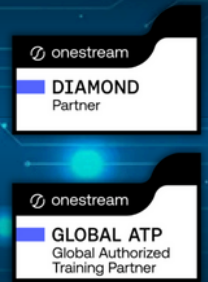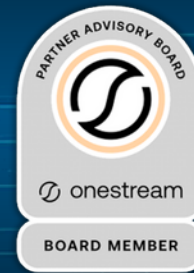# CompAnalytics

Bring Human Resources & Finance together in a way that truly supports business strategy, operational efficiency, and workforce retention.

PARTNER ADVISORY BOARD
onestream
BOARD MEMBER

onestream
DIAMOND
Partner

onestream
GLOBAL ATP
Global Authorized
Training Partner

CompAnalytics is a purpose-built OneStream Solution Exchange offering for unified compensation; salary, bonus, equity, and more for workforce planning and analytics. Developed by CompIntelligence, we transform the way organizations manage compensation by bringing Human Resources and Finance together on a single, collaborative planning platform.

Historical Compensation Analytics
Provides granular insights into actual and forecasted personnel costs by your OneStream dimensions such as entity, department, cost center or region.

Generative AI:
Explore data with natural language queries—ask ad hoc, what-if, or direct questions and receive immediate visual responses like charts, graphs, or variance explanations.

Maximize Data, Minimize Limits
Break free from field restrictions—access unlimited data, drill into detailed reports, and track variances down to the individual level.

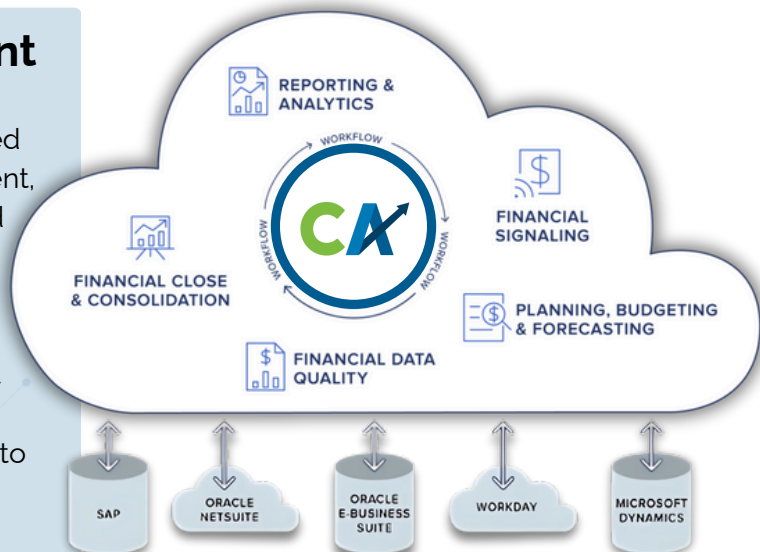### Optimized Compensation Planning:
Purpose-built for compensation analytics, addressing points like equity compensation expense and advanced reporting. Addressing challenges such as robust employee planning including allocations, transfers and splits with unlimited what-if scenarios and comparatives.
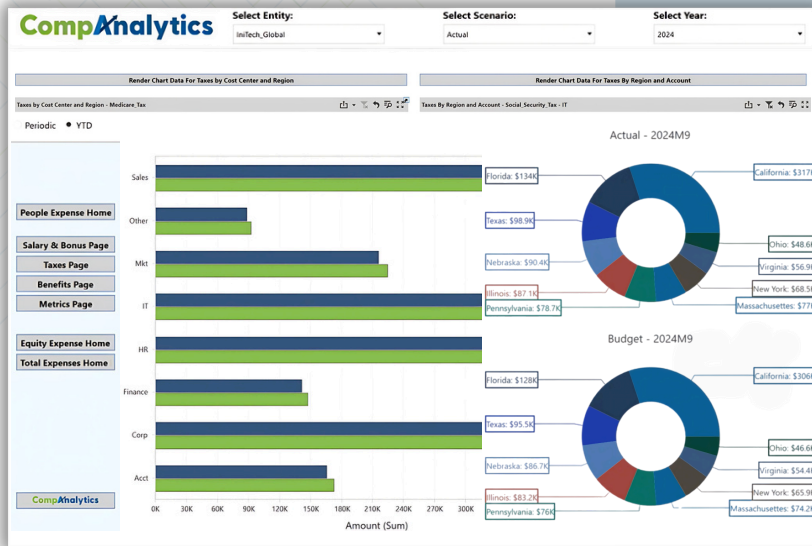
Long Term Incentive Compensation:
Provides a holistic view of all forms of long-term incentive compensation such as equity compensation (stock awards + options: RSUs, annual awards, PSUs, non-qualified stock options) deferred compensation, cash-based long-term incentives, profit sharing, and pension.

Extend Your Investment

CompAnalytics, is built to integrate seamlessly with OneStream's unified platform, enabling faster deployment, reduced implementation costs, and greater flexibility. These solutions are developed by trusted OneStream partners and vetted by OneStream to ensure they meet high standards of quality and performance—allowing customers to expand their platform capabilities without starting from scratch.

REPORTING & ANALYTICS
FINANCIAL SIGNALING
WORKFLOW
CA
WORKFLOW
WORKFLOW
FINANCIAL CLOSE & CONSOLIDATION
PLANNING, BUDGETING & FORECASTING
FINANCIAL DATA QUALITY

SAP
ORACLE NETSUITE
ORACLE E-BUSINESS SUITE
WORKDAY
MICROSOFT DYNAMICS

Enhanced Compensation Planning & Analysis

→ **Unified Data:** With two-way metadata flow, CompAnalytics ensures consistent, accurate data across financial and workforce management systems, providing a complete view of workforce costs and financial forecasts.

→ **Streamlined Reporting and Analytics:** Pre-integrated reporting capabilities allow users to easily analyze compensation data, offering actionable insights without the need for external consultants or complex manual integrations.

Excel Add-In Support:
Seamless Excel Add-in support for enhanced ad-hoc analysis of all compensation planning data

Corporate Actions:
Quickly analyze compensation impact on corporate actions such as restructuring, workforce reductions, acquisitions and equity grant accelerations.

Workflows & Transfers:
CompAnalytics offers a built-in wizard for transferring and splitting employees, with support for comments, approvals, and reminders. Combined with customizable workflows, it streamlines processes, ensures visibility into historical pay and cost allocation, and provides full auditability and control.

Advanced Security:
Separate and uniquely identified system administrator access to sensitive data. Built-in mechanisms to handle sensitive and secure employee data without extensive manual configurations. OneStream administrators do not have access to employee level unless requested.

Pre-Built HRIS, Payroll, & Equity Integration:
CompAnalytics includes out-of-the-box integrations with leading HRIS, payroll, and equity systems—such as Workday, ADP, Oracle HCM Cloud, and Paycom—streamlining data flow and significantly reducing implementation time and effort.

Metadata Aware:
CompAnalytics enables a two-way metadata flow for all dimensionality from the core OneStream consolidation and planning cubes.

Fast Implementation:
Prebuilt templates and streamlined processes (e.g., salary, bonus, tax models) reduce time to value and enhance flexibility.

Streamlined Maintenance:
Simplified metadata updates and report management ensure smoother adaptability to organizational changes.

See CompAnalytics in Action. Contact Us Today for a Demo.