

## WORKING TOGETHER

The single most important aspect of EIR's success is the partnership we build with each customer. You understand your organization's strategic goals and business challenges to determine initiatives and set priorities. We understand how to leverage technology and implement your business requirements optimizing your technology investment.

## EIR AND SAP

EIR is a SAP Build and Service partner and a SAP® PartnerEdge Certified Implementation Partner. EIR's team of compensation and talent management experts specialize in implementing and optimizing the SAP SuccessFactors Perform & Reward solution. Through software and services, EIR's mission is to maximize the value of each customer's investment in SAP SuccessFactors solutions related to Compensation.



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Eliminate the typical hassles and redundancies associated with your compensation process with **EIR COMPstream** created to work seamlessly with SAP® SuccessFactors®



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## OUR STORY

At Enterprise Information Resources Inc. (EIR), we are committed to help organizations streamline and transform their compensation processes. It has been our passion for more than 20 years! EIR provides domestic and global organizations with solutions that deliver more efficient and in-depth compensation implementations.

Our compensation services are paramount in the industry and our software extends SAP SuccessFactors by providing a rich set of optimized features such as Advanced Compensation Analytics, Automated Accruals, Budget Transfers tracking, Incentive Pool Management, and Incentive Plan Target Settings and Modeling.

# EIR COMPstream™

### EIR ADVANCED COMPENSATION ANALYTICS

Powered by SAP Cloud Platform, EIR Compensation Advanced Analytics provides actionable compensation cycle summary and detailed analytics for Managers, HR Business Partners and Executives.

#### SUCCESS STORY: Fast, Easy Access to Compensation Analytics

It was taking a team of 8 people at a nationwide retailer to prepare executive reports during the compensation cycle. By the time the reports were generated, they needed to be generated again in order to reflect updates. EIR Advanced Compensation Analytics automated the process, reduced the report generation turnaround time to minutes while providing a robust executive approval process.

### EIR INCENTIVE POOL MANAGEMENT

Fully integrated with SAP SuccessFactors Compensation and Variable Pay. EIR Incentive Pool Management automatically tracks Direct Drive and Target-based incentive plan pools.

#### SUCCESS STORY: Cascading Budgets made Easy

The largest privately held organization in the United States used a home-grown solution to manage incentive pools for over 300 incentive plans. The home-grown application could not integrate in real-time with SAP SuccessFactors making it difficult to cascade pool budget to the right planner. EIR Incentive Pool Management replaced the home-grown system and enabled business leaders to manage their own pools, cascade their pool budget and reconcile pool spent in real-time throughout the planning cycle.



Introducing  
**COMPstream™**  
Designed by EIR to Streamline Your Compensation Process

Eliminate the typical hassles and redundancies associated with your compensation process with EIR COMPstream created to work seamlessly with SAP® SuccessFactors®

### EIR BUDGET TRANSFER

With EIR Budget Transfer, managers and HR can track budget decisions in a central system that ensures only the receiving manager spends that budget and that the money earmarked for an individual is received.

#### SUCCESS STORY: Under/Over Spend Decisions No Longer Lost

One of the largest companies in the world has a budget transfer process allowing managers to allocate budget to a non-direct report. This process involved HR to approve a manager's transfer. EIR Budget Transfer delivered a central repository providing fast, easy access and accurate information ensuring managers and HR aligned budget spending.

### EIR INCENTIVE PLAN DESIGN

Our Incentive Plan Design Application provides real-time information for goal and performance based incentive planning. With easy access to year-to-year data, business leaders can model and compare targets and facilitate compliance processes to mitigate organizational risk.

#### SUCCESS STORY: Complete Inventory of all Incentive Plans

A global compensation team at a multinational company was manually gathering, tracking and reporting on over 300 MIP and Non-MIP incentive plans using individual spreadsheets to provide business leaders the data to model, compare and set targets for the new year. This spreadsheet intensive process was replaced with the our Incentive Plan Design application, saving hundreds of administrative hours and making it possible to have a full inventory of incentive plans and report on it.

### ACCRUALS

EIR helps organizations leverage their variable pay template to calculate monthly accruals and generate specific accrual reports. EIR Compstream provides tools to help automates data scrubbing tasks and data transfer tasks to make monthly accrual generation fast and simple.

#### SUCCESS STORY: Monthly Accruals made Possible on SuccessFactors

After implementing all of their variable pay incentive plans on SuccessFactors, a healthcare organization was looking for a way to leverage their SuccessFactors Variable Pay template to calculate monthly accruals and generate key reports. EIR Compstream coupled with EIR Professional Services automated the data scrubbing and transfer process making the accrual calculation and reporting process easy and quick.

EIR COMPstream helps with every step of the entire compensation process



1. Target & Goal Setting  
Modeling  
Plan Inventory & Design



2. Monthly Monitoring  
Reporting



3. Monthly Accruals



4. Capturing Results



5. Define Incentive Pools



6. Budget Transfer



7. Comp Planning



8. Advanced  
Compensation  
Analytics



9. Final Approval



10. Communicate Awards