

CompXL

Compensation Planning



CompXL

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 versatility of spreadsheets with the efficiency of SaaS workflow to automate salary planning, bonus allocation, long term incentives, and total reward statements. CompXL 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



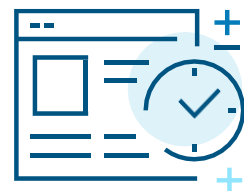
Adjustment letters and/or total reward statements are just a click away



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.

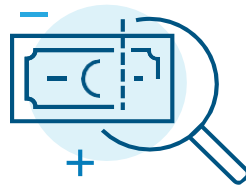


Merit planning can be a time consuming and tedious process, but it doesn't have to be. Having HR & Compensation professionals mired down in administrivia like copying, pasting, and inspecting workbooks is not the best use of their talent or time.

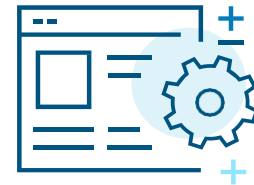
CompXL supports your planning strategy, workbook format, formulas, and approval workflow - while completely eliminating manual labor.



Enable Manager Discretion
In controlled and auditable environment.



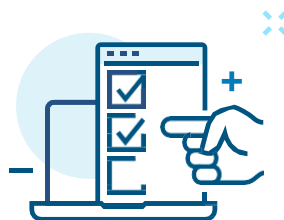
Let managers plan in native currency while seeing roll-up in a summary currency.



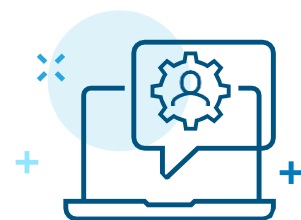
Enjoy automated workflow that matches your approval hierarchy.



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.



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.

Here's a better idea: Add flexibility to your current platform with CompXL.



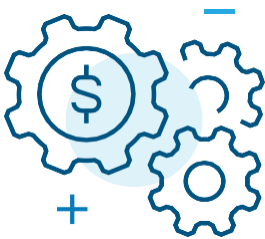
Plan on your schedule; monthly, quarterly, annually or all of the above.



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 CompXL but faster and more securely.



Easily manage proration and split bonuses without breaking a sweat.



Target bonuses by business unit, division, & departments.



Utilize on the fly changes with 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 requires forward-thinking: you have to anticipate where the trends are heading.

Keeping pace with evolving business and tax landscapes, regulatory shifts, new types of plans, and diverse vesting schedules is challenging. The information is often spread across various systems, files, and formats, making unified reporting a complex task. A central source of truth for equity has been a long-held aspiration—until now.



Elevate your long-term compensation strategies with a system designed to recommend and approve long-term awards. Align awards with organizational goals and employee performance, fostering a culture of recognition and long-term commitment.



Offer your employees a user-friendly portal to view their long-term award statements, sign grant agreements, and access important documentation. Empower employees with information and a sense of ownership over their long-term incentives.



Ensure meticulous tracking of long-term award values, with detailed holding reports and vesting schedules. Provide clear visibility and management of long-term incentives, enhancing transparency and trust.

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.



“I had been looking for a product for years that could move our Excel-based 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