Bend, Oregon
March 2020

Ventana Research performed this research and analysis independently. Our goals were to determine the Value Index for Total Compensation Management and to evaluate vendors and products in accordance with the Ventana Research TCM blueprint. We charged no fees for this research and invited to participate all vendors that are delivering relevant applications. This report includes products generally available as of October 2019.

Our purpose in conducting this research was to evaluate the maturity of software vendors and products and their value for enterprise use in total compensation management. Our determination of this involved consultation with those vendors that agreed to participate actively in the evaluation process. Nothing in this report of our research is intended to imply or should be read as implying that one vendor or product is the right choice for any particular organization. Rather, it provides a baseline of knowledge that organizations can use to evaluate vendors and products to manage and improve total compensation and management and operations. Unlike IT analyst firm reports that use subjective factors to rate vendors, our conclusions are drawn from research-based analysis of customer experience and product categories that in our view represent how an organization should evaluate its technology supplier.

The full Value Index report with detailed analysis is available for purchase. We can also provide detailed insights on this Value Index and advice on its relevance to an organization through the Ventana On-Demand research and advisory service. Assessment services based on this research also are available.

We certify that Ventana Research performed the research to the best of our ability; that the analysis is a faithful representation of our knowledge of vendors and products; and that the analysis and scoring are our own.

Ventana Research
Bend, Oregon, USA
541-940-1010
info@ventanaresearch.com

www.ventanaresearch.com
Total Compensation Management

Compensation management is a critical part of human capital and talent management processes. Organizations must determine and provide the appropriate compensation for each person — whether it involves base pay, merit or variable pay and/or incentives or bonuses — to attract and retain productive members of the workforce. However, the complexities of compensation can make it difficult for human resources departments to keep employees productive, satisfied and motivated.

In recent years, total compensation management increasingly has been reframed as total rewards management. In the competition to attract and retain top talent, organizations are tracking and communicating the total value of all rewards, benefits and perks the organization provides to workers.

More than that is needed, though. Being able to offer a personalized employee experience, particularly when it comes to compensation and rewards, is a competitive differentiator and should be a key part of an organization’s efforts to attract and retain top talent. A tight labor market has put pressure on organizations to accommodate worker preferences; while one employee might prefer some or all of his or her compensation in base salary and annual increases, another might embrace a riskier variable compensation plan that pays more when the business or employee performs well. Artificial intelligence and machine learning technologies increasingly make it possible to personalize compensation and rewards in a way that scales. New digital tools and capabilities in compensation are able to not only personalize rewards but can help organizations model compensation pool funding or compensation based on organizational structure. These systems can support complex plans and packages and automatically trigger a new compensation plan or configure individual packages when a worker’s status changes. They even can match jobs to compensation market data when no direct matches exist, analyzing the cost of adjusting compensation for certain job families or business segments.

Additionally, total compensation management vendors have responded to requests that they improve existing functionality. Examples include the flexibility to take into account an array of factors and better visual displays of budgets, including pool allocations to workforce segments such as high-potential workers or those with desirable skills. Systems are also offering more configurable and personalized total compensation
statements and much better support for communicating with employees about total compensation. These platforms also integrate to varying degrees with performance management tools and financial systems as well as payroll, competency models, third-party administrators of equity plans and other systems.

The corporate compensation function once was satisfied with distributing a compensation statement just once a year to note base salary and any bonuses. Recently these statements have evolved to highlight everything the organization spends on the worker, including benefits (not just insurance coverages), the value of accrued PTO, potential variable compensation and incentive payout scenarios as well as various nonfinancial rewards. These rewards might include free or subsidized meals or snacks, the ability to work from home or the flexibility to participate in volunteer activities at full pay.

Despite the improvements in available systems and tools, we continue to see an overreliance on spreadsheets to manage and report on data during a compensation cycle. Line managers, HR and compensation professionals along with senior leaders often think spreadsheets are more convenient, flexible and discrete. Unfortunately, this misperception can cause serious problems. Among those organizations using spreadsheets, nearly one-third (29%) said they occasionally find errors that result in incorrect payment to employees while an additional half find errors that they are able to correct before payment. This and other research into business processes we've conducted make clear that spreadsheets pose challenges to the accuracy and continuity of an organization's compensation management.

