

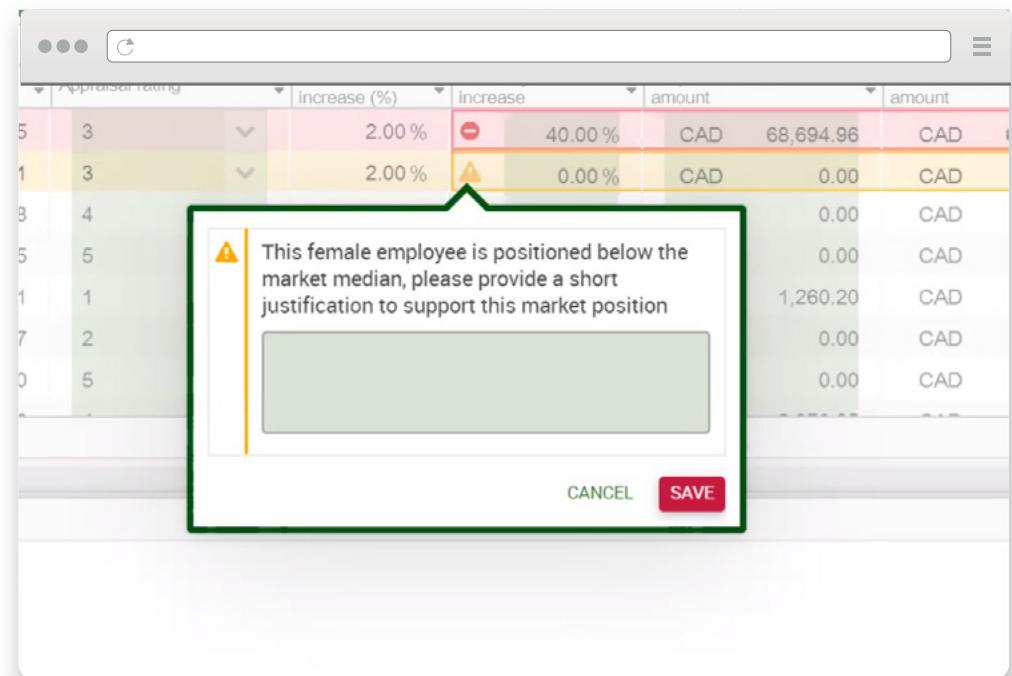


10 Hot Features in CURO Compensation Management Software

Did you know there are some hot features embedded into our CuroEnterprise solution that enable you to stay leading edge when it comes to implementing your reward strategy and programs? Using these to full effect ensures you maximize utilization of the product and leverage your investment in the platform whilst enhancing the delivery of your reward strategy.

