



Motivating The Enterprise

**The INCENTIVES - Pro V.4.51
Product Description**

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INCENTIVES
SOLUTIONS

MANAGING VARIABLE INCENTIVE PAY FOR SUCCESS

Enterprise Incentive management by INCENTIVES-Pro



Enterprise Incentives Management (EIM), as its name suggests is a management approach - for aligning employee behavior through motivational rewards - and embracing the whole organization. Not just a method for maximizing sales force performance, incentives management can extend to cover all organizational members, along with associated business partners such as suppliers and channel distributors. Incentive strategies are now being used to align organizational behavior and to address a wider variety of business goals such as customer satisfaction, internal cooperation, efficiency management, etc.

The Challenge. While variable compensation is an invaluable tool in aligning behavior, the challenge faced by management is to effectively design, implement, control and assess increasingly complex incentive strategies. Compensation options are wide ranging, such as commissions, individual and team bonuses, profit-share, etc., and performance evaluation requires sophisticated formulas of numerous quantitative and qualitative measures. The difficulties experienced in administering these multi-objective, multi-participant incentive plans include the intensive administrative labor costs, errors due to manual processing, the use of duplicate reporting systems, overpayments, confused workers, etc.

EIM software is a rapidly emerging software market. Enterprise-wide platform applications turn incentives management into an effective strategic tool with Return On Investment (ROI) often quickly seen within a year. Advanced EIM software solutions facilitate the handling of multi-participant, complex and dynamic plans while allowing communication of the full potential of incentives across the entire organization. Managers can create incentive plans, calculate and track the incentive rewards while employees can access their own plans, tracking their own up-to-date performance and due payments. The automated, administrative system brings increased cost efficiencies while also aiding the strategic management of the organization's incentives.

INCENTIVES SOLUTIONS, Ltd. supplies leading edge software for successful implementation of EIM into daily activities. INCENTIVES-Pro is a comprehensive, flexible and user-friendly strategic tool, backed by a scalable and modular technology, which also provides a quick and seamless integration with a company's present operating systems.



INCENTIVES-Pro Software Solution

Introducing Enterprise Incentive Management (EIM) to your organization can provide substantial competitive advantage - through the advanced management of incentive strategies. Along with reducing costs, increasing operational efficiency and maximizing employee performance, INCENTIVES-Pro software assists in aligning employee behavior with the strategic goals of the corporation.

INCENTIVES-Pro's proprietary system consists of modular settings that allow every organization to incorporate EIM strategy at their own pace. The Planning and Control module is required for the deployment of the software, while other licenses by modules and roles – Manager and Achiever – may be acquired at a later date once the software is up and running. Comprehensive, flexible and user-friendly this strategic tool is suitable for any size of business, effective in boosting motivation, corporate performance and profitability.

Some of the benefits of implementing INCENTIVES-Pro's EIM software solution



INCENTIVES-Pro's clients are market leaders, representing a diverse spectrum of industry such as telecommunications, financial services, food and beverages, etc. Operating in dynamic markets, they all share a reliance upon their human resource as the driver for their competitive advantage.



Functional Advantages of INCENTIVES-Pro Software

Advantages for the Sales Manager

EIM is fast becoming an indispensable tool for the sales function in realizing corporate strategy. Sales management is much more than driving sales to maximize revenue targets. Dynamic compensation plans allow management to continually readjust sales force behavior to achieve defined goals, whether it be customer relationship growth or aggressive new market penetration.

INCENTIVES-Pro provides the Sales Manager with comprehensive support in the roles of design, deployment, evaluation and control of compensation plans. Effective incentive management can bring rewards such as higher revenues, increased market share, new customer acquisitions, etc. Advantage also comes with reduced costs, increased efficiency and the added value that is brought to the execution of the sales function.

Advantages for the Finance Manager

Incentive management aims to maximize employee performance (in alignment with corporate goals) while minimizing the costs required for its achievement. Financial management plays a key role in the planning, evaluation and delivery (compensation payments) of incentive plans. Advanced EIM technologies have now become an important part in assisting the financial role of employment compensation.

