

The background features a large, abstract geometric shape on the left side, composed of various shades of green triangles and polygons. The rest of the background is white.

**QCommission**

Pay People Properly

[www.qcommission.com](http://www.qcommission.com)

QCommission enables you to quickly calculate commission, draw and bonuses, verify results and distribute this information to your agents, sub agents, internal staff and managers. Present the commission information in such a way that your staff clearly understands what they are being paid and why they are being paid at a very detailed level. Excel and manual calculations can introduce a lot of errors into your calculations and cause your staff to lose trust in you. QCommission can help avoid that by calculating all commissions systematically and reliably.

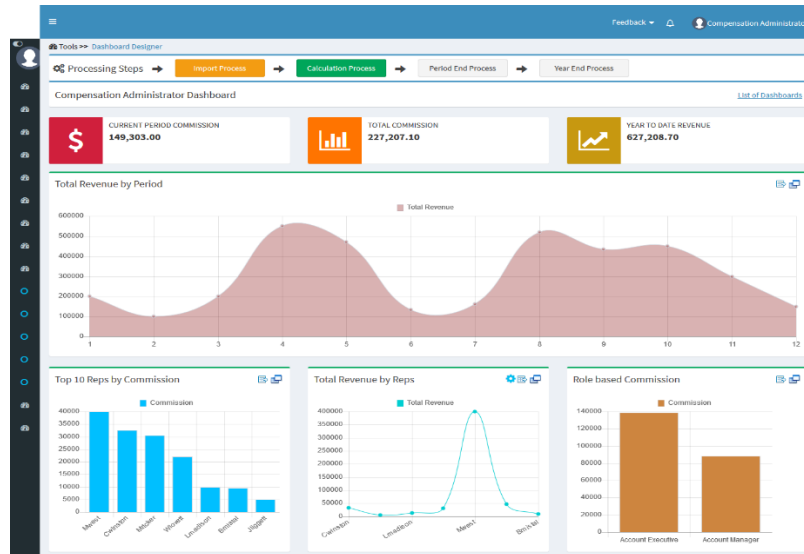
### **Calculate Accurately with Flexible Rules**

QCommission provides a lot of flexibility to set up commission plans that are unique to your company and your payees.

- Import incoming commissions from carrier files.
- Pay Commissions on new policies written.
- Pay commissions against renewals.
- Pay commissions on premiums.
- Split commissions between multiple agents for a policy.
- Provide override commission to agencies, Internal Staff.
- Pay different commission rates for sales reps.
- Vary commissions by carrier, insurance policies & Years written.
- Deduct service fees prior to calculating commissions.
- Pay commissions as a portion of results, flat amounts, tier rate with thresholds, etc.
- Calculate incentives weekly, bi-weekly, monthly and other Chargeback commissions for cancelled contracts.
- Handle negative payouts.
- Pay draws or guaranteed payouts.

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QCommission is designed to integrate with Salesforce.com, Sage Peachtree, Sage Intacct, MS Dynamics GP, MS Dynamics Axapta, QuickBooks, SugarCRM, Xero, NetSuite and many others. QCommission can also accept Excel, fixed file and delimited format files. QCommission can process some PDF format files too.

QCommission can also operate stand-alone.

- Import incoming commission data from carriers.
- Import from Excel, PDF and fixed or text-delimited files.
- Restrict Transaction import using a date range.
- Export Commissions payouts for accounts payable and payroll.
- Export data to Excel, and fixed or text-delimited file formats.

## Reporting

QCommission stores all data entered and all payout calculations.

- Produce detailed commission statements by payee.
- Reproduce commission statements for prior periods.
- Reconcile Carrier Commissions with Calculated Commissions.
- Produce Dropped off report across various periods.
- Report on split credits and uncredited transactions.
- Analyze historical transaction and payment information.
- Email commission statements to payees.
- View commission statements through the web.

