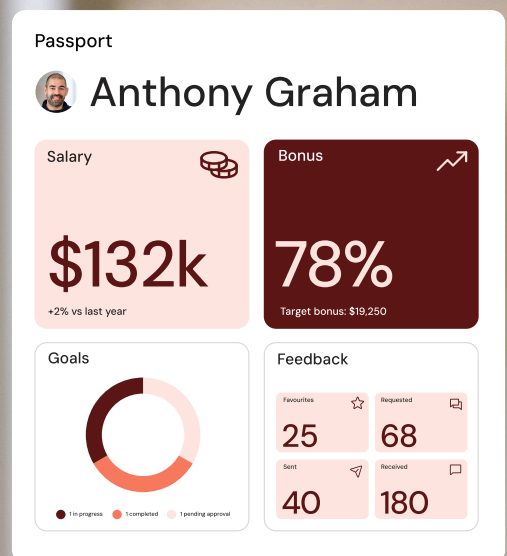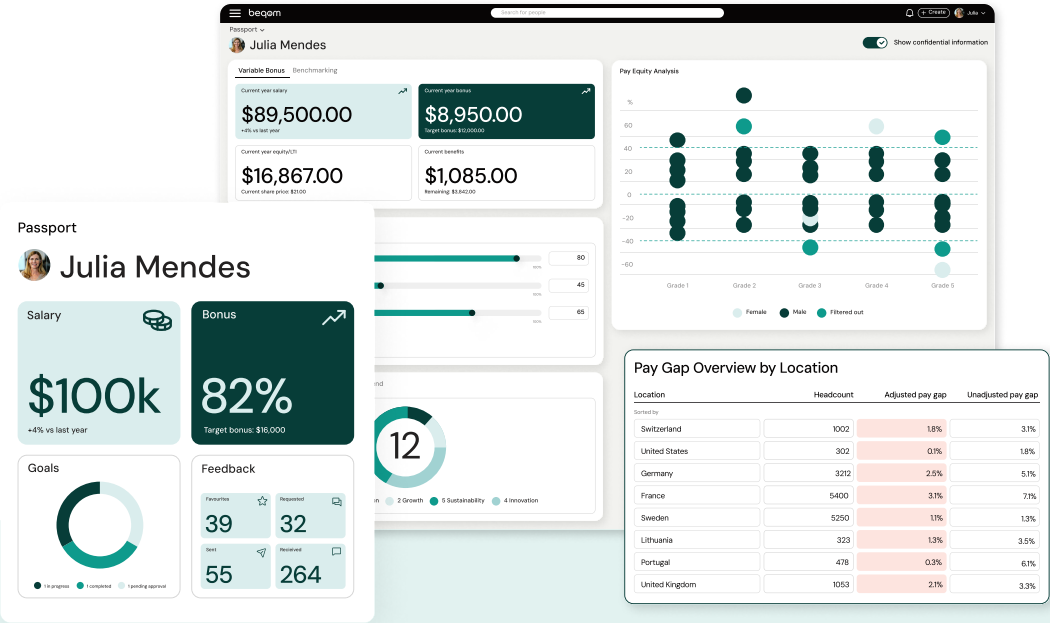# beqom

See all that comp can become.

A complete compensation suite that does everything you want it to do. Bringing clarity, equity, and motivation to your workforce.

Passport

Anthony Graham

Salary

$132k
+2% vs last year

Bonus

78%
Target bonus: $19,250

Goals

● 1 in progress ● 1 completed ● 1 pending approval

Feedback

| Favourites ☆	Requested 💬
25	68
Sent ➤	Received ▢
40	180

Welcome to the future of comp

Transform your compensation strategy with our next-gen platform, powered by cutting-edge AI technology. Remove yourself from the constraints of spreadsheets and generalist suites and gain the freedom you need to deliver efficient, precise, and fair comp to everyone.

beqom provides efficiency at scale for global organizations, streamlining compensation, equity, and performance management processes.