INCENTIVES-Pro provides the Finance Manager with an automated system that integrates with the current functional activities of financial management. Cost efficiencies and added value comes from reduced time and expenses and effective use of financial analyses, planning and compensation control. The advanced data management also provides for an accurate and up-to-date check of balance. ROI occurs quickly as effective and automated incentive management brings higher revenues with reduced costs; while the formulation of more effective and cost efficient incentive plans brings a greater financial yield or 'Return On Incentives.'



Advantages for the Human Resources Manager

Human capital is often the most expensive, and the most important, resource of your organization; and an essential element to success. Your role in managing the company's human resources is to realize the corporate strategy through the directing and control of employee behavior.

INCENTIVES-Pro provides the Human Resource function with a management system to assist in maximizing the performance of all individuals within your organization. A reliable, cost-effective and easy-to-use tool that allows you to motivate, monitor and reward employee performance.

Advantages for the Information Technologies Manager

Enterprise Incentive Management (EIM) requires an IT solution that can unite the organization under one system. Incentive management can cover many different functions such as sales, finance, human resources, customer service, operations, with software that must also cater for different management levels. In supporting EIM the IT Manager will seek the most comprehensive, efficient and cost-effective solution, whether it be an in-house development or an outsourced purchase.

INCENTIVES-Pro presents the IT Manager with an advanced software solution, a result of extensive development from teams of specialized software experts and in collaboration with strategic planning and management consultants. Based on advanced Oracle standards, the software incorporates a range of automated and customizable features, presented as a modular and scalable platform system.



INCENTIVES-Pro Software Modules - Planning and Control Module

INCENTIVES-Pro's master module enables the planning and deployment of new incentive plans. This tool serves to realize the performance achievements required by the organization's long-term strategic and short-term tactical goals. Managerial control of the module can be assigned according to organizational requirements; to various executive members – such as the finance manager, human resources manager, sales manager, or a combination of management. The managerial operator (identified as the Super-user) is able to exploit the user-friendly tools for optimization in the planning and management of incentives.

- **Flexible and dynamic planning.** The planner is able to incorporate wide and complex metrics (like the worker performance, product profitability, market share, etc) to create formula components in order to calculate and present the optimal incentives.
- **Best Practices.** The System contains an array of cross industries practices easily modifiable for various organizational purposes.
- **Quota Management.** This Module interfaces with external data sources for budget management to enable independent quota allocation per every organizational level, product/services etc.
- **Continuous control in near real time.** The Module allows the Super-user to receive information from all the organization's various operating systems - on-line and at any time. Constant access to current status coverage allows close control of the organization's operations.
- **User-friendly interface.** A clear operating display assists the non-technical user, and allows easy control in working with incentive plan components.
- **Sophisticated simulation.** The built-in simulator brings highly advanced analytical capabilities to the Super-user for 'what if?' scenario testing. Testing the effects of various operational decisions, market conditions and incentive plans before deployment highly reduces risks, allowing generation of more successful plans which increase motivation, reduce costs and increase corporate profitability.
- **Full transparency.** The Super-user controls access to the incentive software through user authorization for all organization levels. Relevant, departmental information is made easily accessible to the selected functions, providing clear communications to motivate and reassure all in the organization.
- **Comprehensive reporting.** The embedded Business Objects Software is able to supply a variety of wide-ranging and in-depth reports to provide the Super-user with a complete, current assessment of incentive pay management. The status of various achievement targets, individual and group performance, product profitability, etc. provide essential data for analysis of current operations and incentive plans. A key tool for aligning employee performance to strategic goals in the face of variable market conditions and changing internal activities.



Enterprise Incentive management by INCENTIVES-Pro

Manager Module

INCENTIVES-Pro's Manager Module provides executive and middle management with a variety of advanced tools to increase the efficiency and performance of their functions. Every manager has their own incentive plan and plans for their subordinates, relevant and effective for achieving divisional and corporate goals.

- **Current Status.** Automatically updated data instantly provides near real-time information on team performance, assisting in short-term planning and control. Clear communication of goals and current attainment, to both the manager and team direct motivation and behavior to align performance. Immediate notification of deviations from the expected performance assists management control, allowing operational and incentive plan adjustments where needed.
- **Reporting.** An important instrument for the results-oriented manager. Analytical tools support performance assessment, such as worker rankings, group results, trends, and efficiency. Also supports the periodic manager review process. In addition, the module can support other managerial tasks such as departmental reporting, employee appraisal, resource planning, etc.

