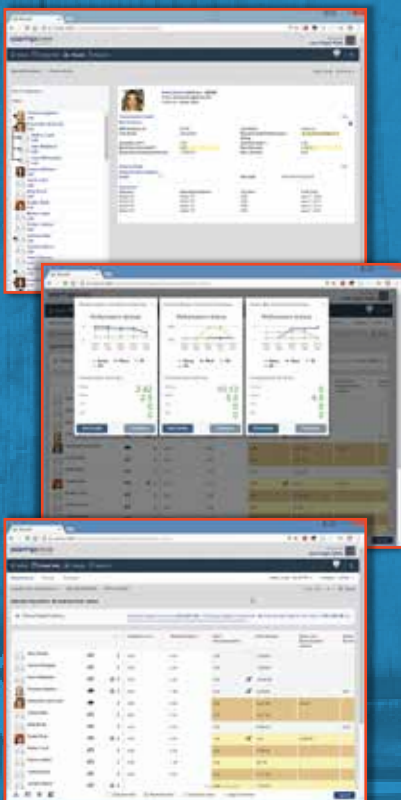


## The COMPOSE Advantage

- **Reduces time, cost and errors** associated with day to day compensation planning, administration and management
- **Manages compensation across a decentralized environment**, yet maintains oversight at a corporate level
- **Allows up-line managers to easily review, approve or reject recommendations** from a down-line manager through automatic compensation recommendation approval
- **Enables audit and access controls** for regulatory and audit protection in one tool
- **Includes personalized support** through a team of experts



## You need specialized compensation management software like COMPOSE if...

- Your compensation plans are unique, dynamic, complex and challenging
- You lack real-time access to compensation data for management and auditing
- You implemented an HR Software Suite, but still can't address your unique compensation requirements
- You struggle to maintain existing manual compensation administration processes
- Your disparate global compensation environment presents a challenge for corporate oversight

Many organizations use spreadsheets to manage their compensation management processes. According to Ventana Research, 38 percent of research participants said they've found errors in payments to employees, yet less than 25 percent of those perform audits to locate spreadsheet calculation errors. In addition, those that use spreadsheets for compensation management report **lower productivity** and **increased financial risk**.<sup>1</sup>

If you're among that 25 percent, but don't know how to take the next step, **COMPOSE** can help.

**COMPOSE** is a specialized compensation management software solution that simplifies the administration of complex variable pay programs including Merit, Bonus, Short-term and Long-term incentives. It is not a modular software suite like other traditional human capital management solutions. **COMPOSE** easily integrates with existing ERP, HRIS, financial and human capital management solutions, allowing you to leverage your investment in existing processes and systems.

## Adaptability



Quality of Service



Ability to Handle Complexity



Cost of Ownership

<sup>1</sup> Ventana Research, "New Generation of Compensation Software Enhances Human Capital Management," May 10, 2016.

## Customer Successes

**Avis Budget Group** uses **COMPOSE** to eliminate manual processes while maintaining familiar workflow. It increases efficiency, removes time-consuming dependencies and improves data integrity.

**A Global Security Firm** uses **COMPOSE** to decrease overhead and streamline their incentive plans, while addressing specialized modeling and auditing needs.

**A Global Apparel Manufacturer** uses **COMPOSE** to combine processes into one streamlined workflow to establish one centralized source of financial monitoring, compensation planning, reporting, auditing and control.

87% of the companies that use **COMPOSE** reported an improvement in data integrity, while 75% reported a decrease in time and/or resources required to manage, implement, and/or plan compensation processes.

With intuitive compensation planning, easy administration of complex variable pay plans, configurable compensation rules and accurate calculations, **COMPOSE** offers the following features:

- **Customer-Controlled Configurability**  
Includes full access to plan rules, including system warnings, validations, calculations, and guidelines
- **Full Audit Capability**  
Captures data imports, data exports, and changes made to plan participant records, so users can see who modified what for whom and when
- **Security**  
Provides configurable, role-based security which determines each user's access to pertinent information
- **Total Comp Statement**  
Offers multiple standard comprehensive templates available out of the box that can be automatically generated online and securely emailed to employees
- **Proxy**  
Allows designated users to act as a proxy for another user. The proxy user will have all the access and features available to the original user while maintaining audit integrity of changes made
- **Workflow Approval Process**  
Allows you to define multiple approval workflow structures that differ from traditional organizational hierarchies
- **Reporting Tools**  
Provides 30+ standard reports while allowing power users to build their own
- **Modeling**  
Facilitates forecasted total compensation cost based on unlimited number of modeling planning scenarios

**decusoft™**

CORPORATE HEADQUARTERS

70 Hilltop Road  
Ramsey, NJ 07446  
201.785.0775  
decusoft.com  
@decusoft