effective people

SAP SuccessFactors

Compensation & Variable Pay

2H 2024 Release Briefing

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A GPStrategies Company

Vivian Reynecke

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SuccessFactors Experience: Since 2015

Vivian Reynecke has 30+ years of SAP HCM and SuccessFactors experience. She is professionally certified in SuccessFactors Compensation, Variable Pay and Employee Central. She also has an associate certification in Learning Management.

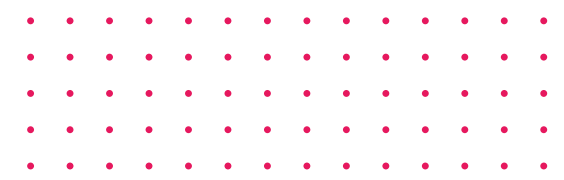Vivian also has extensive configuration experience with a range of SAP On Premise HR modules.
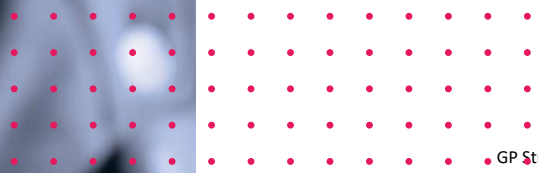
Agenda

SAP SuccessFactors Compensation & Variable Pay

- Most Important Topics

- Other Release Features

- Deep Dive Topic

- Product Road Map

Most Important Topics

Enhancements to AI-Assisted Writing and Availability in More Areas

- AI-assisted writing is available for use in more product areas, and now also includes the Content Translation and Text Analyzer features.
- For purposes of this presentation, we will only focus on what is relevant to Compensation, Variable Pay and Rewards and Recognition.

- We've also added the following new AI-actions:
  - ***Translate***: For written text, the user can select this option to choose the target language they'd like it translated to. The following capabilities are supported with this action:
    - Translation from en-US (US English) to all 46 languages supported in SAP SuccessFactors
    - Full translation between the following languages: English (US), German, French, Spanish, Portuguese, Chinese (Simplified) and Japanese

The level of impact is High.

Note: *AI-assisted writing is currently only available on the web version of SAP SuccessFactors applications. Mobile support for this feature is not yet available.*

Enhancements to AI-Assisted Writing and Availability in More Areas

○ ***Analyze Text***: With this option, a safety scan is performed on each text box, prompt entry, or Generative AI output in order to detect bias, and remove discriminatory or violent language. Users can choose to accept or reject the suggested text presented for replacement. Text Analyzer scans for the following safety attributes:

Inclusiveness:	Harmful Content:
Age Bias	Insulting and Offensive Language
Cultural Bias	Firearms and Weapons
Gender Bias	Hate Speech
Mental Health Bias	Slang and Overly Informal Language
Racial Bias	Self-Harm
Religious Bias	Sexual Content
Sexual Orientation Bias	Toxic and Exclusionary Speech
Socioeconomic Bias	Violent Speech
Ableist/Physical Ability Bias	War

Enhancements to AI-Assisted Writing and Availability in More Areas

- The table below lists the SAP SuccessFactors product areas within Compensation that support AI-assisted writing as of the 2H 2024 release:

Module	How AI-Assisted Writing Can Help
Rewards and Recognition	Improve the messages from Award Nominator to award recipients and approvers. Improve the descriptions of programs, levels and categories that the Administrator provides.
Compensation Variable Pay	Improve the content of Notes and Force Comments for the Compensation Planner in your Compensation, Variable Pay, and the Total Compensation worksheets and Executive Review. Improve the content of the fields in the column designer for the Administrator when designing Compensation, Variable Pay, and Total Compensation templates.

- With these new enhancements, customers can access content in their native language, reinforce inclusive language, and further enhance the quality of their communication.

Enable the Approver of a Reward and Recognition Award to Change the Award Amount

- When enabled by an administrator for Reward and Recognition, during the workflow approval for an award, an approver can change the amount of the award.

- Organizations want to encourage timely peer-to-peer recognition for outstanding company contributions or participation in special projects. Awards given are subject to budget, eligibility, guidelines, and an approval process. Although guidelines and suggested award amounts can be configured for award programs, the approver can now be provided with an option to edit award amounts before approving awards.

- This enhancement is from a Customer Influence Idea.

The level of impact is High.

Enhancements to AI-Assisted Writing and Availability in More Areas

- This feature was released in 1H 2024. However, we pulled it back due to a known issue.

- In the current version, to enable the feature for your company, contact Product Support.

Edit Transaction Value	Comments
Edit without Route Change	With this selection, the approver can change the amount of the award and approve, which then goes to the next step of the approval route. If there is no next approval step for the workflow, the award is approved.
Edit with Route Change	With this selection, if the approver changes the amount of the award, the approval route is changed. When an approver updates the award amount, the request is reinitiated for approval through all of the workflow approvers, even those who previously approved the request and now must approve the change to the amount. A new Approve Requests item is added to their To-Do area, which an approver can also access from their My Workflow Requests dashboard.

Enable the Approver of a Reward and Recognition Award to Change the Award Amount

- When the approver opens the **Workflow Details** for the award approval request, the approver can choose the **Update** button.
- Choosing that button makes the **Award Amount** field editable and the approver can change that amount and then choose to **Approve**.

Enable the Approver of a Reward and Recognition Award to Change the Award Amount

- When **Edit with Route Change** is enabled and an approver changes the award amount, an additional dialog box is shown to allow providing comments about the change. The approver can also expand to see the workflow participants. When the approver chooses **Submit**, the request is returned to all the people in the workflow, even those who had previously approved the award who must now approve the amount changes.
- If **Edit without Route Change** is enabled, this dialog box isn't shown. Without a route change, the approval workflow either goes to the next step approver or is approved when there is no other step in the approval workflow.
- Previously, the Edit Transaction selections were available though not supported by Reward and Recognition for changing award amounts. Now these selections are supported for award approval workflows.

Refresh Employee History by Employee

- You can now import employee user IDs and refresh employee history by bringing data from Employee Central for the employees when doing variable pay planning.
- Go to → *Compensation Home* → *<Template Name>* → *Plan Setup* → *Manage Users* → *Import Employee History from Employee Central*. Enable *Import only changed records* and select *By Employee Name*. Click the *Upload File* button. You see a pop-up window where you can *Download a blank CSV template*. Populate the file with up to a 100 employees. When uploaded, employee history for these user IDs is refreshed. Employee history records modified since the last run of the Employee History refresh job are not eligible for refresh as part of this job since thit data will be part of the next regular job run. So, any data of an employee that was missed in the last run can be refreshed using this option.
- The *Import only changed record* is disabled if no employee history has been imported into the system.
  - This enhancement provides you with another option to refresh data for your employees when planning for Variable Pay.

The level of impact is Low.

Refresh Employee History by Employee

- In the current version, you can run partial import for records **By Employee Name** or **By Modified Date**. Also, you can either directly enter employee name in the text field or use the **Upload File** link to upload multiple employee names.

Refresh Employee History by Employee

- In the previous version, you only had the option to run partial import on records changed since the last process was run.

Other Release Features

REST API for Compensation Data Read

- You can now use REST APIs to extract data from Compensation and Variable Pay modules.

- The SAP Business Accelerator Hub includes the information that you use for the Compensation REST APIs.

- This API replaces the SFAPI which you can use to read Compensation and Variable Pay data.

- In the previous version, you had to build integration calling SFAPIs to extract employee's Compensation and variable pay data.

The level of impact is Low.

Publish to Metadata Framework (MDF) from Compensation Fields of Total Compensation Templates

- You can now map and publish compensation fi eld data to Metadata Framework (MDF) objects in your Total Compensation templates.

- Go to → *Admin Center* → *Compensation Home* → *<Total Compensation Template Name>* → *Complete Compensation Cycle*

- Select **Publish selected employees in the Metadata Framework (MDF)** from the **Publish Data** dropdown.

- This enhancement brings parity and consistency to compensation data publish capabilities in Compensation and Total Compensation templates.

The level of impact is High.

