



Salary.com Enters Sales Incentive Compensation Market With Acquisition of Makana Motivator Technology

Company Expands Leadership in Compensation and Talent Management With Addition of Award-Winning Software-as-a-Service Technology

NEEDHAM, MA, Sep 29, 2009 (MARKETWIRE via COMTEX News Network) -- Salary.com, Inc. (NASDAQ: SLRY), a leading provider of on-demand compensation, payroll and talent management solutions, announced today its entry into the sales incentive compensation Software-as-a-Service (SaaS) market with its acquisition of Makana Solutions, Inc.'s award-winning Makana Motivator(R) technology.

Makana's technology enables sales professionals to devise and build effective sales compensation plans that attract and retain key employees and enable executives to predict compensation costs accurately. With Makana's solutions, employers can verify that their sales compensation plans support company goals and minimize compensation calculation errors.

Key competitive advantages for Makana's technology solutions include:

- Easy, single-day implementation with minimal set-up costs
- Dynamic visual tools that help ensure compensation plans align with company goals
- Compensation plans and reports are easier to interpret, and build the trust of sales teams
- Sales incentive solutions backed by expert consulting and training
- Best practice guidance is one click away

"The companies that adopt Makana's solutions employ best-practice sales compensation, because Makana Motivator Pro empowers sales managers to implement incentive plans that attract and retain the best sales talent," said Kent Plunkett, founder and chief executive officer of Salary.com. "Salary.com has extended its leading position in on-demand compensation, payroll and talent management to include the unique challenges of sales compensation management."

"Makana made sales incentive compensation software possible and affordable for the SMB market," said Joe Galvin, vice president and research director of SiriusDecisions Inc., a research and advisory firm that provides comparative analysis, metrics, advice and tools to improve sales and marketing effectiveness. "Salary.com's acquisition of the Motivator technology demonstrates how the incentive compensation management market is changing, with sales compensation offerings increasingly incorporated into the portfolio of broad solution vendors. Customers are demanding richer and broader solutions to manage their compensation strategy."

Makana Solutions was founded in 2004 with the goal of producing an affordable, self-service set of tools that enable sales compensation plan designers -- even those for whom planning is only an occasional task -- to create effective sales plans easily. Joining the Salary.com team are two co-founders of Makana Solutions, Inc. -- Teanna Spence and Sean McGinty.

Financial terms related to the transaction were not disclosed. Salary.com does not expect the acquisition to have a material impact on fiscal 2010 financial results.

About Salary.com, Inc.

Salary.com(TM) is a leading provider of on-demand compensation, payroll, and talent management solutions helping businesses and individuals manage pay and performance. Salary.com's highly configurable software applications, proprietary data and consulting services help HR and compensation professionals automate, streamline and optimize critical talent management processes including: payroll, benefits, HR administration, market pricing, compensation planning, performance management, competency management, learning and development, and succession planning. Built with compensation and competency data at the core, Salary.com solutions provide businesses of all sizes with the most productive and cost-effective way to manage and inspire their most important asset -- their people. For more information, visit www.salary.com.

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