

### CHALLENGES

- Inability to connect employee behaviors and performance to compensation
- Difficulty implementing total compensation approaches
- Multiple, disconnected systems or processes for compensation management
- Lack of access to timely and complete compensation reporting
- Compliance with Sarbanes-Oxley provisions around executive compensation planning

### BENEFITS

- Increase visibility into rewards and performance
- Boost employee performance
- Drive higher retention through meaningful rewards
- Shorten compensation cycles
- Tightly link with all Cornerstone talent platforms (learning, compliance, performance, succession, and analytics)
- Simplify processes and reduce paperwork
- Access online and on-demand through Software-as-a-Service (SaaS)

### KEY FEATURES

- Compensation and salary plan management
- Short- and long-term incentive programs
- Pay adjustments based on performance factors
- Views into status of merit planning cycle
- Flexible roll-ups for planned salary increases
- Compensation-ratios calculations
- Specific approval workflows with automated notifications
- Reports and executive dashboards

## Driving a Pay-for-Performance Organization

Cornerstone Compensation™ is one of the critical pieces of Cornerstone OnDemand's integrated talent management suite. Cornerstone Compensation™ ties together employee learning, performance, and compensation to allow for the growth of a true pay-for-performance culture. With Cornerstone, organizations link these key elements to cultivate a dynamic total compensation management process that accounts for actual employee performance and contribution.

## Strategic Compensation Management

With increasingly tough competition for skilled labor, it is imperative for organizations to manage their existing employees more effectively and, often, to do more with less.

When employee performance and compensation can be linked, the organization begins to operate as a meritocracy – rewarding high performers who routinely demonstrate competence and consistently contribute to the success of the organization.

Cornerstone Compensation provides the tools to allow organizations to reward the behaviors and outcomes they desire most. A pay-for-performance culture promotes ongoing goal achievement, competencies strategically mapped to roles, and high levels of retention.

Linking compensation to performance and contribution is no longer only for quota-carrying sales staff and executive leadership. With Cornerstone Compensation, base salary and incentive rewards can be managed on the basis of actual performance for job roles across the board.

## Get Measurable, Immediate Results

Align Rewards	Connect base, bonus, and equity to actual employee contribution and goal achievement.
Link Immediately to Performance	All relevant performance information is at your fingertips when making compensation decisions.
Simplify Pay Scale Changes	Making Adjustments is straightforward and saves time, whether for lump sum or merit increases.
Report on Pay-for-Performance	Generate graphical reports to determine the state of the pay-for-performance organization.

## Part of a Complete Talent Management Suite

Cornerstone Compensation is an important part of Cornerstone OnDemand's fully integrated platform for learning, social networking, compliance, performance, compensation, and succession planning. Deploy only the specific set of features to meet the particular needs of your organization.

## Total Compensation Management

Cornerstone Compensation is a comprehensive compensation management platform that streamlines the process of administering highly tailored salary and incentive plans.

### Compensation and Salary Planning

Cornerstone Compensation manages all types of compensation programs including salary, merit increases, market adjustments, lump sum payments, and other discretionary pay components.

- Highly flexible, role-based administration matches widely varied workflows
- Various budgets, bases, and adjustment guidelines by pay grade, job role, cost center, division, location, and more
- Salary data integrated for immediate and accurate valuation of specific job roles
- Easy-to-use, graphical interface for administrators, managers, and end users

### Incentive Management

Cornerstone Compensation simplifies processes around administering meaningful incentive programs for the distribution of bonus and equity.

- Bonus management tools give managers appropriate organizational guide lines for awarding bonus pay
- Equity management tools support complex rules around eligibility, vesting, and grant size
- Supports all types of stock management planning for restricted stock awards (RSA), incentive stock options (ISO), and non-qualified stock options (NQO)
- Easy-to-use, graphical interface for administrators, managers, and end users

### Budgeting and Reporting

Cornerstone Compensation also delivers a range of tools to increase transparency and visibility for administrators and managers.

- Approval workflows can be configured on-demand to meet even the most complex existing practices
- Budget summaries and analytics can be accessed simply from many steps of the administration and management processes
- Supports multiple budget scenarios including variable, fixed, and cascading budgets
- Standard reports are available to pull key data around adjustment guide lines, budget status, compensation task status, EEO reporting, and more
- Analytics tools allow for the creation of highly sophisticated custom reports - on-the-fly and on-demand



Allocating budgets in line with performance.

## Integration Is Everything: Pay-for-Performance

To enable a pay-for-performance environment, the compensation platform must have ready linkages to development and performance data – more than a cumbersome third-party handoff.

Cornerstone Compensation is an integrated part of a complete learning and talent management platform. This means seamless links to important performance and workforce planning data, including:

- Performance review scores
- Competency assessments
- Individual, divisional, and corporate goal achievement
- Key Performance Indicators
- Succession plans
- Market data

Operating as an integrated whole, Cornerstone Compensation lets organizations realize the full promise of talent management, developing a culture of meritocracy and explicitly linking employee behavior and work quality to just rewards.

### About Cornerstone OnDemand

Cornerstone OnDemand helps organizations to empower their people and optimize workforce productivity with a comprehensive suite of integrated talent management solutions for enterprise social networking, learning, compliance, performance, compensation and succession management, as well as robust reporting and analytics. Visit [www.CornerstoneOnDemand.com](http://www.CornerstoneOnDemand.com)