



Compensation Software

with a **'SEA'**

of Advantages

What is Compport?

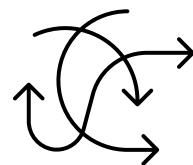
It is the '**digital magic**' applied to Compensation Management, with a **SEA of returns**, to set you free for the big **next leap**.

A light blue square with the word "Simplifier" in white text. A small orange horizontal line is positioned below the first letter 'S'.An orange square with the word "Enabler" in white text. A small orange horizontal line is positioned below the first letter 'E'.A dark gray square with the words "AI Powered" in white text. A small orange horizontal line is positioned below the first letter 'A'.

What Problem Compport is solving?



10% to 50% of revenues on employee compensation



Unstructured distribution of millions of \$ on rewards



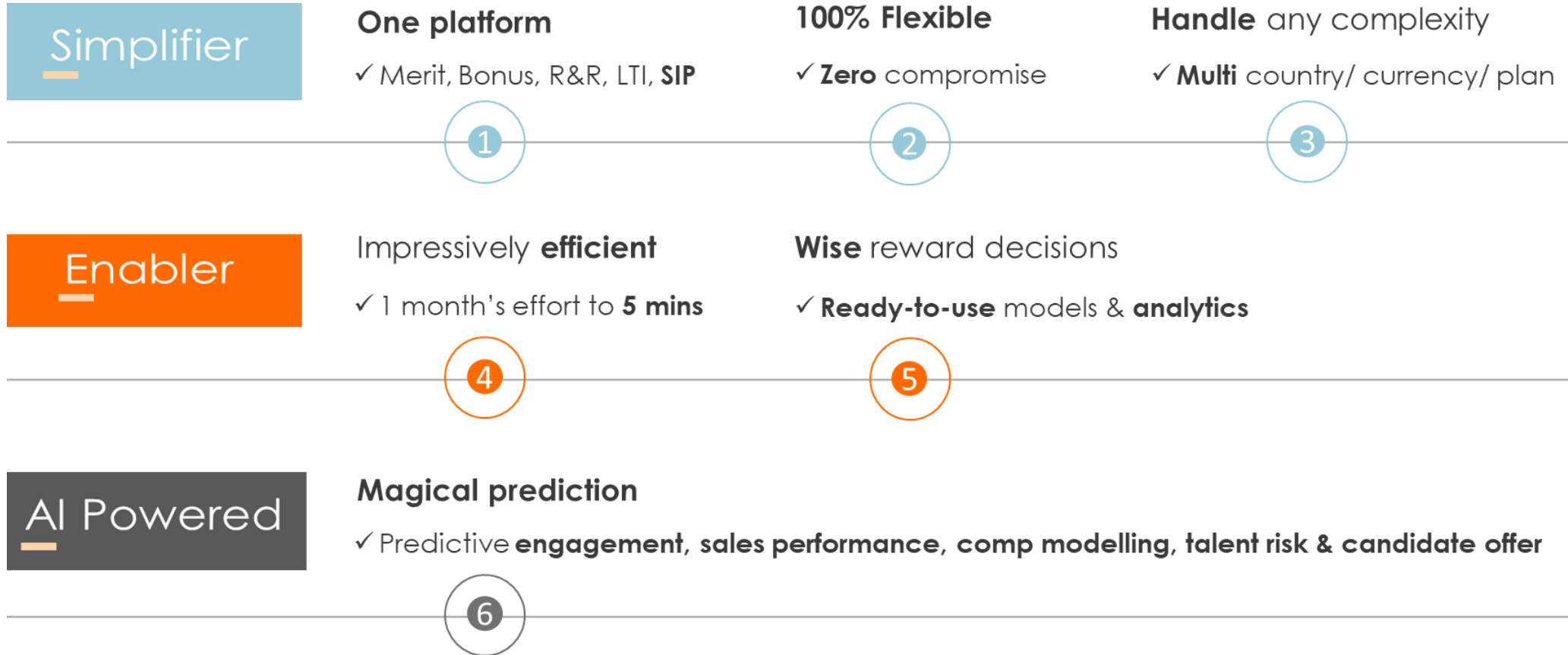
Low performance and productivity in the tune of **38%***



Employee disengagement and turnover in the tune of **15%-50%***

For a company with a revenue of US\$100 mil, the salary budget that is mis-managed due to lack of intelligent compensation modelling is in the range of US\$10 – 50 mil

Compport's Solution to the Problem



What will Compport automate?

