



CASE STUDY

Wilmot Modular

WILMOT
MODULAR STRUCTURES, Inc.
We Help Build Visions

Wilmot Modular Structures needed a consistent compensation structure that could support its current workforce and continued growth. The challenge was finding the time, capacity, and industry context to evaluate roles across the entire company and translate the findings into practical guidance.

To complete the work quickly and account for the nuances of modular-specific roles, Wilmot partnered with Risus Talent Partners.

The Business Challenge

Compensation analysis had been on Wilmot's agenda, but competing priorities prevented the internal team from completing a company-wide review. Compensation questions were handled one at a time, often while hiring decisions or employee negotiations were already underway.

Wilmot needed a consistent way to evaluate approximately 125 roles, identify meaningful compensation gaps, and distinguish those gaps from reasonable differences based on experience, tenure, or expanded responsibilities.

Why Risus

Wilmot already knew Risus as a recruiting partner. Risus understood the company, its people, and the way roles operate within modular construction. That knowledge mattered when evaluating service technician levels, hybrid positions, and employees whose responsibilities extended beyond their formal titles. Instead of matching job titles to database results, Risus could assess the work being performed and account for the practical requirements of each role.

The collaborative approach also allowed Wilmot's HR team to remain closely involved without carrying the full analytical workload internally.

CLIENT SNAPSHOT

Modular Construction

SECTOR

Nationwide

SCOPE

125

ROLES EVALUATED

3-person team

INTERNAL HR TEAM



"They were partnering with me. That allowed me to let go of the wheel and work in tandem with them."





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Market Data. Modular Expertise. Structure Wilmot can Use.

125

ROLES EVALUATED

Positions assessed across functions, actual work, and job levels.

4 weeks

PROJECT DURATION

A deferred internal project completed within weeks, with ongoing support.

Company-wide

COMPENSATION STRUCTURE

Consistent salary guidance for employees and future hires.

What Risus Did

We worked closely with Wilmot's HR team to develop a practical, market-informed compensation structure.

- Compared responsibilities, job levels, and compensation with market data
- Hybrid and modular-specific positions
- Considered actual responsibilities rather than relying on titles alone
- Accounted for experience, tenure, education, and replacement requirements
- Developed salary ranges for current employees and open positions
- Helped map employees and planned hires into the completed structure

Business Impact

Decisions

Managers gained defined salary ranges for evaluating employee compensation and candidate offers, reducing their reliance on one-off recommendations from HR.

Employees

The analysis gave Wilmot a consistent basis for identifying the most significant compensation gaps. Leadership acted on the findings with targeted market adjustments for approximately 40% of employees.

Growth

Wilmot now has a compensation structure it can maintain as the company grows, roles change, and market conditions shift.

"Some recruiting partners are focused purely on placement. Risus brought a more comprehensive set of capabilities to the table, and it was exactly what we needed at the right time."