



Incentive Compensation Excellence (ICE)

Sales incentive compensation is an ongoing area of focus for pharmaceutical companies in order to drive results and motivate sales professionals. Given the pressure on sales operations teams to gain efficiency, many incentive compensation best practices to drive excellence have been discontinued. This has occurred at the expense of the ability to effectively measure plan performance, communicate it to stakeholders and conduct deep root cause analysis to diagnose and resolve issues in the incentive plan.

In response to this capability gap, TGaS® Advisors has launched **Incentive Compensation Excellence (ICE)**. ICE provides a suite of services designed to drive excellence in your incentive compensation plans. Our experience has shown that executing on these initiatives is a hallmark of high performing incentive compensation teams.

ICE Network Membership



Access to exclusive incentive compensation services as part of the TGaS ICE Network

- Unlimited Virtual How surveys
- 4 x per year ICE summits with incentive compensation peers and topics
- Unlimited access to the ICE plan library
- Annual ICE Landscape

ICE Voice of Stakeholder



- Comprehensive stakeholder and field feedback through a combined survey and interview process
- Benchmarks provided to not only assess your stakeholders' feedback but also to allow for meaningful comparisons to peer set companies
- In depth verbatim commentary review including categorization and summarization of most impactful feedback

ICE Benchmark Assessment



- Assessment of your incentive compensation process including benchmarks for all deliverables
- Review of key incentive compensation administration metrics
- Evaluation of process controls and efficiency to ensure highest quality incentive compensation administration

ICE Diagnostics



- National, regional and local analysis to identify root cause for inequality or unfairness in the IC plan
- Plan component and design review to identify plan design dynamics that deviate from strategic intent
- Performance distribution analysis
- Early indicator analysis to uncover potential issues prior to impacting plan performance

ICE Dashboard



- Fairness testing
- Pay for performance spread
- Geographic analysis
- Payouts vs. brand performance
- Design vs. actual results