CompXL

Compensation Planning

Evolve your incentive process at the speed of business

salary.com®

Your organization's ability to engage and incentivize your people is a competitive advantage. Which means finding one system that can support all your creative compensation structures is a challenge. Until now, your dedicated compensation professionals have been filling in the process gaps with long hours of copying, pasting, and inspecting spreadsheets. But as you have grown, the manual process has become painful and difficult to manage.

Introducing **CompXL**, a compensation planning software that combines the flexibility of Excel with the power of cloud computing to automate salary planning, bonus allocation, long term incentives, and total reward statements. Comp Planning provides the compensation team with a tool so configurable it will automate YOUR current process without requiring change management or extensive training.

Merit pay aligns rewards with individual and organizational performance

Manage all your plans in one place including bonus and equity

Adjustment letters and/or total reward statements are just a click away

Supports multi-currency deployments, allowing managers to plan in local currencies

With complete Excel™ compatibility you can make recommendations online and review recommendations offline

Give your administrator complete control to handle mid cycle events with ease

Don't let system limitations pressure you into changing your compensation practices. Embrace your uniqueness. Empower your compensation team with ultra-configurable CompXL.

MERIT

Merit Planning can be a time consuming and tedious process, but it doesn't have to be. Having HR & Compensation professionals mired down in administrivia like copying, pasting, and inspecting workbooks is not the best use of their talent or time.
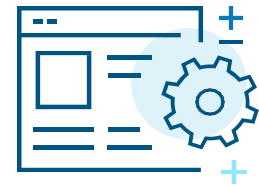
CompXL supports your planning strategy, workbook format, formulas, and approval workflow - while completely eliminating manual labor.

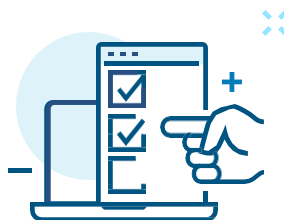Enable Manager Discretion In Controlled and Auditable Environment
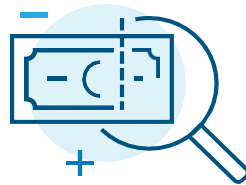
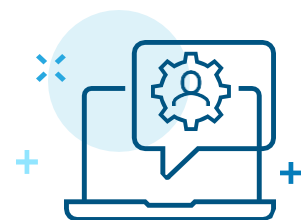Let managers plan in native currency while seeing roll-up in a summary currency

Enjoy automated workflow that matches your approval hierarchy

Produced Branded Salary Adjustment Letters which managers can print easily

Set it and forget it business rules including budget, eligibility

Give your administrator complete control to handle mid cycle events with ease

Reduce the duration of focal planning cycles by 70% while staying within budget and making better informed compensation decisions.

BONUS

Don't settle. If your compensation platform isn't flexible enough to support your incentive strategy, you may have settled for a manual excel process to fill the gap. *Worse yet*, you may have limited your practices to what your platform can support. YIKES!

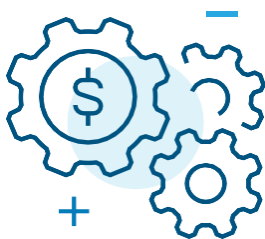Here's a better idea: Add flexibility to your current platform with CompXL.
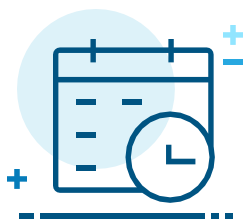
Plan on your schedule; monthly, quarterly, annually or all of the above.

Calculate bonuses on multiple factors including company financials, departmental goals, and individual contribution

If you can do it today in Excel™, you can do it tomorrow in Bonus but faster and more securely.

Easily manage proration and split bonuses without breaking a sweat.
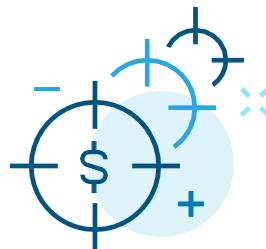
Target bonuses by business unit, division, departments

On the fly changes - because things happen. Holdbacks, Overrides, Admin Control

Don't be limited by your current platform any longer. Upgrade to CompXL's flexible add-on incentive planning solution and formula engine.

Equity planning and tracking is like hockey: you gotta go where the puck's going.

It's tough to keep up with a changing business and tax environment, regulatory changes, new plan types & multiple vesting schedules to administer. The data typically lives in many different systems, files, and formats, so consolidated reporting is a challenge. A single system of record for equity has been a pipe dream. *Until now.*

Planning - recommend and approve long term awards

Employee portal – view statements, sign grant agreements, access supportive documentation

Tracking – Value tracking, holding report, vesting schedules

Get in the game. CompXL is the planning and tracking tool for all your long-term awards requirements.

You know how much your organization does for your employees. But do the employees know?

On an ongoing basis, increasing costs for housing and healthcare are making an impression. Now is not the time to hope employees get the employee value proposition. It's time to get intentional and make some impressions of your own with branded total reward statements.

