



Workstream | DATA SHEET

INSPIRE YOUR WORKFORCE, TRANSFORM YOUR BUSINESS.

WORKSTREAM PAY FOR PERFORMANCE V 7.0

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

Seamlessly Connecting Pay with Performance

Workstream Pay for Performance can provide your managers with both the tools and information required for effective performance and compensation decisions. Using Workstream's On-Demand Pay for Performance solution, your organization can have an unprecedented ability to manage the full pay for performance lifecycle in a seamless, integrated manner. Your organization can now make better performance-based compensation decisions, reward and retain your top contributors, more effectively track performance targets, shorten review cycles and be flexible in responding to new initiatives without the hidden costs of development.

The Workstream Pay for Performance solution seamlessly integrates the following products:

- **Workstream Communicator** – Enables dynamic presentation of critical HR information. It combines cutting edge content management software with easy to use authoring supporting targeted communications to reinforce strategic objectives.
- **Workstream Performance** – Enables a streamlined process for aligning the organization, communicating with employees, and achieving business objectives. From simple to comprehensive, this flexible solution provides the foundation for capturing and guiding employee performance.
- **Workstream Compensation** – Provides managers with a simple, streamlined approach for making compensation decisions in compliance with your pay for performance strategy and budgetary constraints in a single unified solution – encompassing salary, stock, and variable pay.

Key Capabilities of the Workstream Pay for Performance package include:

- **Goal Management.** Cascade goals down to divisions, departments, and groups of employees.
- **Streamlined Assessments.** The application includes a wide range of features designed to make the assessment process fast and efficient (e.g. Writing Wizard, Legal Check, and Spell Check).
- **Monitor Competency Strength.** Individual and organizational competency health can be monitored through the usage of Workstream's embedded industry leading competency library.
- **Integration with Development.** The solution can be expanded with Workstream Development for full featured organizational development and succession planning.
- **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.
- **Flexible 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 across 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.
- **Situation-Specific Alerts and Advice.** Alerts and Advice screens instantly inform the manager if they are making recommendations that fall outside of the current policy or budgetary assumptions.
- **Informed Decision Making.** Drive more informed business decisions through the use of Workstream's Version 7 built-in and flexible reporting platform. Immediately check on the status of such key data points as status of organizational goals, compliance details, budget, distributions and much more through visual role based dashboard displays or flexible template reports that can be adjusted by the end user through a simple point and click interface.

Personal Workspace



Planning

Alerts	Notes	Employee display	Review	NEW Performance	Beginning Salary	Salary Total	End Salary	LumpSumProgram Total	Bon
!		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					
!		Schatzel, Dale		Unassigned					

Reviewing

Group	Alerts	Notes	Status	EEs	Groups	Unopened	Submitted	Planning	Rejected	Withdrawn	Budget
Bauden, Karl Grp Rollup Grp			Planning	249	22	0	0	22	0	0	Ment Bonk
Andrews, Charlotte Grp			Planning	11	1	0	0	1	0	0	Ment Bonk
Ardell, Christina Grp			Planning	11	1	0	0	1	0	0	Ment Bonk
Bauden, Karl Grp			Planning	23	1	0	0	1	0	0	Ment Bonk
Bolton, William Grp			Planning	11	1	0	0	1	0	0	Ment Bonk
Davis, Troy Grp			Planning	11	1	0	0	1	0	0	Ment Bonk
Evans, Jean Grp			Planning	11	1	0	0	1	0	0	Ment Bonk
Fuqua, Noel Grp			Planning	11	1	0	0	1	0	0	Ment Bonk

Review Supporting Data

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

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.

U.S. Headquarters

2600 Lake Lucien Drive
Suite 410
Maitland, FL 32751 USA
Tel: 407-475-5500
Toll Free: 888-221-4005
www.workstreaminc.com
info@workstreaminc.com

- **Compensation Reviewing Screens.** Real time views into planning progress, alerts, and financial impact provide the foundation for rapid resolution of issues and process streamlining
- **Ability to Support Global Requirements.** The solution 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.
- **Easy to Use Authoring.** At the heart of Workstream Communicator is a comprehensive, secure knowledgebase. Anyone with word processing skills is able to create, import and maintain content.
- **Web Based Configuration.** HR professionals can adjust the reward assumptions and calculations without the overhead and delays of technical development or hand offs to IT.

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.