QCommission

Pay People Properly

QCommission is a powerful and flexible sales commission software that's easy to use and cost effective to implement, and offers all the features, benefits and functionality that you are looking for. It is a stand-alone product that has functionalities such as setting up a commission plan, and tracking and calculating commission or bonus for sales people independently. It can also integrate with accounting systems such as QuickBooks™ to get accounting data for commission calculations. Calculated commission results can be updated to CRM systems such as SalesForce.Com.

Product Overview

Sales Commissions drive the performance of sales people in most companies. For good sales performance, it is important to be able to calculate and track commissions accurately and on time. QCommission helps to do this task easily. QCommission solves the major issues for most companies in calculating and paying out sales commissions.

Features

General

QCommission is a very easy to use application given the complex nature of commissions.

Import/ Export

QCommission is designed to integrate with QuickBooks, SalesForce.com and other systems.

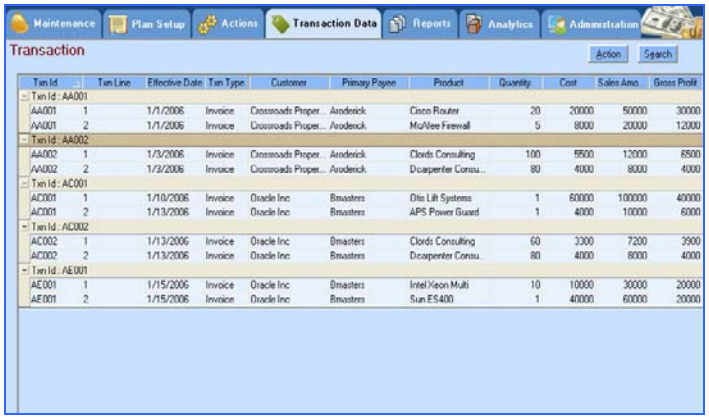
QCommission can also operate stand alone.

- Import data from source systems including invoice transactions, payees, customers and products.
- Import from US Editions of QuickBooks Pro, Premier and Enterprise Editions (QB 2002 onwards), Accountant Editions, Canadian Editions and UK Editions.
- Import from Excel, and fixed or text-delimited files.
- Export commission data to SalesForce.com and view commission statements and other related data within SalesForce.com.
- Export data to Excel, and fixed or text-delimited file formats.

Plan Setup

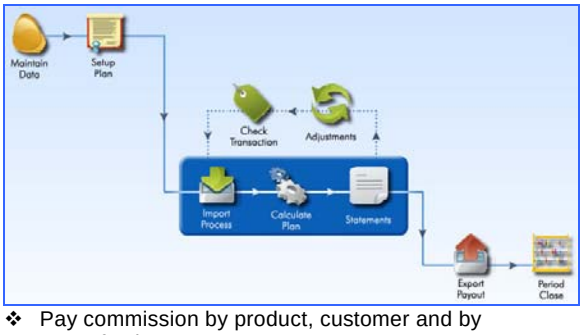
The QCommission plan describes what your sales commission plan is all about.

- Setup plans for any calendar, calculate payouts weekly, monthly, quarterly and other frequencies.



Txn Id	Txn Line	Effective Date	Txn Type	Customer	Primary Payee	Product	Quantity	Cost	Sales Amo.	Gross Profit
Txn Id : AA001										
AA001	1	1/1/2006	Invoice	Crossroads Proper...	Aroderick	Cisco Router	20	20000	50000	30000
AA001	2	1/1/2006	Invoice	Crossroads Proper...	Aroderick	McAfee Firewall	5	8000	20000	12000
Txn Id : AA002										
AA002	1	1/3/2006	Invoice	Crossroads Proper...	Aroderick	Clords Consulting	100	5500	12000	6500
AA002	2	1/3/2006	Invoice	Crossroads Proper...	Aroderick	Dcarpenter Consu...	80	4000	8000	4000
Txn Id : AC001										
AC001	1	1/10/2006	Invoice	Oracle Inc	Bmasters	Otis Lift Systems	1	60000	100000	40000
AC001	2	1/13/2006	Invoice	Oracle Inc	Bmasters	APS Power Guard	1	4000	10000	6000
Txn Id : AC002										
AC002	1	1/13/2006	Invoice	Oracle Inc	Bmasters	Clords Consulting	60	3300	7200	3900
AC002	2	1/13/2006	Invoice	Oracle Inc	Bmasters	Dcarpenter Consu...	80	4000	8000	4000
Txn Id : AE001										
AE001	1	1/15/2006	Invoice	Oracle Inc	Bmasters	Intel Xeon Multi	10	10000	30000	20000
AE001	2	1/15/2006	Invoice	Oracle Inc	Bmasters	Sun E5400	1	40000	60000	20000