Today's best rewards platforms present data in a spreadsheet-like display, requiring minimal training and offering far better security and version control. Vendors now offer rich visualization capabilities, easy integration with employee data, market pricing data and far more modeling and what-if analyses than spreadsheets can provide. These systems also minimize the risks of data errors that can lead to financial liability or employee flight or disengagement.

It's worth noting that the current emphasis on delivering a great employee experience has put even more pressure on organizations to treat workers fairly in terms of how they are
evaluated and rewarded. Total compensation and total rewards are a key piece of any serious effort to elevate the employee experience and maintain high levels of engagement and an attractive employer brand in a sustainable way.

Ventana Research has over almost two decades conducted market research in a spectrum of related areas including total compensation management as well as broader HCM areas ranging from workforce management (WFM) to payroll management and learning. We also have done research on the employee experience and candidate engagement. Our continuous research and analysis of the market for business applications and technologies guide our comprehensive approach to this Value Index.

This Value Index report evaluates the following vendors that offer products that deliver total compensation management as we define it: ADP, beqom, Oracle, PeopleFluent, SAP SuccessFactors, Ultimate Software Group and Workday. We urge organizations to do a thorough job of evaluating total compensation management systems and tools and offer this Value Index as both the results of our in-depth analysis of these vendors and as an evaluation methodology. The Value Index can be used to evaluate existing suppliers and also provides evaluation criteria for new projects; applying it can shorten the cycle time for an RFP.

Unlike many IT analyst firms that rank vendors from an IT-only perspective or consider futures or vision over what is available in the products today, Ventana Research has designed the Value Index to provide a balanced perspective of vendors and products that is rooted in an understanding of business drivers and needs. This approach not only reduces cost and time but also minimizes the risk of making a decision that is bad for the business. Using the Value Index will enable your organization to achieve the levels of efficiency and effectiveness needed to optimize total compensation management.
Value Index Overview

This report on the Ventana Research Value Index: Total Compensation Management is the distillation of a year of market and product research efforts by Ventana Research, the premier benchmark research and advisory services firm. Built on a foundation of almost two decades of business and technology research, this unbiased, fact-based index is the first such industry undertaking to assess the value of software designed specifically for enabling total compensation management and operations.

This Ventana Research Value Index is an analytic representation of our assessment of how well vendors’ offerings meet buyers’ requirements for software that enables and supports the total compensation management function. The Index evaluates the software in seven key categories that are weighted based on our expertise and research to reflect buyers’ needs. To assess functionality, one of the components of capability, we applied the Ventana Research TCM methodology and blueprint, which links the personas and processes for total compensation management to an organization’s requirements.

We use our research-based analytics and methodology to generate the Value Index percentages. We then build them into a set of indicators that we present graphically as pie charts that express levels of performance. The extent to which each pie chart is full reflects our assessment of value to you, the potential buyer. Thus, we present the Value Index in both analytic and graphic form, each depicting the value of a specific vendor’s offering in terms of what it can deliver that is relevant to your total compensation management needs. We have designed the Value Index to ensure that it provides objective research and guidance to organizations looking to assess and evaluate their applications for business and IT needs.

The structure of the Value Index reflects our understanding that the proper evaluation of vendors and products involves far more than just examining product features or potential revenue. We believe it is important to take this comprehensive research-based approach, since making the wrong choice of a total compensation management system can raise the total cost of ownership, lower the return on investment and hamper an organization’s ability to reach its performance potential. In addition, this approach can reduce the project's development and deployment time and eliminate the risk of relying on a short list of vendors that does not represent a best fit for your organization.

To ensure the accuracy of the information we collected, we asked participating vendors to provide product and company data across the seven categories that taken together reflect the concerns of a well-crafted RFP. Ventana Research then validated the information, first independently through our database of product information and extensive web-based research, and then in consultation with the vendors.
The Findings

The Value Index for Total Compensation Management finds Oracle first on the list with Workday in second place and PeopleFluent in third. Companies that rank in the top three in any category earn the designation Value Index Leader. Oracle has done so in six of the seven evaluation categories and Workday in five; SAP SuccessFactors is a Value Index Leader in four categories and PeopleFluent is a leader in three.

In this Value Index, the overall scores span a relatively narrow range. This reflects the finding of our research that vendors and their products tended to perform best in particular rather than all evaluation areas. For example, some vendors have invested in making their total compensation product more functional but lag in modernizing the user experience they offer. In other cases, vendors have prioritized the user experience over enabling all forms of total rewards management.

