



Workstream | DATA SHEET

INSPIRE YOUR WORKFORCE, TRANSFORM YOUR BUSINESS.

WORKSTREAM COMPENSATION VERSION 7

Workstream's Talent Management Modules:

- **Compensation**
Streamline your planning process while rewarding your top talent
- **Performance**
Achieve business results and increase employee fulfillment
- **Development**
Improve organizational performance and individual engagement
- **Succession**
Ensure strong leadership for key positions
- **Communicator**
Increase organizational communication and engagement
- **Recruitment**
Streamline the selection process
- **Total Rewards Statements**
Increase retention, save costs, and motivate your employees
- **Rewards and Recognition Programs**
Increase employee motivation and morale

Strategic & Streamlined Compensation Planning

Employee compensation represents an average of 60% of the bottom line of most organizations. Workstream Compensation can help your organization get the best return on your compensation dollar by helping your managers make more informed and effective decisions helping you reward, recognize, and retain your top contributors.

Workstream Compensation offers a multifaceted view of the financial and policy impact of planning assumptions in an easy to use web interface. This single unified solution – encompassing salary, stock, and variable pay can help you significantly streamline and shorten your focal review process while helping you reward high performance and track against your budget.

Value of Workstream's Unified Compensation Planning Solution:

- **Improve the Quality of Your Compensation Decisions** – Workstream Compensation active “Advisor” and alerts capability provide line of business (LOB) managers the information they need to make more effective compensation decisions. Alert messages and Advice screens are specifically tailored to help the manager resolve any issue on the spot while remaining within the organizational guidelines.
- **Maintain Compliance and Transparency** – Compliance with Government regulations is burdensome and complex to most organizations. Workstream Compensation delivers enterprise-wide transparency including real time views at all stages of the process as well as an auditable trail for all parts of the compensation process to help you meet stringent regulations such as Sarbanes-Oxley and EEOC.
- **Powerful Analytics & Reporting Tools** – Both line of business planning and compensation managers have access to powerful analytics that show real-time actual-to-plan reporting in both a graphical and tabular format. TalentCenter Version 7 features

a built in reporting platform that relates budget information, compensation statements, demographics, employee-level information, compliance and more. Workstream reporting and analytical tools offer a template-based approach that makes it easy to adjust standard reports through a point and click web interface.

- **Enable Pay for Performance** – Coupled with Workstream Performance, your organization will have an unprecedented ability to manage the full pay for performance life-cycle in a seamless, integrated manner helping you better identify, reward and retain your top performers.

Compensation Planning

The screenshot displays the Workstream Compensation Planning interface. It features a main table for planning individual employees, a group overview table, and performance distribution charts.

Alerts	Notes	Employee display	Review	NEW Performance	Beginning Salary	Salary Total	End Salary	LumpSumProgram Total	Bon
!		Duval, Paul		Effective	60,000 USD/YR	1,200	61,200 USD/YR	0.00	
!		Horn, Accalia		Highly Effective	70,800 USD/YR	1,416	72,216 USD/YR	0.00	
!		Kapp, Ollie		Effective	6,831 USD/YR	284.00	7,115 USD/YR	0.00	2
!		Leigh, George		Effective	82,800 USD/YR	0.00	82,800 USD/YR	0.00	
		Noone, Brett		Needs Development	78,540 USD/YR	0.00	78,540 USD/YR	0.00	
!		Nordstrom, Evelyn		Effective	86,400 USD/YR	0.00	86,400 USD/YR	0.00	
!		Prakash, Gus		Effective	41,100 USD/YR	0.00	41,100 USD/YR	0.00	
!		Rivera, Andrew		Effective					