## QCommission

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### **QCommission Ensures Sales Commission Success for Health Plans of North Carolina**

Health Plans of North Carolina is an independent authorized agency licensed to sell and promote products from Blue Cross and Blue Shield of North Carolina (BCBSNC). Health Plans of North Carolina is a trusted online source for researching, comparing and purchasing individual and family health insurance. Health Plans of North Carolina was started by two brothers, Blair and Scott Ashcraft, as a new consumer tool to help people know their choices and navigate through the decision-making process of buying the right health insurance protection.

Health Plans of North Carolina provides outstanding health care insurance service to the entire State of North Carolina including the NC metropolitan areas. Health Plans of North Carolina represents products such as Blue Advantage®, Blue Options HSA(SM), Dental Blue®, Short-Term Health Care and Blue Medicare Supplement(SM).

Health Plans of North Carolina has 5 agents whom commissions are paid to every month. BCBSNC sends an electronic file containing sales information for the previous month. Knowing that the Agent's confidence in a system that is 100% reliable and transparent is absolutely vital and a primary function of being an Agency... "to make sure the Agents are paid correctly is everything" says Scott Ashcraft.

Their commission plan is a complicated matrix of Annualized and Non-Annualized split between the Agent, the Agency and sometimes a Sub Agent. The Agency is paid Annualized but pays commissions as "As Earned". The Agency saves the annualized commission and pays out over a period of 12 months. Calculation of the commissions in Excel was easy until it was time to calculate the Annualized portion. This was beyond the scope of Excel.

Scott was looking for a solution that would handle this complex calculation and save him time, effort and most importantly, 100% reliable. After a comprehensive search, he found QCommission. During the initial discussion, it was very clear to him that his problem could be solved by QCommission.

The QCommission implementation team engaged with Scott to setup the system. They were able to import the file he received from BCBS directly to QCommission and setup necessary rules to calculate commissions. The data import was achieved using the QXChange data integration tool which is included in the QCommission package. During the implementation, BCBS changed the Customer Number which made it difficult to tie back a cancellation to an original policy. With the help of the QXchange tool, this was done very easily. Scott was able to verify the accuracy of all calculations and after training he was able to complete the commission calculation within minutes.



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# Case Study

After successfully calculating commissions for 3 months, Scott chose to use QCommission hosting and managed services option. Now Scott's effort to calculate commission takes less than half an hour a month. Commissions are accurate and predictable, and the agents are happy with the detailed commission statements they receive every month. "Looking back, I am very happy I chose QCommission to solve my commission needs" said Scott.

## Quote

"Looking back, I am very happy I chose QCommission to solve my commission needs." Scott Ashcraft, Co-founder, Health Plans of North Carolina.

Page 1 of 2 | Zenith health, Inc - Sales Commission Statement | Export Details

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**Zenith health, Inc - Sales Commission Statement**

Payer ID : Aashy DR  
 Payer Name : Aashy DR  
 Specialty : Oncology  
 Currency :  
 Fiscal Year : 2016

Plan ID : Oncology Physician Compensation  
 Period : 1/1/2016 - 1/31/2016  
 Position : Physician  
 Fiscal Year : 2016

Gross Payout Amt : 11,309.50  
 Draw/Adv Adjustment : 0.00  
 Cap Adjustment : -7,142.50  
 Minimum Pay Adjustment : 0.00  
 Other Adjustment : 0.00  
 Adjustment To Payout : 0.00  
 Recovery From Payout : 0.00  
 Net Payout Amt : 4,167.00

