

Global Compensation Planning

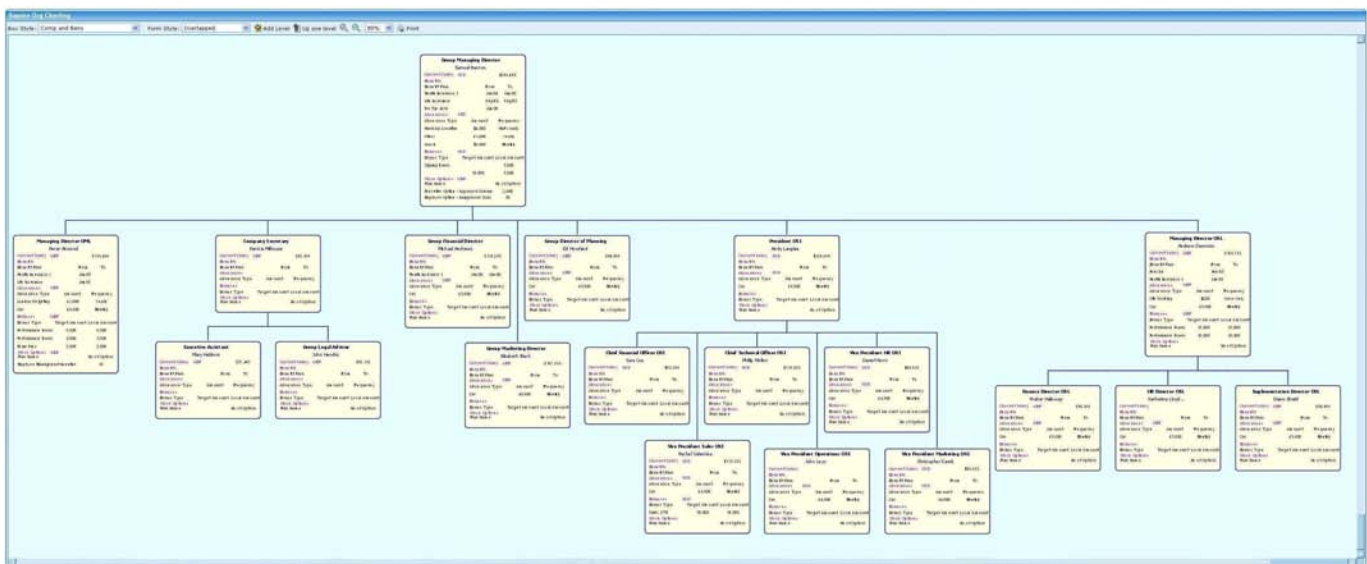
Sapient Global Compensation Planning could completely transform your next pay review process.

It's no secret that companies spend excessive amounts of time creating, distributing and collating compensation planning information. Further, global companies spend even more time because of the complexities imposed by foreign currencies, security laws, conversion rates and country-specific requirements.

Sapient Global Compensation Planning streamlines this entire process as it:

- Encourages compliance with company pay review guidelines
- Provides reviewing managers with a browser-based interface that is easy to use and that reduces the time required to complete the merit review process
- Helps manage anniversary, focal, variable pay and sales/promotion functionality
- Removes high administrative overheads, data fragmentation and opportunity for error
- Provides HR specialists with an enterprise-wide solution that enables visibility of, and control over, the process as it unfolds

A global tool that can deliver ROI exceptionally fast, Sapient Global Compensation Planning is both multi-lingual and multi-currency, providing unparalleled benefits to the global enterprise. Currency conversion tables, country-specific legal requirements and multiple "what if" scenario options speed the process and encourage manager compliance.



Global Compensation Planning

The robust Sapien Global Compensation Planning system:

- Reduces administrative costs while insuring compliance with company guidelines
- Supports global currencies and languages
- Provides on-line decision support tools for informed policy-based pay decisions
- Enables manager self-service on an easy-to-use dashboard
- Maintains one secure database to hold sensitive compensation data
- Allows compensation analysts to view/make adjustments in org chart format to assess compensation changes by direct reports, department performance, overall department salaries, etc.
- Provides for centralized reporting, compiling data from multiple countries

Sapien Global Compensation Planning integrates seamlessly with the entire global HRMS database, and with the system's Performance Management, Training, Recruitment, Multi-Rater, and Succession tools to maximize the efficiency and effectiveness of the organization.

Home Group Summary Warning
 Name: RET_Care_Alice
 Expires: 11-21-2005
 Save every 30 minutes - or system logs you out and you will lose data.