Achiever Module

INCENTIVES-Pro's personal Achiever Module targets the individual employee, a key focus in incentive management. Effective motivation and incentives, with clear communication of goals, satisfy workers and reduce employee turnover.

- **Clear communication.** The module presents a clear and exact picture to every worker, of what is expected of them and how performance will be rewarded. Understanding of goals and personal incentive plans encourages and motivates behavior in alignment with the strategic objectives.
- **Compensation.** Detailed and up-to-date reporting is available to each employee. Reduces wasted time and costs of employees keeping personal records ('shadow accounting'), checking and following up discrepancies in the compensation process. In-depth details down to individual transactions and presentation of calculation policies can also be presented.
- **Controlled access.** The module provides every worker with a personal page, detailing individual goals and current achievements, along with accrued incentive pay. Where relevant, group performance data is available along with updated information on the organization's reward policies.

Important note: in organizations where the computerized Achiever Module has not yet been installed for every worker - support is given by way of an output document attached to the payment slip, providing a clear picture of the individual's incentive compensation.



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SOLUTIONS MANAGING VARIABLE INCENTIVE PAY FOR SUCCESS

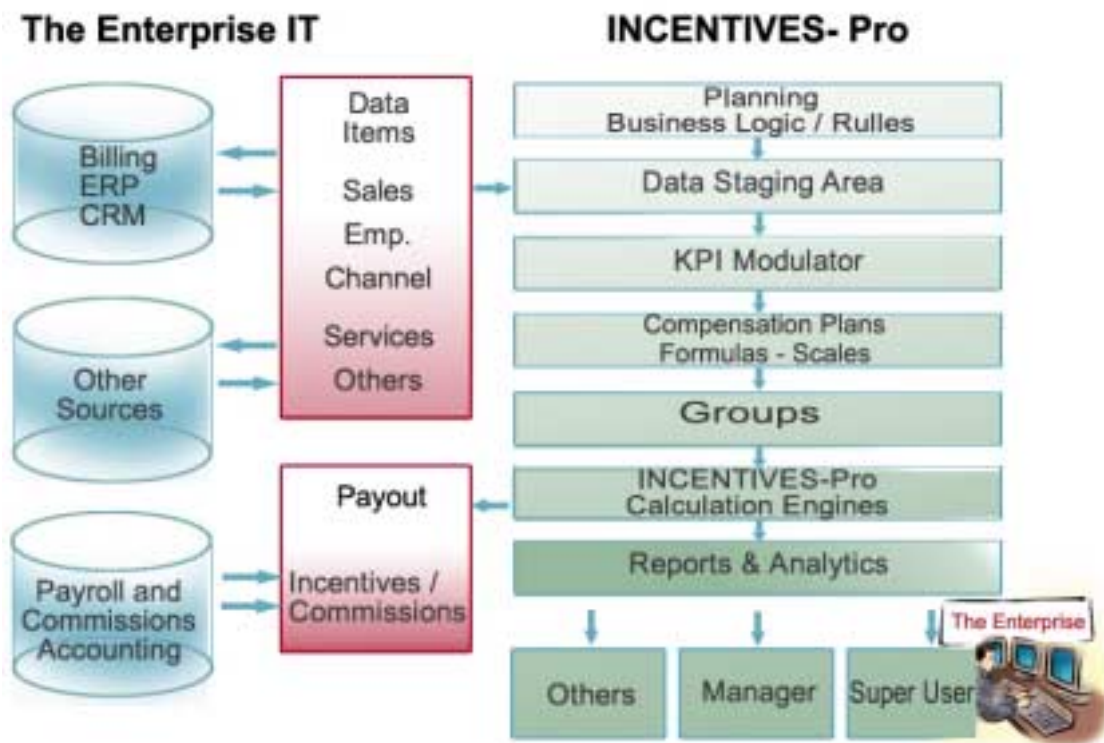
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Technology

The INCENTIVES-Pro software system was developed using both superior Oracle databases and J2EE. The system may be installed as a client- server operation, Terminal Server or intranet network or on-line through the Internet. The system is both scalable and modular, allowing custom integration according to requirements or budgetary constraints. The system consists of 2 major elements:

The Incentive Flow





The Gateway

The generic interface deals with the challenges of compatibility and collaboration with the organization's existing systems. The interface is able to collect data automatically from varied and complex data sources, and from different formats, such as Excel or Ascii. This operation is performed on a daily basis, usually during night hours. The interface function comprises of several stages of operation:

- **Collection of data** – from the vast information sources of the organization.
- **Filing of data** – according to predetermined rules.
- **Verification of data** – consistency between data sources and to preset rules.
- **Filtering of data** – selecting relevant data for relevant operational features.
- **Loading of data** – final data is uploaded to the programs for access by users.

