

Automate, Align & Simplify Complex Compensation Planning

No longer can spreadsheets, offline processes or outdated software keep up with the needs of today's compensation planning professionals. COMPview™ is a best-of-breed compensation planning software solution built specifically to support the comp and line managers that use it every day.



COMPview™ is cloud-based software that automates, streamlines and simplifies complex compensation planning by giving managers an intuitive, decision support tool to help optimize budget allocations, increase accuracy and align compensation decisions with organizational guidelines. This powerful and configurable tool gives compensation managers better insight into what line managers are doing while providing an easy-to-use platform to help minimize the time and resources needed to complete cyclical compensation planning.

COMPview™ Supports Your Comp Planning Priorities



HR & Comp Managers

- ✓ Configurable software
- ✓ Simplified Planning Process
- ✓ Improved Budget Adherence



Line Managers

- ✓ Better Decision Support
- ✓ Easy-to-Use Strategic Tool
- ✓ Supports Pay-for-Performance



C Level Executives

- ✓ Better Comp Budget Allocation
- ✓ Aligns Comp Strategy & Org Goals
- ✓ Increased Security & Scalability



“ Each member we worked with was great and responsive; we can say nothing but the best about them. ”

-Compensation Manager, United Airlines

COMPview™ Gives You the Comp Planning Features You Need

Planning Automation



Active Advice Alerts
Award Letters
Manager Notifications
Budget Controls & Updates

Planning Tools



Salary, Stock & Variable Pay
Global Requirements
Cascading Budgets
Auditable Planning Process

Powerful Reporting



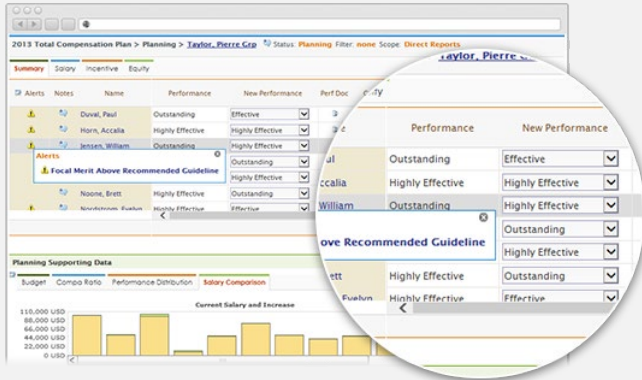
Real-Time Reviews
Planning Progress
Budget Allocations
Award Decisions

System Configurability



Drag & Drop Hierarchy
Pay-for-Performance
Custom Workflows
Survey Data Integration

COMPview™ Gives You A Whole New View Into Comp Planning

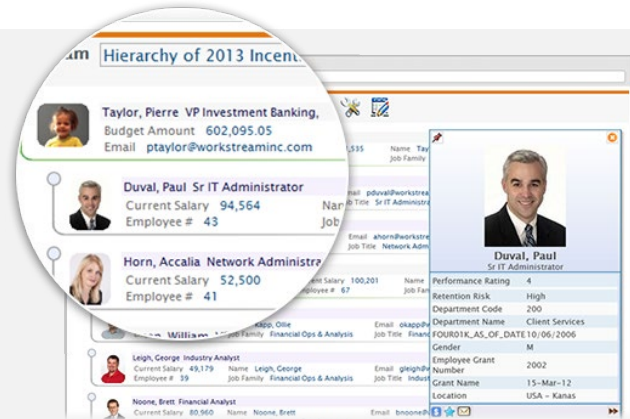
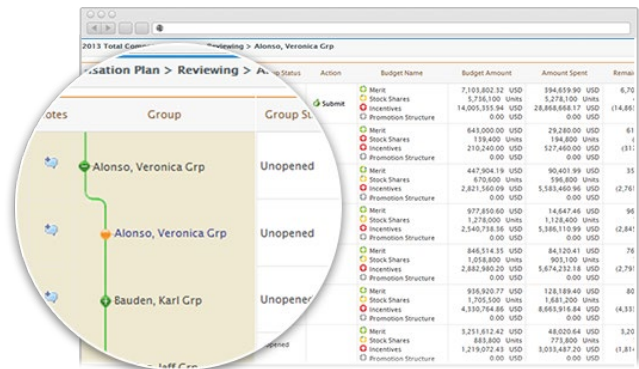


Configure the Perfect Comp Planning Tool

No need to sacrifice functionality or create inefficient workarounds, with COMPview™ you can configure the software based on your organization's specific compensation planning workflow making it easier to implement, easier for managers to use and more effective for your entire planning process.

Eliminate Spreadsheet Errors & Security Risks

Utilizing our secure, cloud-based solution COMPview™ helps eliminate costly errors and security risks associated with Excel. With real-time data and active advice alerts COMPview™ keeps your data safe, accurate and accessible without having to rely on Excel's hackable columns, potentially broken calculations, unsecure email attachments and lack of auditability.

