

Incentive Compensation for Pharma & Life Science Industry

IC is a specialized application designed to streamline incentive compensation management for pharmaceutical and life sciences field representatives. Built to support the complexities of sales operations in a regulated industry, IC enables a **70% reduction in processing time for field reports, ensuring compliance, transparency, and data accuracy**. By automating compensation workflows, the app enhances salesforce productivity, minimizes errors, and simplifies incentive management in alignment with industry best practices.

Key Features & Modules:

The IC App is structured into different modules tailored to various user roles:

- **Admin Module:** Designed for **home office teams** to adjust sales data, execute sales crediting, and analyze performance trends using validation charts. This ensures **accurate compensation processing aligned with compliance standards**.

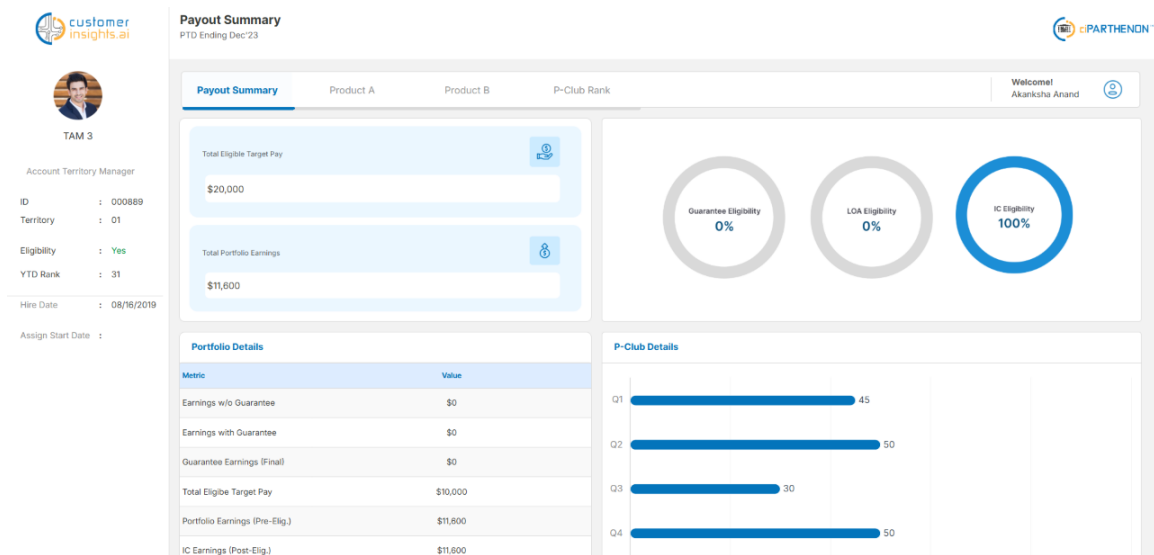
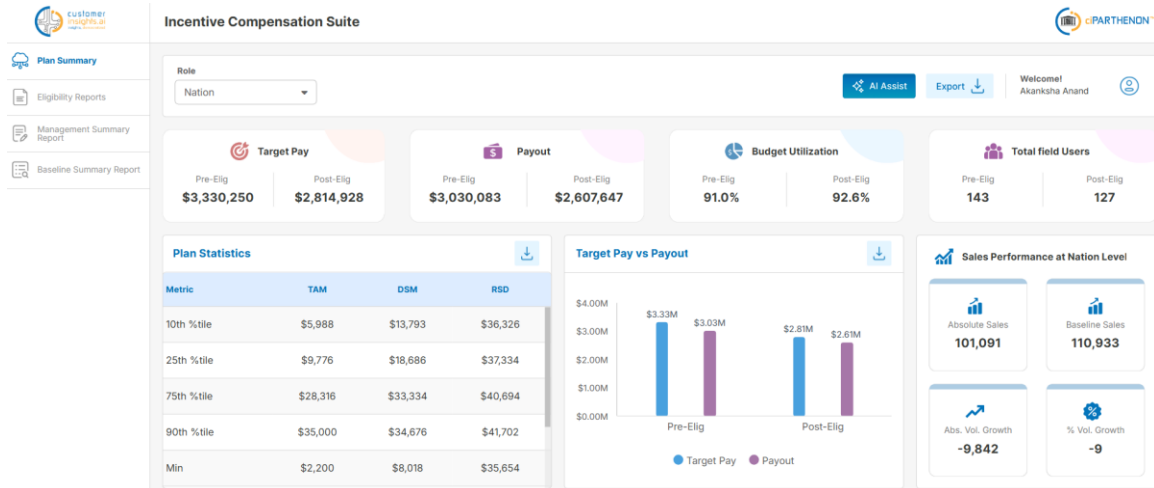
The screenshot shows the 'Data Overview' section of the Incentive Compensation Suite. It features a sidebar with navigation options: Data Staging & Validation, Business Rules Management, Sales Crediting, Input & Output Validation Trends, and Usage Statistics. The main content area includes a header with filters for Year (2024) and Months (April), and a 'Submit' button. Below this is a table with the following data:

