoretical knowledge and methodologies in practice, for example in creating professional analyses, process optimization, or designing technical solutions. The position requires advanced professional knowledge, experience in the field, and ability to apply methodologies in new situations.

Level 1:
 Within their specialization, ensures basic specialized activities under supervision, such as data analysis, technical calculations, or preparation of professional documentation according to established methodologies. The position requires professional education in the field and ability to apply standard methods in practice.

PROFILE NAME | **WHY DOES THE POSITION EXIST?** | **HOW ARE THE GOALS ACHIEVED?**

Grading deactivated
 Labels are active

IMPACT | **DECISIONING** | **EXPERTISE** | **SUBORDINATES** | **HIERARCHY**

Strategy | Business | Delivery | Support

Operational Process Methodological Strategic

Routine Moderate Complex Strategic

Minimal Basic Moderate High Full

Basic Developed Advanced Exceptional

Simple coordination Methodical/Functional leadership Direct subordinates Mixed team Managers (same field) Managers (different fields)

1-5 6-12 13-20 21+

1-3% 3-7% 7-12% 12-18% 18-25% 25-35% 35-60% 60-100%

B-3+ B-2 B-1 M/B

Impact: 12 (5 circles)
 Decisioning: 29 (4 circles)
 Expertise: 32 (5 circles)
 Leadership: 0 (0 circles)

Vissto Cubes: 74 | 4H | SP_4H
 User Equivalent: 274 | 14

Grading

Automated grading

As part of automated grading, we use our unique AI module to assign positions in the organization to a prepared and rated job architecture. Based on this classification, we are then able to automatically determine the grades of each position in the organization using our **Vissto Cubes methodology applied with a robust algorithm**. This automated approach is able to consider many times more factors than a "human" rater and can furthermore remove targeted bias within position descriptions.

For specialist positions, we determine the grade of each position based on **Functional Area, Career Profile and Career Level**. This brings substantial simplification not only in determining the grad but also in communicating it to individual managers. In addition, this ensures **consistency and comparability** of similar positions across the organization.

For managerial positions, the algorithm considers a **variety of factors in addition to the above** and considers the grading profile and complexity of all subordinate positions, the structure and size of the direct team and the assigned organization when evaluating the position.



Grading

How the project will proceed

Vissto will perform **analytical reviews on the automated grading outputs** and make any **corrections after discussions with the client in the validation workshop(s)**. A base time is allocated for these workshops as part of the package price. Typically, these workshops cover discussions with HR and management for smaller and medium sized companies, or with departmental representatives for larger companies.

Please note that this is not a detailed grading process that involves all managers and examines each position individually and in a high level of detail based on the descriptions provided or based on discussions with managers or the evaluation team. This approach is generally only used on request during validation workshops, for example to clarify questionable/ambiguous positions.

If more detailed joint reviews and involvement of multiple managers is desired, additional consulting hours can be added.

Note: Automated grading cannot be performed in some companies with matrix management, distributed teams across countries, etc. In such cases, the situation must first be analyzed and an individual solution agreed upon.

Price for automated grading package

XXX EUR

Price includes:

- grading of all positions in the company
- validation workshops and grading refinement in the scope of 4 hours

Optional addition of consulting hours to grading at a discounted rate

XXX EUR

Price includes:

- additional 10 hours for consultation and detailed review of grades



Job Architecture

Job Architecture

What is architecture and why is it important

Job architecture is a way of categorizing jobs in an organization according to several different criteria, which helps to bring structure, order and understanding to the organization. This categorization can then be used as a **basic building block to standardize, automate and streamline processes**, particularly in the HR area, and to link individual strategic frameworks and policies in sub-areas (not just) HR to it.

By implementing a well-designed job architecture, companies can improve their **employees' understanding of the organization's structure and their own career prospects**.

The need for the design and implementation of a job architecture is also driven by the EU's Remuneration Transparency Directive, which was adopted in April 2023. Under this directive, among other things, employees in similar roles will be assessed on whether they are being remunerated appropriately and based on measurable criteria. A **suitable preparation for this Directive is the introduction of an architecture** that will help to categorize positions into groups, identify clear measurable differences between these groups and, through an appropriate pay policy linked to the architecture, achieve an equitable and transparent approach to pay.



