CompAnalytics

A prebuilt extension to your financial consolidation and FP&A platform.

Built to integrate seamlessly with your existing planning environment

CompAnalytics brings together financial, HR, payroll, and compensation data in one connected planning experience. Finance teams gain real-time visibility into workforce costs, improve forecast accuracy, streamline reporting, and make more confident workforce decisions.

Optimized Compensation Planning

Purpose-built for compensation analytics, addressing workforce planning challenges such as robust employee planning – including allocations, transfers and splits, with unlimited what-if scenarios and comparatives.

Advanced Security

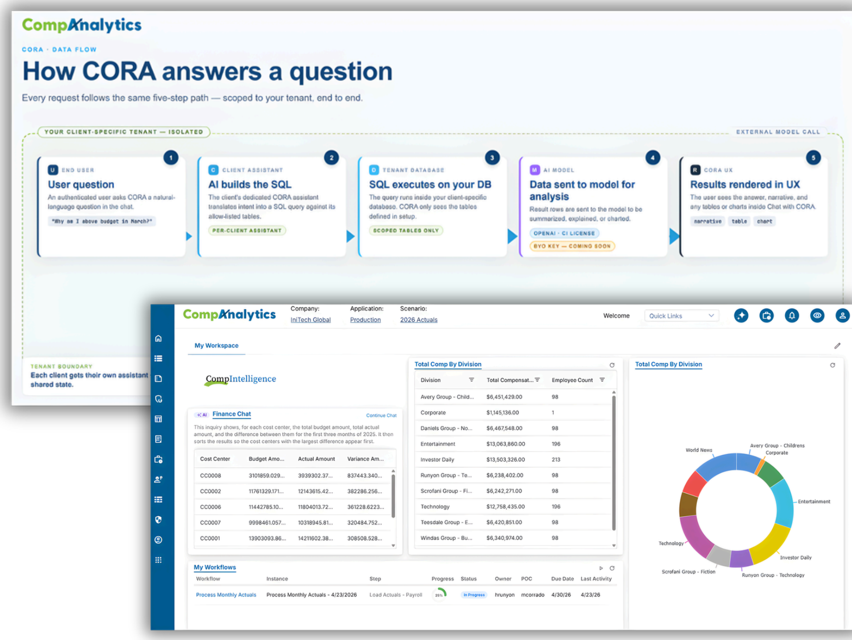
CompAnalytics provides multiple layers of security, including role-based access, employee aliasing, data masking, and configurable permissions for maximum control.

Generative AI at No Extra Cost

For those last-minute questions, our clients benefit from our out-of-the-box AI capability. Explore data with ad hoc, what-if, or direct questions, and get immediate responses.

Streamlined Reporting and Analytics

Pre-integrated reporting provides analysis of compensation data and actionable insights, without the need for external consultants or complex manual integrations.



CompAnalytics improves planning, reporting and analysis, while providing a clearer, more connected view of employee-related costs.

Planning for employee-related costs requires coordination across Finance, HR, and business leaders. CompAnalytics brings workforce data, compensation details, and financial actuals together in a single solution, providing a consistent, up-to-date view of employee-related costs. By connecting HR and Finance data, organizations can improve planning accuracy, reduce manual reconciliation, increase visibility into workforce cost drivers, and respond more effectively to changing business needs.

Enhanced Compensation Planning & Analysis

Fast Implementation

Prebuilt templates and streamlined processes reduce time to value and enhance flexibility.

Prebuilt HRIS, Payroll & Equity Integration to Any System

Out-of-the-box integrations with leading HRIS, payroll, and equity systems – including Workday, ADP, Oracle HCM Cloud and Paycom – streamlining data flow and significantly reducing implementation time and effort.

Long Term Incentive Compensation

Provides a unified view of long-term incentives, including equity, deferred compensation, cash-based incentives, profit sharing, and pensions.

Workflows & Transfers

Streamlines employee transfers and splits with built-in workflows, approvals, and auditability, ensuring full visibility into pay and cost allocation.

CompIntelligence.com
kneider@compintelligence.com
+1 203-615-4770

Capabilities

Connected data across HR and Finance
- Brings together employee-level data from HR systems and financial actuals
- Ensures consistency across planning, reporting, and analysis
- Reduces the need for manual data reconciliation

Real-time visibility into workforce changes
- Reflects hiring, attrition, and compensation changes as they happen
- Improves accuracy across forecasting and reporting cycles
- Avoids reliance on outdated snapshots

Detailed reporting with flexible drilldown
- Moves from high-level summaries to individual employee detail
- Maintains performance while supporting deeper analysis
- Enables Finance to answer ad hoc questions quickly

Scenario planning and analysis
- Compares hiring and compensation scenarios side by side
- Evaluates the impact of changes without rebuilding models
- Supports faster, more informed decision-making

Workflow and process management
- Tracks employee movements such as transfers and cost allocations
- Supports approvals and collaboration across teams
- Maintains structure without relying on offline processes

Auditability and control
- Tracks changes across planning and reporting
- Provides a clear record of what changed and when
- Supports accountability and compliance requirements

CompIntelligence

Key Benefits

- **Improve visibility into cost drivers:** Understand employee-related costs down to the individual level, including salary, bonus, equity, and benefits.

- **Increase forecast accuracy:** Use up-to-date data to improve forecasting, budgeting, and reporting outcomes.

- **Reduce manual effort:** Eliminate reliance on disconnected spreadsheets and manual reconciliation processes.

- **Explain variances with confidence:** Tie changes in cost directly to real events like hiring, attrition, and compensation updates.

- **Support faster decision-making:** Evaluate changes and scenarios without rebuilding models or reports.

- **Maintain control over sensitive data:** Use role-based access to ensure the right level of visibility across teams.

Schedule a Brief Meeting to Learn More

Contact us

CompIntelligence.com

kneider@compintelligence.com

+1 203-615-4770