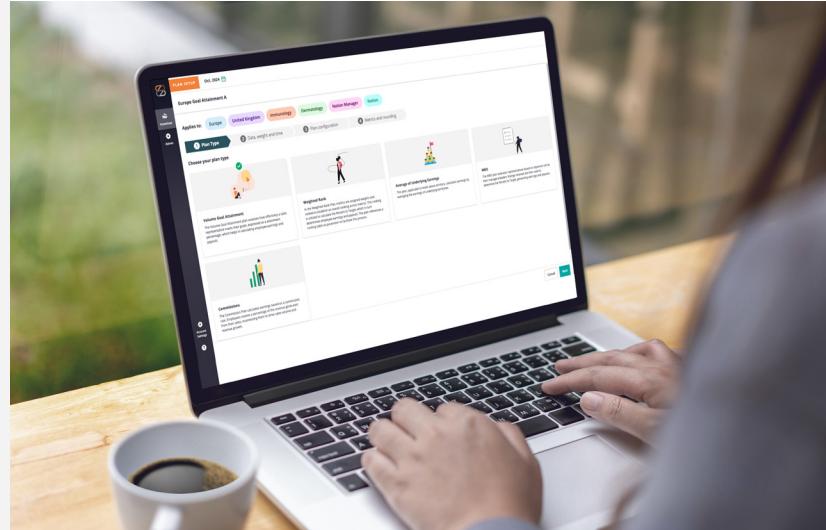




Smarter, scalable, and self-service IC operations for life sciences

ZAIIDYN® Incentive Compensation Operations



Transform compensation into a strategic advantage

Managing incentive compensation (IC) doesn't have to be complicated. ZAIIDYN Incentive Compensation Operations (ZICO), part of the ZAIIDYN Field Performance suite, helps life sciences teams move beyond disconnected processes, legacy systems and spreadsheet sprawl. It transforms IC from a time sink into a strategic growth engine.

Built on ZS's deep expertise in global IC programs and reimagined for a faster, more globally connected and self-service-driven world, ZICO combines extensive IC domain expertise, built-in best practices, AI-powered validations and faster processing into one intuitive platform.

- Globally Scalable, intelligent and unified IC operations
- Purpose-built for life sciences with deep domain expertise
- Intuitive, self-service experience for business users
- Built-in controls for risk reduction and compliance

Creating real-world impact

Whether standing up a global IC hub or moving beyond spreadsheets, ZICO supports both centralized and fast-growing commercial teams—helping them scale without added complexity.

Up to 50%

improvement in operational efficiency as compared to traditional and spreadsheet-based approaches

70+ markets deployed

across multiple continents

Transforming incentive operations through a scalable partnership

A Top 10 pharma is implementing ZICO via its global capability centers (GCCs) in India to modernize IC ops, replace legacy systems and enable 100% self-serve for 25,000+ reps. Early results show strong gains in efficiency and cost savings.

Impact where it matters.®

Key features



Global-scale
IC engine



Domain
rich and
customizable



Efficient
self-serve



AI-driven
error checks

Our solution

ZICO turns incentive compensation into a strategic growth driver—replacing manual, fragmented processes with a smart, scalable approach that boosts efficiency and ensures accurate, timely payouts globally.

Drive efficiency at scale

- Manage eligibility, awards and reporting across markets with multicountry support
- Accelerate setup using reusable templates and streamlined configurations
- Speed up report publishing through integrated tools
- Enable consistent execution with centralized, scalable models

Learn more: ZAIIDYN.com/field

Boost accuracy and trust

- Enforce clean data flow with user-defined validations and auto-blocking of faulty records
- Prevent payout errors using AI-powered anomaly detection
- Resolve issues faster via real-time traceability and smart alerts
- Boost accuracy and cut manual effort with seamless CRM, HR and finance integration

About ZS

ZS is a management consulting and technology firm that partners with companies to improve life and how we live it. We transform ideas into impact by bringing together data, science, technology and human ingenuity to deliver better outcomes for all. Founded in 1983, ZS has more than 13,000 employees in over 35 offices worldwide.