

EFFECTIVE COMPENSATION SOLUTIONS

Compensation professionals today are faced with many challenges:

- effectively managing increasingly complex compensation programs
- supporting greater user demands for access to information
- extracting value from key business data that resides on different systems (spreadsheets, databases, etc.)

RetentionEngine recognizes these challenges faced by today's business leaders. While business models and technology may change, your job remains constant. You need to manage complex business environments while reducing expenses. All the while, you need to implement solutions with strong ROI that will assist in the retention and motivation of your best people. You need a solution that will provide you with a competitive edge in a data driven world.

RetentionEngine offers the compensation experience and technical expertise required to successfully align your compensation initiatives with leading-edge technology solutions.

rE toolkit and methodology

RetentionEngine develops software solutions that help companies manage *event-based* compensation programs, including focal reviews, short-term incentive awards, and stock option grants. We understand that a "total rewards" view requires a timely communication of information between HR, executives and line managers.

Web-based and compatible with all major HR Information Systems, our modular toolkit gives our clients a software solution specifically tailored to fit their compensation programs.

RetentionEngine utilizes a proven methodology to deliver a solution that gives our clients high-quality, cost effective systems.

Our **compManager™** suite of modules includes:

baseComp™ - merit compensation planning and management

variableComp™ - bonus planning and management

stockManager™ - annual grant deployment and pool administration

execComp™ - total remuneration planning and management

focus on compensation technology

Our fully web-enabled, multi-tier tools have been built utilizing core, standardized technologies, including XML, Windows DNA, SQL2000, Visual Basic and Crystal Reports. Our solutions can access data from any data source (SQL-Server, Oracle, PeopleSoft, Excel or your home grown applications) to ensure consistent information is used in the analysis and management of your data.

RetentionEngine, Inc.

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Client Services
603.580.1088

www.retentionengine.com

retentionEngine

making compensation technology work for you

compManager

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Employee Info		Base Salary		Variable		Stock/Deferred		Summary
Employee Name	Office Location	2001 APR	2002 APR	Grade	Start Date	Promotion Date	Status	
Dorsey, Susan	Houston	4	4	11	5/29/1996	10/1/2000	Completed	
Jenkins, Joseph	New York	4	3	12	10/1/2000	12/1/2001	Completed	
Delaney, Matthew	New York	3	4	7	5/1/1999	2/15/2002	Needs M approval	
Timmison, Karen	Philadelphia	3	5	3	6/5/1998	2/1/1999	Completed	

client benefits

By helping you define strategies, integrate new processes, leverage best practices and proven resources, RetentionEngine will help you make well-informed decisions and improve operational efficiencies. Our clients enjoy the following benefits:

- **Informed Decisions:** compManager™ brings order to your compensation processes by consolidating the information you need from different sources, including spreadsheets, stock options data, salary surveys, performance ratings, and other compensation management solutions
- **Time Savings:** Having all your compensation data in one place reduces the time your company spends on compensation plan management.
- **Cost Savings:** Our suite of products is designed to be implemented quickly, and our compensation solutions eliminate many errors found in spreadsheet-based systems.

about RetentionEngine, inc.

A leading software provider of compensation technology solutions that deliver great value to our clients, RetentionEngine helps ensure the effective management of complex compensation programs for corporations worldwide.

For more information, please contact:

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