

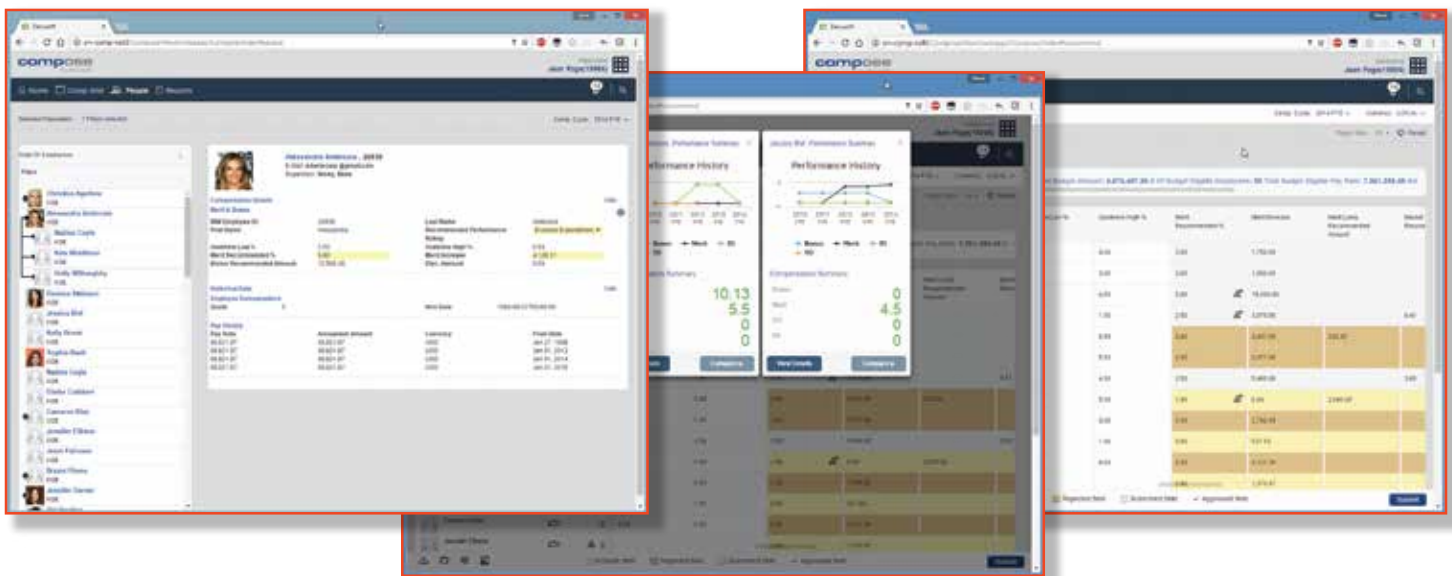
Compensation software like COMPOSE can help if:

- Your compensation plans are unique, dynamic, complex and challenging.
- You lack real-time access to compensation data for management and auditing.
- You implemented an HR Software Suite, but still can't address your unique compensation requirements.
- You struggle to maintain your existing manual compensation administration processes.
- Your disparate global compensation environment is a corporate oversight challenge.

It's proven that spreadsheets increase risk and errors. A dedicated compensation management solution like **COMPOSE** can help.

Many organizations use spreadsheets to manage their compensation processes. According to Ventana Research, 38 percent of research participants said they've found errors in payments to employees, yet less than 25 percent of those perform audits to locate spreadsheet calculation errors. Those that use spreadsheets for compensation management report **lower productivity** and **increased financial risk**.¹

COMPOSE is a specialized compensation management software solution that simplifies the administration of complex variable pay programs including Merit, Bonus, Short-term and Long-term incentives.



¹ Ventana Research, "New Generation of Compensation Software Enhances Human Capital Management," May 10, 2016.

The COMPOSE Advantage

- **Reduce time, cost and errors** in compensation planning, administration and management.
- **Manage compensation** across a decentralized environment. Maintain corporate oversight.
- **Empower up-line managers** to easily review, approve or reject recommendations from a down-line manager.
- **Enable audit and access controls** for regulatory and audit protection in one tool.

Unparalleled expertise, personalized support.

Customer Successes

Avis Budget Group uses **COMPOSE** to eliminate manual processes while maintaining familiar workflow. It increases efficiency, removes time-consuming dependencies and improves data integrity.

A Global Security Firm uses **COMPOSE** to decrease overhead and streamline incentive plans, while addressing specialized modeling and auditing needs.

A Global Apparel Manufacturer uses **COMPOSE** to combine processes into one streamlined workflow to establish one centralized source of financial monitoring, compensation planning, reporting, auditing and control.

87% of the companies that use **COMPOSE** reported an improvement in data integrity, while 75% reported a decrease in time and/or resources required to manage, implement, and/or plan compensation processes.

With its intuitive compensation planning, easy administration of complex variable pay plans, configurable compensation rules and accurate calculations, **COMPOSE** offers:

- **Customer-Controlled Configurability**

Full control of workflow structures, plan rules, system warnings, validations, calculations, and guidelines.

- **Comprehensive Audit Capability**

Ability to capture data imports, exports and changes made to plan participant records, for a clear view of who modified what for whom and when.

- **Total Comp Statement**

Generate standard and customized comprehensive online statement templates automatically featuring a secure email function.

- **Suite Augmentation**

Integrate easily with existing ERP, HRIS, financial and HCM systems, allowing you to leverage investment in existing processes and infrastructure.

- **Designated Proxy**

Enable designated users to act as proxy for another user. The proxy user has original user access and features while maintaining audit integrity.

- **Reporting and Analytics**

Offers over 30 standard reports and enables power users to customize their own; provides analytics to meet your specific needs.

- **Modeling**

Facilitate forecasted total compensation cost based on unlimited number of modeling planning scenarios.