

# ENTERPRISE

Salary & Incentive Review Software



Remunerate

# “People make the difference”

## Remunerate

**Remunerate**, from Evanscorp, is a Web/Intranet-based Enterprise Incentive Management (EIM) software solution that meets the employee salary and incentive compensation review needs of local and global enterprises.

Remunerate facilitates an efficient and effective salary and incentive compensation review of your entire workforce. Using Remunerate, line managers can ensure fair and appropriate base salary and incentive compensation for every employee in consideration of their contribution to the organisation.

Remunerate supports the complex incentive schemes necessary to properly align employee behaviour with business objectives. With return on investment normally achieved within the first year of operation, Remunerate is both a strategic and a tactical investment.

## Streamline the Review Process

Many companies are trying to use labour intensive, error prone systems based on technologies such as Excel spreadsheets to manage their employee salary and incentive compensation reviews. Human Resources professionals struggle to manage the review process and spend more time supporting the technology than the process itself.

*“EIM software is a huge success in terms of delivering tangible return on investment, process optimization, and user satisfaction.”*

Source: HR.com

Remunerate optimises the entire process by integrating information from your existing systems, and significantly reduces your cycle time and errors while improving process transparency and the quality of results.

## BHP Billiton Experience

*“Variable compensation can be one of the most effective levers for aligning behaviour such as sales and employee performance with business goals. Unfortunately, designing and administering effective incentive programs are difficult management challenges.”*

*Traditionally, software that addresses the issue of variable pay is characterized by inflexible formulas, insufficient analytics, and error-prone execution. The many variable compensation plans typical in large organizations are difficult to address.”*

Source: Aberdeen Group

Remunerate ensures enterprises avoid these problems, as BHP Billiton has discovered as a user of the software since 2000.

BHP Billiton uses Remunerate technology to review over 9,000 employees every year in locations around the globe. Of those, approximately 5,000 are supported by only three human resources professionals based in Adelaide over a period of only six weeks.

*“The managers surveyed were very high in their praise of the system and its stability, and we received many unsolicited comments of appreciation.”*

Mike McIlwaine, HR Assist Consultant, BHP Billiton  
Commenting on BHP Billiton's 2003 Annual Review.



## Remunerate Benefits

- Return on investment normally in the first year
- Shorter review periods
- Transparency in the review process
- Increased manageability of the review process
- Facilitates the alignment of employee behaviour with corporate goals
- Automated and streamlined compensation management
- Employees sharing fairly in the successes of the company
- Improved manager productivity
- Reduced pay and incentive compensation errors

## Sector

Whilst Remunerate is ideally suited to Manufacturing, Mining, Financial Services, Insurance and Banking, its design provides for easy customisation to any sector.

## Integration

Remunerate can operate stand-alone or act as an add-on application to Enterprise Solutions from vendors such as SAP, PeopleSoft, Siebel Systems, and Oracle.

Remunerate can be deployed in-house or run from our servers and accessed securely over the Internet using the security technology chosen by the majority of online banking solutions.

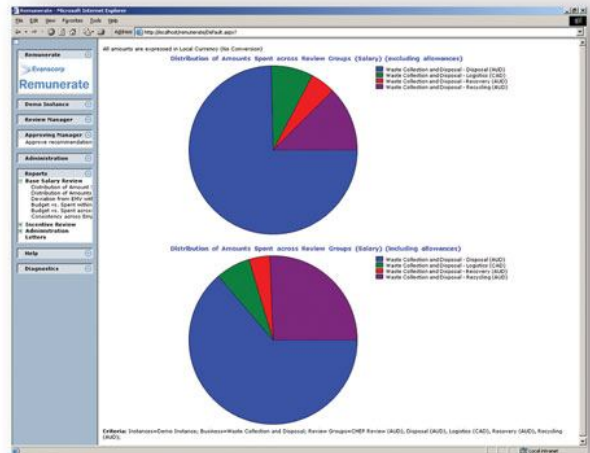
**Remunerate makes a difference to your people**

The screenshot displays the 'Salary Review' interface. It features a table with columns for Employee Name, Current Salary, New Salary, % of Job, and Review Status. The table lists various employees and their respective compensation details. A sidebar on the left contains navigation options like 'Home', 'Reports', and 'Help'.

Salary Review

The screenshot displays the 'Incentive Review' interface. It features a table with columns for Employee Name, Current Incentive, New Incentive, % of Job, and Review Status. The table lists various employees and their respective incentive details. A sidebar on the left contains navigation options like 'Home', 'Reports', and 'Help'.

Incentive Review



Graphical Reports



**Remunerate**  
www.remunerate.com.au

## Remunerate Features

- Web-based interface optimised for low performance networks
- Familiar grid-based interface
- Multiple currency support
- Multiple reward support (shares, share options, etc)
- Review of Guaranteed cash and “at risk” components of employee remuneration
- Support for:
  - Salary reviews;
  - Incentive Compensation reviews;
  - Complex incentive plans;
  - Allowances;
  - Employees with multiple job roles.
- Automated generation of letters and notifications;
- Digital dashboard – Review status “at a glance”;
- Extensive security context sensitive graphical reporting functions;
- Easy management by HR staff with web-based tools;
- A workflow engine which walks users through every step of the process;
- Integrated security model ensures integrity of sensitive information.

## For further information or demonstration

### Remunerate

Evanscorp Pty Limited  
ABN 57 689 088 050



**Phone: +61 2 4225 8388**

Facsimile: +61 2 4225 8663

**Web: [www.remunerate.com.au](http://www.remunerate.com.au)**

Email: [info@remunerate.com.au](mailto:info@remunerate.com.au)

HP Building Suite 8A  
8-10 Victoria Street  
Wollongong NSW 2500 Australia

PO Box 515  
Wollongong NSW 2520 Australia



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[www.remunerate.com.au](http://www.remunerate.com.au)