Job Architecture

What approach we take to create a Job Architecture

We create a tailor-made Job Architecture for your organization using our unique AI module. This is a semi-automated process that uses **state-of-the-art approaches and technologies combined with Vissto's proprietary design, methodology and extensive data model**. This approach represents the most cost and time attractive option available for creating a job architecture.

Job descriptions are part of the architecture and include:

- job categorization
- Job description and purpose
- Competency model with a breakdown into core, managerial and functional competencies
- Typical behavioral indicators linked to individual competencies
- List of expertise needed to perform the job
- List of requirements needed to perform the job

To achieve the highest possible quality and accuracy, we have directly linked the job descriptions to the grading profiles. For this reason, it is necessary to have the positions framed.

Job Description

HR BUSINESS PARTNER

Job Description

SUMMARY

Division
Not Assigned

Department
Corporate Services

Team
Human Resources

Job Family
Human Resources

Job Function
HR Business Partnering

Career profile
First line managers

MAIN POSITION CHARACTERISTICS

Manages the assigned team based on medium-term goals and a planned budget. Ensures effective organization of work, planning, and task assignment. Monitors task completion, evaluates the efficiency of activities, and acts as a professional authority in the given field. Actively supports the development of team members, ensures knowledge transfer, and creates conditions to motivate and engage them. Focuses on meeting deadlines, staying within budget limits, and maintaining quality standards.

FUNCTIONAL PURPOSE

Serves as a strategic liaison between HR and various business units, translating business needs into effective HR practices and policies. Provides consultancy and support on HR-related matters to management, aiding in the achievement of strategic objectives. Facilitates the integration of HR strategies with business goals to enhance organizational performance and employee satisfaction.

POSITION CHARACTERISTICS | GRADING

- Impact on larger departments or functional area.
- Influence on methodologies and policies.
- Complex tasks with variability, requiring professional knowledge and understanding of broader context.

Managerial Competencies

- Decision making
Assess risks and implications before deciding. Execute decisions promptly and confidently. Proactively tackle problems, demonstrating judgment and understanding of the business context.
- Formulating Strategies and Concepts
Assist in the development of strategic plans by providing informed insights and suggestions. Understand and articulate how departmental activities contribute to the achievement of broader organizational objectives.
- Entrepreneurial Thinking
Identify potential business opportunities and take initiative to pursue them. Contribute to the organization's financial success by suggesting cost-saving measures and revenue-generating ideas. Participate in the implementation of business solutions.
- Leading and Supervising
Assist team members with routine tasks. Monitor progress and ensure that basic tasks are completed on time. Provide clear instructions and respond to team's immediate needs.

Functional Competencies

- Learning and Researching
Engage in comprehensive research to deepen understanding of work-related topics. Implement research findings to enhance work practices and procedures.
- Relating and Networking
To proactively maintain regular contact with a broader range of colleagues and peers. To engage with stakeholders in a way that supports ongoing work relationships. To participate in networking activities.
- Analyzing
Examine and dissect complex data sets to uncover patterns. Utilize analytical tools to derive logical conclusions. Present findings clearly, backed by evidence and sound reasoning.

REQUIREMENTS FOR THE POSITION

Experience

- Expert experience with integrating hr strategies with business objectives
- Expert experience with strategic hr planning
- Expert experience with implementing hr strategies aligned with business goals
- Extensive experience with providing hr consultancy to management
- Advanced experience with consultative problem-solving
- Advanced experience with facilitating organizational performance improvements

Knowledge

- Very advanced knowledge of hr policies and practices
- Advanced knowledge of business unit operations and needs
- Advanced knowledge of employee satisfaction metrics and methodologies

Job Architecture

How the project will proceed

Vissto will create a custom-made **workplace architecture based on the client's definition and requirements**. Subsequently, it will check the created architecture, make minor manual corrections and finishing touches and discuss the prepared deliverables with the client in the form of validation workshops.