- Model one payees' plan from another payee.
- Create unique plans for every payee.
- Split credit between multiple payees.
- Setup many incentives for a single plan.
- Include draws, guarantees and caps.
- Set quotas for any period and for the entire year.
- Calculate straight commissions, tiered commissions, bonuses, etc.



- Pay commission by product, customer and by type of sales.
- Calculate based on sales, profit, quantity.
- Calculate multiple incentives and bonuses for a payee per period.
- Pay for standard transactions, cancellations and adjustments.
- Pay sales people as well as managers.

Reports

A standard set of reports are provided with the application.

- Generate detailed commission statements and other reports.
- Create your own commission statements.
- Access the application through email or web.

Analytics

Analytics allows multi dimensional view of all your data

- Slice and dice analytical ability.
- View performance according to payee, product, incentive, period.

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Sales Commission Plans

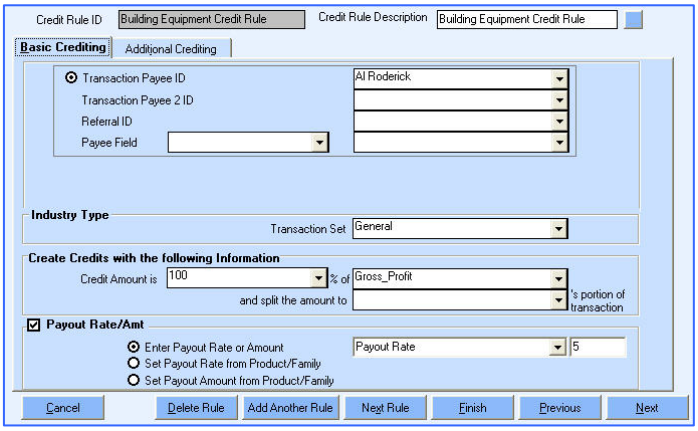
Sales Commission is a standard way of compensating sales people in most businesses. Unlike standard compensation methods such as Hourly Salary or Exempt Salary, where employees are paid either by the hour or on an agreed upon rate per year, sales commissions are dynamically calculated based on the performance of the sales person. Sales commissions are also variously known as pay-for-performance, sales compensation, incentive compensation, variable pay, etc.

Sales commission programs are possibly the most variable programs conducted by a firm. These programs tend to vary significantly from industry to industry, and many times within companies in an industry. These programs tend to be different by employees even within a single firm. Unlike regular salary programs, sales commissions tend not to be governed by a lot of laws and rules, and this adds further variability to the programs. Variations can include the kind of performance being incented (Revenue vs Gross Profit), the frequency of calculation (Monthly Vs Quarterly), the type of transactions being incented (Sales orders Vs Invoices Vs Payments), the level of salespeople being incented (Sales Rep Vs Sales Manager), whether Draw or Cap is being used, and so on.

Sample Plan: A mortgage company provides commissions to its brokers as a percent of the total loan amount. Additional incentives include a flat bonus for new accounts and an incentive based on every loan paid over a particular threshold. Sales managers get an automatic rollup on all loans made by brokers reporting to them. More than one broker can be eligible for certain loan types, based on a predetermined percentage. Trainees get a guaranteed payment, while the next level of broker is supported by a recoverable draw.

Implementation: The above plan can be easily executed in QCommission to calculate the payouts. Variations can be brought into the same plan and can be administered through an easy to use interface that isolates the end user from much of the complexity.

