

Aligning incentives with strategic goals for improved performance and business growth

Iconixx drives competitive advantage through strategic pay-for-performance programs for entire organizations. Companies of all sizes can maximize their investment in sales performance management, incentive compensation and salary planning by leveraging Iconixx's on-demand technology and groundbreaking expertise.

Iconixx solutions save money, eliminate errors and streamline processes to drive business results. They enable Management, Sales, Operations, Human Resources, Finance professionals to address the challenges of a pay-for-performance environment, drive competitive advantage and retain top talent.

Business Analysts can leverage the technology to build effective incentive compensation plans, resulting in customized pay-for-performance programs that are clearly aligned with company goals.

Iconixx's on-demand, subscription-based solutions are appropriate for companies of all sizes and industries – from global enterprises preparing to become Next Generation Enterprises, to small businesses starting to manage complex compensation scenarios.

The Iconixx Suite includes 3 modules, which deliver the highest quality technology and help align incentive plans with meaningful business growth.



ICONIXX SALES

Enhance sales impact with increased accuracy and scalability:

- Incent sales teams to drive business goals
- Model plans in advance for strategic decision making
- Improve communication between field personnel and sales management with easy-to-use dashboards



ICONIXX MERIT

Streamline processes to manage salary payouts, promotions and merit increases:

- Quickly view, edit, update, change and approve bonus plans
- Access data in real time, including year-to-date salary, quotas and transactions
- View side-by-side incentives by individual, plan or team factors



ICONIXX INCENTIVE

Ensure employee visibility for better alignment of business goals and organizational incentives.

- Eliminate manual incentive & bonus management
- What-if budgeting and forecasting
- Controlled and role-specific security dashboards.



PAY-FOR-PERFORMANCE PROGRAMS

Iconix designs, develops and maintains a range of pay-for-performance programs from sales incentives to MBOs.

The solutions allow users to model potential compensation strategies in a test environment before activating them, as well as forecast the impact of different payout scenarios.

Iconix solutions are flexible so that as the marketplace evolves and customers and employees change, the company can make seamless changes to the system.

Each solution features an intuitive user interface backed by highly-scalable rules engines.



DATA PRIVACY

The security of your customer and organizational data is paramount. Each Iconix solution provides security and privacy features, including:

- Authentication and authorization for each user based on their role and group
- Every username and password is encrypted
- Grants or revokes access to dashboards based on security privileges
- All customer data is transmitted via secure FTP with 256-bit AES transfer encryption over SSL and SSH.



WORKFLOW MANAGEMENT

Iconix solutions manage your company's significant workflow from assignment through to review and approval. Workflow proceeds smoothly with:

- E-mail alerts
- Status notifications
- Clear escalation paths
- Business rules

Iconix solutions are designed to ensure compliance with financial standards and regulations, including the Sarbanes-Oxley requirements.



COMMUNICATIONS

Iconix dashboards put critical information in one, easy-to-access place, offering:

- Reports
- Real Time Data
- Workflow Inbox
- Year-to-date performance information



SCALABILITY

Many of Iconix's clients are large organizations with tens of thousands of payees and more than tens of millions of transactions. Consequently, the Iconix software suite provides all-in-one solutions that are scalable to the size of any organization, including enterprise, mid-sized and small markets.