Rewards

End-to-end Merit Process
Adhoc salary reviews
Promotion increases

Annual Bonus
Long Term Incentives
Adhoc Incentive schemes

Sales Incentives design
Sales Incentive simulator

Intelligent modeling | Managers Driven Process | Employee Communication

Analytics

Core reports

Compensation analytics

Productivity analytics

Diversity & Inclusion analytics

Talent Analytics

Continuously growing in all areas + on demand analytics

Thinking (AI Powered)

Candidate Offer

Talent Risk Analysis

Next version...

Predictive Sales Performance
Predictive HC Planning

Next Version...

One click compensation modeling

Integrated with all possible platforms for synergies

What Benefits Comport will bring for your organization?



Speed & Agility in rewards processes

Reduction in administrative activities by **90%**, with the benefit of **100% accuracy** and completeness

Agile processes allowing organization to simulate scenarios to suit the need of the hour **quickly** & launch **swiftly**

Powerful analytics will super charge the ability to get **valuable insights**, get **predictions**, make **smarter decisions** & create **better reward programs**



Culture shift for leaders/managers

Managers making important reward decisions for their teams will perceive it as the **real empowerment**

Right & easy to understand data Analytics will also create **ownership** amongst managers to make & explain **better decisions**

Manager's **time saving** on finding information will be better used to directly impact organization's **productivity** & **leadership** actions

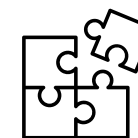


Theory of Motivation = improvement

Nothing to be proven about the theory that if people **know what they will get**, they will **run after it** to get it

Whether it is **sales incentive simulation** or clarity on **bonus calculation** for non-sales, automation will enable it all with ease across the board

If a scheme is not working well, no one needs to wait for end of the period – automation will make it **quick & easy** to change schemes on the fly



Resolution to the Rewards puzzle

Managers and employees have been puzzled with rewards decision – **its time to change that**

Resolution comes with the benefit of **higher perceived value** of Total rewards & hence greater **satisfaction**

Also builds the **culture of appreciation** by knowing **fairness & equitable** approach on rewards given by the organization

Who gets the benefit...?

Automation Areas	C&B Team	HRBP/ Talent Heads	HR Recruiters	Leaders/ Managers	Employees	Finance
All compensation processes	✓	✓	✓	✓	✓	✓
Candidate offers	✓	✓	✓			
Core Analytics	✓	✓	✓	✓		✓
Productivity analytics				✓		✓
AI Prediction	✓			✓		✓
Talent risk Analysis	✓	✓		✓		
Simulations for Budgets	✓		✓	✓		✓
SIP/Bonus Simulators	✓				✓	
Predictive Sales Performance	✓			✓		✓

Data privacy and IT security



Vulnerability assessment
and penetration testing



GCP

Cloud SQL and
separate tenancy for
each client

Data resilience

Full data backup retention
5 mins back for the last 30 days.
Multi zone Disaster Recovery Centres

Encryption

of data at rest and
Secured Socket Layer

DLP

Data loss protection
enabled

Auto

Scaling with top
end infra support

Customer Care @Compport

We make sure that our clients have a **peace of mind** pre, during and post launch

Pre-Launch	<ul style="list-style-type: none"> • Project Manager + Developers + Testers + Adoption & Communication Expert • Team residing in 3 geographies: India – Turkey – US • Requirement gathering workshop + customizations + user acceptance testing + user trainings • Based on the agreed project time-plan/ terms managed online through JIRA
During- Launch	<ul style="list-style-type: none"> • Project Manager + Customer Care Team (in the client's time zone) + JIRA • Hypercare Support: up to 60 days; 7/24; resolution time 4-12 hours depending upon the type of issue • Team residing in 3 geographies: India – Turkey – USA
Post-Launch	<ul style="list-style-type: none"> • Project Manager + Customer Care Team (in the client's time zone) + Jira • Regular Support: During the tenure of the contract; 8am-7pm; resolution time 4-72 hours depending upon the type of issue • Change Request Calls: During the tenure of the contract; as per the mutual agreed timelines • Team residing in 3 geographies: India – Turkey – USA

