



Reea Séné, beqom Product Manager

Total Compensation Cloud Solution

beqom.

to make your people **happy**

beqom.com

Why beqom?

At beqom we believe that happiness is the best driver for success because happy people lead to better performance.

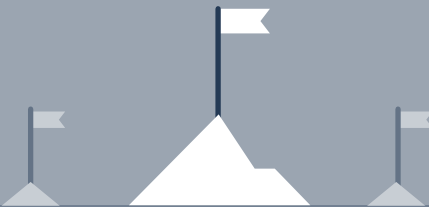
But happiness doesn't come from paying your employees more money. It comes from making sure they understand:



The **company direction**

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

How they are **rewarded** and **recognized** for achieving these goals, and if the rewards are **fair**



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

How We Do It

We provide a dedicated compensation and performance solution.



Flexible

- Designed for the requirements of the largest global companies
- In the hands of the business to easily own, manage, and change
- Enables central control while maintaining local flexibility



Proven to Scale

- Built for the scope and complexity of the largest global companies
- Managing \$300B+ in compensation annually for more than 3M users
- 99% customer retention rate



Cost Effective

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



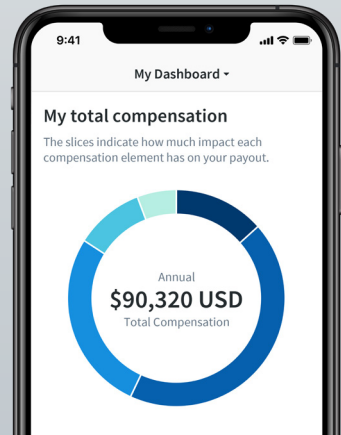
Compliant

- With internal compensation processes and fair pay practices
- With external regulations
- With internal audit, security best practices, and global data regulations

Compensation management without compromise.

Benefits for Our Users

We help you define clear role-to-strategy links to ensure continual alignment.



Sales Management



What you can do

- Territory definition and management
- Targets, quota setting, and distribution
- Performance tracking
- Precise earnings
- Payments and adjustments
- Performance reporting and analysis

What we can do

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

Employees



What you can do

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

What we can do

- 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

C-Level



What you can do

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

What we can do

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

Line Managers



What you can do

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

What we can do

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

Compensation Team



What you can do

- Plan setup
- Top-down simulation
- Communication and collaboration
- Calculation management
- Organization-wide reporting
- Dispute management

What we can do

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

Happy Clients

The world's leading enterprises who trust beqom with their compensation strategies.

Financial Services	 PICTET	 RBS	 AG2R LA MONDIALE	 BNP PARIBAS
Retail and Manufacturing	 Coca-Cola Hellenic Bottling Company	 L'ORÉAL PARIS	 LOWE'S	 PEPSICO
Automotive	 CNH INDUSTRIAL	 faurecia inspiring mobility	 Berges & Moinat CAT	 DAIMLER

“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

Technology	 FUJITSU	 RICOH	 solocal	 syngenta
Telecommunications	 TIM	 TURKCELL	 orange	 swisscom
Energy and Resources	 VEOLIA ENVIRONMENTAL SERVICES	 TOTAL	 bp	 ExxonMobil
Business Services	 THE ADECCO GROUP	 randstad	 Capgemini	 DHL

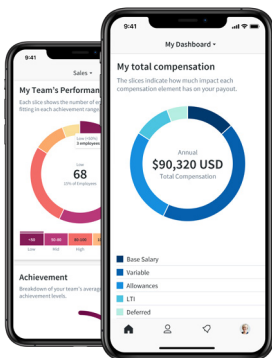
What We Do

beqom provides a **Total Compensation cloud solution** focused exclusively on managing compensation and performance for large enterprises who cannot afford to compromise on their compensation strategies.

The beqom platform is used by more than **100 industry leaders** to manage their Employee Performance Management and Sales Performance Management processes:

For Human Resources

- Performance Management
- Salary Management
- Bonus Management
- Long-term Incentives
- Bonus Deferral
- Planning, Budgeting, and Accruals
- Simulation and Reporting

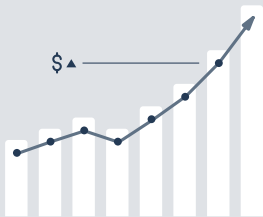


For Sales

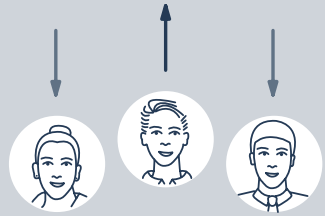
- Sales Incentive Management
- Sales Performance Management
- Objective and Quota Management
- Territory Management
- Channel Management
- Planning, Budgeting, and Accruals
- Simulation and Reporting

Benefits of beqom

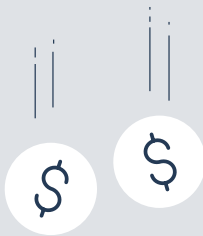
beqom's Total Compensation solution connects directly into your HR suite, saving your suite approach and saving your compensation strategy.



Increased Performance



Increased Retention



Streamlined Costs



Process Compliance

beqom.

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