Filename	Upload	Download	Sample	Ingestion Status	Validation Status	# of Records
Product Sales	↓	↓	↓	✓	✓	21,134
Product Goals	↓	↓	↓	✓	✓	55
TTP (Territory to Physician)	↓	↓	↓	✓	✓	8,823
Geography Alignment	↓	↓	↓	✓	✓	45
Customer Master	↓	↓	↓	✓	✓	8,823
Zip to Terr Mapping	↓	↓	↓	✓	✓	1,707
HR Database	↓	↓	↓	✓	✓	57
Paycurve	↓	↓	↓	✓	✓	229

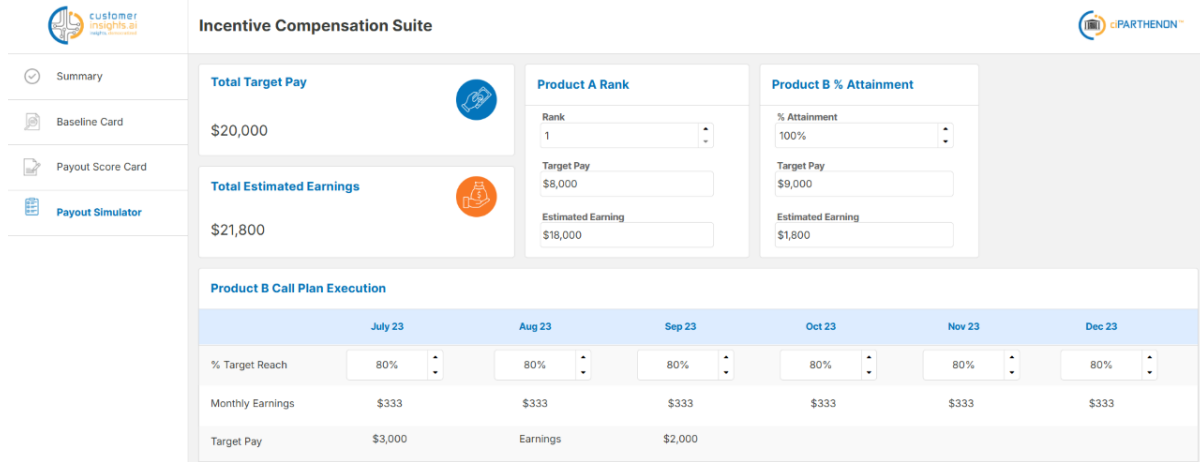
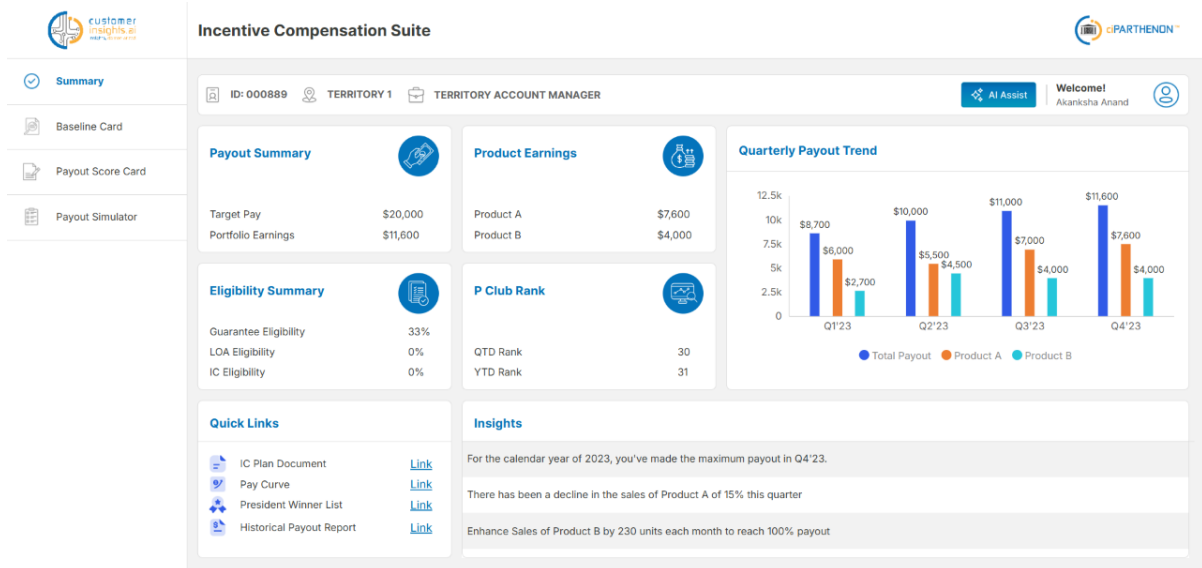
The screenshot shows the 'Sales Crediting Overview' section of the Incentive Compensation Suite. It features a sidebar with navigation options: Data Staging & Validation, Business Rules Management, Sales Crediting, Input & Output Validation Trends, and Usage Statistics. The main content area includes a header with filters for Geo Level (56 selected), Geography (4 selected), and Product (Product B, Product A), and a 'Welcome!' message for Akanksha Anand. Below this is a table with the following data:

