

A Compensation & Benefits System that works harder for WPP plc.



THE CHALLENGE.

WPP invited us to pitch for the design and development of a web-enabled Compensation & Benefits System. This was an extremely important step for them, as it would open up their senior executive remuneration activity to operating companies and executives for the first time.

They wanted all their remuneration activity centralised into one system, so that all relevant people could have a complete picture of what each remuneration package was worth. They also wanted administration to be quicker and easier for their compensation and benefits team. We won the pitch, as we were the only company who could meet all these needs satisfactorily.

THE PROCESS.

Before we started work on the system, we gave WPP's current compensation and benefits activity a detailed examination, including analysing their current off-line database. This gave us an exact understanding of what we needed to do online, and meant we could precisely customise the system to fit WPP's remuneration operations.

The system gives executives who receive these packages, and their company managers, online access to any details they need – instantly and in real-time (with built-in security parameters, of course).

Our remit includes administering all these processes, training people to use the system, dealing with anomalies and questions about individual executives, and managing the system and data to ensure that the nomination, analysis and confirmation process is always accurate.

THE RESULTS.

Our tailored management system means WPP can choose the level of work they outsource to us at any time. The management of compensation and benefits activity is more efficient for all users, and has reduced the administrative burden for their compensation and benefits team. Data is more accurate and easily tracked, giving a more cohesive and efficient process, from nomination to analysis to final approval.

Finally, for the first time, operating companies and their executives can see remuneration information previously held in an off-line database only accessible to WPP.

"I have no hesitation whatsoever in recommending HWC to other organisations."

Nicky Blyth,

Worldwide Stock Plan Manager

FURTHER INFORMATION.

To find out how we could help with your compensation and benefits system or other HR processes, please contact:

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