

**QCommission**

Pay People Properly

## Healthcare

[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 account executives, recruiters, consultants 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.

- Pay commission by various types of services such as legal, audit, etc.
- Calculate commissions-based sales revenue or profit.
- Pay commissions at time of invoicing, at time of payment or when job is complete.
- Pay commissions on one-time payments or on multiple payments for a payment plan.
- Pay different commission rates for different services
- Pay different commission rates by payment plan
- Pay different commission rates for sales reps
- Split commission rates between sales reps
- Pay overrides to managers and principals
- Deduct service fees prior to calculating commissions
- Pay referral 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.

## Case Study

### 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.

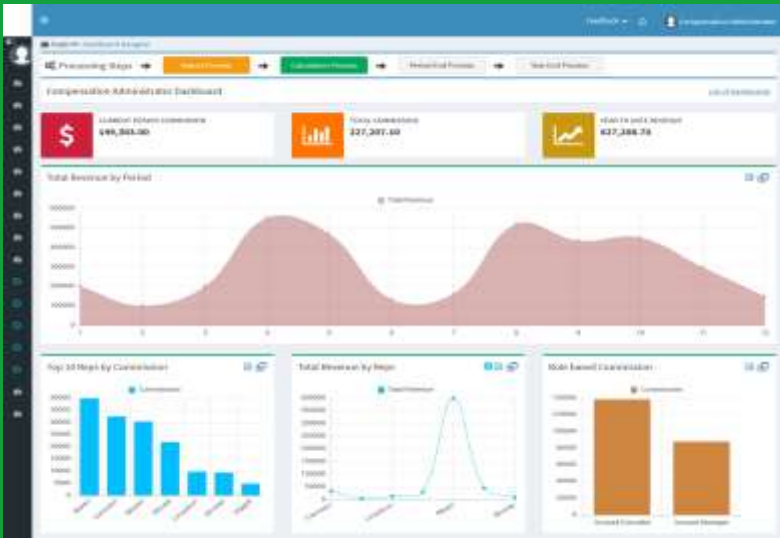
Health Plans of North Carolina provides outstanding health care insurance service to the entire State of North Carolina including the NC metropolitan areas. Health Plans of North Carolina represents products such as Blue Advantage®, Blue Options HSA(SM), Dental Blue®, Short-Term Health Care and Blue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



## Import/ Export

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 also process some PDF format files. QCommission can also operate stand-alone.

- Import data from accounting system including Invoices, Expenses, Payees, Customers and Products.
- 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.
- Eliminate shipping, tax charges from calculations

## Reporting

QCommission stores all data entered and all payout calculations.

- Produce detailed commission statements by payee.
- Reproduce commission statements for prior 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.

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.

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

Page 1 of 1  
 File ID: 1112016-1112016  
 Period: 11/1/2016 - 11/1/2016  
 Payee Name: Physicians  
 Specialty: Osteopeds  
 Currency: USD  
 Fiscal Year: 2018  
 Gross Payor Amt: 1,188.00  
 Dist: Adj Adjustment: 4.00  
 Cap Adjustment: -1,000.00  
 Mininum Prc Adjustment: 0.00  
 Other Adjustment: 0.00  
 Ad/Guarant To Percent: 0.00  
 Recovery From Percent: 0.00  
 Net Payor Amt: 1,188.00

