ICONIXX
Incent • Perform • Grow

UNLEASH THE BEAST WITHIN YOUR WORKFORCE

COMPLEX BONUS STRUCTURES?

SIMPLIFY, STREAMLINE AND AUTOMATE

Human Resources, Operations, Field Management, and Finance professionals too often struggle to automate and manage salary payout, promotions and other compensation. This is why companies select Iconixx when seeking solutions to increase accuracy, visibility and maximize profitability.

Iconixx Incentive™ produces visibility, increased speed to pay and eradicates error.

WITH ICONIXX, YOU UNLEASH THE BEAST.

ELIMINATE MANUAL CALCULATIONS

Iconixx Incentive allows simple creation and management of bonus compensation plans, with these modular, reusable elements:

- Date effective hierarchies
- Titles and custom periods
- Custom groups and eligibility features
- Weighted pay elements, rules and formulas
- MBO's rewards and non-cash payouts
- Discretionary pool management

INTEGRATE COMMUNICATION

Many individuals are involved in managing the critical process of compensation and communications/ approvals between Sales Reps, Operations Management, HR, and Executives.

Iconixx Incentive delivers a cohesive workflow to automate, track, and document

- **Audit Trail:** Leverage custom approval hierarchies, groups, email notifications, status, escalations, file attachments, etc.
- **Hierarchies:** Simply tailor functions to manage your approvals process
- **Security:** Integrate procedures with auditing and reporting to ensure Sarbanes-Oxley compliance.

SCALABILITY & FLEXIBILITY

Iconixx Incentive technology grows with your business delivering modular functionality for scheduled or full processing, in real-time. Iconixx customers are empowered to grow their business, without worry of calculation errors or communication tracking.

SCHOLASTIC

"We are pleased to be leveraging the benefits of Iconixx. The Iconixx team has earned our confidence by presenting us with a quality tool to manage our incentive compensation strategy."
Tim Vuolo, VP of Human Resources, Scholastic

STANDARD FEATURES

Iconixx Incentive produces visibility, increased speed to pay and eradicates error.

"WHAT-IF" FORECASTS & BUDGETS

Iconixx Incentive enables simple creation, comparison and revision to variable pay plans in a model environment, enabling designs analysis, review and potential adjustments prior to release.

- **Date effective hierarchies:** Users may easily develop "What-If" models based on bonus elements to view potential payouts, incentivizing optimal bonus behavior
- **Clear Payouts:** Model changes or updates to incentives, or view side-by-side comparisons by individual, plan, team or other combination.
- **Budgets:** Create confident payout estimates and scenarios for accruals and financing.

ENHANCED VISIBILITY

Iconixx Incentive dashboard is flexible, simple, and secure; placing critical bonus information in one, easy-to-access system.

- **Reports:** Access reports and subordinate data, such as pay statements, bonus and allocations
- **Real Time:** Personel and managers view their year-to-date bonus and individual performance factors
- **Workflow Inbox:** An intuitive inbox to track worksheets, adjustments, HR requests, and more

SECURITY

Complex organizations require controlled and role-specific security.

Iconixx enables administrators to create and manage security roles, groups and permissions to refine user access, without dependency on IT or specialized technical programming experience.

APPROVALS

Promptly view, edit and approve subordinate based bonus
and payout information by leveraging **Iconixx Incentive** to consolidate data within a secure, flexible, accessible environment.

- Worksheet approval, adjustment, comment, and/or override by role
- Automated bonus suggestions, ranges, and budget |allocations
- Worksheet configuration with alert configuration
- Real-time approval status

REPORTS & ANALYTICS

Remove manual, time consuming efforts to develop critical reports - **Iconixx Incentive** delivers.

- **Auto-Generate and Scheduled Reports:** The reporting interface includes standard templates for pay statements, total compensation, budget allocation, pool distribution, and more.
- **Ad Hoc Reports:** Ad Hoc interface allows users to create criteria and filter, organize columns and save custom reports.
- **Analyze Your Data:** Drill down to access data in a variety of ways with the Iconixx Analysis tool. Analyzed data may be exported to a variety of file types: XLS, XML, CSV, and/or PDF.

Contact Iconixx now.

Schedule a demo or learn more about how we can help you unleash the beast in your salespeople.

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