

Total Compensation Software™ Solution



The Iconixx Total Compensation Software™ solution drives competitive advantage through strategic pay-for-performance programs designed to incent the entire workforce. Companies of all sizes can maximize their investment in sales compensation, variable compensation, salary planning and performance management by leveraging Iconixx Software's on-demand technology and groundbreaking expertise.

Key building blocks within Iconixx Total Compensation Software™ include Sales Incentives, Management by Objectives, Company Performance Bonuses, Short Term Incentives, Executive Compensation, and more. Companies use Iconixx Total Compensation Software™ to design, implement and manage pay-for-performance programs that closely align with business objectives and reward the top performers within an organization. Iconixx Total Compensation Software™ offers distinct, compelling, on-demand compensation management solutions with a consistent, predictable, subscription-based cost model.

Iconixx Total Compensation Software™ solution enables Sales Operations, Human Resources, Finance Professionals, and Executives to address the many

challenges related to managing a pay-for-performance culture, driving competitive advantage, and retaining top talent. Business Analysts can leverage intuitive user interfaces to configure a scalable rules engine with incentive compensation building blocks, resulting in customized pay-for-performance programs clearly articulating objectives and earning potential to the workforce via any AJAX-enabled web browser.

The ability to access functionality on-demand, on a subscription basis, makes the Iconixx Total Compensation Software™ solution appropriate for a wide range of businesses: from global enterprises seeking to become Next Generation Enterprises, to small businesses just beginning to manage complex compensation scenarios.

Total Compensation Software™ Solution

Pay-for-Performance Programs

- Configure and model pay-for-performance plans using an intuitive user interface backed by a highly scalable rules engine.
- Design, develop, and maintain all types of pay-for-performance programs from Sales Incentives to MBOs.
- Model new or changing incentives to see expected payouts before implementation.
- Forecast different incentive compensation payout scenarios to ensure accurate accruals.

Workflow Processes

- Users and groups properly manage tasks requiring assignment, review and approval.
- Processes flow smoothly via e-mail alerts, status notifications, clear escalation paths, and business rules.
- Business users easily initiate and manage workflow processes through an intuitive user interface.
- Compliance with financial standards and regulations including Sarbanes-Oxley is assured.

Communications

- Configurable, role-based dashboard provides the workforce with centralized access to information.
- YTD Performance, Workflow Inbox, reports and other key information is available in real-time.
- New programs, short term incentives and organizational changes are efficiently communicated.

Scalability

- Provides full functionality, both to enterprise and SMB markets.
- Meets the needs of the largest organizations with scalability beyond 100,000 payees and 100M transactions.
- Delivered in a flexible manner with single-tenant hosted or multi-tenant SaaS models.

Data Privacy

- Authenticates and authorizes based upon participant's role and user group. Encrypts the username and password for each participant.
- Grants and/or revokes access to dashboards, solution modules and reports based upon security privileges.
- Transmits all customer data via secure FTP with 256-bit AES transfer encryption over SSL or SSH.

About Iconixx Software

Iconixx Software offers the only fully integrated Sales Performance, Bonus and Salary Management software. Our software is modular and fits our customers' needs as they grow.

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