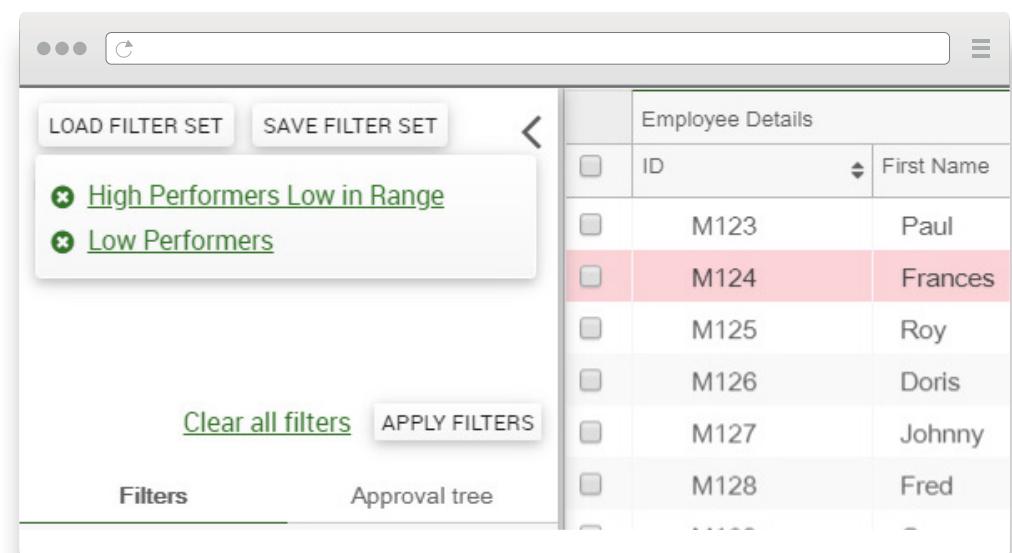
1 Alerts

On the review grid, configurable alerts and constraints bring users' attention to issues ensuring they work within the remit of your key compensation principals or objectives. So you can empower managers to make sound compensation decisions while maintaining strong governance over your reward strategy as well as ensuring pay fairness.



2 Saved filters

Advanced filtering options are available through the filter panel on the left side of the review grid. You can create filters and load previously saved filter sets for specific groups of employees you may want to focus on frequently. This means you can direct reviewing managers easily to view critical employee groups that may require specific attention during the compensation review.



3 Pay for talent

As organizations move away from a single annual performance rating and consider using other talent metrics to drive compensation allocation, Curo allows you to configure multiple talent metrics that can drive guideline award recommendations so you retain your best talent.

Employee Details				Merit Salary Award					
ID	First Name	Last Name	Current market position	Appraisal rating	Talent Rating	Attrition Risk	Guideline min %	Guideline max %	
EE10	Jane	Free...	Below market	Good	Core employee	Regrettable attr	3.00 %	5.00 %	
EE100	Jeffrey	Hill	Above market	Poor	Growth employ	Regrettable attr	0.00 %	1.00 %	
EE101	Rebecca	Burke	At market	Exceptional	Trusted profess	Regrettable attr	5.00 %	7.00 %	
EE102	Daniel	Mitchell	At market	Strong	Growth employ	Regrettable attr	4.00 %	6.00 %	
EE103	Ralph	Long	At market	Good	Under perform	Attrition OK but	3.00 %	5.00 %	
EE104	Nancy	Diaz	At market	Below expecte	Growth employ	Regrettable attr	0.00 %	0.00 %	
EE105	Shirley	Mora...	At market	Poor	Trusted profess	Attrition OK but	0.00 %	1.00 %	
EE106	Beverly	Grah...	At market	Exceptional	Effective	Regrettable attr	5.00 %	7.00 %	
EE107	Catherine	Rose	At market	Strong	High impact per	Regrettable attr	4.00 %	6.00 %	
EE108	Jacqueline	Spen...	At market	Good	Under perform	Attrition OK but	3.00 %	5.00 %	
EE109	Betty	Payne	At market	Below expecte	Growth employ	Attrition OK but	0.00 %	0.00 %	
EE11	Lisa	Fields	Below market	Below expecte	Under perform	Regrettable attr	0.00 %	0.00 %	
EE110	Michael	Brown	At market	Poor	Core employee	Regrettable attr	0.00 %	1.00 %	
EE111	Dorothy	Tho...	At market	Exceptional	Growth employ	Regrettable attr	5.00 %	7.00 %	

4 Multiple guideline scenarios

You can steer your reviewing managers with multiple guideline recommendations, presenting different award allocation scenarios allowing them to calibrate talent, market and internal peer relativity to ensure the best ROI on compensation budgets.