Pay Management

Simply manage your complexity: create, configure, and manage your comp rounds and plans with full flexibility and transform your compensation strategy effortlessly with our intuitive solution. One size does not have to fit all.
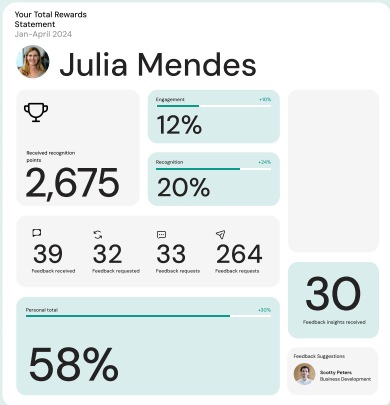
Total compensation without compromise.
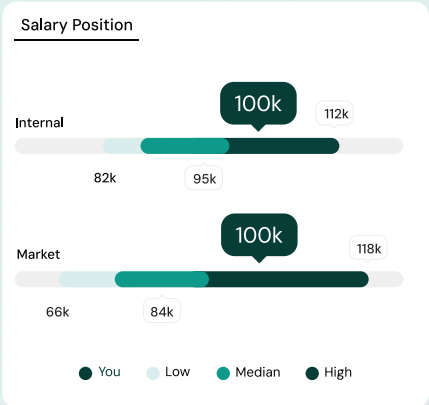
Pay Transparency

Effortlessly streamline pay reporting and communications to empower teams with real-time pay insights.
Confidently fulfill requirements to ensure transparency compliance, while accelerating pay equity progress across your organization.

**Compliance and clarity. For every employee.**

PayAnalytics by beqom

Move beyond compliance and cultivate a culture of fairness. Our platform offers a transparent view of your compensation structures and workforce demographics. Get automated, actionable insights to eliminate gender and ethnicity pay gaps, helping you foster a more diverse and equitable workplace.

Put fairness first: close pay gaps for good.

Pay Equity Analysis
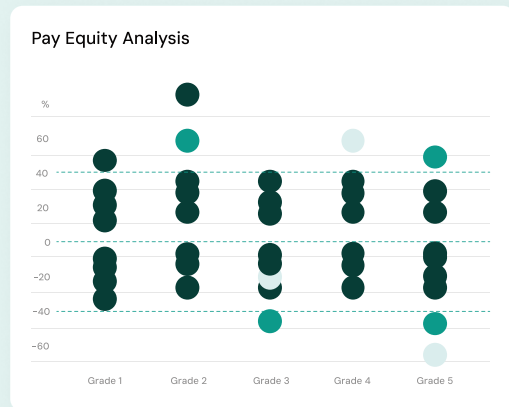
Pay Intelligence

Get automated pay suggestions that stay true to your company strategy. Using advanced machine learning, our compensation prediction models provide data-driven pay recommendations. Predict pay trends and optimize your budgets for fair and competitive pay recommendations.

Always pay the optimal amount.

Pay Prediction

Reset All

Model fields

Position ︿

Grade	Measurement Criteria Achievement
G05	85%

Average Goal Completion (Last 3 years)	Comp ratio
76%	1.10

Performance ︿

Average Performance Rating (Last 3 years)	Min Performance Rating
4.3	3

$ 120,000
Current Salary

$ 131,000 +9.1%
Salary Prediction

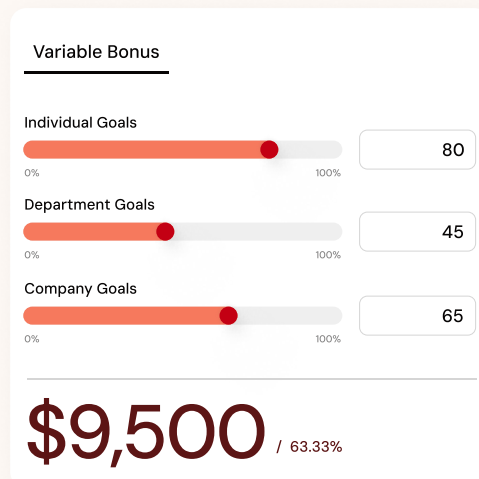| $125,000 – 135,000	72.5%
Salary Prediction	Model Performance

How beqom can help you

From expert compensation planning to data-driven performance outcomes, beqom can optimize your pay strategies and transform performance management from a process to an experience.

