

# Accurately manage Executive Incentive Programs for multiple payouts, years and jobs

## Customer:

A major corporation that operates four diverse major business segments that extends into the petroleum refining and marketing, government services, energy services and construction industries.

**Employees:** 10,000

**Industry:** Energy and other Services

**Region:** United States

## Compass Rewards,

Leveraged modules:

Executive Incentive Plan  
Long Term Incentive Plans

## Testimonial:

*Laserbeam product was extremely helpful in making our annual cycle roll out a success. The team was quick in their turn-around time in support related queries. Our managers felt it was a simple tool easy to use.*

— VP Compensation & Benefits

## Challenges

- Incentive processes were managed via spreadsheets and paper forms that affected productivity
- Spreadsheets contained complex formulae and several users applied them without validating the accuracy
- Data inaccuracy and potential security breaches of sensitive information when stored within spreadsheets
- Too many payout options made a spreadsheet look cumbersome
- No single view to provide the complete compensation details of an employee

## Process Improvements

- No more circulation of spreadsheets
- At any point of time, the HR team could know the status of the performance appraisal using the online tool
- The tool renders an organized pattern for creating reports
- Accurate calculation of payout with useful summarization of data
- Consistent data management for Executive Incentive Plan (EIP) and Long Term Incentive Plan (LTIP)

## Benefits Realized

- Online compensation tool was delivered in 8 weeks
- Reduced the cost and complexity of compensation administration
- There is no need to rely on spread sheets to manage compensation
- The tool imposed user level security, effective communication to managers
- Payout reports could be generated