Employee Details				Guideline min %	Guideline max %	Guideline % gap to market	Proposed increase (%)	Proposed increase amount	Actual increase amount
ID	First Name	Last Name		%	%	%	%	£	£
EE10	Jane	Free...		3.00 %	5.00 %	6.37 %	8.00 %	£ 1,200.00	£ 1,200.00
EE100	Jeffrey	Hill		0.00 %	1.00 %	0.00 %	15.00 %	£ 5,250.00	£ 0.00
EE101	Rebecca	Burke		5.00 %	7.00 %	0.36 %	7.00 %	£ 1,773.80	£ 1,660.00
EE102	Daniel	Mitchell		4.00 %	6.00 %	0.36 %	7.00 %	£ 1,419.04	£ 1,419.04
EE103	Ralph	Long		3.00 %	5.00 %	0.36 %	5.00 %	£ 1,267.00	£ 1,267.00
EE104	Nancy	Diaz		0.00 %	0.00 %	0.36 %	0.00 %	£ 0.00	£ 0.00
EE105	Shirley	Mora...		0.00 %	1.00 %	0.38 %	0.00 %	£ 0.00	£ 0.00
EE106	Beverly	Grah...		5.00 %	7.00 %	0.36 %	3.00 %	£ 760.20	£ 760.20
EE107	Catherine	Rose		4.00 %	6.00 %	0.36 %	6.00 %	£ 1,520.40	£ 1,520.40
EE108	Jacqueline	Spen...		3.00 %	5.00 %	0.36 %	0.00 %	£ 0.00	£ 0.00
EE109	Betty	Payne		0.00 %	0.00 %	0.36 %	0.00 %	£ 0.00	£ 0.00
EE11	Lisa	Fields		0.00 %	0.00 %	99.44 %	7.00 %	£ 560.00	£ 560.00
EE110	Michael	Brown		0.00 %	1.00 %	0.36 %	0.00 %	£ 0.00	£ 0.00
EE111	Dorothy	Tho...		5.00 %	7.00 %	0.36 %	7.00 %	£ 1,773.80	£ 1,660.00

5 Recommendation history panel

A recommendation history panel is available from the review grid so all users can see the audit trail of awards made by different managers, increasing transparency throughout the process.

Award	INITIAL Current			SYSTEM RECALC			INITIAL			JUDITH WEAVER (M153)			INITIAL		
	£	0.00	0.00 %	£	0.00	0.00 %	£	0.00	0.00 %	£	0.00	0.00 %	£	0.00	0.00 %
Staff Promotion Award	£	0.00	0.00 %	£	0.00	0.00 %	£	0.00	0.00 %	£	0.00	0.00 %	£	0.00	0.00 %
Staff Salary Award	£	1,520.40	6.00 %	£	1,520.40	6.00 %	£	1,520.40	6.00 %	£	1,520.40	6.00 %	£	0.00	0.00 %
Total	£	1,520.40	6.00 %	£	1,520.40	6.00 %	£	1,520.40	6.00 %	£	1,520.40	6.00 %	£	0.00	0.00 %
Staff Bonus Award	£	506.80	2.00 %	£	506.80	2.00 %	£	126.70	2.00 %	£	126.70	2.00 %	£	316.75	5.00 %

6 Drill down information panels

Drill downs from the main review grid can provide additional decision support for managers in a consumable fashion so they can make truly informed compensation decisions. This can include Salary History which shows effective-dated salary and job changes based on what is imported from the HR system. It can also include relevant bonus calculation details and benchmarking visualizations to provide the right level of transparency.

Surname	Office location	Country	Status	Job band	Start date	PQE
1132)						
Bonusable period View all periods						
<i>Aug 8, 2017 to Dec 31, 2017</i> Absence this period: none						
Salary \$126,369.60	Bonus salary \$50,547.84	On-target multiplier 15.00%	Slice on-target bonus \$7,582.18	Deferred (%) 30.00%	Bonus salary \$126,369.60	Total actual bonus \$14,178.67
Jan 1, 2017 to Aug 7, 2017	Absence this period: none			Immediate (%) 70.00%	Deferred \$4,253.60	Total actual bonus as % of salary 11.22%
Salary \$126,369.60	Bonus salary \$75,821.76	On-target multiplier 15.00%	Slice on-target bonus \$11,373.26	Immediate \$9,925.07	Total actual bonus as % of target 74.80%	