Platform

- HRIS Integrations
- Integration
- BYOM
- Performance Pro
- Workbench

Pay Management
Salary Management | Bonus Management | Long-term Incentives | Deferred Compensation | Sales Performance management | Performance Management

Pay Transparency
Passport | Statements | Communications

PayAnalytics by beqom
Pay Equity Analysis | Workforce Analytics | Remediation Actions | Mandatory Reports | Compensation Assistant | Job Evaluation

Pay Intelligence
Pay Predictor | Advanced Analytics | Budget and Modelling | Simulations | Benchmarking

Julia Mendes

Salary
$100k
+4% vs last year

Goal
3

Total Rewards

Fixed	Equity	LTI
Viable	Feedback	Sales Incentives

Complete and flexible pay strategies

Empower HR & Finance:

1. Salary review and benchmarking.
2. Bonus, LTI.
3. Executive comp.
4. Promotion management.
5. Sales incentive management.
6. Continuous performance management.
7. Recognition management.
8. Analytics, reporting, and compliance.

Variable Bonus

Individual Goals
0%   100%   80

Department Goals
0%   100%   45

Company Goals
0%   100%   65

$9,500 / 63.33%

Comp clarity for all with pay transparency solutions

Passport — The complete performance and compensation review.

Statements — Celebrate success with custom rewards statements.

Communications — Streamline communication and ensure smooth, automated, and clear delivery of compensation information.

My Behaviour Profile   Goals   Feedback

3

● 1 In progress   ● 1 Completed   ● 1 Pending approval

Notifications   ✓ Mark all as read

Julia Mendes
Your 2024 Compensation Letter is available
Jan 8, 2024 10:32 AM

M   Ready to share
Jan 6, 2024 11:15 AM

Jan 1, 2024 09:32 AM

Dec 18, 2023 13:15 AM

View All Notifications
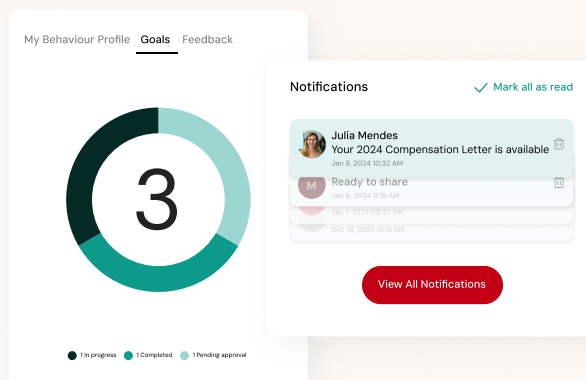
Optimized, data driven pay recommendations

Remove the guesswork in pay decisions:

1. Pay predictor – run any comp prediction scenario, powered by machine learning.
2. Get data driven compensation at your fingertips with advanced analytics.
3. Budget and model with confidence.
4. Define, model, and run any simulation across all your comp, performance, and equity data.

Workbench

Platform setup
Define system parameters and customize the user experience on the platform

Feature enablement
Activate features and adjust their settings

Business data management
Manage workers and organizational data
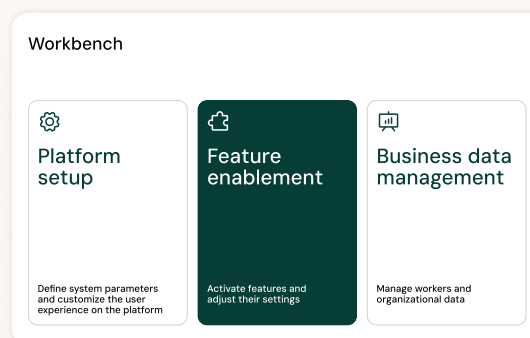
Remove pay gaps for good with PayAnalytics by beqom

Equity at scale with a plug-and-play solution:

1. Get a clear view of your company's pay structures and workforce composition and ensure fairness, equity, and diversity.

