

CompXL Comp Planning: The Better Way

ACCO Brands Implements Standardized Global
Compensation Planning



When Ebonye Thompson, Compensation Analyst at ACCO Brands, manually processed her first Merit Pay compensation planning cycle she thought, “There must be a better way.”

Ebonye and Jim Mulhern, ACCO Brands Director of Global Compensation, had just completed the arduous process of consolidating global compensation spreadsheets and finalizing the merit pay adjustment for each employee.

ACCO Brands, the \$1.7 billion-dollar branded school, office and consumer products and print finishing solutions company headquartered in Lake Zurich, IL designs, markets and sells a myriad of products in over 100 countries worldwide. Their 5,500 employees are organized in geographic markets (USA, Latin America, Europe, Canada, Australia, APAC) with each market offering the full complement of ACCO products.

Jim and Ebonye are responsible for coordinating all the various compensation programs, such as Merit Reviews, Annual Incentives and Long-Term Incentive Plans submitted by the geographic markets. Until recently, that meant receiving, consolidating, standardizing, and analyzing spreadsheets containing recommendations that came in from managers all over the globe.

Ebonye says, “Last year was my first working with ACCO. Jim and I had just designed our plans to collect the data for the U.S. only when our company decided we should do this globally. We had to change the entire plan to collect data on a global basis. We scrambled to make that happen. Although it was a success, it was 100% manual, and that was something that I was very anxious to fix.”

The decision to manage compensation on a global basis was the impetus for seeking a compensation system that could automate the various plans. Jim says, “We wanted to capture everything under an umbrella of global ACCO Brands.”

To seek a solution Ebonye started her research at World at Work (www.worldatwork.org) and began to learn about what other companies were using. One supplier, Salary.com, came up a number of times and Ebonye decided to reach out to them and a few others to see what each had to offer.

Jim and Ebonye had a very specific list of requirements for the new system. They needed to do merit planning in the US for both exempt and non-exempt populations and merit planning globally for those who were eligible. They wanted to collect performance ratings; administer the Annual Incentive Plan, and award their Long-Term Incentive Plans through the system.



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– Jim Mulhern, Director of Global Compensation, ACCO Brands

Ebonye says, “We ultimately chose CompXL from Salary.com. We felt comfortable that Salary.com could implement their system within a six-week timeframe and their price was right. We also received very positive reviews from other Salary.com customers. We simply felt that CompXL was the best fit with our process.” Jim says, “Salary.com was a very good choice. The cloud-based CompXL system saves our managers a lot of time. Instead of us having to manually distribute spreadsheets, our managers are able to pull spreadsheets from the cloud, enter their recommendations and save that information back to the cloud.”

Jim adds, “One of the things we kept hearing over and over from the Salary.com references was that CompXL is user friendly and intuitive. Our managers agree. Once logged in they know exactly what to do. CompXL doesn’t require a lot of training.”

Another important feature is reporting. Jim says, “Real Time reporting has proven invaluable to us, to our executives and to our managers. We’ve built over 25 different reports that managers can use as they move through the process. We emphasized that with these reports they would be able to see the downstream implications of what their recommendations were and make any real-time adjustment at any time in the process.”

Ebonye says, “The reports, by far, exceeded my expectations. Jim did a lot of work with understanding what our executives were looking for from a reporting standpoint. I was very impressed with Salary.com’s ability to deliver exactly what we needed. We found the Salary.com people to be very flexible as our needs evolved.”

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Ebonye Thompson, Compensation Analyst

Ebonye says “Working with the Salary.com people is great. The communication is very open and their turnaround time is awesome. No matter what we ask, they are able to turn around our requests almost immediately. They are expert at Excel®, expert in their own product, and most importantly, expert in compensation. There was never a need for us to explain our plans because they understood immediately.

Ebonye concludes, “I would definitely recommend Salary.com to other companies because CompXL has made our lives much easier. All of our managers are pleased and we have saved an enormous amount of time on compensation planning processes.”

CompXL facilitates the management of merit raises, bonuses, commissions, long-term incentive awards, equity, and employee total rewards statements across an entire organization.

[Learn more at Salary.com](https://www.salary.com)

ABOUT ACCO BRANDS



ACCO Brands Corporation is one of the world's largest suppliers of branded school, office and consumer products and print finishing solutions. The company's widely recognized brands include AT-A-GLANCE®, Day- Timer®, Five Star®, GBC®, Hilroy®, Kensington®, Marbig, Mead®, NOBO, Quartet®, Rexel, Swingline®, Tilibra®, Wilson Jones® and many others.

ABOUT COMPLX

CompXL is a flexible compensation software that utilizes an Excel-compatible cloud solution to enable collaborative compensation planning workflow.

Mid- to large-size organizations can easily implement competitive compensation structures such as variable pay, employee incentives, and multi-factor bonuses in order to drive retain their best talent.

ABOUT SALARY.COM

Salary.com is the leading SaaS provider of compensation market data, software, and analytics, bringing more of the trusted data and intuitive software organizations need to get pay right.

Founded in 1999, the company serves over 25,000 survey participant organizations, over 8,000 business-to-business software subscribers, and over 30 million employees globally. For more than 20 years, Salary.com has empowered confident decisions by aligning compensation practices with recruiting, performance, and development initiatives through easy-to-access data and meaningful insights.

The market-leading **CompAnalyst** SaaS platform accelerates compensation workflows, delivers real-time data, and powers accurate, equitable, and competitive compensation. Through its **Salary Wizard** and pioneering website, Salary.com delivers continually updated, reliable market pay data and career content to over 30 million visitors each year. For more information, please visit the company website at www.salary.com.

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