

beqom.

to make your people happy

Total Compensation

an introduction to beqom

www.beqom.com

Why beqom?

At beqom we believe that **happiness is the best driver for success**. Because happy people leads to better performance.

But happiness doesn't come from paying your employees more money...It comes from making sure they understand:



the **company direction**



their **individual goals** and how they relate to the company direction

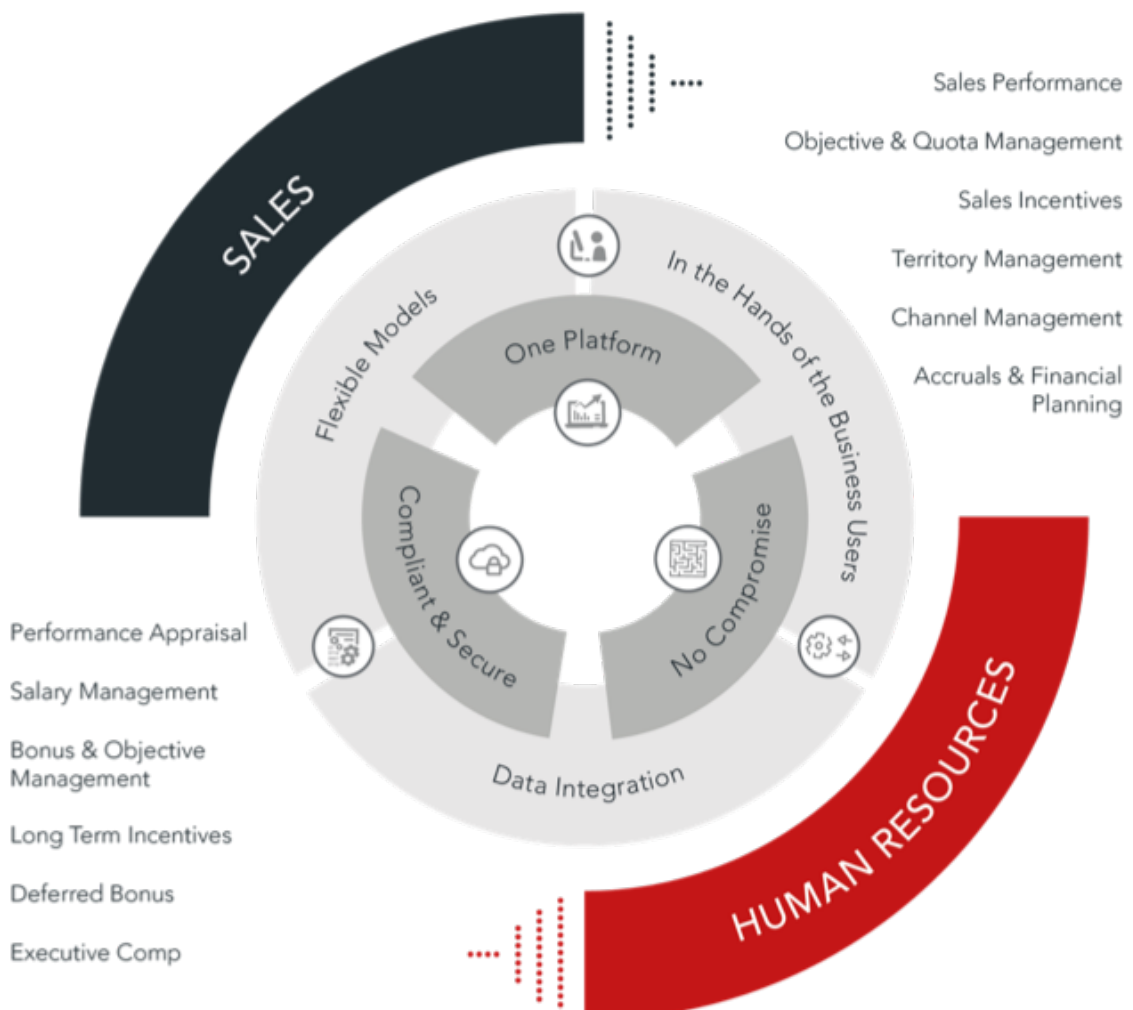


how they are **rewarded & recognized** for achieving these goals... and if it is fair

beqom's Total Compensation Platform provides this **level of understanding** to your employees.