7 Fixed currency columns

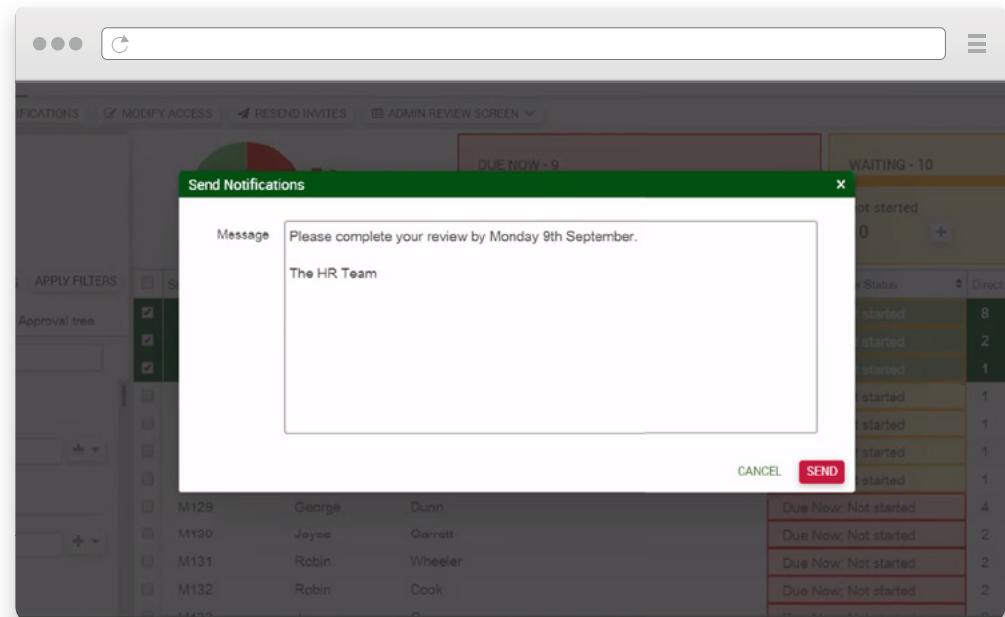
Curo is the only compensation solution to offer true multi- currency functionality, with the ability to configure review specific currencies and exchange rates, rather than system wide. Fixing columns in a specific budget currency also allows for easy comparisons between employees.

The screenshot shows a table titled 'Employee Details' and 'Current Salary Details'. The table has two main sections: 'Employee Details' (ID, First Name, Last Name) and 'Current Salary Details' (Actual salary, Actual salary (GBP), Hourly rate). The 'Actual salary' and 'Hourly rate' columns are highlighted in yellow, indicating they are fixed currency columns. The 'Actual salary (GBP)' column is also highlighted in yellow. The table contains 11 rows of employee data, each with a unique ID (EE10 to EE11) and corresponding names and salaries. The total sum for both columns is shown at the bottom of the table.

Employee Details				Current Salary Details			
ID	First Name	Last Name		Actual salary	Actual salary (GBP)	Hourly rate	
EE10	Jane	Free...		£ 15,000.00	£ 15,000.00	£ 12.50	
EE100	Jeffrey	Hill		£ 35,000.00	£ 35,000.00	£ 23.33	
EE101	Rebecca	Burke		£ 25,340.00	£ 25,340.00	£ 13.62	
EE102	Daniel	Mitchell		£ 20,272.00	£ 20,272.00	£ 20.27	
EE103	Ralph	Long		£ 25,340.00	£ 25,340.00	£ 13.62	
EE104	Nancy	Diaz		€ 28,634.00	£ 25,339.82	€ 28.63	
EE105	Shirley	Mora...		CAD 43,078.00	£ 25,340.00	CAD 23.16	
EE106	Beverly	Grah...		£ 25,340.00	£ 25,340.00	£ 16.89	
EE107	Catherine	Rose		£ 25,340.00	£ 25,340.00	£ 16.89	
EE108	Jacqueline	Spen...		£ 25,340.00	£ 25,340.00	£ 13.62	
EE109	Betty	Payne		£ 25,340.00	£ 25,340.00	£ 25.34	
EE11	Lisa	Fields		£ 8,000.00	£ 8,000.00	£ 6.67	
EE110	Michael	Brown		£ 25,340.00	£ 25,340.00	£ 25.34	
EE111	Dorothy	Tho...		£ 25,340.00	£ 25,340.00	£ 21.12	
				£ 13,767,631.12	£ 13,767,631.12		

8 Send ad hoc notifications to hierarchy managers

HR users can quickly send ad hoc notifications to hierarchy managers to ensure your review process always runs to time. Empowering HR Business Partners in this way helps to share the load of process management but also means no more timewasting emails, so you have more time to focus on high impact tasks.



