

FocalReview

FocalReview® manages Fixed, Variable & Deferred Compensation in multiple languages and currencies. It delivers Total Rewards management from Pay Manager to Board Room on an elegant web based platform running in house or as Software As A Service (SaaS).

Your Reward processes will access modules that include modeling, budgeting, proposals, review and approval with full localization, stock grants, lump-sum bonuses, complex hierarchies, Performance Appraisal, forced ranking, board-level review and employee statements.

FocalReview benefits include:

- **Flexibility** that combines the ease of installation with the ability for you to configure rapidly to your business requirements
- **Integration** with your existing processes, applications and data
- **Control** of the deployment is assured by your Spiralinks project lead working with you and your Information Technology team
- **Low risk** implementation of your scalable workflow, up and running next quarter, not in two to three years
- **Familiarity** of User interfaces that emulate industry standard spreadsheets and reporting tools in a web world, minimizing training and support.

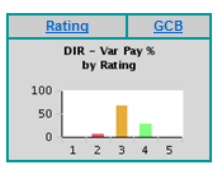
SPIRALINKS Free The Data

Compensation Reports Parameters Admin Import Export Help Logout

Dashboard Worksheet Modelling Approvals Documentation Applite Advanced Search

Currency	Direct				Span of Control (SOC)				Indicators	
	Salary	% Bonus	%	%	Salary	% Bonus	%	Dir	SOC	
EUR	1,120,619				1,120,619					
Current	63,889	5.70 %	379,698	33.88	63,889	5.70 %	379,698	33.88		
Contractual	0	0.00 %	0	0.00	0	0.00 %	0	0.00		
Proposed	1,184,508	105.70 %	379,698	33.88	1,184,508	105.70 %	379,698	33.88		
Budget	1,384,625	161.42 %	332,842	38.80 %	1,384,625	123.56 %	332,842	29.70		
(o)/u Budget	200,117	14.45 %	(46,855)	(14.08)	200,117	14.45 %	(46,855)	(14.08)		

Indicators		Dir	SOC
Headcount		11	11
Staff w/o Incr		0	0
Staff w/o Rating		1	1
Staff w/o Award		0	0
CompaRatio		102.60	102.60
CompaRatio New		108.45	108.45



2408 - Structural Analysis Summary Off Sort Filter 1 Rejection Comments Submit

+ DG	Employee ^	Status	Grade	Rating	CCY	Annual Salary	Freq	Rate	FT PT	FT Salary	Proposed Salary	% Change	Total Bonus	Total Comp	Market Comparison
	+ NAME	+ STATUS	+ GRADE	+ RATING	EUR	- SALARY					+ NEW SALARY		+ TBONUS		
	Totals					1,120,619				1,120,619	1,184,508		379,698	1,500,317	
0	Ardoin, Mayann	LOC	7	2	GBP / EUR	179,879	H	86.48	1	179,879	187,476	4.22	593	180,471	
0	Bolt, Maritta	LOC	1	1	USD / EUR	102,708	A	102,708	1	102,708	104,537	1.78	0	102,708	
0	Burd, Mervyn	IM	6	2	USD / EUR	118,589	W	2,281	1	118,589	126,890	7.00	16,389	134,978	
2	Carrol, Mayann	IM	6	3	EUR / EUR	66,103	A	66,103	1	66,103	69,408	5.00	45,000	111,103	
0	Casarez, Benjamin	IM	3	2	EUR / EUR	72,385	A	72,385	1	72,385	77,462	7.00	0	72,385	
0	Flock, Asit	LOC	2	-	GBP / EUR	110,362	M	9,197	1	110,362	115,881	5.00	29,637	139,999	
0	Gilmour, Rainer	IM	5	3	USD / EUR	120,828	A	120,828	1	120,828	126,870	5.00	59,274	180,102	
0	Prendergast, Paul	LOC	2	1	EUR / EUR	83,556	M	6,963	1	83,556	99,600	19.20	0	83,556	
0	Upshaw, Maria	IM	8	4	USD / EUR	56,608	W	1,089	1	56,608	58,872	4.00	98,789	155,397	
1	Verville, Zulmira	LOC	1	4	USD / EUR	127,936	H	61.51	1	127,936	131,774	3.00	0	127,936	
0	Vosburg, Nizamuddin	IM	4	3	EUR / EUR	81,666	A	81,666	1	81,666	85,749	5.00	58,320	139,985	

- **Role-based Span of Control**
- **Deferrals and vesting**
- **Multi-currency & Language**
- **Performance & Self Service**
- **In House, Outhosted or SaaS**
- **Inquiry & Reporting**
- **Sarbanes Oxley compliance**
- **24x7 global support**

Key features

- Helps you administer orderly, consistent fixed and variable pay cycles;
- Rolls up results by organization;
- Provides "Manager Inquiry" insight to employment history;
- Enables review, budget, model and approval;
- Delivers what-if modeling to Business Managers and Executives;
- Supports Finances need for budgeting tools and payroll interfaces;
- Assists Auditors' needs for compliance and accountability;
- Ensures Information Services security, access and auditability standards;
- Uses existing data and hierarchies and integrates to HRIS and Payroll.


About SpiraLinks

SpiraLinks designs and runs secure web-based systems for Sales, Marketing, HR and Finance, with consulting and development from Trade Shows to Contract Administration.

We specialize in compensation management and the deployment of successful information solutions. This means that we can also advise on specialist development work if your company has unique features that must be incorporated into your Total Rewards systems.

What Now?

SpiraLinks can install FocalReview and train your staff within 120 days of contract signature. We know the culture of compensation administration and human resource management in today's environment. Call or e-mail for a chat, a demonstration, or technical information.

 +1(408) 796 3006 (USA) +44(1223) 750 168 (UK) +91(891) 554 2337 (India)

mark.bean@spiralinks.com

1682 Dell Avenue, Campbell, California 95008

Sheraton House, Castle Park, Cambridge CB3 0AX, UK