

Plateau Compensation™

People. Performance. Results.

Compensation planning is critical to motivating and retaining organizational talent. Human Resources, compensation managers, and business managers must now model and implement increasingly complex organizational compensation programs to meet the talent challenge – tasks that spreadsheets just can't support.

Prepare for that challenge now. **Plateau Compensation** offers you the solution needed to easily implement a comprehensive, flexible, and automated compensation strategy for your organization.



With the addition and integration of the compensation management application, Plateau offers deep support for pay-for-performance initiatives.

- Bersin & Associates
*Talent Management Suites
2008: Market Realities,
Implementation
Experiences and Vendor
Profiles*

Why Plateau Compensation

Improve Workforce Retention – Attract, motivate, reward, and retain your talent by:

- Building compensation plans that clearly tie employee performance to individual, group, divisional, or corporate goals
- Rewarding top performers with incentives
- Providing managers with the necessary information for making critical compensation decisions
- Implementing comprehensive and flexible compensation programs

Reduce Administration Costs – Save time, money, and resources by:

- Streamlining compensation planning
- Reducing human error due to inefficient manual processes
- Freeing up the HR department from day-to-day administration tasks
- Decreasing security risks
- Accelerating the adoption of advanced compensation management solutions

About Plateau Compensation

Plateau Compensation is comprised of three distinct products that can be licensed individually or together as an integrated solution. These components work together to provide you with all the tools you need to implement compensation initiatives across your organization and reach your goals.

Plateau Compensation components include:

Plateau Compensation Planning

Enable complete planning and management of all types of compensation programs including salary, merit increases, market adjustments, lump sum payments, and other discretionary pay components by:

- Reducing the number of planning cycles managers spend on compensation planning
- Improving accuracy and equity in compensation decisions
- Delivering a detailed end-to-end view of the planning process that assists managers in tracking budgets and managing processes
- Importing employee information from any HRIS system and automating uploads to payroll to provide seamless integration between functional areas of the organization
- Providing a flexible approval workflow that supports unlimited approval levels
- Providing role-based security and real-time access to compensation information through the Executive Dashboard
- Generating reports that provide managers with the necessary information for creating competitive plans and monitoring the business impact
- Using the results from the Market Pricing tool to manage salary survey data and market data to determine corporate salary ranges for jobs
- Developing compensation programs using historical salary, bonus, stock options, performance ratings, and job titles correlated with market data
- Conducting simulations of proposed compensation plans
- Utilizing configurable and automated alerts to ensure managers adhere to current policies or budgetary guidelines

Plateau Short-Term Incentive

Easily plan and administer sophisticated short-term incentive programs, inclusive of business guidelines and rules for bonus pool funding and allocation by:

- Structuring programs that use numerous measurements tied to company or business unit results and individual objectives

- Enabling managers to easily implement pay for performance programs with numerous multipliers, using a diverse set of compensation components that align with corporate policies
- Identifying and administering budget pools with various funding options tied to pre-defined business guidelines
- Generating budget pools using top down, bottom up, or cascading approaches
- Providing secure and real-time access to incentive information through the Executive Dashboard
- Generating bonus distribution reports to employees, business managers, senior management and compensation managers

Plateau Long-Term Incentive

Easily design and administer sophisticated long-term incentive programs, such as stock awards that vest over several years or long-term bonuses, by:

- Managing impact on pre-defined variables, such as job title, has on corporate budgets and long-term awards
- Providing a separate bonus review workflow from salary review
- Confirming eligibility and award or allocating shares available for distribution
- Directing advanced stock plan management by administering cash versus options awards, managing multiple long-term incentive programs and calculating number of shares based on Black-Scholes value
- Providing role-based security and real-time access to incentive information through the Executive Dashboard
- Generating reports to employees, business managers, senior management, and compensation managers

About Plateau

Today, more than 10 million employees and managers across some of the world's most respected organizations, including General Electric, Thomson Reuters and Capital One Services rely on Plateau's comprehensive and collaborative talent management solutions to engage, develop, manage and retain high performing employees and workforces.

For more information, please contact us or request a demonstration at:

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