The aim of the validation workshops is mainly to approve or modify the structure of the architecture and descriptions and to incorporate framework system changes into the job descriptions.

In addition, one iteration of **structured commenting takes place as part of the validation process**, where job descriptions are shared with selected managers and HR representatives, and they suggest specific adjustments and recommendations through a guided process. The outputs from this exercise are incorporated into the job descriptions as part of the completion of the validation cycle.

If you wish to have more iterations of structured commenting, more complex revisions, modifications and enhancements to job descriptions, creation of new or modification of existing competencies, it is necessary to book consulting hours beyond the scope of this package.

However, clients who order a Cornerstone Rubik license at the same time can complete any changes themselves free of charge in the prepared interface for additional modifications to the Job Architecture and job descriptions.

Price for Job Architecture package

XXX EUR

Price includes:

- Job architecture creation including Job Descriptions
- Validation workshops and architecture fine-tunings in the extend of 4 hours
- 1 iteration of structured commenting and process of changes

Optional addition of consulting hours to Job Architecture at a discounted rate

XXX EUR

Price includes:

- additional 10 hours for consultation and detailed review of Job Architecture and Job descriptions



Wage analysis and wage policy proposal

Wage analysis and policy

What is Pay Analysis

It is a strategic activity that involves a **comprehensive analysis and assessment of the state of remuneration in the company**. The analysis focuses on the assessment of internal parity (fairness within the organization) and external parity (competitiveness, i.e., comparison with market levels). It is a way of **identifying undesirable pay gaps and analyzing their causes**. It enables effective management of labor costs and supports objective decision-making on pay adjustments and career moves.

What is Pay Policy

It is a way to set up a **structure and strategy for remuneration** based on payroll analysis, with the aim of achieving a desired state within a defined timeframe.

Using clearly defined rules, it facilitates the planning and control of payroll costs and the elimination of unwanted anomalies, thus contributing to **higher employee motivation, performance and commitment**, as well as the overall efficiency and competitiveness of the organization in the market. In addition to the above, it is also a good way to communicate a systematic and fair approach to remuneration towards employees.



Wage analysis and policy

What will be the procedure within the project

Performing a Pay Analysis

Vissto will perform a detailed analysis of remuneration within the company, focusing on the following 2 metrics:

- **Internal parity** - represents an analysis of fairness in remuneration within the company. This analysis identifies **undesirable pay disparities** at the level of individual position groups. Problems in internal parity can cause employees to feel undervalued and are often a **reason for demotivation and employee attrition**. In the context of the EU Pay Transparency Directive, this metric becomes even more important:
 - Employees can no longer have a confidentiality clause on pay and can communicate this information to each other.
 - Based on internal parity of individual positions, this Directive will assess compliance with the European Regulation.
- **External parity (competitiveness)** - a comparison of pay levels and structures with the external market. Problems with external competitiveness can lead to higher turnover rates for individual positions as well as recruitment problems.

The pay analysis will highlight potential risks and inequities and help identify potential dangers in the context of the EU Transparent Remuneration Directive. It is a necessary exercise, the conclusions of which are then used to (re)design the pay policy.

