

# FocalReview®

Total Rewards Compensation Management Software.



## Big company compensation software at small company prices

Manage your compensation planning and performance processes more efficiently. Tie your compensation practices directly to your business strategy. Align workforce rewards with employee performance. Do it all better with FocalReview®.

With FocalReview®, the advanced compensation planning and performance management suite from SpiraLinks, you can manage

your salary, bonus, and stock plans on different timetables for different employee populations—in multiple currencies and languages. Your HR teams can budget, recommend, analyze, and approve changes in all forms and phases of compensation, even if multiple management organizations are responsible for input and review—all on-premise or securely in the cloud.

Multi-lingual, multi-currency, configurable, scalable, intuitively easy.  
 In the cloud or on-premise



“ Exceptional implementation! On time and on budget.  
 I am no longer dreading the annual review process. ”

— HR Manager  
 Global 5000 company



## Why do you need FocalReview®?

### Auditors

Ensure compliant, reliable, and transparent recordkeeping, accountable to internal and external standards.

### Business Managers and Executives

Oversee your compensation expenses and model them with “what-if” functionality.

### Compensation Managers

Administer orderly, consistent, and rapid fixed & variable pay review cycles in complex organizations

### Department Managers

Get rolled-up results by organization more easily delivered by your HR team.

### Finance Directors

Make day-to-day tasks easier with a seamless payroll interface and reliable budgeting tools.

### HR Teams

Monitor and manage business partner Performance and Compensation cycles.

### Information Services

Comply with security, access, auditability, and integration standards, with minimal interference to production systems.

### Managers

Get continuous “Manager Inquiry” insight into the employment history, ranking, and stock potential of your direct reports.



In under an hour, you'll see the difference.

Let us show you how your business can:

- **Improve profitability** and **productivity**
- **Motivate** and **retain top talent**
- **Keep your employees engaged**

See how FocalReview® can change your business today.

“ I can see everything I want to see in one spot, across all divisions and countries—including stock vesting. ”

— CEO  
Technology company