



# Incentive Compensation Health Check App

ZS's Incentive Compensation Health Check app allows you to quickly assess the health and performance of your compensation plans on the basis of fairness and motivation. Compensation plans can become ineffective due to changes in sales processes, organizational structure, or market conditions.

For these reasons, best-in-class firms assess the health of their compensation plans on a regular basis. Ensuring that your compensation plans are optimized will provide several benefits, including:

- + Improved company morale
- + Improved pay for performance
- + Reduced turnover
- + Increased overall sales performance



**For more information, please contact:**

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**Website**

www.zsassociates.com  
**Sales Compensation Blog**  
 www.zsassociates.com/thecarrot

Feature	Free Version	Paid Version
Distribution Analysis	✓	✓
Fairness & Accuracy	×	✓
Payout Curve Simulator	×	✓
Pay Level & Mix Benchmarking	×	✓
	\$0	Contact ZS

## ZS at a Glance

- + The world's largest firm focused exclusively on high-performance sales and marketing solutions, from customer insights and strategy to analytics, operations and technology
- + More than 4,000 professionals in 21 offices worldwide
- + Partnered with more than 1,200 clients in over 70 countries
- + Over 30 years of experience

## Key Features

### Distribution Analysis

Review your goal attainment distribution, investigate outliers, and assess your distribution of territory size to identify potential workload and coverage issues.

#### Anaplan functionality

- + Histograms
- + Ranking

### Fairness and Accuracy

Assess your compensation plans for bias on the basis of territory size and review your overall quota setting accuracy.

#### Anaplan functionality

- + Percentile calculation
- + Regression calculation
- + Standard deviation

### Payout Curve Simulator

Compare your payout curve to industry standards, investigate outliers, and simulate what your payout curve would look like under scenario global attainment levels.

#### Anaplan functionality

- + Histograms
- + Ranking
- + Compensation tier calculations
- + Simulation and scenario analysis

### Pay Level and Mix Benchmarking

Compare both pay level and mix by sales role to industry benchmarks.

#### Anaplan functionality

- + Percentile calculation
- + Rank within grouping

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