

ETWeb Compensation Management effectively helps reduce the risk of “talent drain” in your organization

Comprehensive overview of all compensation components offered through integrated Total Compensation

Duesseldorf, June 29, 2006 – ExecuTRACK Software, global leading supplier of software solutions for Human Capital Management, has recently integrated its Compensation Management module into the latest version of ETWeb™ Enterprise. With this new product extension, organizations can facilitate transparency for all employee compensation components, including variable pay, long-term incentives, and non-monetary rewards. Using Self Service, employees can view online a detailed account of all their personalized compensation components – all in their preferred language and selected country currency. In this way, employees always have access to the actual value of their Total Compensation package, which helps them better identify with the company and significantly decreases the risk of talent drain from the organization. This leads to a stark reduction of the high costs of refilling key positions, and high potentials and strong performers are bound more closely to the organization through this transparent process.

“ETWeb users gain lasting competitive advantage as a result of a holistic approach to Human Capital Management. With the integration of the Compensation Management, Performance Management, Career & Succession Planning, Skills Management, and Training & Development Management modules, an employee’s past performance, their current competencies, and future development potential are tied in directly with compensation decisions,” explains Dr. Andreas Hoynigg, Managing Director at ExecuTRACK Solutions. “Based on this comprehensive set of information, managers can make decisions both more quickly and effectively,” he adds.

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ETWeb™ Enterprise makes it possible to pass existing compensation data to and from external systems and make it centrally available to those users who need it most. Through graphical and tabular reporting, users can perform aggregated analyses of actual compensation by divisions, departments, areas, and various compensation components. These reporting capabilities are also available on a global scale, which helps create the basis for structured, multilateral compensation decisions.

The ExecuTRACK Software Group has rapidly established itself as the world leader in the market for strategic Talent Management. The 100% Web-based solution ETWeb Enterprise – developed with over 20 years of experience - fully supports your organization in analyzing and managing all areas of its human capital: Career & Succession Planning, Performance Management, Skills and Competency Management, Training & Development Management, Compensation Management, Organizational Charting, and Global Talent Warehouse.

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Press Contact:

ExecuTRACK Software GmbH

Attn: Attila Bock

Hamborner Str. 51

40472 Duesseldorf, Germany

tel: +49 211- 862 82-0

fax: +49 211-862 82-55

e-mail: info@executrack.com

web: www.executrack.com