Smart, secure, and right,
the right compensation by your business rules.

Every company has a unique compensation plan that employees, managers, and executives rely on to **deliver the right compensation to the right people at the right time**.
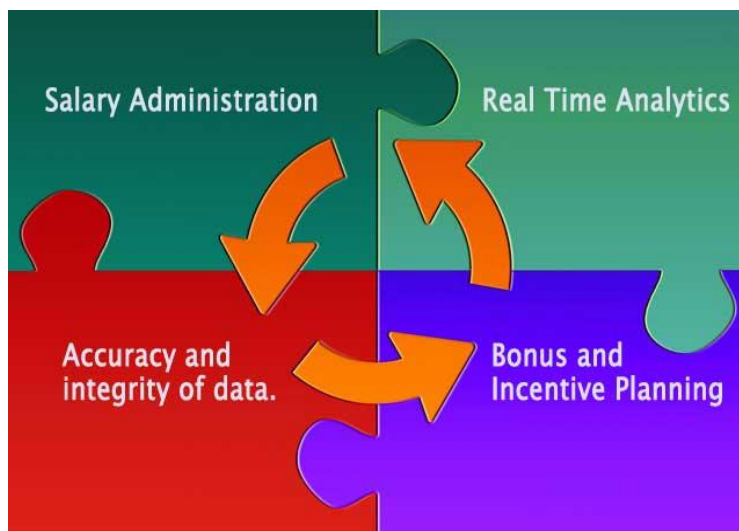
Compensation involves 50-70% of all company spending, yet many still use Excel spreadsheets or inflexible compensation solutions. We help you execute and automate your plan the right way.

compACT manages a company's Salary Review, Incentives, and Bonus Planning, automating accurate compensation plans.

- compACT's powerful tools save wasted compensation hours.
- Explore budget alternatives with Real Time Analytics.
- Get a complete audit trail for all compensation activity.
- View custom reports with chart, graph, and special functions.

What is the "right compensation" solution?

The right compensation executes your compensation plan precisely, engaging people with the right pay. and lowering the costs of recruiting and training new people.

compACT
Compensation Software

Choose from 3 Options:

1. SaaS (Cloud – most popular)
2. Client Hosted
3. Licensing

Salary Administration including:

Merit Pay

- Base Pay
- Promotions
- Market Adjustments
- Equity Adjustments

Short-term Bonuses and Incentives

- Discretionary
- Component-based
- Individual
- Group, Division or Department
- Project Team

Long-term Incentives

- Equity
- Stock Options and Restricted Stock Units
- Performance Shares
- Performance Units

Easy Integrations

- HRIS systems
- Payroll & Financial
- Performance Management

Secure and Flexible

- Role-based Security
- Safer than spreadsheets

Set Compensation Plan Guidelines

- Enable compensation groups to set guidelines and business rules for multiple salary and incentive plans.

- Make it easy for everyone – from employees to managers to senior executives – to manage compensation in one place.

Make Decisions

- Provide the tools to make better compensation decisions.

- Encourage managers to follow specific recommendation guidelines for each employee.

Get Compensation Impact and Results

- **Smart** compensation software automates your plan.

- **Secure** data in the Cloud tracked with essential Audit trails.

- **Right,** when your plan pays accurately and saves time.

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compACT compensation automates your plan.

1. Get consistent automation and execution.

2. View accurate insights at any time.

3. Stay compliant, with an audit trail.

4. Improve engagement.

5. Save time and money.

compACT helps you executes your plan the right way.
Learn more and view a free demo:
http://compact.kinixsys.com

"The software application is **secure, flexible, and highly configurable** for use in administration of complex "company-specific" compensation programs." Connie Jones, Oncor Compensation Manager

Compensation Essential Tools

- Modeling (Planning Scenarios)
- Workflow Approval Process
- Global Currency Capabilities
- Audit Trail
- Total Compensation Statements

Compensation Basics

- Overtime
- Cash Guarantee
- Retention Bonus
- Sign-on Bonus

Flexible and Configurable

- Configurable by Client
- Compensation Types
- Compensation Approval

Superior Support

- Skilled Project Managers
- Dedicated Tech Team
- Phone and Email Support

KINIXSYS