



## TARGET & GOAL SETTING - MODELING PLAN INVENTORY & DESIGN



*Simplify the Complexities of Your  
Compensation Process with EIR*

# EIR Incentive Plan Design Application

*Our EIR Incentive Plan Design application will help you stream-line your process and mitigate risk while setting goals and targets for performance-based incentive programs.*

*Built on the SAP® Cloud Platform this plan design module extends the usability and leverages your SuccessFactors® investment.*

*By helping you maintain an inventory of all your target incentive plans, it will be possible to create a centralized repository of consistent data elements that will insure report integrity making them faster to design and easier to access.*

## Features

### Incentive Plan Design and Payout Curve Modeling

- Creates a centralized inventory of plans for governance and compliance for tracking and reporting purposes
- Maps employees to incentive plans to easily determine plan pool size and participation
- Assigns employees to the following year's plans
- Supports tracking of administrative practice

### Pool Management for Target-based and Direct Drive Incentive plans

- Allows for additional funding amounts to be added or subtracted from the overall pools
- Allows the allocation of the budget to planners that are part of the incentive pool, as well as to planners who have employees who are part of the incentive pool

## Features, *continued*

- Budget Transfers among managers for specific employees or teams of employees
- Easily record under/over spend decisions. No longer rely on enterprise/business HR to remember that the underspend amount in the planning forms was already spent elsewhere
- Allows planners to transfer money from their budget to a specific employee
- Provides an incentive budget overview of not only their planning form but also their entire hierarchy
- Allows Compensation Team to enter in a transfer on behalf of a manager
- Budget transfer requests can be recorded even if SAP SuccessFactors forms are not launched yet

## Full integration with SAP SuccessFactors

- Security uses SAP SuccessFactors role-based permissions (RBP)

## Benefits

- Provides real-time viewing of the data by all involved
- Supports managing overall Incentive Plan Risk
- Eliminates reliance on spreadsheets and manual processes
- Maintains a centralized inventory of plans for governance and compliance for tracking and reporting purposes
- Presents incentive budget additions and subtractions reflected on the Executive Team's incentive budget
- Simplifies reconciling true remaining pool numbers

- Replaces your existing home-grown system and allows more users to have access without being restricted by security limitations
- Minimizes layers of communication and coordination between planners, leaders and HR
- Eliminates the time-consuming effort of fixing recommendations at the very end of the process



*Enterprise Information Resources is a SAP® SuccessFactors® Certified Build and Services Partner*

## About EIR

- 30+ years software and consulting firm specializing in Compensation, Variable pay and Talent Management
- Extensive functional subject matter knowledge combined with the technical expertise
- ISO 27001 Certified
- Outstanding track record of client delivery success

