



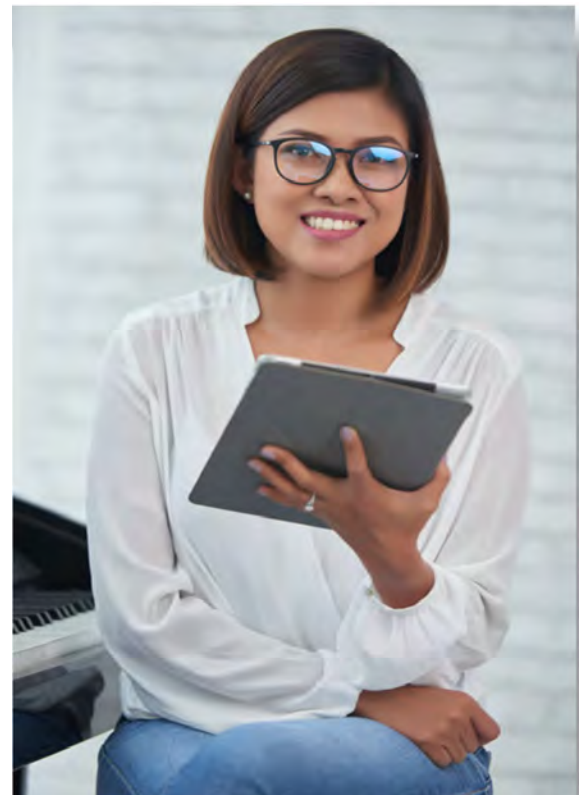
## **EIR CS INCENTIVE PLAN DESIGN**

### **Create a Complete Inventory of all Incentive Plans**

EIR CS Incentive Plan Design provides of way to create a central repository of all incentive plans by facilitating the plan design process and the capture of incentive plan results. Integrates with SAP SuccessFactors Variable Pay.

#### **Helpful when...**

- You need a collaborative tool to track all incentive plans in your organization for compliance and reporting purposes
- You need a mechanism to help each country/location/business unit/function make decisions on aspects of the plan that fit their particular needs within guidelines you set
- You need to streamline the process of capturing results for measures such as safety, quality, customer satisfaction index, etc
- You need to generate advanced reports and analytics on the effectiveness of your incentive plans
- You need to model new incentive plans and compare with prior year plans



**Learn More...**

# EIR CS INCENTIVE POOL MANAGEMENT



## MY PAIN POINTS:

*"I use a manual spreadsheet process to track, review, and update hundreds of Incentive Plans to provide business leaders with data needed to set yearly targets. This labor intensive process needs to be replaced by an application that will streamline the entire process and save hundreds of man hours."*



ZOEY KAPLAN  
COMPENSATION MANAGER



## A CASE STUDY / SUCCESS STORY:

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 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.

Plan Details

AIP : Annual Incentive Plan

\$2,500,000 USD

# of Participants: \$25 MIP

Plan Type:

Details Practices Relationship Org Scopes Measures Summary Owner Results

Measures

Measure Name	Predefined Measure	Unit	Type	Weight	Included in Funding Graph
Safety		Percent		20	<input type="checkbox"/>
Funding measure	AOE	Earnings	After Tax	80	<input checked="" type="checkbox"/>
				100	

AIP Annual Incentive Plan / Measures

2018 Annual Incentive Plan

Model by % of Target Pool

Sync Target Pool Generate Comparison Report Recalculate

	Threshold	Minimum	Target	Beyond Target 1	Beyond Target 2	Maximum
% of Target Pool	0	1				2
Safety	0%			0%	0%	
Funding measure (After Tax)	\$0			\$0	\$0	
Pool \$	\$0	\$250,000	\$2,500,000	\$0	\$0	\$5,000,000
Slope % (After Tax)	0%	0%	0%	0%	0%	0%
Interpolate?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Auto source: Pre Tax AOE Overlay Prior Year Curve

Incentive Plan Management Modeling Grid



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