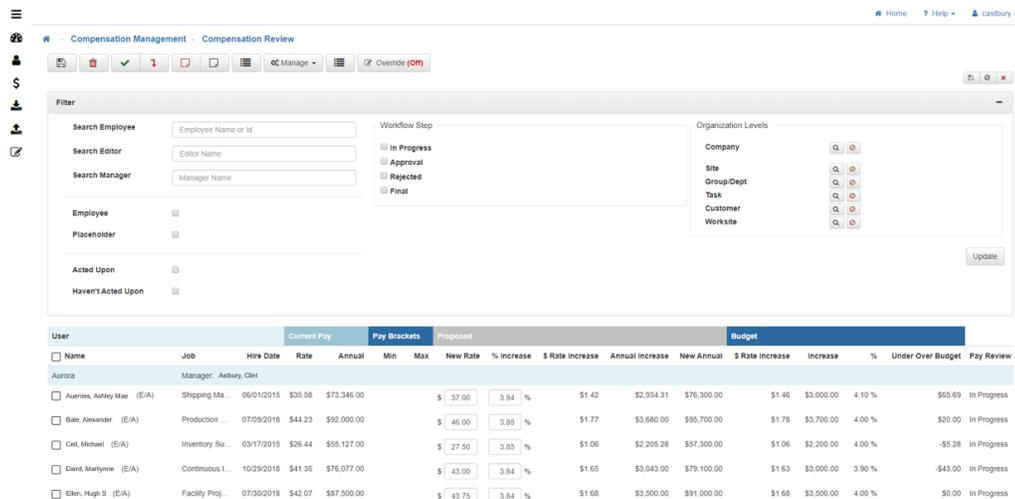


LIGHTWORK COMPENSATION MANAGEMENT

Employee compensation plays an essential role in an organization’s effort to gain, retain and manage the right talent for their workforce. Compensation, when managed efficiently, can make all the difference in keeping employees motivated and performing well. Normally, this process means a lot of time, effort, and resources for an HR team. Compensation Management lightens this work load. **LightWork Compensation is an intuitive, accurate, and sleek alternative that eliminates the paperwork and reduces the time and administrative costs associated with compensation planning and management.**



The screenshot shows the 'Compensation Review' interface. It includes a filter section with search fields for Employee, Editor, and Manager, and checkboxes for Employee, Placeholder, Acted Upon, and Haven't Acted Upon. There are also workflow step checkboxes (In Progress, Approval, Rejected, Final) and organization level search fields (Company, Site, Group/Dept, Task, Customer, WorkSite). Below the filters is a table with columns for User, Current Pay, Pay Brackets, Proposed, and Budget.

User	Current Pay	Pay Brackets	Proposed	Budget												
Name	Job	Hire Date	Rate	Annual	Min	Max	New Rate	% Increase	\$ Rate Increase	Annual Increase	New Annual	\$ Rate Increase	Increase	%	Under Over Budget	Pay Review
Aurora	Manager	Aurora, Clin														
<input type="checkbox"/> Auntes, Ashley Mae (EIA)	Shipping Ma...	06/01/2015	\$35.58	\$73,346.00			\$ 37.00	3.84 %	\$ 1.42	\$2,934.31	\$76,300.00	\$ 1.46	\$3,000.00	4.10 %	\$65.69	In Progress
<input type="checkbox"/> Bale, Alexander (EIA)	Production ...	07/09/2018	\$44.23	\$92,000.00			\$ 46.00	3.85 %	\$ 1.77	\$3,680.00	\$95,700.00	\$ 1.78	\$3,700.00	4.00 %	\$20.00	In Progress
<input type="checkbox"/> Cohl, Michael (EIA)	Inventory Su...	03/17/2015	\$26.44	\$55,127.00			\$ 27.50	3.85 %	\$ 1.06	\$2,205.28	\$57,300.00	\$ 1.06	\$2,200.00	4.00 %	-\$5.28	In Progress
<input type="checkbox"/> David, Marlyne (EIA)	Continuous L...	10/29/2018	\$41.35	\$76,077.00			\$ 43.00	3.84 %	\$ 1.65	\$3,043.00	\$79,100.00	\$ 1.63	\$3,000.00	3.90 %	-\$43.00	In Progress
<input type="checkbox"/> Elen, Hugh S (EIA)	Facility Proj...	07/30/2018	\$42.07	\$87,500.00			\$ 43.75	3.84 %	\$ 1.68	\$3,500.00	\$91,000.00	\$ 1.68	\$3,500.00	4.00 %	\$0.00	In Progress

HOW DOES IT WORK?

LightWork allows Finance teams and decision makers to pull employee details into an Excel workbook to build the compensation line item in the budget. Once the base budget has been established, the data is pushed into LightWork where Managers can adjust employee salary changes in an easy-to-manuever review cycle grid. Optional Salary Grades & Wage Zones (enabling prevailing wage functionality) can be configured within LightWork and incorporated into both the initial budget, as well as the available information for managers and approvers for each review as needed. While managing the compensation review process, managers can easily track any unused budget dollars, and keep an eye on where they stand in relation to the budget for each employee, position, manager and department.

This process allows LightWork Compensation Management to fit any of your unique review and approval process needs. Once reviews have been fully reviewed and approved, LightWork’s export process allows you to export the review content to your HRMS system, updating the employees’ related unit rate, pay period and annual salary with the approved values. As part of this, LightWork generates an audit trail within your HRMS system by creating a standard job history record with the original information, as well as updating the relevant fields on the employee to track the last pay details.

From developing innovative solutions to providing award-winning customer support, LightWork is dedicated to surpassing expectations in all aspects of our business. For more information about LightWork, contact us at 800-551-6875.