Eligibility	Name	Net FTE	Post Rating	Market Position	Suggested Rate %	Local Currency	Current Salary		Budget Currency		Last System Rate	Last Rate Date	Job Title	Department	Location
							Base Salary	Net Salary	Base Salary	Net Salary					
<input checked="" type="checkbox"/>	Black, Lee	1.00	4	Low	3.00	USD	55,000	55,000	USD	55,000	01-13-2003	22	Accountant	FAM MEA	DIV Dubai
<input checked="" type="checkbox"/>	Brockat, Johnny	1.00	1	Above	3.00	USD	30,002	30,002	USD	30,002	01-12-2003	19	Accountant	FAM MEA	DIV Dubai
<input checked="" type="checkbox"/>	Brown, Jeremy	1.00	1	Above	3.00	USD	70,003	70,003	USD	70,003	01-12-2003	8	Business Support Mgr	FAM MEA	DIV Dubai
<input checked="" type="checkbox"/>	Bryant, Graham	1.00	5	Low	3.00	USD	30,002	30,002	USD	30,002	01-12-2003	8	System Support EMEA Level 2	SysOp UK	DIV Herts
<input checked="" type="checkbox"/>	Carson, Cate	1.00	4	Target	3.00	USD	70,003	70,003	USD	70,003	01-12-2003	8	System Support EMEA Level 1	SysOp UK	DIV Herts
<input checked="" type="checkbox"/>	Carroll, Rita	1.00	1	Above	3.00	USD	30,002	30,002	USD	30,002	01-12-2003	7	Help Desk Analyst	SysOp UK	DIV Herts
<input checked="" type="checkbox"/>	Charles, Kelly	1.00	3	Target	3.00	USD	55,000	55,000	USD	55,000	01-12-2003	7	Tech Administrator (Srv Supt)	SysOp UK	DIV Herts
<input checked="" type="checkbox"/>	Charles, Megan	1.00	1	Above	3.00	USD	55,000	55,000	USD	55,000	01-12-2003	11	Accountant	FAM MEA	DIV Dubai
<input checked="" type="checkbox"/>	Clark, Carl	1.00	3	Target	3.00	USD	30,002	30,002	USD	30,002	01-12-2003	8	Accountant	FAM MEA	DIV Dubai
<input checked="" type="checkbox"/>	Co, A	1.00	6	Below	3.00	USD	30,002	30,002	USD	30,002	01-12-2003	8	Project Technician	ITProjUK	DIV Herts
<input checked="" type="checkbox"/>	Drummond, Marge	1.00	3	Target	3.00	USD	30,002	30,002	USD	30,002	01-12-2003	13	Accountant	FAM MEA	DIV Dubai
<input checked="" type="checkbox"/>	Ely, Amanda	1.00	2	High	3.00	USD	30,002	30,002	USD	30,002	01-12-2003	7	Accountant	FAM MEA	DIV Dubai
<input checked="" type="checkbox"/>	Galloway, Lorna	1.00	4	Low	3.00	USD	40,005	40,005	USD	40,005	01-12-2003	14	Accountant	FAM MEA	DIV Dubai
<input checked="" type="checkbox"/>	Hartfield, Eric	1.00	2	High	3.00	USD	30,002	30,002	USD	30,002	01-12-2003	20	Accountant	FAM MEA	DIV Dubai
<input checked="" type="checkbox"/>	Helling, Brittany	1.00	1	High	3.00	USD	30,002	30,002	USD	30,002	01-12-2003	16	Accountant	FAM MEA	DIV Dubai
<input checked="" type="checkbox"/>	Hilton, Lindsey	1.00	2	High	3.00	USD	30,002	30,002	USD	30,002	01-12-2003	12	Accountant	FAM MEA	DIV Dubai
<input checked="" type="checkbox"/>	Huan, Joanne	1.00	5	Below	3.00	USD	55,000	55,000	USD	55,000	01-12-2003	10	Accountant	FAM MEA	DIV Dubai
<input checked="" type="checkbox"/>	Huo, Cole	1.00	1	Above	3.00	USD	30,002	30,002	USD	30,002	01-12-2003	8	System Support EMEA Level 2	SysOp UK	DIV Herts
<input checked="" type="checkbox"/>	Javel, Jenna	1.00	4	Low	3.00	USD	30,002	30,002	USD	30,002	01-12-2003	8	End User Support Analyst EMEA	SysOp UK	DIV Herts
<input checked="" type="checkbox"/>	Kai, Mike	1.00	5	Below	3.00	USD	55,000	55,000	USD	55,000	01-12-2003	29	Accountant	FAM MEA	DIV Dubai
<input checked="" type="checkbox"/>	Klein, Bruce	1.00	2	High	3.00	USD	40,005	40,005	USD	40,005	01-12-2003	7	Help Desk Analyst	SysOp UK	DIV Herts
<input checked="" type="checkbox"/>	Liddle, Mia	1.00	5	Above	3.00	USD	40,005	40,005	USD	40,005	01-12-2003	15	Accountant	FAM MEA	DIV Dubai
<input checked="" type="checkbox"/>	Mauflon, Isaac	1.00	4	Low	3.00	USD	55,000	55,000	USD	55,000	01-12-2003	8	End User Support Analyst	SysOp UK	DIV Herts
<input checked="" type="checkbox"/>	Moran, Sydney	1.00	3	Target	3.00	USD	40,005	40,005	USD	40,005	01-12-2003	7	Helpdesk Analyst EMEA	SysOp UK	DIV Herts

