



## Iconixx Salary Module™



### Eliminate Manual Incentive and Salary Management

Complex Salary, Merit, Promotion and Increase Guides are easy to design, create and manage with Iconixx Total Compensation Software™. Build custom compensation plans and modules that fit your business needs. The Iconixx Salary Module™ features:

- Date Effective Hierarchy and Participation Hierarchies
- Titles and Custom Periods
- Custom Groups and Eligibility Filters
- Focal Date Planning and Off Cycle Adjustments
- Weighted Pay Elements, Rules and Formulas
- Targets, Ranges and Custom Increase Grids
- Survey Loading and Custom Data Elements

### Salary Worksheet and Management Approvals

Take control of your salary and compensation plans. The Iconixx Salary Module™ gives you the ability to view and approve large hierarchies of subordinate-based salary and payout information. With "Worksheet" functionality, enjoy the flexibility of Excel, with added security and data all in one place.

*As part of the Iconixx Total Compensation Software™ application suite, the Iconixx Salary Module™ assists Management, Human Resources, Operations and Finance professionals in automating and managing salary payouts, promotion and merit increases, and other compensation across the entire company.*

See your plans, make changes, and update with ease. Additional features include:

- Worksheet approvals, adjustments, comments and overrides by role
- Worksheet configuration with linked Alert configuration
- Automated bonus suggestions, ranges, and budget allocations
- Setup and manage "Batches" of worksheets with approval workflows by hierarchy
- Workflow monitoring and status of the states of approvals, and budgets
- Budgeting and setup of budgets and forecasting with real time "What If" Analysis

### Enhanced Communication

The Iconixx Salary Module™ puts all of your information in one place, making it easy to view and share among field personnel and salary compensation managers. The simple and secure dashboard includes all key information:

- **Reports:** View all role-related reports and subordinates data (pay statements, bonus allocations, budgets, etc.).

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- **Real Time Data:** The dashboard allows field personnel and managers to view their year-to-date salary and individual performance factors with “sliders”.
- **Workflow Inbox:** Access a roles-based “Inbox” with related workflow items, including worksheets, adjustments, HR requests, and custom workflow elements.

## Salary Plan Forecasting, “What If” and Budgeting

With Iconixx Salary Module™ there’s no need for guesswork within your salary plans. The “Model” environment allows you to review and forecast your plans, make changes, and view participant payouts before releasing them into “Production” and to your employees in the field. The Iconixx Salary Module™ illustrates two views of salary compensation in real time:

- **View Total Potential Payouts:** Model new incentives or changes to existing incentives to see expected payouts before implementation. View side-by-side comparisons of incentives by individual, plan, team or any combination.
- **Budgets:** Create estimated payout amounts, and estimate scenarios for accruals and finance.

## Integrated Workflow

Salary and compensation is a process that extends beyond one department; managing workflow between the Field, Management, Operations, HR and Executives is crucial. The Iconixx integrated workflow is designed to work with the entire Iconixx Total Compensation Software™ application suite: Sales, Bonus and Salary modules.

- **Maintenance:** Users can easily setup and maintain custom approval hierarchies, groups, email notifications, status, escalation, file attachments and other custom functions.
- **Subject Types:** Users can apply stock features “out-of-the-box” or create custom features for managing Worksheets, Document approvals, and HR actions.

- **Security:** Integrate processes with overall auditing and reporting, so Sarbanes-Oxley compliance can be easily managed.

## Reporting and Analytics

The Iconixx Salary Module™ offers three ways to report your data, so you can create the right reports at the right time:

- **Automatically Generate and Schedule Reports:** The Iconixx Salary Module™ Reporting interface features include standard templates for pay statements, total compensation, budget allocation, pool distribution, etc.
- **Create Ad Hoc Reports:** The Iconixx Salary Module™ Ad Hoc interface allows the user to create criteria and filters, organize columns, and save custom reports.
- **Analyze Your Data:** “Drill In” to see data in many different ways with Iconixx Salary Module™ Analysis tools. Additionally, analyzed data can be exported to XLS, XML, CSV and PDF.

## Application Security and Roles

With the Iconixx Total Compensation Software™ application suite, security permissions can be as detailed as needed for your organization. Administrators can create roles and groups to limit users’ ability to view, edit, update and print data. A simple set of user interfaces makes it easy for administrators to grant or revoke access to dashboards, workflow, and compensation plan administration, as well as to the modules for Sales, Bonus and Salary.



## 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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