

# Case Study

A corporation based in the United States that provides cloud-based supply chain management software to retailers, suppliers, third-party logistics providers and partners.

| Unique Business Challenge   | Process Improvement   | Benefits Realized   |
|---|---|---|
| <ul style="list-style-type: none"><li>• Multiple spread sheets to manage compensation programs for Sales, executive and Corporate</li><li>• Cumbersome to provide adjustment to base salary before the merit cycle, with ability to submit and approve by team, group or in bulk.</li><li>• Manage Merit Budget with holdback dollars and ability to distribute holdback dollars to different teams.</li><li>• A lump sum rule that automatically sets-in based on Market range</li></ul> | <ul style="list-style-type: none"><li>• Managers complete the process in less than a weeks, bringing down the process time by 4 weeks</li><li>• Budget discussions with senior management streamlined</li><li>• Work flow and approvals integrated removing unnecessary emails and spreadsheet circulations</li><li>• Data feed to HRMS/Payroll systems integrated, removes manual process of preparing templates</li></ul> | <ul style="list-style-type: none"><li>• One system for managers and one view for all comp related information of their team</li><li>• Effectively manage Merit and Bonus programs with one System of record and audit as needed, fulfilling SOX compliances</li><li>• Budgeting simplified, changing budgets during the cycle on the fly, make effective communication easier</li><li>• Rule based compensation cycle with real-time help for managers to take informed decision with how-to and merit guidelines</li><li>• Higher security than spreadsheets</li><li>• Payout reports, Comp Statements could be auto-generated and shared electronically</li></ul> |

## Testimonial

*"I'm serious about this feedback. I LOVE this laser beam system. It makes everything so much easier. One single repository where merit and reviews live. Easy to navigate and bounce around, And I'm usually the last person to embrace and accept change, I've done two reviews and I'm actually looking forward to finishing the others"*

— Sr. Business Leader