Career profile: ID	Career profile: Name	Monthly Salary Average						Monthly Salary Median						Annual Target Income Average						Annual Target Income Median																	
		< 65	65-75	75-85	85-95	95-105	105-115	< 65	65-75	75-85	85-95	95-105	105-115	< 65	65-75	75-85	85-95	95-105	105-115	> 135	< 65	65-75	75-85	85-95	95-105	105-115	> 135										
1118	Administrative	0	4	9	11	7	3	0	1	4	0	0	8	6	11	6	3	0	5	0	4	9	11	7	3	0	1	4	0	0	8	6	11	6	3	0	5
1119	Economic and Technical Administrative	0	0	11	12	16	8	3	2	4	0	0	7	14	15	10	4	2	4	0	0	12	11	16	8	4	1	4	0	0	7	14	15	10	4	2	4
1005	First line managers	4	3	4	6	10	3	5	5	3	4	3	2	7	11	1	5	7	3	4	4	3	6	10	2	5	6	3	4	4	2	6	11	1	5	7	3
1126	IT Development	0	0	0	1	1	1	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	1	1	1	0	0	0
1127	IT Infrastructure and Operations	0	0	0	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0
1004	Managers	0	3	1	2	4	2	0	1	1	0	1	2	2	4	1	1	2	1	0	3	1	2	4	2	0	1	1	0	1	2	2	4	1	1	2	1
1113	Manual Workers	0	0	0	0	4	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0	0	0	4	0	0	0	0
1121	Project Management	0	1	3	8	6	8	4	1	0	1	0	4	7	8	6	5	0	0	0	2	2	8	6	8	4	1	0	1	1	3	7	8	6	5	0	0
1123	Sales	0	0	1	2	2	2	1	0	0	0	0	2	1	2	2	1	0	0	0	0	1	2	2	2	1	0	0	0	0	2	1	2	2	1	0	0
1124	Sales Specialists / Key Account Managers	0	0	2	7	10	7	4	0	0	0	0	2	4	16	4	4	0	0	0	0	2	7	10	7	4	0	0	0	0	2	4	16	4	4	0	0
1120	Specialists	0	7	10	14	14	5	1	2	7	0	6	7	12	14	9	4	1	7	6	12	13	9	8	3	2	1	6	0	7	6	12	14	9	2	2	8
1122	Strategy Advising	5	0	9	8	12	10	9	4	2	5	0	10	7	15	10	7	4	1	5	1	8	6	14	9	9	5	2	5	1	9	7	15	10	7	4	1

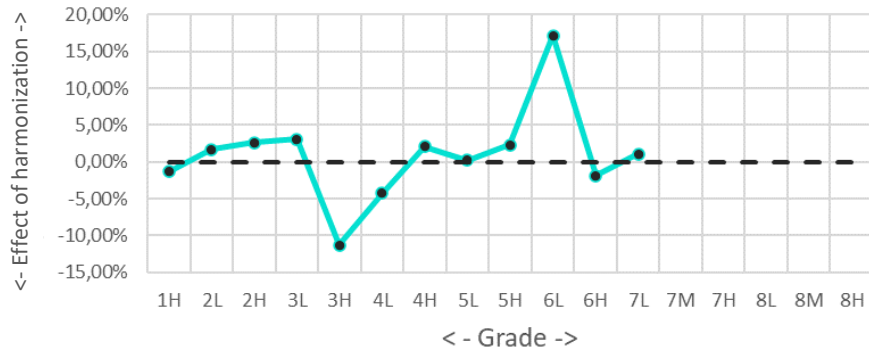
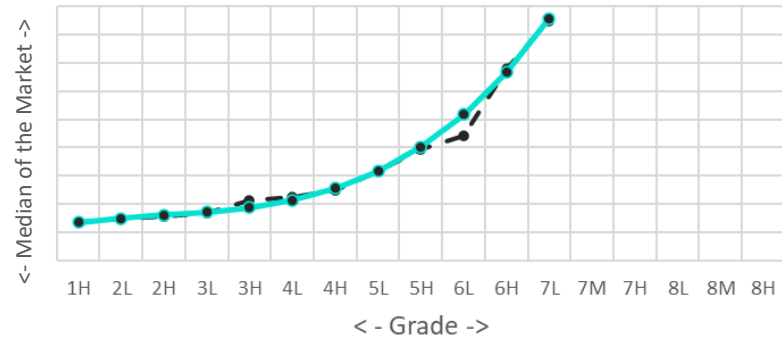
Definition of market groups

As part of the wage analysis, Vissto will design market groups for wage market benchmarking based on market knowledge, market data analysis and after discussions with the client in an initial workshop. This **segmentation precedes the external competitiveness analysis and helps to define the appropriate allocation of positions for the purpose of market benchmarking** - for each market group, the appropriate sets available within the market data are then defined that do not overlap with the specific setup of the group in the remuneration context.



Wage analysis and policy

What will be the procedure within the project (cont.)



