

Data is a crucial component for strategic business decisions. Xactly Benchmarking, the industry's only incentive performance intelligence platform, leverages over 16+ years of proprietary pay and performance data to improve compensation spend ROI.

## PAY AND PERFORMANCE DATA

Using Xactly Benchmarking, companies can proactively monitor their incentive compensation plans. With 15+ years of aggregated, anonymized pay and performance data, sales stakeholders get an unobstructed view of the market. They can compare their performance against similar companies and industries across a comprehensive list of standard sales plan metrics. Analyze trends in compensation by region, job title, tenure, plan component, and company size over time.

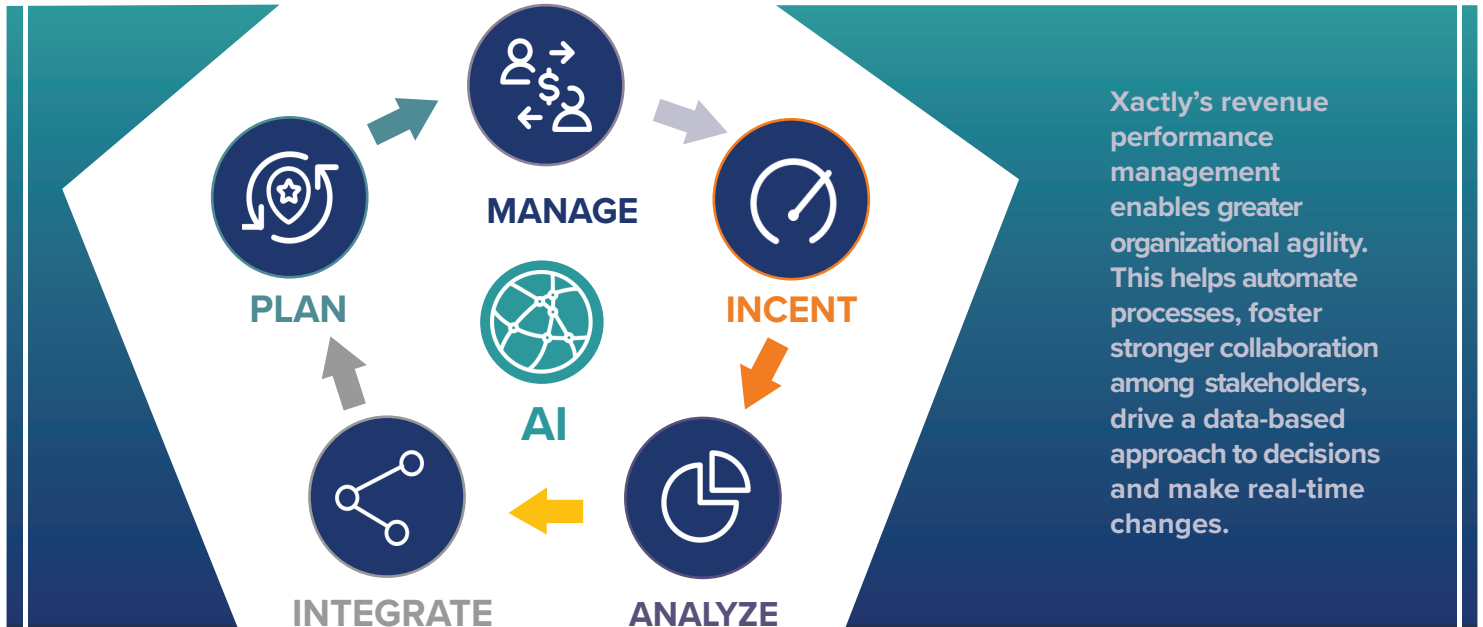
## INCREASE SALES PERFORMANCE

Expansion into new markets or potential mergers and acquisitions are strategic moves for companies. With Xactly Benchmarking, sales operations can leverage Xactly's empirical data to analyze which levers influence sales performance. With data refreshed monthly, stakeholders can monitor market competitiveness year round and use these figures to better inform comp strategy and design.

## PAY COMPETITIVELY

In order to attract and retain top talent, competitive compensation is a must. Xactly Benchmarking provides a rich set of metrics to help key stakeholders design compensation programs. See a side-by-side comparison of your company against your competitors and the industry with the ability to analyze a number of compensation related measures like pay mix, on target earnings, salary, and more.

# AGILE REVENUE PERFORMANCE



Xactly supports thousands of companies and empowers millions of sales reps. With 16+ years of expertise in developing purpose built solutions in a dynamic product platform, we power the world's most famous and complex organizations with their sales planning, incentives, and data-driven decision making.

In an increasingly changing world, organizational agility is crucial to survival and success. Xactly is uniquely positioned to drive this within sales organizations of all sizes. Our focus on SPM helps automate and streamline operations and develop organizational best practices. And a holistic ecosystem ensures not one rep, supporting team or relevant data point is ever lost in the shuffle.

## XACTLY'S FIVE AREAS OF FOCUS:

**PLAN** - Ensure the organization has the right capacity to deliver territory designs to create maximum deployment efficiency. Xactly also delivers relevant predictions for attrition, hiring, onboarding, ramp time and more.

**MANAGE** - Manage the reality of real-world situations in a continuous fashion. Xactly's distributed tools help sales and finance leaders model and adjust in real-time.

**INCENT** - Build well-designed compensation programs that drive high performing sales teams. Xactly's robust and secure platform automates complex commission calculations and rules at scale. Increased visibility in the sales organization develops trust, engagement and motivation to drive desired results.

**ANALYZE** - Capitalize on 16+ years of Xactly's proprietary, aggregated and anonymized, pay and performance data. To take a step further, when applied to artificial intelligence and machine learning algorithms, the result is actionable insights that drive high performing sales teams.

**INTEGRATE** - Integrate seamlessly with existing technology stack and maximize your investment ROI. Xactly's solutions allow customers to efficiently manage end-to-end data processing and data management needed to automate critical SPM processes. All with great flexibility and ease.