

Paris, February 15, 2010 – More and more companies leverage the benefits of variable compensation to confront the current crisis.

2009 was a good year for Excentive, the specialist in performance compensation software solutions. Excentive's *Compensation Cockpit*[®] platform enables companies to use variable compensation plans as performance levers. The advantage of this approach is clear, particularly during this period of crisis.

In every field of activity - banking, insurance, service, industry - there is a great need to link compensation and performance. Over the past few months, in testimony to this need, a dozen prestigious, big-name accounts have joined the list of Excentive's clients: Orange, Fnac, Galeries Lafayette, Nouvelles Frontières, AG2R La Mondiale, Groupama PVL, Crédit Agricole, Adecco, Rexel, Logica, Faurecia and Renault.

"At the end of the day, the environment of crisis has been fairly beneficial to us," says Excentive Chairman David Lerman. "Currently, companies are more aware of the full benefit to be drawn from *Compensation Cockpit*. In our platform, our clients find a solution which can help them attain their strategic and commercial goals, and which is, what's more, short term. This assistance is particularly invaluable because the business environment has never been so strained and competitive."

Compensation Cockpit offers many performance levers: commissions, bonuses, stock-options, raises, etc. But variable compensation doesn't only concern employees; it can impact all parties in a company. *Compensation Cockpit* allows companies to leverage employees, distribution networks, and also partners by, for example, managing royalties contracts. "For our clients, the goal is to guarantee that each dollar spent on compensation, in whatever form it is spent, goes toward achieving their key objectives," says David Lerman.

Achieving key objectives is something that David Lerman is very familiar with. In 2009 Excentive surpassed its own goals by opening no less than eight new offices across Europe and the United States.

About Excentive

Excentive provides total compensation management for the global enterprise. Excentive enables companies to adapt their compensation plans to changing market conditions, by making it easy to plan, model, and roll out new compensation campaigns, even in the most complex compensation scenarios. Founded in 2002 in France, in 2009 Excentive opened offices across Europe and North America, becoming the first truly global company in the compensation space.

Excentive customers include many of the Global 500, in financial services, insurance, telecom, retail, manufacturing, and other sectors, including Barclays, Renault, Orange Telecom, La Mondiale, Air France, and companies within the group BNP Paribas.

Excentive has partnerships with Sopra, Business & Decision, Micropole Univer, Glenture and Accenture.

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