The Value Index for Total Compensation Management, in common with all our Value Index research, uses the Ventana Research Value Index methodology, a framework that evaluates vendors and their products in seven categories. Five are product-related, while two assess customer assurance. The product categories are Capability, Usability, Adaptability, Manageability and Reliability; when we examine performance in these five product categories together, the vendors ranking highest are Value Index Leaders Oracle, Workday and SAP SuccessFactors.

We weighted the Capability category at 20 percent of this Value Index. This relatively significant weighting reflects the emphasis that our research shows total compensation management customers place on capabilities in their selection process. In this category each vendor excelled in certain areas but no product dominated across all the criteria we assessed. Capabilities for total compensation management include the degree to which the product supports effective and personalized compensation communications and the ease of using market benchmark data and matching jobs to it. This category also includes the product’s ability to handle complex incentive plans and packages including multiple equity-based elements and to analyze the cost of moving certain jobs, job families, talent pools or business segments from one percentile of market pay to another. We also expect leading
products to provide engaging visual representations of pool allocations to workforce segments such as CEO direct reports, high-potential employees and workers with desirable skills. While all the products we evaluated support some type of pay equity analysis, leaders make it much easier to conduct peer-to-peer reviews and include a wide variety of data points. In this category Oracle, Workday and PeopleFluent are Value Index Leaders.

Our Value Index analysis of a product’s Usability evaluates how it addresses a wide range of business needs. In this category we evaluated the user experience provided for the range of roles involved with total compensation management, including notifications and the use of AI and machine learning. It also examined user accessibility across a range of channels and devices including mobile, web and conversational experiences via voice and chat. The weighting for this category is 15 percent of the Value Index rating; SAP SuccessFactors, Oracle and Workday are the top three vendors. Scores in this category were tightly compressed, likely due to a push by HCM and compensation management vendors to make these tools as easy to use as spreadsheets while offering more capabilities. Products evaluated also provided easy interaction with market benchmark data and what-if modeling, both critical for the process.

Adaptability is weighted at 15 percent. This category assesses the degree to which the application can respond to enterprise configurability, customization and integration requirements. Some aspects of compensation management processes are fairly standard — applying salary increase guidelines based on performance indicators and position, for example — but others vary widely from customer to customer. This evaluation includes assessing how well integrity is maintained as the platform and applications are used across the people, business process, application and data needs of the organization. Oracle, Workday and SAP SuccessFactors are the highest-rated vendors in this category.

Manageability, which encompasses administration, privacy, security and licensing, is weighted at 15 percent of this Value Index. Solid performance in this category is essential for modern cloud-resident total compensation management given the breadth of processes and activities these systems must reliably support. The top products in this category enable users to perform administrative tasks on tablets or smart phones and do well at preventing unauthorized downloads of sensitive compensation data. Oracle, Workday and SAP SuccessFactors are the Value Index Leaders in this category.
For the total compensation management function to operate efficiently and for operations staff, management and the entire workforce to engage with the applications, the software on which it runs must be able to scale and perform reliably. This is the Reliability category and it is weighted at 15 percent of this Value Index. We examine produces to determine their ability to support an array of processes, including a high volume of daily calculations and audits, key business analyses related to employee costs and real-time access to compensation by anyone at any level. Scores in this category also are tightly compressed. Oracle, SAP SuccessFactors and Workday are the Value Index Leaders in this category.

How well a vendor’s offering performs is about not just technology but also the vendor’s relationship with and support for the customer and the overall experience it provides to those considering, acquiring and deploying the product. Thus we also examine Customer Assurance, which is comprised of scores in Validation, weighted at 10 percent, and TCO-ROI, also weighted at 10 percent. The vendors that rank the highest overall in the aggregated Customer Assurance categories are Value Index Leaders beqom, PeopleFluent and Oracle. The category leaders in customer assurance provided an impressive level of customer assurance support, collateral and tools designed to educate buyers and then support them.

In our analysis of the Validation category, the leaders are PeopleFluent, Oracle and Ultimate Software. We see room for improvement in this category across the board; for example, there is less product roadmap information for total compensation management than for any other categories of HCM products we review. We attribute this to the fact that vendors are emphasizing artificial intelligence and machine learning, sophisticated and well-visualized analytics and a range of capabilities that enhance the employee experience in other areas of their HCM product suite more than in TCM, resulting in roadmaps for other HCM areas being more robust and detailed. As the themes of personalization, providing prescriptive guidance, data integration and analytics are certainly applicable in total compensation management as well, we believe these roadmaps will increasingly reflect similar types of investments in total rewards.