Comport Compensation



3.5
minutes to
design a
comp plan

1
minute to
launch a
comp plan to
managers

5
minutes to
create &
distribute
comp letters

Design, Execute & Communicate;
Salary Review
Bonus/ Incentive
Sales Incentive
Long Term Incentive
R&R Schemes

**Build alternative plans and
Compare to make wiser choice**

Check instant impact + budget

**Design letters the way you want,
distribute them digitally**

Comport Analytics



Multi dimensional reports

Intuitive, deep dive into analytics

Scheduler to share reports with anybody

35+ Reports
With 4000 demographic cuts

Customized Reports

Basic Analytics

Advanced Analytics

Predictive Analytics

List of Analytics

Basic reports

- Headcount & Headcount Growth
- Turnover & Turnover Trends
- Accumulated salary growth report
- **+ Customised reports for clients**

Compensation reports

- Comp positioning report – pre & post increase
- Overall salary growth report
- Salary increase budget vs utilisation
- Salary increase range report
- Variable pay reports
- SIP reports
- **+ Customised reports for clients**

Cost & Productivity reports

- Employee cost
- Revenue, profit and cost per FTE
- Revenue, profit and cost per sales FTE
- **+ Customised reports for clients**

35
key HR reports

4000+
demographic cuts

Multi-
dimensional

Interesting &
Intuitive to use

Diversity & Inclusion

- Employee diversity
- People managers
- Average compensation
- Comp positioning
- Promotion cases distribution
- Salary increase
- Identified successors
- **+ Customised reports for clients**

