

# ADP Incentive Compensation Management



## Award-Winning, On-Demand Sales Compensation Management Solution

ADP's Incentive Compensation Management (ICM) solution powered by Compel® is an affordable, easy-to-use service that goes beyond the tactical process of calculating commissions and bonuses; it empowers organizations to leverage sales compensation as a strategic performance tool. ADP's ICM solution provides sales and finance executives with a powerful tool for modeling compensation plans and forecasting attainment scenarios and related commission costs. And the ADP ICM solution keeps your sales team motivated and focused by providing sales representatives, their managers and executives with real-time visibility into key sales performance metrics.

### SaaS Solution

Built from the ground up as a multi-tenant, on-demand solution, ADP's ICM solution is affordable and quick to deploy. And it is delivered as a subscription service under the Software-as-a-Service (SaaS) model; there is no software to buy, install or maintain. ADP's ICM solution offers a compelling return on investment based on increased process efficiency and sales productivity.

### Why the ADP Incentive Compensation Management Solution?

The ADP Incentive Compensation Management solution is the first and only strategic on-demand sales compensation management solution. Beyond providing timely and accurate commission payments, ADP's ICM solution offers:

- **Real-time performance visibility:** Delivers real-time visibility into key performance indicators through interactive role-based dashboards that provide both summary level information and drilldown capability.

- **Plan modeling and forecasting:** The only SaaS solution to provide a robust set of plan modeling tools. Organizations use ADP's ICM solution to model plan changes to improve effectiveness and to forecast overall commission expenditure and participant earnings.
- **Analytics and reporting:** Provides users with a broad range of reporting options. In addition, the Executive Dashboard features graphical analysis tools that enable managers to quickly compare subordinate performance and review actual vs. modeled results across all plan measures.
- **CRM Integration:** Enables customers to integrate their entire sales process – From Prospect to Paycheck™ – by supporting a seamless integration with Customer Relationship Management (CRM) applications. This integration provides your sales force with a view into potential commission earnings based on opportunities in their pipeline. ADP's ICM service is a certified salesforce.com® AppExchange solution.

### Security and Financial Compliance

The ADP ICM solution offers uncompromising security and fully supports organizations in achieving financial compliance in sales incentive management and commission accounting.

- **SAS 70 Type II certified:** ADP's ICM solution is delivered as a subscription service hosted in a SAS 70 Type II certified environment offering best-in-class data and system controls.
- **Security:** ADP's ICM solution provides role-based security and organizational hierarchy controls to ensure that sales representatives access only their data, and managers access only their data and that of their subordinates.

- **Process controls:** ADP's ICM solution consolidates and automates all sales incentive management processes and ensures consistency, accuracy and control of execution.
- **Audit trail:** ADP's ICM solution maintains a valid audit trail of all changes made to plans and data, and provides a detailed audit report listing user, date, original and changed values.

## Sales Performance Challenges

Most businesses face challenges maximizing sales performance:

- Focusing sales staff on the right business
- Modeling compensation plans to drive sales performance
- Gaining real-time visibility into sales performance data
- Analyzing results and adapting sales strategies

The ADP Incentive Compensation Management solution powered by Compel helps large employers overcome these challenges.

## TODAY ADP

- Serves over 30 million employees worldwide every payday
- Touches another 15–20 million employees through benefits and HR services
- Serves 5,000 large employers (with more than 1,000 employees), including both public sector organizations and multi-national companies
- Moves half a trillion dollars annually through payroll and tax operations
- Prepares and submits employers' quarterly payroll tax returns to about 2,000 U.S. federal, state and local regulatory agencies
- Stands as the only information technology company and one of only a handful of global companies with a "AAA" rating from the leading investment ratings agencies