

# On-line compensation planning in real-time!



## Compensation:

**HRW@RE Compensation Manager** is an advanced salary planning, incentive and stock planning tool. It enables Managers and Human Resource departments to streamline the focal review process.

**HRW@RE Compensation Manager** offers the utmost in flexibility to begin the process—budget increases by department or a pay plan using a merit matrix model. Once the pay plan is approved, managers get allocated their budgets automatically with the click of a button.

**HRW@RE Compensation Manager** tracks manager increases against budget and displays the variance for all pay types. The system has the capability to perform both direct and indirect roll up totals so managers, as well as the CEO/COO/CFO, can determine if the company is over or under budget. Compensation Management then feeds payroll with approved increases at the completion of the planning process.

## Flexible Acquisition Options:

### Traditional In-House Model

- One Time Capital Expenditure
- Managed In-House as a Traditional Business System

### Hosted Model

- Monthly Operational Expense
- Outsource Management of Application, Database & Hardware

## Enjoy Exceptional Benefits:

### Company Benefits

- Streamline Entire Focal Review Process
- Multiple Budget Allocation Methods
- Roll up to Enterprise Level View
- Drill Down to Employee Level View
- Variances to Budget by Pay Type
- Budget Increases and Overrides
- Eliminate Paper
- Approved Increases to Payroll
- Integrated System – NOT Stand alone

### Managerial Benefits

- Reduces Time Spent on Budgeting
- Budget Increases By Department
- Merit Matrix Model
- Planning Worksheet with Assigned Employees
- Variance to Budget, By Pay Type
- Confirmation Letters to Employees
- Real-time Compensation Data
- Ad hoc Queries and Reporting

### Industry Leading Technology

- Web-Native Platform
- Browser-Based Access: Windows or MAC
- Easy Local, National & Global Deployment
- Email Integration
- Microsoft SQL Server
- Microsoft Office® Integration

HRWARE is changing the way Canadian organizations compete in the global business arena. For more on what HRWARE can offer you, visit us at [www.hrware.com](http://www.hrware.com), call (905) 840-2521 or email:

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