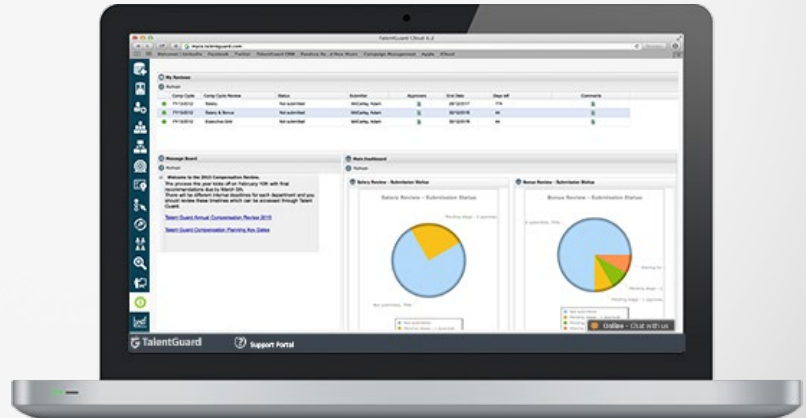


TalentGuard's **Compensation Planning** software helps companies to:

- Recommend pay increases based on performance rules and guidelines
- Allocate budget, salary, bonus and incentive stock across different groups
- Establish various program types, approval hierarchies, and workflow
- Generate total reward statements and deliver them via email



Compensation Planning Defined

Annual Compensation reviews are a critical component in building a sustainable business. Companies can offer several forms of compensation, salary, bonus, stock options, etc.. But it is important to support the integral business rules that guide users through the recommendation process while ensuring rigorous governance in line with reward policies and budgets. This can transform the pay review process from a highly complex and time-consuming experience to one that is automated and engaging.

TalentGuard's Approach

TalentGuard's Compensation Planning software helps companies move beyond the "one and done" review process that encourages rank and pay discussions to an efficient and focused strategic business process. Our solution removes the pain and hassle of typical spreadsheet oriented reviews and allow companies to focus on the result and not the process.