



**Michael Fredericks**  
VP, Total Rewards  
and Labor Relations

## CASE STUDY

### Reworld™ Powers Smarter Compensation with CompLogix

Reworld™, a leader in sustainable waste solutions, employs approximately 5,000 people and continues to expand rapidly. Known for its innovative sustainability solutions, including transforming municipal solid waste into renewable energy, wastewater treatment, and secure destruction, the company's growth demanded a more agile approach to compensation planning.

ORGANIZATION

INDUSTRY

EMPLOYEES

LOCATION

SOLUTION



Sustainable  
Waste  
Management



5,000



North America  
Headquartered  
in New Jersey



CompLogix  
Compensation  
Management  
Platform

*“We were surprised how complex other vendors’ platforms were. [Our former solution] was not adaptable to our changing compensation vision.”*

— **Michael Fredericks**  
VP, Total Rewards and Labor Relations, Reworld™

*“The platform was embraced quickly, and the transition was seamless.”*

As the company scaled, it needed a solution that could evolve alongside its workforce, one that was flexible, intuitive, and built to handle the complexities of a changing compensation strategy.

## The Challenge

Before partnering with CompLogix, Reworld™ relied on another compensation solution that included a bundled HRIS tool that proved rigid and inefficient. Despite multiple implementation attempts, the system never met the team’s needs, forcing them to revert to spreadsheets, a process prone to errors, long turnaround times, and limited visibility.

**Reworld™ needed a solution that would empower field managers, scale easily with organizational growth, and simplify training for new users.**

## Why CompLogix

After conducting a formal RFP process and evaluating multiple vendors, including Oracle® and Paycom®, Reworld™ selected CompLogix for its combination of flexibility, user-friendliness, and outstanding client support.

Key reasons for choosing CompLogix included:

- » Flexibility and adaptability to evolving compensation strategies
- » User-friendly interface that managers could navigate with minimal training
- » Exceptional support and responsiveness from the CompLogix team
- » Robust customization options, including branded compensation statements
- » Ease of training, even for users with no prior experience

## Implementation & Key Features

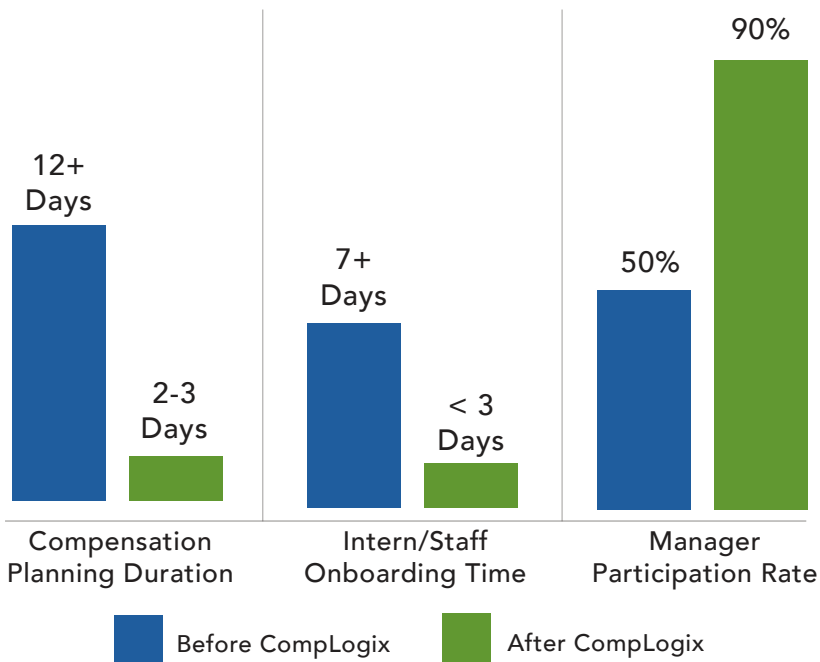
CompLogix's deployment at Reworld™ was seamless, with notable success in user adoption and speed of execution.

Highlighted Features and Benefits:

- » **Custom Compensation Letters:**  
Personalized employee statements enhanced engagement and communication.
- » **Manager-Friendly Interface:**  
Intuitive dashboards made it easy for frontline leaders to plan and approve compensation changes.
- » **Transparent Process:**  
Built-in tracking tools improved accountability and trust across teams.
- » **Rapid Onboarding:**  
Even new hires and interns became proficient on the platform within days.

## Results

The transition to CompLogix delivered immediate, measurable results:



*"We can pick up the phone and talk to someone. That just doesn't happen with most vendors."*

## Looking Ahead

Reworld™ continues to refine and expand its compensation strategy with CompLogix as a trusted, long-term partner. As the company grows, leadership remains focused on ensuring that compensation practices are not only efficient but also transparent and equitable across a diverse workforce.

With CompLogix, Reworld™ is exploring new opportunities to further streamline merit planning, introduce more advanced analytics, and enhance communication between HR and managers. The platform's adaptability allows the Total Rewards team to adjust to evolving business needs, integrate with future HR technologies, and support strategic initiatives such as pay equity analysis and retention planning.

Reworld™ views CompLogix as more than a tool; it's a foundation for a smarter, data-driven approach to compensation management that supports employee engagement, organizational agility, and sustainable growth.

If your organization would like to know more about CompLogix or its compensation management solutions, we invite you to visit our website at [www.complogix.io](http://www.complogix.io) or contact us for a no obligation demo.



*“Vendor support,  
ease of execution,  
transparent process,  
and trainability.  
That’s what makes  
CompLogix the right  
partner for us.”*

*— Michael Fredericks*