⚠️ *Restriction: Only Compensation fields can be published to MDF objects. The Variable Pay fields cannot be published to the MDF objects.*

Publish to Metadata Framework (MDF) from Compensation Fields of Total Compensation Templates

- In the current version, you can publish compensation data in Total Compensation templates to the MDF objects. The setting in the screenshot was only available for compensation templates. You can now see the same setting in your Total Compensation templates.
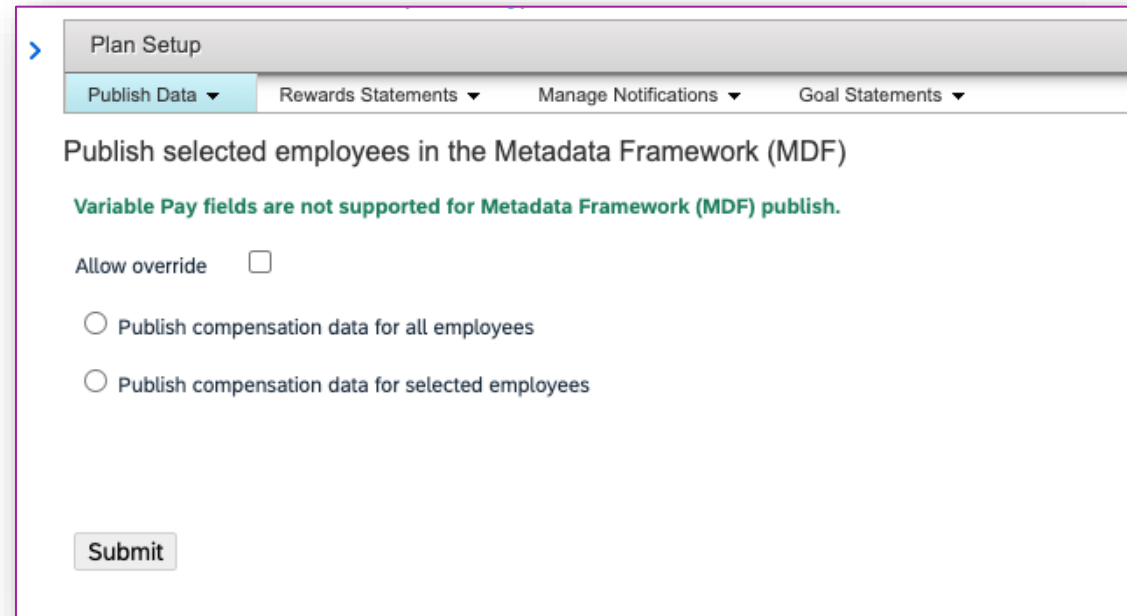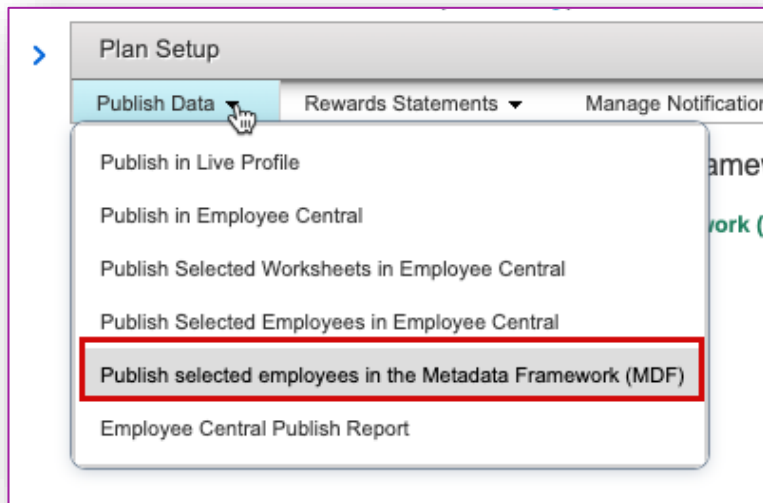
- In the previous version, you could only publish compensation data to MDF in your compensation templates.

GP Strategies Public Information

License Usage Report for Compensation Module

- You can now access the License Usage Report from Admin Center to track how many users are using the SAP SuccessFactors Compensation modules that include Compensation, Variable Pay, and Rewards and Recognition.
- To download the report, go to Compensation Home and click on License Usage Report. A CSV file with columns indicating the number of users for each of the Compensation modules is downloaded to your system. If no users or if you don't own a module, the column in the fi le for that module shows a zero (0).
- Using the report, you can analyze license usage for the modules that you have and ensure that your usage does not exceed the number of licenses you own.

The level of impact is Medium.

Reporting

Rollup
Summary of compensation planning and budget information.

Aggregate Export
Export all compensation data from a plan.

License Usage Report
Analyze license usage data by user for Compensation, Variable Pay, and Rewards and Recognition.

Open Budget or Instructions Panel by Default

- We've introduced a new **Display Setting** such that you can now configure your Compensation templates to open the Budget or Instructions tab by default on Compensation worksheets and Executive Review.
- Go to:
  - → *Admin Center → Compensation Home → <Template Name> → Plan Setup → Display Settings*
  - Select the desired option for Default Panel to Open for Worksheet from the dropdown. Your choices are: None, Budget, and Instructions. None is the default setting if no option is chosen.

The level of impact is Low.

- When the planners open the Compensation worksheets or Executive Review for the first time, they see the selected panel open.
- This change gives you control over what the compensation planners see when they're working with the Compensation worksheets or the Executive Review.

Enhancement to the Apply Eligibility Rules Job

- We've enhanced the Apply Eligibility job to optimize the system resources utilized when the job is run.

- This enhancement allows you to opt out of the performance optimization that has been done for the Apply Eligibility job.

- Configuration Requirements: As an administrator, if you must opt out of the feature, the setting for this feature is ➔ *Actions for all plans* ➔ *Company Settings* ➔ *Manage Company Settings* ➔ *Enable Optimization For Compensation Eligibility Rules*

☑ Enable Role-Based Permissions for Lookup Tables
☑ Enable configuration of route step-based Executive Review
☑ Enable Optimization For Compensation Eligibility Rules
☐ Enable Role-Based Permissions for Compensation and Variable Pay Template Access ❓

The level of impact is Low.

Export Selected Columns in Executive Review and Hierarchy Based Approval (HBA)

- You can now export data from selected fields when exporting data on the salary tab for Compensation, and Total Compensation templates. You are able to export selected data from Executive Review and for hierarchy-based approvals.

- When in Executive Review or HBA and on the salary tab, select data to view using the **Columns** icon. Select the **Export** option. You now see the **Export selected columns** check box. The exported file now only includes the data that you have selected to view.

- This enhancement allows you to control data exported from the salary tab.

The level of impact is Low.

*Note: The **Export selected columns** option is only available on the salary tab in Compensation and Total Compensation templates. All data from every column on the Bonus, Stock, and Variable Pay tabs is exported including the salary tab data.*

Export Selected Columns in Executive Review and Hierarchy Based Approval (HBA)