What we do...

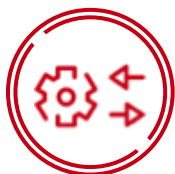
beqom provides a Total Compensation Solution focused exclusively on managing compensation & performance for large enterprises **who cannot afford to compromise on their compensation strategy**. The beqom platform is **used by over 100 industry leaders** to manage their EPM and SPM processes including:



How we do it...

By providing a dedicated compensation & performance solution that is:

FLEXIBLE



- **Embracing** the requirements of the largest global companies
- In the hands of the business to easily **own, manage and change**
- Enabling **central control** while maintaining **local flexibility**

COMPLIANT



- With internal compensation processes and **fair pay practices**
- With **external regulations** (CRDIV & SOX)
- With internal **audit, security** best practices, and global **data regulations**

PROVEN TO SCALE



- To the scope & **complexity** of the largest global companies
- Managing **\$250B+ in compensation** annually for over **1.4M users**
- With a **99% customer retention** rate

COST EFFECTIVE



- A true multi-tenant cloud solution **eliminates paying** for costly upgrades
- Infrastructure **costs are fixed upfront** and scaled to support peak times
- Business user ownership **ensures you** can change the application

WITH NO COMPROMISE



- Our **customizable SaaS** does not force your requirements to fit into a box
- Handles **any number** of populations, plans, employees, and rules
- Built **from the ground up** to meet the **requirements of large enterprises**

Benefits for our users...

beqom's total compensation solution drives strategic business impact while reducing costs, improving accuracy & timeliness, and increasing productivity at corporate, in the field, and in the back office.

What you can do

What you get



C-Level

- Accruals
- Cost vs. budget
- Planning & modeling
- Pay competitiveness
- Pay fairness & equality analysis
- Audit reporting

- A clear link between strategy, performance, and compensation
- Ensure compensation fairness, competitiveness, and transparency internally & externally
- Audit & compliance controls



Compensation Team

- Plan set-up
- Top-down simulation
- Communication & collaboration
- Calculation management
- Organization-wide reporting
- Dispute management

- Centralized process control with local flexibility
- Simulate, implement, and measure plan or process changes
- Strategic company-wide reporting & analysis moving HR from administrative to strategic



Sales Management

- Territory definition & management
- Target, quota setting, and distribution
- Performance tracking
- Precise earnings
- Payments & adjustments
- Performance reporting & analysis
- Sales team simulation

- Improve market competitiveness by paying on-time correct & transparent commissions
- A clear link between compensation & performance
- A real-time management level view of sales rep performance
- Ensure sales are aligned to the right products in the right territories



Line Managers

- Employee-manager collaboration
- Objective setting & follow-up
- Recognition & feedback
- Performance management
- Merit review & promotion
- Reporting & analysis

- Easy & transparent process management for direct reports
- Set, manage, and monitor individual & team objectives
- Manager-level employee & process visibility

