



# Laserbeam software

SaaS Performance, Compensation and Predictive Analytics

# Product Features

Features	Compass Cloud	Compass Essential	Compass Enterprise	Compass Analytics
Merit	✓	✓	✓	
Lump sum	✓	✓	✓	
Promotion	✓	✓	✓	
Adjustment	✓	✓	✓	
Workflow	✓	✓	✓	
Analytics & Reports	✓	✓	✓	✓
Budget plan	✓	✓	✓	
Admin & Manager dashboard	✓	✓	✓	
Merit Matrix	✓	✓	✓	
Bonus		✓	✓	
Bonus Matrix		✓	✓	
Performance - Self & Team			✓	
Career Profile			✓	
Succession Planning			✓	
Modelling				✓
Dependency Analysis				✓
Forecasting				✓

# What our clients say

## Testimonials



“ Management has been extremely impressed with the tools; the ease of use and reporting capability are top-notch, and we continue to work with Laserbeam on future projects. ”

**Lori Fochesato**  
Director of Human Resource



“ We contacted several companies including Laserbeam. What struck me immediately was the responsiveness of Laserbeam. They were on the phone with us understanding our needs right away, even before the other companies had called me back. ”

**Matt Mizell**  
Chief Information Officer



“ Working with Laserbeam has been terrific. Our return on investment was almost immediate. The tool met the needs of our HR Consultant and Manager clients at an excellent value. The feedback from clients across the board in the U.S., Canada and the U.K. was very good! ”

**Tom Lynch**  
Sr. Vice Prseident

# Budget Plan

## Budget Plan

Total Merit Eligible Employees <b>194</b>	Total Merit Eligibles Salary <b>USD 26,020,784</b>	Distributed Budget % <b>0.00%</b>	Distributed Budget Amount <b>USD 0</b>
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Prorate Budget

Show Budget in USD

- Merit USD 1,035,953
- Lump Sum USD 6,237
- Promotion USD 8,849
- Adjustment USD 9,819

[Distribute Budget](#) Action

Budget %  Prorated Budget Amount  Adjusted Budget % : 0.00% Adjusted Budget Amount : \$0

Manager Name	Total Employee	Current Salary	Prorated Budget %	Prorated Budget Amount	Adjusted Budget%	Adjusted Budget Amount	Spent	Balance
Adam Neil	5	\$328,822	0	\$9,865	<input type="text" value="0"/>	<input type="text" value="\$0"/>	\$11,206	(\$11,206)
Anna Rachel	4	\$645,735	0	\$19,372	<input type="text" value="0"/>	<input type="text" value="\$0"/>	\$27,151	(\$27,151)
Antonio Ken	11	\$2,261,929	0	\$67,858	<input type="text" value="0"/>	<input type="text" value="\$0"/>	\$78,899	(\$78,899)
Barry Alejandro	12	\$1,897,135	0	\$56,914	<input type="text" value="0"/>	<input type="text" value="\$0"/>	\$96,059	(\$96,059)
Brenda Jane	2	\$301,129	0	\$9,034	<input type="text" value="0"/>	<input type="text" value="\$0"/>	\$9,034	(\$9,034)
Bryan Jaime	4	\$560,716	0	\$16,821	<input type="text" value="0"/>	<input type="text" value="\$0"/>	\$18,248	(\$18,248)
Carl Ben	9	\$1,040,975	0	\$31,229	<input type="text" value="0"/>	<input type="text" value="\$0"/>	\$51,186	(\$51,186)

# Manager Screen

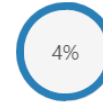


## Recommend Increase

Show Budget in

USD

Budget  
\$16,552



Balance  
\$1,102



Marvin Willard's Team

Reopen Approve Submit Save Step Progression Filter

EmployeeName Employee ID	Compa-Ratio	Proration Factor	Performance Rating Merit Guideline	Merit % Merit Amt	Promote To	Promotion % Promotion Amt	Adjustment % Adjustment Amt	Lump S Lump Su
Albert Einstein 486	87.00%	1.00	Meets Expectations 0.0%-5.0%	<input type="text" value="2.80%"/> <input type="text" value="\$2,800"/>	Director 	<input type="text" value="1%"/> <input type="text" value="\$1,000"/>	<input type="text" value="1%"/> <input type="text" value="\$1,000"/>	<input type="text"/>
Jane Goodall 440	106.00%	0.83	Above Expectations 0.0%-1.5%	<input type="text" value="3.30%"/> <input type="text" value="\$1.71 /hr"/>	--PROMOTE TO--	<input type="text"/> <input type="text" value="/hr"/>	<input type="text" value="1%"/> <input type="text" value="\$0.63 /hr"/>	<input type="text"/>
Sir Newton 311	92.91%	1.00	Needs Improvement 0.0%-3.5%	<input type="text" value="1.30%"/> <input type="text" value="\$1,319"/>	--PROMOTE TO--	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/>
Stephen Hawking 122	96.45%	1.00	Above Expectations 0.0%-3.5%	<input type="text" value="3.30%"/> <input type="text" value="\$3,960"/>	--PROMOTE TO--	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/>

A photograph of a workspace with a wooden desk, a laptop, a notepad, and glasses of drinks. A hand is holding a pen over the notepad. A large white circle is overlaid on the center of the image, containing the text 'THANK YOU'.

**THANK  
YOU**

A blue circular icon containing a white lowercase letter 'f', representing the Facebook logo.

**f**

A blue circular icon containing a white lowercase 'in', representing the LinkedIn logo.

**in**

