

Comp*Intelligence*



CompIntelligence is a financial solutions company that delivers Equity Compensation and Oracle Hyperion Applications Solutions. The organization is made up of finance professionals with an average of 20 years of finance experience. Established in 2002, the company serves over 70 clients worldwide, ranging from mid-market to Fortune 500 companies.

CompIntelligence is a full-service organization that not only sells products, but also designs and implements solutions, and provides education services to maximize the benefits of financial software.

Equity Compensation Solutions


CompIntelligence provides solutions leveraging our industry intelligence and our expertise in all the leading stock plan administration software, as well as all major outsource service providers. We complement this expertise with both custom-built and off-the-shelf applications, such as payroll interfaces, for a complete solution.

- ➔ Implementation and Data Migration
- ➔ Custom and Analytic Applications
- ➔ Business Consulting Services

Oracle Hyperion Applications

CompIntelligence provides expertise with the whole spectrum of Oracle Hyperion Enterprise Performance Management and Business Intelligence applications, from financial consolidation and management reporting to planning, budgeting, and forecasting.

- ➔ Software Sales
- ➔ Application Implementation Consulting
- ➔ Classroom and Custom Education
- ➔ Staff Augmentation



***CompIntelligence goes green with Renewable Energy Compliance and
Renewable Energy Business Intelligence Solutions***

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Equity Compensation Solutions

The CompIntelligence team has years of experience in the equity compensation market providing stock plan administration software and outsourcing services to large companies. Our consultants and technology experts work with compensation professionals every day providing solutions and answers on a multitude of issues.

With CompIntelligence, you have a partner who understands your current and future equity plan business requirements and will help you to determine the best solution to your business needs.

Implementation and Data Migration

Our consultants have experience implementing software solutions in virtually every environment. We understand the issues you will face, along with the underlying technology being implemented. We verify that the data from your newly-implemented system matches your legacy system and provide the reports you need to verify that all of the information has been converted to your satisfaction.

Analytic and Custom Applications

With our in-house development staff, we have built software modules tying back-office systems to stock plan administration platforms for streamlined operations. We have developed a suite of solutions designed to automate specific compensation processes.

- ➔ **CompXchange** connects your Payroll and HR systems to your stock option administration system making sure that important tax and employee demographic information is synchronized.
- ➔ **CompAnalytics** provides for critical human capital financial information to be consolidated from disparate data sources and multiple systems. It enables reporting and analysis of the consolidated data so that recommendations can be generated and allocated to all levels of the organization.
- ➔ **CompGrant** facilitates grant recommendations, agreements, and acceptance of grants, eliminating the traditional, time-consuming and error-prone system of shared spreadsheets.

Examples of custom solutions include custom reporting capabilities for options expense, and India/Malaysia Fringe Benefit Tax calculation and reporting.

Business Consulting Services

Our consultants have years of experience in the stock plan administration business. We perform a comprehensive evaluation of your internal process, and deliver a procedures manual and custom training supported by best practices. We recommend ways that process automation can be used to reduce manual tasks. You can benefit from a review of all facets of your process from grant approvals and exercises, to employee transfers and terminations, to compliance reporting.



Oracle Hyperion Applications



CompIntelligence professionals have worked with Oracle Hyperion Applications providing Enterprise Performance Management and Business Intelligence since the early 90s. We have implemented successful applications at hundreds of companies worldwide and have the in-depth product expertise coupled with the finance background to help you with all facets of your analytical, financial consolidation, management reporting, planning, budgeting, and forecasting needs.

Hyperion Software Sales

CompIntelligence is a certified reseller of Oracle products and can provide a low-stress sales cycle and detailed evaluation of your financial and business intelligence needs, to ensure an appropriate software match with your requirements. CompIntelligence is there from purchase to final implementation, so you can trust us to guide you successfully in your purchase decision.

Application Implementation Consulting

Our solutions consultants are seasoned finance professionals averaging 20 years of experience, with comprehensive knowledge and expertise with the Oracle Hyperion Application suite. We can help you with everything from a simple, departmental budgeting solution, to a worldwide financial consolidation and reporting implementation. We will take you from the whiteboard through final implementation.

Classroom and Custom Education

Our training is designed and developed to provide you with the skills you need to use Hyperion applications successfully in your business. Experts who have trained and used Hyperion products in real business situations have developed authentic sample applications and exercises. We quickly understand your application and business processes to tailor our training to your specific needs.

Staff Augmentation

Is a key member of your staff on short-term leave? Are you having difficulty finding a qualified Hyperion Administrator? Our team of experienced financial consultants with specific Hyperion Application domain expertise can help. Our CPA and MBA consultants have implemented hundreds of applications and have the hands-on expertise and experience to help you through a crunch.

Renewable Energy

At CompIntelligence, we have extensive experience working with companies on Renewable Fuels regulatory compliance, as well as performing attestations mandated by Environmental Protection Agency (EPA) regulations. Our goal is to partner with you to ensure a consistent set of processes and systems that support both external compliance and internal policies. We also work with you to develop a methodology to apply this same information to gain business insight from your Renewable Identification Numbers (RIN) and other compliance data.

Annual Attestation

CompIntelligence works together with member companies to perform renewable fuel attestations that EPA regulations require be performed by a CPA. We have completed many attestations for large and small companies and provide the knowledge and expertise to minimize the time, effort and risk associated with this process.

Compliance and Risk Management

Critical factors to success include knowledge of Renewable Fuel Standards (RFS) and ownership of compliance efforts. CompIntelligence provides the guidance necessary to ensure that day-to-day operations are efficient and consistent with requirements prescribed by the regulations. On a monthly or quarterly basis, we analyze your data, identify existing and potential issues, recommend steps to remediate or mitigate these issues and most importantly, work closely with you to implement these changes quickly and effectively. In addition, we counsel member companies with regard to the following:

- ➔ Changes to renewable fuels and other compliance program regulations
- ➔ Corrective action for issues discovered during annual attestation procedures
- ➔ Impact of new business activities and/or change in status of EPA registration—i.e., exporting renewable fuel or importing gasoline

Business Intelligence Solutions

- ➔ Is your company's RIN and other compliance data stored in various, disparate systems?
- ➔ Are you using Excel to maintain RIN and other compliance data?
- ➔ Have you experienced changes in staff, processes or systems used to manage compliance activity?
- ➔ Are you struggling with historical RIN and other compliance data?
- ➔ Are RIN and other compliance activity recorded with more time needed for validation?
- ➔ Are record keeping and reporting not always consistent?
- ➔ Would you like your RIN and other compliance data to provide business intelligence?

If you answered "Yes" to any of these questions, CompIntelligence can help. Our knowledge and experience with the Renewable Fuels and other compliance programs, coupled with our expertise in Business Intelligence strategies, ensure that your data and reporting are consistent, relevant and accurate.

