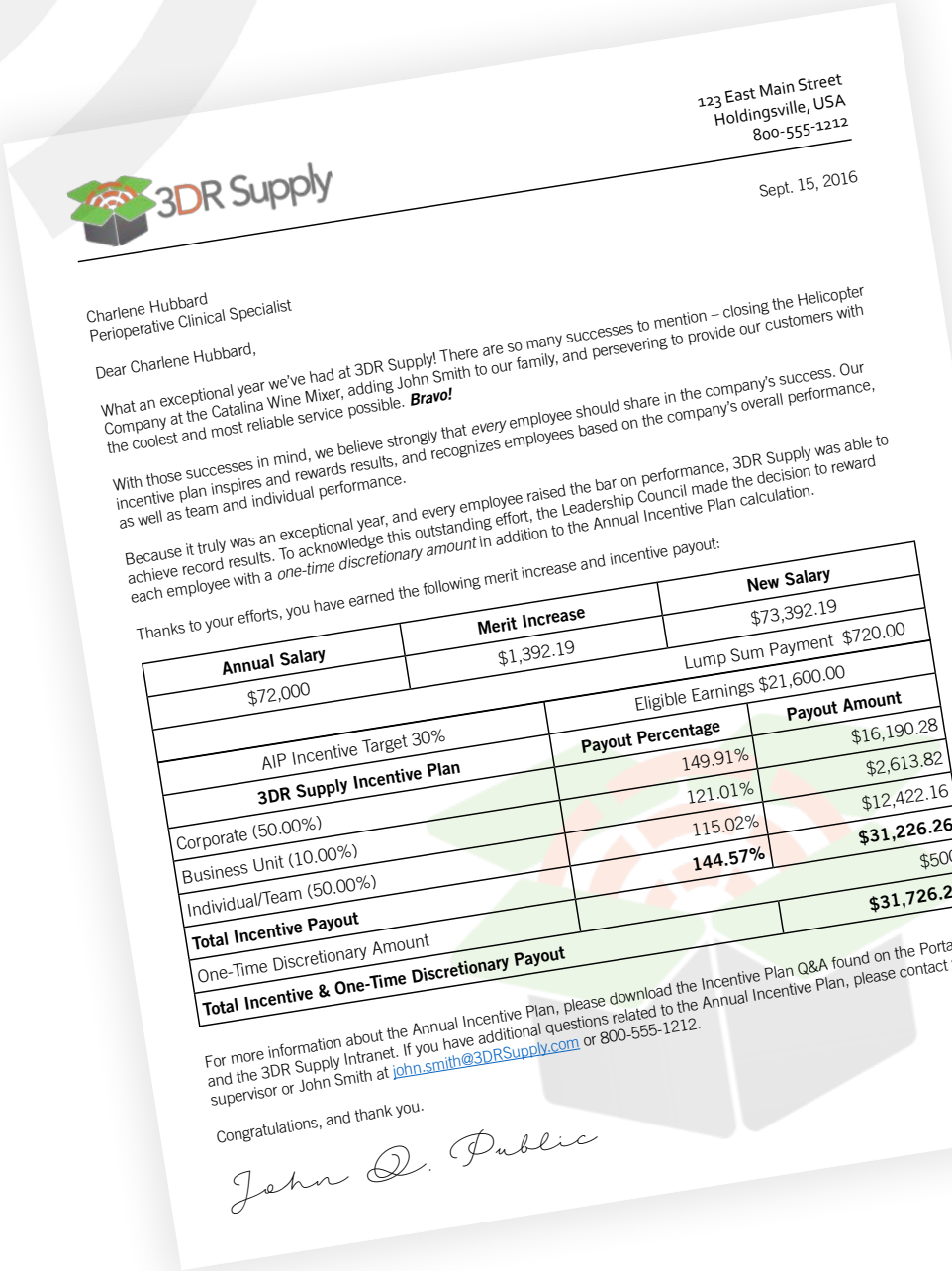
3DRESULTS

Custom Compensation Statements

Build Employee Engagement with Compensation Information

Beyond their base pay, many employees receive additional compensation in the form of incentives such as merit pay adjustments, promotion raises, stock options, and one-time payouts, among others. One way an employer can show employees the value of their hard work is to present a total compensation statement.