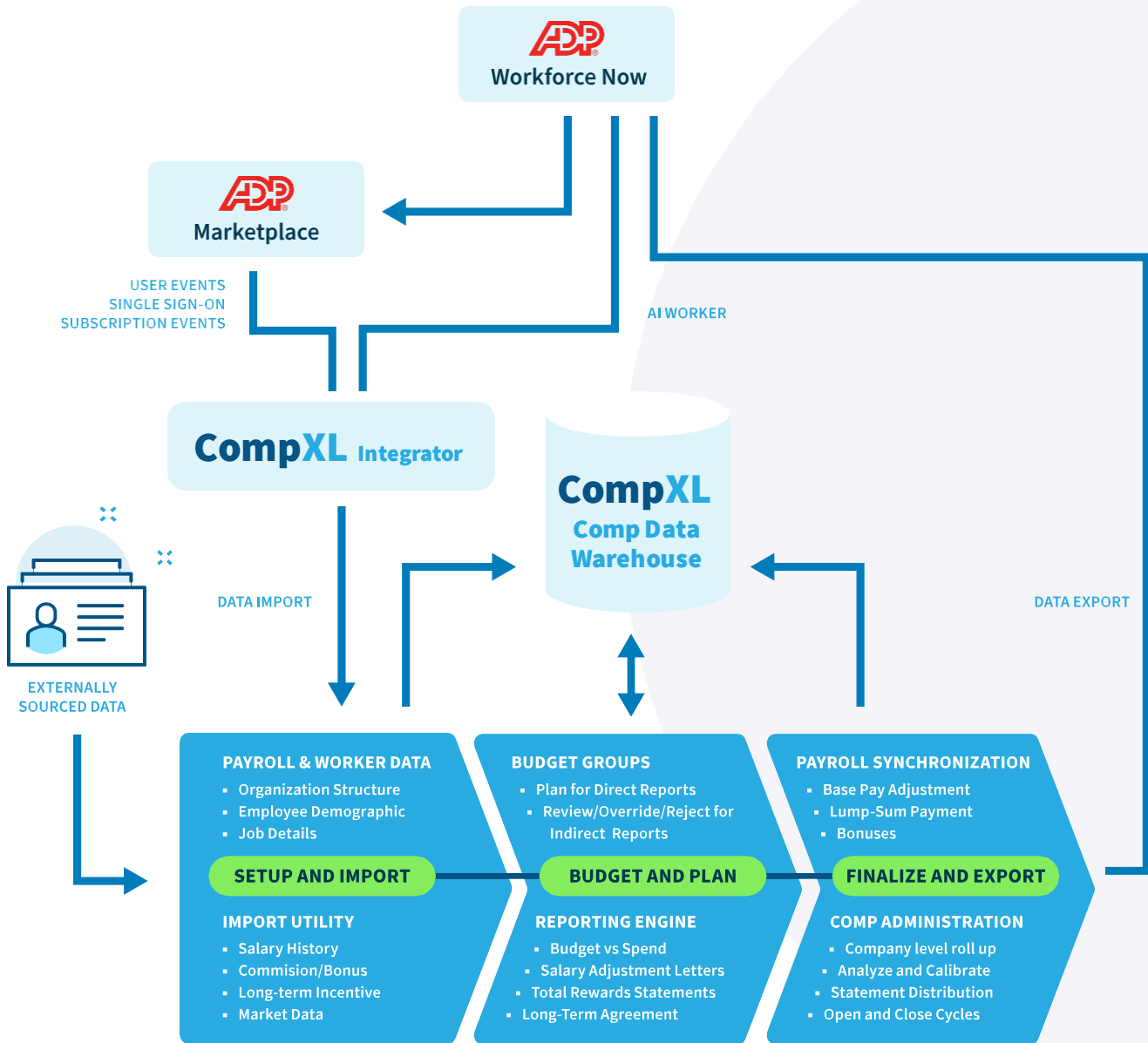Send emails before and during the roll-out of reward statements.

Educate your employees about the full value proposition by including items such as: Cash compensation, Health Insurance, Short- and Long-Term Incentives, & More

Track views and viewers of statements, Visualize Compensation Roll-up & Program Participation

Stop making the wrong impression. Use CompXL and effectively show your team how much you value them.

Data Integration Workflow

ADP Workforce Now

ADP Marketplace

USER EVENTS
SINGLE SIGN-ON
SUBSCRIPTION EVENTS

AI WORKER

CompXL Integrator

CompXL Comp Data Warehouse

DATA IMPORT

DATA EXPORT

EXTERNALLY SOURCED DATA

PAYROLL & WORKER DATA
- Organization Structure
- Employee Demographic
- Job Details

SETUP AND IMPORT

IMPORT UTILITY
- Salary History
- Commision/Bonus
- Long-term Incentive
- Market Data

BUDGET GROUPS
- Plan for Direct Reports
- Review/Override/Reject for Indirect Reports

BUDGET AND PLAN

REPORTING ENGINE
- Budget vs Spend
- Salary Adjustment Letters
- Total Rewards Statements
- Long-Term Agreement

PAYROLL SYNCHRONIZATION
- Base Pay Adjustment
- Lump-Sum Payment
- Bonuses

FINALIZE AND EXPORT

COMP ADMINISTRATION
- Company level roll up
- Analyze and Calibrate
- Statement Distribution
- Open and Close Cycles

> "I had been looking for a product for years that could move our excelbased comp sheets online and my prayers were answered! CompXL has met all of our needs and quite frankly might be the most-exciting single product I use as an HR professional."

– HR Director, Hargray Communication

> "We've been using CompXL for 6 cycles now globally...very intuitive and flexible. Helped us clean up a messy process planners throughout the organization really take to it. Great service, highly recommend!

> Thanks CompXL!"

– Senior Director Compensation, Ralph Lauren

> "CompXL makes sense and it's something that's affordable. CompXL has been the right choice for us."

– Compensation Manager, OpenText

> "One of the things we kept hearing over and over from the Salary.com references was that CompXL is user friendly and intuitive. Our managers agree. Once logged in they know exactly what to do. CompXL doesn't require a lot of training."

– Director of Compensation, Acco Brands

> "The implementation team does a great job with listening to your needs. Don't be afraid to ask what the software can and can't do. You'd be surprised at the capabilities."

– Benefits & Compensation Manager, Now Foods