Geo Level	Geography ID	Geography Name	Product	T_SALES_01	T_SALES_02	T_SALES_03	T_SALES_04	T_SALES_05	T_SALES_06	T_SALES_07
Nation	Nation	Nation	Product A	1,767.64	1,855.32	1,784.17	1,710.18	1,646.96	1,598.31	
Nation	Nation	Nation	Product B	1,042.62	944.72	871.67	804.18	739.52	696.80	
Region	90000	UNALIGNED	Product A	36.70	35.95	30.31	34.92	30.49	29.74	
Region	90000	UNALIGNED	Product B	26.42	19.49	16.02	19.30	17.91	16.57	
Region	TE0000	EAST	Product A	979.50	1,035.68	983.87	953.71	923.07	889.94	
Region	TE0000	EAST	Product B	598.92	555.14	507.83	462.89	429.40	404.20	
Region	TW0000	WEST	Product A	751.44	783.68	770.00	721.56	693.39	678.62	
Region	TW0000	WEST	Product B	417.28	370.08	347.82	321.99	292.22	276.02	
District	99900	UNALIGNED	Product A	36.70	35.95	30.31	34.92	30.49	29.74	
District	99900	UNALIGNED	Product B	26.42	19.49	16.02	19.30	17.91	16.57	

- b. Management Module: Built for **account managers and sales leadership** to review **plan summaries, eligibility reports, and baseline sales** at multiple levels. It includes a **Management Summary Report** with drill-down scorecards for tracking earnings and performance.



- c. Field Reports Module: Developed for **medical sales representatives** to review payouts and leverage the **Payout Simulator**, allowing them to model potential earnings based on sales performance or goal adjustments.



Target User:

IC is ideal for sales managers, field representatives, and compensation administrators in the pharmaceutical, biotechnology, and life sciences sectors. It is especially beneficial for organizations with large, decentralized salesforces, ensuring fair, performance-driven compensation while maintaining compliance with industry regulations and corporate policies.

Problem Addressed:

Managing incentive compensation in pharma and life sciences presents unique challenges, including complex compensation structures, regulatory compliance, and data validation requirements. Manual processes and fragmented workflows lead to reporting delays, inaccuracies, and transparency issues.

IC resolves these inefficiencies through:

- **Automated workflows** to accelerate processing time and eliminate manual errors.

- **Real-time analytics** for improved decision-making and transparency.
- **Robust data validation** to ensure accuracy, compliance, and fair compensation distribution.

By optimizing incentive compensation management, IC enhances salesforce motivation, operational efficiency, and regulatory adherence—ultimately driving business success in the competitive pharma and life sciences industry.