- Enter sales data online.
- Establish guarantees and draws at job level or salesperson level.
- Use criteria such as sales revenue, gross profit, customer satisfaction, units sold, new accounts, etc.
- Pay incentives as a portion of results, flat amounts, tier rate with thresholds etc.
- Set sales credit based on product, customer or salesperson.
- Choose salespeople eligible for payout.
- Split Commission credit between sales people.
- Choose various calendar frequencies, monthly, quarterly etc.
- Model the plan payouts using sample sales information.
- Apply payout caps as a fixed amount.
- Setup payout, draw, cap adjustments.
- Generate Plan statements for every payee.
- Produce detailed standard payout statements or create custom payout statements using included Report Writer.
- Analyze the payout data using drag and drop facility.



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Benefits

Reduce errors in sales commission calculation.
Calculating commissions in Excel, Spreadsheets or other manual processes are highly prone to errors. A systematic, professional approach like QCommission can help reduce errors that may creep in during calculation. You not only save money, but also gain your employee's trust.

Direct integration with QuickBooks™, SalesForce.Com
If you are a QuickBooks™ user, you have an added advantage. You save a lot of time and effort in bringing in the data into QCommission and avoid dual typing and errors.

If you are a salesforce.com customer, your sales team can access their commission statements in salesforce.com.

Timely payment of commissions
Manual calculation processes consume a lot of time and can delay the distribution of commissions badly. An automated system for commission lets you calculate commissions in time.

Clear communication
Even the most beneficial and well-designed plans may fail to serve their purpose if the payment details are not properly communicated. QCommission can generate accurate and clear statements. This avoids confusion among the sales people and lets them focus on sales activities.

Visibility to all data
QCommission encompasses the ability to report comprehensively on sales and commissions. An analytical component introduces slice and dice analysis of data maintained in the system.

For more information about QCommission, contact us at qc_sales@cellarstone.com

CellarStone, Inc. specializes in Enterprise Incentive Management (EIM), an umbrella term covering business processes and systems that are used to administer Pay-For-Performance programs. This area would include Sales Commission Programs, Variable pay and Bonus programs, Executive Compensation Programs, Channel Incentive Programs, etc.

Customer Case Study

QCommission Streamlines Top Management Recruiting Office

Magee Resource Group (MRG) is an award recruiting/placement firm ranking among the top offices in the Management Recruiting International (MRI) family. Located in Shreveport, Louisiana, MRG continues to set records each year in billings and "cash in" with professional recruiters working with client companies and candidates across the United States and Canada. Only 14 years old, MRG has grown to almost 30 account and project managers with a support staff of an additional six officers and administrative staff.

As part of a planned expansion, newly-hired controller, Shelby Smith, was tasked with examining each accounting, billing and commissioning process with an eye toward streamlining the entire flow of revenue from the receipt of payments (or "cash in") to the payroll/commission checks and P&L statement. MRG had recently converted to QuickBooks Pro and although Shelby found it easy to clean up the accounting ledgers, the entire process of taking paid invoices and distributing revenue amounts to commission statements was a huge roadblock to significant progress. Each recruiter had a different plan, some with draws, and others with salaries. In addition, MRG also does a significant subcontracting business and each "deal" may involve three or four different recruiters being paid at different rates for each payment received from a particular client.

QCommission's ability to take one paid invoice record and process it to multiple payees' incentive plans proved to be a huge timesaver and the key to a solution that had eluded MRG's owners up to that point. The interface with QuickBooks™ also meant that invoice payments would be imported correctly each time and not subject to human error. "No matter how complex our contract and placement billings, it takes only a few seconds to review and edit, if necessary, QCommission's transaction database." Shelby said. "Even last minute payments can be quickly processed, so our recruiters receive their commissions without having to wait for the next payroll cycle."

Because of the tight schedule, Shelby was also pleased with Cellarstone's rapid implementation. With only a few days to work with after the Christmas holidays, Cellarstone's programmers created and tested MRG's complete software package. "I've been delighted with the attention we received both before and after our implementation, says Shelby. "I've developed a wonderful relationship with everyone in the company and consider them valuable partners in my task to improve MRG.

With QCommission I am able to calculate and communicate with my mortgage agents' commissions very easily. QCommission found calculation problems the first time around and saved me money. I'm just tickled pink with this program; QCommission has already paid for itself and more."

Dennis Loosli, President – Community Lender

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