Why settle for a statement that doesn't reflect your organization's investment in your employees? 3D Results can design a statement that reinforces your culture and supports your compensation philosophy. Custom compensation statements display a broad range of information, along with the personalization and branding that today's employers want.



3DR Supply

123 East Main Street
Holdingsville, USA
800-555-1212

Sept. 15, 2016

Charlene Hubbard
Perioperative Clinical Specialist

Dear Charlene Hubbard,

What an exceptional year we've had at 3DR Supply! There are so many successes to mention – closing the Helicopter Company at the Catalina Wine Mixer, adding John Smith to our family, and persevering to provide our customers with the coolest and most reliable service possible. ***Bravo!***

With those successes in mind, we believe strongly that *every* employee should share in the company's success. Our incentive plan inspires and rewards results, and recognizes employees based on the company's overall performance, as well as team and individual performance.

Because it truly was an exceptional year, and every employee raised the bar on performance, 3DR Supply was able to achieve record results. To acknowledge this outstanding effort, the Leadership Council made the decision to reward each employee with a *one-time discretionary amount* in addition to the Annual Incentive Plan calculation.

Thanks to your efforts, you have earned the following merit increase and incentive payout:

Annual Salary	**Merit Increase**	**New Salary**
$72,000	$1,392.19	$73,392.19
		Lump Sum Payment $720.00
		Eligible Earnings $21,600.00

AIP Incentive Target 30%	**Payout Percentage**	**Payout Amount**
3DR Supply Incentive Plan	149.91%	$16,190.28
Corporate (50.00%)	121.01%	$2,613.82
Business Unit (10.00%)	115.02%	$12,422.16
Individual/Team (50.00%)	**144.57%**	**$31,226.26**
Total Incentive Payout		$500
One-Time Discretionary Amount		**$31,726.2**
Total Incentive & One-Time Discretionary Payout		

For more information about the Annual Incentive Plan, please download the Incentive Plan Q&A found on the Porta and the 3DR Supply Intranet. If you have additional questions related to the Annual Incentive Plan, please contact supervisor or John Smith at john.smith@3DRSupply.com or 800-555-1212.

Congratulations, and thank you.

John Q. Public

Our Offering

Our consultants work with your compensation experts to design, brand, and develop custom compensation statements that enhance the standard statements delivered by SAP SuccessFactors. Custom compensation statements by 3D Results help your managers communicate increases and other awards to employees by providing:

- Completely customized layout with multiple images, page elements and colors – including a CEO photo and signature image
- Translation and localization of the statement, so employees and managers see the same layout in their chosen language
- The ability to embed logos and images anywhere on the statement
- Inclusion of data from multiple sources within SAP SuccessFactors, (Employee Central, Employee Profile and other forms) in addition to data from the compensation form
- Dynamic fields that can be embedded into the message and charts to personalize the statement with a name, department, job title, etc.

3D Results collaborates with you to design and develop a custom compensation statement for your organization that accurately presents employees' total compensation in a way that supports organizational culture, builds engagement, and addresses business needs.

A typical engagement lasts three weeks, and includes consultation on statement design with two iterations.

Certain assumptions and restrictions will apply. Schedule a call with your 3D Results representative to learn more and discuss your custom compensation statement project.

ABOUT 3D RESULTS

3D Results® provides consulting and data science as a service for SAP SuccessFactors and IBM Kenexa HCM suites. Our Process on Purpose® methodology ensures a successful implementation while connecting data and aligning systems with talent strategy. Our experienced, practitioner professionals offer a consultative style that delivers Results on Purpose®.

3DRESULTS®

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