

## FiberSmartz Sales Commission



- **Automated fast mechanism to manage incentives and calculate sales commission payouts**
- **No need for manual data collection**
- **Payouts are based on data collected from multiple sources -Salesforce, SAP etc. and individual user settings**
- **Improves accuracy, additional manual checks and validations are not required even when there are changes in user data**

### Dynamic Integrated and Real Time Payout Calculation Engine

**FiberSmartz Sales Commission calculates Sales incentive compensation and commission payouts**

The Sales Commissions project aims to provide the Sales Operations team an automated, accurate and effective mechanism to manage incentive compensation plans and calculate commission pay-outs. The payouts are being calculated by taking collation of data from multiple sources (SOV details from Salesforce, Revenue details from BRM/SAP) and then applying complex formulas to them.

**The Sales Commission engine bases calculations on several parameters**

The system using a central calculation logic, applies individual targets, payout weighting of multiple payout components based on users' settings to get individual monthly payouts. The calculation engine is smart enough to retrospectively re-adjust previous payouts already calculated based on changes in source data for a user for any month.

### Benefits of the FiberSmartz Sales Commission

- **Shortened Commissions Calculations and Payouts cycle:** Sales Commission removes manual data collection, multiple changes in Excel sheets leading to shortened commission and Payout cycle.
- **Reduced manual errors and improved accuracy:** Increases accuracy and reduces requests for adjustments and handling exceptions due to the removal of manual updates in Excel sheets for each sales person - which is usually the norm. This removes additional manual checks and validations which have to be done when multiple manual changes in data and formula are present for each user.
- **Enhanced reporting and trend analysis:** Detailed Payout breakdown reports for Leads/Administrators as well as individual Payout component breakdowns for Sales Reps. Sales Reps/Leads can plan their year using predictive analysis for future months. The Administrator can also view the usage trend to analyze the portal usage across days and months.



## Automate sales commission payout calculations using real-time data

### Key Features

- **Integrated and Real Time Data Collection:** Integration with Salesforce and SAP to enable availability of real-time input data at a single location for payout calculation.
- **Dynamic Revenue Filters:** Manage and filter input SAP Revenue data based on business filters.
- **Single Go Budget Setup:** Ability to add monthly targets and budgets to different team members in one go.
- **Special Adjustments:** Provision to manage adjustments for users with special incentives or amendments (if any).
- **What-if-Analysis tool:** Serves to help Sales team predict their future payouts based on the performance
- **Dynamic KPIs:** Provision to add KPIs to the Commission Plan based on needs of the Sales Operations Team.
- **Export Payouts:** Ability to view/download the consolidated Monthly Payout Reports in multiple formats (MS-Excel, PDF etc).
- **Audits:** Ability to track the changes made to the payouts through the Audit Report section.
- **Usage Analysis:** Ability to view the usage of the Sales Commission Portal by the respective team members.
- **Yearly Commission Plan setup:** Ability to manage and assign Commission Plans to various groups.
- **Role-wise access:** the portal allows flexibility to restrict financial/administrative features based on user role
- **Multi-Level Security:** Double-tier password security for increased protection.





Development Center in Chandigarh, India

### About Netsmartz

Netsmartz is a leading software development and business services company with over 430 employees. We have a proven 13 year track record of developing complex solutions for Fiber and Telecom companies. We partner with our clients to develop solutions that increase efficiency, manage risk, and accelerate growth. By applying our deep industry knowledge and technical experience, we help Fiber and Telecom customers build leadership positions in their markets.



Headquarters in Rochester, NY

### Netsmartz Highlights

- Over 400 trained certified engineers
- Process driven methodology for software development
- Extremely fast turnarounds
- Top quality professional certifications
- Long years of experience in developing Telecom solutions

**Need more information or would like to see a demonstration of FiberSmartz?**

➤ **Ask for a Demo**

**Visit:** <http://www.fibersmartz.com> or  
**Contact:** Deborah Hinson 585.340.1166  
**Ext. 174**  
[dhinson@netsmartz.com](mailto:dhinson@netsmartz.com)

**ISO 9001: 2008  
CERTIFIED**

**Microsoft®  
GOLD CERTIFIED  
Partner**

**CMMI®  
Level 3**

  
**ISO/IEC 27001:2005  
CERTIFIED**

Netsmartz, LLC, 332 Jefferson Road, Rochester, NY 14623 (Phone) 585.340.1166, (Fax) 815.550.2295