

Xactly Impact

OUR STORY

Our journey began in 2005 when our founder and CEO Chris Cabrera saw the promise of cloud computing in its beginnings. He passionately believed in his vision and led the Incentive Compensation Management (ICM) industry from on-premise into the cloud. Our aim has always been to stay a step ahead of the market, which inspired our transition from ICM to Sales Performance Management (SPM) and the creation of the first [Intelligent Revenue Platform](#). With everything that we do, including our growing Environmental, Social, and Governance (ESG) efforts, we are guided by our core C.A.R.E. values (Customer Focus, Accountability, Respect, and Excellence).

XACTLY LOCATIONS

Los Gatos | Denver | Bangalore | London | Sydney | Toronto

PHILANTHROPY

From the [XactlyOne](#) Foundation to [C.A.R.E. week](#), we are dedicated to our collective communities and unite to serve them. To date, 2400 volunteers have raised \$585,000 and donated over 15,000 hours of volunteer service. Our 2021 C.A.R.E Week was a great success, with 360 employees, in eight countries, donating their time and resources to thirteen nonprofits, including the American Diabetes Association and Best Buddies.



CBID

Culture, Belonging, Inclusion, and Diversity (CBID) is a core focus of Xactly and manifests itself in a variety of ways under our leadership team. When we ended Q3 2021, 34% of our US employee base was Under Represented Talent (URT). Within the current workforce, we focus our efforts on building community within our employee affinity groups. Career progression is also core to our talent retention strategy. In 2021, 35% of employees received promotions—twice the industry average. This opens new jobs that attract a diverse pool of talented candidates.



ENVIRONMENTAL

We hold ourselves accountable for stewarding our natural resources with responsibility.

Energy Highlights

- ▶ **London office:** All gas and electric used come from **100%** renewable energy.
- ▶ **Toronto Office:** The second largest energy resource is water-powered.
- ▶ **Bay Area Headquarters:** Through San Jose's clean energy program, Xactly emitted **22.46%** fewer greenhouse gases within one year when using both gas and electric. Xactly has consolidated around **50%** of its physical server equipment into virtual machine servers within the last 4 years. One server can now host **20+ virtual servers**, significantly decreasing power consumption.



Recycling

- ▶ **Bay Area Headquarters:** **19,800** pounds of waste were recycled in 2021 equaling about **50% of total waste**.
- ▶ **Corporate Equipment:** Xactly e-recycles all retired corporate equipment with a certified recycling vendor and encourages employees to bring in personal retired equipment and accessories to do the same. 49 laptops were given a second life in 2021.



Paper

- ▶ Around **95%** of all documents shared or used in the corporation are digital, eliminating the need for a paper version.
- ▶ The utilization of DocuSign saved **62,984 pounds** of wood and **185,452 gallons** of water during FY22.



AWARDS

We pride ourselves on creating a positive environment in and outside the walls of Xactly. Our workplace, leadership, and product awards validate our efforts.



CUSTOMERS

Xactly works with 1200+ innovative companies across varied industries and sizes. Our long-time customers have been able to transform their organizations using our Intelligent Revenue solutions. read about their success using Xactly's solutions [here](#). Our work with the software organization, [Blackbaud](#), contributes to their success in fueling nonprofits around the world.

PARTNERS

Xactly actively invests in its global alliance and partner community, with a particular emphasis on expanding its strategic relationships with Salesforce, Oracle, and Microsoft. With these partners, we focus on achieving both business-related goals together and goals that have meaning for the community.



PRODUCT OVERVIEW

The Xactly Intelligent Revenue Platform helps organizations achieve an agile Go-to-Market (GTM) by breaking down silos across teams to align people, processes, and technology across the revenue engine, leading to predictable, profitable, and resilient revenue. Leading organizations are unifying teams and building a GTM model that touches three primary areas:



Planning

Executive teams develop strategies based on data-informed decisions designed to reach corporate goals.



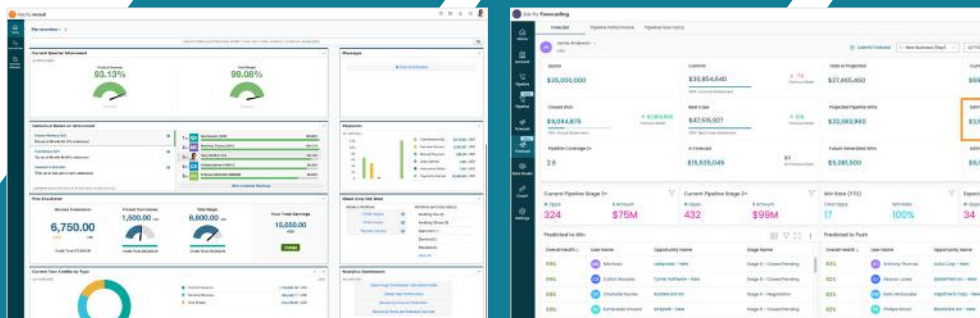
Performance

Execution teams implement plans that incentivize goal-oriented behaviors.



Prediction

Leadership teams monitor the execution, forecasting outcomes, and assess progress along the way.



ABOUT XACTLY

Xactly's comprehensive Intelligent Revenue Platform (IRP) has helped thousands of companies and millions of sellers around the world beat their revenue targets. Using [Xactly's solutions](#), leaders look past the current quarter to create revenue streams for long-term growth. The Xactly Intelligent Revenue Platform marries artificial intelligence and 17 years of proprietary data in easy-to-use applications. Sentiment, process, and trend analysis come together to form accurate machine forecasts. Quick identification and implementation of revenue plans, quotas, and territory improvements are easy. And, rapid calculation of even the most complex compensation plans keeps sales reps motivated and on track. This makes the Xactly Intelligent Revenue Platform the only solution that aligns seller behavior with boardroom strategy to create a resilient, predictable, and profitable business.

To learn more about Xactly and the latest issues and trends in intelligent revenue, follow us on Twitter, Facebook, and visit <https://www.xactlycorp.com>.

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