Harmonization of market data

As part of the market data analysis, Vissto verifies the quality and stability of the market data used. In case the data show some anomalies and partial uncertainties, Vissto will propose a recalculation of the data in an appropriate analytical manner to smooth the identified anomalies accordingly. In practice, these recalculations can result in a more stable benchmark for payroll analysis that does not exhibit unwarranted variations between grades, periods or other data slices. This helps in the **interpretation of the results of wage analyses**, but also in the **application of the wage policy in everyday practice** (e.g. there are no situations where an increase in grades does not lead to a wage increase according to the wage policy due to an anomaly within the market dataset).

Position segmentation

As part of the pay policy design, Vissto will divide positions into several segments based on workshops with the client, market knowledge and common practice, which will help to set a **different approach and strategy in the area of remuneration** (for example, in the context of the pay band for comparison, the structure of variable and fixed components, etc.). This segmentation usually considers, in addition to the classification within the architecture, for example, the criticality of each position, the level of turnover, the level of people shortages in the region or the HR strategy.

Wage analysis and policy

What will be the procedure within the project (cont.)

Wage policy proposal

Based on the conclusions of the wage analysis, workshops and other documents, Vissto will create a comprehensive wage policy that will define **optimal wage levels for individual positions** in the company in the form of clearly described rules. Emphasis will be placed not only on setting appropriate recommended basic salary bands, but also on proportional remuneration in the form of variable components.

Note: Vissto will propose the recommended structure and level of variable components in the wage policy. The specific linking of bonuses to KPIs, the method of evaluation and the detailed design of bonus components are not part of the offer.

Market data

Wage analysis is normally performed on market data available to the client. If the client does not have any market wage data, we can provide data from our surveys. More information is attached on the next slide.

Price for Salary Analysis and Policy package

XXX EUR

Price includes:

- salary analysis and management summary preparation
- market groups definition, market data harmonization
- position segmentation & salary policy definition
- presentation for management board
- validation workshops and presentation of key findings in the extent of 4 hours

Optional addition of consulting hours to Salary Analysis and Policy at a discounted rate

XXX EUR

Price includes:

- additional 8 hours for consultation and validations of Salary Analysis and Policy



Wage analysis and policy

Variants for market data

Option A

External data from the EXESS23 management survey

Our own survey of top managers' remuneration, conducted for the third year in the Czech Republic, involved over 1,200 managers this year. This survey covers the entire managerial population (in Hay grade equivalents 16-23). <https://vissto.com/cs/trznidata> Although the survey is based on the managerial population only, we can use it to design an organization-wide pay policy. In doing so, we draw on expert knowledge of the market and salary behavior at each grade (average increases, anomalies etc.). For managerial positions we draw on detailed survey data, for non-managerial positions we draw on analytically calculated bands at the individual grade level. From 1/2025 we will also be able to offer our own data from a large survey www.Pay-Fair.cz.

Option B

External data from your purchased survey

If your organization buys payroll data from a payroll survey (e.g. KornFerry/Hay), we can use this data and prepare a payroll policy based on it.

Since our grading methodology Vissto Cubes is fully bridgeable to KornFerry/Hay grades, we can build a detailed payroll policy using this data. In such a situation, the client provides the data, and we provide the comprehensive analysis and design of the payroll policy. In case you are using a survey based on grades other than KornFerry/Hay, we need to verify that we can link our methodology to these grades.