- In the current version, you can select the **Export selected columns** option to export a subset of the data selected from the **Columns** option available on the salary tab.
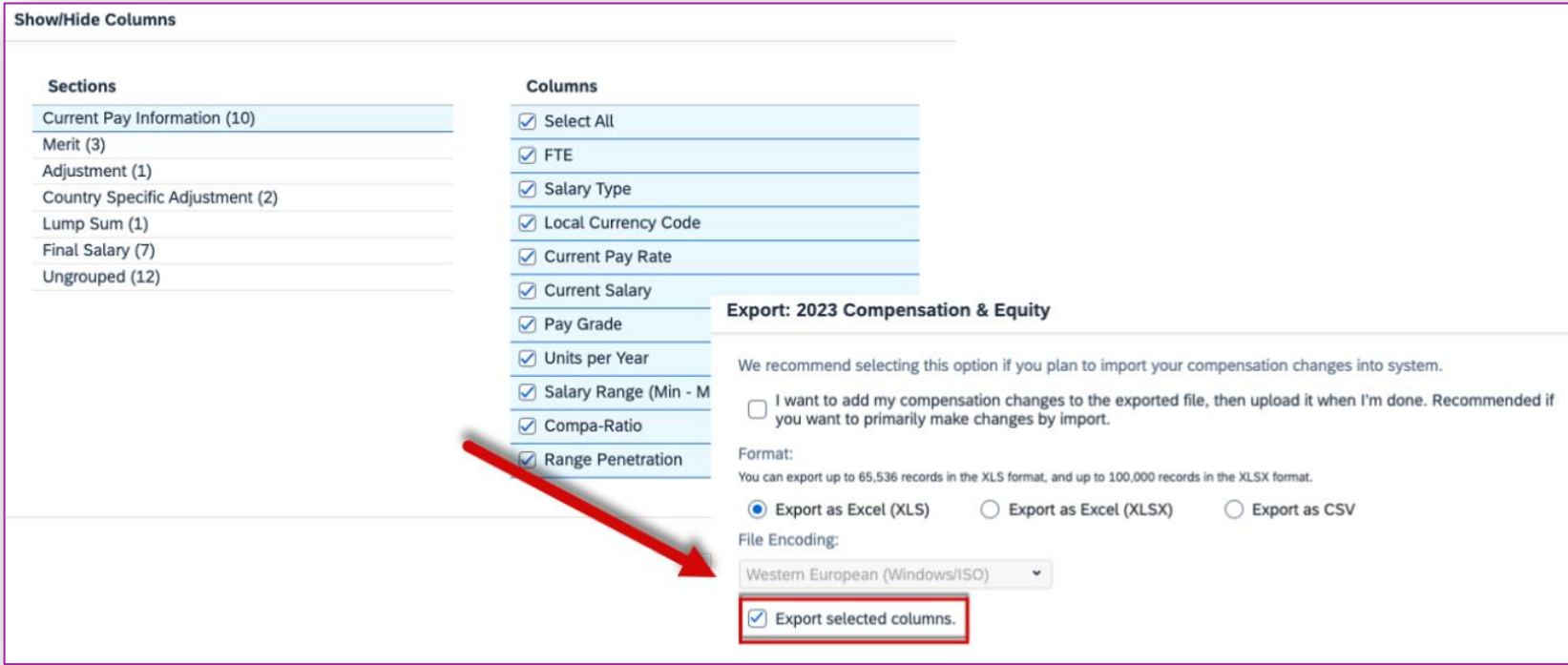
- In the previous version, all data from the salary tab of a compensation or total compensation template was exported from Executive Review and HBA regardless of the selections for the **Columns**.

Improvement When Displaying Currency

Type: Changed
Lifecycle: General Availability
Enablement: Customer configured

- We now have a separation between the currency code and the numbers when displaying money fields in the Compensation module.
- This change is visible when you have setup your template to show currency code for your money fields.
- This enhancement is from a _Customer Influence Idea_

- Configuration Requirements:
  - The change to the prefix for currency fields is made by changing a setting directly in the XML file for the Compensation template. You require access to Provisioning for your company to change an existing template. You could also download an existing template file, make the desired change, and upload the template with a new name.
  - As a customer, you don't have access to Provisioning. To complete tasks in Provisioning, contact your implementation partner or Account Executive. For any non-implementation tasks, contact Product Support.

The level of impact is Low.

Improvement When Displaying Currency

- In the current version, you see a space between the currency code and the money amount.

- In the previous version, there was no separation between the currency code and the money amount.

Current Pay Rate	Current Salary	Pay Grade	Units per Year
USD 2,500.00	USD 60,000.00	GR-12	24
USD 4,534.90	USD 54,418.81	GR-08	12
USD 16.70	USD 34,728.30	H-04	2,080
USD 17.55	USD 36,510.10	H-04	2,080
USD 4,600.00	USD 110,400.00	GR-11	24

Current Pay Rate	Current Salary	Pay Grade
USD2,351.16	USD28,213.95	GR-11
USD1,041.06	USD24,985.50	GR-18
USD736.35	USD17,672.45	GR-18
USD8,046.00	USD96,551.98	GR-07

Enhancements to Latest *My Forms* Page

- We introduced the latest **My Forms** page in 1H 2024. In 2H 2024, we have further enhanced the page to improve filter and search capabilities as well as the user experience better.

- The latest **My Forms** page enhancements are the following:
  - You can now configure filters based on roles using role-based permissions.
  - You only see the templates with existing worksheets in the **Template** search drop-down menu in the selected folder.
  - You see the **My Direct Reports**, **My Matrix Reports**, and **My HR Reports** filter options in **All or Reports Only** only when relevant to your role.
  - You can now **Reset** your filters.
  - You see the total number of forms.
  - The **Mass Route Document Forward** and the **Mass Route Document Backward** role-based permissions are respected.

The level of impact is High.

Enhancements to Latest My Forms Page

- This enhancement is from a *Customer Community Idea*.

Store Compensation Data in Employee Central
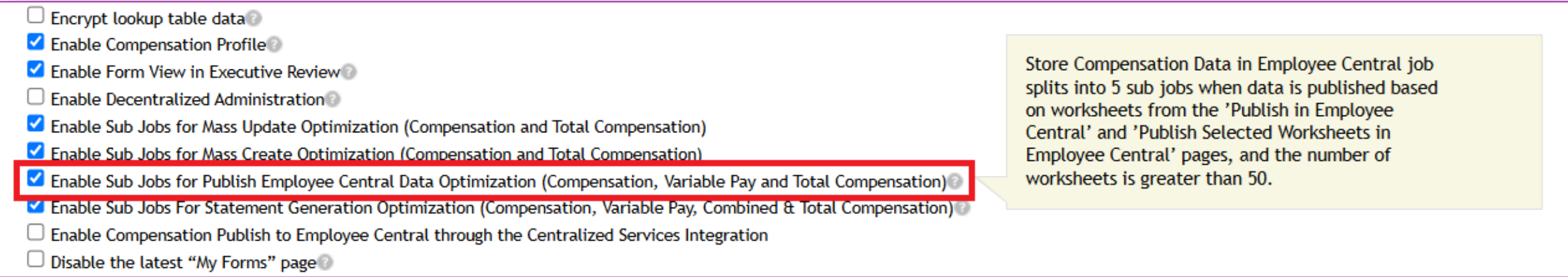
- We've improved the **Store Compensation Data in Employee Central** job such that larger jobs are split into five sub jobs. The enhancement was done to optimize the system resources utilized when the job is run.

- The split of the parent job of type **Publish Employee Central Data for Template** happens if the number of worksheets from **Publish in Employee Central** and **Publish Selected Worksheets in Employee Central** pages is greater than 50. You access the Publish pages from → **Compensation Home** → **<Template Name>** → **Complete Compensation Cycle** → **Publish Data**.

- Optimization of the job makes it more efficient and results in improved performance.

The level of impact is Low.

Store Compensation Data in Employee Central

- As an administrator, if you need to opt out of the feature, the setting for this feature is ➔ *Actions for all plans* ➔ *Company Settings* ➔ *Manage Company Settings* ➔ *Enable Sub Jobs for Publish Employee Central Data Optimization (Compensation, Variable Pay and Total Compensation)*.

☐ Encrypt lookup table data ⃝
☑ Enable Compensation Profile ⃝
☑ Enable Form View in Executive Review ⃝
☐ Enable Decentralized Administration ⃝
☑ Enable Sub Jobs for Mass Update Optimization (Compensation and Total Compensation)
☑ Enable Sub Jobs for Mass Create Optimization (Compensation and Total Compensation)
☑ Enable Sub Jobs for Publish Employee Central Data Optimization (Compensation, Variable Pay and Total Compensation) ⃝
☑ Enable Sub Jobs For Statement Generation Optimization (Compensation, Variable Pay, Combined & Total Compensation) ⃝
☐ Enable Compensation Publish to Employee Central through the Centralized Services Integration
☐ Disable the latest "My Forms" page ⃝

Store Compensation Data in Employee Central job splits into 5 sub jobs when data is published based on worksheets from the 'Publish in Employee Central' and 'Publish Selected Worksheets in Employee Central' pages, and the number of worksheets is greater than 50.

Executive Review Based on Route Map Step

Type: New

Lifecycle: General Availability

Enablement: Customer configured

- We've introduced route map based Executive Review where you can set permissions for data based on permission roles and the route map steps.

- As an administrator you're able to configure permissions for roles to view or edit data in the executive review based on the route map step. In case no permission is set, current behavior for those fields based on the role-based permissions for Executive Review are maintained.

- Once enabled, the system populates the configuration page for Executive Review based on the route map with permission roles and the route steps from the connected route map. To access the configuration page, go to → *Compensation Home* → *<Template Name>* → *Plan Setup* → *Design Worksheet* → *Role-Based Permissions based on Route Steps for Executive Review*. You see a grid with the permission roles in the first column and the route steps in the header row.

The level of impact is High.