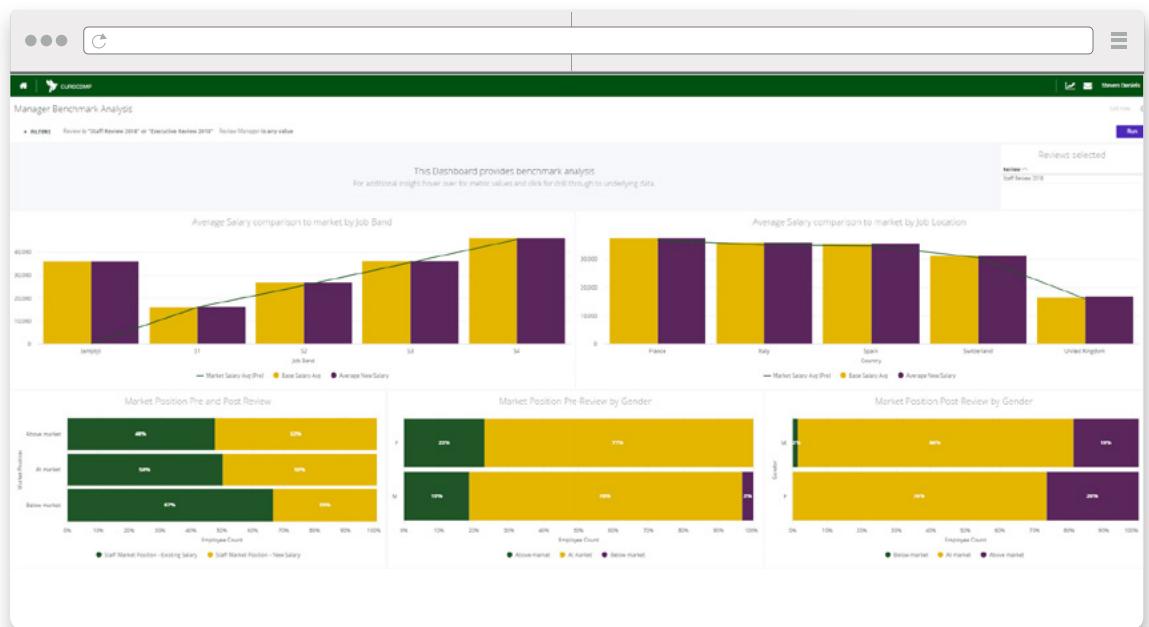
9 Ring-fence budget pots

Offering true budget control, you can configure segmented budget pots within a larger budget (i.e. Bonus budgets that prevent you from spending across budgets by country or region within your span of control, but still managing toward an overall Bonus budget).

BONUS BUDGET		LUMP SUM BUDGET		SALARY BUDGET		STOCK BONUS BUDGET	
Bonus Pot - Europe 1	Bonus Pot - Europe 2	Total	Lump Sum Pot	Salary Pot	Stock Bonus Pot		
Budget	£ 308,000.00	£ 2,000.00	£ 310,000.00	£ 77,500.00	£ 334,037.22	£ 278,364.36	
Spent	£ 278,210.46 (90.33%)	£ 1,320.00 (66.00%)	£ 279,530.46 (90.17%)	£ 1,532.50 (1.98%)	£ 10,250.12 (3.07%)	£ 0.00 (0.00%)	
Available	£ 29,789.54	£ 680.00	£ 30,469.54	£ 75,967.50	£ 323,787.10	£ 278,364.36	

10 Actionable insight

Configurable dashboards are available real time during the review to reinforce your compensation strategies. This becomes actionable insight for managers allowing them to see the impact of their award allocation before submitting, which prevents extensive moderation in the post review phase.



To find out more about these hot features and how other key functionality differentiates Curo as the most robust and highly configurable Compensation Management point solution in the market contact info@curocomp.com or speak to your Solutions Consultant.

For more information visit curocomp.com

