

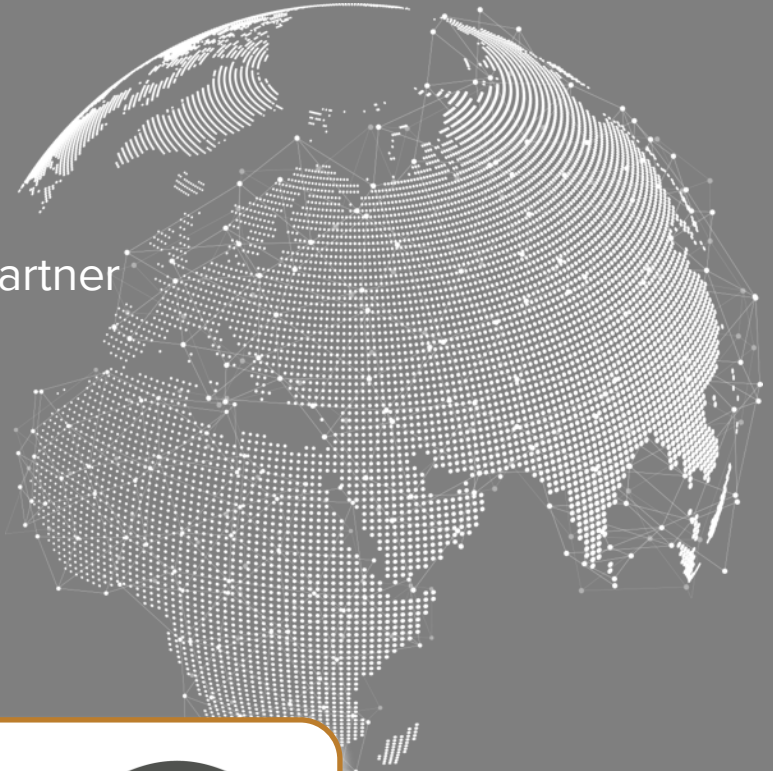
OpenSymmetry & Performio

Performio®

1. OpenSymmetry Background
2. Performio Background
3. How do we define ICM and where does Performio fit in
4. How expectations of ICM technology have evolved over time
5. How to maximise the ROI from ICM technology
6. Q & A

About OpenSymmetry

1. Independent Consultancy & Implementation Partner
2. ICM Specialist Across Industry
3. Global Coverage with 400+ implementations
4. Established 2004 in Austin, TX



Austin American Statesman
statesman.com





About Performio

Our Clients



Founded
Melbourne, Australia



Headquarters in
Irvine, CA;



Europe, APAC, Americas, India



Over \$2 Billion in
Commissions Calculated



Investment from JMI Equity

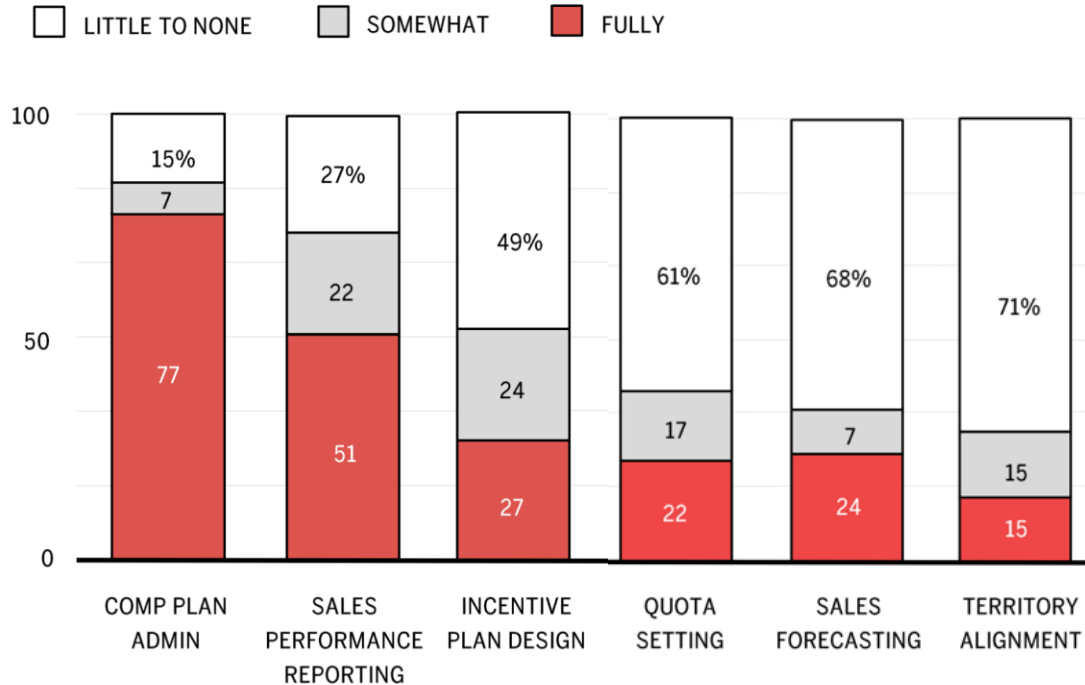


Incentive Compensation Management



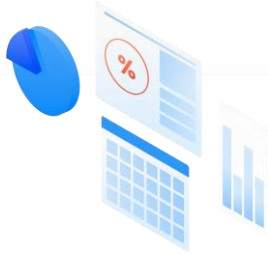
Adoption of ICM Capabilities

FIG. 2.6. SPM USAGE BY CORE CAPABILITY AMONG FIRMS WITH 100 OR MORE PAYEES USING A DEDICATED ICM PLATFORM
PERCENTAGE OF RESPONDENTS





Expectations of ICM



Finance & Sales Ops

Time Consuming Manual Processes

Overpayments & Errors in Calculations

Lack of Flexibility

Cumbersome Processes



Sales & Leadership

Transparency of Commissions

Trends & Insights Reports

Engagement with SIP

Frequency of Communication



Governance

Single Source of Truth

Audit Trails

Approval & Exception Processes

Enquiries & Disputes



Costs vs Savings

COSTS

Licence Fees

Implementation

SAVINGS

Overpayments

Comp-Team productivity

Sales team productivity

Audit Costs





Calculate Your ROI for Incentive Compensation Management

Overpayments

	Sample	Your Figures
Annual Commissions Paid	\$17,000,000	
Confidence in Calculations	High	
Percentage of error reduction (3-8%)	3%	
Annual Savings from Overpayments	\$510,000	

Sales-Team Productivity

Annual Revenue from Gross Sales	\$100,000,000
Visibility into Commissions and Processes	High
Improved Business Effectiveness (1-2%)	1%
Annual Increase in Sales-Team Productivity	\$1,000,000

Comp-Team Productivity

Internal FTEs from Sales and Accounting	3
Average Fully Loaded Cost of FTE	\$75,000
Percentage of Time Devoted to ICM	80%
Projected Time Savings with Automated ICM	80%
Total Savings from Internal FTEs from Sales and Accounting	\$48,000
Internal IT-Related Costs	\$10,000
Projected IT Cost Reductions through ICM	60%
Total Internal Team Savings	\$6,000
Annual Savings for Comp Team Productivity	\$54,000

Audit Costs

Current Audit or Compliance Review Costs	\$100,000
Percentage Devoted to Incentive Payments	\$20,000
Expected Reduction through ICM Implementation	90%
Annual Audit Savings	\$18,000

Thank You