# Oracle Incentive Compensation

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**E-BUSINESS SUITE**

A global compensation application that automates the design, administration, and analysis of incentive-based compensation programs for employees and partners to successfully drive corporate goals. If you leverage a sales force or channels as part of your go to market, this application is critical to strategic sales performance. Oracle Incentive Compensation is a key component of the integrated Oracle E-Business Suite.

## Proven Enterprise Incentive Management

Accurately predicting, administering, and tracking variable payouts is key to your corporate performance strategy. Companies struggle to maintain legacy, home-grown systems which lack the agility required to model today's complex and ever changing financial-, sales-, and customer-focused strategies. At the same time, the increased focus on financial control – especially on sales commissions – necessitates complete accountability and accuracy in incentive payouts, placing increasing pressure on point and legacy solutions.

With Oracle Incentive Compensation, you can achieve:

• **Sales alignment,**
• **Operational effectiveness, and**
• **Financial control.**

## Improved Sales Alignment

Oracle Incentive Compensation enables you to direct selling behavior based on your corporate objectives.

### Increased Transparency through Line of Sight

Communicating the plan and understanding potential incentives drives its success. With Oracle Incentive Compensation's projected compensation capability, salespeople can perform what-if analysis to determine the potential impact of their behavior on future commission payments. In addition, self-service reporting ensures visibility into targets, attainment, and commission statements, making the compensation process transparent to all participants.

### Improved Ability to Drive Corporate Objectives

Given the one-to-one correlation between incentive and behavior, driving behavior consistent with corporate strategy is key. Oracle Incentive Compensation's flexible plan definition, including a graphical expression editor and multi-dimensional rate tables, and

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crediting rules supports complex financial, customer, and service-level goals to ensure that corporate strategy is translated effectively across employees and partners. In addition, interdependent plan components support linked objectives within and across compensation plans.

### Improved Ability to Monitor and Measure Incentive Compensation Effectiveness

Oracle Incentive Compensation's out-of-the-box XML-based reports and Incentive Compensation Analytics enable you to measure the effectiveness of your plans against your strategic objectives. In addition, integration with Oracle's Compensation Workbench provides Total Compensation analysis for more comprehensive planning and optimization of enterprise compensation. With Incentive Compensation and Incentive Compensation Analytics, executives and plan administrators have the insight to make informed decisions.

## Improved Operational Effectiveness

Oracle Incentive Compensation accelerates the design, deployment, and modification of compensation plans to help you deliver on deadlines and leverage compensation as a competitive weapon.

### Improved Time to Market

Developing and implementing an incentive plan is a critical component of meeting fiscal and go-to-market targets. Oracle Incentive Compensation helps you avoid costly delays in kicking off new sales periods with a template-based, top-down plan creation user interface, which accelerates plan creation and rule design. In addition, Incentive Compensation's out-of-the-box integration with Oracle Order Management, Receivables, Payables, and Human Resources and Payroll drastically reduces the time-to-market for incentive deployment year-over-year so you can roll out your incentive programs on time.

### Increased Agility to Respond to Strategic and Market Shifts

Compensation changes can be accomplished in an order of magnitude more quickly with Oracle Incentive Compensation. Incentive Compensation's modular, rule-based approach to compensation design enables you to easily modify and re-deploy incentive plans and re-align territories to direct sales channel behavior based on strategy changes. In addition, Incentive Compensation's sophisticated retro-processing and incremental calculation streamline calculation and payment processing so you can make adjustments without grinding your compensation systems to a halt.

### Reduced Incentive Management Staffing Costs

Staffing to manually process transactions and payouts, and handle the adjustments and disputes that process can generate, can overwhelm your operations budget. Oracle Incentive Compensation eliminates the error-prone manual- or spreadsheet-based compensation payout process, drastically reducing the effort required to adjust transactions and payouts, and handle costly disputes. In addition, Incentive Compensation's plan and resource 360-degree views and checklists provide fast access to relevant plan and participant information, and the research assistant capability provides insight into the processing history of each transaction to enable you to respond

quickly to participant queries or disputes.

## Improved Financial Control

Oracle Incentive Compensation delivers accuracy in predicting, administering, and auditing variable payouts, so you can successfully forecast and deliver on your financial goals.

### Reduced Administration Errors and Overpayments

When managed using homegrown or spreadsheet systems, overpayment of commissions by 10 percent or more is not uncommon. Underpayments can be equally expensive – often resulting in costly disputes, lost productivity, and even turnover. Oracle Incentive Compensation's automated calculation and payment process reduces crediting and payment errors, and delivers a comprehensive view into transaction-to-payment processing across the enterprise.

### Improved Financial Predictability

Enterprises that have not automated their incentive business processes find it difficult to predict the financial impact of incentive payouts. This can lead to soaring sales costs with little financial return or corporate accountability. Oracle Incentive Compensation helps predict the cost and the impact on the bottom line of different incentive plans before rollout, and then monitor against expectations to deliver compensation predictability.

### Improved Regulatory Compliance and Accountability over Incentive Expenditure

Oracle Incentive Compensation enables you to perform comprehensive audits on your variable payout programs. All plan components and territories are date-effective for historical tracking. In addition, all plan, payment, and quota modifications, including the change details, are automatically generated and indexed for analysis.

## Oracle E-Business Suite -- The Total Solution

Transform the way you conduct business with Oracle's internet-enabled e-business suite. Put your demand chain, supply chain, and internal operations online with Oracle's comprehensive and fully integrated solution. Combine the wide reach of the internet with Oracle's fully globalized product to run your business consistently and accurately worldwide. Reduce costs and complexity by running on corporate internets or the World Wide Web. The Oracle E-Business Suite: transforming your business into an e-business.

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**Hardware and Software, Engineered to Work Together**

Oracle is committed to developing practices and products that help protect the environment