RedCAT
SYSTEMS
Redefining HR Systems

The Luxury RedCAT Experience

RedCAT is a concierge HR enterprise solution for those who want their software to be configured to the way they do business. We believe you deserve the luxury to say, "This is what we need" and have your tools reflect that. You will have a dedicated Account Manager who is intimately familiar with your business and processes to guide you through every step. Stop living with "no"!

Compensation Award Tool

RedCAT's intuitive Compensation Award Tool (CAT) can manage all your compensation processes. Your CAT will be tailored to provide your managers and executives with all the information needed to make informed compensation decisions based on your organization's compensation philosophy:

Sample CAT Features
- Your population will see the right data at the right time
- Plan in a spreadsheet view or an individual employee screen, or both
- Tool supports manager input, algorithm only, or algorithm with manager modification for all input fields typically base, bonus or equity
- Ability to manage longer term incentives and bonus deferrals
- Dynamic budget totals in multiple currencies
- Capability to recommend promotion job or select from job table with appropriate visibility
- Sortable and hideable columns
- Custom bonus plans and equity vesting schedules
- Hovers, tool tips and pop-up windows with additional customizable content
- Customizable hard and soft gates with optional or required planner notes
- Dashboards of key metrics aligned to your organization's compensation philosophy
- Customized reporting options and extracts
- Custom approval flows
- Scenario planning and modeling capabilities
- Multiple options for holdback, budget transfer and/or individual budget adjustment scenarios
- Additional discretionary requests for any compensation component including spending compared to budget and in-line communication and approvals
- Customized data entry, rounding and visibility options

Total Rewards Statements

RedCAT makes employee compensation and/or total reward statements hassle free!
Completely customizable to match your current templates with multiple distribution options.

"RedCAT made me feel like we were their only client during our year-end cycle. Their flexibility and expertise allowed us to confidently navigate the needs of our managers and execs. I can't imagine going through a comp cycle without them!" – Jessica, LinkedIn

Performance Management • Calibration • HR Profile

Performance management is often very closely aligned with compensation planning and offers performance tools that easily integrate with compensation planning. Each can be implemented independently or in conjunction with other RedCAT tools, allowing you to create your company's very own custom suite.

- Performance calibration with optional drag and drop functionality
- Promotion committee and appeal processes
- Performance management
- HR Profile is a platform as a service (PaaS) that allows management to easily view compensation and performance data in one place with 24/7 availability and especially consolidating more than one HR system for ease of use

Favorite features available across all RedCAT tools

- Technical
  - HRIS & SSO integration
  - Easily and securely move data among systems
  - Customized multi-role security access
  - Notifications e.g., email, Slack
  - Log all user actions
- In tool
  - Data visualization and reporting
  - Proxying capabilities
  - Custom flagging
  - Employee editability
- Compliance and security
  - International functionality
  - GDPR compliant
  - SOC 2 Type II audited
  - Cloud or on-premise options
  - Single or multi-tenant options
  - End to end encryption

Collaborate with RedCAT Systems

RedCAT Systems provides configurable solutions that are secure, agile, and easy to use. Our concierge service has the highest level of customer focus you will experience with a vendor. Each client is selected based on the clarity of their business process, the executive support for the HR team, and ability to provide organized data. If you have these three things, then we would love to collaborate.