TCO/ROI, our label for a category that evaluates the quality of a vendor's support for a buyer's investment evaluation through providing information, tools and services to help with the business case (including the benefits and costs), makes up 10 percent of the Value
Index rating. Value Index Leaders beqom, ADP and PeopleFluent currently do the best job providing potential prospects and customers with this information along with services to help organizations effectively get funding for total compensation management.

As noted above, this Ventana Research Value Index evaluates the software in seven key categories. The chart below places the product-related and customer assurance ratings on the X and Y axes respectively to provide a visual representation of our Value Index evaluation. Vendors whose products performed higher in aggregate in the five product categories place farther to the right; the combination of ratings for the two customer assurance categories determines their placement on the vertical axis. In short, vendors that place closer to the upper-right on this chart rated higher than those closer to the lower-left.

The vendors that rank the highest overall on the aggregated product axis, which has a maximum value of 80 percent, are Value Index Leaders Oracle, Workday and SAP SuccessFactors. The vendors that rank the highest overall on the customer assurance axis, which has a maximum value of 20 percent, are Value Index Leaders beqom, PeopleFluent and Oracle. These vendors represent best-in-class approaches to total compensation management in these aggregated categories.
We warn that close vendor performance ratings should not be taken to imply that the packages evaluated are functionally identical or equally well suited for use by every organization or for a specific process. Although there is a high degree of commonality in how organizations handle total compensation management, there are various idiosyncrasies and differences in how they do these functions, including how they enable a great employee experience, that can make one vendor’s offering a better fit than another’s with a particular organization’s needs.

After more than a decade of technology advances, all the products we evaluated are feature-rich, but not all the capabilities they offer are equally valuable to users. Moreover, the existence of too many capabilities may be a negative factor for an organization if it introduces unnecessary complexity. Nonetheless, one company may decide that a larger number of options is a plus, especially if some of them match its established practices or better support a new initiative that is driving the purchase of new software.

Other factors besides features and functions or assessments about the vendor can turn out to be a deciding factor. For example, a company may face budget constraints such that the TCO evaluation can tip the balance to one vendor or another. This is where the Value Index methodology and the appropriate weighting can be applied to determine the best fit of vendors and products to your specific needs.
## Products Evaluated

<table>
<thead>
<tr>
<th>Vendor</th>
<th>Product Names</th>
<th>Version</th>
<th>Release Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>ADP</td>
<td>ADP Vantage HCM</td>
<td>19</td>
<td>2019</td>
</tr>
<tr>
<td>beqom</td>
<td>Total Compensation Management</td>
<td>9.1</td>
<td>2019</td>
</tr>
<tr>
<td>Oracle</td>
<td>Oracle Workforce Compensation Cloud</td>
<td>19D</td>
<td>2019</td>
</tr>
<tr>
<td></td>
<td>Oracle Sales Planning and Performance Management</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PeopleFluent</td>
<td>PeopleFluent Compensation</td>
<td>11.21</td>
<td>2019</td>
</tr>
<tr>
<td>SAP SuccessFactors</td>
<td>Employee Central</td>
<td>1910</td>
<td>2019</td>
</tr>
<tr>
<td>Ultimate Software Group</td>
<td>UltiPro</td>
<td>12.4.1</td>
<td>2019</td>
</tr>
<tr>
<td>Workday</td>
<td>Workday Human Capital Management</td>
<td>33</td>
<td>2019</td>
</tr>
</tbody>
</table>
How to Use This Value Index

The Ventana Research Value Index assesses how well vendors’ offerings meet buyers’ requirements for software that enables and supports a particular aspect of business. Built on a foundation of almost two decades of business and technology research, the Value Index evaluates a focused category of business software by scoring it in two major areas: Product and Customer Assurance. We consider seven evaluation categories that are weighted to reflect buyers’ needs based on our market research and subject matter expertise. The five product-related areas are Usability, Manageability, Reliability, Capability and Adaptability. The two customer assurance categories are Vendor Validation and Total Cost of Ownership and Return on Investment (TCO/ROI).

To prepare the Value Index, Ventana Research uses a carefully crafted best practices-based methodology that draws data and insights from our benchmark research to represent how organizations actually assess vendors and products. We have designed this Value Index as a tool to provide objective guidance to organizations looking to deploy applications and tools to address their total compensation management needs.