Executive Review Based on Route Map Step

Executive Review Based on Route Map Step

- In the current version, with the route-map based permissions enabled, the ***Employees I can edit*** option displays all employees you have permissions to read or edit data for. In the previous version, only editable records were available. ***Employees I can view*** only displays those you have permission to read data for.
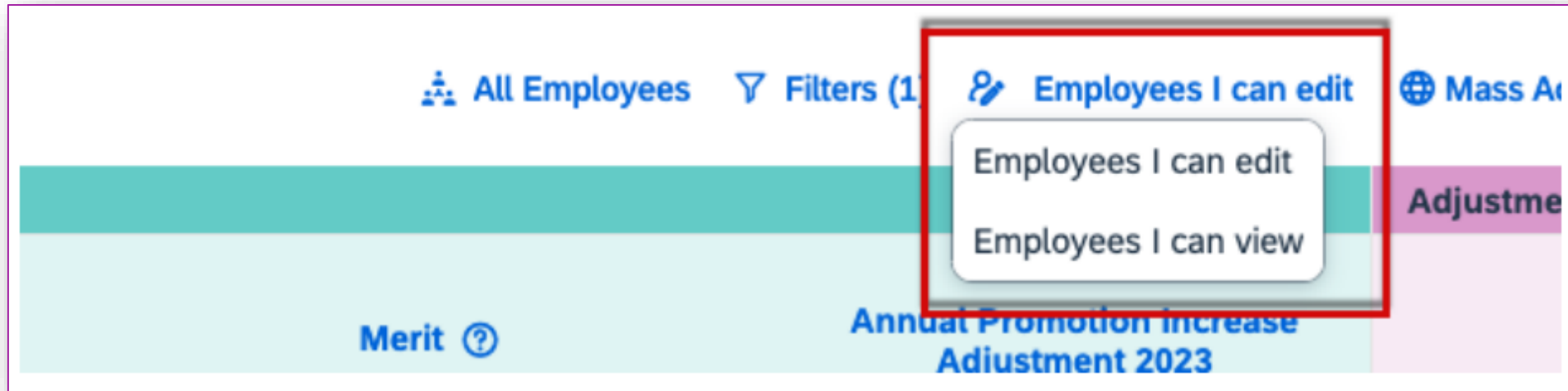
- This enhancement is from a Customer Influence Idea

Localization of Conditions for Fields and Sections in the Statement Editor

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

- You can now set up conditions for fields and text and field sections based on locale when editing a Compensation statement template.
- A new message appears when working with conditions in fields and sections. You can assess the locales impacted by the conditions and act as needed.
  - Conditions set in *Default* locale are propagated to all locales.
  - You can override default conditions and set conditions on fields and text and field sections in other locales, which are then restricted to that locale.

The level of impact is High.

Localization of Conditions for Fields and Sections in the Statement Editor

- In the current version, while you can set conditions in the default locale, which then are propagated to all locales, you're also able to set distinct conditions on fields and sections in desired locales. You can see in the screenshot, the **Promotion** field with localized conditions.
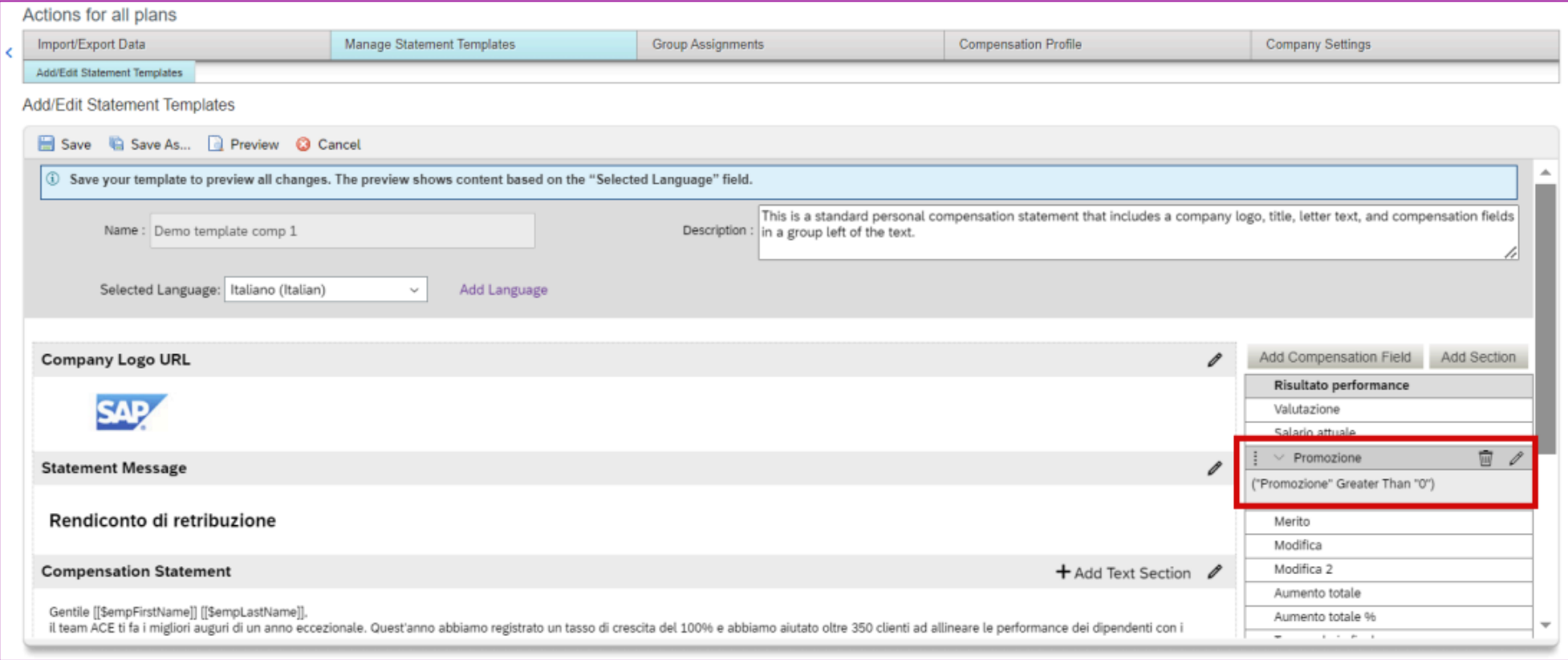
Localization of Conditions for Fields and Sections in the Statement Editor

- In the previous version, when you set conditions on a field or a section in any locale, the conditions were applied to the field or text section in all locales, and you couldn't localize the conditions.

Milestone Awards Job Now in Scheduled Job Manager

- You can now configure and run the job to identify eligible users from the **Scheduled Job Manager**. You can also configure the job to identify the eligible users based on a selected date.

- Use the **Job Type Identifies eligible users for milestone awards** to identify eligible users to award on a given date. If the **Date of Eligibility** is blank, the job uses the date of the job run as the **Date of Eligibility**. You can run the job one time or set it to be a recurring job.

- In the previous version, the job to identify and award milestone awards was only configurable from provisioning. Also, you were not able to run the job on a specified date.

The level of impact is High.

Create Job Request
Create a scheduled job request. Required fields are marked with an asterisk (*).