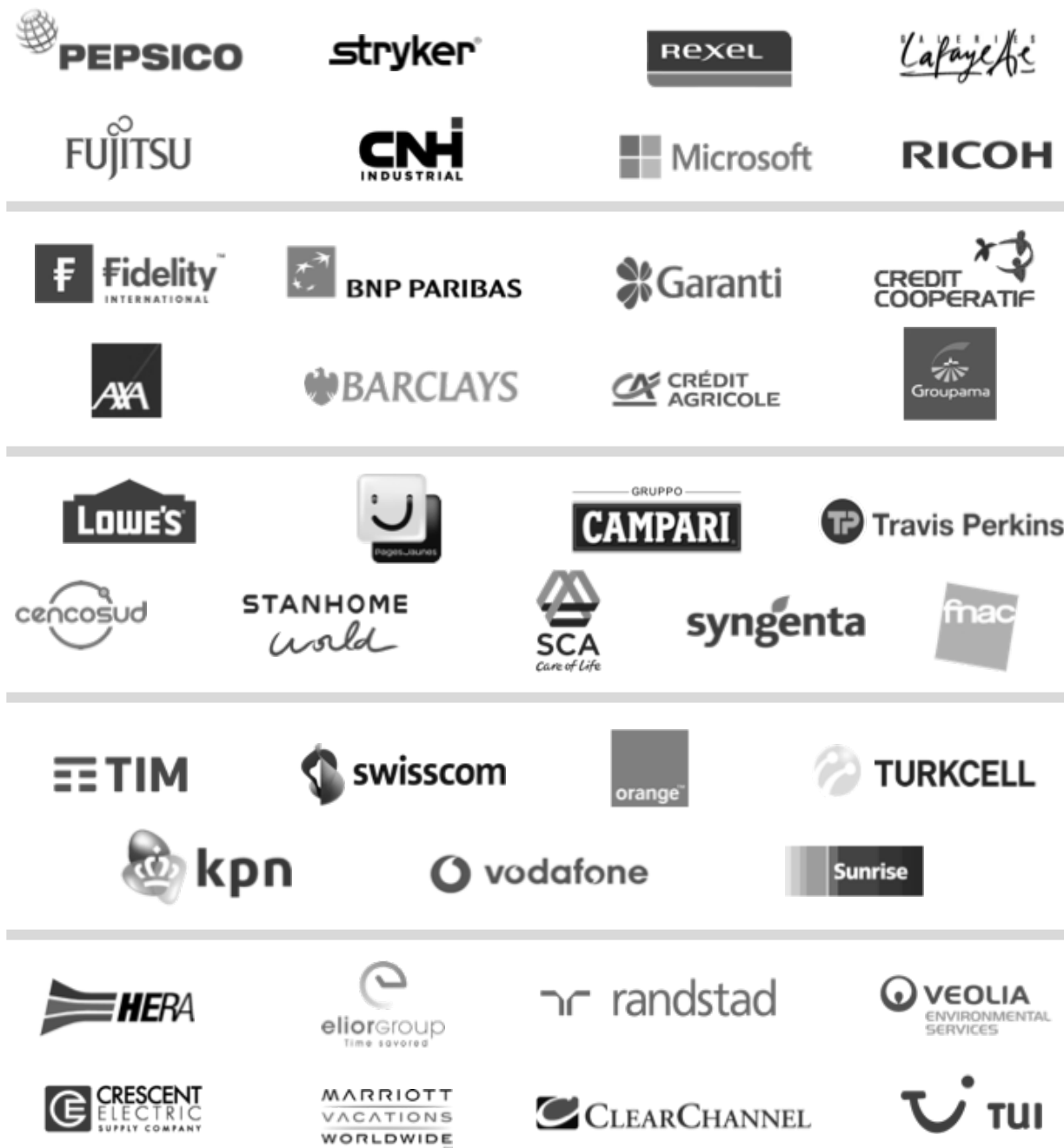


Employees

- Total rewards statement
- Performance review
- Earnings, payments, and adjustments
- Dispute management
- Communication
- Peer recognition & collaboration
- Pay equality

- Clear understanding of objectives, how it fits with the company, and how this aligns to their pay
- One stop shop for visibility into all compensation, benefits, non-cash rewards, and recognition elements
- Clear understanding of the value they bring to the company

Our happy customers...

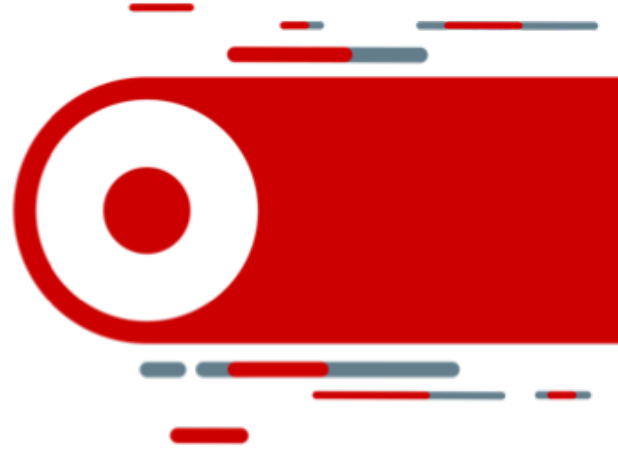


“ beqom was the only provider that could meet our compensation needs. We needed a single, integrated compensation management system to centralize our compensation processes while still maintaining flexibility at the local level. ”

CNH Industrial

“ beqom was selected for its user friendliness and the ease with which it can be adapted to manage the incentive plans of dealers and agencies for both B2B and B2C divisions. ”

TIM



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Contact us

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