The structure of the Value Index reflects our understanding that proper evaluation involves far more than just examining product features, potential revenue or customers gained. We believe it is important to take this comprehensive research-based approach, since making the wrong choice of technology can raise the total cost of ownership, lower return on investment and hamper an organization’s ability to reach its performance potential. In addition, this approach can reduce the project’s development and deployment time and eliminate the risk of relying on a short list of vendors that does not represent a best fit for your organization.

Evaluating Vendors: The Process

In our view, business improvement efforts should be based on best practices that research indicates deliver value quickly. Our Value Index evaluates total compensation management business systems and tools in accordance with that belief.

We advocate using the Value Index as part of a structured approach that begins by incorporating these steps into a program document that will both summarize and detail your initiative or project. Then consult the Value Index to ensure you make choices that will yield the results you want.
The steps listed below provide a framework for a technology-driven business improvement project.

1. Define the business case and goals.
2. Specify the project's business requirements.
3. Identify the required roles and responsibilities.
4. Outline the project's critical path.
5. Develop the technology approach.
6. Establish technology evaluation criteria.
7. Evaluate and select the technology properly.
8. Establish the business initiative team to start the project.
Vendor Profile

Oracle  https://www.oracle.com/

Company and Product Profile
“Oracle provides organizations a complete HCM cloud solution that drives digital transformation and improves business agility while meeting both current and future business requirements.”

“Oracle Workforce Compensation enables the delivery of best in class compensation programs designed for your organization, including modeling various scenarios, gathering manager input, and final reward communication. The integration capabilities make Oracle Workforce Compensation the premier solution for rewarding the 21\textsuperscript{st} Century workforce locally and around the globe.”

Ventana Research Evaluation
Oracle's product takes first place in this Value Index, earning the vendor Value Index Leader status overall and in both the aggregated Product and Customer Assurance categories. It ranks first in four of the seven evaluation categories — Manageability, Reliability, Adaptability and Capability. The product is tightly integrated with the vendor’s performance management product and offers highly configurable worksheets, workflows and approval rules.

Oracle Workforce Compensation enables customers to include a number of useful factors in compensation planning, including how employees likely will perform in the future, propensity to leave and tracking of non-monetary rewards. Oracle ranks first in the Adaptability category because product configurability extends to a wide range of equity-based compensation vehicles. Other strengths include the ability to allocate compensation across a group of employees, geographies, brands, divisions, currencies or programs and analytics that provide comparisons to budget, pay history and position-in-range. Oracle has a dedicated sales performance management offering that also integrates to ensure support for the unique and in-depth and variable sales compensation requirements.

In the TCO/ROI category Oracle could provide better ROI and business case tools and support for prospective customers. Case studies provided, as excellent as they are, are not a substitute for prescriptive business case support. And the vendor's Validation score suffered because of the lack of responsiveness from the customer references provided.
Appendix: Vendor Inclusion

All vendors that offer relevant total compensation management products and meet the inclusion requirements were invited to actively participate in the Value Index evaluation process, at no cost to them. If a vendor did not respond to or declined the invitation, a determination was made whether to include it in our analysis based on our inclusion criteria. These criteria are designed to ensure we include in our evaluation all vendors with relevant geographic operations, customer bases and revenue as well as all relevant aspects of the products’ fit for the particular category being evaluated. For inclusion in the Ventana Research Total Compensation Management Value Index for 2020, a vendor must have at least $25 million in annual or projected revenue, operate across at least two countries, have at least 100 customers, and have a product that provides compensation-specific, manager- and employee-specific, manager, analyst and administrative, analytics and planning capabilities in standalone form or as part of a suite of applications.

If as reflected on its website a vendor is actively developing, marketing and selling a product that is within the scope of the Value Index, it is automatically evaluated for inclusion. We have adopted this approach because we view it as our responsibility to assess all relevant vendors whether or not they choose to actively participate. We excluded a number of vendors from this Value Index evaluation process because they did not satisfy the criteria that our methodology for this research requires.

Five of the seven suppliers responded positively to our requests for information and provided completed questionnaires and demonstrations to help in our analysis of their total compensation management products. The following vendors declined to fully participate: Workday and SAP SuccessFactors. To organizations evaluating these vendors, we recommend extra scrutiny as part of the software assessment because they did not make their technology or complete information available for the Value Index evaluation process. Material that was generally available was also used for the analysis along with briefings and information provided. This report includes products generally available as of October 2019.

