



# Compensation Planning and Modeling

Anaplan for HR and Workforce

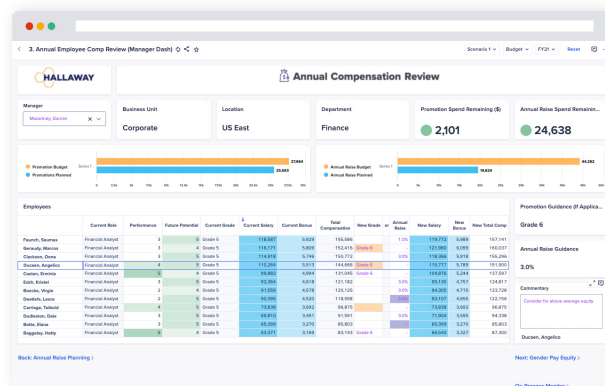


Anaplan for Compensation Planning and Modeling provides a connected platform allowing companies to align their compensation strategies and costs with the organization's overall goals.

Anaplan delivers the flexibility and power to design compensation structures reflecting the performance and value employees and management bring to an organization and its customers. Ensure that plans are fair and equitable by incorporating compensation benchmarks and external data into models and assess different scenarios to anticipate and rapidly adapt plans and budget to competitive market conditions.

## Key benefits

- Provide visibility into compensation costs across the organization; increase transparency and trust on data and calculations, streamlining audits.
- Design forward-looking compensation strategies and plans while aligning with organizational goals and budgets.
- Model compensation structures, from salary and merit to incentive compensation that is equitable and congruent with value brought to the organization.
- Evaluate different scenarios and understand the future impact of your compensation decisions.
- Anticipate and adapt plans and budgets to changing market conditions.



## There's a better way to plan

Anaplan is a purpose-built platform connecting people, data, and plans, to deliver a unified, real-time, cloud-based environment to optimize planning and democratize decision-making across all lines of business and business activities.

Leveraging the speed and scale of the platform, Anaplan offers businesses a nimble, intuitive, and secure way to collaborate concurrently to drive faster and more accurate decisions from strategic to operational levels.

## Customer Story



Zillow Group owns and operates the largest real estate and home-related brands on mobile and the web, including Zillow, Trulia, and Dotloop.

Because of the rapid growth of Zillow's businesses, the company had a difficult time creating compensation plans that could keep pace. Additionally, Zillow experienced complexities in the integration process between HR and compensation systems.

With Anaplan, Zillow was able to automatically integrate its HR data into its compensation plans, enabling access to real-time data and analytics.

- Because HR data is automatically integrated with compensation plans, changing plans when people change roles—a frequent occurrence—is made easy.
- HR can provide insights into compensation expenses and changes.
- Real-time data and analytics are available to managers and salespersons.

“Because employees now have data at their fingertips, they're spending more of their valuable time doing what they do best: selling our products.”

**Karen Han**  
Senior Manager of Sales Finance

## Solution details

### Compensation planning

- Model and plan compensation, including salary, merit and bonus, sales incentives, executive compensation, and equity.
- Align compensation plans to organizational strategy, goals, and financial budget.
- Top-down allocation of the compensation pool by division, cost center, and employees.
- Use driver-based calculations leveraging prior-year data and suggested amounts at the employee level and performance ranking.
- Define eligibility rules for long-term incentives and deferral calculations.
- Optimize compensation based on a variety of factors, including location, skill level, and pay grade.
- Inform talent acquisition plans to attract top talent with competitive packages.

### Compensation and pay equity metrics

- Integrate market data and third-party benchmarks into the planning process to inform compensation decisions.
- Use compensation metrics to improve hiring and location decisions.
- Analyze compensation and turnover to see what impact your policies have on retaining the right employees.
- Measure and bring visibility into gaps and opportunities to improve pay equity.
- Align your compensation plans with diversity goals and talent strategy to attract and retain talent.
- Minimize legal risk by uncovering unintended discriminatory and unfair pay practices.

### “What-if” scenario modeling

- Use scenario planning for total compensation, deferred bonus, and variance analysis.
- Model and compare various scenarios and immediately see the impact on cost KPIs and forecasts.
- Analyze the effect of any number of internal or external changes, drivers, and assumptions.

### Reporting, analytics, and visualization

- Leverage dashboards, reporting, and analytics with data visualization to analyze compensation data.
- Create highly formatted reports to inform executive and management decision-making.
- Leverage native capabilities for data aggregation to understand the big picture and drill down to detail to understand the underlying factors.

### Integration and data hub

- Integrate seamlessly with systems of record, including HCM/HR, Finance, CRM, and Compensation Management using pre-built connectors or third-party ETL tools.
- Manage organization-wide compensation budgets, plans, and hierarchies centrally.
- Enrich with data from your data warehouse and third-party benchmark providers or spreadsheets.

## The Anaplan platform offers

- **“What if” scenario and multi-dimensional modeling**, powered by our patented Hyperblock® calculation engine, producing ultra-fast calculations at unprecedented scale so you can anticipate market changes.
- Built-in dashboards, reporting, and analytics with data visualization providing **a single source of truth** on business performance.
- **Collaborative and agile planning** across Sales, Finance, Supply Chain, HR, Marketing, and other business units.
- Best-in-class **security and compliance** with role-based access control, user management, SSO support with SAML 2.0 compliance, and data encryption.
- **A highly extensible ecosystem** — collect and analyze data in a single location using APIs, ETL connectors, and built-in integrations with other solutions.

## About Anaplan

Anaplan (NYSE: PLAN) is a transformative way to see, plan, and run your business. Using our proprietary Hyperblock™ technology, Anaplan lets you contextualize real-time performance, and forecast future outcomes for faster, confident decisions. Because connecting strategy and plans to collaborative execution across your organization is required to move business FORWARD today. Based in San Francisco, we have 20 offices globally, 175 partners and more than 1,800 customers worldwide.

To learn more, visit [Anaplan.com](https://www.anaplan.com)



The Anaplan logo consists of a stylized geometric shape made of overlapping blue and green triangles, resembling a large letter 'A' or a cluster of data points. To the right of this graphic is the word 'anaplan' in a lowercase, sans-serif font.

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