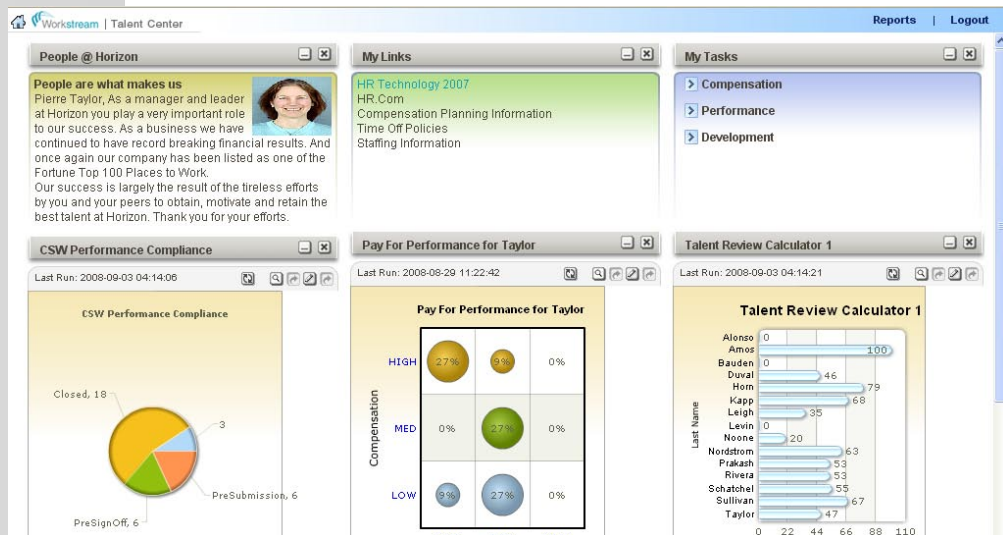
Group	Alerts	Notes	Status	EES	Groups	Unopened	Submitted	Planning	Rejected	Withdrawn	Budge
Bauden, Karl Grp Rollup Grp			Planning	249	22	0	0	22	0	0	Merit Bon.
Andrews, Charlotte Grp			Planning	11	1	0	0	1	0	0	Merit Bon.
Ardell, Christina Grp			Planning	11	1	0	0	1	0	0	Merit Bon.
Bauden, Karl Grp			Planning	23	1	0	0	1	0	0	Merit Bon.
Bolton, William Grp			Planning	11	1	0	0	1	0	0	Merit Bon.
Davis, Troy Grp			Planning	11	1	0	0	1	0	0	Merit Bon.
Evans, Jean Grp			Planning	11	1	0	0	1	0	0	Merit Bon.
Fuqua, Noel Grp			Planning	11	1	0	0	1	0	0	Merit Bon.

Rating	Current	Recommended
Unsatisfactory	0.4%	10%
Absent	0%	0%
Highly Effective	0.4%	20%
Unassigned	96.39%	0%
Needs Development	0%	20%
Effective	2.41%	40%

Compensation Review Utility

Key Capabilities of Workstream Compensation Include:

- **Single Solution for Salary, Stock and Variable Pay.** Unlike basic “automated spreadsheet” solutions that only handle simple salary changes, Workstream Compensation can handle total compensation planning including salary, stock and variable pay.
- **Ability to Support Global Requirements.** The system is capable of supporting any language, currency and pay rate type. In addition, planning managers can easily view planning data in different currencies and pay rates through an intuitive converter tool.
- **Dynamic Planning Screens and Graphics.** With each award entry the manager is presented with dynamic updates to the planning assumptions in tabular and graphic comparison views of performance, group salary graphs, guidelines, budgets, employee history data and more.



Personal Workspace

About Workstream

Workstream provides on-demand compensation, performance, and talent management solutions and services that help companies manage the entire employee lifecycle. Workstream's talent management solution provides a unified view of all Workstream products and services including Workstream's dynamic Pay for Performance solution. Beyond mere process automation Workstream's TalentCenter enables strategy execution by providing superior decision support guidance to users to help them align decisions with organizational strategy and vision. Access to Workstream's talent management solution is offered on a subscription basis under an on-demand software delivery model to help companies build high performing workforces, while controlling costs. With offices across North America, Workstream services customers including Kaiser Permanente, Marshfield Clinic, Chevron, The Gap, Nordstrom, and Wells Fargo. For more information visit www.workstreaminc.com or call toll free 1-888-221-4005.

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- **Situation Specific Alerts and Advice.** Configurable Alerts instantly inform the manager if they are making recommendations that fall outside of the current policy or budgetary assumptions. These alerts are directly linked to active advice that is focused on resolving the issue at hand.
- **Reviewing Screens.** Real time views into planning progress, alerts and financial impact provide the foundation for rapid resolution of issues and process streamlining
- **Dynamic Supporting Data Views.** Version 7 introduces a ground breaking capability that allows users to complete work in one pane while viewing any other data in a second pane including dashboard visuals, reporting data, help content, utilities from every TalentCenter module, and more, thus helping the user make the most informed decision possible. Best of all this capability is enabled through an intuitive drag and drop technique requiring minimal to no additional training.
- **Industry leading configurability.** Configuration capabilities allow the compensation professional to configure and manage planning assumptions and changes without the expense and technical overhead of custom coding.
- **Flexible Administration HR Console.** An embedded HR utility called HR Console includes functions for drag and drop hierarchy changes, automatic budget updates, employee data updates and mass adjustments.

A New Era in Talent Management Applications

TalentCenter Version 7 marks a dramatic and lasting change in the Talent Management landscape. In the past, applications that were capable of global deployment required extensive customization. Now, customers may control the look and feel, language and configuration variations required for global roll outs in a standardized environment. Data exchange and analysis is also made simple with TalentCenter Version 7, which now offers a common data interface and reporting platform. By simplifying data exchange and analysis, it is now easier than ever to deploy the applications you need and enjoy the synergies of a unified Talent Management Suite.