2. Help close pay gaps within your budget by sending personalized remediation recommendations to HR and line managers.

3. Get the compliance reports you need for anywhere in the world, at the click of a button.

4. Use our Compensation Assistant to get pay suggestions in line with pay equity goals, supporting decision-makers during merit increases, hiring, promotions, or transfers.

5. Compare a range of jobs and employee attributes and precisely determine how different jobs equate.

> The employee experience has never been so important. beqom is a key component of our HR ecosystem, which is designed to put the employee at the center of what we do to drive delivery. beqom delivers a personalized and contextual user experience which is intuitive and easy to use and navigate."

– **Human Capital Experience Lead**
Standard Bank of South Africa

Standard Bank

Trusted by global organizations

The world's leading enterprises trust beqom with their performance and rewards strategies.

Financial Services	PICTET 1805	AXA	Standard Bank	BNP PARIBAS
Retail and Customer Goods	Coca-Cola HBC	L'ORÉAL PARIS	LOWE'S	PEPSICO
Automotive and Manufacturing	EATON	FORVIA	JM FAMILY ENTERPRISES, INC.	DAIMLER TRUCK
Technology	FUJITSU	RICOH	WiX	syngenta
Telecommunications	Sunrise	TURKCELL	orange™	swisscom
Energy and Resources	e·on	TotalEnergies	ENGiE	ExxonMobil
Business Services	THE ADECCO GROUP	randstad	wipro	DHL

How we do it

Intelligent automation for compensation optimization

Flexibility.

Configure comp to fit your strategy, even in complex global organizations.

Automatic recommendations.

Use guided decision-making based on rules and data.

Personalization.

Tailor comp to align performance and pay to an individual employee.

Predictive Modeling.

Understand and pre-empt potential impacts, bias or risks.

Optimization.

Model and simulate to ensure your spend is aligned to business outcomes.

High-performance culture based on continuous feedback

Enterprise grade.

Continuous performance management designed for the global enterprise.

Great user experience.

Intuitive design that minimizes change management.

Easy to deploy.

Unique deployment model with deep expertise from the beqom team.

Scalable and secure.

Solutions built on a highly scalable and secure cloud platform.

Leveraging your HR/IT environment

beqom's cloud solutions integrate closely with common HR suites such as Workday, SAP SuccessFactors, Oracle HCM, Microsoft Dynamics 365, and many others, providing best-in-class capabilities that complement your core HR system.

| Oracle | Workday | Microsoft Viva | UKG | ADP | SuccessFactors |

Better decisions and insights with the right data, faster

beqom Insights help you understand more about your workforce and how to optimize your pay strategies. With complete data and insights you can trust, you can significantly reduce risk, improve performance, and make your people happy. Make data-driven decisions about:

> Pay Equity / Risk of Attrition / Competitive Pay / Pay & Performance Impact / Comp Effectiveness / Simulation & Cost Optimization

Put people first and create a high-performance culture

beqom enables a performance & reward approach that puts the employee experience at the center while driving a high-performance culture, ensuring fair pay and providing transparency and compliance.

Optimized Costs

Inspired Performance

Reduced Risks

Attraction & Retention

> When evaluating the right technology to enable our HR transformation, we could not afford to compromise on our compensation strategy, requiring a flexible and powerful long-term incentive plan management system with the ability to expand to other areas of compensation."
>
> **– Head of Global Compensation**   **syngenta**

beqom: A complete compensation suite that does everything you want it to do. Bringing clarity, equity, and motivation to your workforce.
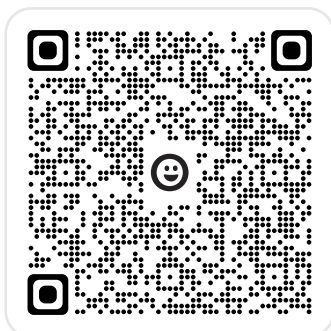
Schedule a demo today

Scan the QR Code to speak to our experts and learn about all that comp can become.

beqom