

Making SAP SuccessFactors® Work End-to-End.



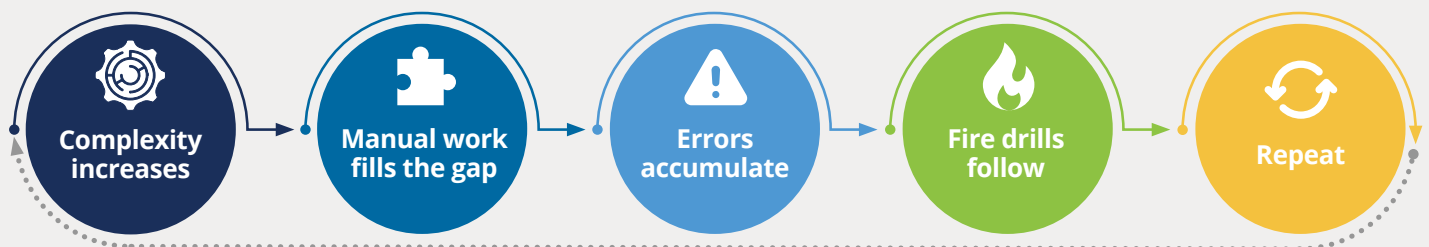
How EIR helps compensation teams eliminate spreadsheets, reduce risk, and run their processes with confidence, inside the system they already have.

The Problem

As compensation complexity grows, the gaps become harder to manage manually.

SAP SuccessFactors® is a powerful platform. But every organization has unique processes, including specific logic, multiple data sources, and exceptions that don't fit a standard configuration. When those gaps aren't addressed, the work falls back on people. Spreadsheets fill the space, and manual steps accumulate.

- Multiple plans, eligibility rules, and exceptions
- Promotions, transfers, and leaves mid-year
- HR, Payroll, and Finance are working off different data
- Manual steps that create audit exposure



The same pattern — regardless of company size, industry, or how long the team has been on SAP SuccessFactors®.

The EIR approach

A structured, practical path to full automation — inside SAP SuccessFactors®.

STEP 1

Maximize what SAP SuccessFactors® already does well. We start by mapping your end-to-end business process — not just the templates. Most teams are surprised by how much can be resolved through better configuration and process design alone, before any extension is needed.

STEP 2

Bridge the gaps with EIR WORKstream®. When the process requires complex logic, cross-system data, or exception handling beyond standard configuration, EIR WORKstream® seamlessly extends the process. No new system. No disconnected tools. The work continues inside the environment you already own.

STEP 3

Turn manual work into a self-running process. Once logic, data flow, and control points are in place, the process becomes easier to run, explain, and audit. Configured once, it reruns automatically. Instead of managing around it, your team gains confidence in it.

Real clients. Real complexity. Real results.



This isn't theory. It's built from implementation work inside global organizations running SAP SuccessFactors®.



\$2M per quarter

Saved by getting proration right

A restaurant and travel organization was calculating variable pay without full proration because their system simply couldn't support it. After automating the process, they discovered they had been systematically overpaying. The savings were immediate and recurring.

8 → 0 Nightly report rebuilds eliminated

Nightly report rebuilds eliminated

A national retailer with over 100,000 employees had a team of 8 analysts manually compiling executive compensation reports every evening during the planning cycle because the data changed constantly, and reports went stale overnight. EIR automated the entire process. The team got their evenings back.

Days → Mins Accrual processing, every night

Saved by getting proration right

A national healthcare organization was manually running bonus accruals in spreadsheets, which took days and still yielded approximations. Finance was never fully confident in the numbers. After automation, the full process runs nightly, with real proration, and Finance reviews results with confidence.

Who this is for

A strong fit if any of this sounds familiar:

- You use SAP SuccessFactors® and still rely on spreadsheets to bridge gaps
- Your comp cycle still requires manual steps to get to the finish line
- You manage complex variable pay, incentive plans, or multi-currency rollups
- You want a process that Finance and Audit can rely on

Let's look at your situation.

Every organization is different. Before recommending anything, we want to understand your process, where the manual work actually lives, and what's possible inside your SAP SuccessFactors® environment.

In our first conversation, we'll cover:

- Your current compensation setup
- Where manual work and risk exist
- What can realistically be automated

You'll leave knowing:

- What is actually causing the manual work
- What can be automated in your environment
- Whether EIR, WORKstream®, or both make sense

If your compensation process still depends on spreadsheets and late nights, the issue is not effort. Its structure. EIR helps you fix that.

35+ Years of HCM experience

500+ SAP SuccessFactors® compensation engagements

ISO 27001 · SOC 2 Type 2 certified

SAP Gold Partner