| Trans ID   | Date      | Type    | Group | Category        | Quantity | Credits Amount | Commission Rate | Commission Amount | Final Amount |
|--|-----------|---------|-------|-----------------|----------|----------------|-----------------|-------------------|--------------|
| <b>Commission ID : 8557 Total Pym per Com Structure</b> Goal Amt : 1,188.00                |           |         |       |                 |          |                |                 |                   |              |
| 8002 - 1   | 11/1/2016 | Service |       | Center Training | 0.00     | 10.00          | 24.24           | 24.24             | 3,070.00     |
| 8002 - 1   | 11/1/2016 | Service |       | Maintenance     | 0.00     | 12.00          | 24.24           | 24.24             | 428.50       |
| Total : 0.00      22.00      48.48   |           |         |       |                 |          |                |                 |                   |              |
| <b>Commission ID : 8558 Percentage of Target Paid Amount Structure</b> Goal Amt : 1,188.00 |           |         |       |                 |          |                |                 |                   |              |
| 8002 - 1   | 11/1/2016 | Service |       | Center Training | 0.00     | 10.00          | 0.20            | 0.20              | 3,062.00     |
| 8002 - 1   | 11/1/2016 | Service |       | Maintenance     | 0.00     | 12.00          | 0.00            | 0.00              | 3,804.00     |
| Total : 0.00      0.00      0.20   |           |         |       |                 |          |                |                 |                   |              |
| <b>Commission ID : 8559 Target Pym per Com Structure</b> Goal Amt : 1,188.00               |           |         |       |                 |          |                |                 |                   |              |
| 8002 - 1   | 11/1/2016 | Service |       | Center Training | 0.00     | 10.00          | 24.24           | 24.24             | 3,060.00     |
| 8002 - 1   | 11/1/2016 | Service |       | Maintenance     | 0.00     | 12.00          | 14.822          | 14.822            | 420.00       |
| Total : 0.00      22.00      39.06   |           |         |       |                 |          |                |                 |                   |              |

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

Page 1 of 1  
 File ID: 1112016-1112016  
 Period: 11/1/2016 - 11/1/2016  
 Payee Name: Physicians  
 Specialty: Osteopeds  
 Currency: USD  
 Fiscal Year: 2018  
 Gross Payor Amt: 4,000.00  
 Dist: Adj Adjustment: 0.00  
 Cap Adjustment: 0.00  
 Mininum Prc Adjustment: 0.00  
 Other Adjustment: 0.00  
 Ad/Guarant To Percent: 0.00  
 Recovery From Percent: 0.00  
 Net Payor Amt: 4,000.00

| Trans ID  | Date      | Type    | Group | Category        | Quantity | Credits Amount | Commission Rate | Commission Amount | Final Amount |
|---|-----------|---------|-------|-----------------|----------|----------------|-----------------|-------------------|--------------|
| <b>Commission ID : 8557 Total Pym per Com Structure</b> Goal Amt : 1,188.00 |           |         |       |                 |          |                |                 |                   |              |
| 8002 - 1  | 11/1/2016 | Service |       | Center Training | 0.00     | 10.00          | 24.24           | 24.24             | 4,000.00     |
| 8002 - 1  | 11/1/2016 | Service |       | Maintenance     | 0.00     | 12.00          | 24.24           | 24.24             | 4,000.00     |
| Total : 0.00      22.00      48.48  |           |         |       |                 |          |                |                 |                   |              |

**Zenith health, Inc**

Payment by Transaction ID

Page 1 of 1  
 Fiscal Year: 2016  
 Period: 1

| Payee ID | Payee Name | Goal Amt | Attainment | Ranking | Job Category | Territory ID | Currency |
|----------|------------|----------|------------|---------|--------------|--------------|----------|
| 8002 - 1 | Physician  | 210      | 358        | 6       | Physician    | Osteopeds    | USD      |

**Zenith health, Inc**

Payment by Transaction ID

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| Date   | Period | Doc Line | Doc Line Type | Product ID      | Units | Cost | Attainment | Rate | Percent | Commissio | Goal Amt | Payor ID | Specialty ID | Payor Amt | Currency |
|--|--------|----------|---------------|-----------------|-------|------|------------|------|---------|-----------|----------|----------|--------------|-----------|----------|
| 11/1/2016  |        | 1        | Service       | Center Training | 100   | 100  | 100        | 100  | 100     | 1,200     | 1,200    | 8557     | Physician    | 1,200     | USD      |
| 11/1/2016  |        | 2        | Service       | Center Training | 100   | 100  | 100        | 100  | 100     | 1,200     | 1,200    | 8557     | Physician    | 1,200     | USD      |
| 11/1/2016  |        | 3        | Service       | Center Training | 100   | 100  | 100        | 100  | 100     | 1,200     | 1,200    | 8557     | Physician    | 1,200     | USD      |
| Total : 300      300      300      300      300      3,600      3,600      3,600 |        |          |               |                 |       |      |            |      |         |           |          |          |              |           |          |