∨ **Job Definition**

Job Name: * Identify by Date of Eligibility

Job Type: * Identifies eligible users for milestone awards

Job Owner: * Aanya Singh

Job Parameters Date of Eligibility: 09/02/2024

∨ **Job Occurrence**

ⓘ Jobs are scheduled based on server time. Current time: 2024-09-12T18:45:52Z

Occurrence: ◉ One-Time ◯ Recurring ◯ Dependent Of

Start: * MMMM dd, yyyy h:mma

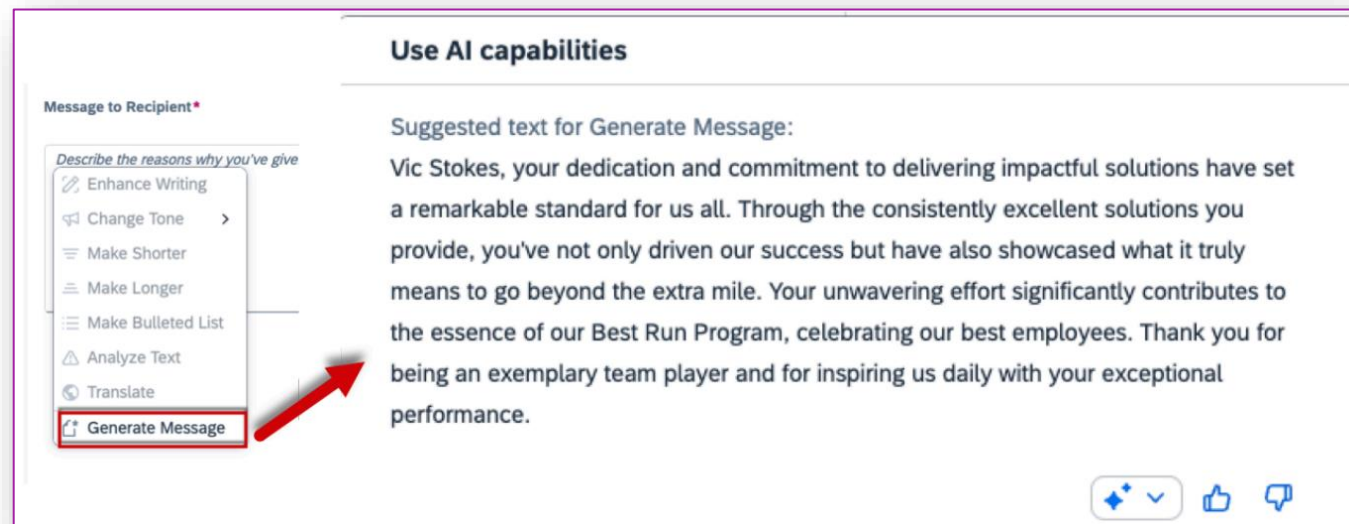# AI-Assisted Writing for Message to Recipient of a Spot Award

- You can now use AI-assisted writing to generate the message for award recipients. You can also enhance the messages when giving a Spot Award.

- The action item to generate a message from the context menu for the AI tool is now available in the ***Message to Recipient*** text box when it's blank or no text is selected. The message generated by choosing the ***Generate Message*** option takes the selections for ***Program***, ***Company Level***, and ***Award Level*** and their descriptions into account and provides a context-sensitive personalized message. In the ***Generate Message*** pop-up window, you can then use the ***Enhance Writing*** or other available options to further refine the message. This enhanced writing also is in the context of ***Program***, ***Company Level***, and ***Award Level*** and their descriptions.

The level of impact is High.

AI-Assisted Writing for Message to Recipient of a Spot Award

- The AI-assisted writing features for reward recipient message make writing a message to the Spot Award recipient easier, faster, and more relevant.
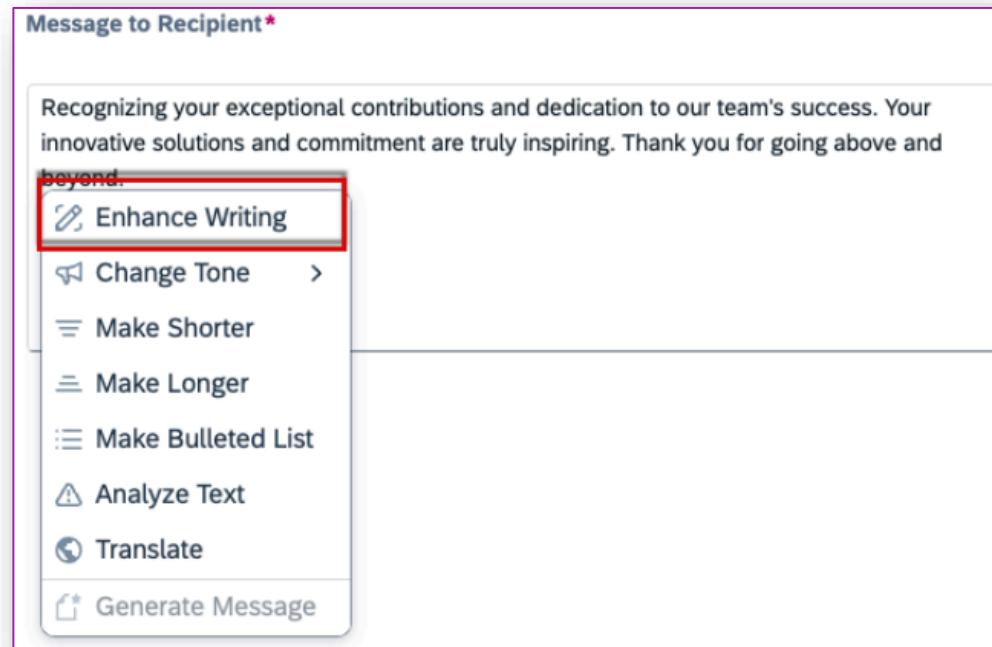
# Calculate Bonus to Not Run Concurrently with Update Variable Pay

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

- We now prevent you from running two jobs which are triggered when using the **_Update all worksheets_** or **_Calculate Bonus_** at the same time.

- Also, you can't run the **_Calculate Bonus_** job at the same time as the **_Eligibility_** job for a template. These jobs update the same data and running them concurrently can result in data inconsistencies and other issues in the system.

- This enhancement prevents an occasional data loss and inconsistencies which were reported when these jobs were kicked off concurrently.

The level of impact is Low.

Calculate Bonus to Not Run Concurrently with Update Variable Pay
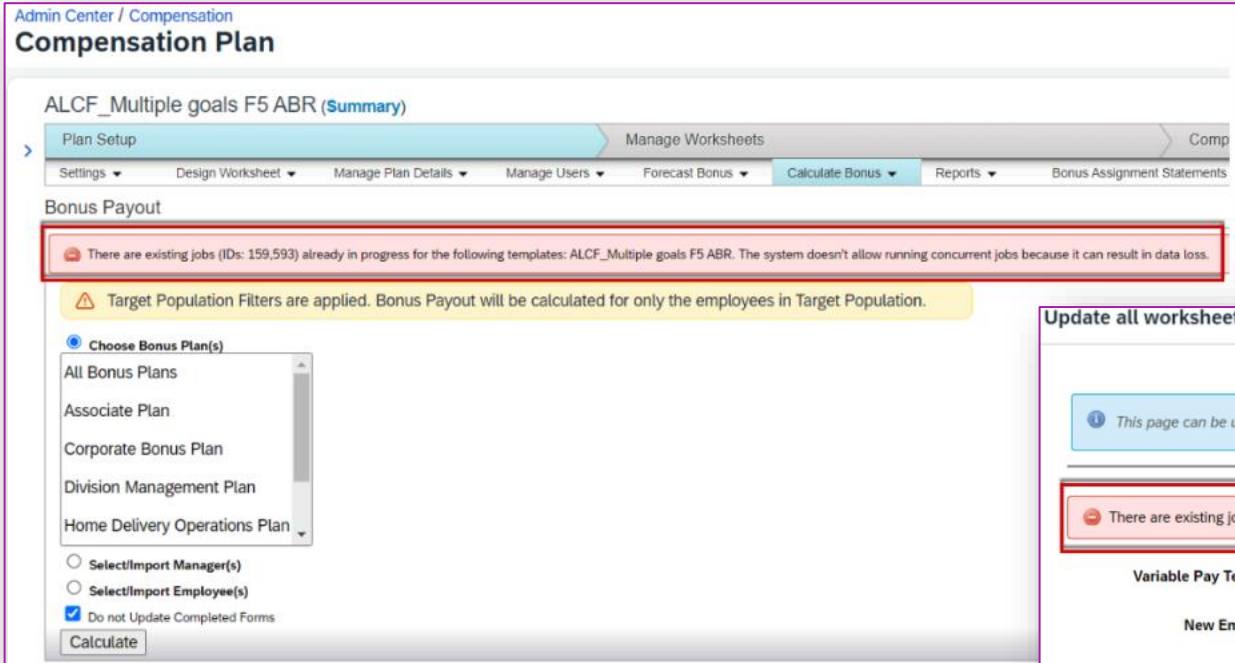
- In the current version, if you attempt to update Variable Pay plans when there's a bonus calculation job already in progress, you receive an error and are unable to do so.
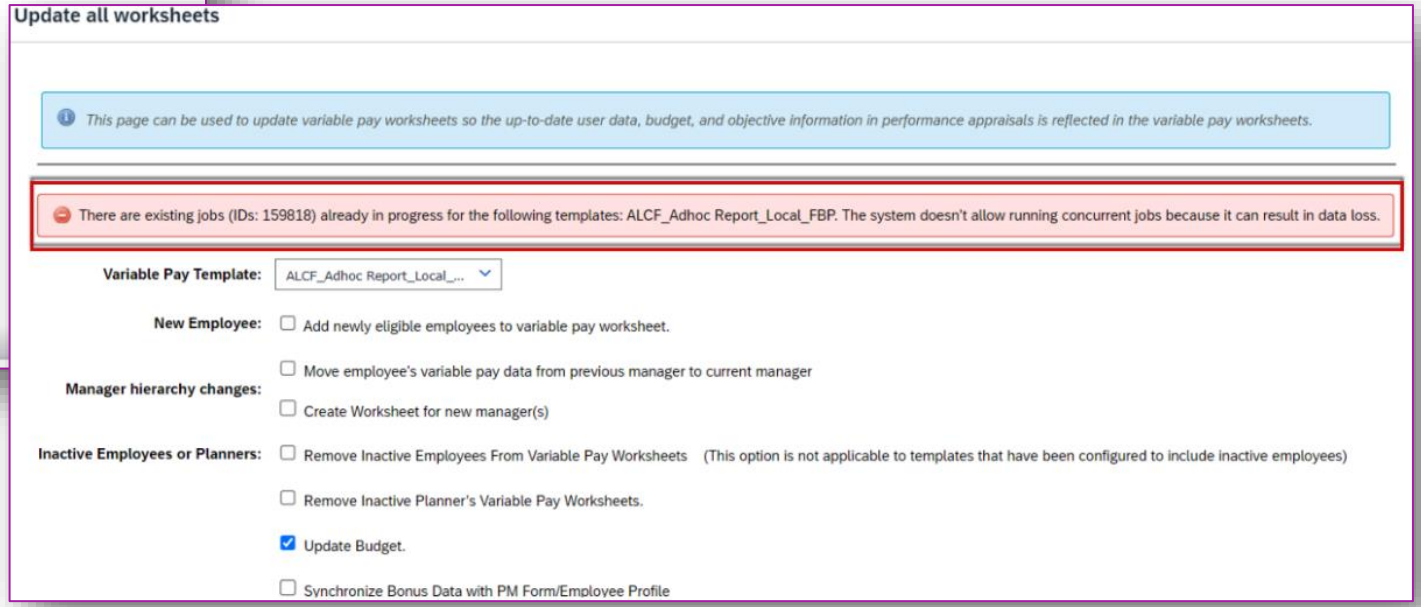
- In the previous version, you were able to trigger the two jobs - one for **Bonus Calculation** and the other for **Update all worksheets** - concurrently.