KPI Modulator

The INCENTIVES-Pro KPI Modulator enables you to create manager and modify all types of Key Performance Indicators. Every employee's performance at every level can be measured and compensated based on the Performance Indicators as part of incentive programs. The Modulator wizard enables the configuration without requiring programming code skills.

Proprietary Engines

INCENTIVES-Pro's software programs operate on a multi-tasking basis and incorporate five different engines:

- **Calculation Engine** – predefined formulas allow for 100% accuracy in calculating the incentive pay due to each individual employee.
- **Data-Protection Engine** – controls access through authorizing of permissions for users according to function and level. Can also document the user's movements and actions within the system.
- **Information Distribution Engine** – relevant data is channeled to users, automatically or as requested. Relevancy is permission based and defined in advance.
- **Simulation tool** – allows analysis of 'what if?' scenarios. Combines information from incentive plans, financial distributions and other functional data to allow development and testing of new plans prior to deployment.
- **Report Module** – embedded BO universe allow drag and drop report creation on demand for specific data, summaries to in-depth analyses. Utilization of the data system as a strategic decision-making tool.



Integration – 81 Days Fast Track

We, at Incentives Solutions, focus on providing an effective, efficient and swift implementation process, allowing the INCENTIVES-Pro's software to be installed and managing your incentive plans within only 81 days.

INCENTIVES-Pro's software system incorporates an open gateway, allowing a quick and seamless integration and data flow with present, and more importantly, the future operating systems within the organization.

ROI - Return On Investment of INCENTIVES-Pro software

Gartner and others, have concluded from their market research that a rapid ROI for EIM software systems can be expected, ranging from a few months to up to a year.

The investment that corporations currently put into their traditional incentive payment schemes can represent an enormous, monthly, variable cost affecting product margins. Overall profitability is affected with indirect costs of man-hours in operational and management support. Other related costs such as retaining staff can be quantified, e.g. recruitment, training, reduced early performance.

All of the above financially quantifiable parameters, and more, should be taken into account when calculating the ROI of incorporating an EIM software solution. Other costs and savings that should also be considered include non-financial parameters such as improved morale, united corporate culture, increased responsiveness to strategic or market changes, etc.



Company Profile

INCENTIVES SOLUTIONS, a subsidiary of A-TECH Information Technologies Ltd., was established in 2001 to develop and market proprietary software solutions within the international field of EIM. The company is headed by its founder, Amir Fishslevich, CEO.

The company's main products, ITScores and INCENTIVES-Pro, are organization-wide software platforms. They provide advanced, leading edge solutions for the planning and management of incentive pay systems within the client's corporation.

INCENTIVES SOLUTIONS commits itself to ongoing alliances with independent specialists of advanced strategic planning, in order to meet and exceed client expectations in the implementation of incentive pay systems.

Clients

INCENTIVES-Pro's clients are market leaders, representing a diverse spectrum of industry. Operating in dynamic markets, they all share a reliance upon their human resource as the driver for their competitive advantage. Implementation of INCENTIVES-Pro software within these organizations has been undertaken internally or carried out using an independent integrator.

Partial Client List:

Coca Cola (Largest soft drinks bottler and distributor)

AIG Insurance (Largest direct insurance sales)

Cellcom (Largest cellular operator in Israel)

Mirs Communications (*wireless communications*)

Pelephone (*cellular phone company*)

Tevel Digital (*cable TV provider*)

Leumi Card (Credit Card Issuer)

Strauss Dairies (Sales Division)

EL AL (Israel National Airline)

Globes (*Leading business daily newspaper*)

Neviot (Coca Cola subsidiary)

Angel Bakery (*Largest bakery and distributor in Israel*)