

# Compensation management Software

# COMPASS REWARDS

## Manager Self Service

Now managers have the best tools to make the right decision on employee pay increases with the help of guidelines, budget control and organized simplicity. HR Administrators can now spend more time focused on planning and rewarding employees based on performance.

## Comp Modeling & Budgeting

Management needs to have accurate information to plan for annual budgets, with the capability to build "what-if" scenarios, giving you precise information to set budgets and guidelines. Manage your Salary and Bonus compensation cycles by enabling modeling down to the individual employee and delivering extreme visibility to your organization.

## Administering Comp

No more spreadsheet distribution and consolidation. Use our tools to effectively communicate, open, monitor, follow-up and close your compensation cycles.



Budget planning and distribution  
Unlimited merit matrices and guidelines  
Quartiles, position in range and Compa-ratio  
Direct and hierarchical view  
Manager self-service



Merit



Bonus

Modifiers and multipliers to align with corporate goals  
Unlimited plans  
Bonus targets and payouts

Group employees by department, location - up to 10 filters

Use groups for create custom security, budgets and teams



Groups

Great for managing project teams and others that are outside of the standard hierarchy



Workflow

Custom or Hierarchy based workflows  
Email notification and alerts  
Approve or reopen manager recommendations at employee and group level

Compensation statements  
Adhoc queries  
Payroll export  
Dashboard analytics, standard and outlier reporting



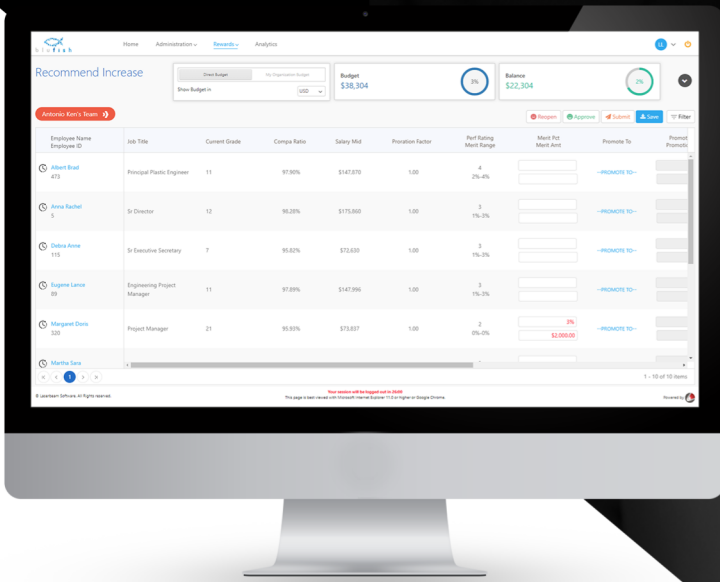
Reports



Admin

Data corrections in real-time  
Communication and messaging  
Audit trails

# CUSTOMERS ACROSS MULTIPLE VERTICALS



Manufacturing



Education



Services



Banking & Financial



Infrastructure



Science & Technology



Life Science



Healthcare

## SAAS



Rapid ROI - lower cost in time & \$



Scalability and integration with HRMS systems



Easy to use - Easy to administer



You're always on the latest release

**100%**  
CUSTOMER  
SATISFACTION

**54**  
COUNTRIES  
ROLLOUT

## TESTIMONIAL

Working with Laserbeam has been terrific. Our return on investment was almost immediate. The cost of the system was among the lowest we've seen, without compromising delivery. The tool met the needs of our HR Consultant and Manager customers at an excellent value. The feedback from customers across the board in the U.S., Canada and the U.K. was very good!

**TOM LYNCH**  
Sr. Vice President, Ceridian Corp

We have been using the FocalPoint salary and bonus planning applications for two years now: our managers and executives love the system and it has made the entire procedure from planning to execution of our yearly cycle a simple and successful process. The Laserbeam staff is consistently customer focused and knowledgeable, ready to help and quick to provide solutions and alternatives if an issue or question arises. Management has been extremely impressed with the tools; the ease of use and reporting capability are top-notch, and we continue to work with Laserbeam on future projects.

**LORI FOCESATO**  
Director of Human Resources, Bracco Diagnostics

## ABOUT US

Highly experienced teams with expertise in delivering compensation software to global customers. Customers range from employee size of 500 to 50,000 web-based solutions over SaaS.

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## 📍 Our Locations

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