# Authoria Compensation

## Extended Application Support for Compensation & Performance Planning

Once your new technology goes live, we can provide continued support for your compensation and performance programs. We will participate in your annual comp cycle to map and streamline your processes. We help you engage your managers in the salary planning process and provide customer-focused support for your compensation applications. We help you identify trends, maintain data integrity, and develop tools for continuous process improvement.

### Data Import Troubleshooting

We know just because your system is in place, it doesn't mean your data is ready to be loaded. We help you create data standards to guarantee you are only moving accurate and consistent data into the system—even from multiple global sources.

### Performance Planning

Once you have implemented Authoria Performance, we can help you define your performance goals and plans. We help you get the system in place to manage competencies, consistently evaluate and reward performance and easily spot any leadership gaps. A streamlined performance solution will ensure that you fill your top positions with high-performers and develop a pipeline of future leaders.

### Salary Planning

With Authoria Compensation, we help you streamline your salary planning, including:

- Configuration and validation of Salary Increase Guide(s)
- Load Merit/Promotion/Salary Adjustment Budget
- Set up and troubleshoot the Authoria Compensation Eligibility Locators
- Validate Proration Events and Calculations
- Process and allocate plans
- Generate worksheets
- Process results

### Salary Planning data import and troubleshooting support:

- Provide support ensuring performance ratings are populated for all employees
- Load currency exchange rates (if needed)
- Conduct hierarchy validation and identify issues
- Perform additional manual uploads as necessary
- Conduct data validation of critical elements within Authoria Compensation

**Process flow:**

Data import → Plan set-up → Data validation → Execution & Review → Troubleshooting → Process results

## Stock Planning

We can help you set up your stock plan, including:

- Configuration and validation of the stock targets
- Set up and troubleshoot the Authoria Compensation Eligibility Locators
- Black Scholes and strike price set up
- Validate proration events and calculations
- Process and allocate plans
- Generate worksheets
- Process results

**Stock planning data import and troubleshooting support:**

- Load Strike Price and Stock Valuations (if needed)
- Conduct hierarchy validation and identify issues
- Perform additional manual uploads as necessary
- Conduct data validation of critical elements within Authoria Compensation

## Bonus Planning

We simplify your bonus planning with:

- Configuration and validation of bonus targets
- Configure Authoria Compensation Performance Measures
- Configure modifiers as applicable
- Validate proration events and calculations
- Set up and troubleshoot the Authoria Compensation Eligibility Locators
- Process and allocate plans
- Generate worksheets
- Process results

**Bonus planning data import and troubleshooting support:**

- Bonus targets
- Conduct hierarchy validation and identify issues
- Perform additional manual uploads as necessary
- Conduct data validation of critical elements within Authoria Compensation

"Stratega Group was an invaluable partner in the global implementation of our compensation solution. With their in-depth understanding of Authoria Compensation and vast functional expertise in compensation, they enabled us to standardize our business processes. Their functional aptitude coupled with technical proficiency allowed them to effectively and efficiently assist us in implementation of the tool. As an end result, the application worked seamlessly across all our locations and was deemed a success by end users and executive management."

— *Mary Jane Meredith*
Director of Global Business Solutions
– Information Technology



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