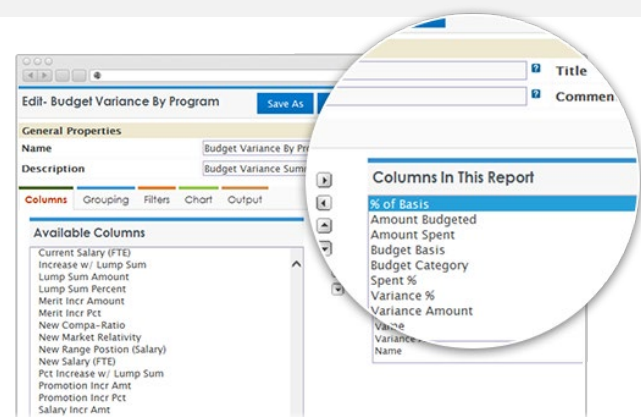


Help Line Managers Leverage Their Compensation Budgets Better

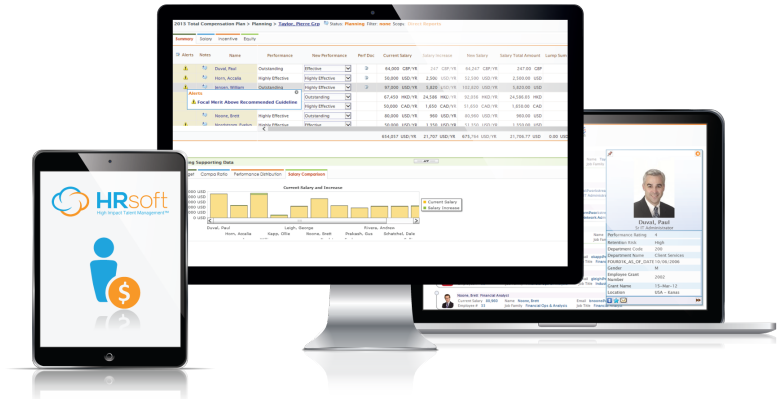
With intuitive active advice, alerts, messaging and a simple to use interface, line managers can effectively recommend awards for large groups in minutes (even with diverse rules) and reviewers can process and approve all with minimal training. The result is a more effective way to recognize, reward and motivate high performers leading to a more engaged and productive workforce.

Keep Your Compensation Data Secure, Compliant & Scalable

Utilizing our advanced, SOC 1 Certified InSITE Technology, COMPview™ gives all of your managers real-time, role-based access to the industry's most secure cloud based system that centrally stores all of your organization's sensitive compensation data. Additionally, COMPview™ meets all Web Content Accessibility Guidelines (WCAG) 2.0 Level AA Compliance requirements.



The Features You Need To Automate, Align & Simplify Your Comp Planning



Automated Plan Distribution

Automate the entire planning and review process using HRIS integrations, email communications, Active Advice, automated award letters, configurable notifications and more.



Centralized Planning Dashboard

Our embedded HR Console includes functions for drag and drop hierarchy changes, automatic budget updates, employee data updates and mass adjustments.



Auditable & Compliant Processes

Create enterprise-wide transparency including audit trails for all stages of the reward process while meeting all Web Content Accessibility Guidelines (WCAG) requirements.



Complex Award Calculations

Utilize virtually any formulas, pro-ration logic, or look up tables to quickly and easily calculate and track awards across the organization.



Automated Budget Controls

Configurable alerts instantly inform planning managers if they are making recommendations that fall outside of the current policy.



Secure Cloud Platform

Our SOC 1 certified InSITE Technology ensures all of your sensitive compensation data is safe and secure on an encrypted, Infrastructure-as-a-Service platform.



Configuration & Integration

Easily configure the software based on your organization's existing workflow including plug-and-play integration with any HRIS.



Flexible Budgeting Process

Utilize calculated budgets or top down cascaded budgets along with the tool's powerful budget modeling capabilities and budget status tools.



Total Compensation Planning

Through a single integrated tool managers can easily automate and streamline planning for salary, stock and variable pay.



Review & Reporting Tools

Real time views of planning progress, alerts and financial impact analysis along with insight into budget, performance, audit, and award decisions.



Global Pay Requirements

Planning managers can easily view data in any currency through an intuitive converter tool.



Broad-Based or Executive Planning

Support for broad-based or executive planning.

Strategic HR Software Built For Manager Effectiveness & Business Results



Leading SaaS
Technology



Fanatical Customer
Service



Vendor
Stability



Technical & Domain
Expertise



Best-of-Breed
Solutions



i2i
Implementation



Flexible Pricing
Model



Plug & Play
Integrations

Why Leading Brands Trust HRsoft

At HRsoft, we're more than just a great software vendor – we're a workforce partner. We believe in order to deliver better business results we have to deliver exceptional technology, service, and support for our clients in every area of our business. These are just some of the reasons we are trusted by some of the largest brands in the world to do the same for them.



TALENTview Management System™

TALENTview is a suite of fully configurable cloud-based solutions giving HR leaders the powerful features and functionality they need from a best-of-breed provider with the flexibility their organization requires. From automating and simplifying extremely complex processes to giving HR better insight into what managers are doing, TALENTview helps organizations build more effective and engaged teams leading to better business results.



Industry Leading InSITE Technology™

Our proprietary InSITE Technology™ is the industry's most configurable, scalable and secure cloud-based HR software system. Built upon our advanced Infrastructure Tenancy model, this proprietary technology offers plug-and-play integration with any HRIS allowing organizations to better leverage existing technology investments while providing the best-of-breed solutions their teams need.