Rename the Label for Instructions from the User Interface for Variable Pay

- You're now able to customize and localize the label for **Instructions** for Variable Pay plan templates from Admin Center. We have also changed the procedure for adding instructions to Variable Pay templates.

- You include a message to the compensation planners which they access by using the *Instructions* icon on the worksheets.

- This enhancement gives you flexibility in defining the labels for the default **Instructions** label as well as in setting up translations in other languages. This also makes adding instructions consistent with other Compensation templates.

The level of impact is Low.

Rename the Label for Instructions from the User Interface for Variable Pay

- In the current version, you can customize the label for **Instructions** for your Variable Pay templates from **Compensation Home**.
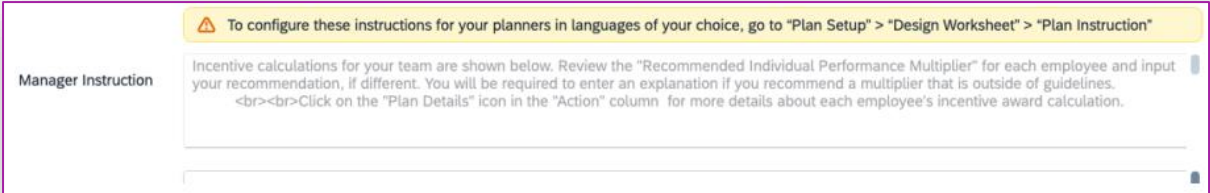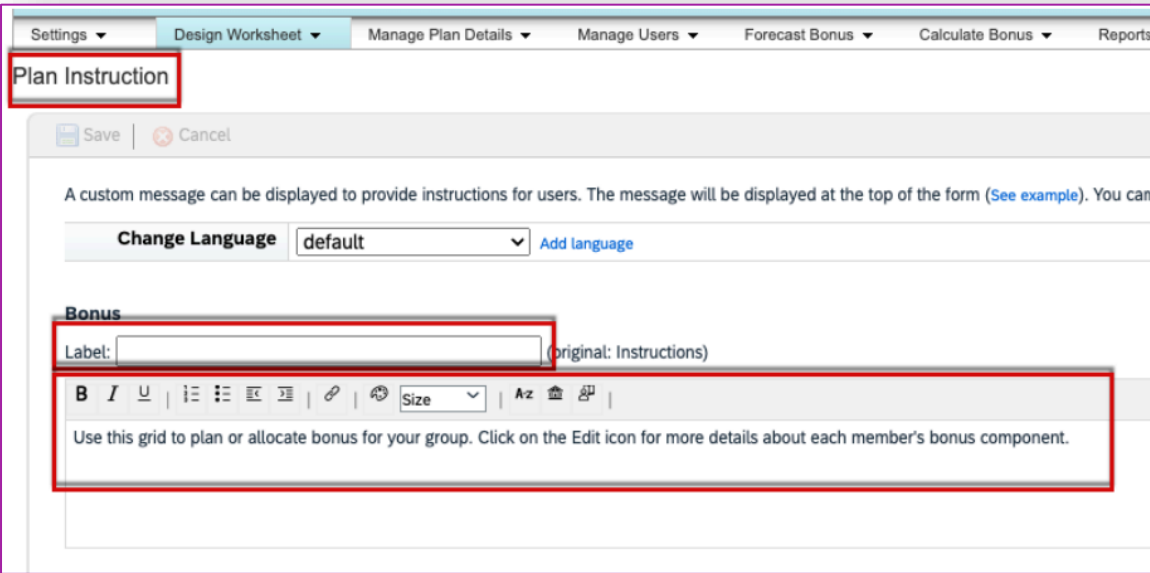
- Previously, you modified the label for **Instructions** in the XML of the template from Provisioning.

Deprecation of Spell Check Feature

- The Spell Check feature reached End of Maintenance on May 17, 2024, and will be Deleted on May 16, 2025.
- This feature enables you to check spelling in many places where you enter text, including Compensation.
- It also includes the ***Manage Company Dictionary*** tool in Admin Center, which enables you to maintain a company dictionary that's used by the Spell Check.
- We're deprecating the Spell Check feature, including the ***Manage Company Dictionary*** tool, because most modern browsers have a built-in spell check function that you can use instead.

The level of impact is N/A.

Milestone	Date	Definition
End of Development	November 17, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 17, 2024	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	May 16, 2025	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

# Bonus Payout Card Available in SAP SuccessFactors Work Zone

- We introduced a new Home Page card named **Bonus Payout** to SAP SuccessFactors Work Zone.
- As of this release, after administrators activate a new Home Page card titled **Bonus Payout** in → *Administration Console* → *UI Integration* → *Cards*, employees can receive revisions to their bonus plan throughout the compensation cycle in SAP SuccessFactors Work Zone.
- This new card enables employees to stay informed about bonus plan updates in SAP SuccessFactors Work Zone.

The level of impact is Low.
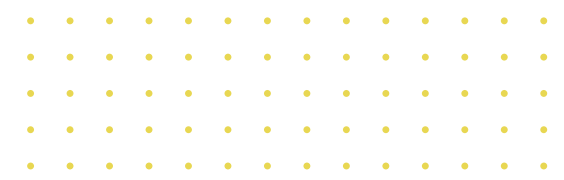
Deep Dive Topic

Enhancements to the Compensation Statement Editor

- You're now able to export compensation statement templates in XML format besides the already available XSL format. We have also added the ability to import the XML file which is duly validated and which you can then edit in the statement editor.
- This enhancement gives you the ability to migrate your statement templates from one instance to another and continuing to edit the template in the instance you imported the template to. For example, you could test and finalize the template in the test instance and then migrate the template to the production instance and retain the ability to make further edits in the production instance.
- You access the Statement Editor by going to ➔ *Compensation Home* ➔ *Action for all plans* ➔ *Manage Statement Templates*
- When you go to export a template, you now have the option to export in XML or XSL.

The level of impact is High.

