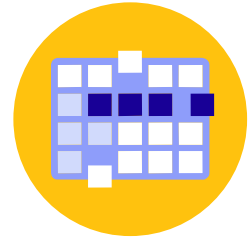




Compensation data that bends to your business, not the other way around

Why Performio's data model is different

Most compensation platforms make you choose: a rigid, out-of-the-box data model that can't flex to your business, or an open system with no structure to keep plans consistent and auditable. Performio does both. A flexible data model captures compensation the way your business actually runs, while a structured plan builder keeps every plan consistent, traceable, and easy to change as your business does.



Flexible Data Model

Bring in data from any source, structured your way. Custom objects, fields, and relationships adapt to how your business actually tracks deals, quotas, and hierarchies, no schema rewrites required.



Structured Plan Builder

Build compensation plans visually with reusable components and guardrails. Every rule, tier, and condition is validated as you build it, so plans stay consistent across teams and regions.



Version Control & Audit Trail

Every change to a plan or data structure is tracked automatically. Roll back, compare versions, and show auditors exactly what changed and why, without spreadsheets.

STRUCTURED PLAN BUILDER

Build plans visually, without breaking logic

Performio's Structured Plan Builder lets comp admins configure, test, and launch plans through a guided, visual interface, without writing formulas from scratch.



Rule Builder

Drag-and-drop conditions, tiers, and accelerators built from reusable, tested components.



Formula Library

Pre-built formulas for common calculations, editable without breaking dependent rules.



Real-Time Validation

Plans are checked against your data model as you build, catching conflicts before go-live.

DATA MANAGEMENT

One data model for every plan, every team, every source

Custom objects and fields let you model hierarchies, splits, and edge cases without touching code. Connect data from your CRM, HRIS, or data warehouse and map it once, then reuse it across every plan built on the platform. When your business changes, structure changes with it instead of forcing a re-implementation.

OPEN BY DESIGN

Connect your data model to the tools you already use

Performio's open API and Model Context Protocol Server let your data model and plan logic power reporting, forecasting, and AI tools outside the platform, so structured compensation data doesn't stay locked in one place.

EVALUATING ICM SOLUTIONS

Why data flexibility and plan structure belong on your checklist

Compensation plans and the data behind them rarely stay still. The systems built to manage them need to keep up, not force a re-implementation every time the business changes.



Raw data in, no template required

As plans change and business priorities evolve, so do data requirements. Forcing customers into a templated data structure is time consuming and inflexible. Every ICM system should be able to ingest data in its rawest form, then transform, validate, and format it the way the administrator needs, without requiring heavy technical knowledge to get there.



Reporting that maps itself

A structured plan builder makes reporting dramatically easier to set up and maintain. The system should handle field mapping for you, so attributes flow into reports without heavy formulas or custom code from the administrator.



Built-in intelligence, not just configuration

Plan logic typically follows common patterns, target-based incentives or transaction-based commissions, with variations that are customer specific. The intelligence of the ICM system is what minimizes the logic a customer has to configure and maintain. The system should do the heavy lifting, giving admins a no-code way to configure plans that stays easy to maintain as those plans change.



A foundation AI can actually trust

Structure also establishes context, and that context becomes extremely valuable once AI is applied to the tool. Well-structured plan and data models lead to better quality responses and more deterministic outcomes from AI features, instead of guesswork.

No-Code Structure

Model data and build plans without engineering tickets

Enterprise Scale

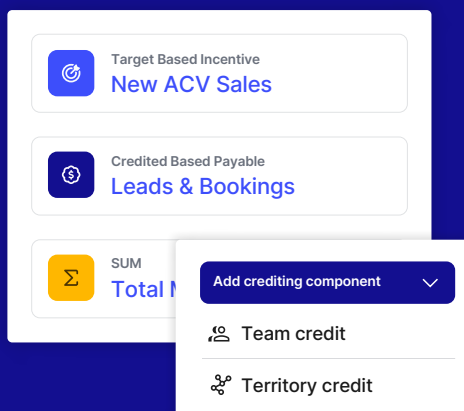
Built for high volume, multi-entity organizations

Full Traceability

Every change to data and plans is versioned and auditable

Open Integration

Connect via API and MCP to your existing data stack



See what a flexible data model can do for your compensation plans.

Request a personalized demo to see Performio's data model and plan builder in action.

performio.co/demo