



Success Story  
Financial Services Industry



BNP PARIBAS

# Adopting a Unified Approach to Compensation

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**BNP PARIBAS**

BNP Paribas is one of the best rated banks in the world. The group has a presence in more than 75 countries and more than 189,000 employees, including more than 140,000 in Europe. It ranks highly in three core activities: domestic markets, corporate and institutional financial service. In Europe, the Group has four domestic markets (Belgium, France, Italy and Luxembourg) and BNP Paribas personal finance is the leader in consumer lending.

## Need



BNP Paribas was in search of a compensation solution to enable improved performance by aligning its employees with the organizational strategy. This meant that the solution needs to provide a clear communication of compensation for all employees. On top of performance, the company also needed to manage complex long term incentive processes to meet internal and external compliance initiatives.

## Solution



With beqom, the BNP Group manages executive compensation, deferred bonus and equity management processes, all within one integrated platform, ensuring that compensation processes are transparent and compliant with regulatory guidelines.

The ownership of the beqom solution is in the hands of the business users, enabling BNP Paribas to simplify and administer complex compensation processes with flexibility and agility.



## Benefits



By adopting a unified approach to compensation, BNP Paribas has benefited from:

- Cost savings by improving employee productivity and process efficiency.
- Compliant processes that ensure fairness and avoid costly regulatory fines.
- Full transparency in compensation processes across all levels of the organization.

## Corporate Snapshot

**Sector:** Financial Services

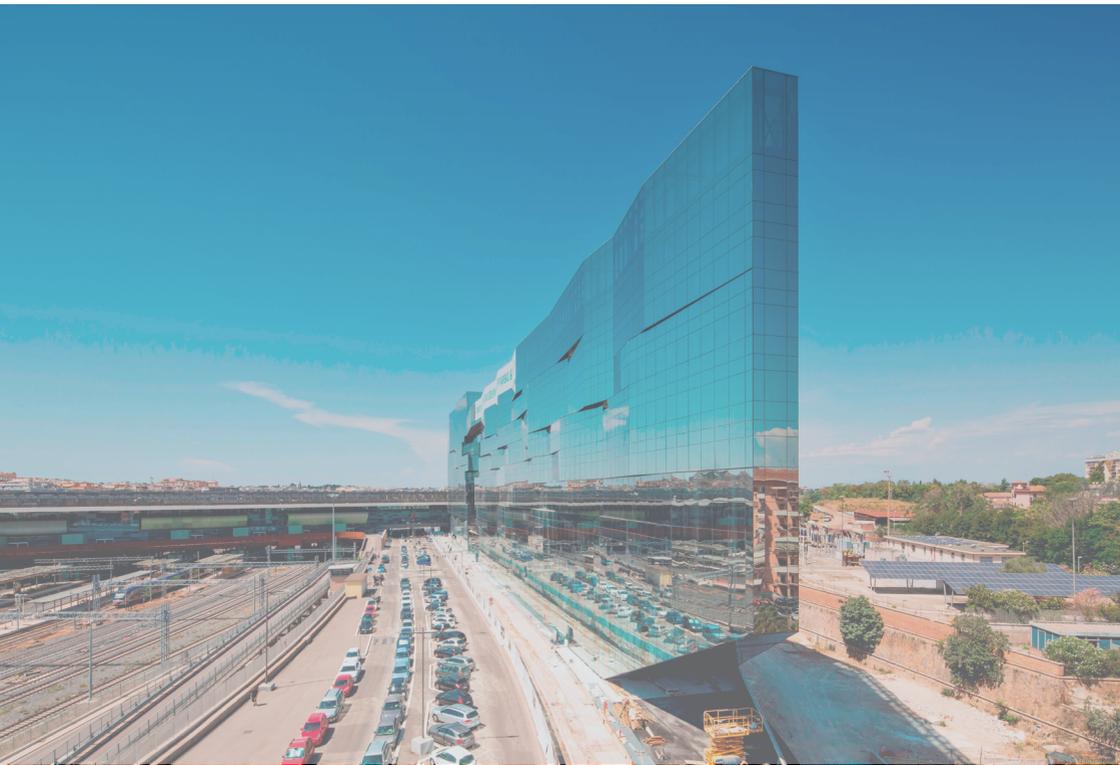
**Headquarters:** Paris, France

**Present** in 73 countries

**Total employees:** 189,000

**Revenue:** €43.1 billion

\*in 2017





# Happiness is the best driver of success

Our mission is to make the workforce of our customers happy. beqom drives happiness by allowing business managers to lead, align and motivate employees and partners. The beqom Total Compensation solution is used globally across all industry sectors by over 100 large companies such as Microsoft and Vodafone. It addresses all performance and compensation aspects such as salary review, bonus, long-term incentives, commissions, benefits, non-cash rewards and all key drivers towards employee performance and sales performance.

HR, sales and finance departments leverage our platform to drive performance, retention, cost optimization and... happiness among their people.

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