Export Statement Template

Select a file type to export. Note that only templates created with XML files are editable in the Statement Editor. You will no longer be able to edit the statement template created after importing an XSL file into the editor.

File Type:
- ◉ XML
- ◯ XSL

OK   Cancel

Enhancements to the Compensation Statement Editor

- When you create a new statement template using the XML file, the template is treated as a template from **SuccessStore** and you can edit the template in the Statement Editor. When the statement template is created using the XSL file, the template is treated as a custom template, and you can no longer edit it in the Statement Editor.
- The figure here shows the new options to import XML or XSL file to the Statement Editor.
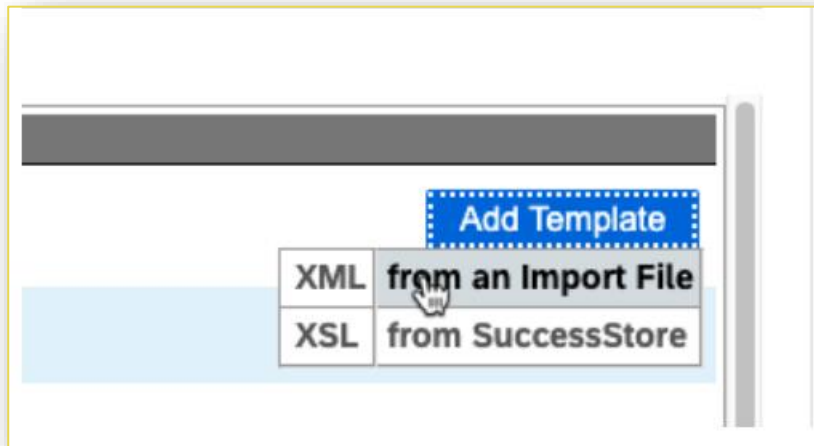
- In the previous version, you could only import an XSL file which then wasn't editable in the Statement Editor.

Enhancements to the Compensation Statement Editor

- Once XML is chosen, you see the screen to **_Validate_** and **_Import_** an XML file to the Statement Editor.

Enhancements to the Compensation Statement Editor

- When importing a combined statement, you also see a section where the Compensation (compensation, variable pay, or total compensation) templates used with the statement template are displayed in a column. The next column has fields where you can choose corresponding plans for the new statement template to be created.
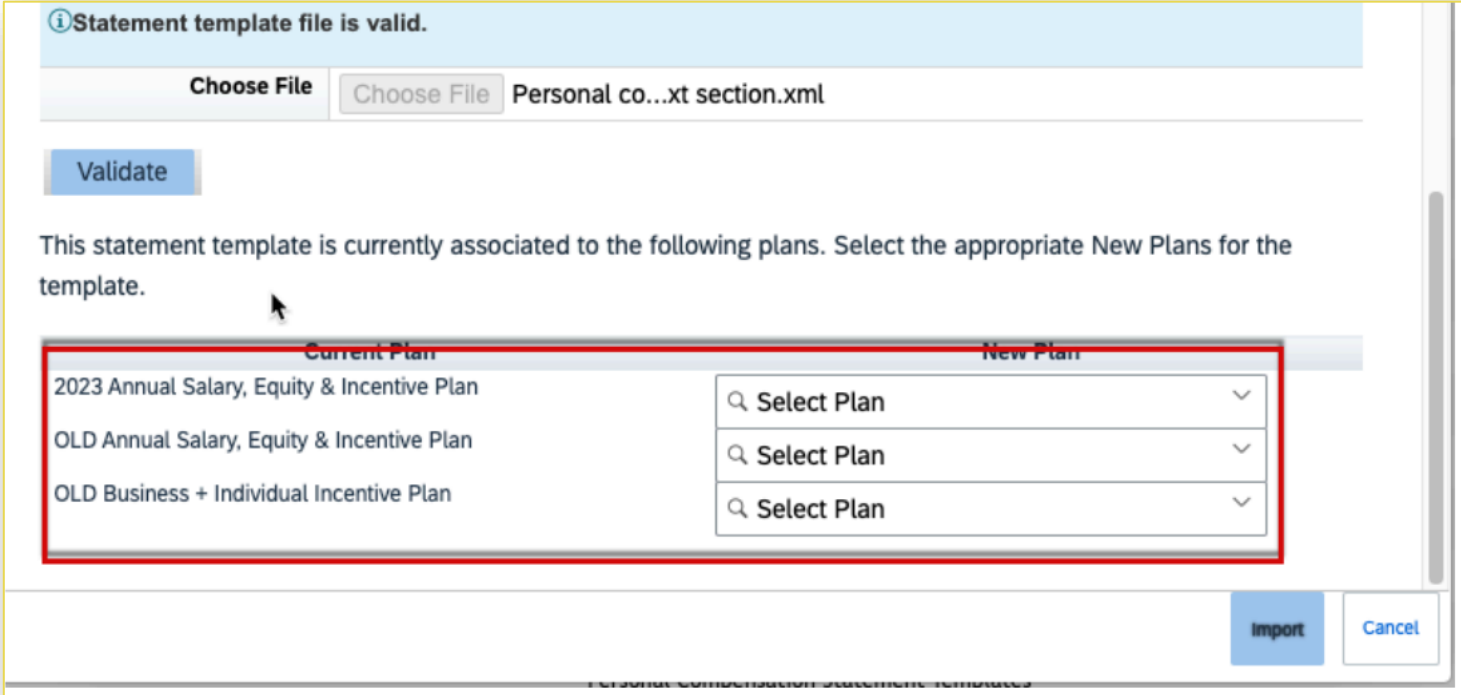
Enhancements to the Compensation Statement Editor

- We've introduced multiple validations when you import the XML file to create a new statement template. Violation of these validations cause errors and you're unable to import the template.

- These validations ensure:
  - You don't have two statement templates with the same name.
  - You have the languages on the template being imported enabled in the instance that you are importing into.
  - You have only the template modified in a Statement Editor being imported in the Statement Editor. No changes can be made to the XML file outside of the Statement Editor
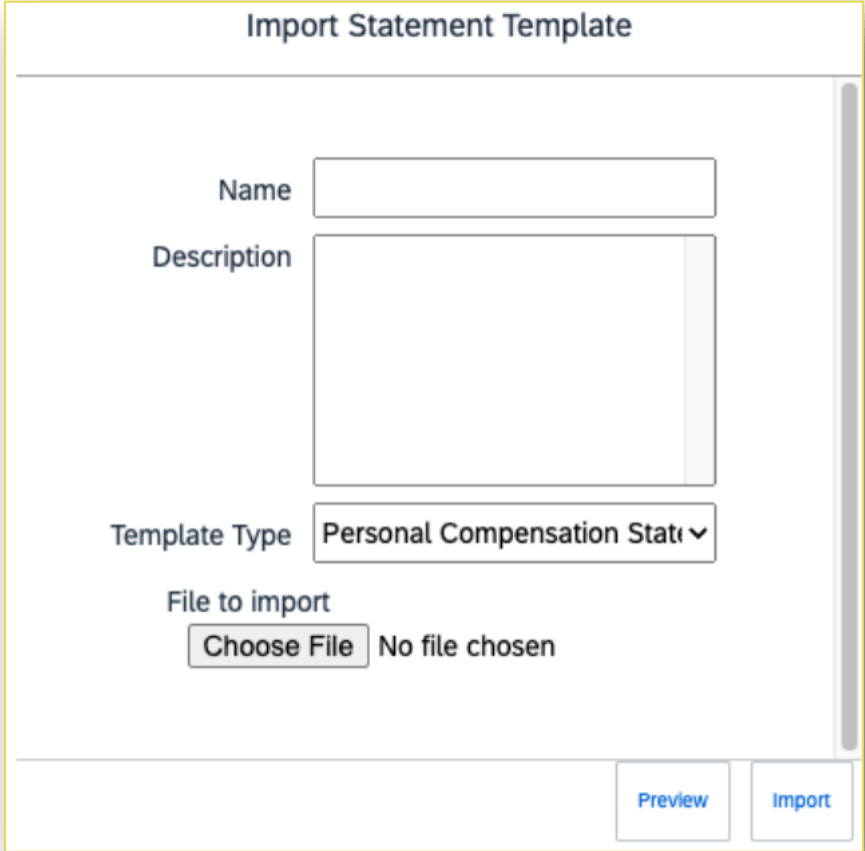
Enhancements to the Compensation Statement Editor

