

## Compright Subscription Tiers

	Essentials	Advanced	Enterprise
Price per employee per month*	\$1	\$1	Contact us
Ideal for	For smaller organizations to simply standardize and automate the compensation process	For organizations with established processes that require automation, analytics, and scale	For any organization with multiple or complex compensation programs and parameters
Minimum subscription price	\$299/month	\$499/month	Contact for quote
Employee limit	500	1000	Unlimited
Implementation	Self-service	Guided by compensation pro	Guided by compensation pro
Merit increase	✓	✓	✓
Promotions	✓	✓	✓
Market adjustments	✓	✓	✓
Bonus programs	1	3	5
Employee Statement	✓	✓	✓
Single sign on	✓	✓	✓
Support hourly and salary workers	✓	✓	✓
Data integration via files	✓	✓	✓
Unique roles for access and interface	3	4	10
24x7 support via portal	✓	✓	✓
Training sessions	1	3	6
Stock refresh grants		✓	✓
Custom compliance rules and alerts		5	40
Total Reward statement		✓	✓
Built in analytics		✓	✓
Pay equity analyzer		✓	✓
Multiple currency support		✓	✓
Data integration with API connectors		✓	✓
Dedicated account specialist		✓	✓
Discounted additional configurations		✓	✓
Guideline & budget modeling			✓
Customer defined fields			✓
Custom compensation types			✓
Customer defined reports			✓
Multiple language support for statements			✓
Additional statement versions			✓

\*Based on annual pre-paid subscription for a single configuration

Pricing and features subject to change without notice prior to subscription commitment



Effective 5/1/21

<b>Additional information on subscription features</b>	
Implementation	Essentials customers import data and set up their compensation via our easy-to-use wizard. For Advanced and Enterprise customers, you provide the data and requirements, and we'll implement for you.
Merit increase	Set a merit budget and allocate based on your guidelines
Promotions	Create a separate budget for promotions and measure against parameters for the new role
Market adjustments	Use market data of your choice to independently align increases to market
Bonus programs	You can implement individual, team, department, or company wide bonuses based on separate budgets
Employee Statement	Customize pay letters to consistently communicate increases, performance ratings, bonuses, and stock awards
Single sign on	Easy access for employees using the same credentials they use for other company applications
Support hourly and salary workers	Plan and allocate for employees with annual, weekly, or hourly pay
Data integration via files	Secure file transfer for sensitive personal data, and upload CSV/spreadsheet for policy and ranges
Unique roles for access and interface	Roles define the user interface and data access - you can apply role policies to HR, managers, administrators, or others based on your unique requirements
24x7 support via portal	We will respond within a day, and we have live support available 8am-5pm US Pacific time
Training sessions	We can train both admins and users in separate sessions, based on your unique implementation
Stock refresh grants	Allocate stock awards or other long term incentives
Custom compliance rules and alerts	Use any data in the system to create your policies, and generate alerts for key deadlines or policy exceptions
Total Reward statement	Integrate retirement, healthcare, and other fringe benefits to generate and communicate the total value provided to employees
Built in analytics	These include employee analytics for compa ratios, range penetration and other factors, as well as pre-hire analytics to ensure potential candidates can fit into your compensation structure
Pay equity analyzer	Easily assess pay equity across teams, locations, job functions, and performance ratings
Multiple currency support	Compright supports as many currencies as you need, and you can budget in one currency and allocate and communicate in another, all based on your finance model for currency conversion
Data integration with API connectors	We have a growing list of HR applications that we can connect seamlessly via API, and we'll create one for your application if it hasn't been implemented - as long as that application enables API access
Dedicated account specialist	Our implementation and support staff are compensation professionals, equipped with the knowledge and experience to ensure Compright delivers the right solution for you
Discounted additional configurations	If you have multiple compensation cycles with different workflows, budgets, and compensation types within the yearly subscription period (e.g. mid-year), we offer additional implementations at a discount
Guideline & budget modeling	Model different scenarios for guidelines and budgets before launching the application to users
Customer defined fields	Compright offers almost all of the standard data points used in compensation, but you may use information like profitability or other performance metrics in your organization. You can generate text or data fields and use them in compensation calculations.
Custom compensation types	If you have compensation beyond merit, promotion, market adjustment, bonus programs, or stock, we can create additional compensation types
Customer defined reports	All customers can generate ad hoc analysis via export to CSV, but for standard, commonly used reports in your organization, we can build them and make them accessible with one click
Multiple language support for statements	Customize employee statements and total rewards statements in local language
Additional statement versions	Provide unique statements for different compensation programs (e.g. quarterly bonus, promotion, annual merit, etc.)