

ProfitStars Performance ScorecardSM

Manage Employee Incentives and Achievement

Today, there are significant challenges with most incentive systems at financial institutions (FIs). While 97% of FIs have incentive plans in place currently¹, they face challenges like:

- No method to efficiently administer the plan.
- Existing systems are often laborious to update and not updated regularly.
- Tracking capabilities are limited and cannot be easily tied to vital performance metrics.
- A lack of transparency or a clear definition of results.

If any of this is a struggle at your FI, you are not alone. A recent Bank Director study indicates that FIs' #1 compensation challenge is tying performance to compensation.² But with the new Performance Scorecard solution from ProfitStars®, you can now manage and reward for performance using an integrated tool and say goodbye to in-house spreadsheets. Using Performance Scorecard, executives, branch managers and users can streamline and automate the tracking of results and get timely updates on performance. You also gain the ability to understand enterprise-wide, department, and individual achievement all in a single system.

Set Objectives and Recognize Top Performers

With Performance Scorecard you can set objectives and reward employees for results while fostering a pay-for-performance mindset across your organization. This makes it easier for you to attract and retain top talent, keep your team motivated and engaged, and recognize exceptional performers.

Bringing all your key data together gives executives, loan officers, and other leaders an accurate view of organizational and branch financial performance plus a host of other data points. You also gain flexibility with scorecard category design – in score weightings, objective setting, and modeling different achievement levels. You can easily view and monitor crucial measurables like:

- Branch performance
- Department performance
- Individual performance
- NIM
- New loan activity
- Portfolio profit

It's all here and all-digital. There's no need to try to synch up spreadsheet numbers or spend hours studying divergent systems.

Tee Up and Key Up Your Success

Your employees are critical to your organization's success. Using Performance Scorecard, you can link scorecard results to your financial results – as well as drill down to review and model different levels of achievement to understand the impact on incentive compensation. Where does an individual performer stand? Where does the team stand? Just go to the scorecard!

Revolutionized Financial Performance

Performance Scorecard can be utilized as a stand-alone solution or integrated with the enhanced ProfitStars Financial Performance SuiteSM (FPS). When you choose FPS, you can bring together previously siloed systems, which means your financial performance data is consistent, actionable, and leads to superior decision-making. Utilizing FPS together with the integrated Performance Scorecard tool, you'll have convenient access to linked data from other solutions in the suite, which means you can seamlessly tie performance objectives directly to actual results.

¹Blanchard Consulting Group Survey

²Bank Director 2019 Compensation Study