

WHITE PAPER

Anaplan for global compensation planning and modeling



Anaplan

For organizations managing global compensation structures, ensuring fairness, flexibility, transparency, and agility in total rewards is critical. Compensation planning and modeling is more than just salary and bonuses — it's about aligning financial strategy with talent strategies, ensuring compliance, and simplifying forecasting workforce costs with confidence.

Traditionally, in global companies that run spreadsheet-based tools to plan and manage employee compensation, HR and finance team can struggle with the following challenges:

- Designing diverse compensation models across regions
- Scaling compensation planning processes to support thousands of employees
- Handling intricate deferral rules and incentive structures
- Maintaining accurate, real-time compensation data
- Running complex "what-if" scenario modeling to guide decision-making

The fallout from these challenges often results in time and labor-intensive processes that are error-prone, tied to difficult-to-maintain spreadsheets, and raises leadership concerns about trust in the data and calculations, and their associated risks. Compensation managers also require scenario analysis and "what-if" capabilities in global compensation models, ability to monitor and forecast compensation costs, and to proactively manage compensation rules.



There's a better way to plan

Anaplan offers businesses a unique solution for planning the compensation of their workforce — no matter where they are globally. Customers can benefit from our secure multidimensional model and intuitive user experience to transform their compensation planning and modeling. With access to data integration from multiple sources, including HRIS and third-party compensation benchmark

providers, Anaplan provides automation and advanced analytics in a single, cloud-native, scalable platform. HR, finance, and business leaders can collaborate seamlessly to create, monitor, and adjust compensation structures in real time without relying on manual workarounds.

Anaplan also supplies a rich set of standard planning, forecasting, scenario analysis, and “what-if”

capabilities — allowing HR to predict global compensation costs, monitor compensation rules, and make changes to models on-the-fly.

Finally, Anaplan’s easy-to-use interface allows HR business users to keep the same level of ownership of the solution as they have with spreadsheets.

Anaplan capabilities

Anaplan, recognized as an **Exemplary vendor** in Information Services Group's (ISG) 2025 Workforce Planning Buyers Guide, empowers total rewards and compensation planning teams with real-time insights and dynamic modeling. With its different levels of calculations and reporting — such as group, division, entity, department, cost center, employee level, and more — Anaplan's data model can accommodate the complexity of any large organization.

From an employee perspective, the solution can capture as many data types as needed, including the total reward, base salary, or bonus data, as well as attributes such as position, start/end dates, tax status, cost center, country, and department.

Since Anaplan's data model is multi-dimensional, the list of values and their attributes can be stored in various dimensions — easing the initial design and future maintenance of the model.

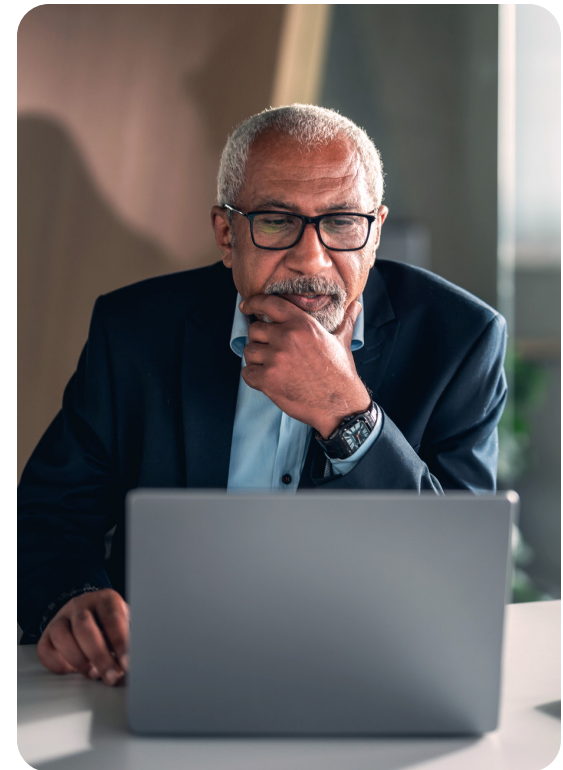
For example, banking sector compensation structures often include complex deferral requirements to align with regulatory guidelines and risk management policies. Anaplan enables banks to group employees based on attributes such as role, seniority, or risk exposure, and define compensation rules that determine how much of total compensation will be deferred. Banks can establish customizable eligibility rules, ensuring that deferral policies are applied appropriately to executives, traders, and other key personnel, while prioritizing compliance with regulatory mandates.

Anaplan then calculates compensation deferral amounts based on these rules, breaking them down into deferred cash and deferred stock awards, while maintaining accurate vesting schedules to track future payouts. This ensures that financial institutions can efficiently manage long-term incentive structures while maintaining transparency and alignment with regulatory standards.

In summary

With Anaplan, total rewards and **compensation planning** teams can access global compensation reports or long-term incentive (LTI) reports at any time and sum up deferral calculations for any employee or group of employees over a set period such as the next five years or more. They can also run scenario analyses, such as changing the order of priority for eligibility criteria or changing the inclusion criteria for an eligibility rule. Anaplan calculates the impact in real time and provides variance analysis between the different scenarios.

Ultimately, Anaplan enables you to run unlimited scenario analyses and “what-if” simulations — either at a very granular level, down to a group of employees and based on an eligibility rule or criteria, or at a higher level in the organization such as a change at the departmental, country, or divisional level.



About Anaplan

Anaplan is the only scenario planning and analysis platform designed to optimize decision-making in today's complex business environment so that enterprises can outpace their competition and the market. By building connections and collaboration across organizational silos, our platform intelligently surfaces key insights — so businesses can make the right decisions, right now.

More than 2,400 of the world's best brands continually optimize their decision-making by planning with Anaplan.

To learn more, visit www.anaplan.com