Cornerstone Rubik's tool licence

Cornerstone Rubik tool

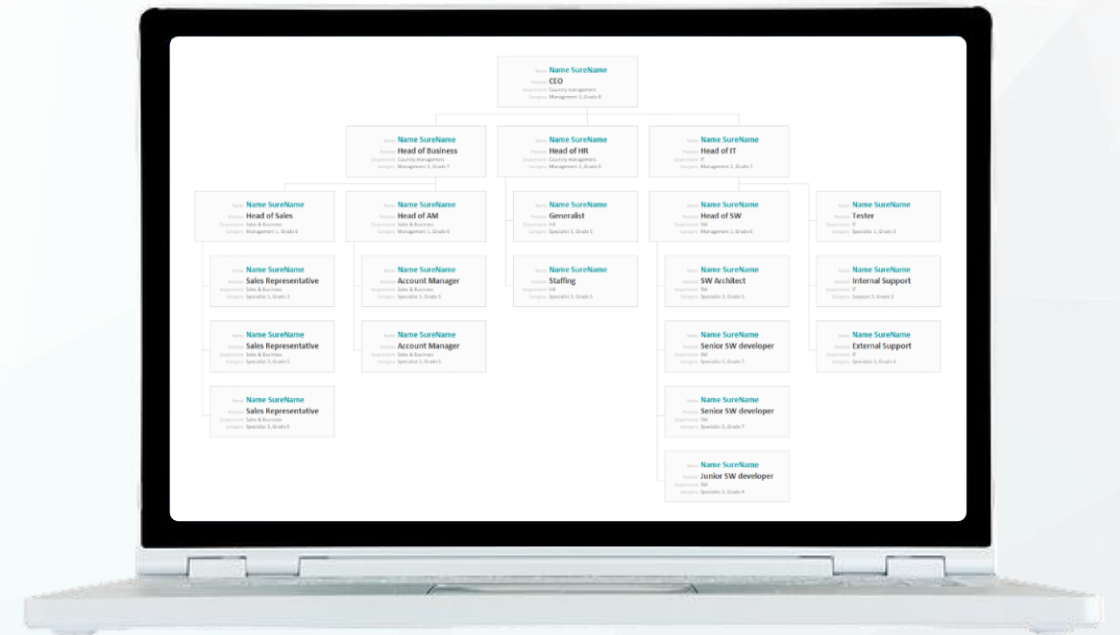
What is Cornerstone Rubik

Cornerstone Rubik is an HR data environment that brings **systematization, automation and simplicity** to HR. Within this platform, we have developed a special AI module that can create and edit job descriptions, job architecture, among other things, automatically.

Within the Rubik platform, you will find a customized environment for your organization with a **ready-made architecture, grading, HR reports, a module for managed remuneration** including approval workflow, processes and a lot of other functionalities.

All this with your organization's data integrated in a form that you can start using immediately.

For a full specification of the tool, please visit:
www.cornerstone.vissto.com/en/rubik-hr



JOB ARCHITECTURE



Simplified & Detailed grading



Fully automated Job Descriptions



Automated Job Architecture creation & modifications



Career Development Planning

REMUNERATION SETTINGS



Remuneration analysis



Structured Salary Adjustment Process



HR Budgeting and bonus distributions



Comprehensive Equal Pay documentation

MANAGERIAL WORK



Employee Performance Evaluation



Employee notes and comments



121 preparations for managers



Employee timeline views



Fully configurable Orgchart

HR ADMINISTRATION



HR Process Preparations



Easy Approval process creations



Flexible tailor-made adjustments



Possibility to feed data from other sources



Cornerstone Rubik tool

The offered license includes the following modules and functionalities

- Structured, cloud-based storage of all HR data
- Security through access rights at the employee level
- Detailed structured information about all employees, positions, organizational units, job architecture
- Different environments for Admin, Manager
- Prepared standard HR reports (all employees, my employees, compensation analysis, employee timeline)
- Prepared reports and views for HR architecture (matrix of positions in the organization in different breakdowns, competency matrix, competency cards, job descriptions)
- Module for creating dynamic org charts
- Module for job evaluation (grading)
- Module for KPIs for designing, recording and evaluating individual employee goals
- Module for recording comments and remarks on individual employees
- Module for controlled salary adjustments including automatic approval process (Salary review process Approval flow)
- Module for creating and modifying job descriptions using AI
- Module for creating and modifying job architecture using AI
- Ability to create interfaces for various HR processes (e.g. Hiring a new employee, creating a new position, etc.)

Price of annual License

XXX EUR
(XXX EUR / month)

Price contains:

- License covering the entire organization
- Access for HR employees and Managers as per client's definition (number of users is not limited)
- All listed functionalities and modules



Cornerstone Rubik tool

Implementation, configuration and training

As part of the implementation of the tool, Vissto will set up a complete environment for the client, into which it will upload client data in the form of structured import files to be filled in by the client.