- The following figure shows a template with a certain name in the background. In the foreground, you see an attempt to create another template with the same name. This results in an error.
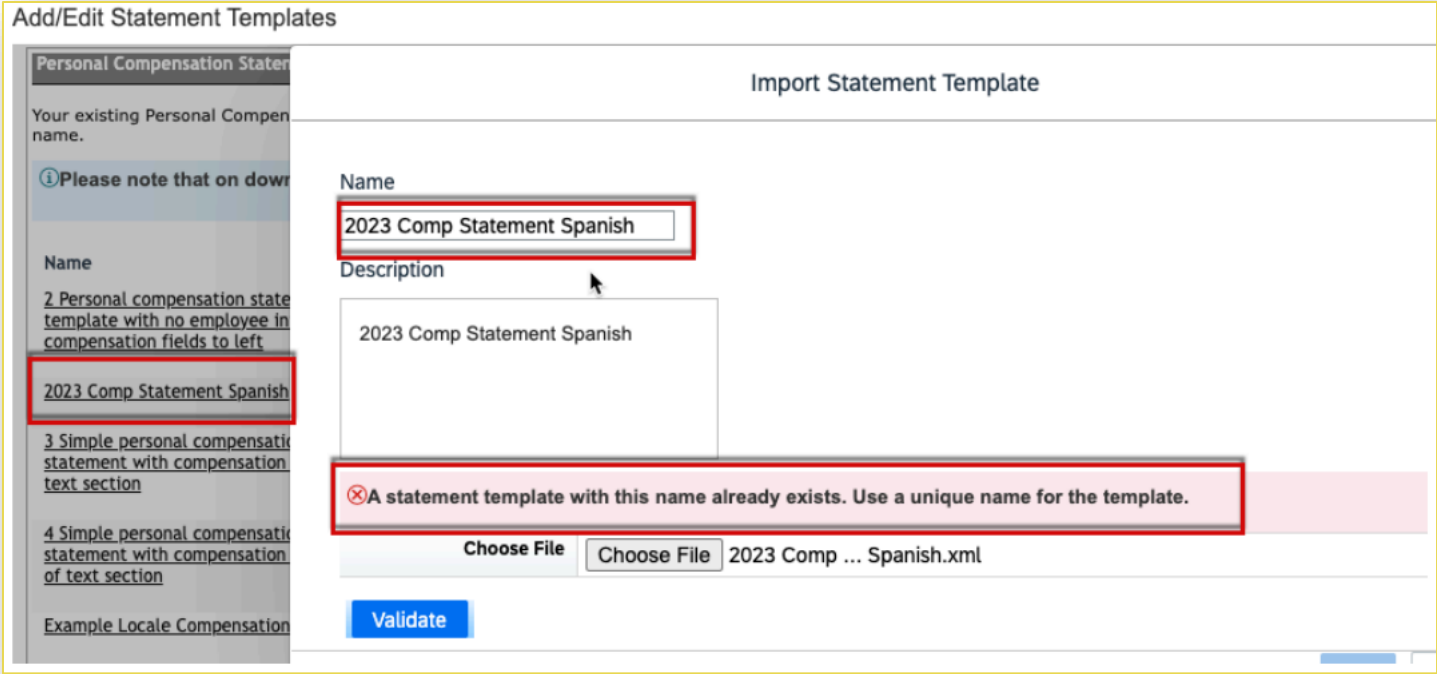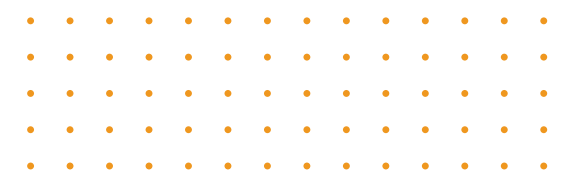
Enhancements to the Compensation Statement Editor

- The screen to → *Add template* → *from an Import File* using XSL remains the same as the → *Add template* → *from an Import File* option in the previous version.
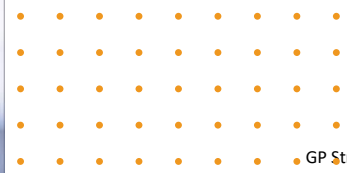
Product Road Map

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Product Road Map

- Check out the roadmap for this module here.

- SAP maintains product specific road map on SAP.com website – road map explorer

- Requires S-user login credentials, same as for the SuccessFactors Customer Community

- You can create & save your own "product mix" so you get a roadmap tailored to your solution landscape

- Road map is updated on regular basis

![effective people logo]
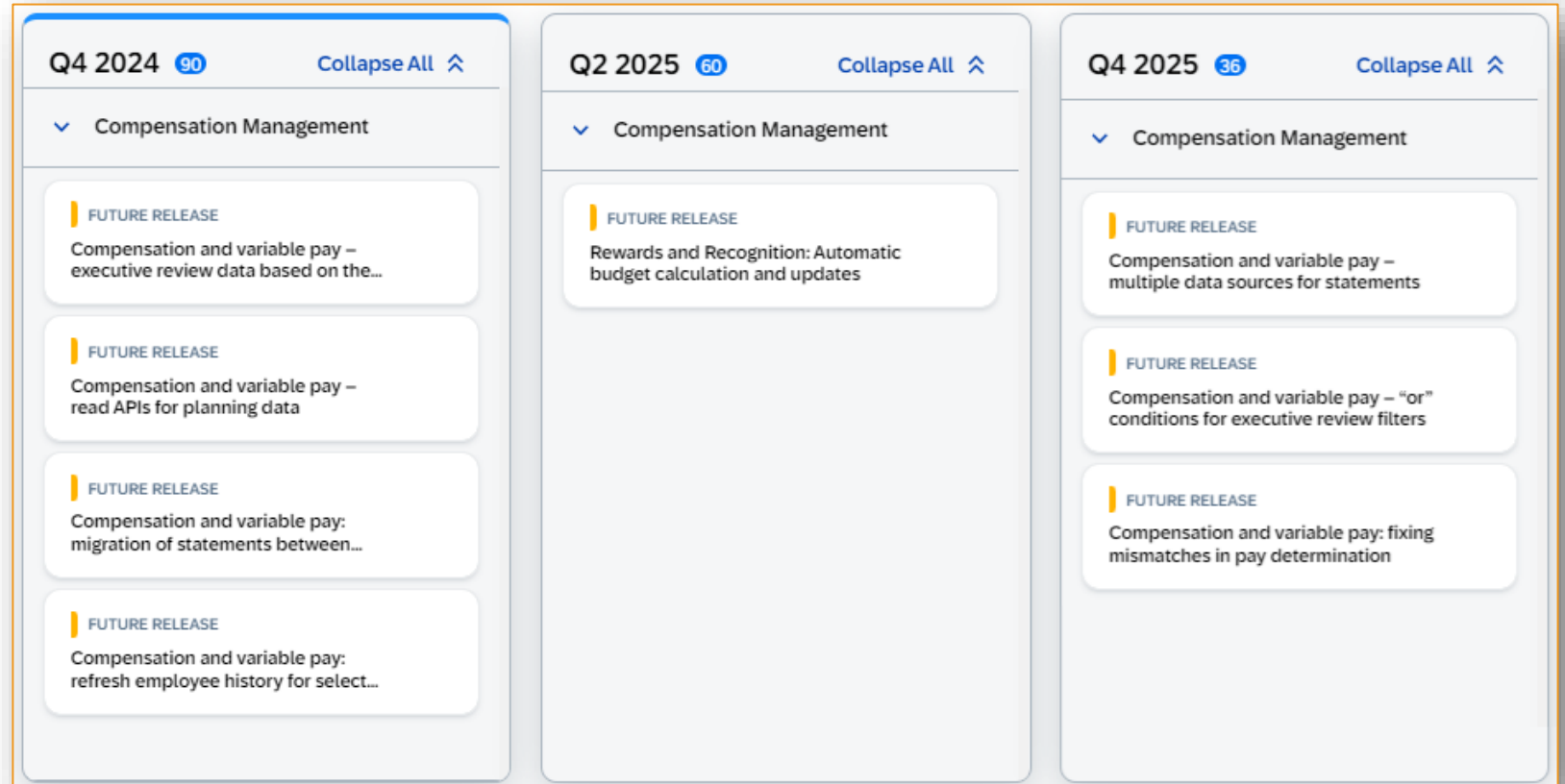
Thank You.

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