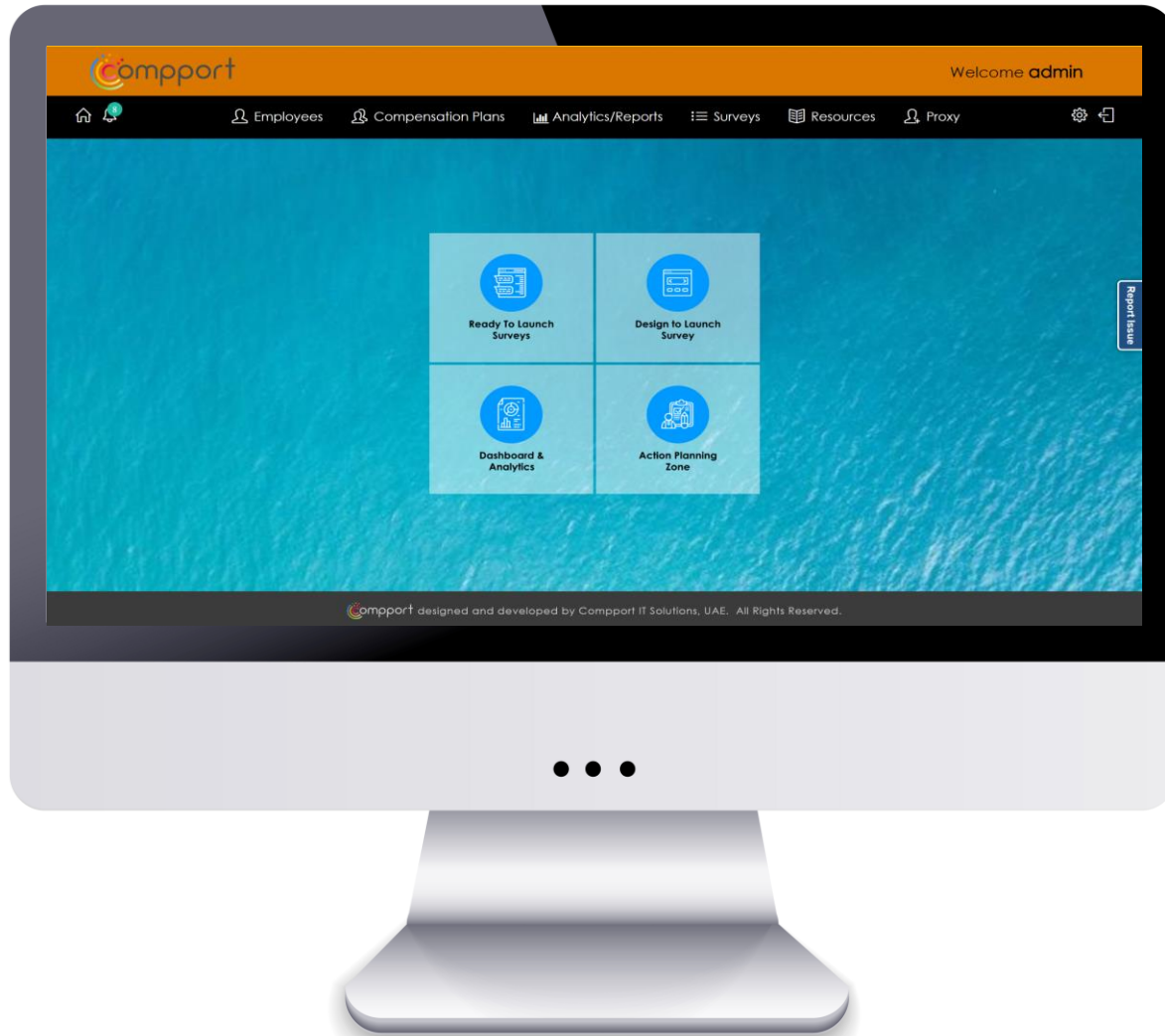
Talent reports

- Identified successors
- Performance distribution
- Potential rating distribution
- Promotion cases distribution
- Successors readiness level
- Successors who got promoted
- Talent rating distribution
- Talent rating vs performance rating distribution
- **+ Customised reports for clients**

Predictive Analysis

Coming soon.....

Comport Surveys



50+
Ready-to-use
surveys

3
minutes to
design &
launch a
survey

Live & instant
analytics, easy
to follow on
dashboard

Ready-to-use surveys
To ease your life and to
provide you quick insights
from your organization

**OR you can design your own
survey**

**HRIS and Mail Server integration,
which takes away the admin load**

**Dashboard & instant/ live
analytics**

**Action planning linked to survey
outcomes. Easy to follow up**

List of Surveys

Employee life cycle

- Pre-hire feedback
- Onboarding
- Learning & Development Needs
- Development/ Training Effectiveness
- Career Change Experience
- Compensation & Benefits Experience
- Rewards & Recognition Experience
- C&B Importance & Satisfaction
- Clarity & Alignment
- Team Effectiveness
- Exit feedback

Know your Employees

- Experience-Expertise Set
- Career Aspirations
- Career Moves in the Org
- Lifestyle check
- Communication Preferences
- Motivation Drivers
- Mobility
- Social Preferences

Engagement

- Pulse Survey
- Productivity Survey
- Trust Survey
- Engagement Survey
- Attrition Drivers Survey

Feel your Employees

- Mood
- Stress & Anxiety
- Stress Level & Impacts
- Joy at Work Level
- Quality of Life
- Passion for Job/ Thrive
- Resilience
- Agility
- Sense of Accomplishment
- Impact of Management Actions
- Satisfaction (Fulfilment) Level
- Physical Environment & Work Conditions

Employee insights


- Insights- Vision, Strategy, Objectives
- Insights- Future of the Organization
- Insights-Competition
- Insights-Organizational Capabilities
- Insights-Importance vs. Strength Matrix for Organizational Capabilities
- Insights-Culture & Values
- Insights-Reputation & Brand
- Insights-Senior Leadership
- Insights-People Managers
- Insights-Customer Centricity
- Insights-Employee Centricity
- Insights-Innovation
- Insights-Agility

And something interesting for employees as well...

1st April 2020

US-emp-1

Country Manager



Dear US-emp-1,

We are pleased to inform you that we have concluded your annual compensation review for FY 2020 and your rating is Achieves Results.

Below is your detailed Compensation Review 2020, which is linked to your performance rating, local market movement and country's salary increase budget.


Your revised compensation details w.e.f. 1st April 2020 are as follows :-

Salary Elements	Current	From 1st April 2020
Fixed Salary	2,306,800	2,509,568
Total Compensation	2,306,800	2,509,568

Your Total Compensation Statement will also be updated in few days which can be viewed in Comport, giving full details of your monthly as well as annual salary, allowances and benefits.

We appreciate the contributions you have made during the last year and are looking forward to another exciting and successful year.

Best wishes,



HR Heads

Sample digital letter



Total Rewards Statement



Get it now...



demo@compport.com



<https://www.compport.com/>