To organizations evaluating total compensation management vendors and products, we recommend devoting extra scrutiny to product demonstration use cases provided by the vendor that are meaningful to your business and to customer references where the company profile is similar to yours. We also encourage you to engage with prospective vendors around RFI answers that are incomplete, inconsistent or otherwise confusing as this could be an indication that certain support aspects will lack quality control.
About Ventana Research

Ventana Research is the leading benchmark research and business technology advisory services firm. We provide insight and expert guidance on trends and mainstream and disruptive technologies. Our unparalleled insights and best practices guidance are based on our rigorous research-based benchmarking of people, processes, information and technology across business and IT functions worldwide. The combination we offer of benchmark research, market coverage and in-depth knowledge of hundreds of technology providers means we can deliver business and technology education and expertise to our clients where and when needed to reduce the time requirements, cost and risk of technology investments. The Ventana Research Indexes — the Value Index and the Benchmark Index family — have redefined the research industry by providing accessible, easy-to-use research-based business and technology guidance to businesses. Ventana Research provides the most comprehensive analyst and research coverage in the industry; the many business and IT professionals worldwide who are members of our community benefit from Ventana Research’s insights, as do highly regarded media and association partners around the globe. Our views and analyses are distributed daily through blogs and social media channels including Twitter, Facebook and LinkedIn. Ventana Research was ranked the #1 analyst firm you can trust in enterprise software for 2009 for its relevance to the industry. To learn how Ventana Research advances the maturity of organizations use of information and technology through benchmark research, education and advisory services, visit www.ventanaresearch.com.

We offer a variety of customizable services to meet your specific needs including workshops, assessments and advisory services. Our education service, led by analysts with more than 20 years of experience, provides a great starting point to learn about important business and technology topics from compliance to business intelligence to building a strategy and driving adoption of best practices. We also offer tailored Value Index Assessment Services to help you define your strategy, build a business case and connect the business and technology phases of your project. And we can provide Ventana On-Demand access to our analysts on an as-needed basis to help you keep up with market trends, technologies and best practices.

Everything at Ventana Research begins with our focused research, of which this Value Index is a part. We work with thousands of organizations worldwide, conducting research and analyzing market trends, best practices and technologies to help our clients improve the efficiency and effectiveness of their organizations.

Through the Ventana Research community we also provide opportunities for professionals to share challenges, best practices and methodologies. Sign up for Individual membership at www.ventanaresearch.com to gain access to our weekly insights and learn about upcoming educational and collaboration events — webinars, conferences and
opportunities for social collaboration on the Internet. We offer the following membership levels:

**Individual membership:** For business and IT professionals* interested in full access to our website and analyst team for themselves. The membership includes access to our library of hundreds of white papers and research notes, briefings and telephone or email consulting sessions to provide input and feedback.

**Team membership:** For business and IT professionals* interested in full access to our website and analysts for a five-member team. The membership includes access to our library of hundreds of white papers and research notes, briefings, telephone/e-mail consulting sessions to provide input and feedback and the use of Ventana Research materials for business purposes.

**Business membership:** For business and IT professionals* interested in full access to our website and analyst team for their larger team or small business unit. The membership includes access to our library of hundreds of white papers and research notes, briefings, telephone or email consulting sessions to provide input and feedback, use of Ventana Research materials for business purposes and additional analyst availability.

**Business Plus membership:** For business and IT professionals* interested in full access to our website and analyst team for larger numbers of company employees. The membership includes access to our library of hundreds of white papers and research notes, briefings, telephone or email consulting sessions to provide input and feedback, quotes and validation for media, use of Ventana Research materials for business purposes, additional analyst availability and access to our team for scheduled strategy consulting sessions.

This Value Index report is one of a series that are available for purchase. Also available are any of our extensive library of Benchmark Research reports. To purchase a report or learn more about Ventana Research services — including workshops, assessments and advice — please contact sales@ventanaresearch.com.

*Additional services are available for solution providers, software vendors, consultants and systems integrators.*

This material is copyrighted. Reproduction or distribution of this research in any form without prior written permission is forbidden. The research is based on information obtained from sources believed to be reliable, which can include communications from the technology supplier and information made available publicly on the Internet. Ventana Research is not liable for any inaccuracies in the information supplied.