Our EIR Incentive Plan Design application will help you streamline your process and mitigate risk while setting goals and targets for performance-based incentive programs.

Built on the SAP® Cloud Platform this plan design module extends the usability and leverages your SuccessFactors® investment.

By helping you maintain an inventory of all your target incentive plans, it will be possible to create a centralized repository of consistent data elements that will insure report integrity making them faster to design and easier to access.

**Features**

**Incentive Plan Design and Payout Curve Modeling**
- Creates a centralized inventory of plans for governance and compliance for tracking and reporting purposes
- Maps employees to incentive plans to easily determine plan pool size and participation
- Assigns employees to the following year’s plans
- Supports tracking of administrative practice

**Pool Management for Target-based and Direct Drive Incentive plans**
- Allows for additional funding amounts to be added or subtracted from the overall pools
- Allows the allocation of the budget to planners that are part of the incentive pool, as well as to planners who have employees who are part of the incentive pool
**Features, continued**

- Budget Transfers among managers for specific employees or teams of employees
- Easily record under/over spend decisions. No longer rely on enterprise/business HR to remember that the underspend amount in the planning forms was already spent elsewhere
- Allows planners to transfer money from their budget to a specific employee
- Provides an incentive budget overview of not only their planning form but also their entire hierarchy
- Allows Compensation Team to enter in a transfer on behalf of a manager
- Budget transfer requests can be recorded even if SAP SuccessFactors forms are not launched yet

**Full integration with SAP SuccessFactors**
- Security uses SAP SuccessFactors role-based permissions (RBP)

**Benefits**
- Provides real-time viewing of the data by all involved
- Supports managing overall Incentive Plan Risk
- Eliminates reliance on spreadsheets and manual processes
- Maintains a centralized inventory of plans for governance and compliance for tracking and reporting purposes
- Presents incentive budget additions and subtractions reflected on the Executive Team’s incentive budget
- Simplifies reconciling true remaining pool numbers
- Replaces your existing home-grown system and allows more users to have access without being restricted by security limitations
- Minimizes layers of communication and coordination between planners, leaders and HR
- Eliminates the time-consuming effort of fixing recommendations at the very end of the process

**Enterprise Information Resources is a SAP® SuccessFactors® Certified Build and Services Partner**

**About EIR**
- 30+ years software and consulting firm specializing in Compensation, Variable pay and Talent Management
- Extensive functional subject matter knowledge combined with the technical expertise
- ISO 27001 Certified
- Outstanding track record of client delivery success

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