Tax	Date	Type	Group	Customer	Category	Quantity	Credit Amount	Commission Rate	Field Amount
<b>Comments</b>									
Incentive ID : RVU Flat Rate per Unit Incentive									
A0001-1	1/31/2016	Invoice	Day Shift		Cancer Screening	0.00	100.00	36.50	3,650.00
A0002-1	1/31/2016	Invoice	Night Shift		Mammogram	0.00	23.00	36.50	839.50
<b>Total :</b>						0.00	123.00		4,489.50
Incentive ID : RVU Percentage of Target Flat Amount Incentive									
A0001-1	1/31/2016	Invoice	Day Shift		Cancer Screening	0.00	100.00	0.00	0.00
A0002-1	1/31/2016	Invoice	Night Shift		Mammogram	0.00	23.00	3,000.00	3,000.00
<b>Total :</b>						0.00	123.00		3,000.00
Incentive ID : RVU Fixed Flat Rate per Unit Incentive									
A0001-1	1/31/2016	Invoice	Day Shift		Cancer Screening	0.00	100.00	30.00	3,000.00
A0002-1	1/31/2016	Invoice	Night Shift		Mammogram	0.00	23.00	55.622	820.00

Page 1 of 3 | Zenith health, Inc | Payment by Transaction ID | Fixed Year : 2016

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**Zenith health, Inc**

Transaction ID : A0001  
 Customer ID :  
 Transaction Type : Invoice

Trn Eff Date	Trn Trm Line Type	ProductID	Sales Amt	Qty	Credit Amt	Attainment	Attain Percent	Payout Period	Commission Rate	Goal Amt	Payee ID	Incentive ID	Payout Amt	Currency	
1/31/2016	1	Standard	Cancer Screening	100	100	100	0	1	36.5	Aashy DR		RVU Flat Rate per Unit Incentive	3,650.00	USD	
1/31/2016	1	Standard	Cancer Screening	100	100	100	100	1	100	Aashy DR		RVU Percentage of Target Flat Amount Incentive	3,000.00	USD	
1/31/2016	1	Standard	Cancer Screening	100	100	100	0	1	30	Aashy DR		RVU Fixed Flat Rate per Unit Incentive	3,000.00	USD	
<b>Total :</b>													300	300	6,650

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### Zenith health, Inc - Sales Commission Statement

**QCommission**

Payee ID : Brenda DR	Plan ID : Orthopedics Physician	Gross Payout Amt : 4,000.00	Balance
Payee Name : Brenda DR	Period : 1 [1/1/2016 - 1/31/2016]	Draw/Adv Adjustment : 0.00	0.00
Specialty : Orthopedics	Position : Physician	Cap Adjustment : 0.00	0.00
Currency :	Fiscal Year : 2016	Minimum Pay Adjustment : 0.00	
		Other Adjustment : 0.00	
		Adjustment To Payout : 0.00	
		Recovery From Payout : 0.00	Net Payout Amt : 4,000.00

Txn	Date	Type	Group	Customer	Category	Quantity	Credit Amount	Comm Rate	Paid Amount
Comments									
Incentive ID : RVU Pooled Metric Incentive					Goal Amt : 0.00				
B0001 - 1	1/31/2016	Invoice			Knee Replacement	6.00	6.00	4,000.00	4,000.00
<b>Total :</b>						6.00	6.00		4,000.00

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### Zenith health, Inc

**QCommission**

#### Payee Ranking by Attainment

Performance Category : Fiscal Year : 2016

Period : 1

Payee ID	Payee Name	Goal Amt	Attainment	Ranking	Job Category	Territory ID	Currency
Payee Job Category : Physician							
Andy DR	Andy DR	200	369	1	Physician	Oncology	
Brenda DR	Brenda DR		6	2	Physician	Orthopedics	

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### Carrier Commission Reconciliation Report

Payee_ID	Txn	Product	Carrier_Calc_Comm	Company_Comm_Calc	Diff
Andy Rep	AA003	Allianz - Term Life		16.87	
Andy Rep	AA003	Allianz - Term Life		48.61	
Andy Rep	AA003	Allianz - Term Life		-31.74	
Andy Rep	AA002	Healthnet - Health	1,700.00	510.00	1,190.00
Andy Rep	AA001	Allianz - Term Life	900.00	450.00	450.00