Furthermore, Vissto will prepare access accounts for the sent list of HR staff and managers who will work with the tool.

Training for working with the tool will be carried out by Vissto within 3 two-hour workshops. These workshops are usually prepared for HR administrative staff who will oversee administering the tool.

If the client wants Vissto to also implement training for the managerial population on how to work with the tool, it is necessary to order additional consulting hours beyond the implementation package.

One-time implementation fee

XXX EUR

Price contains:

- Tool configuration
- Initial set-up of user accounts
- Data upload via structured import files
- Employee trainings in the extent of 3x2 hours



Summary quotation

Total price for the first year

XXX

Renewal of the license in subsequent years*

XXX

* this price is subject to change according to the current valid price list

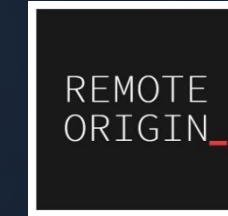
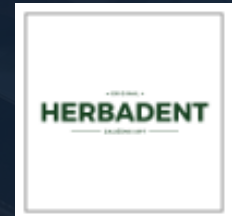
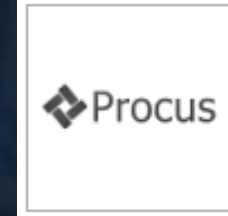
Prices are in CZK without VAT

Price for selected consulting packages (Grading, Architecture, Politics)	XXX
Discount on consulting packages for simultaneous ordering of Cornerstone Rubik license	XX%
Price for selected consulting packages after discount	XXX
Total additional consulting hours ordered	XX
Rate per hour	XXX
List price of services ordered	XXX
Discount for ordering as part of a package	XX%
Price for additional consultations ordered after discount	XXX
Total price for consultation services	XXX
Price per annual Rubik license	XXX
Data implementation, access setup, basic training	XXX
Extra discount for this offer	XX%
Total price for the first year (license + implementation + consulting)	XXX
Annual license price in subsequent years (subject to change according to the current price list)	XXX



Selected references

Reference





Jan Andrlík
Total Reward Architect CZ & SK

We chose the tandem of Vissto and Magnetic Ideas for our strategic projects of Job Architecture, Organizational Mobility, Payroll Analytics and Transformation to Agile. Throughout the implementation of these projects, we particularly appreciated the quality of the collaboration and the professional approach with high added value, the market overview and the attractiveness of all deliverables in terms of visuals and clarity.

We also highly valued the ability to leverage several automated tools during these transformation projects, which helped us engage the entire management population, consolidate and analyze data across the company.

As a follow-up to the new Job Architecture, we purchased a license for HRESS, in particular the job evaluation module, which we believe is currently unmatched in the market for the following reasons:

- clarity and comprehensibility of the methodology for all stakeholders
- the possibility of bridging to other methodologies that we use worldwide
- efficiency and automation of the related administration
- valuable analyses, comparisons and clear visualizations
- possibility to involve the managerial population in the position evaluation process
- quick understanding and learning, transfer of know-how to our HR.



Juraj Vrabko
Head of People CEE

We have already carried out several successful projects with Vissto in the field of modernization and standardization of HR architecture. I especially appreciate the extent to which they combine deep HR knowledge with modern data-driven approaches.

As a result, they have developed several unique tools that now help us with creating job descriptions, distributing bonuses across the company or salary analysis of individual teams.

In addition to their expertise, I also appreciate the high flexibility and commitment with which they tackle all projects, as well as their very pleasant way of communication. I can only recommend working with them.



Jana Štoková
HR Operations Manager

We chose Vissto as a partner for the Strategic Human Resource Management project.

Together we revised the job classes, introduced new principles for setting the hierarchy of the organization, established a job evaluation committee and approved the final hierarchy of positions by the company management.

Our cooperation was always absolutely professional. Vissto provided us with a high level of expertise, meeting all deadlines and agreed procedures in a totally friendly and creative approach. The outputs from these projects are now used not only by HR but also by other managers.

We also analysed our remuneration system, created a tool for a regular process of salary review across the company in all our international offices and fine-tuned a tool for planning payroll costs.



In case of any questions we are at your disposal

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