



Continuous Performance & Rewards

**A purpose-built solution to reward
the moments that matter**

beqom.

to make your people **happy**

beqom.com

Rewarding the Moments that Matter

A performance & rewards approach that puts the employee experience at the center while driving a high performance culture.



Unified: beqom provides a comprehensive platform for performance & total rewards that provides a single, transparent and up-to-date view for both the employee and organization.



Personalized: The platform is designed to drive engagement and motivation at the individual level. Rewards can be tailored to individual needs for optimum motivational value, and tied to employee achievements throughout their performance journey.



Continuous: Dependence on ineffective annual incentive plans can be replaced with agile goals and real-time rewards to strengthen the link between performance, feedback, and compensation. Energize your people throughout the year with incentives tied to continuous performance data.



Intelligent: To leverage the enormous volume of performance data, the system learns from each touch-point and uses advanced ML algorithms to predict behaviors, risks, and emerging trends. The platform then provides data-driven automated recommendations & guided decision-making for managers.

Book a demo today

Visit www.beqom.com/contact-us to speak to our team about how you can benefit from the industry's first Continuous Performance and Rewards platform.

What We Do

beqom ensures rewards are compliant, fair, and within budget through an intelligent optimization engine.

beqom's **Continuous Total Rewards platform** is a unified continuous performance and reward solution that offers personalized rewards aligned to real-time performance data, feedback, skills, behavior, and goals along the employee journey touchpoints, giving employees a feeling of purpose and engagement.

The beqom platform is used by more than **100 industry leaders** to manage their Employee Performance Management and Sales Performance Management processes:



Empower HR and Finance

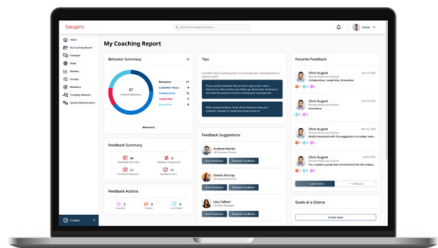
- ✓ Salary Management
- ✓ Performance Management
- ✓ Bonus Management
- ✓ Long-term Incentives
- ✓ Bonus Deferral
- ✓ Planning and Budgeting
- ✓ Simulation and Reporting

Manage Sales Strategically

- ✓ Sales Incentive Management
- ✓ Sales Performance Management
- ✓ Objective and Quota Management
- ✓ Territory Management
- ✓ Channel Management
- ✓ Simulation and Reporting

Turn Leaders into Coaches

- ✓ Pulse Engagement Surveys
- ✓ 360° Performance Reviews
- ✓ Agile Goal Setting
- ✓ Effective 1:1 Meetings
- ✓ Smart Continuous Feedback



Trusted by Global Organizations

The world's leading enterprises trust beqom with their performance and rewards strategies.

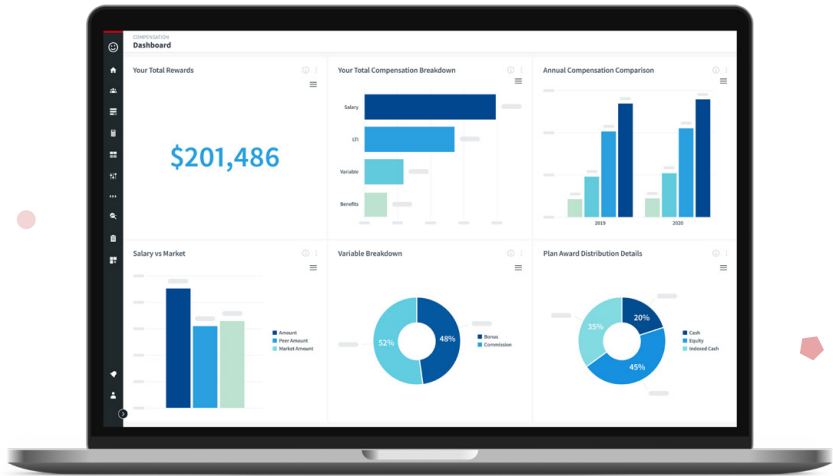
Financial Services	 PICTET	 GOLUB CAPITAL	 AG2R LA MONDIALE	 BNP PARIBAS
	 AXA	 Swiss Re	 KBC	 Standard Bank
Retail and Consumer Goods	 Coca-Cola Hellenic Bottling Company	 L'ORÉAL PARIS	 LOWE'S	 PEPSICO
Automotive and Manufacturing	 CNH INDUSTRIAL	 faurecia inspiring mobility	 JM FAMILY ENTERPRISES, INC.	 DAIMLER TRUCK

“beqom was the only provider that could meet our compensation needs. We needed a single, integrated compensation management system to centralize our compensation processes while still maintaining flexibility at the local level.”

CNH Industrial

Technology	 FUJITSU	 RICOH	 solocal	 syngenta
Telecommunications	 Sunrise	 TURKCELL	 orange	 swisscom
Energy and Resources	 VEOLIA ENVIRONMENTAL SERVICES	 TotalEnergies	 ENGIE	 ExxonMobil
Business Services	 THE ADECCO GROUP	 randstad	 Capgemini	 DHL

The world has changed.



Deliver compensation that matters.

Does your reward system deliver meaningful employee experiences?

A new generation of workers, sudden disruptions, and evolving global trends have combined to change employee expectations, requiring employers to adapt how they attract, motivate, and reward their talent. The future of rewards demands flexibility. It demands prioritizing the employee experience. It demands intelligent, personalized rewards in real time.

The future of rewards demands beqom.

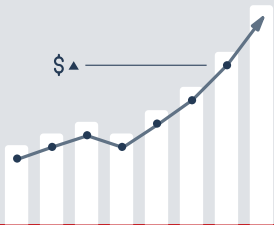
"We wanted a solution capable of supporting TotalEnergies in transforming its HRIS to become truly global. We chose beqom after a deep evaluation of market solutions."



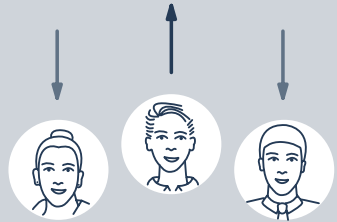
Start Your Transformation

Transform your organization and create a culture of inspired engagement.

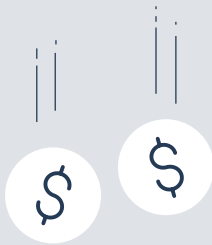
beqom's Continuous Total Rewards solution connects directly into your HR suite, saving your suite approach while giving you world-class compensation management without compromise.



Inspired Performance



Attraction & Retention



Optimized Costs



Reduced Risk

beqom.

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