

## VICTREX CHOOSES SPIRALINKS AS PARTNER OF CHOICE

### **SpiraLinks Performance Management and Compensation Software delivers all the functionality and more.**

CAMBRIDGE, UK— August 18, 2016— [SpiraLinks](#), a leader in performance management and employee compensation software, today announced that [Victrex](#), an innovative world leader in high performance aromatic polyketone solutions, has implemented FocalReview to automate and streamline its employee compensation and performance management processes. With FocalReview, Victrex has been able to move on from Spreadsheets and provide line managers and HR teams with an intuitive, role-based view into employee performance and compensation.

Victrex had historically used Spreadsheets to manage its salary review process. As the business hierarchy and reporting structures had become larger and more complex, a new solution was required.

Following a market review, SpiraLinks were chosen as their partner of choice.

“SpiraLinks has the customer at the heart of its business model. Their can-do approach enables the delivery of a successful performance and salary review processes. Throughout our development and implementation, SpiraLinks were flexible and responsive which led to a solution that line managers and HR teams really responded positively to.

The SpiraLinks approach to system innovation means that the system functionality is constantly evolving, meaning that managers in our business have the information they need to make the right decisions.

We are delighted with the SpiraLinks offering. Not only does the system deliver all of the functionality we require and more, but the team has really taken the time to understand our business and support us in the delivery of a successful program.”

A few additional advantages of the Focal Review system:

**Multi-currency, multi-payment support.** FocalReview allows managers and employees to see their compensation in multiple sites over 9 different countries where Victrex has offices and provide rapid conversions into GBP as needed.

**Improved visibility into the organization and talent pipeline.** With the ability to access performance reviews, as well as compensation history on a role-specific basis, Victrex management has deep visibility into its organizational structure to help compare and control labor costs.

**Reduced errors.** FocalReview enables Victrex to optimize budgets, improve compliance, reduce manual errors, and waste less time on fragmented spreadsheets throughout its multi-level approval process thanks to preconfigured compensation criteria by budget and department.

**World-class support.** SpiraLinks’ support team has been instrumental in helping to customize the solution to Victrex’s specific needs

Date: 18 August 2016

**Tight financial controls.** FocalReview allows HR teams to budget, recommend, analyze and approve changes in all forms and phases of compensation, even for multiple management organizations.

A significant step in Victrex's HR process is to provide letters to each employee, alerting them of their salary and other compensation. Previously, that work was done through exporting data from Excel in to Word and creating a file that managers would mail out. Now, FocalReview automatically generates the letter to the employee and disperses it to managers for easy distribution, and archive

### **About SpiraLinks:**

SpiraLinks has designed, installed, and hosted secure web-based systems for human resources, compensation and finance teams for more than 20 years. With this deep understanding of compensation and performance management needs, we created our top-class compensation and performance management planning suite, FocalReview®. FocalReview® is a leader in compensation management for companies in the US, UK and beyond, and can be tailored to what works for a particular business – we can partner with our customers to include the specific features they need for their Total Rewards planning. To learn more about SpiraLinks, please visit [www.spiralinks.com](http://www.spiralinks.com).

NOTE: Victrex and the Victrex logo are service marks of Victrex Inc. Third-party trademarks mentioned are the property of their respective owners.