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Eligibility	Name	Post Rating	Grade	Corporate Score	Team Score	Bonus Data		Local Currency	Current Salary	Budget Currency	Current Salary	Budget Currency
						Individual Score	Average Score					
<input checked="" type="checkbox"/>	Black, Lee	4	22					USD	55,000	USD	55,000	USD
<input checked="" type="checkbox"/>	Brockat, Johnny	1	19					USD	30,002	USD	30,002	USD
<input checked="" type="checkbox"/>	Brown, Jeremy	1	6					USD	70,003	USD	70,003	USD
<input checked="" type="checkbox"/>	Bryant, Graham	5	8					USD	30,002	USD	30,002	USD
<input checked="" type="checkbox"/>	Carson, Cate	4	6					USD	70,003	USD	70,003	USD
<input checked="" type="checkbox"/>	Carroll, Rita	1	7					USD	30,002	USD	30,002	USD
<input checked="" type="checkbox"/>	Charles, Kelly	3	7					USD	55,000	USD	55,000	USD
<input checked="" type="checkbox"/>	Charles, Megan	1	11					USD	55,000	USD	55,000	USD
<input checked="" type="checkbox"/>	Clark, Carl	3	8					USD	30,002	USD	30,002	USD
<input checked="" type="checkbox"/>	Co, A	6	8					USD	30,002	USD	30,002	USD
<input checked="" type="checkbox"/>	Drummond, Marge	3	13					USD	30,002	USD	30,002	USD
<input checked="" type="checkbox"/>	Ely, Amanda	2	7					USD	30,002	USD	30,002	USD
<input checked="" type="checkbox"/>	Galloway, Lorna	4	14					USD	40,005	USD	40,005	USD
<input checked="" type="checkbox"/>	Hartfield, Eric	2	20					USD	30,002	USD	30,002	USD
<input checked="" type="checkbox"/>	Helling, Brittany	1	16					USD	30,002	USD	30,002	USD
<input checked="" type="checkbox"/>	Hilton, Lindsey	2	12					USD	30,002	USD	30,002	USD
<input checked="" type="checkbox"/>	Huan, Joanne	5	10					USD	55,000	USD	55,000	USD
<input checked="" type="checkbox"/>	Huo, Cole	1	8					USD	30,002	USD	30,002	USD
<input checked="" type="checkbox"/>	Javel, Jenna	4	6					USD	30,002	USD	30,002	USD
<input checked="" type="checkbox"/>	Kai, Mike	5	23					USD	55,000	USD	55,000	USD
<input checked="" type="checkbox"/>	Klein, Bruce	2	7					USD	40,005	USD	40,005	USD
<input checked="" type="checkbox"/>	Liddle, Mia	5	16					USD	40,005	USD	40,005	USD
<input checked="" type="checkbox"/>	Mauflon, Isaac	4	6					USD	55,000	USD	55,000	USD
<input checked="" type="checkbox"/>	Moran, Sydney	3	7					USD	40,005	USD	40,005	USD

Salary Planner
 Batch Update Print Help

Employee	Effective From	Currency	Salary	New Salary	Difference	New Effective From Include
Bell, Tammy (2526)	01-01-2006	GBP	29,120.00			<input type="checkbox"/>
Blackman, Theresa (2504)	01-01-2006	GBP	29,036.00			<input type="checkbox"/>
Buckman, Lori (2546)	01-01-2006	GBP	29,900.00			<input type="checkbox"/>
Copworth, Joan (2435)	01-01-2006	GBP	34,370.00			<input type="checkbox"/>
Cusworth, Kelly (2468)	01-01-2006	GBP	30,150.00			<input type="checkbox"/>
Jackson, Justine (22357015)	09-11-2008	USD	5,000.00			<input type="checkbox"/>
Jenkins, Nakia (22357018)	09-22-2008	USD	2,000.00			<input type="checkbox"/>
Mason, Jean (22357019)	09-11-2008	USD	2,000.00			<input type="checkbox"/>
Phillips, James (22357009)	09-12-2008	USD	1,000.00			<input type="checkbox"/>
Wright, Judy (22357024)	09-11-2008	USD	1,000.00			<input type="checkbox"/>
Totals			163,576.00			<input type="checkbox"/> all

Save Checked Records

For more information, contact Sapien at 1-866-E-SAPIEN (1-866-372-7436)

Founded in 2005, Sapien is one of the most progressive, competitive and innovative providers of on-demand HRMS and HCM software resources, and of Human Resources Augmentation™ (HRA) services, and is emerging as the leader in the global evolution of HR solutions. Built on the SaaS platform, Sapien combines comprehensive HR management and planning functionality with the latest Internet and workflow technologies to help transform the way companies manage their HR functions. Sapien services a worldwide client base from its headquarters in Morristown, NJ. More information is available at www.sapiensoftware.com